

INDUSTRY WAGE SURVEY

HOSIERY

Part I. Women's

Part II. Men's

Part III. Children's

SEPTEMBER 1967

Bulletin No. 1562

UNITED STATES DEPARTMENT OF LABOR

BUREAU OF LABOR STATISTICS



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UNITED STATES DEPARTMENT OF LABOR
Willard Wirtz, Secretary



BUREAU OF LABOR STATISTICS
Ben Burdetsky, Acting Commissioner

For sale by the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402 - Price 70 cents

Preface

This bulletin summarizes the results of a Bureau of Labor Statistics survey of wages and supplementary benefits in the hosiery manufacturing industry in September 1967. Information is reported separately for three major product branches: Women's, men's, and children's hosiery.

Separate releases were issued earlier, as follows:

Women's hosiery mills

North Carolina
Tennessee
Hickory—Statesville, N. C.
Winston-Salem—High Point, N. C.

Men's hosiery mills

North Carolina
Tennessee
Hickory—Statesville, N. C.
Winston-Salem—High Point, N. C.

Children's hosiery mills

North Carolina
Tennessee
Winston-Salem—High Point, N. C.

Copies of these releases are available from the Bureau of Labor Statistics, Washington, D.C., 20212, or any of its regional offices.

The study was conducted in the Bureau's Office of Wages and Industrial Relations. The analysis in this bulletin was prepared by Joseph C. Bush in the Division of Occupational Wage Structures. Field work for the survey was directed by the Assistant Regional Directors for Operations.

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

Contents

	Page
Summary	1
Industry characteristics	1
Industry branches	2
Location	2
Establishment size	2
Unionization	3
Method of wage payment	3
Sex	3
Table:	
1. All hosiery mills: Earnings distribution	4
Part I: Women's Hosiery Mills	
Average hourly earnings	5
Occupational earnings	5
Establishment practices and supplementary wage provisions	5
Scheduled weekly hours and shift practices	6
Paid holidays	6
Paid vacations	6
Health, insurance, and retirement plans	6
Tables:	
2. Average hourly earnings by selected characteristics	7
3. Earnings distribution	8
Occupational averages:	
4. All mills	9
5. By size of community	10
6. By size of establishment	11
7. By method of wage payment	12
Occupational earnings:	
8. North Carolina	13
9. Tennessee	15
10. Hickory—Statesville, N. C.	16
11. Winston-Salem—High Point, N. C.	17
Establishment practices and supplementary wage provisions:	
12. Method of wage payment	18
13. Scheduled weekly hours	18
14. Shift differential provisions	19
15. Shift differential practices	20
16. Paid holidays	21
17. Paid vacations	22
18. Health, insurance, and retirement plans	24

Contents—Continued

	Page
Part II: Men's Hosiery Mills	25
Average hourly earnings.....	25
Occupational earnings	25
Establishment practices and supplementary wage provisions.....	25
Scheduled weekly hours and shift practices	25
Paid holidays.....	25
Paid vacations	26
Health, insurance, and retirement plans	26
 Tables:	
19. Average hourly earnings by selected characteristics.....	27
20. Earnings distribution.....	28
 Occupational averages:	
21. All mills	29
22. By size of community	30
23. By size of establishment	31
24. By method of wage payment	32
 Occupational earnings:	
25. North Carolina	33
26. Tennessee	35
27. Hickory—Statesville, N. C.	36
28. Winston-Salem—High Point, N. C.	37
 Establishment practices and supplementary wage provisions:	
29. Method of wage payment.....	38
30. Scheduled weekly hours.....	38
31. Shift differential provisions	39
32. Shift differential practices.....	40
33. Paid holidays	41
34. Paid vacations.....	42
35. Health, insurance, and retirement plans.....	43
 Part III: Children's Hosiery Mills	44
Average hourly earnings.....	44
Occupational earnings	44
Establishment practices and supplementary wage provisions.....	44
Scheduled weekly hours and shift practices	44
Paid holidays.....	44
Paid vacations	44
Health, insurance, and retirement plans	44
 Tables:	
36. Average hourly earnings by selected characteristics.....	45
37. Earnings distribution.....	45
 Occupational averages:	
38. All mills	46
39. By size of community	47
40. By size of establishment	48
41. By method of wage payment	49

Contents—Continued

	Page
Tables—Continued	
Occupational earnings:	
42. North Carolina	50
43. Tennessee	52
44. Winston-Salem—High Point, N. C.	53
Establishment practices and supplementary wage provisions:	
45. Method of wage payment	54
46. Scheduled weekly hours	54
47. Shift differential provisions	55
48. Shift differential practices	55
49. Paid holidays	56
50. Paid vacations	57
51. Health, insurance, and retirement plans	58
Appendixes:	
A. Scope and method of survey	59
B. Occupational descriptions	63

Industry Wage Survey—

Hosiery, September 1967

Summary

Straight-time hourly earnings of production and related workers in hosiery manufacturing establishments averaged \$1.80 in September 1967. Almost all of the 80,000 workers covered by the Bureau of Labor Statistics survey¹ earned between \$1.40 and \$3 an hour; one-fourth of the workers earned less than \$1.50 and nearly two-fifths earned less than \$1.60.² Workers in the Southeast region, representing seven-eighths of the industry's employment, averaged \$1.79 an hour compared with \$1.93 for workers in the Middle Atlantic region and \$1.67 for those in the Border States. Women accounted for slightly more than three-fourths of the production workers and averaged \$1.74 an hour—25 cents less than the men.

Workers in mills primarily manufacturing women's hosiery accounted for 56 percent of the industry's work force and averaged \$1.89 an hour in September 1967, compared with \$1.71 for workers in men's hosiery mills

and \$1.66 for those in children's hosiery mills. Within the three industry branches, earnings varied by location, size of establishment, and occupation.

Among the occupations selected for separate study, the highest averages were recorded for knitting-machine adjusters and fixers—\$2.43 an hour in women's hosiery mills; \$2.22 in men's; and \$2.12 in the children's branch. At the lower end of the wage distribution were jobs such as baggers, boxers, and folders, whose averages ranged from \$1.50 to \$1.85 an hour among the three branches. Toe loopers, numerically the largest of the surveyed jobs, averaged \$2.03 in women's mills, \$1.67 in men's, and \$1.57 in the children's branch.

At least two-thirds of the production workers in each industry branch were in mills providing paid vacations (most commonly 1 week's vacation pay after 1 year of service and 2 weeks after 5 years) and life, hospitalization, and surgical insurance. Paid holidays, ranging from 1 to 7 days a year, were provided to almost three-fifths of the workers in women's hosiery mills; about two-fifths in men's; and nearly one-fourth in children's mills. Retirement pension benefits applied to almost three-tenths of the workers in women's and slightly over one-fifth of those in men's hosiery mills, but were not reported by any of the children's mills visited during the survey.

Industry Characteristics

Hosiery mills within scope of the survey employed 79,878 production and related workers in September 1967, a decrease of 3.7 percent since September–October 1964 and 8.1 percent since February 1962, when the Bureau conducted similar surveys of this industry.³ Despite this decline, the amount of

¹ See appendix A for scope and method of survey. The straight-time average hourly earnings in this bulletin differ in concept from the gross average hourly earnings published in the Bureau's monthly hours and earnings series (\$1.96 for women's hosiery, except socks, and \$1.77 for hosiery, not elsewhere classified, in September 1967). Unlike the latter, the estimates presented here exclude premium pay for overtime and for work on weekends, holidays, and late shifts. Average earnings were calculated by summing individual hourly earnings and dividing by the number of individuals; in the monthly series, the sum of the man-hour totals reported by establishments in the industry was divided into reported payroll totals.

The estimate of the number of production workers within scope of the study is intended only as a general guide to the size and composition of the labor force included in the survey. It differs from the estimates published in the monthly series (50,300 for women's hosiery, except socks, and 37,100 for hosiery, not elsewhere classified, in September 1967) by the exclusion of establishments employing fewer than 20 workers, and because the advance planning necessary to make the survey required the use of establishment lists assembled considerably in advance of data collection. Thus, establishments new to the industry are omitted, as are establishments originally classified in the hosiery manufacturing industry, but found to be in other industries at the time of the survey. Also omitted are establishments manufacturing women's hosiery but classified incorrectly in other industries at the time the lists were compiled.

² At the time of the survey, the Federal minimum wage for workers in manufacturing establishments engaged in interstate commerce was \$1.40 an hour. On Feb. 1, 1968, it was raised to \$1.60 an hour.

³ For results of the earlier surveys, see Industry Wage Survey: Hosiery, February 1962 (BLS Bulletin 1349, 1962) and Industry Wage Survey: Hosiery, September–October 1964 (BLS Bulletin 1456, 1965).

hosiery produced in 1967 was one-third more than in 1962.⁴ Output per production worker man-hour in the industry rose 32 percent between 1962 and 1966, the latest date for which information is available.⁵ Among the factors contributing to this increased productivity were: new and improved methods of manufacturing (e.g., the replacement of toe looping by better methods of toe seaming and the use of the collection system⁶ in the manufacture of women's hosiery), and the continued shift of production from women's full-fashioned to seamless hosiery.

Industry Branches. Hosiery mills were classified in three industry branches for this survey: Mills primarily engaged in manufacturing women's full- and knee-length hosiery employed 56 percent of the industry's production workers; mills manufacturing men's hosiery accounted for 25 percent of the workers; and mills making children's hosiery, including women's anklets and socks, employed the remaining workers. The production of women's hosiery was confined largely to mills manufacturing no other type of hosiery. A number of mills, however, manufactured both men's and children's hosiery, which are made on similar types of knitting machines. More than half of the workers in men's hosiery mills, for example, were employed in mills also manufacturing children's hosiery or women's anklets and socks; nearly one-fifth of the employees in children's hosiery mills worked in establishments whose second most important product was men's hosiery.

The importance of full-fashioned hosiery has continued to decline for the past several years. In 1962, about one-fourth of the women's nontextured full- and knee-length hosiery was knitted on full-fashioned machines (i.e., knitted flat and back seamed to form the hose), whereas seamless hosiery (knitted on circular knitting machines) accounted for all but 1 percent of the women's nontextured hosiery produced in 1967.⁷

Nylon was the predominant type of yarn used in virtually all women's hosiery mills and in many of the men's hosiery mills. Cotton, on the other hand, was the principal type of yarn used by most mills manufacturing children's hosiery.

⁴ 1967 Hosiery Statistics, National Association of Hosiery Manufacturers. Charlotte, North Carolina (1968).

⁵ Indexes of Output Per Man-Hour, Selected Industries, 1939 and 1947-66 (BLS Bulletin 1572, 1967), and preliminary estimates for 1966.

⁶ Use of this system, which was introduced in the early 1960's, rose sharply between the Bureau's 1962 and 1964 surveys, but appears to have leveled off between 1964 and 1967.

⁷ 1967 Hosiery Statistics, op. cit.

Integrated mills—those engaged in knitting, dyeing, and finishing—accounted for one-half of the employment in the women's hosiery branch, and slightly less than three-fourths in the men's and children's branches. Knitting mills, which neither dyed nor finished hosiery, employed nearly one-fourth of the workers in the women's branch, one-sixth in the men's, and one-eighth in the children's branch. The rest of the workers were in commercial mills specializing in dyeing and finishing or performing such combination work as knitting and finishing. Mills which purchase materials, produce articles in the establishment, and sell the finished products (manufacturers) accounted for over nine-tenths of the work force in each branch; less than 5 percent of the workers were employed in mills which process materials owned by others (contractors).

Location. The Southeast region accounted for 87 percent of the production workers covered by the study: 86 percent in the women's branch, 81 percent in the men's branch, and 97 percent in the children's branch. Employment in this region was concentrated largely in North Carolina and Tennessee. The Middle Atlantic region had about one-tenth of the workers in both the women's and men's branches of the industry, but none of the mills visited in this region were classified in the children's branch. None of the other regions accounted for as much as 5 percent of the work force in any of the three industry branches.

Metropolitan areas accounted for two-fifths of the work force in women's mills; approximately three-eighths in men's mills; and slightly over one-fifth of the workers in the children's branch. In the Southeast region, at least seven-tenths of the workers in men's and children's mills were in nonmetropolitan areas; in women's mills, the proportion of Southeast workers in smaller communities was three-fifths. In the Middle Atlantic region, at least four-fifths of the workers in both women's and men's mills were employed in metropolitan areas.

Establishment Size. Mills having 250 workers or more accounted for nearly seven-tenths of the workers in women's hosiery mills and slightly over two-fifths in both men's and children's hosiery mills. As the following tabulation indicates, larger mills employed a greater proportion of the workers in metropolitan than in nonmetropolitan areas in the men's and children's branches. This relationship was reversed, however, in the women's branch.

Size of mill	Women's hosiery mills		Men's hosiery mills		Children's hosiery mills	
	Metro-	Non-	Metro-	Non-	Metro-	Non-
	poli-	metro-	poli-	metro-	poli-	metro-
	tan	poli-	tan	tan	tan	tan
	areas	tan	areas	areas	areas	areas
All mills-----	100	100	100	100	100	100
Mills with—						
Less than 250 workers--	33	29	42	64	41	63
250 workers or more---	67	71	58	36	59	37

Unionization. Mills operating under the terms of labor-management agreements employed 5 percent of the workers in the women's and children's hosiery branches and nearly 10 percent of those in the men's branch of the industry. Most of these agreements were with the Textile Workers Union of America.

Method of Wage Payment. Incentive wage systems, nearly always based on individual piecework rates, were the method of wage payment for seven-tenths of the workers in the women's and children's hosiery mills and for nearly two-thirds of those in the men's branch (tables 12, 29, and 45). The proportions of workers paid under incentive wage systems varied by occupation. For example, a large majority of the workers in such numerically important jobs as knitters, toe loopers, toe seamers, and pairers were paid under incentive wage systems, whereas more

than nine-tenths of the knitting-machine adjusters and fixers were paid time rates. Wage rates of workers paid on a time basis were usually determined in relation to the qualifications of the individual, although several mills reported formal rate structures.

Sex. Women constituted at least three-fourths of the work force in each industry branch and accounted for all or most of the workers in such jobs as: Examiners, folders and boxers, toe loopers, pairers, and seamers; and most knitting occupations in the men's and children's branches. Both men and women were employed in substantial proportions as operators of machines knitting women's seamless hosiery and as collection-system inspectors and operators. Men, on the other hand, accounted for all of the knitting-machine adjusters and fixers and virtually all of the operators of machines knitting full-fashioned hosiery.

Table 1. All Hosiery Mills: Earnings Distribution

(Percent distribution of production workers by average straight-time hourly earnings,¹
United States and selected regions, September 1967)

Average hourly earnings ¹	United States ²			Middle Atlantic	Border States	Southeast
	All workers	Women	Men			
Under \$ 1.40.....	0.6	0.7	0.2	0.3	0.8	0.7
\$ 1.40 and under \$ 1.45.....	18.0	20.8	8.1	16.0	19.0	18.3
\$ 1.45 and under \$ 1.50.....	5.7	6.4	3.3	2.8	17.6	5.6
\$ 1.50 and under \$ 1.55.....	7.9	8.0	7.6	8.2	9.5	7.7
\$ 1.55 and under \$ 1.60.....	6.4	6.9	4.7	4.8	5.6	6.5
\$ 1.60 and under \$ 1.65.....	6.3	6.6	5.5	6.1	7.7	6.3
\$ 1.65 and under \$ 1.70.....	5.2	5.5	4.0	4.2	5.7	5.3
\$ 1.70 and under \$ 1.75.....	5.0	5.3	3.7	4.2	5.3	5.0
\$ 1.75 and under \$ 1.80.....	4.6	4.8	3.7	3.8	4.4	4.6
\$ 1.80 and under \$ 1.85.....	4.5	4.5	4.6	3.7	4.4	4.6
\$ 1.85 and under \$ 1.90.....	3.8	4.0	3.2	3.2	2.8	3.9
\$ 1.90 and under \$ 1.95.....	3.4	3.4	3.3	3.6	2.6	3.4
\$ 1.95 and under \$ 2.00.....	3.0	3.1	2.5	2.4	1.9	3.0
\$ 2.00 and under \$ 2.10.....	5.5	5.1	6.9	6.5	2.9	5.5
\$ 2.10 and under \$ 2.20.....	4.4	4.0	6.0	5.0	1.9	4.5
\$ 2.20 and under \$ 2.30.....	3.6	2.9	6.0	4.7	3.6	3.5
\$ 2.30 and under \$ 2.40.....	3.0	2.2	5.9	3.9	1.0	3.0
\$ 2.40 and under \$ 2.50.....	2.5	1.6	5.4	3.1	1.5	2.5
\$ 2.50 and under \$ 2.60.....	2.1	1.2	4.9	2.7	.7	2.0
\$ 2.60 and under \$ 2.70.....	1.4	1.0	3.0	2.2	.2	1.4
\$ 2.70 and under \$ 2.80.....	.8	.7	1.3	1.9	.4	.8
\$ 2.80 and under \$ 2.90.....	.6	.5	1.2	1.4	.1	.6
\$ 2.90 and under \$ 3.00.....	.3	.2	.5	1.1	-	.2
\$ 3.00 and over.....	1.4	.5	4.3	4.3	.3	1.2
Total.....	100.0	100.0	100.0	100.0	100.0	100.0
Number of workers.....	79,878	62,014	17,864	5,784	2,130	69,421
Average hourly earnings ¹	\$1.80	\$1.74	\$1.99	\$1.93	\$1.67	\$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. For definition of regions (or areas) shown in this or subsequent tables, see table in appendix A.

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

Part I. Women's Hosiery Mills

Average Hourly Earnings

Earnings of the 44,545 production workers in mills primarily engaged in manufacturing women's full- and knee-length hosiery averaged \$1.89 an hour in September 1967 (table 2). Workers in the Southeast region, accounting for almost seven-eighths of the work force in this industry branch, averaged \$1.89 an hour compared with \$1.97 for those in the Middle Atlantic region. Separate data are presented for North Carolina and Tennessee, together accounting for nearly seven-eighths of the employment in the Southeast region, and for two important hosiery producing centers in North Carolina (tables 8-11). Production workers in Tennessee averaged \$1.77 an hour—16 cents below the average for North Carolina (\$1.93); averages in Hickory—Statesville and Winston-Salem—High Point were \$1.85 and \$2.04, respectively.

Nationwide, the average for production workers in September 1967 (\$1.89) was nearly 17 percent above the average of September–October 1964 (\$1.62).⁸ During the same period, the increase in the Middle Atlantic region was 18 percent, and in the Southeast it was 16 percent.

The 35,102 women in this industry branch averaged \$1.83 an hour in September 1967 compared with \$2.10 for the 9,443 men. Averages for men exceeded those for women by 21 percent in the Middle Atlantic region and by 13 percent in the Southeast.⁹

In the Southeast region, workers in metropolitan areas averaged 17 cents an hour more than those in nonmetropolitan areas; workers in mills having 250 workers or more averaged 11 cents an hour more than those in the 100–249 mill-size category but 2 cents less than those in mills employing 20–99 workers. The interrelationships of some

of these variables are discussed in the industry characteristics section. To isolate any one factor as a determinant of wages is impossible in a study such as this.

Earnings of all but about 3 percent of the production workers ranged from \$1.40 to \$3 an hour (table 3). At the lower end of the earnings distribution, one-sixth of the workers earned less than \$1.50 an hour and nearly three-tenths earned less than \$1.60. The proportions earning less than \$1.60 were about three-tenths in both the Middle Atlantic and Southeast regions. Contributing to the dispersion of earnings in this industry branch were such factors as prevalence of incentive pay systems, differences in mill pay levels among and within regions and areas, and the range of skill requirements in the industry.

Occupational Earnings

The occupational classifications for which average straight-time hourly earnings are presented in table 4 accounted for about two-thirds of the production workers in the women's hosiery branch. Nationwide averages (means) for these jobs ranged from \$1.66 an hour for baggers (most of whom were women) to \$2.43 an hour for knitting-machine adjusters and fixers (all men).

Occupational earnings were tabulated by region, selected States and areas, community and establishment size, and method of wage payment. For the Southeast (the only region where data could be compared by community and mill size), occupational averages were higher in metropolitan areas than in smaller communities (table 5), and, in most instances, were higher in mills employing 250 workers or more than in the smaller mills (table 6). Occupational averages by method of wage payment are presented in table 7.

Earnings of individual workers varied considerably within the same job and area (tables 10 and 11). In many instances, the difference between the lowest and highest paid worker in the same job and area exceeded \$1 an hour.

Establishment Practices and Supplementary Wage Provisions

Information also was obtained on work schedules, shift provisions and practices, and selected supplementary benefits including paid

⁸ Op. cit., BLS Bulletin 1456, Pt. I.

⁹ Differences in average pay levels for men and women may be the result of several factors, including variations in the distribution of the sexes among establishments and, as pointed out in the discussion of industry characteristics, among jobs having disparate pay levels. Differences noted in averages for men and women in the same job and area may reflect minor differences in duties. Job descriptions used to classify workers in wage surveys are usually more generalized than those used in individual establishments because allowances must be made for possible minor differences among establishments in specific duties performed. Earnings for some jobs in the industry are determined largely by production at piece rates. Variations in incentive earnings for individuals or sex groupings may be traceable to differences in work experience, work flow, or other factors which the worker may or may not control.

holidays and vacations, retirement plans, life insurance, sickness and accident insurance, and hospitalization and surgical benefits.

Scheduled Weekly Hours and Shift Practices. Work schedules of 40 hours a week in effect in establishments employing slightly over nine-tenths of the production workers (table 13). Nearly all establishments had provisions for working extra shifts (table 14). Slightly less than one-fourth of the workers were employed on late shifts at the time of the survey (table 15). Shift differential payments, however, were not common in this branch of the industry.

Paid Holidays. Paid holidays were provided by establishments employing almost three-fifths of the production workers (table 16). Most commonly, workers were provided 7 paid holidays annually in the Middle Atlantic, and 2, 3, or 5 days in the Southeast.

Paid Vacations. Paid vacations, after qualifying periods of service, were provided by establishments employing nearly seven-eighths of the production workers (table 17). Typical vacation plans provided 1 week's pay after 1 year of service and 2 weeks' after 5 years. A substantial proportion (35 percent) of the workers in the Middle Atlantic region,

however, could receive 3 weeks' vacation pay after 10 years of service; in the Southeast, the proportion under provisions for 3 weeks' pay was considerably smaller.

Health, Insurance, and Retirement Plans. Life, hospitalization, and surgical insurance were available to approximately nine-tenths of the production workers (table 18). Accidental death and dismemberment insurance was provided to seven-tenths of the workers; medical insurance to three-fifths; sickness and accident insurance to two-fifths; and catastrophe (major medical) insurance to slightly more than one-third of the workers. All or at least part of the cost of these plans were paid by the employer; for a majority, however, the employer typically paid the total costs. Except for basic medical insurance, a greater proportion of workers in the Southeast received the above benefits than in the Middle Atlantic region.

Pension plans, providing regular payments for the rest of the retiree's life (in addition to Federal social security benefits), were mostly financed wholly by the employer and covered slightly less than three-tenths of the production workers; regionally, the proportions were three-tenths in the Southeast and less than one-tenth in the Middle Atlantic. Provisions for lump-sum retirement pay were not common in this industry branch.

Table 2. Women's Hosiery Mills: Average Hourly Earnings by Selected Characteristics

(Number and average straight-time hourly earnings¹ of production workers by selected characteristics, United States and selected regions, September 1967)

Item	United States ²		Middle Atlantic		Southeast	
	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings
All production workers.....	44,545	\$ 1.89	3,796	\$ 1.97	38,428	\$ 1.89
Women.....	35,102	1.83	2,795	1.86	30,455	1.84
Men.....	9,443	2.10	1,001	2.25	7,973	2.08
Size of community:						
Metropolitan areas ³	18,417	1.99	3,130	1.99	14,885	1.99
Nonmetropolitan areas.....	26,128	1.82	666	1.87	23,543	1.82
Size of establishment:						
20-99 workers.....	5,712	1.93	2,379	1.96	2,891	1.93
100-249 workers.....	7,999	1.80	-	-	6,708	1.80
250 workers or more.....	30,834	1.90	-	-	28,829	1.91

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

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

³ Standard Metropolitan Statistical Areas as defined by the U.S. Bureau of the Budget through April 1967.

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

Table 3. Women's Hosiery Mills: Earnings Distribution

(Percent distribution of production workers by average straight-time hourly earnings,¹
United States and selected regions, September 1967)

Average hourly earnings ¹	United States ²			Middle Atlantic	Southeast
	All workers	Women	Men		
Under \$ 1.40.....	0.5	0.5	0.2	0.2	0.5
\$ 1.40 and under \$ 1.45.....	12.5	14.6	5.0	16.2	11.8
\$ 1.45 and under \$ 1.50.....	3.5	3.9	1.6	2.2	3.3
\$ 1.50 and under \$ 1.55.....	6.7	6.7	6.9	7.8	6.4
\$ 1.55 and under \$ 1.60.....	6.0	6.5	4.0	4.0	6.3
\$ 1.60 and under \$ 1.65.....	6.0	6.3	4.7	7.2	5.9
\$ 1.65 and under \$ 1.70.....	5.2	5.5	4.2	3.5	5.4
\$ 1.70 and under \$ 1.75.....	4.9	5.2	3.5	3.5	5.0
\$ 1.75 and under \$ 1.80.....	4.6	5.0	3.3	3.2	4.8
\$ 1.80 and under \$ 1.85.....	5.1	5.0	5.5	3.4	5.3
\$ 1.85 and under \$ 1.90.....	4.2	4.6	2.9	3.1	4.4
\$ 1.90 and under \$ 1.95.....	3.9	4.0	3.4	3.5	4.0
\$ 1.95 and under \$ 2.00.....	3.4	3.7	2.0	2.2	3.5
\$ 2.00 and under \$ 2.10.....	6.3	6.5	5.6	6.5	6.3
\$ 2.10 and under \$ 2.20.....	5.3	5.5	4.9	4.5	5.6
\$ 2.20 and under \$ 2.30.....	4.5	4.1	6.0	5.0	4.5
\$ 2.30 and under \$ 2.40.....	4.1	3.3	7.2	4.3	4.2
\$ 2.40 and under \$ 2.50.....	3.5	2.5	7.2	3.3	3.6
\$ 2.50 and under \$ 2.60.....	2.8	1.9	6.3	3.1	2.8
\$ 2.60 and under \$ 2.70.....	2.2	1.6	4.3	2.9	2.1
\$ 2.70 and under \$ 2.80.....	1.2	1.1	1.7	2.3	1.1
\$ 2.80 and under \$ 2.90.....	1.0	.8	1.6	1.9	.9
\$ 2.90 and under \$ 3.00.....	.4	.4	.6	1.2	.4
\$ 3.00 and over.....	2.2	.9	7.1	5.0	2.0
Total.....	100.0	100.0	100.0	100.0	100.0
Number of workers.....	44,545	35,102	9,443	3,796	38,428
Average hourly earnings ¹	\$ 1.89	\$ 1.83	\$ 2.10	\$ 1.97	\$ 1.89

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

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

Table 4. Women's Hosiery Mills: Occupational Averages—All Mills

(Number and average straight-time hourly earnings¹ of workers in selected occupations, United States and selected regions, September 1967)

Occupation and sex	United States ²				Middle Atlantic				Southeast			
	Number of workers	Hourly earnings ¹			Number of workers	Hourly earnings ¹			Number of workers	Hourly earnings ¹		
		Mean ³	Median ³	Middle range ³		Mean ³	Median ³	Middle range ³		Mean ³	Median ³	Middle range ³
Knitting:												
Adjusters and fixers, knitting machines (all men) ⁴	2,784	\$2.43	\$2.38	\$2.15—\$2.63	146	\$2.59	\$2.67	\$2.40—\$2.80	2,474	\$2.43	\$2.35	\$2.15—\$2.60
Full-fashioned hosiery (all men).....	92	2.85	2.85	2.61— 3.20	-	-	-	-	83	2.86	3.07	2.50— 3.20
Seamless hosiery, full- or knee-length (all men).....	2,589	2.42	2.35	2.15— 2.60	124	2.53	2.66	2.40— 2.72	2,306	2.42	2.35	2.15— 2.55
Collection-system inspectors.....	1,399	2.06	1.95	1.75— 2.56	-	-	-	-	1,395	2.06	1.95	1.75— 2.56
Women.....	995	1.88	1.85	1.68— 2.00	-	-	-	-	991	1.88	1.85	1.68— 2.01
Collection-system operators.....	433	1.83	1.75	1.59— 1.96	-	-	-	-	429	1.83	1.75	1.59— 1.96
Women.....	194	1.73	1.68	1.55— 1.81	-	-	-	-	194	1.73	1.68	1.55— 1.81
Men.....	239	1.92	1.77	1.60— 2.43	-	-	-	-	235	1.92	1.81	1.60— 2.43
Knitters, full-fashioned hosiery.....	484	2.34	2.36	2.23— 2.52	84	2.23	2.37	1.75— 2.52	391	2.36	2.36	2.24— 2.52
Men.....	476	2.34	2.36	2.23— 2.52	83	2.24	2.37	1.72— 2.52	384	2.36	2.36	2.24— 2.53
51 gage (all men).....	320	2.34	2.36	2.23— 2.55	78	2.24	2.37	1.66— 2.52	-	-	-	-
60 gage.....	115	2.35	2.39	2.27— 2.52	-	-	-	-	105	2.37	2.39	2.32— 2.53
Men.....	108	2.36	2.39	2.28— 2.53	-	-	-	-	99	2.38	2.40	2.32— 2.53
Knitters, women's seamless hosiery, single-feed ⁴	564	1.76	1.82	1.64— 1.86	-	-	-	-	521	1.77	1.82	1.65— 1.87
Women.....	395	1.72	1.74	1.58— 1.82	-	-	-	-	357	1.74	1.78	1.62— 1.83
Men.....	169	1.84	1.82	1.82— 1.90	-	-	-	-	164	1.84	1.82	1.82— 1.91
400 needles.....	505	1.76	1.82	1.64— 1.83	-	-	-	-	467	1.77	1.82	1.66— 1.86
Women.....	364	1.73	1.77	1.59— 1.83	-	-	-	-	330	1.75	1.82	1.64— 1.85
Men.....	141	1.83	1.82	1.82— 1.86	-	-	-	-	137	1.84	1.82	1.82— 1.87
Knitters, women's seamless hosiery, two-feed ⁴	535	1.85	1.89	1.68— 2.00	68	2.00	2.00	1.84— 2.20	439	1.84	1.88	1.66— 1.98
Women.....	335	1.78	1.80	1.60— 1.96	-	-	-	-	281	1.77	1.79	1.56— 1.96
Men.....	200	1.98	1.97	1.88— 2.06	-	-	-	-	158	1.97	1.95	1.86— 2.05
400 needles.....	460	1.85	1.90	1.65— 2.00	32	2.09	2.00	2.00— 2.20	400	1.84	1.89	1.65— 1.99
Women.....	281	1.77	1.79	1.59— 1.96	-	-	-	-	263	1.77	1.82	1.57— 1.97
Men.....	179	1.98	1.99	1.88— 2.05	-	-	-	-	137	1.96	1.96	1.86— 2.05
Knitters, women's seamless hosiery, four-feed (43 women and 26 men).....	69	1.90	1.91	1.80— 2.04	-	-	-	-	-	-	-	-
Boarding and preboarding:												
Boarders, automatic (146 women and 17 men).....	163	2.06	2.11	1.76— 2.30	-	-	-	-	530	1.86	1.85	1.66— 2.08
Boarders, other than automatic.....	677	1.91	1.87	1.66— 2.12	-	-	-	-	491	1.88	1.86	1.68— 2.09
Women.....	566	1.87	1.85	1.66— 2.08	-	-	-	-	39	1.68	1.61	1.40— 1.69
Men.....	111	2.11	2.13	1.61— 2.46	-	-	-	-	755	1.83	1.81	1.56— 2.03
Boarders, Dunn method.....	1,038	1.90	1.84	1.59— 2.11	215	2.23	2.24	1.90— 2.58	749	1.83	1.81	1.56— 2.03
Women.....	877	1.84	1.81	1.57— 2.05	62	2.19	2.23	1.90— 2.38	-	-	-	-
Men.....	161	2.21	2.19	1.74— 2.62	153	2.24	2.26	1.83— 2.63	-	-	-	-
Preboarders.....	3,727	1.88	1.80	1.55— 2.14	204	2.14	2.04	1.71— 2.46	3,469	1.86	1.79	1.53— 2.13
Women.....	3,566	1.86	1.78	1.53— 2.12	170	2.10	2.01	1.70— 2.42	3,343	1.85	1.77	1.52— 2.11
Men.....	161	2.26	2.27	2.02— 2.52	-	-	-	-	126	2.23	2.27	2.04— 2.51
Miscellaneous:												
Baggers (63 women and 11 men).....	74	1.66	1.52	1.45— 1.75	-	-	-	-	69	1.67	1.50	1.45— 1.75
Boxers (51 women and 3 men).....	54	1.76	1.62	1.46— 1.98	-	-	-	-	41	1.84	1.74	1.56— 2.08
Examiners, grey (hosiery inspectors) (2,113 women and 5 men).....	2,118	1.87	1.81	1.60— 2.08	294	1.84	1.79	1.56— 2.06	1,722	1.89	1.83	1.60— 2.11
Folders (all women).....	786	1.85	1.80	1.40— 2.16	208	1.60	1.50	1.40— 1.71	539	1.97	1.99	1.59— 2.29
Folders and boxers (all women).....	2,938	1.74	1.67	1.48— 1.92	-	-	-	-	2,575	1.73	1.66	1.48— 1.90
Loopers, toe (all women).....	3,772	2.03	1.96	1.68— 2.30	172	1.98	1.99	1.71— 2.27	3,388	2.05	1.98	1.70— 2.33
Menders, hand, finish (1,093 women and 3 men).....	1,096	1.88	1.78	1.63— 2.07	-	-	-	-	985	1.86	1.77	1.63— 2.06
Menders, hand, grey (all women).....	525	1.92	1.88	1.60— 2.12	51	2.11	2.04	1.88— 2.20	439	1.90	1.87	1.60— 2.11
Pairers (all women).....	3,319	1.92	1.86	1.59— 2.19	287	2.05	1.98	1.65— 2.37	2,892	1.93	1.87	1.60— 2.19
Seamers, full-fashioned hosiery (all women).....	169	2.10	1.94	1.72— 2.44	-	-	-	-	77	1.86	1.82	1.66— 2.01
Seamers, toe (all women).....	1,699	1.95	1.90	1.66— 2.18	122	2.03	1.90	1.55— 2.34	1,439	1.96	1.94	1.69— 2.19
Transfer-machine operators (all women).....	283	1.73	1.65	1.47— 1.86	-	-	-	-	263	1.71	1.63	1.45— 1.86

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 See appendix A for method used in computing means, medians, and middle ranges of earnings.
⁴ Includes data for workers in classifications in addition to those shown separately.

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

Table 5. Women's Hosiery Mills: Occupational Averages—By Size of Community

(Number and average straight-time hourly earnings¹ of workers in selected occupations by size of community, United States and selected regions, September 1967)

Occupation and sex	United States ²				Middle Atlantic		Southeast			
	Metropolitan areas		Nonmetropolitan areas		Metropolitan areas		Metropolitan areas		Nonmetropolitan areas	
	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings
Women										
Knitting:										
Collection-system inspectors	300	\$2.04	695	\$1.81	-	-	300	\$2.04	691	\$1.81
Collection-system operators	38	2.00	156	1.66	-	-	38	2.00	156	1.66
Knitters, women's seamless hosiery, single-feed ³	90	1.81	305	1.70	-	-	86	1.82	271	1.72
400 needles	90	1.81	274	1.71	-	-	86	1.82	244	1.72
Knitters, women's seamless hosiery, two-feed ³	78	1.94	257	1.73	-	-	-	-	239	1.73
400 needles	-	-	239	1.74	-	-	-	-	221	1.74
Boarding and preboarding:										
Boarders, other than automatic	128	1.90	438	1.86	-	-	-	-	389	1.87
Boarders, Dunn method	303	1.88	574	1.82	-	-	227	1.84	522	1.82
Preboarders	1,704	1.97	1,862	1.76	140	\$2.18	1,564	1.95	1,779	1.76
Miscellaneous:										
Examiners, grey (hosiery inspectors)	878	1.97	1,235	1.80	199	1.84	679	2.01	1,038	1.82
Folders	531	1.99	254	1.58	167	1.59	-	-	175	1.57
Folders and boxers	1,244	1.77	1,694	1.71	-	-	959	1.75	1,616	1.71
Loopers, toe	1,371	2.28	2,399	1.89	56	2.05	1,315	2.29	2,071	1.90
Menders, hand, finish	424	1.99	669	1.82	-	-	362	1.92	620	1.83
Menders, hand, grey	184	1.96	341	1.90	40	1.99	144	1.94	295	1.88
Pairers	1,538	2.00	1,781	1.86	252	2.08	1,278	1.99	1,614	1.87
Seamers, toe	631	2.04	1,068	1.89	96	2.08	535	2.03	904	1.92
Transfer-machine operators	120	1.78	163	1.69	-	-	113	1.75	150	1.69
Men										
Knitting:										
Adjusters and fixers, knitting machines ³	1,035	2.61	1,745	2.32	97	2.59	938	2.62	1,532	2.31
Seamless hosiery, full- or knee-length	998	2.61	1,587	2.30	75	2.47	923	2.62	1,379	2.29
Collection-system operators	177	2.01	62	1.66	-	-	177	2.01	58	1.66
Knitters, full-fashioned hosiery ³	203	2.25	-	-	81	2.24	-	-	-	-
51 gage	120	2.22	-	-	78	2.24	-	-	-	-
Knitters, women's seamless hosiery, single-feed ³	-	-	142	1.81	-	-	-	-	139	1.82
Knitters, women's seamless hosiery, two-feed ³	52	2.15	148	1.92	28	2.10	-	-	134	1.92
400 needles	52	2.15	127	1.91	-	-	-	-	113	1.91

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 classifications in addition to those shown separately.

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

Table 6. Women's Hosiery Mills: Occupational Averages—By Size of Establishment

(Number and average straight-time hourly earnings¹ of workers in selected occupations by size of establishment, United States and selected regions, September 1967)

Occupation and sex	United States ²						Middle Atlantic		Southeast					
	Establishments having—													
	20-99 workers		100-249 workers		250 workers or more		20-99 workers		20-99 workers		100-249 workers		250 workers or more	
	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings
Women														
Knitting:														
Collection-system inspectors	149	\$ 1.84	194	\$ 1.79	652	\$ 1.91	-	-	149	\$ 1.84	190	\$ 1.79	652	\$ 1.91
Collection-system operators	-	-	42	1.71	136	1.70	-	-	-	-	42	1.71	136	1.70
Knitters, women's seamless hosiery, single-feed ³	19	1.70	49	1.68	327	1.73	-	-	-	-	-	-	310	1.74
400 needles	15	1.76	49	1.68	300	1.74	-	-	-	-	-	-	283	1.75
Knitters, women's seamless hosiery, two-feed ³	138	1.76	-	-	113	1.83	-	-	98	1.68	-	-	101	1.86
400 needles	96	1.71	-	-	108	1.84	-	-	92	1.70	-	-	96	1.86
Boarding and preboarding:														
Boarders, other than automatic	15	1.78	159	1.85	392	1.88	-	-	-	-	93	1.88	392	1.88
Boarders, Dunn method	-	-	198	1.71	639	1.86	-	-	-	-	-	-	601	1.85
Preboarders	384	1.85	422	1.68	2,760	1.89	154	\$ 2.12	213	1.68	370	1.66	2,760	1.89
Miscellaneous:														
Examiners, grey (hosiery inspectors)	440	1.78	373	1.75	1,300	1.94	152	1.86	250	1.78	358	1.76	1,109	1.96
Folders	257	1.60	62	1.84	-	-	185	1.57	-	-	-	-	-	-
Folders and boxers	71	1.71	614	1.71	2,253	1.75	42	1.68	-	-	471	1.66	2,080	1.74
Loopers, toe	95	1.91	600	1.94	3,075	2.05	45	1.93	-	-	564	1.96	2,772	2.07
Menders, hand, finish	40	1.77	138	1.74	915	1.91	10	1.96	-	-	90	1.75	865	1.88
Menders, hand, grey	100	1.83	103	1.87	322	1.96	30	1.90	68	1.81	97	1.88	274	1.94
Pairers	191	1.86	602	1.77	2,526	1.97	128	1.86	-	-	492	1.78	2,364	1.95
Seamers, toe	501	1.96	445	1.90	753	1.96	98	2.08	327	1.99	397	1.92	715	1.97
Transfer-machine operators	-	-	97	1.60	174	1.80	-	-	-	-	-	-	170	1.79
Men														
Knitting:														
Adjusters and fixers, knitting machines ³ ...	431	2.38	548	2.22	1,765	2.51	82	2.68	314	2.29	539	2.21	1,617	2.53
Seamless hosiery, full- or knee-length	394	2.34	502	2.23	1,689	2.49	64	2.58	296	2.28	461	2.22	1,545	2.51
Collection-system operators	-	-	76	1.63	150	2.09	-	-	-	-	72	1.63	150	2.09
Knitters, women's seamless hosiery, single-feed ³	-	-	-	-	152	1.86	-	-	-	-	-	-	152	1.86
400 needles	-	-	-	-	125	1.86	-	-	-	-	-	-	125	1.86
Knitters, women's seamless hosiery, two-feed ³	63	2.04	-	-	131	1.94	-	-	-	-	-	-	131	1.94
400 needles	60	2.04	-	-	119	1.94	-	-	-	-	-	-	119	1.94

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 classifications in addition to those shown separately.

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

Table 7. Women's Hosiery Mills: Occupational Averages—By Method of Wage Payment

(Number and average straight-time hourly earnings¹ of workers in selected occupations by method of wage payment, United States and selected regions, September 1967)

Occupation and sex	United States ²				Middle Atlantic				Southeast			
	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
<u>Women</u>												
Knitting:												
Collection-system inspectors	188	\$1.72	807	\$1.91	-	-	-	-	184	\$1.73	807	\$1.91
Collection-system operators	116	1.65	78	1.85	-	-	-	-	116	1.65	78	1.85
Knitters, women's seamless hosiery, single-feed ³	-	-	305	1.71	-	-	-	-	-	-	267	1.73
400 needles	-	-	274	1.72	-	-	-	-	-	-	240	1.74
Knitters, women's seamless hosiery, two-feed ³	24	1.75	311	1.78	-	-	-	-	20	1.69	261	1.77
400 needles	24	1.75	257	1.77	-	-	-	-	20	1.69	243	1.78
Knitters, automatic	-	-	59	1.83	-	-	-	-	-	-	-	-
Boarding and preboarding:												
Boarders, automatic	-	-	146	2.02	-	-	-	-	-	-	-	-
Boarders, other than automatic	-	-	564	1.87	-	-	-	-	-	-	491	1.88
Boarders, Dunn method	-	-	877	1.84	-	-	62	\$2.19	-	-	749	1.83
Preboarders	-	-	3,550	1.86	-	-	170	2.10	-	-	3,327	1.85
Miscellaneous:												
Examiners, grey (hosiery inspectors)	121	1.69	1,992	1.88	82	\$1.76	212	1.88	35	1.54	1,682	1.90
Folders	-	-	764	1.87	-	-	192	1.61	-	-	533	1.98
Folders and boxers	53	1.50	2,885	1.74	35	1.53	-	-	-	-	2,574	1.73
Loopers, toe	-	-	3,757	2.03	-	-	170	1.99	-	-	3,375	2.05
Menders, hand, finish	43	1.61	1,050	1.90	-	-	-	-	39	1.62	943	1.87
Menders, hand, grey	67	1.63	458	1.96	13	1.71	38	2.25	52	1.62	387	1.94
Pairers	42	1.44	3,277	1.93	31	1.45	256	2.12	-	-	2,883	1.93
Seamers, full-fashioned hosiery	-	-	166	2.10	-	-	-	-	-	-	77	1.86
Seamers, toe	-	-	1,634	1.95	-	-	121	2.03	-	-	1,375	1.97
Transfer-machine operators	33	1.52	250	1.75	-	-	-	-	28	1.51	235	1.74
<u>Men</u>												
Knitting:												
Adjusters and fixers, knitting machines ³	2,553	2.44	227	2.29	91	2.68	-	-	2,362	2.44	108	2.21
Seamless hosiery, full- or knee-length	2,364	2.43	221	2.30	69	2.58	-	-	2,200	2.43	102	2.22
Collection-system operators	204	1.94	35	1.79	-	-	-	-	200	1.94	35	1.79
Knitters, full-fashioned hosiery ³	-	-	473	2.34	-	-	83	2.24	-	-	382	2.36
51 gage	-	-	318	2.34	-	-	78	2.24	-	-	-	-
Knitters, women's seamless hosiery, single-feed	-	-	83	1.89	-	-	-	-	-	-	78	1.90
Knitters, women's seamless hosiery, two-feed ³	62	2.04	138	1.95	-	-	-	-	-	-	138	1.95
400 needles	62	2.04	117	1.94	-	-	-	-	-	-	117	1.94
Boarding and preboarding:												
Boarders, other than automatic	-	-	108	2.13	-	-	-	-	-	-	36	1.70
Boarders, Dunn method	-	-	157	2.23	-	-	149	2.25	-	-	-	-
Preboarders	-	-	160	2.26	-	-	-	-	-	-	125	2.23

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 classifications in addition to those shown separately.

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

Table 8. Women's Hosiery Mills: Occupational Earnings—North Carolina

(Number and average straight-time hourly earnings¹ of production workers in selected occupations, September 1967)

Occupation and sex	Number of workers	Average hourly earnings	Number of workers receiving straight-time hourly earnings of—																										
			Under \$1.40	\$1.40 and under \$1.45	\$1.45	\$1.50	\$1.55	\$1.60	\$1.65	\$1.70	\$1.75	\$1.80	\$1.85	\$1.90	\$1.95	\$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.....	28,397	\$1.93	25	3089	813	1632	1590	1622	1353	1371	1369	1401	1151	1155	1048	1899	1783	1462	1194	1243	955	751	389	283	129	161	356	173	
Women.....	22,513	1.88	16	2874	748	1288	1364	1314	1111	1144	1151	1087	974	981	930	1599	1459	1089	882	701	508	442	306	228	100	90	37	90	
Men.....	5,884	2.13	9	215	65	344	226	308	242	227	218	314	177	174	118	300	324	373	312	542	447	309	83	55	29	71	319	83	
<u>Selected production occupations—women</u>																													
<u>Knitting</u>																													
Collection-system inspectors.....	862	1.89	-	37	9	27	40	71	61	61	99	41	47	72	50	72	46	36	10	10	30	26	14	1	-	1	1	-	-
Time.....	110	1.64	-	14	2	14	2	24	10	4	30	-	4	2	2	2	-	-	-	-	-	-	-	-	-	-	-	-	-
Incentive.....	752	1.93	-	23	7	13	38	47	51	57	69	41	43	70	46	70	46	36	10	10	30	26	14	1	-	1	1	-	-
Collection-system operators.....	190	1.74	-	8	13	19	17	13	24	7	27	22	7	8	8	9	-	1	-	-	-	-	1	6	-	-	-	-	-
Time.....	112	1.66	-	7	12	12	9	6	20	3	16	14	5	3	-	5	-	-	-	-	-	-	-	-	-	-	-	-	-
Incentive.....	78	1.85	-	1	1	7	8	7	4	4	11	8	2	5	8	4	-	1	-	-	-	-	1	6	-	-	-	-	-
Knitters, women's seamless hosiery, single-feed, 400 needles.....	80	1.86	-	3	1	-	1	7	6	4	6	8	9	8	7	14	2	3	-	-	1	-	-	-	-	-	-	-	-
Incentive.....	74	1.87	-	3	1	-	1	3	6	4	6	8	9	6	7	14	2	3	-	-	1	-	-	-	-	-	-	-	-
Knitters, women's seamless hosiery, two-feed ^{2 3}	134	1.81	-	12	6	6	4	11	11	2	9	11	7	15	10	24	3	-	-	-	3	-	-	-	-	-	-	-	-
400 needles ³	129	1.81	-	12	6	6	4	11	10	1	6	11	7	15	10	24	3	-	-	-	3	-	-	-	-	-	-	-	-
<u>Boarding and preboarding</u>																													
Boarders, other than automatic (all incentive workers).....	266	1.94	-	14	6	19	16	3	13	9	13	11	18	6	10	34	38	28	10	13	3	-	1	-	-	-	1	-	-
Boarders, Dunn method (all incentive workers).....	519	1.88	-	52	15	23	23	18	17	16	30	59	24	22	34	62	31	38	26	23	-	6	-	-	-	-	-	-	-
Preboarders.....	2,693	1.91	-	380	103	142	139	137	106	98	111	96	119	130	103	199	162	158	155	107	85	81	36	32	6	5	2	1	-
Incentive.....	2,689	1.91	-	380	103	142	139	135	106	96	111	96	119	130	103	199	162	158	155	107	85	81	36	32	6	5	2	1	-
<u>Miscellaneous</u>																													
Baggers (all incentive workers).....	27	1.86	-	8	2	-	-	2	-	2	-	-	-	-	-	1	3	4	4	1	-	-	-	-	-	-	-	-	-
Boxers.....	35	1.90	-	-	3	3	2	4	-	3	-	3	-	1	3	3	1	4	2	1	2	-	-	-	-	-	-	-	-
Incentive.....	30	1.97	-	-	1	2	4	-	3	-	3	-	1	3	3	1	4	2	1	2	-	-	-	-	-	-	-	-	-
Examiners, grey (hosiery inspectors).....	1,152	1.93	-	106	33	53	51	79	75	47	54	56	75	38	52	89	71	58	55	44	35	27	27	8	7	8	4	-	-
Incentive.....	1,127	1.94	-	103	33	52	51	61	75	47	51	56	75	38	52	89	71	58	55	44	35	27	27	8	7	8	4	-	-
Folders and boxers (all incentive workers).....	1,984	1.74	-	419	109	148	164	108	103	118	99	102	83	73	72	122	83	63	42	25	18	14	8	5	2	-	-	4	-
Loopers, toe.....	2,385	2.15	-	94	50	42	79	93	76	68	92	93	127	95	103	175	210	150	168	143	86	109	94	108	29	41	12	48	-
Incentive.....	2,374	2.15	-	94	50	42	76	93	76	66	90	93	125	95	103	173	210	150	168	143	86	109	94	108	29	41	12	48	-
Menders, hand, finish.....	552	1.94	-	33	16	13	33	35	37	31	39	33	15	24	25	55	44	27	28	18	18	5	5	4	3	2	2	7	-
Time.....	39	1.62	-	4	5	1	7	3	9	1	5	-	-	3	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-
Incentive.....	513	1.97	-	29	11	12	26	32	28	30	34	33	15	21	25	54	44	27	28	18	18	5	5	4	3	2	2	7	-
Menders, hand, grey.....	290	1.90	-	43	3	11	3	29	18	10	8	11	9	10	21	32	27	12	9	11	8	10	5	-	-	-	-	-	-
Time.....	47	1.60	-	13	-	-	1	25	1	1	-	-	-	3	-	3	-	3	-	-	-	-	-	-	-	-	-	-	-
Incentive.....	243	1.96	-	30	3	11	2	4	17	9	8	11	9	7	21	32	24	12	9	11	8	10	5	-	-	-	-	-	-
Pairers (all incentive workers).....	2,329	1.94	-	281	54	91	99	119	97	116	122	102	108	102	119	163	192	148	93	80	76	48	39	31	19	10	5	15	-
Seamers, full-fashioned hosiery (all incentive workers).....	32	1.95	-	2	-	-	2	-	-	2	3	1	2	7	2	4	3	-	-	2	2	-	-	-	-	-	-	-	-

See footnotes at end of table.

Table 8. Women's Hosiery Mills: Occupational Earnings—North Carolina—Continued

(Number and average straight-time hourly earnings¹ of production workers in selected occupations, September 1967)

Occupation and sex	Number of workers	Average hourly earnings	Number of workers receiving straight-time hourly earnings of—																									
			Under \$1.40	\$1.40 and under \$1.45	\$1.45	\$1.50	\$1.55	\$1.60	\$1.65	\$1.70	\$1.75	\$1.80	\$1.85	\$1.90	\$1.95	\$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 production occupations—women—Continued</u>																												
<u>Miscellaneous—Continued</u>																												
Seamers, toe-----	989	\$1.98	-	99	9	41	38	31	44	41	27	39	32	56	74	120	81	63	38	50	49	27	11	5	4	4	1	5
Incentive-----	986	1.98	-	99	9	41	38	31	44	40	27	39	32	56	74	120	81	63	38	50	47	27	11	5	4	4	1	5
Transfer-machine operators-----	207	1.72	-	58	10	9	20	4	6	12	8	10	24	4	6	12	5	5	5	4	1	1	1	1	1	1	-	-
Incentive-----	191	1.75	-	46	10	9	16	4	6	12	8	10	24	4	6	12	5	5	5	4	1	1	1	1	1	-	-	
<u>Selected production occupations—men</u>																												
<u>Knitting</u>																												
Adjusters and fixers, knitting machines ² -----	1,800	2.46	-	-	-	4	6	15	17	9	31	19	29	29	36	119	134	194	173	334	136	77	20	16	15	60	307	20
Time-----	1,776	2.46	-	-	-	4	6	15	17	9	31	19	29	29	36	119	132	194	172	316	133	77	20	16	15	60	307	20
Full-fashioned hosiery (all timeworkers)-----	34	2.41	-	-	-	-	-	-	-	-	-	-	2	-	2	-	-	8	2	4	4	12	-	-	-	-	-	-
Seamless hosiery, full-or knee-length-----	1,694	2.47	-	-	-	4	6	13	17	9	23	16	23	25	36	115	129	182	160	321	114	65	19	16	14	60	307	20
Time-----	1,670	2.47	-	-	-	4	6	13	17	9	23	16	23	25	36	115	127	182	159	303	111	65	19	16	14	60	307	20
Collection-system operators-----	229	1.92	-	25	4	18	6	18	6	25	12	3	4	10	13	9	-	-	-	76	-	-	-	-	-	-	-	-
Time-----	194	1.95	-	24	4	18	-	17	4	21	8	1	2	8	3	8	-	-	-	76	-	-	-	-	-	-	-	-
Incentive-----	35	1.79	-	1	-	-	6	1	2	4	4	2	2	2	10	1	-	-	-	-	-	-	-	-	-	-	-	
Knitters, women's seamless hosiery, single-feed, 400 needles ³ -----	38	1.86	-	2	-	-	-	8	1	3	1	2	3	6	3	5	-	2	-	1	1	-	-	-	-	-	-	
Knitters, women's seamless hosiery, two-feed, 400 needles ³ -----	42	2.16	-	-	-	-	-	-	-	-	-	2	2	2	6	3	14	3	1	4	5	-	-	-	-	-	-	
<u>Boarding and preboarding</u>																												
Boarders, other than automatic (all incentive workers)-----	19	1.70	-	6	-	-	-	8	-	-	-	-	-	1	-	-	2	-	-	2	-	-	-	-	-	-	-	-
Preboarders-----	126	2.23	-	2	-	-	4	4	2	4	3	1	5	5	1	10	12	14	12	14	18	9	6	-	-	-	-	
Incentive-----	125	2.23	-	2	-	-	4	4	1	4	3	1	5	5	1	10	12	14	12	14	18	9	6	-	-	-	-	

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

² Includes data for workers in classifications in addition to those shown separately.

³ Insufficient data to warrant publication of separate averages by method of wage payment; predominantly incentive workers.

Table 9. Women's Hosiery Mills: Occupational Earnings—Tennessee

(Number and average straight-time hourly earnings¹ of production workers in selected occupations, September 1967)

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	\$1.55	\$1.60	\$1.65	\$1.70	\$1.75	\$1.80	\$1.85	\$1.90	\$1.95	\$2.00	\$2.10	\$2.20	\$2.30	\$2.40	\$2.50	\$2.60	\$2.70	\$2.80	\$2.90	\$3.00	\$3.10 and over
All production workers.....	4,102	1.77	54	411	170	366	457	272	333	229	172	342	174	159	117	223	148	107	194	53	46	32	18	18	2	4	1
Women.....	3,279	1.74	52	381	146	268	394	235	295	199	159	226	160	119	80	159	130	78	68	29	32	31	13	18	2	4	1
Men.....	823	1.88	2	30	24	98	63	37	38	30	13	116	14	40	37	64	18	29	126	24	14	1	5	-	-	-	
<u>Selected production occupations—women</u>																											
<u>Knitting</u>																											
Knitters, women's seamless hosiery, two-feed (all incentive workers).....	47	1.56	-	28	5	-	-	-	1	-	1	2	-	6	3	-	-	1	-	-	-	-	-	-	-	-	-
<u>Boarding and preboarding</u>																											
Preboarders ²	392	1.68	-	61	13	37	25	50	47	41	30	32	9	7	8	15	9	4	4	-	-	-	-	-	-	-	-
<u>Miscellaneous</u>																											
Examiners, grey (hosiery inspectors).....	205	1.89	-	14	9	5	23	17	15	4	11	4	11	11	9	13	17	12	12	9	5	1	1	1	-	1	-
Incentive.....	195	1.91	-	4	9	5	23	17	15	4	11	4	11	11	9	13	17	12	12	9	5	1	1	1	-	1	-
Folder and boxers (all incentive workers).....	330	1.70	-	75	22	24	26	22	23	13	21	19	18	18	6	13	13	4	6	5	1	1	-	-	-	-	-
Loopers, toe (all incentive workers).....	380	1.74	-	56	22	22	29	40	32	32	16	15	31	11	20	22	13	2	5	-	2	2	4	2	2	-	-
Menders, hand, grey (all incentive workers).....	56	1.78	-	2	-	2	9	2	13	7	-	3	2	6	2	4	-	2	-	-	-	-	-	-	-	-	-
Pairers (all incentive workers).....	252	2.03	-	16	6	12	20	20	14	6	5	6	13	4	7	19	11	17	18	6	12	24	4	11	-	-	1
Seamers, toe (all incentive workers).....	157	1.86	-	14	7	7	13	14	10	3	6	5	10	1	2	12	22	19	10	2	-	-	-	-	-	-	-
Transfer-machine operators (all incentive workers).....	23	1.67	-	3	1	2	2	-	-	9	1	3	1	-	-	1	-	-	-	-	-	-	-	-	-	-	-
<u>Selected production occupations—men</u>																											
<u>Knitting</u>																											
Adjusters and fixers, knitting machines ³	233	2.24	-	-	-	-	-	-	-	5	-	12	-	3	3	32	11	12	121	22	7	-	5	-	-	-	-
Time.....	227	2.25	-	-	-	-	-	-	-	5	-	12	-	3	-	29	11	12	121	22	7	-	5	-	-	-	-
Seamless hosiery, full- or knee-length (all timeworkers).....	225	2.25	-	-	-	-	-	-	-	5	-	10	-	3	-	29	11	12	121	22	7	-	5	-	-	-	-

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 incentive workers.

³ Includes workers in classifications in addition to those shown separately.

Table 10. Women's Hosiery Mills: Occupational Earnings—Hickory—Statesville, N.C.¹(Number and average straight-time hourly earnings² of production workers in selected occupations, September 1967)

Occupation and sex	Number of workers	Average hourly earnings ²	Number of workers receiving straight-time hourly earnings of—																									
			Under \$1.40	\$1.40 and under \$1.45	\$1.45	\$1.50	\$1.55	\$1.60	\$1.65	\$1.70	\$1.75	\$1.80	\$1.85	\$1.90	\$1.95	\$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.....	2,865	\$ 1.85	2	383	102	215	156	161	144	176	164	137	121	88	107	193	195	146	113	71	76	31	29	17	17	9	5	7
Women.....	2,256	1.80	2	354	91	168	125	128	111	156	153	102	101	77	88	167	156	89	60	43	39	18	9	9	5	1	3	1
Men.....	609	2.03	-	29	11	47	31	33	33	20	11	35	20	11	19	26	39	57	53	28	37	13	20	8	12	8	2	6
<u>Selected production occupations—women</u>																												
<u>Boarding and preboarding</u>																												
Preboarders (all incentive workers).....	184	1.92	-	28	4	8	5	3	5	3	9	8	9	15	20	20	13	6	5	3	10	6	1	1	1	1	-	-
<u>Miscellaneous</u>																												
Examiners, grey (hosiery inspectors).....	84	1.82	-	9	6	4	5	-	4	3	8	4	6	1	4	18	10	-	-	2	-	-	-	-	-	-	-	-
Incentive.....	78	1.84	-	6	6	4	5	-	4	3	5	4	6	1	4	18	10	-	-	2	-	-	-	-	-	-	-	-
Loopers, toe (all incentive workers).....	192	1.84	-	18	10	9	7	23	9	21	8	8	10	8	11	8	14	12	9	1	-	-	1	2	3	-	-	
Menders, hand, finish (all incentive workers).....	45	1.96	-	2	2	3	2	3	5	4	-	-	1	2	2	1	9	1	2	2	-	-	2	-	-	-	2	-
Menders, hand, grey.....	37	1.91	-	10	-	-	1	-	-	1	1	-	2	3	-	3	7	6	-	-	2	1	-	-	-	-	-	
Incentive.....	31	1.90	-	10	-	-	1	-	-	1	1	-	2	-	-	3	4	6	-	-	2	1	-	-	-	-	-	
Pairers (all incentive workers).....	224	1.77	-	58	8	10	10	14	6	8	13	14	22	3	6	12	13	8	4	1	8	5	1	-	-	-	-	
Seamers, toe (all incentive workers).....	131	1.95	-	9	1	9	4	3	11	3	1	11	1	5	12	26	12	6	5	7	2	-	-	2	-	-	-	1
Transfer-machine operators (all incentive workers).....	18	1.98	-	-	-	-	-	-	-	-	6	2	3	-	1	3	-	2	-	-	-	-	-	-	1	-	-	
<u>Selected production occupations—men</u>																												
<u>Knitting</u>																												
Adjusters and fixers, knitting machines (all timeworkers) ³	166	2.26	-	-	-	-	-	1	2	-	-	1	1	3	10	10	24	34	36	19	17	2	4	-	2	-	-	-
Seamless hosiery, full- or knee-length (all timeworkers).....	158	2.25	-	-	-	-	-	1	2	-	-	-	1	3	10	10	24	33	36	19	13	2	3	-	1	-	-	-

¹ The Hickory—Statesville area consists of Burke, Caldwell, Catawba, and Iredell Counties.² Excludes premium pay for overtime and for work on weekends, holidays, and late shifts.³ Includes data for workers in classifications in addition to those shown separately.

Table 12. Women's Hosiery Mills: Method of Wage Payment

(Percent of production workers by method of wage payment, United States, selected regions, States, and areas, September 1967)

Method of wage payment ¹	United States ²	Regions		States		Areas	
		Middle Atlantic	Southeast	North Carolina	Tennessee	Hickory-Statesville, N. C.	Winston-Salem-High Point, N. C.
All workers.....	100	100	100	100	100	100	100
Incentive workers.....	70	69	71	70	70	63	69
Individual piece.....	68	66	68	68	70	63	69
Group piece.....	(³)	1	(³)	(³)	(³)	-	-
Individual bonus.....	2	-	2	2	-	-	-
Group bonus.....	(³)	1	-	-	-	-	-
Timeworkers.....	30	31	29	30	30	37	31
Formal rate structure.....	10	-	11	10	23	-	17
Single rate.....	1	-	1	(³)	3	-	-
Range of rates.....	9	-	10	10	20	-	17
Individual determination.....	19	31	18	19	6	37	14

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 13. Women's Hosiery Mills: Scheduled Weekly Hours

(Percent of production workers by scheduled weekly hours, ¹ United States, selected regions, States, and areas, September 1967)

Weekly hours ¹	United States ²	Regions		States		Areas	
		Middle Atlantic	Southeast	North Carolina	Tennessee	Hickory-Statesville, N. C.	Winston-Salem-High Point, N. C.
All workers.....	100	100	100	100	100	100	100
Under 40 hours.....	2	2	3	3	-	-	5
40 hours.....	91	94	90	90	100	100	91
48 hours.....	6	2	7	7	-	-	4
50 hours.....	(³)	3	-	-	-	-	-

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.³ Less than 0.5 percent.

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

Table 14. Women's Hosiery Mills: Shift Differential Provisions

(Percent of production workers by shift differential provisions,¹ United States, selected regions, States, and areas, September 1967)

Shift differential	United States ²	Regions		States		Areas	
		Middle Atlantic	Southeast	North Carolina	Tennessee	Hickory-Statesville, N. C.	Winston-Salem-High Point, N. C.
<u>Second shift</u>							
Workers in establishments having second-shift provisions.....	98.1	87.5	99.1	100.0	93.6	100.0	100.0
With shift differential.....	22.5	12.1	22.8	23.4	3.4	9.6	33.5
Uniform cents per hour.....	4.9	8.8	2.9	-	3.4	-	-
5 cents.....	3.7	8.8	2.9	-	3.4	-	-
8 cents.....	.6	-	-	-	-	-	-
10 cents.....	.7	-	-	-	-	-	-
Uniform percentage.....	14.6	1.8	16.4	18.8	-	-	33.5
1½ percent.....	1.4	-	1.7	2.3	-	-	-
2½ percent.....	1.3	-	1.5	-	-	-	-
4 percent.....	.2	1.8	-	-	-	-	-
5 percent.....	.2	-	-	-	-	-	-
6 percent.....	10.5	-	12.2	16.5	-	-	33.5
7 percent.....	.9	-	1.0	-	-	-	-
Other.....	3.1	1.5	3.4	4.6	-	9.6	-
With no shift differential.....	75.6	75.3	76.3	76.6	90.2	90.4	66.5
<u>Third or other late shift</u>							
Workers in establishments having third- or other late-shift provisions.....	92.3	74.1	94.7	94.1	93.6	100.0	90.0
With shift differential.....	33.1	57.4	30.3	31.5	13.7	72.8	33.5
Uniform cents per hour.....	14.4	43.7	10.5	8.0	13.7	63.2	-
1 cent.....	.6	7.2	-	-	-	-	-
5 cents.....	1.4	1.6	1.4	1.0	6.3	-	-
6 cents.....	.5	-	.5	-	-	-	-
10 cents.....	9.5	34.9	6.0	7.0	7.4	63.2	-
15 cents.....	2.4	-	2.5	-	-	-	-
Uniform percentage.....	14.7	3.4	16.4	18.8	-	-	33.5
3 percent.....	1.4	-	1.7	2.3	-	-	-
5 percent.....	.1	1.6	-	-	-	-	-
7 percent.....	.2	1.8	-	-	-	-	-
7½ percent.....	1.3	-	1.5	-	-	-	-
10 percent.....	.2	-	-	-	-	-	-
11 percent.....	.9	-	1.0	-	-	-	-
14½ percent.....	10.5	-	12.2	16.5	-	-	33.5
8 hours' pay for 7½ hours' work.....	.2	-	-	-	-	-	-
8 hours' pay for 6½ hours' work.....	.5	6.3	-	-	-	-	-
Other.....	3.3	4.0	3.4	4.6	-	9.6	-
With no shift differential.....	59.2	16.7	64.4	62.7	80.0	27.2	56.5

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 15. Women's Hosiery Mills: Shift Differential Practices

(Percent of production workers on late shifts by amount of shift differential, United States, selected regions, States, and areas, September 1967)

Shift differential	United States ¹	Regions		States		Areas	
		Middle Atlantic	Southeast	North Carolina	Tennessee	Hickory-Statesville, N. C.	Winston-Salem-High Point, N. C.
<u>Second shift</u>							
Workers employed on second shift.....	14.4	13.7	14.5	14.5	14.3	13.4	13.2
Receiving shift differential.....	2.8	2.2	2.8	2.9	.9	1.0	4.6
Uniform cents per hour.....	.6	1.8	.3	.9	.9	-	-
5 cents.....	.4	1.8	.3	-	.9	-	-
10 cents.....	.2	-	-	-	-	-	-
Uniform percentage.....	1.9	.4	2.1	2.4	-	-	4.6
1½ percent.....	.1	-	.1	.1	-	-	-
2½ percent.....	.2	-	.3	-	-	-	-
4 percent.....	(²)	.4	-	-	-	-	-
5 percent.....	(²)	-	-	-	-	-	-
6 percent.....	1.4	-	1.7	2.3	-	-	4.6
7 percent.....	.1	-	.1	-	-	-	-
Other.....	.3	.1	.4	.5	-	1.0	-
Receiving no shift differential.....	11.7	11.5	11.8	11.6	13.4	12.4	8.7
<u>Third or other late shift</u>							
Workers employed on third or other late shift.....	9.6	5.5	10.2	10.1	11.5	7.2	7.7
Receiving shift differential.....	2.3	3.8	2.1	2.1	1.2	5.4	2.0
Uniform cents per hour.....	1.1	2.7	.8	.7	1.2	4.5	-
1 cent.....	(²)	.6	-	-	-	-	-
5 cents.....	.1	.3	.1	.1	.5	-	-
6 cents.....	(²)	-	(²)	-	-	-	-
10 cents.....	.7	1.9	.5	.5	.7	4.5	-
15 cents.....	.2	-	.2	-	-	-	-
Uniform percentage.....	.9	.3	1.0	1.1	-	-	2.0
3 percent.....	.1	-	.1	.1	-	-	-
5 percent.....	(²)	.1	-	-	-	-	-
7 percent.....	(²)	.3	-	-	-	-	-
7½ percent.....	.1	-	.1	-	-	-	-
10 percent.....	(²)	-	-	-	-	-	-
11 percent.....	.1	-	.1	-	-	-	-
14½ percent.....	.6	-	.7	1.0	-	-	2.0
8 hours' pay for 7½ hours' work.....	(²)	-	-	-	-	-	-
8 hours' pay for 6½ hours' work.....	(²)	.3	-	-	-	-	-
Other.....	.3	.4	.3	.4	-	.9	-
Receiving no shift differential.....	7.3	1.8	8.1	8.0	10.2	1.7	5.7

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 16. Women's Hosiery Mills: Paid Holidays

(Percent of production workers in mills with formal provisions for paid holidays, United States, selected regions, States, and areas, September 1967)

Number of paid holidays	United States ¹	Regions		States		Areas	
		Middle Atlantic	Southeast	North Carolina	Tennessee	Hickory—Statesville, N.C.	Winston-Salem—High Point, N.C.
All workers.....	100	100	100	100	100	100	100
Workers in establishments providing paid holidays.....	57	74	54	57	34	47	70
1 day.....	5	9	4	3	-	-	-
2 days.....	18	4	21	21	30	47	19
3 days.....	12	-	13	16	-	-	18
4 days.....	2	6	(²)	-	3	-	-
5 days.....	16	13	16	17	-	-	33
6 days.....	1	2	-	-	-	-	-
7 days.....	4	40	(²)	1	-	-	-
Workers in establishments providing no paid holidays.....	43	26	46	43	66	53	30

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 17. Women's Hosiery Mills: Paid Vacations

(Percent of production workers in mills with formal provisions for paid vacations after selected periods of service, United States, selected regions, States, and areas, September 1967)

Vacation policy	United States ¹	Regions		States		Areas	
		Middle Atlantic	Southeast	North Carolina	Tennessee	Hickory-Statesville, N.C.	Winston-Salem-High Point, N.C.
All workers.....	100	100	100	100	100	100	100
<u>Method of payment</u>							
Workers in establishments providing paid vacations.....	86	92	85	82	98	90	88
Length-of-time payment.....	8	4	8	8	13	47	7
Percentage payment.....	77	88	75	73	85	43	78
Flat-sum payment.....	1	-	1	1	-	-	2
Workers in establishments providing no paid vacations.....	14	8	15	18	2	10	12
<u>Amount of vacation pay²</u>							
<u>After 1 year of service</u>							
Under 1 week.....	1	7	1	1	-	-	2
1 week.....	73	83	71	64	94	90	50
Over 1 and under 2 weeks.....	1	-	1	1	-	-	2
2 weeks.....	11	-	13	17	3	-	33
<u>After 2 years of service</u>							
Under 1 week.....	1	7	1	1	-	-	2
1 week.....	70	85	67	58	94	34	50
Over 1 and under 2 weeks.....	3	-	3	5	-	47	-
2 weeks.....	13	-	15	20	3	10	36
<u>After 3 years of service</u>							
Under 1 week.....	1	7	1	1	-	-	2
1 week.....	66	47	66	58	94	34	50
Over 1 and under 2 weeks.....	3	3	3	5	-	47	-
2 weeks.....	16	35	15	20	3	10	36
<u>After 5 years of service</u>							
Under 1 week.....	1	2	1	1	-	-	2
1 week.....	25	43	24	29	11	9	27
2 weeks.....	60	47	61	52	87	81	56
4 weeks.....	1	-	1	1	-	-	2
<u>After 10 years of service</u>							
Under 1 week.....	1	2	1	1	-	-	2
1 week.....	25	40	23	29	9	9	27
Over 1 and under 2 weeks.....	(³)	2	-	-	-	-	-
2 weeks.....	54	11	57	47	89	34	56
Over 2 and under 3 weeks.....	(³)	3	-	-	-	-	-
3 weeks.....	6	35	4	5	-	47	-
4 weeks.....	1	-	1	1	-	-	2

See footnotes at end of table.

Table 17. Women's Hosiery Mills: Paid Vacations—Continued

(Percent of production workers in mills with formal provisions for paid vacations after selected periods of service, United States, selected regions, States, and areas, September 1967)

Vacation policy	United States ¹	Regions		States		Areas	
		Middle Atlantic	Southeast	North Carolina	Tennessee	Hickory—Statesville, N.C.	Winston-Salem—High Point, N.C.
<u>Amount of vacation pay²—Continued</u>							
<u>After 15 years of service</u>							
Under 1 week.....	1	2	1	1	-	-	2
1 week.....	25	40	23	29	9	9	27
Over 1 and under 2 weeks.....	(³)	2	-	-	-	-	-
2 weeks.....	43	11	44	30	89	24	23
Over 2 and under 3 weeks.....	1	-	1	1	-	10	-
3 weeks.....	17	38	16	22	-	47	33
4 weeks.....	1	-	1	1	-	-	2
<u>After 20 years of service⁴</u>							
Under 1 week.....	1	2	1	1	-	-	2
1 week.....	25	40	23	29	9	9	27
2 weeks.....	43	13	44	30	89	24	23
3 weeks.....	18	38	17	23	-	57	33
4 weeks.....	1	-	1	1	-	-	2

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

² Vacation payments, such as percent of annual earnings and flat-sum amounts, were converted to an equivalent time basis. Periods of service were arbitrarily chosen and do not necessarily reflect individual provisions for progressions. For example, changes in proportions indicated at 5 years may include changes in provisions occurring between 3 and 5 years.

³ Less than 0.5 percent.

⁴ Vacation provisions were virtually the same after longer periods of service.

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

Table 18. Women's Hosiery Mills: Health, Insurance, and Retirement Plans

(Percent of production workers in mills with specified health, insurance, and retirement plans, United States, selected regions, States, and areas, September 1967)

Type of plan ¹	United States ²	Regions		States		Areas	
		Middle Atlantic	Southeast	North Carolina	Tennessee	Hickory-Statesville, N. C.	Winston-Salem-High Point, N. C.
All workers.....	100	100	100	100	100	100	100
Workers in establishments providing:							
Life insurance.....	88	49	92	92	90	100	92
Employer financed.....	52	45	52	56	39	19	70
Jointly financed.....	36	3	40	35	51	81	22
Accidental death and dismemberment insurance.....	70	51	73	73	55	90	69
Employer financed.....	43	48	42	50	-	10	57
Jointly financed.....	27	3	30	23	55	81	12
Sickness and accident insurance or sick leave or both ³	41	11	42	40	56	9	58
Sickness and accident insurance.....	40	11	42	39	56	4	58
Employer financed.....	31	11	32	33	39	-	51
Jointly financed.....	10	-	10	6	17	4	8
Sick leave (full pay, no waiting period).....	1	-	-	-	-	-	-
Sick leave (partial pay or waiting period).....	2	-	2	1	-	5	-
Hospitalization insurance.....	91	76	93	91	98	100	89
Employer financed.....	46	31	48	52	39	19	67
Jointly financed.....	45	45	45	40	58	81	22
Surgical insurance.....	92	71	94	93	98	100	89
Employer financed.....	46	27	48	52	39	19	67
Jointly financed.....	46	45	46	41	58	81	22
Medical insurance.....	61	71	60	58	52	16	61
Employer financed.....	31	27	29	30	39	-	46
Jointly financed.....	29	45	30	28	13	16	14
Catastrophe insurance.....	36	35	37	29	65	71	11
Employer financed.....	21	-	24	16	65	-	9
Jointly financed.....	15	35	13	13	-	71	2
Retirement plans:							
Pensions.....	28	7	31	33	34	66	42
Employer financed.....	23	3	25	25	30	19	42
Jointly financed.....	6	4	6	8	3	47	-
Lump-sum payments.....	6	-	7	6	-	-	11
No plans.....	5	18	4	4	2	-	8

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

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

Part II. Men's Hosiery Mills

Average Hourly Earnings

Earnings of the 20,078 production workers in mills primarily engaged in manufacturing men's seamless hosiery averaged \$1.71 an hour in September 1967 (table 19). Workers in the Southeast region, representing four-fifths of the work force, averaged \$1.69 an hour. This was 16 cents an hour less than the average in the Middle Atlantic region (\$1.85). Average earnings varied among the States and areas surveyed separately (tables 25 through 28). Production workers averaged \$1.58 in Tennessee, \$1.70 in North Carolina and Hickory-Statesville, N.C., and \$1.72 in Winston-Salem-High Point, N.C.

The nationwide average for production workers in September 1967 (\$1.71) was 16 percent above the average of September-October 1964 (\$1.47).¹⁰ Increases in average earnings amounted to 19 percent in the Middle Atlantic region and 17 percent in the Southeast.

The 15,135 women in this industry branch averaged \$1.64 an hour in September 1967, compared with the \$1.91 average for the 4,943 men. Average earnings levels for men exceeded those for women by 15 percent in the Southeast region and by about 24 percent in the Middle Atlantic region.¹¹

Little variation in earnings levels could be found by community and establishment size. In the only region where such comparisons were possible (the Southeast), averages in metropolitan and nonmetropolitan areas were \$1.72 and \$1.67, respectively. The nationwide average in mills having 250 workers or more was \$1.75; in each of the two smaller size groups (20-49 and 100-249 workers) the average was \$1.68 an hour.

Average hourly earnings of all but about 4 percent ranged from \$1.40 to \$2.50 (table 20). At the lower end of the earnings distribution, nearly one-third of the workers earned less than \$1.50 an hour and almost one-half earned under \$1.60. Regionally, the proportions of workers earning less than \$1.60 an hour were about one-half in the Southeast and slightly more than one-third in the Middle Atlantic region.

¹⁰ Op. cit., BLS Bulletin 1456, Pt. II.

¹¹ See footnote 9, p. 5.

Occupational Earnings

The occupational classifications for which average straight-time hourly earnings are presented in table 21 accounted for two-thirds of the production workers in the men's hosiery branch. Nationally, averages (means) for these occupations ranged from \$1.48 for transfer knitters (all women) to \$2.22 for knitting-machine adjusters and fixers (all men). Average hourly rates for most of the other jobs were from \$1.64 through \$1.76.

Occupational averages were tabulated by region, selected States and areas, community and establishment size, and method of wage payment. Averages for the selected occupations were usually higher in metropolitan than in nonmetropolitan areas (table 22); and higher in larger mills (250 workers or more) than in smaller mills (table 23). Incentive-paid workers averaged more than those paid time rates in all but one of the occupations for which comparisons were possible (table 24).

Earnings of individual workers varied considerably within the same job and area (tables 27 and 28). In many instances, differences between the lowest and highest paid workers in the same job and area exceeded 70 cents an hour.

Establishment Practices and Supplementary Wage Provisions

Information also was obtained on work schedules, shift provisions and practices, and selected supplementary benefits including paid holidays and vacations, retirement plans, life insurance, sickness and accident insurance, and hospitalization and surgical benefits.

Scheduled Weekly Hours and Shift Practices. Work schedules of 40 hours a week were in effect for production workers in almost all of the establishments surveyed (table 30). Workers employed on the second shift constituted 17 percent of the industry; those on third or other late shifts made up 8 percent of the total (table 32). Pay differentials for late shift work were not usually provided.

Paid Holidays. Almost two-fifths of the production workers were in mills providing paid holidays. In the Middle Atlantic region, nearly seven-tenths of the workers were provided paid holidays, usually 5, 6, or 7 days annually; the most common provision in the Southeast was 2 days a year.

Paid Vacations. Paid vacations, after qualifying periods of service, were provided to seven-tenths of the production workers in men's hosiery mills. Almost three-fifths of the workers were provided 1 week of vacation pay after 1 year of service, and over two-fifths (45 percent) were provided 2 weeks after 5 years. Provisions for more than 2 weeks' paid vacation after 15 years of service applied to one-eighth of the workers and were more prevalent in the Middle Atlantic than in the Southeast region.

Health, Insurance, and Retirement Plans. Life, hospitalization, and surgical insurance were available to at least two-thirds of the production workers. Slightly more than one-half had accidental death and dismemberment insurance and approximately three-tenths were covered by sickness and accident and

medical insurance. Catastrophe (major medical) insurance was available to slightly over one-fifth of the production workers. All or at least part of the cost of these plans was paid by the employer; for a majority, however, the cost was usually financed jointly by employer and employee. A greater proportion of the workers received sickness and accident, hospitalization, surgical, and medical insurance in the Middle Atlantic region than in the Southeast.

Pension plans providing regular payments for the rest of the retiree's life (other than benefits available under Federal social security) were found in plants employing approximately one-fifth of the production workers nationwide and in the Southeast region; in the Middle Atlantic region, the proportion was one-third. One-eighth of the workers were in mills providing lump-sum payments on retirement.

Table 19. Men's Hosiery Mills: Average Hourly Earnings by Selected Characteristics

(Number and average straight-time hourly earnings¹ of production workers by selected characteristics, United States and selected regions, September 1967)

Item	United States ²		Middle Atlantic		Southeast	
	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings
All production workers.....	20,078	\$ 1.71	1,988	\$ 1.85	16,238	\$ 1.69
Women.....	15,135	1.64	1,429	1.74	12,268	1.63
Men.....	4,943	1.91	559	2.15	3,970	1.87
Size of community:						
Metropolitan areas ³	7,145	1.74	1,709	1.80	4,516	1.72
Nonmetropolitan areas.....	12,933	1.69	-	-	11,722	1.67
Size of establishment:						
20-99 workers.....	4,388	1.68			3,630	1.67
100-249 workers.....	6,995	1.68			6,234	1.66
250 workers or more.....	8,695	1.75			6,374	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 Standard Metropolitan Statistical Areas as defined by the U.S. Bureau of the Budget through April 1967.

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

Table 20. Men's Hosiery Mills: Earnings Distribution

(Percent distribution of production workers by average straight-time hourly earnings,¹
United States and selected regions, September 1967)

Average hourly earnings ¹	United States ²			Middle Atlantic	Southeast
	All workers	Women	Men		
Under \$ 1.40.....	0.8	0.9	0.3	0.5	0.9
\$ 1.40 and under \$ 1.45.....	23.4	27.6	10.3	15.4	25.0
\$ 1.45 and under \$ 1.50.....	7.6	8.4	5.2	3.9	8.2
\$ 1.50 and under \$ 1.55.....	9.2	10.0	7.1	9.0	9.1
\$ 1.55 and under \$ 1.60.....	6.8	7.5	4.3	6.2	6.7
\$ 1.60 and under \$ 1.65.....	6.9	7.0	6.4	4.1	7.1
\$ 1.65 and under \$ 1.70.....	5.1	5.4	3.9	5.4	5.1
\$ 1.70 and under \$ 1.75.....	5.3	5.6	4.5	5.6	5.3
\$ 1.75 and under \$ 1.80.....	4.5	4.7	3.9	4.8	4.4
\$ 1.80 and under \$ 1.85.....	3.7	3.8	3.4	4.3	3.4
\$ 1.85 and under \$ 1.90.....	3.2	3.2	3.2	3.3	3.1
\$ 1.90 and under \$ 1.95.....	3.0	2.8	3.5	3.9	2.9
\$ 1.95 and under \$ 2.00.....	2.4	2.4	2.3	2.8	2.3
\$ 2.00 and under \$ 2.10.....	5.1	3.9	8.9	6.5	5.0
\$ 2.10 and under \$ 2.20.....	3.4	2.3	7.0	6.1	3.1
\$ 2.20 and under \$ 2.30.....	2.8	1.7	6.0	4.2	2.5
\$ 2.30 and under \$ 2.40.....	2.0	.8	5.4	3.0	1.7
\$ 2.40 and under \$ 2.50.....	1.6	.7	4.4	2.7	1.4
\$ 2.50 and under \$ 2.60.....	1.4	.5	4.1	2.0	1.2
\$ 2.60 and under \$ 2.70.....	.5	.2	1.6	.9	.5
\$ 2.70 and under \$ 2.80.....	.4	.2	1.0	1.1	.3
\$ 2.80 and under \$ 2.90.....	.3	(³)	1.1	.5	.3
\$ 2.90 and under \$ 3.00.....	.2	.1	.6	.8	.1
\$ 3.00 and over.....	.5	.1	1.6	3.0	.2
Total.....	100.0	100.0	100.0	100.0	100.0
Number of workers.....	20,078	15,135	4,943	1,988	16,238
Average hourly earnings ¹	\$ 1.71	\$ 1.64	\$ 1.91	\$ 1.85	\$ 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 100.

Table 21. Men's Hosiery Mills: Occupational Averages—All Mills

(Number and average straight-time hourly earnings¹ of workers in selected occupations, United States and selected regions, September 1967)

Occupation and sex	United States ²				Middle Atlantic			Southeast				
	Number of workers	Hourly earnings ¹			Number of workers	Hourly earnings ¹			Number of workers	Hourly earnings ¹		
		Mean ³	Median ³	Middle range ³		Mean ³	Median ³	Middle range ³		Mean ³	Median ³	Middle range ³
Knitting:												
Adjusters and fixers, knitting machines (all men) ⁴	1,716	\$2.22	\$2.20	\$2.00-\$2.40	130	\$2.70	\$2.63	\$2.30-\$3.07	1,487	\$2.17	\$2.15	\$2.00-\$2.35
Seamless hosiery, half-hose	1,581	2.23	2.20	2.00- 2.40	116	2.66	2.63	2.30- 3.01	1,367	2.18	2.15	2.00- 2.35
Knitters, automatic	1,793	1.64	1.60	1.45- 1.75	138	1.71	1.70	1.50- 1.84	1,450	1.61	1.58	1.45- 1.72
Women	1,565	1.64	1.60	1.46- 1.74	132	1.70	1.69	1.50- 1.82	1,256	1.62	1.59	1.45- 1.73
Men	228	1.66	1.55	1.40- 1.77	-	-	-	-	194	1.56	1.54	1.40- 1.64
Knitters, string	1,328	1.71	1.69	1.52- 1.85	150	1.97	2.05	1.75- 2.14	1,087	1.69	1.66	1.50- 1.81
Women	1,290	1.71	1.68	1.51- 1.85	148	1.97	2.05	1.79- 2.14	1,051	1.68	1.66	1.50- 1.80
Knitters, transfer (all women)	117	1.48	1.40	1.40- 1.52	-	-	-	-	116	1.48	1.40	1.40- 1.52
Boarding and preboarding:												
Boarders, automatic	719	1.69	1.61	1.45- 1.84	35	1.91	1.84	1.65- 2.24	604	1.66	1.59	1.43- 1.80
Women	588	1.67	1.61	1.44- 1.82	19	1.79	1.72	1.59- 1.86	503	1.67	1.60	1.43- 1.80
Men	131	1.74	1.61	1.47- 1.96	-	-	-	-	101	1.65	1.56	1.44- 1.81
Boarders, other than automatic	851	1.61	1.46	1.40- 1.73	104	1.98	1.87	1.69- 2.21	683	1.55	1.43	1.40- 1.63
Women	627	1.56	1.41	1.40- 1.66	43	1.88	1.79	1.56- 1.96	520	1.52	1.40	1.40- 1.60
Men	224	1.73	1.61	1.43- 1.91	61	2.04	1.99	1.79- 2.23	163	1.62	1.53	1.40- 1.74
Preboarders	299	1.85	1.74	1.52- 2.16	33	2.32	2.26	2.06- 2.50	253	1.79	1.68	1.47- 2.02
Women	192	1.69	1.60	1.43- 1.90	13	2.13	2.21	-	170	1.65	1.58	1.40- 1.81
Men	107	2.14	2.20	1.75- 2.48	20	2.44	2.39	2.23- 2.62	-	-	-	-
Miscellaneous:												
Baggers (all women)	115	1.56	1.50	1.40- 1.60	-	-	-	-	71	1.58	1.40	1.40- 1.75
Boxers (all women)	181	1.65	1.58	1.40- 1.87	-	-	-	-	156	1.67	1.60	1.40- 1.88
Examiners, grey (hosiery inspectors) (1,012 women and 4 men)	1,016	1.64	1.55	1.40- 1.79	84	1.67	1.62	1.50- 1.78	875	1.64	1.54	1.40- 1.81
Folders (all women)	61	1.58	1.50	1.40- 1.64	-	-	-	-	35	1.64	1.40	1.40- 1.96
Folders and boxers (all women)	675	1.64	1.57	1.40- 1.76	-	-	-	-	591	1.65	1.57	1.40- 1.76
Loopers, toe (all women)	1,768	1.67	1.60	1.45- 1.82	167	1.79	1.75	1.48- 1.97	1,514	1.65	1.57	1.45- 1.80
Menders, hand, finish (all women)	121	1.66	1.50	1.40- 1.73	-	-	-	-	103	1.67	1.46	1.40- 1.84
Menders, hand, grey (all women)	245	1.51	1.47	1.40- 1.55	27	1.50	1.47	1.40- 1.52	177	1.50	1.46	1.40- 1.55
Pairers (1,089 women and 17 men)	1,106	1.66	1.55	1.40- 1.81	111	1.63	1.55	1.40- 1.73	893	1.65	1.55	1.41- 1.79
Seamers, toe (all women)	1,249	1.76	1.69	1.50- 1.91	90	1.95	1.87	1.54- 2.20	1,066	1.74	1.65	1.49- 1.90
Transfer-machine operators (all women)	214	1.61	1.50	1.40- 1.74	-	-	-	-	202	1.61	1.49	1.40- 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 See appendix A for method used to compute means, medians, and middle ranges of earnings.

⁴ Includes workers in classifications in addition to those shown separately.

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

Table 22. Men's Hosiery Mills: Occupational Averages—By Size of Community

(Number and average straight-time hourly earnings¹ of workers in selected occupations by size of community, United States and selected regions, September 1967)

Occupation and sex	United States ²				Middle Atlantic		Southeast			
	Metropolitan areas		Nonmetropolitan areas		Metropolitan areas		Metropolitan areas		Nonmetropolitan areas	
	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings
<u>Women</u>										
Knitting:										
Knitters, automatic.....	573	\$1.69	992	\$1.61	112	\$1.62	344	\$1.67	912	\$1.60
Knitters, string.....	490	1.81	800	1.65	148	1.97	-	-	717	1.65
Boarding and preboarding:										
Boarders, automatic.....	222	1.70	366	1.66	19	1.79	178	1.69	325	1.65
Boarders, other than automatic.....	218	1.63	409	1.52	43	1.88	115	1.53	405	1.52
Preboarders.....	66	1.80	126	1.63	13	2.13	44	1.69	126	1.63
Miscellaneous:										
Baggers.....	52	1.50	62	1.61	-	-	-	-	52	1.60
Boxers.....	31	1.43	150	1.69	-	-	-	-	142	1.70
Examiners, grey (hosiery inspectors).....	217	1.63	795	1.64	84	1.67	109	1.59	762	1.65
Folders and boxers.....	319	1.58	355	1.69	-	-	270	1.60	321	1.69
Loopers, toe.....	811	1.74	957	1.60	162	1.77	-	-	886	1.59
Menders, hand, finish.....	35	1.51	86	1.72	12	1.54	19	1.47	84	1.72
Menders, hand, grey.....	97	1.54	148	1.50	27	1.50	47	1.55	130	1.49
Pairers.....	371	1.61	718	1.69	111	1.63	201	1.60	682	1.67
Seamers, toe.....	409	1.76	839	1.75	64	1.84	285	1.75	780	1.73
Transfer-machine operators.....	38	1.53	176	1.63	-	-	30	1.54	172	1.62
<u>Men</u>										
Knitting:										
Adjusters and fixers, knitting machines ³	634	2.31	1,081	2.17	111	2.72	452	2.21	1,034	2.15
Seamless hosiery, half-hose.....	593	2.30	987	2.18	97	2.68	425	2.21	941	2.16
Knitters, automatic.....	83	1.61	145	1.70	-	-	78	1.59	116	1.53
Boarding and preboarding:										
Boarders, automatic.....	45	1.75	86	1.73	-	-	29	1.58	72	1.67
Boarders, other than automatic.....	69	2.05	155	1.59	61	2.04	-	-	155	1.59

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 classifications in addition to those shown separately.

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

Table 23. Men's Hosiery Mills: Occupational Averages—By Size of Establishment

(Number and average straight-time hourly earnings¹ of workers in selected occupations by size of establishment, United States and Southeast region, September 1967)

Occupation and sex	United States ²						Southeast					
	Establishments having—											
	20-99 workers		100-249 workers		250 workers or more		20-99 workers		100-249 workers		250 workers or more	
	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings
<u>Women</u>												
Knitting:												
Knitters, automatic.....	449	\$1.62	588	\$1.64	528	\$1.66	388	\$1.60	502	\$1.62	366	\$1.63
Knitters, string.....	258	1.61	398	1.69	634	1.77	206	1.59	398	1.69	447	1.72
Boarding and preboarding:												
Boarders, automatic.....	28	1.45	371	1.68	189	1.69	28	1.45	348	1.67	127	1.72
Boarders, other than automatic.....	219	1.55	254	1.51	154	1.65	170	1.50	250	1.50	100	1.62
Preboarders.....	17	2.14	79	1.55	96	1.73	-	-	79	1.55	81	1.69
Miscellaneous:												
Examiners, grey (hosiery inspectors).....	356	1.64	319	1.60	337	1.68	333	1.64	293	1.59	245	1.71
Folders and boxers.....	-	-	316	1.56	321	1.70	-	-	303	1.56	255	1.73
Loopers, toe.....	347	1.54	520	1.63	901	1.74	261	1.52	487	1.60	766	1.72
Menders, hand, grey.....	71	1.50	96	1.49	78	1.55	62	1.50	61	1.47	54	1.55
Pairers.....	163	1.59	447	1.61	479	1.73	117	1.59	393	1.60	373	1.73
Seamers, toe.....	333	1.79	490	1.73	425	1.76	306	1.81	432	1.71	327	1.70
Transfer-machine operators.....	53	1.61	123	1.61	38	1.62	53	1.61	119	1.60	30	1.65
<u>Men</u>												
Knitting:												
Adjusters and fixers, knitting machines ³	397	2.25	625	2.19	693	2.23	342	2.19	582	2.18	562	2.15
Seamless hosiery, half-hose.....	375	2.22	590	2.19	615	2.26	326	2.18	555	2.18	485	2.18
Knitters, automatic.....	61	1.48	97	1.57	70	1.96	61	1.48	95	1.56	38	1.66
Boarding and preboarding:												
Boarders, automatic.....	-	-	64	1.72	59	1.76	-	-	54	1.64	43	1.67
Boarders, other than automatic.....	73	1.70	79	1.74	72	1.75	60	1.62	56	1.67	47	1.55

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

² Includes data for regions in addition to the Southeast region.

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

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

Table 24. Men's Hosiery Mills: Occupational Averages—By Method of Wage Payment

(Number and average straight-time hourly earnings¹ of workers in selected occupations by method of wage payment. United States and selected regions, September 1967)

Occupation and sex	United States ²				Middle Atlantic				Southeast			
	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
Women												
Knitting:												
Knitters, automatic.....	247	\$1.45	1,318	\$1.68	-	-	102	\$1.78	190	\$1.44	1,066	\$1.65
Knitters, string.....	135	1.51	1,155	1.74	-	-	142	2.00	-	-	950	1.70
Knitters, transfer.....	-	-	116	1.48	-	-	-	-	-	-	115	1.48
Boarding and preboarding:												
Boarders, automatic.....	27	1.62	561	1.68	-	-	19	1.79	-	-	486	1.67
Boarders, other than automatic.....	-	-	627	1.56	-	-	43	1.88	-	-	520	1.52
Preboarders.....	-	-	192	1.69	-	-	13	2.13	-	-	170	1.65
Miscellaneous:												
Baggers.....	64	1.48	50	1.66	-	-	-	-	24	1.43	46	1.64
Boxers.....	20	1.51	161	1.66	-	-	-	-	-	-	152	1.68
Examiners, grey (hosiery inspectors).....	148	1.46	864	1.67	-	-	82	1.67	115	1.45	756	1.67
Folders.....	-	-	33	1.66	-	-	-	-	-	-	-	-
Folders and boxers.....	53	1.43	621	1.65	-	-	-	-	47	1.42	544	1.66
Loopers, toe.....	-	-	1,765	1.67	-	-	166	1.79	-	-	1,512	1.65
Menders, hand, finish.....	54	1.44	67	1.83	-	-	-	-	43	1.42	60	1.86
Menders, hand, grey.....	122	1.48	123	1.55	19	\$1.47	-	-	68	1.45	109	1.54
Pairers.....	82	1.44	1,007	1.68	36	1.42	75	1.74	34	1.42	849	1.66
Seamers, toe.....	9	1.52	1,239	1.76	-	-	90	1.95	-	-	1,056	1.74
Transfer-machine operators.....	40	1.42	174	1.66	-	-	-	-	-	-	170	1.65
Men												
Knitting:												
Adjusters and fixers, knitting machines ³	1,620	2.20	95	2.59	84	2.48	46	3.09	1,437	2.17	49	2.11
Seamless hosiery, half-hose.....	1,488	2.20	92	2.60	70	2.37	46	3.09	1,320	2.18	46	2.11
Knitters, automatic.....	118	1.71	110	1.62	-	-	-	-	88	1.49	106	1.61
Boarding and preboarding:												
Boarders, automatic.....	-	-	131	1.74	-	-	-	-	-	-	101	1.65
Boarders, other than automatic.....	-	-	223	1.73	-	-	60	2.05	-	-	163	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 classifications in addition to those shown separately.

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

Table 25. Men's Hosiery Mills: Occupational Earnings—North Carolina

(Number and average straight-time hourly earnings¹ of production workers in selected occupations, September 1967)

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	\$1.55	\$1.60	\$1.65	\$1.70	\$1.75	\$1.80	\$1.85	\$1.90	\$1.95	\$2.00	\$2.10	\$2.20	\$2.30	\$2.40	\$2.50	\$2.60	\$2.70	\$2.80	\$2.90	\$3.00	\$3.00 and over			
All production workers.....	13,048	\$ 1.70	91	3097	988	1182	835	963	638	727	619	444	447	406	308	680	428	378	240	216	169	74	43	38	14	23				
Women.....	9,991	1.64	86	2794	867	962	693	739	533	578	498	357	353	293	244	390	180	166	82	75	51	13	25	3	6	3				
Men.....	3,057	1.90	5	303	121	220	142	224	105	149	121	87	94	113	64	290	248	212	158	141	118	61	18	35	8	20				
<u>Selected production occupations—women</u>																														
<u>Knitting</u>																														
Knitters, automatic.....	954	1.62	-	226	106	97	54	87	79	96	52	30	29	20	19	19	16	20	-	2	2	-	-	-	-	-	-	-	-	
Time.....	189	1.44	-	104	60	23	-	-	-	-	-	-	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Incentive.....	765	1.67	-	122	46	74	54	87	79	96	52	30	27	20	19	19	16	20	-	2	2	-	-	-	-	-	-	-	-	
Knitters, string.....	942	1.69	-	105	51	161	46	81	69	92	91	46	57	39	29	42	14	8	5	4	1	-	1	-	-	-	-	-		
Incentive.....	845	1.71	-	103	51	72	46	75	69	92	91	46	57	39	29	42	14	8	5	4	1	-	1	-	-	-	-	-		
<u>Boarding and preboarding</u>																														
Boarders, automatic.....	412	1.68	-	105	30	30	28	31	25	27	26	14	19	13	8	23	12	6	3	4	6	2	-	-	-	-	-	-		
Incentive.....	403	1.68	-	105	30	30	28	30	25	27	26	14	11	13	8	23	12	6	3	4	6	2	-	-	-	-	-	-		
Boarders, other than automatic (all incentive workers).....	486	1.52	-	297	28	23	14	20	12	24	12	15	12	9	3	11	1	2	2	-	-	-	-	1	-	-	-	-		
Preboarders (all incentive workers).....	162	1.66	-	48	6	19	9	10	11	8	5	6	7	12	5	6	5	2	-	2	1	-	-	-	-	-	-	-		
<u>Miscellaneous</u>																														
Baggers ²	25	1.54	-	16	-	1	1	-	-	1	-	2	-	2	2	-	-	-	-	-	-	-	-	-	-	-	-	-		
Boxers (all incentive workers).....	149	1.68	-	48	3	7	13	12	3	4	-	6	18	11	7	4	10	1	2	-	-	-	-	-	-	-	-	-		
Examiners, grey (hosiery inspectors).....	738	1.65	-	248	43	72	29	68	22	41	17	16	25	26	31	40	27	21	2	-	-	-	6	-	3	1	-	-		
Time.....	106	1.46	-	74	-	26	-	-	2	-	-	-	-	-	-	4	-	-	-	-	-	-	-	-	-	-	-	-		
Incentive.....	632	1.69	-	174	43	46	29	68	20	41	17	16	25	26	31	36	27	21	2	-	-	-	6	-	3	1	-	-		
Folders and boxers.....	535	1.66	-	175	37	42	20	36	20	40	34	13	16	14	21	20	12	8	12	5	5	3	-	2	-	-	-			
Incentive.....	506	1.68	-	157	28	40	20	36	20	40	34	13	16	14	21	20	12	8	12	5	5	3	-	2	-	-	-			
Loopers, toe (all incentive workers).....	1,301	1.66	-	322	121	114	114	69	70	76	51	84	50	55	35	62	24	30	15	6	3	-	-	-	-	-	-			
Menders, hand, finish.....	68	1.79	-	29	-	4	4	2	2	-	1	-	-	2	4	2	-	6	4	-	4	2	-	-	2	-	-			
Time.....	27	1.42	-	23	-	3	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-			
Menders, hand, grey.....	133	1.49	-	70	22	10	14	6	2	1	-	1	4	1	-	2	-	-	-	-	-	-	-	-	-	-	-			
Time.....	50	1.45	-	30	2	4	14	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-			
Incentive.....	83	1.51	-	40	20	6	-	6	2	1	-	1	4	1	-	2	-	-	-	-	-	-	-	-	-	-	-			
Pairers.....	707	1.67	-	204	73	50	42	36	42	30	43	28	21	24	18	38	9	15	5	13	5	4	6	-	-	1	-			
Incentive.....	694	1.68	-	204	61	49	42	36	42	30	43	28	21	24	18	38	9	15	5	13	5	4	6	-	-	1	-			
Seamers, toe.....	780	1.77	-	142	50	62	46	68	36	47	33	38	41	35	14	44	23	22	17	31	18	1	11	-	1	-	-			
Incentive.....	776	1.77	-	140	48	62	46	68	36	47	33	38	41	35	14	44	23	22	17	31	18	1	11	-	1	-	-			
Transfer-machine operators.....	163	1.59	-	75	10	5	10	4	11	10	7	7	4	2	1	15	1	-	1	-	-	-	-	-	-	-	-			
Incentive.....	133	1.64	-	48	7	5	10	4	11	10	7	7	4	2	1	15	1	-	1	-	-	-	-	-	-	-	-			
<u>Selected production occupations—men</u>																														
<u>Knitting</u>																														
Adjusters and fixers, knitting machines ³	1,225	2.18	-	-	-	6	14	17	11	27	15	11	28	70	40	209	179	178	133	122	81	41	15	6	6	16				
Time.....	1,191	2.18	-	-	-	6	14	17	11	25	15	11	28	62	40	199	173	172	131	122	81	41	15	6	6	16				
Seamless hosiery, half-hose.....	1,134	2.19	-	-	-	6	14	15	11	23	11	7	19	67	35	185	167	168	128	119	77	39	15	6	6	16				
Time.....	1,100	2.20	-	-	-	6	14	15	11	21	11	7	19	59	35	175	161	162	126	119	77	39	15	6	6	16				

See footnotes at end of table.

Table 25. Men's Hosiery Mills: Occupational Earnings—North Carolina—Continued

(Number and average straight-time hourly earnings¹ of production workers in selected occupations, September 1967)

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	\$1.55	\$1.60	\$1.65	\$1.70	\$1.75	\$1.80	\$1.85	\$1.90	\$1.95	\$2.00	\$2.10	\$2.20	\$2.30	\$2.40	\$2.50	\$2.60	\$2.70	\$2.80	\$2.90	\$3.00 and over				
<u>Selected production occupations—men—Continued</u>																														
<u>Knitting—Continued</u>																														
Knitters, automatic.....	164	\$ 1.55	-	59	15	11	26	15	9	4	9	10	3	-	-	2	-	-	-	-	-	-	-	-	-	-	-	-	-	
Time.....	88	1.49	-	43	4	2	22	11	-	-	-	6	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Incentive.....	76	1.61	-	16	11	9	4	4	9	4	9	4	3	-	-	2	-	-	-	-	-	-	1	-	-	-	-	-	-	
Knitters, string (all incentive workers).....	27	1.82	-	2	-	1	-	-	4	1	3	3	2	5	3	2	1	-	-	-	-	-	-	-	-	-	-	-	-	
<u>Boarding and preboarding</u>																														
Boarders, automatic (all incentive workers).....	51	1.64	-	15	5	7	6	2	1	-	1	3	1	1	-	4	3	1	1	-	-	-	-	-	-	-	-	-	-	
Boarders, other than automatic (all incentive workers).....	109	1.62	-	42	6	7	11	7	3	9	7	-	2	2	-	8	1	-	2	-	2	-	-	-	-	-	-	-	-	

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 incentive workers.³ Includes data for workers in classifications in addition to those shown separately.

Table 26. Men's Hosiery Mills: Occupational Earnings—Tennessee

(Number and average straight-time hourly earnings¹ of production workers in selected occupations, September 1967)

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	\$1.55	\$1.60	\$1.65	\$1.70	\$1.75	\$1.80	\$1.85	\$1.90	\$1.95	\$2.00	\$2.10	\$2.20	\$2.30	\$2.40	\$2.50	\$2.60	\$2.70	\$2.80
All production workers.....	1,289	\$1.58	12	452	170	137	91	84	68	40	29	31	16	18	27	49	39	7	11	5	1	1	1	
Women.....	912	1.54	10	355	117	98	72	64	56	23	23	24	12	12	18	15	10	1	-	1	-	-	1	
Men.....	377	1.68	2	97	53	39	19	20	12	17	6	7	4	6	9	34	29	6	11	4	1	1	-	
<u>Selected production occupations—women</u>																								
<u>Knitting</u>																								
Knitters, automatic (all incentive workers).....	135	1.53	-	47	22	13	15	14	9	7	2	3	-	-	-	1	2	-	-	-	-	-	-	
Knitters, string (all incentive workers).....	25	1.53	-	6	3	4	6	5	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
<u>Miscellaneous</u>																								
Examiners, grey (hosiery inspectors).....	54	1.49	-	27	7	9	3	3	1	-	-	3	-	1	-	-	-	-	-	-	-	-	-	
Incentive.....	50	1.50	-	24	6	9	3	3	1	-	-	3	-	1	-	-	-	-	-	-	-	-	-	
Folders and boxers ²	32	1.57	-	12	-	3	8	3	2	1	-	-	1	-	-	1	-	-	-	1	-	-	-	
Loopers, toe (all incentive workers).....	111	1.58	-	27	17	18	10	8	11	5	1	3	3	1	3	1	3	-	-	-	-	-	-	
Menders, hand, finish (all timeworkers).....	14	1.41	-	11	2	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Menders, hand, grey ²	13	1.47	-	8	1	-	2	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Pairers (all incentive workers).....	58	1.52	-	32	2	11	2	2	-	-	4	1	1	-	-	3	-	-	-	-	-	-	-	
Seamers, toe.....	110	1.56	-	43	13	10	10	5	11	2	3	3	3	-	4	2	1	-	-	-	-	-	-	
Incentive.....	106	1.55	-	43	13	10	10	5	7	2	3	3	3	-	4	2	1	-	-	-	-	-	-	
<u>Selected production occupations—men</u>																								
<u>Knitting</u>																								
Adjusters and fixers, knitting machines, seamless hosiery, half-hose (all timeworkers).....	85	2.06	-	-	-	1	-	1	2	1	1	3	3	5	6	26	21	4	10	-	1	-	-	

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 incentive workers.

Table 27. Men's Hosiery Mills: Occupational Earnings—Hickory—Statesville, N.C.¹(Number and average straight-time hourly earnings² of production workers in selected occupations, September 1967)

Occupation and sex	Number of workers	Average hourly earnings ²	Number of workers receiving straight-time hourly earnings of—																											
			Under \$1.40	\$1.40 and under \$1.45	\$1.45	\$1.50	\$1.55	\$1.60	\$1.65	\$1.70	\$1.75	\$1.80	\$1.85	\$1.90	\$1.95	\$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.....	5,924	\$1.70	10	1479	504	506	377	372	267	299	289	190	222	159	142	327	231	172	91	93	109	32	24	8	4	8	6	3		
Women.....	4,587	1.64	10	1357	442	433	318	291	232	222	232	145	169	132	130	182	99	78	39	24	26	6	14	2	2	-	-	2		
Men.....	1,337	1.93	-	122	62	73	59	81	35	77	57	45	53	27	12	145	132	94	52	69	83	26	10	6	2	8	6	1		
<u>Selected production occupations—women</u>																														
<u>Knitting</u>																														
Knitters, automatic.....	420	1.65	-	81	77	47	10	28	25	39	18	9	15	13	16	9	12	19	-	1	1	-	-	-	-	-	-	-		
Incentive.....	346	1.69	-	81	17	35	10	28	25	39	18	9	13	13	16	9	12	19	-	1	1	-	-	-	-	-	-	-		
Knitters, string.....	384	1.63	-	63	26	114	19	21	23	24	24	12	9	12	7	11	6	4	4	3	1	-	1	-	-	-	-			
Incentive.....	287	1.68	-	61	26	25	19	15	23	24	24	12	9	12	7	11	6	4	4	3	1	-	1	-	-	-	-			
<u>Boarding and preboarding</u>																														
Boarders, automatic.....	119	1.75	-	20	12	6	6	12	4	5	6	5	12	1	2	14	6	2	-	2	4	-	-	-	-	-	-	-		
Incentive.....	110	1.74	-	20	12	6	6	11	4	5	6	5	4	1	2	14	6	2	-	2	4	-	-	-	-	-	-	-		
Boarders, other than automatic (all incentive workers).....	305	1.48	-	220	13	9	10	4	6	14	1	13	5	6	1	1	-	2	-	-	-	-	-	-	-	-	-			
Preboarders (all incentive workers).....	78	1.70	-	17	3	7	6	8	4	1	3	4	6	10	2	2	3	1	-	1	-	-	-	-	-	-	-			
<u>Miscellaneous</u>																														
Boxers (all incentive workers).....	135	1.71	-	34	3	7	13	12	3	4	-	6	18	11	7	4	10	1	2	-	-	-	-	-	-	-	-			
Examiners, grey (hosiery inspectors).....	431	1.70	-	119	27	39	19	29	17	25	9	10	21	18	25	32	24	9	1	-	-	-	6	-	-	-	1			
Incentive.....	411	1.70	-	111	27	33	19	29	15	25	9	10	21	18	25	28	24	9	1	-	-	6	-	-	-	-	1			
Folders and boxers (all incentive workers).....	182	1.74	-	58	14	4	3	9	5	12	14	4	7	8	10	3	8	4	9	2	4	2	-	2	-	-	-			
Loopers, toe (all incentive workers).....	462	1.57	-	158	60	37	53	21	19	20	19	33	8	9	10	8	3	4	-	-	-	-	-	-	-	-	-			
Menders, hand, grey.....	68	1.48	-	40	14	5	-	3	1	-	-	-	3	-	-	2	-	-	-	-	-	-	-	-	-	-	-			
Time.....	12	1.43	-	8	2	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-			
Incentive.....	56	1.49	-	32	12	3	-	3	1	-	-	-	3	-	-	2	-	-	-	-	-	-	-	-	-	-	-			
Pairers.....	352	1.72	-	100	28	19	15	15	21	15	24	15	11	13	8	26	4	11	4	11	4	2	6	-	-	-	-			
Incentive.....	351	1.72	-	100	28	18	15	15	21	15	24	15	11	13	8	26	4	11	4	11	4	2	6	-	-	-	-			
Seamers, toe.....	298	1.75	-	52	17	10	22	37	20	11	21	9	24	14	4	17	10	9	11	3	7	-	-	-	-	-	-			
Incentive.....	294	1.75	-	50	15	10	22	37	20	11	21	9	24	14	4	17	10	9	11	3	7	-	-	-	-	-	-			
Transfer-machine operators (all incentive workers).....	90	1.69	-	22	5	2	7	4	11	8	6	4	3	1	1	15	1	-	-	-	-	-	-	-	-	-	-			
<u>Selected production occupations—men</u>																														
<u>Knitting</u>																														
Adjusters and fixers, knitting machines (all timeworkers) ³	528	2.21	-	-	-	-	5	9	5	18	8	3	15	9	5	95	87	70	39	55	57	19	9	5	-	8	6	1		
Seamless hosiery, half-hose (all timeworkers).....	480	2.23	-	-	-	-	5	7	5	14	6	1	9	7	3	79	83	70	37	53	55	17	9	5	-	8	6	1		
Knitters, automatic.....	49	1.56	-	7	6	3	22	1	-	2	1	6	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-			
Incentive.....	15	1.53	-	7	2	1	-	1	-	2	1	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-			
<u>Boarding and preboarding</u>																														
Boarders, automatic (all incentive workers).....	7	1.73	-	1	2	1	-	-	-	-	-	-	-	-	-	2	-	1	-	-	-	-	-	-	-	-	-			
Boarders, other than automatic (all incentive workers).....	65	1.60	-	28	5	6	3	5	-	3	4	-	1	1	-	6	1	-	-	-	2	-	-	-	-	-	-			

¹ The Hickory—Statesville area consists of Burke, Caldwell, Catawba, and Iredell Counties.² Excludes premium pay for overtime and for work on weekends, holidays, and late shifts.³ Includes data for workers in classifications in addition to those shown separately.

Table 28. Men's Hosiery Mills: Occupational Earnings—Winston-Salem—High Point, N.C.¹

(Number and average straight-time hourly earnings² of production workers in selected occupations, September 1967)

Occupation and sex	Number of workers	Average hourly earnings ²	Number of workers receiving straight-time hourly earnings of—																											
			Under \$1.40	\$1.40 and under \$1.45	\$1.45	\$1.50	\$1.55	\$1.60	\$1.65	\$1.70	\$1.75	\$1.80	\$1.85	\$1.90	\$1.95	\$2.00	\$2.10	\$2.20	\$2.30	\$2.40	\$2.50	\$2.60	\$2.70	\$2.80	\$2.90	\$3.00	and over			
All production workers.....	5,654	\$1.72	53	1010	379	591	376	463	324	383	284	214	199	204	134	302	156	194	138	104	50	38	18	30	4	6				
Women.....	4,299	1.66	48	920	325	458	312	364	257	323	240	185	163	140	99	180	77	84	40	41	19	7	11	1	4	1				
Men.....	1,355	1.91	5	90	54	133	64	99	67	60	44	29	36	64	35	122	79	110	98	63	31	31	7	29	-	5				
Selected production occupations—women																														
Knitting																														
Knitters, automatic.....	349	1.64	-	66	10	37	34	29	44	54	29	17	11	5	2	5	3	1	-	1	1	-	-	-	-	-	-			
Incentive.....	294	1.68	-	22	10	26	34	29	44	54	29	17	11	5	2	5	3	1	-	1	1	-	-	-	-	-	-			
Knitters, string (all incentive workers).....	549	1.72	-	42	25	47	24	60	46	68	67	34	42	27	22	31	8	4	1	1	-	-	-	-	-	-	-			
Boarding and preboarding																														
Boarders, automatic (all incentive workers).....	172	1.71	-	24	17	16	11	13	13	18	13	6	4	12	4	6	6	4	-	1	2	2	-	-	-	-	-			
Boarders, other than automatic (all incentive workers).....	148	1.58	-	65	15	11	1	13	6	10	8	2	4	3	2	4	1	-	2	-	-	-	-	1	-	-	-			
Preboarders (all incentive workers).....	84	1.62	-	31	3	12	3	2	7	7	2	2	1	2	3	4	2	1	-	2	-	-	-	-	-	-	-			
Miscellaneous																														
Examiners, grey (hosiery inspectors).....	217	1.66	-	63	9	33	10	22	5	16	8	6	4	8	6	8	3	12	1	-	-	-	-	-	-	3	-			
Time.....	30	1.48	-	10	-	20	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-			
Incentive.....	187	1.68	-	53	9	13	10	22	5	16	8	6	4	8	6	8	3	12	1	-	-	-	-	-	-	3	-			
Folders and boxers.....	279	1.63	-	99	15	26	11	24	15	13	17	9	9	6	5	14	4	4	3	3	1	1	-	-	-	-	-			
Incentive.....	255	1.65	-	81	11	24	11	24	15	13	17	9	9	6	5	14	4	4	3	3	1	1	-	-	-	-	-			
Loopers, toe (all incentive workers).....	821	1.71	-	149	61	76	60	48	51	55	32	51	42	46	25	54	21	26	15	6	3	1	-	-	-	-	-			
Menders, hand, finish.....	14	1.45	-	9	-	4	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-			
Time.....	11	1.45	-	7	-	3	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-			
Menders, hand, grey.....	47	1.52	-	17	3	5	14	3	1	1	1	1	1	1	1	-	-	-	-	-	-	-	-	-	-	-	-			
Time.....	29	1.48	-	13	-	2	14	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-			
Incentive.....	18	1.59	-	4	3	3	-	3	1	1	-	1	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-			
Pairs.....	241	1.66	-	61	23	29	21	15	7	12	13	10	10	5	7	12	5	4	1	2	1	2	-	-	-	1	-			
Incentive.....	239	1.66	-	61	21	29	21	15	7	12	13	10	10	5	7	12	5	4	1	2	1	2	-	-	-	1	-			
Seamers, toe (all incentive workers).....	312	1.79	-	62	16	34	13	16	7	30	10	20	11	8	7	16	10	9	6	19	5	1	11	-	1	-				
Transfer-machine operators (all incentive workers).....	31	1.57	-	14	2	3	3	-	-	2	1	3	1	1	-	-	-	-	1	-	-	-	-	-	-	-	-			
Selected production occupations—men																														
Knitting																														
Adjusters and fixers, knitting machines ³	547	2.18	-	-	-	-	3	3	7	4	8	9	48	21	97	55	100	86	58	23	18	5	1	-	1	-	1			
Time.....	513	2.19	-	-	-	-	3	3	5	4	8	9	40	21	87	49	94	84	58	23	18	5	1	-	1	-	1			
Seamless hosiery, half-hose.....	504	2.19	-	-	-	-	3	3	7	2	6	6	47	18	89	47	90	83	57	21	18	5	1	-	1	-	1			
Time.....	470	2.20	-	-	-	-	3	3	5	2	6	6	39	18	79	41	84	81	57	21	18	5	1	-	1	-	1			
Knitters, automatic.....	79	1.59	-	20	9	6	4	14	9	2	6	4	2	-	2	-	-	-	-	1	-	-	-	-	-	-	-			
Incentive.....	57	1.63	-	9	9	6	4	3	9	2	6	4	2	-	2	-	-	-	-	1	-	-	-	-	-	-	-			
Knitters, string (all incentive workers).....	23	1.84	-	1	-	1	-	-	3	-	3	3	2	4	3	2	1	-	-	-	-	-	-	-	-	-	-			
Boarding and preboarding																														
Boarders, automatic (all incentive workers).....	34	1.67	-	6	3	6	6	-	1	-	1	3	1	1	-	2	3	-	1	-	-	-	-	-	-	-	-			
Boarders, other than automatic (all incentive workers).....	23	1.70	-	5	1	1	2	2	3	3	-	-	1	1	-	2	-	-	2	-	-	-	-	-	-	-	-			
Preboarders (all incentive workers).....	15	1.72	-	3	1	-	1	2	2	-	1	-	2	1	-	-	1	-	1	-	-	-	-	-	-	-	-			

¹ The Winston-Salem—High Point area consists of Alamance, Davidson, Forsyth, Guilford, Randolph, and Surry Counties.

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

³ Includes workers in classifications in addition to those shown separately.

Table 29. Men's Hosiery Mills: Method of Wage Payment

(Percent of production workers by method of wage payment, United States, selected regions, States, and areas, September 1967)

Method of wage payment ¹	United States ²	Regions		States		Areas	
		Middle Atlantic	Southeast	North Carolina	Tennessee	Hickory-Statesville, N.C.	Winston-Salem-High Point, N.C.
All workers.....	100	100	100	100	100	100	100
Incentive workers.....	65	59	67	68	60	69	70
Individual piece.....	63	48	66	68	58	69	70
Group piece.....	1	(³)	1	-	2	-	-
Individual bonus.....	1	9	-	-	-	-	-
Group bonus.....	(³)	2	-	-	-	-	-
Timeworkers.....	35	41	33	32	40	31	30
Formal rate structure.....	5	-	4	2	17	-	5
Single rate.....	1	-	(³)	-	6	-	-
Range of rates.....	4	-	3	2	12	-	5
Individual determination.....	30	41	29	30	23	31	25

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 30. Men's Hosiery Mills: Scheduled Weekly Hours

(Percent of production workers by scheduled weekly hours,¹ United States, selected regions, States, and areas, September 1967)

Weekly hours ¹	United States ²	Regions		States		Areas	
		Middle Atlantic	Southeast	North Carolina	Tennessee	Hickory-Statesville, N.C.	Winston-Salem-High Point, N.C.
All workers.....	100	100	100	100	100	100	100
37½ hours.....	2	14	(³)	-	-	-	-
40 hours.....	98	86	99	100	100	100	100
48 hours.....	(³)	-	1	-	-	-	-

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.

³ Less than 0.5 percent.

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

Table 31. Men's Hosiery Mills: Shift Differential Provisions

(Percent of production workers by shift differential provisions, ¹ United States, selected regions, States, and areas, September 1967)

Shift differential	United States ²	Regions		States		Areas	
		Middle Atlantic	Southeast	North Carolina	Tennessee	Hickory-Salem, N. C.	Winston-Salem-High Point, N. C.
<u>Second shift</u>							
Workers in establishments having second-shift provisions.....	96.0	90.2	96.3	96.0	100.0	91.1	100.0
With shift differential.....	25.3	58.9	13.5	11.6	38.1	15.2	7.8
Uniform cents per hour.....	9.9	-	6.0	3.7	38.1	8.3	-
2½ cents.....	1.2	-	1.4	1.8	-	3.9	-
5 cents.....	4.7	-	4.6	2.0	38.1	4.3	-
8 cents.....	.6	-	-	-	-	-	-
10 cents.....	3.4	-	-	-	-	-	-
Uniform percentage.....	10.2	45.0	2.7	3.4	-	-	7.8
1½ percent.....	2.2	-	2.7	3.4	-	-	7.8
3 percent.....	1.0	9.9	-	-	-	-	-
5 percent.....	7.0	35.1	-	-	-	-	-
Other.....	5.2	13.9	4.8	4.4	-	6.9	-
With no shift differential.....	70.7	31.3	82.8	84.4	61.9	76.0	92.2
<u>Third or other late shift</u>							
Workers in establishments having third- or other late-shift provisions....	84.5	59.0	86.6	87.1	100.0	84.8	92.4
With shift differential.....	43.8	55.0	37.6	36.9	38.1	63.2	16.0
Uniform cents per hour.....	22.9	16.8	20.7	17.8	38.1	31.4	8.2
5 cents.....	4.6	2.9	5.4	1.6	20.4	-	3.8
8 cents.....	.8	-	.9	-	-	-	-
10 cents.....	13.7	-	12.9	14.3	17.7	31.4	-
15 cents.....	1.3	-	1.6	1.9	-	-	4.5
20 cents.....	2.5	13.9	-	-	-	-	-
Uniform percentage.....	12.3	38.2	6.1	7.6	-	9.4	7.8
3 percent.....	3.2	9.9	2.7	3.4	-	-	7.8
5 percent.....	3.9	14.2	1.1	1.3	-	2.9	-
10 percent.....	5.2	14.1	2.4	3.0	-	6.5	-
Other.....	8.7	-	10.7	11.5	-	22.3	-
With no shift differential.....	40.7	4.0	49.0	50.2	61.9	21.6	76.4

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 32. Men's Hosiery Mills: Shift Differential Practices

(Percent of production workers on late shifts by amount of shift differential, United States, selected regions, States, and areas, September 1967)

Shift differential	United States ¹	Regions		States		Areas	
		Middle Atlantic	Southeast	North Carolina	Tennessee	Hickory-Statesville, N. C.	Winston-Salem-High Point, N. C.
<u>Second shift</u>							
Workers employed on second shift.....	16.9	19.0	16.2	15.4	20.9	15.6	14.6
Receiving shift differential.....	5.0	12.4	2.4	1.6	9.3	1.7	1.1
Uniform cents per hour.....	1.5	-	1.0	.4	9.3	.8	-
2½ cents.....	.2	-	.3	.3	-	.7	-
5 cents.....	.7	-	.8	(²)	9.3	.1	-
8 cents.....	.1	-	-	-	-	-	-
10 cents.....	.5	-	-	-	-	-	-
Uniform percentage.....	2.4	9.9	.4	.5	-	-	1.1
1½ percent.....	.3	-	.4	.5	-	-	1.1
3 percent.....	.2	2.5	-	-	-	-	-
5 percent.....	1.9	7.4	-	-	-	-	-
Other.....	1.0	2.5	1.0	.8	-	.9	-
Receiving no shift differential.....	11.9	6.7	13.8	13.8	11.6	13.9	13.5
<u>Third or other late shift</u>							
Workers employed on third or other late shift.....	7.9	6.8	8.4	8.3	13.8	8.1	9.0
Receiving shift differential.....	3.8	6.5	3.4	3.5	4.5	6.4	1.2
Uniform cents per hour.....	1.8	1.6	2.0	1.8	4.5	3.6	.4
5 cents.....	.3	.3	.4	.1	2.2	-	.2
8 cents.....	(²)	-	(²)	-	-	-	-
10 cents.....	1.2	-	1.5	1.7	2.3	3.6	-
15 cents.....	.1	-	.1	.1	-	-	.2
20 cents.....	.2	1.3	-	-	-	-	-
Uniform percentage.....	1.3	4.9	.6	.8	-	.9	.8
3 percent.....	.3	.4	.3	.3	-	-	.8
5 percent.....	.3	2.0	.1	.1	-	.2	-
10 percent.....	.8	2.5	.3	.3	-	.8	-
Other.....	.7	-	.8	.9	-	1.8	-
Receiving no shift differential.....	4.1	.3	5.0	4.8	9.3	1.7	7.7

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 33. Men's Hosiery Mills: Paid Holidays

(Percent of production workers in mills which have formal provisions for paid holidays, United States, selected regions, States, and areas, September 1967)

Number of paid holidays	United States ¹	Regions		States		Areas	
		Middle Atlantic	Southeast	North Carolina	Tennessee	Hickory-Statesville, N. C.	Winston-Salem-High Point, N. C.
All workers.....	100	100	100	100	100	100	100
Workers in establishments providing paid holidays.....	38	69	27	25	67	32	24
2 days.....	14	-	18	18	29	23	18
3 days.....	5	3	6	6	20	6	6
4 days.....	1	-	2	1	-	3	-
5 days.....	7	19	1	-	18	-	-
6 days.....	4	19	-	-	-	-	-
7 days.....	6	28	-	-	-	-	-
Workers in establishments providing no paid holidays.....	62	31	73	75	33	68	76

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

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

Table 34. Men's Hosiery Mills: Paid Vacations

(Percent of production workers in mills which have formal provisions for paid vacations after selected periods of service, United States, selected regions, States, and areas, September 1967)

Vacation policy	United States ¹	Regions		States		Areas	
		Middle Atlantic	Southeast	North Carolina	Tennessee	Hickory-Stateville, N. C.	Winston-Salem-High Point, N. C.
All workers.....	100	100	100	100	100	100	100
<u>Method of payment</u>							
Workers in establishments providing paid vacations.....	70	88	64	60	74	51	81
Length-of-time payment.....	15	24	13	12	20	23	4
Percentage payment.....	55	64	51	47	54	28	77
Flat-sum payment.....	-	-	-	-	-	-	-
Workers in establishments providing no paid vacations.....	30	12	36	40	26	49	19
<u>Amount of vacation pay²</u>							
<u>After 1 year of service</u>							
Under 1 week.....	8	-	8	8	-	11	8
1 week.....	57	74	54	49	74	38	69
Over 1 and under 2 weeks.....	3	14	2	3	-	2	5
2 weeks.....	1	-	-	-	-	-	-
<u>After 3 years of service</u>							
Under 1 week.....	8	-	8	8	-	11	8
1 week.....	49	57	45	38	74	15	69
Over 1 and under 2 weeks.....	10	17	11	13	-	25	5
2 weeks.....	2	14	-	-	-	-	-
<u>After 5 years of service</u>							
Under 1 week.....	7	-	8	8	-	11	8
1 week.....	15	41	11	8	-	2	14
Over 1 and under 2 weeks.....	3	14	2	3	-	2	5
2 weeks.....	45	33	43	40	74	36	55
<u>After 10 years of service</u>							
Under 1 week.....	7	-	8	8	-	11	8
1 week.....	13	18	11	8	-	2	14
Over 1 and under 2 weeks.....	2	-	2	3	-	2	5
2 weeks.....	40	56	34	30	74	13	55
Over 2 and under 3 weeks.....	1	14	-	-	-	-	-
3 weeks.....	7	-	8	11	-	23	-
<u>After 15 years of service</u>							
Under 1 week.....	7	-	8	8	-	11	8
1 week.....	13	18	11	8	-	2	14
Over 1 and under 2 weeks.....	2	-	2	3	-	2	5
2 weeks.....	36	37	34	30	74	13	55
Over 2 and under 3 weeks.....	2	14	-	-	-	-	-
3 weeks.....	10	19	8	11	-	23	-
<u>After 20 years of service</u>							
Under 1 week.....	4	-	5	5	-	11	-
1 week.....	15	18	13	12	-	2	22
Over 1 and under 2 weeks.....	2	-	2	3	-	2	5
2 weeks.....	36	37	34	30	74	13	55
Over 2 and under 3 weeks.....	2	14	-	-	-	-	-
3 weeks.....	10	19	8	11	-	23	-

¹ Includes data for regions in addition to those shown separately.² Vacation payments, such as percent of annual earnings and flat-sum amounts, were converted to an equivalent time basis. Periods of service were arbitrarily chosen and do not necessarily reflect the individual provisions for progression. For example, changes in proportions indicated at 10 years may include changes in provisions occurring between 5 and 10 years.³ Vacation provisions were virtually the same after longer periods of service.

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

Table 35. Men's Hosiery Mills: Health, Insurance, and Retirement Plans

(Percent of production workers in mills which have specified health, insurance, and retirement plans, United States, selected regions, States, and areas, September 1967)

Type of plan ¹	United States ²	Regions		States		Areas	
		Middle Atlantic	Southeast	North Carolina	Tennessee	Hickory-Statesville, N. C.	Winston-Salem-High Point, N. C.
All workers.....	100	100	100	100	100	100	100
Workers in establishments providing:							
Life insurance.....	76	55	78	78	74	76	87
Employer financed.....	37	55	33	34	57	34	39
Jointly financed.....	39	-	44	44	18	41	48
Accidental death and dismemberment insurance.....	51	39	54	56	45	47	71
Employer financed.....	23	39	23	24	28	13	39
Jointly financed.....	28	-	31	32	18	35	32
Sickness and accident insurance or sick leave or both ³	32	50	27	21	67	13	33
Sickness and accident insurance.....	31	50	25	21	67	13	33
Employer financed.....	18	50	15	14	49	6	24
Jointly financed.....	13	-	10	7	18	7	10
Sick leave (full pay, no waiting period).....	-	-	-	-	-	-	-
Sick leave (partial pay or waiting period).....	1	-	1	-	-	-	-
Hospitalization insurance.....	69	88	66	70	47	61	89
Employer financed.....	25	85	19	21	29	6	39
Jointly financed.....	44	3	47	49	18	55	50
Surgical insurance.....	68	74	66	70	47	61	89
Employer financed.....	24	71	19	21	29	6	39
Jointly financed.....	44	3	47	49	18	55	50
Medical insurance.....	32	46	27	24	47	7	40
Employer financed.....	16	43	13	14	29	-	28
Jointly financed.....	16	3	14	10	18	7	12
Catastrophe insurance.....	21	19	23	23	29	27	21
Employer financed.....	8	5	10	9	29	-	21
Jointly financed.....	12	14	13	14	-	27	-
Retirement plans:							
Pensions.....	21	33	22	20	49	23	22
Employer financed.....	10	33	8	8	29	-	18
Jointly financed.....	11	-	14	12	20	23	4
Lump-sum payments.....	13	5	12	13	-	-	26
No plans.....	15	12	17	17	26	21	6

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

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

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

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

Part III. Children's Hosiery Mills

Average Hourly Earnings

Earnings of the 15,255 production workers in mills primarily engaged in manufacturing children's hosiery (including women's anklets and socks) averaged \$1.66 an hour in September 1967 (table 36).

Employment in this industry branch was confined almost exclusively to the Southeast region. Production workers in North Carolina and Tennessee, combined, accounted for seven-eighths of the work force in the Southeast region and averaged \$1.66 and \$1.65 an hour, respectively; the average for Winston-Salem-High Point, N.C. (the only area surveyed separately for this branch) was \$1.66 (tables 42-44).

The nationwide average for production workers in September 1967 (\$1.66) was 14 percent above the average recorded in September-October 1964 (\$1.46).¹²

The 11,777 women in this branch averaged \$1.61 an hour; the 3,478 men averaged \$1.81 an hour.¹³

Average earnings were nearly the same in metropolitan (\$1.64) and nonmetropolitan areas (\$1.66). There was a 6-cent difference between the average for workers in mills having 250 workers or more (\$1.69) and the average in the two smaller size groups (\$1.63).

Earnings of all but about 3 percent of the production workers ranged from \$1.40 to \$2.50 an hour (table 37). Almost two-fifths of the workers earned less than \$1.50 an hour and slightly more than half earned less than \$1.60.

Occupational Earnings

The occupational classifications for which average straight-time hourly earnings are presented in table 38 accounted for two-thirds of the production workers in this industry branch. Nationwide averages (means) ranged from \$1.50 an hour for folders (all women) to \$2.12 an hour for knitting-machine adjusters and fixers, all of whom were men. Averages for all other jobs ranged from \$1.51 to \$1.83 per hour.

Occupational averages also were tabulated by size of community (table 39), size of establishment (table 40), and method of wage payment (table 41).

¹² Op. cit., BLS Bulletin 1456, Pt. II.

¹³ See footnote 9, p. 5.

Establishment Practices and Supplementary Wage Provisions

Information also was obtained on work schedules, shift provisions and practices, and selected supplementary benefits including paid holidays and vacations, retirement plans, life insurance, sickness and accident insurance, and hospitalization and surgical benefits.

Scheduled Weekly Hours and Shift Practices. Weekly work schedules of 40 hours were in effect in mills employing virtually all production workers in September 1967 (table 46). Over nine-tenths of the production workers were in mills having provisions for second shift operations and three-fourths were in mills which had third- or late-shift provisions (table 47). Fourteen percent of the production workers were employed on the second shift and 5 percent worked on the third or other late shifts at the time of the survey (table 48). Extra pay for late-shift work usually was not provided.

Paid Holidays. Paid holidays, usually 1 or 3 days annually, were provided by mills employing about one-fourth of the production workers (table 49).

Paid Vacations. Paid vacations, after qualifying periods of service, were provided to production workers by establishments employing seven-tenths of the workers (table 50). Nearly three-fifths could receive 1 week of vacation pay after 1 year of service. After 5 years of service, three-tenths of the production workers were entitled to 1 week's paid vacation and another three-tenths to 2 weeks.

Health, Insurance, and Retirement Plans. Life, hospitalization, and surgical insurance were available to at least seven-tenths of the production workers. Accidental death and dismemberment insurance was provided to slightly more than one-half of the workers; medical insurance, to about two-fifths; and sickness and accident insurance, to almost three-tenths. Catastrophe (major medical) insurance applied to one-sixth of the production workers. All or at least part of the cost of these plans was paid by the employer; for most, however, the cost was typically financed jointly by employer and employee.

Pension plans, providing regular payments for the rest of the retiree's life (other than Federal social security benefits) were not found in the mills visited in this industry branch. Less than one-tenth (6 percent) of the workers were in mills providing lump-sum payments on retirement.

Table 36. Children's Hosiery Mills: Average Hourly Earnings by Selected Characteristics

(Number and average straight-time hourly earnings¹ of production workers by selected characteristics, United States and Southeast region, September 1967)

Item	United States ²		Southeast	
	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings
All production workers.....	15,255	\$ 1.66	14,755	\$ 1.66
Women.....	11,777	1.61	11,369	1.61
Men.....	3,478	1.81	3,386	1.81
Size of community:				
Metropolitan areas ³	3,312	1.64	3,312	1.64
Nonmetropolitan areas.....	11,943	1.66	11,443	1.66
Size of establishment:				
20-99 workers.....	3,958	1.63	3,845	1.63
100-249 workers.....	4,883	1.63	4,883	1.63
250 workers or more.....	6,414	1.69	6,027	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 the Southeast region.

³ Standard Metropolitan Statistical Areas as defined by the U.S. Bureau of the Budget through April 1967.

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

Table 37. Children's Hosiery Mills: Earnings Distribution

(Percent distribution of production workers by average straight-time hourly earnings,¹ United States and Southeast region, September 1967)

Average hourly earnings ¹	United States ²			Southeast	Average hourly earnings ¹	United States ²			Southeast
	All workers	Women	Men			All workers	Women	Men	
Under \$ 1.40.....	0.9	1.0	0.2	0.9	\$ 2.00 and under \$ 2.10.....	3.9	2.9	7.6	4.0
\$ 1.40 and under \$ 1.45.....	26.8	30.7	13.4	27.7	\$ 2.10 and under \$ 2.20.....	3.1	1.8	7.4	3.2
\$ 1.45 and under \$ 1.50.....	9.7	11.0	5.1	8.5	\$ 2.20 and under \$ 2.30.....	2.2	1.2	5.9	2.2
					\$ 2.30 and under \$ 2.40.....	1.1	.6	3.1	1.2
\$ 1.50 and under \$ 1.55.....	9.5	9.3	10.2	9.6	\$ 2.40 and under \$ 2.50.....	.7	.3	2.0	.7
\$ 1.55 and under \$ 1.60.....	7.0	7.0	6.8	7.1	\$ 2.50 and under \$ 2.60.....	.8	.3	2.6	.8
\$ 1.60 and under \$ 1.65.....	6.7	6.9	6.2	6.6	\$ 2.60 and under \$ 2.70.....	.4	.1	1.6	.5
\$ 1.65 and under \$ 1.70.....	5.2	5.7	3.4	5.2	\$ 2.70 and under \$ 2.80.....	.3	.2	.8	.3
\$ 1.70 and under \$ 1.75.....	4.7	5.1	3.5	4.7	\$ 2.80 and under \$ 2.90.....	.1	.1	.1	.1
					\$ 2.90 and under \$ 3.00.....	(³)	(³)	.1	(³)
\$ 1.75 and under \$ 1.80.....	4.5	4.5	4.4	4.5	\$ 3.00 and over.....	.1	.1	.4	.1
\$ 1.80 and under \$ 1.85.....	3.9	3.9	3.8	3.9	Total.....	100.0	100.0	100.0	100.0
\$ 1.85 and under \$ 1.90.....	3.3	3.0	4.2	3.4	Number of workers.....	15,255	11,777	3,478	14,755
\$ 1.90 and under \$ 1.95.....	2.4	2.2	2.9	2.3	Average hourly earnings ¹	\$ 1.66	\$ 1.61	\$ 1.81	\$ 1.66
\$ 1.95 and under \$ 2.00.....	2.6	2.1	4.2	2.6					

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

² Includes data for regions in addition to the Southeast region.

³ Less than 0.05 percent.

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

Table 38. Children's Hosiery Mills: Occupational Averages—All Mills

(Number and average straight-time hourly earnings¹ of workers in selected occupations, United States and Southeast region, September 1967)

Occupation and sex	United States ²				Southeast			
	Number of workers	Hourly earnings ¹			Number of workers	Hourly earnings ¹		
		Mean ³	Median ³	Middle range ³		Mean ³	Median ³	Middle range ³
Knitting:								
Adjusters and fixers, knitting machines (all men) ⁴	1,177	\$2.12	\$2.10	\$1.95-\$2.28	1,144	\$2.12	\$2.10	\$1.95-\$2.25
Seamless hosiery, half-hose.....	1,127	2.12	2.10	1.95- 2.25	1,111	2.11	2.10	1.95- 2.25
Knitters, automatic.....	1,124	1.72	1.67	1.50- 1.86	1,109	1.72	1.67	1.50- 1.86
Women.....	1,005	1.72	1.67	1.50- 1.87	990	1.73	1.67	1.50- 1.87
Men.....	119	1.67	1.68	1.56- 1.80	119	1.67	1.68	1.56- 1.80
Knitters, rib.....	60	1.62	1.50	1.47- 1.79	59	1.62	1.50	1.49- 1.79
Women.....	37	1.62	1.50	1.45- 1.78	36	1.62	1.52	1.44- 1.79
Knitters, string.....	676	1.64	1.63	1.45- 1.76	626	1.65	1.64	1.44- 1.77
Women.....	599	1.64	1.63	1.45- 1.75	549	1.65	1.64	1.45- 1.76
Men.....	77	1.66	1.64	1.43- 1.83	77	1.66	1.64	1.43- 1.83
Knitters, transfer.....	562	1.57	1.51	1.42- 1.67	542	1.57	1.51	1.42- 1.68
Women.....	551	1.57	1.51	1.42- 1.67	531	1.58	1.51	1.42- 1.68
Boarding and preboarding:								
Boarders, automatic.....	565	1.66	1.60	1.42- 1.79	565	1.66	1.60	1.41- 1.79
Women.....	440	1.64	1.58	1.41- 1.78	440	1.64	1.58	1.41- 1.78
Men.....	125	1.71	1.70	1.49- 1.86	125	1.71	1.70	1.49- 1.86
Boarders, other than automatic.....	985	1.57	1.48	1.40- 1.65	955	1.58	1.49	1.40- 1.66
Women.....	835	1.55	1.48	1.40- 1.63	805	1.55	1.48	1.40- 1.63
Men.....	150	1.69	1.59	1.45- 1.88	150	1.69	1.59	1.45- 1.88
Preboarders.....	196	1.65	1.53	1.45- 1.85	171	1.66	1.53	1.46- 1.86
Women.....	154	1.60	1.51	1.45- 1.78	130	1.61	1.52	1.40- 1.79
Men.....	42	1.83	1.86	1.52- 2.04	41	1.82	1.86	1.52- 2.03
Miscellaneous:								
Baggers (all women).....	90	1.59	1.49	1.40- 1.68	90	1.59	1.49	1.40- 1.68
Boxers (51 women and 5 men).....	56	1.51	1.45	1.40- 1.55	56	1.51	1.45	1.40- 1.55
Examiners, grey (hosiery inspectors) (all women).....	496	1.62	1.55	1.44- 1.73	486	1.62	1.55	1.43- 1.73
Folders (all women).....	186	1.50	1.41	1.40- 1.56	186	1.50	1.41	1.40- 1.56
Folders and boxers (all women).....	889	1.59	1.50	1.40- 1.71	868	1.58	1.50	1.40- 1.71
Loopers, toe (all women).....	647	1.57	1.50	1.41- 1.67	612	1.57	1.50	1.41- 1.68
Menders, hand, finish (67 women and 2 men).....	69	1.52	1.45	1.40- 1.55	69	1.52	1.45	1.40- 1.55
Menders, hand, grey (69 women and 2 men).....	71	1.54	1.43	1.40- 1.61	67	1.55	1.43	1.40- 1.65
Pairers (909 women and 2 men).....	911	1.66	1.58	1.40- 1.80	903	1.66	1.59	1.40- 1.80
Seamers, toe (all women).....	1,350	1.70	1.65	1.46- 1.87	1,332	1.70	1.65	1.46- 1.86
Transfer-machine operators (all women).....	122	1.62	1.59	1.43- 1.72	120	1.62	1.58	1.43- 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 the Southeast region.³ See appendix A for method used in computing means, medians, and middle ranges of earnings.⁴ Includes data for workers in classifications in addition to those shown separately.

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

Table 39. Children's Hosiery Mills: Occupational Averages—By Size of Community

(Number and average straight-time hourly earnings¹ of workers in selected occupations by size of community, United States and Southeast region, September 1967)

Occupation and sex	United States ²				Southeast			
	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>Women</u>								
Knitting:								
Knitters, automatic	165	\$1.78	840	\$1.71	165	\$1.78	825	\$1.72
Knitters, string	105	1.61	494	1.65	105	1.61	444	1.66
Knitters, transfer	99	1.52	452	1.59	99	1.52	432	1.59
Boarding and preboarding:								
Boarders, automatic	28	1.74	412	1.64	28	1.74	412	1.64
Boarders, other than automatic	376	1.54	459	1.56	376	1.54	429	1.56
Miscellaneous:								
Examiners, grey (hosiery inspectors)	86	1.62	410	1.62	86	1.62	400	1.62
Folders and boxers	309	1.56	580	1.60	309	1.56	559	1.60
Loopers, toe	91	1.47	556	1.59	91	1.47	521	1.59
Menders, hand, finish	18	1.64	49	1.48	18	1.64	49	1.48
Menders, hand, grey	10	1.55	59	1.54	10	1.55	55	1.55
Pairers	222	1.67	687	1.65	222	1.67	679	1.65
Seamers, toe	193	1.74	1,155	1.70	193	1.74	1,137	1.70
Transfer-machine operators	19	1.78	103	1.59	19	1.78	101	1.58
<u>Men</u>								
Knitting:								
Adjusters and fixers, knitting machines ³	228	2.15	949	2.11	228	2.15	916	2.11
Seamless hosiery, half-hose	228	2.15	899	2.11	228	2.15	883	2.10
Knitters, automatic	-	-	103	1.66	-	-	103	1.66
Boarding and preboarding:								
Boarders, automatic	14	1.57	111	1.73	14	1.57	111	1.73
Boarders, other than automatic	49	1.76	101	1.66	49	1.76	101	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 the Southeast region.

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

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

Table 40. Children's Hosiery Mills: Occupational Averages—By Size of Establishment

(Number and average straight-time hourly earnings¹ of workers in selected occupations by size of establishment, United States and Southeast region, September 1967)

Occupation and sex	United States ²						Southeast					
	Establishments having—											
	20-99 workers		100-249 workers		250 workers or more		20-99 workers		100-249 workers		250 workers or more	
	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings
<u>Women</u>												
Knitting:												
Knitters, automatic	332	\$ 1.72	224	\$ 1.74	449	\$ 1.72	317	\$ 1.73	224	\$ 1.74	449	\$ 1.72
Knitters, string	131	1.59	191	1.61	277	1.68	106	1.61	191	1.61	252	1.70
Knitters, transfer	-	-	364	1.59	139	1.52	-	-	364	1.59	119	1.52
Boarding and preboarding:												
Boarders, automatic	77	1.67	201	1.57	162	1.72	77	1.67	201	1.57	162	1.72
Boarders, other than automatic	315	1.54	173	1.53	347	1.57	310	1.54	173	1.53	322	1.58
Miscellaneous:												
Examiners, grey (hosiery inspectors).....	168	1.63	120	1.62	208	1.60	167	1.63	120	1.62	199	1.60
Folders	119	1.51	22	1.42	-	-	119	1.51	22	1.42	-	-
Folders and boxers	235	1.53	319	1.57	335	1.63	235	1.53	319	1.57	314	1.63
Loopers, toe	35	1.56	377	1.56	235	1.58	-	-	377	1.56	208	1.59
Menders, hand, finish	22	1.42	15	1.46	30	1.63	22	1.42	15	1.46	30	1.63
Menders, hand, grey	26	1.48	15	1.53	28	1.61	26	1.48	15	1.53	24	1.63
Pairers	265	1.60	281	1.61	363	1.73	260	1.60	281	1.61	360	1.73
Seamers, toe	437	1.77	410	1.64	501	1.69	432	1.77	410	1.64	488	1.69
Transfer-machine operators	43	1.50	37	1.68	42	1.68	43	1.50	37	1.68	40	1.68
<u>Men</u>												
Knitting:												
Adjusters and fixers, knitting machine ³	286	2.12	384	2.07	507	2.16	272	2.12	384	2.07	488	2.15
Seamless hosiery, half-hose	286	2.12	382	2.07	459	2.15	272	2.12	382	2.07	457	2.15
Knitters, automatic	41	1.62	66	1.71	12	1.64	41	1.62	66	1.71	12	1.64
Boarding and preboarding:												
Boarders, automatic	72	1.69	25	1.68	28	1.80	72	1.69	25	1.68	28	1.80
Boarders, other than automatic	-	-	89	1.76	45	1.64	-	-	89	1.76	45	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 the Southeast region.³ Includes data for workers in classifications in addition to those shown separately.

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

Table 41. Children's Hosiery Mills: Occupational Averages—By Method of Wage Payment

(Number and average straight-time hourly earnings¹ of workers in selected occupations by method of wage payment, United States and Southeast region, September 1967)

Occupation and sex	United States ²				Southeast			
	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
<u>Women</u>								
Knitting:								
Knitters, automatic.....	56	\$ 1.52	949	\$ 1.74	56	\$ 1.52	934	\$ 1.74
Knitters, string.....	-	-	599	1.64	-	-	549	1.65
Knitters, transfer.....	-	-	545	1.57	-	-	525	1.58
Boarding and preboarding:								
Boarders, automatic.....	-	-	440	1.64	-	-	440	1.64
Boarders, other than automatic.....	-	-	835	1.55	-	-	805	1.55
Preboarders.....	-	-	151	1.60	-	-	127	1.61
Miscellaneous:								
Examiners, grey (hosiery inspectors).....	70	1.59	426	1.62	70	1.59	416	1.62
Folders.....	73	1.45	113	1.54	73	1.45	113	1.54
Folders and boxers.....	-	-	859	1.59	-	-	838	1.59
Loopers, toe.....	-	-	646	1.57	-	-	611	1.57
Menders, hand, finish.....	36	1.44	31	1.62	36	1.44	31	1.62
Pairers.....	-	-	898	1.66	-	-	895	1.66
Seamers, toe.....	-	-	1,348	1.70	-	-	1,330	1.70
<u>Men</u>								
Knitting:								
Adjusters and fixers, knitting machines ³	1,177	2.12	-	-	1,144	2.12	-	-
Seamless hosiery, half-hose.....	1,127	2.12	-	-	1,111	2.11	-	-
Knitters, automatic.....	-	-	112	1.69	-	-	112	1.69
Knitters, string.....	-	-	77	1.66	-	-	77	1.66
Boarding and preboarding:								
Boarders, automatic.....	-	-	119	1.73	-	-	119	1.73
Boarders, other than automatic.....	-	-	142	1.70	-	-	142	1.70

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

² Includes data for regions in addition to the Southeast region.

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

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

Table 42. Children's Hosiery Mills: Occupational Earnings—North Carolina

(Number and average straight-time hourly earnings¹ of production workers in selected occupations, September 1967)

Occupation and sex	Number of workers	Average hourly earnings	Number of workers receiving straight-time hourly earnings of—																										
			Under \$1.40	\$1.40 and under \$1.45	\$1.45	\$1.50	\$1.55	\$1.60	\$1.65	\$1.70	\$1.75	\$1.80	\$1.85	\$1.90	\$1.95	\$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.....	8,476	\$1.66	29	2348	708	783	570	553	443	421	383	329	320	197	213	390	272	195	96	46	81	42	34	12	-	5	4	2	
Women.....	6,465	1.62	26	2088	606	606	422	423	379	344	287	246	215	142	137	209	114	90	49	17	29	5	17	8	-	-	4	2	
Men.....	2,011	1.81	3	260	102	177	148	130	64	77	96	83	105	55	76	181	158	105	47	29	52	37	17	4	-	5	-		
<u>Selected production occupations—women</u>																													
<u>Knitting</u>																													
Knitters, automatic.....	593	1.77	-	69	37	73	36	38	35	36	26	46	37	17	36	32	23	23	14	-	5	-	2	5	-	-	2	1	
Incentive.....	558	1.78	-	68	36	49	34	35	34	34	26	45	37	17	36	32	23	23	14	-	5	-	2	5	-	-	2	1	
Knitters, string (all incentive workers)....	398	1.65	-	109	11	23	20	39	37	45	30	21	15	7	14	11	13	1	1	1	-	-	-	-	-	-	-	-	
Knitters, transfer.....	59	1.52	-	30	4	8	3	5	-	2	2	2	2	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-	
Incentive.....	53	1.53	-	24	4	8	3	5	-	2	2	2	2	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-	
<u>Boarding and preboarding</u>																													
Boarders, automatic (all incentive workers)....	284	1.64	-	96	20	25	15	22	12	18	18	6	13	5	4	5	8	6	4	1	-	1	5	-	-	-	-	-	
Boarders, other than automatic (all incentive workers).....	403	1.56	-	160	67	13	38	24	13	25	11	10	9	4	9	13	5	-	-	2	-	-	-	-	-	-	-	-	
Preboarders.....	65	1.65	-	12	12	8	4	2	1	2	5	3	6	3	1	6	-	-	-	-	-	-	-	-	-	-	-	-	
Incentive.....	62	1.66	-	11	12	6	4	2	1	2	5	3	6	3	1	6	-	-	-	-	-	-	-	-	-	-	-	-	
<u>Miscellaneous</u>																													
Baggers.....	46	1.51	-	27	2	4	4	1	1	1	4	-	-	-	-	2	-	-	-	-	-	-	-	-	-	-	-	-	
Incentive.....	28	1.57	-	9	2	4	4	1	1	1	4	-	-	-	2	-	-	-	-	-	-	-	-	-	-	-	-	-	
Boxers.....	34	1.47	-	19	1	7	3	-	4	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Time.....	13	1.46	-	6	1	3	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Examiners, grey (hosiery inspectors).....	313	1.64	-	81	36	29	18	36	8	17	16	16	12	1	12	21	-	7	-	1	-	2	-	-	-	-	-	-	
Time.....	48	1.66	-	6	6	8	3	9	-	2	-	-	-	-	-	14	-	-	-	-	-	-	-	-	-	-	-	-	
Incentive.....	265	1.63	-	75	30	21	15	27	8	15	16	16	12	1	12	7	-	7	-	1	-	2	-	-	-	-	-	-	
Folders.....	152	1.51	-	79	12	3	21	4	12	6	5	7	-	-	3	-	-	-	4	-	6	-	-	-	-	-	-	-	
Time.....	73	1.45	-	49	5	16	-	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Incentive.....	79	1.58	-	30	7	3	5	4	9	6	5	7	-	-	3	-	-	-	-	-	-	-	-	-	-	-	-	-	
Folders and boxers.....	563	1.58	-	257	15	55	34	38	23	27	25	13	20	13	12	7	5	7	8	2	-	2	-	-	-	-	-	-	
Incentive.....	557	1.58	-	257	15	49	34	38	23	27	25	13	20	13	12	7	5	7	8	2	-	2	-	-	-	-	-	-	
Loopers, toe.....	360	1.62	-	115	27	40	17	27	22	23	23	19	9	7	2	18	3	2	2	1	1	-	1	-	1	-	1	-	
Incentive.....	359	1.62	-	114	27	40	17	27	22	23	23	19	9	7	2	18	3	2	2	1	1	-	1	-	1	-	1	-	
Menders, hand, finish.....	33	1.49	-	15	11	1	2	1	1	-	1	-	-	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-	
Time.....	22	1.43	-	9	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Incentive.....	11	1.60	-	3	2	1	2	-	1	-	-	1	-	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-	
Menders, hand, grey.....	27	1.57	-	16	1	-	2	-	2	-	-	1	2	-	-	-	2	-	1	-	-	-	-	-	-	-	-	-	
Incentive.....	22	1.60	-	11	1	-	2	-	2	-	-	1	-	-	-	2	-	1	-	-	-	-	-	-	-	-	-	-	
Pairers.....	529	1.65	-	183	48	31	25	20	39	25	26	16	31	8	7	26	11	15	6	3	2	1	4	-	-	-	1	1	
Incentive.....	523	1.66	-	177	48	31	25	20	39	25	26	16	31	8	7	26	11	15	6	3	2	1	4	-	-	-	1	1	
Seamers, toe (all incentive workers).....	864	1.70	-	207	72	72	49	48	79	42	43	37	22	50	13	42	29	16	12	6	19	-	3	3	-	-	-	-	
Transfer-machine operators.....	81	1.59	-	27	5	13	7	8	4	4	3	2	-	2	-	3	-	1	-	-	2	-	-	-	-	-	-	-	
Time.....	22	1.45	-	9	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Incentive.....	59	1.64	-	18	2	3	7	8	4	4	3	2	-	2	-	3	-	1	-	-	2	-	-	-	-	-	-	-	

See footnote at end of table.

Table 42. Children's Hosiery Mills: Occupational Earnings—North Carolina—Continued

(Number and average straight-time hourly earnings¹ of production workers in selected occupations, September 1967)

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	\$1.55	\$1.60	\$1.65	\$1.70	\$1.75	\$1.80	\$1.85	\$1.90	\$1.95	\$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 production occupations—men</u>																											
<u>Knitting</u>																														
Adjusters and fixers, knitting machines (all timeworkers) ² -----	734	\$2.10	-	-	-	6	1	19	13	27	30	31	37	27	46	124	126	90	39	21	45	34	16	2	-	-	-	-	-	
Seamless hosiery, half-hose (all timeworkers)-----	718	2.09	-	-	-	6	1	19	13	27	30	31	37	26	45	122	125	88	39	21	41	29	16	2	-	-	-	-	-	
Knitters, automatic-----	90	1.72	-	7	4	-	13	4	12	6	14	7	14	3	1	4	-	1	-	-	-	-	-	-	-	-	-	-	-	
Incentive-----	83	1.75	-	2	2	-	13	4	12	6	14	7	14	3	1	4	-	1	-	-	-	-	-	-	-	-	-	-	-	
Knitters, string (all incentive workers)----	65	1.67	-	18	-	1	9	5	4	2	6	5	2	6	2	5	-	-	-	-	-	-	-	-	-	-	-	-	-	
<u>Boarding and preboarding</u>																														
Boarders, automatic-----	74	1.74	-	16	8	1	3	2	3	5	6	7	5	3	2	1	8	1	3	-	-	-	-	-	-	-	-	-	-	-
Incentive-----	68	1.77	-	10	8	1	3	2	3	5	6	7	5	3	2	1	8	1	3	-	-	-	-	-	-	-	-	-	-	-
Boarders, other than automatic-----	101	1.71	-	30	6	2	11	7	4	2	3	3	9	2	2	5	7	2	-	3	2	1	-	-	-	-	-	-	-	-
Incentive-----	93	1.72	-	28	4	2	11	7	4	2	3	1	7	2	2	5	7	2	-	3	2	1	-	-	-	-	-	-	-	-
Preboarders (all incentive workers)-----	25	1.76	-	3	4	4	-	-	-	3	-	-	1	-	2	5	3	-	-	-	-	-	-	-	-	-	-	-	-	-

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

² Includes data for workers in classifications in addition to those shown separately.

Table 43. Children's Hosiery Mills: Occupational Earnings—Tennessee

(Number and average straight-time hourly earnings¹ of production workers in selected occupations, September 1967)

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	\$1.55	\$1.60	\$1.65	\$1.70	\$1.75	\$1.80	\$1.85	\$1.90	\$1.95	\$2.00	\$2.10	\$2.20	\$2.30	\$2.40	\$2.50	\$2.60	\$2.70	\$2.80	\$2.90	\$3.00 and over		
All production workers.....	4,321	\$1.65	29	1218	390	451	317	297	217	175	178	164	124	114	101	140	139	90	55	48	23	22	14	2	5	8		
Women.....	3,369	1.60	28	1088	335	332	249	236	184	149	150	131	97	78	74	90	73	31	16	11	2	6	3	2	2	2		
Men.....	952	1.82	1	130	55	119	68	61	33	26	28	33	27	36	27	50	66	59	39	37	21	16	11	-	3	6		
<u>Selected production occupations—women</u>																												
<u>Knitting</u>																												
Knitters, automatic.....	285	1.64	-	60	18	46	16	27	30	17	16	12	6	6	3	4	21	2	-	-	-	-	-	-	1	-	-	
Incentive.....	264	1.66	-	60	18	25	16	27	30	17	16	12	6	6	3	4	21	2	-	-	-	-	-	-	1	-	-	
Knitters, rib.....	28	1.52	-	9	5	6	-	3	2	-	1	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Time.....	9	1.46	-	2	3	4	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Knitters, string (all incentive workers).....	111	1.62	-	24	8	11	6	18	19	4	5	3	3	5	2	2	1	-	-	-	-	-	-	-	-	-	-	
Knitters, transfer (all incentive workers).....	257	1.58	-	76	44	23	14	20	16	24	4	7	7	5	8	5	2	2	-	-	-	-	-	-	-	-	-	
<u>Boarding and preboarding</u>																												
Boarders, automatic (all incentive workers).....	81	1.63	-	30	4	5	4	8	2	2	7	3	4	2	-	4	4	2	-	-	-	-	-	-	-	-	-	-
Boarders, other than automatic (all incentive workers).....	333	1.55	-	149	42	32	20	22	18	11	4	5	6	1	5	9	3	1	2	2	-	1	-	-	-	-	-	
Preboarders (all incentive workers).....	43	1.57	-	15	2	8	3	7	-	1	-	1	1	1	1	2	-	1	-	-	-	-	-	-	-	-	-	
<u>Miscellaneous</u>																												
Examiners, grey (hosiery inspectors).....	108	1.59	-	28	21	11	11	10	8	1	3	5	-	-	3	1	4	-	-	-	-	1	-	-	-	-	1	
Time.....	21	1.45	-	7	9	5	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Incentive.....	87	1.63	-	21	12	6	11	10	8	1	3	5	-	-	3	1	4	-	-	-	-	1	-	-	-	-	1	
Folders and boxers.....	235	1.59	-	116	13	17	13	4	5	4	14	11	10	3	9	4	4	4	2	1	-	1	-	-	-	-	-	
Incentive.....	211	1.61	-	92	13	17	13	4	5	4	14	11	10	3	9	4	4	2	1	-	1	-	-	-	-	-	-	
Loopers, toe (all incentive workers).....	143	1.50	-	79	16	10	13	1	7	6	6	3	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Menders, hand, finish.....	30	1.56	-	12	4	2	4	-	1	1	3	-	1	1	-	-	-	1	-	-	-	-	-	-	-	-	-	
Time.....	14	1.45	-	9	2	-	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Menders, hand, grey.....	26	1.58	-	12	4	-	-	-	1	2	-	6	-	-	-	-	1	-	-	-	-	-	-	-	-	-	-	
Time.....	13	1.41	-	10	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Pairers (all incentive workers).....	238	1.68	-	75	15	9	17	16	17	11	11	11	9	8	3	15	7	3	6	2	2	-	-	-	-	1		
Seamers, toe (all incentive workers).....	289	1.74	-	47	18	28	13	13	11	14	15	28	22	23	13	19	11	7	2	4	-	-	-	-	1	-		
Transfer-machine operators (all incentive workers).....	27	1.71	-	3	1	3	3	4	2	1	1	1	4	-	-	1	2	1	-	-	-	-	-	-	-	-	-	
<u>Selected production occupations—men</u>																												
<u>Knitting</u>																												
Adjusters and fixers, knitting machines (all timeworkers).....	272	2.18	-	-	-	-	-	3	3	5	7	8	3	12	9	37	51	44	31	31	13	6	8	-	-	1		
Seamless hosiery, half-hose.....	255	2.18	-	-	-	-	-	3	3	5	7	8	3	10	8	34	48	37	30	31	13	6	8	-	-	1		
Knitters, rib (all timeworkers).....	7	1.50	-	1	-	4	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
<u>Boarding and preboarding</u>																												
Preboarders ³	11	1.93	-	-	-	3	-	1	-	-	-	-	1	1	1	1	-	-	2	-	-	1	-	-	-	-	-	

¹ Excludes premium pay for overtime and for work on weekends, holidays, and late shifts.² Includes workers in classifications in addition to those shown separately.³ Insufficient data to warrant publication of separate averages by method of wage payment; predominantly incentive workers.

Table 44. Children's Hosiery Mills: Occupational Earnings—Winston-Salem—High Point, N.C.¹

(Number and average straight-time hourly earnings² of production workers in selected occupations, September 1967)

Occupation and sex	Number of workers	Average hourly earnings ²	Number of workers receiving straight-time hourly earnings of—																											
			Under \$1.40	\$1.40 and under	\$1.45	\$1.50	\$1.55	\$1.60	\$1.65	\$1.70	\$1.75	\$1.80	\$1.85	\$1.90	\$1.95	\$2.00	\$2.10	\$2.20	\$2.30	\$2.40	\$2.50	\$2.60	\$2.70	\$2.80	\$2.90	\$3.00 and over				
All production workers.....	4,673	\$1.66	10	1288	395	481	314	294	232	238	201	159	154	122	134	237	160	99	50	42	27	12	14	5	-	5				
Women.....	3,525	1.62	10	1139	352	356	231	220	198	197	149	114	106	77	75	113	71	47	22	16	10	4	10	3	-	5				
Men.....	1,148	1.80	-	149	43	125	83	74	34	41	52	45	48	45	59	124	89	52	28	26	17	8	4	2	-	-				
<u>Selected production occupations—women</u>																														
<u>Knitting</u>																														
Knitters, automatic.....	341	1.74	-	39	27	64	19	16	21	16	13	15	21	10	17	28	14	11	5	-	-	-	2	-	-	3				
Incentive.....	315	1.76	-	39	27	40	19	16	21	14	13	15	21	10	17	28	14	11	5	-	-	-	2	-	-	3				
Knitters, string (all incentive workers).....	243	1.67	-	55	9	19	13	27	27	25	13	9	6	5	11	10	11	1	1	1	-	-	-	-	-	-				
<u>Boarding and preboarding</u>																														
Boarders, automatic (all incentive workers).....	98	1.70	-	14	12	10	11	6	2	12	12	3	3	1	-	2	2	1	2	1	-	-	4	-	-	-				
Boarders, other than automatic (all incentive workers).....	262	1.54	-	121	42	10	23	10	8	14	3	9	4	3	9	4	-	-	-	2	-	-	-	-	-	-				
Preboarders.....	34	1.63	-	7	6	5	3	1	1	-	-	2	5	1	-	3	-	-	-	-	-	-	-	-	-	-				
Incentive.....	31	1.65	-	6	6	3	3	1	1	-	-	2	5	1	-	3	-	-	-	-	-	-	-	-	-	-				
<u>Miscellaneous</u>																														
Examiners, grey (hosiery inspectors).....	113	1.63	-	24	13	8	10	18	2	13	7	5	3	1	4	2	-	-	-	1	-	2	-	-	-	-				
Incentive.....	97	1.64	-	24	7	8	10	10	2	11	7	5	3	1	4	2	-	-	-	1	-	2	-	-	-	-				
Folders (all incentive workers).....	10	1.52	-	6	-	-	1	-	-	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-				
Folders and boxers.....	440	1.57	-	203	15	42	30	28	19	21	15	12	15	10	9	5	3	7	4	2	-	-	-	-	-	-				
Incentive.....	434	1.57	-	203	15	36	30	28	19	21	15	12	15	10	9	5	3	7	4	2	-	-	-	-	-	-				
Loopers, toe (all incentive workers).....	191	1.59	-	66	16	20	8	10	11	15	14	9	6	6	1	9	-	-	-	-	-	-	-	-	-	-				
Menders, hand, finish ³	22	1.43	-	12	8	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-				
Pairers.....	355	1.67	-	121	35	28	11	13	20	18	17	11	10	8	6	21	8	13	4	3	1	1	4	-	2					
Incentive.....	349	1.67	-	115	35	28	11	13	20	18	17	11	10	8	6	21	8	13	4	3	1	1	4	-	2					
Seamers, toe (all incentive workers).....	462	1.67	-	133	36	39	28	27	30	21	28	19	15	18	4	13	19	9	5	6	9	-	-	3	-					
Transfer-machine operators (all incentive workers).....	11	1.58	-	6	1	-	1	1	-	-	-	-	-	-	-	1	-	1	-	-	-	-	-	-	-					
<u>Selected production occupations—men</u>																														
<u>Knitting</u>																														
Adjusters and fixers, knitting machines, seamless hosiery, half-hose (all timeworkers).....	437	2.05	-	-	-	6	1	13	11	12	23	12	18	24	40	87	73	43	27	20	15	7	3	2	-	-				
Knitters, automatic.....	60	1.72	-	4	2	-	13	4	7	6	6	5	4	3	1	4	-	1	-	-	-	-	-	-	-	-				
Incentive.....	58	1.73	-	2	2	-	13	4	7	6	6	5	4	3	1	4	-	1	-	-	-	-	-	-	-	-				
Knitters, string (all incentive workers).....	35	1.76	-	7	-	1	-	2	2	2	3	4	2	5	2	5	-	-	-	-	-	-	-	-	-	-				
<u>Boarding and preboarding</u>																														
Boarders, automatic.....	26	1.69	-	6	3	1	-	2	-	1	1	4	5	1	1	-	-	1	-	-	-	-	-	-	-	-				
Incentive.....	20	1.78	-	-	3	1	-	2	-	1	1	4	5	1	1	-	-	1	-	-	-	-	-	-	-	-				
Boarders, other than automatic.....	98	1.72	-	30	3	2	11	7	4	2	3	3	9	2	2	5	7	2	-	3	2	1	-	-	-	-				
Incentive.....	90	1.73	-	28	1	2	11	7	4	2	3	1	7	2	2	5	7	2	-	3	2	1	-	-	-	-				
Preboarders (all incentive workers).....	23	1.78	-	3	2	4	-	-	-	3	-	-	1	-	2	5	3	-	-	-	-	-	-	-	-	-				

¹ The Winston-Salem—High Point area consists of Alamance, Davidson, Forsyth, Guilford, Randolph, and Surry Counties.

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

³ Insufficient data to warrant publication of separate averages by method of wage payment; predominantly timeworkers.

Table 45. Children's Hosiery Mills: Method of Wage Payment

(Percent of production workers by method of wage payment, United States, Southeast region, selected States, and area, September 1967)

Method of wage payment ¹	United States ²	Region	States		Area
		Southeast	North Carolina	Tennessee	Winston-Salem-High Point, N. C.
All workers.....	100	100	100	100	100
Incentive workers.....	70	70	70	68	72
Individual piece.....	70	69	70	67	72
Group piece.....	(³)	(³)	(³)	(³)	-
Timeworkers.....	30	30	30	32	28
Individual determination.....	25	25	28	20	25
Formal rate structure.....	5	5	2	12	4
Single rate.....	3	3	-	9	-
Range of rates.....	2	2	2	3	4

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

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

Table 46. Children's Hosiery Mills: Scheduled Weekly Hours

(Percent of production workers by scheduled weekly hours,¹ United States, Southeast region, selected States, and area, September 1967)

Weekly hours ¹	United States ²	Region	States		Area
		Southeast	North Carolina	Tennessee	Winston-Salem-High Point, N. C.
All workers.....	100	100	100	100	100
40 hours.....	99	99	98	100	96
48 hours.....	1	1	2	-	4

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

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

Table 47. Children's Hosiery Mills: Shift Differential Provisions

(Percent of production workers by shift differential provisions,¹
United States, Southeast region, selected States,
and area, September 1967)

Shift differential	United States ²	Region	States		Area
		Southeast	North Carolina	Tennessee	Winston-Salem-High Point, N.C.
<u>Second shift</u>					
Workers in establishments having second-shift provisions	95.1	95.4	94.2	96.6	93.6
With shift differential	23.6	24.4	19.8	23.3	19.6
Uniform cents per hour	6.2	6.4	5.8	6.2	-
5 cents	4.4	4.6	5.8	-	-
10 cents	1.8	1.8	-	6.2	-
Uniform percentage	10.6	11.0	10.8	9.9	19.6
5 percent	6.0	6.2	10.8	-	19.6
10 percent	4.6	4.8	-	9.9	-
Other	6.8	7.0	3.2	7.2	-
With no shift differential	71.5	71.0	74.4	73.3	74.0
<u>Third or other late shift</u>					
Workers in establishments having third or other late-shift provisions	74.3	73.9	71.4	92.5	69.8
With shift differential	33.2	31.4	22.3	43.7	19.4
Uniform cents per hour	10.3	10.7	5.8	12.0	-
5 cents	2.5	2.6	-	-	-
10 cents	3.9	4.1	1.9	5.8	-
15 cents	2.1	2.2	3.8	-	-
20 cents	1.8	1.8	-	6.2	-
Uniform percentage	14.0	14.2	8.8	24.5	16.0
5 percent	1.3	1.3	2.3	-	4.2
10 percent	5.5	5.7	6.5	-	11.8
12½ percent	.3	-	-	-	-
15 percent	6.9	7.2	-	24.5	-
8 hours' pay for 6½ hours' work	2.5	-	-	-	-
Other	6.3	6.5	7.7	7.2	3.3
With no shift differential	41.1	42.5	49.1	48.9	50.4

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 the Southeast region.

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

Table 48. Children's Hosiery Mills: Shift Differential Practices

(Percent of production workers on late shifts by amount of shift differential,
United States, Southeast region, selected States,
and area, September 1967)

Shift differential	United States ¹	Region	States		Area
		Southeast	North Carolina	Tennessee	Winston-Salem-High Point, N.C.
<u>Second shift</u>					
Workers employed on second shift	14.3	14.3	14.0	14.5	13.9
Receiving shift differential	3.9	4.0	3.7	3.2	3.5
Uniform cents per hour	1.1	1.2	1.3	.8	-
5 cents	.9	.9	1.3	.8	-
10 cents	.2	.2	-	-	-
Uniform percentage	1.6	1.7	1.9	1.3	3.5
5 percent	1.1	1.1	1.9	-	3.5
10 percent	.5	.6	-	1.3	-
Other	1.1	1.2	.5	1.0	-
Receiving no shift differential	10.4	10.3	10.3	11.3	10.5
<u>Third or other late shift</u>					
Workers employed on third or other late shift	4.7	4.7	5.2	5.6	4.5
Receiving shift differential	1.9	1.8	1.8	2.4	.9
Uniform cents per hour	.7	.7	.8	.4	-
5 cents	.1	.1	-	-	-
10 cents	.2	.2	.2	.3	-
15 cents	.3	.3	.6	-	-
20 cents	(²)	(²)	-	.1	-
Uniform percentage	.8	.8	.5	1.8	.9
5 percent	.1	.1	.1	-	.2
10 percent	.2	.2	.4	-	.6
12½ percent	.1	-	-	-	-
15 percent	.5	.5	-	1.8	-
8 hours' pay for 6½ hours' work	.1	-	-	-	-
Other	.3	.3	.5	.1	-
Receiving no shift differential	2.8	2.9	3.5	3.2	3.6

¹ Includes data for regions in addition to the Southeast region.

² Less than 0.05 percent.

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

Table 49. Children's Hosiery Mills: Paid Holidays

(Percent of production workers in mills which have formal provisions for paid holidays, Southeast region, selected States, and area, September 1967)

Number of paid holidays	United States ¹	Region	States		Area
		Southeast	North Carolina	Tennessee	Winston-Salem-High Point, N. C.
All workers.....	100	100	100	100	100
Workers in establishments providing paid holidays.....	24	24	14	41	12
1 day.....	7	7	3	13	-
2 days.....	4	4	4	6	-
3 days.....	9	9	-	22	-
4 days.....	4	4	7	-	12
6 days.....	(²)	-	-	-	-
Workers in establishments providing no paid holidays.....	76	76	86	59	88

¹ Includes data for regions in addition to the Southeast region.

² Less than 0.5 percent.

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

Table 50. Children's Hosiery Mills: Paid Vacations

(Percent of production workers in mills which have formal provisions for paid vacations after selected periods of service, United States, Southeast region, selected States, and area, September 1967)

Vacation policy	United States ¹	Region	States		Area
		Southeast	North Carolina	Tennessee	Winston-Salem-High Point, N. C.
All workers.....	100	100	100	100	100
<u>Method of payment</u>					
Workers in establishments providing paid vacations.....	70	69	53	87	65
Length-of-time payment.....	4	5	-	-	-
Percentage payment.....	66	65	53	87	65
Workers in establishments providing no paid vacations.....	30	31	47	13	35
<u>Amount of vacation pay²</u>					
<u>After 1 year of service</u>					
Under 1 week.....	7	7	2	15	-
1 week.....	58	57	51	66	65
Over 1 and under 2 weeks.....	2	2	-	-	-
2 weeks.....	4	4	-	7	-
<u>After 5 years of service³</u>					
Under 1 week.....	1	1	2	-	-
1 week.....	30	31	22	34	24
Over 1 and under 2 weeks.....	8	8	3	15	5
2 weeks.....	31	30	27	39	36

¹ Includes data for regions in addition to the Southeast region.

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 individual provisions for progression. For example, the changes in proportions indicated at 5 years may include changes in provisions occurring between 1 and 5 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 51. Children's Hosiery Mills: Health, Insurance, and Retirement Plans

(Percent of production workers in mills which have specified health, insurance, and retirement plans, United States, Southeast region, selected States, and area, September 1967)

Type of plan ¹	United States ²	Region			Area
		Southwest	North Carolina	Tennessee	Winston-Salem-High Point, N. C.
All workers.....	100	100	100	100	100
Workers in establishments providing:					
Life insurance.....	74	76	79	74	72
Employer financed.....	38	39	30	56	14
Jointly financed.....	36	37	49	19	58
Accidental death and dismemberment insurance.....	51	52	46	58	52
Employer financed.....	24	25	12	45	8
Jointly financed.....	27	27	34	13	44
Sickness and accident insurance or sick leave or both ³	28	29	28	41	32
Sickness and accident insurance.....	28	29	28	41	32
Employer financed.....	11	11	4	26	-
Jointly financed.....	18	18	24	15	32
Sick leave (full pay, no waiting period).....	-	-	-	-	-
Sick leave (partial pay or waiting period).....	-	-	-	-	-
Hospitalization insurance.....	80	80	78	89	78
Employer financed.....	21	22	18	27	15
Jointly financed.....	59	58	60	62	63
Surgical insurance.....	80	79	78	88	78
Employer financed.....	21	22	18	26	15
Jointly financed.....	59	58	60	62	63
Medical insurance.....	39	41	50	31	53
Employer financed.....	11	11	16	6	12
Jointly financed.....	29	30	34	25	41
Catastrophe insurance.....	17	18	11	31	15
Employer financed.....	4	4	-	6	-
Jointly financed.....	13	14	11	25	15
Retirement plans:					
Pensions.....	-	-	-	-	-
Lump-sum payments.....	6	6	11	-	18
No plans.....	9	9	6	2	11

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

² Includes data for regions in addition to the Southeast region.

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

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

Appendix A. Scope and Method of Survey

Scope of Survey

The survey included establishments primarily engaged in knitting, dyeing, or finishing full-fashioned or seamless hosiery (Industries 2251 and 2252 as defined in the 1967 edition of the Standard Industrial Classification Manual, prepared by the Bureau of the

Budget). Separate auxiliary units, such as central offices, were excluded.

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

Estimated Number of Establishments and Workers Within Scope of Survey and Number Studied,
Hosiery Manufacturing, September 1967

Region ¹ and area	Number of establishments ²		Workers in establishments		
	Within scope of study	Studied	Within scope of study		Studied
			Total ³	Production workers	Total
All hosiery mills:					
United States ⁴ -----	572	267	86,554	79,878	63,389
Middle Atlantic -----	86	36	6,452	5,784	4,736
Border States -----	14	10	2,447	2,130	2,301
Southeast -----	446	206	74,658	69,421	54,112
Women's hosiery mills:					
United States ⁴ -----	246	119	48,186	44,545	36,704
Middle Atlantic -----	66	24	4,215	3,796	2,765
Southeast -----	159	81	41,185	38,428	31,670
North Carolina -----	113	56	30,307	28,398	23,561
Hickory—Statesville ⁵ -----	12	7	2,961	2,865	1,905
Winston-Salem—High Point ⁶ -----	57	25	14,952	14,025	13,001
Tennessee -----	18	10	4,436	4,102	3,375
Men's hosiery mills:					
United States ⁴ -----	180	85	21,725	20,078	15,452
Middle Atlantic -----	20	12	2,237	1,988	1,971
Southeast -----	148	65	17,408	16,238	11,711
North Carolina -----	123	48	13,916	13,048	8,698
Hickory—Statesville ⁵ -----	67	24	6,231	5,924	3,682
Winston-Salem—High Point ⁶ -----	36	18	6,078	5,654	4,364
Tennessee -----	6	6	1,420	1,289	1,420
Children's hosiery mills:⁷					
United States ⁴ -----	146	63	16,643	15,255	11,233
Southeast -----	139	60	16,065	14,755	10,731
North Carolina -----	95	36	9,179	8,476	5,514
Winston-Salem—High Point ⁶ -----	48	19	5,121	4,673	3,222
Tennessee -----	25	15	4,754	4,321	3,790

¹ The regions used in this study include: Middle Atlantic—New Jersey, New York, and Pennsylvania; Border States—Delaware, District of Columbia, Kentucky, Maryland, and West Virginia; and Southeast—Alabama, Florida, Georgia, Mississippi, North Carolina, South Carolina, Tennessee, and Virginia.

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

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

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

⁵ The Hickory—Statesville area includes Burke, Caldwell, Catawba, and Iredell Counties.

⁶ The Winston-Salem—High Point area includes Alamance, Davidson, Forsyth, Guilford, Randolph, and Surry Counties.

⁷ Includes children's, boys', and infants' hosiery; women's anklets and socks; and all other hosiery not elsewhere classified.

Industry Branches

Establishments were classified by industry branch as follows: The women's hosiery branch includes mills primarily engaged in the manufacture of women's full- or knee-length hosiery, whether full-fashioned or seamless; the men's hosiery branch includes mills primarily engaged in the manufacture of men's seamless hosiery (sizes 10 and up); and the children's hosiery branch includes mills primarily engaged in the manufacture of children's, boys', and infants' hosiery and women's anklets and socks. If, for example, the value of a mill's product was 60 percent men's hosiery and 40 percent children's hosiery, all workers in that mill were included in the men's hosiery branch.

Method of Study

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

Establishment Definition

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

Employment

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

Production Workers

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

Occupations Selected for Study

Occupational classification was based on a uniform set of job descriptions designed to take account of interestablishment and inter-area 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 part of the worker's regular pay; but nonproduction bonus payments, such as Christmas or yearend bonuses, were excluded.

Average (mean) hourly rates or earnings for each occupation or other group of workers, such as 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 April 1967.

Except in New England, a Standard Metropolitan Statistical Area is defined as a county or group of contiguous counties which contains at least one city of 50,000 inhabitants

or more. Contiguous counties to the one containing such a city are included in a Standard Metropolitan Statistical Area, if, according to certain criteria, they are essentially metropolitan in character and are socially and economically integrated with the central city. In New England, where the city and town are administratively more important than the county, they are the units used in defining Standard Metropolitan Statistical Areas.

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 for 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 over a quota or for completion of a job in less than standard time.

Scheduled Weekly Hours

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

Shift Provisions and Practices

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

Supplementary Wage Provisions

Supplementary benefits were treated statistically on the basis that if formal provisions were applicable to half or more of the production workers in an establishment, the benefits were considered applicable to all such workers. Similarly, if fewer than half of the workers were covered, the benefit was 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 summaries of vacation plans are limited to formal arrangements, excluding informal plans whereby time off with pay is granted at the discretion of the employer or 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 part of the cost is borne by the employer, excluding programs required by law, such as workmen's compensation and social security. Among the plans included are those underwritten by a commercial insurance company, and those paid directly by the employer from his current operating funds or from a fund set aside for this purpose.

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

insurance laws require employer contributions,¹⁴ plans are included only if the employer (1) contributes more than is legally required or (2) provides the employees with benefits which exceed the requirements of the law.

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

Medical insurance refers to plans providing for complete or partial payment of doctors' fees. Such plans may be under-

written by a commercial insurance company or a nonprofit organization, or they may be self-insured.

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

Tabulations of retirement pensions are limited to plans which provide regular payment for the rest of the retiree's life. 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.

¹⁴ 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; hand-capped, part-time, temporary, and probationary workers.

ADJUSTER AND FIXER, KNITTING MACHINES

Sets up, regulates, adjusts, and/or repairs knitting machines used in the hosiery industry. Work involves most of the following: Setting up knitting machines to produce the design, shape, and size desired in the product; regulating and adjusting the machines for efficient operation; attaching fixtures or attachments to the machines; examining product or machines faulty in operation to determine whether adjustments or repairs are necessary; dismantling or partly dismantling the machine; replacing broken, damaged, or wornout parts or performing other repairs, and reassembling the machines; and using a variety of hand-tools in adjusting, fitting, or replacing parts, fixtures, or attachments.

For wage survey purposes, workers are classified according to type of machine as follows:

- Full fashioned
- Seamless, full- or knee-length
- Seamless, half-hose

BAGGER

Places pairs of finished hose in bags made of cellophane, plastic, or similar material before shipment. May also label and seal bags.

BOARDER, AUTOMATIC

Shapes and dries hosiery after dyeing by operating an automatic boarding machine. Work involves: Drawing and alining the various parts of damp hosiery over shaped forms which are automatically conveyed through a drying chamber; regulating the amount of steam or hot air delivered to the chamber; and observing finished work for proper operation.

The machine automatically strips hosiery from the forms and stacks them neatly on board or table.

BOARDER, DUNN METHOD

(Single boarder)

Shapes and finally sets the stitch in dyed hosiery using the Dunn method or similar system of boarding. Work involves most of the following: Drawing and alining various parts of hose over form of machine; placing individual or cluster of forms into steam pressure chamber; removing forms from steam chamber; and stripping shaped hosiery from forms.

BOARDER, OTHER THAN AUTOMATIC

Shapes and dries hosiery after dyeing by any method other than an automatic machine. Work involves most of the following: Drawing and alining the various parts of damp hosiery over shaped forms which may be stationary or attached to either an endless chain or revolving base; opening valves to admit steam or hot air to inside of forms or drying chamber; and removing or stripping dried and shaped hose from the forms. In addition, may place hosiery on stacking board in dozen groups and prepare identification tickets for completed lots.

BOXER

Packs folded hosiery in cardboard boxes (usually 3, 6, or up to a dozen pairs to a box) and attaches labels thereto to indicate the color, size, lot number, etc., of the contents. In addition, may insert descriptive literature in the boxes.

Workers who also fold hosiery are excluded from this classification.

COLLECTION-SYSTEM INSPECTOR

(Knitting inspector)

Examines seamless hosiery, delivered by conveyor system from knitting machines to a central point, to determine whether machines are knitting properly. Work primarily involves: Inspecting hose for defects such as holes, runs, torn threads, and dropped stitches; identifying defective machines by code on imperfect hose; and signaling fixer that machine is not knitting properly. May also sort hose according to size and style, tally number of hose inspected, and hang hose on rack.

Workers who have no control over knitting machines, but examine and classify hose (e.g., determine whether hose are to be mended or rejected) are to be excluded from this classification. See Examiner, Grey (Inspector, hosiery).

COLLECTION-SYSTEM OPERATOR

(Knitting attendant; utility operator)

Supplies yarn as needed to seamless hosiery knitting machines which are equipped with a conveyor system that transports hose from the machine to a central inspection point. Work involves: Placing cones of yarn on machines; tailing ends of yarn being knitted to new yarns; threading yarn through guides; and attaching yarn to needles. May also assist knitting machine fixers in resetting the machines and relieve collection system inspectors as required.

EXAMINER, GREY (INSPECTOR, HOSIERY)

Examines and inspects hosiery, usually before dyeing, for defects or flaws in knitting, looping, or seaming. Work involves most of the following: Drawing each hose over revolvable form or board; examining hose for defects, such as holes, runs, torn threads, poor seams, dropped stitches, etc., and marking or indicating each defect; testing stockings for weak spots by operating levers that expand jaws of pattern and stretch the stocking at various places; cutting loose ends of thread from stockings with scissors; and determining whether defective hose should be mended or rejected. In addition, may mend minor defects.

FOLDER

Folds hosiery in pairs and either bands them or places them in envelopes.

Workers who also box hosiery by packing them in cardboard box are excluded from this classification.

FOLDER AND BOXER

Performs a combination job of folding and boxing hosiery as described above.

Workers who either fold or box only are excluded from this classification.

KNITTER, FULL-FASHIONED HOSIERY

(Knitter, single-unit or backrack)

Operates a knitting machine that knits a complete full-fashioned stocking (leg and foot) in one operation. Work involves: Placing cones of yarn on machine and threading yarn through guides to each section of machine; watching the fabric during the knitting process for defects of any kind; adjusting, replacing, and/or straightening defective, broken or bent needles; and removing completely knit stockings from the machine.

For wage survey purposes, workers are classified according to the gage of the hosiery, as follows:

51 gage
60 gage
66 gage
All other

KNITTER, WOMEN'S SEAMLESS HOSIERY

Operates one or more knitting machines that knit a complete woman's seamless stocking. Work involves: Placing cones of yarn on machines and threading yarn through guides and attaching it to the needles; and starting machine and watching the fabric during the knitting process for defects of any kind.

For wage survey purposes, workers are classified according to types of feed and number of needles as follows:

Single-feed

474 needles
400 needles
All other

Two-feed

474 needles
400 needles
All other

Four-feed

400 needles
All other

KNITTER, AUTOMATIC

Operates one or more machines that automatically knit a complete seamless stocking (other than women's full-length) from the top (ribbed top or welt) to the toe. Work involves most of the following: Placing spool or cone of yarn in yarn holder on machine; threading end of yarn through guides, and attaching it to the needles; starting machine which automatically knits the top, leg, heel, foot, and toe of a seamless stocking in one continuous operation; piecing up broken ends by twisting or tying the two ends together; and inspecting stocking coming from knitting machine for defects and flaws. In addition, may count stockings, tie them into bundles, or attach card that identifies operator or style number.

KNITTER, RIB

Operates one or more machines that knit the ribbed portions (tops or legs) of seamless hosiery. Work involves most of the following: Placing cones of thread or yarn on cone holder of machine; threading end of yarn through guides, and attaching it to needles in needle holder; starting operation of machine which automatically knits a continuous tube of alternate single and double lines of web and drops or enlarges stitches at predetermined intervals to indicate where the tube is to be cut; inspecting operation of machine to make certain ribs

KNITTER, RIB—Continued

are being knitted properly; replacing empty cones of yarn in holder with new ones; piecing up broken ends by twisting or tying the two ends of yarn together; adjusting, replacing, and/or straightening defective, broken, or bent needles; and removing the knit ribs or tops from the machine by cutting the threads with scissors.

KNITTER, STRING

Operates one or more circular knitting machines that knit seamless stockings in a continuous string, which is cut later at proper places to make individual stockings. Work involves most of the following: Placing cones of yarn on cone holder of machine; threading end of yarn through guides and attaching to needles; starting operation of machine which automatically knits the leg, heel, foot, and toe of the stocking in a continuous string; piecing up broken ends by twisting or tying the two ends together; adjusting, replacing, and/or straightening broken, defective, or bent needles; and removing the knitted material from the machine by cutting the threads with scissors.

KNITTER, TRANSFER

Operates one or more knitting machines that knit seamless stockings onto the ribbed tops (previously knitted on rib machine). Work involves most of the following: Placing cones of yarn on machine; threading yarn through guides, and attaching it to needles; hanging the stitches of top onto points of transfer ring; setting points of transfer ring over needles of knitting machine, and transferring the stitches from the points of the transfer ring to the needles; lowering top of machine cylinder over needles and starting machine that knits the stocking to the top; removing knitted material from the machine; piecing up broken ends by twisting or tying the two ends of yarn together; and adjusting, replacing, and/or straightening broken, defective, or bent needles.

LOOPER, TOE

Operates a machine that closes the opening in the toe of seamless hosiery. Work involves: Placing yarn on machine; running thread through various guides and tension disks and to needle of machine; setting corresponding loops of the two parts of the toe or opening on the looping points of rotating dial (dial carries the stocking through the mechanism that automatically joins the parts and trims the edges of the seam); and removing looped stockings from dial of machine.

MENDER, HAND, FINISH

Repairs by hand, defects in hosiery before folding and boxing. Work involves most of the following: Locating marked defects such as holes, runs, pulled threads, and dropped stitches; sewing up holes in stocking with needle and thread; spreading part of stocking containing run over mending cup, and catching up run with a hand or electric-powered latching needle; inserting missing strands of thread or replacing broken strands with new threads, using a latching needle; and cutting off loose threads with scissors. May also do inspecting or pairing.

MENDER, HAND, GREY

Repairs by hand, defects in hosiery before dyeing. Work involves most of the following: Locating marked defects such as holes, runs, pulled threads, and dropped stitches; sewing up holes in stocking with needle and thread; spreading part of stocking containing run over mending cup, and catching up run with a hand or electric-powered latching needle; inserting missing strands of thread or replacing broken strands with new threads, using a latching needle; and cutting off loose threads with scissors.

PAIRER

Mates or arranges stocking in pairs so that they will correspond in size, color, length, and texture. Work involves: Laying or spreading the stockings on pairing table; examining stockings for imperfections and segregating the imperfect ones; and selecting two stockings having same color and size, and comparing them as to length of welt, foot, leg, and heel splicing or reinforcement.

PREBOARDER

Shapes and sets the stitch in hosiery in the greige (in the grey state before dyeing) using one of several types of machines equipped with steam-heated pressure retort, chamber, or cabinet, and metal hosiery forms. Work involves a combination of the following: Drawing and alining various parts of hose over form; placing individual or cluster of forms into steam pressure chamber (or may place forms on racks which are pushed into steam chamber by floor boy); removing forms from steam chamber; and stripping shaped hosiery from forms. May work with two sets of forms, stripping hose from one set while the second is being steamed, or two workers may operate as a team; forms may be placed into steam chamber manually, or automatically by pushing button, depending upon type of machine.

Operators of the Dunn method are not included in this classification. Also excluded are workers engaged in partial heat setting performed before dyeing. In this operation, the grey hosiery is not preboarded but rather hung by the toe onto a rack and then placed in a steam pressure chamber, which partially sets (shrinks) the fabric.

SEAMER, FULL-FASHIONED HOSIERY

Uses a powered-sewing machine to join together with a seam the two edges of full-fashioned stockings.

SEAMER, TOE

Operates a seaming machine to produce an overedge or flat-buttet seam to close the toes of seamless hosiery.

TRANSFER-MACHINE OPERATOR

Operates machine that stamps identifying information such as size, trademark, type and gage of yarn, on foot, toe, or heel of hose. Work involves most of the following: Selecting roll of transfer paper and placing roll on reel; threading paper under heating element onto take-up reel; adjusting feeding guides of conveyor belt to size of hose; and starting machine and positioning hose on conveyor belt against guides. May observe finished work for proper operation and make adjustments to machine.

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, 1967. BLS Bulletin 1581 (25 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, 1966. BLS Bulletin 1531 (30 cents).
Flour and Other Grain Mill Products, 1967. BLS Bulletin 1576 (25 cents).
Fluid Milk Industry, 1964. BLS Bulletin 1464 (30 cents).
Footwear, 1965. BLS Bulletin 1503 (50 cents).
Hosiery, 1964. BLS Bulletin 1456 (45 cents).
- Industrial Chemicals, 1965. BLS Bulletin 1529 (40 cents).
Iron and Steel Foundries, 1962. BLS Bulletin 1386 (40 cents).
Leather Tanning and Finishing, 1963. BLS Bulletin 1378 (40 cents).
Machinery Manufacturing, 1966. BLS Bulletin 1563 (70 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).
*Tobacco Stemming and Redrying, 1957. BLS Report 136.
West Coast Sawmilling, 1964. BLS Bulletin 1455 (30 cents).

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

I. Occupational Wage Studies—Continued

Manufacturing—Continued

- 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.
Wool Textiles, 1966. BLS Bulletin 1551 (45 cents).
Work Clothing, 1964. BLS Bulletin 1440 (35 cents).

Nonmanufacturing

- Auto Dealer Repair Shops, 1964. BLS Bulletin 1452 (30 cents).
Banking, 1964. BLS Bulletin 1466 (30 cents).
Bituminous Coal Mining, 1962. BLS Bulletin 1383 (45 cents).
Communications, 1966. BLS Bulletin 1582 (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, 1966-67. BLS Bulletin 1588 (40 cents).
Electric and Gas Utilities, 1962. BLS Bulletin 1374 (50 cents).
Hospitals, 1966. BLS Bulletin 1553 (70 cents).
Hotels and Motels, 1966-67. BLS Bulletin 1587 (40 cents).
Laundry and Cleaning Services, 1966. BLS Bulletin 1544 (60 cents).
Life Insurance, 1966. BLS Bulletin 1569 (30 cents).
Motion Picture Theaters, 1966. BLS Bulletin 1542 (35 cents).
Nursing Homes and Related Facilities, 1965. BLS Bulletin 1492 (45 cents).

II. Other 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 in Nonmetropolitan Areas of the South and North Central Regions, 1965. BLS Bulletin 1552 (50 cents).

Employee Earnings and Hours in Eight Metropolitan Areas of the South, 1965. BLS Bulletin 1533 (40 cents).

Employee Earnings and Hours in Retail Trade, June 1966—

Retail Trade (Overall Summary). BLS Bulletin 1584 (\$1).

Building Materials, Hardware, and Farm Equipment Dealers. BLS Bulletin 1584-1 (30 cents).

General Merchandise Stores. BLS Bulletin 1584-2 (55 cents).

Food Stores. BLS Bulletin 1584-3 (60 cents).

Automotive Dealers and Gasoline Service Stations. BLS Bulletin 1584-4 (50 cents).

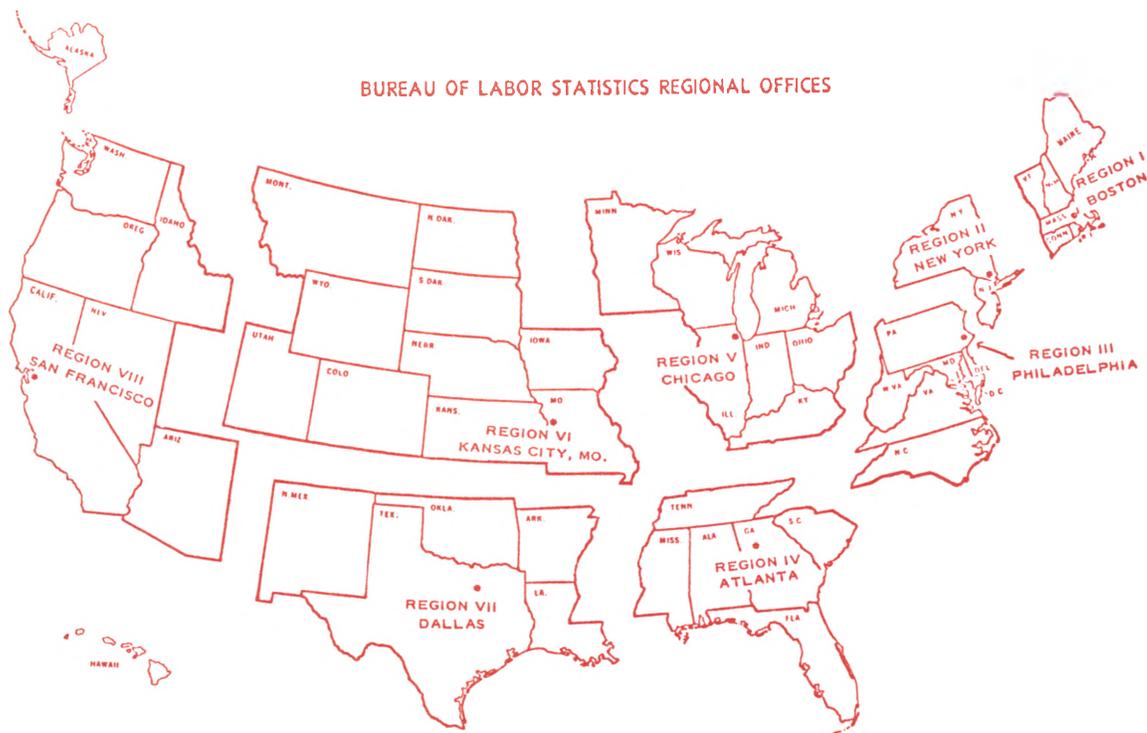
Apparel and Accessory Stores. BLS Bulletin 1584-5 (55 cents).

Furniture, Home Furnishings, and Household Appliance Stores. BLS Bulletin 1584-6 (50 cents).

Miscellaneous Stores. BLS Bulletin 1584-7 (65 cents).

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

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