

INDUSTRY WAGE SURVEY

Flour and Other Grain Mill Products

FEBRUARY 1967

Bulletin No. 1576

UNITED STATES DEPARTMENT OF LABOR

BUREAU OF LABOR STATISTICS



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UNITED STATES DEPARTMENT OF LABOR
Willard Wirtz, Secretary

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Arthur M. Ross, Commissioner



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Preface

This bulletin summarizes the results of a Bureau of Labor Statistics survey of wages and supplementary benefits in the flour and other grain mill products industry in February 1967.

Separate releases for Buffalo and Kansas City were issued within a few months of the payroll period studied. Copies of these releases are available from the Bureau's regional offices or from the Bureau of Labor Statistics, Washington, D.C., 20212.

This study was conducted in the Bureau's Office of Wages and Industrial Relations by the Division of Occupational Pay. The analysis was prepared by Edward J. Caramela. Field work for the survey was directed by the Bureau's Assistant Regional Directors, Division of Operations.

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

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Industry Wage Survey—

Flour and Other Grain Mill Products, February 1967

Summary

Straight-time earnings of production and related workers in the flour and other grain mill products industry averaged \$2.56 an hour in February 1967. Nearly all of the workers were men. Earnings of all but about 2 percent of the 12,565 workers covered by the survey¹ were within a range of \$1.40 to \$3.50 an hour—the middle half of the workers earning from \$2.28 to \$2.95.

Regionally,² average earnings ranged from \$1.74 an hour in the Southeast to \$2.99 in the Middle Atlantic and Pacific. Earnings also varied by size of community, size of mill, and occupation.

Among the occupations studied separately, averages ranged from \$2.33 an hour for feed packers to \$3.39 for millwrights. Material handling laborers, numerically the most important job studied, averaged \$2.39.

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

Industry Characteristics

Mills primarily engaged in manufacturing wheat flour (except blended and prepared) employed three-fourths of the 12,565 production and related workers covered by the survey. One-tenth of the workers were in mills manufacturing prepared flour and flour mixes, and a similar proportion were in establishments making corn meal.

Employment of production and related workers in February 1967 was approximately 20 percent below the level recorded in November 1961 when a similar survey was conducted by the Bureau.³ The decline resulted from a reduction in the number of mills covered by the two studies (from 235 in 1961 to 198 in 1967), as well as decreases in employment within many mills. The number of production workers in the 100 mills common to both survey samples dropped about 11 percent during this period.

Output per production worker man-hour in the industry increased 27 percent between 1961 and 1965, the latest data for which information is available.⁴ This increase was accompanied by a decline of 23 percent in total production worker man-hours, while output has remained relatively stable. Electronic instrumentation, air conveyor systems, automatic loaders and packers, and the industry's trend towards concentrating output in the more efficient mills are among the factors contributing to the increased productivity. The industry has invested about \$115 million in new plants and equipment between 1961 and 1965.⁵

¹ See appendix A for scope and method of study.

² For definition of regions used in this survey, see table in appendix A.

³ For an account of the earlier survey, see Industry Wage Survey: Flour and Other Grain Mill Products, November 1961, BLS Bulletin 1337 (1962).

⁴ See Indexes of Output Per Man-Hour Selected Industries 1939 and 1947-66, BLS Bulletin 1572 (1967).

⁵ U. S. Bureau of the Census, Census of Manufactures, 1963 Industry Statistics: Grain Mills, MC63, (2)-2OD, and the Annual Survey of Manufactures, 1965, M65 (AS)-1.

Per capita consumption of wheat flour (which accounts for a large majority of the industry's production) in the Nation was 114 pounds⁶ in 1966, compared with 118 pounds in 1961 and the peak of 225 pounds reached at the turn of the century.⁷ This downward trend in civilian per capita consumption has partially offset the increase in the total consumption of wheat flour that would be expected as population increases. Over the years, the quantity of flour used by bakers has been increasing continually, while flour used for family consumption steadily declined.

Wheat flour is produced by grinding the endosperm, which constitutes about four-fifths of the wheat berry. The outer coat of bran and the inner wheat germ are separated from the endosperm by grinding and sifting. After being cleaned and tempered by adding water, the whole grain is passed through two types of rollers. The break rolls crush the grain into particles of bran and endosperm and a small amount of flour. The flour sifts into bins, and the particles of endosperm are sent through reduction rolls. Several sets of reduction rolls are used and after each grinding, the resulting material is sifted. Typically, the complete milling process requires less than 30 minutes.

The Great Lakes region accounted for one-third of the industry's work force, while one-fifth was in the Middle West. The Middle Atlantic, Southeast, Southwest, and Pacific regions each accounted for about a tenth of the production workers. About two-thirds of the workers were in metropolitan areas,⁸ including Buffalo and Kansas City for which separate data are presented. The proportion of workers in metropolitan areas ranged from about one-half in the Middle West to more than nine-tenths in the Middle Atlantic.

Flour and other grain mills are relatively small operations in terms of employment. Only eight of the 198 establishments covered by the survey had as many as 250 employees. Approximately two-fifths of the employees were in mills having fewer than 100 workers, and a similar proportion were in mills employing from 100 to 249 workers.

Establishments having collective bargaining agreements covering a majority of their production workers employed nearly four-fifths of the production work force. Such establishments accounted for approximately seven-eighths of the workers in the Great Lakes, Middle Atlantic, Middle West, Mountain, and Pacific regions; about one-half in the Southwest and three-eighths in the Southeast. The extent of agreement coverage was higher in establishments employing 100 workers or more than in the smaller mills (nine-tenths and six-tenths, respectively) and higher in metropolitan than in nonmetropolitan areas (eight-tenths compared to four-tenths). All workers in Buffalo and Kansas City were in mills operating under union agreements. The American Federation of Grain Millers is the major union in the industry.

Virtually all of the workers covered by the study were paid time rates, typically under formal systems providing single rates for specified occupations (table 8). Slightly more than one-tenth of the workers were paid rates based on the qualifications of the individual employee; this practice was more prevalent in the Southeast than in the other regions.

⁶ Preliminary estimate by the U.S. Department of Agriculture, National Food Situation (NFS-120), May 15, 1967, p. 20.

⁷ The Northwestern Miller, Minneapolis, Minn., August 7, 1961, p. 23.

⁸ Standard Metropolitan Statistical Areas as defined by the U.S. Bureau of the Budget through March 1965.

Average Hourly Earnings

Straight-time earnings of the 12,565 production workers covered by the survey averaged \$2.56 an hour in February 1967⁹ (table 1). Accounting for slightly more than one-half of the industry's employment, workers in the Great Lakes and Middle West regions averaged \$2.77 and \$2.60, respectively. Averages in the remaining regions ranged from \$1.74 in the Southeast to \$2.99 in the Middle Atlantic and Pacific.

The nationwide average (\$2.56) for production workers in February 1967 was 15 percent above the average recorded in the Bureau's November 1961 survey (\$2.22).¹⁰ Average earnings during the period rose 21 percent in the Great Lakes and 15 percent in the Middle West. The largest wage rise among the regions (26 percent) was in the Southeast, where increases in the Federal minimum wage between the 1961 and 1967 surveys appear to have had their greatest impact;¹¹ the smallest rise (2 percent) was in the Southwest. A few relatively high-paying establishments in metropolitan areas in the Southwest have ceased flour milling operations since November 1961. The elimination of data for these mills from the 1961 survey would have reduced the production-worker average in the region by about 7 cents an hour—from \$1.96 to \$1.89 an hour.

Workers in metropolitan areas averaged \$2.68 an hour in February 1967, compared with \$2.32 for workers in smaller communities. The average wage advantage for workers in metropolitan areas amounted to 35 cents an hour in the Great Lakes, 19 cents in the Middle West, and 13 cents in the Southeast. Workers in nonmetropolitan areas averaged 14 cents more than those in metropolitan areas in the Southwest,¹² the only other region where comparison was possible. Earnings of workers in the two areas studied separately averaged \$2.79 an hour in Kansas City and \$3.16 in Buffalo.

Nationwide, workers in mills with 100 employees or more averaged \$2.77 an hour—49 cents more than those in the smaller establishments. Higher averages for workers in the larger mills were noted in all regions where comparisons could be made; the differences ranged from 40 to 45 cents in the Great Lakes, Southeast, and Southwest regions, and was only 9 cents in the Middle West.

⁹ The straight-time average hourly earnings in this bulletin differ in concept from the gross average hourly earnings published in the Bureau's monthly hours and earnings series (\$2.82 in February 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 the reported payroll totals.

The estimate of the number of production workers within scope of the study is intended only as a general guide to the size and composition of the labor force included in the survey. It differs from the number published in the monthly series (21,000 in February 1967) by the exclusion of establishments employing fewer than 20 workers, and by the fact that the advance planning necessary to make the survey required the use of lists of establishments assembled considerably in advance of data collection. Thus, establishments new to the industry are omitted, as are establishments originally classified in the flour and other grain mills industry but found to be in other industries at the time of the survey. Also omitted are mills classified incorrectly in other industries at the time the lists were compiled.

¹⁰ Footnote 3, *op. cit.*

¹¹ The Federal minimum wage for workers in manufacturing establishments engaged in interstate commerce was \$1.15 an hour in November 1961. It was raised to \$1.25 on Sept. 1, 1963, to \$1.40 on Feb. 1, 1967, and will go to \$1.60 on Feb. 1, 1968. According to the November 1961 survey, about three-fifths of the workers in the Southeast earned less than \$1.25 an hour, and nearly seven-tenths earned less than \$1.40. Fewer than one-eighth of the workers earned less than \$1.40 in each of the other regions except the Border States, which had insufficient data to warrant presentation in the current survey.

¹² In the 1961 study, workers in metropolitan areas in this region had the higher average by 22 cents. The reversal in the more recent survey was caused mainly by two factors. First, as mentioned earlier, a few relatively high-paying establishments in metropolitan areas ceased operations since 1961. Second, several relatively low-paying mills, previously in nonmetropolitan areas, are now included in metropolitan areas due to expansion in SMSA definitions over the past 6 years.

Individual earnings of all but about 2 percent of the workers were within a range of \$1.40 to \$3.50 an hour; earnings of the middle half were between \$2.28 and \$2.95 (table 2). The largest concentrations of workers at the lower end of the earnings array were in the Southeast and Southwest regions, where one-half and three-tenths, respectively, of the workers earned less than \$1.60 an hour.¹³

Occupational Earnings

The 13 occupational classifications for which separate earnings information was developed (table 3) accounted for nearly three-fifths of the industry's production workers. Average (mean) hourly earnings for these jobs were highest for millwrights (\$3.39) followed by general mechanics (\$3.05). Material handling laborers and janitors, together comprising nearly a fourth of the industry's work force, averaged \$2.39 and \$2.53 an hour, respectively. Flour packers, another numerically important job, averaged \$2.43—10 cents an hour more than feed packers, who were lowest paid among the selected occupations.

Regionally, job averages were usually highest in the Middle Atlantic and lowest in the Southeast. Occupational averages in the Great Lakes nearly always exceeded those in the Middle West, with the differences varying by job. For example, material handling laborers in the Great Lakes averaged only 1 percent more than those in the Middle West, whereas the corresponding differences were 6 percent for janitors and 9 percent for second millers.

Occupational averages were higher in metropolitan than in nonmetropolitan areas (table 4) and higher in mills with 100 workers or more than in smaller mills (table 5). These relationships held without exception in the Great Lakes and Middle West regions.

Individual earnings of workers performing similar tasks within the same area were usually grouped within comparatively narrow limits (tables 6 and 7). For example, in Buffalo, virtually all of the janitors earned between \$2.80 and \$3 an hour, and four-fifths of the flour packers and nearly all of the grain elevator operators earned between \$3 and \$3.20 an hour. The widespread use of single-rate wage systems, as well as the high proportion of workers covered by collective bargaining agreements contributed significantly to the narrow range of earnings for workers in the same job and area.

Establishment Practices and Supplementary Wage Provisions

Data also were obtained on certain establishment practices, including shift differentials for production workers, and work schedules and selected supplementary benefits, such as paid holidays, vacations, and various health, insurance, and retirement plans for production and office workers.¹⁴

Scheduled Weekly Hours. Work schedules of 40 hours a week applied to slightly more than three-fifths of the production workers (table 9). An additional one-fifth were scheduled to work 48 hours. Weekly work schedules varied considerably within each region except the Pacific, where all workers were in mills operating 40-hour schedules. Most common work schedules were 48 hours a week in the Middle West, 44 hours in the Mountain, and 40 hours in the other regions. More than four-fifths of the office workers were scheduled to work 40 hours a week.

¹³ Footnote 11, op. cit.

¹⁴ Data for office workers summarized in this bulletin exclude employees of separate central offices.

Shift Provisions and Practices. More than nine-tenths of the production workers were in establishments having formal provisions for late-shift work (table 10). Only one-fourth of the workers, however, were employed on late shifts at the time of the study (table 11). Most commonly, these workers received 10 cents an hour more than day rates for second-shift work and 12 cents for third or other late-shift work.

Paid Holidays. Paid holidays were granted to nearly all production and office workers (table 12). The large majority of production workers in 5 of the 7 regions, for which separate data are provided, received 8 or 9 days annually. Typically, workers in the Southeast and Southwest regions received fewer than 8 days a year. In most regions, holiday provisions for office workers were generally similar to those for production workers.

Paid Vacations. Paid vacations, after qualifying periods of service, were provided by all establishments visited during the survey (table 13). The most common vacation pay provisions for production workers were: 1 week's pay after 1 year of service; 2 weeks' after 2 years; 3 weeks' after 10 years; and 4 or 5 weeks' pay after 20 years of service. Vacation payments were least liberal in the Southeast and Southwest regions, where provisions for 4 or 5 weeks' pay after 20 years applied to less than one-fifth of the workers, compared with about four-fifths or more in the other regions.

A majority of the office workers received 2 weeks' vacation pay after 1 year of service and 3 weeks' after 10 years. About three-tenths were in establishments with paid vacation provisions of 4 weeks or more after 15 years and 5 weeks or more after 20 years of service.

Health, Insurance, and Retirement Plans. Life, hospitalization, and surgical insurance, financed at least in part by the employers, were reported by mills employing over nine-tenths of the production and office workers (table 14). Accidental death and dismemberment insurance was provided to about one-half of the workers in both groups and medical insurance to approximately four-fifths. Sickness and accident insurance was provided to three-fourths of the production workers and to three-fifths of the office employees. Paid sick leave provisions (full pay, no waiting period) applied to a third of the office workers, but were rarely reported for production workers. Except for life, hospitalization, and surgical insurance, the proportions of workers receiving the benefits described above varied considerably by region. Medical insurance, for example, applied to slightly more than one-fourth of the production workers in the Southeast, compared with more than nine-tenths in the Middle West, Mountain, and Pacific regions. In most instances, health and insurance benefit plans were financed entirely by the employer.

Pension plans providing regular payments for the remainder of the retiree's life (in addition to social security) applied to a large majority of the production and office workers. These plans covered at least three-fourths of the workers in all regions except the Southeast and Southwest where the coverage fell below three-fifths of the workers in each group. Plans providing lump-sum payments at retirement were found only in the Great Lakes and Middle West regions, where they applied to less than a tenth of the workers.

Other Selected Benefits. Formal plans providing pay for funeral leave applied to nearly four-fifths of the production workers and seven-tenths of the office workers (table 15). Jury duty pay provisions covered about seven-tenths of the workers in both groups. Mills with provisions for severance pay¹⁵ employed about one-half of the production workers and one-third of the office employees.

¹⁵ Pay to employees permanently separated from the company through no fault of their own.

Table 1. Average Hourly Earnings: By Selected Characteristics

(Number and average straight-time hourly earnings¹ of production workers in flour and other grain milling establishments by selected characteristics, United States and selected regions, February 1967)

Item	United States ²		Middle Atlantic		Southeast		Southwest		Great Lakes		Middle West		Mountain		Pacific	
	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings
All establishments.....	12,565	\$2.56	1,255	\$2.99	1,366	\$1.74	1,085	\$2.00	4,047	\$2.77	2,514	\$2.60	672	\$2.62	1,306	\$2.99
Size of establishment:																
20-99 workers.....	5,275	2.28	-	-	885	1.58	569	1.79	1,295	2.49	1,248	2.55	396	2.54	-	-
100 workers or more.....	7,290	2.77	902	3.16	481	2.03	516	2.24	2,752	2.89	1,266	2.64	-	-	982	3.03
Size of community:																
Metropolitan areas ⁴	8,501	2.68	1,183	3.08	789	1.79	671	1.95	2,595	2.89	1,385	2.68	532	2.63	1,146	3.00
Nonmetropolitan areas.....	4,064	2.32	-	-	577	1.66	414	2.09	1,452	2.54	1,129	2.49	-	-	-	-

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

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

³ Virtually all production workers were men.

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

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

Table 2. Earnings Distribution: All Establishments

(Percent distribution of production workers in flour and other grain milling establishments by average straight-time hourly earnings,¹ United States and selected regions, February 1967)

Average hourly earnings ¹	United States ²	Middle Atlantic	Southeast	Southwest	Great Lakes	Middle West	Mountain	Pacific
Under \$1.40.....	(³)	-	-	-	-	(³)	-	-
\$1.40 and under \$1.45.....	5.2	1.9	23.9	16.3	0.1	0.4	0.7	0.2
\$1.45 and under \$1.50.....	1.9	.3	10.5	5.3	-	-	-	-
\$1.50 and under \$1.55.....	1.5	3.2	7.4	1.0	.2	.2	-	-
\$1.55 and under \$1.60.....	1.9	-	10.1	6.8	.3	.1	.3	-
\$1.60 and under \$1.65.....	.9	-	7.2	-	.2	-	-	-
\$1.65 and under \$1.70.....	1.1	-	2.2	7.7	-	.1	2.7	-
\$1.70 and under \$1.75.....	.4	.6	2.1	.5	.1	.2	-	-
\$1.75 and under \$1.80.....	.2	-	.8	.2	.2	-	.1	-
\$1.80 and under \$1.85.....	.8	-	1.0	1.4	.9	.4	.9	.2
\$1.85 and under \$1.90.....	.5	-	1.0	1.6	.6	.1	-	-
\$1.90 and under \$1.95.....	.8	.3	.3	3.8	.7	(³)	2.1	.2
\$1.95 and under \$2.00.....	1.0	-	3.8	3.2	.5	(³)	-	-
\$2.00 and under \$2.10.....	2.7	1.3	8.7	3.5	3.4	.5	.3	.2
\$2.10 and under \$2.20.....	3.4	-	8.4	13.3	2.0	2.6	.6	.7
\$2.20 and under \$2.30.....	3.6	1.6	4.5	9.9	2.8	5.2	-	-
\$2.30 and under \$2.40.....	3.3	2.5	1.6	5.4	4.1	5.1	.9	-
\$2.40 and under \$2.50.....	5.3	-	2.9	2.3	5.3	12.1	11.0	-
\$2.50 and under \$2.60.....	9.2	.3	.9	7.4	9.3	20.2	25.4	.1
\$2.60 and under \$2.70.....	9.1	1.9	1.0	2.6	8.3	22.3	21.0	3.2
\$2.70 and under \$2.80.....	8.9	.2	.4	2.5	12.2	12.5	14.4	13.2
\$2.80 and under \$2.90.....	9.1	8.7	.4	1.9	9.9	11.1	7.7	21.3
\$2.90 and under \$3.00.....	7.9	17.2	.4	1.9	9.0	2.9	4.8	21.6
\$3.00 and under \$3.10.....	6.7	15.9	.1	.4	9.4	2.6	3.4	12.6
\$3.10 and under \$3.20.....	5.3	15.9	-	.8	8.1	.8	1.0	8.0
\$3.20 and under \$3.30.....	3.1	8.3	-	-	3.5	.4	.9	9.3
\$3.30 and under \$3.40.....	2.3	3.7	-	-	4.1	(³)	.6	5.6
\$3.40 and under \$3.50.....	1.6	4.9	-	.1	3.2	-	-	.2
\$3.50 and over.....	2.3	11.2	.3	.3	1.6	.2	1.1	3.4
Total.....	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Number of workers.....	12,565	1,255	1,366	1,085	4,047	2,514	672	1,306
Average hourly earnings ¹	\$2.56	\$2.99	\$1.74	\$2.00	\$2.77	\$2.60	\$2.62	\$2.99

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

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

³ Less than 0.05 percent.

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

Table 4. Occupational Averages: By Size of Community

(Number and average straight-time hourly earnings¹ of workers in selected occupations in flour and other grain milling establishments in metropolitan and nonmetropolitan areas, United States and selected regions, February 1967)

Occupation	United States ²				Great Lakes				Middle West			
	Metropolitan areas		Nonmetropolitan areas		Metropolitan areas		Nonmetropolitan areas		Metropolitan areas		Nonmetropolitan areas	
	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings
Bolters.....	182	\$ 2.83	66	\$ 2.50	58	\$ 3.01	27	\$ 2.37	32	\$ 2.83	10	\$ 2.59
Grain elevator operators	249	2.78	128	2.40	50	2.93	50	2.46	35	2.71	39	2.57
Janitors.....	730	2.59	308	2.40	273	2.69	164	2.53	123	2.54	75	2.39
Laborers, material handling	1,180	2.45	722	2.30	293	2.63	244	2.40	229	2.59	222	2.41
Mechanics, general.....	314	3.18	165	2.80	143	3.28	81	2.93	52	2.98	41	2.76
Millers, flour (second miller)	331	2.96	215	2.67	98	3.34	78	2.78	65	2.92	70	2.74
Millwrights.....	151	3.44	32	3.14	42	3.27	22	3.12	-	-	-	-
Oilers.....	232	2.69	133	2.43	96	2.80	57	2.52	42	2.64	45	2.46
Packers, feed.....	208	2.40	190	2.25	40	2.66	54	2.49	36	2.70	64	2.46
Packers, flour.....	666	2.52	392	2.28	127	2.76	105	2.34	110	2.69	147	2.55
Roll tenders.....	118	2.84	26	2.41	51	2.97	18	2.31	36	2.67	-	-
Smelters.....	141	2.87	45	2.47	49	2.90	23	2.48	36	2.75	16	2.49
Truckers, power (forklift)	263	2.91	20	2.40	-	-	-	-	-	-	-	-

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

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

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

Table 5. Occupational Averages: By Size of Establishment

(Number and average straight-time hourly earnings¹ of workers in selected occupations in flour and other grain milling establishments by size of establishment, United States and selected regions, February 1967)

Occupation	United States ²				Great Lakes				Middle West			
	Establishments with—											
	20-99 workers		100 workers or more		20-99 workers		100 workers or more		20-99 workers		100 workers or more	
	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings
Bolters.....	121	\$ 2.54	127	\$ 2.94	49	\$ 2.57	36	\$ 3.13	16	\$ 2.72	26	\$ 2.80
Grain elevator operators.....	172	2.42	205	2.82	55	2.50	45	2.94	50	2.61	24	2.70
Janitors.....	371	2.28	667	2.67	113	2.43	324	2.71	93	2.43	105	2.54
Laborers, material handling.....	946	2.17	956	2.61	215	2.29	322	2.69	238	2.45	213	2.55
Mechanics, general.....	190	2.80	289	3.21	74	2.86	150	3.29	51	2.81	42	2.98
Millers, flour (second miller).....	330	2.67	216	3.11	93	2.86	83	3.35	80	2.80	55	2.87
Millwrights.....	47	3.27	136	3.43	17	3.01	47	3.30	-	-	-	-
Oilers.....	170	2.45	195	2.72	63	2.56	90	2.79	54	2.51	33	2.61
Packers, feed.....	262	2.22	136	2.49	59	2.42	35	2.80	72	2.51	28	2.64
Packers, flour.....	568	2.21	490	2.67	124	2.37	108	2.79	142	2.60	115	2.62
Roll tenders.....	50	2.49	94	2.90	23	2.52	46	2.94	16	2.63	24	2.66
Smutters.....	96	2.68	90	2.87	42	2.64	30	2.94	27	2.63	25	2.71

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

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

Table 6. Occupational Earnings: Buffalo, N.Y.¹

(Number and average straight-time hourly earnings² of workers in selected occupations in flour and other grain milling establishments, February 1967)

Occupation	Number of workers	Average hourly earnings ²	Number of workers receiving straight-time hourly earnings of—										
			Under \$2.80	\$2.80 and under \$2.90	\$2.90	\$3.00	\$3.10	\$3.20	\$3.30	\$3.40	\$3.50	\$3.60	\$3.70 and over
All production workers ³	1,023	\$3.16	5	95	196	192	193	98	44	59	21	110	10
<u>Selected occupations</u>													
Bolters.....	18	3.37	-	-	-	-	-	3	6	9	-	-	-
Grain elevator operators	91	3.06	-	-	1	52	35	2	1	-	-	-	-
Janitors.....	99	2.90	1	77	21	-	-	-	-	-	-	-	-
Laborers, material handling	149	2.97	-	-	132	13	4	-	-	-	-	-	-
Millers, flour (second miller)	15	3.70	-	-	-	-	-	3	-	-	8	-	4
Millwrights	74	3.56	-	-	-	-	-	-	-	22	1	51	-
Oilers	20	3.04	-	-	3	17	-	-	-	-	-	-	-
Packers, feed.....	7	3.15	-	-	-	2	4	1	-	-	-	-	-
Packers, flour.....	84	3.13	-	-	-	13	54	17	-	-	-	-	-
Roll tenders.....	16	3.34	-	-	-	6	-	-	3	-	7	-	-
Smutters.....	21	3.25	-	-	-	3	3	9	3	3	-	-	-
Truckers, power (forklift)	32	3.20	-	-	-	10	6	11	5	-	-	-	-

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

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

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

⁴ Workers were distributed as follows: 1 at \$4.20 to \$4.30; 2 at \$4.30 to \$4.40; and 1 at \$4.40 to \$4.50.

Table 7. Occupational Earnings: Kansas City, Mo.—Kans.¹(Number and average straight-time hourly earnings² of workers in selected occupations in flour and other grain milling establishments, February 1967)

Occupation	Number of workers	Average hourly earnings ²	Number of workers receiving straight-time hourly earnings of—							
			\$2.50 and under \$2.60	\$2.60	\$2.70	\$2.80	\$2.90	\$3.00	\$3.10	\$3.20
All production workers ³	500	\$2.79	9	163	93	146	35	40	9	5
<u>Selected occupations</u>										
Bolters.....	17	2.86	-	-	-	14	3	-	-	-
Janitors.....	38	2.63	-	38	-	-	-	-	-	-
Laborers, material handling.....	91	2.70	-	73	10	8	-	-	-	-
Mechanics, general.....	18	3.08	-	-	-	-	-	16	-	2
Millers, flour (second miller).....	24	2.97	-	-	-	3	16	-	3	2
Oilers.....	22	2.71	-	16	3	3	-	-	-	-
Packers, feed.....	16	2.80	-	-	12	-	4	-	-	-
Packers, flour.....	36	2.82	-	-	-	34	2	-	-	-
Roll tenders.....	15	2.71	-	12	-	3	-	-	-	-
Smutter.....	20	2.79	-	-	12	6	-	2	-	-

¹ The Kansas City Standard Metropolitan Statistical Area has been expanded since 1961 and now consists of Cass, Clay, Jackson, and Platte Counties in Missouri, and Johnson and Wyandotte Counties, Kansas. The counties added to the current area definition did not have any establishments in the industry.

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

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

Table 8. Method of Wage Payment

(Percent of production workers in flour and other grain milling establishments by method of wage payment, United States, selected regions, and areas, February 1967)

Method of wage payment ¹	United States ²	Regions							Areas	
		Middle Atlantic	Southeast	Southwest	Great Lakes	Middle West	Mountain	Pacific	Buffalo	Kansas City
All workers.....	100	100	100	100	100	100	100	100	100	100
Time-rated workers.....	98	100	100	100	96	97	100	100	100	100
Formal plans.....	88	94	53	88	91	96	93	100	100	100
Single rate.....	82	91	43	88	85	87	93	100	96	99
Range of rates.....	5	3	11	-	6	9	-	-	4	(³)
Individual rates.....	11	6	47	12	5	1	7	-	-	-
Incentive workers.....	2	-	-	-	4	3	-	-	-	-

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

² Includes data for the Border States region 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 9. Scheduled Weekly Hours

(Percent of production and office workers in flour and other grain milling establishments by scheduled weekly hours, ¹ United States, selected regions, and areas, February 1967)

Weekly hours ¹	United States ²	Regions							Areas	
		Middle Atlantic	Southeast	Southwest	Great Lakes	Middle West	Mountain	Pacific	Buffalo	Kansas City
Production workers										
All workers.....	100	100	100	100	100	100	100	100	100	100
40 hours.....	62	55	44	58	73	42	49	100	63	80
42 hours.....	1	-	-	-	3	-	-	-	-	-
44 hours.....	5	9	-	-	-	7	51	-	-	-
45 hours.....	7	8	32	19	-	2	-	-	10	-
46 hours.....	(³)	-	2	-	-	-	-	-	-	-
48 hours.....	22	28	17	18	20	46	-	-	27	20
Over 48 hours.....	3	-	5	6	3	3	-	-	-	-
Office workers										
All workers.....	100	100	100	100	100	100	100	100	100	100
35 hours.....	2	7	-	-	3	-	-	-	9	-
37½ hours.....	2	-	9	-	3	3	-	-	-	-
40 hours.....	86	86	78	91	86	68	98	100	91	85
Over 40 and under 44 hours.....	1	-	2	-	-	5	-	-	-	-
44 hours.....	7	-	2	6	8	22	2	-	-	-
45 hours.....	1	6	5	3	-	-	-	-	-	-
Over 45 hours.....	1	-	5	-	-	1	-	-	-	-

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

² Includes data for the Border States region 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 10. Shift Differential Provisions

(Percent of production workers by shift differential provisions¹ in flour and other grain milling establishments, United States, selected regions, and areas, February 1967)

Shift differential	United States ²	Regions							Areas	
		Middle Atlantic	Southeast	Southwest	Great Lakes	Middle West	Mountain	Pacific	Buffalo	Kansas City
<u>Second shift</u>										
Workers in establishments having second-shift provisions	95.5	99.9	72.4	93.7	100.0	100.0	100.0	96.8	100.0	100.0
With shift differential	84.3	94.3	39.5	79.3	89.5	95.0	100.0	96.8	100.0	100.0
Uniform cents per hour	83.9	94.3	36.2	79.3	89.5	95.0	100.0	96.8	100.0	100.0
3 cents	.6	-	-	-	-	3.0	-	-	-	-
4 cents	2.0	-	-	18.8	-	1.7	-	-	-	-
5 cents	5.4	-	17.1	6.3	5.2	2.1	7.4	-	-	-
6 cents	2.1	-	19.1	-	-	-	-	-	-	-
7 cents	2.3	-	-	-	7.0	-	-	-	-	-
8 cents	6.6	8.6	-	22.7	5.7	7.5	7.1	-	-	3.8
9 cents	2.3	-	-	-	4.9	-	-	6.9	-	-
10 cents	50.7	4.1	-	-	54.4	-	85.4	-	-	-
11 cents	10.2	81.5	-	31.5	6.5	80.7	-	89.9	100.0	96.2
15 cents	1.9	-	-	-	5.8	-	-	-	-	-
Other	.4	-	3.3	-	-	-	-	-	-	-
With no shift differential	11.2	5.7	32.9	14.4	10.5	5.1	-	-	-	-
<u>Third or other late shift</u>										
Workers in establishments having third-or other late-shift provisions	91.4	94.3	62.2	69.3	100.0	100.0	100.0	96.8	100.0	100.0
With shift differential	82.5	94.3	36.2	60.5	89.6	95.0	100.0	96.8	100.0	100.0
Uniform cents per hour	82.5	94.3	36.2	60.5	89.6	95.0	100.0	96.8	100.0	100.0
5 cents	2.7	-	-	-	5.2	3.0	-	-	-	-
6 cents	.3	-	-	-	-	1.7	-	-	-	-
7 cents	1.0	-	-	-	3.2	-	-	-	-	-
7½ cents	.4	-	-	-	-	-	7.4	-	-	-
8 cents	3.5	-	32.4	-	-	-	-	-	-	-
10 cents	8.5	8.6	3.8	-	9.6	9.6	-	-	-	3.8
11 cents	11.1	81.5	-	22.7	6.5	-	-	8.8	100.0	-
12 cents	43.8	4.1	-	31.5	56.1	80.7	85.4	18.0	-	96.2
13 cents	.7	-	-	-	-	-	-	6.9	-	-
14 cents	1.4	-	-	-	3.2	-	7.1	-	-	-
15 cents	7.1	-	-	6.3	-	-	-	63.1	-	-
20 cents	1.9	-	-	-	5.8	-	-	-	-	-
With no shift differential	8.9	-	26.0	8.8	10.5	5.1	-	-	-	-

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

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

Table 11. Shift Differential Practices

(Percent of production workers employed on late shifts in flour and other grain milling establishments by amount of shift differential, United States, selected regions, and areas, February 1967)

Shift differential	United States ¹	Regions							Areas	
		Middle Atlantic	Southeast	Southwest	Great Lakes	Middle West	Mountain	Pacific	Buffalo	Kansas City
<u>Second shift</u>										
Workers employed on second shift.....	15.8	17.5	12.1	13.2	17.8	16.0	13.8	17.0	18.9	14.0
Receiving shift differential.....	14.5	17.2	8.1	11.9	16.2	15.4	13.8	17.0	18.9	14.0
Uniform cents per hour.....	14.4	-	7.1	11.9	16.2	15.4	13.8	17.0	18.9	14.0
Under 5 cents.....	.2	-	-	1.7	-	.5	-	-	-	-
5 cents.....	1.0	-	3.7	1.8	.8	.3	.3	-	-	-
6 cents.....	.4	-	3.4	-	-	-	-	-	-	-
7 cents.....	.4	-	-	-	1.2	-	-	-	-	-
8 cents.....	1.4	1.0	-	4.0	1.5	1.8	1.5	-	-	1.2
9 cents.....	.5	-	-	-	1.2	-	-	1.4	-	-
10 cents.....	8.0	.8	-	4.4	8.4	12.8	12.1	-	-	12.8
11 cents.....	2.0	15.4	-	-	1.6	-	-	15.6	18.9	-
15 cents.....	.5	-	-	-	1.5	-	-	-	-	-
Other.....	.1	-	1.0	-	-	-	-	-	-	-
Receiving no shift differential.....	1.3	.3	4.0	1.3	1.6	.6	-	-	-	-
<u>Third or other late shift</u>										
Workers employed on third or other late shifts.....	10.4	10.5	7.9	7.3	12.0	12.2	9.2	9.5	10.8	10.4
Receiving shift differential.....	9.7	10.5	4.8	6.5	11.4	11.7	9.2	9.5	10.8	10.4
Uniform cents per hour.....	9.7	10.5	4.8	6.5	11.4	11.7	9.2	9.5	10.8	10.4
Under 7 cents.....	.3	-	-	-	.8	.5	-	-	-	-
7 or 7½ cents.....	.2	-	-	-	.6	-	.3	-	-	-
8 cents.....	.5	-	4.6	-	-	-	-	-	-	-
10 cents.....	1.1	1.0	.2	3.2	1.2	1.3	-	.2	-	-
11 cents.....	1.3	8.8	-	-	1.2	-	-	-	10.8	-
12 cents.....	5.0	.8	-	3.3	6.3	9.9	8.0	1.9	-	10.4
13 cents.....	.1	-	-	-	-	-	-	.7	-	-
14 cents.....	.2	-	-	-	.4	-	.9	-	-	-
15 cents.....	.7	-	-	-	-	-	-	6.7	-	-
20 cents.....	.3	-	-	-	.8	-	-	-	-	-
Receiving no shift differential.....	.7	-	3.1	.7	.6	.6	-	-	-	-

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

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

Table 12. Paid Holidays

(Percent of production and office workers in flour and other grain milling establishments with formal provisions for paid holidays, United States, selected regions, and areas, February 1967)

Number of paid holidays	United States ¹	Regions							Areas	
		Middle Atlantic	Southeast	Southwest	Great Lakes	Middle West	Mountain	Pacific	Buffalo	Kansas City
Production workers										
All workers.....	100	100	100	100	100	100	100	100	100	100
Workers in establishments providing paid holidays.....	96	94	93	75	100	100	100	100	100	100
3 days.....	1	-	5	-	-	-	-	-	-	-
4 days.....	2	-	22	-	-	-	-	-	-	-
5 days.....	4	-	12	14	-	-	-	-	-	-
6 days.....	10	9	41	9	4	11	7	3	-	-
6 days plus 2 half days.....	2	-	-	-	7	-	-	-	-	-
7 days.....	9	-	5	30	10	11	-	-	-	-
7 days plus 2 half days.....	(²)	-	-	-	1	-	-	-	-	-
8 days.....	22	-	8	6	14	45	74	26	-	24
9 days.....	45	86	-	15	64	33	18	71	100	76
Workers in establishments providing no paid holidays.....	4	6	-	25	-	-	-	-	-	-
Office workers										
All workers.....	100	100	100	100	100	100	100	100	100	100
Workers in establishments providing paid holidays.....	98	94	93	95	100	100	100	100	100	100
3 days.....	(²)	-	2	-	-	-	-	-	-	-
4 days.....	1	-	12	-	-	-	-	-	-	-
5 days.....	3	-	12	9	-	-	-	-	-	-
6 days.....	18	4	56	29	5	44	5	5	-	58
6 days plus 1 half day.....	1	-	-	12	-	-	-	-	-	-
6 days plus 2 half days.....	1	-	-	-	3	-	-	-	-	-
7 days.....	13	-	3	22	15	13	-	21	-	5
7 days plus 2 half days.....	(²)	-	-	-	1	-	-	-	-	-
8 days.....	20	-	8	-	15	22	79	38	-	-
8 days plus 2 half days.....	4	13	-	-	8	-	2	-	15	-
9 days.....	37	69	-	23	54	20	13	36	76	3 ⁴
9 days plus 1 half day.....	1	7	-	-	-	1	-	-	9	-
Workers in establishments providing no paid holidays.....	-	-	-	-	-	-	-	-	-	-

¹ Includes data for the Border States region in addition to those shown separately.² Less than 0.5 percent.

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

Table 13. Paid Vacations

(Percent of production and office workers in flour and other grain milling establishments with formal provisions for paid vacations after selected periods of service, United States, selected regions, and areas, February 1967)

Vacation policy	United States ¹	Regions							Areas	
		Middle Atlantic	Southeast	Southwest	Great Lakes	Middle West	Mountain	Pacific	Buffalo	Kansas City
Production workers										
All workers.....	100	100	100	100	100	100	100	100	100	100
Method of payment										
Workers in establishments providing paid vacations.....	100	100	100	100	100	100	100	100	100	100
Length-of-time payment.....	100	100	100	100	100	100	100	100	100	100
Amount of vacation pay ²										
After 1 year of service:										
1 week.....	96	100	81	94	98	98	100	93	100	100
Over 1 and under 2 weeks.....	-	-	-	-	-	-	-	-	-	-
2 weeks.....	3	-	11	6	2	-	-	7	-	-
After 2 years of service:										
1 week.....	30	9	73	62	31	9	29	5	-	4
Over 1 and under 2 weeks.....	(3)	-	3	-	-	-	-	-	-	-
2 weeks.....	70	91	24	38	69	91	71	95	100	96
Over 2 and under 3 weeks.....	-	-	-	-	-	-	-	-	-	-
After 3 years of service:										
1 week.....	15	9	64	33	6	-	-	-	-	-
Over 1 and under 2 weeks.....	(3)	-	3	-	-	-	-	-	-	-
2 weeks.....	85	91	32	67	94	100	100	100	100	100
Over 2 and under 3 weeks.....	-	-	-	-	-	-	-	-	-	-
After 5 years of service:										
1 week.....	10	-	50	33	3	-	-	-	-	-
Over 1 and under 2 weeks.....	(3)	-	3	-	-	-	-	-	-	-
2 weeks.....	88	100	47	67	97	100	100	86	100	100
Over 2 and under 3 weeks.....	-	-	-	-	-	-	-	-	-	-
3 weeks.....	1	-	-	-	-	-	-	14	-	-
After 10 years of service:										
1 week.....	9	-	50	33	-	-	-	-	-	-
Over 1 and under 2 weeks.....	-	-	-	-	-	-	-	-	-	-
2 weeks.....	15	6	35	37	10	11	7	-	-	-
3 weeks.....	76	94	15	29	90	89	93	100	100	100
Over 3 and under 4 weeks.....	-	-	-	-	-	-	-	-	-	-
After 15 years of service:										
1 week.....	9	-	50	33	-	-	-	-	-	-
Over 1 and under 2 weeks.....	-	-	-	-	-	-	-	-	-	-
2 weeks.....	7	6	23	13	2	5	7	-	-	-
3 weeks.....	45	9	27	39	50	68	68	34	-	18
Over 3 and under 4 weeks.....	-	-	-	-	-	-	-	-	-	-
4 weeks.....	39	86	-	15	48	28	25	66	100	82
Over 4 and under 5 weeks.....	-	-	-	-	-	-	-	-	-	-
5 weeks.....	-	-	-	-	-	-	-	-	-	-
After 20 years of service: ⁴										
1 week.....	9	-	50	33	-	-	-	-	-	-
Over 1 and under 2 weeks.....	-	-	-	-	-	-	-	-	-	-
2 weeks.....	6	6	14	6	2	5	7	-	-	-
3 weeks.....	18	9	25	45	16	19	7	3	-	-
4 weeks.....	29	-	11	-	33	49	60	40	-	4
Over 4 and under 5 weeks.....	-	-	-	-	-	-	-	-	-	-
5 weeks.....	38	86	-	15	48	28	25	57	100	82
Over 5 and under 6 weeks.....	-	-	-	-	-	-	-	-	-	-

See footnotes at end of table.

Table 13. Paid Vacations—Continued

(Percent of production and office workers in flour and other grain milling establishments with formal provisions for paid vacations after selected periods of service, United States, selected regions, and areas, February 1967)

Vacation policy	United States ¹	Regions							Areas	
		Middle Atlantic	Southeast	Southwest	Great Lakes	Middle West	Mountain	Pacific	Buffalo	Kansas City
Office workers										
All workers.....	100	100	100	100	100	100	100	100	100	100
<u>Method of payment</u>										
Workers in establishments providing paid vacations.....	100	100	100	100	100	100	100	100	100	100
Length-of-time payment.....	100	100	100	100	100	100	100	100	100	100
<u>Amount of vacation pay²</u>										
After 1 year of service:										
1 week.....	39	22	50	59	25	57	54	28	13	3
Over 1 and under 2 weeks.....	1	-	6	-	-	1	-	-	-	5
2 weeks.....	60	78	35	41	75	41	46	72	87	92
After 2 years of service:										
1 week.....	15	4	45	22	19	10	-	-	-	3
Over 1 and under 2 weeks.....	(³)	-	6	-	-	-	-	-	-	-
2 weeks.....	81	96	48	78	78	87	84	93	100	81
Over 2 and under 3 weeks.....	4	-	-	-	3	3	16	7	-	16
After 3 years of service:										
1 week.....	6	4	39	9	2	-	-	-	-	-
Over 1 and under 2 weeks.....	(³)	-	6	-	-	-	-	-	-	-
2 weeks.....	90	96	55	91	95	97	84	93	100	84
Over 2 and under 3 weeks.....	4	-	-	-	3	3	16	7	-	16
After 5 years of service:										
1 week.....	3	-	21	9	1	-	-	-	-	-
Over 1 and under 2 weeks.....	(³)	-	6	-	-	-	-	-	-	-
2 weeks.....	91	100	73	91	96	97	84	84	100	84
Over 2 and under 3 weeks.....	4	-	-	-	3	3	16	7	-	16
3 weeks.....	1	-	-	-	-	-	-	9	-	-
After 10 years of service:										
1 week.....	3	-	21	9	-	-	-	-	-	-
Over 1 and under 2 weeks.....	(³)	-	6	-	-	-	-	-	-	-
2 weeks.....	23	14	53	44	14	30	5	18	9	-
3 weeks.....	67	65	19	47	63	66	78	75	67	84
Over 3 and under 4 weeks.....	6	21	-	-	3	3	16	7	24	16
After 15 years of service:										
1 week.....	3	-	21	9	-	-	-	-	-	-
Over 1 and under 2 weeks.....	(³)	-	6	-	-	-	-	-	-	-
2 weeks.....	14	14	52	32	2	29	5	9	9	-
3 weeks.....	50	4	21	36	59	54	63	82	-	66
Over 3 and under 4 weeks.....	1	-	-	-	3	-	-	-	-	-
4 weeks.....	26	61	-	23	36	14	15	11	67	19
Over 4 and under 5 weeks.....	4	21	-	-	-	-	16	7	24	-
5 weeks.....	1	-	-	-	-	3	-	-	-	16
After 20 years of service: ⁴										
1 week.....	3	-	21	9	-	-	-	-	-	-
Over 1 and under 2 weeks.....	(³)	-	6	-	-	-	-	-	-	-
2 weeks.....	13	14	44	23	2	25	5	9	9	-
3 weeks.....	26	4	13	45	25	29	4	44	-	58
4 weeks.....	26	-	16	-	34	28	59	38	-	8
Over 4 and under 5 weeks.....	1	-	-	-	3	-	-	-	-	-
5 weeks.....	26	61	-	23	36	18	15	11	67	34
Over 5 and under 6 weeks.....	4	21	-	-	-	-	16	7	24	-

¹ Includes data for the Border States region in addition to those shown separately.² Periods of service were arbitrarily chosen and do not necessarily reflect the individual establishment provisions for progression. For example, changes in proportions indicated at 10 years may include changes occurring between 5 and 10 years.³ Less than 0.5 percent.⁴ Vacation provisions were generally the same after longer periods of service.

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

Table 14. Health, Insurance, and Retirement Plans

(Percent of production and office workers in flour and other grain milling establishments with specified health, insurance, and retirement plans, United States, selected regions, and areas, February 1967)

Type of plan ¹	United States ²	Regions							Areas	
		Middle Atlantic	Southeast	Southwest	Great Lakes	Middle West	Mountain	Pacific	Buffalo	Kansas City
Production workers										
All workers.....	100	100	100	100	100	100	100	100	100	100
Workers in establishments providing:										
Life insurance.....	97	100	83	94	99	100	100	100	100	100
Employer financed.....	64	100	33	45	75	53	93	62	100	90
Jointly financed.....	33	-	50	49	23	47	7	38	-	10
Accidental death and dismemberment insurance.....	51	49	44	62	52	43	26	79	43	4
Employer financed.....	32	49	23	29	37	9	19	67	43	4
Jointly financed.....	20	-	21	33	15	34	7	12	-	-
Sickness and accident insurance or sick leave or both ³	81	84	29	71	93	91	93	83	87	90
Sickness and accident insurance.....	75	84	29	71	84	85	85	69	87	90
Employer financed.....	58	84	22	36	76	45	85	57	87	90
Jointly financed.....	18	-	7	35	9	40	-	12	-	-
Sick leave (full pay, no waiting period).....	8	-	-	-	10	7	-	26	-	-
Sick leave (partial pay or waiting period).....	7	-	-	-	5	8	7	31	-	-
Hospitalization insurance.....	97	100	90	100	96	100	100	100	100	100
Employer financed.....	64	90	46	45	71	55	76	75	87	100
Jointly financed.....	33	10	44	55	25	45	24	25	13	-
Surgical insurance.....	96	100	80	100	96	100	100	100	100	100
Employer financed.....	63	90	36	45	71	55	76	75	87	100
Jointly financed.....	33	10	44	55	25	45	24	25	13	-
Medical insurance.....	81	86	27	46	89	97	100	95	100	100
Employer financed.....	59	75	27	30	71	55	76	75	87	100
Jointly financed.....	22	10	-	16	19	42	24	20	13	-
Catastrophe insurance.....	52	86	15	40	65	37	76	46	100	76
Employer financed.....	44	86	15	24	56	32	76	34	100	73
Jointly financed.....	8	-	-	16	9	5	-	12	-	4
Retirement plans ⁴	77	86	34	57	87	77	93	97	100	90
Retirement pension.....	76	86	34	57	83	75	93	97	100	90
Employer financed.....	56	46	24	57	64	52	86	71	56	38
Jointly financed.....	19	40	11	-	20	22	7	25	44	53
Lump-sum payments.....	3	-	-	-	8	2	-	-	-	-
No plans.....	1	-	3	-	1	-	-	-	-	-

See footnotes at end of table.

Table 14. Health, Insurance, and Retirement Plans—Continued

(Percent of production and office workers in flour and other grain milling establishments with specified health, insurance, and retirement plans, United States, selected regions, and areas, February 1967)

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

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

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

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

⁴ Unduplicated total of workers in plants having provisions for pension plans or lump-sum payments shown separately.

⁵ Less than 0.5 percent.

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

Table 15. Other Selected Benefits

(Percent of production and office workers in flour and other grain milling establishments with funeral leave pay, jury duty pay, and severance pay, United States, selected regions, and areas, February 1967)

Item	United States ¹	Regions							Areas	
		Middle Atlantic	Southeast	Southwest	Great Lakes	Middle West	Mountain	Pacific	Buffalo	Kansas City
Production workers										
Workers in establishments with provisions for:										
Funeral leave pay-----	79	94	28	60	91	85	93	88	100	100
Jury duty pay-----	73	94	30	60	80	82	42	97	100	100
Severance pay ² -----	53	86	17	40	52	45	83	86	100	87
Office workers										
Workers in establishments with provisions for:										
Funeral leave pay-----	68	91	19	6	37	69	91	62	100	81
Jury duty pay-----	71	91	20	68	77	69	65	82	100	81
Severance pay ² -----	34	89	6	6	29	41	58	17	100	92

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

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

Appendix A. Scope and Method of Survey

Scope of Survey

The survey included establishments primarily engaged in milling flour or meal from grain, except rice (industry 2041 as defined in the 1957 edition and the 1963 Supplement of the Standard Industrial Classification Manual, prepared by the U.S. Bureau of the Budget). Establishments primarily engaged in cleaning and polishing rice and in manufacturing rice flour or meal (SIC 2044), and establishments primarily engaged in manufacturing prepared flour mixes from purchased ingredients (SIC 2045) were excluded from the survey. Separate auxiliary units, such as central offices, also were excluded.

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

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

Estimated Number of Establishments and Workers Within Scope of Survey and Number Studied,
Flour and Other Grain Milling Establishments, February 1967

Region ¹ and area ²	Number of establishments ³		Workers in establishments			
	Within scope of survey	Studied	Within scope of survey			Studied
			Total ⁴	Nonsupervisory		
				Production workers	Office workers	Total
United States ⁵ -----	198	132	16,985	12,565	1,609	14,120
Middle Atlantic -----	17	10	1,704	1,255	190	1,507
Buffalo -----	7	7	1,420	1,023	164	1,420
Southeast -----	31	18	1,930	1,366	124	1,425
Southwest -----	17	11	1,455	1,085	116	1,126
Great Lakes -----	48	29	5,375	4,047	517	4,308
Middle West -----	44	34	3,277	2,514	294	2,935
Kansas City -----	6	6	651	500	64	651
Mountain -----	16	12	978	672	97	823
Pacific -----	17	11	1,818	1,306	239	1,576

¹ The regions used in this study include: Middle Atlantic—New Jersey, New York, and Pennsylvania; Southeast—Alabama, Florida, Georgia, Mississippi, North Carolina, South Carolina, and Tennessee; Southwest—Arkansas, Louisiana, Oklahoma, and Texas; Great Lakes—Illinois, Indiana, Michigan, Minnesota, Ohio, and Wisconsin; Middle West—Iowa, Kansas, Missouri, Nebraska, North Dakota, and South Dakota; Mountain—Arizona, Colorado, Idaho, Montana, New Mexico, Utah, and Wyoming; and Pacific—California, Nevada, Oregon, and Washington. Alaska and Hawaii were excluded from the survey.

² Standard Metropolitan Statistical Areas, as defined by the U.S. Bureau of the Budget through March 1965. For definition of areas, see footnote 1, tables 6 and 7.

³ Includes only establishments with 20 workers or more at the time of reference of the universe data.

⁴ Includes executive, professional, and other workers excluded from the separate production and office worker categories.

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

Method of Study

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

Establishment Definition

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

Employment

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

Production Workers

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

Office Workers

The term "office workers," includes all nonsupervisory office workers and excludes administrative, executive, professional, and technical employees.

Occupations Selected for Study

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

Wage Data

The wage information relates to average straight-time hourly earnings, excluding premium pay for overtime and for work on weekends, holidays, and late shifts. Incentive payments, such as those resulting from piecework or production bonus systems and cost-of-living bonuses, were included as a part of the 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 March 1965.

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

Method of Wage Payment

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

Scheduled Weekly Hours

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

Shift Provisions and Practices

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

Supplementary Wage Provisions

Supplementary benefits were treated statistically on the basis that if formal provisions were applicable to half or more of the production (or office workers) in an establishment, the benefits were considered applicable to all such workers. Similarly, if fewer than half of the workers were covered, the benefit was considered nonexistent in the establishment. Because of length-of-service and other eligibility requirements, the proportion of workers receiving the benefits may be smaller than estimated.

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

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

Health, Insurance, and Retirement Plans. Data are presented for health, insurance, pension, and lump-sum retirement payment plans for which all or a part of the cost is borne by the employer, excluding 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,¹⁶ plans are included only if the employer (1) contributes more than is legally required or (2) provides the employees with benefits which exceed the requirements of the law.

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

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

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

Tabulations of retirement pensions are limited to plans which provide regular payments for the remainder 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.

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

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

¹⁶ The temporary disability insurance laws in California and Rhode Island do not require employer contributions.

Appendix B. Occupational Descriptions

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

BOLTER

(Sifter operator)

Sifts ground grain in the sifting machines to remove the broken kernels and lumps to be returned to grinding mills for further processing; and adjusts feed slides so machine can take in only as much grain as it will sift.

GRAIN ELEVATOR OPERATOR

Has charge of grain unloading from trucks or railroad cars. Tends elevating machinery, and may do minor repair and maintenance work on elevating machinery. Sees that various grades of grain go to separate bins. Determines where grain is to be stored and is responsible for sending desired grain to mill. May actually do unloading, and may also run grain through original screening or cleaning process which removes large pieces of foreign matter.

JANITOR

(Sweeper; charwoman; janitress)

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

LABORER, MATERIAL HANDLING

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

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

MECHANIC, GENERAL

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

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

MILLER, FLOUR (SECOND MILLER)

Performs any or all necessary cleaning, grinding, bolting (sifting), and packing jobs in a grain mill. Starts machinery and examines grain at various stages of manufacture to determine degree of fineness. Inspects various mills for proper operation and makes any necessary adjustments.

MILLWRIGHT

Installs new machines or heavy equipment, and dismantles and installs machines or heavy equipment when changes in the plant layout are required. Work involves most of the following: Planning and laying out of the work; interpreting blueprints or other specifications; using a variety of handtools and rigging; making standard shop computations relating to stresses, strength of materials, and centers of gravity; alining and balancing of equipment; selecting standard tools, equipment, and parts to be used; and installing and maintaining in good working order power transmission equipment, such as drives and speed reducers. In general, the millwright's work normally requires a rounded training and experience in the trade acquired through a formal apprenticeship or equivalent training and experience.

OILER

Lubricates, with oil or grease, the moving parts or wearing surfaces of mechanical equipment of an establishment.

PACKER

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

For wage study purposes, packers are classified by product, as follows:

Packer, feed
Packer, flour

ROLL TENDER

Regulates flow of grain between grinding rollers of a rolling mill. Work includes: Moving rollers together so that grain passing between them will be crushed; and starts feeder roll which moves grain out of supply hopper of mill and causes it to fall between rotating grinding rolls.

SMUTTER

Washes and scours grain which is infested with smut, by operating a washing machine and a scouring machine. May also weigh, temper, and condition grain for grinding. May clean, adjust, and assist in repairing machinery.

TRUCKER, POWER

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

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

Trucker, power (forklift)

Trucker, power (other than forklift)

Industry Wage Studies

The most recent reports for industries included in the Bureau's program of industry wage surveys since January 1950 are listed below. Those for which a price is shown are available from the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C., 20402, or any of its regional sales offices. Those for which a price is not shown may be obtained free as long as a supply is available, from the Bureau of Labor Statistics, Washington, D.C., 20212, or from any of the regional offices shown on the inside back cover.

I. Occupational Wage Studies

Manufacturing

- Basic Iron and Steel, 1962. BLS Bulletin 1358 (30 cents).
Candy and Other Confectionery Products, 1965. BLS Bulletin 1520 (30 cents).
*Canning and Freezing, 1957. BLS Report 136.
Cigar Manufacturing, 1964. BLS Bulletin 1436 (30 cents).
Cigarette Manufacturing, 1965. BLS Bulletin 1472 (20 cents).
Cotton Textiles, 1965. BLS Bulletin 1506 (40 cents).
Distilled Liquors, 1952. Series 2, No. 88.
- Fabricated Structural Steel, 1964. BLS Bulletin 1463 (30 cents).
Fertilizer Manufacturing, 1966. BLS Bulletin 1531 (30 cents).
Flour and Other Grain Mill Products, 1961. BLS Bulletin 1337 (30 cents).
Fluid Milk Industry, 1964. BLS Bulletin 1464 (30 cents).
Footwear, 1965. BLS Bulletin 1503 (50 cents).
Hosiery, 1964. BLS Bulletin 1456 (45 cents).
- Industrial Chemicals, 1965. BLS Bulletin 1529 (40 cents).
Iron and Steel Foundries, 1962. BLS Bulletin 1386 (40 cents).
Leather Tanning and Finishing, 1963. BLS Bulletin 1378 (40 cents).
Machinery Manufacturing, 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).

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

I. Occupational Wage Studies—Continued

Manufacturing—Continued

- *Tobacco Stemming and Redrying, 1957. BLS Report 136.
- West Coast Sawmilling, 1964. BLS Bulletin 1455 (30 cents).
- Women's and Misses' Coats and Suits, 1965. BLS Bulletin 1508 (25 cents).
- Women's and Misses' Dresses, 1966. BLS Bulletin 1538 (30 cents).
- Wood Household Furniture, Except Upholstered, 1965. BLS Bulletin 1496 (40 cents).
- *Wooden Containers, 1957. BLS Report 126.
- 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, 1965. BLS Bulletin 1521 (20 cents).
- Contract Cleaning Services, 1965. BLS Bulletin 1507 (30 cents).
- Crude Petroleum and Natural Gas Production, 1960. BLS Report 181.
- Department and Women's Ready-to-Wear Stores, 1950. Series 2, No. 78.
- Eating and Drinking Places, 1963. BLS Bulletin 1400 (40 cents).
- Electric and Gas Utilities, 1962. BLS Bulletin 1374 (50 cents).
- Hospitals, 1966. BLS Bulletin 1553 (70 cents).
- Hotels and Motels, 1963. BLS Bulletin 1406 (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. Earnings Distributions Studies

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

Employees Earnings and Hours, June 1965—

- Retail Trade. BLS Bulletin 1501 (50 cents).
- Building Materials, Hardware, and Farm Equipment Dealers. BLS Bulletin 1501-1 (25 cents).
- General Merchandise Stores. BLS Bulletin 1501-2 (40 cents).
- Food Stores. BLS Bulletin 1501-3 (30 cents).
- Automotive Dealers and Gasoline Service Stations. BLS Bulletin 1501-4 (40 cents).
- Apparel and Accessory Stores. BLS Bulletin 1501-5 (45 cents).
- Furniture, Home Furnishings, and Household Appliance Stores. BLS Bulletin 1501-6 (40 cents).
- Miscellaneous Stores. BLS Bulletin 1501-7 (30 cents).

- Employee Earnings 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).

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

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