Compensation Expenditures and Payroll Hours

WATER TRANSPORTATION, 1964

Bulletin No. 1577

UNITED STATES DEPARTMENT OF LABOR

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March 1968

UNITED STATES DEPARTMENT OF LABOR
Willard Wirtz, Secretary

BUREAU OF LABOR STATISTICS
Arthur M. Ross, Commissioner

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Preface

The concept of employee compensation has been broadened considerably in the past several decades by the adoption or liberalization of supplementary pay practics. Statistics on straight-time wages for time worked no longer sufficiently approximate the level of employer payments for hired labor. Therefore, it is now important to account for other elements of compensation, such as vacation and holiday pay, daily or weekly overtime pay, shift differentials, terminal (severance) pay, contributions to private pension and health and welfare funds, and payments under legally required insurance programs.

This bulletin analyzes the level and structure of employer expenditures for the compensation of employees, considering each component as a percent of total compensation and in cents per hour. Further, the relative importance of working and leave hours as percents of total hours paid for is treated.

This study of the water transportation industry is part of the Bureau of Labor Statistics program of studies of employer expenditures for the compensation of employees. A list of previously published studies is found at the end of this bulletin.

The study was conducted in the Bureau's Office of Wages and Industrial Relations by the Division of National Wage and Salary Income, Norman J. Samuels, Chief. The analysis was prepared by William M. Smith, under the supervision of Arnold Strasser.

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Chapter 1. Introduction

Level and Structure of Compensation

In 1964, compensation[1] for water transportation employees[2] amounted to $4.30 per hour of employee working time.[3] Approximately two-thirds of these expenditures ($2.84) were straight-time payments for working time and one-third ($1.46) were for pay supplements—about half of which (72 cents) was paid directly to the workers for leave time, premium pay, nonproduction bonuses, and terminal pay, and half (74 cents) was paid for various legally required insurance programs and private welfare plans.

The pattern of compensation outlays in the water transportation industry results from a mixture of different compensation practices for operating and nonoperating employees[4] in the various segments of the industry. These differences, which are reflected in varying compensation levels and structures, result from the wide differences in conditions of employment, and many other characteristics unique to the water transportation industry.

Water transportation employers, whose operations were centered on the Nation's west coast, almost invariably had higher levels of compensation expenditures than did east coast employers, whose outlays closely resembled the industrywide average.[5]

In general, employer expenditures (measured on an hourly basis) for the compensation of office employees were about one-sixth to one-third greater than similar outlays for operating personnel. However, the compensation of longshoremen was about 10 percent higher than that for the office force of stevedoring firms. The level of compensation for longshoremen ($4.88 an hour) was exceeded only by that of the deep sea carrier's office force, which was 80 cents an hour higher than for vessel personnel ($4.29); and the longshoremen exceeded the industrywide all-employee compensation level ($4.30) by about 20 percent. Expenditures of inland carriers of $3.24 an hour were heavily weighted by the compensation of vessel personnel, which was $1.08 an hour lower than for office employees ($3.98).

[1] Compensation for purposes of this study is defined as the sum of the payments, subject to Federal withholding taxes, that were made by employers directly to their employees, before deductions of any type, and the expenditures made by employers for legally required insurance programs and private welfare plans to provide workers with full or partial economic security against a future contingency (e.g., unemployment, retirement, medical expenses, etc.).

By definition, employer expenditures made in accordance with the provisions of workmen's compensation laws are an integral element of compensation. However, they were generally excluded from this study because of the inability of many deep sea carriers to separate the disbursement for workmen's compensation coverage of vessel personnel from aggregate outlays for blanket protection and indemnity insurance policies which cover many contingencies in addition to work connected injuries or illness. Nevertheless, to permit comparison of data presented in this bulletin with that published in other bulletins in this series (see list in the back), and to present a more complete picture of compensation in the water transportation industries, approximations of the magnitude of these payments were made and are presented in footnotes. For all employees in the water transportation industry, these estimated payments amounted to about 17 cents an hour of working time, resulting in an estimate of total compensation outlays of $4.47 per 1964 hour of working time, including supplements to straight-time pay for working time which accounted for 36 percent ($1.63) of the total.

[2] See scope and method of survey (appendix B) for definition of industrial coverage of the survey.

[3] Paid hours consist of aggregate hours worked, paid leave hours, rest periods, coffee breaks, machine down-time, and other nonleave hours paid for but not worked, for which employers made direct payments to workers during the year. See appendix C for a more detailed definition of total man-hours for operating employees. Working time excludes paid leave hours. Unless otherwise noted, all expenditures expressed in hourly terms relate to employer expenditures per hour of working time.

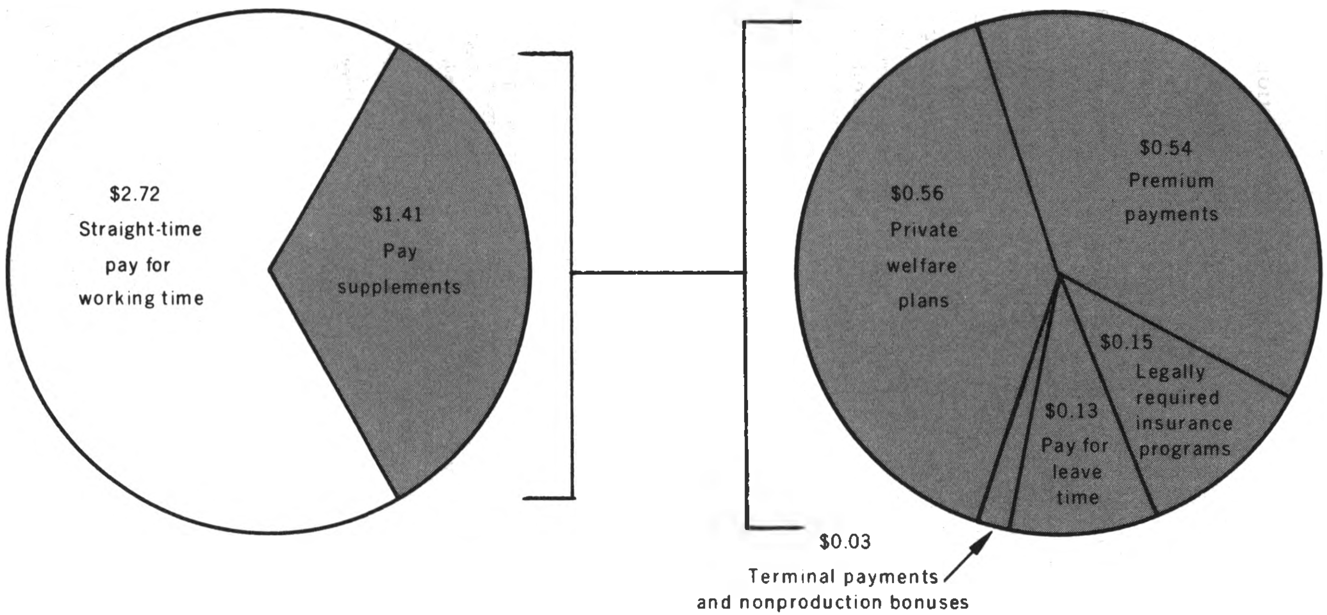
[4] The terms operating and nonoperating employees, which were used on the survey questionnaire, are used synonomously with vessel employees, longshoremen (or pier personnel), and office employees. The latter terms are used frequently in this bulletin for purposes of interpretative clarity. The survey definitions of employee groups are reproduced in appendix C.

[5] For purposes of this study, the geographic location of firms (and all of their employees) was based on the location of the companies' main office. Some firms, particularly those operating vessels on the deep seas, may employ workers on both the east and west coasts; other firms may employ workers on one or both coasts as well as in the central areas of the country. The term coast, as used in this report, is defined to include all coastal and inland areas in two broadly defined regions. These regions are: East Coast—Alabama, Arkansas, Connecticut, Delaware, District of Columbia, Florida, Georgia, Kentucky, Louisiana, Maine, Maryland, Massachusetts, Mississippi, New Hampshire, New Jersey, New York, North Carolina, Oklahoma, Pennsylvania, Rhode Island, South Carolina, Tennessee, Texas, Vermont, Virginia, and West Virginia; and West Coast—Alaska, Arizona, California, Colorado, Hawaii, Idaho, Montana, Nevada, New Mexico, Oregon, Utah, Washington, and Wyoming. Data for the other 12 States (Illinois, Indiana, Iowa, Kansas, Michigan, Minnesota, Missouri, Nebraska, North Dakota, Ohio, South Dakota, and Wisconsin) are included in the industry totals.

Chart 1.

The Structure of Compensation, Water Transportation Industry, 1964

(Expenditures per paid hour)



Compensation practice	Employer expenditures for the compensation of—											
	All employees				Operating employees				Nonoperating employees			
	Water transportation industries	Deep sea carriers	Inland carriers	Stevedoring firms	Water transportation industries	Deep sea carriers	Inland carriers	Stevedoring firms	Water transportation industries	Deep sea carriers	Inland carriers	Stevedoring firms
	Percent of compensation											
Total expenditures	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Straight-time pay for working time	65.9	57.2	81.1	70.8	58.7	53.5	79.7	70.3	78.2	74.6	83.1	76.4
Supplementary compensation	34.1	42.8	18.9	29.2	41.3	46.5	20.3	29.7	21.8	25.4	16.9	23.6
Paid directly to workers [1]	16.9	22.4	10.4	12.4	21.8	24.3	11.8	12.3	11.6	13.9	8.6	12.2
Expenditures in addition to payroll [2]	17.2	20.4	8.5	16.8	19.5	22.2	8.5	17.4	10.2	11.5	8.3	11.4
	Per paid hour											
Total expenditures	$4.13	$4.22	$3.07	$4.70	$4.12	$4.15	$2.74	$4.79	$4.19	$4.59	$3.19	$4.06
Straight-time pay for working time	2.72	2.41	2.48	3.32	2.56	2.22	2.19	3.37	3.26	3.41	3.15	3.09
Supplementary compensation	1.41	1.81	.59	1.38	1.56	1.93	.55	1.42	.93	1.18	.64	.97
Paid directly to workers [1]	.70	.95	.33	.59	.82	1.00	.32	.59	.50	.65	.32	.50
Expenditures in addition to payroll [2]	.71	.86	.26	.79	.74	.93	.23	.83	.43	.53	.32	.47
	Per hour of working time											
Total expenditures	$4.30	$4.41	$3.24	$4.83	$3.92	$4.29	$2.90	$4.88	$4.56	$5.09	$3.98	$4.42
Straight-time pay for working time	2.81	2.52	2.62	3.42	2.30	2.30	2.31	3.42	3.56	3.80	3.31	3.37
Supplementary compensation	1.46	1.89	.62	1.41	1.62	1.99	.59	1.46	1.00	1.29	.67	1.05
Paid directly to workers [1]	.72	.99	.34	.60	.86	1.04	.34	.60	.54	.71	.34	.54
Expenditures in addition to payroll [2]	.74	.90	.28	.81	.76	.95	.25	.86	.46	.58	.33	.51

[1] Includes leave payments, premium payments, nonproduction bonuses, and terminal payments made by the employer directly to employees.
[2] Includes legally required insurance programs (except workmen's compensation and related programs) and private welfare plans.

Expenditures for supplementary compensation practices in the water transportation industry accounted for 34 percent of all employer disbursements during 1964 for the compensation of hired labor.[6] This ratio was substantially higher than that which prevails in other industries and exceeds the estimated proportion of supplements to total outlays in the private nonfarm economy (20–25 percent) by a wide margin.[7] Nevertheless, the proportion of compensation accounted for by pay supplements in the water transportation industry, as in all other sectors of the economy, varies by industry segment and employee group. Supplementary outlays of inland carriers—accounting for 19 percent of their total compensation expenditures, 20 percent of compensation for vessel personnel, and 17 percent for office workers—more closely followed the nationwide pattern than those of stevedoring firms or deep sea carriers. About 30 percent of the compensation outlays of stevedoring firms and 43 percent of those of deep sea carriers were for pay supplements. In each of these two segments, supplements for operating employees (about 30 and 47 percent, respectively) constituted a much greater proportion of their total compensation than similar outlays for nonoperating employees (about 24 and 25 percent).

The two most important elements of supplementary compensation for operating employees in 1964 were private welfare plans and premium payments—the former accounting for almost 7 percent of inland vessel employees compensation, 11 percent for longshoremen, and 22 percent for deep sea vessel personnel; premium payments for each group, respectively, accounted for about 5, 13, and 19 percent. Although private welfare plan expenditures were the most important element of pay supplements for the industry's office force (constituting 7 percent of their compensation and amounting to 32 cents per working hour), paid leave (6.9 percent—31 cents) was almost as great. Premium payments to office workers accounted for only 1.5 percent of their compensation—about half that accounted for by nonproduction bonuses (3.2 percent—14 cents an hour), and by the legally required insurance programs (excluding workmen's compensation).

Compensation expenditures of stevedores and inland carriers whose operating employees were covered by union contract greatly exceeded (by 20 and 40 percent, respectively) those of their nonunion counterparts.[8] The compensation pattern for unionized office employees, except those employed by deep sea carriers, was quite different from that of the operating personnel. Compensation for office employees of stevedoring firms and inland carriers, where none or a minority of the workers were covered by collective bargaining agreements, exceeded that for office workers employed by firms where a majority were covered by collective bargaining agreements. The extent of the differential between expenditures of union and nonunion firms, however, varied significantly between these two types of firms—inland carriers having majority bargaining agreements spent \$3.95 an hour—their nonunion counterparts disbursing \$4; unorganized stevedoring firms had expenditures of \$4.83 an hour—about one-third more than cargo handling firms whose office forces were covered by majority agreements. Deep sea carriers, whose office staffs were covered by majority bargaining situations, had somewhat higher outlays (\$5.36 an hour) than did nonunion firms (\$5.06).

Prevalence of Pay Supplements

Virtually all water transportation employees worked for firms that had expenditures, during 1964, for legally required insurance programs, and most were employed by companies that had outlays for premiums, leave time, and private welfare plans. The prevalence of expenditures for supplementary compensation plans, however, varied significantly by employee group and industry segment.

[6] As indicated in footnote 1, expenditures for occupational injury and illness programs required under State and Federal laws is estimated to have increased the proportion of compensation accounted for by pay supplements to 36 percent.

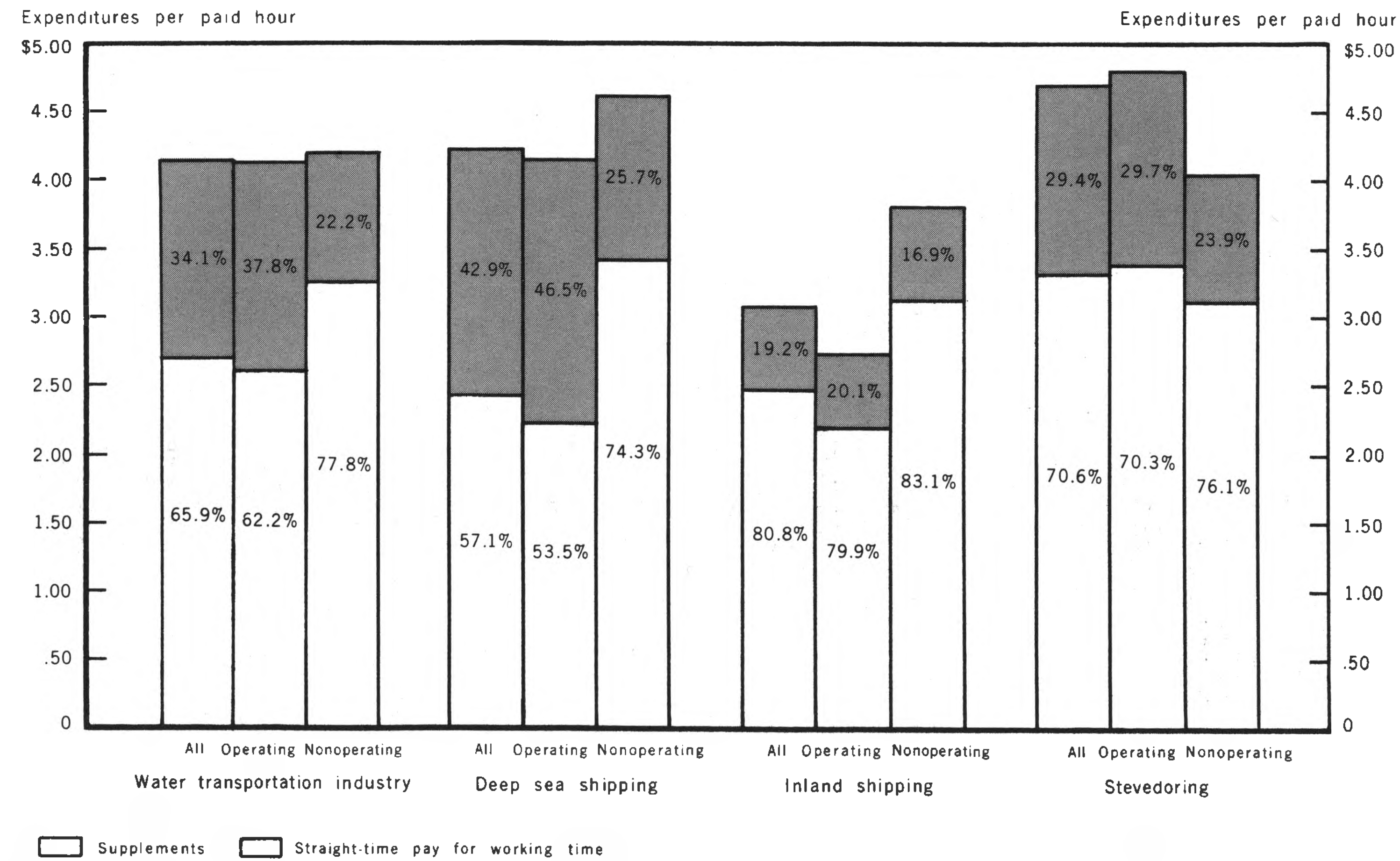
To a large although unknown extent, supplementary compensation outlays for all water transportation employees and for vessel personnel are skewed upward because of the impact of penalty and special rates (extra payments) paid vessel personnel for specified work tasks performed during and outside regular hours. The inclusion of these extra payments to vessel employees, which when made may equal or exceed the regular rate of pay in the premium pay category, constitutes a substantial broadening of the survey definition of premiums (see appendix C). This extension of the survey definition for vessel employees premiums was necessitated by the recordkeeping practices of the industry. To the extent that premium pay for vessel employees exceeds the more stringent survey definition, straight-time pay for working time is understated.

[7] Strasser, Arnold, "The Changing Structure of Compensation," Monthly Labor Review, September 1966, pp. 954–955.

[8] The terms union and nonunion are used here for clarity. Union firms include those companies in which a majority of nonsupervisory employees were covered by collective bargaining agreements. The discussion here deliberately omits reference to deep sea vessel employees, since all of them worked for firms in which a majority of the nonsupervisory vessel employees were covered by collective bargaining agreements.

Chart 2.

Level of Compensation, by Industry Segment and Employee Group, Water Transportation Industry, 1964



	Percentage[1] of workers employed by firms with expenditures for—					
	Premium pay	Paid leave time	Nonproduction bonuses	Terminal pay	Legally required insurance programs	Private welfare plans
All employees	94	93	70	29	100	97
Deep sea vessel personnel	100	60	13	18	100	100
Inland vessel personnel	71	77	36	1	100	91
Longshoremen	99	56	55	7	100	100
Nonoperating employees	77	96	54	25	100	88
Deep sea carriers	93	100	69	34	100	100
Inland carriers	55	91	40	15	100	73
Stevedoring firms	86	99	47	23	100	93

[1] Unless otherwise noted, the percentages used throughout this report apply to all workers in the group cited that were employed by firms that actually had an expenditure for the practice, and not the proportion receiving the payment.

Composition of Payroll Hours

Working time accounted for 96 percent of all hours paid for in 1964 by water transportation employers. Paid vacation time constituted more than half of all paid leave hours (the remaining 4 percent of all paid hours); holidays, sick leave, and civic and personal leave hours accounted for the other paid leave hours.

Paid leave hours were a particularly small part of payroll hours for longshoremen and deep sea vessel personnel (2 and 3 percent, respectively). This was due mainly to the more prevalent practice of providing vacations for these workers through employer contributions to vacation and holiday funds rather than by direct payroll outlays. Paid leave hours comprised 6 percent of all paid hours for inland vessel personnel and 8 percent of all paid hours for office employees.

Industry Characteristics

In 1964 about 5 out of 11 water transportation employees worked for stevedoring firms; one-third of the industry's work force was employed by deep sea carriers, and about one-fifth by inland carriers. Operating personnel, in the industry as a whole, accounted for about 82 percent of total employment. The ratio of operating to nonoperating employees, however, varied considerably among industry segments. Longshoremen accounted for more than 90 percent of all stevedoring employees, and vessel personnel accounted for about four-fifths of all workers employed by deep sea carriers, but only about two-thirds of those employed by inland carriers.

Compensation outlays were divided among the industry's three segments in proportions which differed significantly from their employment relationship. About half of all 1964 compensation outlays by water transportation companies were made by deep sea shipping companies; stevedoring companies accounted for 37 percent and inland shipping companies made up 15 percent of aggregate compensation expenditures in the industry.

All deep sea vessel employees, practically all longshoremen, and about half of all inland vessel personnel worked for companies in which a majority of the nonsupervisory employees were covered by union contracts. Collectively, more than 90 percent of all operating employees in the water transportation industry worked for unionized firms. Office workers, unlike the operating personnel, generally were not represented by the unions. Only 20 percent of all office employees worked for firms in which a majority of the nonsupervisory office workers were covered by union contracts. Among the three industry segments, about one-tenth of the deep sea carriers office force, one-fourth of those employed by inland carriers, and one-third of the stevedoring office staff worked for firms in which collective bargaining agreements covered a majority of the workers.

In general, the working area of most office workers employed by water transportation firms is not notably different from that of office workers in other industries. The working environment and conditions of employment of operating employees in the water transportation industry, however, is considerably different from that of most other American workers. This uniqueness has given rise to special practices which vary among the different segments of the water transportation industry and reflect the special circumstances inherent in each.

Deep Sea Shipping. All deep sea vessel personnel worked for companies in which a majority of the nonsupervisory operating employees were unionized. These firms, however, negotiate with a number of unions, each of which bargains for a different group of employees. Licensed and unlicensed personnel are practically always represented by separate unions, and in addition, different unions often represent licensed and unlicensed personnel in the deck, engine room, steward's, and other departments. Nevertheless, there are many similarities in the various contractual agreements concerning wages, hours, and working conditions.

In general, licensed and unlicensed seamen are paid at varying monthly base rates which are dependent, among other factors, on the "power tonnage" (sum of the gross tonnage and horsepower) of the vessel, and the maritime district in which the company is headquartered or the district in which the ship regularly sails.

Seagoing personnel are regularly scheduled to work an 8-hour, 7-day week at sea and an 8-hour, 5-day week in port. Dayworkers (those that do not stand watches) are generally scheduled to work 40 hours a week at sea as well as in port. Overtime premiums (often flat hourly rates) are paid for work in excess of 8 hours in 1 day and for work on Saturdays, Sundays, and specified holidays. Although premium pay is earned for Saturday, Sunday, and holiday work—watchtenders regularly work such days when at sea.[9]

In addition to their regular wages, ship personnel are paid penalty rates often equal to or greater than their base rates for performing obnoxious, onerous, or unpleasant tasks[10] or duties other than normally performed within the regularly scheduled work period.

Seagoing personnel generally do not receive pay from their employer for time not worked (other than when ill aboard ship). However, if their ship is in port on a specified holiday, they may get the day off with pay. In spite of the general absence of holidays and vacations, as commonly understood in most other employment situations, vessel personnel do receive pay for such time. These payments result from employer contributions to special funds that were established through collective bargaining for this purpose. A number of other private welfare plans that are funded by employer contributions also exist in the industry. Although the plan benefits vary, they generally provide retirement income, disability pay, life and health insurance, and various types of benefits for dependents. In addition, employers provide food and lodging to the employees—usually on board ship, but when repairs or other circumstances require the crew to live off ship, cash allowances (which were excluded from this study as was the value of onboard perquisites) are paid.[11]

Deep sea voyages take vessel personnel away from land and often far from their home port for extended periods of time. If a seaman should become ill or be injured in the service of the ship, his employer is obligated under the terms of the Federal Employers Liability Act and by negotiated agreement to provide the necessary medical care. Limited care is usually available aboard ship. However, serious illness or injury may require that the seaman be hospitalized in a foreign port. In such case, the employer, under the "maintenance and cure" provisions of maritime law and union contracts, provides treatment and maintenance pay to the employee and, when the employee has sufficiently recovered his health, brings him back to the United States[12] where the sailor is eligible for medical, hospital, and dental care through the Marine Hospital Service of the United States Public Health Service.

Inland Shipping.[13] The inland shipping segment of the water transportation industry includes firms operating on the Great Lakes, the Mississippi River system, the intracoastal waterway, and firms operating ferries, tugs, charter services, and other harbor related services.

Compensation practices for Great Lakes vessel employees closely resemble those for

[9] The monthly base rates specified in major west coast contracts, unlike those pertaining to the east coast, include remuneration for work on Saturdays and Sundays. For detailed information about negotiated base wages, supplemental rates of pay, employer contributions to private welfare funds, and other elements of labor cost, see: United States Department of Commerce, Maritime Administration, Seafaring Wage Rates, Atlantic, Gulf, and Pacific Districts, June 1967 (Report No. MAR-750-1), U.S. Government Printing Office, Washington, D.C., 1967.

[10] For example: cleaning bilges, removing soot from smoke stacks, cleaning fuel tanks, going ashore to take lines, chipping paint when not part of regular duties, etc.

[11] The survey definition of compensation excludes employer expenditures which do not provide employees with income subject to Federal withholding taxes or economic security against a future contingency. The value of perquisites and the allowances in lieu of perquisites for vessel personnel are not subject to Federal withholding taxes and were, therefore, excluded from the study.

[12] All employer outlays for medical treatment, hospitalization, maintenance pay, and repatriation were excluded from this study. See footnote 1 for details.

[13] For additional information about the pay practices in this segment of the water transportation industry, see Appendix Volume IV to the Report of the Presidential Railroad Commission, U.S. Government Printing Office, Washington, D.C., 1962, pp. 146-153 and 171-191.

deep sea vessel personnel. However, navigation on the Great Lakes is seasonal in nature, and seamen often remain with the same ship for an entire season. To encourage this practice, some negotiated agreements provide for the payment of a 10 percent bonus (based on wages earned during the contract year) to those vessel employees who remain with their ship until layoff at the end of the navigation season. Virtually all Great Lakes seamen work for unionized firms. However, some of the unions that negotiate contracts for Great Lakes sailors are not primarily maritime unions.

Pay practices for vessel employees on towboats operating on the Mississippi—Ohio River system generally differ from those for deep sea and Great Lakes vessel personnel. Towboat personnel usually work seven 12-hour days a week and generally stay with the towboat for 30 or 45 days at a time. Allowance for time off under these circumstances is difficult to handle in routine fashion, and a practice known as swingtime has evolved. Employees typically receive 1 day off with pay for each day worked.[14] In addition to swingtime, most employees receive regular vacations, although an increasing number get pay in lieu of the extra time off. About half of the employees (mainly in the larger companies) in this industry are unionized.

Vessel personnel in the intracoastal and local water transportation segments of the industry are largely unorganized, except on the west coast, and pay practices vary from company to company.

Stevedoring. Longshore employment, unlike almost all other regular employment situations in the United States economy, is always temporary in nature and often lasts for only 1 day at a time. Longshoremen are generally hired day-by-day through a shape-up system, modified in many ports, so that men who regularly work longshore have preference over those with less seniority or only a casual attachment to the industry.[15] The longshore hiring system and procedures, conditions of employment, and compensation practices are detailed in collective bargaining agreements and in some ports by the rules and regulations of port authorities.

In 1964, practically all longshoremen were covered by collective bargaining agreements. However, different unions bargain on the east and west coasts, and agreements for east coast ports are generally negotiated on a port by port basis. Notwithstanding the variations in the agreements covering the different areas, the same basic principles, modified to meet local needs, are found in all contracts.

If work is not available, pay is guaranteed in most longshore agreements. In general, longshoremen are paid premium rates for work performed before or after specified hours or during meal periods as well as for overtime, weekend, and holiday work. A small proportion of longshore workers are employed in some ports where differentials are paid for night shift work.

Skill differentials are paid to longshoremen (e.g., boom men, bulldozer operator, gang boss, hatch tender, winch driver, etc.) that perform functions specifically enumerated in the negotiated agreements. In addition, penalty cargo rates are paid to longshoremen who work on designated cargo (e.g., explosives, etc.) or who work under adverse conditions (e.g., in cramped space). These penalty rates, which are in addition to the base wage plus specified differentials, range up to more than $1 an hour.

Paid leave for longshoremen is usually provided through vacation and holiday funds rather than through payroll expenditures; and provisions for union health and welfare funds, financed by employer contributions, are contained in all labor-management agreements. In addition, some bargaining agreements provide for employer contributions to automation funds.

[14] For purposes of this study, all such wages were considered to have been paid for hours worked, i.e., the days off with pay were not added to vacation pay or vacation hours.

[15] Thus, some longshoremen regularly work for the same employer, and through prehiring procedures, do not have to shape-up for the next day's work.

Table 1. Employer Expenditures for Supplementary Compensation Practices, Water Transportation Industry, 1964

Employee group and type of company	All companies								Companies with expenditures for pay supplements					
	Total compensation	Straight-time pay for working time	Premium payments	Pay for leave time	Bonuses	Terminal pay	Legally required insurance programs	Private welfare plans	Premium payments	Pay for leave time	Bonuses	Terminal pay	Legally required insurance programs	Private welfare plans
	Percent of compensation													
All employees	100.0	65.9	13.0	3.1	0.7	0.1	3.7	13.5	13.6	3.3	1.1	0.2	3.7	13.7
Deep sea vessel personnel	100.0	53.5	21.5	2.7	.1	(1)	3.5	18.7	21.6	4.4	1.6	.2	3.5	18.7
Inland vessel personnel	100.0	79.7	6.6	4.2	1.0	(1)	4.0	4.5	8.6	5.3	2.7	6.6	4.0	4.8
Longshoremen	100.0	70.3	10.9	1.3	.1	(1)	4.2	13.2	11.0	2.6	.3	(1)	4.2	13.3
Nonoperating employees	100.0	77.8	1.5	6.9	3.2	.2	3.2	7.2	2.0	7.1	5.8	.8	3.2	7.7
Deep sea carriers	100.0	74.6	.8	8.4	4.4	.3	3.0	8.5	.9	8.4	6.6	1.0	3.0	8.5
Inland carriers	100.0	83.1	2.1	4.9	1.6	(1)	3.6	4.7	3.7	5.2	4.1	.2	3.6	5.5
Stevedoring firms	100.0	76.4	2.4	6.8	2.9	.1	3.1	8.3	2.9	6.9	5.3	.5	3.1	8.8
	Cents per paid hour													
All employees	$4.13	$2.72	$0.54	$0.13	$0.03	(1)	$0.15	$0.56	$0.58	$0.14	$0.04	$0.01	$0.15	$0.57
Deep sea vessel personnel	4.15	2.22	.89	.11	(1)	(1)	.15	.78	.89	.18	.02	.01	.15	.78
Inland vessel personnel	2.74	2.19	.18	.11	.03	(1)	.11	.12	.27	.15	.07	.16	.11	.14
Longshoremen	4.79	3.37	.52	.06	.01	(1)	.20	.63	.53	.12	.01	(1)	.20	.63
Nonoperating employees	4.19	3.26	.06	.29	.13	$0.01	.14	.30	.08	.30	.25	.03	.14	.33
Deep sea carriers	4.59	3.41	.04	.39	.20	.02	.14	.39	.04	.39	.29	.05	.14	.39
Inland carriers	3.79	3.15	.08	.18	.06	(1)	.14	.18	.13	.20	.17	.01	.14	.23
Stevedoring firms	4.06	3.09	.10	.28	.12	(1)	.13	.34	.11	.28	.26	.02	.13	.36
	Cents per hour of working time													
All employees	$4.30	$2.84	$0.56	$0.13	$0.03	(1)	$0.16	$0.58	$0.60	$0.14	$0.05	$0.01	$0.16	$0.59
Deep sea vessel personnel	4.29	2.30	.92	.12	(1)	(1)	.15	.80	.92	.18	.03	.01	.15	.82
Inland vessel personnel	2.90	2.31	.19	.12	.03	(1)	.12	.13	.28	.16	.07	.16	.12	.15
Longshoremen	4.88	3.42	.53	.06	.01	(1)	.21	.65	.54	.12	.01	(1)	.21	.65
Nonoperating employees	4.53	3.53	.07	.31	.14	$0.01	.15	.32	.09	.32	.28	.04	.15	.36
Deep sea carriers	5.09	3.80	.04	.43	.22	.02	.15	.43	.04	.43	.33	.05	.15	.43
Inland carriers	3.98	3.31	.08	.19	.07	(1)	.14	.19	.14	.21	.18	.01	.14	.24
Stevedoring firms	4.42	3.37	.11	.30	.13	(1)	.14	.37	.12	.30	.28	.02	.14	.39

1 Less than 0.05 percent or one-half cent.

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

Chapter 2. Vessel Personnel

Introduction

In 1964, expenditures of water transportation employers for the compensation of vessel personnel amounted to $3.92 an hour—59 percent of which was straight-time pay for working time, and 41 percent (equivalent to 70 percent of straight-time pay) was for pay supplements. The level and structure of total outlays of deep sea shipping firms ($4.29 an hour) and inland carriers ($2.90) for their vessel personnel, however, were essentially different. The $1.39 difference in outlays of these two types of firms was primarily the result of varying levels of supplementary expenditures—principally for premiums and private welfare plans—as straight-time pay for deep sea and inland vessel personnel was the same ($2.30–$2.31 an hour).[16]

Supplementary compensation expenditures for deep sea vessel personnel amounted to $1.99 an hour[17]—almost 3.5 times greater than for inland vessel employees (59 cents). Outlays for premiums and private welfare plans for vessel personnel were the major elements of supplementary compensation in both segments. However, premium payments to deep sea sailors (92 cents an hour) were 5 times that for inland vessel personnel, and private welfare outlays of deep sea carriers (80 cents) were 6 times greater than those of inland firms (13 cents). Expenditures of deep sea and inland carriers for most of the other supplementary pay practices were about the same, although these outlays accounted for substantially different proportions of total expenditures in each segment.

Seven-eighths of the deep sea sailors worked for shipping firms whose outlays for compensation of vessel personnel ranged between $3 and $5 a paid hour. Some inland carriers had outlays of the same magnitude—but slightly more than half (54 percent) of the inland vessel employees worked for firms whose expenditures amounted to less than $3 a paid hour. In general, deep sea companies located on the west coast had higher compensation outlays ($4.54 a working hour; $4.45 a paid hour) than did east coast firms ($4.26 a working hour; $4.12 a paid hour). These differences were mostly the result of higher levels of straight-time and premium payments on the west than on the east coast.

Total compensation (company expenditures per paid hour)	Percent of vessel personnel by type of firm and region, water transportation, 1964			
	Deep sea shipping			Inland shipping
	All	East coast	West coast	
All employees	100	100	100	100
Under $1.60	-	-	-	10
$1.60 and under $1.80	-	-	-	8
$1.80 and under $2.00	-	-	-	6
$2.00 and under $2.20	-	-	-	8
$2.20 and under $2.40	-	-	-	16
$2.40 and under $2.60	3	3	-	3
$2.60 and under $2.80	-	-	-	-
$2.80 and under $3.00	-	-	-	3
$3.00 and under $3.20	1	-	10	4
$3.20 and under $3.40	17	20	-	9
$3.40 and under $3.60	2	1	11	9
$3.60 and under $3.80	3	4	-	8
$3.80 and under $4.00	8	8	6	4
$4.00 and under $4.20	13	13	7	1
$4.20 and under $4.40	14	15	-	2
$4.40 and under $4.60	8	4	47	8
$4.60 and under $4.80	6	7	8	-
$4.80 and under $5.00	16	18	-	1
$5.00 and under $5.20	3	2	11	([1])
$5.20 or more	6	7	2	([1])

[1] Less than 0.5 percent.

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

All deep sea and about half the inland vessel personnel worked for firms in which collective bargaining agreements covered all or a majority of the vessel employees. Compensation outlays of unionized inland employers amounted to $3.34 an hour—about 38 percent more than was expended by firms in which none or a minority of the employees were covered by negotiated agreements ($2.41). Straight-time pay and pay supplements were higher in unionized firms than in unorganized companies. Supplements in organized companies accounted for about 23 percent of all outlays—about a third more than in nonunion firms where supplementary pay constituted about 16 percent of compensation.

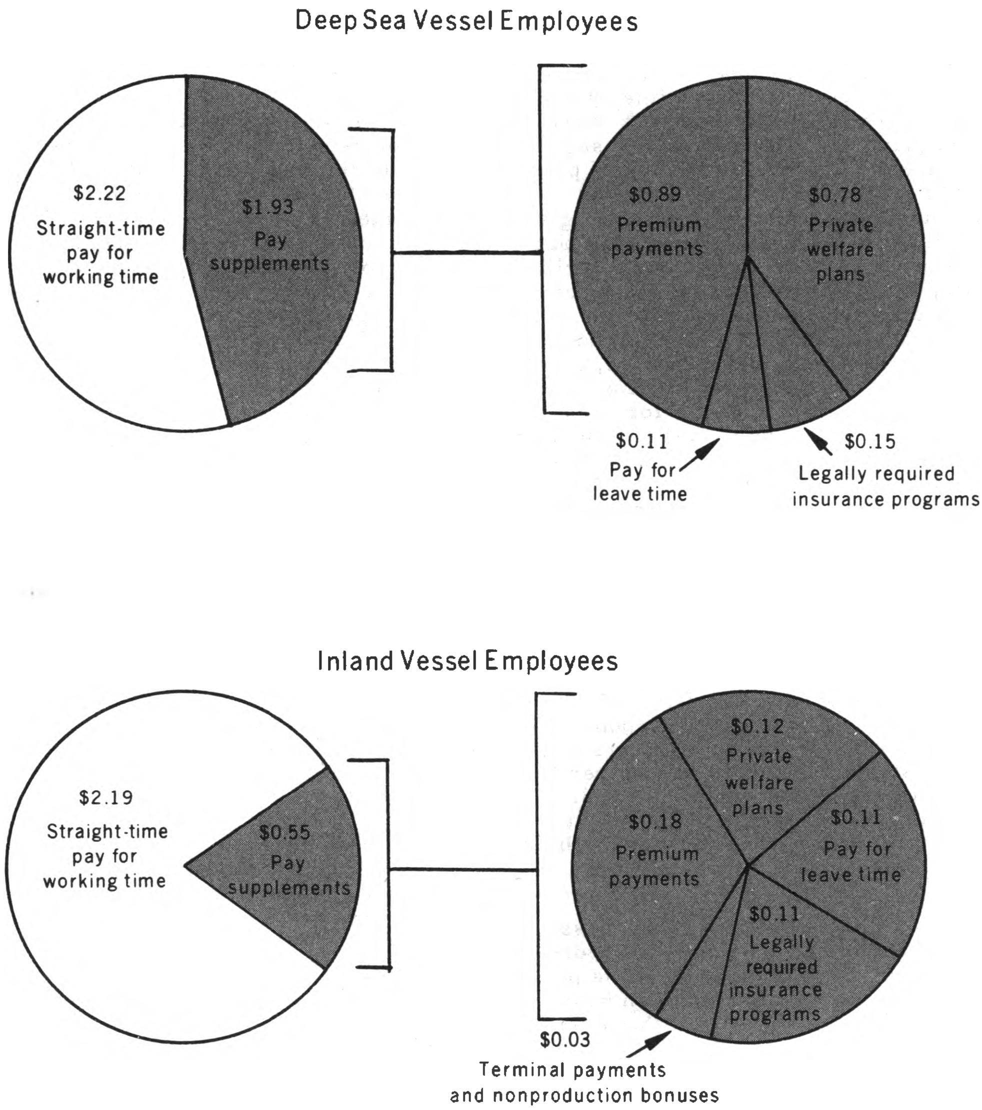
[16] Expenditures for legally required workmen's compensation for all vessel personnel are estimated to amount to 17 cents an hour—22 cents for deep sea vessel personnel and 6 cents for inland water vessel employees. Total compensation, including these estimates, amounts to $4.09 for all vessel personnel, $4.51 for deep sea, and $2.96 for inland vessel employees.

[17] These expenditures are among the highest in the United States and exceed those of manufacturing employers by a wide margin. See Employer Expenditures for Selected Supplementary Compensation Practices for Production and Related Workers; Composition of Payroll Hours; Manufacturing Industries, 1962 (BLS Bulletin 1428, 1965). Although the manufacturing data are for a period 2 years previous to that for water transportation, and the definition of premium pay used in this study (see footnote 6) is different from that used in the manufacturing study, the generalizations presented are considered to be valid.

Chart 3.

The Structure of Compensation, Vessel Personnel, Water Transportation Industry, 1964

(Expenditures per paid hour)



Prevalence of Pay Supplements

In 1964, all vessel employees worked for firms that had expenditures for one or more legally required insurance programs; more than four-fifths worked for companies that had expenditures for overtime premiums, health insurance, and pension and retirement plans; and more than three-fifths were employed by firms having expenditures for paid vacations and for vacation and holiday funds. Expenditures for other supplementary pay practices were made by firms employing less than one-fifth of all vessel personnel.

Almost all deep sea carrier companies had expenditures for overtime premiums; whereas, premium expenditures were much less frequent in the inland vessel segment of the industry. Other differences in practices resulted largely from differences in degrees of unionization. Collective bargaining agreements between deep sea companies and maritime unions require employer contributions for life, accident, and health insurance plans; pension and retirement plans; and vacation and holiday funds. In the inland sector, where unionization is not universal, a smaller proportion of workers were employed by companies that had expenditures for these practices. However, inland vessel personnel were more likely to be employed by a company that made direct payments for leave time and nonproduction bonuses—such payments replacing the vacation and holiday fund expenditures of unionized companies.

Premium Pay

Premium payments[18] for overtime, weekend, holiday, and penalty work accounted for nearly one-fifth of all compensation expenditures made by water carriers and were the largest supplement to vessel personnel's straight-time pay for working time. These expenditures amounted to 73 cents an hour, substantially higher than for any of the other groups of employees studied.

Premium pay for deep sea vessel personnel amounted to 92 cents an hour—equal to 40 percent of their straight-time pay rate. These payments were 10 cents an hour higher on the west coast than on the east coast. Nevertheless, due to the higher level of compensation on the west coast, the ratio of premium pay to straight-time pay was the same on both coasts.

18 The definition of premium pay for vessel personnel in this study is slightly different from that used for other employee groups in the water transportation and other industries. For detail, see footnote 6.

Inland vessel personnel received a much lower amount (19 cents) of premium pay than did deep sea vessel employees, although premium pay was the largest supplement to straight-time pay for both groups of employees. Although 78 percent of deep sea vessel personnel worked in companies with premium pay expenditures of at least 15 percent of compensation, only 11 percent of inland vessel personnel worked in such companies. Premium pay amounted to 6.6 percent of compensation for inland vessel personnel and was equal to 8 percent of straight-time payments for working time.

Nonproduction Bonuses and Terminal Payments

Employer expenditures for nonproduction bonuses and terminal payments combined amounted to about 1 cent an hour. Expenditures for nonproduction bonuses, which accounted for practically the entire outlay, amounted to 1 cent an hour for all vessel employees, but were markedly different between the two segments of the shipping industry. Bonuses were lowest for deep sea vessel personnel who received only one-tenth of one percent (less than 1 cent per hour worked) of their compensation in this form, whereas for inland vessel personnel (3 cents), they constituted 1 percent of all compensation. The highest expenditures for nonproduction bonuses were found in unionized companies operating in the North Central region, where nonproduction bonuses in firms having such expenditures accounted for about 4 percent of compensation (13.6 cents). A major factor leading to this level of expenditure, the highest in the water transportation industry, was the contractual agreement covering vessel personnel of Great Lakes shipping companies that provided for a bonus of 10 percent of wages earned during the contract year to employees who were on duty before August 1 and remained on duty until laid off after the close of the shipping season.

Paid Leave[19]

Employer expenditures for paid leave for vessel employees amounted to 12 cents an hour—3 percent of all compensation expenditures. Pay for leave constituted a larger

19 Paid leave, as defined in this study, excludes holiday pay for vessel personnel. Most vessel employees do not receive pay for holidays not worked as the work routine on-board ship usually precludes the granting of time off on holidays. Nevertheless, contractual agreements in both the deep sea and inland segments of the industry generally provide that hours worked on designated holidays are to be paid for as premium overtime hours. These contracts further provide that if the vessel is in port, those crew members who can be spared from shipboard duties be given the holiday off. The premiums paid for holiday hours are integral components of premium pay. The hours of and pay for holiday hours worked (which could not be segregated from hours worked and base wages as recorded in the aggregate records of the shipowners) were treated in this study as hours of and pay for working time.

proportion of all compensation expenditures for inland vessel personnel (4.2 percent) than for deep sea vessel personnel (2.7 percent), but expenditures by both groups of employers amounted to 12 cents a working hour.

Paid Vacations. More than 90 percent of all employer expenditures for paid leave were for vacations. These expenditures (11 cents an hour) constituted 2.8 percent of all compensation for vessel personnel, or the equivalent of about 7 days' pay per employee. Expenditures of inland firms (11 cents) accounted for 3.9 percent of compensation for their vessel personnel; those of deep sea employers (which also amounted to 11 cents a working hour) accounted for only 2.5 percent of their compensation outlays. Most companies, especially deep sea carriers, that did not make direct payments to employees for vacations, as well as many that did, contributed to funds from which payments were made to vessel personnel for- or in-lieu-of vacation time off.[20]

Water carriers' total vacation expenditures plus their contributions to vacation and holiday funds were $3^1/_3$ times larger than expenditures for direct payments to workers for vacations. These combined expenditures (37 cents an hour) constituted 9.4 percent of all compensation, and were equivalent to approximately $23^1/_2$ days' pay per employee. Although payroll expenditures for paid vacations by inland employers were equivalent to more vacation days than those of deep sea carriers, deep sea employers' expenditures for direct and funded vacation payments approximated $26^1/_2$ days of paid leave for each employee; those of inland employers were equivalent to only about 10 days of paid leave for each vessel employee.

Vacation payments made by employers directly to their employees were higher in inland companies in which none or a minority of the nonsupervisory vessel employees were covered by union contracts than in unionized inland or deep sea firms. Vacation expenditures by nonunion inland companies that made such payments amounted to 26 cents an hour—twice that of the unionized companies (13 cents). On the other hand, unionized companies had substantially larger funded outlays than unorganized firms—practically none of which had any outlays for vacation and holiday funds.

[20] Only 15 percent of the deep sea and 49 percent of the inland vessel employees received vacation pay directly from their employers (see table 16 for detail). In general, many of those that did receive such payments were supervisory employees or employees whose shipboard function was not directly related to the operation of the vessel.

Sick Leave and Other Paid Leave. Employers spent relatively small amounts during 1964 for employees' sick leave and civic and personal leave.[21] Expenditures for both types of leave amounted to less than 2 cents an hour worked. No company reported having spent as much as 15 cents an hour for these types of leave for their vessel employees.

Legally Required Insurance Programs

In 1964, employer expenditures for legally required insurance programs amounted to 14 cents an hour or 3.6 percent of all compensation outlays for vessel personnel.[22] Social security accounted for about 60 percent of these expenditures, and State and Federal unemployment compensation insurance accounted for the balance.[23] Expenditures for these items, respectively, amounted to 8 cents and 6 cents an hour worked.

Legally required insurance payments made up 4 percent of all compensation outlays by employers of inland vessel personnel, a slightly higher proportion than for employers of deep sea vessel personnel, whose legally required insurance payments accounted for 3.5 percent of compensation outlays. However, because of the overall higher level of compensation in the deep sea sector

[21] Deep sea employers reported payments, related to sick leave, which were made to seagoing personnel under "maintenance and cure" provisions of union contracts. These expenditures, however, are part of their workmen's compensation outlays which were excluded from this study. See footnote 1 for detail.

[22] In general, legally required programs are funded on the basis of a rate applied against a specified maximum of each employee's earnings. For example: In 1964 the employer's rate of contribution for social security was $3^5/_8$ percent of the first $4,800 of each employee's annual earnings.

These data, as noted previously, exclude employer outlays made under the provisions of workmen's compensation and related State and Federal laws. If data on employer payments for workmen's compensation and related programs had been available and included in the compensation statistics, an estimated 8 percent of all compensation expenditures would have been for legally required insurance programs, and all expenditures for legally required insurance programs would be distributed as follows: 56 percent for workmen's compensation, 26 percent for social security, 18 percent for unemployment compensation insurance, and less than 1 percent for other legally required insurance programs.

[23] For 1964, employers in all but 9 States were taxed for Federal unemployment compensation at a rate of 0.4 percent of payroll. A rate of 0.7 percent was paid in California, Delaware, Indiana, Massachusetts, Michigan, Minnesota, New Jersey, and West Virginia. Alaska had a rate of 0.85 percent. In all States, the tax applied only to the first $3,000 paid to an employee. Tax rates for State unemployment compensation varied.

Employers in a few States were required to contribute towards State temporary disability insurance covering their employees. These payments, which are included in the total but not presented separately, were inconsequential components of compensation.

of the industry, deep sea employers did spend more (15 cents) per hour worked for legally required insurances than inland employers (12 cents).

Private Welfare Plans

In 1964, nearly 16 percent of vessel personnel's compensation provided them with protection against various contingencies and/or eventualities. This high level of expenditure for private welfare plans primarily reflects large expenditures by employers of deep sea vessel personnel. Expenditures for private welfare plans for deep sea employees amounted to 80 cents an hour and constituted 18.7 percent of their compensation—similar expenditures for inland vessel personnel amounted to 13 cents an hour—4.5 percent of compensation. Slightly over 80 percent of all deep sea vessel personnel worked for companies whose private welfare plan expenditures amounted to more than 15 percent of compensation; none of the inland vessel personnel worked for companies whose private welfare plan expenditures were that large. The structure as well as the magnitude of private welfare plans was notably different for deep sea and inland vessel employees.

Employers spend more for vacation and holiday funds for deep sea vessel personnel than for any other private welfare plan. Their contributions to these funds accounted for 43 percent of all expenditures for private welfare plans for deep sea personnel. The other components of private welfare plans for which deep sea employers had expenditures were: pension and retirement plans (5.6 percent of total compensation); life, accident, and health insurance (4.3 percent); savings and thrift plans (0.5 percent); severance or dismissal pay and SUB funds (0.2 percent); and automation funds (less than 0.1 percent). In contrast, nearly all expenditures for private welfare plans for inland vessel personnel were either for life, accident, and health insurance plans or for pension and retirement plans. Each of these plans accounted for about half of all private welfare plan expenditures for inland vessel employees. Expenditures for private welfare plans for inland vessel personnel in unionized companies constituted about twice as large a proportion of all compensation expenditures as those in nonunion companies, and were 3 times larger when measured in cents per hour.

Life, Accident, and Health Insurance. Employer expenditures for life, accident, and health insurance plans for vessel personnel accounted for 3.9 percent of all compensation expenditures and amounted to 15 cents an hour. Expenditures for deep sea vessel personnel (4.3 percent of all compensation outlays—18 cents an hour) were somewhat higher than the industrywide average, whereas expenditures for inland vessel personnel (6 cents) were considerably lower than the overall average.

Expenditures for deep sea vessel personnel were about the same on the east coast and the west coast when measured on a cents-per-hour basis. However, wide differences existed in the proportion of employees found in east and west coast companies in which life, accident, and health insurance plans were paid for partly by employee contributions. On the east coast, about 20 percent of all deep sea vessel employees worked for companies with contributory plans; the other 80 percent were employed by firms with noncontributory plans. On the west coast, the proportions were reversed, about 20 percent worked for companies with noncontributory plans and about 80 percent for companies with contributory plans. On the east coast, expenditures of employers with contributory plans amounted to 9 cents a paid hour; in those companies with noncontributory plans, outlays were more than twice as high (20 cents). Expenditure patterns were markedly different on the west coast. Expenditures amounted to 19 cents an hour in companies with contributory plans and 15 cents in companies with noncontributory plans.

Forty percent of all inland vessel personnel worked for companies that had contributory life, accident, and health insurance plans; 51 percent worked for companies that had noncontributory plans; and the other 9 percent worked for companies that had no plan. There were no significant differences in the level of expenditures between companies that had contributory life, accident, and health insurance plans, and companies that had noncontributory plans.

Pension and Retirement Plans. Five percent of all 1964 expenditures by water carriers for the compensation of vessel personnel were for pension and retirement plans. All deep sea vessel personnel were employed by companies having such plans, but almost half the inland vessel personnel worked for companies that did not have a pension and retirement plan.

Outlays by employers of deep sea vessel personnel for pension and retirement plans made up 5.6 percent of total compensation and ranged between 1 and 11 percent of total compensation; 44 percent of the workers were employed by companies whose expenditures constituted 5 to 6 percent of total compensation. When divided among total working hours, expenditures for all deep sea vessel employees amounted to 24 cents an hour. Employees in companies with plans that did not require an employee contribution outnumbered those in companies with contributory plans by a ratio of about 9 to 1. Employers spent about 15 percent or 3 cents an hour more for noncontributory plans than for contributory plans. Practices and expenditures in east and west coast companies were similar.

Expenditures for pension and retirement plans for inland vessel personnel amounted to 11 cents per paid hour or 3.4 percent of all compensation outlays in companies that had expenditures for this item. This was about one-half as much an hour as equivalent expenditures for deep sea personnel. Pension and retirement plan expenditures for inland vessel personnel in companies with such plans were about twice as high an hour in unionized companies as in nonunion companies. Noncontributory plans were four times as common as contributory plans for inland vessel personnel, but expenditures were similar for both types of plans.

Vacation and Holiday Funds. Employer expenditures for vacation and holiday funds were higher than for any other private welfare plan, and were $2\frac{1}{2}$ times greater than their direct payments to workers for leave time. Virtually all outlays were made by deep sea shipping companies; employers of inland vessel personnel had practically no expenditures for this item. Expenditures for vacation and holiday funds accounted for 8.1 percent of compensation in the deep sea segment of the industry and amounted to 35 cents an hour of working time. These expenditures were sufficient to provide about 4 weeks of paid leave to all deep sea vessel employees. Expenditures for vacation and holiday funds were essentially the same in both east and west coast companies.

Severance or Dismissal Pay and SUB Funds; Savings and Thrift Plans; Automation Funds. Expenditures for these three plans were quite low, due at least in part to their relative rarity in the industry. Expenditures for savings and thrift plans for vessel personnel amounted to 2 cents an hour of working time; expenditures for severance or dismissal pay and SUB funds amounted to 1 cent an hour; and expenditures for automation funds amounted to less than 1 cent an hour of working time. Taken together, expenditures for these plans constituted 0.6 percent of total compensation. Savings and thrift plans accounted for two-thirds of the total; the remainder was composed almost entirely of severance or dismissal pay and SUB funds.

The highest level of expenditures for any of these items was for savings and thrift plans in those few deep sea shipping companies that provided such a plan for their vessel personnel. Expenditures for savings and thrift plans in these companies constituted 3.2 percent of all compensation and amounted to 12 cents an hour of working time.

Nearly 3 out of 4 west coast deep sea vessel employees worked for companies that contributed to automation funds during 1964. However, these expenditures amounted to less than 1 percent of total compensation.[24] No inland employer reported expenditures for automation funds or severance pay and SUB funds for vessel personnel.

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[24] Most of the companies that made such payments reported making them to the Mechanization and Automation Fund established on the west coast by collective bargaining. Most employers also reported that this fund was discontinued during the middle of 1964.

Table 2. Employer Expenditures for the Compensation of Deep Sea Vessel Personnel, by Regions, Water Transportation Industry, 1964

Compensation practice	Percent of compensation			Per hour					
				Paid for			Working time		
	United States	East Coast	West Coast	United States	East Coast	West Coast	United States	East Coast	West Coast
Total expenditures	100.0	100.0	100.0	$4.15	$4.12	$4.45	$4.29	$4.26	$4.54
Gross payments to workers	77.8	77.6	78.7	$3.22	$3.20	$3.51	$3.34	$3.30	$3.58
Straight-time pay for working time	53.5	53.3	54.5	2.22	2.20	2.44	2.30	2.27	2.49
Premium payments	21.5	21.4	22.3	.89	.88	.99	.92	.91	1.01
Overtime, weekend, holiday, and penalty work	21.5	21.4	22.3	.89	.88	.99	.92	.91	1.01
Pay for leave time	2.7	2.8	1.8	.11	.12	.08	.12	.12	.08
Vacations	2.5	2.7	1.6	.11	.11	.07	.11	.11	.07
Sick leave	.1	.1	.2	.01	.01	.01	.01	.01	.01
Civic and personal leave	(1)	(1)	(1)	(1)	(1)	(1)	(1)	(1)	(1)
Nonproduction bonuses	.1	.1	-	(1)	(1)	-	(1)	(1)	-
Terminal payments	(1)	(1)	.1	(1)	(1)	(1)	(1)	(1)	(1)
Expenditures in addition to payroll	22.2	22.4	21.3	.93	.92	.94	.95	.96	.96
Legally required insurance programs [2]	3.5	3.5	4.1	.15	.14	.18	.15	.15	.18
Retirement income and protection	2.1	2.1	2.1	.09	.08	.09	.09	.09	.09
Unemployment compensation	1.5	.14	2.0	.06	.06	.09	.06	.06	.09
Private welfare plans	18.7	18.9	17.2	.78	.78	.76	.80	.81	.78
Life, accident, and health insurance	4.3	4.3	4.1	.18	.18	.18	.18	.18	.19
Pension and retirement plans	5.6	5.7	5.1	.23	.23	.23	.24	.24	.23
Vacation and holiday funds	8.1	8.2	7.9	.34	.34	.35	.35	.35	.36
Severance or dismissal pay and SUB funds	.2	.2	(1)	.01	.01	(1)	.01	.01	(1)
Savings and thrift plans	.5	.5	.1	.02	.02	.01	.02	.02	.01
Automation funds	(1)	(1)	(1)	(1)	(1)	(1)	(1)	(1)	(1)

[1] Less than 0.05 percent or one-half cent.
[2] Includes other legally required insurance programs, principally State temporary disability insurance, not presented separately.

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

Table 3. Percent Distribution of Deep Sea Vessel Personnel by Employer Expenditures for Selected Compensation Practices, as a Percent of Total Expenditures, Water Transportation Industry, 1964

Practice	Average expenditure (percent of compensation)		Percent of employees in companies—																	
	All companies	Companies with expenditures for the practice	Total	With no expenditures for the practice	With expenditures for the practice as a percent of total expenditures															
					Under 1	1 and under 2	2 - 3	3 - 4	4 - 5	5 - 6	6 - 7	7 - 8	8 - 9	9 - 10	10 - 11	11 - 12	12 - 13	13 - 14	14 - 15	15 and over
	All deep sea vessel personnel																			
Premium payments	21.5	21.6	100	(1)	-	-	-	-	-	-	-	-	5	-	-	2	15	-	-	[2]78
Overtime, weekend, holiday, and penalty work	21.5	21.6	100	(1)	-	-	-	-	-	-	-	-	5	-	-	2	15	-	-	[2]78
Pay for leave time	2.7	4.4	100	40	40	1	1	-	-	-	-	1	5	1	-	2	1	3	-	5
Vacations	2.5	4.2	100	41	40	(1)	(1)	-	-	-	1	-	7	1	1	-	3	-	1	4
Sick leave	.1	1.1	100	86	7	4	3	-	-	-	-	-	-	-	-	-	-	-	-	-
Civic and personal leave	(1)	.2	100	93	7	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Nonproduction bonuses	.1	.6	100	87	8	5	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Terminal payments	(1)	.2	100	82	18	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Legally required insurance programs [3]	3.5	3.5	100	-	-	6	24	47	20	2	1	-	-	-	-	-	-	-	-	-
Retirement income and protection	2.1	2.1	100	-	-	30	70	-	-	-	-	-	-	-	-	-	-	-	-	-
Unemployment compensation	1.5	1.5	100	-	27	48	24	-	1	-	-	-	-	-	-	-	-	-	-	-
Private welfare plans	18.7	18.7	100	-	-	-	-	-	-	3	-	2	-	-	(1)	3	7	-	1	[4]81
Life, accident, and health insurance	4.3	4.3	100	-	1	2	24	23	26	12	9	2	2	-	-	-	-	-	-	-
Pension and retirement plans	5.6	5.6	100	-	-	3	13	3	11	44	3	-	7	1	15	-	-	-	-	-
Vacation and holiday funds	8.1	9.0	100	11	-	-	-	(1)	7	1	7	17	2	17	35	2	1	-	-	-
Severance or dismissal pay and SUB funds	.2	1.0	100	81	4	15	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Savings and thrift plans	.5	3.2	100	84	6	2	2	-	-	-	6	-	-	-	-	-	-	-	-	-
Automation funds	(1)	.1	100	90	10	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	Deep sea vessel personnel employed by East Coast firms																			
Premium payments	21.4	21.4	100	-	-	-	-	-	-	-	-	-	6	-	-	2	16	-	-	[5]75
Overtime, weekend, holiday, and penalty work	21.4	21.4	100	-	-	-	-	-	-	-	-	-	6	-	-	2	16	-	-	[5]75
Pay for leave time	2.8	5.0	100	44	36	-	1	-	-	-	-	-	6	1	-	2	-	3	-	6
Vacations	2.7	4.8	100	45	36	-	-	-	-	-	-	-	8	1	-	-	3	-	1	5
Sick leave	.1	1.1	100	87	7	3	3	-	-	-	-	-	-	-	-	-	-	-	-	-
Civic and personal leave	(1)	.2	100	94	6	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Nonproduction bonuses	.1	.6	100	85	9	6	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Terminal payments	(1)	.2	100	85	15	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Legally required insurance programs [3]	3.5	3.5	100	-	-	6	26	48	17	1	1	-	-	-	-	-	-	-	-	-
Retirement income and protection	2.1	2.1	100	-	-	30	70	-	-	-	-	-	-	-	-	-	-	-	-	-
Unemployment compensation	1.4	1.4	100	-	30	49	20	-	1	-	-	-	-	-	-	-	-	-	-	-
Private welfare plans	18.9	18.9	100	-	-	-	-	-	-	2	-	2	-	-	(1)	3	7	-	1	[6]84
Life, accident, and health insurance	4.3	4.3	100	-	-	2	26	22	24	13	10	2	1	-	-	-	-	-	-	-
Pension and retirement plans	5.7	5.7	100	-	-	3	14	3	10	42	2	-	8	1	17	-	-	-	-	-
Vacation and holiday funds	8.2	9.0	100	10	-	-	-	(1)	7	1	8	18	(1)	13	39	2	1	-	-	-
Severance or dismissal pay and SUB funds	.2	1.1	100	80	4	16	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Savings and thrift plans	.5	3.3	100	83	7	1	2	-	-	-	6	-	-	-	-	-	-	-	-	-
Automation funds	(1)	.1	100	98	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

See footnotes at end of table.

Table 3. Percent Distribution of Deep Sea Vessel Personnel by Employer Expenditures for Selected Compensation Practices, as a Percent of Total Expenditures, Water Transportation Industry, 1964—Continued

Practice	Average expenditure (percent of compensation)		Percent of employees in companies—																	
	All companies	Companies with expenditures for the practice	Total	With no expenditures for the practice	With expenditures for the practice as a percent of total expenditures															
					Under 1	1 and under 2	2 - 3	3 - 4	4 - 5	5 - 6	6 - 7	7 - 8	8 - 9	9 - 10	10 - 11	11 - 12	12 - 13	13 - 14	14 - 15	15 and over
	Deep sea vessel personnel employed by West Coast firms																			
Premium payments	22.3	23.0	100	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	[7] 98
Overtime, weekend, holiday, and penalty work	22.3	23.0	100	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	[7] 98
Pay for leave time	1.8	1.8	100	-	72	9	2	-	-	-	-	7	-	-	-	-	9	-	-	-
Vacations	1.6	1.7	100	6	72	3	2	-	-	-	7	-	-	-	9	-	-	-	-	-
Sick leave	.2	1.1	100	78	7	15	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Civic and personal leave	(1)	(1)	100	84	16	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Terminal payments	.1	.3	100	58	42	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Legally required insurance programs[3]	4.1	4.1	100	-	-	-	6	34	54	7	-	-	-	-	-	-	-	-	-	-
Retirement income and protection	2.1	2.1	100	-	-	29	71	-	-	-	-	-	-	-	-	-	-	-	-	-
Unemployment compensation	2.0	2.0	100	-	-	40	60	-	-	-	-	-	-	-	-	-	-	-	-	-
Private welfare plans	17.2	17.2	100	-	-	-	-	-	-	16	-	-	-	-	-	-	2	-	-	[8] 82
Life, accident, and health insurance	4.1	4.1	100	-	7	9	2	32	39	-	-	-	10	-	-	-	-	-	-	-
Pension and retirement plans	5.1	5.1	100	-	-	-	-	9	19	59	13	-	-	-	-	-	-	-	-	-
Vacation and holiday funds	7.9	9.0	100	16	-	-	-	-	2	-	-	10	13	55	3	-	-	-	-	-
Severance or dimissal pay and SUB funds	(1)	(1)	100	90	10	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Savings and thrift plans	.1	1.6	100	91	-	9	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Automation funds	(1)	(1)	100	28	72	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

[1] Less than 0.05 percent of compensation or 0.5 percent of employees.
[2] Employees were distributed as follows: 2 percent at 16 and under 17; 2 percent at 18–19; 2 percent at 19–20; 5 percent at 20–21; 15 percent at 21–22; 8 percent at 22–23; 13 percent at 23–24; 1 percent at 24–25; 1 percent at 25–26; 14 percent at 26–27; 4 percent at 27–28; 6 percent at 28–29; 2 percent at 29–30; and 3 percent at 30 or over.
[3] Includes other legally required insurance programs, principally State temporary disability insurance, not presented separately.
[4] Employees were distributed as follows: 5 percent at 16 and under 17; 9 percent at 17–18; 13 percent at 18–19; 14 percent at 19–20; 17 percent at 20–21; 4 percent at 21–22; 2 percent at 22–23; 15 percent at 25–26; 1 percent at 27–28; and 1 percent at 29–30.
[5] Employees were distributed as follows: 2 percent at 16 and under 17; 2 percent at 18–19; 1 percent at 19–20; 4 percent at 20–21; 16 percent at 21–22; 4 percent at 22–23; 14 percent at 23–24; 1 percent at 24–25; 16 percent at 26–27; 4 percent at 27–28; 6 percent at 28–29; 2 percent at 29–30; and 3 percent at 30 or over.
[6] Employees were distributed as follows: 6 percent at 16 and under 17; 9 percent at 17–18; 15 percent at 18–19; 10 percent at 19–20; 18 percent at 20–21; 5 percent at 21–22; 2 percent at 22–23; 17 percent at 25–26; 1 percent at 27–28; and 1 percent at 29–30.
[7] Employees were distributed as follows: 12 percent at 19 and under 20; 13 percent at 20–21; 43 percent at 22–23; 10 percent at 23–24; 9 percent at 25–26; 8 percent at 27–28; and 3 percent at 30 or more.
[8] Employees were distributed as follows: 17 percent at 17 and under 18; 55 percent at 19–20; and 10 percent at 20–21.

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

Table 4. Percent Distribution of Deep Sea Vessel Personnel, by Employer Expenditures for Selected Compensation Practices, in Cents Per Paid Hour, Water Transportation Industry, 1964

Practice	Average expenditure (in cents per hour)		Percent of employees in companies—																			
	All companies	Companies with expenditures for the practice	Total	With no expenditures for the practice	With expenditures in cents per hour of— Under 4	4 and under 8	8 - 12	12 - 16	16 - 20	20 - 24	24 - 28	28 - 32	32 - 36	36 - 40	40 - 44	44 - 48	48 - 52	52 - 56	56 - 60	60 - 64	64 and over
	All deep sea vessel personnel																					
Premium payments	$0.89	$0.89	100	([1])	-	-	-	-	-	-	4	([1])	-	-	15	-	-	-	1	-	[2]80
Overtime, weekend, holiday, and penalty work	.89	.89	100	([1])	-	-	-	-	-	-	4	([1])	-	-	15	-	-	-	1	-	[2]80
Pay for leave time	.11	.18	100	40	40	1	1	([1])	([1])	-	-	1	5	2	1	-	-	3	-	-	6
Vacations	.11	.17	100	41	40	-	-	([1])	([1])	-	-	1	8	1	-	-	3	-	-	-	6
Sick leave	.01	.04	100	86	7	4	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Civic and personal leave	([1])	.01	100	93	7	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Nonproduction bonuses	([1])	.02	100	87	8	5	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Terminal payments	([1])	.01	100	82	17	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Legally required insurance programs [3]	.15	.15	100	-	-	4	14	43	25	8	2	-	1	-	-	-	-	-	([1])	-	3
Retirement income and protection	.09	.09	100	-	-	34	62	2	-	-	-	([1])	-	-	-	-	-	-	-	-	-
Unemployment compensation	.06	.06	100	-	26	45	25	4	-	1	([1])	-	-	-	-	-	-	-	-	-	-
Private welfare plans	.78	.78	100	-	-	-	-	-	1	1	2	5	([1])	-	-	1	9	1	-	20	[4]60
Life, accident, and health insurance	.18	.18	100	-	1	3	25	13	27	16	3	1	8	1	1	1	-	-	-	-	-
Pension and retirement plans	.23	.23	100	-	-	3	9	8	27	24	5	-	6	([1])	-	1	18	-	-	-	-
Vacation and holiday funds	.34	.38	100	11	-	-	-	([1])	9	1	([1])	14	16	5	18	4	4	16	3	-	-
Severance or dismissal pay and SUB funds	.01	.05	100	81	4	15	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Savings and thrift plans	.05	.12	100	84	6	2	2	-	-	4	-	1	-	-	-	-	-	-	-	-	-
Automation funds	([1])	([1])	100	90	10	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	Deep sea vessel personnel employed by East Coast firms																					
Premium payments	$0.88	$0.88	100	-	-	-	-	-	-	-	5	([1])	-	-	17	-	-	-	1	-	[5]77
Overtime, weekend, holiday, and penalty work	.88	.88	100	-	-	-	-	-	-	-	5	([1])	-	-	17	-	-	-	1	-	[5]77
Pay for leave time	.12	.19	100	44	36	-	1	-	-	-	-	-	6	1	2	-	-	3	-	-	7
Vacations	.11	.19	100	45	36	-	-	-	-	-	-	-	8	1	-	-	3	-	-	-	7
Sick leave	.01	.05	100	87	7	3	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Civic and personal leave	([1])	.01	100	94	6	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Nonproduction bonuses	([1])	.02	100	85	9	6	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Terminal payments	([1])	.01	100	85	13	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Legally required insurance programs [3]	.14	.14	100	-	-	5	15	45	29	2	3	-	1	-	-	-	-	-	-	-	-
Retirement income and protection	.08	.08	100	-	-	35	65	2	-	-	-	-	-	-	-	-	-	-	-	-	-
Unemployment compensation	.06	.06	100	-	31	46	19	4	-	1	-	-	-	-	-	-	-	-	-	-	-
Private welfare plans	.78	.78	100	-	-	-	-	-	-	-	2	5	([1])	-	-	1	11	1	-	-	[6]79
Life, accident, and health insurance	.18	.18	100	-	-	2	27	15	28	15	3	2	8	2	1	-	-	-	-	-	-
Pension and retirement plans	.23	.23	100	-	-	3	8	9	29	21	3	-	6	-	-	1	19	-	-	-	-
Vacation and holiday funds	.34	.38	100	10	-	-	-	([1])	10	1	-	15	15	4	15	4	4	18	4	-	-
Severance or dismissal pay and SUB funds	.01	.05	100	80	3	16	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Savings and thrift plans	.02	.12	100	83	7	1	2	-	-	5	-	1	-	-	-	-	-	-	-	-	-
Automation funds	([1])	([1])	100	98	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

See footnotes at end of table.

Table 4. Percent Distribution of Deep Sea Vessel Personnel, by Employer Expenditures for Selected Compensation Practices, in Cents Per Paid Hour, Water Transportation Industry, 1964—Continued

Practice	Average expenditure (in cents per hour)		Percent of employees in companies—																		
	All companies	Companies with expenditures for the practice	Total	With no expenditures for the practice	With expenditure in cents per hour of—																
					Under 4	4 and under 8	8 - 12	12 - 16	16 - 20	20 - 24	24 - 28	28 - 32	32 - 36	36 - 40	40 - 44	44 - 48	48 - 52	52 - 56	56 - 60	60 - 64	64 and over
	Deep sea vessel personnel employed by West Coast firms																				
Premium payments	$0.99	$1.02	100	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	[7]98
Overtime, weekend, holiday, and penalty work	.99	1.02	100	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	[7]98
Pay for leave time	.08	.08	100	-	72	6	-	3	2	-	-	7	-	9	-	-	-	-	-	-	-
Vacations	.07	.08	100	6	72	-	-	3	2	-	-	7	9	-	-	-	-	-	-	-	-
Sick leave	.01	.04	100	78	7	15	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Civic and personal leave	([1])	([1])	100	84	16	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Terminal payments	([1])	.01	100	58	42	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Legally required insurance programs [3]	.18	.18	100	-	-	-	15	22	2	57	-	3	-	-	-	-	-	3	-	-	-
Retirement income and protection	.09	.09	100	-	-	37	60	-	-	-	-	3	-	-	-	-	-	-	-	-	-
Unemployment compensation	.09	.09	100	-	-	28	69	-	-	-	3	-	-	-	-	-	-	-	-	-	-
Private welfare plans	.76	.76	100	-	-	-	-	-	9	7	-	-	([1])	-	-	-	-	-	-	-	[8]84
Life, accident, and health insurance	.18	.18	100	-	7	9	10	2	25	33	-	-	-	3	-	10	-	-	-	-	-
Pension and retirement plans	.23	.23	100	-		-	9	-	6	58	22	-	-	2	-	-	3	-	-	-	-
Vacation and holiday funds	.35	.42	100	16	-	-	-	-	-	-	2	-	16	10	52	-	-	-	-	-	-
Severance or dismissal pay and SUB funds	([1])	([1])	100	90	10	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Savings and thrift plans	.01	.05	100	91	-	9	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Automation funds	([1])	([1])	100	28	72	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

[1] Less than 0.5 percent or one-half cent.

[2] Employees were distributed as follows: 2 percent at 66 and under 70 cents; 5 percent at 70–74 cents; 2 percent at 78–82 cents; 2 percent at 82–86 cents; 2 percent at 86–90 cents; 6 percent at 93–96 cents; 14 percent at 99–102 cents; 23 percent at 105–108 cents; 12 percent at 108–111 cents; 1 percent at 111–114 cents; 5 percent at 114–117 cents; 1 percent at 117–120 cents; 1 percent at 120–123 cents; 1 percent at 123–126 cents; 1 percent at 135–138 cents; 1 percent at 141–144 cents; and 1 percent at 144–150 cents.

[3] Includes other legally required insurance programs, principally State temporary disability insurance, not presented separately.

[4] Employees were distributed as follows: 9 percent at 64 and under 66 cents; 7 percent at 66–70 cents; 20 percent at 70–74 cents; 4 percent at 74–78 cents; 7 percent at 78–82 cents; 8 percent at 82–86 cents; and 5 percent at 90–94 cents.

[5] Employees were distributed as follows: 2 percent at 66 and under 70 cents; 5 percent at 70–74 cents; 1 percent at 82–86 cents; 1 percent at 86–90 cents; 6 percent at 93–96 cents; 8 percent at 99–102 cents; 28 percent at 105–108 cents; 15 percent at 108–111 cents; 5 percent at 114–117 cents; 2 percent at 120–123 cents; 1 percent at 123–126 cents; 1 percent at 135–138 cents; 1 percent at 141–144 cents; and 1 percent at 147–150 cents.

[6] Employees were distributed as follows: 17 percent at 66 and under 70 cents; 16 percent at 74–78 cents; 1 percent at 78–82 cents; 13 percent at 82–86 cents; 7 percent at 86–90 cents; 2 percent at 93–96 cents; 1 percent at 105–108 cents; 2 percent at 108–111 cents; 18 percent at 126–129 cents; 1 percent 129–132 cents; and 1 percent at 138–141 cents.

[7] Employees were distributed as follows: 15 percent at 78 and under 82 cents; 10 percent at 82–86 cents; 12 percent at 86–90 cents; 9 percent at 93–96 cents; 33 percent at 99–102 cents; 9 percent at 111–114 cents; and 10 percent at 117–120 cents.

[8] Employees were distributed as follows: 8 percent at 66 and under 70 cents; 12 percent at 70–74 cents; 9 percent at 78–82 cents; 12 percent at 82–86 cents; 33 percent at 86–90 cents; and 10 percent at 105–108 cents.

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

Table 5. Employer Expenditures for the Compensation of Inland Vessel Personnel, Water Transportation Industry, 1964

Compensation practice	Employer expenditures in all companies		
	Percent of compensation	Per hour	
		Paid for	Working time
Total expenditures	100.0	$2.74	$2.90
Gross payments to workers	91.5	2.51	2.65
Straight-time pay for working time	79.7	2.19	2.31
Premium payments	6.6	.18	.19
Overtime, weekend, holiday, and penalty work	6.6	.18	.19
Pay for leave time	4.2	.11	.12
Vacations	3.9	.11	.11
Sick leave	.3	.01	.01
Civic and personal leave	(1)	(1)	(1)
Nonproduction bonuses	1.0	.03	.03
Terminal payments	(1)	(1)	(1)
Expenditures in addition to payroll	8.5	.23	.25
Legally required insurance programs[2]	4.0	.11	.12
Retirement income and protection	2.5	.07	.07
Unemployment compensation	1.5	.04	.04
Private welfare plans	4.5	.12	.13
Life, accident, and health insurance	2.2	.06	.06
Pension and retirement plans	2.2	.06	.06
Vacation and holiday funds	(1)	(1)	(1)
Savings and thrift plans	.1	(1)	(1)

[1] Less than 0.05 percent or one-half cent.
[2] Includes other legally required insurance programs, principally State temporary disability insurance, not presented separately.

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

Table 6. Employer Expenditures for the Compensation of Inland Vessel Personnel, by Union Status of Nonsupervisory Employees, Water Transportation Industry, 1964

Compensation practice	Employer expenditures by union status of nonsupervisory vessel personnel					
	Percent of compensation		Per hour			
			Paid for		Working time	
	Majority unionized	Majority not unionized	Majority unionized	Majority not unionized	Majority unionized	Majority not unionized
Total expenditures	100.0	100.0	$3.20	$2.24	$3.34	$2.41
Gross payments to workers	90.4	93.0	2.89	2.08	3.02	2.24
Straight-time pay for working time	77.1	83.6	2.47	1.87	2.57	2.01
Premium payments	9.0	2.8	.29	.06	.30	.07
Overtime, weekend, holiday, and penalty work	9.0	2.8	.29	.06	.30	.07
Pay for leave time	3.2	5.7	.10	.13	.11	.14
Vacations	3.0	5.2	.10	.12	.10	.13
Sick leave	.1	.5	(1)	.01	(1)	.01
Civic and personal leave	(1)	(1)	(1)	(1)	(1)	(1)
Nonproduction bonuses	1.1	.8	.03	.02	.04	.02
Terminal payments	-	.1	-	(2)	-	(2)
Expenditures in addition to payroll	9.6	7.0	.31	.16	.32	.17
Legally required insurance programs[2]	3.8	4.4	.12	.10	.13	.11
Retirement income and protection	2.3	2.8	.07	.06	.08	.07
Unemployment compensation	1.5	1.6	.05	.04	.05	.04
Private welfare plans	5.8	2.6	.19	.06	.19	.06
Life, accident, and health insurance	2.5	1.9	.08	.04	.08	.04
Pension and retirement plans	3.2	.7	.10	.02	.11	.02
Vacation and holiday funds	.1	-	(1)	-	(1)	-
Savings and thrift plans	.1	-	(1)	-	(1)	-

[1] Less than 0.05 percent or one-half cent.
[2] Includes other legally required insurance programs, principally State temporary disability insurance not reported separately.

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

Table 7. Percent Distribution of Inland Vessel Personnel by Employer Expenditures for Selected Compensation Practices, as a Percent of Total Expenditures, Water Transportation Industry, 1964

Practice	Average expenditure (percent of compensation)		Percent of employees in companies—																	
					With expenditures for the practice as a percent of total expenditures—															
	All companies	Companies with expenditures for the practice	Total	With no expenditures for the practice	Under 1	1 and under 2	2 - 3	3 - 4	4 - 5	5 - 6	6 - 7	7 - 8	8 - 9	9 - 10	10 - 11	11 - 12	12 - 13	13 - 14	14 - 15	15 and over
Premium payments	6.6	8.6	100	29	7	12	3	3	2	4	10	-	2	1	8	2	2	3	1	11
Overtime, weekend, holiday, and penalty work	6.6	8.6	100	29	7	12	3	3	2	4	10	-	2	1	8	2	2	3	1	11
Pay for leave time	4.2	5.3	100	23	20	3	16	19	(1)	6	-	-	(1)	-	-	-	-	-	-	12
Vacations	3.9	5.6	100	33	11	11	9	20	2	3	(1)	-	-	-	-	-	-	-	-	12
Sick leave	.3	.8	100	67	22	11	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Civic and personal leave	(1)	.1	100	87	13	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Nonproduction bonuses	1.0	2.7	100	64	13	-	7	11	1	2	2	(1)	-	-	-	-	-	-	-	-
Terminal payments	(1)	6.6	100	99	-	-	-	-	-	-	1	-	-	-	-	-	-	-	-	-
Legally required insurance programs [2]	4.0	4.0	100	-	-	-	8	39	27	19	6	1	-	-	-	-	-	-	-	-
Retirement income and protection	2.5	2.5	100	-	-	9	67	24	-	-	-	-	-	-	-	-	-	-	-	-
Unemployment compensation	1.5	1.5	100	(1)	18	53	23	5	1	-	-	-	-	-	-	-	-	-	-	-
Private welfare plans	4.5	4.8	100	9	12	10	6	26	5	7	7	12	4	-	1	-	-	-	1	-
Life, accident, and health insurance	2.2	2.5	100	14	10	31	20	16	9	-	-	-	-	-	-	-	-	-	-	-
Pension and retirement plans	2.2	3.4	100	46	4	15	9	7	11	6	-	-	-	-	-	-	-	-	1	-
Vacation and holiday funds	(1)	.9	100	97	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Savings and thrift plans	.1	.9	100	95	5	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

[1] Less than 0.05 percent of compensation or 0.5 percent of employees.
[2] Includes other legally required insurance programs principally State temporary disability insurance, not presented separately.

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

Table 8. Percent Distribution of Inland Vessel Personnel, by Employer Expenditures for Selected Compensation Practices, in Cents Per Paid Hour, Water Transportation Industry, 1964

Practice	Average expenditure (in cents per paid hour)		Percent of employees in companies—																		
	All companies	Companies with expenditures for the practice	Total	With no expenditures for the practice	With expenditures in cents per hour of— Under 3	3 and under 6	6 - 9	9 - 12	12 - 15	15 - 18	18 - 21	21 - 24	24 - 27	27 - 30	30 - 33	33 - 36	36 - 39	39 - 42	42 - 45	45 - 48	48 and over
Premium payments	$0.18	$0.27	100	29	9	9	4	2	5	10	1	3	-	-	3	1	-	-	3	8	13
Overtime, weekend, holiday, and penalty work	.18	.27	100	29	9	9	4	2	5	10	1	3	-	-	3	1	-	-	3	8	13
Pay for leave time	.11	.15	100	23	23	6	7	14	10	1	5	3	-	-	-	-	-	([1])	1	-	6
Vacations	.11	.16	100	33	13	14	7	14	6	1	3	3	-	-	([1])	-	-	-	1	-	6
Sick leave	.01	.02	100	67	22	3	8	([1])	-	-	-	-	-	-	-	-	-	-	-	-	-
Civic and personal leave	([1])	([1])	100	87	13	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Nonproduction bonuses	.03	.07	100	64	13	7	3	8	2	-	-	([1])	2	-	-	-	-	-	-	-	-
Terminal payments	([1])	.16	100	99	-	-	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-
Legally required insurance programs[2]	.11	.11	100	-	-	6	19	32	25	8	11	1	-	-	-	-	1	-	-	-	-
Retirement income and protection	.07	.07	100	-	-	29	57	12	2	1	-	-	-	-	-	-	-	-	-	-	-
Unemployment compensation	.04	.04	100	([1])	32	45	22	([1])	-	([1])	1	-	-	-	-	-	-	-	-	-	-
Private welfare plans	.12	.14	100	9	18	15	10	([1])	8	15	4	5	8	4	-	2	-	1	-	-	1
Life, accident, and health insurance	.06	.07	100	14	17	23	19	16	3	5	1	-	-	-	-	-	-	-	-	-	2
Pension and retirement plans	.06	.11	100	46	8	4	16	4	10	5	5	1	-	-	-	-	-	-	-	-	1
Vacation and holiday funds	([1])	.03	100	97	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Savings and thrift plans	([1])	.03	100	95	-	5	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

[1] Less than 0.5 percent or one-half cent.
[2] Includes other legally required insurance programs, principally State temporary disability insurance, not presented separately.

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

Chapter 3. Longshoremen

Introduction

In 1964, stevedores' expenditures for the compensation of longshoremen amounted to $4.88 an hour—30 percent ($1.46) of which were for supplements to straight-time pay for working time.[25] These supplementary expenditures were equal to 42 percent of straight-time pay for working time. Expenditures for private welfare plans and premium pay, amounting to 13 and 11 percent of total compensation, respectively, accounted for the bulk of all supplemental expenditures; the remaining expenditures consisted of outlays for legally required insurance programs, paid leave, nonproduction bonuses, and terminal payments.

Most pier employees worked for stevedores whose compensation expenditures ranged from $4.60 to $5.40 a paid hour during 1964. The tabulation below shows the distribution of workers by company expenditures:

Total compensation (expenditures per paid hour)	Percent of longshoremen: United States
All employees	100
Under $4.00	12
$4.00 and under $4.20	2
$4.20 and under $4.40	-
$4.40 and under $4.60	6
$4.60 and under $4.80	38
$4.80 and under $5.00	14
$5.00 and under $5.20	6
$5.20 and under $5.40	10
$5.40 and under $5.60	4
$5.60 and under $5.80	2
$5.80 and under $6.00	3
$6.00 or more	2

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

Prevalence of Pay Supplements

In 1964, all stevedoring companies had expenditures for social security and unemployment insurance, and companies employing seven-eighths or more of all longshoremen paid premiums for overtime, weekend, and holiday work, and had expenditures for life, accident, and health insurance; pension and retirement plans; and vacation and holiday funds. In addition, firms employing about one-half of all longshoremen paid some workers for vacation and holiday time off[26] and had some expenditures for nonproduction bonuses. Shift differentials, paid sick leave, paid civic and personal leave, terminal payments, State temporary disability insurance, severance pay and SUB funds, savings and thrift plans, and automation funds were infrequently found—less than 20 percent of all pier employees were employed by companies that had expenditures for these items.

Paid Leave

In 1964, leave payments of 6 cents per working hour accounted for 1.3 percent—about the equivalent of 3 days of paid leave for each longshoreman—of all compensation expenditures of stevedoring firms.[27] In addition to these direct payments to workers, marine cargo handling companies paid 21 cents to vacation and holiday funds. These combined expenditures amounted to 27 cents an hour of working time and 5.6 percent of total compensation—the equivalent of 14 days of paid leave for each employee.

Employer expenditures for paid vacations amounted to 4 cents an hour worked by all longshoremen accounting for two-thirds of all leave payments to workers. Pay for holidays not worked accounted for four-tenths of 1 percent of all compensation outlays and amounted to 2 cents an hour of working time. Expenditures for sick and civic and personal leave amounted to less than 1 percent of compensation, even in companies with expenditures for these leave practices.

Premium Pay

Premium pay, accounting for 11 percent of compensation (53 cents an hour of working time) was a major component of the compensation package for longshoremen during 1964. These expenditures were paid almost entirely for overtime, weekend, and holiday work.

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[25] Expenditures for the compensation of longshoremen, including outlays for workmen's compensation, amounted to $5.11 an hour of working time, $1.79 of which were for supplements.

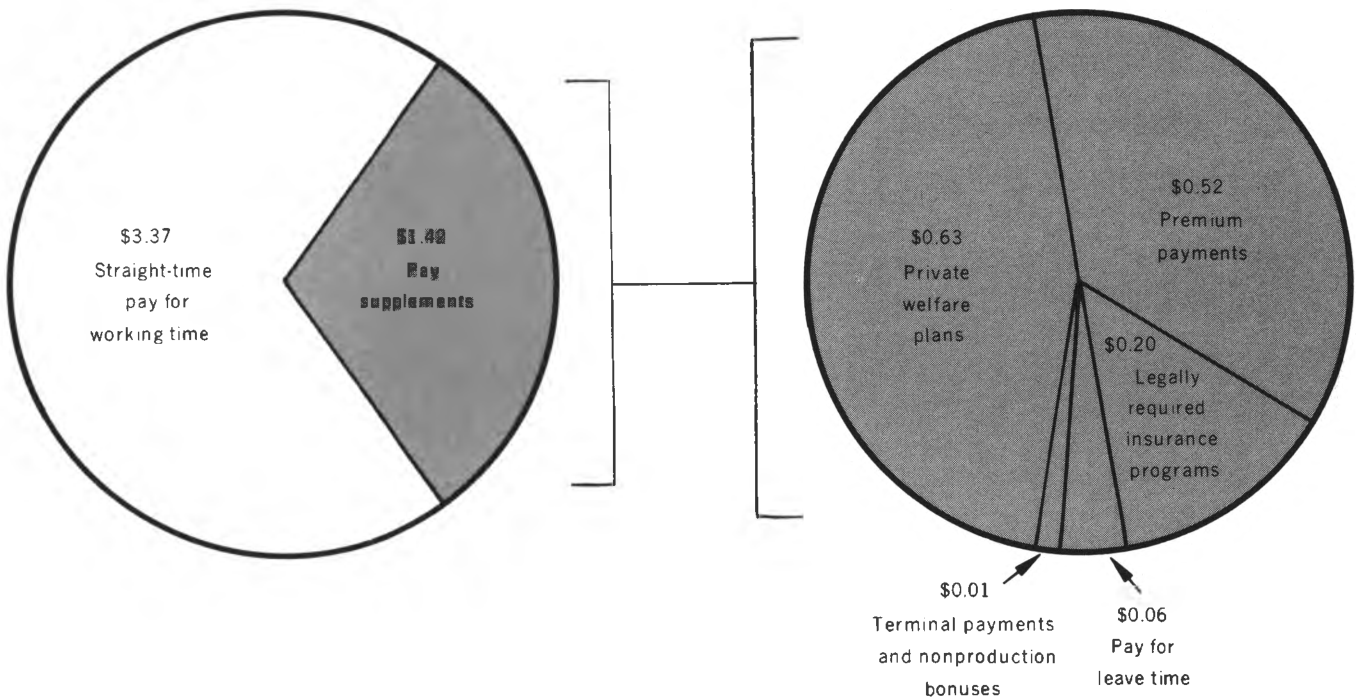
[26] Only 13 percent of the longshore employees actually received vacation pay directly by their employers, and most of these workers were employed on the piers in a supervisory capacity or in nonsupervisory position not directly related to the handling of marine cargo (see table 16 for details).

[27] Stevedoring firms generally do not make direct payment to longshoremen for leave time. Hence, most workers that did receive the payments reported here were supervisors and other nonoffice employees of marine cargo handling firms.

Chart 4

The Structure of Compensation, Longshoremen, Water Transportation Industry, 1964

(Expenditures per paid hour)



Shift differentials, though provided for in some bargaining agreements, accounted for an insignificant part of expenditures for the compensation of longshoremen.

Nonproduction Bonuses and Terminal Payments

Although more than half of all companies reported some small payments for nonproduction bonuses, these amounted to only 1 cent an hour of working time in companies that did make such payments. Terminal payments accounted for an even less significant part of compensation.

Legally Required Insurance Programs

During 1964, 4.2 percent (21 cents an hour of working time) of all compensation expenditures were for legally required insurance programs. Fifty-seven percent of these payments were for social security, 43 percent were for unemployment compensation insurance, and a very small part (less than 1 percent) was for other legally required programs.[28]

Expenditures for social security amounted to 12 cents a paid hour and constituted 2.4 percent of total compensation outlays. Eighty-seven percent of all longshoremen worked for companies whose social security expenditures accounted for 2 to 3 percent of compensation. Employer payments for Federal and State unemployment compensation insurance amounted to 9 cents per paid hour or 1.8 percent of all compensation outlays.

[28] Outlays for legally required insurance programs, including workmen's compensation, accounted for 8.6 percent of all compensation expenditures. The outlays for legally required insurance programs, adjusted to include workmen's compensation, are distributed as follows: 53 percent for workmen's compensation, 27 percent for social security, 20 percent for unemployment compensation insurance, and less than 1 percent for other legally required insurance programs.

Private Welfare Plans

Employer expenditures for private welfare plans were the most important supplement to straight-time pay for longshoremen. These expenditures amounted to 65 cents an hour and constituted 13.2 percent of total compensation. Practically all private welfare expenditures were divided in almost equal amounts among life, accident, and health insurance; pension and retirement plans; and vacation and holiday funds.

Life, Accident, and Health Insurance. Practically all companies had expenditures for life, accident, and health insurance. These expenditures, averaging 20 cents an hour, ranged between 16 and 26 cents per paid hour. Some companies, however, had expenditures as high as 32 cents per paid hour and others reported expenditures lower than 1 cent per paid hour.

Pension and Retirement Plans. Stevedoring companies spent about 5 percent—or 1 cent an hour—more for pension and retirement plans than for life, accident, and health insurance plans. Pension plan expenditures in companies employing 83 percent of all longshoremen ranged between 17 and 27 cents per paid hour, and averaged 21 cents an hour.

Vacation and Holiday Funds. Employer contributions to funds which provided vacation and holiday pay for longshoremen amounted to 21 cents an hour worked—4.3 percent of all compensation expenditures—and were 3½ times as large as all direct employer payments to workers for leave time.

Other Private Welfare Plans. Severance or dismissal pay and SUB funds were rare and were not a major part of the total structure of compensation for longshoremen. The cost of these benefits to companies that did have expenditures for them was 13 cents per paid hour or 2.4 percent of all compensation expenditures. Employer contributions to automation funds amounted to 1 cent an hour of working time in 1964.

Table 9. Employer Expenditures for the Compensation of Longshoremen, Water Transportation Industry, 1964

Compensation practice	Percent of compensation	Per hour	
		Paid for	Working time
Total expenditures	100.0	$4.79	$4.88
Gross payments to workers	82.6	$3.96	$4.02
Straight-time pay for working time	70.3	3.37	3.42
Premium payments [1]	10.9	.52	.53
Overtime, weekend, and holiday work	10.9	.52	.53
Pay for leave time	1.3	.06	.06
Vacations	.9	.04	.04
Holidays	.4	.02	.02
Sick leave	.1	(2)	(2)
Civic and personal leave	(2)	(2)	(2)
Nonproduction bonuses	.1	.01	.01
Terminal payments	(2)	(2)	(2)
Expenditures in addition to payroll	17.4	.83	.86
Legally required insurance programs [3]	4.2	.20	.21
Retirement income and protection	2.4	.12	.12
Unemployment compensation	1.8	.09	.09
Private welfare plans	13.2	.63	.65
Life, accident, and health insurance	4.2	.20	.20
Pension and retirement plans	4.4	.21	.21
Vacation and holiday funds	4.3	.21	.21
Severance or dismissal pay and SUB funds	.1	.01	.01
Automation funds	.2	.01	.01

[1] Includes shift differentials not presented separately.
[2] Less than 0.05 percent or one-half cent.
[3] Includes other legally required insurance programs principally State temporary disability insurance, not presented separately.

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

Table 10. Percent Distribution of Longshoremen by Employer Expenditures for Selected Compensation Practices, as a Percent of Total Expenditures, Water Transportation Industry, 1964

Practice	Average expenditure (percent of compensation)		Percent of employees in companies—																		
	All companies	Companies with expenditures for the practice	Total	With no expenditures for the practice	With expenditures for the practice as a percent of total expenditures																
					Under 1	1 and under 2	2 - 3	3 - 4	4 - 5	5 - 6	6 - 7	7 - 8	8 - 9	9 - 10	10 - 11	11 - 12	12 - 13	13 - 14	14 - 15	15 - 16	16 and over
Premium payments [1]	10.9	11.0	100	1	(2)	1	-	7	4	3	2	21	9	5	5	15	6	5	4	2	11
Overtime, weekend, and holiday work	10.9	11.0	100	1	(2)	1	-	9	2	3	2	21	9	5	5	15	6	5	4	2	11
Pay for leave time	1.3	2.6	100	44	37	2	4	1	-	2	(2)	7	2	-	-	1	-	-	-	-	-
Vacations	.9	1.7	100	47	36	2	3	1	10	-	-	-	1	-	-	-	-	-	-	-	-
Holidays	.4	.8	100	50	40	1	8	1	-	-	-	-	-	-	-	-	-	-	-	-	-
Sick leave	.1	.4	100	84	14	2	(2)	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Civic and personal leave	(2)	.3	100	91	9	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Nonproduction bonuses	.1	.3	100	45	52	4	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Terminal payments	(2)	(2)	100	93	7	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Legally required insurance programs [3]	4.2	4.2	100	-	-	-	8	43	25	23	1	-	-	-	-	-	-	-	-	-	-
Retirement income and protection	2.4	2.4	100	-	-	7	87	6	-	-	-	-	-	-	-	-	-	-	-	-	-
Unemployment compensation	1.8	1.8	100	-	10	57	31	2	-	-	-	-	-	-	-	-	-	-	-	-	-
Private welfare plans	13.2	13.3	100	(2)	(2)	-	2	-	-	-	(2)	5	1	6	1	12	16	9	4	29	15
Life, accident, and health insurance	4.2	4.2	100	(2)	3	-	7	19	54	14	2	1	-	-	-	-	-	-	-	-	-
Pension and retirement plans	4.4	4.5	100	3	-	1	-	8	83	2	2	1	-	-	-	(2)	-	-	-	-	-
Vacation and holiday funds	4.3	5.2	100	14	-	1	4	25	12	4	29	8	2	1	-	-	-	-	-	-	-
Severance or dismissal pay and SUB funds	.1	2.4	100	97	1	-	1	2	-	-	-	-	-	-	-	-	-	-	-	-	-
Automation funds	.2	.8	100	81	16	-	-	2	-	-	-	-	-	-	-	-	-	-	-	-	-

[1] Includes shift differentials not presented separately.
[2] Less than 0.05 percent of compensation or 0.5 percent of employees.
[3] Includes other legally required insurance programs, principally State temporary disability insurance, not presented separately.

Table 11. Percent Distribution of Longshoremen, by Employer Expenditures for Selected Compensation Practices, in Cents Per Paid Hour, Water Transportation Industry, 1964

Practice	Average expenditure (in cents per hour): All companies	Average expenditure (in cents per hour): Companies with expenditures for the practice	Percent of employees in companies—: Total	With no expenditures for the practice	With expenditures in cents per hour of—: Under 4	4 and under 8	8-12	12-16	16-20	20-24	24-28	28-32	32-36	36-40	40-44	44-48	48-52	52-56	56-60	60-64	64-68	68-72	72-76	76 and over
Premium payments [2]	$0.52	$0.53	100	1	(3)	-	1	5	2	5	4	2	1	23	7	6	5	7	9	2	4	1	2	[4]16
Overtime, weekend, holiday, and penalty work	.52	.53	100	1	(3)	-	1	6	2	4	3	2	1	23	7	6	5	7	9	2	4	1	2	[4]16
Pay for leave time	.06	.12	100	44	37	3	5	(3)	1	-	5	1	2	-	2	1	-	-	-	-	-	-	-	-
Vacations	.04	.08	100	47	37	3	3	-	5	3	1	-	1	-	-	-	-	-	-	-	-	-	-	-
Holidays	.02	.04	100	50	40	2	6	(3)	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Sick leave	(3)	.02	100	84	14	2	(3)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Civic and personal leave	(3)	.01	100	91	9	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Nonproduction bonuses	.01	.01	100	45	51	5	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Terminal payments	(3)	(3)	100	93	7	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Legally required insurance programs[5]	.20	.20	100	-	-	(3)	1	16	43	13	14	11	1	-	(3)	-	-	-	-	-	-	-	-	-
Retirement income and protection	.12	.12	100	-	-	2	57	37	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Unemployment compensation	.09	.09	100	-	10	46	26	14	4	(3)	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Private welfare plans	.63	.63	100	(3)	-	2	1	-	-	-	(3)	3	-	8	1	1	1	1	4	20	12	5	20	[6]23
Life, accident, and health insurance	.20	.20	100	(3)	3	2	4	2	17	59	9	2	-	-	-	-	-	-	-	-	-	-	-	-
Pension and retirement plans	.21	.22	100	3	-	(3)	1	3	14	70	8	-	-	1	1	-	-	-	-	-	-	-	-	-
Vacation and holiday funds	.21	.26	100	14	-	-	4	12	14	6	9	22	7	8	(3)	2	-	-	-	-	-	-	-	-
Severance or dismissal pay and SUB funds	.01	.13	100	97	1	-	-	-	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Automation funds	.01	.04	100	81	16	1	-	1	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-

[1] Includes shift differentials not presented separately.
[2] Less than 0.5 percent or one-half cent.
[3] Employees were distributed as follows: 3 percent at 76 and under 80 cents; 3 percent at 80–84 cents; 1 percent at 84–88 cents; 2 percent at 92–96 cents; 3 percent at 100–104 cents; 3 percent at 104–108 cents; and 1 percent at 116–120 cents.
[4] Includes other legally required programs, principally State temporary disability insurance, not presented separately.

Chapter 4. Nonoperating Employees

Introduction

Employer expenditures for the compensation of the water transportation industry's nonoperating employees amounted to $4.53 an hour of working time in 1964.[29] Straight-time pay for working time ($3.53) accounted for 78 percent of these expenditures, and outlays for pay supplements ($1) accounted for the remaining 22 percent. About five-eighths of the supplementary payments were for paid leave and private welfare plans and slightly more than one-fourth were for nonproduction bonuses and legally required insurance programs.

The level and structure of compensation for office employees were markedly different in each segment of the water transportation industry. Straight-time payments for office employees' working time were 15 percent higher in deep sea shipping companies (where the highest level of straight-time pay existed) than in inland shipping companies (where the lowest level of straight-time pay existed). Total compensation for employees of deep sea firms, however, was 28 percent higher than for those of firms operating on the inland waterways. The difference in the two measurements was due to the larger supplementary compensation expenditures of the deep sea shipping companies. The following tabulation shows the level and structure of the major components of compensation for office employees in each of the water transportation industry segments:

Type of firm	Employer expenditures per hour of working time: Total compensation	Straight-time pay for working time	Pay supplements
Deep sea shipping ---	$5.09	$3.80	$1.29
Inland shipping------	3.98	3.31	.67
Stevedoring---------	4.42	3.37	1.05

Compensation expenditures for office employees varied greatly from company to company and within industry segments. Virtually all deep sea shipping companies spent more than $2.80 per paid hour for the compensation of their office employees. On the other hand, more than 30 percent of all office employees of inland shipping companies worked for firms whose outlays were less than $2.90 per hour, and about 25 percent of all office employees of cargo handling companies worked for stevedores whose outlays amounted to less than $2.90. On the other hand, almost one-tenth of the industry's office force (7 percent of the deep sea, 10 percent of the inland, and 12 percent of the office employees of stevedoring firms) worked for employers whose compensation expenditures amounted to more than $7 per paid hour. The following tabulation shows the distribution of office workers in various segments of the industry by company expenditures.

Total compensation (cents per paid hour)	Percent of office workers by type of water transportation firm: All	Deep sea carriers	Inland carriers	Stevedoring
All employees -----	100	100	100	100
Under $2.40-----------	5	(1)	13	(1)
$2.40 and under $2.60--	3	-	8	3
$2.60 and under $2.80--	6	-	4	21
$2.80 and under $3.00--	13	15	13	7
$3.00 and under $3.20--	1	-	1	7
$3.20 and under $3.40--	2	-	1	10
$3.40 and under $3.60--	7	7	7	7
$3.60 and under $3.80--	8	2	15	4
$3.80 and under $4.00--	4	2	8	1
$4.00 and under $4.20--	5	12	(1)	4
$4.20 and under $4.40--	4	6	5	(1)
$4.40 and under $4.60--	5	3	5	7
$4.60 and under $4.80--	7	13	2	5
$4.80 and under $5.00--	8	13	2	2
$5.00 and under $5.20--	3	4	(1)	1
$5.20 and under $5.40--	5	12	2	-
$5.40 and under $5.60--	(1)	(1)	1	(1)
$5.60 and under $5.80--	(1)	-	1	1
$5.80 and under $6.00--	1	-	1	2
$6.00 and under $6.20--	1	2	(1)	1
$6.20 and under $6.40--	2	1	-	5
$6.40 or more ---------	9	7	10	12

1 Less than 0.5 percent.

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

Prevalence of Pay Supplements

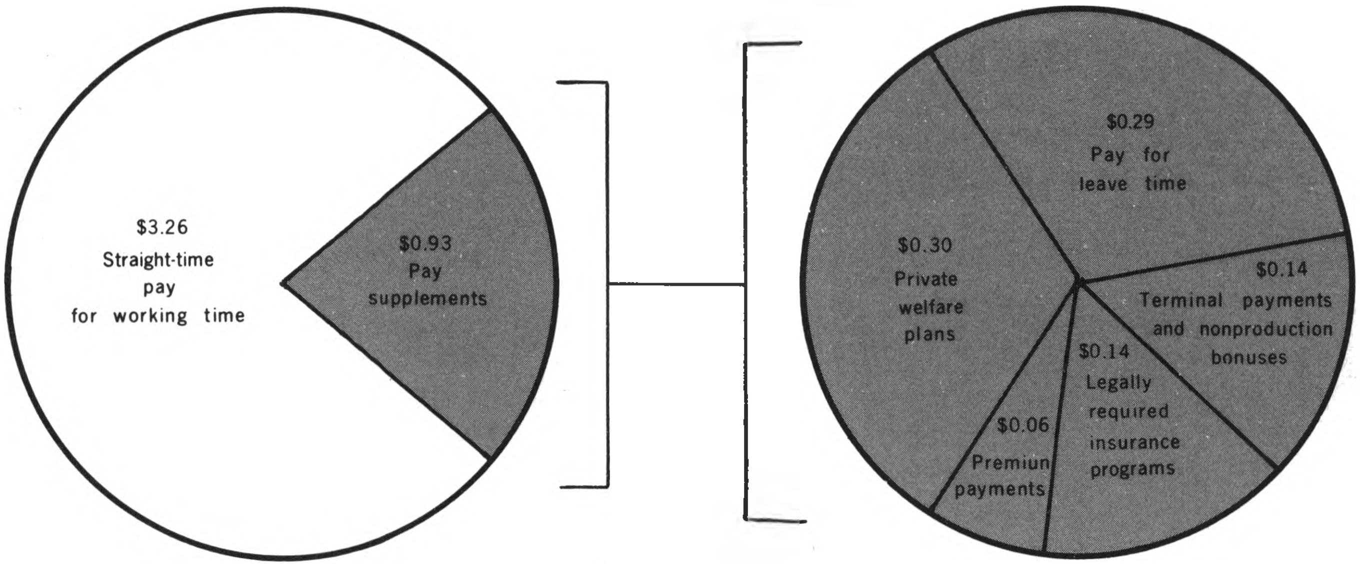
During 1964, all water transportation companies had expenditures for social security and unemployment compensation insurance covering their office employees, and more than 9 out of 10 office employees worked for firms that paid for vacations and holidays. In addition, one-half or more of the workers were employed by water transportation firms that had expenditures for overtime premiums,

29 Expenditures for legally required workmen's compensation for office employees are estimated to amount to 4 cents a working hour. Total compensation including these estimates amounts to $4.57 a working hour, 4 percent of which are legally required expenditures.

Chart 5.

The Structure of Compensation, Office Employees, Water Transportation Industry, 1964

(Expenditures per paid hour)



sick leave, civic and personal leave; nonproduction bonuses; life, accident, and health insurance; and pension and retirement plans.

In general, proportionately more office employees of deep sea shippers than of either stevedoring firms or inland carriers worked for firms that had expenditures for pay supplements. However, stevedoring firms had a higher incidence of expenditures for shift differentials, vacation and holiday funds, and automation funds for office workers than firms in the other segments of the industry.

Paid Leave

Industrywide expenditures for paid leave of 31 cents an hour of working time constituted 6.9 percent of all outlays for the compensation of office employees. Leave expenditures by deep sea shipping companies amounted to 43 cents an hour of working time, more than twice as much as those of inland shipping companies (19 cents) and about one-third higher than the expenditures of cargo handling companies (30 cents). Leave expenditures among the different types of companies varied only slightly among regions.

Paid Vacations. Pay for vacations made up 3.6 percent of compensation and amounted to 17 cents an hour of working time; it accounted for 55 percent of all paid leave for office workers in the water transportation industry. These expenditures were sufficiently large to provide each employee with about 9 days of paid vacation. Vacation expenditures for office employees, however, varied among the different industry segments. Vacation expenditures for office employees of deep sea shipping companies amounted to 22 cents an hour of working time, 11 cents for employees of inland shipping companies, and 16 cents for employees of cargo handling companies.

Paid Holidays. Paid holiday expenditures which accounted for 2.3 percent of all compensation expenditures and amounted to 10 cents an hour of working time were about three-fifths as large as paid vacation expenditures. Holiday expenditures for office employees ranged from 1.6 percent of compensation in inland carriers, to 2.4 percent in stevedoring firms, and 2.7 percent in deep sea carriers.

Sick Leave and Other Paid Leave. Payments to office employees for sick leave, which accounted for 13 percent of all leave payments, comprised just under 1 percent of compensation and amounted to 4 cents a working hour. Expenditures for sick leave fluctuated among regions and type of firm in essentially the same way as did expenditures for paid vacations and paid holidays.

Although more than half of all office employees worked in companies that had expenditures for civic and personal leave, disbursements for this type of leave amounted to 1 cent an hour and accounted for only 3 percent of all leave expenditures.

Premium Pay

Premium payments,[30] although reported by most companies, constituted only 1.5 percent of compensation for office employees and amounted to 7 cents an hour of working time during 1964. This was in sharp contrast to the role of premium pay in the structure of compensation for nonoffice employees where it was the most important supplement. Premium payments were smaller in deep sea shipping companies (4 cents an hour of working time) than in either inland shipping companies (8 cents) or cargo handling companies (11 cents). Shift differential expenditures were uniformly low, amounting to less than one-tenth of 1 percent of total compensation.

Nonproduction Bonuses and Terminal Payments

Nonproduction bonuses accounted for 3.2 percent of all expenditures by water transportation companies for the compensation of office employees and amounted to 14 cents an hour of working time; terminal payments were much lower, constituting less than 1 percent of total compensation and amounting to 1 cent an hour. The levels of expenditures reflect the low incidence of these payments, but outlays by firms that had expenditures for these practices during 1964 were quite high. Expenditures for nonproduction bonuses in firms that paid them amounted to 28 cents an hour of working time and ranged up to more than 90 cents an hour in some companies; expenditures for terminal payments in companies that made these payments amounted to 4 cents an hour of working time and reached as high as 15 cents an hour in some firms.

Expenditures for bonuses and terminal payments by firms with the practice were considerably larger in deep sea shipping companies (22 and 2 cents an hour, respectively) than in inland shipping companies (7 cents and less than 1 cents); expenditures by cargo handling companies were between the extremes of the other two industry subgroups.

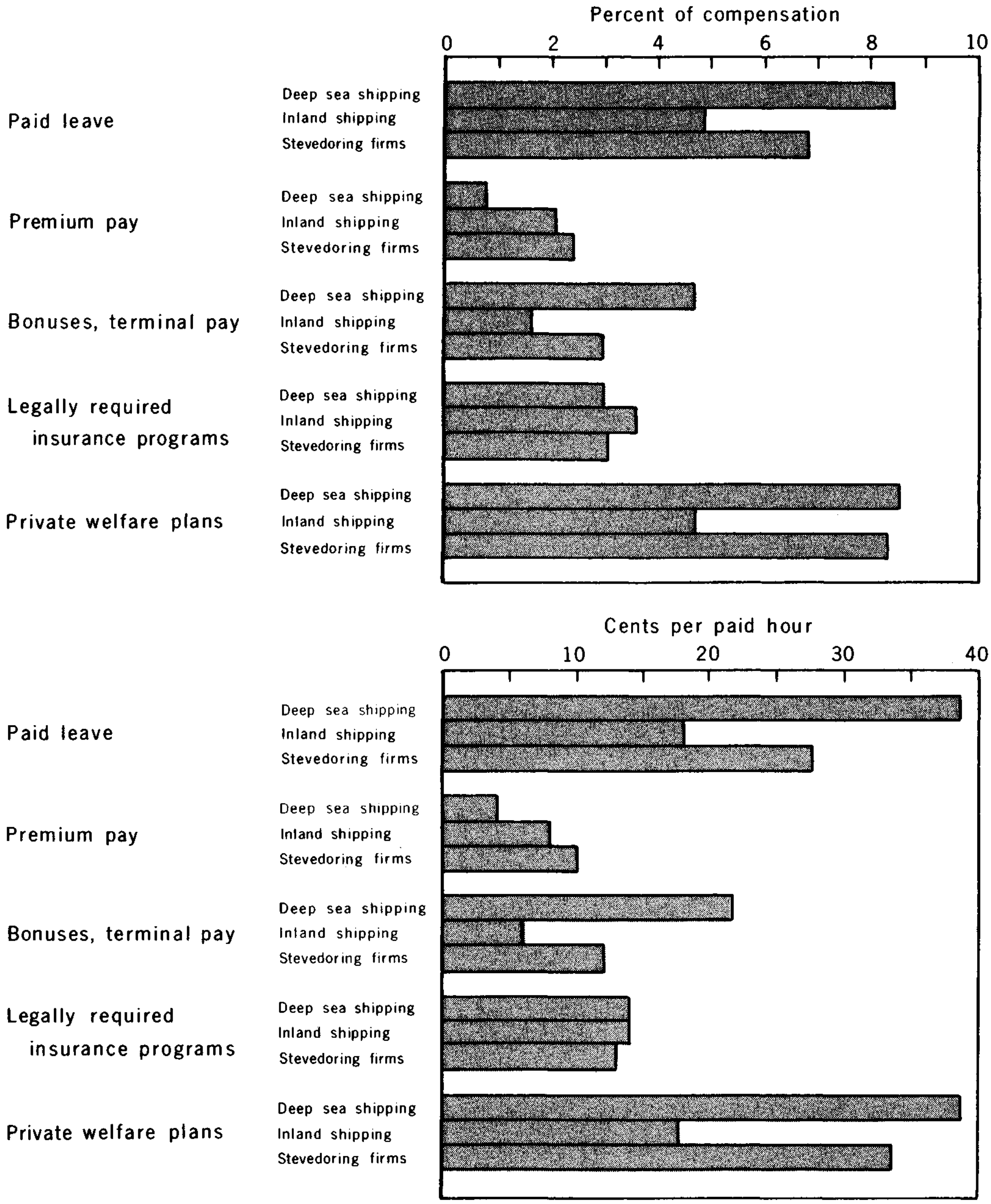
Legally Required Insurance Programs

Company expenditures for legally required insurance programs constituted 3.2 percent of all compensation outlays during

[30] These include premium pay for overtime, weekend, holiday work, and shift differentials.

Chart 6.

Employer Expenditures for Supplementary Compensation for Office Employees, Water Transportation Industry, 1964



1964 and amounted to 15 cents an hour of working time. Payments for social security made up about five-eighths of the total; unemployment compensation insurance three-eighths; and payments for other legally required insurance programs added an inconsequential amount to complete the total.[31] Expenditures for legally required insurance programs (15 cents an hour in deep sea shipping companies and 14 cents an hour in inland shipping companies and cargo handling companies) varied only slightly among the industry segments. Employer expenditures for social security (OASDI) coverage of office employees accounted for 2 percent of total compensation and amounted to 9 cents an hour of working time; corresponding figures for expenditures for Federal and State unemployment compensation were 1.2 percent of total compensation and 5 cents an hour.

Private Welfare Plans

In 1964, employer expenditures for private welfare plans, amounting to 7.2 percent of compensation outlays and 32 cents an hour of working time, were the largest supplement to straight-time pay for working time for office employees. Ninety percent of the private welfare plan expenditures were for life, accident, and health insurance plans and pension and retirement plans—expenditures for pension and retirement plans accounted for 54 percent of all private welfare plan outlays.

Expenditures for private welfare plans varied by industry segment in the same manner as many of the other supplements. Expenditures were highest in deep sea shipping companies (43 cents an hour of working time), followed by cargo handling companies (37 cents), and inland shipping companies (19 cents).

Outlays for private welfare plans constituted a larger proportion of total compensation in unionized companies than in nonunion companies.

Life, Accident, and Health Insurance. Company expenditures for life, accident, and health insurance for office employees amounted to 11 cents an hour of working time and constituted 2.5 percent of all compensation expenditures. However, these expenditures varied widely from company to company, accounting for less than 1 percent of compensation in some companies but almost 10 percent in others.

Expenditures were about twice as large per hour of working time in deep sea shipping companies (15 cents) as in inland shipping companies (7 cents). Expenditures of cargo handling companies (11 cents), like most other supplementary outlays, were between the shipping company levels.

About as many employees covered by these plans were in companies that had contributory plans as were in companies that had noncontributory plans. Expenditures in companies having contributory plans were seven-tenths of those in companies having noncontributory plans.

Pension and Retirement Plans. Expenditures for pension and retirement plans constituted 3.9 percent (18 cents) of the industry's compensation expenditures for office workers. These outlays by companies that made payments for such plans, however, accounted for 5.7 percent of all compensation expenditures and ranged up to nearly 18 percent of compensation.

Expenditures for pension and retirement plans made up 5.4 percent of all compensation expenditures and amounted to 24 cents an hour of working time in cargo handling companies. These expenditures were larger than those found in any other type of water transportation company. However, expenditures in deep sea shipping companies, accounting for 4.4 percent of total compensation and amounting to 23 cents an hour, were almost as great. Those of inland shipping companies (2.4 percent of total compensation and 10 cents) an hour were about half as much as the other types of firms.

Twice as many employees were in companies having plans that did not require employee contributions as were in companies with contributory plans. Expenditures were about 15 percent greater in companies having noncontributory plans as in companies having contributory plans.

Other Private Welfare Plans. Expenditures for savings and thrift plans amounted to only 2 cents an hour of working time and constituted less than one-half of 1 percent

[31] Expenditures for legally required insurance programs, including workmen's compensation, accounted for 4.2 percent of all outlays for the compensation of employees and were distributed as follows: 48 percent for social security; 28 percent for unemployment compensation insurance; 24 percent for workmen's compensation; and less than 1 percent for other legally required insurance programs.

of total compensation. Expenditures for vacation and holiday funds, severance or dismissal pay and supplementary unemployment benefits, and automation funds were less than half as large as expenditures for savings and thrift plans. These low levels of expenditures reflect the low incidence of these plans for office workers. However, expenditures for some of these supplements were of considerable importance in companies that had expenditures for them. In these companies, expenditures for vacation and holiday funds of 18 cents an hour of working time constituted 4.7 percent of all compensation expenditures; expenditures for savings and thrift plans were 28 cents an hour—3.9 percent of compensation;[32] and expenditures for severance or dismissal pay and SUB funds amounted to 13 cents an hour—2.1 percent of compensation. Expenditures for automation funds, amounting to less than 1 cent an hour of working time, were very small—even in those few firms that made payments into such funds.

[32] The seemingly high expenditure of 28 cents an hour for this item reflects the high level of compensation in companies that had expenditures for this plan. Most of the companies that had savings and thrift plans were deep sea shipping companies whose compensation outlays for office employees were among the highest in the industry.

Table 12. Employer Expenditures for the Compensation of Office Employees, Water Transportation Industry, 1964

Compensation practice	All companies			Deep sea carriers			Inland carriers			Stevedoring firms		
	Percent of compensation	Per hour		Percent of compensation	Per hour		Percent of compensation	Per hour		Percent of compensation	Per hour	
		Paid for	Working time		Paid for	Working time		Paid for	Working time		Paid for	Working time
Total expenditures	100.0	$4.19	$4.53	100.0	$4.59	$5.09	100.0	$3.79	$3.98	100.0	$4.06	$4.42
Gross payments to workers	89.6	$3.75	$4.06	88.5	$4.06	$4.51	91.7	$3.47	$3.65	88.6	$3.59	$3.91
Straight-time pay for working time	77.8	3.26	3.53	74.6	3.41	3.80	83.1	3.15	3.31	76.4	3.09	3.37
Premium payments [1]	1.5	.06	.07	.8	.04	.04	2.1	.08	.08	2.4	.10	.11
Overtime, weekend, and holiday work	1.5	.06	.07	.8	.04	.04	2.0	.08	.08	2.4	.10	.11
Pay for leave	6.9	.29	.31	8.4	.39	.43	4.9	.18	.19	6.8	.28	.30
Vacations	3.6	.15	.17	4.3	.20	.22	2.7	.10	.11	3.6	.15	.16
Holidays	2.3	.10	.10	2.7	.13	.14	1.6	.06	.06	2.4	.10	.11
Sick leave	.8	.04	.04	1.2	.05	.06	.4	.02	.02	.7	.03	.03
Civic and personal leave	.1	.01	.01	.2	.01	.01	.1	(2)	(2)	.1	(2)	(2)
Nonproduction bonuses	3.2	.13	.14	4.4	.20	.22	1.6	.06	.07	2.9	.12	.13
Terminal payments	.2	.01	.01	.3	.02	.02	(2)	(2)	(2)	.1	(2)	(2)
Expenditures in addition to payroll	10.4	.44	.47	11.5	.53	.58	8.3	.32	.33	11.4	.47	.51
Legally required insurance programs [3]	3.2	.14	.15	3.0	.14	.15	3.6	.14	.14	3.1	.13	.14
Retirement income and protection	2.0	.08	.09	1.9	.09	.10	2.2	.08	.09	1.8	.07	.08
Unemployment compensation	1.2	.05	.05	1.1	.05	.05	1.4	.05	.06	1.3	.05	.06
Private welfare plans	7.2	.30	.32	8.5	.39	.43	4.7	.18	.19	8.3	.34	.37
Life, accident, and health insurance	2.5	.10	.11	3.0	.14	.15	1.7	.06	.07	2.6	.10	.11
Pension and retirement plans	3.9	.16	.18	4.4	.20	.23	2.4	.09	.10	5.4	.22	.24
Vacation and holiday funds	.2	.01	.01	-	-	-	.6	.02	.02	.1	.01	.01
Severance or dismissal pay and SUB funds	.1	.01	.01	.3	.01	.01	-	-	-	(2)	(2)	(2)
Savings and thrift plans	.4	.02	.02	.8	.04	.04	(2)	(2)	(2)	.1	.01	.01
Automation funds	(2)	(2)	(2)	-	-	-	-	-	-	(2)	(2)	(2)

1 Includes shift differentials not presented separately.
2 Less than 0.05 percent or one-half cent.
3 Includes other legally required insurance programs, principally State temporary disability insurance, not presented separately.

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

Table 13. Percent Distribution of Office Employees, by Employer Expenditures for Selected Compensation Practices, as a Percent of Total Expenditures, Water Transportation Industry, 1964

Practice	Average expenditure (percent of compensation)		Percent of employees in companies—																			
					With expenditures for the practice as a percent of total expenditures—																	
	All companies	Companies with expenditures for the practice	Total	With no expenditures for the practice	Under 1	1 and under 2	2 - 3	3 - 4	4 - 5	5 - 6	6 - 7	7 - 8	8 - 9	9 - 10	10 - 11	11 - 12	12 - 13	13 - 14	14 - 15	15 - 16	16 and over
	All office employees																					
Premium payments [1]	1.5	2.0	100	23	40	13	7	5	1	3	([2])	([2])	4	1	1	1	-	([2])	-	-	-
Overtime, weekend, and holiday work	1.5	1.9	100	23	40	13	7	5	2	1	([2])	([2])	4	1	1	1	-	([2])	-	-	-
Pay for leave time	6.9	7.1	100	4	6	2	2	3	10	10	7	21	18	13	4	1	-	-	-	-	([2])
Vacations	3.6	3.8	100	6	5	7	11	33	18	17	1	1	1	-	([2])	-	-	-	-	-	-
Holidays	2.3	2.4	100	5	11	17	41	22	3	-	-	-	-	-	-	-	-	-	-	-	-
Sick leave	.8	1.1	100	29	34	32	4	-	([2])	([2])	-	([2])	-	-	-	-	-	-	-	-	-
Civic and personal leave	.1	.2	100	44	55	([2])	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Nonproduction bonuses	3.2	5.8	100	46	7	2	6	8	2	2	7	7	4	4	2	([2])	1	([2])	-	-	1
Terminal payments	.2	.8	100	76	21	1	([2])	3	-	-	-	-	-	-	-	-	-	-	-	-	-
Legally required insurance programs [3]	3.2	3.2	100	-	([2])	5	27	43	15	7	3	-	-	-	-	-	-	-	-	-	-
Retirement income and protection	2.0	2.0	100	-	1	37	55	7	-	-	-	-	-	-	-	-	-	-	-	-	-
Unemployment compensation	1.2	1.2	100	-	32	55	8	5	-	-	-	-	-	-	-	-	-	-	-	-	-
Private welfare plans	7.2	7.7	100	12	5	6	7	7	8	2	6	13	7	4	7	1	4	4	2	([2])	7
Life, accident, and health insurance	2.5	2.7	100	14	12	22	22	9	12	4	3	1	-	([2])	-	-	-	-	-	-	-
Pension and retirement plans	3.9	5.7	100	34	2	4	11	4	10	10	10	1	2	4	1	1	4	([2])	1	-	([2])
Vacation and holiday funds	.2	4.7	100	95	([2])	1	([2])	([2])	-	([2])	3	-	-	-	-	-	-	-	-	-	-
Severance or dismissal pay and SUB funds	.1	2.1	100	95	3	([2])	-	([2])	1	-	-	-	-	-	-	-	-	-	-	-	-
Savings and thrift plans	.4	3.9	100	93	-	1	([2])	4	([2])	([2])	1	-	-	-	-	-	-	-	-	-	-
Automation funds	([2])	.2	100	96	4	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	Office employees of deep sea shipping companies																					
Premium payments [1]	0.8	0.9	100	7	73	14	1	1	1	-	-	-	-	2	-	-	-	-	-	-	-
Overtime, weekend, and holiday work	.8	.9	100	7	73	14	1	1	1	-	-	-	-	2	-	-	-	-	-	-	-
Pay for leave time	8.4	8.4	100	-	-	-	-	([2])	([2])	11	6	18	31	29	3	2	-	-	-	-	-
Vacations	4.3	4.3	100	-	-	-	4	32	33	29	-	1	-	-	-	-	-	-	-	-	-
Holidays	2.7	2.7	100	-	1	12	47	37	4	-	-	-	-	-	-	-	-	-	-	-	-
Sick leave	1.2	1.2	100	3	40	51	6	-	1	-	-	-	-	-	-	-	-	-	-	-	-
Civic and personal leave	.2	.2	100	16	84	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Nonproduction bonuses	4.4	6.6	100	31	5	-	6	10	-	1	13	15	8	7	-	-	2	-	-	-	2
Terminal payments	.3	1.0	100	66	26	-	([2])	8	-	-	-	-	-	-	-	-	-	-	-	-	-
Legally required insurance programs [3]	3.0	3.0	100	-	([2])	3	34	62	-	-	-	-	-	-	-	-	-	-	-	-	-
Retirement income and protection	1.9	1.9	100	-	([2])	44	55	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Unemployment compensation	1.1	1.1	100	-	36	64	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Private welfare plans	8.5	8.5	100	([2])	3	1	4	9	5	1	5	28	6	6	15	-	4	-	-	([2])	12
Life, accident, and health insurance	3.0	3.0	100	([2])	12	18	28	10	17	5	8	2	-	-	-	-	-	-	-	-	-
Pension and retirement plans	4.4	5.8	100	23	4	-	4	7	21	13	11	2	([2])	6	([2])	-	9	-	-	-	([2])
Severance or dismissal pay and SUB funds	.3	2.1	100	90	8	-	-	1	2	-	-	-	-	-	-	-	-	-	-	-	-
Savings and thrift plans	.8	4.0	100	86	-	1	([2])	9	-	1	2	-	-	-	-	-	-	-	-	-	-

See footnotes at end of table.

Table 13. Percent Distribution of Office Employees, by Employer Expenditures for Selected Compensation Practices, as a Percent of Total Expenditures, Water Transportation Industry, 1964—Continued

Practice	Average expenditure (percent of compensation)		Percent of employees in companies—																			
	All companies	Companies with expenditures for the practice	Total	With no expenditures for the practice	With expenditures for the practice as a percent of total expenditures—																	
					Under 1	1 and under 2	2 - 3	3 - 4	4 - 5	5 - 6	6 - 7	7 - 8	8 - 9	9 - 10	10 - 11	11 - 12	12 - 13	13 - 14	14 - 15	15 - 16	16 and over
	Office employees of inland shipping companies																					
Premium payments [1]	2.1	3.7	100	45	18	4	12	2	([2])	7	([2])	-	11	-	1	([2])	-	-	-	-	-
Overtime, weekend, and holiday work	2.0	3.5	100	45	18	4	12	2	4	3	([2])	1	10	-	1	([2])	-	-	-	-	-
Pay for leave time	4.9	5.2	100	9	15	6	4	4	22	8	4	14	11	1	1	-	-	-	-	-	1
Vacations	2.7	3.0	100	16	12	16	12	32	3	5	1	1	1	-	1	-	-	-	-	-	-
Holidays	1.6	1.8	100	13	25	20	36	6	-	-	-	-	-	-	-	-	-	-	-	-	-
Sick leave	.4	.9	100	58	35	5	-	-	-	1	-	1	-	-	-	-	-	-	-	-	-
Civic and personal leave	.1	.3	100	75	25	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Nonproduction bonuses	1.6	4.1	100	60	11	1	6	7	([2])	4	2	1	1	3	4	([2])	-	-	-	-	([2])
Terminal payments	([2])	.2	100	85	13	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Legally required insurance programs [3]	3.6	3.6	100	-	-	2	21	21	35	14	7	-	-	-	-	-	-	-	-	-	-
Retirement income and protection	2.2	2.2	100	-	1	25	55	18	-	-	-	-	-	-	-	-	-	-	-	-	-
Unemployment compensation	1.4	1.4	100	-	28	45	18	9	-	-	-	-	-	-	-	-	-	-	-	-	-
Private welfare plans	4.7	5.5	100	27	9	13	6	7	11	2	9	([2])	2	-	-	1	5	8	-	1	-
Life, accident, and health insurance	1.7	2.2	100	34	15	17	17	7	9	-	-	-	-	-	-	-	-	-	-	-	-
Pension and retirement plans	2.4	4.4	100	54	-	3	25	3	([2])	8	1	1	1	4	-	-	-	1	-	-	-
Vacation and holiday funds	.6	5.8	100	91	-	([2])	-	1	-	-	8	-	-	-	-	-	-	-	-	-	-
Savings and thrift plans	([2])	1.5	100	99	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	Office employees of stevedoring firms																					
Premium payments [1]	2.4	2.9	100	14	13	31	11	21	-	2	-	([2])	1	([2])	1	6	-	([2])	-	-	-
Overtime, weekend, and holiday work	2.4	2.9	100	14	13	31	11	21	-	2	-	([2])	1	([2])	1	6	-	([2])	-	-	-
Pay for leave time	6.8	6.9	100	1	1	-	3	6	7	10	15	41	5	2	10	-	-	-	-	-	-
Vacations	3.6	3.6	100	1	1	6	25	37	16	14	([2])	-	-	-	-	-	-	-	-	-	-
Holidays	2.4	2.4	100	1	7	22	40	20	9	-	-	-	-	-	-	-	-	-	-	-	-
Sick leave	.7	1.2	100	28	22	44	6	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Civic and personal leave	.1	.1	100	46	51	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Nonproduction bonuses	2.9	5.3	100	53	5	7	7	8	8	3	([2])	([2])	-	([2])	-	-	1	2	-	-	4
Terminal payment	.1	.5	100	77	23	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Legally required insurance programs [3]	3.1	3.1	100	-	-	13	26	45	7	6	3	-	-	-	-	-	-	-	-	-	-
Retirement income and protection	1.8	1.8	100	-	([2])	43	55	2	-	-	-	-	-	-	-	-	-	-	-	-	-
Unemployment compensation	1.3	1.3	100	-	32	55	7	6	-	-	-	-	-	-	-	-	-	-	-	-	-
Private welfare plans	8.3	8.8	100	7	4	2	14	4	6	5	4	2	20	5	5	4	-	4	8	-	6
Life, accident, and health insurance	2.6	2.7	100	7	5	43	18	8	8	12	-	-	-	([2])	-	-	-	-	-	-	-
Pension and retirement plans	5.4	6.9	100	22	-	15	2	3	4	9	24	-	6	([2])	5	5	1	-	4	-	-
Vacation and holiday funds	.1	1.9	100	93	([2])	5	1	-	-	1	([2])	-	-	-	-	-	-	-	-	-	-
Severance or dismissal pay and SUB funds	([2])	1.1	100	99	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Savings and thrift plans	.1	4.5	100	98	-	-	-	-	2	-	-	-	-	-	-	-	-	-	-	-	-
Automation funds	([2])	.2	100	80	20	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

[1] Includes shift differentials not presented separately.
[2] Less than 0.05 percent of compensation or 0.5 percent of employees.
[3] Includes other legally required insurance programs, principally State temporary disability insurance, not presented separately.

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

Table 14. Percent Distribution of Office Employees, by Employer Expenditures for Selected Compensation Practices, in Cents Per Paid Hour, Water Transportation Industry, 1964

Practice	Average expenditure (in cents per hour): All companies	Average expenditure (in cents per hour): Companies with expenditures for the practice	Percent of employees in companies—: Total	With no expenditures for the practice	With expenditures in cents per hour of—: Under 3	3 and under 6	6 - 9	9 - 12	12 - 15	15 - 18	18 - 21	21 - 24	24 - 27	27 - 30	30 - 33	33 - 36	36 - 39	39 - 42	42 - 45	45 - 48	48 and over
All office employees																					
Premium payments [1]	$0.06	$0.08	100	23	34	18	6	6	3	1	1	1	2	([2])	3	2	([2])	([2])	([2])	([2])	([2])
Overtime, weekend, and holiday work	.06	.08	100	23	34	18	6	6	2	2	1	2	-	([2])	3	3	-	([2])	([2])	([2])	([2])
Pay for leave time	.29	.30	100	4	6	1	2	4	5	6	4	8	9	5	8	2	5	5	5	8	13
Vacations	.15	.16	100	6	5	6	11	13	17.	8	8	3	11	7	3	1	1	2	-	-	1
Holidays	.10	.10	100	5	11	13	13	18	20	8	7	2	([2])	([2])	([2])	-	-	-	-	-	-
Sick leave	.04	.05	100	29	20	36	10	3	2	1	-	([2])	-	-	-	-	-	-	-	-	([2])
Civic and personal leave	.01	.01	100	44	53	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Nonproduction bonuses	.13	.25	100	46	6	2	4	5	3	4	1	1	7	1	-	6	5	-	5	-	3
Terminal payments	.01	.03	100	76	17	5	-	([2])	3	-	-	-	-	-	-	-	-	-	-	-	-
Legally required insurance programs [3]	.14	.14	100	-	([2])	1	5	34	26	26	5	([2])	2	-	2	([2])	-	-	-	-	-
Retirement income and protection	.08	.08	100	-	([2])	14	46	35	2	2	1	([2])	-	-	-	-	-	-	-	-	-
Unemployment compensation	.05	-.05	100	-	16	52	26	4	2	1	-	-	-	-	-	-	-	-	-	-	-
Private welfare plans	.30	.33	100	12	4	5	4	3	5	5	7	9	2	6	1	5	4	([2])	3	6	[4]16
Life, accident, and health insurance	.10	.12	100	14	9	12	11	15	13	7	7	2	1	1	([2])	3	-	1	1	-	-
Pension and retirement plans	.16	.24	100	34	2	4	3	6	8	10	7	3	2	1	4	5	2	([2])	3	([2])	4
Vacation and holiday funds	.01	.17	100	95	([2])	1	([2])	1	([2])	-	-	3	([2])	-	-	-	-	-	-	-	-
Severance or dismissal pay and SUB funds	.01	.12	100	95	-	3	([2])	-	-	-	-	-	-	([2])	1	-	-	-	-	-	-
Savings and thrift plans	.02	.25	100	93	-	-	1	([2])	([2])	1	-	1	1	-	1	-	-	-	([2])	-	1
Automation funds	([2])	.01	100	96	4	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Office employees of deep sea shipping companies																					
Premium payments [1]	$0.04	$0.04	100	7	66	18	3	-	2	-	-	1	-	-	-	2	-	-	-	-	-
Overtime, weekend, and holiday work	.04	.04	100	7	66	18	3	-	2	-	-	1	-	-	-	2	-	-	-	-	-
Pay for leave time	.39	.39	100	-	-	-	-	-	([2])	9	-	([2])	9	4	16	4	7	8	8	13	[5]21
Vacations	.20	.20	100	-	-	-	10	3	24	9	14	5	15	9	5	2	2	-	-	-	1
Holidays	.13	.13	100	-	1	12	4	22	36	13	9	3	([2])	-	-	-	-	-	-	-	-
Sick leave	.05	.06	100	3	20	52	18	2	2	3	-	1	-	-	-	-	-	-	-	-	-
Civic and personal leave	.01	.01	100	16	81	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Nonproduction bonuses	.20	.29	100	31	5	-	-	10	1	3	2	-	12	-	-	13	8	-	9	1	4
Terminal payments	.02	.05	100	66	17	9	-	([2])	8	-	-	-	-	-	-	-	-	-	-	-	-
Legally required insurance programs [3]	.14	.14	100	-	([2])	-	2	32	34	29	([2])	-	-	-	3	-	-	-	-	-	-
Retirement income and protection	.09	.09	100	-	([2])	-	51	46	-	-	3	-	-	-	-	-	-	-	-	-	-
Unemployment compensation	.05	.05	100	-	15	58	24	-	3	-	-	-	-	-	-	-	-	-	-	-	-
Private welfare plans	.39	.39	100	([2])	2	1	4	1	-	5	8	7	-	14	-	10	9	-	1	14	[6]20
Life, accident, and health insurance	.14	.14	100	([2])	7	6	19	16	16	4	16	5	1	2	-	8	-	-	-	-	-
Pension and retirement plans	.20	.26	100	23	4	-	([2])	([2])	8	19	3	7	4	1	8	11	3	-	3	-	7
Severance or dismissal pay and SUB funds	.01	.12	100	90	-	8	-	-	-	-	-	-	-	1	2	-	-	-	-	-	-
Savings and thrift plans	.04	.25	100	86	-	-	1	-	([2])	3	-	2	1	-	3	-	-	-	1	-	2

See footnotes at end of table.

Table 14. Percent Distribution of Office Employees, by Employer Expenditures for Selected Compensation Practices, in Cents Per Paid Hour, Water Transportation Industry, 1964—Continued

Practice	Average expenditure (in cents per hour)		Percent of employees in companies—																			
	All companies	Companies with expenditures for the practice	Total	With no expenditures for the practice	With expenditures in cents per hour of—																	
					Under 3	3 and under 6	6 - 9	9 - 12	12 - 15	15 - 18	18 - 21	21 - 24	24 - 27	27 - 30	30 - 33	33 - 36	36 - 39	39 - 42	42 - 45	45 - 48	48 and over
	Office employees of inland shipping companies																					
Premium payments[1]	$0.08	$0.13	100	45	12	14	4	3	3	3	2	-	5	-	9	-	1	-	([2])	([2])	-
Overtime, weekend, and holiday work	.08	.13	100	45	12	14	4	3	3	5	2	3	-	-	9	1	-	-	([2])	([2])	-
Pay for leave time	.18	.20	100	9	16	4	4	9	10	1	9	7	8	7	2	([2])	2	2	([2])	2	9
Vacations	.10	.12	100	16	13	13	7	11	15	6	3	1	8	3	2	-	-	-	-	-	2
Holidays	.06	.07	100	13	27	14	11	17	6	8	4	1	([2])	-	-	-	-	-	-	-	-
Sick leave	.02	.04	100	58	20	14	7	1	([2])	-	-	-	-	-	-	-	-	-	-	-	1
Civic and personal leave	([2])	.01	100	75	21	4	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Nonproduction bonuses	.06	.17	100	60	8	3	7	1	5	4	-	-	([2])	3	-	-	3	-	3	2	1
Terminal payments	([2])	.01	100	85	13	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Legally required insurance programs[3]	.14	.14	100	-	-	2	5	34	18	26	9	([2])	4	-	2	([2])	-	-	-	-	-
Retirement income and protection	.08	.08	100	-	1	17	44	27	4	7	-	([2])	-	-	-	-	-	-	-	-	-
Unemployment compensation	.05	.05	100	-	12	48	32	6	([2])	2	-	-	-	-	-	-	-	-	-	-	-
Private welfare plans	.18	.23	100	27	8	10	3	-	15	6	9	3	3	-	-	-	1	1	1	-	13
Life, accident, and health insurance	.06	.09	100	34	15	8	6	16	11	11	([2])	-	-	-	-	-	-	-	-	-	-
Pension and retirement plans	.09	.17	100	54	-	4	6	15	8	4	3	1	-	-	1	-	-	-	4	-	3
Vacation and holiday funds	.02	.22	100	91	-	-	-	2	-	-	-	8	-	-	-	-	-	-	-	-	-
Savings and thrift plans	([2])	.11	100	99	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-
	Office employees of stevedoring firms																					
Premium payments[1]	$0.10	$0.11	100	14	4	27	14	27	1	([2])	-	2	-	([2])	([2])	5	-	1	-	-	1
Overtime, weekend, and holiday work	.10	.11	100	14	4	27	14	27	1	([2])	-	2	-	([2])	([2])	5	-	1	-	-	1
Pay for leave time	.28	.28	100	1	-	-	1	2	3	14	7	28	12	([2])	2	3	4	4	5	10	5
Vacations	.15	.15	100	1	-	2	22	33	7	6	3	3	10	11	1	1	-	1	-	-	-
Holidays	.10	.10	100	1	4	17	35	11	16	2	9	3	-	1	([2])	-	-	-	-	-	-
Sick leave	.03	.04	100	28	18	47	1	5	([2])	-	-	-	-	-	-	-	-	-	-	-	-
Civic and personal leave	([2])	.01	100	46	52	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Nonproduction bonuses	.12	.26	100	53	3	3	8	5	1	5	1	3	6	-	-	4	1	-	-	-	5
Terminal payments	([2])	.02	100	77	22	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Legally required insurance programs[3]	.13	.13	100	-	-	-	10	40	26	15	7	1	1	-	-	-	-	-	-	-	-
Retirement income and protection	.07	.07	100	-	-	34	42	23	1	-	-	-	-	-	-	-	-	-	-	-	-
Unemployment compensation	.05	.05	100	-	22	46	21	9	1	-	-	-	-	-	-	-	-	-	-	-	-
Private welfare plans	.34	.36	100	7	2	2	5	14	5	2	2	22	7	1	3	-	([2])	([2])	7	([2])	[7]17
Life, accident, and health insurance	.10	.11	100	7	2	39	7	13	10	6	4	1	2	-	([2])	-	-	3	4	-	-
Pension and retirement plans	.22	.28	100	22	-	14	1	4	3	2	24	1	1	3	3	2	3	2	3	2	5
Vacation and holiday funds	.01	.06	100	93	([2])	5	1	1	([2])	-	-	-	1	-	-	-	-	-	-	-	-
Severance or dismissal pay and SUB funds	([2])	.09	100	99	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Savings and thrift plans	.01	.22	100	98	-	-	-	-	-	-	-	2	-	-	-	-	-	-	-	-	-
Automation funds	([2])	.01	100	80	20	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

[1] Includes shift differentials not presented separately.
[2] Less than 0.5 percent or one-half cent.
[3] Includes other legally required insurance programs, principally State temporary disability insurance, not presented separately.
[4] Employees were distributed as follows: 9 percent at 48 and under 51 cents; 2 percent at 51–54 cents; 1 percent at 57–60 cents; 1 percent at 60–63 cents; 1 percent at 78–81 cents; 1 percent at 81–84 cents; and 1 percent at 87–90 cents.
[5] Employees were distributed as follows: 11 percent at 51 and under 54 cents; 2 percent at 60–63 cents; 4 percent at 63–66 cents; and 4 percent at 66–69 cents.
[6] Employees were distributed as follows: 12 percent at 48 and under 51 cents; 2 percent at 57–60 cents; 3 percent at 60–63 cents; and 3 percent at 78–81 cents.
[7] Employees were distributed as follows: 3 percent at 48 and under 51 cents; 1 percent at 54–57 cents; 2 percent at 57–60 cents; 1 percent at 63–66 cents; 3 percent at 81–84 cents; 1 percent at 84–87 cents; and 6 percent at 87–90 cents.

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

Chapter 5. Composition of Payroll Hours

Introduction

During 1964, working time accounted for 96 percent of all hours for which water transportation employers made direct payments to employees. The relationship of working hours to total paid hours, however, varied considerably between different groups of employees. Longshoremen and deep sea vessel personnel's working time accounted for all but 2 and 3 percent, respectively, of their paid hours; inland vessel employees' working time made up 94 percent; and the working hours of the industry's office employees accounted for 92 percent of their payroll hours. The variations in these ratios reflects the extent to which the different groups of employees received pay from their employers for leave time. Although few longshoremen and deep sea vessel personnel were paid by their employers for leave time, most of these employees worked for firms that also made contributions to vacation or vacation and holiday funds which paid workers for their accumulated leave in accordance with collectively bargained formulas. Expenditures by employers to support these funds were equal to the cost of about 4 and 8 percent of all paid hours, for longshoremen and deep sea vessel personnel, respectively.

Vacations, accounting for about 51 percent of all paid leave hours for office employees, 66 percent for longshoremen, and 90 percent for vessel personnel, were the major component of paid leave time in the water transportation industry during 1964. Holiday hours were the second largest component of paid leave hours for office employees and longshoremen but were virtually nonexistent for vessel personnel.[33] Sick leave for the industry's office force accounted for about 1 out of 8 paid leave hours but only 1 out of 10 for vessel personnel and about 1 out of 20 for longshoremen.[34]

Vacation Pay Practices

Three out of ten employees in the water transportation industry received vacation pay from their employer in 1964. However, 8 out of 10 office employees, half the operating employees of inland carriers, and fewer than 2 out of 10 longshore and deep sea vessel employees received such pay.

More than three-fourths of the office employees who received paid vacations were paid for 2 or 3 weeks, about one-tenth were paid for less than 2 weeks; and about one-tenth for 4 weeks or more. In general, office employees of inland shipping companies were less likely to receive a paid vacation or were paid for less vacation time than office employees in other sectors of the industry.

Although only 15 percent of all deep sea vessel personnel received paid vacations, 10 percent (two-thirds of those that did) were paid for at least 5 weeks of vacation and most of the others were paid for 4 weeks. Although half of all inland vessel personnel got a paid vacation, most were paid for 1 or 2 weeks and only 9 percent (about one-fifth of the workers who received vacation pay) were paid for 5 weeks or more of vacation time.

Proportionally fewer longshoremen received paid vacations than any other group of employees studied. Only 13 percent of all longshoremen received paid vacations in 1964, and most of them were paid for 2 or 3 weeks.

Paid Holiday Practices

Provisions for paying employees for holidays not worked varied widely in the water transportation industry. Vessel personnel usually worked 7 days a week and received a premium rate for work on designated holidays and generally were not paid for holidays not worked.[35] Longshoremen normally did not receive any compensation directly from employers for holidays not worked, but premium rates applied on holidays worked. Only 13 percent of all longshoremen were in companies that paid for holidays not worked, and most of the workers that received holiday pay were in supervisory capacities or in nonsupervisory positions not directly related to the handling of marine cargo.

[33] See footnote 20 for a description of the industry's holiday practice for vessel personnel and the way that such hours were treated in this study.

[34] Practically all of the sick leave payments were made by stevedoring firms to pier personnel who worked in supervisory capacities or in nonsupervisory positions not directly related to the handling of marine cargo.

[35] See footnote 20 for detail about holiday pay practices for vessel employees.

In sharp contrast to the holiday pay practices that applied to vessel personnel and longshoremen, most (84 percent) office employees worked for companies that had a practice of providing time off with pay on holidays. Nearly all office employees of deep sea shipping and cargo handling companies and about two-thirds of the office work force of inland shipping companies received paid holidays. In general, inland shipping companies granted 8 paid holidays or less, whereas the prevalent practice in deep sea shipping and cargo handling companies was to pay for 8 holidays or more, and 19 percent of the office workers in the latter sectors worked for companies that paid for 11 days or more.

Regularly Scheduled Workweek for Nonoperating Employees

In 1964, the regularly scheduled workweek for the majority of the water transportation industry's nonoperating employees consisted of 40 hours. However, 35 and 37½ hour workweeks were regularly scheduled for a large minority of these workers.

Table 15. Leave Hours as a Percent of Total Paid Hours, Water Transportation Industry, 1964

Employee group and type of company	Paid leave hours as a percent of total paid hours		Employees in all companies (percent)	Percent of employees in companies with—																
				No paid leave hours	Paid leave hours as a percent of total paid hours—															
	All companies	Companies that paid for leave hours			Under 1	1 and under 2	2 - 3	3 - 4	4 - 5	5 - 6	6 - 7	7 - 8	8 - 9	9 - 10	10 - 11	11 - 12	12 - 13	13 - 14	14 - 15	15 and over
	All paid leave																			
All employees	3.9	4.2	100	7	31	21	11	7	4	2	1	2	3	3	2	([1])	1	1	-	3
Deep sea vessel personnel	3.2	5.0	100	40	40	1	([1])	-	-	1	-	1	1	5	1	1	2	-	2	6
Inland vessel personnel	5.6	7.4	100	23	20	3	6	17	13	-	6	1	-	-	-	([1])	-	-	-	11
Longshoremen	1.9	3.4	100	44	37	4	1	([1])	1	1	1	-	5	1	3	([1])	1	-	-	-
Nonoperating employees	7.5	7.7	100	4	5	2	1	2	5	9	6	14	10	16	18	6	([1])	2	([1])	-
Deep sea water carriers	9.8	9.8	100	-	-	-	-	([1])	-	-	2	13	8	24	38	12	-	4	-	-
Inland water carriers	4.6	5.0	100	9	14	5	3	4	10	17	8	13	11	2	3	-	-	-	1	-
Stevedoring firms	8.1	8.1	100	1	-	1	2	1	4	12	9	17	15	27	7	6	([1])	-	-	-
	Vacations																			
All employees	3.0	3.2	100	8	51	17	4	3	3	4	2	1	2	1	-	([1])	-	-	-	3
Deep sea vessel personnel	3.0	4.8	100	41	40	([1])	([1])	-	-	-	-	1	1	8	1	-	-	2	-	6
Inland vessel personnel	5.3	8.2	100	33	11	10	10	6	14	2	3	-	([1])	-	-	-	-	-	-	11
Longshoremen	1.2	2.3	100	47	34	5	1	1	1	7	2	-	-	2	-	-	-	-	-	-
Nonoperating employees	3.8	4.1	100	6	5	7	8	26	17	25	5	([1])	1	([1])	-	-	-	-	-	-
Deep sea water carriers	4.9	4.9	100	-	-	([1])	1	29	11	49	9	([1])	-	-	-	-	-	-	-	-
Inland water carriers	2.5	3.0	100	16	13	16	9	29	10	5	1	1	1	1	-	-	-	-	-	-
Stevedoring firms	4.1	4.1	100	1	1	4	21	13	43	13	2	-	2	-	-	-	-	-	-	-
	Holidays																			
All employees	0.6	0.7	100	10	77	6	2	4	1	-	-	-	-	-	-	-	-	-	-	-
Deep sea vessel personnel	-	-	100	100	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Inland vessel personnel	-	-	100	100	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Longshoremen	.5	1.1	100	50	39	2	1	7	1	-	-	-	-	-	-	-	-	-	-	-
Nonoperating employees	2.6	2.8	100	5	11	13	30	28	11	1	-	-	-	-	-	-	-	-	-	1
Deep sea water carriers	3.3	3.3	100	-	1	12	18	49	18	2	-	-	-	-	-	-	-	-	-	-
Inland water carriers	1.8	2.1	100	13	25	16	35	6	3	-	-	-	-	-	-	-	-	-	-	2
Stevedoring firms	2.9	2.9	100	1	4	10	47	25	14	-	-	-	-	-	-	-	-	-	-	-
	Sick leave																			
All employees	0.3	0.4	100	37	56	6	([1])	1	([1])	-	([1])	-	-	-	-	-	-	-	-	-
Deep sea vessel personnel	.2	1.4	100	86	7	4	-	2	1	-	-	-	-	-	-	-	-	-	-	-
Inland vessel personnel	.3	.8	100	67	16	16	1	-	-	-	-	-	-	-	-	-	-	-	-	-
Longshoremen	.1	.5	100	84	14	2	([1])	-	-	-	-	-	-	-	-	-	-	-	-	-
Nonoperating employees	1.0	1.3	100	29	19	44	7	1	([1])	-	([1])	-	-	-	-	-	-	-	-	-
Deep sea water carriers	1.4	1.5	100	3	11	79	6	1	-	-	-	-	-	-	-	-	-	-	-	-
Inland water carriers	.4	.9	100	58	29	12	-	-	1	-	1	-	-	-	-	-	-	-	-	-
Stevedoring firms	1.1	1.5	100	28	16	31	23	1	-	-	-	-	-	-	-	-	-	-	-	-
	Civic and personal leave																			
All employees	([1])	0.1	100	58	42	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Deep sea vessel personnel	([1])	.2	100	93	7	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Inland vessel personnel	([1])	.1	100	87	13	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Longshoremen	([1])	.4	100	91	9	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Nonoperating employees	0.1	.2	100	44	55	([1])	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Deep sea water carriers	.2	.2	100	16	84	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Inland water carriers	.1	.3	100	75	25	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Stevedoring firms	.1	.2	100	46	51	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-

[1] Less than 0.5 percent.

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

Table 16. Percent Distribution of Employees by Number of Weeks of Vacation Paid For, Water Transportation Industry, 1964

Employee group and type of company	Workers in all companies	Percent of employees in companies with—							
		No paid vacations	Paid vacations of—						
			Total	Under 1 week	1 and under 2 weeks	2 and under 3 weeks	3 and under 4 weeks	4 and under 5 weeks	5 weeks and over
All employees	100	70	30	1	4	9	9	3	4
Deep sea vessel personnel	100	85	15	(1)	1	(1)	(1)	4	10
Inland vessel personnel	100	51	49	3	13	14	6	4	9
Longshoremen	100	87	13	(1)	2	4	6	1	(1)
Nonoperating employees	100	19	80	1	8	34	29	7	1
Deep sea water carriers	100	6	95	(1)	4	35	45	11	-
Inland water carriers	100	38	62	1	12	33	9	3	4
Stevedoring firms	100	11	88	1	7	37	36	7	(1)

[1] Less than 0.5 percent.

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

Table 17. Percent Distribution of Employees by Number of Holidays Paid For, Water Transportation Industry, 1964

Industry group, employee group	Workers in all companies	Percent of employees in companies with—															
		No paid holidays	Paid holidays of—														
			Under 5	5	Over 5 and under 6	6	Over 6 and under 7	7	Over 7 and under 8	8	Over 8 and under 9	9	Over 9 and under 10	10	Over 10 and under 11	11	Over 11
Deep sea vessel personnel	100	100	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Inland vessel personnel	100	100	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Longshoremen	100	87	3	(1)	-	2	-	1	-	-	-	6	-	1	(1)	(1)	(1)
Nonoperating employees	100	16	3	7	-	7	1	15	4	14	3	7	(1)	12	(1)	5	6
Deep sea water carriers	100	3	2	10	-	-	-	9	8	10	6	13	-	21	(1)	5	12
Inland water carriers	100	36	5	5	-	16	1	24	-	11	-	1	(1)	-	-	-	1
Stevedoring firms	100	5	(1)	2	-	7	2	12	2	26	1	7	-	17	(1)	15	4

[1] Less than 0.5 percent.

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

Appendix A. Expenditures as Proportions of Payroll

In the body of the text, all supplementary expenditures have been measured as a proportion of total compensation. This approach allows an examination of the level and structure of compensation expenditures. However, for some purposes, it may be desirable to examine expenditures for pay supplements in different ways. Two of the techniques often used are to express these outlays as percentages of gross or of straight-time payroll.[36] The appendix table expresses supplementary expenditures in these terms. It should be noted that the supplements, when measured as a percent of gross or straight-time payroll, cannot be added to other payroll statistics since some supplements are part of payroll and others are in addition to payroll.

[36] Straight-time payroll is derived by subtracting overtime, weekend, holiday, and shift premiums from gross payroll.

Table A-1. Employer Expenditures for Supplementary Compensation Practices, as a Percent of Payroll, Water Transportation Industry, 1964

Practice	Percent of gross payroll								Percent of straight-time payroll							
	All employees	Vessel personnel		Longshoremen	Nonoperating employees				All employees	Vessel personnel		Longshoremen	Nonoperating employees			
		Deep sea	Inland		All	Water carriers		Stevedoring firms		Deep sea	Inland		All	Water carriers		Stevedoring firms
						Deep sea	Inland							Deep sea	Inland	
	All companies															
Premium payments[1]	15.7	27.6	7.2	13.2	1.7	0.9	2.2	2.7	18.7	38.2	7.7	15.2	1.7	0.9	2.3	2.8
Overtime, weekend, holiday, and penalty work	15.7	27.6	7.2	13.2	1.7	.9	2.2	2.7	18.6	38.2	7.7	15.2	1.7	.9	2.3	2.8
Pay for leave time	3.8	3.5	4.6	1.6	7.7	9.5	5.3	7.7	4.5	4.8	4.9	1.8	7.8	9.6	5.4	7.9
Vacations	2.8	3.3	4.3	1.0	4.1	4.9	3.0	4.1	3.3	4.5	4.6	1.2	4.1	4.9	3.0	4.2
Holidays	.6	-	-	.5	2.6	3.1	1.8	2.7	.8	-	-	.5	2.6	3.1	1.8	2.8
Sick leave	.3	.2	.3	.1	.9	1.3	.5	.8	.4	.3	.3	.1	1.0	1.3	.5	.9
Civic and personal leave	(2)	(2)	(2)	(2)	.1	.2	.1	.1	(2)	(2)	(2)	(2)	.1	.2	.1	.1
Nonproduction bonuses	.9	.1	1.1	.2	3.5	5.0	1.8	3.3	1.1	.1	1.2	.2	3.6	5.0	1.8	3.4
Terminal payments	.1	(2)	(2)	(2)	.2	.4	(2)	.1	.1	.1	.1	(2)	.2	.4	(2)	.1
Legally required insurance programs[3]	4.5	4.6	4.4	5.1	3.6	3.4	3.9	3.5	5.4	6.3	4.8	5.9	3.7	3.5	4.0	3.6
Retirement income and protection	2.7	2.7	2.7	2.9	2.2	2.2	2.4	2.1	3.2	3.7	2.9	3.4	2.3	2.2	2.4	2.1
Unemployment compensation	1.8	1.9	1.7	2.2	1.4	1.2	1.5	1.4	2.2	2.6	1.8	2.5	1.4	1.2	1.5	1.5
Private welfare plans	16.3	24.1	5.0	16.1	8.0	9.6	5.1	9.3	19.3	33.3	5.4	18.5	8.1	9.7	5.2	9.6
Life, accident, and health insurance	4.5	5.5	2.4	5.1	2.7	3.4	1.8	2.9	5.3	7.6	2.6	5.8	2.8	3.4	1.8	3.0
Pension and retirement plans	5.5	7.2	2.4	5.3	4.4	5.0	2.6	6.1	6.6	10.0	2.6	6.1	4.5	5.1	2.7	6.2
Vacation and holiday funds	5.7	10.5	(2)	5.2	.3	-	.6	.1	6.7	14.5	(2)	6.0	.3	-	.7	.1
Severance or dismissal pay and SUB funds	.2	.3	-	.1	.1	.3	-	(2)	.2	.4	-	.2	.1	.3	-	(2)
Savings and thrift plans	.3	.6	.1	-	.5	.9	(2)	.2	.4	.8	.1	-	.5	.9	(2)	.2
Automation funds	.1	(2)	-	.3	(2)	-	-	(2)	.1	(2)	-	.3	(2)	-	-	(2)
	Companies with expenditures															
Premium payments[1]	16.5	27.7	9.4	13.3	2.2	1.0	4.1	3.3	19.8	38.4	10.4	15.4	2.3	1.0	4.2	3.4
Overtime, weekend, holiday, and penalty work	16.5	27.7	9.4	13.3	2.2	1.0	3.9	3.3	19.8	38.4	10.4	15.3	2.2	1.0	4.1	3.4
Pay for leave time	4.0	5.5	5.8	3.1	7.9	9.5	5.7	7.8	4.7	7.4	6.4	3.4	8.0	9.6	5.8	8.0
Vacations	3.0	5.3	6.2	2.1	4.2	4.9	3.3	4.1	3.5	7.1	6.8	2.3	4.3	4.9	3.4	4.2
Holidays	.7	-	-	1.0	2.6	3.1	1.9	2.7	.8	-	-	1.1	2.7	3.1	2.0	2.8
Sick leave	.4	1.3	.8	.4	1.3	1.4	1.0	1.3	.5	1.7	.9	.5	1.3	1.4	1.0	1.3
Civic and personal leave	.1	.2	.1	.3	.2	.2	.3	.2	.1	.2	.1	.4	.2	.2	.3	.2
Nonproduction bonuses	1.3	.7	2.9	.3	6.4	7.4	4.5	6.1	1.6	1.0	3.1	.4	6.5	7.4	4.5	6.2
Terminal payments	.2	.3	7.0	(2)	.9	1.2	.3	.6	.2	.4	7.7	(2)	.9	1.2	.3	.6
Legally required insurance programs[3]	4.5	4.6	4.4	5.1	3.6	3.4	3.9	3.5	5.4	6.3	4.8	5.9	3.7	3.5	4.0	3.6
Retirement income and protection	2.7	2.7	2.7	2.9	2.2	2.2	2.4	2.1	3.2	3.7	2.9	3.4	2.3	2.2	2.4	2.1
Unemployment compensation	1.9	1.9	1.7	2.2	1.4	1.2	1.5	1.4	2.2	2.6	1.8	2.5	1.4	1.2	1.5	1.5
Private welfare plans	16.5	24.1	5.3	16.1	8.6	9.7	6.1	9.9	19.7	33.3	5.7	18.5	8.8	9.7	6.2	10.2
Life, accident, and health insurance	4.6	5.5	2.7	5.1	3.1	3.4	2.5	3.1	5.5	7.6	2.9	5.8	3.1	3.4	2.5	3.2
Pension and retirement plans	5.9	7.2	3.7	5.5	6.5	6.6	4.9	7.9	7.1	10.0	4.1	6.3	6.6	6.7	5.1	8.2
Vacation and holiday funds	8.1	11.7	1.0	6.4	5.5	-	7.0	2.1	10.0	16.6	1.0	7.5	6.2	-	7.8	2.3
Severance or dismissal pay and SUB funds	1.4	1.4	-	3.0	2.4	2.5	-	1.2	1.8	1.9	-	3.7	2.4	2.5	-	1.2
Savings and thrift plans	3.3	3.7	1.0	-	4.5	4.6	1.6	5.6	3.9	4.7	1.3	-	4.6	4.6	1.6	5.8
Automation funds	.6	.1	-	.9	.3	-	-	.3	.7	.1	-	1.2	.3	-	-	.3

[1] Includes shift differentials not presented separately.
[2] Less than 0.05 percent
[3] Includes other legally required insurance, principally State temporary disability insurance, not presented separately.

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

Appendix B. Scope and Method of Survey

Scope of Survey and Industry Classification

This study of employer expenditures for the compensation of employees covers all companies in SIC 44—Water Transportation (except for those in SIC 4464—canal operation)—classified in accordance with the 1957 edition of the Standard Industrial Classification Manual (SIC) and 1963 Supplement prepared by the U.S. Bureau of the Budget. This major industry group includes privately owned companies engaged in freight and passenger transportation on the deep seas or inland waters, and stevedoring and other companies furnishing services incidental to water transportation. Shipping firms operating under foreign flags were included in this study. However, data obtained from these firms were limited to information about employees who were based and paid in the United States. For purposes of this study, all companies in the industry were grouped into three segments—Deep sea carriers, Inland carriers, and Stevedoring. These segments include the following industries as defined in the SIC Manual: Deep sea carriers—SIC's 441 and 442; Inland carriers—SIC's 443, 444, 445, and 4469; and Stevedoring—SIC 4463.

Data relate to the calendar year 1964 and are limited to irrevocable cash disbursements of employers (thus excluding amounts segregated in bookkeeping transactions over which the company retained control) for the compensation of employees, and the hours for which employees received pay from their employers (payroll hours).

Definition of Terms

Compensation, for purposes of this study, is defined as the sum of the payments, subject to Federal withholding taxes, made by employers directly to their employees before deductions of any type, and the expenditures made by employers for legally required insurance programs and private welfare plans to provide the worker with full—or partial—economic security against a future contingency (e.g., unemployment, retirement, medical expenses, etc.).

Paid hours consist of aggregate hours worked, paid leave hours, rest periods, coffee breaks, machine downtime, and other nonleave hours paid for but not worked, for which employers made direct payments to workers during the year. Working time excludes paid leave time.

Expenditure ratios for "all companies" represent the expenditures for the practice divided by total compensation for all companies—both those with and without expenditures—whereas, the ratios for "companies with expenditures for the practice" relate the same expenditures to the total compensation of only those establishments that reported an actual expenditure. The expenditure rates represent the same expenditures divided by the corresponding man-hours.

The expenditure ratios used in the body of this report were obtained by using the following formulas:

1. Expenditures as a percent of compensation=

$$\frac{\text{Expenditure for the practice}}{\text{Total compensation (comprised of gross payroll, private welfare, and legally required insurance expenditures).}} \times 100$$

2. Expenditures per paid hour=

$$\frac{\text{Expenditure for the practice}}{\text{Total paid hours including hours of paid leave.}}$$

3. Expenditures per working hour=

$$\frac{\text{Expenditure for the practice}}{\text{Total paid hours minus hours of paid leave.}}$$

The practices studied, which are itemized in the tables, are believed to comprise the major elements of compensation for workers in the water transportation industry. Some of the omitted practices, however, may occasion important expenditures in particular companies. Among the excluded practices were expenditures for such facilities and practices as inplant medical care, maintenance and cure, perquisites and allowances in lieu of perquisites.

The other terms used in this bulletin are defined on the questionnaire form, reproduced in appendix C, that was used in the study.

Collection of Data

Data were collected primarily by personal visits. However, mail questionnaires were sent to a few companies in the sample. Personal visits also were made to a sample of companies which had not responded to mail requests.

Sampling Procedure

The survey was conducted on the basis of a highly stratified probability sample. The list of companies from which the sample was selected was developed from lists maintained by the State agencies administering the unemployment compensation laws. The sample was selected within the industry so as to yield the most accurate estimates possible with the resources available. This was done by including in the sample a greater proportion of large rather than small companies. In general, a company's chance of selection was roughly proportionate to its employment size.

Data were obtained from companies employing approximately 78,500 workers—about one-third of the total employment in the industry during 1964.

Method of Estimation

Data for each sample company were weighted in accordance with the probability of selection of that company. For instance, where 1 company out of 2 was selected in a size-industry class, it was considered as representing itself as well as another company, i.e., it was given a weight of 2. Thus, if the company had 1,000 hours of paid vacation leave and 50,000 hours of paid hours of all classes, it would contribute 2,000 vacation hours and 100,000 total hours to the final estimate.

Reporting Problems

Separate data by company and type of supplementary compensation practice were collected in most cases. However, all companies do not keep records in a manner that enables them to furnish actual figures in this detail, and some approximations had to be accepted. Estimates, using collateral data, were made in certain cases where records were not kept or were summarized only for specific practices.

It should be noted that errors in the use of estimating procedures would have to be in the same direction in each case (overstatement or understatement of actual values) to have a cumulative effect on the accuracy of the results.

Appendix C. Questionnaire

BLS 2863

Budget Bureau No. 44-6542
Approval expires 6-30-66

U.S. DEPARTMENT OF LABOR
BUREAU OF LABOR STATISTICS
WASHINGTON, D.C. 20212

Employer Expenditures for Selected Compensation Practices in Transportation Industries, 1964

Company Identification

Your reply will be held in confidence.

This report should cover all units of the company which are primarily engaged in transportation activities, and should not be limited to activities at the address shown. If the company was engaged in two or more substantially different transportation activities, e.g., oil tanker and pipeline operations, separate reports should be submitted.

1. Principal Transportation Activity

(Check only one box)

A. ☐ Intercity bus line
B. ☐ Local or suburban transit
C. ☐ Taxicab operator
D. ☐ Deep sea foreign transportation
E. ☐ Other water transportation
F. ☐ Marine cargo handling
G. ☐ Air transportation, certificated carrier
H. ☐ Pipelines, except natural gas
I. ☐ Other (specify) ____________

2. Employment

For each employee category, enter the total number of full- and part-time employees on the payroll who worked or received pay for any part of the payroll period which included September 12, 1964. Include officers of corporations, but exclude proprietors and partners of unincorporated firms. Also exclude pensioners and members of the Armed Forces on active duty carried on the rolls but not working during the period. (Definitions of the terms "operating" and "nonoperating" employees are on page 2 of this questionnaire. If there were no workers in one of the employee categories, enter "none.")

	Employment
Operating employees	____________
Nonoperating employees	____________

For BLS use only

Schedule number	Reg.	State	City size	SIC	Est. size	Weight	Special char.

GENERAL EXPLANATIONS

Please answer the questions which follow separately for operating and nonoperating employees. If records do not permit reporting separate figures for the two groups, and estimates cannot be made, enter a combined figure and indicate that it is for operating and nonoperating employees.

Operating Employees are supervisory and nonsupervisory employees who work aboard moving vehicles, such as bus and taxi drivers; marine engineers, seamen, cooks; and airline pilots. However, exclude workers who merely move vehicles to or from loading, maintenance, or parking areas and operators of construction equipment or loading devices such as baggage or forklift trucks. Reports for marine cargo handling should treat all pier personnel as operating employees.

Nonoperating Employees include all supervisory and nonsupervisory employees not classified as operating employees, such as pumpmen, shop maintenance employees, and office workers. Reports for pipelines should treat all employees as nonoperating employees.

If the only figure available combines data for several lines on this questionnaire, report the combined figure and bracket the lines included or otherwise indicate what is included in the figure reported.

If exact information is not available for an item, where possible please provide a carefully considered estimate. If any of the figures reported are estimated, please list on page 8 the items which were estimated and indicate how the estimates were made.

IF NO EXPENDITURES OR MAN-HOURS WERE INVOLVED DURING 1964 FOR A GIVEN ITEM, ENTER "0" IN THE APPROPRIATE SPACE. PLEASE DO NOT LEAVE ANY LINES BLANK.

COMPANIES IN THE AIR TRANSPORTATION, MARITIME, INTERCITY BUS, AND LOCAL TRANSIT INDUSTRIES SHOULD READ THE ACCOMPANYING SUPPLEMENTARY EXPLANATION SHEET BEFORE COMPLETING THIS QUESTIONNAIRE.

3. Payments Made Directly to Employees as Part of the Payroll in 1964

In this section report only payments which were part of the company's 1964 gross payroll. Include only payments to employees as defined in Item 2. Do not report payments to funds, trustees, insurance companies, or government agencies; these payments should be reported in Item 5.

	Employer payments to: Operating employees	Employer payments to: Nonoperating employees	LINE
A. Gross Payroll: Enter total employee earnings during 1964, before deductions. This amount should equal the sum of the figures shown on individual employees' W-2 forms under the heading "Total Wages Paid"	$	$	1
B. Paid Leave: Enter total amounts paid directly to employees for each type of leave. Include payments under formal plans and informal salary continuation plans. If employees worked on paid holidays or during vacations and received both pay instead of time off and pay for work performed, include here only the pay in lieu of time off.			
1. Vacations			2
2. Holidays			3
3. Sick leave			4
4. Military, jury, witness, voting, and personal leave (excluding pay for serving as a witness for the employer)			5
C. Premiums Above Regular Pay:			
1. Premium pay for overtime, weekend, and holiday work. Enter total payments above the regular straight-time pay for work performed. For example, if overtime is paid for at time and one-half, report only the half-time here. For work on holidays, exclude pay at the regular rate for work performed and pay in lieu of time off; report only payments above these sums (that is, if total pay for holiday work is double time and one-half, include only the half-time pay here)			6
2. Shift differentials. Enter total payments above rates for the day shift. If late-shift workers receive 8 hours' pay for $7\frac{1}{2}$ hours' work, compared with 8 hours' work for the day shift, report the $\frac{1}{2}$ hour's pay as a shift differential			7

	Employer payments to		LINE
	Operating employees	Nonoperating employees	
D. Nonproduction Bonuses: Report total cash bonus payments that were not directly related to employees' production. Include yearend and Christmas bonuses and attendance, longevity, safety, suggestion, merit, and related awards. Also include cash from profit-sharing plans actually paid out to employees in 1964 in the form of bonuses. Exclude production incentive payments, commissions, premiums for hazardous work, cost-of-living adjustments, terminal payments (reported below in Item 3-E), payments for educational assistance, per diem, expense account payments, and payments in the form of merchandise --------------	$	$	1
E. Terminal Payments: Report total payments made directly to employees because of temporary or permanent severance of employment. Include lump-sum cash payments made to retiring employees. Exclude payments to funds, trustees, or insurance companies --			2

4. Man-hours Paid For in 1964

Report as total hours paid for those hours for which the payments reported in Item 3-A were made. They consist of hours on duty (operating employees) or paid for hours at the workplace (nonoperating employees), additional hours paid for to make up guarantees, and the man-hours equivalent to direct employer payments for leave time. Do not convert overtime or other premium paid hours to straight-time equivalent hours. Do not include hours equivalent to payments by funds, trustees, or insurance companies.

Report as paid leave hours the man-hours for which the leave pay entered in Item 3-B was made. Report only the man-hours equivalent to the pay received. For example, if an employee who is regularly paid \$2 an hour was given \$5 for a day's absence, report $2\frac{1}{2}$ hours (\$5 ÷ \$2).

	Man-hours paid for		
	Operating employees	Nonoperating employees	
A. Total Hours Paid For, Including Paid Leave Hours --	hrs.	hrs.	3
B. Paid Leave Hours:			
1. Vacations --			4
2. Holidays --			5
3. Sick leave --			6
4. Military, jury, witness, voting, and personal leave (excluding pay for serving as a witness for the employer) --------------------			7

5. Employer Expenditures in Addition to Payroll in 1964

A. Private Welfare Plans:

Enter total employer expenditures for the plans listed below. Exclude employee contributions, employer payments already reported as payroll expenditures, those for legally required programs, and administrative costs (including actuarial and legal expenses) incurred by the company. Include payments to funds, trustees, insurance companies, employees or their beneficiaries, and to plans financed through profit sharing. However, exclude payments made by funds, trustees, or insurance companies and income earned by funds. For payments to insurance carriers report only net expenditures (i.e., premiums less refunds). Include payments for current employees, employees on layoff status, retired employees, and dependents of these employee groups.

	Employer expenditures for		LINE
	Operating employees	Nonoperating employees	
1. Health, accident, and life insurance. Enter payments for life insurance; accidental death and dismemberment insurance; death benefits; travel accident insurance; hospitalization, surgical, medical, major medical, dental, optical, and drug plans; and sickness and accident (wage and salary continuance) insurance. Exclude expenditures for in-plant medical facilities	$	$	1
2. Pension and retirement plans. Include direct payments to pensioners under a pay-as-you-go plan. For funded plans, report payments in 1964 for past and current service liabilities. Include payments under profit-sharing plans deferred until retirement and payments for disability retirement programs			2
3. Vacation and holiday funds			3
4. Severance or dismissal pay funds and/or supplemental unemployment benefit funds			4
5. Savings and thrift plans (including company expenditures for contributions in the form of stock)			5
6. Automation funds. Report here payments to special automation funds. Do not include these payments elsewhere on the questionnaire. For example, if an automation fund provides retirement benefits, report the payment to the fund here and not in Item 5-A-2, above. (However, do not report regular payments to a retirement fund here.) Specify the name of the automation fund and the benefit provided. ______			6
7. Other (specify) ______			7

B. Legally Required Insurance:

Report the company's net liability for 1964 under employee benefit programs required by law. Exclude employee contributions. Report payments to government agencies, insurance companies, and directly to workers under self-insured plans. Report net insurance premiums (i.e., premiums less refunds). If a self-insured plan was in effect, exclude the company's administrative costs. Report the liability incurred in 1964 rather than the amount actually paid during 1964. Do not report any expenditures that were entered in Item 3 as payroll expenditures.

	Employer expenditures for		LINE
	Operating employees	Nonoperating employees	
1. Payments for pension programs (Social Security and Railroad Retirement)	$	$	1
2. Unemployment insurance (State unemployment compensation and Railroad Unemployment Insurance)—			
a. Payments to Federal Government			2
b. Payments to State government			3
3. Payments for work-connected disability. Include payments under workmen's compensation laws, payments in companies subject to the Federal Employers' Liability Act, and payments into the Ohio Disabled Workmen's Relief Fund			4
4. Other, including State temporary disability insurance. Specify type of payment reported. If obligations under a State temporary disability insurance law were met by employer expenditures reported elsewhere on this questionnaire, enter "O" and indicate the item containing the expenditure.			5

6. Establishment Practices and Policies

A. Paid Holidays Observed During 1964:

Enter number of days per employee. If more than one practice existed in an employee category, report that which applied to the greatest number in the category. Do not include days for which premium rates were paid if work was performed, but no pay was given if the days were not worked.

	Days per employee		
	Operating employees	Nonoperating employees	
1. Full-day holidays			6
2. Half-day holidays			7

B. Paid Vacations:

Report below the approximate number of employees who received vacation pay directly from the company according to the amount of pay received during 1964 and not the time taken for vacation. If vacation pay was not a direct multiple of weekly or hourly rates, report according to the number of weeks equivalent to the pay received. For example, if the amount of vacation pay was a percentage of annual earnings, report payments of about 2 percent as 1 week's vacation pay, about 4 percent as 2 weeks' pay, etc. Exclude employees whose vacation payments were received from funds.

Employee category	Number of employees receiving—							LINE
	No vacation pay	Under 1 week's pay	1 and under 2 weeks' pay	2 and under 3 weeks' pay	3 and under 4 weeks' pay	4 and under 5 weeks' pay	5 weeks' pay or more	
Operating								1
Nonoperating								2

C. Welfare and Pension Plans (Other Than Legally Required):

1. Were any employees covered by a private plan paid entirely or in part by the company (other than company payments for administrative expenses)? (Answer "yes" if there were such plans even if there were no employer expenditures in 1964.)

	Operating employees (Check one)		Nonoperating employees (Check one)		
	Yes	No	Yes	No	
a. Health, accident, or life insurance (as defined in Item 5-A-1)	☐	☐	☐	☐	3
b. Pension or retirement benefits (as defined in Item 5-A-2)	☐	☐	☐	☐	4

2. If "yes" was answered to either or both parts of C-1, did any employees contribute to the costs of any of the benefits? (Check "no" if employee contributions only purchased supplemental benefits or dependents' coverage.)

	Operating Yes	Operating No	Nonoperating Yes	Nonoperating No	
a. Health, accident, or life insurance	☐	☐	☐	☐	5
b. Pension or retirement benefits	☐	☐	☐	☐	6

D. Collective Bargaining Agreements:

	Operating Yes	Operating No	Nonoperating Yes	Nonoperating No	
Did collective bargaining agreements cover a majority of the nonsupervisory employees?	☐	☐	☐	☐	7

E. Normal Workweek for Nonoperating Employees:

How many hours per week were normally worked by the majority of employees in each of the following categories (or the workweek applying to the largest number of employees if no single workweek applied to a majority)? What was the approximate average number of persons employed in each category?

	Number of hours per week	Average number of employees	LINE
1. Nonsupervisory clerical workers			1
2. Other nonsupervisory (nonoperating) employees			2
3. Executive, professional, and supervisory employees			3

Remarks

List the items for which data were estimated and indicate the method of estimation. Include any other pertinent explanation of the data you have reported.

Authorizing official Title Date

(Please print or type)

Do you want a copy of the Bureau's report for this survey? Yes ☐ No ☐

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