

# INDUSTRY WAGE SURVEY

## Cigar Manufacturing

MARCH 1967

Bulletin No. 1581

UNITED STATES DEPARTMENT OF LABOR

BUREAU OF LABOR STATISTICS



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December 1967

UNITED STATES DEPARTMENT OF LABOR  
Willard Wirtz, Secretary

BUREAU OF LABOR STATISTICS  
Arthur M. Ross, Commissioner



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## Preface

This bulletin summarizes the results of a Bureau of Labor Statistics survey of wages and supplementary benefits in the cigar manufacturing industry in March 1967.

Separate releases were issued earlier, usually within a few months of the payroll period studied, for the following areas: Scranton and Wilkes-Barre-Hazleton, Pa.; York County, Pa.; and Tampa-St. Petersburg, Fla. Copies of these releases are available from the Bureau of Labor Statistics, Washington, D.C., 20212, or any of its regional offices.

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

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

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# Industry Wage Survey—

## Cigar Manufacturing, March 1967

### Summary

Straight-time earnings of production and related workers in the cigar manufacturing industry averaged \$1.72 an hour in March 1967. Earnings of nearly all of the 16,552 workers covered by the Bureau's survey<sup>1</sup> were within a range of \$1.40 to \$2.50 an hour; the middle half earned between \$1.51 and \$1.83. Women constituted three-fourths of the production workers and averaged \$1.67 an hour—17 cents less than men, who accounted for virtually all of the workers in skilled maintenance and machine adjusting jobs.

The industry is concentrated heavily in the Middle Atlantic (nearly all in Pennsylvania) and Southeast (mostly in Florida) regions,<sup>2</sup> where earnings averaged \$1.74 and \$1.67 an hour, respectively. Earnings also varied by size of establishment, size of community, labor-management contract status, and occupation.

The large majority of the workers were in plants providing 5, 6, or 7 paid holidays, at least 1 week's vacation pay after 1 year of service, and various types of health insurance benefits.

### Industry Characteristics

The 92 cigar manufacturing plants within scope of the survey employed 16,552 production and related workers in March 1967, a decline of nearly 25 percent since April-May 1964, the date of a similar study.<sup>3</sup> The number of plants covered by the two studies, however, was virtually the same. The employment level of 21,675 in 1964, marked a pause in the previous steady decline in the industry's employment which had been noted for a number of years.<sup>4</sup>

<sup>1</sup> See appendix A for scope and method of survey. Wage data presented in this bulletin exclude premium pay for overtime and for work on weekends, holidays, and late shifts.

<sup>2</sup> For definitions of regions, see table in appendix A.

<sup>3</sup> For an account of the earlier study, see Industry Wage Survey: Cigar Manufacturing, April-May 1964, BLS Bulletin 1436 (1965).

<sup>4</sup> See Employment and Earnings Statistics for the United States, 1909-66, BLS Bulletin 1312-4, and Employment and Earnings, Vol. 13, No. 9, 1967.

Much of the industry's employment decline was due to increased productivity, resulting from new and improved methods of manufacturing. Among these improvements were faster machine speeds, increased machine controlled functions, and combinations of formerly separate functions, particularly on cigarmaking machines.<sup>5</sup>

The development of the reconstituted tobacco sheet,<sup>6</sup> which was initially used as cigar binder and more recently as cigar wrapper, has been responsible for substantial occupational changes in the industry. Prior to the introduction of the reconstituted tobacco sheet, a worker on cigarmaking machines was required to place a binder leaf on the binder die of the machine; the leaf was then rolled around the filler automatically. The reconstituted tobacco sheet permits automatic feeding of the binder. Machines which manufacture cigars in a nearly automatic manner, using tobacco sheets for both binder and wrapper, now are being used to a limited extent in the industry.

Since 1955, there has been a substantial shift in the employment of cigarmaking-machine operators from multi- to single-position machines. Operators of single-position machines, nonexistent in 1955, made up nearly three-fifths of the operators in 1961, and over four-fifths in 1964. As indicated in the tabulation below, there has been a slight decline, however, in the proportion of operators on single-position machines between 1964 and 1967:

	1967	1964	1961	1955
Cigarmaking-machine operators:				
4-position -----	10	8	11	64
3-position -----	1	1	13	-
2-position -----	7	4	18	36
1-position -----	81	86	58	-
Total <sup>1</sup> -----	100	100	100	100
Number of workers -----	5,144	6,506	7,416	13,061

<sup>1</sup> Because of rounding, sums of individual items may not equal 100.

<sup>5</sup> Technological Trends in Major American Industries, BLS Bulletin 1474, February 1966.

<sup>6</sup> The reconstituted tobacco sheet, used in place of the natural leaf in cigarmaking, is made by pulverizing tobacco and forming it into continuous sheets.

The number of hand cigarmakers<sup>7</sup> also has declined substantially during the 1955-67 period—from 3,074 to 333. (See chart.)

Eighty-six percent of the industry's workers were in the Middle Atlantic and Southeast regions and were about evenly divided between the two. Pennsylvania accounted for nearly all of the workers in the Middle Atlantic region and Florida for most of those in the Southeast. Metropolitan areas<sup>8</sup> accounted for slightly more than three-fourths of the production workers in both regions. Scranton and Wilkes-Barre-Hazleton, Pa., York County, Pa., and Tampa-St. Petersburg, Fla., the three areas surveyed separately, accounted for nearly half of the workers in the industry—22, 6, and 19 percent, respectively.

Plants with 500 employees or more accounted for six-tenths of the production workers, compared with three-tenths in plants with 100 to 499 employees and one-tenth in smaller plants. Corresponding proportions were about the same in both the Middle Atlantic and Southeast regions.

Establishments with labor-management contracts covering a majority of their production workers employed slightly less than half of the industry's work force. One-fifth of the workers in the Middle Atlantic region were in establishments with such coverage, compared with nearly two-thirds in the Southeast. The proportions of workers under contract coverage were about the same (slightly less than half) in metropolitan and nonmetropolitan areas, but were greater in establishments with 500 workers or more (nearly three-fifths) than in smaller establishments (one-third). The major union in the industry was the Cigar Makers' International Union of America.

Incentive wage systems, usually individual piecework, were the basis of wage payment for nearly six-tenths of the production workers (table 10). Slightly more than two-thirds of the workers in the Southeast were paid on an incentive basis, compared with one-half in the Middle Atlantic region. Time-rated workers in the Southeast were most commonly paid under formal systems providing a single rate for a given occupation; rate-range systems were most prevalent in the Middle Atlantic region.

<sup>7</sup> Establishments employing fewer than eight workers were excluded from both surveys. It is estimated that there were approximately 60 such plants employing 250 workers in 1967. It is believed that many of these workers were engaged in the hand production of cigars.

<sup>8</sup> Standard Metropolitan Statistical areas as defined by the U.S. Bureau of the Budget through March 1965.

### Average Hourly Earnings

Straight-time earnings of the 16,552 production and related workers in the cigar manufacturing plants covered by the survey averaged \$1.72 an hour in March 1967 (table 1).<sup>9</sup> This was 12 percent above the average recorded in the Bureau's April-May 1964 survey (\$1.54).<sup>10</sup> Averages for production workers in 1967 in the Middle Atlantic (\$1.74) and in the Southeast (\$1.67) were 12 and 11 percent higher, respectively, than in 1964.

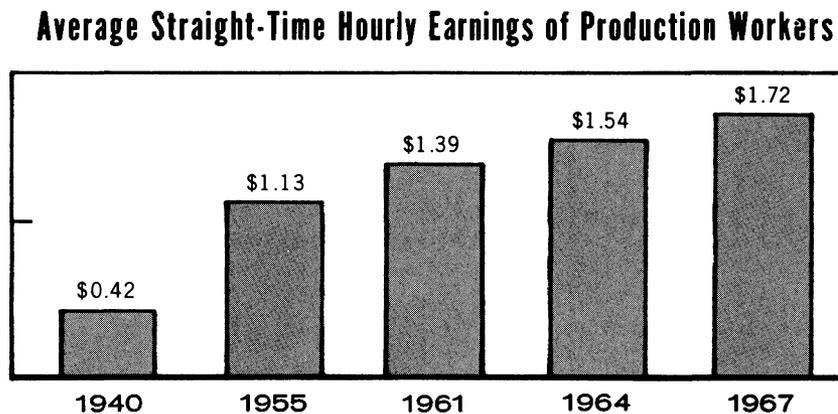
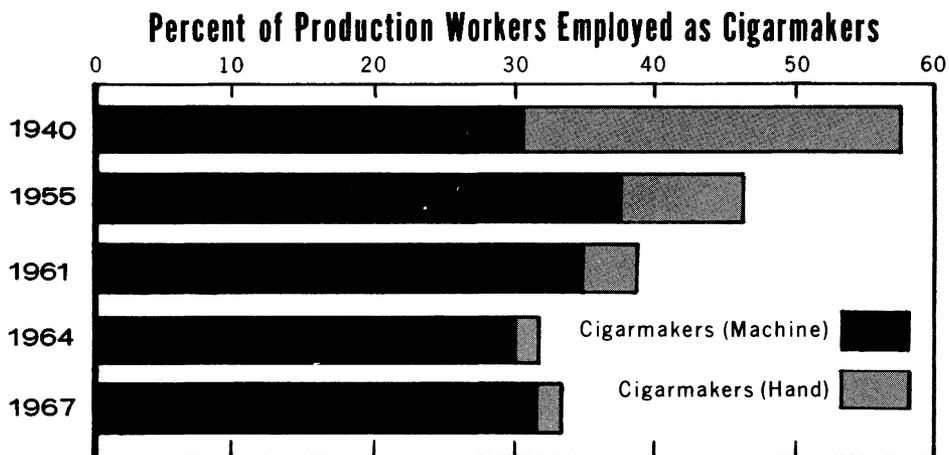
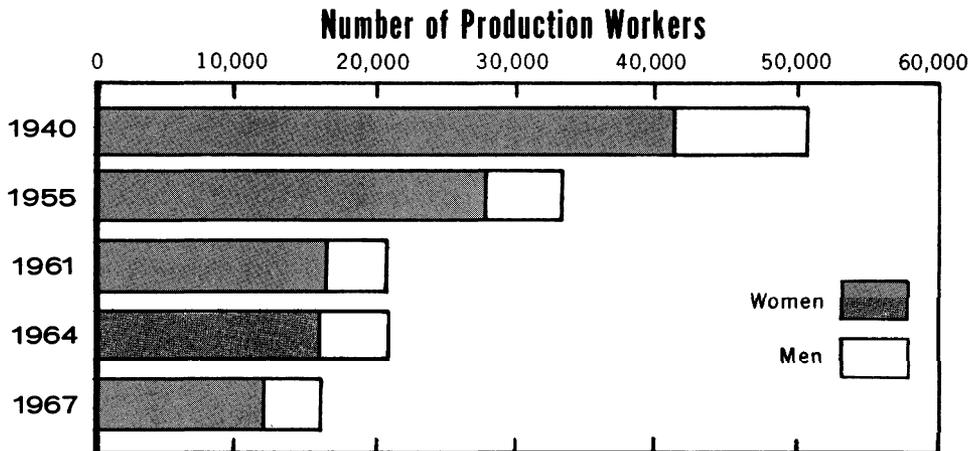
Women accounted for 75 percent of the production and related workers covered by the March 1967 survey and averaged \$1.67 an hour, 17 cents less than men. Differences in average pay levels for men and women may be the result of several factors, including variation in the distribution of sexes among establishments and among jobs with disparate pay levels. Seven-tenths of the women, for example, were employed as banding- and cellophaning-machine operators, cigarmaking-machine operators, cigar packers, and strippers; men rarely were found in these jobs, but they accounted for almost all workers in the skilled maintenance and machine adjusting occupations. Differences in averages for men and women in the same job and area may reflect minor differences in duties. Job descriptions used in classifying workers in wage surveys are usually more generalized than those used in individual establishments because allowance must be made for minor differences among establishments in specific duties performed. In addition, earnings in some jobs in the industry are determined

<sup>9</sup> The straight-time average hourly earnings in this bulletin differ in concept from the gross average hourly earnings published in the Bureau's monthly hours and earnings series (\$1.81 in March 1967). Unlike the latter, the estimates presented here exclude premium pay for overtime and for work on weekends, holidays, and late shifts. Average (mean) hourly rates or earnings for each occupation or other group of workers, such as men, women, or production workers were calculated by weighting each rate (or hourly earnings) by the number of workers receiving the rate, totaling, and dividing by the number of individuals. In the monthly series, the sum of the man-hour totals reported by establishments in the industry was divided into the reported payroll totals.

The estimate of the number of production workers within scope of the study is intended only as a general guide to the size and composition of the labor force included in the survey. It differs from the number published in the monthly series (20,700 in March 1967) by the exclusion of establishments employing fewer than eight workers, and by the fact that the advance planning necessary to make the survey required the use of lists of establishments assembled considerably in advance of data collection. Thus, establishments new to the industry are omitted as are establishments originally classified in the cigar manufacturing industry but found to be in other industries at the time of the survey. Also omitted are establishments manufacturing cigars but classified incorrectly in other industries at the time the lists were compiled.

<sup>10</sup> Op. cit., BLS Bulletin 1436.

## EMPLOYMENT AND EARNINGS IN CIGAR MANUFACTURING, December 1940, April 1955, April-May 1961, April-May 1964, March 1967



largely by production at piece rates. Variations in incentive earnings for individuals or sex groupings may be traceable to differences in work experience, effort, workflow, or other factors which the worker may or may not control.

Workers in establishments employing 500 workers or more averaged \$1.74 an hour—2 cents more than those in plants employing 100 to 499 employees and 19 cents more than those in plants with 8 to 99 workers. This relationship was consistent in the Middle Atlantic region but varied slightly in the Southeast, where workers in establishments with 500 employees or more averaged slightly less than those in establishments with 100 to 499 workers.

Nationwide average hourly earnings were higher in metropolitan areas than in smaller communities (\$1.72 and \$1.69), and higher in establishments with union agreements covering a majority of their workers than in establishments without such contract coverage (\$1.76 and \$1.68). The same relationships held in the two major regions with the differences greater in the Southeast. In this region, workers in metropolitan areas averaged 12 cents an hour more than those in nonmetropolitan areas, and those in unionized plants averaged 14 cents an hour more than those in nonunion plants. In the Middle Atlantic region, the differences were 4 and 9 cents, respectively.

In considering the wage differences noted in the preceding paragraphs and in the following discussion of occupational earnings, it must be emphasized that it is not possible in a survey such as this to isolate the influence of each factor as a determinant of wages. The interrelationship of some of the factors (e.g., size of establishment and extent of unionization) has been suggested in the discussion of industry characteristics.

Earnings of nearly all of the workers were within a range of \$1.40 to \$2.50 an hour (table 2). At the lower end of the array, nearly one-fourth of the workers earned less than \$1.50 and two-fifths earned less than \$1.60.<sup>11</sup> The proportions of workers earning less than \$1.60 an hour amounted to slightly more than one-third in the Middle Atlantic compared with about one-half in the Southeast.

<sup>11</sup> The Federal minimum wage for workers in establishments producing goods for interstate commerce was raised from \$1.25 to \$1.40 an hour, effective Feb. 1, 1967, and will go to \$1.60 an hour effective Feb. 1, 1968.

### Occupational Earnings

The occupations studied separately and for which data are provided in table 3, accounted for slightly more than seven-tenths of total production worker employment. Maintenance machinists had the highest average earnings, \$2.60 an hour, and janitors the lowest, \$1.52.

Nearly all of the 5,077 cigarmaking-machine operators were women. Approximately four-fifths operated one-position machines and averaged \$1.68 an hour. Those assigned to four- and two-position machines averaged \$1.81 and \$1.65 an hour, respectively. Four-fifths of the four-position cigarmaking-machine operators (those used in the manufacture of longfiller cigars) were located in Tampa-St. Petersburg and averaged \$1.82 an hour. The number of workers on one-position machines was about the same in the Middle Atlantic and Southeast regions, where they averaged \$1.75 and \$1.58 an hour, respectively. Tenders of automatic cigarmaking machines (i.e., machines using reconstituted tobacco sheet for both binder and wrapper) averaged \$1.56 nationally; slightly more than half of these workers were employed in the Middle Atlantic region, and averaged \$1.54 an hour.

Seven-eighths of the 333 workers engaged in making cigars by hand methods were in the Southeast and averaged \$1.72 an hour. Most of these workers were employed under the "teamwork" system, either as bunchmakers (\$1.82) or rollers (\$1.65). One-fourth of all hand cigarmakers manufactured a complete cigar; most were located in the Southeast where they averaged \$1.78 an hour.

The 1,094 workers (all women) operating machines to strip tobacco leaves from the stems averaged \$1.67 an hour. They averaged \$1.69 in the Middle Atlantic region and \$1.61 in the Southeast. Only 65 women were employed to strip tobacco by hand.

Cigar packers averaged \$1.88 an hour. The 104 men in the job (almost all employed in Tampa-St. Petersburg) averaged \$2.30 an hour, compared with \$1.84 for the 1,294 women.

Occupational averages also varied by size of community (table 4), size of establishment (table 5), and by labor-management contract coverage (table 6).

Differences in occupational averages were found not only among regions but also among areas within the same region. For

example, in almost every occupation permitting comparison, workers in York County, Pa., averaged from 4 to 32 cents an hour less than their counterparts in Scranton and Wilkes-Barre-Hazleton. In the following tabulation, average hourly earnings for selected occupations in Scranton and Wilkes-Barre-Hazleton and Tampa-St. Petersburg are expressed as a percent of pay levels in York County.

Selected occupations	<u>Average hourly earnings in—</u>	
	Scranton and Wilkes-Barre- Hazleton	Tampa- St. Petersburg
	(York County, Pa.=100)	
Cigarmaking-machine adjusters ----	99	80
Banding- and cellophaning- machine operators -----	121	104
Cigarmaking-machine operators, 1-position -----	117	103
Floormen or floorwomen-----	103	102
Janitors -----	110	99
Packers, cigars-----	110	135
Strippers, machine -----	130	105

Individual earnings varied considerably within the same job and area, particularly for occupations typically paid on an incentive basis. To illustrate, earnings of the highest paid woman cigar packer exceeded those of the lowest paid by more than \$1 an hour in Scranton and Wilkes-Barre-Hazleton, Pa., and in Tampa-St. Petersburg, Florida.

#### Establishment Practices and Supplementary Wage Provisions

Data also were obtained on work schedules, shift differentials, and supplementary benefits, such as paid holidays and vacations, and health, insurance, and retirement plans.

Scheduled Weekly Hours and Shift Practices. A weekly work schedule of 40 hours was in effect in plants accounting for nine-tenths of the production workers (table 11). The 40-hour schedule was predominant in each of the regions and areas surveyed separately.

About one-fifth of the production workers were employed on second shifts at the time of the study (table 12). Second-shift workers

in the Middle Atlantic region typically received a differential of 5 percent above day-shift rates; shift differentials were not common in the Southeast. About 2 percent of the workers were employed on third or other late shift operations.

Paid Holidays. Paid holidays were provided by establishments accounting for a little more than four-fifths of the production workers (table 13). Nine-tenths of the workers in the Middle Atlantic region were provided paid holidays, usually 6 or 7 days annually. Paid holiday provisions, mostly 5 or 6 days a year, applied to nearly three-fourths of the workers in the Southeast.

Paid Vacations. Paid vacations (after qualifying periods of service) were provided by establishments employing somewhat more than nine-tenths of the production workers (table 14). Workers in the Middle Atlantic region typically received 1 week of vacation pay after 1 year of service, 2 weeks' pay after 5 years, and 3 weeks' after 15 years or more. There was a variation from this pattern in the Southeast, where vacation pay for most workers was based on a percentage of their annual earnings.

Health, Insurance, and Retirement Plans. Hospitalization and surgical insurance for which employers paid at least part of the cost were available to nine-tenths of the workers (table 15). Life insurance was provided to seven-tenths of the workers and medical insurance to one-third. Accidental death and dismemberment, sickness and accident, and catastrophe insurance benefits applied to less than one-sixth of the workers. The proportions of workers in establishments providing selected health and insurance benefits were usually greater in the Middle Atlantic than the Southeast region. Employers typically paid the total cost of most of these benefits in both regions.

Pension plans providing for regular payments on retirement (other than Federal social security benefits) were available to slightly less than one-half of the production workers. These plans, which were wholly paid for by the employer, applied to nearly half of the workers in the Southeast and to slightly more than one-third of those in the Middle Atlantic region.

**Table 1. Average Hourly Earnings: By Selected Characteristics**

(Number and average straight-time hourly earnings<sup>1</sup> of production workers in cigar manufacturing establishments by selected characteristics, United States and selected regions, March 1967)

Item	United States <sup>2</sup>		Middle Atlantic		Southeast	
	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings
All workers.....	16,552	\$1.72	7,595	\$1.74	6,645	\$1.67
Women.....	12,437	1.67	5,745	1.69	4,931	1.63
Men.....	4,115	1.84	1,850	1.88	1,714	1.77
Size of establishment:						
8-99 workers.....	1,584	1.55	691	1.57	638	1.46
100-499 workers.....	5,161	1.72	2,608	1.75	2,146	1.71
500 workers or more.....	9,807	1.74	4,296	1.76	3,861	1.68
Size of community:						
Metropolitan areas <sup>3</sup> .....	12,738	1.72	5,954	1.75	5,086	1.70
Nonmetropolitan areas.....	3,814	1.69	1,641	1.71	1,559	1.58
Labor-management contracts:						
Establishments with—						
Majority of workers covered.....	7,698	1.76	1,485	1.81	4,259	1.72
None or minority of workers covered....	8,854	1.68	6,110	1.72	2,386	1.58

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

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

<sup>3</sup> Standard Metropolitan Statistical Areas as defined by the U.S. Bureau of the Budget through March 1965.

Table 2. Earnings Distribution: All Production Workers

(Percent distribution of production workers in cigar manufacturing establishments by average straight-time hourly earnings,<sup>1</sup> United States and selected regions, March 1967)

Average hourly earnings <sup>1</sup>	United States <sup>2</sup>			Regions					
	Total	Women	Men	Middle Atlantic			Southeast		
				Total	Women	Men	Total	Women	Men
Under \$1.40.....	1.0	0.9	1.0	( <sup>3</sup> )	( <sup>3</sup> )	-	2.2	2.1	2.5
\$1.40 and under \$1.45.....	14.2	15.8	9.5	12.2	13.4	8.4	16.8	19.1	10.2
\$1.45 and under \$1.50.....	7.8	7.6	8.5	7.3	6.8	8.7	9.5	9.4	9.6
\$1.50 and under \$1.55.....	10.3	10.4	9.7	9.7	10.6	7.0	12.6	12.0	14.1
\$1.55 and under \$1.60.....	7.4	7.5	7.0	7.7	7.2	9.2	7.3	8.1	5.1
\$1.60 and under \$1.65.....	8.7	9.3	6.7	6.8	7.0	6.2	9.7	11.1	5.6
\$1.65 and under \$1.70.....	8.8	8.8	8.7	10.9	11.2	10.2	7.4	7.0	8.4
\$1.70 and under \$1.75.....	6.8	6.7	6.8	6.0	6.4	4.9	6.5	6.0	7.9
\$1.75 and under \$1.80.....	6.3	7.2	3.6	6.7	7.3	4.5	5.5	6.4	3.0
\$1.80 and under \$1.85.....	5.3	5.9	3.5	5.8	6.7	3.1	4.6	5.0	3.3
\$1.85 and under \$1.90.....	4.1	4.6	2.7	4.5	5.1	2.6	3.4	3.6	3.0
\$1.90 and under \$1.95.....	2.6	2.8	1.9	2.8	3.1	1.8	1.8	1.7	2.2
\$1.95 and under \$2.00.....	3.5	4.0	2.2	4.8	5.6	2.3	1.8	1.6	2.2
\$2.00 and under \$2.10.....	4.0	4.0	3.7	5.1	5.7	3.4	3.1	2.6	4.6
\$2.10 and under \$2.20.....	1.5	1.1	2.8	1.6	1.3	2.3	1.3	.7	3.1
\$2.20 and under \$2.30.....	1.6	1.1	3.2	1.8	1.0	3.9	1.2	.8	2.2
\$2.30 and under \$2.40.....	.8	.4	2.0	.8	.3	2.1	.9	.6	1.9
\$2.40 and under \$2.50.....	1.1	.6	2.6	1.3	.8	2.8	.5	.3	1.2
\$2.50 and under \$2.60.....	1.3	.3	4.4	1.2	.2	4.3	1.7	.4	5.4
\$2.60 and under \$2.70.....	1.4	.2	4.9	1.8	.1	7.2	.6	.3	1.3
\$2.70 and under \$2.80.....	.7	.2	2.3	.8	.1	2.9	.5	.4	.8
\$2.80 and under \$2.90.....	.4	.1	1.1	.3	.1	.9	.5	.2	1.5
\$2.90 and under \$3.00.....	.1	.1	.3	.2	( <sup>3</sup> )	.5	.2	.2	.2
\$3.00 and over.....	.4	.2	1.1	.2	.1	.8	.5	.4	.8
Total.....	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Number of workers.....	16,552	12,437	4,115	7,595	5,745	1,850	6,645	4,931	1,714
Average hourly earnings.....	\$1.72	\$1.67	\$1.84	\$1.74	\$1.69	\$1.88	\$1.67	\$1.63	\$1.77

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

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

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

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

Table 3. Occupational Averages: All Establishments

(Number and average straight-time hourly earnings<sup>1</sup> of production workers in selected occupations in cigar manufacturing establishments, United States and selected regions, March 1967)

Occupation and sex	United States <sup>2</sup>				Middle Atlantic				Southeast			
	Number of workers	Hourly earnings <sup>1</sup>			Number of workers	Hourly earnings <sup>1</sup>			Number of workers	Hourly earnings <sup>1</sup>		
		Mean <sup>3</sup>	Median <sup>3</sup>	Middle range <sup>3</sup>		Mean <sup>3</sup>	Median <sup>3</sup>	Middle range <sup>3</sup>		Mean <sup>3</sup>	Median <sup>3</sup>	Middle range <sup>3</sup>
Adjusters, machine (545 men and 26 women) <sup>4</sup>	571	\$2.42	\$2.50	\$2.22-\$2.67	323	\$2.46	\$2.58	\$2.34-\$2.65	175	\$2.30	\$2.40	\$1.96-\$2.50
Banding and cellophaning machine (130 men and 26 women)	156	2.34	2.50	2.05- 2.65	88	2.28	2.50	1.71- 2.60	46	2.33	2.40	2.07- 2.65
Cigarmaking machine (all men)	342	2.47	2.55	2.30- 2.67	194	2.52	2.60	2.43- 2.65	103	2.32	2.46	1.95- 2.56
Stripping machine (all men)	34	2.40	2.50	2.22- 2.69	-	-	-	-	13	2.16	-	-
Banding- and cellophaning-machine operators (1,006 women and 8 men)	1,014	1.67	1.68	1.52- 1.80	485	1.69	1.74	1.50- 1.83	397	1.63	1.62	1.51- 1.70
Cigarmakers, hand	333	1.69	1.59	1.43- 1.83	-	-	-	-	292	1.72	1.62	1.45- 1.87
Women	199	1.64	1.54	1.44- 1.78	-	-	-	-	159	1.68	1.61	1.47- 1.82
Men	134	1.77	1.66	1.43- 1.97	-	-	-	-	133	1.77	1.66	1.44- 1.97
Whole work	87	1.66	1.46	1.41- 1.68	-	-	-	-	55	1.78	1.59	1.42- 2.09
Men	49	1.78	1.59	1.43- 2.08	-	-	-	-	49	1.78	1.59	1.43- 2.08
Bunchmakers	90	1.81	1.75	1.49- 1.99	-	-	-	-	87	1.82	1.75	1.49- 1.99
Women	20	1.89	1.76	1.65- 2.12	-	-	-	-	18	1.92	1.83	1.65- 2.23
Men	70	1.78	1.75	1.46- 1.95	-	-	-	-	69	1.79	1.75	1.46- 1.95
Rollers	156	1.64	1.60	1.47- 1.78	-	-	-	-	150	1.65	1.59	1.47- 1.78
Women	141	1.64	1.58	1.46- 1.78	-	-	-	-	135	1.64	1.58	1.46- 1.78
Men	15	1.69	1.67	1.53- 1.71	-	-	-	-	15	1.69	1.67	1.53- 1.71
Cigarmaking-machine operators, 4 positions (521 women and 5 men)	526	1.81	1.81	1.69- 1.88	75	1.80	1.53	1.51- 2.42	439	1.82	1.81	1.78- 1.87
Cigarmaking-machine operators, 2 positions (all women)	381	1.65	1.73	1.40- 1.84	183	1.76	1.77	1.71- 1.84	-	-	-	-
Cigarmaking-machine operators, 1 position (all women)	4,170	1.68	1.66	1.52- 1.81	1,899	1.75	1.74	1.59- 1.92	1,669	1.58	1.56	1.45- 1.68
Cigarmaking-machine tenders, automatic (144 women and 19 men)	163	1.56	1.60	1.50- 1.65	91	1.54	1.55	1.40- 1.65	-	-	-	-
Floormen or floorwomen	1,510	1.54	1.54	1.45- 1.64	778	1.52	1.50	1.45- 1.60	505	1.55	1.54	1.47- 1.64
Women	629	1.54	1.52	1.45- 1.64	388	1.52	1.50	1.45- 1.60	116	1.59	1.64	1.52- 1.64
Men	881	1.54	1.54	1.45- 1.64	390	1.53	1.52	1.45- 1.60	389	1.54	1.54	1.45- 1.64
Inspectors, cigars (examiners)	650	1.69	1.65	1.60- 1.78	436	1.66	1.65	1.56- 1.70	103	1.74	1.80	1.53- 1.95
Women	629	1.69	1.65	1.60- 1.75	435	1.66	1.65	1.56- 1.70	83	1.73	1.78	1.51- 1.95
Loose cigars	472	1.69	1.65	1.60- 1.75	302	1.65	1.65	1.55- 1.69	82	1.78	1.84	1.63- 2.00
Women	452	1.69	1.65	1.60- 1.75	301	1.65	1.65	1.55- 1.69	-	-	-	-
Packed cigars (177 women and 1 man)	178	1.68	1.65	1.57- 1.81	134	1.68	1.65	1.59- 1.80	21	1.59	1.52	1.50- 1.75
Janitors	125	1.52	1.52	1.44- 1.60	62	1.53	1.56	1.40- 1.65	43	1.50	1.47	1.45- 1.60
Women	64	1.53	1.35	1.45- 1.60	32	1.55	1.60	1.40- 1.64	21	1.49	1.45	1.45- 1.60
Men	61	1.52	1.50	1.40- 1.63	30	1.52	1.53	1.40- 1.65	22	1.51	1.51	1.45- 1.59
Machinists, maintenance (all men)	90	2.60	2.59	2.48- 2.75	39	2.69	2.60	2.59- 2.75	33	2.40	2.50	2.15- 2.50
Maintenance men, general utility (all men)	54	2.30	2.42	2.12- 2.50	8	2.49	-	-	30	2.21	2.32	1.94- 2.50
Packers, cigars	1,398	1.88	1.81	1.58- 2.01	510	1.82	1.82	1.68- 1.96	709	1.89	1.71	1.52- 2.20
Women	1,294	1.84	1.77	1.56- 1.97	506	1.83	1.83	1.68- 1.96	618	1.84	1.65	1.49- 2.04
Men	104	2.30	2.29	2.00- 2.59	-	-	-	-	91	2.27	2.26	2.00- 2.51
Strippers (all women)	1,159	1.66	1.57	1.45- 1.77	437	1.67	1.58	1.45- 1.82	548	1.61	1.56	1.47- 1.72
Strippers, hand	65	1.53	1.45	1.45- 1.56	65	1.53	1.45	1.45- 1.56	-	-	-	-
Strippers, machine	1,094	1.67	1.57	1.45- 1.77	372	1.69	1.62	1.45- 1.85	548	1.61	1.56	1.47- 1.72

<sup>1</sup> Excludes premium pay for overtime and for work on weekends, holidays, and late shifts.<sup>2</sup> Includes data for regions in addition to those shown separately.<sup>3</sup> The mean is computed for each job by totaling the earnings of all workers and dividing by the number of workers. The median designates position—half of the employees surveyed received more than this rate; half received less. The middle range is defined by 2 rates of pay; one-fourth of the workers earned less than the lower of these rates and one-fourth earned more than the higher rate. Medians and middle ranges are omitted for occupations that had fewer than 15 employees in a region.<sup>4</sup> Includes data for workers in classification in addition to those shown separately.

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

Table 4. Occupational Averages: By Size of Community

(Number and average straight-time hourly earnings<sup>1</sup> of workers in selected occupations in cigar manufacturing establishments by size of community, United States and selected regions, March 1967)

Sex and occupation	United States <sup>2</sup>				Middle Atlantic				Southeast			
	Metropolitan areas		Nonmetropolitan areas		Metropolitan areas		Nonmetropolitan areas		Metropolitan areas		Nonmetropolitan areas	
	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings
<u>Women</u>												
Banding- and cellophaning-machine operators.....	719	\$1.66	287	\$1.68	331	\$1.68	152	\$1.69	289	\$1.64	105	\$1.62
Cigarmakers, hand.....	167	1.68	-	-	-	-	-	-	159	1.68	-	-
Cigarmaking-machine operators, 4 positions.....	505	1.82	-	-	-	-	-	-	434	1.82	-	-
Cigarmaking-machine operators, 1 position.....	3,069	1.70	1,101	1.61	1,579	1.76	320	1.69	1,042	1.62	627	1.52
Floorwomen.....	450	1.54	179	1.54	255	1.52	133	1.50	114	1.59	-	-
Inspectors, cigars (examiners).....	450	1.70	179	1.66	315	1.69	120	1.58	77	1.76	-	-
Packers, cigars.....	826	1.94	467	1.67	419	1.85	87	1.73	285	2.14	333	1.58
Strippers.....	956	1.65	203	1.70	412	1.68	25	1.52	419	1.64	129	1.51
<u>Men</u>												
Adjusters, machine.....	391	2.48	154	2.42	203	2.57	94	2.44	135	2.30	40	2.31
Cigarmakers, hand.....	134	1.77	-	-	-	-	-	-	133	1.77	-	-
Floormen.....	639	1.54	242	1.54	307	1.53	83	1.52	261	1.54	128	1.53
Machinists, maintenance.....	70	2.62	18	2.54	29	2.71	10	2.63	29	2.42	-	-

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

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

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

Table 5. Occupational Averages: By Size of Establishment

(Number and average straight-time hourly earnings<sup>1</sup> of workers in selected occupations in cigar manufacturing establishments, United States and selected regions, March 1967)

Sex and occupation	United States <sup>2</sup>						Middle Atlantic						Southeast					
	Establishments with--																	
	8-99 workers		100-499 workers		500 workers or more		8-99 workers		100-499 workers		500 workers or more		8-99 workers		100-499 workers		500 workers or more	
	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings
<u>Women</u>																		
Banding- and cellophaning-machine operators.....	120	\$1.44	252	\$1.63	634	\$1.72	84	\$1.43	140	\$1.68	259	\$1.77	26	\$1.40	90	\$1.59	278	\$1.67
Cigarmakers, hand.....	111	1.55	88	1.75	-	-	-	-	-	-	-	-	71	1.59	88	1.75	-	-
Cigarmaking-machine operators, 4 positions.....	76	1.52	445	1.86	-	-	-	-	-	-	-	-	-	-	418	1.83	-	-
Cigarmaking-machine operators, 1 position.....	177	1.54	1,013	1.68	2,980	1.69	144	1.53	604	1.75	1,151	1.77	-	-	290	1.55	1,363	1.59
Floorwomen.....	21	1.41	162	1.53	446	1.54	18	1.41	118	1.52	252	1.52	-	-	38	1.59	-	-
Inspectors, cigars (examiners).....	15	1.55	177	1.65	437	1.71	-	-	152	1.67	283	1.65	-	-	23	1.47	-	-
Packers, cigars.....	78	1.85	345	1.80	870	1.86	54	1.80	207	1.78	245	1.87	12	2.14	106	1.91	500	1.82
Strippers.....	188	1.51	454	1.59	517	1.77	103	1.54	197	1.62	-	-	35	1.48	202	1.57	311	1.64
<u>Men</u>																		
Adjusters, machine.....	31	2.30	169	2.37	345	2.52	19	2.40	96	2.50	182	2.56	-	-	56	2.09	107	2.43
Cigarmakers, hand.....	85	1.69	49	1.91	-	-	-	-	-	-	-	-	84	1.70	49	1.91	-	-
Floormen.....	36	1.57	254	1.54	591	1.54	-	-	143	1.54	246	1.52	-	-	109	1.54	263	1.54
Machinists, maintenance.....	-	-	20	2.70	65	2.54	-	-	15	2.76	24	2.64	-	-	-	-	30	2.43

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

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

Table 6. Occupational Averages: By Labor-Management Contract Coverage

(Number and average straight-time hourly earnings<sup>1</sup> of workers in selected occupations in cigar manufacturing establishments by labor-management contract coverage, United States and selected regions, March 1967)

Sex and occupation	United States <sup>2</sup>				Middle Atlantic				Southeast			
	Establishments with—											
	Majority covered		None or minority covered		Majority covered		None or minority covered		Majority covered		None or minority covered	
	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings
<u>Women</u>												
Banding- and cellophaning-machine operators.....	390	\$1.73	616	\$1.63	52	\$1.81	431	\$1.67	226	\$1.70	168	\$1.54
Cigarmakers, hand.....	88	1.75	111	1.55	-	-	-	-	88	1.75	71	1.59
Cigarmaking-machine operators, 4 positions.....	385	1.89	136	1.60	-	-	-	-	362	1.86	72	1.66
Cigarmaking-machine operators, 1 position.....	1,932	1.66	2,238	1.69	255	1.84	1,644	1.73	1,162	1.59	507	1.56
Floorwomen.....	286	1.58	343	1.50	-	-	313	1.50	89	1.61	27	1.50
Inspectors, cigars (examiners).....	240	1.78	389	1.63	81	1.74	354	1.64	-	-	30	1.51
Packers, cigars.....	689	1.79	604	1.90	104	1.89	402	1.81	441	1.71	177	2.16
Strippers.....	597	1.73	562	1.58	149	1.82	288	1.59	322	1.61	226	1.60
<u>Men</u>												
Adjusters, machine.....	212	2.54	333	2.41	44	2.60	253	2.52	107	2.48	68	2.01
Cigarmakers, hand.....	49	1.91	85	1.69	-	-	-	-	49	1.91	84	1.70
Floormen.....	417	1.59	464	1.49	-	-	308	1.51	238	1.59	151	1.45
Machinists, maintenance.....	49	2.68	39	2.50	12	2.75	27	2.66	22	2.53	-	-
Packers, cigars.....	91	2.34	13	2.03	-	-	-	-	82	2.28	-	-

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

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

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

Table 7. Occupational Earnings: Scranton and Wilkes-Barre—Hazleton, Pa.<sup>1</sup>

(Number and average straight-time hourly earnings<sup>2</sup> of production workers in selected occupations in cigar manufacturing establishments, March 1967)

Sex and occupation	Num-ber of work-ers	Aver-age hourly earn-ings <sup>2</sup>	Number of workers receiving straight-time hourly earnings of—																						
			\$1.40 and under	\$1.45	\$1.50	\$1.55	\$1.60	\$1.65	\$1.70	\$1.75	\$1.80	\$1.85	\$1.90	\$1.95	\$2.00	\$2.10	\$2.20	\$2.30	\$2.40	\$2.50	\$2.60	\$2.70	\$2.80	\$2.90	\$3.00 and over
			\$1.45	\$1.50	\$1.55	\$1.60	\$1.65	\$1.70	\$1.75	\$1.80	\$1.85	\$1.90	\$1.95	\$2.00	\$2.10	\$2.20	\$2.30	\$2.40	\$2.50	\$2.60	\$2.70	\$2.80	\$2.90	\$3.00	over
All production workers.....	3,657	\$1.79	148	225	300	262	223	422	206	270	308	214	139	300	291	61	57	31	33	36	79	33	4	9	6
Women.....	2,738	1.77	122	124	252	155	153	302	160	221	277	193	121	284	270	46	26	7	9	6	5	2	2	1	-
Men.....	919	1.87	26	101	48	107	70	120	46	49	31	21	18	16	21	15	31	24	24	30	74	31	2	8	6
<u>Women</u>																									
Banding- and cellophaning-machine operators (all incentive workers).....	188	1.82	-	1	1	-	2	2	16	34	69	57	4	1	-	1	-	-	-	-	-	-	-	-	-
Cigarmaking-machine operators, 1 position (all incentive workers).....	1,005	1.84	30	15	38	39	57	58	62	93	88	69	82	148	205	16	5	-	-	-	-	-	-	-	-
Floorwomen (all timeworkers).....	198	1.53	39	21	48	37	33	18	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Inspectors, cigars (examiners) (all timeworkers).....	292	1.67	2	6	34	14	25	111	29	23	31	10	1	6	-	-	-	-	-	-	-	-	-	-	-
Loose cigars.....	217	1.65	2	6	34	12	24	80	20	21	8	3	1	6	-	-	-	-	-	-	-	-	-	-	-
Packed cigars.....	75	1.72	-	-	-	2	1	31	9	2	23	7	-	-	-	-	-	-	-	-	-	-	-	-	-
Janitors (all timeworkers).....	16	1.61	1	-	-	1	7	7	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Packers, cigars (all incentive workers).....	237	1.88	2	11	13	4	8	7	10	7	17	10	24	91	17	4	3	3	2	4	-	-	-	-	-
Strippers.....	142	1.85	8	28	6	11	2	9	4	3	6	10	3	10	6	11	6	4	4	2	4	2	2	1	-
Incentive.....	138	1.86	8	24	6	11	2	9	4	3	6	10	3	10	6	11	6	4	4	2	4	2	2	1	-
<u>Men</u>																									
Adjusters, machine (all timeworkers) <sup>3</sup> .....	131	2.55	-	-	-	-	-	-	-	-	1	1	3	2	1	1	4	8	8	22	53	22	2	3	-
Banding and cellophaning machine.....	23	2.56	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	2	1	4	11	4	-	-	-
Cigarmaking machine.....	95	2.55	-	-	-	-	-	-	-	-	1	1	3	-	1	-	3	5	5	17	37	18	1	3	-
Floormen (all timeworkers).....	237	1.54	3	76	22	56	45	29	6	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Janitors (all timeworkers).....	9	1.60	-	-	2	1	2	4	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Machinists, maintenance (all timeworkers).....	21	2.68	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	11	7	-	-	2

<sup>1</sup> The Scranton and Wilkes-Barre—Hazleton Standard Metropolitan Statistical Areas consist of Lackawanna and Luzerne Counties.

<sup>2</sup> Excludes premium pay for overtime and for work on weekends, holidays, and late shifts. Approximately one-half of the production workers covered by the study were paid on an incentive basis.

<sup>3</sup> Includes data for workers in classification in addition to those shown separately.

Table 8. Occupational Earnings: Tampa—St. Petersburg, Fla.<sup>1</sup>

(Number and average straight-time hourly earnings<sup>2</sup> of production workers in selected occupations in cigar manufacturing establishments, March 1967)

Sex and occupation	Number of workers	Average hourly earnings <sup>2</sup>	Number of workers receiving straight-time hourly earnings of—																								
			Under \$1.40	\$1.40 and \$1.45	\$1.45	\$1.50	\$1.55	\$1.60	\$1.65	\$1.70	\$1.75	\$1.80	\$1.85	\$1.90	\$1.95	\$2.00	\$2.10	\$2.20	\$2.30	\$2.40	\$2.50	\$2.60	\$2.70	\$2.80	\$2.90	\$3.00 and over	
All production workers.....	3,137	\$1.68	125	486	319	352	156	241	185	198	217	246	140	59	45	71	53	57	38	29	29	21	19	15	11	25	
Women.....	2,280	1.66	94	384	214	243	132	193	137	128	181	198	110	34	29	38	21	32	22	14	17	14	13	10	7	15	
Men.....	857	1.73	31	102	105	109	24	48	48	70	36	48	30	25	16	33	32	25	16	15	12	7	6	5	4	10	
<u>Women</u>																											
Banding- and cellophane-machine operators.....	176	1.56	-	39	18	33	17	16	17	30	1	3	-	-	2	-	-	-	-	-	-	-	-	-	-	-	-
Time.....	24	1.64	-	4	-	-	-	2	-	18	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Incentive.....	152	1.55	-	35	18	33	17	14	17	12	1	3	-	-	2	-	-	-	-	-	-	-	-	-	-	-	-
Cigarmakers, hand (all incentive workers) <sup>3</sup> .....	141	1.68	-	31	14	17	5	15	7	3	10	4	13	2	3	2	2	9	-	2	2	-	-	-	-	-	-
Bunchmakers.....	9	1.91	-	-	-	2	-	1	1	-	-	-	2	-	-	-	2	-	-	1	-	-	-	-	-	-	-
Rollers.....	126	1.66	-	28	14	15	5	14	6	3	10	4	11	2	3	2	2	4	-	2	1	-	-	-	-	-	-
Cigarmaking-machine operators, 4 positions (all incentive workers).....	434	1.82	-	-	1	5	19	34	21	5	82	130	63	12	14	26	7	14	1	-	-	-	-	-	-	-	-
Cigarmaking-machine operators, 1 position (all incentive workers).....	395	1.62	-	73	23	41	42	54	46	29	27	29	18	10	3	-	-	-	-	-	-	-	-	-	-	-	-
Floorwomen (all timeworkers).....	46	1.56	-	2	10	9	1	13	-	6	4	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Inspectors, cigars (examiners) (all timeworkers).....	32	1.54	-	2	8	12	3	3	2	-	-	-	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Loose cigars.....	17	1.58	-	1	4	2	3	3	2	-	-	-	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Packed cigars.....	15	1.49	-	1	4	10	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Packers, cigars (all incentive workers).....	149	2.38	-	8	4	3	2	4	1	4	-	2	2	1	3	4	8	8	19	10	12	12	10	10	7	15	
Strippers, machine (all incentive workers).....	262	1.63	-	35	30	32	31	26	16	21	34	13	8	6	3	5	2	-	-	-	-	-	-	-	-	-	
<u>Men</u>																											
Adjusters, machine (all timeworkers) <sup>3</sup> .....	73	2.06	-	-	-	-	1	1	-	1	6	5	1	18	5	12	5	4	2	6	-	4	-	1	1	-	
Banding and cellophane machine.....	18	2.07	-	-	-	-	1	-	-	-	3	1	-	3	3	1	1	-	-	3	-	1	-	-	1	-	
Cigarmaking machine.....	42	2.08	-	-	-	-	-	-	-	-	2	4	-	15	2	3	4	3	2	3	-	3	-	1	-	-	
Cigarmakers, hand (all incentive workers).....	108	1.75	-	26	10	3	8	4	6	8	5	7	4	1	5	6	1	5	2	2	1	2	1	-	-	1	
Whole work.....	25	1.58	-	11	5	-	3	-	2	-	-	-	-	-	2	-	2	-	-	-	-	-	-	-	-	-	
Bunchmakers.....	71	1.81	-	15	5	1	5	3	-	4	5	7	4	1	5	4	1	3	2	1	1	2	1	-	-	1	
Rollers.....	12	1.72	-	-	-	2	-	1	4	4	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	
Floormen (all timeworkers).....	178	1.52	-	43	34	48	2	10	18	16	5	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	
Janitors (all timeworkers).....	10	1.46	-	3	4	2	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Packers, cigars (all incentive workers).....	91	2.26	-	-	2	1	-	3	2	2	2	2	6	1	3	6	10	9	10	8	8	1	5	4	3	3	

<sup>1</sup> The Tampa—St. Petersburg Standard Metropolitan Statistical Area consists of Hillsborough and Pinellas Counties.

<sup>2</sup> Excludes premium pay for overtime and for work on weekends, holidays, and late shifts. Seven-tenths of the production workers covered by the study were paid on an incentive basis.

<sup>3</sup> Includes data for workers in classification in addition to those shown separately.

Table 9. Occupational Earnings: York County, Pa.

(Number and average straight-time hourly earnings<sup>1</sup> of production workers in selected occupations in cigar manufacturing establishments, March 1967)

Sex and occupation	Number of workers	Average hourly earnings <sup>1</sup>	Number of workers receiving straight-time hourly earnings of—																					
			\$1.40 and under	\$1.45	\$1.50	\$1.55	\$1.60	\$1.65	\$1.70	\$1.75	\$1.80	\$1.85	\$1.90	\$1.95	\$2.00	\$2.10	\$2.20	\$2.30	\$2.40	\$2.50	\$2.60	\$2.70	\$2.80	\$2.90 and over
			-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
All production workers.....	928	\$1.64	282	53	96	74	102	58	52	36	31	24	22	10	18	14	10	4	10	11	4	10	5	2
Women.....	800	1.60	258	52	86	63	96	44	47	31	27	24	19	10	14	9	8	4	4	-	-	2	1	1
Men.....	128	1.90	24	1	10	11	6	14	5	5	4	-	3	-	4	5	2	-	6	11	4	8	4	1
<u>Women</u>																								
Banding- and cellophaning-machine operators.....	107	1.50	35	1	39	12	19	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Time.....	87	1.49	30	-	36	3	18	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Cigarmaking-machine operators, 2 positions (all incentive workers).....	22	1.66	6	-	-	-	4	6	-	1	-	2	1	1	-	1	-	-	-	-	-	-	-	-
Cigarmaking-machine operators, 1 position.....	266	1.57	67	23	31	29	45	20	27	7	12	4	1	-	-	-	-	-	-	-	-	-	-	-
Incentive.....	254	1.58	57	23	29	29	45	20	27	7	12	4	1	-	-	-	-	-	-	-	-	-	-	-
Floorwomen (all timeworkers).....	28	1.45	20	2	1	-	3	1	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Packers, cigars.....	86	1.71	7	7	6	7	8	6	10	11	2	6	4	4	4	1	3	-	-	-	-	-	-	-
Incentive.....	85	1.71	7	7	6	7	8	6	10	11	2	6	4	4	1	2	-	-	-	-	-	-	-	-
Strippers, machine.....	129	1.57	63	12	4	5	8	2	7	2	4	3	9	4	4	1	-	1	-	-	-	-	-	-
Incentive.....	99	1.62	35	12	4	5	6	2	7	2	4	3	9	4	4	1	-	1	-	-	-	-	-	-
<u>Men</u>																								
Adjusters, machine (all timeworkers) <sup>2</sup> .....	31	2.57	-	-	-	-	-	-	-	-	-	-	-	-	-	2	2	-	6	7	3	7	4	-
Cigarmaking machine.....	26	2.58	-	-	-	-	-	-	-	-	-	-	-	-	-	2	-	-	6	6	3	6	3	-
Floormen (all timeworkers).....	17	1.57	6	-	1	1	2	3	-	3	1	-	-	-	-	-	-	-	-	-	-	-	-	-
Janitors (all timeworkers).....	6	1.48	3	-	-	2	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

<sup>1</sup> Excludes premium pay for overtime and for work on weekends, holidays, and late shifts. Approximately three-fifths of the production workers covered by the study were paid on an incentive basis.

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

Table 10. Method of Wage Payment

(Percent of production workers in cigar manufacturing establishments by method of wage payment, United States, selected regions and areas, March 1967)

Method of wage payment <sup>1</sup>	United States <sup>2</sup>	Regions		Areas		
		Middle Atlantic	Southeast	Scranton and Wilkes-Barre-Hazleton, Pa.	York County, Pa.	Tampa-St. Petersburg, Fla.
All workers.....	100	100	100	100	100	100
Time-rated workers.....	43	50	32	49	39	31
Formal plans.....	27	30	20	31	8	8
Single rate.....	12	6	15	-	-	8
Range of rates.....	15	24	5	31	8	-
Individual rates.....	16	20	13	17	31	23
Incentive workers.....	57	50	68	51	61	69
Individual piecework.....	51	47	58	47	59	49
Group piecework.....	6	3	10	4	2	20
Individual bonus.....	( <sup>3</sup> )	-	-	-	-	-
Group bonus.....	( <sup>3</sup> )	-	-	-	-	-

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

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

Table II. Scheduled Weekly Hours

(Percent of production workers in cigar manufacturing establishments by scheduled weekly hours, <sup>1</sup> United States, selected regions and areas, March 1967)

Weekly hours <sup>1</sup>	United States <sup>2</sup>	Regions		Areas		
		Middle Atlantic	Southeast	Scranton and Wilkes-Barre-Hazleton, Pa.	York County, Pa.	Tampa-St. Petersburg, Fla.
All workers.....	100	100	100	100	100	100
32 hours.....	4	-	-	-	-	-
35 hours.....	2	1	-	-	-	-
40 hours.....	90	99	88	100	100	74
48 hours.....	5	-	12	-	-	26

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

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

Table 12. Shift Differential Practices

(Percent of production workers employed on late shifts in cigar manufacturing establishments by amount of shift differential, United States, selected regions and areas, March 1967)

Shift differential	United States <sup>1</sup>	Regions		Areas		
		Middle Atlantic	Southeast	Scranton and Wilkes-Barre-Hazleton, Pa.	York County, Pa.	Tampa-St. Petersburg, Fla.
<u>Second shift</u>						
Workers employed on second shift.....	21.7	22.3	23.3	21.0	7.4	10.4
Receiving shift differential.....	10.8	16.9	2.3	21.0	5.3	3.4
Uniform cents per hour.....	1.0	-	-	-	-	-
5 cents.....	1.0	-	-	-	-	-
Uniform percentage.....	8.6	16.3	.8	21.0	-	-
5 percent.....	7.4	16.0	-	20.6	-	-
6 percent.....	1.2	.2	.8	.5	-	-
11 percent.....	.1	-	-	-	-	-
Other.....	1.1	.6	1.6	-	5.3	3.4
Receiving no shift differential.....	10.9	5.4	21.0	-	2.2	7.0
<u>Third or other late shift</u>						
Workers employed on third or other late shift.....	2.1	2.6	2.2	1.7	-	2.4
Receiving shift differential.....	1.2	2.6	-	1.7	-	-
Uniform percentage.....	.4	.8	-	1.7	-	-
8 percent.....	.4	.8	-	1.7	-	-
Other.....	.8	1.8	-	-	-	-
Receiving no shift differential.....	.9	-	2.2	-	-	2.4

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

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

Table 13. Paid Holidays

(Percent of production workers in cigar manufacturing establishments with formal provisions for paid holidays, United States, selected regions and areas, March 1967)

Number of paid holidays	United States <sup>1</sup>	Regions		Areas		
		Middle Atlantic	Southeast	Scranton and Wilkes-Barre-Hazleton, Pa.	York County, Pa.	Tampa-St. Petersburg, Fla.
All workers.....	100	100	100	100	100	100
Workers in establishments providing paid holidays.....	83	89	73	100	37	51
5 days.....	17	-	43	-	-	12
6 days.....	29	33	21	35	17	38
7 days.....	36	54	9	65	-	-
8 days.....	1	3	-	-	21	-
Workers in establishments providing no paid holidays.....	17	11	27	-	63	49

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

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

Table 14. Paid Vacations

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

Vacation policy	United States <sup>1</sup>	Regions		Areas		
		Middle Atlantic	Southeast	Scranton and Wilkes-Barre-Hazleton, Pa.	York County, Pa.	Tampa-St. Petersburg, Fla.
All workers.....	100	100	100	100	100	100
<u>Method of payment</u>						
Workers in establishments providing paid vacations.....	94	97	88	100	83	83
Length-of-time payment.....	59	75	34	66	73	46
Percentage payment.....	30	19	52	34	10	30
Flat-sum payment.....	1	-	3	-	-	7
Other.....	3	4	-	-	-	-
Workers in establishments providing no paid vacations.....	6	3	12	-	17	17
<u>Amount of vacation pay<sup>2</sup></u>						
<u>After 1 year of service</u>						
1 week.....	70	93	37	100	48	53
Over 1 and under 2 weeks.....	15	-	37	-	-	-
2 weeks.....	9	4	14	-	35	30
<u>After 3 years of service</u>						
1 week.....	36	49	28	35	48	53
Over 1 and under 2 weeks.....	16	-	37	-	-	-
2 weeks.....	42	48	23	65	35	30
<u>After 5 years of service</u>						
1 week.....	9	5	15	-	17	32
Over 1 and under 2 weeks.....	1	1	-	-	10	-
2 weeks.....	70	91	36	100	55	51
Over 2 and under 3 weeks.....	15	-	37	-	-	-
<u>After 10 years of service</u>						
1 week.....	9	5	15	-	17	32
Over 1 and under 2 weeks.....	1	1	-	-	10	-
2 weeks.....	56	78	27	81	55	51
Over 2 and under 3 weeks.....	4	-	8	-	-	-
3 weeks.....	13	13	9	19	-	-
Over 3 and under 4 weeks.....	12	-	29	-	-	-
<u>After 15 years of service<sup>3</sup></u>						
1 week.....	9	5	15	-	17	32
Over 1 and under 2 weeks.....	1	1	-	-	10	-
2 weeks.....	21	11	23	14	35	43
3 weeks.....	49	80	12	86	21	8
Over 3 and under 4 weeks.....	15	-	37	-	-	-

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

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

<sup>3</sup> Vacation provisions were the same after longer periods of service.

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

**Table 15. Health, Insurance, and Retirement Plans**

(Percent of production workers in cigar manufacturing establishments with specified health, insurance, and retirement plans, United States, selected regions and areas, March 1967)

Type of plan <sup>1</sup>	United States <sup>2</sup>	Regions		Areas		
		Middle Atlantic	Southeast	Scranton and Wilkes-Barre-Hazleton, Pa.	York County, Pa.	Tampa-St. Petersburg Fla.
All workers.....	100	100	100	100	100	100
Workers in establishments providing:						
Life insurance.....	73	88	53	100	34	83
Employer financed.....	64	87	41	100	34	57
Jointly financed.....	10	1	12	-	-	26
Accidental death and dismemberment insurance.....	13	7	15	14	-	32
Employer financed.....	4	7	3	14	-	7
Jointly financed.....	9	-	12	-	-	26
Sickness and accident insurance or sick leave or both <sup>3</sup> .....	13	2	9	-	13	-
Sickness and accident insurance.....	13	2	9	-	13	-
Employer financed.....	9	2	9	-	13	-
Jointly financed.....	4	-	-	-	-	-
Sick leave (full day, no waiting period).....	-	-	-	-	-	-
Sick leave (partial pay or waiting period).....	-	-	-	-	-	-
Hospitalization insurance.....	91	93	91	100	80	83
Employer financed.....	81	93	78	100	80	76
Jointly financed.....	10	1	13	-	-	7
Surgical insurance.....	91	93	91	100	80	83
Employer financed.....	81	93	78	100	80	76
Jointly financed.....	10	1	13	-	-	7
Medical insurance.....	33	42	32	31	67	-
Employer financed.....	22	19	32	-	67	-
Jointly financed.....	11	23	1	31	-	-
Catastrophe insurance.....	15	28	-	31	36	-
Employer financed.....	15	28	-	31	36	-
Retirement plans <sup>4</sup> .....	45	36	46	51	-	-
Pension.....	45	36	46	51	-	-
Employer financed.....	45	36	46	51	-	-
Lump-sum payment.....	-	-	-	-	-	-
No plans.....	8	7	9	-	20	17

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

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

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

<sup>4</sup> Unduplicated total of workers covered by pensions or lump-sum payments shown separately.

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

## Appendix A. Scope and Method of Survey

### Scope of Survey

The survey included establishments primarily engaged in manufacturing cigars (industry 2121 as defined in the 1957 edition and 1963 Supplement of the Standard Industrial Classification Manual, prepared by the U.S. Bureau of the Budget). The survey included manufacturers of large cigars, little cigars, Italian cigars, and stogies. Separate auxiliary units, such as central offices, were excluded.

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

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

Estimated Number of Establishments and Workers Within Scope of Survey, and Number Studied,  
Cigar Manufacturing Industry, March 1967

Region <sup>1</sup> and area <sup>2</sup>	Number of establishments <sup>3</sup>		Workers in establishments		
	Within scope of study	Studied	Within scope of study		Studied
			Total <sup>4</sup>	Production workers	Total
United States <sup>5</sup> -----	92	58	18,106	16,552	16,929
Middle Atlantic <sup>6</sup> -----	46	28	8,388	7,595	7,778
Scranton and Wilkes-Barre-Hazleton, Pa -----	8	7	4,042	3,657	3,848
York County, Pa-----	18	11	1,035	928	859
Southeast <sup>6</sup> -----	34	21	7,109	6,645	6,701
Tampa-St. Petersburg, Fla-----	23	12	3,333	3,137	2,955

<sup>1</sup> The regions used in this study include Middle Atlantic—New Jersey, New York, and Pennsylvania; and Southeast—Alabama, Florida, Georgia, Mississippi, North Carolina, South Carolina, and Tennessee.

<sup>2</sup> For definition of areas see footnote 1, tables 7-9.

<sup>3</sup> Includes only establishments with 8 workers or more at the time of reference of the universe data.

<sup>4</sup> Includes executive, professional, office and other workers excluded from the production worker category shown separately.

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

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

### Method of Study

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

### Establishment Definition

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

### Employment

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

### Production Workers

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

### Occupations Selected for Study

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

### Wage Data

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

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

### Size of Community

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

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

### Labor-Management Agreements

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

### Method of Wage Payment

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

### Scheduled Weekly Hours

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

### Shift Practices

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

### Supplementary Wage Provisions

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

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

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

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

Death benefits are included as a form of life insurance. Sickness and accident insurance is limited to that type of insurance under which predetermined cash payments are made directly to the insured on a weekly or monthly basis during illness or accident disability. Information is presented for all such plans to which the employer contributes at least a part of the cost. However, in New York and New Jersey, where temporary disability insurance laws require employer contributions,<sup>12</sup> plans are included only if the employer (1) contributes more than is legally required or (2) provides the employees with benefits which exceed the requirements of the law.

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<sup>12</sup> The temporary disability insurance laws in California and Rhode Island do not require employer contributions.

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

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

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

Tabulations for retirement plans are limited to formal plans which provide pensions or lump-sum retirement pay. Pension plans refer to those which provide regular payments on retirement for the remainder of the worker's life. Lump-sum retirement pay refers to one payment or a specified number of payments over a period of time. Establishments having provisions for both lump-sum payments and pensions to employees on retirement were considered as having both lump-sum payments and pensions. Establishments having optional plans providing employees a choice of either plan were considered as having only pension benefits.

## Appendix B. Occupational Descriptions

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

### ADJUSTER, MACHINE

(Machine fixer; mechanic)

Sets up, regulates, and/or repairs tobacco processing machines used in the establishment. Duties involve most of the following: Setting up machines to produce the desired product; regulating and adjusting the machines for efficient operation; attaching fixtures or special devices to the machines; examining machines faulty in operation to determine whether or not adjustments or repairs are necessary; dismantling or partly dismantling the machines, replacing broken, damaged, or worn out parts, or performing other repairs and reassembling the machines; and using a variety of handtools in adjusting, fitting, or replacing parts, fixtures, or attachments.

For wage study purposes, workers are classified according to type of machine:

Banding and cellophaning machine  
Cigarmaking machine  
Stripping machine  
Other

### BANDING- AND CELLOPHANING-MACHINE OPERATOR

Operates a machine that bands and wraps cigars in cellophane. Duties involve: Placing the cigars in a hopper of the machine; and gathering banded and cellophaned cigars and packing into boxes or packages. Duties of the worker also may include keeping the machine supplied with bands, paste, and rolls of cellophane.

### CIGARMAKER, HAND

Makes and forms cigars by hand. For wage study purposes, workers are classified according to the specific task performed, as follows:

Whole work (out-and-out cigarmaker, hand). Makes complete cigar by hand. Forms bunch (inner part of cigar) and wraps in binder leaf; wraps bunch in a selected leaf called a wrapper; and presses cigars in molds after they are rolled to give them a finished shape.

CIGARMAKER, HAND—Continued

Bunch maker (hand). Operates as one of the members of a team where the teamwork system of manufacture is employed: Places and shapes the correct amount of filler tobacco within a binder leaf to form a bunch (inner part of cigar).

Roller (hand). Operates as member of teamwork system: Cuts wrapper leaf to desired size and shape and rolls around a completed bunch to form a cigar. Places cigar against a gage and cuts to length.

CIGARMAKING-MACHINE OPERATOR, FOUR POSITIONS

Tends any of the four positions of a long filler cigarmaking machine. Includes (1) filler tender who feeds filler tobacco into machine on an endless feed belt, between a guide and a shear bar which is adjustable for the length of the cigar desired; (2) binder layer who places binder leaf on the binder die of the machine, where it is held down by suction and cut to the correct form for the type of cigar that is to be made. The leaf is transferred automatically and is rolled around the cigar shaped filler to form the bunch; (3) wrapper layer who tends the third position of the machine where stripped leaves of tobacco are automatically wrapped around cigar bunches to form cigar; and (4) inspector who examines all cigars before placing them in trays and may also patch imperfect cigars.

CIGARMAKING-MACHINE OPERATOR, THREE POSITIONS

Tends any of the positions on a three-position cigarmaking machine—filler tender, wrapper layer, or inspector.

CIGARMAKING-MACHINE OPERATOR, TWO POSITIONS

Tends either of the positions on a two-position cigarmaking machine—wrapper layer or inspector—in the making of short filler cigars.

CIGARMAKING-MACHINE OPERATOR, ONE POSITION

Tends a one-position cigarmaking machine that uses stripped leaves of tobacco as the wrapper to make short filler cigars. Places wrapper leaf in position so that machine can wrap it around automatically-formed cigar bunches to make a cigar. Does not include tenders of cigarmaking machines that use manufactured tobacco sheets for the wrapper.

CIGARMAKING-MACHINE TENDER, AUTOMATIC

Tends one or more cigarmaking machines that manufacture short filler cigars in a nearly automatic manner, using manufactured tobacco sheets (i.e., homogenized tobacco instead of tobacco leaves) for both the binder and the wrapper of the cigar.

FLOOR MAN AND WOMAN

Performs a variety of light floor jobs, furnishing other workers with supplies, moving trays, running errands, etc. May move materials on a light dolly.

INSPECTOR, CIGARS (EXAMINER)

Inspects finished cigars for imperfections of various types. Duties include: Examining cigars for size, shape, and condition of wrapper. May make necessary repairs on wrappers, and shape defective heads. The fourth position of a four-position cigarmaking machine is not to be included in this classification.

For wage study purposes, inspectors are to be classified according to whether inspection is performed on:

Loose cigars  
Packed cigars

JANITOR

(Day porter; sweeper; charwoman; janitress)

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

MACHINIST, MAINTENANCE

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

MAINTENANCE MAN, GENERAL UTILITY

Keeps the machines, mechanical equipment, and/or structure of an establishment (usually a small plant where specialization in maintenance work is impractical) in repair. Duties involve the performance of operations and the use of tools and equipment of several trades, rather than specialization in one trade or one type of maintenance work only. Work involves a combination of the following: Planning and laying out of work relating to repair of buildings, machines, mechanical, and/or electrical equipment; repairing electrical and/or mechanical equipment; installing, aligning, and balancing new equipment; and repairing buildings, floors, and stairs as well as making and repairing bins, cribs, and partitions.

PACKER, CIGARS

(Shader, subshader and tray packer)

Selects cigars according to shades and packs into trays or boxes which are the same shape as those in which the cigars are to be sold. When a tray is filled, it is covered and placed under pressure giving the cigars their characteristic square shape.

STRIPPER, HAND

(Stemmer, hand)

Removes stems from tobacco leaves by hand. Duties involve: Untying hands of tobacco and opening each leaf; pinching or clipping the mid ribs or main stems near the tip with finger or thimble knife worn on finger; removing the severed stems by pulling toward the butt end; and stacking stripped leaves in piles (books or pads).

STRIPPER, MACHINE

Operates a machine to remove stems from tobacco leaves. Work involves: Opening heads of tobacco; starting machine by depressing foot treadle; opening individual leaves and inserting the tip ends under machine's grooved circular knife, which cuts the stems from the leaves; and stopping machine and removing the books from the drums and tying each book separately.



## Industry Wage Studies

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

### I. Occupational Wage Studies

#### Manufacturing

- Basic Iron and Steel, 1962. BLS Bulletin 1358 (30 cents).  
Candy and Other Confectionery Products, 1965. BLS Bulletin 1520 (30 cents).  
\*Canning and Freezing, 1957. BLS Report 136.  
Cigar Manufacturing, 1964. BLS Bulletin 1436 (30 cents).  
Cigarette Manufacturing, 1965. BLS Bulletin 1472 (20 cents).  
Cotton Textiles, 1965. BLS Bulletin 1506 (40 cents).  
Distilled Liquors, 1952. Series 2, No. 88.
- Fabricated Structural Steel, 1964. BLS Bulletin 1463 (30 cents).  
Fertilizer Manufacturing, 1966. BLS Bulletin 1531 (30 cents).  
Flour and Other Grain Mill Products, 1961. BLS Bulletin 1337 (30 cents).  
Fluid Milk Industry, 1964. BLS Bulletin 1464 (30 cents).  
Footwear, 1965. BLS Bulletin 1503 (50 cents).  
Hosiery, 1964. BLS Bulletin 1456 (45 cents).
- Industrial Chemicals, 1965. BLS Bulletin 1529 (40 cents).  
Iron and Steel Foundries, 1962. BLS Bulletin 1386 (40 cents).  
Leather Tanning and Finishing, 1963. BLS Bulletin 1378 (40 cents).  
Machinery Manufacturing, 1966. BLS Bulletin 1563 (70 cents).  
Meat Products, 1963. BLS Bulletin 1415 (75 cents).  
Men's and Boys' Shirts (Except Work Shirts) and Nightwear, 1964.  
    BLS Bulletin 1457 (40 cents).  
Men's and Boys' Suits and Coats, 1963. BLS Bulletin 1424 (65 cents).  
Miscellaneous Plastics Products, 1964. BLS Bulletin 1439 (35 cents).  
Miscellaneous Textiles, 1953. BLS Report 56.  
Motor Vehicles and Motor Vehicle Parts, 1963. BLS Bulletin 1393 (45 cents).
- Nonferrous Foundries, 1965. BLS Bulletin 1498 (40 cents).  
Paints and Varnishes, 1965. BLS Bulletin 1524 (40 cents).  
Paperboard Containers and Boxes, 1964. BLS Bulletin 1478 (70 cents).  
Petroleum Refining, 1965. BLS Bulletin 1526 (30 cents).  
Pressed or Blown Glass and Glassware, 1964. BLS Bulletin 1423 (30 cents).  
\*Processed Waste, 1957. BLS Report 124.  
Pulp, Paper, and Paperboard Mills, 1962. BLS Bulletin 1341 (40 cents).  
Radio, Television, and Related Products, 1951. Series 2, No. 84.  
Railroad Cars, 1952. Series 2, No. 86.  
\*Raw Sugar, 1957. BLS Report 136.
- Southern Sawmills and Planing Mills, 1965. BLS Bulletin 1519 (30 cents).  
Structural Clay Products, 1964. BLS Bulletin 1459 (45 cents).  
Synthetic Fibers, 1966. BLS Bulletin 1540 (30 cents).  
Synthetic Textiles, 1965. BLS Bulletin 1509 (40 cents).  
Textile Dyeing and Finishing, 1965-66. BLS Bulletin 1527 (45 cents).

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

## I. Occupational Wage Studies—Continued

### Manufacturing—Continued

- \*Tobacco Stemming and Redrying, 1957. BLS Report 136.
- West Coast Sawmilling, 1964. BLS Bulletin 1455 (30 cents).
- Women's and Misses' Coats and Suits, 1965. BLS Bulletin 1508 (25 cents).
- Women's and Misses' Dresses, 1966. BLS Bulletin 1538 (30 cents).
- Wood Household Furniture, Except Upholstered, 1965. BLS Bulletin 1496 (40 cents).
- \*Wooden Containers, 1957. BLS Report 126.
- Wool Textiles, 1966. BLS Bulletin 1551 (45 cents).
- Work Clothing, 1964. BLS Bulletin 1440 (35 cents).

### Nonmanufacturing

- Auto Dealer Repair Shops, 1964. BLS Bulletin 1452 (30 cents).
- Banking, 1964. BLS Bulletin 1466 (30 cents).
- Bituminous Coal Mining, 1962. BLS Bulletin 1383 (45 cents).
- Communications, 1965. BLS Bulletin 1521 (20 cents).
- Contract Cleaning Services, 1965. BLS Bulletin 1507 (30 cents).
- Crude Petroleum and Natural Gas Production, 1960. BLS Report 181.
- Department and Women's Ready-to-Wear Stores, 1950. Series 2, No. 78.
- Eating and Drinking Places, 1963. BLS Bulletin 1400 (40 cents).
- Electric and Gas Utilities, 1962. BLS Bulletin 1374 (50 cents).
- Hospitals, 1966. BLS Bulletin 1553 (70 cents).
- Hotels and Motels, 1963. BLS Bulletin 1406 (40 cents).
- Laundry and Cleaning Services, 1966. BLS Bulletin 1544 (60 cents).
- Life Insurance, 1966. BLS Bulletin 1569 (30 cents).
- Motion Picture Theaters, 1966. BLS Bulletin 1542 (35 cents).
- Nursing Homes and Related Facilities, 1965. BLS Bulletin 1492 (45 cents).

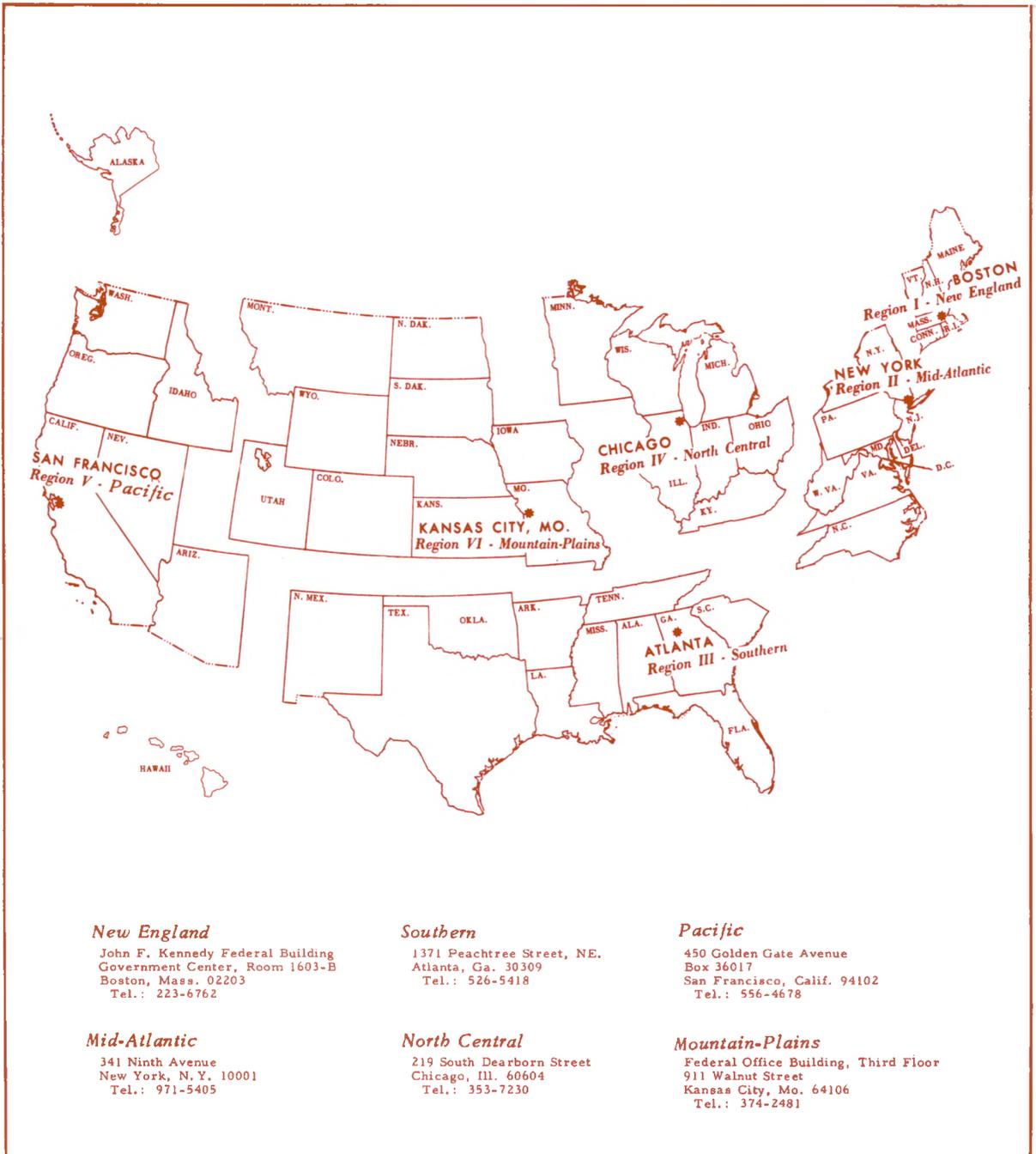
## II. Earnings Distributions Studies

- Factory Workers' Earnings—Distribution by Straight-Time Hourly Earnings, 1958. BLS Bulletin 1252 (40 cents).
- Factory Workers' Earnings—Selected Manufacturing Industries, 1959. BLS Bulletin 1275 (35 cents).
- Employees Earnings and Hours, June 1965—
  - Retail Trade. BLS Bulletin 1501 (50 cents).
  - Building Materials, Hardware, and Farm Equipment Dealers. BLS Bulletin 1501-1 (25 cents).
  - General Merchandise Stores. BLS Bulletin 1501-2 (40 cents).
  - Food Stores. BLS Bulletin 1501-3 (30 cents).
  - Automotive Dealers and Gasoline Service Stations. BLS Bulletin 1501-4 (40 cents).
  - Apparel and Accessory Stores. BLS Bulletin 1501-5 (45 cents).
  - Furniture, Home Furnishings, and Household Appliance Stores. BLS Bulletin 1501-6 (40 cents).
  - Miscellaneous Stores. BLS Bulletin 1501-7 (30 cents).
- Employee Earnings and Hours in Nonmetropolitan Areas of the South and North Central Regions, 1965. BLS Bulletin 1552 (50 cents).
- Employee Earnings and Hours in Eight Metropolitan Areas of the South, 1965. BLS Bulletin 1533 (40 cents).

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

# BUREAU OF LABOR STATISTICS REGIONAL OFFICES



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John F. Kennedy Federal Building  
Government Center, Room 1603-B  
Boston, Mass. 02203  
Tel.: 223-6762

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1371 Peachtree Street, N.E.  
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Tel.: 526-5418

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San Francisco, Calif. 94102  
Tel.: 556-4678

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341 Ninth Avenue  
New York, N. Y. 10001  
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Kansas City, Mo. 64106  
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