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INDUSTRY WAGE SURVEY

Basic Iron and Steel

SEPTEMBER 1967

Bulletin No. 1602

UNITED STATES DEPARTMENT OF LABOR

BUREAU OF LABOR STATISTICS

INDUSTRY WAGE SURVEY

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October 1968

UNITED STATES DEPARTMENT OF LABOR
Willard Wirtz, Secretary

BUREAU OF LABOR STATISTICS
Ben Burdetsky, Acting Commissioner



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Preface

This bulletin summarizes the results of a Bureau of Labor Statistics survey of wages and supplementary wage practices for the basic iron and steel manufacturing industry in September 1967.

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

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

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Basic Iron and Steel, September 1967

Summary

Straight-time earnings of production and related workers in the basic iron and steel industry averaged \$3.42 an hour in September 1967. All but 3 percent of the 453,000 workers covered by the Bureau of Labor Statistics survey¹ had earnings between \$2.40 and \$5 an hour; the middle half of the workers earned from \$2.90 to \$3.79.

Workers paid on an incentive basis, two-thirds of the industry's work force, averaged \$3.65 an hour, compared with \$2.97 for time-rated workers. This difference is influenced significantly by the occupational mix of workers in the two categories of wage payment. Among the occupations for which separate information was obtained, average (mean) hourly earnings ranged from \$2.48 for janitors, nine-tenths of whom were time rated, to \$5.59 for first helpers on open hearth furnaces, virtually all of whom received incentive pay.

Nearly all of the industry's production workers were in establishments providing paid holidays and vacations, extended vacation benefits, various types of health and insurance benefits, and pension plans, as well as supplemental unemployment benefits. A large majority of the office workers also received many of the above benefits.

Industry Characteristics

The manufacture of basic iron and steel products consists of a series of processes that are closely related and yet quite varied. First, iron ore is reduced to molten iron in blast furnaces. The iron is then converted into steel in open hearth, basic oxygen, or electric steelmaking furnaces. Finally, the steel is rolled into basic products, such as plates, sheets, strips, rods, bars, and structural shapes. These basic products usually are sold for further processing; however, many steel plants also produce finished products, such as wire, pipes, and tubes. The chart (page 2) indicates the major steel-making processes and some of the important products of the industry.

Iron and steel plants differ in the number and types of operations they perform. Many of these plants are fully integrated, that is, they operate coke plants, blast furnaces, steel furnaces, and rolling and finishing mills.² Some plants are partially integrated, having steelmaking furnaces and rolling mills or forging shops, but they do not operate blast furnaces. Nonintegrated plants include (1) those which operate only blast furnaces or (2) those which engage in rolling and finishing various products from steel, but do not operate either blast furnaces or steel-making furnaces.

Output per production worker man-hour in the industry increased 23 percent between 1960 and 1966, the latest date for which information is available.³ Contributing to this increased productivity were factors such as: Improvements in blast furnace operations, including more highly beneficiated materials and supplementary fuel injection; and the increased use of basic oxygen furnaces in steel-making.⁴ The year book of the American Iron and Steel Institute, Charting Steel's Progress During 1966, describes the basic oxygen process (BOP), as follows:

In this process, a large vessel is loaded with molten iron and scrap. A water-cooled lance is lowered into the top of the vessel and high purity oxygen is injected into the melt at supersonic speed. This high volume of 99.5 percent pure oxygen quickly burns off the unwanted elements in the furnace charge of molten iron and scrap.

The earliest BOP vessels or furnaces made steel at about 50 tons an hour. Furnace size has increased so that some BOP vessels have capacities of nearly ten times that today . . .

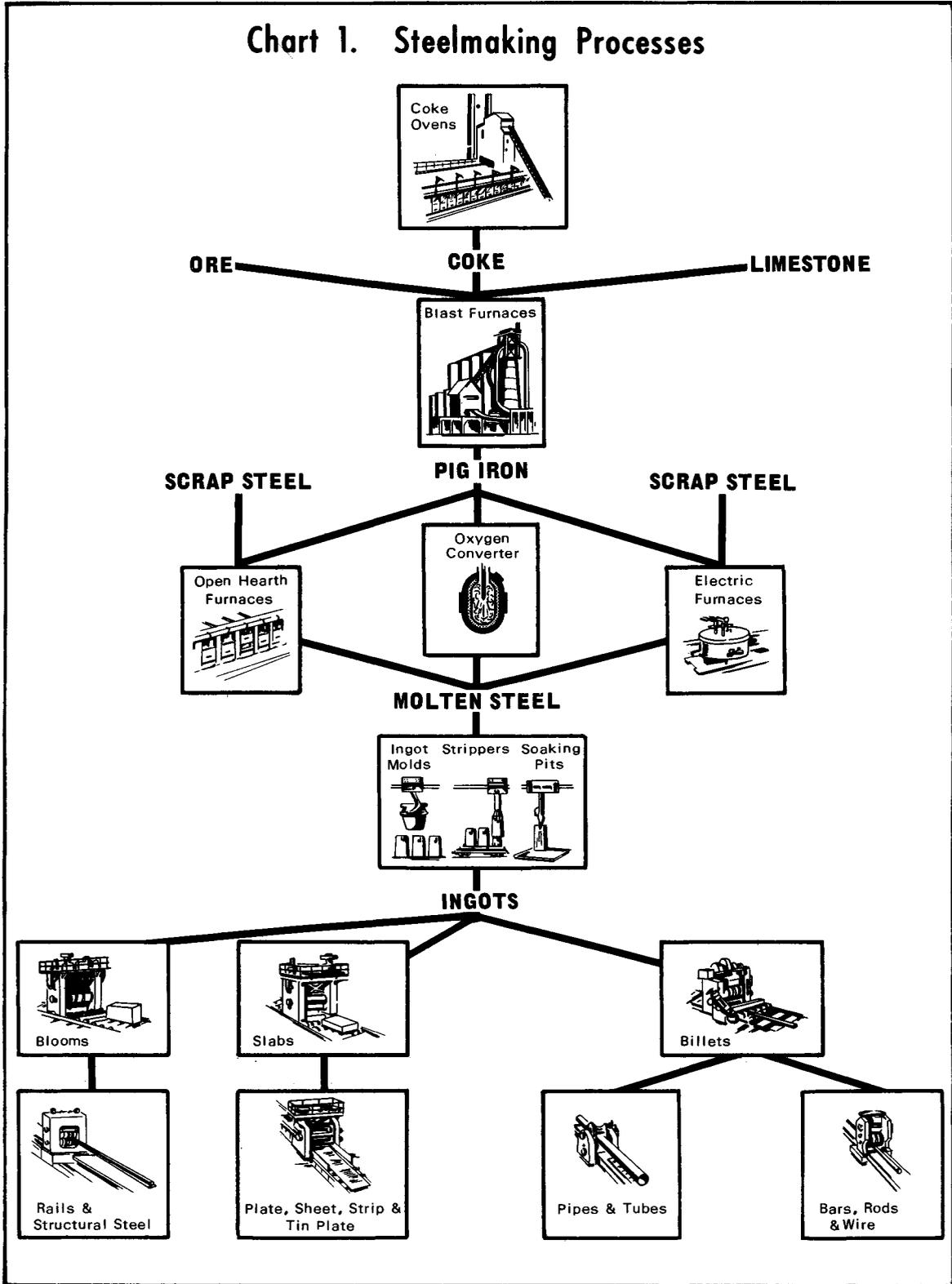
¹ See appendix A for scope and method of study. Wage data in this bulletin exclude premium pay for overtime and for work on weekends, holidays, and late shifts.

² U.S. Bureau of Census, Census of Manufacturers, 1963 Industry Statistics: Blast Furnaces, Steel Works, and Rolling Mills.

³ Indexes of Output Per Man-Hour - Selected Industries 1939 and 1947-66, BLS Bulletin 1572 (1967).

⁴ For more detailed discussion of technological advances in the industry, see Technological Trends in Major American Industries, BLS Bulletin 1474 (1966).

Chart 1. Steelmaking Processes



Open hearth furnaces produced 56 percent of the 1967 output of 127 million tons of raw steel.⁵ As illustrated in the chart (page 4), open hearth production reached a recent peak in 1964, and has declined steadily since then. Production by basic oxygen process, on the other hand, has increased sharply since 1964, and accounted for 33 percent of the total 1967 steel production. If present trends continue, BOP output will surpass open hearth production within a few years. Electric furnaces produced 12 percent of the steel in 1967, compared with 8½ percent in 1960.

Although basic iron and steel plants are located in 37 States, most workers are employed in relatively few. Slightly less than three-fifths of the work force in this industry were employed in Pennsylvania, Ohio, and Indiana. Other States that accounted for as much as 5 percent of the work force were Illinois, Maryland, New York, and Michigan.⁶

All establishments studied reported that they had collective bargaining agreements covering a majority of the plant workers. The United Steelworkers of America had contracts with plants which employed over nine-tenths of the industry's work force. During September 1967, basic steel companies, employing a large majority of the workers, were operating under contracts with the Steelworkers which were initiated in September 1965 and due to expire in July 1968. Slightly over two-fifths of the 46,500 office workers employed in basic steel plants were covered by union contracts.

Nearly four-fifths of the production workers were employed in establishments that used a common job evaluation system, which have the same minimum rate and the same increment between job classes.⁷ Under this system, all occupational classifications are assigned point values on the basis of factors such as experience, skill, responsibility, effort, and working conditions. These point values, in turn, are related to 1 of 32 established labor grades. At the time of survey, the minimum rate was \$2.445 an hour and the uniform increment between grades was 7.5 cents. Janitors and general laborers, grades 1 and 2, which have the same rate of \$2.445 an hour, were found at the base of the structure. Not all of the establishments using the system have the full complement of grades, in the sense that jobs have been slotted into each grade.

A few establishments that employed slightly less than one-tenth of the work force used the job evaluation system described,

but had a different minimum rate or did not have a uniform increment between job classes. Approximately one-eighth of the workers were in establishments that used other job evaluation systems and about 1 percent were in plants without a formal system.

Two-thirds of the production and related workers covered by the study received pay based on some form of wage incentive. The proportions of workers paid on this basis were seven-tenths in establishments that used the common job evaluation system previously referred to and slightly less than one-half in other establishments.

The majority of the workers in all but 11 of the occupations studied were paid on an incentive basis. In establishments that used common job evaluation systems, incentive payments are made in addition to the wage rate for the job class to which the occupation is assigned. The occupations that typically were time rated included janitors, laborers, locomotive cranemen, metallurgical analysts, test preparers, and certain maintenance craftsmen. These occupations generally were found throughout the plant rather than in specified departments.

Average Hourly Earnings

The average straight-time hourly earnings of the 453,000 production workers in the industry in September 1967 was \$3.42⁸ compared with \$3.17 in March 1962, the date of an earlier Bureau survey in the industry.⁹ The 8 percent increase was largely the result of general wage increases granted under terms of union contracts between the USA and major steel companies. On September 1, 1965, production workers received a 10- to 19-cent increase which averaged

⁵ Source of data: American Iron and Steel Institute.

⁶ U. S. Bureau of Census, County Business Patterns, 1966.

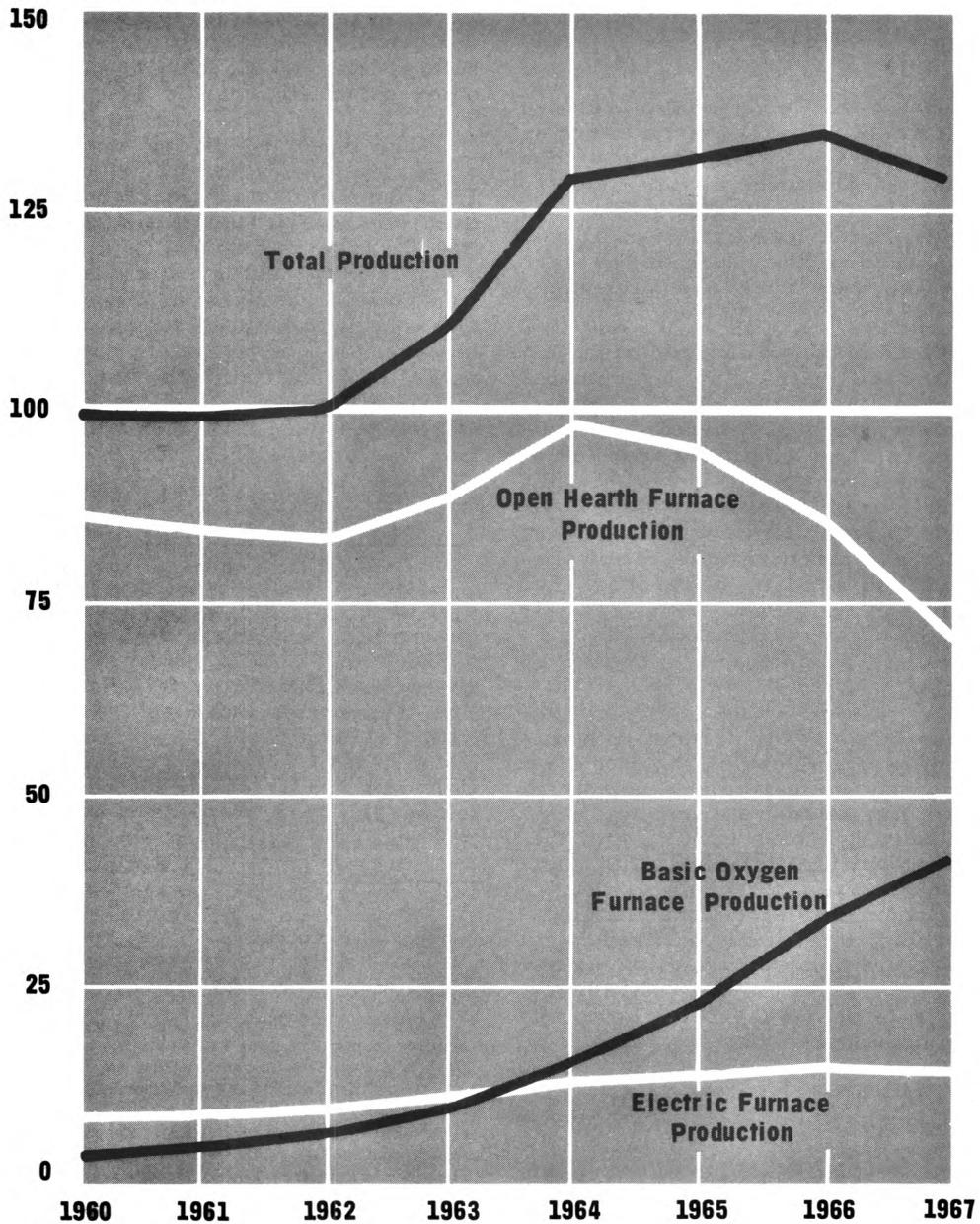
⁷ This system was developed jointly by the USA and the steel producers and is known as the "Cooperative Wage Study" (CWS) system.

⁸ 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. Unlike the latter, the estimate presented here excludes premium pay for overtime and for work on weekends, holidays, and late shifts. Average earnings were calculated by summing individual hourly earnings and dividing by the number of individuals; in the monthly series, the sum of the man-hour totals reported by establishments in the industry was divided into the reported payroll totals. The Bureau's monthly series includes certain establishments that were excluded from this survey, such as those that have fewer than 250 employees and establishments engaged primarily in manufacturing electrometallurgical products.

⁹ For account of the earlier study, see Industry Wage Survey: Basic Iron and Steel, March 1962, BLS Bulletin 1358 (1963).

**Chart 2. Steel Production by Major Type of Process,
1960-67**

STEEL PRODUCTION
(Million of net tons)



Source of data: American Iron and Steel Institute.

Cumulative percent distribution of production and related workers
in basic iron and steel establishments by straight-time hourly earnings

Hourly earnings	All establishments		Establishments having common job evaluation systems		Other establishments	
	Time- workers	Incentive workers	Time- workers	Incentive workers	Time- workers	Incentive workers
Under \$2.40 -----	1.5	(1)	-	-	4.4	0.2
Under \$2.60 -----	21.3	2.1	19.9	2.1	24.3	2.0
Under \$2.80 -----	38.7	7.2	37.4	7.5	41.4	5.4
Under \$3.00 -----	61.6	15.8	62.6	16.4	59.4	12.6
Under \$3.20 -----	74.1	27.1	74.5	27.9	73.3	22.9
Under \$3.40 -----	81.6	40.0	80.9	41.2	83.0	33.6
Under \$3.60 -----	92.2	52.7	92.4	54.0	92.0	45.8
Under \$3.80 -----	97.4	63.7	97.7	64.9	96.8	57.2
Under \$4.00 -----	98.1	74.7	98.4	76.1	97.6	67.6
Total -----	100.0	100.0	100.0	100.0	100.0	100.0
Number of workers -----	155,409	297,568	105,166	250,012	50,243	47,556
Average hourly earnings -----	\$2.97	\$3.65	\$2.97	\$3.63	\$2.96	\$3.77

¹ Less than 0.05 percent.

12.1 cents. On January 1, 1966, skilled craftsmen and tradesmen were upgraded two job classes (which resulted in an average increase of about 2 cents an hour for all production workers). On August 1, 1967, all plant workers received a 6- to 12-cent general increase which averaged 7.4 cents. Included in the calculations of the 1965 and 1967 average increases were upward adjustments in the increments between job classes.

Workers in establishments that used common job evaluation systems which have the same minimum hourly rate (\$2.445) and the same increment (7.5 cents) between job classes averaged \$3.43 an hour, compared with \$3.35 for those in other establishments. The 8-cent average difference reflects the variations in the proportion of workers who received incentive pay. Seven-tenths of the workers in the larger group were paid on an incentive basis compared with slightly less than one-half in other establishments. Whereas the averages for timeworkers were nearly identical, incentive workers averaged 14 cents an hour less in establishments that used common job evaluation systems than they did in other establishments.

Earnings of all but 3 percent of the production workers within scope of the survey ranged from \$2.40 to \$5 an hour (table 1). The middle half of the workers earned between \$2.90 and \$3.79 an hour. The 89-cent spread compared with a 53-cent spread

for the middle range of timeworkers and an 85-cent range for incentive workers. Differences in the earnings levels for the two groups of workers explain the wider range for all workers. As illustrated in the above tabulation, approximately three-fifths of the timeworkers earned less than \$3 an hour, compared with nearly one-sixth of the incentive workers. The proportions earning \$4 or more were about one-fourth for incentive workers and less than 2 percent for timeworkers.

Occupational Earnings

Separate information was obtained for 100 occupational classifications selected to represent earnings for various activities performed by production workers in the industry; these jobs accounted for nearly one-fourth of the total production workers¹⁰ (table 2). Average (mean) hourly earnings for the jobs studied ranged from \$2.48 for janitors to \$5.59 for first helpers on open hearth furnaces. Laborers, numerically the most important of the selected jobs and found in most departments of the establishments studied, averaged \$2.56 an hour.

¹⁰ Occupational earnings data in the Bureau's March 1962 survey were limited to establishments that used common job evaluation systems. (See Bulletin 1358, op. cit.) Data is provided separately in this bulletin for these establishments and other establishments.

Occupational averages were usually higher in establishments that used a common job evaluation system than in other establishments. Notable exceptions were found mostly among jobs in the open hearth, bar, and cold strip and sheet departments. Among the 83 occupations permitting comparisons, differences in average earnings between establishments that used a common job evaluation system and other establishments, for the most part, amounted to less than 10 percent.

Occupational earnings information was obtained separately for job classes in establishments that used common job evaluation systems. Within an occupation, earnings varied by job class and in several instances averages for workers in a given job class exceeded the average for those in a higher job class in the same occupation, due to differences in incentive earnings.

For skilled repair and maintenance craftsmen in establishments that used common job evaluation systems, data were reported separately for workers receiving the top rate for the job and for those receiving lower rates.¹¹ Average earnings for those at the top rate ranged from \$4.22 for electronic repairmen to \$3.40 for painters. The averages for those at the top rate exceeded those at less than the top rate by 5 to 9 percent in 11 of the 13 craftsmen jobs where both averages could be published; the difference was less than 5 percent in the other two jobs.

Incentive workers earned substantially more than hourly rated workers employed in the same occupation (table 3). Among establishments that used the common job evaluation system, the advantage for incentive workers over timeworkers, in the 49 instances where comparisons were possible, amounted to 9 percent in one job, from 10 to 19 percent in 32 jobs, from 20 to 29 percent in 11 jobs, and from 30 to 39 percent in 5 jobs.

Earnings of individual workers were distributed widely within the same occupation and job class as a result of differences in incentive earnings. In a large number of occupations, the highest hourly earnings exceeded the lowest in the same occupation and job class by \$1 or more. Consequently, a number of workers who had a comparatively low job class earned more than some workers in higher job classes. The following tabulation from establishments that used the common

job evaluation system illustrates the overlap in earnings between scarfers (job class 7) and soaking-pit cranemen (job class 15) in bloom, slab, and billet mills, despite a 95-percent difference in hourly averages for the two jobs.

Hourly earnings	Number of workers	
	Scarfers (job class 7)	Soaking-pit cranemen (job class 15)
Under \$3.00 an hour -----	237	-
\$3.00 and under \$3.40 -----	337	-
\$3.40 and under \$3.80 -----	140	80
\$3.80 and under \$4.20 -----	54	124
\$4.20 and under \$4.60 -----	81	225
\$4.60 and under \$5.00 -----	32	99
\$5.00 and under \$5.40 -----	13	100
\$5.40 and over -----	23	6
Total workers -----	917	634
Average hourly earnings -----	\$3.48	\$4.43

Establishment Practices and Supplementary Wage Provisions

Data also were obtained on certain establishment practices including shift provisions for production workers; work schedules; overtime premium pay; selected supplementary benefits such as paid holidays and vacations; and health, insurance, and pension plans for plant and office workers.¹²

Scheduled Weekly Hours and Overtime Pay Provisions. Work schedules of 40 hours a week were in effect in establishments employing almost all plant workers and over nine-tenths of the office workers in September 1967. All establishments visited provided daily and weekly overtime to production workers. Major union contracts call for overtime pay at the rate of one and one-half times the regular rate of pay for: (1) Hours worked in excess of 8 in a workday; (2) hours worked in excess of 40 in a payroll week; and (3) hours worked on the sixth or seventh workday (a) in

¹¹ Establishments have a range of rates for such workers which includes a beginning rate which starts four job classes below the top or standard rate; an intermediate rate which starts two job classes below; and the top or standard rate. Workers who receive the beginning or intermediate rate, although they are qualified journeymen, were classified as receiving a rate lower than the top rate.

¹² The information obtained in this survey relates only to the incidence of these practices or benefits. For information on industry expenditures for such items, see Employee Compensation and Payroll Hours: Basic Steel, 1965, BLS Report 335-4 (1968).

a payroll week during which work was performed on 5 other workdays or (b) of a 7-consecutive-day period during which the first 5 days were worked. Workers under such contracts are paid a premium of 25 percent based on their regular rate of pay (average straight-time hourly earnings for incentive workers) for all hours worked on Sunday which are not paid for on an overtime basis.

Shift Differential Practices. At the time of the survey nearly three-tenths of the production workers were employed on second shifts and another one-fifth of the workers on third or other late shifts. The differentials for almost all shift workers were 8 cents in addition to day shift rates for second shift work; and 12 cents for the third or other late shifts. Workers employed in continuous operation departments, e. g., blast furnaces, open hearth furnaces, frequently are assigned to rotating shifts; they work variously on day, evening, and night tours.

Paid Holidays. Paid holidays were provided to plant and office workers by all establishments studied. Over nine-tenths in both groups received 7 holidays a year, usually New Year's Day, Good Friday, Memorial Day, Independence Day, Labor Day, Thanksgiving, and Christmas. If the holiday falls on a Sunday, it is observed on the following Monday. For work on a paid holiday, slightly over nine-tenths of the production workers were provided a rate of double time and one-fourth; most of the remainder received double time and one-half their regular rates or earnings.

Annual and Extended Paid Vacations. Annual paid vacations, after qualifying periods of service, were provided to production and office workers by all establishments. The large majority of the production workers received 1 week's pay after 1 year of service, 2 weeks after 3 years, 3 weeks after 10 years, and 4 weeks after 25 years of service. The schedule for a large majority of the office workers was slightly more liberal—1 week's pay after 6 months of service, 2 weeks after 1 year, 3 weeks after 10 years, and 4 weeks after 20 years of service.

Extended vacations were available to production workers in establishments employing over nine-tenths of the work force. This benefit usually was provided under a "Savings and Vacation Plan" to which employers contribute a specified amount to a fund that provides 13 weeks' vacation every 5 years to

workers in the "Senior Group," one-half of the employees in the work force with longest continuous service; the fund also provides single week vacation benefits for those in the "Junior Group," and retirement benefits for both groups.

Three-fifths of the office workers were employed in establishments that provided extended vacations under plans similar to the "Savings and Vacation Plan" described above. Another one-fifth of the office workers were in establishments that provided other types of extended vacations.

Health, Insurance, and Pension Plans. Life, hospitalization, and surgical insurance were provided to plant and office workers by all establishments studied. Nearly all plant and all office workers were provided protection against loss of pay due to sickness or accident. Sickness and accident insurance was provided to more than nine-tenths of the workers in both groups; approximately nine-tenths of the office workers also were covered by sick leave plans. Basic medical insurance was provided to approximately seven-tenths of the production workers and to more than nine-tenths of the office force; catastrophe insurance to one-sixth and two-thirds, respectively; and accidental death and dismemberment insurance was provided to two-fifths of the plant workers and to one-third of the office workers. Except for a few plants, employers financed the entire cost of the above benefits.

Under provisions of union contracts with the Steelworkers and major companies in the industry, life insurance benefits for plant workers, which are based on wage rates, ranged from \$4,500 to \$7,000, and reduced amounts for retirees. Weekly benefits under the sickness and accident insurance ranged from \$70 to \$102. The medical insurance plan, which also covers dependents, provides hospitalization benefits and full payment, on a prevailing fee basis, of covered physician's services.

Pension plans providing benefits in addition to those under social security covered all plant workers and virtually all office workers. Pension plans in major union contracts include provisions for early retirement, vesting, and permanent disability.

Other Selected Benefits. Technological severance pay was provided by establishments employing slightly over nine-tenths of the

production workers and approximately three-fourths of the office workers. This benefit provides pay to employees permanently separated from work as a result of force reduction which arises out of the introduction of new equipment or from the closing of a department or plant. Under terms of major union contracts in the industry, plant workers received from 4 to 8 weeks' pay depending on their length of service with the company.

Supplemental unemployment benefits were provided by establishments employing nearly all of the plant workers and three-fourths of the office workers. Under terms of major union contracts for plant workers, employers contribute to a fund that provides weekly benefits for workers on layoff; short week benefits for any week in which an employee works less than 32 hours; and relocation allowances which enable laid-off employees to move to another plant of the company.

Table 1. Earnings Distribution

(Percent distribution of production and related workers in all basic iron and steel establishments by average straight-time hourly earnings¹ and in those having common job evaluation systems,² United States, September 1967)

Average straight-time hourly earnings ²	All establishments			Establishments having common job evaluation system			Other establishments		
	All workers	Time-workers	Incentive workers	All workers	Time-workers	Incentive workers	All workers	Time-workers	Incentive workers
Under \$2.40 -----	0.5	1.5	(³)	-	-	-	2.4	4.4	0.2
\$2.40 and under \$2.50 -----	3.8	9.9	0.6	3.5	10.5	0.5	5.0	8.9	.8
\$2.50 and under \$2.60 -----	4.4	9.8	1.5	3.9	9.3	1.6	6.1	10.9	1.1
\$2.60 and under \$2.70 -----	4.6	9.2	2.2	5.4	9.5	2.4	5.0	8.6	1.3
\$2.70 and under \$2.80 -----	4.7	8.2	2.9	4.5	8.1	3.0	5.4	8.6	2.0
\$2.80 and under \$2.90 -----	6.9	12.5	3.9	7.1	14.4	4.1	6.0	8.7	3.2
\$2.90 and under \$3.00 -----	6.6	10.3	4.7	6.6	10.8	4.8	6.7	9.3	4.0
\$3.00 and under \$3.10 -----	5.9	6.8	5.4	5.6	6.0	5.4	7.0	8.5	5.6
\$3.10 and under \$3.20 -----	5.9	5.8	5.9	6.1	5.9	6.2	5.1	5.5	4.7
\$3.20 and under \$3.30 -----	5.5	3.7	6.5	5.6	3.1	6.7	5.1	5.0	5.2
\$3.30 and under \$3.40 -----	5.5	3.8	6.4	5.6	3.3	6.6	5.1	4.7	5.5
\$3.40 and under \$3.50 -----	6.4	6.8	6.3	6.6	7.0	6.4	5.9	6.3	5.5
\$3.50 and under \$3.60 -----	5.6	3.9	6.4	5.8	4.4	6.4	4.6	2.7	6.7
\$3.60 and under \$3.70 -----	4.9	3.8	5.4	5.1	4.4	5.4	4.1	2.8	5.5
\$3.70 and under \$3.80 -----	4.1	1.3	5.5	4.1	1.0	5.4	3.9	2.0	5.9
\$3.80 and under \$3.90 -----	3.8	.4	5.6	4.2	.4	5.8	2.6	.4	5.0
\$3.90 and under \$4.00 -----	3.7	.3	5.4	3.9	.3	5.4	2.9	.4	5.5
\$4.00 and under \$4.10 -----	2.9	.3	4.2	2.8	.2	3.9	3.1	.5	5.8
\$4.10 and under \$4.20 -----	2.7	.2	4.1	2.8	.2	3.9	2.4	.2	4.8
\$4.20 and under \$4.30 -----	2.2	.1	3.3	2.2	.1	3.1	2.0	.1	4.1
\$4.30 and under \$4.40 -----	1.9	.3	2.7	1.9	.4	2.5	2.1	.3	4.0
\$4.40 and under \$4.50 -----	1.3	.2	1.9	1.3	.2	1.8	1.2	.3	2.2
\$4.50 and under \$4.60 -----	1.0	.2	1.5	1.0	.2	1.3	1.2	.2	2.2
\$4.60 and under \$4.70 -----	.8	.1	1.2	.9	.1	1.3	.5	.1	1.0
\$4.70 and under \$4.80 -----	.7	.1	1.0	.7	(³)	1.0	.4	.2	.7
\$4.80 and under \$4.90 -----	.5	.1	.8	.6	(³)	.8	.5	.1	.8
\$4.90 and under \$5.00 -----	.5	(³)	.8	.5	.1	.8	.4	(³)	.8
\$5.00 and over -----	2.7	.1	4.0	2.6	(³)	3.6	3.1	.3	6.0
Total -----	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Total number of workers -----	452,977	155,409	297,568	355,178	105,166	250,012	97,799	50,243	47,556
Hourly earnings: ¹									
Mean -----	\$3.42	\$2.97	\$3.65	\$3.43	\$2.97	\$3.63	\$3.35	\$2.96	\$3.77
Median -----	3.32	2.90	3.56	3.35	3.90	3.53	3.22	2.90	3.67
Middle range -----	2.90-3.79	2.67-3.20	3.16-4.01	2.91-3.81	2.67-3.20	3.15-3.98	2.82-3.74	2.62-3.23	3.23-4.12

¹ Excludes premium pay for overtime and for work on weekends, holidays, and late shifts. The mean is computed by totaling the earnings of all workers and dividing by the number of workers. The median designates position; half of the workers surveyed receive more than the rate shown and half receive less. The middle range is defined by 2 rates of pay; a fourth of the workers earn less than the lower of these rates and a fourth earn more than the higher rate.

² Data are presented separately for establishments having a common job evaluation system, the same minimum hourly rate (\$2.445), and the same increment (7.5 cents) between job classes.

³ Less than 0.05 percent.

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

Table 2. Occupational Earnings

(Number and average straight-time hourly earnings¹ of workers in selected occupations in all basic iron and steel establishments and in those having common job evaluation systems,² United States, September 1967)

Department, occupation, and establishment classified according to job evaluation system ²	Job class ³	Number of workers	Average hourly earnings ¹	Number of workers receiving straight-time hourly earnings of—																								
				Under \$2.40	\$2.40 and under \$2.60	\$2.60	\$2.80	\$3.00	\$3.20	\$3.40	\$3.60	\$3.80	\$4.00	\$4.20	\$4.40	\$4.60	\$4.80	\$5.00	\$5.20	\$5.40	\$5.60	\$5.80	\$6.00	\$6.20	\$6.40	\$6.60	and over	
Selected Departments⁴																												
Coke works and byproducts																												
Benzol stillmen, all establishments		130	\$3.92	-	-	-	-	4	2	24	21	23	15	37	4	-	-	-	-	-	-	-	-	-	-	-	-	-
Establishments having common job evaluation system		110	3.98	-	-	-	-	4	2	12	17	19	15	37	4	-	-	-	-	-	-	-	-	-	-	-	-	-
	12	23	3.80	-	-	-	-	4	-	-	4	8	7	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	15	16	4.19	-	-	-	-	-	-	2	-	-	2	12	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Other establishments		20	3.59	-	-	-	-	-	-	12	4	4	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Door-machine operators, all establishments		544	3.64	-	-	-	-	49	27	75	218	162	13	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Establishments having common job evaluation system		472	3.67	-	-	-	-	33	-	75	189	162	13	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	10	37	3.42	-	-	-	-	21	-	-	16	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	11	420	3.69	-	-	-	-	12	-	68	189	138	13	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Other establishments		72	3.47	-	-	-	-	16	27	-	29	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Heaters, all establishments		380	4.19	-	-	-	-	-	-	8	53	17	74	142	72	14	-	-	-	-	-	-	-	-	-	-	-	-
Establishments having common job evaluation system		326	4.23	-	-	-	-	-	-	40	-	74	134	64	14	-	-	-	-	-	-	-	-	-	-	-	-	-
	17	42	4.34	-	-	-	-	-	-	-	-	4	38	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	18	241	4.21	-	-	-	-	-	-	40	-	49	88	50	14	-	-	-	-	-	-	-	-	-	-	-	-	-
Other establishments		54	3.95	-	-	-	-	-	-	8	13	17	-	8	8	-	-	-	-	-	-	-	-	-	-	-	-	-
Lidmen, all establishments		609	3.23	-	-	47	59	111	273	88	13	18	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Establishments having common job evaluation system		509	3.26	-	-	26	55	53	256	88	13	18	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	5	265	3.17	-	-	26	17	29	189	4	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	6	48	3.58	-	-	-	9	-	5	16	-	18	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Other establishments		100	3.08	-	-	21	4	58	17	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Pusher operators, all establishments		490	3.70	-	-	-	-	66	-	52	151	154	67	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Establishments having common job evaluation system		414	3.73	-	-	-	-	46	-	25	139	137	67	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	11	151	3.65	-	-	-	-	33	-	-	17	101	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	12	263	3.78	-	-	-	-	13	-	25	122	36	67	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Other establishments		76	3.53	-	-	-	-	20	-	27	12	17	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Wharfmen, all establishments		241	2.92	-	20	13	161	35	12	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Establishments having common job evaluation system		200	2.91	-	16	9	140	23	12	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	3	178	2.91	-	8	9	134	23	4	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Other establishments		41	2.95	-	4	4	21	12	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Blast furnaces, ore handling, and sinter plant																												
Cinder snappers, all establishments		573	3.32	-	8	10	63	36	199	214	35	8	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Establishments having common job evaluation system		497	3.32	-	8	10	34	36	195	188	18	8	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	6	334	3.31	-	-	10	5	32	178	109	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	7	48	3.32	-	-	-	12	-	-	34	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Other establishments		76	3.30	-	-	-	29	-	4	26	17	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
First blowing engineers, all establishments		230	3.81	-	-	-	-	17	40	48	52	29	28	-	-	-	-	-	-	-	-	-	-	-	-	-	16	-
Establishments having common job evaluation system		185	3.60	-	-	-	-	17	31	44	48	21	24	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	13	94	3.64	-	-	-	-	-	31	12	23	4	24	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	15	53	3.56	-	-	-	-	-	-	28	25	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Keepers, all establishments		574	3.93	-	-	-	-	10	21	16	104	139	232	44	8	-	-	-	-	-	-	-	-	-	-	-	-	-
Establishments having common job evaluation system		511	3.96	-	-	-	-	10	-	16	104	97	232	44	8	-	-	-	-	-	-	-	-	-	-	-	-	-
	14	465	4.01	-	-	-	-	-	-	4	80	97	232	44	8	-	-	-	-	-	-	-	-	-	-	-	-	-
Other establishments		63	3.66	-	-	-	-	-	21	-	-	42	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

See footnotes at end of table.

Table 2. Occupational Earnings—Continued

(Number and average straight-time hourly earnings¹ of workers in selected occupations in all basic iron and steel establishments and those having common job evaluation systems,² United States, September 1967)

Department, occupation, and establishment classified according to job evaluation system ²	Job class ³	Number of workers	Average hourly earnings ¹	Number of workers receiving straight-time hourly earnings of—																							
				Under \$2.40	\$2.40 and under \$2.60	\$2.60	\$2.80	\$3.00	\$3.20	\$3.40	\$3.60	\$3.80	\$4.00	\$4.20	\$4.40	\$4.60	\$4.80	\$5.00	\$5.20	\$5.40	\$5.60	\$5.80	\$6.00	\$6.20	\$6.40	\$6.60	and over
Selected Departments⁴—Continued																											
Blast furnaces, ore handling, and sinter plant—Continued																											
Keeper helpers, all establishments-----		1,049	\$3.38	-	-	13	71	163	272	304	166	45	15	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Establishments having common job evaluation system-----		901	3.42	-	-	4	51	102	272	246	166	45	15	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	6	90	3.38	-	-	-	-	8	66	8	8	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	8	82	3.31	-	-	-	10	27	8	25	12	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	9	452	3.56	-	-	-	1	4	110	142	138	45	12	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Other establishments-----		148	3.16	-	-	9	20	61	-	58	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Larrymen, all establishments-----		564	3.61	-	8	-	-	47	92	82	171	134	30	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Establishments having common job evaluation system-----		475	3.62	-	8	-	-	14	92	70	171	107	13	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	9	41	3.71	-	-	-	-	-	8	4	5	24	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	10	340	3.63	-	-	-	-	14	55	56	145	62	8	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	11	74	3.62	-	-	-	-	-	25	10	21	13	5	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Other establishments-----		89	3.56	-	-	-	-	33	-	12	-	27	17	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Ore-bridge cranimen, all establishments-----		350	3.82	-	-	-	-	1	17	103	50	93	29	20	35	-	2	-	-	-	-	-	-	-	-	-	-
Establishments having common job evaluation system-----		271	3.75	-	-	-	-	1	17	80	42	93	29	7	-	-	2	-	-	-	-	-	-	-	-	-	-
	12	200	3.77	-	-	-	-	1	11	54	18	87	29	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Other establishments-----		79	4.04	-	-	-	-	-	-	23	8	-	-	13	35	-	-	-	-	-	-	-	-	-	-	-	-
Sintering-machine operators, all establishments-----		149	3.61	-	-	-	23	14	8	10	47	22	18	3	4	-	-	-	-	-	-	-	-	-	-	-	-
Establishments having common job evaluation system-----		121	3.69	-	-	-	17	5	8	4	40	22	18	3	4	-	-	-	-	-	-	-	-	-	-	-	-
	10	45	3.71	-	-	-	-	-	8	-	29	4	4	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Other establishments-----		28	3.30	-	-	-	6	9	-	6	7	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Stock unloaders, all establishments-----		473	3.07	-	44	32	80	159	121	14	23	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Establishments having common job evaluation system-----		401	3.09	-	28	21	64	151	100	14	23	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	4	332	3.06	-	28	17	56	143	74	14	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Other establishments-----		72	2.94	-	16	11	16	8	21	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Open hearth furnaces																											
Charing-machine operators, all establishments-----		574	4.59	-	-	-	-	-	-	-	47	50	133	54	146	43	13	59	21	8	-	-	-	-	-	-	-
Establishments having common job evaluation system-----		457	4.58	-	-	-	-	-	-	-	39	42	90	37	146	43	13	35	4	8	-	-	-	-	-	-	-
	16	423	4.54	-	-	-	-	-	-	-	39	42	90	37	129	43	-	35	-	8	-	-	-	-	-	-	-
Other establishments-----		117	4.66	-	-	-	-	-	-	-	8	8	43	17	-	-	-	24	17	-	-	-	-	-	-	-	-
First helpers, all establishments-----		1,241	5.59	-	-	-	-	-	-	-	52	31	5	55	155	186	88	44	243	124	72	31	20	135	-	-	-
Establishments having common job evaluation system-----		1,016	5.53	-	-	-	-	-	-	-	51	31	5	1	155	146	82	35	224	80	54	31	20	101	-	-	-
	24	586	5.58	-	-	-	-	-	-	-	14	-	-	1	108	68	72	30	142	46	25	14	8	58	-	-	-
	25	52	5.36	-	-	-	-	-	-	-	-	1	-	1	-	24	3	5	10	4	4	-	-	-	-	-	-
	27	242	5.83	-	-	-	-	-	-	-	-	31	4	-	11	5	7	-	72	18	25	14	12	43	-	-	-
Other establishments-----		225	5.83	-	-	-	-	-	-	-	1	-	-	54	-	40	6	9	19	44	18	-	-	-	-	-	-
Ladle cranimen, all establishments-----		795	4.52	-	-	-	4	-	10	4	75	61	165	146	129	63	72	44	14	-	-	8	-	-	-	-	-
Establishments having common job evaluation system-----		696	4.51	-	-	-	4	-	10	4	67	41	157	117	129	63	60	22	14	-	-	8	-	-	-	-	-
	16	423	4.47	-	-	-	-	-	2	-	38	41	128	58	58	63	9	18	8	-	-	-	-	-	-	-	-
Other establishments-----		99	4.57	-	-	-	-	-	-	-	8	20	8	29	-	-	12	22	-	-	-	-	-	-	-	-	-

See footnotes at end of table.

Table 2. Occupational Earnings—Continued

(Number and average straight-time hourly earnings¹ of workers in selected occupations in all basic iron and steel establishments and those having common job evaluation systems,² United States, September 1967)

Department, occupation, and establishment classified according to job evaluation system ²	Job class ³	Number of workers	Average hourly earnings ¹	Number of workers receiving straight-time hourly earnings of—																							
				Under \$2.40	\$2.40 and under \$2.60	\$2.60	\$2.80	\$3.00	\$3.20	\$3.40	\$3.60	\$3.80	\$4.00	\$4.20	\$4.40	\$4.60	\$4.80	\$5.00	\$5.20	\$5.40	\$5.60	\$5.80	\$6.00	\$6.20	\$6.40	\$6.60 and over	
Selected Departments⁴—Continued																											
Open hearth furnaces—Continued																											
Stockers, raw materials, all establishments -----		641	\$3.22	-	18	53	128	103	124	93	74	40	8	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Establishments having common job evaluation system -----	2	535	3.21	-	18	24	126	103	120	33	74	29	8	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Other establishments -----	3	110	3.05	-	-	-	57	12	28	13	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Establishments having common job evaluation system -----		249	3.12	-	18	24	27	83	76	-	17	4	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Other establishments -----		106	3.25	-	-	29	2	-	4	60	-	11	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Second helpers, all establishments -----		1,271	4.61	-	-	-	2	-	-	18	40	102	212	120	196	201	172	40	31	27	37	23	16	-	-	34	
Establishments having common job evaluation system -----	14	1,021	4.60	-	-	-	2	-	-	18	40	52	182	65	168	172	148	40	31	27	37	23	16	-	-	-	
Other establishments -----	15	145	4.44	-	-	-	-	-	-	-	40	34	4	27	13	-	8	-	2	-	13	4	-	-	-	-	
Establishments having common job evaluation system -----		833	4.60	-	-	-	-	-	-	18	40	12	143	57	141	159	148	25	24	21	37	8	-	-	-	-	
Other establishments -----		250	4.67	-	-	-	-	-	-	-	-	50	30	55	28	29	24	-	-	-	-	-	-	-	-	34	
Second steel pourers, all establishments -----		343	4.29	-	-	-	-	-	48	12	25	12	59	16	52	58	21	6	34	-	-	-	-	-	-	-	-
Establishments having common job evaluation system -----	10	253	4.19	-	-	-	-	-	48	12	4	-	59	12	52	58	-	-	8	-	-	-	-	-	-	-	-
Other establishments -----	15	57	4.34	-	-	-	-	-	-	-	-	-	21	-	36	-	-	-	-	-	-	-	-	-	-	-	-
Establishments having common job evaluation system -----		28	4.75	-	-	-	-	-	-	-	-	-	-	12	-	8	-	-	8	-	-	-	-	-	-	-	-
Other establishments -----		90	4.57	-	-	-	-	-	-	21	12	-	4	-	-	-	21	6	26	-	-	-	-	-	-	-	-
Stockyard cranimen, all establishments -----		599	3.72	-	1	-	5	71	125	63	125	39	73	29	40	12	16	-	-	-	-	-	-	-	-	-	-
Establishments having common job evaluation system -----	7	479	3.68	-	1	-	5	38	125	51	117	39	49	10	16	12	16	-	-	-	-	-	-	-	-	-	-
Other establishments -----		413	3.65	-	-	-	1	38	119	47	96	39	31	10	16	8	8	-	-	-	-	-	-	-	-	-	-
Establishments having common job evaluation system -----		120	3.87	-	-	-	-	33	-	12	8	-	24	19	24	-	-	-	-	-	-	-	-	-	-	-	-
Electric furnaces																											
First helpers, all establishments -----		393	5.05	-	-	-	-	-	21	-	52	1	9	2	18	10	72	11	41	45	34	35	17	9	13	3	
Establishments having common job evaluation system -----	23	261	5.36	-	-	-	-	-	-	-	12	1	9	2	9	10	48	11	23	25	34	35	17	9	13	3	
Other establishments -----	24	114	5.68	-	-	-	-	-	-	-	-	-	-	-	4	16	-	16	-	34	22	12	-	-	10	-	
Establishments having common job evaluation system -----		70	5.57	-	-	-	-	-	-	-	-	-	3	-	-	18	-	4	15	-	10	5	9	3	3	-	
Other establishments -----		132	4.43	-	-	-	-	-	21	-	40	-	-	-	9	-	24	-	18	20	-	-	-	-	-	-	
Mouldmen, all establishments -----		375	3.91	-	-	-	-	48	-	37	106	88	12	-	-	76	-	8	-	-	-	-	-	-	-	-	
Establishments having common job evaluation system -----	6	217	3.66	-	-	-	-	48	-	37	100	8	12	-	-	4	-	8	-	-	-	-	-	-	-	-	
Other establishments -----		98	3.55	-	-	-	-	24	-	26	48	-	-	-	-	4	-	-	-	-	-	-	-	-	-	-	
Establishments having common job evaluation system -----		158	4.26	-	-	-	-	-	-	6	80	-	-	-	-	72	-	-	-	-	-	-	-	-	-	-	
Stopper makers, all establishments -----		68	3.48	-	-	9	-	1	26	1	4	25	2	-	-	-	-	-	-	-	-	-	-	-	-	-	
Establishments having common job evaluation system -----	5	41	3.62	-	-	3	-	1	10	1	4	20	2	-	-	-	-	-	-	-	-	-	-	-	-	-	
Other establishments -----		24	3.45	-	-	3	-	1	9	1	4	6	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Establishments having common job evaluation system -----		27	3.27	-	-	6	-	-	16	-	-	5	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Basic oxygen furnaces																											
Furnace operators, all establishments -----		84	5.10	-	-	-	-	-	-	-	6	-	-	15	-	5	13	9	8	-	16	4	4	-	-	4	
Establishments having common job evaluation system -----	17	62	5.18	-	-	-	-	-	-	-	-	-	-	11	-	5	13	5	8	-	16	-	-	-	-	4	
Other establishments -----		22	4.61	-	-	-	-	-	-	-	-	-	-	4	-	3	5	5	-	-	-	-	-	-	-	-	
Establishments having common job evaluation system -----		22	4.89	-	-	-	-	-	-	-	6	-	-	4	-	-	-	4	-	-	4	4	-	-	-	-	

See footnotes at end of table.

Table 2. Occupational Earnings—Continued

(Number and average straight-time hourly earnings¹ of workers in selected occupations in all basic iron and steel establishments and those having common job evaluation systems,² United States, September 1967)

Department, occupation, and establishment classified according to job evaluation system ²	Job class ³	Number of workers	Average hourly earnings ¹	Number of workers receiving straight-time hourly earnings of—																							
				Under \$2.40	\$2.40 and under \$2.60	\$2.60	\$2.80	\$3.00	\$3.20	\$3.40	\$3.60	\$3.80	\$4.00	\$4.20	\$4.40	\$4.60	\$4.80	\$5.00	\$5.20	\$5.40	\$5.60	\$5.80	\$6.00	\$6.20	\$6.40	\$6.60 and over	
Selected Departments⁴—Continued																											
Basic oxygen furnaces—Continued																											
Furnacemen, first, all establishments -----		72	\$4.74	-	-	-	-	-	-	-	4	16	5	4	6	3	-	-	26	4	-	-	-	4	-	-	
Establishments having common job evaluation system -----		58	4.76	-	-	-	-	-	-	-	-	16	5	-	6	3	-	-	24	-	-	-	-	4	-	-	
Ladle cranimen, all establishments -----		222	4.75	-	-	-	-	-	-	12	-	9	26	8	34	19	28	41	-	18	27	-	-	-	-	-	
Establishments having common job evaluation system -----		184	4.84	-	-	-	-	-	-	-	9	17	8	25	19	28	41	-	16	21	-	-	-	-	-	-	
	15	36	4.74	-	-	-	-	-	-	-	-	-	8	8	-	8	12	-	-	-	-	-	-	-	-	-	
	16	134	4.95	-	-	-	-	-	-	-	-	17	-	12	19	20	29	-	16	21	-	-	-	-	-	-	
Other establishments -----		38	4.31	-	-	-	-	-	-	12	-	9	-	9	-	9	-	-	2	6	-	-	-	-	-	-	
Ladle liners, all establishments -----		118	3.98	-	-	8	13	9	-	3	15	2	5	9	4	50	-	-	-	-	-	-	-	-	-	-	
Establishments having common job evaluation system -----		108	3.99	-	-	8	9	9	-	3	15	2	5	9	-	48	-	-	-	-	-	-	-	-	-	-	
	9	71	4.32	-	-	-	-	4	-	3	12	2	-	2	-	48	-	-	-	-	-	-	-	-	-	-	
Steel pourers, first, all establishments -----		124	4.79	-	-	-	-	-	-	6	-	-	-	28	-	25	17	16	4	4	24	-	-	-	-	-	
Establishments having common job evaluation system -----		96	4.95	-	-	-	-	-	-	-	-	-	12	-	25	17	16	4	-	22	-	-	-	-	-	-	
	16	71	4.79	-	-	-	-	-	-	-	-	10	-	-	25	17	13	-	-	6	-	-	-	-	-	-	
Stopper makers, all establishments -----		28	3.01	-	-	8	9	6	3	-	1	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-	
Establishments having common job evaluation system -----		23	3.03	-	-	6	8	4	3	-	1	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-	
	5	22	3.00	-	-	6	8	4	3	-	-	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-	
Foundry																											
Coremakers, all establishments -----		156	4.13	-	-	2	33	1	25	1	7	9	10	10	1	2	4	2	41	1	3	4	-	-	-	-	
Establishments having common job evaluation system -----		82	4.14	-	-	-	-	1	25	-	7	9	8	10	1	2	4	2	5	1	3	4	-	-	-	-	
	14	64	4.21	-	-	-	-	-	21	-	3	7	6	7	-	2	4	2	5	-	3	4	-	-	-	-	
Other establishments -----		74	4.13	-	-	2	33	-	-	1	-	-	2	-	-	-	-	-	36	-	-	-	-	-	-	-	
Moulders, all establishments -----		348	3.99	-	-	-	-	63	16	75	14	18	44	39	-	11	5	29	21	13	-	-	-	-	-	-	
Establishments having common job evaluation system -----		259	4.13	-	-	-	-	7	12	65	13	18	44	39	-	11	5	29	3	13	-	-	-	-	-	-	
	14	54	4.09	-	-	-	-	-	10	7	-	2	22	15	-	-	3	-	5	-	-	-	-	-	-	-	
	16	174	4.19	-	-	-	-	-	-	57	10	12	21	22	-	11	5	25	3	8	-	-	-	-	-	-	
Other establishments -----		89	3.60	-	-	-	-	56	4	10	1	-	-	-	-	-	-	18	-	-	-	-	-	-	-		
Bloom, slab, and billet mills																											
Bottom makers, all establishments -----		283	3.84	-	-	-	5	13	34	35	62	49	51	12	8	-	6	-	-	-	-	-	-	-	-	8	
Establishments having common job evaluation system -----		230	3.75	-	-	-	5	13	34	16	62	45	29	12	8	-	6	-	-	-	-	-	-	-	-	-	
	8	58	3.66	-	-	-	5	1	9	1	22	9	7	4	-	-	-	-	-	-	-	-	-	-	-	-	
	10	104	3.82	-	-	-	-	9	10	11	23	21	8	8	8	-	6	-	-	-	-	-	-	-	-	-	
Other establishments -----		53	4.23	-	-	-	-	-	-	19	-	4	22	-	-	-	-	-	-	-	-	-	-	-	8	-	
Hookers, all establishments -----		759	3.18	-	22	78	98	230	208	34	50	-	3	30	-	6	-	-	-	-	-	-	-	-	-	-	
Establishments having common job evaluation system -----		644	3.20	-	22	47	63	224	187	34	30	-	1	30	-	6	-	-	-	-	-	-	-	-	-	-	
	3	30	2.92	-	11	-	16	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
	4	144	3.08	-	11	3	45	38	47	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	

See footnotes at end of table.

Table 2. Occupational Earnings—Continued

(Number and average straight-time hourly earnings¹ of workers in selected occupations in all basic iron and steel establishments and those having common job evaluation systems,² United States, September 1967)

Department, occupation, and establishment classified according to job evaluation system ²	Job class ³	Number of workers	Average hourly earnings ¹	Number of workers receiving straight-time hourly earnings of—																							
				Under \$2.40	\$2.40 and under \$2.60	\$2.60	\$2.80	\$3.00	\$3.20	\$3.40	\$3.60	\$3.80	\$4.00	\$4.20	\$4.40	\$4.60	\$4.80	\$5.00	\$5.20	\$5.40	\$5.60	\$5.80	\$6.00	\$6.20	\$6.40	\$6.60	and over
Selected Departments⁴—Continued																											
Bloom, slab, and billet mills—Continued																											
Manipulators, all establishments--		267	\$4.56	-	-	-	-	-	1	15	16	21	17	37	63	34	11	23	4	7	7	4	-	-	-	-	7
Establishments having common job evaluation system -----		202	4.45	-	-	-	-	-	1	15	10	17	15	31	54	11	11	23	-	7	7	-	-	-	-	-	-
	13	67	4.39	-	-	-	-	-	1	-	7	4	11	12	22	-	-	5	-	2	3	-	-	-	-	-	-
	14	53	4.55	-	-	-	-	-	-	-	8	4	12	9	3	7	5	-	5	-	-	-	-	-	-	-	-
	15	39	4.43	-	-	-	-	-	-	5	-	5	-	7	16	-	-	2	-	-	4	-	-	-	-	-	-
Other establishments -----		65	4.89	-	-	-	-	-	-	6	4	2	6	9	23	-	-	-	4	-	-	4	-	-	-	-	7
Pit recorders, all establishments--		376	3.79	-	1	-	19	30	44	37	69	45	48	36	35	-	5	4	3	-	-	-	-	-	-	-	-
Establishments having common job evaluation system -----		327	3.81	-	1	-	19	20	34	28	69	45	34	32	35	-	3	4	3	-	-	-	-	-	-	-	-
	9	62	3.73	-	-	-	-	9	4	5	10	7	4	7	8	8	-	-	-	-	-	-	-	-	-	-	-
	10	85	3.81	-	-	-	-	8	6	7	27	9	11	12	5	-	-	-	-	-	-	-	-	-	-	-	-
	11	60	4.04	-	-	-	-	4	5	-	3	23	3	9	6	-	3	4	-	-	-	-	-	-	-	-	-
	12	30	3.96	-	-	-	-	4	-	-	8	3	12	-	-	-	-	3	-	-	-	-	-	-	-	-	-
Other establishments -----		49	3.66	-	-	-	-	10	10	9	-	14	4	-	-	2	-	-	-	-	-	-	-	-	-	-	-
Scarfers, all establishments--		1,268	3.63	-	-	42	253	258	192	89	97	30	65	60	41	18	25	12	7	4	12	-	4	-	-	59	
Establishments having common job evaluation system -----		1,098	3.67	-	-	-	253	213	187	57	83	12	61	56	39	18	25	12	7	4	12	-	-	-	-	59	
	7	917	3.48	-	-	-	237	211	126	57	83	3	51	52	29	10	22	7	6	2	10	-	-	-	-	11	
	8	145	4.80	-	-	-	16	1	48	-	5	-	4	2	8	3	5	1	2	2	-	-	-	-	-	48	
Other establishments -----		170	3.38	-	-	42	-	45	5	32	14	18	4	4	2	-	-	-	-	-	-	4	-	-	-	-	
Soaking-pit cranimen, all establishments -----		862	4.38	-	-	-	4	-	38	31	51	91	91	146	152	73	42	107	30	-	6	-	-	-	-	-	
Establishments having common job evaluation system -----		726	4.39	-	-	-	4	-	24	31	51	71	79	134	99	61	42	94	30	-	6	-	-	-	-	-	
	13	58	4.48	-	-	-	-	-	-	-	-	26	-	8	-	-	-	12	12	-	-	-	-	-	-	-	
	15	634	4.43	-	-	-	-	-	-	29	51	45	79	126	99	57	42	82	18	-	6	-	-	-	-	-	
Other establishments -----		136	4.34	-	-	-	-	-	14	-	-	20	12	12	53	12	-	13	-	-	-	-	-	-	-	-	
Soaking-pit heaters, all establishments -----		472	4.99	-	-	-	-	-	11	-	22	28	27	43	51	50	36	63	18	9	11	29	4	27	12	31	
Establishments having common job evaluation system -----		391	4.89	-	-	-	-	-	11	-	14	28	27	43	43	40	28	43	18	9	7	21	4	27	12	16	
	18	153	4.51	-	-	-	-	-	-	-	5	-	23	38	27	21	13	16	10	-	-	-	-	-	-	-	
	19	126	5.35	-	-	-	-	-	-	-	-	-	4	5	12	17	6	23	8	1	3	21	4	10	12	-	
Other establishments -----		81	5.47	-	-	-	-	-	-	-	8	-	-	-	8	10	8	20	-	-	4	8	-	-	-	15	
Plates																											
Burning-machine operators, all establishments -----		145	3.76	-	-	1	34	13	28	11	6	1	8	14	13	-	9	-	3	-	-	-	-	-	-	-	4
Establishments having common job evaluation system -----		138	3.80	-	-	-	28	13	28	11	6	1	8	14	13	-	9	-	3	-	-	-	-	-	-	-	4
	7	36	3.32	-	-	-	11	9	6	2	-	-	2	6	-	-	-	-	-	-	-	-	-	-	-	-	-
	8	79	3.72	-	-	-	16	4	22	7	-	1	2	8	9	-	7	-	3	-	-	-	-	-	-	-	
Plate layerouts, all establishments -----		108	3.95	-	-	-	-	21	8	5	14	22	10	1	8	5	-	1	10	3	-	-	-	-	-	-	
Establishments having common job evaluation system -----		101	3.98	-	-	-	-	21	4	5	11	22	10	1	8	5	-	1	10	3	-	-	-	-	-	-	
	11	28	3.83	-	-	-	-	5	-	-	2	17	3	-	-	-	-	1	-	-	-	-	-	-	-	-	

See footnotes at end of table.

Table 2. Occupational Earnings—Continued

(Number and average straight-time hourly earnings¹ of workers in selected occupations in all basic iron and steel establishments and those having common job evaluation systems,² United States, September 1967)

Department, occupation, and establishment classified according to job evaluation system ²	Job class ³	Number of workers	Average hourly earnings ¹	Number of workers receiving straight-time hourly earnings of—																							
				Under \$2.40	\$2.40 and under \$2.60	\$2.60	\$2.80	\$3.00	\$3.20	\$3.40	\$3.60	\$3.80	\$4.00	\$4.20	\$4.40	\$4.60	\$4.80	\$5.00	\$5.20	\$5.40	\$5.60	\$5.80	\$6.00	\$6.20	\$6.40	\$6.60	
Selected Departments⁴—Continued																											
Bar mills																											
Assistant bar-mill rollers, all establishments -----		305	\$4.62	-	-	-	2	-	-	1	5	53	19	51	54	26	11	20	13	6	26	12	6	-	-	-	-
Establishments having common job evaluation system -----		216	4.57	-	-	-	2	-	-	1	5	33	19	48	32	11	8	20	10	6	6	9	6	-	-	-	-
18		49	4.23	-	-	-	2	-	-	1	1	15	8	6	4	4	4	4	-	-	-	-	-	-	-	-	-
19		91	4.66	-	-	-	-	-	-	-	-	3	5	28	25	3	2	6	8	6	-	5	-	-	-	-	-
Other establishments -----		89	4.74	-	-	-	-	-	-	-	-	20	-	3	22	15	3	-	3	-	20	3	-	-	-	-	-
Bar catchers, all establishments --		412	3.80	-	-	-	-	43	63	110	58	6	20	9	69	6	-	28	-	-	-	-	-	-	-	-	-
Establishments having common job evaluation system -----		327	3.72	-	-	-	-	43	43	110	52	-	20	9	22	-	-	28	-	-	-	-	-	-	-	-	-
10		43	3.18	-	-	-	-	24	19	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
11		41	3.58	-	-	-	-	-	27	12	-	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
12		169	3.85	-	-	-	-	19	7	59	32	-	18	2	4	-	-	28	-	-	-	-	-	-	-	-	-
Other establishments -----		85	4.12	-	-	-	-	-	20	6	6	-	6	-	47	6	-	-	-	-	-	-	-	-	-	-	-
Chargers, all establishments -----		360	3.36	-	-	26	58	95	63	30	21	15	6	36	6	-	-	4	-	-	-	-	-	-	-	-	-
Establishments having common job evaluation system -----		270	3.29	-	-	26	46	73	43	30	21	5	6	16	-	-	-	4	-	-	-	-	-	-	-	-	-
5		42	3.15	-	-	4	9	11	10	2	6	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
6		163	3.30	-	-	20	37	17	28	26	13	5	6	11	-	-	-	-	-	-	-	-	-	-	-	-	-
Other establishments -----		90	3.56	-	-	-	12	22	20	-	10	-	20	6	-	-	-	-	-	-	-	-	-	-	-	-	-
Roughers, all establishments -----		458	4.19	-	-	-	-	24	27	75	72	60	39	21	43	15	6	5	27	6	-	-	4	10	-	-	24
Establishments having common job evaluation system -----		357	4.01	-	-	-	-	24	27	55	67	50	33	21	23	9	6	5	21	6	-	-	-	10	-	-	-
13		163	3.79	-	-	-	-	-	25	41	27	24	25	4	11	-	3	3	-	-	-	-	-	-	-	-	-
14		96	4.27	-	-	-	-	2	4	24	20	6	6	4	7	-	2	21	-	-	-	-	-	-	-	-	-
15		41	4.27	-	-	-	-	-	-	16	2	7	8	2	-	-	-	6	-	-	-	-	-	-	-	-	-
Other establishments -----		101	4.81	-	-	-	-	-	20	5	10	6	-	20	6	-	-	6	-	-	-	-	-	-	-	-	24
Shearmen, all establishments -----		495	3.74	-	-	26	31	16	65	51	73	75	95	18	16	6	13	4	-	-	-	-	6	-	-	-	-
Establishments having common job evaluation system -----		316	3.73	-	-	6	24	13	42	51	43	50	30	18	16	6	13	4	-	-	-	-	-	-	-	-	-
10		64	3.49	-	-	-	-	3	23	16	12	10	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
11		61	3.88	-	-	-	-	-	9	12	4	8	15	10	-	-	3	-	-	-	-	-	-	-	-	-	-
12		111	4.01	-	-	-	-	1	6	19	19	25	7	2	12	6	10	4	-	-	-	-	-	-	-	-	-
Other establishments -----		179	3.75	-	-	20	7	3	23	-	30	25	65	-	-	-	-	-	-	-	-	-	-	6	-	-	-
Continuous hot-strip mills																											
Assorters, all establishments -----		226	2.96	-	-	76	113	8	-	11	10	2	-	-	-	6	-	-	-	-	-	-	-	-	-	-	-
Establishments having common job evaluation system -----		191	2.97	-	-	72	84	8	-	11	10	-	-	-	-	6	-	-	-	-	-	-	-	-	-	-	-
6		65	2.81	-	-	52	10	-	-	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Coil banders, all establishments --		350	3.36	-	6	1	5	166	59	21	44	12	6	6	4	20	-	-	-	-	-	-	-	-	-	-	-
Establishments having common job evaluation system -----		189	3.61	-	-	1	5	38	37	19	44	12	3	6	4	20	-	-	-	-	-	-	-	-	-	-	-
4		51	3.58	-	-	-	-	23	5	9	10	-	-	4	-	-	-	-	-	-	-	-	-	-	-	-	-
5		74	3.70	-	-	-	-	26	7	14	4	-	3	-	20	-	-	-	-	-	-	-	-	-	-	-	-
Coilers, all establishments -----		204	4.20	-	-	-	-	14	4	21	12	39	17	18	29	16	4	7	13	4	6	-	-	-	-	-	-
Establishments having common job evaluation system -----		139	4.27	-	-	-	-	14	4	1	7	23	11	17	27	9	4	7	5	4	6	-	-	-	-	-	-
11		62	4.08	-	-	-	-	-	4	1	3	20	9	12	9	2	2	-	-	-	-	-	-	-	-	-	-
12		29	5.00	-	-	-	-	-	-	2	-	2	-	2	6	4	-	-	5	4	6	-	-	-	-	-	-
Other establishments -----		65	4.04	-	-	-	-	-	-	20	5	16	6	1	2	7	-	-	8	-	-	-	-	-	-	-	-

See footnotes at end of table.

Table 2. Occupational Earnings—Continued

(Number and average straight-time hourly earnings¹ of workers in selected occupations in all basic iron and steel establishments and those having common job evaluation systems, ² United States, September 1967)

Department, occupation, and establishment classified according to job evaluation system ²	Job class ³	Number of workers	Average hourly earnings ¹	Number of workers receiving straight-time hourly earnings of—																									
				Under \$2.40	\$2.40 and under \$2.60	\$2.60	\$2.80	\$3.00	\$3.20	\$3.40	\$3.60	\$3.80	\$4.00	\$4.20	\$4.40	\$4.60	\$4.80	\$5.00	\$5.20	\$5.40	\$5.60	\$5.80	\$6.00	\$6.20	\$6.40	\$6.60	and over		
Selected Departments⁴—Continued																													
Continuous hot-strip mills—Continued																													
Coil feeders, all establishments—		198	\$3.97	-	1	1	5	30	5	7	31	19	45	8	12	10	6	1	3	14	-	-	-	-	-	-	-	-	
Establishments having common job evaluation system -----		146	4.12	-	1	1	5	8	3	7	28	5	38	8	8	10	6	1	3	14	-	-	-	-	-	-	-	-	
	5	21	4.13	-	-	-	3	-	-	-	-	-	12	-	-	-	6	-	-	-	-	-	-	-	-	-	-	-	
	6	62	4.17	-	-	-	3	-	1	5	24	4	2	6	-	3	-	-	-	14	-	-	-	-	-	-	-	-	
Other establishments -----		52	3.55	-	-	-	-	22	2	-	3	14	7	-	4	-	-	-	-	-	-	-	-	-	-	-	-	-	
Heaters, all establishments -----		186	5.17	-	-	-	-	-	8	-	27	1	14	3	4	38	12	8	11	8	1	11	15	-	2	23	-	-	
Establishments having common job evaluation system -----		131	5.37	-	-	-	-	-	-	-	7	1	14	3	2	25	12	8	7	8	1	7	15	-	2	19	-	-	
	20	9	4.62	-	-	-	-	-	-	-	-	-	-	3	3	-	3	-	-	-	-	-	-	-	-	-	-	-	-
	21	35	5.56	-	-	-	-	-	-	-	-	1	-	-	1	4	-	6	4	4	1	5	3	-	-	6	-	-	
	22	24	6.06	-	-	-	-	-	-	-	-	-	6	-	1	2	-	2	-	-	-	2	3	-	-	6	-	-	
	23	27	5.65	-	-	-	-	-	-	-	-	-	-	-	4	7	-	-	-	4	-	9	-	-	-	3	-	-	
Other establishments -----		55	4.68	-	-	-	-	-	8	-	20	-	-	-	2	13	-	4	-	-	-	4	-	-	-	4	-	-	
Roughers, all establishments -----		146	5.19	-	-	-	-	-	3	20	-	7	2	4	29	12	13	6	4	13	1	4	-	7	7	-	18	-	
Establishments having common job evaluation system -----		86	4.98	-	-	-	-	-	3	-	-	5	-	2	23	12	9	6	2	11	-	3	4	-	6	-	-	-	
	15	30	5.06	-	-	-	-	-	-	-	1	-	-	7	-	3	2	3	2	6	-	-	2	-	2	-	-	-	
Other establishments -----		60	5.48	-	-	-	-	-	-	20	-	2	2	2	6	-	4	-	2	2	1	-	4	3	-	12	-	-	
Strip finishers, all establishments -----		118	4.98	-	-	-	-	-	-	-	10	11	10	9	23	3	4	13	2	6	8	2	6	3	-	8	-	-	
Establishments having common job evaluation system -----		86	4.79	-	-	-	-	-	-	-	2	11	10	8	17	1	2	11	2	6	5	2	6	3	-	-	-	-	
	14	21	4.08	-	-	-	-	-	-	-	2	9	8	-	-	-	2	-	-	-	-	-	-	-	-	-	-	-	
	15	37	5.01	-	-	-	-	-	-	-	1	2	2	13	-	4	2	3	2	2	2	6	3	-	-	-	-	-	
Other establishments -----		32	5.47	-	-	-	-	-	-	8	-	-	1	6	2	2	2	-	-	3	-	-	-	-	-	8	-	-	
Strip-mill crane men, all establishments -----		452	3.71	-	-	-	54	2	42	107	70	66	54	22	13	6	16	-	-	-	-	-	-	-	-	-	-	-	
Establishments having common job evaluation system -----		336	3.74	-	-	-	37	1	42	66	48	53	38	16	13	6	16	-	-	-	-	-	-	-	-	-	-	-	-
	8	66	3.51	-	-	-	11	-	19	21	-	10	-	5	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
	9	205	3.71	-	-	-	23	1	18	45	48	8	32	16	8	6	-	-	-	-	-	-	-	-	-	-	-	-	
Other establishments -----		59	4.16	-	-	-	-	-	5	-	-	32	6	-	-	-	16	-	-	-	-	-	-	-	-	-	-	-	
	10	116	3.61	-	-	-	17	1	-	41	22	13	16	6	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Bar and narrow strip finishing mills																													
Batch pickler loaders, all establishments -----		56	3.26	-	-	13	2	2	23	3	4	6	2	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-
Establishments having common job evaluation system -----		56	3.26	-	-	13	2	2	23	3	4	6	2	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-
Chippers, all establishments -----		177	3.11	-	-	-	73	54	-	42	4	-	-	-	4	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Establishments having common job evaluation system -----		137	3.19	-	-	-	33	54	-	42	4	-	-	-	4	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	7	137	3.19	-	-	-	33	54	-	42	4	-	-	-	4	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Cold-saw operators, all establishments -----		130	3.01	-	6	35	44	21	1	14	2	6	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Establishments having common job evaluation system -----		112	3.04	-	6	25	36	21	1	14	2	6	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	5	16	2.82	-	-	13	-	-	1	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	6	16	2.89	-	-	12	2	-	-	-	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

See footnotes at end of table.

Table 2. Occupational Earnings—Continued

(Number and average straight-time hourly earnings¹ of workers in selected occupations in all basic iron and steel establishments and those having common job evaluation systems,² United States, September 1967)

Department, occupation, and establishment classified according to job evaluation system ²	Job class ³	Number of workers	Average hourly earnings ¹	Number of workers receiving straight-time hourly earnings of—																							
				Under \$2.40	\$2.40 and under \$2.60	\$2.60	\$2.80	\$3.00	\$3.20	\$3.40	\$3.60	\$3.80	\$4.00	\$4.20	\$4.40	\$4.60	\$4.80	\$5.00	\$5.20	\$5.40	\$5.60	\$5.80	\$6.00	\$6.20	\$6.40	\$6.60	and over
				Selected Departments⁴—Continued																							
Cold strip and sheet mills																											
Assistant tandem mills rollers, all establishments-----		208	\$5.30	-	-	-	-	1	-	-	4	12	2	7	17	27	8	32	16	15	7	10	10	8	23	9	
Establishments having common job evaluation system-----	16	162	5.28	-	-	-	-	1	-	-	4	12	2	1	9	23	8	24	12	15	7	10	10	8	7	9	
Other establishments-----	17	55	5.59	-	-	-	-	-	-	-	-	-	-	-	2	14	-	4	6	9	-	6	2	4	4	4	
Coil feeders, all establishments-----		52	5.36	-	-	-	-	-	-	-	-	-	2	1	2	2	4	12	6	6	6	2	3	4	-	2	
Establishments having common job evaluation system-----		46	5.39	-	-	-	-	-	-	-	-	-	-	6	8	4	-	8	4	-	-	-	-	-	16	-	
Other establishments-----		449	3.90	-	8	11	9	48	51	40	46	48	50	34	44	23	13	9	4	4	1	-	-	-	-	6	
Establishments having common job evaluation system-----	5	366	3.84	-	6	11	9	44	43	38	44	28	35	34	17	23	13	9	4	4	-	-	-	-	-	4	
Other establishments-----	6	132	3.56	-	-	5	-	32	16	14	33	10	15	-	3	3	-	1	-	-	-	-	-	-	-	-	
Establishments having common job evaluation system-----	7	48	3.90	-	-	4	-	3	10	6	-	4	4	-	3	6	3	3	2	-	-	-	-	-	-	-	
Other establishments-----		73	4.29	-	-	-	1	3	3	10	2	2	5	16	5	13	3	5	2	3	-	-	-	-	-	-	
Continuous annealing line operators, all establishments-----		83	4.12	-	2	-	-	4	8	2	2	20	15	-	27	-	-	-	-	-	1	-	-	-	-	2	
Establishments having common job evaluation system-----	17	232	4.58	-	-	-	-	2	3	31	29	-	8	29	16	26	26	7	10	15	18	-	3	5	-	4	
Other establishments-----		195	4.52	-	-	-	-	2	3	31	21	-	8	23	16	19	22	7	8	11	16	-	3	5	-	-	
Establishments having common job evaluation system-----		76	4.85	-	-	-	-	-	-	16	4	-	-	3	-	9	5	7	7	4	16	-	-	5	-	-	
Other establishments-----		37	4.88	-	-	-	-	-	-	-	8	-	-	6	-	7	4	-	2	4	2	-	-	-	-	4	
Flying shearers, all establishments-----		214	3.99	-	1	-	25	19	8	31	26	27	9	5	8	17	9	7	10	1	3	2	2	1	1	2	
Establishments having common job evaluation system-----	10	162	3.98	-	1	-	25	13	5	19	12	24	9	4	8	14	6	3	10	1	3	2	2	-	1	-	
Other establishments-----	11	8	3.81	-	-	-	-	1	1	-	1	4	-	-	-	1	-	-	-	-	-	-	-	-	-	-	
Strip inspectors, all establishments-----		90	4.21	-	-	-	-	10	-	10	9	16	7	3	6	14	4	2	-	1	3	2	2	-	1	-	
Establishments having common job evaluation system-----		52	4.01	-	-	-	-	6	3	12	14	3	-	1	-	3	3	4	-	-	-	-	-	1	-	2	
Other establishments-----		1,178	3.48	-	-	11	360	95	227	126	131	46	53	10	12	29	22	8	12	8	11	5	-	3	6	3	
Establishments having common job evaluation system-----	7	1,024	3.45	-	-	11	358	89	221	42	113	37	43	4	9	25	18	8	10	8	11	5	-	3	6	3	
Other establishments-----	8	35	3.11	-	-	-	15	3	10	5	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Establishments having common job evaluation system-----	10	261	3.06	-	-	-	203	10	-	2	42	1	-	-	-	-	-	-	-	3	-	-	-	-	-	-	
Other establishments-----	11	219	3.82	-	-	-	-	59	57	17	-	10	19	-	6	19	13	2	4	5	2	1	-	2	-	3	
Establishments having common job evaluation system-----	12	218	3.75	-	-	-	-	10	145	2	5	5	10	1	1	6	4	6	6	-	6	4	-	1	6	-	
Other establishments-----		54	3.75	-	-	-	-	5	-	-	31	14	2	-	2	-	-	-	-	-	-	-	-	-	-	-	
Tandem mill feeders, all establishments-----		154	3.71	-	-	-	2	6	6	84	18	9	10	6	3	4	4	-	2	-	-	-	-	-	-	-	
Establishments having common job evaluation system-----		232	4.23	-	-	1	3	9	21	23	25	19	11	27	36	-	15	21	11	-	6	-	-	-	-	4	
Other establishments-----	7	176	4.28	-	-	1	3	9	10	17	16	10	11	23	34	-	15	6	11	-	6	-	-	-	-	4	
Establishments having common job evaluation system-----	9	18	4.34	-	-	-	2	4	1	-	-	-	-	4	-	-	-	-	1	-	6	-	-	-	-	-	
Other establishments-----		90	4.20	-	-	-	-	1	9	8	2	10	11	14	20	-	13	-	2	-	-	-	-	-	-	-	
Establishments having common job evaluation system-----		56	4.07	-	-	-	-	-	11	6	9	9	-	4	2	-	-	15	-	-	-	-	-	-	-	-	
Tube finishing																											
Cut-off machine operators, all establishments-----		696	3.16	-	-	163	138	126	102	45	39	19	32	8	24	-	-	-	-	-	-	-	-	-	-	-	
Establishments having common job evaluation system-----	5	396	3.36	-	-	34	29	89	102	45	29	14	27	3	24	-	-	-	-	-	-	-	-	-	-	-	
Other establishments-----	6	127	3.20	-	-	18	-	37	54	3	-	15	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Establishments having common job evaluation system-----	7	141	3.30	-	-	16	12	42	8	38	2	14	6	3	-	-	-	-	-	-	-	-	-	-	-	-	
Other establishments-----		111	3.61	-	-	-	13	8	40	4	19	-	3	-	24	-	-	-	-	-	-	-	-	-	-	-	
Establishments having common job evaluation system-----		300	2.90	-	-	129	109	37	-	-	10	5	5	5	-	-	-	-	-	-	-	-	-	-	-	-	

See footnotes at end of table.

Table 2. Occupational Earnings—Continued

(Number and average straight-time hourly earnings¹ of workers in selected occupations in all basic iron and steel establishments and those having common job evaluation systems,² United States, September 1967)

Department, occupation, and establishment classified according to job evaluation system ²	Job class ³	Number of workers	Average hourly earnings ¹	Number of workers receiving straight-time hourly earnings of—																							
				Under \$2.40	\$2.40 and under \$2.60	\$2.60	\$2.80	\$3.00	\$3.20	\$3.40	\$3.60	\$3.80	\$4.00	\$4.20	\$4.40	\$4.60	\$4.80	\$5.00	\$5.20	\$5.40	\$5.60	\$5.80	\$6.00	\$6.20	\$6.40	\$6.60	and over
Selected Departments⁴—Continued																											
Tube finishing—Continued																											
Straighteners, all establishments--		335	\$3.22	-	-	-	92	135	24	24	22	26	10	2	-	-	-	-	-	-	-	-	-	-	-	-	-
Establishments having common job evaluation system -----		150	3.41	-	-	-	26	41	14	14	17	26	10	2	-	-	-	-	-	-	-	-	-	-	-	-	-
9		50	3.40	-	-	-	1	21	11	5	5	2	4	1	-	-	-	-	-	-	-	-	-	-	-	-	-
10		32	3.53	-	-	-	-	10	-	8	6	2	6	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Other establishments -----		185	3.06	-	-	-	66	94	10	10	5	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Rod and wire mills																											
Bundlers, all establishments -----		335	3.20	-	8	140	31	47	6	13	6	-	75	2	7	-	-	-	-	-	-	-	-	-	-	-	-
Establishments having common job evaluation system -----		257	2.93	-	8	136	31	47	6	13	6	-	1	2	7	-	-	-	-	-	-	-	-	-	-	-	-
5		197	2.89	-	-	136	16	13	6	13	3	-	1	2	7	-	-	-	-	-	-	-	-	-	-	-	-
Coilers (rod mill), all establishments -----		87	3.45	-	-	-	25	2	10	29	11	-	6	-	-	-	-	-	-	-	4	-	-	-	-	-	-
Establishments having common job evaluation system -----		81	3.45	-	-	-	25	2	10	23	11	-	6	-	-	-	-	-	-	-	4	-	-	-	-	-	-
8		31	3.71	-	-	-	2	-	10	6	7	-	2	-	-	-	-	-	-	-	4	-	-	-	-	-	-
Nail-machine operators, all establishments -----		265	3.68	40	1	-	1	11	14	25	6	104	15	12	15	10	5	6	-	-	-	-	-	-	-	-	-
Establishments having common job evaluation system -----		183	3.95	-	1	-	1	11	14	25	6	62	15	12	15	10	5	6	-	-	-	-	-	-	-	-	-
11		181	3.96	-	-	-	-	11	14	25	6	62	15	12	15	10	5	6	-	-	-	-	-	-	-	-	-
Straighten and cut operators, all establishments -----		210	3.14	-	-	1	102	9	46	35	4	10	1	2	-	-	-	-	-	-	-	-	-	-	-	-	-
Establishments having common job evaluation system -----		184	3.13	-	-	1	102	9	20	35	4	10	1	2	-	-	-	-	-	-	-	-	-	-	-	-	-
7		152	3.10	-	-	-	86	9	17	32	4	1	1	2	-	-	-	-	-	-	-	-	-	-	-	-	-
Wire drawers (continuous machine), all establishments -----		1,865	3.95	15	-	-	147	194	45	105	120	393	71	99	535	40	26	20	45	6	1	-	2	-	1	-	
Establishments having common job evaluation system -----		1,450	3.88	-	-	-	127	174	45	105	120	393	71	99	175	40	26	20	45	6	1	-	2	-	1	-	
8		318	3.56	-	-	-	84	31	22	52	9	70	7	9	9	18	5	1	1	-	-	-	-	-	-	-	
9		109	3.95	-	-	-	25	-	-	8	25	-	17	7	5	-	-	3	18	-	1	-	-	-	-	-	
10		992	4.00	-	-	-	-	131	23	45	86	323	47	83	161	22	21	16	26	6	-	-	2	-	-	-	
All Departments⁵																											
Maintenance																											
Automobile repairmen, all establishments -----		1,380	3.64	5	3	-	17	21	410	307	130	240	159	88	-	-	-	-	-	-	-	-	-	-	-	-	-
Establishments having common job evaluation system -----		1,124	3.66	-	-	-	17	13	315	223	129	233	142	52	-	-	-	-	-	-	-	-	-	-	-	-	-
Receiving top rate ⁶ -----		522	3.68	-	-	-	-	-	129	150	73	49	81	40	-	-	-	-	-	-	-	-	-	-	-	-	-
14		246	3.62	-	-	-	-	-	123	15	37	27	6	38	-	-	-	-	-	-	-	-	-	-	-	-	-
16		145	3.69	-	-	-	-	-	-	72	34	18	19	2	-	-	-	-	-	-	-	-	-	-	-	-	-
Other establishments -----		256	3.56	5	3	-	-	8	95	84	1	7	17	36	-	-	-	-	-	-	-	-	-	-	-	-	-

See footnotes at end of table.

Table 2. Occupational Earnings—Continued

(Number and average straight-time hourly earnings¹ of workers in selected occupations in all basic iron and steel establishments and those having common job evaluation systems,² United States, September 1967)

Department, occupation, and establishment classified according to job evaluation system ²	Job class ³	Number of workers	Average hourly earnings ¹	Number of workers receiving straight-time hourly earnings of—																							
				Under \$2.40	\$2.40 and under \$2.60	\$2.60	\$2.80	\$3.00	\$3.20	\$3.40	\$3.60	\$3.80	\$4.00	\$4.20	\$4.40	\$4.60	\$4.80	\$5.00	\$5.20	\$5.40	\$5.60	\$5.80	\$6.00	\$6.20	\$6.40	\$6.60 and over	
All Departments⁴—Continued																											
Maintenance—Continued																											
Blacksmiths, all establishments—		333	\$3.76	5	-	-	-	6	12	166	11	35	38	32	20	4	2	2	-	-	-	-	-	-	-	-	-
Establishments having common job evaluation system		231	3.84	-	-	-	-	1	7	108	6	31	25	25	20	4	2	2	-	-	-	-	-	-	-	-	-
Receiving top rate ⁶	15	203	3.87	-	-	-	-	-	-	97	5	30	20	24	20	4	2	1	-	-	-	-	-	-	-	-	-
	17	16	4.11	-	-	-	-	-	-	4	-	-	4	-	8	-	-	-	-	-	-	-	-	-	-	-	-
Receiving lower rate ⁶	13	183	3.86	-	-	-	-	-	-	89	5	30	16	24	12	4	2	1	-	-	-	-	-	-	-	-	-
		28	3.62	-	-	-	-	1	7	11	1	1	5	1	-	-	-	1	-	-	-	-	-	-	-	-	-
		16	3.57	-	-	-	-	-	7	6	-	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Other establishments		102	3.57	5	-	-	-	5	5	58	5	4	13	7	-	-	-	-	-	-	-	-	-	-	-	-	-
Boilermakers, all establishments—		1,341	3.86	-	-	-	-	4	36	359	181	253	247	208	53	-	-	-	-	-	-	-	-	-	-	-	-
Establishments having common job evaluation system		1,167	3.87	-	-	-	-	4	21	345	91	253	234	208	11	-	-	-	-	-	-	-	-	-	-	-	-
Receiving top rate ⁶	17	941	3.90	-	-	-	-	4	-	293	34	206	186	207	11	-	-	-	-	-	-	-	-	-	-	-	-
		917	3.91	-	-	-	-	-	-	273	34	206	186	207	11	-	-	-	-	-	-	-	-	-	-	-	-
Other establishments		174	3.85	-	-	-	-	-	15	14	90	-	13	-	42	-	-	-	-	-	-	-	-	-	-	-	-
Bricklayers, all establishments—		2,401	4.05	-	-	1	30	-	-	13	706	74	225	467	414	302	30	107	-	24	-	-	-	-	-	-	8
Establishments having common job evaluation system		1,776	3.96	-	-	1	-	-	9	614	74	225	440	177	204	-	24	-	-	-	-	-	-	-	-	-	8
Receiving top rate ⁶	17	1,423	4.02	-	-	-	-	-	-	386	34	202	427	177	165	-	24	-	-	-	-	-	-	-	-	-	8
		1,269	4.01	-	-	-	-	-	-	377	30	142	380	177	131	-	24	-	-	-	-	-	-	-	-	-	8
Other establishments		625	4.32	-	-	30	-	-	4	92	-	-	27	237	98	30	83	-	24	-	-	-	-	-	-	-	1
Carpenters, all establishments—		1,740	3.60	5	-	5	11	57	115	859	230	191	239	24	-	3	-	-	-	-	-	-	-	-	-	-	-
Establishments having common job evaluation system		1,340	3.61	-	-	-	-	52	63	658	227	187	126	24	-	3	-	-	-	-	-	-	-	-	-	-	-
Receiving top rate ⁶	13	1,122	3.65	-	-	-	-	1	1	634	146	187	126	24	-	3	-	-	-	-	-	-	-	-	-	-	-
	15	26	3.85	-	-	-	-	-	1	-	17	-	8	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Receiving lower rate ⁶	11	989	3.66	-	-	-	-	-	-	528	129	187	118	24	-	3	-	-	-	-	-	-	-	-	-	-	-
	13	218	3.42	-	-	-	-	51	62	24	81	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		133	3.41	-	-	-	-	51	3	22	57	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		85	3.43	-	-	-	-	-	59	2	24	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Other establishments		400	3.58	5	-	5	11	5	52	201	3	4	113	-	-	-	-	-	-	-	-	-	-	-	-	-	1
Electricians (armature winders), all establishments—		372	3.72	-	-	-	3	4	22	134	80	35	78	14	-	-	-	-	-	-	-	-	-	-	-	-	-
Establishments having common job evaluation system		310	3.73	-	-	-	-	4	4	127	62	35	71	7	-	-	-	-	-	-	-	-	-	-	-	-	-
Receiving top rate ⁶	16	202	3.74	-	-	-	-	-	-	75	50	31	42	4	-	-	-	-	-	-	-	-	-	-	-	-	-
		135	3.72	-	-	-	-	-	-	75	1	17	42	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Other establishments		62	3.69	-	-	-	3	-	18	7	18	-	7	7	-	-	-	-	-	-	-	-	-	-	-	-	-
Electricians (linemen), all establishments—		418	3.92	-	-	-	-	-	8	10	131	84	143	35	-	7	-	-	-	-	-	-	-	-	-	-	-
Establishments having common job evaluation system		364	3.91	-	-	-	-	-	8	2	115	82	130	27	-	-	-	-	-	-	-	-	-	-	-	-	-
Receiving top rate ⁶	18	322	3.94	-	-	-	-	-	-	-	95	73	127	27	-	-	-	-	-	-	-	-	-	-	-	-	-
		314	3.94	-	-	-	-	-	-	-	95	73	119	27	-	-	-	-	-	-	-	-	-	-	-	-	-
Receiving lower rate ⁶	14	42	3.68	-	-	-	-	-	8	2	20	9	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	16	22	3.55	-	-	-	-	-	8	-	13	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		20	3.82	-	-	-	-	-	2	7	8	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Other establishments		54	3.96	-	-	-	-	-	8	16	2	13	8	-	7	-	-	-	-	-	-	-	-	-	-	-	-
Electricians (shop), all establishments—		1,244	3.73	5	5	5	30	104	111	241	310	41	103	149	135	3	1	1	-	-	-	-	-	-	-	-	-
Establishments having common job evaluation system		461	3.72	-	-	-	-	5	11	155	147	41	73	27	-	-	1	1	-	-	-	-	-	-	-	-	-
Receiving top rate ⁶	14	399	3.75	-	-	-	-	-	-	143	115	40	73	27	-	-	-	1	-	-	-	-	-	-	-	-	-
	16	30	3.99	-	-	-	-	-	-	-	7	10	12	-	-	-	-	1	-	-	-	-	-	-	-	-	-
		258	3.73	-	-	-	-	-	-	143	27	-	61	27	-	-	-	-	-	-	-	-	-	-	-	-	-
Receiving lower rate ⁶		62	3.57	-	-	-	-	5	11	12	32	1	-	-	-	-	-	1	-	-	-	-	-	-	-	-	-
Other establishments		783	3.74	5	5	5	30	99	100	86	163	-	30	122	135	3	-	-	-	-	-	-	-	-	-	-	-

See footnotes at end of table.

Table 2. Occupational Earnings—Continued

(Number and average straight-time hourly earnings¹ of workers in selected occupations in all basic iron and steel establishments and those having common job evaluation systems,² United States, September 1967)

Department, occupation, and establishment classified according to job evaluation system ²	Job class ³	Number of workers	Average hourly earnings ¹	Number of workers receiving straight-time hourly earnings of—																									
				Under \$2.40	\$2.40 and under \$2.60	\$2.60	\$2.80	\$3.00	\$3.20	\$3.40	\$3.60	\$3.80	\$4.00	\$4.20	\$4.40	\$4.60	\$4.80	\$5.00	\$5.20	\$5.40	\$5.60	\$5.80	\$6.00	\$6.20	\$6.40	\$6.60	and over		
All Departments⁵—Continued																													
Maintenance—Continued																													
Electricians (wiremen), all establishments		1,864	\$3.88	-	-	1	-	-	76	98	742	263	335	285	49	15	-	-	-	-	-	-	-	-	-	-	-	-	
Establishments having common job evaluation system		1,681	3.89	-	-	1	-	-	56	70	666	261	323	240	49	15	-	-	-	-	-	-	-	-	-	-	-	-	
Receiving top rate ⁶	18	1,392	3.93	-	-	-	-	-	-	-	601	186	312	229	49	15	-	-	-	-	-	-	-	-	-	-	-	-	
Receiving lower rate ⁶	16	1,336	3.92	-	-	-	-	-	-	-	593	186	280	213	49	15	-	-	-	-	-	-	-	-	-	-	-	-	
Other establishments	14	289	3.68	-	-	1	-	-	56	70	65	75	11	11	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Electronic repairmen, all establishments	16	90	3.49	-	-	-	-	-	56	3	21	10	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Establishments having common job evaluation system		198	3.77	-	-	-	-	-	-	67	44	65	11	11	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Receiving top rate ⁶	18	183	3.78	-	-	-	-	-	20	28	76	2	12	45	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Receiving lower rate ⁶	16	574	4.15	-	-	-	-	-	-	29	124	71	94	110	106	17	-	-	-	23	-	-	-	-	-	-	-	-	-
Other establishments	20	405	4.14	-	-	-	-	-	-	18	77	28	88	71	106	17	-	-	-	-	-	-	-	-	-	-	-	-	-
Instrument repairmen, all establishments		313	4.22	-	-	-	-	-	-	-	54	6	68	62	106	17	-	-	-	-	-	-	-	-	-	-	-	-	-
Establishments having common job evaluation system		277	4.21	-	-	-	-	-	-	-	54	6	68	50	82	17	-	-	-	-	-	-	-	-	-	-	-	-	-
Receiving top rate ⁶	18	92	3.86	-	-	-	-	-	-	18	23	22	20	9	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Receiving lower rate ⁶	16	46	3.78	-	-	-	-	-	-	18	9	3	16	9	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Other establishments	18	44	3.93	-	-	-	-	-	-	14	17	4	9	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Instrument repairmen, all establishments		169	4.16	-	-	-	-	-	-	11	47	43	6	39	-	-	-	-	-	-	23	-	-	-	-	-	-	-	-
Establishments having common job evaluation system		948	3.85	-	-	-	12	2	38	85	336	118	235	43	76	-	3	-	-	-	-	-	-	-	-	-	-	-	-
Receiving top rate ⁶	18	760	3.90	-	-	-	-	2	34	50	254	64	235	42	76	-	3	-	-	-	-	-	-	-	-	-	-	-	-
Receiving lower rate ⁶	16	536	3.96	-	-	-	-	-	3	-	223	34	157	40	76	3	-	-	-	-	-	-	-	-	-	-	-	-	-
Other establishments	18	484	3.96	-	-	-	-	-	-	-	223	31	111	40	76	-	3	-	-	-	-	-	-	-	-	-	-	-	-
Machinists, all establishments		224	3.76	-	-	-	-	2	31	50	31	30	78	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Establishments having common job evaluation system		63	3.60	-	-	-	-	-	-	50	-	8	3	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Receiving top rate ⁶	18	188	3.64	-	-	-	12	-	4	35	82	54	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Receiving lower rate ⁶	16	5,687	3.91	40	-	-	10	46	138	424	2318	370	597	1158	333	177	30	30	6	9	1	-	-	-	-	-	-	-	-
Other establishments	18	4,255	3.98	-	-	-	-	1	65	118	1631	356	591	984	273	160	30	30	6	9	1	-	-	-	-	-	-	-	-
Receiving top rate ⁶	14	3,553	4.01	-	-	-	-	-	-	-	1392	283	493	974	208	134	24	29	6	9	1	-	-	-	-	-	-	-	-
Receiving lower rate ⁶	16	3,175	4.00	-	-	-	-	-	-	-	1364	283	379	738	208	134	24	29	6	9	1	-	-	-	-	-	-	-	-
Other establishments	14	702	3.83	-	-	-	-	1	65	118	239	73	98	10	65	26	6	1	-	-	-	-	-	-	-	-	-	-	-
Millwrights, all establishments		271	3.89	-	-	-	-	64	22	29	34	72	4	33	10	3	-	-	-	-	-	-	-	-	-	-	-	-	-
Establishments having common job evaluation system		269	3.89	-	-	-	-	-	-	96	50	39	26	6	32	16	3	1	-	-	-	-	-	-	-	-	-	-	-
Receiving top rate ⁶	14	1,432	3.69	40	-	-	10	45	73	306	687	14	6	174	60	17	-	-	-	-	-	-	-	-	-	-	-	-	-
Receiving lower rate ⁶	16	1,447	3.81	-	5	2	78	200	1074	2716	1156	2809	1742	1170	289	170	4	22	10	-	-	-	-	-	-	-	-	-	-
Other establishments	14	8,780	3.85	-	-	2	-	143	349	2075	965	2711	1212	828	289	170	4	22	10	-	-	-	-	-	-	-	-	-	-
Establishments having common job evaluation system		6,769	3.90	-	-	-	-	-	-	1752	455	2323	973	815	259	166	2	14	10	-	-	-	-	-	-	-	-	-	-
Receiving top rate ⁶	14	407	4.26	-	-	-	-	-	-	5	4	64	62	186	72	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Receiving lower rate ⁶	16	6,108	3.88	-	-	-	-	-	-	1727	435	2041	911	629	187	166	2	-	10	-	-	-	-	-	-	-	-	-	-
Other establishments	12	2,011	3.67	-	-	2	-	143	349	323	510	388	239	13	30	4	2	8	-	-	-	-	-	-	-	-	-	-	-
Millwright helpers, all establishments		817	3.57	-	-	-	-	143	69	232	185	154	29	5	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Establishments having common job evaluation system		1,137	3.75	-	-	-	-	-	280	40	321	234	210	8	30	4	2	8	-	-	-	-	-	-	-	-	-	-	-
Receiving top rate ⁶	14	2,667	3.68	-	5	-	78	57	725	641	191	98	530	342	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Other establishments	6	3,004	3.05	-	-	654	556	1038	549	144	50	4	9	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Establishments having common job evaluation system		2,549	3.06	-	-	544	345	986	467	144	50	4	9	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Receiving top rate ⁶	14	2,427	3.06	-	-	544	319	895	467	144	50	-	8	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Receiving lower rate ⁶	16	455	2.97	-	-	110	211	52	82	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

See footnotes at end of table.

Table 2. Occupational Earnings—Continued

(Number and average straight-time hourly earnings¹ of workers in selected occupations in all basic iron and steel establishments and those having common job evaluation systems,² United States, September 1967)

Department, occupation, and establishment classified according to job evaluation system ²	Job class ³	Number of workers	Average hourly earnings ¹	Number of workers receiving straight-time hourly earnings of—																						
				Under \$2.40	\$2.40 and under \$2.60	\$2.60	\$3.00	\$3.20	\$3.40	\$3.60	\$3.80	\$4.00	\$4.20	\$4.40	\$4.60	\$4.80	\$5.00	\$5.20	\$5.40	\$5.60	\$5.80	\$6.00	\$6.20	\$6.40	\$6.60 and over	
All Departments⁵—Continued																										
Maintenance—Continued																										
Motor inspectors, all establishments		5,691	\$3.84	-	2	-	-	133	332	1276	752	1465	732	696	168	93	26	15	1	-	-	-	-	-		
Establishments having common job evaluation system		4,901	3.87	-	2	-	-	113	172	1039	582	1420	724	546	168	93	26	15	1	-	-	-	-	-		
Receiving top rate ⁶	14	3,759	3.93	-	-	-	-	-	-	824	312	1216	577	540	161	92	26	10	1	-	-	-	-	-		
Receiving lower rate ⁶	16	259	4.25	-	-	-	-	-	-	9	2	48	26	116	48	-	-	10	-	-	-	-	-	-		
Other establishments	12	3,448	3.91	-	-	-	-	-	-	807	310	1124	551	424	113	92	26	-	1	-	-	-	-	-		
Establishments having common job evaluation system	14	1,142	3.65	-	2	-	-	113	172	215	270	204	147	6	7	1	-	5	-	-	-	-	-	-		
Receiving top rate ⁶	12	550	3.55	-	-	-	-	96	48	196	89	81	31	3	-	1	-	5	-	-	-	-	-	-		
Receiving lower rate ⁶	14	562	3.73	-	-	-	-	17	124	16	156	123	116	3	7	-	-	-	-	-	-	-	-	-		
Other establishments		790	3.69	-	-	-	-	20	160	237	170	45	8	150	-	-	-	-	-	-	-	-	-	-		
Painters, all establishments		731	3.41	-	1	8	4	83	326	139	100	53	9	1	2	4	1	-	-	-	-	-	-	-		
Establishments having common job evaluation system		592	3.44	-	1	6	4	45	258	112	100	53	9	1	2	-	1	-	-	-	-	-	-	-		
Receiving top rate ⁶	11	306	3.40	-	-	-	-	15	160	63	68	-	-	-	-	-	-	-	-	-	-	-	-	-		
Receiving lower rate ⁶	13	68	3.49	-	-	-	-	5	18	9	36	-	-	-	-	-	-	-	-	-	-	-	-	-		
Other establishments		216	3.38	-	-	-	-	142	42	32	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Receiving top rate ⁶	13	139	3.30	-	-	2	-	38	68	27	-	-	-	-	-	4	-	-	-	-	-	-	-	-		
Receiving lower rate ⁶				-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Patternmakers, all establishments		128	3.95	-	-	-	-	3	-	2	66	11	13	11	15	-	7	-	-	-	-	-	-	-		
Establishments having common job evaluation system		109	3.98	-	-	-	-	-	-	2	64	2	8	11	15	-	7	-	-	-	-	-	-	-		
Receiving top rate ⁶	19	107	3.99	-	-	-	-	-	-	-	64	2	8	11	15	-	7	-	-	-	-	-	-	-		
Receiving lower rate ⁶		101	3.97	-	-	-	-	-	-	-	64	2	8	5	15	-	7	-	-	-	-	-	-	-		
Other establishments		19	3.76	-	-	-	-	3	-	2	9	5	-	-	-	-	-	-	-	-	-	-	-	-		
Pipefitters, all establishments		3,576	3.65	-	5	33	15	69	229	1473	580	553	484	118	3	14	-	-	-	-	-	-	-	-		
Establishments having common job evaluation system		2,746	3.66	-	-	-	-	48	129	1139	540	534	221	118	3	14	-	-	-	-	-	-	-	-		
Receiving top rate ⁶	13	2,262	3.69	-	-	-	-	-	994	482	496	157	116	3	14	-	-	-	-	-	-	-	-	-		
Receiving lower rate ⁶	15	74	3.85	-	-	-	-	-	-	30	44	-	-	-	-	-	-	-	-	-	-	-	-	-		
Other establishments	11	1,922	3.67	-	-	-	-	-	990	366	276	157	116	3	14	-	-	-	-	-	-	-	-	-		
Establishments having common job evaluation system	13	484	3.54	-	-	-	-	48	129	145	58	38	64	2	-	-	-	-	-	-	-	-	-	-		
Receiving top rate ⁶	11	126	3.37	-	-	-	-	48	22	37	14	2	1	2	-	-	-	-	-	-	-	-	-	-		
Receiving lower rate ⁶	13	305	3.62	-	-	-	-	-	99	63	44	36	63	-	-	-	-	-	-	-	-	-	-	-		
Other establishments	14	43	3.49	-	-	-	-	8	35	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Receiving top rate ⁶		830	3.62	-	5	33	15	21	100	334	40	19	263	-	-	-	-	-	-	-	-	-	-	-		
Receiving lower rate ⁶				-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Pipefitter helpers, all establishments		721	2.94	-	-	310	153	144	105	2	7	-	-	-	-	-	-	-	-	-	-	-	-	-		
Establishments having common job evaluation system	6	685	2.95	-	-	290	142	144	100	2	7	-	-	-	-	-	-	-	-	-	-	-	-	-		
Receiving top rate ⁶		599	2.94	-	-	274	114	128	74	2	7	-	-	-	-	-	-	-	-	-	-	-	-	-		
Receiving lower rate ⁶		36	2.88	-	-	20	11	-	5	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Riggers, all establishments		1,914	3.74	-	-	-	15	23	118	626	171	546	275	140	-	-	-	-	-	-	-	-	-	-		
Establishments having common job evaluation system		1,450	3.75	-	-	-	-	14	95	396	163	530	228	24	-	-	-	-	-	-	-	-	-	-		
Receiving top rate ⁶	16	1,157	3.78	-	-	-	-	-	374	79	473	207	24	-	-	-	-	-	-	-	-	-	-	-		
Receiving lower rate ⁶	12	913	3.79	-	-	-	-	-	282	71	329	207	24	-	-	-	-	-	-	-	-	-	-	-		
Other establishments	14	293	3.60	-	-	-	-	14	95	22	84	57	21	-	-	-	-	-	-	-	-	-	-	-		
Establishments having common job evaluation system	12	93	3.58	-	-	-	-	12	3	10	68	-	-	-	-	-	-	-	-	-	-	-	-	-		
Receiving top rate ⁶	14	190	3.61	-	-	-	-	-	92	4	16	57	21	-	-	-	-	-	-	-	-	-	-	-		
Receiving lower rate ⁶		464	3.74	-	-	-	15	9	23	230	8	16	47	116	-	-	-	-	-	-	-	-	-	-		
Other establishments		1,017	3.86	-	1	3	7	56	12	367	114	138	133	28	56	58	29	8	-	4	-	-	3	-		
Establishments having common job evaluation system		739	3.95	-	1	3	-	-	10	264	41	138	131	14	56	58	8	8	-	4	-	-	3	-		
Receiving top rate ⁶	17	624	4.00	-	-	-	-	-	2	208	40	103	130	14	56	48	8	8	-	4	-	-	3	-		
Receiving lower rate ⁶		540	3.97	-	-	-	-	-	-	208	30	75	130	14	26	34	8	8	-	4	-	-	3	-		
Other establishments		278	3.63	-	-	-	7	56	2	103	73	-	2	14	-	-	21	-	-	-	-	-	-	-		

See footnotes at end of table.

Table 2. Occupational Earnings—Continued

(Number and average straight-time hourly earnings¹ of workers in selected occupations in all basic iron and steel establishments and those having common job evaluation systems,² United States, September 1967)

Department, occupation, and establishment classified according to job evaluation system ²	Job class ³	Number of workers	Average hourly earnings ¹	Number of workers receiving straight-time hourly earnings of—																								
				Under \$2.40	\$2.40 and under \$2.60	\$2.60	\$2.80	\$3.00	\$3.20	\$3.40	\$3.60	\$3.80	\$4.00	\$4.20	\$4.40	\$4.60	\$4.80	\$5.00	\$5.20	\$5.40	\$5.60	\$5.80	\$6.00	\$6.20	\$6.40	\$6.60 and over		
All Departments⁵—Continued																												
Maintenance—Continued																												
Sheet-metal workers, all establishments -----		261	\$3.78	-	-	-	-	-	5	115	20	61	34	16	10	-	-	-	-	-	-	-	-	-	-	-	-	-
Establishments having common job evaluation system -----		181	3.76	-	-	-	-	-	5	90	16	24	26	16	4	-	-	-	-	-	-	-	-	-	-	-	-	-
Receiving top rate ⁶ -----	17	144	3.78	-	-	-	-	-	-	84	8	6	26	16	4	-	-	-	-	-	-	-	-	-	-	-	-	-
Other establishments -----		112	3.73	-	-	-	-	-	-	72	5	6	19	10	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Toolmakers, all establishments -----		80	3.83	-	-	-	-	-	-	25	4	37	8	-	6	-	-	-	-	-	-	-	-	-	-	-	-	-
Establishments having common job evaluation system -----		295	3.49	25	25	-	-	15	41	5	138	3	31	3	8	-	1	-	-	-	-	-	-	-	-	-	-	-
Receiving top rate ⁶ -----	20	87	3.81	-	-	-	-	-	-	5	71	1	5	3	1	-	1	-	-	-	-	-	-	-	-	-	-	-
Other establishments -----		67	3.87	-	-	-	-	-	-	-	56	1	5	3	1	-	1	-	-	-	-	-	-	-	-	-	-	-
Receiving top rate ⁶ -----		35	3.88	-	-	-	-	-	-	-	28	1	3	2	1	-	-	-	-	-	-	-	-	-	-	-	-	-
Other establishments -----		208	3.36	25	25	-	-	15	41	-	67	2	26	-	7	-	-	-	-	-	-	-	-	-	-	-	-	-
Welders, all establishments -----		4,805	3.77	-	8	-	24	54	377	1577	609	712	1060	303	27	36	1	1	-	8	7	1	-	-	-	-	-	-
Establishments having common job evaluation system -----		3,727	3.80	-	2	-	-	29	172	1203	537	688	837	178	27	36	1	1	-	8	7	1	-	-	-	-	-	-
Receiving top rate ⁶ -----	14	2,837	3.81	-	-	-	-	-	6	1084	336	571	592	177	27	36	1	-	-	-	6	1	-	-	-	-	-	-
Other establishments -----		181	3.93	-	-	-	-	-	6	-	-	108	67	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Receiving lower rate ⁶ -----	16	2,536	3.79	-	-	-	-	-	-	1076	336	351	525	177	27	36	1	-	-	-	6	1	-	-	-	-	-	-
Other establishments -----		890	3.76	-	2	-	-	29	166	119	201	117	245	1	-	-	-	-	1	-	8	1	-	-	-	-	-	-
Establishments having common job evaluation system -----		264	3.58	-	-	-	-	29	36	52	135	11	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-
Receiving top rate ⁶ -----	14	612	3.84	-	-	-	-	-	130	55	66	106	245	1	-	-	-	1	-	8	-	-	-	-	-	-	-	-
Other establishments -----		1,078	3.68	-	6	-	24	25	205	374	72	24	223	125	-	-	-	-	-	-	-	-	-	-	-	-	-	-
General labor																												
Janitors, all establishments -----		3,555	2.48	22	3272	61	147	45	7	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Establishments having common job evaluation system -----		2,498	2.48	-	2325	31	89	45	7	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Other establishments -----	1	914	2.49	-	850	4	54	5	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Establishments having common job evaluation system -----	2	1,582	2.48	-	1475	25	35	40	7	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Other establishments -----		1,057	2.49	22	947	30	58	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Laborers, all establishments -----		15,281	2.56	280	11448	1305	1347	643	152	39	39	2	1	17	4	-	4	-	-	-	-	-	-	-	-	-	-	-
Establishments having common job evaluation system -----		10,626	2.59	-	7591	1029	1149	632	130	39	39	2	1	6	4	-	4	-	-	-	-	-	-	-	-	-	-	-
Other establishments -----	1	333	2.74	-	108	97	100	8	-	20	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Establishments having common job evaluation system -----	2	7,946	2.52	-	6579	492	547	281	30	3	14	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Other establishments -----	4	730	2.79	-	265	166	148	86	49	2	14	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Establishments having common job evaluation system -----	5	161	2.80	-	-	121	11	7	22	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Other establishments -----		4,655	2.50	280	3857	276	198	11	22	-	-	-	-	11	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Transportation and yard																												
Locomotive cranimen, all establishments -----		1,237	3.37	-	-	25	283	282	78	269	127	103	45	-	7	10	3	2	-	-	-	-	-	-	-	-	-	-
Establishments having common job evaluation system -----		745	3.51	-	-	35	202	45	226	97	88	35	-	5	8	1	-	-	-	-	-	-	-	-	-	-	-	-
Other establishments -----	11	50	3.63	-	-	-	14	1	10	1	23	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Establishments having common job evaluation system -----	12	532	3.52	-	-	-	181	25	150	73	63	31	-	5	-	1	-	-	-	-	-	-	-	-	-	-	-	-
Other establishments -----	13	26	4.04	-	-	-	-	2	-	14	2	-	-	-	8	-	-	-	-	-	-	-	-	-	-	-	-	-
Locomotive engineers (general), all establishments -----		492	3.16	-	-	25	248	80	33	43	30	15	10	-	2	2	2	2	-	-	-	-	-	-	-	-	-	-
Establishments having common job evaluation system -----		1,741	3.79	-	-	-	11	95	157	241	371	377	347	70	24	38	-	-	-	4	2	2	2	-	-	-	-	-
Other establishments -----	13	1,327	3.82	-	-	-	76	46	236	264	323	265	70	9	38	-	-	-	-	-	-	-	-	-	-	-	-	-
Establishments having common job evaluation system -----		450	3.73	-	-	-	-	41	127	126	83	24	40	9	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Other establishments -----		414	3.71	-	-	-	11	19	111	5	107	54	82	-	15	-	-	-	-	-	4	2	2	2	-	-	-	-

See footnotes at end of table.

Table 2. Occupational Earnings—Continued

(Number and average straight-time hourly earnings¹ of workers in selected occupations in all basic iron and steel establishments and those having common job evaluation systems,² United States, September 1967)

Department, occupation, and establishment classified according to job evaluation system ²	Job class ³	Number of workers	Average hourly earnings ¹	Number of workers receiving straight-time hourly earnings of—																						
				Under \$2.40	\$2.40 and under \$2.60	\$2.60	\$2.80	\$3.00	\$3.20	\$3.40	\$3.60	\$3.80	\$4.00	\$4.20	\$4.40	\$4.60	\$4.80	\$5.00	\$5.20	\$5.40	\$5.60	\$5.80	\$6.00	\$6.20	\$6.40	\$6.60 and over
<u>All Departments⁵—Continued</u>																										
<u>Power and fuel</u>																										
First power engineers, all establishments		328	\$3.74	-	-	-	12	19	6	59	129	30	55	4	4	10	-	-	-	-	-	-	-	-	-	-
Establishments having common job evaluation system		261	3.80	-	-	-	-	3	6	47	123	26	46	-	-	10	-	-	-	-	-	-	-	-	-	-
	18	39	3.98	-	-	-	-	-	-	-	24	-	5	-	-	10	-	-	-	-	-	-	-	-	-	-
Other establishments		67	3.53	-	-	-	12	16	-	12	6	4	9	4	4	-	-	-	-	-	-	-	-	-	-	-
<u>Metallurgical and chemical</u>																										
Test preparers, all establishments		534	2.99	-	97	122	109	68	72	13	19	14	1	3	13	1	-	2	-	-	-	-	-	-	-	-
Establishments having common job evaluation system		466	2.95	-	95	101	97	66	68	12	10	-	-	1	13	1	-	2	-	-	-	-	-	-	-	-
	3	28	2.61	-	20	4	-	4	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	5	72	2.82	-	-	54	-	12	1	5	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	6	69	3.02	-	-	37	-	-	28	-	4	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Other establishments		68	3.25	-	2	21	12	2	4	1	9	14	1	2	-	-	-	-	-	-	-	-	-	-	-	-
Metallurgical analysts, all establishments		367	3.31	-	-	8	60	88	76	51	76	7	-	1	-	-	-	-	-	-	-	-	-	-	-	-
Establishments having common job evaluation system		258	3.27	-	-	4	56	85	31	29	45	7	-	1	-	-	-	-	-	-	-	-	-	-	-	-
	10	34	3.22	-	-	-	-	18	-	16	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	13	34	3.44	-	-	-	-	-	22	-	10	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Other establishments		109	3.40	-	-	4	4	3	45	22	31	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

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

² Data are presented separately for establishments having a common job evaluation system, the same minimum hourly rate of \$2.445 and the same wage increment (7.5 cents) between job classes.

³ Job class data are provided only for establishments having a common job evaluation system, the same minimum hourly rate, and the same wage increment between job classes. Publication is limited to job classes reported by 3 such establishments or more and meeting other publication criteria. Estimates for all establishments and for the overall occupational classification in establishments having a common job evaluation system includes data for all job classes.

⁴ Occupations are limited to workers in the departments indicated.

⁵ Occupations relate to workers in all departments of the establishment.

⁶ Data were reported separately for workers receiving the top rate for the job and for those receiving lower rates. Those establishments having a common job evaluation system have a range of rates for repair and maintenance craftsmen which includes a beginning rate (4 job classes below the top or standard rate), an intermediate rate (2 job classes below), and the top or standard rate. Workers receiving the beginning or intermediate rate (although qualified journeymen) were classified as receiving a rate lower than the top rate.

Table 3. Occupational Averages by Method of Wage Payment

(Number and average straight-time hourly earnings¹ of workers in selected occupations in all basic iron and steel establishments and in those having common job evaluation systems² by method of wage payment, United States, September 1967)

Department, occupation, and establishment classified according to job evaluation system ²	Job class ³	Incentive workers				Timeworkers	
		Number of workers	Hourly earnings ¹			Number of workers	Hourly earnings ¹ (mean)
			Mean	Median	Middle range		
Selected Departments⁴							
Coke works and byproducts							
Benzol stillman, all establishments		110	\$ 4.01	\$ 4.01	\$ 3.79-4.28	20	\$ 3.39
Establishments having common job evaluation system		102	4.03	4.02	3.79-4.28	8	3.29
	12	19	3.93	3.96	3.90-4.02	-	-
	15	14	4.30	-	-	-	-
	16	17	4.19	4.26	4.24-4.28	-	-
Door-machine operators, all establishments		495	3.70	3.69	3.61-3.81	49	3.08
Establishments having common job evaluation system		439	3.72	3.69	3.62-3.81	33	3.07
	11	408	3.71	3.69	3.62-3.81	-	-
Other establishments		56	3.58	3.71	3.38-3.76	16	3.10
Heaters, all establishments		319	4.30	4.32	4.13-4.41	61	3.63
Establishments having common job evaluation system		286	4.31	4.32	4.18-4.41	40	3.65
	17	42	4.34	4.37	4.37-4.37	-	-
	18	201	4.32	4.30	4.20-4.45	40	3.65
Other establishments		33	4.17	3.96	3.96-4.30	21	3.61
Lidmen, all establishments		529	3.30	3.25	3.18-3.40	80	2.77
Establishments having common job evaluation system		454	3.32	3.26	3.25-3.41	55	2.80
	5	239	3.22	3.25	3.25-3.25	-	-
	6	48	3.58	3.52	3.33-3.99	-	-
Other establishments		75	3.20	3.15	3.15-3.18	25	2.72
Pusher operators, all establishments		424	3.79	3.80	3.67-3.84	66	3.15
Establishments having common job evaluation system		368	3.81	3.81	3.69-3.84	46	3.14
	11	118	3.79	3.81	3.80-3.81	33	3.12
	12	250	3.81	3.78	3.67-4.00	-	-
Other establishments		56	3.66	3.62	3.53-3.84	20	3.18
Wharfmen, all establishments		211	2.96	2.94	2.88-2.98	30	2.65
Establishments having common job evaluation system		178	2.95	2.92	2.88-2.98	22	2.63
	3	170	2.93	2.91	2.88-2.97	-	-
Other establishments		33	3.01	2.98	2.98-3.02	-	-
Blast furnaces, ore handling, and sinter plant							
Cinder snappers, all establishments		514	3.38	3.40	3.31-3.48	59	2.82
Establishments having common job evaluation system		467	3.36	3.38	3.31-3.48	30	2.74
	6	324	3.33	3.38	3.31-3.40	-	-
Other establishments		47	3.54	3.49	3.49-3.70	29	2.91
First blowing engineers, all establishments		164	4.00	3.72	3.60-4.02	66	3.34
Establishments having common job evaluation system		132	3.70	3.70	3.59-3.97	53	3.33
	13	69	3.78	3.70	3.59-4.02	25	3.27
Keepers, all establishments		507	4.00	4.04	3.87-4.13	67	3.44
Establishments having common job evaluation system		465	4.01	4.05	3.92-4.13	-	-
	14	465	4.01	4.05	3.92-4.13	-	-
Other establishments		-	-	-	-	21	3.28
Keeper helpers, all establishments		997	3.41	3.41	3.23-3.59	52	2.85
Establishments having common job evaluation system		878	3.43	3.41	3.28-3.63	23	2.86
	6	90	3.38	3.38	3.30-3.39	-	-
	8	72	3.36	3.46	3.06-3.57	-	-
	9	451	3.56	3.59	3.32-3.67	-	-
Other establishments		-	-	-	-	29	2.84
Larrymen, all establishments		513	3.67	3.74	3.48-3.85	51	3.01
Establishments having common job evaluation system		457	3.65	3.69	3.47-3.82	-	-
	9	41	3.71	3.91	3.51-3.91	-	-
	10	330	3.65	3.74	3.50-3.78	-	-
	11	74	3.62	3.69	3.37-3.76	-	-
Other establishments		56	3.86	3.87	3.84-4.09	33	3.04

See footnotes at end of table.

Table 3. Occupational Averages by Method of Wage Payment—Continued

(Number and average straight-time hourly earnings¹ of workers in selected occupations in all basic iron and steel establishments and in those having common job evaluation systems² by method of wage payment, United States, September 1967)

Department, occupation, and establishment classified according to job evaluation system ²	Job class ³	Incentive workers				Timeworkers	
		Number of workers	Hourly earnings ¹			Number of workers	Hourly earnings ¹ (mean)
			Mean	Median	Middle range		
Selected Departments⁴—Continued							
Blast furnaces, ore handling, and sinter plant—Continued							
Ore-bridge cranimen, all establishments.....		320	\$ 3.86	\$ 3.84	\$ 3.58-4.12	30	\$ 3.41
Establishments having common job evaluation system		264	3.76	3.77	3.58-3.95	-	-
Other establishments.....	12	199	3.88	3.84	3.53-3.96	-	-
Sintering-machine operators, all establishments.....		56	4.29	4.45	4.22-4.45	-	-
Establishments having common job evaluation system		113	3.80	3.76	3.64-3.94	36	3.02
Other establishments.....	10	100	3.83	3.78	3.67-3.97	-	-
Stock unloaders, all establishments.....		45	3.71	3.76	3.67-3.78	-	-
Establishments having common job evaluation system		13	3.61	-	-	15	3.03
Other establishments.....	4	406	3.14	3.16	3.00-3.22	67	2.67
Stockers, raw materials, all establishments.....		369	3.14	3.16	3.01-3.21	32	2.60
Establishments having common job evaluation system		304	3.10	3.10	3.00-3.20	28	2.60
Other establishments.....		37	3.14	3.33	2.93-3.33	35	2.73
Open hearth furnaces							
Charging-machine operators, all establishments.....		566	4.60	4.60	4.25-4.88	-	-
Establishments having common job evaluation system		457	4.58	4.63	4.23-4.79	-	-
Other establishments.....	16	423	4.54	4.60	4.23-4.72	-	-
First helpers, all establishments.....		109	4.71	4.43	4.29-5.29	-	-
Establishments having common job evaluation system		1,215	5.61	5.62	5.08-5.96	-	-
Other establishments.....	24	1,015	5.54	5.60	5.08-5.91	-	-
Stockers, raw materials, all establishments.....		586	5.58	5.59	5.08-5.81	-	-
Establishments having common job evaluation system		51	5.39	5.29	5.10-5.75	-	-
Other establishments.....	25	242	5.83	5.75	5.72-6.29	-	-
Ladle cranimen, all establishments.....		200	5.97	5.78	5.12-6.03	-	-
Establishments having common job evaluation system		785	4.53	4.42	4.25-4.85	-	-
Other establishments.....	16	694	4.52	4.42	4.27-4.69	-	-
Stockers, raw materials, all establishments.....		421	4.47	4.40	4.23-4.69	-	-
Establishments having common job evaluation system		91	4.63	4.41	4.24-5.08	-	-
Other establishments.....	2	621	3.24	3.26	2.93-3.42	-	-
Stockers, raw materials, all establishments.....		517	3.24	3.22	2.93-3.45	-	-
Establishments having common job evaluation system		110	3.05	2.86	2.82-3.26	-	-
Other establishments.....	3	231	3.16	3.15	3.04-3.35	-	-
Second helpers, all establishments.....		104	3.26	3.42	2.79-3.42	-	-
Establishments having common job evaluation system		1,216	4.65	4.58	4.18-4.83	-	-
Other establishments.....	14	1,016	4.60	4.58	4.18-4.83	-	-
Second steel pourers, all establishments.....		145	4.44	4.02	3.86-4.71	-	-
Establishments having common job evaluation system		830	4.60	4.63	4.18-4.83	-	-
Other establishments.....	15	200	4.87	4.54	4.30-4.97	-	-
Stockyard cranimen, all establishments.....		335	4.30	4.40	3.98-4.73	-	-
Establishments having common job evaluation system		253	4.19	4.38	3.73-4.64	-	-
Other establishments.....	10	57	4.34	4.40	4.08-4.57	-	-
Stockyard cranimen, all establishments.....		28	4.75	4.66	4.40-5.37	-	-
Establishments having common job evaluation system		82	4.66	4.83	3.98-5.32	-	-
Other establishments.....	15	582	3.74	3.69	3.38-4.10	-	-
Stockers, raw materials, all establishments.....		478	3.69	3.63	3.38-3.93	-	-
Establishments having common job evaluation system		413	3.65	3.60	3.34-3.80	-	-
Other establishments.....	7	104	3.99	4.15	3.60-4.26	-	-
Electric furnaces							
First helpers, all establishments.....		306	5.42	5.44	4.95-5.80	87	3.76
Establishments having common job evaluation system		244	5.47	5.46	5.00-5.83	-	-
Other establishments.....	23	114	5.68	5.78	5.24-5.99	-	-
Establishments having common job evaluation system		67	5.63	5.46	4.95-6.11	-	-
Other establishments.....	24	62	5.22	5.35	4.91-5.46	70	3.73

See footnotes at end of table.

Table 3. Occupational Averages by Method of Wage Payment—Continued

(Number and average straight-time hourly earnings¹ of workers in selected occupations in all basic iron and steel establishments and in those having common job evaluation systems² by method of wage payment, United States, September 1967)

Department, occupation, and establishment classified according to job evaluation system ²	Job class ³	Incentive workers				Timeworkers	
		Number of workers	Hourly earnings ¹			Number of workers	Hourly earnings ¹ (mean)
			Mean	Median	Middle range		
<u>Selected Departments⁴—Continued</u>							
<u>Electric furnaces—Continued</u>							
Mouldmen, all establishments -----		351	\$ 3.97	\$ 3.85	\$ 3.74-4.01	-	-
Establishments having common job evaluation system -----		193	3.73	3.74	3.56-3.76	-	-
	6	98	3.56	3.56	3.50-3.74	-	-
Other establishments -----		158	4.26	3.85	3.85-4.77	-	-
Stopper makers, all establishments -----		49	3.66	3.85	3.30-3.89	19	3.03
Establishments having common job evaluation system -----		38	3.69	3.85	3.31-3.85	-	-
	5	21	3.56	3.43	3.30-3.95	-	-
<u>Basic oxygen furnaces</u>							
Furnace operators, all establishments -----		78	5.21	5.03	4.75-5.74	-	-
Establishments having common job evaluation system -----		62	5.18	5.02	4.75-5.74	-	-
	17	22	4.61	4.71	4.21-4.96	-	-
Other establishments -----		16	5.34	5.49	4.85-5.98	-	-
Furnacemen, first, all establishments -----		72	4.74	4.74	3.91-5.29	-	-
Establishments having common job evaluation system -----		58	4.76	4.74	3.91-5.29	-	-
Ladle cranemen, all establishments -----		210	4.83	4.85	4.42-5.10	-	-
Establishments having common job evaluation system -----		184	4.84	4.85	4.49-5.10	-	-
	15	36	4.74	4.82	4.51-5.10	-	-
	16	134	4.95	4.89	4.60-5.57	-	-
Other establishments -----		26	4.72	4.59	4.04-5.59	-	-
Ladle liners, all establishments -----		108	3.99	4.22	3.51-4.63	-	-
Establishments having common job evaluation system -----		108	3.99	4.22	3.51-4.63	-	-
	9	71	4.32	4.63	3.79-4.63	-	-
Steel pourers, first, all establishments -----		118	4.86	4.88	4.61-5.26	-	-
Establishments having common job evaluation system -----		96	4.95	4.88	4.67-5.26	-	-
	16	71	4.79	4.85	4.67-5.04	-	-
Stopper makers, all establishments -----		24	3.06	2.93	2.90-3.12	-	-
Establishments having common job evaluation system -----		21	3.07	2.93	2.82-3.12	-	-
	5	20	3.03	2.93	2.82-3.12	-	-
<u>Foundry</u>							
Coremakers, all establishments -----		94	4.84	5.20	4.18-5.37	62	3.07
Establishments having common job evaluation system -----		56	4.52	4.23	3.98-5.17	26	3.32
	14	43	4.63	4.35	4.04-5.20	21	3.35
Moulders, all establishments -----		233	4.35	4.23	3.93-5.07	115	3.27
Establishments having common job evaluation system -----		209	4.30	4.17	3.93-4.75	50	3.44
	14	51	4.13	4.17	3.49-4.20	-	-
	16	134	4.40	4.33	3.93-5.06	40	3.50
<u>Bloom, slab, and billet mills</u>							
Bottom makers, all establishments -----		278	3.86	3.79	3.52-4.00	-	-
Establishments having common job evaluation system -----		225	3.77	3.79	3.44-3.96	-	-
	8	53	3.74	3.68	3.65-3.90	-	-
Other establishments -----		104	3.82	3.71	3.44-4.03	-	-
	10	53	4.23	4.00	3.60-4.00	-	-
Hookers, all establishments -----		711	3.21	3.16	3.06-3.27	48	2.67
Establishments having common job evaluation system -----		603	3.24	3.16	3.09-3.27	-	-
	4	134	3.11	3.16	2.97-3.23	-	-

See footnotes at end of table.

Table 3. Occupational Averages by Method of Wage Payment—Continued

(Number and average straight-time hourly earnings¹ of workers in selected occupations in all basic iron and steel establishments and in those having common job evaluation systems² by method of wage payment, United States, September 1967)

Department, occupation, and establishment classified according to job evaluation system ²	Job class ³	Incentive workers				Timeworkers	
		Number of workers	Hourly earnings ¹			Number of workers	Hourly earnings ¹ (mean)
			Mean	Median	Middle range		
Selected Departments⁴—Continued							
Bloom, slab, and billet mills—Continued							
Manipulators, all establishments		260	\$ 4.59	\$ 4.48	\$ 4.21—4.79	-	\$ -
Establishments having common job evaluation system		201	4.46	4.46	4.07—4.79	-	-
	13	67	4.39	4.32	4.03—4.49	-	-
	14	53	4.55	4.43	4.21—4.99	-	-
	15	38	4.45	4.48	4.33—4.54	-	-
Other establishments		59	5.02	4.74	4.40—5.05	-	-
Pit recorders, all establishments		348	3.84	3.80	3.50—4.13	28	3.12
Establishments having common job evaluation system		307	3.86	3.80	3.56—4.20	-	-
	9	55	3.83	3.78	3.45—4.31	-	-
	10	85	3.81	3.79	3.67—4.10	-	-
	11	59	4.06	3.99	3.80—4.33	-	-
	12	26	4.08	4.02	3.74—4.04	-	-
Other establishments		41	3.69	3.50	3.31—4.05	-	-
Scarfers, all establishments		1,174	3.69	3.35	3.11—4.09	94	2.88
Establishments having common job evaluation system		1,070	3.69	3.31	3.06—4.16	-	-
	7	906	3.49	3.22	3.04—3.74	-	-
	8	129	5.04	4.64	3.35—6.79	-	-
	12	18	4.21	4.07	4.05—4.44	-	-
Other establishments		104	3.70	3.60	3.53—3.91	-	-
Soaking-pit cranemen, all establishments		823	4.41	4.38	4.05—4.73	39	3.79
Establishments having common job evaluation system		715	4.41	4.37	4.03—4.76	-	-
	13	58	4.48	4.35	3.85—5.09	-	-
	15	627	4.44	4.38	4.14—4.76	-	-
Other establishments		108	4.42	4.43	4.17—4.57	-	-
Soaking-pit heaters, all establishments		448	5.04	4.88	4.30—5.60	24	4.00
Establishments having common job evaluation system		383	4.92	4.77	4.24—5.40	-	-
	18	153	4.51	4.45	4.20—4.84	-	-
	19	126	5.35	5.14	4.71—5.89	-	-
	21	17	4.84	4.89	4.83—4.89	-	-
Other establishments		65	5.74	5.03	4.78—5.97	-	-
Plates							
Burning-machine operators, all establishments		119	3.95	3.58	3.31—4.31	26	2.88
Establishments having common job evaluation system		119	3.95	3.58	3.31—4.31	19	2.86
	7	27	3.49	3.33	3.14—4.09	-	-
	8	70	3.82	3.58	3.31—4.40	-	-
	9	20	4.91	4.15	3.77—4.57	-	-
Plate layerouts, all establishments		98	4.03	3.94	3.64—4.50	-	-
Establishments having common job evaluation system		91	4.07	3.95	3.68—4.55	-	-
	11	25	3.91	3.94	3.84—3.97	-	-
Bar mills							
Assistant bar-mill rollers, all establishments		280	4.68	4.53	4.24—5.07	-	-
Establishments having common job evaluation system		211	4.59	4.41	4.17—5.01	-	-
	18	48	4.24	4.17	3.96—4.58	-	-
	19	91	4.66	4.52	4.29—5.05	-	-
Other establishments		69	4.97	4.61	4.50—5.73	-	-
Bar catchers, all establishments		348	3.92	3.72	3.51—4.48	64	3.15
Establishments having common job evaluation system		283	3.81	3.58	3.51—4.03	44	3.12
	11	41	3.58	3.55	3.43—3.72	-	-
	12	150	3.93	3.72	3.51—4.03	-	-
Other establishments		65	4.39	4.48	4.48—4.54	-	-

See footnotes at end of table.

Table 3. Occupational Averages by Method of Wage Payment—Continued

(Number and average straight-time hourly earnings¹ of workers in selected occupations in all basic iron and steel establishments and in those having common job evaluation systems² by method of wage payment, United States, September 1967)

Department, occupation, and establishment classified according to job evaluation system ²	Job class ³	Incentive workers				Timeworkers	
		Number of workers	Hourly earnings ¹			Number of workers	Hourly earnings ¹ (mean)
			Mean	Median	Middle range		
<u>Selected Departments⁴—Continued</u>							
<u>Bar mills—Continued</u>							
Chargers, all establishments -----		306	\$ 3.43	\$ 3.21	\$ \$ 3.10-3.70	54	\$ 2.98
Establishments having common job evaluation system -----		248	3.34	3.20	3.10-3.54	-	-
	5	40	3.18	3.10	2.93-3.38	-	-
	6	143	3.38	3.31	3.00-3.58	-	-
Other establishments -----		58	3.80	3.82	3.20-4.29	-	-
Roughers, all establishments -----		381	4.37	4.08	3.74-4.60	77	3.31
Establishments having common job evaluation system -----		300	4.16	3.91	3.65-4.43	57	3.27
	13	138	3.89	3.85	3.55-4.13	-	-
	14	96	4.27	3.91	3.76-4.61	-	-
	15	41	4.27	4.25	3.76-4.47	-	-
Other establishments -----		81	5.15	4.59	4.11-6.65	-	-
Shearmen, all establishments -----		428	3.87	3.86	3.54-4.12	67	2.90
Establishments having common job evaluation system -----		289	3.82	3.74	3.46-4.09	27	2.81
	10	64	3.49	3.46	3.31-3.66	-	-
	11	61	3.88	3.84	3.55-4.17	-	-
	12	111	4.01	3.89	3.63-4.43	-	-
Other establishments -----		139	3.98	4.00	3.70-4.12	-	-
<u>Continuous hot-strip mills</u>							
Assorters, all establishments -----		100	3.14	2.90	2.84-3.48	126	2.82
Establishments having common job evaluation system -----		-	-	-	-	126	2.82
	6	-	-	-	-	51	2.75
Coil banders, all establishments -----		224	3.56	3.41	3.21-3.74	-	-
Establishments having common job evaluation system -----		189	3.61	3.51	3.21-3.75	-	-
	4	51	3.58	3.51	3.26-3.83	-	-
	5	74	3.70	3.50	3.09-4.68	-	-
Coilers, all establishments -----		184	4.28	4.21	3.89-4.68	-	-
Establishments having common job evaluation system -----		139	4.27	4.24	3.89-4.61	-	-
	11	62	4.08	4.09	3.89-4.23	-	-
	12	29	5.00	5.27	4.56-5.47	-	-
Other establishments -----		45	4.32	4.10	3.89-4.68	-	-
Coil feeders, all establishments -----		178	4.08	4.04	3.69-4.41	-	-
Establishments having common job evaluation system -----		146	4.12	4.06	3.69-4.57	-	-
	5	21	4.13	4.04	4.02-4.81	-	-
	6	62	4.17	3.77	3.67-4.75	-	-
Other establishments -----		32	-	-	-	-	-
Heaters, all establishments -----		150	5.53	5.02	4.77-6.08	36	3.65
Establishments having common job evaluation system -----		123	5.48	5.02	4.79-6.10	-	-
	21	34	5.61	5.48	5.02-6.08	-	-
	22	24	6.06	5.87	4.40-6.53	-	-
	23	27	5.65	5.50	4.89-6.10	-	-
Other establishments -----		27	5.77	4.78	4.76-5.81	-	-
Roughers, all establishments -----		126	5.47	4.99	4.49-6.03	-	-
Establishments having common job evaluation system -----		86	4.98	4.76	4.52-5.40	-	-
	15	30	5.06	4.99	4.67-5.39	-	-
		40	6.52	5.65	4.40-9.94	-	-
Strip finishers, all establishments -----		118	4.98	4.57	4.18-5.48	-	-
Establishments having common job evaluation system -----		86	4.79	4.57	4.18-5.39	-	-
	14	21	4.08	3.90	3.89-4.18	-	-
	15	37	5.01	5.06	4.42-5.78	-	-
Other establishments -----		32	5.47	4.70	4.21-5.96	-	-

See footnotes at end of table.

Table 3. Occupational Averages by Method of Wage Payment—Continued

(Number and average straight-time hourly earnings¹ of workers in selected occupations in all basic iron and steel establishments and in those having common job evaluation systems² by method of wage payment, United States, September 1967)

Department, occupation, and establishment classified according to job evaluation system ²	Job class ³	Incentive workers				Timeworkers	
		Number of workers	Hourly earnings ¹			Number of workers	Hourly earnings ¹ (mean)
			Mean	Median	Middle range		
<u>Selected Departments⁴—Continued</u>							
<u>Continuous hot-strip mills—Continued</u>							
Strip-mill cranemen, all establishments -----		393	\$ 3.80	\$ 3.72	\$ 3.52-4.04	59	\$ 3.11
Establishments having common job evaluation system -----		315	3.80	3.70	3.46-4.03	-	-
	8	58	3.60	3.41	3.40-3.85	-	-
	9	195	3.75	3.68	3.46-4.08	-	-
Other establishments -----	10	59	4.16	3.90	3.90-4.93	-	-
		78	3.81	3.72	3.54-4.04	38	3.21
<u>Bar and narrow strip finishing mills</u>							
Batch pickler loaders, all establishments -----		52	3.30	3.32	3.18-3.58	-	-
Establishments having common job evaluation system -----		52	3.30	3.32	3.18-3.58	-	-
Chippers, all establishments -----		147	3.17	3.10	2.83-3.40	-	-
Establishments having common job evaluation system -----		107	3.29	3.10	3.10-3.45	-	-
	7	107	3.29	3.10	3.10-3.45	-	-
Cold-saw operators, all establishments -----		76	3.21	3.10	2.91-3.51	54	2.74
Establishments having common job evaluation system -----		68	3.24	3.10	2.91-3.52	44	2.74
<u>Cold strip and sheet mills</u>							
Assistant tandem mills rollers, all establishments -----		208	5.30	5.16	4.61-5.87	-	-
Establishments having common job evaluation system -----		162	5.28	5.17	4.63-5.86	-	-
	16	55	5.59	5.47	4.76-6.02	-	-
	17	52	5.36	5.32	5.06-5.71	-	-
Other establishments -----		46	5.39	5.07	4.46-6.58	-	-
Coil feeders, all establishments -----		444	3.91	3.92	3.35-4.35	-	-
Establishments having common job evaluation system -----		361	3.86	3.76	3.29-4.23	-	-
	5	132	3.56	3.59	3.13-3.78	-	-
	6	48	3.90	3.82	3.23-4.71	-	-
Other establishments -----	7	73	4.29	4.28	3.75-4.69	-	-
		83	4.12	4.02	3.95-4.58	-	-
Continuous annealing line operators, all establishments -----		193	4.80	4.77	4.26-5.39	39	3.48
Establishments having common job evaluation system -----		160	4.76	4.74	4.29-5.35	35	3.46
	17	60	5.19	5.35	4.78-5.62	-	-
Other establishments -----		33	5.03	4.77	4.26-5.52	-	-
Flying shear-men, all establishments -----		184	4.15	3.89	3.57-4.77	-	-
Establishments having common job evaluation system -----		132	4.21	3.93	3.61-4.77	-	-
	11	86	4.26	4.01	3.80-4.77	-	-
Other establishments -----		52	4.01	3.69	3.48-4.42	-	-
Strip inspectors, all establishments -----		757	3.79	3.54	3.34-3.99	-	-
Establishments having common job evaluation system -----		603	3.81	3.61	3.34-4.01	-	-
	7	24	3.24	3.21	3.14-3.40	-	-
	10	164	4.08	3.82	3.35-4.77	-	-
Other establishments -----	11	208	3.78	3.34	3.22-3.99	-	-
		154	3.71	3.53	3.53-3.76	-	-
Tandem mill feeders, all establishments -----		228	4.26	4.37	3.61-4.63	-	-
Establishments having common job evaluation system -----		172	4.32	4.38	3.73-4.56	-	-
	7	16	4.53	4.38	3.30-5.68	-	-
	9	90	4.20	4.38	3.85-4.51	-	-
Other establishments -----		56	4.07	3.81	3.53-5.07	-	-

See footnotes at end of table.

Table 3. Occupational Averages by Method of Wage Payment—Continued

(Number and average straight-time hourly earnings¹ of workers in selected occupations in all basic iron and steel establishments and in those having common job evaluation systems² by method of wage payment, United States, September 1967)

Department, occupation, and establishment classified according to job evaluation system ²	Job class ³	Incentive workers				Timeworkers	
		Number of workers	Hourly earnings ¹			Number of workers	Hourly earnings ¹ (mean)
			Mean	Median	Middle range		
<u>Selected Departments</u> ⁴ —Continued							
<u>Tube finishing</u>							
Cut-off machine operators, all establishments -----		414	\$ 3.41	\$ 3.29	\$ 3.07-3.71	282	\$ 2.81
Establishments having common job evaluation system -----		382	3.38	3.29	3.04-3.65	14	2.77
	5	120	3.23	3.24	3.00-3.29	-	-
	6	139	3.31	3.27	3.07-3.40	-	-
	7	109	3.62	3.38	3.38-3.78	-	-
Other establishments -----		-	-	-	-	268	2.81
Straighteners, all establishments -----		165	3.45	3.43	3.14-3.75	170	2.99
Establishments having common job evaluation system -----		135	3.47	3.43	3.14-3.91	-	-
	9	50	3.40	3.21	3.14-3.55	-	-
	10	31	3.55	3.56	3.06-3.82	-	-
Other establishments -----		-	-	-	-	155	3.01
<u>Rod and wire mills</u>							
Bundlers, all establishments -----		257	3.37	3.16	2.67-4.17	78	2.66
Establishments having common job evaluation system -----		183	3.04	2.90	2.67-3.16	74	2.66
	5	131	3.00	2.67	2.67-3.15	66	2.67
Coilers (rod mill), all establishments -----		85	3.46	3.44	2.94-3.57	-	-
Establishments having common job evaluation system -----		79	3.46	3.46	2.94-3.64	-	-
	8	29	3.77	3.54	3.35-3.64	-	-
Nail-machine operators, all establishments -----		221	3.95	3.94	3.85-4.12	-	-
Establishments having common job evaluation system -----		179	3.97	3.94	3.52-4.27	-	-
	11	179	3.97	3.94	3.52-4.27	-	-
Straighten and cut operators, all establishments -----		120	3.30	3.36	2.99-3.43	90	2.94
Establishments having common job evaluation system -----		114	3.30	3.36	2.99-3.43	70	2.85
	7	98	3.25	3.36	2.99-3.43	-	-
Wire drawers (continuous machine), all establishments -----		1,595	4.13	4.07	3.90-4.43	270	2.94
Establishments having common job evaluation system -----		1,235	4.04	3.98	3.67-4.40	215	2.98
	8	256	3.73	3.60	3.32-3.94	62	2.90
	9	90	4.16	4.00	3.61-4.50	-	-
	10	889	4.11	3.98	3.90-4.50	103	3.05
<u>All Departments</u> ⁵							
<u>Maintenance</u>							
Automobile repairmen, all establishments -----		797	3.84	3.93	3.66-4.06	583	3.37
Establishments having common job evaluation system -----		731	3.82	3.85	3.64-4.05	393	3.36
Receiving top rate ⁶ -----		308	3.85	3.84	3.68-4.06	214	3.44
	14	140	3.83	3.84	3.68-4.23	106	3.35
	16	106	3.76	3.77	3.44-3.93	39	3.50
Other establishments -----		66	4.09	4.21	4.06-4.21	190	3.37
Blacksmiths, all establishments -----		163	4.06	4.11	3.84-4.24	170	3.47
Establishments having common job evaluation system -----		128	4.09	4.10	3.86-4.37	103	3.54
Receiving top rate ⁶ -----		111	4.13	4.11	3.87-4.38	92	3.56
	17	95	4.13	4.11	3.87-4.30	88	3.57
Receiving lower rate ⁶ -----		17	3.81	3.80	3.49-4.05	11	3.34
	13	10	3.74	-	-	6	3.27
Other establishments -----		35	3.96	4.13	3.68-4.13	67	3.36
Boilermakers, all establishments -----		942	4.00	4.02	3.84-4.20	399	3.55
Establishments having common job evaluation system -----		860	3.98	4.02	3.84-4.20	307	3.54
Receiving top rate ⁶ -----		674	4.03	4.02	3.86-4.20	267	3.56
	17	674	4.03	4.02	3.86-4.20	-	-
Other establishments -----		82	4.16	4.51	3.79-4.51	-	-

See footnotes at end of table.

Table 3. Occupational Averages by Method of Wage Payment—Continued

(Number and average straight-time hourly earnings¹ of workers in selected occupations in all basic iron and steel establishments and in those having common job evaluation systems² by method of wage payment, United States, September 1967)

Department, occupation, and establishment classified according to job evaluation system ²	Job class ³	Incentive workers				Timeworkers	
		Number of workers	Hourly earnings ¹			Number of workers	Hourly earnings ¹ (mean)
			Mean	Median	Middle range		
<u>All Departments⁵—Continued</u>							
<u>Maintenance—Continued</u>							
Bricklayers, all establishments -----		1,544	\$ 4.15	\$ 4.11	\$ 3.93-4.39	857	\$ 3.88
Establishments having common job evaluation system -----		1,369	4.08	4.10	3.92-4.26	407	3.56
Receiving top rate ⁶ -----		1,035	4.19	4.15	4.01-4.30	388	3.57
	17	894	4.19	4.15	4.01-4.30	375	3.57
Other establishments -----		175	4.70	4.62	4.59-4.85	450	4.18
Carpenters, all establishments -----		922	3.78	3.80	3.58-4.02	818	3.40
Establishments having common job evaluation system -----		790	3.74	3.79	3.57-3.92	550	3.42
Receiving top rate ⁶ -----		607	3.83	3.82	3.71-4.00	515	3.44
	13	25	3.87	3.80	3.80-4.02	-	-
Receiving lower rate ⁶ -----		581	3.83	3.82	3.71-3.99	408	3.42
	15	183	3.46	3.58	3.29-3.65	35	3.22
	11	122	3.44	3.58	3.12-3.65	11	3.12
	13	-	-	-	-	24	3.27
Other establishments -----		-	-	-	-	268	3.36
Electricians (armature winders), all establishments -----		203	3.91	3.95	3.73-4.11	169	3.49
Establishments having common job evaluation system -----		187	3.87	3.88	3.73-4.07	123	3.51
Receiving top rate ⁶ -----		124	3.86	3.88	3.73-4.04	78	3.54
	16	78	3.89	4.01	3.80-4.06	57	3.50
Other establishments -----		16	4.38	4.27	4.11-4.27	46	3.45
Electricians (linemen), all establishments -----		298	4.04	4.04	3.95-4.08	120	3.61
Establishments having common job evaluation system -----		268	4.02	4.03	3.95-4.04	96	3.62
Receiving top rate ⁶ -----		236	4.05	4.04	4.00-4.07	86	3.65
	18	228	4.05	4.04	4.00-4.18	86	3.65
Receiving lower rate ⁶ -----		32	3.78	3.79	3.67-3.83	10	3.38
	14	14	3.67	-	-	8	3.35
Other establishments -----		18	3.86	3.83	3.79-3.90	-	-
Electricians (shop), all establishments -----		30	4.27	4.21	4.08-4.34	24	-
Establishments having common job evaluation system -----		530	4.11	4.25	3.88-4.41	714	3.45
Receiving top rate ⁶ -----		230	3.91	3.94	3.73-4.11	231	3.54
	14	186	3.97	4.02	3.88-4.11	213	3.55
	16	30	3.99	3.88	3.88-4.14	-	-
Receiving lower rate ⁶ -----		126	3.98	4.04	3.69-4.11	132	3.50
Other establishments -----		44	3.66	3.73	3.61-3.73	18	3.34
Other establishments -----		300	4.26	4.35	4.27-4.47	483	3.41
Electricians (wiremen), all establishments -----		1,081	4.08	4.05	3.95-4.29	783	3.60
Establishments having common job evaluation system -----		1,022	4.07	4.02	3.95-4.26	659	3.61
Receiving top rate ⁶ -----		848	4.11	4.07	3.98-4.29	544	3.65
	18	792	4.11	4.08	3.98-4.29	544	3.65
Receiving lower rate ⁶ -----		174	3.85	3.86	3.79-3.89	115	3.42
	14	38	3.68	3.66	3.63-3.84	52	3.35
Other establishments -----		136	3.90	3.89	3.79-3.89	62	3.50
Other establishments -----		-	-	-	-	124	3.56
Electronic repairmen, all establishments -----		417	4.30	4.31	4.05-4.44	157	3.73
Establishments having common job evaluation system -----		327	4.24	4.22	4.05-4.44	78	3.71
Receiving top rate ⁶ -----		264	4.30	4.34	4.06-4.47	49	3.80
	20	228	4.29	4.31	4.05-4.47	49	3.80
Receiving lower rate ⁶ -----		-	-	-	-	29	3.55
	16	-	-	-	-	18	3.50
Other establishments -----		-	-	-	-	11	3.65
Other establishments -----		90	4.51	4.40	3.99-5.12	79	3.76

See footnotes at end of table.

Table 3. Occupational Averages by Method of Wage Payment—Continued

(Number and average straight-time hourly earnings¹ of workers in selected occupations in all basic iron and steel establishments and in those having common job evaluation systems² by method of wage payment, United States, September 1967)

Department, occupation, and establishment classified according to job evaluation system ²	Job class ³	Incentive workers				Timeworkers	
		Number of workers	Hourly earnings ¹			Number of workers	Hourly earnings ¹ (mean)
			Mean	Median	Middle range		
<u>All Departments²—Continued</u>							
<u>Maintenance—Continued</u>							
Instrument repairmen, all establishments		482	\$ 3.11	\$ 4.10	\$ 3.99-4.20	466	\$ 3.58
Establishments having common job evaluation system		453	4.12	4.10	4.01-4.21	307	3.59
Receiving top rate ⁶	18	329	4.16	4.14	4.02-4.38	207	3.64
Receiving lower rate ⁶	16	283	4.18	4.17	4.01-4.42	201	3.65
Other establishments		-	-	-	-	100	3.47
Machinists, all establishments		3,356	4.14	4.21	3.89-4.32	2,331	3.58
Establishments having common job evaluation system		2,872	4.15	4.21	3.94-4.30	1,383	3.62
Receiving top rate ⁶	18	2,469	4.17	4.23	4.02-4.30	1,084	3.65
Receiving lower rate ⁶	14	2,091	4.18	4.24	3.94-4.31	1,084	3.65
Other establishments	16	403	4.04	4.01	3.77-4.30	299	3.55
Other establishments	14	220	4.02	3.08	3.72-4.17	51	3.35
Other establishments	16	182	4.08	3.96	3.79-4.56	87	3.50
Other establishments		484	4.06	4.27	3.70-4.38	948	3.51
Millwrights, all establishments		8,564	3.95	3.93	3.77-4.17	2,883	3.41
Establishments having common job evaluation system		7,029	3.95	3.93	3.79-4.14	1,751	3.45
Receiving top rate ⁶	14	5,424	4.01	3.94	3.86-4.17	1,345	3.50
Receiving lower rate ⁶	16	407	4.26	4.32	4.05-4.32	-	-
Other establishments	12	4,779	3.99	3.93	3.83-4.15	1,329	3.50
Other establishments	14	1,605	3.77	3.76	3.60-3.91	406	3.30
Other establishments	14	674	3.65	3.65	3.49-3.81	143	3.20
Other establishments		895	3.86	3.81	3.69-4.00	-	-
Other establishments		1,535	3.93	4.06	3.62-4.17	1,132	3.34
Millwright helpers, all establishments		2,498	3.11	3.06	2.96-3.27	506	2.76
Establishments having common job evaluation system	6	2,108	3.13	3.06	3.01-3.27	441	2.75
Other establishments		1,988	3.13	3.06	3.01-3.27	439	2.75
Other establishments		-	-	-	-	65	2.84
Motor inspectors, all establishments		4,589	3.94	3.92	3.75-4.17	1,102	3.42
Establishments having common job evaluation system		4,108	3.95	3.92	3.77-4.17	793	3.44
Receiving top rate ⁶	14	3,175	4.01	3.94	3.82-4.20	584	3.50
Receiving lower rate ⁶	16	259	4.25	4.32	4.01-4.32	-	-
Other establishments	12	2,864	4.00	3.93	3.81-4.17	584	3.50
Other establishments	14	933	3.73	3.75	3.53-3.91	209	3.27
Other establishments		454	3.63	3.57	3.45-3.82	96	3.20
Other establishments		454	3.82	3.81	3.70-4.00	108	3.35
Other establishments		481	3.88	3.78	3.60-4.35	309	3.39
Painters, all establishments		372	3.59	3.58	3.45-3.71	359	3.23
Establishments having common job evaluation system		343	3.59	3.60	3.49-3.71	249	3.24
Receiving top rate ⁶	11	161	3.53	3.58	3.49-3.63	145	3.26
Other establishments	13	63	3.52	3.63	3.20-3.63	-	-
Other establishments		87	3.55	3.58	3.53-3.64	129	3.27
Other establishments		-	-	-	-	110	3.21
Patternmakers, all establishments		48	4.35	4.33	4.12-4.40	80	3.70
Establishments having common job evaluation system		43	4.39	4.40	4.27-4.40	66	3.71
Receiving top rate ⁶	19	43	4.39	4.40	4.27-4.40	64	3.72
Other establishments		-	-	-	-	64	3.72
Other establishments		-	-	-	-	14	3.66
Pipefitters, all establishments		2,345	3.80	3.80	3.59-4.02	1,231	3.37
Establishments having common job evaluation system		1,799	3.80	3.80	3.65-3.92	947	3.40
Receiving top rate ⁶	13	1,403	3.85	3.83	3.73-3.94	859	3.42
Receiving lower rate ⁶	15	74	3.85	3.88	3.80-3.88	-	-
Other establishments	11	1,063	3.87	3.81	3.71-4.05	859	3.42
Other establishments	13	396	3.61	3.57	3.43-3.85	88	3.22
Other establishments	11	92	3.47	3.45	3.32-3.58	34	3.12
Other establishments	13	259	3.69	3.63	3.54-3.93	46	3.27
Other establishments		546	3.79	3.92	3.41-4.16	284	3.28

See footnotes at end of table.

Table 3. Occupational Averages by Method of Wage Payment—Continued

(Number and average straight-time hourly earnings¹ of workers in selected occupations in all basic iron and steel establishments and in those having common job evaluation systems² by method of wage payment, United States, September 1967)

Department, occupation, and establishment classified according to job evaluation system ²	Job class ³	Incentive workers				Timeworkers	
		Number of workers	Hourly earnings ¹			Number of workers	Hourly earnings ¹ (mean)
			Mean	Median	Middle range		
All Departments⁵—Continued							
Maintenance—Continued							
Pipefitter helpers, all establishments -----		431	\$ 3.07	\$ 3.05	\$ 2.96-3.22	290	\$ 2.76
Establishments having common job evaluation system -----		422	3.07	3.05	2.96-3.22	263	2.75
	6	368	3.06	3.03	2.95-3.16	231	2.75
Riggers, all establishments -----		1,297	3.88	3.88	3.79-4.01	617	3.45
Establishments having common job evaluation system -----		1,010	3.87	3.88	3.83-3.99	440	3.47
Receiving top rate ⁶ -----		830	3.89	3.88	3.85-4.00	327	3.51
Receiving lower rate ⁶ -----	16	686	3.89	3.88	3.83-4.01	227	3.50
	12	180	3.76	3.79	3.62-3.87	113	3.34
	14	81	3.64	3.62	3.62-3.71	-	-
	14	99	3.86	3.87	3.83-3.87	-	-
Other establishments -----		287	3.94	4.16	3.56-4.20	177	3.40
Roll turners, all establishments -----		606	4.12	4.05	3.81-4.46	411	3.49
Establishments having common job evaluation system -----		505	4.14	4.11	3.82-4.47	234	3.55
Receiving top rate ⁶ -----		404	4.23	4.12	3.96-4.47	220	3.58
Other establishments -----	17	332	4.22	4.12	3.97-4.40	208	3.57
		101	4.02	3.75	3.64-4.29	177	3.41
Sheet-metal workers, all establishments -----		148	3.96	3.87	3.81-4.08	113	3.54
Establishments having common job evaluation system -----		93	3.96	3.96	3.81-4.14	88	3.54
Receiving top rate ⁶ -----		64	4.04	4.08	3.90-4.20	80	3.56
Other establishments -----	17	-	-	-	-	72	3.57
Other establishments -----		-	-	-	-	25	3.53
Toolmakers, all establishments -----		46	4.01	3.80	3.80-4.21	249	3.40
Establishments having common job evaluation system -----		-	-	-	-	48	3.72
Receiving top rate ⁶ -----		-	-	-	-	28	3.80
Other establishments -----	20	-	-	-	-	28	3.80
Other establishments -----		-	-	-	-	201	3.32
Welders, all establishments -----		3,174	3.94	3.94	3.76-4.14	1,631	3.44
Establishments having common job evaluation system -----		2,602	3.94	3.94	3.77-4.11	1,125	3.47
Receiving top rate ⁶ -----		1,855	3.97	3.94	3.83-4.08	982	3.49
Receiving lower rate ⁶ -----	14	175	3.95	3.88	3.88-4.05	6	-
	16	1,560	3.98	3.99	3.79-4.14	976	3.50
	12	-	-	-	-	143	3.30
	14	-	-	-	-	29	3.20
Other establishments -----	14	-	-	-	-	112	3.35
		572	3.95	4.16	3.61-4.16	506	3.37
General labor							
Janitors, all establishments -----		-	-	-	-	3,240	3.46
Establishments having common job evaluation system -----		-	-	-	-	2,210	2.45
	1	-	-	-	-	740	2.45
	2	-	-	-	-	1,468	2.45
Other establishments -----		-	-	-	-	1,030	2.48
Laborers, all establishments -----		-	-	-	-	11,178	2.47
Establishments having common job evaluation system -----		-	-	-	-	6,731	2.46
	1	-	-	-	-	40	2.45
	2	-	-	-	-	5,947	2.45
	4	-	-	-	-	265	2.60
	5	-	-	-	-	63	2.67
Other establishments -----		-	-	-	-	4,447	2.48

See footnotes at end of table.

Table 3. Occupational Averages by Method of Wage Payment—Continued

(Number and average straight-time hourly earnings¹ of workers in selected occupations in all basic iron and steel establishments and in those having common job evaluation systems² by method of wage payment, United States, September 1967)

Department, occupation, and establishment classified according to job evaluation system ²	Job class ³	Incentive workers				Timeworkers	
		Number of workers	Hourly earnings ¹			Number of workers	Hourly earnings ¹ (mean)
			Mean	Median	Middle range		
<u>All Departments⁵—Continued</u>							
<u>Transportation and yard</u>							
Locomotive cranimen, all establishments -----		604	\$ 3.68	\$ 3.59	\$ 3.48-3.81	633	\$ 3.08
Establishments having common job evaluation system -----		527	3.67	3.59	3.47-3.81	218	3.15
	11	-	-	-	-	14	3.12
	12	365	3.67	3.59	3.47-3.81	167	3.20
	13	25	4.07	3.75	3.75-4.78	-	-
Other establishments -----		77	3.75	3.55	3.49-3.93	415	3.05
Locomotive engineers (general), all establishments -----		1,473	3.89	3.90	3.67-4.07	268	3.28
Establishments having common job evaluation system -----		1,202	3.88	3.88	3.69-4.05	125	3.20
	13	410	3.78	3.80	3.51-3.88	-	-
Other establishments -----		271	3.90	3.92	3.67-4.13	143	3.36
<u>Power and fuel</u>							
First power engineers, all establishments -----		207	3.94	3.78	3.78-4.12	121	3.41
Establishments having common job evaluation system -----		186	3.91	3.78	3.78-4.12	75	3.52
Other establishments -----		21	4.18	4.17	4.04-4.28	46	3.23
<u>Metallurgical and chemical</u>							
Test preparers, all establishments -----		-	-	-	-	309	2.76
Establishments having common job evaluation system -----		-	-	-	-	269	2.73
	5	-	-	-	-	37	2.67
	6	-	-	-	-	37	2.75
Other establishments -----		-	-	-	-	40	3.00
Metallurgical analysts, all establishments -----		132	3.62	3.67	3.51-3.78	235	3.13
Establishments having common job evaluation system -----		83	3.66	3.75	3.43-3.78	175	3.09
	13	12	3.75	-	-	26	3.20
Other establishments -----		49	3.57	3.63	3.51-3.67	60	3.26

¹ Excludes premium pay for overtime and for work on weekends, holidays, and late shifts. See appendix A for definition of mean, median, and middle range.² Data are presented separately for establishments having a common job evaluation system, the same minimum hourly rate of \$2.445 and the same wage increment (7.5 cents) between job classes.³ Job class data are provided only for establishments having a common job evaluation system, the same minimum hourly rate, and the same wage increment between job classes. Publication is limited to job classes reported by 3 such establishments or more and meeting other publication criteria. Estimates for all establishments and for the overall occupational classification in establishments having a common job evaluation system includes data for all job classes.⁴ Occupations are limited to workers in the departments indicated.⁵ Occupations relate to workers in all departments of the establishment.⁶ Data were reported separately for workers receiving the top rate for the job and for those receiving lower rates. Those establishments having a common job evaluation system have a range of rates for repair and maintenance craftsmen which includes a beginning rate (4 job classes below the top or standard rate), an intermediate rate (2 job classes below), and the top or standard rate. Workers receiving the beginning or intermediate rate (although qualified journeymen) were classified as receiving a rate lower than the top rate.

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

Appendix A. Scope and Method of Survey

Scope of Survey

The survey covered establishments classified in the following industries as defined in the 1967 edition of the Standard Industrial Classification Manual, prepared by the U. S. Bureau of the Budget:

1. Blast furnaces excluding merchant coke ovens, steel works, and rolling mills—part of industry 3312.
2. Steel wire drawing and steel nails and spikes—industry 3315.
3. Cold rolled steel sheet, strip, and bars—industry 3316.
4. Steel pipe and tubes—industry 3317.

Excluded from the survey were: Merchant coke ovens, part of industry 3312; electrometallurgical products, industry 3313; establishments producing solely for use by a parent company not classified in the steel industry; and separate auxiliary units such as central offices.

The establishments studied were selected from those employing 250 workers or more at the time of reference of the data used in compiling the universe lists.

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

Estimated number of workers within scope of the survey ¹ -----	556,368
Production workers -----	452,977
Office workers -----	46,513
Total number of workers actually studied ¹ -----	335,801

¹ Includes executive, professional, and other workers excluded from the production and office worker categories.

Method of Study

Data were obtained by personal visits by the Bureau's field staff. The survey was conducted on a sample basis. To obtain appropriate accuracy at minimum cost, a greater proportion of large than of small establishments was studied. In combining the data, however, all establishments were given their appropriate weight. All estimates are presented, therefore, as relating to all establishments in the industry, and exclude 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. Information was not always available on an establishment basis, however, and in a few instances, two locations or more of the same company were considered as one establishment.

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 all nonsupervisory workers engaged in nonoffice functions and working foremen (employees with supervisory duties but who normally spend 20 percent or more of their time at tasks similar to those of employees under their supervision). Workers engaged in recordkeeping closely associated with production operations, e.g., plant clerks in production departments, were included. Administrative, executive, professional, technical and office clerical personnel, and force-account construction employees, who are utilized as a separate work force on the firm's own properties, were excluded.

Office Workers

The term "office workers" includes working supervisors and nonsupervisory workers performing clerical or related office functions of an establishment in such administrative departments as the following: Accounting, advertising, executive, finance, industrial relations, legal, payroll, personnel, public relations, purchasing, sales, and transportation. Executive and professional personnel, salesmen, and workers engaged in recordkeeping closely associated with production operations, e.g., plant clerks in production departments, were excluded.

Occupations Selected for Study

Occupational classification was based on the standard job titles and codes used by companies that use the common job evaluation system, as well as uniform job descriptions. (See appendix B.) The descriptions served as the basis for classification in other establishments. The occupations were chosen for their numerical importance, their usefulness in collective bargaining, or their representativeness of the pay structure in the industry.

Wage Data

The wage information relates to average straight-time hourly earnings, excluding premium pay for overtime and for work on weekends, holidays, and late shifts. Incentive payments, such as those resulting from piecework or production bonus systems and cost-of-living bonuses, were included as a part of the worker's regular pay but nonproduction bonus payments, such as Christmas or yearend bonuses, were excluded. Workers were considered as being on incentive if during the payroll period scheduled, any of their work was paid on this basis. The hourly earnings of salaried workers were obtained by dividing their straight-time salary by normal rather than actual hours.

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

Shift Practices

Data relate to the practices in those establishments operating extra shifts during the payroll period studied.

Supplementary Wage Provisions

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

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

Annual Paid Vacations. The summaries of annual vacation plans are limited to formal arrangements, excluding informal plans, whereby time off with pay is granted at the discretion of the employer or supervisor. Payments not on a time basis were converted; for example, a payment of 2 percent of annual earnings was considered the equivalent of 1 week's pay.

Health, Insurance, and Pension Plans. Data are presented for health, insurance, and pension 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 contributions¹³ plans are included only if the employer (1) contributes more than is required legally or (2) provides the employees with benefits which exceed the requirements of the law.

Tabulations of paid sick leave plans are limited to formal plans which provide full pay or a proportion of the worker's pay during absence from work because of illness; informal arrangements have been omitted.

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 for sickness or injury that involves an expense which goes beyond the normal coverage of hospitalization, medical, and surgical plans.

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

Supplementary Unemployment Benefits. Supplementary unemployment benefit data relate to formal provisions for supplementing benefits paid under State unemployment systems.

Technological Severance Pay. Data relate to formal provisions for payments to employees permanently separated as a result of force reduction which arises out of the introduction of new equipment or from the closing of a department, plant, or unit. These data do not include retirement severance pay.

¹³ The temporary disability laws in California and Rhode Island do not require employer contributions.

Appendix B. Occupational Descriptions

The primary purpose of preparing job descriptions for the Bureau's wage surveys is to assist its field staff in classifying into appropriate occupations workers who are employed under a variety of payroll titles and different work arrangements from establishment to establishment and from area to area. This permits the grouping of occupational wage rates representing comparable job content. Because of the emphasis on interestablishment and interarea 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.

The sources for the following descriptions of occupations selected for separate study were those used in establishments that use the common job evaluation system. The descriptions also were used in other establishments. The alphabetical and numerical code in the right margin is the job code used by establishments that use the common job evaluation system; it is not relevant in other establishments. Jobs under "Selected Departments" were limited to the indicated departments and those under "All Departments" relate to occupations found throughout the plant.

Selected Departments

Coke Works and Byproducts

	<u>Standard job code</u>
<u>BENZOL STILLMAN</u> Operates refining and distilling equipment.	<u>AA-05560</u>
<u>DOOR-MACHINE OPERATOR</u> Operates machine to remove and replace coke oven doors.	<u>AA-03050</u>
<u>HEATER</u> Heats material to specified temperatures.	<u>AA-01800</u>
<u>LIDMAN</u> Removes and replaces coke oven lids.	<u>AA-02020</u>

Selected Departments—Continued
Coke Works and Byproducts—Continued

	<u>Standard job code</u>
<u>PUSHER-OPERATOR</u>	<u>AA-03750</u>
Operates pusher machine to push coke from ovens and to level coal charge.	
<u>WHARFMAN</u>	<u>AA-06150</u>
Operates wharf gates to feed coke onto cars or belts. Quenches hot spots in coke.	
<u>Blast Furnaces, Ore Handling, and Sinter Plant</u>	
<u>CINDER SNAPPER</u>	<u>AB-05430</u>
Prepares and maintains cinder runner on blast furnace.	
<u>FIRST BLOWING ENGINEER</u>	<u>KA-01320</u>
Operates blowing engines and equipment supplying air to operating units.	
<u>KEEPER</u>	<u>AB-01940</u>
Directs and assists in the work activities necessary to the proper operation of a blast furnace casthouse.	
<u>KEEPER HELPER</u>	<u>AB-01945</u>
Assists in the work activities necessary to the proper operation of a blast furnace casthouse.	
<u>LARRYMAN</u>	<u>AB-01970</u>
Loads and operates larry car to charge material into blast furnaces, coke ovens, etc. May operate skip hoists, scales, record data, etc.	
<u>ORE-BRIDGE CRANEMAN</u>	<u>AB-00890</u>
Operates ore bridge which handles various materials to and from ore yard area.	
<u>SINTERING-MACHINE OPERATOR</u>	<u>AB-03910</u>
Operates various controls which govern speed of sintering, regulating burners, etc.	
<u>STOCK UNLOADER</u>	<u>AB-06030</u>
Unloads materials or products from railroad cars, trucks, barges, or boats. May use auxiliary equipment, such as vibrators, spuds, conveyors, and pumps.	

Selected Departments—Continued

Open Hearth Furnaces

	<u>Standard job code</u>
<u>CHARGING-MACHINE OPERATOR</u>	<u>AD-02890</u>
Operates mobile charging or drawing equipment to charge and/or draw material or product into or from furnances.	
<u>FIRST HELPER</u>	<u>AD-01830</u>
Operates open hearth furnace to produce steel.	
<u>LADLE CRANEMAN</u>	<u>AD-00940</u>
Operates an overhead traveling ladle crane to transport molten metal.	
<u>STOCKER, RAW MATERIALS</u>	<u>AD-05600</u>
Unloads and stocks raw materials; fills and trims charging boxes with raw materials, scrap, etc.	
<u>SECOND HELPER</u>	<u>AD-01840</u>
Assists first helper in the operation of an open hearth furnace.	
<u>SECOND STEEL POURER</u>	<u>AD-04560</u>
Assists first steel pourer as directed.	
<u>STOCKYARD CRANEMAN</u>	<u>AD-00900</u>
Operates overhead traveling stock yard crane to load, unload, and transport charging stock and other materials in the stock yard.	

Electric Furnaces

<u>FIRST HELPER</u>	<u>AE-01830</u>
Operates electric arc furnace to produce steel.	
<u>MOULDMAN</u>	<u>AE-02580</u>
Prepares moulds and stools to receive molten metal.	
<u>STOPPER MAKER</u>	<u>AE-02420</u>
Prepares and assembles stopper rods.	

Selected Departments—Continued

Basic Oxygen Furnaces

	<u>Standard job code</u>
<u>FURNACE OPERATOR</u>	<u>AJ-03500</u>
Operates oxygen furnace to produce steel.	
<u>FURNACEMAN, FIRST</u>	<u>AJ-01630</u>
Signals oxygen furnace operator to position furnace for charging, slag-off, tapping, and securing tests.	
<u>LADLE CRANEMAN</u>	<u>AJ-00940</u>
Operates an overhead traveling crane to transport molten metal for teeming ingots.	
<u>LADLE LINER</u>	<u>AJ-02040</u>
Lines and relines ladles used in basic oxygen furnaces.	
<u>STEEL POURER, FIRST</u>	<u>AJ-04550</u>
Pours or directs the pouring of steel into ingot moulds.	
<u>STOPPER MAKER</u>	<u>AJ-02420</u>
Prepares and assembles stopper rods.	

Foundry

<u>COREMAKER</u>	<u>HA-02210</u>
Makes any type of sand cores to be used in dry or green sand foundry moulds.	
<u>MOULDER</u>	<u>HA-02550</u>
Makes green or dry sand moulds, sets cores, and closes moulds for any type of foundry castings. Pours and directs pouring of moulds.	

Bloom, Slab, and Billet Mills

<u>BOTTOM MAKER</u>	<u>AG-02150</u>
Uses refractory materials, coke breeze, etc., to make and repair bottoms on soaking pits and/or heating or reheating furnaces.	

Selected Departments—Continued

Bloom, Slab, and Billet Mills—Continued

	<u>Standard job code</u>
<u>HOOKER</u>	<u>AH-01860</u>
Performs crane hooking, following, and unhooking.	
<u>MANIPULATOR</u>	<u>AG-02480</u>
Operates controls to manipulate ingots into position for entry into various passes of blooming mill.	
<u>PIT RECORDER</u>	<u>AG-04750</u>
Maintains records of all steel charged into and drawn from soaking pits.	
<u>SCARFER</u>	<u>AH-05080</u>
Burns out defects on billets, slabs, and blooms with hand scarfing torch. Checks and marks surface defects.	
<u>SOAKING-PIT CRANEMAN</u>	<u>AG-00990</u>
Operates overhead crane to charge and draw ingots at soaking pits.	
<u>SOAKING-PIT HEATER</u>	<u>AG-01800</u>
Heats materials to specified temperatures.	

Plates

<u>BURNING-MACHINE OPERATOR</u>	<u>CC-02830</u>
Sets up and operates burning machine to flame cut plates to specified sizes.	
<u>PLATE LAYEROUT</u>	<u>CC-01980</u>
Lays out and marks material for further processing according to prints or specifications.	

Bar Mills

<u>ASSISTANT BAR-MILL ROLLER</u>	<u>EA-04970</u>
Assists roller to direct and roll steel and to dismantle, adjust, and maintain mill and processing equipment.	

Selected Departments—Continued

Bar Mills—Continued

	<u>Standard job code</u>
<u>BAR CATCHER</u>	<u>EA-00520</u>
Uses tongs to catch bar from one roll stand, loop and feed it into next stand.	
<u>CHARGER</u>	<u>EA-00570</u>
Charges billets or blooms into heating furnaces.	
<u>ROUGHER</u>	<u>EA-04990</u>
Sets up, adjusts and regulates the rolls and guides on a continuous roughing train in a bar mill.	
<u>SHEARMAN</u>	<u>EA-05290</u>
Sets up and operates shear to cut product to specifications.	

Continuous Hot-Strip Mills

<u>ASSORTER</u>	<u>BH-00070</u>
Manually or by use of mechanical equipment, inspects and classifies sheet and tin products, such as tin, terne, zinc galvanize, or black plate.	
<u>COIL BANDER</u>	<u>BA-00190</u>
Wire-ties or bands coils from discharge end of coiling machine on continuous hot-strip mill.	
<u>COILER</u>	<u>BA-00780</u>
Operates controls to coil or recoil hot or cold product. May band or tag.	
<u>COIL FEEDER</u>	<u>BC-01450</u>
Manually or mechanically feeds material into a processing unit.	
<u>HEATER</u>	<u>BA-01800</u>
Heats material to specified temperature.	
<u>ROUGHER</u>	<u>BA-04990</u>
Roughs or directs the roughing of steel through a roughing stand or stands and directs the operations of related equipment.	

Selected Departments—Continued

Continuous Hot-Strip Mills—ContinuedStandard
job codeSTRIP FINISHERBA-01520

Sets up, adjusts, and/or operates finishing roll stand or stands in rolling processes.

STRIP-MILL CRANEMANBA-00970

Operates EOT crane to provide service for mill crews, maintenance crews, finishing department, and service shops in such work as changing of rolls, removal of cobbles, handling of machines, equipment parts, and construction material in maintenance, installation, and repair. This excludes cranes on which product handling is the predominant work.

Bar and Narrow Strip Finishing MillsBATCH PICKLER LOADERBC-02050

Loads and unloads material for batch pickling.

CHIPPEREB-00680

Manually or by use of chipping hammer removes defects from semifinished product.

COLD-SAW OPERATOREB-02940

Operates high speed friction cold saw and related mechanical equipment to cut rounds, angles, T-bars, etc.

SHEET CLEANERBC-00730

Sets up and operates the band leveler and scrubbing unit in pickle house.

Cold Strip and Sheet MillsASSISTANT TANDEM MILL ROLLERBD-04970

Assists roller to direct and roll cold steel.

COIL FEEDERBF-01450

Charges coils and operates the uncoiler processor unit during the shearing operation on flying shears.

Selected Departments—Continued
Cold Strip and Sheet Mills—Continued

	<u>Standard job code</u>
<u>CONTINUOUS ANNEALING LINE OPERATOR</u>	<u>BE-03310</u>
Operates a continuous annealing line to anneal alloy or carbon steel strip.	
<u>FLYING SHEARMAN</u>	<u>BF-05290</u>
Sets up and operates a flying shear to slit and end shear coiled strip steel to sheets.	
<u>STRIP INSPECTOR</u>	<u>BF-01910</u>
Checks thickness, width, length, camber, flatness, surface defects, edge defects, etc., on all material uncoiled and recoiled on the coil house units and makes disposition of material.	
<u>TANDEM MILL FEEDER</u>	<u>BD-01450</u>
Operates uncoiler to charge coils into first stand of three-stand tandem mill.	

Tube Finishing

<u>CUT-OFF MACHINE OPERATOR</u>	<u>FH-03010</u>
Operates lathe or roll-type machine to cut off, chamfer, trim, bevel, or cut to length.	
<u>STRAIGHTENER</u>	<u>FH-05610</u>
Sets up and operates straightening machine and makes necessary machine adjustments to properly straighten pipe.	

Rod and Wire Mills

<u>BUNDLER</u>	<u>GE-00410</u>
Bundles coiled wire for shipment.	
<u>COILER (ROD MILL)</u>	<u>EC-00780</u>
Operates reeling equipment to coil product.	
<u>NAIL-MACHINE OPERATOR</u>	<u>GL-03580</u>
Sets up, adjusts, and operates nail machines.	

Selected Departments—Continued

Rod and Wire Mills—Continued

	<u>Standard job code</u>
<u>STRAIGHTEN AND CUT OPERATOR</u>	<u>GC-04030</u>
Operates machine to straighten and cut material.	
<u>WIRE DRAWER (CONTINUOUS MACHINE)</u>	<u>GA-01150</u>
Operates one or more continuous wire-drawing machines to draw wire.	

All Departments

Maintenance

<u>AUTOMOBILE REPAIRMAN</u>	<u>04860</u>
Makes all necessary repairs, adjustments, and installations to all trucks and other gasoline powered equipment used throughout the plant.	
<u>BLACKSMITH</u>	<u>00250</u>
Forges, hammer-welds, and heat treats, iron and steel materials in the construction, maintenance, and repair of plant equipment.	
<u>BOILERMAKER</u>	<u>02140</u>
Lays out, fabricates, assembles, erects, or makes repairs for all types of structural, boiler and plate work.	
<u>BRICKLAYER</u>	<u>00360</u>
Lays brick and performs masonry work in plant maintenance and construction.	
<u>CARPENTER</u>	<u>00470</u>
Performs any type of carpentry work in the maintenance and construction of mill and office buildings and equipment.	
<u>ELECTRICIAN (ARMATURE WINDER)</u>	<u>01280</u>
Tests, dismantles, repairs, rewinds, and assembles armatures, stators, rotors, commutators, and field coils for any size, type, and style of electric motors and generators in shop or field.	
<u>ELECTRICIAN (LINEMAN)</u>	<u>01290</u>
Installs, repairs, and maintains all power transmission lines, transformers, and related equipment in plant maintenance and constructions. Works from power towers and power distribution centers.	

All Departments—Continued

Maintenance—Continued

	<u>Standard job code</u>
<u>ELECTRICIAN (SHOP)</u>	<u>01300</u>
Inspects, tests, dismantles, and makes mechanical and electrical repairs to all types of electrical equipment within the plant.	
<u>ELECTRICIAN (WIREMAN)</u>	<u>01310</u>
Works on high tension lines which are 440 volts or more. Also may inspect, repair, install, and wire electrical apparatus, devices, and circuits of other voltages.	
<u>ELECTRONIC REPAIRMAN</u>	<u>06600</u>
Installs, repairs, constructs, adjusts, modifies, and services all types of electronic equipment.	
<u>INSTRUMENT REPAIRMAN</u>	<u>04840</u>
Installs, repairs, calibrates, tests, and adjusts any type of integrating, indicating, or graphic electrical or mechanical instrument.	
<u>LEAD BURNER</u>	<u>00430</u>
Inspects, dismantles, installs, repairs, fabricates, and tests any type of lead lining or parts for process equipment.	
<u>MACHINIST</u>	<u>02100</u>
Sets up and operates all types of machine tools and performs all types of layout, fitting, and assembly work.	
<u>MILLWRIGHT</u>	<u>02530</u>
Inspects, repairs, replaces, installs, adjusts, and maintains all mechanical equipment in major producing departments or in an assigned area.	
<u>MILLWRIGHT HELPER</u>	<u>02535</u>
Assists millwright to inspect, repair, replace, install, adjust, and maintain all mechanical equipment in major producing departments or in an assigned area.	
<u>MOTOR INSPECTOR</u>	<u>01900</u>
Inspects, repairs, replaces, installs, adjusts, and maintains electrical motors and related controls within the plant or in designated areas.	
<u>PAINTER</u>	<u>04330</u>
Performs interior and exterior hand and spray painting for the maintenance and construction of mill and office buildings and equipment.	

All Departments—Continued

Maintenance—Continued

	<u>Standard job code</u>
<u>PATTERNMAKER</u>	<u>02310</u>
Lays out, constructs, and repairs any type of wood pattern and core box used in foundry.	
<u>PIPEFITTER</u>	<u>01570</u>
Lays out, installs, maintains, and repairs all types of pipelines, fittings, and fixtures in plant maintenance and construction.	
<u>PIPEFITTER HELPER</u>	<u>01575</u>
Assists pipefitter in the installation, maintenance, and repair of all types of pipelines, fittings, and fixtures in plant maintenance and construction.	
<u>RIGGER</u>	<u>04930</u>
Dismantles, erects, and moves all types of heavy equipment and structures in plant maintenance and construction.	
<u>ROLL TURNER</u>	<u>06010</u>
Operates roll lathe for turning all types of new and used iron, steel, and alloy rolls to finished size, contour, and surface for rolling any shape or flat section.	
<u>SHEET-METAL WORKER</u>	<u>05310</u>
Performs any tin or sheet metal work in plant maintenance and construction.	
<u>TOOLMAKER</u>	<u>02460</u>
Makes and repairs tools, jigs, fixtures, gages, templets, dies, machine parts, and instrument parts.	
<u>WELDER</u>	<u>06120</u>
Performs all kinds of welding, brazing, and cutting on any type of metal.	
<u>General Labor</u>	
<u>JANITOR</u>	<u>01930</u>
Cleans offices, wash houses, sanitary stations, etc.	
<u>LABORER</u>	<u>01950</u>
Performs general labor work in or about the plant.	

All Departments—Continued

Transportation and YardStandard
job codeLOCOMOTIVE CRANEMAN00930

Operates any type of mobile crane to handle or transport tools, material, or equipment.

LOCOMOTIVE ENGINEER (GENERAL)01350

Operates a standard gage diesel electric locomotive in general plant switching to move freight cars on sidings in the plant and on various tracks in plant area.

Power and FuelFIRST POWER ENGINEER01380

Operates, inspects, and adjusts gas engine, steam or turbogenerators, and auxiliary equipment in powerplant.

Metallurgical and ChemicalTEST PREPARER90095

Prepares samples for spectrographic analysis.

METALLURGICAL ANALYST90059

Collects and analyzes data pertaining to performance of experimental and special heats and prepares special reports.

Industry Wage Studies

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

I. Occupational Wage Studies

Manufacturing

- Basic Iron and Steel, 1962. BLS Bulletin 1358 (30 cents).
Candy and Other Confectionery Products, 1965. BLS Bulletin 1520 (30 cents).
*Canning and Freezing, 1957. BLS Report 136.
Cigar Manufacturing, 1967. BLS Bulletin 1581 (25 cents).
Cigarette Manufacturing, 1965. BLS Bulletin 1472 (20 cents).
Cotton Textiles, 1965. BLS Bulletin 1506 (40 cents).
Distilled Liquors, 1952. Series 2, No. 88.
- Fabricated Structural Steel, 1964. BLS Bulletin 1463 (30 cents).
Fertilizer Manufacturing, 1966. BLS Bulletin 1531 (30 cents).
Flour and Other Grain Mill Products, 1967. BLS Bulletin 1576 (25 cents).
Fluid Milk Industry, 1964. BLS Bulletin 1464 (30 cents).
Footwear, 1965. BLS Bulletin 1503 (50 cents).
Hosiery, 1964. BLS Bulletin 1456 (45 cents).
- Industrial Chemicals, 1965. BLS Bulletin 1529 (40 cents).
Iron and Steel Foundries, 1962. BLS Bulletin 1386 (40 cents).
Leather Tanning and Finishing, 1963. BLS Bulletin 1378 (40 cents).
Machinery Manufacturing, 1966. BLS Bulletin 1563 (70 cents).
Meat Products, 1963. BLS Bulletin 1415 (75 cents).
Men's and Boys' Shirts (Except Work Shirts) and Nightwear, 1964. BLS Bulletin 1457 (40 cents).
Men's and Boys' Suits and Coats, 1963. BLS Bulletin 1424 (65 cents).
Miscellaneous Plastics Products, 1964. BLS Bulletin 1439 (35 cents).
Miscellaneous Textiles, 1953. BLS Report 56.
Motor Vehicles and Motor Vehicle Parts, 1963. BLS Bulletin 1393 (45 cents).
- Nonferrous Foundries, 1965. BLS Bulletin 1498 (40 cents).
Paints and Varnishes, 1965. BLS Bulletin 1524 (40 cents).
Paperboard Containers and Boxes, 1964. BLS Bulletin 1478 (70 cents).
Petroleum Refining, 1965. BLS Bulletin 1526 (30 cents).
Pressed or Blown Glass and Glassware, 1964. BLS Bulletin 1423 (30 cents).
*Processed Waste, 1957. BLS Report 124.
Pulp, Paper, and Paperboard Mills, 1962. BLS Bulletin 1341 (40 cents).
Radio, Television, and Related Products, 1951. Series 2, No. 84.
Railroad Cars, 1952. Series 2, No. 86.
*Raw Sugar, 1957. BLS Report 136.
- Southern Sawmills and Planing Mills, 1965. BLS Bulletin 1519 (30 cents).
Structural Clay Products, 1964. BLS Bulletin 1459 (45 cents).
Synthetic Fibers, 1966. BLS Bulletin 1540 (30 cents).
Synthetic Textiles, 1965. BLS Bulletin 1509 (40 cents).
Textile Dyeing and Finishing, 1965-66. BLS Bulletin 1527 (45 cents).
*Tobacco Stemming and Redrying, 1957. BLS Report 136.
West Coast Sawmilling, 1964. BLS Bulletin 1455 (30 cents).
Women's and Misses' Coats and Suits, 1965. BLS Bulletin 1508 (25 cents).

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

I. Occupational Wage Studies—Continued

Manufacturing—Continued

- Women's and Misses' Dresses, 1966. BLS Bulletin 1538 (30 cents).
Wood Household Furniture, Except Upholstered, 1965. BLS Bulletin 1496 (40 cents).
* Wooden Containers, 1957. BLS Report 126.
Wool Textiles, 1966. BLS Bulletin 1551 (45 cents).
Work Clothing, 1964. BLS Bulletin 1440 (35 cents).

Nonmanufacturing

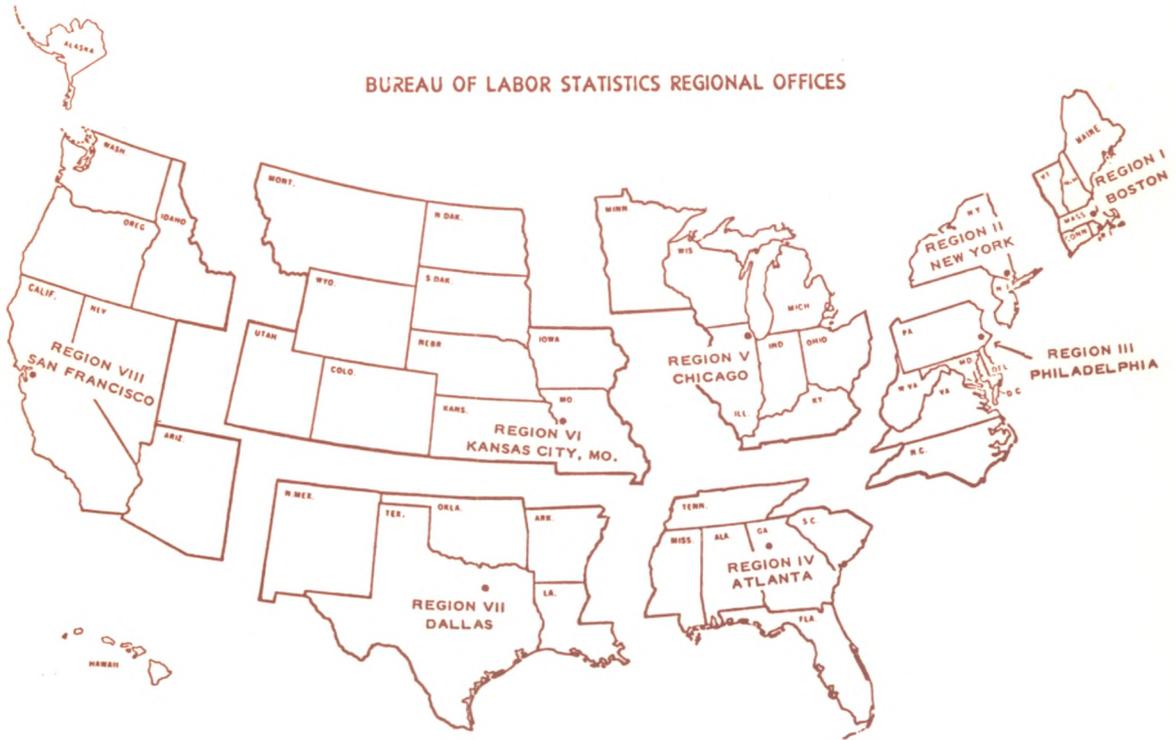
- Auto Dealer Repair Shops, 1964. BLS Bulletin 1452 (30 cents).
Banking, 1964. BLS Bulletin 1466 (30 cents).
Bituminous Coal Mining, 1962. BLS Bulletin 1383 (45 cents).
Communications, 1966. BLS Bulletin 1582 (20 cents).
Contract Cleaning Services, 1965. BLS Bulletin 1507 (30 cents).
Crude Petroleum and Natural Gas Production, 1960. BLS Report 181.
Department and Women's Ready-to-Wear Stores, 1950. Series 2, No. 78.
Eating and Drinking Places, 1966-67. BLS Bulletin 1588 (40 cents).
Electric and Gas Utilities, 1962. BLS Bulletin 1374 (50 cents).
Hospitals, 1966. BLS Bulletin 1553 (70 cents).
Hotels and Motels, 1966-67. BLS Bulletin 1587 (40 cents).
Laundry and Cleaning Services, 1966. BLS Bulletin 1544 (60 cents).
Life Insurance, 1966. BLS Bulletin 1569 (30 cents).
Motion Picture Theaters, 1966. BLS Bulletin 1542 (35 cents).
Nursing Homes and Related Facilities, 1965. BLS Bulletin 1492 (45 cents).

II. Other Wage Studies

- Factory Workers' Earnings—Distribution by Straight-Time Hourly Earnings, 1958.
BLS Bulletin 1252 (40 cents).
Factory Workers' Earnings—Selected Manufacturing Industries, 1959.
BLS Bulletin 1275 (35 cents).
Employee Earnings and Hours in Nonmetropolitan Areas of the South and North Central
Regions, 1965. BLS Bulletin 1552 (50 cents).
Employee Earnings and Hours in Eight Metropolitan Areas of the South, 1965.
BLS Bulletin 1533 (40 cents).
Employee Earnings and Hours in Retail Trade, June 1965—
Retail Trade (Overall Summary). BLS Bulletin 1501 (50 cents).
Food Stores. BLS Bulletin 1501-3 (30 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 Retail Trade, June 1966—
Building Materials, Hardware, and Farm Equipment Dealers. BLS Bulletin 1584-1
(30 cents).
General Merchandise Stores. BLS Bulletin 1584-2 (55 cents).
Automotive Dealers and Gasoline Service Stations. BLS Bulletin 1584-4 (50 cents).
Apparel and Accessory Stores. BLS Bulletin 1584-5 (55 cents).

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

BUREAU OF LABOR STATISTICS REGIONAL OFFICES



Region I
1603-B Federal Building
Government Center
Boston, Mass. 02203
Phone: 223-6762 (Area Code 617)

Region II
341 Ninth Ave.
New York, N. Y. 10001
Phone: 971-5405 (Area Code 212)

Region III
406 Penn Square Building
1317 Filbert St.
Philadelphia, Pa. 19107
Phone: 597-7716 (Area Code 215)

Region IV
Suite 540
1371 Peachtree St. NE.
Atlanta, Ga. 30309
Phone: 526-5418 (Area Code 404)

Region V
219 South Dearborn St.
Chicago, Ill. 60604
Phone: 353-7230 (Area Code 312)

Region VI
Federal Office Building
911 Walnut St., 10th Floor
Kansas City, Mo. 64106
Phone: 374-2481 (Area Code 816)

Region VII
337 Mayflower Building
411 North Akard St.
Dallas, Tex. 75201
Phone: 749-3616 (Area Code 214)

Region VIII
450 Golden Gate Ave.
Box 36017
San Francisco, Calif. 94102
Phone: 556-4678 (Area Code 415)

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

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