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INDUSTRY WAGE SURVEY

Pulp, Paper and Paperboard Mills

OCTOBER 1967

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UNITED STATES DEPARTMENT OF LABOR

BUREAU OF LABOR STATISTICS

INDUSTRY WAGE SURVEY

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December 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 benefits in pulp, paper, and paperboard mills in October 1967.

The survey was conducted in the Bureau's Office of Wages and Industrial Relations by the Division of Occupational Wage Structures. The analysis was prepared by Michael J. Tighe. Field work for the survey was directed by the Assistant Regional Directors for Operations.

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

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Industry Wage Survey—

Pulp, Paper, and Paperboard Mills, October 1967

Summary

Straight-time earnings of production and related workers in pulp, paper, and paperboard mills, exclusive of workers in converted paper products departments, averaged \$2.95 an hour in October 1967.¹ Earnings of 95 percent of these 168,413 workers were within a range of \$2 to \$4 an hour; the middle half earned between \$2.59 and \$3.24. Men, accounting for 97 percent of the industry's work force, averaged \$2.96 an hour, compared with \$2.49 for women.

Regionally, average hourly earnings for production workers ranged from \$2.68 in New England to \$3.39 in the Pacific. The Southeast and the Southwest with identical averages of \$3.11 were the only other regions where averages exceeded \$3 an hour.²

Production workers in both papermills and paperboard mills—constituting two-thirds and three-tenths, respectively, of the workers covered by the study—had identical averages, \$2.94 an hour. The higher national average of \$3.17 for workers in separate pulpmills largely reflects the heavy concentration of these workers in the Southeast and Pacific.

Among the occupations studied separately, national averages ranged from \$2.50 an hour for janitors to \$3.70 for recovery operators, sulphate process. Earnings of workers in machine-room jobs, as well as in stock preparation and finishing jobs, varied considerably by type of paper or paperboard manufactured. Nationwide averages for paper-machine tenders, for example, ranged from \$3.25 an hour for tenders of machines producing special industrial paper to \$4.63 for those tending newsprint and groundwood paper machines. Occupational averages also varied by location and size of mill, and for machine-room jobs, by width of machine.

Paid holidays, usually 8 days annually, were provided to virtually all of the workers. All establishments granted paid vacations. Typical provisions ranged from 1 week's pay after 1 year of service to 5 weeks' pay after

25 years. One-fourth of the workers were covered by provisions for 6 weeks' vacation pay after 30 years of service. Various health, insurance, and retirement benefits also were widespread in the industry.

Industry Characteristics

Mills primarily engaged in manufacturing paper employed two-thirds of the 197,919³ production and related workers covered by the survey. Paperboard mills accounted for another three-tenths of the work force, and the remaining workers were in separate pulpmills where operations were limited to manufacturing pulp from wood or other materials. Most pulp produced by separate pulpmills is used by paper and paperboard mills; about three-fourths of the pulpmill workers were in establishments owned by paper or paperboard companies. Paper and paperboard mills also typically manufacture at least part of their pulp requirements in integrated pulpmaking departments. Such integrated establishments accounted for about two-thirds of the combined employment in paper and paperboard mills. Slightly more than four-fifths of the workers in paper and paperboard mills were in establishments where the products were made primarily from woodpulp; most of the remainder were in mills that mainly used waste paper or reclaimed fibers to manufacture paper or paperboard.

The manufacture of woodpulp involves the separation of the cellulose fibers from wood by mechanical or chemical processes or a combination of the two (semichemical process). The three basic chemical processes

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

Data for an estimated 29,506 workers employed in converted paper products departments of mills covered by the study are excluded from the regular earnings tabulations and are presented separately in table 6. The inclusion of these workers would reduce the nationwide average by an estimated 3 cents an hour.

² For definition of regions, see footnote 1 of table in appendix A.

³ Includes the 29,506 workers in converted paper products departments of paper and paperboard mills covered by the study.

are soda, sulphate, and sulphite. The type of wood available is a determining factor in the process used. The development of the sulphate process made possible the large scale use of southern pine; the more recent semichemical process allows easier processing of hardwoods. In each of the chemical processes, pulpwood logs are reduced to small chips which are then cooked in large tanks called "digesters." Chemicals, steam, and pressure combine to remove lignin and other impurities, leaving a residue of nearly pure cellulose pulp. The pulp then is washed and refined in preparation for the papermaking machines.

The pulp is pumped to the paper machine which forms a smooth wet sheet, presses, and dries it into paper or paperboard. A number of finishing operations, such as slitting, cutting, and testing may then be performed. Most mills ship their paper elsewhere for conversion into paper products, but about one-third of the papermills and a similar proportion of the paperboard mills in the survey had their own converted paper products departments.

Output per production worker man-hour in the industry rose 16 percent between 1962—the year of a similar wage survey in the industry⁴—and 1965.⁵ This rise was accompanied by a 19-percent increase in output, while total production worker man-hours remained relatively stable. Among the factors contributing to the industry's increased productivity are the more widespread use of continuous pulp processing, increased mechanization of material handling, and the expansion of semichemical pulp processing.⁶ Industry expenditures for new plant and equipment rose from \$436 million in 1962 to \$943 million in 1966.⁷

The Great Lakes and the Southeast regions each accounted for about one-fourth of the industry's work force at the time of the study. New England and the Middle Atlantic regions, each with slightly less than one-sixth of the workers, the Pacific with one-tenth, and the Southwest with somewhat less than one-tenth, accounted for most of the remaining workers. In all regions, papermills employed a majority of the workers, 55 to 85 percent. The proportion of workers in paperboard mills ranged from about one-eighth in New England to approximately two-fifths in the Southeast and Southwest. Only in the Pacific was as much as one-tenth of the work force in separate pulpmills. The proportions of workers in mills producing at least some woodpulp, however, were about one-half in

the Great Lakes and Middle Atlantic, three-fifths in New England, three-fourths in the Pacific, and more than nine-tenths in the Southeast and Southwest.

Metropolitan areas⁸ accounted for slightly more than two-fifths of the production workers in both paper and paperboard mills and slightly less than one-tenth of the pulpmill workers. Regionally, the approximate proportions of papermill workers in metropolitan areas were four-fifths in the Pacific, two-thirds in the Middle Atlantic, one-half in the Southeast, two-fifths in the Southwest, and three-tenths in both New England and the Great Lakes. The corresponding proportions of paperboard mill workers were approximately seven-eighths in New England, seven-tenths in the Middle Atlantic, one-half in the Great Lakes, two-fifths in the Pacific, one-third in the Southeast, and one-fifth in the Southwest.

Workers employed in pulp, paper, and paperboard mills are engaged largely in operating and maintaining mechanical and chemical processing equipment and do a minimum of material handling. A typical integrated pulp and papermill covers several acres. Seven-eighths of the workers covered by the study were in establishments that employed 250 production workers or more and about half, 46 percent, were in mills that employed 1,000 workers or more. Generally, papermills were larger than the two other types of mills, as indicated in the following tabulation.

Workers	Percent of production workers in—		
	Pulp-mills	Paper-mills	Paperboard mills
Total -----	100	100	100
50 to 249 workers -----	5	9	22
250 to 999 workers -----	76	38	45
1,000 workers and over--	19	53	33

⁴ See Industry Wage Survey: Pulp, Paper, and Paperboard Mills, January 1962 (BLS Bulletin 1341, 1962).

⁵ Indexes of Output Per Man-Hour, Selected Industries, 1939 and 1947-66 (BLS Bulletin 1572, 1967). Estimates of output per man-hour for the industry include data for building paper and paperboard mills, which are excluded from the wage survey; these mills employed approximately 10,000 workers at the time of the survey.

⁶ Technological Trends in Major American Industries (BLS Bulletin 1474, 1966), pp. 161 and 162.

⁷ Source: U.S. Department of Commerce, Bureau of the Census, 1963 Census of Manufactures and 1966 Annual Survey of Manufactures.

⁸ Standard Metropolitan Statistical Areas as defined by the U.S. Bureau of the Budget through April 1967.

The proportions of workers in the three employment-size groups also varied by region. For example, the proportions of workers in papermills that employed 1,000 workers or more amounted to about seven-eighths in the Southeast, two-thirds in the Southwest, and about two-fifths in each of the remaining regions.

Mills that had collective bargaining agreements covering a majority of their production workers accounted for over nine-tenths of the industry's work force. The proportions were virtually all in the Great Lakes and Pacific regions and more than nine-tenths in all other regions, except New England, where seven-eighths of the workers were in mills that had collective bargaining agreements. The United Papermakers and Paperworkers (UPP) and the International Brotherhood of Pulp, Sulphite and Paper Mill Workers (PSPMW), the major labor organizations in the industry, had collective bargaining agreements with mills that employed a large majority of the workers in each of the regions, except the Pacific where the Association of Western Pulp and Paper Workers (Ind.) was the major union. In many instances, various groups of workers (e.g., processing, maintenance) in the same mill were represented by different labor organizations. The UPP and PSPMW were frequently party to the same collective bargaining agreement.

Men accounted for 97 percent of the production workers, exclusive of those in the converted paper products departments. Except for a few occupations (e.g., testers, janitors, and some finishing jobs), all workers in the occupations selected for separate study were men. Men also accounted for seven-tenths of the 29,506 workers in converted paper products departments.

Time rates, which were mostly under formal plans providing single rates for individual occupations, applied to nearly all of the industry's production workers (table 22). Several collective bargaining agreements in the industry provide for the periodic adjustment of wage rates for machine-room jobs (paper-machine tenders, back tenders, third hands, etc.) based on machine speeds during a previous time period. In addition to machine speeds, one major contract included adjustment factors such as width of the machine wire, tonnage, and grade of paper.

Average Hourly Earnings

Straight-time earnings of production and related workers (exclusive of those in converted paper products departments) in the industry averaged \$2.95 an hour in October 1967 (table 1).⁹ This represented an increase of about 25 percent over the average of \$2.35, recorded in a January 1962 survey of the industry.¹⁰ Much of this rise was due to general wage increases granted under the terms of collective bargaining agreements. Agreements in the industry usually cover a 2- or 3-year period, and typically provide for general wage increases at the beginning of the agreement and at least one deferred increase during the life of the contract.¹¹

The 164,185 men averaged \$2.96 an hour, 47 cents more than the 4,228 women. The average wage advantage for men ranged from 17 cents in the Middle Atlantic to 64 cents in the Pacific. Differences in average pay levels between men and women in the industry were partly due to variations in the distribution of the sexes among jobs with different pay rates. Differences noted in averages for the few jobs in which data are presented for both men and women may reflect minor differences in duties. Job descriptions used to classify workers in industry wage surveys usually are more generalized than those found in individual establishments to allow for minor differences in specific duties performed.

Regionally, overall average hourly earnings of production workers were lowest in New England (\$2.68) and highest in the Pacific region (\$3.39). Identical averages of \$3.11

⁹ The straight-time average hourly earnings in this bulletin differ in concept from the gross average hourly earnings published in the Bureau's monthly hours and earnings series. 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 for paper and pulp, unlike this survey, also includes establishments primarily engaged in manufacturing building paper and building board from woodpulp and other fibrous materials. The monthly series also includes data for workers in converted paper products departments of paper and paperboard mills; in this study, data for these workers are excluded from the tabulations for the regular pulp, paper, and paperboard departments and are shown separately.

¹⁰ See Industry Wage Survey: Pulp, Paper, and Paperboard Mills (BLS Bulletin 1341, 1962), p. 8.

¹¹ The Bureau's series on current wage developments provides monthly reports on general wage changes in major collective bargaining situations, including those for workers in pulp, paper, and paperboard mills.

were reported in the Southeast and Southwest regions. In the Great Lakes and Middle Atlantic regions, the averages were \$2.85 and \$2.79, respectively. Regional variations in all-worker averages reflect, in part, differences in the distribution of employment by type of mill, size of mill, and size of community.

Nationwide, workers in separate pulpmills averaged \$3.17 an hour compared with \$2.94 in both paper and paperboard mills. Nine-tenths of the pulpmill workers, however, were located in the relatively high paying Southeast and Pacific regions, where averages for all three groups were quite similar. In the Southeast, papermill workers averaged 5 cents less than paperboard mill workers and 2 cents less than workers in pulpmills, who averaged \$3.15; in the Pacific region, the average in both paper and paperboard mills exceeded the \$3.36 of the pulpmill workers by 3 cents.

Workers in mills with employment of 1,000 or more averaged \$3.04 nationally, compared with \$2.97 for those in mills with employment of 250-999 and \$2.56 for those in mills with employment of 50-249. In the three regions where comparisons could be made, workers in mills with employment of 250 or more had substantially higher earnings than those in smaller establishments.

In both metropolitan and nonmetropolitan areas workers averaged \$2.95 an hour, although some variations among the regions were recorded. Average hourly earnings in Middle Atlantic metropolitan areas exceeded those in smaller communities by 15 cents; in the Southeast, nonmetropolitan earnings averaged 9 cents higher than those in metropolitan areas. In both New England and the Pacific regions averages were the same for the two community-size groups and in the Southwest and Great Lakes, differences amounted to 4 cents.

Individual earnings of 95 percent of the workers covered by the study ranged from \$2 to \$4 an hour; the middle half fell between \$2.59 and \$3.24 (table 2). One-sixth of the workers earned \$3.50 or more, and as the following tabulation indicates, this proportion was highest in pulpmills and lowest in papermills.

Average hourly earnings	Percent of production workers earning specified amounts of pay in—			
	All mills	Pulp-mills	Paper-mills	Paperboard mills
Total -----	100.0	100.0	100.0	100.0
Under \$2.00 -----	1.3	0.1	0.7	2.6
\$2.00 and under \$2.50--	14.4	3.4	14.3	16.1
\$2.50 and under \$3.00--	46.4	40.9	48.6	42.1
\$3.00 and under \$3.50--	21.3	27.3	21.6	19.8
\$3.50 and under \$4.00--	13.2	23.6	11.6	15.7
\$4.00 and over -----	3.4	4.5	3.2	3.7

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

The 29,506 production workers employed in converted paper products departments averaged \$2.72 an hour (table 6). Men, accounting for seven-tenths of these workers, averaged \$2.80, compared with \$2.50 for women. Regionally, the Pacific had the highest average, \$2.97; averages in the other regions ranged from \$2.43 in New England to \$2.77 in the Southeast.

Occupational Earnings

Workers in the 47 occupations for which hourly earnings are presented in table 7 constituted slightly more than two-fifths of the industry's production worker employment, exclusive of workers in converted paper products departments. Averages ranged from \$2.50 for janitors to \$3.70 for recovery operators, sulphate process. Averages for most of the individual occupations permitting comparisons for all regions were highest in the Pacific and lowest in New England. Exceptions, for example, were hydrapulpers who averaged \$2.55 in New England compared with \$2.44 in the Southwest, and crane operators who averaged \$3.77 in the Southeast, 43 cents more an hour than their counterparts in the Pacific region.

Among pulpmaking department jobs, cooks averaged \$3.62 an hour; bleachers, \$3.43; cooks' first helpers, \$3.07; and grinder men, \$2.78. Where comparisons could be made, wage relationships by pulpmaking process, e.g., sulphate, sulphite, were not consistent. Bleachers on the sulphate process, for example, averaged 16 cents more an hour than those on the sulphite process in the Middle Atlantic region and 25 cents an hour less in the Great Lakes region. Nine-tenths of the workers in pulpmaking jobs were in paper and paperboard mills.

Among machine-room jobs, paper-machine tenders averaged \$3.62; back tenders, \$3.27; third hands, \$3; fourth hands, \$2.80; and fifth hands, \$2.73. Together, these occupations accounted for almost 21,000 workers. Earnings in machine-room jobs varied considerably according to width of machine and the types of paper or paperboard produced (table 11). Thus, the national average for tenders of paper machines up to 100 inches wide was \$3.05; for machines 101 to 150 inches, \$3.49; 151 to 200 inches, \$4.08; and over 200 inches, \$4.70. Within the latter machine-width group, averages for paper-machine tenders ranged from \$4.44 for fine grades of paper to \$5.20 for newsprint and groundwood.

Millwrights, the most numerous of the maintenance workers studied separately, averaged \$3.48. Maintenance machinists averaged \$3.50, and electricians and pipefitters averaged \$3.56. Power truckers, mostly forklift operators, averaged \$2.74.

For a large majority of the occupations that permitted comparisons, national averages in separate pulpmills exceeded averages in paper and paperboard mills (tables 8, 9, and 10). However, in the Pacific and Southeast regions, some occupational averages in paper and paperboard mills were as high or higher than those in separate pulpmills. Workers in papermill jobs generally averaged more than their counterparts in paperboard mills in all regions except the Southeast.

Occupational averages were usually higher in nonmetropolitan areas than in the larger communities and higher in mills that employed 1,000 workers or more than in smaller mills (tables 12 and 13). The higher pay position for workers in large mills also held when comparisons were directed to the same community size (table 14).

Individual earnings of workers in the occupations for which separate data are presented in tables 15 through 21, tended to be concentrated within comparatively narrow limits. For example, in each region for which separate data are shown, hourly earnings of a majority of the crane operators; cooks, sulphate process; grindermen; and janitors fell within 30-cent ranges or less. Extensive collective bargaining agreement coverage and the widespread use of single-rate wage systems are among the factors contributing to the comparatively narrow range of earnings for workers performing similar tasks.

Establishment Practices and Supplementary Wage Provisions

Data were obtained also for production workers¹² on work schedules, shift practices, and selected supplementary benefits including paid holidays and vacations; life insurance; sickness and accident insurance; hospitalization, surgical, and medical benefits; and retirement plans.

Scheduled Weekly Hours. A work schedule of 40 hours a week was in effect in mills that employed two-thirds of the industry's production workers in October 1967 (table 23). Mills that employed most of the remaining workers reported 42 or 48 hours as their predominant schedule. A majority of production workers were scheduled to work 40 hours a week in all regions, except the Middle Atlantic. In that region, 40-hour schedules applied to slightly less than two-fifths of the workers and 42- and 48-hour schedules each applied to nearly one-fourth.

Shift Differential Practices. Nearly all establishments in the industry maintained operations on a 24-hour basis by operating three rotating shifts. Almost two-thirds of all production workers were assigned to these rotating shifts on which employees periodically worked day, evening, and night schedules¹³ (table 24). Workers on evening schedules generally received from 6 to 9 cents an hour above day rates and those on night schedules usually received from 9 to 16 cents.¹⁴ Shift differentials varied by region. For example, evening rates were typically 6 or 7 cents an hour above day rates in the Southeast and Southwest but 9 cents above day rates in the Pacific region. For night schedules, shift differentials were usually 9 or 10 cents an hour in the Southeast and Southwest and 15 cents in the Pacific. Virtually all establishments operated one or more fixed shifts in addition to rotating shifts; fixed shift workers, accounting for about one-third of the industry's work force, were assigned mostly to day schedules. In most mills, workers in processing jobs were assigned to rotating shifts, and maintenance and other indirect labor to fixed shifts.

¹² Data on establishment practices and supplementary wage benefits relate to all production workers, including those in converted paper products departments.

¹³ In nearly all mills, workers assigned to rotating shifts changed shifts every week. A few mills changed shifts at other intervals, most commonly every 2 weeks.

¹⁴ A few mills paid the same differential to all workers on rotating shifts, regardless of the schedule worked.

Paid Holidays. Paid holidays, usually 8 days annually, were provided for virtually all production workers (table 25). Provisions for 8 paid holidays a year were predominant in each of the selected regions. However, substantial proportions of the workers in all regions, except the Pacific, were provided 7 or 9 paid holidays a year.

Paid Vacations. Paid vacations, after qualifying periods of service, were provided by all mills studied (table 26). Vacation pay provisions typical in all regions were 1 week after 1 year of service, 2 weeks after 3 years, 3 weeks after 10 years, 4 weeks after 20 years, and 5 weeks after 25 years. Provisions for 6 weeks' pay after 30 years of service, applying to one-fourth of the production workers, were reported in each of the regions, except the Pacific.

Health, Insurance, and Retirement Plans. Life, hospitalization, and surgical insurance, for which employers paid at least part of the cost, were available to nearly all production workers (table 27). Sickness and accident insurance applied to about 95 percent; medical insurance, to slightly more than nine-tenths; and accidental death and dismemberment plans, to about three-fourths. Catastrophe (major medical insurance) covered approximately three-fifths of the workers. The incidence of most health and insurance plans did not vary greatly among regions. A notable exception was catastrophe insurance, which

covered almost all workers in the Pacific region but less than half of those in the Southeast, Southwest, and Middle Atlantic.

Hospitalization, surgical, and medical insurance plans covering employees and their dependents were available to a large majority of the work force. Such plans usually were financed jointly by the employer and employees. Plans covering the employees only almost always were financed wholly by the employer.

Pension plans, providing for regular payments to retirees (other than Federal social security benefits), were provided to more than 95 percent of the workers. For the most part, such plans were financed wholly by the employer.

Other Selected Benefits. Paid funeral leave was provided by mills employing almost all of the production workers (table 28). Provisions for paid jury-duty leave applied to seven-tenths of the workers in the Great Lakes region and to at least nine-tenths in the other five regions. Provisions for severance pay to employees permanently separated from the company through no fault of their own, as in the case of a plant or department closing, applied to almost three-tenths of the production workers. Among the regions, severance pay was most common in the Southwest, where it was available to seven-tenths of the workers.

Table 1. Average Hourly Earnings: By Selected Characteristics

(Number and average straight-time hourly earnings¹ of production workers in pulp, paper, and paperboard mills by selected characteristics, United States and selected regions, October 1967)

Item	United States ²		New England		Middle Atlantic		Southeast		Southwest		Great Lakes		Pacific	
	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings
<u>All mills</u>														
All production workers -----	168,413	\$2.95	26,832	\$2.68	21,743	\$2.79	41,843	\$3.11	13,002	\$3.11	44,235	\$2.85	15,921	\$3.39
Men -----	164,185	2.96	26,045	2.69	21,333	2.79	41,059	3.12	12,835	3.12	42,273	2.87	15,865	3.39
Women -----	4,228	2.49	787	2.33	410	2.62	784	2.55	167	2.71	1,962	2.48	56	2.75
<u>Type of mill</u> ³														
Pulpmills -----	6,406	3.17	-	-	-	-	3,558	3.15	-	-	-	-	2,210	3.36
Papermills -----	113,403	2.94	23,715	2.69	16,224	2.87	20,734	3.08	7,406	3.14	34,210	2.88	8,663	3.39
Paperboard mills -----	48,604	2.94	2,692	2.56	5,519	2.55	17,551	3.13	5,596	3.06	9,812	2.72	5,048	3.39
<u>Size of community</u>														
Metropolitan areas ⁴ -----	68,650	2.95	9,974	2.68	14,078	2.84	15,132	3.05	3,794	3.14	15,744	2.82	9,395	3.39
Nonmetropolitan areas -----	99,763	2.95	16,858	2.68	7,665	2.69	26,711	3.14	9,208	3.10	28,491	2.86	6,526	3.39
<u>Size of mill</u>														
50-249 workers -----	22,862	2.56	4,653	2.49	6,860	2.61	-	-	-	-	6,267	2.53	-	-
250-999 workers -----	70,418	2.97	12,254	2.72	8,242	2.81	14,000	3.17	4,084	3.02	21,487	2.84	8,896	3.37
1,000 workers or more -----	75,133	3.04	9,925	2.71	6,641	2.95	26,107	3.13	8,774	3.15	16,481	2.98	5,345	3.44

¹ Excludes premium pay for overtime and for work on weekends, holidays, and late shifts. Earnings data for an estimated 29,506 workers in converted paper products departments are excluded from this tabulation and are presented separately in table 6.

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

³ For purposes of this study, data for pulpmills are limited to workers employed in separate pulpmaking establishments; data for paper and paperboard mills include workers in pulpmaking departments of these mills.

⁴ Standard Metropolitan Statistical Areas as defined by the U. S. Bureau of the Budget through April 1967.

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

Table 2. Earnings Distribution: All Mills

(Percent distribution of production workers in pulp, paper, and paperboard mills by average straight-time hourly earnings,¹ United States and selected regions, October 1967)

Average hourly earnings ¹	United States ²			New England	Middle Atlantic	Southeast	Southwest	Great Lakes	Pacific
	Total	Men	Women						
Under \$1.90 -----	0.8	0.8	1.0	1.2	0.2	0.8	(³)	(³)	(³)
\$1.90 and under \$2.00 -----	.5	.3	5.8	.5	.8	.5	0.5	0.4	-
\$2.00 and under \$2.10 -----	.8	.8	3.1	1.8	1.2	.8	.4	.4	-
\$2.10 and under \$2.20 -----	1.5	1.4	4.5	4.1	1.6	1.8	.5	1.3	-
\$2.20 and under \$2.30 -----	3.3	3.0	13.0	8.7	4.7	1.4	1.6	2.9	-
\$2.30 and under \$2.40 -----	3.6	3.6	7.4	9.4	6.5	1.0	.6	3.6	-
\$2.40 and under \$2.50 -----	5.2	5.0	11.9	12.0	8.1	1.7	1.6	5.3	-
\$2.50 and under \$2.60 -----	10.9	10.6	23.0	12.7	12.4	12.5	16.5	10.4	-
\$2.60 and under \$2.70 -----	10.2	10.2	11.7	9.6	15.0	9.0	7.9	14.2	0.1
\$2.70 and under \$2.80 -----	10.1	10.1	7.3	8.5	10.5	9.8	11.4	14.0	.5
\$2.80 and under \$2.90 -----	8.5	8.6	3.9	7.5	7.8	7.5	6.3	11.2	9.2
\$2.90 and under \$3.00 -----	6.7	6.8	2.3	5.1	6.7	5.5	4.9	7.8	11.4
\$3.00 and under \$3.10 -----	5.8	5.9	1.7	3.9	5.0	5.3	4.8	5.7	13.0
\$3.10 and under \$3.20 -----	5.3	5.4	.9	3.5	5.0	4.1	4.5	5.5	12.6
\$3.20 and under \$3.30 -----	4.2	4.3	.4	1.8	3.6	4.5	4.0	3.8	9.5
\$3.30 and under \$3.40 -----	3.2	3.3	.4	2.6	2.3	3.4	3.1	3.1	5.8
\$3.40 and under \$3.50 -----	2.8	2.8	.6	1.5	1.5	2.4	3.1	3.9	4.7
\$3.50 and under \$3.60 -----	2.3	2.4	.1	1.1	1.0	2.5	2.6	2.4	3.7
\$3.60 and under \$3.70 -----	2.1	2.1	.1	2.4	1.3	2.2	2.9	1.5	3.1
\$3.70 and under \$3.80 -----	2.9	3.0	.5	.5	1.5	7.6	4.3	.9	1.8
\$3.80 and under \$3.90 -----	3.5	3.6	.1	.3	.7	8.8	10.7	.7	1.7
\$3.90 and under \$4.00 -----	2.4	2.5	.1	.1	.3	2.9	1.9	.4	13.7
\$4.00 and over -----	3.4	3.5	-	1.1	2.4	5.0	6.0	.7	9.4
Total -----	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Number of workers -----	168,413	164,185	4,228	26,832	21,743	41,843	13,002	44,235	15,921
Average hourly earnings ¹ -----	\$2.95	\$2.96	\$2.49	\$2.68	\$2.79	\$3.11	\$3.11	\$2.85	\$3.39

¹ Excludes premium pay for overtime and for work on weekends, holidays, and late shifts.² Includes data for regions in addition to those shown separately.³ Less than 0.05 percent.

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

Table 3. Earnings Distribution: Pulpmills

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

Average hourly earnings ¹	United States ²	Southeast	Pacific
Under \$2.50 -----	3.5	(³)	0.2
\$2.50 and under \$2.60 -----	9.3	14.6	-
\$2.60 and under \$2.70 -----	5.2	7.0	-
\$2.70 and under \$2.80 -----	7.4	10.8	-
\$2.80 and under \$2.90 -----	10.9	11.5	10.5
\$2.90 and under \$3.00 -----	8.1	6.9	11.2
\$3.00 and under \$3.10 -----	7.5	4.4	14.1
\$3.10 and under \$3.20 -----	6.2	4.7	9.6
\$3.20 and under \$3.30 -----	5.4	4.1	8.5
\$3.30 and under \$3.40 -----	5.4	4.9	7.6
\$3.40 and under \$3.50 -----	2.8	1.4	5.7
\$3.50 and under \$3.60 -----	3.6	3.4	4.7
\$3.60 and under \$3.70 -----	1.9	1.3	2.8
\$3.70 and under \$3.80 -----	1.5	1.3	1.9
\$3.80 and under \$3.90 -----	10.5	17.6	1.7
\$3.90 and under \$4.00 -----	6.2	1.9	14.9
\$4.00 and over -----	4.5	4.0	6.7
Total -----	100.0	100.0	100.0
Number of workers -----	6,406	3,558	2,210
Average hourly earnings ¹ --	\$3.17	\$3.15	\$3.36

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

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

³ Less than 0.05 percent.

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

Table 4. Earnings Distribution: Papermills

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

Average hourly earnings ¹	United States ²			New England	Middle Atlantic	Southeast	Southwest	Great Lakes	Pacific
	Total	Men	Women						
Under \$1.90 -----	0.5	0.5	0.3	1.4	-	1.1	(³)	0.1	-
\$1.90 and under \$2.00 -----	.2	.1	4.5	.5	-	.2	0.1	.2	-
\$2.00 and under \$2.10 -----	.6	.5	3.1	1.7	0.1	.9	-	.3	-
\$2.10 and under \$2.20 -----	1.3	1.2	4.4	3.6	.6	1.0	.7	.8	-
\$2.20 and under \$2.30 -----	3.2	2.8	14.9	8.4	3.0	.8	2.3	2.2	-
\$2.30 and under \$2.40 -----	3.6	3.5	7.5	9.1	5.7	1.0	.6	2.1	-
\$2.40 and under \$2.50 -----	5.6	5.3	12.9	12.1	7.2	2.6	2.1	3.7	-
\$2.50 and under \$2.60 -----	10.4	9.9	24.7	12.3	10.7	13.1	13.1	9.4	-
\$2.60 and under \$2.70 -----	11.2	11.1	12.4	9.2	15.3	9.9	7.3	15.1	-
\$2.70 and under \$2.80 -----	10.9	11.1	7.4	8.5	11.6	9.3	11.3	15.6	0.6
\$2.80 and under \$2.90 -----	9.0	9.2	2.7	7.7	8.4	6.9	6.3	12.0	9.7
\$2.90 and under \$3.00 -----	7.1	7.3	1.6	5.2	7.8	5.7	6.0	8.0	12.2
\$3.00 and under \$3.10 -----	5.8	6.0	1.0	4.1	5.7	5.9	4.0	5.9	12.0
\$3.10 and under \$3.20 -----	5.4	5.5	.8	3.6	5.6	4.0	5.3	5.4	13.6
\$3.20 and under \$3.30 -----	4.3	4.4	.4	1.9	4.2	4.7	4.9	4.1	9.5
\$3.30 and under \$3.40 -----	3.1	3.2	.5	2.9	2.8	3.2	3.3	3.0	5.7
\$3.40 and under \$3.50 -----	3.0	3.0	.1	1.6	1.9	2.2	3.3	4.5	4.0
\$3.50 and under \$3.60 -----	2.3	2.4	.2	1.1	1.3	2.1	3.1	2.7	3.4
\$3.60 and under \$3.70 -----	2.3	2.4	.1	2.7	1.8	2.6	2.7	1.7	3.0
\$3.70 and under \$3.80 -----	2.7	2.8	.1	.5	2.0	8.7	3.9	1.0	1.6
\$3.80 and under \$3.90 -----	2.5	2.6	.2	.4	.9	6.8	10.7	.8	1.3
\$3.90 and under \$4.00 -----	1.8	1.9	-	.1	.4	2.7	2.1	.5	11.8
\$4.00 and over -----	3.2	3.3	-	1.3	3.2	4.5	6.9	.9	11.6
Total -----	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Number of workers -----	113,403	109,760	3,643	23,715	16,224	20,734	7,406	34,210	8,663
Average hourly earnings ¹ --	\$2.94	\$2.95	\$2.48	\$2.69	\$2.87	\$3.08	\$3.14	\$2.88	\$3.39

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

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

³ Less than 0.05 percent.

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

Table 5. Earnings Distribution: Paperboard Mills

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

Average hourly earnings ¹	United States ²			New England	Middle Atlantic	Southeast	Southwest	Great Lakes	Pacific
	Total	Men	Women						
Under \$1.90 -----	1.5	1.5	5.8	(³)	0.6	0.5	0.1	(³)	-
\$1.90 and under \$2.00 -----	1.1	.9	14.1	0.7	3.0	.9	1.2	0.8	-
\$2.00 and under \$2.10 -----	1.5	1.5	3.0	3.3	4.5	.8	.9	.9	-
\$2.10 and under \$2.20 -----	1.9	1.9	4.9	6.8	4.5	.9	.1	3.0	-
\$2.20 and under \$2.30 -----	3.7	3.7	1.2	9.6	9.8	2.3	.6	5.1	-
\$2.30 and under \$2.40 -----	4.1	4.1	6.5	11.6	8.8	1.3	.5	8.6	-
\$2.40 and under \$2.50 -----	4.9	4.9	6.2	12.2	10.6	1.0	1.0	10.9	-
\$2.50 and under \$2.60 -----	12.4	12.4	12.5	14.9	17.5	11.3	21.1	14.1	-
\$2.60 and under \$2.70 -----	8.7	8.7	7.4	12.7	14.2	8.4	8.6	10.8	0.2
\$2.70 and under \$2.80 -----	8.3	8.4	6.4	8.5	7.3	10.2	11.5	8.7	.6
\$2.80 and under \$2.90 -----	7.2	7.1	10.6	5.8	6.1	7.4	6.3	8.1	7.6
\$2.90 and under \$3.00 -----	5.5	5.5	5.8	5.1	3.4	5.0	3.4	7.1	9.9
\$3.00 and under \$3.10 -----	5.6	5.6	5.7	2.5	3.2	4.8	5.8	5.0	14.2
\$3.10 and under \$3.20 -----	4.9	5.0	1.8	3.2	3.1	4.0	3.5	5.6	12.3
\$3.20 and under \$3.30 -----	3.9	3.9	.4	1.0	1.8	4.3	2.8	2.8	9.9
\$3.30 and under \$3.40 -----	3.0	3.1	-	.4	.7	3.4	2.9	3.6	5.2
\$3.40 and under \$3.50 -----	2.4	2.3	3.9	.1	.4	2.7	2.7	1.7	5.5
\$3.50 and under \$3.60 -----	2.0	2.1	-	1.0	.1	2.7	1.9	1.4	3.8
\$3.60 and under \$3.70 -----	1.6	1.6	-	.2	-	1.9	3.1	.7	3.3
\$3.70 and under \$3.80 -----	3.7	3.7	2.8	-	.2	7.5	4.8	.5	2.1
\$3.80 and under \$3.90 -----	5.0	5.0	-	.2	-	9.3	10.7	.3	2.3
\$3.90 and under \$4.00 -----	3.4	3.4	.9	-	-	3.4	1.7	.1	16.4
\$4.00 and over -----	3.7	3.7	-	.1	.1	5.8	4.7	.2	6.7
Total -----	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Number of workers -----	48,604	48,038	566	2,692	5,519	17,551	5,596	9,812	5,048
Average hourly earnings ¹ -----	\$2.94	\$2.95	\$2.56	\$2.56	\$2.55	\$3.13	\$3.06	\$2.72	\$3.39

¹ Excludes premium pay for overtime and for work on weekends, holidays, and late shifts.² Includes data for regions in addition to those shown separately.³ Less than 0.05 percent.

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

Table 6. Earnings Distribution: Paper and Paperboard Mills—Converted Paper Products Departments¹

(Percent distribution of production workers by average straight-time hourly earnings,² United States and selected regions, October 1967)

Average hourly earnings ²	United States ³			New England	Middle Atlantic	Southeast	Southwest	Great Lakes	Pacific
	Total	Men	Women						
Under \$1.80	0.2	0.1	0.6	-	-	0.9	0.7	-	-
\$1.80 and under \$1.90	.6	(⁴)	2.0	5.2	-	.1	.3	-	-
\$1.90 and under \$2.00	1.8	.9	4.2	11.0	0.1	.7	6.6	-	0.6
\$2.00 and under \$2.10	1.8	1.1	3.5	7.4	.7	.2	8.9	1.0	.1
\$2.10 and under \$2.20	4.9	2.6	10.7	9.7	4.8	.8	8.3	8.0	.1
\$2.20 and under \$2.30	2.8	2.2	4.2	6.4	5.0	.2	7.0	2.9	-
\$2.30 and under \$2.40	4.7	4.1	6.2	15.1	7.6	1.1	4.0	3.6	-
\$2.40 and under \$2.50	5.8	5.9	5.5	6.5	11.7	1.9	3.0	8.0	.3
\$2.50 and under \$2.60	15.5	11.1	26.6	7.1	13.7	34.7	26.2	9.6	(⁴)
\$2.60 and under \$2.70	13.6	14.6	11.0	7.4	12.6	16.5	12.6	19.6	5.1
\$2.70 and under \$2.80	12.5	11.4	15.1	4.9	10.5	10.0	8.3	14.7	22.1
\$2.80 and under \$2.90	9.9	11.4	6.1	5.1	7.1	8.8	2.1	12.2	17.8
\$2.90 and under \$3.00	7.1	9.3	1.6	4.4	3.4	4.7	5.6	7.0	18.8
\$3.00 and under \$3.10	5.2	6.8	1.2	3.5	5.8	3.2	1.3	4.4	12.2
\$3.10 and under \$3.20	3.9	5.3	.3	.9	4.5	3.0	.3	3.1	9.6
\$3.20 and under \$3.30	2.7	3.7	.2	1.6	3.2	2.4	.8	2.9	3.9
\$3.30 and under \$3.40	1.6	2.2	.3	.9	2.8	1.6	.7	1.0	2.2
\$3.40 and under \$3.50	1.0	1.4	-	.8	1.5	1.0	.1	.6	1.7
\$3.50 and under \$3.60	1.3	1.8	-	.3	2.7	1.8	.2	.7	.9
\$3.60 and under \$3.70	.7	.9	.2	.3	1.1	1.1	-	.3	.8
\$3.70 and under \$3.80	1.0	1.3	.2	-	1.0	2.5	.6	.1	.9
\$3.80 and under \$3.90	.7	.8	.5	.4	.1	1.9	2.3	(⁴)	.3
\$3.90 and under \$4.00	.3	.4	-	.4	-	.1	-	.2	1.1
\$4.00 and over	.5	.7	-	.6	.3	.5	-	.1	1.5
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Number of workers	29,506	21,173	8,333	3,034	5,625	6,984	1,514	7,635	4,363
Average hourly earnings ²	\$2.72	\$2.80	\$2.50	\$2.43	\$2.72	\$2.77	\$2.50	\$2.69	\$2.97

¹ Earnings data for workers in these departments are excluded from tables 1 through 5.

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

³ Includes data for regions in addition to those shown separately.

⁴ Less than 0.05 percent.

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

Table 7. Occupational Averages: All Mills

(Number and average straight-time hourly earnings¹ of production workers in selected occupations in pulp, paper, and paperboard mills, United States and selected regions, October 1967)

Department, occupation, and sex	United States ²		New England		Middle Atlantic		Southeast		Southwest		Great Lakes		Pacific	
	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings
Pulp														
Woodyard and wood preparation:														
Crane operators (all men).....	881	\$3.48	70	\$2.85	57	\$2.93	430	\$3.77	99	\$3.75	146	\$3.08	58	\$3.34
Barkers, drum (all men).....	304	2.68	17	2.37	27	2.50	119	2.74	30	2.74	81	2.60	20	3.01
Barkers, hydraulic (all men).....	64	3.15	-	-	-	-	-	-	-	-	14	2.75	37	3.43
Sawyers (all men).....	194	2.95	7	2.45	9	2.44	25	2.69	-	-	72	2.74	76	3.37
Chippermen (all men).....	523	2.82	60	2.52	29	2.65	252	2.87	48	2.91	80	2.72	46	3.13
Knife grinders (all men).....	139	3.06	20	2.74	14	2.99	50	3.13	16	3.05	17	3.06	17	3.41
Pulpmaking:														
Cooks ³ (all men).....	804	3.62	78	2.93	63	3.04	270	3.91	60	3.91	109	3.30	192	3.81
Sulphate process.....	505	3.76	38	3.12	15	3.02	238	3.93	60	3.91	38	3.23	96	3.80
Sulphite process.....	224	3.45	22	3.01	22	3.11	12	3.74	-	-	64	3.33	92	3.81
Cook helpers, first ³ (all men).....	785	3.07	58	2.67	51	2.70	328	3.19	80	3.17	102	2.89	146	3.17
Sulphate process.....	559	3.12	36	2.71	15	2.66	300	3.20	80	3.17	38	2.76	70	3.20
Sulphite process.....	184	2.96	22	2.59	18	2.68	-	-	-	-	60	2.94	76	3.14
Grindermen (all men).....	782	2.78	207	2.65	109	2.53	92	3.12	-	-	182	2.65	140	3.05
Blow-pit men (sulphite) (all men).....	159	2.85	26	2.38	-	-	-	-	-	-	50	2.78	76	3.06
Washer operators (sulphate) (all men).....	385	3.44	11	2.78	24	2.81	208	3.62	54	3.62	38	2.93	42	3.35
Screenmen ³ (all men).....	522	3.13	82	2.58	25	2.76	141	3.43	48	3.33	98	2.85	116	3.35
Sulphate process.....	254	3.25	30	2.57	-	-	125	3.42	40	3.34	18	2.82	22	3.57
Sulphite process.....	162	3.03	23	2.42	-	-	-	-	-	-	46	2.85	86	3.29
Groundwood process.....	84	3.02	23	2.85	-	-	-	-	-	-	26	2.85	-	-
Bleachersmen ³ (all men).....	544	3.43	76	2.74	64	3.02	128	3.95	32	4.02	124	3.00	104	3.79
Sulphate process.....	309	3.61	44	2.75	15	3.17	120	3.98	32	4.02	42	2.94	40	3.88
Sulphite process.....	141	3.38	15	2.78	19	3.01	-	-	-	-	43	3.19	60	3.76
Wet-machine operators ³ (all men).....	243	2.78	43	2.43	45	2.45	32	3.69	-	-	119	2.79	-	-
Sulphate process.....	106	3.04	-	-	-	-	32	3.69	-	-	-	-	-	-
Sulphite process.....	53	2.81	-	-	-	-	-	-	-	-	36	2.91	-	-
Groundwood process.....	67	2.43	-	-	-	-	-	-	-	-	36	2.56	-	-
Pulp testers ³ (716 men and 35 women).....	751	2.86	100	2.49	71	2.63	228	2.86	64	2.90	125	2.85	145	3.20
Sulphate process (432 men and 23 women).....	455	2.90	41	2.51	16	2.75	199	2.85	60	2.92	41	2.82	80	3.23
Sulphite process (174 men and 12 women).....	186	2.86	37	2.50	-	-	12	2.68	-	-	54	2.91	57	3.18
Recovery, caustic and acidmaking:														
Acidmakers (sulphite) (all men).....	154	3.25	23	2.83	-	-	-	-	-	-	51	3.09	72	3.50
Evaporator operators (sulphate) (all men).....	379	3.44	27	2.60	-	-	191	3.62	57	3.58	38	2.90	46	3.57
Recovery operators (sulphate) (all men).....	479	3.70	35	3.01	-	-	204	3.97	65	3.95	38	3.14	88	3.68
Recovery helpers, first (sulphate) (all men).....	726	3.17	32	2.71	37	2.74	391	3.24	115	3.28	45	2.77	86	3.22
Caustic operators (causticisers).....														
(sulphate) (all men).....	366	3.40	25	2.66	20	2.87	187	3.56	43	3.61	35	2.91	44	3.54
Lime-kiln operators (sulphate) (all men).....	332	3.28	22	2.58	20	2.78	175	3.41	38	3.42	25	2.89	40	3.39
Paper and paperboard														
Stock preparation:														
Head stock preparers, group I ³ (all men).....	520	3.44	113	3.16	90	3.37	70	3.97	-	-	199	3.32	40	3.97
Fine grades.....	292	3.41	62	3.03	74	3.45	-	-	-	-	122	3.45	-	-
Boxboard.....	64	2.98	8	2.91	-	-	-	-	-	-	40	3.02	-	-
Head stock preparers, group II ³ (all men).....	1,461	3.14	267	2.92	373	2.84	143	3.79	91	3.77	403	3.06	132	3.62
Fine grades.....	496	3.13	165	2.99	108	3.10	16	3.86	-	-	158	3.09	23	3.81
Sanitary tissue.....	106	3.31	-	-	32	3.07	12	3.94	-	-	24	3.46	-	-
Coarse (Kraft).....	119	3.62	-	-	-	-	24	3.94	27	4.04	60	3.28	-	-
Special industrial.....	89	2.98	-	-	42	2.70	-	-	-	-	-	-	-	-
Container board.....	213	3.06	-	-	-	-	52	3.84	21	3.57	60	2.74	18	3.60
Boxboard.....	308	3.07	40	2.90	99	2.76	35	3.43	23	3.53	56	2.90	52	3.57

See footnotes at end of table.

Table 7. Occupational Averages: All Mills—Continued

(Number and average straight-time hourly earnings¹ of production workers in selected occupations in pulp, paper, and paperboard mills, United States and selected regions, October 1967)

Department, occupation, and sex	United States ²		New England		Middle Atlantic		Southeast		Southwest		Great Lakes		Pacific	
	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings
Paper and paperboard—Continued														
Stock preparation—Continued														
Beatermen ³ (all men).....	2,954	\$2.71	512	\$2.51	640	\$2.45	355	\$3.07	122	\$2.99	1,044	\$2.71	226	\$3.20
Fine grades.....	1,006	2.75	222	2.55	178	2.68	53	3.13	-	-	467	2.77	59	3.30
Sanitary tissue.....	204	2.63	-	-	52	2.56	-	-	-	-	85	2.95	-	-
Coarse (Kraft).....	231	3.09	-	-	-	-	56	3.44	48	2.94	98	2.89	27	3.34
Special industrial.....	186	2.65	-	-	66	2.26	19	2.81	-	-	-	-	-	-
Container board.....	362	2.70	-	-	-	-	115	3.18	25	2.92	59	2.51	-	-
Boxboard.....	751	2.58	66	2.60	219	2.43	-	-	23	2.86	275	2.54	80	3.05
Hydrapulper operators ³ (all men).....	1,751	2.63	197	2.55	302	2.61	308	2.64	39	2.44	603	2.71	156	3.16
Fine grades.....	435	2.75	54	2.50	79	2.69	19	2.62	-	-	229	2.78	46	3.07
Sanitary tissue.....	141	2.95	33	2.69	36	2.99	16	2.70	-	-	33	2.98	-	-
Coarse (Kraft).....	119	2.63	-	-	-	-	-	-	12	2.46	48	2.67	-	-
Container board.....	230	2.62	-	-	-	-	63	2.69	-	-	89	2.54	32	3.13
Boxboard.....	503	2.37	33	2.57	133	2.47	69	2.15	-	-	117	2.66	38	3.14
Machine room:														
Paper-machine tenders ³ (all men).....	4,911	3.62	958	3.26	992	3.32	723	4.11	261	4.21	1,368	3.48	455	4.48
Newsprint and groundwood.....	267	4.63	98	4.39	-	-	45	5.24	-	-	-	-	44	4.90
Fine grades.....	1,776	3.54	420	3.33	450	3.42	135	3.78	20	4.54	587	3.50	114	4.50
Sanitary tissue.....	641	3.68	115	2.60	147	3.79	80	3.77	-	-	203	3.82	68	4.73
Coarse (Kraft).....	466	4.08	-	-	-	-	127	4.30	109	4.02	136	3.77	68	4.74
Special industrial.....	312	3.25	144	3.17	72	2.81	37	3.80	-	-	-	-	-	-
Container board.....	620	3.65	18	3.05	65	2.57	218	4.36	41	4.15	167	2.98	73	4.22
Boxboard.....	584	3.40	60	3.17	147	3.07	71	3.58	47	4.15	157	3.35	64	4.19
Back tenders ³ (all men).....	4,884	3.27	948	2.95	997	3.00	731	3.71	255	3.81	1,346	3.15	455	4.06
Newsprint and groundwood.....	268	4.29	100	4.09	-	-	44	4.85	-	-	-	-	44	4.50
Fine grades.....	1,772	3.19	418	2.99	457	3.09	128	3.45	-	-	587	3.15	114	4.06
Sanitary tissue.....	659	3.31	121	2.38	155	3.38	84	3.37	-	-	203	3.44	68	4.27
Coarse (Kraft).....	477	3.68	-	-	-	-	132	3.91	107	3.65	136	3.37	68	4.30
Special industrial.....	286	2.93	120	2.82	72	2.52	35	3.39	-	-	-	-	-	-
Container board.....	625	3.28	18	2.74	67	2.33	225	3.86	40	3.75	164	2.74	73	3.81
Boxboard.....	568	3.05	60	2.82	135	2.76	72	3.27	43	3.71	156	2.95	64	3.79
Third hands ³ (all men).....	4,497	3.00	740	2.80	896	2.71	684	3.40	250	3.43	1,326	2.88	455	3.55
Newsprint and groundwood.....	265	3.67	98	3.50	-	-	43	4.18	-	-	-	-	44	3.68
Fine grades.....	1,696	2.90	391	2.76	421	2.79	91	3.27	-	-	615	2.89	110	3.58
Sanitary tissue.....	511	3.10	55	2.75	113	2.96	84	3.07	-	-	163	3.11	68	3.70
Coarse (Kraft).....	461	3.34	-	-	-	-	125	3.62	105	3.30	136	3.04	68	3.76
Special industrial.....	235	2.69	66	2.62	72	2.34	39	3.04	-	-	-	-	-	-
Container board.....	562	3.05	17	2.50	-	-	181	3.64	38	3.43	152	2.61	77	3.45
Boxboard.....	556	2.82	60	2.67	125	2.58	71	3.02	44	3.34	160	2.75	64	3.36
Fourth hands ³ (all men).....	3,912	2.80	592	2.60	686	2.62	658	3.04	232	3.07	1,217	2.73	411	3.15
Newsprint and groundwood.....	267	3.17	98	2.95	-	-	45	3.60	-	-	-	-	44	3.24
Fine grades.....	1,363	2.75	268	2.56	302	2.69	84	2.99	-	-	543	2.75	110	3.15
Sanitary tissue.....	383	2.97	35	2.59	71	2.89	60	3.21	-	-	157	2.95	52	3.19
Coarse (Kraft).....	413	3.02	-	-	-	-	130	3.17	92	3.02	106	2.81	65	3.23
Special industrial.....	167	2.58	52	2.52	60	2.26	-	-	-	-	-	-	-	-
Container board.....	450	2.87	15	2.44	-	-	164	3.19	40	3.04	121	2.58	52	3.16
Boxboard.....	735	2.58	93	2.53	176	2.50	121	2.52	43	3.01	202	2.55	68	3.05
Fifth hands ³ (all men).....	2,474	2.73	341	2.59	289	2.70	547	2.83	219	2.87	581	2.65	369	3.03
Newsprint and groundwood.....	236	2.99	80	2.80	-	-	44	3.18	-	-	-	-	32	3.08
Fine grades.....	742	2.74	154	2.62	165	2.70	67	2.77	-	-	226	2.68	110	3.01
Sanitary tissue.....	177	2.82	-	-	-	-	24	2.83	-	-	-	-	-	-
Coarse (Kraft).....	373	2.82	-	-	-	-	118	2.90	94	2.75	82	2.67	61	3.09
Container board.....	421	2.79	-	-	-	-	180	2.90	37	2.87	103	2.54	58	3.04
Boxboard.....	451	2.45	39	2.46	70	2.49	98	2.49	36	2.94	52	2.64	64	2.94

See footnotes at end of table.

Table 7. Occupational Averages: All Mills—Continued

(Number and average straight-time hourly earnings¹ of production workers in selected occupations in pulp, paper, and paperboard mills, United States and selected regions, October 1967)

Department, occupation, and sex	United States ²		New England		Middle Atlantic		Southeast		Southwest		Great Lakes		Pacific	
	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings
Paper and paperboard—Continued														
Finishing, roll:														
Calender operators ³ (all men)	868	\$ 3.12	218	\$ 2.94	182	\$ 2.98	46	\$ 3.40	-	-	360	\$ 3.19	18	\$ 3.65
Fine grades	687	3.11	183	2.93	160	3.02	19	3.06	-	-	271	3.18	18	3.65
Calender helpers ³ (940 men and 24 women)	964	2.69	182	2.64	191	2.66	52	2.70	-	-	465	2.68	18	3.16
Fine grades (all men)	727	2.75	155	2.61	169	2.69	-	-	-	-	308	2.82	18	3.16
Coater operators (off-machine) ³														
(all men)	401	3.15	56	2.97	66	2.88	47	3.25	17	\$ 3.47	211	3.21	-	-
Fine grades	268	3.17	44	2.98	47	2.88	-	-	-	-	165	3.26	-	-
Coater operator helpers ³														
(all men)	378	2.81	27	2.85	58	2.62	49	3.00	-	-	211	2.77	-	-
Fine grades	259	2.79	-	-	40	2.71	-	-	-	-	172	2.77	-	-
Rewinder operators ³ (2,288 men and 29 women)	2,317	2.87	300	2.72	521	2.76	401	2.92	81	2.94	834	2.92	141	3.13
Fine grades (1,198 men and 29 women)	1,227	2.84	177	2.72	418	2.71	125	2.93	-	-	393	2.90	70	3.14
Sanitary tissue (all men)	208	3.14	-	-	36	3.46	135	2.89	-	-	-	-	-	-
Coarse (Kraft) (all men)	359	2.90	-	-	-	-	43	2.80	27	2.72	-	-	61	3.12
Container board (all men)	110	2.70	-	-	-	-	37	2.96	-	-	55	2.57	-	-
Boxboard (all men)	85	2.86	-	-	-	-	17	2.90	-	-	32	2.79	7	3.14
Rewinder helpers ³ (1,658 men and 2 women)	1,660	2.64	221	2.50	374	2.55	273	2.66	72	2.83	598	2.67	86	2.93
Fine grades (928 men and 2 women)	930	2.62	145	2.46	264	2.55	105	2.63	-	-	334	2.68	18	3.00
Sanitary tissue (all men)	89	2.82	-	-	26	3.02	-	-	-	-	-	-	-	-
Coarse (Kraft) (all men)	215	2.71	-	-	-	-	41	2.58	-	-	-	-	59	2.90
Container board (all men)	79	2.56	-	-	-	-	35	2.71	-	-	29	2.53	-	-
Boxboard (all men)	87	2.67	-	-	-	-	16	2.65	-	-	41	2.65	-	-
Finishing, sheet:														
Cutters, guillotine type (cut and trim) ³														
(1,704 men and 4 women)	1,708	2.80	307	2.81	293	2.71	190	2.81	51	2.84	707	2.79	117	3.18
Fine grades (1,037 men and 4 women)	1,041	2.95	234	2.89	152	2.96	61	2.93	-	-	463	2.91	98	3.20
Coarse (Kraft) (all men)	75	2.75	-	-	-	-	-	-	12	2.66	27	2.68	-	-
Container board (all men)	74	2.60	-	-	-	-	17	2.95	-	-	38	2.48	-	-
Boxboard (all men)	385	2.48	25	2.62	119	2.41	59	2.52	16	2.65	135	2.55	10	3.09
Cutters, rotary or sheet ³	1,766	2.78	249	2.57	212	2.74	358	2.74	43	3.18	728	2.81	134	3.11
Men	1,535	2.84	249	2.57	208	2.75	169	3.08	43	3.18	698	2.85	134	3.11
Fine grades	1,274	2.80	176	2.59	163	2.80	-	-	-	-	572	2.90	88	3.14
Men	1,074	2.86	176	2.59	163	2.80	-	-	-	-	560	2.91	88	3.14
Boxboard (194 men and 1 woman)	195	2.79	-	-	-	-	-	-	-	-	56	2.53	-	-
Laboratory:														
Paper testers ³	2,489	2.82	324	2.51	396	2.68	543	2.94	217	2.81	638	2.79	272	3.23
Men	2,227	2.84	274	2.56	373	2.69	463	2.97	210	2.81	597	2.81	253	3.25
Women	262	2.60	50	2.23	-	-	80	2.76	7	2.81	41	2.48	19	2.94
Newsprint and groundwood (all men)	138	2.94	34	2.66	-	-	36	3.05	-	-	-	-	20	3.21
Fine grades	978	2.77	179	2.51	241	2.74	82	2.95	-	-	361	2.78	62	3.23
Men	810	2.81	135	2.61	229	2.75	48	3.12	-	-	331	2.81	56	3.26
Sanitary tissue	149	2.76	19	2.49	30	2.41	36	2.93	-	-	39	2.90	18	3.02
Men	104	2.80	19	2.49	19	2.51	26	2.96	-	-	28	2.96	-	-
Coarse (Kraft) (293 men and 1 woman)	294	2.91	-	-	-	-	83	2.88	67	2.78	60	2.87	60	3.31
Special industrial (137 men and 10 women)	147	2.67	38	2.42	26	2.35	-	-	-	-	33	2.87	-	-
Container board	386	2.90	-	-	-	-	233	2.93	50	2.79	35	2.74	39	3.22
Men	350	2.91	-	-	-	-	200	2.96	47	2.79	35	2.74	39	3.22
Boxboard (316 men and 2 women)	318	2.85	25	2.56	66	2.62	41	3.00	49	2.85	53	2.73	65	3.24

See footnotes at end of table.

Table 7. Occupational Averages: All Mills—Continued

(Number and average straight-time hourly earnings¹ of production workers in selected occupations in pulp, paper, and paperboard mills, United States and selected regions, October 1967)

Department, occupation, and sex	United States ²		New England		Middle Atlantic		Southeast		Southwest		Great Lakes		Pacific	
	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings
<u>Miscellaneous</u>														
Electricians, maintenance (all men)	3,002	\$ 3.56	424	\$ 3.15	394	\$ 3.31	924	\$ 3.78	168	\$ 3.96	657	\$ 3.34	327	\$ 3.97
Firemen, stationary boiler (all men)	2,030	3.00	350	2.70	381	2.85	348	3.30	99	3.27	624	2.94	159	3.57
Janitors	2,587	2.50	216	2.26	401	2.37	706	2.50	154	2.52	843	2.54	230	2.85
Men	2,415	2.51	194	2.26	351	2.40	684	2.50	154	2.52	784	2.54	213	2.86
Women	172	2.36	22	2.21	50	2.20	22	2.39	-	-	59	2.46	17	2.76
Machinists, maintenance (all men)	2,016	3.50	365	3.15	243	3.33	510	3.74	151	3.78	470	3.32	228	3.97
Millwrights, pulp and paper (all men)	6,318	3.48	1,033	3.06	782	3.18	1,849	3.75	401	3.83	1,413	3.24	674	3.97
Oilers (all men)	1,829	2.92	281	2.67	224	2.69	435	3.13	185	3.10	491	2.82	167	3.22
Pipefitters, maintenance (all men)	2,833	3.56	398	3.14	304	3.28	925	3.77	248	3.85	542	3.33	271	3.97
Truckers, power (all men)	6,195	2.74	729	2.48	861	2.63	1,154	2.82	317	2.69	2,155	2.71	829	3.11
Forklift	4,810	2.73	471	2.45	654	2.58	999	2.81	314	2.69	1,576	2.69	689	3.11
Other than forklift	1,385	2.77	258	2.54	207	2.80	155	2.89	-	-	579	2.77	140	3.10

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

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

³ Includes data for types of pulp, paper, or paperboard not shown separately.

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

Table 8. Occupational Averages: Pulpmills

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

Department and occupation	United States ²		Southeast		Pacific	
	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings
<u>Pulp</u>						
Woodyard and wood preparation:						
Crane operators -----	89	\$ 3.61	65	\$ 3.81	14	\$ 3.38
Barkers, hydraulic -----	20	3.18	-	-	14	3.44
Sawyers -----	39	3.17	-	-	29	3.33
Chippermen -----	45	2.84	27	2.79	12	3.14
Knife grinders -----	16	3.26	7	3.28	8	3.33
Pulpmaking:						
Cooks ³ -----	75	3.79	28	4.03	36	2.91
Sulphite process -----	39	3.76	-	-	28	3.95
Cook helpers, first ³ -----	79	3.15	36	3.31	32	3.20
Sulphite process -----	35	3.06	-	-	24	3.20
Blow-pit men (sulphite) -----	32	2.96	-	-	24	3.09
Washer operators (sulphate) -----	20	3.61	16	3.70	-	-
Screenmen -----	59	3.26	20	3.27	32	3.42
Sulphate process -----	16	3.26	16	3.26	-	-
Sulphite process -----	43	3.26	-	-	32	3.42
Bleachers -----	63	3.80	20	4.10	32	3.97
Sulphate process -----	24	3.91	16	4.13	-	-
Sulphite process -----	39	3.74	-	-	28	3.92
Pulp testers ³ -----	61	2.95	22	2.79	29	3.19
Sulphite process -----	37	3.00	-	-	23	3.19
Recovery, caustic, and acidmaking:						
Acidmakers (sulphite) -----	39	3.43	-	-	28	3.59
Evaporator operators (sulphate) -----	20	3.43	16	3.66	-	-
Recovery operators (sulphate) -----	29	3.88	21	4.07	-	-
Caustic operators (causticisers) (sulphate) -----	22	3.59	18	3.61	-	-
Lime-kiln operators (sulphate) -----	20	3.40	16	3.43	-	-
<u>Miscellaneous</u>						
Electricians, maintenance -----	151	3.82	76	3.83	61	3.97
Firemen, stationary boiler -----	57	3.41	25	3.34	24	3.63
Janitors -----	112	2.63	70	2.55	28	2.86
Machinists, maintenance -----	46	3.79	24	3.83	16	3.97
Millwrights, pulp and paper -----	276	3.78	151	3.82	95	3.97
Oilers -----	57	3.20	33	3.16	23	3.26
Pipefitters, maintenance -----	166	3.78	101	3.82	50	3.97
Truckers, power -----	169	2.97	87	2.94	70	3.10
Forklift -----	142	2.97	83	2.93	49	3.10
Other than forklift -----	27	3.02	-	-	21	3.10

¹ Excludes premium pay for overtime and for work on weekends, holidays, and late shifts.² Includes data for regions in addition to those shown separately.³ Includes data for types of pulp not shown separately.

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

Table 9. Occupational Averages: Papermills

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

Department and occupation	United States ²		New England		Middle Atlantic		Southeast		Southwest		Great Lakes		Pacific	
	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings
Pulp														
Woodyard and wood preparation..														
Crane operators	494	\$3.38	60	\$2.89	48	\$3.01	171	\$3.74	58	\$3.73	117	\$3.13	23	\$3.40
Barkers, drum	192	2.65	17	2.37	19	2.57	50	2.76	16	2.77	78	2.60	-	-
Sawyers	113	2.92	-	-	-	-	-	-	-	-	68	2.74	30	3.51
Chippermen	294	2.83	56	2.53	29	2.65	94	3.02	24	2.95	62	2.74	25	3.11
Knife grinders	88	3.04	19	2.75	14	2.99	21	3.16	11	3.06	15	3.07	7	3.51
Pulpmaking:														
Cooks ³	432	3.50	70	2.97	59	3.07	104	3.85	33	3.93	86	3.35	72	3.83
Sulphate	256	3.66	34	3.17	15	3.02	96	3.89	33	3.93	30	3.31	40	3.80
Sulphite	125	3.42	18	3.11	22	3.11	-	-	-	-	53	3.38	32	3.86
Cook helpers, first ³	432	2.99	50	2.73	51	2.70	149	3.14	37	3.17	79	2.89	54	3.16
Sulphate	285	3.04	32	2.77	15	2.66	141	3.14	37	3.17	30	2.81	18	3.20
Sulphite	121	2.92	18	2.65	18	2.68	-	-	-	-	49	2.94	36	3.14
Grindermen	685	2.82	186	2.68	-	-	84	3.14	-	-	173	2.67	124	3.05
Blow-pit men (sulphite)	99	2.75	22	2.40	-	-	-	-	-	-	50	2.78	24	3.03
Washer operators (sulphate)	185	3.33	11	2.78	24	2.81	74	3.58	32	3.60	30	2.99	14	3.43
Screenmen ³	340	3.01	78	2.60	25	2.76	61	3.37	28	3.30	84	2.87	56	3.38
Sulphate	142	3.11	30	2.57	-	-	53	3.34	20	3.31	-	-	14	3.68
Sulphite	99	2.91	19	2.45	-	-	-	-	-	-	43	2.85	34	3.25
Bleacher men ³	393	3.27	68	2.76	64	3.02	80	3.87	16	4.03	109	2.98	48	3.65
Sulphate	205	3.47	40	2.77	15	3.17	76	3.91	16	4.03	34	2.92	-	-
Sulphite	98	3.22	-	-	19	3.01	-	-	-	-	40	3.19	28	3.56
Wet-machine operators ³	197	2.85	29	2.43	20	2.64	28	3.63	-	-	116	2.80	-	-
Sulphate	49	2.83	-	-	-	-	-	-	-	-	36	2.91	-	-
Pulp testers ³	484	2.83	94	2.50	63	2.66	107	2.84	38	2.92	98	2.90	80	3.21
Sulphate	266	2.87	41	2.51	16	2.75	96	2.84	34	2.94	33	2.88	-	-
Sulphite	129	2.84	31	2.53	-	-	-	-	-	-	42	2.97	30	3.12
Recovery, caustic, and acidmaking:														
Acidmakers (sulphite)	99	3.17	19	2.91	-	-	-	-	-	-	48	3.09	28	3.50
Evaporator operators (sulphate)	201	3.33	23	2.61	-	-	83	3.58	33	3.60	30	2.91	20	3.61
Recovery operators (sulphate)	262	3.60	31	3.04	-	-	80	3.98	40	3.98	30	3.19	48	3.61
Recovery helpers, first (sulphate)	388	3.11	28	2.73	37	2.74	153	3.28	77	3.26	45	2.77	44	3.15
Caustic operators (causticisers)(sulphate)	192	3.33	25	2.66	20	2.87	69	3.66	27	3.63	27	2.97	20	3.51
Lime-kiln operators (sulphate)	175	3.18	22	2.58	20	2.78	65	3.40	27	3.39	17	3.00	20	3.29
Paper and paperboard														
Stock preparation:														
Head stock preparers, group I ³	405	3.47	105	3.18	78	3.45	36	3.91	-	-	146	3.43	36	3.98
Fine grades	292	3.41	62	3.03	74	3.45	-	-	-	-	122	3.45	-	-
Head stock preparers, group II ³	887	3.25	200	3.00	194	3.05	72	3.94	49	3.99	275	3.18	60	3.67
Fine grades	496	3.13	165	2.99	108	3.10	16	3.86	-	-	158	3.09	23	3.81
Sanitary tissue	106	3.31	-	-	32	3.07	12	3.94	-	-	24	3.46	-	-
Coarse (Kraft)	103	3.73	-	-	-	-	24	3.94	25	4.05	48	3.44	-	-
Beatermen ³	1,802	2.78	386	2.53	314	2.56	189	3.14	64	3.07	703	2.80	115	3.27
Fine grades	1,006	2.75	222	2.55	178	2.68	53	3.13	-	-	467	2.77	59	3.30
Sanitary tissue	204	2.63	-	-	52	2.56	-	-	-	-	85	2.95	-	-
Coarse (Kraft)	204	3.07	-	-	-	-	48	3.36	40	2.94	94	2.91	-	-
Hydrapulper operators ³	820	2.75	136	2.55	145	2.78	54	2.63	26	2.50	364	2.77	74	3.20
Fine grades	435	2.75	54	2.50	79	2.69	19	2.62	-	-	229	2.78	46	3.07
Sanitary tissue	141	2.95	33	2.69	36	2.99	16	2.70	-	-	33	2.98	-	-
Machine room:														
Paper-machine tenders ³	3,478	3.68	811	3.32	735	3.46	411	4.09	149	4.26	1,004	3.61	290	4.59
Newsprint and groundwood	267	4.63	98	4.39	-	-	45	5.24	-	-	-	-	44	4.90

See footnotes at end of table.

Table 9. Occupational Averages: Papermills—Continued

(Number and average straight-time hourly earnings ¹ of men in selected occupations, United States and selected regions, October 1967)

Department and occupation	United States ²		New England		Middle Atlantic		Southeast		Southwest		Great Lakes		Pacific	
	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings
Paper and paperboard—Continued														
Machine room—Continued														
Paper-machine tenders ³ —Continued														
Fine grades	1,776	\$ 3.54	420	\$ 3.33	450	\$ 3.42	135	\$ 3.78	-	-	587	\$ 3.50	114	\$ 4.50
Sanitary tissue	641	3.68	115	2.60	147	3.79	80	3.77	-	-	203	3.82	68	4.73
Coarse (Kraft)	378	4.04	-	-	-	-	107	4.27	81	\$ 3.94	124	3.84	40	4.77
Special industrial	292	3.21	144	3.17	72	2.81	-	-	-	-	-	-	-	-
Back tenders ³	3,481	3.33	801	3.00	750	3.13	413	3.72	147	3.88	1,004	3.25	290	4.16
Newsprint and groundwood	268	4.29	100	4.09	-	-	44	4.86	-	-	-	-	44	4.50
Fine grades	1,772	3.19	418	2.99	457	3.09	128	3.45	-	-	587	3.15	114	4.06
Sanitary tissue	659	3.31	121	2.38	155	3.38	84	3.37	-	-	203	3.44	68	4.27
Coarse (Kraft)	393	3.65	-	-	-	-	112	3.90	83	3.61	124	3.43	40	4.35
Special industrial	268	2.89	120	2.82	72	2.52	-	-	-	-	-	-	-	-
Third hands ³	3,183	3.03	644	2.85	672	2.81	368	3.43	145	3.45	992	2.95	286	2.61
Newsprint and groundwood	265	3.67	98	3.50	-	-	43	4.18	-	-	-	-	44	3.68
Fine grades	1,696	2.90	391	2.76	421	2.79	91	3.27	-	-	615	2.89	110	3.58
Sanitary tissue	511	3.10	55	2.75	113	2.96	84	3.07	-	-	163	3.11	68	3.70
Coarse (Kraft)	381	3.30	-	-	-	-	109	3.59	81	3.24	124	3.08	40	3.78
Special industrial	214	2.66	66	2.62	72	2.34	-	-	-	-	-	-	-	-
Fourth hands ³	2,595	2.85	481	2.63	469	2.70	331	3.17	124	3.11	872	2.80	266	3.17
Newsprint and groundwood	267	3.17	98	2.95	-	-	45	3.60	-	-	-	-	44	3.24
Fine grades	1,363	2.75	268	2.56	302	2.69	84	2.99	-	-	543	2.75	110	3.15
Sanitary tissue	383	2.97	35	2.59	71	2.89	60	3.21	-	-	157	2.95	52	3.19
Coarse (Kraft)	332	3.00	-	-	-	-	110	3.16	68	2.97	94	2.86	40	3.23
Special industrial	159	2.54	52	2.52	60	2.26	-	-	-	-	23	2.71	-	-
Fifth hands ³	1,519	2.80	287	2.64	211	2.78	265	2.89	126	2.87	392	2.70	222	3.05
Newsprint and groundwood	236	2.99	80	2.80	-	-	44	3.18	-	-	-	-	32	3.08
Fine grades	742	2.74	154	2.62	165	2.70	67	2.77	-	-	226	2.68	110	3.01
Coarse (Kraft)	284	2.81	-	-	-	-	102	2.87	70	2.73	58	2.77	36	3.12
Finishing, roll:														
Calender operators ³	854	3.12	218	2.94	182	2.98	46	3.40	-	-	354	3.20	18	3.65
Fine grades	687	3.11	183	2.93	160	3.02	19	3.06	-	-	271	3.18	18	3.65
Calender helpers ³	886	2.74	182	2.64	191	2.66	52	2.70	-	-	387	2.81	18	3.16
Fine grades	727	2.75	155	2.61	169	2.69	-	-	-	-	308	2.82	18	3.16
Coater operators (off-machine) ³	355	3.14	50	2.94	61	2.88	43	3.20	-	-	193	3.24	-	-
Fine grades	264	3.16	44	2.98	47	2.88	-	-	-	-	165	3.26	-	-
Coater operator helpers ³	334	2.80	-	-	48	2.66	45	2.98	-	-	198	2.78	-	-
Fine grades	255	2.78	-	-	40	2.71	-	-	-	-	172	2.77	-	-
Rewinder operators ³	2,059	2.88	286	2.72	483	2.77	358	2.90	52	3.01	734	2.96	117	3.13
Fine grades	1,198	2.84	177	2.72	389	2.71	125	2.93	-	-	393	2.90	70	3.14
Sanitary tissue	208	3.14	-	-	36	3.46	135	2.89	-	-	-	-	-	-
Rewinder helpers ³	1,482	2.64	217	2.51	360	2.56	237	2.65	60	2.87	517	2.68	63	2.93
Fine grades	928	2.62	145	2.46	262	2.55	105	2.63	-	-	334	2.68	18	3.00
Finishing, sheet:														
Cutters, guillotine type (cut and trim) ³	1,220	2.92	278	2.83	158	2.96	125	2.94	24	3.03	507	2.89	106	3.19
Fine grades	1,037	2.95	234	2.89	148	2.97	61	2.93	-	-	463	2.91	98	3.20
Cutters, rotary or sheet ³	1,255	2.87	200	2.56	177	2.79	134	3.07	24	3.23	600	2.91	92	3.15
Fine grades	1,074	2.86	176	2.59	163	2.80	46	3.02	-	-	560	2.91	88	3.14
Laboratory:														
Paper testers ³	1,510	2.82	240	2.56	292	2.72	223	2.96	124	2.80	489	2.83	130	3.26
Newsprint and groundwood	138	2.94	34	2.66	-	-	36	3.05	-	-	-	-	20	3.21
Fine grades	810	2.81	135	2.61	229	2.75	48	3.12	-	-	331	2.81	56	3.26
Sanitary tissue	104	2.80	-	-	19	2.51	26	2.96	-	-	28	2.96	-	-
Coarse (Kraft)	252	2.87	-	-	-	-	68	2.86	60	2.73	60	2.87	-	-
Special industrial	118	2.65	32	2.45	26	2.35	-	-	-	-	33	2.87	-	-

See footnotes at end of table.

Table 9. Occupational Averages: Papermills—Continued

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

Department and occupation	United States ²		New England		Middle Atlantic		Southeast		Southwest		Great Lakes		Pacific	
	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings
<u>Miscellaneous</u>														
Electricians, maintenance -----	1,915	\$3.52	372	\$3.20	323	\$3.40	438	\$3.72	94	\$3.98	476	\$3.39	165	\$3.98
Firemen, stationary boiler -----	1,156	3.05	262	2.73	222	3.06	118	3.39	48	3.40	411	3.02	74	3.63
Janitors -----	1,593	2.53	252	2.28	267	2.45	385	2.50	79	2.53	578	2.60	129	2.86
Machinists, maintenance -----	1,325	3.47	314	3.20	214	3.37	254	3.71	105	3.76	329	3.39	88	3.97
Millwrights, pulp and paper -----	4,094	3.45	923	3.10	549	3.30	964	3.71	234	3.87	1,015	3.31	351	3.98
Oilers -----	1,217	2.90	243	2.71	168	2.73	211	3.12	110	3.14	380	2.85	86	3.20
Pipefitters, maintenance -----	1,756	3.50	353	3.18	256	3.36	405	3.74	146	3.87	437	3.38	106	3.98
Truckers, power -----	4,115	2.75	598	2.51	527	2.74	686	2.79	185	2.70	1,584	2.74	487	3.11
Forklift -----	2,994	2.75	356	2.47	338	2.70	594	2.78	183	2.70	1,112	2.73	398	3.11
Other than forklift -----	1,121	2.76	242	2.56	189	2.82	92	2.85	-	-	472	2.76	89	3.12

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

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

³ Includes data for types of pulp, paper, or paperboard not shown separately.

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

Table 10. Occupational Averages: Paperboard Mills

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

Department and occupation	United States ²		New England		Middle Atlantic		Southeast		Southwest		Great Lakes		Pacific	
	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings
Pulp														
Woodyard and wood preparation:														
Crane operators -----	298	\$3.59	-	-	-	-	194	\$3.77	41	\$3.78	28	\$2.86	21	\$3.26
Barkers, drum -----	98	2.71	-	-	-	-	63	2.72	14	2.69	-	-	-	-
Chippermen -----	184	2.79	-	-	-	-	131	2.78	21	2.87	-	-	9	3.18
Pulpmaking:														
Cooks ³ -----	297	3.74	-	-	-	-	138	3.92	27	3.89	-	-	84	3.75
Sulphate process -----	213	3.86	-	-	-	-	118	3.94	27	3.89	-	-	48	3.80
Cook helpers, first ³ -----	274	3.17	-	-	-	-	143	3.22	43	3.17	-	-	60	3.16
Sulphate process -----	230	3.19	-	-	-	-	127	3.23	43	3.17	-	-	44	3.20
Washer operators (sulphate) -----	180	3.55	-	-	-	-	118	3.63	22	3.65	-	-	-	-
Screenmen ³ -----	123	3.37	-	-	-	-	60	3.55	20	3.37	-	-	-	-
Sulphate process -----	96	3.44	-	-	-	-	56	3.55	20	3.37	-	-	-	-
Bleacher men ³ -----	88	3.85	-	-	-	-	28	4.07	16	4.02	-	-	24	3.83
Sulphate process -----	80	3.87	-	-	-	-	28	4.07	16	4.02	-	-	20	3.78
Pulp testers ³ -----	171	2.95	-	-	-	-	79	2.93	23	2.78	11	2.65	36	3.20
Sulphate process -----	142	2.96	-	-	-	-	69	2.89	23	2.78	-	-	32	3.16
Recovery, caustic, and acidmaking:														
Evaporator operators (sulphate) -----	158	3.58	-	-	-	-	92	3.65	24	3.55	-	-	26	3.54
Recovery operators (sulphate) -----	188	3.83	-	-	-	-	103	3.94	25	3.91	-	-	36	3.73
Recovery helpers, first (sulphate) -----	283	3.22	-	-	-	-	191	3.20	38	3.34	-	-	38	3.27
Caustic operators (causticisers)(sulphate) -----	152	3.46	-	-	-	-	100	3.47	16	3.58	-	-	20	3.58
Lime-kiln operators (sulphate) -----	137	3.39	-	-	-	-	94	3.42	11	3.50	-	-	16	3.54
Paper and paperboard														
Stock preparation:														
Head stock preparers, group I ³ -----	115	3.33	8	\$2.91	-	-	34	4.04	-	-	53	3.02	-	-
Boxboard -----	64	2.98	8	2.91	-	-	-	-	-	-	40	3.02	-	-
Head stock preparers, group II ³ -----	570	2.97	67	2.68	179	\$2.62	67	3.63	42	3.50	128	2.80	72	3.59
Container board -----	209	3.04	-	-	-	-	48	3.84	21	3.57	60	2.74	18	3.60
Boxboard -----	284	3.00	40	2.90	99	2.76	19	3.09	-	-	56	2.90	52	3.57
Beater men ³ -----	1,144	2.61	126	2.42	326	2.34	162	2.98	58	2.90	341	2.53	107	3.13
Container board -----	341	2.71	-	-	-	-	94	3.33	25	2.92	59	2.51	-	-
Boxboard -----	725	2.56	66	2.60	219	2.43	-	-	-	-	275	2.54	76	3.04
Hydrapulper operators ³ -----	927	2.52	61	2.56	157	2.46	254	2.64	-	-	239	2.61	78	3.12
Container board -----	215	2.63	-	-	-	-	59	2.70	-	-	87	2.53	32	3.13
Boxboard -----	499	2.37	33	2.57	133	2.47	69	2.15	-	-	117	2.66	34	3.16
Machine room:														
Paper-machine tenders ³ -----	1,425	3.48	147	2.94	257	2.89	308	4.14	112	4.14	364	3.11	161	4.30
Container board -----	605	3.66	-	-	65	2.57	218	4.36	41	4.15	164	2.97	73	4.22
Boxboard -----	544	3.33	60	3.17	147	3.07	51	3.20	35	4.00	153	3.33	60	4.20
Back tenders ³ -----	1,395	3.13	147	2.65	247	2.60	314	3.69	108	3.71	342	2.83	161	3.88
Container board -----	610	3.28	-	-	67	2.33	225	3.86	40	3.75	161	2.73	73	3.81
Boxboard -----	531	2.98	60	2.82	135	2.76	51	2.91	35	3.58	152	2.94	60	3.80
Third hands ³ -----	1,306	2.92	96	2.53	224	2.44	312	3.35	105	3.39	334	2.67	165	3.46
Container board -----	548	3.06	-	-	-	-	181	3.54	38	3.43	149	2.60	77	3.45
Boxboard -----	520	2.76	60	2.67	125	2.58	51	2.73	36	3.26	156	2.74	60	3.36
Fourth hands ³ -----	1,309	2.70	111	2.46	217	2.45	323	2.90	108	3.03	345	2.55	141	3.12
Container board -----	435	2.88	-	-	-	-	164	3.19	40	3.04	118	2.58	52	3.16
Boxboard -----	699	2.55	93	2.53	176	2.50	105	2.40	35	2.93	194	2.54	64	3.05
Fifth hands ³ -----	947	2.62	54	2.33	78	2.50	278	2.77	93	2.87	189	2.53	143	3.00
Container board -----	406	2.81	-	-	-	-	180	2.90	37	2.87	103	2.54	58	3.04
Boxboard -----	411	2.40	39	2.46	70	2.49	-	-	-	-	44	2.62	60	2.94
Finishing, roll:														
Rewinder operators ³ -----	228	2.79	-	-	-	-	42	3.07	29	2.83	100	2.64	-	-
Container board -----	95	2.67	-	-	-	-	22	3.00	-	-	55	2.57	-	-
Boxboard -----	66	2.85	-	-	-	-	-	-	-	-	32	2.79	7	3.14

See footnotes at end of table.

Table 10. Occupational Averages: Paperboard Mills—Continued

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

Department and occupation	United States ²		New England		Middle Atlantic		Southeast		Southwest		Great Lakes		Pacific	
	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings
<u>Paper and paperboard—Continued</u>														
Finishing, roll—Continued														
Rewinder helpers ³ -----	175	\$2.62	-	-	12	\$2.41	35	\$2.69	-	-	81	\$2.58	-	-
Container board -----	69	2.54	-	-	-	-	25	2.72	-	-	29	2.53	-	-
Boxboard -----	73	2.67	-	-	-	-	-	-	-	-	41	2.65	-	-
Finishing, sheet:														
Cutters, guillotine type (cut and trim) ³ -----	484	2.49	29	\$2.60	131	2.41	65	2.56	27	\$2.67	200	2.53	11	\$3.09
Boxboard -----	375	2.47	25	2.62	119	2.41	50	2.45	-	-	135	2.55	10	3.09
Cutters, rotary or sheet ³ -----	280	2.72	49	2.57	31	2.50	35	3.13	19	3.11	98	2.48	42	3.03
Boxboard -----	178	2.78	-	-	-	-	-	-	-	-	56	2.53	-	-
Laboratory:														
Paper testers ³ -----	707	2.88	34	2.53	81	2.58	230	2.98	86	2.84	108	2.73	123	3.24
Container board -----	331	2.92	-	-	-	-	186	2.98	47	2.79	31	2.75	38	3.22
Boxboard -----	271	2.83	25	2.56	66	2.62	22	2.91	21	2.87	53	2.73	65	3.24
<u>Miscellaneous</u>														
Electricians, maintenance -----	936	3.60	43	2.82	71	2.91	410	3.83	74	3.93	176	3.17	101	3.97
Firemen, stationary boiler -----	817	2.89	84	2.61	159	2.57	205	3.24	51	3.14	209	2.78	61	3.48
Janitors -----	710	2.43	37	2.20	84	2.24	229	2.49	75	2.51	197	2.37	56	2.85
Machinists, maintenance -----	645	3.53	47	2.85	29	3.04	232	3.75	46	3.84	139	3.13	124	3.96
Millwrights, pulp and paper -----	1,948	3.50	86	2.69	233	2.89	734	3.78	167	3.77	392	3.06	228	3.97
Oilers -----	555	2.92	37	2.43	56	2.57	191	3.13	75	3.05	111	2.69	58	3.22
Pipefitters, maintenance -----	911	3.62	32	2.78	48	2.91	419	3.78	103	3.80	103	3.13	115	3.97
Truckers, power -----	1,911	2.69	125	2.36	334	2.47	381	2.86	132	2.68	565	2.65	272	3.12
Forklift -----	1,674	2.68	111	2.37	316	2.46	322	2.84	131	2.68	458	2.61	242	3.13
Other than forklift -----	237	2.80	-	-	-	-	59	2.94	-	-	107	2.81	-	-

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

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

³ Includes data for types of pulp, paper, or paperboard not shown separately.

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

Table 11. Occupational Averages: Paper and Paperboard Mills—Machine-Room Occupations by Width of Machine

(Number and average straight-time hourly earnings¹ of men in selected machine-room occupations, United States and selected regions, October 1967)

Occupation and machine width	United States ²		New England	Middle Atlantic	Southeast	Southwest	Great Lakes	Pacific
	Number of workers	Average hourly earnings						
Paper-machine tenders, 100 inches and under ³ -----	1,361	\$3.05	\$2.85	\$2.95	\$3.19	\$3.46	\$3.16	\$3.85
Fine grades-----	365	3.10	3.12	3.07	-	-	3.06	-
Sanitary tissue-----	191	2.76	-	3.33	-	-	3.74	-
Special industrial-----	160	3.08	-	2.81	-	-	-	-
Container board-----	220	3.02	-	-	-	-	-	-
Boxboard-----	192	3.11	3.13	3.00	-	-	2.69	-
Paper-machine tenders, 101 to 150 inches ³ -----	2,117	3.49	3.38	3.28	3.60	4.03	3.12	3.90
Fine grades-----	994	3.47	3.35	3.36	-	-	3.51	4.24
Sanitary tissue-----	229	3.70	3.20	3.50	-	-	3.50	4.32
Coarse (Kraft)-----	162	3.77	-	-	3.98	3.88	3.75	-
Special industrial-----	118	3.23	3.13	-	-	-	3.72	-
Container board-----	147	3.41	-	2.91	4.10	-	-	-
Boxboard-----	291	3.28	3.20	3.01	-	-	3.20	-
Paper-machine tenders, 151 to 200 inches ³ -----	789	4.08	3.43	4.27	4.33	4.09	3.47	4.26
Fine grades-----	267	3.88	3.46	3.83	3.83	-	3.71	4.74
Sanitary tissue-----	173	4.39	3.74	4.39	4.44	-	3.69	4.73
Coarse (Kraft)-----	97	4.37	-	-	4.34	4.28	3.94	-
Container board-----	131	4.08	-	-	4.42	-	4.69	4.69
Paper-machine tenders, 201 inches and over ³ -----	636	4.70	4.85	5.56	4.65	4.69	3.39	4.54
Newsprint and groundwood-----	131	5.20	-	-	5.24	-	4.27	5.19
Fine grades-----	150	4.44	4.42	4.31	4.50	-	4.32	-
Coarse (Kraft)-----	120	4.64	-	-	4.53	4.56	-	5.21
Container board-----	122	4.63	-	-	4.59	-	-	-
Back tenders, 100 inches and under ³ -----	1,327	2.73	2.53	2.65	2.77	3.14	2.84	3.49
Fine grades-----	362	2.77	2.76	2.78	-	-	2.70	-
Sanitary tissue-----	191	2.46	-	2.95	-	-	3.39	-
Special industrial-----	137	2.70	-	2.52	-	-	-	-
Container board-----	219	2.71	-	-	-	-	2.48	-
Boxboard-----	186	2.79	2.79	2.71	-	-	2.75	3.52
Back tenders, 101 to 150 inches ³ -----	2,131	3.15	3.05	2.95	3.27	3.58	3.17	3.85
Fine grades-----	991	3.12	3.00	3.01	-	-	3.16	3.91
Sanitary tissue-----	240	3.30	2.86	3.16	-	-	3.38	-
Coarse (Kraft)-----	176	3.37	-	-	3.62	3.46	3.34	-
Special industrial-----	115	2.96	2.83	-	-	-	-	-
Container board-----	161	3.07	-	2.58	3.61	-	2.88	3.92
Boxboard-----	280	2.91	2.85	2.72	-	-	3.07	3.84
Back tenders, 151 to 200 inches ³ -----	775	3.70	3.09	3.84	3.89	3.69	3.40	4.30
Fine grades-----	268	3.51	3.09	3.52	3.47	-	3.34	4.25
Sanitary tissue-----	180	3.94	3.41	-	3.98	-	3.53	-
Container board-----	123	3.66	-	-	3.93	-	3.14	4.12
Back tenders, 201 inches and over ³ -----	643	4.29	4.59	4.19	4.22	4.29	3.82	4.69
Newsprint and groundwood-----	132	4.84	-	-	4.86	-	-	-
Fine grades-----	151	4.05	4.21	3.98	4.08	-	3.85	-
Coarse (Kraft)-----	123	4.22	-	-	4.11	4.15	-	4.72
Container board-----	122	4.18	-	-	4.15	-	-	-
Third hands, 100 inches and under ³ -----	1,101	2.57	2.57	2.44	2.49	2.83	2.63	3.19
Fine grades-----	325	2.56	2.62	2.50	-	-	2.53	-
Sanitary tissue-----	109	2.50	-	2.65	-	-	3.11	-
Special industrial-----	114	2.47	-	2.34	-	-	-	-
Container board-----	169	2.45	-	-	-	-	2.37	-
Boxboard-----	174	2.60	2.64	2.52	-	-	2.52	3.20
Third hands, 101 to 150 inches ³ -----	1,969	2.89	2.80	2.72	3.03	3.26	2.91	3.41
Fine grades-----	933	2.86	2.76	2.77	-	-	2.90	3.48
Sanitary tissue-----	198	3.05	-	2.93	-	-	3.08	-
Coarse (Kraft)-----	158	3.08	-	-	3.38	3.14	3.02	-
Container board-----	135	2.83	-	2.34	3.32	-	2.75	-
Boxboard-----	284	2.73	2.69	2.55	-	-	2.86	3.39

See footnotes at end of table.

Table 11. Occupational Averages: Paper and Paperboard Mills—Machine-Room Occupations by Width of Machine—Continued

(Number and average straight-time hourly earnings¹ of men in selected machine-room occupations, United States and selected regions, October 1967)

Occupation and machine width	United States ²		New England	Middle Atlantic	Southeast	Southwest	Great Lakes	Pacific
	Number of workers	Average hourly earnings						
Third hands, 151 to 200 inches ³	787	\$3.27	\$2.78	\$3.23	\$3.53	\$3.36	\$3.05	\$3.73
Fine grades	283	3.11	2.79	3.06	3.19	-	3.02	3.70
Sanitary tissue	168	3.41	2.98	-	3.64	-	3.14	-
Container board	134	3.32	-	-	3.51	-	2.92	3.61
Third hands, 201 inches and over ³	632	3.77	3.79	3.63	3.82	3.82	3.30	3.90
Newsprint and groundwood	129	4.04	-	-	4.18	-	-	-
Fine grades	155	3.50	3.53	3.43	3.71	-	3.28	-
Coarse (Kraft)	123	3.81	-	-	3.77	3.75	-	4.03
Container board	124	3.82	-	-	3.80	-	-	-
Fourth hands, 100 inches and under ³	715	2.48	2.41	2.44	2.44	-	2.50	3.01
Fine grades	134	2.52	-	2.57	-	-	2.55	-
Boxboard	316	2.43	2.49	2.50	-	-	2.31	-
Fourth hands, 101 to 150 inches ³	1,829	2.70	2.58	2.59	2.74	2.89	2.75	3.08
Fine grades	818	2.69	2.55	2.63	-	-	2.74	3.09
Sanitary tissue	183	2.87	-	2.76	-	-	2.92	-
Coarse (Kraft)	144	2.80	-	-	2.98	2.82	2.78	-
Container board	136	2.62	-	-	2.99	-	2.61	-
Boxboard	332	2.60	2.56	2.49	-	-	2.75	3.05
Fourth hands, 151 to 200 inches ³	727	2.94	2.51	2.94	3.13	3.00	2.85	3.20
Fine grades	256	2.87	2.57	2.83	-	-	2.82	3.23
Sanitary tissue	143	3.03	-	-	3.16	-	-	-
Container board	127	2.93	-	-	3.04	-	2.80	3.13
Fourth hands, 201 inches and over ³	633	3.27	3.17	3.18	3.33	3.31	3.03	3.30
Newsprint and groundwood	131	3.47	-	-	3.60	-	-	-
Fine grades	155	3.07	2.95	3.00	3.26	-	2.97	-
Coarse (Kraft)	122	3.30	-	-	3.29	3.26	-	-
Container board	129	3.29	-	-	3.30	-	-	-
Fifth hands, 100 inches and under	188	2.59	2.49	-	2.51	-	2.58	2.93
Fifth hands, 101 to 150 inches ³	1,042	2.56	2.60	2.59	2.53	2.68	2.65	2.97
Fine grades	358	2.68	2.63	2.61	-	-	2.71	3.00
Coarse (Kraft)	124	2.60	-	-	-	2.59	2.60	-
Container board	115	2.63	-	-	2.78	-	2.51	-
Boxboard	275	2.25	2.47	2.40	-	-	2.65	2.93
Fifth hands, 151 to 200 inches ³	649	2.79	2.43	2.72	2.81	2.84	2.67	3.05
Fine grades	245	2.73	2.51	2.70	-	-	2.60	3.01
Coarse (Kraft)	74	2.97	-	-	2.84	2.87	-	3.07
Container board	145	2.82	-	-	2.82	-	2.69	3.03
Fifth hands, 201 inches and over ³	587	3.01	2.91	3.10	2.98	3.05	2.86	3.11
Newsprint and groundwood	130	3.19	-	-	3.18	-	-	-
Fine grades	135	2.89	2.81	2.91	2.89	-	2.86	-
Coarse (Kraft)	124	3.00	-	-	2.97	2.95	-	-
Container board	131	2.99	-	-	2.97	-	-	-

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

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

³ Includes data for types of paper or paperboard not shown separately.

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

Table 12. Occupational Averages: All Mills by Size of Community

(Number and average straight-time hourly earnings¹ of men in selected occupations in pulp, paper, and paperboard mills by size of community, United States and selected regions, October 1967)

Department and occupation	United States ²				New England		Middle Atlantic		Southeast		Southwest		Great Lakes		Pacific	
	Metropolitan areas		Nonmetropolitan areas		Metropolitan areas	Nonmetropolitan areas	Metropolitan areas	Nonmetropolitan areas	Metropolitan areas	Nonmetropolitan areas	Metropolitan areas	Nonmetropolitan areas	Metropolitan areas	Nonmetropolitan areas	Metropolitan areas	Nonmetropolitan areas
	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Average hourly earnings											
<u>Pulp</u>																
Woodyard and wood preparation:																
Crane operators-----	228	\$ 3.51	653	\$ 3.46	-	\$ 2.86	\$ 3.02	\$ 2.76	\$ 3.79	\$ 3.76	\$ 3.76	\$ 3.75	\$ 3.26	\$ 3.03	\$ 3.33	\$ 3.35
Chippermen-----	153	2.87	370	2.80	-	2.53	2.71	2.52	2.80	2.90	3.09	2.83	2.82	2.71	3.14	3.11
Pulpmaking:																
Cooks ³ -----	286	3.60	518	3.62	\$ 2.55	3.08	3.04	3.03	3.94	3.89	4.08	3.87	3.30	3.30	3.80	3.82
Sulphate-----	172	3.79	333	3.74	-	3.13	-	-	3.94	3.92	4.08	3.87	-	3.23	3.74	3.94
Cook helpers, first ³ -----	243	3.11	542	3.05	-	2.67	2.67	2.74	3.22	3.18	-	3.12	3.03	2.85	3.17	3.17
Sulphate-----	155	3.17	404	3.10	-	2.72	-	-	3.22	3.19	-	3.12	-	2.76	3.19	3.21
Grindermen-----	190	2.90	592	2.75	-	2.65	-	2.40	-	3.18	-	-	2.98	2.61	-	-
Screenmen ³ -----	152	3.18	370	3.10	-	2.60	2.73	-	3.36	3.46	-	3.28	-	2.86	3.31	3.39
Sulphate-----	74	3.28	180	3.23	-	2.54	-	-	3.36	3.46	-	3.29	-	2.82	3.52	3.61
Bleachermen ³ -----	186	3.50	358	3.39	-	2.75	3.02	3.03	3.99	3.94	-	3.95	3.23	2.97	3.77	3.84
Sulphate-----	87	3.78	222	3.54	-	2.71	-	-	3.99	3.97	-	3.95	-	2.91	3.95	-
Pulp testers ³ -----	240	2.98	476	2.81	-	2.51	2.66	2.57	2.85	2.87	-	2.79	3.07	2.84	3.21	3.18
Sulphate-----	140	3.03	292	2.84	-	2.51	-	-	2.85	2.85	-	2.80	-	2.85	3.25	3.14
Recovery, caustic, and acidmaking:																
Recovery operators (sulphate)-----	162	3.70	317	3.71	-	2.97	-	-	4.00	3.95	3.98	3.94	-	3.14	3.66	3.70
Recovery helpers, first (sulphate)-----	251	3.20	475	3.15	-	2.58	-	-	3.30	3.22	3.34	3.27	-	2.76	3.27	3.15
<u>Paper and paperboard</u>																
Stock preparation:																
Head stock preparers, group I-----	253	3.38	267	3.49	-	3.27	3.44	3.18	4.15	3.92	-	-	3.24	3.41	4.06	3.89
Head stock preparers, group II ³ -----	709	3.12	752	3.16	2.92	2.92	2.95	2.73	3.68	3.88	3.56	3.86	2.93	3.15	3.63	3.61
Fine grades-----	252	3.06	244	3.21	2.99	2.98	3.02	3.22	-	3.86	-	-	2.91	3.27	3.81	-
Beatermen ³ -----	1,502	2.68	1,452	2.75	2.63	2.40	2.53	2.29	2.85	3.29	2.67	3.16	2.65	2.77	3.16	3.26
Fine grades-----	449	2.71	557	2.78	2.58	2.54	2.66	2.72	-	3.13	-	-	2.71	2.80	3.28	-
Boxboard-----	561	2.55	190	2.68	2.61	-	2.48	-	-	3.24	-	-	2.53	2.56	-	-
Hydrapulpers ³ -----	805	2.66	946	2.61	2.59	2.52	2.65	2.57	2.41	2.78	2.23	2.76	2.66	2.74	3.21	3.00
Fine grades-----	190	2.71	245	2.77	2.56	-	2.77	2.58	-	2.76	-	-	2.65	2.85	3.13	-
Boxboard-----	314	2.54	189	2.11	2.56	-	2.53	-	2.16	-	-	-	2.66	2.67	3.16	-
Machine room:																
Paper-machine tenders ³ -----	2,328	3.59	2,583	3.65	3.16	3.34	3.44	3.13	4.04	4.15	4.01	4.31	3.42	3.52	4.49	4.45
Fine grades-----	830	3.47	946	3.60	3.29	3.37	3.42	3.41	3.53	3.82	-	-	3.32	3.63	4.41	-
Boxboard-----	403	3.36	181	3.50	3.19	-	3.11	-	3.00	4.20	3.96	-	3.38	3.27	4.23	-
Backtenders ³ -----	2,296	3.24	2,588	3.30	2.80	3.05	3.12	2.81	3.66	3.74	3.57	3.94	3.08	3.20	4.07	4.03
Fine grades-----	836	3.11	937	3.25	2.90	3.05	3.10	3.05	3.18	3.49	-	-	2.95	3.29	3.98	-
Boxboard-----	392	3.00	176	3.16	2.82	-	2.80	-	2.76	3.84	3.51	-	2.96	2.94	3.82	-
Third hands ³ -----	2,034	2.98	2,463	3.02	2.68	2.88	2.80	2.59	3.35	3.43	3.18	3.57	2.82	2.92	3.56	3.55
Fine grades-----	764	2.86	932	2.93	2.76	2.76	2.80	2.79	2.77	3.37	-	-	2.76	2.98	3.53	-
Boxboard-----	380	2.79	176	2.88	2.66	-	2.61	-	2.59	3.48	3.17	-	2.76	2.73	3.37	-
Fourth hands ³ -----	1,900	2.77	2,012	2.82	2.53	2.63	2.69	2.50	2.89	3.16	2.92	3.15	2.67	2.78	3.15	3.18
Fine grades-----	607	2.74	756	2.76	2.56	2.56	2.74	2.61	2.61	3.08	-	-	2.64	2.83	3.15	-
Boxboard-----	507	2.55	228	2.66	2.52	-	-	-	2.34	3.04	2.85	-	2.47	2.69	3.04	-
Fifth hands ³ -----	1,077	2.76	1,397	2.71	2.55	2.60	2.73	2.58	2.74	2.90	2.80	2.91	2.53	2.71	3.03	3.02
Fine grades-----	354	2.74	388	2.73	2.63	2.62	2.71	2.65	2.72	2.78	-	-	2.52	2.76	3.00	-

See footnotes at end of table.

Table 12. Occupational Averages: All Mills by Size of Community—Continued

(Number and average straight-time hourly earnings¹ of men in selected occupations in pulp, paper, and paperboard mills by size of community, United States and selected regions, October 1967)

Department and occupation	United States ²				New England		Middle Atlantic		Southeast		Southwest		Great Lakes		Pacific	
	Metropolitan areas		Nonmetropolitan areas		Metro- politan areas	Non- metro- politan areas	Metro- politan areas	Non- metro- politan areas	Metro- politan areas	Non- metro- politan areas	Metro- politan areas	Non- metro- politan areas	Metro- politan areas	Non- metro- politan areas	Metro- politan areas	Non- metro- politan areas
	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Average hourly earnings											
Paper and paperboard—Continued																
Finishing, roll:																
Calender operators ³ -----	361	\$ 3.11	507	\$ 3.12	\$ 2.88	\$ 3.02	\$ 3.09	\$ 2.87	-	\$ 3.45	-	-	\$ 3.17	\$ 3.20	\$ 3.65	-
Fine grades -----	292	3.12	395	3.10	2.88	3.01	3.17	2.89	-	-	-	-	3.15	3.19	3.65	-
Calender helpers ³ -----	404	2.65	536	2.75	2.57	2.73	2.72	2.61	-	-	-	-	2.52	2.82	3.16	-
Fine grades -----	283	2.74	444	2.75	2.57	2.70	2.76	2.62	-	-	-	-	2.78	2.83	3.16	-
Rewinder operators ³ -----	1,105	2.87	1,183	2.88	2.67	2.79	2.76	2.78	\$ 2.97	2.89	\$ 3.20	\$ 2.82	2.98	2.89	3.12	\$ 3.16
Fine grades -----	589	2.78	609	2.90	2.62	2.82	2.70	2.75	-	2.93	-	-	2.82	2.94	3.14	-
Rewinder helpers ³ -----	823	2.62	835	2.65	2.49	2.52	2.56	2.55	2.63	2.68	-	2.69	2.62	2.69	2.93	-
Fine grades -----	400	2.59	528	2.65	2.41	2.51	2.52	2.60	2.62	2.63	-	-	2.59	2.71	3.00	-
Finishing, sheet:																
Cutters, guillotine type (cut and trim) ³ -----	893	2.82	811	2.77	2.92	2.59	2.70	2.74	2.70	2.92	2.90	2.80	2.78	2.80	3.17	-
Fine grades -----	489	3.03	548	2.87	3.01	2.65	3.08	2.85	-	3.00	-	-	2.97	2.88	3.19	-
Cutters, rotary or sheet ³ -----	783	2.83	752	2.86	2.63	2.47	2.79	2.68	3.05	3.13	-	3.09	2.79	2.88	3.07	3.20
Fine grades -----	511	2.86	563	2.86	2.67	2.49	2.81	2.77	-	3.11	-	-	2.90	2.92	3.11	-
Laboratory:																
Paper testers ³ -----	943	2.83	1,284	2.85	2.54	2.58	2.79	2.57	2.89	3.02	2.75	2.84	2.71	2.86	3.25	3.25
Fine grades -----	353	2.75	457	2.86	2.60	2.61	2.76	2.73	2.85	3.25	-	-	2.63	2.90	3.25	-
Miscellaneous																
Electricians, maintenance -----	1,265	3.57	1,737	3.55	3.03	3.19	3.36	3.21	3.78	3.78	4.09	3.90	3.31	3.36	3.98	3.97
Firemen, stationary boiler -----	861	2.99	1,169	3.00	2.79	2.66	2.96	2.66	3.21	3.35	3.11	3.32	2.86	2.99	3.60	3.54
Janitors -----	1,086	2.49	1,329	2.52	2.25	2.28	2.41	2.34	2.49	2.50	2.51	2.53	2.50	2.56	2.86	2.86
Machinists, maintenance -----	858	3.52	1,158	3.48	2.98	3.24	3.39	3.24	3.76	3.72	3.73	3.80	3.31	3.32	3.97	3.97
Millwrights -----	2,422	3.44	3,896	3.50	2.90	3.11	3.20	3.12	3.70	3.78	3.90	3.80	3.14	3.30	3.97	3.97
Oilers -----	702	2.89	1,127	2.94	2.57	2.70	2.73	2.59	3.05	3.17	3.00	3.15	2.79	2.83	3.23	3.20
Pipefitters, maintenance -----	994	3.56	1,839	3.56	2.99	3.18	3.28	3.28	3.76	3.77	3.95	3.81	3.30	3.35	3.98	3.97
Truckers, power -----	2,843	2.76	3,352	2.72	2.49	2.47	2.68	2.52	2.74	2.86	2.57	2.73	2.71	2.71	3.12	3.10
Forklift -----	2,267	2.75	2,543	2.71	2.49	2.41	2.64	2.45	2.73	2.84	2.57	2.73	2.69	2.69	3.11	3.11
Other than forklift -----	576	2.79	809	2.76	2.48	2.57	2.82	2.74	2.79	2.96	-	-	2.79	2.75	3.13	3.08

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

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

³ Includes data for types of pulp, paper, or paperboard not shown separately.

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

Table 13. Occupational Averages: All Mills by Size of Mill

(Number and average straight-time hourly earnings¹ of men in selected occupations in pulp, paper, and paperboard mills by size of mill, United States and selected regions, October 1967)

Department and occupation	United States ²						New England			Middle Atlantic		
	50-249 workers		250-999 workers		1,000 workers or more		50-249 workers	250-999 workers	1,000 workers or more	50-249 workers	250-999 workers	1,000 workers or more
	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Average hourly earnings					
Pulp												
Woodyard and wood preparation:												
Crane operators	50	\$2.85	411	\$3.45	420	\$3.58	-	\$2.88	-	-	\$2.99	\$2.99
Chippermen	-	-	251	2.82	266	2.82	-	2.58	\$2.47	-	2.63	2.69
Pulpmaking:												
Cooks ³	68	3.14	427	3.60	309	3.74	-	2.98	3.15	-	3.05	3.14
Sulphate	-	-	266	3.72	231	3.80	-	-	3.01	-	-	-
Sulphite	44	3.27	125	3.43	55	3.64	-	2.87	-	-	3.10	-
Cook helpers, first ³	20	3.04	371	3.00	394	3.14	-	2.64	2.73	-	2.62	2.93
Sulphate	-	-	232	3.06	323	3.16	-	2.74	2.66	-	-	-
Sulphite	-	-	109	2.91	59	3.03	-	2.51	-	-	-	-
Grindermen	106	2.48	370	2.76	306	2.91	-	2.64	-	-	-	-
Screenmen ³	20	3.14	276	3.09	226	3.17	-	2.52	2.74	-	-	2.89
Sulphate	-	-	130	3.25	124	3.24	-	-	2.68	-	-	-
Sulphite	20	3.14	83	2.99	59	3.05	-	2.35	-	-	-	-
Bleacher men ³	-	-	264	3.31	256	3.61	-	2.70	2.83	-	2.99	3.09
Sulphate	-	-	121	3.42	188	3.73	-	2.67	2.83	-	-	-
Sulphite	-	-	97	3.36	40	3.44	-	2.78	-	-	2.98	-
Pulp testers ³	-	-	401	2.90	310	2.83	-	2.51	2.48	-	2.62	2.68
Sulphate	-	-	203	3.01	229	2.81	-	-	2.46	-	-	-
Sulphite	-	-	117	2.87	54	2.91	-	2.49	-	-	-	-
Recovery, caustic, and acidmaking:												
Recovery operators (sulphate)	-	-	246	3.64	229	3.76	-	2.95	3.09	-	-	-
Recovery helpers, first (sulphate)	-	-	322	3.07	400	3.25	-	2.58	-	-	-	-
Caustic operators (causticisers) (sulphate)	-	-	208	3.36	154	3.45	-	-	2.79	-	-	-
Paper and paperboard												
Stock preparation:												
Head stock preparers, group I	46	2.80	257	3.40	217	3.62	-	3.20	-	-	3.18	3.50
Head stock preparers, group II ³	624	2.77	491	3.33	346	3.55	\$2.81	2.93	3.15	\$2.70	3.05	3.39
Fine grades	193	2.86	169	3.22	134	3.42	2.93	2.83	-	2.91	3.19	3.37
Beatermen ³	938	2.41	1,250	2.76	766	3.01	2.29	2.70	2.66	2.27	2.61	2.82
Fine grades	209	2.51	460	2.77	337	2.88	2.43	2.66	2.69	2.50	2.69	2.78
Boxboard	325	2.49	376	2.60	50	3.01	2.64	2.56	-	2.28	2.54	-
Hydrapulper operators ³	566	2.32	870	2.77	315	2.81	2.67	2.58	2.43	2.51	2.68	2.79
Fine grades	40	2.47	286	2.76	109	2.80	-	-	-	-	2.62	2.79
Machine room:												
Paper-machine tenders ³	1,352	2.94	1,971	3.74	1,588	4.06	2.75	3.52	3.53	2.98	3.44	3.84
Fine grades	382	3.00	707	3.54	687	3.83	2.95	3.26	3.73	3.03	3.55	3.60
Coarse (Kraft)	209	2.77	297	4.14	269	4.09	-	-	-	-	-	-
Container board	234	3.01	248	4.01	114	4.36	-	-	-	-	-	-
Boxboard	1,331	2.64	1,951	3.38	1,602	3.66	3.21	3.10	-	2.94	3.22	-
Back tenders ³	382	2.65	706	3.21	684	3.46	2.45	3.20	3.21	2.70	3.12	3.44
Fine grades	234	2.70	235	3.16	99	3.62	2.58	2.93	-	2.70	3.24	3.24
Boxboard	1,167	2.50	1,829	3.08	1,501	3.29	2.86	2.78	-	2.66	2.89	-
Third hands ³	359	2.47	688	2.94	649	3.09	2.47	2.98	2.91	2.50	2.84	2.98
Fine grades	189	2.39	258	3.29	115	3.60	2.43	2.77	3.05	2.50	2.91	2.88
Container board	218	2.51	240	2.92	98	3.28	2.72	2.65	-	2.46	2.68	-

See footnotes at end of table.

Table 13. Occupational Averages: All Mills by Size of Mill—Continued

(Number and average straight-time hourly earnings¹ of men in selected occupations in pulp, paper, and paperboard mills by size of mill, United States and selected regions, October 1967)

Department and occupation	United States ²						New England			Middle Atlantic		
	50-249 workers		250-999 workers		1,000 workers or more		50-249 workers	250-999 workers	1,000 workers or more	50-249 workers	250-999 workers	1,000 workers or more
	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Average hourly earnings					
Paper and paperboard—Continued												
Machine room—Continued												
Fourth hands ³	809	\$ 2.41	1,727	\$ 2.84	1,376	\$ 2.97	\$ 2.30	\$ 2.69	\$ 2.61	\$ 2.47	\$ 2.63	\$ 2.81
Fine grades	161	2.40	617	2.76	585	2.83	-	2.57	2.68	2.45	2.71	2.75
Coarse (Kraft)	-	-	168	3.03	229	3.04	-	-	-	-	-	-
Container board	94	2.23	255	2.99	101	3.15	-	-	-	-	-	-
Boxboard	318	2.37	326	2.70	91	2.92	2.61	-	-	2.48	-	-
Fifth hands ³	418	2.31	1,129	2.81	927	2.82	-	2.68	2.55	2.78	2.61	2.76
Fine grades	34	2.31	336	2.79	372	2.73	-	2.77	2.59	-	2.68	2.76
Container board	66	2.43	241	2.85	114	2.89	-	-	-	-	-	-
Finishing, roll:												
Calender operators ³	68	2.64	347	3.10	453	3.20	-	2.90	3.02	2.69	2.97	3.09
Fine grades	39	2.63	265	3.02	383	3.22	-	2.76	3.08	-	2.97	3.09
Calender helpers ³	110	2.20	340	2.73	490	2.79	-	2.57	2.76	2.50	2.66	2.72
Fine grades	33	2.35	269	2.72	425	2.79	-	2.44	2.78	-	2.66	2.72
Rewinder operators ³	362	2.57	877	2.88	1,049	2.97	2.52	2.70	2.82	-	2.78	2.93
Fine grades	-	-	514	2.84	487	2.94	-	-	2.84	-	2.74	2.79
Rewinder helpers ³	241	2.39	633	2.63	784	2.72	2.30	2.46	2.59	2.42	2.61	2.69
Fine grades	-	-	399	2.62	417	2.69	-	-	2.56	-	2.59	2.61
Finishing, sheet:												
Cutters, guillotine type (cut and trim) ³	405	2.47	677	2.75	622	3.06	2.76	2.64	3.00	2.42	2.65	3.16
Fine grades	142	2.73	445	2.84	450	3.12	2.85	2.66	3.14	-	2.79	3.18
Cutters, rotary or sheet ³	376	2.55	499	2.81	660	3.04	2.41	2.59	2.73	2.60	2.80	2.86
Fine grades	173	2.57	444	2.81	457	3.03	2.33	2.60	-	-	2.80	2.86
Laboratory:												
Paper testers ³	373	2.64	1,017	2.85	837	2.92	2.60	2.56	2.52	2.58	2.74	2.78
Fine grades	129	2.57	396	2.82	285	2.91	-	2.58	2.62	-	2.78	2.78
Miscellaneous												
Electricians, maintenance	267	3.09	1,469	3.57	1,266	3.65	2.84	3.24	3.11	3.13	3.25	3.50
Firemen, stationary boiler	655	2.65	869	3.12	506	3.23	2.42	2.92	2.85	2.71	3.01	3.02
Janitors	220	2.21	1,114	2.51	1,081	2.57	2.17	2.27	-	2.16	2.39	2.49
Machinists, maintenance	266	3.25	897	3.47	853	3.61	2.85	3.22	3.11	3.00	3.28	3.52
Millwrights	785	2.98	2,877	3.51	2,656	3.59	2.71	3.19	3.04	2.97	3.26	3.28
Others	239	2.50	831	2.92	759	3.04	2.57	2.65	2.77	2.49	2.69	2.87
Pipefitters, maintenance	157	2.91	1,268	3.54	1,408	3.64	2.79	3.25	3.05	3.03	3.27	3.41
Truckers, power	754	2.43	2,596	2.74	2,845	2.82	2.28	2.51	2.50	2.47	2.61	2.84
Forklift	654	2.41	2,058	2.73	2,098	2.83	2.28	2.48	2.50	2.45	2.59	2.75
Other than forklift	100	2.54	538	2.79	747	2.79	-	2.58	2.50	2.58	2.67	2.99

See footnotes at end of table.

Table 13. Occupational Averages: All Mills by Size of Mill—Continued

(Number and average straight-time hourly earnings¹ of men in selected occupations in pulp, paper, and paperboard mills by size of mill, United States and selected regions, October 1967)

Department and occupation	Southeast		Southwest		Great Lakes			Pacific	
	250-999 workers	1,000 workers or more	250-999 workers	1,000 workers or more	50-249 workers	250-999 workers	1,000 workers or more	250-999 workers	1,000 workers or more
Average hourly earnings									
<u>Pulp</u>									
Woodyard and wood preparation:									
Crane operators _____	\$ 3.77	\$ 3.76	\$ 3.71	\$ 3.79	\$ 2.66	\$ 3.10	\$ 3.19	\$ 3.38	\$ 3.30
Chippermen _____	2.89	2.85	2.79	2.96	-	2.72	2.73	3.09	3.19
Pulpmaking:									
Cooks ² _____	3.92	3.89	-	3.95	-	3.20	3.42	3.83	3.92
Sulphate _____	3.93	3.92	-	3.95	-	3.05	3.38	3.79	3.84
Sulphite _____	3.74	-	-	-	-	3.25	3.47	3.90	4.02
Cook helpers, first ³ _____	3.16	3.21	2.93	3.23	-	2.86	2.92	3.19	3.19
Sulphate _____	3.18	3.22	2.93	3.23	-	-	2.86	3.19	3.24
Sulphite _____	-	-	-	-	-	2.93	2.97	3.18	3.16
Grindermen _____	-	3.18	-	-	-	2.72	2.80	3.14	-
Screenmen ³ _____	3.46	3.40	3.15	3.42	-	2.88	2.82	3.43	3.35
Sulphate _____	3.46	3.37	3.14	3.43	-	-	-	3.79	3.39
Sulphite _____	-	-	-	-	-	2.84	2.85	3.32	3.35
Bleacher men ³ _____	3.97	3.95	-	4.06	-	3.06	3.11	3.82	3.78
Sulphate _____	3.97	3.98	-	4.06	-	2.92	2.96	3.90	3.87
Sulphite _____	-	-	-	-	-	3.13	3.25	3.79	3.74
Pulp testers ³ _____	2.96	2.79	-	2.88	-	2.89	2.87	3.20	3.21
Sulphate _____	2.94	2.79	-	2.88	-	2.74	2.89	3.21	-
Sulphite _____	-	-	-	-	-	3.04	2.87	3.18	3.19
Recovery, caustic, and acidmaking:									
Recovery operators (sulphate) _____	3.98	3.95	3.94	3.95	-	-	3.26	3.71	3.63
Recovery helpers, first (sulphate) _____	3.16	3.29	3.18	3.31	-	-	2.82	3.25	3.16
Caustic operators (causticisers) (sulphate) _____	3.52	3.60	3.54	3.67	-	-	3.01	3.55	3.49
<u>Paper and paperboard</u>									
Stock preparation:									
Head stock preparers, group I _____	3.93	4.00	-	-	2.78	3.29	3.70	3.94	-
Head stock preparers, group II ³ _____	3.88	3.93	3.58	3.89	2.71	3.22	3.37	3.62	3.72
Fine grades _____	-	-	-	-	2.74	3.19	3.49	3.71	-
Beatermen ³ _____	3.08	3.30	2.79	3.19	2.48	2.72	2.88	3.19	3.26
Fine grades _____	-	3.25	-	-	2.54	2.76	2.86	-	-
Boxboard _____	-	-	-	-	2.34	2.59	-	3.08	-
Hydrapulper operators ³ _____	2.80	2.85	-	2.76	2.46	2.77	2.92	3.22	3.03
Fine grades _____	-	2.76	-	-	-	2.81	2.93	-	-
Machine room:									
Paper-machine tenders ³ _____	4.24	4.33	3.96	4.41	2.97	3.48	3.90	4.60	4.54
Fine grades _____	-	3.82	-	-	3.03	3.44	3.90	4.52	-
Coarse (Kraft) _____	4.25	4.32	3.85	4.29	-	-	-	4.85	-
Container board _____	4.31	4.48	-	-	2.70	3.32	-	4.70	-
Boxboard _____	4.46	4.59	-	4.43	3.00	3.46	-	4.15	-
Back tenders ³ _____	3.75	3.95	3.59	3.99	2.70	3.14	3.50	4.17	4.10
Fine grades _____	-	3.49	-	-	2.65	3.12	3.51	4.07	-
Boxboard _____	4.05	4.21	-	-	2.64	3.07	-	3.74	-
Third hands ³ _____	3.39	3.67	3.22	3.60	2.54	2.88	3.13	3.62	3.61
Fine grades _____	-	3.36	-	-	2.47	2.88	3.12	3.58	-
Container board _____	3.59	3.71	-	-	2.39	2.82	-	3.74	-
Boxboard _____	3.73	3.74	-	-	2.47	2.85	-	3.36	-

See footnotes at end of table.

Table 13. Occupational Averages: All Mills by Size of Mill—Continued

(Number and average straight-time hourly earnings¹ of men in selected occupations in pulp, paper, and paperboard mills by size of mill, United States and selected regions, October 1967)

Department and occupation	Southeast		Southwest		Great Lakes			Pacific	
	250-999 workers	1,000 workers or more	250-999 workers	1,000 workers or more	50-249 workers	250-999 workers	1,000 workers or more	250-999 workers	1,000 workers or more
Average hourly earnings									
Paper and paperboard—Continued									
Machine room—Continued									
Fourth hands ³	\$3.03	\$3.24	\$2.93	\$3.19	\$2.43	\$2.78	\$2.89	\$3.16	\$3.18
Fine grades	-	3.07	-	-	2.44	2.76	2.85	3.12	-
Coarse (Kraft)	3.17	3.17	2.89	3.18	-	-	-	3.25	-
Container board	3.16	3.25	-	-	2.38	2.74	-	3.17	-
Boxboard	3.28	3.25	-	-	2.31	2.78	-	3.05	-
Fifth hands ³	2.88	2.92	2.79	2.93	2.41	2.69	2.76	3.04	3.03
Fine grades	-	2.78	-	-	-	2.73	2.73	3.00	-
Container board	2.89	2.91	-	-	2.43	2.66	-	-	-
Finishing, roll:									
Calender operators ³	-	3.20	-	-	-	3.14	3.29	-	-
Fine grades	-	-	-	-	-	3.11	3.32	-	-
Calender helpers ³	-	2.70	-	-	-	2.78	2.84	-	-
Fine grades	-	-	-	-	-	2.80	2.85	-	-
Rewinder operators ³	2.85	3.02	2.64	3.01	2.47	2.97	2.95	3.12	3.14
Fine grades	-	2.92	-	-	-	2.89	3.01	3.10	-
Rewinder helpers ³	2.60	2.69	-	2.90	2.40	2.67	2.73	2.95	2.92
Fine grades	-	2.64	-	-	-	2.68	2.76	-	-
Finishing, sheet:									
Cutters, guillotine type (cut and trim) ³	2.50	3.01	-	3.02	2.50	2.76	3.10	3.19	3.14
Fine grades	-	3.00	-	-	2.60	2.84	3.13	3.22	-
Cutters, rotary or sheet ³	2.72	3.11	-	3.18	2.51	2.79	3.13	3.13	3.17
Fine grades	-	-	-	-	2.59	2.78	3.15	3.13	-
Laboratory:									
Paper testers ³	2.98	2.98	2.68	2.89	2.56	2.81	2.93	3.26	3.24
Fine grades	-	3.16	-	-	2.47	2.81	2.97	3.23	-
Miscellaneous									
Electricians, maintenance	3.81	3.77	3.94	3.98	3.05	3.29	3.48	3.98	3.97
Firemen, stationary boiler	3.32	3.37	3.13	3.45	2.70	2.99	3.18	3.61	3.70
Janitors	2.46	2.54	2.38	2.60	2.35	2.52	2.61	2.86	-
Machinists, maintenance	3.71	3.75	3.54	3.88	3.02	3.30	3.46	3.97	3.97
Millwrights	3.77	3.76	3.72	3.87	2.89	3.24	3.41	3.98	3.97
Oilers	3.15	3.16	2.90	3.26	2.45	2.85	2.94	3.21	3.25
Pipefitters, maintenance	3.74	3.78	3.81	3.86	3.06	3.28	3.44	3.98	3.97
Truckers, power	2.90	2.82	2.46	2.79	2.46	2.71	2.78	3.09	3.13
Forklift	2.89	2.82	2.45	2.79	2.46	2.69	2.77	3.10	3.13
Other than forklift	3.02	2.84	-	-	2.45	2.80	2.80	3.07	-

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

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

³ Includes data for types of pulp, paper, and paperboard not shown separately.

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

Table 14. Occupational Averages: All Mills by Size of Mill and Size of Community

(Number and average straight-time hourly earnings¹ of men in selected occupations in pulp, paper, and paperboard mills by size of mill and size of community, United States and selected regions, October 1967)

Occupation and size of mill	United States ²				New England		Middle Atlantic		Southeast		South-west	Great Lakes		Pacific	
	Metropolitan areas		Nonmetro-politan areas		Metropolitan areas	Non-metro-politan areas	Metropolitan areas	Non-metro-politan areas	Metropolitan areas	Non-metro-politan areas	Metropolitan areas	Metropolitan areas	Non-metro-politan areas	Metropolitan areas	Non-metro-politan areas
	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Average hourly earnings										
Crane operators:															
250-999 workers	99	\$ 3.44	312	\$ 3.45	-	\$ 2.89	-	\$ 2.92	\$ 3.80	\$ 3.76	\$ 3.70	\$ 3.29	\$ 3.03	\$ 3.38	\$ 3.38
1,000 workers or more	128	3.57	292	3.58	-	-	\$ 3.00	-	3.79	3.75	3.79	-	3.19	3.29	-
Cooks, sulphate:															
250-999 workers	87	3.70	179	3.73	-	3.18	-	-	3.90	3.95	-	-	-	3.73	3.94
1,000 workers or more	81	3.88	150	3.76	-	-	-	-	3.98	3.89	3.90	-	3.38	-	-
Paper-machine tenders, fine grades:															
50-249 workers	222	2.96	163	3.08	-	2.92	2.99	-	-	-	-	2.92	-	-	-
250-999 workers	364	3.45	343	3.65	\$ 3.10	3.44	3.68	3.40	-	-	-	3.26	3.60	4.34	-
1,000 workers or more	244	3.98	440	3.75	-	3.83	3.79	3.42	-	-	3.76	-	3.83	-	-
Fourth hands, fine grades:															
250-999 workers	319	2.72	298	2.80	-	2.58	2.77	-	-	-	-	2.67	2.85	3.09	-
1,000 workers or more	202	2.93	379	2.77	-	2.66	2.85	-	-	3.04	-	-	2.86	-	-
Millwrights:															
50-249 workers	463	2.93	336	3.06	2.85	2.32	3.04	2.73	-	-	-	2.76	3.03	-	-
250-999 workers	893	3.48	1,970	3.52	2.94	3.23	3.32	3.26	3.59	3.82	3.78	3.22	3.25	3.98	3.97
1,000 workers or more	1,066	3.62	1,590	3.57	2.97	3.05	3.29	3.27	3.77	3.76	3.81	3.26	3.48	3.97	-
Janitors:															
50-249 workers	120	2.23	100	2.19	2.32	2.00	2.25	2.02	-	-	-	2.30	2.40	-	-
250-999 workers	461	2.47	653	2.54	2.17	2.35	2.37	2.44	2.43	2.48	2.51	2.50	2.54	2.86	2.86
1,000 workers or more	505	2.57	576	2.57	-	2.43	2.50	2.48	2.55	2.53	2.54	2.58	2.62	-	-

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

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

Table 15. Occupational Earnings: Crane Operators

(Percent distribution of crane operators in pulp, paper, and paperboard mills by average straight-time hourly earnings,¹ United States and selected regions, October 1967)

Average hourly earnings ¹	United States ²	New England	Southeast	Southwest	Great Lakes
\$2.30 and under \$2.40	0.6	-	-	-	-
\$2.40 and under \$2.50	1.1	5.7	-	-	1.4
\$2.50 and under \$2.60	3.3	31.4	-	-	4.1
\$2.60 and under \$2.70	2.0	11.4	-	-	6.8
\$2.70 and under \$2.80	1.2	8.6	-	1.0	-
\$2.80 and under \$2.90	2.2	8.6	-	-	4.1
\$2.90 and under \$3.00	6.5	-	1.4	-	17.1
\$3.00 and under \$3.10	5.1	2.9	.2	-	13.0
\$3.10 and under \$3.20	4.3	8.6	-	-	15.1
\$3.20 and under \$3.30	5.8	-	-	3.0	26.0
\$3.30 and under \$3.40	4.8	5.7	-	-	4.8
\$3.40 and under \$3.50	2.8	17.1	.9	-	-
\$3.50 and under \$3.60	2.8	-	2.6	-	7.5
\$3.60 and under \$3.70	1.0	-	-	9.1	-
\$3.70 and under \$3.80	29.1	-	51.4	34.3	-
\$3.80 and under \$3.90	25.4	-	40.2	51.5	-
\$3.90 and under \$4.00	1.7	-	3.3	1.0	-
\$4.00 and over	.2	-	-	-	-
Total	100.0	100.0	100.0	100.0	100.0
Number of workers	881	70	430	99	146
Average hourly earnings ¹	\$3.48	\$2.85	\$3.77	\$3.75	\$3.08

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

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

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

Table 16. Occupational Earnings: Cooks, Sulphate

(Percent distribution of cooks in pulp, paper, and paperboard mills by average straight-time hourly earnings,¹ United States and selected regions, October 1967)

Average hourly earnings ¹	United States ²	Southeast	Pacific
Under \$2.90	0.8	-	-
\$2.90 and under \$3.00	5.3	-	-
\$3.00 and under \$3.10	4.6	1.7	-
\$3.10 and under \$3.20	2.6	-	-
\$3.20 and under \$3.30	.6	-	-
\$3.30 and under \$3.40	1.4	-	-
\$3.40 and under \$3.50	5.1	-	12.5
\$3.50 and under \$3.60	4.0	3.4	8.3
\$3.60 and under \$3.70	4.0	-	12.5
\$3.70 and under \$3.80	7.5	8.8	16.7
\$3.80 and under \$3.90	21.2	21.4	16.7
\$3.90 and under \$4.00	23.0	32.4	20.8
\$4.00 and under \$4.10	12.7	25.2	4.2
\$4.10 and over	7.3	7.1	8.3
Total	100.0	100.0	100.0
Number of workers	505	238	96
Average hourly earnings ¹	\$3.76	\$3.93	\$3.80

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

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

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

Table 17. Occupational Earnings: Grindermen

(Percent distribution of grindermen in pulp, paper, and paperboard mills by average straight-time hourly earnings,¹ United States and selected regions, October 1967)

Average hourly earnings ¹	United States ²	New England	Middle Atlantic	South-east	Great Lakes	Pacific
\$2.20 and under \$2.30	2.7	5.8	-	-	4.9	-
\$2.30 and under \$2.40	5.5	-	39.4	-	-	-
\$2.40 and under \$2.50	9.5	6.8	-	-	33.0	-
\$2.50 and under \$2.60	3.6	13.5	-	-	-	-
\$2.60 and under \$2.70	11.6	15.9	53.2	-	-	-
\$2.70 and under \$2.80	29.2	58.0	-	21.7	44.0	-
\$2.80 and under \$2.90	2.7	-	7.3	-	7.1	-
\$2.90 and under \$3.00	10.6	-	-	26.1	8.2	5.7
\$3.00 and under \$3.10	14.8	-	-	34.8	2.2	57.1
\$3.10 and under \$3.20	6.1	-	-	-	-	34.3
\$3.20 and under \$3.30	.6	-	-	-	-	2.9
\$3.30 and over	3.1	-	-	17.4	.5	-
Total	100.0	100.0	100.0	100.0	100.0	100.0
Number of workers	782	207	109	92	182	140
Average hourly earnings ¹	\$2.78	\$2.65	\$2.53	\$3.12	\$2.65	\$3.05

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

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

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

Table 18. Occupational Earnings: Paper-Machine Tenders, Fine Grades

(Percent distribution of paper-machine tenders, fine grades, in pulp, paper, and paperboard mills by average straight-time hourly earnings,¹ United States and selected regions, October 1967)

Average hourly earnings ¹	United States ²	New England	Middle Atlantic	South-east	Great Lakes	Pacific
Under \$2.90	6.7	12.4	0.7	6.7	7.0	-
\$2.90 and under \$3.00	9.5	18.1	16.2	-	3.4	-
\$3.00 and under \$3.10	8.6	16.9	12.0	-	4.6	-
\$3.10 and under \$3.20	8.1	9.3	6.7	-	12.8	-
\$3.20 and under \$3.30	6.9	-	10.9	-	12.6	-
\$3.30 and under \$3.40	10.4	4.5	11.3	37.0	10.9	-
\$3.40 and under \$3.50	7.2	6.7	5.3	3.0	12.1	-
\$3.50 and under \$3.60	5.5	7.4	9.3	5.9	2.9	-
\$3.60 and under \$3.70	2.7	3.6	2.0	3.0	2.0	-
\$3.70 and under \$3.80	4.8	3.3	11.1	3.0	1.7	-
\$3.80 and under \$3.90	4.0	1.9	3.6	-	6.6	7.0
\$3.90 and under \$4.00	4.4	1.0	2.2	3.0	6.8	7.0
\$4.00 and under \$4.10	2.4	3.3	-	-	4.8	-
\$4.10 and under \$4.20	1.7	-	1.8	3.7	2.4	3.5
\$4.20 and under \$4.30	1.5	-	.9	-	1.5	10.5
\$4.30 and under \$4.40	5.0	9.8	.9	2.2	3.4	10.5
\$4.40 and under \$4.50	3.3	-	3.6	10.4	1.5	12.3
\$4.50 and under \$4.60	2.2	-	-	6.7	2.4	10.5
\$4.60 and under \$4.70	2.1	1.0	.7	15.6	.5	3.5
\$4.70 and under \$4.80	1.2	1.0	-	-	-	10.5
\$4.80 and under \$4.90	.5	-	-	-	-	7.0
\$4.90 and under \$5.00	.7	-	-	-	-	10.5
\$5.00 and over	.7	-	.9	-	-	7.0
Total	100.0	100.0	100.0	100.0	100.0	100.0
Number of workers	1,776	420	450	135	587	114
Average hourly earnings ¹	\$3.54	\$3.33	\$3.42	\$3.78	\$3.50	\$4.50

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

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

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

Table 19. Occupational Earnings: Fourth Hands, Fine Grades

(Percent distribution of fourth hands, fine grades, in pulp, paper, and paperboard mills by average straight-time hourly earnings,¹ United States and selected regions, October 1967)

Average hourly earnings ¹	United States ²	New England	Middle Atlantic	South-east	Great Lakes	Pacific
Under \$2.20 -----	3.4	6.7	-	10.7	3.7	-
\$2.20 and under \$2.30 -----	5.1	17.2	5.0	-	1.7	-
\$2.30 and under \$2.40 -----	2.3	11.6	-	-	-	-
\$2.40 and under \$2.50 -----	3.6	4.5	5.3	-	3.9	-
\$2.50 and under \$2.60 -----	13.1	15.7	26.8	3.6	4.4	-
\$2.60 and under \$2.70 -----	17.2	10.1	20.5	10.7	23.6	-
\$2.70 and under \$2.80 -----	11.2	6.7	6.3	-	21.2	-
\$2.80 and under \$2.90 -----	18.0	12.7	24.8	4.8	24.3	-
\$2.90 and under \$3.00 -----	6.6	11.9	2.3	3.6	8.1	-
\$3.00 and under \$3.10 -----	6.0	-	7.0	9.5	4.4	25.5
\$3.10 and under \$3.20 -----	6.3	1.5	1.0	9.5	1.8	52.7
\$3.20 and under \$3.30 -----	3.7	1.5	-	23.8	-	14.5
\$3.30 and under \$3.40 -----	1.0	-	1.0	9.5	-	-
\$3.40 and under \$3.50 -----	1.6	-	-	14.3	1.8	-
\$3.50 and over -----	1.0	-	-	-	1.1	7.3
Total -----	100.0	100.0	100.0	100.0	100.0	100.0
Number of workers -----	1,363	268	302	84	543	110
Average hourly earnings ¹ -----	\$2.75	\$2.56	\$2.69	\$2.99	\$2.75	\$3.15

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

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

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

Table 20. Occupational Earnings: Millwrights

(Percent distribution of millwrights in pulp, paper, and paperboard mills by average straight-time hourly earnings,¹ United States and selected regions, October 1967)

Average hourly earnings ¹	United States ²	New England	Middle Atlantic	South-east	South-west	Great Lakes	Pacific
Under \$2.50 -----	1.6	4.8	5.1	0.3	-	-	-
\$2.50 and under \$2.60 -----	1.5	1.3	2.9	-	1.2	3.8	-
\$2.60 and under \$2.70 -----	1.7	4.4	1.9	1.7	-	.6	-
\$2.70 and under \$2.80 -----	3.8	12.1	1.3	1.1	-	5.4	-
\$2.80 and under \$2.90 -----	3.7	18.2	3.7	.2	-	.6	-
\$2.90 and under \$3.00 -----	4.1	9.1	7.7	-	-	7.4	-
\$3.00 and under \$3.10 -----	5.5	7.0	20.1	-	-	8.4	-
\$3.10 and under \$3.20 -----	8.7	7.3	23.5	1.7	.2	18.4	-
\$3.20 and under \$3.30 -----	4.0	4.9	4.9	2.0	1.0	8.8	-
\$3.30 and under \$3.40 -----	5.5	8.9	6.9	-	.5	14.1	-
\$3.40 and under \$3.50 -----	5.3	4.6	7.4	.2	1.2	15.6	-
\$3.50 and under \$3.60 -----	2.3	-	-	-	-	7.2	-
\$3.60 and under \$3.70 -----	5.6	17.4	2.0	3.5	-	6.8	-
\$3.70 and under \$3.80 -----	13.2	-	7.8	36.4	14.5	3.1	-
\$3.80 and under \$3.90 -----	17.3	-	2.0	43.1	70.6	-	-
\$3.90 and under \$4.00 -----	12.9	-	-	7.0	.5	-	93.5
\$4.00 and over -----	3.2	-	2.7	2.9	10.2	-	6.5
Total -----	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Number of workers -----	6,318	1,033	782	1,849	401	1,413	674
Average hourly earnings ¹ -----	\$3.48	\$3.06	\$3.18	\$3.75	\$3.83	\$3.24	\$3.97

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

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

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

Table 21. Occupational Earnings: Janitors

(Percent distribution of janitors in pulp, paper, and paperboard mills by average straight-time hourly earnings,¹ United States and selected regions, October 1967)

Average hourly earnings ¹	United States ²	New England	Middle Atlantic	South-east	South-west	Great Lakes	Pacific
Under \$ 2.00 -----	2.7	4.2	6.0	2.5	3.2	-	-
\$ 2.00 and under \$ 2.10 ----	3.2	12.0	5.5	4.0	-	0.8	-
\$ 2.10 and under \$ 2.20 ----	3.9	13.0	3.5	2.3	7.8	3.8	-
\$ 2.20 and under \$ 2.30 ----	6.1	24.1	9.7	2.3	1.9	5.6	-
\$ 2.30 and under \$ 2.40 ----	13.1	30.6	34.7	1.7	-	13.0	-
\$ 2.40 and under \$ 2.50 ----	6.3	8.8	15.5	5.4	-	4.9	-
\$ 2.50 and under \$ 2.60 ----	35.4	5.6	10.5	72.9	75.3	27.5	-
\$ 2.60 and under \$ 2.70 ----	16.4	1.9	10.0	7.9	-	37.4	3.9
\$ 2.70 and under \$ 2.80 ----	2.2	-	-	.3	.6	5.6	1.3
\$ 2.80 and under \$ 2.90 ----	9.5	-	4.7	.4	2.6	.9	90.0
\$ 2.90 and under \$ 3.00 ----	.8	-	-	.1	3.9	.2	4.8
\$ 3.00 and over -----	.4	-	-	.1	4.5	.2	-
Total -----	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Number of workers -----	2,587	216	401	706	154	843	230
Average hourly earnings ¹ -----	\$ 2.50	\$ 2.26	\$ 2.37	\$ 2.50	\$ 2.52	\$ 2.54	\$ 2.85

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

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

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

Table 22. Method of Wage Payment

(Percent of production workers in pulp, paper, and paperboard mills by method of wage payment, United States and selected regions, October 1967)

Method of wage payment ¹	United States ²	New England	Middle Atlantic	South-east	South-west	Great Lakes	Pacific
All workers -----	100	100	100	100	100	100	100
Time-rated workers -----	97	92	97	98	97	97	100
Formal plans -----	94	89	97	92	97	95	100
Single rate -----	89	89	91	78	94	92	99
Range of rates -----	5	(³)	6	14	3	2	1
Individual rates -----	2	3	(³)	6	-	2	-
Incentive workers -----	3	8	3	2	3	3	-

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

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

³ Less than 0.5 percent.

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

Table 23. Scheduled Weekly Hours

(Percent of production workers in pulp, paper, and paperboard mills by scheduled weekly hours,¹ United States and selected regions, October 1967)

Weekly hours ¹	United States ²	New England	Middle Atlantic	Southeast	Southwest	Great Lakes	Pacific
All workers -----	100	100	100	100	100	100	100
Under 40 hours -----	2	-	9	-	-	4	-
40 hours -----	68	76	36	85	83	59	74
42 hours -----	12	1	24	9	14	8	26
Over 42 and under 44 hours -----	(³)	-	-	1	-	-	-
44 hours -----	1	4	-	-	-	2	-
Over 44 and under 48 hours -----	2	-	2	-	-	5	-
48 hours -----	14	19	23	4	3	21	-
Over 48 hours -----	1	-	5	1	-	1	-

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

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

³ Less than 0.5 percent.

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

Table 25. Paid Holidays

(Percent of production workers in pulp, paper, and paperboard mills with formal provisions for paid holidays, United States and selected regions, October 1967)

Number of paid holidays	United States ¹	New England	Middle Atlantic	Southeast	Southwest	Great Lakes	Pacific
All workers	100	100	100	100	100	100	100
Workers in establishments providing paid holidays	99	100	100	100	100	100	100
Less than 7 days	1	-	-	(²)	3	1	-
7 days	12	17	19	14	9	7	-
7 days plus 2 half days	(²)	-	(²)	-	-	-	-
8 days	80	72	58	84	88	87	98
8 days plus 1 or 2 half days	1	3	2	-	-	-	2
9 days	6	8	19	1	-	6	-
10 days	(²)	-	2	-	-	-	-
Workers in establishments providing no paid holidays	(²)	-	-	-	-	-	-

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

² Less than 0.5 percent.

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

Table 26. Paid Vacations

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

Vacation policy	United States ¹	New England	Middle Atlantic	Southeast	Southwest	Great Lakes	Pacific
All workers	100	100	100	100	100	100	100
<u>Method of payment</u>							
Workers in establishments providing paid vacations	100	100	100	100	100	100	100
Length of time payment	70	75	71	50	49	75	100
Percentage payment	30	25	29	50	51	25	-
<u>Amount of vacation pay²</u>							
<u>After 1 year of service</u>							
1 week	96	97	88	96	100	96	100
Over 1 and under 2 weeks	3	-	6	2	-	4	-
2 weeks	1	3	6	-	-	(³)	-
Over 2 and under 3 weeks	(³)	-	-	1	-	-	-
<u>After 2 years of service</u>							
1 week	79	92	77	87	92	91	12
Over 1 and under 2 weeks	3	(³)	8	2	-	4	-
2 weeks	17	8	15	9	8	5	88
Over 2 and under 3 weeks	(³)	-	1	1	-	-	-

See footnotes at end of table.

Table 26. Paid Vacations—Continued

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

Vacation policy	United States ¹	New England	Middle Atlantic	Southeast	Southwest	Great Lakes	Pacific
<u>Amount of vacation pay²—Continued</u>							
<u>After 3 years of service</u>							
1 week	14	2	10	2	-	44	-
Over 1 and under 2 weeks	1	-	1	-	-	3	-
2 weeks	83	98	83	95	100	53	100
Over 2 and under 3 weeks	2	-	5	4	-	-	-
<u>After 5 years of service</u>							
2 weeks	96	97	92	95	95	97	100
Over 2 and under 3 weeks	3	-	5	5	-	3	-
3 weeks	1	3	3	-	5	(³)	-
<u>After 10 years of service</u>							
2 weeks	2	2	2	2	3	1	-
Over 2 and under 3 weeks	1	-	3	1	-	1	-
3 weeks	95	98	90	94	97	96	100
Over 3 and under 4 weeks	2	-	4	4	-	2	-
<u>After 15 years of service</u>							
2 weeks	2	1	2	2	3	-	-
Over 2 and under 3 weeks	(³)	-	2	1	-	-	-
3 weeks	37	85	52	14	10	40	3
Over 3 and under 4 weeks	1	-	1	1	-	3	-
4 weeks	59	14	41	80	87	58	97
Over 4 and under 5 weeks	1	-	3	2	-	-	-
<u>After 20 years of service</u>							
Under 3 weeks	2	1	4	1	3	-	-
3 weeks	6	8	6	9	1	6	-
Over 3 and under 4 weeks	1	-	1	-	-	2	-
4 weeks	87	89	80	86	91	88	99
Over 4 and under 5 weeks	2	-	2	4	-	1	-
5 weeks	2	2	5	-	5	3	(³)
Over 5 and under 6 weeks	(³)	-	3	-	-	-	-
<u>After 25 years of service</u>							
Under 4 weeks	5	2	8	7	4	3	-
4 weeks	24	40	31	21	15	26	2
Over 4 and under 5 weeks	2	-	3	1	-	4	-
5 weeks	67	57	55	68	81	66	98
Over 5 and under 6 weeks	1	-	3	2	-	1	-
<u>After 30 years of service</u>							
Under 4 weeks	5	1	8	7	4	3	-
4 weeks	20	27	23	16	15	25	2
Over 4 and under 5 weeks	2	-	1	1	-	5	-
5 weeks	48	42	49	38	22	48	98
Over 5 and under 6 weeks	1	-	4	-	-	1	-
6 weeks	25	30	14	37	59	18	-

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

² Vacation payments expressed as a percent of annual earnings were converted to an equivalent time basis. Periods of service were arbitrarily chosen and do not necessarily reflect the individual establishment provisions for progression. For example, the changes in proportions indicated at 10 years may include changes occurring between 5 and 10 years.

³ Less than 0.5 percent.

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

Table 27. Health, Insurance, and Retirement Plans

(Percent of production workers in pulp, paper, and paperboard mills with specified health, insurance, and retirement plans, United States and selected regions, October 1967)

Type of plan ¹	United States ²	New England	Middle Atlantic	Southeast	Southwest	Great Lakes	Pacific
All workers	100	100	100	100	100	100	100
Workers in establishments providing:							
Life insurance	99	100	100	100	100	100	100
Employer financed	66	73	89	58	29	52	100
Jointly financed	34	27	11	42	71	48	-
Accidental death and dismemberment insurance	77	82	69	67	80	76	100
Employer financed	55	65	67	41	21	44	100
Jointly financed	22	16	2	26	59	32	-
Sickness and accident insurance or sick leave or both ³	97	96	87	99	100	98	100
Sickness and accident insurance	94	96	85	99	93	93	98
Employer financed	62	68	73	57	28	52	98
Jointly financed	32	28	12	41	65	40	-
Sick leave (full pay, no waiting period)	5	3	7	5	9	7	-
Sick leave (partial pay or waiting period)	8	-	3	13	17	12	2
Hospitalization insurance	99	100	100	99	100	100	100
Covering employees only	11	22	11	15	7	5	-
Employer financed	10	22	11	12	7	4	-
Jointly financed	1	-	-	4	-	1	-
Covering employees and their dependents	89	78	89	84	93	95	100
Employer financed	22	32	53	4	6	29	8
Jointly financed	38	38	10	46	39	58	-
Employer financed for employees, jointly financed for employees, employer financed for dependents	29	8	26	35	49	7	92
Jointly financed for employees, employer financed for dependents	(⁴)	-	-	-	-	1	-
Surgical insurance	99	100	100	99	100	100	100
Covering employees only	11	22	11	15	7	5	-
Employer financed	10	22	11	12	7	4	-
Jointly financed	1	-	-	4	-	1	-
Covering employees and their dependents	89	78	89	84	93	95	100
Employer financed	22	32	53	4	6	29	8
Jointly financed	38	38	10	46	39	58	-
Employer financed for employees, jointly financed for employees, employer financed for dependents	29	8	26	35	49	7	92
Jointly financed for employees, employer financed for dependents	(⁴)	-	-	-	-	1	-
Medical insurance	92	99	95	73	100	97	100
Covering employees only	9	22	11	9	7	5	-
Employer financed	9	22	11	9	7	4	-
Jointly financed	(⁴)	-	-	-	-	1	-
Covering employees and their dependents	82	77	84	64	93	92	100
Employer financed	21	32	49	3	6	28	8
Jointly financed	35	38	9	34	39	56	-
Employer financed for employees, jointly financed for employees, employer financed for dependents	27	7	26	27	49	7	92
Jointly financed for employees, employer financed for dependents	(⁴)	-	-	-	-	1	-

See footnotes at end of table.

Table 27. Health, Insurance, and Retirement Plans—Continued

(Percent of production workers in pulp, paper, and paperboard mills with specified health, insurance, and retirement plans, United States and selected regions, October 1967)

Type of plan ¹	United States ²	New England	Middle Atlantic	Southeast	Southwest	Great Lakes	Pacific
Workers in establishments providing—Continued							
Catastrophe insurance	62	78	47	46	31	66	99
Covering employees only	7	15	10	5	6	4	-
Employer financed	6	15	10	4	6	4	-
Jointly financed	(⁴)	-	-	1	-	-	-
Covering employees and their dependents	55	63	37	40	25	62	99
Employer financed	11	20	18	2	-	17	6
Jointly financed	26	28	4	28	17	43	-
Employer financed for employees, jointly financed for dependents	18	16	16	11	9	1	92
Jointly financed for employees, employer financed for dependents	(⁴)	-	-	-	-	1	-
Retirement plans ³	97	99	91	99	100	99	100
Pension plans	97	99	91	99	100	97	100
Employer financed	73	79	75	70	40	75	99
Jointly financed	24	20	16	29	60	22	1
Lump-sum payments	3	10	6	2	-	3	-
No plans	(⁴)	-	1	-	-	-	-

¹ Includes only those plans for which at least part of the cost is borne by the employer. Legally required plans such as workmen's compensation and social security were excluded; however, those plans required by State temporary disability insurance laws are included if the employer contributes more than is legally required or the employees receive benefits in excess of legal requirements. In the Bureau's 1962 survey, plans required by the State temporary disability insurance laws were included if financed at least in part by the employer.

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

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

⁴ Less than 0.5 percent.

⁵ Unduplicated total of workers covered by pension or lump-sum payments shown separately.

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

Table 28. Other Selected Benefits

(Percent of production workers in pulp, paper, and paperboard mills with formal provisions for paid funeral leave, jury-duty leave, and severance pay, United States and selected regions, October 1967)

Item ¹	United States ²	New England	Middle Atlantic	Southeast	Southwest	Great Lakes	Pacific
All workers	100	100	100	100	100	100	100
Workers in establishments with formal provisions for:							
Paid funeral leave	98	100	99	99	94	98	100
Paid jury-duty leave	88	93	90	97	96	69	98
Severance pay	28	26	34	40	70	13	(³)

¹ For definition of items, see appendix A.

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

³ Less than 0.5 percent.

Appendix A. Scope and Method of Survey

Scope of Survey

This survey covered establishments primarily engaged in manufacturing (1) pulp from wood or from other materials such as rags, linters, waste paper, and straw; (2) paper (except building paper) from woodpulp and other fibers; and (3) paperboard, including paperboard coated on the paperboard machine, from woodpulp and other fibers (industry groups 261, 262, and 263 as defined in the 1967 edition of the Standard Industrial Classification Manual, prepared by the U.S. Bureau of the Budget). Separate auxiliary units such as central offices were excluded. Data for workers in converted paper products departments of mills covered by the study were excluded from the regular earnings tabulations and are presented separately.

Establishments studied were selected from those employing 50 workers or more at the time of reference of the data used in compiling the universe lists (unemployment insurance listings compiled by the various States).

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

Estimated Number of Establishments and Workers Within Scope of Survey and Number Studied,
Pulp, Paper, and Paperboard Mills, October 1967

Region ¹	Number of establishments		Workers in establishments		
	Within scope of survey ²	Studied	Within scope of survey		Studied
			Total ³	Production workers ⁴	
All mills:					
United States ⁵ -----	510	287	245,222	197,919	195,190
New England -----	96	41	37,517	29,866	26,424
Middle Atlantic -----	109	47	35,114	27,368	23,628
Southeast -----	70	52	59,385	48,827	53,511
Southwest -----	19	16	17,474	14,516	16,356
Great Lakes -----	146	86	64,441	51,870	49,698
Pacific -----	50	34	24,942	20,284	20,480
Pulpmills:					
United States ⁵ -----	17	15	7,611	6,406	6,852
Southeast -----	5	4	4,146	3,558	3,418
Pacific -----	9	8	2,698	2,210	2,667
Papermills:					
United States ⁵ -----	292	160	167,549	135,719	133,078
New England -----	68	26	31,809	25,521	21,963
Middle Atlantic -----	65	30	26,491	20,631	18,677
Southeast -----	27	22	32,393	26,828	31,056
Southwest -----	12	10	10,653	8,742	9,973
Great Lakes -----	92	53	48,663	39,634	37,370
Pacific -----	21	14	14,206	11,701	10,902
Paperboard mills:					
United States ⁵ -----	201	112	70,062	55,794	55,260
New England -----	26	13	5,191	3,920	3,944
Middle Atlantic -----	44	17	8,623	6,737	4,951
Southeast -----	38	26	22,846	18,441	19,037
Southwest -----	7	6	6,821	5,774	6,383
Great Lakes -----	53	32	15,528	12,023	12,078
Pacific -----	20	12	8,038	6,373	6,911

¹ The regions used in this study include: New England—Connecticut, Maine, Massachusetts, New Hampshire, Rhode Island, and Vermont; Middle Atlantic—New Jersey, New York, and Pennsylvania; Southeast—Alabama, Florida, Georgia, Mississippi, North Carolina, South Carolina, Tennessee, and Virginia; Southwest—Arkansas, Louisiana, Oklahoma, and Texas; Great Lakes—Illinois, Indiana, Michigan, Minnesota, Ohio, and Wisconsin; and Pacific—California, Nevada, Oregon, and Washington. Alaska and Hawaii were not included in the study.

² Includes only establishments that employed 50 workers or more at the time of reference of the universe data.

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

⁴ Includes workers in converted paper products departments of mills covered by the survey.

⁵ Includes data for regions in addition to those shown separately.

Method of Study

Data were obtained by personal visits of Bureau 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 group, 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 or more establishments.

Employment

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

Production Workers

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

Occupations Selected for Study

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

Wage Data

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

Average (mean) hourly rates of earnings for each occupation or other group of workers, such as men, women, or production workers were calculated by weighting each rate (or hourly earnings) by the number of workers receiving the rate, totaling, and dividing by the number of individuals. The hourly earnings of salaried workers were obtained by dividing their straight-time salary by normal rather than actual hours.

Size of Community

Tabulations by size of community pertain to metropolitan and nonmetropolitan areas. The term "metropolitan area," as used in this report, refers to the Standard Metropolitan Statistical Areas as defined by the U. S. Bureau of the Budget through April 1967.

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

Method of Wage Payment

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

Scheduled Weekly Hours

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

Shift Practices

Data relate to shift practices of establishments during the payroll period studied, and are presented in terms of the proportion of production and related workers actually employed under the conditions specified. Workers assigned to rotating shifts variously work on day, evening, and night shifts; workers assigned to oscillating shifts have work schedules which alternate between two periods of time (e.g., midnight to 8 a.m., 8 a.m. to 4 p.m.) but do not make the full cycle as under rotating shift arrangements. Workers assigned to fixed shifts have a constant work schedule.

Supplementary Wage Provisions

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

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

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

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

Death benefits are included as a form of life insurance. Sickness and accident insurance is limited to that type of insurance under which predetermined cash payments are made directly to the insured on a weekly or monthly basis during illness or accident disability. Information is presented for all such plans to which the employer contributes at least a part of the cost. However, in New York and New Jersey, where temporary disability insurance laws require employer contributions,¹⁵ plans are included only if the employer (1) contributes more than is legally required or (2) provides the employees with benefits which exceed the requirements of the law.

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

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

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

Tabulations of retirement pensions are limited to plans which provide, upon retirement, regular payments for the remainder of the worker's life. Data are presented separately for lump-sum retirement pay (one payment or a specified number over a period of time) made to employees upon retirement. Establishments providing lump-sum payments and pensions to employees upon retirement were considered as having both retirement pension and lump-sum retirement pay. Establishments having optional plans which provide employees a choice of either lump-sum retirement payments or pensions were considered as having only retirement pension benefits.

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

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

¹⁵ The temporary disability insurance laws in California and Rhode Island do not require employer contributions.

Appendix B. Occupational Descriptions

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

ACIDMAKER (SULPHITE)

Prepares acid for use in cooking sulphite pulp which is to be made into paper. Work involves: Weighing sulphur, and loading or directing the loading of burners with sulphur and other ingredients necessary to make acids of required strength. May operate acid tower.

BACKTENDER

Is stationed at the dry end of a paper machine. Duties involve most of the following: Leading paper to and over driers; regulating heat of driers; adjusting calenders to obtain proper finish and caliper; putting paper on the reel; performing or directing the rewinding or cutting operation; weighing and calipering paper sheets and reporting results to machine tender; observing paper for any imperfections; and assisting machine tender at wet end of machine as directed.

For wage study purposes, backtenders are classified by grade or type of paper and by machine width,¹⁶ as follows:

Newsprint and groundwood	Special industrial
Fine grades	Container board
Sanitary tissue	Boxboard
Coarse (Kraft)	Other

BARKER, DRUM

Tends the operation of a drum barker which removes the bark from blocks of pulpwood by tumbling the blocks in a rotating cylinder. Work involves: Feeding pulpwood blocks into machine by hand or mechanical means; starting revolving drum; breaking up jam; and directing workers in sorting blocks. May oversee operation of washing unit or adjust water sprays at end of machine to remove chips or dirt adhering to pulpwood blocks.

¹⁶ Each of the machine-room occupations is to be classified by grade or type of paper and also by width of machine, as follows:

- 100 inches or less
- 101 and under 150 inches
- 151 and under 200 inches
- 201 inches and over

BARKER, HYDRAULIC

Tends the operation of a barking machine which removes bark from logs by action of water under pressure. Work involves: Starting conveyor to carry log through machine; observing operation while the barking nozzle travels from one end of the rotating log to the other, removing the bark by water shot at high pressure; and directing workers in sorting logs and regulating supply to machine. May oversee operation of washing unit or adjust water sprays at end of machine to remove chips or dirt adhering to log.

BEATERMAN

(Beater-operator helper; beater-engineer helper)

Tends beaters and vats that prepare furnish for making paper or paperboard. Work involves most of the following: Turning valves to charge vats with specified amounts of slush pulp, fillers, size, and liquid chemicals; weighing and dumping ingredients into vats according to formula; dipping furnish sample from vat for laboratory sampling; removing plug of vat to dump furnish into beater chest and starting pump to transfer furnish from vat to storage; and observing vat and beater operation and notifying beater engineer (Head Stock Preparer) of malfunctioning. May clean vats and chip rust, scale, and other deposits from machine rolls. May also weigh, mix, and cook dyes, and transport sheet pulp and other materials from stockroom. Exclude waste (or broke) beatermen.

For wage study purposes, beatermen are classified by grade or type of paper, as follows:

Newsprint and groundwood	Special industrial
Fine grades	Container board
Sanitary tissue	Boxboard
Coarse (Kraft)	Other

BLEACHERMAN

(Bleach-plant operator)

Whitens or bleaches pulp to specified requirements. Work involves most of the following: Pumping and controlling flow of stock to bleaching tanks; adding bleaching solution according to desired strength; and making tests during bleaching process to determine when pulp is properly bleached.

For wage study purposes, bleachermen are classified by process, as follows:

Bleacherman, sulphate process
 Bleacherman, sulphite process
 Bleacherman, soda process
 Bleacherman, groundwood process
 Bleacherman, other

BLOW-PIT MAN (SULPHITE)

Tends blow pit (storage tank) and assists in discharging (blowing) woodpulp from digester. Work involves: Closing blow-pit hatch and blowing digester by opening valve; washing pulp stock in blow pit by admitting fresh water under pressure; sluicing blow pit with water; and pumping stock to stock chest preparatory to screening.

CALENDER HELPER

Assists calender operator to impart a gloss to surface of paper. Work involves: Trucking or moving rolls of paper; assisting in mounting rolls in calender machine; threading paper through rollers; and removing finished rolls from machine.

CALENDER HELPER—Continued

For wage study purposes, calender helpers are classified by grade or type of paper, as follows:

Newsprint and groundwood	Coarse (Kraft)
Fine grades	Special industrial
Sanitary tissue	Other

CALENDER OPERATOR

(Supercalender operator)

Operates a supercalender or calendering machine to impart a gloss to the paper. Work involves: Positioning roll of paper on the machine and threading it through the calendering rolls; regulating and adjusting pressure of the rolls; and removing the calendered paper.

For wage study purposes, calender operators are classified by grade or type of paper, as follows:

Newsprint and groundwood	Coarse (Kraft)
Fine grades	Special industrial
Sanitary tissue	Other

CAUSTIC OPERATOR (CAUSTICISER) (SULPHATE)

Makes caustic liquor for digesting wood chips into pulp. Work involves: Placing and mixing lime, soda ash, and water in vat; and agitating mixture mechanically as heat is applied to produce a uniform solution.

CHIPPERMAN

Feeds logs, blocks, or other wood by hand or with wood pick, from conveyor into hopper of a chipping machine that reduces the wood to chips. May start and stop conveyor to regulate amount of wood to be chipped; may inspect and change knives in machine.

COATER OPERATOR (OFF-MACHINE)

Operates a machine (removed from the papermaking machine) to glaze or impregnate paper or paperboard with size or coating mixtures. Work involves most of the following: Adjusting spreader rollers and aligning or fastening brushes or scraper blade in machine; loading paper roll on machine feed rack, and threading paper through spreader, pressure, and drying rolls; turning valve to admit specified coating mixture into machine tank; and adjusting tension of paper and pressure of rollers. May measure depth of coating. Excludes workers engaged in coating operations on equipment attached to papermaking machines.

For wage study purposes, off-machine coater operators are classified by grade or type of paper, as follows:

Newsprint and groundwood	Special industrial
Fine grades	Container board
Sanitary tissue	Boxboard
Coarse (Kraft)	Other

COATER OPERATOR HELPER

Assists coater operator (off-machine) by performing most of the following: Loading rolls of paper or paperboard on machine feed racks; placing core on rewind shaft and positioning shaft on machine; assisting operator in threading paper through machine and starting end of paper around rewind core; splicing breaks in paper; and removing rewind roll from machine. Excludes workers assisting in the coating operation on equipment attached to paper-making machine.

COATER OPERATOR HELPER—Continued

For wage study purposes, coater operator helpers are classified by grade or type of paper, as follows:

Newsprint and groundwood	Special industrial
Fine grades	Container board
Sanitary tissue	Boxboard
Coarse (Kraft)	Other

COOK

(Digester operator)

Is responsible for the operation of digester and the cooking process. Work involves: Determining the amount of liquor or acid to be used and the cooking pressure; directing the charging of the digester with chips or fibrous material and liquor or acid; determining through periodic tests when contents are ready for removal; directing the blowing of the contents of the digester; and keeping records and making reports on tonnage, liquor analysis, etc. Workers responsible for the operation of continuous digesters, which cook pulp on a continuous basis rather than in batches, also are included in this classification.

For wage study purposes, cooks are classified by process, as follows:

Cook, sulphate process
Cook, sulphite process
Cook, soda process
Cook, other

COOK HELPER, FIRST

(Digester-operator helper, first helper)

Assists cook in cooking wood chips or fibrous materials to make pulp. Work involves: Loading and capping the digester (or directing the loading and capping, if done by other helpers); adjusting valves to build up heat and pressure in digester; making tests; and opening valves to blow pulp to blow pit. May perform other duties, as directed by cook. Workers assisting cooks on continuous digesters also are included in this classification.

For wage study purposes, cook helpers, first, are classified by process, as follows:

Cook helper, first, sulphate process
Cook helper, first, sulphite process
Cook helper, first, soda process
Cook helper, first, other

CRANE OPERATOR

Operates crane to hoist and move logs of pulpwood in the woodyard of a pulp or papermill. Work involves: Manipulating controls to raise and lower loadline and to move the load to desired location.

CUTTER OPERATOR

(Cutterman; cutoff man; power cutter; rotary cutter; trimmer)

Operates or tends the operation of one or more of the varieties of machines that cut or trim paper or paperboard to specified sizes; sets and adjusts knives, guides, stops, or clamps. The cutting equipment may be of the automatic type or may be hand controlled or operated; and the stock may be fed by hand or mechanical devices.

CUTTER OPERATOR—Continued

For wage study purposes, cutters are classified by type of cutter and by grade or type of paper, as follows:

Cutter, guillotine type (cut and trim)

Newsprint and groundwood	Special industrial
Fine grades	Container board
Sanitary tissue	Boxboard
Coarse (Kraft)	Other

Cutter, rotary or sheet

Newsprint and groundwood	Special industrial
Fine grades	Container board
Sanitary tissue	Boxboard
Coarse (Kraft)	Other

ELECTRICIAN, MAINTENANCE

Performs a variety of electrical trade functions in the installation, maintenance, or repair of equipment for the generating, distribution, and/or utilization of electric energy in an establishment. Work involves most of the following: Installing or repairing any of a variety of electrical equipment such as generators, transformers, switchboards, controllers, circuit breakers, motors, heating units, conduit systems, or other transmission equipment; working from blueprints, drawings, layout, or other specifications; locating and diagnosing trouble in the electrical system or equipment; working standard computations relating to load requirements of wiring or electrical equipment; and using a variety of electrician's handtools and measuring and testing instruments. In general, the work of the maintenance electrician requires rounded training and experience usually acquired through a formal apprenticeship or equivalent training and experience.

EVAPORATOR OPERATOR (SULPHATE)

In the recovery process, operates an evaporator to concentrate the solution used in cooking sulphate pulp. Work involves: Pumping liquid into evaporator tank or pan; maintaining specified pressure and temperature; periodically testing concentration of solution and adjusting feeds, temperature, and pressure in accordance with these tests; and pumping concentrated liquors to storage or to recovery furnace.

FIFTH HAND

Assists in the tending of the winder and calender sections of a paper machine. Works with other crew members in transferring paper roll from reel to reeling-off stand, threading paper through winder, in tending calender, in splicing broken paper at reeling-off stand, and unloading finished rolls from winder.

For wage study purposes, fifth hands are classified by grade or type of paper and by machine width,¹⁷ as follows:

Newsprint and groundwood	Special industrial
Fine grades	Container board
Sanitary tissue	Boxboard
Coarse (Kraft)	Other

¹⁷ Ibid.

FIREMAN, STATIONARY BOILER

Fires stationary boilers to furnish the establishment in which employed with heat, power, or steam. Feeds fuels to fire by hand or operates a mechanical stoker, gas, or oil burner; and checks water and safety valves. May clean, oil, or assist in repairing boilerroom equipment.

FOURTH HAND

Prepares calendar stacks and driers for operation, assists the third hand in the winding operation of a paper machine and usually removes rolls of paper from rewinder and weighs them; and assists at wet end in putting on felts and wires and in washing up.

For wage study purposes, fourth hands are classified by grade or type of paper and by machine width,¹⁸ as follows:

Newsprint and groundwood	Special industrial
Fine grades	Container board
Sanitary tissue	Boxboard
Coarse (Kraft)	Other

GRINDERMAN

Tends grinding machine that reduces blocks of wood to pulp. (Grinding machines are of three general types—pocket, magazine, and continuous—based on the method of feeding the wood to the grinder.) Work involves keeping machine supplied with wood and regulating machine to prevent burning of stock or glazing of grindstone.

HEAD STOCK PREPARER

(Beater engineer)

Is in charge of stock preparation process in a papermill, and directs a crew of beater-men and beater helpers or other stock preparation workers.

For wage study purposes, head stock preparers are classified by group and grade or type of paper, as follows:

Group I. A beater engineer in charge of the beating process where stock preparations are varied and require the application of technical knowledge to achieve specified results; and also where color formulas have to be developed to meet special requirements.

Newsprint and groundwood	Special industrial
Fine grades	Container board
Sanitary tissue	Boxboard
Coarse (Kraft)	Other

Group II. A beater engineer in charge of the beating process where stock preparation is a routine mechanical process and the attainment of specific colors is based on definite, standard formulas which, however, may be altered slightly to meet varying stock conditions.

Newsprint and groundwood	Special industrial
Fine grades	Container board
Sanitary tissue	Boxboard
Coarse (Kraft)	Other

¹⁸ Ibid.

HYDRAPULPER OPERATOR

(Pulper; slusher operator)

Tends machine that reduces broke (waste paper) or dry pulp sheets to pulp for use in making paper or paperboard. Work involves most of the following: Dumping broke or pulp sheets into machine vat and turning valves to admit water and steam that softens material to specified consistency; starting machine that reduces material to pulp; and opening discharge gate or starting pump to dump or transport pulp to storage or to other processes. May catch pulp in broke boxes and push boxes to beater engine.

For wage study purposes, hydrapulper operators are classified by grade or type of paper, as follows:

Newsprint and groundwood	Special industrial
Fine grades	Container board
Sanitary tissue	Boxboard
Coarse (Kraft)	Other

JANITOR

(Day porter; sweeper; charwoman; janitress)

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

KNIFE GRINDER

Grinds and sharpens on power-driven grinding machine, the knives or cutters used in chipping or other wood-preparation machines. Work involves mounting knives or cutters in grinding machine and adjusting and operating the machine. May hone cutting edges.

LIME-KILN OPERATOR (SULPHATE)

Burns lime sludge in oil or gas burner kiln to recover lime. Work involves: Controlling operation of oil burners to regulate kiln temperature; adjusting flow of lime sludge into kiln; and starting and stopping conveyor that carries lime from bottom of kiln.

MACHINIST, MAINTENANCE

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

MILLWRIGHT, PULP AND PAPER

Maintains and repairs machinery and equipment in pulp and papermill, largely on a routine basis, but may be called upon to do repairs on machinery when difficulties in operation occur. Work involves most of the following: Examining paper-machine rolls, bearings, pumps, and other parts to insure all are in proper working condition; dismantling and repairing any of these parts, as necessary; sending defective parts to machine shop for repair; some sheet-metal work, welding, pipefitting and related jobs, as required. Performs similar operations on pulpmill digesters and other equipment. Works with the production crew to restore normal operation of machine or equipment when breakdown occurs.

OILER

(Greaser; lubricator)

Lubricates, with oil or grease, the moving parts or wearing surfaces of mechanical equipment in an establishment. Observes operation of machines and reports to maintenance foreman or other supervisor any defective operation observed.

PAPER-MACHINE TENDER

Is in charge of the operation of a papermaking machine. Duties involve most of the following: Regulating and controlling flow of stock onto Fourdrinier wire or cylinder molds; setting and adjusting presses; regulating speed of various sections of machine; interpreting tests as to quality of product and making necessary adjustments to meet specifications; and replacing wires and felts. Machine tender usually is stationed at wet end of machine and directs the backtender and other members of paper-machine crew.

For wage study purposes, paper-machine tenders are classified by grade or type of paper and by machine width,¹⁹ as follows:

Newsprint and groundwood	Special industrial
Fine grades	Container board
Sanitary tissue	Boxboard
Coarse (Kraft)	Other

PAPER TESTER

Uses special testing equipment to conduct physical tests such as weight, strength, moisture, tear, tensile, fold, and absorption to determine if paper meets specifications.

For wage study purposes, paper testers are classified by grade or type of paper, as follows:

Newsprint and groundwood	Special industrial
Fine grades	Container board
Sanitary tissue	Boxboard
Coarse (Kraft)	Other

PIPEFITTER, MAINTENANCE

Installs or repairs water, steam, gas, or other types of pipe and pipefittings in an establishment. Work involves most of the following: Laying out of work and measuring to locate position of pipe from drawings or other written specifications; cutting various sizes of pipe to correct lengths with chisel and hammer or oxyacetylene torch or pipe-cutting machine; threading pipe with stocks and dies; bending pipe by hand-driven or power-driven machines; assembling pipe with couplings and fastening pipe to hangers; making standard

¹⁹ Ibid.

PIPEFITTER, MAINTENANCE—Continued

shop computations relating to pressures, flow, and size of pipe required; and making standard tests to determine whether finished pipes meet specifications. In general, the work of the maintenance pipefitter requires rounded training and experience usually acquired through a formal apprenticeship or equivalent training and experience. Workers primarily engaged in installing and repairing building sanitation or heating systems are excluded.

PULP TESTER

(Stock tester)

Tests pulp for moisture content, color, purity, and strength. Work involves: Making physical tests such as tests for strength or color; and making chemical tests necessary to maintain uniformity and quality of paper stock desired.

For wage study purposes, pulp testers are classified by process, as follows:

Pulp tester, sulphate process	Pulp tester, semichemical process
Pulp tester, sulphite process	Pulp tester, other
Pulp tester, soda process	

RECOVERY HELPER, FIRST (SULPHATE)

Works under the direction of the recovery operator and receives verbal and/or written instructions outlining the specific duties to be performed; operates recovery boilers and auxiliary equipment; maintains correct A test on green liquor, adding salt cake to maintain specified sulphidity; makes liquor tests for laboratory; checks ash hoppers and maintains proper tests of liquor in chemical ash tanks; responsible for proper burning of concentrated black liquor or oil; maintains correct furnace conditions to produce maximum reduction and steam from liquor available; operates cascade evaporators; maintains correct water level in boilers; blows down boilers as required; changes charts and takes specified readings for log sheets; checks on functioning of pumps; and keeps firing floor and recovery panels clean.

RECOVERY OPERATOR (SULPHATE)

In charge of the process of recovering sodium compounds from the liquor which has been washed from a previous batch of sulphate (or soda) pulp. Spray of liquor is admitted into contact with hot air in recovery furnace and the molten black ash is then conveyed from furnace to leaching tanks where the soda is washed from the carbon.

REWINDER HELPER

Assists rewinder operator by performing any one or combination of the following: Transporting rolls of paper from stock pile to machine; mounting rolls on machine; assisting in setting slitters, threading paper into machine, and splicing paper. May assist rewinder operator by performing other duties, as assigned.

For wage study purposes, rewinder helpers are classified by grade or type of paper, as follows:

Newsprint and groundwood	Special industrial
Fine grades	Container board
Sanitary tissue	Boxboard
Coarse (Kraft)	Other

REWINDER OPERATOR

Operates slitting and rewinding machine to slit rolls of paper, and to rewind material in order to obtain compact rolls of desired size. Work involves: Setting slitters to obtain desired width; positioning roll in machine; threading material through machine and engaging ends on rewinding rolls or spools; starting machine and controlling tension and speed of machine to insure even winding and slitting; examining material during rewinding; and removing rolls when specified diameter is attained.

REWINDER OPERATOR—Continued

For wage study purposes, rewinder operators are classified by grade or type of paper, as follows:

Newsprint and groundwood	Special industrial
Fine grades	Container board
Sanitary tissue	Boxboard
Coarse (Kraft)	Other

SAWYER

Cuts logs to desired size for pulping process. Operates one of the following types of saws: Swinging circular cutoff saw; stationary slasher consisting of one or more circular saw blades mounted in a saw table; and bandsaw. May make adjustments on machine.

SCREENMAN

(Screen tender)

Screens wood pulp to remove knots, slivers, and other foreign matter and to separate fine from coarse fibers. Work involves: Adjusting valves, pumps, and flow gates to control flow of pulp and wash water through filter screen and thereby regulate consistency of stock; observing level of liquid to avoid overloading the screen; examining usable fiber for slivers; and replacing defective screen plates.

For wage study purposes, screenmen are classified by process, as follows:

Screenman, sulphate process	Screenman, groundwood process
Screenman, sulphite process	Screenman, semichemical process
Screenman, soda process	Screenman, other

THIRD HAND

(Winder man)

Performs the winding operation at the dry end of a paper machine. Duties involve the following: Setting slitters in accordance with required width of rolls of paper; making splices in paper when necessary; running rolls to proper diameter; inspecting paper for imperfections during rewinding process; removing rolls with assistance of other members of crew; keeping record of weight and number of rolls made; and assisting backtender and machine tender as necessary.

For wage study purposes, third hands are classified by grade or type of paper and by machine width,²⁰ as follows:

Newsprint and groundwood	Special industrial
Fine grades	Container board
Sanitary tissue	Boxboard
Coarse (Kraft)	Other

TRUCKER, POWER

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

²⁰ Ibid.

TRUCKER, POWER—Continued

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

- Trucker, power (forklift)
- Trucker, power (other than forklift)

WASHER OPERATOR (SULPHATE)

Operates washer or diffusers to clean and to thin the pulp preparatory to screening. Work involves: Controlling the flow of pulp through washers; and regulating the spraying of pulp with proper solution in primary washers, and with hot water in secondary washers.

WET-MACHINE OPERATOR

(Wet-machine tender; lapman; roll skinner; sheet taker)

Operates a wet-machine to produce pulp in lap form. Work involves: Maintaining uniform flow of pulp onto accumulating roll of machine; building sheet up to desired thickness; cutting sheet from machine; and folding and loading laps on trucks or skids.

For wage study purposes, wet-machine operators are classified by process, as follows:

- Wet-machine operator, sulphate process
- Wet-machine operator, sulphite process
- Wet-machine operator, soda process
- Wet-machine operator, groundwood process
- Wet-machine operator, semichemical process
- Wet-machine operator, other

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

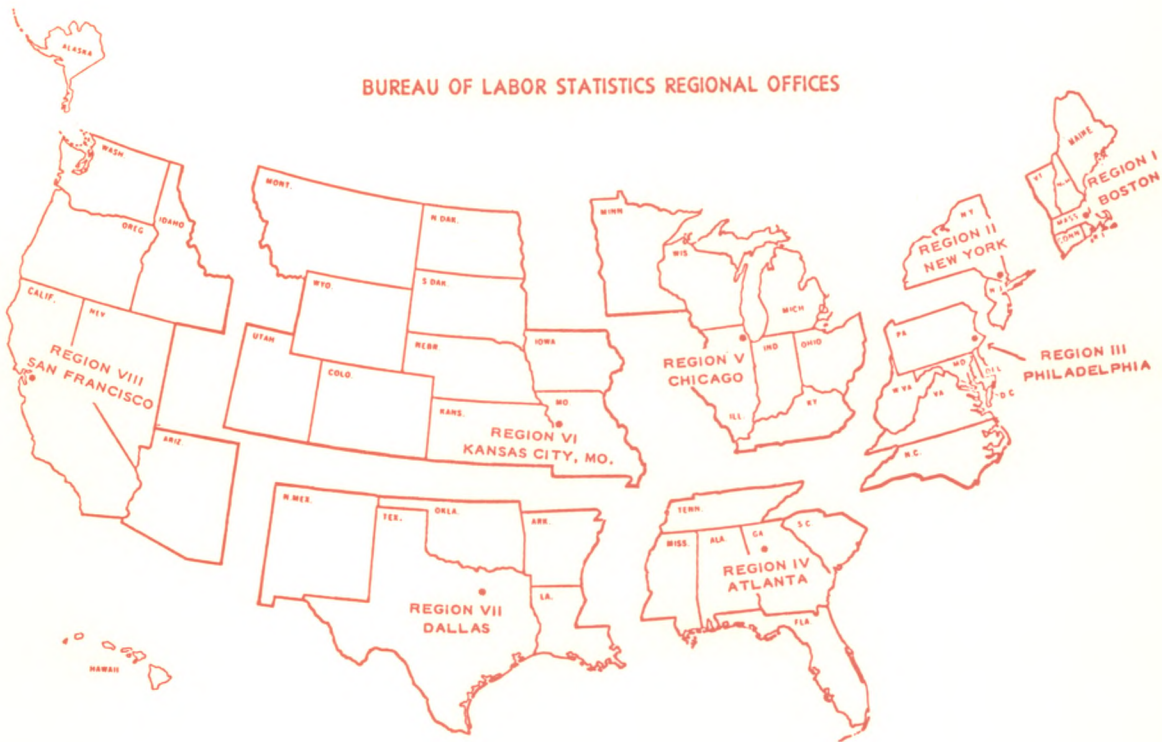
Auto Dealer Repair Shops, 1964. BLS Bulletin 1452 (30 cents).
Banking, 1964. BLS Bulletin 1466 (30 cents).
Bituminous Coal Mining, 1962. BLS Bulletin 1383 (45 cents).
Communications, 1966. BLS Bulletin 1582 (20 cents).
Contract Cleaning Services, 1965. BLS Bulletin 1507 (30 cents).
Crude Petroleum and Natural Gas Production, 1967. BLS Bulletin 1566 (30 cents).
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 Industry Wage Studies

Factory Workers' Earnings—Distribution by Straight-Time Hourly Earnings, 1958.
BLS Bulletin 1252 (40 cents).
Factory Workers' Earnings—Selected Manufacturing Industries, 1959.
BLS Bulletin 1275 (35 cents).
Employee Earnings and Hours in Nonmetropolitan Areas of the South and North Central
Regions, 1965. BLS Bulletin 1552 (50 cents).
Employee Earnings and Hours in Eight Metropolitan Areas of the South, 1965.
BLS Bulletin 1533 (40 cents).
Employee Earnings and Hours in Retail Trade, June 1966—
Retail Trade (Overall Summary). BLS Bulletin 1584
Building Materials, Hardware, and Farm Equipment Dealers. BLS Bulletin 1584-1
(30 cents).
General Merchandise Stores. BLS Bulletin 1584-2 (55 cents).
Food Stores. BLS Bulletin 1584-3 (60 cents).
Automotive Dealers and Gasoline Service Stations. BLS Bulletin 1584-4 (50 cents).
Apparel and Accessory Stores. BLS Bulletin 1584-5 (55 cents).
Furniture, Home Furnishings, and Household Appliance Stores. BLS Bulletin 1584-6
(50 cents).
Miscellaneous Stores. BLS Bulletin 1584-7 (65 cents).

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

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