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INDUSTRY WAGE SURVEY

Leather Tanning and Finishing

JANUARY 1968

Bulletin No. 1618

UNITED STATES DEPARTMENT OF LABOR

BUREAU OF LABOR STATISTICS

INDUSTRY WAGE SURVEY

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May 1969

UNITED STATES DEPARTMENT OF LABOR

George P. Shultz, Secretary

BUREAU OF LABOR STATISTICS

Geoffrey H. Moore, Commissioner



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Preface

The results of a survey of wages and supplementary practices in the leather tanning and finishing industry in January 1968, conducted by the Bureau of Labor Statistics, are summarized in this bulletin.

Separate releases were issued earlier for Boston, Mass.; Fulton County, N. Y.; Illinois; Maine; Newark and Jersey City, N. J.; New Hampshire; Philadelphia, Pa.—Camden, N. J.—Wilmington, Del.; and Wisconsin. Copies of these releases are available from the Bureau of Labor Statistics, Washington, D. C., 20212, or any of its regional offices.

This study was conducted in the Bureau's Office of Wages and Industrial Relations. The analysis was prepared by Joseph C. Bush in the Division of Occupational Wage Structures. 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 and the addresses of the Bureau's eight regional offices are listed at the end of this bulletin.

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Leather Tanning and Finishing, January 1968

Summary

Straight-time earnings of production and related workers in leather tanning and finishing establishments averaged \$2.56 an hour in January 1968. Men—nine-tenths of the nearly 24,000 workers covered by the BLS survey¹—averaged \$2.60 an hour, compared with \$2.18 for women. Earnings of production workers were widely distributed (the middle half earned from \$2.09 to \$2.93). This reflected factors such as differences in establishment pay levels among and within regions and areas, the use of incentive wage systems, and the range of skill requirements in the industry.

Average hourly earnings of the occupations selected for separate study ranged from \$2.06 an hour for laborers handling dry work to \$3.14 for shaving-machine operators. Variations in occupational averages were found by establishment size, community size, major type of leather produced by the establishment, labor-management contract status, and method of wage payment.

Virtually all production and office workers were in establishments that provided paid holidays and paid vacations. Life, hospitalization, and surgical insurance were provided to over nine-tenths of the workers; sickness and accident insurance, basic medical insurance, and retirement pension benefits also were widespread in the industry.

Industry Characteristics

Leather tanning and finishing plants within scope of the survey employed 23,712 production and related workers in January 1968—a decline of 7 percent since March 1963, the date of a similar Bureau survey.² Employment changes during the 5-year period varied by region³—15 percent increase in the Southeast, virtually unchanged in New England and the Great Lakes, down 9 percent in the Border States, and 24 percent in the Middle Atlantic. As in 1963, however, the New England, Middle Atlantic, and Great Lakes regions accounted for slightly more than four-fifths of industry's work force, and three-fifths of the workers were in metropolitan areas.⁴

Products and Processes. The bulk of the industry's finished product is used in the manufacture of shoes. Other important products include leather for luggage, industrial belting, upholstery, gloves, pocketbooks, and garments. A majority of the workers in the New England and Great Lakes regions were employed in plants processing primarily side leather, a type of shoe upper leather consisting of the hair side of cattle hides. In the Middle Atlantic region, however, there was a greater variety of products, including sole leather, sheepskin clothing leather, upholstery leather, calf leather for shoe uppers, as well as side leather.

Seven-eighths of the production workers were employed in establishments which tanned hides and skins and performed certain finishing operations. The remainder of the workers were about equally distributed between plants whose operations were limited to tanning, and those that purchased tanned leathers and performed finishing operations such as dyeing, brushing, glazing, and embossing.

The tanning and finishing cycle involves three major steps. First, hides or skins are soaked and washed and the hair, fat, and tissue are removed. Next, they are soaked in a solution that transforms them from a highly perishable to a semidurable product (leather). Chemicals used in the soaking solutions are chrome salts and muriatic acid (chrome tanning) and tannic acid from bark extracts (vegetable tanning). Chrome tanning, a more rapid process than vegetable tanning, is generally used in processing light leather; heavy leather, such as those used for shoe soles, are vegetable tanned. Of the establishments having tanning operations, plants using chrome tanning employed almost

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

² See Industry Wage Survey: Leather Tanning and Finishing, March 1963 (BLS Bulletin 1378, 1963).

³ For definition of regions, see appendix A.

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

three-fifths of the workers; those using vegetable tanning, one-fifth; and plants using a combination of the two tanning methods, another fifth. The final step is finishing, which varies according to customer needs and the type of leather being processed.

The Type of Plant. Regular tanning and finishing plants, i. e., those processing their own leather and selling the finished product, employed about three-fourths of the production workers. Plants performing tanning and finishing operations on a contract basis for others accounted for the remaining workers; these plants were found mostly in the New England and Middle Atlantic regions.

Size of Establishment. Seven-tenths of the workers surveyed were employed in establishments having 100 employees or more. In the selected regions, the proportions were eight-tenths or more in the Border States, Southeast, and Great Lakes, and approximately six-tenths in New England and Middle Atlantic. As mentioned above, contractors are concentrated in the latter two regions; these plants usually have smaller operations than regular tanning and finishing plants.

Unionization. Plants having collective bargaining agreements covering a majority of their production workers accounted for two-thirds of the workers in the study. Most contracts were with the Amalgamated Meat Cutters and Butcher Workmen of North America or the Leather Workers International Union of America. As indicated in the following tabulation, the proportion of workers covered by union contracts among the States and areas studied separately was greatest in Newark and Jersey City and least in Maine:

Region, State, and area	Percent of production workers in establishments with labor-management contracts
United States -----	65-69
New England -----	50-54
Boston -----	90-94
Maine -----	10-14
New Hampshire -----	65-69
Middle Atlantic -----	90-94
Fulton County, N. Y. -----	90-94
Newark and Jersey City -----	95+
Philadelphia-Camden-Wilmington --	35-39
Border States -----	65-69
Great Lakes -----	65-69
Illinois -----	65-69
Wisconsin -----	65-69

Method of Wage Payment. Incentive wage systems, usually individual piecework, were the basis of wage payment for slightly over one-half of the production workers in January 1968 (table 20), about the same proportion as recorded in the 1963 survey. About three-fifths of the workers in the New England, Middle Atlantic, and Border States regions were paid on an incentive basis, compared with nearly one-third in the Southeast and approximately one-half in the Great Lakes. Numerically important jobs paid under incentive wage systems included machine buffers, fleshing- and unhairing-machine operators, shaving-machine operators, and tackers, togglers, and pasters.

About two-thirds of the time-rated workers were paid under formal systems which provided a single rate for a given occupation; rates of pay for most of the remaining time-rated workers were determined on an individual basis. A few (1 percent of total) workers were paid according to a method of wage payment referred to as "stint work" or "task work." Under this method, the worker received a fixed daily rate for a predetermined amount of work, regardless of the actual amount of time taken to complete the work. For purposes of this study, these workers were classified as timeworkers.

Average Hourly Earnings

Straight-time earnings of production and related workers in the industry averaged \$2.56 an hour⁵ in January 1968 (table 1).

⁵ The straight-time average hourly earnings in this bulletin differ in concept from the gross average hourly earnings published in the Bureau's monthly hours and earnings series (\$2.69 in January 1968). Unlike the latter, the estimates presented here exclude premium pay for overtime and for work on weekends, holidays, and late shifts. Average (mean) hourly rates or earnings were calculated by weighting each rate (or hourly earning) by the number of workers receiving the rate, totaling, and dividing by the number of individuals. In the monthly series, the sum of the man-hour totals reported by establishments in the industry was divided into the reported payroll totals.

The estimates of the number of production workers within scope of the study is intended only as a general guide to the size and composition of the labor force included in the survey. It differs from the number published in the monthly series (27,000 in January 1968) by the exclusion of leather converters and establishments employing fewer than 20 workers, and because the advance planning necessary to make the survey required the use of lists of establishments assembled considerably in advance of data collection. Thus, establishments new to the industry are omitted as are establishments originally classified in the leather tanning and finishing manufacturing industry but found to be in other industries at the time of the survey. Also omitted are establishments tanning and finishing leather but classified incorrectly in other industries at the time the lists were compiled.

This figure was 20 percent higher than the \$2.13 an hour average recorded in the Bureau's March 1963 survey.⁶ Average increases between the two surveys in the three major regions were 16 percent in the Middle Atlantic, 20 percent in the New England, and 23 percent in the Great Lakes.

Workers in the New England, Middle Atlantic, and Great Lakes regions averaged \$2.51, \$2.56, and \$2.79 an hour, respectively, in January 1968; average earnings in the other two regions for which wage data are presented were \$2.03 in the Southeast and \$2.25 in the Border States. Among the States and areas studied separately, production worker averages ranged from \$2.34 in New Hampshire and \$2.39 in Maine to \$2.73 in Boston and Wisconsin; averages in the remaining States and areas (Illinois, Newark and Jersey City, Philadelphia-Camden-Wilmington, and Fulton County, N. Y.) ranged from \$2.52 to \$2.66 (tables 12-19).

Men, accounting for slightly over nine-tenths of the work force, averaged \$2.60 an hour compared with \$2.18 for the 2,195 women. Regionally, the average wage advantage for men ranged from 7 cents an hour in the Border States to 59 cents in the Great Lakes. Differences in average pay levels for men and women may be the result of several factors, including variations in the distribution of sexes among establishments and among jobs having divergent pay levels.

Following the general pattern found in many other manufacturing industries, average hourly earnings were higher in union than in nonunion establishments (\$2.60 compared with \$2.48), and higher in large than in small establishments. Workers in establishments having 100 employees or more averaged \$2.63—24 cents higher than those in establishments having 20 to 99 employees. These two relationships also prevailed in the few instances where comparisons were possible on a regional basis.

Nationally, production workers in metropolitan areas averaged \$2.63 an hour—18 cents more than those employed in smaller communities. This general relationship prevailed in the New England region, as it did in 1963. In the Great Lakes and Middle Atlantic regions, however, workers in non-metropolitan areas earned more than those in the larger communities.

The exact impact on earnings of any of the characteristics identified above cannot be isolated and measured because of their inter-relationship. In New England, for example, plants having union contracts accounted for two-thirds of the workers in metropolitan areas, compared with one-fourth in smaller communities. Other factors, such as type of leather produced and method of wage payment, also may influence earnings levels.

Nationwide, production workers averaged \$2.71 an hour in establishments primarily processing side leather and \$2.28 in those processing sole leather. The Middle Atlantic region and the Border States accounted for nearly seven-eighths of the workers in sole-leather plants, whereas a similar proportion of the workers in side-leather plants were in the New England and Great Lakes regions. Averages for plants primarily manufacturing other types of leather⁷ were \$2.41 for splits (portion of hide other than the grain or hair side); \$2.62 for sheepskin clothing leather; \$2.64 for kid upper leather; and \$2.76 for calf upper leather.

Earnings of all except 2 percent of the workers covered by the study were within a range of \$1.60 to \$4 an hour—the middle half of the earnings distribution was between \$2.09 and \$2.93 (table 2). The middle ranges in the three most important regions were: \$2.11–\$2.88 in New England; \$2.11–\$2.93 in Middle Atlantic; and \$2.33–\$3.17 in Great Lakes. Contributing to this dispersion of earnings were factors such as prevalence of incentive pay systems and the wide range of occupational skill requirements in the industry.

Occupational Earnings

The production-worker jobs⁸ for which separate data were obtained accounted for slightly over three-fifths of the production workers within scope of the study. Occupations were chosen primarily to represent the types of skills and manufacturing operations in the industry. Nationwide averages for these jobs ranged from \$2.06 for laborers handling dry work to \$3.14 for shaving-machine operators. The 1,777 tackers, togglers, and pasters—the largest job category

⁶ Op. cit., BLS Bulletin 1378.

⁷ Because of the relatively small number of workers in these establishments, earnings data were not presented by region.

⁸ Data also were obtained for five office occupations and are presented in table 4.

studied—averaged \$2.96. Other important jobs and their hourly averages were: Janitors, \$2.12; laborers handling wet work, \$2.26; general utility maintenance men, \$2.42; embossing- or plating-press operators, \$2.47; haulers, \$2.48; setters-out machine, \$2.67; machine buffers, \$2.83; and machine stakers, \$2.93.

Women's averages in the six jobs for which data could be published were: \$2.08 for machine seasoners; \$2.15 for measuring-machine operators; \$2.23 for hand seasoners; \$2.27 for spray-machine operators and embossing- or plating-press operators; and \$2.29 for dry trimmers. In each of the above occupations, men outnumbered women and had higher earnings (mean) by amounts ranging from 23 cents for embossing- or plating-press operators and spray-machine operators to 51 cents for machine seasoners.

Regionally, occupational averages were usually lowest in the Southeast and highest in the Great Lakes. The amounts of the differentials varied substantially by occupation. As illustrated in the following tabulation, workers in the Middle Atlantic region averaged more than those in New England in the higher paying jobs and less in the lower rated occupations:

Occupations	Average hourly earnings as a percentage of those in the New England region for—			
	Middle Atlantic	Border States	South-east	Great Lakes
Laborers handling dry work --	98	82	87	106
Janitors -----	86	75	81	97
Laborers handling wet work--	85	73	77	100
General utility maintenance men -----	106	87	-	123
Embossing- or plating-press operators -----	107	120	87	109
Haulers -----	108	101	94	117
Setters-out machine -----	106	88	77	112
Buffers, machine -----	116	82	74	120
Stakers, machine -----	106	114	66	106
Tackers, togglers, or pasters -----	108	111	75	111
Shaving-machine operators--	118	111	-	111

Occupational averages were usually higher in establishments having 100 workers or more than in smaller establishments (table 5); higher in metropolitan areas than in smaller communities (table 6); and higher in union plants than in those that did not have a collective bargaining contract covering a majority of their workers (table 7). This union-

nonunion relationship usually remained even when comparisons were limited to the same establishment-size (table 8) and community-size groups (table 9).

Earnings of individuals performing similar tasks varied considerably within the same job market area (tables 12-19). Earnings of the highest paid workers frequently exceeded those of the lowest paid workers in the same job and area by \$1 an hour or more, particularly among jobs paid primarily on an incentive basis. Thus, some workers in comparatively low paid jobs (as measured by the average for all workers) earned more than some workers in jobs for which significantly higher averages were recorded. For example, the following tabulation indicates a considerable overlapping of individual earnings in Boston for material handling laborers (wet work) and machine stakers, despite a 59-cent difference in the hourly averages of the two jobs:

Earnings	Laborers, material handling, wet work	Stakers, machine
\$2.00 and under \$2.20 -----	18	-
\$2.20 and under \$2.40 -----	86	6
\$2.40 and under \$2.60 -----	13	8
\$2.60 and under \$2.80 -----	9	15
\$2.80 and under \$3.00 -----	3	37
\$3.00 and under \$3.20 -----	22	33
\$3.20 and under \$3.40 -----	2	18
\$3.40 and over -----	-	14
Total workers -----	153	131
Average hourly earnings -----	\$2.42	\$3.01

Establishment Practices and Supplementary Wage Provisions

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

Scheduled Weekly Hours. Work schedules of 40 hours a week were in effect in establishments employing approximately nine-tenths of the production workers in January 1968 and were predominant in each of the selected regions (table 21). Longer work schedules (usually 45 or 48 hours) were reported in each selected region except the Middle Atlantic; in the Great Lakes, approximately one-fourth of the production workers

had scheduled workweeks of more than 40 hours. Nearly seven-eighths of the office workers had a 40-hour weekly schedule; the remainder had schedules of less than 40 hours.

Shift Differential Provisions and Practices. Although four-fifths of the production workers were in establishments having provisions for second-shift work (table 22), slightly over one-tenth were actually employed on the second shift at the time of the survey (table 23). The most common provisions for a pay differential for second-shift work was 5 cents an hour above day rates. About 3 percent of the workers were employed on third- or other late-shift operations.

Paid Holidays. Paid holidays were provided to nearly all production and office workers (table 24). The number of paid holidays granted annually varied substantially within each region. The most common provision for plant workers in each of the selected regions were 11 days annually in New England; 8 or 9 days in the Middle Atlantic and Southeast; 7 days in the Border States; and 6 days plus 1 or 2 half days in the Great Lakes. Holiday provisions for office workers were slightly more liberal than those for production workers.

Paid Vacations. Paid vacations (after qualifying periods of service) were provided to nearly all production workers (table 25). Typical vacation provisions for production workers were 1 week's vacation pay after 1 year of service; 2 weeks after 5 years; 3 weeks after 15 years; and 4 weeks after 25 years of service. Provisions for 4 weeks'

vacation pay were less prevalent for workers in the Southeast and Border States than in the other major regions. All office workers studied were eligible for vacation benefits. Typical vacation provisions for office workers were 2 weeks' vacation pay after 1 year of service; 3 weeks after 15 years; and 4 weeks after 25 years.

Health, Insurance, and Retirement Plans. Life, hospitalization, and surgical insurance were available to over nine-tenths of the production workers (table 26). Approximately four-fifths of the production workers were in establishments providing medical and sickness and accident insurance; about three-fifths, accidental death and dismemberment insurance; and slightly less than one-half, catastrophe insurance. Employers typically paid the entire cost of these plans. The proportion of office workers in establishments providing selected health and insurance benefits were generally similar to those for production workers. The proportion of plant and office workers in plants providing specified health and insurance benefits varied by region.

Pension plans, providing regular payments for the rest of the retiree's life (in addition to Federal social security benefits), were mostly financed wholly by the employer and covered approximately two-thirds of the plant and office workers. In selected regions, the proportions for production workers covered by pension plans ranged from nearly one-half in the southeast to about three-fourths in the Great Lakes and Middle Atlantic. Nationwide, less than 5 percent of the plant and office work force were provided lump-sum retirement pay.

Table 1. Average Hourly Earnings: By Selected Characteristics

(Number and straight-time hourly earnings¹ of production workers in leather tanning and finishing establishments by selected characteristics, United States and selected regions, January 1968)

Item	United States ²		New England		Middle Atlantic		Border States		Southeast		Great Lakes	
	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings
All production workers.....	23,712	\$ 2.56	7,512	\$ 2.51	5,298	\$ 2.56	2,214	\$ 2.25	1,374	\$ 2.03	6,564	\$ 2.79
Men.....	21,517	2.60	6,698	2.56	4,970	2.59	2,064	2.26	1,277	2.05	5,779	2.86
Women.....	2,195	2.18	814	2.11	328	2.16	150	2.19	97	1.82	785	2.27
Size of community:												
Metropolitan areas ³	13,604	2.63	4,455	2.61	2,098	2.52	-	-	-	-	5,090	2.77
Nonmetropolitan areas.....	10,108	2.45	3,057	2.36	3,200	2.58	1,280	2.06	950	2.12	-	-
Size of establishment:												
20-99 workers.....	7,241	2.39	2,718	2.40	2,194	2.37	-	-	-	-	1,276	2.31
100 workers or more.....	16,471	2.63	4,794	2.57	3,104	2.69	2,004	2.27	1,134	2.05	5,288	2.90
Labor-management contracts:												
Establishments with—												
Majority of workers covered.....	15,793	2.60	3,778	2.67	4,862	2.59	1,437	2.06	-	-	4,347	2.75
None or minority of workers covered.....	7,919	2.48	3,734	2.34	-	-	-	-	-	-	-	-
Major type of leather: ⁴												
Side leather.....	11,038	2.71	4,185	2.53	-	-	-	-	-	-	5,035	2.91
Sole leather.....	2,988	2.28	-	-	-	-	1,333	2.05	-	-	-	-

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.

³ The term "metropolitan areas" used in this study refers to the Standard Metropolitan Statistical Areas as defined by the U.S. Bureau of the Budget through April 1967.

⁴ Establishments were classified on the basis of the major type of leather tanned or finished during the preceding year. The production-worker total above includes data for establishments tanning or finishing other types of leather in addition to those shown separately.

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

Table 2. Earnings Distribution: All Establishments

(Percent distribution of production workers in leather tanning and finishing establishments by average straight-time hourly earnings,¹ United States and selected regions, January 1968)

Average hourly earnings ¹	United States ²			New England	Middle Atlantic	Border States	South-east	Great Lakes
	All workers	Men	Women					
Under \$1.60.....	0.2	0.3	0.6	0.4	0.2	0.5	-	0.2
\$1.60 and under \$1.65.....	2.5	2.1	6.2	2.8	2.5	4.2	9.0	.6
\$1.65 and under \$1.70.....	1.2	1.1	2.2	1.2	.4	3.5	3.5	.6
\$1.70 and under \$1.75.....	1.9	1.6	4.3	1.9	1.4	6.8	2.3	.6
\$1.75 and under \$1.80.....	2.1	1.8	4.8	2.0	.9	7.7	4.2	.9
\$1.80 and under \$1.85.....	2.1	1.7	5.5	1.5	1.0	8.9	3.3	1.2
\$1.85 and under \$1.90.....	2.0	2.0	2.3	1.5	1.1	8.4	4.1	1.0
\$1.90 and under \$1.95.....	3.7	3.1	9.6	3.3	2.4	5.6	18.9	1.8
\$1.95 and under \$2.00.....	2.5	2.3	4.5	2.2	2.4	2.7	7.8	2.1
\$2.00 and under \$2.10.....	7.7	7.4	10.2	7.4	12.3	5.7	11.4	4.9
\$2.10 and under \$2.20.....	5.7	5.3	9.7	6.1	7.4	4.2	9.0	4.4
\$2.20 and under \$2.30.....	7.0	6.8	8.8	8.8	9.2	5.3	5.9	4.5
\$2.30 and under \$2.40.....	6.6	6.9	4.1	6.5	7.7	3.7	7.6	7.4
\$2.40 and under \$2.50.....	5.8	5.9	4.6	5.1	4.1	3.2	6.2	9.2
\$2.50 and under \$2.60.....	6.1	6.2	5.5	7.0	4.9	6.7	3.1	6.1
\$2.60 and under \$2.70.....	6.1	6.4	4.0	6.7	5.5	2.5	2.0	6.2
\$2.70 and under \$2.80.....	5.8	6.0	3.9	6.5	5.8	4.3	1.3	4.9
\$2.80 and under \$2.90.....	4.6	4.8	2.2	5.4	4.4	1.3	.2	4.6
\$2.90 and under \$3.00.....	4.3	4.6	1.6	5.0	5.1	1.4	.1	4.0
\$3.00 and under \$3.10.....	4.5	4.9	1.3	4.6	5.0	1.7	-	6.1
\$3.10 and under \$3.20.....	3.8	4.0	1.9	4.8	3.2	1.7	-	5.1
\$3.20 and under \$3.30.....	2.5	2.7	.2	2.8	2.7	1.8	-	2.9
\$3.30 and under \$3.40.....	2.0	2.1	1.1	1.9	2.0	.6	-	3.1
\$3.40 and under \$3.50.....	1.7	1.9	.6	1.5	1.6	1.4	-	2.8
\$3.50 and under \$3.60.....	1.6	1.8	(³)	.8	1.3	1.0	-	3.4
\$3.60 and under \$3.70.....	1.5	1.7	(³)	.5	1.1	.4	-	3.9
\$3.70 and under \$3.80.....	1.3	1.4	.1	.4	.7	1.6	-	2.9
\$3.80 and under \$3.90.....	.7	.8	(³)	.2	.5	1.9	-	1.3
\$3.90 and under \$4.00.....	.5	.6	(³)	.2	.6	.9	-	.8
\$4.00 and over.....	1.9	2.1	(³)	1.1	2.7	.3	-	2.7
Total.....	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Number of workers.....	23,712	21,517	2,195	7,512	5,293	2,214	1,374	6,564
Average hourly earnings ¹	\$2.56	\$2.60	\$2.18	\$2.51	\$2.56	\$2.25	\$2.03	\$2.79

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: By Major Type of Leather

(Percent distribution of production workers in leather tanning and finishing establishments by average straight-time hourly earnings,¹ by major type of leather, United States and selected regions, January 1968)

Average hourly earnings ¹	United States ²		New England	Border States	Great Lakes
	Side leather	Sole leather			
Under \$1.60.....	0.3	0.4	0.7	0.8	0.1
\$1.60 and under \$1.65.....	.9	.9	1.2	2.0	.7
\$1.65 and under \$1.70.....	.6	2.4	1.0	5.3	.4
\$1.70 and under \$1.75.....	.9	4.5	1.6	9.9	.5
\$1.75 and under \$1.80.....	1.5	5.0	2.3	10.9	.9
\$1.80 and under \$1.85.....	1.1	5.8	1.2	12.3	.6
\$1.85 and under \$1.90.....	1.6	6.0	1.9	12.2	1.0
\$1.90 and under \$1.95.....	3.3	3.5	3.0	5.6	.9
\$1.95 and under \$2.00.....	2.1	2.3	3.0	2.4	1.3
\$2.00 and under \$2.10.....	4.4	8.0	7.6	6.8	1.7
\$2.10 and under \$2.20.....	4.6	8.8	6.9	4.7	2.6
\$2.20 and under \$2.30.....	5.7	10.2	8.6	5.2	3.1
\$2.30 and under \$2.40.....	6.7	10.4	6.4	4.3	7.8
\$2.40 and under \$2.50.....	7.0	3.5	4.4	2.8	9.9
\$2.50 and under \$2.60.....	6.9	6.4	8.1	7.9	6.4
\$2.60 and under \$2.70.....	6.9	3.4	5.7	1.2	6.0
\$2.70 and under \$2.80.....	6.0	4.7	6.1	1.1	4.8
\$2.80 and under \$2.90.....	5.5	3.3	5.3	.3	4.8
\$2.90 and under \$3.00.....	4.5	3.4	4.6	.1	4.1
\$3.00 and under \$3.10.....	5.3	2.0	4.9	.8	6.6
\$3.10 and under \$3.20.....	5.1	1.2	5.3	.5	6.2
\$3.20 and under \$3.30.....	3.0	1.3	3.3	1.1	3.5
\$3.30 and under \$3.40.....	2.6	.7	1.6	.1	3.8
\$3.40 and under \$3.50.....	2.3	.5	1.5	.3	3.5
\$3.50 and under \$3.60.....	2.3	.3	.7	.2	4.2
\$3.60 and under \$3.70.....	2.6	.2	.6	.1	4.9
\$3.70 and under \$3.80.....	2.0	.1	.5	.2	3.8
\$3.80 and under \$3.90.....	.9	.4	.2	.7	1.7
\$3.90 and under \$4.00.....	.6	-	.4	-	1.0
\$4.00 and over.....	2.6	.4	1.5	.5	3.5
Total.....	100.0	100.0	100.0	100.0	100.0
Number of workers.....	11,038	2,988	3,327	1,333	5,035
Average hourly earnings ¹	\$2.71	\$2.28	\$2.53	\$2.05	\$2.91

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 4. Occupational Averages: All Establishments

(Number and average straight-time hourly earnings¹ of workers in selected occupations in leather tanning and finishing establishments, United States and selected regions, January 1968)

Occupation and sex	United States ²				New England				Middle Atlantic			
	Number of workers	Hourly earnings ¹			Number of workers	Hourly earnings ¹			Number of workers	Hourly earnings ¹		
		Mean	Median	Middle range		Mean	Median	Middle range		Mean	Median	Middle range
PRODUCTION OCCUPATIONS												
Processing												
Buffers, machine ³ (712 men and 22 women) ----	734	\$ 2.83	\$ 2.82	\$ 2.33-3.37	312	\$ 2.69	\$ 2.66	\$ 2.33-3.05	84	\$ 3.11	\$ 3.10	\$ 2.81-3.33
Small automatic (227 men and 1 woman) ----	228	2.85	2.75	2.10-3.66	65	2.53	2.50	1.97-2.97	19	3.23	3.25	3.12-3.60
Large automatic (345 men and 11 women) ----	356	2.85	2.85	2.40-3.28	184	2.69	2.62	2.33-3.04	21	3.12	3.10	3.10-3.13
Overshot (79 men and 10 women) ----	89	2.71	2.80	2.33-3.08	60	2.90	2.88	2.80-3.10	-	-	-	-
Colorers, fat liquorers, or oil-wheel operators (all men) ----	685	2.69	2.51	2.27-2.55	240	2.70	2.50	2.35-2.98	96	2.54	2.34	2.22-2.87
Embossing- or plating-press operators ----	783	2.47	2.46	2.11-2.75	313	2.38	2.35	2.16-2.65	122	2.55	2.25	2.19-2.85
Men ----	677	2.50	2.50	2.16-2.80	284	2.39	2.39	2.18-2.65	120	2.56	2.25	2.22-2.87
Women ----	106	2.27	2.26	1.90-2.59	29	2.23	2.24	1.68-2.57	-	-	-	-
Fleshing- and unhairing-machine operators (all men) ----	635	2.75	2.70	2.32-3.08	157	2.75	2.71	2.50-3.03	179	2.60	2.48	2.26-2.96
Fleshing-machine operators (all men) ----	372	2.79	2.71	2.34-3.15	130	2.78	2.74	2.50-3.05	96	2.64	2.63	2.33-3.15
Unhairing-machine operators (all men) ----	183	2.62	2.60	2.26-2.81	23	2.61	2.68	2.23-2.80	49	2.41	2.31	2.26-2.79
Combination fleshing- and unhairing-machine operators (all men) ----	80	2.87	2.85	2.31-3.12	-	-	-	-	34	2.78	2.96	2.31-2.96
Glazing-machine operators (154 men and 19 women) ----	173	2.96	2.75	2.62-2.97	37	2.93	2.97	2.75-2.97	55	3.40	3.02	2.63-4.24
Graining-machine operators (all men) ----	81	2.50	2.54	2.16-2.80	36	2.41	2.41	2.14-2.69	-	-	-	-
Haulers (all men) ----	984	2.48	2.43	2.14-2.66	178	2.27	2.21	1.99-2.52	292	2.46	2.24	2.03-2.78
Liquor men (all men) ----	211	2.55	2.51	2.22-2.81	59	2.50	2.40	2.22-2.73	44	2.61	2.72	2.35-2.76
Rolling-machine operators (231 men and 9 women) ----	240	2.38	2.34	2.04-2.77	-	-	-	-	80	2.62	2.60	2.34-2.90
Seasoners, hand ----	352	2.40	2.20	2.02-2.66	100	2.35	2.20	1.99-2.65	67	2.75	2.67	2.33-3.23
Men ----	201	2.53	2.36	2.05-2.75	-	-	-	-	56	2.93	2.81	2.46-3.28
Women ----	151	2.23	2.18	1.99-2.36	59	2.25	1.99	1.99-2.52	11	1.83	-	-
Seasoners, machine ----	394	2.43	2.35	2.09-2.78	183	2.17	2.46	2.13-2.78	35	2.57	2.69	2.31-2.82
Men ----	277	2.59	2.65	2.21-2.88	155	2.54	2.64	2.16-2.81	22	2.81	2.81	2.73-2.89
Women ----	117	2.08	2.06	1.75-2.28	28	2.07	1.99	1.99-2.08	13	2.16	-	-
Setters-out, machine (757 men and 5 women) ----	762	2.67	2.61	2.30-2.99	264	2.61	2.61	2.35-2.85	172	2.77	2.69	2.31-3.08
Shaving-machine operators (all men) ----	528	3.14	3.10	2.75-3.50	142	2.89	2.96	2.54-3.25	112	3.42	3.23	2.96-3.70
Sorters, hide house (all men) ----	126	2.49	2.43	2.13-2.77	81	2.51	2.53	2.22-2.76	19	2.52	2.24	2.06-3.00
Splitting-machine operators (470 men and 31 women) ----	501	2.80	2.75	2.25-3.24	158	2.71	2.64	2.20-3.01	63	2.65	2.50	2.06-2.97
Spray-machine operators ----	342	2.45	2.40	2.10-2.76	153	2.29	2.15	2.05-2.60	11	2.10	-	-
Men ----	268	2.50	2.50	2.13-2.79	99	2.37	2.25	2.10-2.62	11	2.10	-	-
Women ----	74	2.27	2.09	2.05-2.56	54	2.13	2.05	2.00-2.10	-	-	-	-
Stackers, machine (757 men and 21 women) ----	778	2.93	2.95	2.58-3.27	248	2.87	2.87	2.59-3.11	222	3.04	3.05	2.77-3.28
Tackers, togglers, or pasters (1,749 men and 28 women) ----	1,777	2.96	2.99	2.63-3.27	832	2.84	2.87	2.49-3.15	281	3.06	2.99	2.63-3.26
Tackers (294 men and 6 women) ----	300	2.90	2.71	2.48-3.21	147	2.75	2.68	2.46-3.11	99	3.43	3.03	2.93-3.43
Togglers (676 men and 6 women) ----	682	2.98	2.97	2.65-3.26	322	2.93	2.97	2.79-3.12	129	2.91	2.94	2.63-3.18
Pasters (779 men and 16 women) ----	795	2.97	3.03	2.62-3.31	363	2.79	2.96	2.37-3.18	53	2.71	2.81	2.42-3.17
Trimmers, beam or hide house, hand (439 men and 5 women) ----	444	2.12	2.61	2.24-3.11	125	2.73	2.94	2.52-3.14	89	2.61	2.57	2.06-3.04
Trimmers, dry ----	600	2.52	2.51	2.04-3.00	246	2.44	2.40	2.03-2.84	106	2.35	2.16	2.01-2.68
Men ----	346	2.68	2.72	2.20-3.14	99	2.73	2.77	2.35-3.02	80	2.20	2.16	1.95-2.25
Women ----	254	2.29	2.18	1.80-2.67	147	2.24	2.11	1.80-2.62	26	2.80	2.69	2.26-3.39

See footnotes at end of table.

Table 4. Occupational Averages: All Establishments—Continued

(Number and average straight-time hourly earnings¹ of workers in selected occupations in leather tanning and finishing establishments, United States and selected regions, January 1968)

Occupation and sex	Border States				Southeast				Great Lakes			
	Number of workers	Hourly earnings ¹			Number of workers	Hourly earnings ¹			Number of workers	Hourly earnings ¹		
		Mean	Median	Middle range		Mean	Median	Middle range		Mean	Median	Middle range
PRODUCTION OCCUPATIONS												
Processing												
Buffers, machine ³ (712 men and 22 women).....	34	\$ 2.20	\$ 2.10	\$ 1.70-2.59	61	\$ 2.00	\$ 1.92	\$ 1.92-1.95	225	\$ 3.24	\$ 3.46	\$ 2.68-3.75
Small automatic (227 men and 1 woman).....	17	1.98	1.78	1.68-2.10	28	1.97	1.92	1.92-1.95	89	3.45	3.75	3.22-3.78
Large automatic (345 men and 11 women).....	11	2.71	-	-	-	-	-	-	109	3.19	3.41	2.69-3.61
Overshot (79 men and 10 women).....	-	-	-	-	-	-	-	-	-	-	-	-
Colorers, fat liquorers, or oil-wheel operators (all men).....	64	2.33	2.41	1.99-2.72	46	2.13	2.05	1.86-2.35	205	2.95	2.76	2.43-3.56
Embossing- or plating-press operators.....	32	2.86	2.95	2.04-3.42	63	2.06	1.90	1.90-2.14	231	2.59	2.59	2.26-2.95
Men.....	29	2.97	2.95	2.55-3.42	47	2.11	1.95	1.90-2.41	175	2.64	2.59	2.33-3.05
Women.....	-	-	-	-	-	-	-	-	56	2.42	2.49	2.12-2.69
Fleshing- and unhairing-machine operators (all men).....	76	2.49	2.54	1.96-3.05	36	2.19	2.30	1.95-2.35	153	3.06	2.96	2.55-3.47
Fleshing-machine operators (all men).....	34	2.65	2.83	2.25-3.05	17	2.15	2.10	1.95-2.33	91	3.12	2.97	2.55-3.73
Unhairing-machine operators (all men).....	22	2.51	2.54	2.17-3.07	19	2.23	2.34	2.10-2.35	50	3.00	2.98	2.63-3.36
Combination fleshing- and unhairing-machine operators (all men).....	20	2.22	1.73	1.70-2.69	-	-	-	-	-	-	-	-
Glazing-machine operators (154 men and 19 women).....	25	3.06	2.78	2.73-3.95	-	-	-	-	34	2.48	2.52	2.33-2.69
Graining-machine operators (all men).....	19	2.30	2.02	1.80-2.54	-	-	-	-	12	2.58	-	-
Haulers (all men).....	93	2.29	2.36	1.89-2.54	64	2.14	2.17	2.06-2.30	267	2.65	2.43	2.43-2.66
Liquor men (all men).....	36	2.14	1.95	1.85-2.40	15	2.24	2.37	1.90-2.50	46	2.93	2.80	2.56-3.31
Rolling-machine operators (231 men and 9 women).....	105	2.18	2.04	1.91-2.34	24	2.18	2.34	1.89-2.36	-	-	-	-
Seasoners, hand.....	72	2.07	2.09	1.84-2.20	-	-	-	-	100	2.53	2.28	2.18-2.77
Men.....	49	1.98	2.05	1.84-2.12	-	-	-	-	47	2.77	2.65	2.10-3.11
Women.....	23	2.28	2.20	2.20-2.42	-	-	-	-	53	2.33	2.28	2.18-2.39
Seasoners, machine.....	33	2.11	2.20	1.84-2.38	23	2.30	2.05	2.02-2.65	120	2.46	2.38	2.07-2.89
Men.....	9	2.00	-	-	23	2.30	2.05	2.02-2.65	68	2.79	2.74	2.35-3.19
Women.....	24	2.15	2.20	1.90-2.40	-	-	-	-	52	2.02	1.75	1.75-2.28
Setters-out, machine (757 men and 5 women).....	60	2.30	2.38	1.89-2.55	53	2.00	2.00	1.75-2.16	189	2.93	2.96	2.53-3.34
Shaving-machine operators (all men).....	30	3.20	3.45	3.30-3.50	-	-	-	-	213	3.20	3.19	2.97-3.64
Sorters, hide house (all men).....	7	1.79	-	-	-	-	-	-	17	2.65	2.39	2.13-3.26
Splitting-machine operators (470 men and 31 women).....	17	2.33	2.30	1.81-2.90	31	2.05	1.85	1.73-2.40	207	3.04	3.08	2.43-3.64
Spray-machine operators.....	12	2.56	-	-	14	2.12	-	-	131	2.63	2.72	2.35-2.85
Men.....	12	2.56	-	-	14	2.12	-	-	111	2.62	2.72	2.34-2.85
Women.....	-	-	-	-	-	-	-	-	20	2.67	2.67	2.51-2.90
Stakers, machine (757 men and 21 women).....	45	3.26	3.13	3.13-3.71	36	1.88	1.65	1.65-2.06	203	3.03	3.07	2.51-3.51
Tackers, togglers, or pasters (1,749 men and 28 women).....	97	3.15	3.46	2.63-3.80	36	2.13	2.24	1.85-2.49	481	3.16	3.17	2.93-3.50
Tackers (294 men and 6 women).....	13	1.85	-	-	-	-	-	-	22	2.67	2.52	2.46-2.74
Togglers (676 men and 6 women).....	78	3.40	3.75	2.79-3.80	-	-	-	-	113	3.04	3.16	2.71-3.28
Pasters (779 men and 16 women).....	6	2.76	-	-	-	-	-	-	346	3.23	3.28	3.02-3.50
Trimmers, beam or hide house, hand (439 men and 5 women).....	55	2.29	2.46	1.85-2.57	29	2.22	2.34	1.92-2.37	140	2.86	2.81	2.43-3.51
Trimmers, dry.....	34	2.12	2.05	1.80-2.41	21	1.99	1.90	1.90-2.20	175	2.84	3.12	2.56-3.14
Men.....	-	-	-	-	17	2.08	1.90	1.90-2.20	126	3.03	3.14	2.94-3.14
Women.....	28	2.10	2.05	1.80-2.41	-	-	-	-	49	2.35	2.28	1.89-3.02

See footnotes at end of table.

Table 4. Occupational Averages: All Establishments—Continued

(Number and average straight-time hourly earnings¹ of workers in selected occupations in leather tanning and finishing establishments, United States and selected regions, January 1968)

Occupation and sex	United States ²				New England				Middle Atlantic			
	Number of workers	Hourly earnings ¹			Number of workers	Hourly earnings ¹			Number of workers	Hourly earnings ¹		
		Mean	Median	Middle range		Mean	Median	Middle range		Mean	Median	Middle range
PRODUCTION OCCUPATIONS—Continued												
<u>Maintenance</u>												
Firemen, stationary boiler (all men)	273	\$ 2.34	\$ 2.35	\$ 1.97—2.72	59	\$ 2.33	\$ 2.32	\$ 1.90—2.75	78	\$ 2.36	\$ 2.35	\$ 2.22—2.56
Maintenance men, general utility (all men)	386	2.42	2.39	2.05—2.69	98	2.32	2.27	2.00—2.60	82	2.45	2.43	2.23—2.62
Mechanics, maintenance (all men)	260	2.79	2.86	2.45—3.06	123	2.82	2.76	2.50—3.12	27	2.52	2.37	2.35—2.42
<u>Material movement</u>												
Laborers, material handling, dry work (816 men and 4 women)	820	2.06	2.03	1.80—2.23	242	2.12	2.05	1.88—2.35	212	2.08	2.06	2.01—2.16
Laborers, material handling, wet work (all men)	555	2.26	2.21	2.01—2.38	244	2.37	2.21	2.17—2.45	91	2.02	2.03	1.85—2.19
Truckers, power (forklift) (all men)	237	2.51	2.50	2.20—2.75	79	2.46	2.46	2.10—2.73	16	2.53	2.44	2.33—2.77
<u>Miscellaneous</u>												
Janitors (160 men and 9 women)	169	2.12	2.15	1.93—2.30	48	2.31	2.33	2.15—2.42	37	1.98	2.03	1.85—2.11
Measuring-machine operators	411	2.48	2.42	2.00—2.80	148	2.30	2.13	1.90—2.75	77	2.41	2.40	2.18—2.58
Men	309	2.59	2.50	2.15—2.96	92	2.55	2.56	2.14—2.88	74	2.42	2.42	2.18—2.58
Women	102	2.15	1.97	1.90—2.39	56	1.90	1.94	1.75—1.97	-	-	-	-
Sorters, finished leather	425	2.65	2.65	2.28—3.00	139	2.59	2.61	2.28—3.00	78	2.65	2.59	2.38—3.02
Men	378	2.67	2.66	2.35—3.00	124	2.69	2.75	2.40—3.00	72	2.64	2.59	2.38—2.86
<u>OFFICE OCCUPATIONS</u>												
Clerks, general (192 women and 18 men)	210	2.21	2.13	1.82—2.50	67	2.13	2.00	1.75—2.50	38	2.10	2.06	1.85—2.24
Clerks, payroll	100	2.37	2.25	2.00—2.70	28	2.28	2.18	2.08—2.41	18	2.46	2.25	2.06—2.81
Women	79	2.40	2.35	2.00—2.81	26	2.27	2.14	2.03—2.38	16	2.53	2.48	2.25—2.82
Stenographers, general (all women)	38	2.22	2.16	2.00—2.45	15	2.16	2.15	1.95—2.38	-	-	-	-

See footnotes at end of table.

Table 4. Occupational Averages: All Establishments—Continued

(Number and average straight-time hourly earnings¹ of workers in selected occupations in leather tanning and finishing establishments, United States and selected regions, January 1968)

Occupation and sex	Border States				Southeast				Great Lakes			
	Number of workers	Hourly earnings ¹			Number of workers	Hourly earnings ¹			Number of workers	Hourly earnings ¹		
		Mean	Median	Middle range		Mean	Median	Middle range		Mean	Median	Middle range
PRODUCTION OCCUPATIONS—Continued												
Maintenance												
Firemen, stationary boiler (all men) -----	47	\$ 2.05	\$ 1.96	\$ 1.82-2.04	24	\$ 1.99	\$ 1.96	\$ 1.91-2.10	65	\$ 2.66	\$ 2.74	\$ 2.47-3.00
Maintenance men, general utility (all men) -----	90	2.01	1.99	1.90-2.07	-	-	-	-	75	2.86	2.88	2.46-3.23
Mechanics, maintenance (all men) -----	9	2.51	-	-	24	2.16	2.15	2.12-2.21	77	3.06	3.00	2.87-3.15
Material movement												
Laborers, material handling, dry work (816 men and 4 women) -----	146	1.74	1.74	1.66-1.80	30	1.84	1.90	1.84-1.90	185	2.24	2.21	1.98-2.30
Laborers, material handling, wet work (all men) -----	18	1.73	1.70	1.70-1.82	28	1.83	1.90	1.70-1.90	174	2.36	2.33	2.01-2.40
Truckers, power (forklift) (all men) -----	15	2.07	1.89	1.76-2.22	9	1.97	-	-	94	2.62	2.54	2.43-2.75
Miscellaneous												
Janitors (160 men and 9 women) -----	14	1.73	-	-	14	1.86	-	-	55	2.23	2.27	2.18-2.30
Measuring-machine operators -----	23	2.20	2.00	1.87-2.11	19	1.90	1.90	1.85-1.90	132	2.81	2.60	2.35-3.17
Men -----	14	1.97	-	-	19	1.90	1.90	1.85-1.90	98	2.94	3.02	2.36-3.52
Women -----	9	2.56	-	-	-	-	-	-	34	2.45	2.47	2.27-2.59
Sorters, finished leather -----	55	2.36	2.20	1.87-2.50	26	2.20	2.24	2.02-2.35	121	2.91	2.86	2.66-3.14
Men -----	55	2.36	2.20	1.87-2.50	24	2.24	2.28	2.02-2.35	97	2.92	2.85	2.73-3.14
OFFICE OCCUPATIONS												
Clerks, general (192 women and 18 men) -----	20	1.94	1.83	1.68-2.11	17	1.96	1.90	1.80-2.17	56	2.44	2.48	2.10-2.63
Clerks, payroll -----	-	-	-	-	-	-	-	-	26	2.51	2.50	2.26-2.83
Women -----	-	-	-	-	-	-	-	-	24	2.47	2.39	2.23-2.75
Stenographers, general (all women) -----	-	-	-	-	-	-	-	-	9	2.24	-	-

¹ Excludes premium pay for overtime and for work on weekends, holidays, and late shifts. Medians and middle ranges are omitted for occupations that had fewer than 15 employees in a region.

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

³ Includes workers in classifications in addition to those shown separately.

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

Table 5. Occupational Averages: By Size of Establishment

(Number and average straight-time hourly earnings¹ of men in selected occupations in leather tanning and finishing establishments by size of establishment, United States and selected regions, January 1968)

Occupation	United States ²		New England		Middle Atlantic		Border States		Southeast		Great Lakes									
	Establishments having—																			
	20-99 workers		100 workers or more		20-99 workers		100 workers or more		20-99 workers		100 workers or more									
	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings								
Buffers, machine ³	203	\$2.63	509	\$2.94	132	\$2.57	173	\$2.79	32	\$3.11	52	\$3.10	30	\$2.24	50	\$2.06	19	\$2.32	201	\$3.35
Small automatic.....	68	2.51	159	2.99	-	-	26	2.80	11	3.30	8	3.14	16	2.00	28	1.97	-	-	81	3.58
Large automatic.....	97	2.62	248	2.95	80	2.61	98	2.76	-	-	19	3.11	9	2.96	-	-	-	-	97	3.27
Colorers, fat liquorers, or oil-wheel operators.....	203	2.42	482	2.80	54	2.47	186	2.76	51	2.29	45	2.83	61	2.35	31	2.18	59	2.43	146	3.16
Embossing- or plating-press operators.....	229	2.28	448	2.62	104	2.29	180	2.45	70	2.30	50	2.93	29	2.97	45	2.10	36	2.06	139	2.79
Firemen, stationary boiler.....	66	2.33	207	2.34	-	-	45	2.30	-	-	50	2.37	46	2.06	20	2.01	19	2.36	46	2.78
Fleshing- and unhairing- machine operators ³	203	2.60	432	2.82	34	2.63	123	2.78	63	2.46	116	2.68	69	2.56	26	2.19	55	2.53	98	3.36
Fleshing-machine operators.....	132	2.56	240	2.91	34	2.63	96	2.83	46	2.54	50	2.74	32	2.66	11	2.16	40	2.59	51	3.54
Unhairing-machine operators.....	49	2.50	134	2.66	-	-	23	2.61	-	-	-	-	22	2.51	15	2.22	15	2.38	35	3.27
Haulers.....	389	2.29	595	2.60	74	2.00	104	2.45	179	2.17	113	2.92	92	2.29	-	-	34	2.22	-	-
Janitors.....	30	1.95	130	2.18	-	-	45	2.31	18	1.93	16	2.10	10	1.72	11	1.93	-	-	47	2.25
Laborers, material handling, dry work.....	256	2.06	560	2.06	72	2.01	166	2.17	91	2.07	121	2.09	141	1.74	27	1.84	-	-	105	2.36
Laborers, material handling, wet work.....	235	2.24	320	2.27	126	2.36	118	2.37	-	-	91	2.02	18	1.73	-	-	-	-	77	2.62
Liquor men.....	49	2.40	162	2.60	13	2.17	46	2.59	9	2.24	35	2.70	35	2.14	10	2.22	12	2.55	34	3.07
Maintenance men, general utility.....	121	2.56	265	2.35	40	2.46	58	2.23	29	2.43	53	2.46	84	2.00	-	-	29	2.66	46	2.99
Mechanics, maintenance.....	31	2.70	229	2.80	-	-	117	2.80	-	-	20	2.51	-	-	-	-	11	2.78	66	3.11
Seasoners, machine.....	33	2.39	244	2.61	24	2.39	131	2.56	-	-	22	2.81	-	-	23	2.30	-	-	62	2.84
Setters-out, machine.....	235	2.56	522	2.72	102	2.51	162	2.67	62	2.63	105	2.84	57	2.30	37	2.00	34	2.71	155	2.97
Shaving-machine operators.....	169	2.80	359	3.29	58	2.80	84	2.94	57	2.97	55	3.90	26	3.30	-	-	29	2.50	184	3.31
Splitting-machine operators.....	195	2.58	275	3.04	92	2.58	62	2.95	-	-	46	2.69	13	2.42	13	2.29	42	2.78	138	3.31
Stakers, machine.....	265	2.83	492	3.02	65	2.76	183	2.91	109	3.09	113	2.98	39	3.34	-	-	41	2.94	141	3.16
Tackers, togglers, or pasters.....	607	2.75	1,142	3.09	336	2.75	487	2.91	105	2.73	172	3.29	74	3.35	-	-	101	2.86	374	3.25
Tackers.....	154	2.59	140	3.31	79	2.44	68	3.11	-	-	55	3.89	-	-	-	-	-	-	-	-
Togglers.....	229	2.85	447	3.04	67	3.03	253	2.90	45	2.66	84	3.05	59	3.62	-	-	67	4.90	45	3.14
Pasters.....	224	2.75	555	3.07	190	2.78	166	2.82	16	2.56	-	-	-	-	-	-	-	-	323	3.27
Trimmers, beam or hide house, hand.....	152	2.51	287	2.82	32	3.04	91	2.91	53	2.42	36	2.90	47	2.25	-	-	49	2.33	91	3.15
Trimmers, dry.....	119	2.40	227	2.83	43	2.68	56	2.78	-	-	26	2.30	-	-	17	2.08	-	-	121	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 workers in classification in addition to those shown separately.

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

Table 6. Occupational Averages: By Size of Community

(Number and average straight-time hourly earnings¹ of men in selected occupations in leather tanning and finishing establishments in metropolitan and nonmetropolitan areas, United States and selected regions, January 1968)

Occupation	United States ²				New England				Middle Atlantic				Border States		Southeast		Great Lakes	
	Metropolitan areas		Nonmetropolitan areas		Metropolitan areas		Nonmetropolitan areas		Metropolitan areas		Nonmetropolitan areas		Nonmetropolitan areas		Nonmetropolitan areas		Metropolitan areas	
	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings
Buffers, machine ³ -----	413	\$2.92	299	\$2.75	171	\$2.72	134	\$2.66	39	\$3.14	45	\$3.08	19	\$2.03	-	-	164	\$3.20
Small automatic -----	146	2.88	81	2.78	-	-	27	2.73	14	3.33	-	-	9	2.19	-	-	68	3.35
Large automatic -----	176	3.00	169	2.71	79	2.80	99	2.61	-	-	-	-	-	-	-	-	73	3.17
Colorers, fat liquorers, or oil-wheel operators -----	424	2.78	261	2.53	141	2.84	99	2.50	56	2.51	40	2.59	37	2.14	20	\$2.45	153	3.00
Embossing- or plating-press operators -----	437	2.51	240	2.48	166	2.45	118	2.30	95	2.47	25	2.90	-	-	33	2.19	124	2.55
Firemen, stationary boiler -----	123	2.56	150	2.16	20	2.80	39	2.09	24	2.51	54	2.29	30	1.90	17	2.04	55	2.65
Fleshing- and unhairing-machine operators ³ -----	326	2.87	309	2.62	106	2.75	51	2.75	32	2.94	147	2.53	42	2.29	28	2.26	112	2.96
Fleshing-machine operators -----	198	2.86	174	2.70	87	2.79	43	2.75	19	3.04	77	2.55	14	2.22	12	2.23	63	2.96
Unhairing-machine operators -----	85	2.79	98	2.48	15	2.54	-	-	-	-	47	2.41	14	2.22	16	2.29	37	2.98
Haulers -----	470	2.62	514	2.34	83	2.46	95	2.09	42	2.75	250	2.41	87	2.27	-	-	245	2.61
Janitors -----	109	2.19	51	2.01	38	2.40	8	1.87	21	1.96	13	2.09	-	-	11	1.90	39	2.25
Laborers, material handling, dry work -----	470	2.17	346	1.91	145	2.32	93	1.80	112	2.07	100	2.09	115	1.75	10	1.89	157	2.22
Laborers, material handling, wet work -----	413	2.27	142	2.21	185	2.37	59	2.35	-	-	33	2.14	18	1.73	-	-	158	2.31
Liquor men -----	96	2.73	115	2.40	31	2.65	28	2.33	-	-	40	2.61	27	2.05	10	2.43	38	2.99
Maintenance men, general utility -----	180	2.57	206	2.29	57	2.51	41	2.06	23	2.55	59	2.40	57	2.00	-	-	49	2.91
Mechanics, maintenance -----	158	2.98	102	2.49	73	2.97	50	2.60	7	2.74	20	2.45	-	-	-	-	70	3.06
Seasoners, machine -----	118	2.60	159	2.58	60	2.62	95	2.48	-	-	-	-	-	-	-	-	37	2.57
Setters-out, machine -----	460	2.75	297	2.55	194	2.66	70	2.47	44	3.16	123	2.62	38	2.17	30	2.09	159	2.89
Shaving-machine operators -----	388	3.26	140	2.79	79	3.09	63	2.63	66	3.75	46	2.96	-	-	-	-	193	3.21
Splitting-machine operators -----	305	2.99	165	2.59	93	2.76	61	2.68	24	2.99	39	2.44	9	2.09	19	2.10	146	3.25
Stackers, machine -----	429	2.99	328	2.90	185	2.90	63	2.77	45	2.92	177	3.07	-	-	-	-	132	3.09
Tackers, togglers, or pasters -----	1,125	3.03	624	2.86	525	2.92	298	2.71	120	3.22	157	2.96	-	-	-	-	350	3.14
Tackers -----	187	2.94	107	2.90	110	2.69	37	2.93	39	4.01	60	3.06	-	-	-	-	22	2.67
Togglers -----	465	3.04	211	2.85	212	2.99	108	2.81	57	2.90	72	2.92	-	-	-	-	87	3.10
Pasters -----	473	3.06	306	2.86	203	2.97	153	2.58	24	2.71	-	-	-	-	-	-	241	3.20
Trimmers, beam or hide house, hand -----	232	2.86	207	2.55	68	3.15	55	2.68	22	2.83	67	2.54	33	2.24	-	-	111	2.88
Trimmers, dry -----	242	2.68	104	2.69	58	2.78	41	2.66	60	2.08	20	2.56	-	-	-	-	106	2.98

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 workers in classification in addition to those shown separately.

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

Table 7. Occupational Averages: By Labor-Management Contract Coverage

(Number and average straight-time hourly earnings¹ of men in selected occupations in leather tanning and finishing establishments by labor-management contract coverage, United States and selected regions, January 1968)

Occupation	United States ²				New England				Middle Atlantic		Border States		Great Lakes	
	Establishments having—													
	Majority covered		None or minority covered		Majority covered		None or minority covered		Majority covered		Majority covered		Majority covered	
	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings
Buffers, machine ³ -----	399	\$3.00	313	\$2.67	141	\$2.90	164	\$2.51	84	\$3.11	21	\$2.03	122	\$3.27
Small automatic -----	99	3.04	128	2.70	19	3.03	45	2.30	19	3.23	-	-	35	3.48
Large automatic -----	194	3.04	151	2.63	79	2.88	99	2.54	21	3.12	-	-	73	3.25
Colorers, fat liquorers, or oil-wheel operators -----	438	2.77	247	2.53	142	2.86	98	2.45	82	2.59	34	2.15	130	3.04
Embossing- or plating-press operators -----	325	2.71	352	2.31	89	2.60	195	2.30	70	2.83	11	2.57	124	2.78
Firemen, stationary boiler -----	205	2.33	68	2.38	28	2.57	31	2.11	77	2.36	35	1.93	45	2.57
Fleshing- and unhairing-machine operators ³ -----	449	2.78	186	2.67	98	2.75	59	2.76	166	2.63	44	2.26	103	3.25
Fleshing-machine operators -----	260	2.84	112	2.66	84	2.80	46	2.74	85	2.70	19	2.36	61	3.35
Unhairing-machine operators -----	133	2.59	50	2.71	14	2.44	-	-	47	2.41	13	2.15	42	3.10
Haulers -----	683	2.54	301	2.33	104	2.46	74	1.99	259	2.51	86	2.29	87	2.86
Janitors -----	122	2.18	38	2.00	31	2.44	15	2.03	33	2.00	8	1.78	42	2.25
Laborers, material handling, dry work -----	646	2.08	170	1.99	131	2.30	107	1.90	202	2.08	133	1.75	164	2.18
Laborers, material handling, wet work -----	455	2.26	100	2.26	183	2.37	61	2.34	90	2.01	-	-	162	2.32
Liquor men -----	135	2.60	76	2.48	29	2.81	30	2.20	41	2.63	23	2.03	25	2.85
Maintenance men, general utility -----	276	2.43	110	2.39	44	2.42	54	2.24	73	2.45	67	1.99	56	2.82
Mechanics, maintenance -----	195	2.77	65	2.85	87	2.88	36	2.66	27	2.52	-	-	57	2.96
Seasoners, machine -----	163	2.70	114	2.43	74	2.63	81	2.46	22	2.81	9	2.00	48	2.89
Setters-out, machine -----	526	2.76	231	2.47	153	2.72	111	2.47	152	2.82	42	2.23	126	3.00
Shaving-machine operators -----	322	3.21	206	3.02	81	3.11	61	2.59	107	3.47	-	-	106	3.12
Splitting-machine operators -----	254	2.94	216	2.75	65	3.10	89	2.46	63	2.65	-	-	90	3.10
Stakers, machine -----	495	3.03	262	2.82	152	2.95	96	2.74	192	3.06	-	-	127	3.14
Tackers, togglers, or pasters -----	1,119	3.01	630	2.89	413	2.91	410	2.78	268	3.11	37	2.73	352	3.15
Tackers -----	195	3.01	99	2.77	60	2.61	87	2.85	99	3.43	-	-	-	-
Togglers -----	461	2.96	215	3.01	202	2.91	118	2.97	120	2.98	22	3.04	101	3.11
Pasters -----	463	3.06	316	2.86	151	3.02	205	2.64	49	2.78	-	-	235	3.20
Trimmers, beam or hide house, hand -----	320	2.76	119	2.58	79	3.00	44	2.84	83	2.63	42	2.19	83	3.14
Trimmers, dry -----	191	2.66	155	2.71	83	2.70	16	2.94	45	2.36	-	-	37	3.00

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 workers in classification in addition to those shown separately.

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

Table 8. Occupational Averages: By Labor-Management Contract Coverage and Size of Establishment

(Number and average straight-time hourly earnings¹ of men in selected occupations in leather tanning and finishing establishments by labor-management contract coverage and size of establishment, United States and selected regions, January 1968)

Occupation and size of establishment	United States ²				New England				Middle Atlantic		Great Lakes	
	Establishments having—											
	Majority covered		None or minority covered		Majority covered		None or minority covered		Majority covered		Majority covered	
	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings
Buffers, machine: ³												
20-99 workers -----	115	\$2.92	88	\$2.25	57	\$2.93	75	\$2.29	32	\$3.11	-	-
100 workers or more -----	284	3.03	225	2.83	84	2.88	89	2.70	52	3.10	112	\$3.33
Large automatic:												
20-99 workers -----	53	2.87	44	2.31	38	2.90	42	2.35	-	-	-	-
100 workers or more -----	141	3.10	107	2.76	41	2.87	57	2.68	19	3.11	66	3.31
Colorers, fat liquorers, or oil-wheel operators:												
20-99 workers -----	122	2.44	81	2.38	26	2.45	28	2.49	40	2.30	-	-
100 workers or more -----	316	2.90	166	2.61	116	2.96	70	2.44	42	2.87	94	3.25
Embossing- or plating-press operators:												
20-99 workers -----	72	2.45	157	2.21	25	2.40	79	2.26	23	2.55	-	-
100 workers or more -----	253	2.79	195	2.39	64	2.68	116	2.32	47	2.97	107	2.86
Fleshing- and unhairing-machine operators:												
20-99 workers -----	125	2.74	78	2.38	21	2.81	13	2.33	55	2.50	-	-
100 workers or more -----	324	2.79	108	2.89	77	2.73	46	2.88	111	2.70	70	3.53
Haulers:												
20-99 workers -----	308	2.40	81	1.87	32	2.33	-	-	147	2.20	-	-
100 workers or more -----	375	2.65	-	-	72	2.52	-	-	112	2.92	-	-
Laborers, material handling, dry work:												
20-99 workers -----	215	2.08	41	1.92	53	2.06	19	1.87	82	2.08	-	-
100 workers or more -----	431	2.08	129	2.01	78	2.47	88	1.90	120	2.08	92	2.27
Mechanics, maintenance:												
100 workers or more -----	169	2.78	60	2.86	84	2.87	33	2.62	20	2.51	46	3.01
Seasoners, machine:												
100 workers or more -----	148	2.72	96	2.45	68	2.62	63	2.50	22	2.81	42	2.97
Setters-out, machine:												
20-99 workers -----	145	2.72	90	2.30	39	2.74	63	2.37	56	2.69	-	-
100 workers or more -----	381	2.77	141	2.58	114	2.71	48	2.59	96	2.90	102	3.05
Shaving-machine operators:												
20-99 workers -----	125	2.94	44	2.42	32	3.08	26	2.46	55	3.02	-	-
100 workers or more -----	197	3.39	162	3.18	49	3.13	35	2.68	52	3.96	81	3.28
Stakers, machine:												
20-99 workers -----	180	3.05	85	2.37	40	3.08	-	-	93	3.07	-	-
100 workers or more -----	315	3.01	177	3.03	112	2.90	71	2.92	99	3.05	90	3.19
Tackers, togglers, or pasters:												
20-99 workers -----	365	2.89	242	2.54	147	2.94	189	2.60	96	2.79	-	-
100 workers or more -----	754	3.08	388	3.12	266	2.89	221	2.92	172	3.29	259	3.22
Togglers:												
20-99 workers -----	168	3.00	61	2.43	55	3.09	12	2.72	36	2.81	-	-
100 workers or more -----	293	2.94	154	3.23	147	2.84	106	3.00	84	3.05	42	3.09
Pasters:												
20-99 workers -----	96	2.85	128	2.68	62	2.98	128	2.68	16	2.56	-	-
100 workers or more -----	367	3.12	188	2.98	89	3.05	77	2.56	-	-	217	3.24
Trimmers, beam or hide house, hand:												
20-99 workers -----	122	2.63	30	2.01	31	3.03	-	-	53	2.42	-	-
100 workers or more -----	198	2.84	89	2.78	48	2.98	43	2.82	30	3.00	56	3.37

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 workers in classification in addition to those shown separately.

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

Table 9. Occupational Averages: By Labor-Management Contract Coverage and Size of Community

(Number and average straight-time hourly earnings¹ of men in selected occupations in leather tanning and finishing establishments by labor-management contract coverage and size of community, United States and selected regions, January 1968)

Occupation and size of community	United States ²				New England				Middle Atlantic		Great Lakes	
	Establishments having—											
	Majority covered		None or minority covered		Majority covered		None or minority covered		Majority covered		Majority covered	
	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings
Buffers, machine: ³												
Metropolitan areas	236	\$ 2.97	177	\$ 2.87	102	\$ 2.96	69	\$ 2.36	39	\$ 3.14	70	\$ 3.06
Nonmetropolitan areas	163	3.04	136	2.41	39	2.74	95	2.62	45	3.08	-	-
Large automatic:												
Metropolitan areas	113	3.07	63	2.88	52	2.98	27	2.45	-	-	42	3.14
Nonmetropolitan areas	81	2.99	88	2.45	27	2.69	72	2.57	-	-	-	-
Colorers, fat liquors, or oil-wheel operators:												
Metropolitan areas	271	2.89	153	2.59	110	2.95	-	-	44	2.64	90	3.09
Nonmetropolitan areas	167	2.58	94	2.44	32	2.58	67	2.46	38	2.54	-	-
Embossing- or plating-press operators:												
Metropolitan areas	196	2.72	241	2.35	68	2.65	98	2.32	45	2.80	73	2.72
Nonmetropolitan areas	129	2.70	111	2.23	-	-	97	2.27	25	2.90	-	-
Fleshing- and unhairing-machine operators:												
Metropolitan areas	206	2.94	120	2.76	79	2.77	-	-	27	3.05	74	3.05
Nonmetropolitan areas	243	2.65	66	2.51	19	2.64	32	2.81	139	2.55	-	-
Haulers:												
Metropolitan areas	279	2.69	-	-	75	2.46	-	-	41	2.76	69	2.74
Nonmetropolitan areas	404	2.44	110	1.98	29	2.47	66	1.93	218	2.47	-	-
Laborers, material handling, dry work:												
Metropolitan areas	407	2.15	63	2.29	118	2.33	27	2.27	111	2.06	144	2.14
Nonmetropolitan areas	239	1.96	107	1.81	13	2.00	80	1.77	91	2.10	-	-
Mechanics, maintenance:												
Metropolitan areas	118	2.97	40	3.01	-	-	-	-	7	2.74	50	2.95
Nonmetropolitan areas	77	2.45	25	2.61	27	2.57	23	2.63	20	2.45	-	-
Seasoners, machine:												
Metropolitan areas	75	2.71	43	2.39	42	2.75	-	-	-	-	17	2.59
Nonmetropolitan areas	88	2.68	71	2.44	-	-	63	2.50	-	-	-	-
Setters-out, machine:												
Metropolitan areas	294	2.87	166	2.53	122	2.80	72	2.43	35	3.38	96	2.96
Nonmetropolitan areas	232	2.61	65	2.32	-	-	39	2.53	117	2.65	-	-
Shaving-machine operators:												
Metropolitan areas	232	3.30	156	3.21	62	3.18	17	2.79	61	3.86	90	3.07
Nonmetropolitan areas	90	2.99	50	2.43	19	2.90	44	2.51	46	2.96	-	-
Stakers, machine:												
Metropolitan areas	256	3.03	173	2.94	134	3.00	-	-	31	3.10	81	3.06
Nonmetropolitan areas	239	3.02	89	2.58	-	-	45	2.86	161	3.05	-	-
Tackers, togglers, and pasters: ³												
Metropolitan areas	749	3.02	376	3.05	351	2.95	174	2.86	115	3.29	235	3.06
Nonmetropolitan areas	370	2.99	254	2.67	62	2.65	236	2.72	153	2.98	-	-
Togglers:												
Metropolitan areas	348	2.98	117	3.19	178	2.96	-	-	52	3.01	84	3.07
Nonmetropolitan areas	113	2.90	98	2.79	-	-	84	2.89	68	2.95	-	-
Pasters:												
Metropolitan areas	272	3.07	201	3.05	113	3.12	-	-	24	2.71	135	3.09
Nonmetropolitan areas	191	3.06	115	2.52	38	2.75	115	2.52	-	-	-	-
Trimmers, beam or hide house, hand:												
Metropolitan areas	163	2.98	69	2.58	61	3.19	-	-	16	2.99	66	3.06
Nonmetropolitan areas	157	2.53	50	2.59	18	2.35	37	2.85	67	2.54	-	-

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 workers in classification in addition to those shown separately.

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

Table 10. Occupational Averages: By Major Type of Leather

(Number and average straight-time hourly earnings¹ of men in selected occupations in leather tanning and finishing establishments by major type of leather, United States and selected regions, January 1968)

Occupation	United States ²				New England		Border States		Great Lakes	
	Side leather		Sole leather		Side leather		Sole leather		Side leather	
	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
Buffers, machine ³	410	\$2.96	24	\$2.00	148	\$2.72	19	\$1.87	192	\$3.33
Small automatic.....	147	3.07	14	1.96	27	2.73	-	-	85	3.48
Large automatic.....	242	2.90	-	-	119	2.73	-	-	89	3.28
Colorers, fat liquors, or oil-wheel operators.....	321	2.90	57	2.37	108	2.78	33	2.18	161	3.05
Embossing- or plating-press operators.....	368	2.50	12	2.42	173	2.34	-	-	134	2.72
Firemen, stationary boiler.....	117	2.51	78	2.13	47	2.35	34	1.89	57	2.71
Fleshing- and unhairing-machine operators ³	244	3.09	118	2.46	69	2.88	45	2.26	125	3.21
Fleshing-machine operators.....	148	3.10	40	2.38	56	2.96	14	2.14	76	3.26
Unhairing-machine operators.....	74	2.89	48	2.39	13	2.55	16	2.23	37	3.19
Haulers.....	429	2.67	213	2.31	78	2.50	80	2.22	251	2.65
Janitors.....	76	2.18	18	1.96	17	2.15	-	-	46	2.27
Laborers, material handling, dry work.....	296	2.16	158	1.85	146	2.03	112	1.73	99	2.42
Laborers, material handling, wet work.....	281	2.45	32	2.02	168	2.41	-	-	102	2.59
Liquor men.....	80	2.79	57	2.27	32	2.64	30	2.04	33	2.99
Maintenance men, general utility.....	165	2.63	109	2.13	56	2.26	76	1.97	68	2.91
Mechanics, maintenance.....	168	2.93	37	2.23	104	2.86	-	-	59	3.09
Seasoners, machine.....	227	2.62	-	-	133	2.57	-	-	62	2.80
Setters-out, machine.....	308	2.88	90	2.40	110	2.70	41	2.15	156	3.03
Shaving-machine operators.....	299	3.13	-	-	88	2.96	-	-	172	3.27
Splitting-machine operators.....	261	3.16	20	2.45	75	2.96	-	-	148	3.31
Stackers, machine.....	328	3.00	-	-	119	2.91	-	-	159	3.15
Tackers, togglers, or pasters.....	929	3.04	-	-	394	2.91	-	-	412	3.24
Tackers.....	29	2.97	-	-	-	-	-	-	-	-
Togglers.....	372	3.01	-	-	204	2.98	-	-	88	3.20
Pasters.....	528	3.06	-	-	182	2.78	-	-	314	3.26
Trimmers, beam or hide house, hand.....	225	2.96	66	2.34	95	2.96	39	2.13	112	3.02
Trimmers, dry.....	224	2.88	-	-	71	2.78	-	-	119	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.

³ Includes workers in classification in addition to those shown separately.

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

Table II. Occupational Averages: By Method of Wage Payment

(Number and average straight-time hourly earnings¹ of men in selected occupations in leather tanning and finishing establishments by method of wage payment, United States and selected regions, January 1968)

Occupation	United States ²				New England				Middle Atlantic				Border States				Great Lakes			
	Time-workers		Incentive workers		Time-workers		Incentive workers		Time-workers		Incentive workers		Time-workers		Incentive workers		Time-workers		Incentive workers	
	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings
Buffers, machine ³	179	\$2.27	533	\$3.05	61	\$2.41	244	\$2.76	12	\$2.61	72	\$3.19	17	\$1.76	17	\$2.63	35	\$2.33	185	\$3.43
Small automatic.....	66	2.14	161	3.14	8	2.45	56	2.53	-	-	17	3.35	-	-	-	-	12	2.17	77	3.65
Large automatic.....	95	2.41	250	3.03	49	2.41	129	2.80	-	-	15	3.11	-	-	-	-	19	2.50	85	3.40
Colorers, fat liquorers, or oil-wheel operators.....	417	2.43	268	3.09	128	2.41	112	3.03	69	2.37	27	2.99	18	2.07	46	2.44	133	2.51	72	3.75
Embossing- or plating-press operators.....	265	2.24	412	2.67	95	2.34	189	2.42	-	-	58	3.00	-	-	29	2.97	63	2.23	112	2.87
Firemen, stationary boiler.....	247	2.32	26	2.55	58	2.32	-	-	70	2.32	-	-	39	2.08	-	-	56	2.60	-	-
Fleshing- and unhairing- machine operators ³	164	2.26	471	2.92	-	-	150	2.76	58	2.24	121	2.78	19	1.73	57	2.75	38	2.28	115	3.32
Fleshing-machine operators.....	80	2.28	292	2.92	-	-	123	2.79	31	2.29	65	2.81	-	-	30	2.76	27	2.29	64	3.47
Unhairing-machine operators.....	66	2.34	117	2.78	-	-	23	2.61	20	2.21	29	2.54	-	-	18	2.66	11	2.25	39	3.21
Haulers.....	578	2.27	406	2.76	103	2.02	75	2.60	174	2.14	118	2.93	-	-	86	2.32	-	-	64	3.42
Janitors.....	136	2.09	24	2.39	31	2.18	15	2.56	34	2.01	-	-	12	1.73	-	-	49	2.24	-	-
Laborers, material handling, dry work.....	693	2.01	123	2.33	182	1.97	56	2.59	195	2.05	17	2.45	108	1.74	-	-	178	2.19	-	-
Laborers, material handling, wet work.....	436	2.12	119	2.79	176	2.19	68	2.82	73	1.97	-	-	18	1.73	-	-	144	2.20	30	3.11
Liquor men.....	106	2.39	105	2.72	30	2.28	29	2.73	15	2.22	29	2.81	16	2.23	20	2.06	26	2.67	20	3.28
Maintenance men, general utility.....	320	2.40	66	2.52	98	2.32	-	-	56	2.40	-	-	68	2.00	-	-	60	2.77	-	-
Mechanics, maintenance.....	173	2.74	87	2.88	66	2.70	-	-	27	2.52	-	-	-	-	-	-	65	2.96	-	-
Seasoners, machine.....	74	2.44	203	2.64	41	2.65	114	2.50	-	-	22	2.81	-	-	9	2.00	20	2.28	48	3.01
Setters-out, machine.....	170	2.19	587	2.81	30	2.28	234	2.65	39	2.13	128	2.95	10	1.77	50	2.41	41	2.33	148	3.09
Shaving-machine operators.....	66	2.54	462	3.22	-	-	134	2.91	14	2.76	98	3.52	-	-	28	3.31	22	2.33	191	3.30
Splitting-machine operators.....	206	2.48	264	3.14	59	2.47	95	2.90	43	2.47	20	3.02	-	-	10	2.61	53	2.67	127	3.41
Stakers, machine.....	158	2.34	599	3.11	41	2.33	207	2.97	32	2.54	190	3.12	-	-	43	3.34	25	2.43	157	3.22
Tackers, togglers, or pasters.....	205	2.49	1544	3.03	35	2.42	788	2.86	50	2.68	227	3.16	-	-	85	3.32	44	2.53	431	3.23
Tackers.....	30	2.32	264	3.00	-	-	147	2.75	-	-	83	3.60	-	-	-	-	-	-	22	2.67
Togglers.....	71	2.52	605	3.03	13	2.28	307	2.96	-	-	123	2.92	-	-	73	3.47	-	-	98	3.08
Pasters.....	104	2.51	675	3.05	22	2.50	334	2.82	-	-	21	2.83	-	-	-	-	-	-	311	3.32
Trimmers, beam or hide house, hand.....	133	2.12	306	2.97	-	-	119	2.96	43	2.15	46	3.04	16	1.81	36	2.45	64	2.21	76	3.41
Trimmers, dry.....	113	2.21	233	2.91	15	2.28	84	2.82	59	2.08	21	2.52	-	-	-	-	-	-	-	-

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 workers in classification in addition to those shown separately.

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

Table 12. Occupational Earnings: Boston, Mass.

(Number and average straight-time hourly earnings¹ of workers in selected occupations in leather tanning and finishing establishments, January 1968)

Occupation and sex	Number of workers	Average hourly earnings ¹	Number of workers receiving straight-time hourly earnings of—																										
			\$1.60	\$1.65	\$1.70	\$1.75	\$1.80	\$1.85	\$1.90	\$1.95	\$2.00	\$2.10	\$2.20	\$2.30	\$2.40	\$2.50	\$2.60	\$2.70	\$2.80	\$2.90	\$3.00	\$3.10	\$3.20	\$3.30	\$3.40	\$3.50	\$3.60	\$3.70	
			and under \$1.65	\$1.70	\$1.75	\$1.80	\$1.85	\$1.90	\$1.95	\$2.00	\$2.10	\$2.20	\$2.30	\$2.40	\$2.50	\$2.60	\$2.70	\$2.80	\$2.90	\$3.00	\$3.10	\$3.20	\$3.30	\$3.40	\$3.50	\$3.60	\$3.70	and over	
All production workers.....	2,996	\$2.73	10	-	3	8	2	2	69	55	187	120	272	131	124	138	226	271	242	226	234	227	146	98	71	36	29	69	
Men.....	2,705	2.79	9	-	3	8	1	2	7	6	144	95	260	124	118	127	213	251	231	209	224	226	145	98	71	36	28	69	
Women.....	291	2.26	1	-	-	-	1	-	62	49	43	25	12	7	6	11	13	20	11	17	10	1	-	-	-	1	-		
<u>Men</u>																													
Buffers, machine ²	97	3.01	-	-	-	-	-	-	-	-	-	-	-	5	1	2	8	12	10	13	13	14	-	6	6	5	-	2	
Time.....	10	2.74	-	-	-	-	-	-	-	-	-	-	-	1	-	1	2	1	4	1	-	-	-	-	-	-	-	-	
Incentive.....	87	3.04	-	-	-	-	-	-	-	-	-	-	-	4	1	1	6	11	6	12	13	14	-	6	6	5	-	2	
Large automatic.....	47	3.07	-	-	-	-	-	-	-	-	-	-	-	1	-	2	3	3	7	5	9	2	-	4	6	4	-	1	
Time.....	8	2.80	-	-	-	-	-	-	-	-	-	-	-	-	-	1	1	4	1	-	-	-	-	-	-	-	-	-	
Incentive.....	39	3.13	-	-	-	-	-	-	-	-	-	-	-	1	-	1	2	3	4	9	2	-	4	6	4	-	1		
Overshot.....	42	2.88	-	-	-	-	-	-	-	-	-	-	-	3	1	-	5	9	3	7	3	9	-	2	-	-	-	-	
Incentive.....	41	2.89	-	-	-	-	-	-	-	-	-	-	-	3	1	-	4	9	3	7	3	9	-	2	-	-	-	-	
Colorers, fat liquorers, or oil-wheel operators.....	107	2.97	-	-	-	1	-	1	-	1	3	11	7	6	5	9	7	8	2	7	4	10	8	5	2	2	8		
Time.....	31	2.42	-	-	-	1	-	1	-	1	-	10	4	4	4	2	-	-	-	3	-	-	1	-	-	-	-		
Embossing- or plating-press operators.....	70	2.62	-	-	-	-	-	-	-	-	2	6	10	5	-	9	2	13	6	6	9	1	-	-	-	1	-		
Time.....	28	2.37	-	-	-	-	-	-	-	-	1	4	10	4	-	4	-	4	-	1	-	-	-	-	-	-	-		
Incentive.....	42	2.79	-	-	-	-	-	-	-	-	1	2	-	1	-	5	2	9	6	5	9	1	-	-	-	-	1		
Fleshing- and unhairing-machine operators ²	80	2.78	-	-	-	-	-	-	-	-	-	5	10	5	3	4	8	9	9	5	4	6	2	3	1	-	3	3	
Incentive.....	79	2.78	-	-	-	-	-	-	-	-	-	5	10	5	3	4	8	9	8	5	4	6	2	3	1	-	3	3	
Fleshing-machine operators.....	71	2.82	-	-	-	-	-	-	-	-	-	4	6	5	3	4	5	8	9	5	4	6	2	3	1	-	3	3	
Incentive.....	70	2.82	-	-	-	-	-	-	-	-	-	4	6	5	3	4	5	8	8	5	4	6	2	3	1	-	3	3	
Haulers.....	69	2.47	-	-	-	-	-	-	-	-	-	5	35	2	3	7	1	2	2	5	-	3	1	3	-	-	-	-	
Time.....	36	2.23	-	-	-	-	-	-	-	-	-	1	34	-	1	-	-	-	-	-	-	-	-	-	-	-	-		
Incentive.....	33	2.72	-	-	-	-	-	-	-	-	-	4	1	2	2	7	1	2	2	5	-	3	1	3	-	-	-		
Laborers, material handling, dry work.....	119	2.34	-	-	-	-	-	-	-	-	55	9	8	6	4	3	10	8	3	2	6	3	-	1	-	-	1	-	
Time.....	72	2.11	-	-	-	-	-	-	-	-	53	9	5	2	1	-	1	-	1	-	-	-	-	-	-	-	-		
Laborers, material handling, wet work.....	153	2.42	-	-	-	-	-	-	-	-	4	14	76	10	8	5	2	7	2	1	7	15	2	-	-	-	-		
Time.....	106	2.26	-	-	-	-	-	-	-	-	1	12	73	5	5	4	1	4	1	-	-	-	-	-	-	-	-		
Incentive.....	47	2.78	-	-	-	-	-	-	-	-	3	2	3	5	3	1	1	3	1	1	7	15	7	-	-	-	-		
Maintenance men, general utility (all timeworkers).....	37	2.56	-	-	-	-	-	-	-	-	6	1	1	7	1	3	2	10	-	-	4	-	1	-	-	-	1		
Measuring-machine operators.....	43	2.81	-	-	-	-	-	-	-	-	-	4	1	1	5	6	1	3	4	4	-	2	9	-	2	-	1		
Time.....	9	2.38	-	-	-	-	-	-	-	-	-	4	1	1	-	-	1	-	2	4	-	-	-	-	-	-	-		
Incentive.....	34	2.92	-	-	-	-	-	-	-	-	-	-	-	-	5	6	-	3	2	4	-	2	9	-	2	-	1		
Mechanics, maintenance.....	61	3.03	-	-	-	-	-	-	-	-	-	-	-	-	-	4	3	9	3	5	11	11	11	1	1	1	1		
Time.....	22	2.83	-	-	-	-	-	-	-	-	-	-	-	-	4	3	7	-	-	5	1	1	-	-	-	-	-		
Seasoners, machine ^{3b/}	36	2.77	-	-	-	-	-	-	-	-	1	1	1	-	2	-	9	5	12	-	-	-	3	2	-	-	-		
Setters-out, machine.....	120	2.80	-	-	1	-	-	-	-	-	6	-	5	2	5	8	7	25	18	6	11	8	9	8	1	-	-		
Time.....	14	2.21	-	-	1	-	-	-	-	-	5	-	5	-	-	1	2	-	-	-	-	-	-	-	-	-	-		
Incentive.....	106	2.88	-	-	-	-	-	-	-	-	1	-	-	2	5	8	6	23	18	6	11	8	9	8	1	-	-		
Shaving-machine operators.....	61	3.20	-	-	-	-	-	-	-	-	-	-	1	1	-	-	2	-	4	3	10	5	10	10	8	5	1		
Incentive.....	57	3.23	-	-	-	-	-	-	-	-	-	-	1	1	-	-	1	-	4	2	8	5	10	10	8	5	1		
Sorters, finished leather.....	55	2.83	-	-	-	-	-	-	-	-	-	1	-	3	7	4	7	3	5	4	10	5	4	-	1	1	-		
Time.....	22	2.55	-	-	-	-	-	-	-	-	-	-	-	3	7	4	5	2	-	-	1	-	-	-	-	-	-		
Sorters, hide house.....	39	2.69	-	-	-	-	-	-	-	-	2	-	5	1	7	1	7	2	6	1	-	1	-	5	-	-	1		
Time.....	13	2.40	-	-	-	-	-	-	-	-	2	-	4	1	1	-	3	1	1	-	-	-	-	-	-	-	-		
Incentive.....	26	2.83	-	-	-	-	-	-	-	-	-	-	1	-	6	1	4	1	5	1	-	1	-	5	-	-	1		

See footnotes at end of table.

Table 12. Occupational Earnings: Boston, Mass.—Continued

(Number and average straight-time hourly earnings¹ of workers in selected occupations in leather tanning and finishing establishments, January 1968)

Occupation and sex	Num-ber of work-ers	Aver-age hourly earn-ings ¹	Number of workers receiving straight-time hourly earnings of—																										
			\$1.60 and under	\$1.65	\$1.70	\$1.75	\$1.80	\$1.85	\$1.90	\$1.95	\$2.00	\$2.10	\$2.20	\$2.30	\$2.40	\$2.50	\$2.60	\$2.70	\$2.80	\$2.90	\$3.00	\$3.10	\$3.20	\$3.30	\$3.40	\$3.50	\$3.60	\$3.70 and over	
			\$1.65	\$1.70	\$1.75	\$1.80	\$1.85	\$1.90	\$1.95	\$2.00	\$2.10	\$2.20	\$2.30	\$2.40	\$2.50	\$2.60	\$2.70	\$2.80	\$2.90	\$3.00	\$3.10	\$3.20	\$3.30	\$3.40	\$3.50	\$3.60	\$3.70	over	
Men—Continued																													
Splitting-machine operators	41	\$3.21	-	-	-	-	-	-	-	-	-	-	1	-	-	1	-	1	11	11	-	3	1	6	1	1	4		
Time	7	3.37	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	-	1	-	3	1	-	1		
Incentive	34	3.17	-	-	-	-	-	-	-	-	-	-	-	-	-	1	11	11	-	2	1	3	-	1	3	-	1	3	
Spray-machine operators	19	2.76	-	-	-	-	-	-	-	3	-	-	-	1	2	4	4	1	1	2	-	-	-	1	-	-	-	-	
Time	8	2.48	-	-	-	-	-	-	-	3	-	-	-	1	1	3	-	-	-	-	-	-	-	-	-	-	-	-	
Incentive	11	2.96	-	-	-	-	-	-	-	-	-	-	-	1	1	4	1	4	1	1	2	-	-	1	-	-	-	-	
Stakers, machine	131	3.01	-	-	-	-	-	-	-	-	-	2	4	1	7	5	10	17	20	20	13	14	4	-	4	3	7		
Incentive	118	3.07	-	-	-	-	-	-	-	-	-	1	-	1	3	3	8	17	20	20	13	14	4	-	4	3	7		
Tackers, togglers, or pasters	377	2.92	-	-	-	-	-	4	-	3	4	8	9	15	6	37	50	46	40	38	31	36	15	21	1	10	3		
Time	9	2.57	-	-	-	-	-	-	-	-	-	-	-	1	3	4	1	-	-	-	-	-	-	-	-	-	-	-	
Incentive	368	2.93	-	-	-	-	-	4	-	3	4	8	9	14	3	33	49	46	40	38	31	36	15	21	1	10	3		
Tackers (all incentive workers)	88	2.58	-	-	-	-	-	4	-	-	2	5	8	14	3	29	17	1	1	-	-	4	-	-	-	-	-	-	
Togglers	180	2.97	-	-	-	-	-	-	-	-	2	3	1	1	-	4	31	36	32	21	19	17	1	1	1	9	2		
Incentive	179	2.97	-	-	-	-	-	-	-	-	2	3	1	-	-	4	31	36	32	21	19	17	1	1	1	9	2		
Pasters	109	3.11	-	-	-	-	-	-	-	3	-	-	-	3	4	2	9	7	17	12	19	10	20	1	1	1	1		
Incentive	101	3.15	-	-	-	-	-	-	-	3	-	-	-	-	-	1	9	7	17	12	19	10	20	1	1	1	1		
Trimmers, beam or hide house, hand (all incentive workers)	58	3.20	-	-	-	-	-	-	-	-	-	1	1	5	3	2	4	2	6	20	3	2	3	3	-	-	6		
Trimmers, dry	52	2.84	-	-	-	-	-	-	-	4	2	1	3	-	1	3	7	3	9	3	2	3	3	-	-	1			
Incentive	46	2.91	-	-	-	-	-	-	-	-	2	1	3	-	1	3	5	7	3	9	3	2	3	3	-	-	1		
Truckers, power (forklift)	37	2.77	-	-	-	-	-	-	-	-	1	2	4	1	11	6	2	2	1	6	-	-	-	-	-	-	1		
Time	12	2.57	-	-	-	-	-	-	-	-	-	2	4	1	2	1	1	-	1	-	-	-	-	-	-	-	-		
Women																													
Clerks, general	16	2.07	2	-	-	1	1	-	-	6	1	1	-	-	4	-	-	-	-	-	-	-	-	-	-	-	-	-	
Clerks, payroll	8	2.56	-	-	-	-	-	-	-	1	1	1	1	-	-	-	-	1	-	3	-	-	-	-	-	-	-	-	
Seasoners, hand ² a/	55	2.26	-	-	-	-	-	-	28	5	4	1	1	2	1	1	1	4	1	6	-	-	-	-	-	-	-	-	
Spray-machine operators ² a/	30	2.20	-	-	-	-	-	-	-	4	15	4	1	-	1	1	2	1	1	-	-	-	-	-	-	-	-	-	

¹ Excludes premium pay for overtime and for work on weekends, holidays, and late shifts.² Includes data for workers in addition to those shown separately.³ Insufficient data to warrant publication of separate averages by method of wage payment; (a) predominantly timeworkers, or (b) predominantly incentive workers.

Table 13. Occupational Earnings: Fulton County, N.Y.

(Number and average straight-time hourly earnings¹ of men in selected occupations in leather tanning and finishing establishments, January 1968)

Occupation	Number of workers	Average hourly earnings ¹	Number of workers receiving straight-time hourly earnings of—																											
			\$1.60	\$1.65	\$1.70	\$1.75	\$1.80	\$1.85	\$1.90	\$1.95	\$2.00	\$2.10	\$2.20	\$2.30	\$2.40	\$2.50	\$2.60	\$2.70	\$2.80	\$2.90	\$3.00	\$3.10	\$3.20	\$3.30	\$3.40	\$3.60	\$3.80	\$4.00		
			and under																											and over
All production workers ----	1,310	\$2.66	5	-	6	2	10	1	26	27	320	51	45	53	52	57	56	72	51	77	97	42	51	41	72	33	23	40		
Buffers, machine (all incentive workers)	32	3.11	-	-	-	-	-	-	-	-	1	-	-	1	6	-	-	-	9	1	4	1	2	-	1	-	-	26		
Colorers, fat liquors, or oil-wheel operators ²	17	2.34	-	-	-	-	-	-	-	-	6	3	-	5	1	-	-	-	-	-	-	-	-	2	-	-	-			
Fleshing- and unhairing-machine operators ⁴	78	2.41	-	-	4	-	2	-	1	2	20	2	13	4	7	-	3	3	2	-	1	5	4	4	1	-	-			
Time	20	2.04	-	-	-	-	-	-	-	-	20	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-			
Incentive	58	2.53	-	-	4	-	2	-	1	2	-	2	13	4	7	-	3	3	2	-	1	5	4	4	1	-	-			
Fleshing-machine operators	54	2.51	-	-	4	-	2	-	1	2	12	2	1	-	7	-	3	3	2	-	1	5	4	4	1	-	-			
Incentive	42	2.63	-	-	4	-	2	-	1	2	12	2	1	-	7	-	3	3	2	-	1	5	4	4	1	-	-			
Haulers	152	2.37	-	-	-	-	-	-	-	-	95	3	6	1	-	-	2	5	8	4	3	9	12	3	-	-	1			
Time	99	2.04	-	-	-	-	-	-	-	-	91	3	4	1	-	-	-	-	-	-	-	-	-	-	-	-	-			
Laborers, material handling, dry work (all timeworkers)	48	2.00	-	-	-	-	-	-	8	1	39	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-			
Maintenance men, general utility (all time-workers)	20	2.34	-	-	-	-	-	-	-	-	3	7	1	-	1	5	3	-	-	-	-	-	-	-	-	-	-			
Measuring-machine operators	43	2.42	-	-	-	-	-	-	-	-	9	2	-	9	3	11	4	4	-	1	-	-	-	-	-	-	-			
Incentive	36	2.50	-	-	-	-	-	-	-	-	2	2	-	9	3	11	4	4	-	1	-	-	-	-	-	-	-			
Setters-out, machine	66	2.52	-	-	2	-	-	-	-	-	11	-	2	5	10	7	9	8	6	2	2	-	1	1	-	-	-			
Time	11	2.06	-	-	-	-	-	-	-	-	11	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-			
Incentive	55	2.61	-	-	2	-	-	-	-	-	-	-	2	5	10	7	9	8	6	2	2	-	1	1	-	-	-			
Splitting-machine operators (all timeworkers)	24	2.35	-	-	-	-	-	-	-	-	16	2	-	-	-	-	-	-	-	-	2	2	-	2	-	-	-			
Stakers, machine	140	3.10	-	-	-	-	2	-	-	-	-	5	2	4	4	1	-	7	6	19	34	4	6	12	22	5	2	5		
Incentive	135	3.13	-	-	-	-	2	-	-	-	-	-	-	2	4	4	1	-	7	6	19	34	4	6	12	22	5	2	5	
Tackers, togglers, or pasters (all incentive workers)	114	3.05	-	-	-	-	-	-	-	-	-	-	-	2	5	8	4	2	4	23	28	4	12	10	8	-	-	4		
Tackers (all incentive workers)	60	3.06	-	-	-	-	-	-	-	-	-	-	-	-	4	4	-	-	-	10	20	4	-	10	8	-	-	-		
Togglers (all incentive workers)	54	3.04	-	-	-	-	-	-	-	-	-	-	-	2	1	4	4	2	4	13	8	-	12	-	-	-	-	4		
Trimmers, beam or hide house, hand	31	2.70	-	-	-	-	-	-	-	-	9	-	-	2	-	-	7	3	-	-	6	-	-	-	-	-	-	-		
Incentive	22	2.97	-	-	-	-	-	-	-	-	-	-	-	2	-	-	7	3	-	-	6	-	-	-	-	-	-	4		
Trimmers, dry	18	2.64	-	-	-	-	-	-	-	-	3	2	-	1	-	-	3	4	-	2	-	-	3	-	-	-	-	-		
Incentive	13	2.85	-	-	-	-	-	-	-	-	-	-	-	1	-	-	3	4	-	2	-	-	3	-	-	-	-	-		

¹ Excludes premium pay for overtime and for work on weekends, holidays, and late shifts.
² Workers were distributed as follows: 2 at \$4 to \$4.20; 2 at \$4.20 to \$4.40; 1 at \$4.60 to \$4.80; and 1 at \$5 to \$5.20.
³ Insufficient data to warrant publication of separate averages by method of wage payment, predominantly timeworkers.
⁴ Includes data for workers in classification in addition to those shown separately.

Table 14. Occupational Earnings: Illinois

(Number and average straight-time hourly earnings¹ of workers in selected occupations² in leather tanning and finishing establishments, January 1968)

Occupation and sex	Number of workers	Average hourly earnings ¹	Number of workers receiving straight-time hourly earnings of—																										
			Under \$1.90	\$1.90 and under \$2.00	\$2.00	\$2.10	\$2.20	\$2.30	\$2.40	\$2.50	\$2.60	\$2.70	\$2.80	\$2.90	\$3.00	\$3.10	\$3.20	\$3.30	\$3.40	\$3.50	\$3.60	\$3.70	\$3.80	\$3.90	\$4.00	\$4.20	\$4.40	\$4.60	and over
All production workers	1,495	\$2.65	³ 22	29	36	43	76	225	367	97	87	72	51	57	95	54	45	25	14	23	13	16	16	8	16	2	1	5	
Men	1,435	2.66	10	27	33	32	72	221	364	91	84	67	50	57	95	48	45	25	14	23	13	16	16	8	16	2	1	5	
Women	60	2.32	12	2	3	11	4	4	3	6	3	5	1	-	-	6	-	-	-	-	-	-	-	-	-	-	-	-	
Buffers, machine ⁴	36	2.90	-	-	-	1	-	4	3	3	3	1	7	-	4	1	4	1	-	-	-	2	1	-	1	-	-	-	
Incentive	30	2.91	-	-	-	1	-	4	3	3	3	1	1	-	4	1	4	1	-	-	-	2	1	-	1	-	-	-	
Large automatic	17	3.02	-	-	-	-	-	-	-	2	2	-	7	-	1	1	1	-	-	-	2	1	-	1	-	-	-	-	
Incentive	11	3.12	-	-	-	-	-	-	-	2	2	-	1	-	-	1	1	1	-	-	-	2	1	-	-	-	-	-	
Colorers, fat liquorers, or oil-wheel operators	64	2.77	-	-	-	-	6	4	35	-	2	-	1	-	-	-	-	-	-	-	1	2	11	2	-	-	-	-	
Time	47	2.41	-	-	-	-	6	4	35	-	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Embossing- or plating-press operators	40	2.82	-	-	2	-	-	10	2	1	-	4	4	2	2	3	5	-	-	4	-	-	1	-	-	-	-	-	
Time	20	2.79	-	-	-	-	-	10	-	-	-	-	2	-	-	4	-	-	4	-	-	-	-	-	-	-	-	-	
Incentive	20	2.85	-	-	2	-	-	-	2	1	-	4	2	2	2	3	1	-	-	-	-	-	1	-	-	-	-	-	
Firemen, stationary boiler (all time-workers)	21	2.55	-	-	-	-	1	2	12	-	-	3	1	-	2	-	-	-	-	-	-	-	-	-	-	-	-	-	
Fleshing- and unhairing-machine operators ⁴	41	3.19	-	-	-	-	-	-	-	-	6	6	4	6	2	4	-	4	-	-	1	1	-	1	4	-	-	2	
Incentive	37	3.25	-	-	-	-	-	-	-	-	2	6	4	6	2	4	-	4	-	-	1	1	-	1	4	-	-	2	
Fleshing-machine operators (all incentive workers)	17	3.46	-	-	-	-	-	-	-	-	-	2	2	6	-	-	-	-	-	-	-	-	1	4	-	-	2		
Unhairing-machine operators ⁶	12	3.10	-	-	-	-	-	-	-	-	4	-	-	-	-	2	-	4	-	-	1	1	-	-	-	-	-	-	
Janitors (all time-workers)	11	2.34	-	-	-	-	4	3	4	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Laborers, material handling, dry work (all timeworkers)	46	2.24	-	-	14	-	8	19	5	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Laborers, material handling, wet work	54	2.38	-	-	4	-	2	28	15	3	1	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	
Maintenance men, general utility (all timeworkers)	21	2.88	-	-	-	-	-	-	11	-	-	-	1	-	-	-	2	2	2	3	-	-	-	-	-	-	-	-	
Measuring-machine operators (all time-workers)	23	2.42	-	-	-	-	3	6	10	-	4	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Mechanics, maintenance (all timeworkers)	23	2.91	-	-	-	-	-	-	2	-	-	-	-	2	9	10	-	-	-	-	-	-	-	-	-	-	-	-	
Seasoners, machine (all timeworkers)	10	2.34	-	-	-	-	-	10	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Setters-out, machine	33	3.09	-	-	-	-	-	1	-	10	-	-	-	1	-	-	9	6	1	1	1	-	2	1	-	-	-	-	
Incentive	23	3.34	-	-	-	-	-	1	-	-	-	-	-	1	-	-	9	6	1	1	1	-	2	1	-	-	-	-	
Shaving-machine operators	64	3.04	-	-	-	-	-	-	3	5	5	2	1	7	21	3	2	7	4	1	-	-	-	-	2	1	-	-	
Time	9	2.57	-	-	-	-	-	-	-	5	4	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Incentive	55	3.12	-	-	-	-	-	-	3	-	1	2	1	7	21	3	2	7	4	1	-	-	-	-	2	1	-	-	
Sorters, finished leather	24	2.92	-	-	-	-	-	-	-	2	2	3	1	3	11	-	2	-	-	-	-	-	-	-	-	-	-	-	
Time	20	2.92	-	-	-	-	-	-	-	2	2	3	-	-	11	-	2	-	-	-	-	-	-	-	-	-	-	-	
Splitting-machine operators	38	2.90	-	-	-	-	-	10	4	5	4	-	-	6	3	-	-	1	-	-	-	-	3	1	1	-	-	-	
Time	27	2.74	-	-	-	-	-	10	4	5	4	-	-	-	-	-	-	1	-	-	-	-	3	-	-	-	-	-	

See footnotes at end of table.

Table 14. Occupational Earnings: Illinois—Continued

(Number and average straight-time hourly earnings¹ of workers in selected occupations² in leather tanning and finishing establishments, January 1968)

Occupation and sex	Number of workers	Average hourly earnings ¹	Number of workers receiving straight-time hourly earnings of—																										
			Under \$1.90	\$1.90 and under \$2.00	\$2.00	\$2.10	\$2.20	\$2.30	\$2.40	\$2.50	\$2.60	\$2.70	\$2.80	\$2.90	\$3.00	\$3.10	\$3.20	\$3.30	\$3.40	\$3.50	\$3.60	\$3.70	\$3.80	\$3.90	\$4.00	\$4.20	\$4.40	\$4.60	and over
Spray-machine operators	24	\$2.66	-	-	-	-	1	6	-	-	2	3	11	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Time	16	2.65	-	-	-	-	-	6	-	-	-	2	7	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Stakers, machine	45	3.03	-	-	-	-	1	-	-	6	8	6	3	2	3	2	1	-	-	-	-	6	6	1	-	-	-	-	-
Incentive	39	3.11	-	-	-	-	1	-	-	-	8	6	3	2	3	2	1	-	-	-	6	6	1	-	-	-	-	-	
Tackers, togglers, or pasters ⁴	119	3.04	-	-	-	-	2	-	6	4	11	12	2	22	21	13	14	1	-	-	-	1	-	-	8	-	1	1	
Incentive	89	3.09	-	-	-	-	2	-	2	-	3	4	2	22	21	13	14	1	-	-	-	1	-	-	2	-	1	1	
Togglers ⁶	42	3.34	-	-	-	-	2	-	-	-	3	-	-	1	-	12	14	-	-	-	-	-	-	-	8	-	1	1	
Pasters	67	2.87	-	-	-	-	-	-	4	4	8	8	2	20	20	1	-	-	-	-	-	-	-	-	-	-	-	-	
Incentive	43	3.01	-	-	-	-	-	-	-	-	-	-	2	20	20	1	-	-	-	-	-	-	-	-	-	-	-	-	
Trimmers, beam or hide house, hand	52	2.93	-	-	-	-	-	-	20	8	-	-	2	-	-	6	2	-	-	10	-	2	-	-	-	-	-	2	
Incentive	22	3.54	-	-	-	-	-	-	-	-	-	-	-	-	-	6	2	-	10	-	2	-	-	-	-	-	-	2	
Truckers, power (forklift) (all timeworkers)	29	2.47	-	-	-	2	-	3	12	7	2	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	

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

² All workers were men.

³ Workers were distributed as follows: 10 at \$1.55 to \$1.60; 1 at \$1.75 to \$1.80; 10 at \$1.80 to \$1.85; and 1 at \$1.85 to \$1.90.

⁴ Includes data for workers in classification in addition to those shown separately.

⁵ Workers were distributed as follows: 1 at \$4.70 to \$4.80 and 1 at \$4.80 to \$4.90.

⁶ Insufficient data to warrant publication of separate averages by method of wage payment, predominantly incentive workers.

Table 15. Occupational Earnings: Maine

(Number and average straight-time hourly earnings¹ of workers in selected occupations in leather tanning and finishing establishments, January 1968)

Occupation and sex	Number of workers	Average hourly earnings ¹	Number of workers receiving straight-time hourly earnings of—																											
			Under \$1.60	\$1.60 and under \$1.65	\$1.65 and under \$1.70	\$1.70 and under \$1.75	\$1.75 and under \$1.80	\$1.80 and under \$1.85	\$1.85 and under \$1.90	\$1.90 and under \$1.95	\$1.95 and under \$2.00	\$2.00 and under \$2.10	\$2.10 and under \$2.20	\$2.20 and under \$2.30	\$2.30 and under \$2.40	\$2.40 and under \$2.50	\$2.50 and under \$2.60	\$2.60 and under \$2.70	\$2.70 and under \$2.80	\$2.80 and under \$2.90	\$2.90 and under \$3.00	\$3.00 and under \$3.10	\$3.10 and under \$3.20	\$3.20 and under \$3.30	\$3.30 and under \$3.40	\$3.40 and under \$3.50	\$3.50 and under \$3.60	\$3.60 and over		
All production workers	2,007	\$2.39	30	72	52	86	86	44	74	55	60	148	103	195	101	93	198	92	76	57	79	66	53	43	29	21	18	76		
Men	1,844	2.43	24	68	39	65	65	38	69	51	53	128	91	170	99	90	197	91	70	57	79	63	50	43	29	21	18	76		
Women	163	2.00	6	4	13	21	21	6	5	4	7	20	12	25	2	3	1	1	6	-	-	3	3	-	-	-	-	-		
Men																														
Buffers, machine (all incentive workers) ²	81	2.75	-	1	1	-	1	1	-	-	1	2	5	5	7	7	6	3	1	6	4	8	7	3	3	3	2	4		
Small automatic (all incentive workers)	20	2.80	-	-	-	-	-	-	-	-	-	1	2	2	1	1	3	-	1	1	1	2	-	-	2	1	-	2		
Large automatic (all incentive workers)	56	2.72	-	1	1	-	1	1	-	-	1	1	3	2	5	6	3	3	-	5	3	5	6	2	1	2	2	2		
Colorers, fat liquorers, or oil-wheel operators	47	2.61	-	1	2	-	-	-	1	-	-	2	1	3	17	1	-	-	2	-	4	2	2	1	3	3	1	1		
Incentive	23	3.00	-	-	1	-	-	-	-	-	-	-	1	1	-	1	-	-	2	-	4	2	2	1	3	3	1	1		
Embossing- or plating-press operators	96	2.32	5	-	4	2	2	2	1	1	2	5	3	19	6	6	21	9	1	3	1	-	1	1	-	-	-	1		
Incentive	77	2.33	5	-	-	2	2	2	1	1	2	5	3	13	6	6	15	6	1	3	1	-	1	1	-	-	-	1		
Firemen, stationary boiler	28	2.03	-	3	1	4	5	1	-	3	-	1	-	-	-	-	-	10	-	-	-	-	-	-	-	-	-	-		
Time	27	2.01	-	3	1	4	5	1	-	3	-	1	-	-	-	-	-	9	-	-	-	-	-	-	-	-	-	-		
Fleshing- and unhairing-machine operators (all incentive workers) ²	35	2.70	1	-	3	-	-	1	4	1	-	1	-	1	-	2	-	3	-	2	-	3	2	6	-	1	2	2		
Fleshing-machine operators (all incentive workers)	27	2.69	1	-	3	-	-	-	3	-	-	1	-	1	-	2	-	3	-	1	-	3	1	5	-	1	-	2		
Haulers	44	2.25	-	10	5	-	2	-	-	-	3	-	2	2	1	2	2	3	5	2	-	1	2	1	-	-	-	1		
Time	17	1.64	-	10	5	-	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Incentive	27	2.64	-	-	-	-	-	-	-	-	3	-	2	2	1	2	2	3	5	2	-	1	2	1	-	-	-	1		
Janitors ^{3a/}	7	1.90	1	2	-	-	-	-	-	-	-	2	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Laborers, material handling, dry work	74	1.80	5	12	5	11	3	7	18	2	3	4	1	1	-	2	-	-	-	-	-	-	-	-	-	-	-	-		
Time	69	1.78	5	12	5	11	3	7	18	2	2	4	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Laborers, material handling, wet work ^{3a/}	39	2.36	-	6	2	5	2	1	4	-	2	-	-	2	2	-	1	-	1	-	2	-	-	-	1	-	1	47		
Liquor men	24	2.32	-	-	-	-	-	-	-	3	-	8	2	3	-	1	2	1	-	1	1	1	1	-	-	-	-	1		
Time	10	2.09	-	-	-	-	-	-	-	3	-	3	1	2	-	-	1	-	-	-	-	-	-	-	-	-	-	-		
Incentive	14	2.49	-	-	-	-	-	-	-	-	-	5	1	1	-	1	1	1	-	1	1	1	-	-	-	-	-	1		
Maintenance men, general utility (all timeworkers)	27	2.00	-	-	-	1	4	5	3	4	2	2	1	2	-	-	-	-	3	-	-	-	-	-	-	-	-	-		
Measuring-machine operators	25	2.27	-	1	1	1	2	-	1	4	1	1	1	1	-	-	4	1	-	3	2	-	-	1	-	-	-	-		
Incentive	22	2.31	-	1	1	-	2	-	1	4	1	1	-	-	-	-	4	1	-	3	2	-	-	1	-	-	-	-		
Mechanics, maintenance	35	2.68	-	-	-	-	-	-	-	-	-	10	-	1	-	8	1	1	-	4	4	-	-	-	-	-	-	6		
Time	23	2.63	-	-	-	-	-	-	-	-	-	10	-	-	-	7	-	-	-	-	-	-	-	-	-	-	-	56		
Seasoners, machine	68	2.51	-	1	-	-	-	-	-	1	1	9	12	6	2	3	-	1	9	4	1	18	-	-	-	-	-	-		
Incentive	50	2.34	-	1	-	-	-	-	-	1	1	9	12	6	2	3	-	1	9	4	1	-	-	-	-	-	-	-		
Setters-out, machine (all incentive workers)	55	2.40	-	-	-	3	-	-	-	-	2	3	4	6	10	7	5	4	4	5	1	1	-	-	-	-	-	-		
Shaving-machine operators (all incentive workers)	30	2.68	-	1	-	-	-	-	-	-	1	1	1	3	1	2	2	2	4	1	5	3	-	-	1	1	1	-		
Sorters, finished leather	33	2.67	-	-	-	-	-	-	-	-	2	-	1	4	1	4	2	-	3	2	1	12	-	1	-	-	-	-		
Time	24	2.62	-	-	-	-	-	-	-	-	2	-	1	3	1	4	-	-	3	-	-	10	-	-	-	-	-	-		
Sorters, hide house ^{3a/}	13	1.94	-	-	-	4	3	1	-	3	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-		
Splitting-machine operators	27	2.81	-	-	-	-	-	-	-	-	-	1	-	-	-	3	3	4	2	-	2	4	3	1	-	1	1	1		
Incentive	25	2.85	-	-	-	-	-	-	-	-	-	-	-	-	3	3	3	2	-	2	4	3	1	-	1	1	1	1		

See footnotes at end of table.

Table 15. Occupational Earnings: Maine—Continued

(Number and average straight-time hourly earnings¹ of workers in selected occupations in leather tanning and finishing establishments, January 1968)

Occupation and sex	Number of workers	Average hourly earnings ¹	Number of workers receiving straight-time hourly earnings of—																											
			Under \$1.60	\$1.60 and under \$1.65	\$1.65	\$1.70	\$1.75	\$1.80	\$1.85	\$1.90	\$1.95	\$2.00	\$2.10	\$2.20	\$2.30	\$2.40	\$2.50	\$2.60	\$2.70	\$2.80	\$2.90	\$3.00	\$3.10	\$3.20	\$3.30	\$3.40	\$3.50	\$3.60	and over	
Men—Continued																														
Stakers, machine	54	\$2.76	-	-	-	6	-	-	-	-	1	4	8	4	4	2	3	1	-	-	1	2	3	-	1	-	-	4	10	
Incentive	48	2.89	-	-	-	-	-	-	-	-	1	4	8	4	4	2	3	1	-	-	1	2	3	-	1	-	-	4	6 10	
Tackers, togglers, or pasters (all incentive workers) ²	195	2.80	1	3	4	3	3	2	-	-	-	2	5	21	23	17	1	6	5	5	18	1	21	20	4	7	2	21		
Tackers (all incentive workers)	34	2.94	-	-	3	3	3	-	-	-	-	-	-	3	-	-	-	-	-	-	-	-	4	4	2	1	2	7 9		
Pasters (all incentive workers)	89	2.58	-	3	-	-	-	2	-	-	-	2	2	4	23	17	1	-	5	3	6	1	13	5	2	-	-	-		
Trimmers, beam or hide house, hand (all incentive workers)	38	2.66	-	-	-	-	-	1	1	-	2	1	4	3	2	5	3	1	-	2	2	2	4	-	1	1	1	2		
Trimmers, dry	17	3.04	-	-	-	-	-	-	-	-	-	1	-	-	1	1	2	-	-	2	-	1	-	5	-	1	-	3		
Incentive	16	3.07	-	-	-	-	-	-	-	-	-	1	-	-	1	1	1	-	-	2	-	1	-	5	-	1	-	8 3		
Truckers, power (forklift)	23	2.12	-	-	-	-	-	1	-	7	-	-	9	4	-	-	-	1	-	-	1	-	-	-	-	-	-	-		
Time	20	2.05	-	-	-	-	-	1	-	7	-	-	9	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Women																														
Clerks, general	17	1.87	-	3	1	1	3	-	1	-	-	6	-	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Clerks, payroll	9	2.00	-	1	-	-	-	3	1	-	-	1	2	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-		
Embossing- or plating- press operators ^{3b/}	11	1.97	-	1	3	-	-	1	-	-	-	1	2	2	1	-	-	-	-	-	-	-	-	-	-	-	-	-		
Measuring-machine operators	13	1.84	-	-	-	3	6	-	-	-	-	2	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Time	10	1.76	-	-	-	3	6	-	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Seasoners, machine (all incentive workers)	6	1.98	1	-	-	-	-	-	1	-	-	2	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Trimmers, dry	30	2.21	1	-	-	6	1	1	1	-	4	1	3	3	-	-	-	-	6	-	-	-	3	-	-	-	-	-		
Incentive	24	2.34	1	-	-	-	1	1	1	-	4	1	3	3	-	-	-	-	6	-	-	3	-	-	-	-	-	-		

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

² Includes data for workers in classification in addition to those shown separately.

³ Insufficient data to warrant presentation of separate averages by method of wage payment; (a) predominantly timeworkers, or (b) predominantly incentive workers.

⁴ Workers were distributed as follows: 2 at \$3.60 to \$3.70; 4 at \$3.70 to \$3.80; and 1 at \$4.10 to \$4.20.

⁵ Workers were distributed as follows: 3 at \$3.70 to \$3.80 and 3 at \$4 to \$4.10.

⁶ Workers were distributed as follows: 1 at \$3.80 to \$3.90; 1 at \$3.90 to \$4; 1 at \$4 to \$4.10; 1 at \$4.10 to \$4.20; 3 at \$4.20 to \$4.30; 2 at \$4.30 to \$4.40; and 1 at \$4.50 to \$4.60.

⁷ Workers were distributed as follows: 2 at \$3.60 to \$3.70; 1 at \$3.70 to \$3.80; 1 at \$3.80 to \$3.90; 1 at \$3.90 to \$4; and 4 at \$4.10 to \$4.20.

⁸ Workers were distributed as follows: 1 at \$3.60 to \$3.70 and 2 at \$3.80 to \$3.90.

Table 16. Occupational Earnings: Newark and Jersey City, N.J.

(Number and average straight-time hourly earnings¹ of workers in selected occupations in leather tanning and finishing establishments, January 1968)

Occupation and sex	Number of workers	Average hourly earnings ¹	Number of workers receiving straight-time hourly earnings of—																									
			\$1.60 and under	\$1.65	\$1.70	\$1.75	\$1.80	\$1.85	\$1.90	\$1.95	\$2.00	\$2.10	\$2.20	\$2.30	\$2.40	\$2.50	\$2.60	\$2.70	\$2.80	\$2.90	\$3.00	\$3.10	\$3.20	\$3.40	\$3.60	\$3.80	\$4.00	\$4.20 and over
			\$1.65	\$1.70	\$1.75	\$1.80	\$1.85	\$1.90	\$1.95	\$2.00	\$2.10	\$2.20	\$2.30	\$2.40	\$2.50	\$2.60	\$2.70	\$2.80	\$2.90	\$3.00	\$3.10	\$3.20	\$3.40	\$3.60	\$3.80	\$4.00	\$4.20	over
All production workers	1,328	\$2.52	124	22	66	25	24	28	49	39	105	91	121	86	35	67	51	28	38	26	35	26	35	44	45	29	18	71
Men	1,211	2.58	² 98	18	38	11	18	28	47	39	100	78	110	83	35	67	51	28	38	25	35	26	33	43	45	29	18	70
Women	117	1.91	26	4	28	14	6	-	2	-	5	13	11	3	-	-	-	-	-	1	-	-	2	1	-	-	1	
Men																												
Buffers, machine ³	21	3.04	-	-	-	-	-	-	-	-	4	-	2	2	-	-	-	-	-	1	-	-	4	1	4	-	2	1
Incentive	15	3.44	-	-	-	-	-	-	-	-	-	-	-	2	-	-	-	-	-	1	-	-	4	1	4	-	2	1
Small automatic	8	3.20	-	-	-	-	-	-	-	-	-	-	2	-	-	-	-	-	-	-	-	2	-	4	-	-	-	-
Incentive	6	3.52	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2	-	4	-	-	-	-
Colorers, fat liquorers, or oil-wheel operators	36	2.54	-	5	-	-	-	-	-	2	-	-	8	5	4	-	-	3	3	-	-	-	-	-	1	4	1	-
Time	29	2.27	-	5	-	-	-	-	-	2	-	-	8	4	4	-	-	3	3	-	-	-	-	-	-	-	-	-
Embossing- or plating-press operators	36	2.80	-	-	-	-	2	2	2	2	1	7	-	-	-	3	-	1	-	2	2	1	3	2	2	1	-	3
Incentive	25	3.16	-	-	-	-	-	-	2	-	1	2	-	-	-	3	-	1	-	2	2	1	3	2	2	1	-	4
Firemen, stationary boiler (all timeworkers)	19	2.46	-	-	-	-	-	-	-	-	-	-	3	4	-	10	1	-	1	-	-	-	-	-	-	-	-	-
Fleshing- and unhairing machine operators (all incentive workers)	15	3.50	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	6	4	1	1	2	-	-
Haulers ^{5b/}	30	2.76	-	-	-	-	-	-	2	-	2	6	-	-	-	10	4	-	-	-	-	-	-	2	-	-	-	6
Janitors (all time workers)	11	2.00	3	-	-	-	-	-	-	-	4	2	-	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Laborers, material handling, dry work	94	2.01	21	3	-	-	-	-	-	16	12	20	20	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Time	92	1.99	21	3	-	-	-	-	-	16	12	20	20	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Laborers, material handling, wet work (all timeworkers)	57	1.94	-	-	16	5	-	4	12	-	7	9	-	-	-	4	-	-	-	-	-	-	-	-	-	-	-	-
Measuring-machine operators	12	2.38	-	-	-	1	-	-	-	1	2	-	3	-	3	-	-	-	-	1	-	1	-	-	-	-	-	-
Time	10	2.25	-	-	-	1	-	-	-	1	2	-	3	-	3	-	-	-	-	-	-	-	-	-	-	-	-	-
Seasoners, hand	24	2.81	-	-	-	-	-	-	4	-	-	-	-	5	-	-	2	3	2	-	-	-	-	4	4	-	-	-
Incentive	20	3.00	-	-	-	-	-	-	-	-	-	-	5	-	-	2	3	2	-	-	-	-	-	4	4	-	-	-
Setters-out, machine (all incentive workers)	28	3.31	-	-	-	-	-	-	-	-	-	1	1	-	3	-	1	1	1	1	-	1	5	5	2	7	-	-
Shaving-machine operators	45	4.07	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	4	1	6	6	4	7	3	⁷ 14
Incentive	44	4.09	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	4	-	6	6	4	7	3	14
Sorters, finished leather (all timeworkers)	18	2.54	-	-	-	-	-	-	-	-	-	-	9	-	1	7	-	-	-	-	-	1	-	-	-	-	-	-
Splitting-machine operators ^{2a/}	23	3.00	-	-	-	-	-	-	-	-	-	-	-	-	12	1	-	-	1	1	1	-	-	3	2	2	-	-
Stakers, machine	14	3.02	-	-	-	1	-	-	-	-	-	-	-	-	2	1	2	1	1	3	-	1	-	-	-	-	-	⁸ 2
Incentive	13	3.11	-	-	-	-	-	-	-	-	-	-	-	-	2	1	2	1	1	3	-	1	-	-	-	-	-	2
Tackers, togglers, or pasters ³	81	3.42	-	-	5	-	-	-	-	-	-	3	7	9	5	3	-	2	4	1	4	2	7	6	3	-	⁹ 20	
Incentive	75	3.50	-	-	5	-	-	-	-	-	-	3	7	3	5	3	-	2	4	1	4	2	7	6	3	-	20	
Pasters ^{5b/}	17	2.53	-	-	-	-	-	-	-	-	-	-	2	9	3	-	-	-	1	1	-	1	-	-	-	-	-	-
Trimmers, dry ^{5a/}	18	2.10	-	-	-	-	-	-	-	-	-	8	4	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

¹ Excludes premium pay for overtime and for work on weekends, holidays, and late shifts.
² Includes 11 workers distributed as follows: 5 at \$1.40 to \$1.45; 5 at \$1.45 to \$1.50; and 1 at \$1.50 to \$1.55.
³ Includes data for workers in classification in addition to those shown separately.
⁴ Workers were distributed as follows: 1 at \$4.40 to \$4.60 and 2 at \$5.20 to \$5.40.
⁵ Insufficient data to warrant publication of separate averages by method of wage payment; (a) predominantly timeworkers, or (b) predominantly incentive workers.
⁶ Workers were distributed as follows: 1 at \$4.40 to \$4.60 and 3 at \$4.80 to \$5.
⁷ Workers were distributed as follows: 3 at \$4.20 to \$4.40; 3 at \$4.40 to \$4.60; 1 at \$4.60 to \$4.80; 1 at \$4.80 to \$5; 1 at \$5.20 to \$5.40; 1 at \$5.60 to \$5.80; 1 at \$5.80 to \$6; and 1 at \$6.20 and over.
⁸ Workers were distributed as follows: 1 at \$4.20 to \$4.40 and 1 at \$4.60 to \$4.80.
⁹ Workers were distributed as follows: 4 at \$4.20 to \$4.40; 2 at \$4.60 to \$4.80; 8 at \$5.20 to \$5.40; 3 at \$5.40 to \$5.60; 2 at \$5.60 to \$5.80; and 1 at \$7.20 to \$7.40

Table 17. Occupational Earnings: New Hampshire

(Number and average straight-time hourly earnings¹ of workers in selected occupations in leather tanning and finishing establishments, January 1968)

Occupation and sex	Number of workers	Average hourly earnings ¹	Number of workers receiving straight-time hourly earnings of—																									
			\$1.60 and under	\$1.65	\$1.70	\$1.75	\$1.80	\$1.85	\$1.90	\$1.95	\$2.00	\$2.10	\$2.20	\$2.30	\$2.40	\$2.50	\$2.60	\$2.70	\$2.80	\$2.90	\$3.00	\$3.10	\$3.20	\$3.30	\$3.40	\$3.50	\$3.60	and over
			\$1.65	\$1.70	\$1.75	\$1.80	\$1.85	\$1.90	\$1.95	\$2.00	\$2.10	\$2.20	\$2.30	\$2.40	\$2.50	\$2.60	\$2.70	\$2.80	\$2.90	\$3.00	\$3.10	\$3.20	\$3.30	\$3.40	\$3.50	\$3.60		
All production workers -----	1,097	\$2.34	50	16	20	13	15	17	43	25	110	143	84	138	76	70	52	45	56	29	23	44	10	6	8	2	2	2
Men -----	1,024	2.37	33	11	13	13	11	15	40	23	98	137	80	135	74	68	49	45	56	29	23	44	9	6	8	2	2	2
Women -----	73	1.95	17	5	7	-	4	2	3	2	12	6	4	3	2	2	3	-	-	-	-	1	-	-	-	-	-	
Men																												
Buffers, machine ² -----	57	2.50	-	-	-	2	-	1	-	-	3	12	2	10	7	3	-	3	-	4	2	3	-	1	4	-	-	-
Time -----	31	2.29	-	-	-	-	-	-	-	-	3	10	2	10	5	-	-	-	-	-	-	-	-	-	1	1	-	-
Incentive -----	26	2.75	-	-	-	2	-	1	-	-	-	2	-	2	3	-	3	-	4	2	3	-	1	3	-	-	-	-
Large automatic -----	45	2.45	-	-	-	2	-	1	-	-	3	8	-	10	6	3	-	3	-	4	2	3	-	1	-	-	-	-
Time -----	23	2.25	-	-	-	-	-	-	-	-	3	6	-	10	4	-	-	-	-	-	-	-	-	-	-	-	-	-
Incentive -----	22	2.65	-	-	-	2	-	1	-	-	-	2	-	2	3	-	3	-	3	2	3	-	1	-	-	-	-	-
Colorers, fat liquorers, or oil-wheel operators -----	44	2.34	-	-	-	-	-	1	-	1	3	8	-	9	13	7	2	-	-	-	-	-	-	-	-	-	-	-
Time -----	33	2.41	-	-	-	-	-	-	-	-	2	-	-	9	13	7	2	-	-	-	-	-	-	-	-	-	-	-
Embossing- or plating-press operators -----	42	2.30	-	-	-	1	-	3	1	1	8	1	11	4	2	-	-	4	6	-	-	-	-	-	-	-	-	-
Incentive -----	28	2.35	-	-	-	1	-	3	1	1	4	1	1	4	2	-	-	4	6	-	-	-	-	-	-	-	-	-
Firemen, stationary boiler (all timeworkers) -----	13	2.22	-	-	-	-	-	-	-	1	2	2	2	6	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Fleshing-machine operators -----	20	2.81	-	-	-	-	-	-	-	-	-	-	-	-	6	5	1	2	4	-	-	-	-	-	-	-	-	-
Incentive -----	14	2.94	-	-	-	-	-	-	-	-	-	-	-	-	-	5	1	2	4	-	-	-	-	-	-	-	-	2
Graining-machine operators ^{4b/} -----	19	2.17	-	-	1	-	-	-	1	-	3	9	1	1	1	2	-	-	-	-	-	-	-	-	-	-	-	-
Haulers -----	27	2.22	-	-	4	1	-	2	2	2	1	1	15	-	-	-	-	-	2	-	-	-	-	-	-	-	-	-
Incentive -----	15	2.25	-	-	1	1	-	2	-	2	-	-	7	-	-	-	-	-	2	-	-	-	-	-	-	-	-	-
Laborers, material handling, dry work -----	27	1.84	4	4	2	1	1	1	8	1	1	4	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Time -----	23	1.86	4	4	-	-	-	1	8	1	1	4	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Laborers, material handling, wet work ^{4a/} -----	36	2.22	-	-	-	-	-	-	1	1	17	-	-	15	2	-	-	-	-	-	-	-	-	-	-	-	-	-
Maintenance men, general utility (all timeworkers) -----	20	2.15	-	-	-	-	-	-	-	1	8	4	3	4	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Measuring-machine operators ^{4a/} -----	8	2.08	2	-	-	-	1	-	-	-	1	2	-	1	-	-	-	1	-	-	-	-	-	-	-	-	-	-
Mechanics, maintenance ^{4a/} -----	17	2.49	-	-	-	-	-	-	-	-	2	2	-	6	5	-	-	-	-	-	2	-	-	-	-	-	-	-
Seasoners, machine (all incentive workers) -----	33	2.45	-	-	-	-	-	-	-	-	-	3	5	7	2	4	8	4	-	-	-	-	-	-	-	-	-	-
Setters-out, machine -----	23	2.76	-	-	-	-	-	-	-	1	-	-	-	2	2	7	1	1	2	-	-	3	-	2	2	-	-	-
Incentive -----	19	2.81	-	-	-	-	-	-	-	1	-	-	-	2	2	3	1	1	2	-	-	3	-	2	2	-	-	-
Shaving-machine operators -----	25	2.75	-	-	-	-	-	-	-	-	4	3	2	-	2	-	2	-	2	-	2	6	2	2	2	-	-	-
Incentive -----	21	2.86	-	-	-	-	-	-	-	-	-	3	2	-	2	-	2	-	2	-	2	6	2	2	2	-	-	-
Sorters, finished leather -----	26	2.40	-	-	-	1	1	1	2	-	7	3	-	2	1	2	1	2	-	-	1	1	-	1	-	1	-	-
Time -----	12	2.32	-	-	-	-	-	-	-	-	6	1	-	2	1	2	-	-	-	-	-	-	-	-	-	-	-	-
Sorters, hide house ^{4b/} -----	9	2.37	-	-	-	-	-	-	-	-	2	3	2	-	-	-	-	2	-	-	-	-	-	-	-	-	-	-
Splitting-machine operators -----	28	2.67	-	-	-	-	-	-	-	-	4	7	-	-	2	3	1	-	2	2	2	4	-	1	-	2	-	-
Incentive -----	24	2.76	-	-	-	-	-	-	-	-	-	7	-	-	2	3	1	-	2	2	2	4	-	1	-	2	-	-
Spray-machine operators (all timeworkers) -----	19	2.09	-	-	-	2	-	1	6	-	1	6	-	-	-	3	-	-	-	-	-	-	-	-	-	-	-	-
Stakers, machine ^{4a/} -----	29	2.52	-	-	-	-	-	-	-	-	-	-	14	3	-	7	-	-	-	1	1	2	1	-	-	-	-	-

See footnotes at end of table.

Table 17. Occupational Earnings: New Hampshire—Continued

(Number and average straight-time hourly earnings¹ of workers in selected occupations in leather tanning and finishing establishments, January 1968)

Occupation and sex	Number of workers	Average hourly earnings ¹	Number of workers receiving straight-time hourly earnings of—																											
			\$1.60 and under	\$1.65	\$1.70	\$1.75	\$1.80	\$1.85	\$1.90	\$1.95	\$2.00	\$2.10	\$2.20	\$2.30	\$2.40	\$2.50	\$2.60	\$2.70	\$2.80	\$2.90	\$3.00	\$3.10	\$3.20	\$3.30	\$3.40	\$3.50	\$3.60	and over		
			\$1.65	\$1.70	\$1.75	\$1.80	\$1.85	\$1.90	\$1.95	\$2.00	\$2.10	\$2.20	\$2.30	\$2.40	\$2.50	\$2.60	\$2.70	\$2.80	\$2.90	\$3.00	\$3.10	\$3.20	\$3.30	\$3.40	\$3.50	\$3.60	and over			
Men—Continued																														
Tackers, togglers, or																														
pasters ² -----	85	\$2.56	2	1	2	1	3	-	-	-	7	10	2	7	5	-	-	5	20	2	4	12	2	-	-	-	-	-	-	-
Time-----	26	2.37	2	-	2	-	2	-	-	-	-	10	-	-	-	-	-	-	6	-	-	4	-	-	-	-	-	-	-	-
Incentive-----	59	2.64	-	1	-	1	1	-	-	-	7	-	2	7	5	-	-	5	14	2	4	8	2	-	-	-	-	-	-	-
Togglers ³ /-----	36	2.43	2	1	2	1	3	-	-	-	1	-	-	7	5	-	-	-	8	-	4	2	-	-	-	-	-	-	-	-
Pasters-----	46	2.65	-	-	-	-	-	-	-	-	6	10	2	-	-	-	-	2	12	2	-	10	2	-	-	-	-	-	-	-
Incentive-----	32	2.74	-	-	-	-	-	-	-	-	6	-	2	-	-	-	-	2	12	2	-	6	2	-	-	-	-	-	-	-
Trimmers, beam or hide																														
house, hand-----	21	2.80	-	-	-	-	-	-	-	-	1	1	-	4	-	-	-	-	5	2	-	6	2	-	-	-	-	-	-	-
Incentive-----	17	2.90	-	-	-	-	-	-	-	-	1	1	-	-	-	-	-	-	5	2	-	6	2	-	-	-	-	-	-	-
Trimmers, dry-----	30	2.38	-	1	-	1	-	-	1	-	1	7	4	3	2	-	1	4	3	2	-	-	-	-	-	-	-	-	-	-
Incentive-----	22	2.44	-	1	-	1	-	-	1	-	1	1	4	3	-	-	1	4	3	2	-	-	-	-	-	-	-	-	-	-
Truckers, power (forklift)-----	13	2.05	-	2	-	-	-	-	-	5	-	4	-	-	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Time-----	11	2.04	-	2	-	-	-	-	-	5	-	2	-	-	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Women																														
Clerks, general-----	18	1.87	4	-	2	6	-	-	1	-	-	1	1	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Measuring-machine operators-----	13	1.97	3	-	-	-	2	-	2	-	2	2	-	-	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Time-----	11	1.87	3	-	-	-	2	-	2	-	2	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

¹ Excludes premium pay for overtime and for work on weekends, holidays, and late shifts.² Includes data for workers in classification in addition to those shown separately.³ All workers were at \$3.90 to \$4.⁴ Insufficient data to warrant publication of separate averages by method of wage payment; (a) predominantly timeworkers, or (b) predominantly incentive workers.

Table 18. Occupational Earnings: Philadelphia, Pa.—Camden, N.J.—Wilmington, Del.

(Number and average straight-time hourly earnings¹ of workers in selected occupations in leather tanning and finishing establishments, January 1968)

Occupation and sex	Number of workers	Average hourly earnings ¹	Number of workers receiving straight-time hourly earnings of—																											
			\$1.70 and under	\$1.75	\$1.80	\$1.85	\$1.90	\$1.95	\$2.00	\$2.10	\$2.20	\$2.30	\$2.40	\$2.50	\$2.60	\$2.70	\$2.80	\$2.90	\$3.00	\$3.10	\$3.20	\$3.30	\$3.40	\$3.50	\$3.60	\$3.70	\$3.80	\$3.90	and over	
			\$1.75	\$1.80	\$1.85	\$1.90	\$1.95	\$2.00	\$2.10	\$2.20	\$2.30	\$2.40	\$2.50	\$2.60	\$2.70	\$2.80	\$2.90	\$3.00	\$3.10	\$3.20	\$3.30	\$3.40	\$3.50	\$3.60	\$3.70	\$3.80	\$3.90	\$4.00	\$4.10	\$4.20
All production workers.....	1,064	\$2.64	26	34	26	4	46	36	35	74	74	57	46	75	59	91	29	46	48	49	37	18	31	24	12	87				
Men.....	888	2.73	26	21	7	4	31	28	27	56	37	43	30	62	58	85	26	45	48	49	36	18	28	24	12	87				
Women.....	176	2.20	-	13	19	-	15	8	8	18	37	14	16	13	1	6	3	1	-	-	1	-	3	-	-	-	-	-	-	-
Men																														
Colorers, fat liquors, or oil-wheel operators.....	34	2.62	-	-	-	-	-	-	-	-	3	4	3	-	19	1	-	-	-	1	-	-	-	-	-	-	-	-	-	-
Time.....	13	2.37	-	-	-	-	-	-	-	-	3	3	4	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Embossing- or plating-press operators.....	31	3.01	-	-	-	-	-	-	2	3	-	-	3	2	-	-	8	-	-	-	-	-	-	10	-	-	-	-	3	
Time.....	7	2.33	-	-	-	-	-	-	2	3	-	-	-	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Fleshing- and unhairing-machine operators ²	35	2.85	-	-	-	-	-	-	-	-	8	4	-	1	-	2	-	8	-	-	12	-	-	-	-	-	-	-	-	-
Fleshing-machine operators ³	21	2.93	-	-	-	-	-	-	-	-	1	4	-	-	2	-	8	-	-	6	-	-	-	-	-	-	-	-	-	-
Glazing-machine operators.....	40	3.03	-	-	-	-	-	-	-	-	-	-	-	13	13	2	-	-	-	-	-	-	-	3	1	8				
Incentive.....	27	3.23	-	-	-	-	-	-	-	-	-	-	-	-	13	2	-	-	-	-	-	-	-	3	1	8				
Haulers ²	11	2.46	-	-	-	-	-	-	1	-	5	1	-	-	4	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Janitors (all timeworkers).....	10	1.83	5	-	3	-	-	-	1	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Laborers, material handling, dry work.....	18	1.99	-	7	-	1	-	9	-	-	-	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Liquor men ²	8	2.74	-	-	-	-	1	-	-	-	-	-	1	-	1	1	2	2	-	-	-	-	-	-	-	-	-	-	-	-
Maintenance men, general utility (all timeworkers).....	18	2.28	-	1	-	1	-	4	1	-	6	-	2	2	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Measuring-machine operators.....	16	2.19	-	-	-	-	-	2	11	1	1	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Incentive.....	11	2.19	-	-	-	-	-	-	10	-	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Setters-out, machine.....	24	2.58	-	-	-	-	-	-	-	9	-	3	6	1	-	1	-	-	-	-	-	-	3	1	-	-	-	-	-	-
Incentive.....	14	2.80	-	-	-	-	-	-	-	-	-	2	6	1	-	1	-	-	-	-	-	3	1	-	-	-	-	-	-	-
Shaving-machine operators.....	44	3.22	2	-	-	-	-	-	-	-	-	-	-	1	-	5	1	8	-	1	1	6	13	5	1					
Incentive.....	34	3.36	-	-	-	-	-	-	-	-	-	-	1	-	5	1	-	-	-	-	-	3	1	-	-	-	-	-	-	-
Sorters, finished leather ³	27	2.84	-	-	-	-	-	1	-	1	2	3	2	-	4	-	10	1	2	1	1	6	13	5	1					
Splitting-machine operators ³	7	2.85	-	-	-	-	-	-	-	-	1	-	-	2	-	-	-	-	-	4	-	-	-	-	-	-	-	-	-	-
Stakers, machine ³	69	3.16	-	-	-	-	-	-	-	-	-	-	-	14	-	-	2	-	-	22	11	4	-	-	-	-	-	-	-	6
Tackers, togglers, or pasters ⁴	88	3.38	-	-	-	-	-	-	-	-	-	-	3	11	8	-	-	-	10	3	2	5	3	-	43					
Incentive.....	82	3.43	-	-	-	-	-	-	-	-	-	-	3	5	8	-	-	-	10	3	2	5	3	-	43					
Togglers.....	87	3.38	-	-	-	-	-	-	-	-	-	-	3	11	8	-	-	-	10	3	1	5	3	-	43					
Incentive.....	81	3.43	-	-	-	-	-	-	-	-	-	-	3	5	8	-	-	-	10	3	1	5	3	-	43					
Trimmers, beam or hide house, hand.....	22	2.64	-	-	-	-	-	-	-	-	-	8	6	-	5	-	1	1	-	-	-	-	1	-	-	-	-	-	-	-
Incentive.....	12	2.77	-	-	-	-	-	-	-	-	-	2	2	-	5	-	1	1	-	-	-	-	1	-	-	-	-	-	-	-
Trimmers, dry ³	6	2.35	-	-	-	-	-	-	3	-	-	1	-	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Truckers, power (forklift) ³	6	2.49	-	-	-	-	-	1	-	2	-	-	-	2	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	-
Women																														
Measuring-machine operators ³	9	2.56	-	1	-	-	4	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	3	-	-	-	-	-	-	-
Seasoners, hand.....	30	2.21	-	3	-	-	2	4	-	14	1	-	5	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Incentive.....	25	2.29	-	-	-	-	-	4	-	14	1	-	5	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Seasoners, machine.....	37	2.16	-	7	-	4	-	-	5	6	8	5	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Time.....	16	1.94	-	7	-	4	-	-	5	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Incentive.....	21	2.32	-	-	-	-	-	-	-	6	8	5	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Trimmers, dry.....	31	2.10	-	-	11	-	3	-	5	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Incentive.....	28	2.10	-	-	11	-	3	-	2	2	-	-	10	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

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

² All workers were at \$1.60 to \$1.75.

³ Insufficient data to warrant publication of separate averages by method of wage payment; (a) predominantly timeworkers, or (b) predominantly incentive workers.

⁴ Includes data for workers in classification in addition to those shown separately.

⁵ All workers were at \$3.90 to \$4.

⁶ All workers were at \$3.70 to \$3.80.

⁷ Workers were distributed as follows: 15 at \$3.70 to \$3.80 and 28 at \$3.80 to \$3.90.

Table 19. Occupational Earnings: Wisconsin

(Number and average straight-time hourly earnings¹ of workers in selected occupations in leather tanning and finishing establishments, January 1968)

Occupation and sex	Number of workers	Average hourly earnings ¹	Number of workers receiving straight-time hourly earnings of—																										
			\$1.55 and under	\$1.60	\$1.65	\$1.70	\$1.75	\$1.80	\$1.85	\$1.90	\$1.95	\$2.00	\$2.10	\$2.20	\$2.30	\$2.40	\$2.50	\$2.60	\$2.70	\$2.80	\$2.90	\$3.00	\$3.20	\$3.40	\$3.60	\$3.80	\$4.00	\$4.20 and over	
			\$1.60	\$1.65	\$1.70	\$1.75	\$1.80	\$1.85	\$1.90	\$1.95	\$2.00	\$2.10	\$2.20	\$2.30	\$2.40	\$2.50	\$2.60	\$2.70	\$2.80	\$2.90	\$3.00	\$3.20	\$3.40	\$3.60	\$3.80	\$4.00	\$4.20		
All production workers ----	3,136	\$2.73	1	32	36	38	54	63	59	76	79	146	121	116	196	158	205	202	186	161	148	350	216	174	172	59	46	42	
Men -----	2,642	2.83	-	6	19	19	28	28	35	35	64	91	86	97	172	124	180	181	160	145	137	333	211	174	172	52	46	42	
Women -----	494	2.19	1	26	17	19	26	35	24	41	15	55	35	19	24	34	25	21	26	16	11	17	5	-	-	2	-	-	
Men																													
Buffers, machine ² -----	108	3.19	-	-	-	-	-	-	-	-	-	4	8	6	4	6	2	1	1	-	4	6	6	23	22	9	4	2	
Time -----	26	2.23	-	-	-	-	-	-	-	-	-	4	7	5	4	6	-	-	-	-	-	-	-	-	-	-	-	-	
Incentive -----	82	3.49	-	-	-	-	-	-	-	-	-	-	1	1	-	2	1	1	-	4	6	6	23	22	9	4	2	-	
Small automatic -----	28	2.95	-	-	-	-	-	-	-	-	-	-	7	3	2	-	-	1	-	-	1	1	2	3	4	1	1	2	
Time -----	12	2.17	-	-	-	-	-	-	-	-	-	-	7	3	2	-	-	-	-	-	-	-	-	-	-	-	-	-	
Incentive -----	16	3.54	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	1	1	2	3	4	1	1	3 ²	
Large automatic -----	68	3.38	-	-	-	-	-	-	-	-	-	-	1	2	2	6	1	-	-	-	1	4	3	20	18	8	2	-	
Incentive -----	58	3.55	-	-	-	-	-	-	-	-	-	-	1	-	-	-	1	-	-	-	1	4	3	20	18	8	2	-	
Colorers, fat liquorers, or oil-wheel operators -----	93	2.88	-	-	-	-	-	-	-	-	-	-	6	8	-	6	7	14	17	7	-	6	5	2	1	10	2	2	
Time -----	70	2.60	-	-	-	-	-	-	-	-	-	-	6	8	-	6	7	14	16	7	-	6	-	-	-	-	-	-	
Incentive -----	23	3.73	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	5	2	1	10	2	2	
Embossing- or plating-press operators -----	90	2.59	-	-	10	3	3	-	-	-	-	2	4	-	4	-	18	8	4	4	8	13	5	3	1	-	-	-	
Time -----	24	1.84	-	-	10	3	3	-	-	-	-	2	4	-	2	-	-	-	-	-	-	-	-	-	-	-	-	-	
Incentive -----	66	2.86	-	-	-	-	-	-	-	-	-	-	-	-	2	-	18	8	4	4	8	13	5	3	1	-	-	-	
Firemen, stationary boiler (all timeworkers) -----	24	2.79	-	-	-	-	-	-	-	-	-	-	-	-	6	-	-	10	-	-	8	-	-	-	-	-	-	-	
Fleshing- and unhairing-machine operators -----	93	3.05	-	-	-	-	3	-	-	-	7	-	3	8	-	11	-	8	1	10	6	5	11	5	5	3	7	-	
Time -----	28	2.28	-	-	-	-	3	-	-	-	7	-	8	-	10	-	-	-	-	-	-	-	-	-	-	-	-	-	
Incentive -----	65	3.39	-	-	-	-	-	-	-	-	-	-	3	-	3	-	10	-	8	1	10	6	5	11	5	5	3	7	
Fleshing-machine operators -----	65	3.06	-	-	-	-	3	-	-	-	3	-	3	8	-	10	-	3	-	6	4	3	7	3	2	3	7	-	
Time -----	24	2.32	-	-	-	-	3	-	-	-	3	-	8	-	10	-	-	-	-	-	-	-	-	-	-	-	-	-	
Incentive -----	41	3.50	-	-	-	-	-	-	-	-	-	-	3	-	-	-	-	3	-	6	4	3	7	3	2	3	4 ⁷	-	
Unhairing-machine operators -----	28	3.04	-	-	-	-	-	-	-	-	4	-	-	-	-	1	-	5	1	4	2	2	4	2	3	-	-	-	
Incentive -----	24	3.21	-	-	-	-	-	-	-	-	-	-	-	-	1	-	5	1	4	2	2	4	2	3	-	-	-	-	
Haulers -----	68	2.84	-	-	-	-	6	-	4	-	2	-	7	2	-	7	9	2	6	5	3	3	6	2	2	2	2	2	
Time -----	31	2.30	-	-	-	-	6	-	4	-	2	-	7	2	-	3	7	-	-	-	-	-	-	-	-	-	-	-	
Incentive -----	37	3.30	-	-	-	-	-	-	-	-	-	-	-	-	-	-	4	2	2	6	5	3	3	6	2	2	2	2	
Janitors (all time-workers) -----	32	2.22	-	-	-	-	-	-	-	4	2	2	10	12	1	1	-	-	-	-	-	-	-	-	-	-	-	-	
Laborers, material handling, dry work -----	47	2.39	-	-	-	-	1	4	1	1	1	-	5	14	7	3	3	2	2	-	2	-	1	-	-	-	-	-	
Time -----	46	2.37	-	-	-	-	1	4	1	1	1	-	5	14	7	3	3	2	2	-	2	-	-	-	-	-	-	-	
Laborers, material handling, wet work -----	33	2.84	-	-	-	-	1	-	-	-	1	1	1	12	1	7	-	-	-	-	-	1	-	1	-	3	5 ⁴	4	
Time -----	24	2.36	-	-	-	-	1	-	-	-	1	1	1	12	1	7	-	-	-	-	-	-	-	-	-	-	-	-	
Incentive -----	9	4.12	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	1	-	3	4		
Liquor men (all timeworkers) -----	12	2.68	-	-	-	-	-	-	-	-	-	-	-	4	1	1	-	5	-	1	-	-	-	-	-	-	-	-	
Maintenance men, general utility (all timeworkers) -----	29	2.68	-	-	-	-	-	-	-	-	-	-	4	4	2	3	4	2	4	-	1	5	-	-	-	-	-	-	
Measuring-machine operators -----	33	2.75	-	-	-	-	-	-	-	-	4	4	-	4	3	-	-	-	2	3	5	4	4	-	-	-	-	-	
Time -----	15	2.23	-	-	-	-	-	-	-	-	4	4	-	4	3	-	-	-	-	-	-	-	-	-	-	-	-	-	
Incentive -----	18	3.19	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2	3	5	4	4	-	-	-	-	-	
Mechanics, maintenance (all timeworkers) -----	34	3.01	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	8	2	2	19	-	-	3	-	-	-	-	

See footnotes at end of table.

Table 19. Occupational Earnings: Wisconsin—Continued

(Number and average straight-time hourly earnings¹ of workers in selected occupations in leather tanning and finishing establishments, January 1968)

Occupation and sex	Number of workers	Average hourly earnings ¹	Number of workers receiving straight-time hourly earnings of—																															
			\$1.55	\$1.60	\$1.65	\$1.70	\$1.75	\$1.80	\$1.85	\$1.90	\$1.95	\$2.00	\$2.10	\$2.20	\$2.30	\$2.40	\$2.50	\$2.60	\$2.70	\$2.80	\$2.90	\$3.00	\$3.20	\$3.40	\$3.60	\$3.80	\$4.00	\$4.20	\$4.40	\$4.60	\$4.80	\$5.00	and over	
			\$1.60	\$1.65	\$1.70	\$1.75	\$1.80	\$1.85	\$1.90	\$1.95	\$2.00	\$2.10	\$2.20	\$2.30	\$2.40	\$2.50	\$2.60	\$2.70	\$2.80	\$2.90	\$3.00	\$3.20	\$3.40	\$3.60	\$3.80	\$4.00	\$4.20	\$4.40	\$4.60	\$4.80	\$5.00			
Men—Continued																																		
Seasoners, hand ⁶	29	\$3.10	-	-	-	-	-	-	2	-	2	-	-	-	-	-	3	3	1	2	6	-	1	3	4	1	1	-	-	-	-	-	-	
Seasoners, machine	44	2.86	-	-	-	-	-	-	-	-	2	4	-	4	1	5	-	2	3	5	4	11	3	-	-	-	-	-	-	-	-	-	-	
Incentive	34	3.05	-	-	-	-	-	-	-	-	-	-	-	1	5	-	2	3	5	4	11	3	-	-	-	-	-	-	-	-	-	-	-	
Setters-out, machine	121	2.92	-	-	-	-	-	-	-	-	-	3	7	7	1	16	7	5	12	9	20	15	12	6	1	-	-	-	-	-	-	-	-	
Incentive	99	3.04	-	-	-	-	-	-	-	-	-	1	1	3	1	6	7	5	12	9	20	15	12	6	1	-	-	-	-	-	-	-	-	
Shaving-machine operators	70	3.07	-	-	-	-	-	-	-	-	4	4	-	2	4	1	3	1	2	3	2	11	10	7	1	4	1	-	-	-	-	-	-	
Incentive	60	3.22	-	-	-	-	-	-	-	-	4	-	-	-	1	3	1	2	3	2	11	10	7	1	4	1	-	-	-	-	-	-	-	
Sorters, finished leather	49	3.02	-	-	-	-	-	-	-	-	-	-	-	-	2	1	7	1	16	-	6	4	11	-	1	-	-	-	-	-	-	-	-	
Time	26	2.73	-	-	-	-	-	-	-	-	-	-	-	-	2	1	7	-	16	-	6	4	11	-	1	-	-	-	-	-	-	-	-	
Incentive	23	3.34	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	6	4	11	-	1	-	-	-	-	-	-	-	-	
Sorters, hide house ⁶	7	3.11	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	1	-	-	4	-	1	-	-	-	-	-	-	-	-	-	-	
Splitting-machine operators	67	3.00	-	-	-	-	-	-	-	-	-	4	12	3	-	2	-	1	4	1	17	7	5	3	2	6	-	-	-	-	-	-	-	
Time	23	2.64	-	-	-	-	-	-	-	-	-	4	12	-	-	2	-	-	-	-	-	7	5	3	2	6	-	-	-	-	-	-	-	
Incentive	44	3.18	-	-	-	-	-	-	-	-	-	-	-	3	-	-	-	1	4	1	17	7	5	3	2	1	-	-	-	-	-	-	-	
Spray-machine operators	58	2.68	-	-	-	-	-	-	-	-	4	3	2	-	8	-	1	6	5	16	5	1	2	-	-	-	-	-	-	-	-	-	-	-
Time	34	2.47	-	-	-	-	-	-	-	-	4	3	2	-	8	-	1	4	-	12	-	-	-	-	-	-	-	-	-	-	-	-	-	
Stakers, machine	96	3.00	-	-	-	-	-	-	-	-	-	-	2	8	6	12	2	6	2	3	13	17	9	5	5	2	1	-	-	-	-	-	-	
Time	19	2.40	-	-	-	-	-	-	-	-	-	2	6	6	2	-	-	-	-	-	3	-	-	-	-	-	-	-	-	-	-	-	-	
Incentive	77	3.14	-	-	-	-	-	-	-	-	-	-	2	6	6	10	2	6	2	3	10	17	9	5	5	2	1	-	-	-	-	-	-	
Tackers, togglers, or																																		
pasters	252	3.18	-	-	-	6	8	3	-	-	-	-	-	1	-	7	6	7	6	4	67	54	15	60	5	1	2	-	-	-	-	-	-	
Incentive	238	3.27	-	-	-	3	8	-	-	-	-	-	-	1	-	7	6	7	6	4	67	54	15	60	5	1	2	-	-	-	-	-	-	
Togglers	58	2.77	-	-	-	3	8	-	-	-	-	-	-	-	7	4	7	5	2	10	4	3	3	1	1	-	-	-	-	-	-	-	-	
Incentive	50	2.93	-	-	-	3	-	-	-	-	-	-	-	-	7	4	7	5	2	10	4	3	3	1	1	-	-	-	-	-	-	-	-	
Pasters	194	3.31	-	-	-	3	-	3	-	-	-	-	-	1	-	2	-	1	2	57	50	12	57	-	-	2	-	-	-	-	-	-	-	
Incentive	188	3.36	-	-	-	-	-	-	-	-	-	-	-	1	-	2	-	1	2	57	50	12	57	4	-	-	-	-	-	-	-	-	-	
Trimmers, beam or hide house, hand	61	2.75	-	-	-	4	-	3	4	10	4	-	-	2	-	1	1	1	-	9	-	6	12	1	2	-	-	-	-	-	-	-	-	
Time	27	1.94	-	-	-	4	-	3	4	10	4	-	-	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Incentive	34	3.39	-	-	-	-	-	-	-	-	-	-	-	-	1	1	1	-	1	9	-	6	12	1	2	-	-	-	-	-	-	-	-	
Trimmers, dry	30	3.03	-	3	-	-	-	-	-	-	-	-	-	-	-	-	-	3	1	5	8	3	1	6	-	-	-	-	-	-	-	-	-	
Incentive	27	3.19	-	-	-	-	-	-	-	-	-	-	-	-	-	-	3	1	5	8	3	1	6	-	-	-	-	-	-	-	-	-	-	
Truckers, power (forklift) (all timeworkers)	44	2.56	-	-	-	-	-	-	-	-	3	-	2	-	6	20	4	-	7	2	-	-	-	-	-	-	-	-	-	-	-	-	-	
Women																																		
Clerks, general	21	2.30	-	-	1	1	-	2	-	-	1	2	-	7	-	3	2	-	-	-	2	-	-	-	-	-	-	-	-	-	-	-	-	
Clerks, payroll	13	2.37	-	-	-	-	-	3	1	-	-	1	-	3	-	-	2	1	-	2	-	-	-	-	-	-	-	-	-	-	-	-	-	
Embossing- or plating-press operators	47	2.43	-	-	-	3	-	3	-	-	8	2	-	3	2	8	4	7	3	1	2	1	-	-	-	-	-	-	-	-	-	-	-	
Time	18	1.98	-	-	-	3	-	3	-	-	8	2	-	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Incentive	29	2.71	-	-	-	-	-	-	-	-	-	-	-	1	2	8	4	7	3	1	2	1	-	-	-	-	-	-	-	-	-	-	-	
Measuring-machine operators	19	2.40	-	-	-	-	-	3	-	-	-	1	2	3	6	-	2	-	-	-	2	-	-	-	-	-	-	-	-	-	-	-	-	
Incentive	15	2.49	-	-	-	-	-	-	-	-	-	1	2	3	5	-	2	-	-	-	2	-	-	-	-	-	-	-	-	-	-	-	-	
Seasoners, hand	19	2.44	-	-	-	-	-	-	4	2	1	-	1	2	-	-	2	1	2	3	1	-	-	-	-	-	-	-	-	-	-	-	-	
Incentive	13	2.68	-	-	-	-	-	-	-	-	-	1	-	1	2	-	2	1	2	3	1	-	-	-	-	-	-	-	-	-	-	-	-	
Seasoners, machine	46	1.97	-	11	-	-	18	-	-	-	2	6	-	-	1	-	4	4	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Time	37	1.78	-	11	-	-	18	-	-	-	2	6	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Spray-machine operators	14	2.75	-	-	-	-	-	-	-	-	2	-	-	-	1	-	1	3	2	3	2	-	-	-	-	-	-	-	-	-	-	-	-	
Incentive	12	2.85	-	-	-	-	-	-	-	-	-	-	-	2	-	1	-	1	3	2	3	2	-	-	-	-	-	-	-	-	-	-	-	
Stakers, machine ⁶	18	2.25	-	-	-	4	-	-	-	-	-	-	2	4	5	1	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Stenographers, general	7	2.24	-	-	-	-	-	1	-	-	-	3	1	1	-	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Trimmers, dry	33	2.25	-	6	-	4	-	1	-	2	-	2	4	-	3	2	1	-	-	1	5	2	-	-	-	-	-	-	-	-	-	-	-	
Time	14	1.74	-	6	-	4	-	-	-	2	-	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Incentive	19	2.62	-	-	-	-	-	1	-	-	-	4	-	3	2	1	-	-	1	5	2	-	-	-	-	-	-	-	-	-	-	-	-	

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

² Includes data for workers in classification in addition to those shown separately.

³ All workers were at \$4.20 to \$4.40.

⁴ Workers were distributed as follows: 4 at \$4.20 to \$4.40; 1 at \$4.80 to \$5; and 2 at \$5 and over.

⁵ Workers were distributed as follows: 1 at \$4.20 to \$4.40 and 3 at \$4.40 to \$4.60.

⁶ Insufficient data to warrant publication of separate averages by method of wage payment, predominantly incentive workers.

Table 20. Method of Wage Payment

(Percent of production workers in leather tanning and finishing establishments by method of wage payment, United States, selected regions, States, and areas, January 1968)

Method of wage payment ¹	United States ²	Regions					States				Areas			
		New England	Middle Atlantic	Border States	South-east	Great Lakes	Illinois	Maine	New Hampshire	Wisconsin	Boston	Fulton County (N. Y.)	Newark and Jersey City	Philadelphia-Camden-Wilmington
All workers.....	100	100	100	100	100	100	100	100	100	100	100	100	100	100
Incentive workers.....	53	56	57	57	32	52	35	57	45	51	64	61	48	55
Individual piecework.....	27	31	26	22	10	33	30	33	24	38	28	43	32	15
Group piecework.....	8	8	9	13	-	7	5	12	10	8	4	17	13	31
Individual bonus.....	11	18	12	5	23	2	-	11	11	4	32	-	3	-
Group bonus.....	7	-	11	17	-	10	-	-	-	2	-	-	-	8
Time-rated workers.....	47	44	40	43	68	48	65	43	55	49	36	39	52	41
Formal plan.....	35	25	35	40	54	37	65	9	41	26	30	37	46	37
Single rate.....	30	20	35	35	54	26	48	9	30	18	30	37	46	33
Range of rates.....	5	5	-	5	-	11	17	-	11	8	-	-	-	4
Individual rates.....	12	19	6	3	13	11	-	35	14	23	5	3	6	4
Stint work.....	1	-	2	-	-	1	-	-	-	-	-	-	-	3

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

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

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

Table 21. Scheduled Weekly Hours

(Percent of production and office workers in leather tanning and finishing establishments by scheduled weekly hours,¹ United States, selected regions, States, and areas, January 1968)

Weekly hours	United States ²	Regions					States				Areas			
		New England	Middle Atlantic	Border States	South-east	Great Lakes	Illinois	Maine	New Hampshire	Wisconsin	Boston	Fulton County (N. Y.)	Newark and Jersey City	Philadelphia-Camden-Wilmington
Production workers														
All workers.....	100	100	100	100	100	100	100	100	100	100	100	100	100	100
40 hours.....	89 ⁽³⁾	92	100	85	97	74	45	100	89	74	100	100	100	100
41½ hours.....	-	-	-	-	-	1	6	-	-	-	-	-	-	-
45 hours.....	4	-	-	-	-	13	-	-	-	26	-	-	-	-
47½ hours.....	1	-	-	7	-	-	-	-	-	-	-	-	-	-
48 hours.....	5	8	-	8	3	8	33	-	11	-	-	-	-	-
53 hours.....	1	-	-	-	-	4	15	-	-	-	-	-	-	-
Office workers														
All workers.....	100	100	100	100	100	100	100	100	100	100	100	100	100	100
Under 35 hours.....	2	-	3	-	-	1	7	-	-	-	-	-	-	13
35 hours.....	6	6	17	-	-	-	-	-	-	-	11	-	54	-
Over 35 and under 37½ hours.....	3	-	10	-	-	2	14	-	-	-	-	-	-	40
37½ hours.....	4	(3)	3	33	-	6	5	-	-	9	(2)	-	10	37
40 hours.....	85	93	67	67	100	70	74	100	100	91	88	100	36	10

¹ Data relate to the predominant work schedule of 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 totals.

Table 22. Shift Differential Provisions

(Percent of production workers by shift differential provisions¹ in leather tanning and finishing establishments, United States, selected regions, States, and areas, January 1968)

Shift differential	United States ²	Regions					States				Areas			
		New England	Middle Atlantic	Border States	South-east	Great Lakes	Illinois	Maine	New Hampshire	Wisconsin	Boston	Fulton County (N. Y.)	Newark and Jersey City	Philadelphia-Camden-Wilmington
<u>Second shift</u>														
Workers in establishments having second-shift provisions	79.8	83.5	66.1	79.8	39.2	94.1	100.0	75.1	100.0	89.1	92.9	28.8	73.6	95.7
Having shift differential	69.2	67.6	55.1	57.4	36.1	91.0	100.0	34.3	85.5	82.6	92.9	-	73.6	49.7
Uniform cents per hour	65.2	59.6	48.5	57.4	36.1	91.0	100.0	34.3	85.5	82.6	-	-	65.4	27.0
3 cents	1.0	-	-	-	-	3.6	-	-	-	7.5	-	-	-	-
4 cents	3.5	-	-	12.8	-	8.2	-	-	-	5.4	-	-	-	-
5 cents	33.2	42.9	14.8	44.6	36.1	36.4	79.5	34.3	69.9	18.6	57.5	-	40.9	27.0
6 cents	1.3	-	1.6	-	-	3.5	15.1	-	-	-	-	-	-	-
7 cents	4.5	-	-	-	-	8.8	-	-	-	9.4	-	-	-	-
7½ cents	-	7.3	-	-	-	-	-	-	15.7	-	-	-	-	-
8 cents	6.9	14.3	-	-	-	8.7	-	-	-	17.8	35.4	-	-	-
9 cents	1.3	-	-	-	-	4.8	-	-	-	9.8	-	-	-	-
10 cents	12.0	-	29.4	-	-	16.9	5.4	-	-	14.0	-	-	14.1	-
11 cents .....	.6	-	2.7	-	-	-	-	-	-	-	-	-	10.5	-
Uniform percentage	4.0	8.0	6.7	-	-	-	-	-	-	-	-	-	8.1	22.7
5 percent	1.5	-	6.7	-	-	-	-	-	-	-	-	-	8.1	22.7
10 percent	2.5	8.0	-	-	-	-	-	-	-	-	-	-	-	-
Having no shift differential	10.6	15.9	11.0	22.5	3.1	3.2	-	40.8	14.5	6.5	-	28.8	-	46.0
<u>Third or other late shift</u>														
Workers in establishments having third- or other late-shift provisions	65.1	74.0	36.6	61.5	23.7	87.6	100.0	70.5	85.5	82.6	92.9	-	51.4	51.7
Having shift differential	60.4	61.6	36.6	53.9	23.7	87.6	100.0	34.3	85.5	82.6	92.9	-	51.4	36.2
Uniform cents per hour	58.9	59.6	33.2	53.9	20.5	87.6	-	34.3	85.5	82.6	92.9	-	51.4	19.8
5 cents	3.5	-	2.1	21.4	-	3.6	15.4	-	-	-	-	-	-	19.8
6 cents	4.3	-	-	12.8	-	11.3	33.1	-	-	7.5	-	-	-	-
7 cents	5.9	4.8	-	-	-	10.8	31.8	17.5	-	7.0	-	-	-	-
7½ cents	10.2	27.5	-	-	-	5.5	-	5.7	18.2	-	57.5	-	-	-
8 cents	6.3	6.4	1.6	4.7	20.5	8.2	-	11.1	22.7	5.4	-	-	-	-
9 cents	1.6	-	-	-	-	5.6	-	-	-	11.6	-	-	-	-
10 cents	14.4	6.6	26.8	15.1	-	17.7	19.7	-	44.7	-	-	-	40.9	-
12 cents	6.9	14.3	-	-	-	8.7	-	-	-	17.8	35.4	-	-	-
13 cents	1.3	-	-	-	-	4.8	-	-	-	9.8	-	-	-	-
14 cents	1.9	-	-	-	-	4.6	-	-	-	9.4	-	-	-	-
15 cents	2.5	-	2.7	-	-	6.8	-	-	-	14.0	-	-	10.5	-
Uniform percentage	1.6	2.0	3.3	-	3.1	-	-	-	-	-	-	-	-	16.4
7½ percent .....	.7	-	3.3	-	-	-	-	-	-	-	-	-	-	16.4
10 percent .....	.8	2.0	-	-	3.1	-	-	-	-	-	-	-	-	-
Having no shift differential	4.7	12.5	-	7.6	-	-	-	36.2	-	-	-	-	-	15.5

¹ Refers to policies of establishments either currently operating late shifts or having provisions covering late shifts.

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

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

Table 23. Shift Differential Practices

(Percent of production workers employed on late shifts in leather tanning and finishing establishments by amount of pay differential, United States, selected regions, States, and areas, January 1968)

Shift differential	United States ¹	Regions					States				Areas			
		New England	Middle Atlantic	Border States	South-east	Great Lakes	Illinois	Maine	New Hampshire	Wisconsin	Boston	Fulton County (N. Y.)	Newark and Jersey City	Philadelphia-Camden-Wilmington
<u>Second shift</u>														
Workers employed on second shift	10.6	11.7	6.2	6.2	6.3	16.3	10.2	10.3	23.5	19.5	11.4	3.9	13.3	10.5
Receiving shift differential	9.1	9.6	5.0	3.3	6.0	15.4	10.2	3.5	22.4	17.5	11.4	-	13.3	4.6
Uniform cents per hour	8.8	8.9	4.4	3.3	6.0	15.4	10.2	-	-	17.5	11.4	-	12.3	2.8
3 cents .....	.1	-	-	-	-	.5	-	-	-	1.0	-	-	-	-
4 cents .....	.4	-	-	-	-	1.4	-	-	-	.5	-	-	-	-
5 cents	4.3	6.3	2.8	3.3	6.0	3.8	7.4	3.5	21.1	4.0	5.4	-	10.4	2.8
6 cents .....	.2	-	.1	-	-	.6	2.5	-	-	-	-	-	-	-
7 cents .....	.5	-	-	-	-	1.6	-	-	-	2.0	-	-	-	-
7½ cents .....	.1	.2	-	-	-	-	-	-	1.3	-	-	-	-	-
8 cents	1.4	2.4	-	-	-	2.2	-	-	-	4.5	6.0	-	-	-
9 cents .....	.2	-	-	-	-	.6	-	-	-	1.3	-	-	-	-
10 cents	1.6	-	1.5	-	-	4.7	.4	-	-	4.2	-	-	1.5	-
11 cents	(²)	-	.1	-	-	-	-	-	-	-	-	-	.5	-
Uniform percentage .....	.3	.7	.6	-	-	-	-	-	-	-	-	-	.9	1.8
5 percent .....	.1	-	.6	-	-	-	-	-	-	-	-	-	.9	1.8
10 percent .....	.2	.7	-	-	-	-	-	-	-	-	-	-	-	-
Receiving no shift differential	1.5	2.2	1.2	2.9	.3	.9	-	6.8	1.1	1.9	-	3.9	-	5.9
<u>Third or other late shift</u>														
Workers employed on third or other late shift	2.9	3.2	.6	.5	.1	6.1	1.7	5.3	3.5	5.3	2.9	-	1.4	.8
Receiving shift differential	2.6	2.2	.6	.1	.1	6.1	1.7	1.8	3.5	5.3	2.9	-	1.4	-
Uniform cents per hour	2.6	2.2	.6	-	-	6.1	1.7	1.8	3.5	5.3	2.9	-	1.4	-
5 cents	(²)	-	-	.1	-	-	-	-	-	-	-	-	-	-
7 cents .....	.2	.2	-	-	-	.4	1.3	.9	-	.2	-	-	-	-
7½ cents .....	.2	.6	-	-	-	.2	-	.1	.8	-	1.0	-	-	-
8 cents .....	.2	.2	-	-	-	.6	-	.7	-	-	-	-	-	-
9 cents .....	.1	-	-	-	-	.3	-	-	-	.6	-	-	-	-
10 cents	1.0	.4	.6	-	-	2.5	.4	-	2.7	-	-	-	1.4	-
12 cents .....	.5	.3	-	-	-	1.1	-	-	-	2.2	1.9	-	-	-
13 cents .....	.1	-	-	-	-	.2	-	-	-	.5	-	-	-	-
14 cents .....	.1	-	-	-	-	.2	-	-	-	.4	-	-	-	-
15 cents .....	.2	-	-	-	-	.7	-	-	-	1.4	-	-	-	-
Uniform percentage	(²)	-	-	-	.1	-	-	-	-	-	-	-	-	-
10 percent	(²)	-	-	-	.1	-	-	-	-	-	-	-	-	-
Receiving no shift differential .....	.4	1.0	-	.4	-	-	-	3.5	-	-	-	-	-	.8

¹ Includes data for regions in addition to those shown separately.² Less than 0.05 percent.

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

Table 24. Paid Holidays

(Percent of production and office workers in leather tanning and finishing establishments having formal provisions for paid holidays, United States, selected regions, States, and areas, January 1968)

Number of paid holidays	United States ¹	Regions					States				Areas			
		New England	Middle Atlantic	Border States	South-east	Great Lakes	Illinois	Maine	New Hampshire	Wisconsin	Boston	Fulton County (N. Y.)	Newark and Jersey City	Phila-delphia-Camden-Wilmington
Production workers														
All workers -----	100	100	100	100	100	100	100	100	100	100	100	100	100	100
Workers in establishments providing paid holidays -----	99	100	99	100	84	100	100	100	100	100	100	97	100	100
3 days -----	(²)	-	-	3	-	-	-	-	-	-	-	-	-	-
4 days -----	1	-	3	-	7	-	-	-	-	-	-	-	-	-
5 days -----	3	8	-	-	-	-	-	30	-	-	-	-	-	-
6 days -----	15	15	6	7	27	22	33	26	7	20	-	-	15	4
6 days plus 1 or 2 half days -----	9	-	-	-	3	31	15	-	-	22	-	-	-	-
7 days -----	12	11	9	43	-	9	20	15	27	10	-	17	13	6
7 days plus 2 half days -----	8	5	-	-	-	24	15	17	-	31	-	-	-	-
8 days -----	19	2	33	27	46	13	17	-	-	18	-	80	8	16
8 days plus 2 half days -----	2	-	10	-	-	-	-	-	-	-	-	-	41	-
9 days -----	10	6	29	20	-	-	-	-	-	-	-	-	-	57
9 days plus 2 half days -----	(²)	-	2	-	-	-	-	-	-	-	-	-	7	-
10 days -----	4	8	6	-	-	-	-	11	21	-	4	-	10	17
10 days plus 2 half days -----	1	4	-	-	-	-	-	-	29	-	-	-	-	-
11 days -----	13	41	-	-	-	-	-	-	16	-	96	-	-	-
12 days -----	(²)	-	2	-	-	-	-	-	-	-	-	-	6	-
Workers in establishments providing no paid holidays -----	1	-	1	-	16	-	-	-	-	-	-	3	-	-
Office workers														
All workers -----	100	100	100	100	100	100	100	100	100	100	100	100	100	100
Workers in establishments providing paid holidays -----	99	100	100	100	97	100	100	100	100	100	100	100	100	100
3 days -----	1	-	-	10	-	-	-	-	-	-	-	-	-	-
4 days -----	(²)	-	-	-	6	-	-	-	-	-	-	-	-	-
5 days -----	1	3	-	-	-	-	-	20	-	-	-	-	-	-
6 days -----	12	9	5	5	37	18	14	18	6	7	-	11	10	-
6 days plus 1 or 2 half days -----	10	-	-	-	-	33	25	-	-	27	-	-	-	-
7 days -----	9	9	11	21	-	9	16	23	26	11	-	11	19	6
7 days plus 2 half days -----	9	4	-	-	-	24	-	22	-	40	-	-	-	-
8 days -----	19	3	23	36	53	16	46	-	-	14	-	79	-	10
8 days plus 2 half days -----	2	-	12	-	-	-	-	-	-	-	-	-	44	-
9 days -----	11	4	38	28	-	-	-	-	-	-	-	-	10	69
9 days plus 2 half days -----	(²)	-	2	-	-	-	-	-	-	-	-	-	7	-
10 days -----	3	7	3	-	-	-	-	17	30	-	1	-	-	2
10 days plus 1 or 2 half days -----	2	3	3	-	-	-	-	-	24	-	-	-	-	13
11 days -----	19	57	3	-	-	-	-	-	13	-	99	-	-	-
12 days -----	1	-	3	-	-	-	-	-	-	-	-	-	10	-
Workers in establishments providing no paid holidays -----	(²)	-	-	-	3	-	-	-	-	-	-	-	-	-

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 25. Paid Vacations

(Percent of production and office workers in leather tanning and finishing establishments having formal provisions for paid vacations after selected periods of service, United States, selected regions, States, and areas, January 1968)

Vacation policy	United States ¹	Regions					States				Areas			
		New England	Middle Atlantic	Border States	South-east	Great Lakes	Illinois	Maine	New Hampshire	Wisconsin	Boston	Fulton County (N. Y.)	Newark and Jersey City	Philadelphia-Camden-Wilmington
Production workers														
All workers -----	100	100	100	100	100	100	100	100	100	100	100	100	100	100
Method of payment														
Workers in establishments providing paid vacations -----	99	100	100	100	84	100	100	100	100	100	100	100	100	100
Length-of-time payments -----	79	85	66	100	64	75	100	47	100	88	100	-	92	100
Percentage payment -----	16	8	34	-	19	19	-	28	-	12	-	100	8	-
Flat-sum payment -----	2	7	-	-	-	-	-	26	-	-	-	-	-	-
Other -----	2	-	-	-	-	6	-	-	-	-	-	-	-	-
Workers in establishments providing no paid vacations -----	1	-	-	-	16	-	-	-	-	-	-	-	-	-
Amount of vacation pay ²														
After 1 year of service:														
1 week -----	96	98	94	100	84	96	83	93	100	100	100	100	92	100
Over 1 and under 2 weeks -----	(³)	-	2	-	-	-	-	-	-	-	-	-	8	-
2 weeks -----	3	2	4	-	-	4	17	7	-	-	-	-	-	-
After 2 years of service:														
1 week -----	90	91	92	100	84	87	83	93	100	100	97	100	84	100
Over 1 and under 2 weeks -----	4	1	4	-	-	9	-	-	-	-	3	-	16	-
2 weeks -----	5	8	4	-	-	4	17	7	-	-	-	-	-	-
After 3 years of service:														
1 week -----	70	67	88	100	84	53	39	64	91	52	61	100	84	84
Over 1 and under 2 weeks -----	6	6	2	-	-	13	-	17	-	9	3	-	8	-
2 weeks -----	23	27	10	-	-	34	61	18	9	39	35	-	8	16
After 5 years of service:														
1 week -----	2	4	2	3	-	-	-	5	7	-	-	3	5	-
Over 1 and under 2 weeks -----	(³)	1	-	-	-	-	-	-	-	-	3	-	-	-
2 weeks -----	94	88	98	97	84	100	100	95	93	100	97	97	95	100
Over 2 and under 3 weeks -----	1	-	-	-	-	-	-	-	-	-	-	-	-	-
3 weeks -----	2	6	-	-	-	-	-	-	-	-	-	-	-	-
After 10 years of service:														
1 week -----	1	2	2	3	-	-	-	5	7	-	-	3	5	-
2 weeks -----	62	69	81	97	76	21	-	64	93	18	65	97	69	89
Over 2 and under 3 weeks -----	1	-	5	-	-	-	-	-	-	-	-	-	-	-
3 weeks -----	35	29	11	-	7	79	100	32	-	82	35	-	26	11
After 15 years of service:														
1 week -----	1	2	2	3	-	-	-	5	7	-	-	3	5	-
2 weeks -----	20	19	34	32	31	6	-	49	7	10	-	97	-	30
3 weeks -----	71	73	59	65	53	82	100	26	86	64	100	-	85	70
4 weeks -----	7	6	5	-	-	12	-	20	-	26	-	-	10	-
After 20 years of service:														
1 week -----	1	2	2	3	-	-	-	5	7	-	-	3	5	-
2 weeks -----	18	17	34	20	31	6	-	49	7	10	-	97	-	6
3 weeks -----	39	22	31	40	28	61	83	15	20	37	1	-	31	11
4 weeks -----	40	58	30	37	25	33	17	32	66	53	99	-	54	83
Over 4 and under 5 weeks -----	1	-	3	-	-	-	-	-	-	-	-	-	10	-
After 25 years of service:														
1 week -----	1	2	2	3	-	-	-	5	7	-	-	3	5	-
2 weeks -----	18	17	34	20	31	6	-	49	7	10	-	97	-	6
3 weeks -----	27	22	15	40	28	33	39	15	20	29	1	-	31	11
4 weeks -----	50	59	46	37	25	55	61	32	66	46	99	-	54	83
Over 4 and under 5 weeks -----	2	-	3	-	-	7	-	-	-	14	-	-	10	-

See footnotes at end of table.

Table 25. Paid Vacations—Continued

(Percent of production and office workers in leather tanning and finishing establishments with formal provisions for paid vacations after selected periods of service, United States, selected regions, States, and areas, January 1968)

Vacation policy	United States ¹	Regions					States				Areas			
		New England	Middle Atlantic	Border States	South-east	Great Lakes	Illinois	Maine	New Hampshire	Wisconsin	Boston	Fulton County (N. Y.)	Newark and Jersey City	Philadelphia-Camden-Wilmington
Office workers														
All workers	100	100	100	100	100	100	100	100	100	100	100	100	100	100
Method of payment														
Workers in establishments providing paid vacations	100	100	100	100	100	100	100	100	100	100	100	100	100	100
Length-of-time payments	95	96	100	100	92	90	100	78	100	95	100	100	100	100
Percentage payment	4	1	-	-	8	10	-	7	-	5	-	-	-	-
Flat-sum payment	1	3	-	-	-	-	-	15	-	-	-	-	-	-
Workers in establishments providing no paid vacations	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Amount of vacation pay ²														
After 1 year of service:														
1 week	45	45	47	55	47	38	37	37	74	41	30	32	36	17
2 weeks	55	55	53	45	53	62	63	63	26	59	70	68	64	83
After 2 years of service:														
1 week	34	41	39	55	47	15	37	37	74	13	29	32	36	17
Over 1 and under 2 weeks	3	-	-	-	-	7	-	-	-	-	-	-	-	-
2 weeks	63	59	61	45	53	78	63	63	26	87	71	68	64	83
After 3 years of service:														
1 week	30	40	39	55	47	8	18	37	70	7	29	32	36	17
Over 1 and under 2 weeks	2	-	-	-	-	7	-	-	-	-	-	-	-	-
2 weeks	68	60	61	45	53	85	82	63	30	93	71	68	64	83
After 5 years of service:														
1 week	2	2	4	10	3	-	-	5	7	-	-	11	8	-
2 weeks	94	94	96	90	97	92	54	95	93	100	100	89	92	100
3 weeks	4	4	-	-	-	8	46	-	-	-	-	-	-	-
After 10 years of service:														
1 week	2	2	4	10	3	-	-	5	7	-	-	11	8	-
2 weeks	50	49	76	90	90	17	5	78	67	6	30	89	81	48
Over 2 and under 3 weeks	1	-	5	-	-	-	-	-	-	-	-	-	-	-
3 weeks	44	49	15	-	6	75	49	17	26	94	70	-	10	52
4 weeks	2	-	-	-	-	8	46	-	-	-	-	-	-	-
After 15 years of service:														
1 week	2	2	4	10	3	-	-	5	7	-	-	11	8	-
2 weeks	18	15	37	17	37	5	5	55	9	6	-	89	17	6
3 weeks	70	83	56	72	60	66	49	40	85	57	100	-	64	94
4 weeks	10	-	3	-	-	29	46	-	-	36	-	-	10	-
After 20 years of service:														
1 week	2	2	4	10	3	-	-	5	7	-	-	11	8	-
2 weeks	17	12	37	17	37	5	5	55	9	6	-	89	17	6
3 weeks	32	19	23	28	6	54	49	23	17	38	1	-	10	8
4 weeks	48	67	33	45	53	41	46	17	67	55	99	-	54	87
Over 4 and under 5 weeks	1	-	3	-	-	-	-	-	-	-	-	-	10	-
After 25 years of service:														
1 week	2	2	4	10	3	-	-	5	7	-	-	11	8	-
2 weeks	17	12	37	17	37	5	6	55	9	6	-	89	17	6
3 weeks	23	18	15	28	6	30	30	23	17	22	-	-	10	8
4 weeks	56	68	42	45	53	60	65	17	67	63	100	-	54	87
Over 4 and under 5 weeks	2	-	3	-	-	5	-	-	-	9	-	-	10	-

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

² Vacation payments such as percent of annual earnings and flat-sum amounts were converted to an equivalent time basis. Periods of service were chosen arbitrarily and do not reflect necessarily the individual establishment provisions for progression. For example, changes in proportions indicated at 10 years may include changes in provisions 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 26. Health, Insurance, and Retirement Plans

(Percent of production and office workers in leather tanning and finishing establishments having specified health, insurance, and pension plans, United States, selected regions, States, and areas, January 1968)

Type of plan ¹	United States ²	Regions					States					Areas			
		New England	Middle Atlantic	Border States	South-east	Great Lakes	Illinois	Maine	New Hampshire	Wisconsin	Boston	Fulton County (N. Y.)	Newark and Jersey City	Philadelphia-Camden-Wilmington	
Production workers															
All workers -----	100	100	100	100	100	100	100	100	100	100	100	100	100	100	
Workers in establishments providing:															
Life insurance -----	95	95	94	100	71	97	100	95	93	94	98	97	86	100	
Employer financed -----	77	72	93	70	12	82	100	77	81	63	63	97	81	93	
Jointly financed -----	18	23	1	30	59	15	-	18	12	30	35	-	5	7	
Accidental death and dismemberment insurance -----	59	62	76	44	44	47	67	69	70	38	57	97	47	15	
Employer financed -----	54	58	75	35	12	44	67	62	70	31	57	97	42	15	
Jointly financed -----	5	4	1	9	32	3	-	7	-	7	-	-	5	-	
Sickness and accident insurance or sick leave or both ³ -----	83	84	82	89	61	86	100	75	86	96	95	97	67	77	
Sickness and accident insurance -----	73	65	82	85	36	86	100	64	74	96	59	97	67	77	
Employer financed -----	61	56	71	72	21	70	100	38	74	63	59	97	34	70	
Jointly financed -----	12	9	11	13	16	16	-	26	-	33	-	-	33	7	
Sick leave (full pay, no waiting period) -----	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Sick leave (partial pay or waiting period) -----	10	19	-	5	25	-	-	11	12	-	35	-	-	-	
Hospitalization insurance -----	96	90	97	100	100	100	100	95	100	100	98	97	100	96	
Employer financed -----	84	78	97	80	84	78	100	88	76	56	93	97	100	96	
Jointly financed -----	13	12	-	20	16	22	-	7	24	44	5	-	-	-	
Surgical insurance -----	96	90	96	100	100	100	100	95	100	100	98	97	95	96	
Employer financed -----	83	78	96	80	84	78	100	88	76	56	93	97	95	96	
Jointly financed -----	13	12	-	20	16	22	-	7	24	44	5	-	-	-	
Medical insurance -----	84	90	96	84	81	65	50	95	100	53	98	97	95	96	
Employer financed -----	76	78	96	74	65	59	50	88	76	39	93	97	95	96	
Jointly financed -----	8	12	-	11	16	7	-	7	24	14	5	-	-	-	
Catastrophe insurance -----	45	42	40	-	16	67	67	43	71	67	42	91	25	-	
Employer financed -----	38	35	40	-	15	52	67	36	64	37	38	91	25	-	
Jointly financed -----	7	7	-	-	16	15	-	7	7	30	5	-	-	-	
Retirement plans ⁴ -----	72	77	73	61	49	73	100	54	86	51	90	80	47	70	
Retirement pension -----	69	70	73	61	49	73	100	54	77	51	90	80	47	70	
Employer financed -----	62	63	73	32	49	66	100	54	77	37	90	80	47	30	
Jointly financed -----	7	7	-	29	-	7	-	-	-	14	-	-	-	40	
Lump-sum payments -----	4	6	-	-	-	9	-	-	9	-	-	-	-	-	
No plans -----	1	2	2	-	-	-	-	5	-	-	2	3	-	-	

See footnotes at end of table.

Table 26. Health, Insurance, and Retirement Plans—Continued

(Percent of production and office workers in leather tanning and finishing establishments having specified health, insurance, and pension plans, United States, selected regions, States, and areas, January 1968)

Type of plan ¹	United States ²	Regions					States				Areas			
		New England	Middle Atlantic	Border States	South-east	Great Lakes	Illinois	Maine	New Hampshire	Wisconsin	Boston	Fulton County (N. Y.)	Newark and Jersey City	Philadelphia-Camden-Wilmington
Office workers														
All workers	100	100	100	100	100	100	100	100	100	100	100	100	100	100
Workers in establishments providing:														
Life insurance	93	93	86	100	68	100	100	85	93	100	96	89	83	100
Employer financed	60	43	84	62	8	67	100	62	67	65	26	89	75	92
Jointly financed	33	50	2	38	60	33	-	23	26	35	70	-	8	8
Accidental death and dismemberment insurance	48	38	64	24	40	49	86	45	59	49	25	89	36	13
Employer financed	41	33	62	17	8	40	86	38	59	43	25	89	27	13
Jointly financed	7	4	2	7	32	8	-	7	-	6	-	-	8	-
Sickness and accident insurance or sick leave or both ³	80	91	82	88	82	71	100	85	85	70	95	89	69	98
Sickness and accident insurance	51	44	73	72	42	45	100	68	59	39	25	89	69	60
Employer financed	36	38	53	47	13	29	100	53	59	21	25	89	27	52
Jointly financed	14	6	20	26	29	16	-	15	-	19	-	-	42	8
Sick leave (full pay, no waiting period)	31	47	11	26	53	26	-	17	26	31	70	-	-	38
Sick leave (partial pay or waiting period)	(⁵)	-	-	9	-	-	-	-	-	-	-	-	-	-
Hospitalization insurance	96	92	94	100	100	100	100	95	100	100	97	89	100	100
Employer financed	85	84	94	69	71	83	100	88	76	79	97	89	100	100
Jointly financed	11	8	-	31	29	17	-	7	24	21	-	-	-	-
Surgical insurance	96	92	91	100	100	100	100	95	100	100	97	89	92	100
Employer financed	84	83	91	69	71	83	100	88	76	79	95	89	92	100
Jointly financed	12	9	-	31	29	17	-	7	24	21	2	-	-	-
Medical insurance	81	92	91	81	97	59	40	95	100	47	97	89	92	100
Employer financed	74	83	91	69	68	54	40	88	76	47	95	89	92	100
Jointly financed	7	9	-	12	29	5	-	7	24	-	2	-	-	-
Castastrophe insurance	62	69	47	-	29	78	86	37	67	68	87	89	37	-
Employer financed	50	62	47	-	-	52	86	30	50	32	87	89	37	-
Jointly financed	12	7	-	-	29	26	-	7	17	35	-	-	-	-
Retirement plans ⁴	68	67	57	84	53	81	88	38	85	73	72	66	47	79
Retirement pension	66	62	57	84	53	81	88	38	80	73	72	66	47	79
Employer financed	56	54	57	50	53	63	88	38	57	50	72	66	47	48
Jointly financed	11	8	-	34	-	18	-	-	24	23	-	-	-	31
Lump-sum payments	4	4	1	-	-	-	-	-	4	-	-	-	-	-
No plans	2	2	6	-	-	-	-	5	-	-	2	11	-	-

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

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

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

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

⁵ Less than 0.5 percent.

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

Appendix A. Scope and Method of Survey

Scope of Survey

The survey included establishments primarily engaged in tanning, currying, and finishing hides and skins into leather (industry 3111, except leather converters, as defined in the 1967 edition of the Standard Industrial Classification Manual, prepared by the Bureau of the Budget). Separate auxiliary units, such as central offices, were excluded.

The establishments studied were selected from those employing 20 workers or more at the time of reference of the data used in compiling the universe lists.

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

Estimated Number of Establishments and Workers Within Scope of Survey and Number Studied,
Leather Tanning and Finishing Industry, January 1968

Region, ¹ State, and area	Number of establishments ²		Workers in establishments			
	Within scope of study	Studied	Within scope of survey			Studied
			Total ³	Production workers	Office workers		Total
United States ⁴ -----	247	132	27,347	23,712	1,076	20,077
New England ⁵ -----	92	48	8,732	7,512	357	6,306
New Hampshire -----	14	8	1,280	1,097	46	951
Maine -----	13	9	2,279	2,007	60	1,915
Boston (Peabody, Salem, and Lynn), Mass ⁶ -----	43	26	3,661	2,996	201	2,962
Middle Atlantic ⁵ -----	70	34	6,040	5,298	219	4,021
Fulton County, N. Y. -----	23	11	1,469	1,310	38	857
Newark and Jersey City ⁷ -----	18	9	1,542	1,328	59	1,134
Philadelphia, Pa.—Camden, N. J.—Wilmington, Del. ⁸ -----	10	9	1,241	1,064	52	1,212
Border States -----	16	14	2,488	2,214	58	2,211
Southeast -----	11	8	1,518	1,374	62	1,296
Great Lakes ⁵ -----	45	24	7,732	6,564	346	5,923
Illinois -----	11	7	1,733	1,495	57	1,307
Wisconsin -----	22	11	3,834	3,136	204	3,097

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; Border States—Delaware, District of Columbia, Kentucky, Maryland, Virginia, and West Virginia; Southeast—Alabama, Florida, Georgia, Mississippi, North Carolina, South Carolina, and Tennessee; and Great Lakes—Illinois, Indiana, Michigan, Minnesota, Ohio, and Wisconsin.

² Includes only establishments having 20 workers or more at the time of reference of the data used in compiling the universe lists.

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

⁴ Includes data for regions in addition to those shown separately. Alaska and Hawaii were not included in the study.

⁵ Includes data for States or areas in addition to those shown separately.

⁶ Includes Suffolk County, 15 communities in Essex County, 30 in Middlesex County, 20 in Norfolk County, and 9 in Plymouth County.

⁷ Includes Essex, Hudson, Morris, and Union Counties, N. J.

⁸ Includes Philadelphia County, Pa., Camden County, N. J., and New Castle County, Del. Data for Wilmington, Del., are not included in the data for the Middle Atlantic region but are included in that for the Border States, since Delaware is part of the latter region.

Method of Study

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

Establishment Definition

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

Employment

The estimates of the number of workers within 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 the lists of establishments assembled considerably in advance of the payroll period studied.

Production Workers

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

Office Workers

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

Occupations Selected for Study

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

Wage Data

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

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

The median designates position, that is, one-half of the employees surveyed received more than this rate and one-half received less. The middle range is defined by two rates of pay; one-fourth of the employees earned less than the lower of these rates and one-fourth earned more than the higher rate.

Size of Community

Tabulations by size of community pertain to metropolitan and nonmetropolitan areas. The term "metropolitan area," as used in this bulletin, refers to the Standard Metropolitan Statistical Areas as defined by the U.S. Bureau of the Budget through 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 the Standard Metropolitan Statistical Area, if, according to certain criteria, they are essentially metropolitan in character and are socially and economically integrated with the central city. In New England, where the city and town are administratively more important than the county, they are the units used in defining Standard Metropolitan Statistical Areas.

Labor-Management Agreements

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

Method of Wage Payment

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

Shift Provisions and Practices

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

Supplementary Wage Provisions

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

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

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

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

Death benefits are included as a form of life insurance. Sickness and accident insurance is limited to that type of insurance under which predetermined cash payments are made directly to the insured on a weekly or monthly basis during illness or accident disability. Information is presented for all such plans to which the employer contributes at least a part of the cost. However, in New York and New Jersey, where temporary disability insurance laws require employer contributions,⁹ 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. These plans may be underwritten by a commercial insurance company or a nonprofit organization, or they may be self-insured.

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

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

⁹ The temporary disability insurance laws in California and Rhode Island do not require employer contributions.

Appendix B. Occupational Descriptions

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

Production

BUFFER, MACHINE

(Buffing-wheel operator)

Reduces thickness of hides or skins, smooths or polishes them, removes grain, or produces a suede or other finish by means of a revolving abrasive wheel or roll rotating against the hide or skin. The material being buffed is controlled either by hand pressure, foot treadle, or adjustable set screws which govern finished thickness of hide or skin. The work of the operator usually includes the replacing of worn out abrasive.

For wage study purposes, workers are classified as follows:

- Buffer, machine, buzzle (8 inches to 12 inches wide)
- Buffer, machine, small automatic (24 inches to 40 inches wide)
- Buffer, machine, large automatic (40 inches and over)
- Buffer, machine, overshot (built-up buffing wheels, usually less than 8 inches wide)
- Buffer, machine, other

COLORER, FAT LIQUORER, OR OIL-WHEEL OPERATOR

Loads leather, coloring liquor, fat liquor, or oil into drums or wheels; operates equipment for specified length of time, and removes treated leather.

EMBOSSING- OR PLATING-PRESS OPERATOR

(Embosser; finished-leather presser; printer; smooth plater)

Presses designs on the surface of leather on a press equipped with an embossing plate, or finishes the surface of leather on a press equipped with a smooth plate. The work of the operator involves: Selecting and bolting plate to head of press; setting pressure of machine and regulating temperature of plate, according to grade of leather to be handled; and starting machine and feeding leather through press.

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.

FLESHING- AND UNHAIRING-MACHINE OPERATOR

(Beamster, machine)

Removes flesh and foreign matter from hides or skins by use of a machine equipped with two rollers; one roller being used for carrying the hide against another roller equipped with spirally placed knife blades and/or removes hair from hides, using a machine equipped with a spirally bladed roller, spirally bladed knife, or a scraper blade.

For wage survey purposes, workers are to be classified according to whether they specialize in either fleshing or unhairing or perform both operations, as follows:

Fleshing-machine operator
 Unhairing-machine operator
 Combination fleshing- and unhairing-machine operator

GLAZING-MACHINE OPERATOR

Puts a gloss on leather by means of a glazing machine. Positions leather on bed of machine, and a mechanical rocker arm draws rounded piece of glass, agate or steel over its surface. May prepare and brush a mixture of oils on some types of leather before glazing.

GRAINING-MACHINE OPERATOR

Softens and brings out natural grain of hides by use of a machine equipped with a plate and cork surfaced moving arms which rub and smooth hides. The work of the operator involves: Starting machine; hanging hide over plate; pressing treadle which brings arms against hide; pulling hide along so that whole surface is grained; and folding and placing hide on table. May touch up hide by hand.

HAULER

Loads and unloads hides or skins into vats, tanks, or revolving drums filled with liming, deliming, tanning, or oiling solutions and located in the beam house or tan house.

JANITOR

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

LABORERS, MATERIAL HANDLING

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

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

For wage study purposes, workers are classified as follows:

Laborer, material handling, dry work
 Laborer, material handling, wet work

LIQUOR MAN

(Leach-house man; leach-vat operator; liquor maker; liquor mixer)

Prepares tanning liquor, pumps it into tanning vats or drums, and tests it frequently to keep it up to the proper strength adding fresh liquor as necessary.

MEASURING-MACHINE OPERATOR

Measures the area of hides or skins by machine and whose work involves most of the following: Starting machine and feeding hide between rolls which carry it under a series of measuring wheels set on a shaft and connected with a recording dial; recording number of square feet in hide as indicated on dial; setting dial back to zero after measurement has been recorded; and removing and folding hide. May mark number of square feet on back of hide or on outside wrapping of bundle.

MAINTENANCE MAN, GENERAL UTILITY

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

MECHANIC, MAINTENANCE

Repairs machinery or mechanical equipment of an establishment. Work involves most of the following: Examining machines and mechanical equipment to diagnose source of trouble; dismantling or partly dismantling machines and performing repairs that mainly involve the use of handtools in scraping and fitting parts; replacing broken or defective parts with items obtained from stock; ordering the production of a replacement part by a machine shop or sending of the machine to a machine shop for major repairs; preparing written specifications for major repairs or for the production of parts ordered from machine shop; and reassembling machines, and making all necessary adjustments for operation. In general, the work of a maintenance mechanic requires rounded training and experience usually acquired through a formal apprenticeship or equivalent training and experience. Excluded from this classification are workers whose primary duties involve setting up or adjusting machines.

ROLLING-MACHINE OPERATOR

Smooths and toughens leather by rolling it under pressure. Places the hide or skin on the table of a rolling machine and presses a treadle to bring the hide up against a rotating roller which moves back and forth over the hide, the hide being shifted around until the whole surface is rolled. Workers on rolling jacks similar to those used in glazing are excluded from this classification.

SEASONER, HAND

(Surfacer)

Applies seasoning compounds and mixtures to leather by hand. Dips a brush, swab, or other implement into seasoning mixture, coats leather evenly, and hangs it up to dry. May use portable hand spray gun to apply seasoning compounds and mixtures.

SEASONER, MACHINE

(Spray seasoning-machine operator; oiling-machine operator)

Feeds stock under a revolving brush or a spray which applies oil or seasoning to leather. May coat the grain side of tanned hides with oil to soften them or with seasoning compounds and mixtures to produce a finish. Exclude workers who operate spray machines that apply only pigment or lacquer to leather (see spray-machine operator) and workers who apply seasoning with a portable hand spray gun (see seasoner, hand).

SETTER-OUT, MACHINE

(Putter-out, machine; setter, machine)

Removes excess moisture, smooths out wrinkles, and compresses the grain of hides, skins, or leather by means of any of the various types of setting machines.

SHAVING-MACHINE OPERATOR

Shaves wet or dry hides to obtain uniform thickness in a machine that is equipped with spirally placed knives.

SORTER, FINISHED LEATHER

Sorts finished leather in accordance with finish, grade, shade, and weight. May use hand gage to determine thickness.

SORTER, HIDE HOUSE

Sorts and grades hides or skins in the hide house in accordance with size, weight, and thickness. May, in addition, count hides or skins and make up packs for the beam house.

SPLITTING-MACHINE OPERATOR

Splits hides into two or more layers by placing edge of hide against a flexible band knife revolving horizontally between two pulleys. May also maintain or make necessary adjustments to the machine.

SPRAY-MACHINE OPERATOR

Tends a machine that sprays solution, such as pigment or laquer, onto leather pieces to finish leather. Work involves: Placing leather pieces on a conveyor that carries pieces under spray to coat leather with finishing solution; turning valves to regulate pressure of compressed air in spray tanks and flow of solution through spray nozzles; and pushing buttons to control movement of conveyor and moving lever to start and stop rotation of sprayer. Excludes workers tending machines which apply seasoning compounds to leather (see seasoner, machine).

STAKER, MACHINE

Makes leather soft and pliable by flexing (staking) it in any of the various types of staking machines.

TACKER, TOGGLER, AND PASTER

(Hide stretcher; nailer; stretcher, hand)

Stretches wet hides or skins and fastens them to boards, frames, or wall with tacks, toggler clamps, or paste to dry them and make them smooth. May, in addition, remove hides or skins when drying is completed.

For wage study purposes, workers are classified as follows:

Tacker
Toggler
Paster

TRIMMER, BEAM OR HIDE HOUSE, HAND

Cuts off ragged edges and unusable parts from hides or skins, using a hand knife. May, in addition, split hides into sides.

TRIMMER, DRY

(Block trimmer)

Cuts off ragged or rough edges from leather using a hand knife or scissors.

TRUCKERS, POWER

(Forklift)

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

OfficeCLERK, GENERAL

Is typically required to perform a variety of office operations, usually because of impracticability of specialization in a small office or because versatility is essential in meeting peak requirements in larger offices. The work generally involves the use of independent judgement in tending to a pattern of office work from day to day, as well as knowledge relating to phases of office work that occur only occasionally. For example, the range of operations performed may entail all or some combination of the following: Answering correspondence, preparing bills and invoices, posting to various records, preparing payrolls, filing, etc. May operate various office machines and type as the work requires.

CLERK, PAYROLL

Computes wages of company employees and enters the necessary data on the payroll sheets. Duties involve: Calculating workers' earnings based on time or production records; posting calculated data on payroll sheet, showing information such as worker's name, working days, time, rate, deductions for insurance, and total wages due. May make out paychecks and assist paymaster in making up and distributing pay envelopes. May use a calculating machine.

STENOGRAPHER, GENERAL

Primary duty is to take dictation, involving a normal routine vocabulary, from one or more persons either in shorthand or by Stenotype or similar machine; and transcribe dictation. May also type from written copy. May maintain files, keep simple records or perform other relatively routine clerical tasks. May operate from a stenographic pool. Does not include transcribing-machine work.

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, 1967. BLS Bulletin 1602 (55 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, 1967. BLS Bulletin 1562 (70 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, 1967. BLS Bulletin 1594 (75 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).
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* Studies of the effects of the \$1 minimum wage.

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