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Industry  
Wage Survey

Meat Products,  
January 1969

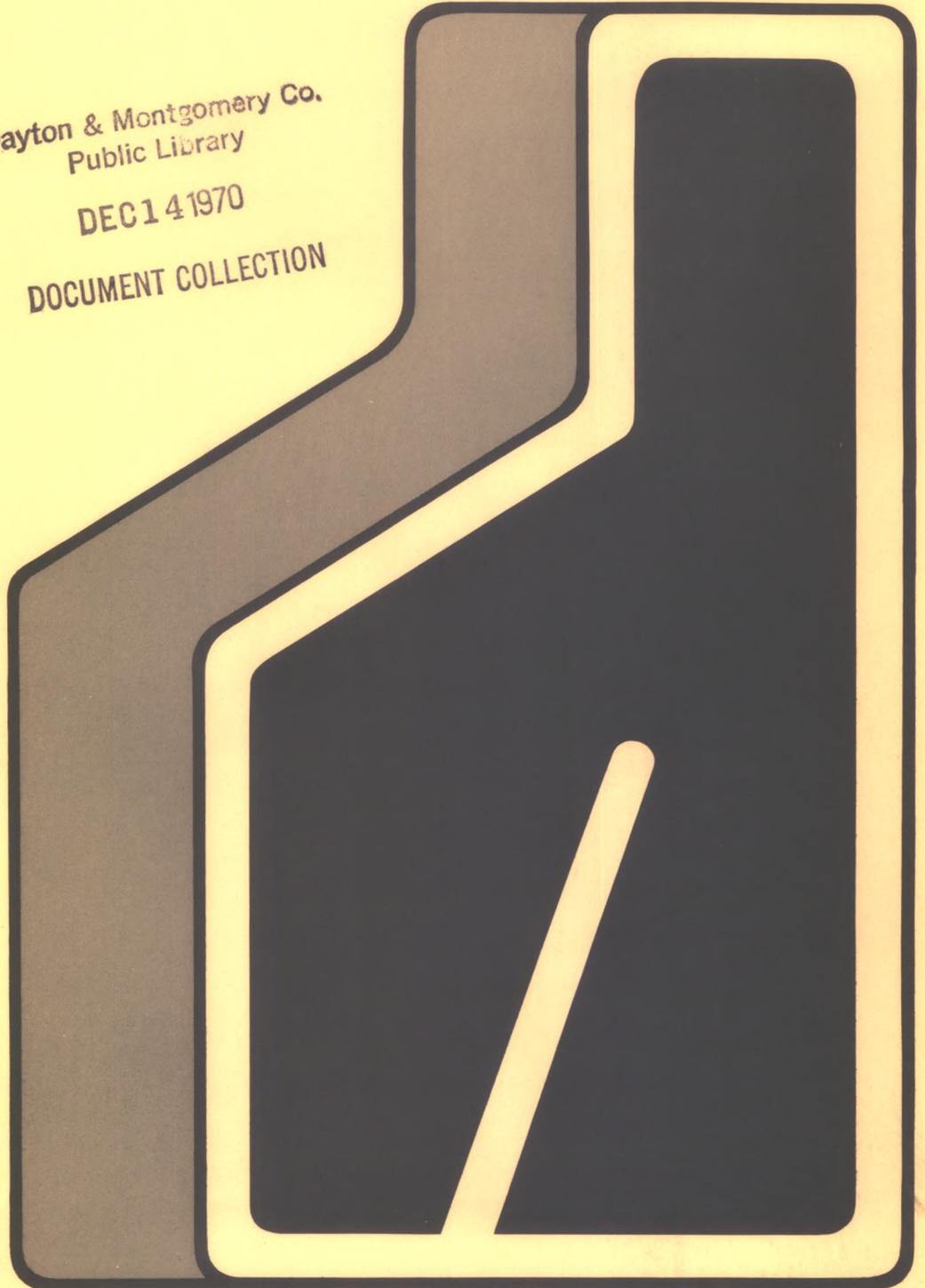
BULLETIN 1677

U.S. DEPARTMENT OF LABOR  
Bureau of Labor Statistics  
1970

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**Industry  
Wage Survey**

**Meat Products,  
January 1969**

Part I: Meatpacking  
Part II: Prepared  
Meat Products

**BULLETIN 1677**

**U. S. DEPARTMENT OF LABOR**

**J. D. Hodgson, Secretary**

**BUREAU OF LABOR STATISTICS**

**Geoffrey H. Moore, Commissioner**

**1970**



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## Preface

This bulletin summarizes the results of a Bureau of Labor Statistics survey of wages and supplementary benefits in the meat products industries in January 1969.

Part I—Meatpacking, includes data for establishments primarily engaged in slaughtering animals, except poultry and small game, for meat to be sold or to be used on the same premises in canning and curing, and in making sausages and other meats.

Part II—Prepared Meat Products, includes data for establishments primarily engaged in manufacturing sausages, cured meats, canned and frozen meats, and other prepared meats from purchased carcasses and other materials.

Advance tabulations on the survey, providing data on average straight-time hourly earnings for production workers and information on the incidence of supplementary wage benefits, were issued in January 1970. Copies of these are available from the U.S. Bureau of Labor Statistics, Washington, D.C. 20212, or any of its regional offices.

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

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



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## Meat Products, January 1969

### Part I. Meatpacking

#### Summary

Straight-time hourly earnings<sup>1</sup> of production and related workers in meatpacking plants averaged \$3.30 an hour in January 1969. More than nine-tenths of the production workers had earnings ranging from \$1.60 to \$5 an hour. Workers in the middle half of the array earned between \$2.67 and \$3.73 an hour. Men, who comprised seven-eighths of the 128,645 workers within the scope of the survey, averaged \$3.34 compared with \$2.96 for women who were usually employed in meat preparation.

Workers in the Middle West region, accounting for three-eighths of the industry's employment, averaged \$3.76 an hour; averages in the other regions ranged from \$3.80 an hour in the Pacific region to \$2.24 in the Southeast. Within regions, earnings varied by type of company (multi- and single-plant companies), community size, size of establishment, labor-management contract status, and occupation.

Averages for the occupations selected for separate study ranged from \$4.79 an hour for beef boners of loins, ribs, or rounds to \$2.57 for smokers (combination of sausages and other products). Both of these occupations were staffed largely by men.

Nearly all production workers were employed in plants which provided paid holidays, usually 8 days a year, and paid vacations. Typical provisions for paid vacation were 1 week of pay after 1 year of service, 2 weeks after 3 years, 3 weeks after 10 years, at least 4 weeks after 15 years, and 5 weeks or more after 20 years. Life, hospitalization, surgical, medical, and catastrophe (major medical) insurance, as well as retirement pension benefits, were also widespread in the industry.

#### Industry characteristics

*Employment.* Meatpacking establishments within the scope of the survey employed 128,645 production and related workers in January 1969. For purposes of this study, the industry includes establishments

primarily engaged in "slaughtering for their own account or on a contract basis for the trade, cattle, hogs, sheep, lambs, calves, horses, and other animals except small game, for meat to be sold or to be used on the same premises in canning and curing, and in making sausages, lard, or other products."<sup>2</sup>

Total industry employment declined about 2½ percent since November 1963 when the Bureau made a similar survey.<sup>3</sup> Changes in employment levels during the 1963 to 1969 period varied by region: Up 21 percent in the Southwest, 17 percent in the Border States and Southeast, and 14 percent in the Pacific region; down 28 percent in the Middle Atlantic, 11 percent in the Great Lakes, and about 7 percent in the Middle West and Mountain regions.

*Location.* In January 1969, workers in the Middle West region comprised 37 percent of the industry's work force. The Great Lakes region comprised nearly 20 percent. The Southeast and Southwest regions contained 13 and 9 percent of the production workers, respectively. None of the other regions selected for separate study constituted more than 7 percent of the industry's employment.

Metropolitan areas<sup>4</sup> made up nearly three-fourths of the production work force. The proportions of workers in metropolitan areas ranged from one-half in the Southeast to more than nine-tenths in the Middle Atlantic, Southwest, and Pacific regions.

*Processes.* Meatpacking operations include many distinct types of work. Major functions include animal handling, slaughtering, dressing, cutting, curing and smoking, preparing sausages and other meats, packing and shipping, cleaning, and plant maintenance. Operations in some plants were limited to one animal species, whereas others included two or more. Workers in large plants typically perform highly specialized tasks. As many as 200 distinct occupations may be found in larger plants, particularly those processing two or more animal species. This degree of specialization is not possible in smaller plants where individuals may be required to perform several distinct types of work within the same day.

Plants that slaughtered and performed some processing operations (e.g., smoking, curing, and canning) comprised four-fifths of the industry's employment. Proportions of workers in plants solely engaged in slaughtering amounted to nearly one-half in the Pacific region, three-tenths in the Mountain, one-fourth in the Great Lakes and Middle Atlantic, one-fifth in the Middle West, and approximately one-eighth in the other selected regions. Establishments with 500 or more employees made up nearly three-fifths of the work force in plants with both slaughtering and processing operations, compared with less than one-tenth for those solely engaged in slaughtering.

Establishments primarily engaged in slaughtering hogs employed 55 percent of the industry's production workers; nearly all remaining workers were in plants primarily engaged in slaughtering cattle.<sup>5</sup> Proportions of workers in plants primarily engaged in slaughtering hogs were nearly nine-tenths in the Border States; from one-half to three-fourths in the Middle Atlantic, Southeast, Great Lakes, and Middle West regions; one-fourth in the Mountain region; one-sixth in the Southwest; and one-tenth in the Pacific. Table A indicates that cattle and hogs were frequently slaughtered in the same establishment.

**Table A. Percent of production workers in plants classified by primary and secondary type of animal slaughtered**

Primary type of animal slaughtered	Total	No secondary type of animal slaughtered	Secondary type of animal slaughtered	
			Hogs	Cattle
<b>United States:</b>				
Hogs . . . .	100	32	XX	68
Cattle . . . .	100	42	51	XX
<b>Southeast:</b>				
Hogs . . . .	100	12	XX	88
Cattle . . . .	100	21	74	XX
<b>Southwest:</b>				
Hogs . . . .	100	8	XX	92
Cattle . . . .	100	18	72	XX
<b>Great Lakes:</b>				
Hogs . . . .	100	38	XX	62
Cattle . . . .	100	56	42	XX
<b>Middle West:</b>				
Hogs . . . .	100	31	XX	69
Cattle . . . .	100	49	51	XX

*Type of company.* Multiplant companies,<sup>6</sup> employed three-fifths of the industry's workers. They employed slightly more than four-fifths of the production workers in the Middle West region, and approximately one-half in the Southwest and Southeast.

In each of the remaining regions, approximately three-fifths of the workers were in single-plant companies. The average employment size for single-plant companies (86 workers) was much smaller than that for establishments operated by multiplant companies (502 workers).

*Size of establishment.* Nearly one-half of the work force were employed in plants with more than 500 workers. Approximately three-fourths of the workers in the Border States and Middle West were in plants of this size. In the remaining regions, proportions of workers in plants with fewer than 500 employees ranged from nearly three-fifths in the Great Lakes to more than nine-tenths in the Pacific.

*Union contract status.* Plants with collective bargaining agreements covering a majority of their production workers employed slightly more than four-fifths of the workers in the industry. Regionally, the proportions ranged from slightly less than one-half in the Southeast to more than nine-tenths in the Middle West, Great Lakes, and Pacific. As indicated in the following tabulation, the percent of production workers in plants with collective bargaining agreements was greater in multiplant companies than in single-plant companies in all except the Mountain region.

Region	All companies	Multiplant companies	Single-plant companies
United States . . . . .	80-84	90-94	70-74
Middle Atlantic . . . . .	85-89	95+	75-79
Border States . . . . .	80-84	95+	70-74
Southeast . . . . .	45-49	55-59	35-39
Southwest . . . . .	70-74	55-59	40-44
Great Lakes . . . . .	90-94	95+	90-94
Middle West . . . . .	90-94	95+	60-64
Mountain . . . . .	85-89	80-84	90-94
Pacific . . . . .	95+	95+	90-94

The Amalgamated Meat Cutters and Butcher Workmen of North America, recently merged with United Packinghouse Food and Allied Workers, was the major union in the industry.

The extent of collective bargaining agreements coverage was greater in metropolitan than in nonmetropolitan areas (seven-eighths compared with seven-tenths of the workers) and greater in establishments with 500 employees or more than in smaller establishments (nearly all compared with seven-tenths).

*Method of wage payment.* Time-rated workers, usually under formal systems providing a single rate for a specified job, constituted 75 percent of the industry's production work force (table 14). Formal systems with range of rates for specified jobs applied

to 5 percent of the workers and informal systems with rates set on an individual basis to slightly over 10 percent. Regionally, individual rates were more prevalent in the Southeast and Southwest than in other regions. Time-rated systems applied to about 60 percent of the work force in multiplant companies and slightly over 90 percent in single-plant companies. A few workers, 4 percent, were paid according to a method of payment referred to as "stint work." Under this method, the workers receive a fixed daily rate regardless of the amount of time taken to complete the work. These workers were considered as time-rated in the survey.

The proportions of workers on incentive in the regions ranged from 33 percent in the Middle West to less than 5 percent in the Pacific. A majority of these incentive workers were under group bonus plans.

A system of wage brackets or labor grades was used by plants employing two-thirds of the production workers in the industry. Under the system, each occupation covered<sup>7</sup> is assigned to one of a number of established wage brackets or labor grades. Thus, a common rate applies to all occupations covered by the same labor grade. For time-rated workers, this rate becomes the straight-time hourly rate; for incentive paid workers, it is the guaranteed rate and, in most instances, it is the rate on which incentive wages are based. As indicated in table 15, wage bracket systems were much more prevalent among multiplant companies than among single-plant companies. The total number of established wage brackets within the system varied among plants. The most prevalent system had from 23 to 27 wage brackets. The full range of these brackets which, in the case of multiplant companies relate to the entire company operations, were not always used by individual plants. This was true of the plants having the four most important systems, as indicated in the following tabulation which distributes plants studied by the highest wage bracket used:

Highest labor grade used	23 grades	24 grades	26 grades	27 grades
Total number of plants . . .	21	21	15	26
Under 20 . . . . .	-	1	2	4
21 . . . . .	-	1	-	-
22 . . . . .	11	3	-	3
23 . . . . .	10	11	3	9
24 . . . . .	-	5	-	1
25 . . . . .	-	-	4	2
26 . . . . .	-	-	6	1
27 . . . . .	-	-	-	6

Most of the workers were in plants which maintained a 5-cent-an-hour increment between successive wage brackets. In 1963, the most prevalent increment was 4½ cents. Collective bargaining agreements for major meatpacking companies specified a ½-cent increase in the increments effective September 1968.

#### Average hourly earnings

Straight-time hourly earnings of the production and related workers covered by the survey averaged \$3.30 in January 1969<sup>8</sup> (table 1). Workers in the Great Lakes and Middle West, nearly three-fifths of the industry's work force, averaged \$3.49 and \$3.76 an hour, respectively. Averages in the other regions ranged from \$2.24 in the Southeast to \$3.80 in the Pacific.

The level of earnings for production workers in January 1969 (\$3.30 an hour) was 23 percent above the average recorded in November 1963 (\$2.69).<sup>9</sup> During the 1963-69 period, the annual rate of increase in average earnings was 4.1 percent; it amounted to 3.6 percent for multiplant companies and 4.8 percent for single-plant companies. As indicated in the following tabulation, the annual rate of increase in average straight-time hourly earnings of production workers was greater in the three Southern regions (Border States, Southeast, and Southwest) than in the other regions.

	November 1963 hourly earnings	January 1969 hourly earnings	Annual rate of increase <sup>1</sup> (percent)
United States . . . . .	\$2.69	\$3.30	4.1
Multiplant companies . . .	2.99	3.59	3.6
Single-plant companies . .	2.24	2.86	4.8
Middle Atlantic . . . . .	2.69	3.20	3.4
Border States . . . . .	1.99	2.73	6.3
Southeast . . . . .	1.69	2.24	5.6
Southwest . . . . .	1.86	2.59	6.6
Great Lakes . . . . .	2.79	3.49	4.5
Middle West . . . . .	3.08	3.76	4.0
Mountain . . . . .	2.74	3.27	3.5
Pacific . . . . .	3.16	3.80	3.7

<sup>1</sup> The compound effect of changes in average hourly earnings was taken into account in computing the annual rate of increase between the November 1963 and January 1969 surveys.

Much of the increase in earnings levels between the 1963 and 1969 surveys was due to general wage and cost-of-living adjustments. Collective bargaining agreements with major meatpacking companies typically provided for wage adjustments, based on movements in the BLS Consumer Price Index, effective in January and July, and another general wage increase in the fall of each year.<sup>10</sup>

In January 1969, seven-eighths of the industry's work force were men. They averaged \$3.34 an hour compared with \$2.96 for women. The average wage advantage for men ranged from 7 cents an hour in the Middle West to 69 cents an hour in the Mountain region. Differences in average pay levels for men and women may be due to several factors, including variations in the distribution of the sexes among jobs and among establishments with different pay levels. Women, for example, were almost never employed in the comparatively high-wage dressing or cutting occupations. Differences in averages for the same job may reflect differences in duties. Job descriptions used to classify workers in wage surveys are usually more generalized than those used in individual establishments because allowance must be made for minor differences among plants in specific duties performed.

Production workers in multiplant companies averaged \$3.59 an hour compared with \$2.86 for those in single-plant companies. Workers in multiplant companies averaged more than those in single-plant companies by 14 cents an hour in the Pacific, 22 cents in the Mountain region, and by 52 cents to \$1.08 in all of the other regions where comparisons were possible.

Workers in metropolitan areas averaged \$3.39 an hour—34 cents more than those in smaller communities. This relationship of higher earnings levels in metropolitan areas held in all regions except one. In the Middle West, workers in nonmetropolitan areas averaged 9 cents an hour more than those in metropolitan areas—\$3.82 compared with \$3.73.

Workers in plants with 500 employees or more averaged \$3.74 an hour—85 cents more than those employed in smaller plants. Regionally, the average wage advantage for workers in the larger plants ranged from 46 cents in the Middle Atlantic to 93 cents in the Border States. In the Great Lakes and Middle West regions, the two largest regions in terms of employment, the differences were 60 cents and 78 cents, respectively.

Earnings of workers in plants with collective bargaining agreements covering a majority of their production workers averaged \$3.51 an hour, compared with \$2.17 for workers in nonunion plants. Differences in average earnings in the three regions where comparisons were possible were 70 cents in the Southeast, 93 cents in the Southwest, and 99 cents in the Middle West.

It is not possible in a survey such as this to isolate and measure the exact influence of any one characteristic as a determinant of wage levels. The interrelationship of characteristics such as type of com-

pany, unionization, size of establishment, and size of community, is included in the discussion of industry characteristics.

Earnings of more than nine-tenths of the production workers ranged from \$1.60 to \$5 an hour (table 2). In the earnings array, the middle half of the worker's earnings fell between \$2.67 and \$3.73 an hour. The proportion of workers at lower wage levels, earning between \$1.60 and \$1.65 an hour, were 15 percent in the Southeast, 8 percent in the Southwest, and less than 4 percent in the other regions.

### Occupational earnings

The occupational classifications in table 5 were selected to represent the various activities performed by production workers, and covered one-third of the work force in January 1969. Average hourly earnings ranged from \$4.79 an hour for boners of beef loins, ribs, or rounds to \$2.57 for smokers (combination of sausages and other products). Other occupations averaging more than \$4.50 an hour included beef chuck boners (\$4.72) and ham chisel boners (\$4.71). Maintenance electricians, machinists, millwrights, hand welders, and stationary engineers had averages ranging from \$4.02 to \$4.37 an hour. Numerically important jobs near the lower end of the wage structure included casing-peeler operators (\$2.72 an hour), janitors (\$2.91), and shipping packers (\$2.99). Occupational averages were generally highest in the Pacific and Middle West and lowest in the Southeast and Southwest regions.

Job averages were nearly always higher in multiplant companies than in single-plant companies (tables 6 and 7). This relationship held in nearly all regions. Differences in nationwide averages for the type of company groupings are indicated below for 17 jobs, each of which had at least 200 workers in both types of companies.

Percent by which multi-plant average exceeded single-plant average	Jobs
7 to 12 . . . . .	Maintenance men (general utility), breakup men (prime beef cuts), and stationary engineers
14 to 20 . . . . .	Breakup men (fabricated beef cuts), beef boners (entire carcass), truckdrivers; and floorsmen
24 to 29 . . . . .	Night cleaners, car and truck stowers, loading checkers, luggers-loaders, and smokers
33 . . . . .	Janitors
40 to 48 . . . . .	Slicing-machine operators, shipping packers, and casing peeler operators
67 . . . . .	Sausage stuffers (combination of natural and artificial casings)

Employment in nonunion plants amounted to less than one-fifth of the industry's total and was largely concentrated in single-plant companies in the Southern regions and Middle West. In addition, the high degree of job specialization in the industry limits the comparison of union and nonunion averages to a few numerically important jobs. On a nationwide, all-industry basis, workers in union plants had substantially higher average earnings than was recorded in the non-union sector, as shown in table B.

**Table B. Comparison of job averages in union and nonunion plants**

Occupation	All companies				Single-plant companies	
	United States		Southeast		United States	
	Union	Non-union	Union	Non-union	Union	Non-union
Boners, beef, entire carcass . . . . .	\$3.87	\$3.09	\$3.25	\$3.34	\$3.70	\$3.05
Cleaners, night . . . . .	3.27	1.96	2.41	1.72	2.94	2.02
Janitors . . . . .	3.11	1.81	2.38	1.74	2.76	1.81
Maintenance men, general utility . . .	3.58	2.43	2.56	2.17	3.50	2.54
Packers, shipping . . .	3.31	1.96	1.95	1.78	2.69	1.93
Pumpers, ham, artery pumping . . . . .	3.10	2.08	2.52	1.86	2.91	2.19
Sausage makers (chopper) . . . . .	3.54	2.24	2.66	1.90	3.04	2.19
Splitters, back, beef, powersaw . . . . .	3.96	2.68	3.19	2.26	3.83	2.66
Truckdrivers, other than semi- or trailer . . . . .	3.41	2.14	2.24	2.05	3.25	2.09

Relative differences in union-nonunion averages were reduced in most of the above jobs when comparisons were limited to the Southeast region or to single-plant companies.

Occupational averages were generally higher in metropolitan areas than in smaller communities (table 8), and higher in plants with 500 workers or more than in smaller plants (table 9). Because of the low incidence of incentive workers in single-plant companies, the tabulation of occupational averages by method of wage payment was limited to multiplant companies (table 10). Nationwide averages for incentive workers exceeded those for time workers by 15 to 40 percent in 31 of the 36 men's jobs for which data are provided in table 10.

In nearly all instances, incentive workers had a formal guaranteed rate of pay, determined according to their job. Their actual straight-time earnings were

usually substantially in excess of this rate. As indicated in table 12, however, differences between earned and guaranteed rates varied considerably among individuals performing similar tasks. For example, nearly one-fourth of the men night cleaners earned less than 5 percent more than their guaranteed rate compared with one-sixth who averaged 40 percent or more. Nationally, the average earned rate exceeded the average guaranteed rate by 20 to 30 percent for 20 of the 40 jobs presented in table 11.

Earnings of individual workers varied within the same job, region, and type of company, as indicated by the middle range of earnings provided in occupational tables 5 through 7. In a number of instances, the spread in the middle range of earnings exceeded \$1 an hour for workers in the same occupation, type of company, and region.

#### Establishment practices and supplementary wage provisions

Data were also obtained for production workers on minimum job rates, work schedules, overtime provisions, shift differential provisions and practices, and the incidence of selected supplementary benefit plans including paid holidays and vacations; retirement plans; life insurance; sickness and accident insurance; hospitalization, surgical and medical benefits; clothes-changing time and clothing allowances; cost-of-living provisions; moving expenses; and paid funeral and jury-duty leave.

*Minimum job rates.* Information on minimum job rates was limited to formally established rates for experienced production workers in unskilled time-rated occupations (except watchmen). Of the 330 plants included in the sample, 11 did not have an established minimum rate policy (table 16). In the 319 establishments that had formal minimums, 56 plants had minimum hourly rates at \$1.60 and under \$1.65;<sup>11</sup> a large majority of these plants were in the Southeast and Southwest regions. Nearly half of the remaining plants had minimums which ranged from \$3 to \$3.50 an hour. Nearly a fourth of the single-plant companies with formal minimums had rates at \$1.60 to \$1.65 an hour; the corresponding proportion for multiplant companies was less than 6 percent.

*Scheduled weekly hours and overtime provisions.* Work schedules of 40 hours a week were in effect in January 1969 in plants employing about two-thirds of the production workers (table 17). Most of the remaining workers were in plants with longer schedules.

The Southeast was the only region in which a majority of the workers had weekly work schedules of more than 40 hours. Work schedules of more than 40 hours were slightly more prevalent in single-plant than in multiplant companies. There were exceptions to this pattern, however, in the Middle Atlantic, Border States, and Mountain regions.

Almost all workers in multiplant and all in single-plant companies were in establishments paying time and one-half the regular rate for all work in excess of 40 hours a week (table 18). Seven-eighths of the workers in multiplant and about two-thirds in single-plant companies were in plants paying time and one-half for work in excess of 8 hours a day. Provisions for daily overtime pay were less prevalent in the Border States, Southeast, and Southwest than in the other regions.

*Shift differential provisions and practices.* Provisions for late-shift work were reported by virtually all of the multiplant companies and by those employing 70 percent of the workers in single-plant companies (table 22). About 10 percent of the workers were actually employed on late shifts at the time of the study (table 23). Workers on late shifts comprised 13 percent of the work force in multiplant companies and 8 percent in single-plant companies. In both groups of companies, a large majority of the workers on late shifts received a cents-per-hour differential over day rates. The most common differential for both types of companies was 14 cents an hour for second and third or other late-shift work.

*Rest or relief time.* Formal provisions for paid daily relief or rest time, applying to a majority of the production workers in a plant, were provided by virtually all establishments (table 27). The total amount of rest time provided during a day was most commonly 20 or 30 minutes.

*Clothes-changing time and work clothing provisions.* Plants having formal provisions for clothes-changing time accounted for four-fifths of the workers in multiplant and approximately one-half in single-plant companies (table 20). The most common provision in multiplant companies was 12 minutes each working-day.

Four-fifths of the production workers were in plants which provided work clothing (other than boots and gloves) or gave monetary allowances for such apparel articles (table 21). Multiplant companies most commonly gave monetary allowances where single-plant companies usually provided the work clothing.

*Paid holidays.* Paid holidays were provided by plants employing more than nine-tenths of the workers in the industry (table 24). Slightly more than

four-fifths of the workers in multiplant companies were provided 8 or 9 paid holidays a year. In single-plant companies, two-fifths of the workers were provided less than 8 paid holidays and one-third, 8 days. Workers in the Southeast and Southwest were typically provided fewer paid holidays than workers in other regions.

*Paid vacations.* Paid vacations, after qualifying periods of service, were provided by virtually all establishments (table 25). Typical provisions for paid vacations in multiplant companies were 1 week's pay after 1 year of service, 2 weeks after 3 years, 3 weeks after 10 years, 4 weeks after 15 years, and 5 weeks after 20 years. Vacation provisions were somewhat less liberal in single-plant companies. In the Middle West, for example, plants providing at least 5 weeks of vacation pay after 20 years of service employed slightly over four-fifths of the workers in multiplant companies, compared with one-fifth in single-plant companies.

*Health, insurance, and retirement plans.* Life, hospitalization, and surgical insurance, for which employers paid at least part of the cost, were provided by virtually all multiplant companies and by plants employing approximately nine-tenths of the employees in single-plant companies (table 26). The above health benefits usually were financed entirely by the employer and covered both the employee and his dependents. At least three-fourths of the workers in both types of companies were provided medical insurance and sickness protection either by sick leave plans or sickness and accident insurance. Provisions for catastrophe (major medical) insurance were more prevalent in multiplant companies than in single-plant companies. The proportions of workers provided various health and insurance benefits were usually less in the Border States or Southeast than in the other regions.

Retirement benefits, providing regular payment for the retiree's life (other than social security) were provided to about seven-eighths of the workers in multiplant companies, and to three-fifths of the workers in single-plant companies.

*Cost-of-living pay adjustment provisions.* Provisions for periodic cost-of-living pay adjustments were reported by plants employing nearly nine-tenths of the production workers in multiplant companies and two-fifths of those in single-plant companies (table 27). All such provisions were based on the BLS Consumer Price Index (CPI). Most provisions included pay adjustments based on the CPI (1957-59=100), with a 6-month review period, 1-cent-an-hour adjustment in pay for each 0.4 movement in the CPI, and pay adjustments made in January and July.

*Technological severance pay and moving allowances.* Plants having formal plans providing lump-sum payments to eligible workers permanently separated from employment because of plant closings or force reduction employed slightly less than two-thirds of the workers in multiplant companies compared with less than one-tenth of the workers in single-plant companies. Moving allowances for eligible workers separated from one plant as a result of force reduction and transferring to another

company-owned plant were reported by multiplant companies employing slightly over one-half of the workers.

*Jury-duty and funeral leave pay.* Nine-tenths of the workers in multiplant companies were in plants having formal provisions for jury-duty pay and pay during absences to attend funerals of relatives. The proportion of workers in single-plant companies receiving these two benefits were about one-half and three-fifths, respectively.

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Footnotes

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<sup>1</sup> Excludes premium pay for overtime and for work on weekends, holidays, and late shifts. For definition of regions and other terms used in this report, see appendix A.

<sup>2</sup> Industry 2011 as defined in the 1967 edition of the *Standard Industrial Classification Manual*, prepared by the U.S. Bureau of the Budget.

<sup>3</sup> See *Industry Wage Survey: Meat Products, November 1963* (BLS Bulletin 1415, 1964).

<sup>4</sup> Standard Metropolitan Statistical Areas, as defined by the U.S. Bureau of the Budget through January 1968.

<sup>5</sup> Less than 3 percent of the workers were in plants primarily engaged in slaughtering other types of animals; i.e., sheep, lambs, calves, and horses.

<sup>6</sup> Includes those companies operating two establishments or more in the meatpacking or prepared meat products industries.

<sup>7</sup> When in use, wage bracket systems virtually always applied to all or nearly all of the plant jobs; there were, however, instances in which some jobs were not covered.

<sup>8</sup> The straight-time average hourly earnings in this bulletin differ in concept from the gross average hourly earnings published in the Bureau's monthly hours and earnings series (\$3.59 an hour in January 1969).

Unlike the latter, the estimates presented here exclude premium pay for overtime and for work on weekends, holidays, and late shifts. Average earnings were calculated by

summing individual hourly earnings and dividing by the number of individuals; in the monthly series, the sum of the man-hour totals reported by establishments in the industry was divided into the reported payroll totals.

The estimate of the number of production workers within scope of the study is intended only as a general guide to the size and composition of the labor force included in the survey. It differs from those published in the monthly series (146,000 in January 1969) by the exclusion of establishments employing fewer than 20 workers. 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 meatpacking industry, but found to be in other industries at the time of the survey. Also omitted are meatpacking establishments classified incorrectly in other industries at the time the lists were compiled.

<sup>9</sup> BLS Bulletin 1415, op. cit.

<sup>10</sup> For more detailed information on general wage adjustments for collective bargaining units covering 1,000 workers or more in the industry, see monthly reports issued in connection with the Bureau's *Current Wage Development* series.

<sup>11</sup> The Federal minimum wage for manufacturing establishments engaged in interstate commerce was \$1.60 an hour at the time of the survey.

**Table 1. Meatpacking: Average hourly earnings by selected characteristics**

(Number and average straight-time hourly earnings <sup>1</sup> of production workers, United States and selected regions, January 1969)

Item	United States <sup>2</sup>		Middle Atlantic		Border States		Southeast		Southwest		Great Lakes		Middle West		Mountain		Pacific	
	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings
All production workers .....	128,645	\$3.30	6,792	\$3.20	8,080	\$2.73	16,398	\$2.24	11,060	\$2.59	24,968	\$3.49	48,446	\$3.76	5,461	\$3.27	7,184	\$3.80
Men .....	113,061	3.34	6,032	3.23	6,717	2.76	13,222	2.32	9,708	2.64	22,236	3.51	43,023	3.76	4,973	3.33	6,894	3.82
Women .....	15,584	2.96	760	2.99	1,363	2.58	3,176	1.90	1,352	2.24	2,732	3.32	5,423	3.69	488	2.64	290	3.30
Type of company: <sup>3</sup>																		
Multiplant .....	76,181	3.59	2,435	3.63	-	-	8,054	2.54	5,686	3.11	11,319	3.77	40,485	3.88	2,110	3.40	2,982	3.88
Single-plant .....	52,464	2.86	4,357	2.97	4,970	2.78	8,344	1.95	5,374	2.03	13,649	3.25	7,961	3.11	3,351	3.18	4,202	3.74
Federal inspection status: <sup>4</sup>																		
Federally inspected .....	111,649	3.45	5,612	3.33	7,306	2.80	10,158	2.49	8,774	2.75	20,819	3.60	47,468	3.79	4,906	3.36	6,350	3.85
Not federally inspected .....	16,996	2.29	1,180	2.60	-	-	6,240	1.84	2,286	1.95	4,149	2.89	-	-	-	-	-	-
Size of community: <sup>5</sup>																		
Metropolitan areas .....	93,634	3.39	6,562	3.21	5,309	3.09	8,305	2.39	9,999	2.67	19,110	3.58	33,806	3.73	3,558	3.53	6,729	3.80
Nonmetropolitan areas .....	35,011	3.05	-	-	2,771	2.04	8,093	2.08	-	-	5,858	3.18	14,640	3.82	1,903	2.78	-	-
Size of establishment:																		
20-499 workers .....	67,291	2.89	4,690	3.06	2,269	2.06	14,016	2.16	8,397	2.34	14,177	3.23	12,122	3.17	4,525	3.19	6,839	3.80
500 workers or more .....	61,354	3.74	2,102	3.52	5,811	2.99	2,382	2.71	-	-	10,791	3.83	36,324	3.95	-	-	-	-
Labor-management contracts:																		
Establishments with—																		
Majority of workers covered .....	108,159	3.51	5,814	3.35	6,660	2.87	7,942	2.60	7,709	2.87	23,355	3.55	44,760	3.83	4,792	3.46	6,919	3.85
Minority of workers covered .....	20,486	2.17	-	-	-	-	8,456	1.90	3,351	1.94	-	-	3,686	2.84	-	-	-	-

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

<sup>2</sup> Includes data for the New England region in addition to those shown separately.

<sup>3</sup> For definition of type of company, see appendix A.

<sup>4</sup> Refers to plants inspected by the U.S. Department of Agriculture.

<sup>5</sup> The term "metropolitan areas" used in this study refers to the Standard Metropolitan Statistical Areas as defined by the Bureau of the Budget through January 1968.

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

**Table 2. Meatpacking: Earnings distribution, all companies**

(Percent distribution of production workers by average straight-time hourly earnings, <sup>1</sup> United States and selected regions, January 1969)

Average hourly earnings <sup>1</sup>	United States <sup>2</sup>			Middle Atlantic	Border States	South-east	South-west	Great Lakes	Middle West	Mountain	Pacific
	All workers	Men	Women								
Under \$1.60 -----	( <sup>3</sup> )	( <sup>3</sup> )	0.4	0.2	-	0.3	-	-	-	0.4	-
\$1.60 and under \$1.65 -----	3.1	2.3	8.9	.6	2.4	15.0	8.2	0.5	0.2	3.9	-
\$1.65 and under \$1.70 -----	1.6	1.3	4.4	.3	3.8	8.3	3.0	-	( <sup>3</sup> )	.3	0.9
\$1.70 and under \$1.75 -----	1.7	1.4	3.3	.8	3.7	6.8	4.5	.1	.2	1.3	-
\$1.75 and under \$1.80 -----	1.6	1.4	2.7	.9	4.2	4.9	4.7	.6	.1	1.2	.4
\$1.80 and under \$1.85 -----	1.5	1.3	2.5	.5	5.1	4.9	3.4	.4	.2	.9	-
\$1.85 and under \$1.90 -----	1.0	.9	2.1	.8	2.3	3.5	2.7	.1	.1	1.7	.2
\$1.90 and under \$1.95 -----	1.1	1.1	1.7	.1	2.0	5.3	2.6	.1	.2	.3	-
\$1.95 and under \$2.00 -----	.9	.8	1.6	.5	2.0	4.5	1.1	.1	.1	.8	-
\$2.00 and under \$2.10 -----	2.5	2.3	4.3	2.1	4.0	7.3	6.5	.8	1.1	2.4	.5
\$2.10 and under \$2.20 -----	2.1	1.9	3.5	1.5	3.0	6.4	6.0	.8	.8	.8	-
\$2.20 and under \$2.30 -----	1.9	1.9	1.8	1.9	1.7	5.0	5.2	.9	.8	1.3	.2
\$2.30 and under \$2.40 -----	2.0	2.0	1.4	2.7	3.0	2.2	4.9	2.0	1.3	1.1	.1
\$2.40 and under \$2.50 -----	1.5	1.5	1.3	2.8	2.2	1.8	3.3	1.6	.8	1.5	-
\$2.50 and under \$2.60 -----	1.4	1.4	1.5	3.4	1.9	1.1	2.2	2.1	.7	1.4	.5
\$2.60 and under \$2.70 -----	1.6	1.7	.6	2.7	1.9	.5	3.1	2.1	1.3	1.2	.1
\$2.70 and under \$2.80 -----	1.9	2.0	1.1	4.7	1.6	.2	2.4	2.8	1.8	1.0	.2
\$2.80 and under \$2.90 -----	1.8	2.0	.7	4.3	.9	.2	3.5	2.2	1.9	1.3	( <sup>3</sup> )
\$2.90 and under \$3.00 -----	1.9	2.0	1.3	7.7	2.6	1.1	1.7	2.4	1.3	1.7	.1
\$3.00 and under \$3.10 -----	2.5	2.6	2.2	6.8	8.8	1.7	2.0	3.3	1.3	.9	.4
\$3.10 and under \$3.20 -----	3.3	3.3	3.0	4.8	12.5	2.5	1.8	4.2	1.5	4.2	3.8
\$3.20 and under \$3.30 -----	3.0	3.2	1.8	5.6	8.5	3.4	1.6	4.5	1.4	2.2	2.2
\$3.30 and under \$3.40 -----	7.5	7.6	6.9	7.4	6.1	2.9	2.9	13.2	7.9	8.7	3.5
\$3.40 and under \$3.50 -----	12.7	12.2	16.6	7.2	4.7	2.0	5.5	12.1	19.9	18.8	11.8
\$3.50 and under \$3.60 -----	8.3	8.7	5.2	3.7	3.0	1.6	3.7	9.7	12.1	8.9	9.7
\$3.60 and under \$3.70 -----	5.4	5.9	1.7	3.4	1.4	1.8	3.4	7.0	6.3	7.6	10.0
\$3.70 and under \$3.80 -----	4.2	4.6	1.5	2.7	2.6	.8	2.5	4.9	4.9	6.1	9.4
\$3.80 and under \$3.90 -----	2.8	3.0	1.5	4.1	2.2	.7	1.2	2.9	3.2	3.6	6.5
\$3.90 and under \$4.00 -----	2.5	2.7	1.1	3.8	.5	.7	1.3	2.3	2.6	5.5	7.9
\$4.00 and under \$4.10 -----	1.7	1.7	1.3	1.5	.4	.4	.7	1.9	2.0	1.6	4.9
\$4.10 and under \$4.20 -----	1.7	1.8	1.2	1.5	.2	.4	1.1	1.7	2.3	1.4	3.4
\$4.20 and under \$4.30 -----	1.7	1.8	.6	1.7	-	.4	.5	1.6	2.0	1.3	6.5
\$4.30 and under \$4.40 -----	1.3	1.3	1.3	1.3	.1	.2	.5	1.1	2.0	1.0	3.4
\$4.40 and under \$4.50 -----	1.5	1.5	1.1	1.1	-	.1	.2	1.3	1.6	1.3	8.6
\$4.50 and under \$4.60 -----	1.0	1.0	.9	1.1	.1	.1	.3	1.2	1.2	1.5	2.4
\$4.60 and under \$4.70 -----	.8	.7	1.0	1.0	( <sup>3</sup> )	( <sup>3</sup> )	-	.8	1.4	.2	.4
\$4.70 and under \$4.80 -----	.7	.7	.7	.3	.1	.1	.1	.6	1.2	.1	1.1
\$4.80 and under \$4.90 -----	.7	.6	.7	.5	( <sup>3</sup> )	.1	.2	.9	1.1	.1	.2
\$4.90 and under \$5.00 -----	.5	.6	.5	.2	.3	( <sup>3</sup> )	( <sup>3</sup> )	.8	.9	.1	.2
\$5.00 and over -----	5.1	5.1	4.3	1.6	.1	.6	1.4	4.4	10.2	.3	.5
Total -----	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Number of workers -----	128,645	113,061	15,584	6,792	8,080	16,398	11,060	24,968	48,446	5,461	7,184
Average hourly earnings <sup>1</sup> -----	\$3.30	\$3.34	\$2.96	\$3.20	\$2.73	\$2.24	\$2.59	\$3.49	\$3.76	\$3.27	\$3.80

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

<sup>2</sup> Includes data for the New England region in addition to those shown separately.

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

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

**Table 3. Meatpacking: Earnings distribution, multiplant companies**

(Percent distribution of production workers by average straight-time hourly earnings, <sup>1</sup> United States and selected regions, January 1969)

Average hourly earnings <sup>1</sup>	United States <sup>2</sup>			Middle Atlantic	South-east	South-west	Great Lakes	Middle West	Mountain	Pacific
	All workers	Men	Women							
\$1.60 and under \$1.65 -----	1.0	0.8	2.0	0.3	6.3	0.4	0.6	( <sup>3</sup> )	6.5	-
\$1.65 and under \$1.70 -----	.6	.4	1.9	-	4.1	2.1	-	-	-	-
\$1.70 and under \$1.75 -----	.8	.7	1.4	-	4.6	.6	-	0.1	2.3	-
\$1.75 and under \$1.80 -----	.9	.7	2.1	-	5.2	1.5	-	( <sup>3</sup> )	2.3	( <sup>3</sup> )
\$1.80 and under \$1.85 -----	.8	.7	1.9	-	4.1	.8	.4	( <sup>3</sup> )	.9	-
\$1.85 and under \$1.90 -----	.7	.5	1.9	-	2.6	2.2	.1	( <sup>3</sup> )	2.0	-
\$1.90 and under \$1.95 -----	.9	.8	2.0	-	6.6	.5	-	.1	-	-
\$1.95 and under \$2.00 -----	.7	.6	1.2	-	5.0	.7	-	( <sup>3</sup> )	.2	-
\$2.00 and under \$2.10 -----	1.8	1.4	4.7	.2	8.8	1.5	.2	1.0	.9	-
\$2.10 and under \$2.20 -----	1.3	1.1	2.1	.3	3.9	5.9	-	.4	.9	-
\$2.20 and under \$2.30 -----	1.0	1.1	.6	-	3.9	4.8	.1	.2	.4	-
\$2.30 and under \$2.40 -----	1.2	1.1	1.5	2.1	2.4	5.3	-	.6	.4	0.1
\$2.40 and under \$2.50 -----	.8	.7	1.2	1.5	2.0	1.6	-	.5	.1	-
\$2.50 and under \$2.60 -----	.4	.4	.2	2.8	.5	1.2	.2	.2	.1	-
\$2.60 and under \$2.70 -----	.8	.9	.2	1.5	.2	2.8	-	.9	-	-
\$2.70 and under \$2.80 -----	1.1	1.1	1.3	1.1	.1	2.6	.5	1.4	-	-
\$2.80 and under \$2.90 -----	1.4	1.4	.8	1.6	.3	5.0	.9	1.4	-	-
\$2.90 and under \$3.00 -----	1.3	1.2	1.8	2.9	2.3	3.2	.2	.8	-	-
\$3.00 and under \$3.10 -----	1.7	1.6	2.3	3.5	2.8	2.7	1.1	.7	-	-
\$3.10 and under \$3.20 -----	2.4	2.5	1.9	5.7	4.7	3.2	2.6	.9	-	.7
\$3.20 and under \$3.30 -----	1.9	1.9	1.5	8.0	6.1	2.5	2.5	.4	-	.4
\$3.30 and under \$3.40 -----	8.6	9.1	5.7	10.1	5.5	5.4	17.9	7.5	9.6	3.2
\$3.40 and under \$3.50 -----	17.2	16.1	24.1	6.5	3.7	10.6	18.0	22.4	21.4	12.0
\$3.50 and under \$3.60 -----	10.5	11.0	7.4	4.7	2.9	6.7	11.3	13.1	10.3	14.1
\$3.60 and under \$3.70 -----	6.6	7.2	2.4	5.8	3.5	6.6	8.3	6.7	7.4	13.7
\$3.70 and under \$3.80 -----	4.9	5.3	2.1	3.8	1.5	4.9	5.0	5.3	8.0	11.5
\$3.80 and under \$3.90 -----	3.2	3.4	1.1	3.5	1.4	2.4	2.9	3.4	5.4	8.4
\$3.90 and under \$4.00 -----	2.9	3.1	1.6	7.6	1.3	2.5	3.1	2.7	4.6	7.4
\$4.00 and under \$4.10 -----	1.9	1.9	2.0	2.7	.8	1.2	2.3	2.2	3.6	2.2
\$4.10 and under \$4.20 -----	2.2	2.3	1.6	3.7	.8	2.1	2.4	2.6	2.6	2.0
\$4.20 and under \$4.30 -----	1.9	2.0	.8	4.6	.8	1.0	1.8	2.2	2.6	2.2
\$4.30 and under \$4.40 -----	1.6	1.5	1.9	2.6	.2	1.1	1.4	1.9	2.4	2.4
\$4.40 and under \$4.50 -----	1.9	1.9	1.8	2.9	.2	.4	1.8	1.7	2.2	13.0
\$4.50 and under \$4.60 -----	1.3	1.3	1.4	2.9	.2	.6	1.9	1.3	1.6	2.8
\$4.60 and under \$4.70 -----	1.1	1.1	1.5	2.8	-	-	1.3	1.6	.3	.4
\$4.70 and under \$4.80 -----	1.0	1.0	1.1	.7	.1	.3	.8	1.4	.2	2.3
\$4.80 and under \$4.90 -----	1.0	1.0	1.1	1.1	( <sup>3</sup> )	.4	1.8	1.3	.2	.2
\$4.90 and under \$5.00 -----	.8	.8	.6	.3	.1	.1	1.4	1.0	.2	( <sup>3</sup> )
\$5.00 and over -----	7.9	8.1	6.9	2.1	.5	2.6	7.3	12.1	.8	.8
Total -----	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Number of workers -----	76,181	66,415	9,766	2,435	8,054	5,686	11,319	40,485	2,110	2,982
Average hourly earnings <sup>1</sup> -----	\$3.59	\$3.63	\$3.36	\$3.63	\$2.54	\$3.11	\$3.77	\$3.88	\$3.40	\$3.88

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

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

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

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

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**Table 4. Meatpacking: Earnings distribution, single-plant companies**

(Percent distribution of production workers by average straight-time hourly earnings, <sup>1</sup> United States and selected regions, January 1969)

Average hourly earnings <sup>1</sup>	United States <sup>2</sup>			Middle Atlantic	Border States	South-east	South-west	Great Lakes	Middle West	Mountain	Pacific
	All workers	Men	Women								
Under \$1.60	0.2	0.1	1.1	0.4	-	0.7	-	-	-	0.6	-
\$1.60 and under \$1.65	6.3	4.5	20.4	.8	3.9	23.4	16.3	0.4	1.1	2.2	-
\$1.65 and under \$1.70	3.2	2.5	8.6	.5	6.2	12.3	3.9	-	.2	.4	1.5
\$1.70 and under \$1.75	3.0	2.5	6.4	1.2	4.0	8.9	8.7	.1	.6	.7	-
\$1.75 and under \$1.80	2.5	2.3	3.7	1.4	3.8	4.7	8.1	1.1	.4	.6	.7
\$1.80 and under \$1.85	2.4	2.2	3.6	.7	4.8	5.7	6.2	.5	1.0	1.0	-
\$1.85 and under \$1.90	1.5	1.4	2.4	1.3	1.0	4.4	3.3	.2	.8	1.5	.4
\$1.90 and under \$1.95	1.4	1.4	1.3	.2	1.0	4.1	4.7	.1	.8	.4	-
\$1.95 and under \$2.00	1.2	1.1	2.2	.8	1.2	3.9	1.6	.3	.5	1.1	-
\$2.00 and under \$2.10	3.6	3.6	3.6	3.2	2.9	5.7	11.8	1.3	2.0	3.4	.8
\$2.10 and under \$2.20	3.3	3.0	5.9	2.2	2.4	8.9	6.2	1.5	2.7	.8	-
\$2.20 and under \$2.30	3.1	3.0	3.8	3.0	1.1	6.1	5.6	1.5	4.1	1.9	.3
\$2.30 and under \$2.40	3.1	3.3	1.2	3.1	2.8	2.0	4.6	3.7	4.6	1.6	.1
\$2.40 and under \$2.50	2.5	2.6	1.4	3.6	1.4	1.7	5.0	2.9	2.1	2.4	-
\$2.50 and under \$2.60	2.8	2.7	3.7	3.7	2.5	1.6	3.2	3.6	3.4	2.2	.9
\$2.60 and under \$2.70	2.6	2.8	1.3	3.4	1.9	.7	3.4	3.9	3.3	1.9	.1
\$2.70 and under \$2.80	3.0	3.3	.6	6.7	1.8	.3	2.1	4.7	4.0	1.6	.4
\$2.80 and under \$2.90	2.5	2.7	.4	5.9	1.3	( <sup>3</sup> )	1.9	3.3	4.3	2.2	( <sup>3</sup> )
\$2.90 and under \$3.00	2.9	3.2	.6	10.4	.6	( <sup>3</sup> )	.2	4.3	4.1	2.8	.2
\$3.00 and under \$3.10	3.8	4.1	2.0	8.7	6.8	.6	1.1	5.2	4.4	1.5	.7
\$3.10 and under \$3.20	4.5	4.5	4.9	4.3	11.1	.4	.2	5.6	4.4	6.8	5.9
\$3.20 and under \$3.30	4.7	5.0	2.4	4.3	10.3	.8	.7	6.2	6.7	3.6	3.4
\$3.30 and under \$3.40	5.9	5.5	9.0	5.9	5.6	.3	.3	9.4	10.0	8.1	3.7
\$3.40 and under \$3.50	6.2	6.5	4.2	7.6	5.3	.4	.1	7.3	7.3	17.2	11.7
\$3.50 and under \$3.60	5.0	5.5	1.4	3.1	3.9	.4	.4	8.4	7.0	8.0	6.6
\$3.60 and under \$3.70	3.6	4.0	.7	2.0	2.1	.2	.1	5.9	3.9	7.7	7.4
\$3.70 and under \$3.80	3.1	3.5	.4	2.1	3.7	.1	( <sup>3</sup> )	4.7	2.7	4.9	8.0
\$3.80 and under \$3.90	2.4	2.5	1.1	4.5	3.5	.2	-	2.8	2.2	2.5	5.2
\$3.90 and under \$4.00	2.0	2.3	.1	1.7	.8	( <sup>3</sup> )	-	1.6	2.3	6.1	8.3
\$4.00 and under \$4.10	1.3	1.5	.1	.8	.7	.1	.3	1.6	1.0	.3	6.8
\$4.10 and under \$4.20	.9	1.0	.5	.3	.4	.1	-	1.2	1.0	.6	4.3
\$4.20 and under \$4.30	1.4	1.6	.1	.1	-	( <sup>3</sup> )	( <sup>3</sup> )	1.5	1.4	.6	9.5
\$4.30 and under \$4.40	1.0	1.1	.2	.5	.1	.2	-	.8	2.7	.2	4.0
\$4.40 and under \$4.50	.9	1.0	-	( <sup>3</sup> )	-	.1	-	.8	1.0	.7	5.4
\$4.50 and under \$4.60	.5	.6	.3	.1	.1	( <sup>3</sup> )	-	.6	.6	1.5	2.1
\$4.60 and under \$4.70	.2	.3	.1	( <sup>3</sup> )	.1	.1	-	.3	.5	.2	.5
\$4.70 and under \$4.80	.2	.2	-	.1	.1	.1	-	.4	.2	-	.3
\$4.80 and under \$4.90	.1	.1	.1	.2	.1	.1	-	.2	( <sup>3</sup> )	-	.2
\$4.90 and under \$5.00	.2	.2	.2	.1	.4	-	-	.4	-	-	.4
\$5.00 and over	.9	1.0	-	1.3	.2	.7	.1	2.1	.6	-	.4
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Number of workers	52,464	46,646	5,818	4,357	4,970	8,344	5,374	13,649	7,961	3,351	4,202
Average hourly earnings <sup>1</sup>	\$2.86	\$2.93	\$2.30	\$2.97	\$2.78	\$1.95	\$2.03	\$3.25	\$3.11	\$3.18	\$3.74

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

<sup>2</sup> Includes data for the New England region in addition to those shown separately.

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

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

**Table 5. Meatpacking: Occupational earnings, all companies**

(Number and average straight-time hourly earnings<sup>1</sup> of production workers in selected occupations, United States and selected regions, January 1969)

Department, occupation, and sex	United States <sup>2</sup>				Middle Atlantic				Border States			
	Number of workers	Average hourly earnings <sup>1</sup>			Number of workers	Average hourly earnings <sup>1</sup>			Number of workers	Average hourly earnings <sup>1</sup>		
		Mean	Median	Middle range		Mean	Median	Middle range		Mean	Median	Middle range
<b>Beef dressing</b>												
Backers (all men) <sup>3</sup> -----	557	\$3.47	\$3.64	\$2.50-\$4.19	30	\$3.94	\$4.14	\$3.33-\$4.32	27	\$2.71	\$2.75	\$2.58-\$2.75
On-the-rail dressing, power knife -----	271	3.72	3.80	3.18- 4.24	-	-	-	-	-	-	-	-
Conventional dressing floor, straight knife -----	170	3.32	3.40	2.43- 4.11	-	-	-	-	12	2.63	-	-
Floorsmen (all men) <sup>3</sup> -----	808	3.62	3.95	2.77- 4.35	42	3.57	3.61	2.93- 3.61	31	3.08	2.75	2.50- 3.13
On-the-rail dressing, power knife -----	324	3.97	4.24	3.48- 4.44	-	-	-	-	-	-	-	-
On-the-rail dressing, straight knife -----	100	3.14	2.95	2.04- 3.73	-	-	-	-	-	-	-	-
Conventional dressing floor, straight knife -----	341	3.54	3.66	2.65- 4.24	34	3.83	3.61	3.07- 4.34	16	3.53	3.13	3.08- 3.99
Hide pullers, machine (all men) -----	302	3.75	3.84	3.05- 4.24	-	-	-	-	-	-	-	-
Knockers or stunners, beef (all men) <sup>3</sup> -----	498	3.01	3.25	2.35- 3.54	20	2.94	2.75	2.39- 3.61	23	2.38	2.35	1.80- 2.64
Pneumatic hammer or captive-bolt pistol -----	421	3.05	3.33	2.35- 3.59	14	3.18	-	-	12	2.59	-	-
Rifle -----	50	2.95	3.39	2.01- 3.52	-	-	-	-	-	-	-	-
Rumpers (all men) <sup>3</sup> -----	527	3.34	3.35	2.45- 4.07	26	3.64	2.65	2.64- 4.59	24	3.09	2.83	2.75- 3.69
On-the-rail dressing, power knife -----	257	3.51	3.67	2.65- 4.14	-	-	-	-	-	-	-	-
Conventional dressing floor, power knife -----	56	2.76	2.45	2.15- 3.08	-	-	-	-	-	-	-	-
Conventional dressing floor, straight knife -----	163	3.36	3.40	2.40- 4.11	-	-	-	-	16	3.25	2.83	2.83- 3.72
Shacklers, beef (all men) -----	233	3.19	3.30	2.67- 3.59	27	3.06	2.74	2.67- 3.80	-	-	-	-
Splitters, back, beef <sup>3</sup> -----	502	3.71	3.88	2.84- 4.44	31	3.58	3.61	2.86- 3.82	23	3.05	3.50	2.00- 3.66
Powersaw -----	448	3.69	3.83	2.84- 4.40	23	3.49	3.07	2.65- 3.82	23	3.05	3.50	2.00- 3.66
Washers, beef (634 men, 9 women) -----	643	2.90	3.12	2.16- 3.43	40	3.01	3.00	2.75- 3.00	23	2.35	2.10	2.08- 2.93
<b>Beef cutting</b>												
Boners, beef (2,370 men, 2 women) -----	2,372	3.96	3.88	3.39- 4.33	194	3.21	2.95	2.93- 3.47	120	3.34	3.54	3.40- 3.64
Chucks -----	236	4.72	4.41	3.99- 5.74	-	-	-	-	-	-	-	-
Loins, ribs, or rounds -----	365	4.79	4.28	3.94- 5.85	-	-	-	-	-	-	-	-
Shanks -----	78	4.28	3.81	3.77- 4.39	-	-	-	-	-	-	-	-
Entire carcass -----	1,693	3.66	3.68	2.97- 4.10	185	3.15	2.95	2.93- 3.47	120	3.34	3.54	3.40- 3.64
Breakup men, fabricated beef cuts (407 men, 12 women) -----	419	3.44	3.66	2.90- 4.02	-	-	-	-	-	-	-	-
Breakup men, primal cuts (all men) -----	834	3.63	3.68	3.27- 4.24	61	3.19	3.25	2.99- 3.40	-	-	-	-
Handlers, beef cuts for boners (all men) -----	118	2.84	2.93	1.84- 3.44	12	3.42	-	-	-	-	-	-
<b>Pork dressing</b>												
Belly openers (all men) -----	264	3.44	3.54	2.98- 3.80	-	-	-	-	19	3.15	3.34	2.73- 3.38
Eviscerators, hog (all men) -----	283	3.45	3.58	3.00- 3.76	21	3.50	3.21	3.02- 3.94	17	3.03	3.17	2.56- 3.46
Headers, hog (all men) -----	331	3.45	3.65	3.00- 3.84	20	3.61	3.67	3.12- 4.04	20	3.30	3.47	2.94- 3.59
Shacklers, hog (all men) -----	207	3.15	3.27	2.48- 3.68	15	3.18	3.02	2.81- 3.50	14	2.85	-	-
Shavers (864 men, 6 women) -----	870	3.26	3.44	2.85- 3.59	57	3.14	3.07	2.85- 3.49	46	3.01	3.15	2.68- 3.29
Splitters, back, pork (254 men, 1 woman) <sup>3</sup> -----	255	3.56	3.75	3.00- 3.94	29	3.21	3.12	2.70- 3.75	16	2.91	2.56	2.30- 3.53
Powersaw -----	195	3.66	3.88	3.10- 3.99	11	3.76	-	-	8	3.23	-	-
Stunners, hog (162 men, 2 women) <sup>3</sup> -----	164	3.15	3.38	2.74- 3.59	14	3.31	-	-	10	2.91	-	-
Electric shocking device -----	140	3.18	3.42	2.75- 3.59	9	3.43	-	-	10	2.91	-	-
<b>Pork cutting</b>												
Belly trimmers (433 men, 1 woman) -----	434	3.76	3.72	3.36- 4.02	-	-	-	-	21	3.09	3.38	2.76- 3.46
Boners, ham (1,494 men, 35 women) -----	1,529	4.47	3.99	3.59- 5.44	69	3.67	3.66	3.30- 4.25	93	3.61	3.42	3.42- 3.42
Open style boning -----	784	4.25	3.78	3.35- 5.34	29	3.35	3.30	2.45- 3.95	29	3.86	4.05	2.59- 4.98
Chisel boning -----	745	4.71	4.45	3.79- 5.76	40	3.90	3.95	3.66- 4.31	-	-	-	-
Ham skimmers, machine (278 men, 2 women) -----	280	3.60	3.59	3.41- 3.69	-	-	-	-	21	3.19	3.15	3.13- 3.46
Skin only -----	85	3.57	3.49	3.39- 3.82	-	-	-	-	12	3.33	-	-
Skin and defat -----	195	3.61	3.63	3.45- 3.69	-	-	-	-	-	-	-	-
Loin pullers (all men) -----	348	3.77	3.79	3.49- 4.47	16	3.72	3.75	3.53- 4.04	26	3.08	3.30	2.30- 3.54
Trimmers of trimmings -----	695	3.85	3.54	3.41- 4.27	45	3.40	3.33	2.99- 3.65	41	3.10	3.21	3.06- 3.21
Men -----	429	3.61	3.44	3.21- 3.68	33	3.09	3.33	2.45- 3.40	38	3.05	3.21	3.06- 3.21
Women -----	266	4.23	3.78	3.54- 4.63	-	-	-	-	-	-	-	-
<b>Sheep and calf dressing</b>												
Facers, lamb and sheep (all men) -----	184	4.38	3.94	3.94- 4.71	-	-	-	-	-	-	-	-
Shacklers, sheep and calves (all men) -----	70	3.33	3.49	2.92- 3.68	-	-	-	-	-	-	-	-
Skimmers, cold calves (all men) <sup>3</sup> -----	96	3.51	3.74	2.45- 4.40	-	-	-	-	-	-	-	-
Straight knife -----	83	3.55	3.90	2.25- 4.40	-	-	-	-	-	-	-	-
Stickers (all men) -----	41	3.30	3.54	2.89- 3.71	-	-	-	-	-	-	-	-

See footnotes at end of table.

**Table 5. Meatpacking: Occupational earnings, all companies—Continued**

(Number and average straight-time hourly earnings<sup>1</sup> of production workers in selected occupations, United States and selected regions, January 1969)

Department, occupation, and sex	Southeast				Southwest				Great Lakes			
	Number of workers	Average hourly earnings <sup>1</sup>			Number of workers	Average hourly earnings <sup>1</sup>			Number of workers	Average hourly earnings <sup>1</sup>		
		Mean	Median	Middle range		Mean	Median	Middle range		Mean	Median	Middle range
<u>Beef dressing</u>												
Backers <sup>3</sup> -----	72	\$2.22	\$2.09	\$2.09-2.18	87	\$2.42	\$2.20	\$2.00-2.79	72	\$4.21	\$3.73	\$3.31-4.22
On-the-rail dressing, power knife -----	18	2.47	2.22	2.10- 2.38	19	2.44	2.33	2.00- 2.66	42	3.81	3.73	3.40- 3.91
Conventional dressing floor, straight knife -----	9	1.96	-	-	53	2.51	2.40	2.00- 2.79	-	-	-	-
Floorsmen (all men) <sup>3</sup> -----	85	2.39	2.11	2.03- 2.35	112	2.51	2.18	2.00- 2.82	82	3.96	3.95	3.52- 4.16
On-the-rail dressing, power knife -----	16	2.29	2.10	2.06- 2.35	12	2.66	-	-	33	3.77	3.83	3.31- 4.16
Conventional dressing floor, straight knife -----	22	2.90	2.18	2.11- 4.01	77	2.50	2.18	2.00- 2.79	34	3.89	3.95	3.13- 4.16
Hide pullers, machine -----	36	2.67	2.21	1.94- 3.95	35	2.92	2.85	2.33- 3.10	88	4.35	3.84	3.64- 5.19
Knockers or stunners, beef <sup>3</sup> -----	32	2.18	2.02	1.80- 2.21	91	2.03	1.90	1.70- 2.33	85	3.43	3.40	3.04- 3.56
Pneumatic hammer or captive-bolt pistol -----	23	2.30	2.10	1.90- 2.30	84	2.05	1.90	1.69- 2.34	69	3.48	3.40	3.15- 3.60
Rumpers <sup>3</sup> -----	95	2.40	2.44	2.10- 2.44	92	2.50	2.37	2.07- 2.80	45	4.04	3.84	3.55- 4.26
On-the-rail dressing, power knife -----	-	-	-	-	13	3.09	-	-	25	4.02	3.83	3.11- 4.05
Conventional dressing floor, power knife -----	-	-	-	-	29	2.33	2.25	2.07- 2.45	-	-	-	-
Conventional dressing floor, straight knife -----	-	-	-	-	44	2.46	2.27	2.14- 2.79	-	-	-	-
Shacklers, beef -----	13	2.13	-	-	35	2.20	2.10	1.76- 2.33	40	3.73	3.45	3.15- 4.68
Splitters, back, beef <sup>3</sup> -----	52	2.57	2.30	2.04- 2.65	61	2.50	2.25	1.90- 2.85	74	4.19	3.85	3.53- 4.46
Powersaw -----	44	2.66	2.48	1.93- 2.65	56	2.52	2.28	1.90- 2.55	69	4.22	3.88	3.53- 4.46
Washers, beef -----	62	1.98	1.87	1.74- 2.00	103	1.92	1.80	1.65- 2.10	80	3.58	3.39	3.11- 4.45
<u>Beef cutting</u>												
Boners, beef -----	330	3.48	3.62	2.25- 4.32	348	3.75	3.68	2.49- 5.16	570	4.32	3.99	3.68- 5.06
Chucks -----	58	3.68	4.20	2.29- 4.41	-	-	-	-	85	5.29	5.22	4.38- 5.84
Loins, ribs, or rounds -----	45	4.10	4.23	2.29- 5.51	17	4.20	3.78	3.74- 4.88	158	4.88	4.28	4.28- 5.80
Shanks -----	-	-	-	-	-	-	-	-	12	4.38	-	-
Entire carcass -----	222	3.32	3.61	1.94- 4.26	313	3.71	3.68	2.45- 5.16	315	3.77	3.74	3.18- 3.96
Breakup men, fabricated beef cuts -----	106	2.67	2.45	2.00- 3.52	35	2.62	2.66	2.45- 2.99	60	3.60	3.66	3.66- 3.84
Breakup men, primal cuts -----	87	2.36	2.35	1.92- 2.73	33	2.58	2.45	2.10- 2.55	182	3.57	3.47	3.42- 3.66
Handlers, beef cuts for boners -----	-	-	-	-	33	2.02	1.70	1.60- 2.07	30	2.96	2.93	2.53- 2.93
<u>Pork dressing</u>												
Belly openers -----	29	2.45	2.00	1.70- 3.47	28	2.45	2.20	2.06- 2.75	73	3.66	3.65	3.20- 4.00
Eviscerators, hog -----	29	2.48	2.18	1.90- 3.47	18	2.11	1.75	1.70- 1.80	82	3.62	3.59	3.36- 3.73
Headers, hog -----	47	2.31	1.85	1.70- 2.99	31	2.09	1.85	1.85- 2.07	85	3.66	3.69	3.10- 3.81
Shacklers, hog -----	30	2.21	1.88	1.71- 2.93	24	1.78	1.65	1.60- 1.84	57	3.44	3.54	3.16- 3.64
Shavers -----	100	2.51	2.30	1.80- 3.27	74	2.25	1.93	1.80- 2.40	179	3.38	3.44	3.16- 3.57
Splitters, back, pork <sup>3</sup> -----	38	2.42	2.05	1.90- 3.25	10	2.73	-	-	67	3.80	3.75	3.70- 3.94
Powersaw -----	37	2.43	2.05	1.90- 3.54	9	2.59	-	-	49	3.86	3.84	3.70- 3.99
Stunners, hog <sup>3</sup> -----	27	2.19	1.90	1.70- 2.21	12	2.56	-	-	40	3.43	3.49	3.00- 3.57
Electrical shocking device -----	23	2.28	2.09	1.70- 2.74	9	2.63	-	-	37	3.42	3.49	3.00- 3.57
<u>Pork cutting</u>												
Belly trimmers -----	54	2.83	3.03	2.10- 3.58	25	3.00	2.45	2.30- 3.74	100	3.70	3.64	3.24- 3.72
Boners, ham -----	82	2.63	2.23	2.01- 2.45	54	3.17	2.85	2.44- 4.05	472	4.28	3.78	3.55- 5.12
Open style boning -----	68	2.54	2.22	1.93- 2.40	32	2.85	2.60	2.47- 3.10	331	4.26	3.78	3.74- 5.10
Chisel boning -----	14	3.09	2.93	2.29- 3.57	22	3.64	4.05	2.44- 4.63	141	4.32	3.79	3.55- 5.52
Ham skinners, machine -----	17	2.59	2.45	1.70- 3.37	21	2.30	1.98	1.82- 2.30	89	3.68	3.59	3.41- 3.69
Skin only -----	9	2.84	-	-	-	-	-	-	30	3.47	3.44	3.39- 3.52
Skin and defat -----	8	2.31	-	-	19	2.16	1.82	1.82- 2.27	59	3.79	3.63	3.57- 4.08
Loin pullers -----	45	2.78	2.46	2.29- 3.52	22	2.57	2.42	2.14- 2.64	80	3.87	3.69	3.62- 3.76
Trimmers of trimmings -----	62	2.72	2.42	1.95- 3.54	30	2.72	2.34	2.24- 3.44	159	3.59	3.49	3.41- 3.54
Men -----	61	2.74	2.61	1.95- 3.54	27	2.64	2.34	2.22- 3.44	102	3.57	3.43	3.25- 3.49
Women -----	-	-	-	-	-	-	-	-	57	3.64	3.54	3.54- 3.54
<u>Sheep and calf dressing</u>												
Facers, lamb and sheep -----	-	-	-	-	-	-	-	-	-	-	-	-
Shacklers, sheep and calves -----	-	-	-	-	-	-	-	-	-	-	-	-
Skinner, cold calves <sup>3</sup> -----	-	-	-	-	-	-	-	-	-	-	-	-
Straight knife -----	-	-	-	-	-	-	-	-	-	-	-	-
Stickers -----	-	-	-	-	-	-	-	-	-	-	-	-

See footnotes at end of table.

**Table 5. Meatpacking: Occupational earnings, all companies—Continued**

(Number and average straight-time hourly earnings<sup>1</sup> of production workers in selected occupations, United States and selected regions, January 1969)

Department, occupation, and sex	Middle West				Mountain				Pacific			
	Number of workers	Average hourly earnings <sup>1</sup>			Number of workers	Average hourly earnings <sup>1</sup>			Number of workers	Average hourly earnings <sup>1</sup>		
		Mean	Median	Middle range		Mean	Median	Middle range		Mean	Median	Middle range
<b>Beef dressing</b>												
Backers <sup>3</sup> .....	138	\$ 3.86	\$4.11	\$3.33-\$4.24	36	\$3.69	\$3.76	\$3.62-\$4.25	95	\$4.23	\$4.24	\$3.99-\$4.55
On-the-rail dressing, power knife.....	98	3.83	4.11	3.33- 4.19	12	3.47	-	-	73	4.28	4.55	3.92- 4.55
Conventional dressing floor, straight knife.....	30	3.88	3.81	2.99- 4.67	20	3.94	3.76	3.76- 4.25	17	4.02	3.99	3.99- 3.99
Floor men.....	152	4.07	4.33	3.40- 4.44	80	3.62	3.76	2.69- 4.49	224	4.28	4.24	4.24- 4.49
On-the-rail dressing, power knife.....	104	4.09	4.33	3.55- 4.44	32	4.07	4.44	3.56- 4.50	119	4.36	4.24	4.24- 4.71
Conventional dressing floor, straight knife.....	42	3.99	4.34	3.00- 4.81	40	3.43	3.71	2.25- 4.49	76	4.31	4.24	4.24- 4.34
Hide pullers, machine.....	60	3.78	3.92	3.18- 4.19	32	3.57	3.47	3.16- 3.90	39	4.40	4.34	4.24- 4.87
Knockers or stunners, beef <sup>3</sup> .....	130	3.32	3.50	2.90- 3.54	31	3.20	3.52	3.25- 3.63	80	3.59	3.67	3.39- 3.79
Pneumatic hammer or captive-bolt pistol.....	124	3.31	3.50	2.88- 3.54	27	3.16	3.52	3.18- 3.63	68	3.62	3.74	3.39- 3.79
Rumpers <sup>3</sup> .....	129	3.75	3.95	3.40- 4.14	36	3.66	3.66	3.35- 4.11	80	4.21	4.09	3.95- 4.34
On-the-rail dressing, power knife.....	98	3.78	3.95	3.43- 4.14	23	3.65	3.62	3.30- 4.04	36	4.35	4.34	4.14- 4.71
Conventional dressing floor, power knife.....	-	-	-	-	-	-	-	-	-	-	-	-
Conventional dressing floor, straight knife.....	22	3.44	3.40	2.85- 4.09	-	-	-	-	38	4.09	4.07	3.95- 4.16
Shacklers, beef.....	71	3.44	3.48	3.14- 3.54	11	3.46	-	-	28	3.81	3.79	3.79- 4.03
Splitters, back, beef <sup>3</sup> .....	151	4.09	4.33	3.58- 4.47	39	3.95	4.44	3.52- 4.49	71	4.40	4.24	4.24- 4.37
Powersaw.....	126	3.98	4.33	3.40- 4.44	39	3.95	4.44	3.52- 4.49	68	4.40	4.29	4.24- 4.37
Washers, beef.....	203	3.16	3.30	2.77- 3.42	45	3.23	3.43	3.40- 3.52	87	3.42	3.44	3.19- 3.54
<b>Beef cutting</b>												
Boners, beef.....	362	4.70	3.99	3.84- 5.85	237	3.69	3.98	3.57- 3.98	211	4.16	4.14	3.96- 4.30
Chucks.....	57	5.36	5.04	3.99- 6.17	-	-	-	-	-	-	-	-
Loins, ribs, or rounds.....	120	5.14	4.77	3.94- 6.08	-	-	-	-	-	-	-	-
Shanks.....	29	4.95	3.99	3.63- 5.84	-	-	-	-	-	-	-	-
Entire carcass.....	156	4.09	3.84	3.43- 4.15	193	3.65	3.98	3.57- 3.98	189	4.18	4.14	3.92- 4.30
Breakup men, fabricated beef cuts.....	76	4.22	4.21	3.59- 4.27	12	2.64	-	-	102	3.99	4.11	3.99- 4.14
Breakup men, primal cuts.....	139	4.10	3.84	3.69- 4.57	85	3.49	3.62	3.47- 3.85	240	4.19	4.28	3.95- 4.34
Handlers, beef cuts for boners.....	14	4.31	-	-	-	-	-	-	-	-	-	-
<b>Pork dressing</b>												
Belly openers.....	86	3.87	3.74	3.70- 4.23	-	-	-	-	-	-	-	-
Eviscerators, hog.....	93	3.87	3.74	3.70- 4.05	-	-	-	-	-	-	-	-
Headers, hog.....	111	4.08	3.84	3.84- 4.52	-	-	-	-	-	-	-	-
Shacklers, hog.....	46	4.07	3.70	3.44- 4.96	-	-	-	-	-	-	-	-
Shavers.....	364	3.60	3.59	3.52- 3.59	18	3.35	3.62	3.48- 3.99	-	-	-	-
Splitters, back, pork <sup>3</sup> .....	76	4.12	3.94	3.94- 4.09	-	-	-	-	-	-	-	-
Powersaw.....	66	4.20	3.94	3.94- 4.18	-	-	-	-	-	-	-	-
Stunners, hog <sup>3</sup> .....	49	3.53	3.59	3.42- 3.59	-	-	-	-	-	-	-	-
Electrical shocking device.....	40	3.52	3.59	3.56- 3.59	-	-	-	-	-	-	-	-
<b>Pork cutting</b>												
Belly trimmers.....	172	4.23	3.76	3.74- 4.82	-	-	-	-	30	4.35	4.71	3.82- 4.71
Boners, ham.....	618	5.33	5.61	3.99- 6.29	59	3.41	3.89	3.67- 3.99	82	4.27	4.45	3.84- 4.45
Open style boning.....	258	5.15	5.51	3.68- 6.29	24	2.90	2.45	2.35- 3.47	13	3.81	-	-
Chisel boning.....	360	5.46	5.73	3.99- 6.28	35	3.76	3.89	3.89- 3.99	69	4.36	4.45	3.84- 4.45
Ham skinners, machine.....	116	3.97	3.64	3.58- 4.28	-	-	-	-	-	-	-	-
Skin only.....	28	3.96	3.94	3.49- 4.24	-	-	-	-	-	-	-	-
Skin and defat.....	88	3.97	3.64	3.59- 4.34	-	-	-	-	-	-	-	-
Loin pullers.....	106	4.28	3.84	3.79- 4.73	-	-	-	-	-	-	-	-
Trimmers of trimmings.....	321	4.50	3.98	3.49- 5.25	13	3.97	-	-	16	3.58	3.56	3.54- 3.60
Men.....	138	4.55	4.34	3.52- 5.18	-	-	-	-	16	3.58	3.56	3.54- 3.60
Women.....	183	4.45	3.91	3.49- 5.29	-	-	-	-	-	-	-	-
<b>Sheep and calf dressing</b>												
Facers, lamb and sheep.....	29	4.09	3.94	3.94- 4.38	-	-	-	-	-	-	-	-
Shackers, sheep and calves.....	10	3.59	-	-	-	-	-	-	20	3.81	3.94	3.69- 4.03
Skinners, cold calves <sup>3</sup> .....	11	5.81	-	-	-	-	-	-	13	4.04	-	-
Straight knife.....	10	5.93	-	-	-	-	-	-	13	4.04	-	-
Stickers.....	-	-	-	-	-	-	-	-	14	3.89	-	-

See footnotes at end of table.

**Table 5. Meatpacking: Occupational earnings, all companies—Continued**

(Number and average straight-time hourly earnings<sup>1</sup> of production workers in selected occupations, United States and selected regions, January 1969)

Department, occupation, and sex	United States <sup>2</sup>				Middle Atlantic				Border States			
	Number of workers	Average hourly earnings <sup>1</sup>			Number of workers	Average hourly earnings <sup>1</sup>			Number of workers	Average hourly earnings <sup>1</sup>		
		Mean	Median	Middle range		Mean	Median	Middle range		Mean	Median	Middle range
<u>Curing, smoking, cooking, and canning</u>												
Casing peeler operators -----	429	\$2.72	\$3.11	\$1.78-\$3.49	32	\$2.89	\$3.13	\$2.45-\$3.26	42	\$2.55	\$3.11	\$1.80-\$3.12
Women -----	322	2.69	2.50	1.65- 3.49	27	2.93	3.26	2.48- 3.26	23	2.41	1.80	1.65- 3.18
Cooks, water retort (all men) -----	110	3.68	3.64	3.59- 3.82	-	-	-	-	-	-	-	-
Graders, green hams and bellies (343 men, 4 women) -----	347	3.54	3.54	3.19- 3.85	17	4.04	3.98	3.94- 4.31	-	-	-	-
Green hams -----	142	3.67	3.54	3.20- 3.85	-	-	-	-	-	-	-	-
Bellies (pork) -----	144	3.82	3.54	3.29- 4.40	-	-	-	-	-	-	-	-
Combination green hams and bellies -----	61	2.59	2.25	1.65- 3.54	-	-	-	-	-	-	-	-
Hangers, bellies (291 men, 3 women) -----	294	3.01	3.19	1.97- 3.44	-	-	-	-	33	2.85	3.13	3.06- 3.13
Inspectors, cans and jars (37 men, 8 women) -----	45	3.65	2.64	3.49- 4.15	-	-	-	-	-	-	-	-
Labeling-machine operators (28 men, 10 women) -----	38	3.56	3.49	3.38- 3.73	-	-	-	-	-	-	-	-
Mixer operators (all men) -----	264	3.15	3.49	2.00- 3.69	13	2.78	-	-	19	3.02	3.11	2.16- 4.10
Pickle makers (139 men, 3 women) -----	142	3.30	3.59	3.08- 3.69	-	-	-	-	-	-	-	-
Pumpers, pickle-injection machine (287 men, 5 women) -----	292	3.33	3.53	2.96- 3.68	19	3.43	3.49	3.16- 3.69	25	2.74	3.20	2.04- 3.21
Pumpers, ham (artery pumping) (351 men, 39 women) -----	390	2.92	3.20	2.24- 3.54	16	3.07	2.84	2.74- 3.14	50	2.57	2.30	2.08- 3.20
Sausage makers (chopper) (all men) -----	409	3.11	3.20	2.20- 3.81	24	3.52	3.75	3.18- 3.89	23	2.88	3.17	2.22- 3.38
Slicing-machine operators -----	608	3.20	3.41	2.15- 3.71	10	3.32	3.31	3.30- 3.47	44	2.77	3.13	2.47- 3.14
Men -----	302	3.31	3.47	2.67- 4.01	-	-	-	-	-	-	-	-
Women -----	306	3.09	3.35	2.00- 3.51	-	-	-	-	25	2.57	3.13	1.75- 3.13
Smokers (929 men, 1 woman) -----	930	3.21	3.46	2.45- 3.69	54	3.56	3.58	3.18- 3.95	95	2.97	3.33	2.65- 3.35
Sausages -----	329	3.53	3.64	3.12- 3.74	13	3.67	-	-	39	3.23	3.33	3.33- 3.44
Other than sausages -----	271	3.61	3.69	3.47- 3.75	12	3.65	-	-	18	3.35	3.33	3.33- 3.46
Combination of sausages and other products (all men) -----	330	2.57	2.45	1.85- 2.99	29	3.47	3.18	3.12- 4.25	38	2.52	2.64	2.08- 2.83
Spice weighers and mixers -----	133	3.13	3.47	2.35- 3.54	10	3.05	-	-	-	-	-	-
Men -----	71	3.19	3.46	2.39- 3.57	-	-	-	-	-	-	-	-
Women -----	62	3.06	3.49	2.34- 3.54	-	-	-	-	-	-	-	-
Stuffers, frankfurters -----	259	3.06	3.33	1.85- 3.66	27	3.40	3.66	2.65- 3.66	23	2.92	3.33	2.32- 3.33
Men -----	199	3.27	3.64	2.58- 3.66	24	3.36	3.66	2.65- 3.66	20	3.02	3.33	3.12- 3.33
Stuffers, sausages -----	773	3.05	3.21	1.89- 3.64	68	3.05	3.14	2.35- 3.66	58	2.85	3.28	1.77- 3.33
Men -----	553	3.36	3.52	2.35- 3.72	47	3.24	3.42	2.35- 3.66	35	3.19	3.33	3.21- 3.38
Women -----	220	2.26	1.85	1.65- 2.77	21	2.62	2.35	2.00- 3.20	23	2.32	1.75	1.75- 3.24
Natural casings -----	106	2.82	3.09	1.75- 3.63	-	-	-	-	25	3.35	3.32	3.28- 3.41
Men -----	66	3.17	3.33	1.95- 3.78	-	-	-	-	-	-	-	-
Artificial casings with casing size -----	78	2.79	2.40	1.78- 3.62	-	-	-	-	-	-	-	-
Men -----	58	3.08	2.83	2.23- 3.62	-	-	-	-	-	-	-	-
Artificial casings without casing size -----	88	3.09	3.33	2.00- 3.64	-	-	-	-	-	-	-	-
Men -----	67	3.31	3.61	3.21- 3.64	-	-	-	-	-	-	-	-
Combination of natural and artificial casings -----	501	3.12	3.22	1.90- 3.69	54	3.17	3.20	2.35- 3.66	-	-	-	-
Men -----	362	3.45	3.64	2.49- 3.84	46	3.24	3.42	2.35- 3.66	-	-	-	-
Women -----	139	2.28	1.82	1.65- 2.68	-	-	-	-	-	-	-	-
<u>Maintenance and powerplant</u>												
Electricians, maintenance (all men) -----	406	4.13	4.19	3.82- 4.29	23	3.63	3.66	3.48- 3.82	21	3.34	3.65	2.66- 4.09
Engineers, stationary (all men) -----	660	4.02	4.19	3.66- 4.46	53	4.01	3.75	3.66- 4.46	47	3.46	3.52	3.23- 3.65
Firemen, stationary boiler (all men) -----	232	3.73	3.94	3.53- 4.09	15	3.57	3.49	3.46- 3.53	-	-	-	-
Machinists, maintenance (all men) -----	356	4.20	4.24	3.95- 4.39	26	3.91	3.82	3.74- 4.24	-	-	-	-
Maintenance men, general utility (all men) -----	1,514	3.33	3.38	2.60- 3.97	66	3.15	3.07	2.81- 3.48	88	3.06	3.51	2.08- 3.65
Mechanics, automotive (maintenance) (all men) -----	372	3.58	3.83	3.23- 4.09	30	3.48	3.52	3.17- 3.75	25	3.44	3.86	2.93- 3.98
Millwrights (all men) -----	282	4.26	4.19	4.14- 4.31	-	-	-	-	-	-	-	-
Welders, hand (all men) -----	333	4.37	4.24	4.21- 4.39	-	-	-	-	-	-	-	-

See footnotes at end of table.

**Table 5. Meatpacking: Occupational earnings, all companies—Continued**

(Number and average straight-time hourly earnings<sup>1</sup> of production workers in selected occupations, United States and selected regions, January 1969)

Department, occupation, and sex	Southeast				Southwest				Great Lakes			
	Number of workers	Average hourly earnings <sup>1</sup>			Number of workers	Average hourly earnings <sup>1</sup>			Number of workers	Average hourly earnings <sup>1</sup>		
		Mean	Median	Middle range		Mean	Median	Middle range		Mean	Median	Middle range
<b>Curing, smoking, cooking, and canning</b>												
Casing peeler operators	112	\$1.89	\$1.65	\$1.60-\$1.99	67	\$2.05	\$1.80	\$1.65-\$2.02	68	\$3.42	\$3.40	\$3.39-\$3.49
Women	85	1.81	1.65	1.60-1.78	57	1.91	1.80	1.65-1.88	33	3.48	3.40	3.39-3.48
Cooks, water retort	-	-	-	-	19	2.61	2.01	1.70-3.69	21	3.85	3.61	3.59-3.64
Graders, green hams and bellies	39	2.55	2.24	1.99-3.25	33	2.32	1.87	1.65-2.34	60	4.06	3.59	3.51-4.61
Green hams	14	2.75	-	-	-	-	-	-	29	4.00	3.59	3.46-4.19
Bellies (pork)	13	2.97	-	-	-	-	-	-	26	4.22	3.59	3.48-5.15
Combination green hams and bellies	12	1.86	-	-	23	1.85	1.70	1.63-2.01	-	-	-	-
Hangers, bellies	56	2.03	1.97	1.74-2.04	65	2.13	1.80	1.79-2.24	46	3.56	3.36	3.19-3.60
Inspectors, cans and jars	-	-	-	-	-	-	-	-	-	-	-	-
Labeling-machine operators	-	-	-	-	-	-	-	-	-	-	-	-
Mixer operators	53	2.04	1.65	1.65-2.15	40	2.24	2.00	1.79-2.20	45	3.86	3.69	3.56-4.14
Pickle makers	24	2.47	2.08	1.65-3.16	15	2.57	2.34	1.90-2.99	29	3.62	3.61	3.57-3.69
Pumpers, pickle-injection machine	40	2.40	2.23	1.78-2.96	33	2.31	1.82	1.70-2.89	50	4.01	3.61	3.50-4.79
Pumpers, ham (artery pumping)	94	2.26	2.10	1.80-3.07	25	2.32	2.24	1.80-2.34	126	3.22	3.51	3.15-3.54
Sausage makers (chopper)	92	2.19	1.99	1.65-2.43	53	2.72	2.45	2.05-3.20	96	3.44	3.56	2.95-3.74
Slicing-machine operators	100	2.17	2.00	1.65-2.23	84	2.25	1.90	1.75-2.80	154	3.59	3.44	3.38-4.09
Men	49	2.40	2.23	1.85-3.22	31	2.10	1.82	1.79-2.23	79	3.61	3.72	3.25-4.31
Women	51	1.95	1.70	1.65-2.01	53	2.33	1.90	1.75-2.82	75	3.57	3.44	3.40-3.49
Smokers	202	2.22	2.05	1.80-2.29	77	2.71	2.45	2.10-3.65	223	3.48	3.60	2.83-3.66
Sausages	48	2.71	2.29	2.26-3.23	17	2.93	2.58	2.44-3.69	103	3.57	3.60	3.00-3.68
Other than sausages	26	2.38	2.28	2.03-2.34	20	3.36	3.70	2.44-3.82	74	3.64	3.61	3.53-3.68
Combination of sausages and other products	128	2.00	1.80	1.69-2.08	40	2.28	2.25	1.90-2.45	46	3.00	2.83	2.70-2.83
Spice weighers and mixers	26	2.05	1.94	1.68-2.23	9	2.63	-	-	22	3.71	3.54	3.52-3.62
Men	20	2.09	1.88	1.65-2.31	-	-	-	-	11	3.78	-	-
Stuffers, frankfurters	36	1.99	1.80	1.80-2.10	22	2.39	2.19	1.77-2.89	103	3.09	3.64	1.80-3.66
Men	20	2.15	1.83	1.80-2.29	22	2.39	2.19	1.77-2.89	68	3.54	3.64	3.54-3.66
Women	16	1.80	1.75	1.69-1.85	-	-	-	-	-	-	-	-
Stuffers, sausages	159	2.04	1.82	1.65-2.10	91	2.19	2.00	1.73-2.34	149	3.41	3.61	3.00-3.72
Men	73	2.34	2.00	1.75-3.22	62	2.35	2.05	1.79-2.90	138	3.39	3.61	2.83-3.73
Women	86	1.78	1.73	1.60-1.85	29	1.83	1.89	1.70-1.90	-	-	-	-
Natural casings	31	1.66	1.70	1.60-1.75	-	-	-	-	20	3.65	3.35	3.09-4.17
Men	-	-	-	-	-	-	-	-	19	3.60	3.09	3.09-4.04
Artificial casings with casing size	31	1.96	1.80	1.65-2.23	-	-	-	-	26	3.35	3.62	2.83-3.62
Men	18	2.13	2.23	1.80-2.23	-	-	-	-	24	3.35	3.62	2.83-3.62
Artificial casings without casing size	16	1.85	1.83	1.60-1.85	12	2.94	-	-	17	3.84	3.64	3.64-3.64
Men	-	-	-	-	-	-	-	-	17	3.84	3.64	3.64-3.64
Women	-	-	-	-	-	-	-	-	-	-	-	-
Combination of natural and artificial casings	81	2.25	1.90	1.80-2.43	59	2.10	1.90	1.70-2.34	86	3.29	3.31	2.50-3.89
Men	37	2.69	2.43	1.85-3.37	35	2.32	2.05	1.79-2.84	78	3.25	3.22	2.50-4.40
Women	44	1.87	1.82	1.60-2.02	24	1.79	1.75	1.69-1.90	-	-	-	-
<b>Maintenance and powerplant</b>												
Electricians, maintenance	14	3.02	-	-	27	3.81	3.89	3.38-4.19	82	4.13	4.13	3.81-4.34
Engineers, stationary	45	3.38	4.02	2.22-4.09	42	3.33	3.03	2.60-4.14	143	3.95	4.00	3.68-4.39
Firemen, stationary boiler	17	2.29	2.37	1.74-2.46	20	2.90	2.50	1.93-3.74	79	3.85	3.88	3.56-3.99
Machinists, maintenance	14	2.83	2.45	2.41-3.59	-	-	-	-	134	4.16	4.25	3.83-4.60
Maintenance men, general utility	276	2.35	2.25	1.95-2.53	175	2.98	2.92	2.64-3.25	282	3.62	3.63	3.30-3.92
Mechanics, automotive (maintenance)	58	2.45	2.25	1.98-2.53	63	3.43	3.50	3.23-3.70	74	3.73	3.90	3.54-3.95
Millwrights	-	-	-	-	-	-	-	-	37	4.43	4.29	4.19-4.78
Welders, hand	10	3.68	4.02	3.94-4.04	19	3.74	4.04	3.20-4.26	35	3.81	3.81	3.50-4.21

See footnotes at end of table.

**Table 5. Meatpacking: Occupational earnings, all companies—Continued**

(Number and average straight-time hourly earnings<sup>1</sup> of production workers in selected occupations, United States and selected regions, January 1969)

Department, occupation, and sex	Middle West				Mountain				Pacific			
	Number of workers	Average hourly earnings <sup>1</sup>			Number of workers	Average hourly earnings <sup>1</sup>			Number of workers	Average hourly earnings <sup>1</sup>		
		Mean	Median	Middle range		Mean	Median	Middle range		Mean	Median	Middle range
<u>Curing, smoking, cooking, and canning</u>												
Casing peeler operators	68	\$ 3.86	\$ 3.49	\$ 3.49-4.14	25	\$ 2.72	\$ 3.13	\$ 1.60-3.42	-	-	-	-
Women	59	4.03	3.49	3.49- 4.46	23	2.62	3.13	1.60- 3.42	-	-	-	-
Cooks, water retort	50	4.24	3.64	3.64- 4.90	-	-	-	-	-	-	-	-
Graders, green hams and bellies	138	3.97	3.64	3.54- 4.49	-	-	-	-	-	-	-	-
Green hams	64	3.90	3.64	3.54- 4.02	-	-	-	-	-	-	-	-
Bellies (pork)	66	4.12	3.64	3.54- 4.59	-	-	-	-	-	-	-	-
Combination green hams and bellies	-	-	-	-	-	-	-	-	-	-	-	-
Hangers, bellies	72	4.07	3.54	3.44- 4.78	-	-	-	-	-	-	-	-
Inspectors, cans and jars	37	3.96	3.64	3.64- 4.15	-	-	-	-	-	-	-	-
Labeling-machine operators	12	4.43	-	-	-	-	-	-	-	-	-	-
Mixer operators	75	3.99	3.59	3.54- 4.17	12	3.57	-	-	-	-	-	-
Pickle makers	36	3.87	3.69	3.68- 3.75	11	3.48	-	-	-	-	-	-
Pumpers, pickle-injection machine	99	3.90	3.54	3.54- 4.12	14	2.45	-	-	12	\$ 3.77	-	-
Pumpers, ham (artery pumping)	49	3.66	3.54	3.54- 3.54	15	3.22	3.54	2.46- 3.54	15	3.67	\$ 3.59	\$ 3.57-3.61
Sausage makers (chopper)	76	3.88	3.84	3.59- 4.10	22	3.30	3.66	2.10- 3.84	15	3.98	3.87	3.84- 4.06
Slicing-machine operators	177	4.03	3.59	3.49- 4.77	26	2.77	3.28	1.93- 3.47	13	3.65	-	-
Men	105	3.95	3.59	3.49- 4.52	13	2.94	-	-	-	-	-	-
Women	72	4.15	3.95	3.44- 4.98	13	2.60	-	-	11	3.63	-	-
Smokers	202	3.94	3.69	3.69- 4.02	34	3.52	3.72	3.47- 3.74	39	3.91	3.77	3.74- 3.99
Sausages	84	4.08	3.74	3.69- 4.38	12	3.82	-	-	13	3.85	-	-
Other than sausages	91	4.01	3.74	3.69- 4.10	14	3.77	-	-	12	3.77	-	-
Combination of sausages and other products	27	3.24	3.52	2.73- 3.69	-	-	-	-	14	4.08	-	-
Spice weighers and mixers	40	3.50	3.49	3.41- 3.55	-	-	-	-	-	-	-	-
Men	21	3.80	3.49	3.49- 3.70	-	-	-	-	-	-	-	-
Stuffers, frankfurters	19	4.13	3.69	3.64- 4.17	10	2.89	-	-	-	-	-	-
Men	16	3.89	3.64	3.64- 3.69	10	2.89	-	-	-	-	-	-
Stuffers, sausages	181	4.26	3.64	3.64- 4.93	52	2.40	2.25	1.60- 3.16	15	3.71	3.71	3.66- 3.76
Men	159	4.30	3.69	3.64- 5.08	25	2.93	3.16	2.25- 3.69	14	3.72	-	-
Women	22	3.94	3.64	3.64- 4.03	-	-	-	-	-	-	-	-
Natural casings	14	4.11	-	-	-	-	-	-	-	-	-	-
Men	11	4.24	-	-	-	-	-	-	-	-	-	-
Artificial casings with casing sizer	9	5.15	-	-	-	-	-	-	-	-	-	-
Men	8	5.36	-	-	-	-	-	-	-	-	-	-
Artificial casings without casing sizer	13	4.01	-	-	-	-	-	-	-	-	-	-
Men	12	4.00	-	-	-	-	-	-	-	-	-	-
Combination of natural and artificial casings	145	4.24	3.69	3.64- 5.08	50	2.34	2.03	1.60- 3.16	13	3.69	-	-
Men	128	4.27	3.69	3.64- 5.08	23	2.85	3.16	2.25- 3.58	12	3.70	-	-
Women	17	4.00	3.64	3.64- 4.48	-	-	-	-	-	-	-	-
<u>Maintenance and powerplant</u>												
Electricians, maintenance	225	4.37	4.19	4.19- 4.34	-	-	-	-	58	-	-	-
Engineers, stationary	219	4.20	4.39	3.87- 4.44	53	4.45	4.51	4.39- 4.57	-	4.54	4.52	4.42- 4.57
Firemen, stationary boiler	68	4.19	4.03	3.99- 4.14	-	-	-	-	16	4.25	4.23	4.07- 4.41
Machinists, maintenance	143	4.47	4.24	4.24- 4.47	-	-	-	-	-	-	-	-
Maintenance men, general utility	430	3.66	3.67	3.17- 4.19	113	3.79	4.28	3.35- 4.43	82	4.43	4.34	4.32- 4.43
Mechanics, automotive (maintenance)	85	4.17	4.14	3.89- 4.24	16	4.05	4.24	3.97- 4.25	21	4.15	4.25	3.94- 4.34
Millwrights	172	4.28	4.14	4.14- 4.24	-	-	-	-	-	-	-	-
Welders, hand	246	4.56	4.29	4.24- 4.98	-	-	-	-	-	-	-	-

See footnotes at end of table.

**Table 5. Meatpacking: Occupational earnings, all companies—Continued**

(Number and average straight-time hourly earnings<sup>1</sup> of production workers in selected occupations, United States and selected regions, January 1969)

Department, occupation, and sex	United States <sup>2</sup>				Middle Atlantic				Border States			
	Number of workers	Average hourly earnings <sup>1</sup>			Number of workers	Average hourly earnings <sup>1</sup>			Number of workers	Average hourly earnings <sup>1</sup>		
		Mean	Median	Middle range		Mean	Median	Middle range		Mean	Median	Middle range
<b>Custodial and material movement</b>												
Checkers, loading (857 men, 1 woman) -----	858	\$3.50	\$3.59	\$3.09-\$3.74	23	\$3.89	\$3.54	\$3.23-\$4.44	66	\$2.96	\$3.29	\$2.71-\$3.29
Cleaners, night (3,215 men, 27 women) -----	3,242	3.10	3.31	2.71- 3.40	180	2.96	3.00	2.94- 3.31	171	2.65	3.08	1.98- 3.11
Janitors (643 men, 92 women) -----	735	2.91	3.34	2.30- 3.34	46	2.44	2.18	1.66- 3.07	34	2.38	2.01	1.95- 3.08
Luggers-loaders (all men) -----	2,421	3.20	3.35	2.60- 3.65	81	3.70	3.15	3.03- 3.64	-	-	-	-
Beef -----	1,279	3.33	3.44	2.90- 3.75	31	3.18	3.08	3.03- 3.36	-	-	-	-
Other products including combination of beef and other meats -----	1,142	3.06	3.29	2.00- 3.59	50	4.02	3.49	3.15- 4.58	-	-	-	-
Packers, shipping -----	3,063	2.99	3.37	2.09- 3.49	134	2.91	2.50	2.00- 3.49	71	2.71	3.11	2.00- 3.11
Men -----	2,120	3.17	3.43	2.35- 3.54	68	3.70	3.49	3.40- 3.98	71	2.71	3.11	2.00- 3.11
Women -----	943	2.57	2.12	1.70- 3.44	66	2.09	2.00	1.80- 2.40	-	-	-	-
Stowers, car and truck (all men) -----	1,051	3.10	3.39	2.61- 3.49	45	3.03	3.07	2.83- 3.36	71	2.49	2.05	1.94- 3.11
Truckdrivers (all men) -----	5,577	3.17	3.48	2.35- 3.83	617	3.31	3.31	2.84- 3.84	390	2.94	3.37	2.05- 3.79
Semi- or trailer -----	696	3.54	3.76	3.23- 4.13	96	3.68	3.81	3.37- 3.81	-	-	-	-
Other than semi- or trailer -----	3,862	3.01	3.23	2.11- 3.79	489	3.25	3.31	2.46- 3.94	148	2.64	2.50	2.00- 3.37
Combination of types -----	1,019	3.53	3.70	3.27- 3.82	-	-	-	-	175	3.56	3.79	3.71- 3.81
Truckers, power (1,418 men, 6 women) -----	1,424	3.72	3.54	3.44- 3.69	-	-	-	-	-	-	-	-
Forklift -----	657	3.70	3.59	3.49- 3.64	-	-	-	-	-	-	-	-
Other than forklift -----	767	3.73	3.49	3.44- 3.81	-	-	-	-	-	-	-	-
<b>Southeast</b>												
Checkers, loading -----	95	\$2.74	\$2.69	\$2.32-\$3.43	127	\$2.85	\$2.81	\$2.05-\$3.65	168	\$3.56	\$3.46	\$3.32-\$3.61
Cleaners, night -----	445	2.11	1.91	1.65- 2.19	208	2.51	2.37	1.97- 3.21	750	3.36	3.31	3.21- 3.39
Janitors -----	87	2.01	1.80	1.65- 2.17	63	2.19	1.88	1.60- 2.78	82	3.07	3.33	3.06- 3.34
Luggers-loaders -----	253	2.09	1.80	1.65- 2.00	300	2.34	2.10	1.75- 2.50	513	3.18	3.34	3.16- 3.42
Beef -----	83	2.35	1.91	1.80- 3.43	82	2.32	2.35	1.98- 2.36	265	3.12	3.25	2.60- 3.48
Other products including combination of beef and other meats -----	170	1.96	1.70	1.65- 1.90	218	2.35	2.00	1.75- 3.06	248	3.24	3.39	3.29- 3.41
Packers, shipping -----	666	1.84	1.75	1.65- 1.95	243	2.33	2.23	1.84- 2.72	589	3.12	3.31	2.65- 3.40
Men -----	295	1.88	1.80	1.60- 1.98	208	2.45	2.24	2.00- 3.05	449	3.17	3.31	2.90- 3.43
Women -----	371	1.80	1.70	1.65- 1.95	35	1.65	1.65	1.60- 1.65	140	2.96	3.39	2.12- 3.40
Stowers, car and truck -----	230	2.07	1.90	1.70- 2.10	25	3.05	3.42	2.10- 3.83	343	3.34	3.39	3.39- 3.45
Truckdrivers -----	913	2.17	2.00	1.70- 2.30	627	2.23	2.00	1.80- 2.40	1,214	3.44	3.60	3.27- 3.70
Semi- or trailer -----	40	2.52	2.35	1.86- 3.52	66	3.05	3.74	2.08- 3.74	104	3.62	3.68	3.60- 3.76
Other than semi- or trailer -----	768	2.10	2.00	1.70- 2.29	509	2.08	1.99	1.80- 2.25	866	3.35	3.57	2.97- 3.67
Combination of types -----	105	2.52	2.28	1.70- 3.20	-	-	-	-	244	3.69	3.70	3.70- 3.70
Truckers, power -----	37	2.76	3.32	2.05- 3.32	99	3.03	3.49	2.03- 3.59	139	3.80	3.64	3.44- 3.98
Forklift -----	34	2.76	3.32	2.02- 3.32	53	3.17	3.59	2.60- 3.59	55	3.54	3.49	3.43- 3.60
Other than forklift -----	-	-	-	-	46	2.88	3.04	2.03- 3.57	-	-	-	-
<b>Southwest</b>												
Checkers, loading -----	95	\$2.74	\$2.69	\$2.32-\$3.43	127	\$2.85	\$2.81	\$2.05-\$3.65	168	\$3.56	\$3.46	\$3.32-\$3.61
Cleaners, night -----	445	2.11	1.91	1.65- 2.19	208	2.51	2.37	1.97- 3.21	750	3.36	3.31	3.21- 3.39
Janitors -----	87	2.01	1.80	1.65- 2.17	63	2.19	1.88	1.60- 2.78	82	3.07	3.33	3.06- 3.34
Luggers-loaders -----	253	2.09	1.80	1.65- 2.00	300	2.34	2.10	1.75- 2.50	513	3.18	3.34	3.16- 3.42
Beef -----	83	2.35	1.91	1.80- 3.43	82	2.32	2.35	1.98- 2.36	265	3.12	3.25	2.60- 3.48
Other products including combination of beef and other meats -----	170	1.96	1.70	1.65- 1.90	218	2.35	2.00	1.75- 3.06	248	3.24	3.39	3.29- 3.41
Packers, shipping -----	666	1.84	1.75	1.65- 1.95	243	2.33	2.23	1.84- 2.72	589	3.12	3.31	2.65- 3.40
Men -----	295	1.88	1.80	1.60- 1.98	208	2.45	2.24	2.00- 3.05	449	3.17	3.31	2.90- 3.43
Women -----	371	1.80	1.70	1.65- 1.95	35	1.65	1.65	1.60- 1.65	140	2.96	3.39	2.12- 3.40
Stowers, car and truck -----	230	2.07	1.90	1.70- 2.10	25	3.05	3.42	2.10- 3.83	343	3.34	3.39	3.39- 3.45
Truckdrivers -----	913	2.17	2.00	1.70- 2.30	627	2.23	2.00	1.80- 2.40	1,214	3.44	3.60	3.27- 3.70
Semi- or trailer -----	40	2.52	2.35	1.86- 3.52	66	3.05	3.74	2.08- 3.74	104	3.62	3.68	3.60- 3.76
Other than semi- or trailer -----	768	2.10	2.00	1.70- 2.29	509	2.08	1.99	1.80- 2.25	866	3.35	3.57	2.97- 3.67
Combination of types -----	105	2.52	2.28	1.70- 3.20	-	-	-	-	244	3.69	3.70	3.70- 3.70
Truckers, power -----	37	2.76	3.32	2.05- 3.32	99	3.03	3.49	2.03- 3.59	139	3.80	3.64	3.44- 3.98
Forklift -----	34	2.76	3.32	2.02- 3.32	53	3.17	3.59	2.60- 3.59	55	3.54	3.49	3.43- 3.60
Other than forklift -----	-	-	-	-	46	2.88	3.04	2.03- 3.57	-	-	-	-
<b>Great Lakes</b>												
Checkers, loading -----	95	\$2.74	\$2.69	\$2.32-\$3.43	127	\$2.85	\$2.81	\$2.05-\$3.65	168	\$3.56	\$3.46	\$3.32-\$3.61
Cleaners, night -----	445	2.11	1.91	1.65- 2.19	208	2.51	2.37	1.97- 3.21	750	3.36	3.31	3.21- 3.39
Janitors -----	87	2.01	1.80	1.65- 2.17	63	2.19	1.88	1.60- 2.78	82	3.07	3.33	3.06- 3.34
Luggers-loaders -----	253	2.09	1.80	1.65- 2.00	300	2.34	2.10	1.75- 2.50	513	3.18	3.34	3.16- 3.42
Beef -----	83	2.35	1.91	1.80- 3.43	82	2.32	2.35	1.98- 2.36	265	3.12	3.25	2.60- 3.48
Other products including combination of beef and other meats -----	170	1.96	1.70	1.65- 1.90	218	2.35	2.00	1.75- 3.06	248	3.24	3.39	3.29- 3.41
Packers, shipping -----	666	1.84	1.75	1.65- 1.95	243	2.33	2.23	1.84- 2.72	589	3.12	3.31	2.65- 3.40
Men -----	295	1.88	1.80	1.60- 1.98	208	2.45	2.24	2.00- 3.05	449	3.17	3.31	2.90- 3.43
Women -----	371	1.80	1.70	1.65- 1.95	35	1.65	1.65	1.60- 1.65	140	2.96	3.39	2.12- 3.40
Stowers, car and truck -----	230	2.07	1.90	1.70- 2.10	25	3.05	3.42	2.10- 3.83	343	3.34	3.39	3.39- 3.45
Truckdrivers -----	913	2.17	2.00	1.70- 2.30	627	2.23	2.00	1.80- 2.40	1,214	3.44	3.60	3.27- 3.70
Semi- or trailer -----	40	2.52	2.35	1.86- 3.52	66	3.05	3.74	2.08- 3.74	104	3.62	3.68	3.60- 3.76
Other than semi- or trailer -----	768	2.10	2.00	1.70- 2.29	509	2.08	1.99	1.80- 2.25	866	3.35	3.57	2.97- 3.67
Combination of types -----	105	2.52	2.28	1.70- 3.20	-	-	-	-	244	3.69	3.70	3.70- 3.70
Truckers, power -----	37	2.76	3.32	2.05- 3.32	99	3.03	3.49	2.03- 3.59	139	3.80	3.64	3.44- 3.98
Forklift -----	34	2.76	3.32	2.02- 3.32	53	3.17	3.59	2.60- 3.59	55	3.54	3.49	3.43- 3.60
Other than forklift -----	-	-	-	-	46	2.88	3.04	2.03- 3.57	-	-	-	-
<b>Middle West</b>												
Checkers, loading -----	296	\$4.01	\$3.69	\$3.64-\$4.09	32	\$3.78	\$3.64	\$3.63-\$3.71	39	\$3.67	\$3.64	\$3.64-\$3.69
Cleaners, night -----	1,208	3.45	3.39	3.28- 3.44	132	3.12	3.37	3.15- 3.39	146	3.54	3.56	3.47- 3.79
Janitors -----	350	3.27	3.34	3.34- 3.39	21	2.98	3.34	2.75- 3.35	46	3.42	3.41	3.39- 3.49
Luggers-loaders -----	993	3.70	3.61	3.18- 3.79	121	3.23	3.59	3.35- 3.73	66	3.70	3.69	3.65- 3.72
Beef -----	700	3.60	3.63	3.15- 3.79	72	3.66	3.72	3.59- 3.79	36	3.66	3.72	3.69- 3.72
Other products including combination of beef and other meats -----	293	3.93	3.59	3.44- 5.34	49	2.60	2.00	1.70- 3.59	30	3.76	3.65	3.65- 3.99
Packers, shipping -----	1,076	3.62	3.49	3.44- 3.59	67	3.27	3.48	3.43- 3.49	-	-	-	-
Men -----	746	3.69	3.49	3.44- 3.59	66	3.26	3.48	3.43- 3.49	-	-	-	-
Women -----	330	3.46	3.44	3.39- 3.77	-	-	-	-	-	-	-	-
Stowers, car and truck -----	324	3.67	3.59	3.49- 3.64	-	-	-	-	-	-	-	-
Truckdrivers -----	688	3.83	3.97	3.63- 4.34	260	3.37	3.48	3.13- 3.84	848	3.99	3.94	3.83- 4.12
Semi- or trailer -----	89	3.76	3.94	2.84- 4.34	17	3.48	3.58	3.58- 3.89	209	4.21	4.28	4.03- 4.48
Other than semi- or trailer -----	424	3.88	3.97	3.64- 4.34	206	3.27	3.48	2.80-				

**Table 6. Meatpacking: Occupational earnings, multiplant companies**

(Number and average straight-time hourly earnings<sup>1</sup> of production workers in selected occupations, United States and selected regions, January 1969)

Department, occupation, and sex	United States <sup>2</sup>				Middle Atlantic				Southeast			
	Number of workers	Average hourly earnings <sup>1</sup>			Number of workers	Average hourly earnings <sup>1</sup>			Number of workers	Average hourly earnings <sup>1</sup>		
		Mean	Median	Middle range		Mean	Median	Middle range		Mean	Median	Middle range
<b>Beef dressing</b>												
Backers <sup>3</sup> (all men) .....	105	\$3.90	\$4.19	\$3.30-\$4.25	-	-	-	-	15	\$2.79	\$2.35	\$2.18-\$3.51
On-the-rail dressing, power knife .....	71	4.12	4.19	3.72- 4.24	-	-	-	-	10	2.75	-	-
Floorsmen (all men) <sup>3</sup> .....	227	4.10	4.44	3.44- 4.71	-	-	-	-	31	2.84	2.35	2.11- 3.56
On-the-rail dressing, power knife .....	127	4.34	4.44	4.20- 4.71	-	-	-	-	8	2.47	-	-
Hide pullers, machine (all men) .....	140	3.77	4.01	3.18- 4.27	-	-	-	-	29	2.80	2.20	1.95- 4.04
Knockers or stunners, beef <sup>3</sup> (all men) .....	118	3.29	3.53	2.88- 3.59	-	-	-	-	16	2.40	2.12	1.90- 3.27
Pneumatic hammer or captive-bolt pistol .....	109	3.28	3.54	2.88- 3.59	-	-	-	-	14	2.43	-	-
Rumpers <sup>3</sup> (all men) .....	136	3.67	3.94	2.79- 4.14	-	-	-	-	27	2.43	2.05	1.99- 2.55
On-the-rail dressing, power knife .....	82	3.91	4.04	3.71- 4.24	-	-	-	-	10	2.27	-	-
Shacklers, beef (all men) .....	85	3.47	3.49	3.14- 3.78	-	-	-	-	7	2.33	-	-
Splitters, back, beef <sup>3</sup> (all men) .....	165	4.02	4.33	3.58- 4.49	-	-	-	-	25	2.87	2.30	1.90- 4.17
Powersaw .....	158	4.01	4.33	3.53- 4.48	-	-	-	-	25	2.87	2.30	1.90- 4.17
Washers, beef (all men) .....	197	3.05	3.39	2.61- 3.46	-	-	-	-	26	2.13	1.80	1.73- 2.18
<b>Beef cutting</b>												
Boners, beef (all men) .....	904	4.60	4.23	3.77- 5.29	-	-	-	-	149	3.85	4.17	2.30- 4.41
Chucks .....	178	4.97	4.68	3.99- 5.84	-	-	-	-	48	4.05	4.28	3.80- 4.41
Loins, ribs, or rounds .....	237	5.23	5.35	3.99- 6.08	-	-	-	-	43	4.14	4.23	2.29- 5.51
Entire carcass .....	429	4.11	3.84	3.62- 5.16	-	-	-	-	53	3.50	3.62	2.30- 3.82
Breakup men, fabricated beef cuts (193 men, 12 women) .....	205	3.67	3.66	3.34- 3.89	-	-	-	-	51	3.39	3.54	2.90- 3.95
Breakup men, primal cuts (all men) .....	312	3.84	3.74	3.54- 4.48	-	-	-	-	43	2.58	2.35	1.84- 3.27
<b>Pork dressing</b>												
Belly openers (all men) .....	143	3.79	3.74	3.45- 4.15	-	-	-	-	-	-	-	-
Eviscerators, hog (all men) .....	157	3.86	3.74	3.57- 4.05	14	\$3.67	-	-	12	3.18	-	-
Headers, hog (all men) .....	194	3.85	3.84	3.47- 4.08	14	3.70	-	-	20	2.77	2.89	2.07- 3.57
Shacklers, hog (all men) .....	106	3.61	3.49	3.17- 3.94	13	3.16	-	-	11	2.91	-	-
Shavers (572 men, 6 women) .....	578	3.53	3.54	3.32- 3.59	39	3.14	\$3.07	\$2.55-\$3.52	46	3.02	3.27	3.24- 3.34
Splitters, back, pork <sup>3</sup> (all men) .....	142	3.97	3.94	3.75- 4.11	18	3.56	3.12	3.12- 4.04	12	3.22	-	-
Powersaw .....	125	4.04	3.94	3.84- 4.27	-	-	-	-	12	3.22	-	-
Stunners, hog (95 men, 2 women) .....	97	3.34	3.57	3.17- 3.59	11	3.36	-	-	15	2.48	2.09	1.75- 3.32
<b>Pork cutting</b>												
Belly trimmers (319 men, 1 woman) .....	320	4.02	3.74	3.64- 4.71	-	-	-	-	36	3.15	3.47	2.15- 3.62
Boners, ham (1,086 men, 26 women) .....	1,112	4.86	4.92	3.84- 5.77	47	4.08	3.95	3.66- 4.45	46	2.73	2.27	2.06- 3.35
Open style boning (489 men, 26 women) .....	515	4.75	5.02	3.64- 5.63	11	4.21	-	-	34	2.55	2.22	1.80- 2.45
Chisel boning (all men) .....	597	4.96	4.71	3.89- 5.99	36	4.04	3.95	3.66- 4.37	12	3.25	-	-
Ham skinners, machine (204 men, 2 women) .....	206	3.81	3.63	3.48- 4.01	-	-	-	-	11	3.03	-	-
Skin and defat (144 men, 2 women) .....	146	3.90	3.64	3.59- 4.10	-	-	-	-	-	-	-	-
Loin pullers (all men) .....	234	4.06	3.84	3.75- 4.71	-	-	-	-	27	3.14	3.52	2.40- 3.74
Trimmers of trimmings .....	549	4.06	3.54	3.44- 4.48	-	-	-	-	44	3.05	3.44	2.18- 3.54
Men .....	306	3.88	3.54	3.42- 4.37	-	-	-	-	43	3.08	3.44	2.19- 3.54
Women .....	243	4.27	3.86	3.50- 4.72	-	-	-	-	-	-	-	-
<b>Curing, smoking, cooking, and canning</b>												
Casing peeler operators .....	224	3.15	3.48	1.99- 3.54	-	-	-	-	56	2.10	1.78	1.65- 2.01
Women .....	157	3.13	3.49	1.78- 3.59	-	-	-	-	44	1.90	1.78	1.60- 1.99
Cooks, water retort (all men) .....	91	3.89	3.64	3.59- 3.92	-	-	-	-	-	-	-	-
Graders, green hams and bellies (all men) .....	245	3.84	3.59	3.46- 4.15	-	-	-	-	26	2.86	3.06	2.19- 3.27
Green hams .....	107	3.84	3.59	3.51- 3.98	-	-	-	-	13	2.79	-	-
Bellies (pork) .....	112	3.98	3.59	3.48- 4.44	-	-	-	-	-	-	-	-
Hangers, bellies (177 men, 1 woman) .....	178	3.37	3.44	2.26- 3.79	-	-	-	-	43	2.15	1.97	1.93- 2.15
Inspectors, cans and jars (32 men, 8 women) .....	40	3.88	3.64	3.62- 4.19	-	-	-	-	-	-	-	-
Labeling-machine operators (21 men, 6 women) .....	27	3.70	3.56	3.48- 4.42	-	-	-	-	-	-	-	-
Pumpers, pickle-injection machine (194 men, 5 women) .....	199	3.68	3.54	3.49- 3.99	-	-	-	-	25	2.62	2.96	2.04- 3.27
Pumpers, ham (artery pumping) (199 men, 3 women) .....	202	3.12	3.47	2.11- 3.54	-	-	-	-	57	2.42	2.10	1.90- 3.11
Sausage makers (chopper) (all men) .....	190	3.66	3.74	3.38- 4.06	12	4.10	-	-	37	2.54	2.20	2.05- 3.46
Slicing-machine operators .....	363	3.68	3.53	3.41- 4.26	-	-	-	-	53	2.50	2.11	2.00- 3.22
Men .....	205	3.69	3.54	3.22- 4.26	-	-	-	-	29	2.77	2.94	2.15- 3.22
Women .....	158	3.67	3.49	3.44- 4.18	-	-	-	-	24	2.18	2.00	1.85- 2.03

See footnotes at end of table.

**Table 6. Meatpacking: Occupational earnings, multiplant companies—Continued**

(Number and average straight-time hourly earnings<sup>1</sup> of production workers in selected occupations, United States and selected regions, January 1969)

Department, occupation, and sex	Southwest				Great Lakes				Middle West			
	Number of workers	Average hourly earnings <sup>1</sup>			Number of workers	Average hourly earnings <sup>1</sup>			Number of workers	Average hourly earnings <sup>1</sup>		
		Mean	Median	Middle range		Mean	Median	Middle range		Mean	Median	Middle range
<b>Beef dressing</b>												
Backers <sup>3</sup> .....	19	\$3.01	\$2.79	\$2.79-3.08	-	-	-	-	44	\$4.34	\$4.24	\$4.19-4.56
On-the-rail dressing, power knife.....	-	-	-	-	-	-	-	-	44	4.34	4.24	4.19-4.56
Floorsmen <sup>3</sup> .....	28	3.26	2.85	2.79-3.42	19	\$4.43	\$4.16	\$3.98-4.97	64	4.50	4.44	4.33-4.85
On-the-rail dressing, power knife.....	-	-	-	-	-	-	-	-	51	4.39	4.44	4.33-4.44
Hide pullers, machine.....	21	3.30	2.85	2.85-3.34	23	4.25	3.88	3.84-4.09	35	3.89	4.14	3.18-4.22
Knockers or stunners, beef <sup>3</sup> .....	15	2.61	2.65	2.36-2.77	16	3.92	3.58	3.51-4.46	49	3.49	3.54	3.18-3.54
Pneumatic hammer or captive-bolt pistol.....	15	2.61	2.65	2.36-2.77	13	4.03	-	-	47	3.45	3.54	3.18-3.54
Rumpers <sup>3</sup> .....	23	3.07	3.08	2.79-3.31	-	-	-	-	35	4.22	4.14	3.94-4.14
On-the-rail dressing, power knife.....	-	-	-	-	-	-	-	-	31	4.17	4.06	3.83-4.14
Shacklers, beef.....	8	2.85	-	-	-	-	-	-	47	3.53	3.49	3.14-3.54
Splitters, back, beef <sup>3</sup> .....	16	3.49	3.08	2.85-4.53	23	4.13	3.92	3.85-4.18	62	4.36	4.44	3.92-4.44
Powersaw.....	16	3.49	3.08	2.85-4.53	18	4.21	3.92	3.88-4.43	61	4.32	4.44	3.91-4.44
Washers, beef.....	26	2.16	2.10	2.10-2.12	20	3.63	3.42	3.39-3.56	86	3.32	3.39	2.78-3.39
<b>Beef cutting</b>												
Boners, beef.....	207	4.43	5.16	3.68-5.16	-	-	-	-	245	5.13	4.53	3.84-5.96
Chucks.....	-	-	-	-	-	-	-	-	54	5.41	5.34	3.99-6.28
Loins, ribs, or rounds.....	-	-	-	-	-	-	-	-	105	5.53	5.15	3.94-6.29
Entire carcass.....	177	4.44	5.16	3.68-5.16	-	-	-	-	61	4.18	3.84	3.84-3.84
Breakup men, fabricated beef cuts.....	24	2.92	2.83	2.66-2.99	33	3.73	3.66	3.66-3.80	45	4.38	3.89	3.59-5.70
Breakup men, primal cuts.....	15	2.93	2.45	2.45-3.74	58	4.07	3.70	3.66-4.51	100	4.25	3.94	3.68-4.58
<b>Pork dressing</b>												
Belly openers.....	-	-	-	-	21	3.81	3.70	3.53-3.89	78	3.95	3.74	3.74-4.25
Eviscerators, hog.....	-	-	-	-	27	3.99	3.74	3.64-3.76	83	3.95	3.74	3.74-4.21
Headers, hog.....	-	-	-	-	31	3.97	3.79	3.74-3.84	102	4.14	3.84	3.84-4.67
Shacklers, hog.....	-	-	-	-	16	3.49	3.49	3.45-3.61	42	4.16	3.75	3.49-4.96
Shavers.....	16	3.38	3.43	3.40-3.54	78	3.52	3.54	3.44-3.57	345	3.62	3.59	3.52-3.59
Splitters, back, pork <sup>3</sup> .....	7	2.85	-	-	25	3.91	3.88	3.76-3.99	65	4.22	3.94	3.94-4.18
Powersaw.....	-	-	-	-	23	3.91	3.84	3.76-3.99	64	4.22	3.94	3.94-4.18
Stunners, hog.....	-	-	-	-	10	3.51	-	-	42	3.62	3.59	3.57-3.59
<b>Pork cutting</b>												
Belly trimmers.....	17	3.44	3.74	2.45-4.01	56	3.88	3.68	3.32-3.79	158	4.31	3.79	3.74-4.82
Boners, ham.....	32	3.74	3.10	3.10-4.59	253	4.89	5.11	4.54-5.37	603	5.38	5.64	3.99-6.29
Open style boning.....	-	-	-	-	188	4.78	5.07	4.71-5.34	243	5.26	5.63	3.74-6.29
Chisel boning.....	18	3.90	4.10	2.85-4.71	65	5.21	5.75	3.81-6.04	360	5.46	5.73	3.99-6.28
Ham skinners, machine.....	-	-	-	-	57	3.77	3.63	3.45-3.69	108	4.02	3.69	3.59-4.48
Skin and defat.....	-	-	-	-	47	3.87	3.63	3.59-4.08	80	4.04	3.69	3.59-4.54
Loin pullers.....	10	2.92	-	-	36	4.01	3.75	3.69-3.84	98	4.33	3.89	3.79-4.81
Trimmers of trimmings.....	23	2.92	3.44	2.34-3.44	117	3.55	3.49	3.41-3.54	308	4.54	4.14	3.50-5.29
Men.....	20	2.84	3.06	2.34-3.44	74	3.56	3.49	3.39-3.49	129	4.64	4.40	3.54-5.20
Women.....	-	-	-	-	-	-	-	-	179	4.47	3.92	3.49-5.29
<b>Curing, smoking, cooking, and canning</b>												
Casing peeler operator.....	15	2.99	3.49	2.28-3.58	31	3.53	3.48	3.39-3.54	59	4.05	3.54	3.49-4.46
Women.....	9	2.70	-	-	-	-	-	-	55	4.08	3.49	3.49-4.55
Cooks, water retort.....	-	-	-	-	18	3.88	3.59	3.59-3.63	50	4.24	3.64	3.64-4.90
Graders, green hams and bellies.....	13	3.19	-	-	33	4.19	3.52	3.52-5.17	118	4.16	3.64	3.54-4.60
Green hams.....	-	-	-	-	17	4.09	3.59	3.53-4.18	54	4.12	3.71	3.54-4.66
Bellies (pork).....	-	-	-	-	16	4.30	3.59	3.52-5.72	58	4.27	3.93	3.54-4.62
Hangers, bellies.....	20	2.77	2.98	2.16-3.33	23	3.86	3.64	3.39-4.61	68	4.12	3.54	3.44-4.78
Inspectors, cans and jars.....	-	-	-	-	-	-	-	-	37	3.96	3.64	3.64-4.15
Labeling-machine operators.....	-	-	-	-	-	-	-	-	12	4.43	-	-
Pumpers, pickle-injection machine.....	13	3.13	-	-	35	4.26	4.28	3.61-4.86	89	3.98	3.54	3.54-4.24
Pumpers, ham (artery pumping).....	-	-	-	-	-	-	-	-	29	4.06	3.54	3.54-4.83
Sausage makers (chopper).....	18	3.48	3.90	2.59-4.31	40	3.82	3.72	3.09-3.93	57	4.20	3.94	3.74-4.49
Slicing-machine operators.....	29	2.91	3.17	2.23-3.44	76	3.98	4.00	3.49-4.44	161	4.17	3.95	3.49-4.80
Men.....	-	-	-	-	-	-	-	-	96	4.05	3.59	3.49-4.55
Women.....	19	3.29	3.44	2.82-3.49	29	3.81	3.65	3.49-4.08	65	4.35	4.37	3.51-5.18

See footnotes at end of table.

**Table 6. Meatpacking: Occupational earnings, multiplant companies—Continued**

(Number and average straight-time hourly earnings of production workers in selected occupations, United States and selected regions, January 1969)

Department, occupation, and sex	Mountain				Pacific			
	Number of workers	Average hourly earnings <sup>1</sup>			Number of workers	Average hourly earnings <sup>1</sup>		
		Mean	Median	Middle range		Mean	Median	Middle range
<b>Beef dressing</b>								
Backers <sup>3</sup> .....	-	-	-	-	-	-	-	-
On-the-rail dressing, power knife.....	-	-	-	-	-	-	-	-
Floorsmen <sup>3</sup> .....	25	\$4.09	\$4.44	\$4.44-\$4.49	-	-	-	-
On-the-rail dressing, power knife.....	9	4.31	-	-	-	-	-	-
Hide pullers, machine.....	7	4.20	-	-	25	\$4.56	\$4.55	\$4.27-\$4.87
Knockers or stunners, beef <sup>3</sup> .....	6	2.93	-	-	13	3.81	-	-
Pneumatic hammer or captive-bolt pistol.....	-	-	-	-	12	3.83	-	-
Rumpers <sup>3</sup> .....	13	3.79	-	-	28	4.37	4.44	3.82- 4.71
On-the-rail dressing, power knife.....	-	-	-	-	26	4.38	4.64	3.82- 4.71
Shacklers, beef.....	-	-	-	-	-	-	-	-
Splitters, back, beef <sup>3</sup> .....	12	4.12	-	-	19	4.70	4.84	4.44- 5.02
Powersaw.....	12	4.12	-	-	18	4.71	4.93	4.42- 5.02
Washers, beef.....	14	2.96	-	-	22	3.69	3.89	3.52- 3.89
<b>Beef cutting</b>								
Boners, beef.....	-	-	-	-	48	4.03	3.89	3.84- 3.92
Chucks.....	-	-	-	-	-	-	-	-
Loins, ribs, or rounds.....	-	-	-	-	-	-	-	-
Entire carcass.....	15	3.65	3.94	2.97- 4.15	48	4.03	3.89	3.84- 3.92
Breakup men, fabricated beef cuts.....	-	-	-	-	-	-	-	-
Breakup men, primal cuts.....	20	3.43	3.74	3.74- 3.74	-	-	-	-
<b>Pork dressing</b>								
Belly openers.....	-	-	-	-	-	-	-	-
Eviscerators, hog.....	-	-	-	-	-	-	-	-
Headers, hog.....	-	-	-	-	-	-	-	-
Shacklers, hog.....	-	-	-	-	-	-	-	-
Shavers.....	14	3.28	-	-	-	-	-	-
Splitters, back, pork <sup>3</sup> .....	-	-	-	-	-	-	-	-
Powersaw.....	-	-	-	-	-	-	-	-
Stunners, hog.....	-	-	-	-	-	-	-	-
<b>Pork cutting</b>								
Belly trimmers.....	-	-	-	-	-	-	-	-
Boners, ham.....	15	3.92	3.89	3.89- 3.89	52	4.17	3.89	3.84- 4.71
Open style boning.....	-	-	-	-	13	3.81	-	-
Chisel boning.....	-	-	-	-	39	4.29	3.89	3.84- 4.71
Ham skinners, machine.....	-	-	-	-	8	3.67	-	-
Skin and defat.....	-	-	-	-	-	-	-	-
Loin pullers.....	-	-	-	-	-	-	-	-
Trimmers of trimmings.....	-	-	-	-	16	3.58	3.56	3.54- 3.60
Men.....	-	-	-	-	16	3.58	3.56	3.54- 3.60
Women.....	-	-	-	-	-	-	-	-
<b>Curing, smoking, cooking, and canning</b>								
Casing peeler operator.....	14	2.47	-	-	-	-	-	-
Women.....	-	-	-	-	-	-	-	-
Cooks, water retort.....	-	-	-	-	-	-	-	-
Graders, green hams and bellies.....	-	-	-	-	-	-	-	-
Green hams.....	-	-	-	-	-	-	-	-
Bellies (pork).....	-	-	-	-	-	-	-	-
Hangers, bellies.....	-	-	-	-	-	-	-	-
Inspectors, cans and jars.....	-	-	-	-	-	-	-	-
Labeling-machine operators.....	-	-	-	-	-	-	-	-
Pumpers, pickle-injection machine.....	-	-	-	-	12	3.77	-	-
Pumpers, ham (artery pumping).....	10	3.60	-	-	15	3.67	3.59	3.57- 3.61
Sausage makers (chopper).....	-	-	-	-	14	3.99	-	-
Slicing-machine operators.....	-	-	-	-	13	3.65	-	-
Men.....	-	-	-	-	-	-	-	-
Women.....	-	-	-	-	11	3.63	-	-

See footnotes at end of table.

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**Table 6. Meatpacking: Occupational earnings, multiplant companies—Continued**

(Number and average straight-time hourly earnings<sup>1</sup> of production workers in selected occupations, United States and selected regions, January 1969)

Department, occupation, and sex	United States <sup>2</sup>				Middle Atlantic				Southeast			
	Number of workers	Average hourly earnings <sup>1</sup>			Number of workers	Average hourly earnings <sup>1</sup>			Number of workers	Average hourly earnings <sup>1</sup>		
		Mean	Median	Middle range		Mean	Median	Middle range		Mean	Median	Middle range
<u>Curing, smoking, cooking, and canning—Continued</u>												
Smokers (542 men, 1 woman).....	543	\$ 3.50	\$ 3.69	\$ 3.26—\$ 3.74	28	\$ 3.99	\$ 3.95	\$ 3.69—\$ 4.25	106	\$ 2.47	\$ 2.18	\$ 1.93—\$ 3.12
Sausages (209 men, 1 woman).....	210	3.77	3.69	3.53— 3.74	-	-	-	-	30	2.87	3.12	2.29— 3.42
Other than sausages (all men).....	191	3.74	3.69	3.64— 3.79	-	-	-	-	19	2.42	2.05	2.03— 3.08
Combination of sausages and other products.....	142	2.79	2.63	2.04— 3.42	-	-	-	-	57	2.29	2.05	1.80— 2.99
Stuffers, frankfurters.....	138	3.63	3.66	3.53— 3.69	-	-	-	-	13	2.27	-	-
Men.....	127	3.68	3.66	3.57— 3.69	-	-	-	-	6	2.77	-	-
Stuffers, sausages.....	351	3.84	3.64	3.40— 4.44	-	-	-	-	47	2.53	2.10	1.80— 3.26
Men.....	292	3.99	3.66	3.61— 4.55	-	-	-	-	27	2.94	3.22	2.00— 3.37
Combination of natural and artificial casings.....	240	3.95	3.66	3.63— 4.73	-	-	-	-	33	2.73	2.43	1.90— 3.37
Men.....	207	4.07	3.69	3.64— 4.82	-	-	-	-	19	3.23	3.37	2.82— 3.40
<u>Maintenance, and powerplant</u>												
Electricians, maintenance (all men).....	304	4.33	4.19	4.19— 4.34	-	-	-	-	-	-	-	-
Engineers, stationary (all men).....	374	4.21	4.39	4.02— 4.51	29	4.23	4.46	3.78— 4.61	42	3.44	4.02	2.21— 4.11
Firemen, stationary boiler (all men).....	160	3.98	3.99	3.74— 4.11	-	-	-	-	-	-	-	-
Maintenance men, general utility (all men).....	677	3.45	3.51	2.90— 4.14	17	3.54	3.82	3.17— 3.82	153	2.36	2.25	2.00— 2.40
Mechanics, automotive (maintenance) (all men).....	195	3.88	4.01	3.75— 4.19	18	3.75	3.75	3.52— 4.11	27	2.82	2.40	2.21— 3.87
<u>Custodial and material movement</u>												
Checkers, loading (554 men, 1 woman).....	555	3.77	3.64	3.43— 4.02	12	4.59	-	-	61	2.87	2.95	2.35— 3.43
Cleaners, night (1,971 men, 24 women).....	1,995	3.35	3.39	3.12— 3.48	82	3.24	3.07	3.07— 3.54	237	2.38	2.00	1.75— 3.12
Janitors.....	483	3.18	3.34	3.34— 3.39	-	-	-	-	38	2.32	2.09	1.80— 2.80
Men.....	423	3.20	3.34	3.34— 3.39	-	-	-	-	28	2.31	2.09	1.80— 2.80
Luggers-loaders (all men).....	1,206	3.61	3.59	3.39— 3.79	-	-	-	-	120	2.42	1.85	1.70— 3.52
Beef.....	540	3.79	3.75	3.52— 3.79	-	-	-	-	32	3.11	3.52	2.15— 3.61
Other products including combination of beef and other meats.....	666	3.47	3.49	3.20— 3.61	24	5.02	5.36	4.05— 6.15	88	2.17	1.81	1.70— 2.16
Packers, shipping.....	1,654	3.49	3.44	3.39— 3.81	39	4.18	3.98	3.76— 4.14	203	2.01	1.95	1.80— 2.09
Men.....	1,242	3.58	3.49	3.43— 3.84	39	4.18	3.98	3.76— 4.14	75	2.09	1.90	1.70— 1.97
Women.....	412	3.22	3.44	2.09— 3.51	-	-	-	-	128	1.97	2.00	1.90— 2.09
Stowers, car and truck (all men).....	794	3.25	3.46	3.30— 3.59	-	-	-	-	139	2.16	1.90	1.80— 2.30
Truckdrivers (all men).....	1,938	3.52	3.70	3.31— 3.99	171	3.83	3.94	3.31— 4.06	407	2.47	2.29	2.03— 3.13
Semi- or trailer.....	290	3.68	3.74	3.52— 4.41	37	3.63	3.28	3.23— 4.19	35	2.59	2.35	1.75— 3.52
Other than semi- or trailer.....	1,202	3.46	3.67	3.10— 3.97	134	3.89	3.94	3.49— 3.94	286	2.40	2.29	2.03— 2.78
Truckers, power (1,318 men, 6 women).....	1,324	3.78	3.59	3.49— 3.74	-	-	-	-	34	2.81	3.32	2.05— 3.32
Forklift (all men).....	606	3.76	3.59	3.54— 3.64	-	-	-	-	33	2.79	3.32	2.05— 3.32
Other than forklift (712 men, 6 women).....	718	3.80	3.54	3.44— 3.89	-	-	-	-	-	-	-	-

See footnotes at end of table.

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**Table 6. Meatpacking: Occupational earnings, multiplant companies—Continued**

(Number and average straight-time hourly earnings<sup>1</sup> of production workers in selected occupations, United States and selected regions, January 1969)

Department, occupation, and sex	Southwest				Great Lakes				Middle West			
	Number of workers	Average hourly earnings <sup>1</sup>			Number of workers	Average hourly earnings <sup>1</sup>			Number of workers	Average hourly earnings <sup>1</sup>		
		Mean	Median	Middle range		Mean	Median	Middle range		Mean	Median	Middle range
<u>Curing, smoking, cooking, and canning—Continued</u>												
Smokers .....	44	\$ 3.15	\$ 3.25	\$ 2.45—\$ 3.77	85	\$ 3.71	\$ 3.66	\$ 3.55—\$ 3.69	177	\$ 4.09	\$ 3.74	\$ 3.69—\$ 4.35
Sausages .....	8	3.75	-	-	47	3.78	3.66	3.54— 3.72	79	4.17	3.74	3.69— 4.40
Other than sausages .....	14	3.82	-	-	35	3.64	3.66	3.61— 3.69	83	4.09	3.74	3.69— 4.57
Combination of sausages and other products .....	22	2.50	2.45	2.45— 2.85	-	-	-	-	-	-	-	-
Stuffers, frankfurters .....	12	2.76	-	-	45	3.72	3.66	3.64— 3.66	19	4.13	3.69	3.64— 4.17
Men .....	12	2.76	-	-	45	3.72	3.66	3.64— 3.66	16	3.89	3.64	3.64— 3.69
Stuffers, sausages .....	23	2.98	2.96	2.34— 3.61	58	3.95	3.63	3.61— 4.52	162	4.38	3.69	3.64— 5.08
Men .....	23	2.98	2.96	2.34— 3.61	47	4.01	3.73	3.61— 4.56	147	4.41	3.69	3.64— 5.08
Combination of natural and artificial casings .....	15	2.77	2.96	2.34— 2.96	29	4.17	3.63	3.63— 4.76	126	4.39	3.74	3.64— 5.08
Men .....	15	2.77	2.96	2.34— 2.96	-	-	4.55	3.61— 4.82	116	4.41	3.74	3.64— 5.08
<u>Maintenance and powerplant</u>												
Electricians, maintenance .....	23	3.90	4.19	3.53— 4.20	48	4.37	4.24	4.08— 4.92	203	4.44	4.19	4.19— 4.54
Engineers, stationary .....	23	3.71	4.09	2.90— 4.17	67	4.23	4.19	4.00— 4.59	158	4.46	4.44	4.39— 4.49
Fireman, stationary boiler .....	-	-	-	-	45	3.93	3.94	3.56— 4.22	61	4.27	4.04	3.99— 4.14
Maintenance men, general utility .....	93	3.22	3.25	2.90— 3.25	79	3.87	3.91	3.56— 4.09	239	3.87	3.97	3.38— 4.19
Mechanics, automotive (maintenance) .....	27	3.54	3.89	3.38— 3.94	30	4.10	3.95	3.93— 4.12	72	4.34	4.19	4.09— 4.34
<u>Custodial and material movement</u>												
Checkers, loading .....	68	3.35	3.64	2.60— 3.84	61	3.93	3.61	3.53— 4.35	259	4.14	3.74	3.64— 4.10
Cleaners, night .....	123	2.99	3.19	2.58— 3.39	376	3.55	3.34	3.31— 3.49	966	3.62	3.39	3.39— 3.54
Janitors .....	27	2.82	2.89	2.30— 3.34	47	3.33	3.34	3.33— 3.34	301	3.33	3.34	3.34— 3.39
Men .....	27	2.82	2.89	2.30— 3.34	41	3.33	3.34	3.33— 3.34	263	3.34	3.34	3.34— 3.39
Luggers-loaders .....	134	2.89	3.06	2.34— 3.49	159	3.52	3.48	3.39— 3.52	561	4.10	3.79	3.59— 4.09
Beef .....	-	-	-	-	-	-	-	-	328	4.02	3.79	3.75— 3.88
Other products including combination of beef and other meats .....	99	2.95	3.49	2.34— 3.49	101	3.46	3.39	3.39— 3.56	233	4.22	3.59	3.59— 5.34
Packers, shipping .....	113	2.83	2.89	2.23— 3.36	153	3.50	3.43	3.39— 3.44	875	3.82	3.49	3.44— 3.84
Men .....	113	2.83	2.89	2.23— 3.36	138	3.51	3.43	3.39— 3.44	607	3.83	3.49	3.44— 3.87
Women .....	-	-	-	-	15	3.41	3.44	3.39— 3.44	268	3.80	3.44	3.44— 3.81
Stowers, car and truck .....	-	-	-	-	243	3.42	3.39	3.39— 3.46	318	3.68	3.59	3.49— 3.66
Truckdrivers .....	142	2.96	2.60	2.36— 3.74	416	3.77	3.70	3.67— 3.80	399	3.99	3.97	3.74— 4.09
Semi- or trailer .....	-	-	-	-	35	3.69	3.67	3.60— 3.84	33	3.98	3.89	3.89— 3.94
Other than semi- or trailer .....	68	2.84	2.73	2.36— 3.10	264	3.80	3.67	3.67— 3.99	240	3.88	3.84	3.64— 3.99
Truckers, power .....	74	3.38	3.59	3.07— 3.59	130	3.79	3.65	3.44— 3.95	1,046	3.84	3.59	3.49— 3.71
Forklift .....	48	3.29	3.59	2.60— 3.59	50	3.52	3.49	3.43— 3.62	452	3.91	3.59	3.59— 3.72
Other than forklift .....	26	3.54	3.49	3.49— 3.59	-	-	-	-	594	3.79	3.49	3.44— 3.69

See footnotes at end of table.

**Table 6. Meatpacking: Occupational earnings, multiplant companies—Continued**

(Number and average straight-time hourly earnings<sup>1</sup> of production workers in selected occupations, United States and selected regions, January 1969)

Department, occupation, and sex	Mountain				Pacific			
	Number of workers	Average hourly earnings <sup>1</sup>			Number of workers	Average hourly earnings <sup>1</sup>		
		Mean	Median	Middle range		Mean	Median	Middle range
<u>Curing, smoking, cooking, and canning—Continued</u>								
Smokers .....	23	\$ 3.51	\$ 3.74	\$ 3.72—\$3.94	34	\$ 3.91	\$ 3.77	\$ 3.74—\$4.01
Sausages .....	-	-	-	-	-	-	-	-
Other than sausages .....	-	-	-	-	-	-	-	-
Combination of sausages and other products .....	-	-	-	-	-	-	-	-
Stuffers, frankfurters .....	-	-	-	-	-	-	-	-
Men .....	-	-	-	-	-	-	-	-
Stuffers, sausages .....	-	-	-	-	14	3.70	-	-
Men .....	-	-	-	-	13	3.70	-	-
Combination of natural and artificial casings .....	-	-	-	-	13	3.69	-	-
Men .....	-	-	-	-	12	3.70	-	-
<u>Maintenance and powerplant</u>								
Electricians, maintenance .....	-	-	-	-	-	-	-	-
Engineers, stationary .....	29	4.47	4.57	4.39— 4.57	14	4.40	-	-
Fireman, stationary boiler .....	-	-	-	-	16	4.25	4.23	4.07— 4.41
Maintenance men, general utility .....	30	3.61	4.19	2.28— 4.37	49	4.35	4.34	4.32— 4.34
Mechanics, automotive (maintenance) .....	-	-	-	-	11	4.03	-	-
<u>Custodial and material movement</u>								
Checkers, loading .....	24	3.84	3.65	3.64— 3.69	27	3.70	3.66	3.64— 3.69
Cleaners, night .....	40	3.02	3.39	2.94— 3.44	92	3.67	3.79	3.49— 3.79
Janitors .....	13	3.12	-	-	28	3.42	3.39	3.39— 3.44
Men .....	11	3.39	-	-	28	3.42	3.39	3.39— 3.44
Luggers-loaders .....	72	3.12	3.72	1.84— 3.79	56	3.74	3.72	3.65— 3.72
Beef .....	47	3.73	3.72	3.72— 3.79	-	-	-	-
Other products including combination of beef and other meats .....	-	-	-	-	30	3.76	3.65	3.65— 3.99
Packers, shipping .....	52	3.49	3.49	3.44— 3.54	-	-	-	-
Men .....	51	3.49	3.49	3.44— 3.54	-	-	-	-
Women .....	-	-	-	-	-	-	-	-
Stowers, car and truck .....	-	-	-	-	-	-	-	-
Truckdrivers .....	58	3.85	4.01	3.84— 4.01	270	4.18	4.41	3.99— 4.48
Semi- or trailer .....	-	-	-	-	-	-	-	-
Other than semi- or trailer .....	24	3.64	3.84	3.84— 3.84	129	4.23	4.41	4.09— 4.48
Truckers, power .....	-	-	-	-	-	-	-	-
Forklift .....	-	-	-	-	19	3.80	3.74	3.63— 3.95
Other than forklift .....	-	-	-	-	-	-	-	-

<sup>1</sup> Excludes premium pay for overtime and for work on weekends, holidays, and late shifts. Medians and middle ranges are not shown for occupations with fewer than 15 workers.

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

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

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

**Table 7. Meatpacking: Occupational earnings, single-plant companies**

(Number and average straight-time hourly earnings<sup>1</sup> of production workers in selected occupations, United States and selected regions, January 1969)

Department, occupation, and sex	United States <sup>2</sup>				Middle Atlantic				Border States			
	Number of workers	Average hourly earnings <sup>1</sup>			Number of workers	Average hourly earnings <sup>1</sup>			Number of workers	Average hourly earnings <sup>1</sup>		
		Mean	Median	Middle range		Mean	Median	Middle range		Mean	Median	Middle range
<b>Beef dressing</b>												
Backers <sup>3</sup> (all men) .....	452	\$ 3.37	\$ 3.43	\$ 2.38-4.18	27	\$ 3.86	\$ 4.10	\$ 3.07-4.18	27	\$ 2.71	\$ 2.75	\$ 2.58-2.75
On-the-rail dressing, power knife .....	200	3.58	3.73	2.90-4.23	-	-	-	-	-	-	-	-
Conventional dressing floor, straight knife .....	139	3.30	3.51	2.40-4.10	-	-	-	-	12	2.63	-	-
Floormen <sup>3</sup> (all men) .....	581	3.43	3.61	2.50-4.24	39	3.49	3.61	2.79-3.61	28	2.98	2.75	2.50-3.08
On-the-rail dressing, power knife .....	197	3.73	4.02	3.25-4.24	-	-	-	-	-	-	-	-
Conventional dressing floor, straight knife .....	266	3.40	3.61	2.35-4.24	31	3.76	3.61	3.07-3.61	13	3.43	-	-
Hide pullers, machine (all men) .....	162	3.73	3.56	3.00-3.92	-	-	-	-	-	-	-	-
Knockers or stunners, beef <sup>3</sup> (all men) .....	380	2.92	3.15	2.25-3.54	20	2.94	2.75	2.39-3.61	20	2.26	2.19	1.80-2.35
Pneumatic hammer or captive-bolt pistol .....	312	2.97	3.21	2.33-3.59	14	3.18	-	-	-	-	-	-
Rumpers <sup>3</sup> (all men) .....	391	3.23	3.00	2.44-3.96	26	3.64	2.65	2.64-4.59	21	3.01	2.83	2.75-2.83
On-the-rail dressing, power knife .....	175	3.32	3.25	2.44-3.95	-	-	-	-	-	-	-	-
Shacklers, beef (all men) .....	148	3.03	3.02	2.35-3.53	27	3.06	2.74	2.67-3.80	-	-	-	-
Splitters, back, beef <sup>3</sup> (all men) .....	337	3.55	3.61	2.64-4.34	28	3.40	3.61	2.65-3.82	18	2.98	3.50	2.00-3.50
Powersaw .....	290	3.52	3.53	2.64-4.24	20	3.22	3.07	2.64-3.82	18	2.98	3.50	2.00-3.50
Washers, beef (437 men, 9 women) .....	446	2.84	3.00	2.10-3.40	40	3.01	3.00	2.75-3.00	20	2.24	2.10	2.08-2.10
<b>Beef cutting</b>												
Boners, beef <sup>3</sup> (1,466 men, 2 women) .....	1,468	3.57	3.68	2.93-4.10	161	3.08	2.95	2.93-3.22	96	3.31	3.59	2.46-3.88
Chucks (all men) .....	58	3.94	4.26	3.58-4.90	-	-	-	-	-	-	-	-
Loins, ribs, or rounds (all men) .....	128	3.97	4.28	3.80-4.28	-	-	-	-	-	-	-	-
Entire carcass (1,262 men, 2 women) .....	1,264	3.51	3.59	2.93-3.99	161	3.08	2.95	2.93-3.22	96	3.31	3.59	2.46-3.88
Breakup men, fabricated beef cuts (all men) .....	214	3.23	3.84	2.30-4.14	-	-	-	-	-	-	-	-
Breakup men, primal cuts (all men) .....	522	3.50	3.48	3.10-4.00	55	3.14	3.12	2.99-3.30	-	-	-	-
Handlers, beef cuts for boners (all men) .....	84	2.52	2.53	1.70-3.24	-	-	-	-	-	-	-	-
<b>Pork dressing</b>												
Belly openers (all men) .....	121	3.02	3.00	2.45-3.63	-	-	-	-	9	3.18	-	-
Eviscerators, hog (all men) .....	126	2.95	3.00	2.44-3.52	-	-	-	-	12	3.02	-	-
Headers, hog (all men) .....	137	2.88	3.00	1.85-3.59	-	-	-	-	10	3.37	-	-
Shacklers, hog (all men) .....	101	2.67	2.75	1.75-3.54	-	-	-	-	11	2.74	-	-
Shavers (all men) .....	292	2.72	2.75	2.01-3.34	18	3.13	2.99	2.85-3.49	26	2.95	2.81	2.56-3.34
Splitters, back, pork <sup>3</sup> (112 men, 1 woman) .....	113	3.05	3.10	2.28-3.70	11	2.64	-	-	13	2.77	-	-
Powersaw (69 men, 1 woman) .....	70	2.97	3.00	2.01-3.68	-	-	-	-	-	-	-	-
Stunners, hog (all men) .....	67	2.88	2.99	2.19-3.47	-	-	-	-	-	-	-	-
<b>Pork cutting</b>												
Belly trimmers (all men) .....	114	3.03	3.00	2.53-3.63	-	-	-	-	13	2.94	-	-
Boners, ham <sup>3</sup> (408 men, 9 women) .....	417	3.45	3.59	2.95-3.78	-	-	-	-	29	4.30	4.82	3.70-4.98
Open style boning (266 men, 3 women) .....	269	3.30	3.59	2.55-3.74	-	-	-	-	-	-	-	-
Chisel boning (142 men, 6 women) .....	148	3.71	3.55	3.55-3.99	-	-	-	-	10	3.93	-	-
Ham skinners, machine <sup>3</sup> (all men) .....	74	3.00	3.39	2.30-3.52	-	-	-	-	13	3.22	-	-
Skin and defat .....	49	2.75	2.80	1.82-3.42	-	-	-	-	9	3.01	-	-
Loin pullers .....	114	3.17	3.50	2.45-3.65	-	-	-	-	16	2.93	2.70	2.29-3.59
Trimmers of trimmings .....	146	3.06	3.21	2.48-3.52	19	2.79	2.45	2.45-2.99	33	3.12	3.21	3.21-3.21
Men .....	123	2.92	3.21	2.45-3.25	19	2.79	2.45	2.45-2.99	-	-	-	-
<b>Curing, smoking, cooking, and canning</b>												
Casing peeler operators .....	205	2.25	1.82	1.63-3.13	16	2.33	2.45	1.82-2.56	24	2.42	2.21	1.65-3.16
Women .....	165	2.27	1.82	1.63-3.13	12	2.29	-	-	23	2.41	1.80	1.65-3.18
Graders, green hams and bellies <sup>3</sup> (98 men, 4 women) .....	102	2.81	2.70	2.15-3.50	-	-	-	-	10	3.07	-	-
Green hams (all men) .....	35	3.12	3.14	2.30-3.53	-	-	-	-	-	-	-	-
Hangers, bellies (114 men, 2 women) .....	116	2.44	2.12	1.79-3.19	-	-	-	-	28	2.87	3.13	3.13-3.14
Pumpers, pickle-injection machine (all men) .....	93	2.59	3.00	1.70-3.23	8	3.11	-	-	14	3.05	-	-
Pumpers, ham (artery pumping) (152 men, 36 women) .....	188	2.70	2.46	2.24-3.51	13	2.80	-	-	19	2.79	2.83	2.30-3.46

See footnotes at end of table.

**Table 7. Meatpacking: Occupational earnings, single-plant companies—Continued**

(Number and average straight-time hourly earnings <sup>1</sup> of production workers in selected occupations, United States and selected regions, January 1969)

Department, occupation, and sex	Southeast				Southwest				Great Lakes			
	Number of workers	Average hourly earnings <sup>1</sup>			Number of workers	Average hourly earnings <sup>1</sup>			Number of workers	Average hourly earnings <sup>1</sup>		
		Mean	Median	Middle range		Mean	Median	Middle range		Mean	Median	Middle range
<b>Beef dressing</b>												
Backers <sup>3</sup> .....	57	\$2.06	\$2.09	\$2.09-\$2.10	68	\$2.25	\$2.18	\$1.99-\$2.40	63	\$4.14	\$3.73	\$3.29-\$4.24
On-the-rail dressing, power knife .....	-	-	-	-	17	2.37	2.33	2.00- 2.50	34	3.58	3.70	3.31- 3.73
Conventional dressing floor, straight knife .....	-	-	-	-	36	2.28	2.18	1.99- 2.40	-	-	-	-
Floorsmen .....	54	2.14	2.04	2.00- 2.21	84	2.26	2.10	2.00- 2.40	63	3.82	3.84	3.28- 4.16
On-the-rail dressing, power knife .....	-	-	-	-	10	2.55	-	-	26	3.61	3.80	3.27- 3.84
Conventional dressing floor, straight knife .....	-	-	-	-	57	2.19	2.10	2.00- 2.25	28	3.66	3.95	3.00- 4.16
Hide pullers, machine .....	7	2.14	-	-	14	2.33	-	-	65	4.38	3.72	3.53- 6.17
Knockers or stunners, beef .....	16	1.97	1.90	1.80- 2.10	76	1.92	1.90	1.65- 2.20	69	3.32	3.40	3.02- 3.54
Pneumatic hammer or captive-bolt pistol .....	9	2.09	-	-	69	1.93	1.90	1.65- 2.20	56	3.36	3.40	3.02- 3.53
Rumpers <sup>3</sup> .....	-	-	-	-	69	2.30	2.20	2.00- 2.45	38	3.93	3.84	3.29- 4.22
On-the-rail dressing, power knife .....	-	-	-	-	6	2.83	-	-	22	4.01	3.83	3.11- 4.32
Conventional dressing floor, power knife .....	-	-	-	-	25	2.21	2.15	2.07- 2.45	-	-	-	-
Shacklers, beef .....	6	1.90	-	-	27	2.00	2.00	1.70- 2.14	33	3.70	3.24	3.15- 4.68
Splitters, back, beef <sup>3</sup> .....	27	2.29	2.28	2.04- 2.60	45	2.15	2.00	1.85- 2.30	51	4.22	3.56	3.22- 5.69
Powersaw .....	19	2.39	2.60	2.10- 2.63	40	2.14	2.00	1.85- 2.40	51	4.22	3.56	3.22- 5.69
Washers, beef .....	36	1.87	1.89	1.75- 2.00	77	1.84	1.75	1.60- 2.05	60	3.57	3.28	2.96- 4.61
<b>Beef cutting</b>												
Boners, beef <sup>3</sup> .....	181	3.19	3.24	1.94- 4.20	141	2.75	2.55	2.10- 2.88	431	3.90	3.76	3.58- 4.28
Chucks .....	-	-	-	-	-	-	-	-	42	4.44	4.38	3.89- 5.08
Loins, ribs, or rounds .....	-	-	-	-	-	-	-	-	96	4.25	4.28	4.28- 4.28
Entire carcass .....	169	3.26	3.47	1.90- 4.30	136	2.76	2.50	2.09- 2.91	288	3.71	3.73	3.00- 3.89
Breakup men, fabricated beef cuts .....	55	2.01	2.00	1.73- 2.30	-	-	-	-	27	3.43	3.84	2.92- 3.84
Breakup men, primal cuts .....	44	2.14	2.00	2.00- 2.50	18	2.30	2.37	2.04- 2.55	124	3.34	3.42	3.16- 3.47
Handlers, beef cuts for boners .....	-	-	-	-	25	1.73	1.64	1.60- 1.70	28	2.84	2.93	2.53- 2.93
<b>Pork dressing</b>												
Belly openers .....	18	2.07	1.80	1.70- 2.34	24	2.25	2.20	1.95- 2.45	52	3.60	3.65	3.00- 4.00
Eviscerators, hog .....	17	1.98	1.95	1.70- 1.95	15	1.76	1.70	1.65- 1.80	55	3.44	3.50	3.00- 3.65
Headers, hog .....	27	1.97	1.75	1.68- 2.07	25	1.97	1.85	1.85- 1.89	54	3.49	3.10	3.00- 3.75
Shacklers, hog .....	19	1.80	1.75	1.70- 1.83	19	1.66	1.60	1.60- 1.68	41	3.42	3.54	2.83- 3.64
Shavers .....	54	2.08	1.88	1.70- 2.28	58	1.94	1.82	1.80- 2.15	101	3.28	3.34	2.80- 3.42
Splitters, back, pork <sup>3</sup> .....	26	2.06	1.90	1.81- 2.05	-	-	-	-	42	3.73	3.75	3.23- 3.78
Powersaw .....	25	2.05	1.90	1.80- 2.05	-	-	-	-	26	3.82	3.70	3.10- 3.94
Stunners, hog .....	12	1.83	-	-	-	-	-	-	30	3.41	3.39	3.00- 3.54
<b>Pork cutting</b>												
Belly trimmers .....	18	2.18	2.12	1.70- 2.45	8	2.06	-	-	44	3.46	3.60	3.00- 3.69
Boners, ham <sup>3</sup> .....	36	2.51	2.17	2.00- 2.39	22	2.34	2.44	2.01- 2.55	219	3.58	3.74	3.55- 3.74
Open style boning .....	34	2.53	2.26	2.00- 2.39	18	2.32	2.55	1.94- 2.55	143	3.59	3.74	3.66- 3.74
Chisel boning .....	-	-	-	-	-	-	-	-	76	3.55	3.55	3.55- 3.62
Ham skimmers, machine <sup>3</sup> .....	-	-	-	-	-	-	-	-	32	3.52	3.50	3.41- 3.64
Skin and defat .....	-	-	-	-	-	-	-	-	12	3.49	-	-
Loin pullers .....	18	2.25	2.37	1.70- 2.45	12	2.28	-	-	44	3.74	3.65	3.50- 3.69
Trimmers of trimmings .....	18	1.92	1.95	1.70- 2.17	7	2.07	-	-	42	3.71	3.57	3.25- 3.89
Men .....	18	1.92	1.95	1.70- 2.17	7	2.07	-	-	28	3.59	3.31	3.24- 3.89
<b>Curing, smoking, cooking, and canning</b>												
Casing peeler operators .....	56	1.68	1.63	1.60- 1.63	52	1.78	1.80	1.64- 1.88	37	3.34	3.39	3.37- 3.40
Men .....	-	-	-	-	-	-	-	-	11	3.06	-	-
Graders, green hams and bellies .....	13	1.92	-	-	20	1.75	1.68	1.60- 1.79	27	3.89	3.54	3.40- 4.43
Green hams .....	-	-	-	-	-	-	-	-	12	3.87	-	-
Hangers, bellies .....	13	1.64	-	-	45	1.85	1.79	1.79- 1.80	23	3.26	3.19	3.19- 3.33
Pumpers, pickle-injection machine .....	15	2.04	1.80	1.65- 2.23	20	1.78	1.70	1.65- 1.82	15	3.41	3.42	3.07- 3.53
Pumpers, ham (artery pumping) .....	37	2.02	1.90	1.65- 2.02	15	1.95	1.80	1.65- 2.24	79	3.03	3.51	2.25- 3.52

See footnotes at end of table.

**Table 7. Meatpacking: Occupational earnings, single-plant companies—Continued**

(Number and average straight-time hourly earnings<sup>1</sup> of production workers in selected occupations, United States and selected regions, January 1969)

Department, occupation, and sex	Middle West				Mountain			Pacific				
	Number of workers	Average hourly earnings <sup>1</sup>			Number of workers	Average hourly earnings <sup>1</sup>			Number of workers	Average hourly earnings <sup>1</sup>		
		Mean	Median	Middle range		Mean	Median	Middle range		Mean	Median	Middle range
<b>Beef dressing</b>												
Backers <sup>3</sup> .....	94	\$ 3.63	\$ 3.72	\$ 2.85—\$4.19	28	\$ 3.53	\$ 3.71	\$ 3.44—\$3.76	88	\$ 4.23	\$ 4.24	\$ 3.99—\$4.55
On-the-rail dressing, power knife .....	54	3.41	3.64	2.55— 4.08	12	3.47	-	-	66	4.29	4.55	3.98— 4.55
Conventional dressing floor, straight knife .....	30	3.88	3.81	2.99— 4.67	-	-	-	-	17	4.02	3.99	3.99— 3.99
Floormen <sup>3</sup> .....	88	3.75	3.95	3.00— 4.34	55	3.40	3.66	2.38— 4.12	170	4.17	4.24	4.24— 4.24
On-the-rail dressing, power knife .....	53	3.80	4.01	3.55— 4.37	23	3.97	4.50	3.30— 4.50	69	4.16	4.24	4.24— 4.24
Conventional dressing floor, straight knife .....	31	3.62	3.40	3.00— 4.34	28	2.98	2.96	2.25— 3.76	72	4.29	4.24	4.24— 4.25
Hide pullers, machine .....	25	3.62	3.92	2.91— 3.94	25	3.40	3.25	3.16— 3.47	14	4.11	-	-
Knockers or stunners, beef .....	81	3.22	3.33	2.86— 3.54	25	3.27	3.52	3.25— 3.63	67	3.55	3.64	3.39— 3.79
Pneumatic hammer or captive-bolt pistol .....	77	3.22	3.33	2.75— 3.59	22	3.24	3.52	3.25— 3.62	56	3.57	3.67	3.39— 3.79
Rumpers <sup>3</sup> .....	94	3.57	3.73	2.85— 3.97	23	3.59	3.47	3.30— 3.90	52	4.13	4.07	3.95— 4.24
On-the-rail dressing, power knife .....	67	3.60	3.80	2.77— 3.97	18	3.56	3.41	3.25— 4.01	10	4.29	-	-
Shacklers, beef .....	24	3.25	3.22	2.96— 3.49	8	3.41	-	-	-	-	-	-
Splitters, back, beef <sup>3</sup> .....	89	3.90	4.03	3.40— 4.53	27	3.88	3.62	3.52— 4.50	52	4.28	4.24	4.24— 4.34
Powersaw .....	65	3.65	3.80	2.85— 4.33	27	3.88	3.62	3.52— 4.50	50	4.28	4.24	4.24— 4.34
Washers, beef .....	117	3.05	3.15	2.75— 3.42	31	3.35	3.40	3.40— 3.52	65	3.32	3.39	3.19— 3.49
<b>Beef cutting</b>												
Boners, beef <sup>3</sup> .....	117	3.81	3.63	3.39— 4.15	178	3.65	3.98	3.57— 3.98	163	4.20	4.20	4.10— 4.30
Chucks .....	-	-	-	-	-	-	-	-	-	-	-	-
Loins, ribs, or rounds .....	-	-	-	-	-	-	-	-	-	-	-	-
Entire carcass .....	95	4.03	3.92	3.41— 4.15	178	3.65	3.98	3.57— 3.98	141	4.22	4.20	4.10— 4.30
Breakup men, fabricated beef cuts .....	-	-	-	-	-	-	-	-	68	4.09	4.11	4.02— 4.14
Breakup men, primal cuts .....	39	3.71	3.75	3.75— 4.34	65	3.50	3.48	3.47— 3.85	173	4.18	4.24	3.95— 4.34
Handlers, beef cuts for boners .....	-	-	-	-	-	-	-	-	-	-	-	-
<b>Pork dressing</b>												
Belly openers .....	8	3.14	-	-	-	-	-	-	-	-	-	-
Eviscerators, hog .....	10	3.23	-	-	-	-	-	-	-	-	-	-
Headers, hog .....	9	3.43	-	-	-	-	-	-	-	-	-	-
Shacklers, hog .....	-	-	-	-	-	-	-	-	-	-	-	-
Shavers .....	19	3.13	3.06	3.06— 3.37	-	-	-	-	-	-	-	-
Splitters, back, pork <sup>3</sup> .....	11	3.55	-	-	-	-	-	-	-	-	-	-
Powersaw .....	-	-	-	-	-	-	-	-	-	-	-	-
Stunners, hog .....	-	-	-	-	-	-	-	-	-	-	-	-
<b>Pork cutting</b>												
Belly trimmers .....	14	3.38	-	-	-	-	-	-	-	-	-	-
Boners, ham <sup>3</sup> .....	15	3.27	3.57	3.00— 3.59	44	3.24	3.47	2.45— 3.99	-	-	-	-
Open style boning .....	15	3.27	3.57	3.00— 3.59	-	-	-	-	-	-	-	-
Chisel boning .....	-	-	-	-	-	-	-	-	-	-	-	-
Ham skinners, machine <sup>3</sup> .....	8	3.28	-	-	-	-	-	-	-	-	-	-
Skin and defat .....	8	3.28	-	-	-	-	-	-	-	-	-	-
Loin pullers .....	8	3.64	-	-	-	-	-	-	-	-	-	-
Trimmers of trimmings .....	13	3.40	-	-	-	-	-	-	-	-	-	-
Men .....	9	3.33	-	-	-	-	-	-	-	-	-	-
<b>Curing, smoking, cooking, and canning</b>												
Casing peeler operators .....	9	2.60	-	-	11	3.04	-	-	-	-	-	-
Women .....	-	-	-	-	11	3.04	-	-	-	-	-	-
Graders, green hams and bellies .....	20	2.80	2.30	2.29— 3.54	-	-	-	-	-	-	-	-
Green hams .....	10	2.76	-	-	-	-	-	-	-	-	-	-
Hangers, bellies .....	-	-	-	-	-	-	-	-	-	-	-	-
Pumpers, pickle-injection machine .....	10	3.24	-	-	-	-	-	-	-	-	-	-
Pumpers, ham (artery pumping) .....	20	3.07	3.34	2.39— 3.54	-	-	-	-	-	-	-	-

See footnotes at end of table.

**Table 7. Meatpacking: Occupational earnings, single-plant companies—Continued**

(Number and average straight-time hourly earnings <sup>1</sup> of production workers in selected occupations, United States and selected regions, January 1969)

Department, occupation, and sex	United States <sup>2</sup>				Middle Atlantic				Border States			
	Number of workers	Average hourly earnings <sup>1</sup>			Number of workers	Average hourly earnings <sup>1</sup>			Number of workers	Average hourly earnings <sup>1</sup>		
		Mean	Median	Middle range		Mean	Median	Middle range		Mean	Median	Middle range
<u>Curing, smoking, cooking, and canning—Continued</u>												
Sausage makers (chopper) (all men) -----	219	\$ 2.64	\$ 2.45	\$ 2.00-3.27	12	\$ 2.94	-	-	15	\$ 2.79	\$ 2.40	\$ 2.22-3.59
Slicing-machine operators -----	245	2.49	2.18	1.75- 3.31	-	-	-	-	28	2.72	3.13	2.40- 3.13
Men -----	97	2.51	2.23	1.80- 3.25	-	-	-	-	-	-	-	-
Women -----	148	2.49	2.10	1.74- 3.31	-	-	-	-	23	2.63	3.13	1.75- 3.13
Smokers <sup>3</sup> (all men) -----	387	2.80	2.83	2.10- 3.46	26	3.09	\$ 3.18	\$ 2.95-3.24	49	2.96	3.32	2.19- 3.46
Sausages -----	119	3.09	3.00	2.71- 3.47	-	-	-	-	24	3.17	3.37	3.29- 3.46
Combination of sausages and other products -----	188	2.41	2.25	1.80- 2.83	20	3.05	3.15	2.89- 3.18	16	2.41	2.05	1.85- 2.83
Stuffers, frankfurters -----	121	2.40	2.00	1.80- 2.83	-	-	-	-	11	2.47	-	-
Men -----	72	2.56	2.55	1.80- 3.01	-	-	-	-	8	2.56	-	-
Stuffers, sausages -----	422	2.38	2.03	1.75- 3.16	46	2.62	2.35	2.34- 3.15	38	2.66	3.21	1.75- 3.36
Men -----	261	2.66	2.50	1.85- 3.32	28	2.74	2.83	2.35- 3.17	24	3.20	3.32	3.21- 3.41
Women -----	161	1.94	1.75	1.60- 2.00	18	2.44	2.34	2.00- 2.90	-	-	-	-
Combination of natural and artificial casing -----	261	2.37	2.05	1.75- 3.00	35	2.73	2.83	2.35- 3.19	-	-	-	-
Men -----	155	2.61	2.35	1.80- 3.22	27	2.72	2.83	2.35- 3.15	-	-	-	-
Women -----	106	2.01	1.75	1.60- 2.02	-	-	-	-	-	-	-	-
<u>Maintenance and powerplant</u>												
Electricians, maintenance (all men) -----	102	3.53	3.64	3.23- 4.09	12	3.39	-	-	16	3.35	3.65	2.67- 4.09
Engineers, stationary (all men) -----	286	3.76	3.68	3.45- 4.42	24	3.73	3.66	3.66- 3.68	35	3.43	3.65	2.93- 3.65
Firemen, stationary boiler (all men) -----	72	3.17	3.54	2.37- 3.78	-	-	-	-	-	-	-	-
Maintenance men, general utility (all men) -----	837	3.23	3.30	2.56- 3.78	49	3.01	2.81	2.74- 3.40	71	2.96	3.65	2.08- 3.65
Mechanics, automotive (maintenance) (all men) -----	177	3.25	3.50	2.61- 3.84	12	3.07	-	-	21	3.54	3.86	3.80- 3.98
<u>Custodial and material movement</u>												
Checkers, loading (all men) -----	303	2.99	3.32	2.51- 3.47	11	3.13	-	-	23	2.66	2.93	1.72- 3.46
Cleaners, night (1, 244 men, 3 women) -----	1,247	2.71	2.98	2.00- 3.28	98	2.72	2.90	2.90- 3.00	92	2.75	3.08	2.54- 3.14
Janitors -----	252	2.39	2.16	1.70- 3.14	32	2.10	2.00	1.60- 2.50	19	2.56	2.61	2.00- 3.14
Men -----	220	2.48	2.36	1.88- 3.14	20	2.41	2.00	2.00- 3.02	17	2.49	2.14	2.00- 3.08
Luggers-loaders (all men) -----	1,215	2.80	3.01	2.13- 3.34	49	3.07	3.08	2.95- 3.15	18	2.45	2.76	1.72- 3.08
Beef -----	739	2.99	3.14	2.61- 3.40	-	-	-	-	-	-	-	-
Other products including combination of beef and other meats -----	476	2.50	2.22	1.75- 3.28	26	3.11	3.15	2.92- 3.49	18	2.45	2.76	1.72- 3.08
Packers, shipping -----	1,409	2.40	2.18	1.70- 3.20	95	2.38	2.35	1.90- 2.50	44	2.47	2.76	1.74- 3.21
Men -----	878	2.59	2.62	2.00- 3.31	29	3.06	3.31	2.35- 3.40	44	2.47	2.76	1.74- 3.21
Women -----	531	2.07	1.80	1.65- 2.31	66	2.09	2.00	1.80- 2.40	-	-	-	-
Stowers, car and truck (all men) -----	257	2.61	2.71	1.85- 3.36	26	2.85	2.83	2.25- 3.36	26	2.72	3.45	1.70- 3.45
Truckdrivers <sup>3</sup> (all men) -----	3,639	2.99	3.09	2.08- 3.78	446	3.11	3.09	2.46- 3.81	315	2.90	2.83	2.00- 3.79
Semi- or trailer -----	406	3.44	3.76	2.81- 4.09	59	3.71	3.81	3.81- 3.81	-	-	-	-
Other than semi- or trailer -----	2,660	2.81	2.75	2.00- 3.60	355	3.01	2.99	2.46- 3.81	91	2.17	2.10	1.90- 2.40
Truckers, power <sup>3</sup> (all men) -----	100	2.89	3.13	2.03- 3.44	-	-	-	-	-	-	-	-
Forklift -----	51	3.02	3.41	2.45- 3.53	-	-	-	-	-	-	-	-

See footnotes at end of table.

**Table 7. Meatpacking: Occupational earnings, single-plant companies—Continued**

(Number and average straight-time hourly earnings of production workers in selected occupations, United States and selected regions, January 1969)

Department, occupation, and sex	Southeast				Southwest				Great Lakes			
	Number of workers	Average hourly earnings <sup>1</sup>			Number of workers	Average hourly earnings <sup>1</sup>			Number of workers	Average hourly earnings <sup>1</sup>		
		Mean	Median	Middle range		Mean	Median	Middle range		Mean	Median	Middle range
<u>Curing, smoking, cooking, and canning—Continued</u>												
Sausage makers (chopper) .....	55	\$ 1.95	\$ 1.70	\$ 1.65-2.12	35	\$ 2.33	\$ 2.40	\$ 2.01-2.45	56	\$ 3.16	\$ 3.20	\$ 2.75-3.56
Slicing-machine operators .....	47	1.80	1.65	1.60- 2.14	55	1.90	1.79	1.70- 2.00	78	3.21	3.38	3.25- 3.44
Men .....	20	1.87	1.73	1.65- 2.23	21	2.06	1.80	1.79- 2.24	32	2.91	2.80	1.80- 3.38
Women .....	27	1.76	1.65	1.60- 1.83	34	1.79	1.75	1.70- 1.88	46	3.42	3.40	3.31- 3.44
Smokers <sup>2</sup> .....	96	1.94	1.85	1.65- 2.14	33	2.12	2.25	1.85- 2.44	138	3.33	3.47	2.83- 3.64
Sausages .....	18	2.43	2.28	2.21- 2.29	9	2.20	-	-	56	3.40	3.00	2.83- 3.65
Combination of sausages and other products .....	71	1.78	1.75	1.63- 1.94	18	2.02	1.90	1.80- 2.25	43	2.98	2.83	2.70- 2.83
Stuffers, frankfurters .....	23	1.84	1.80	1.80- 1.85	10	1.95	-	-	58	2.59	2.55	1.80- 3.64
Men .....	14	1.88	-	-	10	1.95	-	-	23	3.17	3.31	2.55- 3.68
Stuffers, sausages .....	112	1.83	1.75	1.60- 1.85	68	1.92	1.90	1.70- 2.03	91	3.07	3.22	2.50- 3.64
Men .....	46	1.99	1.80	1.65- 2.23	39	1.98	1.95	1.70- 2.05	91	3.07	3.22	2.50- 3.64
Women .....	66	1.72	1.65	1.60- 1.82	29	1.83	1.89	1.70- 1.90	-	-	-	-
Combination of natural and artificial casing .....	48	1.91	1.82	1.60- 2.00	44	1.87	1.79	1.70- 1.94	57	2.84	3.00	1.80- 3.31
Men .....	18	2.12	1.85	1.80- 2.00	20	1.97	1.79	1.70- 2.05	57	2.84	3.00	1.80- 3.31
Women .....	30	1.78	1.82	1.60- 1.85	24	1.79	1.75	1.69- 1.90	-	-	-	-
<u>Maintenance and powerplant</u>												
Electricians, maintenance .....	7	2.47	-	-	-	-	-	-	34	3.80	3.92	3.39- 4.19
Engineers, stationary .....	-	-	-	-	19	2.86	2.88	2.42- 3.03	76	3.70	3.69	3.63- 4.27
Firemen, stationary boiler .....	12	2.04	-	-	-	-	-	-	34	3.73	3.78	3.55- 3.78
Maintenance men, general utility .....	123	2.33	2.25	1.94- 2.53	82	2.70	2.50	2.15- 3.18	203	3.53	3.63	3.25- 3.83
Mechanics, automotive (maintenance) .....	31	2.13	1.98	1.93- 2.39	36	3.35	3.50	3.23- 3.50	44	3.48	3.58	3.30- 3.90
<u>Custodial and material movement</u>												
Checkers, loading .....	34	2.49	2.10	1.85- 3.43	59	2.29	2.00	1.90- 2.81	107	3.34	3.39	3.31- 3.47
Cleaners, night .....	208	1.80	1.75	1.60- 1.98	85	1.82	1.70	1.64- 2.00	374	3.16	3.24	2.98- 3.31
Janitors .....	49	1.76	1.66	1.60- 1.91	36	1.72	1.60	1.60- 1.85	35	2.72	2.36	2.36- 3.14
Men .....	38	1.81	1.70	1.66- 1.91	31	1.74	1.70	1.60- 1.86	34	2.70	2.36	2.36- 3.12
Luggers-loaders .....	133	1.79	1.75	1.65- 1.91	166	1.90	1.75	1.70- 2.03	354	3.03	3.25	2.45- 3.34
Beef .....	51	1.88	1.90	1.80- 1.91	47	2.03	2.00	1.70- 2.27	207	2.98	3.16	2.45- 3.33
Other products including combination of beef and other meats .....	82	1.73	1.65	1.60- 1.75	119	1.85	1.75	1.70- 1.90	147	3.09	3.33	3.19- 3.40
Packers, shipping .....	463	1.76	1.65	1.60- 1.81	130	1.90	1.95	1.65- 2.00	436	2.98	3.20	2.62- 3.38
Men .....	220	1.81	1.75	1.60- 2.00	95	1.99	2.00	1.79- 2.24	311	3.02	3.10	2.62- 3.37
Women .....	243	1.72	1.65	1.65- 1.70	35	1.65	1.65	1.60- 1.65	125	2.90	3.31	2.12- 3.40
Stowers, car and truck .....	91	1.93	1.80	1.65- 2.03	-	-	-	-	100	3.13	3.14	2.71- 3.45
Truckdrivers <sup>3</sup> .....	506	1.92	1.78	1.65- 2.00	485	2.01	1.95	1.78- 2.20	798	3.27	3.50	2.97- 3.68
Semi- or trailer .....	-	-	-	-	22	2.35	2.08	2.02- 2.60	69	3.58	3.68	3.57- 3.76
Other than semi- or trailer .....	482	1.92	1.78	1.65- 2.00	441	1.96	1.90	1.75- 2.07	602	3.15	3.27	2.92- 3.57
Truckers, power <sup>3</sup> .....	-	-	-	-	-	-	-	-	9	3.93	-	-
Forklift .....	-	-	-	-	-	-	-	-	-	-	-	-

See footnotes at end of table.

**Table 7. Meatpacking: Occupational earnings, single-plant companies—Continued**

(Number and average straight-time hourly earnings<sup>1</sup> of production workers in selected occupations, United States and selected regions, January 1969)

Department, occupation, and sex	Middle West				Mountain				Pacific			
	Number of workers	Average hourly earnings <sup>1</sup>			Number of workers	Average hourly earnings <sup>1</sup>			Number of workers	Average hourly earnings <sup>1</sup>		
		Mean	Median	Middle range		Mean	Median	Middle range		Mean	Median	Middle range
<u>Curing, smoking, cooking, and canning—Continued</u>												
Sausage makers (chopper) .....	19	\$2.94	\$2.70	\$2.53-3.30	18	\$3.09	\$3.54	\$2.10-3.71	-	-	-	-
Slicing-machine operators .....	16	2.60	2.18	2.10-3.49	19	2.48	1.93	1.93-3.43	-	-	-	-
Men .....	9	2.88	-	-	-	-	-	-	-	-	-	-
Women .....	-	-	-	-	-	-	-	-	-	-	-	-
Smokers <sup>3</sup> .....	25	2.84	2.51	2.25-3.30	-	-	-	-	-	-	-	-
Sausages .....	-	-	-	-	-	-	-	-	-	-	-	-
Combination of sausages and other products .....	12	2.68	-	-	-	-	-	-	-	-	-	-
Stuffers, frankfurters .....	-	-	-	-	-	-	-	-	-	-	-	-
Men .....	-	-	-	-	-	-	-	-	-	-	-	-
Stuffers, sausages .....	19	3.19	3.33	2.82-3.64	47	2.24	1.80	1.60-2.68	-	-	-	-
Men .....	12	2.92	-	-	20	2.68	2.25	2.25-3.23	-	-	-	-
Women .....	-	-	-	-	-	-	-	-	-	-	-	-
Combination of natural and artificial casing .....	19	3.19	3.33	2.82-3.64	47	2.24	1.80	1.60-2.68	-	-	-	-
Men .....	12	2.92	-	-	20	2.68	2.25	2.25-3.23	-	-	-	-
Women .....	-	-	-	-	-	-	-	-	-	-	-	-
<u>Maintenance and powerplant</u>												
Electricians, maintenance .....	22	3.68	4.17	2.86-4.21	6	3.45	-	-	-	-	-	-
Engineers, stationary .....	61	3.53	3.50	3.26-3.77	24	4.41	4.50	4.44-4.57	44	\$4.59	\$4.52	\$4.42-\$4.82
Firemen, stationary boiler .....	-	-	-	-	-	-	-	-	-	-	-	-
Maintenance men, general utility .....	191	3.39	3.35	2.60-4.05	83	3.85	4.28	3.39-4.43	33	4.55	4.39	4.34-4.85
Mechanics, automotive (maintenance) .....	13	3.19	-	-	10	3.95	-	-	-	-	-	-
<u>Custodial and material movement</u>												
Checkers, loading .....	37	3.16	3.28	2.66-3.69	8	3.62	-	-	-	-	-	-
Cleaners, night .....	242	2.79	3.05	2.20-3.28	92	3.16	3.37	3.15-3.38	54	3.31	3.29	3.14-3.53
Janitors .....	49	2.94	3.17	2.80-3.39	8	2.76	-	-	18	3.41	3.49	3.39-3.49
Men .....	48	2.93	3.17	2.80-3.40	8	2.76	-	-	18	3.41	3.49	3.39-3.49
Luggers-loaders .....	432	3.18	3.15	2.90-3.63	49	3.39	3.47	3.38-3.73	-	-	-	-
Beef .....	372	3.24	3.15	2.90-3.63	25	3.52	3.47	3.35-3.73	-	-	-	-
Other products including combination of beef and other meats .....	60	2.83	3.06	2.35-3.09	24	3.26	3.47	3.47-3.73	-	-	-	-
Packers, shipping .....	201	2.75	2.76	2.30-3.54	15	2.48	2.08	2.04-2.98	-	-	-	-
Men .....	139	3.08	3.23	2.76-3.54	15	2.48	2.08	2.04-2.98	-	-	-	-
Women .....	62	2.01	1.80	1.80-2.31	-	-	-	-	-	-	-	-
Stowers, car and truck .....	-	-	-	-	-	-	-	-	-	-	-	-
Truckdrivers <sup>3</sup> .....	289	3.60	4.02	2.78-4.34	202	3.23	3.48	2.80-3.58	578	3.91	3.92	3.78-4.02
Semi- or trailer .....	56	3.63	4.34	2.80-4.34	12	3.29	-	-	126	4.07	4.09	4.02-4.28
Other than semi- or trailer .....	184	3.87	4.34	3.64-4.34	182	3.22	3.48	2.80-3.48	311	3.83	3.83	3.78-3.92
Truckers, power <sup>3</sup> .....	33	3.02	3.42	2.45-3.44	-	-	-	-	-	-	-	-
Forklift .....	29	2.96	2.77	2.45-3.42	-	-	-	-	-	-	-	-

<sup>1</sup> Excludes premium pay for overtime and for work on weekends, holidays, and late shifts. Medians and middle ranges are not shown for occupations with fewer than 15 workers.

<sup>2</sup> Includes data for the New England region in addition to those shown separately.

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

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

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**Table 8. Meatpacking: Occupational earnings by size of community, all companies**

(Number and average straight-time hourly earnings<sup>1</sup> of production workers in selected occupations, United States and selected regions, January 1969)

Occupation <sup>2</sup> and size of community	United States <sup>3</sup>		Southeast		Great Lakes		Middle West	
	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings
<u>Beef dressing</u>								
Backers, on-the-rail dressing, power knife:								
Metropolitan areas .....	213	\$3.90	15	\$2.56	26	\$3.96	77	\$4.00
Nonmetropolitan areas .....	58	3.08	-	-	-	-	21	3.20
Splitters, back, beef, powersaw:								
Metropolitan areas .....	346	3.73	29	2.70	43	3.84	96	4.02
Nonmetropolitan areas .....	102	3.56	15	2.58	26	4.84	30	3.85
Washers, beef:								
Metropolitan areas .....	518	2.90	47	2.04	53	3.27	160	3.22
Nonmetropolitan areas .....	125	2.92	-	-	27	4.19	43	2.95
<u>Beef cutting</u>								
Boners, beef, entire carcass:								
Metropolitan areas .....	1,356	3.79	150	3.86	226	4.07	132	4.04
Nonmetropolitan areas .....	337	3.14	72	2.18	89	3.03	24	4.35
Breakup men, fabricated beef cuts:								
Metropolitan areas .....	337	3.53	80	2.78	55	3.65	61	4.43
Nonmetropolitan areas .....	82	3.10	26	2.35	-	-	15	3.38
Breakup men, primal cuts:								
Metropolitan areas .....	684	3.70	54	2.63	150	3.68	94	3.98
Nonmetropolitan areas .....	150	3.31	33	1.91	32	3.05	-	-
<u>Pork dressing</u>								
Belly openers:								
Metropolitan areas .....	171	3.56	14	2.65	51	3.65	46	4.09
Nonmetropolitan areas .....	93	3.22	15	2.26	22	3.68	40	3.62
Eviscerators, hog:								
Metropolitan areas .....	187	3.54	20	2.37	57	3.66	49	4.06
Nonmetropolitan areas .....	96	3.28	9	2.71	25	3.52	44	3.66
Shavers:								
Metropolitan areas .....	529	3.33	58	2.62	114	3.38	169	3.71
Nonmetropolitan areas .....	341	3.15	42	2.37	65	3.38	195	3.50
Splitters, back, pork, powersaw:								
Metropolitan areas .....	143	3.65	22	2.42	33	3.85	45	4.11
Nonmetropolitan areas .....	52	3.78	15	2.44	16	3.89	21	4.40
<u>Pork cutting</u>								
Belly trimmers:								
Metropolitan areas .....	299	3.84	35	2.80	52	3.92	114	4.33
Nonmetropolitan areas .....	135	3.58	19	2.87	48	3.46	58	4.03
Boners, ham, open style boning:								
Metropolitan areas .....	642	4.34	31	2.63	305	4.31	195	5.25
Nonmetropolitan areas .....	142	3.82	37	2.46	26	3.74	63	4.84
Ham skimmers, machine:								
Skin and defat:								
Metropolitan areas .....	137	3.53	-	-	51	3.89	44	3.96
Nonmetropolitan areas .....	58	3.81	-	-	8	3.15	44	3.98
Loin pullers:								
Metropolitan areas .....	257	3.81	29	2.85	55	3.92	68	4.30
Nonmetropolitan areas .....	91	3.66	16	2.65	25	3.74	38	4.25
<u>Curing, smoking, cooking, and canning</u>								
Casing peeler operators (women):								
Metropolitan areas .....	309	3.01	38	2.18	64	3.40	55	4.00
Nonmetropolitan areas .....	120	1.99	74	1.74	-	-	13	3.25
Pumpers, ham (artery pumping):								
Metropolitan areas .....	279	3.09	52	2.45	120	3.22	29	3.77
Nonmetropolitan areas .....	111	2.47	42	2.03	-	-	20	3.49
Sausage makers (chopper):								
Metropolitan areas .....	281	3.28	47	2.33	60	3.71	55	3.87
Nonmetropolitan areas .....	128	2.75	45	2.03	36	2.98	21	3.90

See footnotes at end of table.

**Table 8. Meatpacking: Occupational earnings by size of community, all companies—Continued**

(Number and average straight-time hourly earnings<sup>1</sup> of production workers in selected occupations, United States and selected regions, January 1969)

Occupation <sup>2</sup> and size of community	United States <sup>3</sup>		Southeast		Great Lakes		Middle West	
	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings
<u>Curing, smoking, cooking, and canning—Continued</u>								
Slicing-machine operators:								
Metropolitan areas .....	456	\$3.32	59	\$2.43	120	\$3.77	130	\$3.96
Nonmetropolitan areas .....	152	2.84	41	1.80	34	2.98	47	4.23
Smokers, sausages:								
Metropolitan areas .....	263	3.51	24	2.53	89	3.64	61	3.89
Nonmetropolitan areas .....	66	3.59	24	2.88	14	3.12	23	4.58
Stuffers, frankfurters (women):								
Metropolitan areas .....	170	2.47	15	2.27	62	3.67	14	3.77
Nonmetropolitan areas .....	89	2.27	21	1.80	-	-	-	-
Stuffers, sausage, combination of natural and artificial casing (women):								
Metropolitan areas .....	342	3.22	37	2.64	43	3.91	106	4.06
Nonmetropolitan areas .....	159	2.92	44	1.92	43	2.66	-	-
<u>Maintenance and powerplant</u>								
Engineers, stationary:								
Metropolitan areas .....	531	4.00	36	3.36	107	4.13	144	4.01
Nonmetropolitan areas .....	129	4.10	-	-	36	3.42	75	4.57
Maintenance men, general utility:								
Metropolitan areas .....	1,010	3.43	139	2.26	172	3.69	272	3.76
Nonmetropolitan areas .....	504	3.12	137	2.44	110	3.52	158	3.49
<u>Custodial and material movement</u>								
Cleaners, night:								
Metropolitan areas .....	2,338	3.17	242	2.23	559	3.43	843	3.41
Nonmetropolitan areas .....	904	2.93	203	1.97	191	3.15	365	3.55
Janitors:								
Metropolitan areas .....	525	2.97	46	2.29	55	3.26	239	3.27
Nonmetropolitan areas .....	210	2.75	41	1.70	27	2.69	111	3.27
Luggers-loaders, beef:								
Metropolitan areas .....	977	3.29	55	1.90	194	3.37	549	3.50
Nonmetropolitan areas .....	302	3.45	28	3.25	71	2.45	151	3.98
Packers, shipping:								
Metropolitan areas .....	1,960	3.10	319	1.91	330	3.26	681	3.62
Nonmetropolitan areas .....	1,103	2.79	347	1.78	259	2.93	395	3.63
Stowers, car and truck:								
Metropolitan areas .....	732	3.23	97	2.17	251	3.31	270	3.58
Nonmetropolitan areas .....	319	2.79	133	1.99	92	3.42	54	4.15
Truckdrivers, other than semi- or trailer:								
Metropolitan areas .....	2,995	3.19	351	2.09	690	3.55	327	4.03
Nonmetropolitan areas .....	867	2.42	417	2.11	176	2.57	97	3.36

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

<sup>2</sup> Data limited to men workers except where otherwise indicated.

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

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

**Table 9. Meatpacking: Occupational earnings by size of plant, all companies**

(Number and average straight-time hourly earnings<sup>1</sup> of production workers in selected occupations, United States and selected regions, January 1969)

Occupation <sup>2</sup> and size of plant	United States <sup>3</sup>		Middle Atlantic		Great Lakes		Middle West	
	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings
<b>Beef dressing</b>								
Backers, on-the-rail dressing, power knife:								
20-499 workers .....	229	\$3.58	-	-	39	\$3.64	66	\$3.46
500 workers or more .....	42	4.47	-	-	-	-	32	4.59
Splitters, back, beef, powersaw:								
20-499 workers .....	381	3.59	23	\$3.49	62	4.17	86	3.76
500 workers or more .....	67	4.26	-	-	7	4.60	40	4.44
Washers, beef:								
20-499 workers .....	564	2.84	40	3.01	73	3.59	149	3.05
500 workers or more .....	79	3.32	-	-	7	3.57	54	3.46
<b>Beef cutting</b>								
Boners, beef, entire carcass:								
20-499 workers .....	1,428	3.59	161	3.08	262	3.72	135	3.82
500 workers or more .....	265	4.06	-	-	53	4.05	21	5.77
Breakup men, fabricated beef cuts:								
20-499 workers .....	309	3.24	-	-	31	3.38	-	-
500 workers or more .....	110	4.01	-	-	29	3.83	39	4.50
Breakup men, primal cuts:								
20-499 workers .....	722	3.54	55	3.14	166	3.53	75	3.73
500 workers or more .....	112	4.17	-	-	16	3.98	64	4.53
<b>Pork dressing</b>								
Belly openers:								
20-499 workers .....	155	3.14	8	3.10	54	3.57	27	3.21
500 workers or more .....	109	3.85	6	3.78	19	3.90	59	4.17
Eviscerators, hog:								
20-499 workers .....	169	3.10	14	3.39	57	3.40	28	3.21
500 workers or more .....	114	3.97	7	3.71	25	4.11	65	4.15
Splitters, back, pork, powersaw:								
20-499 workers .....	103	3.29	6	3.82	30	3.77	9	3.86
500 workers or more .....	92	4.08	-	-	19	4.01	57	4.26
<b>Pork cutting</b>								
Belly trimmers:								
20-499 workers .....	193	3.32	-	-	54	3.49	-	-
500 workers or more .....	241	4.11	-	-	46	3.94	149	4.34
Boners, ham, open style boning:								
20-499 workers .....	243	3.04	-	-	93	3.35	11	3.20
500 workers or more .....	541	4.79	16	3.71	238	4.62	247	5.23
Ham skimmers, machine:								
Skin and defat:								
20-499 workers .....	65	2.92	-	-	15	3.32	15	3.44
500 workers or more .....	130	3.96	-	-	44	3.95	73	4.08
Loin pullers:								
20-499 workers .....	188	3.50	-	-	48	3.71	17	3.74
500 workers or more .....	160	4.10	-	-	32	4.10	89	4.39
<b>Curing, smoking, cooking, and canning</b>								
Casing peeler operators (women):								
20-499 workers .....	233	2.17	17	2.53	20	3.20	6	2.18
500 workers or more .....	196	3.38	-	-	48	3.52	62	4.02
Pumpers, ham (artery pumping):								
20-499 workers .....	214	2.54	11	2.75	47	2.69	12	2.75
500 workers or more .....	176	3.37	-	-	79	3.54	37	3.95
Sausage makers (chopper):								
20-499 workers .....	274	2.69	14	3.31	62	3.08	18	2.87
500 workers or more .....	135	3.97	10	3.81	34	4.08	58	4.19
Slicing-machine operators (women):								
20-499 workers .....	265	2.37	-	-	46	2.96	17	2.63
500 workers or more .....	343	3.85	-	-	108	3.86	160	4.18

See footnotes at end of table.

**Table 9. Meatpacking: Occupational earnings by size of plant, all companies—Continued**

(Number and average straight-time hourly earnings<sup>1</sup> of production workers in selected occupations, United States and selected regions, January 1969)

Occupation <sup>2</sup> and size of plant	United States <sup>3</sup>		Middle Atlantic		Great Lakes		Middle West	
	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings
<u>Curing, smoking, cooking, and canning—Continued</u>								
Smokers, sausages:								
20-499 workers .....	139	\$3.08	-	-	62	\$3.20	-	-
500 workers or more .....	190	3.85	13	\$3.67	41	4.13	79	\$4.17
Stuffers, frankfurters (women):								
20-499 workers .....	164	2.67	-	-	65	2.73	-	-
500 workers or more .....	95	3.73	-	-	38	3.70	19	4.13
Stuffers, sausage, combination of natural and artificial casings (women):								
20-499 workers .....	314	2.45	30	2.62	59	2.89	23	3.26
500 workers or more .....	187	4.25	24	3.87	27	4.16	122	4.42
<u>Maintenance and powerplant</u>								
Engineers, stationary:								
20-499 workers .....	382	3.87	34	4.04	77	3.78	97	3.81
500 workers or more .....	278	4.21	19	3.95	66	4.15	122	4.52
Maintenance men, general utility:								
20-499 workers .....	1,151	3.17	51	2.97	199	3.52	276	3.46
500 workers or more .....	363	3.82	15	3.74	83	3.86	154	4.01
<u>Custodial and material movement</u>								
Checkers, loading:								
20-499 workers .....	420	3.05	15	3.64	98	3.24	53	3.24
500 workers or more .....	438	3.93	8	4.36	70	4.00	243	4.18
Cleaners, night:								
20-499 workers .....	1,627	2.73	108	2.86	383	3.13	319	2.87
500 workers or more .....	1,615	3.48	72	3.10	367	3.59	889	3.66
Janitors (women):								
20-499 workers .....	347	2.52	31	2.08	37	2.74	75	2.88
500 workers or more .....	388	3.26	-	-	45	3.34	275	3.38
Luggers-loaders, beef:								
20-499 workers .....	993	3.12	-	-	232	3.05	470	3.34
500 workers or more .....	286	4.05	-	-	-	-	230	4.15
Packers, shipping (women):								
20-499 workers .....	1,948	2.58	116	2.71	426	2.96	271	2.87
500 workers or more .....	1,115	3.71	18	4.15	163	3.53	805	3.87
Stowers, car and truck:								
20-499 workers .....	555	2.79	26	2.85	280	3.30	23	3.09
500 workers or more .....	496	3.43	-	-	63	3.51	301	3.72
Truckdrivers, other than semi- or trailer:								
20-499 workers .....	2,899	2.81	376	3.13	471	3.09	180	3.85
500 workers or more .....	963	3.63	113	3.65	395	3.67	244	3.90

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

<sup>2</sup> Data limited to men workers except where otherwise indicated.

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

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

**Table 10. Meatpacking: Occupational earnings by method of wage payment, multiplant companies**

(Number and average straight-time hourly earnings<sup>1</sup> of production workers in selected occupations, United States and selected regions, January 1969)

Occupation <sup>2</sup> and method of wage payment	United States <sup>3</sup>		Great Lakes		Middle West		Occupation <sup>2</sup> and method of wage payment	United States <sup>3</sup>		Great Lakes		Middle West	
	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
<b>Beef dressing</b>						<b>Pork cutting—Continued</b>							
Backers, on-the-rail dressing, power knife:							Boners, ham, open style boning:						
Time .....	51	\$3.84	-	-	26	\$4.18	Time .....	145	\$3.25	-	-	53	\$3.69
Incentive .....	20	4.82	-	-	18	4.57	Incentive .....	344	5.30	147	\$5.17	165	5.68
Splitters, back, powersaw:							Ham skimmers, machine, skin and defat:						
Time .....	120	3.82	12	\$3.92	45	4.20	Time .....	106	3.55	33	3.58	57	3.61
Incentive .....	38	4.61	6	4.79	16	4.67	Incentive .....	38	4.85	-	-	23	5.10
Washers, beef:							Loin pullers:						
Time .....	164	2.95	16	3.43	59	3.26	Time .....	157	3.79	30	3.70	51	3.81
Incentive .....	33	3.57	-	-	27	3.44	Incentive .....	77	4.63	-	-	47	4.90
<b>Beef cutting</b>						<b>Trimmers of trimmings (women):</b>							
Boners, loins, ribs, or rounds:							Time .....	94	3.47	-	-	-	-
Time .....	56	3.52	-	-	38	3.94	Incentive .....	149	4.78	-	-	132	4.84
Incentive .....	181	5.76	-	-	67	6.44	<b>Curing, smoking, cooking, and canning</b>						
Breakup men, primal cuts:							Casing peeler operators (women):						
Time .....	245	3.57	31	3.66	64	3.74	Time .....	113	2.71	6	3.48	32	3.50
Incentive .....	67	4.83	-	-	36	5.16	Incentive .....	44	4.23	-	-	23	4.90
<b>Pork dressing</b>						<b>Cooks, water retort:</b>							
Belly openers:							Time .....	47	3.41	15	3.55	18	3.63
Time .....	88	3.53	16	3.60	45	3.52	Incentive .....	44	4.40	-	-	32	4.59
Incentive .....	55	4.21	-	-	33	4.53	Graders, bellies (pork):						
Eviscerators, hog:							Time .....	65	3.44	11	3.53	27	3.57
Time .....	102	3.56	23	3.67	50	3.54	Incentive .....	47	4.73	-	-	31	4.88
Incentive .....	55	4.40	-	-	33	4.56	Hangers, bellies:						
Headers, hog:							Time .....	109	2.83	11	3.40	28	3.46
Time .....	129	3.49	26	3.70	60	3.67	Incentive .....	68	4.23	12	4.29	39	4.59
Incentive .....	65	4.56	-	-	42	4.81	Mixer operators:						
Shacklers, hog:							Time .....	82	3.17	11	3.57	31	3.54
Time .....	75	3.26	15	3.48	20	3.40	Incentive .....	62	4.32	-	-	40	4.37
Incentive .....	31	4.48	-	-	22	4.85	Pumpers, pickle-injection machine:						
Shavers:							Time .....	106	3.31	14	3.55	50	3.53
Time .....	426	3.38	70	3.46	251	3.41	Incentive .....	88	4.11	-	-	39	4.54
Incentive .....	146	3.98	-	-	92	4.20	Pumpers, ham (artery pumping):						
Splitters, back, powersaw:							Time .....	144	3.04	-	-	18	3.53
Time .....	76	3.81	20	3.82	30	3.93	Incentive .....	55	3.23	-	-	9	4.83
Incentive .....	49	4.39	-	-	34	4.48	Sausage makers (chopper):						
<b>Pork cutting</b>						<b>Slicing-machine operators:</b>							
Belly trimmers:							Time .....	94	3.11	-	-	35	3.51
Time .....	207	3.63	43	3.53	91	3.76	Incentive .....	111	4.19	-	-	61	4.35
Incentive .....	112	4.75	-	-	67	5.06	Slicing-machine operators (women):						
							Time .....	87	3.07	-	-	24	3.47
							Incentive .....	71	4.39	16	4.08	41	4.88

See footnotes at end of table.

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**Table 10. Meatpacking: Occupational earnings by method of wage payment, multiplant companies—Continued**

(Number and average straight-time hourly earnings<sup>1</sup> of production workers in selected occupations, United States and selected regions, January 1969)

Occupation <sup>2</sup> and method of wage payment	United States <sup>3</sup>		Great Lakes		Middle West		Occupation <sup>2</sup> and method of wage payment	United States <sup>3</sup>		Great Lakes		Middle West	
	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings		Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings
<u>Curing, smoking, cooking, and canning—Continued</u>							<u>Maintenance and powerplant—Continued</u>						
<b>Smokers:</b>							<b>Welders, hand:</b>						
<b>Sausages:</b>							<b>Time -----</b>						
Time -----	141	\$3.49	38	\$3.55	49	\$3.70	210	\$4.13	19	\$3.95	152	\$4.20	
Incentive -----	68	4.37	-	-	30	4.93	Incentive -----	89	5.20	-	-	85	5.25
<b>Other than sausages:</b>							<b>Custodial and material movement</b>						
<b>Time -----</b>							<b>Checkers, loading:</b>						
Time -----	124	3.48	31	3.65	44	3.69	Time -----	371	3.39	42	3.57	154	3.67
Incentive -----	67	4.23	-	-	39	4.54	Incentive -----	183	4.56	-	-	104	4.83
<b>Stuffers, sausage, combination of natural and artificial casings:</b>							<b>Cleaners, night:</b>						
<b>Time -----</b>							<b>Time -----</b>						
Time -----	102	3.44	-	-	50	3.65	Time -----	1,392	3.11	284	3.33	622	3.27
Incentive -----	105	4.69	-	-	66	4.98	Incentive -----	579	3.97	-	-	322	4.40
<b>Maintenance and powerplant</b>							<b>Luggers-loaders, beef:</b>						
<b>Time -----</b>							<b>Time -----</b>						
Time -----							Time -----	398	3.55	-	-	216	3.72
Incentive -----							Incentive -----	142	4.46	-	-	112	4.61
<b>Electricians, maintenance:</b>							<b>Packers, shipping:</b>						
<b>Time -----</b>							<b>Time -----</b>						
Time -----	224	4.06	31	4.04	145	4.16	Time -----	941	3.35	124	3.40	404	3.48
Incentive -----	80	5.07	-	-	58	5.14	Incentive -----	301	4.31	-	-	203	4.54
<b>Machinists, maintenance:</b>							<b>Packers, shipping (women):</b>						
<b>Time -----</b>							<b>Time -----</b>						
Time -----	175	4.11	-	-	107	4.27	Time -----	286	2.77	15	3.41	143	3.42
Incentive -----	82	4.87	-	-	34	5.10	Incentive -----	126	4.23	-	-	125	4.24
<b>Millwrights:</b>							<b>Stowers, car and truck:</b>						
<b>Time -----</b>							<b>Time -----</b>						
Time -----	212	4.16	-	-	139	4.17	Time -----	616	3.16	239	3.41	217	3.54
Incentive -----	57	4.68	-	-	33	4.77	Incentive -----	178	3.59	-	-	101	3.99
<b>Maintenance and powerplant</b>							<b>Truckers, power, forklift:</b>						
<b>Time -----</b>							<b>Time -----</b>						
Time -----							Time -----	460	3.45	47	3.49	318	3.52
Incentive -----							Incentive -----	146	4.74	-	-	134	4.83

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

<sup>2</sup> Data limited to men workers except where otherwise indicated.

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

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

**Table 11. Meatpacking: Occupational earnings of incentive workers, multiplant companies**

(Number and average straight-time hourly earnings<sup>1</sup> and average guaranteed hourly rates<sup>2</sup> of incentive-paid workers in selected occupations, United States and selected regions, January 1969)

Occupation <sup>3</sup>	United States <sup>4</sup>			Great Lakes			Middle West		
	Number of workers <sup>5</sup>	Average straight-time		Number of workers <sup>5</sup>	Average straight-time		Number of workers <sup>5</sup>	Average straight-time	
		Hourly earnings <sup>1</sup>	Guaranteed rate <sup>2</sup>		Hourly earnings <sup>1</sup>	Guaranteed rate <sup>2</sup>		Hourly earnings <sup>1</sup>	Guaranteed rate <sup>2</sup>
<u>Beef dressing</u>									
Backers, on-the-rail dressing, power knife -----	20	\$4.82	\$3.93	-	-	-	18	\$4.57	\$3.87
Splitters, back, powersaw -----	38	4.61	3.92	6	\$4.79	\$3.78	16	4.67	4.05
Washers, beef -----	33	3.57	3.06	-	-	-	27	3.44	2.97
<u>Beef cutting</u>									
Boners, loins, ribs, or rounds -----	166	5.76	3.79	62	5.86	3.80	67	6.44	3.89
Breakup men, primal cuts -----	67	4.83	3.64	27	4.54	3.55	36	5.16	3.75
<u>Pork dressing</u>									
Belly openers -----	55	4.21	3.58	-	-	-	33	4.53	3.80
Eviscerators, hog -----	55	4.40	3.61	-	-	-	33	4.56	3.76
Headers, hog -----	65	4.56	3.67	-	-	-	42	4.81	3.86
Shacklers, hog -----	31	4.48	3.47	-	-	-	22	4.85	3.53
Shavers -----	146	3.98	3.46	6	4.15	3.55	92	4.20	3.59
Splitters, back, powersaw -----	49	4.39	3.88	-	-	-	34	4.48	3.95
<u>Pork cutting</u>									
Belly trimmers -----	112	4.75	3.63	13	5.05	3.78	67	5.06	3.76
Boners, ham, open style boning -----	344	5.30	3.67	147	5.17	3.70	165	5.68	3.76
Ham skinners, machine, skin and defat -----	38	4.85	3.62	12	4.56	3.59	23	5.10	3.65
Loin pullers -----	77	4.63	3.65	6	5.57	3.83	47	4.90	3.84
Trimmers of trimmings (women) -----	149	4.78	3.49	-	-	-	132	4.84	3.48
<u>Curing, smoking, cooking, and canning</u>									
Casing peeler operators (women) -----	44	4.23	3.36	-	-	-	23	4.90	3.50
Cooks, water retort -----	44	4.40	3.54	-	-	-	32	4.59	3.70
Graders, bellies (pork) -----	47	4.73	3.49	-	-	-	31	4.88	3.58
Hangers, bellies -----	68	4.23	3.33	12	4.29	3.45	39	4.59	3.45
Mixer operators -----	62	4.32	3.48	10	4.69	3.50	40	4.37	3.54
Pumpers, pickle-injection machine -----	88	4.11	3.32	21	4.74	3.56	39	4.54	3.54
Pumpers, ham (artery pumping) -----	55	3.23	2.74	-	-	-	9	4.83	3.54
Sausage makers (chopper) -----	69	4.38	3.67	11	4.77	3.75	30	4.60	3.83
Slicing-machine operators -----	111	4.19	3.46	38	4.25	3.51	61	4.35	3.52
Slicing-machine operators (women) -----	71	4.39	3.41	16	4.08	3.49	41	4.88	3.50
Smokers:									
Sausages -----	68	4.37	3.55	8	4.94	3.67	30	4.93	3.72
Other than sausages -----	67	4.23	3.61	-	-	-	39	4.54	3.73
Stuffers, sausage, combination of natural and artificial casings -----	105	4.69	3.56	15	4.68	3.63	66	4.98	3.62
<u>Maintenance and powerplant</u>									
Electricians, maintenance -----	80	5.07	4.26	17	4.97	4.49	58	5.14	4.21
Machinists, maintenance -----	82	4.87	4.34	45	4.70	4.35	34	5.10	4.34
Millwrights -----	57	4.68	4.18	12	4.83	4.34	33	4.77	4.24
Welders, hand -----	89	5.20	4.24	-	-	-	85	5.25	4.25
<u>Custodial and material movement</u>									
Checkers, loading -----	183	4.56	3.62	19	4.72	3.64	104	4.83	3.76
Cleaners, night -----	579	3.97	3.24	90	4.24	3.49	322	4.40	3.42
Luggers-loaders, beef -----	142	4.46	3.58	-	-	-	112	4.61	3.63
Packers, shipping -----	301	4.31	3.38	14	4.48	3.48	203	4.54	3.44
Packers, shipping (women) -----	126	4.23	3.40	-	-	-	125	4.24	3.40
Stowers, car and truck -----	178	3.59	3.16	-	-	-	101	3.99	3.50
Truckers, power, forklift -----	146	4.74	3.61	-	-	-	134	4.83	3.64

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

<sup>2</sup> Includes only formal guaranteed rates; for purposes of this study, the Federal minimum wage was not considered as a formal guaranteed rate.

<sup>3</sup> Data limited to men workers except where otherwise indicated.

<sup>4</sup> Includes data for regions in addition to those shown separately.

<sup>5</sup> Includes only those workers paid on an incentive basis and provided formal guaranteed rates.

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

**Table 12. Meatpacking: Occupational earnings, earned and guaranteed rates of incentive workers, multiplant companies**

(Distribution of incentive workers<sup>1</sup> in selected occupations by percent difference between straight-time hourly earnings<sup>2</sup> and their guaranteed rate, United States, January 1969)

Occupation <sup>3</sup>	Number of workers	Average hourly		Number of workers with average hourly earnings exceeding their guaranteed rate by specified percents—											
		Earnings <sup>2</sup>	Guaranteed rate	Less than 5 <sup>4</sup>	5-10	10-15	15-20	20-25	25-30	30-35	35-40	40-45	45-50	50 or more	
<b>Beef dressing</b>															
Backers, on-the-rail dressing, power knife .....	20	\$4.82	\$3.93	-	13	2	-	-	-	-	-	-	1	1	4
Splitters, back, powersaw .....	38	4.61	3.92	2	10	4	9	6	4	-	-	-	1	1	1
Washers, beef .....	33	3.57	3.06	1	19	5	-	-	5	-	-	-	-	-	3
<b>Beef cutting</b>															
Boners, loins, ribs, or rounds .....	166	5.76	3.79	5	8	6	7	22	6	2	-	11	11	88	
Breakup men, primal cuts .....	67	4.83	3.64	7	1	3	11	17	-	4	4	4	3	13	
<b>Pork dressing</b>															
Belly openers .....	55	4.21	3.58	8	9	17	2	-	5	8	-	4	2	-	
Eviscerators, hog .....	55	4.40	3.61	9	5	10	7	4	6	-	1	12	-	1	
Headers, hog .....	65	4.56	3.67	11	4	9	3	9	8	1	4	9	2	5	
Shacklers, hog .....	31	4.48	3.47	5	3	5	2	-	3	-	1	4	-	8	
Shavers .....	146	3.98	3.46	44	27	24	13	3	10	3	14	6	1	1	
Splitters, back, powersaw .....	49	4.39	3.88	20	5	6	4	5	2	1	-	6	-	-	
<b>Pork cutting</b>															
Belly trimmers .....	112	4.75	3.63	7	1	11	10	7	22	3	16	6	26	3	
Boners, ham, open style boning .....	344	5.30	3.67	34	5	10	5	14	8	21	50	61	26	110	
Ham skimmers, machine, skin and defat .....	38	4.85	3.62	-	1	3	3	6	2	5	3	5	7	3	
Loin pullers .....	77	4.63	3.65	4	4	6	11	23	8	-	2	3	8	8	
Trimmers of trimmings (women) .....	149	4.78	3.49	19	7	31	14	5	8	3	7	5	1	49	
<b>Curing, smoking, cooking, and canning</b>															
Casing peeler operators (women) .....	44	4.23	3.36	9	1	13	5	1	2	3	-	-	-	10	
Cooks, water retort .....	44	4.40	3.54	15	-	4	3	6	-	-	6	1	1	8	
Graders, bellies (pork) .....	47	4.73	3.49	4	1	2	9	5	4	3	-	3	3	13	
Hangers, bellies .....	68	4.23	3.33	8	9	15	5	2	2	7	-	-	1	12	
Mixer operators .....	62	4.32	3.48	13	8	6	3	6	3	2	11	-	2	8	
Pumpers, pickle-injection machine .....	88	4.11	3.32	21	12	4	8	8	4	2	8	9	3	9	
Pumpers, hams (artery pumping) .....	55	3.23	2.74	5	14	16	3	8	-	7	2	2	1	1	
Sausage makers (chopper) .....	69	4.38	3.67	17	8	8	7	9	5	1	8	1	1	4	
Slicing-machine operators .....	111	4.19	3.46	19	12	14	11	11	11	13	10	2	4	4	
Slicing-machine operators (women) .....	71	4.39	3.41	14	6	3	5	6	5	4	5	6	1	16	
Smokers:															
Sausages .....	68	4.37	3.55	12	11	11	7	5	1	-	1	9	1	10	
Other than sausages .....	67	4.23	3.61	26	-	11	3	7	2	2	4	7	5	-	
Stuffers, sausage, combination of natural and artificial casings .....	105	4.69	3.56	18	9	5	3	5	7	10	18	4	10	16	
<b>Maintenance and powerplant</b>															
Electricians, maintenance .....	80	5.07	4.26	4	18	17	5	-	1	35	-	-	-	-	
Machinists, maintenance .....	82	4.87	4.34	10	27	29	5	1	1	8	-	-	-	1	
Millwrights .....	57	4.68	4.18	1	12	31	10	2	1	-	-	-	-	-	
Welders, hand .....	89	5.20	4.24	4	15	8	5	5	1	50	-	1	-	-	
<b>Custodial and material movement</b>															
Checkers, loading .....	183	4.56	3.62	45	17	17	18	12	8	5	2	9	3	47	
Cleaners, night .....	579	3.97	3.24	132	73	111	42	23	32	25	50	15	24	52	
Luggers-loaders, beef .....	142	4.46	3.58	14	60	12	8	5	-	6	-	5	2	30	
Packers, shipping .....	301	4.31	3.38	47	49	15	26	18	27	7	28	17	32	35	
Packers, shipping (women) .....	126	4.23	3.40	21	30	16	8	3	5	3	9	1	10	20	
Stowers, car and truck .....	178	3.59	3.16	64	42	28	9	13	2	2	2	4	-	12	
Truckers, power, forklift .....	146	4.74	3.61	24	13	12	12	3	4	6	12	11	5	44	

<sup>1</sup> Limited to incentive workers in plants having formal guaranteed rates; for the purpose of this study, the Federal minimum wage was not considered as a formal guaranteed rate.

<sup>2</sup> Excludes premium pay for overtime and for work on weekends, holidays, and late shifts.

<sup>3</sup> Data limited to men workers except where otherwise indicated.

<sup>4</sup> Includes workers whose earned rates did not exceed their guaranteed rate.

**Table 13. Meatpacking: Occupational earnings, guaranteed rates of incentive workers, multiplant companies**

(Distribution of incentive-paid workers<sup>1</sup> in selected occupations in multiplant companies by formally guaranteed rates of pay, United States, January 1969)

Occupation <sup>2</sup>	Number of workers	Average guaranteed rate	Number of workers with guaranteed hourly rates of—														
			Under \$2.80	\$2.80 and under \$2.90	\$2.90 \$3.00	\$3.00 \$3.10	\$3.10 \$3.20*	\$3.20 \$3.30	\$3.30 \$3.40	\$3.40 \$3.50	\$3.50 \$3.60	\$3.60 \$3.70	\$3.70 \$3.80	\$3.80 \$3.90	\$3.90 \$4.00 and over		
<b>Beef dressing</b>																	
Backers, on-the-rail dressing, power knife -----	20	\$3.93	-	-	-	-	6	-	-	-	-	-	-	-	-	-	14
Splitters, back, powersaw -----	38	3.92	2	-	-	-	-	-	6	-	3	3	1	1	-	-	22
Washers, beef -----	33	3.06	12	-	-	1	-	-	5	11	4	-	-	-	-	-	-
<b>Beef cutting</b>																	
Boners, loin, ribs, or rounds -----	166	3.79	-	-	-	-	-	-	-	16	6	27	19	74	21	-	3
Breakup men, primal cuts -----	67	3.64	-	-	-	-	-	4	-	-	24	3	35	1	-	-	-
<b>Pork dressing</b>																	
Belly openers -----	55	3.58	4	-	-	-	3	-	4	1	2	-	22	19	-	-	-
Eviscerators, hog -----	55	3.61	2	-	-	-	3	-	3	4	-	-	42	1	-	-	-
Headers, hog -----	65	3.67	4	-	-	-	3	-	-	3	6	-	1	45	3	-	-
Shacklers, hog -----	31	3.47	-	-	3	-	1	-	1	7	14	5	-	-	-	-	-
Shavers -----	146	3.46	2	-	9	-	10	10	3	3	109	-	-	-	-	-	-
Splitters, back, powersaw -----	49	3.88	-	-	-	-	-	3	-	-	2	2	-	-	40	2	-
<b>Pork cutting</b>																	
Belly trimmers -----	112	3.63	2	-	-	-	6	-	14	2	3	-	85	-	-	-	-
Boners, ham, open style boning -----	344	3.67	10	-	-	-	-	-	6	3	8	121	126	56	14	-	-
Ham skimmers, machine, skin and defat -----	38	3.62	-	-	-	-	1	-	-	2	9	21	5	-	-	-	-
Loin pullers -----	77	3.65	4	-	-	-	3	-	2	7	2	-	28	31	-	-	-
Trimmers of trimmings (women) -----	149	3.49	-	-	-	-	-	-	-	128	21	-	-	-	-	-	-
<b>Curing, smoking, cooking, and canning</b>																	
Casing peeler operators (women) -----	44	3.36	-	-	10	-	2	-	3	20	9	-	-	-	-	-	-
Cooks, water retort -----	44	3.54	2	-	-	-	7	-	-	-	2	22	5	6	-	-	-
Graders, bellies, pork -----	47	3.49	-	-	3	-	3	3	-	1	33	4	-	-	-	-	-
Hangers, bellies -----	68	3.33	2	-	8	1	-	-	8	46	3	-	-	-	-	-	-
Mixer operators -----	62	3.48	-	-	3	-	4	-	-	14	41	-	-	-	-	-	-
Pumpers, pickle-injection machine -----	88	3.32	8	-	6	3	3	1	-	1	60	6	-	-	-	-	-
Pumpers, hams (artery pumping) -----	55	2.74	22	-	6	2	7	-	-	1	15	2	-	-	-	-	-
Sausage makers (chopper) -----	69	3.67	2	-	-	-	-	3	-	5	17	1	12	16	11	2	-
Slicing-machine operators -----	111	3.46	2	-	3	2	1	-	-	60	38	5	-	-	-	-	-
Slicing-machine operators (women) -----	71	3.41	2	-	-	3	4	-	-	52	8	-	2	-	-	-	-
<b>Smokers:</b>																	
Sausages -----	68	3.55	-	-	-	-	12	5	3	-	4	25	16	3	-	-	-
Other than sausages -----	67	3.61	-	-	-	3	-	11	-	4	30	19	-	-	-	-	-
Stuffers, sausage, combination of natural and artificial casings -----	105	3.56	2	-	-	3	-	1	-	11	15	68	-	5	-	-	-
<b>Maintenance and powerplant</b>																	
Electricians, maintenance -----	80	4.26	-	-	-	-	-	-	3	-	-	-	-	-	-	-	77
Machinists, maintenance -----	82	4.34	-	-	-	-	-	-	-	-	-	-	-	-	1	-	81
Millwrights -----	57	4.18	-	-	-	-	-	-	-	-	-	-	-	12	-	-	45
Welders, hand -----	89	4.24	-	-	-	-	-	-	3	-	-	-	-	-	4	-	82
<b>Custodial and material movement</b>																	
Checkers, loading -----	183	3.62	-	-	3	12	-	-	34	-	3	55	38	38	-	-	-
Cleaners, night -----	579	3.24	40	27	33	33	-	24	161	246	12	1	2	-	-	-	-
Luggers-loaders, beef -----	142	3.58	-	-	-	-	12	-	42	14	1	-	68	5	-	-	-
Packers, shipping -----	301	3.38	2	22	-	18	22	3	10	168	55	1	-	-	-	-	-
Packers, shipping (women) -----	126	3.40	-	9	-	-	-	-	35	66	16	-	-	-	-	-	-
Stowers, car and truck -----	178	3.16	39	-	9	-	16	6	-	-	92	11	5	-	-	-	-
Truckers, power, forklift -----	146	3.61	-	-	3	-	9	-	-	-	13	116	5	-	-	-	-

<sup>1</sup> Limited to incentive workers in plants having formal guaranteed rates; for purposes of this study, the Federal minimum wage was not considered as a formal guaranteed rate.

<sup>2</sup> Data limited to men workers except where otherwise indicated.

<sup>3</sup> Workers were distributed as follows: 7 at \$4.10 to \$4.20; 3 at \$4.20 to \$4.30; and 4 at \$4.40 to \$4.50.

<sup>4</sup> Workers were distributed as follows: 6 at \$4 to \$4.10; 3 at \$4.30 to \$4.40; and 13 at \$4.40 to \$4.50.

<sup>5</sup> Workers were distributed as follows: 5 at \$4 to \$4.10; 34 at \$4.10 to \$4.20; 9 at \$4.20 to \$4.30; 3 at \$4.30 to \$4.40; and 26 at \$4.40 to \$4.50.

<sup>6</sup> Workers were distributed as follows: 2 at \$4 to \$4.10; 12 at \$4.20 to \$4.30; and 67 at \$4.30 to \$4.40.

<sup>7</sup> Workers were distributed as follows: 19 at \$4.10 to \$4.20; 5 at \$4.20 to \$4.30; and 21 at \$4.30 to \$4.40.

<sup>8</sup> Workers were distributed as follows: 67 at \$4.20 to \$4.30; 13 at \$4.30 to \$4.40; and 2 at \$4.40 to \$4.50.

**Table 14. Meatpacking: Method of wage payment and rate structure characteristics**

(Percent of production workers by method of wage payment and rate structure characteristics, United States and selected regions, January 1969)

Method of wage payment <sup>1</sup>	United States <sup>2</sup>	Middle Atlantic	Border States	Southeast	Southwest	Great Lakes	Middle West	Mountain	Pacific
All companies									
All workers .....	100	100	100	100	100	100	100	100	100
Time-rated workers .....	75	85	81	87	85	80	60	83	95
Formal plan .....	64	72	63	53	56	75	57	71	92
Single rate .....	59	72	59	49	46	67	56	65	76
Range of rates .....	5	-	4	3	10	8	1	6	16
Individual rates .....	11	12	18	34	29	6	3	12	3
Incentive workers .....	21	15	19	12	15	18	33	6	4
Individual piecework .....	2	1	16	1	1	1	2	-	1
Group piecework .....	1	4	( <sup>3</sup> )	1	1	1	2	-	1
Individual bonus .....	4	3	1	1	1	7	5	( <sup>3</sup> )	2
Group bonus .....	14	8	2	10	13	9	24	6	-
Stint work .....	4	-	-	1	( <sup>3</sup> )	2	7	11	1
Multiplant companies									
All workers .....	100	100	100	100	100	100	100	100	100
Time-rated workers .....	62	63	60	77	71	70	54	57	91
Formal plan .....	60	63	60	61	67	69	54	40	91
Single rate .....	57	63	49	54	67	69	53	40	72
Range of rates .....	2	-	12	7	-	( <sup>3</sup> )	1	-	19
Individual rates .....	3	-	-	16	4	2	( <sup>3</sup> )	17	-
Incentive workers .....	32	37	40	20	29	26	37	15	9
Individual piecework .....	3	2	40	1	( <sup>3</sup> )	1	2	-	1
Group piecework .....	2	8	-	1	2	-	2	-	2
Individual bonus .....	5	6	-	1	2	12	6	1	5
Group bonus .....	21	20	-	17	25	13	27	14	-
Stint work .....	6	-	-	3	-	3	8	28	-
Single-plant companies									
All workers .....	100	100	100	100	100	100	100	100	100
Time-rated workers .....	93	97	94	96	99	89	87	100	98
Formal plan .....	69	77	65	45	44	79	71	91	92
Single rate .....	61	77	65	45	23	66	68	81	79
Range of rates .....	8	-	-	-	21	14	4	9	13
Individual rates .....	24	19	29	51	55	9	16	9	6
Incentive workers .....	6	3	6	4	1	11	11	-	( <sup>3</sup> )
Individual piecework .....	1	( <sup>3</sup> )	1	1	1	( <sup>3</sup> )	1	-	( <sup>3</sup> )
Group piecework .....	1	2	( <sup>3</sup> )	( <sup>3</sup> )	-	2	( <sup>3</sup> )	-	-
Individual bonus .....	1	1	2	( <sup>3</sup> )	( <sup>3</sup> )	4	1	-	-
Group bonus .....	3	1	3	3	-	5	9	-	-
Stint work .....	( <sup>3</sup> )	-	-	-	( <sup>3</sup> )	-	2	-	2

<sup>1</sup> For definition of method of wage payment plans see appendix A.

<sup>2</sup> Includes data for the New England region in addition to those shown separately.

<sup>3</sup> Less than 0.5 percent.

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

**Table 15. Meatpacking: Labor-grade pay systems**

(Number of production workers in plants having formal rate structures with labor grades, United States, January 1969)

Labor grade	Total number of workers <sup>1</sup>	Number of workers in plants having uniform cents-per-hour increments				Number of workers in plants having nonuniform increments	Labor grade	Total number of workers <sup>1</sup>	Number of workers in plants having uniform cents-per-hour increments				Number of workers in plants having nonuniform increments
		3, 3½, or 4	4½	5	6 or more				3, 3½, or 4	4½	5	6 or more	
All companies						Single-plant companies							
Number of labor grades in the system:						Number of labor grades in the system:							
5	95	-	-	-	-	95	95	-	-	-	-	95	
6	2,912	-	-	-	436	2,476	2,300	-	-	-	436	1,864	
7	886	-	-	-	886	-	696	-	-	-	696	-	
8	2,418	-	-	1,475	-	943	1,452	-	-	509	-	943	
9	351	-	-	-	-	351	351	-	-	-	-	351	
10	2,672	-	-	147	-	2,525	147	-	-	147	-	-	
11	322	-	322	-	-	-	322	-	322	-	-	-	
12	1,005	369	212	424	-	-	1,005	369	212	424	-	-	
13	589	-	-	225	-	364	589	-	-	225	-	364	
15	772	570	202	-	-	-	202	-	202	-	-	-	
18	1,040	-	1,040	-	-	-	558	-	-	558	-	-	
19	702	-	-	702	-	-	439	-	439	-	-	-	
20	1,162	-	-	1,162	-	-	328	-	224	104	-	-	
21	439	-	439	-	-	-	2,511	264	908	1,339	-	-	
22	1,122	-	1,018	104	-	-	3,122	357	-	2,765	-	-	
23	9,373	264	2,078	7,031	-	-	2,697	135	1,719	843	-	-	
24	11,029	564	1,518	8,947	-	-	698	-	466	-	-	232	
25	3,556	729	1,719	1,108	-	-	820	434	-	386	-	-	
26	12,942	2,092	1,406	8,877	335	232	663	-	-	663	-	-	
27	21,415	434	765	20,216	-	-	-	-	-	-	-	-	
28	565	-	-	565	-	-	-	-	-	-	-	-	
29	663	-	-	663	-	-	-	-	-	-	-	-	
31	8,746	-	-	8,746	-	-	-	-	-	-	-	-	
Multiplant companies													
Number of labor grades in the system:													
6	612	-	-	-	-	612	-	-	-	-	-	-	
7	190	-	-	-	190	-	-	-	-	-	-	-	
8	966	-	-	966	-	-	-	-	-	-	-	-	
10	2,525	-	-	-	-	2,525	-	-	-	-	-	-	
15	570	570	-	-	-	-	-	-	-	-	-	-	
18	1,040	-	1,040	-	-	-	-	-	-	-	-	-	
19	702	-	-	702	-	-	-	-	-	-	-	-	
20	604	-	-	604	-	-	-	-	-	-	-	-	
22	794	-	794	-	-	-	-	-	-	-	-	-	
23	6,862	-	1,170	5,692	-	-	-	-	-	-	-	-	
24	7,907	207	1,518	6,182	-	-	-	-	-	-	-	-	
25	859	594	-	265	-	-	-	-	-	-	-	-	
26	12,244	2,092	940	8,877	335	-	-	-	-	-	-	-	
27	20,595	-	765	19,830	-	-	-	-	-	-	-	-	
28	565	-	-	565	-	-	-	-	-	-	-	-	
31	8,746	-	-	8,746	-	-	-	-	-	-	-	-	

<sup>1</sup> Limited to workers in plants having rate structures incorporating labor grades (wage brackets).

**Table 16. Meatpacking: Minimum job rates<sup>1</sup>**

(Number of plants studied by minimum hourly job rates for production workers in unskilled time-rated occupations, except watchmen, United States and selected regions, January 1969)

Minimum rates	United States <sup>2</sup>	Middle Atlantic	Border States	Southeast	Southwest	Great Lakes	Middle West	Mountain	Pacific
	All companies								
Plants studied .....	330	31	19	55	42	55	68	24	34
Plants having an established minimum .....	319	31	19	50	42	54	64	24	33
Under \$1.60 .....	4	2	-	2	-	-	-	-	-
\$1.60 and under \$1.65 .....	56	2	5	19	24	2	1	3	-
\$1.65 and under \$1.70 .....	15	-	2	8	3	-	1	-	1
\$1.70 and under \$1.75 .....	8	2	2	3	-	-	-	-	-
\$1.75 and under \$1.80 .....	8	-	1	2	2	2	-	-	1
\$1.80 and under \$1.85 .....	5	-	2	2	1	-	-	-	-
\$1.85 and under \$1.90 .....	5	-	1	3	-	-	-	1	-
\$1.90 and under \$1.95 .....	2	1	-	1	-	-	-	-	-
\$1.95 and under \$2.00 .....	3	-	-	1	-	1	-	1	-
\$2.00 and under \$2.10 .....	18	3	1	-	4	3	5	1	1
\$2.10 and under \$2.20 .....	9	1	-	2	3	3	-	-	-
\$2.20 and under \$2.30 .....	7	1	-	-	-	1	4	-	1
\$2.30 and under \$2.40 .....	6	2	-	-	-	2	1	1	-
\$2.40 and under \$2.50 .....	5	2	-	-	-	-	1	1	-
\$2.50 and under \$2.60 .....	6	1	-	1	-	4	-	-	-
\$2.60 and under \$2.70 .....	7	1	1	-	-	1	3	1	-
\$2.70 and under \$2.80 .....	7	2	-	1	1	3	-	-	-
\$2.80 and under \$2.90 .....	8	2	-	-	1	-	4	1	-
\$2.90 and under \$3.00 .....	9	3	1	2	1	1	-	-	1
\$3.00 and under \$3.10 .....	12	2	-	2	-	5	3	-	-
\$3.10 and under \$3.20 .....	30	-	3	-	-	3	2	4	18
\$3.20 and under \$3.30 .....	9	-	-	1	-	6	2	-	-
\$3.30 and under \$3.40 .....	68	3	-	-	2	17	34	8	4
\$3.40 and under \$3.50 .....	10	1	-	-	-	-	2	2	5
\$3.50 and over .....	2	-	-	-	-	-	1	-	1
Plants having no established minimum .....	11	-	-	5	-	1	4	-	1

See footnotes at end of table.

**Table 16. Meatpacking: Minimum job rates<sup>1</sup>—Continued**

(Number of plants studied by minimum hourly job rates for production workers in unskilled time-rated occupations, except watchmen, United States and selected regions, January 1969)

Minimum rates	United States <sup>2</sup>	Middle Atlantic	Border States	Southeast	Southwest	Great Lakes	Middle West	Mountain	Pacific
	Multiplant companies								
Plants studied .....	102	6	2	18	11	18	32	7	8
Plants having an established minimum .....	102	6	2	18	11	18	32	7	8
Under \$1.60 .....	-	-	-	-	-	-	-	-	-
\$1.60 and under \$1.65 .....	6	-	-	2	2	1	-	1	-
\$1.65 and under \$1.70 .....	5	-	-	4	1	-	-	-	-
\$1.70 and under \$1.75 .....	2	-	-	2	-	-	-	-	-
\$1.75 and under \$1.80 .....	1	-	-	1	-	-	-	-	-
\$1.80 and under \$1.85 .....	2	-	1	1	-	-	-	-	-
\$1.85 and under \$1.90 .....	1	-	-	1	-	-	-	-	-
\$1.90 and under \$1.95 .....	-	-	-	-	-	-	-	-	-
\$1.95 and under \$2.00 .....	1	-	-	1	-	-	-	-	-
\$2.00 and under \$2.10 .....	2	1	-	-	-	-	1	-	-
\$2.10 and under \$2.20 .....	3	-	-	-	3	-	-	-	-
\$2.20 and under \$2.30 .....	-	-	-	-	-	-	-	-	-
\$2.30 and under \$2.40 .....	1	1	-	-	-	-	-	-	-
\$2.40 and under \$2.50 .....	1	-	-	-	-	-	1	-	-
\$2.50 and under \$2.60 .....	3	-	-	1	-	2	-	-	-
\$2.60 and under \$2.70 .....	2	1	-	-	-	-	1	-	-
\$2.70 and under \$2.80 .....	2	-	-	1	1	-	-	-	-
\$2.80 and under \$2.90 .....	1	-	-	-	1	-	-	-	-
\$2.90 and under \$3.00 .....	5	1	1	2	1	-	-	-	-
\$3.00 and under \$3.10 .....	2	-	-	1	-	1	-	-	-
\$3.10 and under \$3.20 .....	1	-	-	-	-	-	-	-	1
\$3.20 and under \$3.30 .....	5	-	-	1	-	2	2	-	-
\$3.30 and under \$3.40 .....	50	1	-	-	2	12	26	6	3
\$3.40 and under \$3.50 .....	5	1	-	-	-	-	1	-	3
\$3.50 and over .....	1	-	-	-	-	-	-	-	1
Plants having no established minimum .....	-	-	-	-	-	-	-	-	-

See footnotes at end of table.

**Table 16. Meatpacking: Minimum job rates<sup>1</sup>—Continued**

(Number of plants studied by minimum hourly job rates for production workers in unskilled time-rated occupations, except watchmen, United States and selected regions, January 1969)

Minimum rates	United States <sup>2</sup>	Middle Atlantic	Border States	Southeast	Southwest	Great Lakes	Middle West	Mountain	Pacific
	Single-plant companies								
Plants studied .....	228	25	17	37	31	37	36	17	26
Plants having an established minimum .....	217	25	17	32	31	36	32	17	25
Under \$1.60 .....	4	2	-	2	-	-	-	-	-
\$1.60 and under \$1.65 .....	50	2	5	17	22	1	1	2	-
\$1.65 and under \$1.70 .....	10	-	2	4	2	-	1	-	1
\$1.70 and under \$1.75 .....	6	2	2	1	-	-	-	-	-
\$1.75 and under \$1.80 .....	7	-	1	1	2	2	-	-	1
\$1.80 and under \$1.85 .....	3	-	1	1	1	-	-	-	-
\$1.85 and under \$1.90 .....	4	-	1	2	-	-	-	1	-
\$1.90 and under \$1.95 .....	2	1	-	1	-	-	-	-	-
\$1.95 and under \$2.00 .....	2	-	-	-	-	1	-	1	-
\$2.00 and under \$2.10 .....	16	2	1	-	4	3	4	1	1
\$2.10 and under \$2.20 .....	6	1	-	2	-	3	-	-	-
\$2.20 and under \$2.30 .....	7	1	-	-	-	1	4	-	1
\$2.30 and under \$2.40 .....	5	1	-	-	-	2	1	1	-
\$2.40 and under \$2.50 .....	4	2	-	-	-	-	-	1	-
\$2.50 and under \$2.60 .....	3	1	-	-	-	2	-	-	-
\$2.60 and under \$2.70 .....	5	-	1	-	-	1	2	1	-
\$2.70 and under \$2.80 .....	5	2	-	-	-	3	-	-	-
\$2.80 and under \$2.90 .....	7	2	-	-	-	-	4	1	-
\$2.90 and under \$3.00 .....	4	2	-	-	-	1	-	-	1
\$3.00 and under \$3.10 .....	10	2	-	1	-	4	3	-	-
\$3.10 and under \$3.20 .....	29	-	3	-	-	3	2	4	17
\$3.20 and under \$3.30 .....	4	-	-	-	-	4	-	-	-
\$3.30 and under \$3.40 .....	18	2	-	-	-	5	8	2	1
\$3.40 and under \$3.50 .....	5	-	-	-	-	-	1	2	2
\$3.50 and over .....	1	-	-	-	-	-	1	-	-
Plants having no established minimum .....	11	-	-	5	-	1	4	-	1

<sup>1</sup> Minimum job rates refer to the lowest rates formally established for experienced workers in unskilled time-rated occupations. Rates for watchmen and special rates for handicapped and superannuated workers were excluded.

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

**Table 17. Meatpacking: Scheduled weekly hours**

(Percent of production workers by scheduled weekly hours of day-shift workers, <sup>1</sup> United States and selected regions, January 1969)

Weekly hours	United States <sup>2</sup>	Middle Atlantic	Border States	Southeast	Southwest	Great Lakes	Middle west	Mountain	Pacific
All companies									
All workers .....	100	100	100	100	100	100	100	100	100
Under 35 .....	( <sup>3</sup> )	-	-	1	-	-	-	-	-
35 and under 40 .....	6	2	-	-	-	2	14	2	-
40 .....	68	54	68	47	74	78	68	53	100
Over 40 and under 45 .....	7	16	25	6	3	7	4	10	-
45 .....	7	5	1	22	8	4	6	11	-
Over 45 and under 50 .....	5	10	4	4	6	5	4	12	-
50 .....	4	10	1	16	5	-	1	3	-
Over 50 .....	3	2	2	5	4	4	3	9	-
Multiplant companies									
All workers .....	100	100	100	100	100	100	100	100	100
Under 35 .....	-	-	-	-	-	-	-	-	-
35 and under 40 .....	10	6	-	-	-	4	16	-	-
40 .....	70	49	49	51	100	84	68	32	100
Over 40 and under 45 .....	6	22	51	2	-	7	2	17	-
45 .....	8	-	-	39	-	-	7	16	-
Over 45 and under 50 .....	4	22	-	2	-	-	4	18	-
50 .....	( <sup>3</sup> )	-	-	4	-	-	-	-	-
Over 50 .....	3	-	-	-	-	5	2	16	-
Single-plant companies									
All workers .....	100	100	100	100	100	100	100	100	100
Under 35 .....	( <sup>3</sup> )	-	-	2	-	-	-	-	-
35 and under 40 .....	1	-	-	-	-	-	2	3	-
40 .....	66	57	80	43	47	74	68	66	100
Over 40 and under 45 .....	8	13	8	10	6	7	13	6	-
45 .....	6	8	2	5	16	8	-	8	-
Over 45 and under 50 .....	6	3	6	5	12	8	4	8	-
50 .....	8	16	1	27	10	-	5	5	-
Over 50 .....	5	3	3	9	9	3	7	4	-

<sup>1</sup> Data relate to the predominant work schedule of full-time day-shift workers in each establishment.

<sup>2</sup> Includes data for the New England region in addition to those shown separately.

<sup>3</sup> Less than 0.5 percent.

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

**Table 18. Meatpacking: Overtime premium pay**

(Percent of production workers in plants with provisions for daily or weekly overtime by rate of pay and hours after which effective, United States and selected regions, January 1969)

Item	United States <sup>1</sup>	Middle Atlantic	Border States	Southeast	Southwest	Great Lakes	Middle West	Mountain	Pacific
All companies									
<u>Daily overtime</u>									
Time and one-half effective after:									
8 hours .....	79	83	56	44	54	91	90	90	98
9 hours .....	1	-	-	2	3	-	1	-	-
10 hours .....	( <sup>2</sup> )	-	-	2	-	-	-	-	-
11 hours .....	( <sup>2</sup> )	-	-	2	-	-	-	-	-
12 hours .....	3	-	-	-	-	-	8	-	-
Other .....	1	-	-	-	1	4	-	-	2
No premium pay .....	13	17	41	34	38	5	1	10	-
No formal policy .....	2	-	3	16	3	-	-	-	-
<u>Weekly overtime</u>									
Time and one-half effective after:									
40 hours .....	97	100	100	100	100	100	92	100	98
48 hours .....	1	-	-	-	-	-	1	-	-
50 hours .....	2	-	-	-	-	-	6	-	-
Other .....	( <sup>2</sup> )	-	-	-	-	-	-	-	2
Multiplant companies									
<u>Daily overtime</u>									
Time and one-half effective after:									
8 hours .....	87	100	49	64	96	89	91	83	96
12 hours .....	5	-	-	-	-	-	9	-	-
Other .....	2	-	-	-	-	10	-	-	4
No premium pay .....	5	-	51	21	4	2	-	17	-
No formal policy .....	2	-	-	15	-	-	-	-	-
<u>Weekly overtime</u>									
Time and one-half effective after:									
40 hours .....	95	100	100	100	100	100	91	100	96
48 hours .....	1	-	-	-	-	-	2	-	-
50 hours .....	4	-	-	-	-	-	7	-	4
Other .....	( <sup>2</sup> )	-	-	-	-	-	-	-	4
Single-plant companies									
<u>Daily overtime</u>									
Time and one-half effective after:									
8 hours .....	68	73	60	25	10	92	87	94	100
9 hours .....	2	-	-	4	6	-	4	-	-
10 hours .....	1	-	-	5	-	-	-	-	-
11 hours .....	1	-	-	4	-	-	-	-	-
Other .....	( <sup>2</sup> )	-	-	-	3	-	-	-	-
No premium pay .....	24	27	35	46	75	8	9	6	-
No formal policy .....	4	-	5	16	6	-	-	-	-
<u>Weekly overtime</u>									
Time and one-half effective after:									
40 hours .....	100	100	100	100	100	100	100	100	100
Other .....	-	-	-	-	-	-	-	-	-

<sup>1</sup> Includes data for the New England region in addition to those shown separately.

<sup>2</sup> Less than 0.5 percent.

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

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**Table 19. Meatpacking: Clothes-changing time included as scheduled weekly hours and overtime hours**

(Percent of production workers by amount of clothes-changing time included as scheduled weekly hours and as hours after overtime was paid, <sup>1</sup> United States, January 1969)

Scheduled weekly hours			Overtime hours		
Hours	Amount of clothes-changing time	Percent of workers	Overtime policy	Amount of clothes-changing time	Percent of workers
All workers .....	.....	100	<u>Daily overtime</u>		
30 and under 39 hours .....	1 hour .....	3	<u>Time and one-half effective after:</u>		
30 and under 39 hours .....	None .....	3	8 hours .....	More than 12 minutes .....	1
40 hours .....	More than 1 hour .....	1	8 hours .....	12 minutes .....	38
40 hours .....	Less than 1 hour .....	31	8 hours .....	Less than 12 minutes .....	7
40 hours .....	None .....	5	8 hours .....	None .....	33
40 hours .....	None .....	31	9 hours .....	Less than 12 minutes .....	( <sup>2</sup> )
Over 40 and under 45 hours .....	More than 1 hour .....	( <sup>2</sup> )	9 hours .....	None .....	1
Over 40 and under 45 hours .....	1 hour .....	1	10 hours .....	None .....	( <sup>2</sup> )
Over 40 and under 45 hours .....	Less than 1 hour .....	1	11 hours .....	None .....	( <sup>2</sup> )
Over 40 and under 45 hours .....	None .....	4	12 hours .....	None .....	3
45 hours .....	More than 1 hour .....	( <sup>2</sup> )	Double time:		
45 hours .....	1 hour .....	3	8 hours .....	None .....	( <sup>2</sup> )
45 hours .....	Less than 1 hour .....	1	Other .....	12 minutes .....	( <sup>2</sup> )
45 hours .....	None .....	4	Other .....	None .....	1
Over 45 and under 50 hours .....	More than 1 hour .....	( <sup>2</sup> )	No premium pay .....	More than 12 minutes .....	1
Over 45 and under 50 hours .....	1 hour .....	( <sup>2</sup> )	No premium pay .....	12 minutes .....	( <sup>2</sup> )
Over 45 and under 50 hours .....	Less than 1 hour .....	1	No premium pay .....	Less than 12 minutes .....	2
Over 45 and under 50 hours .....	None .....	3	No premium pay .....	None .....	11
50 hours .....	More than 1 hour .....	( <sup>2</sup> )	No formal policy .....	More than 12 minutes .....	( <sup>2</sup> )
50 hours .....	Less than 1 hour .....	( <sup>2</sup> )	No formal policy .....	12 minutes .....	( <sup>2</sup> )
50 hours .....	None .....	3	No formal policy .....	Less than 12 minutes .....	( <sup>2</sup> )
Over 50 hours .....	1 hour .....	1	No formal policy .....	None .....	2
Over 50 hours .....	Less than 1 hour .....	( <sup>2</sup> )	<u>Weekly overtime</u>		
Over 50 hours .....	None .....	2	<u>Time and one-half effective after:</u>		
			40 hours .....	More than 1 hour .....	2
			40 hours .....	1 hour .....	39
			40 hours .....	Less than 1 hour .....	8
			40 hours .....	None .....	47
			48 hours .....	None .....	1
			50 hours .....	None .....	2
			Double time:		
			40 hours .....	None .....	( <sup>2</sup> )

<sup>1</sup> Data on scheduled weekly hours and overtime premium pay provided in tables 17 and 18, respectively, include clothes-changing time since such time is considered by most plants as working time and paid for accordingly. This tabulation includes the extent of clothes-changing time in the previous tabulations.

<sup>2</sup> Less than 0.5 percent.

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

**Table 20. Meatpacking: Clothes-changing time**

(Percent of production workers in plants with clothes-changing time provisions, United States and selected regions, January 1969)

Item	United States <sup>1</sup>	Middle Atlantic	Border States	Southeast	Southwest	Great Lakes	Middle West	Mountain	Pacific
All companies									
All workers .....	100	100	100	100	100	100	100	100	100
Workers in plants with provisions for clothes-changing time .....	69	44	82	16	42	77	91	37	88
Time added to hours worked:									
Less than 12 minutes .....	8	16	37	2	10	10	6	2	-
12 minutes .....	39	13	19	10	13	40	63	13	45
More than 12 minutes .....	2	1	-	2	4	2	1	5	-
Monetary allowance—time and one-half the hourly rate or earnings:									
Less than 8 minutes .....	-	-	-	-	-	-	-	-	-
8 minutes .....	1	-	7	-	-	1	-	-	-
More than 8 minutes a day .....	1	8	-	-	-	-	2	-	-
Fixed cents-per-hour addition to the regular hourly rate or earnings:									
Clothes-changing time .....	4	-	20	-	-	6	1	-	13
Clothes-changing time and clothing allowance .....	6	6	-	-	16	9	7	-	1
Other provisions .....	8	-	-	2	-	8	10	17	28
Workers in plants without provisions for clothes-changing time .....	31	56	18	84	58	23	9	63	12
Multiplant companies									
All workers .....	100	100	100	100	100	100	100	100	100
Workers in plants with provisions for clothes-changing time .....	81	94	100	15	53	93	92	65	96
Time added to hours worked:									
Less than 12 minutes .....	3	22	-	-	-	5	2	-	-
12 minutes .....	58	32	49	11	23	62	72	33	89
More than 12 minutes .....	( <sup>2</sup> )	-	-	4	-	-	-	-	-
Monetary allowance—time and one-half the hourly rate or earnings:									
Less than 8 minutes .....	-	-	-	-	-	-	-	-	-
8 minutes .....	-	-	-	-	-	-	-	-	-
More than 8 minutes a day .....	1	22	-	-	-	-	-	-	-
Fixed cents-per-hour addition to the regular hourly rate or earnings:									
Clothes-changing time .....	3	-	51	-	-	-	( <sup>2</sup> )	-	7
Clothes-changing time and clothing allowance .....	8	17	-	-	30	16	6	-	-
Other provisions .....	9	-	-	-	-	11	11	32	-
Workers in plants without provisions for clothes-changing time .....	19	6	-	85	47	7	8	35	4

See footnotes at end of table.

**Table 20. Meatpacking: Clothes-changing time—Continued**

(Percent of production workers in plants with clothes-changing time provisions, United States and selected regions, January 1969)

Item	United States <sup>1</sup>	Middle Atlantic	Border States	Southeast	Southwest	Great Lakes	Middle West	Mountain	Pacific
	Single-plant companies								
All workers .....	100	100	100	100	100	100	100	100	100
Workers in plants with provisions for clothes-changing time .....	52	16	71	17	31	63	85	19	83
Time added to hours worked:									
Less than 12 minutes .....	17	13	60	4	21	15	23	3	-
12 minutes .....	12	2	-	10	2	23	20	-	14
More than 12 minutes .....	4	1	-	-	8	5	9	8	-
Monetary allowance—time and one-half the hourly rate or earnings:									
Less than 8 minutes .....	-	-	-	-	-	-	-	-	-
8 minutes .....	1	-	11	-	-	1	-	-	-
More than 8 minutes a day .....	2	-	-	-	-	-	12	-	-
Fixed cents-per-hour addition to the regular hourly rate or earnings:									
Clothes-changing time .....	5	-	-	-	-	11	4	-	18
Clothes-changing time and clothing allowance .....	3	-	-	-	-	4	10	-	2
Other provisions .....	7	-	-	4	-	4	6	8	49
Workers in plants without provisions for clothes-changing time .....	48	84	29	83	69	37	15	81	17

<sup>1</sup> Includes data for the New England region in addition to those shown separately.

<sup>2</sup> Less than 0.5 percent.

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

**Table 21. Meatpacking: Work clothing provisions**

(Percent of production workers in plants with work clothing provisions, <sup>1</sup> United States and selected regions, January 1969)

Item <sup>1</sup>	United States <sup>2</sup>	Middle Atlantic	Border States	Southeast	Southwest	Great Lakes	Middle West	Mountain	Pacific
All companies									
All workers .....	100	100	100	100	100	100	100	100	100
Workers in plants providing:									
Work clothing .....	26	77	47	41	26	33	3	29	36
Monetary allowance—per week .....	50	12	38	12	25	49	81	25	47
Under \$0.50 .....	2	-	20	-	-	2	( <sup>3</sup> )	-	-
\$0.50 and under \$0.75 .....	19	8	-	1	6	7	39	11	11
\$0.75 and under \$1.00 .....	16	-	-	-	7	13	31	-	15
\$1.00 and under \$1.50 .....	6	3	19	6	2	9	3	12	6
\$1.50 and under \$2.00 .....	2	-	-	-	3	5	2	-	-
\$2.00 and under \$2.50 .....	( <sup>3</sup> )	-	-	-	1	-	-	-	1
\$2.50 and under \$3.00 .....	( <sup>3</sup> )	-	-	-	-	-	( <sup>3</sup> )	-	-
\$3.00 and over .....	1	-	-	-	3	-	-	-	-
Amount not specified .....	5	1	-	5	5	7	5	2	13
Combination of clothing and monetary allowance .....	4	-	1	-	3	13	2	-	7
Workers in plants having no work clothing provisions .....	20	11	13	47	46	5	13	46	9
Multiplant companies									
All workers .....	100	100	100	100	100	100	100	100	100
Workers in plants providing:									
Work clothing .....	10	45	51	40	13	9	-	-	7
Monetary allowance—per week .....	69	32	49	11	35	66	89	65	81
Under \$0.50 .....	1	-	-	-	-	5	-	-	-
\$0.50 and under \$0.75 .....	28	23	-	-	8	13	43	28	20
\$0.75 and under \$1.00 .....	23	-	-	-	14	9	35	-	37
\$1.00 and under \$1.50 .....	8	9	49	11	-	13	2	32	4
\$1.50 and under \$2.00 .....	3	-	-	-	2	11	3	-	-
Amount not specified .....	7	-	-	-	10	16	5	5	20
Combination of clothing and monetary allowance .....	5	-	-	-	7	24	( <sup>3</sup> )	-	12
Workers in plants having no work clothing provisions .....	16	23	-	49	46	2	11	35	-
Single-plant companies									
All workers .....	100	100	100	100	100	100	100	100	100
Workers in plants providing:									
Work clothing .....	48	94	44	43	40	53	21	48	57
Monetary allowance—per week .....	24	1	32	12	14	35	41	-	23
Under \$0.50 .....	3	-	32	-	-	-	2	-	-
\$0.50 and under \$0.75 .....	5	-	-	3	3	2	22	-	5
\$0.75 and under \$1.00 .....	6	-	-	-	-	17	9	-	-
\$1.00 and under \$1.50 .....	4	-	-	-	5	6	5	-	8
\$1.50 and under \$2.00 .....	( <sup>3</sup> )	-	-	-	4	-	-	-	-
\$2.00 and under \$2.50 .....	( <sup>3</sup> )	-	-	-	3	-	-	-	2
\$2.50 and under \$3.00 .....	( <sup>3</sup> )	-	-	-	-	-	1	-	-
\$3.00 and over .....	2	-	-	-	-	6	-	-	-
Amount not specified .....	2	1	-	9	-	-	1	-	7
Combination of clothing and monetary allowance .....	3	-	2	-	-	4	11	-	4
Workers in plants having no work clothing provisions .....	25	4	22	45	46	8	27	52	16

<sup>1</sup> Limited to plants having formal provisions for protective garments (other than boots and gloves) such as aprons, smocks, and overalls.

<sup>2</sup> Includes data for the New England region in addition to those shown separately.

<sup>3</sup> Less than 0.5 percent.

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

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**Table 22. Meatpacking: Shift differential provisions**

(Percent of production workers by shift differential provisions, <sup>1</sup> United States and selected regions, January 1969)

Shift differential	United States <sup>2</sup>	Middle Atlantic	Border States	Southeast	Southwest	Great Lakes	Middle West	Mountain	Pacific
<b>All companies</b>									
<b>Second shift</b>									
Workers in plants having provisions for second shift .....	85.6	72.7	80.6	71.9	66.4	89.6	95.5	69.6	96.3
With shift differential .....	80.7	72.7	77.5	50.0	52.3	87.2	94.9	69.6	96.3
Uniform cents per hour .....	79.5	70.7	77.5	50.0	52.3	85.6	94.9	69.6	81.0
4 cents .....	1.3	.8	19.7	-	-	-	-	-	-
5 cents .....	1.4	-	3.7	5.9	-	2.2	-	-	-
6 cents .....	.6	-	1.8	-	5.5	-	-	-	-
7 cents .....	.1	2.6	-	-	-	-	-	-	-
8 cents .....	1.7	-	-	5.6	-	4.9	-	-	-
9 cents .....	1.3	-	-	5.9	3.9	-	.5	-	-
10 cents .....	11.0	4.7	-	12.5	7.5	7.7	11.1	4.2	44.7
11 cents .....	1.1	-	-	7.1	-	1.1	-	-	-
12 cents .....	6.4	10.4	19.7	4.8	3.3	5.1	4.8	21.2	-
12½ cents .....	.4	-	-	-	-	1.2	-	-	2.5
14 cents .....	53.6	49.0	32.5	8.4	26.4	63.5	78.5	44.2	33.0
15 cents .....	.7	3.1	-	-	5.6	-	-	-	.8
Uniform percentage .....	1.0	2.0	-	-	-	-	-	-	15.3
10 percent .....	1.0	2.0	-	-	-	-	-	-	15.3
Other .....	.3	-	-	-	-	1.5	-	-	-
With no shift differential .....	4.9	-	3.1	21.9	14.1	2.4	.6	-	-
<b>Third or other late shift</b>									
Workers in plants having provisions for third shift .....	76.4	55.0	57.7	49.5	41.6	83.5	93.4	72.0	96.3
With shift differential .....	74.7	55.0	57.7	45.7	33.8	83.5	93.0	69.6	96.3
Uniform cents per hour .....	73.5	55.0	57.7	45.7	33.0	81.9	93.0	69.6	81.0
4 cents .....	( <sup>3</sup> )	.8	-	-	-	-	-	-	-
5 cents .....	1.4	-	3.7	5.7	-	2.2	-	-	-
6 cents .....	.1	-	1.8	-	-	-	-	-	-
7 cents .....	.1	2.6	-	-	-	-	-	-	-
8 cents .....	1.1	-	-	5.6	-	2.0	-	-	-
9 cents .....	.9	-	-	5.9	-	-	.5	-	-
10 cents .....	8.6	-	-	8.3	4.5	4.6	9.2	4.2	43.1
11 cents .....	1.1	-	-	7.1	-	1.1	-	-	-
12 cents .....	5.8	7.5	19.7	4.8	2.1	5.1	4.8	21.2	-
12½ cents .....	.2	-	-	-	-	1.2	-	-	-
14 cents .....	53.6	40.9	32.5	8.4	26.4	65.8	78.5	44.2	33.0
15 cents .....	.4	3.1	-	-	-	-	-	-	4.9
Uniform percentage .....	.9	-	-	-	-	-	-	-	15.3
10 percent .....	.9	-	-	-	-	-	-	-	15.3
Other .....	.4	-	-	-	.8	1.5	-	-	-
With no shift differential .....	1.4	-	-	3.8	7.8	-	.4	2.4	-
<b>Multiplant companies</b>									
<b>Second shift</b>									
Workers in plants having provisions for second shift .....	95.6	100.0	100.0	73.9	90.2	97.3	100.0	83.0	100.0
With shift differential .....	94.3	100.0	100.0	65.9	84.3	97.3	100.0	83.0	100.0
Uniform cents per hour .....	92.9	100.0	100.0	65.9	84.3	97.3	100.0	83.0	63.2
4 cents .....	2.1	-	51.2	-	-	-	-	-	-
6 cents .....	.8	-	-	-	10.8	-	-	-	-
8 cents .....	1.2	-	-	11.3	-	-	-	-	-
10 cents .....	6.9	-	-	15.9	8.8	-	8.0	-	7.1
11 cents .....	1.5	-	-	14.4	-	-	-	-	-
12 cents .....	3.1	6.2	-	9.7	2.4	-	2.4	15.9	-
14 cents .....	76.2	85.1	48.8	14.5	51.4	97.3	89.6	67.2	56.1
15 cents .....	1.1	8.7	-	-	11.0	-	-	-	-
Uniform percentage .....	1.4	-	-	-	-	-	-	-	36.8
10 percent .....	1.4	-	-	-	-	-	-	-	36.8
With no shift differential .....	1.3	-	-	8.0	5.9	-	-	-	-

See footnotes at end of table.

**Table 22. Meatpacking: Shift differential provisions—Continued**

(Percent of production workers by shift differential provisions, <sup>1</sup> United States and selected regions, January 1969)

Shift differential	United States <sup>2</sup>	Middle Atlantic	Border States	Southeast	Southwest	Great Lakes	Middle West	Mountain	Pacific
Multiplant companies—Continued									
<u>Third or other late shift</u>									
Workers in plants having provisions for third shift .....	89.6	77.5	48.8	64.6	60.2	97.3	100.0	83.0	100.0
With shift differential .....	89.6	77.5	48.8	64.6	60.2	97.3	100.0	83.0	100.0
Uniform cents per hour .....	88.2	77.5	48.8	64.6	60.2	97.3	100.0	83.0	63.2
5 cents .....	.8	-	-	7.9	-	-	-	-	-
8 cents .....	1.2	-	-	11.3	-	-	-	-	-
10 cents .....	5.9	-	-	6.8	8.8	-	8.0	-	7.1
11 cents .....	1.5	-	-	14.4	-	-	-	-	-
12 cents .....	2.9	6.2	-	9.7	-	-	2.4	15.9	-
14 cents .....	75.5	62.6	48.8	14.5	51.4	97.3	89.6	67.2	56.1
15 cents .....	.3	8.7	-	-	-	-	-	-	-
Uniform percentage .....	1.4	-	-	-	-	-	-	-	36.8
10 percent .....	1.4	-	-	-	-	-	-	-	36.8
Single-plant companies									
<u>Second shift</u>									
Workers in plants having provisions for second shift .....	71.1	57.5	68.4	70.0	41.3	83.2	72.7	61.1	93.7
With shift differential .....	60.9	57.5	63.3	34.7	18.4	78.8	68.7	61.1	93.7
Uniform cents per hour .....	59.9	54.3	63.3	34.7	18.4	76.0	68.7	61.1	93.7
4 cents .....	.1	1.3	-	-	-	-	-	-	-
5 cents .....	3.4	-	6.1	11.5	-	4.0	-	-	-
6 cents .....	.3	-	2.9	-	-	-	-	-	-
7 cents .....	.3	4.0	-	-	-	-	-	-	-
8 cents .....	2.3	-	-	-	-	8.9	-	-	-
9 cents .....	3.1	-	-	11.5	8.1	-	2.8	-	-
10 cents .....	17.0	7.4	-	9.1	6.1	14.1	26.8	6.9	71.4
11 cents .....	.5	-	-	-	-	1.9	-	-	-
12 cents .....	11.1	12.8	32.0	-	4.2	9.3	17.1	24.5	-
12½ cents .....	.9	-	-	-	-	2.2	-	-	4.3
14 cents .....	20.7	28.9	22.3	2.5	-	35.5	22.0	29.7	16.6
15 cents .....	.1	-	-	-	-	-	-	-	1.4
Uniform percentage .....	.3	3.1	-	-	-	-	-	-	-
10 percent .....	.3	3.1	-	-	-	-	-	-	-
Other .....	.7	-	-	-	-	2.8	-	-	-
With no shift differential .....	10.2	-	5.1	35.3	22.9	4.4	3.9	-	-
<u>Third or other late shifts</u>									
Workers in plants having provisions for third shift .....	57.2	42.4	63.3	35.0	21.9	72.0	59.9	65.1	93.7
With shift differential .....	53.0	42.4	63.3	27.5	5.9	72.0	57.2	61.1	93.7
Uniform cents per hour .....	52.1	42.4	63.3	27.5	4.2	69.2	57.2	61.1	93.7
4 cents .....	.1	1.3	-	-	-	-	-	-	-
5 cents .....	2.2	-	6.1	3.6	-	4.0	-	-	-
6 cents .....	.3	-	2.9	-	-	-	-	-	-
7 cents .....	.3	4.0	-	-	-	-	-	-	-
8 cents .....	.9	-	-	-	-	3.6	-	-	-
9 cents .....	2.3	-	-	11.5	-	-	2.8	-	-
10 cents .....	12.4	-	-	9.8	-	8.5	15.2	6.9	68.7
11 cents .....	.5	-	-	-	-	1.9	-	-	-
12 cents .....	10.0	8.2	32.0	-	4.2	9.3	17.1	24.5	-
12½ cents .....	.6	-	-	-	-	2.2	-	-	-
14 cents .....	21.8	28.9	22.3	2.5	-	39.6	22.0	29.7	16.6
15 cents .....	.7	-	-	-	-	-	-	-	8.4
Other .....	.9	-	-	-	1.7	2.8	-	-	-
With no shift differential .....	3.5	-	-	7.5	16.0	-	2.7	3.9	-

<sup>1</sup> Refers to policies of plants either operating late shifts or having provisions covering late shifts.

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

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

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

**Table 23. Meatpacking: Shift differential practices**

(Percent of production workers employed on late shifts by amount of pay differential, United States and selected regions, January 1969)

Shift differential	United States <sup>1</sup>	Middle Atlantic	Border States	Southeast	Southwest	Great Lakes	Middle West	Mountain	Pacific
<b>All companies</b>									
<u>Second shift</u>									
Workers employed on second shift -----	10.1	6.6	8.6	6.0	6.3	12.1	13.9	2.9	3.2
Receiving shift differential -----	9.5	6.6	8.4	4.2	5.2	11.1	13.8	2.9	3.2
Uniform cents per hour -----	9.4	6.4	8.4	4.2	5.2	10.6	13.8	2.9	3.2
4 cents -----	.3	.1	5.0	-	-	-	-	-	-
5 cents -----	.1	-	.1	.3	-	.2	-	-	-
6 cents -----	.1	-	.1	-	.8	-	-	-	-
7 cents -----	( <sup>2</sup> )	.2	-	-	-	-	-	-	-
8 cents -----	.3	-	-	.4	-	1.1	-	-	-
9 cents -----	.1	-	-	.7	-	-	-	-	-
10 cents -----	1.4	.3	-	.8	1.1	.7	2.5	-	1.2
11 cents -----	.1	-	-	.8	-	.1	-	-	-
12 cents -----	.4	.1	2.3	.2	.3	.4	.2	1.8	-
12½ cents -----	.1	-	-	-	-	.3	-	-	-
14 cents -----	6.5	5.7	1.0	.9	2.3	7.7	11.1	1.1	2.0
15 cents -----	( <sup>2</sup> )	-	-	-	.5	-	-	-	-
Uniform percentage -----	( <sup>2</sup> )	.2	-	-	-	-	-	-	-
10 percent -----	( <sup>2</sup> )	.2	-	-	-	-	-	-	-
Other -----	.1	-	-	-	-	.5	-	-	-
With no shift differential -----	.6	-	.2	1.8	1.0	1.0	.1	-	-
<u>Third or other late shift</u>									
Workers employed on third or other late shift -----	1.1	1.5	.1	.5	.5	1.1	1.6	.4	1.3
With shift differential -----	1.1	1.5	.1	.4	.3	1.1	1.5	.2	1.3
Uniform cents per hour -----	1.0	1.5	.1	.5	.3	1.1	1.5	.2	1.0
5 cents -----	( <sup>2</sup> )	-	.1	-	-	( <sup>2</sup> )	-	-	-
6 cents -----	( <sup>2</sup> )	-	.1	-	-	-	-	-	-
7 cents -----	( <sup>2</sup> )	.2	-	-	-	-	-	-	-
8 cents -----	.1	-	-	.1	-	.2	-	-	-
9 cents -----	( <sup>2</sup> )	-	-	( <sup>2</sup> )	-	-	-	-	-
10 cents -----	.1	-	-	.2	-	-	( <sup>2</sup> )	-	.8
11 cents -----	( <sup>2</sup> )	-	-	.2	-	-	-	-	-
12 cents -----	.1	.4	-	( <sup>2</sup> )	-	-	.1	.2	-
14 cents -----	.8	.9	-	( <sup>2</sup> )	.3	.9	1.4	.1	.2
Uniform percentage -----	( <sup>2</sup> )	-	-	-	-	-	-	-	.3
10 percent -----	( <sup>2</sup> )	-	-	-	-	-	-	-	.3
Other -----	( <sup>2</sup> )	-	-	-	.1	-	-	-	-
With no shift differential -----	( <sup>2</sup> )	-	-	( <sup>2</sup> )	.1	-	( <sup>2</sup> )	.2	-
<b>Multipant companies</b>									
<u>Second shift</u>									
Workers employed on second shift -----	12.1	12.6	12.9	6.8	9.5	11.2	14.8	3.4	3.5
Receiving shift differential -----	12.0	12.6	12.9	6.3	9.0	11.2	14.8	3.4	3.5
Uniform cents per hour -----	12.0	12.6	12.9	6.3	9.0	11.2	14.8	3.4	3.5
4 cents -----	.5	-	12.9	-	-	-	-	-	-
6 cents -----	.1	-	-	-	1.6	-	-	-	-
8 cents -----	.1	-	-	.8	-	-	-	-	-
10 cents -----	1.3	-	-	1.5	1.8	-	1.9	-	.1
11 cents -----	.2	-	-	1.7	-	-	-	-	-
12 cents -----	.1	.2	-	.4	.1	-	-	1.7	-
14 cents -----	9.7	12.3	-	1.9	4.5	11.2	13.0	1.7	3.4
15 cents -----	.1	-	-	-	1.1	-	-	-	-
With no shift differential -----	.1	-	-	.5	.5	-	-	-	-

See footnotes at end of table.

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**Table 23. Meatpacking: Shift differential practices—Continued**

(Percent of production workers employed on late shifts by amount of pay differential, United States and selected regions, January 1969)

Shift differential	United States <sup>1</sup>	Middle Atlantic	Border States	Southeast	Southwest	Great Lakes	Middle West	Mountain	Pacific
<b>Multiplant companies—Continued</b>									
<u>Third or other late shift</u>									
Workers employed on third or other late shift -----	1.2	1.7	-	0.8	0.6	0.6	1.7	0.6	1.1
Receiving shift differential -----	1.2	1.7	-	.8	.6	.6	1.7	.6	1.1
Uniform cents per hour -----	1.2	1.7	-	.8	.6	.6	1.7	.6	.4
8 cents -----	( <sup>2</sup> )	-	-	.1	-	-	-	-	-
10 cents -----	( <sup>2</sup> )	-	-	.2	-	-	-	-	-
11 cents -----	( <sup>2</sup> )	-	-	.4	-	-	-	-	-
12 cents -----	1.1	1.1	-	( <sup>2</sup> )	-	-	-	.5	-
14 cents -----	1.1	.7	-	( <sup>2</sup> )	.6	.6	1.7	.1	.4
Uniform percentage -----	( <sup>2</sup> )	-	-	-	-	-	-	-	.7
10 percent -----	( <sup>2</sup> )	-	-	-	-	-	-	-	.7
<b>Single-plant companies</b>									
<u>Second shift</u>									
Workers employed on second shift -----	7.1	3.3	6.0	5.2	2.8	12.8	8.9	2.6	3.0
Receiving shift differential -----	5.9	3.3	5.6	2.2	1.2	11.0	8.6	2.6	3.0
Uniform cents per hour -----	5.6	3.0	5.6	2.2	1.2	10.0	8.6	2.6	3.0
4 cents -----	( <sup>2</sup> )	.2	-	-	-	-	-	-	-
5 cents -----	.2	-	.1	.6	-	.3	-	-	-
6 cents -----	( <sup>2</sup> )	-	.2	-	-	-	-	-	-
7 cents -----	( <sup>2</sup> )	.3	-	-	-	-	-	-	-
8 cents -----	.5	-	-	-	-	2.0	-	-	-
9 cents -----	.3	-	-	1.4	.4	-	-	-	-
10 cents -----	1.5	.4	-	.2	.4	1.3	5.5	-	2.0
11 cents -----	.1	-	-	-	-	.2	-	-	-
12 cents -----	.9	-	3.7	-	.4	.8	1.3	1.9	-
12½ cents -----	.1	-	-	-	-	.5	-	-	-
14 cents -----	2.0	2.1	1.6	-	-	4.8	1.8	.7	1.0
Uniform percentage -----	( <sup>2</sup> )	.3	-	-	-	-	-	-	-
10 percent -----	( <sup>2</sup> )	.3	-	-	-	-	-	-	-
Other -----	.2	-	-	-	-	1.0	-	-	-
With no shift differential -----	1.2	-	.4	3.0	1.6	1.9	.4	-	-
<u>Third or other late shift</u>									
Workers employed on third or other late shift -----	.9	1.4	.2	.3	.3	1.6	1.1	.3	1.4
Receiving shift differential -----	.8	1.4	.2	.1	-	1.6	.9	-	1.4
Uniform cents per hour -----	.8	1.4	.2	.2	-	1.6	.9	-	1.4
5 cents -----	( <sup>2</sup> )	-	.1	-	-	( <sup>2</sup> )	-	-	-
6 cents -----	( <sup>2</sup> )	-	.1	-	-	-	-	-	-
7 cents -----	( <sup>2</sup> )	.4	-	-	-	-	-	-	-
8 cents -----	.1	-	-	-	-	.4	-	-	-
9 cents -----	( <sup>2</sup> )	-	-	.1	-	-	-	-	-
10 cents -----	.2	-	-	.1	-	-	.2	-	1.4
12 cents -----	.1	-	-	-	-	-	.7	-	-
14 cents -----	.4	1.0	-	-	-	1.1	-	-	-
Other -----	( <sup>2</sup> )	-	-	-	.1	-	-	-	-
With no shift differential -----	.1	-	-	.1	.2	-	.2	.3	-

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

<sup>2</sup> Less than 0.05 percent.

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

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**Table 24. Meatpacking: Paid holidays**

(Percent of production workers in plants with formal provisions for paid holidays, United States and selected regions, January 1969)

Number of paid holidays	United States <sup>1</sup>	Middle Atlantic	Border States	Southeast	Southwest	Great Lakes	Middle West	Mountain	Pacific
<b>All companies</b>									
All workers .....	100	100	100	100	100	100	100	100	100
Workers in plants providing paid holidays .....	97	100	100	86	91	100	100	100	98
2 days .....	( <sup>2</sup> )	-	-	1	2	-	-	-	-
2 days plus 4 half days .....	( <sup>2</sup> )	-	-	-	-	-	-	2	-
3 days .....	( <sup>2</sup> )	-	-	( <sup>2</sup> )	-	-	-	-	-
4 days .....	2	-	-	16	4	-	-	-	-
5 days .....	4	-	3	17	16	-	( <sup>2</sup> )	-	-
6 days .....	12	8	20	26	28	12	4	13	2
6 days plus 1 or 2 half days .....	1	-	-	-	-	3	2	-	-
7 days .....	4	8	24	-	9	5	2	-	-
7 days plus 2 half days .....	2	-	-	3	16	-	-	-	-
8 days .....	54	36	53	22	16	43	82	79	40
8 days plus 2 half days .....	1	-	-	-	-	4	-	-	-
9 days .....	16	36	-	-	-	33	10	5	56
10 days .....	( <sup>2</sup> )	2	-	-	-	-	-	-	-
11 days .....	( <sup>2</sup> )	9	-	-	-	-	-	-	-
Workers in plants providing no paid holidays .....	3	-	-	14	9	-	-	-	2
<b>Multiplant companies</b>									
All workers .....	100	100	100	100	100	100	100	100	100
Workers in plants providing paid holidays .....	99	100	100	98	100	100	100	100	100
4 days .....	2	-	-	15	2	-	-	-	-
5 days .....	2	-	-	15	2	-	-	-	-
6 days .....	6	-	-	33	28	3	-	17	-
6 plus 2 half days .....	1	-	-	-	-	-	2	-	-
7 days .....	3	-	51	-	7	-	-	-	-
7 plus 2 half days .....	3	-	-	6	30	-	-	-	-
8 days .....	68	69	49	29	31	47	87	83	56
8 plus 2 half days .....	1	-	-	-	-	5	-	-	-
9 days .....	15	22	-	-	-	45	10	-	44
11 days .....	( <sup>2</sup> )	9	-	-	-	-	-	-	-
Workers in plants providing no paid holidays .....	( <sup>2</sup> )	-	-	2	-	-	-	-	-
<b>Single-plant companies</b>									
All workers .....	100	100	100	100	100	100	100	100	100
Workers in plants providing paid holidays .....	94	100	100	76	81	100	100	100	97
2 days .....	1	-	-	2	4	-	-	-	-
2 days plus 4 half days .....	( <sup>2</sup> )	-	-	-	-	-	-	4	-
3 days .....	( <sup>2</sup> )	-	-	1	-	-	-	-	-
4 days .....	3	-	-	18	6	-	-	-	-
5 days .....	7	-	4	19	32	-	1	-	-
6 days .....	20	13	33	20	28	20	24	11	3
6 days plus 1 or 2 half days .....	2	-	-	-	-	5	2	-	-
7 days .....	7	13	7	-	11	9	13	-	-
8 days .....	35	18	56	16	-	40	53	76	29
8 days plus 2 half days .....	1	-	-	-	-	3	-	-	-
9 days .....	17	44	-	-	-	22	7	8	65
10 days .....	( <sup>2</sup> )	4	-	-	-	-	-	-	-
11 days .....	1	9	-	-	-	-	-	-	-
Workers in plants providing no paid holidays .....	6	-	-	24	19	-	-	-	3

<sup>1</sup> Includes data for the New England region in addition to those shown separately.

<sup>2</sup> Less than 0.5 percent.

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

**Table 25. Meatpacking: Paid vacations**

(Percent of production workers in plants with formal provisions for paid vacations after selected periods of service, United States and selected regions, January 1969)

Vacation policy	United States <sup>1</sup>	Middle Atlantic	Border States	Southeast	Southwest	Great Lakes	Middle West	Mountain	Pacific
	All companies								
All workers	100	100	100	100	100	100	100	100	100
<b>Method of payment</b>									
Workers in plants providing paid vacations	99	100	100	97	98	100	100	100	100
Length-of-time payments	82	91	100	84	82	73	80	96	76
Percentage payments	17	9	-	13	16	25	20	4	24
Other	( <sup>3</sup> )	-	-	-	-	2	-	-	-
Workers in plants providing no paid vacations	1	-	-	3	2	-	-	-	-
<b>Amount of vacation pay<sup>2</sup></b>									
<b>After 1 year of service:</b>									
1 week	91	86	100	86	79	100	89	96	95
Over 1 and under 2 weeks	8	14	-	11	18	-	11	4	5
<b>After 2 years of service:</b>									
1 week	87	75	97	84	77	96	89	85	71
Over 1 and under 2 weeks	8	14	-	11	18	-	11	4	5
2 weeks	4	11	3	2	3	4	( <sup>3</sup> )	10	25
<b>After 3 years of service:</b>									
1 week	23	19	63	63	46	18	5	11	13
Over 1 and under 2 weeks	1	8	-	1	2	-	-	-	-
2 weeks	67	59	37	23	34	82	84	85	82
Over 2 and under 3 weeks	8	14	-	10	16	-	11	4	5
<b>After 5 years of service:</b>									
1 week	7	11	10	28	20	1	-	-	13
Over 1 and under 2 weeks	1	-	4	2	2	-	-	-	-
2 weeks	82	74	86	57	60	98	89	96	59
Over 2 and under 3 weeks	8	15	-	10	16	-	11	4	5
3 weeks	1	-	-	-	-	1	-	-	23
<b>After 10 years of service:</b>									
1 week	5	5	7	20	18	1	-	-	4
Over 1 and under 2 weeks	( <sup>3</sup> )	-	-	2	-	-	-	-	-
2 weeks	21	22	38	48	42	14	9	23	-
Over 2 and under 3 weeks	1	8	-	-	1	-	( <sup>3</sup> )	-	-
3 weeks	65	50	55	17	21	85	80	73	92
Over 3 and under 4 weeks	8	14	-	10	16	-	11	4	5
<b>After 15 years of service:</b>									
1 week	5	5	7	18	18	1	-	-	4
Over 1 and under 2 weeks	( <sup>3</sup> )	-	-	3	-	-	-	-	-
2 weeks	13	12	12	35	32	6	7	13	-
Over 2 and under 3 weeks	( <sup>3</sup> )	-	-	-	-	-	( <sup>3</sup> )	-	-
3 weeks	26	41	42	23	20	43	18	28	1
Over 3 and under 4 weeks	1	8	-	-	1	2	-	-	-
4 weeks	46	28	38	7	12	48	64	55	91
Over 4 and under 5 weeks	7	6	-	10	16	-	11	4	5
<b>After 20 years of service:</b>									
1 week	5	5	7	18	18	1	-	-	4
Over 1 and under 2 weeks	( <sup>3</sup> )	-	-	2	-	-	-	-	-
2 weeks	12	9	12	35	20	5	7	12	-
Over 2 and under 3 weeks	( <sup>3</sup> )	-	-	-	-	-	( <sup>3</sup> )	-	-
3 weeks	17	14	27	18	26	13	16	21	-
Over 3 and under 4 weeks	1	8	-	-	1	-	-	-	-
4 weeks	16	30	35	6	6	37	5	40	1
Over 4 and under 5 weeks	1	8	-	-	2	-	-	-	-
5 weeks	42	26	19	7	12	42	61	21	91
Over 5 and under 6 weeks	7	-	-	10	16	-	11	4	5
<b>After 25 years of service:</b>									
1 week	5	5	7	18	18	1	-	-	4
Over 1 and under 2 weeks	( <sup>3</sup> )	-	-	2	-	-	-	-	-
2 weeks	12	9	12	35	20	5	7	13	-
Over 2 and under 3 weeks	( <sup>3</sup> )	-	-	-	-	-	( <sup>3</sup> )	-	-
3 weeks	15	14	7	17	22	13	16	21	-
Over 3 and under 4 weeks	( <sup>3</sup> )	-	-	-	1	-	-	-	-
4 weeks	13	30	41	7	10	20	4	40	1
5 weeks	47	34	33	7	12	61	63	21	91
Over 5 and under 6 weeks	8	8	-	10	16	-	11	4	5

See footnotes at end of table.

**Table 25. Meatpacking: Paid vacations—Continued**

(Percent of production workers in plants with formal provisions for paid vacations after selected periods of service, United States and selected regions, January 1969)

Vacation policy	United States <sup>1</sup>	Middle Atlantic	Border States	Southeast	Southwest	Great Lakes	Middle West	Mountain	Pacific
	Multiplant companies								
All workers.....	100	100	100	100	100	100	100	100	100
<u>Method of payment</u>									
Workers in plants providing paid vacations .....	100	100	100	100	100	100	100	100	100
Length-of-time payments .....	79	83	100	77	70	67	82	89	81
Percentage payments .....	21	17	-	23	30	33	18	11	19
<u>Amount of vacation pay<sup>2</sup></u>									
After 1 year of service:									
1 week .....	87	61	100	79	67	100	88	89	88
Over 1 and under 2 weeks .....	13	39	-	21	33	-	12	11	12
After 2 years of service:									
1 week .....	85	52	100	79	67	100	88	89	48
Over 1 and under 2 weeks .....	13	39	-	21	33	-	12	11	12
2 weeks .....	2	9	-	-	-	-	-	-	41
After 3 years of service:									
1 week .....	10	-	51	50	16	10	-	17	-
Over 1 and under 2 weeks .....	1	22	-	-	2	-	-	-	-
2 weeks .....	75	38	49	29	51	90	88	72	88
Over 2 and under 3 weeks .....	13	39	-	21	30	-	12	11	12
After 5 years of service:									
1 week .....	1	-	-	9	-	-	-	-	-
Over 1 and under 2 weeks .....	( <sup>3</sup> )	-	-	-	2	-	-	-	-
2 weeks .....	84	61	100	70	67	98	88	89	48
Over 2 and under 3 weeks .....	13	39	-	21	30	-	12	11	12
3 weeks .....	2	-	-	-	-	2	-	-	41
After 10 years of service:									
1 week .....	( <sup>3</sup> )	-	-	4	-	-	-	-	-
2 weeks .....	14	-	51	61	29	-	5	17	-
Over 2 and under 3 weeks .....	1	22	-	-	-	-	-	-	-
3 weeks .....	72	38	49	14	40	100	83	72	88
Over 3 and under 4 weeks .....	13	39	-	21	30	-	12	11	12
After 15 years of service:									
1 week .....	( <sup>3</sup> )	-	-	4	-	-	-	-	-
2 weeks .....	9	-	-	48	17	-	5	17	-
3 weeks .....	16	31	51	12	30	21	11	-	-
Over 3 and under 4 weeks .....	1	22	-	-	-	4	-	-	-
4 weeks .....	61	30	49	14	23	74	72	72	88
Over 4 and under 5 weeks .....	12	17	-	21	30	-	12	11	12
After 20 years of service:									
1 week .....	( <sup>3</sup> )	-	-	4	-	-	-	-	-
2 weeks .....	8	-	-	48	6	-	5	17	-
3 weeks .....	12	-	51	12	30	3	10	-	-
Over 3 and under 4 weeks .....	1	22	-	-	-	-	-	-	-
4 weeks .....	7	15	-	-	11	24	3	18	-
Over 4 and under 5 weeks .....	1	22	-	-	-	4	-	-	-
5 weeks .....	59	40	49	14	23	69	70	54	88
Over 5 and under 6 weeks .....	12	-	-	21	30	-	12	11	12
After 25 years of service:									
1 week .....	( <sup>3</sup> )	-	-	4	-	-	-	-	-
2 weeks .....	8	-	-	48	6	-	5	17	-
3 weeks .....	9	-	-	12	21	3	10	-	-
4 weeks .....	7	37	51	-	20	10	1	18	-
5 weeks .....	62	40	49	14	23	87	71	54	88
Over 5 and under 6 weeks .....	13	22	-	21	30	-	12	11	12

See footnotes at end of table.

**Table 25. Meatpacking: Paid vacations—Continued**

(Percent of production workers in plants with formal provisions for paid vacations after selected periods of service, United States and selected regions, January 1969)

Vacation policy	United States <sup>1</sup>	Middle Atlantic	Border States	Southeast	Southwest	Great Lakes	Middle West	Mountain	Pacific
	Single-plant companies								
All workers	100	100	100	100	100	100	100	100	100
<b>Method of payment</b>									
Workers in plants providing paid vacations	99	100	100	94	97	100	100	100	100
Length-of-time payments	86	96	100	92	97	77	73	100	72
Percentage payments	12	4	-	3	-	19	27	-	28
Other	1	-	-	-	-	4	-	-	-
Workers in plants providing no paid vacations	1	-	-	6	3	-	-	-	-
<b>Amount of vacation pay<sup>2</sup></b>									
<b>After 1 year of service:</b>									
1 week	97	100	100	92	91	100	96	100	100
Over 1 and under 2 weeks	1	-	-	2	3	-	4	-	-
<b>After 2 years of service:</b>									
1 week	90	87	95	88	88	93	94	83	87
Over 1 and under 2 weeks	1	-	-	2	3	-	4	-	-
2 weeks	7	13	5	4	7	7	2	17	13
<b>After 3 years of service:</b>									
1 week	42	29	70	75	78	24	28	7	22
Over 1 and under 2 weeks	1	-	-	2	3	-	-	-	-
2 weeks	56	71	30	17	16	76	69	93	78
Over 2 and under 3 weeks	1	-	-	-	-	-	4	-	-
<b>After 5 years of service:</b>									
1 week	17	17	16	45	41	2	-	-	22
Over 1 and under 2 weeks	1	-	6	4	3	-	-	-	-
2 weeks	79	81	78	45	53	98	96	100	67
Over 2 and under 3 weeks	1	2	-	-	-	-	4	-	-
3 weeks	1	-	-	-	-	-	-	-	11
<b>After 10 years of service:</b>									
1 week	12	8	12	35	38	2	-	-	6
Over 1 and under 2 weeks	1	-	-	4	-	-	-	-	-
2 weeks	31	35	30	-	56	25	34	26	-
Over 2 and under 3 weeks	( <sup>3</sup> )	-	-	36	3	-	1	-	-
3 weeks	54	57	58	19	-	73	62	74	94
Over 3 and under 4 weeks	( <sup>3</sup> )	-	-	-	-	-	2	-	-
<b>After 15 years of service:</b>									
1 week	12	8	12	32	38	2	-	-	6
Over 1 and under 2 weeks	1	-	-	7	-	-	-	-	-
2 weeks	19	19	20	23	47	12	20	11	-
Over 2 and under 3 weeks	( <sup>3</sup> )	-	-	-	-	-	1	-	-
3 weeks	41	47	36	33	9	60	56	45	1
Over 3 and under 4 weeks	( <sup>3</sup> )	-	-	-	3	-	-	-	-
4 weeks	25	27	32	-	-	26	21	44	92
Over 4 and under 5 weeks	( <sup>3</sup> )	-	-	-	-	-	2	-	-
<b>After 20 years of service:</b>									
1 week	12	8	12	32	38	2	-	-	6
Over 1 and under 2 weeks	1	-	-	5	-	-	-	-	-
2 weeks	17	14	20	22	34	10	20	11	-
Over 2 and under 3 weeks	( <sup>3</sup> )	-	-	-	-	-	1	-	-
3 weeks	24	21	12	24	22	21	45	35	-
Over 3 and under 4 weeks	( <sup>3</sup> )	-	-	-	3	-	-	-	-
4 weeks	28	38	56	11	-	48	13	54	1
5 weeks or more	17	19	-	-	-	19	21	-	92
<b>After 25 years of service:</b>									
Under 2 weeks	13	1	12	37	38	2	-	-	6
2 weeks	17	14	20	22	34	10	20	11	-
Over 2 and under 3 weeks	( <sup>3</sup> )	-	-	-	-	-	1	-	-
3 weeks	23	21	12	22	22	21	41	35	-
Over 3 and under 4 weeks	( <sup>3</sup> )	-	-	-	3	-	-	-	-
4 weeks	21	25	34	14	-	28	16	54	1
5 weeks or more	25	31	22	-	-	39	21	-	92

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

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

<sup>3</sup> Less than 0.5 percent.

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

**Table 26. Meatpacking: Health, insurance, and retirement plans**

(Percent of production workers in plants with specified health, insurance, and retirement plans, United States and selected regions, January 1969)

Type of plan <sup>1</sup>	United States <sup>2</sup>	Middle Atlantic	Border States	Southeast	Southwest	Great Lakes	Middle West	Mountain	Pacific
	All companies								
	100	100	100	100	100	100	100	100	100
All workers .....									
Workers in plants providing:									
Life insurance .....	96	93	88	92	91	99	99	93	95
Employer financed .....	72	87	59	50	46	73	83	68	85
Jointly financed .....	24	6	29	43	45	26	16	25	10
Accidental death and dismemberment insurance .....	55	71	44	62	42	66	43	74	81
Employer financed .....	44	71	40	31	21	58	37	53	81
Jointly financed .....	11	-	4	31	22	8	6	20	-
Sickness and accident insurance or sick leave or both <sup>3</sup> .....	87	90	83	64	69	94	93	90	96
Sickness and accident insurance .....	52	63	83	40	29	77	43	60	33
Employer financed .....	43	63	77	24	12	68	38	39	33
Jointly financed .....	9	-	5	16	17	9	5	22	-
Sick leave (full pay, no waiting period) .....	8	18	20	9	2	6	3	2	33
Employer financed .....	-	18	20	9	2	6	3	2	33
Sick leave (partial pay or waiting period) .....	42	28	19	22	52	36	54	50	59
Employer financed .....	42	28	19	22	52	36	54	46	59
Jointly financed .....	( <sup>4</sup> )	-	-	-	-	-	-	4	-
Hospitalization insurance .....	97	100	95	91	93	99	99	100	96
Covering employees only .....	9	9	31	22	28	3	2	-	-
Employer financed .....	6	5	25	16	18	2	1	-	-
Jointly financed .....	3	4	6	6	10	2	1	-	-
Covering employees and their dependents .....	89	91	64	69	65	96	98	100	96
Employer financed .....	74	82	53	38	42	78	91	75	96
Jointly financed .....	12	8	5	29	24	13	5	18	-
Employer financed for dependents; jointly financed for employees .....	( <sup>4</sup> )	-	-	-	-	1	-	7	-
Employer financed for employees; jointly financed for dependents .....	2	1	5	3	-	4	1	-	-
Surgical insurance .....	97	100	95	91	93	99	99	100	96
Covering employees only .....	9	9	31	22	28	3	2	-	-
Employer financed .....	6	5	25	16	18	2	1	-	-
Jointly financed .....	3	4	6	6	10	2	1	-	-
Covering employees and their dependents .....	89	91	64	69	65	96	98	100	96
Employer financed .....	74	82	53	38	42	78	91	75	96
Jointly financed .....	12	8	5	29	24	13	5	18	-
Employer financed for dependents; jointly financed for employees .....	( <sup>4</sup> )	-	-	-	-	1	-	7	-
Employer financed for employees; jointly financed for dependents .....	2	1	5	3	-	4	1	-	-
Medical insurance .....	90	100	44	74	88	96	99	95	96
Covering employees only .....	7	11	9	15	24	3	2	-	-
Employer financed .....	4	7	5	9	16	2	1	-	-
Jointly financed .....	2	4	4	6	8	2	1	-	-
Covering employees and their dependents .....	84	89	35	59	64	93	97	95	96
Employer financed .....	72	82	27	36	42	78	90	70	96
Jointly financed .....	10	6	3	21	22	10	5	18	-
Employer financed for dependents; jointly financed for employees .....	( <sup>4</sup> )	-	-	-	-	1	-	7	-
Employer financed for employees; jointly financed for dependents .....	2	1	5	3	-	4	1	-	-
Catastrophe insurance .....	72	75	48	43	74	62	90	72	74
Covering employees only .....	4	9	7	8	15	3	1	-	-
Employer financed .....	2	5	3	5	6	1	1	-	-
Jointly financed .....	2	4	4	3	8	2	-	-	-
Covering employees and their dependents .....	68	67	40	35	60	60	89	72	74
Employer financed .....	60	63	33	17	38	53	85	50	74
Jointly financed .....	7	3	3	13	21	4	3	15	-
Employer financed for dependents; jointly financed for employees .....	( <sup>4</sup> )	-	-	-	-	1	-	7	-
Employer financed for employees; jointly financed for dependents .....	1	-	5	4	-	2	-	-	-
Retirement plans <sup>5</sup> .....	76	80	75	45	71	85	80	74	96
Pension plans .....	74	78	75	37	69	85	80	66	96
Employer financed .....	72	78	75	33	64	84	78	66	96
Jointly financed .....	2	-	-	4	5	1	2	9	1
Lump-sum payments .....	2	-	-	10	3	-	( <sup>4</sup> )	-	-
No plans .....	2	-	5	5	7	-	( <sup>4</sup> )	-	4

See footnotes at end of table.

**Table 26. Meatpacking: Health, insurance, and retirement plans—Continued**

(Percent of production workers in plants with specified health, insurance, and retirement plans, United States and selected regions, January 1969)

Type of plan <sup>1</sup>	United States <sup>2</sup>	Middle Atlantic	Border States	Southeast	Southwest	Great Lakes	Middle West	Mountain	Pacific
	Multiplant companies								
All workers	100	100	100	100	100	100	100	100	100
Workers in plants providing:									
Life insurance	100	100	100	100	100	100	100	100	100
Employer financed	76	83	49	58	53	65	87	72	80
Jointly financed	24	17	51	42	47	35	13	28	20
Accidental death and dismemberment insurance	40	54	49	49	37	40	34	51	71
Employer financed	35	54	49	27	20	35	33	34	71
Jointly financed	5	-	-	21	17	5	1	17	-
Sickness and accident insurance or sick leave or both <sup>3</sup>	94	100	100	77	90	97	95	100	100
Sickness and accident insurance	46	31	100	38	28	73	40	51	23
Employer financed	40	31	100	25	18	64	38	18	23
Jointly financed	6	-	-	13	11	9	2	33	-
Sick leave (full pay, no waiting period)	4	9	51	-	-	1	1	-	41
Employer financed	4	9	51	-	-	-	-	-	41
Sick leave (partial pay or waiting period)	61	69	49	39	79	67	60	83	59
Employer financed	61	69	49	39	79	67	60	83	59
Jointly financed	-	-	-	-	-	-	-	-	-
Hospitalization insurance	99	100	100	94	100	100	100	100	100
Covering employees only	4	6	51	14	4	-	-	-	-
Employer financed	4	6	51	14	4	-	-	-	-
Jointly financed	-	-	-	-	-	-	-	-	-
Covering employees and their dependents	95	94	49	81	96	100	100	100	100
Employer financed	91	94	49	60	79	97	99	83	100
Jointly financed	5	-	-	20	17	2	1	17	-
Employer financed for dependents; jointly financed for employees	-	-	-	-	-	-	-	-	-
Employer financed for employees; jointly financed for dependents	(*)	-	-	-	-	1	-	-	-
Surgical insurance	99	100	100	94	100	100	100	100	100
Covering employees only	4	6	51	14	4	-	-	-	-
Employer financed	4	6	51	14	4	-	-	-	-
Jointly financed	-	-	-	-	-	-	-	-	-
Covering employees and their dependents	95	94	49	81	96	100	100	100	100
Employer financed	91	94	49	60	79	97	99	83	100
Jointly financed	5	-	-	20	17	2	1	17	-
Employer financed for dependents; jointly financed for employees	-	-	-	-	-	-	-	-	-
Employer financed for employees; jointly financed for dependents	(*)	-	-	-	-	1	-	-	-
Medical insurance	95	100	49	69	100	100	100	100	100
Covering employees only	1	6	-	3	4	-	(*)	-	-
Employer financed	1	6	-	3	4	-	(*)	-	-
Jointly financed	-	-	-	-	-	-	-	-	-
Covering employees and their dependents	94	94	49	66	96	100	99	100	100
Employer financed	90	94	49	56	79	97	99	83	100
Jointly financed	4	-	-	10	17	2	1	17	-
Employer financed for dependents; jointly financed for employees	-	-	-	-	-	-	-	-	-
Employer financed for employees; jointly financed for dependents	(*)	-	-	-	-	1	-	-	-
Castastrophe insurance	85	91	49	58	92	68	97	82	88
Covering employees only	1	6	-	3	2	-	-	-	-
Employer financed	1	6	-	3	2	-	-	-	-
Jointly financed	-	-	-	-	-	-	-	-	-
Covering employees and their dependents	85	85	49	54	89	68	97	82	88
Employer financed	81	85	49	35	73	67	97	65	88
Jointly financed	3	-	-	10	17	2	-	17	-
Employer financed for dependents; jointly financed for employees	-	-	-	-	-	-	-	-	-
Employer financed for employees; jointly financed for dependents	1	-	-	9	-	-	-	-	-
Retirement plans <sup>2</sup>	88	94	100	59	90	98	87	100	100
Pension plans	88	94	100	59	90	98	87	100	100
Employer financed	87	94	100	50	90	98	87	100	100
Jointly financed	1	-	-	9	-	-	-	-	-
Lump-sum payments	1	-	-	7	-	-	-	-	-
No plans	(*)	-	-	4	-	-	-	-	-

See footnotes at end of table.

**Table 26. Meatpacking: Health, insurance, and retirement plans—Continued**

(Percent of production workers in plants with specified health, insurance, and retirement plans, United States and selected regions, January 1969)

Type of plan <sup>1</sup>	United States <sup>2</sup>	Middle Atlantic	Border States	Southeast	Southwest	Great Lakes	Middle West	Mountain	Pacific
Single-plant companies									
All workers .....	100	100	100	100	100	100	100	100	100
Workers in plants providing:									
Life insurance .....	90	90	81	85	81	98	95	88	91
Employer financed .....	65	90	66	41	38	79	62	66	89
Jointly financed .....	24	-	15	44	43	19	33	22	2
Accidental death and dismemberment insurance .....	76	81	41	74	48	88	87	88	89
Employer financed .....	57	81	34	34	21	77	55	66	89
Jointly financed .....	19	-	7	40	27	11	32	22	-
Sickness and accident insurance or sick leave or both <sup>3</sup> .....	76	84	72	52	47	91	82	84	94
Sickness and accident insurance .....	60	80	72	41	30	80	58	66	40
Employer financed .....	47	80	63	22	7	71	37	52	40
Jointly financed .....	13	-	9	19	23	10	21	15	-
Sick leave (full pay, no waiting period) .....	13	24	-	17	4	10	13	3	27
Employer financed .....	13	24	-	17	4	10	13	3	27
Sick leave (partial pay or waiting period) .....	16	5	-	5	22	10	23	28	59
Employer financed .....	16	5	-	5	22	10	23	23	59
Jointly financed .....	(4)	-	-	-	-	-	-	6	-
Hospitalization insurance .....	94	100	92	88	86	98	97	100	94
Covering employees only .....	16	10	19	30	53	6	10	-	-
Employer financed .....	9	4	9	19	33	3	6	-	-
Jointly financed .....	7	6	10	11	20	3	4	-	-
Covering employees and their dependents .....	79	90	73	58	33	93	86	100	94
Employer financed .....	50	75	56	16	2	62	51	69	94
Jointly financed .....	22	13	9	37	31	23	27	19	-
Employer financed for dependents; jointly financed for employees ..	1	-	-	-	-	1	-	12	-
Employer financed for employees; jointly financed for dependents ..	5	1	8	5	-	7	9	-	-
Surgical insurance .....	94	100	92	88	86	98	97	100	94
Covering employees only .....	16	10	19	30	53	6	10	-	-
Employer financed .....	9	4	9	19	33	3	6	-	-
Jointly financed .....	7	6	10	11	20	3	4	-	-
Covering employees and their dependents .....	79	90	73	58	33	93	86	100	94
Employer financed .....	50	75	56	16	2	62	51	69	94
Jointly financed .....	22	13	9	37	31	23	27	19	-
Employer financed for dependents; jointly financed for employees ..	1	-	-	-	-	1	-	12	-
Employer financed for employees; jointly financed for dependents ..	5	1	8	5	-	7	9	-	-
Medical insurance .....	84	100	40	79	76	92	93	92	94
Covering employees only .....	15	14	15	26	46	6	11	-	-
Employer financed .....	9	8	9	15	29	3	7	-	-
Jointly financed .....	6	6	6	11	17	3	4	-	-
Covering employees and their dependents .....	70	86	26	53	30	87	82	92	94
Employer financed .....	45	75	13	16	2	62	47	61	94
Jointly financed .....	19	9	5	32	28	17	27	19	-
Employer financed for dependents; jointly financed for employees ..	1	-	-	-	-	1	-	12	-
Employer financed for employees; jointly financed for dependents ..	5	1	8	5	-	7	9	-	-
Catastrophe insurance .....	52	66	47	28	56	57	53	65	63
Covering employees only .....	9	10	12	12	27	5	6	-	-
Employer financed .....	4	4	6	7	10	2	6	-	-
Jointly financed .....	4	6	6	6	17	3	-	-	-
Covering employees and their dependents .....	44	56	35	16	28	53	47	65	63
Employer financed .....	29	51	22	-	42	51	26	40	63
Jointly financed .....	12	5	5	16	26	7	21	13	-
Employer financed for dependents; jointly financed for employees ..	1	-	-	-	-	1	-	12	-
Employer financed for employees; jointly financed for dependents ..	2	-	8	-	-	3	-	-	-
Retirement plans <sup>5</sup> .....	59	72	59	31	50	74	48	58	94
Pension plans .....	55	70	59	16	47	74	46	44	94
Employer financed .....	52	70	59	16	36	72	32	44	94
Jointly financed .....	4	-	-	-	11	2	14	-	-
Lump-sum payments .....	4	-	-	14	5	-	-	14	2
No plans .....	4	-	8	7	14	-	2	-	6

<sup>1</sup> 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.

<sup>2</sup> Includes data for the New England region in addition to those shown separately.

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

<sup>4</sup> Less than 0.5 percent.

<sup>5</sup> Unduplicated total of workers in plants having provisions for pension plans or lump-sum payments shown separately.

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

**Table 27. Meatpacking: Other selected benefits**

(Percent of production workers in plants having formal provisions for specified benefits, United States and selected regions, January 1969)

Item	United States <sup>1</sup>	Middle Atlantic	Border States	Southeast	Southwest	Great Lakes	Middle West	Mountain	Pacific
All companies									
Workers in plants with provisions for:									
Cost-of-living pay adjustments .....	67	38	52	20	32	76	90	65	96
Severance pay <sup>2</sup> .....	40	24	19	17	32	49	57	25	18
Allowance toward moving expenses .....	31	14	19	15	32	11	53	19	22
Jury duty pay .....	75	50	77	38	50	80	96	75	66
Funeral leave pay .....	79	91	79	42	52	82	92	75	96
Rest or relief time (daily) .....	99	95	96	99	100	99	100	98	98
10 or 12 minutes .....	1	2	2	3	-	-	-	2	-
15 minutes .....	9	17	10	1	2	21	8	-	9
20 minutes .....	31	61	18	36	27	30	31	26	10
Over 20 and under 30 minutes .....	11	-	22	10	6	11	8	5	35
30 minutes .....	47	15	43	47	65	37	53	62	44
Over 30 minutes .....	( <sup>3</sup> )	-	-	2	-	-	-	3	-
No relief time .....	1	5	4	1	-	1	-	2	2
Multiplant companies									
Workers in plants with provisions for:									
Cost-of-living pay adjustments .....	86	85	49	39	62	97	98	83	100
Severance pay <sup>2</sup> .....	63	49	49	35	62	82	66	65	41
Allowance toward moving expenses .....	52	40	49	31	62	25	63	49	52
Jury duty pay .....	90	100	100	47	71	94	100	83	93
Funeral leave pay .....	91	100	100	62	73	88	98	83	100
Rest or relief time (daily) .....	99	94	100	100	100	100	100	100	100
10 minutes .....	-	-	-	-	-	-	-	-	-
15 minutes .....	6	-	-	-	-	12	8	-	-
20 minutes .....	32	94	-	33	37	45	28	34	13
Over 20 and under 30 minutes .....	9	-	51	21	-	-	9	-	16
30 minutes .....	52	-	49	42	63	43	55	66	72
Over 30 minutes .....	( <sup>3</sup> )	-	-	4	-	-	-	-	-
No relief time .....	( <sup>3</sup> )	6	-	-	-	-	-	-	-
Single-plant companies									
Workers in plants with provisions for:									
Cost-of-living pay adjustments .....	40	12	54	3	-	58	52	54	94
Severance pay <sup>2</sup> .....	8	10	-	-	-	20	11	-	2
Allowances toward moving expenses .....	-	-	-	-	-	-	-	-	-
Jury duty pay .....	52	21	62	28	27	68	74	70	47
Funeral leave pay .....	61	86	66	22	30	77	59	70	94
Rest or relief time (daily) .....	98	96	94	98	100	98	100	97	97
10 or 12 minutes .....	2	3	4	5	-	-	-	3	-
15 minutes .....	14	26	17	2	4	28	6	-	16
20 minutes .....	28	42	30	39	17	19	48	22	8
Over 20 and under 30 minutes .....	12	-	4	-	13	20	5	8	49
30 minutes .....	41	24	39	51	67	31	41	59	24
Over 30 minutes .....	( <sup>3</sup> )	-	-	-	-	-	-	5	-
No relief time .....	2	4	6	2	-	2	-	3	3

<sup>1</sup> Includes data for the New England region in addition to those shown separately.

<sup>2</sup> Pay to employees permanently separated from the company because of a technological change or closing of the plant.

<sup>3</sup> Less than 0.5 percent.

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

## Part II. Prepared Meat Products

### Summary

Straight-time hourly earnings of production and related workers in prepared meat products plants averaged \$3.08 an hour in January 1969. Individual earnings of more than nine-tenths of the production workers were within a range of \$1.60 to \$4.50 an hour. Workers in the middle half of the array earned between \$2.60 and \$3.55 an hour. Men, comprising slightly above seven-tenths of the 44,003 production workers covered by the study,<sup>12</sup> averaged \$3.22 an hour, compared with \$2.73 for women.

The combined employment in the Middle Atlantic, Great Lakes, and Pacific regions constituted seven-tenths of the work force. Averages in these regions were \$3.06, \$3.25, and \$3.60, respectively. Workers in New England averaged \$3.03 an hour, and those in the Southeast averaged \$2.25 an hour. Earnings also varied by type of company, size of community, size of establishment, labor-management contract coverage, and occupation.

Nationwide averages for workers in the occupations studied separately ranged from \$4.30 an hour for stationary engineers to \$2.77 for janitors. Both of these jobs were largely staffed by men.

Paid holidays, usually 8 or 9 days a year, and paid vacations were provided to nearly all production workers. Typical provisions for paid vacation were 1 week's pay after 1 year of service, 2 weeks' pay after 3 years, 3 weeks' pay after 10 years, and at least 4 weeks' pay after 20 years. Provisions for life, hospitalization, surgical, and medical insurance benefits were also widespread in the industry.

### Industry Characteristics

**Employment.** Prepared meat products plants employed 44,003 production and related workers in January 1969. This industry includes establishments primarily engaged in manufacturing sausages and other prepared meats from purchased carcasses and other materials. Sausage kitchens and other prepared meat plants operated by meatpacking companies as separate establishments are also included.<sup>13</sup> Establishments within the scope of this study do not slaughter animals. (See part I.)

Since the Bureau's November 1963 survey,<sup>14</sup> employment has increased by 13 percent. During the

1963-69 period, employment rose 30 percent in the Great Lakes region, 8 percent in the Middle Atlantic, about 2 percent in New England and the Southeast, and declined 10 percent in the Pacific.

**Location.** Regionally, the Great Lakes and Middle Atlantic comprised 30 percent and 25 percent of the work force, respectively, in January 1969. The proportions of workers in the remaining regions ranged from 14 percent in the Pacific to 5 percent in the Southeast.

Metropolitan areas comprised seven-eighths of the industry's production work force. The proportions of workers in smaller communities amounted to nearly one-fourth in the Southeast, about one-eighth in the Great Lakes, and one-tenth or less in the other regions.

**Type of company.** Multiplant companies employed slightly over one-third of the workers in this industry compared with three-fifths in plants engaged in slaughtering. (See part I.) Proportions of workers in single-plant companies ranged from about three-fourths in the Middle Atlantic to slightly over one-half in the Great Lakes region. The average employment size of multiplant companies (158 workers) was more than 3 times larger than that for single-plant companies (51 workers).

**Size of establishment.** Three-eighths of the workers were in plants that had 10 to 99 workers and about three-tenths were in plants with 100 to 249 workers. Only 46 of the 868 plants within the scope of the survey employed as many as 250 workers.

**Union contract status.** Plants with collective bargaining agreements employed 84 percent of the production workers in this industry. Regionally, the percent of workers in such plants ranged from more than 95 percent in the Middle Atlantic and Pacific to slightly less than 50 percent in the Southeast. The following tabulation shows the percent of production workers in plants in multiplant and single-plant companies with collective bargaining agreements.

Region	All companies	Multiplant companies	Single-plant companies
United States . . . . .	80-84	95+	75-79
New England . . . . .	65-69	65-69	65-69
Middle Atlantic . . . . .	95+	95+	90-95
Southeast . . . . .	45-49	95+	15-19
Great Lakes . . . . .	85-89	95+	75-79
Pacific . . . . .	95+	95+	95+

*Method of wage payment.* Time-rated workers, who made up 90 percent of the work force, most commonly had their pay based on formal systems with a single rate for each occupation (table 36). Rates of pay for 14 percent of the workers were determined on an individual's qualifications; the proportion was 20 percent in single-plant companies, compared with 3 percent in multiplant companies. Regionally, individually determined rates were more prevalent in New England and the Southeast than in the other regions.

Whereas plants using established wage brackets or labor grades to group the rates of pay for all jobs employed two-thirds of the workers in the meatpacking industry, the proportion was only one-third in prepared meat products (table 37). Although there was a wide variation in the total number of grades in the system, systems with 24 grades were most prevalent. The full range of brackets, however, were rarely used. For example, only 1 of the 13 plants having 24 labor grades in their system used the full range of grades. In nearly all instances, the uniform increments between grades were  $4\frac{1}{2}$  or 5 cents an hour, regardless of the number of labor grades in the system.

### Average Hourly Earnings

Straight-time earnings of the 44,003 production workers within the scope of the survey averaged \$3.08 an hour in January 1969 (table 28).<sup>15</sup> Regionally, average hourly earnings ranged from \$2.25 in the Southeast to \$3.60 in the Pacific. Averages in the other regions were: \$3.03 in New England, \$3.06 in the Middle Atlantic, and \$3.25 in the Great Lakes.

The level of production workers earnings in January 1969 (\$3.08) was 23 percent above the average recorded in the Bureau's November 1963 survey (\$2.50).<sup>16</sup> During this period, the annual rate of increase in average earnings was 4.2 percent; it amounted to 5.5 percent in multiplant companies and 3.2 percent in single-plant companies. The annual rate of increase also varied by region: 3.5 percent in the Pacific, 3.9 percent in the Middle Atlantic, and approximately 5 percent in the other regions.

Men, comprising slightly over seven-tenths of the work force, averaged \$3.22 an hour in January 1969, compared with \$2.73 for women. The average wage advantage for men ranged from 28 cents an hour in New England to 55 cents in the Middle Atlantic. See part I for discussion of differences in average earnings for men and women.

Nationally, production workers in multiplant companies averaged \$3.42 an hour, 54 cents more than the average for workers in single-plant companies. In the Great Lakes and Middle Atlantic, the only regions where comparisons were possible, there was a 64- and 33-cent differential, respectively, in favor of workers in multiplant companies.

In plants employing 100 workers or more, workers averaged more than those employed in plants with 10 to 99 workers, nationally (\$3.28 compared with \$2.74), and in all of the selected regions except the Pacific. In the Pacific, workers in plants with 10 to 99 workers averaged \$3.64 an hour compared with \$3.59 for those in the larger size establishments. A comparison of average earnings by size of plant was not possible in the Southeast region.

Earnings of workers in union plants averaged \$3.26 an hour—\$1.13 more than workers in plants not having collective bargaining agreements covering a majority of their production and related workers. As indicated previously, union plants employed a large majority of the workers in all regions except the Southeast. In the latter region, workers in union plants averaged \$2.78 an hour, compared with \$1.77 for workers in nonunion plants.

The comparisons of production-worker averages do not, of course, isolate the influence of each factor as a determinant of wages. An interrelationship of some of the variables has been suggested in the discussion of industry characteristics.

Earnings of over 95 percent of the workers in the industry were within a range of \$1.60 to \$4.50 an hour (table 29). The middle half of the workers' earnings fell between \$2.60 and \$3.55 an hour. At the lower end of the earnings array, proportions of workers earning \$1.60 and under \$1.65 an hour amounted to about 10 percent in the Southeast and 3 percent or less in the other regions.

### Occupational Earnings

Three-eighths of the work force were included in the occupations selected to represent the various activities performed by production workers in the industry (table 32). Nationwide averages for these jobs ranged from \$4.30 for stationary engineers to \$2.77 for janitors. Averages of \$4 an hour or more were recorded for maintenance machinists and beef boners on entire carcasses, and for those on loins, ribs, or rounds. Trimmers of trimmings, casing peeler operators, labeling-machine operators, shipping packers, night cleaners and forklift operators, whose averages

ranged from \$2.86 to \$2.99 an hour, were the only jobs other than janitors with averages below \$3. Among the selected regions, job averages were consistently highest in the Pacific and lowest in the Southeast.

Most of the workers were men in all except a few of the selected occupations. Women were a large majority of the casing peeler operators and slicing-machine operators and were also employed in significant proportions as sausage stuffers, and shipping packers. Men averaged substantially more than women in the above four jobs nationwide, and with a few exceptions, in the selected regions where comparisons were possible.

Occupational earnings data are provided separately for multiplant and single-plant companies in tables 33 and 34. Among the 24 jobs for which averages are reported for both types of companies, nationwide averages were higher in multiplant than single-plant companies except for break-up men on fabricated beef cuts and ham pumpers, using a pickle-injection machine. The amount of wage differences for 16 jobs—each employing 100 workers or more in both company groups—are summarized below:

Percentage by which multiplant average exceeded single-plant average	Jobs
1 to 5 . . . . .	Ham pumper (artery pumping), ham boners, stationary engineers, and beef boners
7 to 13 . . . . .	Sausage makers, luggers-loaders, smokers, slicing-machine operators, truck-drivers, and loading checkers
18 to 20 percent . . .	Shipping packers, janitors, night cleaners, general utility maintenance men, sausage stuffers, and casing peeler operators

Among the 16 jobs for which data are provided in table 35, nationwide averages for 15 occupations were higher in plants employing 100 workers or more than in the smaller plants.

Earnings of individual workers also varied within the same job, region, and type of company, as indicated by the middle ranges of earnings provided in occupational tables 33 and 34. In many instances, middle range values were less than 20 cents while in others, they exceeded 50 cents. For example, in multiplant companies in the Middle Atlantic region, the middle half of the 415 ham boners were at one rate, \$3.55 an hour; men shipping packers, however, had a middle range of \$2.80 to \$3.35.

## Establishment Practices and Supplementary Wage Provisions

Information on selected establishment practices and supplementary wage provisions are described in the following paragraphs.

*Minimum job rates.* Minimum rates of pay for experienced workers in unskilled time-rated occupations (except watchmen) were formally established in 215 of the 228 plants visited (table 38). They ranged between \$3.10 and \$3.20 an hour in 31 plants and between \$3.30 and \$3.40 in 25 plants, compared with the 19 plants that had minimums between \$1.60 and \$1.65 an hour.

*Scheduled weekly hours and overtime provisions.* Work schedules of 40 hours per week were in effect in January 1969 in plants employing seven-eighths of the production workers (table 39). The proportions of workers in plants with 40-hour schedules amounted to four-fifths in the Southeast and Great Lakes and nine-tenths or more in the other regions.

Virtually all workers were in plants that paid time-and-one-half for work in excess of 40 hours per week. Daily overtime of 1½ times the regular rate after 8 hours was in effect in plants employing slightly more than four-fifths of the workers (table 40). Daily overtime provisions were less prevalent in the Southeast than in the other regions.

*Shift differential provisions and practices.* Plants with formal provisions for late-shift work employed a large majority of the production workers (table 43). At the time of the survey, one-fifth of the workers in multiplant companies were employed on late shifts, compared with one-tenth in single-plant companies (table 44). The most common shift differential was 14 cents an hour in addition to day rates for work on second and third or other late shifts.

*Rest or relief time.* Slightly over nine-tenths of the workers were in plants that provided daily rest or relief time (table 48). The total daily time provided was most commonly 20 or 30 minutes.

*Clothes-Changing Time and Work Clothing Provisions.* About two-fifths of the workers were in plants with formal provisions for time required to change clothing (table 41). The proportions were about three-fifths in multiplant and approximately one-third in single-plant companies. The most common provision for each group of plants was 12 minutes a day with pay. Seven-tenths of the workers were in plants that provided work clothing (other than boots and gloves). Another one-sixth of the workers were in plants providing monetary allowances for the purchase of work clothing (table 42).

*Paid Holidays.* Nearly all workers were in plants which provided paid holidays (table 45). Four-fifths of the workers in multiplant companies were provided 8 or 9 days a year, whereas most workers in single-plant companies received 8 paid holidays or less. Paid holiday provisions were less prevalent and fewer days were granted in the Southeast than in the other regions.

*Paid Vacations.* Paid vacations, after qualifying periods of service, were provided by virtually all of the plants studied (table 46). Typical vacation provisions in the industry were 1 week's pay after 1 year of service, 2 weeks after 3 years, 3 weeks after 10 years, and at least 4 weeks after 20 years of service. Provisions for 5 weeks or more of paid vacation after 20 years of service applied to nearly three-fifths of the workers in multiplant companies and to about one-fourth of those in single-plant companies.

*Health, Insurance, and Retirement Plans.* Life, hospitalization, surgical, and medical insurance, for which employers paid at least part of the cost, were available to nine-tenths or more of the production workers in both multi- and single-plant companies (table 47). Employers typically paid the entire cost of these benefits and the health plans usually covered both the worker and dependents. Slightly over four-fifths were covered by sickness and accident insurance and/or sick leave plans. Catastrophe or major medical insurance was provided by plants employing about two-thirds of the workers.

Pension plans, providing regular payment on retirement (in addition to social security), covered nine-tenths of the workers in multiplant and slightly over three-fifths of the workers in single-unit companies. Such plans were nearly always financed by employers.

*Cost-of-Living Pay Adjustment Provisions.* Provisions for periodic cost-of-living pay adjustments were reported by plants employing approximately seven-tenths of the workers in multiplant and one-third in single-unit companies. Virtually all provisions were based on the Bureau of Labor Statistics Consumer Price Index. Most provisions included a 6-month review period with 1-cent-per-hour adjustment for a 0.4 movement in the CPI (1957-59=100), effective in January and July.

*Technological severance pay and moving allowances.* Plants having formal plans for lump-sum payments to eligible workers permanently separated from employment because of plant closings or force reduction employed nearly three-fifths of the workers in multiplant and one-sixth in single-plant companies. Moving allowances for eligible workers separated from one plant as a result of force reduction, and transferring to another company-owned plant, were reported by plants employing slightly less than three-tenths of the multiplant company work force.

*Jury-duty and funeral leave pay.* Seven-tenths of the workers were in plants with formal provisions for jury-duty pay, and nearly four-fifths were in plants providing pay to employees absent while attending a funeral of a relative (table 48).

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*Footnotes*

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<sup>12</sup> See appendix A for scope and method of survey and for definition of terms as used in this report.

<sup>13</sup> Industry 2013 as defined in the 1967 edition of the *Standard Industrial Classification Manual*, prepared by the U.S. Bureau of the Budget.

<sup>14</sup> BLS Bulletin 1415, op. cit.

<sup>15</sup> Earnings and employment estimates differ in this report from those in the Bureau's monthly hours and earnings

series (average earnings of \$3.40 an hour and 42.0 thousands workers in January 1969). See footnote 8 for differences in concepts between this wage survey and the Bureau's monthly series. In this section, establishments within scope had to have a minimum of 10 workers; in Part I, Meatpacking, the minimum size cutoff was 20 workers.

<sup>16</sup> BLS Bulletin 1415, op. cit.

**Table 28. Prepared meat products: Average hourly earnings by selected characteristics**

(Number and average straight-time hourly earnings<sup>1</sup> of production workers, United States and selected regions, January 1969)

Item	United States <sup>2</sup>		New England		Middle Atlantic		Southeast		Great Lakes		Pacific	
	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings
All production workers.....	44,003	\$3.08	3,329	\$3.03	11,036	\$3.06	2,393	\$2.25	13,126	\$3.25	6,306	\$3.60
Men.....	31,500	3.22	2,508	3.10	8,825	3.17	1,561	2.39	8,955	3.40	4,918	3.70
Women.....	12,503	2.73	821	2.82	2,211	2.62	832	1.99	4,171	2.92	1,388	3.27
Type of company: <sup>3</sup>												
Multiplant.....	15,791	3.42	-	-	2,950	3.30	-	-	6,057	3.59	-	-
Single-plant.....	28,212	2.88	2,570	3.00	8,086	2.97	1,496	1.82	7,069	2.95	3,733	3.64
Federal inspection status: <sup>4</sup>												
Federally inspected.....	32,857	3.18	2,843	3.20	6,922	3.06	1,263	2.14	9,632	3.40	5,719	3.62
Not federally inspected.....	11,146	2.78	-	-	4,114	3.06	1,130	2.38	3,494	2.83	-	-
Size of community: <sup>5</sup>												
Metropolitan areas.....	38,458	3.14	3,329	3.03	9,974	3.10	1,847	2.40	11,291	3.23	6,306	3.60
Nonmetropolitan areas.....	5,545	2.66	-	-	1,062	2.69	546	1.75	1,835	3.32	-	-
Size of establishment:												
10-99 workers.....	16,613	2.74	1,567	2.58	4,815	2.92	1,536	2.06	4,095	2.83	1,840	3.64
100 workers or more.....	27,390	3.28	1,762	3.44	6,221	3.17	-	-	9,031	3.44	4,466	3.59
Labor-management contracts:												
Establishments with—												
Majority of workers covered.....	37,064	3.26	2,291	3.30	10,520	3.09	1,148	2.78	11,611	3.39	6,192	3.62
None or minority of workers covered.....	6,939	2.13	-	-	-	-	1,245	1.77	-	-	-	-

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

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

<sup>3</sup> For definition of type of company, see appendix A.

<sup>4</sup> Refers to plants inspected by the U.S. Department of Agriculture.

<sup>5</sup> The term "metropolitan areas" used in this study refers to the Standard Metropolitan Statistical Areas as defined by the Bureau of the Budget through January 1968.

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

**Table 29. Prepared meat products: Earnings distribution, all companies**

(Percent distribution of production workers by average straight-time hourly earnings, <sup>1</sup> United States and selected regions, January 1969)

Average hourly earnings	United States <sup>2</sup>			New England	Middle Atlantic	Southeast	Great Lakes	Pacific
	All workers	Men	Women					
Under \$1.60	1.3	0.3	3.7	-	-	6.4	3.0	-
\$1.60 and under \$1.65	2.7	1.4	5.8	3.0	1.3	9.2	.9	0.3
\$1.65 and under \$1.70	1.1	.5	2.6	.7	-	5.7	.1	-
\$1.70 and under \$1.75	1.2	.7	2.7	.3	.2	7.1	.1	-
\$1.75 and under \$1.80	1.0	.7	1.8	.8	1.0	6.0	.3	-
\$1.80 and under \$1.85	.8	.7	1.2	.9	.5	4.1	.4	-
\$1.85 and under \$1.90	1.0	.6	1.9	.7	1.4	3.6	-	-
\$1.90 and under \$1.95	.8	.8	1.0	1.0	.6	4.7	.5	( <sup>3</sup> )
\$1.95 and under \$2.00	.6	.4	1.1	.2	1.0	1.4	.1	-
\$2.00 and under \$2.10	3.1	2.6	4.3	5.0	2.7	4.9	1.9	.3
\$2.10 and under \$2.20	2.8	2.3	4.1	3.2	1.2	9.1	2.8	( <sup>3</sup> )
\$2.20 and under \$2.30	1.8	1.9	1.5	2.2	2.1	3.3	1.6	.1
\$2.30 and under \$2.40	2.7	2.1	4.1	3.2	1.2	2.3	5.0	( <sup>3</sup> )
\$2.40 and under \$2.50	1.7	1.7	1.7	2.2	3.0	.6	1.4	.1
\$2.50 and under \$2.60	2.5	3.1	.8	3.8	2.8	2.3	3.1	.3
\$2.60 and under \$2.70	3.6	2.0	7.5	5.5	4.1	.5	1.8	.9
\$2.70 and under \$2.80	4.0	3.2	6.1	2.0	7.4	2.3	2.8	1.0
\$2.80 and under \$2.90	3.2	3.2	3.3	1.8	4.7	.5	3.8	.8
\$2.90 and under \$3.00	5.3	6.6	2.1	3.0	12.9	( <sup>3</sup> )	4.1	.3
\$3.00 and under \$3.10	2.6	2.9	1.9	2.1	4.6	.8	2.1	.5
\$3.10 and under \$3.20	6.9	5.8	9.7	1.9	4.0	4.1	9.2	17.2
\$3.20 and under \$3.30	6.2	6.1	6.4	3.9	5.1	8.1	5.7	11.1
\$3.30 and under \$3.40	7.3	7.2	7.5	20.6	5.6	5.2	7.7	5.9
\$3.40 and under \$3.50	8.1	8.8	6.4	14.3	9.4	6.7	6.7	8.7
\$3.50 and under \$3.60	5.9	7.3	2.4	5.8	9.5	.2	5.3	7.6
\$3.60 and under \$3.70	4.5	5.6	1.8	2.4	4.6	-	5.4	7.9
\$3.70 and under \$3.80	3.5	4.4	1.2	1.9	1.2	.6	5.9	6.9
\$3.80 and under \$3.90	2.5	3.3	.4	3.2	2.6	-	1.9	4.0
\$3.90 and under \$4.00	2.1	2.6	1.0	.8	1.8	-	2.4	4.7
\$4.00 and under \$4.10	1.8	2.2	.7	.9	.5	-	2.2	5.5
\$4.10 and under \$4.20	1.1	1.3	.5	.2	.7	.2	1.4	2.7
\$4.20 and under \$4.30	1.1	1.3	.6	.8	.4	-	1.9	1.8
\$4.30 and under \$4.40	.9	1.1	.4	.5	.4	.2	1.8	1.6
\$4.40 and under \$4.50	1.7	2.2	.4	-	.3	-	.9	9.0
\$4.50 and under \$4.60	.6	.7	.2	.4	.4	-	1.1	.3
\$4.60 and under \$4.70	.3	.4	.1	.2	.2	-	.7	( <sup>3</sup> )
\$4.70 and under \$4.80	.3	.2	.3	.1	.1	-	.5	.1
\$4.80 and under \$4.90	.2	.3	( <sup>3</sup> )	-	.2	-	.5	-
\$4.90 and under \$5.00	.3	.3	.1	-	-	-	.8	.1
\$5.00 and over	1.0	1.1	.6	.8	.3	-	2.3	.3
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Number of workers	44,003	31,500	12,503	3,329	11,036	2,393	13,126	6,306
Average hourly earnings <sup>1</sup>	\$3.08	\$3.22	\$2.73	\$3.03	\$3.06	\$2.25	\$3.25	\$3.60

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

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

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

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

**Table 30. Prepared meat products: Earnings distribution, multiplant companies**

(Percent distribution of production workers by average straight-time hourly earnings, <sup>1</sup> United States and selected regions, January 1969)

Average hourly earnings <sup>1</sup>	United States <sup>2</sup>			Great Lakes
	Total	Men	Women	Total
Under \$1.60 -----	0.1	-	0.2	0.2
\$1.60 and under \$1.65 -----	.1	-	.3	.2
\$1.65 and under \$1.70 -----	.1	0.1	-	.2
\$1.70 and under \$1.75 -----	.1	-	.1	-
\$1.75 and under \$1.80 -----	.4	.2	.8	.7
\$1.80 and under \$1.85 -----	.1	-	.3	-
\$1.85 and under \$1.90 -----	( <sup>3</sup> )	-	.1	-
\$1.90 and under \$1.95 -----	.2	.2	.3	.3
\$1.95 and under \$2.00 -----	.1	.1	-	.2
\$2.00 and under \$2.10 -----	1.4	.4	3.5	.6
\$2.10 and under \$2.20 -----	3.0	.8	8.0	4.0
\$2.20 and under \$2.30 -----	1.1	1.2	.8	.2
\$2.30 and under \$2.40 -----	1.5	.7	3.2	1.3
\$2.40 and under \$2.50 -----	1.3	1.5	.7	.7
\$2.50 and under \$2.60 -----	2.3	2.7	1.5	1.8
\$2.60 and under \$2.70 -----	2.1	1.7	3.2	.6
\$2.70 and under \$2.80 -----	2.5	1.8	4.1	2.2
\$2.80 and under \$2.90 -----	2.8	1.7	5.5	2.6
\$2.90 and under \$3.00 -----	4.2	4.5	3.5	2.7
\$3.00 and under \$3.10 -----	2.1	2.1	2.1	1.8
\$3.10 and under \$3.20 -----	7.2	7.0	7.7	5.7
\$3.20 and under \$3.30 -----	6.5	5.5	8.8	2.7
\$3.30 and under \$3.40 -----	7.2	6.6	8.5	7.4
\$3.40 and under \$3.50 -----	12.1	11.9	12.5	10.8
\$3.50 and under \$3.60 -----	6.9	8.2	3.9	7.1
\$3.60 and under \$3.70 -----	6.5	7.8	3.6	6.4
\$3.70 and under \$3.80 -----	5.7	6.9	3.1	6.8
\$3.80 and under \$3.90 -----	3.6	4.8	.9	3.3
\$3.90 and under \$4.00 -----	3.2	3.6	2.4	3.3
\$4.00 and under \$4.10 -----	3.1	3.6	1.8	4.4
\$4.10 and under \$4.20 -----	1.5	1.6	1.3	2.1
\$4.20 and under \$4.30 -----	2.3	2.6	1.6	3.9
\$4.30 and under \$4.40 -----	1.8	2.1	1.1	3.6
\$4.40 and under \$4.50 -----	1.8	2.1	1.0	1.9
\$4.50 and over -----	5.3	6.1	3.5	10.4
Total -----	100.0	100.0	100.0	100.0
Number of workers -----	15,791	11,018	4,773	6,057
Average hourly earnings <sup>1</sup> -----	\$3.42	\$3.52	\$3.19	\$3.59

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

<sup>2</sup> Includes data for regions in addition to the Great Lakes.

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

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

**Table 31. Prepared meat products: Earnings distribution, single-plant companies**

(Percent distribution of production workers by average straight-time hourly earnings, <sup>1</sup> United States and selected regions, January 1969)

Average hourly earnings <sup>1</sup>	United States <sup>2</sup>			Middle Atlantic	Great Lakes	Pacific
	Total	Men	Women	Total	Total	Total
Under \$1.60 -----	1.8	0.4	5.8	-	5.4	-
\$1.60 and under \$1.65 -----	4.1	2.2	9.3	1.8	1.4	0.5
\$1.65 and under \$1.70 -----	1.7	.8	4.2	-	-	-
\$1.70 and under \$1.75 -----	1.9	1.0	4.4	.1	.1	-
\$1.75 and under \$1.80 -----	1.3	.9	2.5	1.1	-	-
\$1.80 and under \$1.85 -----	1.2	1.1	1.7	.6	.8	-
\$1.85 and under \$1.90 -----	1.5	.9	3.0	1.9	-	-
\$1.90 and under \$1.95 -----	1.1	1.0	1.4	.7	.7	( <sup>3</sup> )
\$1.95 and under \$2.00 -----	.9	.6	1.8	1.4	.1	-
\$2.00 and under \$2.10 -----	4.0	3.7	4.7	2.6	2.9	.6
\$2.10 and under \$2.20 -----	2.8	3.2	1.7	1.5	1.7	.1
\$2.20 and under \$2.30 -----	2.2	2.3	2.0	2.0	2.8	.2
\$2.30 and under \$2.40 -----	3.4	2.9	4.7	1.6	8.2	.1
\$2.40 and under \$2.50 -----	2.0	1.9	2.3	3.1	1.9	.1
\$2.50 and under \$2.60 -----	2.6	3.4	.4	2.5	4.1	.6
\$2.60 and under \$2.70 -----	4.4	2.2	10.2	5.1	2.8	1.4
\$2.70 and under \$2.80 -----	4.9	4.0	7.3	8.4	3.3	1.6
\$2.80 and under \$2.90 -----	3.4	4.0	2.0	4.2	4.9	1.4
\$2.90 and under \$3.00 -----	6.0	7.8	1.2	13.5	5.2	.6
\$3.00 and under \$3.10 -----	2.9	3.3	1.8	4.9	2.3	.9
\$3.10 and under \$3.20 -----	6.8	5.2	11.0	4.6	12.3	13.5
\$3.20 and under \$3.30 -----	6.0	6.4	4.9	4.3	8.3	7.5
\$3.30 and under \$3.40 -----	7.3	7.5	6.8	6.3	8.0	6.5
\$3.40 and under \$3.50 -----	6.0	7.2	2.7	10.0	3.1	8.1
\$3.50 and under \$3.60 -----	5.3	6.8	1.5	9.8	3.7	7.2
\$3.60 and under \$3.70 -----	3.4	4.5	.6	4.0	4.6	7.3
\$3.70 and under \$3.80 -----	2.3	3.1	.1	.9	5.2	3.8
\$3.80 and under \$3.90 -----	1.9	2.5	.1	1.9	.6	5.7
\$3.90 and under \$4.00 -----	1.5	2.1	.1	.7	1.7	5.8
\$4.00 and under \$4.10 -----	1.0	1.4	-	.3	.4	5.5
\$4.10 and under \$4.20 -----	.8	1.1	-	.1	.8	3.9
\$4.20 and under \$4.30 -----	.4	.6	-	-	.2	2.1
\$4.30 and under \$4.40 -----	.4	.6	-	( <sup>3</sup> )	.1	2.3
\$4.40 and under \$4.50 -----	1.6	2.3	-	( <sup>3</sup> )	.1	12.2
\$4.50 and over -----	1.0	1.3	-	.1	2.2	.6
Total -----	100.0	100.0	100.0	100.0	100.0	100.0
Number of workers -----	28,212	20,482	7,730	8,086	7,069	3,733
Average hourly earnings <sup>1</sup> -----	\$2.88	\$3.05	\$2.44	\$2.97	\$2.95	\$3.64

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

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

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

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

**Table 32. Prepared meat products: Occupational earnings, all companies**

(Number and average straight-time hourly earnings<sup>1</sup> of production workers in selected occupations, United States and selected regions, January 1969)

Department, occupation, and sex	United States <sup>2</sup>				New England				Middle Atlantic			
	Number of workers	Average hourly earnings <sup>1</sup>			Number of workers	Average hourly earnings <sup>1</sup>			Number of workers	Average hourly earnings <sup>1</sup>		
		Mean	Median	Middle range		Mean	Median	Middle range		Mean	Median	Middle range
<b>Beef cutting</b>												
Boners, beef <sup>3</sup> (all men).....	820	\$4.15	\$4.09	\$ 3.67-4.45	-	-	-	-	132	\$3.31	\$3.49	\$3.23-3.59
Loins, ribs, or rounds.....	185	4.05	3.89	3.59-4.32	-	-	-	-	69	3.46	3.59	3.49-3.59
Entire carcass.....	553	4.10	4.07	3.69-4.45	-	-	-	-	63	3.16	3.23	3.23-3.49
Breakup men, primal cuts (all men).....	207	3.68	3.69	3.23-4.14	-	-	-	-	112	3.32	3.23	2.98-3.69
<b>Pork cutting</b>												
Belly trimmers (all men).....	158	3.55	3.70	3.44-3.72	-	-	-	-	45	3.37	3.44	3.00-3.44
Boners, ham (all men).....	922	3.50	3.55	3.55-3.72	81	\$3.36	\$3.30	\$2.94-3.43	499	3.50	3.55	3.55-3.55
Open style boning.....	665	3.48	3.55	3.55-3.72	55	3.30	3.30	2.76-3.43	328	3.50	3.55	3.55-3.55
Chisel boning.....	257	3.54	3.55	3.55-3.66	26	3.49	3.43	3.43-3.79	171	3.52	3.55	3.55-3.55
Ham skinners, machine <sup>3</sup> (all men).....	77	3.20	3.19	2.98-3.49	-	-	-	-	50	3.17	3.06	2.98-3.49
Skin only.....	51	3.21	3.13	3.03-3.49	-	-	-	-	40	3.19	3.06	3.00-3.49
Trimmers of trimmings (145 men, 12 women).....	157	2.86	2.98	2.10-3.40	-	-	-	-	65	3.08	2.98	2.98-3.25
<b>Curing, smoking, cooking, and canning</b>												
Casing peeler operators.....	583	2.97	3.16	2.79-3.29	19	3.27	3.43	3.43-3.48	147	2.71	2.79	2.06-3.06
Men.....	164	3.11	3.24	3.00-3.39	-	-	-	-	51	2.87	3.06	2.43-3.06
Women.....	419	2.92	3.11	2.78-3.28	16	3.45	3.45	3.43-3.48	96	2.63	2.78	1.86-3.15
Cooks, water retort (all men).....	150	3.16	3.27	2.26-3.56	21	3.56	3.48	3.48-3.64	-	-	-	-
Hangers, bellies (all men).....	98	3.17	3.24	3.13-3.35	-	-	-	-	27	3.20	3.17	3.06-3.35
Labeling-machine operators (45 men, 55 women).....	101	2.95	3.14	2.49-3.24	-	-	-	-	-	-	-	-
Mixer operators (260 men, 8 women).....	268	3.13	3.38	2.67-3.59	21	3.31	3.46	3.26-3.66	90	3.22	3.44	2.69-3.59
Pickle makers (all men).....	110	3.48	3.53	3.00-3.67	-	-	-	-	61	3.54	3.53	3.30-3.67
Pumpers, pickle-injection machine (all men).....	171	3.27	3.44	3.17-3.49	14	3.33	-	-	59	3.16	3.30	2.62-3.44
Pumpers, ham (artery pumping) (388 men, 22 women).....	410	3.42	3.49	3.44-3.52	27	3.29	3.39	3.39-3.52	194	3.44	3.45	3.44-3.49
Sausage makers (chopper) (807 men, 19 women).....	826	3.50	3.53	3.30-3.74	37	3.37	3.46	2.87-3.70	349	3.43	3.49	3.44-3.55
Slicing machine operators.....	778	3.07	3.16	2.78-3.39	28	3.15	3.43	3.43-3.48	164	2.77	2.76	2.76-2.81
Men.....	237	3.36	3.40	3.22-3.65	-	-	-	-	28	2.81	2.76	1.95-3.31
Women.....	541	2.94	3.02	2.76-3.24	20	3.04	3.48	2.01-3.49	136	2.76	2.76	2.76-2.81
Smokers (779 men, 2 women).....	781	3.39	3.55	3.04-3.69	63	3.12	3.20	2.60-3.66	174	3.36	3.55	3.12-3.60
Sausages.....	277	3.36	3.55	2.75-3.77	20	3.10	3.35	2.35-3.71	50	3.35	3.55	2.46-3.83
Other than sausages.....	79	3.49	3.66	3.26-3.69	-	-	-	-	32	3.22	3.36	2.57-3.61
Combination of sausages and other products.....	425	3.39	3.52	3.12-3.69	35	3.06	3.03	2.60-3.52	92	3.42	3.51	3.32-3.55
Spice weighers and mixers.....	136	3.26	3.37	2.93-3.52	18	3.35	3.43	3.43-3.49	-	-	-	-
Men.....	78	3.49	3.43	3.26-3.78	18	3.35	3.43	3.43-3.49	-	-	-	-
Stuffers, frankfurters.....	235	3.25	3.44	2.99-3.66	-	-	-	-	22	3.54	3.70	3.48-3.92
Men.....	196	3.30	3.47	3.01-3.69	-	-	-	-	16	3.83	3.70	3.53-3.95
Women.....	39	3.00	3.21	2.99-3.23	-	-	-	-	-	-	-	-
Stuffers, sausage.....	1,335	3.20	3.45	2.70-3.65	179	3.29	3.52	2.69-3.85	378	3.36	3.49	3.17-3.59
Men.....	1,133	3.36	3.49	3.13-3.67	167	3.35	3.56	2.74-3.85	361	3.39	3.49	3.25-3.59
Women.....	202	2.34	2.25	1.60-3.01	-	-	-	-	17	2.69	2.83	2.83-2.83
Natural casings.....	246	2.92	3.27	1.60-3.59	-	-	-	-	77	3.36	3.50	3.46-3.59
Men.....	167	3.50	3.54	3.27-3.72	-	-	-	-	77	3.36	3.50	3.46-3.59
Artificial casings, with casing sizer (186 men, 6 women).....	192	3.07	3.27	2.10-3.79	-	-	-	-	-	-	-	-
Artificial casings, without casing sizer (54 men, 14 women).....	68	3.54	3.46	3.08-3.72	-	-	-	-	22	3.79	3.53	3.44-4.34
Combination of natural and artificial casings.....	829	3.29	3.47	3.01-3.64	121	3.04	2.98	2.63-3.56	263	3.34	3.49	3.13-3.57
Men.....	726	3.37	3.49	3.15-3.65	109	3.11	3.15	2.69-3.56	250	3.36	3.49	3.17-3.59
Women.....	103	2.76	2.83	2.25-3.16	-	-	-	-	-	-	-	-

See footnotes at end of table.

**Table 32. Prepared meat products: Occupational earnings, all companies—Continued**

(Number and average straight-time hourly earnings<sup>1</sup> of production workers in selected occupations, United States and selected regions, January 1969)

Department, occupation, and sex	Southeast				Great Lakes				Pacific			
	Number of workers	Average hourly earnings <sup>1</sup>			Number of workers	Average hourly earnings <sup>1</sup>			Number of workers	Average hourly earnings <sup>1</sup>		
		Mean	Median	Middle range		Mean	Median	Middle range		Mean	Median	Middle range
<u>Beef cutting</u>												
Boners, beef <sup>3</sup> .....	55	\$2.88	\$3.36	\$2.56-3.36	318	\$4.53	\$4.21	\$3.97-5.12	246	\$4.40	\$4.32	\$4.09-4.45
Loins, ribs, or rounds.....	-	-	-	-	68	4.59	4.22	3.93-5.12	45	4.18	4.09	4.09-4.32
Entire carcass.....	53	2.89	3.36	2.56-3.36	191	4.38	3.97	3.73-4.97	189	4.45	4.32	4.09-4.45
Breakup men, primal cuts.....	-	-	-	-	42	4.30	4.21	3.29-4.50	43	4.14	4.14	4.14-4.14
<u>Pork cutting</u>												
Belly trimmers.....	-	-	-	-	-	-	-	-	43	3.78	3.84	3.54-3.84
Boners, ham.....	32	2.03	2.10	1.75-2.25	165	3.71	3.72	3.69-3.72	90	3.95	3.84	3.84-3.91
Open style boning.....	-	-	-	-	149	3.71	3.72	3.72-3.72	64	3.97	3.84	3.84-3.84
Chisel boning.....	-	-	-	-	-	-	-	-	26	3.89	3.91	3.84-3.91
Ham skimmers, machine <sup>3</sup> .....	-	-	-	-	-	-	-	-	-	-	-	-
Skin only.....	-	-	-	-	-	-	-	-	-	-	-	-
Trimmers of trimmings.....	-	-	-	-	-	-	-	-	20	3.76	3.64	3.54-4.05
<u>Curing, smoking, cooking, and canning</u>												
Casing peeler operators.....	40	1.61	1.60	.75-1.90	211	3.24	3.16	3.11-3.26	119	3.29	3.29	3.24-3.37
Men.....	-	-	-	-	25	3.35	3.44	3.36-3.48	64	3.26	3.29	3.24-3.40
Women.....	34	1.54	1.60	.75-1.86	186	3.23	3.16	3.11-3.16	55	3.33	3.29	3.24-3.29
Cooks, water retort.....	12	1.93	-	-	38	3.68	3.81	2.92-4.50	12	3.98	-	-
Hangers, bellies.....	-	-	-	-	8	3.49	-	-	41	3.27	3.24	3.24-3.24
Labeling-machine operators.....	-	-	-	-	26	3.35	3.19	2.85-4.09	34	3.22	3.24	3.17-3.24
Mixer operators.....	14	2.48	-	-	46	3.48	3.52	3.38-3.60	32	3.61	3.52	3.44-3.69
Pickle makers.....	-	-	-	-	18	3.51	3.49	3.30-3.61	10	3.73	-	-
Pumpers, pickle-injection machine.....	-	-	-	-	30	3.38	3.41	3.30-3.50	50	3.52	3.49	3.49-3.49
Pumpers, ham (artery pumping).....	-	-	-	-	86	3.41	3.50	3.31-3.61	53	3.81	3.59	3.49-4.05
Sausage makers (choppers).....	32	2.42	2.15	1.90-3.32	117	3.52	3.61	3.24-3.88	202	4.09	4.30	3.69-4.48
Slicing machine operators.....	34	2.20	2.10	1.85-2.10	276	3.17	3.16	3.11-3.22	136	3.33	3.24	3.24-3.44
Men.....	17	2.39	2.10	2.10-2.14	56	3.44	3.39	3.16-3.51	54	3.43	3.24	3.24-3.59
Women.....	17	2.01	1.85	1.81-2.10	220	3.10	3.16	3.00-3.16	82	3.27	3.24	3.24-3.44
Smokers.....	39	2.55	2.27	1.88-3.40	240	3.50	3.58	3.25-3.77	145	3.87	3.69	3.69-3.79
Sausages.....	-	-	-	-	99	3.44	3.51	2.81-3.77	43	3.94	3.69	3.69-4.45
Other than sausages.....	-	-	-	-	11	3.89	-	-	23	3.70	3.69	3.69-3.69
Combination of sausages and other products.....	35	2.46	2.27	1.80-3.45	130	3.52	3.54	3.43-3.77	79	3.88	3.69	3.69-3.91
Spice weighers and mixers.....	6	2.47	-	-	31	3.61	3.42	3.20-3.78	31	3.53	3.34	3.29-3.91
Men.....	-	-	-	-	22	3.86	3.52	3.38-4.00	18	3.55	3.29	3.29-3.91
Stuffers, frankfurters.....	15	2.36	2.10	1.95-2.72	86	3.43	3.50	3.21-3.63	53	3.72	3.69	3.44-4.05
Men.....	9	2.24	-	-	62	3.55	3.61	3.47-3.64	53	3.72	3.69	3.44-4.05
Women.....	6	2.53	-	-	24	3.13	3.21	3.01-3.21	-	-	-	-
Stuffers, sausages.....	39	2.48	2.00	1.96-3.45	362	3.24	3.38	2.64-3.72	126	3.80	3.69	3.69-3.79
Men.....	28	2.33	2.00	1.96-2.66	260	3.64	3.63	3.26-3.80	124	3.80	3.69	3.69-3.79
Women.....	11	2.86	-	-	102	2.22	2.25	1.55-3.16	-	-	-	-
Natural casings.....	-	-	-	-	64	1.98	1.55	1.55-1.60	19	4.02	4.05	3.64-4.16
Men.....	-	-	-	-	14	3.50	-	-	19	4.02	4.05	3.64-4.16
Artificial casings, with casing sizer.....	-	-	-	-	42	3.38	2.64	2.58-4.28	-	-	-	-
Artificial casings, without casing sizer.....	-	-	-	-	-	-	-	-	-	-	-	-
Combination of natural and artificial casings.....	33	2.41	2.00	1.96-3.44	245	3.53	3.55	3.25-3.72	72	3.70	3.69	3.69-3.69
Men.....	27	2.30	2.00	1.96-2.47	193	3.71	3.63	3.26-3.80	70	3.69	3.69	3.69-3.69
Women.....	-	-	-	-	52	2.85	3.16	2.25-3.16	-	-	-	-

See footnotes at end of table.

**Table 32. Prepared meat products: Occupational earnings, all companies—Continued**

(Number and average straight-time hourly earnings<sup>1</sup> of production workers in selected occupations, United States and selected regions, January 1969)

Department, occupation, and sex	United States <sup>2</sup>				New England				Middle Atlantic			
	Number of workers	Average hourly earnings <sup>1</sup>			Number of workers	Average hourly earnings <sup>1</sup>			Number of workers	Average hourly earnings <sup>1</sup>		
		Mean	Median	Middle range		Mean	Median	Middle range		Mean	Median	Middle range
<u>Maintenance and powerplant</u>												
Engineers, stationary (all men)-----	225	\$4.30	\$4.42	\$4.04-\$4.49	6	\$4.71	-	-	37	\$4.19	\$4.11	\$3.95-\$4.44
Machinists, maintenance (all men)-----	38	4.15	4.16	3.78- 4.30	-	-	-	-	-	-	-	-
Maintenance men, general utility (all men)-----	879	3.62	3.70	3.11- 4.21	37	3.67	3.84	\$3.30-\$4.06	255	3.48	3.35	3.12- 3.96
Mechanics, automotive (maintenance) (all men)-----	116	3.59	3.48	3.33- 4.07	7	3.62	-	-	34	3.40	3.39	3.13- 3.84
<u>Custodial and material movement</u>												
Checkers, loading (313 men, 5 women)-----	318	3.51	3.52	3.26- 3.77	25	4.18	3.75	3.61- 5.00	94	3.51	3.49	3.36- 3.49
Cleaners, night (1,061 men, 12 women)-----	1,073	2.91	3.16	2.40- 3.34	83	3.27	3.34	3.34- 3.39	203	3.01	3.14	2.75- 3.26
Janitors (345 men, 19 women)-----	364	2.77	3.00	2.23- 3.19	13	3.00	-	-	104	2.60	2.80	2.23- 3.00
Luggers-loaders (all men)-----	436	3.07	3.06	2.98- 3.39	-	-	-	-	173	2.95	3.00	2.98- 3.00
Beef-----	62	3.20	3.20	3.16- 3.40	-	-	-	-	-	-	-	-
Other products including combination of beef and other meats-----	374	3.05	3.00	2.98- 3.39	-	-	-	-	165	2.95	3.00	2.98- 3.00
Packers, shipping-----	1,393	2.86	3.05	2.22- 3.39	235	2.68	2.49	2.10- 3.34	438	3.00	3.00	2.79- 3.33
Men-----	777	3.06	3.25	2.90- 3.40	95	3.03	3.34	2.51- 3.39	343	3.03	3.00	2.98- 3.35
Women-----	616	2.60	2.50	2.00- 3.33	140	2.45	2.10	2.05- 3.34	95	2.87	3.26	2.50- 3.32
Stowers, car and truck (all men)-----	312	3.22	3.30	2.95- 3.50	31	3.58	3.48	3.43- 3.74	33	3.28	3.25	2.54- 3.43
Truckdrivers (all men)-----	2,405	3.39	3.66	3.00- 3.81	116	2.87	2.82	2.60- 3.13	710	3.35	3.55	2.83- 3.80
Semi- or trailer-----	276	3.51	3.67	3.35- 3.78	-	-	-	-	15	3.32	2.87	2.87- 3.81
Other than semi- or trailer-----	1,934	3.34	3.63	2.82- 3.80	100	2.76	2.67	2.45- 3.05	656	3.35	3.55	2.83- 3.80
Combination of types-----	195	3.70	3.76	3.63- 3.85	-	-	-	-	39	3.36	3.63	2.78- 3.81
Truckers, power <sup>3</sup> (200 men, 2 women)-----	202	3.16	3.34	2.83- 3.54	-	-	-	-	-	-	-	-
Forklift (135 men, 2 women)-----	137	2.99	2.83	2.56- 3.54	-	-	-	-	-	-	-	-
<u>Southeast</u>												
<u>Maintenance and powerplant</u>												
Engineers, stationary-----	-	-	-	-	64	\$4.40	\$4.49	\$4.20-\$4.59	76	\$4.38	\$4.42	\$4.42-\$4.42
Machinists, maintenance-----	-	-	-	-	18	4.48	4.45	4.14- 4.80	-	-	-	-
Maintenance men, general utility-----	38	\$2.58	\$2.39	\$2.20-\$2.99	265	3.76	3.70	3.45- 4.21	139	4.36	4.42	4.30- 4.42
Mechanics, automotive (maintenance)-----	7	2.76	-	- - -	34	3.72	3.40	3.40- 4.18	17	4.11	4.00	4.00- 4.26
<u>Custodial and material movement</u>												
Checkers, loading-----	18	2.36	2.06	1.96- 2.63	71	3.41	3.43	3.01- 3.62	62	3.68	3.69	3.64- 3.79
Cleaners, night-----	51	2.00	1.90	1.80- 2.13	304	3.14	3.31	3.13- 3.35	197	3.01	3.14	3.14- 3.24
Janitors-----	20	2.24	1.97	1.77- 2.67	83	2.85	3.13	2.43- 3.34	100	3.16	3.14	3.14- 3.19
Luggers-loaders-----	52	2.83	3.21	2.08- 3.35	86	3.13	3.20	3.16- 3.40	96	3.44	3.39	3.39- 3.39
Beef-----	-	-	-	-	51	3.32	3.20	3.20- 3.40	-	-	-	-
Other products including combination of beef and other meats-----	52	2.83	3.21	2.08- 3.35	-	-	-	-	96	3.44	3.39	3.39- 3.39
Packers, shipping-----	45	2.13	1.81	1.75- 2.60	243	2.96	3.30	2.35- 3.41	171	3.35	3.29	3.14- 3.49
Men-----	34	2.27	2.00	1.81- 2.60	142	3.28	3.30	3.25- 3.43	57	3.50	3.44	3.24- 3.69
Women-----	-	-	-	-	101	2.52	2.35	2.06- 3.03	114	3.28	3.14	3.14- 3.49
Stowers, car and truck-----	46	2.67	2.53	2.53- 3.29	120	3.27	3.30	3.13- 3.48	-	-	-	-
Truckdrivers-----	252	2.85	3.13	2.20- 3.41	461	3.51	3.65	3.27- 3.76	577	3.88	3.78	3.77- 3.93
Semi- or trailer-----	-	-	-	-	114	3.63	3.73	3.47- 3.76	-	-	-	-
Other than semi- or trailer-----	209	2.81	2.78	2.20- 3.41	277	3.38	3.65	3.27- 3.70	474	3.88	3.78	3.77- 3.94
Combination of types-----	-	-	-	-	70	3.82	3.76	3.63- 3.76	72	3.80	3.83	3.83- 3.85
Truckers, power <sup>3</sup> -----	-	-	-	-	62	3.68	3.43	3.34- 3.86	38	3.53	3.54	3.54- 3.54
Forklift-----	-	-	-	-	25	3.65	3.50	3.43- 3.86	-	-	-	-
<u>Great Lakes</u>												
<u>Pacific</u>												

<sup>1</sup> Excludes premium pay for overtime and work on weekends, holidays, and late shifts. Medians and middle ranges are not shown for occupations with fewer than 15 workers.

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

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

NOTE: Dashes indicate not data reported or data that do not meet publication criteria.

**Table 33. Prepared meat products: Occupational earnings, multiplant companies**

(Number and average straight-time hourly earnings<sup>1</sup> of production workers in selected occupations, United States and selected regions, January 1969)

Department, occupation, and sex	United States <sup>2</sup>				Great Lakes			
	Number of workers	Average hourly earnings <sup>1</sup>			Number of workers	Average hourly earnings <sup>1</sup>		
		Mean	Median	Middle range		Mean	Median	Middle range
<u>Beef cutting</u>								
Boners, beef <sup>3</sup> (all men) -----	161	\$4.32	\$4.01	\$3.36-\$4.90	86	\$4.73	\$4.50	\$3.94-\$5.08
Entire carcass -----	87	4.17	3.36	3.36- 4.84	-	-	-	-
Breakup men, fabricated beef cuts -----	17	3.71	3.49	3.49- 4.04	-	-	-	-
<u>Pork cutting</u>								
Boners, ham (all men) -----	188	3.58	3.55	3.55- 3.84	40	3.68	3.72	3.42- 3.72
Open style boning -----	163	3.55	3.55	3.55- 3.84	34	3.68	3.72	3.42- 3.72
<u>Curing, smoking, cooking, and canning</u>								
Casing peeler operators -----	254	3.27	3.25	3.11- 3.36	115	3.31	3.11	3.11- 3.44
Men -----	76	3.33	3.29	3.24- 3.44	21	3.46	3.44	3.44- 3.48
Women -----	178	3.25	3.11	3.11- 3.36	94	3.28	3.11	3.11- 3.11
Cooks, water retort (all men) -----	35	4.10	3.99	3.58- 4.59	-	-	-	-
Labeling-machine operators -----	37	3.35	3.14	3.00- 3.44	19	3.60	3.44	2.85- 4.14
Men -----	17	3.79	3.44	3.38- 4.14	13	3.95	-	-
Mixer operators (all men) -----	87	3.40	3.53	3.14- 3.65	16	3.56	3.60	3.54- 3.61
Pickle makers (all men) -----	27	3.66	3.59	3.57- 3.81	6	3.52	-	-
Pumpers, pickle-injection machine (all men) -----	76	3.25	3.49	2.96- 3.49	8	3.41	-	-
Pumpers, ham (artery pumping) (all men) -----	106	3.44	3.49	3.44- 3.59	-	-	-	-
Sausage makers (chopper) (all men) -----	154	3.69	3.69	3.44- 3.88	36	3.89	3.80	3.61- 4.01
Slicing machine operators -----	350	3.26	3.24	2.85- 3.56	98	3.31	3.36	2.95- 3.49
Men -----	151	3.59	3.56	3.39- 3.77	38	3.58	3.49	3.39- 3.72
Women -----	199	3.01	2.95	2.76- 3.24	60	3.15	3.02	2.85- 3.43
Smokers (all men) -----	300	3.60	3.64	3.48- 3.74	103	3.75	3.58	3.50- 3.79
Sausages -----	75	3.73	3.69	3.49- 3.84	29	3.78	3.63	3.47- 4.02
Combination of sausages and other products -----	182	3.51	3.58	3.45- 3.69	71	3.68	3.58	3.50- 3.77
Spice weighers and mixers -----	50	3.49	3.47	3.24- 3.67	15	4.06	3.78	3.35- 4.77
Men -----	35	3.58	3.48	3.20- 3.93	14	4.11	-	-
Stuffers, frankfurters -----	69	3.56	3.47	3.44- 3.72	23	3.57	3.63	3.47- 3.63
Men -----	58	3.63	3.63	3.44- 3.72	19	3.64	3.63	3.63- 3.64
Women -----	11	3.23	-	-	-	-	-	-
Stuffers, sausages -----	356	3.61	3.63	3.45- 3.72	142	3.77	3.67	3.50- 3.72
Men -----	345	3.63	3.64	3.46- 3.72	142	3.77	3.67	3.50- 3.72
Natural casings (51 men, 1 woman) -----	52	3.70	3.64	3.59- 3.77	13	3.53	-	-
Combination of natural and artificial casing -----	220	3.50	3.63	3.25- 3.69	106	3.70	3.63	3.50- 3.72
Men -----	214	3.51	3.63	3.25- 3.69	106	3.70	3.63	3.50- 3.72
<u>Maintenance and powerplant</u>								
Engineers, stationary (all men) -----	112	4.36	4.44	4.11- 4.53	37	4.55	4.59	4.45- 4.59
Maintenance men, general utility (all men) -----	440	3.93	4.04	3.80- 4.29	142	4.00	4.05	3.65- 4.21
<u>Custodial and material movement</u>								
Checkers, loading (139 men, 4 women) -----	143	3.74	3.69	3.61- 3.88	28	3.80	3.59	3.48- 4.04
Cleaners, night (476 men, 9 women) -----	485	3.21	3.31	3.14- 3.39	137	3.43	3.34	3.33- 3.41
Janitors -----	125	3.10	3.19	3.14- 3.34	32	3.27	3.35	3.34- 3.43
Men -----	113	3.17	3.19	3.14- 3.34	26	3.45	3.35	3.34- 3.44
Luggers-loaders (all men) -----	232	3.18	3.21	3.00- 3.39	-	-	-	-
Packers shipping -----	373	3.22	3.32	3.00- 3.44	60	3.38	3.41	3.36- 3.43
Men -----	189	3.23	3.29	3.00- 3.47	27	3.46	3.43	3.43- 3.44
Women -----	184	3.21	3.35	3.14- 3.44	33	3.30	3.36	3.25- 3.37
Truckdrivers (all men) -----	918	3.62	3.77	3.45- 3.82	208	3.74	3.76	3.63- 3.90

<sup>1</sup> Excludes premium pay for overtime and for work on weekends, holidays, and late shifts. Medians and middle ranges are not shown for occupations with fewer than 15 workers.

<sup>2</sup> Includes data for regions in addition to the Great Lakes.

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

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

**Table 34. Prepared meat products: Occupational earnings, single-plant companies**

(Number and average straight-time hourly earnings<sup>1</sup> of production workers in selected occupations, United States and selected regions, January 1969)

Department, occupation, and sex	United States <sup>2</sup>				Middle Atlantic				Great Lakes				Pacific			
	Number of workers	Average hourly earnings <sup>1</sup>			Number of workers	Average hourly earnings <sup>1</sup>			Number of workers	Average hourly earnings <sup>1</sup>			Number of workers	Average hourly earnings <sup>1</sup>		
		Mean	Median	Middle range		Mean	Median	Middle range		Mean	Median	Middle range		Mean	Median	Middle range
<b>Beef cutting</b>																
Boners, beef <sup>3</sup> (all men)-----	659	\$4.11	\$4.09	\$3.69-\$4.45	132	\$3.31	\$3.49	\$3.23-\$3.59	232	\$4.45	\$3.97	\$3.97-\$5.12	225	\$4.28	\$4.32	\$4.09-\$4.45
Entire carcass -----	466	4.09	4.09	3.73- 4.45	63	3.16	3.23	3.23- 3.49	172	4.28	3.97	3.73- 4.93	168	4.30	4.32	4.09- 4.45
Breakup men, fabricated beef cuts (all men)-----	210	3.80	4.12	3.95- 4.14	-	-	-	-	-	-	-	-	-	-	-	-
<b>Pork cutting</b>																
Boners, ham (all men)-----	734	3.48	3.55	3.55- 3.72	415	3.53	3.55	3.55- 3.55	125	3.72	3.72	3.69- 3.72	60	4.00	3.84	3.84- 3.91
Open style boning-----	502	3.46	3.55	3.55- 3.72	247	3.55	3.55	3.55- 3.65	115	3.73	3.72	3.72- 3.72	37	4.07	3.84	3.84- 4.45
<b>Curing, smoking, cooking and canning</b>																
Casing peeler operators-----	329	2.74	3.11	2.06- 3.24	110	2.54	2.78	1.90- 3.06	96	3.16	3.16	3.16- 3.16	56	3.28	3.29	3.24- 3.43
Men-----	88	2.92	3.06	2.66- 3.24	47	2.78	3.00	2.43- 3.06	-	-	-	-	33	3.26	3.39	3.24- 3.43
Women-----	241	2.67	3.15	1.98- 3.22	63	2.35	1.90	1.75- 2.83	92	3.17	3.16	3.16- 3.16	23	3.32	3.29	3.27- 3.29
Cooks, water retort (all men)----	115	2.87	2.92	2.19- 3.49	-	-	-	-	21	3.09	2.93	2.58- 3.81	-	-	-	-
Labeling-machine operators-----	64	2.72	3.00	2.04- 3.24	-	-	-	-	-	-	-	-	-	-	-	-
Women-----	35	3.20	3.24	3.24- 3.29	-	-	-	-	-	-	-	-	-	-	-	-
Mixer operators (173 men, 8 women)-----	181	3.01	3.25	2.56- 3.52	65	3.11	3.25	2.57- 3.53	30	3.43	3.42	3.38- 3.60	19	3.56	3.45	3.45- 3.69
Pickle makers (all men)-----	83	3.41	3.53	3.30- 3.67	54	3.48	3.53	3.30- 3.67	-	-	-	-	-	-	-	-
Pumpers, pickle-injection machine (all men)-----	95	3.29	3.40	3.30- 3.44	43	3.15	3.30	3.06- 3.44	22	3.36	3.41	3.30- 3.49	13	3.55	-	-
Pumpers, ham (artery pumping)--	304	3.42	3.49	3.44- 3.50	172	3.44	3.45	3.44- 3.49	67	3.41	3.50	3.45- 3.61	29	4.03	4.05	3.49- 4.45
Men-----	282	3.44	3.49	3.44- 3.49	172	3.44	3.45	3.44- 3.49	53	3.37	3.50	2.93- 3.61	29	4.03	4.05	3.49- 4.45
Sausage makers (chopper) (653 men, 19 women)-----	672	3.46	3.53	3.30- 3.69	313	3.39	3.49	3.44- 3.55	81	3.36	3.48	3.05- 3.74	172	4.15	4.45	3.69- 4.48
Slicing machine operators-----	428	2.91	3.11	2.76- 3.16	112	2.68	2.76	2.76- 2.79	178	3.09	3.16	3.11- 3.16	61	3.33	3.24	3.24- 3.44
Women-----	342	2.91	3.11	2.76- 3.16	-	-	-	-	160	3.08	3.16	3.11- 3.16	38	3.26	3.29	3.24- 3.44
Smokers <sup>3</sup> (479 men, 2 women)-----	481	3.26	3.51	2.75- 3.69	138	3.27	3.55	3.03- 3.58	137	3.32	3.51	2.81- 3.75	73	4.02	3.74	3.69- 4.45
Sausages (200 men, 2 women)---	202	3.22	3.40	2.64- 3.75	46	3.24	3.55	2.46- 3.83	70	3.30	3.51	2.77- 3.75	26	4.06	3.74	3.69- 4.47
Combination of sausages and other products (all men)-----	243	3.30	3.52	3.00- 3.66	73	3.35	3.55	3.12- 3.55	59	3.32	3.45	3.00- 3.64	43	4.03	3.91	3.69- 4.45
Spice weighers and mixers-----	86	3.13	3.29	2.76- 3.44	-	-	-	-	16	3.18	3.39	2.89- 3.42	21	3.58	3.44	3.29- 3.91
Men-----	43	3.42	3.43	3.33- 3.72	-	-	-	-	8	3.43	-	-	13	3.59	-	-
Women-----	43	2.85	2.89	2.54- 3.13	-	-	-	-	-	-	-	-	-	-	-	-
Stuffers, frankfurters-----	166	3.12	3.28	2.30- 3.61	11	3.05	-	-	63	3.38	3.45	3.21- 3.61	36	3.83	3.80	3.39- 4.11
Men-----	138	3.16	3.44	2.23- 3.69	-	-	-	-	43	3.51	3.56	3.45- 3.61	36	3.83	3.80	3.39- 4.11
Women-----	28	2.91	3.01	2.99- 3.21	-	-	-	-	20	3.11	3.11	3.01- 3.21	-	-	-	-
Stuffers, sausages <sup>3</sup> -----	979	3.06	3.26	2.51- 3.59	314	3.29	3.49	3.13- 3.53	220	2.89	3.16	2.25- 3.31	86	3.79	3.69	3.69- 3.79
Men-----	788	3.24	3.44	2.74- 3.64	297	3.32	3.49	3.17- 3.55	118	3.47	3.26	3.16- 3.80	84	3.78	3.69	3.69- 3.79
Women-----	191	2.31	2.25	1.60- 3.01	17	2.69	2.83	2.83- 2.83	102	2.22	2.25	1.55- 3.16	-	-	-	-
Natural casings-----	194	2.71	2.74	1.60- 3.50	60	3.29	3.50	2.74- 3.50	-	-	-	-	-	-	-	-
Men-----	116	3.40	3.50	3.27- 3.59	60	3.29	3.50	2.74- 3.50	-	-	-	-	-	-	-	-
Combination of natural and artificial casings-----	609	3.22	3.26	2.83- 3.59	246	3.30	3.49	3.13- 3.54	139	3.39	3.26	3.16- 3.80	58	3.69	3.69	3.64- 3.69
Men-----	512	3.31	3.49	3.13- 3.64	233	3.32	3.49	3.17- 3.55	87	3.72	3.66	3.26- 4.54	56	3.69	3.69	3.64- 3.69
Women-----	97	2.73	2.83	2.25- 3.16	-	-	-	-	52	2.85	3.16	2.25- 3.16	-	-	-	-

See footnotes at end of table.

**Table 34. Prepared meat products: Occupational earnings, single-plant companies—Continued**

(Number and average straight-time hourly earnings<sup>1</sup> of production workers in selected occupations, United States and selected regions, January 1969)

Department, occupation, and sex	United States <sup>2</sup>				Middle Atlantic				Great Lakes				Pacific			
	Number of workers	Average hourly earnings <sup>1</sup>			Number of workers	Average hourly earnings <sup>1</sup>			Number of workers	Average hourly earnings <sup>1</sup>			Number of workers	Average hourly earnings <sup>1</sup>		
		Mean	Median	Middle range		Mean	Median	Middle range		Mean	Median	Middle range		Mean	Median	Middle range
<b>Maintenance and powerplant</b>																
Engineers, stationary (all men)-----	113	\$4.25	\$4.42	\$3.96-\$4.45	18	\$4.10	\$3.95	\$3.95-\$4.02	27	\$4.19	\$4.45	\$3.63-\$4.50	51	\$4.32	\$4.42	\$4.33-\$4.42
Maintenance men, general utility (all men)-----	439	3.31	3.25	2.78- 3.67	138	3.26	3.20	3.04- 3.35	123	3.49	3.59	3.00- 3.65	42	4.26	4.24	3.98- 4.30
<b>Custodial and material movement</b>																
Checkers, loading (174 men, 1 woman)-----	175	3.32	3.49	3.01- 3.49	-	-	-	-	43	3.16	3.01	2.75- 3.58	27	3.52	3.55	3.49- 3.69
Cleaners night (585 men, 3 women)-----	588	2.67	2.92	2.04- 3.24	92	2.84	3.14	2.44- 3.17	167	2.90	3.16	2.24- 3.31	97	2.78	3.14	2.50- 3.24
Janitors-----	239	2.60	2.80	2.15- 3.14	90	2.54	2.55	2.21- 2.96	51	2.58	2.79	2.13- 3.13	49	3.12	3.14	3.14- 3.14
Men-----	232	2.61	2.80	2.15- 3.14	90	2.54	2.55	2.21- 2.96	47	2.62	3.13	2.18- 3.14	49	3.12	3.14	3.14- 3.14
Luggers-loaders (all men)-----	204	2.95	2.99	2.98- 3.23	92	2.92	2.98	2.98- 2.99	68	3.02	3.20	2.44- 3.40	-	-	-	-
Packers, shipping-----	1,020	2.73	2.98	2.06- 3.30	305	2.94	3.00	2.55- 3.32	183	2.83	3.25	2.06- 3.30	117	3.34	3.24	3.14- 3.49
Men-----	588	3.01	3.16	2.75- 3.35	254	3.02	3.00	2.80- 3.35	115	3.23	3.30	3.25- 3.41	32	3.41	3.55	3.14- 3.69
Women-----	432	2.34	2.10	1.90- 3.14	51	2.55	2.50	1.90- 3.32	-	-	-	-	85	3.31	3.14	3.14- 3.49
Truckdrivers (all men)-----	1,487	3.24	3.55	2.75- 3.78	577	3.27	3.37	2.78- 3.80	253	3.32	3.64	3.27- 3.70	321	3.93	3.85	3.78- 3.94

<sup>1</sup> Excludes premium pay for overtime and for work on weekends, holidays, and late shifts. Medians and middle ranges are not shown for occupations with fewer than 15 workers.

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

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

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

**Table 35. Prepared meat products: Occupational earnings by size of plant, all companies**

(Number and average straight-time hourly earnings<sup>1</sup> of production workers by size of plant in selected occupations, United States and selected regions, January 1969)

Occupation <sup>2</sup> and size of plant	United States <sup>3</sup>		New England		Middle Atlantic		Great Lakes		Pacific	
	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings
<u>Beef cutting</u>										
Boners, beef, entire carcass:										
10-99 workers	279	\$4.30	-	-	-	-	-	-	87	\$4.27
100 workers or more	274	3.91	-	-	-	-	-	-	102	4.60
<u>Pork cutting</u>										
Boners, ham, open style boning:										
10-99 workers	313	3.31	37	\$2.93	212	\$3.54	-	-	-	-
100 workers or more	352	3.63	-	-	116	3.42	128	\$3.71	64	3.97
<u>Curing, smoking, cooking, and canning</u>										
Casing peeler operators (women):										
10-99 workers	233	2.67	-	-	74	2.49	87	3.15	31	3.25
100 workers or more	350	3.17	16	3.45	73	2.94	124	3.30	88	3.31
Mixer operators:										
10-99 workers	122	2.90	-	-	60	3.16	19	3.39	-	-
100 workers or more	146	3.33	17	3.55	30	3.35	27	3.53	26	3.65
Pumpers, ham (artery pumping):										
10-99 workers	136	3.37	-	-	71	3.43	-	-	-	-
100 workers or more	274	3.45	-	-	123	3.44	63	3.35	38	3.63
Sausage makers (chopper):										
10-99 workers	555	3.46	20	3.08	289	3.42	44	3.27	136	4.21
100 workers or more	271	3.59	17	3.70	60	3.50	73	3.68	66	3.83
Slicing machine operators (women):										
10-99 workers	125	2.49	-	-	28	2.39	-	-	12	3.37
100 workers or more	653	3.18	22	3.46	136	2.84	244	3.19	124	3.33
Smokers, sausages:										
10-99 workers	168	3.22	14	2.86	46	3.24	55	3.36	15	4.31
100 workers or more	109	3.57	-	-	-	-	44	3.54	28	3.73
Stuffers, frankfurters (women):										
10-99 workers	131	3.10	-	-	-	-	44	3.36	33	3.85
100 workers or more	104	3.43	9	3.58	18	3.50	42	3.51	-	-
Stuffers, sausage, combination of natural and artificial casings (women):										
10-99 workers	394	3.03	84	2.79	180	3.32	46	3.05	20	3.51
100 workers or more	435	3.53	37	3.59	83	3.39	199	3.63	52	3.77
<u>Maintenance and powerplant</u>										
Maintenance men, general utility:										
10-99 workers	193	3.27	10	3.19	89	3.19	29	4.05	14	4.38
100 workers or more	686	3.72	27	3.85	166	3.63	236	3.73	125	4.36
<u>Custodial and material movement</u>										
Checkers, loading:										
10-99 workers	99	3.25	-	-	-	-	22	3.19	-	-
100 workers or more	219	3.63	23	4.31	35	3.65	49	3.51	55	3.67
Cleaners, night:										
10-99 workers	262	2.41	17	3.03	27	2.43	69	3.01	48	2.55
100 workers or more	811	3.08	66	3.32	176	3.10	235	3.18	149	3.16
Janitors (women):										
10-99 workers	116	2.44	-	-	49	2.45	22	2.23	20	3.10
100 workers or more	248	2.93	8	3.44	55	2.74	61	3.07	80	3.17
Packers, shipping (women):										
10-99 workers	576	2.54	138	2.16	168	2.94	55	3.12	-	-
100 workers or more	817	3.08	97	3.43	270	3.04	188	2.92	121	3.29
Truckdrivers, other than semi- or trailer:										
10-99 workers	867	3.06	90	2.68	253	3.23	96	3.07	158	4.03
100 workers or more	1,067	3.56	-	-	403	3.43	181	3.54	316	3.81

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

<sup>2</sup> Data limited to men workers except where otherwise indicated.

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

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

**Table 36. Prepared meat products: Method of wage payment and rate structure characteristics**

(Percent of production workers by method of wage payment and rate structure characteristics, United States and selected regions, January 1969)

Method of wage payment <sup>1</sup>	United States <sup>2</sup>	New England	Middle Atlantic	South-east	Great Lakes	Pacific	United States <sup>2</sup>	Great Lakes	United States <sup>2</sup>	Middle Atlantic	Great Lakes	Pacific
	All companies						Multiplant companies		Single-plant companies			
All workers -----	100	100	100	100	100	100	100	100	100	100	100	100
Time-rated workers -----	90	99	93	100	82	94	76	64	99	100	98	100
Formal plan -----	77	61	90	53	73	92	73	64	79	96	80	97
Single rate -----	69	56	81	44	68	83	70	62	69	84	72	86
Range of rates -----	7	5	9	9	5	9	3	2	10	12	7	11
Individual rates -----	14	39	3	47	10	2	3	-	20	4	18	3
Incentive workers -----	10	( <sup>3</sup> )	7	-	18	6	24	36	1	-	2	-
Individual piecework -----	1	-	-	-	2	-	1	3	1	-	1	-
Group piecework -----	( <sup>3</sup> )	-	-	-	( <sup>3</sup> )	-	( <sup>3</sup> )	1	( <sup>3</sup> )	-	( <sup>3</sup> )	-
Individual bonus -----	2	( <sup>3</sup> )	( <sup>3</sup> )	-	2	6	5	4	( <sup>3</sup> )	-	1	-
Group bonus -----	6	-	6	-	13	-	17	29	( <sup>3</sup> )	-	-	-

<sup>1</sup> For definition of method of wage payment plans, see appendix A.

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

<sup>3</sup> Less than 0.5 percent.

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

**Table 37. Prepared meat products: Labor-grade pay systems**

(Number of production workers in plants having formal rate structures with labor grades, United States, January 1969)

Labor grade	Total number of workers <sup>1</sup>	Number of workers in plants having uniform cents-per-hour increments of—			Number of workers in plants having non-uniform increments	Labor grade	Total number of workers <sup>1</sup>	Number of workers in plants having uniform cents-per-hour increments of—			Number of workers in plants having non-uniform increments	Labor grade	Total number of workers <sup>1</sup>	Number of workers in plants having uniform cents-per-hour increments of—			Number of workers in plants having non-uniform increments
		2, 2½, or 4	4½	5				2, 2½, or 4	4½	5				2, 2½, or 4	4½	5	
		All companies						Multiplant companies						Single-plant companies			
Number of labor grades in the system:					Number of labor grades in the system:					Number of labor grades in the system:							
3 -----	194	104	-	-	90	3 -----	104	104	-	-	-	104	104	-	-	-	
4 -----	79	-	-	-	79	4 -----	79	-	-	-	-	79	-	-	-	79	
7 -----	68	68	-	-	-	7 -----	68	68	-	-	-	68	68	-	-	-	
10 -----	1,265	-	267	750	248	10 -----	1,017	-	267	750	-	1,017	-	267	750	-	
11 -----	978	-	498	-	480	11 -----	978	-	498	-	480	978	-	498	-	480	
13 -----	304	-	304	-	-	13 -----	304	-	304	-	-	304	-	304	-	-	
16 -----	701	174	432	95	-	16 -----	701	174	432	95	-	701	174	432	95	-	
17 -----	210	-	210	-	-	17 -----	210	-	210	-	-	210	-	210	-	-	
18 -----	366	-	-	71	295	18 -----	306	-	-	306	-	306	-	-	306	-	
19 -----	1,074	-	-	1,074	-	19 -----	273	-	-	-	273	273	-	-	-	273	
22 -----	310	-	310	-	-	22 -----	1,382	-	-	-	1,382	1,382	-	-	-	1,382	
23 -----	712	235	-	477	-	23 -----	410	-	410	-	-	410	-	410	-	-	
24 -----	2,937	-	-	2,937	-	24 -----	229	229	-	-	-	229	229	-	-	-	
25 -----	671	-	-	671	-	25 -----	-	-	-	-	-	-	-	-	-	-	
26 -----	516	-	-	516	-	26 -----	-	-	-	-	-	-	-	-	-	-	
27 -----	1,925	-	240	1,685	-	27 -----	-	-	-	-	-	-	-	-	-	-	
29 -----	930	-	930	-	-	29 -----	-	-	-	-	-	-	-	-	-	-	
30 -----	410	-	410	-	-	30 -----	-	-	-	-	-	-	-	-	-	-	
31 -----	448	229	-	219	-	31 -----	-	-	-	-	-	-	-	-	-	-	
32 -----	800	-	-	800	-	32 -----	-	-	-	-	-	-	-	-	-	-	

<sup>1</sup> Limited to workers in plants having rate structures incorporating labor grades (wage brackets).

**Table 38. Prepared meat products: Minimum job rates**

(Number of plants studied by minimum hourly job rates for production workers in unskilled time-rated occupations, except watchmen, United States and selected regions, January 1969)

Minimum rates	United States <sup>2</sup>	New England	Middle Atlantic	Southeast	Great Lakes	Pacific	United States <sup>2</sup>	Great Lakes	United States <sup>2</sup>	Middle Atlantic	Great Lakes	Pacific
	All companies						Multiplant companies		Single-plant companies			
Plants studied .....	228	24	52	26	51	35	61	19	167	43	32	27
Plants having an established minimum .....	215	23	49	23	50	33	61	19	154	40	31	25
Under \$ 1.60 .....	4	-	-	3	1	-	-	-	4	-	1	-
\$ 1.60 and under \$ 1.65 .....	19	3	1	5	1	1	-	-	19	1	1	1
\$ 1.65 and under \$ 1.70 .....	5	-	-	3	-	-	-	-	5	-	-	-
\$ 1.70 and under \$ 1.75 .....	7	1	2	2	1	-	1	-	6	2	1	-
\$ 1.75 and under \$ 1.80 .....	6	-1	1	2	1	-	2	1	4	1	-	-
\$ 1.80 and under \$ 1.85 .....	5	-	2	1	1	-	1	-	4	1	1	-
\$ 1.85 and under \$ 1.90 .....	2	1	1	-	-	-	-	-	2	1	-	-
\$ 1.90 and under \$ 1.95 .....	3	-	-	1	-	-	1	-	2	-	-	-
\$ 1.95 and under \$ 2.00 .....	2	1	-	1	-	-	1	-	1	-	-	-
\$ 2.00 and under \$ 2.10 .....	17	2	4	-	5	2	4	1	13	3	4	2
\$ 2.10 and under \$ 2.20 .....	8	1	3	1	2	-	2	1	6	3	1	-
\$ 2.20 and under \$ 2.30 .....	5	1	4	-	-	-	-	-	5	4	-	-
\$ 2.30 and under \$ 2.40 .....	6	-	2	-	4	-	1	1	5	2	3	-
\$ 2.40 and under \$ 2.50 .....	7	2	3	-	-	1	3	-	4	2	-	1
\$ 2.50 and under \$ 2.60 .....	8	1	3	1	1	-	3	-	5	3	1	-
\$ 2.60 and under \$ 2.70 .....	7	-	4	-	-	1	1	-	6	4	-	1
\$ 2.70 and under \$ 2.80 .....	14	-	9	-	4	-	4	1	10	6	3	-
\$ 2.80 and under \$ 2.90 .....	7	1	1	-	4	-	3	2	4	1	2	-
\$ 2.90 and under \$ 3.00 .....	10	-	4	-	2	3	1	-	9	3	2	3
\$ 3.00 and under \$ 3.10 .....	3	-	-	-	1	-	2	1	1	-	-	-
\$ 3.10 and under \$ 3.20 .....	31	-	2	1	11	16	13	3	18	-	8	10
\$ 3.20 and under \$ 3.30 .....	7	1	1	1	3	-	2	1	5	1	2	-
\$ 3.30 and under \$ 3.40 .....	25	7	2	1	8	2	15	7	10	2	1	1
\$ 3.40 and under \$ 3.50 .....	4	-	-	-	-	4	1	-	3	-	-	3
\$ 3.50 and over .....	3	-	-	-	-	3	-	-	3	-	-	3
Plants having no established minimum .....	11	1	2	3	1	1	-	-	11	2	1	1
Plants not employing workers in this category .....	2	-	1	-	-	1	-	-	2	1	-	1

<sup>1</sup> Minimum job rates refer to the lowest rates formally established for experienced workers in unskilled time-rated occupations. Rates for watchmen and special rates for handicapped and superannuated workers were excluded.

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

**Table 39. Prepared meat products: Scheduled weekly hours**

(Percent of production workers by scheduled weekly hours of day-shift workers, <sup>1</sup> United States and selected regions, January 1969)

Weekly hours	United States <sup>2</sup>	New England	Middle Atlantic	Southeast	Great Lakes	Pacific	United States <sup>2</sup>	Great Lakes	United States <sup>2</sup>	Middle Atlantic	Great Lakes	Pacific
	All companies						Multiplant companies		Single-plant companies			
All workers .....	100	100	100	100	100	100	100	100	100	100	100	100
Under 35 hours .....	( <sup>3</sup> )	-	-	5	-	-	-	-	( <sup>3</sup> )	-	-	-
35 and under 40 hours .....	2	-	2	-	4	-	2	-	2	-	8	-
40 hours .....	87	89	92	80	81	100	91	87	85	92	76	100
Over 40 and under 45 hours .....	3	3	4	8	( <sup>3</sup> )	-	3	1	3	6	-	-
45 hours .....	5	3	-	3	8	-	2	6	6	-	11	-
Over 45 and under 50 hours .....	2	-	-	-	6	-	2	6	1	-	6	-
50 hours and over .....	2	6	2	4	-	-	-	-	3	2	-	-

<sup>1</sup> Data relate to the predominant work schedule of full-time day-shift workers in each establishment.

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

<sup>3</sup> Less than 0.5 percent.

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

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**Table 40. Prepared meat products: Overtime premium pay**

(Percent of production workers in plants with provisions for daily or weekly overtime by rate of pay and hours after which effective, United States and selected regions, January 1969)

Item	United States <sup>1</sup>	New England	Middle Atlantic	Southeast	Great Lakes	Pacific	United States <sup>1</sup>	Great Lakes	United States <sup>1</sup>	Middle Atlantic	Great Lakes	Pacific
	All companies						Multiplant companies		Single-plant companies			
<u>Daily overtime</u>												
Time and one-half effective after:												
8 hours .....	84	75	98	37	89	100	94	99	78	97	80	100
9 hours .....	( <sup>2</sup> )	-	-	3	-	-	-	-	( <sup>2</sup> )	-	-	-
10 hours .....	( <sup>2</sup> )	-	-	6	-	-	( <sup>2</sup> )	-	( <sup>2</sup> )	-	-	-
12 hours .....	( <sup>2</sup> )	-	-	8	-	-	1	-	-	-	-	-
No premium pay .....	12	13	2	37	11	-	3	1	16	3	19	-
No formal policy .....	3	12	-	10	( <sup>2</sup> )	-	1	-	5	-	1	-
<u>Weekly overtime</u>												
Time and one-half effective after:												
40 hours .....	99	100	100	93	100	100	100	100	99	100	100	100

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

<sup>2</sup> Less than 0.5 percent.

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

**Table 41. Prepared meat products: Clothes-changing time**

(Percent of production workers in plants with clothes-changing time provisions, United States and selected regions, January 1969)

Item	United States <sup>1</sup>	New England	Middle Atlantic	Southeast	Great Lakes	Pacific	United States <sup>1</sup>	Great Lakes	United States <sup>1</sup>	Middle Atlantic	Great Lakes	Pacific
	All companies						Multiplant companies		Single-plant companies			
All workers -----	100	100	100	100	100	100	100	100	100	100	100	100
Workers in plants with provisions for clothes-changing time -----	43	55	15	15	54	71	59	69	34	13	42	51
Time added to hours worked:												
Less than 12 minutes -----	8	20	9	-	6	1	1	-	12	10	12	2
12 minutes -----	24	29	4	4	42	22	45	69	13	-	19	13
More than 12 minutes -----	2	5	2	3	-	-	2	-	2	3	-	-
Fixed cents-per-hour addition to the regular hourly rate or earnings:												
Clothes-changing time -----	4	-	-	8	4	17	6	-	3	-	7	10
Other provisions -----	5	-	-	-	2	31	6	-	5	-	3	27
Workers in plants having no provisions for clothes-changing time -----	57	45	85	85	46	29	41	31	66	87	58	49

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

<sup>2</sup> Most frequently a flat-sum amount.

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

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**Table 42. Prepared meat products: Work clothing provisions**

(Percent of production workers in plants with work clothing provisions, United States and selected regions, January 1969)

Item <sup>1</sup>	United States <sup>2</sup>	New England	Middle Atlantic	Southeast	Great Lakes	Pacific	United States <sup>2</sup>	Great Lakes	United States <sup>2</sup>	Middle Atlantic	Great Lakes	Pacific
	All companies						Multiplant companies		Single-plant companies			
All workers -----	100	100	100	100	100	100	100	100	100	100	100	100
Workers in plants providing:												
Clothing -----	69	85	87	63	73	57	56	57	77	91	86	53
Monetary allowance—amount per week -----	16	12	7	7	19	31	33	37	7	4	3	26
Under \$0.50 -----	( <sup>3</sup> )	-	-	-	-	-	-	-	( <sup>3</sup> )	-	-	-
\$0.50 and under \$0.75 -----	6	12	4	-	10	4	13	18	2	-	3	7
\$0.75 and under \$1.00 -----	4	-	-	-	7	3	12	16	-	-	-	-
\$1.00 and under \$2.00 -----	3	-	1	-	1	8	2	3	3	2	-	14
\$2.00 and under \$3.00 -----	( <sup>3</sup> )	-	-	4	-	-	-	-	( <sup>3</sup> )	-	-	-
Amount not specified -----	3	-	2	4	-	15	5	-	1	3	-	5
Combination of clothing and monetary allowance -----	1	-	-	4	-	9	1	-	2	-	-	15
Workers in plants having no work clothing provisions -----	13	3	5	26	8	3	11	6	14	4	11	6

<sup>1</sup> For definition of items, see appendix A.

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

<sup>3</sup> Less than 0.5 percent.

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

**Table 43. Prepared meat products: Shift differential provisions**

(Percent of production workers by shift differential provisions, <sup>1</sup> United States and selected regions, January 1969)

Shift differential	United States <sup>2</sup>	New England	Middle Atlantic	Southeast	Great Lakes	Pacific	United States <sup>2</sup>	Great Lakes	United States <sup>2</sup>	Middle Atlantic	Great Lakes	Pacific
	All companies						Multiplant companies		Single-plant companies			
<b>Second shift</b>												
Workers in plants having provisions for second shift	81.6	50.8	87.6	56.1	89.0	94.8	97.3	98.7	72.8	83.1	80.8	91.2
With shift differential	79.1	47.7	86.0	41.7	89.0	94.8	95.0	98.7	70.2	83.1	80.8	91.2
Uniform cents per hour	75.0	47.7	72.0	41.7	89.0	90.6	93.5	98.7	64.6	66.8	80.8	84.1
5 cents	1.4	-	1.1	8.2	2.1	-	.4	-	1.9	1.6	3.8	-
6 cents	1.1	-	-	-	-	-	-	-	1.7	-	-	-
6½ cents	1.6	-	-	-	-	-	-	-	2.6	-	-	-
8 cents	.2	-	-	-	-	-	-	-	.4	-	-	-
9 cents	1.4	-	-	-	3.2	-	2.2	5.6	.9	-	1.2	-
10 cents	15.4	2.0	4.2	2.2	15.6	51.0	20.5	15.3	12.6	5.8	16.0	42.5
11 cents	.3	-	-	-	1.1	-	-	-	.5	-	2.0	-
12 cents	8.6	22.1	9.8	6.8	9.8	-	6.5	6.0	9.7	10.2	13.1	-
12½ cents	.7	-	-	-	-	4.7	-	-	1.1	-	-	8.0
14 cents	32.8	21.4	21.2	24.4	56.0	22.2	55.8	69.2	20.0	13.9	44.7	12.3
15 cents	10.6	-	35.7	-	1.2	7.0	7.8	2.5	12.1	35.4	-	11.8
16 cents	.2	2.1	-	-	-	-	.4	-	-	-	-	-
20 cents	.4	-	-	-	-	2.8	-	-	.6	-	-	4.7
25 cents	.4	-	-	-	-	2.8	-	-	.6	-	-	4.8
Uniform percentage	3.1	-	11.3	-	-	2.1	1.5	-	4.1	12.5	-	3.6
10 percent	3.1	-	11.3	-	-	2.1	1.5	-	4.1	12.5	-	3.6
Other	1.0	-	2.8	-	-	2.1	-	-	1.5	3.8	-	3.5
With no shift differential	2.5	3.1	1.6	14.4	-	-	2.3	-	2.6	-	-	-
<b>Third or other late shift</b>												
Workers in plants having provisions for third or other late shift	72.7	43.6	85.8	37.5	83.1	91.1	92.9	96.2	61.3	80.6	71.8	86.9
With shift differential	72.1	43.6	84.2	33.7	83.1	91.1	91.3	96.2	61.3	80.6	71.8	86.9
Uniform cents per hour	67.9	43.6	70.2	33.7	83.1	86.9	89.8	96.2	55.7	64.4	71.8	79.9
5 cents	1.0	-	1.1	2.5	2.1	-	.4	-	1.4	1.6	3.8	-
6 cents	1.1	-	-	-	-	-	-	-	1.7	-	-	-
9 cents	1.4	-	-	-	3.2	-	2.2	5.6	.9	-	1.2	-
10 cents	12.4	-	4.2	-	11.1	47.4	16.4	10.7	10.2	5.8	11.5	38.3
12 cents	7.1	22.1	9.8	6.8	7.1	-	4.2	-	8.8	10.2	13.1	-
14 cents	33.4	21.4	19.4	24.4	59.6	22.2	59.9	79.8	18.7	11.4	42.2	12.3
15 cents	10.6	-	35.7	-	-	11.7	6.8	-	12.8	35.4	-	19.8
25 cents	.8	-	-	-	-	5.6	-	-	1.3	-	-	9.5
Uniform percentage	3.1	-	11.3	-	-	2.1	1.5	-	4.1	12.5	-	3.6
10 percent	3.1	-	11.3	-	-	2.1	1.5	-	4.1	12.5	-	3.6
Other	1.0	-	2.8	-	-	2.1	-	-	1.5	3.8	-	3.5
With no shift differential	.6	-	1.6	3.8	-	-	1.7	-	-	-	-	-

<sup>1</sup> Refers to policies of plants either operating late shifts or having provisions covering late shifts.

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

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

**Table 44. Prepared meat products: Shift differential practices**

(Percent of production workers employed on late shifts by amount of pay differential, United States and selected regions, January 1969)

Shift differential	United States <sup>1</sup>	New England	Middle Atlantic	South-east	Great Lakes	Pacific	United States <sup>1</sup>	Great Lakes	United States <sup>1</sup>	Middle Atlantic	Great Lakes	Pacific
	All companies						Multiplant companies		Single-plant companies			
<u>Second shift</u>												
Workers employed on second shift -----	11.4	7.8	8.1	7.5	13.8	9.6	16.7	17.4	8.4	5.6	10.8	4.0
Receiving shift differential -----	10.9	7.2	7.7	5.3	13.8	9.6	16.1	17.4	8.0	5.6	10.8	4.0
Uniform cents per hour -----	10.7	7.2	6.8	5.3	13.8	9.6	16.1	17.4	7.7	4.4	10.8	4.0
5 cents -----	.2	-	( <sup>2</sup> )	1.7	.5	-	-	-	.4	( <sup>2</sup> )	.8	-
6 cents -----	.4	-	-	-	-	-	-	-	.6	-	-	-
6½ cents -----	.9	-	-	-	-	-	-	-	1.4	-	-	-
8 cents -----	( <sup>2</sup> )	-	-	-	-	-	-	-	( <sup>2</sup> )	-	-	-
9 cents -----	-	-	-	-	-	-	-	-	-	-	-	-
10 cents -----	2.5	.2	.4	.2	3.5	7.3	3.9	2.7	1.8	.5	4.1	4.0
12 cents -----	1.1	3.5	.3	.6	1.7	-	1.1	2.0	1.1	.4	1.4	-
12½ cents -----	-	-	-	-	-	-	-	-	-	-	-	-
14 cents -----	4.7	3.2	3.3	2.8	8.1	2.3	10.4	12.4	1.5	.6	4.4	-
15 cents -----	.8	-	2.8	-	.1	-	.6	.3	.9	2.8	-	-
16 cents -----	( <sup>2</sup> )	.3	-	-	-	-	.1	-	-	-	-	-
Other -----	.2	-	.9	-	-	-	-	-	.3	1.2	-	-
Receiving no shift differential -----	.5	.7	.4	2.2	-	-	.6	-	.4	-	-	-
<u>Third or other late shift</u>												
Workers employed on third shift -----	2.0	.8	1.6	1.0	2.1	4.6	4.1	4.4	.8	1.2	.2	2.2
Receiving shift differential -----	2.0	.8	1.6	1.0	2.1	4.6	4.1	4.4	.8	1.2	.2	2.2
Uniform cents per hour -----	2.0	.8	1.6	1.0	2.1	4.6	4.1	4.4	.8	1.2	.2	2.2
5 cents -----	( <sup>2</sup> )	-	.1	-	-	-	-	-	.1	.2	-	-
10 cents -----	.6	-	-	-	.2	3.8	1.1	.3	.3	-	-	2.2
12 cents -----	.2	.7	.7	.1	-	-	( <sup>2</sup> )	-	.3	.9	-	-
14 cents -----	1.1	.2	.5	.9	2.0	.8	2.7	4.1	.1	.1	.2	-
15 cents -----	.1	-	.4	-	-	-	.3	-	-	-	-	-
Receiving no shift differential -----	( <sup>2</sup> )	-	( <sup>2</sup> )	-	-	-	( <sup>2</sup> )	-	-	-	-	-

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

<sup>2</sup> Less than 0.05 percent.

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

**Table 45. Prepared meat products: Paid holidays**

(Percent of production workers in plants with formal provisions for paid holidays, United States and selected regions, January 1969)

Number of paid holidays	United States <sup>1</sup>	New England	Middle Atlantic	South-east	Great Lakes	Pacific	United States <sup>1</sup>	Great Lakes	United States <sup>1</sup>	Middle Atlantic	Great Lakes	Pacific
	All companies						Multiplant companies		Single-plant companies			
All workers .....	100	100	100	100	100	100	100	100	100	100	100	100
Workers in plants providing paid holidays .....	97	100	100	84	97	100	100	100	96	100	95	100
Under 5 days .....	1	-	-	11	-	-	-	-	2	-	-	-
5 days .....	2	-	-	16	-	-	-	-	2	-	-	-
6 days .....	10	-	2	11	16	4	6	5	12	2	25	7
6 days plus 1 or 2 half days .....	1	-	-	6	3	-	-	-	2	-	6	-
7 days .....	6	20	3	5	2	5	1	1	10	4	2	8
7 days plus 2 half days .....	3	-	1	-	8	-	3	8	2	2	8	-
8 days .....	37	39	20	32	47	43	55	62	27	19	35	48
8 days plus 1 half day .....	3	-	4	-	-	-	-	-	4	5	-	-
9 days .....	21	36	22	4	19	48	27	24	18	19	15	37
9 days plus 1 half day .....	( <sup>2</sup> )	-	-	-	2	-	-	-	1	-	3	-
10 days .....	( <sup>2</sup> )	2	-	-	1	-	( <sup>2</sup> )	-	( <sup>2</sup> )	-	1	-
11 days .....	2	-	7	-	-	-	1	-	2	8	-	-
Over 11 days .....	10	3	41	-	-	-	7	-	12	41	-	-
Workers in plants providing no paid holidays .....	3	-	-	16	3	-	-	-	4	-	5	-

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

<sup>2</sup> Less than 0.5 percent.

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

**Table 46. Prepared meat products: Paid vacations**

(Percent of production workers in plants with formal provisions for paid vacations after selected periods of service, United States and selected regions, January 1969)

Vacation policy	United States <sup>1</sup>	New England	Middle Atlantic	South-east	Great Lakes	Pacific	United States <sup>1</sup>	Great Lakes	United States <sup>1</sup>	Middle Atlantic	Great Lakes	Pacific
	All companies						Multiplant companies		Single-plant companies			
All workers	100	100	100	100	100	100	100	100	100	100	100	100
<b>Method of payment</b>												
Workers in plants providing paid vacations	98	94	100	84	100	100	100	100	96	100	100	100
Length-of-time payments	87	89	100	84	81	75	82	71	89	100	89	76
Percentage payments	11	5	-	-	19	25	18	29	7	-	11	24
Workers in plants providing no paid vacations	2	6	-	13	-	-	-	-	-	-	-	-
<b>Amount of vacation pay<sup>2</sup></b>												
<b>After 1 year of service:</b>												
Under 1 week	2	-	6	-	-	-	4	-	-	-	-	-
1 week	91	83	91	77	91	100	87	84	93	96	98	100
Over 1 and under 2 weeks	3	5	-	-	7	-	7	16	-	-	-	-
2 weeks	2	6	3	4	-	-	1	-	2	4	-	-
<b>After 2 years of service:</b>												
1 week	73	70	48	69	88	73	81	84	68	46	92	54
Over 1 and under 2 weeks	3	5	1	-	7	-	7	16	( <sup>3</sup> )	1	-	-
2 weeks	22	20	50	15	4	27	12	-	28	53	8	46
<b>After 3 years of service:</b>												
1 week	13	9	6	22	19	-	5	12	17	8	26	-
Over 1 and under 2 weeks	( <sup>3</sup> )	-	1	-	-	-	-	-	( <sup>3</sup> )	1	-	-
2 weeks	81	80	93	58	73	100	87	72	78	91	74	100
Over 2 and under 3 weeks	3	5	-	-	7	-	7	16	-	-	-	-
3 weeks	1	-	-	4	-	-	1	-	( <sup>3</sup> )	-	-	-
<b>After 5 years of service:</b>												
1 week	4	1	-	16	6	-	1	1	6	-	10	-
2 weeks	86	83	97	65	87	81	91	83	83	95	90	68
Over 2 and under 3 weeks	3	5	-	-	17	-	7	16	-	-	-	-
3 weeks	4	5	3	-	-	19	1	-	6	5	-	32
4 weeks	( <sup>3</sup> )	-	-	4	-	-	-	-	( <sup>3</sup> )	-	-	-
<b>After 10 years of service:</b>												
1 week	4	1	-	16	6	-	1	1	6	-	10	-
2 weeks	13	23	6	19	12	-	5	6	18	8	18	-
3 weeks	76	65	91	46	74	100	87	77	70	87	72	100
Over 3 and under 4 weeks	3	5	-	-	7	-	7	16	-	-	-	-
4 weeks	1	-	3	4	-	-	1	-	2	5	-	-
<b>After 15 years of service:</b>												
1 week	4	1	-	16	6	-	1	1	6	-	10	-
2 weeks	5	20	1	15	4	-	1	-	7	2	7	-
3 weeks	47	16	68	25	60	7	36	50	52	76	68	12
Over 3 and under 4 weeks	2	-	-	-	-	-	-	-	3	-	-	-
4 weeks	37	52	31	29	23	93	55	33	28	22	15	88
Over 4 and under 5 weeks	3	5	-	-	7	-	7	16	-	-	-	-
<b>After 20 years of service:</b>												
1 week	4	1	-	16	6	-	1	1	6	-	10	-
2 weeks	5	20	1	15	3	-	1	-	7	2	5	-
3 weeks	15	9	13	16	16	4	10	15	17	15	16	7
Over 3 and under 4 weeks	2	-	-	-	-	-	-	-	3	-	-	-
4 weeks	37	11	64	20	45	11	32	35	40	68	54	19
5 weeks	32	48	22	18	23	85	49	33	23	15	15	74
Over 5 weeks	3	5	-	-	7	-	7	16	-	-	-	-
<b>After 25 years of service:</b>												
1 week	4	1	-	16	6	-	1	1	6	-	10	-
2 weeks	5	20	1	15	3	-	1	-	7	2	5	-
3 weeks	13	26	11	16	14	4	8	12	16	13	16	7
Over 3 and under 4 weeks	2	-	-	-	-	-	-	-	3	-	-	-
4 weeks	29	15	66	10	20	11	27	25	30	70	16	19
5 weeks	42	48	22	28	50	85	56	46	34	15	53	74
Over 5 weeks	3	5	-	-	7	-	7	16	-	-	-	-

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

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

<sup>3</sup> Less than 0.5 percent.

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

**Table 47. Prepared meat products: Health, insurance, and retirement plans**

(Percent of production workers in plants with specified health, insurance, and retirement plans, United States and selected regions, January 1969)

Type of plan <sup>1</sup>	United States <sup>2</sup>	New England	Middle Atlantic	Southeast	Great Lakes	Pacific	United States <sup>2</sup>	Great Lakes	United States <sup>2</sup>	Middle Atlantic	Great Lakes	Pacific
	All companies						Multiplant companies		Single-plant companies			
All workers -----	100	100	100	100	100	100	100	100	100	100	100	100
Workers in plants providing:												
Life insurance -----	93	91	95	92	92	98	96	99	90	93	87	96
Employer financed -----	81	78	91	55	77	98	80	68	82	93	85	96
Jointly financed -----	11	13	4	36	15	-	17	30	8	-	2	-
Accidental death and dismemberment insurance -----	76	57	85	59	73	86	69	66	79	88	79	96
Employer financed -----	68	54	85	28	64	86	61	47	72	88	78	96
Jointly financed -----	7	3	-	30	9	-	8	19	7	-	1	-
Sickness and accident insurance or sick leave or both -----	83	72	94	64	83	93	93	88	77	91	79	89
Sickness and accident insurance -----	54	45	77	41	54	32	54	62	55	82	47	33
Employer financed -----	47	43	77	26	37	32	39	28	51	82	46	33
Jointly financed -----	7	2	-	14	16	-	15	34	3	-	1	-
Sick leave (full pay, no waiting period) -----	19	23	56	4	2	17	9	-	24	60	3	29
Employer financed -----	19	23	56	4	2	17	9	-	24	60	3	29
Sick leave (partial pay or waiting period) -----	34	22	8	24	43	76	56	59	21	2	29	59
Employer financed -----	33	22	8	21	43	76	56	59	21	2	29	59
Jointly financed -----	(*)	-	-	3	-	-	-	-	(*)	-	-	-
Hospitalization insurance -----	96	100	96	84	97	100	99	100	94	94	94	100
Covering employees only -----	4	15	2	17	3	(*)	2	-	5	-	5	1
Employer financed -----	4	15	2	17	3	(*)	2	-	5	-	5	1
Jointly financed -----	(*)	-	-	-	-	-	-	-	(*)	-	-	-
Covering employees and their dependents -----	92	85	93	67	94	99	97	100	90	94	89	99
Employer financed -----	80	80	91	31	84	99	88	87	75	94	82	99
Jointly financed -----	10	4	2	29	6	-	5	7	12	-	6	-
Employer financed for dependents; jointly financed for employees -----	(*)	-	-	4	-	-	-	-	(*)	-	-	-
Employer financed for employees; jointly financed for dependents -----	2	1	-	4	3	-	4	6	2	-	1	-
Surgical insurance -----	96	100	96	88	97	100	100	100	94	94	94	100
Covering employees only -----	4	15	2	17	3	(*)	2	-	5	-	5	1
Employer financed -----	4	15	2	17	3	(*)	2	-	5	-	5	1
Jointly financed -----	(*)	-	-	-	-	(*)	-	-	(*)	-	-	-
Covering employees and their dependents -----	93	85	93	71	94	99	98	100	90	94	89	99
Employer financed -----	80	80	91	35	84	99	89	87	75	94	82	99
Jointly financed -----	10	4	2	29	6	-	5	7	12	-	6	-
Employer financed for dependents; jointly financed for employees -----	(*)	-	-	4	-	-	-	-	(*)	-	-	-
Employer financed for employees; jointly financed for dependents -----	2	1	-	4	3	-	4	6	2	-	1	-

See footnotes at end of table.

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**Table 47. Prepared meat products: Health, insurance, and retirement plans—Continued**

(Percent of production workers in plants with specified health, insurance, and retirement plans, United States and selected regions, January 1969)

Type of plan <sup>1</sup>	United States <sup>2</sup>	New England	Middle Atlantic	Southeast	Great Lakes	Pacific	United States <sup>2</sup>	Great Lakes	United States <sup>2</sup>	Middle Atlantic	Great Lakes	Pacific
	All companies						Multiplant companies		Single-plant companies			
Workers in plants providing—Continued												
Medical insurance	93	100	93	85	97	100	97	100	90	92	94	100
Covering employees only	5	15	5	27	3	( <sup>4</sup> )	5	-	5	-	5	1
Employer financed	5	15	5	27	3	( <sup>4</sup> )	5	-	5	-	5	1
Jointly financed	( <sup>4</sup> )	-	-	-	-	-	-	-	( <sup>4</sup> )	-	-	-
Covering employees and their dependents	88	85	88	58	94	99	92	100	85	92	89	99
Employer financed	76	80	88	25	84	99	85	87	72	92	82	99
Jointly financed	9	4	-	26	6	-	3	7	12	-	6	-
Employer financed for dependents; jointly financed for employees	( <sup>4</sup> )	-	-	4	-	-	-	-	( <sup>4</sup> )	-	-	-
Employer financed for employees; jointly financed for dependents	2	1	-	4	3	-	4	6	2	-	1	-
Catastrophe insurance	63	81	39	72	80	65	74	84	57	35	77	57
Covering employees only	4	12	2	20	3	( <sup>4</sup> )	4	-	4	-	5	1
Employer financed	4	12	2	20	3	( <sup>4</sup> )	4	-	4	-	5	1
Jointly financed	( <sup>4</sup> )	-	-	-	-	-	-	-	( <sup>4</sup> )	-	-	-
Covering employees and their dependents	59	69	36	52	78	65	71	84	53	35	72	56
Employer financed	52	67	36	25	73	65	66	78	44	35	68	56
Jointly financed	5	2	-	19	2	-	( <sup>4</sup> )	-	8	-	5	-
Employer financed for dependents; jointly financed for employees	( <sup>4</sup> )	-	-	4	-	-	-	-	( <sup>4</sup> )	-	-	-
Employer financed for employees; jointly financed for dependents	2	-	-	4	3	-	4	6	1	-	-	-
Retirement plans <sup>5</sup>	73	48	81	40	80	98	90	99	64	79	64	97
Pension plans	72	48	81	40	80	96	90	99	62	79	64	93
Employer financed	70	48	81	40	75	96	85	88	62	79	64	93
Jointly financed	2	-	-	-	5	-	6	11	-	-	-	-
Lump-sum payments	2	-	-	-	5	2	-	-	3	-	9	4
No plans	3	-	2	8	3	-	-	-	5	2	6	-

<sup>1</sup> 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.

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

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

<sup>4</sup> Less than 0.5 percent.

<sup>5</sup> Unduplicated total of workers in plants having provisions for pension plans or lump-sum payments shown separately.

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

**Table 48. Prepared meat products: Other selected benefits**

(Percent of production workers in plants having formal provisions for specified benefits, United States and selected regions, January 1969)

Item	United States <sup>1</sup>	New England	Middle Atlantic	South-east	Great Lakes	Pacific	United States <sup>1</sup>	Great Lakes	United States <sup>1</sup>	Middle Atlantic	Great Lakes	Pacific
	All companies						Multiplant companies		Single-plant companies			
Workers in plants with provisions for:												
Cost-of-living pay adjustments -----	48	58	14	24	68	88	71	84	36	11	55	79
Severance pay -----	31	12	61	7	32	15	59	70	16	52	-	5
Allowances toward moving expenses	10	12	4	17	10	12	27	23	-	-	-	-
Jury duty pay -----	70	65	72	56	72	76	89	83	60	61	63	70
Funeral leave pay -----	78	78	96	41	79	96	94	99	69	94	62	93
Rest or relief time (daily) -----	94	93	98	88	89	98	92	83	96	100	94	96
10 and under 15 minutes -----	1	5	-	-	2	-	-	-	2	-	4	-
15 minutes -----	14	3	12	1	21	26	9	6	17	16	33	29
20 minutes -----	32	41	75	39	10	7	25	9	37	73	10	11
Over 20 and under 25 minutes -----	2	22	-	3	-	-	( <sup>2</sup> )	-	3	-	-	-
25 minutes -----	6	3	-	-	6	29	4	-	8	-	12	34
30 minutes -----	36	17	10	42	45	36	49	58	28	9	35	21
Over 30 minutes -----	3	2	1	3	5	-	5	11	1	2	-	-
No relief time -----	6	7	2	12	11	2	8	17	4	-	6	4

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

<sup>2</sup> 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

Part I of the survey—Meatpacking—includes data for establishments primarily engaged in slaughtering—for their own account or on a contract basis for the trade—cattle, hogs, sheep, lambs, calves, horses, and other animals for meat to be sold or to be used on the same premises in canning and curing, and making sausages, lard, and other products (industry 2011 as defined in the 1967 edition of the *Standard Industrial Classification Manual*).

Part II of the survey—Prepared Meat Products—includes data for establishments primarily engaged in manufacturing sausages, cured meats, smoked meats, canned meats, frozen meats, meat specialties, and other prepared meats, from purchased carcasses and other materials (industry 2013).

Separate auxiliary units such as central offices were excluded from both parts of the survey. Establishments primarily engaged in slaughtering and processing poultry and small game were also excluded from both part I and part II.

The establishments studied were selected from meatpacking plants employing 20 workers or more and from prepared meat products plants employing 10 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 in the industry during the payroll period studied, are shown in the following table.

### 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. The terms "establishment" and "plant" have been used interchangeably in this bulletin.

### Employment

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.

### Occupations Selected for Study

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

Workers in the meat products industries are employed under a variety of occupational wage rate situations. Workers spending all of their time at one survey job were classified in that category. Many workers, however, performed two or more distinct tasks during the payroll period scheduled and were paid a number of different ways. Following are several such illustrations and the indicated method of classifying workers.

Estimated number of establishments and workers within scope of meat products survey and number studied, January 1969

Region <sup>1</sup> and type of employing unit	Number of establishments <sup>2</sup>		Workers in establishments		
	Within scope of study	Studied	Within scope of study		Studied
			Total <sup>3</sup>	Production workers	Total
<b>All companies</b>					
<b>Meatpacking</b>					
United States <sup>4</sup> . . . . .	956	330	160,224	128,645	108,281
Middle Atlantic . . . . .	93	31	8,782	6,792	5,629
Border States . . . . .	55	19	10,373	8,080	6,403
Southeast . . . . .	168	55	20,348	16,398	11,072
Southwest . . . . .	122	42	14,395	11,060	8,038
Great Lakes . . . . .	202	55	30,481	24,968	18,196
Middle West . . . . .	152	68	59,864	48,446	49,583
Mountain . . . . .	62	24	6,858	5,461	4,433
Pacific . . . . .	96	34	8,775	7,184	4,828
<b>Multiplant companies</b>					
United States <sup>4</sup> . . . . .	188	102	94,389	76,181	74,840
Middle Atlantic . . . . .	10	6	3,264	2,435	2,765
Southeast . . . . .	35	18	9,841	8,054	7,535
Southwest . . . . .	29	11	7,500	5,686	4,694
Great Lakes . . . . .	39	18	13,442	11,319	10,177
Middle West . . . . .	47	32	50,008	40,485	44,562
Mountain . . . . .	11	7	2,620	2,110	1,900
Pacific . . . . .	12	8	3,691	2,982	2,605
<b>Single-plant companies</b>					
United States <sup>4</sup> . . . . .	768	228	65,835	52,464	33,441
Middle Atlantic . . . . .	83	25	5,518	4,357	2,954
Border States . . . . .	50	17	6,350	4,970	4,711
Southeast . . . . .	133	37	10,507	8,344	4,537
Southwest . . . . .	93	31	6,895	5,374	3,344
Great Lakes . . . . .	163	37	17,039	13,649	8,019
Middle West . . . . .	105	36	9,856	7,961	5,021
Mountain . . . . .	51	17	4,238	3,351	2,533
Pacific . . . . .	84	26	5,084	4,202	2,223
<b>All companies</b>					
<b>Prepared meat products</b>					
United States <sup>4</sup> . . . . .	863	228	58,467	44,003	30,407
New England . . . . .	72	24	4,653	3,329	3,136
Middle Atlantic . . . . .	230	52	14,811	11,036	6,944
Southeast . . . . .	76	26	3,357	2,393	1,793
Great Lakes . . . . .	228	51	17,088	13,126	8,887
Pacific . . . . .	104	35	8,369	6,306	4,464
<b>Multiplant companies</b>					
United States <sup>4</sup> . . . . .	137	61	21,589	15,791	14,408
Great Lakes . . . . .	51	19	8,194	6,057	5,682
<b>Single-plant companies</b>					
United States <sup>4</sup> . . . . .	726	167	36,878	28,212	15,999
Middle Atlantic . . . . .	215	43	10,807	8,086	3,970
Great Lakes . . . . .	177	32	8,894	7,069	3,205
Pacific . . . . .	85	27	4,802	3,733	2,529

<sup>1</sup> 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; *Southwest*—Arkansas, Louisiana, Oklahoma, and Texas; *Great Lakes*—Illinois, Indiana, Michigan, Ohio, and Wisconsin; *Middle West*—Iowa, Kansas, Minnesota, Missouri, Nebraska, North Dakota, and South Dakota; *Mountain*—Arizona, Colorado, Idaho, Montana, New Mexico, Utah, and Wyoming; and *Pacific*—California, Nevada, Oregon, and Washington.

<sup>2</sup> Includes meatpacking plants employing 20 workers or more and prepared meat products plants employing 10 workers or more at the time of reference of the universe data.

<sup>3</sup> Includes executive, professional, and other workers excluded from the production worker category shown separately.

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

- (a) Workers receiving different rates for each job were classified according to the job accounting for the greatest number of hours worked, and the corresponding rate was reported;
- (b) Workers receiving the rate of the highest rated job were classified according to that job, even though it may have required a minority of his time during the payroll period;
- (c) Workers receiving the same rate for each job were classified according to the job accounting for the greatest number of hours; and
- (d) Workers paid a combination rate to reflect differences in job skills and responsibilities were not classified in any of the selected occupations as it was not possible to relate the rate to any one job.

### Wage Data

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

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

The *median* designates position, that is, 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.

### Type of Company

Tabulations by type of company pertain to multi-plant and single-plant companies. Multiplant companies, for purposes of the survey, included those operating two plants or more in either the meatpacking or prepared meat products industries or in a combination of the two industries.

### 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 January 1968.

Except in New England, a Standard Metropolitan Statistical Area is defined as a county or group of contiguous counties which contains at least one city of 50,000 inhabitants or more. Counties contiguous to the one containing such a city are included in 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, the city and town are administratively more important than the county and they are the units used in defining Standard Metropolitan Statistical Areas for that region.

### 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 by the qualifications of the individual worker. A single rate structure is one in which the same rate is paid to all experienced workers in the same job classification. Learners, apprentices, or probationary workers may be paid according to rate schedules which start below the single rate and permit the workers to achieve the full job rate over a period of time. Individual experienced workers occasionally may be paid above or below the single rate for special reasons, but such payments are 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 on bonus plans. Piecework is work for which a predetermined rate is paid for each unit of output. Production bonuses are based on production over a quota or for completion of a task in less than standard time. Stint work (task work, or sunshine bonus) provides a fixed daily rate for a predetermined amount of work regardless of the actual amount of time required to complete the work. The worker may leave the plant whenever his daily work is completed.

## Scheduled Weekly Hours

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

## 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.

## Minimum Job Rates

Minimum job rates refer to the lowest formal rate established for experienced unskilled time-rated workers (except watchmen) after any learning or probationary period of no longer than 1 year. Special rates for handicapped and superannuated workers were excluded.

## 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 in an establishment, the benefits were considered applicable to all such workers. Similarly, if fewer than half of the workers were covered, the benefit was considered non-existent in the establishment. Because of length-of-service and other eligibility requirements, the proportion of workers receiving the benefits may be smaller than estimated.

*Overtime Premium Pay.* Data for "daily overtime" refers to work in excess of a specified number of hours a day, regardless of the number of hours worked on previous days of the pay period. "Weekly overtime" refers to work in excess of a specified number of hours per week regardless of the day on which it is performed, the number of hours per day, or number of days worked.

*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 represent 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 retirement severance 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,<sup>1</sup> plans are included only if the employer (1) contributes more than is legally required or (2) provides the employees with benefits which exceed the requirements of the law.

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 a form of self-insurance.

Catastrophe insurance, sometimes referred to as extended medical insurance, includes the plans designed to cover employees for sickness or injury involving an expense which exceeds 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 retirement severance pay (one payment or several over a specified period of time) made to employees on retirement. Establishments providing both retirement severance pay and retirement pensions to em-

ployees were considered as having both retirement pension and retirement severance plans. Establishments having optional plans providing employees a choice of either retirement severance pay or pensions were considered as having only retirement pension benefits.

*Clothing allowance.* Data relate to formal provisions for protective garments such as aprons, smocks, and overalls, but not including boots and gloves.

*Cost-of-living pay adjustments.* Provisions for cost-of-living pay adjustments relate to formal plans where by wage rates are adjusted periodically, in keeping with changes in the Consumer Price Index or on some other basis.

*Technological severance pay.* Data relate to formal provisions for severance pay to workers permanently separated from employment as a result of force re-

duction arising out of the introduction of new equipment or from department or unit closings.

*Moving expenses.* Data relate to formal provisions for moving allowances to employees who are separated from one plant as a result of force reduction and who transfer to another plant operated by the company in accordance with established eligibility requirements.

*Jury-duty pay.* Data relate to formal provisions for full or partial pay to employees serving on juries.

*Paid funeral leave.* Data for paid funeral leave relate to formal provisions for at least partial payment for time lost as a result of attending funerals of certain family members.

<sup>1</sup> 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 staff are instructed to exclude working supervisors, apprentices, learners, beginners, trainees, and handicapped, part-time, temporary, and probationary workers.

### BEEF DRESSING

#### BACKER

Removes hides from loins and backs of beef carcasses. Grasps hide with one hand and while pulling downward on it cuts tissue between hide and flesh (fell) with power or hand skinning knife. For wage study purposes, backers are classified according to the type of dressing floor and knife, as follows:

- Backer, on-the-rail dressing, power knife
- Backer, on-the-rail dressing, straight knife
- Backer, conventional dressing floor, power knife
- Backer, conventional dressing floor, straight knife

#### FLOORSMAN

Removes hide from belly, upper legs, and side of beef carcasses, using a power or hand skinning knife. For wage study purposes, floorsmen are classified according to the type of dressing floor and knife, as follows:

- Floorsman, on-the-rail dressing, power knife
- Floorsman, on-the-rail dressing, straight knife
- Floorsman, conventional dressing floor, power knife
- Floorsman, conventional dressing floor, straight knife

#### HIDE PULLER, MACHINE

Tends a machine that pulls hide from rump, back, loins, belly, and sides of beef carcasses. Assists in the machine pulling operation as necessary, using a power or hand knife.

#### KNOCKER OR STUNNER, BEEF

Stuns beef preparatory to slaughtering. For wage study purposes, knockers or stunners are classified as follows:

- Knocker or stunner, knocking sledge
- Knocker or stunner, pneumatic hammer or captive-bolt pistol
- Knocker or stunner, electric shocking device
- Knocker or stunner, rifle

#### RUMPER

Removes hide from the hind legs and rump of beef carcasses, using a power or hand skinning knife. For wage study purposes, rumpers are classified according to the type of dressing floor and knife, as follows:

- Rumper, on-the-rail dressing, power knife
- Rumper, on-the-rail dressing, straight knife
- Rumper, conventional dressing floor, power knife
- Rumper, conventional dressing floor, straight knife

#### SHACKLER, BEEF

Attaches one end of a shackling chain to the hind legs of animals to be slaughtered and attaches the other end to a hoist which lifts the shackled animal into position for the sticking operation.

## **SPLITTER, BACK, BEEF**

Splits or separates the carcasses of beef or pork into half, using a powersaw and/or cleaver. For wage study purposes, splitters are classified according to animal species and method of splitting, as follows:

- Splitter, back, beef, cleaver
- Splitter, back, beef, powersaw

## **BONER, BEEF**

Cuts bone from chuck and other standard cuts of beef, using a boning knife, to prepare them for marketing as boneless cuts, excludes workers trimming out cuts for sausage. For wage study purposes, beef boners are classified according to the type of meat cuts, as follows:

- Boner, beef, chucks
- Boner, beef, loins, ribs or rounds
- Boner, beef, shanks
- Boner, beef, entire carcass

## **BREAKUP MAN, FABRICATED BEEF CUTS**

Using knife and/or saw (hand or power) converts *primal* beef cuts into special fabricated beef cuts by

Splitter, back, beef, combination of cleaver and powersaw

## **WASHER, BEEF**

Washes and cleans beef carcasses with water sprayed under pressure from a hose or from a hose equipped with a brush.

## **BEEF CUTTING**

sawing, cutting, boning, and trimming, as required for restaurant, institutional, or retail trade.

## **BREAKUP MAN, PRIMAL CUTS**

Divides beef forequarters and hindquarters into marketable cuts such as rounds, loins, ribs, plates, briskets, and chucks, using a knife and powersaw.

## **HANDLER, BEEF CUTS FOR BONERS**

Lifts cuts of beef to or from truck or conveyor or for boning in cooler or cutting room. Does not include lugger-loader (beef) or stower.

## **PORK DRESSING**

### **BELLY OPENER**

Slits open bond cavity of hogs preparatory to removal of viscera. Cuts down through center of belly from aitch bone to brisket, pulls pizzle cord, and cuts pig bag from viscera.

### **EVISCERATOR, HOG**

Removes viscera from opened hog carcasses. Reaches inside body cavity and pulls internal organs with one hand while cutting connecting tissues which hold them in place. Lifts complete viscera (liver, heart, lungs, stomach, spleen, pancreas, bladder, intestines, and fat coverings) from the body cavity.

### **HEADER, HOG**

Separates head from backbone and leaves head suspended to carcass by strip below chin.

### **SHACKLER, HOG**

See Shackler under Beef Dressing

### **SHAVER**

Shaves or scrapes off the remaining hair from all or part of the hog carcass after the singeing, scraping, or dehairing operation.

### **SPLITTER, BACK, PORK**

See Splitter, Back, under Beef Dressing. For wage study purposes, splitters are classified according to method of splitting, as follows:

- Splitter, back, pork, cleaver
- Splitter, back, pork, powersaw
- Splitter, back, pork, combination cleaver and powersaw

### **STUNNER, HOG**

Stuns hogs preparatory to slaughtering. For wage study purposes, hog stunners are classified according to the method used, as follows:

- Stunner, pneumatic hammer
- Stunner, electric shocking device
- Stunner, chemical (gas)
- Stunner, rifle

## PORK CUTTING

### BELLY TRIMMER

Trims pork bellies to prepare them for curing, smoking, and sale as bacon. Removes fat-back and boot-jack. Cuts through teat line and removes seeds, and bevels edges.

### BONER, HAM

Cuts bones from fresh or cured hams to prepare them for cooking. For wage study purposes, ham boners are classified as follows:

Open style boning—using hand knife, splits ham face lengthwise and removes body bone.

Chisel boning—removes body bone from ham, without splitting ham face, using chisel and hand knife.

### HAM SKINNER, MACHINE

Positions ham against revolving roll and knife blade to remove skin and/or fat (not including collar) prior to smoking. For wage study purposes, ham skimmers are classified according to the type of operation performed, as follows:

Ham skinner, machine, skin only

Ham skinner, machine, skin and defat

### LOIN PULLER

Separates the loin from the fat-back on a pork side with a drawknife.

### TRIMMER OF TRIMMINGS

Trims pork scraps, trimmed from hams, shoulders, bellies, and other pork cuts, by cutting the lean meat from the fat and by removing the hog skins or rinds.

## SHEEP AND CALF DRESSING

### FACER, LAMB AND SHEEP

Slits pelts of lamb and sheep carcasses from crotch to breast and then skins the hide as far as the middle of the sides, using a knife.

### SHACKLER, SHEEP AND CALVES

See Shackler under Beef Dressing

### SKIN PULLER, MACHINE

Pulls skin from back, loin and belly of calf carcasses with a mechanical skinner. Assists in removal of skin using a power or hand knife.

### SKINNER, COLD CALVES

Removes entire skin from chilled calf carcass. For wage study purposes, calf skimmers are classified according to the type of knife used, as follows:

Skinner, cold calves - power knife

Skinner, cold calves - straight knife

### STICKER

Uses a sticking knife to sever the jugular vein or an artery of sheep or calves, causing death by bleeding.

## CURING, SMOKING, COOKING, AND CANNING

### CASING PEELER OPERATOR

Operates machine that removes artificial covering from frankfurters, to produce skinless variety. May peel remaining fragments of covering, using knife.

### COOK, WATER RETORT

Tends a water retort that cooks meat products in sealed containers. Work involves *most of the follow-*

*ing:* Loading products in retort cooker; closing and sealing retort; opening steam valves; attending retort temperature and pressure controls during cooking cycle; filling retort with water to chill product and checking temperature and pressure reduction closely for proper chilling; and opening retort and unloading product upon completion of chilling cycle.

## GRADER, GREEN HAMS AND BELLIES

Grades and sorts, according to size and quality, hams and bellies to be cured. For wage study purposes, graders are classified according to product, as follows:

- Grader, green hams
- Grader, bellies (pork)
- Grader, combination green hams and bellies

## HANGER, BELLIES

Inserts comb hanger in belly and hangs on tree or truck for smoking.

## INSPECTOR, CANS AND JARS

After removal of cans and/or jars from water cook retort, visually inspects them for defective sealing or poor quality of product. Work involves: Examining cans for proper sealing of cover or seams, dented "leakers," or rust accumulation; and/or examining jars for defective cover capping or poor quality of product. May tap cover of cans or jars with fingers or a mallet to determine whether container is vacuumed properly.

## LABELING-MACHINE OPERATOR

Sets up and tends a machine used for gluing labels or label wrappers to jars, tins, or cans. Work involves *most of the following*: Adjusting feed hopper to accommodate labels of different sizes; changing label-applicator plate for labels of different sizes; regulating stroke of feeding mechanism, pressure of applicator rolls, and position of feeder guide according to size and shape of container being labeled; filling glue reservoir and level hopper as necessary; removing jammed or twisted labels from machine; and examining containers to see that they are properly labeled.

## MIXER OPERATOR

Loads and operates machine that mixes batches of ground meats and seasonings in preparation for making sausages.

## PICKLE MAKER

Prepares pickle solution according to formula for use in curing meats. Weighs ingredients and dumps them into mixing vats; admits water and stirs contents.

## PUMPER, PICKLE-INJECTION MACHINE

Tends machine that automatically injects (pumps) meat with curing solution. Adjusts and starts machine; places meat on conveyor that pulls it under machine injection needle which forces curing solution into meat.

## PUMPER, HAM (ARTERY PUMPING)

Injects curing solution into hams by inserting needle into arteries and pulling handle of pump to force curing solution into meat.

## SAUSAGE MAKER (CHOPPER)

Tends machine that grinds meat and other ingredients to make sausage. Weighs meat into machine; adds ingredients, and controls temperature and texture of product.

## SLICING-MACHINE OPERATOR

Tends machine that automatically slices meat products.

## SMOKER

Tends one or more smoke houses or smoke ovens used in curing meat according to specifications. Regulates air, heat, and humidity. For wage study purposes, smokers are classified according to product, as follows:

- Smoker, sausages
- Smoker, other than sausages
- Smoker, combination of sausages and other products

## SPICE WEIGHER AND MIXER

Weighs and mixes seasonings such as salt, pepper, and sage, and other nonmeat ingredients such as eggs, pimentos, and pickles, according to formula, by hand or machine.

## STUFFER, FRANKFURTERS

Operates or tends machine that automatically stuffs casings with meat emulsion to make frankfurters. Work involves *most of the following*: Loading stuffer with meat batter; placing casings on feed rack of stuffer; and adjusting controls for proper feeding of casings and injection of batter. May also unload frankfurters from end of machine. This type of machine may or may not link frankfurters.

## STUFFER, SAUSAGE

Stuffs natural and/or artificial casings with meat emulsion to make sausage (excluding frankfurters). Places casing on stuffing horn, adjusts air pressure and machine to obtain proper filling of casing. For wage study purposes, sausage stuffers are classified according to type of casing and whether a casing sizer is used, as follows:

Stuffer, sausage, natural casings  
Stuffer, sausage, artificial casings with a casing sizer  
Stuffer, sausage, artificial casings without a casing sizer  
Stuffer, sausage, combination of natural and artificial casings

## MAINTENANCE AND POWER PLANT

### ELECTRICIAN, MAINTENANCE

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

### ENGINEER, STATIONARY

Operates and maintains and may also supervise the operation of stationary engines and equipment (mechanical or electrical) to supply the establishment in which employed with power, heat, refrigeration, or air-conditioning. Work involves: Operating and maintaining equipment such as steam engines, air compressors, generators, motors, turbines, ventilating and refrigerating equipment, steam boilers and boiler-fed water pumps; making equipment repairs; keeping a record of operation of machinery, temperature, and fuel consumption. May also supervise these operations. *Head or chief engineers in establishments employing more than one engineer are excluded.*

### 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; checks water and safety valves. May clean, oil, or assist in repairing boilerroom equipment.

### MACHINIST, MAINTENANCE

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

### MAINTENANCE MAN, GENERAL UTILITY

Keeps the machine, mechanical equipment and/or structure of an establishment (usually a small plant where specialization in maintenance work is impractical) in repair. Duties involve the performance of operations and the use of tools and equipment of

several trades, rather than specialization in one trade or one type of maintenance work only. Work involves a *combination of the following*: Planning and laying out of work relating to repair of buildings, machines, mechanical and/or electrical equipment; repairing electrical and/or mechanical equipment; installing, alining and balancing new equipment; repairing buildings, floors, stairs as well as making and repairing bins, cribs, and partitions.

#### **MECHANIC, AUTOMOTIVE (MAINTENANCE)**

Repairs automobiles, buses, motortrucks, and tractors of an establishment. Work involves *most of the following*: Examining automotive equipment to diagnose source of trouble; disassembling equipment and performing repairs that involve the use of such handtools as wrenches, gages, drills, or specialized equipment in disassembling or fitting parts; replacing broken or defective parts from stock; grinding and adjusting valves; reassembling and installing the various assemblies in the vehicle and making necessary adjustment; alining wheels, adjusting brakes and lights, or tightening body bolts. In general, the work of the automotive mechanic requires rounded training and experience usually acquired through a formal apprenticeship or equivalent training and experience.

#### **MILLWRIGHT**

Installs new machines or heavy equipment and dismantles and installs machines or heavy equipment when changes in the plant layout are required. Work involves *most of the following*: Planning and laying out of the work; interpreting blueprints or other specifications; using a variety of handtools and rigging; making standard shop computations relating to stresses, strength of materials, and centers of gravity; alining and balancing of equipment; selecting standard tools, equipment, and parts to be used; installing and maintaining in good order power transmission equipment such as drives and speed reducers. In general, the millwright's work normally requires a rounded training and experience in the trade acquired through a formal apprenticeship or equivalent training and experience.

#### **WELDER, HAND**

Fuses (weld) metal objects by means of an *oxyacetylene torch or arcwelding apparatus* to repair broken or cracked metal objects. Work requires *most of the following*: Planning and laying out of work from drawings, blueprints or other written specifications; knowledge of welding properties of a variety of metals and alloys; welding high pressure vessels or other objects involving critical safety and load requirements; working from a variety of positions.

### **CUSTODIAL AND MATERIAL MOVEMENT**

#### **CHECKER, LOADING**

Supervises the loading of products into trucks or freight cars for shipment. Checks shipping labels on each package, records weights and the number of packages on each order, and checks discrepancies.

#### **CLEANER, NIGHT**

Cleans floors, tables, chutes, and equipment after the completion of the processing operations. Disassembles and reassembles apparatus and equipment where necessary. (Exclude workers who clean up during regular operations or during rest periods and janitors.)

#### **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 and/or scrubbing and polishing floors; removing chips, trash, and other refuse; dusting equipment, furniture, or fixtures, polishing metal fixtures or trimmings; providing supplies and minor maintenance services; cleaning lavatories, showers, and restrooms. *Workers who specialize in window washing are excluded.*

## LUGGER-LOADER

Carries beef and/or other meat products from loading dock into railroad car or truck. For wage study purposes, luggers are classified as follows:

Lugger-loader, beef

Lugger-loader, other products including a combination of beef and other meats

## PACKER, SHIPPING

Prepares finished products for shipment or storage by placing them in shipping containers, the specific operations performed being dependent upon the type, size, and number of units to be packed, the type of container employed, and method of shipment. Work requires the placing of items in shipping containers and *may involve one or more of the following*: Knowledge of various items of stock in order to verify content; selection of appropriate type and size of container; inserting enclosures in container; using excelsior or other material to prevent breakage or damage; closing and sealing container; applying labels or entering identifying data on container. *Packers who also make wooden boxes or crates are excluded.*

## STOWER, CAR AND TRUCK

Loads mixed products into cars or trucks for off-plant shipment, stowing in piles in stop order arrangement and separating product by size and kind. *Excluded workers loading cars with a single product and lugger-loader.*

## TRUCKDRIVER

Drives a truck within a city or industrial area to transport materials, merchandise, equipment, or men between various types of establishments such as: Manufacturing plants, freight depots, warehouses, wholesale and retail establishments, or between retail establishments and customers' houses or places of business. May also load or unload truck with or without helpers, make minor mechanical repairs, and keep truck in good working order. *Driver-salesmen and over-the-road drivers are excluded.*

For wage study purposes, truckdrivers are classified by size of equipment, as follows:

Truckdriver, semi- or trailer

Truckdriver, other than semi- or trailer

Truckdriver, combination of types

## TRUCKER, POWER

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

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

Trucker, power (forklift)

Trucker, power (other than forklift)



## 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 and Man-Made Fiber Textiles, 1968. BLS Bulletin 1637 (\$1).  
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, 1968. BLS Bulletin 1634 (75 cents).  
Hosiery, 1967. BLS Bulletin 1562 (70 cents).

Industrial Chemicals, 1965. BLS Bulletin 1529 (40 cents).  
Iron and Steel Foundries, 1967. BLS Bulletin 1626 (\$1).  
Leather Tanning and Finishing, 1968. BLS Bulletin 1618 (55 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, 1968. BLS Bulletin 1659 (65 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).

Nonferrous Foundries, 1965. BLS Bulletin 1498 (40 cents).  
Paints and Varnishes, 1965. BLS Bulletin 1524 (40 cents).  
Paperboard Containers and Boxes, 1964. BLS Bulletin 1478 (70 cents).  
Petroleum Refining, 1965. BLS Bulletin 1526 (30 cents).  
Pressed or Blown Glass and Glassware, 1964. BLS Bulletin 1424 (30 cents).  
\*Processed Waste, 1957. BLS Report 124.  
Pulp, Paper, and Paperboard Mills, 1967. BLS Bulletin 1608 (60 cents).  
Radio, Television, and Related Products, 1951. Series 2, No. 84.  
Railroad Cars, 1952. Series 2, No. 86.  
\*Raw Sugar, 1957. BLS Report 136.

Southern Sawmills and Planing Mills, 1965. BLS Bulletin 1519 (30 cents).  
Structural Clay Products, 1964. BLS Bulletin 1459 (45 cents).  
Synthetic Fibers, 1966. BLS Bulletin 1540 (30 cents).

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

## I. Occupational Wage Studies—Continued

### *Manufacturing—Continued*

- Textile Dyeing and Finishing, 1965–66. BLS Bulletin 1527 (45 cents).
- \*Tobacco Stemming and Redrying, 1967. BLS Report 136.
- West Coast Sawmilling, 1964. BLS Bulletin 1455 (30 cents).
- Women's and Misses' Coats and Suits, 1965. BLS Bulletin 1508 (25 cents).
- Women's and Misses' Dresses, 1968. BLS Bulletin 1649 (45 cents).
- Wood Household Furniture, Except Upholstered, 1968. BLS Bulletin 1651 (60 cents).
- \*Wooden Containers, 1957. BLS Report 126.
- Wool Textiles, 1966. BLS Bulletin 1551 (45 cents).
- Work Clothing, 1968. BLS Bulletin 1624 (50 cents).

### *Nonmanufacturing*

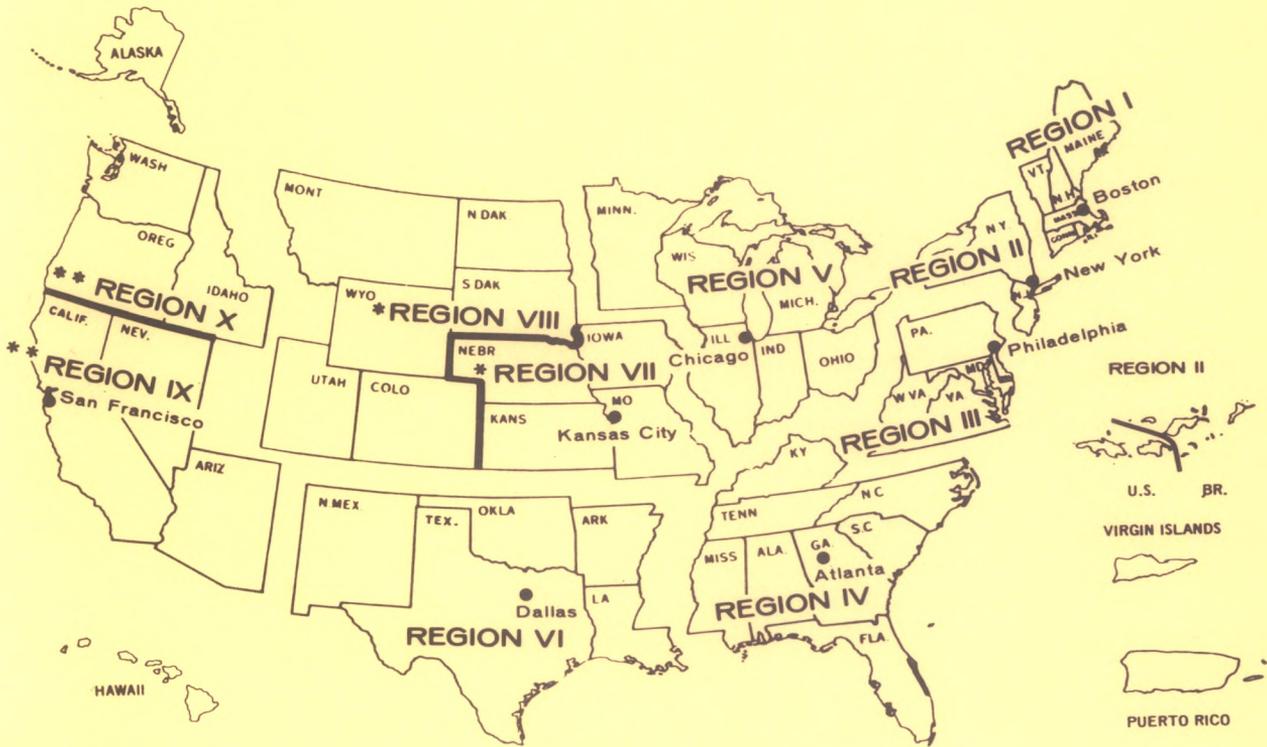
- Auto Dealer Repair Shops, 1964. BLS Bulletin 1452 (30 cents).
- Banking, 1964. BLS Bulletin 1466 (30 cents).
- Bituminous Coal Mining, 1967. BLS Bulletin 1583 (50 cents).
- Communications, 1968. BLS Bulletin 1662 (30 cents).
- Contract Cleaning Services, 1968. BLS Bulletin 1644 (55 cents).
- Crude Petroleum and Natural Gas Production, 1967. BLS Bulletin 1566 (30 cents).
- Department and Women's Ready-to-Wear Stores, 1950. Series 2, No. 78.
- Eating and Drinking Places, 1966–67. BLS Bulletin 1588 (40 cents).
- Educational Institutions: Nonteaching Employees 1968–69. BLS Bulletin 1671 (50 cents)
- Electric and Gas Utilities, 1967. BLS Bulletin 1614 (70 cents).
- Hospitals, 1966. BLS Bulletin 1553 (70 cents).
- Hotels and Motels, 1966–67. BLS Bulletin 1587 (40 cents).
- Laundry and Cleaning Services, 1967–68. BLS Bulletin 1645 (75 cents).
- Life Insurance, 1966. BLS Bulletin 1569 (30 cents).
- Motion Picture Theaters, 1966. BLS Bulletin 1542 (35 cents).
- Nursing Homes and Related Facilities, 1967–68. BLS Bulletin 1638 (75 cents).

## II. Other Industry Wage Studies

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

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

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