

Industry
Wage Survey

L 2.3
1697

**Structural
Clay Products,
September 1969**

BULLETIN 1697

U.S. DEPARTMENT OF LABOR
Bureau of Labor Statistics

Dayton & Montgomery Co.,
Public Library

JUL 20 1971

DOCUMENT COLLECTION

**Industry
Wage Survey**

**Structural
Clay Products,
September 1969**

BULLETIN 1697

**U.S. DEPARTMENT OF LABOR
J. D. Hodgson, Secretary**

**BUREAU OF LABOR STATISTICS
Geoffrey H. Moore, Commissioner**

1971



Preface

This bulletin summarizes the results of a Bureau of Labor Statistics survey of wages and supplementary benefits in the structural clay products manufacturing industry in September 1969. A similar study was conducted in July–August 1964.

Separate State releases were issued earlier for selected product branches within the group as follows: Brick and structural clay tile—California, Georgia, Illinois, North Carolina, Ohio, Pennsylvania, and Texas; ceramic wall and floor tile—California; clay refractories—Missouri, Ohio, and Pennsylvania; and clay sewer pipe—Ohio. Copies of these releases are available from the Bureau of Labor Statistics, Washington, D.C. 20212, or any of its regional offices.

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

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

Contents

	Page
Summary	1
Industry characteristics	1
Products	1
Processes	1
Location	2
Establishment size	2
Sex	3
Method of wage payment	3
Average hourly earnings	3
Occupational earnings	4
Establishment practices and supplementary wage provisions	4
Scheduled weekly hours	4
Shift provisions and practices	4
Paid holidays	4
Paid vacations	5
Health, insurance, and retirement plans	5
Other selected benefits	5
Tables:	
Average hourly earnings:	
1. By selected characteristics	6
Earnings distribution:	
2. Structural clay products	7
3. Brick and structural clay tile	8
4. Ceramic wall and floor tile	9
5. Clay refractories	10
6. Clay sewer pipe	11
Occupational averages:	
7. Structural clay products	12
8. Brick and structural clay tile	14
9. Ceramic wall and floor tile	15
10. Clay refractories	16
11. Clay sewer pipe	17
12. By labor-management contract coverage and size of community	18
13. By labor-management contract coverage and size of establishment	19
14. By method of wage payment	20
Occupational earnings:	
15. Brick and structural clay tile—California	21
16. Brick and structural clay tile—Georgia	22
17. Brick and structural clay tile—Illinois	23

Contents—Continued

Page

Tables—Continued

Occupational earnings—Continued

18. Brick and structural clay tile—North Carolina	24
19. Brick and structural clay tile—Ohio	25
20. Brick and structural clay tile—Pennsylvania	26
21. Brick and structural clay tile—Texas	27
22. Ceramic wall and floor tile—California	28
23. Clay refractories—Missouri	29
24. Clay refractories—Ohio	30
25. Clay refractories—Pennsylvania	31
26. Clay sewer pipe—Ohio	32

Method of wage payment:

27. Structural clay products	33
28. Selected structural clay products	34

Scheduled weekly hours:

29. Structural clay products	35
30. Selected structural clay products	35

Shift differential provisions:

31. Structural clay products	36
32. Selected structural clay products	37

Shift differential practices:

33. Structural clay products	39
34. Selected structural clay products	40

Paid holidays:

35. Structural clay products	42
36. Selected structural clay products	43

Paid vacations:

37. Structural clay products	44
38. Selected structural clay products	46

Health, insurance, and retirement plans:

39. Structural clay products	48
40. Selected structural clay products	49

Other selected benefits:

41. Structural clay products	50
42. Selected structural clay products	50

Appendixes:

A. Scope and method of survey	51
B. Occupational descriptions	55

Structural Clay Products, September 1969

Summary

Straight-time earnings of production and related workers in structural clay products manufacturing plants averaged \$2.58 an hour in September 1969. Earnings of nearly all of the 43,409 workers covered by the Bureau of Labor Statistics survey¹ were within a range of \$1.60 to \$4.50 an hour. The middle half of the workers in the array earned from \$2.07 to \$2.99. Men, over nine-tenths of the industry's work force, averaged \$2.61—45 cents more than women who were largely employed in plants making ceramic wall and floor tile.

Average hourly earnings for workers in the four product branches studied separately were \$2.39 for brick and structural clay tile plants; \$3.03 for clay refractories; \$2.42 for ceramic wall and floor tile plants; and \$2.68 for clay sewer pipe establishments. Within these product branches, earnings varied by location and occupation.

Average hourly earnings among the occupations studied separately ranged from \$2.15 for janitors to \$3.34 for maintenance electricians. Averages for some of the numerically important jobs were: \$2.42 for tunnel kiln firemen, \$2.48 for off-bearers, \$2.70 for tunnel kiln placers, \$2.72 for tunnel kiln unloaders, and \$3.15 for periodic kiln setters and drawers.

Paid holidays (usually 6 or 7 days a year) and paid vacations were provided to more than nine-tenths of the production workers. Typical provisions for paid vacation were 1 week of pay after 1 year of service, 2 weeks after 5 years, and at least 3 weeks after 15 years. Over nine-tenths of the workers were in establishments providing at least part of the cost of life, hospitalization, and surgical insurance benefits. Retirement pension benefits, other than Federal social security, were provided to nearly three-fifths of the production workers.

Industry characteristics

Products. The survey covered establishments that had 20 workers or more engaged primarily in manufacturing structural clay products. Establishments

whose primary product was brick and structural clay tile employed about one-half of the 43,409 production and related workers within scope of the survey.

Another one-fifth of the workers were employed in clay refractories. Plants primarily making ceramic wall and floor tile accounted for slightly more than one-eighth of the workers and a similar proportion were in establishments making clay sewer pipe. The remaining workers were in plants manufacturing other clay products such as terra cotta and roofing tile.

The number of production workers in establishments covered by the September 1969 survey was 15 percent below the employment level recorded in a similar Bureau survey in July–August 1964.² During the 5-year period, employment in clay refractories increased slightly 3 percent, whereas it declined in the other industry branches: 13 percent in brick and structural clay tile, 35 percent in ceramic wall and floor tile, and 21 percent in clay sewer pipe plants.

Processes. Important steps in the manufacture of structural clay products include forming the product, drying, and burning. Nearly all clay products are formed by 1 of 3 machine methods—"stiff-mud," "soft-mud," and "dry-press." The stiff-mud method, which requires clay containing only sufficient moisture and plasticity to permit extrusion through a die, was the predominant means of forming among plants making brick and structural clay tile and those manufacturing clay sewer pipe. Establishments using the dry-press method, molding clay in a nearly dry condition, employed a large majority of the workers in plants manufacturing ceramic wall and floor tile and in clay refractories. Plants employing 14 percent of the workers in the clay refractory branch of the industry used the soft-mud method, molding clay too wet for extrusion. Six percent in the brick and structural clay tile branch used this method, but it was not found in the other two industry branches.

¹ See appendix A for scope and method of survey and definition of terms used in this bulletin. Earnings data in this report exclude premium pay for overtime and for work on weekends, holidays, and late shifts.

² See *Industry Wage Survey, Structural Clay Products, July–August 1964*, BLS Bulletin 1459 (1965).

Prior to the burning operation, which is one of the most specialized steps in the manufacture of clay products, dryers remove most of the excess moisture. Burning then is accomplished in one of several types of kilns. Scove kilns are formed by the units to be burned; thus, a new kiln is constructed for each burning. In periodic kilns, the dried units are set by hand in a manner which permits the free circulation of the hot kiln gases. In a tunnel kiln, the units are loaded on cars which travel through the kiln's various temperature zones at a prescribed speed, thereby permitting continuous use of the kiln. At the time of the study, tunnel kilns were the principal type used in burning brick and structural clay tile, ceramic wall and floor tile, and clay refractories; periodic kilns were predominant in burning clay sewer pipe. Scove kilns are no longer used extensively in the industry. During drawing—unloading the kiln after cooling—the burned units are sorted, graded, and taken to storage or loaded for delivery.

Location. Structural clay products are manufactured throughout most of the country. The source of raw materials and the desire to locate as near as possible to the major consumers appear to be the principal determinants of plant locations. The largest employment concentrations were in the Southeast (23 percent), Great Lakes (21 percent), and Middle Atlantic (16 percent) regions. Ohio not only accounted for more employees than any other State, but was the most diversified from the standpoint of products. Other important producing States were Pennsylvania, California, Texas, Missouri, Georgia, Illinois, and North Carolina.

The proportions of workers in the four industry branches varied by region. In the Southeast, for example, three-fifths of the work force were in brick and structural clay tile plants, whereas the same proportion of the workers in the Middle West were in clay refractories.

Employment was divided almost equally between plants located in metropolitan areas and those in smaller communities. Among the regions, the proportions of workers in metropolitan areas ranged from seven-eighths in the Pacific to one-fifth in the Middle West. The proportions of workers in metropolitan areas also varied by industry branch—about one-half of the workers in brick and structural clay tile plants, three-fifths in ceramic wall and floor tile, two-fifths in clay refractories, and one-third in clay sewer pipe.

Establishment size. A majority of the establishments within scope of the survey had fewer than 100 employees. Plants of this size accounted for six-tenths of the workers in brick plants, three-tenths in

clay refractories, and slightly over one-tenth in both ceramic wall and floor tile and clay sewer pipe establishments. The distribution of establishments within scope of the survey by employment size groupings is shown in the following tabulation:

	Brick and structural clay tile	Ceramic wall and floor tile	Clay refractories	Clay sewer pipe
All establishments	333	51	105	43
Establishments employing—				
Less than 100 workers	273	22	67	11
100-249 workers	54	20	27	28
250-499 workers	6	6	8	4
500-999 workers	-	2	2	-
1,000 workers or more	-	1	1	-

Union contract coverage. Establishments with union contracts covering a majority of their production workers employed seven-tenths of the total production work force. The following tabulation shows proportions of production workers in establishments with union contracts by region and product branch:

	Total industry group	Brick and structural clay tile	Ceramic wall and floor tile
United States	70-74	55-59	60-64
Middle Atlantic	85-89	75-79	80-84
Border States	70-74	60-64	-
Southeast	50-54	40-44	35-39
Southwest	35-39	30-34	30-34
Great Lakes	75-79	65-69	-
Middle West	90-94	70-74	-
Pacific	80-84	95+	50-54
		Clay refractories	Clay sewer pipe
United States		90-94	85-89
Middle Atlantic		95+	-
Border States		-	-
Southeast		-	60-64
Southwest		-	-
Great Lakes		85-89	85-89
Middle West		95+	-
Pacific		-	95+

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

Sex. More than nine-tenths of the total industry work force at the time of the survey were men. They accounted for almost all of the workers in each product branch with the exception of ceramic wall and floor tile plants, where one-third of the work force were women. In that branch, 3 out of 5 women were employed as finishers, off-bearers, pattern mounters, or tile sorters. These occupations require comparatively little skill or training; men were distributed over a much wider skill range.

Method of wage payment. About three-fourths of the production workers were paid on a time-rated basis, usually under formally established wage systems providing a single rate for specified job categories. (See table 27.) The proportions of workers paid on an incentive basis amounted to about three-tenths in the Middle Atlantic and Great Lakes regions, one-fourth in the Middle West, and to approximately one-fifth in the other regions.

The proportions of incentive workers were two-fifths in ceramic wall and floor tile plants and about one-fifth in the remaining three branches. (See table 28.) Jobs in which a majority of the workers were paid on an incentive basis included die pressers, periodic kiln setters and drawers, tunnel kiln placers and unloaders, and hand molders.

Average hourly earnings

Straight-time hourly earnings of the 43,409 production and related workers covered by the survey averaged \$2.58 in September 1969.³ This was 24 percent above the average recorded for production workers in July–August 1964 (\$2.08), the date of a similar Bureau survey.⁴ During the 1964-69 period, increases in average earnings amounted to 19 percent in the Border States and Pacific regions, about 23 percent in the Middle Atlantic, Great Lakes, and Middle West regions, 34 percent in the Southwest, and 40 percent in the Southeast. The increases ranged from 21 to 25 percent among the four industry branches.

Average hourly earnings in September 1969 ranged from \$2.85 to \$2.92 in four regions, Great Lakes, Pacific, Middle West, and Middle Atlantic, and from \$2.02 to \$2.47 in the Southwest, Southeast, and Border States. These regional variations in pay were partly due to differences in the mix of the industry branches with disparate pay levels. In the Middle West, for example, about three-fifths of the workers were employed in clay refractories. In the three regions permitting comparisons, workers in clay refractories had higher average earnings than those in other product branches.

Nationwide, earnings of workers in brick and structural clay tile plants averaged \$2.39 an hour, compared with \$2.42 in ceramic wall and floor tile plants, \$2.68 in those manufacturing clay sewer pipe, and \$3.03 in clay refractories. These nationwide pay relationships, however, were not consistent among the regions. In the Great Lakes and Pacific regions, for example, workers in plants producing brick and structural clay tile averaged 4 cents an hour more than those in plants making clay sewer pipe.

Workers in metropolitan areas averaged \$2.61 an hour, compared with \$2.56 in smaller communities. This nationwide pattern held in the 3 of the 5 regions permitting comparisons. Production-worker averages were nearly the same for the two community-size groups in the Southwest; workers in nonmetropolitan areas held a 14-cent-an-hour average wage advantage over those in metropolitan areas in the Middle Atlantic region.

Nationwide, employees in plants with 100 workers or more averaged \$2.65 an hour compared with \$2.47 for those in the smaller establishments. Averages recorded for production workers in the two establishment-size groups were only a few cents apart in the Middle Atlantic, Great Lakes, and Pacific regions. Employees in the larger-size plants averaged at least 15 cents more than those in smaller plants in the Border States, Southeast, Southwest, and Middle West.

Establishments having labor-management contracts covering a majority of their production workers averaged \$2.74 an hour, compared with \$2.22 in plants with none or minority covered by such agreements.

³ The straight-time average hourly earnings in this bulletin differ in concept from the gross average hourly earnings published in the Bureau's monthly hours and earnings series (\$2.74 in September 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 the number published in the monthly series (52,300 in September 1969) by the exclusion of establishments employing fewer than 20 workers and because the advance planning necessary to make the survey requires 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 structural clay products industry group but found to be in other industries at the time of the survey. Also omitted are establishments manufacturing structural clay products, but classified incorrectly in other industries at the time the lists were compiled.

⁴ BLS Bulletin 1459.

This difference favoring union plants can be traced partly to the unequal contribution of the regions to the national total. For example, the Southeast and Southwest, the two lowest paying regions, together accounted for approximately one-fourth of the workers in union plants and three-fifths of those in nonunion plants. It is not possible in a survey such as this to isolate and measure the exact influence of the characteristic discussed in this paragraph as a determinant of wage levels because of their inter-relationship. For example, establishments that had labor-management agreements accounted for a higher proportion of the work force in plants with 100 workers or more than in smaller plants, four-fifths compared with slightly over one-half, and a higher proportion in metropolitan areas than in smaller communities, three-fourths compared with two-thirds.

Earnings of nearly all production workers were within a range of \$1.60 to \$4.50 an hour; the middle half earned between \$2.07 and \$2.99. The distribution of workers in the earnings array varied widely among regions. For example, approximately one-fourth in the Southwest earned less than \$1.75 an hour compared with less than 2 percent in the Middle Atlantic, Great Lakes, Middle West, and Pacific regions. (See table 2.) For the major product branches, earnings distributions are presented in tables 3-6.

Occupational earnings

Separate information was obtained for 35 occupational classifications selected to represent earnings levels for the various activities performed by production workers. (See table 7.) These jobs included three-fifths of the work force. Average hourly earnings for the jobs studied ranged from \$2.15 for janitors to \$3.34 for maintenance electricians. Off-bearers, numerically the most important job studied, averaged \$2.48 an hour. One-fifth of the production workers were employed as kiln loaders (placers or setters), unloaders or drawers, and firemen—job relating to the burning or “firing” of the product. Nationwide, average hourly earnings were nearly identical for periodic kiln setters and drawers (\$3.21 and \$3.18) and for tunnel kiln placers and unloaders (\$2.70 and \$2.72); firemen of periodic and tunnel kilns averaged \$2.44 and \$2.42, respectively. Job averages varied by region within each of the product branches. (See tables 8-11.)

Where comparison was possible, occupational averages also varied by industry branch within the same State. Off-bearers in brick and structural clay tile plants in Ohio, for example, averaged 26 percent more than their counterparts in clay sewer pipe

plants, whereas the corresponding spread for kiln firemen (tunnel kilns) was 4 percent.

Occupational averages are presented by size of community, size of establishment, and labor-management contract status in tables 12 and 13.

Incentive-paid workers averaged more than those paid time rates within the same job. (See table 14.) The average wage advantage for incentive workers varied by occupation and region. In the Middle Atlantic region, for example, kiln setters (periodic kilns) paid on an incentive basis held a 5 percent average wage advantage over time-rated workers in the job whereas the advantage for die pressers was 24 percent. Corresponding differences in average earnings in the Great Lakes region were 37 and 31 percent, respectively.

Earnings of individual workers varied greatly within the same job, State, and industry branch. For some jobs, particularly those typically paid under incentive systems, earnings dispersion was considerable. In several instances in each State for which earnings data are presented in tables 15-26, the difference between the highest and lowest paid workers in the same job exceeded \$1 an hour.

Establishment practices and supplementary wage provisions

Data were obtained also for production workers on certain establishment practices, including work schedules, shift differentials, and selected supplementary wage benefits such as paid holidays; paid vacations; and health, insurance, and retirement plans.

Scheduled weekly hours. Work schedules of 40 hours a week were in effect in plants employing approximately four-fifths of the production workers in the industry at the time of the study. (See table 29.) This was also the predominant work schedule in each of the four industry branches. (See table 30.)

Shift provisions and practices. More than nine-tenths of the production workers were in plants having late-shift provisions which usually included a pay differential over day-shift rates. (See table 31.) Fourteen percent of the workers were employed on late shifts in September 1969. (See table 33.) Most common shift differentials were 10 cents an hour for second-shift work and 10, 12, or 14 cents for third- or other late-shift work. Data on shift provisions and practices for the four industry branches are presented in tables 32 and 34.

Paid holidays. Paid holidays, usually 6 or 7 days annually, were provided by establishments employing slightly over nine-tenths of the production workers. (See table 35.) Holiday provisions were less liberal in the Southeast and Southwest than in the other

regions. About seven-eighths of the workers in brick and structural clay tile plants were provided paid holidays compared with 95 percent or more in the other branches. (See table 36.)

Paid vacations. Paid vacations after qualifying periods of service were available to over 95 percent of the production workers. (See table 37.) Typical vacation provisions were 1 week of paid vacation after 1 year of service, 2 weeks after 5 years, and at least 3 weeks after 15 years. Vacation provisions of 4 weeks or more after 20 years of service applied to slightly above one-fourth of the workers. The proportion of workers covered by such provisions amounted to slightly more than half of the workers in the Pacific region, approximately two-fifths in the Middle Atlantic and Middle West, and less than one-fifth in the other regions. Vacation provisions also varied by industry branch. (See table 38.)

Health, insurance, and retirement plans. Life, hospitalization, and surgical insurance—financed at least partly by the employer—were provided to more than nine-tenths of the production workers. About four-fifths of the workers were provided basic medical insurance, and accidental death and dismemberment insurance; and approximately two-thirds, sickness and accident insurance. (See table 39.)

Pension plans, providing regular payments upon retirement for the remainder of the worker's life (other than social security), were provided by establishments employing nearly three-fifths of the production workers. Among the regions, the proportions of workers covered by pension benefits ranged from about one-fifth in the Southwest to seven-tenths in the Middle West, Great Lakes, and Middle Atlantic. Provisions for lump-sum retirement pay applied to less than 10 percent of the work force.

The incidence of these health, insurance, and retirement plans varied by product branch. (See table 40.) For example, approximately one-half were covered by sickness and accident insurance in brick and structural clay tile plants and seven-eighths in clay refractories. The corresponding proportions for retirement pensions were two-fifths and nine-tenths.

Other selected benefits. Provisions for pay while attending funerals of relatives and while serving on juries applied to slightly over two-fifths of the production workers. Few workers in the industry were covered by provisions for pay when permanently separated from work due to a technological change or plant closing. (See table 41.) The incidence of these benefits varied by region and by product branch. (See table 42.)

Table 1. Average hourly earnings: By selected characteristics

(Number and average straight-time hourly earnings¹ of production workers in structural clay products manufacturing establishments by selected characteristics, United States and selected regions, September 1969)

Item	United States ²		Middle Atlantic		Border States		Southeast		Southwest		Great Lakes		Middle West		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
All workers ³ -----	43,409	\$ 2.58	6,937	\$ 2.92	2,897	\$ 2.47	10,059	\$ 2.16	5,071	\$ 2.02	9,317	\$ 2.85	4,535	\$ 2.90	3,035	\$ 2.88
Men -----	40,747	2.61	6,367	2.98	2,770	2.48	9,386	2.16	4,658	2.03	8,874	2.88	4,532	2.90	2,697	2.95
Women -----	2,662	2.16	570	2.27	127	2.25	673	2.11	413	1.93	443	2.22	-	-	338	2.29
Major product:																
Brick and structural clay tile ---	20,339	2.39	2,147	2.84	1,703	2.20	6,059	2.05	3,525	1.94	3,891	2.91	1,369	2.37	786	3.07
Ceramic wall and floor tile -----	6,338	2.42	1,565	2.62	-	-	1,547	2.32	801	2.01	-	-	-	-	1,060	2.60
Clay refractories -----	9,681	3.03	2,875	3.18	-	-	-	-	-	-	1,698	2.98	2,627	3.19	-	-
Clay sewer pipe -----	5,743	2.68	-	-	-	-	1,215	2.07	-	-	2,084	2.87	-	-	977	3.03
Size of community:																
Metropolitan areas ⁴ -----	20,693	2.61	3,809	2.86	1,143	2.51	4,461	2.24	2,016	2.01	4,496	2.87	-	-	2,643	2.84
Nonmetropolitan areas -----	22,716	2.56	3,128	3.00	1,754	2.45	5,598	2.09	3,055	2.02	4,821	2.82	3,681	2.98	-	-
Size of establishment:																
20-99 workers -----	17,607	2.47	2,590	2.95	1,680	2.25	3,328	2.00	2,477	1.94	4,577	2.85	1,363	2.42	928	2.87
100 workers or more -----	25,802	2.65	4,347	2.91	1,217	2.78	6,731	2.23	2,594	2.09	4,740	2.84	3,172	3.11	2,107	2.88
Labor-management contracts:																
Establishments with																
Majority of workers covered -----	30,244	2.74	6,043	2.98	2,152	2.59	5,138	2.23	1,930	2.12	7,258	2.90	4,179	2.97	2,423	2.98
None or minority of workers covered -----	13,165	2.22	-	-	-	-	4,921	2.08	3,141	1.96	2,059	2.66	-	-	-	-

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

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

³ Includes data for major product classifications in addition to those shown separately.

⁴ Standard Metropolitan Statistical Areas as defined by the U. S. Office of Management and Budget through January 1968.

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

Table 2. Earnings distribution: Structural clay products

(Percent distribution of production workers in structural clay products manufacturing establishments by average straight-time hourly earnings, ¹ United States and selected regions, September 1969)

Average hourly earnings ¹	United States ²			Middle Atlantic	Border States	South-east	South-west	Great Lakes	Middle West	Pacific
	Total	Men	Women							
Under \$1.60 -----	(³)	(³)	0.2	-	-	-	0.1	-	-	-
\$1.60 and under \$1.65 -----	2.4	2.3	3.1	0.3	4.0	4.3	7.5	0.3	1.1	-
\$1.65 and under \$1.70 -----	1.9	1.8	3.1	-	1.2	3.8	5.8	.8	.1	1.1
\$1.70 and under \$1.75 -----	2.8	2.7	5.0	.2	3.4	5.0	10.1	.1	.4	.5
\$1.75 and under \$1.80 -----	2.1	1.9	5.2	.3	1.1	4.6	7.1	.3	-	.3
\$1.80 and under \$1.85 -----	2.7	2.6	5.3	.3	2.2	5.8	8.2	.6	.6	1.2
\$1.85 and under \$1.90 -----	3.3	3.1	5.9	.6	2.3	7.6	9.0	.1	1.8	.3
\$1.90 and under \$1.95 -----	3.2	3.1	5.0	.6	3.1	6.8	8.9	.3	1.3	1.4
\$1.95 and under \$2.00 -----	2.3	2.2	3.9	.3	3.9	4.2	6.3	.7	.4	.3
\$2.00 and under \$2.10 -----	6.6	6.0	16.5	1.9	11.9	12.2	10.1	2.7	5.4	2.4
\$2.10 and under \$2.20 -----	4.7	4.5	8.1	4.0	8.6	8.0	4.6	2.4	4.2	2.1
\$2.20 and under \$2.30 -----	5.8	5.7	7.4	3.9	7.1	8.7	3.9	6.9	3.7	3.6
\$2.30 and under \$2.40 -----	6.7	6.7	7.0	5.8	8.8	5.9	4.4	10.9	3.7	3.6
\$2.40 and under \$2.50 -----	6.7	6.7	6.1	6.6	4.7	5.7	3.3	10.1	6.4	6.8
\$2.50 and under \$2.60 -----	6.5	6.6	5.1	7.6	3.7	4.1	2.1	11.3	4.2	5.2
\$2.60 and under \$2.70 -----	4.8	4.8	4.7	7.3	3.0	2.6	1.7	5.5	4.3	8.6
\$2.70 and under \$2.80 -----	4.1	4.3	1.7	8.7	3.8	1.9	1.7	5.0	3.4	2.5
\$2.80 and under \$2.90 -----	4.3	4.5	2.1	5.3	3.3	2.3	.7	6.0	3.9	8.9
\$2.90 and under \$3.00 -----	4.7	4.9	1.2	7.2	2.7	1.3	1.1	4.5	10.5	9.9
\$3.00 and under \$3.10 -----	4.8	5.1	.7	6.1	4.6	1.2	.7	5.0	9.8	11.8
\$3.10 and under \$3.20 -----	4.1	4.3	.9	5.3	5.2	.6	.6	4.9	9.5	7.5
\$3.20 and under \$3.30 -----	3.0	3.1	.5	5.1	3.1	.7	.4	2.5	6.9	5.8
\$3.30 and under \$3.40 -----	2.2	2.3	.4	3.9	2.8	.9	.2	3.0	2.6	2.9
\$3.40 and under \$3.50 -----	1.4	1.5	.3	2.6	.7	.2	.2	2.1	2.5	1.8
\$3.50 and under \$3.60 -----	1.7	1.8	.1	3.8	1.0	.1	.1	2.0	3.0	2.6
\$3.60 and under \$3.70 -----	1.4	1.5	.1	3.0	.9	.2	(³)	2.2	2.5	1.3
\$3.70 and under \$3.80 -----	1.0	1.0	.2	1.6	.2	.7	(³)	1.1	.9	2.9
\$3.80 and under \$3.90 -----	.8	.8	(³)	1.6	.3	(³)	(³)	1.1	1.0	1.2
\$3.90 and under \$4.00 -----	.6	.6	.2	.8	.5	(³)	.3	.8	1.0	1.3
\$4.00 and under \$4.10 -----	.5	.6	-	1.7	.1	.1	.1	.7	.4	.5
\$4.10 and under \$4.20 -----	.4	.4	-	.4	-	(³)	.1	.7	.8	.1
\$4.20 and under \$4.30 -----	.4	.4	-	1.0	.1	(³)	(³)	.6	.3	.7
\$4.30 and under \$4.40 -----	.2	.2	-	.2	(³)	(³)	(³)	.6	.3	.1
\$4.40 and under \$4.50 -----	.2	.2	-	.1	-	(³)	(³)	.6	.4	.2
\$4.50 and over -----	1.7	1.8	(³)	2.0	1.6	.1	.5	3.3	2.7	.7
Total -----	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Number of workers -----	43,409	40,747	2,662	6,937	2,897	10,059	5,071	9,317	4,535	3,035
Average hourly earnings ¹ -----	\$2.58	\$2.61	\$2.16	\$2.92	\$2.47	\$2.16	\$2.02	\$2.85	\$2.90	\$2.88

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

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

³ Less than 0.05 percent.

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

Table 3. Earnings distribution: Brick and structural clay tile

(Percent distribution of production workers in brick and structural clay tile manufacturing establishments by average straight-time hourly earnings,¹ United States and selected regions, September 1969)

Average hourly earnings ¹	United States ²			Middle Atlantic	Border States	South-east	South-west	Great Lakes	Middle West	Pacific
	Total	Men	Women							
Under \$1.60 -----	(³)	-	1.1	-	-	-	0.1	-	-	-
\$1.60 and under \$1.65 -----	4.3	4.2	15.9	(³)	6.8	5.8	10.0	0.3	3.7	-
\$1.65 and under \$1.70 -----	3.0	3.1	-	-	2.0	5.5	6.9	-	.2	-
\$1.70 and under \$1.75 -----	4.6	4.6	1.6	0.2	5.8	6.2	12.4	.1	1.4	-
\$1.75 and under \$1.80 -----	3.3	3.3	4.9	-	1.9	6.5	6.7	.3	-	-
\$1.80 and under \$1.85 -----	4.0	3.9	9.9	-	3.8	6.8	8.2	.4	1.8	-
\$1.85 and under \$1.90 -----	5.3	5.1	24.7	-	2.8	9.6	10.3	(³)	5.9	-
\$1.90 and under \$1.95 -----	5.0	4.9	10.4	.1	5.0	8.1	10.6	-	4.4	-
\$1.95 and under \$2.00 -----	3.2	3.2	2.2	-	5.2	4.9	6.2	.2	1.2	-
\$2.00 and under \$2.10 -----	8.9	8.9	7.7	.5	16.3	13.8	9.3	1.0	17.8	-
\$2.10 and under \$2.20 -----	6.8	6.7	9.9	9.4	13.4	8.8	3.8	2.3	13.7	-
\$2.20 and under \$2.30 -----	5.9	5.9	7.7	8.7	8.8	5.5	2.9	7.5	5.4	0.8
\$2.30 and under \$2.40 -----	5.5	5.6	1.6	8.9	3.0	4.3	2.8	9.6	5.0	.6
\$2.40 and under \$2.50 -----	4.1	4.1	1.1	6.0	3.3	2.2	2.1	5.0	8.9	12.0
\$2.50 and under \$2.60 -----	5.9	5.9	1.1	10.7	4.1	2.6	1.6	12.2	5.0	4.2
\$2.60 and under \$2.70 -----	3.8	3.9	-	6.7	3.2	1.6	1.1	7.0	2.1	10.4
\$2.70 and under \$2.80 -----	3.4	3.4	-	8.6	2.1	1.3	1.0	5.6	4.4	2.9
\$2.80 and under \$2.90 -----	4.0	4.1	-	3.0	1.7	1.5	.5	9.6	5.3	7.6
\$2.90 and under \$3.00 -----	3.1	3.1	-	4.1	1.6	1.2	1.1	5.2	3.7	12.2
\$3.00 and under \$3.10 -----	2.9	2.9	-	4.8	3.8	1.2	.7	4.8	1.5	7.9
\$3.10 and under \$3.20 -----	2.2	2.2	-	3.4	3.1	.5	.6	4.5	.7	8.7
\$3.20 and under \$3.30 -----	1.4	1.4	-	2.0	.8	.6	.3	1.8	2.4	7.8
\$3.30 and under \$3.40 -----	1.5	1.5	-	3.5	.6	.6	.3	3.2	.8	2.0
\$3.40 and under \$3.50 -----	1.1	1.1	-	2.8	.2	.1	.2	2.6	.9	1.4
\$3.50 and under \$3.60 -----	1.1	1.1	-	3.3	-	.1	.1	3.1	.3	2.9
\$3.60 and under \$3.70 -----	1.1	1.1	-	3.1	.5	.1	-	3.0	.4	2.3
\$3.70 and under \$3.80 -----	1.0	1.0	-	2.5	-	.2	-	1.7	.1	7.9
\$3.80 and under \$3.90 -----	.6	.6	-	1.4	.1	.1	-	1.2	.4	3.3
\$3.90 and under \$4.00 -----	.3	.3	-	.3	.1	(³)	.2	.8	1.0	1.0
\$4.00 and under \$4.10 -----	.4	.4	-	1.8	-	(³)	-	.8	.1	1.1
\$4.10 and under \$4.20 -----	.4	.4	-	.7	-	(³)	-	1.0	.3	-
\$4.20 and under \$4.30 -----	.5	.5	-	2.6	-	(³)	-	.7	-	1.1
\$4.30 and under \$4.40 -----	.2	.2	-	-	-	(³)	.1	.6	.2	.3
\$4.40 and under \$4.50 -----	.2	.2	-	(³)	-	(³)	-	.8	.1	.8
\$4.50 and over -----	1.0	1.0	-	.9	-	.1	-	3.0	.5	.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 -----	20,339	20,157	182	2,147	1,703	6,059	3,525	3,891	1,369	786
Average hourly earnings ¹ -----	\$2.39	\$2.39	\$1.91	\$2.84	\$2.20	\$2.05	\$1.94	\$2.91	\$2.37	\$3.07

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

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

³ Less than 0.05 percent.

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

Table 4. Earnings distribution: Ceramic wall and floor tile

(Percent distribution of production workers in ceramic wall and floor tile manufacturing establishments by average straight-time hourly earnings,¹ United States and selected regions, September 1969)

Average hourly earnings ¹	United States ²			Middle Atlantic	South-east	South-west	Pacific
	Total	Men	Women				
Under \$1.60 -----	(³)	-	0.1	-	-	0.4	-
\$1.60 and under \$1.65 -----	0.6	0.4	.9	-	0.4	3.4	-
\$1.65 and under \$1.70 -----	2.2	1.5	3.4	-	.3	3.4	3.1
\$1.70 and under \$1.75 -----	1.9	1.1	3.3	0.3	4.3	3.7	1.4
\$1.75 and under \$1.80 -----	2.4	.9	5.5	1.0	1.6	11.1	.9
\$1.80 and under \$1.85 -----	3.1	2.3	4.7	1.2	2.5	12.7	3.3
\$1.85 and under \$1.90 -----	2.2	1.0	4.6	2.5	1.6	8.0	.8
\$1.90 and under \$1.95 -----	2.7	2.4	3.3	1.5	4.8	6.9	1.2
\$1.95 and under \$2.00 -----	3.0	2.3	4.6	1.3	3.0	7.6	.6
\$2.00 and under \$2.10 -----	11.4	7.7	18.6	8.0	19.8	13.5	6.1
\$2.10 and under \$2.20 -----	7.1	6.7	8.1	4.9	11.6	6.1	5.0
\$2.20 and under \$2.30 -----	8.4	8.7	7.9	5.2	10.4	7.7	7.7
\$2.30 and under \$2.40 -----	9.3	9.8	8.2	5.4	6.5	6.0	8.5
\$2.40 and under \$2.50 -----	8.9	9.9	6.9	12.4	8.1	2.7	9.9
\$2.50 and under \$2.60 -----	7.5	8.9	5.0	10.1	4.5	1.9	10.2
\$2.60 and under \$2.70 -----	6.1	6.4	5.5	10.9	1.9	1.5	6.9
\$2.70 and under \$2.80 -----	3.4	4.1	1.9	4.9	2.8	1.4	4.7
\$2.80 and under \$2.90 -----	3.3	3.9	2.3	3.3	4.1	.1	4.6
\$2.90 and under \$3.00 -----	2.8	3.5	1.5	5.2	2.6	1.0	3.0
\$3.00 and under \$3.10 -----	2.6	3.4	.9	4.8	1.9	.2	2.7
\$3.10 and under \$3.20 -----	2.4	3.1	1.0	4.7	1.9	.1	2.9
\$3.20 and under \$3.30 -----	2.2	3.1	.6	2.9	1.4	-	5.0
\$3.30 and under \$3.40 -----	2.0	2.7	.5	2.4	1.6	-	3.7
\$3.40 and under \$3.50 -----	.8	1.1	.2	1.2	.5	-	1.4
\$3.50 and under \$3.60 -----	1.2	1.7	.1	2.4	.1	.2	1.9
\$3.60 and under \$3.70 -----	.6	.9	.1	1.3	.2	-	.6
\$3.70 and under \$3.80 -----	.4	.5	.1	.6	.3	-	.5
\$3.80 and under \$3.90 -----	.3	.4	(³)	.5	.4	-	.3
\$3.90 and under \$4.00 -----	.2	.3	.1	.6	-	-	.3
\$4.00 and under \$4.10 -----	.2	.3	-	.1	.2	-	.5
\$4.10 and under \$4.20 -----	.1	.1	-	.1	.1	-	.1
\$4.20 and under \$4.30 -----	.2	.3	-	.2	-	-	.8
\$4.30 and under \$4.40 -----	.1	.1	-	.1	.1	-	.1
\$4.40 and under \$4.50 -----	(³)	(³)	-	.1	-	-	.1
\$4.50 and over -----	.4	.6	-	-	.6	.2	1.2
Total -----	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Number of workers -----	6,338	4,200	2,138	1,565	1,547	801	1,060
Average hourly earnings ¹ -----	\$2.42	\$2.54	\$2.20	\$2.62	\$2.32	\$2.01	\$2.60

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

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

³ Less than 0.05 percent.

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

Table 5. Earnings distribution: Clay refractories

(Percent distribution of production workers in clay refractories manufacturing establishments by average straight-time hourly earnings, ¹ United States and selected regions, September 1969)

Average hourly earnings ¹	United States ²			Middle Atlantic	Great Lakes	Middle West
	Total	Men	Women			
Under \$1.60 -----	-	-	-	-	-	-
\$1.60 and under \$1.65 -----	0.3	(³)	7.9	0.7	0.5	-
\$1.65 and under \$1.70 -----	.1	(³)	2.8	-	.2	-
\$1.70 and under \$1.75 -----	.7	0.1	18.6	.3	.3	-
\$1.75 and under \$1.80 -----	.1	-	3.8	.2	.4	-
\$1.80 and under \$1.85 -----	.5	.3	6.6	-	1.9	(³)
\$1.85 and under \$1.90 -----	.4	.3	3.5	.1	.4	-
\$1.90 and under \$1.95 -----	.7	.3	12.9	.6	1.6	-
\$1.95 and under \$2.00 -----	.7	.7	.6	-	.3	(³)
\$2.00 and under \$2.10 -----	1.5	1.3	7.3	-	4.7	-
\$2.10 and under \$2.20 -----	.7	.5	7.9	(³)	2.3	0.1
\$2.20 and under \$2.30 -----	3.6	3.6	4.7	.1	5.4	.1
\$2.30 and under \$2.40 -----	4.0	4.1	2.8	-	4.3	1.8
\$2.40 and under \$2.50 -----	5.4	5.5	2.8	2.5	3.3	1.8
\$2.50 and under \$2.60 -----	5.0	4.9	8.5	4.3	5.7	4.5
\$2.60 and under \$2.70 -----	5.3	5.4	2.2	6.5	4.2	5.6
\$2.70 and under \$2.80 -----	5.8	6.0	1.6	9.7	2.9	2.9
\$2.80 and under \$2.90 -----	5.1	5.2	2.2	8.6	2.5	3.8
\$2.90 and under \$3.00 -----	9.8	10.1	-	11.3	7.2	16.1
\$3.00 and under \$3.10 -----	8.8	9.1	-	8.3	7.4	14.4
\$3.10 and under \$3.20 -----	9.4	9.7	.6	7.5	11.5	14.7
\$3.20 and under \$3.30 -----	7.7	7.9	.3	9.1	6.9	9.6
\$3.30 and under \$3.40 -----	4.4	4.6	.3	5.1	5.2	3.3
\$3.40 and under \$3.50 -----	3.0	3.1	.9	3.4	3.8	3.5
\$3.50 and under \$3.60 -----	3.6	3.7	-	5.4	1.8	4.5
\$3.60 and under \$3.70 -----	3.1	3.2	-	4.3	2.7	3.8
\$3.70 and under \$3.80 -----	1.7	1.7	.3	1.6	1.4	1.4
\$3.80 and under \$3.90 -----	1.4	1.5	-	1.6	1.8	1.0
\$3.90 and under \$4.00 -----	1.3	1.3	.3	1.3	2.1	.8
\$4.00 and under \$4.10 -----	1.0	1.1	-	2.1	1.3	.5
\$4.10 and under \$4.20 -----	.6	.6	-	.5	.9	.8
\$4.20 and under \$4.30 -----	.3	.3	-	.3	.6	.5
\$4.30 and under \$4.40 -----	.4	.4	-	.3	.9	.3
\$4.40 and under \$4.50 -----	.3	.3	-	.2	.5	.4
\$4.50 and over -----	3.2	3.3	.3	4.1	2.9	3.7
Total -----	100.0	100.0	100.0	100.0	100.0	100.0
Number of workers -----	9,681	9,364	317	2,875	1,698	2,627
Average hourly earnings ¹ -----	\$3.03	\$3.07	\$2.06	\$3.18	\$2.98	\$3.19

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

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

³ Less than 0.05 percent.

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

Table 6. Earnings distribution: Clay sewer pipe

(Percent distribution of production workers in clay sewer pipe manufacturing establishments by average straight-time hourly earnings,¹ United States and selected regions, September 1969)

Average hourly earnings ¹	United States ²	South-east	Great Lakes	Pacific
Under \$1.60 -----	(³)	-	-	-
\$1.60 and under \$1.65 -----	1.4	6.3	(³)	-
\$1.65 and under \$1.70 -----	1.0	3.5	-	-
\$1.70 and under \$1.75 -----	1.7	4.3	-	-
\$1.75 and under \$1.80 -----	1.5	4.0	0.1	-
\$1.80 and under \$1.85 -----	2.4	9.8	-	-
\$1.85 and under \$1.90 -----	3.2	13.1	.1	-
\$1.90 and under \$1.95 -----	2.1	8.6	-	-
\$1.95 and under \$2.00 -----	1.4	2.5	-	-
\$2.00 and under \$2.10 -----	2.9	5.5	(³)	0.4
\$2.10 and under \$2.20 -----	2.4	7.2	-	-
\$2.20 and under \$2.30 -----	5.6	13.5	6.0	.8
\$2.30 and under \$2.40 -----	11.0	5.8	20.2	.7
\$2.40 and under \$2.50 -----	13.9	4.0	25.8	.5
\$2.50 and under \$2.60 -----	7.1	2.7	10.0	.4
\$2.60 and under \$2.70 -----	5.1	3.6	3.7	11.0
\$2.70 and under \$2.80 -----	3.9	2.1	4.9	.2
\$2.80 and under \$2.90 -----	4.4	.6	3.0	16.5
\$2.90 and under \$3.00 -----	3.9	1.0	1.3	14.9
\$3.00 and under \$3.10 -----	7.6	.7	4.0	26.1
\$3.10 and under \$3.20 -----	4.2	-	3.2	11.4
\$3.20 and under \$3.30 -----	1.4	-	.7	4.4
\$3.30 and under \$3.40 -----	1.7	1.0	2.1	1.8
\$3.40 and under \$3.50 -----	.8	-	.9	1.6
\$3.50 and under \$3.60 -----	1.1	-	.9	2.8
\$3.60 and under \$3.70 -----	.7	.2	.6	1.4
\$3.70 and under \$3.80 -----	.6	-	.5	2.3
\$3.80 and under \$3.90 -----	1.2	-	1.4	.2
\$3.90 and under \$4.00 -----	.8	-	.5	1.9
\$4.00 and under \$4.10 -----	.6	-	.5	-
\$4.10 and under \$4.20 -----	.4	-	.6	-
\$4.20 and under \$4.30 -----	.3	-	.6	.5
\$4.30 and under \$4.40 -----	.3	-	.7	-
\$4.40 and under \$4.50 -----	.3	-	.6	-
\$4.50 and over -----	3.3	.1	6.9	.1
Total -----	100.0	100.0	100.0	100.0
Number of workers -----	⁴ 5,743	1,215	2,084	977
Average hourly earnings ¹ -----	\$2.68	\$2.07	\$2.87	\$3.03

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

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

³ Less than 0.05 percent.

⁴ Includes 15 women.

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

Table 7. Occupational averages: Structural clay products

(Number and average straight-time hourly earnings¹ of workers in selected occupations in structural clay products manufacturing establishments, United States and selected regions, September 1969)

Occupation and sex	United States ²		Middle Atlantic		Border States		Southeast		Southwest		Great Lakes		Middle West		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
Processing																
Clay makers (all men)-----	270	\$2.51	43	\$2.67	-	-	54	\$2.19	41	\$2.03	63	\$2.65	34	\$3.10	12	\$2.72
Die pressers (547 men, 105 women)-----	652	2.87	147	3.21	58	\$3.59	78	2.35	65	2.22	115	2.91	61	3.33	87	2.82
Dry-pan operators (all men)-----	463	2.61	87	2.86	27	2.34	56	2.28	66	2.06	118	2.77	57	2.78	24	3.04
Finishers-----	542	2.36	89	2.43	-	-	88	2.16	98	1.84	148	2.71	14	2.42	49	2.50
Men-----	231	2.73	58	2.74	-	-	12	2.24	15	1.87	90	3.11	14	2.42	14	2.56
Women-----	311	2.08	31	1.86	-	-	76	2.14	83	1.83	58	2.09	-	-	35	2.48
Glazing-machine feeders-----	252	2.36	55	2.60	-	-	30	2.16	63	1.97	56	2.62	-	-	40	2.44
Men-----	133	2.49	-	-	-	-	14	2.27	23	2.00	34	2.78	-	-	21	2.55
Women-----	119	2.22	-	-	-	-	16	2.07	-	-	22	2.38	-	-	19	2.33
Grinders, clay (all men)-----	545	2.35	60	2.91	45	2.22	152	1.96	87	1.95	105	2.65	64	2.62	21	3.13
Kiln firemen (periodic kiln) (all men)-----	885	2.44	204	2.65	79	2.26	93	1.98	69	1.91	287	2.54	66	2.32	38	3.14
Kiln firemen (scove kiln) (all men)-----	61	2.42	-	-	-	-	-	-	-	-	16	3.03	-	-	-	-
Kiln firemen (tunnel kiln) (all men)-----	1,613	2.42	173	2.91	172	2.40	500	2.09	231	2.01	238	2.63	140	2.68	105	3.12
Kiln loaders (scove kiln) (all men)-----	140	2.48	-	-	-	-	-	-	36	1.73	43	3.11	-	-	-	-
Kiln placers (tunnel kiln) (1,559 men, 16 women)-----	1,575	2.70	165	3.48	152	2.59	583	2.30	138	2.33	260	2.91	140	3.21	95	2.81
Kiln unloaders (tunnel kiln) (1,718 men, 38 women)-----	1,756	2.72	159	3.50	167	2.83	812	2.22	144	2.38	205	3.24	170	3.90	72	2.72
Kiln setters and drawers (periodic kiln) (all men)-----	2,377	3.15	603	3.52	184	2.71	295	2.09	140	2.33	719	3.64	194	2.95	131	2.88
Kiln setters-----	1,195	3.21	319	3.63	105	2.70	133	2.03	45	2.56	386	3.52	96	3.05	60	2.95
Kiln drawers-----	1,044	3.18	264	3.41	78	2.74	146	2.18	73	2.36	271	4.09	89	2.88	71	2.82
Kiln setters and drawers-----	138	2.37	-	-	-	-	-	-	22	1.77	62	2.44	-	-	-	-
Molders, hand (all men)-----	313	3.28	46	3.19	29	3.07	62	2.45	15	2.86	67	3.52	74	4.15	-	-
Molding-machine operators (243 men, 4 women)-----	247	2.71	72	2.83	-	-	-	-	55	1.83	59	2.98	-	-	16	3.23
Off-bearers-----	3,238	2.48	349	2.87	203	2.45	782	2.05	471	1.99	692	2.98	218	2.61	418	2.61
Men-----	2,975	2.52	337	2.90	187	2.47	657	2.07	453	2.00	680	2.98	218	2.61	344	2.73
Women-----	263	2.04	-	-	-	-	125	1.95	18	1.77	-	-	-	-	74	2.07
Packers-----	742	2.46	142	2.94	29	2.64	90	2.05	185	2.15	163	2.32	42	2.98	44	2.85
Men-----	515	2.61	117	3.09	17	2.81	48	2.01	148	2.19	92	2.41	42	2.98	-	-
Women-----	227	2.11	25	2.22	-	-	42	2.10	37	2.00	71	2.19	-	-	21	2.09
Pattern mounters (300 women, 28 men)-----	328	2.26	200	2.29	-	-	-	-	-	-	-	-	-	-	-	-
Pipe turners (all men)-----	31	3.07	-	-	-	-	-	-	-	-	18	3.88	-	-	-	-
Pressmen, automatic (505 men, 27 women)-----	532	2.84	71	3.20	36	2.80	72	2.51	79	2.13	106	2.84	-	-	40	3.15
Pugmill men (all men)-----	668	2.62	92	3.11	51	2.48	170	2.23	86	2.02	155	2.92	51	2.72	37	3.30
Sorters, brick (all men)-----	660	2.30	-	-	68	1.95	193	1.90	137	1.84	74	3.18	-	-	62	3.01
Sorters, tile-----	666	2.28	-	-	-	-	231	2.15	100	1.85	117	2.43	-	-	69	2.49
Men-----	78	2.66	-	-	-	-	-	-	-	-	46	2.86	-	-	-	-
Women-----	588	2.23	-	-	-	-	231	2.15	86	1.86	71	2.15	-	-	55	2.37
Spray machine operators, automatic (glazing) (192 men, 8 women)-----	200	2.70	43	2.96	-	-	32	2.67	-	-	71	2.59	-	-	26	2.95

See footnotes at end of table.

Table 7. Occupational averages: Structural clay products—Continued

(Number and average straight-time hourly earnings¹ of workers in selected occupations in structural clay products manufacturing establishments, United States and selected regions, September 1969)

Occupation and sex	United States ²		Middle Atlantic		Border States		Southeast		Southwest		Great Lakes		Middle West		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
<u>Maintenance</u>																
Electricians, maintenance (all men) -----	195	\$3.34	31	\$3.42	8	\$3.10	52	\$3.22	11	\$3.04	45	\$3.15	29	\$3.47	14	\$4.31
Machinists, maintenance (all men) -----	299	3.30	50	3.49	37	2.59	53	3.22	-	-	39	3.03	69	3.49	31	4.06
Maintenance men, general utility (all men)-----	1,382	2.68	187	3.05	124	2.60	273	2.36	227	2.16	364	2.85	121	3.05	53	3.37
Mechanics, automotive, maintenance (all men) -----	289	2.88	26	3.09	21	2.70	88	2.62	21	2.47	70	2.92	25	3.22	22	3.50
Mechanics, maintenance (all men) -----	442	3.16	94	3.27	54	2.92	110	3.15	20	2.57	37	2.92	54	3.27	51	3.53
<u>Custodial and material movement</u>																
Janitors (333 men, 46 women)-----	379	2.15	64	2.39	32	2.12	105	1.98	51	1.77	68	2.17	32	2.56	17	2.65
Truckdrivers (all men) ³ -----	1,166	2.55	103	3.01	38	2.34	438	2.14	167	2.28	176	3.03	95	2.57	60	3.72
Light (under 1½ tons)-----	37	2.45	-	-	-	-	11	2.00	-	-	11	2.35	-	-	-	-
Medium (1½ to and including 4 tons)-----	265	2.42	19	3.13	-	-	96	2.11	48	1.85	46	2.95	29	2.74	11	3.39
Heavy (over 4 tons, trailer type)-----	477	2.66	26	3.03	8	2.93	185	2.13	106	2.49	60	3.23	-	-	40	3.98
Heavy (over 4 tons, other than trailer type)-----	352	2.54	53	2.98	19	2.25	146	2.18	10	2.08	58	3.04	16	2.62	-	-
Truckers, hand (all men) -----	366	2.59	49	2.51	19	2.76	59	2.01	47	1.89	137	3.06	44	2.76	-	-
Truckers, power (forklift) (all men)-----	2,380	2.53	265	2.87	152	2.34	529	2.06	226	2.01	568	2.75	298	2.83	206	2.93
Truckers, power (other than forklift) (all men)-----	284	2.54	29	3.04	-	-	76	2.03	17	2.04	58	2.53	69	2.94	19	2.90
<u>Mine</u>																
Power-shovel operators (all men) -----	322	2.62	30	2.90	34	2.60	101	2.29	48	2.28	65	3.03	19	2.71	8	3.31

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

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

³ Includes drivers operating a combination of the types and sizes of trucks shown separately.

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

Table 8. Occupational averages: Brick and structural clay tile

(Number and average straight-time hourly earnings¹ of men in selected occupations in brick and structural clay tile manufacturing establishments, United States and selected regions, September 1969)

Occupation	United States ²		Middle Atlantic		Border States		Southeast		Southwest		Great Lakes		Middle West		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
Dry-pan operators -----	201	\$2.39	29	\$2.52	14	\$2.17	26	\$1.94	36	\$1.89	55	\$2.75	-	-	11	\$3.14
Electricians, maintenance -----	58	3.25	-	-	-	-	23	3.23	6	3.23	17	3.31	-	-	-	-
Grinders, clay-----	347	2.17	17	2.77	22	1.99	133	1.91	83	1.94	41	2.81	30	\$2.35	13	3.27
Janitors -----	144	1.99	18	2.32	23	1.90	49	1.82	25	1.72	17	2.28	-	-	-	-
Kiln drawers (periodic kiln) -----	519	2.74	136	2.96	27	2.44	77	2.21	58	2.22	82	3.43	64	2.42	41	2.77
Kiln firemen (periodic kiln) -----	451	2.28	108	2.52	44	2.25	59	1.96	55	1.83	122	2.45	38	2.00	-	-
Kiln firemen (scove kiln) -----	61	2.42	-	-	-	-	-	-	-	-	16	3.03	-	-	-	-
Kiln firemen (tunnel kiln) -----	1,082	2.27	69	2.81	142	2.24	413	2.01	173	1.93	113	2.71	65	2.37	62	3.17
Kiln loaders (scove kiln) -----	140	2.48	-	-	-	-	-	-	36	1.73	43	3.11	-	-	-	-
Kiln placers (tunnel kiln) -----	911	2.61	109	3.63	102	2.70	424	2.29	90	2.07	123	2.78	-	-	-	-
Kiln setters (periodic kiln) -----	546	2.89	139	3.09	49	2.33	82	1.95	20	2.23	129	3.33	59	2.71	28	2.96
Kiln unloaders (tunnel kiln) -----	1,092	2.47	107	3.27	113	2.48	612	2.17	87	1.99	86	3.71	54	2.89	26	2.99
Machinists, maintenance -----	70	2.84	7	3.13	-	-	17	3.05	-	-	-	-	-	-	7	4.27
Maintenance men, general utility -----	726	2.45	65	2.81	77	2.32	178	2.22	177	2.08	139	2.87	46	2.64	18	3.50
Mechanics, automotive (maintenance) -----	144	2.74	15	3.16	10	2.25	55	2.50	14	2.35	24	3.01	-	-	10	3.39
Mechanics, maintenance -----	91	2.78	13	3.27	17	2.18	36	2.77	-	-	-	-	-	-	-	-
Molding-machine operators -----	122	2.35	23	3.09	-	-	7	2.16	49	1.71	29	2.68	-	-	-	-
Off-bearers -----	2,061	2.45	160	2.69	149	2.41	550	2.05	419	2.00	471	3.09	139	2.38	108	3.06
Power-shovel operators -----	262	2.55	24	2.83	27	2.41	89	2.26	41	2.24	48	3.07	14	2.61	6	3.32
Pugmill men -----	447	2.49	38	2.85	31	2.47	137	2.16	81	1.96	89	3.04	28	2.46	20	3.46
Sorters, brick -----	628	2.29	-	-	68	1.95	193	1.90	137	1.84	74	3.18	-	-	62	3.01
Truckdrivers ³ -----	883	2.48	66	2.96	35	2.30	386	2.12	159	2.24	97	3.33	43	2.42	26	4.02
Medium (1 1/2 to and including 4 tons) -----	171	2.28	6	2.67	-	-	61	2.02	48	1.85	29	3.11	-	-	-	-
Heavy (over 4 tons, trailer type) -----	387	2.56	-	-	6	3.03	173	2.12	104	2.45	35	3.35	-	-	19	4.04
Heavy (over 4 tons, other than trailer type) -----	288	2.52	40	2.99	19	2.25	142	2.17	-	-	30	3.62	12	2.63	-	-
Truckers, hand -----	187	2.43	27	2.50	-	-	38	1.82	-	-	73	3.00	-	-	-	-
Truckers, power (forklift) -----	1,230	2.34	87	2.76	97	2.10	364	1.99	232	1.95	248	2.90	99	2.47	53	2.94
Truckers, power (other than forklift) -----	101	2.31	-	-	-	-	44	2.02	16	2.06	19	2.66	-	-	-	-

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

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

³ Includes all drivers regardless of size and type of truck operated.

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

Table 9. Occupational averages: Ceramic wall and floor tile

(Number and average straight-time hourly earnings¹ of workers in selected occupations in ceramic wall and floor tile manufacturing establishments, United States and selected regions, September 1969)

Occupation and sex	United States ²		Middle Atlantic		Southeast		Southwest		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>Men</u>										
Clay makers -----	66	\$2.29	-	-	22	\$2.36	-	-	9	\$2.54
Die pressers -----	189	2.55	-	-	58	2.35	23	\$2.19	53	2.81
Glazing-machine feeders -----	92	2.36	-	-	14	2.27	23	2.00	19	2.50
Janitors -----	78	2.18	21	\$2.32	20	2.28	18	1.87	-	-
Kiln firemen (tunnel kiln) -----	207	2.52	49	2.79	45	2.42	38	2.13	21	2.97
Kiln placers (tunnel kiln) -----	262	2.55	21	3.28	78	2.22	23	2.04	60	2.70
Kiln unloaders (tunnel kiln) -----	225	2.54	-	-	100	2.56	27	2.15	31	2.33
Machinists, maintenance -----	55	3.52	-	-	15	3.25	-	-	-	-
Maintenance men, general utility -----	152	2.61	-	-	36	2.56	34	2.36	19	3.35
Mechanics, maintenance -----	120	3.13	45	3.19	29	3.16	-	-	-	-
Off-bearers -----	168	2.30	-	-	38	2.08	-	-	57	2.29
Packers -----	51	2.50	20	2.57	-	-	-	-	-	-
Pressmen, automatic -----	155	2.59	46	2.96	29	2.28	37	2.25	8	3.02
Truckers, power (forklift) -----	89	2.37	9	2.61	20	2.34	-	-	17	2.59
<u>Women</u>										
Finishers -----	220	2.11	-	-	76	2.14	64	1.76	35	2.48
Glazing-machine feeders -----	119	2.22	-	-	16	2.07	-	-	19	2.33
Off-bearers -----	217	2.05	-	-	-	-	18	1.77	74	2.07
Packers -----	117	2.23	-	-	-	-	18	1.80	-	-
Pattern mounters -----	300	2.24	185	2.25	-	-	-	-	-	-
Sorters, tile -----	588	2.23	-	-	231	2.15	86	1.86	55	2.37

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

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

Table 10. Occupational averages: Clay refractories

(Number and average straight-time hourly earnings¹ of men in selected occupations in clay refractories manufacturing establishments, United States and selected regions, September 1969)

Occupation	United States ²		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
Clay makers -----	112	\$2.89	-	-	32	\$2.86	27	\$3.40
Die pressers -----	301	3.42	100	\$3.53	65	3.25	-	-
Dry-pan operators -----	155	3.01	53	3.09	28	3.08	39	3.06
Electricians, maintenance -----	64	3.50	19	3.55	-	-	26	3.49
Finishers -----	109	3.14	24	2.89	67	3.36	-	-
Grinders, clay -----	129	2.70	41	2.99	29	2.41	27	2.90
Janitors -----	74	2.64	16	2.83	21	2.37	-	-
Kiln drawers (periodic kiln) -----	240	3.79	100	4.05	65	4.40	27	2.69
Kiln firemen (periodic kiln) -----	183	2.80	72	2.92	55	2.87	11	3.14
Kiln firemen (tunnel kiln) -----	216	2.98	51	3.14	52	2.65	60	3.08
Kiln placers (tunnel kiln) -----	246	3.09	31	3.19	49	3.25	103	3.36
Kiln setters (periodic kiln) -----	311	3.80	156	4.15	79	3.86	-	-
Kiln unloaders (tunnel kiln) -----	262	3.94	37	4.19	30	3.50	102	4.51
Machinists, maintenance -----	147	3.48	30	3.51	15	3.32	67	3.49
Maintenance men, general utility -----	332	3.17	100	3.28	109	2.99	56	3.47
Mechanics, maintenance -----	173	3.37	29	3.40	8	3.07	-	-
Molders, hand -----	183	3.57	33	3.05	-	-	74	4.15
Molding-machine operators -----	108	3.10	-	-	28	3.30	-	-
Off-bearers -----	367	3.02	150	3.18	79	2.93	67	3.10
Packers -----	133	2.73	46	2.70	-	-	36	3.15
Pressmen, automatic -----	227	3.22	-	-	30	2.99	-	-
Pugmill men -----	107	3.12	45	3.39	22	2.59	13	3.28
Truckdrivers ³ -----	110	2.90	31	3.21	30	2.86	25	2.90
Medium (1½ to and including 4 tons) -----	60	2.87	13	3.34	9	2.82	20	2.87
Truckers, hand -----	46	3.12	-	-	10	2.98	28	3.13
Truckers, power (forklift) -----	482	2.99	149	2.99	72	3.00	150	3.14
Truckers, power (other than forklift) -----	90	3.02	21	3.12	-	-	61	3.02

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

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

³ Includes all drivers regardless of size and type of truck operated.

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

Table 11. Occupational averages: Clay sewer pipe

(Number and average straight-time hourly earnings¹ of men in selected occupations in clay sewer pipe manufacturing establishments, United States and selected regions, September 1969)

Occupation	United States ²		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
Dry-pan operators -----	52	\$2.39	8	\$2.06	11	\$2.44	-	-
Electricians, maintenance -----	32	3.16	10	3.03	9	3.18	-	-
Finishers -----	46	2.33	-	-	18	2.44	-	-
Grinders, clay -----	28	2.56	7	2.21	13	2.59	-	-
Janitors -----	29	2.16	17	2.09	-	-	-	-
Kiln drawers (periodic kiln) -----	209	3.70	-	-	75	5.29	-	-
Kiln firemen (periodic kiln) -----	177	2.46	31	2.02	56	2.50	-	-
Kiln firemen (tunnel kiln) -----	84	2.65	26	2.28	34	2.74	-	-
Kiln placers (tunnel kiln) -----	98	3.03	24	2.33	39	2.77	-	-
Kiln setters (periodic kiln) -----	228	3.49	33	1.96	92	4.28	-	-
Kiln unloaders (tunnel kiln) -----	123	2.74	48	2.03	48	2.77	-	-
Maintenance men, general utility -----	117	2.79	31	2.54	48	2.89	-	-
Mechanics, automotive (maintenance) -----	82	2.86	22	2.63	39	2.79	9	\$3.68
Mechanics, maintenance -----	49	3.23	-	-	8	2.96	16	3.64
Molders, hand -----	73	2.60	36	2.07	16	3.33	-	-
Off-bearers -----	249	2.59	-	-	32	2.50	126	2.89
Pipe turners -----	31	3.07	-	-	18	3.88	-	-
Pressmen, automatic -----	86	2.71	24	2.42	30	2.80	-	-
Pugmill men -----	55	2.61	14	2.11	17	2.77	6	2.91
Truckdrivers ³ -----	91	2.79	27	2.11	19	2.47	-	-
Medium (1½ to and including 4 tons) -----	22	2.22	11	1.79	7	2.55	-	-
Truckers, hand -----	63	2.91	-	-	41	3.26	-	-
Truckers, power (forklift) -----	498	2.58	95	2.00	173	2.58	130	2.97
Truckers, power (other than forklift) -----	59	2.34	29	2.04	15	2.51	-	-

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

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

³ Includes all drivers regardless of size and type of truck operated.

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

Table 12. Occupational averages: By labor-management contract coverage and size of community

(Number and average straight-time hourly earnings¹ of men in selected occupations in structural clay products manufacturing establishments by labor-management contract coverage and size of community, United States and selected regions, September 1969)

Occupation and size of community	United States ²				Middle Atlantic		Southeast				Southwest		Great Lakes	
	Establishments with—													
	Majority covered		None or minority covered		Majority covered		Majority covered		None or minority covered		None or minority covered		Majority covered	
	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings
Clay makers-----	171	\$2.67	97	\$2.21	36	\$2.69	18	\$2.23	34	\$2.12	26	\$1.91	50	\$2.63
Metropolitan areas-----	82	2.48	64	2.27	-	-	11	1.99	-	-	-	-	24	2.72
Nonmetropolitan areas-----	89	2.85	33	2.09	13	2.91	-	-	23	2.20	-	-	26	2.55
Die pressers-----	424	3.15	123	2.55	127	3.39	-	-	29	2.08	19	2.18	79	2.91
Metropolitan areas-----	208	2.91	92	2.72	50	3.15	-	-	-	-	17	2.23	54	2.64
Nonmetropolitan areas-----	216	3.39	31	2.07	77	3.56	-	-	29	2.08	-	-	-	-
Dry-pan operators-----	350	2.73	113	2.24	82	2.87	31	2.52	25	1.97	42	1.97	92	2.80
Metropolitan areas-----	188	2.68	48	2.38	29	2.66	26	2.66	-	-	23	2.03	61	2.88
Nonmetropolitan areas-----	162	2.79	65	2.14	53	2.99	-	-	21	1.88	19	1.89	31	2.64
Grinders, clay-----	345	2.53	200	2.04	55	2.93	64	2.01	88	1.93	61	1.90	85	2.65
Metropolitan areas-----	165	2.63	58	2.16	34	2.84	35	2.09	26	2.03	-	-	57	2.69
Nonmetropolitan areas-----	180	2.43	142	2.00	21	3.07	29	1.91	62	1.89	51	1.92	28	2.58
Janitors-----	231	2.30	102	1.99	52	2.47	45	2.10	48	1.95	27	1.81	35	2.25
Metropolitan areas-----	120	2.27	49	2.08	34	2.47	24	2.03	11	1.85	18	1.85	20	2.26
Nonmetropolitan areas-----	111	2.32	53	1.91	18	2.47	21	2.17	37	1.97	9	1.72	15	2.23
Kiln firemen (periodic kiln)-----	668	2.52	217	2.17	187	2.63	55	2.08	38	1.85	34	1.84	189	2.64
Metropolitan areas-----	304	2.54	66	2.06	74	2.63	28	2.09	14	2.08	-	-	90	2.69
Nonmetropolitan areas-----	364	2.51	151	2.21	113	2.63	27	2.06	24	1.72	22	1.87	99	2.59
Kiln firemen (tunnel)-----	946	2.62	667	2.13	118	3.06	205	2.20	295	2.01	155	1.99	192	2.69
Metropolitan areas-----	482	2.65	260	2.29	67	3.12	111	2.22	82	1.97	33	2.09	92	2.66
Nonmetropolitan areas-----	464	2.59	407	2.03	51	2.97	94	2.18	213	2.03	122	1.96	100	2.72
Kiln unloaders (tunnel kiln)-----	960	3.11	758	2.26	138	3.52	287	2.23	510	2.23	108	2.02	179	3.26
Metropolitan areas-----	448	2.99	241	2.56	93	3.52	108	2.20	144	2.61	27	2.19	105	3.14
Nonmetropolitan areas-----	512	3.21	517	2.11	45	3.51	179	2.24	366	2.08	81	1.96	74	3.42
Kiln setters and drawers (periodic kiln)-----	1,830	3.31	547	2.63	581	3.54	178	2.21	117	1.92	94	2.16	502	3.93
Metropolitan areas-----	819	3.08	206	2.66	213	3.30	108	2.20	51	2.26	63	2.22	186	3.75
Nonmetropolitan areas-----	1,011	3.49	341	2.61	368	3.68	70	2.22	-	-	31	2.04	316	4.04
Maintenance men, general utility-----	956	2.82	426	2.36	178	3.04	147	2.48	126	2.22	151	2.12	287	2.90
Metropolitan areas-----	479	2.85	159	2.55	95	2.96	83	2.53	25	2.61	60	2.20	149	3.00
Nonmetropolitan areas-----	477	2.80	267	2.25	83	3.13	64	2.42	101	2.13	91	2.07	138	2.79
Off-bearers-----	1,962	2.70	1,013	2.18	300	2.91	337	2.16	320	1.97	273	1.89	479	3.05
Metropolitan areas-----	1,132	2.70	311	2.39	121	2.83	227	2.15	52	2.70	62	1.87	297	3.14
Nonmetropolitan areas-----	830	2.70	702	2.09	179	2.97	110	2.19	268	1.83	211	1.90	182	2.90
Packers-----	351	2.81	164	2.20	111	3.15	41	2.04	7	1.80	102	2.14	56	2.47
Metropolitan areas-----	265	2.79	76	2.05	86	3.23	41	2.04	-	-	53	1.92	37	2.49
Nonmetropolitan areas-----	86	2.87	88	2.32	25	2.86	-	-	7	1.80	49	2.39	-	-
Power-shovel operators-----	202	2.70	120	2.47	23	2.98	51	2.28	50	2.31	22	2.30	44	3.11
Metropolitan areas-----	116	2.75	47	2.44	14	2.96	34	2.27	16	2.35	12	1.94	29	3.20
Nonmetropolitan areas-----	86	2.64	73	2.49	9	3.02	17	2.31	34	2.29	10	2.74	15	2.95
Pugmill men-----	445	2.74	223	2.38	78	3.09	100	2.26	70	2.19	55	1.93	114	2.97
Metropolitan areas-----	234	2.74	84	2.71	23	2.99	81	2.29	24	2.34	8	1.92	67	3.04
Nonmetropolitan areas-----	211	2.75	139	2.18	55	3.13	19	2.14	46	2.11	47	1.93	47	2.86
Sorters, brick-----	364	2.60	296	1.94	-	-	-	-	99	1.80	93	1.71	40	3.58
Metropolitan areas-----	318	2.62	77	2.05	-	-	-	-	-	-	36	1.84	-	-
Nonmetropolitan areas-----	46	2.44	219	1.91	-	-	-	-	99	1.80	-	-	-	-
Truckdrivers-----	623	2.70	543	2.38	72	3.16	182	2.08	256	2.18	120	2.41	124	3.07
Metropolitan areas-----	383	2.91	208	2.47	45	3.29	115	2.19	88	2.30	19	2.46	92	3.23
Nonmetropolitan areas-----	240	2.38	335	2.33	27	2.96	67	1.91	168	2.12	101	2.40	32	2.61
Truckers, power (forklift)-----	1,771	2.65	603	2.17	235	2.90	321	2.10	208	2.01	162	1.91	460	2.78
Metropolitan areas-----	828	2.64	226	2.30	82	2.91	202	2.17	53	2.03	55	1.88	207	2.85
Nonmetropolitan areas-----	943	2.65	377	2.10	153	2.90	119	1.98	155	2.01	107	1.92	253	2.76

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

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

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

Table 13. Occupational averages: By labor-management contract coverage and size of establishment

(Number and average straight-time hourly earnings¹ of men in selected occupations in structural clay products manufacturing establishments by labor-management contract coverage and size of establishment, United States and selected regions, September 1969)

Occupation and size of establishment	United States ²				Middle Atlantic		Southeast				Southwest		Great Lakes	
	Establishments with—													
	Majority covered		None or minority covered		Majority covered		Majority covered		None or minority covered		None or minority covered		Majority covered	
	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings
Clay makers -----	171	\$2.67	97	\$2.21	36	\$2.69	18	\$2.23	34	\$2.12	26	\$1.91	50	\$2.63
20-99 workers -----	71	2.53	59	2.20	-	-	-	-	14	2.08	14	1.78	20	2.72
100 workers or more -----	100	2.78	38	2.22	10	3.22	18	2.23	20	2.15	-	-	30	2.57
Die pressers -----	424	3.15	123	2.55	127	3.39	-	-	29	2.08	19	2.18	79	2.91
20-99 workers -----	90	3.32	71	2.63	-	-	-	-	-	-	-	-	-	-
100 workers or more -----	334	3.11	52	2.44	89	3.22	-	-	23	2.11	-	-	58	2.68
Dry-pan operators -----	350	2.73	113	2.24	82	2.87	31	2.52	25	1.97	42	1.97	92	2.80
20-99 workers -----	164	2.70	92	2.15	47	2.77	-	-	22	1.85	36	1.93	59	2.83
100 workers or more -----	186	2.76	21	2.62	35	3.02	23	2.58	-	-	-	-	33	2.74
Grinders, clay -----	345	2.53	200	2.04	55	2.93	64	2.01	88	1.93	61	1.90	85	2.65
20-99 workers -----	137	2.51	123	2.04	21	2.99	23	1.91	57	1.84	27	1.85	34	2.96
100 workers or more -----	208	2.54	77	2.05	34	2.88	41	2.06	31	2.09	-	-	51	2.45
Janitors -----	231	2.30	102	1.99	52	2.47	45	2.10	48	1.95	27	1.81	35	2.25
20-99 workers -----	63	2.10	39	1.95	15	2.41	15	1.99	10	1.66	12	1.69	12	2.12
100 workers or more -----	168	2.37	63	2.03	37	2.49	30	2.15	38	2.02	15	1.90	23	2.31
Kiln firemen (periodic kiln) -----	668	2.52	217	2.17	187	2.63	55	2.08	38	1.85	34	1.84	189	2.64
20-99 workers -----	398	2.50	186	2.13	138	2.62	-	-	34	1.79	34	1.84	110	2.62
100 workers or more -----	270	2.56	31	2.40	49	2.66	42	2.13	-	-	-	-	79	2.66
Kiln firemen (tunnel kiln) -----	946	2.62	667	2.13	118	3.06	205	2.20	295	2.01	155	1.99	192	2.69
20-99 workers -----	393	2.54	426	2.06	29	2.86	66	2.16	162	1.91	124	1.95	87	2.68
100 workers or more -----	553	2.69	241	2.26	89	3.12	139	2.22	133	2.15	31	2.16	105	2.70
Kiln unloaders (tunnel kiln) -----	960	3.11	758	2.26	138	3.52	287	2.23	510	2.23	108	2.02	179	3.26
20-99 workers -----	345	2.84	401	2.04	69	3.15	80	2.00	231	1.98	82	1.96	61	3.10
100 workers or more -----	615	3.26	357	2.50	69	3.88	207	2.31	279	2.44	26	2.20	118	3.34
Kiln setters and drawers (periodic kiln) -----	1,830	3.31	547	2.63	581	3.54	178	2.21	117	1.92	94	2.16	502	3.93
20-99 workers -----	1,054	3.14	462	2.43	420	3.49	67	2.23	104	1.89	91	2.16	226	3.61
100 workers or more -----	776	3.53	85	3.70	161	3.68	111	2.20	-	-	-	-	276	4.20
Maintenance men, general utility -----	956	2.82	426	2.39	178	3.04	147	2.48	126	2.22	151	2.12	287	2.90
20-99 workers -----	430	2.75	273	2.36	75	2.87	57	2.41	69	2.13	87	2.11	160	2.95
100 workers or more -----	526	2.88	153	2.37	103	3.16	90	2.53	57	2.34	64	2.13	127	2.83
Off-bearers -----	1,962	2.70	1,013	2.18	300	2.91	337	2.16	320	1.97	273	1.83	479	3.05
20-99 workers -----	852	2.75	755	2.12	142	2.93	72	2.18	259	1.80	180	1.86	283	3.08
100 workers or more -----	1,110	2.67	258	2.36	158	2.89	265	2.16	61	2.67	-	-	196	3.01
Packers -----	351	2.81	164	2.20	111	3.15	41	2.04	7	1.80	102	2.14	56	2.47
20-99 workers -----	88	3.11	152	2.20	58	3.52	-	-	-	-	102	2.14	-	-
100 workers or more -----	263	2.71	-	-	53	2.74	41	2.04	-	-	-	-	40	2.47
Power-shovel operators -----	202	2.70	120	2.47	23	2.98	51	2.28	50	2.31	22	2.30	44	3.11
20-99 workers -----	90	2.71	88	2.41	11	2.82	-	-	35	2.23	16	2.06	19	3.25
100 workers or more -----	112	2.69	32	2.65	12	3.13	41	2.32	15	2.49	-	-	25	3.01
Pugmill men -----	445	2.74	223	2.38	78	3.09	100	2.26	70	2.19	55	1.93	114	2.97
20-99 workers -----	206	2.74	167	2.35	42	2.90	26	2.34	45	2.13	44	1.91	62	3.03
100 workers or more -----	239	2.75	56	2.45	36	3.31	74	2.24	25	2.29	-	-	52	2.89
Sorters, brick -----	364	2.60	296	1.94	-	-	-	-	99	1.80	93	1.71	40	3.58
20-99 workers -----	194	2.78	246	1.95	-	-	-	-	-	-	75	1.68	-	-
100 workers or more -----	170	2.39	-	-	-	-	-	-	-	-	-	-	-	-
Truckdrivers -----	623	2.70	543	2.38	72	3.16	182	2.08	256	2.18	120	2.41	124	3.07
20-99 workers -----	284	2.67	338	2.28	36	3.10	78	2.09	137	2.07	74	1.98	66	3.09
100 workers or more -----	339	2.73	205	2.56	36	3.23	104	2.08	119	2.30	-	-	58	3.05
Truckers, power (forklift) -----	1,771	2.65	603	2.17	235	2.90	321	2.10	208	2.01	162	1.91	460	2.78
20-99 workers -----	623	2.59	356	2.12	109	2.85	63	2.15	84	1.83	111	1.87	197	2.74
100 workers or more -----	1,148	2.68	247	2.25	126	2.95	258	2.08	124	2.14	-	-	263	2.81

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

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

Table 15. Occupational earnings: Brick and structural clay tile—California

(Number and average straight-time hourly earnings¹ of workers in selected occupations, September 1969)

Occupation ²	Number of workers	Average hourly earnings ¹	Number of workers receiving straight-time hourly earnings of—																							
			\$2.20	\$2.30	\$2.40	\$2.50	\$2.60	\$2.70	\$2.80	\$2.90	\$3.00	\$3.10	\$3.20	\$3.30	\$3.40	\$3.50	\$3.60	\$3.70	\$3.80	\$3.90	\$4.00	\$4.10	\$4.20	\$4.30	\$4.40	\$4.50
			and under																							
All production workers -----	543	\$3.07	6	5	94	33	82	23	22	28	11	53	16	4	3	23	18	59	26	8	6	-	9	2	6	6
<u>Selected production occupations</u>																										
Grinders, clay -----	10	3.26	-	-	3	-	1	6	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Kiln firemen (tunnel kiln) -----	36	3.15	-	-	-	-	8	-	-	12	-	6	-	-	-	-	-	-	10	-	-	-	-	-	-	-
Kiln setters and drawers (periodic kiln) -----	50	2.74	-	-	20	3	17	-	-	-	-	4	-	-	-	-	6	-	-	-	-	-	-	-	-	-
Maintenance men, general utility -----	10	3.66	-	-	-	-	-	-	-	-	-	2	-	2	-	-	-	1	3	-	2	-	-	-	-	-
Mechanics, automotive, maintenance -----	9	3.42	-	-	-	-	-	-	-	-	-	-	4	1	2	1	-	-	-	-	-	-	1	-	-	-
Off-bearers -----	74	3.08	-	-	12	2	-	10	12	-	-	14	-	-	-	8	-	16	-	-	-	-	-	-	-	-
Pugmill men -----	14	3.64	-	-	-	-	-	3	-	-	-	-	-	-	-	2	-	1	6	-	-	-	-	2	-	-
Truckdrivers ³ -----	23	4.02	-	-	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	6	4	-	5	-	6	-
Heavy (over 4 tons, trailer type) -----	16	4.04	-	-	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	4	-	4	-	6	-
Truckers, power (forklift) -----	50	2.94	1	-	2	11	15	1	4	-	-	2	2	-	-	-	5	7	-	-	-	-	-	-	-	-

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

² All production workers were men.

³ Includes all drivers regardless of the size and type of truck operated.

Table 16. Occupational earnings: Brick and structural clay tile—Georgia

(Number and average straight-time hourly earnings ¹ of workers in selected occupations, September 1969)

Occupation and sex	Number of workers	Average hourly earnings ¹	Number of workers receiving straight-time hourly earnings of—																					
			Under \$1.75		\$1.75 and under \$1.80	\$1.80	\$1.85	\$1.90	\$1.95	\$2.00	\$2.05	\$2.10	\$2.20	\$2.30	\$2.40	\$2.50	\$2.60	\$2.70	\$2.80	\$2.90	\$3.00	\$3.20	\$3.40	\$3.60
			18	97	50	236	54	151	192	76	67	10	22	11	9	23	7	16	4	25	28	3	4	
All production workers.....	1,103	\$2.05	18	97	50	236	54	151	192	76	67	10	22	11	9	23	7	16	4	25	28	3	4	
Men.....	1,051	2.06	14	97	50	202	40	151	192	76	67	10	22	11	9	23	7	16	4	25	28	3	4	
Women.....	52	1.85	4	-	-	34	14	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Selected production occupations ²																								
Electricians, maintenance (all timeworkers).....	8	3.28	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	7	-	-	
Kiln firemen (tunnel kiln) (all timeworkers).....	68	2.00	-	-	-	9	1	7	31	14	5	1	-	-	-	-	-	-	-	-	-	-	-	
Kiln placers (tunnel kiln) ³ a/.....	125	2.07	1	19	-	4	-	81	-	2	-	-	-	-	-	6	-	-	-	6	6	-	-	
Kiln unloaders (tunnel kiln) ³ b/.....	37	2.42	1	-	-	2	10	-	-	4	5	-	-	-	-	-	5	-	-	7	-	-	3	
Machinists, maintenance (all timeworkers).....	11	3.10	-	-	-	-	-	-	-	-	-	3	-	-	-	-	5	-	-	1	5	-	-	
Maintenance men, general utility (all timeworkers).....	28	2.40	-	-	-	-	-	5	2	-	5	-	-	2	5	5	-	-	-	4	-	-	-	
Mechanics, automotive (maintenance) (all timeworkers).....	11	2.88	-	-	-	-	-	-	-	-	-	-	-	1	2	1	-	2	1	1	3	-	-	
Off-bearers (all timeworkers).....	83	1.93	-	16	-	9	4	4	46	4	-	-	-	-	-	-	-	-	-	-	-	-	-	
Power-shovel operators (all timeworkers).....	18	2.31	-	-	-	-	-	-	-	3	-	13	-	-	2	-	-	-	-	-	-	-	-	
Pugmill men (all timeworkers).....	42	2.07	-	3	-	9	-	-	-	29	-	-	1	-	-	-	-	-	-	-	-	-	-	
Truckdrivers ⁴ ⁵	45	2.33	-	1	-	6	-	4	16	-	1	4	-	-	1	1	-	1	1	2	4	3	-	
Time.....	31	1.99	-	1	-	6	-	4	16	-	-	4	-	-	-	-	-	-	-	-	-	-	-	
Medium (1½ to and including 4 tons) (all timeworkers).....	10	1.90	-	-	-	6	-	4	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Truckers, power (forklift) (all timeworkers).....	79	2.01	-	12	-	-	12	-	-	40	10	-	5	-	-	-	-	-	-	-	-	-	-	

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

² Data for selected occupations were limited to men workers.

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

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

⁵ Includes all drivers regardless of size and type of truck operated.

Table 17. Occupational earnings: Brick and structural clay tile—Illinois

(Number and average straight-time hourly earnings¹ of workers in selected occupations, September 1969)

Occupation	Number of workers	Average hourly earnings ¹	Number of workers receiving straight-time hourly earnings of—																										
			Under \$2.10	\$2.10 and under \$2.20	\$2.20	\$2.30	\$2.40	\$2.50	\$2.60	\$2.70	\$2.80	\$2.90	\$3.00	\$3.10	\$3.20	\$3.30	\$3.40	\$3.50	\$3.60	\$3.70	\$3.80	\$3.90	\$4.00	\$4.10	\$4.20	\$4.30	\$4.40	\$4.50 and over	
All production workers ² -----	919	\$3.12	20	5	49	21	20	54	97	81	69	108	86	56	12	26	13	8	17	9	23	3	21	31	15	6	8	61	
<u>Selected production occupations</u>																													
Dry-pan operators (all timeworkers) -----	13	2.71	-	-	-	-	-	5	2	3	2	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Grinders, clay -----	18	3.11	-	-	-	-	-	-	1	2	3	2	2	4	-	1	-	-	-	-	-	3	-	-	-	-	-	-	-
Time -----	14	2.96	-	-	-	-	-	-	1	2	3	2	2	3	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-
Kiln firemen (periodic kiln) (all timeworkers) -----	22	2.50	-	4	4	-	-	4	6	-	1	-	1	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Kiln firemen (scove kiln) (all timeworkers) -----	13	2.97	-	-	-	-	-	-	-	-	7	4	-	1	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-
Kiln firemen (tunnel kiln) (all timeworkers) -----	31	2.81	-	-	4	-	-	-	7	4	-	12	1	1	-	2	-	-	-	-	-	-	-	-	-	-	-	-	-
Kiln loaders (scove kiln) (all timeworkers) -----	28	3.08	-	-	-	-	-	-	-	-	5	9	10	-	-	-	-	3	-	-	1	-	-	-	-	-	-	-	-
Kiln setters and drawers (periodic kiln) -----	22	3.51	-	-	-	4	-	-	-	-	-	-	5	-	-	-	-	-	-	5	1	-	4	1	-	-	-	-	2
Time -----	13	3.24	-	-	-	4	-	-	-	-	-	-	5	-	-	-	-	-	-	2	-	-	-	-	-	-	-	-	2
Kiln setters ³ -----	8	3.89	-	-	-	-	-	-	-	-	-	-	2	-	-	-	-	-	-	3	1	-	-	-	-	-	-	-	2
Kiln drawers -----	14	3.29	-	-	-	4	-	-	-	-	-	-	3	-	-	-	-	-	-	2	-	4	1	-	-	-	-	-	-
Time -----	9	2.88	-	-	-	4	-	-	-	-	-	-	3	-	-	-	-	-	-	2	-	-	-	-	-	-	-	-	-
Maintenance men, general utility (all timeworkers) -----	21	3.20	-	-	-	-	-	-	-	3	1	1	6	1	2	3	1	-	-	1	-	-	1	-	1	-	1	-	-
Mechanics, maintenance (all timeworkers) -----	6	3.62	-	-	-	-	-	-	-	1	-	-	-	-	2	1	-	-	-	-	-	-	-	-	-	-	-	-	4
Off-bearers -----	133	3.04	-	-	8	8	-	-	15	9	-	9	32	29	2	-	1	-	-	-	12	-	-	8	-	-	-	-	-
Time -----	103	2.86	-	-	8	8	-	-	15	8	-	9	30	23	1	-	1	-	-	-	-	-	-	-	-	-	-	-	-
Power-shovel operators -----	12	3.13	-	-	-	1	-	-	-	1	-	2	2	1	-	-	3	1	1	-	-	-	-	-	-	-	-	-	-
Time -----	11	3.08	-	-	-	-	-	-	-	1	-	2	2	1	-	-	2	1	1	-	-	-	-	-	-	-	-	-	-
Pugmill men -----	21	3.15	1	-	-	-	1	-	4	3	-	1	-	2	-	-	2	-	-	-	6	-	1	-	-	-	-	-	-
Time -----	12	2.70	1	-	-	-	1	-	4	3	-	1	-	2	-	-	2	-	-	-	-	-	-	-	-	-	-	-	-
Truckdrivers (all timeworkers) ⁵ -----	46	3.84	-	1	-	-	-	-	1	4	-	2	1	-	-	3	-	-	-	-	-	-	12	12	6	2	2	-	
Medium (1½ to and including 4 tons) -----	12	3.25	-	1	-	-	-	-	4	-	2	-	-	-	-	1	-	-	-	-	-	-	4	-	-	-	-	-	
Truckers, hand -----	27	3.07	-	-	-	-	-	-	1	5	8	4	3	-	-	4	-	-	-	-	-	-	-	-	-	1	-	1	
Time -----	23	2.99	-	-	-	-	-	-	1	5	8	4	3	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	1
Truckers, power (forklift) -----	55	3.50	-	-	-	-	4	8	13	-	3	7	1	-	-	-	-	-	-	-	-	-	-	3	-	1	1	6	
Time -----	35	2.81	-	-	-	-	4	8	13	-	3	6	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1
Truckers, power (other than forklift)(all timeworkers) -----	13	2.68	-	-	-	-	8	-	-	1	-	1	1	-	-	-	1	1	-	-	-	-	-	-	-	-	-	-	-

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

² All production workers were men.

³ Workers paid under time and incentive systems were equally divided.

⁴ Workers were at \$4.50 and \$4.60.

⁵ Includes all drivers regardless of size and type of truck operated.

⁶ Workers were distributed as follows: 1 at \$4.70 to \$4.80; 3 at \$5 to \$5.10; 5 at \$5.10 to \$5.20; and 5 at \$5.20 and over.

Table 18. Occupational earnings: Brick and structural clay tile—North Carolina

(Number and average straight-time hourly earnings¹ of workers in selected occupations, September 1969)

Occupation and sex	Number of workers	Average hourly earnings ¹	Number of workers receiving straight-time hourly earnings of—																									
			\$1.60 and under \$1.65	\$1.65 \$1.70	\$1.70 \$1.75	\$1.75 \$1.80	\$1.80 \$1.85	\$1.85 \$1.90	\$1.90 \$2.00	\$2.00 \$2.10	\$2.10 \$2.20	\$2.20 \$2.30	\$2.30 \$2.40	\$2.40 \$2.50	\$2.50 \$2.60	\$2.60 \$2.70	\$2.70 \$2.80	\$2.80 \$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 and over	
All production workers ²	1,752	\$2.19	91	65	83	94	101	93	131	218	176	124	143	77	57	52	49	62	39	28	11	14	5	4	2	6	10	17
Selected production occupations																												
Clay makers ^{3a/}	15	2.18	-	1	-	-	2	-	4	1	1	1	-	1	-	4	-	-	-	-	-	-	-	-	-	-	-	-
Electricians, maintenance (all timeworkers)	6	3.43	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	1	1	-	-	-	-	3	-
Grinders, clay	35	1.99	-	3	2	-	3	6	6	6	2	3	2	-	1	1	-	-	-	-	-	-	-	-	-	-	-	-
Time	30	1.98	-	3	2	-	3	4	6	6	1	1	2	-	1	1	-	-	-	-	-	-	-	-	-	-	-	-
Janitors (all timeworkers)	25	1.80	1	3	9	-	4	2	-	6	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Kiln firemen (tunnel kiln)	136	2.07	-	-	2	10	5	20	15	15	36	12	14	3	1	-	1	-	-	1	-	-	-	1	-	-	-	-
Time	127	2.07	-	-	2	10	5	20	15	13	30	11	14	3	1	-	1	-	-	1	-	-	-	1	-	-	-	-
Kiln placers (tunnel kiln)	208	2.52	-	-	-	1	4	6	2	24	10	20	27	23	20	12	14	18	5	6	-	4	-	1	-	-	4	7
Time	11	1.93	-	-	-	-	3	4	-	2	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Incentive	197	2.55	-	-	-	1	1	2	2	22	9	19	27	23	20	12	14	18	5	6	-	4	-	1	-	-	4	7
Kiln unloaders (tunnel kiln)	281	2.27	34	1	11	12	12	7	12	31	30	13	33	6	7	9	13	17	20	-	-	1	1	2	1	1	3	4
Incentive	238	2.38	4	-	10	10	6	6	12	29	30	13	33	6	7	9	13	17	20	-	-	1	1	2	1	1	3	4
Maintenance men, general utility (all timeworkers)	48	2.29	-	-	-	2	-	2	4	4	10	2	7	5	5	3	-	1	-	1	1	-	-	-	1	-	-	
Mechanics, automotive, maintenance (all timeworkers)	22	2.55	-	-	-	-	-	1	2	2	2	2	2	3	3	1	1	1	-	1	-	2	-	-	-	-	1	
Off-bearers	81	2.47	2	15	-	-	2	-	2	15	-	10	4	2	1	8	6	9	-	-	-	1	-	-	1	-	3	
Incentive	66	2.66	2	-	-	-	2	-	2	15	-	10	4	2	1	8	6	9	-	-	-	1	-	-	1	-	3	
Power-shovel operators	21	2.32	-	2	-	-	-	-	4	2	5	-	2	-	2	2	1	-	-	-	-	1	-	-	-	-	-	
Time	14	2.20	-	2	-	-	-	-	4	1	5	-	-	-	-	-	1	-	-	-	-	1	-	-	-	-	-	
Incentive	7	2.57	-	-	-	-	-	-	1	-	-	2	2	2	2	-	-	-	-	-	-	-	-	-	-	-	-	
Pugmill men	38	2.39	-	-	-	-	2	3	2	-	8	2	9	-	4	-	-	-	3	1	-	4	-	-	-	-	-	
Time	15	2.32	-	-	-	-	2	3	-	6	-	-	-	-	-	-	-	-	-	-	4	-	-	-	-	-	-	
Incentive	23	2.44	-	-	-	-	-	-	2	-	2	2	9	-	4	-	-	-	3	1	-	-	-	-	-	-	-	
Truckdrivers ^{4 5}	118	2.23	-	-	3	2	8	1	12	35	14	6	9	4	-	6	5	2	-	3	6	-	-	-	2	-	-	
Medium (1½ to and including 4 tons) ^{3b/}	24	2.39	-	-	-	-	-	-	6	4	2	-	2	-	-	2	2	2	-	3	1	-	-	-	-	-	-	
Heavy (over 4 tons, trailer type)	16	2.62	-	-	-	-	-	-	-	4	3	-	1	-	4	-	-	-	-	2	-	-	-	-	2	-	-	
Incentive	7	2.99	-	-	-	-	-	-	-	1	-	-	-	-	2	-	-	-	-	2	-	-	-	-	-	2	-	
Heavy (over 4 tons, other than trailer type)	73	2.12	-	-	3	2	4	1	6	30	8	3	7	3	-	-	3	-	-	-	3	-	-	-	-	-	-	
Time	35	1.99	-	-	3	2	3	1	4	15	1	2	4	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Incentive	38	2.25	-	-	-	-	1	-	2	15	7	1	3	3	-	-	3	-	-	-	3	-	-	-	-	-	-	
Truckers, hand ^{3a/}	17	2.00	-	-	8	-	-	-	1	2	-	-	4	2	-	-	-	-	-	-	-	-	-	-	-	-	-	
Truckers, power (forklift)	81	2.08	-	4	2	-	3	4	20	10	20	4	7	-	2	-	2	2	1	-	-	-	-	-	-	-	-	
Time	69	2.01	-	4	2	-	3	4	20	7	18	4	7	-	-	-	-	-	-	-	-	-	-	-	-	-	-	

¹ Excludes premium pay for overtime and for work on weekends, holidays, and late shifts.
² Nearly all production workers were men; occupational data limited to men.
³ Insufficient data to warrant publication of separate averages by method of wage payment; (a) predominantly timeworkers, and (b) predominantly incentive workers.
⁴ Includes data for workers in classification in addition to those shown separately.
⁵ Includes all drivers regardless of size and type of truck operated.

Table 19. Occupational earnings: Brick and structural clay tile—Ohio

(Number and average straight-time hourly earnings¹ of workers in selected occupations, September 1969)

Occupation	Number of workers	Average hourly earnings ¹	Number of workers receiving straight-time hourly earnings of—																											
			Under \$2.00	\$2.00 and under \$2.10	\$2.10	\$2.20	\$2.30	\$2.40	\$2.50	\$2.60	\$2.70	\$2.80	\$2.90	\$3.00	\$3.10	\$3.20	\$3.30	\$3.40	\$3.50	\$3.60	\$3.70	\$3.80	\$3.90	\$4.00	\$4.10	\$4.20	\$4.30	\$4.40	and over	
All production workers ²	2,238	\$2.84	32	37	75	229	302	171	182	146	111	165	90	70	73	32	76	55	108	85	44	18	27	10	8	12	19	61		
<u>Selected production occupations²</u>																														
Dry-pan operators.....	27	2.63	-	-	-	5	6	3	4	-	1	3	-	-	2	1	-	-	-	2	-	-	-	-	-	-	-	-	-	
Time.....	22	2.56	-	-	-	5	6	3	2	-	1	3	-	-	-	-	-	-	-	2	-	-	-	-	-	-	-	-		
Electricians, maintenance (all timeworkers) ³	12	3.35	-	-	-	-	-	-	-	-	-	2	3	-	-	-	1	2	-	2	-	-	-	2	-	-	-	-		
Glazing-machine feeders ³	30	2.83	-	-	-	9	6	-	1	2	-	-	-	-	-	2	6	4	-	-	-	-	-	-	-	-	-	-		
Grinders, clay.....	18	2.60	-	-	-	1	8	4	1	-	-	-	-	-	-	-	4	-	-	-	-	-	-	-	-	-	-	-		
Time.....	14	3.39	-	-	-	1	8	4	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Janitors (all timeworkers) ³	12	2.17	3	-	4	2	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Kiln firemen (periodic kiln) (all timeworkers) ³	68	2.37	-	-	6	13	31	10	-	-	4	4	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Kiln firemen (tunnel kiln).....	82	2.67	-	-	-	-	14	17	18	2	21	2	-	-	-	-	-	-	2	-	6	-	-	-	-	-	-	-		
Time.....	66	2.63	-	-	-	-	14	17	16	-	13	-	-	-	-	-	-	-	-	6	-	-	-	-	-	-	-	-		
Kiln placers (tunnel kiln).....	72	2.88	1	-	-	-	8	17	9	4	1	4	1	4	-	3	3	3	4	2	4	1	2	-	1	-	-	-		
Incentive.....	34	3.31	1	-	-	-	-	1	-	2	1	1	1	4	-	3	3	3	4	2	4	1	2	-	1	-	-	-		
Kiln unloaders (tunnel kiln).....	68	3.57	-	1	-	2	-	1	1	1	2	1	8	5	-	3	6	1	-	23	-	1	-	-	-	1	-	11		
Incentive.....	46	3.58	-	1	-	-	-	1	1	1	2	1	8	5	-	3	6	1	-	3	-	1	-	-	-	-	1	-		
Kiln setters and drawers (periodic kiln) (all incentive workers) ³	179	3.32	-	-	-	-	2	2	6	40	3	5	11	9	-	-	29	25	3	4	14	-	-	-	2	-	6	18		
Kiln setters.....	113	3.22	-	-	-	2	2	6	31	2	2	4	7	-	-	9	-	25	3	4	2	-	-	-	2	-	6	6		
Kiln drawers.....	66	3.48	-	-	-	-	-	-	-	9	1	3	7	2	-	-	20	-	-	-	12	-	-	-	-	-	-	12		
Maintenance men, general utility (all timeworkers) ³	98	2.83	-	-	-	1	9	14	19	18	4	3	7	3	1	-	-	-	-	8	2	5	2	2	-	-	-	-		
Mechanics, automotive, maintenance (all timeworkers) ³	18	2.81	-	-	-	-	-	-	1	3	5	2	6	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Molding-machine operators.....	22	2.48	-	-	2	-	6	7	-	4	2	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-		
Time.....	15	2.35	-	-	2	-	6	7	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Incentive.....	7	2.76	-	-	-	-	-	-	-	4	2	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-		
Off-bearers.....	242	3.16	-	-	2	12	4	17	8	5	30	20	12	45	2	12	4	23	10	17	6	3	-	2	4	4	-	-		
Time.....	48	2.81	-	-	-	12	4	2	2	18	-	-	-	-	-	-	-	-	8	-	-	-	-	-	-	-	-	-		
Incentive.....	194	3.24	-	-	2	-	15	6	3	12	20	12	45	2	12	4	23	2	17	6	3	-	2	4	4	-	-	2		
Power-shovel operators.....	31	2.99	-	-	-	-	-	4	2	1	7	3	9	3	-	-	-	-	-	-	-	-	-	-	-	-	-	2		
Time.....	29	2.99	-	-	-	-	-	4	2	1	7	1	9	3	-	-	-	-	-	-	-	-	-	-	-	-	-	2		
Pugmill men.....	48	3.02	-	-	4	1	2	7	3	2	-	6	1	6	2	4	-	3	2	-	-	3	-	-	-	2	-	-		
Time.....	21	2.63	-	-	4	1	2	7	1	-	4	-	-	-	-	-	-	-	2	-	-	-	-	-	-	-	-	-		
Incentive.....	27	3.32	-	-	-	-	-	-	2	2	-	2	1	6	2	4	-	3	-	-	-	3	-	-	-	2	-	-		
Sorters, brick.....	72	3.18	12	-	2	2	2	-	2	2	-	4	4	4	4	6	4	2	6	-	-	6	4	2	2	2	6	-		
Incentive.....	60	3.47	-	-	2	2	2	-	2	2	-	4	4	4	6	4	2	6	-	-	6	4	2	2	2	6	-	-		
Truckdrivers ⁶	30	2.57	-	-	4	6	2	7	1	-	10	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Time.....	27	2.54	-	-	4	6	2	7	1	-	7	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Truckdrivers, medium (1½ to and including 4 tons) (all timeworkers) ³	9	2.44	-	-	2	3	-	3	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Truckdrivers, heavy (over 4 tons, trailer type) (all timeworkers) ³	11	2.71	-	-	-	-	2	2	-	-	7	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Truckers, power (forklift) ³	133	2.71	-	-	18	29	23	29	-	4	3	5	-	-	-	-	-	2	6	5	-	2	-	-	-	-	-	7		
Time.....	98	2.48	-	-	18	23	21	26	-	2	3	1	-	-	-	-	-	-	4	-	-	-	-	-	-	-	-	-		
Incentive.....	35	3.35	-	-	-	-	6	2	3	-	2	-	4	-	-	-	-	2	6	1	-	2	-	-	-	-	-	7		

¹ Excludes premium pay for overtime and for work on weekends, holidays, and late shifts.
² Nearly all production workers were men; occupational data limited to men.
³ Workers paid under time and incentive systems were equally divided.
⁴ Workers were distributed as follows: 3 at \$4.60 to \$4.70; 1 at \$4.70 to \$4.80; 3 at \$4.90 to \$5; and 4 at \$5.30 to \$5.40.
⁵ Workers were at \$4.50 to \$4.60.
⁶ Includes all drivers regardless of size and type of truck operated.

Table 20. Occupational earnings: Brick and structural clay tile—Pennsylvania

(Number and average straight-time hourly earnings¹ of workers in selected occupations, September 1969)

Occupation	Number of workers	Average hourly earnings ¹	Number of workers receiving straight-time hourly earnings of—																							
			\$2.10	\$2.20	\$2.30	\$2.40	\$2.50	\$2.60	\$2.70	\$2.80	\$2.90	\$3.00	\$3.10	\$3.20	\$3.30	\$3.40	\$3.50	\$3.60	\$3.70	\$3.80	\$3.90	\$4.00	\$4.10	\$4.20	\$4.30	
			and under \$2.20	\$2.30	\$2.40	\$2.50	\$2.60	\$2.70	\$2.80	\$2.90	\$3.00	\$3.10	\$3.20	\$3.30	\$3.40	\$3.50	\$3.60	\$3.70	\$3.80	\$3.90	\$4.00	\$4.10	\$4.20	\$4.30	and over	
All production workers ²	1,578	\$2.80	204	160	178	96	157	106	146	55	56	36	35	35	24	28	32	29	46	30	4	39	14	52	16	
<u>Selected production occupations</u>																										
Dry-pan operators	28	2.52	7	2	1	-	9	-	7	-	-	-	-	-	2	-	-	-	-	-	-	-	-	-	-	
Time	26	2.46	7	2	1	-	9	-	7	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Grinders, clay (all timeworkers)	13	2.62	-	-	-	2	5	-	6	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Janitors (all timeworkers)	16	2.27	4	5	5	-	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Kiln firemen (periodic kiln)																										
(all timeworkers)	108	2.52	-	26	-	4	44	22	10	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Kiln firemen (tunnel kiln)																										
(all timeworkers)	39	2.62	-	6	-	-	8	10	6	9	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Kiln placers (tunnel kiln)																										
(all incentive workers)	62	3.88	-	-	-	-	-	-	-	-	-	-	-	-	10	1	-	3	32	-	-	2	-	8	6	
Kiln unloaders (tunnel kiln)	59	3.51	-	-	-	-	-	9	-	-	-	4	4	2	-	2	9	7	-	13	-	7	2	-	-	
Incentive	44	3.61	-	-	-	-	-	-	-	-	-	4	4	2	-	2	9	7	-	13	-	1	2	-	-	
Kiln setters and drawers																										
(periodic kiln)	267	3.02	60	-	28	4	4	4	16	20	-	-	22	26	4	18	4	8	10	10	2	18	2	1	6	
Time	106	2.65	60	-	-	-	-	-	8	20	-	-	-	-	-	-	-	-	-	-	-	18	-	-	-	
Incentive	161	3.27	-	-	28	4	4	4	8	-	-	-	22	26	4	18	4	8	10	10	-	-	2	1	6	
Kiln setters	135	3.09	30	-	6	-	4	4	16	10	-	-	-	20	4	12	4	6	6	2	2	-	2	1	6	
Time	48	2.40	30	-	-	-	-	-	8	10	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Incentive	87	3.47	-	-	6	-	4	4	8	-	-	-	-	20	4	12	4	6	6	2	2	-	2	1	6	
Kiln drawers	132	2.95	30	-	22	4	-	-	-	10	-	-	22	6	-	6	-	2	4	8	-	18	-	-	-	
Time	58	2.86	30	-	-	-	-	-	-	10	-	-	-	-	-	-	-	-	-	-	-	18	-	-	-	
Incentive	74	3.03	-	-	22	4	-	-	-	-	-	-	22	6	-	6	-	2	4	8	-	-	-	-	-	
Maintenance men, general utility																										
(all timeworkers)	50	2.63	-	-	7	3	7	15	10	5	-	-	3	-	-	-	-	-	-	-	-	-	-	-	-	
Mechanics, automotive, maintenance																										
(all timeworkers)	6	2.71	-	-	-	3	-	-	-	2	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	
Molding-machine operators	16	3.06	-	-	-	-	-	-	-	2	-	5	2	-	7	-	-	-	-	-	-	-	-	-	-	
Incentive	14	3.10	-	-	-	-	-	-	-	-	-	5	2	-	7	-	-	-	-	-	-	-	-	-	-	
Off-bearers	109	2.64	28	-	18	-	-	10	12	1	21	9	-	-	8	2	-	-	-	-	-	-	-	-	-	
Time	68	2.38	28	-	18	-	-	10	12	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Incentive	41	3.07	-	-	-	-	-	-	-	1	21	9	-	-	8	2	-	-	-	-	-	-	-	-	-	
Power-shovel operators																										
(all timeworkers)	13	2.60	-	-	-	1	7	1	4	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Pugmill men	27	2.85	9	-	6	-	-	-	3	-	-	1	-	-	-	-	-	-	2	2	-	-	-	4	-	
Time	18	2.33	9	-	6	-	-	-	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Incentive	9	3.89	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	2	2	-	-	-	4	-	
Truckdrivers (all timeworkers) ⁴	32	3.15	2	-	1	1	-	3	4	3	-	-	-	-	-	-	14	4	-	-	-	-	-	-	-	
Heavy (over 4 tons, other than trailer type)	24	3.17	2	-	-	1	-	-	4	3	-	-	-	-	-	-	14	-	-	-	-	-	-	-	-	
Truckers, hand	27	2.50	6	6	4	2	-	-	2	-	5	-	2	-	-	-	-	-	-	-	-	-	-	-	-	
Time	10	2.40	-	4	4	-	-	-	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Incentive	17	2.55	6	2	-	2	-	-	-	-	5	-	2	-	-	-	-	-	-	-	-	-	-	-	-	
Truckers, power (forklift)	68	2.70	5	10	23	-	-	-	18	-	2	-	-	-	-	-	-	-	2	-	-	6	-	2	-	
Time	60	2.56	5	10	23	-	-	-	18	-	-	-	-	-	-	-	-	-	-	-	-	4	-	-	-	

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

² All production workers were men.

³ Includes 1 worker at \$1.60 to \$1.70; 2 at \$1.90 to \$2; and 1 at \$2 to \$2.10.

⁴ Includes all drivers regardless of size and type of truck operated.

Table 21. Occupational earnings: Brick and structural clay tile—Texas

(Number and average straight-time hourly earnings¹ of workers in selected occupations, September 1969)

Occupation	Number of workers	Average hourly earnings ¹	Number of workers receiving straight-time hourly earnings of—																							
			\$1.60 and under	\$1.65	\$1.70	\$1.75	\$1.80	\$1.85	\$1.90	\$1.95	\$2.00	\$2.10	\$2.20	\$2.30	\$2.40	\$2.50	\$2.60	\$2.70	\$2.80	\$2.90	\$3.00	\$3.10	\$3.20	\$3.30	\$3.40	
			\$1.65	\$1.70	\$1.75	\$1.80	\$1.85	\$1.90	\$1.95	\$2.00	\$2.10	\$2.20	\$2.30	\$2.40	\$2.50	\$2.60	\$2.70	\$2.80	\$2.90	\$3.00	\$3.10	\$3.20	\$3.30	\$3.40	and over	
All production workers ²	2,498	\$1.95	330	133	358	137	134	215	277	165	244	106	73	55	54	35	29	25	18	36	23	15	12	10	14	
Selected production occupations ²																										
Clay makers ³	11	1.75	4	-	-	4	-	1	-	-	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Dry-pan operators	23	1.86	6	2	5	3	-	-	-	-	-	4	1	-	-	-	2	-	-	-	-	-	-	-	-	
Time	21	1.79	6	2	5	3	-	-	-	-	-	4	1	-	-	-	-	-	-	-	-	-	-	-	-	
Grinders, clay	69	1.95	-	4	12	4	4	4	16	4	9	4	-	-	4	2	-	-	-	-	-	-	2	-	-	
Time	54	1.88	-	2	10	2	4	4	16	4	9	2	-	-	1	-	-	-	-	-	-	-	-	-	-	
Janitors ³	23	1.72	6	5	6	-	2	2	-	-	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	
Kiln firemen (periodic kiln) ³	37	1.85	-	-	4	11	6	6	2	-	8	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Kiln firemen (tunnel kiln) ³	102	1.94	-	-	16	2	8	18	10	6	7	32	2	1	-	-	-	-	-	-	-	-	-	-	-	
Kiln loaders (scove kiln) ³	30	1.71	12	-	3	3	12	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Kiln placers (tunnel kiln) ³	60	2.10	-	-	-	-	-	-	10	30	8	-	2	10	-	-	-	-	-	-	-	-	-	-	-	
Kiln setters and drawers (periodic kiln) ⁴	73	2.22	18	2	-	11	-	2	4	4	-	-	2	-	-	-	2	2	-	24	-	-	2	-	-	
Time	39	1.74	18	2	-	11	-	-	4	2	-	-	2	-	-	-	-	-	-	-	-	-	-	-	-	
Maintenance men, general utility ³	138	2.03	8	8	12	2	6	30	16	12	14	2	1	3	6	4	-	2	7	1	-	-	-	-	4	
Mechanics, automotive, maintenance ³	12	2.36	-	-	-	-	-	-	-	-	4	2	2	-	-	-	2	-	-	-	2	-	-	-	-	
Off-bearers	304	2.04	24	12	20	14	16	24	25	57	23	13	11	15	12	10	7	6	2	4	1	7	-	-	1	
Time	196	1.83	24	12	18	14	16	22	24	56	10	-	-	-	-	-	-	-	-	56	-	-	-	-	-	
Incentive	108	2.42	-	-	2	-	-	2	1	1	13	13	11	15	12	10	7	6	2	4	1	7	-	-	1	
Packers	123	2.15	30	9	1	1	2	1	-	2	8	6	17	10	5	9	13	3	-	-	2	-	2	-	2	
Incentive	82	2.41	-	-	1	1	2	1	-	2	6	6	17	10	5	9	13	3	-	-	2	-	2	-	2	
Power-shovel operators ³	32	2.30	-	-	-	2	3	4	-	1	2	3	6	3	-	-	2	-	-	-	2	-	-	-	4	
Pugmill men	47	1.97	-	4	2	9	4	4	2	8	4	-	2	4	-	2	-	2	-	-	-	-	-	-	-	
Time	35	1.83	-	4	2	9	4	4	-	8	4	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Incentive	12	2.36	-	-	-	-	-	-	2	-	-	-	2	4	-	2	-	2	-	-	-	-	-	-	-	
Sorters, brick ⁵	59	1.96	30	-	-	-	-	-	-	2	2	9	6	-	7	-	-	-	-	-	-	-	-	-	3	
Truckdrivers	120	2.38	-	8	4	-	14	12	8	2	18	-	1	1	5	-	-	-	7	6	14	4	8	6	2	
Time	66	1.86	-	8	4	-	14	12	8	2	18	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Medium (1/2 to and including 4 tons) ⁵	40	1.87	-	-	2	-	14	8	8	-	8	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Heavy (over 4 tons, trailer type)	76	2.68	-	8	-	-	-	4	-	2	8	-	1	1	5	-	-	-	7	6	14	4	8	6	2	
Time	22	1.85	-	8	-	-	-	4	-	2	8	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Truckers, power (forklift)	171	1.96	-	8	28	5	4	6	29	6	59	4	8	5	-	3	3	-	-	-	3	-	-	-	-	
Time	153	1.91	-	8	28	5	4	6	29	4	57	4	7	1	-	-	-	-	-	-	-	-	-	-	-	

¹ Excludes premium pay for overtime and for work on weekends, holidays, and late shifts.
² Nearly all production workers were men; occupational data limited to men.
³ All timeworkers.
⁴ Includes workers in classification in addition to those shown separately.
⁵ Insufficient data to warrant publication of separate averages by method of wage payment; predominately timeworkers.
⁶ Includes all drivers regardless of size and type of truck operated.

Table 22. Occupational earnings: Ceramic wall and floor tile—California

(Number and average straight-time hourly earnings¹ of workers in selected occupations, September 1969)

Occupation and sex	Number of workers	Average hourly earnings ¹	Number of workers receiving straight-time hourly earnings of—																									
			\$1.60 and under	\$1.70	\$1.80	\$1.90	\$2.00	\$2.10	\$2.20	\$2.30	\$2.40	\$2.50	\$2.60	\$2.70	\$2.80	\$2.90	\$3.00	\$3.10	\$3.20	\$3.30	\$3.40	\$3.50	\$3.60	\$3.70	\$3.80	\$3.90	\$4.00	\$4.10
			\$1.70	\$1.80	\$1.90	\$2.00	\$2.10	\$2.20	\$2.30	\$2.40	\$2.50	\$2.60	\$2.70	\$2.80	\$2.90	\$3.00	\$3.10	\$3.20	\$3.30	\$3.40	\$3.50	\$3.60	\$3.70	\$3.80	\$3.90	\$4.00	\$4.10	over
All production workers.....	1,047	\$2.60	33	25	42	19	57	52	82	90	105	108	73	49	49	30	29	30	52	39	15	20	6	5	3	3	5	24
Men.....	720	2.74	15	6	10	10	24	29	52	61	75	87	50	27	33	28	23	24	51	36	13	20	6	5	3	3	5	24
Women.....	327	2.30	18	19	32	9	33	23	30	29	30	21	23	22	16	4	6	6	1	3	2	-	-	-	-	-	-	
<u>Selected production occupations</u>																												
<u>Men</u>																												
Clay makers ^{2a/}	9	2.54	-	-	-	-	3	-	-	1	1	-	-	-	2	-	1	-	1	-	-	-	-	-	-	-	-	
Die pressers.....	53	2.81	-	-	-	6	3	3	1	-	8	3	1	4	5	5	2	1	4	1	4	1	4	-	2	-	-	1
Incentive.....	31	3.15	-	-	-	-	-	-	1	1	2	1	-	3	5	4	2	1	4	1	4	1	4	-	2	-	-	1
Glazing-machine feeders.....	19	2.50	-	3	-	-	-	-	1	1	2	6	-	1	4	-	-	1	-	-	-	-	-	-	-	-	-	
Time.....	12	2.51	-	3	-	-	-	-	-	-	4	-	-	4	-	-	4	-	1	-	-	-	-	-	-	-	-	
Kiln firemen (tunnel kiln).....	18	3.14	-	-	-	-	-	-	-	2	2	2	1	-	1	-	1	-	6	-	-	-	-	-	-	1	2	
Time.....	14	3.29	-	-	-	-	-	-	-	1	1	1	-	-	1	-	1	-	6	-	-	-	-	-	-	1	2	
Kiln placers (tunnel kiln) ^{2a/}	60	2.70	-	-	-	3	3	-	2	2	29	4	2	-	-	2	3	4	5	1	-	-	-	-	-	-	-	
Kiln unloaders (tunnel kiln).....	31	2.33	-	-	9	-	-	-	-	17	-	4	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	
Time.....	30	2.30	-	-	9	-	-	-	-	17	-	4	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Maintenance men, general utility (all timeworkers).....	19	3.35	-	-	-	-	-	-	-	-	-	1	-	-	3	1	2	5	-	1	1	3	1	-	-	-	1	
Off-bearers.....	57	2.29	12	3	1	-	2	1	4	10	3	4	7	2	4	2	2	-	-	-	-	-	-	-	-	-	-	
Incentive.....	35	2.56	-	-	1	-	1	1	4	4	3	4	7	2	4	2	2	-	-	-	-	-	-	-	-	-	-	
Pressmen, automatic ^{2a/}	7	3.00	-	-	-	-	-	-	1	-	-	-	-	-	-	1	1	-	4	-	-	-	-	-	-	-	-	
Spray machine operators, automatic (glazing).....	23	2.94	-	-	-	-	-	3	1	2	1	1	2	3	1	1	1	1	1	1	1	1	1	2	1	-	-	
Time.....	6	2.53	-	-	-	-	-	3	-	-	-	-	1	2	-	-	-	-	-	-	-	-	-	-	-	-	-	
Incentive.....	17	3.08	-	-	-	-	-	-	1	2	1	1	1	1	1	1	1	1	1	1	1	1	1	1	2	1	-	
Truckers, power (forklift).....	17	2.59	-	-	-	-	1	-	2	9	-	1	-	2	-	-	-	-	2	-	-	-	-	-	-	-	-	
Time.....	15	2.61	-	-	-	-	1	-	2	7	-	1	-	2	-	-	-	2	-	-	-	-	-	-	-	-	-	
<u>Women</u>																												
Die pressers ^{2b/}	13	2.17	-	3	3	-	-	-	1	1	1	1	1	1	1	-	-	-	-	-	-	-	-	-	-	-	-	
Finishers (all incentive workers).....	35	2.48	-	-	-	7	-	3	5	2	2	4	5	7	-	-	-	-	-	-	-	-	-	-	-	-	-	
Glazing-machine feeders ^{2b/}	19	2.33	-	1	3	-	-	1	4	3	-	2	1	4	-	-	-	-	-	-	-	-	-	-	-	-	-	
Off-bearers.....	74	2.07	15	11	9	-	6	5	3	7	2	6	5	4	1	-	-	-	-	-	-	-	-	-	-	-	-	
Incentive.....	31	2.46	-	-	-	2	3	2	6	2	6	5	4	1	-	-	-	-	-	-	-	-	-	-	-	-	-	
Sorters, tile.....	55	2.37	3	-	9	1	7	6	3	2	6	1	2	3	1	1	5	2	-	1	2	-	-	-	-	-	-	
Incentive.....	42	2.55	-	-	-	1	7	5	3	2	6	1	2	3	1	1	5	2	-	1	2	-	-	-	-	-	-	

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

² Insufficient data to warrant publication of separate averages by method of wage payment; (a) predominantly timeworkers, (b) predominantly incentive workers.

Table 23. Occupational earnings: Clay refractories—Missouri

(Number and average straight-time hourly earnings¹ of workers in selected occupations, September 1969)

Occupation	Number of workers	Average hourly earnings ¹	Number of workers receiving straight-time hourly earnings of—																											
			\$2.30 and under	\$2.40	\$2.50	\$2.60	\$2.70	\$2.80	\$2.90	\$3.00	\$3.10	\$3.20	\$3.30	\$3.40	\$3.50	\$3.60	\$3.70	\$3.80	\$3.90	\$4.00	\$4.10	\$4.20	\$4.30	\$4.40	\$4.50	\$4.60	\$4.70	\$4.80 and over		
			\$2.40	\$2.50	\$2.60	\$2.70	\$2.80	\$2.90	\$3.00	\$3.10	\$3.20	\$3.30	\$3.40	\$3.50	\$3.60	\$3.70	\$3.80	\$3.90	\$4.00	\$4.10	\$4.20	\$4.30	\$4.40	\$4.50	\$4.60	\$4.70	\$4.80	over		
All production workers ² -----	2,627	\$3.19	355	48	117	148	75	99	424	377	387	252	86	92	117	101	38	27	22	12	21	12	9	10	11	3	8	76		
<u>Selected production occupations³</u>																														
Clay makers -----	27	3.40	-	-	-	-	-	-	-	3	11	10	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-	2		
Time -----	24	3.17	-	-	-	-	-	-	-	3	11	10	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Die pressers -----	59	3.36	-	-	-	-	-	-	-	-	22	10	6	6	3	9	-	1	2	-	-	-	-	-	-	-	-	-		
Time -----	28	3.18	-	-	-	-	-	-	-	-	22	4	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Incentive -----	31	3.52	-	-	-	-	-	-	-	-	-	6	4	6	3	9	-	1	2	-	-	-	-	-	-	-	-	-		
Dry-pan operators (all timeworkers) -----	39	3.06	-	-	-	-	-	-	11	19	-	6	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Electricians, maintenance (all timeworkers) -----	26	3.49	-	-	-	-	-	-	-	-	-	10	-	-	1	10	5	-	-	-	-	-	-	-	-	-	-	-		
Grinders, clay (all timeworkers) -----	27	2.90	-	-	3	3	5	-	4	8	4	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Janitors (all timeworkers) -----	27	2.69	10	-	-	2	-	2	13	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Kiln firemen (periodic kiln) (all timeworkers) -----	11	3.14	-	-	-	2	-	-	-	-	-	1	4	4	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Kiln firemen (tunnel kiln) (all timeworkers) -----	60	3.08	-	-	4	6	-	-	-	4	34	8	-	4	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Kiln placers (tunnel kiln) -----	103	3.36	-	-	3	1	6	6	10	7	3	6	3	24	6	12	5	3	2	1	3	-	1	1	-	-	-	-		
Incentive -----	100	3.37	-	-	3	1	6	6	7	7	3	6	3	24	6	12	5	3	2	1	3	-	1	1	-	-	-	-		
Kiln unloaders (tunnel kiln) (all incentive workers) -----	102	4.51	-	-	-	-	1	-	4	2	-	1	-	1	-	7	3	9	5	2	3	11	4	4	7	3	3	432		
Machinists, maintenance (all timeworkers) -----	67	3.49	-	-	-	-	-	-	-	-	-	26	-	-	-	31	10	-	-	-	-	-	-	-	-	-	-	-		
Maintenance men, general utility (all timeworkers) -----	56	3.47	-	-	-	-	-	-	-	1	-	10	13	10	10	12	-	-	-	-	-	-	-	-	-	-	-	-		
Mechanics, automotive, maintenance (all timeworkers) -----	18	3.35	-	-	-	-	-	-	-	7	-	-	1	-	9	-	1	-	-	-	-	-	-	-	-	-	-	-		
Molders, hand -----	74	4.15	-	-	-	-	-	-	-	1	-	17	1	2	2	1	4	5	4	5	4	-	1	1	-	3	523			
Incentive -----	61	4.34	-	-	-	-	-	-	-	1	-	4	1	2	2	1	4	5	4	5	4	-	1	1	-	3	23			
Off-bearers -----	67	3.10	-	-	-	6	-	1	12	24	10	3	3	5	1	-	-	1	-	-	-	-	-	-	-	-	-	-		
Time -----	35	3.04	-	-	-	-	-	-	12	18	5	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Packers -----	36	3.15	-	-	-	-	2	3	10	9	2	1	2	-	1	3	-	1	1	-	-	-	-	-	-	-	-	-		
Time -----	19	2.97	-	-	-	-	-	-	9	9	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Pugmill men -----	13	3.28	-	-	-	1	-	-	-	1	8	-	-	-	-	-	-	-	-	2	-	-	-	-	-	-	-	-		
Time -----	8	3.11	-	-	-	-	-	-	-	-	8	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Truckdrivers (all timeworkers) ⁴ -----	25	2.90	-	-	6	1	-	1	1	15	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Medium (1½ to and including 4 tons) -----	20	2.87	-	-	6	1	-	-	1	12	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Truckers, hand -----	28	3.13	-	-	-	-	-	-	16	8	-	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-		
Time -----	24	2.98	-	-	-	-	-	-	16	8	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Truckers, power (forklift) -----	150	3.14	-	-	1	7	1	9	7	25	54	22	3	6	13	-	-	1	1	-	-	-	-	-	-	-	-	-		
Time -----	94	3.08	-	-	1	7	-	4	-	24	40	18	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Incentive -----	56	3.26	-	-	-	-	1	5	7	1	14	4	3	6	13	-	-	1	1	-	-	-	-	-	-	-	-	-		
Truckers, power (other than forklift) -----	61	3.02	-	-	3	2	2	3	6	36	6	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Time -----	42	2.99	-	-	3	1	-	3	6	29	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		

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

² Nearly all production workers were men; occupational data limited to men.

³ Includes 7 workers under \$2.30.

⁴ Workers were distributed as follows: 4 at \$4.80 to \$4.90; 1 at \$4.90 to \$5; 2 at \$5 to \$5.10; 2 at \$5.10 to \$5.20; 2 at \$5.20 to \$5.30; 2 at \$5.30 to \$5.40; 4 at \$5.50 to \$5.60; 1 at \$5.60 to \$5.70; 3 at \$5.70 to \$5.80; 3 at \$5.80 to \$5.90; and 8 at \$5.90 and over.

⁵ Workers were distributed as follows: 1 at \$4.90 to \$5; 15 at \$5 to \$5.10; 3 at \$5.10 to \$5.20; and 4 at \$5.20 to \$5.30.

⁶ Includes all drivers regardless of size and type of truck operated.

Table 24. Occupational earnings: Clay refractories—Ohio

(Number and average straight-time hourly earnings¹ of workers in selected occupations, September 1969)

Occupation and sex	Number of workers	Average hourly earnings ¹	Number of workers receiving straight-time hourly earnings of—																										
			Under \$1.80	\$1.80 and under \$1.90	\$1.90	\$2.00	\$2.10	\$2.20	\$2.30	\$2.40	\$2.50	\$2.60	\$2.70	\$2.80	\$2.90	\$3.00	\$3.10	\$3.20	\$3.40	\$3.60	\$3.80	\$4.00	\$4.20	\$4.40	\$4.60	\$4.80	\$5.00	\$5.20 and over	
All production workers -----	1,514	\$3.00	22	39	33	74	39	65	73	55	90	40	36	40	76	112	193	195	82	68	65	37	26	13	11	1	22	7	
Men -----	1,389	3.08	2	18	10	61	27	62	67	51	84	35	34	37	76	112	191	194	79	67	65	37	26	13	11	1	22	7	
Women -----	125	2.12	20	21	23	13	12	3	6	4	6	5	2	3	-	-	2	1	3	1	-	-	-	-	-	-	-	-	
<u>Selected production occupations—men</u>																													
Clay makers -----	30	2.84	-	-	-	-	7	3	2	4	-	-	4	-	-	4	-	-	4	-	1	4	1	-	-	-	-	-	
Incentive -----	20	2.88	-	-	-	-	5	3	4	-	-	2	-	-	2	-	-	-	1	4	1	-	-	-	-	-	-	-	
Die pressers -----	65	3.25	-	4	-	-	2	2	6	1	1	2	-	-	6	3	11	6	5	6	5	2	3	-	-	-	-	-	
Incentive -----	63	3.27	-	4	-	-	2	-	2	4	1	1	2	-	6	3	11	6	5	6	5	2	3	-	-	-	-	-	
Dry-pan operators (all timeworkers) -----	24	3.12	-	-	-	-	-	2	-	-	-	-	-	-	7	6	7	2	-	-	-	-	-	-	-	-	-	-	
Finishers ² b/ -----	67	3.36	-	-	1	7	-	-	1	1	1	1	1	-	8	12	4	3	12	4	4	4	2	3	-	-	-	-	
Kiln firemen (periodic kiln) (all timeworkers) -----	45	2.94	-	-	-	-	-	-	-	15	1	-	4	-	3	10	12	-	-	-	-	-	-	-	-	-	-	-	
Kiln firemen (tunnel kiln) (all timeworkers) -----	42	2.67	-	-	2	-	2	12	4	-	2	3	1	-	-	4	4	4	-	4	-	-	-	-	-	-	-	-	
Kiln placers (tunnel kiln) -----	49	3.25	-	-	-	-	-	4	7	-	-	-	-	-	-	-	22	8	-	2	6	-	-	-	-	-	-	-	
Time -----	19	2.81	-	-	-	-	-	4	7	-	-	-	-	-	-	-	8	-	-	-	-	-	-	-	-	-	-	-	
Kiln unloaders (tunnel kiln) -----	24	3.51	-	-	-	-	5	2	-	-	-	-	-	-	-	-	8	2	-	-	-	-	-	-	-	-	7	-	
Time -----	15	2.80	-	-	-	-	5	2	-	-	-	-	-	-	-	-	8	-	-	-	-	-	-	-	-	-	-	-	
Kiln setters and drawers (periodic kiln) ³ -----	163	3.81	-	-	-	-	-	24	8	-	-	-	-	-	6	2	-	5	8	19	25	14	16	6	7	1	15	7	
Incentive -----	131	4.15	-	-	-	-	-	-	-	-	-	-	-	-	6	2	-	5	8	19	25	14	16	6	7	1	15	7	
Kiln setters (all incentive workers) -----	71	3.98	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	3	18	23	9	12	2	3	-	-	-	
Kiln drawers (all incentive workers) -----	60	4.36	-	-	-	-	-	-	-	-	-	-	-	-	6	2	-	4	5	1	2	5	4	4	4	1	15	7	
Machinists, maintenance (all timeworkers) -----	15	3.32	-	-	-	-	-	-	-	-	-	3	-	-	-	1	5	2	2	2	-	-	-	-	-	-	-	-	
Maintenance men, general utility (all timeworkers) -----	96	2.98	-	-	-	5	1	3	1	-	14	5	7	1	-	7	19	17	14	1	1	-	-	-	-	-	-	-	
Mechanics, maintenance (all timeworkers) -----	8	3.07	-	-	-	-	-	-	-	2	-	-	-	-	2	-	2	2	2	-	-	-	-	-	-	-	-	-	
Molding-machine operators -----	28	3.30	-	-	-	2	-	-	-	-	-	-	-	-	2	6	2	12	2	2	-	-	-	-	-	-	-	-	
Incentive -----	24	3.32	-	-	-	2	-	-	-	-	-	-	-	-	2	2	2	12	2	2	-	-	-	-	-	-	-	-	
Off-bearers -----	73	2.98	-	4	2	-	-	-	6	4	6	4	-	4	15	15	-	-	2	7	4	-	-	-	-	-	-	-	
Incentive -----	61	3.15	-	-	-	-	-	-	4	6	4	-	4	15	15	-	-	2	7	4	-	-	-	-	-	-	-	-	
Pugmill men -----	18	2.63	-	-	-	-	7	-	5	-	-	-	1	4	-	-	1	-	-	-	-	-	-	-	-	-	-	-	
Time -----	17	2.57	-	-	-	-	7	-	5	-	-	-	1	4	-	-	1	-	-	-	-	-	-	-	-	-	-	-	
Truckdrivers (all timeworkers) ⁴ -----	27	2.85	-	-	-	6	1	-	2	-	-	-	1	-	2	-	4	11	-	-	-	-	-	-	-	-	-	-	
Medium (1½ to and including 4 tons) -----	9	2.82	-	-	-	-	1	2	-	-	-	-	1	-	-	-	4	1	-	-	-	-	-	-	-	-	-	-	
Truckers, hand (all time-workers) -----	7	3.29	-	-	-	-	-	-	-	-	-	-	-	-	-	3	2	-	-	2	-	-	-	-	-	-	-	-	
Truckers, power (forklift) -----	63	3.02	-	-	-	1	5	-	6	5	1	-	3	-	11	29	-	2	-	-	-	-	-	-	-	-	-	-	
Time -----	62	3.02	-	-	-	1	5	-	6	5	1	-	3	-	10	29	-	2	-	-	-	-	-	-	-	-	-	-	
<u>Selected production occupations—women</u>																													
Finishers ² a/ -----	51	2.04	⁵ 18	10	7	2	-	1	2	3	2	1	1	1	-	-	-	-	2	1	-	-	-	-	-	-	-	-	
Packers -----	49	2.06	2	6	16	10	7	1	4	-	1	-	-	1	-	-	1	-	-	-	-	-	-	-	-	-	-	-	
Incentive -----	16	2.22	2	-	2	1	5	1	2	-	1	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	

¹ Excludes premium pay for overtime and for work on weekends, holidays, and late shifts.
² Insufficient data to warrant publication of separate averages by method of wage payment; (a) predominantly timeworkers, (b) predominantly incentive workers.
³ Includes workers in classifications in addition to those shown separately.
⁴ Includes all drivers regardless of size and type of truck operated.
⁵ Workers were distributed as follows: 7 at \$1.60 to \$1.70 and 11 at \$1.70 to \$1.80.

Table 25. Occupational earnings: Clay refractories—Pennsylvania

(Number and average straight-time hourly earnings¹ of workers in selected occupations, September 1969)

Occupation	Number of workers	Average hourly earnings ¹ and under	Number of workers receiving straight-time hourly earnings of—																									
			\$2.40	\$2.50	\$2.60	\$2.70	\$2.80	\$2.90	\$3.00	\$3.10	\$3.20	\$3.30	\$3.40	\$3.50	\$3.60	\$3.70	\$3.80	\$3.90	\$4.00	\$4.10	\$4.20	\$4.30	\$4.40	\$4.50	\$4.60	\$4.70	\$4.80	\$4.80 and over
			-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
All production workers ² -----	2,729	\$3.20	381	123	188	273	230	317	235	203	247	145	96	140	113	44	46	37	54	15	8	10	6	17	13	3	85	
<u>Selected production occupations²</u>																												
Die pressers -----	99	3.54	1	-	4	1	3	4	11	3	1	10	11	-	7	5	2	9	26	-	1	-	-	-	-	-	-	
Time -----	18	3.01	-	-	4	-	-	1	8	-	-	5	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Incentive -----	81	3.66	1	-	-	1	3	3	3	3	1	5	11	-	7	5	2	9	26	-	1	-	-	-	-	-	-	
Dry-pan operators -----	52	3.09	-	5	1	1	7	7	6	12	1	-	6	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Time -----	40	2.94	-	5	1	1	7	7	6	12	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Electricians, maintenance (all timeworkers) -----	18	3.54	-	-	-	-	-	-	-	-	3	1	1	6	4	1	1	1	-	-	-	-	-	-	-	-	-	
Finishers -----	24	2.89	-	8	-	-	6	4	2	-	-	-	-	4	-	-	-	-	-	-	-	-	-	-	-	-	-	
Time -----	20	2.77	-	8	-	-	6	4	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Grinders, clay -----	40	2.99	-	5	-	4	5	15	5	-	-	-	-	-	-	-	6	-	-	-	-	-	-	-	-	-	-	
Time -----	34	2.86	-	5	-	4	5	15	5	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Janitors (all timeworkers) -----	15	2.83	-	-	-	6	5	4	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Kiln firemen (periodic kiln) (all timeworkers) -----	70	2.91	-	-	8	22	9	-	26	5	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Kiln firemen (tunnel kiln) -----	43	3.16	-	-	-	-	2	8	18	-	3	8	-	-	-	-	4	-	-	-	-	-	-	-	-	-	-	
Time -----	39	3.09	-	-	-	-	2	8	18	-	3	8	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Kiln placers (tunnel kiln) -----	31	3.19	-	-	-	-	-	19	2	-	-	8	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2	
Time -----	29	3.06	-	-	-	-	-	19	2	-	-	8	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Kiln unloaders (tunnel kiln) ⁴ -----	32	4.32	-	-	-	-	-	5	-	-	3	-	4	-	3	-	-	-	-	-	5	-	-	-	-	-	5	
Kiln setters and drawers ⁵ (periodic kiln) -----	266	4.11	3	-	-	16	3	2	2	-	42	1	-	64	6	3	-	15	6	8	-	1	1	14	13	-	7	
Time -----	70	4.68	3	-	-	16	-	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	9	
Incentive -----	196	3.91	-	-	-	-	3	2	2	-	42	1	-	64	6	3	-	15	6	8	-	1	1	14	13	-	4	
Kiln setters -----	156	4.15	-	-	-	9	3	2	2	-	-	1	-	62	6	3	-	3	6	-	-	-	-	-	-	-	14	
Time -----	45	4.82	-	-	-	9	-	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Incentive -----	111	3.88	-	-	-	-	3	2	2	-	-	-	-	62	6	3	-	3	6	-	-	-	-	-	-	-	14	
Kiln drawers -----	100	4.05	3	-	-	7	-	-	-	-	42	-	-	-	-	-	-	12	-	-	-	1	1	-	13	-	21	
Time -----	25	4.42	3	-	-	7	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	9	
Incentive -----	75	3.93	-	-	-	-	-	-	-	-	42	-	-	-	-	-	-	12	-	-	-	1	1	-	4	-	15	
Machinists, maintenance (all timeworkers) -----	27	3.50	-	-	6	-	-	-	-	-	-	-	1	3	3	1	13	-	-	-	-	-	-	-	-	-	-	
Maintenance men, general utility (all timeworkers) -----	88	3.23	-	-	-	12	-	1	2	27	18	4	4	15	-	1	3	1	-	-	-	-	-	-	-	-	-	
Mechanics, automotive, maintenance (all timeworkers) -----	10	2.94	-	-	6	-	-	-	-	-	1	1	-	1	1	-	-	-	-	-	-	-	-	-	-	-	-	
Mechanics, maintenance (all timeworkers) -----	29	3.40	-	-	2	-	2	-	-	-	2	9	1	2	11	-	-	-	-	-	-	-	-	-	-	-	-	
Molders, hand -----	31	3.05	-	-	1	5	3	-	6	7	9	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Time -----	20	3.11	-	-	-	2	3	-	-	7	9	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Off-bearers -----	150	3.18	-	-	39	-	-	7	1	18	13	43	16	-	4	-	1	-	8	-	-	-	-	-	-	-	-	
Time -----	104	3.05	-	-	39	-	-	7	-	16	-	42	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Incentive -----	46	3.49	-	-	-	-	-	-	1	2	13	1	16	-	4	-	1	-	8	-	-	-	-	-	-	-	-	
Packers (all timeworkers) -----	45	2.68	15	-	3	17	-	10	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Pugmill men -----	42	3.41	-	-	-	2	-	3	4	6	5	12	-	-	2	-	-	-	-	6	-	-	-	2	-	-	-	
Time -----	32	3.19	-	-	-	2	-	3	4	6	5	12	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Truckdrivers (all timeworkers) ⁸ -----	30	3.21	-	-	-	2	-	7	5	7	3	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Medium (1½ to and including 4 tons) -----	12	3.37	-	-	-	2	-	4	-	-	1	-	-	-	-	-	-	-	-	5	-	-	-	-	-	-	-	
Heavy (over 4 tons, other than trailer type) -----	11	3.12	-	-	-	-	-	2	5	1	2	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Truckers, power (forklift) -----	146	2.99	10	18	-	9	8	38	3	28	20	5	-	2	-	-	-	5	-	-	-	-	-	-	-	-	-	
Time -----	139	2.95	10	18	-	9	8	38	3	28	20	5	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Truckers, power (other than forklift) -----	21	3.12	-	-	4	3	-	4	-	4	-	-	-	-	-	6	-	-	-	-	-	-	-	-	-	-	-	
Time -----	15	2.87	-	-	4	3	-	4	-	4	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	

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

² Virtually all production workers were men; data for selected occupations were limited to men workers.

³ Includes 3 workers at \$1.60 to \$1.70; 2 at \$1.80 to \$1.90; 1 at \$2.10 to \$2.20; and 2 at \$2.20 to \$2.30.

⁴ Insufficient data to warrant publication of separate averages by method of wage payment, predominantly incentive workers.

⁵ Workers were distributed as follows: 3 at \$5.20 to \$5.30; 3 at \$5.40 to \$5.50; 3 at \$5.80 to \$5.90; and 3 at \$6 to \$6.10.

⁶ Includes workers in classification in addition to those shown separately.

⁷ Workers were distributed as follows: 28 at \$5 to \$5.10; 4 at \$5.10 to \$5.20; 11 at \$5.30 to \$5.40; and 23 at \$5.50 and over.

⁸ Includes all drivers regardless of size and type of truck operated.

Table 26. Occupational earnings: Clay sewer pipe—Ohio

(Number and average straight-time hourly earnings¹ of workers in selected occupations, September 1969)

Occupation	Number of workers	Average hourly earnings ¹	Number of workers receiving straight-time hourly earnings of—																											
			Under \$2.20	\$2.20 and under \$2.30	\$2.30	\$2.40	\$2.50	\$2.60	\$2.70	\$2.80	\$2.90	\$3.00	\$3.10	\$3.20	\$3.30	\$3.40	\$3.60	\$3.80	\$4.00	\$4.20	\$4.40	\$4.60	\$4.80	\$5.00	\$5.20	\$5.40	\$5.60	\$5.80 and over		
All production workers ²	1,551	\$2.84	6	78	411	481	159	54	58	43	16	9	16	2	12	6	7	11	6	27	24	17	12	22	13	6	8	47		
<u>Selected production occupations²</u>																														
Clay makers (all timeworkers).....	14	2.53	-	-	-	8	4	-	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Die pressers (all timeworkers).....	7	2.58	-	-	1	-	3	2	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Dry-pan operators (all timeworkers).....	11	2.44	-	-	3	6	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Electricians, maintenance (all timeworkers).....	6	3.16	-	-	-	-	1	-	-	-	1	-	2	-	-	1	1	-	-	-	-	-	-	-	-	-	-	-		
Finishers (all timeworkers).....	15	2.41	-	-	9	5	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Grinders, clay (all timeworkers).....	7	2.46	-	-	2	3	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Kiln firemen (periodic kiln) (all timeworkers).....	40	2.43	-	-	4	32	4	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Kiln firemen (tunnel kiln) (all timeworkers).....	15	2.57	-	-	-	4	7	-	-	4	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Kiln placers (tunnel kiln) (all timeworkers).....	28	2.52	-	-	-	13	5	10	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Kiln setters and drawers (periodic kiln) (all incentive workers).....	135	5.10	-	-	-	-	-	-	2	2	-	2	3	1	1	-	-	10	3	16	20	14	8	15	7	5	-	26		
Kiln setters.....	76	4.52	-	-	-	-	-	-	2	2	-	-	1	1	-	-	9	3	16	11	7	6	7	3	4	-	4			
Kiln drawers.....	59	5.84	-	-	-	-	-	-	-	-	-	2	3	-	-	-	1	-	-	9	7	2	8	4	1	-	22			
Kiln unloaders (tunnel kiln) (all timeworkers).....	23	2.52	-	-	-	11	12	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Maintenance men, general utility (all timeworkers).....	29	2.74	-	-	-	5	2	4	6	10	-	-	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Mechanics, automotive, maintenance (all timeworkers).....	27	2.68	-	-	-	5	5	6	6	1	1	-	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Molders, hand.....	14	3.43	-	-	1	2	-	1	1	-	1	-	1	-	1	-	1	2	-	-	-	1	-	-	-	-	1	-		
Incentive.....	12	3.56	-	-	1	1	-	1	1	-	1	-	1	-	1	1	1	2	-	-	1	-	-	-	-	-	1	-		
Off-bearers.....	25	2.50	-	-	2	19	2	-	-	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Time.....	21	2.45	-	-	2	19	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Pipe turners (all incentive workers).....	12	4.38	-	-	-	1	-	-	1	2	-	1	-	-	-	-	-	-	-	-	-	-	-	3	-	-	2	42		
Pressmen, automatic.....	26	2.75	-	-	1	3	4	2	10	2	-	1	1	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-		
Time.....	19	2.65	-	-	1	3	4	2	8	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Truckdrivers (all timeworkers).....	16	2.42	-	-	1	14	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Truckers, hand.....	34	3.32	-	-	21	-	-	1	1	-	-	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	5		
Time.....	21	2.37	-	-	21	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Truckers, power (forklift) (all timeworkers).....	135	2.47	-	-	4	110	13	-	-	8	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Truckers, power (other than forklift) (all timeworkers).....	14	2.52	-	-	1	10	1	-	1	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		

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

² Virtually all production workers were men; data for selected occupations were limited to men workers.

³ Workers were distributed as follows: 1 at \$5.80 to \$6; 2 at \$6 to \$6.20; 7 at \$6.20 to \$6.40; 1 at \$6.40 to \$6.60; 1 at \$6.60 to \$6.80; 1 at \$7 to \$7.20; and 13 at \$7.40 to \$7.60.

⁴ Workers were at \$5.80 to \$6.

Table 27. Method of wage payment: Structural clay products

(Percent of production workers by method of wage payment, United States and selected regions, September 1969)

Method of wage payment ¹	United States ²	Middle Atlantic	Border States	South-east	South-west	Great Lakes	Middle West	Pacific
All workers -----	100	100	100	100	100	100	100	100
Time-rated workers -----	74	69	77	78	79	68	75	81
Formal plans -----	62	60	69	53	58	62	75	66
Single rate -----	49	47	63	39	30	55	66	66
Range of rates -----	12	13	5	14	29	7	9	-
Individual rates -----	13	9	8	25	21	6	(³)	15
Incentive workers -----	24	29	20	21	19	31	24	18
Individual piecework -----	9	13	8	5	14	7	11	(³)
Group piecework -----	9	11	10	8	4	15	10	1
Individual bonus -----	3	3	-	4	1	2	(³)	6
Group bonus -----	4	2	2	4	-	7	2	10
Stint workers -----	2	2	3	1	2	2	1	1

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

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

Table 31. Shift differential provisions: Structural clay products

(Percent of production workers by shift-differential provisions, ¹ United States and selected regions, September 1969)

Shift differential	United States ²	Middle Atlantic	Border States	South-east	South-west	Great Lakes	Middle West	Pacific
<u>Second shift</u>								
Workers in establishments having second-shift provisions -----	95.2	97.8	100.0	92.8	92.3	95.3	97.3	96.0
With shift differential -----	66.4	82.2	84.2	59.4	29.8	59.3	77.2	92.6
Uniform cents per hour -----	63.9	75.7	84.2	56.1	29.8	59.3	77.2	92.6
Under 4 cents -----	1.1	-	-	1.4	6.2	-	-	-
4 cents -----	7.8	3.2	23.4	7.8	-	18.1	-	-
5 cents -----	14.4	7.4	9.0	16.0	10.3	14.6	9.2	28.8
6 cents -----	4.0	4.5	-	6.4	6.0	5.2	-	-
7 cents -----	2.3	8.4	-	-	-	4.7	-	-
8 cents -----	7.0	7.3	26.1	7.8	1.2	3.3	9.5	-
9 cents -----	1.0	3.4	-	-	-	2.0	-	-
10 cents -----	20.1	30.7	25.8	14.3	3.6	11.0	56.1	16.2
12 cents -----	1.3	-	-	-	-	-	2.4	14.7
15 cents -----	4.5	10.9	-	1.3	2.5	-	-	31.3
20 cents -----	.3	-	-	1.1	-	-	-	-
Over 20 cents -----	.2	-	-	-	-	.5	-	1.5
Uniform percentage -----	1.8	6.5	-	3.3	-	-	-	-
3 percent -----	.5	3.2	-	2.2	-	-	-	-
5 percent -----	.8	3.3	-	1.1	-	-	-	-
7 percent -----	.5	-	-	-	-	-	-	-
8 hours' pay for 7½ hours' work -----	.6	-	-	-	-	-	-	-
With no shift differential -----	28.9	15.6	15.8	33.4	62.5	36.0	20.1	3.5
<u>Third or other late shift</u>								
Workers in establishments having third- or other late-shift provisions -----	94.1	97.8	100.0	92.8	87.0	94.1	94.4	97.0
With shift differential -----	67.6	82.2	84.2	59.0	42.2	58.1	78.5	92.6
Uniform cents per hour -----	64.0	75.7	84.2	58.0	42.2	58.1	62.1	92.6
Under 4 cents -----	.5	-	-	1.4	1.1	-	-	-
4 cents -----	.9	-	3.7	-	-	3.1	-	-
5 cents -----	4.5	2.7	3.5	2.6	6.2	7.2	3.8	7.5
6 cents -----	4.7	3.2	-	7.1	-	11.8	-	-
7 cents -----	2.1	2.8	5.2	-	2.3	4.9	-	-
8 cents -----	6.2	-	34.9	11.7	-	3.3	-	6.6
9 cents -----	1.6	6.1	-	-	-	2.7	-	-
10 cents -----	15.8	4.9	8.6	21.9	22.8	9.4	14.4	16.8
11 cents -----	.6	-	-	-	2.6	1.5	-	-
12 cents -----	6.1	13.3	2.6	8.2	1.2	1.5	11.9	-
13 cents -----	1.4	3.5	-	-	-	3.7	-	-
14 cents -----	10.2	24.0	20.4	-	1.9	6.5	32.1	-
15 cents -----	5.7	15.2	5.4	3.7	4.1	2.0	-	14.1
17 cents -----	1.0	-	-	-	-	-	-	14.7
20 cents -----	2.5	-	-	1.3	-	-	-	31.3
Over 20 cents -----	.2	-	-	-	-	.5	-	1.5
Uniform percentage -----	1.3	6.5	-	1.1	-	-	-	-
10 percent -----	1.3	6.5	-	1.1	-	-	-	-
8 hours' pay for 7½ hours' work -----	.6	-	-	-	-	-	-	-
Other formal paid differential -----	1.7	-	-	-	-	-	16.3	-
With no shift differential -----	26.5	15.6	15.8	33.8	44.8	36.0	15.9	4.5

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

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

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

Table 33. Shift differential practices: Structural clay products

(Percent of production workers employed on late shifts, United States and selected regions, September 1969)

Shift differential	United States ¹	Middle Atlantic	Border States	South-east	South-west	Great Lakes	Middle West	Pacific
<u>Second shift</u>								
Workers employed on second shift-----	9.7	13.0	8.1	8.5	6.2	7.9	15.3	11.3
Receiving shift differential-----	8.5	12.5	7.6	7.4	2.9	6.4	14.2	11.1
Uniform cents per hour-----	8.2	11.0	7.6	6.9	2.9	6.4	14.2	11.1
Under 4 cents-----	.2	-	-	(²)	1.3	-	-	-
4 cents-----	.7	.1	1.8	.8	-	1.7	-	-
5 cents-----	1.0	.7	.2	1.3	1.0	.7	.1	1.4
6 cents-----	.3	.2	-	.8	.1	.2	-	-
7 cents-----	.5	1.6	-	-	-	1.2	-	-
8 cents-----	1.1	.7	1.5	1.5	.2	1.2	2.4	-
9 cents-----	.2	.8	-	.8	-	.3	-	-
10 cents-----	3.5	6.5	4.1	2.3	.3	1.1	11.6	1.4
12 cents-----	.2	-	-	-	-	-	(²)	3.0
15 cents-----	.4	.4	-	(²)	.1	-	-	5.1
20 cents-----	(²)	-	-	.2	-	-	-	-
Over 20 cents-----	(²)	-	-	-	-	(²)	-	.1
Uniform percentage-----	.4	1.5	-	.5	-	-	-	-
3 percent-----	.1	-	-	.2	-	-	-	-
5 percent-----	.3	1.3	-	.3	-	-	-	-
7 percent-----	(²)	.2	-	-	-	-	-	-
8 hours' pay for 7½ hour's work-----	(²)	-	-	-	-	-	-	-
Receiving no shift differential-----	1.2	.5	.5	1.1	3.3	1.5	1.2	.2
<u>Third or other late shift</u>								
Workers employed on third- or other late-shift-----	4.2	4.6	4.3	5.2	2.3	3.2	5.6	5.3
Receiving shift differential-----	3.4	4.1	3.8	4.3	1.0	1.7	5.3	5.1
Uniform cents per hour-----	3.1	3.9	3.8	4.2	1.0	1.7	3.4	5.1
Under 4 cents-----	(²)	-	-	(²)	.1	-	-	-
4 cents-----	(²)	-	.1	-	-	(²)	-	-
5 cents-----	.1	.1	.1	.1	.2	.2	.1	.3
6 cents-----	.3	.1	-	.9	-	.4	-	-
7 cents-----	.1	.4	.1	-	(²)	.1	-	-
8 cents-----	.3	-	1.6	.5	-	.1	-	.2
9 cents-----	(²)	.1	-	-	-	(²)	-	-
10 cents-----	.7	.2	.3	1.8	.5	.3	.2	.4
11 cents-----	(²)	-	-	-	(²)	(²)	-	-
12 cents-----	.5	.7	.1	.8	(²)	(²)	2.0	-
13 cents-----	.1	.2	-	-	-	.2	-	-
14 cents-----	.6	1.9	1.4	-	(²)	.2	1.0	-
15 cents-----	.1	.2	.1	.1	.1	.1	-	.3
17 cents-----	.1	-	-	-	-	-	-	1.9
20 cents-----	.1	-	-	(²)	-	-	-	1.9
Over 20 cents-----	(²)	-	-	.1	-	(²)	-	.1
Uniform percentage-----	(²)	.2	-	.1	-	-	-	-
10 percent-----	(²)	.2	-	.1	-	-	-	-
8 hours' pay for 7½ hours' work-----	(²)	-	-	-	-	-	-	-
Other formal paid differential-----	.2	-	-	-	-	-	2.0	-
Receiving no shift differential-----	.9	.5	.5	.9	1.3	1.5	.3	.2

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

² Less than 0.05 percent.

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

Table 34. Shift differential practices: Selected structural clay products

(Percent of production workers employed on late shifts, United States and selected regions, September 1969)

Shift differential	Brick and structural clay tile								Ceramic wall and floor tile					
	United States ¹	Middle Atlantic	Border States	South-east	South-west	Great Lakes	Middle West	Pacific	United States ¹	Middle Atlantic	South-east	South-west	Pacific	
<u>Second shift</u>														
Workers employed on second shift.....	5.4	6.1	4.2	5.1	5.1	6.5	2.3	3.6	13.8	13.8	16.3	4.4	10.9	
Receiving shift differential.....	3.6	5.2	3.5	3.9	1.0	4.3	.7	2.9	13.1	13.2	15.0	2.1	10.8	
Uniform cents per hour.....	3.3	4.7	3.5	3.1	1.0	4.3	.7	2.9	11.6	7.3	15.0	2.1	10.8	
Under 4 cents.....	.1	-	-	.1	.7	-	-	-	(²)	-	-	.4	-	
4 cents.....	.6	.2	2.1	.2	-	1.9	-	-	.8	-	1.1	-	-	
5 cents.....	1.0	.5	.4	1.3	.3	1.2	.1	1.3	1.3	-	2.7	1.0	2.7	
6 cents.....	.3	.6	-	.7	-	.1	-	-	(²)	-	-	.3	-	
7 cents.....	.5	2.5	-	-	-	1.0	-	-	1.2	-	-	-	-	
7½ cents.....	-	-	-	-	-	-	-	-	-	-	-	-	-	
8 cents.....	.2	.9	.9	-	-	-	-	-	2.3	-	-	-	-	
9 cents.....	-	-	-	-	-	-	-	-	-	-	-	-	-	
10 cents.....	.4	-	.2	.6	-	.2	.5	-	4.4	5.8	11.2	-	1.3	
12 cents.....	(²)	-	-	-	-	-	-	1.1	.9	-	-	-	5.7	
15 cents.....	(²)	-	-	-	-	-	-	.5	.6	1.6	-	.5	.9	
20 cents.....	.1	-	-	.3	-	-	-	-	-	-	-	-	-	
Over 20 cents.....	(²)	-	-	-	-	(²)	-	-	(²)	-	-	-	.2	
Uniform percentage.....	.3	.5	-	.8	-	-	-	-	1.4	5.8	-	-	-	
3 percent.....	.1	-	-	.4	-	-	-	-	-	-	-	-	-	
5 percent.....	.1	-	-	.5	-	-	-	-	1.4	5.8	-	-	-	
7 percent.....	.1	.5	-	-	-	-	-	-	-	-	-	-	-	
8 hours' pay for 7½ hours' work.....	-	.9	-	-	-	-	-	-	-	-	-	-	-	
With no shift differential.....	1.8	.9	.6	1.1	4.2	2.2	1.7	.6	.8	.6	1.3	2.3	.1	
					Clay refractories				Clay sewer pipe					
					United States ¹	Middle Atlantic	Great Lakes	Middle West	United States ¹	South-east	Great Lakes	Pacific		
Workers employed on second shift.....						17.5	17.9	9.1	23.9	8.1	6.5	3.9	17.5	
Receiving shift differential.....						17.3	17.6	8.5	23.9	7.2	4.9	2.5	17.5	
Uniform cents per hour.....						17.3	17.6	8.5	23.9	7.1	4.9	2.5	17.5	
Under 4 cents.....						-	-	-	-	.7	-	-	-	-
4 cents.....						.3	-	.6	-	1.6	4.1	2.0	-	-
5 cents.....						.4	-	.3	-	1.6	.7	.5	-	-
6 cents.....						.2	-	.9	-	(²)	-	(²)	-	-
7 cents.....						.5	1.6	-	-	-	-	-	-	-
7½ cents.....						.2	.5	-	-	-	-	-	-	-
8 cents.....						3.2	1.0	-	4.2	.1	-	-	-	-
9 cents.....						.9	2.0	1.6	-	-	-	-	-	-
10 cents.....						11.6	12.6	5.1	19.8	.5	-	-	3.1	-
12 cents.....						.2	-	-	-	-	-	-	-	-
15 cents.....						-	-	-	-	2.5	.2	-	14.4	-
20 cents.....						-	-	-	-	-	-	-	-	-
Over 20 cents.....						-	-	-	-	-	-	-	-	-
Uniform percentage.....						-	-	-	-	-	-	-	-	-
3 percent.....						-	-	-	-	-	-	-	-	-
5 percent.....						-	-	-	-	-	-	-	-	-
7 percent.....						-	-	-	-	-	-	-	-	-
8 hours' pay for 7½ hours' work.....						-	-	-	-	.1	-	-	-	-
With no shift differential.....						.2	.3	.6	-	.9	1.6	1.3	-	-

See footnotes at end of table.

Table 34. Shift differential practices: Selected structural clay products—Continued

(Percent of production workers employed on late shifts, United States and selected regions, September 1969)

Shift differential	Brick and structural clay tile								Ceramic wall and floor tile				
	United States ¹	Middle Atlantic	Border States	South-east	South-west	Great Lakes	Middle West	Pacific	United States ¹	Middle Atlantic	South-east	South-west	Pacific
<u>Third or other late shift</u>													
Workers employed on third or other late shift	2.7	3.2	2.9	2.7	2.4	3.2	1.5	3.1	5.2	1.3	10.7	2.3	7.7
Receiving shift differential	1.5	2.1	2.2	1.6	.5	1.3	.7	2.4	4.9	.8	10.2	1.9	7.6
Uniform cents per hour	1.4	1.6	2.2	1.5	.5	1.3	.7	2.4	4.9	.8	10.2	1.9	7.6
Under 4 cents	(²)	-	-	.1	-	-	-	-	(²)	-	-	.4	-
4 cents	-	-	-	-	-	-	-	-	-	-	-	-	-
5 cents	.2	-	.1	.1	.1	.4	-	.5	.1	-	-	-	.6
6 cents	.1	.2	-	.1	-	.5	-	-	-	-	-	-	-
7 cents	(²)	.3	.2	-	-	-	-	-	(²)	-	-	-	-
8 cents	.3	-	1.1	.7	-	-	-	.6	.5	-	.4	-	-
9 cents	(²)	.5	-	-	-	-	-	-	(²)	-	-	-	-
10 cents	.4	(²)	.6	.5	.4	.2	.7	.1	2.8	-	9.8	1.0	.8
11 cents	-	-	-	-	-	-	-	-	(²)	-	-	-	-
12 cents	.1	.7	-	-	-	.1	-	-	-	-	-	-	-
13 cents	(²)	-	-	-	-	.1	-	-	-	-	-	-	-
14 cents	-	-	-	-	-	-	-	-	-	-	-	-	-
15 cents	(²)	-	.2	(²)	-	-	-	-	.4	.8	-	.5	.6
17 cents	(²)	-	-	-	-	-	-	.6	.8	-	-	-	4.5
20 cents	(²)	-	-	(²)	-	-	-	.5	.2	-	.1	-	.9
Over 20 cents	(²)	-	-	-	-	(²)	-	-	(²)	-	-	-	.2
Uniform percentage	.1	.5	-	.1	-	-	-	-	-	-	-	-	-
10 percent	.1	.5	-	.1	-	-	-	-	-	-	-	-	-
8 hours' pay for 7½ hours' work	-	-	-	-	-	-	-	-	-	-	-	-	-
Other formal paid provisions	-	-	-	-	-	-	-	-	-	-	-	-	-
Receiving no shift differential	1.3	1.0	.6	1.1	1.8	1.9	.7	.6	.3	.5	.5	.4	.1
<u>Clay refractories</u>													
	United States ¹	Middle Atlantic	Great Lakes	Middle West	United States ¹	South-east	Great Lakes	Pacific					
Workers employed on third or other late shift	6.8	7.6	4.2	8.6	3.7	5.2	2.9	5.0					
Receiving shift differential	6.7	7.4	3.6	8.6	2.6	3.9	.8	4.9					
Uniform cents per hour	5.7	7.4	3.6	5.2	2.5	3.9	.8	4.9					
Under 4 cents	(²)	-	-	-	-	-	-	-					
4 cents	-	-	-	-	.1	-	.1	-					
5 cents	-	-	-	-	.4	-	.2	-					
6 cents	.1	-	.4	-	.8	3.3	.2	-					
7 cents	.2	.7	-	-	.1	-	.2	-					
8 cents	-	-	-	-	.1	-	-	-					
9 cents	-	-	-	-	(²)	-	(²)	-					
10 cents	.3	.5	.8	-	.2	.4	-	-					
11 cents	(²)	-	-	-	-	-	-	-					
12 cents	2.2	1.2	-	3.4	-	-	-	-					
13 cents	.3	.5	.6	-	-	-	-	-					
14 cents	2.5	4.5	1.2	1.8	-	-	-	-					
15 cents	.1	-	.6	-	.1	.2	-	.4					
17 cents	(²)	-	-	-	-	-	-	-					
20 cents	-	-	-	-	.8	-	-	4.5					
Over 20 cents	-	-	-	-	-	-	-	-					
Uniform percentage	-	-	-	-	-	-	-	-					
10 percent	-	-	-	-	-	-	-	-					
8 hours' pay for 7½ hours' work	-	-	-	-	.1	-	-	-					
Other formal paid provisions	.9	-	-	-	-	-	-	-					
Receiving no shift differential	.2	.2	.6	3.4	1.1	1.3	2.1	.1					

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

² Less than 0.05 percent.

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

Table 35. Paid holidays: Structural clay products

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

Number of paid holidays	United States ¹	Middle Atlantic	Border States	South-east	South-west	Great Lakes	Middle West	Pacific
All workers -----	100	100	100	100	100	100	100	100
Workers in establishments providing paid holidays-----	92	100	93	82	86	95	100	96
Under 3 days -----	1	-	-	2	1	-	2	-
3 days-----	1	-	4	2	4	-	-	-
4 days-----	5	-	-	8	19	1	3	(²)
5 days-----	10	-	18	25	23	3	-	4
5 days plus 1 half day -----	2	-	10	4	-	-	-	-
6 days-----	28	25	15	21	32	53	23	10
6 days plus 2 half days -----	(²)	-	-	-	-	-	-	-
7 days-----	24	21	36	10	5	30	58	18
7 days plus 1 half day -----	2	14	-	-	2	-	-	1
7 days plus 2 half days -----	1	2	-	-	-	3	-	-
8 days-----	14	25	11	11	-	5	14	51
8 days plus 1 half day -----	1	4	-	-	-	-	-	7
8 days plus 2 half days -----	(²)	3	-	-	-	-	-	-
9 days-----	1	2	-	-	-	(²)	-	6
Over 9 days -----	(²)	3	-	-	-	-	-	-
Receiving no paid holidays -----	8	-	7	18	14	5	-	4

¹ Includes data for regions in addition to those shown separately.² Less than 0.5 percent.

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

Table 37. Paid vacations: Structural clay products

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

Vacation policy	United States ¹	Middle Atlantic	Border States	South-east	South-west	Great Lakes	Middle West	Pacific
All workers	100	100	100	100	100	100	100	100
<u>Method of payment</u>								
Workers in establishments providing paid vacations	96	100	91	92	93	98	97	96
Length-of-time payment	58	51	51	81	70	49	13	63
Percentage payment	37	49	37	11	23	47	78	34
Flat sum payment	(²)	-	4	-	-	-	2	-
Other	1	-	-	-	-	3	4	-
Workers in establishments providing no paid vacations	4	-	9	8	7	2	3	4
<u>Amount of vacation pay³</u>								
After 1 year of service:								
Under 1 week	2	1	-	4	2	4	-	-
1 week	85	87	82	88	86	81	75	96
Over 1 and under 2 weeks	6	12	7	-	-	7	22	-
2 weeks	1	-	-	-	-	5	-	-
After 2 years of service:								
Under 1 week	2	-	-	3	-	4	-	-
1 week	69	65	57	81	87	78	42	37
Over 1 and under 2 weeks	6	20	3	4	1	3	5	2
2 weeks	14	11	25	4	4	9	33	58
Over 2 and under 3 weeks	4	4	7	-	-	4	17	-
After 3 years of service:								
Under 1 week	1	-	-	1	-	4	-	-
1 week	51	44	33	63	76	60	29	6
Over 1 and under 2 weeks	7	16	3	4	1	8	6	-
2 weeks	32	34	49	23	15	21	45	91
Over 2 and under 3 weeks	4	6	7	-	-	4	17	-
After 5 years of service:								
1 week	14	2	5	35	32	7	-	3
Over 1 and under 2 weeks	1	2	-	-	3	1	-	-
2 weeks	72	80	80	56	58	79	75	90
Over 2 and under 3 weeks	7	14	7	1	-	9	22	-
3 weeks or more	1	2	-	-	-	3	-	4

See footnotes at end of table.

Table 37. Paid vacations: Structural clay products—Continued

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

Vacation policy	United States ¹	Middle Atlantic	Border States	South-east	South-west	Great Lakes	Middle West	Pacific
<u>Amount of vacation pay</u> ³ —Continued								
After 10 years of service:								
1 week	9	2	5	24	18	2	-	-
Over 1 and under 2 weeks	2	2	-	1	2	3	-	-
2 weeks	56	49	60	56	68	67	30	38
Over 2 and under 3 weeks	4	10	-	4	-	3	6	-
3 weeks	15	24	11	6	5	15	13	58
Over 3 weeks	10	13	15	1	-	9	48	-
After 15 years of service:								
1 week	8	2	4	24	16	(²)	-	-
Over 1 and under 2 weeks	2	-	-	-	4	5	-	-
2 weeks	23	15	41	37	51	12	5	4
Over 2 and under 3 weeks	2	3	8	-	3	2	1	-
3 weeks	46	57	19	29	17	68	32	88
Over 3 and under 4 weeks	13	23	19	2	2	7	58	-
4 weeks or more	1	-	-	-	-	4	-	5
After 20 years of service: ⁴								
1 week	8	2	4	24	16	(²)	-	-
Over 1 and under 2 weeks	1	-	-	-	2	5	-	-
2 weeks	21	12	40	31	53	11	3	4
Over 2 and under 3 weeks	1	1	-	1	3	2	-	-
3 weeks	34	22	25	26	15	55	33	40
Over 3 and under 4 weeks	3	17	3	-	-	(²)	5	-
4 weeks	23	43	14	9	3	19	39	53
Over 4 and under 5 weeks	3	1	7	-	-	4	17	-
5 weeks	(²)	2	-	-	-	1	-	-
6 weeks	(²)	-	-	-	-	1	-	-

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

² Less than 0.5 percent.

³ Vacation payments such as percent of annual earnings were converted to an equivalent time basis. Periods of service were arbitrarily chosen and do not necessarily reflect the individual establishment provisions for progression. For example, changes in proportions indicated at 10 years may include changes in provisions between 5 and 10 years.

⁴ Vacation provisions were virtually the same after longer periods of service.

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

Table 38. Paid vacations: Selected structural clay products

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

Vacation policy	Brick and structural clay tile								Ceramic wall and floor tile				
	United States ¹	Middle Atlantic	Border States	South-east	South-west	Great Lakes	Middle West	Pacific	United States ¹	Middle Atlantic	South-east	South-west	Pacific
All workers.....	100	100	100	100	100	100	100	100	100	100	100	100	100
Method of payment													
Workers in establishments providing paid vacations.....	92	100	85	89	90	96	89	100	98	100	99	100	90
Length-of-time payment.....	77	59	70	89	79	72	44	100	67	86	82	72	43
Percentage payment.....	14	41	15	-	11	22	39	-	31	14	16	28	47
Flat sum payment.....	(²)	-	-	-	-	-	7	-	-	-	-	-	-
Other.....	(²)	-	-	-	-	2	-	-	-	-	-	-	-
Workers in establishments providing no paid vacations.....	8	-	15	11	10	4	11	-	2	-	1	-	10
Amount of vacation pay ³													
After 1 year of service:													
Under 1 week.....	3	-	-	6	3	2	-	-	-	-	-	-	-
1 week.....	84	89	85	82	80	79	89	100	98	100	99	100	90
Over 1 and under 2 weeks.....	2	11	-	-	-	3	-	-	-	-	-	-	-
2 weeks.....	2	-	-	-	-	11	-	-	-	-	-	-	-
After 2 years of service:													
Under 1 week.....	2	-	-	5	-	2	-	-	-	-	-	-	-
1 week.....	74	65	56	78	82	74	83	62	77	67	79	100	47
Over 1 and under 2 weeks.....	5	30	-	-	2	3	-	6	9	19	19	-	-
2 weeks.....	11	5	29	6	6	17	7	32	11	14	-	-	43
Over 2 and under 3 weeks.....	-	-	-	-	-	-	-	-	-	-	-	-	-
After 3 years of service:													
Under 1 week.....	1	-	-	2	-	2	-	-	-	-	-	-	-
1 week.....	61	56	28	73	78	56	69	10	50	67	39	78	-
Over 1 and under 2 weeks.....	5	19	-	-	2	5	4	-	17	19	19	-	-
2 weeks.....	25	20	57	13	10	32	16	90	32	14	41	22	90
Over 2 and under 3 weeks.....	(²)	4	-	-	-	-	-	-	-	-	-	-	-
After 5 years of service:													
1 week.....	25	4	-	54	35	5	-	10	11	4	16	47	-
Over 1 and under 2 weeks.....	2	8	-	-	4	3	-	-	-	-	-	-	-
2 weeks.....	62	78	85	35	50	78	89	90	86	96	83	53	90
Over 2 and under 3 weeks.....	1	4	-	-	-	4	-	-	-	-	-	-	-
3 weeks or more.....	2	6	-	-	-	6	-	-	2	-	-	-	-
After 10 years of service:													
1 week.....	16	4	-	36	21	3	-	-	8	4	16	23	-
Over 1 and under 2 weeks.....	3	8	-	2	3	3	-	-	-	-	-	-	-
2 weeks.....	61	73	73	49	66	62	79	33	72	82	31	77	79
Over 2 and under 3 weeks.....	3	9	-	1	-	4	4	-	5	-	19	-	-
3 weeks.....	9	6	12	-	-	22	7	67	13	14	33	-	10
Over 3 weeks.....	(²)	-	-	-	-	2	-	-	-	-	-	-	-
After 15 years of service:													
1 week.....	15	4	-	36	18	1	-	-	8	4	16	23	-
Over 1 and under 2 weeks.....	2	-	-	-	6	6	-	-	-	-	-	-	-
2 weeks.....	34	46	53	36	51	21	18	-	20	-	31	45	6
Over 2 and under 3 weeks.....	3	11	14	-	-	4	4	-	3	-	-	22	-
3 weeks.....	36	39	19	17	15	59	67	82	67	96	53	10	84
Over 3 and under 4 weeks.....	-	-	-	-	-	-	-	-	-	-	-	-	-
4 weeks or more.....	2	-	-	-	-	6	-	18	-	-	-	-	-
After 20 years of service: ⁴													
1 week.....	15	4	-	36	18	1	-	-	8	4	16	23	-
Over 1 and under 2 weeks.....	2	-	-	-	3	6	-	-	-	-	-	-	-
2 weeks.....	31	39	53	30	54	19	11	-	20	-	31	45	6
Over 2 and under 3 weeks.....	2	4	-	2	-	4	-	-	3	-	-	22	-
3 weeks.....	33	31	32	21	15	46	69	62	39	14	53	10	58
Over 3 and under 4 weeks.....	2	16	-	-	-	-	-	-	-	-	-	-	-
4 weeks.....	6	-	-	-	-	18	10	38	28	82	-	-	26
Over 4 and under 5 weeks.....	-	-	-	-	-	-	-	-	-	-	-	-	-
5 weeks.....	1	5	-	-	-	2	-	-	-	-	-	-	-
6 weeks.....	(²)	-	-	-	-	2	-	-	-	-	-	-	-

See footnotes at end of table.

46

Table 38. Paid vacations: Selected structural clay products—Continued

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

Vacation policy	Clay refractories				Clay sewer pipe			
	United States ¹	Middle Atlantic	Great Lakes	Middle West	United States ¹	South-east	Great Lakes	Pacific
All workers.....	100	100	100	100	100	100	100	100
<u>Method of payment</u>								
Workers in establishments providing paid vacations.....	100	100	100	100	98	89	100	100
Length-of-time payment.....	30	29	38	-	22	27	10	46
Percentage payment.....	69	71	62	100	70	62	82	54
Flat-sum payment.....	1	-	-	-	-	-	-	-
Other.....	-	-	-	-	6	-	8	-
Workers in establishments providing no paid vacations.....	-	-	-	-	2	11	-	-
<u>Amount of vacation pay³</u>								
After 1 year of service:								
Under 1 week.....	2	3	9	-	-	-	-	-
1 week.....	72	77	63	63	95	89	93	100
Over 1 and under 2 weeks.....	24	20	23	37	2	-	5	-
2 weeks.....	-	-	-	-	1	-	2	-
After 2 years of service:								
Under 1 week.....	2	-	9	-	-	-	-	-
1 week.....	48	59	56	9	75	80	93	-
Over 1 and under 2 weeks.....	9	15	-	8	5	9	5	-
2 weeks.....	24	15	12	53	18	-	2	100
Over 2 and under 3 weeks.....	17	10	23	29	-	-	-	-
After 3 years of service:								
Under 1 week.....	2	-	9	-	-	-	-	-
1 week.....	17	17	38	-	63	80	81	-
Over 1 and under 2 weeks.....	10	14	7	8	5	9	5	-
2 weeks.....	54	58	22	63	29	-	14	100
Over 2 and under 3 weeks.....	17	10	23	29	-	-	-	-
After 5 years of service:								
1 week.....	4	-	14	-	-	-	-	-
Over 1 and under 2 weeks.....	(2)	-	-	-	-	-	-	-
2 weeks.....	68	69	56	63	95	89	93	100
Over 2 and under 3 weeks.....	28	31	30	37	3	-	7	-
3 weeks or more.....	-	-	-	-	-	-	-	-
After 10 years of service:								
1 week.....	1	-	-	-	-	-	-	-
Over 1 and under 2 weeks.....	2	-	9	-	-	-	-	-
2 weeks.....	23	10	34	-	72	89	87	-
Over 2 and under 3 weeks.....	8	17	5	8	-	-	-	-
3 weeks.....	21	42	10	9	26	-	13	100
Over 3 weeks.....	44	31	41	82	-	-	-	-
After 15 years of service:								
1 week.....	1	-	-	-	-	-	-	-
Over 1 and under 2 weeks.....	2	-	9	-	-	-	-	-
2 weeks.....	5	2	9	-	23	80	2	-
Over 2 and under 3 weeks.....	-	-	-	-	-	-	-	-
3 weeks.....	33	43	35	-	75	9	98	100
Over 3 and under 4 weeks.....	59	55	39	100	-	-	-	-
4 weeks or more.....	1	-	7	-	-	-	-	-
After 20 years of service: ⁴								
1 week.....	1	-	-	-	-	-	-	-
Over 1 and under 2 weeks.....	2	-	9	-	-	-	-	-
2 weeks.....	4	-	9	-	19	67	-	-
Over 2 and under 3 weeks.....	-	-	-	-	-	-	-	-
3 weeks.....	10	10	23	-	60	23	94	3
Over 3 and under 4 weeks.....	12	29	-	8	1	-	2	-
4 weeks.....	57	59	35	63	18	-	4	97
Over 4 and under 5 weeks.....	15	2	23	29	-	-	-	-
5 weeks.....	-	-	-	-	-	-	-	-
6 weeks.....	-	-	-	-	-	-	-	-

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

² Less than 0.5 percent.

³ Vacation payments such as percent of annual earnings were converted to an equivalent time basis. Periods of service were arbitrarily chosen and do not necessarily reflect the individual establishment provisions for progression. For example, changes in proportions indicated at 10 years may include changes in provisions between 5 and 10 years.

⁴ Vacation provisions were virtually the same after longer periods of service.

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

Table 39. Health, insurance, and retirement plans: Structural clay products

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

Type of plan ¹	United States ²	Middle Atlantic	Border States	South-east	South-west	Great Lakes	Middle West	Pacific
All workers -----	100	100	100	100	100	100	100	100
Workers in establishments providing at least 1 of the benefits shown below -----	97	98	100	97	88	100	94	96
Life insurance -----	92	96	84	90	85	99	93	89
Noncontributory plans -----	67	79	52	54	61	75	77	69
Accidental death and dismemberment insurance -----	78	77	69	62	77	90	87	85
Noncontributory plans -----	57	65	42	34	58	69	77	65
Sickness and accident insurance or sick leave or both ³ -----	69	91	80	37	29	93	88	72
Sickness and accident insurance -----	63	89	80	34	29	93	88	14
Noncontributory plans -----	44	73	45	17	21	60	76	12
Sick leave (full pay, no waiting period) -----	3	5	-	3	-	(⁴)	-	12
Sick leave (partial pay or waiting period) -----	5	-	2	1	-	-	-	56
Hospitalization insurance -----	96	96	94	97	88	100	94	92
Noncontributory plans -----	64	78	51	52	57	68	77	69
Surgical insurance -----	95	95	94	97	88	100	94	92
Noncontributory plans -----	64	77	51	52	57	68	77	69
Medical insurance -----	81	76	82	66	85	83	94	92
Noncontributory plans -----	53	63	41	30	57	55	77	69
Major medical insurance -----	52	47	40	41	67	48	45	83
Noncontributory plans -----	33	30	22	18	45	33	36	63
Retirement plans ⁵ -----	57	73	46	47	26	72	72	48
Pensions -----	56	73	46	47	22	68	72	48
Noncontributory plans -----	53	73	43	46	6	64	72	48
Severance pay -----	5	2	-	-	6	4	27	-

¹ "Noncontributory plans" include only those plans financed entirely by the employer. Excluded are legally required plans, such as workmen's compensation and social security; however, plans required by State temporary disability insurance laws are included if the employer contributes more than is legally required or the employee receives benefits in excess of the legal requirements.

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

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

⁴ Less than 0.5 percent.

⁵ Unduplicated total of workers covered by pension or severance pay shown separately.

Table 40. Health, insurance, and retirement plans: Selected structural clay products

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

Type of plan ¹	Brick and structural clay tile								Ceramic wall and floor tile				
	United States ²	Middle Atlantic	Border States	South-east	South-west	Great Lakes	Middle West	Pacific	United States ²	Middle Atlantic	South-east	South-west	Pacific
All workers.....	100	100	100	100	100	100	100	100	100	100	100	100	100
Workers in establishments providing at least 1 of the benefits shown below.....	93	92	100	95	83	100	81	100	98	100	100	100	90
Life insurance.....	89	92	88	87	83	100	77	84	89	100	92	78	90
Noncontributory plans.....	62	75	43	59	65	73	56	65	59	81	27	48	85
Accidental death and dismemberment insurance.....	78	88	88	71	75	86	77	68	64	29	65	68	90
Noncontributory plans.....	54	71	46	47	64	59	56	49	39	29	65	38	85
Sickness and accident insurance or sick leave or both ³	56	92	81	31	16	86	62	75	66	82	66	41	43
Sickness and accident insurance.....	51	84	81	26	16	86	62	12	59	82	66	41	1
Noncontributory plans.....	29	75	31	13	14	39	49	6	38	63	27	24	-
Sick leave (full pay, no waiting period).....	4	12	-	5	-	1	-	38	1	-	-	-	4
Sick leave (partial pay or waiting period).....	2	-	4	2	-	-	-	26	6	-	-	-	37
Hospitalization insurance.....	92	92	90	94	83	100	81	91	97	96	100	100	90
Noncontributory plans.....	52	72	25	49	57	57	46	65	66	77	43	59	85
Surgical insurance.....	92	88	90	94	83	100	81	91	97	96	100	100	90
Noncontributory plans.....	52	68	25	49	57	57	46	65	66	77	43	59	85
Medical insurance.....	74	61	86	59	80	80	81	91	77	67	58	90	90
Noncontributory plans.....	40	48	25	23	57	47	46	65	51	48	16	59	85
Major medical insurance.....	46	53	53	36	67	36	7	60	62	48	62	60	86
Noncontributory plans.....	26	33	25	13	47	24	-	40	30	48	16	46	85
Retirement plans ⁴	40	52	36	37	19	59	24	42	61	86	68	38	45
Pensions.....	39	52	36	37	19	56	24	42	58	86	68	14	45
Noncontributory plans.....	34	52	36	35	2	49	24	42	58	86	68	14	45
Severance pay.....	(⁵)	-	-	-	-	2	-	-	3	-	-	24	-

	Clay refractories				Clay sewer pipe			
	United States ²	Middle Atlantic	Great Lakes	Middle West	United States ²	South-east	Great Lakes	Pacific
All workers.....	100	100	100	100	100	100	100	100
Workers in establishments providing at least 1 of the benefits shown below.....	100	100	100	100	100	100	100	100
Life insurance.....	98	97	100	100	99	100	100	97
Noncontributory plans.....	91	85	86	100	59	43	77	54
Accidental death and dismemberment insurance.....	85	93	100	100	79	51	88	97
Noncontributory plans.....	78	82	86	100	56	33	78	54
Sickness and accident insurance or sick leave or both ³	89	95	100	100	82	55	98	100
Sickness and accident insurance.....	86	95	100	100	70	55	98	33
Noncontributory plans.....	78	80	86	100	45	27	70	33
Sick leave (full pay, no waiting period).....	3	2	-	-	1	-	-	3
Sick leave (partial pay or waiting period).....	1	-	-	-	19	-	-	97
Hospitalization insurance.....	99	98	100	100	100	100	100	100
Noncontributory plans.....	90	87	72	100	62	50	82	54
Surgical insurance.....	99	98	100	100	100	100	100	100
Noncontributory plans.....	90	87	72	100	62	50	82	54
Medical insurance.....	91	95	77	100	87	82	84	100
Noncontributory plans.....	81	84	49	100	53	32	66	54
Major medical insurance.....	48	41	28	53	65	11	73	100
Noncontributory plans.....	45	41	13	53	42	-	59	54
Retirement plans ⁴	90	90	86	100	67	41	94	54
Pensions.....	89	90	85	100	62	41	80	54
Noncontributory plans.....	89	90	85	100	57	41	76	54
Severance pay.....	15	6	1	46	5	-	14	-

¹ "Noncontributory plans" include only those plans financed entirely by the employer. Excluded are legally required plans, such as workmen's compensation and social security; however, plans required by State temporary disability insurance laws are included if the employer contributes more than is legally required or the employee receives benefits in excess of the legal requirements.

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

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

⁴ Unduplicated total of workers covered by pension or severance pay shown separately.

⁵ Less than 0.5 percent.

Table 41. Other selected benefits: Structural clay products

(Percent of production workers in establishments having formal provisions for funeral leave pay, jury duty pay, and technological severance pay, United States and selected regions, September 1969)

Item	United States ¹	Middle Atlantic	Border States	South-east	South-west	Great Lakes	Middle West	Pacific
Workers in establishments with provisions for:								
Funeral leave pay.....	43	81	33	34	10	44	68	21
Jury duty pay.....	43	44	41	47	28	40	72	13
Technological severance pay ²	2	1	-	3	-	-	-	2

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

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

Table 42. Other selected benefits: Selected structural clay products

(Percent of production workers in establishments having formal provisions for funeral leave pay, jury duty pay, and technological severance pay, United States and selected regions, September 1969)

Item	Brick and structural clay tile								Ceramic wall and floor tile				
	United States ¹	Middle Atlantic	Border States	South-east	South-west	Great Lakes	Middle West	Pacific	United States ¹	Middle Atlantic	South-east	South-west	Pacific
Workers in establishments with provisions for:													
Funeral leave pay.....	23	56	12	22	7	33	12	18	52	82	43	10	16
Jury duty pay.....	27	16	15	35	19	32	35	13	45	33	52	32	28
Technological severance pay ²	(³)	-	-	-	-	-	-	6	7	-	19	-	-
						Clay refractories				Clay sewer pipe			
						United States ¹	Middle Atlantic	Great Lakes	Middle West	United States ¹	South-east	Great Lakes	Pacific
Workers in establishments with provisions for:													
Funeral leave pay.....						85	96	72	100	34	53	22	33
Jury duty pay.....						81	72	72	100	38	52	29	-
Technological severance pay ²						2	2	-	-	-	-	-	-

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

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

³ Less than 0.5 percent.

99

Appendix A. Scope and Method of Survey

Scope of Survey

The survey included establishments primarily engaged in manufacturing structural clay products (industry group 325 as defined in the 1967 edition of the *Standard Industrial Classification Manual*, prepared by the U.S. Office of Management and Budget). Important products of such establishments include: Brick and structural clay tile, ceramic wall and floor tile, clay firebrick, terra cotta, clay roofing tile, and clay sewer pipe. Separate auxiliary units, such as central offices, were excluded.

Establishments selected for study were drawn from units employing 20 workers or more at the time of reference of the data used in compiling the universe lists.

The number of establishments and workers studied by the Bureau, as well as the number estimated to be within scope of the survey during the payroll period studied, are shown in table A-1.

Industry Branches

The classification of establishments by industry branch was determined on the basis of the principal type of clay product of the establishment. For example, if the value of an establishment's product was 75 percent brick and 25 percent sewer pipe, all workers in that establishment were included in the brick and structural clay tile branch.

Method of Study

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

Establishment Definition

An establishment, for purposes of this study, is defined as a single physical location where industrial

operations are performed. An establishment is not necessarily identical with the company, which may consist of one or more establishments.

Employment

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, office 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 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 the data for selected occupations but were included in the data for all production workers.

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.

Table A-1. Estimated number of establishments and workers within scope of survey and number studied, structural clay products manufacturing, October 1969

Product branch, region, ¹ and State	Number of establishments ²		Workers in establishments		
	Within scope of survey	Studied	Within scope of survey		Studied
			Total ³	Production workers	Total
All establishments: ⁴					
United States ⁵	570	339	52,772	43,409	40,408
Middle Atlantic	87	47	8,423	6,937	6,188
Border States	40	24	3,370	2,897	2,414
Southeast	107	69	11,995	10,059	9,821
Southwest	79	43	6,144	5,071	4,067
Great Lakes	145	87	11,339	9,317	8,733
Middle West	43	24	5,760	4,535	4,390
Pacific	40	29	3,838	3,035	3,384
Brick and structural clay tile establishments:					
United States ⁵	333	180	24,079	20,339	15,819
Middle Atlantic	37	18	2,490	2,147	1,526
Pennsylvania	27	13	1,849	1,578	1,094
Border States	28	14	1,958	1,703	1,104
Southeast	80	47	7,174	6,059	5,374
Georgia	7	6	1,272	1,103	1,228
North Carolina	24	15	2,120	1,752	1,588
Southwest	62	30	4,226	3,525	2,346
Texas	37	17	2,991	2,498	1,508
Great Lakes	63	38	4,647	3,891	3,279
Illinois	18	12	1,076	919	877
Ohio	35	20	2,659	2,238	1,751
Middle West	26	12	1,607	1,369	770
Pacific	17	11	936	786	733
California	9	7	629	543	560
Ceramic wall and floor tile establishments:					
United States ⁵	51	40	7,969	6,338	7,401
Middle Atlantic	7	5	1,992	1,565	1,832
Southeast	10	9	1,918	1,547	1,844
Southwest	10	7	1,055	801	915
Pacific	13	10	1,388	1,060	1,271
California	12	9	1,372	1,047	1,255
Clay refractories establishments:					
United States ⁵	105	65	12,146	9,681	9,782
Middle Atlantic	38	21	3,545	2,875	2,579
Pennsylvania	35	19	3,378	2,729	2,441
Great Lakes	30	17	2,136	1,698	1,486
Ohio	25	14	1,781	1,514	1,199
Middle West	11	8	3,499	2,627	3,105
Missouri	11	8	3,499	2,627	3,105
Clay sewer pipe establishments:					
United States ⁵	43	39	6,826	5,743	6,504
Southeast	9	8	1,449	1,215	1,366
Great Lakes	19	17	2,529	2,084	2,394
Ohio	12	11	1,808	1,551	1,751
Pacific	4	4	1,098	977	1,098

¹ The regions used in this study include: *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, Minnesota, Ohio, and Wisconsin; *Middle West*—Iowa, Kansas, Missouri, Nebraska, North Dakota, and South Dakota; and *Pacific*—California, Nevada, Oregon, and Washington.

² Includes only establishments with 20 workers or more at the time of reference of the universe data.

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

⁴ Includes structural clay products establishments in addition to those shown separately.

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

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

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. Office of Management and 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 or 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 workers are classified separately. Stint work, also called "task work," is a method of wage payment similar to a wage incentive. It provides a fixed daily rate for a predetermined amount of work regardless of the actual time required and the worker is at liberty to leave the plant whenever the task is completed. Stint workers were classified as time-workers in the earnings tabulation by method of wage payment.

Scheduled Weekly Hours

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

Shift Provisions and Practices

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

Supplementary Wage Provisions

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

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

Paid Vacations. The 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 pay 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,¹ 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.

Major medical insurance, sometimes referred to as catastrophe or 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 employees 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.

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

Technological Severance Pay. Data refer to formal plans providing for payments to employees permanently separated from the company because of technological change or closing of the plant.

¹ The temporary disability insurance laws in California and Rhode Island do not require employer contributions.

Appendix B. Occupational Descriptions

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

Clay Maker

(Blunger-machine operator; clay mixer; clay washer; slip maker; slip mixer; slipmen; wet mixer)

Blends and mixes various clays into a thin, semi-liquid form in a blunger (mixing machine). Work involves the following: Starting and operating the blunger, blending and mixing the various clays with water for the required time; running and regulating flow of slip from mixer through lawn (very fine screen made of silk or metal), and over magnets which remove iron particles from the slip; and cleaning lawn and washing magnets. Additional duties may include removing excess water from slip by filter press; measuring clay and other ingredients according to formula.

Die Presser

Operates a screw press or hydraulic press to squeeze and shape clay into various clay products. Work involves: Filling bottom die with ground or pulverized damp clay; forming product by operating a press which causes the upper die to descend into the lower die thus squeezing the clay into the proper shape; and removing the formed product. In addition, may set the dies in the press. Include workers who operate presses designed to perform one or more of the above operations automatically.

Dry-Pan Operator

(Dry-mill operator)

Tends or directs the loading of one or more dry-pans which grinds clay, shale or brick to a fine powder preparatory to screening and tempering. Work

involves *most of the following*: Loading or directing the loading of clay into the hoppers of dry pans; regulating flow of clay or shale into dry pans; breaking up or removing large lumps of material and loosening clogged material in machine; and lubricating and making minor repairs or adjustments to the machine.

Electrician, Maintenance

Performs a variety of electrical trade functions such as the installation, maintenance or repair of equipment for the generation, 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 units, conduit systems or other transmission equipment; working from blueprints, drawings, lay-out 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.

Finisher

(Fettler; shaper; sponger; trimmer)

Removes rough-edges from newly formed (green) clay products. Work involves: Scraping dirt, mold

marks, rough edges and other irregularities from product with fettling knife, stick felt or emery. Rubs dampened sponge over product to give it a smooth surface. In addition, may measure product for conformance to specifications and place ceramic tile in saggars.

Glazing-Machine Feeder

Feeds structural clay products into a machine that sprays an even coat of glaze on the material as it passes through.

Grinder, Clay

(Crusher; crusherman; crusher operator; granulator; pulverizer; rock grinder; shale grinder)

Tends and directs the loading of one or more crushing or grinding machines (other than dry- or wet-pans) which grind pieces of rock, clay or shale into fine particles or dust. Work involves *most of the following*: Loading and/or directing the loading of the feeding hopper; watching the material being fed to the machine by a conveyor or by a helper; breaking up large pieces of raw materials and loosening clogged material in machine with a slice-bar or maul; regulating the water valve which drips water into the machine to settle the dust; and lubricating and making minor repairs and adjustments to the machine.

Janitor

(Sweeper; charwoman; janitress)

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

Kiln Fireman (Periodic kiln)

(Kiln burner; kiln operator; kiln tender)

Operates a periodic kiln used to fire brick, tile, or other clay products. Work involves the following: Prepares (or directs helper) firebox and lights fires; regulates temperature by adjusting drafts and controlling fuel supply; observes pyrometric cones and/or rings through peepholes to determine by inspection the rate at which burning is proceeding.

Kiln Fireman (Scove kiln)

(Fireman; burner)

Supervises the firing of a scove kiln used to fire common brick. Instructs helpers or other workers in kindling and maintaining fires.

Kiln Fireman (Tunnel kiln)

(Fireman, continuous kiln; tunnel kiln fireman)

Operates a tunnel or continuous kiln to fire clay products. Work involves maintaining the proper temperature in the kiln at all times by controlling fuel intake and checking drafts and recording temperatures periodically. In addition may push the tunnel kiln car into the intake chamber of the kiln and remove it from the other end after the product has been fired and cooled.

Kiln Loader (Scove kiln)

(Kiln setter; kiln placer)

Places dried bricks into position for firing in a scove kiln. Uses power equipment (usually a crane or lift truck) to stack unburned brick into a proper pile which assumes the shape of a kiln.

Kiln Placer (Tunnel kiln)

(Tunnel-kiln-car setter)

Loads structural clay products, or saggars filled with these products, on automatic-conveyor car that carries products through kiln for firing. Work involves setting products and saggars in proper section of car according to the firing requirements of each type of product.

Kiln Setter and Drawer (Periodic kiln)

Places brick or other structural clay products in kiln for burning and/or removes burned clay products from kiln. Work involves a *combination* of the following: Arranging materials in rows or tiers in kiln and spacing them so that hot air will circulate freely during burning; spreading sand on floor and between layers to prevent products from adhering to one another; and removing burned clay products from kiln and placing it on trucks or other conveying devices. May use hand or power truck to set products in kiln or to remove them after burning.

For wage survey purposes, workers in this occupation are to be classified according to whether their duties are limited to kiln setting, to kiln drawing, or cover a combination of the two operations, as follows:

Kiln setter

Kiln drawer

Kiln setter and drawers

Kiln Unloader (Tunnel kiln)

(Kiln-car unloader; tunnel-kiln drawer)

Unloads products such as bricks, sewer pipe, and refractories, or saggars filled with fired products, from tunnel-kiln cars. Work involves: Removing product from cars or saggars and placing it on trucks, conveyors, or other containers or for transfer to other departments.

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

Mechanic, Automotive (Maintenance)

Repairs automobiles, buses, motor trucks 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 hand tools as wrenches, gauges, 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 adjustments; aligning 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.

Mechanic, Maintenance

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

Molder, Hand

(*Brick molder, hand; tile molder, hand; pipe-fittings molder*)

Molds brick, tile, or other clay products by hand. Work involves the following: Kneading moist clay until it is of the desired consistency and placing or throwing it forcibly into the mold; packing clay firmly in the mold by hand or with a mallet, or by means of a jogger operated by compressed air; and cutting off or removing excess clay projecting from the mold. In addition may remove the form from the mold after it has been allowed to dry and shrink slightly.

Molding-Machine Operator

(*Brick molder, machine; brickmaker, machine; molder, machine; tile maker, machine; tile molder, machine*)

Tends a machine that automatically molds brick, tile or other clay products. Work involves seeing that the machine is operating properly and that proper pressure is being applied to the product. In addition may place molded products on trays or on other conveying devices and may lubricate, adjust, or make minor repairs to the machine.

Off-Bearer

(*Hacker; racker; stacker*)

Bears off, carries or removes the unfinished or finished brick, tile, or other clay products from a machine conveyor or hand truck and piles or sets

products on conveyor, floor, drying rack, or hand car. In addition, may remove formed products from molds.

Packer

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 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.*

Pattern Mounter (Floor and wall tile)

Assembles ceramic tiles in pattern and mounts them on heavy paper to preserve the arrangement for installation. Work involves: Placing tiles on board, face down, following a previously designed pattern; gluing sheet of mounting paper to base of tiles; and removing completed assembly and placing it in position for drying.

Pipe Turner (Sewer pipe)

Removes sections of green (newly formed) sewer pipe from the pipe press, turns them socket end up, and places them on trucks.

Power-Shovel Operator

(Dragline operator; shovel operator; shovel runner)

Excavates or moves materials with a power shovel or crane equipped with a dragline bucket. Manipulates levers and pedals to move the machine and control the position of the bucket or dipper in order to move and deposit materials.

Pressman, Automatic

(Press operator; pressman)

Operates an automatic powered press to form tempered clay into sewer pipe, tile, or other clay products. Work involves the following: Manipulating a lever which causes the machine to press out products automatically, after the feed hopper has been charged (usually by conveyor) with tempered clay; and operating or directing another worker to operate a lever to actuate mechanism for cutting pipe or other molded products into sections. In addition may change press dies with the assistance of other workers.

Pugmill Man

(Clay pugger; mixing mill operator; pugmill operator; pug miller; pugger)

Prepares ground, sifted, or filtered clay for molding by mixing it with water in a pugmill. Work involves *most of the following*: Feeding clay to the machine; regulating the flow of water to mixing chamber; and examining mixed clay for consistency as it is forced out of the pugmill in a continuous form. In addition may make minor repairs to the machine; operate an auger mill or cutting machine in connection with the pugmill; and may cut the continuous form into convenient lengths, stacking cut lengths end up on a truck.

Sorter

(Brick sorter; tile sorter;)

Sorts burned brick or tile according to color, hardness, or size. For wage study purposes, sorters are classified according to product:

Sorter, brick

Sorter, tile

Spray Machine Operator, Automatic (Glazing)

Operates machine to spray glazing material onto ceramic tile, brick or other structural clay products. Work involves *most of the following*: Filling supply tanks with liquid glaze; checking glaze against specifications; starting and operating machine, adjusting speed, air valves, and spray nozzles as necessary; and testing thickness of glaze on product. May clean spray nozzles, hoses and tanks as necessary, keep production records, and supervise other workers functioning as part of spray-machine team.

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 establishments. 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 survey purposes, truckdrivers are classified by size and type of equipment, as follows: (Tractor-trailer should be rated on the basis of trailer capacity.)

Truckdriver, light (under 1½ tons)

Truckdriver, medium (1½ to and including 4 tons)

Truckdriver, heavy (over 4 tons, trailer type)

Truckdriver, heavy (over 4 tons, other than trailer type)

Trucker, Hand*(Transfer man)*

Pushes or pulls hand trucks, cars, or wheelbarrows used for transporting goods and materials of all kinds about a warehouse, manufacturing plant, or other establishment. May load or unload, stack materials in storage, and maintain records.

Trucker, Power*(Transfer man, 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 survey purposes, workers 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

	Price
Basic Iron and Steel, 1967. BLS Bulletin 1602	\$0.55
Candy and Other Confectionery Products, 1965. BLS Bulletin 1520 . . . . .	.30
*Canning and Freezing, 1957. BLS Report 136	Free
Cigar Manufacturing, 1967. BLS Bulletin 1581 . . . . .	.25
Cigarette Manufacturing, 1965. BLS Bulletin 1472 . . . . .	.20
Cotton and Man-Made Fiber Textiles, 1968. BLS Bulletin 1637	1.00
Distilled Liquors, 1952. Series 2, No. 88	Free
Fabricated Structural Steel, 1964. BLS Bulletin 1463 . . . . .	.30
Fertilizer Manufacturing, 1966. BLS Bulletin 1531 . . . . .	.30
Flour and Other Grain Mill Products, 1967. BLS Bulletin 1576 . . . . .	.25
Fluid Milk Industry, 1964. BLS Bulletin 1464 . . . . .	.30
Footwear, 1968. BLS Bulletin 1634 . . . . .	.75
Hosiery, 1967. BLS Bulletin 1562 . . . . .	.70
Industrial Chemicals, 1965. BLS Bulletin 1529 . . . . .	.40
Iron and Steel Foundries, 1967. BLS Bulletin 1626	1.00
Leather Tanning and Finishing, 1968. BLS Bulletin 1618 . . . . .	.55
Machinery Manufacturing, 1968. BLS Bulletin 1664 . . . . .	.65
Meat Products, 1969. BLS Bulletin 1677	1.00
Men's and Boys' Shirts (Except Work Shirts) and Nightwear, 1968. BLS Bulletin 1659 . . . . .	.65
Men's and Boys' Suits and Coats, 1967. BLS Bulletin 1594 . . . . .	.75
Miscellaneous Plastics Products, 1969. BLS Bulletin 1690 . . . . .	.60
Miscellaneous Textiles, 1953. BLS Report 56	Free
Motor Vehicles and Parts, 1969. BLS Bulletin 1679 . . . . .	.75
Nonferrous Foundries, 1965. BLS Bulletin 1498 . . . . .	.40
Paints and Varnishes, 1965. BLS Bulletin 1524 . . . . .	.40
Paperboard Containers and Boxes, 1964. BLS Bulletin 1478 . . . . .	.70
Petroleum Refining, 1965. BLS Bulletin 1526 . . . . .	.30
Pressed or Blown Glass and Glassware, 1964. BLS Bulletin 1424 . . . . .	.30
*Processed Waste, 1957. BLS Report 124	Free
Pulp, Paper, and Paperboard Mills, 1967. BLS Bulletin 1608 . . . . .	.60
Radio, Television, and Related Products, 1951. Series 2, No. 84	Free
Railroad Cars, 1952. Series 2, No. 86	Free
*Raw Sugar, 1957. BLS Report 136	Free
Southern Sawmills and Planing Mills, 1969. BLS Bulletin 1694 . . . . .	.50
Structural Clay Products, 1964. BLS Bulletin 1459 . . . . .	.45
Synthetic Fibers, 1966. BLS Bulletin 1540 . . . . .	.30
Synthetic Textiles, 1965. BLS Bulletin 1509 . . . . .	.40

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

I. Occupational Wage Studies—Continued

Manufacturing—Continued

	Price
Textile Dyeing and Finishing, 1965–66. BLS Bulletin 1527	\$0.45
*Tobacco Stemming and Redrying, 1957. BLS Report 136	Free
West Coast Sawmilling, 1964. BLS Bulletin 1455 . . . . .	.30
Women's and Misses' Coats and Suits, 1965. BLS Bulletin 1508 . . . . .	.25
Women's and Misses' Dresses, 1968. BLS Bulletin 1649. . . . .	.45
Wood Household Furniture, Except Upholstered, 1968. BLS Bulletin 1651. . . . .	.60
*Wooden Containers, 1957. BLS Report 126.	Free
Wool Textiles, 1966. BLS Bulletin 1551. . . . .	.45
Work Clothing, 1968. BLS Bulletin 1624 . . . . .	.50

Nonmanufacturing

Auto Dealer Repair Shops, 1969. BLS Bulletin 1689 . . . . .	.50
Banking, 1964. BLS Bulletin 1466 . . . . .	.30
Bituminous Coal Mining, 1967. BLS Bulletin 1583. . . . .	.50
Communications, 1969. BLS Bulletin 1696 . . . . .	.30
Contract Cleaning Services, 1968. BLS Bulletin 1644 . . . . .	.55
Crude Petroleum and Natural Gas Production, 1967. BLS Bulletin 1566 . . . . .	.30
Department and Women's Ready-to-Wear Stores, 1950. Series 2, No. 78	Free
Eating and Drinking Places, 1966–67. BLS Bulletin 1588 . . . . .	.40
Educational Institutions: Nonteaching Employees, 1968-69. BLS Bulletin 1671 . . . . .	.50
Electric and Gas Utilities, 1967. BLS Bulletin 1614 . . . . .	.70
Hospitals, 1969. BLS Bulletin 1688	1.00
Hotels and Motels, 1966–67. BLS Bulletin 1587 . . . . .	.40
Laundry and Cleaning Services, 1967–68. BLS Bulletin 1645. . . . .	.75
Life Insurance, 1966. BLS Bulletin 1569 . . . . .	.30
Motion Picture Theaters, 1966. BLS Bulletin 1542 . . . . .	.35
Nursing Homes and Related Facilities, 1967–68. BLS Bulletin 1638. . . . .	.75

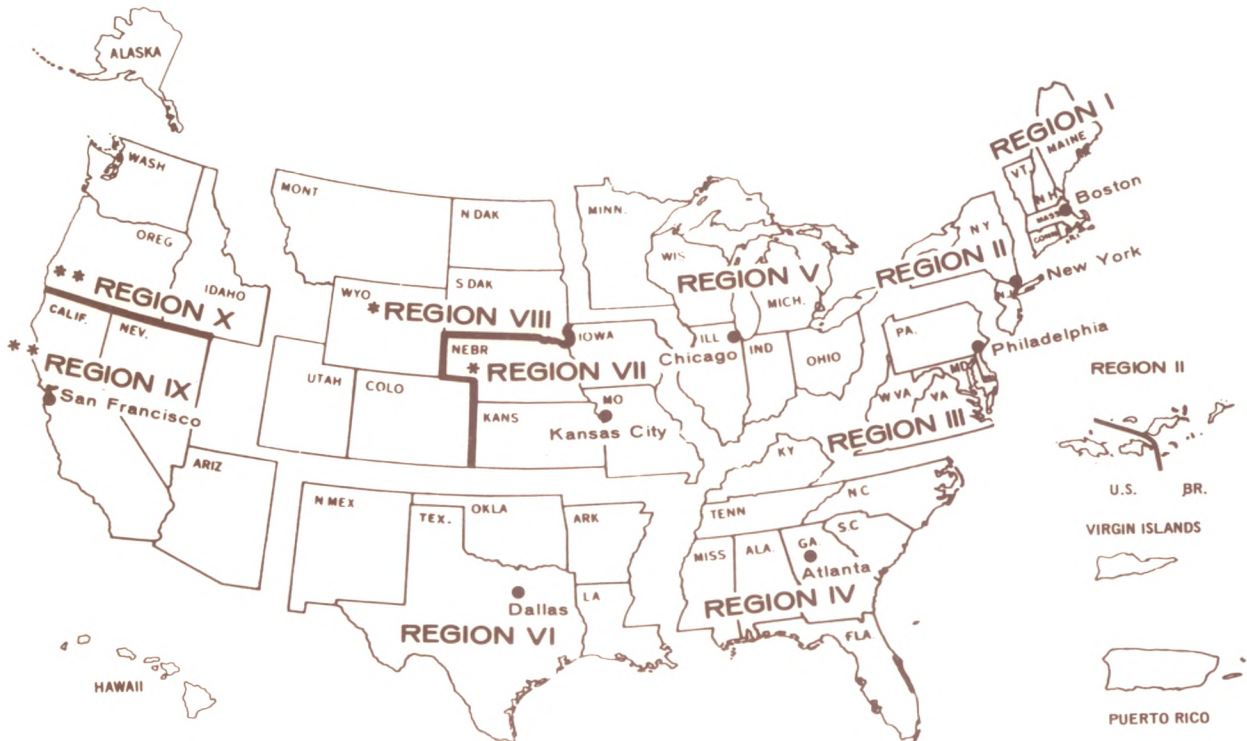
II. Other Industry Wage Studies

Factory Workers' Earnings—Distribution by Straight-Time Hourly Earnings, 1958. BLS Bulletin 1252 . . . . .	.40
Factory Workers' Earnings—Selected Manufacturing Industries, 1959. BLS Bulletin 1275 . . . . .	.35
Employee Earnings and Hours in Nonmetropolitan Areas of the South and North Central Regions, 1965. BLS Bulletin 1552 . . . . .	.50
Employee Earnings and Hours in Eight Metropolitan Areas of the South, 1965. BLS Bulletin 1533 . . . . .	.40
Employee Earnings and Hours in Retail Trade, June 1966—	
Retail Trade (Overall Summary). BLS Bulletin 1584	1.00
Building Materials, Hardware, and Farm Equipment Dealers. BLS Bulletin 1584-1 . . . . .	.30
General Merchandise Stores. BLS Bulletin 1584-2. . . . .	.55
Food Stores. BLS Bulletin 1584-3 . . . . .	.60
Automotive Dealers and Gasoline Service Stations. BLS Bulletin 1584-4 . . . . .	.50
Apparel and Accessory Stores. BLS Bulletin 1584-5 . . . . .	.55
Furniture, Home Furnishings, and Household Appliance Stores. BLS Bulletin 1584-6 . . . . .	.50
Miscellaneous Retail Stores. BLS Bulletin 1584-7 . . . . .	.65

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

BUREAU OF LABOR STATISTICS

REGIONAL OFFICES



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

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

Region II
341 Ninth Ave., Rm. 1025
New York, N.Y. 10001
Phone: 971-5405 (Area Code 212)

Region VI
1100 Commerce St., Rm. 6B7
Dallas, Tex. 75202
Phone: 749-3516

Region III
406 Penn Square Building
1317 Filbert St.
Philadelphia, Pa. 19107
Phone: 597-7796 (Area Code 215)

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

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

Regions IX and X
450 Golden Gate Ave.
Box 36017
San Francisco, Calif. 94102
Phone: 556-4678 (Area Code 415)

- * Regions VII and VIII will be serviced by Kansas City.
- ** Regions IX and X will be serviced by San Francisco.

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

**OFFICIAL BUSINESS
PENALTY FOR PRIVATE USE, \$300**



**POSTAGE AND FEES PAID
U.S. DEPARTMENT OF LABOR**

THIRD CLASS MAIL