Pressed or Blown Glass and Glassware, May 1970

BULLETIN 1713

U.S. DEPARTMENT OF LABOR
Bureau of Labor Statistics

Industry
Wage Survey

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

BUREAU OF LABOR STATISTICS
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Preface

This bulletin summarizes the results of a Bureau of Labor Statistics survey of wages and related benefits in the pressed or blown glass and glassware industry in May 1970. A similar survey was conducted in May 1964.

An advance tabulation, providing national and regional information, was issued earlier. Copies of this release are available from the U.S. Department of Labor, 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 Sandra L. Mason in the Division of Occupational Wage Structures. Field work for the survey was directed by the Assistant Regional Directors for Operations.

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

Industry Wage Survey—

Pressed or Blown Glass and Glassware, May 1970

Summary

Straight-time earnings of production and related workers in the pressed or blown glass and glassware industries averaged $3.09 an hour in May 1970. Workers in glass container plants, two-thirds of the 89,923 workers covered by the survey,[1] averaged $3.12—8 cents an hour more than the 29,629 workers in establishments making other types of pressed or blown glass and glassware.

Men, approximately two-thirds of the production workers in each industry, averaged $3.33 an hour in glass container plants and $3.21 in other glassware establishments. Corresponding averages for women were $2.74 and $2.64 an hour.

Among the occupations studied separately, average hourly earnings in glass container plants ranged from $2.60 for janitors to $4.37 for forming-machine upkeep men. The range in the other glassware plants was from $2.50 for carry-in boys or girls to $4.29 for glass blowers. Selectors, numerically the most important job studied, averaged $2.72 an hour in glass container plants, compared with $2.63 an hour in the other pressed or blown glassware industry. Within each industry, occupational averages also varied by location, size of establishment, and method of wage payment.

Virtually all employers in both industries granted their production workers paid holidays (usually 8 days annually) and paid vacations (typically 1 week after 1 year of service, 2 weeks or more after 5 years, and 3 weeks or more after 10 years). Employers also typically paid at least part of the cost of various health, insurance, and retirement pension plans for these workers.

Industry characteristics

Glass manufacturing may be classified into three separate industries: The flat glass industry, including establishments primarily producing sheet, plate and float, laminated, and safety glass; the glass container industry, producing containers for products such as food, beverages, drugs, cosmetics, and household and industrial chemicals; and the pressed or blown glass and glassware, except containers, industry, manufacturing items such as tableware, artware, industrial and illuminating glassware, and technical and scientific glassware from glass produced in the same establishment. This study includes data for the glass container industry and the other pressed or blown glass and glassware industries, but excludes the flat glass industry.[2]

Most glass is made by melting silica (in the form of sand) with an alkali (such as soda or potash) and another base ingredient (usually lime). Cullet, or crushed glass, commonly is added to hasten melting and to make the batch more workable. Other ingredients, such as oxides of various metals (e.g., chromium, cobalt, iron, or nickel) may be added for color. Fused together in furnace heats of about 2,700 degrees F., the materials become a liquid that can then be poured or cast; in the viscous state, it can be blown and forced to take the shape of a mold.

The manufacture of glass containers is highly mechanized. Raw materials, after being mixed in large hoppers, are carried to melting furnaces by overhead rails or moving belts. The molten glass is automatically fed into the molds of a forming machine and blown to shape by compressed air. (None of the establishments

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

[2] Also excluded from the study are establishments primarily producing textile glass fibers which are included in the pressed or blown glass and glassware, except containers, industry as defined in the 1967 edition of the Standard Industrial Classification Manual, prepared by the U.S. Office of Management and Budget.

in the Bureau's sample predominantly used hand methods to produce glass containers.) The containers pass on moving belts through annealing ovens, or lehrs, to be cooled slowly, and are then inspected and packed, or sent to the finishing department for decoration.

The pressed or blown glass and glassware, except containers, industry also is predominantly mechanized. About one-tenth of the production workers covered by the survey, however, were in plants primarily making hand pressed articles and one-sixth were in establishments mostly producing hand blown items.

Employment trends. Employment in glass container plants in May 1970 (60,294 production and related workers) was up approximately 16 percent over the level recorded in May 1964 (51,848 workers), the date of a similar Bureau study.[3] Proportionately, the largest increases (approximately 30 percent each) were recorded in the Southwest and Pacific regions. (For regional definitions, see appendix table A-1.) Employment increased 9 percent in the Middle Atlantic and 14 percent in the Great Lakes, the two largest regions in terms of industry employment. During the 1964–70 period, employment in the other glassware, except containers, industry remained virtually the same nationwide, dropped in the two major regions—the Middle Atlantic (10 percent) and the Great Lakes (3 percent) and rose by 6 percent in the Border States.

Location. The Middle Atlantic and Great Lakes regions each had about three-tenths of the work force in glass container manufacturing in May 1970. The Pacific region accounted for about one-sixth; the Border States, Southeast, and Southwest, less than one-tenth each. In the other pressed or blown glassware industry, the Middle Atlantic and Great Lakes region workers, together were seven-tenths of the work force. Most of the remaining three-tenths of the workers were employed in the Border States.

Slightly fewer than one-half of the production workers in the glass container industry and about two-fifths in the other glassware industry were employed in metropolitan areas.[4] The percentages of workers in such areas varied substantially by region for each industry, as indicated in the following tabulation:

	Glass containers	Other pressed or blown glass and glassware
United States	47	42
Middle Atlantic	23	56
Border States	62	11
Southeast	79	-
Southwest	64	-
Great Lakes	33	42
Pacific	92	-

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

Size of establishment. Employment in individual establishments ranged from fewer than 100 workers to over 2,000. Less than one-tenth of the industries' production workers were in plants having 20 to 249 workers, compared with seven-tenths in plants having 500 workers or more. As the following tabulation indicates, plants having 500 workers or more employed nearly three-fourths of the glass container work force and approximately two-thirds of the workers in the other glassware industry:

	Glass containers	Other pressed or blown glass and glassware
United States	73	65
Middle Atlantic	73	71
Border States	85	51
Southeast	61	-
Southwest	56	-
Great Lakes	81	76
Pacific	66	-

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

Plants having 500 workers or more have employed the large majority of the industries' production workers over the past decade. For example, at the time of the Bureau's 1964 study, proportions of workers in such plants were seven-tenths of the total in the glass container industry

[3] See Industry Wage Survey: Pressed or Blown Glass and Glassware, May 1964 (BLS Bulletin 1423, 1965).

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

and two-thirds of all workers in the other glassware industry.[5] In 1960, corresponding proportions were eight-tenths and five-eighths.[6]

Type of company. Multiplant companies[7] employed nine-tenths of the workers in the glass container industry and seven-tenths in the other pressed or blown glass and glassware industry. Of the regions studied separately for the latter industry, it was only in the Border States that a majority of the production workers were in single-plant companies.

Unionization. All of the glass container establishments and nearly all of the other pressed or blown glass and glassware plants included in the Bureau's sample reported labor-management contracts covering all or a majority of their production workers. The American Flint Glass Workers Union of North America (AFL–CIO) usually had contracts covering workers in the mold-making departments in both industries and also the production workers in the other pressed or blown glassware industry. The Glass Bottle Blowers Association of the United States and Canada (AFL–CIO) typically had contracts covering production workers, in the glass container industry, outside those in the mold-making departments.

Sex. Men accounted for slightly more than three-fifths of the work force in glass container plants and seven-tenths in other glassware establishments. This same general relationship held in the regions shown separately for each industry. Jobs in which men constituted all, or nearly all, of the work force included maintenance occupations, forming-machine operators, and material handling laborers. Women were largely employed as carton assemblers, inspectors, and selectors. The office jobs studied also were staffed almost exclusively by women.

Method of wage payment. Approximately two-thirds of the production workers in both industries were paid on a time basis, usually under formal plans that have a single rate for a given occupation. (See tables 13 and 21.) Incentive systems, typically individual or group bonus plans, were most prevalent in the Border States in the glass container industry. There they applied to slightly more than one-half of the work force, compared with approximately two-fifths in the Great Lakes and Pacific regions and one-fourth in the Middle Atlantic. In the other glassware industry, proportions of incentive workers were one-third in the Middle Atlantic and Border States and two-fifths in the Great Lakes region.

Average hourly earnings

Production workers in pressed or blown glass and glassware manufacturing averaged $3.09 an hour in May 1970. (See table 1.)[8] Among the regions studied separately, averages ranged from $2.81 an hour in the Southwest to $3.48 in the Pacific. Workers in the Middle Atlantic and Great Lakes regions, the two most important in terms of industry employment, averaged $3.09 and $3.13 an hour, respectively.

Earnings of production workers in glass container plants averaged $3.12 an hour, compared with $3.04 for those in other pressed or blown glass and glassware plants. Among the three regions

[5] Op. cit., BLS Bulletin 1423.

[6] See Wage Structure: Pressed or Blown Glass and Glassware, May 1960 (BLS Report 177, 1961).

[7] Multiplant companies include those operating two establishments or more either in the glass container industry, the other pressed or blown glass and glassware industry, or in a combination of the two industries.

[8] The straight-time hourly earnings in this bulletin are not comparable with gross average hourly earnings published in the Bureau's monthly hours and earnings series ($3.54 for glass containers and $3.28 for other pressed or blown glass and glassware in May 1970). 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 estimates of the number of workers within scope of the survey are intended only as a general guide to the size and composition of the labor force covered by this survey. They differ from those published in the monthly series (67,800 in glass containers and 46,700 in other pressed or blown glass and glassware in May 1970) by the exclusion of establishments employing fewer than 20 workers and of those principally engaged in producing textile glass fibers. Also, the advance planning necessary to make the survey required the use of lists of establishments assembled considerably in advance of data collection. Thus, establishments new to the industry are omitted, as are establishments originally classified in these industries but found to be in others at the time of the survey. Also omitted are glassware plants classified incorrectly in other industries at the time the lists were compiled.

permitting such comparisons for both industries, average earnings in the other pressed or blown glassware industry in the Middle Atlantic ($3.18) and Great Lakes ($3.15) were, respectively, 13 and 3 cents an hour higher than in the glass container industry. In the Border States, average hourly earnings were 38 cents higher in glass container plants ($3.12 compared with $2.74). This reverse relationship in the Border States favoring the glass container industry reflects, at least in part, its heavier concentration in metropolitan areas and in larger establishments, compared with the other glassware industry. (See tabulations under Industry characteristics.) As indicated later in this discussion, workers in metropolitan areas and larger establishments generally had higher average earnings than those in smaller communities and in establishments employing fewer than 500 workers.

The level of earnings for production workers in May 1970 ($3.09) was 34 percent higher than the average recorded in a similar study in May 1964 ($2.31).[9] During the 1964–70 period, the annual rate of increase[10] in average earnings was 5 percent; it amounted to 5.3 percent in glass container plants and 4.5 percent in other pressed or blown glass and glassware plants. Average annual rates of increase varied somewhat by region. In glass container manufacturing, for example, straight-time earnings rose 4.7 percent annually in the Border States, 5 percent in the Southwest and Pacific regions, 5.2 percent in the Middle Atlantic, 5.7 percent in the Great Lakes, and 6 percent in the Southeast. Increases in the other glassware industry were 4 percent annually in the Border States, 4.3 percent in the Great Lakes, and 4.8 percent in the Middle Atlantic.

Metropolitan area workers averaged more than their counterparts in nonmetropolitan areas in May 1970. In the glass container industry, this pattern held in the two regions for which size of community data could be presented—the Middle Atlantic ($3.11 and $3.03), and the Great Lakes ($3.14 and $3.11). In the Great Lakes region, the only one permitting such comparisons in the other glassware industry, metropolitan area workers averaged 18 cents an hour more than those in nonmetropolitan areas ($3.25 compared with $3.07).

Workers in establishments having 500 employees or more averaged $3.16 in glass container plants and $3.10 in other glassware plants. In both industries, these averages were 18 cents higher than those reported in plants employing 20–499 workers. Data for both establishment size groups could be shown only for the Southeast and Southwest regions in the glass container industry. (See table 1.) Workers in the larger plants averaged $3.02 in the Southeast and $2.87 in the Southwest—respectively, 16 and 10 cents an hour more than their counterparts in smaller plants.

It is not possible in a survey such as this to isolate and measure the exact influence of any one characteristic as a determinant of wage levels. As an illustration of interrelationships, in glass container plants in the Great Lakes region, slightly less than two-thirds of the workers in plants employing 500 workers or more were in nonmetropolitan areas; the corresponding proportion for smaller establishments (20–499 employees) was just over three-fourths.

In both glass industries, men's average hourly earnings were 22 percent higher than those recorded for women. Men earned $3.33 an hour in glass container establishments, compared with $2.74 for women. In the other glass industry, corresponding averages were $3.21 and $2.64. This general relationship held, for both industries, in each of the selected regions for which data are presented. Differences in average pay levels for men and women may be the result of several factors, including differences in the distribution of the sexes among establishments and, as pointed out in the discussion of industry characteristics, among jobs having different pay levels. Also, differences noted in averages for men and women in the same job may reflect minor differences in duties. Job descriptions used in classifying workers in wage surveys are usually more generalized than those used in individual establishments because allowance must be made for minor differences among establishments in specific duties performed.

[9] Op. cit., BLS Bulletin 1423.

[10] The compound effect of changes in average hourly earnings was taken into account in computing the annual rate of increase between the May 1964 and May 1970 surveys.

Individual earnings ranged widely: Fewer than 1 percent in the glass container industry received less than $2 an hour and nearly 4 percent earned $4.50 or more. (See table 3.) In the other pressed or blown glass and glassware industry, the corresponding percentages were 5 and nearly 4. (See table 4.) As indicated in the following tabulation, the range of earnings of the middle half of the production workers varied considerably among the selected regions:

	Glass containers	Pressed or blown glass and glassware, except containers
United States	$2.62–$3.44	$2.58–$3.40
Middle Atlantic	2.61– 3.30	2.74– 3.57
Border States	2.70– 3.46	2.34– 3.01
Southeast	2.53– 3.11	- -
Southwest	2.49– 2.94	- -
Great Lakes	2.61– 3.46	2.63– 3.48
Pacific	2.98– 3.86	- -

Factors contributing to the dispersion of individual earnings include the use of incentive wage systems, the variety of skills required, and differences in pay levels among establishments.

Occupational earnings

Separate information was obtained for a number of occupational classifications, representing seven-tenths of the production work force in the glass container industry, and nearly one-half in the other glassware industry.[11] (See tables 5 and 9.) These jobs were selected to represent the various activities performed by production and related workers in the industries.

In glass container plants, average hourly earnings ranged from $2.60 for janitors to $4.37 for forming-machine upkeep men. Other jobs for which earnings averaged more than $4 an hour were forming-machine operators ($4.03), maintenance machinists ($4.18), and metal moldmakers ($4.35). All of the workers in these jobs were men. Selectors, who examine glassware for defects, accounted for slightly more than one-fourth of the work force. They were mostly women and averaged $2.72 an hour.

In the other pressed or blown glass and glassware industry, averages for the occupations studied separately ranged from $2.50 for carry-in boys and girls and $2.52 for janitors to $4.28 for metal moldmakers and $4.29 for glass blowers. Average hourly earnings of $4 or more were recorded for the following occupational groups: Maintenance machinists ($4.08), forming-machine upkeep men ($4.11), hand glassware pressers ($4.22), and metal moldmakers ($4.28). All of the workers in these jobs were men. Selectors, one-eighth of the work force and nearly all women, averaged $2.63 an hour.

For occupations permitting comparison among all six regions studied separately in glass container manufacturing, highest averages were recorded in the Pacific region and lowest in the Southwest. The hourly wage advantage for Pacific workers over those in the Southwest ranged from 41 cents for selectors to 85 cents or slightly above for tankmen and batch mixers. Similar comparisons for the three selected regions in the other pressed or blown glass and glassware industry revealed highest averages typically in the Great Lakes and lowest in the Border States. The spread in hourly average earnings between these two regions ranged from about 15 cents for material handling laborers and selectors to more than 80 cents for lehr tenders, maintenance mechanics, and pressed-ware punty gatherers. A number of factors may have contributed to this wide variation. For example, the incidence of incentive wage systems is slightly more prevalent in the Great Lakes (41 percent) than in the Border States (33 percent). Also, slightly over one-half of the workers in the Border States were in plants having 500 employees or more and about one-tenth were employed in metropolitan areas; whereas, in the Great Lakes, corresponding proportions were three-fourths and slightly over two-fifths. Thus, the influences of incentive wage systems, large establishments, and large communities are reflected to a greater extent in the wage levels in the Great Lakes than in the Border States.

In both industries, nationwide occupational averages were generally higher in metropolitan than in nonmetropolitan areas, and higher in plants having 500 workers or more than in smaller establishments. (See tables 6 and 10, 7 and 11.) These relationships held in all regions for which size of community and size

[11] Separate earnings data were obtained for a few office jobs and are also presented in tables 5 and 9.

of establishment earnings comparisons could be shown. Within the same job, averages also were higher for incentive-paid workers than for workers paid on a time basis. (See tables 8 and 12.)

Where comparisons were possible within the same occupation, men's average hourly earnings were usually higher than those recorded for women. (See tables 5 and 9.) The amount of such differences varied substantially by region. In some instances, women's averages were higher than men's. For example, in glass container plants, women carton assemblers in the Middle Atlantic and Southwest earned, respectively, 3 and 35 cents an hour more than men. As noted earlier, differences in pay levels for men and women in the same occupation may be due to several factors.

Establishment practices and supplementary wage provisions

Data were obtained for production and office workers on certain establishment practices, including work schedules and selected supplementary wage benefits, including paid holidays, paid vacations, and health, insurance, and retirement plans.

Scheduled weekly hours. A cyclical work schedule of three 40-hour weeks and one 48-hour week applied to three-fourths of the workers in glass container plants and to slightly over one-fifth in other glassware establishments. (See tables 14 and 22.) In glass container manufacturing, regional proportions of workers on this cyclical schedule ranged from three-eighths in the Border States to seven-eighths in the Southeast and Great Lakes. A 40-hour workweek applied to three-fifths of the plant workers in the other pressed or blown glassware industry.

Shift provisions and practices. All of the establishments in the glass container industry had formal pay provisions for second- and third-shift work. (See table 15.) About one-fourth of the production workers actually were on second shifts and they nearly always received a 10-cent differential above their day-shift rates. A similar proportion was employed on third or other late shifts, and, with few exceptions received a 14-cent differential. (See table 16.)

In the other pressed or blown glassware, except containers, industry, more than nine-tenths of the workers were in establishments that had formal provisions for second-shift work, and seven-eighths of the workers were in plants that had provisions for third or other late shifts. (See table 23.) One-fifth of the production workers were employed on second shifts, and one-seventh were on third or other late shifts. Most commonly, differentials amounted to 10 cents for second shifts and 12 or 14 cents for third or other late shifts. (See table 24.)

Paid holidays. Establishments employing nearly all the production and office workers in both industries provided paid holidays annually. (See tables 17 and 25.) Nearly all production workers in glass container plants received 8 days; whereas slightly more than one-half of their counterparts in the other glassware industry were provided with 8 days, one-fourth received 7, and one-seventh received 9 days. In the latter industry, provisions for 8 days or more applied to substantially greater proportions of the workers in the Middle Atlantic and Great Lakes regions than in the Border States. Most of the office workers in both industries were provided at least 8 paid holidays a year.

Paid vacations. Paid vacations, after qualifying periods of service, were provided in all establishments studied. (See tables 18 and 26.) In both industries, a majority of the production workers received at least 1 week of vacation pay after 1 year of service, 2 weeks or more after 5 years, and at least 3 weeks after 10 years. Nearly seven-eighths of the production workers in glass container plants, and seven-tenths in other glassware plants, were provided with at least 4 weeks of vacation pay after 20 years of service. Vacation provisions varied widely by region. For example, glass container plants providing at least 4 weeks of vacation pay after 20 years employed nine-tenths of the workers in the Middle Atlantic region compared with about one-half in the Border States. Corresponding proportions in the other glassware industry were approximately four-fifths and slightly more than one-third.

For office workers, typical provisions were at least 2 weeks of vacation pay after 1 year of service, at least 3 weeks after 10 years, and at least 4 weeks after 20 years. Slightly more than one-half of the office workers in the other glassware industry were in plants providing over 5 but under 6 weeks of vacation pay after 25 years of service. Provisions for more than 4 weeks, however, were rare in the glass container industry.

Health, insurance, and retirement plans. Life, hospitalization, and surgical insurance were provided by establishments employing nearly all of the production workers in both industries. (See tables 19 and 27.) Also, accidental death and dismemberment insurance benefits applied to four-fifths of the workers. In the glass container industry, medical insurance was provided by all establishments visited; major medical insurance, by plants employing seven-eighths of the workers; and sickness and accident, by those employing four-fifths. Proportions of workers in establishments providing these benefits in the other glassware industry were, respectively, three-fourths, three-fifths, and seven-eighths. These benefits, for which employers paid at least part of the cost, generally were available to similar proportions of the office workers. In addition, approximately four-fifths of the industries' office workers were covered by sick-leave plans, usually full pay, no waiting period. The incidence of most of the health and insurance benefits studied in glass container manufacturing varied little among the selected regions. In the other glassware industry, however, substantial regional variations were noted for all of these benefits except life, hospitalization, and surgical insurance.

Retirement pension plans, in addition to Federal social security, applied to nine-tenths or more of the production and office workers in both industries. Employers typically paid the total cost of these plans. Retirement severance pay plans were virtually nonexistent.

Other selected benefits. Nearly all the production workers and approximately four-fifths of the office workers in the glass container industry were in establishments having provisions for funeral leave and jury duty pay. (See table 20.) In the other glassware industry, funeral leave pay benefits applied to about four-fifths of the production workers and jury duty pay, to nearly three-fourths. Approximately seven-eighths of the office workers were in plants with provisions for these two benefits. The incidence of these provisions was considerably greater in the Middle Atlantic and Great Lakes regions than in the Border States. (See table 28.)

Technological severance pay plans, providing payments to employees permanently separated from the company because of a technological change or plant closing, were available to three-tenths of the production and office workers in glass container plants. Such plans applied to substantial proportions of workers in either group in the Middle Atlantic, Border States, Southwest, and Great Lakes regions. Technological severance pay was virtually nonexistent in the other glassware industry.

Table 1. Average hourly earnings: By selected characteristics

(Number of production workers and average straight-time hourly earnings[1] in pressed or blown glass and glassware manufacturing establishments by selected characteristics, United States and selected regions, May 1970)

Item	United States[2]		Middle Atlantic		Border States		Southeast		Southwest		Great Lakes		Pacific	
	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings
All establishments														
All production workers	89,923	$3.09	27,771	$3.09	12,788	$2.89	4,733	$2.95	5,013	$2.81	28,205	$3.13	9,593	$3.48
Men	58,840	3.29	18,612	3.29	8,801	3.05	3,464	3.05	3,171	2.96	17,494	3.38	6,077	3.76
Women	31,083	2.71	9,159	2.70	3,987	2.55	1,269	2.69	1,842	2.55	10,711	2.73	3,516	3.00
Glass containers														
All production workers	60,294	3.12	18,119	3.05	5,171	3.12	4,733	2.95	4,280	2.83	17,500	3.12	9,287	3.49
Men	38,026	3.33	11,523	3.25	3,509	3.29	3,464	3.05	2,662	2.99	10,325	3.40	5,771	3.78
Women	22,268	2.74	6,596	2.69	1,662	2.75	1,269	2.69	1,618	2.57	7,175	2.72	3,516	3.00
Size of community:														
Metropolitan areas[3]	28,596	3.17	4,154	3.11	-	-	3,746	2.99	2,731	2.84	5,853	3.14	8,581	3.48
Nonmetropolitan areas	31,698	3.07	13,965	3.03	-	-	-	-	-	-	11,647	3.11	-	-
Size of establishment:														
20–499 workers	16,095	2.98	-	-	-	-	1,863	2.86	1,887	2.77	-	-	-	-
500 workers or more	44,199	3.16	13,286	3.12	-	-	2,870	3.02	2,393	2.87	14,180	3.16	6,173	3.53
Pressed or blown glass and glassware, except containers														
All production workers	29,629	3.04	9,652	3.18	7,617	2.74	-	-	-	-	10,705	3.15	-	-
Men	20,814	3.21	7,089	3.35	5,292	2.89	-	-	-	-	7,169	3.35	-	-
Women	8,815	2.64	2,563	2.72	2,325	2.41	-	-	-	-	3,536	2.75	-	-
Size of community:														
Metropolitan areas[3]	12,383	3.12	5,405	3.13	-	-	-	-	-	-	4,492	3.25	-	-
Nonmetropolitan areas	17,246	2.99	-	-	6,786	2.75	-	-	-	-	6,213	3.07	-	-
Size of establishment:														
20–499 workers	10,283	2.92	-	-	-	-	-	-	-	-	-	-	-	-
500 workers or more	19,346	3.10	6,832	3.25	3,899	2.78	-	-	-	-	8,086	3.13	-	-
Type of product and method of manufacture:[4]														
Tableware, artware, industrial and illuminating glassware	23,034	3.01	6,750	3.14	6,195	2.72	-	-	-	-	8,597	3.13	-	-
Hand	7,274	2.82	-	-	-	-	-	-	-	-	-	-	-	-
Machine	15,760	3.10	5,649	3.16	-	-	-	-	-	-	7,412	3.13	-	-
Technical and scientific glassware	5,592	3.23	-	-	-	-	-	-	-	-	-	-	-	-

[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. Alaska and Hawaii were not included in the study.
[3] Standard Metropolitan Statistical Areas as defined by the U.S. Office of Management and Budget through January 1968.
[4] Data for all production workers include other products in addition to those shown separately.

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

Table 2. Earnings distribution: Pressed or blown glass and glassware

(Percent distribution of production workers by average straight-time hourly earnings,[1] United States and selected regions, May 1970)

Average hourly earnings[1]	United States[2]			Middle Atlantic	Border States	Southeast	Southwest	Great Lakes	Pacific
	Total	Men	Women						
Under $1.75	0.1	0.1	[3]	[3]	0.4	[3]	0.1	-	-
$1.75 and under $1.80	.1	.1	0.3	[3]	1.0	-	-	-	-
$1.80 and under $1.85	.4	.3	.6	[3]	2.3	0.1	[3]	[3]	0.1
$1.85 and under $1.90	.4	.3	.7	[3]	2.9	-	.2	-	.2
$1.90 and under $1.95	.2	.3	.1	[3]	1.4	-	.2	-	.1
$1.95 and under $2.00	.3	.3	.3	[3]	1.3	-	1.0	-	.2
$2.00 and under $2.10	.3	.2	.3	0.3	.9	-	.1	[3]	.1
$2.10 and under $2.20	.6	.7	.4	.2	.2	-	7.7	0.1	.2
$2.20 and under $2.30	.9	.4	1.8	.6	1.8	[3]	2.6	.8	.2
$2.30 and under $2.40	2.4	2.2	2.8	1.3	6.6	7.2	6.0	1.2	.1
$2.40 and under $2.50	5.1	3.0	9.0	4.5	5.4	6.0	13.6	5.3	.6
$2.50 and under $2.60	12.4	5.7	25.1	13.5	14.4	27.5	11.7	11.3	2.3
$2.60 and under $2.70	9.2	7.3	12.8	9.6	7.0	6.7	9.2	12.5	.7
$2.70 and under $2.80	9.9	8.6	12.4	12.6	10.0	12.7	17.5	8.2	2.1
$2.80 and under $2.90	7.5	6.9	8.8	10.1	2.8	7.0	3.4	7.3	8.2
$2.90 and under $3.00	8.0	5.7	12.3	6.4	9.1	4.3	3.4	8.3	15.2
$3.00 and under $3.10	5.3	6.0	4.0	5.9	3.4	3.2	1.7	6.3	6.4
$3.10 and under $3.20	4.0	5.3	1.6	3.8	2.6	1.3	2.8	3.9	8.9
$3.20 and under $3.30	4.0	4.4	3.4	2.9	3.7	1.1	2.1	3.8	11.3
$3.30 and under $3.40	2.7	3.6	1.0	2.2	2.2	1.7	1.6	3.4	4.3
$3.40 and under $3.50	3.0	4.1	.9	3.3	2.4	1.4	1.4	3.3	3.4
$3.50 and under $3.60	2.3	3.2	.7	2.3	1.7	2.1	.8	2.7	3.0
$3.60 and under $3.70	2.3	3.3	.3	1.9	1.7	2.5	1.9	2.9	2.4
$3.70 and under $3.80	2.1	3.0	.3	1.6	2.2	1.2	.9	2.1	3.8
$3.80 and under $3.90	1.9	2.8	.1	2.0	2.3	1.4	1.2	1.4	2.6
$3.90 and under $4.00	2.4	3.6	.1	3.0	1.7	2.2	2.4	2.1	2.6
$4.00 and under $4.10	1.8	2.8	.1	2.2	1.2	1.1	1.4	2.1	1.3
$4.10 and under $4.20	1.8	2.8	[3]	1.9	2.1	2.2	1.1	1.9	1.2
$4.20 and under $4.30	2.5	3.8	[3]	2.9	2.0	3.2	2.3	2.5	1.6
$4.30 and under $4.40	1.4	2.2	[3]	1.5	.7	1.0	.5	1.9	1.8
$4.40 and under $4.50	1.1	1.6	[3]	.7	.6	.8	.2	1.2	2.9
$4.50 and over	3.6	5.5	[3]	2.6	1.9	2.1	1.0	3.3	[4] 12.4
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Number of workers	89,923	58,840	31,083	27,771	12,788	4,733	5,013	28,205	9,593
Average hourly earnings[1]	$3.09	$3.29	$2.71	$3.09	$2.89	$2.95	$2.81	$3.13	$3.48

[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 1.2 percent at $4.50 to $4.60; 2.3 percent at $4.60 to $4.70; 3.3 percent at $4.70 to $4.80; and 5.7 percent at $4.80 and over.

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

Table 3. Earnings distribution: Glass containers

(Percent distribution of production workers by average straight-time hourly earnings,[1] United States and selected regions, May 1970)

Average hourly earnings[1]	United States[2]			Middle Atlantic	Border States	Southeast	Southwest	Great Lakes	Pacific
	Total	Men	Women						
Under $2.00	0.1	[3]	0.2	[3]	-	0.1	1.1	-	-
$2.00 and under $2.10	[3]	[3]	[3]	[3]	-	-	.1	[3]	-
$2.10 and under $2.20	.6	0.8	.3	0.1	-	-	8.5	[3]	-
$2.20 and under $2.30	.2	.1	.4	[3]	0.8	[3]	1.8	0.1	-
$2.30 and under $2.40	1.2	1.1	1.4	.2	.2	7.2	6.1	.5	[3]
$2.40 and under $2.50	4.2	1.6	8.5	4.1	.2	6.0	7.7	5.7	0.5
$2.50 and under $2.60	14.7	7.0	27.8	17.6	16.1	27.5	13.3	13.9	2.2
$2.60 and under $2.70	9.6	7.9	12.5	12.1	5.8	6.7	10.3	12.3	.6
$2.70 and under $2.80	11.1	9.7	13.5	15.1	16.4	12.7	19.5	8.0	1.9
$2.80 and under $2.90	7.1	6.6	7.9	8.6	3.7	7.0	3.5	6.8	8.2
$2.90 and under $3.00	9.3	5.7	15.6	7.0	14.4	4.3	3.6	10.1	15.7
$3.00 and under $3.10	4.9	5.3	4.3	4.9	3.8	3.2	1.8	5.9	6.6
$3.10 and under $3.20	3.7	5.2	1.2	3.0	2.8	1.3	3.0	2.9	9.2
$3.20 and under $3.30	4.1	4.4	3.5	2.3	5.5	1.1	2.1	3.1	11.4
$3.30 and under $3.40	2.5	3.5	.8	1.6	2.2	1.7	1.7	3.0	4.4
$3.40 and under $3.50	3.1	4.4	.8	3.1	3.5	1.4	1.6	3.4	3.4
$3.50 and under $3.60	2.4	3.4	.6	2.1	2.5	2.1	1.0	2.8	3.1
$3.60 and under $3.70	2.3	3.6	.2	1.5	2.5	2.5	2.1	3.0	2.5
$3.70 and under $3.80	2.2	3.3	.3	1.7	3.1	1.2	1.0	1.9	4.0
$3.80 and under $3.90	1.8	2.9	[3]	1.6	3.4	1.4	1.4	1.4	2.7
$3.90 and under $4.00	2.2	3.4	.1	1.8	2.4	2.2	2.7	2.2	2.5
$4.00 and under $4.10	1.9	3.1	[3]	2.3	2.2	1.1	1.6	2.1	1.4
$4.10 and under $4.20	1.4	2.3	-	1.2	2.2	2.2	1.1	1.5	1.3
$4.20 and under $4.30	3.1	4.8	-	3.9	2.6	3.2	2.1	3.2	1.7
$4.30 and under $4.40	1.6	2.5	[3]	1.5	1.2	1.0	.6	2.1	1.8
$4.40 and under $4.50	1.2	1.9	[3]	.8	.9	.8	.3	1.2	3.0
$4.50 and over	3.6	5.7	[3]	2.0	1.4	2.1	.5	2.9	[4] 12.1
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Number of workers	60,294	38,026	22,268	18,119	5,171	4,733	4,280	17,500	9,287
Average hourly earnings[1]	$3.12	$3.33	$2.74	$3.05	$3.12	$2.95	$2.83	$3.12	$3.49

[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 1.2 percent at $4.50 to $4.60; 2.3 percent at $4.60 to $4.70; 3.3 percent at $4.70 to $4.80; and 5.3 percent at $4.80 and over.

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

Table 4. Earnings distribution: Pressed or blown glass and glassware, except containers

(Percent distribution of production workers by average straight-time hourly earnings,[1] United States and selected regions, May 1970)

Average hourly earnings[1]	United States[2]			Middle Atlantic	Border States	Great Lakes
	Total	Men	Women			
Under $1.75	0.2	0.3	([3])	0.1	0.7	-
$1.75 and under $1.80	.5	.2	1.0	([3])	1.7	-
$1.80 and under $1.85	1.1	.7	2.0	.1	3.9	0.1
$1.85 and under $1.90	1.4	.9	2.5	.1	4.8	-
$1.90 and under $1.95	.7	.9	.4	.1	2.3	-
$1.95 and under $2.00	.7	.7	.5	([3])	2.2	-
$2.00 and under $2.10	.7	.6	.9	.8	1.5	([3])
$2.10 and under $2.20	.4	.4	.5	.3	.4	.2
$2.20 and under $2.30	2.2	1.0	5.2	1.8	2.6	2.0
$2.30 and under $2.40	4.9	4.2	6.5	3.3	10.9	2.4
$2.40 and under $2.50	6.8	5.4	10.1	5.3	8.9	4.5
$2.50 and under $2.60	7.9	3.5	18.3	5.7	13.3	7.0
$2.60 and under $2.70	8.5	6.3	13.6	4.9	7.9	12.8
$2.70 and under $2.80	7.4	6.6	9.3	8.0	5.6	8.5
$2.80 and under $2.90	8.5	7.4	11.0	12.9	2.1	8.1
$2.90 and under $3.00	5.3	5.8	3.9	5.2	5.4	5.4
$3.00 and under $3.10	6.1	7.3	3.5	7.9	3.2	7.0
$3.10 and under $3.20	4.6	5.4	2.7	5.3	2.4	5.7
$3.20 and under $3.30	4.0	4.4	3.1	4.2	2.6	4.8
$3.30 and under $3.40	3.2	3.9	1.6	3.3	2.2	4.1
$3.40 and under $3.50	2.9	3.6	1.1	3.7	1.7	3.1
$3.50 and under $3.60	2.2	2.8	.9	2.8	1.2	2.6
$3.60 and under $3.70	2.2	2.9	.6	2.7	1.1	2.7
$3.70 and under $3.80	1.9	2.6	.2	1.6	1.6	2.6
$3.80 and under $3.90	1.9	2.7	.2	2.8	1.5	1.4
$3.90 and under $4.00	2.8	3.9	.1	5.2	1.2	2.0
$4.00 and under $4.10	1.6	2.2	.1	1.9	.6	2.0
$4.10 and under $4.20	2.6	3.6	([3])	3.2	2.0	2.7
$4.20 and under $4.30	1.3	1.9	([3])	1.0	1.6	1.4
$4.30 and under $4.40	1.2	1.7	-	1.5	.4	1.6
$4.40 and under $4.50	.8	1.2	([3])	.7	.4	1.3
$4.50 and over	3.6	5.1	([3])	3.8	2.2	3.8
Total	100.0	100.0	100.0	100.0	100.0	100.0
Number of workers	29,629	20,814	8,815	9,652	7,617	10,705
Average hourly earnings[1]	$3.04	$3.21	$2.64	$3.18	$2.74	$3.15

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

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

Table 5. Occupational averages: Glass containers—all establishments

(Number of workers and average straight-time hourly earnings [1] in selected occupations, United States and selected regions, May 1970)

Occupation and sex	United States [2]				Middle Atlantic				Border States				Southeast			
	Number of workers	Hourly earnings [1]			Number of workers	Hourly earnings [1]			Number of workers	Hourly earnings [1]			Number of workers	Hourly earnings [1]		
		Mean [3]	Median [3]	Middle range [3]		Mean [3]	Median [3]	Middle range [3]		Mean [3]	Median [3]	Middle range [3]		Mean [3]	Median [3]	Middle range [3]
Selected production occupations																
Assemblers, cartons	4,107	$2.76	$2.70	$2.54–$2.94	1,338	$2.77	$2.71	$2.62–$2.86	323	$2.80	$2.81	$2.67–$2.97	339	$2.62	$2.53	$2.46–$2.67
Men	1,322	2.80	2.67	2.60– 2.97	214	2.74	2.67	2.67– 2.87	-	-	-	- -	174	2.54	2.53	2.48– 2.60
Women	2,785	2.74	2.71	2.54– 2.89	1,124	2.77	2.71	2.61– 2.86	265	2.77	2.70	2.63– 2.97	165	2.71	2.46	2.34– 2.99
Batch-and-furnace men (all men)	227	3.15	3.10	2.98– 3.26	101	3.13	3.06	3.05– 3.23	-	-	-	- -	7	3.17	-	- -
Batch mixers (all men)	359	3.03	2.99	2.76– 3.27	76	3.00	2.91	2.80– 3.13	43	3.18	3.03	3.03– 3.54	43	2.70	2.66	2.63– 2.75
Cullet handlers (all men)	298	2.90	2.84	2.67– 3.20	62	2.88	2.80	2.79– 2.86	30	2.87	2.65	2.57– 3.27	26	2.55	2.53	2.51– 2.55
Decorating-machine operators (236 women and 187 men)	423	2.88	2.77	2.48– 3.19	-	-	-	- -	-	-	-	- -	73	2.83	2.79	2.77– 2.80
Electricians, maintenance (all men)	408	3.89	3.91	3.64– 4.10	110	3.75	3.82	3.57– 3.96	-	-	-	- -	38	3.70	3.62	3.58– 3.87
Forming-machine operators (all men)	4,018	4.03	4.02	3.70– 4.33	1,298	3.92	4.02	3.65– 4.24	414	3.94	3.72	3.67– 4.15	339	4.03	4.04	3.73– 4.23
Forming-machine upkeep men (all men)	1,637	4.37	4.45	4.04– 4.73	453	4.35	4.44	4.06– 4.60	130	4.24	4.07	3.91– 4.23	154	4.31	4.16	3.96– 4.55
Helpers, maintenance trades (all men)	309	3.11	3.06	2.79– 3.20	75	3.31	3.12	2.87– 3.91	24	3.11	3.20	3.20– 3.20	21	3.01	3.06	2.93– 3.06
Inspectors, final	2,396	2.93	2.87	2.57– 3.22	420	3.01	3.06	2.85– 3.09	-	-	-	- -	375	2.67	2.53	2.53– 2.78
Men	1,110	2.98	3.01	2.53– 3.39	231	3.06	3.04	2.87– 3.13	-	-	-	- -	-	-	-	- -
Women	1,286	2.88	2.78	2.57– 3.13	189	2.95	3.06	2.76– 3.09	-	-	-	- -	125	2.82	2.77	2.60– 2.86
Janitors	675	2.60	2.55	2.51– 2.63	181	2.62	2.58	2.54– 2.63	64	2.54	2.51	2.51– 2.53	48	2.38	2.46	2.35– 2.54
Men	592	2.61	2.58	2.51– 2.63	175	2.62	2.58	2.54– 2.63	48	2.55	2.51	2.51– 2.53	47	2.38	2.46	2.35– 2.54
Women	83	2.55	2.49	2.46– 2.54	-	-	-	- -	16	2.51	2.50	2.49– 2.52	-	-	-	- -
Laborers, material handling (3,078 men and 3 women)	3,081	2.80	2.72	2.66– 2.98	965	2.73	2.70	2.67– 2.72	-	-	-	- -	370	2.63	2.55	2.39– 2.72
Lehr tenders (all men)	210	3.14	3.02	2.90– 3.13	57	3.04	2.93	2.88– 2.93	-	-	-	- -	-	-	-	- -
Machinists, maintenance (all men)	339	4.18	4.16	3.87– 4.35	65	4.02	4.04	3.87– 4.16	-	-	-	- -	20	3.73	3.67	3.67– 3.69
Mechanics, maintenance (all men)	873	3.83	3.91	3.57– 4.02	229	3.64	3.70	3.39– 3.91	-	-	-	- -	36	3.62	3.55	3.55– 3.87
Moldmakers, metal (all men)	1,666	4.35	4.36	4.24– 4.33	502	4.24	4.24	4.24– 4.26	168	4.27	4.24	4.24– 4.33	106	4.25	4.24	4.24– 4.27
Pipefitters, maintenance (all men)	72	3.82	3.91	3.50– 4.02	21	3.43	3.50	3.46– 3.50	-	-	-	- -	-	-	-	- -
Selectors	17,143	2.72	2.61	2.59– 2.90	5,431	2.68	2.60	2.60– 2.76	1,602	2.71	2.70	2.54– 2.97	1,091	2.67	2.60	2.57– 2.78
Men	2,236	2.71	2.60	2.54– 2.82	981	2.70	2.60	2.60– 2.82	-	-	-	- -	294	2.73	2.75	2.72– 2.75
Women	14,907	2.72	2.61	2.59– 2.91	4,450	2.67	2.60	2.59– 2.76	-	-	-	- -	797	2.65	2.59	2.51– 2.82
Tankmen (all men)	343	3.24	3.17	2.95– 3.47	103	3.21	3.17	3.10– 3.19	34	3.21	3.06	3.03– 3.41	52	2.96	2.95	2.88– 2.95
Truckers, power (forklift) (2,336 men and 1 woman)	2,337	3.08	2.98	2.75– 3.43	699	3.05	2.98	2.79– 3.15	119	3.06	3.13	2.80– 3.44	247	2.76	2.68	2.60– 2.86
Truckers, power (other than forklift) (all men)	318	3.22	3.22	2.87– 3.43	96	3.03	2.98	2.84– 3.13	-	-	-	- -	-	-	-	- -
Watchmen (all men)	91	2.69	2.63	2.60– 2.76	15	2.75	2.74	2.64– 2.88	-	-	-	- -	10	2.55	-	- -
Selected office occupations																
Clerks, general (253 women and 33 men)	286	2.83	2.80	2.30– 3.32	92	2.39	2.07	2.03– 2.65	-	-	-	- -	10	2.62	-	- -
Clerks, payroll (114 women and 9 men)	123	2.83	2.67	2.40– 3.16	43	2.81	2.67	2.41– 3.07	12	3.20	-	- -	9	2.49	-	- -
Stenographers, general	101	2.89	2.80	2.54– 3.32	-	-	-	- -	-	-	-	- -	-	-	-	- -
Typists, class A (all women)	15	3.00	2.73	2.58– 2.96	11	2.76	-	- -	-	-	-	- -	-	-	-	- -
Typists, class B (all women)	81	2.86	3.21	2.30– 3.29	-	-	-	- -	-	-	-	- -	10	2.28	-	- -

See footnotes at end of table.

Table 5. Occupational averages: Glass containers—all establishments—Continued

(Number of workers and average straight-time hourly earnings [1] in selected occupations, United States and selected regions, May 1970)

Occupation and sex	Southwest				Great Lakes				Pacific			
	Number of workers	Hourly earnings [1]			Number of workers	Hourly earnings [1]			Number of workers	Hourly earnings [1]		
		Mean [3]	Median [3]	Middle range [3]		Mean [3]	Median [3]	Middle range [3]		Mean [3]	Median [3]	Middle range [3]
Selected production occupations												
Assemblers, cartons	362	$2.56	$2.61	$2.43–$2.70	1,047	$2.71	$2.60	$2.51–$2.91	594	$3.03	$2.95	$2.90–$3.15
Men	114	2.32	2.17	2.17– 2.47	297	2.85	2.63	2.63– 2.97	373	3.07	3.13	2.94– 3.15
Women	248	2.67	2.70	2.56– 2.70	750	2.65	2.54	2.47– 2.87	221	2.96	2.88	2.87– 3.21
Batch-and-furnace men (all men)	20	2.96	2.95	2.50– 3.19	57	3.21	3.10	2.98– 3.26	16	3.74	3.49	3.49– 3.74
Batch mixers (all men)	59	2.59	2.54	2.39– 2.66	77	3.21	3.13	2.98– 3.48	57	3.44	3.41	3.26– 3.65
Cullet handlers (all men)	20	2.48	2.52	2.17– 2.58	102	2.93	2.84	2.72– 3.26	52	3.24	3.20	3.07– 3.21
Decorating-machine operators (236 women and 187 men)	26	3.03	2.87	2.87– 3.30	51	2.99	2.97	2.62– 3.27	29	3.54	3.37	3.37– 3.91
Electricians, maintenance (all men)	31	3.68	3.66	3.37– 3.97	118	3.92	3.96	3.82– 4.03	53	4.44	4.32	4.22– 4.44
Forming-machine operators (all men)	277	3.82	3.89	3.61– 3.99	1,108	4.06	4.10	3.69– 4.33	492	4.51	4.46	4.37– 4.64
Forming-machine upkeep men (all men)	119	4.21	4.23	3.89– 4.36	513	4.29	4.45	4.01– 4.72	233	4.85	4.76	4.66– 5.01
Helpers, maintenance trades (all men)	19	2.77	2.79	2.49– 3.05	139	3.01	2.99	2.74– 3.15	25	3.52	3.47	3.15– 3.81
Inspectors, final	207	2.52	2.17	2.17– 2.85	526	3.10	3.09	2.86– 3.40	381	3.37	3.39	3.22– 3.63
Men	-	-	-	- -	193	3.05	3.08	3.01– 3.09	211	3.57	3.55	3.53– 3.70
Women	67	2.83	2.77	2.55– 3.13	333	3.13	3.28	2.78– 3.41	170	3.13	3.21	2.98– 3.28
Janitors	42	2.37	2.51	2.41– 2.54	242	2.56	2.54	2.51– 2.63	95	2.94	2.95	2.90– 2.98
Men	39	2.37	2.51	2.43– 2.54	200	2.58	2.59	2.51– 2.63	80	2.96	2.95	2.90– 2.98
Women	-	-	-	- -	42	2.49	2.48	2.46– 2.53	15	2.79	2.83	2.78– 2.92
Laborers, material handling (3,078 men and 3 women)	221	2.58	2.60	2.40– 2.72	882	2.88	2.78	2.70– 3.06	310	3.08	3.07	3.02– 3.13
Lehr tenders (all men)	21	2.71	2.69	2.68– 2.76	53	3.28	3.02	2.95– 3.52	-	-	-	- -
Machinists, maintenance (all men)	-	-	-	- -	127	4.06	4.02	3.87– 4.22	69	4.92	4.88	4.63– 5.35
Mechanics, maintenance (all men)	-	-	-	- -	268	3.79	3.86	3.57– 4.02	121	4.25	4.22	4.06– 4.44
Moldmakers, metal (all men)	82	4.06	4.24	3.87– 4.27	526	4.29	4.24	4.24– 4.33	256	4.88	4.72	4.72– 4.75
Pipefitters, maintenance (all men)	-	-	-	- -	20	3.89	3.97	3.85– 4.02	-	-	-	- -
Selectors	1,167	2.58	2.60	2.43– 2.70	5,284	2.68	2.60	2.57– 2.86	2,508	2.99	2.96	2.90– 3.18
Men	-	-	-	- -	-	-	-	- -	-	-	-	- -
Women	999	2.54	2.60	2.43– 2.66	5,176	2.68	2.60	2.57– 2.86	2,367	2.97	2.96	2.90– 3.02
Tankmen (all men)	28	2.83	2.77	2.69– 2.93	57	3.21	3.23	2.79– 3.75	69	3.70	3.72	3.47– 3.98
Truckers, power (forklift) (2,336 men and 1 woman)	177	2.74	2.74	2.69– 2.86	669	3.09	2.96	2.75– 3.44	378	3.55	3.57	3.31– 3.86
Truckers, power (other than forklift) (all men)	19	2.74	2.69	2.69– 2.71	80	3.23	3.32	2.94– 3.43	49	3.78	3.78	3.78– 3.78
Watchmen (all men)	9	2.52	-	- -	32	2.64	2.63	2.61– 2.65	17	2.87	3.01	2.59– 3.11
Selected office occupations												
Clerks, general (253 women and 33 men)	14	2.55	-	- -	113	3.12	3.07	2.65– 3.83	30	2.99	2.94	2.85– 3.08
Clerks, payroll (114 women and 9 men)	13	2.44	-	- -	28	2.83	2.67	2.40– 3.18	14	3.32	-	- -
Stenographers, general (all women)	10	2.63	-	- -	53	2.97	2.94	2.57– 3.62	9	2.90	-	- -
Typists, class A (all women)	-	-	-	- -	-	-	-	- -	-	-	-	- -
Typists, class B (all women)	-	-	-	- -	-	-	-	- -	-	-	-	- -

[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] See appendix A for method used in computing means, medians, and middle ranges of earnings. Medians and middle ranges are not provided for entries of fewer than 15 workers.

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

Table 6. Occupational averages: Glass containers—by size of community

(Number of workers and average straight-time hourly earnings [1] in selected occupations in metropolitan and nonmetropolitan areas, United States and selected regions, May 1970)

Occupation and sex	United States [2]				Middle Atlantic				Southeast		Southwest		Great Lakes				Pacific	
	Metropolitan areas		Nonmetropolitan areas		Metropolitan areas		Nonmetropolitan areas		Metropolitan areas		Metropolitan areas		Metropolitan areas		Nonmetropolitan areas		Metropolitan areas	
	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings
Men																		
Assemblers, carton	604	$2.86	718	$2.74	-	-	158	$2.73	171	$2.54	-	-	-	-	209	$2.81	285	$3.04
Batch-and-furnace men	81	3.34	146	3.05	-	-	79	3.14	7	3.17	-	-	-	-	39	3.05	16	3.74
Batch mixers	182	3.10	177	2.95	23	$3.09	53	2.96	35	2.68	15	$2.76	22	$3.32	55	3.16	55	3.45
Cullet handlers	172	2.94	126	2.84	-	-	30	2.97	24	2.56	9	2.63	32	3.14	70	2.83	52	3.24
Decorating-machine operators	119	3.21	68	3.34	-	-	-	-	-	-	-	-	21	3.30	7	3.34	29	3.54
Electricians, maintenance	189	3.99	219	3.81	22	3.81	88	3.73	34	3.71	-	-	40	4.07	78	3.84	41	4.48
Forming-machine operators	1,813	4.06	2,205	4.00	300	4.05	998	3.89	257	3.96	152	3.69	322	4.12	786	4.04	430	4.44
Forming-machine upkeep men	740	4.27	897	4.46	74	4.43	379	4.33	110	4.10	62	4.05	187	3.94	326	4.49	207	4.77
Inspectors, final	503	3.07	607	2.91	-	-	187	3.05	-	-	-	-	-	-	161	3.04	179	3.57
Janitors	226	2.65	366	2.59	-	-	139	2.64	31	2.43	17	2.52	55	2.57	145	2.58	64	2.97
Laborers, material handling	1,263	2.81	1,815	2.78	334	2.74	628	2.71	256	2.74	136	2.65	176	2.85	706	2.88	256	3.07
Lehr tenders	107	3.27	103	3.01	-	-	52	2.99	-	-	-	-	21	3.54	32	3.11	-	-
Machinists, maintenance	175	4.39	164	3.95	-	-	46	4.03	10	3.79	-	-	29	4.31	98	3.99	69	4.92
Mechanics, maintenance	422	3.95	451	3.72	-	-	201	3.63	34	3.65	-	-	90	3.81	178	3.77	121	4.24
Moldmakers, metal	719	4.46	947	4.26	116	4.24	386	4.24	95	4.25	51	4.05	102	4.34	424	4.27	226	4.90
Selectors	1,026	2.74	1,210	2.68	-	-	801	2.66	-	-	-	-	-	-	-	-	-	-
Tankmen	197	3.25	146	3.23	31	3.17	72	3.23	44	3.03	20	2.82	-	-	40	3.15	59	3.61
Truckers, power (forklift)	1,206	3.18	1,130	2.98	240	3.14	459	3.00	185	2.85	101	2.82	233	3.15	436	3.06	360	3.56
Women																		
Assemblers, carton	1,263	2.79	1,522	2.70	261	2.92	863	2.73	116	2.86	-	-	282	2.68	468	2.63	221	2.96
Selectors	7,039	2.77	7,868	2.68	1,002	2.71	3,448	2.66	767	2.66	775	2.52	1,724	2.75	3,452	2.65	2,175	2.97

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

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

Table 7. Occupational averages: Glass containers—by size of establishment

(Number of workers and average straight-time hourly earnings[1] in selected occupations, United States and selected regions, May 1970)

Occupation and sex	United States[2]				Middle Atlantic		Southeast				Southwest				Great Lakes		Pacific	
	Establishments with—																	
	20–499 workers		500 workers or more		500 workers or more		20–499 workers		500 workers or more		20–499 workers		500 workers or more		500 workers or more		500 workers or more	
	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings
Men																		
Assemblers, cartons	768	$2.69	554	$2.94	-	-	147	$2.55	-	-	-	-	-	-	-	-	219	$3.04
Batch-and-furnace men	140	3.14	87	3.18	-	-	-	-	-	-	16	$2.90	-	-	31	$3.29	-	-
Batch mixers	157	2.77	202	3.23	54	$3.08	31	2.64	-	-	49	2.49	10	$3.05	57	3.27	37	3.54
Cullet handlers	76	2.70	222	2.96	62	2.88	-	-	-	-	19	2.45	-	-	76	2.99	-	-
Decorating-machine operators	9	3.06	178	3.27	26	3.70	-	-	56	$2.89	-	-	-	-	28	3.31	29	3.54
Electricians, maintenance	77	3.76	331	3.92	94	3.77	14	3.58	24	3.77	19	3.73	12	3.60	113	3.93	37	4.53
Forming-machine operators	1,233	3.94	2,785	4.07	928	4.06	130	3.92	209	4.10	140	3.88	137	3.75	827	4.08	312	4.45
Forming-machine upkeep men	554	4.18	1,083	4.47	328	4.47	75	4.10	79	4.50	64	4.27	55	4.13	361	4.47	133	4.82
Helpers, maintenance trades	60	2.85	249	3.18	65	3.40	-	-	18	3.04	-	-	12	2.81	109	3.07	23	3.57
Inspectors, final	511	2.71	599	3.21	168	3.15	-	-	-	-	-	-	-	-	113	3.14	145	3.60
Janitors	111	2.63	481	2.61	135	2.62	9	2.48	38	2.36	12	2.07	27	2.51	182	2.58	53	2.97
Laborers, material handling	889	2.71	2,189	2.83	600	2.75	92	2.60	278	2.64	121	2.51	100	2.66	735	2.91	191	3.08
Lehr tenders	59	2.89	151	3.24	29	3.15	-	-	-	-	-	-	-	-	40	3.39	-	-
Machinists, maintenance	68	4.21	271	4.17	61	4.03	6	3.71	-	-	-	-	-	-	91	4.04	49	5.04
Mechanics, maintenance	277	3.71	596	3.89	159	3.69	-	-	17	3.67	46	3.78	-	-	158	3.81	91	4.36
Moldmakers, metal	382	4.34	1,284	4.35	396	4.25	49	4.26	57	4.25	28	4.01	54	4.08	448	4.28	162	4.98
Selectors	771	2.63	1,465	2.75	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Tankmen	98	3.16	245	3.27	87	3.25	24	2.92	28	3.00	12	2.69	16	2.93	49	3.21	43	3.69
Truckers, power (forklift)	687	2.84	1,649	3.19	483	3.19	94	2.73	152	2.78	93	2.61	84	2.87	527	3.17	279	3.61
Truckers, power (other than forklift)	37	3.27	281	3.21	-	-	-	-	-	-	-	-	-	-	80	3.23	-	-
Watchmen	18	2.73	73	2.67	15	2.76	-	-	10	2.55	-	-	-	-	28	2.66	7	2.78
Women																		
Assemblers, cartons	536	2.59	2,249	2.78	889	2.83	-	-	121	2.78	59	2.56	-	-	672	2.67	151	3.01
Inspectors, final	396	2.79	890	2.93	-	-	61	2.77	-	-	42	2.66	-	-	292	3.14	-	-
Selectors	3,858	2.65	11,049	2.74	3,404	2.70	360	2.55	437	2.73	425	2.56	574	2.53	4,276	2.72	1,438	2.98

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

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

Table 8. Occupational averages: Glass containers—by method of wage payment

(Number of workers and average straight-time hourly earnings [1] in selected occupations, United States and selected regions, May 1970)

Occupation and sex	United States [2]				Middle Atlantic				Great Lakes				Pacific			
	Timeworkers		Incentive workers		Timeworkers		Incentive workers		Timeworkers		Incentive workers		Timeworkers		Incentive workers	
	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings
Men																
Assemblers, cartons	1,087	$2.74	235	$3.06	168	$2.65	-	-	-	-	-	-	326	$3.08	-	-
Batch-and-furnace men	197	3.09	30	3.58	95	3.13	-	-	39	$3.05	-	-	-	-	-	-
Batch mixers	276	2.94	83	3.33	69	2.93	-	-	51	3.04	26	$3.54	41	3.44	16	$3.44
Cullet handlers	216	2.78	82	3.21	54	2.80	-	-	64	2.78	38	3.18	-	-	18	3.37
Decorating-machine operators	111	2.98	76	3.66	-	-	23	$3.81	13	3.21	-	-	20	3.39	-	-
Electricians, maintenance	408	3.89	-	-	110	3.75	-	-	118	3.92	-	-	53	4.44	-	-
Forming-machine operators	718	3.68	3,300	4.10	-	-	1,169	3.98	-	-	906	4.13	-	-	492	4.51
Forming-machine upkeep men	219	4.02	1,418	4.43	-	-	445	4.36	-	-	480	4.31	-	-	223	4.86
Helpers, maintenance trades	299	3.11	-	-	69	3.36	-	-	139	3.01	-	-	21	3.40	-	-
Inspectors, final	842	2.83	268	3.45	190	2.98	-	-	135	2.97	-	-	129	3.50	82	3.68
Laborers, material handling	2,361	2.72	717	3.04	938	2.72	-	-	469	2.74	413	3.03	286	3.08	-	-
Lehr tenders	162	3.00	48	3.61	48	2.92	9	3.69	36	3.03	17	3.81	-	-	-	-
Mechanics, maintenance	813	3.79	60	4.42	211	3.61	-	-	256	3.75	-	-	105	4.16	-	-
Moldmakers, metal	1,568	4.30	98	5.10	502	4.24	-	-	512	4.28	-	-	172	4.71	-	-
Tankmen	288	3.16	55	3.65	97	3.18	-	-	40	2.98	-	-	53	3.69	16	3.72
Truckers, power (forklift)	1,615	2.94	721	3.41	491	2.87	208	3.48	360	2.82	309	3.41	297	3.56	81	3.52
Women																
Assemblers, cartons	1,551	2.60	1,234	2.92	695	2.63	429	2.99	394	2.50	356	2.82	118	2.86	-	-
Selectors	9,935	2.65	4,972	2.86	3,859	2.64	-	-	2,819	2.58	2,357	2.80	1,585	2.90	782	3.11

[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 9. Occupational averages: Pressed or blown glass and glassware, except containers—all establishments

(Number of workers and average straight-time hourly earnings[1] in selected occupations, United States and selected regions, May 1970)

Occupation and sex	United States[2]				Middle Atlantic				Border States				Great Lakes			
	Number of workers	Hourly earnings[1]			Number of workers	Hourly earnings[1]			Number of workers	Hourly earnings[1]			Number of workers	Hourly earnings[1]		
		Mean[3]	Median[3]	Middle range[3]		Mean[3]	Median[3]	Middle range[3]		Mean[3]	Median[3]	Middle range[3]		Mean[3]	Median[3]	Middle range[3]
Selected production occupations																
Assemblers, cartons	203	$2.70	$2.71	$2.40–$3.01	-	-	-	- -	-	-	-	- -	130	$2.97	$2.79	$2.71–$3.21
Men	82	2.50	2.40	1.96– 2.71	-	-	-	- -	-	-	-	- -	-	-	-	- -
Women	121	2.83	2.79	2.59– 3.07	-	-	-	- -	-	-	-	- -	94	2.93	2.79	2.79– 3.14
Batch-and-furnace men (all men)	46	3.20	3.19	2.50– 3.47	-	-	-	- -	22	$2.96	$2.49	$2.49–$3.29	18	3.58	3.47	3.25– 3.78
Batch mixers (190 men and 1 woman)	191	2.95	2.88	2.66– 3.23	38	$3.09	$3.16	$2.86–$3.23	43	2.59	2.60	2.57– 2.79	84	3.08	3.14	2.83– 3.25
Blowers (384 men and 26 women)	410	4.29	3.94	3.35– 4.97	89	4.41	4.06	3.65– 4.97	212	4.04	3.79	3.30– 4.65	40	4.13	4.05	3.31– 4.69
Carry-in boys (or girls)	739	2.50	2.40	2.34– 2.58	174	2.56	2.47	2.37– 2.64	351	2.26	2.34	2.30– 2.38	205	2.87	2.78	2.45– 3.23
Men	646	2.52	2.41	2.34– 2.62	171	2.57	2.48	2.37– 2.65	293	2.27	2.34	2.27– 2.40	173	2.91	2.95	2.47– 3.26
Women	93	2.37	2.34	2.34– 2.41	-	-	-	- -	-	-	-	- -	32	2.64	2.45	2.40– 2.59
Cullet handlers (all men)	82	2.82	2.80	2.60– 3.09	13	3.24	-	- -	24	2.63	2.70	2.47– 2.91	38	2.91	2.80	2.63– 3.13
Cutters, decorative (62 women and 33 men)	95	3.06	3.09	2.08– 3.45	-	-	-	- -	51	2.53	2.17	1.95– 3.15	-	-	-	- -
Decorating-machine operators (290 women and 107 men)	397	2.80	2.73	2.47– 3.07	195	2.86	2.81	2.51– 3.06	103	2.57	2.70	1.88– 3.05	79	2.96	2.85	2.59– 3.36
Electricians, maintenance (all men)	187	3.86	4.00	3.77– 4.00	-	-	-	- -	29	3.62	3.50	3.50– 3.89	75	3.98	4.00	3.77– 4.11
Forming-machine operators (all men)	491	3.92	4.12	3.46– 4.35	-	-	-	- -	-	-	-	- -	374	3.94	4.08	3.48– 4.41
Forming-machine upkeep men (all men)	155	4.11	4.19	3.74– 4.50	-	-	-	- -	31	3.76	3.92	3.41– 4.23	115	4.23	4.21	3.79– 4.52
Gatherers, blowpipe (all men)	373	3.72	3.45	3.08– 4.19	60	3.98	3.87	3.29– 4.66	241	3.46	3.38	3.08– 3.88	35	3.96	3.93	3.07– 4.57
Gatherers, pressed-ware punty (350 men and 2 women)	352	3.82	3.66	3.28– 4.30	128	4.07	3.79	3.41– 4.48	133	3.22	3.30	2.83– 3.66	91	4.36	4.09	3.70– 5.05
Grinders, glassware	510	2.73	2.48	2.33– 3.04	140	3.20	3.04	2.44– 3.52	223	2.30	2.33	2.28– 2.38	127	2.96	2.52	2.50– 3.49
Men	393	2.78	2.49	2.33– 3.04	125	3.25	3.04	2.46– 3.55	-	-	-	- -	-	-	-	- -
Women	117	2.55	2.38	2.28– 2.96	15	2.79	2.67	2.18– 3.40	66	2.19	2.28	1.82– 2.36	36	3.12	3.16	2.85– 3.53
Helpers, maintenance trades (all men)	110	2.83	3.00	2.81– 3.00	-	-	-	- -	42	2.50	2.53	1.95– 2.98	15	3.28	3.37	3.17– 3.37
Inspectors, final (487 women and 221 men)	708	2.84	2.81	2.79– 2.93	-	-	-	- -	84	2.59	2.68	2.68– 2.76	162	3.12	3.20	2.95– 3.35
Janitors	300	2.52	2.61	2.38– 2.74	105	2.56	2.70	2.29– 2.79	55	2.27	2.34	1.95– 2.57	118	2.64	2.65	2.58– 2.68
Men	237	2.56	2.63	2.47– 2.79	81	2.60	2.79	2.45– 2.79	35	2.35	2.47	2.14– 2.59	100	2.65	2.66	2.58– 2.71
Women	63	2.38	2.57	2.14– 2.69	24	2.43	2.69	2.22– 2.70	20	2.11	1.98	1.81– 2.41	-	-	-	- -
Laborers, material handling (1,267 men and 52 women)	1,319	2.72	2.71	2.66– 2.83	370	2.72	2.76	2.66– 2.83	418	2.68	2.68	2.65– 2.71	378	2.81	2.74	2.71– 2.89
Lehr tenders (135 men and 8 women)	143	2.76	2.65	2.34– 3.14	38	2.97	3.11	2.79– 3.18	61	2.40	2.34	1.96– 2.60	32	3.23	3.08	2.83– 3.71
Machinists, maintenance (all men)	475	4.08	4.16	4.05– 4.20	-	-	-	- -	47	3.98	4.10	4.04– 4.10	110	4.21	4.16	4.16– 4.20
Mechanics, maintenance (all men)	286	3.69	3.82	3.61– 3.98	99	3.78	3.98	3.61– 3.98	62	3.10	3.32	2.66– 3.61	87	3.98	3.95	3.80– 4.06
Moldmakers, metal (all men)	475	4.28	4.24	4.16– 4.33	56	4.25	4.16	4.16– 4.33	113	4.26	4.26	4.24– 4.26	270	4.28	4.20	4.16– 4.39
Mold-press operators (all men)	191	3.87	3.91	3.42– 4.38	111	4.02	4.14	3.65– 4.39	-	-	-	- -	47	3.82	3.90	3.42– 3.91
Pipefitters, maintenance (all men)	106	3.88	4.00	3.79– 4.00	-	-	-	- -	10	3.49	-	- -	24	3.91	3.97	3.66– 4.00
Pressers, glassware, hand (all men)	288	4.22	4.03	3.65– 4.60	109	4.20	3.93	3.66– 4.50	90	3.91	3.85	3.58– 4.16	89	4.55	4.48	4.16– 4.89
Selectors	3,725	2.63	2.59	2.52– 2.70	449	2.63	2.59	2.44– 2.80	979	2.54	2.53	2.52– 2.53	2,110	2.69	2.61	2.59– 2.74
Men	109	2.72	2.79	2.33– 2.93	36	2.75	2.80	2.75– 2.82	-	-	-	- -	-	-	-	- -
Women	3,616	2.63	2.59	2.52– 2.70	413	2.62	2.51	2.43– 2.79	942	2.55	2.53	2.52– 2.53	2,077	2.69	2.61	2.59– 2.74
Tankmen (all men)	372	3.05	2.94	2.60– 3.32	110	3.36	3.34	2.71– 3.81	130	2.74	2.59	2.58– 2.77	103	3.16	3.18	2.69– 3.29
Transfer men (503 men and 14 women)	517	3.12	2.94	2.81– 3.33	75	3.10	3.33	2.58– 3.33	-	-	-	- -	400	3.15	2.94	2.81– 3.43
Truckers, power (forklift) (487 men and 2 women)	489	3.02	2.92	2.87– 3.10	131	2.96	2.88	2.75– 3.05	-	-	-	- -	237	3.14	3.10	2.87– 3.10
Warming-in boys (all men)	390	2.74	2.66	2.50– 3.11	-	-	-	- -	191	2.45	2.55	2.25– 2.66	-	-	-	- -
Watchmen (all men)	92	2.61	2.68	2.34– 2.95	27	2.56	2.68	2.02– 2.95	23	2.42	2.68	1.96– 2.81	40	2.77	2.80	2.60– 2.95
Selected office occupations																
Clerks, general (200 women and 12 men)	212	2.15	2.05	1.85– 2.38	100	2.00	1.93	1.81– 2.20	63	2.27	2.17	1.88– 2.50	28	2.18	2.00	1.97– 2.24
Clerks, payroll (80 women and 12 men)	92	2.66	2.53	2.12– 3.14	34	2.55	2.40	2.05– 3.13	24	2.83	2.77	2.53– 3.03	28	2.73	2.52	2.25– 3.29
Stenographers, general (all women)	123	2.69	2.58	2.20– 3.30	46	2.98	3.12	2.28– 3.64	15	3.08	3.10	2.79– 3.38	61	2.38	2.25	2.02– 2.63
Typists, class A (all women)	47	2.41	2.30	2.16– 2.71	-	-	-	- -	-	-	-	- -	21	2.16	2.16	2.00– 2.18
Typists, class B (all women)	45	2.26	2.13	1.87– 2.50	21	2.12	1.99	1.79– 2.21	20	2.44	2.19	2.16– 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] See appendix A for method used in computing means, medians, and middle ranges of earnings. Medians and middle ranges are not provided for entries of fewer than 15 workers.

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

Table 10. Occupational averages: Pressed or blown glass and glassware, except containers—by size of community

(Number of workers and average straight-time hourly earnings[1] in selected occupations in metropolitan and nonmetropolitan areas, United States and selected regions, May 1970)

Occupation and sex	United States[2]				Middle Atlantic		Border States		Great Lakes			
	Metropolitan areas		Nonmetropolitan areas		Metropolitan areas		Nonmetropolitan areas		Metropolitan areas		Nonmetropolitan areas	
	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings
Men												
Batch-and-furnace men	19	$3.53	27	$2.96	-	-	-	-	-	-	-	-
Batch mixers	70	3.11	120	2.86	24	$3.09	38	$2.57	16	$3.54	68	$2.97
Carry-in boys	210	2.69	436	2.44	141	2.60	289	2.27	-	-	117	2.87
Cullet handlers	45	2.99	37	2.62	13	3.24	24	2.63	25	3.07	-	-
Decorating-machine operators	54	3.28	53	3.25	35	3.48	35	3.14	-	-	-	-
Electricians, maintenance	68	3.89	119	3.84	-	-	26	3.62	44	4.10	31	3.80
Forming-machine operators	170	3.98	321	3.89	-	-	-	-	158	4.04	216	3.87
Forming-machine upkeep men	57	4.28	98	4.01	-	-	31	3.76	55	4.30	-	-
Gatherers, pressed-ware punty	174	3.87	176	3.80	105	4.11	90	3.28	-	-	63	4.51
Helpers, maintenance trades	19	3.14	91	2.77	-	-	42	2.50	15	3.28	-	-
Janitors	84	2.49	153	2.60	27	2.42	30	2.33	31	2.64	69	2.66
Laborers, material handling	378	2.66	889	2.74	199	2.67	405	2.69	-	-	323	2.78
Lehr tenders	42	3.00	93	2.66	20	2.99	52	2.36	9	3.52	23	3.12
Machinists, maintenance	162	4.05	313	4.09	102	4.04	47	3.98	46	4.32	-	-
Mechanics, maintenance	91	3.71	195	3.68	-	-	62	3.10	19	3.90	68	4.00
Mold-press operators	128	3.98	63	3.65	111	4.02	-	-	-	-	43	3.68
Pressers, glassware, hand	149	4.19	139	4.25	94	4.24	-	-	-	-	61	4.60
Tankmen	151	3.35	221	2.84	86	3.47	127	2.72	33	3.46	70	3.02
Transfer men	208	3.25	295	3.04	-	-	-	-	124	3.46	262	3.02
Truckers, power (forklift)	220	3.05	267	2.99	92	2.98	-	-	108	3.21	-	-
Women												
Grinders, glassware	65	2.87	52	2.15	14	2.77	43	2.06	-	-	-	
Selectors	1,496	2.70	2,120	2.57	382	2.61	880	2.56	868	2.84	-	

[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 11. Occupational earnings: Pressed or blown glass and glassware, except containers—by size of establishment

(Number of workers and average straight-time hourly earnings[1] in selected occupations, United States and selected regions, May 1970)

Occupation and sex	United States[2]				Middle Atlantic		Border States		Great Lakes	
	Establishments with—									
	20–499 workers		500 workers or more		500 workers or more					
	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings
Men										
Batch mixers	108	$2.81	82	$3.14	24	$3.25	14	$2.95	35	$3.19
Blowers	280	4.33	104	4.41	-	-	-	-	-	-
Carry-in boys	517	2.55	129	2.40	13	2.96	-	-	-	-
Cullet handlers	45	2.66	37	3.02	-	-	-	-	18	2.87
Decorating-machine operators	36	2.97	71	3.42	-	-	-	-	-	-
Electricians, maintenance	28	3.78	159	3.87	-	-	23	3.67	59	3.93
Forming-machine operators	118	3.32	373	4.11	-	-	-	-	293	4.11
Forming-machine upkeep men	-	-	132	4.11	-	-	-	-	107	4.14
Gatherers, blowpipe	266	3.66	107	3.87	-	-	-	-	-	-
Grinders, glassware	290	2.88	-	-	11	3.06	-	-	-	-
Janitors	94	2.42	143	2.66	-	-	22	2.39	58	2.64
Laborers, material handling	252	2.59	1,015	2.75	233	2.80	372	2.69	316	2.78
Lehr tenders	51	2.71	84	2.80	21	3.04	-	-	28	3.17
Machinists, maintenance	66	3.76	409	4.13	-	-	-	-	87	4.21
Mechanics, maintenance	45	3.50	241	3.72	-	-	54	3.17	70	4.01
Moldmakers, metal	223	4.38	252	4.19	24	4.15	-	-	146	4.16
Mold-press operators	-	-	175	3.89	111	4.02	-	-	43	3.68
Tankmen	190	2.76	182	3.35	69	3.70	46	3.05	67	3.21
Women										
Assemblers, cartons	-	-	112	2.88	-	-	-	-	87	2.97
Janitors	31	2.23	32	2.53	17	2.60	9	2.34	-	-
Selectors	798	2.50	2,818	2.67	250	2.63	-	-	1,850	2.71

[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 12. Occupational averages: Pressed or blown glass and glassware, except containers—by method of wage payment

(Number of workers and average straight-time hourly earnings[1] in selected occupations, United States and selected regions, May 1970)

Occupation and sex	United States[2]				Middle Atlantic				Border States		Great Lakes			
	Timeworkers		Incentive workers		Timeworkers		Incentive workers		Timeworkers		Timeworkers		Incentive workers	
	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings
Men														
Batch-and-furnace men	36	$3.15	-	-	-	-	-	-	-	-	18	$3.58	-	-
Batch mixers	167	2.90	23	$3.33	24	$3.08	14	$3.10	42	$2.57	76	3.01	-	-
Decorating-machine operators	38	2.87	69	3.49	-	-	30	3.57	-	-	-	-	-	-
Electricians, maintenance	159	3.86	-	-	-	-	-	-	26	3.62	53	3.96	-	-
Forming-machine operators	-	-	413	4.05	-	-	-	-	-	-	-	-	296	$4.13
Forming-machine upkeep men	31	3.82	124	4.18	-	-	-	-	-	-	-	-	95	4.30
Grinders, glassware	293	2.51	100	3.58	68	2.90	57	3.67	-	-	-	-	27	3.85
Helpers, maintenance trades	103	2.81	-	-	-	-	-	-	42	2.50	-	-	-	-
Lehr tenders	114	2.70	21	3.14	33	2.96	-	-	52	2.36	17	3.27	-	-
Mold-press operators	64	3.65	127	3.98	-	-	110	4.02	-	-	43	3.68	-	-
Tankmen	288	2.90	84	3.56	51	3.09	59	3.59	127	2.72	81	3.07	22	3.49
Truckers, power, forklift	383	2.92	104	3.38	114	2.88	-	-	-	-	151	3.02	86	3.35
Women														
Inspectors, final	459	2.73	28	3.04	-	-	-	-	57	2.51	56	2.70	-	-
Selectors	2,697	2.56	919	2.82	272	2.61	141	2.63	818	2.50	1,603	2.58	474	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.

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

Table 13. Glass containers: Method of wage payment

(Percent of production workers by method of wage payment, United States and selected regions, May 1970)

Method of wage payment [1]	United States [2]	Middle Atlantic	Border States	Southeast	Southwest	Great Lakes	Pacific
All workers	100	100	100	100	100	100	100
Time-rated workers	67	75	49	78	86	57	61
Formal plan	67	75	49	78	86	57	61
Single rate	58	74	42	74	59	46	44
Range of rates	9	1	7	4	27	11	17
Individual rates	([3])	-	-	([3])	-	-	([3])
Incentive workers	33	25	51	22	14	43	39
Individual piecework	-	-	-	-	-	-	-
Group piecework	3	-	19	-	-	-	7
Individual bonus	16	21	12	5	12	20	12
Group bonus	14	4	19	17	2	23	20

[1] For definition of method 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 14. Glass containers: Scheduled weekly hours

(Percent of production and office workers by scheduled weekly hours of day-shift workers,[1] United States and selected regions, May 1970)

Weekly hours	United States [2]	Middle Atlantic	Border States	Southeast	Southwest	Great Lakes	Pacific
	Production workers						
All workers	100	100	100	100	100	100	100
40 hours	9	-	36	6	7	13	6
48 hours	2	-	26	-	-	-	-
Cyclical workweeks [3]	89	100	38	95	92	87	94
40, 40, 40, and 48 hours	76	80	38	89	54	87	76
	Office workers						
All workers	100	100	100	100	100	100	100
35 hours	3	-	29	-	-	-	-
36¼ hours	2	6	-	-	-	-	-
37½ hours	1	-	-	18	-	-	-
38¾ hours	14	13	-	-	26	29	5
39 hours	3	-	29	-	-	-	-
40 hours	77	81	41	82	74	71	95

[1] Data relate to predominant work schedule for full-time workers in each establishment.
[2] Includes data for regions in addition to those shown separately.
[3] Includes other regularly alternating workweek schedules in addition to the one shown separately.

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

Table 15. Glass containers: Shift differential provisions

(Percent of production workers by shift differential provisions,[1] United States and selected regions, May 1970)

Shift differential	United States[2]	Middle Atlantic	Border States	Southeast	Southwest	Great Lakes	Pacific
Second shift							
Workers in establishments having second-shift provisions	100.0	100.0	100.0	100.0	100.0	100.0	100.0
With shift differential	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Uniform cents per hour	100.0	100.0	100.0	100.0	100.0	100.0	100.0
10 cents	95.7	87.6	100.0	100.0	91.6	100.0	100.0
12 cents	4.3	12.4	-	-	8.4	-	-
Third or other late shift							
Workers in establishments having third- or other late-shift provisions	100.0	100.0	100.0	100.0	100.0	100.0	100.0
With shift differential	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Uniform cents per hour	100.0	100.0	100.0	100.0	100.0	100.0	100.0
12 cents	.6	-	-	100.0	8.4	-	-
14 cents	99.4	100.0	100.0	-	91.6	100.0	100.0

[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 16. Glass containers: Shift differential practices

(Percent of production workers employed on late shifts by amount of pay differential, United States and selected regions, May 1970)

Shift differential	United States[1]	Middle Atlantic	Border States	Southeast	Southwest	Great Lakes	Pacific
Second shift							
Workers employed on second shift	27.1	27.6	26.0	26.3	28.4	28.5	23.1
Receiving shift differential	27.1	27.6	26.0	26.3	28.4	28.5	23.1
Uniform cents per hour	27.1	27.6	26.0	26.3	28.4	28.5	23.1
10 cents	25.9	24.0	26.0	26.3	26.1	28.5	23.1
12 cents	1.2	3.5	-	-	2.3	-	-
Third or other late shift							
Workers employed on third or other late shift	26.0	26.0	26.0	23.8	27.0	28.1	21.9
Receiving shift differential	26.0	26.0	26.0	23.8	27.0	28.1	21.9
Uniform cents per hour	26.0	26.0	26.0	23.8	27.0	28.1	21.9
12 cents	.2	-	-	-	2.3	-	-
14 cents	25.8	26.0	26.0	23.8	24.6	28.1	21.9

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

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

Table 17. Glass containers: Paid holidays

(Percent of production and office workers in establishments with formal provisions for paid holidays, United States and selected regions, May 1970

Number of paid holidays	United States [1]	Middle Atlantic	Border States	Southeast	Southwest	Great Lakes	Pacific
	Production workers						
All workers	100	100	100	100	100	100	100
Workers in establishments providing paid holidays	100	100	100	100	100	100	100
7 days	(2)	-	-	-	7	-	-
8 days	97	100	100	100	93	92	100
8 days plus 1 half day	(2)	-	-	-	-	2	-
9 days	(2)	-	-	-	-	6	-
	Office workers						
All workers	100	100	100	100	100	100	100
Workers in establishments providing paid holidays	100	100	100	100	100	100	100
4 days	1	-	-	18	-	-	-
6 days	(2)	-	-	-	3	-	-
6 days plus 1 half day	1	-	-	-	-	-	7
7 days	3	-	-	-	42	-	-
8 days	80	96	71	68	56	90	57
8 days plus 1 half day	3	-	-	13	-	1	8
9 days	8	4	-	-	-	9	23
10 days plus 1 half day	4	-	29	-	-	-	5

[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 18. Glass containers: Paid vacations

(Percent of production and office workers in establishments with formal provisions for paid vacations after selected periods of service, United States and selected regions, May 1970)

Vacation policy	United States[1]	Middle Atlantic	Border States	Southeast	Southwest	Great Lakes	Pacific	United States[1]	Middle Atlantic	Border States	Southeast	Southwest	Great Lakes	Pacific
	Production workers							Office workers						
All workers	100	100	100	100	100	100	100	100	100	100	100	100	100	100
Method of payment														
Workers in establishments providing paid vacations	100	100	100	100	100	100	100	100	100	100	100	100	100	100
Length-of-time payment	93	100	100	100	92	96	67	100	100	100	100	100	100	100
Percentage payment	7	-	-	-	8	4	33	-	-	-	-	-	-	-
Amount of vacation pay[2]														
After 1 year of service:														
1 week	53	61	31	65	49	27	90	14	20	1	14	10	20	5
Over 1 and under 2 weeks	47	39	69	35	51	73	10	2	5	-	7	-	-	-
2 weeks	-	-	-	-	-	-	-	84	76	99	79	90	80	95
After 2 years of service:														
1 week	35	59	26	59	31	18	6	1	4	-	-	3	-	-
Over 1 and under 2 weeks	35	17	69	35	51	60	-	(3)	-	-	7	-	-	-
2 weeks	31	24	5	6	18	21	94	97	92	100	93	97	100	100
Over 2 and under 3 weeks	-	-	-	-	-	-	-	1	5	-	-	-	-	-
After 5 years of service:														
2 weeks	51	44	31	65	49	42	82	98	95	97	93	100	100	100
Over 2 and under 3 weeks	49	56	69	35	51	58	18	2	5	-	7	-	-	-
3 weeks	-	-	-	-	-	-	-	(3)	-	3	-	-	-	-
After 10 years of service:														
2 weeks	-	-	-	-	-	-	-	2	-	-	6	3	-	7
3 weeks	92	81	100	100	89	100	90	98	100	100	94	97	100	93
Over 3 and under 4 weeks	8	19	-	-	11	-	10	-	-	-	-	-	-	-
After 15 years of service:														
3 weeks	67	40	95	74	71	73	84	99	99	100	93	100	100	100
Over 3 and under 4 weeks	33	60	5	26	29	27	16	1	1	-	7	-	-	-
After 20 years of service:[4]														
3 weeks	15	10	52	18	15	18	-	10	5	-	31	10	16	1
4 weeks	81	83	48	82	67	82	100	90	95	100	69	90	84	99
Over 4 and under 5 weeks	4	8	-	-	18	-	-	-	-	-	-	-	-	-

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

[2] The amount of vacation pay in this tabulation is expressed in terms of the length of time covered by the payment, measured against the workers' regular workweek. Thus, establishments providing 48 hours' vacation pay were classified as granting 1 week if the work schedule was 48 hours, but over 1 and under 2 weeks if the work schedule was less than 48 hours. Many establishments maintained regularly changing work schedules (e.g., 40 hours for the first 3 weeks and 48 hours for the fourth); in such instances, provisions for 48 hours' vacation pay were considered as over 1 and under 2 weeks. 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, the changes in proportions indicated at 10 years may include changes occurring between 5 and 10 years.

[3] Less than 0.5 percent.

[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 19. Glass containers: Health, insurance, and retirement plans

(Percent of production and of workers in establishments with specified health, insurance, and retirement plans, United States and selected regions, May 1970)

Type of plan[1]	United States[2]	Middle Atlantic	Border States	Southeast	Southwest	Great Lakes	Pacific	United States[2]	Middle Atlantic	Border States	Southeast	Southwest	Great Lakes	Pacific
	Production workers							Office workers						
All workers	100	100	100	100	100	100	100	100	100	100	100	100	100	100
Workers in establishments providing:														
Life insurance	100	100	100	100	100	100	100	99	96	100	100	100	100	100
Noncontributory plans	19	22	36	12	31	4	32	22	21	33	42	27	14	21
Accidental death and dismemberment insurance	81	66	100	80	89	81	94	84	70	100	79	94	82	96
Noncontributory plans	18	18	36	12	31	4	32	19	16	33	42	27	8	21
Sickness and accident insurance or sick leave or both[3]	79	76	100	88	100	100	21	99	100	100	85	100	100	100
Sickness and accident insurance	79	76	100	88	100	100	21	69	68	100	61	100	88	15
Noncontributory plans	11	11	36	-	31	4	6	11	7	3	18	34	14	5
Sick leave (full pay, no waiting period)	-	-	-	-	-	-	-	85	79	96	60	63	92	95
Sick leave (partial pay or waiting period)	-	-	-	-	-	-	-	3	10	-	-	-	-	-
Hospitalization insurance	99	100	100	100	100	100	94	99	100	100	100	100	100	96
Noncontributory plans	17	18	36	12	17	4	32	15	16	3	42	27	11	14
Surgical insurance	100	100	100	100	100	100	100	100	100	100	100	100	100	100
Noncontributory plans	17	18	36	12	17	4	32	15	16	3	42	27	11	14
Medical insurance	100	100	100	100	100	100	100	100	100	100	100	100	100	100
Noncontributory plans	17	18	36	12	17	4	32	15	16	3	42	27	11	14
Major medical insurance	87	81	100	90	89	81	100	95	91	100	93	94	96	100
Noncontributory plans	18	18	36	12	17	8	32	16	16	3	42	27	13	14
Retirement plans[4]	97	95	100	100	100	93	100	97	94	100	92	100	97	100
Pensions	97	95	100	100	100	93	100	96	94	100	92	100	97	96
Noncontributory plans	94	95	74	100	100	93	100	89	90	100	92	90	90	77
Severance pay	-	-	-	-	-	-	-	1	-	-	-	-	-	4

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

[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 pensions or retirement severance pay shown separately.

[5] Less than 0.5 percent.

Table 20. Glass containers: Other selected benefits

(Percent of production and office workers in establishments providing funeral leave pay, jury duty pay, and technological severance pay, United States and selected regions, May 1970)

Item [1]	United States [2]	Middle Atlantic	Border States	Southeast	Southwest	Great Lakes	Pacific
	Production workers						
Workers in establishments with provisions for:							
Funeral leave pay	99	100	100	100	100	100	94
Jury duty pay	100	100	100	100	100	100	100
Technological severance pay	30	39	-	10	37	43	6
	Office workers						
Workers in establishments with provisions for:							
Funeral leave pay	79	100	30	60	100	91	49
Jury duty pay	84	100	30	82	100	100	58
Technological severance pay	29	30	37	-	32	48	-

[1] For definition of benefits, see appendix A.
[2] Includes data for regions in addition to those shown separately.

Table 21. Pressed or blown glass and glassware, except containers: Method of wage payment

(Percent of production workers by method of wage payment, United States and selected regions, May 1970)

Method of wage payment [1]	United States [2]	Middle Atlantic	Border States	Great Lakes
All workers	100	100	100	100
Time-rated workers	65	68	67	59
Formal plan	61	61	63	59
Single rate	35	21	45	44
Range of rates	26	40	17	15
Individual rates	4	7	4	-
Incentive workers	35	32	33	41
Individual piecework	8	14	14	([3])
Group piecework	2	2	2	-
Individual bonus	11	10	9	14
Group bonus	15	5	8	27

[1] For definition of method 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 22. Pressed or blown glass and glassware, except containers: Scheduled weekly hours

(Percent of production and office workers by scheduled weekly hours of day-shift workers, [1] United States and selected regions, May 1970)

Weekly hours	United States [2]	Middle Atlantic	Border States	Great Lakes
	Production workers			
All workers	100	100	100	100
35 hours	1	-	2	-
40 hours	62	85	88	28
48 hours	9	-	-	24
Cyclical workweeks [3]	28	15	10	47
40, 40, 40, and 48 hours	22	9	10	47
	Office workers			
All workers	100	100	100	100
35 hours	1	1	3	1
36 1/5 hours	2	-	-	8
37 1/2 hours	1	-	-	-
Over 37 1/2 and under 40 hours	4	7	-	-
40 hours	86	92	97	72
50 hours	6	-	-	20

[1] Data relate to predominant work schedule for full-time workers in each establishment.
[2] Includes data for regions in addition to those shown separately.
[3] Includes other regularly alternating workweek schedules in addition to the one shown separately.

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

Table 23. Pressed or blown glass and glassware, except containers: Shift differential provisions

(Percent of production workers by shift differential provisions,[1] United States and selected regions, May 1970)

Shift differential	United States[2]	Middle Atlantic	Border States	Great Lakes
Second shift				
Workers in establishments having second-shift provisions	95.8	93.8	93.5	100.0
With shift differential	94.0	93.8	93.5	100.0
Uniform cents per hour	92.9	90.3	93.5	100.0
3 cents	7.8	9.1	18.9	-
4 cents	4.0	4.6	-	7.0
5 cents	13.1	1.7	34.4	6.2
6 cents	4.2	-	3.6	9.1
9 cents	5.6	-	-	15.5
10 cents	50.5	66.0	18.3	62.2
11 cents	3.1	-	12.0	-
12 cents	4.5	8.8	6.3	-
Uniform percentage	1.1	3.5	-	-
3 percent	1.1	3.5	-	-
With no shift differential	1.8	-	-	-
Third or other late shift				
Workers in establishments having third- or other late-shift provisions	86.7	85.7	74.5	95.9
With shift differential	84.9	85.7	74.5	95.9
Uniform cents per hour	84.9	85.7	74.5	95.9
3 cents	1.6	-	6.3	-
4 cents	1.5	4.6	-	-
5 cents	8.9	1.7	28.0	2.1
6 cents	3.5	-	3.6	7.0
8 cents	1.5	-	-	4.3
9 cents	2.1	6.4	-	-
10 cents	1.8	-	-	4.9
11 cents	1.5	-	-	4.1
12 cents	20.8	51.7	-	6.0
13 cents	3.7	-	5.4	6.3
14 cents	27.7	21.2	24.6	40.0
15 cents	10.4	-	6.5	21.2
With no shift differential	1.8	-	-	-

[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 24. Pressed or blown glass and glassware, except containers: Shift differential practices

(Percent of production workers employed on late shifts by amount of pay differential, United States and selected regions, May 1970)

Shift differential	United States[1]	Middle Atlantic	Border States	Great Lakes
Second shift				
Workers employed on second shift	20.5	19.7	22.4	21.3
Receiving shift differential	20.0	19.7	22.4	21.3
Uniform cents per hour	20.0	19.7	22.4	21.3
3 cents	1.1	2.1	1.8	-
4 cents	1.1	1.8	-	1.4
5 cents	1.9	-	7.4	-
6 cents	.9	-	1.7	1.1
9 cents	1.3	-	-	3.5
10 cents	11.3	13.1	5.6	15.2
11 cents	.7	-	2.6	-
12 cents	1.7	2.7	3.3	-
Receiving no shift differential	.6	-	-	-
Third or other late shift				
Workers employed on third or other late shift	14.7	15.2	8.2	18.9
Receiving shift differential	14.3	15.2	8.2	18.9
Uniform cents per hour	14.3	15.2	8.2	18.9
4 cents	.2	.7	-	-
5 cents	.5	-	2.0	-
6 cents	.5	-	-	1.4
8 cents	.4	-	-	1.1
9 cents	.3	1.0	-	-
11 cents	.4	-	-	1.2
12 cents	3.7	8.3	-	1.6
13 cents	.3	-	.5	.3
14 cents	5.8	5.2	4.2	8.5
15 cents	2.1	-	1.5	4.7
Receiving no shift differential	.4	-	-	-

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

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

Table 25. Pressed or blown glass and glassware, except containers: Paid holidays

(Percent of production and office workers in establishments with formal provisions for paid holidays, United States and selected regions, May 1970)

Number of paid holidays	United States[1]	Middle Atlantic	Border States	Great Lakes
	Production workers			
All workers	100	100	100	100
Workers in establishments providing paid holidays	98	100	100	100
6 days	3	3	10	-
7 days	26	19	53	11
7 days plus 1 half day	(2)	-	-	-
7 days plus 2 half days	1	3	-	-
8 days	53	73	18	67
8 days plus 1 half day	1	2	3	-
9 days	14	-	15	22
Receiving no paid holidays	2	-	-	-
	Office workers			
All workers	100	100	100	100
Workers in establishments providing paid holidays	98	100	100	100
6 days	2	2	4	-
6 days plus 2 half days	1	2	-	-
7 days	12	4	48	9
7 days plus 1 half day	(2)	-	-	-
7 days plus 2 half days	1	1	-	-
8 days	75	91	43	68
8 days plus 1 half day	(2)	1	-	-
8 days plus 2 half days	1	-	5	-
9 days	7	-	-	22
Receiving no paid holidays	2	-	-	-

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

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

Table 26. Pressed or blown glass and glassware, except containers: Paid vacations

(Percent of production and office workers in establishments with formal provisions for paid vacations after selected periods of service, United States and selected regions, May 1970)

Vacation policy	United States [1]	Middle Atlantic	Border States	Great Lakes	United States [1]	Middle Atlantic	Border States	Great Lakes
	Production workers				Office workers			
All workers	100	100	100	100	100	100	100	100
Method of payment								
Workers in establishments providing paid vacations	100	100	100	100	100	100	100	100
Length-of-time payment	72	49	82	85	100	100	100	100
Percentage payment	28	51	18	15	-	-	-	-
Amount of vacation pay [2]								
After 1 year of service:								
1 week	65	52	82	64	15	7	33	16
Over 1 and under 2 weeks	9	-	-	26	-	-	-	-
2 weeks	-	-	-	-	32	13	31	72
Over 2 and under 3 weeks	26	48	18	10	52	80	36	12
After 2 years of service:								
1 week	56	29	78	64	10	2	33	7
Over 1 and under 2 weeks	11	4	-	26	[3]	1	-	-
2 weeks	7	18	3	-	37	17	31	82
Over 2 and under 3 weeks	26	48	18	10	52	80	36	12
After 3 years of service:								
1 week	50	26	59	64	9	1	27	7
Over 1 and under 2 weeks	11	4	-	26	[3]	1	-	-
2 weeks	13	22	22	-	39	18	37	82
Over 2 and under 3 weeks	24	48	18	6	52	80	36	12
Over 3 and under 4 weeks	1	-	-	4	-	-	-	-
After 5 years of service:								
Over 1 and under 2 weeks	1	3	-	-	[3]	1	-	-
2 weeks	53	29	82	51	47	18	64	88
Over 2 and under 3 weeks	21	20	-	39	53	81	36	12
Over 3 and under 4 weeks	26	48	18	10	-	-	-	-
After 10 years of service:								
2 weeks	31	23	63	11	20	12	53	15
Over 2 and under 3 weeks	3	3	-	5	[3]	1	-	-
3 weeks	40	27	18	74	27	7	11	73
Over 3 and under 4 weeks	-	-	-	-	52	80	36	12
Over 4 and under 5 weeks	26	48	18	10	-	-	-	-
After 15 years of service:								
2 weeks	9	-	23	4	8	2	34	1
3 weeks	63	52	59	81	34	18	24	70
Over 3 and under 4 weeks	2	-	-	5	52	80	36	12
4 weeks	-	-	-	-	6	-	7	18
Over 4 and under 5 weeks	26	48	18	10	-	-	-	-
After 20 years of service:								
2 weeks	9	-	23	4	8	2	34	1
3 weeks	20	22	41	2	16	10	19	25
Over 3 and under 4 weeks	2	-	-	5	-	-	-	-
4 weeks	43	30	18	79	24	8	11	63
Over 4 and under 5 weeks	-	-	-	-	52	80	36	12
Over 5 and under 6 weeks	26	48	18	10	-	-	-	-
After 25 years of service: [4]								
2 weeks	9	-	23	4	8	2	34	1
3 weeks	20	22	41	2	11	10	19	7
Over 3 and under 4 weeks	2	-	-	5	-	-	-	-
4 weeks	43	30	18	79	29	8	5	81
5 weeks	-	-	-	-	1	-	7	-
Over 5 and under 6 weeks	6	3	13	4	52	80	36	12
6 weeks	20	46	5	6	-	-	-	-

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

[2] The amount of vacation pay in this tabulation is expressed in terms of the length of time covered by the payment, measured against the workers' regular workweek. Thus, establishments providing 48 hours' vacation pay were classified as granting 1 week if the work schedule was 48 hours, but over 1 and under 2 weeks if the work schedule was less than 48 hours. Many establishments maintained regularly changing work schedules (e.g., 40 hours for the first 3 weeks and 48 hours for the fourth); in such instances, provisions for 48 hours' vacation pay were considered as over 1 and under 2 weeks. 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 example, the changes in proportions indicated at 10 years may include changes occurring between 5 and 10 years.

[3] Less than 0.5 percent.

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

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

Table 27. Pressed or blown glass and glassware, except containers: Health, insurance, and retirement plans

(Percent of production and office workers in establishments with specified health, insurance, and retirement plans, United States and selected regions, May 1970)

Type of plan[1]	United States[2]	Middle Atlantic	Border States	Great Lakes	United States[2]	Middle Atlantic	Border States	Great Lakes
	Production workers				Office workers			
All workers	100	100	100	100	100	100	100	100
Workers in establishments providing:								
Life insurance	96	97	96	100	99	99	100	100
Noncontributory plans	15	16	21	13	11	5	19	18
Accidental death and dismemberment insurance	81	82	65	93	94	94	80	100
Noncontributory plans	10	10	17	6	10	2	28	18
Sickness and accident insurance or sick leave or both[3]	88	94	74	98	96	98	100	98
Sickness and accident insurance	87	94	74	98	93	97	85	98
Noncontributory plans	13	13	15	14	11	5	26	18
Sick leave (full pay, no waiting period)	-	-	-	-	81	92	65	75
Sick leave (partial pay or waiting period)	-	-	-	-	2	-	1	5
Hospitalization insurance	96	100	100	89	98	98	100	97
Noncontributory plans	15	11	35	6	12	3	32	18
Surgical insurance	96	100	100	89	99	98	100	100
Noncontributory plans	15	11	35	6	12	3	32	18
Medical insurance	74	52	87	83	50	18	75	93
Noncontributory plans	15	11	35	6	13	3	32	18
Major medical insurance	59	77	76	32	85	95	76	78
Noncontributory plans	11	6	25	6	9	2	20	18
Retirement plans[4]	92	97	88	94	94	99	81	98
Pensions	92	97	88	94	93	99	81	94
Noncontributory plans	86	94	76	89	88	97	67	89
Severance pay	([5])	-	-	-	3	-	-	11

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

[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 pensions or retirement severance pay shown separately.

[5] Less than 0.5 percent.

Table 28. Pressed or blown glass and glassware, except containers: Other selected benefits

(Percent of production and office workers in establishments providing funeral leave pay, jury duty pay, and technological severance pay, United States and selected regions, May 1970)

Item [1]	United States [2]	Middle Atlantic	Border States	Great Lakes
	Production workers			
Workers in establishments with provisions for:				
Funeral leave pay	82	84	67	98
Jury duty pay	73	76	48	94
Technological severance pay	5	-	-	13
	Office workers			
Workers in establishments with provisions for:				
Funeral leave pay	87	95	59	91
Jury duty pay	85	92	43	98
Technological severance pay	2	-	-	8

[1] For definition of benefits, see appendix A.
[2] Includes data for regions in addition to those shown separately.

Appendix A. Scope and Method of Survey

Scope of survey

The survey included establishments primarily engaged in manufacturing glass containers for commercial bottling and packing and for home canning, as well as those primarily engaged in manufacturing other glass and glassware, pressed, blown, or shaped from glass produced in the same establishment (industries 3221 and 3229, except textile glass fibers, as defined in the 1967 edition of the Standard Industrial Classification Manual, as prepared by the U.S. Office of Management and Budget). 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 the scope of the survey during the payroll period studied, are shown in table A-1.

Table A-1. Estimated number of establishments and workers within scope of survey and number studied, pressed or blown glass and glassware industries,[1] May 1970

Industry and region[2]	Number of establishments[3]		Workers in establishments			
	Within scope of study	Actually studied	Within scope of study			Actually studied
			Total[4]	Production workers	Office workers	Total
All establishments:						
United States[5]	226	123	107,246	89,923	7,475	86,138
Middle Atlantic	66	33	35,082	27,771	3,307	29,514
Border States	42	19	14,639	12,788	898	10,429
Southeast	12	10	5,567	4,733	206	5,155
Southwest	19	13	5,750	5,013	308	5,028
Great Lakes	54	30	33,114	28,205	2,102	25,345
Pacific	27	14	11,033	9,593	564	8,682
Glass container establishments:						
United States[5]	108	73	68,656	60,294	3,083	55,543
Middle Atlantic	32	17	20,617	18,119	954	16,518
Border States	7	5	5,828	5,171	299	4,773
Southeast	12	10	5,567	4,733	206	5,155
Southwest	12	10	4,845	4,280	207	4,527
Great Lakes	25	16	19,775	17,500	821	14,601
Pacific	18	13	10,700	9,287	555	8,645
Other pressed or blown glass and glassware establishments:						
United States[5]	118	50	38,590	29,629	4,392	30,595
Middle Atlantic	34	16	14,465	9,652	2,353	12,996
Border States	35	14	8,811	7,617	599	5,656
Great Lakes	29	14	13,339	10,705	1,281	10,744

[1] Establishments primarily engaged in the manufacture of textile glass fibers were excluded.

[2] 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; and Pacific—California, Nevada, Oregon, and Washington.

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

[4] Includes executive, professional, and other workers excluded from the separate production and office worker categories.

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

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

Production and office workers

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

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

Occupations selected for study

Occupational classification was based on a uniform set of job descriptions designed to take account of interestablishment and interarea variations in duties within the same job. (See appendix B for these descriptions.) The occupations were chosen for their numerical importance, their usefulness in collective bargaining, or their representativeness of the entire job scale in the industries. 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.

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

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

Size of community

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

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 regarded as exceptions. Range of rate plans are those in which the minimum 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.

Scheduled weekly hours

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

Shift provisions and practices

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

Supplementary wage provisions

Supplementary benefits were treated statistically on the basis that if formal provisions were applicable to half or more of the production workers (or office workers) in an establishment, the benefits were considered applicable to all such workers. Similarly, if fewer than half of the workers were covered, the benefit was 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 plans for which all or part of the cost is borne by the employer, excluding only 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 doctor's 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 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 payments 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 payments 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 relate to formal provisions for at least partial payment for time lost as a result of attending funerals of specified family members or serving as a juror.

Technological severance pay. Data relate to formal plans providing for payment to employees permanently separated from employment because of a technological change or plant closing.

[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 staff is instructed to exclude working supervisors, apprentices, learners, beginners, trainees, and handicapped, part-time, temporary, and probationary workers.

Plant Occupations

ASSEMBLER, CARTONS

Assembles cartons from prepared box blanks. Work involves folding the box blanks along scored lines and fastening the edges together by one or more of the following methods: Coating flaps with glue and pressing them together; interlocking the corners by means of tabs; sealing edges with strips of gummed tape; or stapling edges together by means of power-stitching machines or hand staplers.

BATCH-AND-FURNACE MAN

Controls automatic equipment to weigh, mix, and melt ingredients to make glass. Work involves the following: Adjusts panel controls to transfer specified amounts of ingredients from storage bins to automatic weigh hopper and batch mixer; pulls lever to dump blended mix into furnace; reverses gas fire to equalize heat in furnace; regulates temperature according to specifications. May collect samples of molten glass for analysis.

BATCH MIXER

Blends or mixes various glass-making ingredients in controlled amounts, according to formula, by hand or machine. Work involves the following: Weighing out specified amounts of ingredients such as sand, soda, lime, borax, feldspar, and coloring; and mixing them either by hand or machine. In addition, may load ingredients into mixing machine.

BLOWER

(Glass blower)

Blows or inflates ball of molten glass, gathered on the end of a blowpipe, into desired shape and size, either with or without the aid of a metal mold. In addition, may dip end of blowpipe into molten glass to gather the proper amount for the article to be made.

CARRY-IN BOY (OR GIRL)

Carries heated, formed glass articles by tongs or on a pronged fork to the lehr (reheating oven) and places them on the conveyor moving through the lehr.

CULLET HANDLER

Works as a member of a crew that tends a machine to wash and crush refuse glass.

CUTTER, DECORATIVE

Cuts monograms or ornamental designs on glassware with an abrasive wheel. Work involves the following: Selecting and mounting proper abrasive wheel on lathe; moistening revolving wheel with a wet abrasive agent; and holding glassware against edge of wheel, turning and twisting article so that design or pattern will be properly cut in the article. May cut designs deeper on ware having pressed designs. In addition, may trace or mark pattern on the glassware before doing the cutting.

DECORATING-MACHINE OPERATOR

(Silk-screen decorator; stencil applicator; squeegee operator)

Decorates glassware by a silk-screening or stainless-steel screening process. Work involves most of the following: Filling receptacle with paint, placing glassware in machine, bringing silk (or stainless steel) screen into position with ware, setting guide rollers or squeegee in operation to force the paint through the screen to decorate the glassware with the desired design, removing ware from machine, inspecting for defects in decoration, and placing ware on conveyors for baking oven. Operators of decorating machines designed to perform one or more of the above operations automatically are to be included.

ELECTRICIAN, MAINTENANCE

Performs a variety of electrical trade functions such as the installation, maintenance, or repair of equipment for the generating, distribution, or utilization of electric energy in an establishment. Work involves most of the following: Installing or repairing any of a variety of electrical equipment such as generators, transformers, switchboards, controllers, circuit breakers, motors, heating units, conduit systems, or other transmission equipment; working from blueprints, drawings, layout, or other specifications; locating and diagnosing trouble in the electrical system or equipment; working standard computations relating to load requirements of wiring or electrical equipment; 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.

FORMING-MACHINE OPERATOR

Tends the operation of an automatic machine that forms bottles or other containers from molten glass. Work involves the following: Regulating flow of molten glass to molds on machine; regulating and setting lubrication valves to prevent the glass from sticking to the molds; and occasionally checking completed article by weighing it on scales, or measuring it with gauges or calipers. In addition, may make minor adjustments to the machine.

FORMING-MACHINE UPKEEP MAN

Adjusts and repairs the automatic feeding, flowing, and forming machines used to manufacture glasswares. Assists in setting up and adjusting the machinery for job changes.

GATHERER, BLOWPIPE

Gathers desired amount of molten glass on end of a blowpipe. Work involves the following: Dipping end of blowpipe into molten glass and carrying ball of molten glass on end of blowpipe to the blower. In addition, may blow into pipe to begin inflation of glass before handing pipe to blower for completion of process.

GATHERER, PRESSED-WARE PUNTY

Gathers desired amount of molten glass on end of an iron rod. Work involves the following: Dipping end of iron rod into molten glass and carrying ball of molten glass on end of rod to the presser.

GRINDER, GLASSWARE

Grinds or smoothes the edges, rims, ridges, rough surfaces, etc., of glassware on an abrasive wheel. Work involves the following: Pressing the glass against revolving abrasive wheels and moving or turning the glass from one position to another to grind all surfaces evenly.

HELPER, TRADES, MAINTENANCE

Assists one or more workers in the skilled maintenance trades, by performing specific or general duties of lesser skill, such as keeping a worker supplied with materials and tools; cleaning working area, machine and equipment; assisting worker by holding materials or tools; performing other unskilled tasks as directed by journeymen. The kind of work the helper is permitted to perform varies from trade to trade. In some trades the helper is confined to supplying, lifting and holding materials and tools and cleaning working areas; and in others he is permitted to perform specialized machine operations, or parts of a trade that are also performed by workers on a full-time basis.

INSPECTOR, FINAL

Performs final inspection on glasswares, examining for defects in the ware and any decoration thereon. May wrap and pack.

JANITOR

(Sweeper; charwoman; janitress)

Cleans and keeps in an orderly condition factory working areas and washrooms, or premises of an office building. 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.

LABORER, MATERIAL HANDLING

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

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

LEHR, TENDER

Regulates temperature of a reheating oven (lehr) used to anneal or fire-glaze glass or glass articles. May arrange glass articles

according to size and shape on lehr conveyor, so that maximum quantity will be carried in oven, or worker may place glass in oven by means of a long paddle.

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.

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.

MOLDMAKER, METAL

Constructs and/or repairs metal molds. Work involves most of the following: Laying out and marking metal blanks or castings according to blueprints or drawings; using handtools and various metalworking machines to cut and shape the parts to dimensions and specifications outlined; and fitting and assembling parts together to form complete mold.

MOLD-PRESS OPERATOR

(Press-machine operator)

Tends a mold-press machine that automatically casts glassware from molten glass. Work involves most of the following: Turning valves to control mold temperatures and timing of plunger turntable. Adjusting flow valve and shear timer to regulate quantity of molten glass delivered from feeder to mold; setting lubrication valves to prevent glass from sticking to molds; examining glassware for defects, such as lines and bubbles.

PIPEFITTER, MAINTENANCE

Installs or repairs water, steam, gas, or other types of pipe and pipefittings in an establishment. Work involves most of the following: Laying out of work and measuring to locate position of pipe from drawings or other written specifications; cutting various sizes of pipe to correct lengths with chisel and hammer or oxyacetylene torch or pipe-cutting machine; threading pipe with stocks and dies; bending pipe by hand-driven or power-driven machines; assembling pipe with couplings and fastening pipe to hangers; making standard shop computations relating to pressures, flow, and size of pipe required; making standard tests to determine whether finished pipes meet specifications. In general, the work of the maintenance pipefitter requires rounded training and experience usually acquired through a formal apprenticeship or equivalent training and experience. Workers primarily engaged in installing and repairing building sanitation or heating systems are excluded.

PRESSER, GLASSWARE, HAND

Molds (presses) molten glass into specified shape. Work involves the following: Shearing off desired amount of molten glass from iron rod (gathering iron) held by gatherer over mold, and allowing it to drop in mold; positioning mold under plunger of press; and forcing a metal plunger into the mold, causing the glass to fill the space between the plunger and the mold. In addition, may, when glass has cooled, open the mold, remove article and send it to lehr for annealing or to other workers for further processing.

SELECTOR

(Selector and packer)

Examines glassware visually and with simple gauges for defects, such as bubbles or seeds in ware, scratches on surface, ware out of shape, and bad finish, as the ware is received from the annealing ovens. Selects accepted ware and packs in cartons or puts in trays for transfer to other workers for furthur processing. May keep records of rejected glass.

TANKMAN

(Furnace operator; teaser)

Feeds raw materials to the glass-melting tank. Reverses the gas fire at stated intervals from one side of the gas-and-air regenerative chambers to the other side to equalize heat in tank. Regulates draft dampers which control pressure on inside of melting tank and regulates pressure of gas fed to tank.

TRANSFER MAN

(Floor boys)

Removes glassware from rotating stations of a glass forming machine with the aid of hand tongs and places ware on conveyors or stations of other machines for further forming.

TRUCKER, POWER

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

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

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

WARMING-IN BOY

Reheats glassware in a furnace for further processing. Work involves the following: Inserting glassware attached to blowpipe or held by long-handled pincers (snaps) into furnace (glory hole) until it has softened; and removing and passing heated glassware to another worker.

WATCHMAN

Makes rounds of premises periodically in protecting property against fire, theft, and illegal entry.

Office Occupations

CLERK, GENERAL

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

CLERK, PAYROLL

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

STENOGRAPHER, GENERAL

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

TYPIST

Uses a typewriter to make copies of various material or to make out bills after calculations have been made by another person. May include typing of stencils, mats, or similar materials for use in duplicating processes. May do clerical work involving little special training, such as keeping simple records, filing records and reports, or sorting and distributing incoming mail.

Class A. Performs one or more of the following: Typing material in final form when it involves combining material from several sources or responsibility for correct spelling, syllabication, punctuation, etc., of technical or unusual words or foreign language material; and planning layout and typing of complicated statistical tables to maintain uniformity and balance in spacing. May type routine form letters varying details to suit circumstances.

Class B. Performs one or more of the following: Copy typing from rough or clear drafts; routine typing of forms, insurance policies, etc.; and setting up simple standard tabulations, or copying more complex tables already set up and spaced properly.

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

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

I. Occupational Wage Studies—Continued

Manufacturing—Continued

	Price
Southern Sawmills and Planing Mills, 1969. BLS Bulletin 1694	$0.50
Structural Clay Products, 1969. BLS Bulletin 1697	.65
Synthetic Fibers, 1966. BLS Bulletin 1540	.30
Synthetic Textiles, 1965. BLS Bulletin 1509	.40
Textile Dyeing and Finishing, 1965–66. BLS Bulletin 1527	.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, 1964. BLS Bulletin 1452	.30
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.

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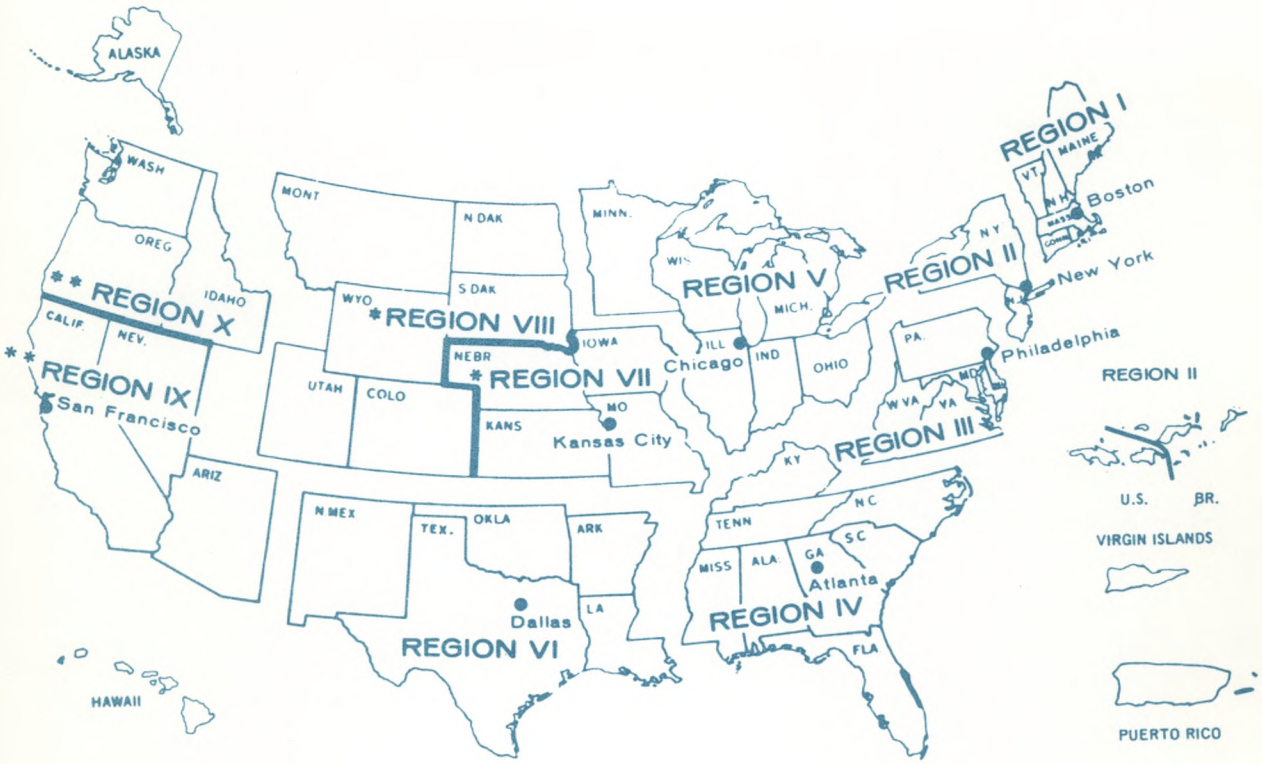

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