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Industry  
Wage Survey

**Candy and Other  
Confectionery Products,  
August 1970**

Bulletin 1732

U.S. DEPARTMENT OF LABOR  
Bureau of Labor Statistics  
1972

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**U.S. DEPARTMENT OF LABOR  
J. D. Hodgson, Secretary  
BUREAU OF LABOR STATISTICS  
Geoffrey H. Moore, Commissioner  
1972**



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## Preface

This bulletin summarizes the results of a Bureau of Labor Statistics survey of wages and supplementary benefits in the candy and other confectionery products manufacturing industry in August 1970. A similar survey of this industry was conducted in September 1965.

Separate releases were issued earlier for Boston, Mass.; Chicago, Ill.; Los Angeles—Long Beach, Calif.; New York, N.Y.; Philadelphia, Pa.—N.J.; and San Francisco—Oakland, Calif. Copies of these releases are available from the Bureau of Labor Statistics, Washington, D.C. 20212, or any of its regional offices.

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

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



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# Candy and Other Confectionery Products, August 1970

## Summary

Straight-time earnings of production and related workers in the Nation's candy and other confectionery products manufacturing industry averaged \$2.52 an hour in August 1970. Nearly all of the 48,112 production workers in the study<sup>1</sup> had hourly earnings between \$1.60 and \$4. The middle half earned from \$2.04 to \$2.84 an hour. Women—55 percent of the industry's workers and largely employed as hand packers, wrapping-machine operators, and enrobing-machine operators' helpers—averaged \$2.25 an hour; men averaged \$2.83.

Regionally, averages ranged from \$1.97 in the Southeast to \$3.02 in the Pacific States.<sup>2</sup> Workers in the Great Lakes and Middle Atlantic regions—three-fifths of the industry's work force—averaged \$2.66 and \$2.54 an hour, respectively.

Among the occupations studied separately, average hourly earnings ranged from \$1.97 for hand dippers to \$4.07 for maintenance machinists. Wrapping-machine operators, the largest group, averaged \$2.42. Occupational earnings varied by size of establishment, labor-management contract coverage, and method of wage payment.

Paid holidays, usually 6 to 9 annually, and paid vacations were provided to nearly all workers in the survey. Typical vacation provisions ranged from 1 week of vacation pay after 1 year of service to 4 weeks after 20 years. Life, hospitalization, and surgical insurance plans, usually financed entirely by the employer, covered more than four-fifths of the workers; pension plans were available to about seven-tenths.

## Industry characteristics

**Employment.** The industry's employment level is affected greatly by heavy seasonal demands which occur at Halloween, Christmas, and Easter. Employment typically drops to its lowest point in July, rises sharply in August, and reaches its peak in October or November. In recent years, production employment in the peak season generally has exceeded the lowest level by 10 to 15,000 workers or 20 to 30 percent.<sup>3</sup>

Establishments covered by this wage survey employed 48,112 production workers in August 1970.<sup>4</sup> The Great Lakes region accounted for almost two-fifths of the total

and the Middle Atlantic States for one-fourth. About one-tenth were in New England and somewhat smaller proportions in the Pacific and Southeast.

About seven-eighths of the workers were in metropolitan areas. Among the regions, the proportions in such areas were two-thirds in the Southeast, almost seven-eighths in the Great Lakes, and nearly all in the Middle Atlantic, New England, and Pacific regions. The six metropolitan areas studied separately employed approximately 22,000 workers, a little less than half of the survey total. About 11,500 workers were in the Chicago area, 3,300 in Boston, and from 1,000 to 3,000 were in each of the remaining areas. (See tables 7–12.)

Women, 55 percent of the work force, were predominant in occupations such as hand packers, enrobing-machine operators' helpers, and wrapping-machine operators. Men, on the other hand, made up a large majority of the candymakers, mogul operators, and maintenance mechanics. Regionally, the proportions of women ranged from three-fifths in New England and the Southeast to slightly less than half in the Pacific. Women were a majority in all the selected areas except Chicago and Los Angeles—Long Beach.

**Production.** Output of candy and other confectionery products increased 30 percent during the 1960's. Productivity gains played a major role in this increase as output per production worker man-hour rose 23 percent

<sup>1</sup> See appendix A for scope and method of survey.

<sup>2</sup> For definition of regions, see table A-1 in appendix A.

<sup>3</sup> See *Employment and Earnings Statistics for the United States, 1909-70* (BLS Bulletin 1312-7), and *Employment and Earnings*, Vol. 17, No. 9, 1971.

<sup>4</sup> The estimate of the number of production workers is only a general guide to the size and composition of the labor force included in the survey. It differs from the number in the Bureau's monthly series (55,700 in August 1970) because of the exclusion of establishments employing fewer than 20 workers and the planning necessary to assemble lists of establishments considerably in advance of data collection. Thus omitted are new establishments and establishments originally classified in the candy and other confectionery products industry but found to be in other industries at the time of the survey. Also omitted are establishments manufacturing candy and other confectionery products, but classified incorrectly in other industries at the time the lists were compiled.

between 1960 and 1969,<sup>5</sup> and total man-hours worked went up 6 percent.

Boxed chocolates and other packaged goods were the principal products in establishments employing slightly more than half of the industry's workers in August 1970. Plants chiefly producing candy bars employed another fourth. Five- and 10-cent specialties, bulk goods, and nuts, each accounted for 5 to 7 percent of the work force. Plants producing boxed chocolates and packaged goods employed almost two-thirds of the workers in the Pacific and New England regions, compared with three-fifths in the Southeast, and about one-half in the Great Lakes and Middle Atlantic. Plants primarily manufacturing candy bars were more prevalent in the Great Lakes region, where they accounted for two-fifths of the work force, than in the other regions. Workers in bulk goods plants made up one-fifth of the total in the Pacific and one-eighth or less in each of the remaining regions.

*Establishment size.* Only about one-sixth of the 400 establishments covered by the survey employed 250 workers or more, but these accounted for slightly more than three-fifths of the total production work force. Two-thirds of the establishments covered employed from 20 to 99 workers and one-eighth employed from 100 to 249. Each of these two size groups accounted for slightly less than one-fifth of the total work force.

*Union contract coverage.* Establishments which had collective bargaining agreements covering a majority of their production workers employed slightly more than three-fifths of the industry's work force in August 1970. In the 1965 survey, only half the workers were in such plants. Much of the increase occurred in the Great Lakes region, where plants having a majority covered by contracts employed three-fourths of the workers in 1970, compared with only two-fifths 5 years earlier. The proportions of workers covered by collective bargaining agreements in August 1970 were seven-eighths in the Pacific, seven-tenths in the Middle Atlantic, one-third in New England, and slightly less than one-tenth in the Southeast.

The extent of unionization varied by size of establishment and size of community. Seven-tenths of the workers in establishments employing 100 workers or more were in plants operating under collective bargaining agreements; in smaller establishments, the proportion was about one-third. Nine-tenths of the workers in metropolitan areas were in union establishments, compared with less than one-sixth in smaller communities.

The American Bakery and Confectionery Workers' International Union (AFL-CIO), which merged in 1969

with the Bakery and Confectionery Workers' International Union of America (Ind.), is the principal union in the industry.

*Method of wage payment.* Slightly more than four-fifths of the workers in the survey were paid time rates. (See table 13.) Such rates usually were determined according to formal plans providing either single rates or ranges of rates for specified jobs in the Middle Atlantic, Great Lakes, and Pacific regions. In New England, on the other hand, informal systems, whereby wages were determined primarily by the individual's qualifications, were predominant for time-rated workers. Formal and informal systems applied to equal proportions of the workers in the Southeast.

Incentive pay systems, most common in establishments employing at least 250 workers, applied to one-fifth of the work force in the Middle Atlantic and Great Lakes regions. The proportions amounted to almost one-sixth in New England, one-tenth in the Southeast, and none in the Pacific. Among selected areas, incentive-paid workers made up approximately two-fifths of the employment in Philadelphia, three-tenths in Chicago, one-fourth in New York, and slightly less than one-tenth in Boston. None of the workers in Los Angeles—Long Beach and San Francisco—Oakland were under incentive systems in the establishments studied. The occupations studied separately in which at least one-third of the workers were paid on incentive systems were wrapping-machine operators and fancy hand packers.

#### Average hourly earnings

Straight-time earnings of production and related workers averaged \$2.52 an hour in August 1970<sup>6</sup>—up 35 percent since September 1965, when the Bureau conducted a similar survey.<sup>7</sup> The average annual rate of increase in this period was 6.3 percent, compared with 3.8 percent recorded during the first half of the 1960's.<sup>8</sup>

<sup>5</sup> *Indexes of Output Per Man-Hour, Selected Industries, 1939 and 1947-70* (BLS Bulletin 1692, 1971).

<sup>6</sup> The straight-time average hourly earnings in this bulletin differ in concept from the gross average hourly earnings published in the Bureau's monthly hours and earnings series (\$2.74 in August 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.

<sup>7</sup> See *Industry Wage Survey: Candy and Other Confectionery Products, September 1965* (BLS Bulletin 1520, 1966).

<sup>8</sup> Refers to the period between December 1960 and September 1965. For an account of the 1960 study, see *Wage Structure: Candy and Other Confectionery Products, November-December 1960* (BLS Report 195, 1961).

August 1970 wage levels ranged from \$1.97 an hour in the Southeast to \$3.02 in the Pacific. In the Great Lakes and Middle Atlantic, which employed three-fifths of the workers, earnings averaged \$2.66 and \$2.54, respectively. Among the six candy manufacturing centers for which separate data were developed, hourly earnings averaged the least in New York (\$2.35) and the most in San Francisco—Oakland (\$3.08).

Men averaged \$2.83 an hour in August 1970, compared with \$2.25 for women. The average hourly wage advantage for men was 28 cents in the Southeast, but ranged upward to 63 cents in the Middle Atlantic and 72 cents in the Pacific region. Differences in average pay levels for men and women may result from several factors, including variations in the distribution of men and women among establishments and among jobs with disparate pay levels. Also, differences in average earnings for men and women in the same job and area may reflect possible minor differences in duties. Job descriptions are more generalized in wage surveys than in individual establishments because allowance must be made for possible differences among establishments in specific duties performed. To the extent that individual pay rates are adjusted for length of service, longer average service can result in higher average pay for one sex than for the other, when both are employed within the same rate range.

Workers in metropolitan areas averaged 24 cents more than those in smaller communities (\$2.55 compared with \$2.31). Differences in favor of metropolitan areas amounted to 16 cents in the Great Lakes and 23 cents in the Southeast, the only two regions in which such comparisons could be made.

Production workers in establishments employing 250 or more averaged \$2.65 an hour, compared with \$2.39 in those employing 100 to 249 workers, and \$2.18 in establishments employing from 20 to 99. In the Great Lakes region, averages for workers in the three establishment size groups were \$2.81, \$2.45, and \$2.14, respectively; in the Middle Atlantic, the only other region where similar comparisons could be made, the corresponding averages were \$2.72, \$2.31, and \$2.14.

Earnings in establishments in which labor-management contracts covered a majority of the production workers averaged \$2.59 an hour—19 cents more than in establishments without such coverage. These nationwide wage levels partly reflected differences in location between union and nonunion plants: One-third of the workers in nonunion plants were in the relatively low-paid Southeast and New England, whereas only a small proportion of the workers in union establishments were in these regions.

The above comparisons may reflect the interrelationship of community size, establishment size, union con-

tract coverage, and other factors affecting wage levels. Examples of these interrelationships were noted in the discussion of industry characteristics, but the exact influence on earnings of any particular factor was not determined in this study.

Individual earnings were widely dispersed and ranged from \$1.60 to \$4 an hour for nearly all workers in August 1970. (See table 2.) The middle half of these workers had hourly earnings from \$2.04 to \$2.84, compared with \$1.51 to \$2.14 in September 1965. The general upward shift in the distribution of earnings dramatically changed the proportions of workers at the lower and upper ends of the array. For example, almost two-thirds of the workers in 1965 earned under \$2 an hour, whereas by 1970, the proportion had fallen to only one-fifth. Conversely, at the upper end of the scale, the proportion of workers earning \$3 an hour or more climbed from 4 percent in 1965 to almost 20 percent in 1970. The extent of such shifting varied widely by region, as illustrated in the following tabulation:

Regions	Percent of production workers earning—			
	Less than \$2 an hour		\$3 an hour or more	
	Sept. 1965	Aug. 1970	Sept. 1965	Aug. 1970
New England . . . . .	76.6	21.8	1.4	14.5
Middle Atlantic . . . . .	70.3	15.3	3.6	20.2
Southeast . . . . .	91.9	60.5	.2	1.9
Great Lakes . . . . .	56.8	12.9	5.2	24.0
Pacific . . . . .	18.2	6.6	5.4	37.9

### Occupational earnings

Occupations for which earnings data are presented in table 3 accounted for almost three-fifths of the production workers in the 1970 survey. The occupations were selected to represent the skill levels and types of operations found in the industry. National averages for these jobs ranged from \$1.97 an hour for hand dippers (nearly all women) to \$4.07 for maintenance machinists (all men). Wrapping-machine operators, mostly women and the largest occupational group studied separately, averaged \$2.42.

Averages of other numerically important jobs staffed predominantly by women included \$2.09 an hour for bulk hand packers; \$2.13 for fancy hand packers; \$2.25 for enrobing-machine operators' helpers; and \$2.41 for inspectors. Among jobs usually filled by men, class A candymakers (those possessing the full range of candy mixing and cooking skills) averaged \$3.22 an hour; class B candymakers (who make candy according to formula

or under the direction of others) averaged \$2.76; enrobing-machine operators, \$2.83; and material handling laborers, \$2.61.

Wage relationships within individual regions did not always follow the nationwide pattern. Class B candymakers, for example, averaged 26 cents an hour more, nationally, than did candymakers' helpers (\$2.76 compared with \$2.50); in the Pacific region, however, the candymakers' helpers had the higher average (\$2.98 compared with \$2.93). This unexpected relationship in the Pacific region resulted from a greater proportion of the candymakers' helpers being employed in higher paying establishments than class B candymakers. When comparisons were limited to establishments employing both groups, class B candymakers earned more than helpers in virtually all cases.

Occupational averages were nearly always highest in the Pacific and lowest in the Southeast. Wage advantages for workers in the Pacific over those in the Southeast ranged from 31 percent for wrapping-machine operators to 87 percent for material-handling laborers. Such inter-regional variations are further illustrated in the following tabulation, which presents regional averages as a percent of those in the Southeast for three occupations.

Region	Class A candymakers	Maintenance mechanics	Janitors
Pacific .....	143	145	166
Great Lakes .....	128	111	147
Middle Atlantic .....	109	118	139
New England .....	121	107	122
Southeast .....	100	100	100

Occupational averages were generally higher in establishments employing 250 workers or more than in smaller establishments, nationally, and in the regions where comparison could be made. (See table 4.) Occupational averages by establishment size and labor-management contract status are presented in table 5.

Incentive-paid workers typically averaged more than time-rated workers in the same occupation. (See table 6.) For example, women fancy hand packers paid under incentive systems averaged 41 cents more than their time-rated counterparts in the Middle Atlantic region and 62 cents more in the Great Lakes. Similarly, in the New York metropolitan area, women operating wrapping machines on incentive averaged 17 cents an hour more than those paid time rates (\$2.43 compared with \$2.26). (See table 10.)

Earnings of the highest paid workers within a given occupation and area frequently exceeded those of the lowest paid by at least \$1 an hour. (See tables 7-12.) Consequently, some workers in jobs with relatively low

averages (as compared to the overall average in the industry) earned more than some workers in jobs with much higher averages. The extent of such overlaps is illustrated in the tabulation which shows the number of men class A candymakers (average \$2.65) and women fancy hand packers (average \$2.15) in New York by specified earnings classes.

	Men class A candy- makers	Women fancy hand packers
\$1.80 and under \$2.00 .....	-	37
\$2.00 and under \$2.20 .....	2	181
\$2.20 and under \$2.40 .....	15	52
\$2.40 and under \$2.60 .....	30	25
\$2.60 and under \$2.80 .....	20	4
\$2.80 and under \$3.00 .....	4	1
\$3.00 and under \$3.20 .....	6	1
\$3.20 and over .....	8	1
Total .....	85	302
Average hourly earnings .....	\$2.65	\$2.15

The range of earnings for workers in the same occupation differed by establishment. Among the plants in New York which employed class A candymakers, the differential between the highest and lowest paid in this occupation exceeded 90 cents an hour in one-third of the establishments, but was less than 20 cents in the remainder.

#### Establishment practices and supplementary wage provisions

Data were also obtained for production workers on certain establishment practices, such as work schedules and shift practices, and on selected supplementary wage benefits including paid holidays, paid vacations, and health, insurance, and retirement plans.<sup>9</sup>

*Scheduled weekly hours and shift practices.* Work schedules of 40 hours a week were in effect in establishments employing 95 percent of the production work force. (See table 14.) Four-fifths of the workers were in establishments having formal provisions for late shifts. (See table 15.) At the time of the survey, however, only about one-fifth of the workers were actually employed

<sup>9</sup> For an account of employer expenditures for supplementary wage provisions in the industry, see *Employee Compensation and Payroll Hours, Confectionery and Related Products Manufacturing, 1967* (BLS Report 364, 1969).

on second shifts and less than 5 percent on third or other late shifts. (See table 16.) Second shift workers usually received extra pay above day-shift rates, and of the many shift differentials reported, the most common was 10 cents an hour.

*Paid holidays.* Nearly all establishments granted paid holidays annually to their employees. (See table 17.) The number of holidays most commonly provided ranged from 11 in New England to 5 in the Southeast. Workers in the Great Lakes and Pacific regions usually received 8 or 9 days, while those in the Middle Atlantic States typically received 7, 10, or 11.

*Paid vacations.* Paid vacations, after qualifying periods of service, were provided by plants employing nearly all the workers. (See table 18.) The most common provisions were 1 week's vacation pay after 1 year of service, 2 weeks after 3 years, 3 weeks after 10 years, and 4 weeks after 20 years. One-fifth of the workers (principally employed in the Middle Atlantic and Great Lakes regions) were in establishments providing 5 weeks after 30 years of service.

*Health, insurance, and retirement plans.* Life, hospitalization, surgical, and medical insurance plans, at least partially paid by employers, were available in establishments employing more than four-fifths of the production

workers. (See table 19.) Accidental death and dismemberment and sickness and accident insurance each applied to two-thirds of the workers, and major medical insurance to slightly more than one-half. Retirement pension plans, in addition to Federal social security benefits, were available in establishments employing seven-tenths of the workers.

The incidence of life, hospitalization, and surgical insurance varied little by region, but this was not true for the other benefits. For example, the proportions of workers covered by major medical insurance varied from three-tenths in the Middle Atlantic region to over nine-tenths in New England. Similarly, pension plans were available to seven-eighths of the workers in New England, compared with about two-fifths of those in the Southeast.

*Other selected benefits.* Pay provisions for funeral leave and jury duty pay were reported in establishments employing a majority of the production work force in each of the regions studied separately. (See table 20.) Establishments reporting provisions for technological severance pay employed one-third of the workers in the Middle Atlantic States and one-fourth in the Great Lakes. Such payments to workers separated from employment through no fault of their own were rare in the other regions.

**Table 1. Average hourly earnings: By selected characteristics**

(Number and average straight-time hourly earnings<sup>1</sup> of production workers in candy and other confectionery products manufacturing establishments by selected characteristics, United States and selected regions, August 1970)

Item	United States <sup>2</sup>		New England		Middle Atlantic		Southeast		Great Lakes		Pacific	
	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings
All workers.....	48,112	\$2.52	4,776	\$2.40	11,906	\$2.54	3,266	\$1.97	17,924	\$2.66	3,321	\$3.02
Men.....	21,886	2.83	1,928	2.72	5,470	2.88	1,298	2.14	8,327	2.97	1,743	3.36
Women.....	26,226	2.25	2,848	2.18	6,436	2.25	1,968	1.86	9,597	2.38	1,578	2.64
Size of community:												
Metropolitan areas <sup>3</sup> .....	41,899	2.55	4,469	2.38	11,761	2.54	2,226	2.04	15,146	2.68	3,321	3.02
Nonmetropolitan areas.....	6,213	2.31	-	-	-	-	1,040	1.81	2,778	2.52	-	-
Size of establishment:												
20-99 workers.....	8,790	2.18	-	-	2,252	2.14	-	-	2,671	2.14	1,141	2.72
100-249 workers.....	9,272	2.39	-	-	2,123	2.31	-	-	2,645	2.45	1,312	2.98
250 workers or more.....	30,050	2.65	3,634	2.46	7,531	2.72	1,996	1.98	12,608	2.81	-	-
Labor-management contracts:												
Establishments with-												
Majority of workers covered.....	30,152	2.59	-	-	8,160	2.42	-	-	13,449	2.66	2,903	3.13
None or minority of workers covered.....	17,960	2.40	3,192	2.34	-	-	2,992	1.96	4,475	2.65	-	-

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

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

<sup>3</sup> Standard Metropolitan Statistical Areas as defined by the U.S. Office of Management and Budget (formerly U.S. Bureau of the Budget) through January 1968.

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

Table 2. Earnings distribution: All production workers

(Percent distribution of production workers in candy and other confectionery products manufacturing establishments by average straight-time hourly earnings, United States and selected regions, August 1970)

Average hourly earnings <sup>1</sup>	United States <sup>2</sup>			New England	Middle Atlantic	Southeast	Great Lakes	Pacific
	Total	Men	Women					
Under \$1.60.....	0.3	-	0.5	-	0.9	-	0.2	-
\$1.60 and under \$1.65.....	2.9	1.3	4.2	2.9	.7	11.4	.8	0.7
\$1.65 and under \$1.70.....	1.4	.6	2.0	.5	.4	9.7	.2	2.4
\$1.70 and under \$1.75.....	3.2	.8	5.3	4.1	1.1	11.4	2.0	.4
\$1.75 and under \$1.80.....	2.0	.7	3.1	4.0	1.1	5.6	.7	.4
\$1.80 and under \$1.85.....	2.1	1.0	2.9	2.2	.7	4.0	1.7	1.0
\$1.85 and under \$1.90.....	3.2	1.3	4.7	2.2	3.8	8.6	2.9	.7
\$1.90 and under \$1.95.....	2.6	1.5	3.6	4.1	3.4	7.4	1.2	1.0
\$1.95 and under \$2.00.....	3.0	1.2	4.4	1.8	3.2	2.4	3.2	-
\$2.00 and under \$2.10.....	9.6	6.3	12.3	8.9	11.3	12.9	7.7	1.2
\$2.10 and under \$2.20.....	8.1	6.0	9.9	10.2	14.3	5.9	5.5	.2
\$2.20 and under \$2.30.....	6.1	5.9	6.2	13.0	8.0	6.4	4.6	.4
\$2.30 and under \$2.40.....	5.8	4.6	6.8	5.0	4.3	4.1	8.6	.6
\$2.40 and under \$2.50.....	5.2	5.1	5.2	6.2	5.4	2.3	5.9	.8
\$2.50 and under \$2.60.....	5.1	6.1	4.3	6.3	5.6	2.4	4.9	7.2
\$2.60 and under \$2.70.....	6.4	6.1	6.7	4.7	6.2	1.0	7.0	16.0
\$2.70 and under \$2.80.....	6.3	5.1	7.3	3.8	2.9	.8	8.9	19.5
\$2.80 and under \$2.90.....	4.9	6.9	3.2	3.4	4.6	1.2	6.3	5.5
\$2.90 and under \$3.00.....	2.7	4.2	1.4	2.1	1.9	.2	4.0	3.9
\$3.00 and under \$3.10.....	2.6	4.3	1.2	2.3	2.1	.6	4.0	2.0
\$3.10 and under \$3.20.....	2.0	3.5	.8	1.9	1.2	.2	2.9	3.2
\$3.20 and under \$3.30.....	3.0	3.6	2.4	1.1	2.9	.3	4.9	1.8
\$3.30 and under \$3.40.....	1.2	2.2	.4	2.2	.8	.1	1.5	1.8
\$3.40 and under \$3.50.....	2.0	3.6	.6	1.4	3.8	.1	1.3	4.8
\$3.50 and under \$3.60.....	.7	1.3	.3	.9	.6	.3	.9	1.2
\$3.60 and under \$3.70.....	1.1	2.3	.1	1.4	1.1	.1	1.4	2.3
\$3.70 and under \$3.80.....	1.4	3.0	.1	.9	1.6	( <sup>3</sup> )	.8	8.3
\$3.80 and under \$3.90.....	.7	1.6	( <sup>3</sup> )	.4	.3	.1	1.2	2.2
\$3.90 and under \$4.00.....	1.1	2.4	( <sup>3</sup> )	.5	2.4	.1	.5	3.2
\$4.00 and over.....	3.4	7.4	( <sup>3</sup> )	1.5	3.4	( <sup>3</sup> )	4.6	7.1
Total.....	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Number of workers.....	48,112	21,886	26,226	4,776	11,906	3,266	17,924	3,321
Average hourly earnings <sup>1</sup> .....	\$2.52	\$2.83	\$2.25	\$2.40	\$2.54	\$1.97	\$2.66	\$3.02

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

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

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

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

Table 3. Occupational averages: All establishments

(Number and average straight-time hourly earnings<sup>1</sup> of workers in selected occupations in candy and other confectionery products manufacturing establishments, United States and selected regions, August 1970)

Occupation and sex	United States <sup>2</sup>				New England				Middle Atlantic			
	Number of workers	Hourly earnings <sup>1</sup>			Number of workers	Hourly earnings <sup>1</sup>			Number of workers	Hourly earnings <sup>1</sup>		
		Mean <sup>3</sup>	Median <sup>3</sup>	Middle range <sup>3</sup>		Mean <sup>3</sup>	Median <sup>3</sup>	Middle range <sup>3</sup>		Mean <sup>3</sup>	Median <sup>3</sup>	Middle range <sup>3</sup>
Candymakers, class A (848 men, 12 women)....	860	\$3.22	\$3.30	\$2.70-\$3.65	99	\$3.18	\$3.15	\$2.98-\$3.33	158	\$2.87	\$2.75	\$2.53-\$3.23
Candymakers, class B (1,799 men, 46 women).....	1,845	2.76	2.72	2.30-3.06	59	2.91	2.95	2.67-3.03	455	2.72	2.65	2.30-2.91
Candymakers' helpers.....	2,038	2.50	2.42	2.05-2.87	120	2.52	2.50	2.30-2.70	272	2.29	2.27	2.03-2.48
Men.....	1,722	2.55	2.48	2.07-2.93	114	2.54	2.50	2.40-2.74	226	2.33	2.35	2.03-2.52
Women.....	316	2.26	2.39	2.03-2.45	-	-	-	-	46	2.10	2.13	2.04-2.13
Dippers, hand (7 men, 415 women).....	422	1.97	1.85	1.70-2.00	-	-	-	-	47	1.83	1.85	1.70-1.85
Enrobing-machine operators.....	529	2.83	2.74	2.20-3.34	44	2.78	2.69	2.50-2.99	122	2.73	2.61	2.51-3.29
Men.....	379	3.19	3.17	2.61-3.51	36	2.88	2.80	2.67-3.03	95	2.97	2.88	2.58-3.29
Women.....	150	1.94	1.90	1.70-2.09	-	-	-	-	27	1.90	1.90	1.50-1.98
Enrobing-machine operators' helpers.....	1,565	2.29	2.25	1.95-2.69	86	2.19	2.25	2.02-2.25	321	2.30	2.16	2.03-2.74
Men.....	220	2.51	2.28	2.10-2.94	17	2.44	2.25	2.02-2.80	-	-	-	-
Women.....	1,345	2.25	2.24	1.90-2.69	69	2.13	2.25	1.97-2.25	244	2.32	2.15	2.03-2.74
Filling-machine operators.....	1,038	2.61	2.50	2.07-2.86	-	-	-	-	387	2.61	2.56	2.04-2.86
Men.....	484	2.93	2.62	2.50-3.34	-	-	-	-	94	3.50	3.98	2.93-3.98
Women.....	554	2.33	2.07	1.93-2.77	-	-	-	-	293	2.33	2.07	2.04-2.86
Inspectors, candy (59 men, 785 women).....	844	2.41	2.38	2.00-2.79	39	2.38	2.40	2.30-2.40	148	2.50	2.52	2.13-2.74
Janitors.....	2,004	2.56	2.60	2.18-2.86	175	2.25	2.26	2.07-2.30	368	2.58	2.48	2.21-2.72
Men.....	1,829	2.59	2.60	2.23-2.89	166	2.25	2.27	2.07-2.36	352	2.59	2.48	2.22-2.72
Women.....	175	2.24	2.10	2.00-2.67	-	-	-	-	16	2.29	2.55	1.93-2.55
Laborers, material handling (2,029 men, 25 women).....	2,054	2.61	2.53	2.23-2.80	181	2.42	2.27	2.27-2.65	275	2.47	2.35	2.17-2.67
Machinists, maintenance (all men).....	326	4.07	4.11	3.72-4.54	15	3.76	3.75	3.65-4.06	68	4.09	4.18	3.62-4.76
Maintenance men, general utility (all men).....	564	3.27	3.25	2.81-3.65	35	3.17	2.95	2.77-3.65	137	3.23	3.32	2.89-3.50
Mechanics, maintenance (all men).....	815	3.78	3.79	3.33-4.10	61	3.54	3.60	3.30-3.90	278	3.90	3.84	3.51-4.57
Mogul operators (211 men, 3 women).....	214	2.91	2.89	2.50-3.23	22	2.82	2.75	2.69-3.10	41	2.80	2.65	2.63-2.89
Mogul operators' helpers (445 men, 10 women).....	455	2.53	2.50	2.25-2.84	22	2.41	2.34	2.10-2.83	107	2.41	2.26	2.26-2.54
Packers, hand, bulk (220 men, 2,690 women).....	2,910	2.09	2.03	1.80-2.25	599	1.94	1.83	1.75-2.14	838	2.06	2.08	1.95-2.20
Packers, hand, candy bars (148 men, 1,270 women).....	1,418	2.49	2.46	2.00-2.98	-	-	-	-	548	2.76	2.86	2.18-3.21
Packers, hand, fancy (15 men, 3,763 women).....	3,778	2.13	2.03	1.80-2.50	424	2.26	2.36	2.05-2.50	955	2.12	2.10	1.92-2.45
Watchmen (all men).....	143	2.51	2.42	2.08-2.98	8	2.46	-	-	36	2.36	2.10	2.00-2.65
Wrapping-machine operators.....	4,527	2.42	2.32	2.05-2.75	653	2.31	2.20	2.00-2.37	1,123	2.35	2.27	2.05-2.58
Men.....	224	2.50	2.45	2.10-2.97	-	-	-	-	-	-	-	-
Women.....	4,303	2.42	2.30	2.05-2.75	644	2.31	2.20	2.00-2.40	1,026	2.36	2.26	2.05-2.61

See footnotes at end of table.



Table 3. Occupational averages: All establishments—Continued

(Number and average straight-time hourly earnings<sup>1</sup> of workers in selected occupations in candy and other confectionery products manufacturing establishments, United States and selected regions, August 1970)

Occupation and sex	Southeast				Great Lakes				Pacific			
	Number of workers	Hourly earnings <sup>1</sup>			Number of workers	Hourly earnings <sup>1</sup>			Number of workers	Hourly earnings <sup>1</sup>		
		Mean <sup>2</sup>	Median <sup>3</sup>	Middle range <sup>3</sup>		Mean <sup>2</sup>	Median <sup>3</sup>	Middle range <sup>3</sup>		Mean <sup>2</sup>	Median <sup>3</sup>	Middle range <sup>3</sup>
Candymakers, class A.....	45	\$2.63	\$2.50	\$2.25-\$2.81	270	\$3.37	\$3.46	\$2.94-\$3.66	147	\$3.77	\$3.78	\$3.62-\$3.92
Candymakers, class B.....	227	2.19	2.15	1.93- 2.50	718	2.95	2.83	2.55- 3.18	187	2.93	3.20	2.78- 3.30
Candymakers' helpers.....	215	2.02	2.10	1.80- 2.20	913	2.72	2.65	2.28- 3.06	167	2.98	2.87	2.78- 3.14
Men.....	200	2.02	2.11	1.80- 2.20	803	2.79	2.80	2.31- 3.06	116	3.15	2.95	2.87- 3.41
Women.....	15	1.95	2.00	1.87- 2.04	110	2.25	2.39	2.03- 2.43	51	2.60	2.78	2.51- 2.78
Dippers, hand.....	-	-	-	-	101	1.98	2.00	1.85- 2.00	51	2.63	2.81	2.56- 2.88
Enrobing-machine operators.....	42	2.22	2.33	1.71- 2.59	226	3.00	2.99	2.12- 3.73	28	3.38	3.37	3.14- 3.84
Men.....	19	2.67	2.62	2.57- 2.80	156	3.48	3.43	2.85- 3.73	27	3.41	3.42	3.23- 3.86
Women.....	23	1.85	1.75	1.65- 1.95	70	1.91	1.80	1.70- 2.00	-	-	-	-
Enrobing-machine operators' helpers.....	90	1.81	1.87	1.65- 1.87	612	2.29	2.30	1.99- 2.69	191	2.72	2.78	2.51- 2.78
Men.....	-	-	-	-	41	2.92	2.75	2.40- 3.15	35	3.14	2.96	2.94- 3.09
Women.....	83	1.78	1.87	1.65- 1.87	571	2.24	2.15	1.98- 2.69	156	2.62	2.58	2.51- 2.78
Filling-machine operators.....	58	2.76	2.00	1.75- 2.42	437	2.63	2.50	2.50- 2.84	66	3.19	2.96	2.65- 3.92
Men.....	-	-	-	-	305	2.77	2.50	2.50- 3.21	51	3.41	3.72	2.78- 3.92
Women.....	27	3.53	2.00	1.72- 6.95	132	2.32	2.24	2.00- 2.77	15	2.45	2.65	2.21- 2.65
Inspectors, candy.....	83	1.77	1.65	1.65- 1.81	429	2.48	2.59	2.15- 2.79	60	3.18	3.41	2.78- 3.49
Janitors.....	96	1.85	1.75	1.70- 2.02	977	2.72	2.75	2.53- 2.89	109	3.07	2.87	2.70- 3.80
Men.....	83	1.85	1.75	1.70- 2.01	924	2.73	2.86	2.53- 2.89	109	3.07	2.87	2.70- 3.80
Women.....	13	1.86	-	-	53	2.52	2.48	2.32- 2.85	-	-	-	-
Laborers, material handling.....	169	2.04	2.10	1.75- 2.30	1,021	2.76	2.66	2.42- 2.98	88	3.82	3.84	3.75- 4.12
Machinists, maintenance.....	-	-	-	-	205	4.12	4.11	3.84- 4.43	8	4.14	-	-
Maintenance men, general utility.....	39	2.61	2.60	2.25- 2.89	160	3.45	3.45	2.92- 3.75	47	4.08	4.10	3.65- 4.36
Mechanics, maintenance.....	29	3.31	3.13	3.08- 3.45	295	3.66	3.75	3.40- 3.85	67	4.79	5.19	4.47- 5.19
Mogul operators.....	15	2.50	2.47	2.30- 2.81	94	2.96	3.09	2.50- 3.37	27	3.52	3.64	3.45- 3.64
Mogul operators' helpers.....	42	1.96	1.80	1.70- 2.19	250	2.63	2.69	2.30- 2.89	-	-	-	-
Packers, hand, bulk.....	153	1.75	1.70	1.65- 1.85	666	2.31	2.20	2.12- 2.60	302	2.54	2.65	2.50- 2.67
Packers, hand, candy bars.....	-	-	-	-	381	2.78	2.79	2.48- 3.00	49	2.78	2.78	2.78- 2.96
Packers, hand, fancy.....	515	1.78	1.75	1.65- 1.90	1,123	2.25	2.10	1.95- 2.72	161	2.62	2.65	2.65- 2.68
Watchmen.....	8	1.91	-	-	58	2.83	2.65	2.51- 3.33	-	-	-	-
Wrapping-machine operators.....	268	2.03	2.00	1.95- 2.19	1,805	2.61	2.48	2.24- 3.13	96	2.66	2.65	2.55- 2.78
Men.....	-	-	-	-	80	2.87	3.09	2.95- 3.09	13	2.55	-	-
Women.....	254	2.02	2.00	1.95- 2.19	1,725	2.60	2.48	2.24- 3.18	83	2.68	2.65	2.55- 2.78

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

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

<sup>3</sup> 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 4. Occupational averages: By size of establishment

(Number and average straight-time hourly earnings<sup>1</sup> of workers in selected occupations in candy and other confectionery manufacturing establishments, United States and selected regions, August 1970)

Sex and occupation	United States <sup>2</sup>						Middle Atlantic						Great Lakes					
	Establishments with—																	
	20-99 workers		100-249 workers		250 workers or more		20-99 workers		100-249 workers		250 workers or more		20-99 workers		100-249 workers		250 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
<b>Men</b>																		
Candymakers, class A.....	222	\$3.16	155	\$3.17	471	\$3.28	26	\$2.92	29	\$2.75	97	\$2.95	56	\$3.01	23	\$2.94	185	\$3.56
Candymakers, class B.....	523	2.52	505	2.67	771	3.00	118	2.58	109	2.44	214	2.99	164	2.50	163	2.82	385	3.21
Candymakers' helpers.....	436	2.28	306	2.35	980	2.72	69	2.31	65	2.23	92	2.43	135	2.22	73	2.77	595	2.92
Enrobing-machine operators.....	53	3.00	49	3.14	277	3.23	13	3.22	14	2.85	68	2.94	17	2.95	9	3.25	130	3.57
Janitors.....	138	2.12	285	2.34	1,406	2.68	32	2.10	62	2.27	258	2.73	29	2.11	68	2.36	827	2.78
Laborers, material handling.....	212	2.23	312	2.48	1,505	2.71	67	2.20	77	2.30	131	2.71	-	-	75	2.53	886	2.82
Maintenance men, general utility.....	106	3.36	203	3.26	255	3.25	45	3.42	40	2.96	52	3.26	9	3.47	54	3.59	97	3.37
Mechanics, maintenance.....	39	3.81	132	3.54	644	3.83	-	-	50	3.54	223	3.98	-	-	42	3.29	233	3.70
Mogul operators.....	33	3.03	41	2.74	137	2.93	-	-	21	2.73	-	-	-	-	12	2.64	74	3.11
Mogul operators' helpers.....	-	-	143	2.28	280	2.67	-	-	83	2.39	16	2.67	-	-	42	2.13	208	2.73
<b>Women</b>																		
Enrobing-machine operators' helpers.....	200	1.99	389	2.30	756	2.29	30	1.89	-	-	188	2.41	139	1.91	117	2.33	315	2.36
Filling-machine operators.....	-	-	218	2.27	232	2.56	-	-	101	2.14	-	-	-	-	25	2.24	107	2.34
Inspectors, candy.....	92	2.07	86	2.21	607	2.45	27	2.03	-	-	88	2.42	-	-	39	2.42	372	2.50
Packers, hand, bulk.....	772	2.06	650	2.13	1,268	2.12	364	1.98	255	2.14	-	-	72	1.90	99	2.15	455	2.40
Packers, hand, candy bars.....	234	1.97	209	2.18	827	2.61	-	-	130	2.08	249	2.96	-	-	74	2.33	307	2.89
Packers, hand, fancy.....	951	1.99	727	2.06	2,085	2.22	196	1.88	68	2.31	691	2.18	446	1.95	155	2.22	513	2.52
Wrapping-machine operators.....	538	2.11	1,174	2.23	2,591	2.57	121	2.09	279	2.15	626	2.50	124	2.04	453	2.35	1,148	2.76

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

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

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

Table 5. Occupational averages: By labor-management contract coverage and size of establishment:

(Number and average straight-time hourly earnings<sup>1</sup> of workers in selected occupations in candy and other confectionery manufacturing establishments, United States and selected regions, August 1970)

Sex, occupation, and size of establishment	United States <sup>2</sup>				Middle Atlantic		Great Lakes			
	Establishments with—									
	Majority covered		None or minority covered		Majority covered		Majority covered		None or minority covered	
	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings
<u>Men</u>										
Candymakers, class B.....	1,123	\$2.86	676	\$2.62	389	\$2.77	507	\$2.88	205	\$3.14
20-99 workers.....	191	2.65	332	2.45	94	2.50	-	-	-	-
100-249 workers.....	357	2.85	148	2.24	93	2.48	145	2.86	-	-
250 workers or more.....	575	2.94	196	3.19	202	3.02	313	2.93	-	-
Candymakers' helpers.....	1,014	2.67	708	2.36	183	2.40	557	2.77	246	2.84
20-99 workers.....	120	2.66	316	2.14	48	2.42	-	-	126	2.22
100-249 workers.....	189	2.62	117	1.91	49	2.32	72	2.78	-	-
250 workers or more.....	705	2.69	275	2.81	86	2.44	476	2.78	-	-
Enrobing-machine operators.....	260	3.14	119	3.30	76	2.91	116	3.30	40	4.00
20-99 workers.....	20	3.30	33	2.83	10	3.36	-	-	-	-
100-249 workers.....	38	3.16	11	3.04	14	2.85	9	3.25	-	-
250 workers or more.....	202	3.12	75	3.55	52	2.83	104	3.33	-	-
Janitors.....	1,372	2.61	457	2.52	252	2.38	820	2.70	-	-
20-99 workers.....	55	2.24	83	2.04	18	2.09	25	2.09	-	-
100-249 workers.....	180	2.46	105	2.13	58	2.28	52	2.36	-	-
250 workers or more.....	1,137	2.65	269	2.82	176	2.44	743	2.74	-	-
Laborers, material handling.....	1,470	2.67	559	2.49	225	2.40	859	2.74	161	2.87
20-99 workers.....	73	2.22	139	2.23	57	2.16	-	-	-	-
100-249 workers.....	180	2.70	132	2.18	55	2.35	55	2.54	20	2.49
250 workers or more.....	1,217	2.69	288	2.76	113	2.54	795	2.76	91	3.31
Mechanics, maintenance.....	509	3.72	306	3.90	145	3.56	240	3.63	55	3.83
20-99 workers.....	-	-	36	3.79	-	-	-	-	-	-
100-249 workers.....	106	3.58	26	3.36	40	3.56	40	3.28	-	-
250 workers or more.....	400	3.75	244	3.97	104	3.56	200	3.69	33	3.71
Mogul operators.....	177	3.00	34	2.47	41	2.80	85	3.06	-	-
100-249 workers.....	38	2.79	-	-	21	2.73	11	2.71	-	-
250 workers or more.....	118	2.99	19	2.58	16	2.90	74	3.11	-	-
<u>Women</u>										
Enrobing-machine operators' helpers.....	1,026	2.32	319	2.03	148	2.20	501	2.29	70	1.94
20-99 workers.....	-	-	107	1.92	-	-	-	-	70	1.94
100-249 workers.....	298	2.48	91	1.72	-	-	117	2.33	-	-
250 workers or more.....	635	2.28	121	2.35	119	2.21	315	2.36	-	-
Inspectors, candy.....	571	2.49	214	2.07	75	2.41	393	2.48	33	2.52
20-99 workers.....	34	2.46	58	1.84	-	-	-	-	-	-
100-249 workers.....	53	2.44	33	1.82	-	-	39	2.42	-	-
250 workers or more.....	484	2.50	123	2.25	63	2.41	339	2.50	33	2.52
Packers, hand, fancy.....	2,037	2.37	1,726	1.85	692	2.26	710	2.41	404	1.96
20-99 workers.....	225	2.27	726	1.91	76	1.88	-	-	404	1.96
100-249 workers.....	390	2.35	337	1.71	68	2.31	155	2.22	-	-
250 workers or more.....	1,422	2.39	663	1.85	548	2.30	518	2.52	-	-
Wrapping-machine operators.....	2,135	2.38	2,168	2.46	744	2.30	1,017	2.45	708	2.81
20-99 workers.....	241	2.10	297	2.12	121	2.09	-	-	34	2.19
100-249 workers.....	488	2.36	686	2.14	145	2.07	282	2.53	-	-
250 workers or more.....	1,406	2.44	1,185	2.73	478	2.43	645	2.48	-	-

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

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

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

**Table 6. Occupational averages: By method of wage payment**

(Number and average straight-time hourly earnings<sup>1</sup> of workers in selected occupations in candy and other confectionery manufacturing establishments, United States and selected regions, August 1970)

Sex and occupation	United States <sup>2</sup>				New England		Middle Atlantic				Southeast		Great Lakes				Pacific	
	Timeworkers		Incentive workers		Num-ber of work-ers	Aver-age hourly earn-ings	Num-ber of work-ers	Aver-age hourly earn-ings	Incentive workers		Num-ber of work-ers	Aver-age hourly earn-ings	Timeworkers		Incentive workers		Num-ber of work-ers	Aver-age hourly earn-ings
	Num-ber of work-ers	Aver-age hourly earn-ings	Num-ber of work-ers	Aver-age hourly earn-ings					Num-ber of work-ers	Aver-age hourly earn-ings			Num-ber of work-ers	Aver-age hourly earn-ings	Num-ber of work-ers	Aver-age hourly earn-ings		
<b>Men</b>																		
Candymakers, class B .....	1,481	\$2.71	318	\$3.03	54	\$2.92	304	\$2.59	137	\$3.09	168	\$2.08	588	\$2.93	124	\$3.10	183	\$2.95
Candymakers' helpers .....	1,332	2.48	390	2.76	94	2.51	200	2.32	26	2.45	140	1.95	521	2.72	282	2.91	116	3.15
Enrobing-machine operators .....	290	3.11	89	3.43	31	2.94	68	2.96	-	-	9	2.76	118	3.33	38	3.96	27	3.41
Enrobing-machine operators' helpers .....	139	2.61	-	-	17	2.44	14	2.33	-	-	-	-	27	2.93	14	2.92	35	3.14
Mogul operators .....	174	2.80	37	3.44	18	2.74	34	2.68	-	-	15	2.50	69	2.76	-	-	-	-
Mogul operators' helpers .....	358	2.44	87	2.97	-	-	93	2.33	-	-	32	1.98	187	2.50	-	-	-	-
<b>Women</b>																		
Dippers, hand .....	339	1.94	76	2.04	-	-	47	1.83	-	-	-	-	57	1.96	-	-	48	2.61
Enrobing-machine operators' helpers .....	1,064	2.21	281	2.40	69	2.13	147	2.36	97	2.27	83	1.78	469	2.17	-	-	156	2.62
Filling-machine operators .....	460	2.34	94	2.28	-	-	224	2.37	-	-	27	3.53	107	2.27	25	2.54	15	2.45
Inspectors, candy .....	628	2.30	-	-	33	2.40	94	2.25	-	-	70	1.72	301	2.38	-	-	-	-
Packers, hand, bulk .....	2,223	2.09	467	2.20	450	1.94	689	2.06	-	-	118	1.74	426	2.23	200	2.47	292	2.54
Packers, hand, fancy .....	2,495	2.00	1,268	2.40	424	2.26	514	1.93	441	2.34	468	1.76	593	1.96	521	2.58	161	2.62
Wrapping-machine operators .....	2,825	2.38	1,478	2.50	285	2.15	547	2.33	479	2.39	167	1.92	1,279	2.59	446	2.62	83	2.68

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

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

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

Table 7. Occupational earnings: Boston, Mass.<sup>1</sup>

(Number and average straight-time hourly earnings<sup>2</sup> of workers in selected occupations in candy and other confectionery products manufacturing establishments, August 1970)

Occupation and sex	Number of workers	Average hourly earnings <sup>2</sup>	Number of workers receiving straight-time hourly earnings of—																								
			\$1.70 and under	\$1.75	\$1.80	\$1.85	\$1.90	\$1.95	\$2.00	\$2.10	\$2.20	\$2.30	\$2.40	\$2.50	\$2.60	\$2.70	\$2.80	\$2.90	\$3.00	\$3.20	\$3.40	\$3.60	\$3.80	\$4.00	\$4.20	\$4.40	\$4.60
			\$1.75	\$1.80	\$1.85	\$1.90	\$1.95	\$2.00	\$2.10	\$2.20	\$2.30	\$2.40	\$2.50	\$2.60	\$2.70	\$2.80	\$2.90	\$3.00	\$3.20	\$3.40	\$3.60	\$3.80	\$4.00	\$4.20	\$4.40	\$4.60	\$4.80
All production workers.....	3,301	\$2.40	22	163	69	71	153	61	332	432	562	192	154	274	158	119	77	68	109	72	35	73	38	33	15	12	7
Men.....	1,470	2.70	1	-	2	15	98	17	115	67	176	45	58	95	141	117	74	59	106	71	35	73	38	33	15	12	7
Women.....	1,831	2.15	21	163	67	56	55	44	217	365	386	147	96	179	17	2	3	9	3	1	-	-	-	-	-	-	-
<u>Selected occupations—men</u>																											
Candy makers, class A.....	80	3.15	-	-	-	-	-	-	-	-	-	-	-	7	7	3	4	7	8	28	7	6	1	2	-	-	-
Time.....	65	3.19	-	-	-	-	-	-	-	-	-	-	-	7	6	3	2	2	1	28	7	6	1	2	-	-	-
Candy makers, class B.....	47	2.83	-	-	-	-	-	-	-	-	-	-	1	2	14	3	7	-	20	-	-	-	-	-	-	-	-
Time.....	42	2.83	-	-	-	-	-	-	-	-	-	-	1	2	14	3	2	-	20	-	-	-	-	-	-	-	-
Candy makers' helpers.....	71	2.56	-	-	-	-	-	2	3	2	2	3	14	10	10	9	7	9	-	-	-	-	-	-	-	-	-
Time.....	51	2.49	-	-	-	-	-	2	3	2	2	3	14	9	9	1	6	-	-	-	-	-	-	-	-	-	-
Enrobing-machine operators.....	28	2.79	-	-	-	-	-	-	-	-	-	-	1	5	8	4	1	5	1	2	-	1	-	-	-	-	-
Time.....	23	2.86	-	-	-	-	-	-	-	-	-	1	-	8	4	1	5	1	2	-	1	-	-	-	-	-	-
Enrobing-machine operators' helpers (all timeworkers).....	15	2.41	-	-	-	-	-	-	5	-	4	-	-	-	2	-	3	-	-	1	-	-	-	-	-	-	-
Janitors (all timeworkers).....	164	2.25	-	-	1	11	10	-	30	8	60	6	2	11	21	3	-	-	-	1	-	-	-	-	-	-	-
Laborers, material handling (all timeworkers).....	137	2.48	-	-	-	1	-	-	15	1	57	2	1	2	15	16	12	6	6	2	-	1	-	-	-	-	-
Machinists, maintenance (all timeworkers).....	11	3.75	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	1	-	4	1	3	1	-	-
Maintenance men, general utility (all timeworkers).....	35	3.17	-	-	-	-	-	-	-	-	-	-	1	1	2	11	2	1	1	3	1	6	6	-	-	-	-
Mechanics, maintenance (all timeworkers).....	46	3.61	-	-	-	-	-	-	-	-	2	-	-	-	-	-	-	-	3	5	8	6	20	2	-	-	-
Mogul operators.....	19	2.80	-	-	-	-	-	-	-	-	1	1	-	1	2	8	-	-	6	-	-	-	-	-	-	-	-
Time.....	15	2.71	-	-	-	-	-	-	-	-	1	1	-	1	2	8	-	-	2	-	-	-	-	-	-	-	-
Mogul operators' helpers <sup>3</sup> .....	19	2.39	-	-	-	1	-	4	3	2	1	2	-	-	-	-	6	-	-	-	-	-	-	-	-	-	-
Watchmen (all timeworkers).....	7	2.48	-	-	-	-	-	-	-	1	1	-	-	4	-	-	-	1	-	-	-	-	-	-	-	-	-
<u>Selected occupations—women</u>																											
Enrobing-machine operators' helpers (all timeworkers).....	69	2.13	-	-	1	5	5	8	2	9	39	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Inspectors, candy (all timeworkers).....	17	2.34	-	-	-	-	-	-	-	4	2	2	5	3	-	1	-	-	-	-	-	-	-	-	-	-	-
Packers, hand, bulk.....	267	1.98	-	115	10	6	12	4	32	7	39	14	28	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Time.....	252	1.98	-	115	10	6	3	4	32	4	38	12	28	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Packers, hand, fancy (all timeworkers).....	311	2.31	-	-	5	6	1	5	50	35	50	3	-	156	-	-	-	-	-	-	-	-	-	-	-	-	-
Wrapping-machine operators.....	392	2.19	-	1	14	4	10	9	73	59	105	61	43	5	-	-	3	5	-	-	-	-	-	-	-	-	-
Time.....	248	2.22	-	1	14	4	5	4	47	12	50	55	43	5	-	-	3	5	-	-	-	-	-	-	-	-	-

<sup>1</sup> The Boston Standard Metropolitan Statistical Area consists of Suffolk County, 15 communities in Essex County, 30 in Middlesex County, 20 in Norfolk County, and 9 in Plymouth County.

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

<sup>3</sup> Insufficient data to warrant publication of separate averages by method of wage payment, predominantly timeworkers.

Table 8. Occupational earnings: Chicago, Ill.<sup>1</sup>

(Number and average straight-time hourly earnings<sup>2</sup> of workers in selected occupations in candy and other confectionery products manufacturing establishments, August 1970)

Occupation and sex	Number of workers	Average hourly earnings <sup>2</sup>	Number of workers receiving straight-time hourly earnings of—																										
			Under \$1.75	\$1.75 and under \$1.80	\$1.80	\$1.85	\$1.90	\$1.95	\$2.00	\$2.10	\$2.20	\$2.30	\$2.40	\$2.50	\$2.60	\$2.70	\$2.80	\$2.90	\$3.00	\$3.20	\$3.40	\$3.60	\$3.80	\$4.00	\$4.20	\$4.40	\$4.60	\$4.80	and over
All production workers.....	11,572	\$2.79	99	30	155	362	131	238	757	688	428	621	548	591	588	1333	845	561	968	1017	305	318	256	252	110	124	151	96	
Men.....	6,135	3.02	16	-	19	8	38	88	246	249	261	333	224	438	223	318	629	369	664	523	226	294	245	244	109	124	151	96	
Women.....	5,437	2.53	83	30	136	354	93	150	511	439	167	288	324	153	365	1015	216	192	304	494	79	24	11	8	1	-	-	-	
<u>Selected occupations—men</u>																													
Candymakers, class A <sup>3b/</sup> .....	169	3.44	-	-	-	-	-	-	-	-	8	-	-	24	-	4	-	1	10	53	35	10	10	4	6	2	2		
Candymakers, class B.....	516	3.02	-	-	1	-	1	-	-	16	58	14	31	44	7	29	89	17	71	40	16	17	2	-	-	3	60		
Time.....	408	3.00	-	-	-	-	-	-	-	16	58	14	31	17	6	26	72	17	50	34	1	1	-	-	-	3	60		
Incentive.....	108	3.11	-	-	-	-	-	-	-	-	-	-	-	27	1	3	17	-	21	6	15	16	2	-	-	-	-		
Candymakers' helpers.....	642	2.86	-	-	1	-	16	4	77	19	18	34	32	24	28	17	17	123	108	28	6	39	3	24	24	-	-		
Time.....	367	2.81	-	-	1	-	16	4	76	16	15	26	16	8	12	4	11	-	75	-	36	3	24	24	-	-	-		
Incentive.....	275	2.92	-	-	-	-	-	-	1	3	3	8	16	16	13	6	123	33	28	6	3	-	-	-	-	-	-		
Enrobing-machine operators.....	103	3.73	-	-	-	-	-	-	2	4	2	1	3	1	2	-	-	4	5	-	12	33	-	-	4	26	4		
Time.....	67	3.59	-	-	-	-	-	-	2	4	2	1	3	1	2	-	-	4	5	-	11	8	-	-	-	24	-		
Incentive.....	36	4.00	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	25	-	-	-	4	2	4		
Enrobing-machine operators' helpers.....	33	3.02	-	-	1	-	-	-	3	-	-	1	2	1	-	9	-	-	10	-	-	-	-	-	6	-	-		
Time.....	19	3.10	-	-	-	-	-	-	3	-	-	2	-	-	8	-	-	-	-	-	-	-	-	-	6	-	-		
Incentive.....	14	2.92	-	-	1	-	-	-	-	-	-	1	-	1	-	1	-	-	10	-	-	-	-	-	-	-	-		
Filling-machine operators <sup>3a/</sup> .....	268	2.76	-	-	-	-	-	-	-	4	2	4	157	-	-	-	16	7	9	69	-	-	-	-	-	-	-		
Janitors (all timeworkers).....	704	2.74	-	-	1	8	1	5	16	31	23	49	29	32	25	43	360	6	-	75	-	-	-	-	-	-	-		
Laborers, material handling (all timeworkers).....	663	2.77	-	-	-	-	3	2	7	6	25	142	37	72	61	71	43	7	19	109	2	28	29	-	-	-	-		
Machinists, maintenance (all timeworkers).....	183	4.19	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	4	23	10	22	24	33	22	26	19		
Maintenance men, general utility (all timeworkers).....	53	3.59	-	-	-	-	-	-	2	-	-	1	-	4	2	-	2	-	-	1	20	5	13	3	-	-	-		
Mechanics, maintenance (all timeworkers).....	190	3.83	-	-	-	-	-	-	-	-	-	-	-	-	2	-	2	1	16	19	29	67	18	8	28	-			
Mogul operators.....	55	2.96	-	-	-	1	-	8	-	9	1	4	1	1	2	-	5	-	5	3	20	-	-	-	-	-	-		
Time.....	35	2.51	-	-	-	1	-	8	-	9	1	4	1	1	2	-	5	-	3	-	-	-	-	-	-	-	-		
Mogul operators' helpers.....	155	2.65	5	-	4	-	1	-	7	1	22	25	33	-	-	-	7	14	36	-	-	-	-	-	-	-	-		
Time.....	105	2.39	5	-	4	-	1	-	7	1	22	25	33	-	-	-	7	-	-	-	-	-	-	-	-	-	-		
Watchmen (all timeworkers).....	48	2.94	-	-	-	-	-	-	3	1	2	2	-	1	11	-	1	-	8	13	3	2	1	-	-	-	-		
<u>Selected occupations—women</u>																													
Enrobing-machine operators' helpers.....	199	2.29	-	4	-	54	-	-	24	16	-	28	-	-	-	66	-	7	-	-	-	-	-	-	-	-	-		
Time.....	126	2.03	-	4	-	54	-	-	24	16	-	28	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Filling-machine operators.....	63	2.55	1	-	1	1	3	-	10	-	1	-	8	-	31	2	1	2	2	-	-	-	-	-	-	-	-		
Time.....	47	2.50	1	-	1	1	3	-	10	-	-	-	-	-	30	-	-	1	-	-	-	-	-	-	-	-	-		
Inspectors, candy.....	345	2.53	-	-	4	11	17	5	23	69	4	3	6	32	9	93	1	30	23	15	-	-	-	-	-	-	-		
Time.....	229	2.41	-	-	4	11	17	5	23	69	3	2	1	32	9	-	1	14	23	15	-	-	-	-	-	-	-		
Janitors (all timeworkers).....	28	2.68	-	-	-	-	-	-	-	4	1	-	-	-	8	-	15	-	-	-	-	-	-	-	-	-	-		
Packers, hand, bulk.....	310	2.30	7	10	-	6	1	4	15	155	21	4	7	-	1	68	-	3	7	1	-	-	-	-	-	-	-		
Incentive.....	117	2.64	-	-	-	-	-	-	4	14	8	4	7	-	1	68	-	3	7	1	-	-	-	-	-	-	-		
Packers, hand, fancy.....	537	2.47	-	-	17	7	7	11	139	3	1	-	24	22	8	244	4	26	22	2	-	-	-	-	-	-	-		
Incentive.....	370	2.70	-	-	8	-	-	-	10	-	-	-	24	22	8	244	4	26	22	2	-	-	-	-	-	-	-		
Wrapping-machine operators.....	986	2.78	-	-	32	10	-	8	104	17	48	102	30	18	32	78	16	19	71	401	-	-	-	-	-	-	-		
Time.....	679	2.84	-	-	31	9	-	7	38	12	46	96	-	-	39	-	-	-	-	401	-	-	-	-	-	-	-		
Incentive.....	307	2.62	-	-	1	1	-	1	66	5	2	6	30	18	32	39	16	19	71	-	-	-	-	-	-	-	-		

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<sup>1</sup> The Chicago Standard Metropolitan Statistical Area consists of Cook, DuPage, Kane, Lake, McHenry, and Will Counties.

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

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

Table 9. Occupational earnings: Los Angeles—Long Beach, Calif.<sup>1</sup>(Number and average straight-time hourly earnings<sup>2</sup> of workers in selected occupations in candy and other confectionery products manufacturing establishments, August 1970)

Occupation and sex	Number of workers	Average hourly earnings <sup>2</sup>	Number of workers receiving straight-time hourly earnings of—																								
			\$1.60 and under	\$1.65	\$1.70	\$1.75	\$1.80	\$1.85	\$1.90	\$1.95	\$2.00	\$2.10	\$2.20	\$2.30	\$2.40	\$2.50	\$2.60	\$2.70	\$2.80	\$2.90	\$3.00	\$3.20	\$3.40	\$3.60	\$3.80	\$4.00	\$4.20
			\$1.65	\$1.70	\$1.75	\$1.80	\$1.85	\$1.90	\$1.95	\$2.00	\$2.10	\$2.20	\$2.30	\$2.40	\$2.50	\$2.60	\$2.70	\$2.80	\$2.90	\$3.00	\$3.20	\$3.40	\$3.60	\$3.80	\$4.00	\$4.20	and over
All production workers.....	1,008	\$2.58	24	81	13	14	34	23	32	-	15	6	15	20	26	230	136	37	71	16	68	55	21	17	25	18	11
Men.....	508	2.82	24	18	-	6	18	4	15	-	10	6	15	2	7	26	45	28	59	14	67	55	19	16	25	18	11
Women.....	500	2.34	-	63	13	8	16	19	17	-	5	-	-	18	19	204	91	9	12	2	1	-	2	1	-	-	-
<u>Selected occupations—men</u>																											
Candymakers, class A.....	13	3.48	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	3	3	-	-	-	-	-	5	-	2
Candymakers, class B.....	73	2.99	-	-	-	-	-	-	-	3	6	7	-	-	-	-	-	-	1	-	18	35	3	-	-	-	-
Filling-machine operators.....	10	2.32	-	-	-	-	-	4	-	-	-	-	-	-	2	2	-	-	2	-	-	-	-	-	-	-	-
Janitors.....	43	2.60	3	-	-	3	-	-	-	-	-	-	-	-	2	15	5	9	5	1	1	-	-	-	6	-	-
Laborers, material handling.....	16	3.39	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	9	1	-	-	-	-	-
Maintenance men, general utility.....	10	3.65	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	1	1	-	3	1	2	1
Wrapping-machine operators.....	13	2.55	-	-	-	-	3	-	-	3	-	-	-	-	-	-	-	-	-	-	7	-	-	-	-	-	-
<u>Selected occupations—women</u>																											
Packers, hand, bulk.....	165	2.32	-	24	9	-	8	-	6	-	-	-	-	12	4	48	54	-	-	-	-	-	-	-	-	-	-
Packers, hand, fancy.....	31	2.21	-	2	-	2	-	4	4	-	2	-	-	-	-	17	-	-	-	-	-	-	-	-	-	-	-

<sup>1</sup> The Los Angeles—Long Beach Standard Metropolitan Statistical Area consists of Los Angeles County.<sup>2</sup> Excludes premium pay for overtime and for work on weekends, holidays, and late shifts.

Table 10. Occupational earnings: New York, N.Y.<sup>1</sup>

(Number and average straight-time hourly earnings<sup>2</sup> of workers in selected occupations in candy and other confectionery products manufacturing establishments, August 1970)

Occupation and sex	Number of workers	Average hourly earnings <sup>2</sup>	Number of workers receiving straight-time hourly earnings of—																					
			\$1.80 and under \$1.85	\$1.85	\$1.90	\$1.95	\$2.00	\$2.10	\$2.20	\$2.30	\$2.40	\$2.50	\$2.60	\$2.70	\$2.80	\$2.90	\$3.00	\$3.20	\$3.40	\$3.60	\$3.80	\$4.00	\$4.20	\$4.40 and over
			\$1.85	\$1.90	\$1.95	\$2.00	\$2.10	\$2.20	\$2.30	\$2.40	\$2.50	\$2.60	\$2.70	\$2.80	\$2.90	\$3.00	\$3.20	\$3.40	\$3.60	\$3.80	\$4.00	\$4.20	\$4.40	over
All production workers.....	2,925	\$2.35	9	221	123	163	573	381	418	134	126	173	93	91	51	50	119	32	65	30	12	36	10	15
Men.....	1,412	2.53	1	128	32	25	134	211	153	79	95	82	40	77	26	46	87	29	64	30	12	36	10	15
Women.....	1,513	2.17	8	93	91	138	439	170	265	55	31	91	53	14	25	4	32	3	1	-	-	-	-	-
<u>Selected occupations—men</u>																								
Candy makers, class A.....	85	2.65	-	-	-	-	1	1	9	6	15	15	10	10	1	3	6	3	5	-	-	-	-	-
Time.....	42	2.71	-	-	-	-	-	-	5	2	9	4	6	6	-	-	3	2	5	-	-	-	-	-
Candy makers, class B.....	118	2.57	-	4	5	1	12	6	22	3	17	6	1	14	4	-	1	-	21	1	-	-	-	-
Time.....	101	2.56	-	4	5	1	10	4	21	3	17	-	1	12	3	-	-	-	20	-	-	-	-	-
Candy makers' helpers.....	67	2.10	-	13	10	3	12	8	6	10	1	2	1	1	-	-	-	-	-	-	-	-	-	-
Time.....	53	2.09	-	12	10	2	5	6	4	10	1	2	-	1	-	-	-	-	-	-	-	-	-	-
Janitors (all timeworkers).....	93	2.36	-	2	-	1	7	23	18	10	1	1	2	28	-	-	-	-	-	-	-	-	-	-
Laborers, material handling (all timeworkers).....	149	2.29	1	6	2	1	25	37	35	8	4	6	6	1	3	13	1	-	-	-	-	-	-	-
Machinists, maintenance (all timeworkers).....	15	4.04	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	7	-	3	2	2
Maintenance men, general utility (all timeworkers).....	36	3.51	-	-	-	-	-	-	-	-	-	-	-	-	-	4	10	1	7	5	4	3	-	2
Mechanics, maintenance (all timeworkers).....	43	3.81	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2	2	3	12	6	16	1	1
Watchmen (all timeworkers).....	11	1.98	-	6	1	-	3	-	-	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-
<u>Selected occupations—women</u>																								
Enrobing-machine operators' helpers <sup>3</sup> .....	95	2.05	8	3	8	4	55	8	5	-	1	2	-	-	-	-	1	-	-	-	-	-	-	-
Packers, hand, bulk.....	373	2.15	-	1	21	15	79	57	170	13	10	5	1	-	-	1	-	-	-	-	-	-	-	-
Time.....	300	2.15	-	-	20	12	57	31	155	10	10	5	-	-	-	-	-	-	-	-	-	-	-	-
Packers, hand, candy bars (all timeworkers).....	108	2.16	-	6	-	32	19	8	26	-	-	-	17	-	-	-	-	-	-	-	-	-	-	-
Packers, hand, fancy <sup>3</sup> .....	302	2.15	-	3	9	25	129	52	38	14	12	13	3	1	-	1	-	1	-	1	-	-	-	-
Wrapping-machine operators.....	222	2.31	-	11	12	9	67	20	15	25	5	2	3	5	21	2	22	3	-	-	-	-	-	-
Time.....	151	2.26	-	11	11	8	59	6	-	20	-	2	2	-	16	-	16	-	-	-	-	-	-	-
Incentive.....	71	2.43	-	-	1	1	8	14	15	5	5	-	1	5	5	2	6	3	-	-	-	-	-	-

<sup>1</sup> The New York Standard Metropolitan Statistical Area consists of New York City (Bronx, Kings, New York, Queens, and Richmond Counties) and Nassau, Rockland, Suffolk, and Westchester Counties.

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

<sup>3</sup> Insufficient data to warrant publication of separate averages by method of wage payment, predominantly incentive workers.



Table 11. Occupational earnings: Philadelphia, Pa.—N.J.<sup>1</sup>

(Number and average straight-time hourly earnings<sup>2</sup> of workers in selected occupations in candy and other confectionery products manufacturing establishments, August 1970)

Occupation and sex	Number of workers	Average hourly earnings <sup>2</sup>	Number of workers receiving straight-time hourly earnings of—																									
			\$1.60 and under \$1.65	\$1.65	\$1.70	\$1.75	\$1.80	\$1.85	\$1.90	\$1.95	\$2.00	\$2.10	\$2.20	\$2.30	\$2.40	\$2.50	\$2.60	\$2.70	\$2.80	\$2.90	\$3.00	\$3.20	\$3.40	\$3.60	\$3.80	\$4.00	\$4.20	and over
			\$1.65	\$1.70	\$1.75	\$1.80	\$1.85	\$1.90	\$1.95	\$2.00	\$2.10	\$2.20	\$2.30	\$2.40	\$2.50	\$2.60	\$2.70	\$2.80	\$2.90	\$3.00	\$3.20	\$3.40	\$3.60	\$3.80	\$4.00	\$4.20	and over	
All production workers.....	2,137	\$2.51	12	-	8	4	14	1	168	44	220	199	116	148	139	261	240	91	94	69	106	74	48	35	29	14	3	
Men.....	838	2.77	4	-	-	4	10	1	8	-	28	75	58	77	40	66	37	44	68	57	70	65	45	35	29	14	3	
Women.....	1,299	2.34	8	-	8	-	4	-	160	44	192	124	58	71	99	195	203	47	26	12	36	9	3	-	-	-	-	
<u>Selected occupations—men</u>																												
Candymakers, class A.....	28	3.25	-	-	-	-	-	-	-	-	-	-	-	-	-	4	2	2	-	-	4	2	6	7	-	1	-	
Time.....	12	2.88	-	-	-	-	-	-	-	-	-	-	-	-	-	4	2	2	-	-	1	-	3	-	-	-	-	
Candymakers, class B.....	31	2.83	-	-	-	-	-	-	-	-	-	1	2	2	1	4	1	12	-	3	5	-	-	-	-	-	-	
Time.....	29	2.80	-	-	-	-	-	-	-	-	-	1	2	2	1	4	1	12	-	2	4	-	-	-	-	-	-	
Candymakers' helpers.....	56	2.64	-	-	-	-	-	-	-	-	-	1	7	7	4	3	6	5	12	8	3	-	-	-	-	-	-	
Time.....	47	2.58	-	-	-	-	-	-	-	-	-	1	7	7	4	3	6	5	9	5	3	-	-	-	-	-	-	
Enrobing-machine operators.....	32	3.17	-	-	-	-	-	-	-	-	-	-	-	-	-	8	-	-	9	5	4	8	10	-	2	-	-	
Time.....	18	3.01	-	-	-	-	-	-	-	-	-	-	-	-	-	8	-	-	-	-	3	1	4	-	2	-	-	
Janitors (all timeworkers).....	63	2.40	-	-	-	-	-	-	-	-	4	15	2	5	5	15	8	9	-	-	-	-	-	-	-	-	-	
Maintenance men, general utility (all timeworkers).....	28	3.06	-	-	-	-	-	-	-	-	-	-	-	-	-	3	2	7	2	3	2	2	4	-	2	-	1	
Mogul operators.....	15	2.84	-	-	-	-	-	-	-	-	-	-	4	-	-	-	2	-	4	-	-	4	-	1	-	-	-	
Time.....	11	2.69	-	-	-	-	-	-	-	-	-	-	4	-	-	-	2	-	4	-	-	-	1	-	-	-	-	
<u>Selected occupations—women</u>																												
Filling-machine operators <sup>3</sup> b/...	78	2.08	-	-	-	-	-	-	-	-	68	2	7	-	-	-	-	-	1	-	-	-	-	-	-	-	-	
Packers, hand, bulk.....	80	1.95	8	-	8	-	4	-	4	-	50	6	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Time.....	70	1.93	8	-	8	-	4	-	4	-	40	6	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Wrapping-machine operators <sup>3</sup> a/.....	150	2.21	-	-	-	-	-	-	20	-	16	76	4	3	9	5	13	4	-	-	-	-	-	-	-	-	-	

<sup>1</sup> The Philadelphia Standard Metropolitan Statistical Area consists of Bucks, Chester, Delaware, Montgomery, and Philadelphia Counties, Pa.; and Burlington, Camden, and Gloucester Counties, N.J.

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

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

Table 12. Occupational earnings: San Francisco—Oakland, Calif.<sup>1</sup>

(Number and average straight-time hourly earnings<sup>2</sup> of workers in selected occupations in candy and other confectionery products manufacturing establishments, August 1970)

Occupation and sex	Number of workers	Average hourly earnings <sup>2</sup>	Number of workers receiving straight-time hourly earnings of—																							
			Under \$2.60	\$2.60 and under \$2.70	\$2.70	\$2.80	\$2.90	\$3.00	\$3.10	\$3.20	\$3.30	\$3.40	\$3.50	\$3.60	\$3.70	\$3.80	\$3.90	\$4.00	\$4.10	\$4.20	\$4.30	\$4.40	\$4.50	\$4.60	\$4.70	\$4.80
All production workers.....	1,252	\$3.08	3	77	579	91	96	42	54	33	30	27	9	39	13	14	10	5	64	5	16	22	2	5	13	3
Men.....	583	3.41	3	39	47	45	57	41	46	33	27	25	9	39	13	14	10	5	64	5	16	22	2	5	13	3
Women.....	669	2.80	-	38	532	46	39	1	8	-	3	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<u>Selected occupations—men</u>																										
Candymakers, class A.....	57	3.78	-	-	-	-	-	-	-	-	-	8	7	19	10	4	2	-	-	-	-	-	-	-	7	-
Candymakers, class B.....	65	3.25	-	-	-	-	-	13	12	13	19	8	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Candymakers' helpers.....	23	3.15	-	-	2	1	13	-	-	4	-	-	-	-	-	-	-	-	-	3	-	-	-	-	-	-
Enrobing-machine operators.....	8	3.61	-	-	-	-	-	-	-	2	-	3	1	-	-	-	-	1	-	-	-	1	-	-	-	-
Enrobing-machine operators' helpers.....	25	3.04	-	-	-	-	15	7	1	-	1	-	-	-	-	-	-	1	-	-	-	-	-	-	-	-
Janitors.....	23	3.21	1	3	-	2	1	2	2	8	-	-	-	-	-	-	-	-	-	2	1	-	1	-	-	-
Laborers, material handling.....	37	4.06	-	-	-	-	-	-	4	-	1	-	-	-	-	-	-	-	20	-	12	-	-	-	-	-
Maintenance men, general utility.....	21	3.90	-	-	-	-	-	1	-	-	2	2	-	2	1	4	-	-	4	1	-	2	1	-	1	-
Mechanics, maintenance.....	15	4.47	-	-	-	-	-	-	-	-	-	-	-	-	-	2	-	-	-	-	8	1	2	1	1	1
<u>Selected occupations—women</u>																										
Inspectors, candy.....	12	3.08	-	-	3	-	-	-	6	-	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Packers, hand, candy bars.....	38	2.86	-	-	20	-	18	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Packers, hand, fancy.....	54	2.82	-	14	20	2	18	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

<sup>1</sup> The San Francisco—Oakland Standard Metropolitan Statistical Area includes Alameda, Contra Costa, Marin, San Francisco, and San Mateo Counties.

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

**Table 13. Method of wage payment**

(Percent of production workers in candy and other confectionery products manufacturing establishments by method of wage payment, United States, selected regions, and areas, August 1970)

Method of wage payment <sup>1</sup>	United States <sup>2</sup>	Regions					Areas					
		New England	Middle Atlantic	Southeast	Great Lakes	Pacific	Boston	Chicago	Los Angeles-Long Beach	New York	Philadelphia	San Francisco-Oakland
All workers.....	100	100	100	100	100	100	100	100	100	100	100	100
Time-rated workers.....	83	86	79	89	78	100	93	72	100	77	57	100
Formal plans.....	65	37	67	44	68	87	47	68	59	67	48	100
Single rates.....	31	29	34	24	21	70	42	9	-	8	48	100
Range of rates.....	34	8	33	20	47	18	5	59	59	59	-	-
Individual rates.....	18	49	12	44	10	13	45	4	41	10	9	-
Incentive workers.....	17	14	21	11	22	-	7	28	-	23	43	-
Individual piecework.....	3	7	4	5	3	-	2	5	-	-	-	-
Group piecework.....	2	2	2	-	2	-	-	1	-	-	2	-
Individual bonus.....	4	2	8	6	4	-	-	5	-	15	21	-
Group bonus.....	8	3	8	-	13	-	5	17	-	8	20	-

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

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

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

**Table 14. Scheduled weekly hours**

(Percent of production workers in candy and other confectionery products manufacturing establishments by method of wage payment, United States, selected regions, and areas, August 1970)

Weekly hours <sup>1</sup>	United States <sup>2</sup>	Regions					Areas					
		New England	Middle Atlantic	Southeast	Great Lakes	Pacific	Boston	Chicago	Los Angeles-Long Beach	New York	Philadelphia	San Francisco-Oakland
All workers.....	100	100	100	100	100	100	100	100	100	100	100	100
Under 40 hours.....	1	-	1	-	3	-	-	3	-	-	6	-
40 hours.....	95	100	98	100	91	100	100	88	100	100	94	100
Over 40 and under 48 hours.....	2	-	1	-	-	-	-	-	-	-	-	-
48 hours.....	1	-	-	-	2	-	-	4	-	-	-	-
Over 48 hours.....	1	-	-	-	3	-	-	5	-	-	-	-

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

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

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

Table 15. Shift differential provisions

(Percent of production workers by shift differential provisions<sup>1</sup> in candy and other confectionery products manufacturing establishments, United States, selected regions, and areas, August 1970)

Shift differential	United States <sup>2</sup>	Regions					Areas					
		New England	Middle Atlantic	Southeast	Great Lakes	Pacific	Boston	Chicago	Los Angeles-Long Beach	New York	Phila-delphia	San Francisco-Oakland
<u>Second shift</u>												
Workers in establishments having second-shift provisions	79.2	84.8	80.8	77.6	79.1	86.8	79.1	84.8	64.9	66.7	86.2	93.3
With shift differential	70.9	57.8	80.4	36.0	74.3	86.8	57.6	84.8	64.9	66.7	83.9	93.3
Uniform cents per hour	52.6	50.8	67.2	17.6	44.5	86.8	57.6	38.7	64.9	42.0	83.9	93.3
3 cents	3.2	-	-	-	-	-	-	-	-	-	-	-
5 cents	3.8	-	12.8	-	-	-	-	-	-	6.8	59.0	-
6 cents	.7	-	3.0	-	-	-	-	-	-	-	-	-
7 cents	4.2	4.2	8.5	-	3.4	-	6.1	5.2	-	-	-	-
7½ cents	2.8	-	3.0	-	5.5	-	-	8.5	-	12.3	-	-
8 cents	7.0	18.0	12.6	-	3.8	10.1	26.1	2.9	-	-	-	26.7
9 cents	.3	-	-	-	-	-	-	-	-	-	-	-
10 cents	16.7	28.6	12.7	5.3	16.3	33.7	25.5	6.9	64.9	22.8	25.0	37.1
12 cents	2.0	-	3.7	-	2.2	3.4	-	-	-	-	-	9.1
12½ cents	3.9	-	-	-	8.8	-	-	13.7	-	-	-	-
15 cents	5.5	-	10.8	6.1	3.4	17.4	-	1.5	-	-	-	-
17 cents	1.3	-	-	-	-	18.8	-	-	-	-	-	11.2
25 cents and over	1.1	-	-	6.2	1.2	3.5	-	-	-	-	-	9.3
Uniform percentage	17.8	7.0	11.2	18.4	29.7	-	-	46.1	-	24.6	-	-
4 percent	.7	-	-	-	-	-	-	-	-	-	-	-
5 percent	6.5	7.0	3.1	18.4	7.9	-	-	12.2	-	12.5	-	-
6 percent	1.3	-	-	-	2.4	-	-	3.7	-	-	-	-
8 percent	.4	-	1.5	-	-	-	-	-	-	-	-	-
10 percent	8.9	-	6.7	-	19.5	-	-	30.2	-	12.1	-	-
Full day's pay for reduced hours	.5	-	1.9	-	-	-	-	-	-	-	-	-
With no shift differential	8.3	27.0	.4	41.5	4.8	-	21.4	-	-	-	2.3	-
No provisions for late shift	20.8	15.2	19.2	22.4	20.9	13.2	20.9	15.2	35.1	33.3	13.8	6.7
<u>Third shift</u>												
Workers in establishments having third- or other late-shift provisions	57.1	24.4	65.2	20.8	67.8	71.5	15.8	77.7	51.8	49.4	49.5	63.3
With shift differential	56.7	24.4	65.2	16.6	67.8	71.5	15.8	77.7	51.8	49.4	49.5	63.3
Uniform cents per hour	40.4	17.4	56.4	5.3	38.8	68.5	15.8	32.8	41.7	28.8	49.5	63.3
5 cents	3.2	-	-	-	-	-	-	-	-	-	-	-
7 cents	.6	-	.9	-	-	-	-	-	-	-	-	-
8 cents	3.1	-	12.6	-	-	-	-	-	-	-	-	-
10 cents	11.6	6.4	18.0	5.3	10.2	28.9	-	4.2	41.7	12.3	49.5	43.1
11 cents	1.5	-	5.1	-	-	-	-	-	-	-	-	-
12 cents	.7	-	-	-	1.9	-	-	-	-	-	-	-
15 cents	9.0	11.0	5.2	-	12.6	13.2	15.8	14.9	-	16.4	-	-
17 cents	.2	-	-	-	-	-	-	-	-	-	-	-
18 cents	.9	-	3.7	-	-	-	-	-	-	-	-	-
20 cents	1.8	-	-	-	4.1	4.2	-	-	-	-	-	9.1
21 cents	6.0	-	10.8	-	8.8	-	-	13.7	-	-	-	-
22 cents and over	1.7	-	-	-	1.2	18.8	-	-	-	-	-	11.2
Uniform percentage	15.0	7.0	8.3	11.3	26.5	-	-	41.1	-	18.5	-	-
5 percent	1.5	-	3.1	11.3	-	-	-	-	-	12.5	-	-
5½ percent	.8	-	-	-	-	-	-	-	-	-	-	-
8 percent	.7	-	-	-	-	-	-	-	-	-	-	-
8½ percent	2.9	-	-	-	7.9	-	-	12.2	-	-	-	-
10 percent	8.0	7.0	1.5	-	18.7	-	-	29.0	-	5.9	-	-
15 percent	.9	-	3.7	-	-	-	-	-	-	-	-	-
Full day's pay for reduced hours	.9	-	-	-	2.5	-	-	3.8	-	-	-	-
Other formal paid differential	.3	-	.5	-	-	3.1	-	-	10.1	2.2	-	-
With no shift differential	.5	-	-	4.2	-	-	-	-	-	-	-	-
No provisions for late shift	42.9	75.6	34.8	79.2	32.2	28.5	84.2	22.3	48.2	50.6	50.5	36.7

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

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

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

Table 16. Shift differential practices

(Percent of production workers employed on late shifts in candy and other confectionery products manufacturing establishments by amount of shift differential, United States, selected regions, and areas, August 1970)

Shift differential	United States <sup>1</sup>	Regions					Areas					
		New England	Middle Atlantic	Southeast	Great Lakes	Pacific	Boston	Chicago	Los Angeles-Long Beach	New York	Philadelphia	San Francisco-Oakland
<u>Second shift</u>												
Workers employed on second shift.....	19.7	13.7	16.1	20.6	25.3	9.7	10.4	29.2	10.8	6.2	18.0	6.6
Receiving shift differential.....	17.8	8.7	16.0	11.3	23.7	9.7	5.9	29.2	10.8	6.2	17.5	6.6
Uniform cents per hour.....	11.5	6.1	13.8	3.1	12.6	9.7	5.9	12.1	10.8	.3	17.5	6.6
3 cents.....	1.0	-	-	-	-	-	-	-	-	-	-	-
5 cents.....	.8	-	2.5	-	-	-	-	-	-	-	-	-
6 cents.....	.1	-	.5	-	-	-	-	-	-	-	14.0	-
7 cents.....	.7	-	1.8	-	.7	-	-	1.0	-	-	-	-
7½ cents.....	.6	-	.1	-	1.5	-	-	2.3	-	-	-	-
8 cents.....	1.7	2.1	4.5	-	1.0	.8	3.0	1.4	-	.3	-	-
9 cents.....	( <sup>2</sup> )	-	-	-	-	-	-	-	-	-	-	2.1
10 cents.....	3.7	4.0	1.0	-	5.5	3.5	2.9	2.8	10.8	-	3.4	.5
12 cents.....	.4	-	.4	-	.6	.6	-	-	-	-	-	1.6
12½ cents.....	1.0	-	-	-	2.7	.9	-	4.1	-	-	-	-
15 cents.....	.3	-	3.1	-	.3	-	-	.4	-	-	-	-
17 cents.....	.3	-	-	-	-	3.8	-	-	-	-	-	2.0
25 cents and over.....	.4	-	-	3.1	.4	.2	-	-	-	-	-	.5
Uniform percentage.....	6.3	2.6	2.1	8.2	11.1	-	-	17.2	-	5.8	-	-
4 percent.....	.4	-	-	-	-	-	-	-	-	-	-	-
5 percent.....	2.9	2.6	1.3	8.2	3.9	-	-	6.1	-	5.1	-	-
6 percent.....	.5	-	-	-	.9	-	-	1.5	-	-	-	-
10 percent.....	2.5	-	.8	-	6.2	-	-	9.6	-	.7	-	-
Full day's pay for reduced hours.....	( <sup>2</sup> )	-	.1	-	-	-	-	-	-	-	-	-
Receiving no shift differential.....	1.8	5.0	.1	9.3	1.6	-	4.5	-	-	-	.5	-
<u>Third shift</u>												
Workers employed on third or other late shift.....	4.3	.3	5.5	1.1	6.0	-	-	8.8	-	.9	-	-
Receiving shift differential.....	4.3	.3	5.5	.9	6.0	-	-	8.8	-	.9	-	-
Uniform cents per hour.....	3.4	.2	5.3	-	4.3	-	-	6.1	-	-	-	-
5 cents.....	.4	-	-	-	-	-	-	-	-	-	-	-
8 cents.....	.2	-	.8	-	-	-	-	-	-	-	-	-
10 cents.....	.1	.2	.2	-	-	-	-	-	-	-	-	-
11 cents.....	.2	-	.9	-	-	-	-	-	-	-	-	-
12 cents.....	.1	-	-	-	.3	-	-	-	-	-	-	-
15 cents.....	.6	-	.1	-	-	-	-	2.0	-	-	-	-
18 cents.....	.1	-	.3	-	-	-	-	-	-	-	-	-
21 cents.....	1.7	-	3.1	-	2.6	-	-	4.1	-	-	-	-
25 cents and over.....	( <sup>2</sup> )	-	-	-	.1	-	-	-	-	-	-	-
Uniform percentage.....	.8	.1	.2	.9	1.4	-	-	2.2	-	.9	-	-
5 percent.....	.1	-	.2	.9	-	-	-	-	-	.9	-	-
5½ percent.....	.1	-	-	-	-	-	-	-	-	-	-	-
10 percent.....	.5	.1	-	-	1.4	-	-	2.2	-	-	-	-
Full day's pay for reduced hours.....	.1	-	-	-	.3	-	-	.5	-	-	-	-
Receiving no shift differential.....	( <sup>2</sup> )	-	-	.2	-	-	-	-	-	-	-	-

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

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

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

**Table 17. Paid holidays**

(Percent of production workers in candy and other confectionery products manufacturing establishments with formal provisions for paid holidays, United States, selected regions, and areas, August 1970)

Number of paid holidays	United States <sup>1</sup>	Regions					Areas					
		New England	Middle Atlantic	Southeast	Great Lakes	Pacific	Boston	Chicago	Los Angeles-Long Beach	New York	Phila-delphia	San Francisco-Oakland
All workers.....	100	100	100	100	100	100	100	100	100	100	100	100
Workers in establishments providing paid holidays.....	97	100	97	86	99	100	100	100	100	100	100	100
Less than 5 days.....	2	-	1	5	2	-	-	-	-	-	-	-
5 days.....	5	-	( <sup>2</sup> )	48	-	-	-	-	-	-	1	-
5 days plus 1 half day.....	1	-	-	-	1	-	-	2	-	-	-	-
6 days.....	12	1	1	26	8	6	-	3	20	-	-	-
6 days plus 1 half day.....	1	-	-	-	4	-	-	3	-	-	-	-
6 days plus 2 half days.....	1	-	( <sup>2</sup> )	-	1	3	-	-	8	-	3	-
7 days.....	13	5	20	-	19	-	-	13	-	-	9	-
7 days plus 2 half days.....	1	-	1	-	1	-	-	-	-	-	2	-
8 days.....	20	12	10	7	32	32	-	38	48	-	20	-
8 days plus 1 half day.....	1	7	2	-	2	-	-	3	-	-	12	-
8 days plus 2 half days.....	1	-	-	-	2	-	-	1	-	-	-	-
9 days.....	17	4	8	-	27	41	5	36	10	13	5	100
9 days plus 1 half day.....	1	-	-	-	-	19	-	-	13	-	-	-
9 days plus 2 half days.....	2	4	5	-	1	-	-	2	-	-	-	-
10 days.....	6	8	22	-	-	-	12	-	-	-	3	-
10 days plus 1 half day.....	1	-	4	-	-	-	-	-	-	-	-	-
10 days plus 2 half days.....	( <sup>2</sup> )	2	-	-	-	-	2	-	-	-	-	-
11 days.....	10	43	21	-	-	-	-	53	-	-	75	-
12 days.....	( <sup>2</sup> )	15	2	-	-	-	-	-	-	-	6	-
12 days plus 1 half day.....	1	-	-	-	-	-	21	-	-	-	-	-
Workers in establishments providing no paid holidays.....	3	-	3	14	1	-	-	-	-	-	-	-

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

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

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

**Table 18. Paid vacations**

(Percent of production workers in candy and other confectionery products manufacturing establishments with formal provisions for paid vacations, United States, selected regions, and areas, August 1970)

Vacation policy	United States <sup>1</sup>	Regions					Areas					
		New England	Middle Atlantic	Southeast	Great Lakes	Pacific	Boston	Chicago	Los Angeles-Long Beach	New York	Phila-delphia	San Francisco-Oakland
All workers.....	100	100	100	100	100	100	100	100	100	100	100	100
<u>Method of payment</u>												
Workers in establishments providing paid vacations.....	97	95	98	100	98	100	100	98	100	100	100	100
Length-of-time payment.....	83	76	74	87	85	100	100	79	100	87	37	100
Percentage payment.....	14	19	24	13	13	-	-	19	-	13	63	-
Workers in establishments providing no paid vacations.....	3	5	2	-	2	-	-	2	-	-	-	-
<u>Amount of vacation pay<sup>2</sup></u>												
After 1 year of service:												
Under 1 week.....	1	-	1	12	-	-	-	-	-	-	-	-
1 week.....	79	78	86	76	79	98	86	79	95	96	100	100
Over 1 and under 2 weeks.....	4	4	-	-	-	-	6	-	-	-	-	-
2 weeks.....	13	12	12	11	19	2	8	19	5	4	-	-

See footnotes at end of table.

Table 18. Paid vacations—Continued

(Percent of production workers in candy and other confectionery products manufacturing establishments with formal provisions for paid vacations, United States, selected regions, and areas, August 1970)

Vacation policy	United States <sup>1</sup>	Regions					Areas					
		New England	Middle Atlantic	Southeast	Great Lakes	Pacific	Boston	Chicago	Los Angeles—Long Beach	New York	Phila-delphia	San Francisco—Oakland
<u>Amount of vacation pay<sup>2</sup>—Continued</u>												
After 2 years of service:												
Under 1 week.....	( <sup>3</sup> )	-	-	6	-	-	-	-	-	-	-	-
1 week.....	46	29	44	75	56	41	15	49	76	26	48	-
Over 1 and under 2 weeks.....	7	4	6	7	1	-	6	-	-	-	-	-
2 weeks.....	44	62	48	11	40	59	79	50	24	74	52	100
After 3 years of service:												
Under 1 week.....	( <sup>3</sup> )	-	-	6	-	-	-	-	-	-	-	-
1 week.....	11	14	13	49	6	-	3	4	-	13	13	-
Over 1 and under 2 weeks.....	4	4	1	-	1	-	6	-	-	-	-	-
2 weeks.....	80	76	80	44	90	100	91	94	100	87	87	100
Over 2 and under 3 weeks.....	1	-	5	-	-	-	-	-	-	-	-	-
After 5 years of service:												
1 week.....	5	-	8	38	1	-	-	-	-	13	6	-
Over 1 and under 2 weeks.....	1	-	1	6	-	-	-	-	-	-	-	-
2 weeks.....	80	95	74	51	89	44	100	92	76	84	45	9
Over 2 and under 3 weeks.....	1	-	6	-	-	-	-	-	-	-	-	-
3 weeks.....	10	-	10	5	8	56	-	6	24	3	49	91
After 10 years of service:												
1 week.....	3	-	3	33	1	-	-	-	-	-	6	-
2 weeks.....	26	30	16	50	16	9	16	11	28	16	8	-
3 weeks.....	67	65	74	17	81	91	84	87	72	84	86	100
Over 3 and under 4 weeks.....	1	-	5	-	-	-	-	-	-	-	-	-
After 15 years of service:												
1 week.....	3	-	3	33	1	-	-	-	-	-	6	-
2 weeks.....	11	3	5	17	10	9	5	9	28	3	8	-
3 weeks.....	74	90	84	50	73	66	92	72	47	97	86	91
Over 3 and under 4 weeks.....	1	-	5	-	-	-	-	-	-	-	-	-
4 weeks.....	8	2	1	-	14	25	3	17	24	-	-	9
After 20 years of service:												
1 week.....	3	-	3	33	1	-	-	-	-	-	6	-
2 weeks.....	10	3	5	17	10	9	5	9	28	3	5	-
3 weeks.....	25	26	20	43	22	8	19	10	10	20	26	14
4 weeks.....	56	66	69	7	61	83	76	73	62	77	64	86
5 weeks.....	2	-	1	-	4	-	-	6	-	-	-	-
After 25 years of service:												
1 week.....	3	-	3	33	1	-	-	-	-	-	6	-
2 weeks.....	10	3	5	17	10	9	5	9	28	3	5	-
3 weeks.....	15	9	11	28	17	8	13	5	10	3	24	14
4 weeks.....	54	69	60	22	50	79	72	53	48	81	65	86
Over 4 and under 5 weeks.....	2	-	5	-	2	-	-	4	-	-	-	-
5 weeks.....	12	13	15	-	18	4	10	28	13	13	-	-
After 30 years of service: <sup>4</sup>												
1 week.....	3	-	3	33	1	-	-	-	-	-	6	-
2 weeks.....	10	3	5	17	10	9	5	9	28	3	5	-
3 weeks.....	15	9	11	28	17	8	13	5	10	3	24	14
4 weeks.....	48	69	51	22	39	79	72	41	48	81	16	86
5 weeks.....	21	13	29	-	31	4	10	44	13	13	49	-

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

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

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

<sup>4</sup> Vacation provisions were substantially the same after longer periods of service.

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

Table 19. Health, insurance, and retirement plans

(Percent of production workers in candy and other confectionery products manufacturing establishments with specified health, insurance, and retirement plans, United States, selected regions, and area, August 1970)

Type of plan <sup>1</sup>	United States <sup>2</sup>	Regions					Areas					
		New England	Middle Atlantic	Southeast	Great Lakes	Pacific	Boston	Chicago	Los Angeles-Long Beach	New York	Philadelphia	San Francisco-Oakland
All workers.....	100	100	100	100	100	100	100	100	100	100	100	100
Workers in establishments providing:												
Life insurance.....	86	90	92	94	86	83	93	89	53	96	94	92
Noncontributory plans.....	59	27	91	39	46	79	12	46	40	96	94	92
Accidental death and dismemberment insurance.....	66	68	71	49	74	83	61	83	53	78	37	92
Noncontributory plans.....	47	23	69	35	42	79	6	46	40	78	37	92
Sickness and accident insurance or sick leave or both <sup>3</sup> .....	74	55	77	75	83	82	61	86	55	87	89	89
Sickness and accident insurance.....	67	55	74	71	82	24	61	86	13	81	89	7
Noncontributory plans.....	45	11	73	41	44	20	6	44	-	81	89	7
Sick leave (full pay, no waiting period).....	13	-	18	4	14	22	-	17	24	13	12	-
Sick leave (partial pay or waiting period).....	13	-	14	-	16	39	-	24	17	16	49	89
Hospitalization insurance.....	94	95	96	99	94	95	100	98	84	100	92	100
Noncontributory plans.....	63	23	89	50	53	88	6	54	61	100	89	100
Surgical insurance.....	94	95	96	99	94	95	100	98	84	100	92	100
Noncontributory plans.....	62	11	89	50	53	88	6	54	61	100	89	100
Medical insurance.....	84	95	85	66	91	95	100	93	84	100	81	100
Noncontributory plans.....	56	11	81	45	53	88	6	54	61	100	79	100
Major medical insurance.....	54	93	30	55	56	83	98	50	60	25	5	97
Noncontributory plans.....	35	23	25	38	36	76	6	33	37	12	3	97
Retirement plans <sup>4</sup> .....	72	88	81	38	69	84	90	67	55	86	86	93
Pension plans.....	71	88	81	38	67	84	90	64	55	86	86	93
Noncontributory plans.....	60	82	80	33	46	69	81	38	55	86	86	93
Retirement severance pay.....	3	-	5	-	4	4	-	7	-	18	-	11
No plans.....	5	5	3	-	4	5	-	2	16	-	6	-

<sup>1</sup> Includes only those plans for which at least part of the cost is borne by the employer and excludes legally required plans such as workmen's compensation and social security; however, plans required by State temporary disability insurance laws are included if the employer contributes more than is legally required or the employee receives benefits in excess of the legal requirements. "Noncontributory plans" include only those plans financed entirely by the employer.

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

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

<sup>4</sup> Unduplicated total of workers having pension and retirement severance pay plans shown separately.



Table 20. Other selected benefits

(Percent of production workers in candy and other confectionery products establishments with funeral leave pay, jury duty pay, and technological severance pay, United States and selected regions, August 1970)

Item	United States <sup>2</sup>	Regions					
		New England	Middle Atlantic	Southeast	Southwest	Great Lakes	Pacific
Workers in establishments with provisions for:							
Funeral leave pay.....	76	74	90	61	44	81	78
Jury duty pay.....	77	77	86	61	65	80	57
Technological severance pay <sup>2</sup> .....	19	-	35	-	-	24	4

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

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

## Appendix A. Scope and Method of Survey

### Scope of survey

The survey included establishments primarily engaged in manufacturing candy and other confectionery products (industry 2071 as defined in the 1967 edition of the *Standard Industrial Classification Manual*, prepared by the U.S. Office of Management and Budget, formerly U.S. Bureau of the Budget). Establishments primarily manufacturing solid chocolate bars (SIC 2072), those primarily manufacturing chewing gum (SIC 2073), those making confectionery primarily for direct sale on the premises and those primarily engaged in shelling and roasting nuts (which are classified in trade industries) were excluded. Also excluded were separate auxiliary units such as central offices.

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

The number of establishments and workers actually studied by the Bureau, as well as the number estimated

to be in the industry during the payroll period studied, is shown in table A-1.

### 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 than of small establishments was studied. In combining the data, however, all establishments were given their appropriate weight. All estimates are presented, therefore, as relating to all establishments in the industry, 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

**Table A-1. Estimated number of establishments and workers within scope of survey and number studied, candy and other confectionery products manufacturing establishments, August 1970**

Region <sup>1</sup> and area <sup>2</sup>	Number of establishments <sup>3</sup>		Workers in establishments		
	Within scope of study	Studied	Within scope of study		Studied
			Total <sup>4</sup>	Production workers	Total
United States <sup>5</sup> .....	400	185	58,501	48,112	45,938
New England .....	29	16	5,731	4,776	5,207
Boston .....	18	11	4,072	3,301	3,767
Middle Atlantic .....	117	51	14,880	11,906	11,081
New York .....	34	16	3,588	2,925	2,644
Philadelphia .....	25	12	2,636	2,137	2,230
Southeast .....	28	16	4,188	3,266	3,593
Great Lakes .....	118	49	21,278	17,924	16,724
Chicago .....	53	22	13,601	11,565	11,199
Pacific .....	44	24	4,151	3,321	2,946
Los Angeles—Long Beach .....	17	9	1,219	1,008	907
San Francisco—Oakland .....	16	10	1,629	1,252	1,288

<sup>1</sup> The regions used in this study include: New England—Connecticut, Maine, Massachusetts, New Hampshire, Rhode Island, and Vermont; Middle Atlantic—New Jersey, New York, and Pennsylvania; Southeast—Alabama, Florida, Georgia, Mississippi, North Carolina, South Carolina, and Tennessee; Great Lakes—Illinois, Indiana, Michigan, Minnesota, Ohio, and Wisconsin; and Pacific—California, Nevada, Oregon, and Washington. Regional data include areas in addition to those shown separately.

<sup>2</sup> For definition of the respective areas, see footnote 1, tables 7—12.

<sup>3</sup> Includes only establishments with 20 workers or more at the time of reference of the universe data.

<sup>4</sup> Includes executive, professional, office, and other workers excluded from the production worker category shown separately.

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

necessarily identical with the company, which may consist of one establishment or more.

### **Employment**

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

### **Production workers**

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

### **Occupations selected for study**

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

### **Wage data**

Information on wages relates to average straight-time hourly earnings, excluding premium pay for overtime and for work on weekends, holidays, and late shifts. Incentive payments, such as those resulting from piecework or production bonus systems and cost-of-living bonuses were included as part of the workers' 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 men, women, or production workers were calculated by weighting each rate (or hourly earnings) by the number of workers receiving the rate, totaling, and dividing by the number of individuals. The hourly earnings of

salaried workers were obtained by dividing their straight-time salary by normal rather than actual hours. The *median* designates position, that is, half of the employees surveyed received more than this rate, and half received less. The *middle range* is defined by two rates of pay; a fourth of the employees earned less than the lower of these rates and a 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 a 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 country, and they are the units used in defining Standard Metropolitan Statistical Areas.

### **Labor-management agreements**

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

### **Method of wage payment**

Tabulations by method of wage payment relate to the number of workers paid under the various time and incentive wage systems. Formal rate structures for time-rated workers provide single rates or a range of rates for individual job categories. In the absence of a formal rate structure, pay rates are determined primarily with reference to the qualifications of the individual worker. A single rate structure is one in which the same rate is paid to all experienced workers in the same job classification. Learners, apprentices, or probationary workers may be paid according to rate schedules which start below the single rate and permit the workers to achieve the full job rate over a period of time. Individual experienced workers occasionally may be paid above or below the single rate for special reasons, but such payments are

regarded as exceptions. Range-of-rate plans are those in which the minimum and/or maximum rates paid experienced workers for the same job are specified. Specific rates of individual workers within the range may be determined by merit, length of service, or a combination of various concepts of merit and length of service. Incentive workers are classified under piecework or bonus plans. Piecework is work for which a predetermined rate is paid for each unit of output. Production bonuses are based on production in excess of a quota or for completion of a job in less than standard time.

#### **Scheduled weekly hours**

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

#### **Shift provisions and practices**

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

#### **Supplementary wage provisions**

Supplementary benefits were treated statistically on the basis that if formal provisions were applicable to half or more of the production workers in an establishment, the benefits were considered applicable to all such workers. Similarly, if fewer than half of the workers were covered, the benefit was considered nonexistent in the establishment. Because of length-of-service and other eligibility requirements, the proportion of workers receiving the benefits may be smaller than estimated. Because of rounding, the sums of individual items may not equal totals.

*Paid holidays.* Paid holiday provisions related 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 the supervisor. Payments not on a time basis were converted; for example, a payment of 2 percent of annual earnings was considered the equivalent of 1 week's pay. The periods of service for which data are presented were selected as representative of the most common practices, but they do not necessarily reflect individual establishment provisions for progression. For example, the changes in proportions indicated at 10 years of service may include changes which occurred between 5 and 10 years.

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

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

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

Medical insurance refers to plans providing for complete or partial payment of doctor's fees. Such 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 or catastrophe insurance, includes the plans designed to cover employees in case of 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

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

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 while 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.

## 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.

### Candy maker

*(Batch maker; boiler; confectioner; cook, candy; cooker, batch; fondant maker; hard-candy maker; jelly- or gum-candy maker; taffy-candy maker)*

Measures, weighs, mixes and/or cooks ingredients in making candies or in preparing bases for making candies. May, in addition, operate heating, pulling, molding, and other types of candymaking machines, or may specialize in making one type of candy such as hard, cream, caramel, or nougat.

*Class A.* Makes one or more types of candy. Work involves *most of the following*: Knowledge of various ingredients, formulas, methods, and equipment used in producing candy; the exercise of judgment, initiative, and ingenuity in creating new candy items or in meeting production difficulties; working with a minimum of supervision; and directing the activities of candymakers of lesser skill and/or helpers.

*Class B.* Makes candy according to formulas, or under the direction of others, usually preparing one type of candy or performing only some of the operations required in candymaking. May be assisted by, and assign work to, one or more helpers.

### Candy maker's helper

Assists the candy maker by performing such tasks as: Obtaining, measuring, or weighing sugar, glucose, and other ingredients according to formulas or instructions; lifting or conveying ingredients to cooking kettles; cutting or chopping fruits or nuts; mixing cream-candy batches; washing cooking equipment and utensils; and cleaning working areas. May, in addition, perform various candy forming and cutting operations.

### Dipper, hand

*(Bonbon dipper; candy dipper, hand; caramel dipper; chocolate dipper, hand; coater, hand; cream dipper; dipper, fork; icing dipper; stripper)*

Dips candy centers, fruits, or nuts into fondant, chocolate, or other icing material and finishes the surface by hand. Work involves: Regulating temperature of small dipping vat with valve or switch; dropping candy center, fruit, or nut into vat of icing and removing it with fingers or fork; and smoothing the surface and making an identifying mark on the top. May, in addition, prepare icing in small quantities in dipping vat or place nut or other garnishing on top of candy.

### Enrobing-machine operator

*(Coating-machine operator; coater, machine; dipper, machine; dipping-machine operator; enrober man)*

Controls the operation of one or more machines that automatically coat (dip) candy centers with chocolate or other icing material. Work includes: Regulating supply and temperature of chocolate or other icing material, and making minor mechanical adjustments to keep machines operating efficiently. May be assisted by several helpers.

### Enrobing-machine operator's helper

*(Candy liner; coating-machine feeder; corder; decorator; dipping-machine feeder, off-bearer; dipping-machine operator's helper; enrober's helper; separator; slider; straightener; staker; stringer; stoker, take-off girl; tray filler)*

Assists the enrobing-machine operator by performing one or more hand operations involved in the candy-making process. Typical of such operations are: Placing and arranging candy centers on the feed conveyor of the coating machine; dumping centers into a mechanical feed hopper which discharges them on the feed conveyor; finishing the top of coated candies by applying coating material with fingers; separating coated candies with a wire tool to prevent them from sticking together; lifting wax paper plaques of candies from discharge conveyor and sliding them onto candy trays; and stacking trays of candy on handtrucks.

This classification does *not* include off-bearers who also pack candy into boxes or other containers.

#### **Filling-machine operator**

Controls the operation of a filling machine which automatically fills containers such as cartons, boxes, bottles, cans, or jars with a specified weight or amount of the commodity being packaged. May, in some plants, feed containers to the machine and remove filled containers from the machine where these operations are not assigned to other workers.

This classification includes workers who tend machines that perform other operations such as closing, sealing, capping, or wrapping, *in addition to filling containers*.

#### **Inspector, candy**

Examines boxes or other containers of candy to see that candy is properly formed, polished, wrapped, and packed; and stamps or indicates data of inspection on box or container, or returns candy to packer with explanation for rejection. May, in addition, weigh candy, or pack boxes or containers of candy in cartons.

#### **Janitor**

*(Sweeper; charwoman; janitress; cleaner)*

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

#### **Labor, 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; and transporting materials or merchandise by handtruck, car, or wheelbarrow. *Longshoremen, who load and unload ships, are excluded.*

#### **Machinist, maintenance**

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

#### **Maintenance man, general utility**

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

### **Mechanic, maintenance**

Repairs machinery or mechanical equipment of an establishment. Work involves *most of the following*: Examining machines and mechanical equipment to diagnose source of trouble; dismantling or partly dismantling machines and performing repairs that mainly involve the use of handtools in scraping and fitting parts; replacing broken or defective parts with items obtained from stock; ordering the production of a replacement part by a machine shop or sending of the machine to a machine shop for major repairs; preparing written specifications for major repairs or for the production of parts ordered from machine shop; 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.

### **Mogul operator**

Molds soft candy centers, such as gums and jellies, by operating a mogul machine. Work involves the following: Inserting mold die in machine and fastening it in place with wedges or by tightening thumb screws; starting machine and turning valve to supply steam to jacket of candy hopper; adjusting setscrews to regulate flow of candy from depositors; oiling machine and observing its proper operation; and directing one or more helpers.

### **Mogul operator's helper**

Assists the mogul-machine operator by feeding, catching, stacking, and trucking candy. Typical of the specific duties performed by the helper are: Lifting trays of freshly molded candy from conveyor or machine and stacking them on handtrucks to be pushed to hardening room; placing trays of hardened candy in starch molds on automatic feed rack of mogul machine; placing empty trays under conveyor of machine to catch candy

after it has been separated from starch; spreading candy on trays; and pushing loaded handtrucks to and from hardening room.

### **Packer, hand**

Packs candy or other confectionery products by hand in various size or shaped boxes, cartons, jars, or other containers.

*Packer, hand, bulk.* Pours, scoops, or funnels loose candy into boxes, cartons, jars, pails, bags, or other containers.

*Packer, hand, candy bars.* Fills cartons with a specified number of wrapped candy bars of the same kind, shape, and size.

*Packer, hand, fancy.* Places pieces of wrapped or unwrapped candy in boxes by hand, following a prescribed packing arrangement, packs a complete box or places a few pieces of more than one type of candy in each box; may also wrap individual pieces of candy in paper, or place candy in paper cups, and count or weigh candy.

### **Watchman**

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

### **Wrapping-machine operator**

Packages rolls, bars, slabs, or individual pieces of candy in advertising or designating wrapper by feeding to a candy wrapping machine. Work involves *most of the following*: Feeding candy items onto a conveyor belt and guiding to slots of machine which automatically wraps them; starts and stops machine and may thread paper through the rolls of the machine as necessary; catching and removing wrapped items as they come from the machine and may also pack by putting specified number of items in boxes or other containers. (Both feeders and catchers are to be included regardless of whether they alternate between the two types of work.)



# Industry Wage Studies

The most recent reports for industries included in the Bureau's program of industry wage surveys since January 1960 are listed below. Copies are available from the Superintendent of Documents, U.S. Government

Printing Office, Washington, D.C., 20402, or any of its regional sales offices, and from the Bureau of Labor Statistics, Washington, D.C., 20212, or from any of its 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
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
Fabricated Structural Steel, 1969. BLS Bulletin 1695 .....	.50
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, 1970. BLS Bulletin 1716 .....	1.00
Miscellaneous Plastics Products, 1969. BLS Bulletin 1690 .....	.60
Motor Vehicles and Parts, 1969. BLS Bulletin 1679 .....	.75
Nonferrous Foundries, 1965. BLS Bulletin 1498 .....	.40
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Pulp, Paper, and Paperboard Mills, 1967. BLS Bulletin 1608 .....	.60
Southern Sawmills and Planing Mills, 1969. BLS Bulletin 1694 .....	.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
West Coast Sawmilling, 1969. BLS Bulletin 1704 .....	.45
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
Wool Textiles, 1966. BLS Bulletin 1551 .....	.45
Work Clothing, 1968. BLS Bulletin 1624 .....	.50

## I. Occupational Wage Studies—Continued

### *Nonmanufacturing*

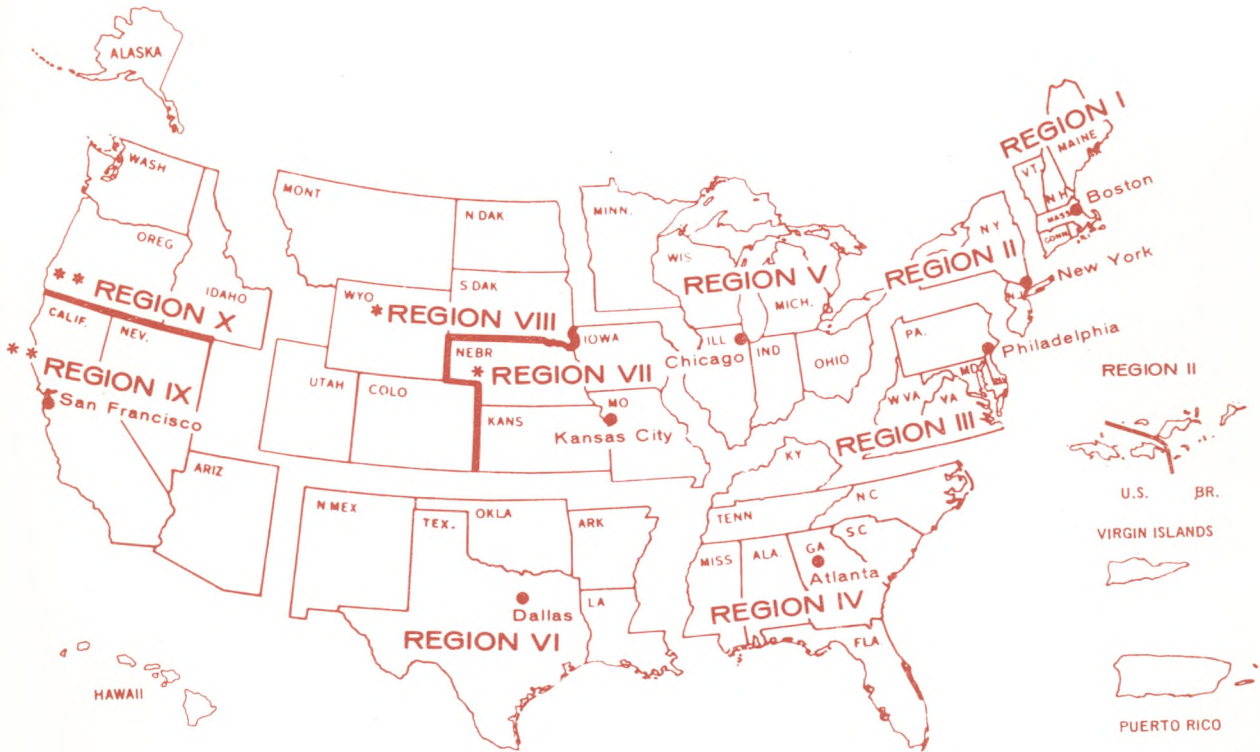
	Price
Auto Dealer Repair Shops, 1969. BLS Bulletin 1689 .....	\$0.50
Banking, 1969. BLS Bulletin 1703 .....	.65
Bituminous Coal Mining, 1967. BLS Bulletin 1583 .....	.50
Communications, 1968. BLS Bulletin 1662 .....	.30
Contract Cleaning Services, 1968. BLS Bulletin 1644 .....	.55
Crude Petroleum and Natural Gas Production, 1967. BLS Bulletin 1566 .....	.30
Eating and Drinking Places, 1966–67. BLS Bulletin 1588 .....	.40
Educational Institutions: Nonteaching Employees, 1968–69. BLS Bulletin 1671 .....	.50
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Nursing Homes and Related Facilities, 1967–68. BLS Bulletin 1638 .....	.75

## II. Other Industry Wage Studies

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
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