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Industry
Wage Survey
**Hosiery,
September 1970**

Bulletin 1743

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



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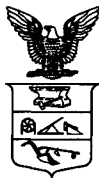
U. S. DEPARTMENT OF LABOR

J. D. Hodgson, Secretary

BUREAU OF LABOR STATISTICS

Geoffrey H. Moore, Commissioner

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Preface

This bulletin summarizes the results of a Bureau of Labor Statistics survey of wages and related benefits in the hosiery manufacturing industry in September 1970. Information is reported separately for three major product branches: Women's, men's, and children's hosiery. A similar survey was conducted in September 1967.

Separate releases were issued earlier, for the following States and areas:

Women's hosiery mills

North Carolina
Tennessee
Hickory—Statesville, N.C.
Winston-Salem—High Point, N.C.

Men's hosiery mills

North Carolina
Tennessee
Hickory—Statesville, N.C.
Winston-Salem—High Point, N.C.

Children's hosiery mills

North Carolina
Tennessee
Winston-Salem—High Point, N.C.

Copies of these releases are available from the Bureau of Labor Statistics, Washington, D.C., 20212, or any of its regional offices.

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

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

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Hosiery, September 1970

Summary

Straight-time earnings of production and related workers in the Nation's hosiery mills averaged \$2.18 an hour in September 1970. Slightly more than two-fifths of the 85,844 workers in the survey¹ earned between \$1.60 and \$2 an hour; one-half earned between \$2 and \$3 an hour; and slightly less than one-tenth were paid \$3 an hour or more.

At the time of the study, one-tenth of the workers were paid within 5 cents of the \$1.60 Federal minimum—much smaller than the clustering of workers around Federal minimums in effect during earlier surveys in the industry.² In the Bureau's 1962 and 1964 studies, the proportion of workers paid within 5 cents of the minimum was one-fourth, and in 1967, nearly one-fifth. The 1970 survey, however, was conducted 31 months after the effective date of the \$1.60 minimum, whereas the time intervals between the effective dates and the earlier surveys were 5 months in 1962, 13 months in 1964, and 7 months in 1967.

Women, almost four-fifths of the workers in the 1970 study, averaged \$2.13; men averaged \$2.37. Women were predominant in jobs such as boarders, preboarders, folders and boxers, and sewing-machine operators producing pantyhose; whereas men made up nearly all of the knitting-machine adjusters and fixers.

The 56,985 production workers in women's hosiery mills, two-thirds of the survey total, averaged \$2.24 an hour, compared with \$2.09 for the 17,608 workers in men's hosiery mills, and \$2.01 for the 11,251 workers in children's hosiery mills. Within each branch, pay levels varied by location, size of establishment, and occupation.

Among the jobs selected for separate study, baggers had the lowest average earnings in women's hosiery mills (\$1.90), whereas in children's mills transfer knitters had the lowest average (\$1.72); in men's hosiery mills hand finish menders were lowest paid (\$1.80). Knitting-machine adjusters and fixers, among the highest-paid plant workers in the industry, averaged \$2.91 in women's hosiery mills, \$2.77 in men's, and \$2.68 in children's. Sewing-machine operators working on pantyhose, the largest group of workers studied, averaged \$2.28 an hour in the women's branch.

Paid vacations, most commonly 1 week's pay after 1 year of service and 2 weeks after 5 years, were provided by mills employing large majorities of the production workers in each industry branch. Paid holidays, typically 3 to 5 days, were granted in establishments employing three-fifths of the production workers in women's hosiery, compared with one-half in men's, and slightly less than three-tenths in children's hosiery. Three-fifths of the workers or more in each branch had life, hospitalization, surgical, and basic medical insurance coverage, at least partially paid for by the employer. Retirement pension plans, in addition to social security, covered three-tenths of the production workers in women's and men's mills, but rarely were available in the children's hosiery branch.

Industry characteristics

From 1960 through 1970, hosiery production in the United States increased from 154.9 to 244.1 million

¹ See appendix A for scope and method of survey. 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 (\$2.37 for women's hosiery, except socks, and \$2.17 for hosiery, not elsewhere classified, in September 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 reported payroll totals.

The estimated number of production workers in the study is intended only as a general guide to the size and composition of the labor force. It differs from the monthly series (56,100 for women's hosiery, except socks, and 31,600 for hosiery, not elsewhere classified, in September 1970) because establishments employing fewer than 20 workers are excluded and because advance planning is necessary to assemble establishment lists in advance of data collection. Thus, omitted are establishments new to the industry, establishments found in other industries at the time of the survey, and establishments manufacturing hosiery but classified incorrectly in other industries when the lists were compiled.

² For results of the earlier surveys, see *Industry Wage Surveys: Hosiery, September 1967* (BLS Bulletin 1562, 1968); *Hosiery, September-October 1964* (BLS Bulletin 1456, 1965); and *Hosiery, February 1962* (BLS Bulletin 1349, 1962).

dozen pairs, or 58 percent.³ This rise was accompanied by a 7 percent decline in the number of production workers and a 100 percent increase in output per production worker man-hour.⁴ The increased productivity was partly reflected in a 7 percent drop in the wholesale price of hosiery during the same period, despite a 61 percent increase in average hourly earnings for production workers.⁵ Factors contributing to this increased productivity included new and improved methods of manufacturing, such as the replacement of toe looping by better methods of toe seaming, and the use of the collection system (automatic movement of hosiery from the knitting machines to a central inspection point), and the large shift during the decade from women's full-fashioned to seamless hosiery.

At the time of the 1970 survey, fewer than a thousand production workers were in mills where women's full-fashioned (back-seamed) hosiery was the chief product. Production of this type fell from almost half of the women's hosiery output in 1960 to less than 1 percent in 1970.⁶ On the other hand, pantyhose (made from seamless hosiery), accounted for slightly less than one-eighth of the women's hosiery production in 1968, contrasted with almost seven-tenths by 1970.

Industry branches. Hosiery mills were classified into three branches for the survey: Mills producing primarily women's full- and knee-length hosiery (including pantyhose) employed two-thirds of the 85,844 production workers in the industry; mills manufacturing chiefly men's hosiery employed about one-fifth; and those producing children's hosiery (including women's anklets and socks) accounted for the remainder. Of the women's hosiery mills studied, only about one-tenth also produced other types of hosiery. A number of mills in the other two branches, however, manufactured both men's and children's hosiery, which are made on similar types of knitting machines. Slightly more than half of the men's hosiery mills, for example, also produced children's hosiery, and one-fourth of the children's mills produced men's socks as a secondary product.

Nylon was the predominant type of yarn used in almost all women's hosiery mills. Men's and children's mills most commonly used cotton as the principal type of yarn.

Integrated mills—those engaged in knitting, dyeing, and finishing—employed slightly more than one-half of the production workers in women's hosiery mills, seven-tenths of those in men's, and three-fourths of the workers in children's hosiery mills. Establishments which performed only knitting operations accounted for one-fifth of the women's hosiery mill workers, one-eighth of the number in men's mills, and one-tenth in the

children's branch. Mills specializing in either dyeing and finishing or performing such combination work as knitting and finishing employed most of the remaining workers.

Manufacturers (mills which produce hosiery from purchased yarn) employed about 95 percent of the workers in the women's branch and virtually all those in the other branches. Contractors (mills which process materials owned by others) accounted for the remainder of the industry's work force.

Location. The Southeast region accounted for 88 percent of the industry's employment: 87 percent in the women's branch, 82 percent in the men's, and 100 percent in the children's branch. Employment in this region was primarily concentrated in North Carolina. The Middle Atlantic States accounted for 12 percent of the workers in the men's branch and 6 percent in the women's branch.

The industry is located largely in smaller communities. Between 65 and 70 percent of the workers in women's and men's mills, and almost 80 percent of those in children's mills were in nonmetropolitan areas at the time of the survey. In the Southeast region, between 70 and 80 percent of the workers in each of the three branches were in nonmetropolitan areas. In the Middle Atlantic States, on the other hand, almost four-fifths of the workers were in metropolitan areas.⁷

Establishment size. Mills employing 250 workers or more accounted for seven-tenths of the workers in women's hosiery, compared with about one-half of those in the men's and one-third in the children's branch. As shown in the following tabulation, mills with 250 workers or more employed a larger percentages of the work force in metropolitan areas than in nonmetropolitan areas in the men's and children's branches, but in the women's branch, the opposite was true.

Unionization. Mills operating under labor-management contracts employed 8 percent of the workers in the men's branch and about 3 percent in the women's. None

³ Source: National Association of Hosiery Manufacturers, Annual Report, *Hosiery Statistics*, cited in U.S. Department of Commerce, Bureau of the Census, *Statistical Abstract of the United States, 1971*, p. 706.

⁴ See *Indexes of Output Per Man-Hour, Selected Industries, 1939 and 1947-70* (BLS Bulletin 1692, 1971).

⁵ Based on the BLS Wholesale Price Index and *Employment and Earnings* series.

⁶ Op. cit., *Statistical Abstract of the United States, 1971*.

⁷ Standard Metropolitan Statistical Areas as defined by the U.S. Office of Management and Budget (formerly Bureau of the Budget) through January 1968.

of their workers. The Textile Workers Union of America (AFL-CIO) was the major union in the industry.

Method of wage payment. Incentive wage plans, nearly always based on individual piecework rates, were the method of wage payment for two-thirds of the workers in women's and children's mills, and for three-fifths of those in the men's branch. (See tables 12, 30, and 47.) The incidence of workers paid incentive rates varied by occupation. For example, pairers, folders and boxers, toe seamers, and automatic knitters were usually incentive workers, whereas more than nine-tenths of the knitting-machine adjusters and fixers were time-rated workers. Wage rates for time-rated workers were typically determined according to the individual's qualifications; for one-third of the timeworkers, however, formal rate structures (usually providing rate ranges for specified jobs) were used.

Sex. Women made up at least seven-tenths of the production workers in each industry branch and accounted for all or almost all of the workers in jobs such as examiners, folders, toe loopers, menders, transfer-machine operators, sewing-machine operators (pantyhose), boarders, and preboarders. Women also made up a large majority of the knitters in the survey, whereas men accounted for nearly all of the knitting machine adjusters and fixers.

Size of mill	Women's hosiery mills		Men's hosiery mills	
	Metro-politan areas	Non-metro-politan areas	Metro-politan areas	Non-metro-politan areas
All production workers	100	100	100	100
Mills with—				
Less than 250 workers	38	25	42	56
250 workers or more	62	75	58	44
			Children's hosiery mills	
			Metro-politan areas	Non-metro-politan areas
All production workers			100	100
Mills with—				
Less than 250 workers			56	70
250 workers or more			44	30

of the children's hosiery mills visited during the survey had labor-management contracts applying to a majority

Table 1. All hosiery mills: Earnings distribution

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

	United States ²			Middle Atlantic	Border States	South-east
	All workers	Men	Women			
Under \$1.60 -----	0.2	(³)	0.2	0.4	0.1	0.2
\$1.60 and under \$1.65 -----	10.5	4.4	12.1	7.8	7.3	10.9
\$1.65 and under \$1.70 -----	2.8	1.4	3.2	1.3	1.3	3.0
\$1.70 and under \$1.75 -----	5.3	4.2	5.6	3.3	9.9	5.2
\$1.75 and under \$1.80 -----	4.4	3.2	4.7	4.6	3.0	4.4
\$1.80 and under \$1.85 -----	4.9	4.1	5.1	3.5	3.8	5.0
\$1.85 and under \$1.90 -----	5.2	4.4	5.4	6.8	4.1	5.1
\$1.90 and under \$1.95 -----	5.4	5.2	5.5	3.0	4.2	5.7
\$1.95 and under \$2.00 -----	4.3	2.8	4.7	2.9	2.7	4.3
\$2.00 and under \$2.10 -----	8.9	8.6	8.9	4.9	10.4	8.9
\$2.10 and under \$2.20 -----	7.7	6.5	8.0	6.9	6.8	7.8
\$2.20 and under \$2.30 -----	7.2	6.4	7.4	7.1	8.0	7.2
\$2.30 and under \$2.40 -----	5.5	4.9	5.6	4.7	7.6	5.5
\$2.40 and under \$2.50 -----	4.5	4.9	4.4	4.8	3.6	4.5
\$2.50 and under \$2.60 -----	4.7	6.7	4.1	5.4	5.0	4.5
\$2.60 and under \$2.70 -----	3.3	3.9	3.1	3.7	3.9	3.2
\$2.70 and under \$2.80 -----	3.1	5.4	2.5	3.1	3.2	3.1
\$2.80 and under \$2.90 -----	2.7	4.6	2.2	3.4	3.0	2.6
\$2.90 and under \$3.00 -----	2.0	3.3	1.6	2.4	1.4	1.9
\$3.00 and under \$3.10 -----	2.0	4.1	1.4	2.7	3.0	1.9
\$3.10 and under \$3.20 -----	1.4	2.7	1.0	2.3	1.2	1.3
\$3.20 and under \$3.30 -----	1.0	1.9	.8	2.3	2.6	.9
\$3.30 and under \$3.40 -----	.7	.8	.6	1.2	1.1	.6
\$3.40 and under \$3.50 -----	.5	.7	.4	1.1	1.3	.4
\$3.50 and over -----	2.1	4.9	1.2	6.4	1.2	1.8
Total -----	100.0	100.0	100.0	100.0	100.0	100.0
Number of workers -----	85,844	18,260	67,584	5,472	1,346	75,458
Average hourly earnings ¹ -----	\$2.18	\$2.37	\$2.13	\$2.36	\$2.24	\$2.17

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

² Includes data for regions in addition to those shown separately. For definition of regions (or areas) shown in this or subsequent tables, see table in appendix A.

³ Less than 0.05 percent.

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

Part I. Women's Hosiery Mills

Average hourly earnings

The 56,985 production workers in women's hosiery mills averaged \$2.24 an hour in September 1970—19 percent more than the \$1.89 recorded 3 years earlier.⁸ Wage levels during this period rose 19 percent in the Southeast, where seven-eighths of the workers were employed, and 23 percent in the Middle Atlantic States. In September 1970, workers in these regions averaged \$2.24 and \$2.42 an hour, respectively. (See table 2.)

North Carolina and Tennessee, together employing about four-fifths of the 49,700 workers in the Southeast region, were studied separately, as were two important hosiery production centers in North Carolina. (See tables 8–11.) The 5,900 production workers in Tennessee averaged \$2.05 an hour—26 cents less than the 34,900 workers in North Carolina (\$2.31). Wage levels in Hickory–Statesville averaged \$2.38 and in Winston-Salem–High Point, \$2.35.

The 46,200 women in this branch of the industry averaged \$2.20 an hour, while the 10,784 men averaged \$2.43. Wage advantages for men averaged 21 percent in the Middle Atlantic region and 9 percent in the Southeast—somewhat smaller than differences recorded in earlier surveys. In the Southeast, for example, men averaged 23 percent more than women in February 1962, 17 percent more in October 1964, and 13 percent more in September 1967.⁹

The decline in the relative wage advantage for men over women between the 1962 and 1970 surveys is partly attributable to changes in the occupational composition of the work force. A number of low-paid occupations (compared with the average for all workers) in which women were predominant declined in importance. Toe loopers, for instance, accounted for 17 percent of the workers in the Southeast in 1962, but for less than 1 percent in 1970. By contrast, automatic boarders, sewing-machine operators (panty hose), and several other occupations paid above the industry average, and staffed mostly by women, increased as a proportion of the work force. The average earnings for men, on the other hand, were affected adversely by the decline in full-fashioned hosiery production noted earlier. For example, knitters

of full-fashioned hosiery, nearly all men and one of the highest paid occupations in the industry, decreased from 2,403 in 1962 to 113 in 1970.

The overall effect of such changes in the occupational composition of the work force was an estimated 7 cents an hour. That is, had the occupational staffing pattern remained constant since 1962, the average straight-time earnings in the women's hosiery branch would have been \$2.31 an hour, instead of \$2.24.

In the Southeast, the only region permitting comparisons by city and establishment size, workers in metropolitan areas averaged \$2.31 an hour—10 cents more than those in smaller communities. Workers in establishments employing 250 persons or more averaged \$2.25, compared with \$2.19 an hour for those in mills employing 100–249 workers and \$2.24 for those in mills employing 20–99 workers. The exact influence on wages of individual factors, such as size of community and size of establishment, was not determined in this survey. Thus, wage differences noted previously and in the following discussion of occupational earnings may reflect the interrelationship of such factors.

Earnings of all but 3 percent of the production workers were within a range of \$1.60 to \$3.50 an hour. (See table 3.) About 8 percent of the workers earned \$1.60 but less than \$1.65 an hour, at or near the Federal minimum for manufacturing. Although the proportions earning this amount were the same (8 percent) in both the Southeast and the Middle Atlantic regions, relatively smaller proportions of workers in the Southeast were found at the upper end of the earnings array. For

⁸ Op. cit., BLS Bulletin 1562.

⁹ Differences in average pay levels for men and women may be the result of several factors, including variations in the distribution of the sexes among establishments and, as pointed out in the discussion of industry characteristics, among jobs having disparate pay levels. Differences noted in averages for men and women in the same job and area may reflect minor differences in duties. Job descriptions used to classify workers in wage surveys are usually more generalized than those used in individual establishments because allowances must be made for possible minor differences among establishments in specific duties performed. Earnings for some jobs in the industry are determined largely by production at piece rates. Variations in incentive earnings for individuals or sex groupings may be traceable to differences in work experience, work flow, or other factors which the worker may or may not control.

example, one-fifth of the workers in the Middle Atlantic States earned \$3 or more, compared with slightly less than one-tenth in the Southeast. Factors contributing to the earnings dispersion include prevalence of incentive pay systems, variations in establishment pay levels, and the wide range of skills found in the industry.

Occupational earnings

Occupations selected to represent various earnings levels of production workers in women's hosiery mills accounted for one-half of the work force in September 1970. (See table 4.) Averages for these jobs ranged from \$1.90 an hour for baggers to \$3.11 for knitters of full-fashioned hosiery. Knitting-machine adjusters and fixers, the next highest paid, averaged \$2.91. Sewing-machine operators making pantyhose, the largest occupational group studied separately, averaged \$2.28.

Occupational averages tabulated by size of community, size of establishment, and method of wage payment are presented in tables 5-7. In the Southeast, the only region where comparisons could be made, occupational averages were usually higher in metropolitan areas than in smaller communities and higher in mills employing 250 workers or more than in smaller establishments. Also, averages were usually higher for incentive workers than for time-rated workers in the same job.

Earnings of individual workers varied widely within the same job and area (tables 8-11), and even within the same establishment. For instance, in nearly all Winston-Salem-High Point mills that employed pairers, the highest exceeded the lowest paid by \$1 or more an hour; in over one-third of these establishments, the wage spread exceeded \$2.50.

Establishment practices and supplementary wage provisions

Information also was obtained for production workers on shift differential provisions and practices and for production and office employees on work schedules and provisions for various supplementary benefits, including paid holidays, paid vacations, and health, insurance, and retirement plans.¹⁰

Scheduled weekly hours and shift practices. Work schedules of 40 hours a week were in effect in establishments employing 95 percent of the production workers and 82 percent of the officeworkers. (See table 13.) Most of the remaining officeworkers were scheduled to work 37½ hours.

Nearly all establishments had provisions for working late shifts. (See table 14.) At the time of the survey, almost one-sixth of the production workers were actually

employed on second shifts and less than one-tenth were on third or other late shifts. (See table 15.) Shift differential payments usually were not provided.

Paid holidays. Paid holidays were granted by establishments employing three-fifths of the production workers and nearly seven-eighths of the officeworkers. (See table 16.) Provisions for both groups were more liberal in the Middle Atlantic States than in the Southeast. In the former region, workers typically received 5 or 7 days; in the latter, 5 days or less.

Paid vacations. Paid vacations, after qualifying periods of service, were provided by establishments employing nine-tenths of the production workers and a slightly larger proportion of the officeworkers. (See table 17.) The most common vacation provisions for production workers were 1 week after 1 year, and 2 weeks' pay after 5 years. Officeworkers most commonly received 1 week after 1 year and 2 weeks after 2 years. Provisions for 3 weeks' pay after 15 years, however, applied to nearly one-fifth of the production workers and to one-third of the officeworkers. Vacation provisions generally were more liberal in the Middle Atlantic region than in the Southeast. For example, after 10 years of service, almost two-fifths of the production workers in the Middle Atlantic were in mills providing 3 weeks' vacation pay; in the Southeast, the proportion was about one-tenth.

Health, insurance, and retirement plans. Life, hospitalization, and surgical insurance, at least partially paid for by the employer, covered more than nine-tenths of the production and officeworkers. Accidental death and dismemberment insurance, basic medical, and major medical insurance were available to between one-half and three-fourths of both employee groups. In most cases, costs of the plans were shared by employer and employee. (See table 18.) The proportions of both groups of workers covered by these health and insurance plans were nearly always larger in the Southeast than in the Middle Atlantic region. Hospitalization insurance, for example, covered nearly all of the plant and officeworkers in the Southeast, compared with about 80 percent in the Middle Atlantic States.

Retirement pension plans (other than Federal social security) were provided by mills employing three-tenths of the production workers and slightly more than one-third of the officeworkers. Retirement pension plans, typically financed wholly by the employer, were available to much larger percentages of the workers in the

¹⁰ For an account of employer expenditures for supplementary wage provisions in the women's hosiery manufacturing industry, see *Employee Compensation and Payroll Hours, Women's Hosiery Manufacturing, 1967* (BLS Report 398, 1969).

Southeast than in the Middle Atlantic States. For production workers, 33 percent in the Southeast, compared with 4 percent in the Middle Atlantic; for officeworkers, 41 percent and 2 percent, respectively. Retirement severance pay was seldom found in the industry.

Other selected benefits. Pay for leave to attend the funerals of certain family members was available to one-tenth

of the production workers and to slightly more than one-third of the officeworkers. (See table 19.) Jury duty pay was provided by establishments employing one-third of the production workers and almost half of the office employees. Provisions for payments to workers permanently separated from employment because of technological change or plant closing (technological severance pay) were not found in the survey.

Table 2. Women's hosiery mills: Average hourly earnings by selected characteristics

(Number and average straight-time hourly earnings ¹ of production workers by selected characteristics, United States and selected regions, September 1970)

Item	United States ²		Middle Atlantic		Southeast	
	Number of workers	Average hourly earnings ¹	Number of workers	Average hourly earnings ¹	Number of workers	Average hourly earnings ¹
All production workers -----	56,985	\$2.24	3,440	\$2.42	49,706	\$2.24
Men -----	10,784	2.43	803	2.79	9,260	2.40
Women -----	46,201	2.20	2,637	2.30	40,446	2.20
Size of community:						
Metropolitan areas ³ -----	17,675	2.34	2,737	2.48	14,849	2.31
Nonmetropolitan areas -----	39,310	2.20	-	-	34,857	2.21
Size of establishment:						
20-99 workers -----	5,879	2.31	1,669	2.49	3,935	2.24
100-249 workers -----	10,505	2.19	-	-	8,420	2.19
250 workers or more -----	40,601	2.25	-	-	37,351	2.25

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

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

³ Standard Metropolitan Statistical Areas as defined by the U. S. Office of Management and Budget through January 1968.

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

Table 3. Women's hosiery mills: Earnings distribution

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

Average hourly earnings ¹	United States ²			Middle Atlantic	South-east
	All workers	Men	Women		
Under \$1.60 -----	0.1	(³)	0.1	0.3	0.1
\$1.60 and under \$1.65 -----	7.6	2.1	8.9	8.3	7.6
\$1.65 and under \$1.70 -----	2.2	.9	2.5	1.4	2.2
\$1.70 and under \$1.75 -----	4.8	3.4	5.2	4.2	4.5
\$1.75 and under \$1.80 -----	3.8	2.9	4.1	5.8	3.7
\$1.80 and under \$1.85 -----	4.7	4.0	4.9	3.7	4.7
\$1.85 and under \$1.90 -----	4.9	4.6	5.0	5.3	4.9
\$1.90 and under \$1.95 -----	5.4	5.1	5.5	3.0	5.7
\$1.95 and under \$2.00 -----	4.3	3.1	4.6	2.7	4.3
\$2.00 and under \$2.10 -----	8.7	8.5	8.8	8.0	8.7
\$2.10 and under \$2.20 -----	7.8	6.9	8.0	5.1	8.0
\$2.20 and under \$2.30 -----	7.8	6.9	8.0	6.5	7.9
\$2.30 and under \$2.40 -----	5.9	4.9	6.1	3.8	6.0
\$2.40 and under \$2.50 -----	5.0	5.3	5.0	4.3	5.2
\$2.50 and under \$2.60 -----	4.9	6.2	4.6	5.1	4.9
\$2.60 and under \$2.70 -----	3.7	3.9	3.6	3.5	3.7
\$2.70 and under \$2.80 -----	3.6	5.5	3.2	3.3	3.7
\$2.80 and under \$2.90 -----	3.1	4.9	2.7	3.1	3.1
\$2.90 and under \$3.00 -----	2.3	3.3	2.0	2.2	2.3
\$3.00 and under \$3.10 -----	2.4	4.7	1.9	3.2	2.4
\$3.10 and under \$3.20 -----	1.6	2.6	1.4	2.8	1.5
\$3.20 and under \$3.30 -----	1.2	2.0	1.0	3.2	1.0
\$3.30 and under \$3.40 -----	.8	.7	.9	1.5	.8
\$3.40 and under \$3.50 -----	.6	.6	.6	1.1	.5
\$3.50 and over -----	2.7	6.9	1.6	8.7	2.4
Total -----	100.0	100.0	100.0	100.0	100.0
Number of workers -----	56,985	10,784	46,201	3,440	49,706
Average hourly earnings ¹ -----	\$2.24	\$2.43	\$2.20	\$2.42	\$2.24

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

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

³ Less than 0.05 percent.

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

Table 4. Women's hosiery mills: Occupational averages—all mills

(Number and average straight-time hourly earnings¹ of workers in selected occupations, United States and selected regions, September 1970)

Occupation and sex	United States ²				Middle Atlantic				Southeast			
	Number of workers	Hourly earnings ¹			Number of workers	Hourly earnings ¹			Number of workers	Hourly earnings ¹		
		Mean ³	Median ³	Middle range ³		Mean ³	Median ³	Middle range ³		Mean ³	Median ³	Middle range ³
Plant occupations												
Knitting:												
Adjusters and fixers, knitting machines (2,762 men, 52 women) ⁴ -----	2,814	\$2.91	\$2.85	\$2.52-\$3.15	-	-	-	-	2,502	\$2.91	\$2.80	\$2.50-\$3.13
Seamless hosiery, full- or knee-length (2,429 men, 51 women)-----	2,480	2.93	2.85	2.55- 3.20	-	-	-	-	2,305	2.93	2.85	2.55- 3.15
Seamless hosiery, half-hose (152 men, 1 woman)-----	153	2.83	2.85	2.61- 3.10	-	-	-	-	103	2.72	2.67	2.60- 2.90
Collection-system inspectors-----	716	2.08	2.15	1.90- 2.20	-	-	-	-	670	2.08	2.15	1.90- 2.20
Women-----	697	2.08	2.15	1.90- 2.20	-	-	-	-	666	2.08	2.15	1.90- 2.20
Collection-system operators-----	489	2.24	2.15	1.95- 2.60	-	-	-	-	471	2.25	2.15	1.95- 2.85
Men-----	249	2.39	2.25	2.00- 2.85	-	-	-	-	233	2.42	2.60	2.00- 2.85
Women-----	240	2.08	2.10	1.90- 2.15	-	-	-	-	238	2.08	2.10	1.90- 2.15
Knitters, full-fashioned hosiery ⁴ -----	113	3.11	3.17	2.53- 3.60	-	-	-	-	-	-	-	-
51 gauge (56 men, 20 women)-----	76	3.00	2.93	2.43- 3.59	49	\$3.14	\$3.46	\$2.52-\$3.59	-	-	-	-
Knitters, women's seamless hosiery single-feed ⁴ -----	237	2.14	1.98	1.85- 2.30	-	-	-	-	237	2.14	1.98	1.85- 2.30
Men-----	55	2.55	2.38	2.07- 3.00	-	-	-	-	55	2.55	2.38	2.07- 3.00
Women-----	182	2.01	1.95	1.84- 2.09	-	-	-	-	182	2.01	1.95	1.84- 2.09
400 needles-----	192	2.18	2.00	1.87- 2.37	-	-	-	-	192	2.18	2.00	1.87- 2.37
Men-----	52	2.57	2.43	2.04- 3.00	-	-	-	-	52	2.57	2.43	2.04- 3.00
Women-----	140	2.04	1.95	1.82- 2.22	-	-	-	-	140	2.04	1.95	1.82- 2.22
Knitters, women's seamless hosiery, two-feed ⁴ -----	734	2.30	2.26	1.95- 2.55	51	2.89	3.00	2.50- 3.30	613	2.25	2.20	1.95- 2.45
Men-----	294	2.44	2.45	2.17- 2.60	51	2.89	3.00	2.50- 3.30	243	2.34	2.44	2.10- 2.53
Women-----	440	2.21	2.11	1.94- 2.40	-	-	-	-	370	2.18	2.06	1.90- 2.33
400 needles-----	537	2.25	2.20	1.94- 2.45	51	2.89	3.00	2.50- 3.30	472	2.19	2.16	1.90- 2.45
Men-----	285	2.45	2.45	2.18- 2.63	51	2.89	3.00	2.50- 3.30	234	2.35	2.45	2.07- 2.55
Women-----	252	2.02	1.95	1.89- 2.17	-	-	-	-	238	2.03	1.95	1.88- 2.18
Knitters, women's hosiery, four-feed ⁴ -----	267	2.27	2.06	1.90- 2.45	-	-	-	-	216	2.12	2.01	1.85- 2.32
Men-----	84	2.76	2.45	2.33- 3.50	-	-	-	-	47	2.39	2.45	2.29- 2.45
Women-----	183	2.05	2.00	1.82- 2.14	-	-	-	-	169	2.05	2.00	1.84- 2.10
400 needles (71 men, 149 women)-----	220	2.33	2.16	1.85- 2.46	-	-	-	-	181	2.14	2.01	1.84- 2.33
Knitters, women's seamless hosiery, six-feed (8 men, 28 women) ⁴ -----	36	2.07	2.12	1.90- 2.13	-	-	-	-	36	2.07	2.12	1.90- 2.13
400 needles (8 men, 28 women)-----	36	2.07	2.12	1.90- 2.13	-	-	-	-	36	2.07	2.12	1.90- 2.13
Knitters, women's seamless hosiery, eight-feed (123 men, 93 women) ⁴ -----	216	2.20	2.14	1.90- 2.30	-	-	-	-	158	2.11	2.13	1.90- 2.30
400 needles (123 men, 70 women)-----	193	2.24	2.20	2.00- 2.40	-	-	-	-	135	2.15	2.20	2.00- 2.30
Knitters, automatic (32 men, 503 women)-----	535	1.98	2.01	1.80- 2.13	-	-	-	-	503	1.97	2.00	1.80- 2.13
Knitters, rib-----	-	-	-	-	-	-	-	-	-	-	-	-
Boarding and preboarding:												
Boarders, automatic (78 men, 958 women)-----	1,036	2.41	2.34	2.02- 2.75	-	-	-	-	928	2.41	2.34	2.01- 2.75
Boarders, other than automatic-----	1,134	2.37	2.30	2.08- 2.62	-	-	-	-	1,057	2.37	2.30	2.08- 2.63
Men-----	22	2.10	2.03	1.85- 2.17	-	-	-	-	22	2.10	2.03	1.85- 2.17
Women-----	1,112	2.37	2.31	2.10- 2.63	-	-	-	-	1,035	2.37	2.31	2.10- 2.63
Boarders, Dunn method-----	781	2.42	2.38	1.90- 2.74	-	-	-	-	633	2.28	2.25	1.84- 2.58
Men-----	87	2.75	2.66	2.36- 3.05	-	-	-	-	-	-	-	-
Women-----	694	2.37	2.34	1.88- 2.70	-	-	-	-	633	2.28	2.25	1.84- 2.58
Preboarders-----	2,782	2.42	2.41	1.95- 2.80	230	2.75	2.59	2.11- 3.16	2,358	2.40	2.41	1.95- 2.79
Men-----	121	3.16	2.99	2.57- 3.37	-	-	-	-	37	2.93	3.00	2.66- 3.34
Women-----	2,661	2.39	2.37	1.93- 2.78	152	2.45	2.27	1.94- 2.90	2,321	2.40	2.39	1.94- 2.79

See footnotes at end of table.

Table 4. Women's hosiery mills: Occupational averages—all mills—Continued

(Number and average straight-time hourly earnings¹ of workers in selected occupations, United States and selected regions, September 1970)

Occupation and sex	United States ²				Number of workers	Middle Atlantic			Number of workers	Southeast				
	Number of workers	Hourly earnings ¹				Number of workers	Hourly earnings ¹			Number of workers	Hourly earnings ¹			
		Mean ³	Median ³	Middle range ³			Mean ³	Median ³			Middle range ³	Mean ³	Median ³	Middle range ³
Plant occupations—Continued														
Miscellaneous:														
Baggers (13 men, 170 women) -----	183	\$1.90	\$1.80	\$1.65-2.00	-	-	-	-	163	\$1.90	\$1.80	\$1.62-1.98		
Boxers (7 men, 342 women) -----	349	2.07	1.91	1.70- 2.41	53	\$1.94	\$1.70	\$1.70-2.30	265	2.15	2.11	1.75- 2.46		
Examiners, grey (hosiery inspectors) (13 men, 2,254 women) -----	2,267	2.22	2.13	1.82- 2.50	300	2.16	2.05	1.88- 2.41	1,817	2.24	2.15	1.83- 2.52		
Folders (all women) -----	1,280	2.21	2.10	1.81- 2.49	59	1.81	1.70	1.70- 1.86	1,168	2.24	2.13	1.86- 2.53		
Folders and boxers (13 men, 3,824 women) -----	3,837	2.18	2.12	1.81- 2.44	224	2.19	2.04	1.85- 2.49	3,197	2.17	2.10	1.80- 2.43		
Loopers, toe (all women) -----	67	2.18	2.10	1.92- 2.34	-	-	-	-	56	2.21	2.14	1.94- 2.47		
Menders, hand, finish (all women) -----	931	2.30	2.18	1.88- 2.56	-	-	-	-	807	2.21	2.12	1.85- 2.45		
Menders, hand, grey (1 man, 431 women) -----	432	2.27	2.09	1.79- 2.52	49	2.56	2.18	1.98- 3.09	339	2.25	2.10	1.78- 2.53		
Pairers (2 men, 2,114 women) -----	2,116	2.41	2.32	1.96- 2.76	160	2.48	2.39	1.91- 2.94	1,820	2.41	2.33	1.96- 2.75		
Seamers, full-fashioned hosiery (1 man, 87 women) -----	88	2.11	1.99	1.80- 2.45	-	-	-	-	-	-	-	-		
Seamers, toe (46 men, 3,106 women) -----	3,152	2.25	2.20	1.89- 2.54	171	2.30	2.26	1.85- 2.58	2,670	2.26	2.20	1.91- 2.55		
Sewing-machine operators (panty hose) (108 men, 5,394 women) -----	5,502	2.28	2.20	1.88- 2.59	383	2.58	2.56	2.16- 2.94	4,875	2.26	2.18	1.87- 2.56		
Transfer-machine operators (3 men, 191 women) -----	194	2.00	1.89	1.71- 2.16	31	1.85	1.86	1.85- 1.89	127	2.08	1.95	1.76- 2.30		
Office occupations														
Clerks, payroll (2 men, 157 women) -----	159	2.18	2.15	1.93- 2.37	18	2.02	2.06	1.93- 2.15	127	2.22	2.25	1.96- 2.41		
Stenographers, general (all women) -----	44	2.48	2.48	2.00- 2.75	-	-	-	-	39	2.53	2.60	2.10- 2.80		
Typists, class A (all women) -----	8	2.20	-	-	-	-	-	-	8	2.20	-	-		
Typists, class B (all women) -----	47	1.96	1.90	1.83- 2.06	-	-	-	-	35	1.94	1.90	1.81- 2.04		

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

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

³ See appendix A for method used in computing means, medians, and middle ranges of earnings.

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

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

Table 5. Women's hosiery mills: Occupational averages—by size of community

(Number and average straight-time hourly earnings¹ of workers in selected occupations by size of community, United States and selected regions, September 1970)

Occupation and sex	United States ²				Middle Atlantic		Southeast			
	Metropolitan areas		Nonmetropolitan areas		Metropolitan areas		Metropolitan areas		Nonmetropolitan areas	
	Number of workers	Average hourly earnings ¹	Number of workers	Average hourly earnings ¹	Number of workers	Average hourly earnings ¹	Number of workers	Average hourly earnings ¹	Number of workers	Average hourly earnings ¹
<u>Men</u>										
Knitting:										
Adjusters and fixers, knitting machines ³ -----	829	\$3.13	1,870	\$2.80	59	\$3.20	833	\$3.12	1,619	\$2.78
Seamless hosiery, full- or knee-length -----	863	3.14	1,566	2.81	56	3.21	807	3.13	1,449	2.81
Knitters, full-fashioned hosiery -----	-	-	9	2.58	-	-	-	-	9	2.58
Knitters, women's seamless hosiery, single-feed ³ -----	-	-	42	2.74	-	-	-	-	42	2.74
Knitters, women's seamless hosiery, two-feed ³ -----	117	2.67	177	2.28	51	2.89	-	-	168	2.28
400 needles -----	117	2.67	168	2.29	51	2.89	-	-	177	2.29
Knitters, women's seamless hosiery, four-feed ³ -----	57	2.94	27	2.38	-	-	27	2.39	20	2.40
400 needles -----	49	3.06	22	2.45	-	-	-	-	17	2.44
Knitters, women's seamless hosiery, eight-feed ³ -----	71	2.43	-	-	-	-	59	2.25	-	-
400 needles -----	71	2.43	-	-	-	-	59	2.25	-	-
<u>Women</u>										
Knitting:										
Collection-system inspectors -----	-	-	571	2.05	-	-	-	-	540	2.05
Collection-system operators -----	-	-	206	2.05	-	-	-	-	204	2.05
Knitters, women's seamless hosiery, single-feed -----	-	-	106	2.00	-	-	-	-	106	2.00
Knitters, women's seamless hosiery, two-feed ³ -----	98	1.98	342	2.28	-	-	98	1.98	272	2.26
400 needles -----	98	1.98	154	2.05	-	-	98	1.98	140	2.06
Knitters, women's seamless hosiery, four-feed ³ -----	-	-	115	1.94	-	-	-	-	101	1.92
400 needles -----	-	-	81	1.94	-	-	-	-	77	1.92
Knitters, women's seamless hosiery, eight-feed ³ -----	55	1.99	38	1.94	-	-	55	1.99	15	2.03
400 needles -----	32	2.09	38	1.94	-	-	32	2.09	15	2.03
Boarding and preboarding:										
Boarders, automatic -----	246	2.35	712	2.38	-	-	246	2.35	658	2.41
Boarders, other than automatic -----	96	2.50	1,016	2.36	-	-	96	2.50	939	2.36
Boarders, Dunn method -----	332	2.57	362	2.19	-	-	277	2.41	356	2.18
Preboarders -----	970	2.51	1,691	2.32	86	2.67	884	2.50	1,437	2.33
Miscellaneous:										
Baggers -----	21	2.49	149	1.80	-	-	15	2.69	138	1.80
Examiners, grey (hosiery inspectors) -----	648	2.22	1,606	2.22	218	2.16	430	2.25	1,384	2.24
Folders -----	476	2.45	804	2.07	59	1.81	417	2.54	751	2.08
Folders and boxers -----	1,260	2.16	2,564	2.19	183	2.24	1,041	2.14	2,156	2.18
Menders, hand, finish -----	289	2.66	642	2.14	-	-	223	2.38	584	2.14
Menders, hand, grey -----	120	2.36	311	2.23	38	2.57	82	2.26	257	2.25
Pairers -----	994	2.49	1,120	2.34	150	2.52	844	2.48	976	2.36
Seamers, toe -----	752	2.35	2,354	2.22	129	2.34	623	2.48	2,007	2.23
Sewing-machine operators (panty hose) -----	1,482	2.36	3,912	2.25	283	2.61	1,119	2.30	3,568	2.24
Transfer-machine operators -----	47	2.05	144	1.99	11	1.76	36	2.14	88	2.06

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

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

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

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

Table 6. Women's hosiery mills: Occupational averages—by size of establishment

(Number and average straight-time hourly earnings¹ of workers in selected occupations by size of establishment, United States and selected regions, September 1970)

Occupation and sex	United States ²						Middle Atlantic		Southeast					
	Establishments having—													
	20-99 workers		100-249 workers		250 workers or more		20-99 workers		20-99 workers		100-249 workers		250 workers or more	
	Number of workers	Average hourly earnings ¹	Number of workers	Average hourly earnings ¹	Number of workers	Average hourly earnings ¹	Number of workers	Average hourly earnings ¹	Number of workers	Average hourly earnings ¹	Number of workers	Average hourly earnings ¹	Number of workers	Average hourly earnings ¹
<u>Men</u>														
Knitting:														
Adjusters and fixers, knitting machines ³ -----	474	\$2.75	572	\$2.73	1,716	\$3.01	-	-	432	\$2.70	483	\$2.73	1,537	\$3.01
Seamless hosiery, full- or knee-length-----	415	2.74	478	2.73	1,536	3.04	-	-	391	2.70	433	2.76	1,432	3.04
Knitters, women's seamless hosiery, two-feed ³ -----	103	2.65	-	-	187	2.32	51	\$2.89	-	-	-	-	187	2.32
400 needles-----	103	2.65	-	-	178	2.33	51	2.89	-	-	-	-	178	2.33
Knitters, women's seamless hosiery, four-feed ³ -----	54	2.95	-	-	21	2.40	-	-	-	-	-	-	21	2.40
400 needles-----	44	3.13	-	-	18	2.43	-	-	-	-	-	-	18	2.43
<u>Women</u>														
Knitting:														
Collection-system inspectors-----	137	2.05	143	1.91	417	2.14	-	-	131	2.03	128	1.94	407	2.14
Collection-system operators-----	-	-	31	1.94	189	2.10	-	-	-	-	31	1.94	187	2.10
Knitters, women's seamless hosiery, four-feed ³ -----	60	1.87	-	-	65	1.98	-	-	-	-	-	-	65	1.98
Knitters, women's seamless hosiery, eight-feed ³ -----	-	-	33	1.95	50	1.95	-	-	-	-	-	-	50	1.95
400 needles-----	-	-	33	1.95	27	2.02	-	-	-	-	-	-	27	2.02
Boarding and preboarding:														
Boarders, other than automatic-----	-	-	62	2.33	1,003	2.40	-	-	-	-	58	2.30	930	2.40
Boarders, Dunn method-----	-	-	159	2.50	385	2.22	-	-	-	-	153	2.48	348	2.16
Preboarders-----	172	2.24	636	2.36	1,853	2.42	94	2.56	-	-	543	2.36	1,707	2.43
Miscellaneous:														
Examiners, grey (hosiery inspectors)-----	299	2.32	386	2.15	1,569	2.22	101	2.31	196	2.34	320	2.11	1,298	2.25
Folders-----	191	2.01	-	-	1,016	2.26	59	1.81	-	-	-	-	1,016	2.26
Folders and boxers-----	217	1.87	1,094	2.15	2,513	2.22	81	2.03	136	1.77	915	2.11	2,146	2.22
Menders, hand, finish-----	35	2.58	136	2.16	760	2.32	-	-	20	2.13	93	2.15	694	2.22
Menders, hand, grey-----	90	2.17	114	2.23	227	2.32	31	2.32	59	2.09	108	2.22	172	2.33
Pairers-----	193	2.26	368	2.31	1,553	2.45	68	2.55	118	2.12	245	2.36	1,457	2.45
Seamers, toe-----	565	2.24	678	2.17	1,863	2.28	99	2.34	447	2.23	423	2.20	1,760	2.28
Transfer-machine operators-----	45	1.80	47	1.94	99	2.13	-	-	-	-	20	2.06	91	2.14

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

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

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

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

Table 7. Women's hosiery mills: Occupational averages—by method of wage payment

(Number and average straight-time hourly earnings¹ of workers in selected occupations by method of wage payment, United States and selected regions, September 1970)

Occupation and sex	United States ²				Middle Atlantic				Southeast			
	Time-workers		Incentive workers		Time-workers		Incentive workers		Time-workers		Incentive workers	
	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings
Men												
Knitting:												
Adjusters and fixers, knitting machines ³ -----	2,659	\$2.90	103	\$3.08	-	-	-	-	2,352	\$2.89	100	\$3.04
Seamless hosiery, full- or knee-length -----	2,326	2.92	103	3.08	-	-	-	-	2,156	2.92	100	3.04
Knitters, women's seamless hosiery, two-feed ³ -----	128	2.64	166	2.28	51	\$2.89	-	-	77	2.48	166	2.28
400 needles -----	122	2.66	163	2.28	51	2.89	-	-	71	2.50	163	2.28
Women												
Knitting:												
Collection-system inspectors -----	490	2.11	207	2.00	-	-	-	-	465	2.12	201	1.99
Knitters, women's seamless hosiery, two-feed ³ -----	114	2.38	326	2.16	-	-	-	-	107	2.40	263	2.10
400 needles -----	-	-	208	2.04	-	-	-	-	-	-	201	2.04
Knitters, women's seamless hosiery, four-feed ³ -----	86	1.89	97	2.19	-	-	-	-	86	1.89	83	2.21
400 needles -----	62	1.88	87	2.21	-	-	-	-	62	1.88	83	2.21
Knitters, women's seamless hosiery, six-feed ³ -----	13	1.89	-	-	-	-	-	-	13	1.89	-	-
400 needles -----	13	1.89	-	-	-	-	-	-	13	1.89	-	-
Knitters, women's seamless hosiery, eight-feed ³ -----	64	1.99	29	1.94	-	-	-	-	64	1.99	-	-
400 needles -----	41	2.06	29	1.94	-	-	-	-	41	2.06	-	-
Boarding and preboarding												
Boarders, automatic -----	-	-	957	2.37	-	-	-	-	-	-	903	2.40
Boarders, other than automatic -----	-	-	1,110	2.37	-	-	-	-	-	-	1,033	2.38
Boarders, Dunn method -----	-	-	690	2.37	-	-	-	-	-	-	633	2.28
Preboarders -----	-	-	2,626	2.39	-	-	128	\$2.35	-	-	2,310	2.40
Miscellaneous												
Boxers -----	105	1.75	237	2.22	-	-	-	-	65	1.76	196	2.28
Examiners, grey (hosiery inspectors) -----	157	1.94	2,097	2.24	-	-	191	2.26	45	1.91	1,769	2.25
Folders -----	-	-	1,247	2.22	-	-	32	1.91	-	-	1,162	2.25
Folders and boxers -----	197	1.82	3,627	2.20	71	1.97	-	-	126	1.74	3,071	2.19
Menders, hand, finish -----	69	2.04	862	2.32	-	-	-	-	68	2.05	739	2.22
Menders, hand, grey -----	83	2.00	348	2.32	15	1.93	33	2.80	66	2.02	273	2.31
Pairers -----	66	1.85	2,048	2.43	17	1.75	141	2.58	43	1.89	1,777	2.43
Seamers, toe -----	213	2.04	2,893	2.26	31	1.81	134	2.41	182	2.08	2,448	2.27
Sewing-machine operators (panty hose) -----	-	-	5,391	2.28	-	-	383	2.58	-	-	4,767	2.26
Transfer-machine operators -----	38	1.74	153	2.08	-	-	-	-	-	-	119	2.10

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

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

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

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

Table 8. Women's hosiery mills: Occupational earnings—North Carolina

(Number and average straight-time hourly earnings¹ of production workers in selected occupations, September 1970)

Occupation and sex	Number of workers	Average hourly earnings	Number of workers receiving straight-time hourly earnings of—																									
			\$1.60	\$1.65	\$1.70	\$1.75	\$1.80	\$1.85	\$1.90	\$1.95	\$2.00	\$2.10	\$2.20	\$2.30	\$2.40	\$2.50	\$2.60	\$2.70	\$2.80	\$2.90	\$3.00	\$3.10	\$3.20	\$3.40	\$3.60	\$3.80	\$4.00	\$4.20
			and under																									
All production workers -----	34,914	\$2.31	2,163	560	1,392	953	1,369	1,379	1,918	1,463	2,830	2,943	2,864	2,219	1,973	1,943	1,460	1,358	1,358	1,014	1,033	666	806	453	386	164	153	94
Men -----	6,912	2.43	100	31	244	166	292	255	432	218	594	531	477	323	396	442	243	302	418	273	378	158	145	112	198	81	98	5
Women -----	28,002	2.27	2,063	529	1,148	787	1,077	1,124	1,486	1,245	2,236	2,412	2,387	1,896	1,577	1,501	1,217	1,056	940	741	655	508	661	341	188	83	55	89
<u>Selected production occupations—men</u>																												
<u>Knitting</u>																												
Adjusters and fixers, knitting machines ³ -----	1,749	2.95	-	-	-	-	-	5	20	4	49	34	57	58	82	140	107	161	139	122	217	103	62	66	187	71	65	-
Time -----	1,664	2.94	-	-	-	-	-	5	16	4	49	34	57	58	82	140	107	160	132	120	209	64	62	42	187	71	65	-
Seamless hosiery, full-or knee-length -----	1,636	2.96	-	-	-	-	-	5	20	2	48	32	51	52	78	135	75	151	134	109	209	100	59	58	183	70	65	-
Time -----	1,551	2.95	-	-	-	-	-	5	16	2	48	32	51	52	78	135	75	150	127	107	201	61	59	34	183	70	65	-
Incentive -----	85	3.14	-	-	-	-	-	-	4	-	-	-	-	-	-	-	-	1	7	2	8	39	-	24	-	-	-	-
Seamless hosiery, half-hose (all timeworkers) -----	102	2.72	-	-	-	-	-	-	-	1	1	2	6	6	4	3	32	10	5	13	8	3	3	4	-	1	-	-
Collection-system operators (all timeworkers) -----	206	2.46	9	-	2	22	1	-	8	-	4	40	-	4	-	-	-	-	116	-	-	-	-	-	-	-	-	-
Knitters, full-fashioned hosiery ^{4a/} -----	9	2.58	-	-	-	-	-	-	-	-	-	-	-	-	4	3	-	-	-	-	2	-	-	-	-	-	-	-
Knitters, women's seamless hosiery:																												
Single-feed ^{4b/} -----	35	2.57	2	-	-	1	2	-	1	3	2	-	3	2	-	-	-	-	6	-	5	-	8	-	-	-	-	-
400 needles ^{4b/} -----	32	2.61	2	-	-	1	2	-	1	3	2	-	2	-	-	-	-	-	6	-	5	-	8	-	-	-	-	-
Two-feed ³ -----	101	2.51	-	-	1	-	-	-	1	-	4	4	6	-	46	17	5	2	2	5	6	1	1	-	-	-	-	-
Time -----	77	2.48	-	-	-	-	-	-	1	-	4	1	3	-	42	15	3	1	2	1	4	-	-	-	-	-	-	-
400 needles -----	95	2.52	-	-	1	-	-	-	-	-	4	4	3	-	46	15	5	2	2	5	6	1	1	-	-	-	-	-
Time -----	71	2.50	-	-	-	-	-	-	-	-	4	1	-	-	42	13	3	1	2	1	4	-	-	-	-	-	-	-
Four-feed ³ -----	37	2.41	-	-	-	-	-	-	-	-	4	1	5	-	16	7	2	-	-	-	2	-	-	-	-	-	-	-
Time -----	32	2.40	-	-	-	-	-	-	-	-	4	-	3	-	16	6	2	-	-	-	1	-	-	-	-	-	-	-
400 needles ^{4a/} -----	26	2.48	-	-	-	-	-	-	-	-	-	1	2	-	16	3	2	-	-	-	2	-	-	-	-	-	-	-
Eight-feed, 400 needles (all timeworkers) -----	88	2.20	-	-	4	-	5	-	7	-	10	4	19	14	21	4	-	-	-	-	-	-	-	-	-	-	-	-
<u>Boarding and preboarding</u>																												
Boarders, automatic (all incentive workers) -----	24	2.91	-	1	-	-	-	-	-	-	-	1	-	2	-	2	-	2	4	1	1	4	4	-	-	2	-	-
Boarders, other than automatic (all incentive workers) -----	20	2.09	2	-	-	-	5	-	-	1	8	-	1	-	-	-	-	-	1	-	2	-	-	-	-	-	-	-
Preboarders (all incentive workers) -----	37	2.93	-	1	-	-	-	1	-	-	1	1	-	-	3	1	3	6	1	2	-	1	7	7	2	-	-	-
<u>Selected production occupations—women</u>																												
<u>Knitting</u>																												
Collection-system inspectors -----	442	2.13	3	2	3	8	38	12	18	25	43	109	121	32	7	14	2	1	-	3	1	-	-	-	-	-	-	-
Time -----	311	2.16	-	-	2	-	5	1	5	16	37	105	107	29	-	4	-	-	-	-	-	-	-	-	-	-	-	-
Incentive -----	131	2.05	3	2	1	8	33	11	13	9	6	4	14	3	7	10	2	1	-	3	1	-	-	-	-	-	-	-
Collection-system operators -----	178	2.11	2	-	1	6	8	2	18	1	33	72	1	27	1	-	-	-	5	1	-	-	-	-	-	-	-	-
Time -----	146	2.13	-	-	-	-	3	2	18	-	25	68	1	25	-	-	-	-	4	-	-	-	-	-	-	-	-	-
Knitters, women's seamless hosiery:																												
Single-feed -----	134	2.02	20	3	3	1	15	3	18	8	26	8	7	8	7	-	-	-	-	-	-	4	3	-	-	-	-	-
Incentive -----	122	2.03	18	3	3	1	15	3	18	8	16	8	7	8	7	-	-	-	-	-	-	4	3	-	-	-	-	-
Two-feed ³ -----	233	2.26	1	-	13	3	12	9	28	43	10	15	17	11	6	5	4	3	-	7	44	2	-	-	-	-	-	-
Time -----	107	2.40	1	-	-	3	-	4	22	22	5	2	-	-	-	-	-	-	2	6	42	-	-	-	-	-	-	-
Incentive -----	126	2.13	-	-	13	-	12	5	6	21	5	13	17	11	6	5	4	3	-	1	2	2	-	-	-	-	-	-
400 needles ^{4b/} -----	109	1.99	-	-	10	-	11	6	26	28	5	7	5	6	-	-	2	1	-	-	1	1	-	-	-	-	-	-

See footnotes at end of table.

Table 8. Women's hosiery mills: Occupational earnings—North Carolina—Continued

(Number and average straight-time hourly earnings¹ of production workers in selected occupations, September 1970)

Occupation and sex	Number of workers	Average hourly earnings ²	Number of workers receiving straight-time hourly earnings of—																									
			\$1.60 and under	\$1.65	\$1.70	\$1.75	\$1.80	\$1.85	\$1.90	\$1.95	\$2.00	\$2.10	\$2.20	\$2.30	\$2.40	\$2.50	\$2.60	\$2.70	\$2.80	\$2.90	\$3.00	\$3.10	\$3.20	\$3.40	\$3.60	\$3.80	\$4.00	\$4.20 and over
			\$1.65	\$1.70	\$1.75	\$1.80	\$1.85	\$1.90	\$1.95	\$2.00	\$2.10	\$2.20	\$2.30	\$2.40	\$2.50	\$2.60	\$2.70	\$2.80	\$2.90	\$3.00	\$3.10	\$3.20	\$3.40	\$3.60	\$3.80	\$4.00	\$4.20	over
Selected production occupations—women																												
Continued																												
Knitting—Continued																												
Knitters, women's seamless hosiery—Continued																												
Four-feed ⁴ b/-----	105	\$2.14	-	-	-	5	5	9	22	3	20	7	9	7	-	3	6	3	3	-	-	-	3	-	-	-	-	-
Eight-feed, 400 needles--- Time-----	26 20	2.15 2.15	-	-	-	-	1	-	4	-	1	6	10	-	4	-	-	-	-	-	-	-	-	-	-	-	-	-
Knitters, automatic (all incentive workers)-----	143	2.13	-	1	6	1	3	1	4	7	23	38	44	11	4	-	-	-	-	-	-	-	-	-	-	-	-	-
Boarding and preboarding																												
Boarders, automatic ⁴ b/-----	806	2.42	66	10	18	13	19	17	20	28	48	57	56	61	66	44	56	42	23	31	27	33	49	10	-	1	4	7
Boarders, other than automatic ⁴ b/-----	581	2.46	9	-	8	8	20	19	10	8	34	58	53	46	44	55	47	26	42	27	25	13	19	4	4	-	2	-
Boarders, Dunn method (all incentive workers)-----	344	2.43	8	7	19	2	9	12	4	7	13	22	20	29	49	29	24	31	13	29	6	-	-	2	2	6	-	1
Preboarders (all incentive workers)-----	1,847	2.51	137	38	27	27	13	21	32	33	108	86	130	96	148	141	126	138	122	84	111	63	77	57	19	7	1	5
Miscellaneous																												
Boxers-----	218	2.23	28	6	4	10	3	5	15	6	9	17	14	20	24	14	10	13	7	8	1	2	-	1	1	-	-	-
Time-----	22	1.74	4	4	2	7	-	-	4	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Incentive-----	196	2.28	24	2	2	3	3	5	11	5	9	17	14	20	24	14	10	13	7	8	1	2	-	1	1	-	-	-
Examiners, grey (hosiery inspectors)-----	1,077	2.40	52	14	26	36	38	23	48	32	81	65	110	69	74	67	78	53	33	42	22	44	21	16	15	2	4	12
Time-----	28	1.97	-	-	5	-	-	8	-	-	2	13	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Incentive-----	1,049	2.41	52	14	21	36	38	15	48	32	79	52	110	69	74	67	78	53	33	42	22	44	21	16	15	2	4	12
Folders ⁴ b/-----	669	2.35	77	12	22	13	22	14	23	7	76	50	35	39	26	38	31	42	17	20	24	24	28	12	9	4	3	1
Folders and boxers-----	2,368	2.19	239	128	81	86	85	102	99	98	179	198	219	193	124	119	71	77	82	49	36	39	36	13	15	-	-	-
Incentive-----	2,296	2.21	224	108	76	74	85	97	99	93	169	198	219	193	124	119	71	77	82	49	36	39	36	13	15	-	-	-
Loopers, toe (all incentive workers)-----	56	2.21	1	2	-	2	5	1	5	4	6	5	7	2	3	5	3	1	1	-	-	1	2	-	-	-	-	-
Menders, hand, finish-----	381	2.34	17	8	8	7	10	9	29	8	36	21	47	37	33	18	21	15	12	9	6	10	4	3	7	1	3	2
Time-----	60	2.08	-	-	1	-	3	2	19	2	3	4	14	10	2	-	-	-	-	-	-	-	-	-	-	-	-	-
Incentive-----	321	2.39	17	8	7	7	7	7	10	6	33	17	33	27	31	18	21	15	12	9	6	10	4	3	7	1	3	2
Menders, hand, grey-----	222	2.37	11	9	10	11	1	12	11	1	23	11	21	27	10	12	4	7	9	3	4	1	9	2	-	2	2	9
Time-----	41	2.17	5	-	1	-	-	-	6	-	3	-	6	13	4	-	1	-	-	1	1	-	-	-	-	-	-	-
Incentive-----	181	2.41	6	9	9	11	1	12	5	1	20	11	15	14	6	12	3	7	9	2	3	1	9	2	-	2	2	9
Pairers-----	1,317	2.47	42	41	28	59	31	38	33	62	76	90	72	98	75	63	81	62	47	52	38	44	25	27	9	13	21	21
Incentive-----	1,292	2.48	42	41	28	59	31	37	33	38	76	90	72	98	75	63	81	62	47	52	38	44	25	27	9	13	21	21
Seamers, toe-----	1,717	2.39	73	21	48	29	24	36	67	60	113	135	192	136	137	130	127	92	72	47	37	24	73	22	14	1	5	2
Incentive-----	1,649	2.40	67	21	42	28	24	30	61	60	101	135	178	125	131	130	127	92	72	47	37	24	73	22	14	1	5	2
Sewing-machine operators (panty hose) (all incentive workers)-----	2,978	2.36	160	32	128	59	79	84	105	119	237	227	214	249	212	217	162	133	122	114	84	51	88	59	26	10	6	1
Transfer-machine operators ⁴ b/-----	88	2.05	8	1	16	8	1	1	10	4	7	6	6	6	2	4	-	1	4	-	-	2	1	-	-	-	-	-
Selected office occupations—women																												
Clerks, payroll-----	66	2.32	-	-	1	-	1	6	1	3	4	5	7	13	10	2	6	1	4	-	1	1	-	-	-	-	-	-
Stenographers, general-----	28	2.76	-	-	-	-	1	-	1	-	-	-	2	-	1	2	3	5	3	1	1	2	3	-	-	1	1	-
Typist, class B-----	11	1.94	1	1	-	-	2	1	-	1	2	2	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

¹ Excludes premium pay for overtime and for work on weekends, holidays, and late shifts. Approximately 65 percent of the production workers covered by the study were paid on an incentive basis.

² Includes 9 workers under \$1.60 in other than selected occupations shown.

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

⁴ Insufficient data to warrant publication of separate averages by method of wage payment (a) predominantly timeworkers, or (b) predominantly incentive workers.

Table 9. Women's hosiery mills: Occupational earnings—Tennessee

(Number and average straight-time hourly earnings¹ of production workers in selected occupations, September 1970)

Occupation and sex	Number of workers	Average hourly earnings ²	Number of workers receiving straight-time hourly earnings of—																											
			\$1.60 and under	\$1.65	\$1.70	\$1.75	\$1.80	\$1.85	\$1.90	\$1.95	\$2.00	\$2.10	\$2.20	\$2.30	\$2.40	\$2.50	\$2.60	\$2.70	\$2.80	\$2.90	\$3.00	\$3.10	\$3.20	\$3.30	\$3.40	\$3.50	\$3.60	\$3.70	and over	
			\$1.65	\$1.70	\$1.75	\$1.80	\$1.85	\$1.90	\$1.95	\$2.00	\$2.10	\$2.20	\$2.30	\$2.40	\$2.50	\$2.60	\$2.70	\$2.80	\$2.90	\$3.00	\$3.10	\$3.20	\$3.30	\$3.40	\$3.50	\$3.60	\$3.70	over		
All production workers -----	5,905	\$2.05	468	234	333	306	460	557	436	262	744	466	390	326	248	163	97	201	73	34	45	14	14	10	4	-	-	10	10	
Men -----	962	2.20	59	22	24	33	37	128	26	34	108	73	50	66	51	41	40	105	14	4	22	2	2	4	-	-	-	9	8	
Women -----	4,943	2.02	409	212	309	273	423	429	410	228	636	393	340	260	197	122	57	96	59	30	23	12	12	6	4	-	1	2		
<u>Selected production occupations—men</u>																														
<u>Knitting</u>																														
Adjusters and fixers, knitting machines (all time-workers) ³ -----	250	2.62	-	-	-	-	-	-	2	-	7	14	22	11	23	24	9	95	7	1	19	2	2	2	-	-	9	1		
Seamless hosiery, full- or knee-length -----	197	2.71	-	-	-	-	-	-	-	-	7	6	11	-	8	18	9	95	7	1	19	2	2	2	-	-	9	1		
<u>Selected production occupations—women</u>																														
<u>Knitting</u>																														
Knitters, automatic -----	218	1.92	46	5	14	3	42	6	3	3	55	16	6	9	4	2	1	1	-	1	-	-	1	-	-	-	-	-		
Incentive -----	179	1.94	46	5	14	3	3	6	3	3	55	16	6	9	4	2	1	1	-	1	-	-	1	-	-	-	-	-		
<u>Boarding and preboarding</u>																														
Boarders, automatic (all incentive workers) -----	61	2.06	-	4	1	1	4	1	7	9	8	11	8	5	-	-	-	1	1	-	-	-	-	-	-	-	-	-		
Preboarders -----	90	2.07	8	3	3	6	1	2	15	6	9	7	4	8	12	1	3	-	2	-	-	-	-	-	-	-	-	-		
Incentive -----	79	2.09	8	3	3	4	1	2	6	6	9	7	4	8	12	1	3	-	2	-	-	-	-	-	-	-	-	-		
<u>Miscellaneous</u>																														
Baggers ⁴ -----	24	1.82	5	-	1	10	1	1	1	2	-	1	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Examiners, grey (hosiery inspectors) -----	299	2.03	25	7	34	14	18	10	24	16	42	31	14	27	14	9	2	7	2	2	-	1	-	-	-	-	-	-		
Folders and boxers -----	339	2.01	18	31	32	15	45	23	15	13	36	34	17	11	20	7	5	7	3	4	1	1	-	1	-	-	-	-		
Incentive -----	321	2.02	18	31	32	15	27	23	15	13	36	34	17	11	20	7	5	7	3	4	1	1	-	1	-	-	-	-		
Menders, hand finish -----	188	2.05	24	11	6	7	9	3	6	6	49	16	15	14	3	4	-	5	7	2	-	1	-	-	-	-	-	-		
Time -----	8	1.81	-	-	-	3	4	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Incentive -----	180	2.06	24	11	6	4	5	3	6	6	48	16	15	14	3	4	-	5	7	2	-	1	-	-	-	-	-	-		
Menders, hand, grey -----	31	1.93	6	1	-	2	7	-	-	-	13	-	-	-	-	-	-	1	-	1	-	-	-	-	-	-	-	-		
Time -----	10	1.78	-	1	-	2	7	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Incentive -----	21	2.01	6	-	-	-	-	-	-	-	13	-	-	-	-	-	-	1	-	1	-	-	-	-	-	-	-	-		
Pairers -----	174	2.18	15	3	6	1	18	9	8	7	19	15	14	10	11	9	2	9	9	4	2	2	-	-	-	-	1	-		
Incentive -----	156	2.22	15	3	6	1	9	8	7	19	15	14	10	11	9	2	9	9	4	2	2	-	-	-	-	-	1	-		
Seamers, toe -----	276	1.95	25	48	13	27	21	20	20	11	16	17	12	17	7	14	4	-	-	-	2	-	2	-	2	-	-	-		
Incentive -----	250	1.97	19	42	11	23	15	20	20	9	16	17	12	17	7	14	4	-	-	-	2	-	2	-	2	-	-	-		
Sewing-machine operators (panty hose) (all incentive workers) -----	287	1.92	39	52	23	9	20	23	21	14	17	11	24	7	13	-	3	7	2	-	2	-	-	-	-	-	-	-		
Transfer-machine operators (all incentive workers) -----	16	2.13	-	-	1	3	-	-	3	-	2	2	-	2	1	-	-	-	-	2	-	-	-	-	-	-	-	-		
<u>Selected office occupations—women</u>																														
Clerks, payroll -----	23	2.13	-	-	3	2	-	3	-	1	-	1	2	6	4	1	-	-	-	-	-	-	-	-	-	-	-	-		

¹ Excludes premium pay for overtime and for work on weekends, holidays, and late shifts. Approximately 66 percent of the production workers covered by the study were paid on an incentive basis.

² Includes 23 workers under \$1.60 in other than the selected occupations shown.

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

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

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

Table 10. Women's hosiery mills: Occupational earnings, Hickory—Statesville, N.C.¹

(Number and average straight-time hourly earnings² of production workers in selected occupations, September 1970)

Occupation and sex	Number of workers	Average hourly earnings ²	Number of workers receiving straight-time hourly earnings of—																										
			\$1.60 and under	\$1.65	\$1.70	\$1.75	\$1.80	\$1.85	\$1.90	\$1.95	\$2.00	\$2.10	\$2.20	\$2.30	\$2.40	\$2.50	\$2.60	\$2.70	\$2.80	\$2.90	\$3.00	\$3.10	\$3.20	\$3.40	\$3.60	\$3.80	\$4.00	\$4.20	and over
			\$1.65	\$1.70	\$1.75	\$1.80	\$1.85	\$1.90	\$1.95	\$2.00	\$2.10	\$2.20	\$2.30	\$2.40	\$2.50	\$2.60	\$2.70	\$2.80	\$2.90	\$3.00	\$3.10	\$3.20	\$3.40	\$3.60	\$3.80	\$4.00	\$4.20	and over	
All production workers -----	6,070	\$2.38	240	71	221	110	302	238	247	210	400	565	476	354	372	399	300	297	235	206	163	144	245	136	58	32	16	33	
Men -----	1,209	2.38	4	7	34	31	57	44	54	32	97	77	111	89	83	133	66	66	52	38	47	22	27	32	3	3	-	-	
Women -----	4,861	2.38	236	64	187	79	245	194	193	178	303	488	365	265	289	266	234	231	183	168	116	122	218	104	55	29	16	33	
<u>Selected production occupations—men</u>																													
<u>Knitting</u>																													
Adjusters and fixers, knitting machines ⁴ -----	278	2.74	-	-	-	-	-	-	-	1	18	2	8	24	18	25	28	29	21	22	23	10	8	29	11	1	-	-	
Time -----	238	2.66	-	-	-	-	-	-	-	1	18	2	8	24	18	25	28	29	18	22	23	7	8	5	1	1	-	-	
Seamless hosiery, full- or knee-length -----	222	2.75	-	-	-	-	-	-	-	-	17	2	4	18	15	25	24	25	18	13	18	9	6	27	1	-	-	-	
Time -----	192	2.65	-	-	-	-	-	-	-	-	17	2	4	18	15	25	24	25	15	13	18	6	6	3	1	-	-	-	
<u>Selected production occupations—women</u>																													
<u>Boarding and preboarding</u>																													
Boarders, Dunn method (all incentive workers) -----	88	2.45	3	-	2	1	5	4	2	5	6	4	2	-	10	7	-	19	3	12	-	-	-	-	-	3	-	-	
Preboarders (all incentive workers) -----	92	2.29	16	3	1	-	1	1	2	3	8	8	6	4	7	4	6	8	4	6	1	-	2	-	1	-	-	-	
<u>Miscellaneous</u>																													
Examiners, grey (hosiery inspectors) -----	265	2.64	9	1	5	4	4	5	11	1	13	9	20	8	23	10	32	22	6	13	13	19	11	6	10	2	4	4	
Incentive -----	259	2.66	9	1	5	4	4	1	11	1	11	9	20	8	23	10	32	22	6	13	13	19	11	6	10	2	4	4	
Folders and boxers (all incentive workers) -----	360	2.41	24	6	8	7	10	13	7	11	28	26	24	37	19	20	14	20	20	13	6	14	19	5	9	-	-	-	
Menders, hand, finish ⁵ -----	18	2.38	-	-	-	-	3	-	-	1	2	4	1	4	-	-	-	-	-	-	-	-	-	-	3	-	-	-	
Menders, hand, grey ⁵ -----	49	2.91	6	-	2	-	-	1	-	1	1	1	-	5	4	2	1	-	-	2	2	-	9	2	-	2	2	6	
Pairers ⁵ -----	234	2.65	4	-	4	-	2	10	11	4	11	22	11	14	13	19	12	8	14	16	11	9	12	7	6	4	4	6	
Seamers, toe ⁵ -----	328	2.47	15	5	6	2	9	12	9	8	12	25	30	28	24	19	22	13	12	14	16	8	27	10	1	1	-	-	
Sewing-machine operators (panty hose) (all incentive workers) -----	454	2.49	9	6	23	1	15	22	8	11	18	21	24	37	40	37	26	37	26	21	17	8	27	13	7	-	-	-	
Transfer-machine operators (all incentive operators) -----	13	1.89	2	-	4	-	-	-	3	-	-	2	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
<u>Selected office occupations—women</u>																													
Clerks, payroll -----	27	2.36	-	-	1	-	-	2	1	-	-	1	3	6	6	1	4	1	-	-	-	1	-	-	-	-	-	-	

¹ The Hickory—Statesville area consists of Burke, Caldwell, Catawba, and Iredell Counties.

² Excludes premium pay for overtime and for work on weekends, holidays, and late shifts. Approximately 63 percent of the production workers covered by the study were paid on an incentive basis.

³ Includes 6 workers under \$1.60 in other than the selected occupations shown.

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

⁵ Insufficient data to warrant publication of separate averages by method of wage payment; predominantly incentive workers.

⁶ Workers were distributed as follows: 2 at \$4.20 to \$4.40; 2 at \$4.60 to \$4.80; and 2 at \$5 to \$5.20.

Table 11. Women's hosiery mills: Occupational earnings—Winston-Salem—High Point, N.C.¹

(Number and average straight-time hourly earnings² of production workers in selected occupations, September 1970)

Occupation and sex	Number of workers	Average hourly earnings	Number of workers receiving straight-time hourly earnings of—																											
			\$1.60	\$1.65	\$1.70	\$1.75	\$1.80	\$1.85	\$1.90	\$1.95	\$2.00	\$2.10	\$2.20	\$2.30	\$2.40	\$2.50	\$2.60	\$2.70	\$2.80	\$2.90	\$3.00	\$3.10	\$3.20	\$3.30	\$3.40	\$3.60	\$3.80	\$4.00		
			and under	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	and over
All production workers -----	13,989	\$2.35	705	150	477	307	428	401	834	654	1,108	1,222	1,188	1,024	819	799	585	555	686	392	381	275	207	101	182	239	111	159		
Men -----	3,137	2.52	35	7	90	60	109	72	182	92	284	246	205	142	210	187	90	105	265	126	144	47	47	9	49	166	78	90		
Women -----	10,852	2.30	670	143	387	247	319	329	652	562	824	976	983	882	609	612	495	450	421	266	237	228	160	92	133	73	33	69		
<u>Selected production occupations—men</u>																														
<u>Knitting</u>																														
Adjusters and fixers, knitting machines (all timeworkers) ³ -----	807	3.13	-	-	-	-	-	-	-	2	19	12	22	9	31	74	39	47	72	61	71	16	17	1	21	158	70	65		
Seamless hosiery, full- or knee-length -----	770	3.14	-	-	-	-	-	-	-	1	19	12	22	9	30	69	31	43	70	61	68	14	17	-	15	154	70	65		
Knitters, full-fashioned hosiery ^{4a/} -----	9	2.58	-	-	-	-	-	-	-	-	-	-	-	-	4	3	-	-	-	-	2	-	-	-	-	-	-	-		
Knitters, seamless hosiery: Single-feed, 400 needles ^{4b/} -----	32	2.61	2	-	-	1	2	-	1	3	2	-	-	2	-	-	-	-	-	-	-	5	-	8	-	-	-	-		
Two-feed -----	90	2.54	-	-	1	-	-	-	-	1	-	4	3	-	46	13	5	2	5	6	1	-	-	1	-	-	-	-		
Time -----	66	2.52	-	-	-	-	-	-	-	1	-	1	-	-	42	11	3	1	2	1	4	-	-	-	-	-	-	-		
400 needles -----	87	2.54	-	-	1	-	-	-	-	-	-	4	3	-	46	11	5	2	2	5	6	1	-	1	-	-	-	-		
Time -----	63	2.52	-	-	-	-	-	-	-	-	-	1	-	-	42	9	3	1	2	1	4	-	-	-	-	-	-	-		
Four-feed -----	30	2.42	-	-	-	-	-	-	-	-	4	1	2	-	14	5	2	-	-	-	2	2	-	-	-	-	-	-		
Time -----	25	2.42	-	-	-	-	-	-	-	-	4	-	-	-	14	4	2	-	-	-	1	-	-	-	-	-	-	-		
400 needles ^{4a/} -----	22	2.49	-	-	-	-	-	-	-	-	-	1	2	-	14	1	2	-	-	-	2	-	-	-	-	-	-	-		
Eight-feed, 400 needles (all timeworkers) -----	31	2.34	-	-	-	-	-	-	-	-	4	-	9	-	14	4	-	-	-	-	-	-	-	-	-	-	-	-		
<u>Selected production occupations—women</u>																														
<u>Knitting</u>																														
Collection-system inspectors ^{4a/} -----	155	2.22	-	-	-	-	-	2	3	3	6	55	73	2	2	2	2	1	-	3	1	-	-	-	-	-	-	-		
Collection-system operators -----	51	2.25	-	-	-	-	-	-	1	-	1	19	-	27	1	-	-	-	1	1	-	-	-	-	-	-	-	-		
Time -----	42	2.22	-	-	-	-	-	-	1	-	-	16	-	25	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Knitters, seamless hosiery, two-feed ^{4b/} -----	107	1.99	1	-	10	3	11	8	6	41	1	10	5	6	-	-	2	1	-	-	1	1	-	-	-	-	-	-		
<u>Boarding and preboarding</u>																														
Boarders, automatic ^{4b/} -----	336	2.26	40	2	6	8	8	11	6	13	32	29	29	23	29	21	28	21	7	6	9	1	5	-	2	-	-	-		
Boarders, other than automatic ^{4b/} -----	367	2.55	7	-	5	2	3	3	3	1	13	42	35	29	32	33	37	18	30	17	20	10	14	5	2	4	-	2		
Preboarders (all incentive workers) -----	672	2.53	41	5	11	4	4	1	11	16	37	40	44	41	68	54	43	45	52	23	37	34	21	11	26	3	-	-		

See footnotes at end of table.

Table 11. Women's hosiery mills: Occupational earnings—Winston-Salem—High Point, N.C.¹—Continued

(Number and average straight-time hourly earnings² of production workers in selected occupations, September 1970)

Occupation and sex	Number of workers	Average hourly earnings ³	Number of workers receiving straight-time hourly earnings of—																											
			\$1.60 and under	\$1.65	\$1.70	\$1.75	\$1.80	\$1.85	\$1.90	\$1.95	\$2.00	\$2.10	\$2.20	\$2.30	\$2.40	\$2.50	\$2.60	\$2.70	\$2.80	\$2.90	\$3.00	\$3.10	\$3.20	\$3.30	\$3.40	\$3.60	\$3.80	\$4.00 and over		
			\$1.65	\$1.70	\$1.75	\$1.80	\$1.85	\$1.90	\$1.95	\$2.00	\$2.10	\$2.20	\$2.30	\$2.40	\$2.50	\$2.60	\$2.70	\$2.80	\$2.90	\$3.00	\$3.10	\$3.20	\$3.30	\$3.40	\$3.60	\$3.80	\$4.00	over		
<u>Miscellaneous</u>																														
Examiners, grey (hosiery inspectors) ^{a/b} -----	267	\$2.43	11	2	13	11	11	4	2	9	21	8	39	20	14	23	17	12	6	9	2	12	5	1	7	-	-	-	8	
Folders and boxers-----	905	2.26	67	44	27	27	29	21	38	35	68	71	74	76	68	57	42	38	35	22	21	18	10	6	7	4	-	-	-	
Incentive-----	833	2.31	52	24	22	15	29	16	38	30	58	71	74	76	68	57	42	38	35	22	21	18	10	6	7	4	-	-	-	
Menders, hand, finish-----	182	2.41	8	1	2	3	3	3	22	3	14	12	21	17	14	4	7	7	9	6	3	8	-	3	3	4	1	4	-	
Time-----	58	2.08	-	-	1	-	2	2	19	1	3	4	14	10	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Incentive-----	124	2.56	8	1	1	3	1	1	3	2	11	8	7	7	12	4	7	7	9	6	3	8	-	3	3	4	1	4	-	
Menders, hand, grey-----	91	2.28	1	9	6	1	-	5	9	-	3	1	13	15	4	8	-	4	9	-	-	-	-	-	-	-	-	-	3	
Time-----	24	2.14	-	-	1	-	-	-	5	-	3	-	6	9	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Incentive-----	67	2.33	1	9	5	1	-	5	4	-	1	7	6	4	8	-	4	9	-	-	-	-	-	-	-	-	-	-	3	
Pairers-----	592	2.54	14	5	13	30	12	8	12	38	31	30	39	56	32	31	30	54	26	19	23	15	7	15	11	17	2	22	-	
Incentive-----	568	2.56	14	5	13	30	12	8	12	14	31	30	39	56	32	31	30	54	26	19	23	15	7	15	11	17	2	22	-	
Seamers, toe-----	570	2.42	17	2	13	7	2	12	23	19	40	31	62	45	60	51	55	41	35	15	5	2	13	14	4	2	-	-	-	
Incentive-----	516	2.46	11	2	7	7	2	6	17	19	28	31	56	39	54	51	55	41	35	15	5	2	13	14	4	2	-	-	-	
Sewing-machine operators (panty hose) (all incentive workers)-----	1,000	2.31	102	11	39	24	24	26	35	47	67	82	56	88	67	79	41	37	45	41	17	15	17	5	14	8	7	6	-	
Transfer-machine operators (all incentive workers)-----	37	2.31	-	-	2	1	1	1	3	4	4	-	4	4	2	3	-	1	4	-	-	2	1	-	-	-	-	-	-	
<u>Selected office occupations—women</u>																														
Clerks, payroll-----	12	2.10	-	-	-	-	1	2	-	2	1	2	1	2	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	

¹ The Winston-Salem—High Point area consists of Alamance, Davidson, Forsyth, Guilford, Randolph, and Surry Counties.

² Excludes premium pay for overtime and for work on weekends, holidays, and late shifts. Approximately 60 percent of the production workers covered by the study were paid on an incentive basis.

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

⁴ Insufficient data to warrant publication of separate averages by method of wage payment; (a) predominantly timeworkers, or (b) predominantly incentive workers.

Table 12. Women's hosiery mills: Method of wage payment

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

Method of wage payment ¹	United States ²	Regions			States		Areas	
		Middle Atlantic	Border States	South-east	North Carolina	Tennessee	Hickory-Statesville, N. C.	Winston-Salem-High Point, N. C.
All production workers	100	100	100	100	100	100	100	100
Time-rated workers	34	38	33	33	34	33	37	40
Formal plans	14	15	12	13	14	14	2	23
Single rate	2	6	2	1	1	(³)	-	-
Range of rates	12	10	10	12	13	14	2	23
Individual rates	20	22	21	21	20	19	35	17
Incentive workers	66	62	67	67	66	67	63	60
Individual piecework	64	55	67	65	64	67	59	60
Group piecework	1	3	-	1	1	-	3	(³)
Individual bonus	(³)	4	-	(³)	(³)	-	-	-
Group bonus	(³)	-	-	(³)	(³)	-	1	-

¹ For definition of method of wage payment, see appendix A.

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

³ Less than 0.5 percent.

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

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Table 13. Women's hosiery mills: Scheduled weekly hours

(Percent of production and officeworkers by scheduled weekly hours,¹ United States, selected regions, States, and areas, September 1970)

Weekly hours ¹	United States ²	Regions		States		Areas	
		Middle Atlantic	South-east	North Carolina	Tennessee	Hickory-Statesville, N. C.	Winston-Salem-High Point, N. C.
Production workers							
All workers	100	100	100	100	100	100	100
Under 40 hours	4	-	5	5	4	-	3
40 hours	95	100	94	94	96	100	96
48 hours	1	-	1	(³)	-	-	1
Officeworkers							
All workers	100	100	100	100	100	100	100
Under 36 hours	1	2	1	1	-	-	-
37½ hours	13	-	16	23	-	52	28
38½ hours	3	-	4	4	13	-	5
40 hours	82	98	78	70	87	48	67
45 hours	1	-	2	3	-	-	-

¹ Data relate to predominant work schedule of full-time day-shift workers in each establishment.

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

³ Less than 0.5 percent.

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

Table 14. Women's hosiery mills: Shift differential provisions

(Percent of production workers by shift differential provisions, ¹ United States, selected regions, States, and areas, September 1970)

Shift differential	United States ²	Regions		States		Areas	
		Middle Atlantic	Southeast	North Carolina	Tennessee	Hickory-Statesville, N. C.	Winston-Salem-High Point, N. C.
<u>Second shift</u>							
Workers in establishments having second-shift provisions	97.7	96.8	97.6	98.2	94.3	100.0	100.0
With shift differential	20.2	3.7	20.2	16.5	5.7	5.1	22.7
Uniform cents per hour	15.3	1.7	14.8	11.3	5.7	-	22.7
5 cents	5.4	1.7	6.0	-	5.7	-	-
6 cents	5.6	-	6.4	9.1	-	-	22.7
10 cents	4.2	-	2.3	2.2	-	-	-
18 cents	.2	-	-	-	-	-	-
Uniform percentage	3.9	1.9	4.3	3.6	-	-	-
1½ percent	.7	-	.8	1.1	-	-	-
2 percent	1.5	-	1.7	2.5	-	-	-
4½ percent	.6	-	.7	-	-	-	-
5 percent	.1	1.9	-	-	-	-	-
7 percent	.9	-	1.1	-	-	-	-
Other	1.0	-	1.2	1.7	-	5.1	-
With no shift differential	77.5	93.1	77.3	81.7	88.6	94.9	77.3
<u>Third or other late shift</u>							
Workers in establishments having third- or other late-shift provisions	93.9	71.4	95.1	95.9	91.2	97.0	97.0
With shift differential	33.1	50.6	30.3	26.9	28.8	58.2	24.6
Uniform cents per hour	25.6	42.3	24.3	20.9	28.8	53.1	22.7
5 cents	1.6	-	1.9	-	15.8	-	-
10 cents	12.6	42.3	11.0	9.7	13.0	53.1	-
14½ cents	5.6	-	6.4	9.1	-	-	22.7
15 cents	4.5	-	3.5	-	-	-	-
20 cents	1.3	-	1.5	2.2	-	-	-
Uniform percentage	4.7	4.7	4.3	3.6	-	-	-
3 percent	.7	-	.8	1.1	-	-	-
5 percent	1.8	4.7	1.7	2.5	-	-	-
7½ percent	.6	-	.7	-	-	-	-
10 percent	.7	-	-	-	-	-	-
11 percent	.9	-	1.1	-	-	-	-
8 hours pay for 7½ hours work	.1	-	-	-	-	-	-
Other	2.7	-	1.7	2.4	-	5.1	1.9
With no shift differential	60.7	20.9	64.8	69.0	62.4	38.8	72.4

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

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

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

Table 15. Women's hosiery mills: Shift differential practices

(Percent of production workers on late shifts by amount of shift differential, United States, selected regions, States, and areas, September 1970)

Shift differential	United States ¹	Regions		States		Areas	
		Middle Atlantic	Southeast	North Carolina	Tennessee	Hickory—Statesville, N. C.	Winston-Salem—High Point, N. C.
Second shift							
Workers employed on second shift-----	14.7	16.4	14.5	15.5	14.4	14.0	12.3
Receiving shift differential-----	2.0	-	2.1	2.1	.7	.9	3.0
Uniform cents per hour-----	1.5	-	1.5	1.3	.7	-	3.0
5 cents-----	.3	-	.4	-	.7	-	-
6 cents-----	.7	-	.9	1.2	-	-	3.0
10 cents-----	.4	-	.2	.1	-	-	-
Uniform percentage-----	.4	-	.4	.5	-	-	-
1½ percent-----	(2)	-	.1	.1	-	-	-
2 percent-----	.2	-	.3	.4	-	-	-
4½ percent-----	(2)	-	(2)	-	-	-	-
7 percent-----	.1	-	.1	-	-	-	-
Other-----	.2	-	.2	.3	-	.9	-
Receiving no shift differential-----	12.6	16.4	12.4	13.4	13.7	13.1	9.3
Third or other late shift							
Workers employed on third or other late shift-----	7.4	5.5	7.4	7.5	8.6	6.1	7.1
Receiving shift differential-----	2.1	4.5	1.8	1.8	1.8	3.9	1.2
Uniform cents per hour-----	1.5	3.8	1.3	1.3	1.8	3.4	1.1
5 cents-----	.1	-	.1	-	1.2	-	-
10 cents-----	.8	3.8	.6	.7	.7	3.4	-
14½ cents-----	.3	-	.3	.4	-	-	1.1
15 cents-----	.3	-	.2	-	-	-	-
20 cents-----	.1	-	.1	.1	-	-	-
Uniform percentage-----	.3	-	.3	.3	-	-	-
3 percent-----	(2)	-	(2)	.1	-	-	-
5 percent-----	.1	-	.2	.2	-	-	-
10 percent-----	.1	-	-	-	-	-	-
11 percent-----	.1	-	.1	-	-	-	-
8 hours pay for 7½ hours work-----	(2)	-	-	-	-	-	-
Other-----	.2	.7	.2	.2	-	.5	.2
Receiving no shift differential-----	5.3	1.1	5.6	5.7	6.8	2.2	5.8

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

² Less than 0.05 percent.

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

Table 16. Women's hosiery mills: Paid holidays

(Percent of production and officeworkers in mills with formal provisions for paid holidays, United States, selected regions, States, and areas, September 1970)

Number of paid holidays	United States ¹	Regions		States		Areas	
		Middle Atlantic	South-east	North Carolina	Tennessee	Hickory-Statesville, N. C.	Winston-Salem-High Point, N. C.
Production workers							
All workers	100	100	100	100	100	100	100
Workers in establishments providing paid holidays	62	78	60	51	81	51	64
1 day	8	8	9	11	-	-	11
2 days	10	-	12	12	12	45	7
3 days	10	-	10	8	24	6	8
4 days	27	25	27	17	44	-	39
5 days	3	3	2	2	-	-	-
6 days	3	40	1	(²)	-	-	-
7 days	(²)	2	-	-	-	-	-
10 days	-	-	-	-	-	-	-
Workers in establishments providing no paid holidays	38	22	40	49	19	49	36
Officeworkers							
All workers	100	100	100	100	100	100	100
Workers in establishments providing paid holidays	85	86	86	82	93	91	93
1 day	(²)	-	1	1	-	-	1
2 days	2	-	3	4	4	-	1
3 days	17	-	21	20	2	62	14
4 days	8	-	9	10	10	11	8
5 days	40	9	46	41	77	18	66
6 days	8	4	6	6	-	-	3
7 days	10	73	(²)	(²)	-	-	-
Workers in establishments providing no paid holidays	15	14	14	18	7	9	7

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

² Less than 0.5 percent.

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

Table 17. Women's hosiery mills: Paid vacations

(Percent of production and officeworkers in mills with formal provisions for paid vacations after selected periods of time, United States, selected regions, States, and areas, September 1970)

Vacation policy	United States ¹	Regions		States		Areas		United States ¹	Regions		States		Areas	
		Middle Atlantic	Southeast	North Carolina	Tennessee	Hickory-Statesville, N. C.	Winston-Salem-High Point, N. C.		Middle Atlantic	Southeast	North Carolina	Tennessee	Hickory-Statesville, N. C.	Winston-Salem-High Point, N. C.
	Production workers							Officeworkers						
All workers	100	100	100	100	100	100	100	100	100	100	100	100	100	100
<u>Method of payment</u>														
Workers in establishments providing paid vacations	89	95	88	86	89	85	90	96	93	96	96	93	99	99
Length-of-time payment	15	23	12	8	13	45	-	86	93	86	84	74	85	96
Percentage payment	74	72	76	78	76	40	90	9	-	10	11	19	9	3
Flat-sum payment	-	-	-	-	-	-	-	1	-	1	1	-	6	-
Workers in establishments providing no paid vacations	11	5	12	14	11	15	10	4	7	4	4	7	(³)	1
<u>Amount of vacation pay²</u>														
After 1 year of service:														
Under 1 week	3	8	3	5	-	-	6	1	-	1	1	-	-	-
1 week	72	74	70	63	83	80	57	50	91	40	31	35	74	9
Over 1 and under 2 weeks	1	10	-	-	-	-	-	-	-	-	-	-	-	-
2 weeks	13	-	15	18	6	5	26	44	-	54	63	58	20	90
4 weeks	-	-	-	-	-	-	-	1	-	1	1	-	6	-
After 2 years of service:														
Under 1 week	3	8	3	5	-	-	6	1	-	1	1	-	-	-
1 week	67	77	64	56	83	35	57	43	93	33	21	35	21	7
Over 1 and under 2 weeks	6	10	6	8	-	45	-	5	-	6	9	-	52	-
2 weeks	13	-	15	18	6	5	26	46	-	56	65	58	20	92
4 weeks	-	-	-	-	-	-	-	1	-	1	1	-	6	-
After 3 years of service:														
Under 1 weeks	3	8	3	5	-	-	6	1	-	1	1	-	-	-
1 week	63	37	63	55	83	32	57	33	25	32	20	35	19	7
Over 1 and under 2 weeks	6	10	6	8	-	48	-	5	-	6	9	-	55	-
2 weeks	17	40	15	18	6	5	26	56	69	56	65	58	20	92
4 weeks	-	-	-	-	-	-	-	1	-	1	1	-	6	-
After 5 years of service:														
Under 1 week	3	-	3	5	-	-	6	1	-	1	1	-	-	-
1 week	22	39	20	24	14	12	18	15	20	14	14	26	9	4
Over 1 and under 2 weeks	-	-	-	-	-	-	-	(³)	-	-	-	-	-	-
2 weeks	62	56	63	57	75	73	66	78	73	80	78	67	85	95
Over 2 and under 3 weeks	(³)	-	(³)	1	-	-	-	1	-	1	1	-	-	-
4 weeks	1	-	1	-	-	-	-	1	-	1	1	-	6	-
After 10 years of service:														
Under 1 week	3	-	3	5	-	-	6	1	-	1	1	-	-	-
1 week	21	28	19	24	6	12	18	14	18	13	14	17	9	4
Over 1 and under 2 weeks	(³)	3	-	-	-	-	-	(³)	2	-	-	-	-	-
2 weeks	53	16	54	49	77	28	66	62	5	69	69	74	33	95
Over 2 and under 3 weeks	1	10	(³)	1	-	-	-	1	-	1	1	-	-	-
3 weeks	10	38	9	8	6	45	-	18	69	12	9	2	52	-
4 weeks	1	-	1	-	-	-	-	1	-	1	1	-	6	-
After 15 years of service: ⁴														
Under 1 week	3	-	3	5	-	-	6	1	-	1	1	-	-	-
1 week	21	28	19	24	6	12	18	14	18	13	14	17	9	4
Over 1 and under 2 weeks	(³)	3	-	-	-	-	-	(³)	2	-	-	-	-	-
2 weeks	45	16	46	39	77	23	43	47	5	52	52	36	33	60
Over 2 and under 3 weeks	1	10	(³)	1	-	-	-	1	-	1	1	-	-	-
3 weeks	18	38	17	18	6	50	23	32	69	28	26	40	52	35
5 weeks or more	1	-	1	-	-	-	-	1	-	1	1	-	6	-

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

² Vacation payments, such as percent of annual earnings and flat-sum amounts, were converted to an equivalent time basis. Periods of service were arbitrarily chosen and do not necessarily reflect individual provisions for progression. For example, changes in provisions indicated at 5 years may include changes in provisions occurring between 3 and 5 years.

³ Less than 0.5 percent.

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

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

Table 18. Women's hosiery mills: Health, insurance, and retirement plans

(Percent of production and officeworkers in mills with specified health, insurance, and retirement plans, United States, selected regions, States, and areas, September 1970)

Type of plan ¹	United States ²	Regions		States		Areas		United States ²	Regions		States		Areas	
		Middle Atlantic	Southeast	North Carolina	Tennessee	Hickory-Statesville, N. C.	Winston-Salem-High Point, N. C.		Middle Atlantic	Southeast	North Carolina	Tennessee	Hickory-Statesville, N. C.	Winston-Salem-High Point, N. C.
Production workers								Officeworkers						
All workers -----	100	100	100	100	100	100	100	100	100	100	100	100	100	100
Workers in establishment providing:														
Life insurance -----	94	63	95	95	97	99	93	94	80	96	96	93	100	96
Noncontributory plans -----	53	50	52	52	57	16	61	54	73	49	50	64	23	53
Accidental death and dismemberment insurance -----	61	44	62	66	29	88	58	52	12	58	58	20	82	45
Noncontributory plans -----	30	31	30	33	6	5	39	24	6	26	29	7	6	31
Sickness and accident insurance or sick leave or both ³ -----	42	23	45	44	76	72	55	52	7	61	64	57	87	82
Sickness and accident insurance -----	42	23	45	44	76	72	55	45	7	53	58	57	87	71
Noncontributory plans -----	24	16	26	23	51	6	43	22	2	26	27	51	21	43
Sick leave (full pay, no waiting period) -----	-	-	-	-	-	-	-	32	-	40	42	19	21	73
Hospitalization insurance -----	96	77	97	97	97	96	94	96	82	98	99	93	98	98
Noncontributory plans -----	48	59	46	43	51	16	63	50	73	44	42	57	23	53
Surgical insurance -----	96	72	98	97	97	99	94	96	80	98	98	93	100	97
Noncontributory plans -----	48	59	46	43	51	16	63	50	73	44	42	57	23	53
Medical insurance -----	75	63	74	69	77	39	66	76	75	75	67	80	27	68
Noncontributory plans -----	38	55	35	30	46	10	42	43	71	36	33	44	8	46
Major medical insurance -----	64	45	66	66	68	81	45	72	73	75	76	67	77	69
Noncontributory plans -----	30	38	30	23	52	10	23	38	69	36	34	44	8	47
Retirement plans ⁴ -----	30	4	33	33	49	56	39	36	2	41	49	64	74	64
Pensions -----	30	4	33	33	49	56	39	36	2	41	49	64	74	64
Noncontributory plans -----	26	-	29	31	38	56	39	31	-	36	45	51	74	56
Severance pay -----	(⁵)	-	-	-	-	-	-	(⁵)	-	-	-	-	-	-
No plans -----	2	22	1	1	3	1	3	3	18	1	1	7	(⁵)	1

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

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

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

⁴ Unduplicated total of workers in plants having provisions for pension and severance pay plans shown separately.

⁵ Less than 0.5 percent.

Table 19. Women's hosiery mills: Other selected benefits

(Percent of production and officeworkers in mills with provisions for funeral leave pay, jury duty pay, and technological severance pay, United States, selected regions, States, and areas, September 1970)

Item	United States ¹	Regions		States		Areas	
		Middle Atlantic	South-east	North Carolina	Tennessee	Hickory-Statesville, N. C.	Winston-Salem-High Point, N. C.
Production workers							
Workers in establishments with provisions for:							
Funeral leave pay-----	11	-	13	14	19	5	31
Jury duty pay-----	34	-	38	36	64	15	50
Technological severance pay ² -----	-	-	-	-	-	-	-
Officeworkers							
Workers in establishments with provisions for:							
Funeral leave pay-----	36	69	34	40	15	8	69
Jury duty pay-----	47	69	48	55	60	27	84
Technological severance pay ² -----	-	-	-	-	-	-	-

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

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

Part II. Men's Hosiery Mills

Average hourly earnings

In men's seamless hosiery manufacturing, 17,608 production workers averaged \$2.09 an hour in September 1970—an increase of 22 percent over the \$1.71 recorded in September 1967.¹¹ Wage levels during this period went up 21 percent in the Southeast, where about four-fifths of the workers were employed, and 23 percent in the Middle Atlantic States. In September 1970, production workers in these two regions averaged \$2.05 and \$2.27 an hour, respectively. (See table 20.) In the States and areas studied separately, workers averaged \$1.90 in Tennessee, \$2.09 in North Carolina, \$2.08 in Hickory—Statesville, and \$2.12 in Winston-Salem—High Point. (See tables 26–29.)

Women, accounting for almost three-fourths of the production workers in this industry branch, averaged \$2.01 an hour, compared with \$2.31 for men. Pay levels for men were 14 percent, or 27 cents, higher than women's in the Southeast and 17 percent, or 36 cents, higher in the Middle Atlantic States.¹²

Little variation in earnings levels could be found by community and establishment size. In the Southeast, the only region for which comparisons could be made, averages in metropolitan and nonmetropolitan areas were \$2.09 and \$2.04, respectively; for the three establishment size categories shown in table 20, averages were virtually the same—\$2.05 to \$2.06.

Ninety-six percent of the workers received between \$1.60 and \$3 an hour. (See table 21.) The middle half earned from \$1.77 to \$2.31 an hour. Slightly more than one-eighth of the work force in the Southeast earned within 5 cents of the \$1.60 Federal minimum wage in manufacturing—double the proportion in the Middle Atlantic region.

Occupational earnings

Occupations for which earnings data are presented in table 22 accounted for about three-fifths of the production workers in men's hosiery mills.¹³ Knitting-machine adjusters and fixers—the highest paid group studied separately—averaged \$2.77 an hour. Boxers, hand menders, and transfer knitters, each averaging about

\$1.80, were the lowest paid. For most of the other jobs, including baggers, pairers, boarders, preboarders, and automatic knitters, wage levels fell between \$1.90 and \$2.10. Where comparisons were possible, occupational averages were nearly always higher in the Middle Atlantic region than in the Southeast, commonly by amounts ranging between 10 and 20 percent.

Occupational averages also were tabulated by community size, establishment size, and method of wage payment. As shown in table 23, occupational averages were usually a few cents higher in metropolitan areas than in smaller communities in the Southeast, the only region allowing such comparison. No definite relationship was found between occupational earnings and the establishment size groups shown in table 24. Incentive workers averaged from 10 to 20 percent more than time-rated workers in most jobs where comparisons could be made. (See table 25.)

Men nearly always earned more than women in the same occupation, even within a single area. (See tables 26–29.) Some of the factors accounting for differences in pay levels between men and women were discussed in footnote 9 in the section on women's hosiery.

Earnings of the highest paid workers within a given job and locality frequently exceeded those of the lowest paid by \$1 an hour or more. (See tables 28 and 29.) Such variations applied to time-rated as well as incentive-paid workers. For example, among knitting-machine adjusters and fixers in Hickory—Statesville (all time-rated workers paid according to their individual qualifications) the highest paid received at least \$3.70 an hour, while the lowest paid received less than \$2.10.

Establishment practices and supplementary wage provisions

Information also was obtained for production workers on shift differential provisions and practices and for both production and office employees on work schedules and

¹¹ Op. cit., BLS Bulletin 1562 (1968).

¹² See footnote 9 for an explanation of earnings differentials between men and women.

¹³ Data for three office occupations are shown in table 22 also.

on selected supplementary benefits, including paid holidays, vacations, life, hospitalization, surgical insurance, sickness and accident benefits, and retirement pension plans.

Scheduled weekly hours and shift practices. Work schedules of 40 hours a week applied to about nine-tenths of both production and officeworkers. (See table 31.) In the Middle Atlantic States, however, about one-fourth of the production workers and one-sixth of the officeworkers were scheduled to work 37½ hours.

One-sixth of the production workers in both the Middle Atlantic and Southeast regions were employed on second shifts at the time of the survey; third or other late shifts accounted for almost one-tenth. (See table 33.) Most workers on both shifts in the Middle Atlantic region received shift differentials—typically 5 percent higher than day shift rates for second shifts and 10 percent for third shifts. Only a small proportion of the shift workers in the Southeast received extra pay for such work.

Paid holidays. One-half of the production workers and three-fourths of the officeworkers were in establishments providing paid holidays annually. (See table 34.) In the Middle Atlantic region, where more than nine-tenths of both employee groups received paid holidays, the usual provisions for production and officeworkers were 5 or 7 days. In the Southeast, the typical provisions were 4 or 5 days for production workers and 3 to 5 days for officeworkers.

Paid vacations. Paid vacations, after qualifying periods of service, were available to slightly over three-fourths of the production workers and to almost all of the officeworkers. (See table 35.) The most common provisions for production workers were 1 week of vacation pay after 1 year of service and 2 weeks' after 5 years. Officeworkers typically were provided at least 1 week after 1 year of service and 2 weeks after 3 years. More than 2 weeks of vacation pay after 15 years of service were granted by mills employing about two-fifths of the production workers and one-half of the officeworkers in the Middle Atlantic region, but less than 5 percent of the production workers and only one-eighth of the officeworkers in the Southeast.

Health, insurance, and retirement plans. Life, hospitalization, and surgical insurance were provided in establishments accounting for at least four-fifths of the production workers in the men's hosiery branch. (See table 36.) Basic medical insurance was available to about three-fifths of the production workers; accidental death and dismemberment insurance to about one-half; and sickness and accident and major medical (catastrophe) insurance applied to two-fifths. Hospitalization, basic medical, major medical, and surgical insurance usually were financed jointly by the employer and employee; the others generally were paid for wholly by the employer.

Most of the above benefits were available to slightly larger proportions of the office personnel than of the production workers. Paid sick leave, however, applied to 33 percent of the officeworkers but to only 5 percent of the production workers.

In contrast to women's hosiery mills, the incidence of these benefits in the men's branch was typically higher in the Middle Atlantic than in the Southeast region for both production and officeworkers. For example, hospitalization insurance was available to nearly all of the production and officeworkers in the Middle Atlantic States, compared with about 85 percent in the Southeast.

Retirement pension plans, in addition to Federal social security, were available in establishments employing slightly more than one-fourth of the production and officeworkers. Such plans, typically financed wholly by the employer, applied to 23 and 26 percent of these workers, respectively, in the Southeast, compared with 44 and 35 percent in the Middle Atlantic region. Provisions for retirement severance pay were virtually nonexistent in this industry branch. (See table 36.)

Other selected benefits. Paid leave to attend funerals of certain family members was available in mills employing one-eighth of the production workers and slightly more than one-third of the officeworkers. (See table 37.) Pay for leave while serving on a jury was available to one-fifth of the production workers and three-tenths of the officeworkers. Technological severance pay applied to less than one-tenth of the workers in both groups. The incidence of funeral leave pay and jury duty pay varied widely by region. For example, funeral leave pay was available to 60 percent of the production workers and 80 percent of the officeworkers in the Middle Atlantic region, compared with 2 percent and 13 percent in the Southeast.

Table 20. Men's hosiery mills: Average hourly earnings by selected characteristics

(Number and average straight-time hourly earnings¹ of production workers by selected characteristics, United States and selected regions, September 1970)

Item	United States ²		Middle Atlantic		Southeast	
	Number of workers	Average hourly earnings ¹	Number of workers	Average hourly earnings ¹	Number of workers	Average hourly earnings ¹
All production workers -----	17,608	\$ 2.09	2,032	\$ 2.27	14,501	\$ 2.05
Men -----	4,764	2.31	659	2.51	3,856	2.25
Women -----	12,844	2.01	1,373	2.15	10,645	1.98
Size of community:						
Metropolitan areas ³ -----	5,977	2.12	1,508	2.19	3,754	2.09
Nonmetropolitan areas -----	11,631	2.08	-	-	10,747	2.04
Size of establishment:						
20-99 workers -----	3,193	2.05	-	-	2,577	2.06
100-249 workers -----	5,287	2.09	-	-	4,722	2.05
250 workers or more -----	9,128	2.11	1,628	2.35	7,202	2.05

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

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

³ Standard Metropolitan Statistical Areas are defined by the U.S. Office of Management and Budget through January 1968.

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

Table 21. Men's hosiery mills: Earnings distribution

(Percent distribution of production workers by average straight-time hourly earnings¹ United States and selected regions, September 1970)

Average hourly earnings ¹	United States ²			Middle Atlantic	South-east
	All workers	Men	Women		
Under \$1.60 -----	0.3	0.1	0.4	0.6	0.3
\$1.60 and under \$1.65 -----	11.9	5.2	14.4	7.0	13.4
\$1.65 and under \$1.70 -----	3.8	2.0	4.5	1.2	4.3
\$1.70 and under \$1.75 -----	6.4	5.1	6.9	1.8	7.1
\$1.75 and under \$1.80 -----	5.3	3.7	6.0	2.7	6.0
\$1.80 and under \$1.85 -----	5.5	3.4	6.3	3.2	6.0
\$1.85 and under \$1.90 -----	6.3	4.2	7.1	9.2	5.6
\$1.90 and under \$1.95 -----	5.5	5.9	5.3	3.0	6.0
\$1.95 and under \$2.00 -----	4.6	2.6	5.3	3.1	4.4
\$2.00 and under \$2.10 -----	9.8	9.6	9.9	10.4	10.1
\$2.10 and under \$2.20 -----	7.7	6.6	8.1	9.9	7.7
\$2.20 and under \$2.30 -----	6.1	5.6	6.3	8.2	5.9
\$2.30 and under \$2.40 -----	5.1	5.2	5.1	6.2	4.7
\$2.40 and under \$2.50 -----	4.0	4.4	3.9	5.7	3.6
\$2.50 and under \$2.60 -----	4.8	7.9	3.6	5.8	4.4
\$2.60 and under \$2.70 -----	2.7	4.2	2.2	3.9	2.3
\$2.70 and under \$2.80 -----	2.4	5.4	1.3	2.8	2.2
\$2.80 and under \$2.90 -----	2.1	4.6	1.2	4.0	1.8
\$2.90 and under \$3.00 -----	1.4	2.9	.9	2.8	1.1
\$3.00 and under \$3.10 -----	1.1	2.5	.6	1.8	.9
\$3.10 and under \$3.20 -----	.9	2.8	.2	1.5	.8
\$3.20 and under \$3.30 -----	.6	1.6	.2	.8	.5
\$3.30 and under \$3.40 -----	.3	1.1	.1	.8	.2
\$3.40 and under \$3.50 -----	.4	1.3	.1	1.1	.2
\$3.50 and over -----	.7	2.3	.3	2.3	.6
Total -----	100.0	100.0	100.0	100.0	100.0
Number of workers -----	17,608	4,764	12,844	2,032	14,501
Average hourly earnings ¹ -----	\$2.09	\$2.31	\$2.01	\$2.27	\$2.05

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

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

Table 22. Men's hosiery mills: Occupational averages—all mills

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

Occupation and sex	United States ²				Middle Atlantic				Southeast			
	Number of workers	Hourly earnings ¹			Number of workers	Hourly earnings ¹			Number of workers	Hourly earnings ¹		
		Mean ³	Median ³	Middle range ³		Mean ³	Median ³	Middle range ³		Mean ³	Median ³	Middle range ³
Plant occupations												
Knitting												
Adjusters and fixers, knitting machines (1,413 men, 4 women) ⁴	1,417	\$2.77	\$2.75	\$2.50-3.00	143	\$3.02	\$3.00	\$2.70-3.40	1,187	\$2.72	\$2.73	\$2.50-3.95
Seamless hosiery, half-hose	1,290	2.76	2.75	2.50-3.00	121	3.07	3.09	2.68-3.45	1,096	2.71	2.70	2.50-2.90
Knitters, automatic	1,469	2.08	2.03	1.84-2.30	131	2.08	2.04	1.88-2.23	1,239	2.06	2.02	1.80-2.28
Men	97	2.08	2.04	1.84-2.30	6	2.22	-	-	91	2.07	2.04	1.85-2.30
Women	1,372	2.08	2.02	1.85-2.30	125	2.08	2.04	1.88-2.19	1,148	2.06	2.02	1.79-2.28
Knitters, string	1,009	2.08	2.04	1.91-2.21	-	-	-	-	869	2.04	2.02	1.86-2.18
Men	68	1.93	2.00	1.61-2.03	-	-	-	-	68	1.93	2.00	1.60-2.03
Women	941	2.09	2.06	1.92-2.22	-	-	-	-	801	2.05	2.04	1.86-2.18
Boarding and preboarding:												
Boarders, automatic	989	2.05	1.98	1.76-2.25	53	2.37	2.33	2.13-2.50	874	2.02	1.96	1.74-2.20
Men	203	2.16	2.13	1.88-2.42	26	2.40	2.40	2.25-2.61	174	2.12	2.07	1.85-2.30
Women	786	2.02	1.95	1.73-2.20	27	2.33	2.19	2.06-2.43	700	1.99	1.93	1.71-2.18
Boarders, other than automatic	529	1.95	1.82	1.60-2.17	75	2.19	1.98	1.78-2.60	436	1.91	1.78	1.60-2.08
Men	85	2.10	1.95	1.85-2.21	17	2.06	1.98	1.85-2.20	68	2.11	1.92	1.78-2.24
Women	444	1.93	1.78	1.60-2.13	58	2.23	2.05	1.62-2.73	368	1.87	1.70	1.60-2.06
Preboarders	263	2.09	1.96	1.78-2.28	31	2.65	2.44	2.24-2.89	226	2.02	1.94	1.74-2.21
Men	53	2.33	2.21	1.95-2.50	18	2.80	2.47	2.24-3.12	35	2.08	2.10	1.74-2.38
Women	210	2.03	1.93	1.78-2.23	13	2.43	-	-	191	2.01	1.93	1.73-2.20
Miscellaneous:												
Baggers (118 women, 1 man)	119	1.91	1.85	1.70-1.94	-	-	-	-	57	1.79	1.65	1.60-1.83
Boxers (81 women, 5 men)	86	1.83	1.81	1.70-1.90	-	-	-	-	79	1.83	1.81	1.69-1.90
Examiners, grey (hosiery inspectors) (685 women, 3 men)	688	1.98	1.92	1.70-2.20	89	2.02	2.00	1.85-2.21	558	1.96	1.88	1.68-2.18
Folders (all women)	126	1.95	1.91	1.69-2.20	-	-	-	-	126	1.95	1.91	1.69-2.20
Folders and boxers (all women)	420	2.04	2.00	1.76-2.25	-	-	-	-	393	2.03	1.97	1.76-2.24
Loopers, toe (all women)	757	2.09	2.01	1.75-2.34	90	2.24	2.26	1.87-2.52	640	2.07	2.00	1.75-2.30
Menders, hand, finish (all women)	56	1.80	1.70	1.60-1.89	10	1.73	-	-	41	1.80	1.70	1.60-1.85
Menders, hand, grey (all women)	146	1.83	1.83	1.65-1.95	33	1.89	1.85	1.80-1.94	91	1.76	1.70	1.64-1.85
Pairers (all women)	1,048	1.99	1.88	1.69-2.20	73	2.17	2.09	1.92-2.37	908	1.95	1.84	1.65-2.12
Seamers, toe (all women)	1,477	2.09	2.00	1.76-2.34	86	2.44	2.39	2.05-2.82	1,301	2.05	1.97	1.73-2.27
Transfer-machine operators (all women)	197	2.05	1.90	1.80-2.24	28	2.33	2.21	1.99-2.88	169	2.01	1.90	1.76-2.20
Office occupations												
Clerks, payroll (60 women, 1 man)	61	2.27	2.25	2.00-2.42	7	2.49	-	-	49	2.17	2.20	2.00-2.33
Stenographers, general (all women)	17	2.32	2.25	2.10-2.59	-	-	-	-	14	2.30	-	-
Typists, class B (all women)	30	1.98	1.86	1.80-2.22	-	-	-	-	22	1.96	1.85	1.71-2.22

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

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

³ See appendix A for method used to compute means, medians, and middle ranges of rates.

⁴ Includes workers in classifications in addition to those shown separately.

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

Table 23. Men's hosiery mills: Occupational averages—by size of community

(Number and average straight-time hourly earnings¹ of workers in selected occupations by size of community, United States and selected regions, September 1970)

Occupation and sex	United States ²				Middle Atlantic		Southeast			
	Metropolitan areas		Nonmetropolitan areas		Metropolitan areas		Metropolitan areas		Nonmetropolitan areas	
	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings
Men										
Knitting:										
Adjusters and fixers, knitting machines ³	450	\$ 2.80	963	\$ 2.76	109	\$ 3.05	288	\$ 2.69	897	\$ 2.73
Seamless hosiery, half-hose	406	2.80	880	2.74	87	3.12	270	2.68	824	2.72
Knitters, automatic	25	2.20	72	2.04	-	-	-	-	72	2.04
Boarding and preboarding:										
Boarders, automatic	58	2.48	145	2.04	26	2.40	32	2.53	142	2.02
Boarders, other than automatic	32	2.33	53	1.96	17	2.06	-	-	53	1.96
Women										
Knitting:										
Knitters, automatic	388	2.06	984	2.09	83	1.97	239	2.05	909	2.07
Knitters, string	255	2.20	686	2.05	-	-	131	2.09	670	2.05
Boarding and preboarding:										
Boarders, automatic	224	2.06	562	2.01	27	2.33	156	2.02	544	1.98
Boarders, other than automatic	215	2.07	229	1.79	58	2.23	139	2.01	229	1.79
Preboarders	58	2.10	152	2.01	13	2.43	39	2.03	152	2.01
Miscellaneous:										
Baggers	85	1.94	33	1.85	-	-	-	-	33	1.85
Boxers	13	1.75	68	1.83	-	-	-	-	68	1.83
Examiners, grey (hosiery inspectors)	172	1.98	513	1.98	89	2.02	61	1.93	494	1.97
Folders and boxers	189	2.10	231	1.99	-	-	174	2.11	219	1.96
Loopers, toe	346	2.16	411	2.03	86	2.23	242	2.15	398	2.02
Menders, hand, finish	35	1.86	21	1.70	10	1.73	20	1.91	21	1.70
Menders, hand, grey	64	1.90	82	1.78	33	1.89	18	1.84	73	1.74
Pairers	381	2.01	667	1.98	73	2.17	262	1.93	646	1.96
Seamers, toe	307	2.11	1,170	2.09	50	2.23	209	2.06	1,092	2.04
Transfer-machine operators	57	2.10	140	2.04	20	2.11	37	2.10	132	1.98

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

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

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

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

Table 24. Men's hosiery mills: Occupational averages—by size of establishment

(Number and average straight-time hourly earnings ¹ of workers in selected occupations by size of establishment, United States and Southeast, September 1970)

Occupation and sex	United States ²						Southeast					
	Establishment having—											
	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 ¹	Number of workers	Average hourly earnings ¹	Number of workers	Average hourly earnings ¹	Number of workers	Average hourly earnings ¹	Number of workers	Average hourly earnings ¹	Number of workers	Average hourly earnings ¹
Men												
Knitting:												
Adjusters and fixers, knitting machines ³	312	\$2.79	514	\$2.75	587	\$2.78	270	\$2.78	473	\$2.72	442	\$2.69
Seamless hosiery, half-hose	254	2.74	514	2.75	518	2.78	226	2.75	473	2.72	395	2.68
Knitters, automatic	10	1.87	52	2.09	35	2.12	10	1.87	42	2.09	29	2.10
Boarding and preboarding:												
Boarders, automatic	-	-	76	2.24	127	2.11	-	-	60	2.17	114	2.09
Boarders, other than automatic	43	1.94	28	2.37	14	2.03	-	-	25	2.42	-	-
Women												
Knitting:												
Knitters, automatic	342	1.93	397	2.14	633	2.13	316	1.90	328	2.11	504	2.14
Knitters, string	232	2.04	364	2.05	345	2.16	206	2.04	364	2.05	231	2.07
Boarding and preboarding:												
Boarders, automatic	53	2.07	292	2.03	441	2.01	35	2.10	35	2.10	256	1.98
Boarders, other than automatic	202	1.80	102	1.92	140	2.11	150	1.74	101	1.91	117	2.01
Preboarders	27	2.18	102	1.96	81	2.08	-	-	102	1.96	74	2.02
Miscellaneous:												
Examiners, grey (hosiery inspectors)	223	2.02	220	1.96	242	1.97	195	2.03	203	1.92	157	1.93
Folders and boxers	74	1.87	153	2.04	193	2.10	74	1.87	141	2.00	178	2.11
Loopers, toe	154	2.11	160	2.00	443	2.11	101	2.16	160	2.00	379	2.07
Menders, hand, grey	28	1.84	38	1.88	80	1.81	-	-	30	1.78	43	1.73
Pairers	156	2.03	378	1.95	514	2.00	123	2.02	329	1.89	456	1.97
Seamers, toe	374	2.08	465	2.10	638	2.09	350	2.09	395	2.03	556	2.04
Transfer-machine operators	33	2.00	80	1.98	84	2.15	33	2.00	78	1.98	58	2.06

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

² Includes data for regions in addition to the Southeast region.

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

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

Table 25. Men's hosiery mills: Occupational averages—by method of wage payment

(Number and average straight-time hourly earnings¹ of workers in selected occupations by method of wage payment, United States and selected regions, September 1970)

Occupation and sex	United States ²				Middle Atlantic				Southeast			
	Time-workers		Incentive workers		Time-workers		Incentive workers		Time-workers		Incentive workers	
	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings
Men												
Knitting:												
Adjusters and fixers, knitting machines ³ -----	1,333	\$ 2.74	80	\$ 3.22	61	\$ 2.75	80	\$ 3.22	1,185	\$ 2.72	-	-
Seamless hosiery, half-hose ----	1,224	2.73	62	3.37	57	2.73	62	3.37	1,094	2.71	-	-
Boarding and preboarding:												
Boarders, automatic -----	-	-	203	2.16	-	-	26	2.40	-	-	174	\$ 2.12
Boarders, other than automatic ----	-	-	80	2.12	-	-	15	2.10	-	-	65	2.13
Women												
Knitting:												
Knitters, automatic -----	234	1.85	1,138	2.13	-	-	117	2.10	178	1.81	970	2.11
Knitters, string -----	159	1.87	782	2.13	-	-	-	-	140	1.85	661	2.10
Boarding and preboarding:												
Boarders, automatic -----	-	-	772	2.03	-	-	27	2.33	-	-	700	1.99
Boarders, other than automatic ----	29	1.67	415	1.94	-	-	58	2.23	-	-	351	1.89
Preboarders -----	-	-	204	2.04	-	-	13	2.43	-	-	185	2.02
Miscellaneous:												
Baggers -----	71	1.78	47	2.11	-	-	-	-	34	1.68	23	1.95
Boxers -----	9	1.77	72	1.82	-	-	-	-	-	-	72	1.82
Examiners, grey (hosiery inspectors) -----	55	1.83	630	1.99	-	-	86	2.03	36	1.82	519	1.97
Folders and boxers -----	31	1.75	389	2.06	-	-	-	-	31	1.75	362	2.05
Loopers, toe -----	-	-	748	2.09	-	-	87	2.25	-	-	640	2.07
Menders, hand, finish -----	25	1.73	31	1.86	-	-	-	-	14	1.71	27	1.85
Menders, hand, grey -----	64	1.78	82	1.87	-	-	18	1.96	36	1.73	55	1.77
Pairers -----	42	1.80	1,006	2.00	-	-	67	2.16	31	1.73	877	1.96
Seamers, toe -----	32	1.74	1,445	2.10	-	-	85	2.45	-	-	1,280	2.05
Transfer-machine operators -----	-	-	187	2.07	-	-	28	2.33	-	-	159	2.02

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

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

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

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

Table 26. Men's hosiery mills: Occupational earnings—North Carolina

(Number and average straight-time hourly earnings¹ of production workers in selected occupations, September 1970)

Occupation and sex	Number of workers	Average hourly earnings ¹	Number of workers receiving straight-time hourly earnings of—																									
			\$1.60 and under	\$1.65	\$1.70	\$1.75	\$1.80	\$1.85	\$1.90	\$1.95	\$2.00	\$2.10	\$2.20	\$2.30	\$2.40	\$2.50	\$2.60	\$2.70	\$2.80	\$2.90	\$3.00	\$3.10	\$3.20	\$3.30	\$3.40	\$3.50	\$3.60	\$3.70 and over
All production workers-----	11,212	\$2.09	2,207	388	726	691	683	608	705	472	1,225	854	740	597	443	514	281	289	257	159	108	80	56	33	19	31	10	36
Men-----	2,850	2.32	110	23	114	99	101	109	211	84	304	189	173	156	109	216	109	191	174	102	67	68	36	31	15	25	5	29
Women-----	8,362	2.01	1,097	365	612	592	582	499	494	388	921	665	567	441	334	298	172	98	83	57	41	12	20	2	4	6	5	7
<u>Selected production occupations—men</u>																												
<u>Knitting</u>																												
Adjusters and fixers, knitting machines (all timeworkers) ³ -----	974	2.75	-	2	-	-	-	-	-	2	17	24	40	47	45	137	77	142	141	84	54	56	23	30	12	24	3	14
Seamless hosiery, half-hose-----	928	2.74	-	2	-	-	-	-	-	2	17	23	38	47	43	137	73	140	129	78	49	53	22	28	10	22	3	12
Knitters, automatic-----	79	2.11	5	1	-	5	4	9	2	6	5	9	5	17	5	3	-	1	-	-	2	-	-	-	-	-	-	-
Incentive-----	61	2.12	5	1	-	-	4	9	2	6	3	8	4	8	5	3	-	1	-	-	2	-	-	-	-	-	-	-
Knitters, string-----	58	1.97	12	-	4	-	-	2	4	4	18	6	3	1	-	1	3	-	-	-	-	-	-	-	-	-	-	-
Incentive-----	53	1.97	12	-	4	-	-	2	4	4	13	6	3	1	-	1	3	-	-	-	-	-	-	-	-	-	-	-
<u>Boarding and preboarding</u>																												
Boarders, automatic (all incentive workers)-----	118	2.14	13	4	5	3	3	1	-	12	15	17	9	8	7	6	1	6	4	4	-	-	-	-	-	-	-	-
Boarders, other than automatic ⁴ -----	56	1.95	8	-	1	8	1	3	13	2	11	1	1	2	3	-	2	-	-	-	-	-	-	-	-	-	-	-
Preboarders (all incentive workers)-----	35	2.08	-	3	7	1	-	1	1	-	4	6	-	7	-	3	2	-	-	-	-	-	-	-	-	-	-	-
<u>Selected production workers—women</u>																												
<u>Knitting</u>																												
Knitters, automatic-----	861	2.09	32	8	5	158	24	32	50	49	123	72	82	58	70	59	20	3	10	2	2	1	-	-	-	-	1	-
Time-----	175	1.81	-	-	-	138	6	-	16	-	-	1	6	4	4	-	-	-	-	-	-	-	-	-	-	-	-	-
Incentive-----	686	2.16	32	8	5	20	18	32	34	49	123	71	76	54	66	59	20	3	10	2	2	1	-	-	-	-	1	-
Knitters, string-----	648	2.08	20	6	4	10	22	79	45	40	149	117	66	34	19	15	6	6	3	1	3	-	-	-	-	-	-	-
Incentive-----	562	2.11	20	6	4	10	22	19	45	40	124	116	66	34	19	15	6	6	3	1	3	-	-	-	-	-	3	-
<u>Boarding and preboarding</u>																												
Boarders, automatic (all incentive workers)-----	536	2.04	80	22	26	42	27	25	31	34	47	54	30	41	15	16	12	9	7	9	2	1	4	1	-	1	-	
Boarders, other than automatic ⁴ -----	311	1.89	116	23	16	9	20	13	7	6	23	24	9	6	15	8	6	7	2	-	-	-	1	-	-	-	-	-
Preloaders-----	179	2.02	25	10	8	12	11	12	15	9	17	14	15	4	3	5	4	9	6	-	-	-	-	-	-	-	-	-

See footnotes at end of table.

Table 26. Men's hosiery mills: Occupational earnings—North Carolina—Continued

(Number and average straight-time hourly earnings¹ of production workers in selected occupations, September 1970)

Occupation and sex	Number of workers	Average hourly earnings and under	Number of workers receiving straight-time hourly earnings of—																									
			\$1.60	\$1.65	\$1.70	\$1.75	\$1.80	\$1.85	\$1.90	\$1.95	\$2.00	\$2.10	\$2.20	\$2.30	\$2.40	\$2.50	\$2.60	\$2.70	\$2.80	\$2.90	\$3.00	\$3.10	\$3.20	\$3.30	\$3.40	\$3.50	\$3.60	\$3.70
			\$1.65	\$1.70	\$1.75	\$1.80	\$1.85	\$1.90	\$1.95	\$2.00	\$2.10	\$2.20	\$2.30	\$2.40	\$2.50	\$2.60	\$2.70	\$2.80	\$2.90	\$3.00	\$3.10	\$3.20	\$3.30	\$3.40	\$3.50	\$3.60	\$3.70	and over
Selected production workers—women																												
Continued																												
Miscellaneous																												
Baggers	44	\$1.79	20	2	2	3	9	-	3	-	1	-	-	-	1	1	-	-	2	-	-	-	-	-	-	-	-	-
Incentive	20	2.01	-	-	-	3	9	-	3	-	1	-	-	-	1	1	-	-	2	-	-	-	-	-	-	-	-	-
Boxers (all incentive workers)	48	1.79	12	3	3	4	11	1	11	-	1	1	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-
Examiners, grey (hosiery inspectors)	446	1.97	83	36	32	22	39	12	16	29	38	26	25	26	25	12	13	4	2	4	2	-	-	-	-	-	-	-
Time	29	1.83	-	5	5	-	10	-	2	-	6	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Incentive	417	1.98	83	31	27	22	29	12	14	29	32	25	25	26	25	12	13	4	2	4	2	-	-	-	-	-	-	-
Folders (all incentive workers)	95	2.00	5	11	4	5	11	4	4	6	11	6	16	4	1	4	2	1	-	-	-	-	-	-	-	-	-	-
Folders and boxers	366	2.05	47	6	17	32	30	24	16	9	46	34	24	18	18	9	19	6	4	1	4	2	-	-	-	-	-	-
Time	19	1.84	2	2	5	-	6	-	1	-	-	-	-	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Incentive	347	2.06	45	4	12	32	30	18	16	8	46	34	24	15	18	9	19	6	4	1	4	2	-	-	-	-	-	-
Loopers, toe (all incentive workers)	560	2.08	55	40	38	30	15	30	30	22	60	51	34	47	36	18	13	15	8	7	6	2	-	-	3	-	-	-
Menders, hand, finish	28	1.78	7	2	8	3	1	3	-	-	1	-	1	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Time	11	1.72	1	-	7	1	-	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Incentive	17	1.81	6	2	1	2	1	1	-	-	1	-	1	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Menders, hand, grey	55	1.79	6	10	7	5	9	6	1	8	1	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Time	27	1.76	3	1	6	3	8	6	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Incentive	28	1.82	3	9	1	2	1	-	1	8	1	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Pairers	669	2.00	116	38	62	53	37	44	33	28	52	39	42	28	24	36	11	6	2	4	2	-	-	6	-	-	-	6
Time	23	1.77	1	2	8	4	4	2	-	-	-	-	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Incentive	646	2.00	115	36	54	49	33	42	33	28	52	39	40	28	24	36	11	6	2	4	2	-	-	6	-	-	-	6
Seamers, toe (all incentive workers)	1,007	2.07	131	43	70	46	35	50	77	43	96	66	99	64	39	51	31	14	22	15	10	2	-	-	-	-	3	-
Sewing-machine operators (panty hose) (all incentive workers)	39	2.34	1	1	1	4	3	-	1	-	4	4	4	-	-	2	2	2	2	2	3	2	1	-	-	-	-	-
Transfer-machine operators	128	2.04	14	5	3	11	11	6	25	5	5	4	11	1	9	4	9	-	1	1	2	-	1	-	-	-	-	-
Incentive	118	2.05	14	3	3	11	11	6	17	5	5	4	11	1	9	4	9	-	1	1	2	-	1	-	-	-	-	-
Selected office occupations—women																												
Clerks, payroll	32	2.27	-	-	-	-	-	1	-	3	2	5	9	6	2	1	-	1	1	-	1	-	-	-	-	-	-	-
Stenographers, general	11	2.43	-	-	-	-	-	-	-	-	1	2	4	-	-	1	-	-	1	1	-	1	-	-	-	-	-	-
Typists, class B	16	2.05	-	3	-	-	-	3	-	2	-	1	3	1	2	1	-	-	-	-	-	-	-	-	-	-	-	-

¹ Excludes premium pay for overtime and for work on weekends, holidays, and late shifts. Approximately 65 percent of the production workers covered by the study were paid on an incentive basis.

² Includes 34 workers under \$1.60 in other than the selected occupations shown.

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

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

Table 27. Men's hosiery mills: Occupational earnings—Tennessee

(Number and average straight-time hourly earnings¹ of production workers in selected occupations, September 1970)

Occupation and sex	Number of workers	Average hourly earnings	Number of workers receiving straight-time hourly earnings of—																			
			\$1.60 and under \$1.65	\$1.65 \$1.70	\$1.70 \$1.75	\$1.75 \$1.80	\$1.80 \$1.85	\$1.85 \$1.90	\$1.90 \$1.95	\$1.95 \$2.00	\$2.00 \$2.10	\$2.10 \$2.20	\$2.20 \$2.30	\$2.30 \$2.40	\$2.40 \$2.50	\$2.50 \$2.60	\$2.60 \$2.70	\$2.70 \$2.80	\$2.80 \$2.90	\$2.90 \$3.00	\$3.00 \$3.10	\$3.10 \$3.20
All production workers -----	1,274	\$ 1.90	252	107	147	93	91	113	76	39	95	71	27	26	24	75	18	4	3	3	9	1
Men -----	455	2.01	39	29	58	45	23	41	31	13	34	15	6	19	14	65	11	3	1	3	5	-
Women -----	819	1.84	213	78	89	48	68	72	45	26	61	56	21	7	10	10	7	1	2	-	4	1
<u>Selected production occupations—men</u>																						
<u>Knitting</u>																						
Adjusters and fixers, knitting machines (all timeworkers) ³ -----	77	2.55	-	-	-	-	-	-	-	-	-	1	-	3	4	56	7	-	-	1	5	-
Seamless hosiery, half-hose -----	66	2.55	-	-	-	-	-	-	-	-	-	1	-	3	4	45	7	-	-	1	5	-
<u>Selected production occupations—women</u>																						
<u>Knitting</u>																						
Knitters, automatic ^{4b/} -----	105	1.82	22	15	10	4	8	10	13	5	10	4	2	1	1	-	-	-	-	-	-	-
<u>Boarding and preboarding</u>																						
Boarders, automatic (all incentive workers) -----	53	1.89	5	3	3	4	12	2	4	2	12	2	4	-	-	-	-	-	-	-	-	-
Boarders, other than automatic (all incentive workers) -----	26	1.90	5	4	1	1	2	-	1	3	4	2	1	-	2	-	-	-	-	-	-	-
<u>Miscellaneous</u>																						
Examiners, grey (hosiery inspectors) ^{4b/} -----	31	1.79	11	5	5	1	-	2	2	-	2	1	-	-	1	-	1	-	-	-	-	-
Menders, hand, grey ^{a/} -----	10	1.65	5	1	4	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Pairers, (all incentive workers) -----	95	1.94	29	3	2	4	7	8	7	2	7	6	7	1	3	3	4	-	-	-	2	-
Seamers, toe ^{4b/} -----	79	1.81	24	7	8	7	8	9	4	2	2	4	-	1	-	2	-	-	-	-	-	1
Transfer-machine operators (all incentive workers) -----	13	2.19	-	-	-	-	2	3	-	1	-	2	2	1	-	-	-	-	-	-	2	-
<u>Selected office occupations—women</u>																						
Clerks, payroll -----	8	2.14	-	-	-	-	-	-	1	-	3	1	1	-	2	-	-	-	-	-	-	-

¹ Excludes premium pay for overtime and for work on weekends, holidays, and late shifts. Approximately 58 percent of the production workers covered by the study were paid on incentive basis.

² Includes 6 workers under \$1.60 in other than the selected occupations shown.

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

⁴ Insufficient data to warrant publication of separate averages by method of wage payment; (a) predominantly timeworkers, or (b) predominantly incentive workers.

Table 28. Men's hosiery mills: Occupational earnings—Hickory—Statesville, N.C. ¹

(Number and average straight-time hourly earnings ² of production workers in selected occupations, September 1970)

Occupation and sex	Number of workers	Average hourly earnings ²	Number of workers receiving straight-time hourly earnings of—																									
			\$1.60 and under	\$1.65	\$1.70	\$1.75	\$1.80	\$1.85	\$1.90	\$1.95	\$2.00	\$2.10	\$2.20	\$2.30	\$2.40	\$2.50	\$2.60	\$2.70	\$2.80	\$2.90	\$3.00	\$3.10	\$3.20	\$3.30	\$3.40	\$3.50	\$3.60	\$3.70 and over
All production workers-----	2,999	\$2.08	471	174	147	209	128	188	152	104	322	182	159	134	84	105	87	131	34	31	25	34	18	19	7	23	6	25
Men-----	665	2.45	29	14	6	25	15	19	25	9	63	35	38	44	27	71	25	67	18	15	9	32	11	19	7	18	5	19
Women-----	2,334	1.97	442	160	141	184	113	169	127	95	259	147	121	90	57	60	62	38	16	16	16	2	7	-	-	5	1	6
<u>Selected production occupations—men</u>																												
<u>Knitting</u>																												
Adjusters and fixers, knitting machines, seamless hosiery, half-hose (all timeworkers)-----	280	2.85	-	-	-	-	-	-	-	-	8	-	10	11	8	55	21	42	14	11	8	28	8	19	7	18	3	9
Knitters, automatic ⁴ -----	29	1.92	3	1	5	-	2	5	2	1	2	4	2	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<u>Boarding and preboarding</u>																												
Boarders, other than automatic (all incentive workers)-----	11	2.00	2	-	-	-	1	1	3	-	-	1	-	-	3	-	-	-	-	-	-	-	-	-	-	-	-	-
<u>Selected production occupations—women</u>																												
<u>Knitting</u>																												
Knitters, automatic-----	254	1.94	21	3	5	91	14	9	31	2	26	17	4	4	10	5	4	3	1	1	1	1	-	-	-	1	-	-
Incentive-----	149	2.05	21	3	5	6	9	16	2	26	17	4	4	10	5	4	3	1	1	1	1	-	-	-	-	1	-	-
Knitters, string-----	287	2.04	11	5	-	1	5	75	8	10	87	36	13	15	5	4	1	4	1	1	2	-	-	-	-	3	-	-
Incentive-----	202	2.11	11	5	-	1	5	15	8	10	62	36	13	15	5	4	1	4	1	1	2	-	-	-	-	3	-	-
<u>Boarding and preboarding</u>																												
Boarders, automatic (all incentive workers)-----	121	2.11	15	7	4	5	5	3	11	5	9	10	10	16	4	2	3	6	3	1	1	-	-	-	-	1	-	-
Boarders, other than automatic (all incentive workers)-----	124	2.11	74	14	13	5	1	5	1	1	7	-	1	1	-	-	-	1	-	-	-	-	-	-	-	-	-	-
Preboarders (all incentive workers)-----	83	2.07	16	4	4	4	1	3	6	3	8	9	6	3	2	-	1	8	5	-	-	-	-	-	-	-	-	-
<u>Miscellaneous</u>																												
Examiners, grey (hosiery inspectors)-----	185	1.92	44	17	16	7	6	10	4	23	16	10	7	9	1	4	9	1	-	-	1	-	-	-	-	-	-	-
Incentive-----	172	1.93	44	12	11	7	6	10	4	23	14	9	7	9	1	4	9	1	-	-	1	-	-	-	-	-	-	-
Folders and boxers-----	107	2.00	17	3	7	6	14	9	2	2	14	5	9	5	2	-	10	-	-	1	1	-	-	-	-	-	-	-
Time-----	17	1.87	-	2	5	-	-	6	-	1	-	-	-	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Incentive-----	90	2.02	17	1	2	6	14	3	2	1	14	5	9	2	2	-	10	-	-	1	1	-	-	-	-	-	-	-
Loopers, toe (all incentive workers)-----	119	1.90	25	13	14	8	3	6	10	4	7	9	6	5	8	-	-	-	1	-	-	-	-	-	-	-	-	-
Menders, hand, grey ⁵ -----	8	1.63	6	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Pairs-----	175	2.09	31	13	15	9	12	8	11	7	12	8	10	2	4	10	4	1	2	3	1	-	-	6	-	-	-	6
Incentive-----	168	2.11	30	11	15	8	10	7	11	7	12	8	10	2	4	10	4	1	2	3	1	-	6	-	-	-	-	6
Seamers, toe (all incentive workers)-----	282	2.09	28	23	26	14	5	14	11	14	26	20	24	12	5	22	18	7	2	6	5	-	-	-	-	-	-	-
Transfer-machine operators (all incentive workers)-----	38	2.14	1	2	1	7	-	3	3	-	2	1	7	-	1	-	8	-	-	1	1	-	-	-	-	-	-	-
<u>Selected office occupations—women</u>																												
Clerks, payroll-----	8	2.38	-	-	-	-	-	-	-	-	1	-	2	1	2	1	-	-	1	-	-	-	-	-	-	-	-	-

¹ The Hickory—Statesville area consists of Burke, Caldwell, Catawba, and Iredell Counties.

² Excludes premium pay for overtime and for work on weekends, holidays, and late shifts. Approximately 62 percent of the production workers covered by the study were paid on an incentive basis.

³ Includes 14 workers under \$1.60 in other than the selected occupations shown.

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

⁵ Workers paid under time and incentive systems were equally divided.

Table 29. Men's hosiery mills: Occupational earnings—Winston-Salem—High Point, N.C.¹

(Number and average straight-time hourly earnings² of production workers in selected occupations, September 1970)

Occupation and sex	Number of workers	Average hourly earnings ^a	Number of workers receiving straight-time hourly earnings of—																											
			\$1.60 and under	\$1.65	\$1.70	\$1.75	\$1.80	\$1.85	\$1.90	\$1.95	\$2.00	\$2.10	\$2.20	\$2.30	\$2.40	\$2.50	\$2.60	\$2.70	\$2.80	\$2.90	\$3.00	\$3.10	\$3.20	\$3.30	\$3.40	\$3.50	\$3.60	over		
			\$1.65	\$1.70	\$1.75	\$1.80	\$1.85	\$1.90	\$1.95	\$2.00	\$2.10	\$2.20	\$2.30	\$2.40	\$2.50	\$2.60	\$2.70	\$2.80	\$2.90	\$3.00	\$3.10	\$3.20	\$3.30	\$3.40	\$3.50	\$3.60	over			
All production workers	6,391	\$2.12	428	144	393	365	377	339	438	299	761	593	486	400	276	283	166	151	202	114	64	35	34	13	10	8	12			
Men	1,801	2.28	52	7	99	58	72	82	165	61	189	134	106	98	72	101	70	94	144	78	39	25	21	11	6	7	10			
Women	4,590	2.05	376	137	294	307	305	257	273	238	572	459	380	302	204	182	96	57	58	36	25	10	13	2	4	1	2			
Selected production occupations—men																														
Knitting																														
Adjusters and fixers, knitting machines (all timeworkers) ^a	560	2.72	-	-	-	-	-	-	-	-	9	22	25	28	33	59	47	71	117	65	29	20	11	10	3	6	5			
Seamless hosiery, half-hose	517	2.70	-	-	-	-	-	-	-	-	9	21	23	28	31	59	43	71	106	59	24	17	10	8	1	4	3			
Knitters, automatic	44	2.19	2	-	-	-	2	4	-	5	3	5	3	15	2	-	-	1	-	-	22	-	-	-	-	-	-			
Incentive	31	2.17	2	-	-	-	2	4	-	5	1	4	2	6	2	-	-	1	-	-	2	-	-	-	-	-	-			
Knitters, string (all incentive workers)	36	2.04	4	-	4	-	-	2	4	4	4	6	3	1	-	1	3	-	-	-	-	-	-	-	-	-	-			
Boarding and preboarding																														
Boarders, automatic (all incentive workers)	70	2.22	4	4	2	3	3	1	-	2	6	11	6	6	4	6	1	3	4	4	-	-	-	-	-	-	-	-		
Boarders, other than automatic ^{b/}	15	1.97	2	-	1	-	-	2	2	2	3	-	1	2	-	-	-	-	-	-	-	-	-	-	-	-	-			
Preboarders (all incentive workers)	20	2.08	-	-	7	1	-	1	-	-	1	3	-	3	-	2	2	-	-	-	-	-	-	-	-	-	-			
Selected production occupations—women																														
Knitting																														
Knitters, automatic	402	2.12	8	4	-	44	9	11	12	33	73	50	66	42	27	7	8	-	6	1	1	-	-	-	-	-	-			
Time	52	1.91	-	-	-	35	1	-	1	-	-	1	6	4	4	-	-	-	-	-	-	-	-	-	-	-	-			
Incentive	350	2.15	8	4	-	9	8	11	11	33	73	49	60	38	23	7	8	-	6	1	1	-	-	-	-	-	-			
Knitters, string ^{b/}	337	2.11	9	1	4	9	17	4	29	30	54	73	53	19	14	11	5	2	2	-	1	-	-	-	-	-	-			
Boarding and preboarding																														
Boarders, automatic (all incentive workers)	270	2.11	14	10	16	27	14	9	17	21	22	32	15	20	8	14	9	3	4	8	1	1	4	1	-	-	-			
Boarders, other than automatic ^{b/}	157	2.02	38	9	1	4	11	8	6	5	16	16	8	5	7	8	6	6	2	-	-	1	-	-	-	-	-			
Preboarders ^{b/}	96	1.98	9	6	4	8	10	9	9	6	9	5	9	1	1	5	3	1	1	-	-	-	-	-	-	-	-			

See footnotes at end of table.

Table 29. Men's hosiery mills: Occupational earnings—Winston-Salem—High Point, N.C.¹—Continued

(Number and average straight-time hourly earnings² of production workers in selected occupations, September 1970)

Occupation and sex	Number of workers	Average hourly earnings ³	Number of workers receiving straight-time hourly earnings of—																											
			\$1.60 and under	\$1.65	\$1.70	\$1.75	\$1.80	\$1.85	\$1.90	\$1.95	\$2.00	\$2.10	\$2.20	\$2.30	\$2.40	\$2.50	\$2.60	\$2.70	\$2.80	\$2.90	\$3.00	\$3.10	\$3.20	\$3.30	\$3.40	\$3.50	\$3.60	over		
Selected production occupations—women—Continued																														
Miscellaneous																														
Baggers ⁵ b/.....	10	\$2.18	-	2	-	-	-	-	3	-	1	-	-	-	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Examiners, grey (hosiery inspectors).....	234	2.03	35	13	16	12	32	1	6	5	19	16	16	17	24	8	4	3	2	4	1	-	-	-	-	-	-	-	-	-
Incentive.....	218	2.05	35	13	16	12	22	1	4	5	15	16	16	17	24	8	4	3	2	4	1	-	-	-	-	-	-	-	-	-
Folders (all incentive workers).....	65	2.04	2	5	3	5	2	3	4	5	11	6	10	4	-	2	2	1	-	-	-	-	-	-	-	-	-	-	-	-
Folders and boxers (all incentive workers).....	245	2.08	28	3	10	26	12	15	8	7	32	27	15	13	16	9	9	6	4	-	3	2	-	-	-	-	-	-	-	-
Loopers, toe (all incentive workers).....	429	2.13	30	27	24	22	12	23	20	15	52	41	22	42	28	18	13	15	7	7	6	2	-	-	-	3	-	-	-	-
Menders, hand, finish ⁵ b/.....	14	1.90	-	2	2	2	1	3	-	-	1	-	1	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Menders, hand, grey ⁵ a/.....	29	1.81	-	-	7	4	9	6	1	-	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Pairers.....	392	2.02	38	16	26	43	25	27	20	18	31	30	32	26	20	26	7	5	-	1	1	-	-	-	-	-	-	-	-	-
Time.....	8	1.89	-	-	-	3	2	1	-	-	-	-	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Incentive.....	384	2.03	38	16	26	40	23	26	20	18	31	30	30	26	20	26	7	5	-	1	1	-	-	-	-	-	-	-	-	-
Seamers, toe (all incentive workers).....	477	2.06	66	14	28	18	19	27	36	21	59	34	41	34	13	25	10	4	14	7	5	2	-	-	-	-	-	-	-	-
Transfer-machine operators (all incentive workers).....	55	2.12	5	1	2	1	12	1	14	4	1	3	4	1	8	4	1	-	1	-	1	-	1	-	-	-	-	-	-	-
Selected office occupations—women																														
Clerks, payroll.....	23	2.21	-	-	-	-	-	1	-	3	1	5	7	5	-	-	-	-	-	-	1	-	-	-	-	-	-	-	-	-
Stenographers, general.....	9	2.37	-	-	-	-	-	-	-	-	1	2	4	-	-	-	-	-	-	-	1	-	1	-	-	-	-	-	-	-

¹ The Winston-Salem—High Point area consists of Alamance, Davidson, Forsyth, Guilford, Randolph, and Surry Counties.

² Excludes premium pay for overtime and for work on weekends, holidays, and late shifts. Approximately 65 percent of the production workers covered by the study were paid on an incentive basis.

³ Includes 20 workers under \$1.60 in other than the selected occupations shown.

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

⁵ Insufficient data to warrant publication of separate averages by method of wage payments; (a) predominantly timeworkers, or (b) predominantly incentive workers.

Table 30. Men's hosiery mills: Method of wage payment

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

Method of wage payment ¹	United States ²	Regions		States		Areas	
		Middle Atlantic	Southeast	North Carolina	Tennessee	Hickory-Statesville, N. C.	Winston-Salem-High Point, N. C.
All workers	100	100	100	100	100	100	100
Time-rated workers	37	40	35	35	42	38	35
Formal plans	11	24	6	6	12	-	9
Single rate	2	1	(³)	-	5	-	-
Range of rates	8	23	5	6	8	-	9
Individual rates	26	16	30	29	29	38	26
Incentive workers	63	60	65	65	58	62	65
Individual piecework	58	38	62	62	55	62	63
Group piecework	1	-	1	(³)	3	-	1
Individual bonus	4	21	2	2	-	1	2
Group bonus	(³)	2	-	-	-	-	-

¹ For definition of method of wage payment, see appendix A.

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

³ Less than 0.5 percent.

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

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Table 31. Men's hosiery mills: Scheduled weekly hours

(Percent of production and officeworkers by scheduled weekly hours,¹ United States, selected regions, States, and areas, September 1970)

Weekly hours ¹	United States ²	Regions		States		Areas	
		Middle Atlantic	Southeast	North Carolina	Tennessee	Hickory-Statesville, N. C.	Winston-Salem-High Point, N. C.
Production workers							
All workers	100	100	100	100	100	100	100
Under 37½ hours	2	-	-	-	-	-	-
37½ hours	3	26	-	-	-	-	-
38¾ hours	90	74	94	92	100	100	86
40 hours	5	-	6	8	-	-	14
Officeworkers							
All workers	100	100	100	100	100	100	100
Under 37½ hours	1	-	2	2	-	10	-
37½ hours	3	17	-	-	-	-	-
40 hours	2	-	3	4	-	-	6
48 hours	93	83	95	94	100	90	94

¹ Data relate to predominant work schedule of full-time day-shift workers in each establishment.

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

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

Table 32. Men's hosiery mills: Shift differential provisions

(Percent of production workers by shift differential provisions,¹ United States, selected regions, States, and areas, September 1970)

Shift differential	United States ²	Regions		States		Areas	
		Middle Atlantic	Southeast	North Carolina	Tennessee	Hickory-Statesville, N. C.	Winston-Salem-High Point, N. C.
<u>Second shift</u>							
Workers in establishments having second-shift provisions	94.6	93.3	94.3	93.2	100.0	90.0	92.8
With shift differential	22.6	67.7	10.8	10.4	31.4	30.9	3.7
Uniform cents per hour	9.2	14.7	4.3	2.0	31.4	7.4	-
2½ cents	1.3	-	1.5	2.0	-	7.4	-
5 cents	2.3	-	2.8	-	31.4	-	-
8 cents	1.8	-	-	-	-	-	-
10 cents	3.9	14.7	-	-	-	-	-
Uniform percentage	9.2	53.0	1.6	2.1	-	-	3.7
2½ percent	1.4	-	1.6	2.1	-	-	3.7
3 percent	1.3	11.5	-	-	-	-	-
5 percent	6.5	41.5	-	-	-	-	-
Other	4.3	-	4.9	6.3	-	23.5	-
With no shift differential	71.9	25.6	83.6	82.8	68.6	59.1	89.1
<u>Third or other late shift</u>							
Workers in establishments having third- or other late-shift provisions	69.0	71.2	70.5	71.3	62.7	80.3	63.5
With shift differential	26.6	71.2	19.0	13.5	13.4	42.8	3.7
Uniform cents per hour	6.9	18.3	2.7	2.0	13.4	7.4	-
5 cents	1.3	-	1.5	2.0	-	7.4	-
10 cents	1.4	3.5	1.2	-	13.4	-	-
12 cents	1.8	-	-	-	-	-	-
15 cents .....	.7	-	-	-	-	-	-
20 cents	1.7	14.7	-	-	-	-	-
Uniform percentage	10.4	53.0	4.9	6.3	-	15.6	3.7
3 percent	1.4	-	1.6	2.1	-	-	3.7
5 percent	3.9	27.2	.9	1.2	-	4.6	-
10 percent	5.1	25.8	2.3	2.9	-	11.0	-
Other	9.4	-	11.4	5.3	-	19.9	-
With no shift differential	42.4	-	51.5	57.7	49.3	37.5	59.8

¹ Refers to policies of establishments either currently operating late shifts or having provisions covering late shifts.
² Includes data for regions in addition to those shown separately.

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

Table 33. Men's hosiery mills: Shift differential practices

(Percent of production workers on late shifts by amount of shift differential, United States, selected regions, States and areas, September 1970)

Shift differential	United States ¹	Regions		States		Areas	
		Middle Atlantic	Southeast	North Carolina	Tennessee	Hickory-Statesville, N. C.	Winston-Salem-High Point, N. C.
<u>Second shift</u>							
Workers employed on second shift	16.0	16.1	15.8	15.0	20.3	14.3	14.2
Receiving shift differential	4.0	11.4	1.9	1.5	8.7	4.6	.5
Uniform cents per hour	1.5	1.2	1.0	.4	8.7	1.3	-
2½ cents	.2	-	.3	.4	-	1.3	-
5 cents	.6	-	.8	-	8.7	-	-
8 cents	.3	-	-	-	-	-	-
10 cents	.3	1.2	-	-	-	-	-
Uniform percentage	1.8	10.2	.2	.3	-	-	.5
2½ percent	.2	-	.2	.3	-	-	.5
3 percent	.2	1.5	-	-	-	-	-
5 percent	1.5	8.7	-	-	-	-	-
Other	.6	-	.7	.9	-	3.3	-
Receiving no shift differential	12.0	4.7	13.9	13.5	11.6	9.7	13.8
<u>Third or other late shift</u>							
Workers employed on third or other late shift	7.9	9.6	8.1	8.8	8.5	7.5	8.9
Receiving shift differential	2.3	9.6	1.4	1.0	1.6	2.9	.4
Uniform cents per hour	.5	1.7	.4	.3	1.6	1.2	-
5 cents	.2	-	.2	.3	-	1.2	-
10 cents	.1	-	.1	-	1.6	-	-
20 cents	.2	1.7	-	-	-	-	-
Uniform percentage	1.3	7.8	.4	.5	-	1.1	.4
3 percent	.1	-	.2	.2	-	-	.4
5 percent	.2	1.9	-	-	-	-	-
10 percent	.9	5.9	.2	.3	-	1.1	-
Other	.5	-	.6	.2	-	.7	-
Receiving no shift differential	5.6	-	6.8	7.8	6.9	4.6	8.5

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

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

Table 34. Men's hosiery mills: Paid holidays

(Percent of production and officeworkers in mills which have formal provisions for paid holidays, United States, selected regions, States, and areas, September 1970)

Number of paid holidays	United States ¹	Regions		States		Areas	
		Middle Atlantic	Southeast	North Carolina	Tennessee	Hickory-Statesville, N. C.	Winston-Salem-High Point, N. C.
Production workers							
All workers	100	100	100	100	100	100	100
Workers in establishments providing paid holidays	50	91	40	36	73	4	47
1 day	7	-	8	5	3	-	9
2 days	1	-	1	1	-	4	-
3 days	4	-	5	4	-	-	7
4 days	10	-	12	13	18	-	9
5 days	17	31	15	12	52	-	22
6 days	1	-	-	-	-	-	-
7 days	8	60	-	-	-	-	-
8 days	2	-	-	-	-	-	-
8 days plus 1 half day	2	-	-	-	-	-	-
Workers in establishments providing no paid holidays	50	9	60	64	27	96	53
Officeworkers							
All workers	100	100	100	100	100	100	100
Workers in establishments providing paid holidays	76	96	67	71	69	75	75
1 day	2	-	3	1	1	4	-
2 days	7	-	10	13	-	45	-
3 days	14	-	21	25	-	10	36
4 days	6	-	8	6	24	3	-
5 days	22	31	22	22	44	13	30
6 days	2	-	3	3	-	-	6
7 days	13	41	1	2	-	-	3
7 days plus 2 half days	5	25	-	-	-	-	-
8 days	3	-	-	-	-	-	-
8 days plus 1 half day	3	-	-	-	-	-	-
Workers in establishments providing no paid holidays	24	4	33	29	31	25	25

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

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

Table 35. Men's hosiery mills: Paid vacations

(Percent of production and officeworkers in mills which have formal provisions, for paid vacations after selected periods of service, United States, selected regions, States, and areas, September 1970)

Vacation policy	United States ¹	Regions		States		Areas	
		Middle Atlantic	Southeast	North Carolina	Tennessee	Hickory--Statesville, N. C.	Winston--Salem--High Point, N. C.
	Production workers						
All workers -----	100	100	100	100	100	100	100
<u>Method of payment</u>							
Workers in establishments providing paid vacation -----	77	97	72	68	78	47	93
Length-of-time payment -----	12	23	10	3	18	12	-
Percentage payment -----	65	74	62	65	60	35	93
Workers in establishments providing no paid vacations -----	23	3	28	32	22	53	7
<u>Amount of vacation pay²</u>							
After 1 year of service:							
Under 1 week -----	4	-	4	3	-	3	4
1 week -----	64	64	62	58	78	37	80
Over 1 and under 2 weeks -----	4	33	-	-	-	-	-
2 weeks -----	5	-	6	7	-	7	9
After 2 years of service:							
Under 1 week -----	3	-	4	3	-	3	4
1 week -----	61	64	62	58	78	37	80
Over 1 and under 2 weeks -----	5	26	-	-	-	-	-
2 weeks -----	7	7	6	7	-	7	9
After 3 years of service:							
Under 1 week -----	3	-	4	3	-	3	4
1 week -----	58	48	62	58	78	37	80
Over 1 and under 2 weeks -----	5	26	-	-	-	-	-
2 weeks -----	10	23	6	7	-	7	9
After 5 years of service:							
Under 1 week -----	3	-	4	3	-	3	4
1 week -----	19	24	19	19	-	26	21
Over 1 and under 2 weeks -----	(³)	-	-	-	-	-	-
2 weeks -----	51	47	48	46	78	18	69
Over 2 and under 3 weeks -----	3	26	-	-	-	-	-
After 10 years of service:							
Under 1 week -----	3	-	4	3	-	3	4
1 week -----	17	6	19	19	-	26	21
2 weeks -----	50	65	48	46	78	18	69
Over 2 and under 3 weeks -----	6	26	-	-	-	-	-
After 15 years of service:							
Under 1 week -----	3	-	4	3	-	3	4
1 week -----	17	6	19	19	-	26	21
2 weeks -----	44	47	45	46	40	18	69
Over 2 and under 3 weeks -----	4	26	-	-	38	-	-
3 weeks -----	9	18	3	-	-	-	-
After 20 years of service:							
Under 1 week -----	2	-	2	1	-	3	-
1 week -----	18	6	21	21	-	26	24
2 weeks -----	44	47	45	46	40	18	69
Over 2 and under 3 weeks -----	1	-	-	-	-	-	-
3 weeks -----	9	18	3	-	38	-	-
Over 3 and under 4 weeks -----	3	26	-	-	-	-	-
After 25 years of service: ⁴							
Under 1 week -----	2	-	2	1	-	3	-
1 week -----	17	6	19	19	-	26	21
Over 1 and under 2 weeks -----	1	-	2	2	-	-	4
2 weeks -----	44	47	45	46	40	18	69
Over 2 and under 3 weeks -----	1	-	-	-	-	-	-
3 weeks -----	7	18	3	-	38	-	-
4 weeks -----	5	26	-	-	-	-	-

See footnotes at end of table.

Table 35. Men's hosiery mills: Paid vacations—Continued

(Percent of production and officeworkers in mills which have formal provisions for paid vacations after selected periods of service, United States, selected regions, States, and areas, September 1970)

Vacation policy	United States ¹	Regions		States		Areas	
		Middle Atlantic	Southeast	North Carolina	Tennessee	Hickory—Statesville, N. C.	Winston—Salem—High Point, N. C.
Officeworkers							
All workers -----	100	100	100	100	100	100	100
Method of payment							
Workers in establishments providing paid vacation -----	96	97	95	94	99	100	100
Length-of-time payment -----	87	97	82	80	99	97	78
Percentage payment -----	9	-	13	14	-	3	22
Workers in establishments providing no paid vacations -----	4	3	5	6	1	-	-
Amount of vacation pay ²							
After 1 year of service:							
Under 1 week -----	(³)	-	1	1	-	3	-
1 week -----	56	76	48	43	55	45	43
2 weeks -----	39	21	45	50	44	48	57
3 weeks -----	(³)	-	1	1	-	3	-
After 2 years of service:							
Under 1 week -----	(³)	-	1	1	-	3	-
1 week -----	49	66	48	42	55	42	43
2 weeks -----	46	31	46	50	44	52	57
3 weeks -----	(³)	-	1	1	-	3	-
After 3 years of service:							
Under 1 week -----	(³)	-	1	1	-	3	-
1 week -----	40	18	48	42	55	42	43
2 weeks -----	55	79	46	50	44	52	57
3 weeks -----	(³)	-	1	1	-	3	-
After 5 years of service:							
Under 1 week -----	(³)	-	1	1	-	3	-
1 week -----	19	1	27	27	23	28	24
2 weeks -----	74	96	63	62	76	66	69
3 weeks -----	3	-	4	5	-	3	7
After 10 years of service:							
Under 1 week -----	(³)	-	1	1	-	3	-
1 week -----	19	1	27	27	23	28	24
2 weeks -----	64	44	63	62	76	66	69
Over 2 and under 3 weeks -----	3	17	-	-	-	-	-
3 weeks -----	9	35	4	5	-	3	7
After 15 years of service:							
Under 1 week -----	(³)	-	1	1	-	3	-
1 week -----	19	1	27	27	23	28	24
2 weeks -----	54	44	54	54	54	66	57
Over 2 and under 3 weeks -----	3	17	-	-	-	-	-
3 weeks -----	19	35	13	13	23	3	19
After 20 years of service:							
Under 1 week -----	(³)	-	1	1	-	3	-
1 week -----	19	1	27	27	23	28	24
2 weeks -----	54	44	54	54	54	66	57
3 weeks -----	22	52	13	13	23	3	19
After 25 years of service: ⁴							
Under 1 week -----	(³)	-	1	1	-	3	-
1 week -----	19	1	27	27	23	28	24
2 weeks -----	54	44	54	54	54	66	57
3 weeks -----	15	35	13	13	23	3	19
4 weeks -----	6	17	-	-	-	-	-

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

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

³ Less than 0.5 percent.

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

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

Table 36. Men's hosiery mills: Health, insurance, and retirement plans

(Percent of production and officeworkers in mills which have specified health, insurance, and retirement plans, United States, selected regions, States, and areas, September 1970)

Type of plan ¹	United States ²	Regions		States		Areas	
		Middle Atlantic	Southeast	North Carolina	Tennessee	Hickory-Statesville, N. C.	Winston-Salem-High Point, N. C.
Production workers							
All workers	100	100	100	100	100	100	100
Workers in establishments providing:							
Life insurance	80	66	83	87	97	86	84
Noncontributory plans	47	47	49	48	84	46	45
Accidental death and dismemberment insurance	52	62	52	57	59	81	40
Noncontributory plans	34	47	33	33	45	42	21
Sickness and accident insurance or sick leave or both ³	43	60	40	39	70	11	40
Sickness and accident insurance	39	60	35	35	70	11	34
Noncontributory plans	30	56	25	27	56	-	24
Sick leave (full pay, no waiting period)	-	-	-	-	-	-	-
Sick leave (partial pay or waiting period)	5	-	5	4	-	-	7
Hospitalization insurance	87	97	85	87	97	63	95
Noncontributory plans	38	62	34	38	47	10	45
Surgical insurance	84	97	81	84	89	63	89
Noncontributory plans	36	50	33	38	38	10	45
Medical insurance	63	63	60	59	70	49	53
Noncontributory plans	25	35	22	24	38	44	23
Major medical insurance	42	-	48	48	38	46	54
Noncontributory plans	17	-	19	21	38	4	31
Retirement plans ⁴	28	44	23	21	56	6	34
Pensions	26	44	23	21	56	6	34
Noncontributory plans	18	44	16	16	38	6	25
Severance pay	2	-	-	-	-	-	-
No plans	7	3	4	7	3	14	5
Officeworkers							
All workers	100	100	100	100	100	100	100
Workers in establishments providing:							
Life insurance	85	66	88	90	99	97	86
Noncontributory plans	55	31	54	53	77	73	45
Accidental death and dismemberment insurance	59	56	60	62	76	84	52
Noncontributory plans	40	31	40	38	55	60	26
Sickness and accident insurance or sick leave or both ³	60	90	51	50	68	29	51
Sickness and accident insurance	39	65	28	26	46	3	27
Noncontributory plans	31	55	19	16	46	3	10
Sick leave (full pay, no waiting period)	28	52	26	31	21	26	35
Sick leave (partial pay or waiting period)	5	-	2	-	-	-	-
Hospitalization insurance	91	97	87	89	99	62	97
Noncontributory plans	48	76	38	45	31	26	50
Surgical insurance	90	97	86	89	90	62	97
Noncontributory plans	46	66	37	45	23	26	50
Medical insurance	58	43	55	53	68	37	50
Noncontributory plans	27	28	21	24	23	6	24
Major medical insurance	45	-	48	52	23	43	52
Noncontributory plans	26	-	27	31	23	16	32
Retirement plans ⁴	31	35	26	23	46	3	37
Pensions	28	35	26	23	46	3	37
Noncontributory plans	18	35	12	12	23	3	19
Severance pay	3	-	-	-	-	-	-
No plans	4	3	4	2	1	3	3

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

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

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

⁴ Unduplicated total of workers in plants having provisions for pension and severance pay plans shown separately.

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

Table 37. Men's hosiery mills: Other selected benefits

(Percent of production and officeworkers in mills with provisions for funeral leave pay, jury duty pay, and technological severance pay, United States, selected regions, States, and areas, September 1970)

Item	United States ¹	Regions		States		Areas	
		Middle Atlantic	Southeast	North Carolina	Tennessee	Hickory-Statesville, N. C.	Winston-Salem-High Point, N. C.
Production workers							
Workers in establishments with provisions for:							
Funeral leave pay _____	13	60	2	2	8	-	-
Jury duty pay _____	22	34	18	14	65	-	24
Technological severance pay ² _____	4	4	4	5	-	-	9
Officeworkers							
Workers in establishments with provisions for:							
Funeral leave pay _____	35	80	13	15	8	14	15
Jury duty pay _____	30	48	25	21	55	-	34
Technological severance pay ² _____	9	10	11	15	-	-	24

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

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

Part III. Children's Hosiery Mills

Average hourly earnings

Straight-time earnings of production workers in children's hosiery mills averaged \$2.01 an hour in September 1970—21 percent more than the 1967 survey.¹⁴ (See table 38.) Women, three-fourths of the 11,251 production workers, averaged \$1.93 an hour in September 1970; men averaged \$2.25.

All of the production workers in this branch of the industry were in the Southeast region, primarily North Carolina. The 7,139 workers in North Carolina averaged \$2.05, compared with \$1.94 for the 2,243 workers in Tennessee, the next largest State in employment. The average in Winston-Salem—High Point (the only area studied separately for this industry branch) was \$2.01. (See tables 44—46.)

Production workers in nonmetropolitan areas, accounting for almost four-fifths of the workers, averaged \$2.02 an hour—6 cents more than those in metropolitan areas.

Earnings in mills employing 250 workers or more averaged \$2.05 an hour, compared with \$2.03 in mills employing 100 to 249 workers and \$1.96 in mills employing 20 to 99 workers.

All but 4 percent of the production workers earned between \$1.60 (the Federal minimum wage in manufacturing) and \$3 an hour. Earnings of slightly more than one-fifth of the workers were clustered at \$1.60 to \$1.65 an hour; and nearly three-fifths earned less than \$2 an hour.

Occupational earnings

The occupations for which earnings data are presented separately in table 40 accounted for about three-fifths of the production workers in children's hosiery mills. Pay levels for these jobs ranged from \$2.68 an hour for knitting-machine adjusters and fixers (all men) to \$1.72 for transfer knitters (all women). Averages for nearly all of the remaining occupations studied separately, such as preboarders, toe seamers, and transfer-machine operators, were between \$1.80 and \$2.10 an hour.

Occupational averages in children's mills also were tabulated by size of community, size of establishment, and method of wage payment. (See tables 41—43.)

Establishment practices and supplementary wage provisions

Information also was obtained for production workers on shift differential provisions and practices and for both production and office employees on work schedules and on selected supplementary benefits, including paid holidays and vacations, life, hospitalization, surgical, medical insurance, sickness and accident benefits, and retirement plans.

Scheduled weekly hours and shift practices. Work schedules of 40 hours a week were in effect in establishments employing about 95 percent of the production and officeworkers. (See table 48.)

At the time of the survey, 13 percent of the workers were employed on second shifts and 4 percent were on third or other late shifts. Extra pay for late shift work usually was not provided. (See table 50.)

Paid holidays. Paid holidays were provided by mills employing almost three-tenths of the production workers and one-half of the officeworkers in this branch of the industry. (See table 51.) The most common provisions were 3 or 4 paid holidays for production workers and 3 or 6 days for officeworkers.

Paid vacations. Paid vacations, after qualifying periods of service, were provided in establishments employing three-fifths of the production workers and three-fourths of the officeworkers. (See table 52.) After 1 year of service, one-half of the production workers were provided at least 1 week's vacation pay. After 5 years of service, vacation benefits of 2 weeks' pay were available to about one-fourth of the workers. Among office employees, the most common provisions were 1 week of vacation pay after 1 year of service and 2 weeks after 5 years.

Health, insurance, and retirement plans. Life, hospitalization, and surgical insurance were provided to over three-fourths of the production workers. (See table 53.) Basic medical insurance and accidental death and dismemberment benefits were available to about two-thirds

¹⁴ Op. cit., BLS Bulletin 1562, Pt. III.

of the production workers; major medical (catastrophe) insurance to almost three-fifths; and sickness and accident insurance to one-fifth.

Most of the above benefits applied to similar proportions of the officeworkers. Employers typically paid part of the cost of these health insurance plans for both employee groups; in some instances, however, the cost was financed wholly by the employer.

Retirement pensions, in addition to Federal social security, were rare for either group of workers, and retirement severance pay was not reported by any mill studied.

Other selected benefits. Pay for leave taken while serving on a jury was provided by establishments employing about 10 percent of the production and officeworkers. About 5 percent of the officeworkers but none of the production workers were in establishments providing pay for funeral leave. Mills having provisions for technological severance pay (payments to workers permanently separated from employment as a result of technological change or plant closing) employed less than 5 percent of the production and officeworkers. (See table 54.)

Table 38. Children's hosiery mills: Average hourly earnings by selected characteristics

(Number and average straight-time hourly earnings¹ of production workers by selected characteristics, United States, September 1970)

Item	United States ²	
	Number of workers	Average hourly earnings
All production workers -----	11,251	\$2.01
Men -----	2,712	2.25
Women -----	8,539	1.93
Size of community:		
Metropolitan areas ³ -----	2,402	1.96
Nonmetropolitan areas -----	8,849	2.02
Size of establishment:		
20-99 workers -----	4,250	1.96
100-249 workers -----	3,265	2.03
250 workers or more -----	3,736	2.05

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

² All workers were in the Southeast region.

³ Standard Metropolitan Statistical Areas as defined by the U.S. Office of Management and Budget through January 1968.

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Table 39. Children's hosiery mills: Earnings distributions

(Percent distribution of production workers by average straight-time hourly earnings,¹ United States, September 1970)

Average hourly earnings ¹	United States ²			Average hourly earnings ¹	United States ²		
	All workers	Men	Women		All workers	Men	Women
Under \$1.60 -----	0.4	(³)	0.5	\$2.50 and under \$2.60 -----	3.4	6.4	2.4
\$1.60 and under \$1.65 -----	22.6	11.8	26.0	\$2.60 and under \$2.70 -----	1.9	3.4	1.5
\$1.65 and under \$1.70 -----	4.7	2.7	5.3	\$2.70 and under \$2.80 -----	1.9	4.8	1.0
\$1.70 and under \$1.75 -----	5.8	5.5	6.0	\$2.80 and under \$2.90 -----	1.4	3.4	.7
				\$2.90 and under \$3.00 -----	1.3	3.7	.5
\$1.75 and under \$1.80 -----	5.6	3.9	6.1	\$3.00 and under \$3.10 -----	1.4	4.4	.5
\$1.80 and under \$1.85 -----	5.0	5.5	4.8	\$3.10 and under \$3.20 -----	.9	3.0	.3
\$1.85 and under \$1.90 -----	5.2	4.0	5.6	\$3.20 and under \$3.30 -----	.6	1.9	.1
\$1.90 and under \$1.95 -----	5.4	4.5	5.7	\$3.30 and under \$3.40 -----	.2	.8	.1
\$1.95 and under \$2.00 -----	3.9	2.1	4.4	\$3.40 and under \$3.50 -----	.1	.3	(³)
				\$3.50 and over -----	.6	1.8	.2
\$2.00 and under \$2.10 -----	8.1	7.3	8.3	Total -----	100.0	100.0	100.0
\$2.10 and under \$2.20 -----	7.0	4.5	7.8	Number of workers -----	11,251	2,712	8,539
\$2.20 and under \$2.30 -----	5.6	5.8	5.6	Average hourly earnings ¹ -----	\$2.01	\$2.25	\$1.93
\$2.30 and under \$2.40 -----	4.2	4.5	4.1				
\$2.40 and under \$2.50 -----	2.8	4.5	2.3				

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

² All workers were in the Southeast region.

³ Less than 0.05 percent.

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

Table 40. Children's hosiery mills: Occupational averages—all mills

(Number and average straight-time hourly earnings¹ of workers in selected occupations, United States, September 1970)

Occupation and sex	United States ²			
	Number of workers	Hourly earnings ⁴		
		Mean ³	Median ³	Middle range ³
<u>Plant occupations</u>				
Knitting:				
Adjusters and fixers, knitting machines (all men) ⁴	951	\$ 2.68	\$ 2.65	\$ 2.35—\$ 3.00
Seamless hosiery, half-hose	837	2.64	2.60	2.30— 2.90
Knitters, automatic	784	2.07	2.05	1.78— 2.30
Men	92	1.90	1.81	1.72— 1.99
Women	692	2.09	2.08	1.81— 2.30
Knitters, rib	53	1.87	1.88	1.70— 2.04
Men	18	1.74	1.70	1.70— 1.70
Women	35	1.93	1.97	1.82— 2.06
Knitters, string (407 women, 12 men)	419	2.09	2.08	1.87— 2.27
Knitters, transfer (all women)	240	1.72	1.67	1.60— 1.81
Boarding and preboarding:				
Boarders, automatic	738	1.93	1.85	1.60— 2.13
Men	98	1.89	1.88	1.60— 2.08
Women	640	1.94	1.84	1.60— 2.14
Boarders, other than automatic	388	1.87	1.73	1.60— 1.96
Men	56	1.97	1.77	1.60— 2.27
Women	332	1.85	1.73	1.60— 1.93
Preboarders	93	2.08	2.10	1.66— 2.31
Men	18	2.16	2.20	2.14— 2.39
Women	75	2.06	2.02	1.60— 2.29
Miscellaneous:				
Baggers (all women)	145	1.79	1.66	1.60— 1.95
Boxers (all women)	53	1.87	1.85	1.60— 2.11
Examiners, grey (hosiery inspectors) (all women)	402	1.89	1.85	1.62— 2.04
Folders (all women)	195	1.86	1.80	1.60— 2.05
Folders and boxers (all women)	539	1.96	1.86	1.60— 2.19
Loopers, toe (all women)	60	1.96	1.87	1.71— 2.13
Menders, hand, finish (all women)	25	1.80	1.78	1.65— 1.90
Menders, hand, grey (all women)	44	1.90	1.78	1.60— 1.83
Pairers (all women)	588	1.94	1.86	1.60— 2.14
Seamers, toe (all women)	1,132	2.01	1.91	1.70— 2.24
Transfer-machine operators (all women)	135	1.87	1.84	1.60— 2.00

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

² All workers were in the Southeast region.

³ See appendix A for method used in computing means, medians, and middle ranges of earnings.

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

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

Table 41. Children's hosiery mills: Occupational averages—by size of community

(Number and average straight-time hourly earnings¹ of workers in selected occupations by size of community, United States, September 1970)

Occupation and sex	United States ²			
	Metropolitan areas		Nonmetropolitan areas	
	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings
Men				
Knitting:				
Adjusters and fixers, knitting machines ³	161	\$ 2.78	790	\$ 2.66
Seamless hosiery, half-hose	111	2.68	726	2.63
Knitters, automatic	22	2.06	70	1.86
Boarding and preboarding:				
Boarders, automatic	-	-	87	1.88
Boarders, other than automatic	-	-	48	2.05
Women				
Knitting:				
Knitters, automatic	174	2.06	518	2.11
Knitters, string	-	-	351	2.11
Knitters, transfer	-	-	198	1.73
Boarding and preboarding:				
Boarders, automatic	180	1.92	460	1.94
Boarders, other than automatic	88	1.72	244	1.90
Miscellaneous:				
Examiners, grey (hosiery inspectors)	83	1.77	319	1.92
Folders and boxers	131	1.93	408	1.97
Loopers, toe	-	-	51	1.98
Menders, hand, finish	-	-	22	1.80
Menders, hand, grey	-	-	26	2.09
Pairers	98	1.99	490	1.93
Seamers, toe	209	1.94	923	2.02
Transfer-machine operators	33	1.80	102	1.89

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

² All workers were in the Southeast region.

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

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

Table 42. Children's hosiery mills: Occupational averages—by size of establishment

(Number and average straight-time hourly earnings¹ of workers in selected occupations by size of establishment, United States, September 1970)

Occupation and sex	United States ²					
	Establishments having—					
	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
Men						
Knitting:						
Adjusters and fixers, knitting machines ³	292	\$ 2.72	313	\$ 2.67	346	\$ 2.65
Seamless hosiery, half-hose	235	2.64	301	2.67	301	2.60
Knitters, automatic	60	1.89	25	1.93	7	1.94
Boarding and preboarding:						
Boarders, automatic	47	1.97	25	1.71	-	-
Women						
Knitting:						
Knitters, automatic	248	2.11	202	2.06	242	2.11
Knitters, string	196	2.11	72	2.05	139	2.09
Boarding and preboarding:						
Boarders, automatic	230	1.97	158	1.93	252	1.91
Boarders, other than automatic	179	1.74	104	2.03	49	1.90
Miscellaneous:						
Examiners, grey (hosiery inspectors)	212	1.87	105	1.93	85	1.88
Folders	106	1.92	62	1.72	27	1.97
Folders and boxers	93	1.91	196	1.98	250	1.96
Menders, hand, finish	-	-	7	1.64	13	1.93
Menders, hand, grey	26	1.73	7	1.78	11	2.38
Pairers	196	1.86	137	1.90	255	2.02
Seamers, toe	517	2.04	279	1.96	336	2.00
Transfer-machine operators	62	1.77	33	1.96	40	1.94

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

² All workers were in the Southeast region.

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

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

Table 43. Children's hosiery mills: Occupational averages—by method of wage payment

(Number and average straight-time hourly earnings¹ of workers in selected occupations by method of wage payment, United States, September 1970)

Occupation and sex	United States ²			
	Timeworkers		Incentive workers	
	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings
<u>Men</u>				
Knitting:				
Adjusters and fixers, knitting machines ³ -----	879	\$ 2.64	-	-
Seamless hosiery, half-hose -----	765	2.59	-	-
Knitters, automatic -----	-	-	80	\$ 1.89
Boarding and preboarding:				
Boarders, automatic -----	-	-	96	1.89
Boarders, other than automatic -----	-	-	56	1.99
<u>Women</u>				
Knitting:				
Knitters, automatic -----	88	1.98	604	2.11
Knitters, string -----	-	-	394	2.10
Knitters, transfer -----	-	-	240	1.72
Boarding and preboarding:				
Boarders, automatic -----	-	-	635	1.94
Boarders, other than automatic -----	-	-	332	1.85
Preboarders -----	-	-	72	2.08
Miscellaneous:				
Examiners, grey (hosiery inspectors) -----	15	1.70	387	1.90
Folders -----	-	-	147	1.89
Folders and boxers -----	-	-	499	1.99
Loopers, toe -----	-	-	60	1.96
Menders, hand, finish -----	12	1.73	13	1.88
Pairers -----	-	-	580	1.94
Seamers, toe -----	-	-	1,132	2.01

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

² All workers were in the Southeast regions.

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

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

Table 44. Children's hosiery mills: Occupational earnings—North Carolina

(Number and average straight-time hourly earnings¹ of production workers in selected occupations, September 1970)

Occupation and sex	Number of workers	Average hourly earnings ¹	Number of workers receiving straight-time hourly earnings of—																										
			\$ 1.60	\$ 1.65	\$ 1.70	\$ 1.75	\$ 1.80	\$ 1.85	\$ 1.90	\$ 1.95	\$ 2.00	\$ 2.10	\$ 2.20	\$ 2.30	\$ 2.40	\$ 2.50	\$ 2.60	\$ 2.70	\$ 2.80	\$ 2.90	\$ 3.00	\$ 3.10	\$ 3.20	\$ 3.30	\$ 3.40	\$ 3.50	\$ 3.60	\$ 3.70	
			and under \$ 1.65	1.70	1.75	1.80	1.85	1.90	1.95	2.00	2.10	2.20	2.30	2.40	2.50	2.60	2.70	2.80	2.90	3.00	3.10	3.20	3.30	3.40	3.50	3.60	3.70	and over	
All production workers	7,139	\$ 2.05	1,479	300	350	332	331	357	422	275	624	541	451	354	226	280	177	137	99	83	121	78	39	16	7	21	1	38	
Men	1,786	2.31	142	42	64	66	91	78	79	37	148	84	122	91	95	136	78	81	55	51	87	58	32	15	6	20	1	27	
Women	5,353	1.96	1,337	258	286	266	240	279	343	238	476	457	329	263	131	144	99	56	44	32	34	20	7	1	1	1	-	11	
<u>Selected production occupations—men</u>																													
<u>Knitting</u>																													
Adjusters and fixers, knitting machines ³	621	2.68	-	-	-	-	8	-	8	-	20	37	62	42	58	70	45	45	23	28	61	35	27	8	6	19	1	18	
Time	549	2.62	-	-	-	-	8	-	8	-	20	32	59	40	56	68	41	41	23	28	51	25	21	8	-	13	1	6	
Seamless hosiery, half-hose	567	2.65	-	-	-	-	8	-	8	-	20	37	61	39	57	70	44	37	19	25	51	35	15	-	6	19	1	15	
Time	495	2.57	-	-	-	-	8	-	8	-	20	32	58	37	55	68	40	33	19	25	41	25	9	-	-	-	13	1	3
Knitters, automatic	70	1.98	2	1	8	13	9	12	-	2	1	1	8	9	-	1	-	-	3	-	-	-	-	-	-	-	-	-	-
Incentive	63	1.94	2	1	8	13	9	12	-	2	-	1	8	3	-	1	-	-	3	-	-	-	-	-	-	-	-	-	-
<u>Boarding and preboarding</u>																													
Boarders, automatic (all incentive workers)	82	1.93	24	1	3	3	3	2	4	3	17	11	3	-	4	3	-	1	-	-	-	-	-	-	-	-	-	-	-
<u>Selected production occupations—women</u>																													
<u>Knitting</u>																													
Knitters, automatic	355	2.26	12	-	13	1	9	4	8	21	55	41	29	66	16	24	24	7	11	2	10	1	-	-	-	-	-	1	
Incentive	307	2.25	12	-	13	1	8	4	8	21	52	41	29	22	16	24	24	7	11	2	10	1	-	-	-	-	-	1	
Knitters, string	342	2.09	50	5	10	6	16	13	10	34	30	42	51	38	12	7	6	-	1	3	1	-	1	-	-	-	-	6	
Incentive	329	2.09	44	5	10	6	16	13	10	34	30	42	51	31	12	7	6	-	1	3	1	-	1	-	-	-	-	6	
<u>Boarding and preboarding</u>																													
Boarders, automatic ⁴	425	1.93	143	21	11	17	19	22	17	13	36	31	30	8	22	7	15	8	1	2	2	-	-	-	-	-	-	-	-
Boarders, other than automatic (all incentive workers)	168	1.96	45	16	14	14	11	5	5	2	16	11	1	-	4	2	8	-	-	-	6	8	-	-	-	-	-	-	
Preboarders ⁴	42	2.07	10	2	1	1	1	2	-	3	2	4	5	2	2	5	-	-	1	-	-	-	-	-	-	-	-	-	

See footnotes at end of table.

Table 44. Children's hosiery mills: Occupational earnings—North Carolina—Continued

(Number and average straight-time hourly earnings¹ of production workers in selected occupations, September 1970)

Occupation and sex	Number of workers	Average hourly earnings ¹	Number of workers receiving straight-time hourly earnings of—																										
			\$1.60 and under	\$1.65	\$1.70	\$1.75	\$1.80	\$1.85	\$1.90	\$1.95	\$2.00	\$2.10	\$2.20	\$2.30	\$2.40	\$2.50	\$2.60	\$2.70	\$2.80	\$2.90	\$3.00	\$3.10	\$3.20	\$3.30	\$3.40	\$3.50	\$3.60	\$3.70 and over	
<u>Miscellaneous</u>																													
Baggers	78	\$ 1.75	38	9	7	10	-	-	4	5	-	1	-	1	1	-	-	-	-	3	-	-	-	-	-	-	-	-	-
Incentive	42	1.83	14	9	4	1	-	-	4	5	-	1	-	1	-	-	-	-	-	3	-	-	-	-	-	-	-	-	
Boxers	37	1.97	5	-	3	2	1	3	9	-	-	3	8	1	1	-	-	-	1	-	-	-	-	-	-	-	-	-	
Incentive	31	1.99	5	-	3	2	1	-	6	-	-	3	8	1	1	-	-	-	1	-	-	-	-	-	-	-	-	-	
Examiners, grey (hosiery inspectors)	264	1.94	54	7	18	10	17	18	16	9	53	21	15	13	3	4	-	-	5	-	1	-	-	-	-	-	-	-	
Time	12	1.65	8	2	-	-	-	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Incentive	252	1.95	46	5	18	10	17	16	16	9	53	21	15	13	3	4	-	-	5	-	1	-	-	-	-	-	-	-	
Time	84	1.91	29	2	3	-	1	7	6	-	10	15	5	-	4	1	-	-	-	-	-	1	-	-	-	-	-	-	
Incentive	72	1.91	26	2	3	-	1	7	6	-	4	12	5	-	4	1	-	-	-	-	-	1	-	-	-	-	-		
Folders and boxers	379	1.96	115	10	28	16	11	22	17	13	27	26	33	12	9	17	4	1	4	10	4	-	-	-	-	-	-	-	
Incentive	339	2.00	75	10	28	16	11	22	17	13	27	26	33	12	9	17	4	1	4	10	4	-	-	-	-	-	-	-	
Loopers, toe (all incentive workers)	33	1.93	5	3	3	4	3	1	1	1	3	4	-	1	3	-	1	-	-	-	-	-	-	-	-	-	-	-	
Menders, hand, finish	12	1.82	2	4	1	-	-	1	-	2	-	1	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Time	7	1.64	2	4	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Menders, hand, grey (all incentive workers)	18	2.17	3	-	-	1	8	-	-	2	-	-	-	-	-	-	-	-	1	-	-	1	-	-	-	-	2		
Pairers	377	1.95	112	22	6	18	24	22	20	10	20	39	21	17	6	22	5	4	4	4	1	1	3	-	-	-	-	-	
Incentive	369	1.96	104	22	6	18	24	22	20	10	20	39	21	17	6	22	5	4	4	4	1	1	3	-	-	-	-	-	
Seamers, toe (all incentive workers)	738	2.00	140	51	45	51	21	45	27	22	63	73	50	56	14	23	24	17	9	5	1	-	-	1	-	-	-		
Sewing-machine operators (panty hose) (all incentive workers)	34	1.89	15	-	-	1	-	-	-	4	3	7	1	-	3	-	-	-	-	-	-	-	-	-	-	-	-		
Transfer-machine operators ⁴	96	1.90	24	6	5	4	5	2	9	15	6	6	6	5	-	1	2	-	-	-	-	-	-	-	-	-	-		
<u>Selected office occupations—women</u>																													
Clerks, payroll	25	2.14	-	-	-	-	-	2	-	4	-	8	7	2	2	-	-	-	-	-	-	-	-	-	-	-	-	-	

¹ Excludes premium pay for overtime and for work on weekends, holidays, and late shifts. Approximately 65 percent of the production workers covered by the study were paid on an incentive basis.

² Includes 7 workers under \$ 1.60 in other than the selected occupations shown.

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

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

Table 45. Children's hosiery mills: Occupational earnings—Tennessee

(Number and average straight-time hourly earnings¹ of production workers in selected occupations, September 1970)

Occupation and sex	Number of workers	Average hourly earnings ¹	Number of workers receiving straight-time hourly earnings of—																											
			\$1.60 and under	\$1.65	\$1.70	\$1.75	\$1.80	\$1.85	\$1.90	\$1.95	\$2.00	\$2.10	\$2.20	\$2.30	\$2.40	\$2.50	\$2.60	\$2.70	\$2.80	\$2.90	\$3.00	\$3.10	\$3.20	\$3.30	\$3.40	and over				
			\$1.65	\$1.70	\$1.75	\$1.80	\$1.85	\$1.90	\$1.95	\$2.00	\$2.10	\$2.20	\$2.30	\$2.40	\$2.50	\$2.60	\$2.70	\$2.80	\$2.90	\$3.00	\$3.10	\$3.20	\$3.30	\$3.40	over					
All production workers	2,243	\$1.94	592	128	153	165	134	127	119	103	144	132	103	66	48	35	26	54	24	15	24	19	21	8	3					
Men	430	2.21	55	15	34	19	31	20	34	10	23	14	9	13	7	8	11	37	16	9	23	18	17	5	2					
Women	1,813	1.88	537	113	119	146	103	107	85	93	121	118	94	53	41	27	15	17	8	6	1	1	4	3	1					
<u>Selected production occupations—men</u>																														
<u>Knitting</u>																														
Adjusters and fixers, knitting machines (all timeworkers) ³	153	2.80	-	-	-	-	-	-	-	-	2	4	5	9	4	6	10	37	14	9	18	16	13	5	1					
Seamless hosiery, half-hose	103	2.70	-	-	-	-	-	-	-	-	2	3	4	8	3	5	8	35	9	7	12	6	1	-	-					
<u>Boarding and preboarding</u>																														
Boarders, other than automatic (all incentive workers)	15	1.81	8	-	2	-	-	-	-	-	2	1	-	1	-	-	-	-	-	-	-	-	-	-	-					
<u>Selected production occupations—women</u>																														
<u>Knitting</u>																														
Knitters, automatic	184	1.92	32	4	11	22	9	10	14	18	17	24	10	6	5	1	-	1	-	-	-	-	-	-	-					
Incentive	169	1.95	27	4	6	17	9	10	14	18	17	24	10	6	5	1	-	1	-	-	-	-	-	-	-					
<u>Boarding and preboarding</u>																														
Boarders, automatic (all incentive workers)	126	1.88	36	8	6	12	8	8	4	5	12	9	7	3	4	-	1	3	-	-	-	-	-	-	-					
Boarders, other than automatic (all incentive workers)	108	1.77	51	2	10	10	7	7	1	6	3	6	2	1	1	-	-	1	-	-	-	-	-	-	-					
<u>Miscellaneous</u>																														
Baggers ^{4b/}	12	1.77	3	1	1	3	-	-	2	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-					
Examiners, grey (hosiery inspectors) (all incentive workers)	86	1.77	41	6	5	5	10	6	1	-	1	4	3	-	-	1	1	2	-	-	-	-	-	-	-					
Folders and boxers (all incentive workers)	124	1.92	41	6	7	8	5	4	4	4	9	8	14	3	-	6	-	1	1	3	-	-	-	-	-					
Menders, hand, finish ^{4a/}	8	1.84	-	-	-	4	-	-	3	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-					
Pairers (all incentive workers)	117	1.92	31	4	7	11	5	6	9	10	11	8	3	3	2	3	-	-	-	-	1	-	-	3	-					
Seamers, toe (all incentive workers)	207	2.00	40	16	2	13	22	12	2	12	18	14	8	15	11	8	8	3	1	1	-	-	1	-	-					
<u>Selected office occupations—women</u>																														
Clerks, payroll	13	2.03	-	-	-	-	4	-	2	3	1	-	-	-	1	2	-	-	-	-	-	-	-	-	-					
Typists, class B	8	1.88	-	-	-	1	-	3	2	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-					

¹ Excludes premium pay for overtime and for work on weekends, holidays, and late shifts. Approximately 70 percent of the production workers covered by the study were paid on incentive basis.
² Includes 16 workers under \$1.60 in other than the selected occupations shown.
³ Includes data for workers in classification in addition to those shown separately.
⁴ Insufficient data to warrant publication of separate averages by method of wage payment; (a) predominantly timeworkers, or (b) predominantly incentive workers.

Table 46. Children's hosiery mills: Occupational earnings—Winston-Salem—High Point, N.C.¹

(Number and average straight-time hourly earnings² of production workers in selected occupations, September 1970)

Occupation and sex	Number of workers	Average hourly earnings ³	Number of workers receiving straight-time hourly earnings of—																							
			\$1.60 and under \$1.65	\$1.65-\$1.70	\$1.70-\$1.75	\$1.75-\$1.80	\$1.80-\$1.85	\$1.85-\$1.90	\$1.90-\$1.95	\$1.95-\$2.00	\$2.00-\$2.10	\$2.10-\$2.20	\$2.20-\$2.30	\$2.30-\$2.40	\$2.40-\$2.50	\$2.50-\$2.60	\$2.60-\$2.70	\$2.70-\$2.80	\$2.80-\$2.90	\$2.90-\$3.00	\$3.00-\$3.10	\$3.10-\$3.20	\$3.20-\$3.30	\$3.30-\$3.40	and over	
All production workers -----	4,015	\$ 2.01	925	186	202	177	193	162	284	183	305	296	247	224	134	140	72	72	67	53	52	25	22	16	5	
Men -----	1,020	2.27	92	25	34	41	62	37	51	28	65	39	81	58	54	70	40	50	51	44	43	17	19	15	4	
Women -----	3,022	1.92	833	161	168	136	131	125	233	155	240	257	166	166	80	70	32	22	16	9	9	8	3	1	1	
<u>Selected production occupations—men</u>																										
<u>Knitting</u>																										
Adjusters and fixers, knitting machines ⁴ -----	318	2.57	-	-	-	-	8	-	8	-	11	10	40	24	33	46	26	18	20	22	25	5	14	8	-	
Time -----	308	2.58	-	-	-	-	8	-	8	-	11	7	37	22	33	46	24	18	20	22	25	5	14	8	-	
Seamless hosiery, half-hose -----	267	2.49	-	-	-	-	8	-	8	-	11	10	39	21	32	46	25	10	16	19	15	5	2	-	-	
Time -----	257	2.50	-	-	-	-	8	-	8	-	11	7	36	19	32	46	23	10	16	19	15	5	2	-	-	
Knitters, automatic -----	57	2.05	-	1	8	7	8	-	2	1	1	8	9	-	1	-	1	3	-	-	-	-	-	-	-	
Incentive -----	42	2.01	-	1	8	7	8	-	2	-	1	8	3	-	1	-	-	3	-	-	-	-	-	-	-	
<u>Boarding and preboarding</u>																										
Boarders, automatic (all incentive workers) -----	44	1.89	15	1	1	-	3	2	4	3	5	5	3	-	1	-	-	1	-	-	-	-	-	-	-	
<u>Selected production occupations—women</u>																										
<u>Knitting</u>																										
Knitters, automatic -----	206	2.18	12	-	-	1	9	4	8	19	32	22	13	55	8	15	3	1	-	2	-	1	-	-	1	
Incentive -----	158	2.15	12	-	-	1	8	4	8	19	29	22	13	11	8	15	3	1	-	2	-	1	-	-	1	
Knitters, string -----	222	2.08	26	4	4	1	13	5	7	22	20	33	40	26	12	4	5	-	-	-	-	-	-	-	-	
Incentive -----	215	2.07	26	4	4	1	13	5	7	22	20	33	40	19	12	4	5	-	-	-	-	-	-	-	-	
<u>Boarding and preboarding</u>																										
Boarders, automatic (all incentive workers) -----	210	1.88	82	7	6	8	7	10	12	9	22	20	8	4	6	1	3	1	-	2	2	-	-	-	-	
Boarders, other than automatic (all incentive workers) -----	91	1.78	44	4	7	7	3	1	5	2	6	7	1	-	4	-	-	-	-	-	-	-	-	-	-	
<u>Miscellaneous</u>																										
Baggers (all incentive workers) -----	14	1.88	2	-	4	-	-	-	1	5	-	1	-	1	-	-	-	-	-	-	-	-	-	-	-	
Examiners, grey (hosiery inspectors) ⁵ b/ -----	151	1.91	33	5	10	4	12	11	16	7	22	11	9	6	3	1	-	-	-	-	1	-	-	-	-	
Folders (all incentive workers) -----	28	1.83	16	-	3	-	1	1	-	-	1	2	-	1	1	-	-	-	-	-	-	1	-	-	-	
Folders and boxers -----	232	1.93	78	4	19	8	7	11	9	12	17	19	16	8	2	11	2	1	2	2	4	-	-	-	-	
Incentive -----	192	2.00	38	4	19	8	7	11	9	12	17	19	16	8	2	11	2	1	2	2	4	-	-	-	-	
Loopers, toe (all incentive workers) -----	16	1.91	5	-	1	2	2	-	1	-	2	-	-	-	3	-	-	-	-	-	-	-	-	-	-	
Menders, hand, finish ⁵ a/ -----	6	1.70	-	4	1	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Pairers -----	217	1.93	83	6	3	4	15	9	7	7	12	29	11	9	3	9	2	3	1	-	1	1	2	-	-	
Incentive -----	209	1.94	75	6	3	4	15	9	7	7	12	29	11	9	3	9	2	3	1	-	1	1	2	-	-	
Seamers, toe (all incentive workers) -----	461	1.96	98	41	26	37	13	22	17	15	36	47	29	34	11	11	12	2	8	-	-	1	-	1	-	
Transfer-machine operators (all incentive workers) -----	47	1.82	14	4	5	3	1	1	4	6	3	3	1	2	-	-	-	-	-	-	-	-	-	-	-	
<u>Selected office occupations—women</u>																										
Clerks, payroll -----	16	2.12	-	-	-	-	-	-	-	4	-	7	4	-	1	-	-	-	-	-	-	-	-	-	-	

¹ The Winston-Salem—High Point area consists of Alamance, Davidson, Forsyth, Guilford, Randolph, and Surry Counties.

² Excludes premium pay for overtime and for work on weekends, holidays, and late shifts. Approximately 65 percent of the production workers covered by the study were paid on an incentive basis.

³ Includes 4 workers under \$1.60 in other than selected occupations shown.

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

⁵ Insufficient data to warrant publication of separate averages by method of wage payment; (a) predominantly timeworkers, or (b) predominantly incentive workers.

Table 47. Children's hosiery mills: Method of wage payment

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

Method of wage payment ¹	United States ²	States		Area
		North Carolina	Tennessee	Winston-Salem-High Point, N. C.
All workers -----	100	100	100	100
Time-rated workers -----	33	34	29	35
Formal plans -----	4	3	9	5
Single rate -----	2	-	9	-
Range of rates -----	2	3	-	5
Individual rates -----	30	31	21	29
Incentive workers -----	67	66	71	65
Individual piecework -----	66	65	71	65
Group piecework -----	-	-	-	-
Individual bonus -----	1	1	-	(³)

¹ For definition of method of wage payment, see appendix A.

² All workers were in the Southeast region.

³ Less than 0.5 percent.

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

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Table 48. Children's hosiery mills: Schedule weekly hours

(Percent of production and officeworkers by scheduled weekly hours,¹ United States, selected States, and area, September 1970)

Weekly hours ¹	United States ²	States		Area	United States ²	States		Area	
		North Carolina	Tennessee	Winston-Salem-High Point, N. C.		North Carolina	Tennessee	Winston-Salem-High Point, N. C.	
		Production workers				Officeworkers			
All workers -----	100	100	100	100	100	100	100	100	
Under 40 hours:									
30 hours -----	-	-	-	-	1	2	-	-	
37½ hours -----	-	-	-	-	3	-	-	-	
40 hours -----	96	94	100	90	95	98	100	100	
48 hours -----	4	6	-	10	-	-	-	-	

¹ Data relate to predominant work schedule of full-time day-shift workers in each establishment.

² All workers were in the Southeast region.

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

Table 49. Children's hosiery mills: Shift differential provisions

(Percent of production workers by shift differential provisions, ¹ United States, selected States, and area, September 1970)

Shift differential	United States ²	States		Area
		North Carolina	Tennessee	Winston-Salem-High Point, N. C.
<u>Second shift</u>				
Workers in establishments having second-shift provisions -----	92.0	89.2	100.0	89.0
With shift differential -----	20.9	15.9	9.7	24.3
Uniform cents per hour -----	2.9	2.2	-	-
5 cents -----	2.9	2.2	-	-
Uniform percentage -----	13.6	13.8	9.7	24.3
3 percent -----	1.9	-	9.7	-
5 percent -----	8.7	13.8	-	24.3
10 percent -----	3.0	-	-	-
Other -----	4.4	-	-	-
With no shift differential -----	71.1	73.3	90.3	64.7
<u>Third or other late shift</u>				
Workers in establishments having third or other late-shift provisions -----	68.8	70.8	83.2	83.7
With shift differential -----	29.1	19.9	46.1	21.4
Uniform cents per hour -----	8.0	7.8	-	-
Less than 5 cents -----	1.5	2.4	-	-
5 cents -----	3.0	-	-	-
10 cents -----	1.4	2.0	-	-
20 cents -----	2.1	3.3	-	-
Uniform percentage -----	18.9	12.1	34.6	21.4
2 percent -----	5.0	-	24.8	-
5 percent -----	4.5	1.9	9.7	3.4
10 percent -----	9.4	10.2	-	18.0
Other -----	2.3	-	11.5	-
With no shift differential -----	39.7	50.8	37.1	62.3

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

² All workers were in the Southeast region.

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

Table 50. Children's hosiery mills: Shift differential practices

(Percent of production workers on late shifts by amount of shift differential, United States, selected States, and area, September 1970)

Shift differential	United States ¹	States		Area
		North Carolina	Tennessee	Winston-Salem-High Point, N. C.
<u>Second shift</u>				
Workers employed on second shift	12.7	11.2	14.4	9.3
Receiving shift differential -----	3.1	2.0	1.4	2.3
Uniform cents per hour -----	.7	.7	-	-
5 cents -----	.7	.7	-	-
Uniform percentage -----	1.3	1.3	1.4	2.3
3 percent -----	.3	-	1.4	-
5 percent -----	.8	1.3	-	2.3
10 percent -----	.2	-	-	-
Other -----	1.0	-	-	-
Receiving no shift differential --	9.6	9.2	13.1	7.0
<u>Third or other late shift</u>				
Workers employed on third or other late shift -----	4.4	4.9	6.0	5.6
Receiving shift differential -----	1.4	1.4	1.9	1.4
Uniform cents per hour -----	.5	.6	-	-
Less than 5 cents -----	.2	.3	-	-
5 cents -----	.1	-	-	-
10 cents -----	.2	.3	-	-
20 cents -----	.1	.1	-	-
Uniform percentage -----	.8	.8	1.4	1.4
2 percent -----	.2	-	1.1	-
5 percent -----	.1	.1	.3	.1
10 percent -----	.4	.7	-	1.2
Other -----	.1	-	.5	-
Receiving no shift differential --	3.0	3.5	4.1	4.2

¹ All workers were in the Southeast region.

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

Table 51. Children's hosiery mills: Paid holidays

(Percent of production and officeworkers in mills which have formal provisions for paid holidays, United States, selected States, and area, September 1970)

Number of paid holidays	United States ¹	States		Area	United States ¹	States		Area	
		North Carolina	Tennessee	Winston-Salem-High Point, N. C.		North Carolina	Tennessee	Winston-Salem-High Point, N. C.	
		Production workers				Officeworkers			
All workers	100	100	100	100	100	100	100	100	
Workers in establishments providing paid holidays	28	16	51	28	51	36	71	50	
2 days	4	-	-	-	9	8	-	-	
3 days	10	11	-	20	15	12	5	22	
4 days	10	-	51	-	4	2	15	4	
5 days	-	-	-	-	10	2	43	3	
6 days	3	5	-	8	13	11	7	19	
7 days	-	-	-	-	1	1	-	3	
Workers in establishments providing no paid holidays	72	84	49	72	49	64	29	50	

¹ All workers were in the Southeast region.

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

Table 52. Children's hosiery mills: Paid vacations

(Percent of production and officeworkers in mills which have formal provisions for paid vacations after selected periods of service, United States, selected States, and area, September 1970)

Vacation policy	United States ¹	States		Area	United States ¹	States		Area	
		North Carolina	Tennessee	Winston-Salem-High Point, N. C.		North Carolina	Tennessee	Winston-Salem-High Point, N. C.	
		Production workers				Officeworkers			
All workers	100	100	100	100	100	100	100	100	
<u>Method of payment</u>									
Workers in establishments providing paid vacations	61	48	82	68	76	69	79	62	
Length-of-time payment	11	5	10	-	71	65	79	55	
Percentage payment	50	43	72	68	5	4	-	7	
Workers in establishments providing no paid vacations	39	52	18	32	24	31	21	38	
<u>Amount of vacation pay²</u>									
After 1 year of service:									
Under 1 week	9	3	25	6	-	-	-	-	
1 week	42	38	38	51	49	41	61	28	
Over 1 and under 2 weeks	2	-	-	-	3	-	-	-	
2 weeks	8	6	19	11	24	28	18	34	
After 3 years of service:									
Under 1 week	9	3	25	6	-	-	-	-	
1 week	42	38	38	51	41	41	17	28	
Over 1 and under 2 weeks	2	-	-	-	3	-	-	-	
2 weeks	8	6	19	11	31	26	62	34	
3 weeks	-	-	-	-	1	2	-	-	
After 5 years of service:									
1 week	28	17	25	27	29	30	17	19	
Over 1 and under 2 weeks	7	-	25	-	3	-	-	-	
2 weeks	26	30	32	41	43	37	62	44	
3 weeks	-	-	-	-	1	2	-	-	
After 10 years of service: ³									
1 week	25	16	14	24	29	30	17	19	
Over 1 and under 2 weeks	8	1	25	2	3	-	-	-	
2 weeks	28	30	44	41	43	37	62	44	
3 weeks	-	-	-	-	1	2	-	-	

¹ All workers were in the Southeast region.

² Vacation payments, such as percent of annual earnings, were converted to an equivalent time basis. Period of service were arbitrarily chosen and do not necessarily reflect individual provisions for progression. For example, the changes in proportions indicated at 5 years may include changes in provisions occurring between 1 and 5 years.

³ Vacation provisions were the same after longer periods of service.

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

Table 53. Children's hosiery mills: Health, insurance, and retirement plans

(Percent of production and officeworkers in mills which have specified health, insurance and retirement plans, United States, selected States, and area, September 1970)

Type of plan ¹	States				Area			
	United States ²	North Carolina	Tennessee	Winston-Salem-High Point, N. C.	United States ²	North Carolina	Tennessee	Winston-Salem-High Point, N. C.
	Production workers				Officeworkers			
	100	100	100	100	100	100	100	100
All workers-----								
Workers in establishments providing:	92	100	93	100	94	100	95	100
Life insurance-----	88	94	93	96	91	95	95	95
Noncontributory plans-----	38	37	49	31	46	39	70	35
Accidental death and dismemberment insurance-----	69	72	68	69	69	72	51	63
Noncontributory plans-----	25	25	24	9	29	26	26	11
Sickness and accident insurance or sick leave or both ³ -----	19	19	38	21	34	41	43	51
Sickness and accident insurance Noncontributory plans-----	19	19	38	21	22	23	43	18
Sick leave (full pay, no waiting period)-----	-	-	-	-	9	15	-	26
Sick leave (partial pay or waiting period)-----	-	-	-	-	3	4	-	8
Hospitalization insurance-----	78	82	80	83	84	85	85	87
Noncontributory plans-----	16	17	8	23	21	25	11	33
Surgical insurance-----	78	82	80	83	84	85	85	87
Noncontributory plans-----	16	17	8	23	21	25	11	33
Medical insurance-----	65	74	56	73	75	80	78	77
Noncontributory plans-----	14	15	8	18	19	22	11	28
Major medical insurance-----	57	60	69	69	59	62	78	72
Noncontributory plans-----	15	12	21	18	17	20	11	28
Retirement plans ⁴ -----	3	3	8	-	3	1	11	-
Pensions-----	3	3	8	-	3	1	11	-
Noncontributory plans-----	3	3	8	-	3	1	11	-
Severance pay-----	-	-	-	-	-	-	-	-
No plans-----	8	-	7	-	6	-	5	-

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

² All workers were in the Southeast region.

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

⁴ Unduplicated total of workers in plants having provisions for pension or severance pay plans shown separately.

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

Table 54. Children's hosiery mills: Other selected benefits

(Percent of production and officeworkers in mills with provisions for funeral leave pay, jury duty pay, and technological severance pay, United States, selected States, and area, September 1970)

Item	States				Area			
	United States ¹	North Carolina	Tennessee	Winston-Salem-High Point, N. C.	United States ¹	North Carolina	Tennessee	Winston-Salem-High Point, N. C.
	Production workers				Officeworkers			
Workers in establishments with provisions for:								
Funeral leave pay-----	-	-	-	-	-	-	-	-
Jury duty pay-----	10	-	13	-	-	-	-	-
Technological severance pay ² -----	3	5	-	-	-	-	-	-
Workers in establishments with provisions for:								
Funeral leave pay-----	5	7	4	-	-	-	-	-
Jury duty pay-----	12	7	4	-	-	-	-	-
Technological severance pay-----	1	1	-	-	-	-	-	-

¹ All workers were in the Southeast region.

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

Appendix A. Scope and Method of Survey

Scope and method of survey

Included in the survey were establishments engaged primarily in knitting, dyeing, or finishing full-fashioned or seamless hosiery (Industries 2251 and 2252 as defined in the 1967 edition of the *Standard Industrial Classification Manual*, prepared by the U.S. Office of Management and Budget, formerly the Bureau of the Budget). Separate auxiliary units, such as central offices, were excluded.

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

Industry branches

Establishments were classified by industry branch as follows: The women's hosiery branch includes mills engaged primarily in the manufacture of women's full- or knee-length hosiery, including panty hose, whether full-fashioned or seamless; the men's hosiery branch includes mills engaged primarily in the manufacture of men's seamless hosiery (size 10 and up); and the children's hosiery branch includes mills engaged primarily in the manufacture of children's, boys', and infants' hosiery and women's anklets and socks. If, for example, the value of a mill's product was 60 percent men's hosiery and 40 percent children's hosiery, all workers in that mill were included in the men's hosiery branch.

Method of study

Data were obtained by personal visits of the Bureau's field staff. The survey was conducted on a sample basis. To obtain appropriate accuracy at minimum cost, a greater proportion of large 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 industries, excluding only those below the minimum size at the time of reference of the universe data.*

Establishment definition

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

Employment

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

Production and officeworkers

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

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

Occupations selected for study

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

Table A-1. Estimated number of establishments and workers within scope of survey and number studied, hosiery manufacturing, September 1970

Region ¹ and area	Number of establishments ²		Workers in establishments			
	Within scope of study	Actually studied	Within scope of study			Actually studied
			Total ³	Production workers	Office-workers	Total
All hosiery mills:						
United States ⁴	558	256	94,205	85,844	3,432	67,709
Middle Atlantic	67	25	6,454	5,472	408	4,325
Border States	11	9	1,474	1,346	35	1,412
Southeast	454	210	82,171	75,458	2,777	59,149
Women's hosiery mills:						
United States ⁴	277	134	62,198	56,985	2,246	46,306
Middle Atlantic	52	16	4,093	3,440	270	2,422
Southeast	203	104	53,812	49,706	1,815	40,458
North Carolina	145	71	37,725	34,914	1,204	28,623
Hickory—Statesville ⁵	22	13	6,538	6,070	205	4,267
Winston-Salem—High Point ⁶	55	26	15,278	13,989	576	12,912
Tennessee	23	13	6,338	5,905	168	4,460
Men's hosiery mills:						
United States ⁴	159	75	19,650	17,608	727	13,784
Middle Atlantic	15	9	2,361	2,032	138	1,903
Southeast	129	59	16,001	14,501	503	11,072
North Carolina	105	44	12,321	11,212	377	8,300
Hickory—Statesville ⁵	49	18	3,318	2,999	93	2,159
Winston-Salem—High Point ⁶	40	21	7,014	6,391	232	5,316
Tennessee	7	6	1,477	1,274	71	1,330
Children's hosiery mills:⁷						
United States ⁴	122	47	12,357	11,251	459	7,619
Southeast	122	47	12,357	11,251	459	7,619
North Carolina	86	30	7,864	7,139	275	4,422
Winston-Salem—High Point ⁶	41	16	4,442	4,042	156	2,678
Tennessee	17	9	2,445	2,243	92	2,010

¹ The regions used in this study include: Middle Atlantic—New Jersey, New York, and Pennsylvania; Border States—Delaware, District of Columbia, Kentucky, Maryland, and West Virginia; Southeast—Alabama, Florida, Georgia, Mississippi, North Carolina, South Carolina, Tennessee, and Virginia.

² Includes only mills having 20 workers or more at the time of reference of the universe data.

³ Includes executive, professional, and other workers excluded from the separate production and officeworkers categories.

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

⁵ The Hickory—Statesville area includes Burke, Caldwell, Catawba, and Iredell Counties.

⁶ The Winston-Salem—High Point area includes Alamance, Davidson, Forsyth, Guilford, Randolph, and Surry Counties.

⁷ Includes children's, boys', and infants' hosiery; women's anklets and socks; and all other hosiery not elsewhere classified.

Wage data

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

Average (mean) hourly rates or earnings for each occupation or other group of workers, such as production workers, were calculated by weighting each rate (or

hourly earnings) by the number of workers receiving the rate, totaling, and dividing by the number of individuals. The hourly earnings of salaried workers were obtained by dividing their straight-time salary by normal rather than actual hours.

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

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, where the city and town are administratively more important than the county, they are the units used in defining Standard Metropolitan Statistical Areas.

Method of wage payment

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

Shift provisions and practices

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

Supplementary wage provisions

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

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

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

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

Death benefits are included as a form of life insurance. Sickness and accident insurance is limited to that type of insurance under which predetermined cash payments are made directly to the insured on a weekly or monthly basis during illness or accident disability. Information is presented for all such plans to which the employer contributes at least a part of the cost. However, in New York and New Jersey, where temporary

tions,¹ plans are included only if the employer (1) contributes more than is legally required or (2) provides the employees with benefits which exceed the requirements of the law.

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

Medical insurance refers to plans providing for complete or partial payment of doctors' fees. 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 goes beyond the normal coverage of hospitalization, medical, and surgical plans.

Tabulations of retirement pensions are limited to plans which provide regular payment for the rest of

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

Paid funeral and jury duty leave. Data for paid funeral and jury duty leave relate to formal provisions for at least partial payment for time lost as a result of attending funerals of specified family members or serving as juror.

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

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

Appendix B. Occupational Descriptions

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

Plant Occupations

Adjuster and fixer, knitting machines

Sets up, regulates, adjusts, and/or repairs knitting machines used in the hosiery industry. Work involves *most of the following*: Setting up knitting machines to produce the design, shape, and size desired in the product; regulating and adjusting the machines for efficient operation; attaching fixtures or attachments to the machines; examining product or machines faulty in operation to determine whether adjustments or repairs are necessary; dismantling or partly dismantling the machine; replacing broken, damaged, or wornout parts or performing other repairs, and reassembling the machines; and using a variety of handtools in adjusting, fitting, or replacing parts, fixtures, or attachments.

For wage survey purposes, workers are classified according to type of machine as follows:

- Full fashioned
- Seamless, full- or knee-length
- Seamless, half-hose
- Other (including combination of above)

Bagger

Places pairs of finished hose in bags made of cellophane, plastic or similar material prior to shipment. May also label and seal bags.

Boarder, automatic

Shapes and dries hosiery after dyeing by operating an automatic boarding machine. Work involves: Drawing and alining the various parts of damp hosiery over shaped forms which are automatically conveyed through a drying chamber; regulating the amount of steam or hot air delivered to the chamber; and observing finished work for proper operation.

The machine automatically strips hosiery from the forms and stacks them neatly on board or table.

Boarder, Dunn method

(Single boarder)

Shapes and finally sets the stitch in *dyed hosiery* using the Dunn method or similar system of boarding. Work involves *most of the following*: Drawing and alining various parts of hose over form of machine; placing individual or cluster of forms into steam pressure chamber; removing forms from steam chamber; and stripping shaped hosiery from forms.

Boarder, other than automatic

Shapes and dries hosiery after dyeing by any method other than an automatic machine. Work involves *most of*

the following: Drawing and alining the various parts of damp hosiery over shaped forms which may be stationary or attached to either an endless chain or revolving base; opening valves to admit steam or hot air to inside of forms or drying chamber; and removing or stripping dried and shaped hose from the forms. In addition, may place hosiery on stacking board in dozen groups and prepare identification tickets for completed lots.

Boxer

Packs folded hosiery in cardboard boxes (usually 3, 6, or up to a dozen pairs to a box) and attaches labels there to indicate the color, size, lot number, etc., of the contents. In addition, may insert descriptive literature in the boxes.

Workers who also fold hosiery *are excluded* from this classification.

Collection-system inspector

(Knitting inspector)

Examines seamless hosiery, delivered by conveyor system from knitting machines to a central point, to determine whether machines are knitting properly. Work primarily involves: Inspecting hose for defects such as holes, runs, torn threads, and dropped stitches; identifying defective machines by code on imperfect hose; and signaling fixer that machine is not knitting properly. May *also* sort hose according to size and style, tally number of hose inspected, and hang hose on rack.

Workers who have no control over knitting machines, but examine and classify hose (e.g., determine whether hose are to be mended or rejected) are to be *excluded* from this classification. See EXAMINER, GREY (INSPECTOR, HOSIERY).

Collection-system operator

(Knitting attendant; utility operator)

Supplies yarn as needed to seamless hosiery knitting machines which are equipped with a conveyor system that transports hose from the machine to a central inspection point. Work involves: Placing cones of yarn on machines; tailing ends of yarn being knitted to new yarns; threading yarn through guides; and attaching yarn to needles. May *also* assist knitting machine fixers in resetting the machines and relieve collection system inspectors as required.

Examiner, grey (inspector, hosiery)

Examines and inspects hosiery, usually prior to dyeing, for defects or flaws in knitting, looping, or

seaming. Work involves *most of the following*: Drawing each hose over revolvable form or board; examining hose for defects, such as holes, runs, torn threads, poor seams, dropped stitches, etc., and marking or indicating each defect; testing stockings for weak spots by operating levers that expand jaws of pattern and stretch the stocking at various places; cutting loose ends of thread from stockings with scissors; and determining whether defective hose should be mended or rejected. In addition, may mend minor defects.

Folder

Folds hosiery in pairs and either bands them or places them in envelopes.

Workers who also box hosiery by packing them in cardboard box *are excluded* from this classification.

Folder and boxer

Performs a combination job of folding and boxing hosiery as described above.

Workers who either fold or box only *are excluded* from this classification.

Knitter, full-fashioned hosiery

(Knitter, single-unit or backrack)

Operates a knitting machine that knits a complete *full-fashioned stocking* (leg and foot) in one operation. Work involves: Placing cones of yarn on machine and threading yarn through guides to each section of machine; watching the fabric during the knitting process for defects of any kind; adjusting, replacing, and/or straightening defective, broken or bent needles; and removing completely knit stockings from the machine.

For wage survey purposes, workers are classified according to the gauge of the hosiery, as follows:

- 51 gauge
- 60 gauge
- 66 gauge
- All other

Knitter, women's seamless hosiery

Operates one or more knitting machines that knit a complete woman's seamless stocking. Work involves: Placing cones of yarn on machines and threading yarn through guides and attaching it to the needles; starting machine and watching the fabric during the knitting process for defects of any kind.

For wage survey purposes, workers are classified according to types of feed and number of needles as follows:

Single-feed
474 needles
400 needles
All other

Two-feed
474 needles
400 needles
All other

Four-feed
400 needles
All other

Six-feed
400 needles
All other

Eight-feed
400 needles
All other

Knitter, automatic

Operates one or more machines that automatically knit a complete *seamless stocking* (other than women's full-length) from the top (*ribbed top or welt*) to the toe. Work involves *most of the following*: Placing spool or cone of yarn in yarn holder on machine; threading end of yarn through guides, and attaching it to the needles; starting machine which automatically knits the top, leg, heel, foot, and toe of a seamless stocking in one continuous operation; piecing-up broken ends by twisting or tying the two ends together; and inspecting stocking coming from knitting machine for defects and flaws. In addition, may count stockings, tie them into bundles, or attach card that identifies operator by style number.

Knitter, rib

Operates one or more machines that knit the ribbed portions (tops or legs) of *seamless hosiery*. Work involves *most of the following*: Placing cones of thread or yarn on cone holder of machine; threading end of yarn through guides, and attaching it to needles in needle holder; starting operation of machine which automatically knits a continuous tube of alternate single and double lines of web and drops or enlarges stitches at predetermined intervals to indicate where the tube is to be cut; inspecting operation of machine to make certain ribs are being knitted properly; replacing empty cones of yarn

in holder with new ones; piecing-up broken ends by twisting or tying the two ends of yarn together; adjusting, replacing, and/or straightening defective, broken, or bent needles; and removing the knit ribs or tops from the machine by cutting the threads with scissors.

Knitter, string

Operates one or more circular knitting machines that knit seamless stockings in a continuous string, which is cut later at proper places to make individual stockings. Work involves *most of the following*: Placing cones of yarn on cone holder of machine; threading end of yarn through guides and attaching to needles; starting operation of machine which automatically knits the leg, heel, foot, and toe of the stocking in a continuous string; piecing-up broken ends by twisting or tying the two ends together; adjusting, replacing, and/or straightening broken, defective, or bent needles; and removing the knitted material from the machine by cutting the threads with scissors.

Knitter, transfer

Operates one or more knitting machines that knit seamless stockings onto the ribbed tops (previously knitted on rib machine). Work involves *most of the following*: Placing cones of yarn on machine; threading yarn through guides, and attaching it to needles; hanging the stitches of top onto points of transfer ring; setting points of transfer ring over needles of knitting machine, and transferring the stitches from the points of the transfer ring to the needles; lowering top of machine cylinder over needles and starting machine that knits the stocking to the top; removing knitted material from the machine; piecing-up broken ends by twisting or tying the two ends of yarn together; and adjusting, replacing, and/or straightening broken, defective, or bent needles.

Looper, toe

Operates a machine that closes the opening in the toe of seamless hosiery. Work involves: Placing yarn on machine; running thread through various guides and tension disks and to needle of machine; setting corresponding loops of the two parts of the toe or opening on the looping points of rotating dial (dial carries the stocking through the mechanism that automatically joins the parts and trims the edges of the seam); and removing looped stockings from dial of machine.

Mender, hand, finish

Repairs by hand, defects in hosiery prior to folding and boxing. Work involves *most of the following*: Locating marked defects such as holes, runs, pulled threads, and dropped stitches; sewing up holes in stocking with needle and thread; spreading part of stocking containing run over mending cup, and catching up run with a hand or electric-powered latching needle; inserting missing strands of thread or replacing broken strands with new threads, using a latching needle; cutting off loose threads with scissors. May also do inspecting or pairing.

Mender, hand, grey

Repairs by hand, defects in hosiery prior to dyeing. Work involves *most of the following*: Locating marked defects such as holes, runs, pulled threads, and dropped stitches; sewing up holes in stocking with needle and thread; spreading part of stocking containing run over mending cup, and catching up run with a hand or electric-powered latching needle; inserting missing strands of thread or replacing broken strands with new threads, using a latching needle; cutting off loose threads with scissors.

Pairer

Mates or arranges stockings in pairs so that they will correspond in size, color, length, and texture. Work involves: Laying or spreading the stockings on pairing table; examining stockings for imperfections and segregating the imperfect ones; and selecting two stockings having same color and size, and comparing them as to length of welt, foot, leg, and heel splicing or reinforcement.

Preboarder

Shapes and sets the stitch in hosiery in the greige (in the grey state prior to dyeing) using one of several types of machines equipped with steam-heated pressure retort, chamber, or cabinet, and metal hosiery forms. Work involves *a combination of the following*: Drawing and alining various parts of hose over form; placing individual or cluster of forms into steam pressure chamber (or may place forms on racks which are pushed into steam chamber by floor boy); removing forms from

steam chamber; and stripping shaped hosiery from forms. May work with two sets of forms, stripping hose from one set while the second is being steamed, or two workers may operate as a team; forms may be placed into steam chamber manually, or automatically by pushing button, depending upon type of machine.

Operators of the Dunn method are not included in this classification. Also excluded are workers engaged in partial heat setting performed prior to dyeing. In this operation, the grey hosiery is not preboarded but rather hung by the toe onto a rack and then placed in a steam pressure chamber, which partially sets (shrinks) the fabric.

Seamer, full-fashioned hosiery

Uses a powered-sewing machine to join together with a seam the two edges of full-fashioned stockings.

Seamer, toe

Operates a seaming machine to produce an overedge or flat-butted seam to close the toes of seamless hosiery.

Sewing-machine operator (panty hose)

Operates a standard or special purpose sewing machine to perform the sewing operations required in joining together leg blanks of panty hose. Includes workers who join leg blanks by sewing them to a gusset, as well as those joining blanks by sewing a U-seam which does not require a gusset. Excluded are workers who are engaged in sewing elastic or labels to hose, but do not attach leg blanks.

Transfer-machine operator

Operates machine that stamps identifying information such as size, trademark, type and gauge of yarn, on foot, toe, or heel of hose. Work involves *most of the following*: Selecting roll of transfer paper and placing roll on reel; threading paper under heating element onto take-up reel; adjusting feeding guides of conveyor belt to size of hose; and starting machine and positioning hose on conveyor belt against guides. May observe finished work for proper operation and make adjustments to machine.

Office Occupations

Clerk, payroll

Computes wages of company employees and enters the necessary data on the payroll sheets. Duties involve:

Calculating workers' earnings based on time or production records; posting calculated data on payroll sheet, showing information such as worker's name, working

days, time, rate, deductions for insurance, and total wages due. May make out paychecks and assist paymaster in making up and distributing pay envelopes. May use a calculating machine.

Stenographer, general

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

Typist

Uses a typewriter to make copies of various material or to make out bills after calculations have been made by another person. May include typing of stencils, mats,

or similar materials for use in duplicating processes. May do clerical work involving little special training, such as keeping simple records, filing records and reports, or sorting and distributing incoming mail.

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

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

Industry Wage Studies

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

ing 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.

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Manufacturing

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Basic Iron and Steel, 1967. BLS Bulletin 1602	\$0.55
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Men's and Boys' Shirts (Except Work Shirts) and Nightwear, 1968. BLS Bulletin 165965
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Textile Dyeing and Finishing, 1965-66. BLS Bulletin 152745

I. Occupational Wage Studies—Continued

	<i>Price</i>
West Coast Sawmilling, 1969. BLS Bulletin 1704	\$0.45
Women's and Misses' Coats and Suits, 1970. BLS Bulletin 1728 . . . . .	.35
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

Nonmanufacturing

Auto Dealer Repair Shops, 1969. BLS Bulletin 1689 . . . . .	.50
Banking, 1969. BLS Bulletin 170365
Bituminous Coal Mining, 1967. BLS Bulletin 158350
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Contract Cleaning Services, 1968. BLS Bulletin 164455
Crude Petroleum and Natural Gas Production, 1967. BLS Bulletin 156630
Educational Institutions: Nonteaching Employees, 1968–69. BLS Bulletin 167150
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Laundry and Cleaning Services, 1968. BLS Bulletin 164575
Life Insurance, 1966. BLS Bulletin 156930
Motion Picture Theaters, 1966. BLS Bulletin 1542 . . . . .	.35
Nursing Homes and Related Facilities, 1967–68. BLS Bulletin 1638 . . . . .	.75
Scheduled Airlines, 1970. BLS Bulletin 1734 . . . . .	.45
Wages and Tips in Restaurants and Hotels, 1970. BLS Bulletin 1712 . . . . .	.60

II. Other Industry Wage Studies

Employee Earnings and Hours in Nonmetropolitan Areas of the South and North Central Regions, 1965. BLS Bulletin 155250
Employee Earnings and Hours in Eight Metropolitan Areas of the South, 1965. BLS Bulletin 153340
Employee Earnings and Hours in Retail Trade, June 1966— Retail Trade (Overall Summary). BLS Bulletin 1584	1.00
Building Materials, Hardware, and Farm Equipment Dealers, BLS Bulletin 1584-130
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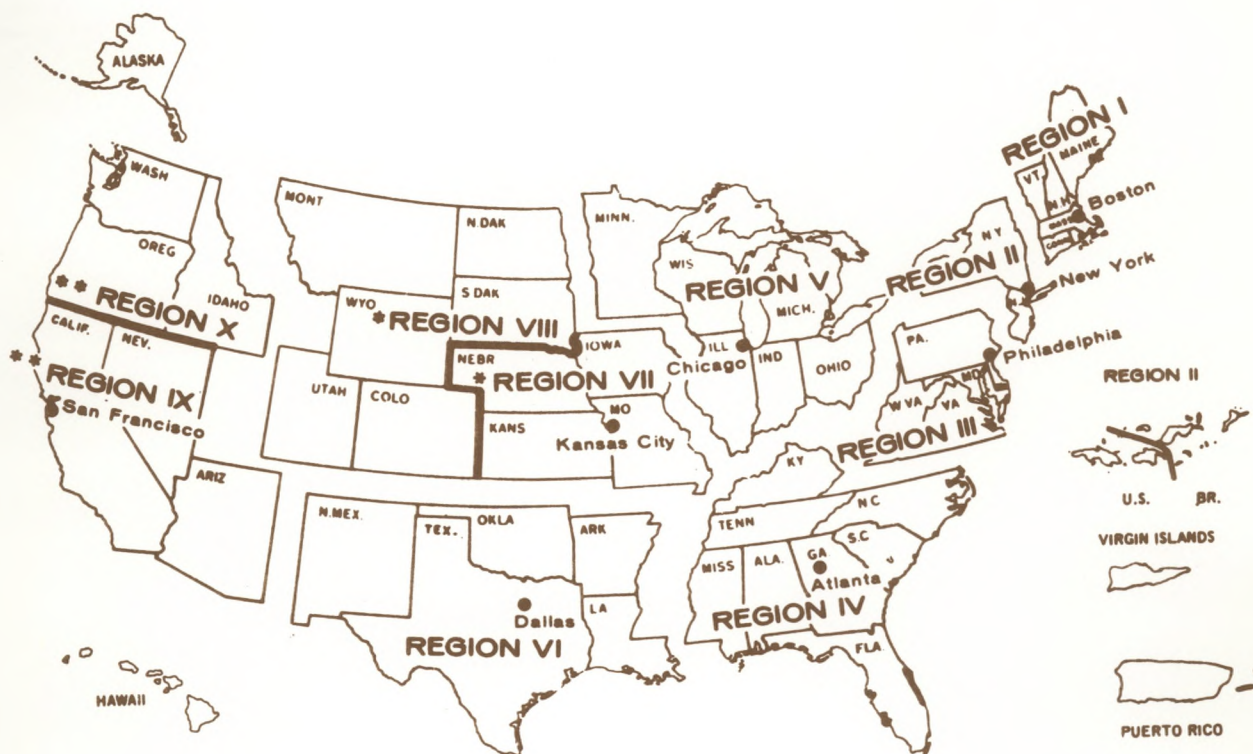
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 Phone: 374-2481 (Area Code 816)

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

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

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

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