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**Industry
Wage Survey
Fertilizer
March-April 1971
Bulletin 1763**

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

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Preface

This bulletin summarizes the results of a Bureau of Labor Statistics survey of wages and related benefits in the fertilizer manufacturing industry in March–April 1971. A similar survey was conducted in March–April 1966 (BLS Bulletin No. 1531).

Separate releases were issued during October or November 1971 for the following States: Alabama, California, Florida, Georgia, Illinois, Indiana, Maryland, North Carolina, Ohio, South Carolina, Tennessee, and Virginia. Copies of these releases are available from the U.S. Department of Labor, Bureau of Labor Statistics, Washington, D.C. 20212, or any of its regional offices.

This study was conducted in the Bureau's Office of Wages and Industrial Relations. Donald S. Ridzon of the Division of Occupational Wage Structures prepared the analysis in this bulletin. 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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Fertilizer Manufacturing, March-April 1971

Summary

Straight-time earnings of production workers in the Nation's mixed fertilizer manufacturing industry averaged \$2.67 an hour in March-April 1971. Over nine-tenths of the 19,302 workers covered by the study¹ (nearly all men and paid time rates) earned between \$1.60 and \$4 an hour; earnings of the middle half of the workers in the array ranged from \$2.02 to \$3.23.

Workers in the Southeast, 43 percent of the industry's labor force, averaged \$2.43 an hour—9 cents more than in the Border States, but nearly \$1 an hour less than in the Pacific region. In the four other regions for which separate data are reported, averages ranged from \$2.76 an hour in the Great Lakes States to \$3.10 in the Southwest.²

Earnings of production workers varied considerably by type of operation. Workers in complete (integrated) plants averaged \$3.14 an hour, compared with those in mixing plants and superphosphate plants who averaged \$2.39 and \$2.32, respectively. Differences in occupational staffing accounted for part of this variation in wage levels.

Control-room men, who monitor the equipment producing granulated fertilizer, averaged \$3.81 an hour and were the highest paid among the jobs studied separately. Truckdrivers and watchmen at \$2.14 an hour were the lowest paid. Material-handling laborers, numerically the largest occupation studied, averaged \$2.24 an hour.

Paid holidays and paid vacations after qualifying periods of service were provided for nearly all year-round workers. At least part of the cost of retirement pension plans and life, hospitalization, surgical, basic and major medical insurance plans were provided for seven-tenths or more of the year-round workers. Ten percent or less of seasonal employees were covered by similar benefits.

Industry characteristics

Fertilizer manufacturing plants within scope of the survey employed 19,302 production and related workers in March-April 1971—a reduction of nearly 25 percent since a previous study in March-April 1966, when

25,484 workers were recorded.³ During the preceding 10 years (April 1956–1966), the decline had been only 10 percent.

Employment dropped in all but one region since the 1966 survey. The declines ranged from 13 percent in the Southeast to 47 percent in the Middle West; in the Southwest, employment increased 25 percent.

Employment in the industry is highly seasonal. The peak occurs before the spring planting season and the low point is reached during the summer.⁴ At the time of the 1971 survey, 28 percent of the industry's workers were classified as seasonal—those hired to work fewer than 11 months a year.

Another indication of the industry's seasonality is shown in the following tabulation, which presents the percent of workers employed in fertilizer plants that operate less than year-round:

Type of plant	11 or more months	9 but less than 11 months	6 but less than 9 months	Less than 6 months
All plants	82	11	5	3
Complete (integrated)	88	10	2	-
Superphosphate	78	17	3	2
Mixing only	79	10	7	5

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

Type of plant. The industry is composed of three types of plants, each producing mixed fertilizers as the finished product: (1) Complete (integrated) plants manufacture their own acids for treating phosphate rock to make

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

² For definitions of the regions used in this survey, see footnote 1, table A-1 in appendix A.

³ Three previous surveys are mentioned in this report. See *Industry Wage Survey: Fertilizer Manufacturing, March-April 1966* (BLS Bulletin 1531); *Industry Wage Survey: Fertilizer Manufacturing, April 1962* (BLS Bulletin 1362); and *Wage Structure: Fertilizer Manufacturing, April 1956* (BLS Report No. 111).

⁴ See *Employment and Earnings, United States, 1909-71* (BLS Bulletin 1312-8).

superphosphate, which is then combined with other fertilizer materials to make a finished product; (2) superphosphate plants purchase the acids used to make superphosphate for their mixed fertilizer; and (3) mixing plants purchase all the ingredients needed to manufacture their fertilizer product.

In March–April 1971, mixing plants employed nearly one-half of the workers covered by the study; complete plants, about two-fifths; and superphosphate plants, slightly more than one-tenth. Over the years, mixing plants have increased their share of the industry’s labor force as superphosphate plants declined in importance. Complete plants employed a relatively constant proportion or about three-eighths of the labor force when the four surveys were made:

Type of plant	April 1956	April 1962	March–April 1966	March–April 1971
All plants	100	100	100	100
Complete (integrated)	37	35	35	38
Superphosphate	30	27	20	13
Mixing only	33	37	45	49

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

Type of market. Plants engaged in interstate commerce employed nearly four-fifths of the workers covered by the survey. Regionally, the proportions ranged from three-fifths in the Pacific States to seven-eighths or more in the Middle Atlantic and Border States. Mixing plants, mostly those in the Southeast and Great Lakes States, employed four-fifths of the workers in establishments engaged only in intrastate commerce.

Location. Despite substantial changes in employment, the Southeast remains the major region and accounted for about two-fifths of the industry’s work force in March–April 1971. The Great Lakes States employed about one-sixth, and the Border States and Southwest, about one-tenth each. According to surveys conducted since 1956, the percent of the industry’s labor force in each region has remained relatively stable:

	April 1956	April 1962	March–April 1966	March–April 1971
All workers	100	100	100	100
Middle Atlantic	7	6	6	5
Border States	12	12	11	10
Southeast	44	39	37	43
Southwest	6	6	7	11
Great Lakes	22	19	22	17
Middle West	4	8	8	6
Pacific	2	4	5	5

In 1971, nearly two-thirds of the industry’s 19,302 workers were employed in 12 States. (See tables 14–25.) Of these, Florida with 3,172 workers had the highest employment—approximately double the number employed in North Carolina (the second highest) and three times the number in Georgia and Ohio.

Slightly more than one-half of the production workers were employed in metropolitan areas.⁵ Regionally, the proportions in metropolitan areas ranged from 14 percent in the Middle West to 94 percent in the Pacific States. Three-fifths of the workers in mixing plants were in metropolitan areas, whereas employment in both superphosphate and complete plants was divided nearly equally between metropolitan and nonmetropolitan areas.

Size of establishment. Fertilizer plants employing 8 to 49 workers accounted for 35 percent of the industry’s labor force; those with 50 to 99 workers, 24 percent; and those with 100 workers or more accounted for 41 percent.

Among the regions, the distribution of workers by size of plant varied. In the Great Lakes region, for example, 42 percent of the labor force were in plants employing 8 to 49 workers, and 22 percent were in plants of 100 or more. On the other hand, 29 percent of the workers in the Southeast were in plants employing 8 to 49, and 47 percent were in plants employing 100 or more.

Mixing plants generally employ fewer than 50 workers; complete (integrated) plants usually employ 100 or more. In superphosphate plants, nearly one-half of the workers were in establishments employing from 50 to 99 workers.

Union contract coverage. Establishments which had collective bargaining agreements covering a majority of their year-round production workers employed slightly more than one-half of the industry’s labor force. The proportions were three-fourths in complete or integrated plants, three-fifths in superphosphate plants, and two-fifths in mixing establishments. Among the regions, the proportions of the industry’s workers in union establishments were two-fifths in the Middle West, one-half in the Great Lakes, about three-fifths in the Southeast, Southwest, and Pacific regions, and approximately two-thirds in the Middle Atlantic and Border States. The Oil, Chemical and Atomic Workers International Union (AFL-CIO) and the International Chemical Workers Union (AFL-CIO) are the major unions in the industry.

⁵ Standard Metropolitan Statistical Areas, as defined by the U.S. Office of Management and Budget through January 1968.

Method of wage payment. Virtually all production workers were paid on a time-rate basis. (See table 26.) Formal rate structures providing single rates for specific occupations applied to two-thirds of the workers, and plans consisting of ranges of rates covered about one-eighth. Rates determined by the individual's qualifications under informal plans applied to about one-fifth of the workers and were most common in mixing plants. Single-rate plans were predominant in both complete and superphosphate plants and in each region.

Occupational staffing. Approximately one-half of the work force (virtually all men) were employed as baggers, bag sewers, batch weighers, material-handling laborers, mixers, power truckers, or truckdrivers. Of these, the 3,575 material-handling laborers were numerically most important and accounted for one-fourth of the production workers in superphosphate plants, one-fifth in mixing plants, and one-tenth in integrated plants. On the other hand, the relative importance of other occupations, such as control-room men, who monitor the equipment producing granulated fertilizer, and maintenance men was substantially greater in integrated plants than in superphosphate and mixing plants. Such differences in occupational staffing account for part of the variation in wage levels among the three types of plants discussed later in this report.

Average hourly earnings

According to the March–April 1971 survey, straight-time earnings of the industry's 19,302 production workers averaged \$2.67 an hour⁶—nearly 41 percent more than in a similar study 5 years earlier. Partly contributing to this increase was the 28 percent rise in the Federal minimum wage from \$1.25 in 1966 to \$1.60 in 1968. Another contributing factor was the decline in the industry of seasonal workers—from nearly two-fifths of the plant work force in 1966 to slightly more than one-fourth in March–April 1971. Because seasonal employees are usually less skilled and low paid, their reduced share of the work force at the time of the 1971 survey would have increased the industry's wage level even without a change in wage rates.

Among the regions, increases in average hourly earnings between the two surveys ranged from about 25 percent in the Middle Atlantic and Pacific States to 55 percent in the Southeast, where two-fifths of the labor force was employed in March–April 1971.

In the Southeast, workers averaged \$2.43 an hour in March–April 1971—9 cents more than workers in the Border States, but nearly \$1 an hour less than those in the Pacific region. (See table 1.) In the four other regions for which separate data were tabulated, averages

ranged from \$2.76 an hour in the Great Lakes States to \$3.10 in the Southwest.

Interregional pay differences are due to many factors, but can be explained partly by the predominant type of plants found in each region. In the three regions with the highest averages (the Southwest, Middle West, and Pacific) the majority of workers were employed in higher paying complete (integrated) plants. In the lower paying regions a minority of workers were in complete plants.

Information also was developed separately for 12 States of industry concentration. (See tables 14-25.) Averages higher than the national level of \$2.67 were recorded in five—California (\$3.42), Florida (\$2.75), Illinois (\$3.21), Maryland (\$2.71), and Ohio (\$2.77). In the other seven States, averages ranged from 68 cents below the nationwide average in Georgia to 19 cents below in Tennessee.

Nationwide, workers in complete (integrated) plants averaged \$3.14 an hour, compared with \$2.32 in superphosphate plants and \$2.39 in mixing establishments. In both the Southeast and Southwest, the only regions where comparisons among all three types of establishments were possible, workers averaged considerably more in complete plants than in superphosphate or mixing plants—about 35 percent more in the Southeast and roughly 75 percent more in the Southwest. Differences in occupational staffing, noted previously, accounted for part of the variation in wage levels by type of plant.

Workers in plants engaged in interstate commerce (78 percent of the labor force) averaged 22 percent more than those in plants limited to intrastate commerce—\$2.78 compared with \$2.27. In the four regions permitting such comparisons, wages in plants engaged in interstate commerce averaged approximately 20 to 35

⁶ The straight-time average hourly earnings in this bulletin differ in concept from the gross average hourly earnings published in the Bureau's monthly hours and earnings series (\$3 in April 1971). Unlike the latter, estimates here exclude premium pay for overtime and for work on weekends, holidays, and late shifts. Average earnings were calculated by summing individual hourly earnings and dividing by the number of individuals; in the monthly series, the sum of the man-hour totals reported by establishments in the industry was divided into the reported payroll totals.

Estimates of the number of production workers within scope of the study are intended only as a general guide to the size and composition of the labor force in the survey. They differ from those in the monthly series (26,900 in March and 29,800 in April 1971) by the exclusion of establishments employing fewer than 8 workers. Planning for the survey required the assembling of lists of establishments considerably in advance of data collection. Thus, establishments new to the industry are omitted, as are establishments originally classified in the fertilizer manufacturing industry, but found in other industries at the time of the survey.

percent higher than those in other plants. These wage advantages reflect, in part, a heavier concentration of lower paying mixing establishments among those limited to intrastate commerce. Mixing plants, for example, employed four-fifths of the workers in establishments engaged only in intrastate commerce, compared with two-fifths in establishments engaged in interstate commerce.

Nationwide, workers in metropolitan areas averaged 2 cents an hour less than those in smaller communities (\$2.66 compared with \$2.68), but this difference amounted to 42 cents an hour (\$2.91 compared with \$3.33) in the Southwest, one of the three regions permitting such comparisons. This unusual relationship can be explained largely by the location of the higher paying complete plants. For example, in nonmetropolitan areas of the Southwest, nearly three-fourths of the workers were in complete plants; in metropolitan areas, the proportion was two-fifths. In the Southeast and Great Lakes regions, where complete plants were relatively more important in metropolitan areas, workers averaged 4 and 15 cents an hour more, respectively, in metropolitan areas than in nonmetropolitan areas.

Earnings data for production workers also were tabulated according to size of establishment and labor-management contract coverage. Nationwide, earnings in plants employing 100 workers or more averaged \$3.10 an hour—21 percent more than in plants employing 50–99 (\$2.56), and 38 percent more than in establishments with 8–49 employees (\$2.24). Workers in plants with a majority of their year-round employees covered by labor-management contracts averaged 10 percent an hour more than those in plants where none or a minority were covered (\$2.78 compared with \$2.53). These general relationships held in most regions where comparisons were possible.

Earnings of the 19,302 production workers were distributed over a comparatively wide range; the middle half earned from \$2.02 to \$3.23 an hour. (See table 2.) Almost one-tenth of the industry's labor force earned more than \$4 an hour, while nearly one-fourth earned less than \$2. The following tabulation indicates the percent of workers earning less than specified amounts, nationwide and regionally, at the time of the survey:

	<i>Under \$1.80</i>	<i>Under \$2.00</i>	<i>Under \$2.20</i>
United States	10	23	36
Middle Atlantic	-	3	5
Border States	8	26	41
Southeast	16	37	54
Southwest	11	19	30
Great Lakes	4	9	18
Middle West	5	9	28
Pacific	-	(¹)	2

¹ Less than 0.5 percent.

Occupational earnings

Seventeen occupations, accounting for nearly 60 percent of the work force, were selected to represent the various skills and wage levels of production workers in the industry. (See table 5.) Average earnings in these jobs ranged from \$2.14 an hour for truckdrivers and watchmen to \$3.81 for control-room men. Material handling laborers, about 20 percent of the labor force and the largest group studied separately, averaged \$2.24 an hour. Power truckers (other than forklift operators), baggers, and maintenance mechanics—each accounting for about 5 percent of the production workers—averaged \$2.36, \$2.47, and \$3.55, respectively.

Occupational averages were generally highest in the Pacific region and lowest in the Southeast. In the Pacific States, averages for all but one occupation shown were higher than the corresponding nationwide averages; in the Southeast, all were lower. (See table 5.) The following tabulation presents regional averages for three occupations as a percent of their nationwide levels and illustrates wide differences among the regions:

	<i>Truckdrivers</i>	<i>Material handling laborers</i>	<i>Maintenance mechanics</i>
United States	100	100	100
Middle Atlantic	140	118	93
Border States	94	97	87
Southeast	91	86	94
Southwest	99	102	117
Great Lakes	112	116	96
Middle West	91	113	99
Pacific	147	122	122

Truckdrivers in the Pacific States averaged 62 percent more than their Southeastern counterparts. For material handling laborers and maintenance mechanics, the differences in wage levels between the same two regions were 41 percent and 30 percent, respectively.

Occupational earnings in virtually all jobs studied were higher in complete (integrated) plants than in superphosphate or mixing plants. (See tables 7, 9, and 11.) However, in smaller fertilizer plants job specialization may be lacking and precise occupational classification is not always possible. A laborer, for example, may be assigned to bag sewing, batch weighing, or other low-skilled tasks during the same day or week.

Occupational earnings also were tabulated by type of market, size of community, and size of establishment. With few exceptions, occupational averages were higher in plants engaged in interstate commerce than in those engaged only in intrastate commerce. (See table 6.) When tabulated by size of community, earnings of workers in complete plants were usually higher in nonmetropolitan than metropolitan areas; in superphosphate

and mixing establishments, the opposite was true. (See tables 7, 9, and 12.) Workers in large plants averaged more than those in smaller establishments. In complete plants, for example, material handling laborers earned \$2.59 in establishments employing 100 workers or more compared to \$2.18 in plants with 50 to 99 employees.

Maintenance mechanics remained among the highest paid workers in the industry; truckdrivers and material handling laborers, the most populous group studied, stayed among the lowest. Both maintenance mechanics and truckdrivers have more than doubled their share of the work force since 1956; the proportion of material handling laborers dropped by nearly one-half. Pay levels for these and the 11 other occupations studied since 1956⁷ are shown in the following tabulation as a percent of the industry's overall pay level at the time of each study:

	April 1956	April 1962	March— April 1966	March— April 1971
All production workers.....	100	100	100	100
Baggers.....	99	99	96	93
Bag sewers, machine..	87	90	91	85
Batch weighers.....	103	95	94	88
Chambermen.....	110	113	112	97
Conveyor tenders....	101	95	93	97
Laborer, material handling.....	91	92	87	84
Mechanics, maintenance.....	137	137	136	133
Millers.....	110	113	112	114
Mixers, dry mixing...	99	96	99	90
Mixers, superphosphate.....	112	112	110	94
Truckdrivers.....	90	86	89	80
Truckers, power (forklift).....	102	108	106	100
Truckers, power (other than forklift).....	98	96	92	88
Watchmen.....	87	89	84	80

As indicated, average earnings generally increased faster for the industry as a whole than for the occupations listed. Although some jobs showed higher rates of increase between intervening surveys, average earnings in only one (millers) outpaced the industrywide level between April 1956 and March–April 1971.

Establishment practices and supplementary wage provisions

Data also were obtained on work schedules, shift practices, and selected supplementary wage benefits, such as paid holidays, vacation, and health, insurance, and retirement plans. The information contained in the following paragraphs is presented separately for year-

round and seasonal workers in all cases, except for shift practices, which were expected to apply uniformly to both groups.

Scheduled weekly hours. Work schedules of 40 hours a week were in effect in establishments employing nearly two-thirds of the year-round workers at the time of the survey. (See table 27.) Another one-tenth of the year-round workers were scheduled for 50 to 60 hours a week. Work schedules of seasonal workers were generally longer; slightly less than one-half were scheduled for 40 hours and nearly one-third for 50 to 60 hours a week.

Weekly work schedules of 50 hours or more were in effect for about one-fifth of the year-round employees in the Southeast and Great Lakes regions and for three-tenths in the Middle Atlantic and Border States. In the Southwest, Middle West, and Pacific States, more than nine-tenths of all year-round workers were on schedules ranging from 40 to 48 hours a week.

Shift practices. About 22 percent of the workers were employed on late shifts at the time of the survey, and nearly all received a cents-per-hour differential above day-shift rates. (See table 28.) Second-shift workers accounted for 14 percent of the work force and usually received a differential ranging from 5 to 10 cents an hour above day-shift rates. For third or other late shift work, differentials most commonly ranged from 14 to 30 cents. Regionally, the proportions of workers employed on late shifts ranged from slightly under 15 percent in the Border States to 27 percent in the Southwest. Differentials for late shift work were generally greater in the Southwest, Middle West, and Pacific States than in the other four regions.

Paid holidays. Paid holidays—most commonly 7, 8, or 9 days annually—were provided to nearly all year-round workers. (See table 29.) In each region, more than nine-tenths of the year-round workers had paid holiday provisions, but the number of days granted varied. One-fourth of the seasonal workers had provisions for paid holidays, usually fewer than 5 days annually.

Paid vacations. Paid vacations after qualifying periods of service were provided to virtually all year-round

⁷ As the industry changes, the jobs selected for separate study reflect shifts in the importance of occupations. For example, the three jobs added to the survey in 1971 (control-room men, contact-acid-plant operators, and granulator operators) resulted from increased use of more advanced equipment. On the other hand, maintenance carpenters and bag printers were dropped because of their declining importance.

workers but to less than one-tenth of the seasonal employees. (See table 31.) Vacation payments for nearly all eligible workers (seasonal and year-round) were determined on the basis of the employee's regular pay for a specified period of time (e.g., 1 week, 2 weeks, etc.). Nationwide, typical vacation provisions for eligible seasonal and year-round employees were 1 week's pay after 1 year of service, 2 weeks' after 2 years, and at least 3 weeks' pay after 10 years. One-half of the workers were in establishments providing 4 or 5 weeks' vacation pay after 20 years.

Vacation provisions were substantially less liberal in the Border States than in the other 6 regions. For example, provisions for at least 3 weeks' pay after 10 years of service applied to 24 percent of the eligible year-round workers in the Border States, whereas the proportions elsewhere ranged from 57 percent in the Southeast to 82 percent in the Pacific.

Health, insurance, and retirement plans. Life, hospitalization, and surgical insurance plans for which employers paid at least part of the cost were available to approximately nine-tenths of the year-round workers. (See table 33.) Proportions of year-round workers provided other benefits were basic medical insurance, eight-tenths; major medical insurance, about three-fourths; accidental death and dismemberment insurance, two-thirds; and sickness and accident insurance plans, about one-half. Selected health and insurance benefits typically applied to one-tenth or less of the seasonal workers.

Regionally, the proportions of year-round workers in establishments providing health and insurance benefits varied. For example, over nine-tenths of the year-round workers in the Southwest and Middle West regions were in establishments providing for life insurance, compared with about seven-tenths in the Border States and Pacific regions.

Retirement pension plans, in addition to Federal social security, were provided for 76 percent of the year-round workers and for 6 percent of the seasonal workers. In all regions but the Middle West, these plans were usually financed entirely by employers. Retirement severance pay was virtually nonexistent in the industry.

Other selected benefits. Cost-of-living pay adjustments, common only in the Middle Atlantic States, applied to 4 percent of both year-round and seasonal workers.

Technological severance pay to employees permanently separated from the company through no fault of their own was provided by establishments employing 7 percent of the year-round workers and 2 percent of the seasonal workers. Only in the Middle Atlantic region, where 43 percent of the year-round workers had provisions for technological severance pay, were such plans common.

The incidence of supplemental unemployment benefits in the industry also was studied, but no establishment visited had this provision for a majority of its production workers.

Table 1. Average hourly earnings: By selected characteristics

(Number and average straight-time hourly earnings¹ of production workers in fertilizer manufacturing establishments by selected characteristics, United States and selected regions, Ma. March-April 1971)

Item	United States ²		Middle Atlantic		Border States		Southeast		Southwest		Great Lakes		Middle West		Pacific	
	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings
All production workers ³ -----	19,302	\$2.67	930	\$2.81	2,023	\$2.34	8,258	\$2.43	2,104	\$3.10	3,231	\$2.76	1,140	\$2.83	984	\$3.41
Type of establishment:																
Complete or integrated-----	7,378	3.14	-	-	536	2.60	3,887	2.83	1,165	3.85	-	-	632	3.28	549	3.77
Superphosphate-----	2,524	2.32	-	-	-	-	1,127	2.10	379	2.24	471	2.60	-	-	-	-
Mixing only-----	9,400	2.39	785	2.80	1,298	2.26	3,244	2.06	560	2.13	2,551	2.76	416	2.28	397	2.99
Type of market:																
Interstate-----	15,030	2.78	817	2.84	1,867	2.37	6,334	2.58	1,623	3.12	2,444	2.88	806	3.06	596	3.76
Intrastate-----	4,272	2.27	-	-	-	-	1,924	1.93	-	-	787	2.39	334	2.27	388	2.87
Size of community:																
Metropolitan areas ⁴ -----	10,493	2.66	737	2.80	1,732	2.40	4,175	2.45	1,125	2.91	1,570	2.84	-	-	924	3.37
Nonmetropolitan areas-----	8,809	2.68	-	-	-	-	4,083	2.41	979	3.33	1,661	2.69	975	2.91	-	-
Size of establishment:																
8-49 workers-----	6,729	2.24	593	2.78	880	2.06	2,392	1.90	703	2.16	1,367	2.51	269	2.43	376	3.15
150-99 workers-----	4,700	2.56	192	2.88	560	2.64	1,995	2.06	413	3.12	1,152	2.98	233	2.71	155	3.35
100 workers or more-----	7,873	3.10	-	-	583	2.47	3,871	2.95	988	3.77	712	2.88	638	3.04	453	3.64
Labor-management contracts:																
Establishments with majority of year-round workers covered---	10,858	2.78	608	2.99	1,389	2.51	4,603	2.45	1,215	3.37	1,588	2.93	447	3.09	590	3.31
Establishments with none or a minority of year-round workers covered-----	8,444	2.53	322	2.47	634	1.97	3,655	2.40	889	2.74	1,643	2.60	693	2.65	394	3.55

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 Virtually all production workers were men.

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

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

Table 2. Earnings distribution: All establishments

(Percent distribution of production workers in fertilizer manufacturing establishments by straight-time hourly earnings, ¹ United States and selected regions, March-April 1971)

Hourly earnings ¹	United States ²	Middle Atlantic	Border States	Southeast	Southwest	Great Lakes	Middle West	Pacific
Under \$1.60 -----	0.3	-	-	0.6	-	-	-	-
\$1.60 and under \$1.65 -----	5.3	-	3.3	9.3	6.7	0.7	1.5	-
\$1.65 and under \$1.70 -----	.7	-	.3	1.3	.5	-	.7	-
\$1.70 and under \$1.75 -----	1.8	-	2.6	2.9	1.3	.7	.6	-
\$1.75 and under \$1.80 -----	2.0	-	1.4	2.3	2.0	2.9	2.2	-
\$1.80 and under \$1.85 -----	3.1	-	7.9	3.9	2.1	1.4	1.9	-
\$1.85 and under \$1.90 -----	2.6	0.2	.6	5.1	1.0	.3	.3	-
\$1.90 and under \$1.95 -----	4.5	1.1	7.7	6.9	3.6	1.1	1.4	-
\$1.95 and under \$2.00 -----	3.0	1.6	2.5	5.1	1.4	1.4	.6	0.1
\$2.00 and under \$2.10 -----	9.1	.3	11.6	11.3	6.8	6.3	16.7	.8
\$2.10 and under \$2.20 -----	3.9	1.7	3.1	5.6	4.1	3.0	2.5	.6
\$2.20 and under \$2.30 -----	5.7	9.0	13.4	3.5	5.4	9.4	1.9	1.8
\$2.30 and under \$2.40 -----	3.9	3.0	9.2	3.8	.9	5.1	1.1	1.0
\$2.40 and under \$2.50 -----	3.4	3.7	5.1	3.0	2.8	2.6	5.3	7.0
\$2.50 and under \$2.60 -----	4.6	2.5	2.7	4.3	2.9	8.7	6.0	4.4
\$2.60 and under \$2.70 -----	3.3	8.9	3.2	2.5	3.6	4.4	1.8	4.9
\$2.70 and under \$2.80 -----	3.8	9.0	7.0	1.7	.7	8.3	1.7	6.6
\$2.80 and under \$2.90 -----	3.8	14.7	2.9	1.7	1.7	5.3	12.2	4.4
\$2.90 and under \$3.00 -----	3.1	10.8	3.8	1.7	.5	5.7	4.6	4.6
\$3.00 and under \$3.10 -----	3.7	9.8	3.6	2.2	2.2	4.0	2.1	4.1
\$3.10 and under \$3.20 -----	2.4	8.7	2.3	1.3	1.1	4.2	1.8	3.3
\$3.20 and under \$3.30 -----	3.4	7.3	1.0	2.4	1.0	6.7	3.4	8.9
\$3.30 and under \$3.40 -----	1.6	2.6	1.3	.3	1.4	3.4	5.6	.5
\$3.40 and under \$3.50 -----	2.7	2.2	1.1	2.5	3.3	2.2	1.8	7.3
\$3.50 and under \$3.60 -----	1.3	2.2	.7	1.0	.3	1.0	4.9	1.0
\$3.60 and under \$3.70 -----	2.2	.2	.8	2.5	2.1	3.1	2.3	3.5
\$3.70 and under \$3.80 -----	2.3	.2	.3	3.6	3.3	.9	-	4.9
\$3.80 and under \$3.90 -----	2.4	.4	.3	2.5	5.5	1.0	3.2	2.7
\$3.90 and under \$4.00 -----	1.4	.1	.3	1.2	1.1	1.1	4.3	3.0
\$4.00 and under \$4.10 -----	2.7	-	.3	2.4	6.5	.9	3.0	2.7
\$4.10 and under \$4.20 -----	2.0	-	-	.4	10.1	1.4	1.5	4.2
\$4.20 and under \$4.30 -----	.5	-	-	(³)	.8	1.2	1.0	2.2
\$4.30 and under \$4.40 -----	1.4	-	(³)	.1	10.0	.4	-	4.2
\$4.40 and under \$4.50 -----	.5	-	-	.8	.5	.2	1.9	.1
\$4.50 and over -----	1.3	-	-	-	2.9	1.1	.1	11.2
Total -----	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Number of workers -----	19,302	930	2,023	8,258	2,104	3,231	1,140	984
Average hourly earnings ¹ -----	\$2.67	\$2.81	\$2.34	\$2.43	\$3.10	\$2.76	\$2.83	\$3.41

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

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

³ Less than 0.05 percent.

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

Table 3. Earnings distribution: All establishments by type of market

(Percent distribution of production workers in fertilizer manufacturing establishments by straight-time hourly earnings,¹ by type of market (interstate or intrastate commerce), United States and selected regions, March-April 1971)

Hourly earnings ¹	United States ²		Middle Atlantic	Border States	Southeast		South-west	Great Lakes		Middle West		Pacific	
	Inter-state	Intra-state	Inter-state	Inter-state	Inter-state	Intra-state	Inter-state	Inter-state	Intra-state	Inter-state	Intra-state	Inter-state	Intra-state
Under \$1.60	-	1.2	-	-	-	2.8	-	-	-	-	-	-	-
\$1.60 and under \$1.65	2.6	14.9	-	1.8	4.7	24.7	3.1	0.2	2.3	1.6	1.2	-	-
\$1.65 and under \$1.70	.5	1.3	-	.2	.9	2.5	.6	-	-	.2	1.8	-	-
\$1.70 and under \$1.75	1.1	4.6	-	1.8	1.2	8.4	1.7	.8	.6	.1	1.8	-	-
\$1.75 and under \$1.80	1.9	2.5	-	1.3	2.3	2.7	1.7	3.4	1.3	.4	6.6	-	-
\$1.80 and under \$1.85	2.8	4.1	-	8.5	3.0	6.8	2.8	1.2	1.9	-	6.6	-	-
\$1.85 and under \$1.90	2.8	1.7	-	.4	5.7	3.1	1.2	.2	.6	.4	-	-	-
\$1.90 and under \$1.95	4.7	3.7	-	8.0	7.2	5.8	4.5	.9	1.7	.4	3.9	-	-
\$1.95 and under \$2.00	3.3	1.9	1.8	2.0	5.9	2.6	1.8	1.3	1.7	-	2.1	-	0.3
\$2.00 and under \$2.10	7.0	16.7	-	10.8	9.4	17.4	8.1	1.3	21.6	10.2	32.3	-	2.1
\$2.10 and under \$2.20	3.4	5.9	.1	2.7	4.5	9.0	5.3	2.9	3.0	1.0	6.0	-	1.5
\$2.20 and under \$2.30	5.5	6.7	8.3	13.8	3.5	3.6	3.7	8.3	13.1	1.1	3.9	-	4.6
\$2.30 and under \$2.40	4.4	2.2	3.3	10.0	4.3	2.2	.8	6.2	1.7	.6	2.4	-	2.6
\$2.40 and under \$2.50	3.3	3.7	2.0	5.4	3.8	.5	2.3	2.7	2.4	4.0	8.4	1.8	14.9
\$2.50 and under \$2.60	4.7	4.4	2.2	2.6	5.3	1.2	3.8	6.0	17.3	7.9	1.2	5.2	3.1
\$2.60 and under \$2.70	3.0	4.2	9.7	3.2	2.3	2.9	1.7	4.0	5.6	2.1	1.2	4.5	5.4
\$2.70 and under \$2.80	4.1	2.7	9.4	7.6	2.2	.1	.9	9.0	6.1	1.9	1.2	1.7	14.2
\$2.80 and under \$2.90	4.1	2.6	16.2	3.1	2.0	.6	1.6	4.9	6.6	17.2	-	1.7	8.5
\$2.90 and under \$3.00	3.5	1.9	12.1	4.1	2.2	.1	.7	6.5	3.3	4.3	5.4	1.7	9.0
\$3.00 and under \$3.10	4.3	1.9	11.0	3.9	2.8	.4	2.5	3.8	4.6	1.6	3.3	3.5	4.9
\$3.10 and under \$3.20	2.5	1.9	9.8	2.5	1.5	.8	1.5	4.5	3.6	1.4	3.0	.7	7.2
\$3.20 and under \$3.30	4.2	.5	7.8	1.1	3.0	.3	1.2	8.6	1.1	4.8	-	14.4	.5
\$3.30 and under \$3.40	1.8	.7	2.0	1.4	.4	.9	4.5	-	7.9	-	-	-	1.3
\$3.40 and under \$3.50	2.9	1.8	2.4	1.2	3.2	.3	4.3	2.9	-	.1	6.0	3.0	13.9
\$3.50 and under \$3.60	1.6	.4	1.5	.8	1.2	.4	.4	1.4	-	6.9	-	1.3	.5
\$3.60 and under \$3.70	2.7	.5	.2	.9	3.3	.1	1.8	4.1	-	3.2	-	4.9	1.3
\$3.70 and under \$3.80	3.0	(³)	-	.3	4.7	.1	4.3	1.2	-	-	-	8.1	-
\$3.80 and under \$3.90	2.4	2.6	-	.3	3.2	-	.9	1.3	-	3.8	1.8	4.5	-
\$3.90 and under \$4.00	1.8	.1	.1	-	1.5	-	1.5	1.4	-	6.1	-	4.2	1.3
\$4.00 and under \$4.10	3.4	.4	-	.3	3.0	.8	8.4	1.2	-	4.2	-	4.5	-
\$4.10 and under \$4.20	2.2	1.3	-	-	.6	-	10.0	1.8	-	2.1	-	6.0	1.3
\$4.20 and under \$4.30	.7	(³)	-	-	(³)	-	1.0	1.6	-	1.4	-	3.5	.3
\$4.30 and under \$4.40	1.8	-	-	.1	.2	-	12.9	.5	-	-	-	6.9	-
\$4.40 and under \$4.50	.7	(³)	-	-	1.0	-	.7	.3	-	2.7	-	-	.3
\$4.50 and over	1.4	.9	-	-	-	-	1.7	1.5	-	.1	-	17.8	1.0
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Number of workers	15,030	4,272	817	1,867	6,334	1,924	1,623	2,444	787	806	334	596	388
Average hourly earnings ¹	\$2.78	\$2.27	\$2.84	\$2.37	\$2.58	\$1.93	\$3.12	\$2.88	\$2.39	\$3.06	\$2.27	\$3.76	\$2.87

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

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

³ Less than 0.05 percent.

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

Table 4. Earnings distribution: By type of establishment

(Percent distribution of production workers in fertilizer manufacturing establishments by straight-time hourly earnings,¹ by type of establishment, United States and selected regions, March-April 1971)

Hourly earnings ¹	Complete (integrated) plants						Superphosphate plants				Mixing plants							
	United States ²	Border States	South-east	South-west	Middle West	Pacific	United States ²	South-east	South-west	Great Lakes	United States ²	Middle Atlantic	Border States	South-east	South-west	Great Lakes	Middle West	Pacific
Under \$1.60	-	-	-	-	-	-	-	-	-	-	0.6	-	-	1.6	-	-	-	-
\$1.60 and under \$1.65	0.5	-	0.9	-	-	-	7.0	9.3	16.4	1.3	8.7	-	4.9	19.5	14.3	0.7	4.1	-
\$1.65 and under \$1.70	.4	-	.6	-	0.9	-	1.0	2.0	-	-	.8	-	.3	1.8	1.8	-	.5	-
\$1.70 and under \$1.75	.3	-	.5	-	.2	-	1.9	1.6	-	3.4	3.0	-	2.9	6.3	4.8	.3	1.4	-
\$1.75 and under \$1.80	.4	-	.7	-	.5	-	1.1	.9	3.7	-	3.6	-	2.2	4.9	5.0	3.6	4.3	-
\$1.80 and under \$1.85	.1	-	.1	-	-	-	4.6	7.7	-	5.3	5.1	-	12.0	7.1	8.0	.7	5.3	-
\$1.85 and under \$1.90	3.2	-	6.0	-	-	-	1.2	2.0	-	-	2.5	0.3	.4	5.0	3.6	.4	.7	-
\$1.90 and under \$1.95	2.1	-	3.8	0.7	.2	-	7.1	12.3	9.5	.8	5.6	1.3	11.9	8.7	5.5	1.2	3.6	-
\$1.95 and under \$2.00	2.8	-	5.3	-	.5	-	4.8	8.3	2.4	1.7	2.6	1.9	2.9	3.9	3.6	1.5	1.0	0.3
\$2.00 and under \$2.10	4.0	4.9	6.3	1.0	.5	1.5	16.3	17.8	19.0	5.1	11.3	.4	11.9	15.0	10.7	6.9	30.0	-
\$2.10 and under \$2.20	2.1	.4	3.5	1.1	-	-	6.2	8.1	10.0	-	4.8	2.0	3.0	7.2	6.3	3.8	6.7	-
\$2.20 and under \$2.30	2.8	15.9	2.1	3.3	-	1.1	10.8	8.5	12.4	13.6	6.7	10.7	10.5	3.6	5.0	9.4	4.8	-
\$2.30 and under \$2.40	5.2	25.4	6.3	-	.8	-	3.2	2.2	1.1	9.8	3.0	3.6	3.5	1.3	2.7	4.7	1.9	2.5
\$2.40 and under \$2.50	3.4	10.8	3.3	1.3	4.4	4.6	5.0	7.9	3.7	3.2	3.0	4.3	3.0	1.0	5.4	2.7	7.7	10.6
\$2.50 and under \$2.60	5.0	2.6	7.4	1.5	3.8	.2	5.4	2.9	6.3	11.9	4.1	2.9	2.9	1.1	3.8	7.9	5.8	10.1
\$2.60 and under \$2.70	2.1	2.4	3.0	.7	2.7	.2	2.9	1.5	2.6	1.1	4.3	5.7	3.9	2.2	10.2	5.3	1.0	11.3
\$2.70 and under \$2.80	2.9	7.1	3.2	.2	1.1	4.2	4.6	.7	2.9	9.3	4.3	5.5	8.0	.3	.4	8.0	1.9	8.6
\$2.80 and under \$2.90	4.3	4.1	2.5	1.7	20.1	1.3	2.7	2.0	.8	3.2	3.6	14.0	2.8	.7	2.1	4.4	2.9	9.1
\$2.90 and under \$3.00	2.7	6.3	2.7	.2	4.6	2.2	1.9	2.3	.3	3.2	3.9	12.7	3.1	.2	1.4	6.0	5.8	7.3
\$3.00 and under \$3.10	4.7	2.8	3.6	2.8	2.5	1.8	2.1	.9	-	3.8	3.5	9.0	4.4	1.1	2.5	4.0	1.9	7.6
\$3.10 and under \$3.20	2.7	5.6	2.3	2.1	1.7	3.1	2.1	.4	-	6.2	2.3	7.9	1.2	.5	-	3.6	2.4	3.8
\$3.20 and under \$3.30	4.7	3.0	4.5	1.3	6.2	15.1	1.5	-	1.3	7.2	2.8	8.7	.4	.6	-	6.5	-	1.3
\$3.30 and under \$3.40	2.0	2.8	.6	1.5	10.1	-	1.3	.1	-	4.2	1.3	3.1	.7	.1	2.1	2.9	-	.8
\$3.40 and under \$3.50	4.4	3.5	5.1	5.7	.2	2.0	.6	.4	-	2.3	1.8	2.5	.3	.1	.5	2.3	4.8	15.4
\$3.50 and under \$3.60	1.9	1.3	1.6	.4	8.9	.7	1.3	.3	-	.2	.9	2.5	.6	.6	.4	1.2	-	1.5
\$3.60 and under \$3.70	4.1	.2	5.4	3.7	4.1	4.0	.4	-	.5	1.7	1.3	.3	1.1	-	-	3.6	-	3.0
\$3.70 and under \$3.80	5.5	.2	7.5	5.7	-	8.4	.1	-	.8	-	.5	-	.4	.3	-	1.0	-	.5
\$3.80 and under \$3.90	5.4	.7	5.2	9.9	4.9	4.7	1.9	-	-	1.5	.2	.5	.2	-	-	.2	1.4	.3
\$3.90 and under \$4.00	3.1	-	2.5	1.5	7.8	3.8	.2	-	1.6	-	.4	.1	-	-	-	1.3	-	2.3
\$4.00 and under \$4.10	5.6	-	2.8	11.7	5.4	4.9	-	-	-	-	1.2	-	.5	2.9	-	.4	-	-
\$4.10 and under \$4.20	4.2	-	.8	16.8	2.7	6.6	.6	-	4.2	-	.6	-	-	.2	-	1.8	-	1.3
\$4.20 and under \$4.30	.9	-	.1	1.2	1.7	3.8	.1	-	.5	-	.4	-	-	(³)	-	1.5	-	.3
\$4.30 and under \$4.40	3.4	-	.1	18.0	-	7.5	-	-	-	-	.2	-	.1	.2	-	.5	-	-
\$4.40 and under \$4.50	.4	-	-	.9	3.5	-	-	-	-	-	.8	-	-	1.9	-	.3	-	.3
\$4.50 and over	2.7	-	-	5.2	.2	18.4	-	-	-	-	.5	-	-	-	-	1.4	-	2.3
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Number of workers	7,378	536	3,887	1,165	632	549	2,524	1,127	379	471	9,400	785	1,298	3,244	560	2,551	416	397
Average hourly earnings ¹	\$3.14	\$2.60	\$2.83	\$3.85	\$3.28	\$3.77	\$2.32	\$2.10	\$2.24	\$2.60	\$2.39	\$2.80	\$2.26	\$2.06	\$2.13	\$2.76	\$2.28	\$2.99

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

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

³ Less than 0.05 percent.

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

Table 5. Occupational averages: All establishments

(Number and average straight-time hourly earnings¹ of workers in selected occupations in fertilizer manufacturing establishments, United States and selected regions, March-April 1971)

Occupation	United States ²				Middle Atlantic				Border States				Southeast				
	Number of workers	Hourly earnings ¹			Number of workers	Hourly earnings ¹			Number of workers	Hourly earnings ¹			Number of workers	Hourly earnings ¹			
		Mean ³	Median ³	Middle range ³		Mean ³	Median ³	Middle range ³		Mean ³	Median ³	Middle range ³		Mean ³	Median ³	Middle range ³	
Baggers	855	\$2.47	\$2.33	\$1.97-\$2.98	37	\$2.74	\$2.79	\$2.60-\$2.83	112	\$2.38	\$2.28	\$2.11-\$2.84	293	\$2.01	\$1.98	\$1.80-\$2.11	
Bag sewers, machine	499	2.27	2.09	1.90-2.58	25	2.46	2.50	2.20-2.60	49	2.18	2.24	2.00-2.35	269	1.99	1.99	1.80-2.09	
Batch weighers	492	2.35	2.20	1.94-2.72	33	2.79	2.98	2.30-3.04	81	2.30	2.24	1.90-2.38	206	2.02	2.00	1.87-2.10	
Chambermen	85	2.60	2.19	1.97-3.20	-	-	-	-	12	3.31	-	-	57	2.09	2.04	1.97-2.19	
Contact-acid-plant operators	211	3.48	3.62	2.80-4.06	-	-	-	-	-	-	-	-	111	3.25	2.49	2.59-3.74	
Control-room men	381	3.81	3.96	3.47-4.18	-	-	-	-	-	-	-	-	158	3.62	3.75	3.43-4.00	
Conveyor tenders	240	2.58	2.27	1.90-3.33	-	-	-	-	-	-	-	-	129	1.99	1.94	1.85-2.08	
Granulator operators	323	3.04	3.00	2.24-3.86	-	-	-	-	45	2.61	2.36	2.29-3.00	115	2.45	2.16	1.99-2.64	
Laborers, material handling	3,575	2.24	2.09	1.85-2.65	226	2.64	2.75	2.30-2.85	442	2.18	2.09	1.83-2.64	1,511	1.93	1.88	1.70-2.02	
Mechanics, maintenance	1,151	3.55	2.68	2.92-4.01	36	3.30	3.43	3.14-3.45	65	3.09	3.05	2.57-3.50	526	3.34	3.68	3.83-3.87	
Millers	101	3.04	3.12	3.35-3.60	-	-	-	-	18	2.63	2.35	2.31-3.04	41	2.73	2.64	2.06-3.28	
Mixers, dry mixing	424	2.41	2.12	1.90-2.89	27	2.86	2.82	2.65-2.97	40	2.22	1.97	1.90-2.35	157	2.01	1.91	1.80-2.06	
Mixers, superphosphate	191	2.52	2.29	2.04-2.75	-	-	-	-	20	2.36	2.31	2.08-2.41	123	2.40	2.14	2.00-2.57	
Truckdrivers	1,075	2.14	2.00	1.80-2.26	71	2.99	3.20	2.60-3.26	136	2.01	1.95	1.80-2.18	586	1.95	1.99	1.75-2.10	
Truckers, power (forklift)	342	2.68	2.81	2.10-3.21	53	2.79	2.83	2.73-2.92	45	2.19	2.02	1.90-2.24	70	2.06	2.00	1.91-2.15	
Truckers, power (other than forklift)	1,333	2.36	2.22	1.95-2.68	89	2.72	2.83	2.60-2.92	191	2.37	2.26	2.24-2.42	665	2.08	2.00	1.90-2.15	
Watchmen	141	2.14	1.90	1.80-2.45	-	-	-	-	24	1.89	1.86	1.60-1.99	80	1.96	1.85	1.74-1.98	
		Southwest				Great Lakes				Middle West				Pacific			
Baggers	95	\$2.38	\$2.30	\$2.00-\$2.89	230	\$2.83	\$2.99	\$2.49-\$3.14	18	\$2.94	\$2.85	\$2.80-\$3.33	55	\$3.35	\$3.29	\$2.90-\$3.54	
Bag sewers, machine	31	2.24	2.17	1.68-2.65	96	2.99	2.89	2.73-2.39	9	2.99	-	-	8	3.22	-	-	
Batch weighers	51	2.27	2.10	1.89-2.60	93	2.89	2.80	2.50-3.14	8	2.36	-	-	18	3.14	3.00	2.96-3.26	
Chambermen	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Contact-acid-plant operators	38	3.94	4.13	3.55-4.35	-	-	-	-	-	-	-	-	27	3.75	4.19	2.70-4.29	
Control-room men	137	4.29	4.26	4.18-4.34	35	3.30	3.12	3.06-3.71	-	-	-	-	23	3.37	2.70	2.70-4.03	
Conveyor tenders	52	3.35	3.69	2.65-3.89	31	3.25	3.60	2.74-3.60	10	3.53	-	-	-	-	-	-	
Granulator operators	70	3.70	4.18	3.05-4.18	41	3.23	3.30	2.80-3.41	-	-	-	-	29	3.91	3.86	3.79-3.99	
Laborers, material handling	247	2.28	2.19	1.80-2.48	796	2.59	2.40	2.24-2.82	188	2.53	2.87	2.00-2.87	98	2.73	2.63	2.50-3.29	
Mechanics, maintenance	141	4.17	4.17	3.33-4.36	196	3.41	3.27	3.03-3.77	32	3.52	3.36	3.25-4.08	72	4.33	4.44	4.35-4.66	
Millers	-	-	-	-	21	3.18	3.36	2.64-3.60	-	-	-	-	-	-	-	-	
Mixers, dry mixing	13	2.26	-	-	132	2.54	2.37	2.00-2.99	-	-	-	-	36	3.68	3.79	3.23-4.03	
Mixers, superphosphate	-	-	-	-	25	2.60	2.75	2.72-2.75	-	-	-	-	7	3.92	-	-	
Truckdrivers	88	2.12	2.00	1.72-2.33	113	2.39	2.40	2.00-2.65	24	1.95	2.00	1.91-2.04	45	2.15	3.14	2.70-3.40	
Truckers, power (forklift)	39	2.90	3.07	2.20-3.68	73	3.09	3.21	2.89-3.31	19	3.15	3.33	3.21-3.33	40	3.00	2.88	2.70-3.60	
Truckers, power (other than forklift)	117	2.40	2.42	2.01-2.65	215	2.87	2.77	2.46-3.20	15	3.04	2.83	2.83-3.33	33	3.10	2.88	2.68-3.60	
Watchmen	-	-	-	-	21	2.70	2.84	2.40-2.91	-	-	-	-	-	-	-	-	

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 earnings. Medians and middle ranges are not provided for jobs with fewer than 15 workers in a region.

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

Table 7. Occupational averages: Complete (integrated) establishments by size of community

(Number and average straight-time hourly earnings¹ of men in selected occupations in complete (integrated) fertilizer establishments by size of community, United States and selected regions, March-April 1971)

Occupation	United States ²						Border States		Southeast			
	All areas		Metropolitan areas		Nonmetropolitan areas		All areas		All areas		Metropolitan areas	
	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings
Baggers	177	\$2.68	94	\$2.61	83	\$2.76	19	\$2.69	80	\$2.25	48	\$2.23
Bag sewers, machine	102	2.37	59	2.28	43	2.49	-	-	76	2.20	45	2.20
Batch weighers	107	2.45	76	2.32	31	2.76	23	2.64	54	2.00	44	1.98
Chambermen	85	2.60	32	2.82	53	2.47	12	3.31	57	2.09	16	2.07
Contact-acid-plant operators	211	3.48	135	3.34	76	3.72	-	-	111	3.25	66	3.04
Control-room men	325	3.82	137	3.74	188	3.88	-	-	128	3.56	57	3.48
Conveyor tenders	123	2.80	27	2.40	96	2.91	-	-	70	2.09	23	2.11
Granulator operators	153	3.47	87	3.35	66	3.63	15	2.74	50	2.82	31	2.67
Laborers, material handling	853	2.48	381	2.23	472	2.69	67	2.45	425	2.16	258	2.03
Mechanics, maintenance	664	3.84	263	3.72	401	3.92	21	3.16	353	3.53	126	3.28
Millers	63	3.14	33	2.84	30	3.46	13	2.58	31	2.88	14	2.39
Mixers, superphosphate	88	2.63	56	2.63	32	2.63	12	2.53	70	2.52	39	2.44
Truckdrivers	69	2.48	37	2.59	32	2.36	-	-	39	2.25	20	2.28
Truckers, power (forklift)	106	2.88	45	2.64	61	3.05	-	-	27	2.30	13	2.13
Truckers, power (other than forklift)	382	2.41	214	2.44	168	2.37	55	2.49	263	2.23	136	2.30
Watchmen	45	2.33	8	2.23	37	2.35	-	-	33	2.20	8	2.23
			Southeast—Continued		Southwest			Middle West		Pacific		
			Nonmetropolitan areas		All areas		Nonmetropolitan areas		All areas		All areas	
Baggers			32	\$2.27	-	-	-	-	11	\$3.11	29	\$3.33
Bag sewers, machine			31	2.20	-	-	-	-	-	-	-	-
Batch weighers			10	2.07	-	-	-	-	-	-	-	-
Chambermen			41	2.10	-	-	-	-	-	-	-	-
Contact-acid-plant operators			45	3.55	38	\$3.94	-	-	-	-	27	3.75
Control-room men			71	3.63	130	4.29	80	\$4.27	-	-	-	-
Conveyor tenders			47	2.08	35	3.84	31	3.82	10	3.53	-	-
Granulator operators			19	3.06	44	4.21	-	-	-	-	29	3.91
Laborers, material handling			167	2.38	87	2.88	79	2.97	-	-	-	-
Mechanics, maintenance			227	3.66	94	4.71	50	5.21	28	3.63	67	4.33
Millers			17	3.28	-	-	-	-	-	-	-	-
Mixers, superphosphate			31	2.61	-	-	-	-	-	-	-	-
Truckdrivers			19	2.21	-	-	-	-	-	-	-	-
Truckers, power (forklift)			-	-	26	3.20	-	-	15	3.30	18	3.23
Truckers, power (other than forklift)			-	-	-	-	-	-	-	-	-	-
Watchmen			127	2.16	27	2.99	-	-	12	3.10	19	3.22
			25	2.20	-	-	-	-	-	-	-	-

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

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

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

Table 8. Occupational averages: Complete (integrated) establishments by size of establishment

(Number and average straight-time hourly earnings¹ of men in selected occupations in complete (integrated) fertilizer establishments by size of establishment, United States and selected regions, March-April 1971)

Occupation	United States ²				Southeast				Southwest	
	Establishments with—									
	50-99 workers		100 workers or more		50-99 workers		100 workers or more		100 workers or more	
	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings
Baggers	63	\$2.59	104	\$2.79	26	\$2.05	48	\$2.43	-	-
Bag sewers, machine	38	2.19	67	2.50	29	2.01	45	2.35	-	-
Batch weighers	38	2.62	65	2.33	14	2.12	40	1.95	-	-
Chambermen	39	2.30	32	3.19	31	2.10	12	2.03	-	-
Contact-acid-plant operators	32	3.10	157	3.47	12	2.51	99	3.34	-	-
Control-room men	44	4.15	281	3.77	-	-	124	3.60	98	\$4.24
Conveyor tenders	48	2.47	71	3.08	-	-	32	2.28	27	3.11
Granulator operators	26	2.59	123	3.67	15	2.18	35	3.09	44	4.21
Laborers, material handling	189	2.18	634	2.59	127	1.94	282	2.30	69	3.04
Mechanics, maintenance	100	3.39	550	3.94	43	2.81	298	3.66	71	5.01
Millers	-	-	55	3.23	-	-	30	2.91	-	-
Mixers, superphosphate	29	2.18	53	2.98	23	2.11	41	2.87	-	-
Truckdrivers	14	2.21	41	2.70	12	2.04	19	2.28	-	-
Truckers, power (forklift)	34	3.01	72	2.82	-	-	17	2.40	10	2.93
Truckers, power (other than forklift)	149	2.09	227	2.64	125	1.98	132	2.48	25	3.07
Watchmen	-	-	26	2.68	-	-	14	2.68	-	-

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

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

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

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Table 9. Occupational averages: Superphosphate establishments by size of community

(Number and average straight-time hourly earnings¹ of men in selected occupations in superphosphate establishments by size of community, United States and selected regions, March-April 1971)

Occupation	United States ²						Southeast						Southwest		Great Lakes			
	All areas		Metro-politan areas		Nonmetro-politan areas		All areas		Metro-politan areas		Nonmetro-politan areas		All areas		All areas		Metro-politan areas	
	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings
Baggers	128	\$2.29	68	\$2.47	60	\$2.09	50	\$2.06	23	\$2.16	27	\$1.97	15	\$2.00	38	\$2.65	23	\$2.83
Bag sewers, machine	77	2.17	38	2.31	39	2.03	51	2.05	21	2.13	30	1.99	10	2.23	8	2.60	-	-
Batch weighers	89	2.31	50	2.44	39	2.13	50	2.18	22	2.27	28	2.11	15	2.10	13	2.97	11	2.94
Conveyor tenders	37	2.25	8	2.66	29	2.13	24	1.91	-	-	23	1.90	-	-	10	2.87	-	-
Granulator operators	66	2.60	29	2.27	37	2.87	34	2.14	-	-	20	2.20	16	2.85	-	-	-	-
Laborers, material handling	631	2.14	366	2.23	265	2.02	257	1.95	116	2.05	141	1.87	45	1.88	194	2.40	127	2.38
Mechanics, maintenance	132	2.97	82	2.96	50	2.98	67	2.76	41	2.74	26	2.78	12	3.59	39	3.24	27	3.29
Mixers, dry mixing	34	2.21	13	2.58	21	1.99	15	1.95	-	-	-	-	-	-	-	-	-	-
Mixers, superphosphate	83	2.39	42	2.53	41	2.25	46	2.24	-	-	24	2.04	-	-	13	2.39	-	-
Truckdrivers	94	2.08	38	2.34	56	1.90	36	1.99	-	-	27	1.93	31	2.17	-	-	-	-
Truckers, power (other than forklift)	202	2.19	119	2.32	83	2.01	93	2.07	45	2.16	48	1.98	43	2.00	32	2.54	28	2.63
Watchmen	39	1.86	10	2.04	29	1.79	26	1.74	-	-	24	1.73	-	-	-	-	-	-

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

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

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

Table 10. Occupational averages: Superphosphate establishments by size of establishment

(Number and average straight-time hourly earnings¹ of men in selected occupations in superphosphate establishments by size of establishment, United States and selected regions, March-April 1971)

Occupation	United States ²						Southeast				Great Lakes	
	Establishments with—											
	8-49 workers		50-99 workers		100 workers or more		8-49 workers		50-99 workers		50-99 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
Baggers	40	\$2.14	59	\$2.35	29	\$2.38	8	\$2.01	32	\$2.00	16	\$3.00
Bag sewers, machine	14	1.96	44	2.16	19	2.36	8	2.06	33	2.00	-	-
Batch weighers	11	1.83	58	2.31	20	2.56	-	-	34	2.05	13	2.97
Conveyor tenders	9	2.30	28	2.23	-	-	-	-	19	1.90	-	-
Granulator operators	-	-	46	2.50	15	3.07	-	-	25	2.08	-	-
Laborers, material handling	138	2.12	332	2.10	161	2.25	-	-	171	1.91	101	2.43
Mechanics, maintenance	18	2.76	83	3.02	31	2.94	-	-	38	2.65	29	3.35
Mixers, dry mixing	10	2.13	17	2.06	-	-	-	-	15	1.95	-	-
Mixers, superphosphate	15	2.17	31	2.25	37	2.60	7	2.09	19	2.06	-	-
Truckdrivers	39	1.90	32	2.11	-	-	-	-	21	2.05	-	-
Truckers, power (other than forklift)	49	2.00	110	2.17	43	2.45	15	1.94	66	2.02	20	2.67
Watchmen	14	1.67	22	1.96	-	-	11	1.69	15	1.77	-	-

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

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

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

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Table 11. Occupational averages: Mixing establishments

(Number and average straight-time hourly earnings¹ of men in selected occupations in fertilizer mixing establishments, United States and selected regions, March-April 1971)

Occupation	United States ²		Middle Atlantic		Border States		Southeast		Southwest		Great Lakes		Pacific	
	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings
Baggers	550	\$2.44	33	\$2.73	78	\$2.36	163	\$1.89	56	\$2.24	182	\$2.86	26	\$3.38
Bag sewers, machine	319	2.26	21	2.40	34	2.09	142	1.85	17	2.10	88	3.02	-	-
Batch weighers	295	2.33	30	2.79	52	2.18	101	1.95	28	2.12	68	2.85	-	-
Conveyor tenders	80	2.40	-	-	-	-	35	1.82	14	2.22	-	-	-	-
Granulator operators	103	2.68	-	-	28	2.56	30	2.21	10	2.77	31	3.24	-	-
Laborers, material handling	2,090	2.18	188	2.64	326	2.15	828	1.80	115	1.99	537	2.63	61	2.56
Mechanics, maintenance	355	3.22	34	3.31	36	3.19	106	3.11	35	2.92	128	3.41	-	-
Mixers, dry mixing	345	2.30	23	2.88	31	2.17	129	1.94	-	-	128	2.53	11	3.05
Truckdrivers	912	2.12	71	2.99	119	2.00	511	1.92	52	1.92	105	2.35	32	3.29
Truckers, power (forklift)	216	2.62	53	2.79	30	2.11	34	1.88	10	2.25	64	3.12	22	2.82
Truckers, power (other than forklift)	749	2.37	81	2.71	112	2.33	309	1.95	47	2.42	177	2.93	14	2.94
Watchmen	57	2.19	-	-	17	1.97	21	1.85	-	-	15	2.73	-	-

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

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

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

Table 14. Occupational earnings: Alabama

(Number and average straight-time hourly earnings¹ of workers in selected occupations in fertilizer manufacturing establishments, April 1971)

Occupation	Number of workers	Average hourly earnings ¹	NUMBER OF WORKERS RECEIVING STRAIGHT-TIME HOURLY EARNINGS OF--																											
			\$1.50 and under	\$1.55	\$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		
			\$1.55	\$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		
All production workers ²	968	\$2.20	3	15	173	21	59	31	90	62	96	63	74	20	16	10	18	10	4	4	3	30	21	13	16	2	41	76		
<u>Selected occupations</u>																														
Baggers	55	1.92	3	-	11	6	3	-	6	1	15	4	-	-	-	-	-	-	-	-	-	-	-	6	-	-	-	-		
Bag sewers, machine	50	1.96	-	-	11	-	5	3	4	-	14	5	2	-	-	-	-	-	-	-	-	-	-	6	-	-	-	-		
Batch weighers	22	1.84	3	-	-	1	1	-	4	2	5	2	4	-	-	-	-	-	-	-	-	-	3	-	-	-	-	-		
Conveyor tenders	16	2.01	-	-	2	4	2	-	-	-	3	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Granulator operators	27	2.53	-	-	1	-	-	1	-	-	10	-	7	-	-	-	-	-	-	-	-	-	-	-	-	-	-	8		
Laborers, material handling	195	1.89	6	-	65	1	4	-	22	30	33	13	-	-	-	-	-	-	-	-	-	21	-	-	-	-	-	-		
Mechanics, maintenance	44	3.03	-	-	-	-	-	-	1	4	2	4	3	-	2	-	1	-	-	-	1	5	-	-	-	-	-	20		
Mixers, dry mixing	13	1.77	-	-	3	-	1	2	4	-	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Mixers, superphosphate	19	1.89	-	-	-	6	2	-	-	-	4	-	5	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Truckdrivers	81	2.07	-	-	6	-	-	10	12	14	1	-	7	-	3	10	10	4	-	-	-	-	-	-	-	-	-	-		
Truckers, power ³	76	1.93	-	-	8	2	4	3	6	-	30	2	12	7	-	-	-	-	-	-	-	-	-	-	-	2	-	-		
Other than forklift	72	1.93	-	-	8	2	4	3	4	-	30	-	12	7	-	-	-	-	-	-	-	-	-	-	-	2	-	-		
Watchmen	13	1.72	-	-	3	-	7	-	1	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		

¹ Excludes premium pay for overtime and for work on weekends, holidays, and late shifts. All production workers covered by the study were paid on a time basis.
² Virtually all production workers were men; data for selected occupations were limited to men workers.
³ Includes 3 workers at \$1.25 to \$1.30.
⁴ Includes data for workers in classification in addition to those shown separately.

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Table 15. Occupational earnings: California

(Number and average straight-time hourly earnings¹ of workers in selected occupations in fertilizer manufacturing establishments, April 1971)

Occupation	Number of workers	Average hourly earnings ¹	NUMBER OF WORKERS RECEIVING STRAIGHT-TIME HOURLY EARNINGS OF--																										
			\$2.00 and under	\$2.10	\$2.20	\$2.30	\$2.40	\$2.50	\$2.60	\$2.70	\$2.80	\$2.90	\$3.00	\$3.10	\$3.20	\$3.30	\$3.40	\$3.50	\$3.60	\$3.70	\$3.80	\$3.90	\$4.00	\$4.20	\$4.40	\$4.60	\$4.80	\$5.00 and over	
			\$2.10	\$2.20	\$2.30	\$2.40	\$2.50	\$2.60	\$2.70	\$2.80	\$2.90	\$3.00	\$3.10	\$3.20	\$3.30	\$3.40	\$3.50	\$3.60	\$3.70	\$3.80	\$3.90	\$4.00	\$4.20	\$4.40	\$4.60	\$4.80	\$5.00		
All production workers ²	809	\$3.42	3	9	6	18	10	69	13	48	60	43	35	20	27	76	5	32	6	29	36	27	30	57	63	1	65	4	20
<u>Selected occupations</u>																													
Baggers	46	3.41	-	-	-	-	3	-	-	2	7	-	1	5	2	-	12	-	8	-	-	2	-	-	-	-	2	2	
Contact-acid-plant operators	27	3.75	-	-	-	-	-	-	-	8	-	-	-	-	-	-	-	-	-	-	-	4	4	11	-	-	-	-	
Control-room men	23	3.37	-	-	-	-	-	-	-	12	-	-	-	-	-	1	-	-	-	-	-	-	5	5	-	-	-	-	
Laborers, material handling	69	2.78	8	-	-	-	8	4	14	10	-	-	-	-	25	-	-	-	-	-	-	-	-	-	-	-	-	-	
Mechanics, maintenance	69	4.32	-	-	-	-	-	-	-	-	-	-	-	9	-	-	-	2	-	-	-	-	-	25	-	31	2	-	
Mixers, dry mixing	36	3.68	-	-	-	-	-	-	-	2	-	6	1	-	3	-	-	-	-	7	6	-	8	-	-	3	-	-	
Mixers, superphosphate	7	3.92	-	-	-	-	1	-	-	-	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	4	-	-	
Truckdrivers	44	3.13	-	-	-	-	8	2	-	4	2	3	-	4	-	-	-	-	-	2	2	-	5	-	-	-	-	-	
Truckers, power	69	3.00	-	-	6	-	8	-	10	1	18	-	4	-	-	-	-	-	10	12	-	-	-	-	-	-	-	-	
Forklift	38	2.96	-	-	6	-	1	-	6	1	10	-	4	-	-	-	-	-	3	7	-	-	-	-	-	-	-	-	
Other than forklift	31	3.05	-	-	-	-	7	-	4	-	8	-	-	-	-	-	-	-	7	5	-	-	-	-	-	-	-	-	

¹ Excludes premium pay for overtime and for work on weekends, holidays, and late shifts. All but 3 percent of the production workers covered by the study were paid on a time basis.
² All production workers were men.
³ Includes 1 worker at \$1.95 to \$2.

Table 16. Occupational earnings: Florida

(Number and average straight-time hourly earnings¹ of workers in selected occupations in fertilizer manufacturing establishments, April 1971)

Occupation	Number of workers	Average hourly earnings ¹	NUMBER OF WORKERS RECEIVING STRAIGHT-TIME HOURLY EARNINGS OF—																									
			\$1.60 and under	\$1.70	\$1.80	\$1.90	\$2.00	\$2.10	\$2.20	\$2.30	\$2.40	\$2.50	\$2.60	\$2.70	\$2.80	\$2.90	\$3.00	\$3.10	\$3.20	\$3.30	\$3.40	\$3.50	\$3.60	\$3.70	\$3.80	\$3.90	\$4.00	\$4.10 and over
			\$1.70	\$1.80	\$1.90	\$2.00	\$2.10	\$2.20	\$2.30	\$2.40	\$2.50	\$2.60	\$2.70	\$2.80	\$2.90	\$3.00	\$3.10	\$3.20	\$3.30	\$3.40	\$3.50	\$3.60	\$3.70	\$3.80	\$3.90	\$4.00	\$4.10	over
All production workers ²	3,172	\$2.75	54	126	243	207	318	96	59	206	93	242	97	71	53	60	108	79	188	9	112	44	180	238	39	70	100	80
<u>Selected occupations</u>																												
Baggers	68	2.08	-	7	16	5	18	1	8	-	11	-	-	-	-	-	-	-	2	-	-	-	-	-	-	-	-	-
Bag sewers, machine	74	2.03	-	7	10	8	30	1	4	14	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Batch weighers	50	2.02	-	-	15	9	16	1	2	3	-	4	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Contact-acid-plant operators	72	3.61	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	8	-	20	4	8	28	-	4	-
Control-room men	138	3.65	-	-	-	-	-	2	-	-	-	-	-	-	-	-	-	-	4	7	-	45	-	44	-	8	28	
Conveyor tenders	52	2.02	-	-	17	14	10	-	-	-	4	7	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Granulator operators	22	3.06	-	-	-	-	-	7	-	-	-	-	-	-	-	-	-	-	4	-	4	3	-	4	-	-	-	
Laborers, material handling	294	2.13	20	25	62	39	50	16	-	-	13	-	25	16	10	-	6	-	12	-	-	-	-	-	-	-	-	-
Mechanics, maintenance	266	3.70	-	-	-	-	-	-	-	2	2	13	1	-	4	5	1	-	10	-	3	2	36	95	33	35	-	24
Millers	20	3.02	-	-	-	-	4	-	-	-	-	-	-	-	4	-	-	-	8	-	-	4	-	-	-	-	-	-
Mixers, dry mixing	47	2.24	4	-	9	-	18	-	-	-	-	4	4	-	-	-	-	-	8	-	-	-	-	-	-	-	-	-
Mixers, superphosphate	28	3.18	-	-	-	4	4	-	-	-	-	-	-	-	-	-	-	-	5	-	3	-	-	4	-	8	-	
Truckdrivers	256	1.99	4	48	18	33	82	46	19	-	-	-	5	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-
Truckers, power	227	2.15	6	10	53	54	28	6	16	-	-	19	-	-	14	-	4	-	15	-	-	-	19	2	-	-	-	-
Forklift	11	1.91	-	-	5	-	6	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Other than forklift	216	2.16	6	10	48	54	22	6	16	-	-	19	-	-	14	-	4	-	15	-	-	-	19	2	-	-	-	-
Watchmen	26	1.96	-	-	19	-	3	-	-	-	4	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

¹ Excludes premium pay for overtime and for work on weekends, holidays, and late shifts. Virtually all of the production workers covered by the study were paid on a time basis.

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

Table 17. Occupational earnings: Georgia

(Number and average straight-time hourly earnings¹ of workers in selected occupations in fertilizer manufacturing establishments, April 1971)

Occupation	Number of workers	Average hourly earnings ¹	NUMBER OF WORKERS RECEIVING STRAIGHT-TIME HOURLY EARNINGS OF--																							
			\$1.50 and under	\$1.55	\$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 and over	
			\$1.55	\$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	over	
All production workers ²	1,082	\$1.99	35	-	260	13	2	26	9	26	50	123	202	148	38	37	24	19	8	12	13	10	15	3	9	
<u>Selected occupations</u>																										
Baggers.....	49	1.90	-	-	16	1	-	-	-	-	-	3	3	8	17	1	-	-	-	-	-	-	-	-	-	-
Bag sewers, machine.....	41	1.85	5	-	12	1	-	-	-	-	-	2	4	7	9	-	1	-	-	-	-	-	-	-	-	-
Batch weighers.....	46	1.96	-	-	7	-	-	-	-	-	10	3	6	10	6	-	4	-	-	-	-	-	-	-	-	-
Chambermen.....	20	2.24	-	-	-	-	-	-	-	-	-	3	4	4	-	3	-	2	-	4	-	-	-	-	-	-
Conveyor tenders.....	30	1.90	-	-	10	-	-	-	-	-	-	9	8	-	2	1	-	-	-	-	-	-	-	-	-	-
Granulator operators.....	24	2.15	-	-	-	-	-	-	-	-	2	5	5	2	2	4	4	-	-	-	-	-	-	-	-	-
Laborers, material handling.....	181	1.85	5	-	45	4	-	24	2	11	3	24	56	5	-	2	-	2	-	-	-	-	-	-	-	-
Mechanics, maintenance.....	66	2.79	-	-	-	-	-	-	-	-	-	1	1	-	2	3	9	6	6	7	10	10	2	3	6	
Millers.....	9	2.04	-	-	-	-	-	-	-	-	-	1	4	-	4	-	-	-	-	-	-	-	-	-	-	-
Mixer, dry mixing.....	27	1.91	5	-	7	-	-	-	-	-	-	-	-	3	7	1	-	4	-	-	-	-	-	-	-	-
Mixers, superphosphate.....	28	2.12	-	-	-	-	-	-	-	-	3	2	6	6	8	3	-	-	-	-	-	-	-	-	-	-
Truckdrivers.....	127	1.85	15	-	47	-	-	-	-	-	2	15	17	16	1	10	4	-	-	-	-	-	-	-	-	-
Truckers, power.....	129	2.00	5	-	15	-	-	-	1	-	9	13	36	46	-	4	-	-	-	-	-	-	-	-	-	-
Forklift.....	9	2.06	-	-	-	-	-	-	-	-	-	4	2	3	-	-	-	-	-	-	-	-	-	-	-	-
Other than forklift.....	120	2.00	5	-	15	-	-	-	1	-	9	9	34	43	-	4	-	-	-	-	-	-	-	-	-	-
Watchmen.....	12	1.90	-	-	2	-	-	-	-	1	-	2	5	-	-	-	-	-	-	-	-	-	-	-	-	-

¹ Excludes premium pay for overtime and for work on weekends, holidays, and late shifts. All production workers covered by the study were paid on a time basis.² Virtually all production workers were men; data for selected occupations were limited to men workers.

Table 18. Occupational earnings: Illinois

(Number and average straight-time hourly earnings¹ of workers in selected occupations in fertilizer manufacturing establishments, April 1971)

Occupation	Number of workers	Average hourly earnings ¹	NUMBER OF WORKERS RECEIVING STRAIGHT-TIME HOURLY EARNINGS OF—																										
			Under \$2.00	\$2.00 and under \$2.10	\$2.10	\$2.20	\$2.30	\$2.40	\$2.50	\$2.60	\$2.70	\$2.80	\$2.90	\$3.00	\$3.10	\$3.20	\$3.30	\$3.40	\$3.50	\$3.60	\$3.70	\$3.80	\$3.90	\$4.00	\$4.10	\$4.20	\$4.30	\$4.40	\$4.40 and over
			All production workers ² -----	829	\$3.21	8	41	-	2	1	12	40	26	46	61	47	22	99	151	47	19	15	17	8	25	30	20	32	38	6	16
<u>Selected occupations</u>																													
Baggers -----	44	3.39	-	-	-	-	-	-	-	-	2	4	4	2	1	13	6	-	2	-	-	-	-	-	-	10	-	-	
Bag sewers, machine -----	36	3.35	-	-	-	-	-	-	-	-	-	8	8	-	1	9	-	-	-	-	-	-	-	-	-	10	-	-	
Batch weighers -----	38	3.28	-	-	-	-	-	-	-	-	4	6	2	5	11	-	-	-	-	-	-	-	-	-	2	6	-	-	
Control-room men -----	29	3.23	-	-	-	-	-	-	-	-	-	8	-	4	9	-	-	-	-	-	4	4	-	-	-	-	-	-	
Granulator operators -----	21	3.49	-	-	-	-	-	-	-	-	-	-	-	4	-	1	9	3	-	-	-	-	-	-	-	-	-	34	
Laborers, material handling -----	256	3.02	-	11	-	-	-	8	29	16	32	20	8	-	43	35	20	-	-	-	28	-	-	6	-	-	-	-	
Mechanics, maintenance -----	87	3.72	-	-	-	-	-	-	-	-	-	-	-	-	10	14	2	8	11	7	4	7	-	14	-	-	-	410	
Truckdrivers -----	40	2.59	-	7	-	-	-	4	8	10	4	-	-	-	1	6	-	-	-	-	-	-	-	-	-	-	-	-	
Truckers, power -----	100	3.55	-	-	-	-	-	-	-	-	-	12	8	4	2	35	1	-	-	-	-	-	-	-	-	-	-	-	
Forklift -----	29	3.53	-	-	-	-	-	-	-	-	-	8	2	-	2	5	-	-	-	-	-	-	-	-	-	-	-	38	
Other than forklift -----	71	3.56	-	-	-	-	-	-	-	-	-	4	6	4	-	30	1	-	-	-	-	-	-	-	-	-	-	12	
Watchmen -----	6	2.52	-	-	-	2	1	-	-	-	1	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	26	

¹ Excludes premium pay for overtime and for work on weekends, holidays, and late shifts. All production workers covered by the study were paid on a time basis.
² Virtually all production workers were men; data for selected occupations were limited to men workers.
³ All workers were at \$4.40 to \$4.50.
⁴ All workers were at \$4.90 to \$5.

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Table 19. Occupational earnings: Indiana

(Number and average straight-time hourly earnings¹ of workers in selected occupations in fertilizer manufacturing establishments, April 1971)

Occupation	Number of workers	Average hourly earnings ¹	NUMBER OF WORKERS RECEIVING STRAIGHT-TIME HOURLY EARNINGS OF—																		
			\$1.80 and under \$1.85	\$1.85	\$1.90	\$1.95	\$2.00	\$2.10	\$2.20	\$2.30	\$2.40	\$2.50	\$2.60	\$2.70	\$2.80	\$2.90	\$3.00	\$3.10	\$3.20	\$3.30	\$3.40
			All production workers ² -----	456	\$2.46	36	2	2	34	14	9	111	61	14	59	10	68	22	13	23	1	5	-	2
<u>Selected occupations</u>																					
Baggers -----	30	2.54	-	-	-	4	1	-	2	2	-	8	-	7	-	6	-	-	-	-	-
Bag sewers, machine -----	18	2.44	-	-	-	4	-	-	-	7	-	-	-	7	-	-	-	-	-	-	-
Batch weighers -----	13	2.58	-	-	-	-	-	-	-	5	-	1	-	6	1	-	-	-	-	-	-
Laborers, material handling -----	214	2.29	-	-	-	24	6	9	109	24	8	26	-	8	-	-	-	-	-	-	-
Mechanics, maintenance -----	30	3.05	-	-	-	-	-	-	-	-	-	-	-	4	1	3	15	-	5	-	2
Mixers, dry mixing -----	12	2.68	-	-	-	-	3	-	-	-	-	-	-	7	2	-	-	-	-	-	-
Truckers, power ⁴ -----	43	2.58	-	-	-	-	-	-	-	-	-	13	-	11	-	19	-	-	-	-	-
Other than forklift -----	39	2.60	-	-	-	-	-	-	-	-	-	10	-	10	-	19	-	-	-	-	-

¹ Excludes premium pay for overtime and for work on weekends, holidays, and late shifts. All production workers covered by the study were paid on a time basis.
² All production workers were men.
³ Includes 2 workers at \$1.60 to \$1.65.
⁴ Includes data for workers in classification in addition to those shown separately.

Table 20. Occupational earnings: Maryland

(Number and average straight-time hourly earnings¹ of workers in selected occupations in fertilizer manufacturing establishments, April 1971)

Occupation	Number of workers	Average hourly earnings ¹	NUMBER OF WORKERS RECEIVING STRAIGHT-TIME HOURLY EARNINGS OF--																									
			\$1.70 and under	\$1.75	\$1.80	\$1.85	\$1.90	\$1.95	\$2.00	\$2.10	\$2.20	\$2.30	\$2.40	\$2.50	\$2.60	\$2.70	\$2.80	\$2.90	\$3.00	\$3.10	\$3.20	\$3.30	\$3.40	\$3.50	\$3.60	\$3.70	\$3.80	
			\$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	\$3.80	\$3.90	
All production workers ² -----	634	\$2.71	24	-	78	-	3	25	8	7	13	3	-	15	36	111	37	57	65	46	20	23	23	13	15	6	6	
<u>Selected occupations</u>																												
Baggers-----	39	2.83	3	-	-	-	-	-	-	3	-	-	-	-	-	2	6	8	11	6	-	-	-	-	-	-	-	
Batch weighers-----	24	2.66	-	-	6	-	-	-	-	1	-	-	-	-	3	3	1	2	5	3	-	-	-	-	-	-	-	
Granulator operators-----	22	2.91	-	-	-	-	-	-	-	3	-	2	-	-	-	2	2	-	4	-	3	6	-	-	-	-	-	
Laborers, material handling-----	143	2.62	21	-	-	-	-	-	6	-	-	-	-	-	17	59	-	7	33	-	-	-	-	-	-	-	-	
Mechanics, maintenance-----	22	3.46	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2	1	6	3	5	-	-	-		
Millers-----	8	3.03	-	-	-	-	-	-	-	-	-	-	-	-	-	-	3	-	3	2	-	-	-	-	-	-		
Mixers, dry mixing-----	16	2.51	-	-	3	-	-	5	-	-	-	-	-	-	2	-	-	-	3	-	3	-	-	-	-	-		
Truckers, power-----	70	2.67	-	-	6	-	3	-	-	-	13	-	-	-	-	8	8	20	-	8	4	-	-	-	-	-		
Forklift-----	12	2.76	-	-	-	-	-	-	-	3	-	-	-	-	2	2	2	-	3	-	-	-	-	-	-	-		
Other than forklift-----	58	2.65	-	-	6	-	3	-	-	-	10	-	-	-	-	6	6	18	-	5	4	-	-	-	-	-		

¹ Excludes premium pay for overtime and for work on weekends, holidays, and late shifts. All production workers covered by the study were paid on a time basis.
² Virtually all production workers were men; data for selected occupations were limited to men workers.

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Table 21. Occupational earnings: North Carolina

(Number and average straight-time hourly earnings¹ of workers in selected occupations in fertilizer manufacturing establishments, April 1971)

Occupation	Number of workers	Average hourly earnings ¹	NUMBER OF WORKERS RECEIVING STRAIGHT-TIME HOURLY EARNINGS OF--																									
			\$1.60 and under	\$1.65	\$1.70	\$1.75	\$1.80	\$1.85	\$1.90	\$1.95	\$2.00	\$2.10	\$2.20	\$2.30	\$2.40	\$2.50	\$2.60	\$2.70	\$2.80	\$2.90	\$3.00	\$3.10	\$3.20	\$3.30	\$3.40	\$3.50		
			\$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	over		
All production workers ² -----	1,543	\$2.17	227	45	47	91	60	162	202	65	118	94	83	34	10	32	16	40	13	16	10	11	1	2	61	103		
<u>Selected occupations</u>																												
Baggers-----	60	1.98	5	-	4	-	5	1	13	8	6	3	8	7	-	-	-	-	-	-	-	-	-	-	-	-		
Bag sewers, machine-----	57	1.96	6	-	3	5	-	1	12	6	8	6	5	5	-	-	-	-	-	-	-	-	-	-	-	-		
Batch weighers-----	48	1.96	6	-	7	-	-	3	7	5	6	7	3	-	-	4	-	-	-	-	-	-	-	-	-	-		
Conveyor tenders-----	7	1.88	2	-	-	-	-	-	2	2	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Granulator operators-----	20	2.14	-	-	2	-	-	-	8	-	-	1	2	-	3	4	-	-	-	-	-	-	-	-	-	-		
Laborers, material handling-----	517	1.79	125	45	18	77	34	93	45	11	40	21	8	-	-	-	-	-	-	-	-	-	-	-	-	-		
Mechanics, maintenance-----	63	2.85	-	-	-	-	-	-	-	-	-	-	2	7	-	8	8	7	8	10	5	1	-	2	-	5		
Mixers, dry mixing-----	34	1.88	4	-	-	-	-	7	18	-	3	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Mixers, superphosphate-----	14	2.15	-	-	-	-	-	-	-	4	-	5	4	1	-	-	-	-	-	-	-	-	-	-	-	-		
Truckdrivers-----	86	1.87	18	-	4	8	4	18	12	6	5	5	3	1	-	-	1	-	-	1	-	-	-	-	-	-		
Truckers, power-----	156	1.98	11	-	8	-	10	8	42	5	18	23	31	-	-	-	-	-	-	-	-	-	-	-	-	-		
Forklift-----	28	1.95	5	-	2	-	-	-	7	4	2	2	6	-	-	-	-	-	-	-	-	-	-	-	-	-		
Other than forklift-----	128	1.99	6	-	6	-	10	8	35	1	16	21	25	-	-	-	-	-	-	-	-	-	-	-	-	-		
Watchmen-----	14	1.75	9	-	-	-	3	-	-	-	-	-	-	2	-	-	-	-	-	-	-	-	-	-	-	-		

¹ Excludes premium pay for overtime and for work on weekends, holidays, and late shifts. All production workers covered by the study were paid on a time basis.
² Virtually all production workers were men.

Table 22. Occupational earnings: Ohio

(Number and average straight-time hourly earnings¹ of workers in selected occupations in fertilizer manufacturing establishments, April 1971)

Occupation	Number of workers	Average hourly earnings ¹	NUMBER OF WORKERS RECEIVING STRAIGHT-TIME HOURLY EARNINGS OF--																							
			Under \$2.00	\$2.00 and under \$2.10	\$2.10	\$2.20	\$2.30	\$2.40	\$2.50	\$2.60	\$2.70	\$2.80	\$2.90	\$3.00	\$3.10	\$3.20	\$3.30	\$3.40	\$3.50	\$3.60	\$3.70	\$3.80	\$3.90	\$4.00	\$4.10	\$4.20 and over
All production workers ²	1,160	\$2.77	31	26	75	146	99	53	119	98	40	68	31	67	21	57	45	32	3	76	11	3	1	10	13	35
<u>Selected occupations</u>																										
Baggers	63	2.76	-	-	-	8	6	18	1	3	1	3	4	-	-	2	12	5	-	-	-	-	-	-	-	-
Bag sewers, machine	29	2.95	-	-	-	-	6	-	1	6	-	1	-	-	-	2	8	5	-	-	-	-	-	-	-	-
Batch weighers	22	2.53	-	-	2	-	4	4	1	7	-	4	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Granulator operators	14	3.08	-	-	-	-	-	-	2	4	-	1	1	-	-	-	-	-	-	6	-	-	-	-	-	-
Laborers, material handling	236	2.43	-	-	68	72	37	-	6	24	-	-	4	1	-	-	16	-	-	-	-	-	-	-	8	-
Mechanics, maintenance	62	3.22	-	-	-	-	-	-	-	12	8	10	-	7	-	5	-	2	-	-	6	3	1	-	-	3 ⁸
Mixers, dry mixing	39	2.82	-	-	-	-	20	3	-	-	-	3	-	-	-	-	-	1	-	12	-	-	-	-	-	-
Mixers, superphosphate	18	2.79	-	-	-	-	-	-	-	-	14	1	-	3	-	-	-	-	-	-	-	-	-	-	-	-
Truckdrivers	25	2.55	-	15	-	-	-	-	-	3	-	-	-	-	-	-	-	1	-	6	-	-	-	-	-	-
Truckers, power ⁴	114	2.69	-	3	-	13	11	17	24	-	-	17	-	2	-	19	7	1	-	-	-	-	-	-	-	-
Other than forklift	84	2.51	-	3	-	13	11	17	23	-	-	16	-	1	-	-	-	-	-	-	-	-	-	-	-	-

¹ Excludes premium pay for overtime and for work on weekends, holidays, and late shifts. All production workers covered by the study were paid on a time basis.
² Virtually all production workers were men; data for selected occupations were limited to men workers.
³ All workers were at \$4.50 to \$4.60.
⁴ Includes data for workers in classification in addition to those shown separately.

Table 23. Occupational earnings: South Carolina

(Number and average straight-time hourly earnings¹ of workers in selected occupations in fertilizer manufacturing establishments, April 1971)

Occupation	Number of workers	Average hourly earnings ¹	NUMBER OF WORKERS RECEIVING STRAIGHT-TIME HOURLY EARNINGS OF--																			
			\$1.60 and under \$1.65	\$1.65	\$1.70	\$1.75	\$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 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	over
All production workers ²	507	\$2.10	3 ¹⁸	25	12	16	6	34	42	24	140	80	27	25	3	11	8	6	3	8	7	12
<u>Selected occupations</u>																						
Baggers	22	2.02	2	-	-	-	-	-	-	6	8	6	-	-	-	-	-	-	-	-	-	-
Bag sewers, machine	16	2.01	2	-	-	-	-	-	-	-	10	4	-	-	-	-	-	-	-	-	-	-
Granulator operators	7	2.09	-	-	-	-	-	-	-	3	-	3	-	-	-	-	-	-	-	-	-	-
Laborers, material handling	171	1.92	3 ⁸	10	-	13	3	33	28	4	62	10	-	-	1	-	-	-	-	-	-	-
Mechanics, maintenance	20	2.79	-	-	-	-	-	-	-	-	-	-	-	-	1	-	5	3	3	-	-	-
Mixers, dry mixing	9	1.89	2	-	2	-	-	-	-	1	2	2	-	-	-	-	-	-	-	-	3	4
Mixers, superphosphate	10	2.14	-	-	-	-	-	-	-	-	7	3	-	-	-	-	-	-	-	-	-	-
Truckdrivers	16	1.83	2	-	4	3	-	-	2	1	3	1	-	-	-	-	-	-	-	-	-	-
Truckers, power ⁴	59	2.07	-	-	-	-	3	-	6	-	32	18	-	-	-	-	-	-	-	-	-	-
Other than forklift	49	2.06	-	-	-	-	3	-	6	-	31	9	-	-	-	-	-	-	-	-	-	-

¹ Excludes premium pay for overtime and for work on weekends, holidays, and late shifts. All production workers covered by the study were paid on a time basis.
² Virtually all production workers were men.
³ Includes 3 workers at \$1.25 to \$1.30.
⁴ Includes data for workers in classification in addition to those shown separately.

Table 24. Occupational earnings: Tennessee

(Number and average straight-time hourly earnings¹ of workers in selected occupations in fertilizer manufacturing establishments, April 1971)

Occupation	Number of workers	Average hourly earnings ¹ and under	NUMBER OF WORKERS RECEIVING STRAIGHT-TIME HOURLY EARNINGS OF--																		
			\$1.90	\$2.00	\$2.10	\$2.20	\$2.30	\$2.40	\$2.50	\$2.60	\$2.70	\$2.80	\$2.90	\$3.00	\$3.10	\$3.20	\$3.30	\$3.40	\$3.50	\$3.60	
			\$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	and over	
All production workers ²	401	\$2.48	³ 18	43	15	62	-	87	38	64	6	33	15	12	-	2	-	2	2	2	
<u>Selected occupations</u>																					
Baggers	18	2.45	-	2	2	-	-	6	4	4	-	-	-	-	-	-	-	-	-	-	
Bag sewers, machine	11	2.38	-	2	2	-	-	4	-	3	-	-	-	-	-	-	-	-	-	-	
Batch weighers	18	2.51	-	3	1	-	-	-	2	12	-	-	-	-	-	-	-	-	-	-	
Granulator operators	13	2.58	-	-	2	-	-	-	-	11	-	-	-	-	-	-	-	-	-	-	
Laborers, material handling	91	2.23	12	9	4	52	-	6	2	6	-	-	-	-	-	-	-	-	-	-	
Mechanics, maintenance	42	2.95	-	-	-	-	-	-	-	-	4	19	9	4	-	2	-	2	2	-	
Truckers, power (other than forklift)	39	2.43	-	10	-	-	-	-	12	9	8	-	-	-	-	-	-	-	-	-	

¹ Excludes premium pay for overtime and for work on weekends, holidays, and late shifts. All production workers covered by the study were paid on a time basis.
² All production workers were men.
³ Includes 6 workers at \$1.60 to \$1.70.

Table 25. Occupational earnings: Virginia

(Number and average straight-time hourly earnings¹ of workers in selected occupations in fertilizer manufacturing establishments, April 1971)

Occupation	Number of workers	Average hourly earnings ¹ 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	
			\$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	and over	
All production workers ²	979	\$2.24	61	4	4	4	18	7	67	10	147	50	227	157	91	35	24	22	11	19	7	-	14	
<u>Selected occupations</u>																								
Baggers	45	2.18	3	-	-	-	-	-	4	-	4	6	14	12	2	-	-	-	-	-	-	-	-	
Bag sewers, machine	33	2.22	-	-	-	-	-	-	1	7	3	6	14	2	-	-	-	-	-	-	-	-	-	
Batch weighers	31	2.25	-	-	-	-	-	4	-	1	14	12	-	-	-	-	-	-	-	-	-	-	-	
Granulator operators	19	2.32	-	-	-	-	-	-	1	-	7	7	3	1	-	-	-	-	-	-	-	-	-	
Laborers, material handling	199	2.03	29	2	2	2	6	-	24	-	74	10	13	20	17	-	-	-	-	-	4	1	-	³ 10
Mechanics, maintenance	25	3.13	-	-	-	-	-	-	-	-	-	-	-	3	5	2	-	-	-	-	-	-	-	
Millers	10	2.31	-	-	-	-	-	-	-	-	2	8	-	-	-	-	-	-	-	-	-	-	-	
Mixers, dry mixing	7	2.00	2	-	2	-	-	-	-	-	-	1	-	2	-	-	-	-	-	-	-	-	-	
Mixers, superphosphate	11	2.34	-	-	-	-	-	-	-	-	1	6	4	-	-	-	-	-	-	-	-	-	-	
Truckdrivers	69	2.08	6	-	2	-	-	-	14	2	11	7	18	1	2	4	2	-	-	-	-	-	-	
Truckers, power ⁴	137	2.22	4	-	-	-	-	-	15	2	1	2	71	30	12	-	-	-	-	-	-	-	-	
Other than forklift	115	2.26	2	-	-	-	-	4	2	1	2	62	30	12	-	-	-	-	-	-	-	-	-	
Watchmen	16	1.81	4	2	-	-	-	4	2	1	3	-	-	-	-	-	-	-	-	-	-	-	-	

¹ Excludes premium pay for overtime and for work on weekends, holidays, and late shifts. All production workers covered by the study were paid on a time basis.
² Virtually all production workers were men; data for selected occupations were limited to men workers.
³ Workers were distributed as follows: 1 at \$3.20 to \$3.30; 2 at \$3.30 to \$3.40; 6 at \$4 to \$4.10, and 1 at \$4.30 to \$4.40.
⁴ Includes data for workers in classification in addition to those shown separately.

Table 26. Method of wage payment: All establishments

(Percent of production workers in fertilizer manufacturing establishments by method of wage payment, United States and selected regions, March-April 1971)

Method of wage payment ¹	United States ²	Middle Atlantic	Border States	Southeast	Southwest	Great Lakes	Middle West	Pacific
All workers	100	100	100	100	100	100	100	100
Time-rated workers	99	100	100	99	100	100	100	97
Formal plans	78	76	69	81	80	79	68	75
Single rate	66	69	64	71	61	50	68	75
Range of rates	12	7	5	10	19	29	-	-
Individual rates	22	24	31	19	20	21	32	22
Incentive workers	(³)	-	-	(³)	-	-	-	3

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

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

Table 27. Scheduled weekly hours: All establishments

(Percent of year-round and seasonal production workers in fertilizer manufacturing establishments by scheduled weekly hours, United States and selected regions, March-April 1971)

Weekly hours ¹	United States ²		Middle Atlantic		Border States		Southeast		Southwest		Great Lakes		Middle West		Pacific	
	Year-round	Seasonal	Year-round	Seasonal	Year-round	Seasonal	Year-round	Seasonal	Year-round	Seasonal	Year-round	Seasonal	Year-round	Seasonal	Year-round	Seasonal
All workers	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100
Under 40 hours	-	(³)	-	4	-	-	-	-	-	-	-	-	-	-	-	-
40 hours	64	45	58	46	25	23	70	47	87	86	42	47	53	33	77	100
Over 40 and under 44 hours	4	(³)	-	-	-	-	6	-	1	3	5	1	-	-	4	-
44 hours	4	7	-	-	10	12	2	3	1	1	3	8	32	35	4	-
44½ hours	-	1	-	-	-	-	-	1	-	-	-	-	-	-	-	-
45 hours	3	4	10	18	9	9	1	3	4	6	2	3	2	2	-	-
Over 45 and under 48 hours	4	2	-	-	2	6	1	2	-	-	21	-	-	-	3	-
48 hours	4	5	-	-	19	10	2	5	5	1	6	6	8	-	5	-
Over 48 and under 50 hours	1	1	5	-	3	2	(³)	-	2	3	-	-	-	-	6	-
50 hours	4	7	4	-	15	16	3	5	1	-	7	8	1	3	-	-
Over 50 and under 55 hours	3	4	-	-	3	2	6	4	-	-	4	6	-	-	-	-
55 hours	2	8	6	7	3	3	4	12	-	-	2	11	-	-	-	-
Over 55 and under 60 hours	2	2	-	-	4	3	2	2	-	-	4	2	-	-	-	-
60 hours	2	11	18	25	6	12	1	12	-	-	3	6	2	25	-	-
Over 60 hours	2	3	-	-	1	2	4	5	-	-	2	3	1	3	-	-

¹ Data relate to predominant work schedules of day-shift year-round and seasonal workers, respectively, 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 28. Shift differential practices: All establishments

(Percent of production workers employed on late shifts in fertilizer manufacturing establishments by amount of shift differential, United States and selected regions, March-April 1971)

Shift differential ¹	United States ²	Middle Atlantic	Border States	Southeast	Southwest	Great Lakes	Middle West	Pacific
<u>Second shift</u>								
Workers employed on second shift	14.5	17.2	9.3	13.8	17.2	15.7	17.0	12.1
Receiving shift differential -----	13.0	17.2	8.3	12.8	15.1	13.7	12.3	11.5
Uniform cents per hour -----	12.6	17.2	8.3	12.8	12.1	13.7	12.3	9.2
3 cents -----	.1	-	-	.2	-	-	-	-
4 cents -----	.4	-	1.1	.8	-	-	-	-
5 cents -----	1.3	1.3	3.3	1.4	-	1.1	-	1.6
6 cents -----	.8	2.0	-	.3	-	3.7	-	-
7 cents -----	2.4	-	-	4.6	.8	1.0	2.8	-
8 cents -----	2.1	1.2	.4	4.0	.7	.5	-	-
9 cents -----	.4	-	1.7	.1	-	.9	1.1	-
10 cents -----	2.9	12.8	1.8	1.1	5.9	4.4	2.8	(³)
11 cents -----	.1	-	-	-	-	-	1.8	-
12 cents -----	.4	-	-	.2	.4	-	-	4.1
14 cents -----	.4	-	-	-	-	2.2	-	-
15 cents -----	1.3	-	-	-	4.2	-	3.9	3.3
Other formal paid differential -----	.4	-	-	-	3.0	-	-	2.3
Receiving no shift differential --	1.4	-	1.0	1.1	2.1	2.0	4.7	.6
<u>Third or other late shift</u>								
Workers employed on third or other late shift	7.9	2.6	4.1	10.0	9.7	3.7	7.1	9.5
Receiving shift differential -----	7.8	2.6	4.1	9.8	9.7	3.3	7.1	9.5
Uniform cents per hour -----	7.4	2.6	4.1	9.8	8.2	3.0	7.1	7.1
4 cents -----	.1	-	-	.3	-	-	-	-
5 cents -----	.1	-	-	.3	-	-	-	-
6 cents -----	.4	-	.9	.4	-	.5	-	-
7 cents -----	.3	-	1.4	.2	.4	-	-	-
8 cents -----	.3	-	-	.7	-	-	-	-
9 cents -----	.1	-	-	.2	-	-	-	-
10 cents -----	.3	.7	-	.1	-	1.1	-	1.6
11 cents -----	(³)	-	.3	-	-	-	-	-
12 cents -----	.4	2.0	.7	.5	-	.1	-	-
13 cents -----	.1	-	.3	.1	-	-	-	-
14 cents -----	1.6	-	-	3.7	-	.2	-	-
15 cents -----	.2	-	.5	-	-	-	2.7	-
16 cents -----	1.4	-	-	3.1	-	-	-	-
20 cents -----	.8	-	-	.4	3.5	1.2	.5	(³)
22 cents -----	(³)	-	-	-	(³)	-	-	-
24 cents -----	.2	-	-	-	-	-	-	3.1
30 cents -----	1.2	-	-	-	4.2	-	3.9	2.2
Uniform percentage -----	.1	-	-	-	-	.3	-	-
12 percent -----	.1	-	-	-	-	.3	-	-
Other formal paid differential -----	.3	-	-	-	1.5	-	-	2.3
Receiving no shift differential --	.1	-	-	.1	-	.4	-	-

¹ Data relate to all year-round and seasonal production workers employed on extra 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 totals.

Table 29. Paid holidays: All establishments

(Percent of year-round and seasonal production workers in fertilizer manufacturing establishments with formal provisions for paid holidays, United States and selected regions, March-April 1971)

Number of paid holidays	United States ¹		Middle Atlantic		Border States		Southeast		Southwest		Great Lakes		Middle West		Pacific	
	Year-round	Seasonal	Year-round	Seasonal	Year-round	Seasonal	Year-round	Seasonal	Year-round	Seasonal	Year-round	Seasonal	Year-round	Seasonal	Year-round	Seasonal
All workers	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100
Workers in establishments providing paid holidays	97	27	100	50	100	45	93	24	99	9	100	22	100	41	100	-
1 day	1	10	-	12	-	34	3	6	-	-	-	6	-	3	-	-
2 days	(²)	3	-	-	-	-	1	2	-	-	-	8	-	-	-	-
3 days	1	1	-	-	-	-	1	1	1	-	1	-	-	2	-	-
4 days	2	3	-	-	5	-	1	7	4	-	-	-	-	-	-	-
5 days	5	-	-	-	12	-	7	-	6	-	2	-	-	-	-	-
6 days	9	2	7	-	11	2	5	-	7	-	16	-	21	18	16	-
6 days plus 2 half days	(²)	-	5	-	1	-	-	-	-	-	-	-	-	-	-	-
7 days	15	2	39	18	9	-	18	1	-	-	19	2	8	-	20	-
7 days plus 1 half day	(²)	-	-	-	-	-	-	-	-	-	-	-	-	-	5	-
7 days plus 2 half days	1	-	26	-	-	-	-	-	-	-	(²)	-	-	-	-	-
8 days	36	6	15	20	44	-	42	7	52	9	34	4	17	13	10	-
8 days plus 2 half days	(²)	-	-	-	-	-	-	-	-	-	2	-	-	-	-	-
9 days	24	2	4	-	16	9	15	-	29	-	21	-	54	5	49	-
9 days plus 1 half day	(²)	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-
10 days	1	(²)	5	-	-	-	-	-	-	-	3	1	-	-	-	-
Workers in establishments providing no paid holidays	3	73	-	50	-	55	7	76	1	91	-	78	-	59	-	100

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.

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Table 30. Paid holidays: By type of establishment

(Percent of year-round production workers in fertilizer manufacturing establishments with formal provisions for paid holidays by type of establishment, United States and selected regions, March-April 1971)

Number of paid holidays	Complete (integrated) establishments						Superphosphate establishments				Mixing establishments							
	United States ¹	Border States	South-east	South-west	Middle West	Pacific	United States ¹	South-east	South-west	Great Lakes	United States ¹	Middle Atlantic	Border States	South-east	South-west	Great Lakes	Middle West	Pacific
All workers	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100
Workers in establishments providing paid holidays	100	100	100	100	100	100	99	100	97	100	92	100	100	78	96	100	100	100
1 day	-	-	-	-	-	-	-	-	-	-	3	-	-	8	-	-	-	-
2 days	-	-	-	-	-	-	-	-	-	-	1	-	-	2	-	-	-	-
3 days	-	-	-	-	-	-	2	5	-	-	2	-	-	7	-	-	-	-
4 days	-	-	-	-	-	-	2	3	-	-	4	-	9	3	18	-	-	-
5 days	(²)	-	1	-	-	-	2	4	-	-	11	-	21	17	28	2	-	-
6 days	2	-	1	-	2	17	9	8	25	12	17	8	19	12	14	19	75	16
6 days plus 2 half days	-	-	-	-	-	-	-	-	-	-	1	6	2	-	-	-	-	-
7 days	9	-	17	-	-	-	24	24	-	32	19	45	11	17	-	18	-	43
7 days plus 1 half day	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	14
7 days plus 2 half days	-	-	-	-	-	-	-	-	-	-	3	31	-	-	-	(²)	-	-
8 days	50	84	62	55	15	-	47	49	72	14	17	1	18	6	29	35	21	27
8 days plus 2 half days	-	-	-	-	-	-	-	-	-	-	1	-	-	-	3	-	-	-
9 days	38	16	19	45	83	83	14	8	-	36	11	5	19	12	-	16	4	-
9 days plus 1 half day	-	-	-	-	-	-	1	-	-	6	-	2	5	-	-	-	-	-
10 days	-	-	-	-	-	-	-	-	-	-	2	5	-	-	-	-	-	-
Workers in establishments providing no paid holidays	-	-	-	-	-	-	(²)	-	3	-	8	-	-	22	4	-	-	-

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

² Less than 0.5 percent.

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

Table 31. Paid vacations: All establishments

(Percent of year-round and seasonal production workers in fertilizer manufacturing establishments with formal provisions for paid vacations after selected periods of service, United States and selected regions, March-April 1971)

Vacation policy	United States ¹		Middle Atlantic		Border States		Southeast		Southwest		Great Lakes		Middle West		Pacific
	Year-round	Seasonal	Year-round	Seasonal	Year-round	Seasonal	Year-round	Seasonal	Year-round	Seasonal	Year-round	Seasonal	Year-round	Seasonal	Year-round
All workers	100	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	98	9	99	22	100	9	95	8	99	6	100	13	100	3	99
Length-of-time payment	97	8	99	22	100	9	95	8	99	6	98	7	100	3	95
Percentage payment	(³)	2	-	-	-	-	-	-	-	-	2	6	-	-	-
Other	(³)	-	-	-	-	-	-	-	-	-	-	-	-	-	4
Workers in establishments providing no paid vacations	2	91	1	78	-	91	5	92	1	94	-	87	-	97	1
<u>Amount of vacation pay⁴</u>															
After 1 year of service:															
Under 1 week	(³)	1	-	-	4	4	-	-	-	-	-	-	-	-	-
1 week	62	6	64	20	89	5	68	8	26	-	58	5	40	3	63
Over 1 and under 2 weeks	5	2	36	-	-	-	-	-	-	-	19	6	15	-	4
2 weeks	29	1	-	-	7	-	26	-	72	6	24	2	45	-	28
After 2 years of service:															
Under 1 week	-	1	-	-	-	4	-	-	-	-	-	-	-	-	-
1 week	34	5	33	-	76	5	41	8	10	-	36	3	18	3	8
Over 1 and under 2 weeks	1	2	-	-	3	-	-	-	-	-	7	6	-	-	4
2 weeks	57	2	31	20	22	-	54	-	89	6	40	4	66	-	87
Over 2 and under 3 weeks	5	-	35	-	-	-	-	-	-	-	17	-	16	-	-
After 3 years of service:															
Under 1 week	-	1	-	-	-	4	-	-	-	-	-	-	-	-	-
1 week	9	1	16	-	16	-	12	2	2	-	3	-	-	3	3
Over 1 and under 2 weeks	(³)	-	-	-	3	-	-	-	-	-	-	-	-	-	-
2 weeks	82	6	48	20	81	5	80	6	96	6	78	7	84	-	92
Over 2 and under 3 weeks	6	2	35	-	-	-	3	-	-	-	19	6	16	-	4
After 5 years of service:															
Under 1 week	-	1	-	-	-	4	-	-	-	-	-	-	-	-	-
1 week	4	1	7	-	14	-	5	2	2	-	2	-	-	3	-
Over 1 and under 2 weeks	(³)	-	-	-	3	-	-	-	-	-	-	-	-	-	-
2 weeks	64	5	57	20	82	-	67	6	55	6	63	7	44	-	47
Over 2 and under 3 weeks	7	2	35	-	-	-	3	-	-	-	24	6	15	-	4
3 weeks	21	1	-	-	2	5	19	-	41	-	10	-	41	-	49
After 10 years of service:															
Under 1 week	-	1	-	-	-	4	-	-	-	-	-	-	-	-	-
1 week	4	1	7	-	14	-	5	2	2	-	1	-	-	3	-
2 weeks	30	1	14	-	60	-	33	3	26	-	25	-	22	-	18
Over 2 and under 3 weeks	1	-	-	-	3	-	1	-	-	-	-	-	15	-	-
3 weeks	41	4	43	20	22	-	41	3	30	6	71	7	25	-	29
Over 3 and under 4 weeks	2	2	35	-	-	-	-	-	-	-	2	6	-	-	4
4 weeks	18	1	-	-	2	5	16	-	41	-	2	-	38	-	49
After 12 years of service:															
Under 1 week	-	1	-	-	-	4	-	-	-	-	-	-	-	-	-
1 week	4	1	7	-	14	-	5	2	2	-	1	-	-	3	-
2 weeks	21	-	14	-	24	-	24	-	21	-	22	-	9	-	18
Over 2 and under 3 weeks	3	-	-	-	3	-	5	-	-	-	-	-	15	-	-
3 weeks	41	5	43	20	58	-	30	6	35	6	71	7	39	-	29
Over 3 and under 4 weeks	2	2	35	-	-	-	-	-	-	-	2	6	-	-	4
4 weeks	26	1	-	-	2	5	31	-	41	-	5	-	38	-	49
After 15 years of service:															
Under 1 week	-	1	-	-	-	4	-	-	-	-	-	-	-	-	-
1 week	4	1	7	-	14	-	5	2	2	-	1	-	-	3	-
2 weeks	14	-	3	-	8	-	16	-	18	-	12	-	9	-	13
Over 2 and under 3 weeks	(³)	-	-	-	3	-	-	-	-	-	-	-	-	-	-
3 weeks	44	5	54	20	74	-	40	6	33	6	71	7	28	-	33
Over 3 and under 4 weeks	3	-	35	-	-	-	-	-	-	-	-	-	10	-	4
4 weeks	33	1	-	-	2	5	34	-	46	-	15	-	54	-	50
Over 4 and under 5 weeks	(³)	2	-	-	-	-	-	-	-	-	2	6	-	-	-

See footnotes at end of table.

Table 31. Paid vacations: All establishments—Continued

(Percent of year-round and seasonal production workers in fertilizer manufacturing establishments with formal provisions for paid vacations after selected periods of service, United States and selected regions, March-April 1971)

Vacation policy	United States ¹		Middle Atlantic		Border States		Southeast		Southwest		Great Lakes		Middle West		Pacific
	Year-round	Seasonal	Year-round	Seasonal	Year-round	Seasonal	Year-round	Seasonal	Year-round	Seasonal	Year-round	Seasonal	Year-round	Seasonal	Year-round ²
<u>Amount of vacation pay⁴—Continued</u>															
After 20 years of service:															
Under 1 week	-	1	-	-	-	4	-	-	-	-	-	-	-	-	-
1 week	4	1	7	-	14	-	5	2	2	-	1	-	-	3	-
2 weeks	14	-	3	-	8	-	16	-	18	-	12	-	9	-	13
Over 2 and under 3 weeks	(³)	-	-	-	3	-	-	-	-	-	-	-	-	-	-
3 weeks	25	1	27	-	51	-	27	3	9	-	22	-	23	-	33
Over 3 and under 4 weeks	3	-	-	-	-	-	1	-	-	-	17	-	10	-	-
4 weeks	36	4	27	20	22	-	37	3	37	6	38	7	15	-	44
Over 4 and under 5 weeks	2	-	35	-	-	-	-	-	-	-	-	-	-	-	-
5 weeks	13	3	-	-	2	5	9	-	33	-	9	6	44	-	10
After 25 years of service: ⁵															
Under 1 week	-	1	-	-	-	4	-	-	-	-	-	-	-	-	-
1 week	4	1	7	-	14	-	5	2	2	-	1	-	-	3	-
2 weeks	14	-	3	-	8	-	16	-	18	-	12	-	9	-	13
Over 2 and under 3 weeks	(³)	-	-	-	3	-	-	-	-	-	-	-	-	-	-
3 weeks	16	(³)	27	-	17	-	16	1	6	-	15	-	23	-	33
Over 3 and under 4 weeks	1	-	-	-	-	-	-	-	-	-	-	-	10	-	-
4 weeks	38	4	22	20	52	-	34	5	39	6	41	5	15	-	44
Over 4 and under 5 weeks	4	-	35	-	-	-	-	-	-	-	17	-	-	-	-
5 weeks	21	3	5	-	7	5	24	-	33	-	13	8	44	-	10

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

² Seasonal workers were not provided vacation benefits by any of the establishments visited.

³ Less than 0.5 percent.

⁴ Vacation payments such as a percent of annual earnings were converted to an equivalent time basis. Periods of service were arbitrarily chosen and do not necessarily reflect individual establishment provisions for progression. For example, the changes in proportions indicated at 10 years may include changes in provisions occurring between 5 and 10 years.

⁵ Vacation provisions were the same after longer periods of service.

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

Table 32. Paid vacations: By type of establishment

(Percent of year-round production workers in fertilizer manufacturing establishments with formal provisions for paid vacations after selected periods of service, by type of establishment, United States and selected regions, March-April 1971)

Vacation policy	Complete (integrated) establishments						Superphosphate establishments				Mixing establishments							
	United States ¹	Border States	South-east	South-west	Middle West	Pacific	United States ¹	South-east	South-west	Great Lakes	United States ¹	Middle Atlantic	Border States	South-east	South-west	Great Lakes	Middle West	Pacific
All workers	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100
<u>Method of payment</u>																		
Workers in establishments providing paid vacations	100	100	100	100	100	100	99	100	97	100	94	99	100	85	96	100	100	97
Length-of-time payment	100	100	100	100	100	100	99	100	97	100	93	99	100	85	96	97	100	87
Percentage payment	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	3	-	-
Other	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	10
Workers in establishments providing no paid vacations	-	-	-	-	-	-	(²)	-	3	-	6	1	-	15	4	-	-	3
<u>Amount of vacation pay³</u>																		
After 1 year of service:																		
Under 1 week	-	-	-	-	-	-	-	-	-	-	1	-	7	-	-	-	-	-
1 week	53	100	65	4	15	60	84	93	56	67	65	58	81	64	75	56	87	63
Over 1 and under 2 weeks	2	-	-	-	23	-	-	-	-	-	11	42	-	-	-	25	-	10
2 weeks	44	-	34	96	62	40	15	7	41	33	16	-	12	21	21	19	13	11
After 2 years of service:																		
1 week	21	100	27	-	15	-	46	65	-	56	45	39	64	54	48	36	-	22
Over 1 and under 2 weeks	1	-	-	-	-	-	-	-	-	-	2	-	5	-	-	2	-	10
2 weeks	75	-	73	100	62	100	54	35	97	44	38	19	31	31	48	39	96	66
Over 2 and under 3 weeks	2	-	-	-	23	-	-	-	-	-	10	42	-	-	-	23	4	-
After 3 years of service:																		
1 week	1	-	3	-	-	-	9	18	-	7	17	18	27	26	11	2	-	9
Over 1 and under 2 weeks	-	-	-	-	-	-	-	-	-	-	1	-	5	-	-	-	-	-
2 weeks	94	100	92	100	77	100	90	82	97	93	66	39	68	59	85	72	96	79
Over 2 and under 3 weeks	4	-	5	-	23	-	-	-	-	-	11	42	-	-	-	25	4	10
After 5 years of service:																		
1 week	(²)	-	1	-	-	-	5	8	-	7	9	8	24	11	11	1	-	-
Over 1 and under 2 weeks	-	-	-	-	-	-	-	-	-	-	1	-	5	-	-	-	-	-
2 weeks	57	100	68	41	17	17	89	85	80	93	64	50	68	60	81	61	90	87
Over 2 and under 3 weeks	6	-	6	-	23	-	-	-	-	-	11	42	-	-	-	25	-	10
3 weeks	36	-	25	59	60	83	6	7	17	-	9	-	3	14	4	13	10	-
After 10 years of service:																		
1 week	(²)	-	1	-	-	-	4	8	-	-	9	8	24	11	11	1	-	-
2 weeks	16	75	19	6	2	-	57	64	56	36	38	16	45	42	65	26	41	38
Over 2 and under 3 weeks	2	-	-	-	23	-	-	-	-	-	1	-	5	2	-	-	-	-
3 weeks	49	25	59	36	15	17	37	27	24	64	34	34	23	16	16	69	59	50
Over 3 and under 4 weeks	-	-	-	-	-	-	-	-	-	-	6	42	-	-	2	-	-	10
4 weeks	34	-	21	59	60	83	3	-	17	-	6	-	3	14	4	2	-	-
After 12 years of service:																		
1 week	(²)	-	1	-	-	-	4	8	-	-	9	8	24	11	11	1	-	-
2 weeks	5	9	7	6	2	-	43	60	25	36	32	16	26	39	65	22	21	38
Over 2 and under 3 weeks	6	-	9	-	23	-	-	-	-	-	1	-	5	2	-	-	-	-
3 weeks	41	91	37	36	15	17	47	25	55	64	39	34	43	20	16	70	79	50
Over 3 and under 4 weeks	-	-	-	-	-	-	-	-	-	-	6	42	-	-	2	-	-	10
4 weeks	47	-	47	59	60	83	6	7	17	-	7	-	3	14	4	5	-	-
After 15 years of service:																		
1 week	-	-	-	-	-	-	4	8	-	-	9	8	24	11	11	1	-	-
2 weeks	3	-	4	6	2	-	19	20	25	18	24	3	13	35	52	12	21	23
Over 2 and under 3 weeks	-	-	-	-	-	-	-	-	-	-	1	-	5	-	-	-	-	-
3 weeks	39	100	44	36	-	17	59	65	31	52	45	47	55	25	24	72	75	61
Over 3 and under 4 weeks	1	-	-	-	16	-	-	-	-	-	5	42	-	-	-	-	-	10
4 weeks	57	-	52	59	82	83	19	7	41	29	9	-	3	14	9	12	4	3
Over 4 and under 5 weeks	-	-	-	-	-	-	-	-	-	-	(²)	-	-	-	-	2	-	-

See footnotes at end of table.

Table 32. Paid vacations: By type of establishment—Continued

(Percent of year-round production workers in fertilizer manufacturing establishments with formal provisions for paid vacations after selected periods of service by type of establishment, United States and selected regions, March–April 1971)

Vacation policy	Complete (integrated) establishments						Superphosphate establishments				Mixing establishments							
	United States ¹	Border States	South-east	South-west	Middle West	Pacific	United States ¹	South-east	South-west	Great Lakes	United States ¹	Middle Atlantic	Border States	South-east	South-west	Great Lakes	Middle West	Pacific
<u>Amount of vacation pay³—Continued</u>																		
After 20 years of service:																		
1 week -----	-	-	-	-	-	-	4	8	-	-	9	8	24	11	11	1	-	-
2 weeks -----	3	-	4	6	2	-	19	20	25	18	24	3	13	35	52	12	21	23
Over 2 and under 3 weeks -----	-	-	-	-	-	-	-	-	-	-	1	-	5	-	-	-	-	-
3 weeks -----	27	75	39	-	-	17	25	15	31	17	24	32	30	13	19	22	54	61
Over 3 and under 4 weeks -----	1	-	-	-	16	-	-	-	-	-	6	-	-	2	-	23	-	-
4 weeks -----	46	25	42	47	15	73	44	50	24	45	23	14	25	23	15	33	21	3
Over 4 and under 5 weeks -----	-	-	-	-	-	-	-	-	-	-	5	42	-	-	-	-	-	-
5 weeks -----	23	-	15	48	68	10	9	7	17	19	3	-	3	1	-	9	4	10
After 25 years of service ⁴ :																		
1 week -----	-	-	-	-	-	-	4	8	-	-	9	8	24	11	11	1	-	-
2 weeks -----	3	-	4	6	2	-	19	20	25	18	24	3	13	35	52	12	21	23
Over 2 and under 3 weeks -----	-	-	-	-	-	-	-	-	-	-	1	-	5	-	-	-	-	-
3 weeks -----	13	-	21	-	-	17	18	12	31	-	19	32	19	10	5	15	54	61
Over 3 and under 4 weeks -----	1	-	-	-	16	-	-	-	-	-	-	-	-	-	-	-	-	-
4 weeks -----	45	84	34	47	15	73	46	47	24	52	27	9	36	28	28	36	21	3
Over 4 and under 5 weeks -----	-	-	-	-	-	-	-	-	-	-	10	42	-	-	-	23	-	-
5 weeks -----	38	16	41	48	68	10	13	13	17	29	5	5	3	1	-	12	4	10

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

² Less than 0.5 percent.

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

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

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

Table 33. Health, insurance, and retirement plans: All establishments

(Percent of year-round and seasonal production workers in fertilizer manufacturing establishments with specified health, insurance, and retirement plans, United States and selected regions, March-April 1971)

Type of plan ¹	United States ²		Middle Atlantic		Border States		Southeast		Southwest		Great Lakes		Middle West		Pacific	
	Year-round	Seasonal	Year-round	Seasonal	Year-round	Seasonal	Year-round	Seasonal	Year-round	Seasonal	Year-round	Seasonal	Year-round	Seasonal	Year-round	Seasonal
All workers	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100
Workers in establishments providing:																
Life insurance	87	11	89	27	68	7	90	13	94	3	84	11	93	13	73	-
Noncontributory plans	39	7	60	7	25	5	37	9	42	3	44	9	35	-	61	-
Accidental death and dismemberment insurance	67	6	42	27	44	5	66	7	77	3	68	1	93	13	69	-
Noncontributory plans	30	3	14	7	17	5	26	4	32	3	34	-	48	-	61	-
Sickness and accident insurance or sick leave or both ³	75	8	88	27	53	5	70	5	76	3	89	13	80	3	88	-
Sickness and accident insurance	52	7	50	27	40	5	55	5	50	-	65	10	51	3	17	-
Noncontributory plans	20	4	21	7	8	5	18	3	34	-	27	8	38	-	10	-
Sick leave (full pay, no waiting period)	19	(⁴)	12	-	-	-	9	-	46	3	13	-	39	-	46	-
Sick leave (partial pay or waiting period)	18	4	35	-	14	-	15	3	-	-	42	9	24	-	32	-
Hospitalization insurance	94	10	99	27	90	7	92	9	93	3	96	13	98	3	96	-
Noncontributory plans	34	6	31	7	19	7	20	4	41	3	63	9	57	-	74	-
Surgical insurance	94	10	99	27	90	7	92	9	93	3	96	13	98	3	96	-
Noncontributory plans	34	6	32	7	19	7	20	4	41	3	63	9	57	-	74	-
Medical insurance	81	8	91	27	63	7	79	5	85	3	74	13	98	3	96	-
Noncontributory plans	28	5	28	7	16	7	16	1	33	3	41	9	57	-	74	-
Major medical insurance	73	5	82	27	47	-	77	4	62	3	62	8	85	3	92	-
Noncontributory plans	24	2	19	7	-	-	15	-	35	3	33	6	45	-	71	-
Retirement plans ⁵	77	6	65	-	73	5	73	5	85	3	80	13	87	-	75	-
Pension plans	76	6	65	-	73	5	73	5	85	3	79	13	87	-	75	-
Noncontributory plans	59	6	65	-	57	5	59	5	64	3	59	13	28	-	55	-
Severance pay	(⁴)	-	-	-	-	-	-	-	-	-	2	-	-	-	-	-
No plans	5	88	1	73	10	90	6	87	6	97	4	87	-	87	-	100

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

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

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

⁴ Less than 0.5 percent.

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

Table 34. Health, insurance, and retirement plans: By type of establishment

(Percent of year-round production workers in fertilizer manufacturing establishments with specified health, insurance, and retirement plans by type of establishment, United States and selected regions, March-April 1971)

Type of plan ¹	Complete (integrated) establishments						Superphosphate establishments				Mixing establishments							
	United States ²	Border States	South-east	South-west	Middle West	Pacific	United States ²	South-east	South-west	Great Lakes	United States ²	Middle Atlantic	Border States	South-east	South-west	Great Lakes	Middle West	Pacific
All workers	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100
Workers in establishments providing:																		
Life insurance	93	41	96	100	100	83	97	96	97	100	77	87	78	77	71	79	82	54
Noncontributory plans	42	-	47	37	40	76	43	40	66	31	36	7	38	19	42	47	3	44
Accidental death and dismemberment insurance	81	25	77	96	100	83	66	69	73	30	52	33	56	49	20	72	82	44
Noncontributory plans	37	-	38	33	60	76	26	24	42	-	22	16	29	8	20	41	3	44
Sickness and accident insurance or sick leave or both ³	88	50	86	91	100	100	79	75	66	100	59	86	46	42	38	85	62	68
Sickness and accident insurance	60	41	66	58	57	10	72	65	49	100	38	42	29	35	24	53	57	18
Noncontributory plans	19	-	15	34	40	10	30	35	49	31	19	25	9	15	24	24	48	10
Sick leave (full pay, no waiting period)	26	-	11	54	60	57	16	10	41	7	11	15	-	6	25	14	4	32
Sick leave (partial pay or waiting period)	17	9	18	-	38	43	17	25	-	39	21	42	20	6	-	48	-	18
Hospitalization insurance	98	100	97	100	100	100	99	100	97	100	87	99	83	82	66	95	100	89
Noncontributory plans	30	-	21	37	40	70	34	28	41	59	39	37	27	16	55	59	90	89
Surgical insurance	98	100	97	100	100	100	99	100	97	100	87	99	83	82	66	95	100	89
Noncontributory plans	30	-	21	37	40	70	34	28	41	59	39	37	27	16	55	59	90	89
Medical insurance	88	50	87	89	100	100	91	84	97	100	71	89	63	65	60	70	100	89
Noncontributory plans	24	-	15	26	40	70	35	31	41	59	30	32	23	12	49	34	90	89
Major medical insurance	84	75	84	66	100	100	81	79	97	78	57	79	34	63	24	54	52	79
Noncontributory plans	26	-	13	77	40	70	28	28	41	38	20	22	-	12	24	23	41	79
Retirement plans ⁴	93	100	89	100	100	83	76	88	97	87	58	76	64	42	29	76	82	70
Pension plans	93	100	89	100	100	83	76	88	97	87	58	76	64	42	29	74	82	70
Noncontributory plans	72	100	72	73	37	49	60	72	72	70	44	76	44	34	29	51	9	70
Severance pay	-	-	-	-	-	-	-	-	-	-	(⁵)	-	-	-	-	2	-	-
No plans	1	-	2	-	-	-	(⁵)	-	3	-	11	1	17	15	29	5	-	-

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

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

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

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

⁵ Less than 0.5 percent.

Appendix A. Scope and Method of Survey

Scope of survey

The survey included establishments primarily engaged in manufacturing mixed fertilizer from one or more fertilizer materials produced in the same establishment, or in mixing fertilizers from purchased fertilizer materials (Industries 2871 and 2872 as defined in the 1967 edition of the *Standard Industrial Classification Manual* prepared by the U.S. Office of Management and Budget). Establishments primarily engaged in selling liquid fertilizer produced by mixing water with purchased fertilizer were excluded from the survey. Separate auxiliary units, such as central offices and mining operations, were also excluded. Establishments selected for study were drawn from units employing 8 workers or more at the time of reference of the data used in compiling the universe lists.

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

Method of study

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

Establishment definition

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

Interstate and intrastate establishments

An establishment was classified as interstate if any of its product was sold outside the State. Other establishments were classified as intrastate.

Type of establishment

Establishments were classified according to scope of manufacturing process. Each of the three types of plants mixes fertilizer ingredients to make a finished fertilizer. Complete (integrated) plants manufacture the acids from which superphosphate is then made. Superphosphate plants make superphosphate from purchased acids. Mixing establishments purchase all ingredients.

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 workers

The term "production workers," as used in this bulletin, includes working foremen and all nonsupervisory workers engaged in nonoffice functions. "Year-round production workers" are hired with the intention that they will be kept on the payroll for 11 months or more, and "seasonal workers" are hired for less than 11 months annually. Administrative, executive, professional, and technical personnel, and force-account construction employees, who were utilized as a separate work force on the firm's own properties, were excluded.

Occupations selected for study

The 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

Table A-1. Estimated number of establishments and employees within scope of survey and number studied, March—April 1971

Region ¹ and state	Number of establishments ²		Workers in establishments			
	Within scope of study	Actually studied	Within scope of study			Actually studied
			Total ³	Production workers		Total
			Total ⁴	Seasonal		
United States ⁵	571	280	26,669	19,302	5,398	20,219
Middle Atlantic	43	18	1,380	930	199	734
Border States ⁶	64	33	2,711	2,023	805	2,041
Maryland	16	10	824	634	349	688
Virginia	28	16	1,296	979	294	1,097
Southeast ⁶	207	110	11,057	8,258	2,011	8,778
Alabama	32	17	1,210	968	313	874
Florida	57	23	4,568	3,172	79	3,598
Georgia	48	23	1,484	1,082	400	1,098
North Carolina	37	24	1,970	1,543	729	1,682
South Carolina	15	11	623	507	188	590
Tennessee	8	6	513	401	168	373
Southwest	54	25	2,860	2,104	363	2,117
Great Lakes ⁶	120	53	4,581	3,231	1,535	3,218
Illinois	26	13	1,129	829	355	867
Indiana	19	10	567	456	241	433
Ohio	41	18	1,841	1,160	396	1,349
Middle West	31	16	1,635	1,140	357	1,378
Pacific ⁶	38	18	1,488	984	55	1,133
California	27	15	1,233	809	6	1,022

¹ The regions used in this study include: Middle Atlantic—New Jersey, New York, and Pennsylvania; Border States—Delaware, District of Columbia, Kentucky, Maryland, Virginia, and West Virginia; Southeast—Alabama, Florida, Georgia, Mississippi, North Carolina, South Carolina, and Tennessee; Southwest—Arkansas, Louisiana, Oklahoma and Texas; Great Lakes—Illinois, Indiana, Michigan, Minnesota, Ohio, and Wisconsin; Middle West—Iowa, Kansas, Missouri, Nebraska, North Dakota, and South Dakota; and Pacific—California, Nevada, Oregon, and Washington.

² Includes only establishments with 8 workers or more at the time of reference of the universe data.

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

⁴ Includes year-round workers in addition to seasonal workers shown separately.

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

⁶ Includes data for states in addition to those shown separately.

same job. (See appendix B for these descriptions.) The occupations were chosen for their numerical importance, their usefulness in collective bargaining, or their representativeness of the entire job scale in the industry. Working supervisors, apprentices, learners, beginners, trainees, and handicapped, part-time, temporary, and probationary workers were not reported in the data for selected occupations, but were included in the data for all production workers.

Wage data

Information on wages relates to straight-time hourly earnings, excluding premium pay for overtime and for work on weekends, holidays, and late shifts. Incentive payments, such as those resulting from piecework or production bonus systems and cost-of-living bonuses, were

included as part of the workers' regular pay; but non-production bonus payments, such as Christmas or year-end 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 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 areas," 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 1 city of 50,000 inhabitants or more. Counties contiguous to the one containing such a city are included in the Standard Metropolitan Statistical Area if, according to certain criteria, they are essentially metropolitan in character and are socially and economically integrated with the central city. In New England, the city and town are administratively more important than the county and they are the units used in defining Standard Metropolitan Statistical Areas.

Labor-management agreements

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

Method of wage payment

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

excess of a quota or for completion of a task in less than standard time.

Scheduled weekly hours

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

Shift practices

Shift practices relate to workers employed on late shifts at the time of the survey.

Supplementary wage provisions

Supplementary benefits were treated statistically. If formal provisions were applicable to half or more of the year-round production workers (or seasonal workers) in an establishment, the benefits were considered applicable to all such workers. Similarly, if fewer than one-half of the workers were covered, the benefit was considered non-existent in the establishment. Because of length-of-service and other eligibility requirements, the proportion of workers receiving the benefits may be smaller than estimated.

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

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

Death benefits are included as a form of life insurance. Sickness and accident insurance is limited to that type of insurance under which predetermined cash payments are made directly to the insured on a weekly or monthly basis during illness or accident disability. Information is presented for all such plans to which the employer contributes at least part of the cost. However, in New York and New Jersey where temporary disability insurance laws require employer contributions¹ plans are included only if the employer (1) contributes more than is legally required, or (2) provides the employees with benefits which exceed the requirements of the law.

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

Medical insurance refers to plans providing for complete or partial payment of doctors' fees. These plans may be underwritten by a commercial insurance company or a nonprofit organization, or they may be a form of self-insurance.

Major medical insurance, sometimes referred to as extended medical insurance, includes the plans designed to cover employees for sickness or injury involving an expense which exceeds the normal coverage of hospitalization, medical, and surgical plans.

Tabulations of retirement pensions are limited to plans which provide, upon retirement, regular payments for the remainder of the retiree's life. Data are presented separately for retirement severance pay (one payment or a specified number over a period of time) made to employees upon retirement. Establishments providing retirement severance payments and pensions to employees upon retirement were considered as having both retirement pension and retirement severance pay. Establishments having optional plans which provide employees a choice of either retirement severance payments or pensions were considered as having only retirement pension benefits.

Technological severance pay. Data relate to formal plans providing for payment to employees permanently separated from the company through no fault of their own.

Supplemental unemployment benefits. Data relate to benefits in addition to those provided under State unemployment systems.

Cost-of-living adjustments. Provisions for cost-of-living adjustments relate to formal plans whereby wage rates are changed periodically in keeping with changes in the Consumer Price Index or on some other basis.

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.

Bagger

(Sack packer)

Tends a machine that sacks and weighs finished products or materials: Places empty sack or bag over discharge nozzle or spout of packing machine; starts flow of product or material into sack; shuts off or stops flow of product or material when specified weight or amount has entered the sack (machine may do this automatically). May seal or close sacks by hand or machine. May make adjustments and minor repairs.

Bag sewer, machine

(Bag-closing machine operator; bag-sewing machine operator; sack-sewing machine operator)

Sews shut open ends of burlap, muslin, and paper sacks containing the product, using an electrically powered sewing machine: Matches the open edges of filled sack or bag, places edges under presser foot of sewing machine; starts sewing action, and as edges of container are drawn under needle, guides them to insure that line of stitching across top of container is straight. May sew descriptive tags into top seam. May weigh sacks or bags.

Batch weigher

(Hopper-scale weigher; ingredient weigher; raw materials weigher; scaleman)

Weighs the quantities of the fertilizer ingredients to be mixed according to desired formula: Ingredients may be brought onto platform of scale in carts, trucks, or wheelbarrows according to weigher's instructions, or ingredients may be stored in overhead bin from which the weigher releases the necessary quantity onto the scale; after weighing is completed, dumps material onto conveyor belt leading to mixing machine or supervises removal in carts or other vehicles.

Chamberman

Controls process of making sulfuric acid from sulfur dioxide gas resulting from the roasting of sulfur: Periodically reads and reports the temperatures of the acid chambers and other processing equipment, and the specific gravity of the acid during various stages of processing; regulates flow of steam, nitrogen compounds, air, and sulfur oxides into the chamber. May collect and send samples of sulfuric acid to laboratory for analysis. May control the draft fan or shutters on the sulfur burner or direct the burnermen in their work. May operate acid pumps supplying acid to acidulating department or to tank cars for shipment.

Contact-acid-plant operator

(Regeneration operator; sulfuric-acid-plant operator)

Tends equipment that produces sulfuric acid by the contact process. Work involves: Manipulating valves and

and levers to start or stop flow of liquids and gases through converters, heat exchangers, absorbers, coolers, and related equipment; monitoring gages and recording instruments to determine that temperature, steam pressure, and flow of materials through system conform to established standards. May record gage readings at specified intervals and collect samples of product for analysis.

Control-room man

Controls and monitors processing equipment (by means of a control board) that conveys, mixes, granulates, dries, and cools materials to produce granulated fertilizer. Work involves *most of the following*: Adjusting controls according to type of fertilizer to be produced; activating equipment by means of switches on control board; and observing gages and recording instruments to ensure that fertilizer is being properly mixed and proper temperature is maintained, and to determine when equipment should be shut off. May also make tests of fertilizer being processed to determine temperature and moisture content.

Conveyor tender

Operates or observes the operation of conveyors transferring materials or products from one place or machine to another in order to store or process these materials. Work involves *one or more of the following*: Watching operation of conveyor, and if trouble develops, stopping conveyor and notifying superior; directing or regulating the flow of material to proper storage bins or places according to type or grade; assisting others in making minor repairs to equipment; and oiling or greasing bearings on conveyor. May load materials or products onto conveyor or remove them from conveyor.

Granulator operator

Tends rotary drum unit of fertilizer mixing and processing equipment that granulates fertilizer. Work involves *most of the following*: Opening valves to admit steam and water into reservoir of drum; observing tumbling action that causes fertilizer to form granules due to the interaction of heat, moisture, and acid in fertilizer; checking inside of drum to detect caking and build-up of fertilizer; and cleaning drum. Workers monitoring or controlling mixing and processing equipment to produce granulated fertilizer (see CONTROL-ROOM MAN) are excluded from this classification.

Laborer, material handling

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

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

Mechanic, maintenance

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

Miller

(Crusher operator; grinder; pulverizer operator)

Tends one or more units of equipment to crush, grind, or pulverize materials to specifications. The more common types of equipment employed in such operations are: Ball mills, buhrstone mills, cage mills, chasers, colloid mills, disk crushers, gyratories, jaw crushers, ring-roll mills, and tube mills. May also be required to operate screening equipment. Operator performs or supervises others in such duties as loading and unloading of the materials into the apparatus and cleaning such apparatus and working areas.

Mixer

(Batchmaker; compounder)

Responsible for the proper mixing of component parts (liquids or solids) in controlled amounts to produce a semi-processed or final product. Supervises or performs the task of bringing together the ingredients, the weighing,

and the pouring or inserting of the materials into a power-driven mixing machine. Attends machine and determines when mixture is ready to be withdrawn.

For wage study purposes, workers are to be classified by type of mixing, as follows:

Mixer, dry mixing

Mixer, superphosphate

Truckdriver

Drives a truck within a city or industrial area to transport materials, merchandise, equipment, or men between various types of establishments such as: Manufacturing plants, freight depots, warehouses, wholesale and retail establishments, or between retail establishments and customers' houses or places of business. May also load or unload truck with or without helpers, making minor

mechanical repairs, and keep truck in good working order. *Driver-salesman and over-the-road drivers are excluded.*

Trucker, power

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

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

Forklift

Other than forklift

Watchman

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

Industry Wage Studies

The most recent reports for industries included in the Bureau's program of industry wage surveys since January 1960 are listed below. Copies are available from the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C., 20402, or from any of its regional sales offices, and from the Bureau of Labor Statistics, Washington, D.C. 20212, or from any of its regional offices shown on the inside back cover.

I. Occupational Wage Studies

Manufacturing

	Price
Basic Iron and Steel, 1967. BLS Bulletin 1602	\$0.55
Candy and Other Confectionery Products, 1970. BLS Bulletin 1732 . . . . .	.45
Cigar Manufacturing, 1967. BLS Bulletin 1581 . . . . .	.25
Cigarette Manufacturing, 1971. BLS Bulletin 1748 . . . . .	.30
Cotton and Man-Made Fiber Textiles, 1968. BLS Bulletin 1637	1.00
Fabricated Structural Steel, 1969. BLS Bulletin 1695 . . . . .	.50
Fertilizer Manufacturing, 1966. BLS Bulletin 1531 . . . . .	.30
Flour and Other Grain Mill Products, 1967. BLS Bulletin 1576 . . . . .	.25
Fluid Milk Industry, 1964. BLS Bulletin 1464 . . . . .	.30
Footwear, 1968. BLS Bulletin 1634 . . . . .	.75
Hosiery, 1970. BLS Bulletin 1743 . . . . .	.75
Industrial Chemicals, 1965. BLS Bulletin 1529 . . . . .	.40
Iron and Steel Foundries, 1967. BLS Bulletin 1626	1.00
Leather Tanning and Finishing, 1968. BLS Bulletin 1618 . . . . .	.55
Machinery Manufacturing, 1968. BLS Bulletin 1664 . . . . .	.65
Meat Products, 1969. BLS Bulletin 1677	1.00
Men's and Boys' Separate Trousers, 1971. BLS Bulletin 1752 . . . . .	.60
Men's and Boys' Shirts (Except Work Shirts) and Nightwear, 1968. BLS Bulletin 1659 . . . . .	.65
Men's and Boys' Suits and Coats, 1970. BLS Bulletin 1716	1.00
Miscellaneous Plastics Products, 1969. BLS Bulletin 1690 . . . . .	.60
Motor Vehicles and Parts, 1969. BLS Bulletin 1679 . . . . .	.75
Nonferrous Foundries, 1970. BLS Bulletin 1726 . . . . .	.50
Paints and Varnishes, 1970. BLS Bulletin 1739 . . . . .	.60
Paperboard Containers and Boxes, 1970. BLS Bulletin 1719	1.25
Petroleum Refining, 1971. BLS Bulletin 1741 . . . . .	.50
Pressed or Blown Glass and Glassware, 1970. BLS Bulletin 1713 . . . . .	.50
Pulp, Paper, and Paperboard Mills, 1967. BLS Bulletin 1608 . . . . .	.60
Southern Sawmills and Planing Mills, 1969. BLS Bulletin 1694 . . . . .	.50
Structural Clay Products, 1969. BLS Bulletin 1697 . . . . .	.65
Synthetic Fibers, 1970. BLS Bulletin 1740 . . . . .	.40
Textile Dyeing and Finishing, 1970. BLS Bulletin 1757 . . . . .	.70

I. Occupational Wage Studies—Continued

Manufacturing—Continued

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

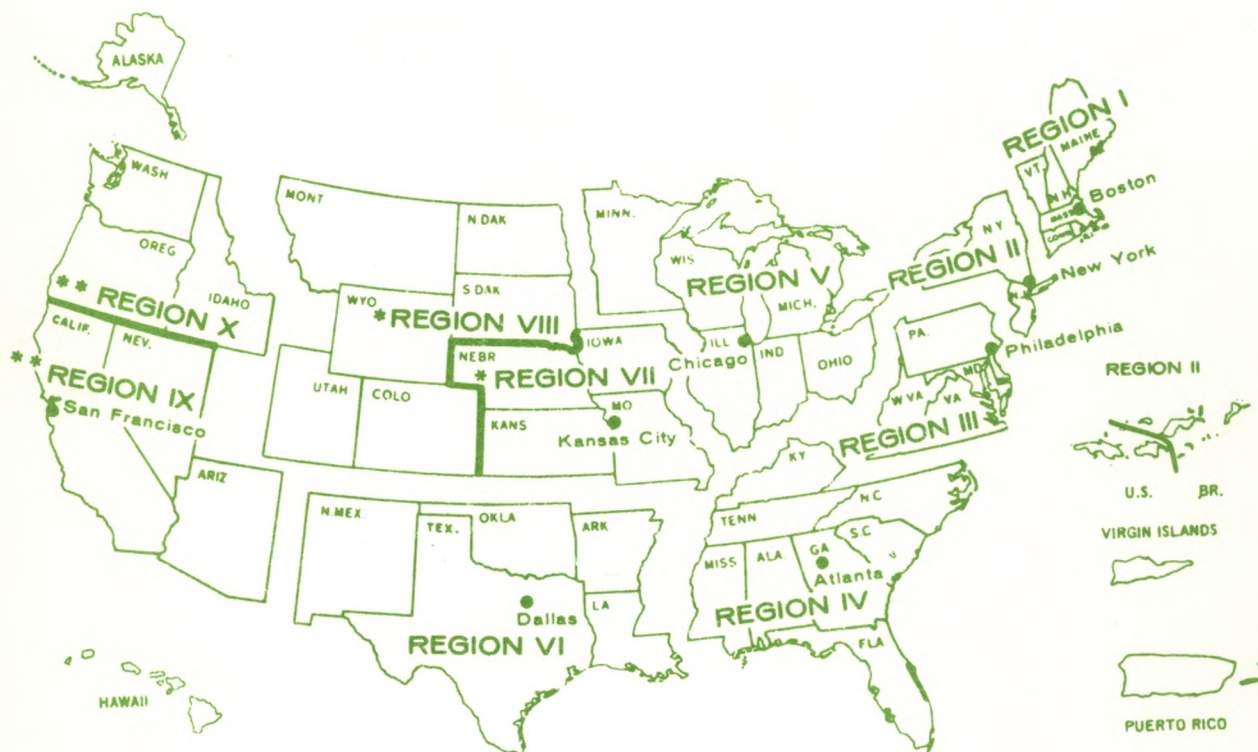
Auto Dealer Repair Shops, 1969. BLS Bulletin 1689 . . . . .	.50
Banking, 1969. BLS Bulletin 1703 . . . . .	.65
Bituminous Coal Mining, 1967. BLS Bulletin 1583 . . . . .	.50
Communications, 1970. BLS Bulletin 1751 . . . . .	.30
Contract Cleaning Services, 1968. BLS Bulletin 1644 . . . . .	.55
Crude Petroleum and Natural Gas Production, 1967. BLS Bulletin 1566 . . . . .	.30
Educational Institutions: Nonteaching Employees, 1968–69. BLS Bulletin 1671 . . . . .	.50
Electric and Gas Utilities, 1967. BLS Bulletin 1614 . . . . .	.70
Hospitals, 1969. BLS Bulletin 1688	1.00
Laundry and Cleaning Services, 1968. BLS Bulletin 1645 . . . . .	.75
Life Insurance, 1966. BLS Bulletin 1569 . . . . .	.30
Motion Picture Theaters, 1966. BLS Bulletin 1542 . . . . .	.35
Nursing Homes and Related Facilities, 1967–68. BLS Bulletin 1638 . . . . .	.75
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 1552 . . . . .	.50
Employee Earnings and Hours in Eight Metropolitan Areas of the South, 1965. BLS Bulletin 1533 . . . . .	.40
Employee Earnings and Hours in Retail Trade, June 1966—	
Retail Trade (Overall Summary). BLS Bulletin 1584	1.00
Building Materials, Hardware, and Farm Equipment Dealers. BLS Bulletin 1584-1 . . . . .	.30
General Merchandise Stores. BLS Bulletin 1584-2 . . . . .	.55
Food Stores. BLS Bulletin 1584-3 . . . . .	.60
Automotive Dealers and Gasoline Service Stations. BLS Bulletin 1584-4 . . . . .	.50
Apparel and Accessory Stores. BLS Bulletin 1584-5 . . . . .	.55
Furniture, Home Furnishings, and Household Appliance Stores. BLS Bulletin 1584-650
Miscellaneous Retail Stores. BLS Bulletin 1584-765

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