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Industry  
Wage Survey

Industrial  
Chemicals  
June 1971

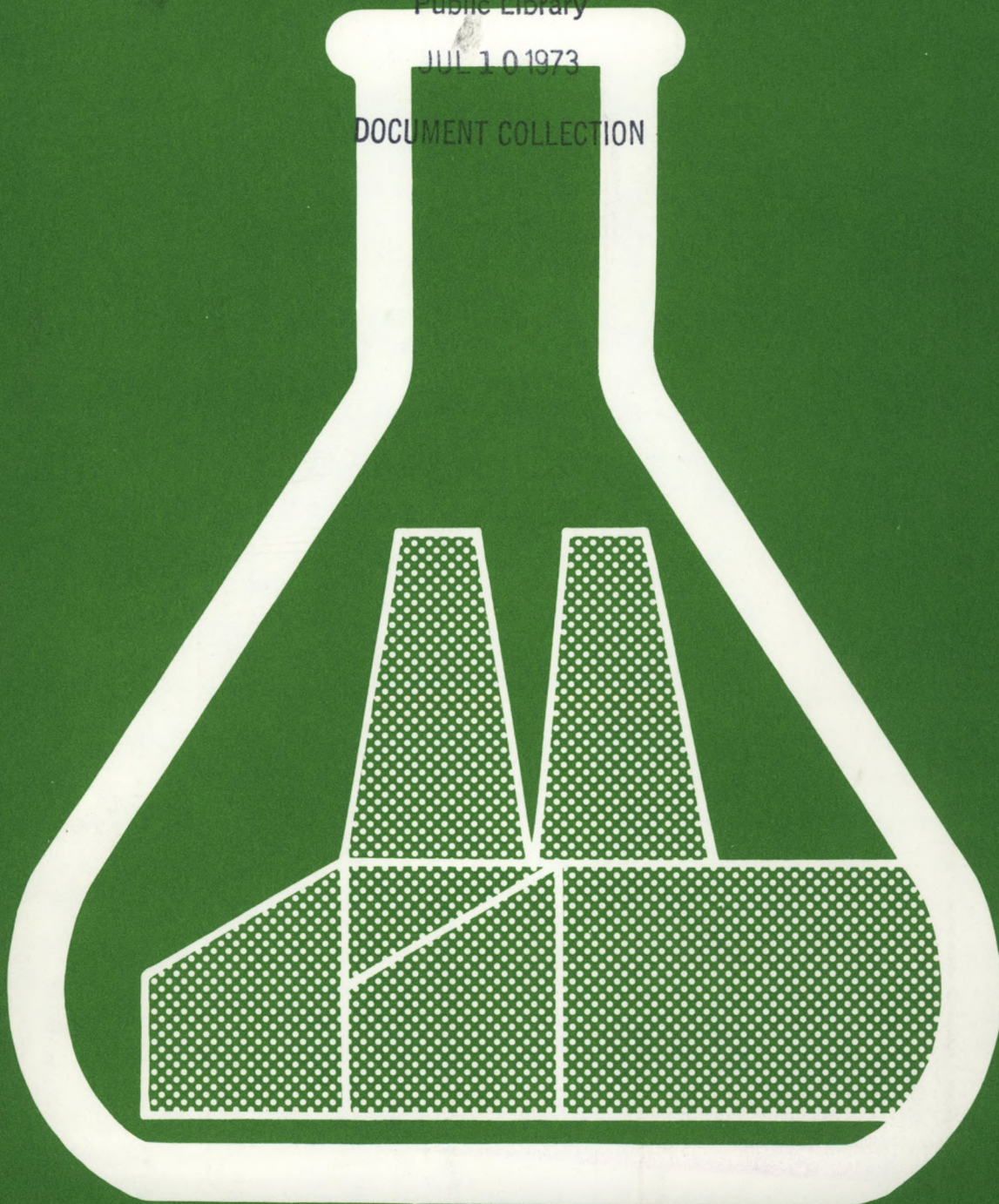
Bulletin 1768

U.S. DEPARTMENT OF LABOR  
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Wage Survey**

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U.S. DEPARTMENT OF LABOR  
Peter J. Brennan, Secretary

BUREAU OF LABOR STATISTICS  
Ben Burdetsky, Deputy Commissioner



1973

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## Preface

This bulletin summarizes the results of a Bureau of Labor Statistics survey of wages and related benefits in the industrial chemicals manufacturing industry in June 1971.

A summary tabulation, providing national and regional information, was issued in July 1972. Also issued were separate releases for the following locations: Buffalo, N.Y.; Charleston, W. Va.—Ohio; Chicago, Ill.; Detroit, Mich.; Los Angeles—Long Beach and Anaheim—Santa Ana—Garden Grove, Calif.; Louisiana; Newark and Jersey City, N.J.; Philadelphia, Pa.—N.J.; San Francisco—Oakland, Calif.; and the Texas Gulf Coast. Copies of these releases are available from the Bureau of Labor Statistics, Washington, D.C. 20212, or any of its regional offices.

The study was conducted in the Bureau's Office of Wages and Industrial Relations. The analysis was prepared by Edward J. Caramela in the Division of Occupational Wage Structures. Field work for the survey was directed by the Bureau's 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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# Industrial Chemicals, June 1971

## Summary

Straight-time earnings of production and related workers (virtually all men) in plants manufacturing industrial chemicals averaged \$4.10 an hour in June 1971.<sup>1</sup> Slightly more than seven-tenths of the 171,762 production workers covered by the survey were in plants primarily manufacturing basic chemicals; they averaged \$4.17 an hour compared with \$3.93 for the remaining workers who were employed by manufacturers of plastics materials and synthetic resins.

Among the eight regions studied separately, average hourly earnings ranged from \$3.45 in New England to \$4.50 in the Southwest. Workers in the Middle Atlantic region—largest in terms of employment—averaged \$4 an hour. In three of the four regions permitting comparisons, workers in plants producing basic chemicals averaged more than their counterparts in plastics manufacturing. The lowest average earnings in the 10 areas of industry concentration studied separately were found in Newark and Jersey City (\$3.85); the highest were in the Texas Gulf Coast area (\$4.66).<sup>2</sup> Earnings also varied by size of community, size of establishment, labor-management contract status, and occupation.

Among the jobs selected to represent the various skill levels of plantworkers, nationwide average hourly earnings ranged from \$3.46 for janitors to \$4.75 for instrument repairmen. Class A chemical operators, numerically the most important, averaged \$4.42 an hour.<sup>3</sup> Occupational averages in basic chemicals plants were typically higher than those in plastics materials plants.

Virtually all plantworkers covered by the study were in establishments providing paid holidays, paid vacations, and at least part of the cost of retirement pension plans and various health insurance benefits. A majority of the workers were in establishments granting 9 or 10 paid holidays annually and 2 weeks of vacation pay after 1 year of service, 3 weeks after 5 years, 4 weeks after 15 years, and 5 weeks or more after 20 years.

## Industry characteristics

The 775 establishments within scope of the survey employed 171,762 production and related workers

(virtually all men) in June 1971—up 2 percent since a similar study in November 1965.<sup>4</sup> Basic industrial chemicals (organic and inorganic) were the major product of plants employing slightly above 70 percent of the industry's labor force (123,677 workers—down about 4 percent since November 1965). The remainder were in establishments primarily manufacturing plastics materials, synthetic resins, and nonvulcanizable elastomers (48,085 workers—an increase of 19 percent since the previous study).

Nearly all of the establishments visited in the survey reported either no secondary products manufactured or the manufacture of secondary products which were also classifiable in the chemicals and allied products group.

*Location.* About 80 percent of the workers in both industry sectors were concentrated in four regions—the Middle Atlantic (26 percent), the Southwest (23 percent), the Great Lakes (19 percent), and the Border States (14 percent). Basic chemicals manufacturing plants employed about 70 percent of the work force in both the Middle Atlantic and Border States, compared with 81 percent in the Southwest and 66 percent in the Great Lakes. The remainder of the workers in these four regions were employed in plants primarily manufacturing plastics materials.

Nearly two-fifths of the production work force were employed in the 10 locations of industry concentration studied separately. The Texas Gulf Coast employed by far the largest number (21,628 workers), followed by Louisiana (11,185). The Charleston, W. Va.—Ohio and Philadelphia, Pa.—N.J., areas each employed about 6,700 workers. The other areas, in order of employment, were: Buffalo, N.Y. (5,404); Newark and Jersey City, N.J. (4,831); Detroit, Mich. (3,147); Chicago, Ill. (2,974);

<sup>1</sup> See appendix A for scope and method of survey. Wage data exclude premium pay for overtime and for work on weekends, holidays, and late or other shifts.

<sup>2</sup> For definitions of regions, see appendix A, table A-1, footnote 1; for definitions of areas, see footnote 1, tables 11 through 20.

<sup>3</sup> See appendix B for job descriptions.

<sup>4</sup> See *Industry Wage Survey: Industrial Chemicals, November 1965*, Bulletin 1529 (Bureau of Labor Statistics, 1966).

**Tex table 1. Percent of workers in industrial chemicals manufacturing establishments operating under labor-management agreements.**

Region	All plants	Plant location		Plant size	
		Metropolitan areas	Nonmetropolitan areas	50-499 workers	500 workers or more
United States <sup>1</sup> .....	75-79	75-79	75-79	75-79	80-84
New England .....	70-74	75-79	55-59	50-54	95+
Middle Atlantic .....	85-89	90-94	80-84	85-89	90-94
Border States .....	75-79	80-84	75-79	80-84	75-79
Southeast .....	40-44	45-49	40-44	45-49	40-44
Southwest .....	70-74	70-74	60-64	60-64	75-79
Great Lakes .....	85-89	75-79	95+	80-84	90-94
Middle West .....	80-84	75-79	95+	95+	80-84
Pacific .....	80-84	75-79	95+	80-84	70-74

<sup>1</sup> Includes data for the Mountain region in addition to those shown separately.

San Francisco-Oakland, Calif. (2,054); and Los Angeles-Long Beach and Anaheim-Santa Ana-Garden Grove, Calif. (1,549).

Establishments in metropolitan areas<sup>5</sup> accounted for seven-tenths of the work force, nationally, and for a majority of the workers in 7 of the 8 regions. In the Southeast, about three-fifths were employed in the smaller communities.

*Establishment size.* Employment in individual establishments studied ranged from 50 workers to over 2,500. Plants employing 500 workers or more accounted for three-fifths of the work force, nationwide, and for a majority of the workers in 4 of the 8 regions—Middle Atlantic (52 percent), Border States and Southwest (73 percent), and Middle West (78 percent).

In basic chemicals manufacturing, plants employing 500 workers or more accounted for three-fifths of the workers, whereas in the plastics materials sector, the smaller size plants (50-499 workers) employed slightly more than one-half of the workers.

*Unionization.* Plants operating under the terms of collective bargaining agreements employed nearly four-fifths of the industry's production workers. This was somewhat more than the proportion estimated to be covered by such agreements in all manufacturing industries combined (three-fifths).<sup>6</sup> As shown in text table 1, the proportions of workers in union establishments varied somewhat by region, and, within regions, by size of community and size of establishment.

In basic chemicals manufacturing, the proportion of workers in union establishments was 82 percent, com-

pared with 71 percent in plastics materials. In the four regions permitting comparisons, the corresponding percentages were: Middle Atlantic, 85 and 96 percent; Border States, 84 and 68 percent; Southwest, 80 and 39 percent; and Great Lakes, 89 and 78 percent.

No single union was predominant in the industry. At the time of the survey, those affiliated with the AFL-CIO (primarily the International Chemical Workers Union and the Oil, Chemical and Atomic Workers International Union) represented a majority of the workers in the union establishments. The remainder of the workers in such establishments were represented by the International Union of District 50, Allied and Technical Workers of the United States and Canada (Ind.)<sup>7</sup> and a number of other unaffiliated unions.

*Method of wage payment.* Virtually all workers covered by the study were paid time rates. Formal rate structure plans providing single rates for specific occupations covered two-thirds of the workers in the study, while ranges of rates applied to nearly all of the remainder. Single-rate systems were the predominant method of pay in 6 of the 8 regions; in New England and the Middle West, rate-range plans covered just over half of the workers. (See table 21.)

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

<sup>6</sup> See *Employee Compensation in the Private Nonfarm Economy, 1968*, Bulletin 1722 (Bureau of Labor Statistics, 1971).

<sup>7</sup> In August 1972, this union merged with and became part of the United Steelworkers of America (AFL-CIO).

## Average hourly earnings

Earnings of the 171,762 production and related workers in industrial chemicals manufacturing plants covered by the study averaged \$4.10 an hour in June 1971.<sup>8</sup> (See table 1.) This level of earnings was 35 percent above the \$3.04 recorded in November 1965,<sup>9</sup> closely paralleling the rise, over the same period, for all manufacturing and the total private nonfarm economy (36 and 39 percent, respectively).<sup>10</sup>

Workers in plants manufacturing basic chemicals (a little over seven-tenths of the total work force) averaged \$4.17 an hour in June 1971, compared with \$3.93 for the remaining workers employed by manufacturers of plastics materials and synthetic resins. Average annual rates of wage increases for these two industry sectors since the November 1965 survey were 5.5 percent in basic chemicals and 6.0 percent in plastics plants.

Among the eight regions studied separately, overall wage levels were lowest in New England (\$3.45 an hour), and highest in the Southwest, where workers averaged \$4.50. In the Middle Atlantic region, the largest in terms of employment, earnings averaged \$4 an hour. Workers in basic industrial chemicals plants averaged more than those in the plastics materials sector in 3 of the 4 regions permitting comparisons by type of product. The wage advantages were 5 cents in the Border States, 20 cents in the Great Lakes, and 32 cents in the Middle Atlantic. In the Southwest, however, this relationship was reversed—workers in the plastics materials sector held a 13-cent wage advantage over their counterparts in basic chemicals plants.

Among the 10 locations of industry concentration for which data are shown in tables 11–20, wage levels ranged from \$3.85 an hour in the Newark and Jersey City area to \$4.66 in the Texas Gulf Coast area. Averages recorded for workers in Buffalo and Chicago (\$4.09) were slightly below those in Philadelphia and San Francisco–Oakland (\$4.12). In the other locations, averages were: \$4.19 an hour in the Los Angeles–Long Beach area, \$4.27 in Charleston (W. Va.–Ohio), \$4.40 in Louisiana, and \$4.50 in Detroit.

Nationwide, workers in metropolitan areas earned more than those in smaller communities, averaging \$4.17 an hour compared with \$3.95. This relationship held in 4 of the 6 regions for which comparable data are shown.

Plants employing 500 workers or more paid an average of \$4.34 an hour—15 percent more than those employing 50–499 workers (\$3.77). In all regions for which data are shown, averages were consistently higher for workers in the larger plants; wage advantages varied considerably, however, ranging from 7 cents in the Pacific to 99 cents in New England.

For the Nation as a whole, workers in establishments having labor-management contracts covering a majority of their production workers averaged \$4.11 an hour—slightly more than the \$4.08 in nonunion plants. This relationship was reversed, however, in 4 of the 6 regions permitting comparisons; workers in nonunion plants held wage advantages of 2 cents in the Southeast, 5 cents in the Great Lakes, 22 cents in the Southwest, and 30 cents an hour in the Border States.

Variations in earnings may be due to the inter-relationship of several factors noted earlier, such as unionization, type of product, size of community, and size of establishment. The survey did not isolate and measure the exact influence of any one of these characteristics as a determinant of wage levels or earnings relationships.

Earnings of all but 2 percent of the workers were within a range of \$2.50 to \$5.50 an hour. Employees in the middle half of the array earned from \$3.69 to \$4.58 an hour. (See table 2.) In basic chemicals, the middle range of earnings was \$3.78 to \$4.64 an hour; in plastics materials, \$3.53 to \$4.31. (See tables 3 and 4.) Differences in the earnings distribution of workers in the two industry sectors are further illustrated in text table 2.

<sup>8</sup> The straight-time average hourly earnings in this bulletin differ in concept from the gross average hourly earnings published in the Bureau's monthly hours and earnings series. Unlike the latter, the estimates presented here exclude premium pay for overtime and for work on weekends, holidays, and late or other 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 is divided into the reported payroll totals. Thus, the average published in this bulletin for the plastics materials industry (SIC 2821) is not comparable with the average (\$4.08 in June 1971) provided in the monthly series.

The estimate of the number of production workers within scope of the study (see appendix A) is intended only as a general guide to the size and composition of the labor force included in this survey. The number published in this bulletin for the plastics materials industry differs from the number reported in the monthly series (53,200 in June 1971) by the exclusion of establishments employing fewer than 50 workers; and by the fact that the advance planning necessary to make the survey required the use of lists of establishments assembled considerably in advance of data collection. Thus, omitted are: (1) Establishments new to the industry; (2) establishments originally classified in the industry but found to be in others at the time of the survey; and (3) establishments manufacturing plastics materials, synthetic resins, or nonvulcanizable elastomers but classified incorrectly in other industries at the time the lists were compiled.

<sup>9</sup> See *Industrial Chemicals, November 1965*.

<sup>10</sup> Based on the Bureau's Hourly Earnings Index.

**Text table 2. Employee earnings distribution, by industry sector, selected regions  
(Percent of production workers)**

Hourly earnings	United States <sup>1</sup>		Middle Atlantic		Border States		Southwest		Great Lakes	
	Basic chemicals	Plastics materials	Basic chemicals	Plastics materials	Basic chemicals	Plastics materials	Basic chemicals	Plastics materials	Basic chemicals	Plastics materials
Less than \$2.50 .....	1.3	2.1	3.7	0.1	0.1	---	( <sup>2</sup> )	—	0.3	0.6
Less than \$3.00 .....	3.4	7.4	5.5	4.9	3.9	4.1	0.4	0.2	1.5	3.4
Less than \$3.50 .....	14.2	23.2	16.2	28.0	21.0	21.1	4.2	7.2	14.0	14.8
Less than \$4.00 .....	37.0	53.4	41.5	67.9	45.3	47.0	19.2	15.5	40.0	58.2
Less than \$4.50 .....	67.8	79.5	72.4	94.1	81.9	83.6	44.6	27.4	73.6	85.5

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

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

### Occupational earnings

Occupations selected to represent various wage levels for plantworkers in the industry accounted for seven-tenths of the work force in June 1971. (See table 5.) Chemical operators<sup>11</sup> and helpers, as a group, made up slightly more than one-third of the industry's 171,762 production workers. Class A operators averaged \$4.42 an hour, 9 percent more than class B operators (\$4.07), and 19 percent more than operators' helpers (\$3.72).

Skilled maintenance men accounted for an additional one-fifth of the work force and averaged \$4.56 an hour. Of the occupations studied separately within this group, general mechanics (those skilled in more than one maintenance trade) were the largest category and averaged \$4.48. Instrument repairmen was the highest paying occupation studied, at an average of \$4.75 an hour, while janitors and material handling laborers were the lowest paid, at \$3.46 and \$3.49, respectively.

Occupational wage relationships in industrial chemicals manufacturing remained relatively unchanged from those prevailing in 1965, despite the substantial gains in pay mentioned earlier. The average wage advantage held by other workers over janitors, the lowest paid occupation studied, changed by 3 percent or less for 18 of 19 comparable survey jobs between November 1965<sup>12</sup> and June 1971. (See text table 3.) Staffing patterns were even more stable than wage relationships. For virtually all of the occupations, the share of the total work force varied by 1 percentage point or less over this period.

At the time of the 1971 study, occupational averages usually were highest in the Southwest and Pacific regions and lowest in the Southeast and New England. In New England, averages commonly fell 9–16 percent below their nationwide levels, while in the Southwest, averages were usually 4–10 percent above the nationwide figures.

**Text table 3. Occupational wage relationships,  
November 1965 and June 1971**

Occupation	Wage relationships (Janitors' average = 100)	
	November 1965	June 1971
Electricians, maintenance .....	132	133
Instrument repairmen .....	135	137
Machinists, maintenance .....	134	135
Mechanics, general .....	126	129
Pipefitters, maintenance .....	133	134
Helpers, trades, maintenance .....	107	110
Chemical operators, class A .....	126	128
Chemical operators, class B .....	118	118
Chemical operators' helpers .....	104	108
Fillers .....	106	107
Millers .....	106	109
Mixers .....	105	108
Pumpmen .....	120	118
Laborers, material handling .....	100	101
Stock clerks .....	116	118
Truckdrivers, semi- or trailer .....	116	115
Truckdrivers, other than semi- or trailer .....	113	114
Truckers, power, forklift .....	109	108
Guards .....	115	113

(These regional pay relationships are illustrated in text table 4.)

Pay relationships among jobs also varied somewhat within regions. For example, average earnings for mixers

<sup>11</sup> The term "chemical operators," for purposes of this survey, includes workers who may be designated by individual establishments according to the type of equipment or system controlled, substance processed, product manufactured, or reaction produced. See appendix B for a more complete definition.

<sup>12</sup> *Industrial Chemicals, November 1965.*

**Text table 4. Regional wage levels for selected occupations expressed as percents of nationwide averages**  
(U.S. average = 100)

Occupation	New England	Middle Atlantic	Border States	Southeast	Southwest	Great Lakes	Middle West	Pacific
Electricians, maintenance . . . . .	88	99	95	94	106	100	99	106
Instrument repairmen . . . . .	92	99	93	86	104	98	99	106
Machinists, maintenance . . . . .	82	98	94	98	105	98	100	106
Mechanics, general . . . . .	88	98	98	92	107	98	100	104
Pipefitters, maintenance . . . . .	91	97	97	91	104	101	100	106
Welders, hand, maintenance . . . . .	87	99	96	90	104	99	98	104
Chemical operators, class A . . . . .	90	98	95	88	109	93	97	102
Chemical operators, class B . . . . .	84	98	95	90	110	99	103	108
Chemical operators' helpers . . . . .	89	98	98	92	109	101	98	111
Mixers . . . . .	95	98	96	97	118	105	88	89
Laboratory assistants . . . . .	86	99	98	85	111	98	91	103
Laborers . . . . .	84	99	102	81	109	106	116	108
Stock clerks . . . . .	91	107	94	86	105	96	102	94
Truckdrivers, other than semi- or trailer . . . . .	97	98	85	81	107	98	87	107
Truckers, power . . . . .	89	99	98	95	104	102	108	107
Janitors . . . . .	91	99	95	84	103	106	106	100

exceeded those for chemical operators' helpers by 4 to 9 percent in the New England, Southeast, Southwest, and Great Lakes regions, whereas in 3 of the remaining 4 regions, operators' helpers averaged more than mixers. In the Middle Atlantic region, the averages were virtually identical.

Nationwide, and in 3 of the 4 regions for which comparable data could be shown, occupational averages were typically higher for workers in basic chemicals plants than in establishments primarily manufacturing plastics materials and synthetic resins. (See tables 6 and 7.)

Occupational data also were tabulated by size of community (table 8), size of establishment (table 9), and labor-management contract coverage (table 10). In the five regions for which comparable data could be shown, occupational averages were virtually always higher in plants employing 500 workers or more than in smaller establishments (50-499 workers). On the other hand, no consistent pattern of occupational earnings relationships could be detected between metropolitan and nonmetropolitan areas and between union and nonunion plants.

Earnings of individual workers varied widely within the same job and geographic area. (See tables 11-20.) In many instances, the highest hourly earnings exceeded the lowest in the same occupation and area by \$1 or more. Thus, a number of workers in comparatively low-paying jobs (as measured by the average for all workers) earned as much as or more than some workers in

jobs for which significantly higher hourly averages were recorded. Text table 5 illustrates the overlap in earnings found in Louisiana between maintenance pipefitters and material handling laborers, despite a difference of more than \$1 in the hourly averages for the two jobs. In some instances, however, earnings were concentrated within a comparatively narrow range. For example, in Charleston, W. Va.-Ohio, nearly three-fourths of the 1,747 class A chemical operators earned between \$4.20 and \$4.50 an hour.

**Text table 5. Hourly earnings distribution in selected occupations, Louisiana, June 1971**

Hourly earnings	Pipefitters, maintenance	Laborers, material handling
Average hourly earnings . . .	\$4.74	\$3.68
Total number of workers . . . . .	374	207
Under \$4 . . . . .	-----	158
\$4 and under \$4.20 . . . . .	16	4
\$4.20 and under \$4.40 . . . . .	64	32
\$4.40 and under \$4.60 . . . . .	42	8
\$4.60 and under \$4.80 . . . . .	25	5
\$4.80 or more . . . . .	227	-----

#### **Establishment practices and supplementary wage provisions**

Data were also obtained on selected establishment practices and supplementary wage benefits for produc-

tion workers, including work schedules, shift differentials, paid holidays, paid vacations, and specified health, insurance, and retirement plans.

*Scheduled weekly hours and shift practices.* Work schedules of 40 hours a week were predominant in establishments employing 93 percent of the production workers in June 1971. (See table 22.) Such schedules were in effect for about 85 percent or more of the workers in all regions, and for at least 90 percent of the workers in 9 of the 10 selected areas.

Nearly one-half of the workers were assigned to rotating shifts, usually working on day, evening, and night schedules during successive weeks (table 23). Virtually all rotating-shift workers received differential pay over established day rates when employed on the evening or night shifts.<sup>13</sup> The amount of the shift differentials varied considerably among establishments, but most commonly the range was 10 to 15 cents an hour for evening schedules and 15 to 20 cents an hour for night schedules. Only 7 percent of the workers were employed on fixed evening or night shifts; many of these were maintenance workers.

*Paid holidays.* All production workers covered by the survey were provided paid holidays. Establishments granting 9 or 10 paid holidays, annually, employed about two-thirds of the workers or more in each region. (See table 24.) The most liberal provisions in the industry were found in the Middle West region, where one-eighth of the work force received 11 days and a similar proportion was granted 13 paid holidays a year.

*Paid vacations.* All establishments surveyed provided their production workers with paid vacations after qualifying periods of service. Typical vacation provisions for workers amounted to 2 weeks' pay after 1 year of service, 3 weeks' pay after 5 years, 4 weeks' pay after 15 years, and 5 weeks' pay or more after 20 years (table 25).

Vacation provisions, however, varied substantially by region, and even by area within the same region. To illustrate, 2 weeks' pay after 1 year of service was available to three-fourths of the workers in the Southwest, compared with about one-half of the workers in the Middle Atlantic region. Within the latter region, provisions for 2 weeks' pay after 1 year of service applied to three-fourths of the workers in Philadelphia; in the Newark and Jersey City area, a similar proportion was provided 1 week's pay after 1 year.

*Health, insurance, and retirement plans.* Life, hospitalization, surgical, and medical insurance, financed at least in part by the employer, were provided by establishments employing more than nine-tenths of the produc-

tion workers. (See table 26.) Typically, the employer paid the total cost of these benefits. Sickness and accident insurance applied to four-fifths of the work force, and slightly more than one-half were covered by formal sick leave plans. Accidental death and dismemberment insurance applied to three-fifths and major medical plans to three-fourths of the workers.

For some of these plans, the incidence varied widely among the regions and areas studied. For example, accidental death and dismemberment insurance covered about one-half of the workers or less in the Middle Atlantic, Southwest, and Middle West regions, compared with about four-fifths or more in the Southeast, Great Lakes, and Pacific regions.

Retirement pension plans (other than Federal social security) were available to nearly all workers covered by the survey. Such plans provide regular payments for the remainder of the retiree's life and were typically financed wholly by the employer. Provisions for lump-sum payments on retirement (severance pay) were virtually nonexistent in the industry.

*Other selected benefits.* Nearly all production workers were in plants having formal provisions for jury-duty pay and paid leave for attending funerals of specified family members.

Technological severance pay provisions and supplemental unemployment benefits were available to about one-third and one-sixth of the workers, respectively. (See table 27.) Among the regions studied, technological severance pay was available to a majority of workers in only one region—the Border States. Supplemental unemployment benefits were most commonly available in the Middle West, where about 3 out of every 10 workers were covered by such provisions.

Plants furnishing protective garments and/or monetary allowances for such garments to a majority of their workers employed seven-tenths of the work force, nationwide, and about that proportion or more in all but the Great Lakes and Southwest regions.

Provisions for periodic cost-of-living pay adjustments (typically based on the BLS Consumer Price Index) were found in establishments employing one-fifth of the industry's workers. Regionally, the proportions of workers in plants with such provisions ranged from 8 percent in the Pacific to about 30 percent in the Middle Atlantic and Great Lakes States.

<sup>13</sup> Approximately 10 percent of the establishments covered by the study provided "around the clock" differentials for rotating shift work. In most of these establishments, all workers on rotating shifts received the same differential regardless of the shift; in the remainder, the differential varied according to the shift, with the lowest amount for day schedules and the highest for night schedules.

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

(Number and average straight-time hourly earnings<sup>1</sup> of production workers in establishments manufacturing basic industrial chemicals (except industrial gases) and plastics materials, synthetic resins, and nonvulcanizable elastomers by selected characteristics, United States and selected regions, June 1971)

Item	United States <sup>2</sup>		New England		Middle Atlantic		Border States		Southeast	
	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings
All workers <sup>3</sup>	171,762	\$4.10	5,907	\$3.45	45,065	\$4.00	23,731	\$3.98	10,541	\$3.67
Industry:										
Basic chemicals	123,677	4.17	2,050	3.64	32,124	4.09	16,588	4.00	8,090	3.72
Plastics materials and resins	48,085	3.93	-	-	12,941	3.77	7,143	3.95	-	-
Size of community:										
Metropolitan areas <sup>4</sup>	121,242	4.17	3,989	3.61	36,381	4.07	14,665	4.12	4,408	3.64
Nonmetropolitan areas	50,520	3.95	-	-	8,684	3.69	9,066	3.76	6,133	3.69
Size of establishment:										
50-499 workers	71,728	3.77	3,559	3.05	21,630	3.63	6,395	3.74	6,385	3.45
500 workers or more	100,034	4.34	2,348	4.04	23,435	4.34	17,336	4.07	4,156	4.01
Labor-management contracts:										
Establishments with—										
Majority of workers covered	135,329	4.11	4,203	3.72	39,732	4.05	18,778	3.92	4,682	3.66
None or minority of workers covered	36,433	4.08	-	-	5,333	3.64	4,953	4.22	5,859	3.68
			Southwest		Great Lakes		Middle West		Pacific	
All workers <sup>3</sup>			38,666	\$4.50	32,544	\$4.08	6,438	\$4.12	7,806	\$4.30
Industry:										
Basic chemicals			31,175	4.48	21,407	4.15	4,892	4.14	6,287	4.42
Plastics materials and resins			7,491	4.61	11,137	3.95	-	-	-	-
Size of community:										
Metropolitan areas <sup>4</sup>			31,527	4.53	19,552	4.02	4,266	4.24	6,136	4.21
Nonmetropolitan areas			7,139	4.39	12,992	4.18	2,172	3.89	-	-
Size of establishment:										
50-499 workers			10,624	4.26	16,896	3.80	1,402	3.75	4,519	4.27
500 workers or more			28,042	4.60	15,648	4.38	5,036	4.23	3,287	4.34
Labor-management contracts:										
Establishments with—										
Majority of workers covered			27,809	4.44	27,757	4.07	5,378	4.17	6,244	4.35
None or minority of workers covered			10,857	4.66	4,787	4.12	1,060	3.92	-	-

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

<sup>2</sup> Includes data for the Mountain region in addition to those shown separately.

<sup>3</sup> Virtually all production workers were men.

<sup>4</sup> 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 establishment manufacturing basic industrial chemicals (except industrial gases) and plastics materials, synthetic resins, and nonvulcanizable elastomers by straight-time hourly earnings,<sup>1</sup> United States and selected regions, June 1971)

Hourly earnings <sup>1</sup>	United States <sup>2</sup>	New England	Middle Atlantic	Border States	Southeast	Southwest	Great Lakes	Middle West	Pacific
Under \$2.00 -----	0.6	5.0	1.5	( <sup>3</sup> )	0.2	-	( <sup>3</sup> )	0.2	( <sup>3</sup> )
\$2.00 and under \$2.10 -----	.2	1.6	.1	( <sup>3</sup> )	1.8	-	( <sup>3</sup> )	-	0.2
\$2.10 and under \$2.20 -----	.2	1.6	.2	( <sup>3</sup> )	.4	-	( <sup>3</sup> )	-	-
\$2.20 and under \$2.30 -----	.2	.9	.3	-	1.2	-	0.1	-	.1
\$2.30 and under \$2.40 -----	.3	1.5	.4	( <sup>3</sup> )	1.0	( <sup>3</sup> )	.2	-	-
\$2.40 and under \$2.50 -----	.2	1.0	.2	-	.9	( <sup>3</sup> )	.1	-	.2
\$2.50 and under \$2.60 -----	.3	3.9	.3	0.1	1.1	( <sup>3</sup> )	( <sup>3</sup> )	.1	.1
\$2.60 and under \$2.70 -----	.3	5.2	.1	.1	.9	0.1	( <sup>3</sup> )	-	.1
\$2.70 and under \$2.80 -----	.5	3.1	.3	1.0	1.6	( <sup>3</sup> )	.4	.2	.4
\$2.80 and under \$2.90 -----	.7	1.2	.5	1.5	2.3	.1	.2	1.2	.2
\$2.90 and under \$3.00 -----	1.2	3.3	1.4	1.3	2.3	.2	1.0	2.4	.3
\$3.00 and under \$3.10 -----	1.5	3.0	1.4	3.1	4.4	.5	1.1	.1	.8
\$3.10 and under \$3.20 -----	2.0	1.6	2.1	3.7	5.3	1.0	1.4	.7	1.0
\$3.20 and under \$3.30 -----	2.2	5.7	3.5	2.1	2.6	.4	1.7	4.8	1.4
\$3.30 and under \$3.40 -----	3.4	5.1	4.5	4.6	4.9	1.6	3.0	2.5	2.4
\$3.40 and under \$3.50 -----	2.9	4.9	2.7	3.5	4.5	.9	4.9	2.2	1.2
\$3.50 and under \$3.60 -----	4.2	3.1	3.7	4.1	6.5	4.0	5.1	3.8	2.3
\$3.60 and under \$3.70 -----	4.5	2.3	6.6	3.5	5.5	1.8	6.8	1.6	2.6
\$3.70 and under \$3.80 -----	5.1	6.2	5.4	5.0	5.2	3.2	7.2	4.4	3.4
\$3.80 and under \$3.90 -----	5.0	2.9	5.5	6.8	7.9	2.3	6.0	6.0	4.1
\$3.90 and under \$4.00 -----	6.0	6.6	8.3	5.4	8.5	2.4	6.9	5.0	7.0
\$4.00 and under \$4.10 -----	5.3	4.8	5.7	5.8	7.6	4.3	5.3	3.0	3.9
\$4.10 and under \$4.20 -----	5.3	9.5	6.2	5.2	2.9	3.3	6.0	7.6	5.5
\$4.20 and under \$4.30 -----	7.4	4.6	6.4	11.2	6.7	5.4	6.9	13.8	11.3
\$4.30 and under \$4.40 -----	5.3	3.7	5.8	9.1	2.5	3.3	5.4	5.1	7.1
\$4.40 and under \$4.50 -----	6.2	2.5	5.5	5.9	2.8	6.4	7.9	8.8	6.3
\$4.50 and under \$4.60 -----	4.7	3.8	5.7	4.8	2.2	4.0	4.7	5.9	6.3
\$4.60 and under \$4.70 -----	4.8	.7	3.4	1.9	1.5	9.4	5.2	7.3	3.7
\$4.70 and under \$4.80 -----	3.9	.4	1.9	8.1	.1	5.1	2.7	7.0	7.7
\$4.80 and under \$4.90 -----	4.1	.1	1.6	.8	3.6	11.6	1.9	4.2	4.4
\$4.90 and under \$5.00 -----	4.0	.1	1.1	1.0	.4	12.5	1.6	1.3	8.0
\$5.00 and under \$5.10 -----	2.8	-	.8	.1	.9	9.3	1.3	.3	4.2
\$5.10 and under \$5.20 -----	3.2	-	6.7	( <sup>3</sup> )	-	4.4	2.1	( <sup>3</sup> )	1.3
\$5.20 and under \$5.30 -----	.6	-	.1	( <sup>3</sup> )	-	1.0	1.5	.2	1.3
\$5.30 and under \$5.40 -----	.4	-	.2	( <sup>3</sup> )	-	.8	.5	.1	.1
\$5.40 and under \$5.50 -----	.1	-	( <sup>3</sup> )	.1	-	.1	.3	( <sup>3</sup> )	( <sup>3</sup> )
\$5.50 and over -----	.3	-	( <sup>3</sup> )	( <sup>3</sup> )	-	.5	.5	.1	.9
Total -----	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Number of workers -----	171,762	5,907	45,065	23,731	10,541	38,666	32,544	6,438	7,806
Average hourly earnings <sup>1</sup> -----	\$4.10	\$3.45	\$4.00	\$3.98	\$3.67	\$4.50	\$4.08	\$4.12	\$4.30

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

<sup>2</sup> Includes data for the Mountain region in addition to those shown separately.

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

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

**Table 3. Earnings distribution: Basic chemicals**

(Percent distribution of production workers in establishments manufacturing basic industrial chemicals (except industrial gases) by straight-time hourly earnings, <sup>1</sup> United States and selected regions, June 1971)

Hourly earnings <sup>1</sup>	United States <sup>2</sup>	New England	Middle Atlantic	Border States	South-east	South-west	Great Lakes	Middle West	Pacific	Hourly earnings <sup>1</sup>	United States <sup>2</sup>	New England	Middle Atlantic	Border States	South-east	South-west	Great Lakes	Middle West	Pacific
Under \$2.00	0.6	1.4	2.1	( <sup>3</sup> )	0.3	-	-	-	( <sup>3</sup> )	\$4.00 and under \$4.10	5.4	6.5	5.5	5.1	6.6	4.8	6.0	3.9	3.6
\$2.00 and under \$2.10	.1	1.4	.2	( <sup>3</sup> )	.4	-	( <sup>3</sup> )	-	-	\$4.10 and under \$4.20	5.2	10.6	6.2	6.4	2.7	3.3	6.4	5.5	4.2
\$2.10 and under \$2.20	.1	1.0	.3	( <sup>3</sup> )	.2	-	-	-	-	\$4.20 and under \$4.30	7.4	3.5	6.3	7.9	6.0	6.1	8.2	15.5	12.2
\$2.20 and under \$2.30	.2	1.0	.3	-	1.4	-	0.1	-	-	\$4.30 and under \$4.40	5.7	5.8	6.4	10.1	3.0	3.9	4.6	3.6	7.8
\$2.30 and under \$2.40	.2	.7	.5	( <sup>3</sup> )	.6	( <sup>3</sup> )	.1	-	-	\$4.40 and under \$4.50	7.1	1.8	6.5	7.1	1.3	7.3	8.4	11.0	7.4
\$2.40 and under \$2.50	.1	.4	.3	-	.3	( <sup>3</sup> )	.1	-	-	\$4.50 and under \$4.60	5.3	.1	7.2	4.4	1.9	3.5	6.5	7.8	7.3
\$2.50 and under \$2.60	.2	.7	.3	0.1	1.1	-	( <sup>3</sup> )	-	-	\$4.60 and under \$4.70	5.3	.3	3.5	2.3	1.3	9.9	5.0	9.6	4.4
\$2.60 and under \$2.70	.1	.6	.2	.1	.8	0.1	.1	-	-	\$4.70 and under \$4.80	4.5	.6	2.5	8.3	.1	5.8	2.8	7.5	9.2
\$2.70 and under \$2.80	.5	2.3	.3	1.0	1.1	-	.6	0.2	-	\$4.80 and under \$4.90	4.4	.2	2.1	.3	4.7	10.8	2.4	1.9	5.2
\$2.80 and under \$2.90	.6	.9	.6	1.2	1.1	.1	.3	1.4	-	\$4.90 and under \$5.00	4.6	.2	1.5	1.5	.4	12.1	1.9	1.8	9.8
\$2.90 and under \$3.00	.7	.2	.4	1.4	2.8	.2	.2	3.0	( <sup>3</sup> )	\$5.00 and under \$5.10	2.8	-	1.1	.2	1.2	7.1	1.8	.4	5.1
\$3.00 and under \$3.10	1.3	3.0	1.4	1.6	4.1	.6	1.1	.2	0.5	\$5.10 and under \$5.20	3.9	-	9.4	( <sup>3</sup> )	-	3.4	2.9	( <sup>3</sup> )	1.5
\$3.10 and under \$3.20	1.9	1.3	1.7	3.6	6.3	1.1	1.3	.7	.3	\$5.20 and under \$5.30	.8	-	.2	.1	-	1.2	2.2	.3	1.5
\$3.20 and under \$3.30	2.0	5.4	2.6	1.8	2.9	.5	2.2	6.2	.6	\$5.30 and under \$5.40	.4	-	.3	( <sup>3</sup> )	-	.9	.6	.1	.1
\$3.30 and under \$3.40	2.8	9.7	3.2	5.8	3.1	.6	2.7	2.6	2.4	\$5.40 and under \$5.50	.1	-	( <sup>3</sup> )	.1	-	.2	( <sup>3</sup> )	( <sup>3</sup> )	-
\$3.40 and under \$3.50	2.8	4.2	1.8	4.3	5.6	1.0	5.2	2.6	.3	\$5.50 and over	.3	-	( <sup>3</sup> )	( <sup>3</sup> )	-	.5	.4	( <sup>3</sup> )	.8
\$3.50 and under \$3.60	3.6	7.7	2.9	3.4	6.3	4.4	2.8	3.2	1.0	Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
\$3.60 and under \$3.70	3.3	3.9	4.2	3.4	7.0	1.5	3.7	2.1	1.9	Number of workers	123,677	2,050	32,124	16,588	8,090	31,175	21,407	4,892	6,287
\$3.70 and under \$3.80	5.1	12.5	5.1	6.1	6.6	3.7	6.2	1.1	2.8	Average hourly earnings <sup>1</sup>	\$4.17	\$3.64	\$4.09	\$4.00	\$3.72	\$4.48	\$4.15	\$4.14	\$4.42
\$3.80 and under \$3.90	4.2	2.1	4.3	3.9	8.9	2.7	5.3	5.7	3.1										
\$3.90 and under \$4.00	6.6	10.0	8.8	7.5	9.9	2.7	8.0	1.9	7.3										

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

<sup>2</sup> Includes data for the Mountain region in addition to those shown separately.

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

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

**Table 4. Earnings distribution: Plastics materials and resins**

(Percent distribution of production workers in establishments manufacturing plastics materials, synthetic resins, and nonvulcanizable elastomers by straight-time hourly earnings, <sup>1</sup> United States and selected regions, June 1971)

Hourly earnings <sup>1</sup>	United States <sup>2</sup>	Middle Atlantic	Border States	South-west	Great Lakes	Hourly earnings <sup>1</sup>	United States <sup>2</sup>	Middle Atlantic	Border States	South-west	Great Lakes
Under \$2.00	0.6	-	-	-	0.1	\$4.00 and under \$4.10	5.0	6.2	7.3	2.2	3.8
\$2.00 and under \$2.10	.5	-	-	-	-	\$4.10 and under \$4.20	5.4	5.9	2.5	3.5	5.2
\$2.10 and under \$2.20	.2	-	-	-	( <sup>3</sup> )	\$4.20 and under \$4.30	7.3	6.5	18.7	2.4	4.6
\$2.20 and under \$2.30	.1	( <sup>3</sup> )	-	-	.1	\$4.30 and under \$4.40	4.3	4.4	5.0	.8	6.9
\$2.30 and under \$2.40	.4	( <sup>3</sup> )	-	-	.4	\$4.40 and under \$4.50	4.1	3.2	3.1	3.0	6.8
\$2.40 and under \$2.50	.3	( <sup>3</sup> )	-	-	-	\$4.50 and under \$4.60	3.3	1.9	5.6	5.9	1.4
\$2.50 and under \$2.60	.6	0.2	-	0.1	-	\$4.60 and under \$4.70	3.7	3.1	1.0	7.7	5.6
\$2.60 and under \$2.70	.7	.1	0.1	( <sup>3</sup> )	-	\$4.70 and under \$4.80	2.4	.2	7.7	2.1	2.6
\$2.70 and under \$2.80	.8	.3	.8	.1	.1	\$4.80 and under \$4.90	3.2	.1	2.0	14.8	.8
\$2.80 and under \$2.90	.9	.4	2.0	-	.1	\$4.90 and under \$5.00	2.5	.1	-	14.0	1.0
\$2.90 and under \$3.00	2.3	3.8	1.2	-	2.6	\$5.00 and under \$5.10	3.1	.1	-	18.6	.4
\$3.00 and under \$3.10	2.2	1.4	6.7	-	1.1	\$5.10 and under \$5.20	1.4	( <sup>3</sup> )	-	8.5	.5
\$3.10 and under \$3.20	2.4	3.2	4.0	.9	1.7	\$5.20 and under \$5.30	.1	.1	( <sup>3</sup> )	( <sup>3</sup> )	.2
\$3.20 and under \$3.30	2.9	5.7	2.9	-	.9	\$5.30 and under \$5.40	.2	-	-	.6	.4
\$3.30 and under \$3.40	5.0	7.9	1.7	5.4	3.4	\$5.40 and under \$5.50	.2	-	-	.1	.8
\$3.40 and under \$3.50	3.3	4.9	1.7	.7	4.3	\$5.50 and over	.3	.1	-	.4	.6
\$3.50 and under \$3.60	5.8	5.7	5.7	2.1	9.5	Total	100.0	100.0	100.0	100.0	100.0
\$3.60 and under \$3.70	7.6	12.6	3.6	2.7	12.7	Number of workers	48,085	12,941	7,143	7,491	11,137
\$3.70 and under \$3.80	5.2	6.0	2.5	1.4	9.1	Average hourly earnings <sup>1</sup>	\$3.93	\$3.77	\$3.95	\$4.61	\$3.95
\$3.80 and under \$3.90	7.1	8.4	13.4	1.0	7.4						
\$3.90 and under \$4.00	4.5	7.2	.7	1.1	4.7						

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

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

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

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

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Department and occupation	United States <sup>2</sup>				New England				Middle Atlantic			
	Number of workers	Hourly earnings <sup>1</sup>			Number of workers	Hourly earnings <sup>1</sup>			Number of workers	Hourly earnings <sup>1</sup>		
		Mean	Median	Middle range		Mean	Median	Middle range		Mean	Median	Middle range
Maintenance:												
Maintenance men, skilled <sup>3</sup> -----	35,830	\$4.56	\$4.61	\$4.30-\$4.90	730	\$4.13	\$4.22	\$3.90-\$4.53	8,185	\$4.49	\$4.50	\$4.21-\$4.87
Electricians, maintenance -----	3,567	4.61	4.65	4.33-4.98	93	4.04	4.20	3.47-4.46	807	4.57	4.60	4.32-4.94
Instrument repairmen -----	2,740	4.75	4.78	4.48-5.03	39	4.35	4.46	4.22-4.59	494	4.69	4.72	4.49-4.96
Machinists, maintenance -----	2,136	4.66	4.73	4.46-4.98	47	3.83	3.47	3.47-4.15	501	4.55	4.56	4.45-4.82
Mechanics, general -----	10,425	4.48	4.50	4.17-4.87	224	3.94	3.98	3.81-4.24	2,458	4.40	4.34	4.04-4.64
Mechanics, maintenance -----	2,970	4.55	4.66	4.35-4.87	-	-	-	-	441	4.24	4.33	3.95-4.45
Pipefitters, maintenance -----	4,368	4.63	4.65	4.42-4.87	124	4.21	4.26	4.07-4.33	1,081	4.50	4.56	4.38-4.64
Welders, hand, maintenance -----	1,942	4.62	4.70	4.42-4.87	18	4.01	4.04	3.47-4.49	416	4.59	4.62	4.38-4.87
Helpers, trades, maintenance -----	2,287	3.82	3.82	3.45-4.22	31	3.33	3.35	3.35-3.40	609	3.80	3.80	3.53-4.24
Processing:												
Chemical operators, class A -----	28,275	4.42	4.42	4.11-4.79	456	3.99	3.97	3.74-4.18	7,458	4.35	4.32	4.05-4.57
Chemical operators, class B -----	22,988	4.07	4.05	3.79-4.43	653	3.40	3.30	2.90-3.88	6,089	3.97	3.98	3.69-4.34
Chemical operators' helpers -----	9,284	3.72	3.74	3.41-3.94	321	3.31	3.20	3.29-3.44	2,056	3.65	3.71	3.35-3.91
Fillers -----	3,442	3.71	3.77	3.46-4.07	-	-	-	-	1,325	3.57	3.68	3.30-3.84
Millers -----	630	3.76	3.81	3.50-4.08	-	-	-	-	196	3.45	3.50	3.10-3.77
Mixers -----	1,482	3.73	3.73	3.30-4.16	163	3.56	3.49	3.06-4.18	467	3.64	3.73	3.30-3.95
Pumpmen -----	1,143	4.09	4.12	3.76-4.49	-	-	-	-	179	3.91	3.94	3.68-4.19
Inspecting and testing:												
Laboratory assistants -----	9,671	4.14	4.15	3.66-4.70	252	3.57	3.58	3.25-4.23	2,759	4.09	3.99	3.49-4.72
Material movement and handling:												
Laborers, material handling -----	4,319	3.49	3.60	3.23-3.81	144	2.94	2.70	2.52-3.34	1,134	3.45	3.51	3.24-3.81
Stock clerks -----	1,641	4.07	4.01	3.69-4.46	34	3.69	3.62	3.49-4.16	404	4.35	4.11	3.82-5.19
Truckdrivers <sup>4</sup> -----	1,580	3.96	4.04	3.67-4.32	72	3.47	3.55	2.95-4.02	433	4.05	4.00	3.75-4.34
Semi- or trailer -----	321	3.99	4.09	3.60-4.38	10	3.67	-	-	128	4.21	4.28	3.96-4.35
Other than semi- or trailer -----	789	3.93	4.06	3.48-4.36	27	3.81	4.12	3.35-4.24	193	3.85	3.75	3.48-4.25
Truckers, power (forklift) -----	2,535	3.74	3.76	3.46-4.07	117	3.32	3.23	3.23-3.61	1,106	3.71	3.77	3.46-3.95
Custodial:												
Guards -----	1,357	3.92	3.93	3.63-4.26	23	3.63	3.58	3.00-4.12	299	3.64	3.59	3.15-4.11
Janitors -----	3,082	3.46	3.52	3.14-3.78	103	3.14	3.26	2.80-3.7				

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Table 5. Occupational averages: All establishments—Continued

(Number and average straight-time hourly earnings<sup>1</sup> of production workers in selected occupations in establishments manufacturing basic industrial chemicals (except industrial gases) and plastics materials, synthetic resins, and nonvulcanizable elastomers, United States and selected regions, June 1971)

Department and occupation	Great Lakes				Middle West				Pacific			
	Number of workers	Hourly earnings <sup>1</sup>			Number of workers	Hourly earnings <sup>1</sup>			Number of workers	Hourly earnings <sup>1</sup>		
		Mean	Median	Middle range		Mean	Median	Middle range		Mean	Median	Middle range
Maintenance:												
Maintenance men, skilled <sup>3</sup>	6,489	\$4.49	\$4.42	\$4.17-\$4.88	1,193	\$4.61	\$4.70	\$4.65-\$4.79	1,545	\$4.80	\$4.89	\$4.68-\$4.93
Electricians, maintenance	727	4.59	4.47	4.24- 5.12	129	4.55	4.73	4.37- 4.86	195	4.89	5.03	4.64- 5.03
Instrument repairmen	450	4.66	4.58	4.32- 5.00	78	4.71	4.79	4.65- 4.86	108	5.03	5.03	5.03- 5.03
Machinists, maintenance	328	4.55	4.59	4.22- 4.90	55	4.66	4.68	4.65- 4.80	171	4.93	5.03	4.89- 5.03
Mechanics, general	1,703	4.40	4.34	4.05- 4.63	262	4.50	4.67	4.35- 4.79	461	4.64	4.70	4.45- 4.83
Mechanics, maintenance	483	4.50	4.31	4.15- 4.98	17	4.15	3.84	3.74- 4.35	127	4.80	4.93	4.71- 4.93
Pipefitters, maintenance	786	4.68	4.61	4.34- 5.17	194	4.65	4.65	4.65- 4.73	179	4.89	4.93	4.89- 4.93
Welders, hand, maintenance	452	4.58	4.53	4.27- 4.98	68	4.51	4.73	4.65- 4.73	61	4.82	4.93	4.89- 4.93
Helpers, trades, maintenance	629	3.75	3.69	3.45- 4.12	-	-	-	-	55	4.00	3.85	3.74- 4.22
Processing:												
Chemical operators, class A	4,144	4.13	4.10	3.82- 4.47	810	4.27	4.27	4.20- 4.45	796	4.53	4.50	4.27- 4.88
Chemical operators, class B	4,388	4.04	3.93	3.81- 4.40	1,290	4.18	4.25	4.11- 4.48	890	4.39	4.34	3.92- 4.74
Chemical operators' helpers	1,517	3.76	3.67	3.53- 4.03	555	3.64	3.71	3.56- 3.91	585	4.12	4.30	3.77- 4.41
Fillers	702	3.80	3.81	3.56- 4.18	43	3.95	4.32	2.90- 4.44	200	3.89	3.99	3.58- 4.25
Millers	102	3.81	3.81	3.64- 4.16	-	-	-	-	41	3.84	4.08	3.92- 4.08
Mixers	549	3.90	3.94	3.47- 4.44	57	3.28	3.30	2.91- 3.40	46	3.32	2.99	2.79- 3.86
Pumpmen	220	3.89	3.82	3.70- 4.01	-	-	-	-	19	4.11	4.17	3.90- 4.25
Inspecting and testing:												
Laboratory assistants	1,542	4.05	3.92	3.60- 4.46	563	3.75	3.30	3.25- 4.18	384	4.28	4.21	4.09- 4.74
Material movement and handling:												
Laborers, material handling	1,059	3.71	3.67	3.48- 3.78	90	4.04	4.13	3.80- 4.37	170	3.77	3.73	3.35- 4.07
Stock clerks	216	3.89	3.84	3.61- 4.16	55	4.15	4.17	3.99- 4.38	53	3.81	3.79	3.60- 4.14
Truckdrivers <sup>4</sup>	230	3.86	3.87	3.41- 4.19	24	3.42	3.08	2.88- 4.25	76	4.29	4.32	4.10- 4.36
Semi- or trailer	55	3.81	3.97	3.37- 4.08	-	-	-	-	-	-	-	-
Other than semi- or trailer	90	3.85	3.88	3.37- 4.16	20	3.42	2.88	2.88- 4.25	49	4.20	4.24	4.10- 4.32
Truckers, power (forklift)	573	3.82	3.69	3.48- 4.21	132	4.05	4.19	3.95- 4.25	85	4.01	3.86	3.78- 4.16
Custodial:												
Guards	211	3.88	3.89	3.63- 4.04	58	4.22	4.23	3.80- 4.53	-	-	-	-
Janitors	811	3.68	3.54	3.45- 4.18	123	3.68	3.87	3.38- 3.97	149	3.45	3.50	3.26- 3.74

<sup>1</sup> Excludes premium pay for overtime and for work on weekends, holidays, and late or other shifts. See appendix A for method used in computing means, medians, and middle ranges of earnings. Medians and middle ranges are not provided for entries of fewer than 15 workers.

<sup>2</sup> Includes data for the Mountain region in addition to those shown separately.

<sup>3</sup> Includes data for workers in the occupations listed separately and for all others who have achieved the skills normally associated with fully qualified maintenance trades workers.

<sup>4</sup> Includes all drivers regardless of type of truck operated.

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

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Department and occupation	United States <sup>2</sup>				New England				Middle Atlantic			
	Number of workers	Hourly earnings <sup>1</sup>			Number of workers	Hourly earnings <sup>1</sup>			Number of workers	Hourly earnings <sup>1</sup>		
		Mean	Median	Middle range		Mean	Median	Middle range		Mean	Median	Middle range
Maintenance:												
Maintenance men, skilled <sup>3</sup>	28,031	\$4.58	\$4.63	\$4.33-\$4.90	346	\$4.09	\$4.22	\$3.98-\$4.33	6,512	\$4.55	\$4.56	\$4.32-\$4.96
Electricians, maintenance	2,886	4.65	4.71	4.38- 5.03	-	-	-	-	660	4.64	4.64	4.38- 4.96
Instrument repairmen	2,144	4.78	4.82	4.48- 5.05	-	-	-	-	414	4.76	4.82	4.53- 5.06
Machinists, maintenance	1,909	4.68	4.75	4.49- 4.98	-	-	-	-	444	4.56	4.61	4.41- 4.87
Mechanics, general	6,868	4.43	4.45	4.09- 4.83	174	4.01	3.98	3.97- 4.33	1,727	4.46	4.34	4.02- 5.10
Mechanics, maintenance	2,116	4.60	4.71	4.43- 4.87	-	-	-	-	363	4.29	4.43	3.97- 4.60
Pipefitters, maintenance	3,813	4.65	4.66	4.43- 4.89	-	-	-	-	864	4.54	4.56	4.38- 4.76
Welders, hand, maintenance	1,740	4.65	4.71	4.45- 4.89	-	-	-	-	354	4.64	4.64	4.38- 4.93
Helpers, trades, maintenance	1,836	3.81	3.82	3.43- 4.22	31	3.33	3.35	3.35- 3.40	502	3.84	3.85	3.53- 4.24
Processing:												
Chemical operators, class A	20,890	4.45	4.49	4.16- 4.76	345	3.87	3.88	3.72- 4.14	5,530	4.46	4.54	4.07- 4.61
Chemical operators, class B	16,742	4.10	4.10	3.84- 4.44	136	3.72	3.70	3.54- 4.05	4,432	4.05	4.11	3.78- 4.38
Chemical operators' helpers	6,302	3.76	3.76	3.40- 4.20	254	3.26	3.30	3.29- 3.30	1,631	3.72	3.71	3.50- 3.92
Fillers	2,174	3.75	3.79	3.47- 4.14	-	-	-	-	695	3.55	3.68	3.28- 3.92
Millers	502	3.78	3.83	3.51- 4.15	-	-	-	-	126	3.34	3.21	3.00- 3.43
Mixers	814	3.67	3.72	3.30- 4.01	-	-	-	-	256	3.66	3.73	3.35- 3.96
Pumpmen	922	4.19	4.28	3.82- 4.49	-	-	-	-	102	3.97	4.09	3.68- 4.19
Inspecting and testing:												
Laboratory assistants	6,648	4.19	4.22	3.70- 4.74	161	3.51	3.60	3.15- 3.78	1,937	4.27	4.26	3.72- 5.10
Material movement and handling:												
Laborers, material handling	3,091	3.53	3.60	3.20- 3.92	49	3.49	3.30	3.06- 4.05	892	3.41	3.51	3.16- 3.80
Stock clerks	1,252	4.16	4.08	3.79- 4.50	15	3.60	3.58	3.53- 3.68	342	4.44	4.29	3.83- 5.19
Truckdrivers <sup>4</sup>	1,286	4.02	4.09	3.79- 4.36	22	3.70	3.75	3.60- 3.79	323	4.14	4.09	3.78- 4.38
Semi- or trailer	270	4.02	4.28	3.68- 4.39	-	-	-	-	97	4.30	4.28	4.09- 4.38
Other than semi- or trailer	641	4.00	4.11	3.75- 4.41	-	-	-	-	138	3.95	3.81	3.53- 4.33
Truckers, power (forklift)	1,592	3.81	3.87	3.52- 4.16	33	3.82	4.05	3.35- 4.18	659	3.76	3.87	3.59- 4.14
Custodial:												
Guards	1,016	3.92	3.91	3.66- 4.24	-	-	-	-	214	3.66	3.70	3.09- 4.11
Janitors	2,389	3.50	3.54	3.23- 3.82	42	3.10	3.26	3.00- 3.28	658	3.47	3.57	3.04- 3.79
		Border States				Southeast				Southwest		

Table 6. Occupational averages: Basic chemicals—Continued

(Number and average straight-time hourly earnings<sup>1</sup> of production workers in selected occupations in establishments manufacturing basic industrial chemicals (except industrial gases), United States and selected regions, June 1971)

Department and occupation	Great Lakes				Middle West				Pacific			
	Number of workers	Hourly earnings <sup>1</sup>			Number of workers	Hourly earnings <sup>1</sup>			Number of workers	Hourly earnings <sup>1</sup>		
		Mean	Median	Middle range		Mean	Median	Middle range		Mean	Median	Middle range
Maintenance:												
Maintenance men, skilled <sup>3</sup>	4,860	\$4.50	\$4.42	\$4.18-\$4.90	879	\$4.58	\$4.65	\$4.65-\$4.73	1,427	\$4.81	\$4.93	\$4.70-\$4.93
Electricians, maintenance	526	4.60	4.59	4.22- 5.23	77	4.49	4.65	4.35- 4.73	184	4.89	5.03	4.64- 5.03
Instrument repairmen	325	4.70	4.61	4.41- 5.34	42	4.61	4.65	4.65- 4.80	108	5.03	5.03	5.03- 5.03
Machinists, maintenance	285	4.58	4.59	4.22- 4.90	48	4.63	4.65	4.65- 4.73	163	4.92	5.03	4.89- 5.03
Mechanics, general	1,096	4.40	4.39	4.01- 4.73	186	4.47	4.65	4.26- 4.72	416	4.66	4.70	4.52- 4.93
Mechanics, maintenance	290	4.64	4.90	4.22- 5.17	17	4.15	3.84	3.74- 4.35	86	4.82	4.93	4.71- 4.93
Pipefitters, maintenance	706	4.66	4.61	4.42- 5.17	174	4.63	4.65	4.65- 4.65	179	4.89	4.93	4.89- 4.93
Welders, hand, maintenance	379	4.63	4.61	4.42- 5.00	62	4.48	4.69	4.65- 4.73	61	4.82	4.93	4.89- 4.93
Helpers, trades, maintenance	455	3.73	3.69	3.42- 4.12	-	-	-	-	52	4.01	3.85	3.75- 4.22
Processing:												
Chemical operators, class A	2,943	4.17	4.13	3.95- 4.53	647	4.25	4.27	4.18- 4.45	718	4.55	4.51	4.27- 4.92
Chemical operators, class B	2,820	4.02	3.98	3.82- 4.40	1,073	4.19	4.25	4.06- 4.52	802	4.43	4.49	3.92- 4.74
Chemical operators' helpers	903	3.83	3.80	3.48- 4.23	184	3.31	3.33	2.85- 3.56	531	4.15	4.30	3.91- 4.44
Fillers	511	3.81	3.95	3.47- 4.23	-	-	-	-	137	4.13	4.15	3.99- 4.31
Millers	71	3.83	3.85	3.51- 4.16	-	-	-	-	-	-	-	-
Mixers	280	3.55	3.47	3.14- 4.14	-	-	-	-	22	3.84	3.86	3.62- 3.92
Pumpmen	111	4.01	3.85	3.70- 4.32	-	-	-	-	9	4.25	-	-
Inspecting and testing:												
Laboratory assistants	823	4.04	3.92	3.51- 4.61	490	3.71	3.25	3.25- 4.22	310	4.33	4.35	4.15- 4.74
Material movement and handling:												
Laborers, material handling	555	3.70	3.75	3.48- 3.80	77	4.09	4.13	4.03- 4.42	115	3.92	3.86	3.58- 4.51
Stock clerks	162	3.92	3.84	3.70- 4.15	39	4.23	4.17	4.11- 4.47	35	3.99	4.04	3.78- 4.20
Truckdrivers <sup>4</sup>	164	3.86	3.87	3.39- 4.16	22	3.39	2.88	2.88- 4.25	74	4.27	4.32	4.10- 4.36
Semi- or trailer	54	3.81	3.97	3.37- 4.08	-	-	-	-	-	-	-	-
Other than semi- or trailer	67	3.94	4.11	3.61- 4.18	19	3.40	2.88	2.88- 4.25	49	4.20	4.24	4.10- 4.32
Truckers, power (forklift)	311	3.86	3.81	3.48- 4.21	113	4.10	4.25	4.08- 4.25	70	4.05	4.00	3.78- 4.54
Custodial:												
Guards	126	3.78	3.83	3.60- 4.03	46	4.10	4.03	3.72- 4.48	-	-	-	-
Janitors	614	3.72	3.68	3.53- 4.18	108	3.75	3.95	3.52- 3.97	123	3.50	3.52	3.26- 3.74

<sup>1</sup> Excludes premium pay for overtime and for work on weekends, holidays, and late or other shifts. See appendix A for method used in computing means, medians, and middle ranges of earnings. Medians and middle ranges are not provided for entries of fewer than 15 workers.

<sup>2</sup> Includes data for the Mountain region in addition to those shown separately.

<sup>3</sup> Includes data for workers in the occupations listed separately and for all others who have achieved the skills normally associated with fully qualified maintenance trades workers.

<sup>4</sup> Includes all drivers regardless of type of truck operated.

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

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Department and occupation	United States <sup>2</sup>				Middle Atlantic				Border States			
	Number of workers	Hourly earnings <sup>1</sup>			Number of workers	Hourly earnings <sup>1</sup>			Number of workers	Hourly earnings <sup>1</sup>		
		Mean	Median	Middle range		Mean	Median	Middle range		Mean	Median	Middle range
<b>Maintenance:</b>												
Maintenance men, skilled <sup>3</sup>	7,799	\$4.51	\$4.55	\$4.24-\$4.86	1,673	\$4.25	\$4.28	\$4.00-\$4.56	1,454	\$4.45	\$4.58	\$4.41-\$4.71
Electricians, maintenance	681	4.44	4.47	4.23-4.73	147	4.24	4.33	3.99-4.60	125	4.44	4.50	4.28-4.73
Instrument repairmen	596	4.65	4.64	4.45-4.93	80	4.37	4.50	4.41-4.60	71	4.40	4.50	4.35-4.62
Machinists, maintenance	227	4.42	4.56	4.10-4.84	57	4.47	4.56	4.50-4.64	31	4.26	4.73	3.53-4.73
Mechanics, general	3,557	4.55	4.62	4.28-5.00	731	4.26	4.27	4.07-4.60	679	4.57	4.71	4.58-4.71
Mechanics, maintenance	854	4.43	4.53	4.15-4.87	78	4.00	4.26	3.58-4.33	209	4.27	4.41	3.81-4.73
Pipefitters, maintenance	555	4.48	4.51	4.34-4.73	217	4.37	4.51	4.23-4.60	196	4.43	4.41	4.41-4.80
Welders, hand, maintenance	202	4.39	4.45	4.15-4.64	62	4.32	4.44	4.41-4.60	22	4.41	4.41	4.41-4.78
Helpers, trades, maintenance	451	3.88	3.80	3.59-4.12	107	3.61	3.70	3.50-3.87	60	3.53	3.65	2.94-3.65
<b>Processing:</b>												
Chemical operators, class A	7,385	4.33	4.28	4.05-4.80	1,928	4.05	4.10	3.86-4.27	1,727	4.17	4.28	4.24-4.29
Chemical operators, class B	6,246	3.98	4.00	3.69-4.31	1,657	3.76	3.69	3.69-4.00	747	3.79	4.03	3.63-4.03
Chemical operators' helpers	2,982	3.64	3.71	3.51-3.87	425	3.40	3.25	3.22-3.61	1,081	3.80	3.87	3.76-3.87
Fillers	1,268	3.64	3.63	3.35-3.84	630	3.60	3.84	3.30-3.84	-	-	-	-
Millers	128	3.66	3.81	3.50-3.81	70	3.64	3.50	3.50-3.84	-	-	-	-
Mixers	668	3.80	3.89	3.40-4.42	211	3.61	3.65	3.30-3.95	-	-	-	-
Pumpmen	221	3.70	3.81	3.52-3.96	77	3.82	3.69	3.52-4.12	-	-	-	-
<b>Inspecting and testing:</b>												
Laboratory assistants	3,023	4.04	3.98	3.59-4.44	822	3.66	3.60	3.31-3.95	407	3.95	4.03	3.66-4.28
<b>Material movement and handling:</b>												
Laborers, material handling	1,228	3.40	3.60	3.26-3.72	242	3.60	3.58	3.37-3.81	100	3.45	3.42	3.08-3.76
Stock clerks	389	3.78	3.87	3.46-4.18	62	3.81	3.82	3.65-3.97	102	3.40	3.23	3.00-3.63
Truckdrivers <sup>4</sup>	294	3.68	3.76	3.41-4.08	110	3.78	3.91	3.48-4.00	20	3.48	3.51	2.83-3.88
Other than semi- or trailer	148	3.62	3.48	3.37-4.06	55	3.59	3.48	3.48-3.84	13	3.28	-	-
Truckers, power (forklift)	943	3.63	3.69	3.43-3.84	447	3.63	3.69	3.46-3.84	32	3.47	3.70	2.95-3.88
<b>Custodial:</b>												
Guards	341	3.93	4.00	3.63-4.41	85	3.57	3.50	3.15-3.83	57	4.16	4.14	4.08-4.41
Janitors	693	3.32	3.38	3.04-3.58	178	3.24	3.24	3.04-3.30	56	3.19	3.05	3.01-3.63
					<b>Southwest</b>				<b>Great Lakes</b>			

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

<sup>3</sup> Includes data for workers in occupations listed separately and for all others who have achieved the skills normally associated with fully qualified maintenance trades workers.

<sup>4</sup> Includes all drivers regardless of type of truck operated.

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



**Table 8. Occupational averages: All establishments—by size of community**

(Number and average straight-time hourly earnings<sup>1</sup> of production workers in selected occupations in establishments manufacturing basic industrial chemicals (except industrial gases) and plastics materials, synthetic resins, and nonvulcanizable elastomers in metropolitan and nonmetropolitan areas, United States and selected regions, June 1971)

Department and occupation	United States <sup>2</sup>				Middle Atlantic				Border States			
	Metropolitan areas		Nonmetropolitan areas		Metropolitan areas		Nonmetropolitan areas		Metropolitan areas		Nonmetropolitan areas	
	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings
<b>Maintenance:</b>												
Maintenance men, skilled <sup>3</sup> -----	25,269	\$4.59	10,561	\$4.48	6,799	\$4.50	1,386	\$4.45	3,537	\$4.49	1,958	\$4.22
Electricians, maintenance -----	2,417	4.65	1,150	4.53	657	4.60	150	4.46	388	4.51	146	4.11
Instrument repairmen -----	1,973	4.75	767	4.73	414	4.70	80	4.64	278	4.53	103	4.20
Machinists, maintenance -----	1,540	4.68	596	4.60	359	4.48	142	4.71	188	4.42	98	4.28
Mechanics, general -----	6,641	4.54	3,784	4.37	2,069	4.44	389	4.18	657	4.60	879	4.25
Mechanics, maintenance -----	2,098	4.57	872	4.52	338	4.23	103	4.28	579	4.46	95	3.78
Pipefitters, maintenance -----	3,266	4.61	1,102	4.69	909	4.48	172	4.64	438	4.54	248	4.44
Welders, hand, maintenance -----	1,410	4.65	532	4.55	344	4.62	72	4.48	171	4.36	86	4.55
Helpers, trades, maintenance -----	1,638	3.84	649	3.78	415	3.67	-	-	247	3.91	99	3.44
<b>Processing:</b>												
Chemical operators, class A -----	21,837	4.47	6,438	4.23	6,475	4.38	983	4.19	3,237	4.33	1,729	3.99
Chemical operators, class B -----	15,932	4.15	7,056	3.89	4,675	3.96	1,414	3.99	1,698	4.01	730	3.49
Chemical operators' helpers -----	6,016	3.77	3,268	3.64	1,526	3.64	530	3.69	1,152	3.66	1,001	3.59
Fillers -----	2,459	3.74	983	3.63	978	3.64	347	3.36	336	3.83	66	3.78
Pumpmen -----	878	4.16	265	3.88	132	3.93	47	3.83	127	4.15	-	-
<b>Inspecting and testing:</b>												
Laboratory assistants -----	7,023	4.19	2,648	4.01	2,393	4.12	366	3.85	667	4.14	710	3.95
<b>Material movement and handling:</b>												
Laborers, material handling -----	2,948	3.59	1,371	3.30	841	3.54	293	3.17	405	3.67	218	3.38
Stock clerks -----	1,237	4.14	404	3.85	353	4.40	51	3.98	194	3.95	97	3.53
Truckdrivers <sup>4</sup> -----	1,064	4.08	516	3.71	351	4.09	82	3.85	197	4.06	90	3.24
Other than semi- or trailer -----	496	4.05	293	3.72	139	3.87	54	3.79	12	3.82	54	3.23
Truckers, power (forklift) -----	1,727	3.83	808	3.55	809	3.77	297	3.53	101	3.96	-	-
<b>Custodial:</b>												
Guards -----	902	3.95	455	3.86	248	3.65	51	3.59	113	4.08	43	4.07
Janitors -----	2,145	3.49	937	3.39	670	3.45	166	3.30	292	3.38	91	3.01
	Southeast				Southwest				Great Lakes			
<b>Maintenance:</b>												
Maintenance men, skilled <sup>3</sup> -----	634	\$4.15	1,391	\$4.12	7,899	\$4.83	2,033	\$4.85	3,985	\$4.43	2,504	\$4.59
Electricians, maintenance -----	26	4.56	161	4.28	682	4.88	183	4.86	418	4.52	309	4.69
Instrument repairmen -----	23	4.13	35	4.06	901	4.92	221	5.03	227	4.54	223	4.78
Machinists, maintenance -----	-	-	34	4.42	567	4.90	134	4.89	213	4.47	115	4.70
Mechanics, general -----	416	4.07	564	4.14	1,841	4.82	793	4.75	897	4.33	806	4.47
Mechanics, maintenance -----	-	-	-	-	844	4.78	280	4.88	193	4.54	290	4.47
Pipefitters, maintenance -----	-	-	77	4.06	1,081	4.79	-	-	471	4.51	-	-
Welders, hand, maintenance -----	-	-	58	3.96	499	4.82	94	4.82	284	4.53	168	4.67
Helpers, trades, maintenance -----	66	3.37	-	-	277	4.11	46	4.33	463	3.74	166	3.76
<b>Processing:</b>												
Chemical operators, class A -----	618	3.83	551	3.98	7,094	4.84	1,311	4.78	2,811	4.13	1,333	4.13
Chemical operators, class B -----	835	3.59	1,205	3.69	4,368	4.51	738	4.34	2,481	4.04	1,907	4.04
Chemical operators' helpers -----	159	3.13	475	3.50	1,229	4.09	-	-	1,110	3.67	407	4.00
Fillers -----	-	-	-	-	444	3.76	180	4.01	369	3.86	333	3.75
Pumpmen -----	77	3.56	-	-	-	-	-	-	128	3.97	92	3.78
<b>Inspecting and testing:</b>												
Laboratory assistants -----	219	3.37	237	3.69	1,970	4.60	349	4.49	887	4.03	655	4.09
<b>Material movement and handling:</b>												
Laborers, material handling -----	231	2.47	346	3.04	397	3.82	125	3.72	784	3.72	275	3.66
Stock clerks -----	62	3.35	48	3.69	347	4.33	104	4.12	145	3.89	71	3.90
Truckdrivers <sup>4</sup> -----	22	3.24	35	3.38	271	4.23	115	4.07	145	3.96	85	3.69
Other than semi- or trailer -----	-	-	-	-	224	4.23	77	4.14	62	4.01	28	3.49
Truckers, power (forklift) -----	-	-	-	-	185	3.87	-	-	367	3.86	206	3.74
<b>Custodial:</b>												
Guards -----	46	3.13	93	3.44	293	4.32	72	4.28	131	3.88	80	3.88
Janitors -----	65	2.93	152	2.91	364	3.62	80	3.30	476	3.56	335	3.86

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

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

<sup>3</sup> Includes data for workers in occupations listed separately and for all others who have achieved the skills normally associated with fully qualified maintenance trades workers.

<sup>4</sup> Includes all drivers regardless of type of truck operated.

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

Table 9. Occupational averages: All establishments—by size of establishment

(Number and average straight-time hourly earnings<sup>1</sup> of production workers in selected occupations in establishments manufacturing basic industrial chemicals (except industrial gases) and plastics materials, synthetic resins, and nonvulcanizable elastomers, United States and selected regions, June 1971)

Department and occupation	United States <sup>2</sup>				Middle Atlantic				Border States			
	Establishments with—											
	50-499 workers		500 workers or more		50-499 workers		500 workers or more		50-499 workers		500 workers or more	
	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings
Maintenance:												
Maintenance men, skilled <sup>3</sup> -----	11,396	\$4.22	24,434	\$4.72	3,014	\$4.15	5,171	\$4.69	1,001	\$4.19	4,494	\$4.43
Electricians, maintenance -----	1,022	4.24	2,545	4.76	270	4.25	537	4.73	97	4.23	437	4.44
Instrument repairmen -----	747	4.52	1,993	4.84	99	4.32	395	4.79	54	4.38	327	4.45
Machinists, maintenance -----	563	4.39	1,573	4.75	126	4.23	375	4.65	93	4.45	193	4.34
Mechanics, general -----	5,037	4.19	5,388	4.75	1,380	4.08	1,078	4.81	267	4.03	1,269	4.48
Mechanics, maintenance -----	807	4.19	2,163	4.69	168	3.96	273	4.41	162	4.07	512	4.46
Pipefitters, maintenance -----	808	4.37	3,560	4.69	325	4.44	756	4.53	-	-	626	4.48
Welders, hand, maintenance -----	497	4.25	1,445	4.75	97	4.20	319	4.71	106	4.36	151	4.47
Helpers, trades, maintenance -----	1,042	3.59	1,245	4.02	331	3.70	278	3.92	93	3.65	253	3.82
Processing:												
Chemical operators, class A -----	10,477	4.19	17,798	4.55	3,025	4.05	4,433	4.56	866	3.92	4,100	4.27
Chemical operators, class B -----	11,354	3.87	11,634	4.26	2,893	3.70	3,196	4.22	826	3.87	1,602	3.85
Chemical operators' helpers -----	3,800	3.58	5,484	3.82	1,029	3.44	1,027	3.87	677	3.51	1,476	3.68
Fillers -----	1,937	3.55	1,505	3.92	861	3.42	464	3.85	74	3.94	328	3.79
Millers -----	378	3.57	252	4.05	150	3.31	46	3.91	-	-	-	-
Mixers -----	969	3.45	513	4.25	389	3.57	78	3.98	-	-	-	-
Pumpmen -----	459	3.72	684	4.34	113	3.77	66	4.13	-	-	-	-
Inspecting and testing:												
Laboratory assistants -----	4,266	3.89	5,405	4.35	1,027	3.64	1,732	4.35	441	3.77	936	4.18
Material movement and handling:												
Laborers, material handling -----	2,297	3.23	2,022	3.80	674	3.22	460	3.79	369	3.49	254	3.68
Stock clerks -----	570	3.70	1,071	4.27	125	3.78	279	4.60	73	3.50	218	3.91
Truckdrivers <sup>4</sup> -----	410	3.56	1,170	4.10	172	3.78	261	4.23	-	-	281	3.79
Other than semi- or trailer -----	254	3.55	535	4.11	135	3.69	58	4.22	-	-	60	3.24
Truckers, power (forklift) -----	1,447	3.56	1,088	3.99	707	3.53	399	4.02	57	3.79	166	3.65
Custodial:												
Guards -----	407	3.46	950	4.12	100	3.32	199	3.79	-	-	132	4.20
Janitors -----	1,042	3.12	2,040	3.63	316	3.12	520	3.60	74	3.08	309	3.34
	Southeast				Southwest				Great Lakes			
Maintenance:												
Maintenance men, skilled <sup>3</sup> -----	1,250	\$3.87	775	\$4.56	1,925	\$4.55	8,007	\$4.90	2,809	\$4.17	3,680	\$4.74
Electricians, maintenance -----	91	3.95	96	4.66	131	4.49	734	4.94	270	4.17	457	4.85
Instrument repairmen -----	46	4.04	12	4.25	311	4.76	811	5.01	195	4.36	255	4.89
Machinists, maintenance -----	-	-	28	4.83	-	-	653	4.92	126	4.22	202	4.76
Mechanics, general -----	581	3.79	399	4.56	948	4.49	1,686	4.97	1,144	4.20	559	4.80
Mechanics, maintenance -----	-	-	-	-	176	4.65	948	4.84	250	4.07	233	4.95
Pipefitters, maintenance -----	-	-	26	4.57	-	-	1,137	4.85	175	4.16	611	4.83
Welders, hand, maintenance -----	56	3.97	21	4.69	39	4.63	554	4.84	140	4.18	312	4.76
Helpers, trades, maintenance -----	-	-	-	-	-	-	259	4.32	365	3.58	264	3.97
Processing:												
Chemical operators, class A -----	922	3.83	247	4.17	2,255	4.72	6,150	4.88	2,355	4.04	1,789	4.25
Chemical operators, class B -----	1,505	3.52	535	4.02	2,109	4.40	2,997	4.58	2,606	3.88	1,782	4.26
Chemical operators' helpers -----	254	3.12	380	3.60	444	3.88	921	4.14	613	3.63	904	3.85
Fillers -----	-	-	-	-	257	3.61	367	3.99	469	3.63	233	4.16
Millers -----	-	-	-	-	-	-	-	-	67	3.63	-	-
Mixers -----	-	-	-	-	-	-	52	4.41	286	3.42	263	4.41
Pumpmen -----	76	3.42	49	4.34	-	-	-	-	152	3.73	68	4.25
Inspecting and testing:												
Laboratory assistants -----	313	3.46	143	3.70	933	4.39	1,386	4.71	1,115	3.86	427	4.56
Material movement and handling:												
Laborers, material handling -----	428	2.64	149	3.33	87	3.28	435	3.90	471	3.51	588	3.87
Stock clerks -----	66	3.32	44	3.78	151	3.96	300	4.45	103	3.64	113	4.12
Truckdrivers <sup>4</sup> -----	-	-	38	3.82	35	3.53	351	4.25	103	3.59	127	4.08
Other than semi- or trailer -----	-	-	-	-	19	3.49	282	4.25	46	3.60	44	4.11
Truckers, power (forklift) -----	-	-	21	3.36	92	3.50	140	4.13	358	3.63	215	4.13
Custodial:												
Guards -----	90	3.07	49	3.83	56	3.97	309	4.38	126	3.68	85	4.17
Janitors -----	129	2.68	88	3.26	81	3.19	363	3.64	288	3.26	523	3.91

<sup>1</sup> Excludes premium pay for overtime and for work on weekends, holidays, and late or other shifts.<sup>2</sup> Includes data for regions in addition to those shown separately.<sup>3</sup> Includes data for workers in occupations listed separately and for all others who have achieved the skills normally associated with fully qualified maintenance trades workers.<sup>4</sup> Includes all drivers regardless of type of truck operated.

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

**Table 10. Occupational averages: All establishments—by labor-management contract coverage and size of establishment**

(Number and average straight-time hourly earnings<sup>1</sup> of production workers in selected occupations in establishments manufacturing basic industrial chemicals (except industrial gases) and plastics materials, synthetic resins, and nonvulcanizable elastomers, United States and selected regions, June 1971)

Department, occupation, and size of establishment	United States <sup>2</sup>				Middle Atlantic				Border States			
	Majority covered		None or minority covered		Majority covered		None or minority covered		Majority covered		None or minority covered	
	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings
<b>Maintenance:</b>												
Maintenance men, skilled <sup>3</sup> -----	28, 817	\$4.54	7, 013	\$4.64	7, 392	\$4.48	793	\$4.61	4, 267	\$4.33	1, 228	\$4.61
50-499 workers -----	9, 176	4.21	2, 220	4.28	2, 719	4.14	295	4.19	849	4.21	-	-
500 workers or more -----	19, 641	4.70	4, 793	4.80	4, 673	4.68	-	-	3, 418	4.35	1, 076	4.69
Electricians, maintenance -----	3, 029	4.62	588	4.54	735	4.56	72	4.66	444	4.35	-	-
50-499 workers -----	858	4.26	164	4.15	245	4.25	25	4.27	79	4.21	-	-
500 workers or more -----	2, 171	4.77	374	4.71	490	4.72	-	-	365	4.38	-	-
Machinists, maintenance -----	1, 949	4.66	187	4.63	476	4.54	-	-	264	4.34	-	-
50-499 workers -----	528	4.43	-	-	126	4.23	-	-	93	4.45	-	-
500 workers or more -----	1, 421	4.74	152	4.81	350	4.66	-	-	171	4.29	-	-
Mechanics, general -----	6, 876	4.40	3, 549	4.63	2, 237	4.39	221	4.54	872	4.25	664	4.59
50-499 workers -----	3, 806	4.16	1, 231	4.25	1, 223	4.04	157	4.37	193	4.07	-	-
500 workers or more -----	3, 070	4.68	2, 318	4.83	1, 014	4.81	-	-	679	4.30	-	-
Pipefitters, maintenance -----	3, 965	4.62	403	4.72	945	4.47	136	4.76	589	4.48	-	-
50-499 workers -----	761	4.37	47	4.26	303	4.44	-	-	-	-	-	-
500 workers or more -----	3, 204	4.68	356	4.78	642	4.48	-	-	529	4.44	-	-
Helpers, trades, maintenance -----	2, 070	3.84	217	3.63	544	3.85	65	3.44	334	3.79	-	-
50-499 workers -----	902	3.62	140	3.35	270	3.77	61	3.42	81	3.69	-	-
500 workers or more -----	1, 168	4.02	77	4.15	274	3.92	-	-	253	3.82	-	-
<b>Processing:</b>												
Chemical operators, class A -----	21, 089	4.36	7, 186	4.59	6, 766	4.35	692	4.39	3, 590	4.14	1, 376	4.38
50-499 workers -----	7, 452	4.10	3, 025	4.40	2, 634	4.04	391	4.15	672	3.88	-	-
500 workers or more -----	13, 637	4.50	4, 161	4.72	4, 132	4.55	-	-	2, 918	4.20	-	-
Chemical operators, class B -----	17, 408	4.04	5, 580	4.15	5, 393	3.93	696	4.26	2, 086	3.85	1, 182	4.43
50-499 workers -----	8, 019	3.80	3, 335	4.05	2, 703	3.69	190	3.83	484	3.87	-	-
500 workers or more -----	9, 389	4.25	2, 245	4.31	2, 690	4.18	-	-	1, 602	3.85	-	-
Chemical operators' helpers -----	6, 781	3.72	2, 503	3.74	1, 916	3.65	140	3.70	1, 316	3.53	-	-
50-499 workers -----	2, 814	3.55	986	3.65	889	3.40	140	3.70	-	-	-	-
500 workers or more -----	3, 967	3.83	1, 517	3.80	1, 027	3.87	-	-	825	3.49	-	-
<b>Inspecting and testing:</b>												
Laboratory assistants -----	6, 741	4.15	2, 930	4.13	2, 530	4.12	229	3.78	1, 008	4.00	369	4.15
50-499 workers -----	2, 739	3.80	1, 527	4.03	833	3.64	194	3.66	353	3.76	-	-
500 workers or more -----	4, 002	4.38	1, 403	4.23	1, 697	4.35	-	-	655	4.14	-	-
<b>Material movement and handling:</b>												
Laborers, material handling -----	3, 603	3.58	716	3.06	965	3.59	169	2.62	580	3.57	-	-
50-499 workers -----	1, 824	3.34	473	2.81	513	3.42	161	2.57	357	3.50	-	-
500 workers or more -----	1, 779	3.83	243	3.54	452	3.79	-	-	223	3.68	-	-
Truckdrivers -----	1, 393	3.96	187	3.93	390	4.06	-	-	256	3.75	-	-
50-499 workers -----	347	3.56	63	3.55	139	3.75	-	-	-	-	-	-
500 workers or more -----	1, 046	4.09	124	4.13	251	4.23	-	-	250	3.74	-	-
Truckers, power (forklift) -----	2, 194	3.79	341	3.48	960	3.73	146	3.60	223	3.68	-	-
50-499 workers -----	1, 234	3.63	213	3.12	637	3.60	-	-	57	3.79	-	-
500 workers or more -----	960	3.98	128	4.08	323	3.98	-	-	166	3.65	-	-
<b>Custodial:</b>												
Guards -----	1, 123	3.92	234	3.95	269	3.56	-	-	115	3.93	41	4.49
50-499 workers -----	348	3.57	59	2.85	100	3.32	-	-	-	-	-	-
500 workers or more -----	775	4.07	175	4.32	169	3.70	-	-	91	4.07	41	4.49
Janitors -----	2, 661	3.51	421	3.13	764	3.44	72	3.22	360	3.30	23	3.17
50-499 workers -----	877	3.21	165	2.64	285	3.18	31	2.53	68	3.12	-	-
500 workers or more -----	1, 784	3.66	256	3.45	479	3.59	-	-	292	3.34	-	-

See footnotes at end of table.

**Table 10. Occupational averages: All establishments—by labor-management contract coverage and size of establishment—Continued**

(Number and average straight-time hourly earnings <sup>1</sup> of production workers in selected occupations in establishments manufacturing basic industrial chemicals (except industrial gases) and plastics materials, synthetic resins, and nonvulcanizable elastomers, United States and selected regions, June 1971)

Department, occupation, and size of establishment	Southeast				Southwest				Great Lakes			
	Establishments with—											
	Majority covered		None or minority covered		Majority covered		None or minority covered		Majority covered		None or minority covered	
	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings
Maintenance:												
Maintenance men, skilled <sup>3</sup> -----	958	\$4.10	1,067	\$4.16	7,335	\$4.80	2,597	\$4.92	5,688	\$4.49	801	\$4.53
50-499 workers -----	685	3.93	565	3.79	1,502	4.48	423	4.81	2,349	4.09	460	4.56
500 workers or more -----	273	4.52	502	4.59	5,833	4.89	2,174	4.94	3,339	4.76	-	-
Electricians, maintenance -----	74	4.24	113	4.37	751	4.88	114	4.87	637	4.62	90	4.40
50-499 workers -----	-	-	-	-	117	4.45	-	-	245	4.15	25	4.28
500 workers or more -----	-	-	-	-	634	4.95	100	4.87	392	4.92	-	-
Machinists, maintenance -----	24	4.43	-	-	629	4.89	-	-	314	4.55	14	4.63
50-499 workers -----	-	-	-	-	-	-	-	-	124	4.19	-	-
500 workers or more -----	-	-	-	-	587	4.92	-	-	190	4.78	12	4.45
Mechanics, general -----	288	4.00	692	4.15	1,438	4.64	1,196	4.99	1,206	4.31	497	4.59
50-499 workers -----	157	3.72	424	3.82	856	4.44	92	5.01	827	4.04	317	4.62
500 workers or more -----	-	-	268	4.68	582	4.94	1,104	4.99	379	4.92	-	-
Pipefitters, maintenance -----	87	4.21	-	-	1,086	4.80	137	4.83	775	4.69	-	-
50-499 workers -----	-	-	-	-	-	-	-	-	170	4.17	-	-
500 workers or more -----	-	-	-	-	1,006	4.85	131	4.85	605	4.84	-	-
Helpers, trades, maintenance -----	-	-	-	-	263	4.11	60	4.26	590	3.74	39	3.79
50-499 workers -----	-	-	-	-	-	-	-	-	334	3.58	31	3.67
500 workers or more -----	-	-	-	-	199	4.33	60	4.26	256	3.96	-	-
Processing:												
Chemical operators, class A -----	372	3.85	797	3.92	5,271	4.75	3,134	4.97	3,225	4.06	919	4.38
50-499 workers -----	288	3.82	634	3.83	1,275	4.52	980	4.98	1,735	3.93	620	4.34
500 workers or more -----	-	-	163	4.28	3,996	4.82	2,154	4.97	1,490	4.21	-	-
Chemical operators, class B -----	769	3.66	1,271	3.64	3,153	4.50	1,953	4.45	3,504	4.01	884	4.13
50-499 workers -----	588	3.64	917	3.44	1,004	4.32	1,105	4.48	2,046	3.78	560	4.26
500 workers or more -----	181	3.74	354	4.16	2,149	4.59	848	4.41	1,458	4.34	324	3.90
Chemical operators' helpers -----	103	3.26	531	3.44	1,021	4.06	344	4.05	1,093	3.79	424	3.69
50-499 workers -----	-	-	170	3.08	236	3.72	208	4.06	527	3.60	-	-
500 workers or more -----	19	3.49	361	3.61	785	4.16	-	-	566	3.97	-	-
Inspecting and testing:												
Laboratory assistants -----	100	3.59	356	3.52	1,224	4.53	1,095	4.65	1,087	4.03	455	4.11
50-499 workers -----	51	3.80	262	3.39	368	4.27	565	4.47	804	3.75	311	4.15
500 workers or more -----	-	-	94	3.88	856	4.64	530	4.83	283	4.84	144	4.01
Material movement and handling:												
Laborers, material handling -----	289	2.65	288	2.98	475	3.81	-	-	978	3.70	81	3.84
50-499 workers -----	265	2.63	163	2.65	87	3.28	-	-	392	3.44	79	3.85
500 workers or more -----	-	-	125	3.42	388	3.92	-	-	586	3.87	-	-
Truckdrivers -----	22	3.24	35	3.38	335	4.18	-	-	218	3.84	-	-
50-499 workers -----	-	-	-	-	35	3.53	-	-	97	3.51	-	-
500 workers or more -----	12	3.75	-	-	300	4.25	-	-	121	4.10	-	-
Truckers, power (forklift) -----	38	3.66	-	-	206	3.86	-	-	511	3.81	62	3.87
50-499 workers -----	-	-	-	-	-	-	-	-	324	3.61	34	3.82
500 workers or more -----	-	-	-	-	120	4.12	-	-	187	4.16	28	3.94
Custodial:												
Guards -----	54	3.48	85	3.24	318	4.26	47	4.67	193	3.87	18	3.90
50-499 workers -----	39	3.38	51	2.83	56	3.97	-	-	126	3.68	-	-
500 workers or more -----	15	3.72	34	3.87	262	4.33	47	4.67	67	4.24	18	3.90
Janitors -----	108	3.03	109	2.80	337	3.62	-	-	776	3.70	35	3.28
50-499 workers -----	72	2.88	57	2.42	73	3.21	-	-	260	3.27	28	3.24
500 workers or more -----	36	3.32	52	3.22	264	3.74	-	-	516	3.92	-	-

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

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

<sup>3</sup> Includes data for workers in occupations listed separately and for all others who have achieved the skills normally associated with fully qualified maintenance trades workers.

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

Table 11. Occupational earnings: All establishments—Buffalo, N.Y.<sup>1</sup>

(Number and average straight-time hourly earnings<sup>2</sup> of production workers in selected occupations in establishments manufacturing basic industrial chemicals (except industrial gases) and plastics materials, synthetic resins, and nonvulcanizable elastomers, June 1971)

Department and occupation	Number of workers	Average hourly earnings <sup>2</sup>	NUMBER OF WORKERS RECEIVING STRAIGHT-TIME HOURLY EARNINGS OF--																								
			\$2.50 and under	\$2.60	\$2.70	\$2.80	\$2.90	\$3.00	\$3.10	\$3.20	\$3.30	\$3.40	\$3.50	\$3.60	\$3.70	\$3.80	\$3.90	\$4.00	\$4.10	\$4.20	\$4.30	\$4.40	\$4.50	\$4.60	\$4.70	\$4.80	\$4.90
			\$2.60	\$2.70	\$2.80	\$2.90	\$3.00	\$3.10	\$3.20	\$3.30	\$3.40	\$3.50	\$3.60	\$3.70	\$3.80	\$3.90	\$4.00	\$4.10	\$4.20	\$4.30	\$4.40	\$4.50	\$4.60	\$4.70	\$4.80	\$4.90	\$5.00
All production workers-----	5,404	\$4.09	8	-	3	23	14	4	43	91	133	116	159	226	401	503	673	214	512	344	667	160	369	468	244	22	7
Men-----	5,313	4.09	4	-	3	23	14	4	43	91	128	106	151	212	396	490	669	214	498	339	666	160	369	467	239	20	7
Women-----	91	3.79	3 <sup>4</sup>	-	-	-	-	-	-	-	5	10	8	14	5	13	4	-	14	5	1	-	-	1	5	2	-
Selected occupations <sup>4</sup>																											
Maintenance:																											
Maintenance men, skilled <sup>5</sup> -----	1,290	4.46	-	-	-	-	-	-	-	-	-	-	-	-	-	9	6	55	42	88	300	91	231	328	134	6	-
Electricians, maintenance-----	120	4.57	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	2	25	-	26	23	38	5	-
Instrument repairmen-----	61	4.57	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	3	19	-	12	26	-	-	-
Mechanics, general-----	410	4.41	-	-	-	-	-	-	-	-	-	-	-	-	-	-	4	48	13	60	108	-	6	155	16	-	-
Pipefitters, maintenance-----	164	4.49	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	6	-	37	-	65	56	-	-	-
Welders, hand, maintenance-----	82	4.56	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	27	-	2	21	31	-	-
Processing:																											
Chemical operators, class A-----	767	4.29	-	-	-	-	-	-	-	-	-	-	-	-	50	-	88	36	218	48	33	5	109	119	60	1	-
Chemical operators, class B-----	839	4.09	-	-	-	-	-	-	-	-	-	19	18	36	112	16	172	44	65	27	306	24	-	-	-	-	-
Chemical operators' helpers-----	401	3.89	-	-	-	-	-	-	-	78	-	-	-	-	-	6	144	23	77	73	-	-	-	-	-	-	-
Millers-----	88	3.71	-	-	-	-	-	-	-	-	-	-	42	-	8	21	9	-	-	8	-	-	-	-	-	-	-
Inspecting and testing:																											
Laboratory assistants:																											
Men-----	114	4.22	4	-	-	-	-	-	-	-	-	-	6	-	-	-	31	-	8	29	-	-	-	-	33	3	-
Women-----	9	3.49	3 <sup>4</sup>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	3	-	-	-	-	-	2	-
Material movement and handling:																											
Truckdrivers-----	51	4.11	-	-	-	-	-	-	-	-	-	-	-	-	-	-	32	-	-	-	19	-	-	-	-	-	-
Truckers, power <sup>6</sup> -----	110	3.97	-	-	-	-	-	-	-	-	-	8	-	2	9	26	29	17	-	-	-	17	-	-	2	-	-
Forklift-----	107	3.96	-	-	-	-	-	-	-	-	-	8	-	2	8	26	29	17	-	-	-	17	-	-	-	-	-
Custodial:																											
Janitors-----	93	3.67	-	-	-	-	-	-	6	7	-	6	34	16	-	3	-	-	21	-	-	-	-	-	-	-	-

<sup>1</sup> The Buffalo Standard Metropolitan Statistical Area consists of Erie and Niagara Counties.

<sup>2</sup> 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.

<sup>3</sup> All workers were at \$2.20 to \$2.30.

<sup>4</sup> Workers in selected occupations are men unless otherwise indicated.

<sup>5</sup> Includes data for workers in occupations listed separately and for all others who have achieved the skills normally associated with fully qualified maintenance trade workers.

<sup>6</sup> Includes data for workers in classification in addition to those shown separately.

Table 12. Occupational earnings: All establishments—Charleston, W. Va.—Ohio<sup>1</sup>(Number and average straight-time hourly earnings<sup>2</sup> of production workers in selected occupations in establishments manufacturing basic industrial chemicals (except industrial gases) and plastics materials, synthetic resins, and nonvulcanizable elastomers, June 1971)

Department and occupation	Number of workers	Average hourly earnings <sup>2</sup>	NUMBER OF WORKERS RECEIVING STRAIGHT-TIME HOURLY EARNINGS OF—																											
			\$3.40 and under	\$3.50	\$3.60	\$3.70	\$3.80	\$3.90	\$4.00	\$4.10	\$4.20	\$4.30	\$4.40	\$4.50	\$4.60	\$4.70	\$4.80	\$4.90	\$5.00	\$5.10	\$5.20	\$5.30	\$5.40	\$5.50	\$5.60	\$5.70	\$5.80			
			\$3.50	\$3.60	\$3.70	\$3.80	\$3.90	\$4.00	\$4.10	\$4.20	\$4.30	\$4.40	\$4.50	\$4.60	\$4.70	\$4.80	\$4.90	\$5.00	\$5.10	\$5.20	\$5.30	\$5.40	\$5.50	\$5.60	\$5.70	\$5.80	\$5.90			
All production workers-----	6,744	\$4.27	232	190	66	89	216	805	251	211	1285	1174	898	59	21	1119	19	29	30	6	10	6	20	2	-	1	5			
Men-----	6,703	4.27	<sup>3</sup> 231	190	66	86	213	803	247	211	1284	1167	896	57	16	1117	15	29	27	5	10	6	20	2	-	-	5			
Women-----	41	4.41	<sup>4</sup> 1	-	-	3	3	2	4	-	1	7	2	2	5	2	4	-	3	1	-	-	-	-	-	1	-			
<u>Selected occupations <sup>5</sup></u>																														
Maintenance:																														
Maintenance men, skilled <sup>6</sup> -----	2,133	4.44	-	-	-	-	3	12	48	-	461	516	526	-	6	558	-	3	-	-	-	-	-	-	-	-	-			
Electricians, maintenance-----	210	4.47	-	-	-	-	-	-	-	-	54	49	35	-	72	-	-	-	-	-	-	-	-	-	-	-	-			
Instrument repairmen-----	197	4.47	-	-	-	-	3	6	-	-	21	64	34	-	6	60	-	3	-	-	-	-	-	-	-	-	-			
Machinists, maintenance-----	127	4.39	-	-	-	-	-	-	-	-	47	33	25	-	-	22	-	-	-	-	-	-	-	-	-	-	-			
Mechanics, maintenance-----	365	4.47	-	-	-	-	-	-	-	-	66	98	87	-	-	114	-	-	-	-	-	-	-	-	-	-	-			
Pipefitters, maintenance-----	369	4.45	-	-	-	-	-	-	-	-	97	85	90	-	-	97	-	-	-	-	-	-	-	-	-	-	-			
Welders, hand, maintenance-----	112	4.39	-	-	-	-	-	-	-	-	46	22	26	-	-	18	-	-	-	-	-	-	-	-	-	-	-			
Processing:																														
Chemical operators, class A-----	1,747	4.42	-	-	-	-	-	-	-	48	408	546	314	-	-	431	-	-	-	-	-	-	-	-	-	-	-			
Chemical operators, class B-----	624	3.96	<sup>3</sup> 1	-	-	-	62	458	43	21	15	18	6	-	-	-	-	-	-	-	-	-	-	-	-	-	-			
Inspecting and testing:																														
Laboratory assistants-----	305	4.47	-	5	7	12	24	1	28	8	35	12	18	7	9	73	15	25	5	5	7	6	3	-	-	-	-			
Material movement and handling:																														
Laborers, material handling-----	76	3.88	-	1	32	11	-	-	-	-	32	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-			
Stock clerks-----	112	4.07	-	-	6	-	12	34	29	14	-	-	-	17	-	-	-	-	-	-	-	-	-	-	-	-	-			
Custodial:																														
Guards-----	72	4.20	-	-	3	-	7	11	9	26	-	-	-	-	1	15	-	-	-	-	-	-	-	-	-	-	-			

<sup>1</sup> The Charleston Area consists of Kanawha, Putnam, and Cabell Counties, West Virginia; and Lawrence County, Ohio.<sup>2</sup> 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.<sup>3</sup> 1 worker at \$3.30 to \$3.40.<sup>4</sup> Worker at \$2.90 to \$3.<sup>5</sup> Presentation of data for selected occupations is limited to men.<sup>6</sup> Includes data for workers in occupations listed separately and for all others who have achieved the skills normally associated with fully qualified maintenance trades workers.

**Table 13. Occupational earnings: All establishments—Chicago, Ill.<sup>1</sup>**

(Number and average straight-time hourly earnings<sup>2</sup> of production workers in selected occupations in establishments manufacturing basic industrial chemicals (except industrial gases) and plastics materials, synthetic resins, and nonvulcanizable elastomers, June 1971)

Department and occupation	Number of workers	Average hourly earnings	NUMBER OF WORKERS RECEIVING STRAIGHT-TIME HOURLY EARNINGS OF--																									
			\$2.60 and under	\$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	\$4.40	\$4.60	\$4.80	\$5.00	\$5.20	\$5.40	\$5.60		
			\$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	\$4.40	\$4.60	\$4.80	\$5.00	\$5.20	\$5.40	\$5.60	\$5.80		
All production workers-----	2,974	\$4.09	6	39	12	25	41	45	28	102	128	110	91	274	122	130	192	403	331	234	410	105	120	4	-	22		
Men-----	2,940	4.09	6	39	12	25	40	45	28	91	127	107	87	274	122	120	191	403	331	231	410	105	120	4	-	22		
Women-----	34	3.71	-	-	-	-	1	-	-	11	1	3	4	-	-	10	1	-	-	3	-	-	-	-	-	-		
Selected occupations <sup>3</sup>																												
Maintenance:																												
Maintenance men, skilled <sup>4</sup> -----	528	4.52	-	-	-	-	-	-	-	-	-	-	-	3	6	6	46	65	130	50	72	88	36	4	-	22		
Electricians, maintenance-----	68	4.66	-	-	-	-	-	-	-	-	-	-	-	-	-	-	7	-	24	3	13	3	11	-	-	7		
Instrument repairmen-----	18	4.76	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	2	-	4	-	8	-	-	-	3		
Machinists, maintenance-----	24	4.76	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2	7	4	-	3	-	-	-	-	8		
Mechanics, general-----	285	4.51	-	-	-	-	-	-	-	-	-	-	-	-	3	-	13	34	84	28	25	69	25	4	-	-		
Mechanics, maintenance-----	27	4.32	-	-	-	-	-	-	-	-	-	-	-	-	-	6	-	-	6	15	-	-	-	-	-	-		
Pipefitters, maintenance-----	22	4.61	-	-	-	-	-	-	-	-	-	-	-	-	-	-	5	6	-	-	7	-	-	-	-	4		
Welders, hand, maintenance-----	37	4.48	-	-	-	-	-	-	-	-	-	-	-	-	-	-	6	6	6	-	11	8	-	-	-	-		
Helpers, trades, maintenance-----	39	3.87	-	-	-	-	-	-	-	3	4	-	-	15	-	-	-	8	-	9	-	-	-	-	-	-		
Processing:																												
Chemical operators, class A-----	529	4.32	-	-	-	-	-	-	-	-	-	-	-	-	-	21	30	60	113	178	19	29	-	79	-	-		
Chemical operators, class B-----	552	4.22	-	-	-	4	-	-	15	4	3	4	6	85	43	48	16	30	-	-	294	-	-	-	-	-		
Chemical operators' helpers-----	70	3.66	-	-	-	-	-	-	-	-	-	-	11	20	39	-	-	-	-	-	-	-	-	-	-	-		
Fillers-----	140	4.01	6	-	-	-	6	-	-	-	-	3	3	26	14	-	-	29	-	53	-	-	-	-	-	-		
Millers-----	50	3.87	-	-	-	-	6	-	-	-	-	6	1	9	-	-	-	28	-	-	-	-	-	-	-	-		
Inspecting and testing:																												
Laboratory assistants-----	210	4.15	-	-	-	-	-	1	-	17	16	13	6	14	6	13	2	3	4	88	11	11	5	-	-	-		
Material movement and handling:																												
Laborers, material handling-----	187	3.69	-	-	-	-	8	6	6	11	58	4	8	17	-	-	37	32	-	-	-	-	-	-	-	-		
Stock clerks-----	34	3.68	-	-	-	6	-	-	-	-	3	-	6	7	2	-	-	10	-	-	-	-	-	-	-	-		
Truckdrivers-----	22	4.42	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	11	-	4	-	6	-	-	-	-		
Truckers, power, forklift-----	68	3.72	-	-	-	-	-	3	-	-	-	30	-	8	15	-	-	12	-	-	-	-	-	-	-	-		
Custodial:																												
Janitors-----	56	3.35	-	-	6	-	6	14	-	7	4	10	-	-	-	-	9	-	-	-	-	-	-	-	-	-		

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

<sup>2</sup> Excludes premium pay for overtime and for work on weekends, holidays, and late shifts. All production workers covered by the study were paid on a time basis.

<sup>3</sup> Presentation of data for selected occupations is limited to men.

<sup>4</sup> Includes data for workers in occupations listed separately and for all others who have achieved the skills normally associated with fully qualified maintenance trades workers.



Table 14. Occupational earnings: All establishments—Detroit, Mich.<sup>1</sup>

(Number and average straight-time hourly earnings<sup>2</sup> of production workers in selected occupations in establishments manufacturing basic industrial chemicals (except industrial gases) and plastics materials, synthetic resins, and nonvulcanizable elastomers, June 1971)

Department and occupation	Number of workers	Average hourly earnings <sup>2</sup>	NUMBER OF WORKERS RECEIVING STRAIGHT-TIME HOURLY EARNINGS OF—																							
			Under \$3.60	\$3.60 and under \$3.70	\$3.70	\$3.80	\$3.90	\$4.00	\$4.10	\$4.20	\$4.30	\$4.40	\$4.50	\$4.60	\$4.70	\$4.80	\$4.90	\$5.00	\$5.10	\$5.20	\$5.30	\$5.40	\$5.50	\$5.60 and over		
All production workers-----	3,147	\$4.50	4	19	82	3	110	186	202	216	532	477	193	302	152	273	176	61	3	3	20	86	33	14		
Men-----	3,115	4.51	-	19	82	3	110	184	194	208	529	476	193	296	152	273	176	61	3	3	20	86	33	14		
Women-----	32	4.13	4	-	-	-	-	2	8	8	3	1	-	6	-	-	-	-	-	-	-	-	-	-		
Selected occupations <sup>3</sup>																										
Maintenance:																										
Maintenance men, skilled <sup>4</sup> -----	737	4.94	-	-	-	-	-	-	-	-	11	9	30	95	44	235	145	45	3	-	20	67	33	-		
Electricians, maintenance-----	79	5.08	-	-	-	-	-	-	-	-	-	-	-	16	-	21	12	5	-	-	-	-	25	-		
Instrument repairmen-----	44	4.92	-	-	-	-	-	-	-	-	-	-	-	-	6	-	35	3	-	-	-	-	-	-		
Mechanics, general-----	86	4.77	-	-	-	-	-	-	-	-	-	-	8	34	-	35	-	9	-	-	-	-	-	-		
Mechanics, maintenance-----	69	4.98	-	-	-	-	-	-	-	-	3	-	-	-	-	36	17	5	-	-	-	-	8	-		
Pipefitters, maintenance-----	122	4.97	-	-	-	-	-	-	-	-	8	-	-	15	-	38	17	17	-	-	-	27	-	-		
Welders, hand, maintenance-----	56	4.83	-	-	-	-	-	-	-	-	-	-	4	12	-	32	6	2	-	-	-	-	-	-		
Processing:																										
Chemical operators, class A-----	341	4.59	-	-	-	-	-	-	-	39	40	20	56	67	69	15	19	16	-	-	-	-	-	-		
Chemical operators, class B-----	197	4.34	-	-	-	-	24	-	25	29	35	36	11	37	-	-	-	-	-	-	-	-	-	-		
Chemical operators' helpers-----	124	4.07	-	4	45	-	12	22	-	-	-	29	8	4	-	-	-	-	-	-	-	-	-	-		
Pumpmen-----	39	4.47	-	-	-	-	-	-	4	-	12	5	10	-	-	8	-	-	-	-	-	-	-	-		
Material movement and handling:																										
Laborers, material handling-----	91	4.26	-	-	8	-	-	-	9	10	58	4	2	-	-	-	-	-	-	-	-	-	-	-		
Truckdrivers <sup>5</sup> -----	30	4.29	-	-	-	3	-	-	4	9	2	7	5	-	-	-	-	-	-	-	-	-	-	-		
Other than semi- or trailer-----	15	4.23	-	-	-	-	-	-	4	9	2	-	-	-	-	-	-	-	-	-	-	-	-	-		
Truckers, power <sup>5</sup> -----	133	4.22	-	-	14	-	-	-	24	16	71	6	-	-	2	-	-	-	-	-	-	-	-	-		
Forklift-----	124	4.20	-	-	14	-	-	-	24	15	68	3	-	-	-	-	-	-	-	-	-	-	-	-		
Custodial:																										
Guards-----	33	4.13	-	-	8	-	-	-	-	25	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Janitors-----	87	4.06	-	11	-	-	11	16	41	8	-	-	-	-	-	-	-	-	-	-	-	-	-	-		

<sup>1</sup> The Detroit Standard Metropolitan Statistical Area consists of Macomb, Oakland, and Wayne Counties.

<sup>2</sup> 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.

<sup>3</sup> Presentation of data for selected occupations is limited to men.

<sup>4</sup> Includes data for workers in occupations listed separately and for all others who have achieved the skills normally associated with fully qualified maintenance trades workers.

<sup>5</sup> Includes data for workers in classification in addition to those shown separately.

Table 15. Occupational earnings: All establishments—Los Angeles—Long Beach and Anaheim—Santa Ana—Garden Grove, Calif.<sup>1</sup>

(Number and average straight-time hourly earnings<sup>2</sup> of production workers in selected occupations in establishments manufacturing basic industrial chemicals (except industrial gases) and plastics materials, synthetic resins, and nonvulcanizable elastomers, June 1971)

Department and occupation	Number of workers	Average hourly earnings <sup>2</sup>	NUMBER OF WORKERS RECEIVING STRAIGHT-TIME HOURLY EARNINGS OF—																									
			\$2.50 and under	\$2.60	\$2.70	\$2.80	\$2.90	\$3.00	\$3.10	\$3.20	\$3.30	\$3.40	\$3.50	\$3.60	\$3.70	\$3.80	\$3.90	\$4.00	\$4.10	\$4.20	\$4.30	\$4.40	\$4.50	\$4.60	\$4.70	\$4.80	\$4.90	\$5.00 and over
			\$2.60	\$2.70	\$2.80	\$2.90	\$3.00	\$3.10	\$3.20	\$3.30	\$3.40	\$3.50	\$3.60	\$3.70	\$3.80	\$3.90	\$4.00	\$4.10	\$4.20	\$4.30	\$4.40	\$4.50	\$4.60	\$4.70	\$4.80	\$4.90	\$5.00	
All production workers <sup>3</sup> -----	1,549	\$4.19	3	6	27	9	9	9	10	56	46	40	76	35	95	48	76	95	118	68	56	164	17	48	155	26	185	72
<u>Selected occupations <sup>3</sup></u>																												
Maintenance:																												
Maintenance men, skilled <sup>4</sup> -----	237	4.72	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	24	4	6	13	-	-	-	58	3	128	-
Mechanics, general -----	122	4.61	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	24	3	6	13	-	-	-	15	-	60	-
Processing:																												
Chemical operators, class A -----	155	4.68	-	-	-	-	-	-	-	-	-	-	-	-	-	-	7	-	21	23	16	4	-	2	-	15	-	<sup>5</sup> 67
Chemical operators, class B -----	237	4.46	-	-	-	-	-	-	-	-	-	-	-	7	12	11	20	12	32	2	8	-	-	-	76	-	57	-
Chemical operators' helpers -----	191	4.25	-	-	-	-	-	-	1	-	1	-	4	2	30	-	12	-	3	-	-	138	-	-	-	-	-	-
Fillers -----	91	3.51	3	-	9	-	-	3	-	-	-	13	47	-	2	-	-	3	11	-	-	-	-	-	-	-	-	-
Mixers -----	41	3.23	-	-	12	6	6	-	-	-	-	-	-	7	-	8	-	-	2	-	-	-	-	-	-	-	-	-
Pumpmen -----	13	4.04	-	-	-	-	-	-	-	-	-	-	-	-	1	-	6	2	2	-	-	2	-	-	-	-	-	-
Inspecting and testing:																												
Laboratory assistants -----	64	4.10	-	-	-	-	-	-	-	-	1	3	3	-	6	3	5	1	23	6	-	6	-	3	4	-	-	-
Material movement and handling:																												
Laborers, material handling -----	92	3.57	-	-	-	-	-	6	-	20	21	4	-	-	14	16	-	5	-	-	-	6	-	-	-	-	-	-
Stock clerks -----	8	3.53	-	-	3	-	-	-	-	-	-	-	-	-	3	-	-	-	-	-	-	2	-	-	-	-	-	-
Truckers, power <sup>6</sup> -----	47	4.02	-	-	-	-	-	-	-	-	-	-	3	9	-	8	-	-	4	-	14	-	-	9	-	-	-	-
Forklift -----	33	3.93	-	-	-	-	-	-	-	-	-	3	9	-	8	-	-	-	4	-	-	-	9	-	-	-	-	-
Custodial:																												
Janitors -----	11	3.42	-	3	-	-	-	-	-	-	3	-	-	-	-	-	5	-	-	-	-	-	-	-	-	-	-	-

<sup>1</sup> The Los Angeles—Long Beach and Anaheim—Santa Ana—Garden Grove Standard Metropolitan Statistical Area consists of Los Angeles and Orange Counties.

<sup>2</sup> 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.

<sup>3</sup> Virtually all of the production workers were men; presentation of data for selected occupations is limited to men.

<sup>4</sup> Includes data for workers in occupations listed separately and for all others who have achieved the skills normally associated with fully qualified maintenance trades workers.

<sup>5</sup> All workers were at \$5.10 to \$5.20.

<sup>6</sup> Includes data for workers in classification in addition to those shown separately.

Table 16. Occupational earnings: All establishments—Louisiana

(Number and average straight-time hourly earnings<sup>1</sup> of production workers in selected occupations in establishments manufacturing basic industrial chemicals (except industrial gases) and plastics materials, synthetic resins, and nonvulcanizable elastomers, June 1971)

Department and occupation	Number of workers	Average hourly earnings <sup>1</sup>	NUMBER OF WORKERS RECEIVING STRAIGHT-TIME HOURLY EARNINGS OF--																									
			Under \$3.00	\$3.00 and under \$3.10	\$3.10 to \$3.20	\$3.20 to \$3.30	\$3.30 to \$3.40	\$3.40 to \$3.50	\$3.50 to \$3.60	\$3.60 to \$3.70	\$3.70 to \$3.80	\$3.80 to \$3.90	\$3.90 to \$4.00	\$4.00 to \$4.10	\$4.10 to \$4.20	\$4.20 to \$4.30	\$4.30 to \$4.40	\$4.40 to \$4.50	\$4.50 to \$4.60	\$4.60 to \$4.70	\$4.70 to \$4.80	\$4.80 to \$4.90	\$4.90 to \$5.00	\$5.00 to \$5.10	\$5.10 to \$5.20	\$5.20 to \$5.30	\$5.30 to \$5.40 and over	
All production workers <sup>2</sup> -----	11,185	\$4.40	24	111	316	137	176	216	535	209	487	243	249	609	471	810	375	630	590	281	490	979	1837	690	371	90	224	35
<u>Selected occupations</u> <sup>2</sup>																												
Maintenance:																												
Maintenance men, skilled <sup>3</sup> -----	3,171	4.77	-	-	-	-	-	-	-	-	8	-	-	111	-	255	2	283	376	28	150	442	763	493	170	78	12	-
Electricians, maintenance -----	296	4.83	-	-	-	-	-	-	-	-	-	-	-	8	-	12	-	40	36	-	1	24	49	55	71	-	-	-
Instrument repairmen -----	260	4.90	-	-	-	-	-	-	-	-	-	-	-	-	-	24	-	-	32	28	5	38	22	21	-	78	12	-
Machinists, maintenance -----	265	4.82	-	-	-	-	-	-	-	-	-	-	-	4	-	-	-	32	50	-	6	15	114	44	-	-	-	-
Mechanics, general -----	1,203	4.73	-	-	-	-	-	-	-	-	-	-	-	51	-	131	-	211	64	-	88	251	-	354	53	-	-	-
Pipefitters, maintenance -----	374	4.74	-	-	-	-	-	-	-	-	-	-	-	16	-	64	-	-	42	-	25	-	227	-	-	-	-	-
Welders, hand, maintenance -----	199	4.84	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	64	-	11	17	60	-	46	-	-	-
Helpers, trades, maintenance -----	129	3.78	-	-	16	-	-	40	-	-	5	22	1	-	38	2	-	-	3	-	2	-	-	-	-	-	-	-
Processing:																												
Chemical operators, class A -----	2,148	4.78	-	-	-	-	-	-	-	28	-	-	-	100	22	153	82	96	37	98	137	400	523	125	129	8	206	4
Chemical operators, class B -----	1,337	4.46	-	-	-	-	-	-	4	12	-	61	89	229	55	113	113	138	13	-	84	28	398	-	-	-	-	-
Chemical operators' helpers -----	257	3.78	-	-	-	-	-	19	7	32	115	20	49	-	15	-	-	-	-	-	-	-	-	-	-	-	-	-
Fillers -----	168	3.81	-	-	-	48	-	-	18	-	-	-	18	6	63	3	12	-	-	-	-	-	-	-	-	-	-	-
Pumpmen -----	37	3.83	-	-	-	-	-	4	-	16	-	-	4	9	-	1	3	-	-	-	-	-	-	-	-	-	-	-
Inspecting and testing:																												
Laboratory assistants -----	496	4.55	-	1	-	2	-	22	-	2	25	18	6	54	4	32	11	22	13	36	57	33	77	30	21	-	6	24
Material movement and handling:																												
Laborers, material handling -----	207	3.68	-	-	56	3	11	-	4	15	62	7	-	4	-	19	13	8	-	-	5	-	-	-	-	-	-	-
Stock clerks -----	104	4.05	-	-	4	1	-	1	4	16	12	9	4	-	6	15	9	4	12	-	-	6	-	-	1	-	-	-
Truckdrivers <sup>4</sup> -----	78	3.91	-	-	-	4	-	4	16	-	16	-	3	-	8	22	5	-	-	-	-	-	-	-	-	-	-	-
Other than semi- or trailer -----	32	3.77	-	-	-	4	-	4	-	-	16	-	3	-	-	5	-	-	-	-	-	-	-	-	-	-	-	-
Truckers, power, forklift -----	32	3.54	-	-	16	-	-	-	-	-	7	-	6	-	-	-	2	-	-	-	-	1	-	-	-	-	-	-
Custodial:																												
Guards -----	122	4.09	-	-	-	-	20	-	1	6	2	8	1	1	13	15	29	5	21	-	-	-	-	-	-	-	-	-
Janitors -----	146	3.41	-	36	8	-	29	9	12	34	16	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

<sup>1</sup> 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.

<sup>2</sup> Virtually all of the production workers were men; presentation of data for selected occupations is limited to men.

<sup>3</sup> Includes data for workers in occupations listed separately and for all others who have achieved the skills normally associated with fully qualified maintenance trades workers.

<sup>4</sup> Includes data for workers in classification in addition to those shown separately.

Table 17. Occupational earnings: All establishments—Newark and Jersey City, N.J.<sup>1</sup>

(Number and average straight-time hourly earnings<sup>2</sup> of production workers in selected occupations in establishments manufacturing basic industrial chemicals (except industrial gases) and plastics materials, synthetic resins, and nonvulcanizable elastomers, June 1971)

Department and occupation	Number of workers	Average hourly earnings <sup>2</sup>	NUMBER OF WORKERS RECEIVING STRAIGHT-TIME HOURLY EARNINGS OF—																									
			Under \$2.70	\$2.70 and under \$2.80	\$2.80	\$2.90	\$3.00	\$3.10	\$3.20	\$3.30	\$3.40	\$3.50	\$3.60	\$3.70	\$3.80	\$3.90	\$4.00	\$4.10	\$4.20	\$4.30	\$4.40	\$4.50	\$4.60	\$4.70	\$4.80	\$4.90	\$5.00	\$5.10 and over
All production workers-----	4,831	\$3.85	130	24	145	88	170	234	241	182	197	102	303	349	441	262	268	245	263	163	234	242	129	101	27	32	246	13
Men-----	4,799	3.86	130	24	139	88	164	234	241	176	194	102	300	345	441	262	267	243	262	163	234	242	129	101	27	32	246	13
Women-----	32	3.38	-	-	6	-	6	-	-	6	3	-	3	4	-	-	1	2	1	-	-	-	-	-	-	-	-	-
<b>Selected occupations<sup>3</sup></b>																												
<b>Maintenance:</b>																												
Maintenance men, skilled <sup>4</sup> -----	767	4.55	-	-	-	-	-	9	-	18	-	-	9	11	24	30	-	-	10	44	133	224	22	23	13	12	182	3
Electricians, maintenance-----	69	4.73	-	-	-	-	-	-	-	-	-	-	-	-	-	2	-	-	-	4	13	13	5	-	-	8	24	-
Instrument repairmen-----	39	4.77	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	7	11	3	-	-	-	-	18	-
Machinists, maintenance-----	45	4.69	-	-	-	-	-	-	-	-	-	-	-	-	-	8	-	-	-	5	4	2	4	-	-	4	18	-
Mechanics, general-----	315	4.32	-	-	-	-	-	9	-	18	-	-	9	11	24	-	-	-	5	31	61	114	10	11	3	-	6	3
Pipefitters, maintenance-----	162	4.70	-	-	-	-	-	-	-	-	-	-	-	-	-	4	-	-	-	-	16	80	-	8	-	-	54	-
<b>Processing:</b>																												
Chemical operators, class A-----	714	4.26	-	-	-	-	-	-	-	-	24	-	3	-	-	14	176	93	188	62	25	6	35	62	6	10	10	-
Chemical operators, class B-----	590	3.77	-	-	3	3	18	42	9	30	9	-	105	34	113	92	-	76	-	20	36	-	-	-	-	-	-	-
Chemical operators' helpers-----	251	3.62	-	-	-	-	-	-	4	12	58	-	33	136	8	-	-	-	-	-	-	-	-	-	-	-	-	-
Fillers-----	349	3.46	-	-	81	-	24	-	50	12	4	12	16	1	101	36	10	-	-	2	-	-	-	-	-	-	-	-
Mixers-----	117	3.53	9	-	-	-	-	-	27	9	-	4	-	24	36	8	-	-	-	-	-	-	-	-	-	-	-	-
Pumpmen-----	29	3.95	-	-	-	-	-	9	-	-	-	-	-	-	-	6	-	-	6	2	-	-	6	-	-	-	-	-
<b>Inspecting and testing:</b>																												
Laboratory assistants:																												
Men-----	347	3.70	4	-	4	6	60	56	31	8	20	7	12	6	13	12	19	-	3	1	4	1	60	-	2	10	2	6
Women-----	17	3.21	-	-	6	-	6	-	-	-	-	-	2	1	-	-	-	2	-	-	-	-	-	-	-	-	-	-
<b>Material movement and handling:</b>																												
Laborers, material handling-----	177	3.48	-	-	36	-	-	-	-	40	-	12	45	18	6	12	-	-	-	4	2	-	-	2	-	-	-	-
Stock clerks-----	38	3.88	-	-	-	-	-	-	17	-	-	-	-	-	7	-	-	-	2	-	-	-	6	6	-	-	-	-
Truckdrivers-----	37	4.20	-	-	-	-	-	-	-	-	-	-	-	-	-	-	15	-	15	7	-	-	-	-	-	-	-	-
Truckers, power, forklift-----	211	3.59	-	-	-	-	-	45	8	-	28	11	10	18	65	16	-	10	-	-	-	-	-	-	-	-	-	-
<b>Custodial:</b>																												
Janitors-----	64	3.26	-	-	9	8	-	8	7	6	-	20	6	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

<sup>1</sup> The Newark and Jersey City Standard Metropolitan Statistical Areas consists of Essex, Hudson, Morris, and Union Counties.

<sup>2</sup> 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.

<sup>3</sup> Workers in selected occupations are men unless otherwise indicated.

<sup>4</sup> Includes data for workers in occupations listed separately and for all others who have achieved the skills normally associated with fully qualified maintenance trades workers.

Table 18. Occupational earnings: All establishments—Philadelphia, Pa.-N.J.<sup>1</sup>

(Number and average straight-time hourly earnings<sup>2</sup> of production workers in selected occupations in establishments manufacturing basic industrial chemicals (except industrial gases) and plastics materials, synthetic resins, and nonvulcanizable elastomers, June 1971)

Department and occupation	Number of workers	Average hourly earnings <sup>2</sup> and under	NUMBER OF WORKERS RECEIVING STRAIGHT-TIME HOURLY EARNINGS OF—																										
			\$2.40	\$2.50	\$2.60	\$2.70	\$2.80	\$2.90	\$3.00	\$3.10	\$3.20	\$3.30	\$3.40	\$3.50	\$3.60	\$3.70	\$3.80	\$3.90	\$4.00	\$4.10	\$4.20	\$4.30	\$4.40	\$4.50	\$4.60	\$4.70	\$4.80	\$5.00	
			\$2.50	\$2.60	\$2.70	\$2.80	\$2.90	\$3.00	\$3.10	\$3.20	\$3.30	\$3.40	\$3.50	\$3.60	\$3.70	\$3.80	\$3.90	\$4.00	\$4.10	\$4.20	\$4.30	\$4.40	\$4.50	\$4.60	\$4.70	\$4.80	\$5.00	over	
All production workers-----	6,622	\$4.12	63	16	18	7	61	4	57	89	204	152	181	300	317	347	235	340	277	904	189	467	547	743	264	232	591	17	
Men-----	6,510	4.14	6	10	-	2	61	4	57	86	202	152	180	299	317	332	235	340	275	904	189	467	546	743	264	232	590	17	
Women-----	112	2.81	57	6	18	5	-	-	-	3	2	-	1	1	-	15	-	-	2	-	-	1	-	-	-	-	1	-	
Selected occupations <sup>3</sup>																													
Maintenance:																													
Maintenance men, skilled <sup>4</sup> -----	1,242	4.55	-	-	-	-	-	-	-	-	-	-	-	3	92	23	12	12	14	60	50	34	-	41	137	223	187	354	-
Electricians, maintenance-----	114	4.59	-	-	-	-	-	-	-	-	-	-	-	-	12	-	-	-	-	-	5	6	-	5	6	26	20	34	-
Instrument repairmen-----	104	4.74	-	-	-	-	-	-	-	-	-	-	-	-	2	5	-	-	-	-	-	-	-	10	-	41	46	-	-
Mechanics, general-----	178	4.38	-	-	-	-	-	-	-	-	-	-	-	-	-	-	12	-	14	42	34	12	-	-	-	-	64	-	-
Mechanics, maintenance-----	76	4.15	-	-	-	-	-	-	-	-	-	-	-	-	33	-	-	-	-	6	6	-	-	2	-	29	-	-	-
Pipefitters, maintenance-----	261	4.61	-	-	-	-	-	-	-	-	-	-	-	17	-	-	-	-	6	-	-	-	9	60	84	13	72	-	-
Welders, hand, maintenance-----	85	4.66	-	-	-	-	-	-	-	-	-	-	-	3	-	-	-	-	3	-	-	-	4	8	25	26	16	-	-
Helpers, trades, maintenance-----	42	3.72	-	-	-	-	-	-	-	-	-	-	-	3	-	10	22	4	3	-	-	-	-	-	-	-	-	-	-
Processing:																													
Chemical operators, class A-----	1,135	4.37	-	-	-	-	-	-	-	-	-	49	5	40	-	6	88	85	12	-	64	24	10	565	25	-	162	-	-
Chemical operators' helpers-----	102	3.67	-	-	-	-	-	-	-	2	12	-	-	-	-	-	72	15	-	1	-	-	-	-	-	-	-	-	-
Fillers-----	79	3.75	-	-	-	-	-	-	-	-	-	-	-	12	4	24	-	-	39	-	-	-	-	-	-	-	-	-	-
Inspecting and testing:																													
Laboratory assistants-----	242	4.27	-	-	-	-	-	1	4	-	6	-	8	3	9	-	10	37	15	28	10	16	2	36	10	-	32	15	-
Material movement and handling:																													
Laborers, material handling-----	143	3.45	-	-	-	-	-	3	3	32	42	5	-	4	10	25	2	13	4	-	-	-	-	-	-	-	-	-	-
Stock clerks-----	38	3.96	-	-	-	-	-	-	-	-	-	-	3	-	-	4	-	14	12	-	-	-	5	-	-	-	-	-	-
Truck drivers <sup>5</sup> -----	63	4.15	-	-	-	-	-	-	-	-	-	-	-	6	3	-	-	4	1	7	26	16	-	-	-	-	-	-	-
Other than semi- or trailer-----	11	3.81	-	-	-	-	-	-	-	-	-	-	-	6	-	-	-	2	-	1	-	2	-	-	-	-	-	-	-
Truckers, power <sup>5</sup> -----	186	3.90	-	-	-	-	-	-	16	8	12	-	-	5	3	12	-	30	8	54	-	38	-	-	-	-	-	-	-
Forklift-----	162	4.01	-	-	-	-	-	-	12	-	-	-	-	5	3	12	-	30	8	54	-	38	-	-	-	-	-	-	-
Custodial:																													
Guards-----	76	4.07	-	-	-	2	-	-	-	-	-	-	-	3	2	2	14	2	2	37	3	-	-	-	-	-	9	-	-
Janitors-----	137	3.64	-	3	-	-	3	-	3	4	5	4	-	6	17	64	28	-	-	-	-	-	-	-	-	-	-	-	-

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

<sup>2</sup> Excludes premium pay for overtime and for work on weekends, holidays, and late shifts. All production workers covered by the study were paid on a time basis.

<sup>3</sup> Presentation of data for selected occupations is limited to men.

<sup>4</sup> Includes data for workers in occupations listed separately and for all others who have achieved the skills normally associated with fully qualified maintenance trades workers.

<sup>5</sup> Includes data for workers in classification in addition to those shown separately.

Table 19. Occupational earnings: All establishments—San Francisco—Oakland, Calif.<sup>1</sup>

(Number and average straight-time hourly earnings<sup>2</sup> of production workers in selected occupations in establishments manufacturing basic industrial chemicals (except industrial gases) and plastics materials, synthetic resins, and nonvulcanizable elastomers, June 1971)

Department and occupation	Number of workers	Average hourly earnings <sup>2</sup>	NUMBER OF WORKERS RECEIVING STRAIGHT-TIME HOURLY EARNINGS OF--																										
			Under \$2.90	\$2.90 and under	\$3.00	\$3.10	\$3.20	\$3.30	\$3.40	\$3.50	\$3.60	\$3.70	\$3.80	\$3.90	\$4.00	\$4.10	\$4.20	\$4.30	\$4.40	\$4.50	\$4.60	\$4.70	\$4.80	\$4.90	\$5.00	\$5.10	\$5.20	\$5.30	
			\$3.00	\$3.10	\$3.20	\$3.30	\$3.40	\$3.50	\$3.60	\$3.70	\$3.80	\$3.90	\$4.00	\$4.10	\$4.20	\$4.30	\$4.40	\$4.50	\$4.60	\$4.70	\$4.80	\$4.90	\$5.00	\$5.10	\$5.20	\$5.30	and over		
All production workers -----	2,054	\$4.12	53	16	31	54	23	31	52	81	96	93	121	153	140	120	186	138	170	81	77	25	186	10	70	14	10	23	
Men -----	1,822	4.22	12	14	28	38	8	20	28	48	67	88	117	149	137	115	150	137	170	81	77	25	186	10	70	14	10	23	
Women -----	232	3.41	41	2	3	16	15	11	24	33	29	5	4	4	3	5	36	1	-	-	-	-	-	-	-	-	-	-	
Selected occupations <sup>4</sup>																													
Maintenance:																													
Maintenance men, skilled <sup>5</sup> -----	333	4.74	-	-	-	-	-	-	-	-	-	-	-	-	-	4	5	72	42	15	8	6	84	8	65	7	7	10	
Electricians, maintenance -----	29	4.69	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	1	13	3	1	1	3	1	-	-	1	64	
Instrument repairmen -----	19	4.94	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2	-	-	6	-	11	-	-	-	
Machinists, maintenance -----	31	4.89	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	3	2	-	-	20	1	-	-	-	74	
Mechanics, general -----	115	4.68	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	52	12	-	-	-	-	-	48	-	3	-	
Helpers, trades, maintenance -----	22	4.22	-	-	-	-	-	-	-	-	1	4	-	6	-	-	-	-	-	-	11	-	-	-	-	-	-	-	
Processing:																													
Chemical operators, class A -----	97	4.38	-	-	-	-	1	1	1	-	-	2	-	29	19	-	2	-	-	10	12	14	-	3	3	-	-	-	
Chemical operators, class B -----	174	4.56	-	-	-	-	-	-	-	-	-	-	-	24	-	30	-	22	-	20	-	78	-	-	-	-	-	-	
Material movement and handling:																													
Laborers, material handling -----	49	4.13	-	2	1	2	-	2	-	-	1	1	3	6	4	-	-	-	-	27	-	-	-	-	-	-	-	-	
Stock clerks -----	23	3.84	-	-	-	-	-	2	-	3	2	6	1	1	2	-	5	-	1	-	-	-	-	-	-	-	-	-	
Truckers, power, forklift -----	36	4.11	-	-	-	-	-	-	-	-	-	15	-	3	6	-	-	-	-	-	12	-	-	-	-	-	-	-	
Custodial:																													
Janitors -----	36	3.57	1	2	-	1	2	2	3	4	-	12	9	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	

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

<sup>2</sup> Excludes premium pay for overtime and for work on weekends, holidays, and late shifts. All production workers covered by the study were paid on a time basis.

<sup>3</sup> Workers were distributed as follows: 12 at \$2 to \$2.10; 5 at \$2.20 to \$2.30; 16 at \$2.40 to \$2.50; 3 at \$2.50 to \$2.60; 1 at \$2.70 to \$2.80; and 4 at \$2.80 to \$2.90.

<sup>4</sup> Presentation of data for selected occupations is limited to men.

<sup>5</sup> Includes data for workers in occupations listed separately and for all others who have achieved the skills normally associated with fully qualified maintenance trades workers.

<sup>6</sup> Workers were distributed as follows: 1 at \$5.30 to \$5.40; 1 at \$5.40 to \$5.50; and 2 at \$5.50 to \$5.60.

<sup>7</sup> Workers were distributed as follows: 1 at \$5.30 to \$5.40; 1 at \$5.40 to \$5.50; and 2 at \$5.60 to \$5.70.

Table 20. Occupational earnings: All establishments—Texas Gulf Coast<sup>1</sup>

(Number and average straight-time hourly earnings<sup>2</sup> of production workers in selected occupations in establishments manufacturing basic industrial chemicals (except industrial gases) and plastic materials, synthetic resins, and nonvulcanizable elastomers, June 1971)

Department and occupation	Number of workers	Average hourly earnings	NUMBER OF WORKERS RECEIVING STRAIGHT-TIME HOURLY EARNINGS OF—																									
			Under \$3.30	\$3.30 and under \$3.40	\$3.40	\$3.50	\$3.60	\$3.70	\$3.80	\$3.90	\$4.00	\$4.10	\$4.20	\$4.30	\$4.40	\$4.50	\$4.60	\$4.70	\$4.80	\$4.90	\$5.00	\$5.10	\$5.20	\$5.30	\$5.40	\$5.60	\$5.80	\$6.00 and over
All production workers -----	21,628	\$4.66	166	79	119	211	192	495	242	348	641	516	756	762	1648	436	3352	1267	2874	2925	2726	1313	267	102	72	48	37	34
Men -----	21,542	4.66	156	77	119	210	190	493	241	347	641	516	754	757	1648	435	3351	1266	2873	2876	2726	1312	263	102	72	46	37	34
Women -----	86	4.51	10	2	-	1	2	2	1	1	-	-	2	5	-	1	1	1	1	49	-	1	4	-	-	2	-	-
<b>Selected occupations<sup>4</sup></b>																												
<b>Maintenance:</b>																												
Maintenance men, skilled <sup>5</sup> -----	5,574	4.90	-	-	-	-	-	-	-	-	-	-	-	-	291	24	805	126	1547	796	1295	472	126	23	30	24	11	4
Electricians, maintenance -----	445	4.89	-	-	-	-	-	-	-	-	-	-	-	-	28	-	55	4	148	108	91	-	11	-	-	-	-	-
Instrument repairmen -----	785	4.99	-	-	-	-	-	-	-	-	-	-	-	-	43	5	96	21	82	133	144	171	26	8	22	19	11	4
Machinists, maintenance -----	372	4.93	-	-	-	-	-	-	-	-	-	-	-	-	2	-	30	4	128	93	90	-	25	-	-	-	-	-
Mechanics, general -----	1,160	4.96	-	-	-	-	-	-	-	-	-	-	-	-	140	-	-	23	-	21	666	294	4	-	8	4	-	-
Mechanics, maintenance -----	686	4.84	-	-	-	-	-	-	-	-	-	-	-	-	22	5	149	17	236	167	110	-	-	-	-	-	-	-
Pipefitters, maintenance -----	723	4.84	-	-	-	-	-	-	-	-	-	-	-	-	30	-	165	9	335	92	58	-	34	-	-	-	-	-
Welders, hand, maintenance -----	294	4.83	-	-	-	-	-	-	-	-	-	-	-	-	10	-	50	8	179	11	36	-	-	-	-	-	-	-
Helpers, trades, maintenance -----	167	4.47	-	-	-	-	-	-	2	14	22	-	-	5	24	14	81	2	2	1	-	-	-	-	-	-	-	-
<b>Processing:</b>																												
Chemical operators, class A -----	5,778	4.88	-	-	-	-	-	-	-	-	-	-	8	16	368	21	560	757	731	1364	1233	614	90	8	8	-	-	-
Chemical operators, class B -----	2,902	4.57	-	-	-	-	-	-	4	14	361	58	46	29	222	131	1320	78	323	316	-	-	-	-	-	-	-	-
Chemical operators' helpers -----	885	4.22	-	-	-	-	-	24	46	46	102	4	308	336	6	-	-	11	2	-	-	-	-	-	-	-	-	-
Compressor operators -----	51	4.44	-	-	-	-	-	3	-	-	8	-	-	-	25	-	-	15	-	-	-	-	-	-	-	-	-	-
Fillers -----	250	4.00	-	30	-	-	-	126	-	4	-	12	-	2	8	31	37	-	-	-	-	-	-	-	-	-	-	-
Pumpmen -----	364	4.45	-	-	-	-	15	10	21	5	-	-	-	1	259	-	-	8	9	28	-	8	-	-	-	-	-	-
<b>Inspecting and testing:</b>																												
Laboratory assistants:																												
Men -----	1,388	4.67	-	-	-	9	54	-	27	30	14	8	133	49	78	87	147	143	141	235	38	129	2	51	2	4	7	-
Women -----	50	4.96	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	48	-	-	-	-	-	1	-	-
<b>Material movement and handling:</b>																												
Laborers, material handling -----	187	4.04	-	-	-	-	21	26	1	51	5	28	15	28	1	-	11	-	-	-	-	-	-	-	-	-	-	-
Stock clerks -----	280	4.53	1	-	-	-	-	5	4	8	16	6	12	10	68	5	72	26	22	16	9	-	-	-	-	-	-	-
Truckdrivers <sup>6</sup> -----	226	4.36	-	-	-	-	-	4	-	25	-	19	3	53	70	36	16	-	-	-	-	-	-	-	-	-	-	-
Other than semi- or trailer -----	201	4.38	-	-	-	-	-	-	-	25	-	19	3	33	70	35	16	-	-	-	-	-	-	-	-	-	-	-
Truckers, power, forklift -----	100	4.17	-	-	6	-	-	-	22	-	-	37	-	-	31	3	-	-	1	-	-	-	-	-	-	-	-	-
<b>Custodial:</b>																												
Guards -----	205	4.54	-	2	-	-	-	-	-	3	1	45	11	26	11	3	35	23	13	15	11	2	1	-	3	-	-	-
Janitors -----	235	3.68	7	74	-	49	-	-	-	79	-	13	11	-	-	-	-	2	-	-	-	-	-	-	-	-	-	-

<sup>1</sup> The Texas Gulf Coast area consists of all Texas counties bordering on the Gulf of Mexico, and their contiguous counties.

<sup>2</sup> 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.

<sup>3</sup> Workers were distributed as follows: 6 at \$2.40 to \$2.50; 1 at \$2.60 to \$2.70; 1 at \$2.80 to \$2.90; and 2 at \$3.10 to \$3.20.

<sup>4</sup> Workers in selected occupations are men unless otherwise indicated.

<sup>5</sup> Includes data for workers in occupations listed separately and for all others who have achieved the skills normally associated with fully qualified maintenance trades workers.

<sup>6</sup> Includes data for workers in classification in addition to those shown separately.



Table 21. Method of wage payment

(Percent of production workers in establishments manufacturing basic industrial chemicals (except industrial gases) and plastics materials, synthetic resins, and nonvulcanizable elastomers by method of wage payment, United States, selected regions, and locations, June 1971)

Method of wage payment <sup>1</sup>	United States <sup>2</sup>	Regions								Locations									
		New England	Middle Atlantic	Border States	South-east	South-west	Great Lakes	Middle West	Pacific	Buffalo, N.Y.	Charles- ton, W. Va.- Ohio	Chicago, Ill.	Detroit, Mich.	Los Angeles- Long Beach and Anaheim- Santa Ana- Garden Grove, Calif.	Louisiana	Newark and Jersey City, N.J.	Phila- delphia, Pa.-N.J.	San Francisco- Oakland, Calif.	Texas Gulf Coast
All workers .....	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100
Time-rated workers .....	99	99	98	100	100	99	99	94	100	100	100	100	100	100	100	96	100	100	100
Formal plans .....	97	98	95	99	92	99	98	92	98	99	100	93	100	96	100	91	100	100	100
Single rate .....	66	47	60	79	73	64	71	40	78	69	48	53	95	90	65	70	75	53	60
Range of rates .....	31	51	35	20	19	35	27	52	20	31	52	40	5	6	35	20	25	47	40
Individual rates .....	2	2	3	( <sup>3</sup> )	8	( <sup>3</sup> )	1	2	2	( <sup>3</sup> )	-	7	-	4	-	5	-	-	-
Incentive workers .....	1	( <sup>3</sup> )	2	-	-	1	1	6	-	-	-	-	-	-	-	4	-	-	-

<sup>1</sup> See appendix A for definition of method of wage payment.

<sup>2</sup> Includes data for the Mountain region in addition to those shown separately.

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

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

Table 22. Scheduled weekly hours

(Percent of production workers in establishments manufacturing basic industrial chemicals (except industrial gases) and plastic materials, synthetic resins, and nonvulcanizable elastomers by scheduled weekly hours, <sup>1</sup> United States, selected regions, and locations, June 1971)

Weekly hours <sup>1</sup>	United States <sup>2</sup>	Regions								Locations									
		New England	Middle Atlantic	Border States	South-east	South-west	Great Lakes	Middle West	Pacific	Buffalo, N.Y.	Charles- ton, W. Va.- Ohio	Chicago, Ill.	Detroit, Mich.	Los Angeles- Long Beach and Anaheim- Santa Ana- Garden Grove, Calif.	Louisiana	Newark and Jersey City, N.J.	Phila- delphia, Pa.-N.J.	San Francisco- Oakland, Calif.	Texas Gulf Coast
All workers .....	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100
37½ hours .....	1	-	( <sup>3</sup> )	-	11	-	-	-	-	-	-	-	-	-	-	-	3	-	-
40 hours .....	93	85	99	84	85	94	93	100	92	100	100	100	100	61	97	100	91	100	90
42 hours .....	5	-	1	8	4	6	7	-	8	-	-	-	-	39	3	-	5	-	10
44 hours .....	1	-	-	7	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
45 hours .....	( <sup>3</sup> )	13	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
48 hours .....	( <sup>3</sup> )	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

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

<sup>2</sup> Includes data for the Mountain region in addition to those shown separately.

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

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

Table 23. Shift differential practices

(Percent of production workers employed on selected shifts in establishments manufacturing basic industrial chemicals (except industrial gases) and plastics materials, synthetic resins, and nonvulcanizable elastomers by type of shift and amount of shift differential, United States, selected regions, and locations, June 1971)

Shift differential	United States <sup>1</sup>					New England					Middle Atlantic					Border States				
	Rotating shifts <sup>2</sup>			Fixed shifts <sup>3</sup>		Rotating shifts <sup>2</sup>			Fixed shifts <sup>3</sup>		Rotating shifts <sup>2</sup>			Fixed shifts <sup>3</sup>		Rotating shifts <sup>2</sup>			Fixed shifts <sup>3</sup>	
	Schedules																			
	Day	Evening	Night	Evening	Night and other shifts	Day	Evening	Night	Evening	Night and other shifts	Day	Evening	Night	Evening	Night and other shifts	Day	Evening	Night	Evening	Night and other shifts
Workers employed on selected shifts <sup>4</sup>	16.4	14.9	14.4	4.2	2.5	10.6	9.6	8.5	12.6	8.9	15.0	13.9	12.9	4.6	2.4	17.1	16.7	16.5	2.6	1.6
Receiving shift differential	2.9	14.8	14.3	4.1	2.4	4.8	9.6	8.5	12.2	8.9	6.5	13.9	12.9	4.5	2.4	2.3	15.9	15.7	2.4	1.6
Uniform cents per hour	1.5	11.9	11.7	3.8	2.4	4.8	9.6	8.5	12.2	8.9	2.4	8.9	8.5	4.5	2.4	.6	14.2	14.0	2.4	1.6
Under 10 cents	.2	.8	.3	.4	.1	-	1.9	1.8	.6	-	-	.8	-	.4	-	-	.6	-	.5	-
10 cents	.2	3.2	.3	1.4	.3	-	.5	-	6.9	-	.2	3.4	.3	1.8	.5	.6	4.6	.6	.3	-
11 cents	.3	.7	.3	.3	( <sup>5</sup> )	-	-	-	-	-	1.0	1.2	1.0	.1	.1	-	1.8	-	1.4	-
12 and under 14 cents	.3	2.3	.4	.6	.2	-	2.5	-	-	-	.3	.9	.3	1.2	.5	-	2.8	-	-	-
14 cents	.3	.5	.3	-	.1	4.8	4.8	4.5	-	-	.6	.4	.4	-	-	-	.3	( <sup>5</sup> )	-	.5
15 cents	.2	3.2	.9	.7	.4	-	-	-	3.1	1.5	.3	.7	1.0	.3	.2	-	1.8	.2	.2	-
16 and under 20 cents	-	.8	2.0	.1	.3	-	-	2.3	-	-	-	1.1	1.0	.3	( <sup>5</sup> )	-	2.3	5.1	-	.8
20 cents	-	.1	2.3	( <sup>5</sup> )	.5	-	-	-	.5	4.3	-	.2	3.8	-	.4	-	-	3.7	-	.3
21 cents	( <sup>5</sup> )	( <sup>5</sup> )	( <sup>5</sup> )	.1	.1	-	-	-	-	-	-	-	-	.4	.4	-	-	-	-	-
22 cents	( <sup>5</sup> )	.1	.8	( <sup>5</sup> )	( <sup>5</sup> )	-	-	-	-	-	-	-	.3	-	-	-	-	.8	-	-
22½ or 23 cents	-	( <sup>5</sup> )	.1	( <sup>5</sup> )	-	-	-	-	-	-	-	-	.2	-	-	-	-	-	-	-
24 cents	-	.1	.7	-	.1	-	-	-	-	-	-	-	.2	-	.1	-	-	.4	-	-
25 cents	-	.1	.5	( <sup>5</sup> )	.2	-	-	-	-	2.4	-	.2	.1	-	-	-	-	2.0	-	-
26 and under 30 cents	-	-	.1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	.6	-	-
30 cents	-	-	2.4	.2	( <sup>5</sup> )	-	-	-	-	-	-	-	-	-	.1	-	-	.7	-	-
32 cents	-	-	.4	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Over 32 cents	-	-	.1	( <sup>5</sup> )	( <sup>5</sup> )	-	-	-	1.0	.5	-	-	.2	-	-	-	-	-	-	-
Uniform cents per hour plus paid lunch period not provided fixed day-shift workers	.3	2.0	1.9	.1	.1	-	-	-	-	-	1.0	4.6	3.9	( <sup>5</sup> )	( <sup>5</sup> )	-	1.0	1.0	-	-
7 cents	-	.2	-	-	-	-	-	-	-	-	-	.8	-	-	-	-	-	-	-	-
8 or 9 cents	-	.1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1.0	-	-	-
10 cents	.1	.7	.1	.1	-	-	-	-	-	-	.2	1.7	.2	( <sup>5</sup> )	-	-	-	-	-	-
12 cents	.1	.3	.3	-	-	-	-	-	-	-	.5	.8	1.0	-	-	-	-	-	-	-
12½ and under 15 cents	.1	.2	.1	-	-	-	-	-	-	-	.3	.7	.3	-	-	-	-	.3	-	-
15 cents	-	.3	.2	( <sup>5</sup> )	( <sup>5</sup> )	-	-	-	-	-	-	.3	( <sup>5</sup> )	-	-	-	-	-	-	-
16 or 17 cents	-	.1	.2	-	-	-	-	-	-	-	-	.2	.3	-	-	-	-	.7	-	-
18 cents	-	.1	.1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
19 cents	-	-	.1	-	-	-	-	-	-	-	-	-	.5	-	-	-	-	-	-	-
20 cents	-	( <sup>5</sup> )	( <sup>5</sup> )	-	( <sup>5</sup> )	-	-	-	-	-	-	-	.9	-	( <sup>5</sup> )	-	-	-	-	-
Over 20 cents	( <sup>5</sup> )	( <sup>5</sup> )	.3	-	-	-	-	-	-	-	-	-	.6	-	-	-	-	-	-	-
Uniform percentage	.2	.6	.6	.1	( <sup>5</sup> )	-	-	-	-	-	.1	.1	.1	( <sup>5</sup> )	-	.7	.7	.7	-	-
5 percent	-	.2	.2	( <sup>5</sup> )	-	-	-	-	-	-	-	-	.1	-	-	-	-	-	-	-
9 percent	-	-	-	.1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
10 percent	.2	.4	.2	( <sup>5</sup> )	-	-	-	-	-	-	.1	.1	.1	( <sup>5</sup> )	-	.7	.7	.7	-	-
12 percent	-	-	.2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
13 percent	-	-	-	-	( <sup>5</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
15 percent	-	( <sup>5</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
23 percent	-	-	( <sup>5</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Uniform percentage plus paid lunch period not provided fixed day-shift workers	( <sup>5</sup> )	.2	.2	( <sup>5</sup> )	-	-	-	-	-	-	.1	.4	.4	-	-	-	-	-	-	-
5 percent	-	.1	-	( <sup>5</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
10 percent	( <sup>5</sup> )	.1	.2	-	-	-	-	-	-	-	.1	.4	.4	-	-	-	-	-	-	-
Paid lunch period not provided fixed day-shift workers	.9	-	-	-	-	-	-	-	-	-	2.9	-	-	-	-	-	1.0	-	-	-
No shift differential	13.5	.1	.1	.1	.1	5.8	-	-	.4	-	8.5	-	-	( <sup>5</sup> )	-	14.8	.8	.8	.1	-

See footnotes at end of table.

Table 23. Shift differential practices—Continued

(Percent of production workers employed on selected shifts in establishments manufacturing basic industrial chemicals (except industrial gases) and plastics materials, synthetic resins, and nonvulcanizable elastomers by type of shift and amount of shift differential, United States, selected regions, and locations, June 1971)

Shift differential	Southeast					Southwest					Great Lakes					Middle West				
	Rotating shifts <sup>2</sup>			Fixed shifts <sup>3</sup>		Rotating shifts <sup>2</sup>			Fixed shifts <sup>3</sup>		Rotating shifts <sup>2</sup>			Fixed shifts <sup>3</sup>		Rotating shifts <sup>2</sup>			Fixed shifts <sup>3</sup>	
	Schedules																			
	Day	Evening	Night	Evening	Night and other shifts	Day	Evening	Night	Evening	Night and other shifts	Day	Evening	Night	Evening	Night and other shifts	Day	Evening	Night	Evening	Night and other shifts
Workers employed on selected shifts <sup>4</sup>	22.8	16.4	15.9	5.2	3.6	16.7	16.6	16.5	1.3	.3	17.4	12.6	14.8	6.2	5.8	23.2	15.1	13.5	3.3	2.9
Receiving shift differential	4.1	16.4	15.9	4.8	3.2	-	16.6	16.5	1.2	.3	1.6	12.6	14.8	6.2	5.8	4.8	15.1	13.5	3.0	2.9
Uniform cents per hour	4.1	12.3	11.8	4.3	3.2	-	14.4	13.6	1.2	.3	1.6	11.7	13.9	5.1	5.0	2.1	10.1	8.8	3.0	2.9
Under 10 cents	2.6	3.7	1.3	1.3	.4	-	-	-	-	-	-	1.0	.4	.5	.4	-	2.3	-	-	-
10 cents	1.5	5.6	1.5	2.9	-	-	3.3	-	.7	-	-	.9	-	1.6	1.1	-	1.3	.7	1.1	-
11 cents	-	-	-	-	-	-	-	-	-	-	.6	5.8	.6	.2	-	-	-	-	-	-
12 and under 14 cents	-	-	-	-	-	-	1.0	-	-	-	-	.9	.6	1.0	( <sup>5</sup> )	2.1	5.0	2.1	1.9	.2
14 cents	-	1.5	.9	-	-	-	-	-	-	-	-	.1	-	-	.1	-	-	-	-	-
15 cents	-	-	.5	-	1.6	-	10.0	1.4	.6	.3	.6	2.3	1.1	1.7	.4	-	.5	-	-	.7
16 and under 20 cents	-	.3	1.3	-	-	-	-	.7	-	-	.2	-	3.0	-	.5	-	1.1	2.1	-	-
20 cents	-	-	3.6	-	1.2	-	-	.9	-	-	-	.2	1.7	-	.7	-	-	1.3	-	.4
21 cents	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
22 cents	-	1.3	1.3	-	-	-	-	-	-	-	.1	.1	2.9	-	( <sup>5</sup> )	-	-	-	-	-
22½ or 23 cents	-	-	-	-	-	-	-	-	-	-	-	.2	.2	-	-	-	-	1.2	-	-
24 cents	-	-	-	-	-	-	-	.7	-	-	-	-	.9	-	.3	-	-	-	-	-
25 cents	-	-	1.4	-	-	-	-	-	-	-	-	.1	.7	( <sup>5</sup> )	.5	-	-	1.0	-	1.6
26 and under 30 cents	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
30 cents	-	-	-	-	-	-	-	8.6	-	( <sup>5</sup> )	-	-	1.7	-	.9	-	-	.5	-	-
32 cents	-	-	-	-	-	-	-	1.3	-	-	-	-	-	-	-	-	-	-	-	-
Over 32 cents	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Uniform cents per hour plus paid lunch period not provided fixed day-shift workers	-	-	-	-	-	-	1.3	2.0	( <sup>5</sup> )	-	-	.9	.9	.4	.3	-	2.3	1.9	-	-
7 cents	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
8 or 9 cents	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
10 cents	-	-	-	-	-	-	.6	-	-	-	-	.3	-	.4	-	-	-	-	-	-
12 cents	-	-	-	-	-	-	-	-	-	-	-	.7	.7	-	-	-	-	-	-	-
12½ and under 15 cents	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
15 cents	-	-	-	-	-	-	.7	1.0	( <sup>5</sup> )	-	-	-	-	-	.2	-	-	-	-	-
16 or 17 cents	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
18 cents	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2.3	1.9	-	-
19 cents	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
20 cents	-	-	-	-	-	-	-	.2	-	-	-	-	.3	-	( <sup>5</sup> )	-	-	-	-	-
Over 20 cents	-	-	-	-	-	-	-	.7	-	-	-	-	-	-	-	-	-	-	-	-
Uniform percentage	-	2.7	2.7	-	-	-	.9	.9	-	-	-	-	-	.7	.6	2.7	2.7	2.7	.1	-
5 percent	-	-	-	-	-	-	.9	.9	-	-	-	-	-	.7	-	-	-	-	.1	-
9 percent	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
10 percent	-	2.7	-	-	-	-	-	-	-	-	-	-	-	-	.6	2.7	2.7	2.7	-	-
12 percent	-	-	2.7	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
13 percent	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
15 percent	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
23 percent	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Uniform percentage plus paid lunch period not provided fixed day-shift workers	-	1.4	1.4	.6	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
5 percent	-	1.4	-	.6	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
10 percent	-	-	1.4	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Paid lunch period not provided fixed day-shift workers	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
No shift differential	18.7	-	-	.3	.3	16.7	-	-	( <sup>5</sup> )	-	15.8	-	-	-	-	18.4	-	-	.3	-

See footnotes at end of table.

Table 23. Shift differential practices—Continued

(Percent of production workers employed on selected shifts in establishments manufacturing basic industrial chemicals (except industrial gases) and plastics materials, synthetic resins, and nonvulcanizable elastomers by type of shift and amount of shift differential, United States, selected regions, and locations, June 1971)

Shift differential	Pacific					Buffalo, N. Y.					Charleston, W. Va.—Ohio					Chicago, Ill.				
	Rotating shifts <sup>2</sup>			Fixed shifts <sup>3</sup>		Rotating shifts <sup>2</sup>			Fixed shifts <sup>3</sup>		Rotating shifts <sup>2</sup>			Fixed shifts <sup>3</sup>		Rotating shifts <sup>2</sup>			Fixed shifts <sup>3</sup>	
	Schedules <sup>4</sup>																			
	Day	Evening	Night	Evening	Night and other shifts	Day	Evening	Night	Evening	Night and other shifts	Day	Evening	Night	Evening	Night and other shifts	Day	Evening	Night	Evening	Night and other shifts
Workers employed on selected shifts <sup>4</sup>	11.5	12.1	10.5	4.8	2.4	12.9	12.9	11.5	4.2	4.1	14.2	14.2	14.2	.5	-	11.4	11.2	11.4	11.6	6.9
Receiving shift differential	1.2	12.1	10.5	4.8	2.4	11.6	12.9	11.5	4.2	4.1	-	14.2	14.2	.3	-	-	11.2	11.4	11.6	6.9
Uniform cents per hour	.8	8.6	9.5	2.3	1.7	6.5	4.1	4.0	3.9	3.7	-	14.2	14.2	.3	-	-	8.5	8.7	7.2	4.2
Under 10 cents	-	-	-	-	-	-	-	-	-	-	-	2.8	-	-	-	-	-	-	.5	-
10 cents	.2	1.0	-	.3	-	-	-	-	-	-	-	-	-	-	-	-	4.5	-	3.6	-
11 cents	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
12 and under 14 cents	-	1.0	-	1.4	-	-	-	-	.2	-	-	-	-	-	-	-	2.8	-	-	-
14 cents	-	-	-	-	-	5.3	3.2	3.2	-	-	-	.9	-	-	-	-	-	-	-	-
15 cents	-	1.5	-	.4	-	1.3	1.0	.9	-	-	-	2.4	-	.3	-	-	1.2	-	3.1	-
16 and under 20 cents	-	1.0	.6	.1	1.2	-	-	-	-	-	-	8.1	2.8	-	-	-	-	-	-	-
20 cents	-	-	1.0	-	.4	-	-	-	-	-	-	-	-	-	-	-	-	4.6	-	2.7
21 cents	.6	.7	.6	-	-	-	-	-	3.7	3.7	-	-	-	-	-	-	-	-	-	-
22 cents	-	.2	-	.2	-	-	-	-	-	-	-	-	2.7	-	-	-	-	-	-	-
22½ or 23 cents	-	-	-	.1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
24 cents	-	3.3	4.2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	3.0	-	-
25 cents	-	-	-	-	-	-	-	-	-	-	-	-	4.3	-	-	-	-	-	-	1.5
26 and under 30 cents	-	-	.2	-	-	-	-	-	-	-	-	-	2.0	-	-	-	-	-	-	-
30 cents	-	-	1.5	-	-	-	-	-	-	-	-	-	2.4	-	-	-	-	1.1	-	-
32 cents	-	-	1.4	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Over 32 cents	-	-	-	-	.1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Uniform cents per hour plus paid lunch period not provided fixed day-shift workers	.4	3.0	.7	.3	-	2.4	8.1	6.8	.4	.4	-	-	-	-	-	-	2.7	2.7	4.4	2.6
7 cents	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
8 or 9 cents	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
10 cents	-	.9	-	.3	-	-	2.7	-	.4	-	-	-	-	-	-	-	2.7	-	4.4	-
12 cents	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
12½ and under 15 cents	-	-	-	-	-	2.4	3.5	2.2	-	-	-	-	-	-	-	-	-	-	-	-
15 cents	-	1.0	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
16 or 17 cents	-	-	-	-	-	-	1.9	-	-	-	-	-	-	-	-	-	-	-	-	2.3
18 cents	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
19 cents	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
20 cents	-	.6	.3	-	-	-	-	1.4	-	.4	-	-	-	-	-	-	-	2.7	-	.3
Over 20 cents	.4	.4	.4	-	-	-	-	3.2	-	-	-	-	-	-	-	-	-	-	-	-
Uniform percentage	-	.5	.3	2.2	.8	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
5 percent	-	-	-	.1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
9 percent	-	-	-	2.1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
10 percent	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
12 percent	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
13 percent	-	-	-	-	.8	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
15 percent	-	.5	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
23 percent	-	-	.3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Uniform percentage plus paid lunch period not provided fixed day-shift workers	-	-	-	-	-	.7	.7	.7	-	-	-	-	-	-	-	-	-	-	-	-
5 percent	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
10 percent	-	-	-	-	-	.7	.7	.7	-	-	-	-	-	-	-	-	-	-	-	-
Paid lunch period not provided fixed day-shift workers	-	-	-	-	-	1.9	-	-	-	-	-	-	-	-	-	-	-	-	-	-
No shift differential	10.3	-	-	-	-	1.3	-	-	-	-	14.2	-	-	.2	-	11.4	-	-	-	-

See footnotes at end of table.

Table 23. Shift differential practices—Continued

(Percent of production workers employed on selected shifts in establishments manufacturing basic industrial chemicals (except industrial gases) and plastics materials, synthetic resins, and nonvulcanizable elastomers by type of shift and amount of shift differential, United States, selected regions, and locations, June 1971)

Shift differential	Detroit, Mich.					Louisiana					Los Angeles—Long Beach and Anaheim— Santa Ana—Garden Grove, Calif.					Newark and Jersey City, N.J.				
	Rotating shifts <sup>2</sup>			Fixed shifts <sup>3</sup>		Rotating shifts <sup>2</sup>			Fixed shifts <sup>3</sup>		Rotating shifts <sup>2</sup>			Fixed shifts <sup>3</sup>		Rotating shifts <sup>2</sup>			Fixed shifts <sup>3</sup>	
	Schedules																			
	Day	Evening	Night	Evening	Night and other shifts	Day	Evening	Night	Evening	Night and other shifts	Day	Evening	Night	Evening	Night and other shifts	Day	Evening	Night	Evening	Night and other shifts
Workers employed on selected shifts <sup>4</sup>	8.7	8.5	8.5	15.0	12.2	16.2	16.0	16.0	.3	-	14.5	14.5	14.1	4.0	1.9	13.9	13.9	13.9	7.2	3.1
Receiving shift differential	-	8.5	8.5	15.0	12.2	-	16.0	16.0	.3	-	-	14.5	14.1	4.0	1.9	7.6	13.9	13.9	7.2	3.1
Uniform cents per hour	-	8.5	8.5	8.3	6.7	-	11.5	11.5	.3	-	-	8.0	7.7	4.0	1.9	5.6	10.9	10.9	7.2	3.1
Under 10 cents	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	.7	-	2.4	-
10 cents	-	-	-	-	-	-	2.6	-	-	-	-	-	-	1.3	-	-	2.7	.5	2.9	.7
11 cents	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	5.6	5.6	5.6	-	-
12 and under 14 cents	-	1.7	-	3.7	-	-	3.2	-	-	-	-	4.1	-	.8	-	-	-	-	1.2	-
14 cents	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
15 cents	-	6.8	-	4.5	-	-	5.7	1.5	.3	-	-	3.9	-	1.9	-	-	.6	1.1	.6	1.2
16 and under 20 cents	-	-	-	-	-	-	-	1.8	-	-	-	-	-	-	-	-	1.5	.2	-	.4
20 cents	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1.9	-	-	1.5	-	.2
21 cents	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1.5	-	-
22 cents	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
22½ or 23 cents	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
24 cents	-	-	1.7	-	2.7	-	-	2.5	-	-	-	-	3.8	-	-	-	-	1.5	-	-
25 cents	-	-	3.6	-	(5)	-	-	-	-	-	-	-	-	-	-	-	-	.6	-	-
26 and under 30 cents	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
30 cents	-	-	3.2	-	4.0	-	-	5.7	-	-	-	-	3.9	-	-	-	-	-	-	.6
32 cents	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Over 32 cents	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Uniform cents per hour plus paid lunch period not provided fixed day-shift workers	-	-	-	-	-	-	1.4	1.4	-	-	-	6.5	6.5	-	-	2.0	2.9	2.9	-	-
7 cents	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
8 or 9 cents	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
10 cents	-	-	-	-	-	-	.9	-	-	-	-	1.3	-	-	-	2.0	2.0	2.0	-	-
12 cents	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
12½ and under 15 cents	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	.9	-	-	-
15 cents	-	-	-	-	-	-	.6	-	-	-	-	5.2	-	-	-	-	-	-	-	-
16 or 17 cents	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
18 cents	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
19 cents	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
20 cents	-	-	-	-	-	-	-	.9	-	-	-	-	1.3	-	-	-	-	-	-	-
Over 20 cents	-	-	-	-	-	-	-	.6	-	-	-	-	5.2	-	-	-	-	.9	-	-
Uniform percentage	-	-	-	6.7	5.4	-	3.0	3.0	-	-	-	-	-	-	-	-	-	-	-	-
5 percent	-	-	-	6.7	-	-	3.0	3.0	-	-	-	-	-	-	-	-	-	-	-	-
9 percent	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
10 percent	-	-	-	-	5.4	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
12 percent	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
13 percent	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
15 percent	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
23 percent	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Uniform percentage plus paid lunch period not provided fixed day-shift workers	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
5 percent	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
10 percent	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Paid lunch period not provided fixed day-shift workers	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
No shift differential	8.7	-	-	-	-	16.2	-	-	-	-	14.5	-	-	-	-	6.3	-	-	-	-

See footnotes at end of table.

Table 23. Shift differential practices—Continued

(Percent of production workers employed on selected shifts in establishments manufacturing basic industrial chemicals (except industrial gases) and plastics materials, synthetic resins, and nonvulcanizable elastomers by type of shift and amount of shift differential, United States, selected regions, and locations, June 1971)

Shift differential	Philadelphia, Pa.,—N.J.					San Francisco—Oakland, Calif.					Texas Gulf Coast				
	Rotating shifts <sup>2</sup>			Fixed shifts <sup>3</sup>		Rotating shifts <sup>2</sup>			Fixed shifts <sup>3</sup>		Rotating shifts <sup>2</sup>			Fixed shifts <sup>3</sup>	
	Schedules														
	Day	Evening	Night	Evening	Night and other shifts	Day	Evening	Night	Evening	Night and other shifts	Day	Evening	Night	Evening	Night and other shifts
Workers employed on selected shifts <sup>4</sup> .....	17.2	16.9	16.8	1.9	.5	6.9	9.2	4.3	11.0	4.1	17.1	17.0	16.8	1.2	( <sup>5</sup> )
Receiving shift differential.....	1.8	16.9	16.8	1.9	.5	-	9.2	4.3	11.0	4.1	-	17.0	16.8	1.2	( <sup>5</sup> )
Uniform cents per hour.....	1.8	15.3	15.3	1.9	.5	-	4.3	4.3	1.6	1.2	-	14.9	14.7	.9	( <sup>5</sup> )
Under 10 cents.....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
10 cents.....	1.1	10.4	1.5	.9	-	-	-	-	-	-	-	-	-	-	-
11 cents.....	-	1.0	-	-	-	-	-	-	-	-	-	-	-	-	-
12 and under 14 cents.....	-	2.1	-	1.0	-	-	-	-	1.0	-	-	-	-	-	-
14 cents.....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
15 cents.....	.7	.7	.7	-	-	-	2.8	-	-	-	-	14.9	-	.9	-
16 and under 20 cents.....	-	-	.8	-	-	-	1.5	-	.2	.9	-	-	-	-	-
20 cents.....	-	1.1	10.1	-	( <sup>5</sup> )	-	-	-	-	-	-	-	-	-	-
21 cents.....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
22 cents.....	-	-	2.1	-	-	-	-	-	-	-	-	-	-	-	-
22½ or 23 cents.....	-	-	-	-	-	-	-	-	.3	-	-	-	-	-	-
24 cents.....	-	-	-	-	.4	-	-	-	-	-	-	-	-	-	-
25 cents.....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
26 and under 30 cents.....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
30 cents.....	-	-	-	-	-	-	-	2.8	-	-	-	-	12.3	-	( <sup>5</sup> )
32 cents.....	-	-	-	-	-	-	-	1.5	-	-	-	-	2.3	-	( <sup>5</sup> )
Over 32 cents.....	-	-	-	-	-	-	-	-	-	.3	-	-	-	-	-
Uniform cents per hour plus paid lunch period not provided fixed day-shift workers.....	-	1.6	1.6	-	-	-	4.9	-	1.0	-	-	2.1	2.1	.2	-
7 cents.....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
8 or 9 cents.....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
10 cents.....	-	-	-	-	-	-	2.4	-	1.0	-	-	1.2	-	.1	-
12 cents.....	-	1.6	-	-	-	-	-	-	-	-	-	-	-	-	-
12½ and under 15 cents.....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
15 cents.....	-	-	-	-	-	-	-	-	-	-	-	.9	1.2	.1	-
16 or 17 cents.....	-	-	1.6	-	-	-	-	-	-	-	-	-	-	-	-
18 cents.....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
19 cents.....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
20 cents.....	-	-	-	-	-	-	2.4	-	-	-	-	-	-	-	-
Over 20 cents.....	-	-	-	-	-	-	-	-	-	-	-	-	.9	-	-
Uniform percentage.....	-	-	-	-	-	-	-	-	8.5	2.9	-	-	-	-	-
5 percent.....	-	-	-	-	-	-	-	-	.4	-	-	-	-	-	-
9 percent.....	-	-	-	-	-	-	-	-	8.0	-	-	-	-	-	-
10 percent.....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
12 percent.....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
13 percent.....	-	-	-	-	-	-	-	-	-	2.9	-	-	-	-	-
15 percent.....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
23 percent.....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Uniform percentage plus paid lunch period not provided fixed day-shift workers.....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
5 percent.....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
10 percent.....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Paid lunch period not provided fixed day-shift workers.....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
No shift differential.....	15.4	-	-	-	-	6.9	-	-	-	-	17.1	-	-	( <sup>5</sup> )	-

<sup>1</sup> Includes data for the Mountain region in addition to those shown separately.

<sup>2</sup> Workers assigned to rotating shifts typically worked on the day, evening, and night schedules successively.

<sup>3</sup> Workers assigned to fixed shifts regularly worked either evening or night schedules.

<sup>4</sup> In addition to rotating and fixed shifts, other types such as oscillating, accounted for less than 2 percent of the workers.

<sup>5</sup> Less than 0.05 percent.

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

Table 24. Paid holidays

(Percent of production workers in establishments manufacturing basic industrial chemicals (except industrial gases) and plastics materials, synthetic resins, and nonvulcanizable elastomers with formal provisions for paid holidays, United States, selected regions, and locations, June 1971)

Number of paid holidays	United States <sup>1</sup>	Regions								Locations									
		New England	Middle Atlantic	Border States	South-east	South-west	Great Lakes	Middle West	Pacific	Buffalo, N.Y.	Charles-ton, W. Va.-Ohio	Chicago, Ill.	Detroit, Mich.	Los Angeles-Long Beach and Anaheim-Santa Ana-Garden Grove, Calif.	Louisiana	Newark and Jersey City, N.J.	Phila-delphia, Pa.-N.J.	San Francisco-Oakland, Calif.	Texas Gulf Coast
All workers.....	100	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	100	100	100	100	100	100	100	100	100	100	100	100	100
Less than 7 days.....	( <sup>2</sup> )	2	-	-	-	-	1	-	-	-	-	11	-	-	-	-	-	-	-
7 days.....	2	12	1	1	9	-	1	1	-	-	-	-	-	-	-	-	-	-	-
7 days plus 1 or 2 half days.....	1	-	3	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-
8 days.....	11	4	6	14	17	22	5	3	1	-	-	-	-	-	17	-	7	5	10
8 days plus 1 or 2 half days.....	3	10	5	-	-	-	3	3	11	25	-	-	35	-	-	4	-	42	-
9 days.....	53	11	31	64	64	58	64	68	78	30	78	68	15	93	67	35	52	41	64
9 days plus 1 or 2 half days.....	( <sup>2</sup> )	-	1	-	-	-	-	-	5	-	-	-	-	-	-	-	-	-	-
10 days.....	22	53	32	21	7	20	21	-	5	38	22	22	27	7	16	18	36	12	25
10 days plus 1, 2, or 3 half days.....	1	3	3	-	-	-	-	-	-	-	-	-	-	-	-	12	-	-	-
11 days.....	4	6	11	-	4	-	2	12	-	7	-	-	-	-	-	17	5	-	-
12 days.....	1	-	3	-	-	-	2	-	-	-	-	-	22	-	-	8	-	-	-
12 days plus 1 half day.....	( <sup>2</sup> )	-	1	-	-	-	-	-	-	-	-	-	-	-	-	7	-	-	-
13 days.....	1	-	3	-	-	-	-	12	-	-	-	-	-	-	-	-	-	-	-

<sup>1</sup> Includes data for the Mountain region in addition to those shown separately.

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

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

Table 25. Paid vacations

(Percent of production workers in establishments manufacturing basic industrial chemicals (except industrial gases) and plastics materials, synthetic resins, and nonvulcanizable elastomers with formal provisions for paid vacations after selected periods of service, United States, selected regions, and locations, June 1971)

Vacation policy	United States <sup>1</sup>	Regions								Locations									
		New England	Middle Atlantic	Border States	South-east	South-west	Great Lakes	Middle West	Pacific	Buffalo, N.Y.	Charleston, W. Va.-Ohio	Chicago, Ill.	Detroit, Mich.	Los Angeles-Long Beach and Anaheim-Santa Ana-Garden Grove, Calif.	Louisiana	Newark and Jersey City, N.J.	Philadelphia, Pa.-N.J.	San Francisco-Oakland, Calif.	Texas Gulf Coast
All workers.....	100	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	100	100	100	100	100	100	100	100	100	100	100	100	100
Length-of-time payment.....	94	70	98	87	100	96	93	96	100	100	100	100	100	100	100	100	88	100	93
Percentage payment.....	6	30	2	13	-	4	7	4	-	-	-	-	-	-	-	-	12	-	7
<u>Amount of vacation pay<sup>2</sup></u>																			
After 1 year of service:																			
1 week.....	40	56	54	36	48	20	43	37	30	57	30	59	57	35	19	76	23	40	7
Over 1 and under 2 weeks.....	4	-	-	2	-	-	19	3	-	-	-	-	-	-	-	-	-	-	-
2 weeks.....	55	44	46	62	52	77	36	60	70	43	70	41	43	65	70	24	77	60	93
Over 2 weeks.....	1	-	-	-	-	3	1	-	-	-	-	-	-	-	11	-	-	-	-
After 2 years of service:																			
1 week.....	16	30	14	24	18	9	22	19	3	-	14	34	4	-	12	11	21	12	-
Over 1 and under 2 weeks.....	3	-	-	2	-	6	7	4	1	-	-	-	-	-	-	-	-	5	7
2 weeks.....	74	70	85	74	82	70	56	73	95	100	86	66	96	100	77	82	79	82	72
Over 2 and under 3 weeks.....	6	-	1	-	-	12	14	3	-	-	-	-	-	-	-	8	-	-	21
3 weeks and over.....	1	-	-	-	-	3	1	-	-	-	-	-	-	-	11	-	-	-	-
After 3 years of service:																			
1 week.....	1	10	1	4	-	-	-	-	-	-	-	-	-	-	-	11	-	-	-
Over 1 and under 2 weeks.....	1	-	-	-	-	-	3	4	-	-	-	-	4	-	-	82	-	-	-
2 weeks.....	89	90	96	94	100	85	73	92	94	100	100	100	73	100	89	8	96	100	79
Over 2 and under 3 weeks.....	8	-	2	2	-	12	23	3	-	-	-	-	22	-	-	-	-	-	21
3 weeks and over.....	2	-	1	-	-	3	1	-	6	-	-	-	-	-	11	-	4	-	-
After 5 years of service:																			
1 week.....	( <sup>3</sup> )	10	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
2 weeks.....	30	44	40	24	43	18	29	28	35	2	20	81	10	39	12	65	25	-	7
Over 2 and under 3 weeks.....	6	46	3	2	-	1	22	3	11	-	-	-	-	-	-	11	-	42	1
3 weeks.....	59	-	56	74	57	67	46	69	48	98	80	19	67	61	77	16	75	58	72
Over 3 and under 4 weeks.....	3	-	1	-	-	11	3	-	-	-	-	-	22	-	-	8	-	-	20
Over 4 weeks.....	1	-	-	-	-	3	-	-	6	-	-	-	-	-	11	-	-	-	-
After 10 years of service:																			
Under 3 weeks.....	1	10	4	-	3	-	( <sup>3</sup> )	5	-	-	-	3	-	-	-	-	5	-	-
3 weeks.....	40	56	48	34	46	22	45	26	67	8	20	86	32	61	27	69	28	75	7
Over 3 and under 4 weeks.....	8	-	3	2	-	12	21	-	3	-	-	-	-	-	-	11	-	12	21
4 weeks.....	48	34	42	65	52	63	34	69	23	92	80	11	68	39	62	13	67	13	72
Over 4 and under 5 weeks.....	1	-	4	-	-	-	-	-	-	-	-	-	-	-	-	8	-	-	-
5 weeks and over.....	1	-	-	-	-	3	-	-	6	-	-	-	-	-	11	-	-	-	-
After 15 years of service:																			
Under 3 weeks.....	( <sup>3</sup> )	10	1	-	-	-	( <sup>3</sup> )	1	-	-	-	3	-	-	-	-	5	-	-
3 weeks.....	24	29	34	11	30	18	22	7	48	2	-	64	27	18	15	53	18	52	7
Over 3 and under 4 weeks.....	5	-	3	-	-	-	20	3	-	-	-	-	-	-	-	11	-	-	-
4 weeks.....	67	61	59	87	70	79	54	76	46	98	100	32	50	82	75	29	77	48	92
Over 4 and under 5 weeks.....	1	-	1	2	-	1	3	-	-	-	-	-	22	-	-	8	-	-	1
5 weeks.....	1	-	-	-	-	-	1	12	6	-	-	-	-	-	-	-	-	-	-
Over 5 weeks.....	1	-	3	-	-	3	-	-	-	-	-	-	-	-	11	-	-	-	-
After 20 years of service:																			
Under 3 weeks.....	( <sup>3</sup> )	10	1	-	-	-	( <sup>3</sup> )	1	-	-	-	3	-	-	-	-	5	-	-
3 weeks.....	9	6	4	4	21	16	6	4	15	-	-	15	-	12	15	12	5	46	7
Over 3 and under 4 weeks.....	3	-	-	-	-	-	18	3	-	-	-	-	-	-	-	-	-	-	-
4 weeks.....	30	29	45	27	41	12	28	11	49	8	5	49	32	47	4	66	15	17	11
Over 4 and under 5 weeks.....	4	-	2	2	-	11	6	-	-	-	-	-	22	-	-	-	-	-	20
5 weeks.....	51	55	45	67	38	57	42	68	36	92	95	32	46	41	71	15	75	36	61
Over 5 weeks.....	2	-	48	-	-	4	-	12	-	-	-	-	-	-	11	8	-	-	1

See footnotes at end of table.



Table 25. Paid vacations—Continued

(Percent of production workers in establishments manufacturing basic industrial chemicals (except industrial gases) and plastics materials, synthetic resins, and nonvulcanizable elastomers with formal provisions for paid vacations after selected periods of service, United States, selected regions, and locations, June 1971)

Vacation policy	United States <sup>1</sup>	Regions								Locations									
		New England	Middle Atlantic	Border States	South-east	South-west	Great Lakes	Middle West	Pacific	Buffalo, N.Y.	Charleston, W. Va.—Ohio	Chicago, Ill.	Detroit, Mich.	Los Angeles—Long Beach and Anaheim—Santa Ana—Garden Grove, Calif.	Louisiana	Newark and Jersey City, N.J.	Philadelphia, Pa.—N.J.	San Francisco—Oakland, Calif.	Texas Gulf Coast
<u>Amount of vacation pay<sup>2</sup>—</u> Continued																			
After 25 years of service:																			
Under 3 weeks.....	( <sup>3</sup> )	10	1	-	-	-	( <sup>3</sup> )	1	-	-	-	3	-	-	-	-	5	-	-
3 weeks.....	4	6	3	4	16	1	3	-	15	-	-	15	-	12	3	12	-	46	-
Over 3 and under 4 weeks.....	3	-	-	-	-	-	18	3	-	-	-	-	-	-	-	-	-	-	-
4 weeks.....	26	26	29	16	41	28	24	8	42	-	-	32	10	34	16	34	13	17	18
Over 4 and under 5 weeks.....	4	-	2	-	-	11	4	-	-	-	-	-	22	-	-	-	-	-	20
5 weeks.....	58	58	60	78	43	54	49	75	44	100	100	49	67	53	71	47	81	36	55
Over 5 and under 6 weeks.....	( <sup>3</sup> )	-	-	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
6 weeks.....	2	-	1	-	-	4	2	12	-	-	-	-	-	-	-	-	-	-	7
Over 6 weeks.....	2	-	4	-	-	3	-	-	-	-	-	-	-	-	11	8	-	-	-
After 30 years of service:																			
Under 3 weeks.....	( <sup>3</sup> )	10	1	-	-	-	( <sup>3</sup> )	1	-	-	-	3	-	-	-	-	5	-	-
3 weeks.....	4	6	3	4	16	1	3	-	15	-	-	15	-	12	3	12	-	46	-
Over 3 and under 4 weeks.....	1	-	-	-	-	-	4	3	-	-	-	-	-	-	-	-	-	-	-
4 weeks.....	28	26	28	13	41	28	35	8	42	-	-	20	10	34	16	34	10	17	18
Over 4 and under 5 weeks.....	4	-	2	-	-	11	4	-	-	-	-	-	22	-	-	-	-	-	20
5 weeks.....	45	24	51	60	27	44	36	45	42	64	51	61	53	53	71	47	80	36	42
6 weeks.....	16	34	11	21	16	13	17	43	1	36	49	-	15	-	-	-	5	-	20
Over 6 weeks.....	2	-	4	2	-	3	-	-	-	-	-	-	-	-	11	8	-	-	-
Maximum vacation:																			
Under 3 weeks.....	( <sup>3</sup> )	10	1	-	-	-	( <sup>3</sup> )	1	-	-	-	3	-	-	-	-	5	-	-
3 weeks.....	4	6	3	4	16	1	3	-	15	-	-	15	-	12	3	12	-	46	-
Over 3 and under 4 weeks.....	1	-	-	-	-	-	4	3	-	-	-	-	-	-	-	-	-	-	-
4 weeks.....	28	26	28	13	41	28	35	8	42	-	-	20	10	34	16	34	10	17	18
Over 4 and under 5 weeks.....	4	-	2	-	-	11	4	-	-	-	-	-	22	-	-	-	-	-	20
5 weeks.....	35	24	35	40	23	38	34	22	42	39	30	61	53	53	68	34	70	36	31
6 weeks.....	26	34	27	42	21	20	19	66	1	61	70	-	15	-	3	13	15	-	31
Over 6 weeks.....	2	-	4	2	-	3	-	-	-	-	-	-	-	-	11	8	-	-	-

<sup>1</sup> Includes data for the Mountain region in addition to those shown separately.

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

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

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

Table 26. Health, insurance, and retirement plans

(Percent of production workers in establishments manufacturing basic industrial chemicals (except industrial gases) and plastics materials, synthetic resins, and nonvulcanizable elastomers with specified health, insurance, and retirement plans, United States, selected regions, and locations, June 1971)

Type of benefit and financing <sup>1</sup>	United States <sup>2</sup>	Regions								Locations									
		New England	Middle Atlantic	Border States	South-east	South-west	Great Lakes	Middle West	Pacific	Buffalo, N.Y.	Charles-ton, W. Va.-Ohio	Chicago, Ill.	Detroit, Mich.	Los Angeles-Long Beach and Anaheim-Santa Ana-Garden Grove, Calif.	Louisiana	Newark and Jersey City, N.J.	Phila-delphia, Pa.-N.J.	San Francisco-Oakland, Calif.	Texas Gulf Coast
All workers _____	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100
Workers in establishments providing:																			
Life insurance _____	99	98	100	100	94	100	100	100	100	100	100	100	100	100	100	100	97	100	100
Noncontributory plans _____	70	77	83	63	65	59	64	97	81	100	51	64	100	75	65	79	76	72	47
Accidental death and dismemberment insurance _____	60	74	52	57	82	43	77	49	92	75	15	80	78	100	52	71	41	70	40
Noncontributory plans _____	41	64	40	38	54	21	51	38	71	75	15	57	78	49	25	55	31	54	19
Sickness and accident insurance or sick leave or both <sup>3</sup> _____	95	63	92	100	90	99	97	100	100	100	100	81	100	100	96	100	96	100	100
Sickness and accident insurance _____	82	53	86	100	70	78	88	75	39	100	100	30	100	7	64	73	96	72	90
Noncontributory plans _____	53	53	52	62	53	40	69	48	39	70	78	17	100	7	39	43	76	72	36
Sick leave (full pay, no waiting period) _____	25	6	34	23	36	24	8	30	50	49	22	11	-	60	35	46	11	15	21
Sick leave (partial pay or waiting period) _____	28	25	15	32	16	34	31	49	43	-	64	40	-	40	8	40	6	80	50
Hospitalization insurance _____	100	100	99	100	96	100	100	100	100	100	100	100	100	100	100	100	96	100	100
Noncontributory plans _____	72	67	88	89	70	52	65	78	51	100	100	63	100	43	42	83	90	64	49
Surgical insurance _____	100	100	100	100	96	100	100	100	100	100	100	100	100	100	100	100	100	100	100
Noncontributory plans _____	72	67	88	89	70	52	66	78	51	100	100	63	100	43	42	83	90	64	49
Medical insurance _____	93	100	93	94	92	100	79	99	100	100	100	68	96	100	100	100	100	100	100
Noncontributory plans _____	68	67	83	83	65	50	58	77	51	100	100	30	96	43	42	83	90	64	49
Major medical insurance _____	74	97	67	60	84	91	59	73	100	55	78	55	72	100	93	84	71	100	89
Noncontributory plans _____	40	67	43	33	57	28	38	55	50	36	15	17	72	43	23	67	50	59	22
Retirement plans <sup>4</sup> _____	97	85	94	100	100	99	95	97	98	100	100	85	100	98	100	75	94	95	99
Pensions _____	96	85	94	100	100	99	93	97	98	100	100	85	100	98	100	75	94	95	99
Noncontributory plans _____	88	82	83	96	88	87	93	78	85	100	100	85	100	87	89	56	85	54	92
Severance pay _____	1	-	1	-	-	2	2	-	-	-	-	-	-	-	-	-	4	-	-

<sup>1</sup> "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.

<sup>2</sup> Includes data for the Mountain region in addition to those shown separately.

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

<sup>4</sup> Unduplicated total of workers covered by pensions or retirement severance pay shown separately.

Table 27. Other selected benefits

(Percent of production workers in establishments manufacturing basic industrial chemicals (except industrial gases) and plastics materials, synthetic resins, and nonvulcanizable elastomers providing cost-of-living pay adjustments, funeral leave pay, jury duty pay, technological severance pay, supplemental unemployment benefits, and work clothing allowance, United States, selected regions, and locations, June 1971)

Item <sup>1</sup>	United States <sup>2</sup>	Regions								Locations									
		New England	Middle Atlantic	Border States	South-east	South-west	Great Lakes	Middle West	Pacific	Buffalo, N.Y.	Charles-ton, W. Va.-Ohio	Chicago, Ill.	Detroit, Mich.	Los Angeles-Long Beach and Anaheim-Santa Ana-Garden Grove, Calif.	Louisiana	Newark and Jersey City, N.J.	Phila-delphia, Pa.-N.J.	San Francisco-Oakland, Calif.	Texas Gulf Coast
Workers in establishments with provisions for:																			
Cost-of-living pay adjustments.....	20	9	28	13	15	11	31	15	8	44	-	11	85	-	17	33	24	5	-
CPI.....	19	9	28	13	9	9	30	15	8	44	-	3	85	-	17	33	24	5	-
Funeral leave pay.....	97	98	98	92	96	100	99	99	93	100	100	97	100	93	100	96	93	100	100
Jury duty pay.....	96	85	95	92	100	100	94	100	91	100	100	89	94	93	100	85	92	95	100
Technological severance pay.....	34	25	40	52	-	32	28	34	29	61	70	39	22	20	17	45	19	12	41
Supplemental unemployment benefits.....	16	13	14	18	12	18	13	29	16	2	49	14	22	16	23	-	58	-	7
Work clothing allowance:																			
Clothing provided.....	64	45	82	74	75	55	44	63	67	72	59	33	28	81	25	73	89	70	69
Monetary allowance.....	4	20	4	( <sup>3</sup> )	12	-	3	-	7	19	-	7	-	1	-	-	-	-	-
Combination of clothing and monetary allowance.....	4	13	( <sup>3</sup> )	10	5	4	4	4	7	2	26	-	-	-	8	-	-	13	-

<sup>1</sup> For definition of items, see appendix A.

<sup>2</sup> Includes data for the Mountain region in addition to those shown separately.

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

# Appendix A. Scope and Method of Survey

## Scope of survey

The survey included establishments primarily engaged in manufacturing (1) basic industrial inorganic and organic chemicals, except industrial gases (industry group 281, except 2813) and (2) plastics materials, synthetic resins, and nonvulcanizable elastomers (industry 2821) as defined in the 1967 edition of the *Standard Industrial Classification Manual*, prepared by the U.S. Office of Management and Budget. Atomic energy contractor plants and separate auxiliary units, such as central offices and research laboratories, were excluded.

The establishments studied were selected from those employing 50 workers or more at the time of reference of the data used in compiling the universe lists.

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

## 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. In this bulletin the terms "plant" and "establishment" have been used interchangeably.

## 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, Administrative, executive, professional, and technical personnel, and force-account construction employees, who were utilized as a separate work force on the firm's own properties, were excluded.

## Occupations selected for study

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

## Wage data

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

**Table A-1. Estimated number of establishments and workers within scope of survey and number studied, industrial chemicals industry, June 1971**

Industry branch, region, <sup>1</sup> and location <sup>2</sup>	Number of establishments <sup>3</sup>		Workers in establishments		
	Within scope of study	Actually studied	Within scope of study		Actually studied
			Total <sup>4</sup>	Production workers	Total <sup>4</sup>
<b>All establishments:</b>					
United States <sup>5</sup> .....	775	273	257,265	171,762	166,895
New England .....	49	14	9,684	5,907	5,760
Middle Atlantic .....	230	67	67,381	45,065	41,044
Buffalo .....	20	9	7,947	5,404	6,827
Newark and Jersey City .....	40	12	7,055	4,831	3,538
Philadelphia .....	28	14	10,679	6,622	8,698
Border States .....	63	29	33,024	23,731	23,250
Charleston .....	10	6	9,249	6,744	8,061
Southeast .....	73	19	15,065	10,541	6,991
Southwest .....	105	41	56,376	38,666	38,031
Louisiana .....	29	14	15,533	11,185	10,573
Texas Gulf Coast .....	48	20	32,687	21,628	23,706
Great Lakes <sup>6</sup> .....	152	58	49,525	32,544	33,249
Chicago .....	26	10	4,358	2,974	2,746
Detroit .....	9	6	5,430	3,147	5,238
Middle West .....	22	14	11,519	6,438	9,189
Pacific .....	71	28	13,078	7,806	8,705
Los Angeles—Long Beach and Anaheim—Santa Ana— Garden Grove .....	25	11	2,651	1,549	1,441
San Francisco—Oakland .....	19	8	3,415	2,054	2,530
<b>Basic inorganic and organic chemicals:</b>					
United States <sup>5</sup> .....	520	188	184,826	123,677	123,083
New England .....	20	7	3,987	2,050	2,643
Middle Atlantic .....	145	43	48,726	32,124	32,513
Border States .....	49	20	22,692	16,588	14,301
Southeast .....	57	14	11,493	8,090	4,410
Southwest .....	78	32	45,730	31,175	31,814
Great Lakes .....	95	37	32,831	21,407	23,197
Middle West .....	16	11	7,552	4,892	6,752
Pacific .....	50	21	10,202	6,287	6,777
<b>Plastics materials and resins:</b>					
United States <sup>5</sup> .....	255	85	72,439	48,085	43,812
Middle Atlantic .....	85	24	18,655	12,941	8,531
Border States .....	14	9	10,332	7,143	8,949
Southwest .....	27	9	10,646	7,491	6,217
Great Lakes .....	57	21	16,694	11,137	10,052

<sup>1</sup> The regions used in this study include: **New England**—Connecticut, Maine, Massachusetts, New Hampshire, Rhode Island, and Vermont; **Middle Atlantic**—New Jersey, New York, and Pennsylvania; **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.

<sup>2</sup> For definition of locations see footnote 1, tables 11 through 20.

<sup>3</sup> Includes only establishments with 50 workers or more at the time of reference of the universe data.

<sup>4</sup> Includes executive, professional, office clerical, and other workers in addition to production workers.

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

<sup>6</sup> Includes establishments in the Ohio portion of the Charleston, W. Va.—Ohio area.

bonuses were included as part of the workers' regular pay, but nonproduction bonus payments, such as Christmas or yearend bonuses, were excluded.

Average (mean) hourly rates or earnings for each occupation or other group of workers, such as 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 receive more than this rate and one-half receive less. The middle range is defined by two rates of pay; one-fourth of the employees earn less than the lower of these rates and one-fourth earn more than the higher rate.

### **Size of community**

Tabulations by size of community pertain to metropolitan and nonmetropolitan areas. The term "metropolitan area," as used in this bulletin, refers to the Standard Metropolitan Statistical Areas as defined by the U.S. Office of Management and Budget through January 1968.

Except in New England, a Standard Metropolitan Statistical Area is defined as a county or group of contiguous counties which contains at least one city of 50,000 inhabitants or more. Contiguous counties to the one containing such a city are included in a Standard Metropolitan Statistical Area if, according to certain criteria, they are essentially metropolitan in character and are socially and economically integrated with the central city. In New England, the city and town are administratively more important than the 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 may occasionally be paid above or below the single rate for special reasons, but such payments are regarded as exceptions. Range of rate plans are those in which the minimum and/or maximum rates paid experienced workers for the same job are specified. Specific rates of individual workers within the range may be determined by merit, length of service, or a combination of various concepts of merit and length of service. Incentive workers are classified under piecework or bonus plans. Piecework is work for which a predetermined rate is paid for each unit of output. Production bonuses are based on production in excess of a quota or for completion of a job in less than standard time.

### **Scheduled weekly hours**

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

### **Shift practices and differentials**

Data relate to shift practices of establishments during the payroll period studied and are presented in terms of the proportion of production workers actually employed under the conditions specified. Workers assigned to rotating shifts variously work on day, evening, and night shifts and workers assigned to fixed shifts regularly work on their assigned shifts.

### **Supplementary wage provisions**

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

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

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

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

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

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

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

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

Tabulations of retirement pensions are limited to plans which provide, 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. Establishment having optional plans providing employees a choice of either retirement severance payments or pensions were considered as having only retirement pension benefits.

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

*Supplemental unemployment benefits.* Data relate to formal plans designed to supplement benefits paid under State unemployment insurance systems.

*Technological severance pay.* Data relate to formal provisions for severance pay to workers permanently separated from employment as a result of force reduction arising out of the introduction of new equipment or from department or unit closings.

*Clothing allowance.* Data relate to formal provisions for protective garments, such as aprons, smocks, and overalls, worn in lieu of or over the employees' personal clothing; provisions for boots, gloves, hard hats, protective glasses, safety shoes, and other safety devices were excluded.

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

<sup>1</sup> 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 classification permits the grouping of occupational wage rates representing comparable job content. Because of the emphasis on interestablishment and interarea comparability of occupational content, the Bureau's job descriptions may differ significantly from those in use in individual establishments or those prepared for other purposes. In applying these job descriptions, the Bureau's field staff are instructed to exclude working supervisors, apprentices, learners, beginners, trainees, and handicapped, part-time, temporary, and probationary workers.

### Maintenance

#### Maintenance man, skilled

Performs the work of one or more recognized maintenance trades in a chemical plant. Includes only those workers who have achieved the skills normally associated with fully qualified maintenance trades workers. Does not include workers who only make minor repairs, such as handymen or utilitymen.

For wage study purposes, workers are classified as follows:

##### Electrician, maintenance

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

#### Instrument repairman

Installs, maintains, adjusts, and repairs manual, pneumatic, electric, and/or electronic measuring, recording, and regulating instruments in a chemical plant. Work involves *most of the following*: Inspecting, testing, and adjusting instruments periodically, determining cause of trouble in instruments not functioning properly and making necessary repairs or adjustments; disconnecting inaccurate or damaged instruments and replacing them; examining mechanism and cleaning parts; replacing worn or broken parts; assembling instruments and installing them on testing apparatus; and calibrating instruments to established standard.

##### Machinist, maintenance

Produces replacement parts and new parts for mechanical equipment operated in an establishment. Work involves *most of the following*: Interpreting written instructions and specifications; planning and laying out of work; using a variety of machinists' handtools and precision measuring instruments; setting up and operating standard machine tools; shaping of parts to close tolerances; making standard shop computations relating to dimensions of work, tooling, feeds and speeds of machining; knowledge of the working



properties of the common metals and other materials; selecting standard materials, parts, and equipment required for his work; fitting and assembling parts. In general, the machinist's work normally requires a rounded training in machine shop practice usually acquired through a formal apprenticeship or equivalent training and experience.

#### **Mechanic, general**

Performs the work of two or more maintenance trades rather than specializing in only one trade or one type of maintenance work. In general, the work of a general mechanic requires rounded training and experience usually acquired through a formal apprenticeship or equivalent training and experience.

The classification includes workers who regularly perform two or more types of skilled maintenance work within a section or department of a large establishment, such as pipefitting, millwrighting, welding, machining, machine and equipment repairing, and carpentry, among others. It also includes workers that maintain and repair machines, mechanical and electrical equipment, and/or the structure of a small establishment where specialization in maintenance work is impractical. It *does not*, however, include workers who only make minor repairs or adjustments.

#### **Mechanic, maintenance**

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

#### **Pipefitter, maintenance**

Installs and/or repairs pipe and pipefittings in an establishment. Work involves *most of the following*: Laying out of work and/or measuring to locate position of pipe from drawings or other written specifications; cutting various sizes of pipe to correct lengths with handtools or oxyacetylene torch or pipe-cutting machine; threading pipe with stock and dies or pipe-threading machines; bending pipe by hand-driven or power-driven machines; assembling pipe and fastening pipe to hangars; making standard shop computations relating to pressures, flow, and size of pipe required; making standard tests to determine whether finished pipes meet specifications. *Workers primarily engaged in installing and repairing building sanitation or heating systems are excluded.*

#### **Welder, hand, maintenance**

Performs the welding duties necessary to maintain plant machinery and equipment in good repair, by fusing (welding) metal objects together in the fabrication of metal shapes and in repairing broken or cracked metal objects. Work involves *most of the following*: Planning and laying out work from written or oral instructions and specifications; knowledge of welding properties of a variety of metals and alloys; setting up of work and determining operation sequence; welding a variety of items as necessary; ability to weld with gas and arc apparatus. In general, the work of the maintenance welder requires rounded training and experience usually acquired through a formal apprenticeship or equivalent training and experience.

#### **Other skilled maintenance men**

Includes all workers performing the tasks and duties of a recognized skilled maintenance trade with the exception of the previously listed (see above). (Data were not published separately for this category, but were used in combination with the specific skilled maintenance jobs to permit publication of data for all skilled maintenance men.)

#### **Helper, trades, maintenance**

Assists one or more workers in the skilled maintenance trades, by performing specific or general duties of lesser skill such as keeping a worker supplied with materials and tools; cleaning working area, machine, and

equipment; assisting worker by holding materials or tools; performing other semi-skilled or unskilled tasks as directed by journeyman. The kind of work the helper is permitted to perform varies from trade to trade: In some trades, the helper is confined to supplying, lifting, and

holding materials and tools, and cleaning working areas; in others he is permitted to perform specialized machine operations, or parts of a trade that are also performed by workers on a full-time basis.

## Processing

### Chemical operator

Operates or tends one or more equipment units or a system performing intermediate or final operations, involving physical and/or chemical changes, in processing chemical products. This category includes workers who may be designated (within establishments) according to equipment or system controlled, substance processed or product manufactured, or reaction produced. It is intended to include operators of a specific type of equipment as well as those whose work involves a series of various types of equipment that may be centrally controlled through panel boards. (See separate descriptions of Millers and Mixers not included in this group.)

For wage study purposes, workers are classified as follows:

*Class A* – Operates one or more types of equipment and whose job involves *most of the following*: Extensive knowledge of operating procedures and chemical reactions, laboratory test results, and correlation of process instrumentation; a high degree of responsibility in setting and regulating controls and in interpreting tests; responsibility for a product meeting rigid specifications or an expensive product where cost of waste or reworking is relatively high; and making decisions which affect yield and safety.

and/or

Coordinates the work of several chemical operators working on a chemical process comprising several types of equipment.

*Class B* – Works at assigned equipment or position of a chemical reaction process. May perform any of the specific duties of the class A operator but requires guidance in the interpretation of tests and observations in setting and regulating controls and in making out reports on operations. May direct one or several helpers.

### Chemical operator's helper

Performs a variety of simple and standard tasks assigned to him by a chemical operator. Work involves

*most of the following*: Assisting in the moving, handling, dumping, and weighing of materials; loading equipment; taking simple recordings of temperature pressure under the direction of chemical operators; cleaning working area; removing finished products from equipment; cleaning or washing equipment.

*Includes all helpers to chemical equipment operators*, regardless of whether the operator is assigned to a specific type of apparatus or is engaged in controlling the operation of a series of equipment.

### Filler

Fills containers with a predetermined type and amount of chemical products for shipment. Includes operators or tenders of filling machines as well as workers filling containers by other means. May stencil identifying data on containers and make minor adjustments to dispensing devices.

*Excludes workers primarily engaged in filling tank cars or trucks.*

### Miller

(Crusher operator; grinder; pulverizer operator)

Tends one or more units of equipment used to crush, grind, or pulverize materials to specifications. Crushing operations, involving the initial reduction of materials, are generally performed in jaw crushers, roll crushers, hammer crushers, or rotary crushers. The more common types of equipment utilized in grinding and pulverizing operations, involving the reduction of materials into particles of dust, are disk mills, ball mills, tube mills, and rod mills.

### Mixer

(Batchmaker; compounder)

Operates one or more mixing machines in which component parts (liquids or solids) are blended or mixed in controlled amounts to produce intermediate or finished products.

## **Pumpman**

Tends and maintains one or more power-driven pumps used to pump liquids from one vessel to another, from storage tanks to processing equipment, from one process to another, or from a process back to storage tanks. Work involves *most of the following*: Interpreting specifications to determine which lines should be used

for individual liquids; connecting lines from pumps to storage tanks or vessels which are to be filled or emptied; regulating valves so that liquids are piped according to written specifications or oral instructions; checking measuring instruments or storage tanks; observing operation of pumps and checking for proper operation; making minor repairs to pumps; maintaining operational records. Includes workers performing such operations to load or unload tank cars, barges, or ships.

## **Inspecting and testing**

### **Laboratory assistant**

(Technician; laboratorian; chemical control operator)

Performs standard and routine chemical laboratory tests or special analytical control work under the

direction of a chemist or foreman. Among the types of tests that may be carried on by the laboratory assistant to determine properties of materials are viscosity tests, specific gravity tests, volumetric analysis, and colorimetric analysis. Keeps accurate records of test observations and reports to the supervisor. Classification does not include workers performing physical tests.

## **Material movement and handling**

### **Laborer, material handling**

(Loader and unloader; handler and stacker; shelve, trucker; stockman or 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 to proper location. May keep a record of materials handled or check items against invoices or other records. *Longshoremen, who load and unload ships, are excluded*. If primary duty is to operate power truck, classify as Truckers, power.

tory or keeping perpetual inventory; making up necessary reports; requesting or ordering supplies when needed. *Stockroom laborers, tool crib attendants, and employees who supervise stock clerks and laborers are excluded*.

### **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, and/or between retail establishments and customers' houses or places of business. May also load or unload truck with or without helpers, make minor mechanical repairs, and keep truck in good working order. Driver-salesmen and over-the-road drivers are excluded.

For wage study purposes, truckdrivers are classified by type of equipment as follows:

Combination of types  
Other than semi- or trailer  
Semi- or trailer

### **Stock clerk**

Receives, stores, and issues equipment, material, merchandise, or tools in a stockroom or storeroom. Work involves *a combination of the following*: Checking incoming orders; storing supplies; applying identifications to articles; issuing supplies; taking periodic inven-

**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 establishments.

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

Trucker, power (forklift)

Trucker, power (other than forklift)

**Custodial****Guard**

Performs routine police duties, either at fixed post or on tour, maintaining order, using arms or force where necessary. *Includes gatemen who are stationed at gate and check on identity of employees and other persons entering.*

**Janitor**

(Day porter; sweeper; charwoman; janitress)

Cleans and keeps in an orderly condition factory

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

# 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, 1971. BLS Bulletin 1763 . . . . .	.75
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, 1970-71. BLS Bulletin 1754 . . . . .	1.00
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*

	Price
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 Area of the South and North Central Regions, 1965. BLS Bulletin 1552 . . . . .	.50
Employee Earnings and Hours in Eight Metropolitan Areas of the South, 1965. BLS Bulletin 1533 . . . . .	.40
Employee Earnings and Hours in Retail Trade, June 1966— Retail Trade (Overall Summary). BLS Bulletin 1584 . . . . .	1.00
Building Materials, Hardware, and Farm Equipment Dealers. BLS Bulletin 1584-1 . . . . .	.30
General Merchandise Stores. BLS Bulletin 1584-2 . . . . .	.55
Food Stores. BLS Bulletin 1584-3 . . . . .	.60
Automotive Dealers and Gasoline Service Stations. BLS Bulletin 1584-4 . . . . .	.50
Apparel and Accessory Stores. BLS Bulletin 1584-5 . . . . .	.55
Furniture, Home Furnishings, and Household Appliance Stores. BLS Bulletin 1584-6 . . . . .	.50
Miscellaneous Retail Stores. BLS Bulletin 1584-7 . . . . .	.65

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