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Industry
Wage Survey

**Cigar Manufacturing
March 1972**

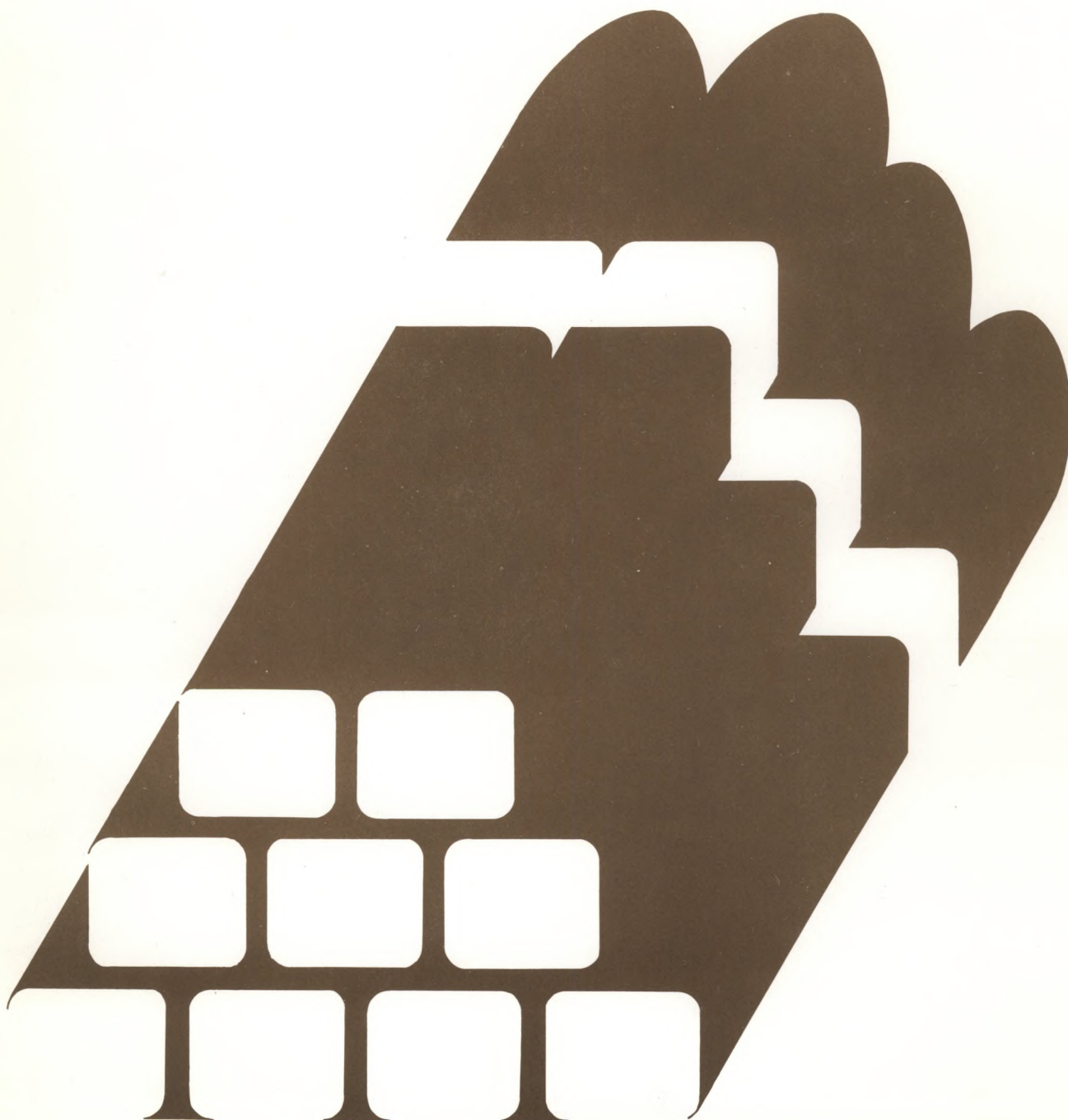
Bulletin 1796

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**U.S. DEPARTMENT OF LABOR
Peter J. Brennan, Secretary
BUREAU OF LABOR STATISTICS
Julius Shiskin, 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 cigar manufacturing industry in March 1972. A similar survey was conducted in March 1967 (BLS Bulletin 1581).

Separate releases were issued for the following areas: Scranton and Wilkes-Barre—Hazleton, Pa.; York County, Pa.; and Tampa—St. Petersburg, Fla. Copies of these releases are available from the U.S. Department of Labor, Bureau of Labor Statistics, Washington, D.C. 20212, or from any of its regional offices.

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

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

Contents

	<i>Page</i>
Summary	1
Industry characteristics	1
Employment	1
Output and productivity	1
Location	1
Size of establishment	2
Union contract coverage	2
Method of wage payment	2
Occupational staffing	2
Average hourly earnings	2
Occupational earnings	3
Establishment practices and supplementary wage provisions	4
Scheduled weekly hours	4
Shift practices	4
Paid holidays	4
Paid vacations	4
Health, insurance, and retirement plans	5
Other selected benefits	5
Tables:	
Average hourly earnings:	
1. By selected characteristics	6
Earnings distribution:	
2. All production workers	7
Occupational averages:	
3. All establishments	8
4. By size of community	9
5. By size of establishment	10
6. By labor-management contract coverage	11
Occupational earnings:	
7. Scranton and Wilkes-Barre—Hazleton, Pa.	12
8. Tampa-St. Petersburg, Fla.	13
9. York County, Pa.	14
Establishment practices and supplementary wage provisions:	
10. Method of wage payment	15
11. Scheduled weekly hours	15
12. Shift differential practices	16
13. Paid holidays	16
14. Paid vacations	17

Contents—Continued

Page

Tables — Continued

15. Health, insurance, and retirement plans	18
16. Other selected benefits	18

Appendixes:

A. Scope and method of survey	19
B. Occupational descriptions	23

Cigar Manufacturing, March 1972

Summary

Straight-time earnings of production workers in the Nation's cigar manufacturing industry averaged \$2.21 an hour in March 1972. Approximately nine-tenths of the 11,443 plantworkers covered by the study earned between \$1.60 and \$3 an hour.¹ Earnings of the middle half of the workers ranged from \$1.92 to \$2.38.

Women, three-fourths of the work force, averaged \$2.11 in March 1972—39 cents an hour less than men who accounted for virtually all of the workers in skilled maintenance and machine adjusting jobs. Much of this difference in pay was due to an uneven distribution of men and women among jobs with disparate pay levels.

Workers in the Middle Atlantic and Southeast regions—accounting for nine-tenths of the industry's work force—averaged \$2.36 and \$2.06, respectively. In the Middle Atlantic region, about one-half of the workers were in Scranton and Wilkes-Barre—Hazleton, Pennsylvania, where they averaged \$2.47 an hour. In Tampa-St. Petersburg, Florida, the other major cigar producing area, workers averaged \$2.02 and accounted for almost one-half of the employment in the Southeast.

Among the occupations selected for separate study, average earnings ranged from \$1.97 an hour for hand cigarmakers and two-position cigarmaking-machine operators to \$3.27 for machine adjusters (fixers). One-position cigarmaking-machine operators, the industry's largest occupational group, averaged \$2.13 an hour.

Paid holidays (usually seven or eight) and paid vacations after qualifying periods of service were provided for approximately nine-tenths of the workers. A similar proportion of workers were provided with at least part of the cost of life insurance and hospitalization and surgical insurance. About one-half of the workers were covered by retirement pension plans.

¹ See appendix A for scope and method of survey, and appendix B for descriptions of the jobs surveyed separately. For definitions of the regions used in the survey, see footnote 1, table A-1 in appendix A. Earnings data in this report exclude premium pay for overtime and for work on weekends, holidays, and late shifts.

Industry characteristics

Employment. Cigar manufacturing plants within the scope of the survey employed 11,443 production and related workers in March 1972—a reduction of 31 percent, or 5,100 workers, since a similar study in March 1967.² Sharp employment declines were registered in both of the industry's major regions, its major areas, and most of the jobs studied separately by the survey. The number of plants within the scope of the survey (those employing at least eight workers) also fell, from 92 in 1967 to 74 in 1972.

Output and productivity. Accompanying this substantial decrease in employment was a 20 percent decline in production worker man-hours from 1967 to 1971. During the same period, however, output dropped only 2 percent. The result of these changes was a 22 percent increase in output per production worker man-hour, or productivity.³ Among the more important reasons behind the cigar industry's improved efficiency was a continuing rise in the use of more automatic machinery.

Location. In March 1972, nine-tenths of the cigar industry's work force were about equally divided between the Middle Atlantic and Southeast regions, mostly in metropolitan areas⁴ in Pennsylvania and Florida. In Pennsylvania, 2,399 plantworkers were employed in the Scranton and Wilkes-Barre—Hazleton metropolitan areas, and another 543 were in York County. In Florida, the Tampa-St. Petersburg area accounted for 2,441 workers. Only one-fourth of the industry's 11,443 plantworkers were employed in nonmetropolitan areas at the time of the survey.

² See *Industry Wage Survey: Cigar Manufacturing, March 1967*, Bulletin 1581 (Bureau of Labor Statistics, 1967).

³ See *Indexes of Output Per Man-Hour, Selected Industries, 1972 Edition*, Bulletin 1758 (Bureau of Labor Statistics, 1972). Data for 1971 are preliminary.

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

Size of establishment. Employment in 47 of the 74 cigar plants covered by the survey ranged from 8 to 99 workers. Seven-eighths of the labor force, however, were in the 27 plants which each had 100 workers or more. Ten plants, having at least 500 workers each, accounted for slightly more than one-half of the work force industrywide. Among the two major regions, plants employing 500 workers or more accounted for nearly two-thirds of the workers in the Middle Atlantic States, and for one-half of the workers in the Southeast.

Union contract coverage. Establishments which had collective bargaining agreements covering a majority of their production workers employed four-tenths of the industry's labor force at the time of the study. The proportions of workers in union plants amounted to six-tenths in the Southeast, compared with slightly more than one-eighth in the Middle Atlantic region. Nationwide, about four-tenths of the workers in both metropolitan and nonmetropolitan areas were in union plants, and larger plants (100 workers or more) had a greater incidence of unionization than did smaller plants—46 percent of the workers compared with 10 percent. The major union in the industry is the Cigar Makers' International Union of America (AFL-CIO).

Method of wage payment. Incentive wage systems, usually individual piecework, were the basis of wage payment for 45 percent of the industry's plantworkers (table 10). This was down from 57 percent in March 1967. In the Middle Atlantic region, incentive workers accounted for 31 percent of the work force in 1972 compared with 50 percent in 1967; in the Southeast, the percentage was down to 56 from 68. Time-rated workers usually were paid under formal plans which provided ranges of rates for given occupations.

Occupational staffing. One-third of all production workers in the industry were making cigars either by machine or by hand at the time of the survey. This proportion was the same as that recorded in the 1967 study. The remaining workers performed supporting tasks such as preparing tobacco for production, inspecting and packing finished cigars, and maintaining equipment.

As in 1967, cigarmaking-machine operators on one-position machines were the industry's largest occupational group, accounting for one-fourth of all production workers and over four-fifths of all cigarmaking-machine operators. Since the last survey, however, the number of one-position cigarmaking-machine operators fell 29 percent, from 4,170 to 2,970. In fact, the only jobs in the survey which posted increases since 1967 were machine

adjusters, machinists, and general utility maintenance men—indicating a heavier reliance on more automatic equipment. The estimated effect these occupational staffing changes have had on the industry's overall wage level is discussed in the earnings section of this report.

Average hourly earnings

Straight-time earnings of the cigar industry's 11,443 production workers averaged \$2.21 an hour⁵ in March 1972—28 percent more than in a similar survey 5 years earlier. This increase was somewhat below the 34 percent rise in gross average hourly earnings recorded for production workers in all nondurable manufacturing industries during the same 60 months, according to the Bureau's employment and earnings series.⁶ This statistical series also shows that, from March 1972 to March 1973, gross average hourly earnings rose much faster in cigar plants than in all nondurable manufacturing industries—10 percent compared with 6 percent.

The effects of the previously mentioned changes in the industry's occupational staffing pattern are estimated to account for 4 percent of the 49-cent increase in average earnings between surveys. That is, had the staffing pattern remained constant since 1967, straight-time earnings would have averaged \$2.19 an hour instead of \$2.21. Furthermore, if the staffing pattern had remained the same as it was in April-May 1961, when the Bureau first noted a trend toward one-position cigarmaking machines in its occupational wage surveys, the average in 1972 would have been \$2.17, not \$2.21.

⁵ The straight-time average hourly earnings in this bulletin differ in concept from the gross average hourly earnings published in the Bureau's monthly hours and earnings series (\$2.36 in March 1972). Unlike the latter, estimates here exclude premium pay for overtime and for work on weekends, holidays, and late shifts. Average earnings were calculated by summing individual hourly earnings and dividing by the number of individuals; in the monthly series, the sum of the man-hour totals reported by establishments in the industry was divided into the reported payroll totals.

Estimates of the number of production workers within the scope of the study are intended only as a general guide to the size and composition of the labor force in the survey. They differ from those in the monthly series (12,700 in March 1972) by the exclusion of establishments employing fewer than eight workers. Planning for the survey required the assembling of lists of establishments considerably in advance of data collection. Thus, establishments new to the industry are omitted, as are establishments originally classified in the cigar manufacturing industry, but found in other industries at the time of the survey.

⁶ *Employment and Earnings, United States, 1909-71*, Bulletin 1312-8 (Bureau of Labor Statistics, 1972) p. 318; and *Employment and Earnings*, Vol. 19. No. 12, June 1973, (Bureau of Labor Statistics, 1973).

In the industry's two major regions, the Middle Atlantic and Southeast, average earnings in March 1972 were \$2.36 and \$2.06, respectively (table 1). Since the last survey, average earnings rose 36 percent in the Middle Atlantic States and 23 percent in the Southeast. In the three areas of industry concentration, earnings in March 1972 averaged \$2.02 in Tampa-St. Petersburg, Fla. (up 20 percent since 1967); \$2.18 in York County, Pa. (up 33 percent); and \$2.47 in Scranton and Wilkes-Barre-Hazleton, Pa. (up 38 percent).

Women, three-fourths of the work force, averaged \$2.11 an hour, compared with \$2.50 for the nearly 3,000 men in the industry. This 18 percent wage advantage for men was almost double the 10 percent differential recorded in March 1967, when women averaged \$1.67 and men, \$1.84. Among the reasons for this increased advantage was the growing importance in the industry of the higher paying skilled maintenance jobs which are staffed almost exclusively by men. In March 1972, for example, 27 percent of all men in the industry were employed as machine adjusters, machinists, or general utility maintenance men—three of the industry's highest paying jobs; in March 1967, only 17 percent of the men were so employed.

In addition to the uneven distribution of the sexes among jobs with disparate pay levels, differences in pay for men and women may be the result of several other factors. Within the same job and geographic location, for example, different pay levels for men and women may reflect variations in duties. Job descriptions used to classify workers in wage surveys usually are more generalized than those used in individual establishments because allowance must be made for minor differences among plants in the performance of specific duties. Also, earnings in some jobs are determined chiefly by production under incentive systems. Variations in incentive earnings for individuals or sex groupings may be traceable to differences in work experience, work flow, or other factors which the worker may or may not control.

Nationwide, earnings in plants employing 500 workers or more averaged \$2.28 an hour—4 percent more than in plants employing 100-499 workers (\$2.19), and 19 percent more than in establishments that had 8-99 employees (\$1.92). In the Middle Atlantic region, these average wage differences were more pronounced as workers in the three size categories (from largest to smallest) earned \$2.45, \$2.28, and \$1.99. In the Southeast, hourly wages of workers in plants having 100-499 employees averaged 4 percent above those in plants employing 500 workers or more (\$2.14 compared with \$2.06). Earnings information for Southeastern plants that had 8-99 workers did not meet the Bureau's publication criteria.

Hourly earnings of workers in metropolitan and nonmetropolitan areas were nearly the same, averaging \$2.21 and \$2.20, respectively. Workers in metropolitan areas of the Southeast, however, held a 4-percent average wage advantage over their counterparts in smaller communities (\$2.08 compared with \$2). In the Middle Atlantic States, only the average for workers in metropolitan areas (\$2.34 an hour) could be published.

Average hourly earnings of workers in plants that had a majority of their employees covered by labor-management contracts were 3 percent higher than those in plants where none or a minority were covered (\$2.25 compared with \$2.18). This average wage advantage for workers in union plants amounted to 10 percent an hour (\$2.14 and \$1.94) in the Southeast, but could not be shown in the Middle Atlantic region, where a large majority of the workers were in nonunion plants averaging \$2.31 an hour.

The exact influence of any one of the above mentioned characteristics as a determinant of wage levels was not isolated and measured by the survey. In considering the wage differentials, therefore, the inter-relationship of unionization, geographic location, size of establishment, and size of community should be taken into account.

About nine-tenths of the 11,443 plantworkers covered by the survey earned between \$1.60 and \$3 an hour (table 2). The middle half of the workers earned from \$1.92 to \$2.38. As indicated in the following tabulation, workers earning under \$2.20 an hour made up six-tenths of the nationwide work force, four-tenths in the Middle Atlantic States, and eight-tenths in the Southeast:

<i>Region and sex</i>	<i>Percent of production workers earning—</i>		
	<i>Under \$1.80</i>	<i>Under \$2.00</i>	<i>Under \$2.20</i>
United States	13	34	59
Women	16	37	65
Men	7	25	42
Middle Atlantic	6	21	40
Women	8	23	45
Men	2	14	28
Southeast	20	46	79
Women	24	50	87
Men	12	37	56

Occupational earnings

To represent the various skills and wage levels of plantworkers in the cigar industry, the occupations presented in table 3 were selected for separate study. These jobs accounted for three-fourths of the industry's production workers in March 1972.

One-position cigarmaking-machine operators were the largest group studied separately, making up one-fourth of all production workers. At the time of the survey, they averaged \$2.13 an hour—16 cents more than operators of two-position machines; 4 cents an hour less than three-position machine operators; and the same as four-position cigarmaking-machine operators. Nine-tenths of the operators on four-position machines (those used in the manufacture of long filler cigars) were located in Tampa-St. Petersburg where they averaged \$2.16 an hour. The Middle Atlantic and Southeast regions each had nearly one-half of the one-position machine operators, who averaged \$2.31 and \$1.92, respectively.

Machine adjusters, who set up, regulate and/or repair tobacco processing machines, recorded the industry's highest earnings level among the selected jobs at \$3.27 an hour, but their earnings varied by type of machine to which they were usually assigned. Those working primarily on cigarmaking machines (63 percent of all adjusters) averaged \$3.32 an hour—5 cents above those assigned to banding and cellophaning machines, and 55 cents an hour more than stripping-machine adjusters. Machine adjusters (all machines combined) in the Middle Atlantic region averaged 56 cents an hour more than in the Southeast (\$3.46 and \$2.90). The two other skilled maintenance groups which were studied separately, machinists and general utility men, also averaged over \$3 an hour—\$3.24 and \$3.15, respectively. Their earnings also averaged substantially higher in the Middle Atlantic region than in the Southeast.

Hand cigarmakers, along with two-position cigarmaking-machine operators, averaged \$1.97 an hour—the lowest among the selected occupations in March 1972. Most of the 308 hand cigarmakers within the scope of the study were employed under the "teamwork" system, either as bunchmakers (\$2.02 an hour) or as rollers (\$1.86). Three-eighths of all hand cigarmakers manufactured a complete cigar; they averaged \$2.07. However, cigar plants employing fewer than eight workers were excluded from the survey. Many of these plants employ hand cigarmakers exclusively.

Occupational averages usually ranged from 5 to 20 percent higher in the Middle Atlantic region than in the Southeast. Cigar packers were an exception to this rule, averaging 4 percent an hour more in the Southeast than in the Middle Atlantic region (\$2.47 compared with \$2.37). Wage comparisons between the two regions were not possible for two-, three-, and four-position cigarmaking-machine operators or for hand cigarmakers.

Among the major cigar manufacturing centers studied separately, occupational pay levels were usually highest in Scranton and Wilkes-Barre—Hazleton, and lowest in

Tampa-St. Petersburg (tables 7, 8, and 9). In occupations permitting comparison, these wage differentials typically ranged from about 10 to 30 percent.

Individual earnings varied considerably even with the same job and area, and particularly for occupations typically paid on an incentive basis. To illustrate, earnings of the highest paid one-position cigarmaking-machine operator exceeded those of the lowest paid by at least 60 percent in Tampa-St. Petersburg, and by 100 percent in Scranton and Wilkes-Barre—Hazleton.

Establishment practices and supplementary wage provisions

Data were obtained on work schedules, shift differentials, and selected supplementary benefits, such as paid holidays and vacations, and on various health, insurance, and retirement plans.

Scheduled weekly hours. Work schedules of 40 hours a week were in effect in establishments employing slightly over nine-tenths of the production workers (table 11). A 40-hour schedule was predominant in each of the regions and areas surveyed separately.

Shift practices. One-fifth of the production workers in both major regions were employed on second shifts at the time of the study (table 12). Second-shift workers in the Middle Atlantic States usually received a differential of 5 percent above those on day-shifts, but in the Southeast, shift differentials were rarely provided. Relatively few workers in the industry were employed on third or other late shifts.

Paid holidays. Paid holidays were provided to seven-eighths of the production workers (table 13). In the Middle Atlantic States, over nine-tenths of the workers were provided paid holidays, usually 7 or 8 days annually; in the Southeast, slightly under four-fifths of the workers received paid holidays, usually 6 or 7 days.

Paid vacations. Paid vacations after qualifying periods of service were provided to over nine-tenths of the production workers (table 14). Typical provisions were 1 week of vacation pay after 1 year of service, 2 weeks after 5 years, and 3 weeks or more after 15 years. Four-week vacations, found most commonly in the Scranton area, were available to one-third of the industry's workers after 25 years. In the Middle Atlantic region, where vacation plans tended to be the most liberal, nine-tenths of the workers' vacation payments were determined by the employee's regular pay for a specified length of time.

For a slight majority of the workers in the Southeast, vacation payments were based on a stipulated percent of the employee's annual earnings, which was converted to an equivalent period of time for this study.⁷

Health, insurance, and retirement plans. Life, hospitalization, and surgical insurance, financed at least partly by the employer, were available to nine-tenths or more of the production workers (table 15). Accidental death and dismemberment insurance and basic medical insurance applied to a slight majority of the workers; major medical insurance, to two-fifths; and sickness and accident insurance, to one-fourth. Basic and major medical insurance and sickness and accident plans were

much more frequently provided to workers in the Middle Atlantic States than in the Southeast. Other insurance plans, however, applied to similar proportions of workers in both regions.

Retirement pension plans, in addition to Federal social security, were provided for one-half of the production workers. The proportions of workers covered by these plans, which were paid for entirely by employers, were two-fifths in the Middle Atlantic and three-fifths in the Southeast.

Other selected benefits. Provisions for pay while attending funerals of the worker's immediate family applied to slightly over one-half of the employees (table 16). Establishments providing pay for jury duty leave accounted for slightly over two-fifths of the workers. Both benefits were somewhat more common in the Southeast than in the Middle Atlantic States.

⁷ For example, a payment of 2 percent of annual earnings was considered the equivalent of one week's pay.

Table 1. Average hourly earnings: By selected characteristics

(Number and average straight-time hourly earnings¹ of production workers in cigar manufacturing establishments by selected characteristics, United States and selected regions, March 1972)

Item	United States ²		Middle Atlantic		Southeast	
	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings
All production workers _____	11,443	\$2.21				
Women _____	8,460	2.11	5,007	\$2.36	5,360	\$2.06
Men _____	2,983	2.50	3,657	2.23	3,939	1.98
			1,350	2.72	1,421	2.28
Size of community:						
Metropolitan areas ³ _____	8,819	2.21	3,759	2.34	3,984	2.08
Nonmetropolitan areas _____	2,624	2.20	-	-	1,376	2.00
Size of establishment:						
8-99 workers _____	1,347	1.92	468	1.99	-	-
100-499 workers _____	3,684	2.19	1,355	2.28	1,924	2.14
500 workers or more _____	6,412	2.28	3,184	2.45	2,778	2.06
Labor-management contracts:						
Establishments with—						
Majority of workers covered _____	4,794	2.25	-	-	3,168	2.14
None or minority of workers covered _____	6,649	2.18	4,236	2.31	2,192	1.94

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

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

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

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

Table 2. Earnings distribution: All production workers

(Percent distribution of production workers in cigar manufacturing establishments by average straight-time hourly earnings,¹ United States and selected regions, March 1972)

Average hourly earnings ¹	United States ²			Regions					
	Total	Women	Men	Middle Atlantic			Southeast		
				Total	Women	Men	Total	Women	Men
Under \$1.60 -----	1.2	1.3	0.8	-	-	-	2.4	2.8	1.5
\$1.60 and under \$1.65 -----	5.7	6.6	3.2	2.7	3.5	0.4	8.9	10.0	5.8
\$1.65 and under \$1.70 -----	1.9	2.3	1.0	1.0	1.4	.1	3.0	3.4	2.0
\$1.70 and under \$1.75 -----	2.0	2.4	1.0	1.1	1.0	1.3	2.9	3.7	.7
\$1.75 and under \$1.80 -----	2.4	2.9	1.2	1.4	1.6	.7	3.3	3.9	1.5
\$1.80 and under \$1.85 -----	4.3	4.9	2.6	1.9	2.3	.8	5.8	6.3	4.2
\$1.85 and under \$1.90 -----	5.6	6.3	3.7	5.5	5.7	5.0	5.4	6.4	2.6
\$1.90 and under \$1.95 -----	5.7	5.5	6.3	3.8	4.5	2.1	7.5	6.6	10.2
\$1.95 and under \$2.00 -----	5.1	4.9	5.5	3.4	3.4	3.3	7.1	6.7	8.4
\$2.00 and under \$2.10 -----	13.2	15.2	7.6	6.5	7.1	4.9	20.6	24.3	10.1
\$2.10 and under \$2.20 -----	11.9	13.0	9.0	13.0	14.4	9.3	11.9	12.8	9.4
\$2.20 and under \$2.30 -----	10.6	10.6	10.6	14.7	15.3	13.0	5.6	5.1	7.2
\$2.30 and under \$2.40 -----	7.2	7.2	7.2	11.9	13.0	9.1	2.8	1.9	5.1
\$2.40 and under \$2.50 -----	4.6	4.8	3.9	6.6	7.4	4.5	2.1	1.6	3.4
\$2.50 and under \$2.60 -----	5.4	6.0	3.8	8.1	10.2	2.4	2.6	1.6	5.3
\$2.60 and under \$2.70 -----	2.1	2.0	2.3	2.8	3.3	1.6	1.3	.6	3.2
\$2.70 and under \$2.80 -----	1.4	1.0	2.3	1.4	1.4	1.6	1.2	.6	3.0
\$2.80 and under \$2.90 -----	1.1	1.0	1.6	1.6	1.6	1.6	.7	.4	1.4
\$2.90 and under \$3.00 -----	.8	.7	.9	1.2	1.3	1.0	.3	.2	.6
\$3.00 and under \$3.10 -----	.7	.6	1.1	1.0	1.0	1.0	.4	.2	1.1
\$3.10 and under \$3.20 -----	.4	.2	1.0	.4	.2	.9	.3	.1	1.0
\$3.20 and under \$3.30 -----	.5	.2	1.4	.7	.2	1.9	.2	.2	.5
\$3.30 and under \$3.40 -----	1.6	.2	5.7	1.3	.1	4.4	2.0	.1	7.1
\$3.40 and under \$3.50 -----	.6	(³)	2.0	.8	-	2.9	.4	.1	1.2
\$3.50 and over -----	4.0	.3	14.5	7.1	.1	26.4	1.2	.5	3.2
Total -----	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Number of workers -----	11, 443	8, 460	2, 983	5, 007	3, 657	1, 350	5, 360	3, 939	1, 421
Average hourly earnings ¹ -----	\$2.21	\$2.11	\$2.50	\$2.36	\$2.23	\$2.72	\$2.06	\$1.98	\$2.28

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

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

³ Less than 0.05 percent.

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

Table 3. Occupational averages: All establishments

(Number and average straight-time hourly earnings¹ of production workers in selected occupations in cigar manufacturing establishments, United States and selected regions, March 1972)

Sex and occupation	United States ²				Middle Atlantic				Southeast			
	Number of employees	Hourly earnings ¹			Number of employees	Hourly earnings ¹			Number of employees	Hourly earnings ¹		
		Mean	Median	Middle range		Mean	Median	Middle range		Mean	Median	Middle range
Adjusters, machine (609 men, 10 women) ³ -----	619	\$3.27	\$3.45	\$3.10-\$3.58	374	\$3.46	\$3.58	\$3.38-\$3.63	198	\$2.90	\$3.00	\$2.46-\$3.33
Banding and cellophaning machine (171 men, 1 woman) -----	172	3.27	3.40	3.15- 3.58	102	3.47	3.56	3.34- 3.63	55	2.91	2.80	2.50- 3.33
Cigarmaking machine (all men) -----	388	3.32	3.53	3.28- 3.62	237	3.53	3.58	3.50- 3.63	124	2.90	3.00	2.43- 3.33
Stripping machine (25 men, 9 women) -----	34	2.77	2.95	2.16- 3.44	21	2.75	2.96	1.80- 3.58	10	2.77	-	-
Banding- and cellophaning-machine operators (830 women, 8 men) -----	838	2.11	2.05	1.91- 2.37	397	2.21	2.28	1.95- 2.38	375	2.02	2.05	1.94- 2.05
Cigarmakers, hand -----	308	1.97	1.81	1.63- 2.14	-	-	-	-	281	1.98	1.80	1.62- 2.21
Women -----	150	1.85	1.79	1.61- 2.01	-	-	-	-	124	1.83	1.73	1.61- 2.02
Men -----	158	2.09	1.88	1.65- 2.49	-	-	-	-	157	2.09	1.88	1.65- 2.50
Whole work -----	112	2.07	1.88	1.65- 2.34	-	-	-	-	88	2.11	1.88	1.65- 2.35
Women -----	40	1.99	1.90	1.84- 2.11	-	-	-	-	16	2.07	1.88	1.86- 2.35
Men -----	72	2.11	1.88	1.65- 2.37	-	-	-	-	72	2.11	1.88	1.65- 2.37
Bunchmakers -----	66	2.02	1.88	1.66- 2.21	-	-	-	-	65	2.03	1.88	1.65- 2.21
Men -----	47	2.08	1.88	1.65- 2.50	-	-	-	-	46	2.09	1.88	1.65- 2.50
Rollers -----	130	1.86	1.66	1.61- 1.93	-	-	-	-	128	1.86	1.65	1.61- 1.95
Women -----	91	1.77	1.62	1.61- 1.85	-	-	-	-	89	1.77	1.62	1.61- 1.87
Men -----	39	2.07	1.80	1.65- 2.75	-	-	-	-	39	2.07	1.80	1.65- 2.75
Cigarmaking-machine operators, 4 positions (353 women, 2 men) -----	355	2.13	2.17	2.05- 2.18	-	-	-	-	325	2.16	2.17	2.08- 2.18
Cigarmaking-machine operators, 3 positions (all women) -----	147	2.17	2.12	1.86- 2.19	76	2.25	1.95	1.77- 2.87	-	-	-	-
Cigarmaking-machine operators, 2 positions (all women) -----	148	1.97	1.96	1.84- 2.06	-	-	-	-	-	-	-	-
Cigarmaking-machine operators, 1 position (all women) -----	2,970	2.13	2.10	1.87- 2.36	1,370	2.31	2.32	2.11- 2.54	1,320	1.92	1.92	1.77- 2.06
Floormen or floorwomen -----	906	2.08	2.10	1.90- 2.24	461	2.12	2.17	1.96- 2.27	345	2.02	1.98	1.90- 2.24
Women -----	386	2.13	2.19	2.01- 2.24	252	2.14	2.17	2.10- 2.27	82	2.11	2.24	1.90- 2.24
Men -----	520	2.05	2.02	1.89- 2.24	209	2.09	2.15	1.87- 2.27	263	2.00	1.98	1.90- 2.10
Inspectors, cigars (examiners) -----	411	2.26	2.26	2.10- 2.43	270	2.26	2.22	2.10- 2.33	84	2.22	2.30	2.00- 2.46
Women -----	381	2.27	2.25	2.10- 2.46	270	2.26	2.22	2.10- 2.33	54	2.20	2.15	2.00- 2.46
Loose cigars -----	270	2.23	2.23	2.07- 2.37	190	2.23	2.21	2.07- 2.33	63	2.27	2.30	2.08- 2.46
Women -----	248	2.23	2.21	2.07- 2.34	190	2.23	2.21	2.07- 2.33	41	2.25	2.30	2.00- 2.46
Packed cigars (133 women, 8 men) -----	141	2.32	2.33	2.22- 2.53	80	2.32	2.22	2.22- 2.40	21	2.08	2.00	2.00- 2.16
Janitors -----	67	2.02	1.98	1.85- 2.17	27	2.12	2.17	1.98- 2.19	30	1.93	1.93	1.80- 1.98
Women -----	35	2.00	1.98	1.85- 2.19	13	2.10	-	-	14	1.91	-	-
Men -----	32	2.03	1.98	1.84- 2.17	14	2.13	-	-	16	1.95	1.90	1.79- 1.98
Machinists, maintenance (116 men, 1 woman) -----	117	3.24	3.36	2.75- 3.58	56	3.52	3.58	3.43- 3.63	53	2.90	2.75	2.50- 3.33
Maintenance men, general utility (all men) -----	94	3.15	3.33	2.70- 3.57	46	3.24	3.36	2.85- 3.63	34	2.94	3.23	2.50- 3.33
Packers, cigars -----	493	2.41	2.31	2.00- 2.68	208	2.37	2.42	2.15- 2.56	223	2.47	2.39	1.94- 2.90
Women -----	427	2.38	2.27	2.00- 2.62	208	2.37	2.42	2.15- 2.56	162	2.42	2.05	1.90- 2.85
Men -----	66	2.58	2.51	2.11- 2.92	-	-	-	-	61	2.61	2.56	2.15- 2.92
Strippers (827 women, 1 man) ³ -----	828	2.10	2.03	1.81- 2.32	231	2.24	2.19	1.85- 2.59	466	2.01	1.98	1.79- 2.14
Strippers, machine -----	812	2.11	2.03	1.82- 2.32	231	2.24	2.19	1.85- 2.59	450	2.02	1.99	1.81- 2.16

¹ Excludes premium pay for overtime and for work on weekends, holidays, and late shifts. See appendix A for method used in computing means, medians, and middle ranges of earnings. Medians and middle ranges are omitted for occupations that had fewer than 15 employees in a region.

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

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

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

Table 4. Occupational averages: By size of community

(Number and average straight-time hourly earnings¹ of workers in selected occupations in cigar manufacturing establishments by size of community, United States and selected regions, March 1972)

Sex and occupation	United States ²				Middle Atlantic		Southeast	
	Metropolitan areas		Nonmetropolitan areas		Metropolitan areas		Metropolitan areas	
	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings
Women								
Banding- and cellophaning-machine operators.....	586	\$2.09	244	\$2.17	259	\$2.16	268	\$2.02
Cigarmakers, hand.....	126	1.83	-	-	-	-	124	1.83
Cigarmaking-machine operators, 4 positions.....	345	2.13	-	-	-	-	323	2.16
Cigarmaking-machine operators, 1 position.....	2,165	2.18	805	1.99	1,161	2.31	724	1.95
Floorwomen.....	327	2.12	-	-	194	2.14	81	2.11
Inspectors, cigars (examiners).....	264	2.31	117	2.17	161	2.30	46	2.27
Packers, cigars.....	361	2.46	66	1.96	189	2.41	115	2.61
Strippers.....	669	2.10	-	-	224	2.25	314	1.97
Men								
Adjusters, machine ³	393	3.28	216	3.32	219	3.51	127	2.86
Cigarmaking machine.....	245	3.30	143	3.33	147	3.52	71	2.85
Cigarmakers, hand.....	158	2.09	-	-	-	-	157	2.09
Floormen.....	372	2.05	148	2.04	172	2.07	152	2.00
Machinists, maintenance.....	88	3.18	-	-	31	3.52	49	2.91
Maintenance men, general utility.....	73	3.13	21	3.21	30	3.13	-	-

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

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

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

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

Table 5. Occupational averages: By size of establishment

(Number and average straight-time hourly earnings¹ of workers in selected occupations in cigar manufacturing establishments by size of establishment, United States and selected regions, March 1972)

Sex and occupation	United States ²						Middle Atlantic						Southeast	
	Establishments with—													
	8-99 workers		100-499 workers		500 workers or more		8-99 workers		100-499 workers		500 workers or more		100-499 workers	
	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings
<u>Women</u>														
Banding- and cellophaning-machine operators.....	78	\$1.90	268	\$2.10	484	\$2.16	54	\$1.91	-	-	227	\$2.34	125	\$2.13
Cigarmakers, hand.....	125	1.80	25	2.07	-	-	-	-	-	-	-	-	25	2.07
Cigarmaking-machine operators, 4 positions.....	-	-	323	2.16	-	-	-	-	-	-	-	-	323	2.16
Cigarmaking-machine operators, 1 position.....	148	1.82	737	2.06	2,085	2.17	76	1.90	314	\$2.11	980	2.41	301	2.01
Floorwomen.....	24	1.91	136	2.12	226	2.15	11	1.91	-	-	-	-	61	2.15
Inspectors, cigars (examiners).....	-	-	146	2.13	228	2.36	-	-	92	2.10	174	2.34	47	2.22
Packers, cigars.....	84	2.20	129	2.33	214	2.48	37	2.26	-	-	127	2.43	57	2.37
Strippers.....	166	1.76	237	2.16	424	2.20	60	1.86	-	-	-	-	109	2.21
<u>Men</u>														
Adjusters, machine ³	38	3.04	212	3.17	359	3.39	19	3.33	-	-	234	3.56	75	2.82
Cigarmaking machine.....	19	3.03	118	3.17	251	3.41	12	3.30	59	3.44	166	3.58	45	2.79
Cigarmakers, hand.....	142	2.07	-	-	-	-	-	-	-	-	-	-	-	-
Floormen.....	23	1.97	151	2.03	346	2.06	11	2.00	54	2.09	144	2.09	84	2.00
Machinists, maintenance.....	-	-	21	3.55	92	3.22	-	-	-	-	45	3.55	9	3.28
Maintenance men, general utility.....	-	-	26	2.80	64	3.29	-	-	-	-	35	3.42	13	2.89

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

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

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

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

Table 6. Occupational averages: By labor-management contract coverage

(Number and average straight-time hourly earnings¹ of workers in selected occupations in cigar manufacturing establishments by labor-management contract coverage, United States and selected regions, March 1972)

Sex and occupation	United States ²				Middle Atlantic		Southeast			
	Majority covered		None or minority 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
<u>Women</u>										
Banding- and cellophaning-machine operators.....	283	\$2.15	547	\$2.09	371	\$2.19	-	-	160	\$1.90
Cigarmakers, hand.....	25	2.07	125	1.80	-	-	25	\$2.07	99	1.77
Cigarmaking-machine operators, 4 positions.....	269	2.18	-	-	-	-	269	2.18	-	-
Cigarmaking-machine operators, 1 position.....	1,274	2.12	1,696	2.14	1,181	2.25	-	-	471	1.86
Floorwomen.....	156	2.20	230	2.08	201	2.11	-	-	24	1.85
Inspectors, cigars (examiners).....	148	2.41	233	2.17	207	2.20	58	2.21	-	-
Packers, cigars.....	98	2.55	329	2.33	188	2.30	-	-	26	1.99
Strippers.....	458	2.20	369	1.98	168	2.06	-	-	126	2.37
							-	-	167	1.93
<u>Men</u>										
Adjusters, machine ³	230	3.26	379	3.31	302	3.49	-	-	69	2.60
Cigarmaking machine.....	152	3.26	236	3.35	193	3.52	-	-	38	2.54
Cigarmakers, hand.....	-	-	142	2.07	-	-	-	-	141	2.08
Floormen.....	254	2.13	266	1.97	167	2.05	-	-	95	1.83
Machinist, maintenance.....	45	3.26	71	3.23	48	3.51	-	-	-	-
Maintenance men, general utility.....	52	3.15	42	3.15	34	3.24	-	-	-	-

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

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

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

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

Table 7. Occupational earnings: Scranton and Wilkes-Barre-Hazleton, Pa.¹

(Number and average straight-time hourly earnings² of production workers in selected occupations in cigar manufacturing establishments, March 1972)

Sex and occupation	Number of workers	Average hourly earnings ²	Number of workers receiving straight-time hourly earnings of—																											
			\$1.60 and under \$1.65	\$1.65-\$1.70	\$1.70-\$1.75	\$1.75-\$1.80	\$1.80-\$1.85	\$1.85-\$1.90	\$1.90-\$1.95	\$1.95-\$2.00	\$2.00-\$2.10	\$2.10-\$2.20	\$2.20-\$2.30	\$2.30-\$2.40	\$2.40-\$2.50	\$2.50-\$2.60	\$2.60-\$2.70	\$2.70-\$2.80	\$2.80-\$2.90	\$2.90-\$3.00	\$3.00-\$3.10	\$3.10-\$3.20	\$3.20-\$3.30	\$3.30-\$3.40	\$3.40-\$3.50	\$3.50-\$3.60	\$3.60-\$3.70	\$3.70 and over		
			\$1.60	\$1.65	\$1.70	\$1.75	\$1.80	\$1.85	\$1.90	\$1.95	\$2.00	\$2.10	\$2.20	\$2.30	\$2.40	\$2.50	\$2.60	\$2.70	\$2.80	\$2.90	\$3.00	\$3.10	\$3.20	\$3.30	\$3.40	\$3.50	\$3.60	\$3.70		
All production workers-----	2,399	\$2.47	18	16	1	21	26	36	45	30	132	242	382	316	236	338	119	53	63	50	39	12	14	31	10	92	61	16		
Women -----	1,782	2.37	18	16	1	18	22	21	29	18	112	195	280	233	204	321	104	40	52	47	35	7	7	2	-	-	-	-		
Men -----	617	2.75	-	-	-	3	4	15	16	12	20	47	102	83	32	17	15	13	11	3	4	5	7	29	10	92	61	16		
<u>Selected production occupations—women</u>																														
Banding- and cellophaning-machine operators ³ -----	102	2.46	-	-	-	-	-	-	-	-	1	1	-	14	62	22	2	-	-	-	-	-	-	-	-	-	-	-	-	
Cigarmaking-machine operators, 1 position -----	788	2.44	2	16	1	1	10	4	12	8	28	45	88	99	59	222	92	29	27	27	14	2	2	-	-	-	-	-	-	
Incentive -----	560	2.53	2	-	-	-	4	2	4	1	17	16	43	65	30	183	92	29	27	27	14	2	2	-	-	-	-	-	-	
Inspectors, cigars (examiners) (all timeworkers) -----	151	2.31	-	-	-	-	-	1	3	-	29	16	9	39	5	49	-	-	-	-	-	-	-	-	-	-	-	-	-	
Loose cigars -----	115	2.27	-	-	-	-	-	1	3	-	29	16	5	27	-	34	-	-	-	-	-	-	-	-	-	-	-	-	-	
Packed cigars -----	36	2.44	-	-	-	-	-	-	-	-	-	-	4	12	5	15	-	-	-	-	-	-	-	-	-	-	-	-	-	
Janitors (all timeworkers) -----	7	2.19	-	-	-	-	-	-	-	-	-	6	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Packers, cigars ³ -----	81	2.62	-	-	-	-	-	-	-	-	1	3	1	-	32	21	3	-	-	-	16	4	-	-	-	-	-	-	-	
<u>Selected production occupations—men</u> ⁴																														
Adjusters, machine ⁵ -----	162	3.53	-	-	-	-	-	-	-	-	-	-	-	-	2	1	-	-	-	1	1	2	5	15	8	76	48	3		
Banding and cellophaning machine -----	35	3.57	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2	2	4	13	12	2			
Cigarmaking machine -----	117	3.53	-	-	-	-	-	-	-	-	-	-	-	-	2	1	-	-	-	1	2	1	13	4	56	36	1			
Floormen -----	114	2.16	-	-	-	2	4	12	4	7	4	5	51	25	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Machinists, maintenance -----	20	3.60	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	11	7	1			
Maintenance men, general utility -----	30	3.13	-	-	-	-	-	-	2	-	-	-	-	2	-	-	1	5	-	-	-	2	1	11	-	-	4	2		

¹ For purposes of this study, the Scranton Standard Metropolitan Statistical Area and the Wilkes-Barre-Hazleton Standard Metropolitan Statistical Area were combined and considered as one area.

² The area consists of Lackawanna and Luzerne Counties.

³ Excludes premium pay for overtime and for work on weekends, holidays, and late shifts.

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

⁵ All workers were paid on a time basis.

⁶ Includes data for workers in classification in addition to those shown separately.

Table 8. Occupational earnings: Tampa—St. Petersburg, Fla.¹(Number and average straight-time hourly earnings² of production workers in selected occupations in cigar manufacturing establishments, March 1972)

Sex and occupation	Number of workers	Average hourly earnings	Number of workers receiving straight-time hourly earnings of—																									
			Under \$1.60	\$1.60 and under \$1.65	\$1.65	\$1.70	\$1.75	\$1.80	\$1.85	\$1.90	\$1.95	\$2.00	\$2.10	\$2.20	\$2.30	\$2.40	\$2.50	\$2.60	\$2.70	\$2.80	\$2.90	\$3.00	\$3.10	\$3.20	\$3.30	\$3.40	\$3.60	\$3.80 and over
All production workers -----	2,441	\$2.02	59	302	65	87	68	148	151	232	114	351	376	155	75	41	59	24	26	17	12	17	17	7	8	11	11	8
Women -----	1,810	1.98	43	234	52	86	60	115	130	128	101	300	327	75	35	23	21	11	12	11	6	9	3	5	4	6	8	5
Men -----	631	2.13	16	68	13	1	8	33	21	104	13	51	49	80	40	18	38	13	14	6	6	8	14	2	4	5	3	3
<u>Selected production occupations—women</u>																												
Banding- and cellophaning-machine operators -----	190	1.96	-	20	9	5	8	5	26	8	26	33	32	4	8	4	1	1	-	-	-	-	-	-	-	-	-	-
Incentive -----	172	1.95	-	20	9	5	8	5	20	8	26	31	22	4	8	4	1	1	-	-	-	-	-	-	-	-	-	-
Cigarmakers, hand ³ -----	78	1.79	-	44	2	1	5	6	3	1	2	4	4	2	1	-	2	-	-	-	-	-	-	-	-	-	-	-
Rollers -----	74	1.78	-	44	2	1	5	2	3	1	2	4	4	2	1	-	2	-	-	-	-	-	-	-	-	-	-	-
Incentive -----	70	1.79	-	41	2	1	5	2	3	1	2	4	3	2	1	-	2	-	-	-	-	-	-	-	-	-	-	-
Cigarmaking-machine operators, 4 positions (all incentive workers) -----	323	2.16	-	-	2	-	2	-	2	1	1	83	189	27	4	4	-	-	3	1	-	4	-	-	-	-	-	-
Cigarmaking-machine operators 2 positions (all incentive workers) -----	48	1.93	-	4	1	-	2	-	16	-	17	-	8	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Cigarmaking-machine operators, 1 position (all incentive workers) -----	351	1.86	-	69	20	35	16	42	25	14	33	60	22	8	5	1	-	1	-	-	-	-	-	-	-	-	-	-
Floorwomen (all timeworkers) -----	40	2.03	-	4	1	-	-	1	-	16	1	2	-	10	1	-	4	-	-	-	-	-	-	-	-	-	-	-
Inspectors, cigars (examiners) (all timeworkers) -----	24	2.06	-	-	-	-	-	-	-	3	1	13	3	2	2	-	-	-	-	-	-	-	-	-	-	-	-	-
Loose cigars -----	14	2.10	-	-	-	-	-	-	-	1	1	6	2	2	2	-	-	-	-	-	-	-	-	-	-	-	-	-
Packed cigars -----	10	2.01	-	-	-	-	-	-	-	2	-	7	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Packers, cigar -----	110	2.61	-	2	1	16	-	-	1	8	2	9	-	4	3	4	5	4	6	8	3	5	3	5	3	5	8	5
Incentive -----	89	2.78	-	2	1	8	-	-	1	-	2	4	-	4	3	4	5	4	6	8	3	5	3	5	3	5	8	5
Strippers ³ -----	192	1.97	-	43	5	8	12	10	3	12	7	40	13	13	4	7	6	4	1	1	3	-	-	-	-	-	-	-
Machine -----	185	1.98	-	40	5	8	8	10	3	12	7	40	13	13	4	7	6	4	1	1	3	-	-	-	-	-	-	-
Incentive -----	153	2.06	-	8	5	8	8	10	3	12	7	40	13	13	4	7	6	4	1	1	3	-	-	-	-	-	-	-
<u>Selected production occupations—men</u>																												
Adjusters, machine (all timeworkers) ³ -----	68	2.54	-	-	-	-	-	-	-	1	-	5	5	15	6	5	7	1	1	3	1	6	11	-	1	-	-	-
Banding and cellophaning machine -----	19	2.53	-	-	-	-	-	-	-	-	-	1	1	3	1	2	6	-	-	3	-	-	1	-	1	-	-	-
Cigarmaking machine -----	35	2.43	-	-	-	-	-	-	-	1	-	4	3	9	5	2	1	1	1	-	1	6	1	-	-	-	-	-
Cigarmakers hand (all incentive workers) ³ -----	51	1.82	-	35	-	1	2	-	4	1	-	-	1	-	1	-	1	2	-	2	-	-	-	-	1	-	-	-
Bunchmakers -----	28	1.96	-	14	-	1	2	-	3	1	-	-	-	-	1	-	1	2	-	2	-	-	-	-	1	-	-	-
Floormen (all timeworkers) -----	108	1.97	-	8	2	-	-	20	8	30	1	5	-	26	7	-	1	-	-	-	-	-	-	-	-	-	-	-
Inspectors, cigars (examiners) (all timeworkers) ³ -----	30	2.26	-	1	-	-	-	-	-	-	1	3	5	1	13	2	3	-	-	-	1	-	-	-	-	-	-	-
Packed cigars -----	8	2.11	-	-	-	-	-	-	-	-	1	2	4	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Janitors (all timeworkers) -----	8	1.79	-	3	-	-	1	-	-	3	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Packers, cigars (all incentive workers) -----	58	2.64	-	3	1	-	-	1	2	1	3	1	3	-	3	7	4	5	5	1	4	1	2	2	2	4	2	1

¹ The Tampa—St. Petersburg Standard Metropolitan Statistical Area consists of Hillsborough and Pinellas Counties.² Excludes premium pay for overtime and for work on weekends, holidays, and late shifts.³ Includes data for workers in classification in addition to those shown separately.

Table 9. Occupational earnings: York County, Pa.¹(Number and average straight-time hourly earnings² of production workers in selected occupations in cigar manufacturing establishments, March 1972)

Sex and occupation	Number of workers	Average hourly earnings ² and under	Number of workers receiving straight-time hourly earnings of—																									
			\$1.60	\$1.65	\$1.70	\$1.75	\$1.80	\$1.85	\$1.90	\$1.95	\$2.00	\$2.10	\$2.20	\$2.30	\$2.40	\$2.50	\$2.60	\$2.70	\$2.80	\$2.90	\$3.00	\$3.10	\$3.20	\$3.30	\$3.40	\$3.50	\$3.60	\$3.70
			\$1.65	\$1.70	\$1.75	\$1.80	\$1.85	\$1.90	\$1.95	\$2.00	\$2.10	\$2.20	\$2.30	\$2.40	\$2.50	\$2.60	\$2.70	\$2.80	\$2.90	\$3.00	\$3.10	\$3.20	\$3.30	\$3.40	\$3.50	\$3.60	\$3.70	and over
All production workers -----	543	\$2.18	22	18	15	19	34	21	100	32	62	49	42	25	7	13	14	8	8	5	5	3	7	6	2	2	15	9
Women -----	421	2.03	22	17	15	18	32	21	96	28	44	36	33	14	4	11	9	7	6	2	2	-	2	2	-	-	-	-
Men -----	122	2.70	-	1	-	1	2	-	4	4	18	13	9	11	3	2	5	1	2	3	3	3	5	4	2	2	15	9
<u>Selected production occupations—women</u>																												
Banding- and cellophane-machine operators -----	87	1.91	-	-	-	6	5	-	63	-	3	10	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Time -----	86	1.91	-	-	-	5	5	-	63	-	3	10	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Cigarmaking-machine operators, 1 position -----	160	1.92	20	7	8	11	17	15	17	8	22	15	13	6	1	-	-	-	-	-	-	-	-	-	-	-	-	-
Incentive -----	156	1.93	20	7	8	11	13	15	17	8	22	15	13	6	1	-	-	-	-	-	-	-	-	-	-	-	-	-
Floorwomen (all timeworkers) -----	14	2.06	-	-	-	-	2	-	3	3	1	4	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Packers, cigars -----	53	2.39	1	1	1	1	2	-	3	2	5	2	8	2	3	6	5	1	3	1	2	-	2	2	-	-	-	-
Incentive -----	51	2.41	1	1	1	1	-	-	3	2	5	2	8	2	3	6	5	1	3	1	2	-	2	2	-	-	-	-
Strippers, machine -----	63	2.12	3	12	4	-	3	3	-	3	7	4	4	4	1	4	3	5	2	1	-	-	-	-	-	-	-	-
Incentive -----	50	2.23	3	1	4	-	1	3	-	3	7	4	4	4	1	4	3	5	2	1	-	-	-	-	-	-	-	-
<u>Selected production occupations—men</u>																												
Adjusters, machine (all timeworkers) ³ -----	28	3.38	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	2	3	3	3	3	1	2	12	1
Cigarmaking machine -----	19	3.41	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	2	3	3	3	-	2	7	1
Floormen (all timeworkers) -----	17	2.07	-	-	-	1	-	-	-	-	11	2	2	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-

¹ The Area consists of York County.² Excludes premium pay for overtime and for work on weekends, holidays, and late shifts.³ Includes data for workers in classification in addition to those shown separately.

Table 10. Method of wage payment

(Percent of production workers in cigar manufacturing establishments by method of wage payment, United States, selected regions and areas, March 1972)

Method of wage payment ¹	United States ²	Regions		Areas		
		Middle Atlantic	Southeast	Scranton and Wilkes-Barre-Hazleton, Pa.	York County, Pa.	Tampa-St. Petersburg, Fla.
All workers	100	100	100	100	100	100
Time-rated workers	55	69	44	68	52	38
Formal plans	45	67	27	68	51	9
Single rate	12	20	5	16	44	5
Range of rates	33	47	22	52	7	4
Individual rates	10	2	17	-	1	29
Incentive workers	45	31	56	32	48	62
Individual piecework	40	28	47	32	30	43
Group piecework	5	1	9	-	1	19
Individual bonus	1	2	-	-	18	-

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

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

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

Table 11. Scheduled weekly hours

(Percent of production workers in cigar manufacturing establishments by scheduled weekly hours,¹ United States, selected regions and areas, March 1972)

Weekly hours ¹	United States ²	Regions		Areas		
		Middle Atlantic	Southeast	Scranton and Wilkes-Barre-Hazleton, Pa.	York County, Pa.	Tampa-St. Petersburg, Fla.
All workers	100	100	100	100	100	100
32 hours	1	2	-	-	15	-
35 hours	(³)	1	-	-	-	-
37½ hours	(³)	(³)	-	-	3	-
40 hours	93	97	87	100	81	72
48 hours	6	-	13	-	-	28

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

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

³ Less than 0.5 percent.

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

Table 12. Shift differential practices

(Percent of production workers employed on late shifts in cigar manufacturing establishments by amount of shift differential, United States, selected regions and areas, March 1972)

Shift differential	United States ¹	Regions		Areas		
		Middle Atlantic	Southeast	Scranton and Wilkes-Barre-Hazleton, Pa.	York County, Pa.	Tampa-St. Petersburg, Fla.
<u>Second shift</u>						
Workers employed on second shift -----	19.0	18.2	21.0	19.0	14.9	5.4
Receiving shift differential -----	9.3	17.5	1.1	19.0	13.8	1.1
Uniform cents per hour -----	1.4	.5	-	1.0	-	-
5 cents -----	.2	-	-	-	-	-
6 cents -----	.8	-	-	-	-	-
8 cents -----	.2	-	-	-	-	-
10 cents -----	.2	.5	-	1.0	-	-
Uniform percentage -----	7.7	17.0	.6	17.9	13.8	-
5 percent -----	6.8	15.5	-	17.9	-	-
6 percent -----	.3	-	.6	-	-	-
10 percent -----	.7	1.5	-	-	13.8	-
Other -----	.2	-	.5	-	-	1.1
Receiving no shift differential -----	9.6	.8	19.9	-	1.1	4.3
<u>Third or other late shift</u>						
Workers employed on third or other late shift -----	.9	.8	.9	.6	-	-
Receiving shift differential -----	.4	.8	-	.6	-	-
Uniform cents per hour -----	.1	-	-	-	-	-
8 cents -----	.1	-	-	-	-	-
Uniform percentage -----	.3	.8	-	.6	-	-
8 percent -----	.3	.8	-	.6	-	-
Receiving no shift differential -----	.4	-	.9	-	-	-

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

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

Table 13. Paid holidays

(Percent of production workers in cigar manufacturing establishments with formal provisions for paid holidays, United States, selected regions and areas, March 1972)

Number of paid holidays	United States ¹	Regions		Areas		
		Middle Atlantic	Southeast	Scranton and Wilkes-Barre-Hazleton, Pa.	York County, Pa.	Tampa-St. Petersburg, Fla.
All workers -----	100	100	100	100	100	100
Workers in establishments providing paid holidays -----	86	94	78	100	85	60
3 days -----	1	-	1	-	-	3
5 days -----	4	3	7	-	23	11
6 days -----	14	7	21	-	62	46
7 days -----	38	39	44	26	-	-
7 days plus 4 half days -----	(²)	1	-	-	-	-
8 days -----	24	38	5	57	-	-
9 days -----	4	8	-	16	-	-
Workers in establishments providing no paid holidays -----	14	6	22	-	15	40

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

² Less than 0.5 percent.

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

Table 14. Paid vacations

(Percent of production workers in cigar manufacturing establishments with formal provisions for paid vacations after selected periods of service, United States, selected regions and areas, March 1972)

Vacation policy	United States ¹	Regions		Areas		
		Middle Atlantic	Southeast	Scranton and Wilkes-Barre-Hazleton, Pa.	York County, Pa.	Tampa-St. Petersburg, Fla.
All workers -----	100	100	100	100	100	100
<u>Method of payment</u>						
Workers in establishments providing paid vacations -----	94	98	90	100	92	88
Length-of-time payment -----	62	90	35	84	84	52
Percentage payment -----	31	8	56	16	5	36
Other -----	(²)	(²)	-	-	2	-
Workers in establishments providing no paid vacations -----	6	2	10	-	8	12
<u>Amount of vacation pay³</u>						
After 1 year of service:						
1 week -----	62	88	35	100	31	52
Over 1 and under 2 weeks -----	18	-	39	-	-	-
2 weeks -----	13	11	17	-	61	36
After 2 years of service:						
1 week -----	50	62	35	74	31	52
Over 1 and under 2 weeks -----	20	-	39	-	-	-
2 weeks -----	24	36	17	26	61	36
After 3 years of service:						
1 week -----	22	17	30	-	31	52
Over 1 and under 2 weeks -----	20	-	39	-	61	-
2 weeks -----	51	82	21	100	-	36
Over 2 and under 3 weeks -----	2	-	-	-	-	-
After 5 years of service:						
1 week -----	3	3	1	-	31	-
2 weeks -----	69	89	50	100	2	88
Over 2 and under 3 weeks -----	20	-	39	-	-	-
3 weeks -----	3	6	-	-	58	-
After 10 years of service:						
1 week -----	3	3	1	-	31	-
2 weeks -----	31	18	45	-	2	88
Over 2 and under 3 weeks -----	6	-	10	-	-	-
3 weeks -----	40	77	5	100	58	-
Over 3 and under 4 weeks -----	14	-	30	-	-	-
After 15 years of service:						
1 week -----	3	3	1	-	31	-
2 weeks -----	23	3	40	-	2	88
Over 2 and under 3 weeks -----	2	-	-	-	-	-
3 weeks -----	49	92	10	100	58	-
Over 3 and under 4 weeks -----	18	-	39	-	-	-
After 20 years of service:						
1 week -----	3	3	1	-	31	-
2 weeks -----	23	3	40	-	2	88
3 weeks -----	39	66	10	74	58	-
Over 3 and under 4 weeks -----	18	-	39	-	-	-
4 weeks -----	11	25	-	26	-	-
After 25 years of service: ⁴						
1 week -----	3	3	1	-	31	-
2 weeks -----	23	3	40	-	2	88
3 weeks -----	16	28	5	16	58	-
Over 3 and under 4 weeks -----	18	-	39	-	-	-
4 weeks -----	34	63	5	84	-	-

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

² Less than 0.5 percent.

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

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

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

Table 15. Health, insurance, and retirement plans

(Percent of production workers in cigar manufacturing establishments with specified health, insurance, and retirement plans, United States, selected regions and areas, March 1972)

Type of plan ¹	United States ²	Regions		Areas		
		Middle Atlantic	Southeast	Scranton and Wilkes-Barre-Hazleton, Pa.	York County, Pa.	Tampa-St. Petersburg, Fla.
All workers -----	100	100	100	100	100	100
Workers in establishments providing:						
Life insurance -----	90	86	91	100	8	85
Noncontributory plans -----	79	84	79	100	8	57
Accidental death and dismemberment insurance -----	59	59	60	71	8	41
Noncontributory plans -----	49	57	47	71	8	13
Sickness and accident insurance or sick leave or both ³ -----	29	43	5	54	8	-
Sickness and accident insurance -----	24	42	5	54	8	-
Noncontributory plans -----	21	41	5	54	8	-
Sick leave (full pay, no waiting period) -----	(⁴)	1	-	-	-	-
Sick leave (partial pay or waiting period) -----	4	-	-	-	-	-
Hospitalization insurance -----	93	95	93	100	92	88
Noncontributory plans -----	86	93	87	100	83	75
Surgical insurance -----	93	95	93	100	92	88
Noncontributory plans -----	86	93	87	100	83	75
Medical insurance -----	54	81	22	71	92	22
Noncontributory plans -----	47	79	16	71	83	9
Major medical insurance -----	40	67	12	71	88	22
Noncontributory plans -----	36	66	6	71	80	9
Retirement plans ⁵ -----	52	39	61	57	-	37
Pension -----	52	39	61	57	-	37
Noncontributory plans -----	51	38	61	57	-	37
Severance pay -----	-	-	-	-	-	-
No plans -----	6	5	7	-	8	12

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

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

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

⁴ Less than 0.5 percent.

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

Table 16. Other selected benefits

(Percent of production workers in cigar manufacturing establishments providing funeral leave pay and jury duty pay, United States, selected regions and areas, March 1972)

Item ¹	United States ²	Regions		Areas		
		Middle Atlantic	Southeast	Scranton and Wilkes-Barre-Hazleton, Pa.	York County, Pa.	Tampa-St. Petersburg, Fla.
Workers in establishments with provisions for:						
Funeral leave pay -----	54	48	59	74	15	34
Jury duty pay -----	44	40	45	56	100	100

¹ For definitions of benefits, see appendix A.

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

Appendix A. Scope and Method of Survey

Scope of survey

The survey included establishments engaged primarily in manufacturing cigars (industry 2121 as defined in the 1967 edition of the *Standard Industrial Classification Manual*, prepared by the U.S. Office of Management and Budget). The survey included manufacturers of large cigars, little cigars, Italian cigars, and stogies. Separate auxiliary units, such as central offices, were excluded. Establishments selected for study were drawn from units employing eight workers or more at the time of reference of the data used in compiling the universe lists.

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

Method of study

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

Establishment definition

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

Employment

Estimates of the number of workers within the scope of the study are intended as a general guide to the size and composition of the labor force included in the survey, rather than as a precise measure of employment.

Production workers

The term "production workers," as used in this bulletin, includes working foremen and all nonsupervisory workers engaged in nonoffice activities. 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 the selected occupations but were included in the data for all production workers.

Wage data

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

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

Table A-1. Estimated number of establishments and workers within scope of survey, and number studied, cigar manufacturing industry, March 1972

Region ¹ and area ²	Number of establishments ³		Workers in establishments		
	Within scope of study	Actually studied	Within scope of study		Actually studied
			Total ⁴	Production workers	
United States ⁵	74	46	12,933	11,443	12,082
Middle Atlantic ⁶	26	19	5,701	5,007	5,345
Scranton and Wilkes-Barre—					
Hazleton, Pa	6	5	2,726	2,399	2,549
York County, Pa	8	7	604	543	592
Southeast ⁶	39	20	5,914	5,360	5,521
Tampa—St. Petersburg, Fla	21	11	2,460	2,441	2,427

¹ The regions used in this study include *Middle Atlantic*—New Jersey, New York, and Pennsylvania; and *Southeast*—Alabama, Florida, Georgia, Mississippi, North Carolina, South Carolina, and Tennessee.

² For definitions of areas see footnote 1, tables 7-9.

³ Includes only establishments with 8 workers or more at the time of reference of the universe data.

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

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

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

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

Size of community

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

Except in New England, a Standard Metropolitan Statistical Area is defined as a county or group of contiguous counties which contain at least one city of 50,000 inhabitants or more. Counties contiguous to the one containing such a city are included in a Standard Metropolitan Statistical Area if, according to certain criteria, they are essentially metropolitan in character and are socially and economically integrated with the central city. In New England, the city and town are administratively more important than the county, and they are the units used in defining Standard Metropolitan Statistical Areas.

Labor-management agreements

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

Method of wage payment

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

Incentive workers are classified under piecework or bonus plans. Piecework is work for which a predetermined rate is paid for each unit of output. Production bonuses are based on production 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

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

Supplementary wage provisions

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

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

Paid vacations. The 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 one 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 in provisions which may have occurred between 5 and 10 years.

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

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

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

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

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

Tabulations of retirement pensions are limited to plans which provide, after 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

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

both retirement pension and retirement severance pay. Establishments having optional plans which provide employees a choice of either retirement severance payments or pensions were considered as having only retirement pension benefits.

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

Appendix B. Occupational Descriptions

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

Adjuster, machine

(Machine fixer; mechanic)

Sets up, regulates and/or repairs tobacco processing machines used in the establishment. Duties involve *most of the following*: Setting up machines to produce the desired product; regulating and adjusting the machines for efficient operation; attaching fixtures or special devices to the machines; examining machines faulty in operation to determine whether or not adjustments or repairs are necessary; dismantling or partly dismantling the machines, replacing broken, damaged or worn out parts, or performing other repairs and reassembling the machines; and using a variety of handtools in adjusting, fitting, or replacing parts, fixtures, or attachments.

For wage study purposes, workers are classified according to type of machine:

Banding and cellophaning machine
Cigar-making machine
Stripping machine
Other

Banding- and cellophaning-machine operator

Operates a machine that bands and wraps cigars in cellophane. Duties involve: Placing the cigars in a hopper of the machine; gathering banded and cellophane cigars and packing into boxes or packages. Duties of the worker may also include the inspection of cellophaned cigars and keeping the machine supplied with bands, paste, and rolls of cellophane.

Cigar maker, hand

Makes and forms cigars by hand. For wage study purposes, workers are classified according to the specific task performed, as follows:

Whole work (out-and-out cigar maker, hand)

Makes complete cigar by hand: Forms bunch (inner part of cigar) and wraps in binder leaf; wraps bunch in a selected leaf called a wrapper; presses cigars in molds after they are rolled to give them a finished shape.

Bunch maker (hand)

Operates as one of the members of a team where the teamwork system of manufacture is employed: Places and shapes the correct amount of filler tobacco within a binder leaf to form a bunch (inner part of cigar).

Roller (hand)

Operates as member of teamwork system: Cuts wrapper leaf to desired size and shape and rolls around a completed bunch (see above) to form a cigar. Places cigar against a gage and cuts to length.

Cigar-making-machine operator, 4 positions

Tends any of the 4 positions of a long filler cigar-making machine. Includes (1) *filler tender* who feeds filler tobacco into machine on an endless feed belt,

between a guide and a shear bar which is adjustable for the length of the cigar desired; (2) *binder layer* who places binder leaf on the binder die of the machine, where it is held down by suction and cut to the correct form for the type of cigar that is to be made. The leaf is transferred automatically and is rolled around the cigar shaped filler to form the bunch; (3) *wrapper layer* who tends the third position of the machine where stripped leaves of tobacco are automatically wrapped around cigar bunches to form cigar; (4) *inspector* who examines all cigars before placing them in trays and may also patch imperfect cigars.

Cigar-making-machine operator, 3 positions

Tends any of the positions on a 3-position cigar-making machine—filler tender, wrapper layer, or inspector.

Cigar-making-machine operator, 2 positions

Tends either of the positions on a 2-position cigar-making machine—wrapper layer or inspector—in the making of short filler cigars.

Cigar-making-machine operator, 1 position

Tends a one-position cigar-making machine that uses stripped leaves of tobacco as the wrapper to make short filler cigars. Places wrapper leaf in position so that machine can wrap it around automatically-formed cigar bunches to make a cigar. *Does not include tenders of cigar-making machines that use manufactured tobacco sheets for the wrapper. See below.*

Floor men and women

Performs a variety of light floor jobs, furnishing other workers with supplies, moving trays, running errands, etc. May move materials on a light dolly.

Inspector, cigars (examiner)

Inspects finished cigars for imperfections of various types. Duties include: Examining cigars for weight, size, shape, and condition of wrapper. May make necessary repairs on wrappers, and shaping defective heads. The 4th position of a 4-position cigar-making machine is *not* to be included in this classification.

For wage study purposes, inspectors are to be

classified according to whether inspection is performed on:

Loose cigars

Packed cigars

Janitor

(Day porter; sweeper; charwoman; janitress)

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

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 machinist's handtools and precision measuring instruments; setting up and operating standard machine tools; shaping of metal parts to close tolerances; making standard shop computations relating to dimensions of work, tooling, feeds and speeds of machining; knowledge of the working properties of the common metals; selecting standard materials, parts and equipment required for his work; fitting and assembling parts into mechanical equipment. In general, the machinist's work normally requires a rounded training in machine-shop practice usually acquired through a formal apprenticeship or equivalent training and experience.

Maintenance man, general utility

Keeps the machines, mechanical equipment, and/or structure of an establishment (usually a small plant where specialization in maintenance work is impractical) in repair. Duties involve the performance of operations and the use of tools and equipment of several trades, rather than specialization in one trade or one type of maintenance work only. Work involves *a combination of the following*: Planning and laying out of work relating to repair of buildings, machines, mechanical and/or

electrical equipment; repairing electrical and/or mechanical equipment; installing, aligning, and balancing new equipment; repairing buildings, floors, and stairs as well as making and repairing bins, cribs, and partitions.

Packer, cigars

(Shader, sub-shader and tray packer)

Selects cigars according to shades and packs into trays or boxes which are the same shape as those in which the cigars are to be sold. When a tray is filled, it is covered and placed under pressure giving the cigars their characteristic square shape.

Stripper

Removes stems from tobacco leaves.

For wage study purposes, strippers are to be classified as follows:

Stripper, hand

(Stemmer hand)

Removes stems from tobacco leaves by hand. Duties involve: Untying heads of tobacco and opening each leaf; pinching or clipping the mid ribs or main stems near the tip with fingers or thimble knife worn on finger; removing the severed stems by pulling toward the butt end; and stacking stripped leaves in piles (books or pads).

Stripper, machine

Operates a machine to remove stems from tobacco leaves. Duties involve: Opening heads of tobacco; starting machine by depressing foot treadle; opening individual leaves and inserting the tip ends under the machine's grooved circular knife, which cuts the stems from the leaves; stopping machine and removing the books from the drums and tying each book separately.

Stripper, combination hand and machine

Performs stripping operation by either hand or by operating a machine.

Industry Wage Studies

The most recent reports for the other 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

ing 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

	<i>Price</i>
Basic Iron and Steel, 1967. BLS Bulletin 1602	\$0.55
Candy and Other Confectionery Products, 1970. BLS Bulletin 1732 . . . . .	.45
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, 1971. BLS Bulletin 1792	(1)
Hosiery, 1970. BLS Bulletin 1743 . . . . .	.75
Industrial Chemicals, 1971. BLS Bulletin 1768 . . . . .	.80
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, 1971. BLS Bulletin 1794 . . . . .	.95
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

See footnote at end of listing.

I. Occupational Wage Studies—Continued

Manufacturing—Continued

	<i>Price</i>
Synthetic Fibers, 1970. BLS Bulletin 1740	\$0.40
Textile Dyeing and Finishing, 1970. BLS Bulletin 1757 . . . . .	.70
West Coast Sawmilling, 1969. BLS Bulletin 1704 . . . . .	.45
Women's and Misses' Coats and Suits, 1970. BLS Bulletin 1728 . . . . .	.35
Women's and Misses' Dresses, 1971. BLS Bulletin 1783	(1)
Wood Household Furniture, Except Upholstered, 1971. BLS Bulletin 1793 . . . . .	.90
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, 1971. BLS Bulletin 1778	(1)
Crude Petroleum and Natural Gas Production, 1967. BLS Bulletin 1566 . . . . .	.30
Educational Institutions: Nonteaching Employees, 1968-69. BLS Bulletin 1671 . . . . .	.50
Electric and Gas Utilities, 1967. BLS Bulletin 1614 . . . . .	.70
Hospitals, 1969. BLS Bulletin 1688	1.00
Laundry and Cleaning Services, 1968. BLS Bulletin 1645 . . . . .	.75
Life Insurance, 1966. BLS Bulletin 1569 . . . . .	.30
Motion Picture Theaters, 1966. BLS Bulletin 1542 . . . . .	.35
Nursing Homes and Related Facilities, 1967-68. BLS Bulletin 1638 . . . . .	.75
Scheduled Airlines, 1970. BLS Bulletin 1734 . . . . .	.45
Wages and Tips in Restaurants and Hotels, 1970. BLS Bulletin 1712 . . . . .	.60

II. Other Industry Wage Studies

Employee Earnings and Hours in Nonmetropolitan Areas of the South and North Central Regions, 1965. BLS Bulletin 1552 . . . . .	.50
Employee Earnings and Hours in Eight Metropolitan Areas of the South, 1965. BLS Bulletin 1533 . . . . .	.40
Employee Earnings and Hours in Retail Trade, June 1966- Retail Trade (Overall Summary). BLS Bulletin 1584	1.00
Building Materials, Hardware, and Farm Equipment Dealers. BLS Bulletin 1584-1 . . . . .	.30
General Merchandise Stores. BLS Bulletin 1584-2 . . . . .	.55
Food Stores. BLS Bulletin 1584-3 . . . . .	.60
Automotive Dealers and Gasoline Service Stations. BLS Bulletin 1584-4 . . . . .	.50
Apparel and Accessory Stores. BLS Bulletin 1584-5 . . . . .	.55
Furniture, Home Furnishings, and Household Appliance Stores. BLS Bulletin 1584-6 . . . . .	.50
Miscellaneous Retail Stores. BLS Bulletin 1584-765

¹ Price not yet available.

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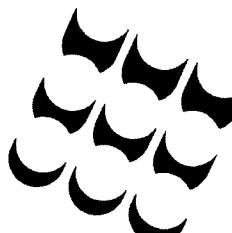
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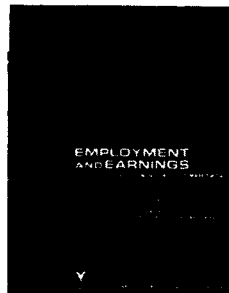
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Current Wage Developments



Current Wage Developments — a monthly report on employee compensation, including: Wage and benefit changes resulting from collective bargaining settlements and unilateral management decisions; statistical summaries; and special reports on wage trends. \$4.50 a year; \$5.75 foreign; single copy, 45 cents.

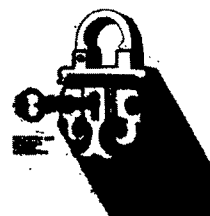
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Employment and Earnings — a monthly statistical series of the labor force, employment, unemployment, hours, earnings, labor turnover, and job vacancies. Current data for the United States as a whole, for individual States, and for more than 200 local areas on employment, hours, earnings, and labor turnover. \$10.00 a year; \$12.50 foreign; single copy, \$1.00.

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Occupational Outlook Quarterly



Occupational Outlook Quarterly — a today magazine which gives up-to-the-minute details on tomorrow's jobs. Current information on employment trends and outlook to supplement and bring up to date information in the *Occupational Outlook Handbook*. \$1.50 for four issues during the school year; \$2.00 foreign; single copy, 45 cents.

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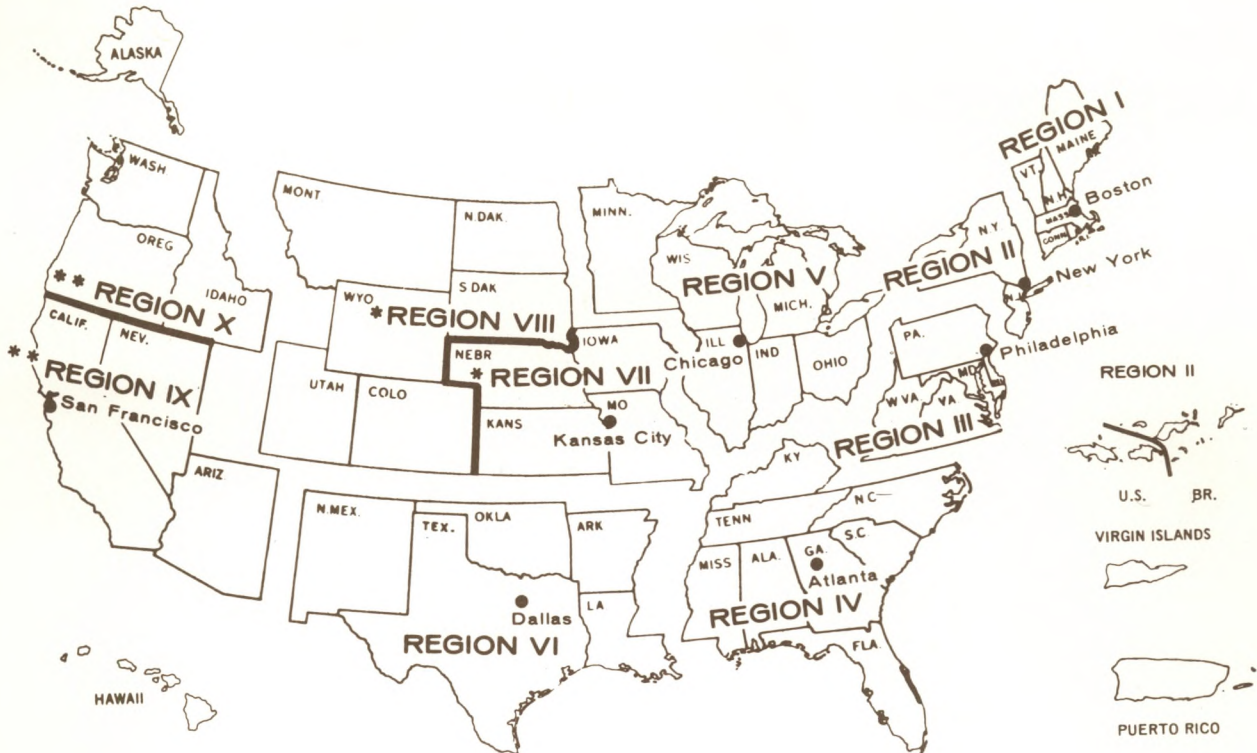
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