

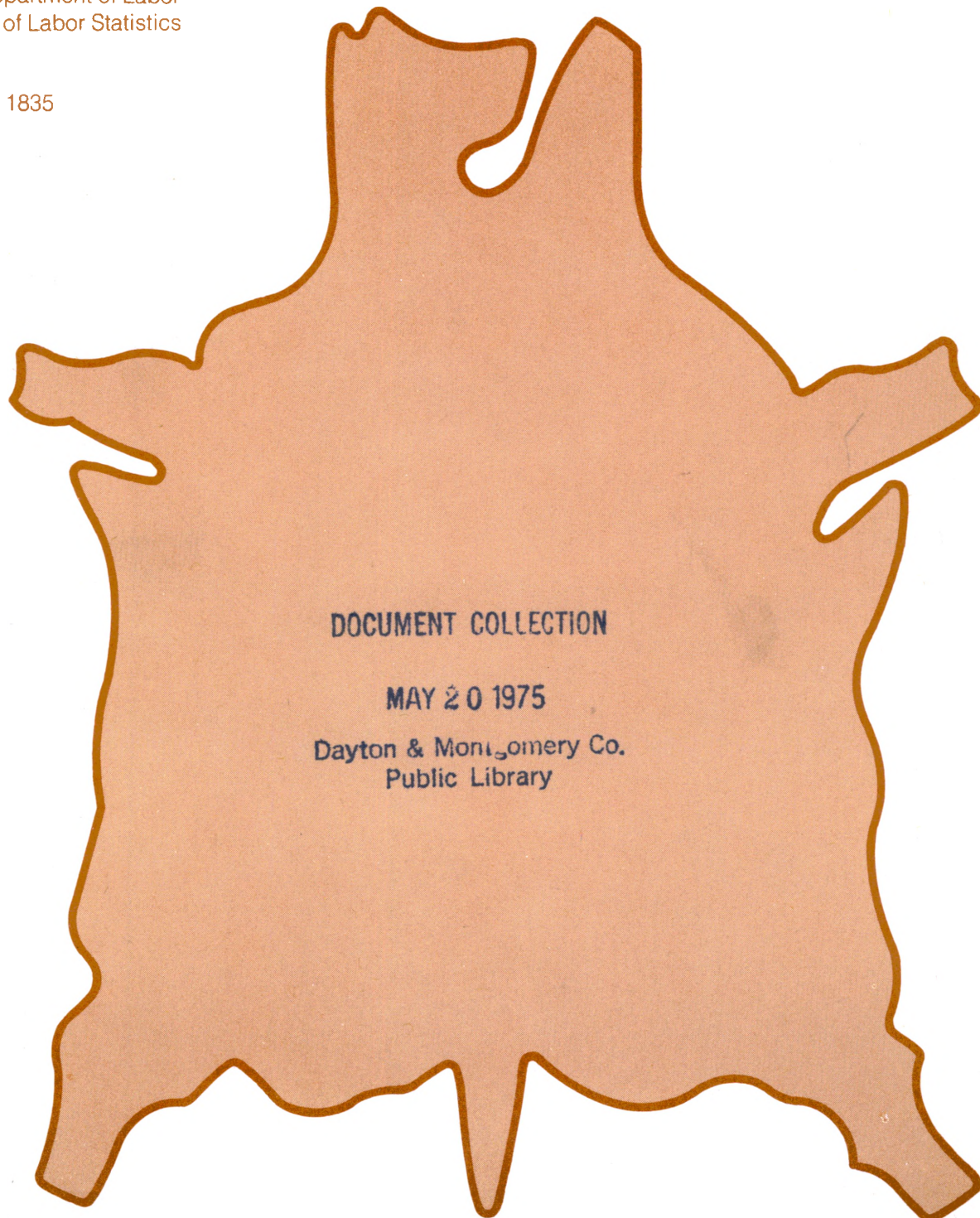
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Industry Wage Survey: Leather Tanning and Finishing March 1973



U. S. Department of Labor
Bureau of Labor Statistics
1975

Bulletin 1835



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U.S. Department of Labor
John T. Dunlop, Secretary
Bureau of Labor Statistics
Julius Shiskin, Commissioner
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J.583-673 P.O. 69

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Stock Number 029-001-01375-2

Catalog Number L.2.3:1835

Preface

This bulletin summarizes the results of a Bureau of Labor Statistics survey of wages and supplementary benefits in the leather tanning and finishing industry in March 1973. A similar survey was conducted in January 1968.

Separate releases on the 1973 study were issued earlier for Boston, Mass.; Fulton County, N.Y.; Illinois; Maine; Newark and Jersey City, N.J.; New Hampshire; Pennsylvania; Philadelphia-Camden-Wilmington, Pa.-N.J.-Del.; and Wisconsin. Copies of these releases are available from the Bureau of Labor Statistics, Washington, D.C., 20212, or any of its regional offices.

This study was conducted by the Bureau's Office of Wages and Industrial Relations. Carl Barsky of the Division of Occupational Wage Structures prepared the analysis. Field work for the survey was conducted by the Bureau's Associate Assistant Regional Directors for Operations.

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

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Leather Tanning and Finishing, March 1973

Summary

Straight-time earnings of production and related workers in the leather tanning and finishing industry averaged \$3.41 an hour in March 1973. Earnings of 94 percent of the 16,677 workers covered by the survey¹ were within a range of \$2 to \$5 an hour; the middle half earned between \$2.82 and \$3.94.

Men—nine-tenths of the workers—averaged \$3.48 an hour, compared with \$2.85 an hour for women. Differences in men's and women's averages are partially due to unequal distribution of the sexes among jobs with disparate pay levels.

Among the five regions² studied separately, average hourly earnings ranged from \$2.71 in the Southeast to \$3.75 in the Great Lakes. Earnings in the other two major regions—New England and the Middle Atlantic—averaged \$3.31 and \$3.48, respectively.

Averages for the occupations selected to represent skill levels and processes in the industry varied from \$4.07 an hour for shaving-machine operators to \$2.76 an hour for janitors.³ The 1,145 tackers, togglers, and pasters, the largest occupational group studied, averaged \$3.88.

Virtually all of the production workers were provided paid holidays, paid vacations, and at least part of the cost of life, hospitalization, and surgical insurance. Accidental death and dismemberment, sickness and accident, basic medical, and major medical insurance, and retirement pension plans also were available to a large majority of the workers.

Industry characteristics

Leather tanning and finishing plants covered by the survey employed 16,677 production and related workers in March 1973—down 30 percent since January 1968,

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

² For definition of regions, see appendix A, table A-1, footnote 1.

³ See appendix B for occupational descriptions.

when a similar study was conducted.⁴ The number of plants declined 14 percent during this period, from 247 to 212, while the average number of production workers per plant dropped from 96 to 79.

Employment fell by more than one-half in the Border States; nearly two-fifths in New England; three-tenths in the Southeast; and about one-fourth in the Great Lakes. Between survey periods, New England's employment dropped slightly below the level in the Great Lakes region. As in 1968, however, New England, the Middle Atlantic, and the Great Lakes States employed slightly more than four-fifths of the workers; nearly three-fifths of the industry's workers were in metropolitan areas.⁵

A drop in production, spurred by reduced demand for leather, has led to lower employment in the tanning and finishing industry. To illustrate, the domestic footwear industry, the largest user of leather, has curtailed its production in recent years while relying more heavily on imported leathers.⁶ The footwear industry's demand for finished upper and sole leather was down about one-fifth and two-fifths, respectively, between 1963 and the end of 1972, the latest years for which such data are available.⁷ Imports of leather closely associated with footwear manufacturing more than tripled during approximately the same period.

The availability of hides and skins to be processed also has sharply decreased. While domestic hides are being shipped abroad for tanning in ever increasing

⁴ See *Industry Wage Survey, Leather Tanning and Finishing, January 1968*, Bulletin 1618 (Bureau of Labor Statistics, 1969).

⁵ Standard Metropolitan Statistical Areas as defined by the U.S. Office of Management and Budget through November 1971.

⁶ U.S. Bureau of the Census, Extracts from FT 246 and IM 146, "U.S. Imports for Consumption." Based on import data for leathers closely associated with footwear production relating to 1972 and 1964. (Data prior to 1964 are not comparable with later figures.) For information on domestic production, see U.S. Bureau of the Census, *Survey of Current Business*, August 1965 and March 1974, p. S-30.

⁷ U.S. Bureau of the Census, *Census of Manufactures*, 1963 and 1972. Data for 1972 are preliminary. Finished upper and sole leather accounted for about nine-tenths of the dollar value of leather products purchased by footwear firms in both years studied.

numbers,⁸ several countries currently limit the export of hides to the United States.

Products and processes. The bulk of the industry's finished product continues to be used in the manufacture of shoes. Other important products include leather for luggage, industrial belting, upholstery, gloves, and pocketbooks.

Several types of skins and hides were processed by the industry in March 1973, with large regional variations in the type of leather produced. A majority of the workers in the New England and Great Lakes regions were in plants primarily processing side leather, a type of shoe upper leather made from the hair side of cattle hides. Sole leather, on the other hand, was the chief product in the Border States. In the Middle Atlantic region, there was a greater variety of products, including side and sole leather, sheepskin clothing leather, upholstery leather, and calf and kid leathers for shoe uppers.

The tanning and finishing cycle involves three major steps. First, hides or skins are soaked and washed. The hair, fat, and superfluous tissue are then removed. Next, the hides or skins are soaked in a solution that transforms them from a highly perishable into a semi-durable product (leather). Chemicals used in the soaking solution include chrome salts and muriatic acid (chrome tanning) and tannic acid from bark extracts (vegetable tanning). Chrome tanning, a more rapid process, is generally used in processing light leather; heavy leathers, such as those used for shoe soles, are most often vegetable tanned.

Of the nearly 16,000 workers in plants having tanning operations in March 1973, about two-thirds were in plants using chrome tanning. About one-eighth were in plants using vegetable tanning exclusively; and one-fifth were in plants using both vegetable and chrome processes. The few remaining plants used other methods.

The final step in the process is finishing. This consists of glazing, graining, embossing, or other operations that enhance the appearance and make leather more durable. The type of finishing performed varies according to the kind of skin from which the leather is made and the ultimate use of the product.

Seven-eighths of the workers in the study were in plants performing both tanning and finishing operations in March 1973. Nearly one-tenth worked in plants that performed only tanning operations, and the remainder were in plants that finished leathers tanned by other establishments.

⁸ *Op. Cit., Survey of Current Business.*

Type of plant. Regular tanning and finishing plants, i.e., those that process their own leather and sell the finished product, employed slightly less than four-fifths of the production workers. Plants performing tanning and finishing operations on a contract basis for others employed the remaining workers. The latter were found mostly in the New England and Middle Atlantic regions, especially in Boston and Fulton County, N.Y. Leather converters—those who buy hides and skins and have them processed by others on a contract basis—were excluded from the survey.

Size of establishment. Two-thirds of the production workers were in establishments having 100 employees or more. Of the 11,305 workers in these establishments, slightly less than three-fifths were employed in plants of 100-249 workers, and just over one-third were in plants of 250-499 workers. None of the plants studied had as many as 600 workers.

Regionally, the proportions of workers in plants of 100 workers or more, were about nine-tenths in the Border States, four-fifths in the Great Lakes, and three-fifths each in New England and the Middle Atlantic. The smaller proportions in New England and the Middle Atlantic States reflect the concentration of contractors who generally have smaller operations than regular tanners and finishers.

Unionization. Establishments having collective bargaining agreements covering a majority of their production workers employed nearly two-thirds of the industry's work force. The proportion of workers in union plants varied widely by region, and even within the same region, as indicated in the following tabulation:

<i>Region, State, and area</i>	<i>Percent of production workers in plants with majority covered by union contract</i>
United States	65-69
New England	45-49
Boston	80-84
Maine	10-14
New Hampshire	65-69
Middle Atlantic	80-84
Fulton County, N.Y.	85-89
Newark and Jersey City	95+
Pennsylvania	60-64
Philadelphia-Camden-Wilmington	65-69
Border States	70-74
Southeast	55-59
Great Lakes	70-74
Illinois	95+
Wisconsin	70-74

The Amalgamated Meat Cutters and Butcher Workmen of North America and the Leather Workers International Union (both AFL-CIO) are major unions in the industry. The Leather Workers are the most important union in New England; the Meat Cutters and Butcher Workmen are predominant in the Middle Atlantic and Great Lakes regions.

Method of wage payment. Workers paid on a time basis accounted for a slight majority of the production employment in the survey (table 21). About four-fifths of the 9,200 timeworkers were paid under formal plans, usually providing a single rate of pay for a specified occupation. The remaining one-fifth of the timeworkers were paid primarily according to their individual qualifications for the job.⁹

Incentive pay plans, most commonly individual piece rates, applied to slightly over two-fifths of the industry's workers. The proportion of workers covered by incentive plans ranged from about one-third in the Southeast to slightly more than one-half in the Border States. Numerically important jobs primarily paid under incentive wage systems included machine buffers; embossing- or plating-press operators; haulers; machine setters-out; machine stakers; and tackers, togglers, and pasters (table 11).

Average hourly earnings

Straight-time earnings of production and related workers in the industry averaged \$3.41 an hour in March 1973 (table 1).¹⁰ This is 33 percent higher than the \$2.56 level recorded in the Bureau's 1968 study of the industry, and is comparable to the rise for all nondurable manufacturing workers during the same period.¹¹

⁹About 1 percent of the industry's workers were paid according to a plan known as "stint work" or "task work." Under this system, an employee receives a fixed daily wage for a predetermined amount of work, regardless of the amount of time required to complete the task. For purposes of this study, stint workers were considered as timeworkers.

¹⁰The straight-time hourly earnings in this bulletin differ in concept from the gross average hourly earnings published in the Bureau's monthly hours and earnings series (\$3.58 in March 1973). Unlike the latter, the estimates presented here exclude premium pay for overtime and for work on weekends, holidays, and late shifts. Average earnings were calculated by summing individual hourly earnings and dividing by the number of individuals; in the monthly series, the sum of the man-hour totals reported by establishments in the industry was divided into the reported payroll totals.

The estimate of the number of production workers within scope of the study is intended only as a general guide to the size and composition of the labor force included in the survey. It differs from those published in the monthly series (20,200) in

Regionally, March 1973 wage levels ranged from \$3.75 an hour in the Great Lakes to \$2.71 in the Southeast. Hourly pay increases over the 5 years between surveys varied little among the selected regions, averaging from 30 percent in the Border States to 36 percent in the Middle Atlantic. Production worker averages in the nine localities studied separately in 1973 ranged from \$3.91 an hour in Illinois to \$3.13 in Maine (tables 12-20).

Men were about nine-tenths of the workers and averaged \$3.48 an hour, compared to \$2.85 for women. The wage advantage for men ranged from 43 cents an hour in the Southeast to 76 cents an hour in the Great Lakes. Differences in average pay levels between men and women result from several factors, among them, variations in the distribution of the sexes among plants and among jobs having disparate pay levels, and within the same job, average earnings differentials may be influenced by the use of incentive pay plans.¹²

Workers averaged \$3.61 an hour in plants where a majority were covered by union contracts. This was 18 percent more than those in nonunion plants. The wage advantage for workers in unionized plants has increased since January 1968, when it amounted to 5 percent.

Following the general pattern of many other manufacturing industries, average hourly earnings in leather tanning and finishing were higher in union plants than in nonunion plants; higher in metropolitan areas than in nonmetropolitan areas (\$3.48 compared with \$3.33); and higher in large plants than in small plants (\$3.49 in plants of 100 workers or more compared with \$3.26 in those with fewer workers). In the few instances where comparisons were possible on a regional basis, these relationships also generally held.

The above comparisons of average earnings do not isolate the influence of individual characteristics as

March 1973 by the exclusion of leather converters and establishments employing fewer than 20 workers. The advance planning necessary to make the survey required the use of lists of establishments assembled considerably in advance of data collection. Thus, establishments new to the industry are omitted, as are establishments originally classified in the leather tanning and finishing industry, but found to be in other industries at the time of the survey. Also omitted are leather plants classified incorrectly in other industries at the time the lists were compiled.

¹¹According to the Bureau's index of average hourly earnings (excluding overtime), wage levels for workers in nondurable manufacturing industries rose 35 percent between January 1968 and March 1973.

¹²Differences in average earnings among incentive workers in the same job cannot be used as an accurate measure of differences in rates of pay per unit of work produced. Earnings reflect not only pay rates but also productivity of the workers in given jobs. Productivity of workers is influenced by experience, workflow, and other factors that the individual may or may not control.

determinants of wages. In New England, for example, plants having union contracts employed nearly three-fifths of the workers in metropolitan areas but only one-third of those in nonmetropolitan areas. Other factors, such as type of leather produced and method of wage payment, also may influence earnings levels.

Nationwide, production workers averaged \$3.55 an hour in plants primarily processing side leather and \$3.27 an hour in those processing sole leather. Averages in plants primarily processing other types of leather^{1 3} were: \$3.90 for calf upper leather; \$3.38 for splits (portion of hide other than grain or hair side); \$3.26 for sheepskin clothing leather; and \$2.93 for kid upper.

Earnings of 94 percent of the workers covered by the study were within a range of \$2 to \$5 an hour – the middle half earned from \$2.82 to \$3.94 (table 2). This relatively wide range of pay reflects a large differential among earnings in the selected regions. For example, in the Southeast 82 percent of the workers earned under \$3.20 an hour, while 76 percent in the Great Lakes earned that amount or more.

Earnings also were widely dispersed within regions, reflecting such factors as the large proportion of workers receiving incentive pay and the wide range of occupational skill requirements in the industry.

Occupational earnings

Occupations selected to represent skill levels and the wage structure of the industry accounted for three-fifths of the workers within scope of the study. Nationwide, averages for these jobs ranged from \$4.07 an hour for shaving-machine operators to \$2.76 for janitors (table 4). Tackers, togglers, and pasters, the largest occupational group studied separately, averaged \$3.88 an hour. Other numerically important jobs and their hourly averages included laborers handling dry work, \$2.93; colorers, fat liquorers, or oil-wheel operators, \$3.63; embossing- or plating-press operators, \$3.38; haulers, \$3.53; machine setters-out, \$3.61; and general utility maintenance workers, \$3.45.

Women's averages in the five jobs for which such data could be published were \$2.73 for embossing- or plating-press operators; \$2.73 for hand seasoners; \$3.01 for spray-machine operators; \$3.09 for dry trimmers; and \$3.05 for measuring-machine operators. In each of these jobs, men averaged higher earnings than women by amounts ranging from 78 cents an hour for embossing- or plating-press operators to 36 cents for spray-machine operators. Men constituted all or a majority of the

^{1 3} Because of the relatively small number of workers in these establishments, earnings data were not presented by region.

workers in each of the selected occupations in the survey except hand seasoners and dry trimmers.

Among the selected regions, occupational averages were usually lowest in the Southeast and highest in the Great Lakes. As illustrated in text table 1, the amounts of the differentials varied significantly by occupation.

Text table 1. Occupational pay relationships among selected regions

(New England = 100)

Occupation ¹	Middle Atlantic	Border States	South-east	Great Lakes
Janitors	94	—	79	102
Laborers handling dry work	102	85	80	108
Measuring-machine operators	106	—	85	116
Spray-machine operators	101	102	100	120
Embossing- or plating-press operators	105	97	85	112
Trimmers, dry	112	83	72	114
Maintenance workers, general utility	106	94	96	127
Stakers, machine	117	—	72	107
Fleshing- and unhairing-machine operators	107	83	77	122
Tackers, togglers, or pasters	115	—	75	109
Shaving-machine operators	115	—	78	114

¹ Occupations are arranged in increasing order of nationwide average hourly earnings.

Usually within regions occupational averages were 1 to 15 percent higher in plants having 100 workers or more than in smaller establishments (table 5); 5 to 20 percent higher in metropolitan than in nonmetropolitan areas (table 6); and 5 to 20 percent higher in union than in nonunion plants (table 7). The union-nonunion relationship held even when comparisons were limited to the same establishment size and community size groups (tables 8 and 9).

Earnings of individuals performing similar tasks varied considerably within the same State or area (tables 12-20). Earnings of the highest paid worker frequently exceeded those of the lowest paid worker in the same job and locality by \$2 an hour or more. Thus, some workers in comparatively low paid jobs (as measured by the average for all workers) earned more than some workers in jobs for which significantly higher averages were recorded. For example, the following tabulation indicates considerable overlapping of individual earnings in Fulton County, N.Y. for men haulers and machine stakers, despite an 82-cent difference in the hourly averages of the two jobs.

Earnings	Number of workers	
	Haulers	Stakers, machine
Total workers	92	100
Under \$2.80	8	—
\$2.80 and under \$3.20	28	18
\$3.20 and under \$3.60	10	4
\$3.60 and under \$4.00	10	9
\$4.00 and under \$4.40	26	28
\$4.40 and over	10	41
Average hourly earnings	\$3.59	\$4.41

Establishment practices and supplementary wage benefits

Data also were obtained on certain establishment practices and supplementary wage benefits for production workers, including work schedules, shift differential provisions and practices, paid holidays, paid vacations, and health, insurance, and retirement plans.

Scheduled weekly hours. Work schedules of 40 hours a week were in effect in establishments employing seven-eighths of the production workers in March 1973 and applied to a majority of workers in each region (table 22). Longer work schedules, usually 42 to 45 hours, however, were reported in all of the regions studied separately. In the Border States, where just over one-half of the employees were scheduled 40 hours, one-fifth were on a 35-hour week; another one-fifth were scheduled for 48 hours.

Shift differential provisions and practices. Four-fifths of the workers were in plants with provisions for second shifts (table 23). At the time of the survey, however, only one-eighth were actually employed on second shifts (table 24). A large majority of the second shift workers received pay differentials; 10 cents an hour above day-shift rates was the most common provision. Third shift or other late shift operations were rarely found in the industry.

Paid holidays. All production workers studied were in plants providing from 5 to 12 paid holidays annually (table 25). The number of holidays granted varied substantially by location, even within the same region.

For example, in Illinois, all workers received 9 to 11 days, while almost half of the workers in Wisconsin, also in the Great Lakes region, received less than 9 days.

Paid vacations. Paid vacations after qualifying periods of service applied to virtually all production workers. The most common provisions were 1 week's vacation pay after 1 year of service; 2 weeks after 3 years; 3 weeks after 10 years; and 4 weeks after 20 years. Provisions were most liberal in the Middle Atlantic and Border States, where provisions for 5 weeks after 30 years of service were available to about three-tenths and one-third of the workers, respectively. (See table 26.)

Health, insurance, and retirement plans. Life, hospitalization, surgical, and basic medical insurance applied to more than nine-tenths of the workers (table 27). Four-fifths were provided protection against loss of income due to illness, usually in the form of sickness and accident insurance, accidental death and dismemberment and major medical insurance applied to about three-fourths of the workers. The proportion of workers covered by some of these benefits varied substantially by region. For example, major medical insurance applied to two-fifths of the workers in the Border States, and to more than nine-tenths of New England's production workers.

Retirement pension plans, in addition to Federal social security benefits, were provided to about seven-tenths of the workers. Retirement severance pay plans were relatively rare in the industry. Retirement plans, as well as the other health and insurance programs studied, were usually financed entirely by the employer.

Table 1. Average hourly earnings: By selected characteristics

(Number and average straight-time hourly earnings¹ of production workers in leather tanning and finishing establishments by selected characteristics, United States and selected regions, March 1973)

Item	United States ²		New England		Middle Atlantic		Border States		Southeast		Great Lakes	
	Workers	Earnings	Workers	Earnings	Workers	Earnings	Workers	Earnings	Workers	Earnings	Workers	Earnings
All production workers	16,677	\$3.41	4,770	\$3.31	3,941	\$3.48	1,007	\$2.92	977	\$2.71	4,810	\$3.75
Men	14,993	3.48	4,246	3.39	3,590	3.52	965	2.94	937	2.73	4,192	3.84
Women	1,684	2.85	524	2.66	351	3.01	42	2.33	40	2.30	618	3.08
Size of community:												
Metropolitan areas ³	9,578	3.48	2,472	3.43	1,963	3.51	—	—	—	—	3,503	3.67
Nonmetropolitan areas	7,099	3.33	2,298	3.18	1,978	3.44	810	2.91	—	—	—	—
Size of establishment:												
20-99 workers	5,372	3.26	1,826	3.33	1,672	3.47	—	—	—	—	927	3.06
100 workers or more	11,305	3.49	2,944	3.30	2,269	3.48	896	2.92	866	2.75	3,883	3.91
Labor-management contracts:												
Establishments with—												
Majority of workers covered	10,906	3.61	2,152	3.61	3,251	3.65	794	2.92	580	2.87	3,508	3.81
None or minority of workers covered	5,771	3.05	2,618	3.07	—	—	—	—	—	—	—	—
Principal type of leather: ⁴												
Side leather	8,729	3.55	2,657	3.27	1,304	3.31	—	—	—	—	3,328	3.95
Sole leather	1,525	3.27	—	—	—	—	708	3.02	—	—	—	—

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

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

³ Standard Metropolitan Statistical Areas as defined by the U.S. Office of Management and the Budget through November 1971.

⁴ Establishments were classified on the basis of the principal type of leather tanned or finished during the preceding year. The production-worker total above includes data for establishments tanning or finishing other types of leather in addition to those shown separately.

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 leather tanning and finishing establishments by straight-time hourly earnings¹ United States and selected regions, March 1973)

Hourly earnings ¹	United States ²			New England	Middle Atlantic	Border States	South-east	Great Lakes
	Total	Men	Women					
Under \$2.00	1.8	1.1	7.7	0.7	0.3	4.3	0.2	1.6
\$2.00 and under \$2.10	1.2	.9	4.0	1.3	1.8	2.3	.1	.4
\$2.10 and under \$2.20	1.7	1.5	3.3	1.3	.9	2.2	9.8	.7
\$2.20 and under \$2.30	2.8	1.9	10.9	4.2	1.3	.9	13.1	1.3
\$2.30 and under \$2.40	1.8	1.7	2.7	1.4	1.5	5.0	7.3	.7
\$2.40 and under \$2.50	3.1	2.8	5.6	2.5	3.0	11.2	6.2	2.1
\$2.50 and under \$2.60	4.5	4.1	7.9	5.1	4.0	7.7	17.9	1.7
\$2.60 and under \$2.70	3.0	2.7	5.4	3.3	2.5	7.2	6.1	2.0
\$2.70 and under \$2.80	4.1	4.0	5.1	4.3	5.1	8.9	4.2	2.3
\$2.80 and under \$2.90	5.2	5.2	4.9	5.0	8.0	8.3	5.4	2.7
\$2.90 and under \$3.00	4.5	4.3	6.7	4.4	6.7	4.9	2.8	3.1
\$3.00 and under \$3.10	4.7	4.9	3.3	5.9	5.9	4.1	5.6	2.2
\$3.10 and under \$3.20	5.5	5.6	5.1	8.6	4.9	4.9	3.3	3.0
\$3.20 and under \$3.30	4.4	4.5	3.6	6.4	4.2	6.0	2.6	3.5
\$3.30 and under \$3.40	4.3	4.5	2.3	5.4	4.3	3.5	1.7	4.6
\$3.40 and under \$3.50	4.1	4.1	4.3	2.5	3.9	2.1	4.2	6.7
\$3.50 and under \$3.60	4.1	4.1	3.6	4.5	3.3	2.2	1.9	5.7
\$3.60 and under \$3.70	3.7	3.9	1.9	4.7	3.3	2.5	4.1	3.8
\$3.70 and under \$3.80	4.6	5.0	1.8	4.0	3.7	1.4	1.0	5.8
\$3.80 and under \$3.90	4.0	4.3	1.2	5.1	3.2	1.8	—	4.5
\$3.90 and under \$4.00	4.2	4.5	1.2	4.5	3.0	2.8	.6	5.3
\$4.00 and under \$4.10	3.9	4.0	3.3	2.7	3.3	1.4	.7	6.3
\$4.10 and under \$4.20	2.1	2.3	.4	2.1	1.8	.7	.1	3.3
\$4.20 and under \$4.30	2.1	2.3	.8	1.7	1.8	.7	.3	3.7
\$4.30 and under \$4.40	2.3	2.5	.3	1.2	3.7	.3	—	3.6
\$4.40 and under \$4.50	2.1	2.3	.2	1.6	2.7	.7	.1	2.8
\$4.50 and under \$4.60	1.3	1.5	.1	.7	1.1	.4	.2	2.7
\$4.60 and under \$4.70	1.6	1.7	.5	.6	2.7	.6	—	2.3
\$4.70 and under \$4.80	1.0	1.1	.1	.6	1.2	.3	.1	1.5
\$4.80 and under \$4.90	.9	1.0	.5	.2	1.1	.1	—	2.0
\$4.90 and under \$5.00	.7	.7	.2	.5	.6	.1	—	1.3
\$5.00 and over	4.4	4.8	1.0	3.0	5.5	.7	.2	6.7
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Number of workers	16,677	14,993	1,684	4,770	3,941	1,007	977	4,810
Average hourly earnings ¹	\$3.41	\$3.48	\$2.85	\$3.31	\$3.48	\$2.92	\$2.71	\$3.75

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

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

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

Table 3. Earnings distribution: By principal type of leather

(Percent distribution of production workers in leather tanning and finishing establishments by straight-time hourly earnings,¹ by principal type of leather, United States and selected regions, March 1973)

Hourly earnings ²	United States ²		New England	Middle Atlantic	Border States	Great Lakes
	Side Leather	Sole Leather	Side Leather	Side Leather	Sole Leather	Side Leather
Under \$2.00	0.7	0.3	0.6	0.5	0.6	0.1
\$2.00 and under \$2.10	1.0	.9	.8	4.6	2.0	—
\$2.10 and under \$2.20	.9	.3	1.5	1.6	.7	.1
\$2.20 and under \$2.30	1.3	.1	2.1	2.6	.3	.5
\$2.30 and under \$2.40	1.3	2.0	1.7	2.8	4.1	.3
\$2.40 and under \$2.50	2.4	6.4	2.4	6.2	12.9	1.2
\$2.50 and under \$2.60	4.7	8.3	6.7	6.1	9.6	1.3
\$2.60 and under \$2.70	2.5	4.9	3.7	3.1	8.3	.8
\$2.70 and under \$2.80	3.6	4.7	5.0	5.1	5.8	1.6
\$2.80 and under \$2.90	4.0	6.5	6.1	4.2	7.1	1.6
\$2.90 and under \$3.00	3.2	6.6	4.7	5.3	4.9	.8
\$3.00 and under \$3.10	5.0	5.6	7.5	5.8	4.7	1.7
\$3.10 and under \$3.20	4.7	5.5	7.5	3.2	4.8	1.5
\$3.20 and under \$3.30	4.2	4.9	6.7	3.9	7.1	3.1
\$3.30 and under \$3.40	4.8	5.1	6.5	4.3	4.4	5.1
\$3.40 and under \$3.50	4.8	4.5	2.9	3.4	2.5	7.2
\$3.50 and under \$3.60	4.7	4.1	5.3	4.1	2.7	5.3
\$3.60 and under \$3.70	4.0	2.8	4.0	3.0	3.0	4.5
\$3.70 and under \$3.80	6.0	4.1	3.4	3.1	1.7	7.5
\$3.80 and under \$3.90	4.3	2.9	3.7	4.2	2.3	4.7
\$3.90 and under \$4.00	4.8	4.1	3.3	2.6	3.2	6.6
\$4.00 and under \$4.10	5.1	3.3	2.7	1.9	2.0	8.2
\$4.10 and under \$4.20	2.5	1.4	1.9	1.6	1.0	4.2
\$4.20 and under \$4.30	2.8	1.4	1.5	1.9	1.0	4.7
\$4.30 and under \$4.40	2.4	1.4	.8	3.1	.3	4.2
\$4.40 and under \$4.50	2.4	2.8	1.5	2.3	1.0	3.7
\$4.50 and under \$4.60	1.9	1.1	1.0	1.2	.4	3.3
\$4.60 and under \$4.70	1.9	1.0	.3	2.6	.6	3.1
\$4.70 and under \$4.80	1.3	.7	.8	1.4	.3	1.8
\$4.80 and under \$4.90	1.0	.6	.3	.6	.1	2.0
\$4.90 and under \$5.00	.9	—	.3	.3	—	1.7
\$5.00 and over	4.9	1.7	2.6	3.8	.8	8.0
Total	100.0	100.0	100.0	100.0	100.0	100.0
Number of workers	8,729	1,525	2,657	1,304	708	3,328
Average hourly earnings ³	\$3.55	\$3.27	\$3.27	\$3.31	\$3.02	\$3.95

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, sum of individual items may not equal 100.

Table 4. Occupational averages: All establishments

(Number and average straight-time hourly earnings¹ of workers in selected occupations in leather tanning and finishing establishments, United States and selected regions, March 1973)

Occupation and sex	United States ²				New England				Middle Atlantic			
	Workers	Hourly earnings ¹			Workers	Hourly earnings ¹			Workers	Hourly earnings ¹		
		Mean	Median	Middle range		Mean	Median	Middle range		Mean	Median	Middle range
PROCESSING												
Buffers, machine ³ (419 men, 22 women)	441	\$3.77	\$3.80	\$3.23 - \$4.25	173	\$3.79	\$3.79	\$3.34 - \$3.99	57	\$3.86	\$3.74	\$3.51 - \$4.38
Small automatic (101 men, 8 women)	109	3.78	3.86	3.14 - 4.40	29	3.89	3.89	3.71 - 3.97	14	4.17	-	-
Large automatic (266 men, 12 women)	278	3.78	3.78	3.26 - 4.25	109	3.75	3.75	3.26 - 4.07	36	3.75	3.63	3.45 - 3.86
Colorers, fat liquorers, or oil wheel operators (all men)	548	3.63	3.49	3.10 - 4.28	173	3.41	3.22	3.06 - 3.79	118	3.60	3.63	2.80 - 4.34
Embossing- or plating-press operators Men	496	3.38	3.36	2.71 - 3.95	151	3.22	3.24	2.84 - 3.65	108	3.38	2.96	2.68 - 4.13
Women	415	3.51	3.47	2.86 - 4.02	144	3.23	3.31	2.84 - 3.65	95	3.48	3.34	2.75 - 4.16
Fleshing- and unhairing-machine operators (344 men and 1 woman)	81	2.73	2.55	2.03 - 3.20	7	2.85	-	-	-	-	-	-
Fleshing-machine operators (all men)	345	3.84	3.88	3.16 - 4.42	72	3.74	3.77	3.30 - 3.98	106	4.00	4.09	3.52 - 4.36
Unhairing-machine operators	223	3.95	3.95	3.38 - 4.36	65	3.79	3.88	3.35 - 4.04	71	4.18	4.21	3.93 - 4.46
Combination fleshing- and unhairing-machine operators (all men)	65	3.81	3.35	3.16 - 4.46	-	-	-	-	15	3.48	3.30	3.16 - 3.64
Glazing-machine operators (all men)	57	3.43	3.12	2.83 - 4.09	-	-	-	-	-	-	-	-
Graining-machine operators (all men)	34	3.62	3.58	3.36 - 4.00	11	4.04	-	-	-	-	-	-
Haulers (all men)	28	3.27	3.07	2.45 - 4.03	-	-	-	-	6	2.68	-	-
Liquor men (all men)	450	3.53	3.44	2.87 - 3.98	82	3.48	3.37	3.17 - 3.71	178	3.75	3.65	3.06 - 4.32
Rolling-machine operators (90 men, 9 women)	149	3.42	3.42	3.10 - 3.89	47	3.35	3.21	3.15 - 3.67	28	3.42	3.46	3.10 - 3.71
Seasoners, hand	99	3.10	2.93	2.43 - 3.78	-	-	-	-	36	3.65	3.83	3.10 - 4.27
Men	289	2.89	2.43	2.25 - 3.34	-	-	-	-	79	3.75	3.40	2.93 - 4.59
Women	117	3.14	3.17	2.41 - 3.41	-	-	-	-	40	3.58	3.41	2.90 - 4.44
Seasoners, machine (219 men, 28 women)	172	2.73	2.25	2.25 - 2.95	-	-	-	-	39	3.93	3.40	2.98 - 5.20
Setters-out, machine (448 men, 6 women)	247	3.51	3.56	2.98 - 3.94	62	3.27	3.39	2.85 - 3.54	56	3.32	3.19	2.78 - 3.74
Shaving-machine operators (296 men, 12 women)	454	3.61	3.61	3.00 - 4.04	144	3.47	3.40	3.00 - 3.87	100	3.67	3.63	3.19 - 3.93
Sorters, hide house (103 men, 15 women)	308	4.07	4.05	3.47 - 4.62	90	3.78	3.89	3.60 - 4.11	56	4.33	4.48	3.28 - 5.14
Splitting-machine operators (376 men, 52 women)	118	3.36	3.28	2.90 - 3.81	61	3.39	3.32	3.05 - 3.78	26	3.09	2.90	2.90 - 3.34
Spray-machine operators	428	3.81	3.75	3.30 - 4.09	95	3.69	3.70	3.30 - 3.98	82	3.70	3.46	3.01 - 4.18
Men	408	3.35	3.30	2.70 - 3.87	136	3.09	3.03	2.50 - 3.56	76	3.13	2.97	2.63 - 3.67
Women	382	3.37	3.32	2.74 - 3.88	131	3.71	3.04	2.50 - 3.56	70	3.12	2.92	2.56 - 3.65
Stakers, machine (383 men, 31 women)	26	3.01	2.98	2.51 - 3.57	-	-	-	-	6	3.32	-	-
Semiautomatic machine (161 men, 13 women)	414	3.83	3.84	3.12 - 4.39	111	3.67	3.60	3.05 - 4.06	138	4.31	4.17	3.51 - 4.86
Automatic machine (222 men, 18 women)	174	4.06	4.15	3.17 - 4.88	35	4.21	4.48	3.19 - 5.26	60	4.95	4.75	4.39 - 5.66
Tackers, togglers, or pasters (1127 men, 18 women)	240	3.66	3.63	3.05 - 4.05	76	3.43	3.40	3.05 - 3.93	78	3.81	3.76	3.26 - 4.15
Tackers (122 men, 3 women)	1,145	3.88	3.89	3.51 - 4.35	506	3.76	3.78	3.36 - 4.04	154	4.31	4.41	3.78 - 4.69
Togglers (424 men, 15 women)	125	3.84	3.65	2.92 - 4.69	43	3.62	3.60	3.29 - 3.69	44	4.52	4.41	4.23 - 4.74
Pasters (all men)	439	3.85	3.93	3.41 - 4.38	219	3.83	3.89	3.57 - 4.11	87	4.32	4.47	4.14 - 4.69
Trimmers, beam or hide house, hand (326 men, 20 women)	581	3.91	3.89	3.58 - 4.29	244	3.72	3.75	3.31 - 3.98	23	3.88	3.87	3.60 - 4.37
Trimmers, dry	346	3.79	3.81	3.19 - 4.32	119	3.86	3.82	3.49 - 4.14	52	3.97	3.86	3.18 - 4.40
Men	330	3.41	3.29	2.83 - 3.95	142	3.25	3.15	2.71 - 3.53	61	3.64	3.38	2.92 - 4.06
Women	159	3.75	3.64	3.23 - 4.06	65	3.73	3.47	3.20 - 4.17	25	4.48	4.09	3.60 - 5.15
Vacuum-drying machine operators (89 men, 4 women)	171	3.09	2.92	2.55 - 3.56	77	2.85	2.86	2.55 - 3.12	36	3.06	2.92	2.87 - 3.38
MAINTENANCE												
Firemen, stationary boiler (all men)	93	3.77	3.79	3.12 - 3.94	-	-	-	-	24	4.02	3.64	3.13 - 4.99
Maintenance men, general utility (all men)	156	3.29	3.17	2.79 - 3.81	17	3.69	3.45	3.30 - 4.64	66	3.15	3.09	2.94 - 3.53
Mechanics, maintenance (all men)	471	3.45	3.36	3.00 - 3.85	71	3.19	3.21	2.81 - 3.40	158	3.37	3.36	3.10 - 3.60
MATERIAL MOVEMENT												
Laborers material handling, dry work (541 men, 14 women)	219	3.94	4.03	3.42 - 4.40	99	3.77	3.65	3.27 - 4.43	23	4.00	3.66	3.10 - 4.44
Laborers material handling, wet work (395 men, 4 women)	555	2.93	2.86	2.50 - 3.33	183	2.84	2.80	2.60 - 2.96	117	2.90	2.75	2.74 - 3.05
Trackers, power (forklift) (all men)	399	3.11	3.14	2.80 - 3.33	210	3.07	3.14	2.80 - 3.17	20	3.87	3.82	3.33 - 4.22
MISCELLANEOUS												
Janitors (118 men, 10 women)	245	3.28	3.26	2.85 - 3.58	77	3.18	3.15	2.85 - 3.54	28	3.42	3.27	3.06 - 3.55
Measuring-machine operators	128	2.76	2.78	2.42 - 3.14	28	2.86	2.80	2.60 - 2.91	24	2.69	2.78	2.25 - 3.15
Men	300	3.33	3.36	2.87 - 3.78	95	3.12	3.14	2.65 - 3.62	53	3.30	3.30	2.87 - 3.61
Women	213	3.44	3.46	3.01 - 3.80	49	3.42	3.43	3.01 - 3.80	43	3.35	3.30	2.87 - 3.61
Sorters, finished leather	87	3.05	3.11	2.46 - 3.57	46	2.81	2.78	2.40 - 3.15	10	3.09	-	-
Men	361	3.54	3.56	3.04 - 4.06	89	3.38	3.28	3.04 - 3.74	56	3.61	3.59	3.25 - 4.07
Women	304	3.60	3.62	3.13 - 4.06	81	3.47	3.32	3.17 - 3.78	55	3.61	3.59	3.25 - 4.07

See footnotes at end of table.

Workers	Border States			Workers	Southeast			Workers	Great Lakes			Occupation and sex
	Hourly earnings ¹				Hourly earnings ¹				Hourly earnings ¹			
	Mean	Median	Middle range		Mean	Median	Middle range		Mean	Median	Middle range	
											PROCESSING	
13	\$3.50	-	-	-	-	-	145	\$4.07	\$4.11	\$3.54 - \$4.61	Buffers, machine ³ (419 men, 22 women).	
10	3.62	-	-	-	-	-	32	4.45	4.28	4.04 - 5.14	Small automatic (101 men, 8 women).	
-	-	-	-	-	-	-	110	3.97	4.03	3.45 - 4.52	Large automatic (266 men, 12 women).	
31	2.98	\$2.83	\$2.65 - \$3.29	27	\$3.04	\$2.61	\$2.40 - \$3.67	164	4.12	3.78	3.48 - 4.62	Colorers, fat liquors, or oil wheel operators (all men).
14	3.12	-	-	35	2.74	2.50	2.40 - 3.17	174	3.62	3.72	3.23 - 4.21	Embossing- or plating-press operators.
12	3.13	-	-	27	2.83	2.50	2.40 - 3.35	123	3.98	4.01	3.62 - 4.48	Men.
-	-	-	-	-	-	-	-	51	2.76	2.47	2.00 - 3.36	Women.
44	3.11	2.98	2.72 - 3.24	30	2.89	3.00	2.50 - 3.05	69	4.57	4.46	3.85 - 5.50	Fleshing- and unhairing-machine operators (344 men and 1 woman).
9	3.01	-	-	16	2.84	3.00	2.50 - 3.00	42	4.47	4.06	3.75 - 5.51	Fleshing-machine operators (all men).
6	3.27	-	-	11	3.07	-	-	22	4.74	4.74	4.45 - 5.48	Unhairing-machine operators.
-	-	-	-	-	-	-	-	-	-	-	-	Combination fleshing- and unhairing machine operators (all men).
29	3.11	3.01	2.65 - 3.16	-	-	-	-	-	-	-	-	Glazing-machine operators (all men).
-	-	-	-	7	2.82	-	-	6	3.90	-	-	Graining-machine operators (all men).
42	2.87	2.73	2.54 - 3.16	37	2.65	2.54	2.52 - 2.91	91	3.81	3.49	3.26 - 3.95	Haulers (all men).
17	3.20	3.21	2.90 - 3.42	10	2.72	-	-	29	3.94	3.94	3.75 - 4.33	Liquor men (all men).
20	3.28	3.45	2.55 - 3.65	13	2.57	-	-	-	-	-	-	Rolling-machine operators (90 men, 9 women).
-	-	-	-	31	2.42	2.35	2.35 - 2.38	28	3.54	3.61	3.38 - 3.91	Seasoners, hand.
-	-	-	-	-	-	-	-	15	3.58	3.46	3.38 - 3.89	Men.
-	-	-	-	-	-	-	-	-	-	-	-	Women.
7	2.87	-	-	15	2.61	2.50	2.40 - 2.50	94	3.97	3.94	3.70 - 4.23	Seasoners, machine (219 men, 28 women).
31	3.27	3.24	2.83 - 3.87	38	2.61	2.54	2.25 - 2.80	100	4.23	4.24	3.73 - 4.80	Setters-out, machine (448 men, 6 women).
-	-	-	-	6	2.93	-	-	127	4.31	4.29	3.71 - 4.91	Shaving-machine operators (296 men, 12 women).
-	-	-	-	-	-	-	-	14	3.95	-	-	Sorters, hide house (103 men, 15 women).
19	3.34	3.30	2.87 - 3.56	12	2.95	2.70	2.50 - 3.43	199	3.97	3.92	3.45 - 4.14	Splitting-machine operators (376 men, 52 women).
17	3.14	3.01	2.74 - 3.49	25	3.08	3.16	2.52 - 3.26	133	3.70	3.71	3.31 - 3.96	Spray-machine operators.
16	3.09	2.98	2.70 - 3.32	25	3.08	3.16	2.52 - 3.26	119	3.80	3.71	3.47 - 4.05	Men.
-	-	-	-	-	-	-	-	14	2.90	-	-	Women.
-	-	-	-	13	2.65	-	-	105	3.92	3.92	3.46 - 4.39	Stakers, machine (383 men, 31 women).
-	-	-	-	-	-	-	-	37	4.12	4.10	3.57 - 4.66	Semiautomatic machine (161 men, 13 women).
-	-	-	-	-	-	-	-	68	3.81	3.78	3.42 - 4.36	Automatic machine (222 men, 18 women).
-	-	-	-	39	2.81	2.57	2.45 - 3.28	354	4.11	4.10	3.80 - 4.50	Tackers, togglers, or pasters (1127 men, 18 women).
-	-	-	-	13	2.38	-	-	12	4.43	-	-	Tackers (122 men, 3 women).
-	-	-	-	-	-	-	-	79	4.05	3.89	3.40 - 4.83	Togglers (424 men, 15 women)
-	-	-	-	-	-	-	-	263	4.11	4.13	3.85 - 4.46	Pasters (all men).
19	3.28	3.64	2.58 - 3.83	33	2.82	2.67	2.50 - 2.89	90	4.34	4.22	3.74 - 4.89	Trimmers, beam or hide house, hand (326 men, 20 women).
18	2.89	2.75	2.35 - 3.23	8	2.34	-	-	90	3.89	3.90	3.45 - 4.06	Trimmers, dry.
15	2.72	2.75	2.39 - 3.23	-	-	-	-	40	3.82	3.89	3.57 - 4.06	Men.
-	-	-	-	-	-	-	-	50	3.60	4.06	2.85 - 4.06	Women.
-	-	-	-	-	-	-	-	15	3.87	3.76	3.58 - 4.09	Vacuum-drying machine operators (89 men, 4 women).
											MAINTENANCE	
20	2.67	2.77	2.48 - 2.79	15	2.70	2.62	2.54 - 2.94	33	3.84	3.92	3.80 - 3.97	Firemen, stationary boiler (all men).
43	3.01	3.00	2.80 - 3.02	53	3.07	3.00	2.60 - 3.69	114	4.06	4.24	3.53 - 4.48	Maintenance men, general utility (all men).
-	-	-	-	-	-	-	-	62	4.22	4.03	4.03 - 4.40	Mechanics, maintenance (all men).
											MATERIAL MOVEMENT	
36	2.42	2.40	2.08 - 2.78	16	2.26	2.25	2.12 - 2.30	146	3.08	3.33	2.49 - 3.48	Laborers material handling, dry work (541 men, 14 women).
22	2.56	2.40	2.40 - 2.78	17	2.54	2.70	2.20 - 2.77	103	3.22	3.29	2.91 - 3.49	Laborers, material handling, wet work (395 men, 4 women).
20	2.85	2.83	2.50 - 3.10	11	2.61	-	-	89	3.45	3.50	2.95 - 3.78	Trackers, power (forklift) (all men).
											MISCELLANEOUS	
-	-	-	-	7	2.27	-	-	58	2.92	2.78	2.75 - 3.23	Janitors (118 men, 10 women).
-	-	-	-	16	2.64	2.50	2.40 - 2.50	104	3.62	3.65	3.38 - 3.88	Measuring-machine operators.
-	-	-	-	16	2.64	2.50	2.40 - 2.50	75	3.75	3.76	3.43 - 3.95	Men.
-	-	-	-	-	-	-	-	29	3.30	3.56	2.84 - 3.70	Women.
22	3.14	2.99	2.90 - 3.20	27	2.76	2.80	2.40 - 3.33	146	3.85	3.85	3.55 - 4.07	Sorters, finished leather.
21	3.18	3.01	2.90 - 3.21	27	2.76	2.60	2.40 - 3.33	100	4.06	4.03	3.78 - 4.20	Men.

¹ Excludes premium pay for overtime and for work on weekends, holidays, and late shifts. The mean is computed by totaling the earnings of all workers and dividing by the number of workers. The median designates position - half of the workers surveyed receive more than the rate shown and half receive less. The middle range is defined by two rates of pay; a fourth of the workers earn less than the lower of those rates and a fourth earn more than the highest rate. Median and middle ranges are omitted for entries of fewer than 15 workers.

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

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

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

Table 5. Occupational averages: By size of establishment

(Number and average straight-time hourly earnings¹ of men in selected occupations in leather tanning and finishing establishments by size of establishment, United States and selected regions, March 1973)

Occupation	United States ²				New England				Middle Atlantic			
	Establishments											
	20-99 workers		100 workers or more		20-99 workers		100 workers or more		20-99 workers		100 workers or more	
	Workers	Earnings	Workers	Earnings	Workers	Earnings	Workers	Earnings	Workers	Earnings	Workers	Earnings
Buffers, machine ³	134	\$3.72	285	\$3.82	90	\$3.85	74	\$3.71	16	\$3.82	41	\$3.88
Small automatic	35	3.96	66	3.83	21	3.95	6	3.90	—	—	8	3.87
Large automatic	72	3.70	194	3.81	51	3.85	53	3.58	—	—	29	3.87
Colorers, fat liquors, or oil-wheel operators	174	3.19	374	3.83	70	3.19	103	3.57	40	3.12	78	3.84
Embossing- or plating-press operators	99	3.10	316	3.64	33	3.07	111	3.28	47	3.14	48	3.82
Firemen, stationary boiler	34	3.19	122	3.32	—	—	15	3.72	26	3.23	40	3.10
Fleshing- and unhairing-machine operators ³	132	3.63	212	3.97	35	3.76	37	3.72	49	3.85	56	4.15
Fleshing-machine operators	104	3.77	119	4.10	29	3.86	36	3.73	36	4.10	35	4.26
Unhairing-machine operators	17	3.32	47	4.02	—	—	—	—	—	—	—	—
Haulers	140	3.22	310	3.68	40	3.31	42	3.65	65	3.10	113	4.12
Laborers, material handling, dry work	190	2.68	351	3.07	77	2.84	96	2.87	42	2.88	73	2.91
Laborers, material handling, wet work	199	3.00	196	3.22	129	3.05	81	3.10	—	—	—	—
Liquor men	50	3.31	99	3.48	27	3.27	20	3.46	—	—	23	3.40
Maintenance men, general utility	120	3.36	351	3.48	28	3.49	43	3.00	52	3.36	106	3.37
Measuring-machine operators	72	3.22	141	3.55	14	3.48	35	3.40	29	3.33	14	3.40
Mechanics, maintenance	50	4.15	169	3.87	28	4.02	71	3.67	6	4.23	17	3.92
Setters out, machine	141	3.33	307	3.77	65	3.74	79	3.65	46	3.43	54	3.88
Shaving-machine operators	100	3.91	196	4.17	34	3.92	56	3.69	27	4.47	25	4.22
Sorters, finished leather	70	3.33	234	3.68	21	3.58	60	3.43	—	—	37	3.69
Sorters, hide house	45	3.34	58	3.42	30	3.39	25	3.56	8	3.11	18	3.08
Splitting-machine operators	114	3.67	262	3.97	53	3.52	39	3.92	18	3.80	63	3.69
Spray-machine operators	66	3.12	316	3.43	22	2.87	109	3.16	27	3.24	—	—
Stakers, machine	170	3.81	213	3.99	40	3.46	66	3.87	91	4.29	47	4.34
Semi-automatic machine	76	3.88	85	4.48	15	3.59	20	4.67	33	4.83	27	5.10
Automatic machine	94	3.76	128	3.67	25	3.38	46	3.53	58	3.99	—	—
Tackers, togglers, or pasters ³	430	3.78	697	3.96	249	3.82	250	3.72	75	4.15	77	4.48
Togglers	197	3.81	227	3.92	87	3.98	125	3.76	39	4.08	47	4.51
Pasters	166	3.69	415	4.00	142	3.69	102	3.75	—	—	21	3.91
Trimmers, beam and hide house, hand	117	3.58	209	3.93	49	4.17	65	3.62	—	—	36	4.00
Trimmers, dry	67	3.85	92	3.67	34	3.61	31	3.86	19	4.68	—	—
Truckers, power (forklift)	62	3.07	183	3.35	31	3.14	46	3.21	—	—	28	3.42
	Border States				Southeast				Great Lakes			
Buffers, machine ³			12	\$3.55			—	—	13	\$3.42	123	\$4.19
Small automatic			10	3.62			—	—	—	—	27	4.60
Large automatic			—	—			—	—	—	—	95	4.06
Colorers, fat liquors, or oil-wheel operators			27	3.00			25	\$3.07	34	3.28	130	4.34
Embossing- or plating-press operators			16	2.84			15	2.70	—	—	31	3.89
Firemen, stationary boiler			8	3.30			26	2.85	12	3.21	111	4.06
Fleshing- and unhairing-machine operators ³			41	3.13			19	3.01	23	3.64	46	5.03
Fleshing-machine operators			7	3.05			8	2.93	20	3.72	22	5.15
Unhairing-machine operators			—	—			11	3.07	—	—	19	4.99
Haulers			37	2.89			34	2.69	14	3.19	77	3.93
Laborers, material handling, dry work			28	2.32			10	2.27	41	2.36	103	3.36
Laborers, material handling, wet work			—	—			7	2.65	33	2.93	70	3.36
Liquor men			16	3.22			10	2.72	—	—	27	3.96
Maintenance men, general utility			38	3.01			50	3.11	16	3.61	98	4.13
Measuring-machine operators			—	—			11	2.72	11	3.25	64	3.83
Mechanics, maintenance			—	—			—	—	—	—	62	4.22
Setters out, machine			28	3.32			36	2.63	10	3.73	90	4.29
Shaving-machine operators			8	2.99			—	—	27	3.57	92	4.59
Sorters, finished leather			17	3.19			25	2.78	—	—	88	4.17
Sorters, hide house			—	—			—	—	—	—	—	—
Splitting-machine operators			16	3.40			10	3.00	24	3.73	128	4.27
Spray-machine operators			12	3.20			25	3.08	7	3.34	112	3.83
Stakers, machine			—	—			—	—	20	3.57	69	4.19
Semi-automatic machine			—	—			—	—	10	3.70	24	4.43
Automatic machine			—	—			—	—	10	3.44	45	4.07
Tackers, togglers, or pasters ³			21	2.86			—	—	49	3.87	305	4.15
Togglers			—	—			—	—	37	4.11	42	4.00
Pasters			—	—			—	—	—	—	255	4.14
Trimmers, beam and hide house, hand			18	3.30			25	2.96	17	3.43	62	4.69
Trimmers, dry			15	2.72			—	—	—	—	36	3.86
Truckers, power (forklift)			15	2.86			9	2.68	12	3.11	77	3.50

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 workers in classifications in addition to those shown separately.

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

Table 6. Occupational averages: By size of community

(Number and average straight-time hourly earnings¹ of men in selected occupations in leather tanning and finishing establishments in metropolitan and nonmetropolitan areas, United States and selected regions, March 1973)

Occupation	United States ²				New England				Middle Atlantic				Border States		Great Lakes	
	Metropolitan areas		Nonmetropolitan areas		Metropolitan areas		Nonmetropolitan areas		Metropolitan areas		Nonmetropolitan areas		Nonmetropolitan areas		Metropolitan areas	
	Workers	Earnings	Workers	Earnings	Workers	Earnings	Workers	Earnings	Workers	Earnings	Workers	Earnings	Workers	Earnings	Workers	Earnings
Buffers, machine ³	245	\$3.84	174	3.73	90	\$3.87	74	\$3.69	35	\$3.96	22	\$3.69	12	\$3.56	94	\$3.95
Small automatic	54	4.00	47	3.73	19	3.87	8	4.11	10	4.46	—	—	10	3.62	17	4.32
Large automatic	150	3.81	116	3.74	47	3.73	57	3.70	19	3.82	—	—	—	—	75	3.88
Colorers, fat liquorers, or oil-wheel operators	307	3.62	241	3.64	79	3.49	94	3.35	50	3.19	68	3.90	26	3.00	128	4.03
Embossing- or plating-press operators	236	3.64	179	3.34	57	3.51	87	3.05	73	3.55	22	3.24	8	3.30	78	3.95
Firemen, stationary boiler	79	3.59	77	2.97	—	—	—	—	35	3.42	31	2.85	16	2.64	24	3.75
Fleshing- and unhairing-machine operators ³	157	3.90	187	3.79	45	3.91	27	3.45	37	4.03	68	4.00	36	3.14	41	3.98
Fleshing-machine operators	115	4.00	108	3.89	39	4.01	26	3.46	26	4.31	45	4.11	—	—	27	3.80
Haulers	207	2.47	243	3.59	51	3.37	31	3.66	46	3.64	132	3.78	36	2.89	79	3.53
Janitors	88	2.80	30	2.85	17	2.93	11	2.75	15	2.80	7	2.57	—	—	47	2.90
Laborers, material handling, dry work	311	2.94	230	2.92	93	2.93	80	2.78	81	2.80	34	3.11	28	2.32	65	2.87
Laborers, material handling, wet work	289	3.11	106	3.10	169	3.13	41	2.85	—	—	16	3.84	—	—	77	3.09
Liquor men	94	3.52	55	3.26	28	3.32	19	3.39	16	3.67	—	—	15	3.21	26	3.95
Maintenance men, general utility	256	3.62	215	3.25	22	3.53	49	3.04	97	3.50	61	3.16	32	2.95	80	4.07
Measuring-machine operators	118	3.45	95	3.42	34	3.55	15	3.12	9	3.18	34	3.40	—	—	50	3.61
Mechanics, maintenance	121	4.22	98	3.59	53	4.08	46	3.41	8	5.16	15	3.38	—	—	33	4.29
Seasoners, machine	100	3.58	119	3.62	17	3.19	39	3.35	—	—	19	3.37	—	—	—	—
Setters-out, machine	252	3.70	196	3.53	88	3.52	56	3.38	37	3.84	63	3.58	25	3.35	68	4.18
Shaving-machine operators	201	4.21	95	3.80	45	3.98	45	3.58	31	4.55	21	4.04	8	2.99	103	4.30
Sorters, finished leather	169	3.64	135	3.55	29	3.67	52	3.35	33	3.74	22	3.41	12	3.24	66	3.97
Sorters, hide house	66	3.58	37	3.04	38	3.56	17	3.26	10	3.61	16	2.76	—	—	—	—
Splitting-machine operators	243	3.99	133	3.68	59	3.61	33	3.82	29	4.37	52	3.35	16	3.40	128	4.11
Spray-machine operators	180	3.43	202	3.33	46	3.42	85	2.94	28	2.99	—	—	10	3.29	78	3.49
Stakers, machine	184	3.74	199	4.08	54	3.66	52	3.77	38	4.04	100	4.41	—	—	65	3.93
Semi-automatic machine	67	3.64	94	4.60	15	3.85	20	4.47	—	—	47	5.07	—	—	21	3.92
Automatic machine	117	3.79	105	3.62	39	3.59	32	3.34	25	3.80	53	3.82	—	—	44	3.93
Tackers, togglers, or pasters ³	700	3.94	427	3.81	302	3.81	197	3.69	73	4.33	79	4.31	21	2.86	260	4.06
Togglers	266	3.95	158	3.73	126	3.99	86	3.65	47	4.23	39	4.42	—	—	70	3.98
Pasters	370	3.91	211	3.90	145	3.68	99	3.77	—	—	—	—	—	—	178	4.06
Trimmers, beam or hide house, hand	167	3.98	159	3.62	59	4.01	55	3.69	25	3.93	23	4.26	16	3.26	51	4.39
Trimmers, dry	91	3.72	68	3.79	37	3.61	28	3.89	—	—	21	4.65	15	2.72	40	3.82
Truckers, power (forklift)	168	3.33	77	3.15	46	3.36	31	2.91	21	3.41	—	—	14	2.85	72	3.34

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

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

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

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

Table 7. Occupational averages: By labor-management contract coverage

(Number and average straight-time hourly earnings¹ of men in selected occupations in leather tanning and finishing establishments by labor-management contract coverage, United States and selected regions, March 1973)

Occupation	United States ²				New England				Middle Atlantic		Great Lakes	
	Establishments having—											
	Majority covered		None or minority covered		Majority covered		None or minority covered		Majority covered		Majority covered	
Workers	Earnings	Workers	Earnings	Workers	Earnings	Workers	Earnings	Workers	Earnings	Workers	Earnings	
Buffers, machine ³	238	\$3.96	181	\$3.57	75	\$3.94	89	\$3.66	40	\$4.07	96	\$4.12
Small automatic	63	4.02	38	3.63	12	4.10	—	—	14	4.17	23	4.38
Large automatic	151	3.92	115	3.59	46	3.83	58	3.62	21	3.98	72	4.02
Colorers, fat liquorers, or oil-wheel operators	396	3.73	152	3.36	84	3.72	89	3.13	100	3.65	137	4.10
Embossing- or plating-press operators	270	3.79	145	2.99	57	3.55	87	3.03	73	3.72	105	4.04
Firemen, stationary boiler	128	3.37	28	2.92	13	3.95	—	—	53	3.28	—	—
Fleshing- and unhairing-machine operators ³	262	4.03	82	3.24	45	3.96	27	3.38	96	4.08	52	4.87
Fleshing-machine operators	166	4.18	57	3.27	44	3.98	21	3.40	66	4.24	27	4.88
Unhairing-machine operators	50	4.00	14	3.21	—	—	—	—	10	3.67	20	4.89
Haulers	363	3.61	87	3.22	60	3.51	22	3.39	152	3.89	66	3.89
Janitors	86	2.91	32	2.56	14	3.07	14	2.64	19	2.83	49	2.90
Laborers, material handling, dry work	376	3.08	165	2.59	79	3.00	94	2.73	101	2.92	117	3.17
Laborers, material handling, wet work	260	3.24	135	2.86	102	3.20	108	2.95	20	3.87	96	3.20
Liquor men	106	3.44	43	3.38	24	3.44	23	3.26	26	3.43	21	3.85
Maintenance men, general utility	330	3.57	141	3.18	20	3.30	51	3.15	136	3.45	90	4.03
Measuring-machine operators	144	3.55	69	3.20	40	3.53	9	2.95	41	3.36	—	—
Mechanics, maintenance	167	3.98	52	3.80	76	3.84	23	3.54	23	4.00	52	4.23
Seasoners, machine	153	3.84	66	3.04	17	3.38	39	3.26	29	3.86	86	4.03
Setters-out, machine	315	3.82	133	3.18	81	3.69	63	3.18	83	3.81	89	4.50
Shaving-machine operators	207	4.31	89	3.54	47	3.85	43	3.70	38	4.92	100	4.39
Sorters, finished leather	226	3.67	78	3.38	56	3.58	25	3.21	52	3.68	73	4.01
Sorters, hide house	68	3.44	35	3.27	36	3.64	19	3.14	22	3.04	—	—
Splitting-machine operators	239	4.02	137	3.63	42	4.00	50	3.42	75	3.75	82	4.41
Spray-machine operators	227	3.73	155	2.85	56	3.47	75	2.84	35	3.63	92	3.96
Stakers, machine	251	4.13	132	3.49	49	3.90	57	3.56	116	4.41	59	4.05
Semi-automatic machine	105	4.48	56	3.66	10	4.39	25	4.13	51	5.03	28	4.19
Automatic machine	146	3.88	76	3.37	39	3.77	32	3.12	65	3.93	31	3.93
Tackers, togglers, or pasters ³	727	4.07	400	3.56	236	3.91	263	3.64	144	4.41	273	4.11
Tackers	82	4.31	40	2.99	—	—	26	3.33	43	4.55	12	4.43
Togglers	277	4.10	147	3.42	112	3.94	100	3.75	78	4.48	70	4.10
Pasters	368	3.99	213	3.77	107	3.85	137	3.61	23	3.88	191	4.10
Trimmers, beam or hide house, hand	231	4.02	95	3.26	66	3.89	48	3.82	44	4.17	66	4.57
Trimmers, dry	99	3.95	60	3.43	37	3.97	28	3.42	22	4.70	20	3.69
Truckers, power (forklift)	180	3.35	65	3.06	35	3.56	42	2.86	28	3.42	72	3.35

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

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

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

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

Table 8. Occupational averages: By labor-management contract coverage and size of establishment

(Number and average straight-time hourly earnings¹ of men in selected occupations in leather tanning and finishing establishments by labor-management contract coverage and size of establishment, United States and selected regions, March 1973)

Occupation and size of establishment	United States ¹				New England				Middle Atlantic		Great Lakes	
	Establishments having—											
	Majority covered		None or minority covered		Majority covered		None or minority covered		Majority covered		Majority covered	
	Workers	Earnings	Workers	Earnings	Workers	Earnings	Workers	Earnings	Workers	Earnings	Workers	Earnings
Buffers, machine: ³												
20-99 workers	58	\$3.84	76	\$3.64	28	\$3.99	62	\$3.79	8	\$4.47	11	\$3.44
100 workers or more	180	4.00	105	3.52	47	3.91	27	3.36	32	3.96	85	4.20
Large automatic:												
20-99 workers	33	3.65	39	3.74	18	3.89	33	3.82	—	—	—	—
100 workers or more	118	4.00	76	3.52	28	3.79	25	3.35	20	4.00	64	4.11
Colorers, fat liquors, or oil-wheel operators:												
20-99 workers	108	3.20	66	3.18	27	3.54	43	2.97	28	2.86	28	3.26
100 workers or more	288	3.93	86	3.50	57	3.80	46	3.28	72	3.96	109	4.31
Embossing- or plating-press operators:												
20-99 workers	61	3.19	38	2.95	—	—	27	3.06	37	3.26	12	3.21
100 workers or more	209	3.96	107	3.00	51	3.60	60	3.01	36	4.20	93	4.15
Fleshing- and unhairing-machine operators: ³												
20-99 workers	77	3.96	55	3.17	16	4.19	19	3.40	40	3.97	11	3.76
100 workers or more	185	4.06	27	3.38	29	3.83	—	—	56	4.15	41	5.16
Fleshing-machine operators:												
20-99 workers	64	4.13	40	3.20	16	4.19	13	3.45	31	4.22	10	3.84
100 workers or more	102	4.21	17	3.43	28	3.85	—	—	35	4.26	17	5.49
Haulers:												
20-99 workers	90	3.35	50	2.99	24	3.36	—	—	39	3.23	11	3.30
100 workers or more	273	3.69	37	3.55	36	3.62	—	—	113	4.12	55	4.01
Laborers, material handling, dry work:												
20-99 workers	105	2.80	85	2.54	34	2.86	43	2.82	34	2.93	—	—
100 workers or more	271	3.19	80	2.64	45	3.11	51	2.66	67	2.92	94	3.37
Laborers, material handling, wet work:												
20-99 workers	100	3.10	99	2.89	42	3.11	87	3.03	—	—	—	—
100 workers or more	160	3.32	36	2.77	60	3.27	21	2.63	—	—	63	3.34
Maintenance men, general utility:												
20-99 workers	71	3.45	49	3.23	8	3.27	20	3.57	42	3.38	11	3.52
100 workers or more	259	3.60	92	3.16	12	3.32	31	2.88	94	3.47	79	4.11
Mechanics, maintenance:												
20-99 workers	25	4.28	25	4.02	15	4.18	13	3.84	6	4.23	—	—
100 workers or more	142	3.93	27	3.58	61	3.75	—	—	17	3.92	52	4.23
Setters-out, machine:												
20-99 workers	67	3.71	74	2.98	18	3.74	47	3.05	32	3.59	—	—
100 workers or more	248	3.85	59	3.43	63	3.68	16	3.55	51	3.95	64	4.50
Shaving-machine operators:												
20-99 workers	68	4.07	32	3.59	16	3.88	18	3.96	19	5.05	25	3.59
100 workers or more	139	4.43	57	3.52	31	3.83	25	3.52	19	4.79	75	4.66
Splitting-machine operators:												
20-99 workers	61	3.89	53	3.41	15	4.03	38	3.32	18	3.80	13	3.71
100 workers or more	178	4.07	84	3.77	27	3.99	12	3.75	57	3.74	69	4.55
Spray-machine operators:												
20-99 workers	33	3.49	33	2.76	—	—	20	2.83	19	3.68	7	3.34
100 workers or more	194	3.77	122	2.87	54	3.48	55	2.84	16	3.57	85	4.01
Stakers, machine: ³												
20-99 workers	108	4.23	62	3.09	16	4.28	24	2.91	69	4.47	18	3.52
100 workers or more	143	4.06	70	3.85	33	3.71	33	4.04	47	4.34	41	4.28
Automatic machine:												
20-99 workers	65	4.04	29	3.16	10	3.87	15	3.05	45	4.21	10	3.44
100 workers or more	81	3.76	47	3.51	29	3.73	17	3.18	—	—	21	4.16
Tackers, togglers, or pasters:												
20-99 workers	227	4.04	203	3.49	88	3.94	161	3.74	67	4.33	49	3.87
100 workers or more	500	4.08	197	3.64	148	3.89	102	3.46	77	4.48	224	4.17
Togglers:												
20-99 workers	114	4.20	83	3.27	40	4.13	47	3.85	31	4.44	37	4.11
100 workers or more	163	4.03	64	3.62	72	3.84	53	3.65	47	4.51	33	4.08
Trimmers, beam or hide house, hand:												
20-99 workers	61	3.99	56	3.13	28	3.94	—	—	—	—	10	3.98
100 workers or more	170	4.04	39	3.44	38	3.85	27	3.31	36	4.00	56	4.67
Truckers, power (forklift)												
20-99 workers	35	3.22	27	2.88	8	3.49	23	3.02	—	—	12	3.11
100 workers or more	145	3.39	38	3.19	27	3.58	19	2.67	28	3.42	60	3.40

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

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

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

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

Table 9. Occupational averages: By labor-management contract coverage and size of community

(Number and average straight-time hourly earnings¹ of men in selected occupations in leather tanning and finishing establishments by labor-management contract coverage and size of community, United States and selected regions, March 1973)

Occupation and size of community	United States ²				New England				Middle Atlantic	
	Establishments having—									
	Majority covered		None or minority covered		Majority covered		None or minority covered		Majority covered	
	Workers	Earnings	Workers	Earnings	Workers	Earnings	Workers	Earnings	Workers	Earnings
Buffers, machine ³										
Metropolitan	142	\$3.90	103	\$3.75	46	\$3.96	44	\$3.77	27	\$4.20
Nonmetropolitan	96	4.05	78	3.33	29	3.91	45	3.55	—	—
Large automatic										
Metropolitan	91	3.83	59	3.78	25	3.82	22	3.63	13	4.08
Nonmetropolitan	60	4.06	56	3.40	21	3.85	36	3.61	—	—
Colorers, fat liquors, or oil-wheel operators										
Metropolitan	234	3.68	73	3.45	48	3.82	31	2.99	44	3.24
Nonmetropolitan	162	3.82	79	3.27	36	3.58	58	3.21	56	3.98
Embossing- or plating-press operators										
Metropolitan	179	3.81	57	3.11	37	3.70	20	3.16	63	3.69
Nonmetropolitan	91	3.75	88	2.91	20	3.27	67	2.99	10	3.90
Fleshing- and unhairing-machine operators ³										
Metropolitan	116	4.05	41	3.49	33	4.01	12	3.68	31	4.20
Nonmetropolitan	146	4.01	41	2.98	12	3.83	15	3.15	65	4.02
Fleshing-machine operators										
Metropolitan	88	4.11	27	3.63	33	4.01	—	—	24	4.40
Nonmetropolitan	78	4.26	30	2.93	11	3.89	15	3.15	42	4.15
Laborers, material handling, dry work										
Metropolitan	246	3.02	65	2.66	95	3.03	38	2.78	79	2.82
Nonmetropolitan	130	3.21	100	2.55	24	2.94	56	2.70	22	3.28
Laborers, material handling wet work										
Metropolitan	189	3.18	100	2.99	86	3.21	83	3.05	—	—
Nonmetropolitan	71	3.39	35	2.50	16	3.19	25	2.63	16	3.94
Maintenance men, general utility										
Metropolitan	192	3.67	64	3.45	12	3.41	10	3.66	93	3.51
Nonmetropolitan	138	3.42	77	2.96	8	3.12	41	3.03	43	3.30
Measuring-machine operators										
Metropolitan	65	3.54	53	3.35	30	3.61	—	—	7	3.15
Nonmetropolitan	79	3.56	16	2.70	10	3.29	—	—	34	3.40
Setters-out, machine:										
Metropolitan	159	3.99	93	3.22	49	3.83	39	3.14	29	4.07
Nonmetropolitan	156	3.65	40	3.10	32	3.48	24	3.24	54	3.67
Shaving-machine operators:										
Metropolitan	151	4.33	50	3.85	27	3.97	18	3.98	23	5.07
Nonmetropolitan	56	4.25	39	3.15	20	3.68	25	3.50	15	4.89
Sorters, finished leather										
Metropolitan	126	3.64	43	3.65	27	3.65	—	—	33	3.74
Nonmetropolitan	100	3.72	35	3.06	29	3.52	23	3.14	19	3.57
Sorters, hide house:										
Metropolitan	39	3.73	27	3.37	25	3.77	13	3.15	6	3.80
Nonmetropolitan	29	3.06	8	2.97	11	3.34	6	3.12	16	2.76
Splitting-machine operators:										
Metropolitan	135	4.23	108	3.70	25	4.01	34	3.32	29	4.37
Nonmetropolitan	104	3.76	29	3.39	17	3.99	16	3.63	46	3.36
Spray-machine operators										
Metropolitan	122	3.62	58	3.02	—	—	17	2.96	20	3.16
Nonmetropolitan	105	3.86	97	2.75	27	3.24	58	2.80	15	4.25
Stakers, machine: ³										
Metropolitan	109	4.02	75	3.32	33	4.10	21	2.98	28	4.32
Nonmetropolitan	142	4.22	57	3.73	16	3.48	36	3.90	88	4.44
Automatic machine										
Metropolitan	67	3.97	50	3.55	24	3.92	15	3.05	15	4.16
Nonmetropolitan	79	3.81	26	3.02	15	3.52	17	3.18	50	3.86
Tackers, Togglers, or pasters: ³										
Metropolitan	459	4.10	241	3.63	172	3.97	130	3.60	65	4.53
Nonmetropolitan	268	4.02	159	3.46	64	3.74	133	3.67	79	4.31
Togglers										
Metropolitan	201	4.11	65	3.45	92	4.00	34	3.95	39	4.55
Nonmetropolitan	76	4.09	82	3.41	—	—	66	3.64	39	4.42
Pasters										
Metropolitan	212	4.03	158	3.76	63	3.91	82	3.51	—	—
Nonmetropolitan	156	3.95	55	3.77	44	3.77	55	3.77	—	—
Trimmers, beam or hide house, hand										
Metropolitan	132	4.12	35	3.42	50	3.98	9	4.22	21	4.07
Nonmetropolitan	99	3.89	60	3.16	16	3.62	39	3.72	23	4.26
Trimmers, dry										
Metropolitan	51	3.83	40	3.58	18	4.06	19	3.11	—	—
Nonmetropolitan	48	4.07	20	3.11	19	3.89	9	3.91	18	4.94
Truckers, power (forklift)										
Metropolitan	125	3.35	43	3.29	24	3.64	22	3.65	21	3.41
Nonmetropolitan	55	3.37	22	2.62	11	3.38	20	2.66	—	—

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 workers in classification in addition to those shown separately.

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

Table 10. Occupational averages: By principal type of leather

(Number and average straight-time hourly earnings¹ of men in selected occupations in leather tanning and finishing establishments by principal type of leather, United States and selected regions, March 1973)

Occupation	United States ²				New England		Middle Atlantic		Border States		Great Lakes	
	Side leather		Sole leather		Side leather		Side leather		Sole leather		Side leather	
	Workers	Earnings	Workers	Earnings	Workers	Earnings	Workers	Earnings	Workers	Earnings	Workers	Earnings
Buffers, machine ³	247	\$3.83	16	\$3.66	72	\$3.62	31	\$3.87	8	\$3.51	103	\$4.29
Small automatic	60	3.95	7	3.55	8	4.11	—	—	7	3.55	26	4.71
Large automatic	186	3.79	—	—	64	3.56	25	3.90	—	—	76	4.15
Colorers, fat liquors, or oil-wheel operators	298	3.82	42	3.44	104	3.58	39	3.37	22	3.11	108	4.33
Embossing- and plating-press operators	271	3.57	9	3.37	98	3.10	39	3.61	—	—	101	4.02
Firemen, stationary boiler	72	3.42	45	2.86	—	—	23	3.01	13	2.67	29	3.81
Fleshing- and unhairing-machine operators ³	155	4.23	79	3.48	37	3.97	22	4.37	35	3.21	59	4.74
Fleshing-machine operators	109	4.27	18	3.67	30	4.14	21	4.38	—	—	34	4.67
Unhairing-machine operators	37	4.28	16	3.25	—	—	—	—	—	—	20	4.89
Haulers	161	3.84	114	3.39	49	3.68	20	3.63	37	2.89	77	3.99
Janitors	69	2.96	—	—	19	2.75	—	—	—	—	42	3.12
Laborers, material handling, dry work	300	3.15	45	2.70	133	2.79	28	3.05	24	2.34	—	—
Laborers, material handling, wet work	253	3.18	25	2.91	144	3.00	—	—	—	—	80	3.32
Liquor men	78	3.65	32	3.27	22	3.47	11	3.26	15	3.22	28	3.97
Maintenance men, general utility	206	3.66	97	3.17	45	2.99	44	3.45	32	2.96	73	4.12
Measuring-machine operators	122	3.55	13	3.17	24	3.15	7	3.38	—	—	66	3.78
Mechanics, maintenance	154	4.04	—	—	61	3.67	11	4.47	—	—	62	4.22
Rolling-machine operators	6	3.74	52	3.54	—	—	—	—	20	3.28	—	—
Seasoners, machine	190	3.63	—	—	50	3.37	22	3.43	—	—	89	4.00
Setters-out, machine	230	3.92	67	3.35	78	3.50	20	3.84	24	3.31	93	4.28
Shaving-machine operators	174	4.12	—	—	53	3.65	24	4.12	—	—	72	4.62
Sorters, finished leather	177	3.77	37	3.44	53	3.38	19	3.62	16	3.21	79	4.18
Sorters, hide house	41	3.55	—	—	14	3.51	9	3.24	—	—	7	4.18
Splitting-machine operators	219	4.12	27	3.53	44	4.00	32	3.97	13	3.31	115	4.22
Spray-machine operators	269	3.38	10	3.28	88	3.00	—	—	10	3.28	93	3.83
Stakers, machine	190	4.01	—	—	68	3.79	29	4.64	—	—	66	4.22
Semi-automatic machine	70	4.52	—	—	—	—	23	4.89	—	—	17	4.65
Automatic machine	120	3.71	—	—	50	3.44	—	—	—	—	49	4.08
Tackers, togglers, or pasters ³	645	3.98	17	3.48	228	3.67	74	4.31	—	—	264	4.23
Togglers	193	4.11	14	3.71	84	3.85	51	4.50	—	—	35	4.65
Pasters	432	3.96	—	—	144	3.57	21	3.91	—	—	223	4.19
Trimmers, beam or hide house, hand	193	3.98	32	3.47	67	3.72	31	4.00	15	3.24	61	4.49
Trimmers, dry	89	3.73	16	3.17	37	3.95	—	—	12	2.89	31	3.73
Truckers, power (forklift)	141	3.36	22	3.24	46	3.02	18	3.09	12	3.00	52	3.74
Vacuum-drying machine operators	55	3.79	—	—	—	—	17	3.60	—	—	12	3.98

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

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

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

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

Table 11. Occupational averages: By method of wage payment

(Number and average straight-time hourly earning¹ of men in selected occupations in leather tanning and finishing establishments by method of wage payment, United States and selected regions, March 1973)

Occupation	United States ²				New England				Middle Atlantic			
	Time workers		Incentive workers		Time workers		Incentive workers		Time workers		Incentive workers	
	Workers	Earnings	Workers	Earnings	Workers	Earnings	Workers	Earnings	Workers	Earnings	Workers	Earnings
Buffers, machine ³	161	\$3.34	258	\$4.07	62	\$3.64	102	\$3.88	13	\$3.52	44	\$3.96
Small automatic	44	3.34	57	4.29	—	—	14	4.00	—	—	10	4.08
Large automatic	102	3.39	164	4.02	47	3.57	57	3.83	—	—	29	3.88
Colorers fat liquorers, or oil-wheel operators	347	3.33	2.01	4.16	101	3.18	72	3.75	67	3.04	51	4.32
Embossing- and plating-press operators	83	2.91	332	3.66	31	3.04	113	3.29	24	2.81	71	3.71
Firemen, stationary boiler	156	3.29	—	—	17	3.69	—	—	66	3.15	—	—
Fleshing- and unhairing-machine operators ³	97	3.30	247	4.05	17	3.55	55	3.80	21	3.46	84	4.15
Fleshing-machine operators	57	3.44	166	4.12	11	3.69	54	3.81	7	3.94	64	4.21
Haulers	215	3.20	235	3.84	55	3.33	27	3.78	60	3.06	118	4.09
Janitors	114	2.80	—	—	24	2.80	—	—	22	2.72	—	—
Laborers, material handling, dry work	483	2.88	58	3.33	150	2.74	23	3.60	97	2.83	18	3.24
Laborers, material handling, wet work	349	3.05	46	3.57	182	3.00	28	3.58	12	3.65	—	—
Liquor men	105	3.37	44	3.55	35	3.33	12	3.41	16	3.22	12	3.70
Maintenance men, general utility	471	3.45	—	—	71	3.19	—	—	158	3.37	—	—
Measuring-machine operators	121	3.21	92	3.73	14	3.03	35	3.57	27	3.06	16	3.86
Mechanics, maintenance	219	3.94	—	—	99	3.77	—	—	23	4.00	—	—
Seasoners, machine	54	3.11	165	3.76	22	3.09	34	3.43	—	—	32	3.65
Setters-out, machine	111	3.08	337	3.81	31	3.14	113	3.56	26	3.17	74	3.85
Shaving-machine operators	65	3.60	231	4.22	18	3.95	72	3.74	—	—	46	4.48
Sorters, finished leather	207	3.50	97	3.82	44	3.37	37	3.59	41	3.50	—	—
Sorters, hide house	67	3.18	36	3.76	25	3.30	30	3.61	24	2.99	—	—
Splitting-machine operators	178	3.62	198	4.11	35	3.58	57	3.75	—	—	47	4.08
Spray-machine operators	190	3.02	192	3.72	71	2.83	60	3.44	31	3.03	—	—
Stakers, machine ³	134	3.21	249	4.29	37	3.23	69	3.98	35	3.38	103	4.62
Automatic machine	103	3.41	119	3.96	28	3.41	43	3.52	35	3.38	43	4.16
Tackers, togglers, or pasters ³	284	3.57	843	4.00	117	3.60	382	3.82	27	3.31	125	4.54
Pasters	212	3.72	369	4.02	102	3.57	142	3.83	—	—	—	—
Trimmers, beam or hide house, hand	89	3.00	237	4.10	8	3.35	106	3.90	24	3.61	24	4.56
Trimmers, dry	70	3.33	89	4.08	24	3.25	41	4.02	—	—	19	4.77
Truckers, power (forklift)	226	3.26	19	3.50	74	3.16	—	—	19	3.29	9	3.68
	Border States				Southeast				Great Lakes			
Buffers, machine ³	—	—	7	\$4.19	—	—	—	—	37	\$3.41	99	\$4.38
Small automatic	—	—	6	4.37	—	—	—	—	7	3.44	23	4.83
Large automatic	—	—	—	—	—	—	—	—	28	3.40	75	4.24
Colorers fat liquorers, or oil-wheel operators	11	\$2.77	20	3.09	13	\$2.81	14	\$3.26	120	3.65	44	5.40
Embossing- and plating-press operators	—	—	8	3.30	—	—	—	—	12	2.94	111	4.09
Firemen, stationary boiler	20	2.67	—	—	15	2.70	—	—	33	3.84	—	—
Fleshing- and unhairing-machine operators ³	11	2.52	33	3.31	13	2.60	17	3.10	20	3.74	49	4.91
Fleshing-machine operators	—	—	7	3.05	—	—	7	3.03	15	3.69	27	4.90
Haulers	—	—	—	—	9	2.35	28	2.75	64	3.34	27	4.94
Janitors	—	—	—	—	—	—	—	—	55	2.97	—	—
Laborers, material handling, dry work	30	2.37	—	—	—	—	—	—	138	3.04	—	—
Laborers, material handling, wet work	22	2.56	—	—	—	—	7	2.65	100	3.20	—	—
Liquor men	9	3.02	8	3.41	—	—	—	—	22	3.86	—	—
Maintenance men, general utility	43	3.01	—	—	53	3.07	—	—	114	4.06	—	—
Measuring-machine operators	—	—	—	—	10	2.45	—	—	49	3.53	26	4.14
Mechanics, maintenance	—	—	—	—	—	—	—	—	62	4.22	—	—
Seasoners, machine	—	—	6	3.04	—	—	—	—	7	3.04	86	4.07
Setters-out, machine	—	—	24	3.47	—	—	26	2.78	10	2.90	90	4.38
Shaving-machine operators	—	—	—	—	—	—	—	—	22	3.80	97	4.48
Sorters, finished leather	13	2.93	8	3.59	16	2.80	11	2.71	73	3.86	27	4.61
Sorters, hide house	—	—	—	—	—	—	—	—	—	—	—	—
Splitting-machine operators	12	3.02	6	3.97	—	—	8	3.19	—	—	72	4.54
Spray-machine operators	—	—	11	3.28	—	—	—	—	55	3.30	64	4.23
Stakers, machine ³	—	—	—	—	—	—	—	—	25	3.47	64	4.28
Automatic machine	—	—	—	—	—	—	—	—	25	3.47	30	4.35
Tackers, togglers, or pasters ³	—	—	17	3.03	21	3.09	16	2.52	83	3.92	271	4.17
Pasters	—	—	—	—	—	—	—	—	72	3.97	191	4.16
Trimmers, beam or hide house, hand	—	—	12	3.70	11	2.31	22	3.07	19	3.34	60	4.76
Trimmers, dry	7	2.32	—	—	—	—	—	—	19	3.65	21	3.97
Truckers, power (forklift)	15	2.68	—	—	9	2.58	—	—	89	3.45	—	—

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 workers in classification in addition to those shown separately.

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

Table 12. Occupational earnings: Boston, Mass.¹

(Number and average straight-time hourly earnings² of workers in selected occupations in leather tanning and finishing establishments, March 1973)

Occupation and sex	Number of workers	Average hourly earnings ²	Number of workers receiving straight-time hourly earnings of—												
			Under \$2.80	\$2.80 and under \$2.90	\$2.90	\$3.00	\$3.10	\$3.20	\$3.30	\$3.40	\$3.50	\$3.60	\$3.70	\$3.80	\$3.90
All production workers	1,648	\$3.69	21	37	107	72	200	100	63	39	100	130	100	160	146
Men	1,542	3.72	16	25	71	68	186	91	60	39	96	125	99	157	141
Women	106	3.17	5	12	36	4	14	9	3	—	4	5	1	3	5
SELECTED OCCUPATIONS															
<i>Men:</i>															
Buffers, machine ³	69	3.92	1	—	—	—	—	4	1	—	3	4	16	15	6
Time	40	3.80	—	—	—	—	—	3	—	—	2	4	11	9	3
Incentive	29	4.08	1	—	—	—	—	1	1	—	1	—	5	6	3
Small automatic	19	3.87	—	—	—	—	—	—	—	—	—	—	3	12	1
Large automatic	36	3.80	—	—	—	—	—	3	—	—	3	4	11	3	4
Time	28	3.75	—	—	—	—	—	3	—	—	2	4	11	—	3
Incentive	8	3.96	—	—	—	—	—	—	—	—	1	—	—	3	1
Colorers, fat liquors, or oil-wheel operators	51	3.82	—	—	—	1	8	2	—	—	—	9	5	7	1
Time	30	3.58	—	—	—	—	8	2	—	—	—	9	5	—	—
Embossing- or plating-press operators	34	3.76	—	—	1	2	—	—	—	1	—	4	2	21	2
Time	6	3.61	—	—	—	2	—	—	—	—	—	—	2	—	2
Fleshing- and unhairing-machine operators, fleshing-machine operators	33	3.96	—	3	—	—	1	—	—	—	—	1	7	7	8
Time	6	3.96	—	—	—	—	—	—	—	—	—	—	—	—	6
Incentive	27	3.96	—	3	—	—	1	—	—	—	—	1	7	7	2
Glazing-machine operators (all incentive workers)	11	4.04	—	—	—	—	—	—	—	—	1	1	—	—	6
Haulers	34	3.47	—	—	5	—	10	—	3	—	—	—	12	—	—
Time	30	3.36	—	—	5	—	10	—	3	—	—	—	12	—	—
Janitors (all timeworkers)	6	3.27	5 ²	—	—	—	1	—	—	—	—	—	3	—	—
Laborers, material handling, dry work	50	3.06	1	15	18	7	—	—	—	—	—	3	—	—	6
Time	44	2.94	1	15	18	7	—	—	—	—	—	3	—	—	—
Laborers, material handling, wet work	113	3.26	—	—	—	16	59	19	2	—	1	6	4	—	1
Time	103	3.21	—	—	—	16	59	18	1	—	—	6	2	—	1
Liquor men (all timeworkers)	15	3.32	—	—	—	—	6	4	—	1	1	3	—	—	—
Maintenance men, general utility (all timeworkers)	13	3.74	—	—	1	—	2	1	1	2	1	—	2	—	—
Measuring-machine operators	28	3.65	2	—	2	2	—	2	—	2	—	4	2	2	6
Time	8	2.98	6 ²	—	2	2	—	2	—	—	—	—	—	—	—
Incentive	20	3.91	—	—	—	—	—	—	—	—	2	—	4	2	6
Mechanics, maintenance (all timeworkers)	47	4.24	—	—	—	—	—	5	2	2	—	—	—	—	—
Seasoners, machine (all timeworkers)	7	3.68	—	—	—	—	—	2	—	—	2	—	—	—	3
Setters out, machine	49	3.79	—	1	—	—	5	4	4	1	5	1	3	—	6
Time	8	3.64	—	—	—	—	1	—	—	—	2	—	3	—	2
Incentive	41	3.81	—	1	—	—	4	4	4	1	3	1	—	—	4
Shaving-machine operators	35	4.00	—	—	—	—	1	—	—	—	—	4	2	7	9
Time	16	3.89	—	—	—	—	—	—	—	—	—	3	2	7	—
Incentive	19	4.10	—	—	—	—	1	—	—	—	—	1	—	—	9
Sorters, finished leather	24	3.71	—	—	—	1	—	4	2	1	4	2	—	—	—
Time	13	3.58	—	—	—	—	—	3	2	—	4	1	—	—	—
Sorters, hide house	31	3.68	—	—	—	—	2	3	7	3	2	—	5	—	2
Time	12	3.47	—	—	—	—	—	3	3	2	2	—	—	—	2
Incentive	19	3.81	—	—	—	—	2	—	4	1	—	—	5	—	—
Splitting-machine operators	33	4.03	—	—	—	—	1	—	5	—	6	—	—	6	2
Time	17	4.14	—	—	—	—	—	—	5	—	3	—	—	—	—
Incentive	16	3.92	—	—	—	—	1	—	—	—	3	—	—	6	2
Stakers, machine ³	32	4.14	—	—	—	—	—	—	—	—	3	4	1	4	6
Time	10	4.08	—	—	—	—	—	—	—	—	2	2	—	—	—
Incentive	22	4.17	—	—	—	—	—	—	—	—	1	2	1	4	6
Automatic machine	23	3.98	—	—	—	—	—	—	—	—	3	3	1	2	6
Time	10	4.08	—	—	—	—	—	—	—	—	2	2	—	—	—
Incentive	13	3.90	—	—	—	—	—	—	—	—	1	1	1	2	6
Tackers, togglers, or pasters ³	227	3.90	1	2	—	—	1	—	—	2	26	38	16	48	37
Time	74	3.72	—	—	—	—	—	—	—	—	17	18	3	36	—
Incentive	153	3.99	1	2	—	—	1	—	—	2	9	20	13	12	37
Togglers	106	3.97	1	2	—	—	1	—	—	2	6	5	3	24	29
Incentive	92	3.99	1	2	—	—	1	—	—	2	4	5	3	12	29
Pasters	104	3.81	—	—	—	—	—	—	—	—	15	25	12	24	8
Time	60	3.70	—	—	—	—	—	—	—	—	15	18	3	24	—
Incentive	44	3.96	—	—	—	—	—	—	—	—	—	7	9	—	8
Trimmers, beam or hide house hand	54	4.09	—	—	—	—	—	—	6	2	9	2	4	4	4
Incentive	50	4.08	—	—	—	—	—	—	6	2	9	2	4	4	4
Trimmers, dry	32	3.72	1	—	—	1	3	12	—	3	2	—	—	—	4
Incentive	15	4.08	—	—	—	1	3	—	—	3	—	—	—	—	1
Truckers, power (forklift) (all timeworkers)	30	3.63	—	—	—	—	3	7	—	2	7	—	2	1	2
<i>Women:</i>															
Measuring-machine operators	15	3.30	—	—	2	—	6	3	—	—	—	1	1	2	—
Time	11	3.13	—	—	2	—	6	3	—	—	—	—	—	—	—
Trimmers, dry	27	3.19	1	9	—	4	—	4	3	—	3	—	—	—	—
Time	17	3.02	—	9	—	3	—	2	3	—	—	—	—	—	—
Incentive	10	3.48	1	—	—	1	—	2	—	—	3	—	—	—	—

See footnotes at end of table.

Number of workers receiving straight-time hourly earnings of--												Number of workers	Average hourly earnings ²	Occupation and sex	
\$4.00	\$4.10	\$4.20	\$4.30	\$4.40	\$4.50	\$4.60	\$4.70	\$4.80	\$4.90	\$5.00	\$5.20				\$5.40 and over
72	59	39	39	51	13	16	1	3	13	21	9	37	1,648	\$3.69	All production workers.
67	59	39	39	51	13	16	1	3	13	21	9	37	1,542	3.72	Men.
5	-	-	-	-	-	-	-	-	-	-	-	-	106	3.17	Women.
SELECTED OCCUPATIONS															
<i>Men:</i>															
8	2	1	2	-	1	1	-	-	1	-	-	3	69	3.92	Buffers, machine ³ .
8	-	-	-	-	-	-	-	-	-	-	-	-	40	3.80	Time.
-	2	1	2	-	1	1	-	-	1	-	-	3	29	4.08	Incentive.
3	-	-	-	-	-	-	-	-	-	-	-	-	19	3.87	Small automatic.
5	2	1	-	-	-	-	-	-	-	-	-	-	36	3.80	Large automatic.
5	-	-	-	-	-	-	-	-	-	-	-	-	28	3.75	Time.
-	2	1	-	-	-	-	-	-	-	-	-	-	8	3.96	Incentive.
13	-	-	-	-	-	-	-	-	-	5	-	-	51	3.82	Colorers, fat liquorers, or oil-wheel operators.
6	-	-	-	-	-	-	-	-	-	-	-	-	30	3.58	Time.
-	1	-	-	-	-	-	-	-	-	-	-	-	34	3.76	Embossing- or plating-press operators.
-	-	-	-	-	-	-	-	-	-	-	-	-	6	3.61	Time.
-	-	-	-	1	1	-	-	2	-	-	-	2	33	3.96	Fleshing- and unhairing-machine operators, fleshing-machine operators.
-	-	-	-	-	1	1	-	-	2	-	-	-	6	3.96	Time.
-	-	-	-	-	-	-	-	-	-	-	-	-	2	3.96	Incentive.
-	-	-	1	1	1	-	-	-	-	-	-	-	11	4.04	Glazing-machine operators (all incentive workers).
-	-	2	-	2	-	-	-	-	-	-	-	-	34	3.47	Haulers.
-	-	-	-	-	-	-	-	-	-	-	-	-	30	3.36	Time.
-	-	-	-	-	-	-	-	-	-	-	-	-	6	3.27	Janitors (all timeworkers).
-	-	-	-	-	-	-	-	-	-	-	-	-	50	3.06	Laborers, material handling, dry work.
-	-	-	-	-	-	-	-	-	-	-	-	-	44	2.94	Time.
-	5	-	-	-	-	-	-	-	-	-	-	-	113	3.26	Laborers, material handling, wet work.
-	-	-	-	-	-	-	-	-	-	-	-	-	103	3.21	Time.
-	-	-	-	-	-	-	-	-	-	-	-	-	15	3.32	Liquor men (all timeworkers).
-	-	1	-	-	-	-	-	-	-	1	-	1	13	3.74	Maintenance men, general utility (all timeworkers).
2	-	-	-	-	-	-	-	-	1	1	-	-	28	3.65	Measuring-machine operators.
2	-	-	-	-	-	-	-	-	-	1	1	-	8	2.98	Time.
-	-	-	-	-	-	-	-	-	-	-	-	-	20	3.91	Incentive.
5	3	-	1	20	2	3	-	-	2	-	-	2	47	4.24	Mechanics, maintenance (all timeworkers).
-	-	-	-	-	-	-	-	-	-	-	-	-	7	3.68	Seasoners, machine (all timeworkers).
4	1	7	5	-	2	-	-	-	-	-	-	-	49	3.79	Setters out, machine.
-	-	-	-	-	-	-	-	-	-	-	-	-	8	3.64	Time.
4	1	7	5	-	2	-	-	-	-	-	-	-	41	3.81	Incentive.
2	6	-	1	2	-	-	-	-	-	-	1	-	35	4.00	Shaving-machine operators.
-	4	-	-	-	-	-	-	-	-	-	-	-	16	3.89	Time.
2	2	-	1	2	-	-	-	-	-	-	1	-	19	4.10	Incentive.
2	7	-	-	-	1	-	-	-	-	-	-	-	24	3.71	Sorters, finished leather.
2	-	-	-	1	-	-	-	-	-	-	-	-	13	3.58	Time.
-	-	-	5	2	-	-	-	-	-	-	-	-	31	3.68	Sorters, hide house.
-	-	-	-	-	-	-	-	-	-	-	-	-	12	3.47	Time.
-	-	-	5	2	-	-	-	-	-	-	-	-	19	3.81	Incentive.
2	-	-	3	-	1	2	-	-	-	2	3	-	33	4.03	Splitting-machine operators.
2	-	-	2	-	-	-	-	-	-	2	3	-	17	4.14	Time.
5	1	-	1	-	3	1	2	-	-	-	-	-	16	3.92	Incentive.
4	-	-	-	-	-	-	-	-	-	2	-	3	32	4.14	Stakers, machine ⁴ .
1	1	-	-	3	-	-	-	-	-	-	-	-	10	4.08	Time.
5	1	-	-	-	-	-	-	-	-	2	-	-	22	4.17	Incentive.
4	-	-	-	-	-	-	-	-	-	2	-	-	23	3.98	Automatic machine.
1	1	-	-	-	-	-	-	-	-	-	-	-	10	4.08	Time.
1	1	-	-	-	-	-	-	-	-	-	-	-	13	3.90	Incentive.
13	11	13	2	4	4	-	-	-	6	-	-	3	227	3.90	Tackers, togglers, or pasters ⁵ .
-	-	-	-	-	-	-	-	-	-	-	-	-	74	3.72	Time.
13	11	13	2	4	4	-	-	-	6	-	-	3	153	3.99	Incentive.
5	7	5	2	4	4	-	-	-	6	-	-	-	106	3.97	Togglers.
5	7	5	2	4	4	-	-	-	6	-	-	-	92	3.99	Incentive.
8	4	8	-	-	-	-	-	-	-	-	-	-	104	3.81	Pasters.
-	-	-	-	-	-	-	-	-	-	-	-	-	60	3.70	Time.
8	4	8	-	-	-	-	-	-	-	-	-	-	44	3.96	Incentive.
2	4	2	2	4	-	-	-	-	-	2	3	4	54	4.09	Trimmers, beam or hide house hand.
2	-	2	2	4	-	-	-	-	-	2	3	4	50	4.08	Incentive.
-	-	-	-	-	-	4	-	-	-	-	-	2	32	3.72	Trimmers, dry.
-	-	-	-	-	-	4	-	-	-	-	-	2	15	4.08	Incentive.
-	-	-	6	-	-	-	-	-	-	-	-	-	30	3.63	Truckers, power (forklift) (all timeworkers).
<i>Women:</i>															
-	-	-	-	-	-	-	-	-	-	-	-	-	15	3.30	Measuring-machine operators.
-	-	-	-	-	-	-	-	-	-	-	-	-	11	3.13	Time.
3	-	-	-	-	-	-	-	-	-	-	-	-	27	3.19	Trimmers, dry.
-	-	-	-	-	-	-	-	-	-	-	-	-	17	3.02	Time.
3	-	-	-	-	-	-	-	-	-	-	-	-	10	3.48	Incentive.

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

²Excludes premium pay for overtime and for work on weekends, holidays, and late shifts.

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

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

⁵Workers were distributed as follows: 1 at \$2.40 to \$2.50; and 1 at \$2.70 to \$2.80.

⁶All workers were at \$2.70 to \$2.80.

⁷All workers were at \$6.40 to \$6.60.

Table 13. Occupational earnings: Fulton County, N.Y.

(Number and average straight-time hourly earnings¹ of workers in selected occupations in leather tanning and finishing establishments, March 1973)

Occupation	Number of workers	Average hourly earnings ¹	Number of workers receiving straight-time hourly earnings of—												
			Under \$2.50	\$2.50 and under \$2.60	\$2.60	\$2.70	\$2.80	\$2.90	\$3.00	\$3.10	\$3.20	\$3.30	\$3.40	\$3.50	\$3.60
All production workers ²	1,052	\$3.69	7	19	15	10	170	91	83	32	25	36	36	27	43
SELECTED OCCUPATIONS²															
Embossing- or plating-press operators ³	7	4.07	—	—	—	—	—	—	1	—	—	—	—	—	—
Fleshing- and unhairing-machine operators, fleshing-machine operators (all incentive workers)	39	4.08	—	—	—	—	1	—	—	—	—	2	—	4	1
Haulers ³	92	3.59	—	6	2	—	28	—	—	—	—	6	4	—	2
Laborers, material handling, dry work (all timeworkers)	16	3.06	—	—	—	—	8	4	—	—	—	2	—	—	—
Maintenance men, general utility (all timeworkers)	30	3.19	—	—	—	2	6	4	5	2	—	1	2	1	3
Measuring-machine operators	30	3.43	—	—	4	—	4	2	1	1	—	—	4	—	8
Time	16	3.00	—	—	4	—	4	2	1	1	—	—	2	—	2
Incentive	14	3.93	—	—	—	—	—	—	—	—	—	—	2	—	6
Setters-out, machine	41	3.70	—	—	—	2	—	1	1	6	3	—	2	1	5
Time	8	3.04	—	—	—	2	—	—	—	6	—	—	—	—	—
Incentive	33	3.86	—	—	—	—	—	1	1	—	3	—	2	1	5
Shaving-machine operators (all incentive workers)	11	5.03	—	—	—	—	—	—	—	—	—	—	—	2	—
Stakers, machine	100	4.41	—	—	—	—	—	1	14	3	—	—	1	3	1
Incentive	83	4.69	—	—	—	—	—	1	—	—	—	—	1	3	1
Semi-automatic machine (all incentive workers)	47	5.07	—	—	—	—	—	—	—	—	—	—	—	—	1
Automatic machine	53	3.82	—	—	—	—	—	1	14	3	—	—	1	3	—
Incentive	36	4.19	—	—	—	—	—	1	—	—	—	—	1	3	—
Tackers, togglers, or pasters (all incentive workers) ⁶	59	4.44	—	—	—	—	1	—	2	—	—	—	—	—	1
Togglers (all incentive workers)	31	4.44	—	—	—	—	1	—	—	—	—	—	—	—	1
Trimmers, dry (all incentive workers)	15	4.97	—	—	—	—	—	—	—	1	—	—	—	—	1

See footnotes at end of table.

Number of workers receiving straight-time hourly earnings of--													Number of workers	Average hourly earnings ¹	Occupation	
\$3.70	\$3.80	\$3.90	\$4.00	\$4.10	\$4.20	\$4.30	\$4.40	\$4.60	\$4.80	\$5.00	\$5.20	\$5.40 and over				
17	29	30	49	29	24	69	48	60	18	16	8	61	1,052	\$3.69	All production workers ² .	
SELECTED OCCUPATIONS²																
2	—	—	—	1	—	1	—	2	—	—	—	—	7	4.07	Embossing- or plating-press operators ³ .	
1	1	2	13	1	—	1	7	4	—	1	—	—	39	4.08	Fleshing- and unhairing-machine operators, fleshing-machine operators (all incentive workers).	
—	2	6	2	2	4	18	8	2	—	—	—	—	92	3.59	Haulers ³ .	
—	2	—	—	—	—	—	—	—	—	—	—	—	16	3.06	Laborers, material handling, dry work (all timeworkers).	
—	3	1	—	—	—	—	—	—	—	—	—	—	30	3.19	Maintenance men, general utility (all timeworkers).	
—	—	—	1	2	—	—	—	3	—	—	—	—	30	3.43	Measuring-machine operators.	
—	—	—	—	—	—	—	—	—	—	—	—	—	16	3.00	Time.	
—	—	—	1	2	—	—	—	3	—	—	—	—	14	3.93	Incentive.	
2	3	2	2	3	4	2	1	—	—	—	1	—	41	3.70	Setters-out, machine.	
2	—	—	—	—	—	—	—	—	—	—	—	—	8	3.04	Time.	
2	3	2	2	3	4	2	1	—	—	—	1	—	33	3.86	Incentive.	
—	—	—	—	—	—	—	2	1	—	—	—	—	⁴ 6	11	5.03	Shaving-machine operators (all incentive workers).
2	4	2	11	13	3	1	3	6	4	1	2	2	⁵ 25	100	4.41	Stakers, machine.
2	4	2	11	13	3	1	3	6	4	1	2	2	25	83	4.69	Incentive.
—	1	—	1	5	1	1	3	6	4	1	—	23	47	5.07	Semi-automatic machine (all incentive workers).	
2	3	2	10	8	2	—	—	—	—	—	2	2	53	3.82	Automatic machine.	
2	3	2	10	8	2	—	—	—	—	—	2	2	36	4.19	Incentive.	
2	—	—	—	4	—	18	11	12	6	—	—	2	59	4.44	Tackers, togglers, or pasters (all incentive workers) ⁶ .	
2	—	—	—	4	—	10	5	2	4	—	—	2	31	4.44	Togglers (all incentive workers).	
—	1	—	—	—	—	—	—	4	—	2	—	⁷ 6	15	4.97	Trimmers, dry (all incentive workers).	

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

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

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

⁴ Workers were distributed as follows: 3 at \$5.40 to \$5.60, and 3 at \$5.80 to \$6.

⁵ Workers were distributed as follows: 23 at \$5.60 to \$5.80, and 2 at \$7 to \$7.20.

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

⁷ Workers were distributed as follows: 3 at \$5.40 to \$5.60, and 3 at \$6 to \$6.20.

Table 14. Occupational earnings: Illinois

(Number and average straight-time hourly earnings¹ of workers in selected occupations² in leather tanning and finishing establishments, March 1973)

Occupation	Number of workers	Average hourly earnings ¹	Number of workers receiving straight-time hourly earnings of--													
			\$2.90 and under \$3.00	\$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
			\$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	
All production workers	1,013	\$3.91	36	6	20	46	97	144	108	49	43	55	42	34	44	
Men	937	3.93	32	3	15	44	97	117	99	49	42	50	39	30	44	
Women	76	3.67	³ 4	3	5	2	—	27	9	—	1	5	3	4	—	
SELECTED OCCUPATIONS²																
Buffers, machine ^{4b}	21	4.30	—	—	—	—	—	—	1	—	—	1	1	1	1	
Small automatic ^{4b}	6	4.37	—	—	—	—	—	—	—	—	—	—	—	—	1	
Large automatic ^{4b}	15	4.28	—	—	—	—	—	—	1	—	—	1	1	1	—	
Colorers, fat liquors, or oil-wheel operators	60	4.04	—	—	—	4	8	12	15	1	—	—	1	—	—	
Time	41	3.47	—	—	—	4	8	12	15	1	—	—	1	—	—	
Embossing- or plating-press operators	38	4.19	—	—	—	—	—	2	2	—	1	7	—	9	2	
Incentive	34	4.23	—	—	—	—	—	2	2	—	1	3	—	9	2	
Firemen, stationary boiler (all timeworkers)	10	3.79	—	—	—	—	—	—	—	1	2	6	1	—	—	
Fleshing- and unhairing-machine operators ^{4b}	16	4.46	—	—	—	—	—	—	—	2	—	—	2	1	—	
Haulers ^{4a}	36	3.51	1	—	—	6	2	18	3	5	—	—	—	—	—	
Janitors (all timeworkers)	7	3.45	—	—	—	—	1	5	—	1	—	—	—	—	—	
Laborers, material handling, dry work ^{4a}	21	3.36	—	—	12	4	1	—	—	—	—	—	—	—	4	
Laborers, material handling, wet work ^{4a}	43	3.17	20	—	—	8	4	9	2	—	—	—	—	—	—	
Liquor men ^{4a}	13	3.89	—	—	—	—	—	2	2	2	1	—	1	—	—	
Maintenance men, general utility (all timeworkers)	23	4.04	—	—	—	—	—	—	7	1	1	1	—	2	2	
Measuring-machine operators	9	3.69	—	—	—	—	3	1	1	—	—	—	3	—	—	
Time	6	3.51	—	—	—	—	3	1	1	—	—	—	1	—	—	
Setters-out, machine ^{4b}	20	4.62	—	—	—	—	—	1	—	—	1	—	—	—	2	
Shaving-machine operators	45	4.64	1	—	—	—	—	3	—	2	2	1	2	—	7	
Incentive	34	4.80	1	—	—	—	—	3	—	2	2	1	—	—	—	
Sorters, finished leather	21	4.10	—	—	—	—	—	—	1	—	—	3	3	4	5	
Time	15	4.13	—	—	—	—	—	—	1	—	—	1	2	3	5	
Splitting-machine operators	44	4.05	9	—	1	—	2	3	3	3	—	5	—	—	3	
Time	15	3.89	—	—	—	—	—	3	2	2	—	1	—	—	3	
Stakers, machine ⁶	14	4.02	1	—	—	—	—	4	—	—	—	—	—	—	—	
Incentive	9	4.02	1	—	—	—	—	2	—	—	—	—	—	—	—	
Automatic machine ⁷	10	4.03	—	—	—	—	—	4	—	—	—	—	—	—	—	
Tackers, togglers, or pasters	72	4.26	—	3	2	2	2	—	2	—	4	—	8	1	4	
Incentive	68	4.32	—	1	2	2	1	—	1	—	4	—	8	1	4	
Togglers (all incentive workers)	17	5.14	—	—	—	—	—	—	—	—	—	—	—	—	4	
Pasters ^{4b}	53	3.99	—	3	2	2	2	—	2	—	4	—	6	1	—	
Trimmers, beam or hide house, hand	30	4.59	—	—	—	—	1	—	4	1	1	1	3	1	—	
Time	11	3.82	—	—	—	—	1	—	4	—	1	1	1	1	—	
Incentive	19	5.04	—	—	—	—	—	—	—	1	—	—	2	—	—	
Truckers, power (forklift) (all timeworkers)	21	3.46	—	—	—	—	8	1	9	2	1	—	—	—	—	

See footnotes at end of table.

Number of workers receiving straight-time hourly earnings of—													Number of workers	Average hourly earnings ¹	Occupation
\$4.20	\$4.30	\$4.40	\$4.50	\$4.60	\$4.70	\$4.80	\$4.90	\$5.00	\$5.20	\$5.40	\$5.60	\$5.80 and over			
—	—	—	—	—	—	—	—	—	—	—	—	—	1,013	\$3.91	All production workers.
—	—	—	—	—	—	—	—	—	—	—	—	—	937	3.93	Men.
—	—	—	—	—	—	—	—	—	—	—	—	—	76	3.67	Women.
SELECTED OCCUPATIONS²															
55	45	21	25	17	6	20	12	20	19	12	23	14	21	4.30	Buffers, machine ⁴ .
50	44	21	25	17	6	13	12	20	19	12	23	14	6	4.37	Small automatic ^{4b} .
5	1	—	—	—	—	7	—	—	—	—	—	—	15	4.28	Large automatic ^{4b} .
7	6	—	—	—	—	—	2	1	—	—	—	—	60	4.04	Colorers, fat liquorers, or oil-wheel operators.
4	—	—	—	—	—	—	—	—	—	—	—	—	41	3.47	Time.
3	6	—	—	—	—	—	—	2	4	2	7	—	38	4.19	Embossing- or plating-press operators.
—	—	—	—	4	—	—	—	—	—	—	—	—	34	4.23	Incentive.
2	2	1	2	—	—	4	4	—	—	—	—	—	10	3.79	Firemen, stationary boiler (all timeworkers).
2	2	1	2	—	—	4	4	—	—	—	—	—	16	4.46	Fleshing and unhairing-machine operators ^{4b} .
—	—	—	—	—	—	—	—	—	—	—	—	—	36	3.51	Haulers ^{4a} .
—	—	—	—	—	—	—	—	—	—	—	—	—	7	3.45	Janitors (all timeworkers).
—	—	—	—	—	—	—	—	—	—	—	—	—	21	3.36	Laborers, material handling, dry work ^{4a} .
—	—	—	—	—	—	—	—	—	—	—	—	—	43	3.17	Laborers, material handling, wet work ^{4a} .
—	5	—	—	—	—	—	—	—	—	—	—	—	13	3.89	Liquor men ^{4a} .
3	—	1	3	—	1	—	—	1	—	—	—	—	23	4.04	Maintenance men, general utility (all timeworkers).
—	1	—	—	—	—	—	—	—	—	—	—	—	9	3.69	Measuring-machine operators.
—	—	—	—	—	—	—	—	—	—	—	—	—	6	3.51	Time.
2	—	—	3	—	2	2	2	4	1	—	—	—	20	4.62	Setters-out, machine ^{4b} .
1	2	2	—	5	—	1	2	—	—	—	10	4	45	4.64	Shaving-machine operators.
1	—	2	—	5	—	1	2	—	—	—	10	—	34	4.80	Incentive.
1	1	1	—	2	—	—	—	—	—	—	—	—	21	4.10	Sorters, finished leather.
—	—	1	—	2	—	—	—	—	—	—	—	—	15	4.13	Time.
—	4	3	—	—	—	—	—	—	—	—	4	4	44	4.05	Splitting-machine operators.
—	3	1	—	—	—	—	—	—	—	—	—	—	15	3.89	Time.
—	6	2	1	—	—	—	—	—	—	—	—	—	14	4.02	Stakers, machine ⁵ .
—	5	—	1	—	—	—	—	—	—	—	—	—	9	4.02	Incentive.
—	3	2	1	—	—	—	—	—	—	—	—	—	10	4.03	Automatic machine ⁷ .
21	10	—	—	—	—	—	—	9	4	—	—	—	72	4.26	Tackers, togglers, or pasters.
21	10	—	—	—	—	—	—	9	4	—	—	—	68	4.32	Incentive.
—	—	—	—	—	—	—	—	9	4	—	—	—	17	5.14	Togglers (all incentive workers).
21	10	—	—	—	—	—	—	—	—	—	—	—	53	3.99	Pasters ^{4b} .
1	1	1	2	1	—	4	—	—	—	4	—	—	30	4.59	Trimmers, beam or hide house, hand.
—	—	—	1	1	—	—	—	—	—	—	—	—	11	3.82	Time.
1	1	1	—	—	—	4	—	—	—	—	—	4	19	5.04	Incentive.
—	—	—	—	—	—	—	—	—	—	—	—	—	21	3.46	Truckers, power (forklift) (all timeworkers).

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

² Data for selected occupations were limited to men.

³ Includes 1 worker at \$2.80 to \$2.90.

⁴ Insufficient data to warrant publication of separate averages by method of wage payment;

(a) predominantly timeworkers, or (b) predominantly incentive workers.

⁵ All workers were at \$5.80 to \$6.

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

⁷ Workers paid under time and incentive systems were divided equally.

⁸ All workers were at \$6.20 to \$6.40.

Table 15. Occupational earnings: Maine

(Number and average straight-time hourly earnings¹ of workers in selected occupations in leather tanning and finishing establishment, March 1973)

Occupation and sex	Number of workers	Average hourly earnings ¹	Number of workers receiving straight-time hourly earnings of—												
			Under \$2.00	\$2.00 and under \$2.10	\$2.10	\$2.20	\$2.30	\$2.40	\$2.50	\$2.60	\$2.70	\$2.80	\$2.90	\$3.00	\$3.10
All production workers	1,471	\$3.13	26	16	52	35	48	68	163	83	99	57	35	76	115
Men	1,345	3.19	16	8	36	30	36	47	152	74	94	54	35	70	111
Women	126	2.57	10	8	16	5	12	21	11	9	5	3	—	6	4
SELECTED OCCUPATIONS															
<i>Men:</i>															
Buffers, machine ^{2b,3}	40	3.39	—	1	—	—	—	1	—	—	1	—	4	6	4
Large automatic ^{2b}	29	3.33	—	—	—	—	—	1	—	—	1	1	4	5	2
Colorers, fat liquors, or oil-wheel operators ^{2b}	44	3.55	—	—	—	1	—	3	1	—	—	—	1	1	24
Embossing or plating-press operators	69	3.05	1	—	4	—	1	3	4	1	6	7	3	3	2
Incentive	64	3.02	1	—	4	—	1	3	4	1	6	7	3	3	2
Fleshing- and unhairing-machine operators ^{2b,3}	15	3.17	—	—	—	1	—	2	—	—	—	1	—	1	1
Fleshing-machine operators ^{2b}	14	3.17	—	—	—	1	—	2	—	—	—	1	—	1	—
Janitors ^{2b}	7	2.92	—	—	—	—	—	—	1	2	1	—	—	2	—
Laborers, material handling, dry work	52	2.83	—	—	4	3	1	5	18	—	2	1	1	5	7
Time	38	2.54	—	—	4	3	1	5	17	—	—	1	—	3	4
Laborers, material handling, wet work	24	2.86	—	—	2	2	1	1	6	—	1	2	1	2	—
Time	16	2.53	—	—	2	2	1	1	6	—	—	2	—	1	—
Liquor men ^{2b}	13	3.35	—	—	—	—	—	—	—	2	—	—	—	2	2
Maintenance men, general utility (all timeworkers)	38	2.92	—	—	2	—	1	3	5	3	3	2	—	2	1
Measuring-machine operators (all incentive workers)	11	2.93	—	—	1	—	—	2	—	—	1	—	2	—	—
Seasoners, machine (all incentive workers)	31	3.50	—	—	—	—	—	—	—	1	—	—	1	—	5
Setters-out, machine (all incentive workers)	41	3.39	—	—	—	1	1	1	1	1	2	1	2	1	3
Shaving-machine operators (all incentive workers)	22	3.54	1	—	—	—	—	—	2	2	1	—	—	1	—
Sorters, finished leather	34	3.25	—	—	—	—	—	1	—	2	2	3	1	2	1
Time	21	3.16	—	—	—	—	—	1	—	1	—	2	—	2	—
Splitting-machine operators ^{2b}	18	3.89	—	—	1	—	—	—	—	—	1	—	—	—	1
Spray-machine operators ^{2a}	54	2.93	—	—	—	—	—	—	23	—	1	—	2	9	6
Stakers, machine	40	3.84	2	—	1	1	—	—	—	2	1	2	2	2	—
Incentive	37	3.95	—	—	1	1	—	—	—	2	1	2	2	2	—
Semi-automatic machine ^{2b}	20	4.47	2	—	—	—	—	—	—	—	—	1	—	—	—
Automatic machine (all incentive workers)	20	3.21	—	—	1	1	—	—	—	2	1	1	2	2	—
Tackers, togglers, or pasters ^{2b,3}	115	3.63	3	—	3	3	2	1	1	5	1	2	1	5	10
Togglers ^{2b}	54	3.68	3	—	2	2	—	1	—	2	1	2	1	—	3
Pasters (all incentive workers)	49	3.65	—	—	1	1	—	—	1	3	—	—	—	5	6
Trimmers, beam or hide house, hand (all incentive workers)	23	3.49	—	1	1	—	—	1	1	—	1	—	—	—	2
Trimmers, dry ^{2b}	16	4.11	—	—	—	—	—	—	1	—	—	—	—	2	—
Truckers, power (forklift) ^{2a}	19	2.87	—	—	—	—	1	3	1	—	—	8	2	—	1
<i>Women:</i>															
Measuring-machine operators ^{2b}	8	2.36	6 ²	—	1	1	—	2	1	—	—	—	—	1	—
Trimmers, dry ^{2b}	13	2.53	6 ²	—	3	2	1	—	1	1	—	—	—	1	1

See footnotes at end of table.

Number of workers receiving straight-time hourly earnings of—													Number of workers	Average hourly earnings ¹	Occupation and sex
\$3.20	\$3.30	\$3.40	\$3.50	\$3.60	\$3.80	\$4.00	\$4.20	\$4.40	\$4.60	\$4.80	\$5.00	\$5.20 and over			
—	—	—	—	—	—	—	—	—	—	—	—	—	1,471	\$3.13	All production workers.
68	89	41	50	99	73	49	29	27	19	12	12	30	1,345	3.19	Men.
—	4	—	2	6	1	1	1	—	—	1	—	—	126	2.57	Women.
SELECTED OCCUPATIONS															
<i>Men:</i>															
2	4	1	1	5	6	—	—	2	—	1	—	—	40	3.39	Buffers, machine ^{2b,3}
2	3	1	1	3	4	—	—	—	—	1	—	—	29	3.33	Large automatic ^{2b}
—	—	—	—	—	—	1	1	2	1	1	3	4	44	3.55	Colorers, fat liquors, or oil-wheel operators ^{2b}
—	23	3	2	5	—	1	—	—	—	—	—	—	69	3.05	Embossing- or plating-press operators.
—	20	3	1	4	—	1	—	—	—	—	—	—	64	3.02	Incentive.
3	2	1	1	1	—	1	—	—	—	—	—	—	15	3.17	Fleshing- and unhairing-machine operators ^{2b,3}
3	2	1	1	1	—	1	—	—	—	—	—	—	14	3.17	Fleshing-machine operators ^{2b}
—	—	—	—	—	1	—	—	—	—	—	—	—	7	2.92	Janitors ^{2b}
1	—	—	—	—	—	—	—	—	—	—	3	1	52	2.83	Laborers, material handling, dry work.
—	—	—	—	—	—	—	—	—	—	—	—	—	38	2.54	Time.
3	—	—	—	—	—	1	1	—	1	—	—	—	24	2.86	Laborers, material handling, wet work.
1	—	—	—	—	—	—	—	—	—	—	—	—	16	2.53	Time.
1	—	1	1	1	2	—	1	—	—	—	—	—	13	3.35	Liquor men ^{2b} .
8	2	3	1	2	—	—	—	—	—	—	—	—	38	2.92	Maintenance men, general utility (all timeworkers).
2	1	2	—	—	—	—	—	—	—	—	—	—	11	2.93	Measuring-machine operators (all incentive workers).
1	2	2	9	3	7	—	—	—	—	—	—	—	31	3.50	Seasoners, machine (all incentive workers).
2	3	3	4	7	5	—	1	1	1	—	—	—	41	3.39	Setters-out, machine (all incentive workers).
—	1	—	3	3	—	3	3	2	—	—	—	—	22	3.54	Shaving-machine operators (all incentive workers).
10	2	2	1	2	4	—	1	—	—	—	—	—	34	3.25	Sorters, finished leather
9	2	2	1	1	—	—	—	—	—	—	—	—	21	3.16	Time.
2	—	—	—	4	—	2	1	2	4	—	—	—	18	3.89	Splitting-machine operators ^{2b} .
3	5	—	1	2	—	2	—	—	—	—	—	—	54	2.93	Spray-machine operators ^{2a} .
2	2	1	—	5	3	2	—	1	1	—	4	⁴ 6	40	3.84	Stakers, machine.
2	1	1	—	5	3	2	—	1	1	—	4	6	37	3.95	Incentive.
—	1	1	—	2	1	—	—	1	1	—	4	6	20	4.47	Semi-automatic machine ^{2b} .
2	1	—	—	3	2	2	—	—	—	—	—	—	20	3.21	Automatic machine (all incentive workers).
3	6	1	2	13	11	15	9	9	2	3	—	4	115	3.63	Tackers, togglers, or pasters ^{2b,3} .
1	4	1	1	2	4	8	4	3	2	3	—	4	54	3.68	Togglers ^{2b} .
—	1	—	1	5	7	7	5	6	—	—	—	—	49	3.65	Pasters (all incentive workers).
1	—	1	1	—	11	2	—	—	—	—	—	—	23	3.49	Trimmers, beam or hide house, hand (all incentive workers).
1	—	—	1	2	1	1	—	—	1	4	—	⁵ 2	16	4.11	Trimmers, dry ^{2b} .
—	—	—	1	2	—	—	—	—	—	—	—	—	19	2.87	Truckers, power (forklift) ^{2a} .
—	—	—	—	—	—	—	—	—	—	—	—	—	8	2.36	<i>Women:</i>
—	—	—	—	—	—	—	—	—	—	—	—	—	13	2.53	Measuring-machine operators ^{2b} .
—	—	—	—	—	—	—	1	—	—	—	—	—	13	2.53	Trimmers, dry ^{2b} .

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

² Insufficient data to warrant publication of separate averages by method of wage payment; (a) predominantly timeworkers, or (b) predominantly incentive workers.

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

⁴ Workers were distributed as follows: 2 at \$5.40 to \$5.60; 3 at \$5.80 to \$6; and 1 at \$6.20 to \$6.40.

⁵ Workers were distributed as follows: 1 at \$5.20 to \$5.40; and 1 at \$5.40 to \$5.60.

⁶ All workers were at \$1.90 to \$2.

Table 16. Occupational earnings: Newark and Jersey City, N.J.¹

(Number and average straight-time hourly earnings² of workers in selected occupations in leather tanning and finishing establishments, March 1973)

Occupation and sex	Number of workers	Average hourly earnings ²	Number of workers receiving straight-time hourly earnings of—												
			Under \$2.20	\$2.20 and under \$2.30	\$2.30	\$2.40	\$2.50	\$2.60	\$2.70	\$2.80	\$2.90	\$3.00	\$3.10	\$3.20	\$3.30	$3.40
All production workers	804	\$3.58	22	2	10	2	25	11	86	28	62	36	80	39	31
Men	709	3.62	16	2	10	2	10	11	76	25	50	36	65	38	30
Women	95	3.31	6	—	—	—	15	—	10	3	12	—	15	1	1
SELECTED OCCUPATIONS															
<i>Men:</i>															
Buffers, machine ^{3b,4}	10	4.25	—	—	—	—	—	—	—	—	1	—	—	—	—
Small automatic (all incentive workers)	6	4.50	—	—	—	—	—	—	—	—	—	—	—	—	—
Colorers, fat liquors, or off-wheel operators (all timeworkers)	22	2.90	2	—	4	—	2	2	—	—	—	—	—	9	2
Embossing- or plating-press operators	34	3.45	—	—	2	—	2	2	6	2	5	—	—	—	2
Time	19	2.79	—	—	2	—	2	2	6	2	4	—	—	—	—
Incentive	15	4.28	—	—	—	—	—	—	—	—	1	—	—	—	2
Firemen, stationary boiler (all timeworkers)	12	3.80	—	—	—	—	—	—	—	—	—	—	—	—	—
Fleshing- and unhairing-machine operators ^{3b,4}	14	4.60	—	—	—	—	—	—	—	—	—	—	—	—	—
Fleshing-machine operators ^{3b}	13	4.60	—	—	—	—	—	—	—	—	—	—	—	—	—
Haulers	23	3.83	—	—	—	—	—	—	—	—	—	—	2	1	1
Incentive	20	3.70	—	—	—	—	—	—	—	—	—	—	2	1	1
Liquor men ^{3b}	10	3.58	—	—	—	—	—	—	—	—	—	—	—	—	1
Maintenance men, general utility (all timeworkers)	45	3.62	—	—	—	—	—	—	2	2	—	2	7	—	2
Setters-out, machine ^{3b}	7	4.58	—	—	—	—	—	—	—	—	—	—	—	1	—
Shaving-machine operators (all incentive workers)	20	4.97	—	—	—	—	—	—	—	—	—	—	—	1	—
Sorters, finished leather (all timeworkers)	7	3.56	—	—	—	—	—	—	—	—	—	—	—	4	—
Splitting-machine operators	15	4.77	—	—	—	—	—	—	—	—	—	—	—	—	—
Incentive	9	5.33	—	—	—	—	—	—	—	—	—	—	—	—	—
Spray-machine operators	24	3.01	2	—	2	—	—	4	—	1	4	1	6	1	—
Time	21	2.82	2	—	2	—	—	4	—	1	4	1	6	1	—
Tackers, togglers, or pasters ⁴	38	4.48	4	—	—	—	—	—	—	—	—	—	—	1	1
Incentive	31	4.87	—	—	—	—	—	—	—	—	—	—	—	1	1
Togglers ^{3b}	16	4.14	5 ⁴	—	—	—	—	—	—	—	—	—	—	—	—
Trimmers, beam or hide house, hand ^{3a}	11	4.44	—	—	—	—	—	—	—	—	—	—	1	—	4
Truckers, power (forklift) (all timeworkers)	10	3.62	1	—	—	—	—	—	—	—	1	—	1	4	—
Vacuum-drying machine operators ^{3b}	15	4.21	—	—	—	—	—	—	—	—	—	—	4	1	—
<i>Women:</i>															
Seasoners, hand ^{3b}	21	4.72	—	—	—	—	—	—	—	—	1	—	—	—	—

See footnotes at end of table.

Number of workers receiving straight-time hourly earnings of—													Number of workers	Average hourly earnings ²	Occupation and sex
\$3.40	\$3.50	\$3.60	\$3.70	\$3.80	\$4.00	\$4.20	\$4.40	\$4.60	\$5.00	\$5.40	\$5.80	\$6.20 and over			
44	17	37	11	45	25	33	20	54	33	27	14	10	804	\$3.58	All production workers.
31	15	37	9	45	25	33	20	50	31	21	12	9	709	3.62	Men.
13	2	—	2	—	—	—	—	4	2	6	2	1	95	3.31	Women.
SELECTED OCCUPATIONS															
<i>Men:</i>															
1	1	—	—	—	2	1	—	2	2	—	—	—	10	4.25	Buffers, machine ^{3b,4} .
—	1	—	—	—	1	1	—	2	1	—	—	—	6	4.50	Small automatic (all incentive workers).
—	—	—	—	1	—	—	—	—	—	—	—	—	22	2.90	Colorers, fat liquorers, or oil-wheel operators (all timeworkers).
—	1	1	—	—	3	1	—	4	2	1	—	—	34	3.45	Embossing- or plating-press operators.
—	—	—	—	—	—	1	—	—	—	—	—	—	19	2.79	Time.
—	1	1	—	—	3	—	—	4	2	1	—	—	15	4.28	Incentive.
—	—	2	3	7	—	—	—	—	—	—	—	—	12	3.80	Fire men, stationary boiler (all timeworkers).
—	—	1	—	—	1	7	—	3	—	—	1	1	14	4.60	Fleshing- and unhairing-machine operators ^{3b,4} .
—	—	1	—	—	1	7	—	2	—	—	1	1	13	4.60	Fleshing-machine operators ^{3b} .
3	2	7	—	1	1	—	—	3	2	—	—	—	23	3.83	Haulers.
3	2	7	—	1	1	—	—	—	2	—	—	—	20	3.70	Incentive.
2	2	2	3	—	—	—	—	—	—	—	—	—	10	3.58	Liquor men ^{3b} .
3	3	5	—	8	6	2	2	1	—	—	—	—	45	3.62	Maintenance men, general utility (all timeworkers).
—	—	1	—	—	1	—	—	1	2	—	1	—	7	4.58	Setters-out, machine ^{3b} .
1	—	—	1	—	1	—	—	5	7	1	2	1	20	4.97	Shaving-machine operators (all incentive workers).
—	1	—	—	—	—	2	—	—	—	—	—	—	7	3.56	Sorters, finished leather (all timeworkers).
1	—	—	—	6	—	—	—	—	3	2	2	1	15	4.77	Splitting-machine operators.
1	—	—	—	—	—	—	—	—	3	2	2	1	9	5.33	Incentive.
—	—	—	—	1	—	1	—	1	—	—	—	—	24	3.01	Spray-machine operators.
—	—	—	—	—	—	—	—	—	—	—	—	—	21	2.82	Time.
1	—	3	1	1	—	4	5	7	2	3	2	3	38	4.48	Tackers, togglers, or pasters ⁴ .
1	—	—	1	1	—	4	5	7	2	3	2	3	31	4.87	Incentive.
—	—	—	1	—	—	1	—	6	2	2	—	—	16	4.14	Togglers ^{3b} .
1	—	—	—	—	1	—	—	2	—	—	—	—	11	4.44	Trimmers, beam or hide house, hand ^{3a} .
—	—	—	—	—	—	—	—	1	2	—	—	—	10	3.62	Truckers, power (forklift) (all timeworkers).
3	—	—	—	—	—	—	1	—	—	6	—	—	15	4.21	Vacuum-drying machine operators ^{3b} .
<i>Women:</i>															
3	2	—	2	—	—	—	—	2	2	6	2	1	21	4.72	Seasoners, hand ^{3b} .

¹ The Newark and Jersey City Standard Metropolitan Statistical Areas consist of Essex, Hudson, Morris, and Union Counties.

² Excludes premium pay for overtime and for work on weekends, holidays, and late shifts.

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

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

⁵ All workers were at \$2.10 to \$2.20.

⁶ All workers were at \$7.40 to \$7.80.

Table 17. Occupational earnings: New Hampshire

(Number and average straight-time hourly earnings¹ of workers in selected occupations in leather tanning and finishing establishments, March 1973)

Occupation and sex	Number of workers	Average hourly earnings ¹	Number of workers receiving straight-time hourly earnings of—													
			Under \$2.00	\$2.00 and under \$2.10	\$2.10	\$2.20	\$2.30	\$2.40	\$2.50	\$2.60	\$2.70	\$2.80	\$2.90	\$3.00	\$3.10	\$3.20
All production workers	888	\$3.17	8	17	7	29	8	8	29	20	43	101	55	100	56	
Men	818	3.20	8	9	7	20	7	8	23	15	39	94	48	97	50	
Women	70	2.80	—	8	—	9	1	—	6	5	4	7	7	3	6	
SELECTED OCCUPATIONS																
<i>Men</i>																
Buffers, machine ²	25	3.72	—	—	—	—	—	—	4	1	—	1	—	1	—	
Time	7	2.81	—	—	—	—	—	—	4	—	—	—	—	1	—	
Incentive	18	4.07	—	—	—	—	—	—	—	1	—	1	—	—	—	
Large automatic	19	3.65	—	—	—	—	—	—	4	—	—	1	—	1	—	
Time	7	2.81	—	—	—	—	—	—	4	—	—	—	—	1	—	
Colorers, fat liquorers, or oil-wheel operators	42	3.18	—	—	—	—	1	2	3	—	—	5	—	1	2	
Time	30	3.15	—	—	—	—	1	1	2	—	—	5	—	—	—	
Incentive	12	3.26	—	—	—	—	—	1	1	—	—	—	—	1	2	
Embossing- or plating-press operators ^{4b}	19	3.12	—	—	—	4	—	—	2	—	—	—	2	5	—	
Fleshing- and unhairing machine operators ²	19	3.75	—	—	—	—	—	1	1	—	—	—	1	—	1	
Incentive	13	3.95	—	—	—	—	—	1	1	—	—	—	1	—	1	
Fleshing-machine operators (all incentive workers)	13	3.95	—	—	—	—	—	1	1	—	—	—	1	—	1	
Haulers ^{4a}	22	3.24	—	—	—	—	—	—	1	1	2	—	—	1	—	
Janitors (all timeworkers)	11	2.68	—	1	—	—	—	—	2	—	—	8	—	—	—	
Laborers, material handling, dry work	51	2.70	—	4	1	3	1	—	—	2	18	9	11	2	—	
Time	48	2.69	—	4	1	2	1	—	—	2	18	9	11	—	—	
Laborers, material handling, wet work ^{4a}	65	2.83	2	2	—	1	1	—	—	—	—	41	10	1	3	
Maintenance men, general utility (all timeworkers)	11	3.12	—	—	—	—	—	—	—	—	—	—	1	3	5	
Measuring-machine operators ^{4b}	6	3.43	—	—	—	—	—	—	—	—	—	—	—	2	—	
Mechanics, maintenance (all timeworkers)	24	3.29	—	—	—	—	—	—	1	—	—	1	1	—	3	
Seasoners, machine	12	2.87	—	—	—	—	1	1	1	—	—	3	—	5	—	
Time	9	2.90	—	—	—	—	—	—	1	—	—	3	—	5	—	
Setters-out, machine	31	3.19	—	—	—	—	—	—	—	1	—	1	1	18	3	
Incentive	12	3.42	—	—	—	—	—	—	—	1	—	1	1	—	3	
Shaving-machine operators (all incentive workers)	17	3.47	—	—	—	—	—	1	1	—	1	—	2	2	—	
Sorters, finished leather	18	3.41	—	—	—	—	—	—	—	1	—	3	—	2	2	
Incentive	13	3.54	—	—	—	—	—	—	—	1	—	2	—	1	—	
Sorters, hide house ^{4b}	13	3.21	—	—	—	—	—	—	1	1	1	—	—	1	—	
Splitting-machine operators	16	3.58	—	—	—	—	—	—	2	—	—	1	—	—	—	
Incentive	13	3.54	—	—	—	—	—	—	2	—	—	1	—	—	—	
Spray-machine operators ^{4b}	32	2.94	—	—	—	8	1	—	—	2	3	4	—	—	1	
Stakers, automatic machine ^{4a}	23	3.34	—	—	—	—	—	—	—	—	—	1	2	9	—	
Tackers, togglers or pasters	72	3.45	—	—	—	—	—	—	2	1	—	1	4	—	5	
Incentive	50	3.56	—	—	—	—	—	—	2	1	—	1	4	—	3	
Togglers (all incentive workers)	26	3.56	—	—	—	—	—	—	1	1	—	—	—	—	—	
Pasters	46	3.39	—	—	—	—	—	—	1	—	—	1	4	—	5	
Incentive	24	3.57	—	—	—	—	—	—	1	—	—	1	4	—	3	
Trimmers, beam or hide house, hand ^{4b}	19	3.66	—	—	—	—	—	—	—	—	—	—	1	2	—	
Trimmers, dry (all incentive workers)	12	3.61	—	—	—	—	—	—	—	—	—	1	—	—	3	
Truckers, power (forklift) (all timeworkers)	19	2.98	—	1	—	—	—	—	—	—	—	9	1	2	—	
<i>Women</i>																
Measuring-machine operators ^{4b}	6	2.94	—	—	—	1	1	—	—	—	—	—	—	2	1	

See footnotes at end of table.

Number of workers receiving straight-time hourly earnings of—													Number of workers	Average hourly earnings ¹	Occupation and sex
\$3.20	\$3.30	\$3.40	\$3.50	\$3.60	\$3.70	\$3.80	\$3.90	\$4.00	\$4.20	\$4.40	\$4.60	\$4.80 and over			
98	68	29	50	33	20	24	15	27	14	12	9	8	888	\$3.17	All production workers.
95	67	26	48	31	19	22	15	27	14	12	9	8	818	3.20	Men.
3	1	3	2	2	1	2	—	—	—	—	—	—	70	2.80	Women.
SELECTED OCCUPATIONS															
<i>Men</i>															
1	2	—	3	1	—	2	—	1	—	3	—	³ 5	25	3.72	Buffers, machine ² .
1	1	—	—	—	—	—	—	—	—	—	—	—	7	2.81	Time.
—	1	—	3	1	—	2	—	1	—	3	—	—	18	4.07	Incentive.
1	2	—	1	—	—	2	—	1	—	3	—	—	19	3.65	Large automatic.
1	1	—	—	—	—	—	—	—	—	—	—	—	7	2.81	Time.
5	18	—	1	2	—	—	—	2	—	—	—	—	42	3.18	Colorers, fat liquorers, or oil-wheel operators.
4	15	—	—	2	—	—	—	—	—	—	—	—	30	3.15	Time.
1	3	—	1	—	—	—	—	2	—	—	—	—	12	3.26	Incentive.
1	—	—	—	—	1	—	1	1	—	2	—	—	19	3.12	Embossing- or plating-press operators ^{4b} .
—	7	—	—	—	—	—	—	—	2	1	5	—	19	3.75	Fleshing- and unhairing machine operators ² .
—	1	—	—	—	—	—	—	—	2	1	5	—	13	3.95	Incentive.
—	1	—	—	—	—	—	—	—	2	1	5	—	13	3.95	Fleshing-machine operators (all incentive workers).
7	—	—	10	—	—	—	—	—	—	—	—	—	22	3.24	Haulers ^{4a} .
—	—	—	—	—	—	—	—	—	—	—	—	—	11	2.68	Janitors (all timeworkers).
—	—	—	—	—	—	—	—	—	—	—	—	—	51	2.70	Laborers, material handling, dry work.
—	—	—	—	—	—	—	—	—	—	—	—	—	48	2.69	Time.
1	1	—	—	—	—	—	1	1	—	—	—	—	65	2.83	Laborers, material handling, wet work ^{4a} .
2	—	—	—	—	—	—	—	—	—	—	—	—	11	3.12	Maintenance men, general utility (all timeworkers).
1	—	—	—	—	2	1	—	—	—	—	—	—	6	3.43	Measuring-machine operators ^{4b} .
4	4	7	2	—	—	1	—	—	—	—	—	—	24	3.29	Mechanics, maintenance (all timeworkers).
—	—	—	1	—	—	—	—	—	—	—	—	—	12	2.87	Seasoners, machine.
—	—	—	—	—	—	—	—	—	—	—	—	—	9	2.90	Time.
2	—	—	1	—	1	—	1	1	—	—	—	1	31	3.19	Setters-out, machine.
2	—	—	1	—	1	—	1	1	—	—	—	1	12	3.42	Incentive.
—	—	—	1	1	2	—	3	2	—	1	—	—	17	3.47	Shaving-machine operators (all incentive workers).
2	2	1	—	1	2	—	—	—	—	—	1	1	18	3.41	Sorters, finished leather.
1	2	1	—	1	2	—	—	—	—	—	1	1	13	3.54	Incentive.
3	2	1	—	—	—	—	—	2	—	—	—	—	13	3.21	Sorters, hide house ^{4b} .
—	—	—	—	4	3	4	1	—	1	—	—	—	16	3.58	Splitting-machine operators.
—	—	—	—	4	—	4	1	—	1	—	—	—	13	3.54	Incentive.
1	2	4	2	3	—	—	1	—	—	—	—	—	32	2.94	Spray-machine operators ^{4b} .
3	1	2	—	1	—	—	—	2	1	1	—	—	23	3.34	Stakers, automatic machine ^{4a} .
27	2	2	5	6	—	3	3	6	3	2	—	—	72	3.45	Tackers, togglers, or pasters.
7	2	2	5	6	—	3	3	6	3	2	—	—	50	3.56	Incentive.
6	1	2	4	6	—	—	—	2	2	1	—	—	26	3.56	Togglers (all incentive workers).
21	1	—	1	—	—	3	3	4	1	1	—	—	46	3.38	Pasters.
1	1	—	1	—	—	3	3	4	1	1	—	—	24	3.57	Incentive.
2	2	—	2	—	—	7	1	—	—	—	2	—	19	3.66	Trimmers, beam or hide house, hand ^{4b} .
—	—	1	2	1	—	—	—	2	2	—	—	—	12	3.61	Trimmers, dry (all incentive workers).
4	—	—	2	—	—	—	—	—	—	—	—	—	19	2.98	Truckers, power (forklift) (all timeworkers).
—	—	—	—	—	—	1	—	—	—	—	—	—	6	2.94	<i>Women</i> Measuring-machine operators ^{4b} .

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

² Includes data for workers in classification in addition to those shown separately.

³ Workers were distributed as follows: 1 at \$4.80 to \$5 and 4 at \$5 to \$5.20.

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

Table 18. Occupational earnings: Pennsylvania

(Number and average straight-time hourly earnings¹ of workers in selected occupations in leather tanning and finishing establishments, March 1973)

Occupation and sex	Number of workers	Average hourly earnings ¹	Number of workers receiving straight-time hourly earnings of—													
			\$2.00 and under	\$2.10	\$2.20	\$2.30	\$2.40	\$2.50	\$2.60	\$2.70	\$2.80	\$2.90	\$3.00	\$3.10	\$3.20	\$3.30
			\$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	
All production workers	1,494	\$3.30	64	23	38	32	78	73	50	79	87	96	88	59	73	
Men	1,342	3.35	² 58	17	30	30	70	59	44	62	67	74	75	58	67	
Women	152	2.85	6	6	8	2	8	14	6	17	20	22	13	1	6	
SELECTED OCCUPATIONS																
<i>Men</i>																
Buffers, machine ³	30	3.69	—	—	—	—	—	—	—	—	2	—	—	—	6	
Incentive	22	3.88	—	—	—	—	—	—	—	—	—	—	—	—	—	
Large automatic	24	3.71	—	—	—	—	—	—	—	—	—	—	—	—	6	
Incentive	18	3.86	—	—	—	—	—	—	—	—	—	—	—	—	—	
Colorers, fat liquors, or oil-wheel operators	32	3.76	—	—	—	3	3	—	—	—	5	—	1	—	—	
Time	14	2.79	—	—	—	3	3	—	—	—	5	—	1	—	—	
Incentive	18	4.52	—	—	—	—	—	—	—	—	—	—	—	—	—	
Embossing- or plating-press operators	35	3.52	—	—	—	—	—	3	6	—	7	1	—	—	—	
Incentive	31	3.60	—	—	—	—	—	3	6	—	3	1	—	—	—	
Firemen, stationary boiler (all timeworkers)	40	2.96	—	—	—	9	—	—	—	—	—	8	10	8	—	
Fleshing- and unhairing-machine operators ³	47	3.76	—	—	—	—	—	—	—	—	—	8	—	6	4	
Incentive	33	4.07	—	—	—	—	—	—	—	—	—	—	—	—	4	
Fleshing-machine operators ^{4b}	15	4.10	—	—	—	—	—	—	—	—	—	—	—	2	—	
Unhairing-machine operators ^{4b}	12	3.36	—	—	—	—	—	—	—	—	—	—	—	4	4	
Haulers	57	3.97	—	—	—	—	—	—	—	—	6	—	5	6	2	
Time	13	2.96	—	—	—	—	—	—	—	—	6	—	5	2	—	
Laborers, material handling, dry work	29	3.00	—	—	—	—	—	2	1	9	5	2	2	2	—	
Time	13	2.75	—	—	—	—	—	2	1	7	1	2	—	—	—	
Liquor men ^{4a}	14	3.47	—	—	—	—	—	—	—	—	—	—	—	6	—	
Maintenance men, general utility (all timeworkers)	72	3.27	—	—	3	—	6	—	—	—	—	2	2	11	8	
Measuring-machine operators ⁴	8	3.05	—	—	—	—	—	—	1	1	2	—	—	—	2	
Rolling-machine operators ⁴	26	3.90	—	—	—	—	—	—	—	—	—	4	—	—	—	
Seasoners, machine (all incentive workers)	18	3.50	—	—	—	3	—	—	3	—	—	—	—	—	—	
Setters out, machine	47	3.50	—	—	—	—	—	—	3	—	4	4	4	—	—	
Incentive	35	3.68	—	—	—	—	—	—	3	—	—	—	—	—	—	
Shaving-machine operators ^{4b}	17	3.32	—	—	—	3	3	2	—	—	—	—	—	—	6	
Sorters, finished leather	25	3.82	—	—	—	—	3	—	—	—	2	—	—	—	—	
Time	11	3.70	—	—	—	—	3	—	—	—	2	—	—	—	—	
Splitting-machine operators (all incentive workers)	24	3.87	—	—	—	—	—	—	—	—	—	—	—	—	6	
Stakers, machine ^{4b}	25	3.85	—	—	—	—	—	—	—	—	—	—	—	—	10	
Tackers, togglers, or pasters: ³																
Togglers	39	4.29	—	—	—	—	—	—	—	—	—	—	2	—	4	
Incentive	35	4.41	—	—	—	—	—	—	—	—	—	—	2	—	—	
Trimmers, beam or hide house, hand	18	3.60	—	—	—	—	—	1	—	—	1	1	1	4	—	
Incentive	14	3.73	—	—	—	—	—	1	—	—	1	1	1	—	—	
Truckers, power (forklift) ^{4b}	15	3.45	—	—	—	—	1	—	—	—	—	—	3	—	2	
<i>Women</i>																
Trimmers, dry ^{4b}	28	3.07	3	—	1	2	—	—	—	1	—	6	1	—	10	

See footnotes at end of table.

Number of workers receiving straight-time hourly earnings of—													Number of workers	Average hourly earnings ¹	Occupation and sex
\$3.30	\$3.40	\$3.60	\$3.80	\$4.00	\$4.20	\$4.40	\$4.60	\$4.80	\$5.00	\$5.20	\$5.40	\$5.60 and over			
69	117	87	85	61	65	70	48	15	6	14	8	9	1,494	\$3.30	All production workers.
—	117	—	—	—	—	—	—	—	—	—	—	—	1,342	3.35	Men.
11	—	4	3	3	1	1	—	—	—	—	—	—	152	2.85	Women.
SELECTED OCCUPATIONS															
<i>Men</i>															
—	8	3	6	—	—	4	—	1	—	—	—	—	30	3.69	Buffers, machine ³ .
—	8	3	6	—	—	4	—	1	—	—	—	—	22	3.88	Incentive.
—	8	3	2	—	—	4	—	1	—	—	—	—	24	3.71	Large automatic.
—	8	3	2	—	—	4	—	1	—	—	—	—	18	3.86	Incentive.
—	2	2	—	—	6	5	1	—	2	—	2	—	32	3.76	Colorers, fat liquorers, or oil-wheel operators.
—	—	2	—	—	—	—	—	—	—	—	—	—	14	2.79	Time.
—	2	—	—	—	6	5	1	—	2	—	2	—	18	4.52	Incentive.
1	1	4	—	—	5	4	2	—	—	1	—	—	35	3.52	Embossing- or plating-press operators.
1	1	4	—	—	5	4	2	—	—	1	—	—	31	3.60	Incentive.
—	3	1	1	—	—	—	—	—	—	—	—	—	40	2.96	Firemen, stationary boiler (all timeworkers).
2	—	—	6	8	5	4	2	2	—	—	—	—	47	3.76	Fleshing- and unhairing-machine operators ³ .
2	—	—	6	8	5	4	2	2	—	—	—	—	33	4.07	Incentive.
2	—	—	4	—	5	2	2	—	—	—	—	—	15	4.10	Fleshing-machine operators ^{4b} .
2	—	—	2	—	—	—	—	—	—	—	—	—	12	3.36	Unhairing-machine operators ^{4b} .
4	2	—	4	6	2	6	—	2	4	8	—	—	57	3.97	Haulers.
—	—	—	—	—	—	—	—	—	—	—	—	—	13	2.96	Time.
—	2	4	—	—	—	—	—	—	—	—	—	—	29	3.00	Laborers, material handling, dry work.
—	—	—	—	—	—	—	—	—	—	—	—	—	13	2.75	Time.
2	2	—	—	4	—	—	—	—	—	—	—	—	14	3.47	Liquor men ^{4a} .
14	21	—	4	—	—	1	—	—	—	—	—	—	72	3.27	Maintenance men, general utility (all timeworkers).
2	—	—	—	—	—	—	—	—	—	—	—	—	8	3.05	Measuring-machine operators ⁴ .
—	—	2	10	—	6	4	—	—	—	—	—	—	26	3.90	Rolling-machine operators ⁴ .
—	6	—	—	—	—	4	2	—	—	—	—	—	18	3.50	Seasoners, machine (all incentive workers).
6	7	8	6	—	—	3	1	1	—	—	—	—	47	3.50	Setters out, machine.
—	—	—	—	—	—	—	—	—	—	—	—	—	35	3.68	Incentive.
—	—	—	—	—	—	—	—	—	—	—	1	5 ²	17	3.32	Shaving-machine operators ^{4b} .
—	4	7	—	—	3	3	2	—	—	—	—	—	25	3.82	Sorters, finished leather.
—	—	1	—	—	1	3	—	—	—	—	—	—	11	3.70	Time.
2	2	4	—	—	2	4	4	—	—	—	—	—	24	3.87	Splitting-machine operators (all incentive workers).
—	2	—	1	—	12	—	—	—	—	—	—	—	25	3.85	Stakers, machine ^{4b} .
—	1	3	—	2	1	6	19	—	—	1	—	—	39	4.29	Tackers, togglers, or pasters ³ .
—	1	3	—	2	1	6	19	—	—	1	—	—	35	4.41	Togglers.
—	—	—	6	—	—	4	—	—	—	—	—	—	18	3.60	Incentive.
—	—	—	6	—	—	4	—	—	—	—	—	—	14	3.73	Trimmers, beam or hide house, hand.
2	3	2	—	—	—	2	—	—	—	—	—	—	15	3.45	Incentive.
—	—	1	—	2	1	—	—	—	—	—	—	—	28	3.07	Truckers, power (forklift) ^{4b} .
—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	Trimmers, dry ^{4b} .

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

² Includes 3 workers at \$1.70 to \$1.80, and 3 at \$1.80 to \$1.90.

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

⁴ Insufficient data to warrant publication of separate averages by method of wage payment;

(a) predominantly timeworkers, or (b) predominantly incentive workers.

⁵ All workers were at \$5.80 to \$6.

Table 19. Occupational earnings: Philadelphia-Camden-Wilmington, Pa-N.J.-Del.¹

(Number and average straight-time hourly earnings² of workers in selected occupations in leather tanning and finishing establishments, March 1973)

Occupation and sex	Number of workers	Average hourly earnings ²	Number of workers receiving straight-time hourly earnings of—												
			\$2.20 and under	\$2.30	\$2.40	\$2.50	\$2.60	\$2.70	\$2.80	\$2.90	\$3.00	\$3.10	\$3.20	\$3.30	\$3.40
			\$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
All production workers	521	\$3.38	³ 17	2	9	40	23	40	38	38	42	17	50	26	10
Men	414	3.47	12	—	7	29	22	31	24	20	29	16	43	18	10
Women	107	3.02	5	2	2	1	1	9	14	18	13	1	7	8	—
SELECTED OCCUPATIONS															
<i>Men</i>															
Buffers, machine ^{4a}	13	3.70	—	—	—	—	—	—	2	—	—	—	6	—	—
Embossing- or plating-press operators ^{4b}	19	3.98	—	—	—	—	—	—	4	1	—	—	—	1	—
Firemen, stationary boiler (all timeworkers)	7	3.46	—	—	—	—	—	—	—	—	2	—	—	—	3
Fleshing- and unhairing-machine operators ^{4b,5}	11	3.51	—	—	—	—	—	—	—	—	—	6	—	—	—
Fleshing-machine operators ^{4b}	7	3.71	—	—	—	—	—	—	—	—	—	2	—	—	—
Shaving-machine operators ^{4b}	11	3.81	—	—	—	2	—	—	—	—	—	—	6	—	—
Stakers, machine ^{4b}	25	3.85	—	—	—	—	—	—	—	—	—	—	10	—	—
Tackers, togglers, or pasters:															
Togglers ^{4b}	31	4.27	—	—	—	—	—	—	—	—	2	—	4	—	—
<i>Women</i>															
Trimmers, dry	26	3.19	1	2	—	—	—	1	—	6	1	—	4	7	—
Incentive	20	3.28	1	2	—	—	—	1	—	—	1	—	4	7	—

See footnotes at end of table.

Number of workers receiving straight-time hourly earnings of—													Number of workers	Average hourly earnings ²	Occupation and sex	
\$3.50	\$3.60	\$3.70	\$3.80	\$3.90	\$4.00	\$4.10	\$4.20	\$4.30	\$4.40	\$4.60	\$4.80	\$5.00 and over				
12	4	17	11	11	6	5	13	18	20	28	7	17	521	\$3.38	All production workers.	
12	—	13	9	10	4	4	13	17	19	28	7	17	414	3.47	Men.	
—	4	4	2	1	2	1	—	1	1	—	—	—	107	3.02	Women.	
SELECTED OCCUPATIONS																
<i>Men</i>																
—	—	—	—	—	—	—	—	—	4	—	1	—	13	3.70	Buffers, machine ^{4a} .	
1	—	—	—	—	—	—	4	1	4	2	—	1	19	3.98	Embossing- or plating-press operators ^{4b} .	
—	—	1	—	1	—	—	—	—	—	—	—	—	7	3.46	Firemen, stationary boiler (all timeworkers).	
—	—	—	3	1	—	—	1	—	—	—	—	—	11	3.51	Fleshing- and unhairing-machine operators ^{4b,5} .	
—	—	—	3	1	—	—	1	—	—	—	—	—	7	3.71	Fleshing-machine operators ^{4b} .	
2	—	—	—	—	—	—	—	—	—	—	—	—	6 ³	11	3.81	Shaving-machine operators ^{4b} .
2	—	—	—	1	—	—	1	11	—	—	—	—	25	3.85	Stakers, machine ^{4b} .	
1	—	3	—	—	—	—	1	—	—	19	—	1	31	4.27	Tackers, togglers, or pasters: Toggles ^{4b} .	
<i>Women</i>																
—	—	1	—	—	2	—	—	1	—	—	—	—	26	3.19	Trimmers, dry.	
—	—	1	—	—	2	—	—	1	—	—	—	—	20	3.28	Incentive.	

¹ The Philadelphia-Camden-Wilmington Area consists of Philadelphia County, Pa.; Camden County, N.J.; and New Castle County, Delaware.

² Excludes premium pay for overtime and for work on weekends, holidays, and late shifts.

³ Includes 1 worker at \$2 to \$2.10, and 2 workers at \$2.10 to \$2.20.

⁴ Insufficient data to warrant publication of separate averages by method of wage payment;

(a) predominantly timeworkers, or (b) predominantly incentive workers.

⁵ Includes data for workers in classifications in addition to those shown separately.

⁶ Workers were distributed as follows: 1 at \$5.40 to \$5.60, and 2 at \$5.80 to \$6.

Table 20. Occupational earnings: Wisconsin

(Number and average straight-time hourly earnings¹ of workers in selected occupations in leather tanning and finishing establishments, March 1973)

Occupation and sex	Number of workers	Average hourly earnings ¹	Number of workers receiving straight-time hourly earnings of—												
			\$1.60 and under	\$1.90	\$2.00	\$2.10	\$2.20	\$2.30	\$2.40	\$2.50	\$2.60	\$2.70	\$2.80	\$2.90	\$3.00
			\$1.90	\$2.00	\$2.10	\$2.20	\$2.30	\$2.40	\$2.50	\$2.60	\$2.70	\$2.80	\$2.90	\$3.00	\$3.20
All production workers	2,513	\$3.63	4	16	6	31	39	29	73	54	69	88	75	76	184
Men	2,136	3.73	4	16	6	26	25	19	45	37	34	60	60	63	148
Women	377	3.11	—	—	—	5	14	10	28	17	35	28	15	13	36
SELECTED OCCUPATIONS															
<i>Men</i>															
Buffers, machine ²	74	4.12	—	—	—	—	—	—	—	—	—	—	1	5	5
Time	15	3.17	—	—	—	—	—	—	—	—	—	—	1	5	3
Incentive	59	4.36	—	—	—	—	—	—	—	—	—	—	—	—	2
Small automatic	16	4.29	—	—	—	—	—	—	—	—	—	—	1	2	—
Incentive	11	4.82	—	—	—	—	—	—	—	—	—	—	—	—	—
Large automatic	56	4.10	—	—	—	—	—	—	—	—	—	—	—	3	5
Time	8	3.15	—	—	—	—	—	—	—	—	—	—	—	3	3
Incentive	48	4.26	—	—	—	—	—	—	—	—	—	—	—	—	2
Colorers, fat liquors, or oil-wheel operators	75	3.85	—	—	—	—	—	—	—	—	—	—	—	2	10
Time	66	3.65	—	—	—	—	—	—	—	—	—	—	—	2	10
Embossing- or plating-press operators	64	3.73	—	—	—	—	—	—	6	1	—	—	—	—	—
Incentive	57	3.88	—	—	—	—	—	—	—	—	—	—	—	—	—
Firemen stationary boiler (all timeworkers)	12	3.72	—	—	—	—	—	—	—	—	—	—	—	—	3
Fleshing- and unhairing-machine operators	45	4.60	—	—	—	—	—	—	—	—	—	—	—	—	—
Time	14	3.63	—	—	—	—	—	—	—	—	—	—	—	—	—
Incentive	31	5.04	—	—	—	—	—	—	—	—	—	—	—	—	—
Fleshing-machine operators	30	4.46	—	—	—	—	—	—	—	—	—	—	—	—	—
Time	12	3.69	—	—	—	—	—	—	—	—	—	—	—	—	—
Incentive	18	4.97	—	—	—	—	—	—	—	—	—	—	—	—	—
Unhairing-machine operators	15	4.90	—	—	—	—	—	—	—	—	—	—	—	—	—
Haulers ^{3b}	39	3.58	—	—	—	—	—	—	2	—	3	10	—	—	1
Time	21	3.03	—	—	—	—	—	—	2	—	3	10	—	—	1
Incentive	18	4.21	—	—	—	—	—	—	—	—	—	—	—	—	—
Janitors (all timeworkers)	19	2.78	2	—	—	—	—	2	1	—	—	3	3	—	5
Laborers, material handling, dry work (all timeworkers)	104	3.10	—	14	—	—	—	3	7	4	—	2	3	—	—
Liquor men (all timeworkers)	7	3.75	—	—	—	—	—	—	—	—	—	—	—	—	1
Maintenance men, general utility (all timeworkers)	53	3.78	—	—	—	—	—	—	—	—	—	—	—	—	13
Measuring-machine operators	32	3.81	—	—	—	—	—	—	—	—	—	—	2	—	—
Time	12	3.41	—	—	—	—	—	—	—	—	—	—	2	—	—
Incentive	20	4.04	—	—	—	—	—	—	—	—	—	—	—	—	—
Seasoners, machine	50	4.03	—	—	—	—	—	2	—	—	—	—	—	1	—
Incentive	46	4.14	—	—	—	—	—	—	—	—	—	—	—	—	—
Setters-out, machine	67	4.11	—	—	—	—	—	—	—	1	—	5	—	—	—
Time	8	2.83	—	—	—	—	—	—	—	1	—	5	—	—	—
Incentive	59	4.28	—	—	—	—	—	—	—	—	—	—	—	—	—
Shaving-machine operators	54	4.06	—	—	—	—	—	—	—	—	—	1	—	10	1
Time	6	3.06	—	—	—	—	—	—	—	—	—	1	—	2	1
Incentive	48	4.19	—	—	—	—	—	—	—	—	—	—	—	8	—
Sorters, finished leather ^{3a}	48	4.08	—	—	—	—	—	—	—	—	—	—	2	1	4
Splitting-machine operators	44	4.19	—	—	—	—	—	—	—	—	—	—	—	—	—
Incentive	32	4.37	—	—	—	—	—	—	—	—	—	—	—	—	—
Spray-machine operators	52	3.92	—	—	—	—	—	—	—	—	3	1	4	—	—
Time	17	3.13	—	—	—	—	—	—	—	—	3	1	4	—	—
Incentive	35	4.31	—	—	—	—	—	—	—	—	—	—	—	—	—
Stakers	51	3.96	—	—	—	—	2	—	1	1	3	—	—	—	—
Time	8	2.61	—	—	—	—	2	—	1	1	3	—	—	—	—
Incentive	43	4.22	—	—	—	—	—	—	—	—	—	—	—	—	—
Semi-automatic machine (all incentive workers)	20	3.94	—	—	—	—	—	—	—	—	—	—	—	—	—
Automatic machine	31	3.98	—	—	—	—	2	—	1	1	3	—	—	—	—
Time	8	2.61	—	—	—	—	2	—	1	1	3	—	—	—	—
Incentive	23	4.46	—	—	—	—	—	—	—	—	—	—	—	—	—

See footnotes at end of table.

Number of workers receiving straight-time hourly earnings of--													Number of workers	Average hourly earnings ¹	Occupation and sex		
\$3.20	\$3.40	\$3.60	\$3.80	\$4.00	\$4.20	\$4.40	\$4.60	\$4.80	\$5.00	\$5.20	\$5.60	\$6.00					
—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—
\$3.40	\$3.60	\$3.80	\$4.00	\$4.20	\$4.40	\$4.60	\$4.80	\$5.00	\$5.20	\$5.60	\$6.00	and over					
223	310	270	209	187	127	151	105	55	43	44	31	14	2,513	\$3.63		All production workers.	
172	244	245	196	176	122	148	104	55	43	43	31	14	2,136	3.73		Men.	
51	66	25	13	11	5	3	1	—	—	1	—	—	377	3.11		Women.	
SELECTED OCCUPATIONS																	
<i>Men</i>																	
6	5	2	5	14	2	8	5	10	1	3	2	—	74	4.12		Buffers, machine ² .	
4	2	—	—	—	—	—	—	—	—	—	—	—	15	3.17		Time.	
2	3	2	5	14	2	8	5	10	1	3	2	—	59	4.36		Incentive.	
2	—	—	—	4	—	1	1	1	1	1	2	—	16	4.29		Small automatic.	
—	—	—	—	4	—	1	1	1	1	1	2	—	11	4.82		Incentive.	
2	5	2	5	10	2	7	4	9	—	2	—	—	56	4.10		Large automatic.	
—	2	—	—	—	—	—	—	—	—	—	—	—	8	3.15		Time.	
2	3	2	5	10	2	7	4	9	—	2	—	—	48	4.26		Incentive.	
10	11	18	4	—	—	13	—	2	—	1	3	1	75	3.85		Colorers, fat liquorers, or oil-wheel operators.	
10	11	17	4	—	—	12	—	—	—	—	—	—	66	3.65		Time.	
10	5	16	3	13	2	2	2	3	1	—	—	—	64	3.73		Embossing- or plating-press operators.	
10	5	16	3	13	2	2	2	3	1	—	—	—	57	3.88		Incentive.	
—	—	—	9	—	—	—	—	—	—	—	—	—	12	3.72		Firemen, stationary boiler (all timeworkers).	
5	2	6	4	1	2	3	2	2	—	8	10	—	45	4.60		Fleshing-and unhairing-machine operators.	
4	2	6	—	—	2	—	—	—	—	—	—	—	14	3.63		Time.	
1	—	—	4	1	—	3	2	2	—	8	10	—	31	5.04		Incentive.	
3	2	6	4	1	2	1	—	—	—	4	7	—	30	4.46		Fleshing-machine operators.	
2	2	6	—	—	2	—	—	—	—	—	—	—	12	3.69		Time.	
1	—	—	4	1	—	1	—	—	—	4	7	—	18	4.97		Incentive.	
2	—	—	—	—	—	2	2	2	—	4	3	—	15	4.90		Unhairing-machine operators.	
2	5	—	4	4	3	1	1	1	—	—	1	1	39	3.58		Haulers ^{3b} .	
2	—	—	—	—	3	—	—	—	—	—	—	—	21	3.03		Time.	
—	5	—	4	4	—	1	1	1	—	—	1	1	18	4.21		Incentive.	
3	—	—	—	—	—	—	—	—	—	—	—	—	19	2.78		Janitors (all timeworkers).	
27	37	5	—	—	2	—	—	—	—	—	—	—	104	3.10		Laborers, material handling, dry work (all timeworkers).	
—	—	2	4	—	—	—	—	—	—	—	—	—	7	3.75		Liquor men (all timeworkers).	
4	6	4	5	3	9	6	3	—	—	—	—	—	53	3.78		Maintenance men, general utility (all timeworkers).	
9	3	4	—	6	2	2	2	2	—	—	—	—	32	3.81		Measuring-machine operators.	
5	3	—	—	2	—	—	—	—	—	—	—	—	12	3.41		Time.	
4	—	4	—	4	2	2	2	2	—	—	—	—	20	4.04		Incentive.	
2	1	5	11	9	9	5	2	3	—	—	—	—	50	4.03		Seasoners, machine.	
2	—	5	11	9	9	5	2	3	—	—	—	—	46	4.14		Incentive.	
6	3	7	10	4	9	5	5	3	5	2	1	1	67	4.11		Setters-out, machine.	
2	—	—	—	—	—	—	—	—	—	—	—	—	8	2.83		Time.	
4	3	7	10	4	9	5	5	3	5	2	1	1	59	4.28		Incentive.	
2	2	3	3	1	14	5	2	4	4	2	—	—	54	4.06		Shaving-machine operators.	
2	—	—	—	—	—	—	—	—	—	—	—	—	6	3.06		Time.	
—	2	3	3	1	14	5	2	4	4	2	—	—	48	4.19		Incentive.	
—	2	22	3	1	1	2	—	4	—	2	1	3	48	4.08		Sorters, finished leather ^{3a} .	
5	6	4	3	6	3	7	4	—	2	2	2	—	44	4.19		Splitting-machine operators.	
—	2	4	3	6	3	7	1	—	2	2	2	—	32	4.37		Incentive.	
2	9	6	11	—	—	2	5	3	4	2	—	—	52	3.92		Spray-machine operators.	
2	7	—	—	—	—	—	—	—	—	—	—	—	17	3.13		Time.	
—	2	6	11	—	—	2	5	3	4	2	—	—	35	4.31		Incentive.	
3	8	3	1	9	7	1	3	—	7	1	1	—	51	3.96		Stakers.	
—	1	—	—	—	—	—	—	—	—	—	—	—	8	2.61		Time.	
3	7	3	1	9	7	1	3	—	7	1	1	—	43	4.22		Incentive.	
2	4	3	1	7	1	—	1	—	—	—	1	—	20	3.94		Semi-automatic machine (all incentive workers).	
1	4	—	—	2	6	1	2	—	7	1	—	—	31	3.98		Automatic machine.	
—	1	—	—	—	—	—	—	—	—	—	—	—	8	2.61		Time.	
1	3	—	—	2	6	1	2	—	7	1	—	—	23	4.46		Incentive.	

See footnotes at end of table.

Table 20. Occupational earnings: Wisconsin—Continued

(Number and average straight-time hourly earnings¹ of workers in selected occupations in leather tanning and finishing establishments, March 1973)

Occupation and sex	Number of workers	Average hourly earnings ¹	Number of workers receiving straight-time hourly earnings of—													
			\$1.80 and under	\$1.90	\$2.00	\$2.10	\$2.20	\$2.30	\$2.40	\$2.50	\$2.60	\$2.70	\$2.80	\$2.90	\$3.00	
			\$1.90	\$2.00	\$2.10	\$2.20	\$2.30	\$2.40	\$2.50	\$2.60	\$2.70	\$2.80	\$2.90	\$3.00	\$3.20	
Tackers, togglers, or pasters ²	182	4.08	—	—	—	—	—	—	—	2	3	4	—	—	2	12
Incentive	155	4.07	—	—	—	—	—	—	—	—	2	2	—	—	2	11
Togglers	46	3.67	—	—	—	—	—	—	—	—	3	2	—	—	2	7
Incentive	43	3.71	—	—	—	—	—	—	—	—	2	2	—	—	2	6
Pasters	136	4.22	—	—	—	—	—	—	—	2	—	2	—	—	—	5
Incentive	112	4.21	—	—	—	—	—	—	—	—	—	—	—	—	—	5
Trimmers, beam or hide house, hand	32	4.03	—	—	—	—	—	—	—	2	3	—	—	—	—	2
Incentive	25	4.42	—	—	—	—	—	—	—	—	—	—	—	—	—	—
Trimmers, dry	24	3.68	—	—	—	—	—	—	—	—	1	—	1	—	1	—
Incentive	17	3.89	—	—	—	—	—	—	—	—	—	—	—	—	—	—
Truckers, power (forklift) (all timeworkers)	44	3.22	—	—	—	—	—	—	—	2	2	—	3	4	9	2
Vacuum-drying machine operators (all incentive workers)	6	4.14	—	—	—	—	—	—	—	—	—	—	—	—	—	—
<i>Women</i>																
Embossing- or plating-press operators	30	3.30	—	—	—	—	—	—	—	7	—	3	—	—	—	—
Time	12	2.67	—	—	—	—	—	—	—	7	—	3	—	—	—	—
Incentive	18	3.73	—	—	—	—	—	—	—	—	—	—	—	—	—	—
Measuring-machine operators	20	3.22	—	—	—	—	—	—	4	—	1	2	—	—	—	—
Incentive	14	3.50	—	—	—	—	—	—	—	—	2	—	—	—	—	—
Sorters, finished leather	30	3.08	—	—	—	—	—	—	—	2	2	4	4	—	4	2
Time	26	3.06	—	—	—	—	—	—	—	2	—	4	4	—	4	2
Splitting-machine operators (all incentive workers)	47	3.30	—	—	—	—	—	—	—	—	—	4	—	4	4	4
Spray-machine operators ^{3a}	12	2.75	—	—	—	2	2	—	2	1	1	—	—	—	—	2
Stakers, machine ^{3,3b}	10	3.05	—	—	—	—	—	—	—	1	—	—	—	4	—	2
Automatic machine ^{3b}	8	3.10	—	—	—	—	—	—	—	1	—	—	—	2	—	2
Trimmers, dry	21	2.85	—	—	—	—	4	2	1	2	2	2	—	—	—	1
Time	13	2.45	—	—	—	—	4	2	1	2	2	2	—	—	—	—

See footnotes at end of table.

Number of workers receiving straight-time hourly earnings of—													Number of workers	Average hourly earnings ¹	Occupation and sex
\$3.20	\$3.40	\$3.60	\$3.80	\$4.00	\$4.20	\$4.40	\$4.60	\$4.80	\$5.00	\$5.20	\$5.60	\$6.00 and over			
5	13	16	26	11	8	36	29	3	5	7	—	—	182	4.08	Tackers, togglers, or pasters ² .
4	13	16	26	11	8	36	9	3	5	7	—	—	155	4.07	Incentive.
5	8	—	7	3	—	1	1	3	4	—	—	—	46	3.67	Togglers.
4	8	—	7	3	—	1	1	3	4	—	—	—	43	3.71	Incentive.
—	5	16	19	8	8	35	28	—	1	7	—	—	136	4.22	Pasters.
—	5	16	19	8	8	35	8	—	1	7	—	—	112	4.21	Incentive.
—	3	—	—	8	5	1	3	—	—	5	—	—	32	4.03	Trimmers, beam or hide house, hand.
—	3	—	—	8	5	1	3	—	—	5	—	—	25	4.42	Incentive.
3	2	5	6	2	1	—	2	—	—	—	—	—	24	3.69	Trimmers, dry.
2	2	2	6	2	1	—	2	—	—	—	—	—	17	3.89	Incentive.
2	9	11	—	—	—	—	—	—	—	—	—	—	44	3.22	Truckers, power (forklift) (all timeworkers).
—	2	—	—	—	2	1	1	—	—	—	—	—	6	4.14	Vacuum-drying machine operators (all incentive workers).
<i>Women</i>															
8	3	2	—	3	1	3	—	—	—	—	—	—	30	3.30	Embossing- or plating-press operators.
—	2	—	—	—	—	—	—	—	—	—	—	—	12	2.67	Time.
8	1	2	—	3	1	3	—	—	—	—	—	—	18	3.73	Incentive.
1	3	9	—	—	—	—	—	—	—	—	—	—	20	3.22	Measuring-machine operators.
—	3	9	—	—	—	—	—	—	—	—	—	—	14	3.50	Incentive.
3	4	3	2	—	—	—	—	—	—	—	—	—	30	3.08	Sorters, finished leather.
3	4	3	—	—	—	—	—	—	—	—	—	—	26	3.06	Time.
2	28	—	1	—	—	—	—	—	—	—	—	—	47	3.30	Splitting-machine operators (all incentive workers).
—	—	—	1	1	—	—	—	—	—	—	—	—	12	2.75	Spray-machine operators ^{3a} .
1	2	—	—	—	—	—	—	—	—	—	—	—	10	3.05	Stakers, machine ^{3b} .
1	2	—	—	—	—	—	—	—	—	—	—	—	8	3.10	Automatic machine ^{3b} .
1	5	1	—	—	—	—	—	—	—	—	—	—	21	2.85	Trimmers, dry.
—	—	—	—	—	—	—	—	—	—	—	—	—	13	2.45	Time.

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

² Includes data for workers in classification in addition to those shown separately.

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

Table 21. Method of wage payment

(Percent of production workers in leather tanning and finishing establishments by method of wage payment, United States, selected regions, States, and areas, March 1973)

Method of wage payment ¹	United States ²	Regions					States					Areas			
		New England	Middle Atlantic	Border States	South-east	Great Lakes	Illinois	Maine	New Hampshire	Pennsylvania	Wisconsin	Boston	Fulton County (N.Y.)	Newark And Jersey City	Philadelphia-Camden-Wilmington
All workers	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100
Time-rated workers	55	54	49	48	65	54	56	47	53	35	53	50	50	67	49
Formal plans	45	33	38	40	62	52	56	24	47	25	50	43	35	63	26
Single rate	30	21	27	40	61	31	56	20	46	21	28	19	35	47	14
Range of rates	15	11	11	—	1	21	—	5	(³)	4	22	25	—	16	13
Individual rates	10	21	11	7	3	2	—	23	7	10	3	7	15	4	23
Incentive workers	44	45	49	52	35	45	42	53	47	64	47	46	50	33	49
Individual piecework	28	25	28	30	26	34	30	29	24	37	32	25	19	27	27
Group piecework	7	7	12	3	1	6	12	12	7	9	6	4	31	3	23
Individual bonus	7	13	8	7	6	4	—	12	16	19	7	17	—	3	—
Group bonus	1	—	—	13	1	1	—	—	—	—	2	—	—	—	—
Stint work	1	1	2	—	—	1	3	—	—	(³)	—	4	(³)	—	1

¹ See appendix A for definitions of method of wage payment.

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

³ Less than 0.5 percent.

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

Table 22. Scheduled weekly hours

(Percent of production workers in leather tanning and finishing establishments by scheduled weekly hours,¹ United States, selected regions, States, and areas, March 1973)

Weekly hours ¹	United States ²	Regions					States					Areas			
		New England	Middle Atlantic	Border States	South-east	Great Lakes	Illinois	Maine	New Hampshire	Pennsylvania	Wisconsin	Boston	Fulton County (N.Y.)	Newark And Jersey City	Philadelphia-Camden-Wilmington
All workers	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100
35 hours	1	—	—	20	—	—	—	—	—	—	—	—	—	—	—
36 hours	1	—	—	—	—	—	—	—	—	—	—	—	—	—	—
40 hours	88	89	96	53	92	89	100	83	82	100	78	100	100	100	100
41 hours	1	—	—	—	—	—	—	—	—	—	—	—	—	—	—
42 hours	3	—	—	—	—	9	—	—	—	—	18	—	—	—	—
42½ hours	1	5	—	—	—	—	—	17	—	—	—	—	—	—	—
44 hours	(³)	—	—	7	—	—	—	—	—	—	—	—	—	—	—
45 hours	3	3	4	—	8	2	—	—	18	—	4	—	—	—	—
48 hours	1	—	—	20	—	—	—	—	—	—	—	—	—	—	—
50 hours	1	2	—	—	—	—	—	—	—	—	—	—	—	—	—

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 23. Shift differential provisions

(Percent of production workers by shift differential provisions¹ in leather tanning and finishing establishments, United States, selected regions, States, and areas, March 1973)

Shift differential	United States ²	Regions					States					Areas			
		New England	Middle Atlantic	Border States	South-east	Great Lakes	Illinois	Maine	New Hampshire	Pennsylvania	Wisconsin	Boston	Fulton County (N.Y.)	Newark And Jersey City	Philadelphia-Camden-Wilmington
SECOND SHIFT															
Workers in establishments having provision for second shifts	80.0	93.9	62.3	72.9	43.9	93.8	100.0	97.4	94.6	84.7	93.7	96.1	3.9	88.2	67.8
With shift differential	71.1	74.7	55.5	72.9	43.9	90.9	100.0	69.5	94.6	69.8	88.2	81.7	—	88.2	25.7
Uniform cents per hour	68.7	69.9	51.0	72.9	43.9	90.9	100.0	69.5	94.6	62.7	88.2	81.7	—	79.2	5.6
5 cents	19.8	37.4	9.3	17.1	25.6	15.1	33.2	22.1	60.2	—	12.9	56.2	—	45.8	5.6
6 cents	5.2	10.6	9.3	—	—	—	—	34.3	—	24.4	—	—	—	—	—
7 cents	.7	—	—	—	—	2.3	—	—	—	—	4.4	—	—	—	—
7½ cents	.5	1.9	—	—	—	—	—	—	10.4	—	—	—	—	—	—
8 cents	3.6	6.9	—	—	10.2	3.6	—	13.1	7.7	—	7.0	—	—	—	—
10 cents	30.5	8.8	21.4	48.7	8.1	59.3	66.8	—	—	38.3	43.7	25.5	—	33.4	—
Over 10 and under	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—
12 cents	1.4	—	6.1	—	—	—	—	—	—	—	—	—	—	—	—
12 cents	1.9	3.0	—	—	—	—	—	—	16.3	—	—	—	—	—	—
12½ cents	.3	1.2	—	—	—	—	—	—	—	—	—	—	—	—	—
14 cents	3.0	—	—	—	—	10.6	—	—	—	—	20.2	—	—	—	—
20 cents	1.6	—	4.9	7.2	—	—	—	—	—	—	—	—	—	—	—
Uniform percentage	2.5	4.9	4.5	—	—	—	—	—	—	7.1	—	—	—	9.0	20.0
5 percent	1.4	2.6	2.7	—	—	—	—	—	—	7.1	—	—	—	—	—
10 percent	.6	2.2	—	—	—	—	—	—	—	—	—	—	—	—	—
15 percent	.4	—	1.8	—	—	—	—	—	—	—	—	—	—	9.0	—
With no shift differential	8.9	19.2	6.7	—	—	2.9	—	27.9	—	14.9	5.5	14.4	3.9	—	42.1
THIRD OR OTHER LATE SHIFT															
Workers in establishments having provisions for third or other late shift	64.1	75.0	40.5	50.2	35.8	88.1	92.9	90.4	83.3	62.7	88.2	79.7	—	51.3	—
With shift differential	59.3	60.6	40.5	39.2	35.8	88.1	92.9	69.5	83.3	62.7	88.2	56.8	—	51.3	—
Uniform cents per hour	58.6	58.0	40.5	39.2	35.8	88.1	92.9	69.5	83.3	62.7	88.2	56.8	—	51.3	—
5 cents	.5	1.7	—	—	—	—	—	5.6	—	—	—	—	—	—	—
6 cents	.9	—	—	14.3	—	—	—	—	—	—	—	—	—	—	—
7 cents	2.0	—	—	—	—	7.0	33.2	—	—	—	—	—	—	—	—
7½ cents	3.1	10.8	—	—	—	—	—	—	—	—	—	31.3	—	—	—
8 cents	7.7	14.0	9.3	—	25.6	—	—	34.3	18.2	24.4	—	—	—	—	—
10 cents	16.6	12.2	23.9	9.8	—	18.3	10.2	16.5	38.4	38.3	12.9	—	—	45.8	—
Over 10 and under	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—
12 cents	1.4	—	6.1	—	—	—	—	—	—	—	—	—	—	—	—
11 cents	.5	1.9	—	—	—	—	—	—	10.4	—	—	—	—	—	—
12 cents	3.3	4.0	—	—	—	7.6	—	13.1	—	—	14.5	—	—	—	—
13 cents	2.5	—	—	—	10.2	6.5	—	—	—	—	—	—	—	—	—
14 cents	.7	—	—	—	—	2.3	—	—	—	—	4.4	—	—	—	—
15 cents	13.4	10.2	1.1	—	—	35.8	49.6	—	—	—	36.2	25.5	—	5.5	—
16 cents	.5	—	—	7.9	—	—	—	—	—	—	—	—	—	—	—
18 cents	.9	3.0	—	—	—	—	—	—	16.3	—	—	—	—	—	—
20 cents	1.5	—	—	7.2	—	—	—	—	—	—	—	—	—	—	—
21 cents	3.0	—	—	—	—	10.6	—	—	—	—	20.2	—	—	—	—
Uniform percentage	.8	2.6	—	—	—	—	—	—	—	—	—	—	—	—	—
10 percent	.8	2.6	—	—	—	—	—	—	—	—	—	—	—	—	—
With no shift differential	4.8	14.4	—	11.0	—	—	—	20.9	—	—	—	22.9	—	—	—

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

³ Less than 0.05 percent.

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

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

Table 24. Shift differential practices

(Percent of production workers employed on late shifts in leather tanning and finishing establishments by amount of pay differential, United States, selected regions, States, and areas, March 1973)

Shift differential	United States ²	Regions					States					Areas			
		New England	Middle Atlantic	Border States	South-east	Great Lakes	Illinois	Maine	New Hampshire	Pennsylvania	Wisconsin	Boston	Fulton County (N.Y.)	Newark And Jersey City	Philadelphia-Camden-Wilmington
SECOND SHIFT															
Workers employed on second shift	12.5	15.9	4.5	2.7	9.5	19.9	11.9	27.0	19.0	7.1	22.1	9.6	0.3	5.4	2.8
Receiving shift differential	11.5	13.5	4.3	2.7	9.5	19.3	11.9	22.3	19.0	6.7	20.9	8.3	—	5.4	1.7
Uniform cents per hour	11.4	13.4	4.0	2.7	9.5	19.3	11.9	22.3	19.0	6.1	20.9	8.3	—	5.4	—
5 cents	3.0	6.2	1.1	.2	6.1	2.0	3.9	7.8	12.0	—	2.3	4.5	—	5.4	—
6 cents	1.4	3.5	1.5	—	—	—	—	11.4	—	4.0	—	—	—	—	—
7 cents and under 10 cents	1.0	1.3	—	—	3.1	1.7	—	3.1	1.8	—	3.2	—	—	—	—
10 cents	4.9	1.3	.8	1.9	.3	13.9	8.0	—	—	2.1	12.2	3.8	—	—	—
Over 10 cents	1.2	1.1	.6	.6	—	1.7	—	—	5.2	—	3.3	—	—	—	—
Uniform percentage	.1	.1	.2	—	—	—	—	—	—	.6	—	—	—	—	1.7
5 percent	.1	.1	.2	—	—	—	—	—	—	.6	—	—	—	—	1.7
Receiving no shift differential	1.0	2.3	.2	—	—	.6	—	4.7	—	.4	1.2	1.3	.3	—	1.1
THIRD OR OTHER LATE SHIFT															
Workers employed on third or other late shift	3.9	5.6	1.1	.6	3.6	5.8	2.0	10.9	6.5	0.3	5.5	3.0	—	3.1	—
Receiving shift differential	3.6	4.8	1.1	.6	3.6	5.8	2.0	8.8	6.5	.3	5.5	2.5	—	3.1	—
Uniform cents per hour	3.6	4.8	1.1	.6	3.6	5.8	2.0	8.8	6.5	.3	5.5	2.5	—	3.1	—
5 cents and under 8 cents	.2	.5	—	.2	—	.2	1.2	.7	—	—	—	.8	—	—	—
8 cents	.8	2.4	—	—	1.5	—	—	5.7	3.4	—	—	—	—	—	—
10 cents	.9	.6	.7	.2	—	2.0	—	1.0	1.8	.3	—	—	—	3.1	—
Over 10 and under 15 cents	.5	.4	.4	—	2.0	.7	—	1.4	—	—	1.4	—	—	—	—
15 cents	.8	.6	—	—	—	2.2	.8	—	—	—	2.9	1.7	—	—	—
Over 15 cents	.4	.3	—	.2	—	.6	—	—	1.4	—	1.2	—	—	—	—
Receiving no shift differential	.2	.8	—	—	—	—	—	2.1	—	—	—	.5	—	—	—

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

² Less than 0.05 percent.

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

Table 25. Paid holidays

(Percent of production workers in leather tanning and finishing establishments having formal provisions for paid holidays, United States, selected regions, States, and areas, March 1973)

Number of paid holidays	United States ²	Regions					States					Areas			
		New England	Middle Atlantic	Border States	South-east	Great Lakes	Illinois	Maine	New Hampshire	Pennsylvania	Wisconsin	Boston	Fulton County (N.Y.)	Newark And Jersey City	Philadelphia-Camden-Wilmington
All workers	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
5 days	2	2	—	7	3	—	—	8	—	—	4	—	—	—	—
6 days	7	12	—	—	35	4	—	21	—	—	6	—	—	—	—
6 days plus 2 half days	1	—	—	—	—	3	—	—	—	—	6	—	—	—	—
7 days	8	7	3	40	8	5	—	3	24	2	9	—	6	4	6
7 days plus 2 half days	10	11	9	—	—	16	—	34	—	24	—	—	—	—	—
8 days	17	7	24	14	10	16	—	21	—	—	12	—	90	—	—
8 days plus 2 half days	3	—	1	10	—	9	—	—	—	—	18	—	—	4	—
9 days	7	6	9	10	—	9	26	—	11	—	8	—	4	9	6
9 days plus 1 half day	2	—	—	—	—	5	—	—	—	—	9	—	—	—	—
9 days plus 2 half days	3	—	12	—	—	1	7	—	—	—	—	—	—	59	—
10 days	19	6	29	19	44	25	34	—	—	51	34	7	—	25	26
11 days	15	38	11	—	—	7	33	13	24	15	—	86	—	—	42
12 days	4	10	3	—	—	—	—	—	41	7	—	7	—	—	20

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 26. Paid vacations

(Percent of production workers in leather tanning and finishing establishments having formal provisions for paid vacations after selected periods of service, United States, selected region, States, and areas, March 1973)

Vacation policy	United States ¹	Regions					States					Areas			
		New England	Middle Atlantic	Border States	South-east	Great Lakes	Illinois	Maine	New Hampshire	Pennsylvania	Wisconsin	Boston	Fulton County (N.Y.)	Newark And Jersey City	Philadelphia-Camden-Wilmington
All workers	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100
METHOD OF PAYMENT															
Workers in establishments providing paid vacations ²	99	100	100	100	97	100	100	100	100	100	100	100	100	100	100
Length-of-time payments	76	82	89	100	54	72	100	45	100	100	65	100	100	100	100
Percentage payment	22	12	31	—	43	28	—	34	—	—	35	—	100	—	—
Flat-sum payment	2	6	—	—	—	—	—	21	—	—	—	—	—	—	—
Workers in establishments providing no paid vacations	(³)	—	—	—	3	—	—	—	—	—	—	—	—	—	—
AMOUNT OF VACATION PAY²															
After 1 year of service:															
Under 1 week	(³)	1	—	—	—	—	—	—	—	—	—	—	—	—	—
1 week	96	99	94	100	97	93	67	100	100	100	100	100	—	96	100
2 weeks	2	—	1	—	—	7	33	—	—	—	—	—	—	4	—
Over 2 and under 3 weeks	1	—	5	—	—	—	—	—	—	—	—	—	—	—	—
After 2 years of service:															
Under 1 week	(³)	1	—	—	—	—	—	—	—	—	—	—	—	—	—
1 week	83	99	80	100	88	72	67	100	100	93	82	100	100	59	80
Over 1 and under 2 weeks	7	—	14	—	—	9	—	—	—	7	—	—	—	37	20
2 weeks	6	—	1	—	9	10	33	—	—	—	—	—	—	4	—
Over 2 and under 3 weeks	4	—	5	—	—	9	—	—	—	—	18	—	—	—	—
After 3 years of service:															
Under 1 week	(³)	1	—	—	—	—	—	—	—	—	—	—	—	—	—
1 week	35	33	55	37	53	22	—	53	30	51	28	—	100	13	74
Over 1 and under 2 weeks	12	11	10	—	—	22	—	34	—	7	25	—	—	15	20
2 weeks	49	55	31	63	44	46	100	13	70	42	30	100	—	72	6
Over 2 and under 3 weeks	4	—	5	—	—	9	—	—	—	—	18	—	—	—	—
After 5 years of service:															
1 week	4	11	—	7	—	—	—	2	18	—	—	—	—	—	—
Over 1 and under 2 weeks	1	—	3	—	—	—	—	—	—	7	—	—	—	—	20
2 weeks	85	82	81	93	97	91	100	98	82	93	82	89	100	41	80
Over 2 and under 3 weeks	8	—	17	—	—	9	—	—	—	—	18	—	—	59	—
3 weeks	2	7	—	—	—	—	—	—	—	—	—	11	—	—	—
After 10 years of service:															
1 week	1	2	—	—	—	—	—	2	—	—	—	—	—	—	—
2 weeks	39	40	58	70	35	18	—	80	24	66	8	—	100	10	69
Over 2 and under 3 weeks	5	—	8	—	—	11	—	—	—	—	20	—	—	13	—
3 weeks	50	55	35	30	62	62	100	18	76	34	54	89	—	77	31
Over 3 and under 4 weeks	3	—	—	—	—	9	—	—	—	—	18	—	—	—	—
4 weeks	2	4	—	—	—	—	—	—	—	—	—	11	—	—	—
After 12 years of service:															
1 week	1	2	—	—	—	—	—	2	—	—	—	—	—	—	—
2 weeks	26	23	38	38	35	15	—	46	24	17	3	—	100	4	49
Over 2 and under 3 weeks	6	—	11	—	—	11	—	—	—	7	20	—	—	19	20
3 weeks	62	71	51	62	62	65	100	52	76	76	60	89	—	77	31
Over 3 and under 4 weeks	3	—	—	—	—	9	—	—	—	—	18	—	—	—	—
4 weeks	2	4	—	—	—	—	—	—	—	—	—	11	—	—	—
After 15 years of service:															
Under 2 weeks	1	2	—	—	—	—	—	2	—	—	—	—	—	—	—
2 weeks	15	12	31	7	35	1	—	27	5	—	3	—	100	4	—
Over 2 and under 3 weeks	1	—	5	—	—	—	—	—	—	—	—	—	—	—	—
3 weeks	53	61	50	82	18	46	16	58	48	100	31	63	—	29	94
Over 3 and under 4 weeks	4	—	—	—	—	14	—	—	—	—	27	—	—	—	—
4 weeks	20	25	13	11	44	22	84	13	47	—	8	37	—	67	6
Over 4 and under 5 weeks	6	—	—	—	—	16	—	—	—	—	31	—	—	—	—
After 20 years of service:															
Under 2 weeks	1	2	—	—	—	—	—	2	—	—	—	—	—	—	—
2 weeks	14	12	31	—	35	1	—	27	5	—	3	—	100	4	—
Over 2 and under 3 weeks	1	—	5	—	—	—	—	—	—	—	—	—	—	—	—
3 weeks	24	30	16	37	18	21	16	53	18	34	9	—	—	15	26
Over 3 and under 4 weeks	4	—	—	—	—	14	—	—	—	—	27	—	—	—	—
4 weeks	47	56	39	63	44	47	84	18	76	66	29	100	—	36	74
Over 4 and under 5 weeks	4	—	9	—	—	7	—	—	—	—	14	—	—	46	—
5 weeks	1	—	—	—	—	—	—	—	—	—	—	—	—	—	—
Over 5 and under 6 weeks	3	—	—	—	—	9	—	—	—	—	18	—	—	—	—
After 25 years of service:															
Under 2 weeks	1	2	—	—	—	—	—	2	—	—	—	—	—	—	—
2 weeks	14	12	31	—	35	1	—	27	5	—	3	—	100	4	—
Over 2 and under 3 weeks	1	—	5	—	—	—	—	—	—	—	—	—	—	—	—
3 weeks	18	30	16	17	8	8	—	53	18	34	9	—	—	15	26
Over 3 and under 4 weeks	3	—	—	—	—	11	—	—	—	—	20	—	—	—	—
4 weeks	51	53	34	83	54	61	100	18	58	66	32	100	—	15	74
Over 4 and under 5 weeks	5	—	12	—	—	7	—	—	—	—	14	—	—	59	—
5 weeks	3	3	2	—	—	3	—	—	18	—	5	—	—	8	—
Over 5 and under 6 weeks	3	—	—	—	—	9	—	—	—	—	18	—	—	—	—
After 30 years of service: ⁴															
Under 2 weeks	1	2	—	—	—	—	—	2	—	—	—	—	—	—	—
2 weeks	14	12	31	—	35	1	—	27	5	—	3	—	100	4	—
Over 2 and under 3 weeks	1	—	5	—	—	—	—	—	—	—	—	—	—	—	—
3 weeks	18	30	16	7	8	8	—	53	18	34	9	—	—	15	26
Over 3 and under 4 weeks	3	—	—	—	—	11	—	—	—	—	20	—	—	—	—
4 weeks	41	38	20	59	36	61	100	5	42	28	32	78	—	15	74
Over 4 and under 5 weeks	2	—	—	—	—	7	—	—	—	—	14	—	—	—	—
5 weeks	17	18	28	33	18	3	—	13	34	38	5	22	—	67	—
Over 5 and under 6 weeks	3	—	—	—	—	9	—	—	—	—	18	—	—	—	—

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

² 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.

³ Less than 0.5 percent.

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

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

Table 27. Health, insurance, and retirement plans

(Percent of production workers in leather tanning and finishing establishments having specified health, insurance, and retirement plans, United States, selected regions, States, and areas, March 1973)

Type of benefit and financing ¹	United States ²	Regions					States					Areas			
		New England	Middle Atlantic	Border States	South-east	Great Lakes	Illinois	Maine	New Hampshire	Pennsylvania	Wisconsin	Boston	Fulton County (N.Y.)	Newark And Jersey City	Philadelphia-Camden-Wilmington
All workers	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100
Workers in establishments providing:															
Life insurance	96	91	100	100	82	100	100	98	100	100	100	100	100	100	100
Noncontributory plans	80	68	99	92	53	79	100	68	78	100	60	78	100	96	100
Accidental death and dismemberment insurance	75	78	78	89	79	60	100	79	84	61	46	94	100	66	52
Noncontributory plans	67	64	77	89	49	55	100	63	78	61	37	72	100	62	52
Sickness and accident insurance or sick leave or both ³	80	80	78	93	73	88	100	71	100	100	97	100	100	64	100
Sickness and accident insurance	73	65	78	85	64	88	100	58	84	100	97	78	100	64	100
Noncontributory plans	61	59	74	85	35	66	100	42	78	100	55	78	100	45	100
Sick leave (full pay, no waiting period)	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—
Sick leave (partial pay or waiting period)	11	15	—	8	34	7	—	13	16	—	14	22	—	—	—
Hospitalization insurance	97	94	100	100	100	97	100	98	100	100	100	100	100	100	100
Noncontributory plans	84	80	100	73	90	73	100	81	83	100	55	100	100	100	100
Surgical insurance	97	94	99	100	100	97	100	98	100	100	100	100	100	96	100
Noncontributory plans	83	80	99	73	90	73	100	81	83	100	55	100	100	96	100
Medical insurance	94	94	99	100	78	92	100	98	100	100	90	100	100	96	100
Noncontributory plans	82	80	99	73	67	73	100	81	83	100	55	100	100	96	100
Major medical insurance	77	94	53	42	54	87	100	98	100	59	83	100	100	—	26
Noncontributory plans	64	80	53	15	44	66	100	81	83	59	43	100	100	—	26
Retirement plans	73	80	76	82	54	69	100	73	87	53	46	93	89	83	48
Pensions	71	80	76	82	54	65	80	73	87	53	46	93	89	83	48
Noncontributory plans	67	71	70	82	54	65	80	68	87	38	46	93	89	83	6
Severance pay	4	—	—	—	—	14	20	—	—	—	—	—	—	—	—
No plans	(⁵)	1	—	—	—	—	—	2	—	—	—	—	—	—	—

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

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

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

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

⁵ Less than 0.5 percent.

Appendix A. Scope and Method of Survey

Scope of survey

The survey included establishments engaged primarily in tanning, currying, and finishing hides and skins into leather (SIC 3111, except leather converters, as defined in the 1967 *Standard Industrial Classification Manual* prepared by the U.S. Office of Management and Budget). Separate auxiliary units, such as central offices, were excluded.

Establishments studied were selected from those employing 20 workers or more at the time of reference of the data used in compiling the universe lists. Table A-1 shows the number of establishments and workers estimated to be within scope of the survey, as well as the number actually studied by the Bureau.

Products

Classification of establishments by major product was based on the principal type of leather manufactured. For example, if 40 percent of the total value of an establishment's product was side leather, 30 percent was sole leather, and 30 percent was splits, workers in that establishment were considered as producing side leather.

Method of study

Data were obtained by personal visits of the Bureau's field staff to a representative sample of establishments within scope of the survey. 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 an 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 is defined for this study as a single physical location where industrial operations are per-

formed. An establishment is not necessarily identical with the company, which may consist of one establishment or more. In this bulletin, the terms "plant" and "establishment" have been used interchangeably.

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 precise measures of employment.

Production workers

The terms "production workers" and "production and related workers," used interchangeably in this bulletin, include working foremen and all nonsupervisory workers engaged in nonoffice activities. Administrative, executive, professional, office, and technical

Table A-1. Estimated number of establishments and workers within scope of survey and number studied, leather tanning and finishing, March 1973

Region, ¹ State, and area ²	Number of establishments ³		Workers in establishments –		
	Within scope of study	Actually studied	Total ⁴	Production workers	Actually studied
United States ⁵	212	123	20,284	16,677	15,277
New England ⁶	67	38	5,725	4,770	4,467
New Hampshire	13	7	1,073	888	849
Maine	9	8	1,735	1,471	1,717
Boston, Mass	31	17	1,948	1,648	1,468
Middle Atlantic ⁶	63	33	4,816	3,941	3,002
Fulton County, N.Y.	25	13	1,210	1,052	733
Newark and Jersey City, N.J.	14	9	1,051	804	859
Pennsylvania	15	8	1,822	1,494	1,022
Philadelphia-Camden, Wilmington, Pa.-N.J.-Del. ⁷ ..	7	5	628	521	516
Border States	9	9	1,248	1,007	1,248
Southeast	11	8	1,144	977	1,108
Great Lakes ⁶	41	24	5,950	4,810	4,491
Illinois	9	7	1,249	1,013	979
Wisconsin	20	12	3,145	2,513	2,363

¹The 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, Georgia, Mississippi, North Carolina, South Carolina, and Tennessee; and *Great Lakes* – Illinois, Indiana, Michigan, Minnesota, Ohio, and Wisconsin.

²See individual area tables for definitions of areas.

³Includes only establishments having 20 workers or more at the time of reference of the universe data.

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

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

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

⁷Data for Wilmington, Del. are not included in the data for Pennsylvania or for the Middle Atlantic region, but are included in data for the Border States region.

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 criteria for selection of the occupations were: the number of workers in the occupation; the usefulness of the data in collective bargaining; and appropriate representation of the entire job scale in the industry. Working supervisors, apprentices, learners, beginners, trainees, and handicapped, part-time, temporary, and probationary workers were not reported in the data for selected occupations, but were included in the data for all production workers.

Wage data

Information on wages relates to straight-time hourly earnings, excluding premium pay for overtime and for work on weekends, holidays, and late shifts. Incentive payments, such as those resulting from piecework or production bonus systems, and cost-of-living bonuses were included as part of the workers' regular pay. 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 received more than this rate and one-half received less. The middle range is defined by two rates of pay such that one-fourth of the employees earned less than the lower of these rates and one-fourth earned more than the higher rate.

Size of community

Tabulations by size of community pertain to metropolitan and nonmetropolitan areas. The term "metropolitan area," as used in this bulletin, refers to the Standard Metropolitan Statistical Areas as defined by the U.S. Office of Management and Budget through November 1971.

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

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. An experienced worker may occasionally be paid above or below the single rate for special reasons, but such payments are exceptions. Range-of-rate plans are those in which the minimum, maximum, or both of these rates paid experienced workers for the same job are specified. Specific rates for individual workers within the range may be determined by merit, length of service, or a combination of these. 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 for production in excess of a quota or for completion of a task in less than standard time.

Stint workers are those who receive a fixed daily wage for a predetermined amount of work regardless of the amount of time required to complete the task. For purposes of this study, these workers were considered timeworkers.

Scheduled weekly hours

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

Shift provisions and practices

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

Supplementary wage provisions

Supplementary benefits in an establishment were considered applicable to all production workers if they applied to half or more of such workers in the establishment. 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, and excludes 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, 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 the employer pays all or a part of the cost, excluding only programs required by law such as workmen's compensation and social security.

Among plans included are those underwritten by a commercial insurance company and those paid directly by the employer from his current operating funds or from a fund set aside for this purpose.

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

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

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

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

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

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

Appendix B. Occupational Descriptions

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

Buffer, machine

(Buffing-wheel operator)

Reduces thickness of hides or skins, smooths or polishes them, removes grain, or produces a suede or other finish by means of a revolving abrasive wheel or roll rotating against the hide or skin. The material being buffed is controlled either by hand pressure, foot treadle, or adjustable set screws which govern finished thickness of hide or skin. The work of the operator usually includes the replacing of wornout abrasive.

For wage study purposes, buffers are classified as follows:

Buffer, machine, buzzle (8 inches to 12 inches wide)

Buffer, machine, small automatic (24 inches to 40 inches wide)

Buffer, machine, large automatic (40 inches and over)

Buffer, machine, other

Colorer, fat liquorer, or oil-wheel operator

Loads leather, coloring liquor, fat liquor, or oil into drums or wheels, operates equipment for specified length of time, and removes treated leather.

Embossing- or plating-press operator

(Embossing; finished-leather presser; printer; smooth plater)

Presses designs on the surface of leather on a press equipped with an embossing plate, or finishes the surface of leather on a press equipped with a smooth plate. The work of the operator involves: Selecting and bolting plate to head of press; setting pressure of machine and regulating temperature of plate, according to grade of leather to be handled; and starting machine and feeding leather through press.

Fireman, stationary boiler¹

Fires stationary boilers to furnish the establishment in which employed with heat, power, or steam. Feeds fuels to fire by hand or operates a mechanical stoker, gas, or oil burner; and checks water and safety valves. May clean, oil, or assist in repairing boilerroom equipment.

Fleshing- and unhairing-machine operator

(Beamster, machine)

Removes flesh and foreign matter from hides or skins

¹ The U.S. Bureau of the Census has introduced new job titles in its Occupational Classification System to eliminate those that denote sex stereotypes. For purposes of this bulletin, however, such titles have been retained where they refer specifically to contractual definitions used at the time of the survey. Where titles are used in the generic sense, and not to describe a contract term, they have been changed to eliminate the sex stereotype.

by use of a machine equipped with two rollers, one roller being used for carrying the hide against another roller equipped with spirally placed knife blades and/or removes hair from hides, using a machine equipped with a spirally bladed roller, spirally bladed knife, or a scraper blade.

For wage survey purposes, workers are to be classified according to whether they specialize in either fleshing or unhairing or perform both operations, as follows:

Fleshing-machine operator

Unhairing-machine operator

Combination fleshing- and unhairing-machine operator

Glazing-machine operator

Puts a gloss on leather by means of a glazing machine. Positions leather on bed of machine, and a mechanical rocker arm draws rounded piece of glass, agate or steel over its surface. May prepare and brush a mixture of oils on some types of leather before glazing.

Graining-machine operator

Softens and brings out natural grain of hides by use of a machine equipped with a plate and cork surfaced moving arms which rub and smooth hides. The work of the operator involves: Starting machine; hanging hide over plate; pressing treadle, which brings arms against hide; pulling hide along so that whole surface is grained; and folding and placing hide on table. May touch up hide by hand.

Hauler

Loads and unloads hides or skins into vats, tanks, or revolving drums filled with liming, deliming, tanning, or oiling solutions and located in the beam house or tan house.

Janitor

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

showers, and restrooms. Workers who specialize in window washing are excluded.

Laborer, material handling

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

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

For wage study purposes, workers are classified as follows:

Laborer, material handling, dry work

Laborer, material handling, wet work

Liquor man

(Leach-house man; leach-vat operator; liquor maker; liquor mixer)

Prepares tanning liquor, pumps it into tanning vats or drums and tests it frequently to keep it up to the proper strength, adding fresh liquor as necessary.

Measuring-machine operator

Measures the area of hides or skins by machine. On a "semi-automatic" machine, work involves *most of the following*: Starting machine and feeding hide between rolls which carry it under a series of measuring wheels set on a shaft and connected with a recording dial; recording number of square feet in hide as indicated on dial; setting dial back to zero after measurement has been recorded; and removing and folding hide. May mark number of square feet on back of hide or on outside wrapping of bundle.

"Automatic" measuring machine (Metroplan) records the size of the hide after it is inserted into the machine, totals the footage on an adding machine, and imprints the size on the hide. These machines require a feeder and take-off man; both are classified in this occupation.

Maintenance man, general utility

Keeps the machines, mechanical equipment and/or structures of an establishment (usually a small plant where specialization of maintenance work is impractical) in repair. Duties involve the performance of operations and 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, alining and balancing new equipment; and repairing buildings, floors, stairs, as well as making and repairing bins, cribs, and partitions.

Mechanic, maintenance

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

Rolling-machine operator

Smooths and toughens leather by rolling it under pressure. Places the hide or skin on the table of a rolling machine and presses a treadle to bring the hide up against a rotating roller which moves back and forth over the hide, the hide being shifted around until the whole surface is rolled. Workers on rolling-jacks similar to those used in glazing are excluded from this classification.

Seasoner, hand

(Surfacer)

Applies seasoning compounds and mixtures to leather

by hand. Dips a brush, swab, or other implement into seasoning mixture, coats leather evenly, and hangs it up to dry. May use portable hand spray gun to apply seasoning compounds and mixtures.

Seasoner, machine

(Spray seasoning-machine operator; oiling-machine operator)

Feeds stock under a revolving brush or a spray which applies oil or seasoning to leather. May coat the grain side of tanned hides with oil to soften them or with seasoning compounds and mixtures to produce a finish. *Exclude* workers who operate spray machines that apply only pigment or lacquer to leather (see spray-machine operator) and workers who apply seasoning with a portable hand spray gun (see seasoner, hand).

Setter-out, machine

(Putter-out, machine; setter, machine)

Removes excess moisture, smooths out wrinkles, and compresses the grain of hides, skins, or leather by means of any of the various types of setting machines.

Shaving-machine operator

Shaves wet or dry hides to obtain uniform thickness in a machine that is equipped with spirally placed knives. Operator or automatic controls on machine determine thickness of hide.

Sorter, finished leather

Sorts finished leather in accordance with finish, grade, shade, and weight. May use hand gage to determine thickness.

Sorter, hide house

Sorts and grades hides or skins in the hide house in accordance with size, weight, and thickness. May, in addition, count hides or skins and make up packs for the beam house.

Splitting-machine operator

Splits hides into two or more layers by placing edge of hide against a flexible band knife revolving horizon-

tally between two pulleys. May also maintain or make necessary adjustments to the machine.

Spray-machine operator

Tends a machine that sprays solution, such as pigment or laquer, onto leather pieces to finish leather. Work involves: Placing leather pieces on a conveyor that carries pieces under spray to coat leather with finishing solution; turning valves to regulate pressure of compressed air in spray tanks and flow of solution through spray nozzles; and pushing buttons to control movement of conveyor and moving lever to start and stop rotation of sprayer. *Excludes* workers tending machines which apply seasoning compounds to leather (see seasoner, machine).

Staker, machine

Operates any of the various types of staking machines to make leather soft and pliable by flexing (staking).

For wage study purposes, workers are classified as follows:

Semiautomatic machine – On a Slocum or Baker “belly” type machine, the operator regulates the entry of the hide into the machine by applying pressure with his body.

Automatic machine – On a Molissa type staking machine, operator places the hide on a feeder belt of the machine which automatically stakes the hide and stacks it after processing.

Tacker, toggler and paster

(Hide stretcher; nailer; stretcher, hand)

Stretches wet hides or skins and fastens them to boards, frames, or wall with tacks, toggler clamps, or

paste to dry them and make them smooth. May, in addition, remove hides or skins when drying is completed.

For wage study purposes, workers are classified as follows:

Tacker

Toggler

Paster

Trimmer, beam or hide house, hand

Cuts off ragged edges and unusable parts from hides or skins, using a hand knife. May work as part of a crew that feed and take off hides from a machine which cuts the hides down the middle.

Trimmer, dry

(Block trimmer)

Cuts off ragged or rough edges from leather using a hand knife or scissors.

Truckers, power

(Forklift)

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

Vacuum-drying-machine operator

Operates vacuum-drying machine to stretch and dry wet hides. Work involves most of the following: Placing hide on a plate; removing wrinkles with a hand “slicker;” lowering cover of machine to vacuum dry hide; and starting, stopping, and adjusting machine controls.

Industry Wage Studies

The most recent reports for industries included in the Bureau's program of industry wage surveys are listed below. Bulletins for which a price is indicated 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 sales offices shown on the inside back cover. Prices of Government publications are subject to change without notice.

I. Occupational Wage Studies

Manufacturing

	Price
Basic Iron and Steel, 1967. BLS Bulletin 1602	1
Candy and Other Confectionery Products, 1970. BLS Bulletin 1732	\$.075
Cigar Manufacturing, 1972. BLS Bulletin 1796 . . . . .	.65
Cigarette Manufacturing, 1971. BLS Bulletin 1748 . . . . .	.60
Fabricated Structural Steel, 1969. BLS Bulletin 1695 . . . . .	.90
Fertilizer Manufacturing, 1971. BLS Bulletin 1763 . . . . .	.75
Flour and Other Grain Mill Products, 1972. BLS Bulletin 1803 . . . . .	.55
Fluid Milk Industry, 1964. BLS Bulletin 1464	1
Footwear, 1971. BLS Bulletin 1792	1.25
Hosiery, 1970. BLS Bulletin 1743	1.25
Industrial Chemicals, 1971. BLS Bulletin 1768 . . . . .	.90
Iron and Steel Foundries, 1967. BLS Bulletin 1626	1
Leather Tanning and Finishing, 1968. BLS Bulletin 1618 . . . . .	.95
Machinery Manufacturing, 1970-71. BLS Bulletin 1754	1
Meat Products, 1969. BLS Bulletin 1677	1.50
Men's and Boys' Separate Trousers, 1971. BLS Bulletin 1752	1.00
Men's and Boys' Shirts (Except Work Shirts) and Nightwear, 1971. BLS Bulletin 1794	1.15
Men's and Boys' Suits and Coats, 1970. BLS Bulletin 1716	1.30
Miscellaneous Plastics Products, 1969. BLS Bulletin 1690	1.00
Motor Vehicles and Parts, 1969. BLS Bulletin 1679	1.25
Nonferrous Foundries, 1970. BLS Bulletin 1726 . . . . .	.90
Paints and Varnishes, 1970. BLS Bulletin 1739	1.00
Paperboard Containers and Boxes, 1970. BLS Bulletin 1719	1.80
Petroleum Refining, 1971. BLS Bulletin 1741 . . . . .	.85
Pressed or Blown Glass and Glassware, 1970. BLS Bulletin 1713 . . . . .	.85
Pulp, Paper, and Paperboard Mills, 1967. BLS Bulletin 1608	1
Southern Sawmills and Planing Mills, 1969. BLS Bulletin 1694 . . . . .	.90
Structural Clay Products, 1969. BLS Bulletin 1697	1.05

I. Occupational Wage Studies—Continued

Manufacturing—Continued

Synthetic Fibers, 1970. BLS Bulletin 1740	\$0.70
Textile Dyeing and Finishing, 1970. BLS Bulletin 1757	1.15
Textiles, 1971. BLS Bulletin 1801	1.55
West Coast Sawmilling, 1969. BLS Bulletin 1704 . . . . .	.75
Women's and Misses' Coats and Suits, 1970. BLS Bulletin 1728 . . . . .	.65
Women's and Misses' Dresses, 1971. BLS Bulletin 1783	¹
Wood Household Furniture, Except Upholstered, 1971. BLS Bulletin 1793 . . . . .	.90
Work Clothing 1968. BLS Bulletin 1624	¹

Nonmanufacturing

Auto Dealer Repair Shops, 1969. BLS Bulletin 1689 . . . . .	.85
Banking, 1969. BLS Bulletin 1703	1.05
Bituminous Coal Mining, 1967. BLS Bulletin 1583	1.25
Communications, 1972. BLS Bulletin 1828 . . . . .	.55
Contract Cleaning Services, 1971. BLS Bulletin 1778 . . . . .	.85
Crude Petroleum and Natural Gas Production, 1972. BLS Bulletin 1797 . . . . .	.55
Educational Institutions: Nonteaching Employees, 1968-69. BLS Bulletin 1671 . . . . .	.85
Electric and Gas Utilities, 1967. BLS Bulletin 1614	1.15
Hospitals, 1972. BLS Bulletin 1829	1.30
Laundry and Cleaning Services, 1968. BLS Bulletin 1645	¹
Life Insurance, 1971. BLS Bulletin 1791 . . . . .	.85
Metal Mining, 1972. BLS Bulletin 1820 . . . . .	.70
Motion Picture Theaters, 1966. BLS Bulletin 1542	¹
Nursing Homes and Related Facilities, 1967-68. BLS Bulletin 1638	1.20
Scheduled Airlines, 1970. BLS Bulletin 1734 . . . . .	.75
Wages and Tips in Restaurants and Hotels, 1970. BLS Bulletin 1712 . . . . .	.95

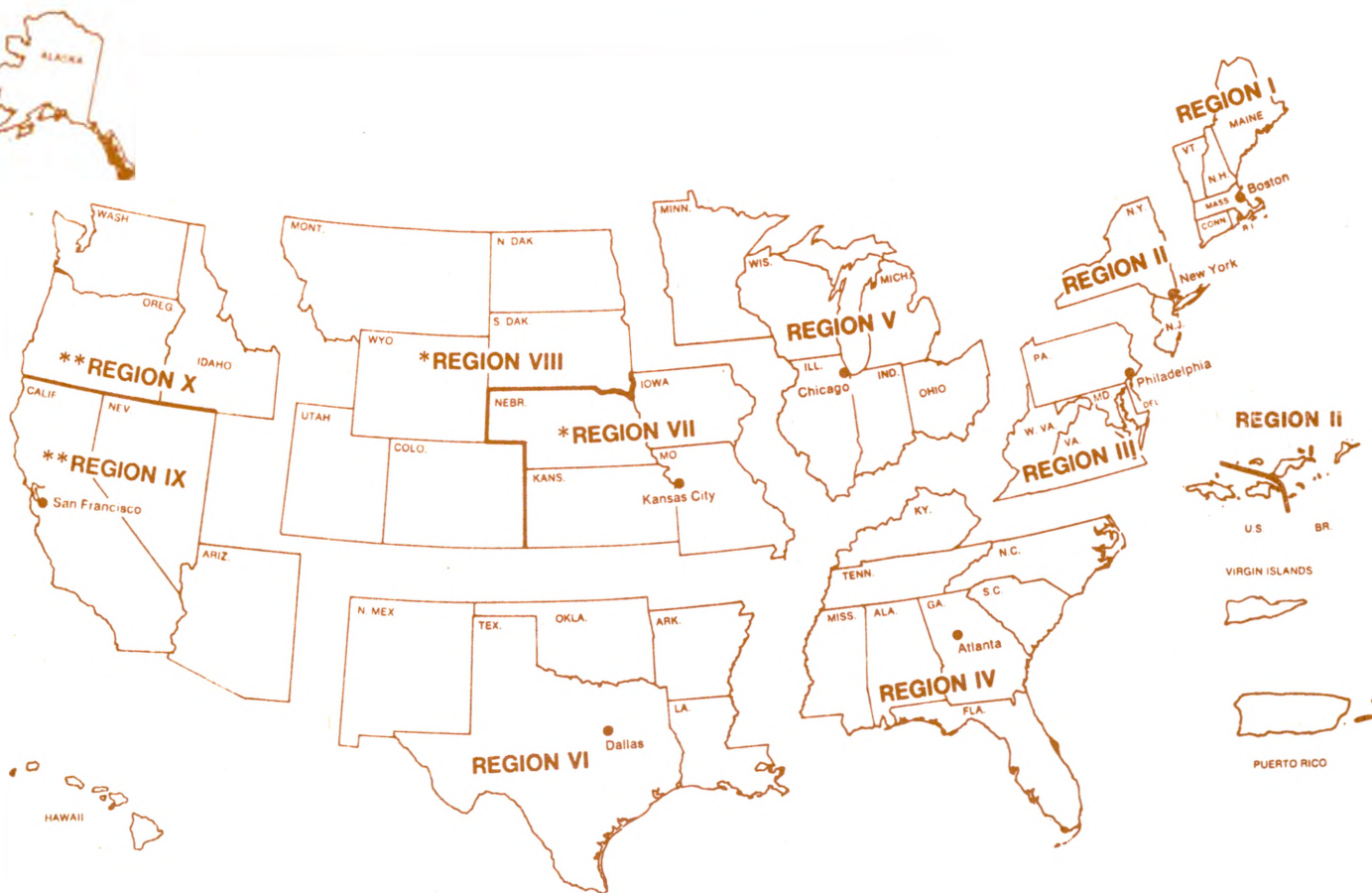
II. Other Industry Wage Studies

Employee Earnings and Hours in Nonmetropolitan Areas of the South and North Central Regions, 1965. BLS Bulletin 1552	¹
Employee Earnings and Hours in Eight Metropolitan Areas of the South, 1965. BLS Bulletin 1533	¹
Employee Earnings and Hours in Retail Trade, June 1966—	
Retail Trade (Overall Summary). BLS Bulletin 1584	¹
Building Materials, Hardware, and Farm Equipment Dealers. BLS Bulletin 1584-1 . . . . .	.85
General Merchandise Stores. BLS Bulletin 1584-2	¹
Food Stores. BLS Bulletin 1584-3	¹
Automotive Dealers and Gasoline Service Stations. BLS Bulletin 1584-4	¹
Apparel and Accessory Stores. BLS Bulletin 1584-5	¹
Furniture, Home Furnishings, and Household Appliance Stores. BLS Bulletin 1584-6	¹
Miscellaneous Retail Stores. BLS Bulletin 1584-7	1.05

¹ Bulletin out of stock; copies are generally available for reference purposes at leading public, college, or university libraries, or in the Bureau's regional offices.

BUREAU OF LABOR STATISTICS

REGIONAL OFFICES



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Atlanta, Ga. 30309
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Phone: 749-3516 (Area Code 214)

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* Regions VII and VIII are serviced by Kansas City
** Regions IX and X are serviced by San Francisco