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Industry Wa Pulp, Paper, and Paperboard Mills November 1972

U. S. Department of Labor
Bureau of Labor Statistics
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Industry Wage Survey: Pulp, Paper, and Paperboard Mills November 1972

U.S. Department of Labor
John T. Dunlop, Secretary
Bureau of Labor Statistics
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Preface

This bulletin summarizes the results of a Bureau of Labor Statistics survey of wages and related benefits in pulp, paper, and paperboard mills in November 1972.

Summary tabulations, providing national and regional information, were issued in March 1974.

This study was conducted in the Bureau's Office of Wages and Industrial Relations. Philip M. Doyle of the Division of Occupational Wage Structures prepared the analysis in this bulletin. Associate Assistant Regional Directors for Operations directed field work for the survey.

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

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Pulp, Paper, and Paperboard Mills

Summary

Straight-time earnings of 157,878 production and related workers in pulp, paper, and paperboard mills averaged \$4.13 an hour in November 1972.¹ Earnings of about 90 percent of these workers were within a range of \$3 to \$5.50 an hour; the middle half earned from \$3.61 to \$4.56.

Among the six regions studied separately, average earnings ranged from \$3.72 an hour in New England to \$4.81 in the Pacific States.² Earnings in the Southeast, the largest region with 28 percent of the industry's work force, averaged \$4.27 an hour. Earnings levels also varied by size of community, size of establishment, and occupation within each region.

Workers in paper mills, about two-thirds of those covered by the study, averaged \$4.09 an hour; this compared with \$4.14 in paperboard mills, where nearly three-tenths of the workers were employed, and \$4.53 in separate pulp mills. A portion of these differences result from disparities in the regional mix of workers in the employment totals for each type of mill.

Of the jobs selected to represent the industry's wage structure, worker skills, and manufacturing operations, average wage rates ranged from \$3.50 an hour for janitors to \$5.30 for general mechanics.³ Averages for machine room (papermaking) occupations ranged from \$3.75 an hour for fifth hands to \$4.95 for paper machine tenders. Occupational averages also varied by region, type of mill, type of pulp making process or grade of paper or paperboard produced and, in the machine room, by width and speed of machine.

Paid holidays and paid vacations after qualifying

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

Data for an estimated 27,734 workers employed in converted paper products departments of mills covered by the study are excluded from the regular earnings tabulations and are presented separately in table 6. The inclusion of these workers would reduce the nationwide average cited above by an estimated 5 cents an hour.

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

³ See appendix B for job descriptions.

periods of service, as well as various types of health, insurance, and retirement benefit plans, were provided to virtually all of the workers. A majority of the workers were in mills providing 9 paid holidays plus 2 half days annually and as many as 6 weeks of vacation after 30 years of service.

Industry characteristics

In November 1972, the 505 mills within scope of the survey employed 185,612 production workers including 27,734 in converted paper products departments of paper and paperboard mills. Nationwide, employment in pulp, paper, and paperboard mills was down about 6 percent since a similar survey in October 1967, but the proportions in each type of mill remained relatively constant.⁴ Paper mills employed almost 70 percent of the production workers in November 1972 and another 25 percent worked in paperboard mills. Separate pulp mills, which were usually owned by paper or paperboard companies, employed about 5 percent of the work force. Integrated paper and paperboard mills, those that manufacture at least part of their own pulp requirements in pulpmaking departments of the mill, employed about three-fifths of the survey workers.

Processes and products. The most commonly used pulp-making process was the sulphate process. This method was predominant where about two-thirds of the 127,000 workers in pulp mills and integrated paper and paperboard mills were employed. Slightly over one-seventh of this total group was in mills primarily using the sulphite process and another one-tenth were in mills manufacturing groundwood pulp.

Mills which employed almost seven-eighths of the 180,000 workers in all paper and paperboard mills used wood pulp as the primary raw material, but an additional one-eighth of the workers were in mills which principally used waste paper or reclaimed fibers. Materials such as straw pulp and rags were used in paper or

⁴ See *Industry Wage Survey: Pulp, Paper, and Paperboard Mills*, October 1967 Bulletin 1608 (Bureau of Labor Statistics 1968).

paperboard production by mills employing most of the remainder.

Fine grades of paper, which include writing and book papers, were the predominant output of establishments employing about three-eighths of the paper and paperboard mill employment. Mills whose predominant production was coarse (kraft) paper, sanitary tissue stock, container board, or box board each accounted for about one-eighth of the paper and paperboard work force. The remaining one-eighth were in mills mostly engaged in the production of newsprint, special industrial paper, and special paperboard.

Pulp making is the process of separating cellulose fibers from wood by chemical or mechanical means. The selection of the pulp making process is based primarily on the type of wood available and the grade of paper to be produced.

Pulp is produced mechanically in the groundwood process by pressing logs against a grindstone. The same process carried out in a steam heated chamber produces defibrated pulp, used principally in the manufacture of hardboards and insulating board.

The more common chemical processes – sulphate, sulphite, and soda – require logs cut into chips, which are sometimes purchased from separate firms. These chips are “cooked” in a digester – a vat several stories high – to remove impurities from the wood through the combined action of chemicals, steam, and pressure. Sulphite pulp is made primarily from soft wood such as spruce and hemlock, but soda pulp is made principally from hardwoods. Sulphate pulp, also known as kraft, is made from a variety of woods to produce papers in which strength is of prime importance. After mixing with water, the pulp is further refined and may be bleached before use.

Pulp solution (mostly water) is turned into paper by machines that are among the largest in American industry. Two types of paper making machines in general use today are the cylinder machine for building and container board and the more common Fourdrinier machine in which the pulp solution is poured onto a vibrating and moving screen. As the water drains, pulp fibers adhere to one another forming a sheet of paper. The newly formed paper is pressed to squeeze out more water and then is passed through a dryer.

The paper may be further treated to achieve specified characteristics. By passing it through a series of rolls (calendering), a glossy finish is imparted; by coating with a thin sheet of fluid material, the moisture resistance and printing quality of the final product are improved. The paper or paperboard may be shipped to other plants for fabrication, or made into boxes, bags, etc., by converting departments of the mill. About one-half of the paper

mills and over one-third of the paperboard mills studied had onsite converting departments.

Productivity. Output per production worker man-hour increased about 32 percent between 1967 and 1972.⁵ The rise was accompanied by a 24-percent increase in industry output and a 5-percent decline in both production worker man-hours and employment. Among factors contributing to this advance in productivity were the introduction of more efficient pulp and papermaking equipment and improved material handling systems.

Location. The Southeast, with nearly three-tenths of the industries' work force, and the Great Lakes States, with slightly less than one-fourth, were the regions having the largest number of employees. The New England and Middle Atlantic regions each employed one-seventh and the Southwest and Pacific States each employed about one-tenth. Although paper mill employment was widely distributed over the six regions studied separately, workers in pulp and paperboard mills tended to be heavily concentrated in only a few regions.

Slightly over one-half of the pulp mill workers were found in the Southeast and an additional one-third were in the Pacific States. No other region had as many as one-tenth. Employment in paperboard mills was centered in the Southeast (nearly one-half of the total), with one-sixth in the Great Lakes States and most of the remainder (about one-tenth each) in the Pacific, Southwest, and Middle Atlantic regions.

Within regions, the distribution of workers among the three types of mills varied substantially. Paper mills, for example, employed the largest proportion of the work force in each of the regions, ranging from slightly less than one-half in the Southeast to nine-tenths in New England. Paperboard mills, on the other hand, employed less than one-tenth of the workers in New England and somewhat more than two-fifths of the work force in the Southeast. Employment in separate pulp mills was relatively significant in only two regions, making up slightly over one-sixth of the workers in the Pacific States and almost one-tenth in the Southeast.

Slightly over two-fifths of the workers in paper mills were in metropolitan areas as were slightly less than one-half in paperboard mills, and just under one-tenth in pulp mills.⁶ These proportions, however, varied substantially at the regional level. (See text table 1.) For example, the proportion of paperboard mill workers in metropolitan areas ranged from slightly more than

⁵*Indexes of Output Per Man-Hour, Selected Industries* Bulletin 1827, p. 46 (Bureau of Labor Statistics, 1974).

⁶Standard Metropolitan Statistical Areas as defined by the U.S. Office of Management and Budget through November 1971.

Text table 1. Production workers in metropolitan areas,¹ by type of mill (in percent)

Region	All mills	Pulp mills	Paper mills	Paperboard mills
United States ²	42	9	44	48
New England	41	—	40	71
Middle Atlantic	70	(³)	66	78
Southeast	36	1	41	39
Southwest	33	—	36	17
Great Lakes	39	—	35	60
Pacific	49	17	60	66

¹ Standard Metropolitan Statistical Areas as defined by the U.S. Office of Management and Budget through November 1971.

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

³ No workers were reported in separate pulp mills.

NOTE: Dashes indicate data that do not meet publication criteria.

one-sixth in the Southwest to nearly four-fifths in the Middle Atlantic.

Establishment size. Nearly seven-eighths of the workers were in mills employing at least 250 workers; slightly over two-fifths were in mills that had 1,000 workers or more. Paper mills, as the following tabulation illustrates, were generally the largest of the three types of mills studied.

	Percent of production workers in—			
	All mills	Pulp mills	Paper mills	Paperboard mills
Total	100	100	100	100
50 to 249 workers	15	9	10	25
250 to 999 workers	44	70	41	47
1,000 workers or more	41	21	49	28

Regionally, mills tended to be largest in the Southeast and Southwest and smallest in the Middle Atlantic States. Variations, however, were observed among the individual types of mills. Mills employing over seven-tenths of the pulp and paper mill workers in the Pacific region had fewer than 1,000 employees, but mills with almost one-half of the paperboard workers had at least 1,000 workers.

Unionization. More than nine-tenths of the workers covered by the study were in mills operating under labor-management agreements—compared with three-fifths in all manufacturing industries combined.⁷ The major union in all regions, except the Pacific States, was the United Paperworkers International Union (AFL-CIO), which resulted from a 1972 merger between the United Papermakers and Paperworkers and the International Brotherhood of Pulp, Sulphite, and Paper Mill Workers. In the Pacific States, most mills had agreements with the Association of Western Pulp and Paperworkers (Independent). Virtually all workers in the Southeast,

⁷ See *Employee Compensation in the Private Nonfarm Economy*, 1970 Bulletin 1770 (Bureau of Labor Statistics, 1973).

Great Lakes, and Pacific regions were in mills that had collective bargaining agreements, as were four-fifths of the workers in New England and at least nine-tenths of those in the Middle Atlantic and Southwest States.

Sex. Men made up 98 percent of the production workers in pulp, paper, and paperboard mills, exclusive of their converted paper products departments. With few exceptions (e.g., pulp and paper testers, janitors, and most finishing jobs), all workers in the occupations studied separately were men. In converted paper products departments, men made up slightly over four-fifths of the 27,734 production workers.

Method of wage payment. Nearly all of the workers in the survey were paid time rates, usually under formal plans providing single rates for individual occupations (See table 24). A number of collective bargaining agreements in the paper industries provide for periodic adjustment of wage rates for specified machine room jobs based on the average speed or output of paper-making machines during a previous time period. Width of machine and type of process, or grade of product, were also important determinants of wage rates in pulp, paper, and paperboard mills. Only 3 percent of the work force was paid on an incentive basis.

Average hourly earnings

Straight-time earnings of production and related workers averaged \$4.13 an hour in November 1972.⁸ (See table 1.) Workers in paper and paperboard mills averaged \$4.09 and \$4.14 an hour, respectively, or about 10 percent less than the \$4.53 in separate pulp mills.⁹

⁸ Excludes workers in converted paper products departments.

⁹ Straight-time hourly earnings in this bulletin 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. They differ from gross average hourly earnings in the Bureau's monthly series (\$4.51 in pulp and paper mills and \$4.59 in paperboard mills in November 1972) in which the sum of the man-hour totals reported by establishments in the industry was divided into the reported payroll totals.

The estimate 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 the monthly series (218,800) in November 1972 because (1) establishments employing fewer than 50 workers are excluded and (2) lists of establishments must be assembled considerably in advance of data collection to make the survey. Thus, omitted are new establishments and establishments originally classified in the pulp, paper, and paperboard mills industries but found in other industries at the time of the survey and pulp, paper, and paperboard mills classified incorrectly in other industries at the time the lists were compiled.

This difference resulted largely from the heavy concentration of separate pulp mill employment (87 percent) in the relatively high-paying Southeast and Pacific regions, where averages of the three mill groups were much closer than their nationwide averages.

Nationally, average earnings in each type of mill increased about 40 percent since October 1967, when a similar survey was conducted.¹⁰ This increase was more than the 35-percent rise recorded for all nondurable goods manufacturing industries during the same period.¹¹ Much of the increase in the paper industries can be attributed to general wage changes negotiated under collective bargaining agreements, which applied to more than 90 percent of the workers at the time of the 1972 survey.

Men in divisions other than the industries' converted paper products departments averaged \$4.14 an hour, compared with \$3.51 an hour for the 3,015 women. Regionally, the average wage advantage for men ranged from 33 cents an hour in the Middle Atlantic States to 70 cents in the Southeast and Pacific regions. In the Great Lakes, where nearly 40 percent of the women were employed, the pay advantage for men averaged 55 cents per hour. Differences in overall average pay levels for men and women in the papermaking industries were due largely to the uneven distribution of the sexes among jobs having disparate pay levels. Also, differences in the level of earnings between men and women in the same job and region may result from several factors, including distribution of the sexes among establishments with disparate pay levels or minor differences in duties.

Regionally, average earnings of all production workers ranged from \$3.72 an hour in New England to \$4.81 in the Pacific States. Workers in the Southeast, the largest region in terms of employment, averaged \$4.27. Regional variations in all worker averages reflect, in part, differences in the distribution of employment by type of mill, size of mill, and size of community. Nationwide, average hourly earnings were highest in mills employing 250 to 999 workers (\$4.22) and lowest in those with less than 250 workers (\$3.67). Workers in mills with at least 1,000 employees averaged \$4.20. On a regional basis, however, these wage relationships were inconsistent. In the Pacific States, for example, earnings of all three size classes were closely grouped, averaging from \$4.80 to \$4.82 an hour; in the Middle Atlantic, on the other hand, the highest average — \$3.96 — in mills with 1,000 workers or more exceeded the lowest — \$3.47 — in mills with fewer than 250 workers by 14 percent.

¹⁰IWS: Paper, 1968. BLS Bulletin 1608.

¹¹Based on data from the Bureau's Employment and Earnings series.

Workers in nonmetropolitan areas averaged \$4.19 an hour, compared with \$4.04 for those in metropolitan areas. A similar relationship was found in four of the six regions studied separately. In the Middle Atlantic and Southwest regions, however, workers in metropolitan areas averaged more than those in smaller communities, by 17 cents and 3 cents an hour, respectively. These relationships are influenced somewhat by the mixture of mills found in the two community size categories. In the Southeast, for example, the higher paying pulp mills employed 14 percent of the workers in nonmetropolitan areas, but less than 1 percent in metropolitan areas; in the Southwest, on the other hand, pulp mills had some influence only in the larger communities.

Individual earnings of nine-tenths of the workers were within a range of \$3 to \$5.50 an hour; the middle half earned \$3.61 to \$4.56. (See table 2.) As the following tabulation illustrates, however, earnings distributions varied by type of mill. For example, nearly one-third of the pulp mill workers earned at least \$5 an hour, compared with about one-eighth of the paper mill employees and one-fifth of the paperboard workers. Regionally, earnings distributions also varied by type of mill. (See tables 3, 4, and 5.)

Average hourly earnings	Percent of production workers earning specified amounts of pay in—			
	All mills	Pulp mills	Paper mills	Paperboard mills
Total	100.0	100.0	100.0	100.0
Under \$3	2.8	0.6	2.1	4.9
\$3 and under \$3.50	15.2	4.5	15.8	15.9
\$3.50 and under \$4	33.6	23.1	35.9	29.9
\$4 and under \$4.50	21.8	27.2	21.9	20.3
\$4.50 and under \$5	10.9	14.4	11.2	9.7
\$5 and under \$5.50	9.5	18.0	8.2	11.2
\$5.50 and under \$6	4.6	9.3	3.7	6.2
\$6 and over	1.6	2.9	1.2	1.9

The 27,734 workers in converted paper products departments averaged \$3.81 an hour. (See table 6.) Men, four-fifths of these workers, averaged \$3.90 an hour, compared with \$3.45 for women. Regionally, wage levels in converting departments were highest in the Pacific, \$4.26, and lowest in New England, \$3.52. Workers in the Great Lakes region, one-third of the total employment, averaged \$3.80 an hour.

Occupational earnings

The occupations selected to represent the wage structure, skills, and manufacturing operations of the paper industries employed about one-half of the work force in November 1972. (See table 7.) Among these jobs, nationwide averages ranged from \$3.50 an hour for janitors to \$5.30 for general mechanics.

Text table 2. Average straight-time hourly earnings¹ of production workers in selected occupations in pulp, paper, and paperboard mills. United States and selected regions, November 1972

Department and occupation	Average hourly earnings ¹			Department and occupation	Average hourly earnings ¹		
	United States ²	Southeast	Great Lakes		United States ²	Southeast	Great Lakes
Pulpmaking:				Machine room—Continued			
Bleacher men ³	\$4.85	\$5.28	\$4.19	Back tenders—Continued			
Sulphate process	5.11	5.33	4.43	Sanitary tissue	\$4.60	\$3.77	\$4.73
Sulphite process	4.74	—	4.32	Coarse (kraft)	5.01	5.32	4.24
Pulp testers ³	3.92	3.95	3.92	Special industrial	3.99	3.94	—
Sulphate process	3.96	3.96	4.01	Container board	4.79	5.27	4.23
Sulphite process	4.05	3.93	3.97	Boxboard	4.17	4.59	3.93
Stock preparation:				Finishing, roll:			
Beater men ³	3.78	4.11	3.79	Rewinder operators ³	3.90	3.82	4.02
Fine grades	3.76	4.08	3.82	Fine grades	3.90	3.97	3.99
Boxboard	3.48	3.66	3.53	Sanitary tissue	3.94	—	—
Hydrapulper operators ³	3.67	3.47	3.77	Finishing, sheet:			
Fine grades	3.69	3.25	3.88	Cutters guillotine type ³			
Container board	3.76	3.68	3.94	(cut and trim)	3.79	3.63	3.85
Boxboard	3.44	3.31	3.45	Fine grades	3.89	3.85	3.91
Machine room:				Boxboard	3.63	3.79	3.50
Paper machine tenders ³	4.95	5.30	4.84	Cutters, rotary or sheet ³	3.92	4.09	3.88
Fine grades	4.80	5.05	4.84	Fine grades	3.92	—	4.00
Sanitary tissue	5.11	4.30	5.27	Boxboard	3.78	4.35	3.44
Coarse (kraft)	5.49	5.80	4.64	Laboratory:			
Special industrial	4.41	4.31	—	Paper testers ³	3.91	4.00	3.92
Container board	5.19	5.79	4.52	Fine grades	3.85	3.95	3.93
Boxboard	4.61	4.99	4.39	Container board	4.02	4.06	3.97
Backtenders ³	4.50	4.83	4.40	Boxboard	3.92	4.04	3.74
Fine grades	4.35	4.64	4.37				

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 types of pulp, paper, or paperboard not shown separately.

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

Workers in the Pacific States, typically the highest paying region, often averaged 25 to 35 percent more than those doing similar work in New England and the Middle Atlantic States, the lowest paying regions studied separately. Paper testers, for example, averaged \$4.54 an hour in the Pacific region, compared with \$3.63 in the Middle Atlantic States and \$3.43 in New England—differentials of 25 and 32 percent, respectively.

Occupational averages also varied considerably by type of pulp making process and grade of paper or paperboard produced. In the Southeast region, for example, paper machine tenders manufacturing coarse (kraft) paper averaged \$5.80 an hour compared with \$4.31 for those making special industrial paper. Where comparisons were possible for numerically important occupations in other regions, wages commonly averaged somewhat higher for employees producing coarse (kraft) paper or container board and lower for those producing special industrial paper or boxboard. As text table 2 illustrates, however, differentials by grade of product were generally much smaller in the stock preparation and finishing departments than in the machine room. An examination of union contract provisions and individual establishment data from the survey found that such variations exist among workers within the same mill where a diversity of products are manufactured.

Continuous digester cooks, the highest paid of the pulpmaking occupations studied, averaged \$5.13 an hour—about 3 percent more than cooks who operated batch digesters (\$4.99). Averages for cooks' helpers were more widely separated, however, as those on continuous

digesters averaged \$4.54 an hour compared with \$4.26 for batch digesters. Grindermen averaged \$3.81 an hour and were the lowest paid of the pulpmaking jobs studied.

About one-eighth of the workers studied were employed in the machine room (papermaking) jobs for which averages ranged from \$3.75 an hour for fifth hands to \$4.95 for paper machine tenders. The width of the machinery operated greatly influenced individual wage rates. (See table 11.) Paper machine tenders making fine grades of paper, for example averaged \$5.91 an hour on machines 201 to 300 inches wide, contrasted to \$4.08 for those operating machinery less than 101 inches wide. Within size classes, averages also varied by grade of paper produced.

Millwrights, the most numerous of the maintenance occupations studied, averaged \$4.81 an hour. Electricians averaged \$4.93; pipefitters, \$4.88; maintenance machinists, \$4.82; and power truckers, mostly forklift operators, \$3.80.

Those occupations permitting comparisons among all three types of mills usually averaged highest in separate pulp mills and lowest in paper mills. (See tables 8, 9, and 10.) Workers in pulp mills frequently averaged 5 to 10 percent more than their counterparts in paper mills and 1 to 5 percent more than those in paperboard mills. When similar comparisons were made among stock preparation, papermaking, and sheet finishing department jobs common to paper and paperboard mills, however, paper mill employees usually held a 2- to 8-percent advantage.

Occupational averages usually were higher in non-metropolitan areas than in larger communities, and, contrary to the pattern found in all production worker averages, higher in mills that employed at least 1,000 workers than in smaller mills. (See tables 12 and 13.) However, no consistent relationship between size of mill and average earnings was found when comparisons were limited to the same community size group. (See table 14.)

Earnings of individual workers in the occupations shown in tables 15 to 23 tended to be concentrated within narrow bands, especially when comparisons were limited to individual regions. In the Southeast, for example, earnings for a majority of the crane operators, sulphate cooks (batch digester), and janitors fell within 20-cent ranges. Extensive collective bargaining agreement coverage and the widespread use of single-rate wage systems were among the factors contributing to the comparatively narrow range of earnings for workers performing similar tasks.

Establishment practices and supplementary wage provisions

Data were obtained also on work schedules, shift practices, and selected supplementary wage benefits, such as paid holidays, paid vacations, and health, insurance, and retirement plans.¹²

Scheduled weekly hours. Work schedules of 40 hours a week were in effect in mills employing one-half of the workers in November 1972. (See table 25.) One-sixth of the workers were scheduled for 48 hours a week and about one-fourth had work schedules ranging between 40 and 45 hours. Regionally, work schedules varied considerably, as 40-hour weeks, for example, applied to nine-tenths of the workers in the Pacific States, but to slightly less than two-fifths in the Middle Atlantic and Great Lakes regions.

Shift-differential practices. To maintain operations 24 hours a day, more than nine-tenths of the mills studied had rotating shifts whereby workers periodically change from day to evening to night schedules.

Nearly three-fourths of the industries' production workers were assigned to this type of shift, usually

¹²Data on establishment practices and supplementary wage provisions relate to all production workers, including those in converted paper products departments.

For an estimate of total employer expenditures for employee fringe benefits see: *Employee Compensation and Payroll Hours: Pulp and Paper Manufacturing*, 1971 Report 427 (Bureau of Labor Statistics, 1973).

changing schedules every 7 days. Virtually all of the workers employed on evening and night shifts were paid differentials, commonly 8 to 10 cents-per-hour on the evening shift and 13 to 18 cents-per-hour on the night shift.¹³ (See table 26.) Rotating shifts were most common in the stock preparation department and machine room in paper and paperboard mills and in the pulpmaking department of pulp mills. On the other hand, employees in woodyards, wood preparation departments, and maintenance departments of all these types of mills, as well as the converting departments of paper and paperboard mills, were usually assigned to a fixed shift; these shifts were operated by nearly all establishments. Workers employed on fixed shifts generally received differentials of 8 to 10 cents-per-hour on the evening shift and 15 to 20 cents-per-hour on the night shift. Differentials for both rotating and fixed shifts, however, varied widely by region.

Paid holidays. All establishments provided paid holidays to production workers. (See table 27.) Mills granting 9 days plus 2 half days or 10 full days annually employed nine-tenths of the workers nationwide, and at least three-fourths of the workers in each of the regions studied separately.

Paid vacations. Paid vacations, after qualifying periods of service, were provided by mills employing virtually all production workers. (See table 28.) Over 96 percent of the workers were in mills granting at least 1 week of vacation pay after 1 year of service, 2 weeks after 3 years, and 3 weeks after 10 years. Provisions for at least 4 weeks of vacation after 15 years and 5 weeks after 25 years applied to 82 percent or more of the workers; 58 percent were under plans providing at least 6 weeks after 30 years' service. Vacation provisions also varied by region.

Health, insurance, and retirement plans. Life, hospitalization, basic medical, and surgical insurance, for which the employer paid at least part of the cost, covered nearly all of the production workers. (See table 29.) Sickness and accident insurance applied to more than nine-tenths of the workers; major medical insurance to seven-eighths; accidental death and dismemberment to four-fifths; and paid sick leave to less than one-tenth. The incidence of health and insurance plans varied little by region, with some notable exceptions. Major medical insurance, for example, was provided to all workers in the Pacific States, but to only seven-tenths in the Southwest.

¹³A few mills paid the same differential to all workers on rotating shifts, regardless of the schedule worked.

The hospitalization, surgical, medical and major medical insurance plans studied usually provided coverage to both employees and their dependents. Those with dependent coverage were typically financed jointly by the employer and employee; plans which covered employees only were usually financed solely by the employer.

Retirement pension plans (other than Federal social security), providing regular payments for the remainder of the retiree's life, were available to 95 percent of the work force. These plans were usually financed wholly by the employer. Retirement severance pay plans applied to 10 percent of the work force in the Middle Atlantic

region, but to no more than 3 percent in the other regions.

Other selected benefits. Pay for jury duty and for attendance at funerals of specified relatives was available to nearly all of the production workers in most of the regions studied. (See table 30.) In the Great Lakes region, however, slightly less than nine-tenths of the workers were covered by jury-duty pay.

Severance pay provisions for loss of jobs due to a technological change or plant closing covered one-third of the workers; the proportion varied from just under one-tenth of the workers in the Great Lakes to nearly three-fifths in the Southeast.

Table 1. Average hourly earnings: By selected characteristics

(Number and average straight-time hourly earnings¹ of production workers in pulp, paper, and paperboard mills by selected characteristics, United States and selected regions, November 1972)

Item	United States ²		New England		Middle Atlantic		Southeast		Southwest		Great Lakes		Pacific	
	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings
ALL MILLS														
All production workers	157,878	\$4.13	21,785	\$3.72	20,656	\$3.75	44,698	\$4.27	13,483	\$4.39	36,355	\$4.02	16,456	\$4.81
Men	154,863	4.14	21,431	3.73	20,267	3.75	43,925	4.28	13,363	4.40	35,183	4.04	16,252	4.82
Women	3,015	3.51	354	3.10	389	3.42	773	3.58	120	3.81	1,172	3.49	204	4.12
TYPE OF MILL³														
Pulp mills	8,276	4.53	—	—	—	—	4,242	4.44	—	—	—	—	2,959	4.81
Paper mills	106,875	4.09	19,672	3.74	16,787	3.80	21,144	4.23	9,026	4.42	28,921	4.07	8,927	4.81
Paperboard mills	42,727	4.14	1,676	3.50	3,869	3.49	19,312	4.28	4,279	4.30	7,085	3.81	4,570	4.80
SIZE OF COMMUNITY														
Metropolitan areas ⁴	66,289	4.04	8,914	3.63	14,378	3.80	16,212	4.14	4,434	4.41	14,086	3.91	8,033	4.80
Nonmetropolitan areas	91,589	4.19	12,871	3.78	6,278	3.63	28,486	4.35	9,049	4.38	22,269	4.09	8,423	4.82
SIZE OF MILL														
50-249 workers	23,238	3.67	4,047	3.45	6,288	3.47	—	—	—	—	6,852	3.78	2,037	4.80
250-999 workers	69,185	4.22	8,999	3.79	9,944	3.83	17,663	4.44	4,171	4.47	17,260	4.02	9,462	4.81
1,000 workers or more	65,455	4.20	8,739	3.78	4,424	3.96	24,794	4.25	8,621	4.34	12,243	4.16	4,957	4.82

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 For the purpose of this study, data for pulp mills are limited to workers employed in separate pulpmaking establishments; data for paper and paperboard mills include workers in pulpmaking departments of these mills.

⁴ Standard Metropolitan Statistical Areas as defined by the U.S. Office of Management and Budget through November 1971.

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

Table 2. Earnings distribution: All mills

(Percent distribution of production workers in pulp, paper, and paperboard mills by straight-time hourly earnings,¹ United States and selected regions, November 1972)

Hourly earnings ¹	United States ²			New England	Middle Atlantic	Southeast	Southwest	Great Lakes	Pacific
	Total	Men	Women						
Under \$2.50	0.5	0.5	2.4	(³)	0.3	0.9	0.2	0.1	—
\$2.50 and under \$2.60	.2	.2	.1	0.1	(³)	.3	.2	(³)	—
\$2.60 and under \$2.70	.1	.1	1.8	.1	(³)	.1	.1	.2	—
\$2.70 and under \$2.80	.3	.3	.6	.8	.4	.5	.2	(³)	—
\$2.80 and under \$2.90	.7	.7	.6	1.7	1.6	.5	.2	.6	—
\$2.90 and under \$3.00	1.0	1.0	3.8	4.6	1.2	.4	.2	.2	—
\$3.00 and under \$3.10	1.3	1.2	4.1	4.0	2.4	.5	.3	.9	—
\$3.10 and under \$3.20	2.2	2.1	6.7	6.0	6.1	.8	.2	1.1	—
\$3.20 and under \$3.30	2.7	2.6	6.7	6.5	8.4	.9	.1	1.7	—
\$3.30 and under \$3.40	3.4	3.4	6.1	7.4	9.0	1.3	.1	2.5	—
\$3.40 and under \$3.50	5.6	5.5	14.5	9.1	7.9	6.0	6.1	4.5	—
\$3.50 and under \$3.60	6.5	6.4	11.0	7.4	10.2	7.3	6.5	5.3	—
\$3.60 and under \$3.70	7.0	7.0	3.1	7.7	9.3	7.2	7.2	8.6	—
\$3.70 and under \$3.80	6.8	6.8	1.4	6.6	7.1	6.9	6.9	10.2	—
\$3.80 and under \$3.90	6.7	6.8	—	6.0	6.1	6.4	7.7	11.1	0.3
\$3.90 and under \$4.00	6.5	6.5	5.5	5.6	4.7	5.6	4.3	10.5	6.1
\$4.00 and under \$4.10	5.5	5.5	2.9	4.5	4.6	4.7	4.8	7.2	7.4
\$4.10 and under \$4.20	4.5	4.6	2.9	4.4	3.2	3.8	4.1	5.5	7.0
\$4.20 and under \$4.30	4.2	4.3	1.7	3.7	3.3	3.6	4.8	4.6	6.2
\$4.30 and under \$4.40	3.7	3.7	7	2.2	1.5	3.2	3.5	4.0	8.9
\$4.40 and under \$4.50	3.8	3.8	1.1	1.2	2.1	3.8	3.8	3.6	10.1
\$4.50 and under \$4.60	2.7	2.7	3	2.8	2.0	2.2	2.2	2.5	5.3
\$4.60 and under \$4.70	2.8	2.8	(³)	1.4	1.6	2.3	2.2	4.3	5.1
\$4.70 and under \$4.80	2.4	2.5	—	1.7	.9	2.1	2.3	3.0	3.6
\$4.80 and under \$4.90	1.7	1.7	(³)	.5	1.0	1.9	2.0	1.8	3.1
\$4.90 and under \$5.00	1.4	1.4	(³)	.3	.4	1.8	1.8	1.0	3.1
\$5.00 and under \$5.16	2.0	2.0	(³)	1.4	1.3	2.4	4.4	1.7	1.4
\$5.10 and under \$5.20	4.1	4.2	—	.2	.2	9.4	10.0	1.3	1.8
\$5.20 and under \$5.30	1.7	1.7	—	.5	.5	3.8	1.9	.5	1.8
\$5.30 and under \$5.40	.9	1.0	—	.2	.3	1.8	1.1	.5	1.1
\$5.40 and under \$5.50	.8	.8	—	.2	.2	1.1	1.5	.1	2.5
\$5.50 and under \$5.60	1.2	1.3	—	(³)	.7	1.0	1.0	.2	6.6
\$5.60 and under \$5.70	1.2	1.2	—	4	(³)	.9	.7	.1	6.8
\$5.70 and under \$5.80	.9	.9	—	(³)	.3	.8	.5	.1	4.6
\$5.80 and under \$5.90	.7	.7	—	—	.2	.6	1.4	.3	2.2
\$5.90 and under \$6.00	.7	.7	—	.2	.1	1.2	1.9	.1	.9
\$6.00 and over	1.5	1.6	—	.4	.8	1.7	3.7	.3	4.3
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Number of workers	157,878	154,863	3,015	21,785	20,656	44,698	13,483	36,355	16,456
Average hourly earnings ¹	\$4.13	\$4.14	\$3.51	\$3.72	\$3.75	\$4.27	\$4.39	\$4.02	\$4.81

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

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

³ Less than 0.05 percent.

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

Table 3. Earnings distribution: Pulp mills

(Percent distribution of production workers by straight-time hourly earnings,¹ United States and selected regions, November 1972)

Hourly earnings ¹	United States ²	Southeast	Pacific
Under \$3.50	5.1	4.7	—
\$3.50 and under \$3.60	4.9	7.3	—
\$3.60 and under \$3.70	2.4	1.9	—
\$3.70 and under \$3.80	3.5	5.7	—
\$3.80 and under \$3.90	6.1	9.4	—
\$3.90 and under \$4.00	6.1	7.9	4.5
\$4.00 and under \$4.10	7.8	6.9	10.9
\$4.10 and under \$4.20	3.7	3.3	4.0
\$4.20 and under \$4.30	4.6	4.0	5.7
\$4.30 and under \$4.40	5.4	4.0	8.8
\$4.40 and under \$4.50	5.6	3.9	9.4
\$4.50 and under \$4.60	3.6	3.2	4.8
\$4.60 and under \$4.70	3.2	2.1	4.8
\$4.70 and under \$4.80	2.3	1.4	3.3
\$4.80 and under \$4.90	2.4	1.4	4.6
\$4.90 and under \$5.00	2.8	2.1	4.5
\$5.00 and under \$5.10	1.7	1.2	2.4
\$5.10 and under \$5.20	6.1	10.5	1.4
\$5.20 and under \$5.30	1.9	2.5	1.8
\$5.30 and under \$5.40	4.8	8.7	.7
\$5.40 and under \$5.50	3.5	1.8	7.0
\$5.50 and under \$5.60	4.2	.9	9.0
\$5.60 and under \$5.70	1.8	2.2	1.8
\$5.70 and under \$5.80	.8	.6	1.4
\$5.80 and under \$5.90	1.6	.5	3.3
\$5.90 and under \$6.00	1.0	1.2	1.1
\$6.00 and over	2.9	.8	4.8
Total	100.0	100.0	100.0
Number of workers	8,276	4,242	2,959
Average hourly earnings ¹	\$4.53	\$4.44	\$4.81

¹ Excludes premium pay for overtime and for work on weekends, holidays, and late shifts. NOTE: Because of rounding, sums of individual items may not equal 100.

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

Table 4. Earnings distribution: Paper mills

(Percent distribution of production workers by straight-time hourly earnings,² United States and selected regions, November 1972)

Hourly earnings ¹	United States ²			New England	Middle Atlantic	Southeast	Southwest	Great Lakes	Pacific
	Total	Men	Women						
Under \$3.00	2.2	2.0	7.7	6.7	1.7	3.0	0.2	—	—
\$3.00 and under \$3.10	1.1	1.1	4.8	3.5	2.7	.2	.1	0.1	—
\$3.10 and under \$3.20	2.2	2.0	7.7	5.1	6.5	.2	.2	.5	—
\$3.20 and under \$3.30	2.9	2.8	7.8	6.8	7.8	.4	.1	1.3	—
\$3.30 and under \$3.40	3.4	3.3	7.3	7.4	6.1	1.7	.1	1.6	—
\$3.40 and under \$3.50	6.1	5.9	14.5	9.3	8.5	6.2	5.8	4.5	—
\$3.50 and under \$3.60	6.7	6.6	11.6	7.2	9.7	7.9	6.4	5.3	—
\$3.60 and under \$3.70	7.8	7.7	9.6	7.7	10.1	8.0	6.3	9.4	—
\$3.70 and under \$3.80	7.5	7.4	11.8	6.7	7.2	7.7	7.0	10.7	—
\$3.80 and under \$3.90	7.0	7.1	4.0	5.8	6.0	6.3	7.6	11.1	0.5
\$3.90 and under \$4.00	6.9	6.9	4.8	5.9	5.2	5.5	4.2	10.8	5.9
\$4.00 and under \$4.10	5.7	5.8	3.8	4.6	5.2	5.1	5.0	7.3	6.9
\$4.10 and under \$4.20	4.7	4.8	2.4	4.5	3.8	4.4	4.0	5.5	6.6
\$4.20 and under \$4.30	4.3	4.4	.6	3.8	2.9	3.7	5.4	4.9	6.4
\$4.30 and under \$4.40	3.6	3.6	.4	2.4	1.8	3.4	3.6	3.9	9.1
\$4.40 and under \$4.50	3.6	3.7	.5	1.2	2.5	3.9	3.8	3.4	11.1
\$4.50 and under \$4.60	2.8	2.8	.4	3.0	2.3	2.0	2.6	2.6	6.2
\$4.60 and under \$4.70	3.0	3.0	—	1.5	1.9	2.8	2.2	4.3	5.5
\$4.70 and under \$4.80	2.5	2.6	—	1.9	.9	1.9	2.5	3.3	3.1
\$4.80 and under \$4.90	1.6	1.7	—	.5	1.1	1.7	2.3	2.0	2.9
\$4.90 and under \$5.00	1.3	1.3	—	.4	.5	1.8	2.2	1.1	2.8
\$5.00 and under \$5.10	1.9	1.9	—	1.5	1.6	1.7	4.4	2.0	1.4
\$5.10 and under \$5.20	3.5	3.6	—	.2	.3	9.7	10.2	1.5	2.0
\$5.20 and under \$5.30	1.6	1.6	—	.5	.6	4.6	1.7	.6	1.6
\$5.30 and under \$5.40	.7	.7	—	.2	.4	1.0	1.3	.7	.8
\$5.40 and under \$5.50	.6	.6	—	.3	.3	1.0	1.7	.1	1.2
\$5.50 and under \$5.60	1.0	1.0	—	—	.8	.9	1.0	.3	6.1
\$5.60 and under \$5.70	.9	.9	—	.5	—	.2	.8	.2	6.8
\$5.70 and under \$5.80	.8	.8	—	—	.3	.7	.6	.1	5.7
\$5.80 and under \$5.90	.4	.5	—	—	.3	.3	.6	.4	1.7
\$5.90 and under \$6.00	.6	.6	—	.3	.1	.7	2.8	.1	1.0
\$6.00 and over	1.0	1.0	—	.1	.7	1.5	3.2	.3	4.6
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Number of workers	106,875	104,338	2,537	19,672	16,787	21,144	9,026	28,921	8,927
Average hourly earnings ¹	\$4.09	\$4.11	\$3.90	\$3.74	\$3.80	\$4.23	\$4.42	\$4.07	\$4.81

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

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

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

Table 5. Earnings distribution: Paperboard

(Percent distribution of production workers by straight-time hourly earnings,¹ United States and selected regions, November 1972)

Hourly earnings ¹	United States ²			New England	Middle Atlantic	Southeast	Southwest	Great Lakes	Pacific
	Total	Men	Women						
Under \$2.50	0.9	0.8	5.6	—	1.2	0.2	0.5	0.2	—
\$2.50 and under \$2.60	.4	.4	—	0.1	—	.2	.7	(³)	—
\$2.60 and under \$2.70	.3	.2	12.5	—	(³)	.2	.4	.9	—
\$2.70 and under \$2.80	.7	.7	2.2	1.9	1.7	.9	.6	(³)	—
\$2.80 and under \$2.90	1.6	1.6	2.2	4.7	5.5	.9	.1	3.2	—
\$2.90 and under \$3.00	1.2	1.2	2.7	5.5	3.2	.8	.5	1.2	—
\$3.00 and under \$3.10	1.8	1.8	—	9.3	1.2	1.1	.5	4.3	—
\$3.10 and under \$3.20	2.5	2.5	1.5	15.2	4.2	1.6	.1	3.8	—
\$3.20 and under \$3.30	2.5	2.5	1.0	2.6	10.8	1.7	.2	3.0	—
\$3.30 and under \$3.40	4.2	4.2	—	8.8	21.7	1.3	.3	6.3	—
\$3.40 and under \$3.50	5.0	4.9	16.2	6.3	5.6	6.2	6.9	4.4	—
\$3.50 and under \$3.60	6.2	6.2	7.1	6.1	12.1	6.8	6.9	5.8	—
\$3.60 and under \$3.70	5.9	5.9	7.6	7.1	5.7	7.5	8.7	5.0	—
\$3.70 and under \$3.80	5.8	5.8	4.2	6.7	6.6	6.2	6.9	8.3	—
\$3.80 and under \$3.90	6.1	6.1	6.9	6.2	6.7	5.9	8.2	10.8	—
\$3.90 and under \$4.00	5.7	5.7	8.8	2.9	2.6	5.2	4.5	9.0	7.6
\$4.00 and under \$4.10	4.5	4.5	7.4	5.2	2.0	3.9	4.4	6.9	6.3
\$4.10 and under \$4.20	4.3	4.3	4.7	4.0	.6	3.2	4.2	5.4	9.6
\$4.20 and under \$4.30	3.9	3.9	4.7	2.3	5.0	3.5	3.5	3.7	6.0
\$4.30 and under \$4.40	3.6	3.6	2.7	.4	.4	2.9	3.3	4.4	8.5
\$4.40 and under \$4.50	3.9	3.9	2.2	1.9	.3	3.6	3.6	4.5	8.5
\$4.50 and under \$4.60	2.1	2.2	—	.7	.7	2.3	1.5	1.9	4.0
\$4.60 and under \$4.70	2.3	2.3	—	.5	.6	1.8	2.1	3.9	4.7
\$4.70 and under \$4.80	2.3	2.3	—	.4	1.0	2.6	2.0	1.3	4.7
\$4.80 and under \$4.90	1.6	1.6	—	.5	.3	2.2	1.3	.6	2.5
\$4.90 and under \$5.00	1.4	1.4	—	—	.1	1.7	1.1	.3	2.9
\$5.00 and under \$5.10	2.2	2.3	—	.1	—	3.6	4.2	.4	.6
\$5.10 and under \$5.20	5.2	5.3	—	.1	—	8.9	9.9	.1	1.7
\$5.20 and under \$5.30	1.9	2.0	—	.1	—	3.2	2.4	.1	2.1
\$5.30 and under \$5.40	.9	.9	—	.1	—	1.1	.9	—	1.7
\$5.40 and under \$5.50	.8	.9	—	—	—	1.1	1.0	.1	1.9
\$5.50 and under \$5.60	1.3	1.3	—	.1	.2	1.1	1.0	—	6.1
\$5.60 and under \$5.70	1.8	1.8	—	—	—	1.3	.6	(³)	10.1
\$5.70 and under \$5.80	1.1	1.1	—	.1	—	.9	.4	—	4.4
\$5.80 and under \$5.90	1.2	1.2	—	—	—	1.0	2.9	—	2.3
\$5.90 and under \$6.00	.8	.8	—	—	—	1.7	.1	—	.4
\$6.00 and over	1.9	1.9	—	.1	.2	2.2	3.6	.2	3.4
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Number of workers	42,727	42,319	408	1,676	3,869	19,312	4,279	7,085	4,570
Average hourly earnings ¹	\$4.14	\$4.15	\$3.51	\$3.50	\$3.49	\$4.28	\$4.30	\$3.81	\$4.80

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

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

³ Less than 0.05 percent.

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

Table 6. Earnings distribution: Paper and paperboard mills—converted paper products departments

(Percent distribution of production workers by straight-time hourly earnings,² United States and selected regions, November 1972)

Hourly earnings ²	United States ³			New England	Middle Atlantic	Southeast	Southwest	Great Lakes	Pacific
	Total	Men	Women						
Under \$2.50	0.7	0.2	2.5	0.1	—	3.6	0.9	—	0.1
\$2.50 and under \$2.60	.1	(⁴)	.6	.2	—	—	1.1	0.2	—
\$2.60 and under \$2.70	.1	.1	.2	.2	—	.1	1.2	—	—
\$2.70 and under \$2.80	2.3	1.1	7.3	10.8	—	4	5.4	.1	.1
\$2.80 and under \$2.90	1.4	.9	3.2	3.2	—	.2	3.8	.6	.6
\$2.90 and under \$3.00	2.8	2.0	6.5	8.5	6.4	.3	1.0	1.3	.1
\$3.00 and under \$3.10	2.8	2.1	5.8	6.4	5.8	.5	4.2	1.8	—
\$3.10 and under \$3.20	2.8	3.0	2.2	6.2	8.5	.1	.5	1.8	—
\$3.20 and under \$3.30	3.8	3.5	4.9	12.3	6.3	.2	.1	2.5	—
\$3.30 and under \$3.40	3.7	3.7	3.8	7.1	9.2	1.6	.1	3.3	—
\$3.40 and under \$3.50	5.9	5.6	7.3	7.6	10.1	5.6	11.3	5.6	.1
\$3.50 and under \$3.60	4.8	4.3	6.9	4.4	4.0	8.1	8.3	5.4	—
\$3.60 and under \$3.70	11.1	9.7	17.2	5.6	10.7	24.9	4.2	14.1	—
\$3.70 and under \$3.80	8.4	8.6	7.4	3.9	6.2	12.2	9.3	13.7	.1
\$3.80 and under \$3.90	8.0	8.6	5.3	3.0	1.5	10.1	5.4	15.9	1.0
\$3.90 and under \$4.00	10.6	10.3	11.9	2.3	3.4	6.9	2.6	11.9	29.1
\$4.00 and under \$4.10	7.4	8.2	4.0	3.5	2.4	5.8	4.2	6.2	21.3
\$4.10 and under \$4.20	4.5	5.4	.6	2.3	2.1	3.3	5.0	4.7	9.6
\$4.20 and under \$4.30	3.5	4.1	.8	1.3	3.5	2.1	3.4	2.7	9.3
\$4.30 and under \$4.40	2.6	3.1	.3	1.7	4.8	1.5	1.8	1.8	4.7
\$4.40 and under \$4.50	3.1	3.7	.2	1.0	7.2	2.4	7.6	1.4	4.8
\$4.50 and under \$4.60	1.2	1.5	—	.2	.2	1.1	2.9	1.1	3.0
\$4.60 and under \$4.70	1.1	1.2	.6	.9	1.9	.3	1.2	.9	2.1
\$4.70 and under \$4.80	.9	1.1	—	.7	.6	.3	3.1	.4	2.4
\$4.80 and under \$4.90	1.2	1.5	—	.4	1.2	1.2	2.0	1.4	1.5
\$4.90 and under \$5.00	1.0	1.2	.2	1.0	.1	2.3	1.9	.2	1.9
\$5.00 and over	4.1	5.0	.5	5.2	3.9	4.9	7.3	1.0	8.1
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Number of workers	27,734	22,530	5,204	4,827	3,489	4,373	1,437	9,140	4,253
Average hourly earnings ²	\$3.81	\$3.90	\$3.45	\$3.52	\$3.71	\$3.82	\$3.88	\$3.80	\$4.26

¹ Earnings data for workers in these departments are excluded from tables 1 through 5.

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

³ Includes data for regions in addition to those shown separately.

⁴ Less than 0.05 percent.

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

Table 7. Occupational averages: All mills

(Number and average straight-time hourly earnings¹ of production workers in selected occupations in pulp, paper, and paperboard mills, United States and selected regions, November 1972)

Department, occupation and sex	United States ²		New England		Middle Atlantic		Southeast		Southwest		Great Lakes		Pacific	
	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings
PULP														
Woodyard and wood preparation:														
Crane operators (all men)	1,018	\$4.75	90	\$4.01	38	\$3.90	560	\$5.03	118	\$4.97	160	\$4.29	30	\$4.57
Barkers drum (all men)	252	3.82	23	3.40	15	3.33	102	3.85	35	3.92	50	3.86	14	4.41
Barkers, hydraulic (all men)	36	4.38	—	—	—	—	—	—	—	—	—	—	23	4.78
Sawyers (all men)	214	4.03	8	3.49	—	—	86	3.91	24	3.84	44	3.84	48	4.63
Chippermen (all men)	440	3.91	43	3.61	—	—	208	3.94	37	3.88	98	3.89	33	4.33
Knife grinders (all men)	138	4.23	18	3.77	12	3.85	48	4.29	22	4.15	17	4.28	20	4.83
Pulpmaking:														
Cooks, batch digester ³ (all men)	508	4.99	35	3.74	19	4.08	225	5.24	64	5.20	89	4.56	56	5.46
Sulphate process	356	5.18	—	—	—	—	199	5.29	64	5.20	22	4.71	36	5.40
Sulphite process	115	4.78	12	4.09	—	—	—	—	—	—	67	4.51	20	5.57
Cooks, continuous digester ³ (all men)	389	5.13	26	4.71	23	4.38	81	5.37	53	5.70	54	4.37	132	5.31
Sulphate process	229	5.39	15	4.70	11	4.35	64	5.65	40	5.78	11	4.56	76	5.32
Sulphite process	78	4.77	—	—	—	—	—	—	—	—	—	—	40	5.38
Cooks helpers, first, batch digester ³ (all men)	571	4.26	20	3.59	16	3.97	298	4.33	60	4.25	97	4.04	68	4.54
Sulphate process	414	4.32	—	—	—	—	268	4.33	60	4.25	26	4.07	36	4.57
Sulphite process	135	4.18	12	3.55	—	—	20	4.61	—	—	71	4.02	32	4.51
Cooks helpers, first, continuous digester ³ (all men)	269	4.54	22	3.88	16	3.53	62	4.82	60	4.95	33	3.95	72	4.58
Sulphate process	166	4.76	—	—	12	3.46	46	5.13	56	4.92	—	—	32	4.74
Sulphite process	43	4.20	—	—	—	—	—	—	—	—	—	—	24	4.47
Grindermen (all men)	598	3.81	149	3.35	42	3.50	100	4.10	—	—	151	3.77	—	—
Blow-pit men (sulphite) (all men)	104	3.93	—	—	—	—	—	—	—	—	47	3.86	32	4.29
Washer operators (sulphate) (all men)	354	4.73	—	—	—	—	170	4.93	40	4.62	27	4.18	88	4.70
Screenmen ³ (all men)	424	4.31	39	3.34	—	—	154	4.54	25	4.17	70	4.02	102	4.75
Sulphate process	231	4.47	—	—	—	—	142	4.53	23	4.14	13	4.09	32	4.79
Sulphite process	101	4.31	12	3.17	—	—	—	—	—	—	27	3.97	54	4.72

See footnotes at end of table.

Table 7. Occupational averages: All mills—Continued

(Number and average straight-time hourly earnings¹ of production workers in selected occupations, in pulp, paper, and paperboard mills, United States and selected regions, November 1972)

Department, occupation and sex	United States ²		New England		Middle Atlantic		Southeast		Southwest		Great Lakes		Pacific	
	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings
PULP—Continued														
Pulpmaking—Continued														
Bleachersmen ³ (all men)	526	4.85	48	3.58	28	4.04	148	5.28	57	5.47	113	4.19	112	5.31
Sulphate process	302	5.11	20	3.53	11	3.89	135	5.33	52	5.43	20	4.43	44	5.32
Sulphite process	133	4.74	11	3.66	—	—	—	—	—	—	46	4.32	60	5.31
Wet-machine operators ³ (all men)	201	4.20	41	3.25	—	—	36	5.29	—	—	88	4.05	21	5.15
Sulphate process	86	4.67	—	—	—	—	36	5.29	—	—	30	4.04	—	—
Sulphite process	72	4.20	—	—	—	—	—	—	—	—	54	4.03	—	—
Pulp testers ³ (718 men, 19 women)	737	3.92	82	3.27	55	3.52	246	3.95	98	3.90	117	3.92	119	4.44
Sulphate process	451	3.96	36	3.40	9	3.61	217	3.96	86	3.89	33	4.01	50	4.43
Sulphite process	108	4.05	—	—	—	—	18	3.93	—	—	27	3.97	40	4.50
Recovery, caustic, and acid making:														
Acid makers (sulphite) (all men)	124	4.55	—	—	—	—	—	—	—	—	49	4.20	60	4.93
Evaporator operators (sulphate) (all men)	348	4.74	11	3.60	—	—	187	4.87	50	4.93	30	4.03	47	4.94
Recovery operator (sulphate) (all men)	511	5.15	15	4.12	—	—	221	5.33	76	5.28	59	4.46	97	5.18
Recovery helpers, first (sulphate) (all men)	638	4.39	—	—	—	—	325	4.48	123	4.42	62	4.01	80	4.42
Caustic operators (causticisers) (sulphate) (all men)	370	4.73	11	3.73	—	—	189	4.86	75	4.66	19	4.14	56	4.85
Lime-kiln operators (sulphate) (all men)	311	4.58	—	—	—	—	187	4.65	44	4.52	17	4.19	40	4.82
PAPER AND PAPERBOARD														
Stock preparation:														
Head stock preparers, group I ³ (all men)	572	4.73	149	4.06	45	4.41	127	5.01	44	5.15	121	4.75	75	5.46
Fine grades	320	4.66	97	4.11	38	4.29	46	4.66	17	5.47	82	4.84	36	5.65
Boxboard	79	4.66	8	3.78	—	—	22	4.81	—	—	15	4.59	—	—
Head stock preparers, group II ³ (all men)	1,454	4.20	249	3.96	339	3.90	143	4.79	71	4.99	474	4.14	112	4.87
Fine grades	569	4.27	135	4.06	147	4.13	16	5.27	—	—	227	4.29	—	—
Sanitary tissue	128	4.27	17	4.13	33	3.77	—	—	—	—	56	4.56	—	—
Coarse (Kraft)	69	4.73	—	—	—	—	—	—	—	—	38	4.30	—	—
Container board	121	4.41	—	—	—	—	38	5.52	—	—	30	3.04	18	5.05
Boxboard	342	3.94	31	3.98	85	3.56	71	4.14	21	4.54	101	3.87	—	—
Beatermen ³ (all men)	2,429	3.78	388	3.54	474	3.43	395	4.11	87	4.24	788	3.79	203	4.46
Fine grades	1,101	3.76	281	3.47	200	3.56	66	4.08	—	—	427	3.82	95	4.45
Sanitary tissue	140	3.93	—	—	—	—	—	—	—	—	59	4.14	16	4.59
Coarse (Kraft)	174	4.21	—	—	—	—	66	4.26	18	4.26	66	4.01	24	4.58
Special industrial	153	3.69	—	—	93	3.45	12	4.23	—	—	—	—	—	—
Container board	172	4.04	—	—	—	—	80	4.38	20	4.32	37	3.87	—	—
Boxboard	546	3.48	44	3.51	118	3.25	117	3.66	31	4.02	170	3.53	—	—
Hydrapulper operators ³ (1787 men, 36 women)	1,790	3.67	236	3.38	343	3.50	284	3.47	55	3.65	604	3.77	202	4.35
Fine grades	520	3.69	69	3.23	125	3.54	36	3.25	—	—	216	3.88	50	4.15
Sanitary tissue	175	3.99	30	4.03	26	3.79	—	—	—	—	69	4.06	—	—
Coarse (Kraft)	137	3.94	—	—	—	—	30	3.77	—	—	31	3.75	52	4.26
Container board	232	3.76	—	—	34	3.32	84	3.68	—	—	47	3.94	38	4.29
Boxboard	489	3.44	27	3.46	144	3.39	70	3.31	—	—	175	3.45	30	4.38
Machine room:														
Paper-machine tenders ³ (all men)	4,694	4.95	803	4.38	944	4.37	796	5.30	264	5.80	1,284	4.84	480	6.33
Newsprint and groundwood	176	6.73	—	—	—	—	44	7.13	32	6.46	—	—	40	6.74
Fine grades	1,895	4.80	484	4.40	427	4.41	134	5.05	36	6.20	619	4.84	147	6.30
Sanitary tissue	604	5.11	68	4.44	138	4.96	92	4.30	—	—	220	5.27	64	6.70
Coarse (Kraft)	444	5.49	—	—	—	—	124	5.80	82	5.56	106	4.64	104	6.28
Special industrial	401	4.41	115	4.45	160	4.00	68	4.31	—	—	—	—	—	—
Container board	450	5.19	—	—	71	3.90	188	5.79	38	5.84	90	4.52	30	6.28
Boxboard	541	4.61	49	4.18	105	4.09	124	4.99	46	5.47	150	4.39	35	5.70
Backtenders ³ (all men)	4,659	4.50	832	3.98	958	4.01	768	4.83	266	5.29	1,237	4.40	475	5.74
Newsprint and groundwood	168	6.22	—	—	—	—	36	6.72	32	5.87	—	—	40	6.12
Fine grades	1,903	4.35	507	4.00	442	4.04	129	4.64	36	5.58	594	4.37	147	5.68
Sanitary tissue	615	4.60	77	4.03	139	4.54	92	3.77	—	—	221	4.73	64	6.08
Coarse (Kraft)	450	5.01	—	—	—	—	122	5.32	86	5.10	106	4.24	104	5.71
Special industrial	416	3.99	115	3.99	176	3.68	68	3.94	—	—	—	—	—	—
Container board	433	4.79	—	—	53	3.61	188	5.27	38	5.23	92	4.23	28	5.72
Boxboard	531	4.17	49	3.75	108	3.69	122	4.59	45	5.08	143	3.93	32	5.11
Third hands ³ (all men)	4,356	4.14	669	3.70	849	3.64	718	4.57	259	4.78	1,273	4.05	456	5.04
Newsprint and groundwood	176	5.47	—	—	—	—	44	5.82	32	5.22	—	—	40	5.43
Fine grades	1,746	3.99	402	3.74	422	3.66	92	4.46	28	4.86	614	4.06	140	4.94
Sanitary tissue	582	4.15	63	3.71	105	4.00	112	3.59	—	—	220	4.27	60	5.36
Coarse (Kraft)	440	4.57	—	—	—	—	121	4.91	85	4.68	106	3.90	104	5.01
Special industrial	301	3.79	80	3.68	136	3.40	28	4.54	—	—	—	—	—	—
Container board	435	4.43	—	—	—	—	190	4.89	38	4.84	96	4.00	28	5.01
Boxboard	528	3.86	49	3.53	93	3.50	123	4.27	46	4.59	144	3.67	32	4.61
Fourth hands ³ (all men)	3,760	3.88	615	3.45	614	3.53	659	4.18	263	4.24	1,111	3.83	424	4.49
Newsprint and groundwood	176	4.63	—	—	—	—	44	4.84	32	4.53	—	—	40	4.45
Fine grades	1,496	3.78	356	3.50	305	3.53	82	4.11	28	4.34	577	3.84	140	4.45
Sanitary tissue	332	4.04	51	3.49	73	3.84	—	—	—	—	116	4.01	52	4.65
Coarse (Kraft)	414	4.16	—	—	—	—	120	4.36	85	4.20	83	3.72	100	4.50
Special industrial	193	3.68	64	3.51	58	3.23	22	4.28	—	—	—	—	—	—
Container board	406	4.12	—	—	—	—	188	4.36	38	4.32	94	3.86	28	4.51
Boxboard	626	3.57	65	3.29	130	3.39	171	3.69	51	4.00	160	3.54	20	4.38

See footnotes at end of table.

Table 7. Occupational averages: All mills—Continued

(Number and average straight-time hourly earnings¹ of production workers in selected occupations in pulp, paper, and paperboard mills, United States and selected regions, November 1972)

Department, occupation and sex	United States ²		New England		Middle Atlantic		Southeast		Southwest		Great Lakes		Pacific	
	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings
PAPER AND PAPERBOARD—Continued														
Machine room—Continued														
Fifth hands ³ (all men)	2,747	\$3.75	385	\$3.43	370	\$3.50	656	\$3.85	246	\$3.97	627	\$3.77	328	\$4.29
Newsprint and groundwood	164	4.35	—	—	—	—	44	4.45	32	4.14	—	—	28	4.30
Fine grades	922	3.75	208	3.51	205	3.56	81	3.95	28	3.95	284	3.80	104	4.25
Coarse (Kraft)	352	3.94	—	—	—	—	121	3.97	80	3.90	55	3.53	80	4.35
Container board	377	3.92	—	—	—	—	164	4.06	38	3.97	101	3.80	28	4.29
Boxboard	535	3.28	33	3.24	96	3.06	192	3.38	38	4.10	73	3.53	17	4.18
Finishing, roll:														
Calender operators ³ (all men)	843	4.27	213	4.00	112	4.10	53	4.49	—	—	368	4.30	34	5.14
Fine grades	709	4.32	175	4.04	85	4.21	52	4.49	—	—	315	4.32	34	5.12
Calender helpers ³ (805 men, 2 women)	807	3.79	179	3.60	104	3.54	64	3.79	—	—	368	3.87	28	4.44
Fine grades	704	3.81	141	3.61	78	3.68	61	3.79	—	—	336	3.87	28	4.44
Coater operators (off-machine) ³ (all men)	590	4.26	188	3.95	60	3.95	41	4.66	29	4.80	255	4.38	17	5.09
Fine grades	479	4.25	184	3.94	48	4.03	13	5.30	—	—	204	4.41	—	—
Coater operator helpers ³ (52 men, 2 women)	523	3.85	—	—	52	3.54	47	4.15	—	—	269	3.90	—	—
Fine grades	441	3.85	—	—	40	3.63	—	—	—	—	222	3.91	—	—
Rewinder operators ³ (2530 men, 29 women)	2,559	3.90	375	3.70	620	3.70	345	3.82	95	4.14	900	4.02	174	4.36
Fine grades	1,331	3.90	334	3.73	288	3.68	137	3.97	38	4.58	415	3.99	83	4.41
Coarse (Kraft)	244	4.04	—	—	—	—	33	4.01	18	3.73	170	4.04	—	—
Boxboard	124	3.94	—	—	—	—	31	3.90	23	3.89	39	3.83	7	4.26
Rewinder helpers ³ (1564 men, 22 women)	1,586	3.62	300	3.49	436	3.40	182	3.67	72	3.87	447	3.74	112	4.05
Fine grades	1,014	3.62	282	3.52	218	3.43	85	3.63	52	3.92	304	3.72	45	4.10
Coarse (Kraft)	143	3.81	—	—	—	—	28	3.73	—	—	89	3.75	—	—
Boxboard	80	3.72	—	—	—	—	27	3.65	—	—	25	3.79	—	—
Finishing, sheet:														
Cutters, guillotine type (cut and trim) ³ (1347 men, 34 women)	1,381	3.79	184	3.59	199	3.76	297	3.63	39	3.93	552	3.85	83	4.41
Fine grades	950	3.89	151	3.64	148	3.87	79	3.85	19	4.18	481	3.91	49	4.50
Boxboard	224	3.63	21	3.38	40	3.44	89	3.79	12	3.74	47	3.50	11	4.22
Cutters, rotary or sheet ³ (1703 men, 73 women)	1,776	3.92	244	3.52	203	3.74	398	4.09	50	4.26	699	3.88	134	4.52
Fine grades	1,258	3.92	157	3.50	190	3.77	—	—	31	4.38	542	4.00	104	4.52
Boxboard	220	3.78	—	—	—	—	50	4.35	—	—	105	3.44	—	—
Laboratory:														
Paper testers ³	2,459	3.91	331	3.43	353	3.63	603	4.00	221	4.04	624	3.92	257	4.54
Men	2,201	3.94	284	3.54	339	3.64	521	4.05	217	4.04	566	3.93	224	4.57
Women	258	3.61	67	3.02	14	3.42	82	3.71	—	—	58	3.76	33	4.35
Newsprint and groundwood	123	4.25	—	—	—	—	48	4.26	—	—	—	—	—	—
Fine grades	1,018	3.85	219	3.50	184	3.71	87	3.95	35	4.15	374	3.93	78	4.53
Men	865	3.92	157	3.70	178	3.71	56	4.07	35	4.15	325	3.96	73	4.54
Sanitary tissue	179	3.84	23	3.28	45	3.56	35	3.85	—	—	40	4.00	32	4.36
Men	127	3.78	20	3.25	45	3.56	21	4.14	—	—	33	4.01	—	—
Coarse (Kraft)	261	4.04	—	—	—	—	77	4.05	66	4.07	38	3.74	52	4.58
Men	253	4.05	—	—	—	—	69	4.08	66	4.07	38	3.74	52	4.58
Special industrial	170	3.56	29	3.31	69	3.50	48	3.59	—	—	—	—	—	—
Container board	319	4.02	—	—	—	—	170	4.06	44	4.16	27	3.97	31	4.49
Men	292	4.07	—	—	—	—	152	4.12	43	4.17	27	3.97	31	4.49
Boxboard	307	3.92	24	3.40	—	—	132	4.04	51	3.86	59	3.74	—	—
Men	293	3.91	24	3.40	—	—	121	4.02	48	3.85	59	3.74	—	—
MISCELLANEOUS														
Electricians, maintenance (all men)	3,603	4.93	450	4.34	397	4.44	1,018	5.11	280	5.25	868	4.68	488	5.68
Firemen, stationary boiler (all men)	1,676	4.18	303	3.89	312	3.76	313	4.49	65	4.66	487	4.09	147	5.15
Janitors	1,980	3.50	196	3.12	297	3.31	476	3.52	71	3.44	679	3.55	225	3.97
Men	1,854	3.51	180	3.12	253	3.35	465	3.52	71	3.44	644	3.55	208	3.97
Women	126	3.32	16	3.08	44	3.09	11	3.22	—	—	35	3.52	17	4.00
Machinist, maintenance (all men)	1,682	4.82	255	4.26	213	4.43	439	5.05	114	5.13	387	4.59	229	5.68
Mechanics, general (all men)	2,665	5.30	306	4.33	247	4.11	980	5.77	715	5.74	211	4.53	56	5.50
Millwrights, pulp and paper (all men)	6,826	4.81	943	4.24	672	4.21	1,827	5.09	369	5.11	1,905	4.55	923	5.66
Oilers (all men)	1,728	4.08	222	3.67	213	3.56	482	4.26	157	4.33	405	3.96	210	4.67
Pipefitters, maintenance (all men)	3,177	4.88	434	4.21	289	4.33	1,013	5.07	259	5.12	654	4.63	411	5.65
Truckers, power (all men)	6,651	3.80	730	3.35	916	3.61	1,547	3.83	344	3.83	2,085	3.78	865	4.39
Forklift	4,913	3.77	511	3.32	745	3.63	1,263	3.82	241	3.81	1,451	3.73	603	4.37
Other than forklift	1,738	3.88	219	3.43	171	3.56	284	3.88	103	3.90	634	3.91	262	4.43

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 types of pulp, paper, and paperboard in addition to those shown separately.

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

Table 8. Occupational averages: Pulp mills

 (Number and straight-time hourly earnings¹ of men in selected occupations, United States and selected regions, November 1972)

Department and occupation	United States ²		Southeast		Pacific	
	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings
PULP						
Woodyard and wood preparation:						
Crane operators	132	\$4.97	101	\$5.16	9	\$4.59
Barkers, hydraulic	12	4.76	—	—	12	4.76
Sawyers	56	4.19	28	4.05	24	4.43
Choppers	58	3.97	—	—	13	4.40
Knife grinders	24	4.69	11	4.61	11	4.86
Pulpmaking:						
Cooks, batch digester ³	52	5.23	40	5.37	—	—
Sulphate process	36	5.37	32	5.41	—	—
Cooks, continuous digester ³	55	5.24	—	—	40	5.44
Sulphate process	31	5.37	—	—	28	5.48
Cooks helpers, first, batch digester ³	64	4.31	56	4.39	—	—
Sulphate process	48	4.41	48	4.41	—	—
Cooks helpers, first, continuous digester ³	45	4.32	—	—	28	4.49
Sulphate process	36	4.26	—	—	24	4.47
Blow-pit men (sulphite)	35	4.07	—	—	20	4.32
Screenmen ³	60	4.63	20	4.78	32	4.81
Sulphite process	43	4.51	—	—	28	4.80
Bleachers ³	87	5.23	25	5.42	44	5.44
Sulphate process	39	5.30	16	5.63	—	—
Sulphite process	47	5.20	—	—	32	5.48
Pulp testers ³	102	4.21	38	4.08	42	4.50
Sulphate process	62	4.10	30	4.09	—	—
Sulphite process	40	4.38	—	—	28	4.52
Recovery, caustic, and acidmaking:						
Acidmakers (sulphite)	44	4.74	—	—	28	5.04
Evaporator operators (sulphate)	28	4.88	16	5.02	—	—
Recovery operators (sulphate)	49	5.71	24	5.81	—	—
Recovery helpers, first (sulphate)	65	4.74	28	5.06	—	—
MISCELLANEOUS						
Electricians, maintenance	262	5.28	129	5.19	92	5.74
Firemen, stationary boiler	89	4.68	26	4.67	24	5.35
Janitors	92	3.64	53	3.59	23	4.01
Machinists, maintenance	67	5.36	32	5.16	30	5.73
Millwrights, pulp and paper	395	5.27	185	5.25	155	5.68
Oilers	74	4.79	41	4.79	30	4.87
Pipefitters, maintenance	257	5.18	128	5.21	89	5.66
Truckers, power	261	4.04	149	3.98	82	4.38
Forklift	225	4.03	129	3.98	71	4.40

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 types of pulp not shown separately.

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

Table 9. Occupational averages: Paper mills

(Number and average straight-time hourly earnings¹ of men in selected occupations, United States and selected regions, November 1972)

Department and occupation	United States ²		New England		Middle Atlantic		Southeast		Southwest		Great Lakes		Pacific	
	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings
PULP														
Woodyard and wood preparation:														
Crane operators	538	\$4.62	82	\$4.06	33	\$3.97	191	\$5.07	86	\$4.95	108	\$4.22	16	\$4.56
Barkers, drum	184	3.80	23	3.40	14	3.34	53	3.90	31	3.93	41	3.81	9	4.46
Sawyers	108	3.98	—	—	—	—	19	3.79	17	3.76	40	3.85	21	4.78
Chippermen	223	3.92	39	3.65	—	—	79	4.10	27	3.81	47	3.86	12	4.29
Knife grinders	83	4.11	17	3.79	12	3.85	15	4.36	16	4.13	15	4.22	7	4.55
Pulpmaking:														
Cooks, batch digester ³	272	4.79	31	3.77	19	4.08	81	5.08	36	5.16	69	4.61	28	5.43
Sulphate process	174	5.01	—	—	—	—	77	5.14	36	5.16	22	4.71	16	5.36
Sulphite process	67	4.72	—	—	—	—	—	—	—	—	47	4.57	12	5.53
Cooks, continuous digester ³	186	5.22	22	4.89	23	4.38	28	5.55	45	5.75	12	4.56	52	5.18
Sulphate process	122	5.35	—	—	11	4.35	28	5.55	36	5.72	—	—	24	5.25
Cook helpers, first, batch digester ³	313	4.19	16	3.72	16	3.97	128	4.25	28	4.18	77	4.03	40	4.54
Sulphate process	214	4.26	—	—	—	—	124	4.27	28	4.18	26	4.07	16	4.63
Sulphite process	83	4.12	—	—	—	—	—	—	—	—	51	4.01	24	4.48
Cook helpers, first, continuous digester ³	146	4.53	22	3.88	16	3.53	24	4.90	56	4.97	—	—	24	4.52
Sulphate process	111	4.61	—	—	12	3.46	24	4.90	52	4.93	—	—	—	—
Grindermen	575	3.82	141	3.35	—	—	100	4.10	—	—	151	3.77	—	—
Blow-pit men (sulphite)	69	3.85	—	—	—	—	—	—	—	—	44	3.87	12	4.23
Washer operators (sulphate)	193	4.54	—	—	—	—	78	4.76	32	4.56	26	4.18	36	4.64
Screenmen ³	267	4.23	35	3.36	—	—	87	4.49	13	4.01	66	4.03	52	4.72
Sulphate process	139	4.36	—	—	—	—	83	4.46	11	3.92	12	4.07	16	4.80
Sulphite process	52	4.11	—	—	—	—	—	—	—	—	24	3.99	20	4.62
Bleacher men ³	348	4.64	40	3.58	28	4.04	84	5.16	37	5.52	103	4.15	44	5.22
Sulphate process	180	4.96	16	3.54	11	3.89	80	5.22	32	5.45	17	4.30	12	5.52
Sulphite process	82	4.44	—	—	—	—	—	—	—	—	43	4.33	24	5.05
Wet-machine operators ³	151	4.03	—	—	—	—	20	5.08	—	—	83	4.03	—	—
Sulphate process	60	4.49	—	—	—	—	20	5.08	—	—	28	4.02	—	—
Sulphite process	57	4.00	—	—	—	—	—	—	—	—	51	4.01	—	—
Pulp testers ³	461	3.83	78	3.28	52	3.53	111	3.88	61	3.95	91	3.92	56	4.41
Sulphate process	248	3.89	32	3.43	9	3.61	103	3.89	49	3.93	27	4.02	16	4.44
Sulphite process	58	3.87	—	—	—	—	—	—	—	—	23	3.96	12	4.44
Recovery, caustic, and acidmaking:														
Acidmakers (sulphite)	76	4.41	—	—	—	—	—	—	—	—	45	4.21	28	4.79
Evaporator operators (sulphate)	181	4.56	11	3.60	—	—	79	4.76	34	4.90	22	3.97	16	4.82
Recovery operators (sulphate)	243	5.01	15	4.12	—	—	85	5.29	48	5.15	40	4.43	36	5.22
Recovery helpers, first (sulphate)	322	4.29	—	—	—	—	142	4.41	75	4.24	37	3.98	32	4.53
Caustic operators (causticizers) (sulphate)	192	4.85	11	3.73	—	—	76	4.92	51	4.67	18	4.12	24	4.73
Lime-kiln operators (sulphate)	154	4.43	—	—	—	—	76	4.56	24	4.46	15	4.15	24	4.73
PAPER AND PAPERBOARD														
Stock preparation:														
Head stock preparers, group I ³	463	4.75	135	4.10	45	4.41	91	4.98	40	5.17	90	4.86	58	5.67
Fine grades	318	4.66	97	4.11	38	4.29	44	4.63	17	5.47	82	4.84	36	5.65
Coarse (Kraft)	30	5.05	—	—	—	—	14	5.17	—	—	—	—	—	—
Head stock preparers, group II ³	920	4.33	175	4.09	230	4.04	38	5.27	44	5.14	331	4.34	68	4.73
Fine grades	569	4.27	135	4.06	147	4.13	16	5.27	—	—	227	4.29	—	—
Sanitary tissue	124	4.29	—	—	33	3.77	—	—	—	—	56	4.56	—	—
Coarse (Kraft)	61	4.64	—	—	—	—	—	—	—	—	38	4.30	—	—
Beatermen ³	1,690	3.85	338	3.55	341	3.50	212	4.26	40	4.42	572	3.87	163	4.47
Fine grades	1,098	3.76	281	3.47	200	3.56	63	4.07	—	—	427	3.82	95	4.45
Sanitary tissue	132	3.85	—	—	—	—	—	—	—	—	59	4.14	—	—
Coarse (Kraft)	155	4.18	—	—	—	—	63	4.25	14	4.29	66	4.01	—	—
Hydrapulper operators ³	943	3.80	143	3.53	184	3.60	94	3.42	36	3.82	358	3.96	102	4.41
Fine grades	516	3.69	69	3.23	125	3.54	32	3.20	—	—	216	3.88	50	4.15
Sanitary tissue	172	4.00	30	4.03	26	3.79	—	—	—	—	66	4.07	—	—
Machine room:														
Paper-machine tenders ³	3,513	4.98	715	4.42	791	4.43	419	5.34	200	5.90	999	4.97	323	6.42
Newsprint and groundwood	172	6.75	—	—	—	—	44	7.13	32	6.46	—	—	—	—
Fine grades	1,887	4.79	484	4.40	427	4.41	126	5.01	36	6.20	619	4.84	147	6.30
Sanitary tissue	580	5.09	64	4.44	138	4.96	92	4.30	—	—	220	5.27	44	7.00
Coarse (Kraft)	360	5.35	—	—	—	—	104	5.86	74	5.56	106	4.64	48	6.17
Special industrial	351	4.47	115	4.45	160	4.00	—	—	—	—	—	—	—	—
Backtenders ³	3,528	4.52	752	4.02	805	4.07	404	4.85	203	5.37	975	4.50	323	5.81
Newsprint and groundwood	164	6.25	—	—	—	—	36	6.72	32	5.87	—	—	—	—
Fine grades	1,895	4.34	507	4.00	442	4.04	121	4.60	36	5.58	594	4.37	147	5.68
Sanitary tissue	591	4.57	73	4.03	139	4.54	92	3.77	—	—	221	4.73	44	6.32
Coarse (Kraft)	366	4.89	—	—	—	—	102	5.37	78	5.11	106	4.24	48	5.64
Special industrial	366	4.04	115	3.99	176	3.68	—	—	—	—	—	—	—	—
Third hands ³	3,262	4.14	589	3.74	711	3.68	391	4.52	195	4.84	994	4.13	316	5.08
Newsprint and groundwood	172	5.49	—	—	—	—	44	5.82	32	5.22	—	—	—	—
Fine grades	1,738	3.98	402	3.74	422	3.66	84	4.42	28	4.86	614	4.06	140	4.94
Sanitary tissue	562	4.13	59	3.71	105	4.00	112	3.59	—	—	220	4.27	44	5.46
Coarse (Kraft)	356	4.49	—	—	—	—	101	4.95	77	4.69	106	3.90	48	4.94
Special industrial	291	3.77	80	3.68	136	3.40	—	—	—	—	—	—	—	—
Fourth hands ³	2,601	3.92	519	3.50	452	3.58	286	4.37	194	4.31	830	3.90	300	4.48
Newsprint and groundwood	172	4.64	—	—	—	—	44	4.84	32	4.53	—	—	—	—
Fine grades	1,488	3.78	356	3.50	305	3.53	74	4.08	28	4.34	577	3.84	140	4.45
Sanitary tissue	312	4.02	47	3.48	73	3.84	—	—	—	—	116	4.01	36	4.67
Coarse (Kraft)	334	4.10	—	—	—	—	100	4.38	77	4.20	83	3.72	48	4.43
Special industrial	183	3.65	64	3.51	58	3.23	—	—	—	—	—	—	—	—
Fifth hands ³	1,718	3.86	309	3.50	262	3.67	290	4.04	190	3.96	423	3.83	220	4.29
Newsprint and groundwood	160	4.35	—	—	—	—	44	4.45	32	4.14	—	—	—	—
Fine grades	918	3.75	208	3.51	205	3.56	77	3.95	28	3.95	284	3.80	104	4.25
Coarse (Kraft)	280	3.88	—	—	—	—	101	3.98	72	3.91	55	3.53	36	4.33

See footnotes at end of table.

Table 9. Occupational averages: Paper mills—Continued

(Number and average straight-time hourly earnings¹ of men in selected occupations, United States and selected regions, November 1972)

Department and Occupation	United States ²		New England		Middle Atlantic		Southeast		Southwest		Great Lakes		Pacific	
	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings
PAPER AND PAPERBOARD—Continued														
Finishing, roll:														
Calender operators ³	804	\$4.28	205	\$4.01	112	\$4.10	45	\$4.48	—	—	356	\$4.32	34	\$5.14
Fine grades	701	4.32	175	4.04	85	4.21	44	4.48	—	—	315	4.32	34	5.14
Calender helpers ³	788	3.80	171	3.61	104	3.64	56	3.79	—	—	365	3.87	28	4.44
Fine grades	694	3.81	141	3.61	78	3.68	53	3.80	—	—	334	3.67	28	4.44
Coster operators (off-machine) ³	554	4.26	188	3.95	60	3.95	31	4.64	24	\$5.09	237	4.41	—	—
Fine grades	475	4.25	184	3.94	48	4.03	—	—	—	—	204	4.41	—	—
Coster operator helpers ³	491	3.84	—	—	52	3.54	44	4.13	—	—	246	3.91	—	—
Fine grades	439	3.85	—	—	40	3.63	—	—	—	—	220	3.91	—	—
Rewinder operators ³	2,338	3.90	374	3.70	582	3.70	282	3.80	71	4.22	846	4.03	146	4.36
Fine grades	1,297	3.90	334	3.73	260	3.69	131	3.96	38	4.58	415	3.99	83	4.41
Rewinder helpers ³	1,451	3.61	298	3.50	434	3.40	136	3.69	56	3.95	410	3.74	89	4.04
Fine grades	1,007	3.62	282	3.52	218	3.43	84	3.63	52	3.92	298	3.72	45	4.10
Finishing, sheet														
Cutters, guillotine type (cut and trim) ³	999	3.90	163	3.62	155	3.85	105	3.94	26	4.00	456	3.92	71	4.44
Fine grades	911	3.90	151	3.64	148	3.87	74	3.85	19	4.18	447	3.92	49	4.50
Cutters, rotary or sheet ³	1,428	3.96	198	3.54	199	3.75	271	4.11	35	4.28	580	3.97	109	4.51
Fine grades	1,185	3.93	157	3.50	190	3.77	133	3.81	31	4.38	540	4.00	98	4.52
Laboratory:														
Paper testers ³	1,577	3.93	239	3.55	316	3.64	221	4.14	157	4.08	453	3.97	142	4.57
Newsprint and groundwood	123	4.25	—	—	—	—	48	4.26	—	—	—	—	—	—
Fine grades	861	3.92	157	3.70	178	3.71	52	4.09	35	4.15	325	3.96	73	4.54
Sanitary tissue	126	3.78	19	3.25	45	3.56	21	4.14	—	—	33	4.01	—	—
Coarse (Kraft)	212	3.98	—	—	—	—	56	4.09	62	4.07	38	3.74	28	4.52
Special industrial	129	3.59	29	3.31	69	3.50	—	—	—	—	—	—	—	—
MISCELLANEOUS														
Electricians, maintenance	2,368	4.88	403	4.40	331	4.52	458	5.07	198	5.33	665	4.77	264	5.67
Firemen, stationary boiler	958	4.26	212	4.02	188	3.91	110	4.61	35	4.91	304	4.18	91	5.09
Janitors	1,316	3.54	150	3.15	218	3.39	253	3.56	52	3.50	495	3.60	134	3.96
Mechanist, maintenance	1,208	4.80	230	4.31	183	4.45	253	5.04	85	5.12	291	4.67	150	5.66
Mechanics, general	1,460	5.08	291	4.36	200	4.21	245	5.88	415	5.64	167	4.67	24	5.26
Millwrights, pulp and paper	4,528	4.78	851	4.29	471	4.39	892	5.07	236	5.13	1,477	4.64	511	5.66
Others	1,160	4.02	200	3.72	170	3.57	217	4.19	108	4.43	331	4.01	112	4.54
Pipefitters, maintenance	2,037	4.78	369	4.30	244	4.34	455	5.03	175	5.11	526	4.67	192	5.67
Truckers, power	4,772	3.82	589	3.40	637	3.69	954	3.85	249	3.87	1,671	3.81	598	4.39
Forklift	3,421	3.80	387	3.37	545	3.71	789	3.84	182	3.84	1,092	3.75	408	4.36
Other than forklift	1,351	3.89	202	3.45	92	3.57	165	3.88	67	3.95	579	3.93	190	4.44

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 types of pulp, paper, or paperboard not shown separately.

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

Table 10. Occupational averages: Paperboard mills

(Number and average straight-time hourly earnings¹ of men in selected occupations, United States and selected regions, November 1972)

Department and occupation	United States ²		New England		Middle Atlantic		Southeast		Southwest		Great Lakes		Pacific	
	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings
PULP														
Woodyard and wood preparation:														
Crane operators	348	\$4.87	—	—	—	—	268	\$4.95	27	\$5.01	—	—	—	—
Barkers drum	54	3.79	—	—	—	—	45	3.79	—	—	—	—	—	—
Sawyers	50	3.97	—	—	—	—	39	3.87	—	—	—	—	—	—
Chippermen	159	3.89	—	—	—	—	93	3.83	—	—	46	\$3.92	8	\$4.29
Knife grinder	31	4.23	—	—	—	—	22	4.09	6	4.23	—	—	—	—
Pulpmaking:														
Cooks, batch digester ³	184	5.22	—	—	—	—	104	5.32	28	5.26	—	—	24	5.44
Sulphate process	146	5.34	—	—	—	—	90	5.36	28	5.26	—	—	20	5.42
Cooks, continuous digester ³	148	4.96	—	—	—	—	52	5.30	—	—	36	4.28	40	5.35
Sulphate process	84	5.52	—	—	—	—	36	5.72	—	—	—	—	40	5.35
Cooks helpers, first, batch digester ³	194	4.37	—	—	—	—	114	4.39	—	—	—	—	24	4.54
Sulphate process	152	4.38	—	—	—	—	96	4.37	—	—	—	—	20	4.51
Cooks helpers, first, continuous digester ³	78	4.66	—	—	—	—	38	4.77	—	—	—	—	20	4.79
Sulphate process	46	5.14	—	—	—	—	22	5.38	—	—	—	—	20	4.79
Washer operator (sulphate)	136	4.96	—	—	—	—	80	5.08	—	—	—	—	40	4.72

See footnotes at end of table

Table 10. Occupational averages: Paperboard mills—Continued

(Number and average straight-time hourly earnings¹ of men in selected occupations, United States and selected regions, November 1972)

Department and occupation	United States ²		New England		Middle Atlantic		Southeast		Southwest		Great Lakes		Pacific	
	Number of workers	Average hourly earning	Number of workers	Average hourly earnings	Number of workers	Average hourly earning	Number of workers	Average hourly earnings						
PULP—Continued														
Pulpmaking—Continued														
Screenmen ³	97	\$4.35	—	—	—	—	47	\$4.53	12	\$4.35	—	—	18	\$4.73
Sulphate process	75	4.56	—	—	—	—	47	4.53	12	4.35	—	—	12	4.76
Bleachersmen ³	91	5.32	—	—	—	—	39	5.45	16	5.28	—	—	24	5.26
Sulphate process	83	5.35	—	—	—	—	39	5.45	16	5.28	—	—	20	5.21
Pulp testers ³	155	4.01	—	—	—	—	89	3.97	25	3.83	—	—	19	4.41
Sulphate process	124	4.06	—	—	—	—	76	4.00	25	3.83	—	—	18	4.41
Recovery, caustic, and acidmaking:														
Evaporator operators (sulphate)	139	4.94	—	—	—	—	92	4.93	16	5.01	—	—	23	5.03
Recovery operators (sulphate)	219	5.17	—	—	—	—	112	5.26	24	5.35	—	—	47	5.05
Recovery helpers, first (sulphate)	251	4.43	—	—	—	—	155	4.45	36	4.57	—	—	36	4.36
Caustic operators (causticisers) (sulphate)	149	4.79	—	—	—	—	101	4.79	20	4.55	—	—	20	4.95
Lime-kiln operators (sulphate)	139	4.71	—	—	—	—	99	4.68	20	4.60	—	—	12	5.05
PAPER AND PAPERBOARD														
Stock preparation:														
Head stock preparers, group I ³	109	4.65	14	\$3.70	—	—	36	5.10	—	—	31	\$4.44	—	—
Head stock preparers, group II ³	522	3.97	70	3.64	109	\$3.58	97	4.56	27	4.74	143	3.66	44	5.07
Container board	116	4.41	—	—	—	—	38	5.52	—	—	27	2.94	18	5.05
Boxboard	326	3.88	31	3.98	85	3.56	59	3.94	17	4.36	101	3.87	—	—
Baatermen ³	719	3.60	50	3.50	133	3.25	175	3.92	47	4.08	216	3.57	28	4.32
Container board	154	3.97	—	—	—	—	64	4.34	—	—	—	—	—	—
Boxboard	520	3.45	44	3.51	118	3.25	97	3.56	25	3.92	170	3.53	—	—
Hydrapulper operators ³	840	3.51	93	3.15	159	3.39	190	3.50	19	3.32	243	3.50	96	4.30
Container board	185	3.83	—	—	—	—	74	3.67	—	—	44	3.94	38	4.29
Boxboard	485	3.44	27	3.46	144	3.39	70	3.31	—	—	175	3.45	30	4.38
Machine room:														
Paper-machine tenders ³	1,137	4.84	84	3.99	153	4.05	369	5.23	64	5.49	285	4.36	125	6.17
Container board	363	5.37	—	—	—	—	176	5.82	24	5.84	87	4.51	30	6.28
Boxboard	503	4.50	49	4.18	105	4.09	100	4.78	32	5.20	150	4.39	35	5.70
Back tenders ³	1,087	4.43	76	3.60	153	3.67	356	4.79	63	5.03	262	4.04	120	5.60
Container board	363	4.90	—	—	—	—	176	5.29	24	5.25	89	4.23	28	5.72
Boxboard	493	4.06	49	4.75	108	3.69	98	4.37	31	4.85	143	3.93	32	5.11
Third hands ³	1,062	4.12	76	3.40	138	3.46	319	4.63	64	4.59	279	3.76	120	4.95
Container board	366	4.54	—	—	—	—	178	4.91	24	4.85	93	4.00	28	5.01
Boxboard	490	3.77	49	3.53	93	3.50	99	4.09	32	4.38	144	3.67	32	4.61
Fourth hands ³	1,127	3.99	92	3.21	162	3.38	365	4.03	69	4.04	281	3.63	104	4.52
Container board	367	4.14	—	—	—	—	176	4.37	24	4.33	91	3.86	28	4.51
Boxboard	588	3.52	65	3.29	130	3.39	147	3.57	37	3.81	160	3.54	20	4.38
Fifth hands ³	1,001	3.55	72	3.11	108	3.08	358	3.69	56	4.01	204	3.64	92	4.31
Container board	342	3.94	—	—	—	—	152	4.07	24	3.98	101	3.80	28	4.29
Boxboard	497	3.22	33	3.24	96	3.06	168	3.29	—	—	73	3.53	17	4.18
Finishing, roll:														
Coater operators (off-machine)	36	4.29	—	—	—	—	10	4.74	—	—	18	4.05	—	—
Coater operator helpers	30	4.00	—	—	—	—	—	—	—	—	21	3.76	—	—
Rewinder operators ³	191	3.93	—	—	—	—	63	3.88	—	—	54	3.76	26	4.32
Boxboard	117	3.94	—	—	—	—	29	3.90	—	—	38	3.83	7	4.26
Rewinder helpers ³	113	3.70	—	—	—	—	46	3.60	—	—	31	3.79	7	4.10
Boxboard	78	3.72	—	—	—	—	25	3.64	—	—	25	3.79	—	—
Finishing, sheet:														
Cutters, guillotine type (cut and trim ³)	348	3.47	21	3.38	44	3.44	192	3.46	13	3.77	62	3.42	12	4.22
Boxboard	222	3.63	21	3.38	40	3.44	87	3.79	12	3.74	47	3.50	11	4.22
Cutters, rotary or sheet ³	267	3.74	46	3.42	—	—	62	4.33	15	4.23	117	3.42	11	4.57
Boxboard	220	3.78	—	—	—	—	50	4.35	—	—	105	3.44	—	—
Laboratory:														
Paper testers ³	611	3.97	24	3.40	23	3.62	296	3.98	60	3.93	113	3.76	74	4.55
Container board	254	4.10	—	—	—	—	144	4.11	30	4.03	27	3.97	30	4.48
Boxboard	243	3.90	24	3.40	—	—	93	4.03	26	3.78	59	3.74	—	—
MISCELLANEOUS														
Electrician, maintenance	973	4.95	33	3.97	66	4.01	431	5.13	82	5.07	186	4.36	132	5.67
Firemen, stationary boiler	649	4.01	79	3.62	124	3.53	177	4.39	30	4.37	176	3.93	32	5.14
Janitors	446	3.41	21	2.97	35	3.08	159	3.44	19	3.29	143	3.36	51	3.98
Machinist, maintenance	407	4.78	23	3.81	30	4.33	154	5.04	29	5.17	93	4.31	49	5.70
Mechanics, general	1,089	5.53	15	3.72	47	3.70	700	5.73	247	5.78	—	—	26	5.59
Millwrights, pulp and paper	1,903	4.78	63	3.83	201	3.79	750	5.07	133	5.07	402	4.23	257	5.65
Oilers	494	4.13	22	3.23	43	3.51	224	4.23	49	4.10	71	3.71	68	4.78
Pipefitters, maintenance	883	5.01	41	3.82	45	4.29	430	5.08	84	5.13	112	4.43	130	5.63
Truckers, power	1,618	3.69	124	3.19	279	3.45	444	3.75	95	3.74	409	3.67	185	4.41
Forklift	1,267	3.65	107	3.18	200	3.41	345	3.72	59	3.69	355	3.66	124	4.39
Other than forklift	351	3.84	17	3.20	79	3.55	99	3.86	—	—	54	3.75	61	4.44

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

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

³ Includes data for types of pulp, paper, or paperboard not shown separately.

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

Table 11. Occupational averages: Paper and paperboard mills—machine-room occupations by width of machine

(Number and average straight-time hourly earnings¹ of men in selected machine-room occupation, United States and selected regions November 1972)

Occupation and machine width	United States ²		New England	Middle Atlantic	Southeast	Southwest	Great Lakes	Pacific
	Number of workers	Average hourly earnings						
Paper-machine tenders, 100 inches and under ³	1,188	\$4.14	\$4.01	\$3.98	\$3.66	—	\$4.56	\$5.60
Fine grades	360	4.08	3.98	3.96	—	—	4.35	—
Sanitary tissue	150	4.13	—	4.49	—	—	5.13	—
Special industrial	211	4.11	—	3.97	—	—	—	—
Container board	69	4.19	—	3.77	4.87	—	—	—
Boxboard	230	4.02	4.17	3.76	—	—	4.16	—
Paper-machine tenders, 101 to 150 inches ³	1,886	4.67	4.12	4.26	4.63	\$5.33	4.83	5.93
Fine grades	1,016	4.62	4.04	4.34	—	—	4.77	6.11
Sanitary tissue	222	4.85	4.08	4.27	—	—	5.22	—
Coarse (Kraft)	126	4.94	—	—	—	5.34	4.79	—
Special industrial	148	4.66	4.49	—	—	—	—	—
Container boards	137	4.68	—	—	5.35	—	4.49	—
Boxboard	197	4.50	4.19	4.26	4.10	—	4.71	5.91
Paper-machine tenders, 151 to 200 inches ³	770	5.60	5.06	5.57	5.60	5.75	5.02	6.54
Fine grades	303	5.43	5.27	4.79	4.98	—	5.25	6.68
Sanitary tissue	128	6.04	5.12	—	—	—	—	—
Coarse (Kraft)	134	5.88	—	—	5.72	5.70	5.32	6.14
Container board	96	5.17	—	—	—	—	4.59	—
Paper-machine tenders, 201 to 300 inches ³	759	6.11	5.62	5.73	6.10	6.22	5.56	7.08
Newsprint and groundwood	108	6.66	—	—	7.07	6.46	—	—
Fine grades	204	5.91	5.86	5.45	6.04	6.42	5.69	—
Coarse (kraft)	130	6.16	—	—	5.98	6.11	—	7.01
Container board	136	6.08	—	—	6.06	5.97	—	—
Boxboard	47	6.68	—	—	6.89	—	—	—
Paper-machine tenders, 301 inches and over	47	6.68	—	—	—	—	—	—
Backtenders, 100 inches and under ³	1,164	3.75	3.53	3.66	3.19	—	4.16	4.99
Fine grades	364	3.68	3.49	3.64	—	—	3.99	—
Sanitary tissue	148	3.66	—	4.09	—	—	4.62	—
Special industrial	217	3.72	—	3.65	—	—	—	—
Container board	58	4.04	—	—	4.57	—	—	—
Boxboard	232	3.66	3.77	3.45	—	—	3.72	—
Backtenders, 101 to 150 inches ³	1,887	4.23	3.76	3.88	4.26	4.84	4.38	5.38
Fine grades	1,011	4.17	3.68	3.94	—	—	4.33	5.51
Sanitary tissue	231	4.37	3.81	3.96	—	—	4.65	—
Coarse (Kraft)	132	4.51	—	—	—	4.85	4.35	—
Special industrial	163	4.18	4.04	—	—	—	—	—
Container board	130	4.30	—	—	4.88	—	4.13	—
Boxboard	189	4.04	3.73	3.82	3.74	—	4.27	5.40
Backtenders, 151 to 200 inches ³	756	5.13	4.68	5.08	5.10	5.27	4.59	5.92
Fine grades	298	4.94	4.91	4.49	4.59	—	4.65	6.01
Sanitary tissue	132	5.42	4.61	—	—	—	—	—
Container board	97	4.75	—	—	—	—	4.31	—
Boxboard	761	5.58	5.37	5.22	5.57	5.66	5.03	6.44
Backtenders, 201 to 300 inches ³	761	5.58	5.37	5.22	5.57	5.66	5.03	6.44
Newsprint and groundwood	108	6.16	—	—	6.64	5.87	—	—
Fine grades	210	5.37	5.58	4.94	5.41	5.81	5.11	—
Coarse (Kraft)	132	5.61	—	—	5.46	5.53	—	6.37
Container board	136	5.52	—	—	5.50	5.36	—	—
Boxboard	47	6.00	—	—	6.09	—	—	—
Backtenders, 301 inches and over	47	6.00	—	—	—	—	—	—
Third hands, 100 inches and under ³	984	3.48	3.33	3.35	2.89	—	3.83	4.57
Fine grades	273	3.43	3.33	3.29	—	—	3.74	—
Sanitary tissue	130	3.26	—	3.76	—	—	4.19	—
Special industrial	141	3.48	—	3.37	—	—	—	—
Container board	57	3.79	—	—	4.28	—	—	—
Boxboard	226	3.39	3.59	3.22	—	—	3.51	—
Third hands, 101 to 150 inches ³	1,752	3.91	3.46	3.59	4.17	4.41	4.05	4.78
Fine grades	941	3.84	3.41	3.63	3.64	—	4.01	4.89
Sanitary tissue	219	4.03	3.37	3.71	—	—	4.25	—
Coarse (Kraft)	123	4.19	—	—	—	4.50	4.00	—
Container board	132	3.98	—	—	4.53	—	3.97	—
Boxboard	187	3.77	3.48	3.66	3.61	—	3.93	4.78
Third hands, 151 to 200 inches ³	761	4.57	4.17	4.31	4.74	4.83	4.25	5.13
Fine grades	312	4.38	4.35	4.01	4.37	—	4.31	5.01
Sanitary tissue	121	4.75	4.16	—	4.82	—	—	—
Container board	96	4.38	—	—	—	—	4.08	—
Boxboard	766	4.97	4.61	4.65	5.09	5.08	4.38	5.51
Third hands, 201 to 300 inches ³	766	4.97	4.61	4.65	5.09	5.08	4.38	5.51
Newsprint and groundwood	108	5.38	—	—	5.86	5.22	—	—
Fine grades	200	4.69	4.75	4.39	5.00	5.06	4.44	—
Coarse (Kraft)	131	5.09	—	—	5.02	5.06	—	5.41
Container board	136	5.07	—	—	5.10	4.92	—	—
Boxboard	61	5.27	—	—	5.38	—	—	—
Third hands, 301 inches and over	61	5.27	—	—	—	—	—	—
Fourth hands, 100 inches and under ³	627	3.40	3.20	3.23	3.32	—	3.65	4.23
Fine grades	117	3.45	—	3.21	—	—	3.69	—
Boxboard	259	3.23	3.41	3.24	—	—	3.29	—
Fourth hands, 101 to 150 inches ³	1,595	3.70	3.31	3.48	3.77	3.93	3.82	4.38
Fine grades	843	3.65	3.29	3.39	—	—	3.80	4.43
Sanitary tissue	168	3.82	3.31	3.58	—	—	3.97	—
Coarse (Kraft)	117	3.84	—	—	—	4.08	3.72	—
Container board	98	3.94	—	—	4.11	—	3.78	—
Boxboard	258	3.57	—	3.61	—	—	3.79	4.41
Fourth hands, 151 to 200 inches ³	729	4.13	3.68	3.91	4.28	4.34	3.97	4.51
Fine grades	298	3.98	3.76	3.66	4.02	—	4.00	4.52
Sanitary tissue	104	4.21	3.59	—	—	—	—	—
Container board	102	4.04	—	—	—	—	3.90	—

See footnotes at end of table.

Table 11. Occupational averages: Paper and paperboard mills—machine-room occupations by width of machine—Continued

(Number and average straight-time hourly earnings¹ of men in selected machine-room occupation, United States and selected regions November 1972)

Occupation and machine width	United States ²		New England	Middle Atlantic	Southeast	Southwest	Great Lakes	Pacific
	Number of workers	Average hourly earnings						
Fourth hands, 201 to 300 inches ³	725	\$4.37	\$3.96	\$4.02	\$4.47	\$4.47	\$4.09	\$4.69
Newsprint and groundwood	108	4.54	—	—	4.84	4.53	—	—
Fine grades	218	4.11	4.01	—	4.41	4.49	4.11	—
Coarse (Kraft)	131	4.50	—	—	4.43	4.43	—	4.89
Container board	140	4.45	—	—	4.48	4.37	—	—
Fourth hands, 301 inches and over	52	4.70	—	—	4.80	—	—	—
Fifth hands, 100 inches and under	460	3.13	3.11	3.07	3.87	—	3.66	—
Fifth hands, 101 to 150 inches ³	849	3.64	3.31	3.38	3.54	3.81	3.78	4.23
Fine grades	400	3.65	3.22	3.42	—	—	3.80	4.25
Coarse (Kraft)	85	3.60	—	—	—	3.73	—	—
Container board	81	3.82	—	—	3.93	—	3.83	—
Boxboard	150	3.48	3.18	—	—	—	3.79	4.18
Fifth hands, 151 to 200 inches ³	679	3.92	3.54	3.79	3.94	3.95	3.79	4.27
Fine grades	262	3.79	3.61	3.53	3.81	—	3.80	4.24
Coarse (Kraft)	118	4.09	—	—	4.00	3.94	3.72	4.27
Container board	121	3.84	—	—	—	—	3.79	—
Fifth hands, 201 to 300 inches ³	675	4.07	3.78	4.01	4.07	4.08	3.89	4.44
Newsprint and groundwood	108	4.25	—	—	4.46	4.14	—	—
Fine grades	192	3.91	3.83	3.80	3.97	4.03	3.92	—
Coarse (Kraft)	134	4.10	—	—	4.01	4.02	—	4.61
Container board	136	4.09	—	—	4.08	3.98	—	—
Fifth hands, 301 inches and over	56	4.29	—	—	4.37	—	—	—

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 types of paper and paperboard not shown separately.

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

Table 12. Occupational averages: All mills by size of community

 (Number and average straight-time hourly earnings¹ of men in selected occupations in pulp, paper, and paperboard mills by size of community, United States and selected regions, November 1972)

Department and occupation	United States ²				New England		Middle Atlantic	
	Metropolitan areas		Nonmetropolitan areas		Metropolitan areas	Non-metropolitan areas	Metropolitan areas	Non-metropolitan areas
	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings					Average hourly earnings
PULP								
Woodyard and wood preparation:								
Crane operators	254	\$4.77	764	\$4.74		\$4.09	\$4.01	\$3.86
Chippermen	114	3.94	326	3.90		3.67	-	-
Pulpmaking:								
Cooks, batch digester ³	175	4.84	333	5.07	-	4.09	4.11	-
Sulphate process	116	5.08	240	5.23	-	-	-	-
Sulphite process	34	4.86	81	4.75	-	4.09	-	-
Cooks, continuous digester ²	100	5.41	289	5.03	-	4.71	-	4.39
Sulphate process	83	5.51	146	5.32	-	4.70	-	-
Cook helpers, first, batch digester ³	182	4.31	389	4.24	-	3.55	-	-
Sulphate process	124	4.38	290	4.30	-	-	-	-
Sulphite process	48	4.25	87	4.14	-	3.55	-	-
Cook helpers, first, continuous digester ³	66	4.65	203	4.50	-	3.88	3.68	-
Sulphate process	54	4.76	112	4.76	-	-	-	-
Grindermen	28	4.25	570	3.78	-	3.35	-	3.40
Screenmen ³	83	4.47	341	4.27	-	3.31	-	-
Sulphate process	65	4.46	166	4.47	-	-	-	-
Bleacher men ³	141	4.83	385	4.86	-	3.60	4.27	3.77
Sulphate process	89	5.01	213	5.16	-	-	-	-
Pulp tasters ³	177	3.99	541	3.90	-	3.25	3.70	3.42
Sulphate process	130	3.97	304	3.97	-	-	-	-
Recovery, caustic, and acidmaking:								
Recovery operators (sulphate)	180	5.05	331	5.20	-	-	-	-
Recovery helpers, first (sulphate)	222	4.59	416	4.39	-	-	-	-
PAPER AND PAPERBOARD								
Stock preparation:								
Head stock preparers, group I	257	4.66	315	4.80	-	4.05	4.42	-
Head stock preparers, group II ³	814	4.02	640	4.44	\$3.95	3.97	3.91	3.86
Fine grades	310	4.10	259	4.48	4.02	4.13	4.11	4.20
Bestermen ³	1,366	3.68	1,063	3.92	3.60	3.44	3.45	3.38
Fine grades	547	3.67	554	3.85	3.49	3.44	3.56	3.58
Boxboard	405	3.39	141	3.74	3.54	-	3.25	-
Hydrapulper operators ³	874	3.66	913	3.67	3.61	3.25	3.52	3.48
Fine grades	205	3.69	315	3.69	-	3.04	3.57	3.52
Boxboard	353	3.46	136	3.39	3.41	-	3.46	-
Machine room:								
Paper-machine tenders ³	2,262	4.79	2,432	5.10	4.21	4.54	4.41	4.28
Fine grades	822	4.56	1,073	4.98	4.16	4.56	4.39	4.46
Boxboard	357	4.37	184	5.06	4.20	-	4.14	-
Becktenders ³	2,270	4.35	2,389	4.65	3.77	4.17	4.03	3.97
Fine grades	859	4.12	1,044	4.53	3.70	4.22	4.00	4.15
Boxboard	347	3.91	184	4.65	3.73	-	3.72	-
Third hands ³	2,059	4.03	2,297	4.24	3.53	3.81	3.64	3.65
Fine grades	739	3.83	1,007	4.11	3.52	3.84	3.61	3.80
Boxboard	334	3.68	194	4.18	3.49	-	3.53	-
Fourth hands ³	1,660	3.79	2,100	3.96	3.37	3.51	3.59	3.44
Fine grades	556	3.72	940	3.82	3.45	3.52	3.55	3.50
Box board	384	3.43	232	3.83	3.26	-	3.44	-
Fifth hands ³	1,192	3.68	1,555	3.80	3.37	3.45	3.49	3.54
Fine grades	296	3.73	626	3.76	3.40	3.54	3.57	3.54
Finishing, roll:								
Calender operators ³	293	4.10	550	4.35	3.82	4.14	4.18	3.81
Fine grades	231	4.21	478	4.37	3.87	4.14	4.30	-
Calender helpers ³	249	3.71	556	3.83	3.50	3.72	3.73	3.44
Fine grades	194	3.76	508	3.83	3.46	3.72	3.80	-
Rewinder operators ³	1,280	3.83	1,250	3.97	3.69	3.72	3.70	3.72
Fine grades	606	3.82	697	3.98	3.72	3.74	3.72	3.57
Rewinder helpers ³	766	3.55	798	3.68	3.52	3.43	3.41	3.39
Fine grades	508	3.57	500	3.66	-	3.43	3.45	3.34
Finishing, sheet:								
Cutters, guillotine type (cut and trim) ³	611	3.81	736	3.78	3.70	3.31	3.67	3.84
Fine grades	378	3.89	538	3.90	3.78	3.25	3.77	3.94
Cutters, rotary or sheet ³	811	3.87	892	3.97	3.62	3.24	3.65	3.92
Fine grade	477	3.86	708	3.98	3.59	3.32	3.66	3.97
Laboratory:								
Paper testers ³	931	3.89	1,270	3.98	3.53	3.55	3.73	3.44
Fine grades	315	3.86	550	3.95	3.84	3.60	3.77	3.60

See footnotes at end of table.

Southeast		Southwest		Great Lakes		Pacific		Department and occupation
Metropolitan areas	Non-metropolitan areas	Metropolitan areas	Non-metropolitan areas	Metropolitan areas	Non-metropolitan areas	Metropolitan areas	Non-metropolitan areas	
Average hourly earnings								
\$5.02	\$5.04	\$5.04	\$4.94	\$4.43	\$4.22	—	\$4.53	PULP
3.92	3.95	4.02	3.78	3.93	3.88	\$4.32	4.34	Woodyard and wood preparation: Crane operators. Chippermen.
5.14	5.29	5.18	5.21	4.49	4.58	5.39	5.57	Pulpmaking:
5.24	5.31	5.18	5.21	—	4.71	5.32	5.54	Cooks, batch digester ³ . Sulphate process.
—	—	—	—	4.49	4.51	5.53	—	Sulphite process.
5.47	5.33	5.80	5.59	—	4.35	5.48	5.25	Cooks, continuous digester ³ . Sulphate process.
5.54	5.71	5.80	5.72	—	—	5.49	5.23	Sulphite process.
4.34	4.33	—	4.21	4.03	4.04	4.52	4.58	Cook helpers, first, batch digester ³ . Sulphate process.
4.38	4.31	—	4.21	—	4.07	4.56	—	Sulphite process.
—	4.61	—	—	4.03	4.02	4.48	—	Sulphate process.
—	4.75	4.96	4.95	—	3.92	4.69	4.55	Cook helpers, first, continuous digester ³ . Sulphate process.
—	5.11	4.96	—	—	—	4.73	4.74	Sulphite process.
—	4.05	—	—	—	3.76	—	—	Grindermen. Screenmen ³ .
4.48	4.57	—	4.14	—	4.03	4.79	4.74	Screenmen ³ .
4.48	4.55	—	4.14	—	4.09	4.93	4.71	Sulphate process.
5.23	5.30	5.60	5.44	4.20	4.19	5.21	5.38	Bleachermen ³ .
5.25	5.35	5.60	5.37	—	4.40	5.30	5.35	Sulphate process.
3.99	3.93	4.08	3.82	3.69	3.94	4.44	4.45	Pulp tester ³ .
3.99	3.94	4.08	3.78	—	4.02	4.44	4.43	Sulphate process.
5.33	5.33	5.36	5.23	—	4.50	5.08	5.32	Recovery, caustic, and acidmaking:
4.57	4.45	4.36	4.45	—	4.00	4.34	4.55	Recovery operators (sulphate). Recovery helpers, first (sulphate).
PAPER AND PAPERBOARD								
Stock preparation:								
5.09	4.99	—	5.19	4.60	4.80	5.33	5.85	Head stock, preparers, group I.
4.16	5.45	4.58	5.14	3.93	4.38	4.68	5.20	Head stock preparers, group II ³ . Fine grades.
—	5.27	—	—	4.12	4.40	—	—	Beatermen ³ .
3.77	4.46	3.87	4.37	3.69	3.89	4.43	4.51	Fine grades.
3.81	4.24	—	—	3.76	3.86	4.49	4.43	Boxboard.
3.16	4.63	—	—	3.52	3.58	—	—	Hydrapulper operators ³ . Fine grades.
3.40	3.52	3.49	3.79	3.60	3.96	4.44	4.23	Boxboard.
—	3.65	—	—	3.86	3.89	4.21	4.12	Hydrapulper operators ³ . Fine grades.
—	—	—	—	3.42	3.61	4.38	—	Boxboard.
Machine room:								
5.25	5.32	5.83	5.78	4.58	5.04	6.23	6.46	Paper-machine tenders ³ . Fine grades.
4.49	5.18	—	6.66	4.45	5.03	6.24	6.37	Fine grades.
4.24	5.97	—	5.74	4.33	4.55	5.61	—	Boxboard.
4.81	4.84	5.23	5.31	4.20	4.56	5.64	5.86	Backtenders ³ . Fine grades.
4.10	4.77	—	6.02	4.11	4.51	5.62	5.76	Boxboard.
3.87	5.49	—	5.31	3.84	4.17	5.01	—	Third hands ³ . Fine grades.
4.49	4.63	4.72	4.81	3.89	4.18	4.98	5.13	Boxboard.
3.75	4.72	—	—	3.87	4.15	4.96	4.92	Fine grades.
3.69	4.99	—	4.87	3.62	3.81	4.55	—	Boxboard.
3.89	4.41	4.12	4.30	3.68	3.93	4.46	4.53	Fourth hands ³ . Fine grades.
3.43	4.38	—	—	3.71	3.91	4.46	4.45	Boxboard.
3.37	4.38	—	4.37	3.45	3.70	4.34	—	Fifth hands ³ . Fine grades.
3.64	4.05	3.99	3.97	3.55	3.87	4.28	4.31	Boxboard.
—	3.94	—	—	3.66	3.84	4.25	4.25	Fine grades.
Finishing, roll:								
—	4.48	—	—	4.13	4.34	—	—	Calender operators ³ . Fine grades.
—	4.48	—	—	4.31	4.34	—	—	Calender helpers ³ . Fine grades.
—	3.80	—	—	3.88	3.87	—	—	Calender operators ³ . Fine grades.
3.77	3.82	—	4.09	3.94	4.07	4.30	4.43	Rewinder operators ³ . Fine grades.
—	3.99	—	4.65	3.95	4.01	4.36	4.44	Rewinder helpers ³ . Fine grades.
3.59	3.68	—	3.87	3.66	3.77	3.98	4.14	Boxboard.
—	3.62	—	—	3.66	3.75	—	4.15	Fine grades.
Finishing, sheet:								
3.85	3.48	—	3.84	3.76	3.92	4.38	4.47	Cutters, guillotine type. (cut and trim) ³ . Fine grades.
3.79	3.90	—	4.12	3.92	3.83	4.49	—	Cutters, rotary or sheet ³ . Fine grade.
—	4.10	—	4.25	3.84	3.91	4.46	4.57	—
—	3.94	—	—	4.07	3.97	4.49	4.55	—
Laboratory:								
4.01	4.08	4.09	4.02	3.75	4.01	4.55	4.59	Paper testers ³ . Fine grades.
3.81	4.26	—	—	3.80	4.02	4.51	4.55	—

See footnotes at end of table.

Table 12. Occupational averages: All mills by size of community—Continued

(Number and average straight-time hourly earnings¹ of men in selected occupations in pulp, paper, and paperboard mills by size of community, United States and selected regions, November 1972)

Department and occupation	United States ²				New England		Middle Atlantic	
	Metropolitan areas		Nonmetropolitan areas		Metropolitan areas	Non-metropolitan areas	Metropolitan areas	Non-metropolitan areas
	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings				
MISCELLANEOUS								
Electricians, maintenance	1,425	\$4.90	2,178	\$4.95	\$4.20	\$4.40	\$4.58	\$4.11
Firemen, stationary boiler	782	4.07	894	4.27	4.02	3.81	3.77	3.72
Janitors	842	3.48	1,012	3.54	3.08	3.18	3.44	3.18
Machinists, maintenance	717	4.88	965	4.78	4.15	4.30	4.57	4.17
Mechanics, general	1,065	4.90	1,600	5.57	—	—	4.19	—
Milwrights, pulp and paper	2,559	4.69	4,267	4.88	3.98	4.32	4.21	4.20
Oilers	613	3.93	1,115	4.17	3.53	3.73	3.56	3.55
Pipefitters, maintenance	1,107	4.83	2,070	4.90	4.07	4.29	4.48	4.07
Truckers, power	3,161	3.81	3,490	3.79	3.37	3.34	3.69	3.41
Forklift	2,506	3.78	2,407	3.76	3.42	3.24	3.70	3.43
Other than forklift	655	3.89	1,083	3.87	3.23	3.54	3.63	3.29

See footnotes at end of table.

Southeast		Southwest		Great Lakes		Pacific		Department and occupation
Metropolitan areas	Non-metropolitan areas	Metropolitan areas	Non-metropolitan areas	Metropolitan areas	Non-metropolitan areas	Metropolitan areas	Non-metropolitan areas	
Average hourly earnings								
\$5.05	\$5.15	\$5.34	\$5.20	\$4.58	\$4.74	\$5.65	\$5.72	MISCELLANEOUS
4.25	4.64	4.11	4.80	4.02	4.15	5.13	5.16	Electricians, maintenance.
3.47	3.55	3.44	3.45	3.48	3.60	3.97	3.97	Firemen, stationary boiler.
5.10	5.01	5.14	5.13	4.44	4.67	5.67	5.69	Janitors.
5.35	5.92	5.71	5.76	4.26	4.72	5.29	5.81	Machinists, maintenance.
5.09	5.09	5.07	5.12	4.36	4.69	5.63	5.68	Mechanics, general.
4.07	4.33	4.24	4.35	3.87	3.99	4.61	4.72	Millwrights, pulp and paper.
5.04	5.09	5.14	5.11	4.51	4.68	5.63	5.68	Oilers.
3.77	3.87	3.87	3.82	3.72	3.84	4.40	4.37	Pipefitters, maintenance.
3.75	3.88	3.87	3.75	3.65	3.80	4.38	4.36	Truckers, power.
3.91	3.86	-	3.91	-	3.90	4.48	4.39	Forklift.
								Other than forklift.

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 types of pulp, paper, or paperboard not shown separately.

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

Table 13. Occupational averages: All mills by size of mill

(Number and average straight-time hourly earnings¹ of men in selected occupations in pulp, paper, and paperboard mills by size of mill, United States and selected regions, November 1972)

Department and occupation	United States ²						New England			Middle Atlantic		
	50-249 workers		250-999 workers		1,000 or more workers		50-249 workers	250-999 workers	1,000 or more workers	50-249 workers	250-999 workers	1,000 or more workers
	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Average hourly earnings					
PULP												
Woodyard and wood preparation:												
Crane operators	58	\$4.32	575	\$4.76	385	\$4.80	-	\$4.10	-	-	\$3.84	\$4.13
Chippermen	54	3.90	224	3.90	162	3.94	-	3.69	\$3.45	-	-	-
Pulpmaking:												
Cooks, batch digester ³	47	4.41	257	5.03	204	5.08	-	-	4.29	-	4.09	-
Sulphate process	20	5.20	174	5.26	162	5.10	-	-	-	-	-	-
Sulphite process	-	-	65	4.64	38	5.12	-	-	-	-	-	-
Cooks, continuous digester ³	80	4.57	215	5.37	94	5.04	-	4.83	-	-	4.05	4.75
Sulphate process	-	-	143	5.54	70	5.02	-	-	-	-	-	-
Sulphite process	27	4.00	44	5.24	-	-	-	-	-	-	-	-
Cook helpers, first, batch digester ³	-	-	269	4.21	290	4.31	-	-	3.76	-	-	-
Sulphate process	-	-	180	4.31	234	4.33	-	-	-	-	-	-
Sulphite process	-	-	71	4.11	52	4.31	-	-	-	-	-	-
Cook helpers, first, continuous digester ³	60	4.16	143	4.73	66	4.45	-	-	-	-	-	-
Sulphate process	-	-	103	4.90	55	4.47	-	-	-	-	-	-
Sulphite process	-	-	24	4.43	-	-	-	-	-	-	-	-
Grindermen	-	-	398	3.72	183	4.03	-	3.21	-	-	3.53	-
Screenmen ³	-	-	228	4.34	73	4.37	-	3.19	3.64	-	-	-
Sulphate process	-	-	106	4.58	125	4.37	-	-	-	-	-	-
Sulphite process	-	-	60	4.27	34	4.37	-	-	-	-	-	-
Bleacher men ³	16	4.77	283	4.71	227	5.03	-	3.57	3.60	-	3.95	-
Sulphate process	-	-	117	5.15	177	5.10	-	-	3.54	-	-	-
Sulphite process	-	-	93	4.73	33	4.80	-	-	-	-	-	-
Pulp testers ³	51	4.04	409	3.93	258	3.88	-	3.09	3.44	-	3.52	-
Sulphate process	28	4.11	206	4.05	200	3.85	-	-	3.43	-	-	-
Sulphite process	-	-	77	4.08	23	3.92	-	-	-	-	-	-
Recovery, caustic, and acidmaking:												
Recovery operators (sulphate)	42	5.17	241	5.30	228	4.99	-	-	4.12	-	-	-
Recovery helpers, first (sulphate)	40	4.14	300	4.42	298	4.40	-	-	-	-	-	-
Caustic operators (causticiser) (sulphate)	32	4.77	207	4.81	131	4.60	-	-	3.73	-	-	-
PAPER AND PAPERBOARD												
Stock preparation:												
Head stock preparers, group I ³	100	4.00	231	4.94	241	4.84	\$3.70	-	-	-	4.30	-
Head stock preparers, group II ³	570	3.79	614	4.39	270	4.66	3.82	4.05	4.25	\$3.73	3.98	-
Fine grades	163	3.95	293	4.33	113	4.58	-	4.06	-	3.89	4.11	-
Beatermen ³	811	3.37	971	3.86	647	4.19	3.36	3.66	3.75	3.32	3.50	-
Fine grades	326	3.42	507	3.89	268	3.96	3.31	3.50	3.80	3.38	3.65	-
Boxboard	282	3.22	210	3.54	54	4.65	3.55	-	-	3.10	-	-
Hydrapulper operators ³	664	3.41	725	3.81	398	3.83	3.14	3.76	3.47	3.30	3.62	3.70
Fine grades	42	2.93	295	3.74	183	3.78	-	-	3.41	-	3.50	3.70
Machine room:												
Paper-machine tenders ³	1,318	4.10	1,910	5.18	1,466	5.42	3.91	4.64	4.63	3.95	4.59	5.24
Fine grades	416	4.00	897	5.01	582	5.04	3.85	4.70	4.78	-	4.55	4.63
Coarse (Kraft)	-	-	134	5.88	245	5.56	-	-	-	-	-	-
Container board	165	4.41	218	5.64	67	5.62	-	-	-	3.90	-	-
Boxboard	254	4.09	213	4.76	74	5.94	4.21	4.12	-	3.90	-	-
Backtenders ³	1,286	3.74	1,892	4.69	1,481	4.93	3.47	4.22	4.26	3.63	4.18	4.78
Fine grades	431	3.59	873	4.55	599	4.60	3.39	4.32	4.40	-	4.19	4.27
Boxboard	254	3.69	203	4.29	74	5.47	3.80	3.62	-	3.56	-	-
Third hands ³	1,190	3.47	1,782	4.31	1,384	4.50	3.30	4.00	3.89	3.34	3.84	4.18
Fine grades	394	3.36	834	4.16	518	4.19	3.23	4.17	4.01	-	3.78	-
Container board	147	3.84	221	4.72	67	4.76	-	-	-	-	-	-
Boxboard	251	3.45	202	3.98	75	4.96	3.59	3.37	-	3.36	-	-
Fourth hands ³	873	3.43	1,695	3.97	1,192	4.09	3.21	3.65	3.54	3.23	3.66	3.88
Fine grades	223	3.25	804	3.88	469	3.86	3.17	3.69	3.60	-	3.59	-
Coarse (Kraft)	50	3.75	137	4.31	227	4.17	-	-	-	-	-	-
Container board	115	3.82	222	4.24	69	4.23	-	-	-	-	-	-
Boxboard	306	3.30	245	3.67	75	4.38	3.31	-	-	3.28	-	-
Fifth hands ³	566	3.31	1,260	3.84	921	3.88	3.10	3.47	3.49	3.12	3.61	3.82
Fine grades	-	-	564	3.78	343	3.72	-	3.52	3.50	-	3.53	3.66
Container board	109	3.71	203	4.03	65	3.90	-	-	-	-	-	-
Finishing, roll:												
Calendar operators ³	80	3.62	395	4.36	368	4.30	3.43	-	3.97	-	4.24	-
Fine grades	40	3.68	363	4.37	306	4.34	-	-	4.02	-	4.23	-
Calendar helpers ³	56	3.27	354	3.84	395	3.82	3.09	-	3.65	-	3.71	-
Fine grades	25	3.11	342	3.84	335	3.83	-	-	3.66	-	3.69	-
Rewinder operators ³	417	3.43	887	3.94	1,226	4.03	3.21	3.68	3.80	-	3.72	4.03
Fine grades	85	3.54	588	3.91	630	3.95	3.21	3.75	-	-	3.68	3.61
Rewinder helpers ³	264	3.32	617	3.63	683	3.71	2.94	3.42	-	3.31	3.50	3.36
Fine grades	46	3.21	465	3.60	497	3.67	2.93	3.48	-	-	3.45	3.36

See footnotes at end of table.

Southeast		Southwest		Great Lakes			Pacific		Department and occupation
250-999 workers	1,000 or more workers	250-999 workers	1,000 or more workers	50-249 workers	250-999 workers	1,000 or more workers	250-999 workers	1,000 or more workers	
Average hourly earnings									
\$5.06	\$5.06	\$4.91	\$5.03	—	\$4.22	\$4.23	\$4.53	\$4.68	PULP
3.97	3.94	3.61	4.00	\$3.93	3.83	3.91	4.32	4.39	Woodyard and wood preparation:
									Crane operators.
									Chippermen.
									Pulpmaking:
5.33	5.12	5.17	5.19	—	4.48	4.71	5.25	5.66	Cooks, batch digester ³ .
5.38	5.18	5.17	5.19	—	4.69	4.73	5.26	—	Sulphate process.
—	—	—	—	—	4.43	4.70	—	5.66	Sulphite process.
5.95	5.09	5.76	5.59	4.19	4.56	—	5.38	—	Cooks, continuous digester ³ .
6.08	5.09	5.76	—	—	—	—	5.28	—	Sulphate process.
—	—	—	—	—	—	—	5.52	—	Sulphite process.
4.37	4.29	4.04	4.32	—	3.96	4.16	4.42	4.62	Cook helpers, first, batch digester ³ .
4.35	4.31	4.04	4.32	—	3.91	4.24	4.44	—	Sulphate process.
—	—	—	—	—	3.98	4.11	—	4.55	Sulphite process.
5.31	4.48	4.98	—	—	—	—	4.61	—	Cook helpers, first, continuous digester ³ .
5.48	4.48	4.98	—	—	—	—	4.72	—	Sulphate process.
—	—	—	—	—	—	—	4.50	—	Sulphite process.
—	4.16	—	—	—	3.75	—	—	—	Grindermen.
4.60	4.49	—	4.38	—	4.00	4.09	4.74	4.78	Screenmen ³ .
4.62	4.46	—	4.37	—	—	—	4.81	—	Sulphate process.
—	—	—	—	—	—	—	4.67	4.79	Sulphite process.
5.34	5.26	—	5.50	—	4.13	4.37	5.36	5.34	Bleachermen ³ .
5.36	5.32	—	5.44	—	4.64	4.26	5.44	5.34	Sulphate process.
—	—	—	—	—	4.30	4.39	5.34	5.33	Sulphite process.
4.02	3.86	3.81	3.96	—	3.92	3.94	4.48	4.45	Pulp testers ³ .
4.03	3.86	3.81	3.95	—	4.05	3.96	4.49	—	Sulphate process.
3.93	—	—	—	—	3.96	—	4.53	—	Sulphite process.
—	—	—	—	—	—	—	—	—	Recovery, caustic, and acidmaking:
4.53	4.45	4.33	4.58	—	3.98	4.04	4.48	4.37	Recovery operators (sulphate).
—	—	—	—	—	—	—	—	—	Recovery helpers, first (sulphate).
4.92	4.76	4.72	4.62	—	4.15	4.14	4.79	—	Caustic operators (causticiser) (sulphate).
									PAPER AND PAPERBOARD
									Stock preparation:
5.11	4.96	5.23	5.11	—	4.74	5.01	5.70	5.76	Head stock preparers, group I.
4.75	5.16	4.84	5.06	3.85	4.30	4.58	5.16	—	Head stock preparers, group II ³ .
—	—	—	—	3.99	4.30	4.69	—	—	Fine grades.
3.89	4.44	3.84	4.38	3.58	3.83	3.97	4.46	4.53	Beetermen ³ .
4.40	4.34	—	—	3.69	3.83	3.89	4.45	—	Fine grades.
—	4.86	—	4.40	3.40	3.69	—	—	—	Boxboard.
3.39	3.77	—	3.82	3.55	3.86	3.94	4.35	—	Hydrapulper operators ³ .
—	3.66	—	—	—	3.83	3.95	4.15	—	Fine grades.
									Machine room:
5.73	5.67	5.61	5.96	4.38	4.86	5.21	6.45	6.26	Paper-machine tenders ³ .
6.43	5.02	—	6.14	4.25	4.87	5.09	6.31	—	Fine grades.
—	5.77	5.51	—	—	—	5.21	6.45	—	Coarse (Kraft).
6.04	5.77	—	—	—	4.48	—	6.20	—	Container board.
4.84	6.00	—	5.84	4.16	4.66	—	—	—	Boxboard.
5.21	5.24	5.12	5.45	4.07	4.37	4.73	5.88	6.67	Backtenders ³ .
5.73	4.85	—	5.52	3.85	4.38	4.63	5.70	—	Fine grades.
4.45	5.52	—	5.40	3.71	4.21	—	—	—	Boxboard.
4.80	4.94	4.67	4.90	3.79	4.05	4.28	5.10	5.03	Third hands ³ .
5.07	4.65	—	—	3.62	4.07	4.25	4.93	—	Fine grades.
5.04	4.91	—	—	—	3.94	—	4.97	—	Container board.
4.17	4.97	—	4.94	3.52	3.88	—	—	—	Boxboard.
4.17	4.39	4.08	4.37	3.65	3.84	3.97	4.49	4.50	Fourth hands ³ .
4.70	4.27	—	—	—	3.84	3.95	4.45	—	Fine grades.
—	4.34	4.15	—	—	—	3.90	4.53	—	Coarse (Kraft).
4.45	4.35	—	—	—	3.81	—	4.45	—	Container board.
3.63	4.32	—	4.41	3.35	3.76	—	—	—	Boxboard.
3.80	4.01	3.95	4.01	3.68	3.78	3.85	4.28	4.30	Fifth hands ³ .
4.25	3.85	—	—	—	3.77	3.90	4.25	—	Fine grades.
4.09	3.97	—	—	—	3.78	—	4.24	—	Container board.
									Finishing, roll:
—	4.26	—	—	—	4.29	4.38	—	—	Calender operators ³ .
—	4.26	—	—	—	4.31	4.37	—	—	Fine grades.
—	3.70	—	—	—	3.83	3.92	—	—	Calender helpers ³ .
—	3.69	—	—	—	3.83	3.92	—	—	Fine grades.
4.02	4.07	3.91	4.20	3.61	4.01	4.06	4.39	—	Rewinder operators ³ .
4.23	3.95	—	4.61	—	3.91	4.09	4.41	—	Fine grades.
3.55	3.71	—	3.87	3.57	3.70	3.82	4.09	—	Rewinder helpers ³ .
—	3.64	—	—	—	3.66	3.85	4.10	—	Fine grades.

See footnotes at end of table.

Table 13. Occupational averages: All mills by size of mill—Continued

 (Number and average straight-time hourly earnings¹ of men in selected occupations in pulp, paper and paperboard mills by size of mill, United States and selected regions, November 1972)

Department and occupation	United States ²						New England			Middle Atlantic		
	50-249 workers		250-999 workers		1,000 or more workers		50-249 workers	250-999 workers	1,000 or more workers	50-249 workers	250-999 workers	1,000 or more workers
	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Average hourly earnings					
PAPER AND PAPERBOARD—Continued												
Finishing, sheet:												
Cutters, guillotine type, (cut and trim) ³	347	\$3.45	548	\$3.81	452	\$4.04	\$3.70	\$3.51	\$3.63	\$3.26	\$3.62	\$4.04
Fine grades	142	3.77	421	3.84	353	4.02	3.83	3.54	—	—	3.61	4.04
Cutters, rotary or sheet ³	319	3.48	610	3.93	774	4.11	3.23	3.53	3.77	—	3.61	3.93
Fine grades	178	3.51	493	3.99	514	4.02	3.10	—	—	—	3.61	3.93
Laboratory:												
Paper testers ³	412	3.70	1,006	4.00	783	4.00	3.47	3.51	3.60	3.52	3.66	3.81
Fine grades	87	3.67	452	3.98	326	3.90	—	3.64	3.82	—	3.72	3.64
MISCELLANEOUS												
Electricians, maintenance	447	4.66	1,650	4.96	1,506	4.98	4.01	4.41	4.34	3.92	4.48	4.87
Firemen, stationary boiler	555	3.71	710	4.34	411	4.54	3.56	4.12	4.18	3.47	4.07	4.14
Janitors	208	3.21	850	3.50	796	3.60	3.08	3.10	3.17	3.08	3.25	3.62
Mechanists, maintenance	194	4.37	698	4.85	790	4.91	3.89	4.35	4.28	4.02	4.28	5.06
Mechanics, general	484	4.48	1,599	5.66	582	5.00	3.94	—	—	3.95	3.86	—
Millwrights, pulp and paper	882	4.29	3,088	4.87	2,856	4.90	3.74	4.36	4.27	3.66	4.41	4.46
Oilers	235	3.52	793	4.15	700	4.20	3.39	3.68	3.75	3.30	3.63	3.78
Pipefitters, maintenance	248	4.45	1,369	4.92	1,560	4.91	3.90	4.35	4.15	4.06	4.33	4.53
Truckers, power	939	3.42	2,717	3.79	2,995	3.93	3.19	3.42	3.37	3.35	3.53	4.11
Forklift	769	3.31	2,056	3.75	2,088	3.96	3.19	3.34	3.44	3.34	3.52	4.14
Other than forklift	170	3.90	661	3.89	907	3.87	3.19	3.69	3.32	3.41	3.55	—

See footnotes at end of table.

Southeast		Southwest		Great Lakes			Pacific		Department and occupation
250-999 workers	1,000 or more workers	250-999 workers	1,000 or more workers	50-249 workers	250-999 workers	1,000 or more workers	250-999 workers	1,000 or more workers	
Average hourly earnings									
									PAPER AND PAPERBOARD--
									Continued
									Finishing, sheet:
\$3.71	\$4.10	\$3.45	\$4.09	\$3.61	\$3.88	\$4.08	\$4.43	—	Cutters, guillotine type
—	4.03	—	4.18	3.77	3.89	4.09	4.50	—	(cut and trim) ³ .
4.30	4.20	—	4.27	3.56	3.83	4.19	4.52	\$4.50	Fine grades.
—	3.88	—	—	3.74	3.93	4.20	4.53	—	Cutters, rotary or sheet ³ .
									Fine grades.
									Laboratory:
4.13	4.11	4.04	4.04	3.85	3.91	4.03	4.57	4.62	Paper testers ³ .
—	4.10	—	—	3.68	3.98	4.03	4.55	—	Fine grades.
									MISCELLANEOUS
5.20	5.10	5.45	5.19	4.89	4.56	4.72	5.68	5.63	Electricians, maintenance.
4.43	4.70	4.27	4.81	3.85	4.18	4.31	5.10	5.26	Firemen, stationary boiler.
3.52	3.55	3.17	3.57	3.31	3.51	3.69	3.95	4.00	Janitors.
5.13	5.05	5.13	5.13	4.24	4.56	4.71	5.68	5.58	Mechanics, maintenance.
5.89	5.13	5.75	—	4.33	4.51	4.74	5.68	—	Mechanics, general.
5.15	5.07	5.07	5.12	4.47	4.52	4.64	5.66	5.59	Millwrights, pulp and paper.
4.52	4.28	4.09	4.41	3.76	3.95	4.06	4.60	4.88	Oilers.
5.16	5.08	5.13	5.11	4.45	4.61	4.70	5.65	5.60	Pipefitters, maintenance.
3.83	3.91	3.59	3.89	3.63	3.77	3.87	4.34	4.45	Truckers, power.
3.79	3.93	3.58	3.89	3.46	3.75	3.83	4.32	4.43	Forklift.
3.94	3.83	—	3.90	—	3.83	3.92	4.38	4.49	Other than forklift.

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 types of pulp, paper, and paperboard not shown separately.

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

Table 14. Occupational averages: All mills by size of mill and size of community

(Number and average straight-time hourly earnings¹ of men in selected occupations in pulp, paper, and paperboard mills by size of mill and size of community, United States and selected regions, November 1972)

Occupation and size of mill	United States ²				New England		Middle Atlantic		Southeast		Southwest	Great Lakes		Pacific	
	Metropolitan areas		Nonmetropolitan areas		Metro-politan areas	Non-metro-politan areas	Metro-politan areas	Non-metro-politan areas	Metro-politan areas	Non-metro-politan areas	Non-metro-politan areas	Metro-politan areas	Non-metro-politan areas	Metro-politan areas	Non-metro-politan areas
	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Average hourly earnings										
Crane operators:															
250-999 workers	105	\$4.92	470	\$4.73	-	\$4.10	-	\$3.76	\$4.92	\$5.10	\$4.76	-	\$4.21	-	\$4.50
1,000 or more workers	120	4.69	265	4.85	-	-	-	-	5.12	5.04	5.06	\$4.26	4.21	-	-
Cooks, sulphate, batch digester:															
250-999 workers	36	5.02	138	5.33	-	-	-	-	5.25	5.41	5.17	-	4.69	\$4.98	5.54
1,000 or more workers	72	5.12	90	5.07	-	-	-	-	5.23	5.14	5.15	-	4.73	-	-
Cooks, sulphate, continuous digester:															
250-999 workers	64	5.68	79	5.43	-	-	-	-	5.75	6.34	-	-	-	5.45	5.11
1,000 or more workers	19	4.94	51	5.04	-	-	-	-	-	5.08	-	-	-	-	-
Paper-machine tenders, fine grades															
50-249 workers	245	4.05	171	3.93	-	3.72	\$4.03	-	-	-	-	-	4.34	-	-
250-999 workers	355	4.68	542	5.22	\$4.20	5.09	4.74	4.31	-	6.43	-	4.26	5.14	6.22	6.37
1,000 or more workers	222	4.92	360	5.12	-	5.07	4.46	-	-	4.90	-	4.96	5.17	-	-
Fourth hands, fine grades:															
250-999 workers	273	3.81	579	3.90	-	3.67	3.76	3.44	-	4.70	-	3.59	3.96	4.46	4.45
1,000 or more workers	182	3.92	287	3.83	3.59	3.61	3.66	-	-	4.22	-	3.95	3.95	-	-
Mechanics, general:															
50-249 workers	275	4.03	209	5.07	-	-	4.01	-	-	-	-	3.98	-	-	-
250-999 workers	486	5.60	1,113	5.69	-	-	3.84	-	5.51	6.02	-	-	4.51	-	5.74
1,000 or more workers	304	4.59	278	5.45	-	-	-	-	-	5.14	-	-	-	-	-
Millwrights, pulp and paper:															
50-249 workers	436	3.88	446	4.68	\$3.92	3.53	3.61	3.86	-	-	-	3.98	4.91	-	5.84
250-999 workers	960	4.76	2,128	4.91	3.96	4.43	4.55	4.11	4.98	5.20	-	4.33	4.59	5.65	5.67
1,000 or more workers	1,163	4.93	1,693	4.89	-	4.34	-	-	5.14	5.03	5.12	-	4.73	5.61	-
Janitors:															
50-249 workers	131	3.19	77	3.25	3.15	-	3.19	2.88	-	-	-	3.18	3.57	-	-
250-999 workers	305	3.39	545	3.56	3.00	3.17	3.28	3.21	3.25	3.59	-	3.40	3.55	3.95	3.96
1,000 or more workers	406	3.64	390	3.57	3.10	-	-	-	3.57	3.53	3.53	3.70	3.69	3.99	-

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

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

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

Table 15. Occupational earnings: Crane operators

(Percent distribution of crane operators in pulp, paper, and paperboard mills by straight-time hourly earnings,¹ United States and selected regions, November 1972)

Hourly earnings ¹	United States ²	New England	Southeast	Southwest	Great Lakes
Under \$3.50	1.3	7.7	-	-	-
\$3.50 and under \$3.80	2.0	22.0	-	-	-
\$3.80 and under \$3.70	9	7.8	-	-	-
\$3.70 and under \$3.80	9	-	-	-	-
\$3.80 and under \$3.90	2.7	1.1	3.0	-	3.1
\$3.90 and under \$4.00	3.9	22.2	4	6.8	1.9
\$4.00 and under \$4.10	2.5	-	7	-	13.1
\$4.10 and under \$4.20	2.8	-	4	-	14.4
\$4.20 and under \$4.30	5.3	-	-	-	19.4
\$4.30 and under \$4.40	4.1	8.9	-	-	20.6
\$4.40 and under \$4.50	2.1	1.1	-	-	7.5
\$4.50 and under \$4.60	2.8	2.2	-	-	12.5
\$4.60 and under \$4.70	5.7	26.7	2.9	-	7.5
\$4.70 and under \$4.80	4.5	-	6.8	5.1	-
\$4.80 and under \$4.90	.8	-	-	6.8	-
\$4.90 and under \$5.00	6.2	-	6.6	16.9	-
\$5.00 and under \$5.10	22.6	-	32.0	40.7	-
\$5.10 and under \$5.20	23.0	-	37.5	16.9	-
\$5.20 and under \$5.30	2.3	-	2.7	6.8	-
\$5.30 and under \$5.40	3.9	-	7.1	-	-
Total	100.0	100.0	100.0	100.0	100.0
Number of workers	1,018	90	560	118	160
Average hourly earnings ¹	\$4.75	\$4.01	\$5.03	\$4.97	\$4.29

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 16. Occupational earnings: Cooks, sulphate, batch digester

(Percent distribution of cooks in pulp, paper and paperboard mills by straight-time hourly earnings,¹ United States and selected regions, November 1972)

Hourly earnings ¹	United States ²	Southeast	Pacific
Under \$4.00	2.2	-	-
\$4.00 and under \$4.10	3.1	2.0	-
\$4.10 and under \$4.20	1.1	-	-
\$4.20 and under \$4.30	.8	-	-
\$4.30 and under \$4.40	-	-	-
\$4.40 and under \$4.50	1.1	-	-
\$4.50 and under \$4.60	1.1	-	-
\$4.60 and under \$4.70	1.1	-	11.1
\$4.70 and under \$4.80	2.2	4.0	-
\$4.80 and under \$4.90	3.1	2.0	-
\$4.90 and under \$5.00	2.2	-	-
\$5.00 and under \$5.10	10.1	6.0	-
\$5.10 and under \$5.20	11.0	10.1	22.2
\$5.20 and under \$5.30	21.3	33.7	11.1
\$5.30 and under \$5.40	12.4	18.1	-
\$5.40 and under \$5.50	11.2	12.1	-
\$5.50 and under \$5.60	4.5	-	11.1
\$5.60 and under \$5.70	3.4	2.0	22.2
\$5.70 and under \$5.80	5.6	8.0	11.1
\$5.80 and over	2.2	2.0	³ 11.1
Total	100.0	100.0	100.0
Number of workers	356	199	36
Average hourly earnings ¹	\$5.18	\$5.29	\$5.40

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 All workers were at \$5.80 to \$6.

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

Table 17. Occupational earnings: Cooks, sulphate, continuous digester

(Percent distribution of cooks in pulp, paper, and paperboard mills by straight-time hourly earnings,¹ United States and selected regions, November 1972)

Hourly earnings ¹	United States ²	Southeast	Pacific
Under \$4.50	7.8	—	—
\$4.50 and under \$4.60	3.5	6.3	5.3
\$4.60 and under \$4.70	4.8	—	5.3
\$4.70 and under \$4.80	1.7	6.3	—
\$4.80 and under \$4.90	3.5	—	10.5
\$4.90 and under \$5.00	1.7	—	5.3
\$5.00 and under \$5.10	5.2	6.3	—
\$5.10 and under \$5.20	5.2	12.5	5.3
\$5.20 and under \$5.30	10.5	6.3	26.3
\$5.30 and under \$5.40	7.0	6.3	10.5
\$5.40 and under \$5.50	10.5	6.3	—
\$5.50 and under \$5.60	1.7	—	5.3
\$5.60 and under \$5.70	1.7	6.3	—
\$5.70 and under \$5.80	3.5	—	5.3
\$5.80 and under \$5.90	3.5	—	10.5
\$5.90 and under \$6.00	5.2	—	10.5
\$6.00 and under \$6.10	3.5	—	—
\$6.10 and under \$6.20	7.0	12.5	—
\$6.20 and under \$6.30	7.0	12.5	—
\$6.30 and under \$6.40	5.2	18.8	—
Total	100.0	100.0	100.0
Number of workers	229	64	76
Average hourly earnings ¹	\$5.39	\$5.65	\$5.32

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 18. Occupational earnings: Grindermen

(Percent distribution of grindermen in pulp, paper and paperboard mills by straight-time hourly earnings¹ United States and selected regions, November 1972)

Hourly earnings ¹	United States ²	New England	Middle Atlantic	Southeast	Great Lakes
Under \$3.20	³ 10.4	⁴ 41.6	—	—	—
\$3.20 and under \$3.30	1.3	5.4	—	—	—
\$3.30 and under \$3.40	3.2	2.7	35.7	—	—
\$3.40 and under \$3.50	7.9	21.5	35.7	—	—
\$3.50 and under \$3.60	.2	.7	—	—	—
\$3.60 and under \$3.70	8.9	.7	9.5	—	31.8
\$3.70 and under \$3.80	12.7	.7	9.5	—	44.4
\$3.80 and under \$3.90	7.4	21.5	9.5	—	5.3
\$3.90 and under \$4.00	21.4	—	—	48.0	15.9
\$4.00 and under \$4.10	.7	—	—	—	—
\$4.10 and under \$4.20	15.4	—	—	48.0	2.6
\$4.20 and under \$4.30	—	—	—	—	—
\$4.30 and under \$4.40	7.4	—	—	—	—
\$4.40 and under \$4.50	—	—	—	—	—
\$4.50 and under \$4.60	—	—	—	—	—
\$4.60 and under \$4.70	—	—	—	—	—
\$4.70 and under \$4.80	—	—	—	—	—
\$4.80 and under \$4.90	1.3	5.4	—	—	—
\$4.90 and under \$5.00	—	—	—	—	—
\$5.00 and over	2.0	—	—	4.0	—
Total	100.0	100.0	100.0	100.0	100.0
Number of workers	598	149	42	100	151
Average hourly earnings ¹	\$3.81	\$3.35	\$3.50	\$4.10	\$3.77

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

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

³ Workers were distributed as follows: 10.0 percent at \$2.80 to \$2.90 and .3 percent at \$3.10 to \$3.20.

⁴ Workers were distributed as follows: 40.3 percent at \$2.80 to \$2.90 and 1.3 percent at \$3.00 to \$3.20.

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

Table 19. Occupational earnings: Paper-machine tenders, fine grades

(Percent distribution of paper-machine tenders, fine grades, in pulp, paper, and paperboard mills by straight-time hourly earnings,¹ United States and selected regions, November 1972)

Hourly earnings ¹	United States ²	New England	Middle Atlantic	Southeast	Great Lakes	Pacific
Under \$3.50	1.3	2.5	—	9.0	—	—
\$3.50 and under \$3.60	.6	2.6	—	—	—	—
\$3.60 and under \$3.70	—	—	—	—	—	—
\$3.70 and under \$3.80	4.8	18.2	.7	—	—	—
\$3.80 and under \$3.90	4.0	—	17.6	—	—	—
\$3.90 and under \$4.00	4.0	8.7	7.7	—	—	—
\$4.00 and under \$4.10	10.6	18.8	12.2	—	9.2	—
\$4.10 and under \$4.20	7.3	10.5	7.0	—	9.2	—
\$4.20 and under \$4.30	3.0	.8	2.3	—	6.8	—
\$4.30 and under \$4.40	3.2	3.7	6.6	—	2.4	—
\$4.40 and under \$4.50	8.5	2.9	13.6	30.6	7.8	—
\$4.50 and under \$4.60	4.9	4.5	11.2	3.0	2.9	—
\$4.60 and under \$4.70	3.6	1.4	1.9	6.7	7.3	—
\$4.70 and under \$4.80	3.1	4.8	1.9	3.0	3.4	2.0
\$4.80 and under \$4.90	2.4	—	3.5	—	4.8	—
\$4.90 and under \$5.00	3.1	1.7	.7	—	5.7	—
\$5.00 and under \$5.10	1.7	—	—	—	4.0	—
\$5.10 and under \$5.20	4.9	—	6.6	6.0	8.6	2.7
\$5.20 and under \$5.30	2.2	.8	—	—	6.1	—
\$5.30 and under \$5.40	3.2	1.2	—	—	5.0	2.7
\$5.40 and under \$5.50	2.8	4.5	—	6.0	1.9	5.4
\$5.50 and under \$5.60	.8	—	—	3.0	1.0	2.7
\$5.60 and under \$5.70	4.7	6.6	.9	3.0	6.0	2.7
\$5.70 and under \$5.80	1.8	—	2.8	—	2.3	2.7
\$5.80 and under \$5.90	1.0	—	—	3.0	2.4	—
\$5.90 and under \$6.00	.6	—	—	3.0	—	2.7
\$6.00 and under \$6.10	1.1	—	—	6.0	—	8.2
\$6.10 and under \$6.20	1.7	1.7	.9	3.0	.6	8.2
\$6.20 and under \$6.30	1.1	—	—	—	1.3	8.2
\$6.30 and under \$6.40	.8	1.7	—	—	—	2.7
\$6.40 and under \$6.50	2.3	—	—	9.0	.6	13.6
\$6.50 and under \$6.60	1.3	—	.9	6.0	.6	2.7
\$6.60 and under \$6.70	1.1	.8	.9	—	—	8.2
\$6.70 and under \$6.80	.4	—	—	—	—	5.4
\$6.80 and under \$6.90	4	—	—	—	—	2.7
\$6.90 and under \$7.00	.6	—	—	—	—	8.2
\$7.00 and over	1.3	1.7	—	—	—	8.2
Total	100.0	100.0	100.0	100.0	100.0	100.0
Number of workers	1,895	484	427	134	619	147
Average hourly earnings ¹	\$4.80	\$4.40	\$4.41	\$5.05	\$4.84	\$6.30

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 20. Occupational earnings: Fourth hands, fine grades

(Percent distribution of fourth hands, fine grades, in pulp, paper, and paperboard mills by straight-time hourly earnings¹ United States and selected regions, November 1972)

Hourly earnings ¹	United States ²	New England	Middle Atlantic	Southeast	Great Lakes	Pacific
Under \$3.00	5.0	7.6	³ 11.8	⁴ 14.6	—	—
\$3.00 and under \$3.10	1.6	3.4	3.9	—	—	—
\$3.10 and under \$3.20	2.3	8.7	1.3	—	—	—
\$3.20 and under \$3.30	6.7	24.7	—	—	2.1	—
\$3.30 and under \$3.40	5.7	9.0	17.7	—	—	—
\$3.40 and under \$3.50	7.8	4.5	12.1	—	10.9	—
\$3.50 and under \$3.60	8.2	7.6	10.8	3.7	10.4	—
\$3.60 and under \$3.70	7.8	1.7	11.5	—	13.0	—
\$3.70 and under \$3.80	8.7	9.6	19.3	—	6.4	—
\$3.80 and under \$3.90	9.6	3.9	2.3	—	19.9	—
\$3.90 and under \$4.00	8.6	11.5	—	3.7	14.6	—
\$4.00 and under \$4.10	3.9	—	5.2	9.8	4.7	—
\$4.10 and under \$4.20	4.7	—	—	—	8.0	14.3
\$4.20 and under \$4.30	3.8	4.5	1.3	19.5	2.3	2.9
\$4.30 and under \$4.40	3.1	—	—	9.8	1.2	22.9
\$4.40 and under \$4.50	3.9	1.1	1.3	4.9	1.9	25.7
\$4.50 and under \$4.60	2.8	—	—	4.9	1.7	20.0
\$4.60 and under \$4.70	3.1	2.2	1.3	14.6	2.4	5.7
\$4.70 and under \$4.80	1.3	—	—	4.9	—	2.9
\$4.80 and under \$4.90	1.0	—	—	9.8	.5	2.9
\$4.90 and under \$5.00	—	—	—	—	—	—
\$5.00 and over	.3	—	—	—	—	2.9
Total	100.0	100.0	100.0	100.0	100.0	100.0
Number of workers	1496	356	305	82	577	140
Average hourly earnings ¹	\$3.78	\$3.50	\$3.53	\$4.11	\$3.84	\$4.45

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 All workers were at \$2.90 to \$3.00.

⁴ All workers were at \$2.40 to \$2.50.

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

Table 21. Occupational earnings: Mechanics, general

(Percent distribution of mechanics, general in pulp, paper, and paperboard mills by straight-time hourly earnings¹ United States and selected regions, November 1972)

Hourly earnings ¹	United States ²	Southeast	Pacific
Under \$3.50 ³	1.2	2.3	—
\$3.50 and under \$3.60	1.0	—	—
\$3.60 and under \$3.70	1.7	.3	—
\$3.70 and under \$3.80	—	—	—
\$3.80 and under \$3.90	3.3	2.8	—
\$3.90 and under \$4.00	1.8	—	—
\$4.00 and under \$4.10	5.4	2.6	—
\$4.10 and under \$4.20	.8	—	—
\$4.20 and under \$4.30	5.8	—	—
\$4.30 and under \$4.40	3.6	—	—
\$4.40 and under \$4.50	.3	—	—
\$4.50 and under \$4.60	4.3	—	—
\$4.60 and under \$4.70	2.4	—	14.3
\$4.70 and under \$4.80	4.1	—	3.6
\$4.80 and under \$4.90	.2	—	—
\$4.90 and under \$5.00	.8	—	—
\$5.00 and under \$5.10	2.1	.4	—
\$5.10 and under \$5.20	1.1	2.2	—
\$5.20 and under \$5.30	.6	.4	—
\$5.30 and under \$5.40	1.0	1.4	—
\$5.40 and under \$5.50	.3	—	16.1
\$5.50 and under \$5.60	2.7	2.9	—
\$5.60 and under \$5.70	4.4	5.7	37.5
\$5.70 and under \$5.80	2.6	6.1	14.3
\$5.80 and under \$5.90	7.2	9.7	3.6
\$5.90 and under \$6.00	19.6	34.9	—
\$6.00 and under \$6.10	.5	—	7.1
\$6.10 and under \$6.20	4.8	11.9	3.6
\$6.20 and under \$6.30	5.6	4.1	—
\$6.30 and under \$6.40	10.9	12.2	—
Total	100.0	100.0	100.0
Number of workers	2665	980	56
Average hourly earnings ¹	\$5.30	\$5.77	\$5.50

¹ Exclude 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 22. Occupational earnings: Millwrights

(Percent distribution of millwrights in pulp, paper, and paperboard mills by straight-time hourly earnings¹ United States and selected regions, November 1972)

Hourly earnings ¹	United States ²	New England	Middle Atlantic	Southeast	Great Lakes	Pacific
Under \$3.50	2.3	4.6	³ 10.3	—	0.8	—
\$3.50 and under \$3.60	1.1	6.6	—	—	.2	—
\$3.60 and under \$3.70	1.3	5.9	2.8	0.2	.6	—
\$3.70 and under \$3.80	1.2	2.5	7.7	—	.1	—
\$3.80 and under \$3.90	2.3	3.6	7.3	—	4.0	—
\$3.90 and under \$4.00	4.2	11.6	3.4	—	8.0	—
\$4.00 and under \$4.10	1.9	3.6	10.3	.1	1.3	—
\$4.10 and under \$4.20	4.5	13.5	11.8	.1	5.1	—
\$4.20 and under \$4.30	4.1	5.9	11.9	3.1	4.7	—
\$4.30 and under \$4.40	4.0	7.1	4.2	1.8	7.5	—
\$4.40 and under \$4.50	2.8	—	4.8	1.4	7.1	—
\$4.50 and under \$4.60	4.4	12.0	3.6	.3	8.4	—
\$4.60 and under \$4.70	6.8	—	.9	3.2	20.8	—
\$4.70 and under \$4.80	6.4	8.7	2.5	3.3	10.9	—
\$4.80 and under \$4.90	2.5	2.8	5.2	—	5.7	—
\$4.90 and under \$5.00	1.0	—	—	2.0	1.6	—
\$5.00 and under \$5.10	6.6	11.7	11.0	6.6	5.4	—
\$5.10 and under \$5.20	18.7	—	—	50.2	2.4	—
\$5.20 and under \$5.30	5.6	—	—	20.5	.2	—
\$5.30 and under \$5.40	1.8	—	—	5.1	1.6	—
\$5.40 and under \$5.50	.5	—	—	.3	—	3.1
\$5.50 and under \$5.60	4.7	—	—	.7	—	33.4
\$5.60 and under \$5.70	5.1	—	—	1.2	—	35.0
\$5.70 and under \$5.80	3.2	—	—	—	—	18.3
\$5.80 and under \$5.90	2.2	—	—	—	3.7	6.0
\$5.90 and under \$6.00	(*)	—	—	—	—	.2
\$6.00 and over	.8	—	2.4	—	—	4.0
Total	100.0	100.0	100.0	100.0	100.0	100.0
Number of workers	6,826	943	672	1,827	1,905	923
Average hourly earnings ¹	\$4.81	\$4.24	\$4.21	\$5.09	\$4.55	\$5.66

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 Workers were distributed as follows: 2.7 percent at \$3 to \$3.10; 4.5 at \$3.10 to \$3.20; 2.2 percent at \$3.30 to \$3.40; and .9 percent at \$3.40 to \$3.50.

⁴ Less than 0.05 percent.

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

Table 23. Occupational earnings: Janitors

(Percent distribution of janitors in pulp, paper, and paperboard mills by straight-time hourly earnings¹ United States and selected regions, November 1972)

Hourly earnings ¹	United States ²	New England	Middle Atlantic	Southeast	Southwest	Great Lakes	Pacific
Under \$2.50	1.4	—	1.0	2.1	7.0	—	—
\$2.50 and under \$2.60	—	—	—	—	—	—	—
\$2.60 and under \$2.70	.4	—	.7	—	—	0.9	—
\$2.70 and under \$2.80	1.4	6.6	4.7	—	—	—	—
\$2.80 and under \$2.90	1.7	2.6	5.1	.4	5.6	.9	—
\$2.90 and under \$3.00	5.4	39.8	5.7	—	—	1.8	—
\$3.00 and under \$3.10	2.6	4.1	5.7	1.3	—	2.9	—
\$3.10 and under \$3.20	6.1	10.7	22.6	—	—	4.1	—
\$3.20 and under \$3.30	5.1	15.3	9.1	2.1	—	4.7	—
\$3.30 and under \$3.40	6.3	1.0	10.1	8.8	—	5.9	—
\$3.40 and under \$3.50	11.9	19.9	14.8	21.0	2.54	5.2	—
\$3.50 and under \$3.60	12.5	—	4.7	22.1	39.4	14.9	—
\$3.60 and under \$3.70	21.8	—	1.3	39.7	12.7	33.9	—
\$3.70 and under \$3.80	5.2	—	.3	1.9	2.8	13.4	—
\$3.80 and under \$3.90	4.5	—	—	.6	4.2	11.0	2.2
\$3.90 and under \$4.00	11.3	—	9.4	—	2.8	.3	84.0
\$4.00 and over	2.5	—	4.7	—	—	.1	³ 13.8
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Number of workers	1,980	196	297	476	71	679	225
Average hourly earnings ¹	\$3.50	\$3.12	\$3.31	\$3.52	\$3.44	\$3.55	\$3.97

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 Workers were distributed as follows: 8.9 percent at \$4.00 to \$4.10 and 4.9 percent at \$4.10 to \$4.20.

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

Table 24. Method of wage payment

(Percent of production workers in pulp, paper, and paperboard mills by method of wage payment, United States and selected regions, November 1972)

Method of wage payment ¹	United States ²	New England	Middle Atlantic	Southeast	Southwest	Great Lakes	Pacific
All workers	100	100	100	100	100	100	100
Time-rated workers	97	95	95	99	100	96	100
Formal plans	97	94	95	99	100	96	100
Single rate	91	85	88	91	95	90	99
Range of rates	6	9	8	7	5	5	(³)
Individual rates	(³)	(³)	(³)	1	—	(³)	—
Incentive workers	3	5	5	1	—	4	—

¹ For definition of methods of wage payment, see appendix.

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 25. Scheduled weekly hours

(Percent of production workers in pulp, paper, and paperboard mills by scheduled weekly hours,¹ United States and selected regions, November 1972)

Weekly hours ¹	United States ²	New England	Middle Atlantic	Southeast	Southwest	Great Lakes	Pacific
All workers	100	100	100	100	100	100	100
Under 40 hours	1	—	2	—	—	2	—
40 hours	50	43	37	55	48	37	90
Over 40 and under 45 hours	26	19	26	37	52	18	10
45 and under 48 hours	3	2	6	1	—	7	—
48 hours	18	35	27	8	4	28	—
Over 48 hours	2	1	2	—	—	8	—

¹ Data relates to the predominate 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 26. Shift differential practices

(Percent of production workers employed on selected shifts in pulp, paper, and paperboard mills by type of shifts and amount of shift differential, United States and selected regions, November 1972)

Shift differential	United States ¹					New England					Middle Atlantic				
	Rotating Shifts ²			Fixed Shifts ³		Rotating Shifts ²			Fixed Shifts ³		Rotating Shifts ²			Fixed Shifts	
	Day	Evening	Night	Evening	Night	Day	Evening	Night	Evening	Night	Day	Evening	Night	Evening	Night
Workers employed on selected shifts ⁴	27.4	21.9	23.2	2.4	1.6	25.6	21.2	20.7	3.1	2.3	26.5	21.9	21.7	2.2	1.4
Receiving shift differential	.2	21.5	22.8	2.4	1.5	—	20.5	20.0	3.1	2.3	1.4	21.9	21.7	2.2	1.4
Uniform cents per hour	.2	20.9	22.3	2.3	1.5	—	20.5	20.0	3.1	2.3	1.4	21.0	20.8	2.2	1.4
Under 8 cents	.1	2.6	.1	—	—	—	.3	—	.1	—	.5	2.5	.5	.2	—
8 cents	(⁵)	6.4	(⁵)	.6	(⁵)	—	2.8	—	—	—	—	2.9	—	—	—
9 cents	—	2.5	—	.2	—	—	3.4	—	—	—	—	8.5	—	.1	—
10 cents	.1	3.6	.1	.5	(⁵)	—	4.2	—	.6	.1	.5	3.6	.5	1.2	—
11 cents	—	.3	.1	.1	—	—	1.3	—	—	—	—	—	.5	—	—
12 cents	—	1.3	1.5	.1	.1	—	2.8	—	.1	—	—	1.7	1.4	.8	.1
12½ cents	—	(⁵)	—	—	—	—	—	—	—	—	—	—	—	—	—
13 cents	—	.5	5.3	.3	.2	—	2.2	—	1.8	—	—	.5	—	—	—
14 cents	—	2.1	1.1	.1	(⁵)	—	—	.3	—	—	—	.3	2.4	—	.1
15 cents	—	.3	1.2	—	.1	—	.4	2.5	—	(⁵)	—	.3	4.5	—	.2
16 cents or 16½ cents	—	.2	1.4	—	.3	—	.4	1.2	—	—	—	.2	2.4	—	—
17 cents	—	.3	.6	.1	(⁵)	—	.7	3.0	.3	—	—	—	.3	—	.1
18 cents	—	.3	2.0	(⁵)	.1	—	—	3.9	—	.3	—	—	2.6	—	.1
19 cents	—	—	.3	—	—	—	—	—	—	—	—	—	.2	—	—
20 cents	—	.5	2.5	(⁵)	.2	—	2.1	1.3	.1	(⁵)	—	—	1.9	—	(⁵)
Over 20 cents	(⁵)	(⁵)	6.0	—	.4	—	—	7.8 ⁵	—	1.8	—	.4	3.5	—	.9
Uniform percentage	—	.2	.2	.1	.1	—	—	—	—	—	—	.9	.9	—	—
4 percent	—	.1	—	(⁵)	—	—	—	—	—	—	—	—	—	—	—
5 percent	—	—	—	.1	—	—	—	—	—	—	—	—	—	—	—
Over 5 and under	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—
10 percent	—	.1	.2	—	—	—	—	—	—	—	—	.6	.6	—	—
10 percent	—	(⁵)	(⁵)	—	.1	—	—	—	—	—	—	.3	.3	—	—
Other	—	.3	.3	—	—	—	—	—	—	—	—	—	—	—	—
Receiving no shift differential	27.2	.4	.4	.1	(⁵)	25.6	.7	.7	—	—	25.1	—	—	—	—

See footnotes at end of table.

Table 26. Shift differential practices—Continued

(Percent of production workers employed on selected shifts in pulp, paper and paperboard mills by type of shifts and amount of shift differential, United States and selected regions, November 1972)

Shift differential	Southeast					Southwest				
	Rotating Shifts ²			Fixed Shifts ³		Rotating Shifts ²			Fixed Shifts	
	Day	Evening	Night	Evening	Night	Day	Evening	Night	Evening	Night
Workers employed on selected shifts ⁴	38.1	24.6	24.5	0.8	0.2	22.2	19.9	19.5	4.2	3.1
Receiving shift differential	—	23.7	23.6	.5	(⁵)	—	19.9	19.5	4.2	3.1
Uniform cents per hour	—	23.7	23.6	.5	(⁵)	—	19.9	19.5	4.2	3.1
Under 8 cents	—	4.4	—	.1	—	—	9.5	—	—	—
8 cents	—	16.7	—	.3	—	—	9.0	.2	4.2	—
9 cents	—	.6	—	—	—	—	.1	—	—	—
10 cents	—	1.4	—	.1	—	—	1.3	.5	.1	—
11 cents	—	—	—	—	—	—	—	—	—	—
12 cents	—	.7	3.8	—	—	—	—	2.3	—	.9
12½ cents	—	—	—	—	—	—	—	—	—	—
13 cents	—	—	15.4	—	(⁵)	—	—	14.7	—	2.3
14 cents	—	—	1.4	—	—	—	—	1.7	—	—
15 cents	—	—	.7	—	—	—	—	.1	—	—
16 cents or 16 3/5 cents	—	—	.6	—	—	—	—	—	—	—
17 cents	—	—	.1	—	—	—	—	—	—	—
18 cents	—	—	1.0	—	—	—	—	—	—	—
19 cents	—	—	—	—	—	—	—	—	—	—
20 cents	—	—	.7	—	—	—	—	—	—	—
Over 20 cents	—	—	—	—	—	—	—	—	—	—
Uniform percentage	—	—	—	—	—	—	—	—	—	—
4 percent	—	—	—	—	—	—	—	—	—	—
5 percent	—	—	—	—	—	—	—	—	—	—
Over 5 and under 10 percent	—	—	—	—	—	—	—	—	—	—
10 percent	—	—	—	—	—	—	—	—	—	—
Other	—	—	—	—	—	—	—	—	—	—
Receiving no shift differential	38.1	.9	.9	.3	.2	22.2	—	—	—	—

Shift differential	Great Lakes					Pacific				
	Rotating Shifts ²			Fixed Shifts ³		Rotating Shifts ²			Fixed Shifts	
	Day	Evening	Night	Evening	Night	Day	Evening	Night	Evening	Night
Workers employed on selected shifts ⁴	23.1	20.7	19.5	3.5	2.4	20.0	19.8	19.7	2.5	1.7
Receiving shift differential	.1	20.7	19.5	3.5	2.4	—	19.8	19.7	2.5	1.7
Uniform cents per hour	.1	19.4	18.2	3.1	2.1	—	18.6	18.5	2.5	1.7
Under 8 cents	—	1.4	—	.2	—	—	—	—	—	—
8 cents	.1	2.0	.1	.9	.1	—	—	—	—	—
9 cents	—	3.0	—	.8	—	—	—	—	—	—
10 cents	—	7.3	—	.5	—	—	.2	—	1.3	—
11 cents	—	.3	—	.5	—	—	—	—	—	—
12 cents	—	1.6	.6	—	.1	—	.5	—	—	—
12½ cents	—	(⁵)	(⁵)	—	—	—	—	—	—	—
13 cents	—	—	.3	—	—	—	.6	—	—	—
14 cents	—	1.0	.8	—	.1	—	15.8	—	1.2	—
15 cents	—	—	.2	—	.3	—	.9	—	—	—
16 cents or 16 3/5 cents	—	.4	3.2	—	1.0	—	—	—	—	—
17 cents	—	.4	.5	—	—	—	.5	—	(⁵)	—
18 cents	—	1.2	3.4	.1	.4	—	—	—	—	—
19 cents	—	—	1.0	—	—	—	—	—	—	—
20 cents	—	.7	7.4	—	.2	—	.1	.4	—	1.3
Over 20 cents	—	—	.6	—	.1	—	—	18.1 ⁷	—	.4
Uniform percentage	—	—	—	.3	.3	—	1.2	1.2	(⁵)	—
4 percent	—	—	—	—	—	—	1.2	—	(⁵)	—
5 percent	—	—	—	.3	—	—	—	—	—	—
Over 5 and under 10 percent	—	—	—	—	—	—	—	1.2	—	—
10 percent	—	—	—	—	.3	—	—	—	—	—
Other	—	1.4	1.4	—	—	—	—	—	—	—
Receiving no shift differential	23.0	—	—	—	—	20.0	—	—	—	—

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

² Workers assigned to rotating shifts successively worked on day, evening, and night schedules.

³ Workers assigned to extra fixed shifts regularly worked either evening or night schedules.

⁴ In addition to rotating and fixed shifts, other types, such as oscillating, made up 2.1 percent of the workers.

⁵ Less than 0.05 percent.

⁶ Workers were distributed as follows: 2.0 percent at 24 cents; 2.1 percent at 25 cents; 2.2 percent at 26 and under 40 cents; and 1.5 percent at 40 cents.

⁷ Workers were distributed as follows: 0.6 percent at 22 cents; 15.5 percent at 23 cents; and 2.0 percent at over 23 cents.

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

Table 27. Paid holidays

(Percent of production workers in pulp, paper, paperboard mills with formal provisions for paid holidays United States and selected regions, November 1972)

Number of paid holidays	United States ¹	New England	Middle Atlantic	Southeast	Southwest	Great Lakes	Pacific
All workers	100	100	100	100	100	100	100
Workers in establishments providing paid holidays	100	100	100	100	100	100	100
Less than 8 days	2	4	—	2	—	1	—
8 days plus 2 half days	9	23	12	3	15	6	—
9 days plus 2 half days	70	49	63	91	85	82	21
10 days	19	25	21	3	—	10	76
11 days or more	1	—	4	1	—	—	3

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

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

Table 28. Paid vacations

(Percent of production workers in pulp, paper, and paperboard mills with formal provisions for paid vacations after selected periods of service, United States and selected regions, November 1972)

Vacation policy	United States ¹	New England	Middle Atlantic	Southeast	Southwest	Great Lakes	Pacific
All workers	100	100	100	100	100	100	100
METHOD OF PAYMENT							
Workers in establishments providing							
paid vacations	98	100	96	99	100	95	100
Length of time payments	65	85	57	48	33	73	92
Percentage payment	31	15	37	50	67	22	1
Other	1	-	2	-	-	-	7
Workers in establishments providing							
no paid vacation	2	-	4	1	-	5	-
AMOUNT OF VACATION PAY²							
After 1 year of service:							
Under 1 week	3	-	2	-	-	-	-
1 week	78	86	81	95	100	53	63
Over 1 and under 2 weeks	17	2	6	4	-	41	37
2 weeks	3	12	7	-	-	-	-
After 3 years of service:							
1 week	1	2	3	2	-	-	-
Over 1 and under 2 weeks	1	-	2	-	-	3	-
2 weeks	73	91	85	87	100	50	37
Over 2 and under 3 weeks	22	2	6	10	-	41	63
4 weeks	1	5	-	-	-	-	-
After 10 years of service:							
Over 1 and under 2 weeks	(³)	-	2	-	-	-	-
2 weeks	2	(³)	2	3	5	2	-
3 weeks	70	92	86	85	95	49	26
Over 3 and under 4 weeks	24	2	6	10	-	43	74
4 weeks	3	-	-	1	-	-	-
6 weeks	1	5	-	-	-	-	-
After 15 years of service:							
Under 3 weeks	1	-	2	2	5	-	-
3 weeks	11	36	21	6	3	2	-
Over 3 and under 4 weeks	1	2	-	1	-	3	-
4 weeks	61	57	67	81	92	50	26
Over 4 and under 5 weeks	22	-	6	9	-	40	74
Over 6 weeks	1	5	-	-	-	-	-
After 20 years of service:							
Under 3 weeks	1	-	2	2	5	-	-
3 weeks	2	1	-	4	2	1	-
Over 3 and under 4 weeks	1	(³)	-	-	-	3	-
4 weeks	55	75	70	75	93	30	3
Over 4 and under 5 weeks	7	1	5	10	-	2	13
5 weeks	14	17	16	7	-	20	23
Over 5 and under 6 weeks	15	-	-	-	-	36	57
6 weeks	1	-	4	-	-	3	2
Over 6 weeks	1	5	-	-	-	-	2
After 25 years of service:							
Under 3 weeks	2	-	2	2	5	-	-
3 weeks	1	1	-	3	2	1	-
Over 3 and under 4 weeks	(³)	(³)	-	-	-	1	-
4 weeks	11	16	19	14	18	1	1
Over 4 and under 5 weeks	1	-	-	1	-	3	-
5 weeks	54	69	69	68	75	34	24
Over 5 and under 6 weeks	15	-	2	9	-	19	58
6 weeks	6	8	5	2	-	15	2
Over 6 weeks	7	5	-	-	-	21	15
After 30 years of service:							
Under 4 weeks	3	1	2	5	7	2	-
4 weeks	8	3	15	13	18	-	1
Over 4 and under 5 weeks	1	-	-	-	-	3	-
5 weeks	23	48	35	19	6	13	22
Over 5 weeks and under 6 weeks	5	-	5	1	-	-	39
6 weeks	40	43	40	53	70	38	4
Over 6 weeks	18	5	-	9	-	39	34
Maximum vacation:							
Under 4 weeks	3	1	2	5	7	2	-
4 weeks	8	3	15	13	18	-	1
Over 4 and under 5 weeks	1	-	-	-	-	3	-
5 weeks	22	48	35	17	6	13	22
Over 5 and under 6 weeks	5	-	5	1	-	-	39
6 weeks	39	39	33	54	70	38	4
Over 6 weeks	19	9	7	9	-	39	34

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

² Vacation payments such as a percent of annual earnings were converted to an equivalent time basis.

Periods of service were arbitrarily chosen and do not necessarily reflect individual establishment provisions for progression. For example, the changes in proportions indicated at 10 years may include changes in

provisions occurring between 3 and 10 years.

³ Less than 0.5 percent.

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

Table 29. Health, Insurance, and retirement plans

(Percent of production workers in pulp, paper, and paperboard mills with specified health insurance and retirement plans, United States and selected regions, November 1972)

Type of plan ¹	United States ²	New England	Middle Atlantic	Southeast	Southwest	Great Lakes	Pacific
All workers	100	100	100	100	100	100	100
Workers in establishments providing:							
Life insurance	99	100	100	99	100	100	100
Noncontributory plans	83	68	97	83	60	83	100
Accidental death and dismemberment insurance	81	83	89	68	85	80	100
Noncontributory plans	73	63	89	62	52	74	100
Sickness and accident insurance or sick leave or both ³	95	93	79	97	100	100	100
Sickness and accident insurance	94	93	79	95	96	98	98
Noncontributory plans	77	66	76	80	60	75	98
Sick leave (full pay no waiting period)	4	5	6	1	12	7	—
Sick leave (partial pay or waiting period)	1	5	—	1	2	1	2
Hospitalization insurance	100	100	100	98	98	100	100
Covering employees only	1	—	—	3	2	(⁴)	—
Noncontributory plans	1	—	—	2	2	(⁴)	—
Covering employers and their dependents	96	100	100	95	96	99	100
Noncontributory	42	38	64	11	—	57	100
Contributory plans	30	37	6	43	46	34	—
Noncontributory for employees, contributory for dependents	24	25	30	40	50	9	—
Contributory for employees, noncontributory for dependents	(⁴)	—	—	1	—	—	—
Surgical insurance	100	100	100	99	100	100	100
Covering employees only	1	—	—	3	2	(⁴)	—
Noncontributory plans	1	—	—	2	2	(⁴)	—
Covering employers and their dependents	99	100	100	96	98	99	100
Noncontributory plans	43	38	64	11	—	57	100
Contributory plans	31	37	6	43	48	34	—
Noncontributory for employees, contributory for dependents	24	25	30	40	50	9	—
Contributory for employees, noncontributory for dependents	(⁴)	—	—	1	—	—	—
Medical insurance	98	99	98	94	100	99	100
Covering employees only	1	—	1	4	2	(⁴)	—
Noncontributory plans	1	—	1	3	2	(⁴)	—
Covering employers and their dependents	96	99	97	90	98	98	100
Noncontributory plans	42	38	61	9	—	56	100
Contributory plans	30	37	6	40	48	33	—
Noncontributory for employees, contributory for dependents	24	24	30	40	50	9	—
Contributory for employees, noncontributory for dependents	(⁴)	—	—	1	—	—	—
Major medical insurance	86	94	80	83	70	87	100
Covering employees only	1	—	—	2	2	—	—
Noncontributory plans	1	—	—	2	2	—	—
Covering employers and their dependents	85	94	80	81	68	87	100
Noncontributory plans	39	37	50	12	—	49	100
Contributory plans	28	33	2	41	44	32	—
Noncontributory for employees, contributory for dependents	18	24	29	26	24	7	—
Contributory for employees, noncontributory for dependents	(⁴)	—	—	1	—	—	—
Retirement plans ⁵	96	100	97	93	100	95	100
Pension plans	95	100	93	93	100	93	100
Noncontributory plans	86	91	93	85	94	80	97
Severance pay	2	—	10	—	2	3	—
No plans	(⁴)	—	—	1	—	—	—

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

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

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

⁴ Less than 0.5 percent.

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

Table 30. Other selected benefits

(Percent of production workers in pulp, paper, and paperboard mills with formal provisions for paid funeral leave, jury-duty leave, and severance pay, United States and selected regions, November 1972)

Item ¹	United States ²	New England	Middle Atlantic	Southeast	Southwest	Great Lakes	Pacific
All workers	100	100	100	100	100	100	100
Workers in establishments with formal provisions for:							
Paid funeral leave	99	98	98	99	100	100	100
Paid jury-duty leave	96	97	98	97	100	89	98
Technological severance pay	33	22	30	57	48	9	28

¹ For definition of items, see appendix A.² Includes data for regions in addition to those shown separately.

Appendix A. Scope and Method of Survey

Scope of survey

The survey included establishments primarily engaged in manufacturing (1) pulp from wood or from other materials such as rags, linters, waste paper, or straw; (2) paper (except building paper) from woodpulp and other fibers; and (3) paperboard, including paperboard coated on the paperboard machine, from woodpulp and other fibers (industry groups 261, 262, and 263 as defined in the 1967 edition of the *Standard Industrial Classification Manual*, prepared by the Office of Management and Budget). Separate auxiliary units such as

central offices were excluded. Data for workers in converted paper products departments of mills covered by the study were excluded from the regular earnings tabulations and are presented separately.

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

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

Table A-1. Estimated number of establishments and workers within scope of survey and number studied, pulp, paper and paperboard mills, November 1972

Region ¹	Number of establishments		Workers in establishments		
	Within scope of survey ²	Actually studied	Within scope of survey		Actually studied total
			Total ³	Production workers ⁴	
All mills:					
United States ⁵	505	283	234,243	185,612	184,396
New England	87	36	34,751	26,612	22,113
Middle Atlantic	103	46	30,465	24,145	22,101
Southeast	84	55	61,747	49,071	52,363
Southwest	26	21	18,910	14,920	17,265
Great Lakes	138	77	56,628	45,495	43,417
Pacific	48	35	25,968	20,709	22,021
Pulp mills:					
United States ⁵	23	18	10,813	8,736	8,573
Southeast	9	6	5,288	4,242	3,587
Pacific	9	7	4,074	3,288	3,505
Paper mills:					
United States ⁵	299	164	163,619	129,752	128,878
New England	64	23	30,898	23,890	19,076
Middle Atlantic	73	34	24,719	19,591	18,593
Southeast	28	20	31,273	24,966	28,312
Southwest	17	14	13,024	10,366	11,933
Great Lakes	85	50	45,631	36,815	35,733
Pacific	26	18	14,816	11,717	12,051
Paperboard mills:					
United States ⁵	183	101	59,751	47,124	46,945
New England	22	12	3,219	2,368	2,403
Middle Atlantic	30	12	5,746	4,554	3,308
Southeast	47	29	25,186	19,865	20,464
Southwest	8	6	5,606	4,376	5,052
Great Lakes	51	25	10,564	8,317	7,251
Pacific	13	10	7,078	5,704	6,465

¹ The regions used in this study include: *New England*—Connecticut, Maine, Massachusetts, New Hampshire, Rhode Island, and Vermont; *Middle Atlantic*—New Jersey, New York, and Pennsylvania; *Southeast*—Alabama, Florida, Georgia, Mississippi, North Carolina, South Carolina, Tennessee, and Virginia; *Southwest*—Arkansas, Louisiana, Oklahoma and Texas; *Great Lakes*—Illinois, Indiana, Michigan, Minnesota, Ohio, and Wisconsin; *Pacific*—California, Nevada, Oregon, and Washington. Alaska and Hawaii were not included in the study.

² Includes only establishments that employed 50 or more workers at the time of reference of the universe data.

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

⁴ Includes workers in converted paper products departments of mills covered by the survey.

⁵ Includes data for regions in addition to those shown separately.

Method of study

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

Establishment definition

An establishment, for purposes of this study, is defined as a single physical location where industrial operations are performed. An establishment is not necessarily identical with the company, which may consist of one establishment or more. In this bulletin the terms "plant," "mill," and "establishment" have been used interchangeably.

Employment

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

Production workers

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

Occupations selected for study

The occupational classification was based on a uniform set of job descriptions designed to take account of interestablishment and interarea variations in duties within the same job. (See appendix B for these descriptions.) The occupations were chosen for their numerical importance, their usefulness in collective bargaining, or their representativeness of the entire job scale in the industry. Working supervisors, apprentices, learners, beginners, trainees, and handicapped, part-time, tempor-

ary, and probationary workers were not reported in the data for selected occupations, but were included in the data for all production workers.

Wage data

These surveys, based on a representative sample of establishments, are designed to measure the level of occupational earnings at a particular time. Thus, comparisons made with previous studies may not reflect expected wage movements because of changes in the universe over time and the associated necessary changes in the sample composition and shifts in employment among establishments with different pay levels. Such shifts, for example, could decrease an occupational average, even though most establishments increased wages between the periods being compared.

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

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

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

Size of community

Tabulations by size of community pertain to metropolitan and nonmetropolitan areas. The term "metropolitan 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 contain at least 1 city of 50,000 inhabitants or more. Counties contiguous to the

one containing such a city are included in the Standard Metropolitan Statistical Area if, according to certain criteria, they are essentially metropolitan in character and are socially and economically integrated with the central city. In New England, the city and town are administratively more important than the county and they are the units used in defining Standard Metropolitan Statistical Areas.

Method of wage payment

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

Scheduled weekly hours

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

Shift practices

Shift provisions relate to the policies of establishments operating late shifts during the payroll period studied. Workers assigned to rotating shifts variously work day, evening, and night shifts; workers assigned to oscillating shifts have work schedules, which alternate

between two periods of time (e.g., evenings and nights) but do not make the full cycle as under rotating shift arrangements. Workers assigned to fixed shifts have a constant work schedule.

Supplementary wage provisions

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

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

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

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

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

insurance laws require employer contributions¹ plans are included only if the employer (1) contributes more than is legally required, or (2) provides the employees with benefits which exceed the requirements of the law.

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

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

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

Tabulations of retirement pensions are limited to

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

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

Paid funeral and jury-duty leave. Data for paid funeral and jury-duty leave are limited to formal plans which provide at least partial payment for time lost when an employee attends funerals of specified family members or serves as a juror.

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

Appendix B. Occupational Descriptions

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

Acid maker (sulphite)

Prepares acid for use in cooking sulphite pulp which is to be made into paper. Work involves: Weighing sulphur, and loading or directing the loading of burners with sulphur and other ingredients necessary to make acids of required strength. May operate acid tower.

Special industrial
Container board
Boxboard
Other

Backtender

Is stationed at the dry end of a paper machine. Work involves *most of the following*: Leading paper to and over driers; regulating heat of driers; adjusting calenders to obtain proper finish and caliper; putting paper on the reel; performing or directing the rewinding or cutting operation; weighing and calipering paper sheets and reporting results to machine tender; observing paper for any imperfections; and assisting machine tender at wet end of machine as directed.

For wage study purposes, backtenders are classified by grade or type of paper and by machine width,¹ as follows:

Newsprint and groundwood
Fine grades
Sanitary tissue
Coarse (Kraft)

¹ Each of the machine-room occupations is to be classified by grade or type of paper and also by width of machine, as follows:

100 inches or less	201 inches – 300 inches
101 inches – 150 inches	301 inches and over
151 inches – 200 inches	

Barker, drum

Tends the operation of a drum barker which removes the bark from blocks of pulpwood by tumbling the blocks in a rotating cylinder. Work involves *most of the following*: Feeding pulpwood blocks into machine by hand or mechanical means; starting revolving drum; breaking up jam; and directing workers in sorting blocks. May oversee operation of washing unit or adjust water sprays at end of machine to remove chips or dirt adhering to pulpwood blocks.

Barker, hydraulic

Tends the operation of a barking machine which removes bark from logs by action of water under pressure. Work involves *most of the following*: Starting conveyor to carry log through machine; observing operation while the barking nozzle travels from one end of the rotating log to the other, removing the bark by water shot at high pressure; and directing workers in sorting logs and regulating supply to machine. May oversee operation of washing unit or adjust water sprays at end of machine to remove chips or dirt adhering to log.

Beaterman

(Beater-operator helper; beater-engineer helper)

Tends beaters and vats that prepare furnish for making paper or paperboard. Work involves *most of the following*: Turning valves to charge vats with specified amounts of slush pulp, fillers, size, and liquid chemicals; weighing and dumping ingredients into vats according to formula; dipping furnish sample from vat for laboratory sampling; removing plug of vat to dump furnish into beater chest and starting pump to transfer furnish from vat to storage; and observing vat and beater operation and notifying beater engineer (Head Stock Preparer) of malfunctioning. May clean vats and chip rust, scale, and other deposits from machine rolls. May also weigh, mix, and cook dyes, and transport sheet pulp and other materials from stockroom. Excludes waste (or broke) beatermen.

For wage study purposes, beatermen are classified by grade or type of paper, as follows:

Newsprint and groundwood

Fine grades

Sanitary tissue

Coarse (Kraft)

Special industrial

Container board

Boxboard

Other

Bleacherman

(Bleach-plant operator)

Whitens or bleaches pulp to specified requirements. Work involves *most of the following*: Pumping and controlling flow of stock to bleaching tanks; adding bleaching solution according to desired strength; and making tests during bleaching process to determine when pulp is properly bleached.

For wage study purposes, bleachermen are classified by process, as follows:

Sulphate process

Sulphite process

Soda process

Groundwood process

Other

Blow-pit man (sulphite)

Tends blow pit (storage tank) and assists in discharging (blowing) woodpulp from digester. Work involves

most of the following: Closing blow-pit hatch and blowing digester by opening valve; washing pulp stock in blow pit by admitting fresh water under pressure; sluicing blow pit with water; and pumping stock to stock chest preparatory to screening.

Calender helper

Assists calender operator to impart a gloss to surface of paper. Work involves *most of the following*: Trucking or moving rolls of paper; assisting in mounting rolls in calender machine; threading paper through rollers; and removing finished rolls from machine.

For wage study purposes, calender helpers are classified by grade or type of paper, as follows:

Newsprint and groundwood

Fine grades

Sanitary tissue

Coarse (Kraft)

Special industrial

Other

Calender operator

(Supercalender operator)

Operates a supercalender or calendering machine to impart a gloss to the paper. Work involves *most of the following*: Positioning roll of paper on the machine and threading it through the calendering rolls; regulating and adjusting pressure of the rolls; and removing the calendered paper.

For wage study purposes, calender operators are classified by grade or type of paper, as follows:

Newsprint and groundwood

Fine grades

Sanitary tissue

Coarse (Kraft)

Special industrial

Other

Caustic operator (causticiser) (sulphate)

Makes caustic liquor for digesting wood chips into pulp. Work involves: Placing and mixing lime, soda ash, and water in vat; and agitating mixture mechanically as heat is applied to produce a uniform solution.

Chipperman

Feeds logs, blocks, or other wood by hand or with wood pick, from conveyor into hopper of a chipping

machine that reduces the wood to chips. May start and stop conveyor to regulate amount of wood to be chipped; may inspect and change knives in machine.

Coater operator (off-machine)

Operates a machine (removed from the papermaking machine) to glaze or impregnate paper or paperboard with size or coating mixtures. Work involves *most of the following*: Adjusting spreader rollers and aligning or fastening brushes or scraper blade in machine; loading paper roll on machine feed rack, and threading paper through spreader, pressure, and drying rolls; turning valve to admit specified coating mixture into machine tank; and adjusting tension of paper and pressure of rollers. May measure depth of coating. Excludes workers engaged in coating operations on equipment attached to papermaking machines.

For wage study purposes, off-machine coater operators are classified by grade or type of paper, as follows:

Newsprint and groundwood

Fine grades

Sanitary tissue

Coarse (Kraft)

Special industrial

Container board

Boxboard

Other

Coater operator helper

Assists coater operator (off-machine) by performing *most of the following*: Loading rolls of paper or paperboard on machine feed racks; placing core on rewind shaft and positioning shaft on machine; assisting operator in threading paper through machine and starting end of paper around rewind core; splicing breaks in paper; and removing rewound roll from machine. Excludes workers assisting in the coating operation on equipment attached to paper-making machine.

For wage study purposes, coater operator helpers are classified by grade or type of paper, as follows:

Newsprint and groundwood

Fine grades

Sanitary tissue

Coarse (Kraft)

Special industrial

Container board

Boxboard

Other

Cook

(Digester operator)

Is responsible for the operation of digester and the cooking process. Work involves *most of the following*: Determining the amount of liquor or acid to be used and the cooking pressure; directing the charging of the digester with chips or fibrous material and liquor or acid; determining through periodic tests when contents are ready for removal; directing the blowing of the contents of the digester; and keeping records and making reports on tonnage, liquor analysis, etc. May operate associated refining, screening, and washing system.

For wage study purposes, cooks are classified by type of digester and process, as follows:

Cook, batch digester

Sulphate process

Sulphite process

Soda process

Other

Cook, continuous digester (Kaymr operator, Globe operator)

Sulphate process

Sulphite process

Soda process

Other

Cook helper, first

(Digester-operator helper, first helper)

Assists cook in cooking wood chips or fibrous materials to make pulp. Work involves *most of the following*: Loading and capping the digester (or directing the loading and capping, if done by other helpers); adjusting valves to build up heat and pressure in digester; making tests; and opening valves to blow pulp to blow pit. May perform other duties, as directed by cook.

For wage study purposes, cook helpers, first, are classified by type of digester and process, as follows:

Cook helper, first, batch digester

Sulphate process

Sulphite process

Soda process

Other

Cook helper, first, continuous digester

Sulphate process

Sulphite process

Soda process

Other

Crane operator

Operates crane to hoist and move logs of pulpwood in the woodyard of a pulp or paper mill. Work involves: Manipulating controls to raise and lower loadline and to move the load to desired location.

Cutter

(Cutterman; cutoff man; power cutter; rotary cutter; trimmer)

Operates or tends the operation of one or more of the varieties of machines that cut or trim paper or paper-board to specified sizes; sets and adjusts knives, guides, stops, or clamps. The cutting equipment may be of the automatic type or may be hand controlled or operated; and the stock may be fed by hand or mechanical devices.

For wage study purposes, cutters are classified by type of cutter and by grade or type of paper, as follows:

Cutter, guillotine type (cut and trim)

Newsprint and groundwood

Fine grades

Sanitary tissue

Coarse (Kraft)

Special industrial

Container board

Boxboard

Other

Cutter, rotary or sheet

Newsprint and groundwood

Fine grades

Sanitary tissue

Coarse (Kraft)

Special industrial

Container board

Boxboard

Other

Electrician, maintenance

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

electrical equipment; and using a variety of electrician's handtools and measuring and testing instruments. In general, the work of the maintenance electrician requires rounded training and experience usually acquired through a formal apprenticeship or equivalent training and experience.

Evaporator operator (sulphate)

In the recovery process, operates an evaporator to concentrate the solution used in cooking sulphate pulp. Work involves *most of the following*: Pumping liquid into evaporator tank or pan; maintaining specified pressure and temperature; periodically testing concentration of solution and adjusting feeds, temperature, and pressure in accordance with these tests; and pumping concentrated liquors to storage or to recovery furnace.

Fifth hand

Assists in the tending of the winder and calender sections of a paper machine. Works with other crew members in transferring paper roll from reel to reeling-off stand, threading paper through winder, in tending calender, in splicing broken paper at reeling-off stand, and unloading finished rools from winder.

For wage study purposes, fifth hands are classified by grade or type of paper and by machine width,¹ as follows:

Newsprint and groundwood

Fine grades

Sanitary tissue

Coarse (Kraft)

Special industrial

Container board

Boxboard

Other

Fireman, stationary boiler

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.

Fourth hand

Prepares calender stacks and driers for operation, assists the third hand in the winding operation of a paper

machine and usually removes rolls of paper from rewinder and weighs them; and assists at wet end in putting on felts and wires and in washing up.

For wage study purposes, fourth hands are classified by grade or type of paper and by machine width,¹ as follows:

Newsprint and groundwood
Fine grades
Sanitary tissue
Coarse (Kraft)
Special industrial
Container board
Boxboard
Other

Grinderman

Tends grinding machine that reduces blocks of wood to pulp. (Grinding machines are of three general types – pocket, magazine, and continuous – based on the method of feeding the wood to the grinder.) Work involves keeping machine supplied with wood and regulating machine to prevent burning of stock or glazing of grindstone.

Head stock preparer

(Beater engineer)

Is in charge of stock preparation process in a papermill, and directs a crew of beatermen and beater helpers or other stock preparation workers.

For wage study purposes, head stock preparers are classified by group and grade or type of paper, as follows:

Group I. A beater engineer in charge of the beating process where stock preparations are varied and require the application of technical knowledge to achieve specified results; and also where color formulas have to be developed to meet special requirements.

Newsprint and groundwood
Fine grades
Sanitary tissue
Coarse (Kraft)
Special industrial
Container board
Boxboard
Other

Group II. A beater engineer in charge of the beating process where stock preparation is a routine mechani-

cal process and the attainment of specific colors is based on definite, standard formulas which, however, may be altered slightly to meet varying stock conditions.

Newsprint and groundwood
Fine grades
Sanitary tissue
Coarse (Kraft)
Special industrial
Container board
Boxboard
Other

Hydrapulper operator

(Pulper; slusher operator)

Tends machine that reduces broke (waste paper) or dry pulp sheets to pulp for use in making paper or paperboard. Work involves *most of the following*: Dumping broke or pulp sheets into machine vat and turning valves to admit water and steam that softens material to specified consistency; starting machine that reduces material to pulp; and opening discharge gate or starting pump to dump or transport pulp to storage or to other processes. May catch pulp in broke boxes and push boxes to beater engine.

For wage study purposes, hydrapulper operators are classified by grade or type of paper, as follows:

Newsprint and groundwood
Fine grades
Sanitary tissue
Coarse (Kraft)
Special industrial
Container board
Boxboard
Other

Janitor

(Day porter; sweeper; charwoman; janitress)

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

Knife grinder

Grinds and sharpens, on power-driven grinding machine, the knives or cutters used in chipping or other wood-preparation machines. Work involves mounting knives or cutters in grinding machine and adjusting and operating the machine. May hone cutting edges.

Lime-kiln operator (sulphate)

Burns lime sludge in oil or gas burner kiln to recover lime. Work involves *most of the following*: Controlling operation of oil burners to regulate kiln temperature; adjusting flow of lime sludge into kiln; and starting and stopping conveyer that carries lime from bottom of kiln.

Machinist, maintenance

Produces replacement parts and new parts in making repairs of metal parts of mechanical equipment operated in an establishment. Work involves *most of the following*: Interpreting written instructions and specifications; planning and laying out of work; using a variety of machinist's handtools and precision measuring instruments; setting up and operating standard machine tools; shaping of metal parts to close tolerances; making standard shop computations relating to dimensions of work, tooling, feeds and speeds of machining; knowledge of the working properties of the common metals; selecting standard materials, parts, and equipment required for his work; and fitting and assembling parts into mechanical equipment. In general, the machinist's work normally requires a rounded training in machine-shop practice usually acquired through a formal apprenticeship or equivalent training and experience.

Mechanic, general

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

The classification includes workers who regularly perform two or more types of skilled maintenance work within a section or department of a large establishment, such as pipefitting, millwrighting, welding, machining, machine and equipment repairing, and carpentry, among others. It also includes workers that maintain and repair machines, mechanical and electrical equipment, and/or

the structure of a small establishment where specialization in maintenance work is impractical. It *does not*, however, include workers who only make minor repairs or adjustments.

Millwright, pulp and paper

Maintains and repairs machinery and equipment in pulp and paper mill, largely on a routine basis, but may be called upon to do repairs on machinery when difficulties in operation occur. Work involves *most of the following*: Examining paper-machine rolls, bearings, pumps, and other parts to insure all are in proper working condition; dismantling and repairing any of these parts, as necessary; sending defective parts to machine shop for repair; some sheet-metal work, welding, pipefitting and related jobs, as required. Performs similar operations on pulp mill digesters and other equipment. Works with the production crew to restore normal operation of machine or equipment when breakdown occurs.

Oiler

(Greaser; lubricator)

Lubricates, with oil or grease, the moving parts or wearing surfaces of mechanical equipment in an establishment. Observes operation of machines and reports to maintenance foreman or other supervisor any defective operation observed.

Paper-machine tender

Is in charge of the operation of a papermaking machine. Work involves *most of the following*: Regulating and controlling flow of stock onto Fourdrinier wire or cylinder molds; setting and adjusting presses; regulating speed of various sections of machine; interpreting tests as to quality of product and making necessary adjustments to meet specifications; and replacing wires and felts. Machine tender usually is stationed at wet end of machine and directs the backtender and other members of paper-machine crew.

For wage study purposes, paper-machine tenders are classified by grade or type of paper and by machine width,¹ as follows:

Newsprint and groundwood

Fine grades

Sanitary tissue

Coarse (Kraft)

Special industrial

Container board
Boxboard
Other

Paper tester

Uses special testing equipment to conduct physical tests such as weight, strength, moisture, tear, tensile, fold, and absorption to determine if paper meets specifications.

For wage study purposes, paper testers are classified by grade or type of paper, as follows:

Newsprint and groundwood
Fine grades
Sanitary tissue
Coarse (Kraft)
Special industrial
Container board
Boxboard
Other

Pipefitter, maintenance

Installs or repairs water, steam, gas, or other types of pipe and pipefittings in an establishment. Work involves *most of the following*: Laying out of work and measuring to locate position of pipe from drawings or other written specifications; cutting various sizes of pipe to correct lengths with chisel and hammer or oxy-acetylene torch or pipe-cutting machine; threading pipe with stocks and dies; bending pipe by hand-driven or power-driven machines; assembling pipe with couplings and fastening pipe to hangers; making standard shop computations relating to pressures, flow, and size of pipe required; and making standard tests to determine whether finished pipes meet specifications. In general, the work of the maintenance pipefitter requires rounded training and experience usually acquired through a formal apprenticeship or equivalent training and experience. *Workers primarily engaged in installing and repairing building sanitation or heating systems are excluded.*

Pulp tester

(Stock tester)

Tests pulp or moisture content, color, purity, and strength. Work involves: Making physical tests such as tests for strength or color; and making chemical tests necessary to maintain uniformity and quality of paper stock desired.

For wage study purposes, pulp testers are classified by process, as follows:

Sulphate process
Sulphite process
Soda process
Semi-chemical process
Other

Recovery operator (sulphate)

In charge of the process of recovering sodium compounds from the liquor which has been washed from a previous batch of sulphate (or soda) pulp. Spray of liquor is admitted into contact with hot air in recovery furnace and the molten black ash is then conveyed from furnace to leaching tanks where the soda is washed from the carbon.

Recovery helper, first (sulphate)

Works under the direction of the recovery operator and receives verbal and/or written instructions outlining the specific duties to be performed; operates recovery boilers and auxiliary equipment; maintains correct A test on green liquor, adding salt cake to maintain specified sulphidity; makes liquor tests for laboratory; checks ash hoppers and maintains proper tests of liquor in chemical ash tanks; responsible for proper burning of concentrated black liquor or oil; maintains correct furnace conditions to produce maximum reduction and steam from liquor available; operates cascade evaporators; maintains correct water level in boilers; blows down boilers as required; changes charts and takes specified readings for log sheets; checks on functioning of pumps; and keeps firing floor and recovery panels clean.

Rewinder helper

Assists rewinder operator by performing any *one or combination of the following*: Transporting rolls of paper from stock pile to machine; mounting rolls on machine; assisting in setting slitters, threading paper into machine, and splicing paper. May assist rewinder operator by performing other duties, as assigned.

For wage study purposes, rewinder helpers are classified by grade or type of paper, as follows:

Newsprint and groundwood
Fine grades
Sanitary tissue
Coarse (Kraft)
Special industrial

Container board
Boxboard
Other

Soda process
Groundwood process
Semi-chemical process
Other

Rewinder operator

Operates slitting and rewinding machine to slit rolls of paper, and to rewind material in order to obtain compact rolls of desired size. Work involves *most of the following*: Setting slitters to obtain desired width; positioning roll in machine; threading material through machine and engaging ends on rewinding rolls or spools; starting machine and controlling tension and speed of machine to insure even winding and slitting; examining material during rewinding; and removing rolls when specified diameter is attained.

For wage study purposes, rewinder operators are classified by grade or type of paper, as follows:

Newsprint and groundwood
Fine grades
Sanitary tissue
Coarse (Kraft)
Special industrial
Container board
Boxboard
Other

Sawyer

Cuts logs to desired size for pulping process. Operates one of the following types of saws: Swinging circular cutoff saw; stationary slasher consisting of one or more circular saw blades mounted in a saw table; and bandsaw. May make adjustments on machine.

Screenman

(Screen tender)

Screens wood pulp to remove knots, slivers, and other foreign matter and to separate fine from coarse fibers. Work involves *most of the following*: Adjusting valves, pumps, and flow gates to control flow of pulp and wash water through filter screen and thereby regulate consistency of stock; observing level of liquid to avoid overloading the screen; examining usable fiber for slivers; and replacing defective screen plates.

For wage study purposes, screenmen are classified by process, as follows:

Sulphate process
Sulphite process

Third hand

(Winder man)

Performs the winding operation at the dry end of a paper machine. Work involves *most of the following*: Setting slitters in accordance with required width of rolls of paper; making splices in paper when necessary; running rolls to proper diameter; inspecting paper for imperfections during rewinding process; removing rolls with assistance of other members of crew; keeping record of weight and number of rolls made; and assisting backtender and machine tender as necessary.

For wage study purposes, third hands are classified by grade or type of paper and by machine width,¹ as follows:

Newsprint and groundwood
Fine grades
Sanitary tissue
Coarse (Kraft)
Special industrial
Container board
Boxboard
Other

Trucker, power

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

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

Trucker, power (forklift)
Trucker, power (other than forklift)

Washer operator (sulphate)

Operates washer or diffusers to clean and to thin the pulp preparatory to screening. Work involves *most of the following*: Controlling the flow of pulp through washers; and regulating the spraying of pulp with proper solution in primary washers, and with hot water in secondary washers.

Wet-machine operator

(Wet-machine tender; lapman; roll skinner; sheet taker)

Operates a wet-machine to produce pulp in lap form. Work involves *most of the following*: Maintaining uniform flow of pulp onto accumulating roll of machine; building sheet up to desired thickness; cutting sheet from machine; and folding and loading laps on trucks or

skids.

For wage study purposes, wet-machine operators are classified by process, as follows:

Sulphate process

Sulphite process

Soda process

Groundwood process

Semi-chemical process

Other

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 offices shown on the inside back cover. Note: Prices of publications are subject to change by the Superintendent of Documents.

I. Occupational Wage Studies

Manufacturing

	Price
Basic Iron and Steel, 1967. BLS Bulletin 1602	1
Candy and Other Confectionery Products, 1970. BLS Bulletin 1732	\$0.75
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

	Price
Synthetic Fibers, 1970. BLS Bulletin 1740 . . . . .	.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	\$0.75
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, 1969. BLS Bulletin 1688	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

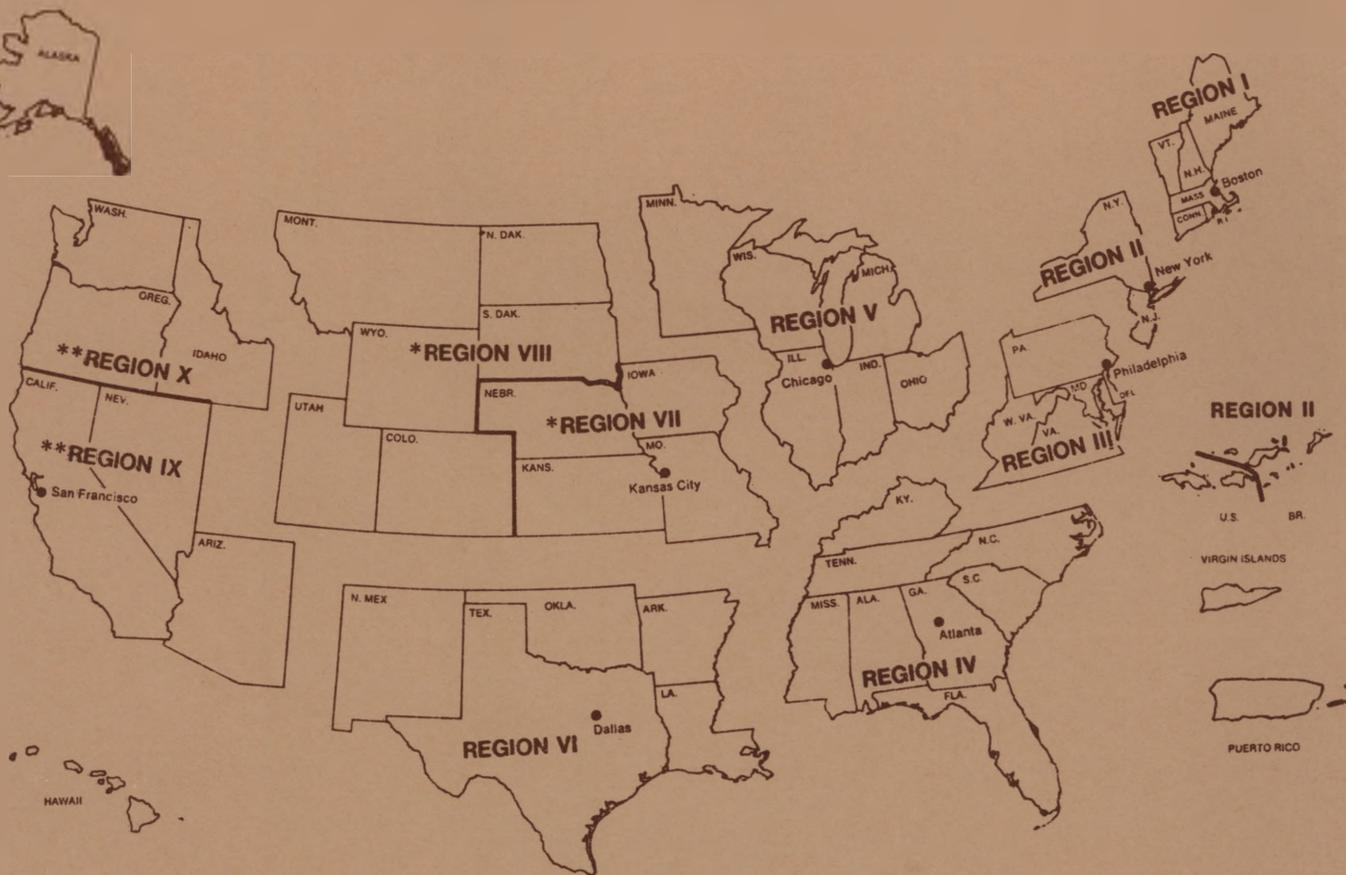
II. Other Industry Wage Studies

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.

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* Regions VII and VIII are serviced by Kansas City

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