

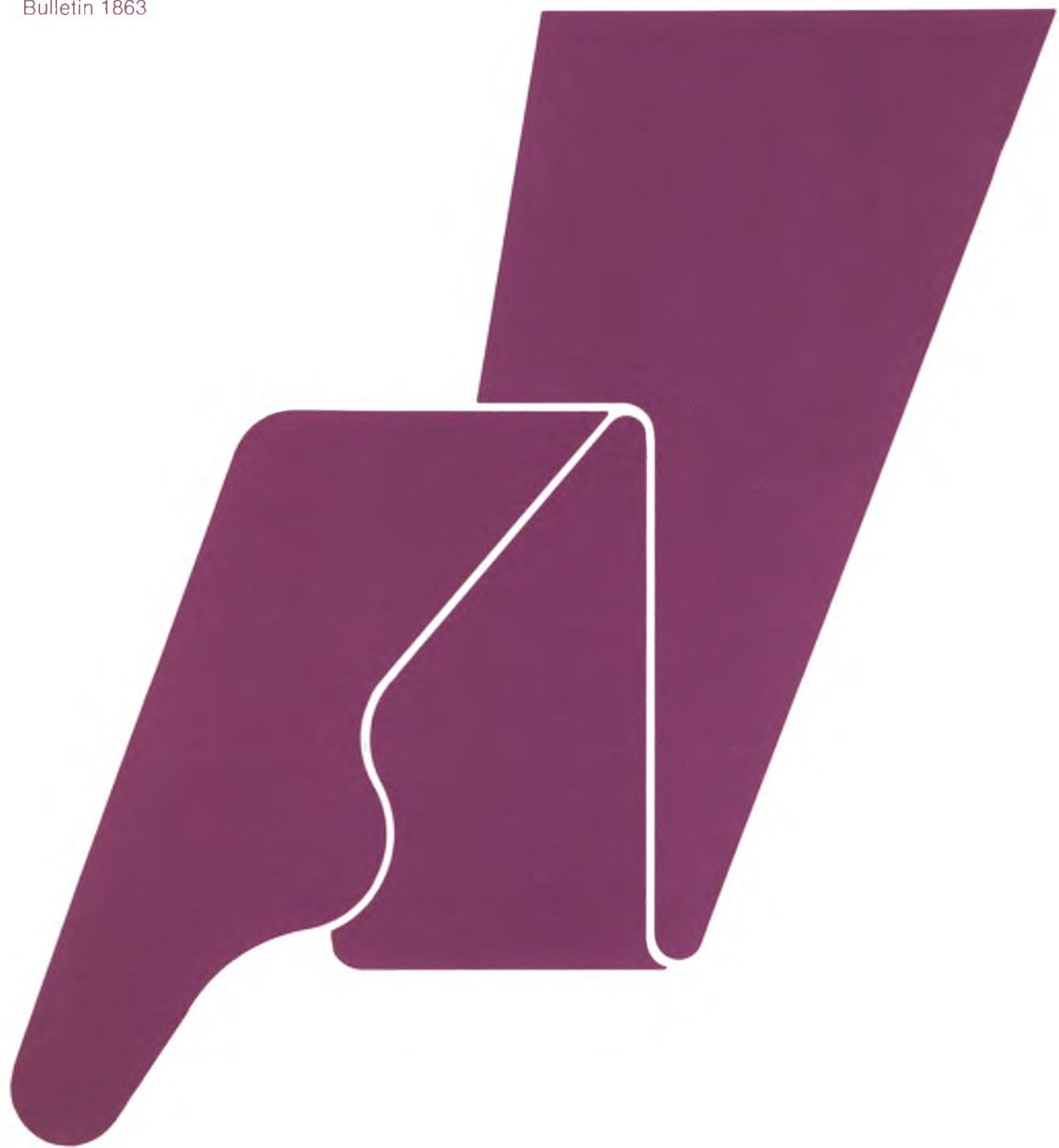
L 2.3:
1863

Industry Wage Survey: Hosiery, September 1973



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

Bulletin 1863



Industry Wage Survey: Hosiery, September 1973

U.S. Department of Labor
John T. Dunlop, Secretary
Bureau of Labor Statistics
Julius Shiskin, Commissioner
1975

Bulletin 1863



For sale by the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402, GPO Bookstores, or
BLS Regional Offices listed on inside back cover. Price \$1.45
Make checks payable to Superintendent of Documents
Stock number 029-001-01775-8
Class number L2.3:1863

Preface

This bulletin summarizes the results of a Bureau of Labor Statistics survey of wages and related benefits in the hosiery manufacturing industry in September 1973. Information is reported separately for three major product branches: Women's, men's, and children's hosiery. A similar survey was conducted in September 1970.

Separate releases were issued earlier for the following States and areas:

Women's hosiery mills

North Carolina
Tennessee
Hickory—Statesville, N.C.
Winston-Salem—High Point, N.C.

Men's hosiery mills

North Carolina
Tennessee
Hickory—Statesville, N.C.
Winston-Salem—High Point, N.C.

Children's hosiery mills

North Carolina
Tennessee
Winston-Salem—High Point, N.C.

Copies of these releases are available from the Bureau of Labor Statistics, Washington, D.C., 20212, or any of its regional offices.

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

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

Contents

	Page
Summary	1
Industry characteristics	1
Industry branches and products	1
Production	2
Employment trends	2
Location	3
Establishment size	3
Unionization	3
Method of wage payment	3
Sex	4
Text table: Number of panty hose produced and panty hose as percent of total women's hosiery production, 1968-73	2
Reference table:	
1. All hosiery mills: Earnings distribution	5
Part I. Women's hosiery mills	
Average hourly earnings	6
Occupational earnings	7
Establishment practices and supplementary wage provisions	7
Scheduled weekly hours	7
Shift differential provisions and practices	7
Paid holidays	7
Paid vacations	8
Health, insurance, and retirement plans	8
Other selected benefits	8
Tables:	
2. Average hourly earnings by selected characteristics	9
3. Earnings distribution	10
Occupational averages:	
4. All mills	11
5. By size of community	13
6. By size of establishment	14
7. By method of wage payment	15
Occupational earnings:	
8. North Carolina	16
9. Tennessee	18
10. Hickory-Statesville, N.C.	19
11. Winston-Salem-High Point, N.C.	20

Contents—Continued

	Page
Tables—Continued	
Establishment practices and supplementary wage provisions:	
12. Method of wage payment	22
13. Scheduled weekly hours	22
14. Shift differential provisions	23
15. Shift differential practices	24
16. Paid holidays	25
17. Paid vacations	26
18. Health, insurance, and retirement plans	28
19. Other selected benefits	29
Part II. Men's hosiery mills	
Average hourly earnings	30
Occupational earnings	30
Establishment practices and supplementary wage provisions	30
Scheduled weekly hours	31
Shift differential provisions and practices	31
Paid holidays	31
Paid vacations	31
Health, insurance, and retirement plans	31
Other selected benefits	31
Tables:	
20. Average hourly earnings by selected characteristics	32
21. Earnings distribution	33
Occupational averages:	
22. All mills	34
23. By size of community	35
24. By size of establishment	36
25. By method of wage payment	37
Occupational earnings:	
26. North Carolina	38
27. Tennessee	40
28. Hickory—Statesville, N.C.	41
29. Winston-Salem—High Point, N.C.	43
Establishment practices and supplementary wage provisions:	
30. Method of wage payment	45
31. Scheduled weekly hours	45
32. Shift differential provisions	46
33. Shift differential practices	47
34. Paid holidays	48
35. Paid vacations	49
36. Health, insurance, and retirement plans	51
37. Other selected benefits	52

Contents—Continued

Page

Part III. Children's hosiery mills

Average hourly earnings	53
Occupational earnings	53
Establishment practices and supplementary wage provisions	53
Scheduled weekly hours	53
Shift differential provisions and practices	53
Paid holidays	54
Paid vacations	54
Health, insurance, and retirement plans	54
Other selected benefits	54

Tables:

38. Average hourly earnings by selected characteristics	55
39. Earnings distribution	56

Occupational averages:

40. All mills	57
41. By size of community	58
42. By size of establishment	59
43. By method of wage payment	60

Occupational earnings:

44. North Carolina	61
45. Tennessee	63
46. Winston-Salem—High Point, N.C.	64

Establishment practices and supplementary wage provisions:

47. Method of wage payment	65
48. Scheduled weekly hours	65
49. Shift differential provisions and practices	66
50. Paid holidays	67
51. Paid vacations	68
52. Health, insurance, and retirement plans	69
53. Other selected benefits	70

Appendixes:

A. Scope and method of survey	71
B. Occupational descriptions	75

Hosiery, September 1973

Summary

Straight-time earnings of production and related workers in the nation's hosiery mills averaged \$2.49 an hour in September 1973 (table 1). Slightly less than one-fifth of the 59,516 workers covered by the survey¹ earned between \$1.60 (the Federal minimum wage in manufacturing at the time of the survey) and \$2 an hour; about three-fifths earned between \$2 and \$3; and most of the remaining one-fifth earned between \$3 and \$4 an hour.

Women, almost four-fifths of the production workers, averaged \$2.40 an hour—44 cents less than men. This gap between men's and women's average wages is at least partly attributable to differences in the distribution of the sexes among jobs with disparate pay levels.

Production workers in mills primarily making women's hosiery—56 percent of the employment in the survey—averaged \$2.54 an hour, compared

¹ See appendix A for scope and method of survey. The straight-time average hourly earnings in this bulletin differ in concept from the gross average hourly earnings published in the Bureau's monthly hours and earnings series (\$2.66 for women's hosiery, except socks, and \$2.58 for hosiery, not elsewhere classified, in September 1973). Unlike the latter, estimates presented here exclude premium pay for overtime and for work on weekends, holidays, and late shifts. Average earnings in this survey were calculated by summing individual hourly earnings and dividing by the number of individuals; in the monthly series, the sum of the man-hour totals reported by establishments in the industry was divided into reported payroll totals.

The estimated number of production workers in the study is intended only as a general guide to the size and composition of the labor force. It differs from the monthly series (40,400 for women's hosiery, except socks, and 30,900 for hosiery, not elsewhere classified, in September 1973) because establishments employing fewer than 20 workers are excluded and because advance planning makes it necessary to assemble establishment lists considerably in advance of data collection. Thus, omitted are establishments new to the hosiery industries, establishments found in other industries at the time of the survey, and establishments manufacturing hosiery but classified incorrectly in other industries when the lists were compiled.

with \$2.48 for those in men's hosiery mills and \$2.34 in children's hosiery mills. Within each hosiery branch, pay levels were studied by location, size of establishment, occupation, and method of wage payment.

Among plant occupations selected for separate study, average hourly earnings were highest for knitting-machine adjusters and fixers in women's and children's hosiery (\$3.42 and \$3.28, respectively), and for sewing-machine repairers in men's hosiery (\$3.40).² The lowest average earnings in each branch were recorded for transfer-machine operators in women's hosiery (\$2.06); hand menders (grey) in men's hosiery (\$2.09); and toe loopers in the children's segment (\$1.93). Sewing-machine operators working on women's panty hose, numerically the largest group studied separately, averaged \$2.59.

Paid holidays, usually 6 days or less annually, applied to just over three-fifths of the production workers in women's hosiery and about half of the production workers in the other two branches. Paid vacations—most commonly 1 week after 1 year of service and 2 weeks or more after 5 years—applied to less than nine-tenths of the workers in women's hosiery, eight-tenths in men's hosiery, and seven-tenths in children's hosiery mills. A large majority of workers were in mills providing at least part of the cost of life or health insurance such as basic medical, hospitalization, or surgical; retirement plans, however, applied to fewer than half of the workers in each industry branch.

Industry characteristics

Industry branches and products.

The study included establishments engaged primarily in knitting, dyeing, or

² See appendix B for job descriptions. Three office occupations also were studied. Nationwide and some regional data for these jobs are presented in tables 4, 22, and 40.

finishing full-fashioned or seamless hosiery. For purposes of the study, hosiery mills were classified into three categories: Mills primarily making women's full-fashioned or seamless hosiery, including panty hose (generally sizes 8 and up); those chiefly making men's hose (sizes 10 and up); and mills whose major product is children's, boys', infants', or other hosiery (including women's anklets and socks and men's half-hose).

In the women's hosiery branch, nine-tenths of the workers were in mills where the primary product was panty hose. Virtually all of the remaining mills chiefly made seamless full-length hosiery, while only a few mills had full-fashioned stockings as their chief product.

Most of the women's hosiery mills produced more than one kind of hosiery, but generally their secondary product was another variety of women's hose. For example, of the 29,600 workers in mills primarily manufacturing panty hose, more than three-fifths were employed by mills also making other kinds of women's seamless hosiery.

A number of establishments in the other two branches manufactured both men's and children's hosiery, which are made on similar types of knitting machines. Slightly more than one-half of the men's hosiery mills produced children's hosiery as their secondary product, and nearly one-fourth of the children's hosiery mills also made men's socks.

Nylon was the chief yarn used in mills employing almost all of the women's hosiery workers. Men's and children's hosiery, however, were made with a variety of materials as the primary yarn, including nylon, acrylic, wool, and cotton.

Integrated mills (those engaged in knitting, dyeing, and finishing operations) employed slightly less than two-thirds of the women's hosiery workers and about three-fourths of the men's and children's hosiery workers. Other mills usually were engaged in knitting only, or performed a combination of dyeing and finishing or knitting and finishing.

Virtually all hosiery workers were in mills that performed manufacturing operations on their own account. The remaining workers (3 percent in women's

hosiery and 1 percent in men's) were in contract mills—those that processed materials for others.

Production

After a long period of growth, hosiery production fell 14 percent in 1971. Within 2 years, however, production rebounded, to 227.4 million dozen pairs—7 percent from the 1970 peak.³

Most of the fluctuation in hosiery manufacturing occurred in the women's hosiery branch, which has been greatly influenced by fashion trends. Women's full-fashioned hosiery, for example, constituted 87 percent of all women's hose production in 1950. Twenty-three years later, full-fashioned hosiery's share had fallen to less than 1 percent, as seamless hosiery virtually became the industry's sole product. Panty hose, an innovative type of seamless hosiery, has dominated production since 1970, following 2 years of dramatic increase. Changing outerwear fashions have reduced demand for panty hose since that time, but they did not significantly affect this product's share of the 1973 women's hosiery market, the latest year for which data are available (text table).

Text table. Number of panty hose produced and panty hose as percent of total women's hosiery production, 1968–73

(Millions of dozen pairs)						
Type of hosiery	1968	1969	1970	1971	1972	1973
All women's hosiery ..	121.8	128.1	125.7	95.1	102.7	99.9
Panty hose	16.9	59.0	88.4	65.6	80.9	75.0
Panty hose as percent of women's hosiery totals	14	46	70	69	79	75

Source: National Association of Hosiery Manufacturers, 1973 Hosiery Statistics.

Employment trends. Production worker employment fell 31 percent from its level in September 1970, the date of

³ National Association of Hosiery Manufacturers, 1973 Hosiery Statistics, pp. 10-11.

a previous occupational wage survey conducted by the Bureau,⁴ to 59,516 workers. The drop was concentrated in women's hosiery, down 42 percent, compared with 11 percent in men's hosiery and 6 percent in children's hosiery. The sharp decline in women's hosiery employment is largely attributable to the previously mentioned reduction in demand for panty hose.

Production worker output per man-hour (productivity), which rose 10 percent from 1970 through 1973, contributed to the employment decline in hosiery as output during the period fell.⁵ Also partly traceable to increased productivity in the hosiery industries was a slight decline in the wholesale price of women's hose, and only a very small rise in the wholesale price of men's socks, despite a 14-percent increase in employees' gross average hourly earnings during the same period.⁶

Location. The Southeast region⁷ constituted 88 percent of the hosiery industries' employment: 88 percent in the women's branch, 85 percent in men's, and 94 percent in the children's branch. Employment in the Southeast was concentrated in North Carolina (68 percent) and Tennessee (14 percent). The Middle Atlantic States made up 8 percent of the men's hosiery workers, 4 percent in the women's branch, and less than 1 percent in the children's branch.

Two-thirds of the women's and men's hosiery workers were employed in nonmetropolitan areas in September 1973, compared with slightly more than three-fourths in children's hosiery. In the Southeast, between seven-tenths and eight-tenths of the workers in each segment were in nonmetropolitan areas; by contrast nearly nine-tenths of all

hosiery workers in the Middle Atlantic States were employed in metropolitan areas.⁸

Establishment size. Mills with 250 workers or more employed about three-fifths of the women's hosiery workers, one-half of those in men's hosiery, and slightly more than one-fourth of the children's hosiery employees. As the following tabulation illustrates, the proportion of workers employed by this size mill was greater in metropolitan areas than nonmetropolitan areas for the men's and children's branches; for the women's branch, however, the opposite was true.

	Percent of workers in mills of 250 workers or more in—	
	Metropolitan areas	Nonmetropolitan areas
All mills -----	54	53
Women's hosiery ----	57	65
Men's hosiery -----	59	47
Children's hosiery ---	30	26

Unionization. Mills with labor-management agreements covering a majority of their production workers employed 7 percent of the workers in the men's branch and less than 5 percent in the women's branch. None of the children's hosiery mills studied operated under union contracts. The Textile Workers Union of America (AFL-CIO) was the major union in the industry.

Method of wage payment. Incentive wage plans, almost always based on individual piecework rates, applied to about three-fifths of the workers in the women's and men's hosiery segments, and to nearly two-thirds of the children's hosiery workers (tables 12, 30, and 47). Workers in jobs such as boarders and preboarders, toe seamers, examiners, folders, boxers, and sewing-machine operators were usually paid incentive rates. At least nine-tenths of the knitting-machine adjusters and fixers, dyeing-machine tenders, and sewing-machine repairers, on the other hand, were time rated. Most time-rated

4 For results of earlier hosiery surveys, see Industry Wage Survey: Hosiery, September 1970 Bulletin 1743 (Bureau of Labor Statistics, 1972); Hosiery, September 1967 Bulletin 1562 (Bureau of Labor Statistics, 1968); Hosiery, September 1964 Bulletin 1456 (Bureau of Labor Statistics, 1965); and Hosiery, February 1962 Bulletin 1349 (Bureau of Labor Statistics, 1962).

5 Indexes of Output Per Man-Hour: Selected Industries, 1974 ed., Bulletin 1827 (Bureau of Labor Statistics, 1974) p. 44.

6 Based on data from the Bureau's employment and earnings series.

7 For definitions of regions used in this report, see appendix A, table A-1, footnote 1. In this study, Virginia was included in the Southeast.

8 Standard Metropolitan Statistical Areas as defined by the U.S. Office of Management and Budget through November 1972.

workers were under informal plans which paid primarily according to the individual's qualifications; formal plans (usually providing ranges of rates) applied to one-third.

Sex. At least seven-tenths of the production workers in each industry branch, and all or almost all workers in jobs such as knitters, boarders, preboarders, toe seamers, examiners,

folders, menders, pairers, and sewing-machine operators were women. Nearly all of the knitting-machine adjusters and fixers, dyeing-machine tenders, and sewing-machine repairers were men. Thus, the predominance of men or women in occupations closely paralleled the distribution of jobs by method of wage payment—time rated for men, incentive paid for women.

Table 1. All hosiery mills: Earnings distribution

(Percent distribution of production workers by straight-time hourly earnings, ¹ United States and selected regions, September 1973)

Hourly earnings ¹	United States ²			Middle Atlantic	South-east
	All workers	Men	Women		
Under \$1.60.....	0.1	(³)	0.1	0.2	(³)
\$1.60 and under \$1.65.....	1.9	0.5	2.3	1.2	1.9
\$1.65 and under \$1.70.....	.5	.2	.5	.3	.5
\$1.70 and under \$1.75.....	1.0	.3	1.2	.6	.9
\$1.75 and under \$1.80.....	.9	.4	1.0	1.0	.9
\$1.80 and under \$1.85.....	6.9	3.2	7.9	1.6	7.3
\$1.85 and under \$1.90.....	2.4	1.0	2.8	1.9	2.4
\$1.90 and under \$1.95.....	3.0	1.6	3.4	.7	2.8
\$1.95 and under \$2.00.....	2.6	1.0	3.0	.9	2.6
\$2.00 and under \$2.10.....	8.4	6.0	9.0	10.9	8.2
\$2.10 and under \$2.20.....	8.1	5.1	9.0	7.8	8.2
\$2.20 and under \$2.30.....	8.0	5.8	8.6	6.7	8.0
\$2.30 and under \$2.40.....	7.1	5.2	7.6	6.6	7.3
\$2.40 and under \$2.50.....	6.9	5.6	7.3	5.9	7.2
\$2.50 and under \$2.60.....	6.6	5.9	6.8	8.0	6.6
\$2.60 and under \$2.70.....	5.1	4.2	5.4	4.6	5.2
\$2.70 and under \$2.80.....	4.8	5.1	4.7	5.0	4.8
\$2.80 and under \$2.90.....	3.8	3.6	3.8	3.8	3.8
\$2.90 and under \$3.00.....	3.4	3.3	3.4	3.6	3.4
\$3.00 and under \$3.10.....	3.3	5.8	2.6	3.9	3.2
\$3.10 and under \$3.20.....	2.6	4.4	2.1	4.2	2.5
\$3.20 and under \$3.30.....	2.6	5.6	1.8	3.3	2.6
\$3.30 and under \$3.40.....	2.0	3.8	1.5	2.5	2.0
\$3.40 and under \$3.50.....	1.6	3.7	1.0	2.2	1.5
\$3.50 and under \$3.60.....	1.6	4.0	.9	1.4	1.6
\$3.60 and under \$3.70.....	1.1	2.9	.7	1.4	1.1
\$3.70 and under \$3.80.....	1.1	3.3	.5	3.0	1.0
\$3.80 and under \$3.90.....	.5	.9	.4	.8	.5
\$3.90 and under \$4.00.....	.4	.9	.3	.9	.4
\$4.00 and over.....	2.0	6.6	.7	5.1	1.7
Total.....	100.0	100.0	100.0	100.0	100.0
Number of workers.....	59,516	12,744	46,772	2,637	52,427
Average hourly earnings ¹	\$2.49	\$2.84	\$2.40	\$2.68	\$2.48

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. For definition of regions (or areas) shown in this or subsequent tables, see table A-1 in appendix A.

³ Less than 0.05 percent.

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

Part I. Women's Hosiery

Average hourly earnings

The 33,301 production workers in women's hosiery mills averaged \$2.54 an hour in September 1973—13 percent more than the level recorded 3 years earlier (table 2).⁹ This was slightly below the 15 percent increase in the Consumer Price Index during the same period, and well below the 19-percent rise in earnings for all nondurable manufacturing workers, as measured by the Bureau's index of average hourly earnings. Regionally, the September 1973 survey showed earnings for women's hosiery workers rose 9 percent in the Middle Atlantic and 13 percent in the Southeast to \$2.64 and \$2.54 an hour, respectively.

North Carolina and Tennessee, together employing four-fifths of the 29,190 workers in the Southeast region, were studied separately, as were two important hosiery production centers in North Carolina (tables 8–11). Average hourly earnings were \$2.59 in North Carolina—9 cents an hour more than in Tennessee. Wage levels averaged \$2.70 in Winston-Salem–High Point, N.C., compared with \$2.64 in Hickory–Statesville.

Women, constituting four-fifths of the employment, averaged \$2.47, compared with \$2.86 for the 6,393 men. This 16-percent average wage advantage for men is a slight increase from 1970, and reverses a long-term narrowing trend between men's and women's overall wage levels.

Between the February 1962 and September 1970 surveys, the gap between men's and women's average hourly earnings, much of which can be traced to occupational staffing in the industry, fell from 25 percent to 10 percent.¹⁰ During this period, certain low-paying jobs, including grey examiners and toe loopers—both staffed primarily by women—declined in relative importance; whereas, automatic boarders, preboarders, and sewing-machine operators (first surveyed in 1970) also predominantly women but

somewhat higher paying significantly increased their share of the work force. The men's average, on the other hand, was adversely affected by the declining importance of top paying jobs such as adjusters and fixers and knitters of full-fashioned hosiery.

During the 1970–73 period, however, a slight reversal occurred in some of these occupational shifts (e.g., adjusters and fixers and preboarders), but the exact effect on wage levels cannot be determined. Also affecting the gap between men's and women's wage levels were differences in average hourly earnings increases recorded among the surveyed occupations.¹¹

Average hourly earnings were higher in metropolitan areas than in nonmetropolitan areas (\$2.65 compared with \$2.49). This relationship held in the Southeast, the only region permitting comparison. Pay relationships by size of mill were less clear. In the Southeast, average hourly earnings were \$2.57 in the 250 workers or more category, \$2.48 in mills of 100 to 249 workers, and \$2.54 in mills of 20 to 99 workers. In the Middle Atlantic States, where none of the mills studied employed 100 to 249 workers, earnings averaged \$2.73 in the smallest category and \$2.55 an hour in mills of 250 or more.

The exact influence on wages of individual factors such as community and establishment size was not isolated for this survey. Thus, wage differences noted previously and in the following discussion of occupational earnings may reflect the interrelationship of such factors.

¹¹ Differences in average pay levels for men and women also may result from other factors, including variations in the distribution of the sexes among establishments and among jobs having disparate pay levels. Differences in averages for men and women in the same job and area may reflect minor differences in duties. Job descriptions in wage surveys are usually more generalized than those in individual establishments to allow for possible differences among establishments in specific duties. Earnings for some jobs are determined largely by production at piece rates. Variations in incentive earnings for individuals or sex groupings may be traceable to differences in work experience, work flow, or other factors.

⁹ Op. cit., Bulletin 1743, part I.

¹⁰ Ibid.

Earnings of 98 percent of the workers were within a range of \$1.60 and \$4 an hour; the middle half fell between \$2.13 and \$2.88 (table 3). Although fewer than 2 percent of the workers were paid within 5 cents an hour of the \$1.60 Federal minimum wage for manufacturing at the time of the survey (5½ years after its effective date), women's hosiery remains a relatively low wage industry. To illustrate, 15 percent of the workers earned less than \$2 an hour—the Federal minimum which took effect 8 months after the survey period. The proportion of workers at this end of the earnings distribution was about the same in the Southeast (14 percent) as in the Middle Atlantic region (13 percent).

Occupational earnings

Three-fifths of the production workers in the women's hosiery industry were in occupations selected to represent skill and earnings levels.

Among these jobs, average hourly earnings ranged from \$2.06 for transfer-machine operators to \$3.42 for adjusters and fixers of knitting machines. Sewing-machine operators working on pantyhose, the largest group studied separately, averaged \$2.59 (table 4).

Percentagewise, the largest average increases for numerically important jobs between September 1970 and 1973 often were reported for those already relatively high-paid. For example, adjusters and fixers in 1973 averaged 18 percent above the \$2.91 recorded in 1970. At the other end of the scale, some jobs experienced substantially lower rates of increase, including toe seamers (10 percent), grey examiners (9 percent), and folders (8 percent). Changes such as these contributed to widening the overall wage differential between the sexes since adjusters were nearly all men and the other three were nearly all women.

In the four occupations permitting comparisons, men averaged more than women by amounts ranging from 34 cents an hour for boarders to 61 cents for double-feed machine knitters. These differences within jobs can be traced to a number of factors, including the high incidence of incentive pay plans and the distribution of men and women among mills with disparate pay levels.

Occupational averages were usually highest in metropolitan areas and in the largest establishment size group (tables 5 and 6). In the Southeast, the only region where comparisons were possible, wage advantages held by mills in metropolitan areas and by those having 250 workers or more usually were more pronounced than they were nationwide.

Occupational averages also varied by method of pay. Incentive paid workers usually averaged 10 to 20 percent more than time-rated workers in the same job. (table 7).

Straight-time hourly earnings of individual workers within the same occupation and area (tables 8–11), and even within the same mill, were widely dispersed. For example, in Winston-Salem–High Point, 15- to 30-percent differentials most commonly separated the highest and lowest paid adjuster and fixer within the same mill; also, the highest paid pairer often earned at least twice as much as the lowest paid.

Establishment practices and supplementary wage provisions

Data were also obtained for production workers on shift differential provisions and practices and for both production and office employees on work schedules and on selected supplementary benefits, including paid holidays, paid vacations, and health, insurance, and retirement plans.

Scheduled weekly hours. About nine-tenths of the production and office workers were scheduled to work 40 hours per week in September 1973 (table 13). Most of the others were scheduled for less than 40 hours, including one-fifth of the production workers in Tennessee who were on 30 hours per week.

Shift differential provisions and practices. Mills employing 92 percent of the production workers had provisions covering second shifts, and 81 percent were in mills with provisions for third or other late shifts (table 14). At the time of the survey, 15 percent actually were employed on second shifts, and 5 percent on third or other late shifts (table 15). Shift differential pay, however, usually was not provided.

Paid holidays. Paid holidays, most commonly 5 or 6 days annually, were

granted in establishments employing about three-fifths of the production and four-fifths of the office workers (table 16). Provisions for both groups of workers were more liberal in the Middle Atlantic States (typically 5 or 7 days) than the Southeast (typically 3 to 6 days).

Paid vacations. Paid vacations, after qualifying periods of service, were provided in establishments employing seven-eighths of the production workers and more than nine-tenths of the office workers (table 17). Typical provisions for production workers were 1 week's pay after 1 year of service and 2 weeks' pay after 5 years. For office workers, typical provisions were 1 or 2 weeks after 1 year and 2 weeks after 2 years. More liberal provisions, however, were available to substantial proportions of the workers; for example, one-fourth of the production workers were in mills providing 3 weeks after 10 years and one-seventh were in mills (all in the Southeast) providing 4 weeks after 20 years. The incidence of vacation provisions varied somewhat by region.

Health, insurance, and retirement plans. Nine-tenths or more of the production and office workers were in mills paying at least part of the cost of life, hospitalization, and surgical insurance (table 18). Major medical insurance

applied to slightly more than four-fifths of the workers in each employee group, basic medical to just over three-fourths, and about one-half in each group were provided accidental death and dismemberment insurance and protection against loss of income due to illness or accident. The incidence of these plans, contrary to the pattern in most other industries, was much higher in the Southeast than in the Middle Atlantic States.

Retirement pension plans, in addition to Federal social security, covered slightly more than two-fifths of the production and office workers. Pension plans were more common in the Middle-Atlantic than the Southeast. Severance payments upon retirement, however, were rare. The employer usually financed retirement plans, as well as other health and insurance plans.

Other selected benefits. Paid leave for workers serving as jurors was available to two-fifths of the production and office workers, while paid funeral leave provisions covered about one-sixth and three-tenths, respectively (table 19). Severance pay plans for workers permanently separated from employment because of technological changes or mill closing were rare for production workers, but applied to one-tenth of the office workers.

Table 2. Women's hosiery mills: Average hourly earnings by selected characteristics

(Number and average straight-time hourly earnings¹ of production workers by selected characteristics, United States and selected regions, September 1973)

Item	United States ²		Middle Atlantic		Southeast	
	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings
All production workers	33,301	\$2.54	1,373	\$2.64	29,190	\$2.54
Men	6,393	2.86	306	3.23	5,535	2.83
Women	26,908	2.47	1,067	2.47	23,655	2.48
Size of community:						
Metropolitan areas ³	10,734	2.65	1,346	2.65	8,543	2.69
Nonmetropolitan areas	22,567	2.49	-	-	20,647	2.48
Size of establishment:						
20-99 workers	2,556	2.58	692	2.73	1,676	2.54
100-249 workers	9,997	2.46	-	-	9,203	2.48
250 workers or more	20,748	2.58	681	2.55	18,311	2.57

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

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

³ Standard Metropolitan Statistical Areas as defined by the U.S. Office of Management and Budget through November 1972.

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

Table 3. Women's hosiery mills: Earnings distribution

(Percent distribution of production workers by straight-time hourly earnings, ¹ United States and selected regions, September 1973)

Hourly earnings ¹	United States ²			Middle Atlantic	Southeast
	All workers	Men	Women		
Under \$ 1.60 -----	0.1	(³)	0.1	0.4	(³)
\$ 1.60 and under \$ 1.65 -----	1.3	0.4	0.5	1.4	1.1
\$ 1.65 and under \$ 1.70 -----	.2	(³)	.3	.5	.2
\$ 1.70 and under \$ 1.75 -----	.6	.1	.7	.7	.5
\$ 1.75 and under \$ 1.80 -----	.6	.3	.7	1.4	.6
\$ 1.80 and under \$ 1.85 -----	5.1	2.4	5.7	2.8	5.1
\$ 1.85 and under \$ 1.90 -----	2.2	.7	2.5	2.6	2.1
\$ 1.90 and under \$ 1.95 -----	2.5	1.5	2.8	1.2	2.2
\$ 1.95 and under \$ 2.00 -----	2.4	1.1	2.7	1.6	2.4
\$ 2.00 and under \$ 2.10 -----	7.5	5.6	7.9	11.6	7.2
\$ 2.10 and under \$ 2.20 -----	8.1	4.8	8.9	5.9	8.3
\$ 2.20 and under \$ 2.30 -----	8.1	5.7	8.6	8.1	8.2
\$ 2.30 and under \$ 2.40 -----	7.9	6.6	8.2	6.7	8.2
\$ 2.40 and under \$ 2.50 -----	7.6	6.3	7.9	4.7	8.1
\$ 2.50 and under \$ 2.60 -----	6.9	5.6	7.1	8.4	6.9
\$ 2.60 and under \$ 2.70 -----	5.9	4.6	6.2	3.6	6.1
\$ 2.70 and under \$ 2.80 -----	4.9	4.9	4.9	5.6	4.9
\$ 2.80 and under \$ 2.90 -----	3.9	3.1	4.1	2.0	4.0
\$ 2.90 and under \$ 3.00 -----	3.8	3.5	3.9	1.8	4.0
\$ 3.00 and under \$ 3.10 -----	3.7	6.4	3.1	4.5	3.6
\$ 3.10 and under \$ 3.20 -----	2.9	4.3	2.5	3.4	2.8
\$ 3.20 and under \$ 3.30 -----	2.8	5.3	2.2	3.0	2.8
\$ 3.30 and under \$ 3.40 -----	2.3	4.1	1.9	2.2	2.4
\$ 3.40 and under \$ 3.50 -----	1.6	3.5	1.2	1.6	1.6
\$ 3.50 and under \$ 3.60 -----	1.7	4.0	1.2	1.7	1.8
\$ 3.60 and under \$ 3.70 -----	1.1	2.3	.8	1.7	1.1
\$ 3.70 and under \$ 3.80 -----	1.2	3.6	.6	4.8	1.0
\$ 3.80 and under \$ 3.90 -----	.6	.9	.5	1.2	.5
\$ 3.90 and under \$ 4.00 -----	.4	.6	.4	.8	.4
\$ 4.00 and over -----	2.1	7.4	.8	4.2	1.9
Total -----	100.0	100.0	100.0	100.0	100.0
Number of workers -----	33,301	6,393	26,908	1,373	29,190
Average hourly earnings ¹ -----	\$ 2.54	\$ 2.86	\$ 2.47	\$ 2.64	\$ 2.54

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

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

³ Less than 0.05 percent.

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

Table 4. Women's hosiery mills: Occupational averages—all mills

 (Number and average straight-time hourly earnings¹ of workers in selected occupations, United States and selected regions, September 1973)

Occupation and sex	United States ²				Middle Atlantic				Southeast			
	Number of workers	Hourly earnings ³			Number of workers	Hourly earnings ³			Number of workers	Hourly earnings ³		
		Mean	Median	Middle range		Mean	Median	Middle range		Mean	Median	Middle range
<u>Plant occupations</u>												
Knitting:												
Adjusters and fixers, knitting machines (1,996 men, 7 women) ⁴	2,003	\$3.42	\$3.40	\$3.10-\$3.75	53	\$3.66	\$3.66	\$3.35-\$3.85	1,710	\$3.41	\$3.40	\$3.10-\$3.75
Seamless, full- or knee-length (1,744 men, 3 women)	1,747	3.48	3.40	3.15- 3.75	36	3.78	3.75	3.65- 3.91	1,573	3.46	3.40	3.15- 3.75
Seamless, half-hose (86 men, 2 women)	88	3.28	3.36	3.15- 3.50	-	-	-	-	70	3.23	3.35	3.15- 3.45
Collection-system inspectors (26 men, 414 women)	440	2.36	2.35	2.23- 2.48	-	-	-	-	402	2.36	2.35	2.23- 2.48
Collection-system operators	259	2.56	2.50	2.25- 3.06	-	-	-	-	251	2.56	2.50	2.25- 3.06
Women	142	2.34	2.35	2.25- 2.50	-	-	-	-	140	2.34	2.35	2.25- 2.50
Knitters, women's seamless hosiery, single-feed (20 men, 71 women)	81	2.35	2.15	2.13- 2.41	-	-	-	-	81	2.35	2.15	2.13- 2.41
Knitters, women's seamless hosiery, two-feed ⁵	210	2.69	2.55	2.45- 2.90	23	3.51	3.70	3.32- 3.70	145	2.64	2.55	2.50- 2.79
Men	55	3.14	3.20	2.85- 3.43	19	3.47	3.65	3.25- 3.70	36	2.97	3.00	2.79- 3.20
Women	155	2.53	2.50	2.40- 2.55	-	-	-	-	109	2.53	2.50	2.46- 2.55
400 needles	143	2.77	2.79	2.40- 3.19	23	3.51	3.70	3.32- 3.70	92	2.72	2.79	2.40- 3.00
Men	55	3.14	3.20	2.85- 3.43	19	3.47	3.65	3.25- 3.70	36	2.97	3.00	2.79- 3.20
Women	88	2.53	2.45	2.15- 2.79	-	-	-	-	56	2.56	2.50	2.40- 2.79
Knitters, women's seamless hosiery, four-feed ⁴	250	2.79	2.65	2.63- 3.00	-	-	-	-	234	2.73	2.63	2.55- 2.94
Men	140	2.90	2.79	2.63- 3.20	-	-	-	-	124	2.80	2.70	2.63- 3.20
Women	110	2.65	2.63	2.55- 2.65	-	-	-	-	110	2.65	2.63	2.55- 2.65
400 needles	220	2.83	2.65	2.63- 3.20	-	-	-	-	204	2.76	2.65	2.63- 3.00
Men	134	2.92	2.79	2.63- 3.20	-	-	-	-	118	2.81	2.72	2.63- 3.20
Women	86	2.69	2.65	2.63- 2.79	-	-	-	-	86	2.69	2.65	2.63- 2.79
Knitters, women's seamless hosiery, eight-feed ⁴	212	2.58	2.50	2.40- 2.75	-	-	-	-	200	2.56	2.50	2.40- 2.75
Men	49	2.99	3.00	2.70- 3.25	-	-	-	-	43	2.91	3.00	2.70- 3.20
Women	163	2.46	2.50	2.32- 2.50	-	-	-	-	157	2.46	2.50	2.40- 2.50
400 needles	212	2.46	2.50	2.32- 2.50	-	-	-	-	157	2.46	2.50	2.40- 2.50
Men	49	2.58	2.50	2.40- 2.75	-	-	-	-	200	2.56	2.50	2.40- 2.75
Women	163	2.46	2.50	2.32- 2.50	-	-	-	-	157	2.46	2.50	2.40- 2.50
Knitters, automatic (19 men, 203 women)	222	2.27	2.20	2.09- 2.40	34	2.54	2.36	2.17- 2.69	188	2.22	2.17	2.08- 2.36
Boarding and preboarding:												
Boarders, automatic	310	2.59	2.52	2.20- 2.94	-	-	-	-	233	2.56	2.49	2.20- 2.88
Men	42	2.88	3.03	2.38- 3.44	-	-	-	-	-	-	-	-
Women	268	2.54	2.49	2.17- 2.82	-	-	-	-	207	2.49	2.45	2.16- 2.75
Boarders, Dunn method (14 men, 385 women)	399	2.62	2.54	2.24- 2.96	-	-	-	-	297	2.64	2.58	2.27- 2.96
Boarders, other than automatic (all women)	893	2.83	2.81	2.42- 3.18	-	-	-	-	881	2.83	2.82	2.43- 3.19
Preboarders (24 men, 832 women)	856	2.74	2.71	2.28- 3.18	32	2.66	2.43	2.00- 2.82	754	2.77	2.80	2.33- 3.22
Miscellaneous:												
Seamers, toe (all women)	2,379	2.50	2.46	2.12- 2.81	81	2.85	2.78	2.46- 3.31	2,059	2.52	2.47	2.15- 2.82
Examiners (hosiery inspectors) (all women) ⁴	1,658	2.56	2.46	2.10- 2.92	46	2.36	2.40	2.16- 2.60	1,392	2.62	2.52	2.16- 2.98
Grey (greige) examiners	943	2.43	2.35	2.05- 2.76	39	2.38	2.40	2.23- 2.60	769	2.48	2.40	2.10- 2.82
Finished examiners	680	2.76	2.71	2.30- 3.15	-	-	-	-	615	2.79	2.74	2.31- 3.19
Dyeing-machine tenders (341 men, 2 women)	343	2.55	2.50	2.25- 2.85	18	3.31	3.57	2.91- 3.92	299	2.50	2.50	2.25- 2.75
Menders, hand, finish (all women)	257	2.61	2.51	2.17- 2.99	-	-	-	-	234	2.64	2.56	2.23- 3.00
Menders, hand, grey (all women)	130	2.40	2.35	2.11- 2.67	-	-	-	-	93	2.37	2.36	2.15- 2.57
Pairs (all women) ⁴	605	2.64	2.54	2.15- 3.06	26	2.28	2.14	1.82- 2.63	517	2.64	2.56	2.15- 3.06
Stockings	80	2.17	2.11	2.00- 2.25	-	-	-	-	71	2.16	2.05	2.00- 2.25
Panty hose	64	2.46	2.23	2.07- 2.68	-	-	-	-	27	2.28	2.23	2.06- 2.47
Transfer-machine operators (all women)	193	2.06	1.90	1.85- 2.20	7	2.27	-	-	186	2.06	1.88	1.85- 2.15

See footnotes at end of table.

Table 4. Women's hosiery mills: Occupational averages—all mills—Continued

(Number and average straight-time hourly earnings¹ of workers in selected occupations, United States and selected regions, September 1973)

Occupation and sex	United States ²				Middle Atlantic				Southeast			
	Number of workers	Hourly earnings ³			Number of workers	Hourly earnings ³			Number of workers	Hourly earnings ³		
		Mean	Median	Middle range		Mean	Median	Middle range		Mean	Median	Middle range
<u>Plant occupations—Continued</u>												
<u>Miscellaneous—Continued</u>												
Sewing-machine operators (panty hose) (3 men, 4,879 women) ⁴	4,882	\$2.59	\$2.54	\$2.22-\$2.91	130	\$2.69	\$2.63	\$2.33-\$3.09	4,372	\$2.60	\$2.55	\$2.24-\$2.91
Leg blank sewers (3 men, 2,656 women).....	2,659	2.58	2.52	2.18- 2.92	-	-	-	- -	2,540	2.58	2.52	2.17- 2.92
Elastic sewers (all women).....	428	2.59	2.58	2.24- 2.87	-	-	-	- -	371	2.59	2.59	2.25- 2.85
Repairmen, sewing machine (all men).....	142	3.14	3.06	2.90- 3.36	-	-	-	- -	120	3.09	3.08	2.89- 3.35
Folders (all women).....	631	2.39	2.30	1.85- 2.79	103	2.26	2.26	1.85- 2.53	528	2.41	2.34	1.80- 2.88
Boxers (4 men, 149 women).....	153	2.58	2.55	2.10- 3.08	54	2.45	2.46	2.01- 2.76	65	2.64	2.39	2.10- 3.04
Folders and boxers (all women).....	2,799	2.51	2.48	2.15- 2.80	-	-	-	- -	2,711	2.51	2.48	2.16- 2.80
Baggers (2 men, 200 women).....	202	2.49	2.40	2.05- 2.83	16	2.17	2.23	2.04- 2.24	25	2.19	2.21	1.85- 2.46
<u>Office occupations⁵</u>												
Clerks, payroll.....	106	2.51	2.50	2.30- 2.74	-	-	-	- -	94	2.54	2.50	2.35- 2.74
Typists, class B.....	17	2.39	2.25	1.95- 2.63	-	-	-	- -	13	2.53	-	- -

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

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

³ See appendix A for method used in computing means, medians, and middle ranges of earnings. Medians and middle ranges were not computed for occupations with fewer than 15 workers.

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

⁵ All workers were women.

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

Table 5. Women's hosiery mills: Occupational averages—by size of community

(Number and average straight-time hourly earnings¹ of workers in selected occupations by size of community, United States and selected regions, September 1973)

Occupation and sex	United States ²				Middle Atlantic		Southeast			
	Metropolitan areas		Nonmetropolitan areas		Metropolitan areas		Metropolitan areas		Nonmetropolitan areas	
	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings
<u>Men</u>										
Knitting:										
Adjusters and fixers, knitting machines ³	687	\$3.73	1,309	\$3.27	53	\$3.66	570	\$3.78	1,135	\$3.23
Seamless, full- or knee-length.....	590	3.78	1,154	3.32	36	3.78	538	3.80	1,032	3.28
Knitters, women's seamless hosiery, four-feed ³	47	3.27	93	2.72	-	-	-	-	93	2.72
400 needles.....	41	3.36	93	2.72	-	-	-	-	93	2.72
Knitters women's seamless hosiery, eight-feed.....	-	-	16	2.85	-	-	-	-	16	2.85
Miscellaneous:										
Dyeing-machine tenders.....	119	2.68	222	2.48	17	3.24	98	2.60	201	2.45
Repairmen, sewing machine.....	50	3.37	92	3.02	-	-	44	3.30	76	2.97
<u>Women</u>										
Knitting:										
Collection-system inspectors.....	224	2.41	190	2.25	-	-	210	2.44	184	2.25
Collection-system operators.....	97	2.39	45	2.24	-	-	95	2.39	45	2.24
Knitters, women's seamless hosiery, two-feed ³	39	2.63	116	2.49	-	-	-	-	88	2.56
400 needles.....	25	2.64	63	2.49	-	-	-	-	35	2.64
Knitters women's seamless hosiery, four-feed ³	-	-	108	2.64	-	-	-	-	108	2.64
400 needles.....	-	-	84	2.68	-	-	-	-	84	2.68
Knitters women's seamless hosiery, eight-feed ³	-	-	81	2.36	-	-	-	-	75	2.36
400 needles.....	-	-	81	2.36	-	-	-	-	75	2.36
Knitters, automatic.....	-	-	172	2.24	-	-	-	-	172	2.24
Boarding and preboarding:										
Boarders, automatic.....	45	2.67	223	2.51	-	-	-	-	185	2.50
Boarders, other than automatic.....	190	2.85	703	2.82	-	-	178	2.89	703	2.82
Preboarders.....	343	2.84	489	2.64	-	-	322	2.87	416	2.69
Miscellaneous:										
Seamers, toe.....	969	2.59	1,410	2.44	81	2.85	740	2.66	1,319	2.44
Examiners (hosiery inspectors).....	500	2.54	1,158	2.57	46	2.36	368	2.68	1,024	2.59
Grey (greige) examiners.....	243	2.21	700	2.51	39	2.38	151	2.30	618	2.53
Finished examiners.....	257	2.86	423	2.70	-	-	-	-	398	2.70
Menders, hand, finish.....	87	2.64	170	2.60	-	-	68	2.75	166	2.59
Menders, hand, grey.....	62	2.51	68	2.31	-	-	25	2.56	68	2.31
Pairers.....	352	2.74	253	2.51	26	2.28	310	2.80	207	2.41
Transfer-machine operators.....	25	2.19	168	2.04	7	2.27	18	2.16	168	2.04
Sewing-machine operators (panty hose) ³	1,453	2.74	3,426	2.53	129	2.69	1,275	2.77	3,094	2.53
Leg blank sewers.....	749	2.72	1,907	2.52	-	-	734	2.71	1,803	2.52
Elastic sewers.....	116	2.68	312	2.55	-	-	87	2.79	284	2.53
Folders.....	314	2.68	317	2.09	103	2.26	-	-	317	2.09
Boxers.....	97	2.40	52	2.88	54	2.45	35	2.45	-	-
Folders and boxers.....	790	2.53	2,009	2.50	-	-	765	2.54	1,946	2.50

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

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

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

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

Table 6. Women's hosiery mills: Occupational averages—by size of establishment

(Number and average straight-time hourly earnings¹ of workers by size of establishment, United States and Southeast, September 1973)

Occupation and sex	United States ²						Southeast					
	Establishments having—											
	20-99 workers		100-249 workers		250 workers or more		20-99 workers		100-249 workers		250 workers or more	
	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings
Men												
Knitting:												
Adjusters and fixers, knitting machines ³	206	\$3,26	664	\$3,22	1,126	\$3,57	172	\$3,19	610	\$3,22	923	\$3,59
Seamless, full- or knee-length	201	3,25	535	3,29	1,008	3,62	172	3,19	519	3,30	879	3,60
Miscellaneous:												
Dyeing-machine tenders	23	2,89	116	2,39	202	2,60	12	2,45	112	2,39	175	2,57
Repairmen, sewing machine	9	3,52	38	3,07	95	3,14	-	-	38	3,07	79	3,10
Women												
Knitting:												
Collection-system inspectors	59	2,23	82	2,21	-	-	53	2,23	69	2,25	-	-
Collection-system operators	-	-	77	2,22	56	2,48	-	-	77	2,22	54	2,49
Knitters, women's seamless hosiery, four-feed ³	-	-	-	-	97	2,63	-	-	-	-	97	2,63
400 needles	-	-	-	-	73	2,67	-	-	-	-	73	2,67
Knitters, women's seamless hosiery, eight-feed ³	-	-	108	2,54	55	2,28	-	-	102	2,55	55	2,28
400 needles	-	-	108	2,54	55	2,28	-	-	102	2,55	55	2,28
Knitters, automatic	32	2,38	105	2,24	66	2,30	-	-	105	2,24	-	-
Boarding and preboarding:												
Boarders, automatic	-	-	154	2,46	110	2,66	-	-	144	2,39	63	2,71
Boarders, other than automatic	65	2,71	159	2,70	669	2,87	53	2,78	159	2,70	669	2,87
Preboarders	84	2,38	273	2,47	475	2,94	43	2,34	266	2,48	429	2,99
Miscellaneous:												
Seamers, toe	356	2,75	965	2,38	1,058	2,53	283	2,73	809	2,43	967	2,53
Examiners, (hosiery inspectors) ³	153	2,47	462	2,38	1,043	2,65	123	2,49	401	2,44	868	2,72
Grey (greige) examiners	124	2,39	293	2,29	526	2,52	95	2,39	265	2,35	409	2,59
Menders, hand, finish	15	2,44	67	2,32	175	2,74	11	2,22	50	2,37	173	2,74
Menders, hand, grey	-	-	59	2,42	69	2,39	-	-	59	2,42	32	2,30
Pairers	32	2,23	130	2,28	443	2,78	-	-	103	2,31	396	2,76
Sewing-machine operators (panty hose) ³	363	2,62	1,077	2,60	3,439	2,59	273	2,61	1,069	2,60	3,027	2,60
Leg blank sewers	156	2,74	887	2,59	1,613	2,56	139	2,70	887	2,59	1,511	2,56
Elastic sewers	24	2,56	123	2,65	281	2,56	-	-	115	2,69	240	2,56
Folders and boxers	129	2,39	1,076	2,47	1,594	2,55	100	2,39	1,069	2,47	1,542	2,54

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

² Includes data for regions in addition to the Southeast.

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

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

Table 7. Women's hosiery mills: Occupational averages—by method of wage payment

(Number and average straight-time hourly earnings¹ of workers in selected occupations by method of wage payment, United States and Southeast, September 1973)

Occupation and sex	United States ²				Southeast			
	Timeworkers		Incentive workers		Timeworkers		Incentive workers	
	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings
<u>Men</u>								
Knitting:								
Adjusters and fixers, knitting machines	1,935	\$3.43	61	\$3.17	1,672	\$3.42	33	\$3.16
Miscellaneous:								
Dyeing-machine tenders	307	2.51	34	2.88	275	2.47	-	-
Repairmen, sewing machine	142	3.14	-	-	120	3.09		
<u>Women</u>								
Knitting:								
Collection-system inspectors	381	2.35			362	2.36		
Collection-system operators	140	2.34	-	-	140	2.34	-	-
Knitters, women's seamless hosiery, four-feed	122	2.46	33	2.79	90	2.45	19	2.92
400 needles	69	2.42	19	2.92	37	2.37	19	2.92
Knitters automatic	86	2.15	117	2.38	86	2.15	86	2.32
Boarding and preboarding:								
Boarders, automatic	-	-	264	2.55	-	-	203	2.50
Boarders, Dunn method	-	-	385	2.61	-	-	297	2.64
Boarders, other than automatic	-	-	885	2.83	-	-	873	2.84
Preboarders	-	-	830	2.73	-	-	738	2.77
Miscellaneous:								
Seamers, toe	-	-	2,353	2.50	-	-	2,033	2.52
Examiners (hosiery inspectors) ³	225	2.13	1,433	2.63	152	2.07	1,240	2.68
Grey (greige) examiners	188	2.10	755	2.51	144	2.07	625	2.58
Finished examiners	10	2.18	670	2.76	8	2.03	607	2.80
Menders, hand, finish	21	2.21	236	2.65	20	2.20	214	2.68
Menders, hand, grey	35	2.34	95	2.42	35	2.34	58	2.39
Transfer-machine operators	25	2.08	168	2.06	21	2.05	165	2.06
Sewing-machine operators (panty hose)	-	-	4,878	2.59	-	-	4,360	2.60
Boxers	42	2.27	107	2.69	-	-	47	2.88
Folders and boxers	43	2.03	2,756	2.52	41	1.99	2,670	2.52

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

² Includes data for regions in addition to the Southeast.

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

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

Table 8. Women's hosiery mills: Occupational earnings—North Carolina

(Number and average straight-time hourly earnings¹ of production workers in selected occupations, September 1973)

Occupation and sex	Number of workers	Average hourly earnings ¹	NUMBER OF WORKERS RECEIVING STRAIGHT-TIME HOURLY EARNINGS OF—																										
			\$1.80 and under	\$1.90	\$2.00	\$2.10	\$2.20	\$2.30	\$2.40	\$2.50	\$2.60	\$2.70	\$2.80	\$2.90	\$3.00	\$3.10	\$3.20	\$3.30	\$3.40	\$3.50	\$3.60	\$3.70	\$3.80	\$3.90	\$4.00	\$4.20	\$4.40	\$4.60 and over	
			\$1.90	\$2.00	\$2.10	\$2.20	\$2.30	\$2.40	\$2.50	\$2.60	\$2.70	\$2.80	\$2.90	\$3.00	\$3.10	\$3.20	\$3.30	\$3.40	\$3.50	\$3.60	\$3.70	\$3.80	\$3.90	\$4.00	\$4.20	\$4.40	\$4.60	over	
All production workers.....	19,467	\$2.59	1460	878	1243	1477	1589	1666	1685	1339	1150	964	847	800	776	619	586	529	381	356	267	198	133	73	123	259	35	34	
Men.....	3,823	2.87	147	77	180	160	217	283	273	234	145	191	146	119	259	181	188	179	160	132	105	98	30	11	49	227	21	11	
Women.....	15,644	2.52	1313	801	1063	1317	1372	1383	1412	1105	1005	773	701	681	517	438	398	350	221	224	162	100	103	62	74	32	14	23	
Selected production occupations—men																													
Knitting																													
Adjusters, fixers, knitting machines ³	1,117	3.51	-	-	-	-	1	2	3	6	6	26	31	43	70	101	59	139	144	94	62	70	16	3	36	204	-	1	
Time.....	1,102	3.51	-	-	-	-	1	2	3	6	6	26	31	43	69	101	58	131	144	89	62	70	16	3	36	204	-	1	
Seamless, full- or knee-length.....	1,047	3.52	-	-	-	-	1	2	3	6	6	26	31	43	65	94	54	120	135	85	56	64	16	2	36	202	-	-	
Time.....	1,040	3.52	-	-	-	-	1	2	3	6	6	26	31	43	64	94	53	120	135	80	56	64	16	2	36	202	-	-	
Seamless, half-hose.....	60	3.36	-	-	-	-	-	-	-	-	-	-	-	-	5	7	5	19	7	9	5	3	-	-	-	-	-	-	
Time.....	52	3.36	-	-	-	-	-	-	-	-	-	-	-	-	5	7	5	11	7	9	5	3	-	-	-	-	-	-	
Collection-system inspectors (all timeworkers).....	8	2.68	-	-	-	1	-	-	2	2	-	-	-	-	-	3	-	-	-	-	-	-	-	-	-	-	-	-	-
Knitters, women's seamless hosiery:																													
Four-feed (all timeworkers) ³	61	3.04	-	-	-	-	-	2	2	5	-	3	-	1	6	1	40	1	-	-	-	-	-	-	-	-	-	-	-
400 needles.....	55	3.09	-	-	-	-	-	2	2	-	-	-	-	1	6	1	40	1	-	-	-	-	-	-	-	-	-	-	-
Eight-feed, 400 needles (all timeworkers).....	34	3.00	-	-	-	-	2	-	-	-	-	7	-	4	4	-	17	-	-	-	-	-	-	-	-	-	-	-	-
Miscellaneous																													
Dyeing-machine tenders.....	219	2.53	3	10	11	13	16	16	24	27	21	24	37	8	2	-	2	2	2	-	-	1	-	-	-	-	-	-	-
Time.....	195	2.50	2	10	11	13	16	16	21	25	14	19	35	8	2	-	2	-	-	-	-	1	-	-	-	-	-	-	-
Repairmen, sewing machine (all timeworkers).....	81	3.19	-	-	-	-	-	1	-	2	-	7	7	11	9	7	6	7	1	4	14	3	-	2	-	-	-	-	-
Selected production occupations—women																													
Knitting																													
Collection-system inspectors.....	280	2.40	-	3	4	18	53	39	130	19	2	-	2	4	6	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Time.....	272	2.39	-	3	4	18	53	39	130	19	-	-	-	-	6	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Collection-system operators (all timeworkers).....	104	2.37	2	2	11	3	3	25	22	33	-	-	-	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Knitters, women's seamless hosiery:																													
Single-feed ⁴ b/.....	28	2.42	-	-	6	6	4	3	1	1	-	-	2	2	-	1	-	1	1	-	-	-	-	-	-	-	-	-	-
Two-feed ⁵	83	2.49	3	-	6	3	-	4	4	54	-	1	3	2	-	-	1	1	-	1	-	-	-	-	-	-	-	-	-
Time.....	74	2.42	3	-	6	3	-	4	4	54	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
400 needles ⁴ a/.....	30	2.46	3	-	6	3	-	-	-	9	-	1	3	2	-	-	1	1	-	1	-	-	-	-	-	-	-	-	-
Eight-feed, 400 needles ⁴ a/.....	77	2.41	-	-	1	32	5	1	4	10	4	16	-	4	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Boarding and preboarding																													
Boarders, automatic (all incentive workers).....	148	2.50	25	8	4	10	12	12	10	6	5	12	5	8	9	6	5	4	3	1	2	-	-	-	-	-	-	1	-
Boarders, other than automatic (all incentive workers).....	606	2.85	9	19	25	28	20	23	31	40	52	48	31	57	37	31	26	30	24	22	18	12	9	6	6	2	-	-	
Preboarders (all incentive workers).....	591	2.84	35	17	23	16	23	27	46	28	32	26	43	40	35	30	30	46	26	13	12	7	9	7	13	3	-	4	
Miscellaneous																													
Seamers, toe (all incentive workers).....	1,522	2.56	129	57	103	103	99	129	136	94	135	79	91	65	71	55	56	43	20	15	17	10	6	6	2	1	-	-	-

See footnotes at end of table.

Table 8. Women's hosiery mills: Occupational earnings—North Carolina—Continued

(Number and average straight-time hourly earnings¹ of production workers in selected occupations, September 1973)

Occupation and sex	Number of workers	Average hourly earnings ¹	NUMBER OF WORKERS RECEIVING STRAIGHT-TIME HOURLY EARNINGS OF—																									
			\$1.80 and under	\$1.90	\$2.00	\$2.10	\$2.20	\$2.30	\$2.40	\$2.50	\$2.60	\$2.70	\$2.80	\$2.90	\$3.00	\$3.10	\$3.20	\$3.30	\$3.40	\$3.50	\$3.60	\$3.70	\$3.80	\$3.90	\$4.00	\$4.20	\$4.40	\$4.60 and over
Selected production occupations—women—Continued																												
Miscellaneous—Continued																												
Examiners (hosiery inspectors).....	778	\$2.66	40	26	51	79	62	47	68	55	31	30	47	30	34	33	31	26	15	17	11	9	8	3	13	3	4	5
Time.....	108	2.10	10	1	23	48	18	-	8	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Incentive.....	670	2.75	30	25	28	31	44	47	60	55	31	30	47	30	34	33	31	26	15	17	11	9	8	3	13	3	4	5
Grey (greige) examiners.....	430	2.48	35	15	40	64	37	34	39	30	16	11	20	17	10	18	8	8	8	10	2	2	2	-	3	-	-	1
Time.....	107	2.10	10	1	22	48	18	-	8	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Incentive.....	323	2.60	25	14	18	16	19	34	31	30	16	11	20	17	10	18	8	8	8	10	2	2	2	-	3	-	-	1
Finished examiners ⁴ /.....	348	2.88	5	11	11	15	25	13	29	25	15	19	27	13	24	15	23	18	7	7	9	7	6	3	10	3	4	4
Menders, hand, finish.....	119	2.76	-	9	9	5	4	13	16	6	6	5	3	3	3	9	3	4	4	5	1	4	1	1	2	2	-	1
Time.....	15	2.38	-	1	-	-	1	7	3	2	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Incentive.....	104	2.81	-	8	9	5	3	6	13	4	5	5	3	3	3	9	3	4	4	5	1	4	1	1	2	2	-	1
Menders, hand, grey.....	34	2.50	-	4	3	-	2	2	4	6	7	-	-	2	2	-	-	-	-	-	-	-	-	-	-	-	-	-
Time.....	12	2.35	-	-	3	-	-	2	2	4	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Incentive.....	22	2.58	-	4	-	-	2	-	2	6	-	-	-	2	2	-	-	-	-	-	-	-	-	-	-	-	-	
Pairers ³	405	2.76	21	23	24	16	18	17	37	19	21	22	25	21	24	24	12	24	8	11	8	6	6	6	6	4	1	1
Incentive.....	393	2.77	21	23	24	16	18	17	25	19	21	22	25	21	24	24	12	24	8	11	8	6	6	6	6	4	1	1
Stockings (all incentive workers).....	57	2.16	12	9	15	1	3	4	6	-	1	1	4	-	-	-	-	1	-	-	-	-	-	-	-	-	-	
Transfer-machine operators ⁴ /.....	35	2.34	7	1	2	4	1	4	2	7	4	-	1	-	-	1	-	-	-	-	-	-	-	-	-	-	-	
Sewing-machine operators (panty hose) (all incentive workers) ³	2,464	2.67	107	109	125	160	176	151	174	174	175	157	153	114	92	103	77	53	59	32	25	31	13	17	6	4	3	
Leg blank sewers.....	1,726	2.64	99	88	103	119	118	115	125	122	100	116	84	121	69	57	68	49	38	41	20	15	21	8	17	6	4	3
Elastic sewers.....	204	2.66	6	10	9	7	22	6	15	20	22	12	20	6	14	7	9	3	1	3	3	2	-	-	-	-	-	
Folders (all incentive workers).....	325	2.71	40	7	3	13	22	12	24	22	29	15	20	14	21	17	13	10	9	6	11	4	5	5	2	-	-	
Boxers (all incentive workers).....	41	2.92	-	-	1	5	6	-	-	1	-	-	6	4	2	3	-	2	1	8	-	-	-	-	-	-	-	
Folders and boxers.....	1,839	2.52	166	89	112	123	155	118	161	139	172	120	111	97	79	39	37	27	25	21	22	11	6	4	2	2	1	-
Incentive.....	1,821	2.53	148	89	112	123	155	118	161	139	172	120	111	97	79	39	37	27	25	21	22	11	6	4	2	2	1	-
Selected office occupations—women																												
Clerks, payroll.....	64	2.57	-	-	-	-	5	8	8	12	9	13	5	4	-	-	-	-	-	-	-	-	-	-	-	-	-	
Typists, class A.....	8	2.54	-	-	-	1	1	2	-	1	-	1	-	-	2	-	-	-	-	-	-	-	-	-	-	-	-	
Typists, class B.....	11	2.55	-	2	-	-	2	-	-	3	-	1	1	-	-	1	1	-	-	-	-	-	-	-	-	-	-	

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

² Includes 3 workers under \$1.80 in other than occupations shown.

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

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

Table 9. Women's hosiery mills: Occupational earnings—Tennessee

(Number and average straight-time hourly earnings¹ of production workers in selected occupations, September 1973)

Occupation and sex	Number of workers	Average hourly earnings ¹	NUMBER OF WORKERS RECEIVING STRAIGHT-TIME HOURLY EARNINGS OF—																									
			\$1.60 and under	\$1.70	\$1.80	\$1.90	\$2.00	\$2.10	\$2.20	\$2.30	\$2.40	\$2.50	\$2.60	\$2.70	\$2.80	\$2.90	\$3.00	\$3.10	\$3.20	\$3.30	\$3.40	\$3.50	\$3.60	\$3.70	\$3.80	\$3.90	\$4.00	\$4.10 and over
			\$1.70	\$1.80	\$1.90	\$2.00	\$2.10	\$2.20	\$2.30	\$2.40	\$2.50	\$2.60	\$2.70	\$2.80	\$2.90	\$3.00	\$3.10	\$3.20	\$3.30	\$3.40	\$3.50	\$3.60	\$3.70	\$3.80	\$3.90	\$4.00	\$4.10	over
All production workers	3,868	\$2.50	77	55	227	153	304	429	292	347	262	242	315	177	165	187	109	108	123	94	32	72	28	37	12	11	2	8
Men	684	2.72	9	6	17	35	42	30	23	70	47	22	71	15	18	39	19	20	64	38	11	47	2	24	7	5	-	3
Women	3,184	2.45	68	49	210	118	262	399	269	277	215	220	244	162	147	148	90	88	59	56	21	25	26	13	5	6	2	5
Selected production occupations—men																												
Knitting																												
Adjusters and fixers, knitting machines (all timeworkers) ²	227	3.20	-	-	-	-	-	6	-	6	6	6	5	7	7	11	14	10	56	22	2	39	-	24	1	5	-	-
Seamless, full- or knee-length	203	3.28	-	-	-	-	-	-	-	-	4	4	5	7	5	11	8	10	56	22	2	39	-	24	1	5	-	-
Miscellaneous																												
Dyeing-machine tenders (all timeworkers)	43	2.46	-	-	-	10	-	2	1	3	12	1	2	3	2	4	-	-	-	-	-	1	1	-	1	-	-	-
Repairmen, sewing machine (all timeworkers)	10	2.82	-	-	-	-	1	-	1	-	-	1	-	-	2	2	3	-	-	-	-	-	-	-	-	-	-	-
Selected production occupations—women																												
Knitting																												
Knitters, women's seamless hosiery, four-feed, 400 needles ³ a/	46	2.67	-	-	-	-	-	-	-	-	13	1	20	1	-	7	-	-	2	2	-	-	-	-	-	-	-	-
Knitters, automatic ³ a/	95	2.23	-	3	-	5	5	47	9	7	10	5	1	-	2	-	1	-	-	-	-	-	-	-	-	-	-	-
Boarding and preboarding																												
Boarders, other than automatic (all incentive workers)	152	2.67	7	-	3	1	8	8	11	6	7	12	9	6	15	27	7	4	11	6	1	2	-	-	-	-	1	-
Preboarders (all incentive workers)	46	2.82	-	-	4	-	2	4	3	-	2	2	3	-	1	2	1	5	5	4	2	4	2	-	-	-	-	-
Miscellaneous																												
Seamers, toe (all incentive workers)	207	2.44	3	4	13	9	20	22	18	19	14	21	17	12	7	4	5	4	4	2	3	1	3	1	1	-	-	-
Examiners (hosiery inspectors)	225	2.50	9	8	10	11	14	15	15	17	12	15	15	25	18	8	4	9	4	6	3	3	4	-	-	-	-	-
Incentive	214	2.54	3	8	10	11	12	15	12	17	12	15	15	25	18	8	4	9	4	6	3	3	4	-	-	-	-	-
Grey (greige) examiners	96	2.34	9	6	6	5	6	6	6	12	7	3	9	7	6	-	-	4	-	2	1	-	1	-	-	-	-	-
Incentive	85	2.40	3	6	6	5	4	6	3	12	7	3	9	7	6	-	-	4	-	2	1	-	1	-	-	-	-	-
Finished examiners (all incentive workers)	129	2.63	-	2	4	6	8	9	9	5	5	12	6	18	12	8	4	5	4	4	2	3	3	-	-	-	-	-
Menders, hand, finish ³ b/	67	2.57	-	5	6	3	1	4	-	5	1	5	8	6	6	4	5	1	3	2	-	-	-	-	1	1	-	-
Pairers	80	2.39	-	3	2	1	6	17	4	10	8	10	7	5	-	2	2	2	-	-	1	-	-	-	-	-	-	-
Incentive	66	2.44	-	3	2	1	6	3	4	10	8	10	7	5	-	2	2	2	-	-	1	-	-	-	-	-	-	-
Transfer-machine operators ⁴	8	2.30	-	-	-	1	-	4	1	-	-	-	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Sewing-machine operators (panty hose) (all incentive workers) ²	711	2.62	16	1	34	24	29	40	40	52	47	64	68	47	56	55	35	26	12	19	8	7	13	8	2	3	1	4
Log blank sewers	307	2.46	15	1	28	19	19	22	17	17	20	26	34	18	9	19	12	8	4	7	5	-	4	1	1	1	-	-
Elastic sewers	67	2.56	-	-	3	1	3	6	4	7	5	6	6	6	9	5	3	1	-	-	-	-	1	1	-	-	-	-
Folders and boxers	482	2.53	21	14	11	14	27	38	30	44	27	43	51	34	15	23	19	29	15	9	2	5	4	4	1	2	-	-
Incentive	468	2.55	21	14	11	14	27	38	30	44	27	43	51	34	15	23	19	29	15	9	2	5	4	4	1	2	-	-
Selected office occupations—women																												
Clerks, payroll	15	2.38	-	-	-	-	-	1	5	3	2	1	1	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-

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

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

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

⁴ Workers paid on a time and incentive basis were equally divided.

Table 10. Women's hosiery mills: Occupational earnings—Hickory—Statesville, N.C.¹

(Number and average straight-time hourly earnings² of production workers in selected occupations, September 1973)

Occupation and sex	Number of workers	Average hourly earnings ²	NUMBER OF WORKERS RECEIVING STRAIGHT-TIME HOURLY EARNINGS OF—																									
			\$1.80 and under	\$1.90	\$2.00	\$2.10	\$2.20	\$2.30	\$2.40	\$2.50	\$2.60	\$2.70	\$2.80	\$2.90	\$3.00	\$3.10	\$3.20	\$3.30	\$3.40	\$3.50	\$3.60	\$3.70	\$3.80	\$3.90	\$4.00	\$4.10	\$4.20	\$4.30 and over
			\$1.90	\$2.00	\$2.10	\$2.20	\$2.30	\$2.40	\$2.50	\$2.60	\$2.70	\$2.80	\$2.90	\$3.00	\$3.10	\$3.20	\$3.30	\$3.40	\$3.50	\$3.60	\$3.70	\$3.80	\$3.90	\$4.00	\$4.10	\$4.20	\$4.30	over
All production workers	2,946	\$2.64	134	72	212	213	255	226	225	254	178	161	142	110	141	96	111	79	87	76	57	43	18	14	12	14	11	5
Men	536	2.82	19	6	30	17	39	27	28	46	29	19	25	18	47	15	38	15	39	31	17	13	3	1	3	1	10	-
Women	2,410	2.60	115	66	182	196	216	199	197	208	149	142	117	92	94	81	73	64	48	45	40	30	15	13	9	13	1	5
<u>Selected production occupations—men</u>																												
<u>Knitting</u>																												
Adjusters and fixers, knitting machines ³	171	3.29	-	-	-	-	-	-	-	-	-	1	7	2	35	14	26	8	37	20	10	9	1	-	-	1	-	-
Time	164	3.28	-	-	-	-	-	-	-	-	-	1	7	2	34	14	25	8	37	15	10	9	1	-	-	1	-	-
Seamless, full- or knee-length	141	3.26	-	-	-	-	-	-	-	-	-	1	7	2	30	14	24	4	30	17	5	5	1	-	-	1	-	-
Time	134	3.25	-	-	-	-	-	-	-	-	-	1	7	2	29	14	23	4	30	12	5	5	1	-	-	1	-	-
<u>Miscellaneous</u>																												
Dyeing-machine tenders (all timeworkers)	40	2.63	-	-	-	1	2	2	5	9	8	3	1	6	-	-	2	-	-	-	-	1	-	-	-	-	-	-
Repairmen, sewing machine (all timeworkers)	9	3.07	-	-	-	-	-	-	-	1	-	-	-	4	-	-	1	2	-	1	-	-	-	-	-	-	-	-
<u>Selected production occupations—women</u>																												
<u>Boarding and preboarding</u>																												
Boarders, automatic (all incentive workers)	86	2.40	19	6	2	6	12	6	5	3	1	6	1	1	7	4	4	-	2	-	-	-	-	-	-	-	-	1
Preboarders (all incentive workers)	85	3.18	-	-	-	2	-	-	8	-	4	2	8	3	9	6	4	12	6	4	7	3	3	1	-	3	-	-
<u>Miscellaneous</u>																												
Seamers, toe (all incentive workers)	204	2.77	-	8	5	11	7	13	12	17	22	12	18	11	20	14	6	15	3	3	2	5	-	-	-	-	-	-
Examiners (hosiery inspectors) ³	118	2.95	-	2	1	1	13	6	13	6	8	6	7	1	4	1	10	9	8	6	4	4	2	1	1	3	-	1
Incentive	104	3.03	-	2	1	1	5	6	7	6	8	6	7	1	4	1	10	9	8	6	4	4	2	1	1	3	-	1
Grey (greige) examiners	72	3.05	-	-	-	1	9	3	6	5	2	2	4	-	2	1	6	7	8	6	2	2	2	-	1	2	-	1
Incentive	58	3.22	-	-	-	1	1	3	-	5	2	2	4	-	2	1	6	7	8	6	2	2	2	-	1	2	-	1
Menders, hand, finish ⁴	11	2.63	-	2	2	-	1	-	-	-	-	2	-	-	-	2	-	-	2	-	-	-	-	-	-	-	-	-
Pairs (all incentive workers)	89	2.62	9	3	11	7	2	4	12	2	5	5	8	-	4	2	-	-	3	4	2	-	-	2	2	-	-	2
Sewing-machine operators (panty hose) (all incentive workers) ³	272	2.86	3	1	3	15	16	16	19	18	28	18	15	21	17	11	19	10	7	8	9	6	3	4	3	1	-	1
Leg blank sewers	226	2.87	3	1	3	12	11	16	16	17	16	15	12	19	12	11	16	7	7	7	9	4	3	4	3	1	-	1
Elastic sewers	32	2.67	-	-	-	3	5	-	1	1	10	3	1	-	5	-	1	1	-	1	-	-	-	-	-	-	-	-
Folders and boxers (all incentive workers)	284	2.66	16	12	19	3	30	12	18	17	22	25	18	25	17	14	6	4	6	4	8	7	1	-	-	-	-	-
<u>Selected office occupations—women</u>																												
Clerks, payroll	7	2.72	-	-	-	-	-	-	-	-	2	5	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

¹ The Hickory—Statesville area consists of Burke, Caldwell, Catawba, and Iredell Counties.

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

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

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

Table 11. Women's hosiery mills: Occupational earnings—Winston-Salem—High Point, N.C.¹

(Number and average straight-time hourly earnings² of production workers in selected occupations, September 1973)

Occupation and sex	Number of workers	Average hourly earnings ²	NUMBER OF WORKERS RECEIVING STRAIGHT-TIME HOURLY EARNINGS OF—																									
			\$1.80 and under	\$1.90	\$2.00	\$2.10	\$2.20	\$2.30	\$2.40	\$2.50	\$2.60	\$2.70	\$2.80	\$2.90	\$3.00	\$3.10	\$3.20	\$3.30	\$3.40	\$3.50	\$3.60	\$3.70	\$3.80	\$3.90	\$4.00	\$4.20	\$4.40	\$4.60 and over
			\$1.90	\$2.00	\$2.10	\$2.20	\$2.30	\$2.40	\$2.50	\$2.60	\$2.70	\$2.80	\$2.90	\$3.00	\$3.10	\$3.20	\$3.30	\$3.40	\$3.50	\$3.60	\$3.70	\$3.80	\$3.90	\$4.00	\$4.20	\$4.40	\$4.60	over
All production workers	8,626	\$2.70	432	426	394	373	541	801	837	593	490	482	424	391	426	317	334	270	165	172	152	112	85	48	82	237	30	12
Men	2,036	2.97	336	25	60	52	95	201	186	139	70	117	95	50	148	72	88	71	41	57	70	60	24	8	38	211	19	3
Women	6,590	2.62	396	401	334	321	446	600	651	454	420	365	329	341	278	245	246	199	124	115	82	52	61	40	44	26	11	9
Selected production occupations—men																												
Knitting																												
Adjusters and fixers, knitting machines (all timeworkers) ⁴	552	3.77	-	-	-	-	-	2	3	3	-	15	9	5	18	15	24	45	29	41	40	45	15	3	35	204	-	1
Seamless, full- or knee-length	524	3.79	-	-	-	-	-	2	3	3	-	15	9	5	18	8	21	38	27	39	39	43	15	2	35	202	-	-
Collection-system inspectors (all timeworkers)	8	2.68	-	-	-	1	-	-	2	2	-	-	-	-	-	3	-	-	-	-	-	-	-	-	-	-	-	-
Knitters, women's seamless hosiery, four-feed (all timeworkers)	31	3.04	-	-	-	-	-	-	-	3	-	3	-	1	6	1	16	1	-	-	-	-	-	-	-	-	-	-
Miscellaneous																												
Dyeing-machine tenders	103	2.67	1	-	-	-	8	4	13	12	9	14	36	2	-	-	-	2	2	-	-	-	-	-	-	-	-	-
Time	85	2.65	-	-	-	-	8	4	10	10	6	11	34	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Repairmen, sewing machine (all timeworkers)	46	3.35	-	-	-	-	-	-	-	1	-	3	2	3	6	2	1	5	1	3	14	3	-	2	-	-	-	-
Selected production occupations women																												
Knitting																												
Collection-system inspectors (all timeworkers)	200	2.44	-	3	4	2	12	24	130	19	-	-	-	-	6	-	-	-	-	-	-	-	-	-	-	-	-	-
Collection-system operators (all timeworkers)	86	2.37	2	2	11	1	3	19	12	33	-	-	-	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Boarding and preboarding																												
Boarders, other than automatic (all incentive workers)	280	2.88	9	8	5	10	11	8	11	20	20	26	14	27	17	14	20	16	8	13	9	6	4	2	1	1	-	-
Preboarders (all incentive workers)	303	2.88	23	14	4	5	12	11	19	13	14	14	11	22	23	18	21	24	15	9	5	4	6	2	10	3	-	1
Miscellaneous																												
Seamers, toe (all incentive workers)	725	2.64	38	24	45	36	53	54	65	44	52	36	53	44	44	37	35	21	14	5	9	4	3	6	2	1	-	-
Examiners (hosiery inspectors) ⁴	339	2.71	38	17	24	9	24	19	24	20	14	14	16	12	13	13	18	14	3	10	5	5	5	2	9	3	4	4
Time	19	1.98	10	-	5	-	2	-	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Incentive	320	2.75	28	17	19	9	22	19	22	20	14	14	16	12	13	13	18	14	3	10	5	5	5	2	9	3	4	4
Grey (greige) examiners	143	2.28	33	11	20	4	11	14	11	10	8	5	4	2	1	4	1	1	1	3	-	-	-	-	-	-	-	-
Time	18	1.98	10	-	4	-	2	-	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Incentive	125	2.33	23	11	16	4	9	14	9	10	8	5	4	2	1	4	1	1	1	3	-	-	-	-	-	-	-	-
Menders, hand, finish	50	3.08	-	2	1	-	1	7	2	4	1	1	3	3	1	3	2	2	2	3	1	4	1	1	2	2	-	1
Time	10	2.38	-	1	-	-	-	5	1	2	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Incentive	40	3.25	-	1	1	-	1	2	1	2	-	1	3	3	1	3	2	2	2	3	1	4	1	1	2	2	-	1
Menders, hand, grey	26	2.48	-	4	3	-	2	-	4	4	3	-	-	2	2	-	2	-	-	-	-	-	-	-	-	-	-	-
Time	10	2.35	-	-	3	-	-	-	2	4	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Incentive	16	2.57	-	4	-	-	2	-	2	-	2	-	-	2	2	-	2	-	-	-	-	-	-	-	-	-	-	-
Pairers	307	2.82	9	18	13	7	16	13	23	17	16	17	17	21	20	22	12	24	5	7	6	6	6	4	4	2	1	1
Incentive	295	2.84	9	18	13	7	16	13	11	17	16	17	17	21	20	22	12	24	5	7	6	6	6	4	4	2	1	1

See footnotes at end of tables.

Table 11. Women's hosiery mills: Occupational earnings—Winston-Salem—High Point, N.C.¹—Continued

(Number and average straight-time hourly earnings² of production workers in selected occupations, September 1973)

Occupation and sex	Number of workers	Average hourly earnings ⁴	NUMBER OF WORKERS RECEIVING STRAIGHT-TIME HOURLY EARNINGS OF—																									
			\$1.80 and under \$1.90	\$1.90	\$2.00	\$2.10	\$2.20	\$2.30	\$2.40	\$2.50	\$2.60	\$2.70	\$2.80	\$2.90	\$3.00	\$3.10	\$3.20	\$3.30	\$3.40	\$3.50	\$3.60	\$3.70	\$3.80	\$3.90	\$4.00	\$4.20	\$4.40	\$4.60 and over
<u>Selected production occupations—women—Continued</u>																												
<u>Miscellaneous—Continued</u>																												
Transfer-machine operators ⁵	12	\$2.39	2	1	-	2	1	1	2	1	-	-	-	-	1	-	-	1	-	-	-	-	-	-	-	-	-	-
Sewing-machine operators (panty hose) (all incentive workers) ⁴	1,116	2.82	28	47	37	40	50	40	64	62	88	98	87	79	66	64	62	46	39	39	23	11	23	9	6	5	2	1
Leg blank sewers	622	2.79	25	36	31	23	20	23	33	38	44	51	29	51	35	33	30	28	24	23	11	3	13	4	6	5	2	1
Elastic sewers	95	2.79	1	6	3	2	6	1	7	4	10	7	12	6	3	7	6	3	3	-	3	3	2	-	-	-	-	-
Folders and boxers	680	2.63	58	25	36	31	35	36	52	54	62	50	51	43	36	18	27	14	18	10	8	4	3	4	2	2	1	-
Incentive	662	2.65	40	25	36	31	35	36	52	54	62	50	51	43	36	18	27	14	18	10	8	4	3	4	2	2	1	-
<u>Office occupations—women</u>																												
Clerks, payroll	19	2.59	-	-	-	-	3	1	4	1	2	4	3	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Typists, class A	8	2.54	-	-	-	1	1	2	-	1	-	1	-	-	2	-	-	-	-	-	-	-	-	-	-	-	-	-

21

¹ The Winston-Salem-High Point area consists of Alamance, Davidson, Forsyth, Guilford, Randolph, and Surry Counties.
² Excludes premium pay for overtime and for work on weekends, holidays, and late shifts.
³ Includes 1 worker at \$1.50 to \$1.60.
⁴ Includes data for workers in classification in addition to those shown separately.
⁵ Insufficient data to warrant publication of separate averages by method of wage payment; predominantly incentive workers.

Table 12. Women's hosiery mills: Method of wage payment

(Percent of production workers by method of wage payment, United States, selected regions, States, and areas, September 1973)

Method of wage payment ¹	United States ²	Regions		States		Areas	
		Middle Atlantic	South-east	North Carolina	Tennessee	Hickory-Statesville, N.C.	Winston-Salem-High Point, N.C.
All production workers.....	100	100	100	100	100	100	100
Time-rated workers.....	38	36	38	38	38	39	42
Formal plans.....	16	4	15	15	18	-	23
Single rate.....	1	-	1	1	-	-	-
Range of rates.....	15	4	14	14	18	-	23
Individual rates.....	22	31	23	23	19	39	19
Incentive workers.....	62	64	62	62	62	61	58
Individual piecework.....	61	61	61	61	62	61	58
Group piecework.....	1	2	1	1	-	-	(³)
Individual bonus.....	(³)	2	(³)	(³)	-	-	-
Group bonus.....	(³)	-	(³)	(³)	-	1	-

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

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

³ Less than 0.5 percent.

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

Table 13. Women's hosiery mills: Scheduled weekly hours

(Percent of production and office workers by scheduled weekly hours, ¹ United States, selected regions, States, and areas, September 1973)

Weekly hours ¹	United States ²	Regions		States		Areas	
		Middle Atlantic	South-east	North Carolina	Tennessee	Hickory-Statesville, N.C.	Winston-Salem-High Point, N.C.
Production workers							
All workers.....	100	100	100	100	100	100	100
Under 37½ hours.....	5	-	7	4	21	-	-
37½ hours.....	2	3	2	3	5	-	-
40 hours.....	92	97	91	93	74	100	100
48 hours.....	1	-	-	-	-	-	-
Office workers							
All workers.....	100	100	100	100	100	100	100
Under 37½ hours.....	1	4	2	1	-	-	-
37½ hours.....	3	-	4	5	-	5	9
38¾ hours.....	5	-	6	7	7	-	3
40 hours.....	90	96	87	85	93	95	88
45 hours.....	1	-	2	3	-	-	-

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

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

³ All were on 30-hour schedules.

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

Table 14. Women's hosiery mills: Shift differential provisions(Percent of production workers by shift differential provisions, ¹ United States, selected regions, States, and areas, September 1973)

Shift differential	United States ²	Regions		States		Areas	
		Middle Atlantic	Southeast	North Carolina	Tennessee	Hickory-Statesville, N.C.	Winston-Salem-High Point, N.C.
<u>Second shift</u>							
Workers in establishments having second-shift provisions	92.1	89.2	91.5	91.8	86.5	83.8	95.4
With shift differential	22.1	60.8	20.3	21.4	6.2	27.4	30.7
Uniform cents-per-hour	9.4	3.2	8.4	3.6	6.2	-	-
5 cents	5.0	.3	5.7	1.0	6.2	-	-
10 cents	4.4	2.9	2.7	2.7	-	-	-
Uniform percentage	12.0	57.6	11.0	16.5	-	19.1	30.7
3 percent .....	.7	16.8	-	-	-	-	-
4 percent	1.4	32.9	-	-	-	-	-
5 percent	2.0	7.8	1.9	2.9	-	19.1	-
6 percent	8.0	-	9.1	13.6	-	-	30.7
Other .....	.7	-	.8	1.3	-	8.3	-
With no shift differential	70.0	28.4	71.2	70.4	80.3	56.4	64.6
<u>Third or other shift</u>							
Workers in establishments with provisions for third or other late-shift provisions	81.0	84.0	79.2	79.3	76.4	75.6	84.8
With shift differential	28.6	79.4	26.2	25.8	21.1	56.6	30.7
Uniform cents-per-hour	12.5	12.3	11.4	3.6	21.1	-	-
5 cents .....	.6	-	.7	-	5.2	-	-
10 cents	4.6	9.4	4.3	1.0	16.0	-	-
15 cents	4.7	-	3.6	-	-	-	-
20 cents	1.6	-	1.8	2.7	-	-	-
25 cents	1.0	2.9	1.0	-	-	-	-
Uniform percentage	15.1	62.3	13.9	20.9	-	48.2	30.7
5 percent	1.2	29.4	-	-	-	-	-
7 percent	1.4	32.9	-	-	-	-	-
10 percent	4.6	-	4.9	7.3	-	48.2	-
14 1/2 percent	8.0	-	9.1	13.6	-	-	30.7
Other	1.0	4.8	.8	1.3	-	8.3	-
With no shift differential	52.4	4.6	53.0	53.5	55.3	19.0	54.1

¹ Refers to policies of establishments either currently operating late shifts or having provisions covering late shifts.² Includes data for regions in addition to those shown separately.

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

Table 15. Women's hosiery mills: Shift differential practices

(Percent of production workers on late shifts by amount of shift differential, United States, selected regions, States, and areas, September 1973)

Shift differential	United States ¹	Regions		States		Areas	
		Middle Atlantic	Southeast	North Carolina	Tennessee	Hickory-Statesville, N.C.	Winston-Salem-High Point, N.C.
<u>Second shift</u>							
Workers employed on second shift	14.7	11.8	14.9	14.0	17.9	7.2	15.1
Receiving shift differentials	3.7	4.4	3.9	4.2	.6	2.1	8.1
Uniform cents-per-hour	1.3	.5	1.2	.3	.6	-	-
5 cents .....	.9	-	1.1	.1	.6	-	-
10 cents .....	.3	.5	.2	.3	-	-	-
Uniform percentage	2.3	3.9	2.5	3.7	-	1.0	8.1
3 percent .....	.1	2.2	-	-	-	-	-
4 percent	(²)	.7	-	-	-	-	-
5 percent .....	.1	1.0	.1	.1	-	1.0	-
6 percent	2.1	-	2.4	3.6	-	-	8.1
Other .....	.1	-	.1	.2	-	1.2	-
Receiving no shift differential	11.0	7.4	11.1	9.8	17.3	5.1	6.9
<u>Third or other late shift</u>							
Workers employed on third or other late shift	5.0	3.8	4.9	5.4	3.2	3.8	6.0
Receiving shift differentials	1.6	3.1	1.5	1.7	.8	2.7	2.6
Uniform cents-per-hour .....	.6	1.3	.4	.2	.8	-	-
10 cents .....	.2	.6	.1	(²)	.8	-	-
15 cents .....	.2	-	.1	-	-	-	-
20 cents .....	.1	-	.1	.1	-	-	-
25 cents .....	.1	.7	.1	-	-	-	-
Uniform percentage	1.0	1.5	1.0	1.5	-	2.1	2.6
5 percent	(²)	.8	-	-	-	-	-
7 percent	(²)	.7	-	-	-	-	-
10 percent .....	.2	-	.2	.3	-	2.1	-
14½ percent .....	.7	-	.8	1.1	-	-	2.6
Other .....	.1	.2	.1	.1	-	.7	-
Receiving no shift differential	3.4	.7	3.4	3.7	2.5	1.1	3.4

¹ Includes data for regions in addition to those shown separately.² Less than 0.05 percent.

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

Table 16. Women's hosiery mills: Paid holidays

(Percent of production and office workers in mills with formal provisions for paid holidays, United States, selected regions, States, and areas, September 1973)

Number of paid holidays	United States ¹	Regions		States		Areas	
		Middle Atlantic	Southeast	North Carolina	Tennessee	Hickory-Statesville, N.C.	Winston-Salem-High Point, N.C.
Production workers							
All workers.....	100	100	100	100	100	100	100
Workers in establishments providing paid holidays.....	63	87	60	55	49	64	65
1 day.....	1	-	2	2	-	-	-
2 days.....	6	-	7	8	-	16	10
3 days.....	11	-	12	18	6	48	13
4 days.....	6	-	6	4	15	-	4
5 days.....	15	31	15	3	29	-	6
6 days.....	22	-	18	19	-	-	31
7 days.....	2	39	(²)	1	-	-	-
9 days.....	(²)	9	-	-	-	-	-
Over 9 days.....	(²)	7	-	-	-	-	-
Workers in establishments providing no paid holidays.....	37	13	40	45	51	36	35
Office workers							
All workers.....	100	100	100	100	100	100	100
Workers in establishments providing paid holidays.....	80	94	78	74	87	95	74
Less than 3 days.....	3	-	4	5	-	-	4
3 days.....	13	-	17	26	-	60	25
4 days.....	10	-	11	13	16	31	12
5 days.....	26	20	30	14	71	4	18
6 days.....	18	4	16	16	-	-	13
7 days.....	9	63	1	1	-	-	2
9 days or 9 days plus 1 half day.....	1	8	-	-	-	-	-
Workers in establishments providing no paid holidays.....	20	6	22	26	13	5	26

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

² Less than 0.5 percent.

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

Table 17. Women's hosiery mills: Paid vacations

(Percent of production and office workers in mills with formal provisions for paid vacations after selected periods of service, United States, selected regions, States and areas, September 1973)

Vacation policy	United States ¹	Regions		States		Areas		United States ¹	Regions		States		Areas	
		Middle Atlantic	South-east	North Carolina	Tennessee	Hickory-Statesville, N.C.	Winston-Salem-High Point, N.C.		Middle Atlantic	South-east	North Carolina	Tennessee	Hickory-Statesville, N.C.	Winston-Salem-High Point, N.C.
	Production workers							Office workers						
All workers	100	100	100	100	100	100	100	100	100	100	100	100	100	100
<u>Method of payment</u>														
Workers in establishments providing paid vacations	87	98	85	84	83	92	91	95	99	94	96	95	100	98
Length-of-time payment	16	20	13	5	-	19	6	73	96	71	75	47	86	92
Percentage payment	71	78	72	78	83	73	85	21	3	22	19	47	5	6
Flat-sum payment	-	-	-	-	-	-	-	1	-	1	1	-	9	-
Workers in establishments providing no paid vacations	13	2	15	16	17	8	9	5	1	6	4	5	-	2
<u>Amount of vacation pay²</u>														
After 1 year of service:														
Under 1 week	6	-	6	9	-	16	4	3	-	3	4	-	-	-
1 week	77	94	75	69	83	67	76	42	27	40	30 ⁺	69	13	20
Over 1 and under 2 weeks	3	-	3	5	-	-	10	-	-	-	-	-	-	-
2 weeks	1	2	1	1	-	8	-	48	70	50	60	26	78	78
4 weeks	-	-	-	-	-	-	-	1	-	1	1	-	9	-
After 2 years of service:														
Under 1 week	5	-	4	6	-	-	4	3	-	3	4	-	-	-
1 week	67	96	66	55	83	64	45	34	16	34	29	42	13	18
Over 1 and under 2 weeks	4	-	5	7	-	19	10	-	-	-	-	-	-	-
2 weeks	11	2	10	15	-	8	31	57	83	56	61	53	78	80
4 weeks	-	-	-	-	-	-	-	1	-	1	1	-	9	-
After 3 years of service:														
Under 1 week	4	-	4	6	-	-	4	2	-	3	4	-	-	-
1 week	59	41	61	52	83	64	45	29	11	29	22	42	13	18
Over 1 and under 2 weeks	6	7	6	7	-	19	10	(³)	-	1	-	-	-	-
2 weeks	18	51	14	18	-	8	31	63	87	61	69	53	78	80
4 weeks	-	-	-	-	-	-	-	1	-	1	1	-	9	-
After 5 years of service:														
Under 1 week	4	-	4	6	-	-	4	2	-	3	4	-	-	-
1 week	20	21	19	23	19	24	9	15	11	13	12	30	8	12
Over 1 and under 2 weeks	3	-	3	5	-	-	10	-	-	-	-	-	-	-
2 weeks	60	77	59	49	64	67	67	71	87	70	72	47	83	70
Over 2 weeks	-	-	-	-	-	-	-	7	-	9	8	18	9	17
After 10 years of service:														
Under 1 week	4	-	4	6	-	-	4	2	-	3	4	-	-	-
1 week	19	19	17	23	6	24	9	13	9	11	12	18	8	12
Over 1 and under 2 weeks	3	2	3	5	-	-	10	(³)	2	-	-	-	-	-
2 weeks	36	31	36	25	77	40	30	55	25	60	66	58	78	65
Over 2 and under 3 weeks	2	7	1	1	-	8	-	1	-	1	-	-	-	-
3 weeks	24	39	23	23	-	19	37	23	63	17	13	18	5	21
Over 4 and under 5 weeks	-	-	-	-	-	-	-	1	-	1	1	-	9	-
After 15 years of service:														
Under 1 week	4	-	4	6	-	-	4	2	-	3	4	-	-	-
1 week	18	19	17	23	6	24	9	12	9	11	12	18	8	12
Over 1 and under 2 weeks	4	2	3	5	-	-	10	-	2	-	-	-	-	-
2 weeks	28	31	29	22	60	40	28	43	25	48	50	58	26	63
Over 2 and under 3 weeks	(³)	-	1	-	-	-	-	(³)	-	1	-	-	-	-
3 weeks	33	46	31	28	17	27	39	30	63	24	24	5	57	14
Over 3 weeks	-	-	-	-	-	-	-	5	-	7	5	18	9	9

See footnotes at end of table.

Table 17. Women's hosiery mills: Paid vacations—Continued

(Percent of production and office workers in mills with formal provisions for paid vacations after selected periods of service, United States, selected regions, States and areas, September 1973)

Vacation policy	United States ¹	Regions		States		Areas		United States ¹	Regions		States		Areas	
		Middle Atlantic	South-east	North Carolina	Tennessee	Hickory-Statesville, N.C.	Winston-Salem-High Point, N.C.		Middle Atlantic	South-east	North Carolina	Tennessee	Hickory-Statesville, N.C.	Winston-Salem-High Point, N.C.
		Production workers						Office workers						
<u>Amount of vacation pay²—Continued</u>														
After 20 years of service: ⁴														
Under 1 week	4	-	4	6	-	-	4	2	-	3	4	-	-	-
1 week	18	19	17	23	6	24	9	12	9	11	12	18	8	12
Over 1 and under 2 weeks	4	-	3	5	-	-	10	1	-	-	-	-	-	-
2 weeks	28	33	29	22	60	40	28	42	27	46	47	58	26	63
Over 2 and under 3 weeks	(³)	-	1	-	-	-	-	(³)	-	1	-	-	-	-
3 weeks	18	46	16	11	17	27	8	26	63	21	23	-	57	10
4 weeks	15	-	15	17	-	-	31	10	-	11	9	18	-	14
5 weeks	-	-	-	-	-	-	-	1	-	1	1	-	9	-

¹ Includes data for regions in addition to those shown separately.² Vacation payments, such as percent of annual earnings and flat-sum amounts, were converted to an equivalent time basis. Periods of service were arbitrarily chosen and do not necessarily reflect individual establishment provisions for progression. For example, changes in proportions indicated at 10 years may include changes in provisions occurring between 5 and 10 years.³ Less than 0.5 percent.⁴ Vacation provisions were virtually the same after longer periods of service.

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

Table 18. Women's hosiery mills: Health, insurance, and retirement plans

(Percent of production and office workers in mills with specified health, insurance, and retirement plans, United States, selected regions, States, and areas, September 1973)

Type of plan ¹	United States ²	Regions		States		Areas		United States ²	Regions		States		Areas	
		Middle Atlantic	Southeast	North Carolina	Tennessee	Hickory-Statesville, N.C.	Winston-Salem-High Point, N.C.		Middle Atlantic	Southeast	North Carolina	Tennessee	Hickory-Statesville, N.C.	Winston-Salem-High Point, N.C.
		Production workers						Office workers						
All workers.....	100	100	100	100	100	100	100	100	100	100	100	100 ¹	100	100
Workers in establishments providing:														
Life insurance.....	93	42	95	94	97	100	97	91	65	94	94	99	100	95
Noncontributory plans.....	60	40	59	55	72	28	69	58	61	55	56	58	30	57
Accidental death and dismemberment insurance.....	49	9	50	50	36	92	23	52	4	59	59	54	96	38
Noncontributory plans.....	21	7	20	19	11	28	3	23	-	24	27	12	30	8
Sickness and accident insurance or sick leave or both ³	50	19	49	44	77	64	48	49	19	52	54	65	75	46
Sickness and accident insurance.....	48	19	47	42	77	64	48	29	6	29	25	65	23	19
Noncontributory plans.....	36	7	37	28	72	-	41	19	-	21	20	37	9	12
Sick leave (full pay, no waiting period).....	1	-	1	-	-	-	-	31	13	35	42	11	61	39
Sick leave (partial pay or waiting period).....	2	-	2	3	-	-	-	5	-	6	6	-	-	-
Hospitalization insurance.....	96	85	96	95	99	100	98	95	87	96	95	100	100	96
Noncontributory plans.....	54	73	51	45	61	28	61	53	80	47	45	45	30	52
Surgical insurance.....	96	78	96	95	99	100	98	95	83	96	95	100	100	96
Noncontributory plans.....	53	50	51	45	61	28	61	50	64	46	45	45	30	52
Medical insurance.....	76	56	77	70	89	73	87	76	68	78	70	93	91	84
Noncontributory plans.....	43	45	42	35	51	28	50	39	62	35	30	38	30	39
Major medical insurance.....	83	40	86	88	71	92	91	84	66	88	87	88	100	91
Noncontributory plans.....	45	38	44	40	49	28	57	43	62	40	38	42	30	48
Retirement plans ⁴	43	54	42	42	43	57	56	45	65	41	39	57	66	27
Pensions.....	42	54	41	41	43	57	53	44	65	40	38	57	66	24
Noncontributory plans.....	41	49	40	41	39	57	53	38	63	33	35	29	66	15
Severance pay.....	1	-	1	1	-	-	3	(⁵)	-	1	1	-	-	2
No plans.....	4	15	4	5	1	-	2	5	13	4	5	-	-	4

¹ Includes plans for which employer pays at least part of the cost and excludes legally required plans such as workmen's compensation and social security; however, plans required by State temporary disability laws are included if the employer contributes more than is legally required or the employee receives benefits in excess of the requirements. "Noncontributory plans" include only those plans financed entirely by the employer.

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

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

⁴ Unduplicated total of workers in plants having provisions for pension and severance pay plans shown separately.

⁵ Less than 0.5 percent.

Table 19. Women's hosiery mills: Other selected benefits

(Percent of production and office workers in mills with provisions for funeral leave pay, jury duty pay, and technological severance pay, United States, selected regions, States, and areas, September 1973)

Item	United States ¹	Regions		States		Areas	
		Middle Atlantic	Southeast	North Carolina	Tennessee	Hickory-Statesville, N.C.	Winston-Salem-High Point, N.C.
Production workers							
Workers in establishments with provisions for:							
Funeral leave pay	16	40	15	12	36	37	8
Jury duty pay	40	-	41	38	39	29	45
Technological severance pay ²	2	-	2	4	-	-	6
Office workers							
Workers in establishments with provisions for:							
Funeral leave pay	31	66	27	27	38	70	17
Jury duty pay	41	-	46	47	37	84	34
Technological severance pay ²	10	61	3	4	-	-	9

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

² Pay to employees permanently separated from employment as a result of technological change or plant closing.

Part II. Men's Hosiery

Average hourly earnings

The 15,617 production and related workers in men's hosiery manufacturing averaged \$2.48 an hour in September 1973—19 percent more than the \$2.09 level recorded in September 1970.¹² (See table 20). This hosiery branch was the only one in which the rise in workers' average hourly earnings equaled the increase for all nondurable manufacturing, as reported by the Bureau's index of average hourly earnings. Earnings levels rose 20 percent in both the Middle Atlantic States (to \$2.73) and the Southeast (to \$2.46).

In September 1973, men averaged \$2.82 compared with \$2.37 for women. This 19-percent gap in men's and women's average earnings was slightly higher than the 15-percent differential between the sexes in 1970; regionally, the gap narrowed in the Middle Atlantic, but increased in the Southeast.

Average hourly earnings were only slightly higher in metropolitan areas than in smaller communities (\$2.51 compared with \$2.47) and in mills with 250 workers or more (\$2.52) than in mills with 100 to 249 workers (\$2.45) and in those with less than 100 (\$2.42). In the Southeast, where 85 percent of the workers were employed, these differences were even less—1 cent an hour between the two community size groups, and 7 cents an hour between the largest and smallest mill-size category.

Virtually all workers earned between \$1.60 and \$4 an hour; the middle half fell between \$2.06 and \$2.82 (table 21). The proportions of workers at the lower end of the scale varied significantly by region; more than 20 percent of the workers in the Southeast earned less than \$2 an hour, in contrast to 2 percent in the Middle Atlantic States.

Occupational earnings

Three-fifths of the production workers in the men's hosiery branch were in occupations selected to represent pay levels and manufacturing operations.

¹² Op. cit., Bulletin 1743, part II.

Average hourly earnings for these jobs ranged from \$3.40 for sewing-machine repairers to \$2.09 for hand menders of grey or undyed hosiery (table 22). Other numerically important jobs and their averages included automatic knitters, \$2.50; pairers, \$2.43; toe seamers, \$2.42; and automatic boarders, \$2.38. Occupational averages were always higher in the Middle Atlantic region than in the Southeast.

Four occupations permitted nationwide comparisons between men's and women's wages. In three of these, the relatively few men averaged more than the women—14 cents (automatic knitters), 24 cents (automatic boarders), and 45 cents an hour (preboarders). In the fourth—string knitters—women averaged 17 cents an hour more than men. This pattern within selected localities was even more mixed when comparisons were made (tables 26–29).

Occupational averages also were tabulated by size of community, size of establishment, and method of wage payment (tables 23–25). No consistent pattern was observed by community or establishment size; workers in nonmetropolitan areas averaged more than those in larger communities about as often as the reverse was true; and in the Southeast, workers in mills of 20 to 99 employees frequently earned as much as or more than their counterparts in mills of 250 workers or more. Incentive paid workers, however, nearly always earned more than time-rated workers in the same job, typically by 10 to 20 percent.

Establishment practices and supplementary wage provisions

Data were also obtained for production workers on shift differential provisions and practices and for both production and office employees on work schedules and selected supplementary benefits, including paid holidays, paid vacations, and health, insurance, and retirement plans.

Scheduled weekly hours. Work schedules of 40 hours per week were predominant in mills employing slightly more than nine-tenths of both the production and office workers (table 31). In the Middle Atlantic States, however, one-fifth of the production and one-eighth of the office workers were scheduled to work 37½ hours. Schedules of 48 hours were in effect only in a few Southeastern mills.

Shift differential provisions and practices. Although nearly all mills had provisions for late shifts (table 32), only 16 percent of the production workers were actually employed on second shifts, and 6 percent on third or other late shifts, in September 1973 (table 33). Most workers on both shifts in the Middle Atlantic region received pay differentials—usually 5 percent higher than the day-shift rate for second shifts and most commonly 10 percent for other late shifts. Shift differentials were not typically provided in the Southeast.

Paid holidays. Slightly more than one-half of the production workers and four-fifths of the office workers were in mills granting paid holidays (table 34). In the Middle Atlantic region, all workers studied in both employee groups received paid holidays, typically 7 or 8 days for production workers and 8 or 9 days for office workers. In the Southeast, 4 or 5 days were typically granted to production workers covered by holiday provisions, and 3 to 5 days to office workers.

Paid vacations. Paid vacations, after qualifying periods of service, applied to slightly over four-fifths of the production workers and nearly all of the office workers (table 35). Typical provisions for both production and office workers were at least 1 week's pay after 1 year of service and 2 weeks' pay or more after 5 years. Half the office workers, however, were in mills providing 2 weeks after 3 years. Provisions for 3 weeks of vacation after 10 years of service were most frequently found in the Middle Atlantic region, where they applied to one-fourth of the production workers and seven-tenths of the office workers.

Health, insurance, and retirement plans. Life, hospitalization, and surgical insurance, paid at least in part by the employer, were provided in mills employing about nine-tenths of the production and office workers (table 36). Basic and major medical insurance applied to about two-thirds of the production workers; accidental death and dismemberment, to about three-fifths; and protection against loss of income due to illness or accident, to about one-half. Provisions for these benefits were slightly more liberal for office workers than for production workers, and generally were more liberal in the Middle Atlantic region than in the Southeast.

Retirement pension plans, in addition to Federal social security, were provided in mills employing slightly more than one-third of the production workers and just over two-fifths of the office workers. The incidence of these plans was slightly higher in the Middle Atlantic than in the Southeast. Lump-sum payment plans upon retirement were virtually nonexistent. Pension plans usually were paid entirely by the employer in contrast to most of the life, health, and insurance plans, which were financed jointly by the employee and employer.

Other selected benefits. About one-fifth of the production workers were in mills providing paid leave to workers attending funerals of family members, and a slightly higher proportion were in mills providing paid jury duty leave (table 37). None of the men's hosiery mills studied had provisions for severance pay for production workers permanently separated from their jobs because of technological changes or plant closings (technological severance pay). Provisions for all three of these benefits applied to larger proportions of office workers than of production workers. Almost three-tenths were covered by paid leave provisions for funerals and jury duty, and a few mills had technological severance pay provisions for office workers.

Table 20. Men's hosiery mills: Average hourly earnings by selected characteristics

(Number and average straight-time hourly earnings¹ of production workers by selected characteristics, United States and selected regions, September 1973)

Item	United States ²		Middle Atlantic		Southeast	
	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings
All production workers -----	15,617	\$2.48	1,212	\$2.73	13,293	\$2.46
Men -----	3,985	2.82	422	2.96	3,347	2.78
Women -----	11,632	2.37	790	2.61	9,946	2.35
Size of community:						
Metropolitan area ³ -----	5,223	2.51	959	2.70	3,581	2.46
Nonmetropolitan area -----	10,394	2.47	-	-	9,712	2.45
Size of establishment:						
20-99 workers -----	3,284	2.42	-	-	3,022	2.41
100-249 workers -----	4,374	2.45	-	-	3,699	2.45
250 workers or more -----	7,959	2.52	1,052	2.77	6,572	2.48

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

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

³ Standard Metropolitan Statistical Area as defined by the U.S. Office of Management and Budget through November 1972.

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

Table 21. Men's hosiery mills: Earnings distribution

(Percent distribution of production workers by straight-time hourly earnings, ¹ United States and selected regions, September 1973)

Hourly earnings ¹	United States ²			Middle Atlantic	Southeast
	All workers	Men	Women		
Under \$ 1.60	(³)	0.1	(³)	-	(³)
\$ 1.60 and under \$ 1.65	2.2	.8	2.6	-	2.6
\$ 1.65 and under \$ 1.70	.3	-	.4	-	.4
\$ 1.70 and under \$ 1.75	1.1	.5	1.3	-	1.1
\$ 1.75 and under \$ 1.80	.8	.4	.9	0.3	.8
\$ 1.80 and under \$ 1.85	7.7	3.5	9.1	.2	8.9
\$ 1.85 and under \$ 1.90	2.7	1.5	3.1	1.2	2.6
\$ 1.90 and under \$ 1.95	2.6	1.0	3.2	.1	2.6
\$ 1.95 and under \$ 2.00	2.3	.9	2.8	.2	2.5
\$ 2.00 and under \$ 2.10	9.5	6.6	10.5	10.4	9.4
\$ 2.10 and under \$ 2.20	8.5	5.8	9.5	10.4	8.1
\$ 2.20 and under \$ 2.30	7.4	5.4	8.1	5.4	7.3
\$ 2.30 and under \$ 2.40	6.5	4.2	7.3	6.7	6.7
\$ 2.40 and under \$ 2.50	6.2	5.7	6.4	7.3	6.4
\$ 2.50 and under \$ 2.60	6.7	6.8	6.7	7.3	6.8
\$ 2.60 and under \$ 2.70	4.4	4.1	4.5	5.2	4.3
\$ 2.70 and under \$ 2.80	5.3	6.0	5.1	4.5	5.5
\$ 2.80 and under \$ 2.90	4.2	4.4	4.2	5.9	4.1
\$ 2.90 and under \$ 3.00	3.1	3.0	3.1	5.9	2.8
\$ 3.00 and under \$ 3.10	3.1	4.9	2.5	3.4	3.0
\$ 3.10 and under \$ 3.20	2.5	3.9	2.0	5.4	2.2
\$ 3.20 and under \$ 3.30	2.5	4.9	1.7	3.5	2.4
\$ 3.30 and under \$ 3.40	1.9	3.6	1.3	2.9	1.8
\$ 3.40 and under \$ 3.50	1.6	3.6	1.0	2.7	1.4
\$ 3.50 and under \$ 3.60	1.4	3.3	.7	1.0	1.3
\$ 3.60 and under \$ 3.70	1.2	3.5	.5	1.1	1.3
\$ 3.70 and under \$ 3.80	1.1	3.1	.4	1.1	1.1
\$ 3.80 and under \$ 3.90	.5	1.1	.3	.5	.5
\$ 3.90 and under \$ 4.00	.5	1.1	.3	1.2	.4
\$ 4.00 and over	2.2	6.5	.7	6.4	1.7
Total	100.0	100.0	100.0	100.0	100.0
Number of workers	15,617	3,985	11,632	1,212	13,293
Average hourly earnings ¹	\$ 2.48	\$ 2.82	\$ 2.37	\$ 2.73	\$ 2.46

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 22. Men's hosiery mills: Occupational averages—all mills

(Number and average straight-time hourly earnings¹ of workers in selected occupations, United States and selected regions, September 1973)

Occupation and sex	United States ²				Middle Atlantic				Southeast			
	Number of workers	Hourly earnings ³			Number of workers	Hourly earnings ³			Number of workers	Hourly earnings ³		
		Mean	Median	Middle range		Mean	Median	Middle range		Mean	Median	Middle range
<u>Plant occupations</u>												
Knitting:												
Adjusters and fixers, knitting machine (1,206 men, 11 women) ⁴	1,217	\$3.35	\$3.35	\$3.08-\$3.65	94	\$3.72	\$4.00	\$3.22-\$4.20	1,038	\$3.31	\$3.34	\$3.03-\$3.65
Seamless, half-hose (1,128 men, 11 women) ⁴	1,139	3.34	3.35	3.05- 3.65	94	3.72	4.00	3.22- 4.20	1,005	3.30	3.35	3.00- 3.65
Knitters, automatic	1,399	2.50	2.44	2.17- 2.80	170	2.77	2.89	2.32- 3.16	1,115	2.47	2.40	2.14- 2.70
Men	81	2.63	2.58	2.34- 2.92	-	-	-	-	71	2.62	2.58	2.23- 2.96
Women	1,318	2.49	2.42	2.17- 2.77	160	2.77	2.90	2.30- 3.17	1,044	2.46	2.40	2.14- 2.68
Knitters, string	623	2.45	2.32	2.15- 2.69	-	-	-	-	613	2.45	2.34	2.15- 2.70
Men	23	2.29	2.24	2.08- 2.50	-	-	-	-	23	2.29	2.24	2.08- 2.50
Women	600	2.46	2.33	2.15- 2.70	-	-	-	-	590	2.46	2.34	2.15- 2.70
Boarding and preboarding:												
Boarders, automatic	1,282	2.38	2.30	1.91- 2.77	52	2.89	2.81	2.50- 3.24	1,153	2.36	2.27	1.90- 2.75
Men	121	2.60	2.52	2.12- 2.92	19	2.93	2.80	2.54- 3.26	100	2.53	2.42	2.10- 2.90
Women	1,161	2.36	2.27	1.90- 2.75	33	2.87	2.82	2.47- 3.13	1,053	2.34	2.25	1.89- 2.72
Boarders, other than automatic (73 men, 277 women)	350	2.23	2.13	1.86- 2.55	19	2.56	2.51	2.16- 2.80	319	2.20	2.12	1.84- 2.41
Preboarders	144	2.62	2.51	2.27- 2.88	-	-	-	-	129	2.52	2.45	2.21- 2.80
Men	16	3.02	2.84	2.31- 3.38	-	-	-	-	7	2.38	-	-
Women	128	2.57	2.49	2.27- 2.84	-	-	-	-	122	2.53	2.45	2.24- 2.80
Miscellaneous:												
Loopers, toe (all women)	207	2.48	2.49	2.03- 2.84	56	2.86	2.84	2.55- 3.20	143	2.33	2.32	1.89- 2.73
Seamers, toe (all women)	1,274	2.42	2.30	2.00- 2.75	56	3.04	3.01	2.51- 3.45	1,143	2.37	2.24	1.98- 2.66
Examiners (hosiery inspectors) (all women) ⁴	449	2.33	2.23	1.99- 2.54	35	2.53	2.50	2.34- 2.74	389	2.33	2.22	1.98- 2.56
Grey (greige) examiners	427	2.32	2.22	1.99- 2.54	35	2.53	2.50	2.34- 2.74	367	2.32	2.21	1.99- 2.54
Dyeing-machine tenders (311 men, 2 women)	313	2.62	2.60	2.25- 2.86	17	3.20	3.14	3.00- 3.45	273	2.54	2.55	2.20- 2.77
Menders, hand, finish (all women)	85	2.20	2.10	1.95- 2.45	-	-	-	-	59	2.22	2.13	1.91- 2.50
Menders, hand, grey (all women)	76	2.09	2.10	1.85- 2.22	17	2.19	2.20	2.00- 2.45	40	1.96	2.00	1.80- 2.15
Pairers (all women)	1,003	2.43	2.39	1.96- 2.84	50	2.67	2.80	2.43- 2.90	900	2.42	2.36	1.94- 2.79
Stockings	933	2.41	2.35	1.91- 2.78	-	-	-	-	860	2.40	2.33	1.91- 2.75
Repair-machine operators (all women)	196	2.51	2.44	2.16- 2.71	19	2.59	2.65	2.25- 2.91	151	2.51	2.41	2.10- 2.71
Repairmen, sewing machine (all women)	10	3.40	-	-	-	-	-	-	8	3.35	-	-
Folders (all women)	65	2.46	2.50	2.13- 2.76	-	-	-	-	65	2.46	2.50	2.13- 2.76
Boxers (all women)	81	2.34	2.27	1.95- 2.61	-	-	-	-	78	2.34	2.27	1.95- 2.66
Folders and boxers (all women)	503	2.44	2.34	2.02- 2.78	-	-	-	-	427	2.46	2.36	2.01- 2.78
Baggers (2 men, 39 women)	41	2.11	2.00	2.00- 2.15	-	-	-	-	13	2.15	-	-
<u>Office occupations⁵</u>												
Clerks, payroll	34	2.60	2.60	2.49- 2.77	-	-	-	-	24	2.64	2.67	2.53- 2.79
Typists, class B	10	2.36	-	-	-	-	-	-	8	2.45	-	-

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 See appendix A for method used to compute means, medians, and middle ranges of rates. Medians and middle ranges were not computed for occupations with fewer than 15 workers.

⁴ Includes workers in classifications in addition to those shown separately.

⁵ All workers were women.

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

Table 23. Men's hosiery mills: Occupational averages—by size of community

(Number and average straight-time hourly earnings¹ of workers in selected occupations by size of community, United States and selected regions, September 1973)

Occupation and sex	United States ²				Middle Atlantic		Southeast			
	Metropolitan areas		Nonmetropolitan areas		Metropolitan areas		Metropolitan areas		Nonmetropolitan areas	
	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings
<u>Men</u>										
Knitting:										
Adjusters and fixers, knitting machines ³	346	\$3.33	860	\$3.36	78	\$3.74	224	\$3.18	812	\$3.34
Seamless, half-hose.....	307	3.32	821	3.35	78	3.74	195	3.15	808	3.34
Knitters, automatic.....	24	2.46	57	2.70	-	-	14	2.30	57	2.70
Boarding and preboarding:										
Boarders, automatic.....	39	3.02	82	2.40	19	2.93	20	3.10	80	2.39
Miscellaneous:										
Dyeing-machine tenders.....	122	2.64	189	2.60	16	3.21	91	2.43	182	2.59
<u>Women</u>										
Knitting:										
Knitters, automatic.....	488	2.49	830	2.49	146	2.78	279	2.32	765	2.50
Knitters, string.....	58	2.38	542	2.46	-	-	58	2.38	532	2.47
Boarding and preboarding:										
Boarders, automatic.....	412	2.48	749	2.29	33	2.87	316	2.47	737	2.28
Preboarders.....	39	2.63	89	2.54	-	-	33	2.48	89	2.54
Miscellaneous:										
Loopers, toe.....	121	2.58	86	2.34	-	-	67	2.35	76	2.31
Seamers, toe.....	311	2.37	963	2.44	39	2.91	218	2.19	925	2.41
Examiners (hosiery inspectors) ³	88	2.25	361	2.35	35	2.53	34	2.08	355	2.35
Grey (greige) examiners.....	81	2.28	346	2.33	35	2.53	27	2.14	340	2.33
Menders, hand, finish.....	46	2.36	39	2.01	-	-	-	-	38	2.00
Menders, hand, grey.....	27	2.20	49	2.03	17	2.19	-	-	37	1.97
Pairs ³	414	2.57	589	2.34	50	2.67	321	2.58	579	2.33
Stockings.....	352	2.54	581	2.33	-	-	289	2.55	571	2.32
Transfer-machine operators.....	108	2.42	88	2.62	17	2.50	68	2.38	83	2.62
Folders and boxers.....	209	2.53	294	2.38	-	-	143	2.58	284	2.40

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

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

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

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

Table 24. Men's hosiery mills: Occupational averages—by size of establishment

(Number and average straight-time hourly earnings ¹ of workers in selected occupations by size of establishment, United States and Southeast, September 1973)

Occupation and sex	United States ²						Southeast					
	Establishments having—											
	20-99 workers		100-249 workers		250 workers or more		20-99 workers		100-249 workers		250 workers or more	
	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings
<u>Men</u>												
Knitting:												
Adjusters and fixers, knitting machines ³	290	\$3.41	370	\$3.42	546	\$3.27	271	\$3.41	328	\$3.42	437	\$3.15
Seamless, half-hose	280	3.41	332	3.42	516	3.25	271	3.41	302	3.43	430	3.15
Boarding and preboarding:												
Boarders, automatic	-	-	32	2.86	81	2.47	-	-	19	2.70	73	2.45
Miscellaneous:												
Dyeing-machine tenders	70	2.97	106	2.45	135	2.56	57	2.86	98	2.43	118	2.46
<u>Women</u>												
Knitting:												
Knitters, automatic	286	2.40	387	2.45	645	2.56	271	2.37	295	2.47	478	2.50
Knitters, string	239	2.31	245	2.46	116	2.75	239	2.31	245	2.46	106	2.80
Boarding and preboarding:												
Boarders, automatic	183	2.36	389	2.29	589	2.41	145	2.38	356	2.26	552	2.38
Boarders, other than automatic	126	2.09	48	2.35	-	-	126	2.09	-	-	-	-
Preboarders	-	-	74	2.53	44	2.63	-	-	74	2.53	38	2.51
Miscellaneous:												
Loopers, toe	39	1.99	81	2.42	87	2.76	39	1.99	73	2.40	-	-
Seamers, toe	335	2.44	372	2.37	567	2.45	312	2.40	325	2.36	506	2.35
Examiners (hosiery inspectors) ³	195	2.26	162	2.36	92	2.43	176	2.28	154	2.37	59	2.37
Grey (greige) examiners	189	2.27	148	2.30	90	2.44	170	2.29	140	2.32	57	2.38
Pairers ³	186	2.18	298	2.43	519	2.53	157	2.17	269	2.43	474	2.50
Stockings	178	2.15	285	2.43	470	2.50	149	2.13	269	2.43	442	2.47
Transfer-machine operators	66	2.56	59	2.39	71	2.57	43	2.60	55	2.40	53	2.56
Folders	30	2.55	-	-	17	2.58	30	2.55	-	-	17	2.58
Folders and boxers	82	2.17	170	2.42	251	2.54	70	2.20	150	2.41	207	2.58

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

² Includes data for regions in addition to the Southeast.

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

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

Table 25. Men's hosiery mills: Occupational averages—by method of wage payment(Number and average straight-time hourly earnings¹ of workers in selected occupations by method of wage payment, United States and selected region, September 1973)

Occupation and sex	United States ²				Southeast			
	Timeworkers		Incentive workers		Timeworkers		Incentive workers	
	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings
<u>Men</u>								
Knitting:								
Adjusters and fixers, knitting machines.....	1,206	\$3.35	-	-	1,036	\$3.31	-	-
Miscellaneous:								
Dyeing-machine tenders.....	285	2.59	26	\$2.88	247	2.50	26	\$2.88
<u>Women</u>								
Knitting:								
Knitters, automatic.....	121	2.28	1,197	2.51	68	2.25	976	2.47
Knitters, string.....	180	2.21	420	2.56	170	2.21	420	2.56
Boarding and preboarding:								
Boarders, automatic.....	-	-	1,151	2.36	-	-	1,051	2.34
Miscellaneous:								
Examiners (hosiery inspectors) ³	57	2.12	392	2.36	-	-	353	2.35
Grey (greige) examiners.....	56	2.12	371	2.35	-	-	332	2.33
Pairers ³	55	2.37	948	2.44	-	-	885	2.42
Stockings.....	53	2.37	880	2.41	-	-	845	2.40
Transfer-machine operators.....	24	2.17	172	2.56	16	2.18	135	2.55
Folders.....	21	2.20	44	2.59	21	2.20	44	2.59
Boxers.....	18	2.17	63	2.39	15	2.14	63	2.39
Folders and boxers.....	71	2.08	432	2.50	19	2.09	408	2.48

¹ Excludes premium pay for overtime and for work on weekends, holidays, and late shifts.² Includes data for regions in addition to the Southeast.³ Includes workers in classification in addition to those shown separately.

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

Table 26. Men's hosiery mills: Occupational earnings—North Carolina—Continued

(Number and average straight-time hourly earnings¹ of production workers in selected occupations, September 1973)

Occupation and sex	Number of workers	Average hourly earnings ¹	NUMBER OF WORKERS RECEIVING STRAIGHT-TIME HOURLY EARNINGS OF—																									
			Under \$1.80	\$1.80 and under \$1.90	\$1.90	\$2.00	\$2.10	\$2.20	\$2.30	\$2.40	\$2.50	\$2.60	\$2.70	\$2.80	\$2.90	\$3.00	\$3.10	\$3.20	\$3.30	\$3.40	\$3.50	\$3.60	\$3.70	\$3.80	\$3.90	\$4.00	\$4.10	\$4.20 and over
<u>Selected production occupations—women—Continued</u>																												
<u>Miscellaneous—Continued</u>																												
Pairers ²	659	\$2.55	-	94	31	45	42	34	33	56	31	48	35	40	25	29	22	20	16	15	15	4	12	1	4	4	-	3
Incentive	645	2.56	-	94	31	45	42	34	33	42	31	48	35	40	25	29	22	20	16	15	15	4	12	1	4	4	-	3
Stockings	619	2.53	-	94	30	44	42	33	32	55	30	46	33	32	16	24	18	18	16	14	14	4	12	1	4	4	-	3
Incentive	605	2.54	-	94	30	44	42	33	32	41	30	46	33	32	16	24	18	18	16	14	14	4	12	1	4	4	-	3
Transfer-machine operators	142	2.55	-	16	2	13	5	15	16	13	8	9	11	3	3	4	10	1	-	1	-	1	-	8	1	2	-	-
Time	16	2.18	-	2	-	2	-	8	4	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Incentive	126	2.60	-	14	-	11	5	7	12	13	8	9	11	3	3	4	10	1	-	1	-	1	-	8	1	2	-	-
Folders	54	2.59	-	-	-	1	6	1	8	1	15	2	7	6	1	2	1	2	-	-	-	-	1	-	-	-	-	-
Incentive	40	2.65	-	-	-	1	6	1	1	1	8	2	7	6	1	2	1	2	-	-	-	-	1	-	-	-	-	-
Boxers	48	2.57	-	-	6	3	-	1	10	3	3	3	6	2	3	2	2	1	-	2	-	1	-	-	-	-	-	-
Incentive	35	2.74	-	-	-	3	-	1	3	3	3	3	6	2	3	2	2	1	-	2	-	1	-	-	-	-	-	-
Folders and boxers	390	2.50	-	42	37	32	24	29	35	24	18	19	30	17	8	11	17	11	9	8	5	4	2	1	2	2	1	2
Time	16	2.11	-	-	4	5	2	1	-	4	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Incentive	374	2.51	-	42	33	27	22	28	35	20	18	19	30	17	8	11	17	11	9	8	5	4	2	1	2	2	1	2
<u>Selected office occupations—women</u>																												
Clerks, payroll	15	2.81	-	-	-	-	-	-	1	-	-	2	6	3	-	2	-	-	-	1	-	-	-	-	-	-	-	-
Typists, class B	6	2.59	-	1	-	-	-	1	-	-	1	-	-	2	-	-	1	-	-	-	-	-	-	-	-	-	-	-

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

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

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

Table 27. Men's hosiery mills: Occupational earnings—Tennessee

(Number and average straight-time hourly earnings¹ of production workers in selected occupations, September 1973)

Occupation and sex	Number of workers	Average hourly earnings ¹	NUMBER OF WORKERS RECEIVING STRAIGHT-TIME HOURLY EARNINGS OF—																										
			\$1.60 and under	\$1.65	\$1.70	\$1.75	\$1.80	\$1.85	\$1.90	\$2.00	\$2.10	\$2.20	\$2.30	\$2.40	\$2.50	\$2.60	\$2.70	\$2.80	\$2.90	\$3.00	\$3.10	\$3.20	\$3.30	\$3.40	\$3.50	\$3.60	\$3.70	\$3.80 and over	
			\$1.65	\$1.70	\$1.75	\$1.80	\$1.85	\$1.90	\$2.00	\$2.10	\$2.20	\$2.30	\$2.40	\$2.50	\$2.60	\$2.70	\$2.80	\$2.90	\$3.00	\$3.10	\$3.20	\$3.30	\$3.40	\$3.50	\$3.60	\$3.70	\$3.80	over	
All production workers.....	1,339	\$2.24	87	15	92	46	105	57	79	155	123	69	73	121	68	41	30	31	21	20	13	13	30	3	24	6	4	13	
Men.....	424	2.55	3	-	3	5	37	20	13	35	45	14	18	45	23	10	11	17	10	16	9	11	30	3	23	6	4	13	
Women.....	915	2.09	84	15	89	41	68	37	66	120	78	55	55	76	45	31	19	14	11	4	4	2	-	-	1	-	-		
<u>Selected production occupations—men</u>																													
<u>Knitting</u>																													
Adjusters and fixers, knitting machines (all timeworkers) ²	109	3.13	-	-	-	-	-	-	-	4	3	1	3	1	5	4	3	6	1	9	6	7	29	-	17	4	3	3	
Seamless, half-hose.....	105	3.13	-	-	-	-	-	-	-	4	3	1	3	1	5	4	3	6	1	9	6	7	25	-	17	4	3	3	
<u>Miscellaneous</u>																													
Dyeing-machine tenders (all timeworkers).....	20	2.32	-	-	-	-	-	-	-	5	10	1	1	-	-	-	-	-	-	-	-	-	-	-	3	-	-	.	
<u>Selected production occupations—women</u>																													
<u>Knitting</u>																													
Knitters, automatic (all incentive workers).....	125	2.22	7	2	7	6	4	3	9	14	15	8	7	7	12	10	4	4	5	1	-	-	-	-	-	-	-	.	
<u>Boarding and preboarding</u>																													
Boarders, automatic (all incentive workers).....	90	2.00	19	-	12	7	5	3	5	9	4	4	6	4	4	3	3	1	1	-	-	-	-	-	-	-	-	-	.
<u>Miscellaneous</u>																													
Seamers, toe (all incentive workers).....	85	2.17	10	-	3	4	2	1	6	6	13	8	10	8	7	2	1	1	-	1	2	-	-	-	-	-	-	.	
Examiners, grey (greige) (hosiery inspectors) ³ b/.....	33	2.04	6	4	3	-	-	2	4	2	4	1	2	1	1	-	-	-	2	-	-	-	-	-	1	-	-	.	
Menders, hand, grey ³ a/.....	10	1.90	1	-	3	1	1	-	-	-	4	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	.	
Pairers, stockings (all incentive workers).....	93	2.10	4	-	20	5	6	8	10	5	5	1	3	6	2	5	6	3	2	-	1	1	-	-	-	-	-	.	
<u>Selected office occupations—women</u>																													
Clerks, payroll.....	7	2.30	-	-	1	-	-	-	-	-	-	2	1	-	3	-	-	-	-	-	-	-	-	-	-	-	-	.	

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

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

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

Table 28. Men's hosiery mills: Occupational earnings—Hickory—Statesville, N.C.¹

(Number and average straight-time hourly earnings² of production workers in selected occupations, September 1973)

Occupation and sex	Number of workers	Average hourly earnings ²	NUMBER OF WORKERS RECEIVING STRAIGHT-TIME HOURLY EARNINGS OF—																										
			\$1.80 and under	\$1.90	\$2.00	\$2.10	\$2.20	\$2.30	\$2.40	\$2.50	\$2.60	\$2.70	\$2.80	\$2.90	\$3.00	\$3.10	\$3.20	\$3.30	\$3.40	\$3.50	\$3.60	\$3.70	\$3.80	\$3.90	\$4.00	\$4.10	\$4.20	\$4.30 and over	
			\$1.90	\$2.00	\$2.10	\$2.20	\$2.30	\$2.40	\$2.50	\$2.60	\$2.70	\$2.80	\$2.90	\$3.00	\$3.10	\$3.20	\$3.30	\$3.40	\$3.50	\$3.60	\$3.70	\$3.80	\$3.90	\$4.00	\$4.10	\$4.20	\$4.30	over	
All production workers.....	2,679	\$2.60	266	99	195	248	157	168	179	177	123	234	100	111	109	79	95	46	45	48	35	41	31	14	29	8	11	31	
Men.....	600	3.01	20	5	32	19	24	19	34	35	19	54	18	12	34	29	53	7	24	28	19	34	15	4	24	5	9	24	
Women.....	2,079	2.48	246	94	163	229	133	149	145	142	104	180	82	99	75	50	42	39	21	20	16	7	16	10	5	3	2	7	
<u>Selected production occupations—men</u>																													
<u>Knitting</u>																													
Adjusters and fixers, knitting machines, seamless, half-hose (all timeworkers).....	202	3.59	-	-	-	-	-	-	-	-	-	-	-	-	2	12	17	33	2	17	17	19	25	13	4	21	3	8	9
<u>Boarding and preboarding</u>																													
Boarders, automatic (all incentive workers).....	9	2.55	-	-	-	2	-	-	4	-	-	2	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	-
Boarders, other than automatic ⁴	17	2.22	-	2	6	2	2	2	-	-	-	-	2	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<u>Miscellaneous</u>																													
Dyeing-machine tenders.....	68	2.71	-	-	4	2	5	1	8	7	7	14	4	2	7	1	-	1	2	-	-	-	-	-	-	-	1	-	2
Time.....	54	2.66	-	-	4	2	5	1	5	6	6	11	4	-	6	1	-	1	-	-	-	-	-	-	-	-	-	-	2
<u>Selected production occupations—women</u>																													
<u>Knitting</u>																													
Knitters, automatic.....	176	2.74	-	3	13	19	9	5	10	9	18	12	14	17	18	5	6	1	3	4	1	1	2	1	3	1	-	1	
Incentive.....	158	2.80	-	3	11	11	5	3	8	9	18	12	14	17	18	5	6	1	3	4	1	1	2	1	3	1	-	1	
Knitters, string.....	187	2.47	2	-	2	96	5	16	5	8	5	8	3	7	4	5	3	7	3	3	4	-	-	1	-	-	-	-	
Time.....	92	2.16	-	-	-	90	-	1	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	-	-	-	
Incentive.....	95	2.76	2	-	2	6	5	15	5	8	5	8	3	7	4	5	3	6	3	3	4	-	-	1	-	-	-	-	
<u>Boarding and preboarding</u>																													
Boarders, automatic (all incentive workers).....	195	2.64	9	8	8	10	18	12	22	8	8	24	9	11	15	4	10	10	4	2	1	-	1	1	-	-	-	-	
Boarders, other than automatic.....	35	2.13	19	1	-	2	5	1	-	-	2	-	-	4	-	1	-	-	-	-	-	-	-	-	-	-	-	-	
Incentive.....	29	2.16	15	1	-	2	3	1	-	-	2	-	-	4	-	1	-	-	-	-	-	-	-	-	-	-	-	-	
Preboarders (all incentive workers).....	65	2.58	2	6	1	6	4	1	7	7	7	7	3	5	1	3	1	-	1	-	2	1	-	-	-	-	-	-	
<u>Miscellaneous</u>																													
Seamers, toe (all incentive workers).....	235	2.60	19	13	19	14	9	21	26	11	7	18	19	13	9	7	7	2	1	6	1	1	4	3	1	-	-	4	
Examiners (hosiery inspectors) ⁴	134	2.54	4	6	13	4	15	13	18	13	8	6	10	10	2	3	-	3	2	-	1	1	-	-	-	-	-	2	
Grey (greige) examiners.....	120	2.49	4	6	13	3	15	12	17	11	8	5	9	8	2	2	-	2	-	-	-	1	-	-	-	-	-	2	
Pairs ⁵	114	2.63	8	6	3	6	7	4	17	4	15	3	5	8	5	9	6	3	-	-	2	2	-	-	-	-	-	1	
Incentive.....	100	2.66	8	6	3	6	7	4	3	4	15	3	5	8	5	9	6	3	-	-	2	2	-	-	-	-	-	1	
Stockings.....	106	2.61	8	6	3	6	7	4	17	4	13	3	5	4	5	7	6	3	-	-	2	2	-	-	-	-	-	1	
Incentive.....	92	2.64	8	6	3	6	7	4	3	4	13	3	5	4	5	7	6	3	-	-	2	2	-	-	-	-	-	1	
Transfer-machine operators.....	39	2.84	2	-	2	4	2	2	1	-	5	8	-	-	-	3	-	-	1	-	-	-	8	1	-	-	-		
Incentive.....	33	2.99	-	-	-	4	2	-	1	-	5	8	-	-	-	3	-	-	1	-	-	-	8	1	-	-	-		

See footnotes at end of table.

Table 28. Men's hosiery mills: Occupational earnings—Hickory—Statesville, N.C.¹—Continued

(Number and average straight-time hourly earnings² of production workers in selected occupations, September 1973)

Occupation and sex	Number of workers	Average hourly earnings ²	NUMBER OF WORKERS RECEIVING STRAIGHT-TIME HOURLY EARNINGS OF—																										
			\$1.80 and under	\$1.90	\$2.00	\$2.10	\$2.20	\$2.30	\$2.40	\$2.50	\$2.60	\$2.70	\$2.80	\$2.90	\$3.00	\$3.10	\$3.20	\$3.30	\$3.40	\$3.50	\$3.60	\$3.70	\$3.80	\$3.90	\$4.00	\$4.10	\$4.20	\$4.30 and over	
<u>Selected production occupations—women—Continued</u>																													
<u>Miscellaneous—Continued</u>																													
Folders.....	39	\$2.56	-	-	1	6	1	1	1	14	-	7	5	-	1	-	2	-	-	-	-	-	-	-	-	-	-	-	-
Incentive.....	32	2.58	-	-	1	6	1	1	1	7	-	7	5	-	1	-	2	-	-	-	-	-	-	-	-	-	-	-	-
Boxers.....	37	2.58	-	6	3	-	1	3	3	2	3	5	2	2	2	1	-	2	-	-	-	-	-	-	-	-	-	-	-
Incentive.....	31	2.71	-	-	3	-	1	3	3	2	3	5	2	2	2	1	-	2	-	-	-	-	-	-	-	-	-	-	-
Folders and boxers.....	79	2.58	3	6	9	6	7	2	8	1	1	11	2	5	3	2	2	5	2	2	1	-	-	1	-	-	-	-	-
Time.....	16	2.11	-	4	5	2	1	-	4	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Incentive.....	63	2.71	3	2	4	4	6	2	4	1	1	11	2	5	3	2	2	5	2	2	1	-	-	1	-	-	-	-	-

¹ The Hickory—Statesville area consists of Burke, Caldwell, Catawba, and Iredell Counties.

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

³ Includes 8 workers under \$1.80 in other than occupations shown.

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

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

Table 29. Men's hosiery mills: Occupational earnings—Winston-Salem—High Point, N.C.¹

(Number and average straight-time hourly earnings² of production workers in selected occupations, September 1973)

Occupation and sex	Number of workers	Average hourly earnings ²	NUMBER OF WORKERS RECEIVING STRAIGHT-TIME HOURLY EARNINGS OF—																									
			Under \$1.80	\$1.80 and under \$1.90	\$1.90	\$2.00	\$2.10	\$2.20	\$2.30	\$2.40	\$2.50	\$2.60	\$2.70	\$2.80	\$2.90	\$3.00	\$3.10	\$3.20	\$3.30	\$3.40	\$3.50	\$3.60	\$3.70	\$3.80	\$3.90	\$4.00	\$4.10	\$4.20 and over
All production workers.....	5,294	\$2.53	16	515	227	434	378	412	457	399	396	301	313	238	172	177	133	168	128	110	75	90	59	18	23	27	3	25
Men.....	1,341	2.79	-	51	17	76	79	102	70	83	93	72	96	32	40	74	51	82	69	61	40	64	36	9	10	19	1	14
Women.....	3,953	2.44	16	464	210	358	299	310	387	316	303	229	217	206	132	103	82	86	59	49	35	26	23	9	13	8	2	11
<u>Selected production occupations—men</u>																												
<u>Knitting</u>																												
Adjusters and fixers, knitting machines (all timeworkers) ³	365	3.34	-	-	-	-	-	-	-	-	-	5	8	8	8	36	40	45	52	47	28	54	17	4	4	7	1	1
Seamless, half-hose.....	336	3.34	-	-	-	-	-	-	-	-	-	5	8	8	8	35	38	37	46	40	26	53	16	3	4	7	1	1
Knitters, automatic (all incentive workers).....	23	2.36	-	2	1	3	1	3	3	3	-	4	-	1	-	2	-	-	-	-	-	-	-	-	-	-	-	-
Knitters, string (all incentive workers).....	15	2.39	-	-	-	2	5	2	1	-	2	-	-	-	2	-	1	-	-	-	-	-	-	-	-	-	-	-
<u>Boarding and preboarding</u>																												
Boarders, automatic ⁴	39	2.73	-	2	1	1	4	3	3	4	2	1	1	-	4	3	1	1	-	3	-	2	-	2	1	-	-	-
<u>Miscellaneous</u>																												
Dyeing-machine tenders (all timeworkers).....	106	2.61	-	-	-	7	3	10	7	14	10	10	27	-	2	4	1	5	-	-	5	1	-	-	-	-	-	-
Repairmen, sewing machine (all timeworkers).....	6	3.30	-	-	-	-	-	-	-	-	-	1	-	-	-	-	1	-	1	1	-	2	-	-	-	-	-	-
<u>Selected production occupations—women</u>																												
<u>Knitting</u>																												
Knitters, automatic.....	362	2.43	-	9	5	37	16	57	44	42	72	35	10	10	9	3	3	2	1	-	2	3	2	-	-	-	-	-
Time.....	50	2.27	-	-	-	20	-	6	1	5	14	4	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Incentive.....	312	2.46	-	9	5	17	16	51	43	37	58	31	10	10	9	3	3	2	1	-	2	3	2	-	-	-	-	-
Knitters, string ⁴	248	2.58	-	5	-	8	20	18	26	40	29	25	15	21	12	5	9	8	1	2	3	-	-	-	1	-	-	-
<u>Boarding and preboarding</u>																												
Boarders, automatic ⁴	391	2.57	-	32	26	39	21	23	16	27	24	32	26	21	17	19	9	12	16	18	2	6	-	5	-	-	-	-
Boarders, other than automatic ⁴	137	2.28	-	35	11	18	10	11	6	9	7	8	6	5	2	1	1	2	-	-	-	1	-	-	1	-	1	2
Preboarders (all incentive workers).....	57	2.47	-	7	2	3	1	3	16	5	1	2	4	4	4	-	2	1	-	-	-	1	-	-	1	-	-	-
<u>Miscellaneous</u>																												
Loopers, toe (all incentive workers).....	110	2.41	-	25	3	6	6	4	12	4	5	6	14	13	2	5	3	-	-	1	-	1	-	-	-	-	-	-
Seamers, toe (all incentive workers).....	346	2.31	-	76	20	47	31	21	26	25	17	12	16	12	12	4	4	5	11	1	4	-	-	-	1	-	-	1
Examiners (hosiery inspectors) (all incentive workers) ³	137	2.35	-	27	18	10	10	8	10	6	20	2	1	3	2	3	2	3	4	1	2	2	3	-	-	-	-	-
Grey (greige) examiners.....	136	2.35	-	27	18	10	10	8	9	6	20	2	1	3	2	3	2	3	4	1	2	2	3	-	-	-	-	-
Menders, hand, finish.....	24	2.55	-	-	-	7	1	-	-	2	4	-	2	2	2	2	2	-	2	-	-	-	-	-	-	-	-	-
Time.....	10	2.11	-	-	-	7	1	-	-	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Pairers (all incentive workers) ³	414	2.70	-	26	13	20	22	19	26	35	26	32	29	35	17	23	13	14	12	15	14	2	10	1	4	4	-	2
Stockings.....	382	2.69	-	26	12	19	22	18	25	34	25	32	27	27	12	18	11	12	12	14	13	2	10	1	4	4	-	2

See footnotes at end of table.

Table 29. Men's hosiery mills: Occupational earnings—Winston-Salem—High Point, N.C.¹—Continued

(Number and average straight-time hourly earnings² of production workers in selected occupations, September 1973)

Occupation and sex	Number of workers	Average hourly earnings ²	NUMBER OF WORKERS RECEIVING STRAIGHT-TIME HOURLY EARNINGS OF—																										
			Under \$1.80	\$1.80 and under \$1.90	\$1.90	\$2.00	\$2.10	\$2.20	\$2.30	\$2.40	\$2.50	\$2.60	\$2.70	\$2.80	\$2.90	\$3.00	\$3.10	\$3.20	\$3.30	\$3.40	\$3.50	\$3.60	\$3.70	\$3.80	\$3.90	\$4.00	\$4.10	\$4.20 and over	
<u>Selected production occupations—women—Continued</u>																													
<u>Miscellaneous—Continued</u>																													
Transfer-machine operators ⁴	80	\$2.50	-	11	2	8	1	2	14	8	7	3	3	3	4	7	1	-	-	-	1	-	-	-	-	-	2	-	-
Folders ³	15	2.64	-	-	-	-	-	-	7	-	1	2	-	1	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-
Folders and boxers (all incentive workers)	278	2.51	-	25	29	22	14	19	32	15	16	16	17	14	3	8	15	9	3	6	3	3	2	1	1	2	1	2	
<u>Selected office occupations—women</u>																													
Clerks, payroll	9	2.79	-	-	-	-	-	-	1	-	-	-	2	4	-	-	1	-	-	-	1	-	-	-	-	-	-	-	

¹ The Winston-Salem—High Point area consists of Alamance, Davidson, Forsyth, Guilford, Randolph, and Surry Counties.
² Excludes premium pay for overtime and for work on weekends, holidays, and late shifts.
³ Includes data for workers in classification in addition to those shown separately.
⁴ Insufficient data to warrant publication of separate averages by method of wage payment; predominantly incentive workers.

Table 30. Men's hosiery mills: Method of wage payment

(Percent of production workers by method of wage payment, United States, selected regions, States, and areas, September 1973)

Method of wage payment ¹	United States ²	Regions		States		Areas	
		Middle Atlantic	Southeast	North Carolina	Tennessee	Hickory-Statesville, N.C.	Winston-Salem-High Point, N.C.
All workers	100	100	100	100	100	100	100
Time-rated workers	42	47	40	40	45	49	38
Formal plans	13	35	7	6	26	3	10
Single rate	2	11	1	1	8	3	-
Range of rates	11	24	6	5	19	-	10
Individual rates	29	13	33	34	19	46	27
Incentive workers	58	53	60	60	55	51	62
Individual piecework	54	48	56	55	54	51	60
Group piecework	3	1	3	4	1	-	2
Individual bonus	(³)	-	(³)	1	-	(³)	1
Group bonus	(³)	3	-	-	-	-	-

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

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

³ Less than 0.5 percent.

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

Table 31. Men's hosiery mills: Scheduled weekly hours

 (Percent of production and office workers by scheduled weekly hours, ¹ United States, selected regions, States, and areas, September 1973)

Weekly hours ¹	United States ²	Regions		States		Areas	
		Middle Atlantic	Southeast	North Carolina	Tennessee	Hickory-Statesville, N.C.	Winston-Salem-High Point, N.C.
Production workers							
All workers	100	100	100	100	100	100	100
30 hours	(³)	-	(³)	-	-	-	-
37½ hours	2	21	-	-	-	-	-
40 hours	94	79	95	94	96	87	95
48 hours	4	-	5	6	4	13	5
Office workers							
All workers	100	100	100	100	100	100	100
32½ hours	1	-	1	2	-	6	-
37½ hours	3	13	2	3	-	2	5
38¾ hours	2	-	3	4	-	-	7
40 hours	94	87	94	92	100	92	88

¹ Data relate to predominant work schedule of 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 totals.

Table 32. Men's hosiery mills: Shift differential provisions(Percent of production workers by shift differential provisions,¹ United States, selected regions, States, and areas, September 1973)

Shift differential	United States ²	Regions		States		Areas	
		Middle Atlantic	Southeast	North Carolina	Tennessee	Hickory-Statesville, N.C.	Winston-Salem-High Point, N.C.
<u>Second shift</u>							
Workers in establishments having second-shift provisions	96.5	97.2	96.8	96.1	100.0	85.0	100.0
With shift differential	20.4	66.6	10.2	7.0	39.7	20.9	3.2
Uniform cents-per-hour	9.6	20.9	4.9	1.1	39.7	4.3	-
5 cents	4.3	-	4.0	-	39.7	-	-
10 cents	5.3	20.9	.9	1.1	-	4.3	-
Uniform percentage	9.3	45.7	3.5	3.6	-	7.5	3.2
1 percent .....	.6	-	.7	-	-	-	-
2 percent	1.1	-	1.3	1.6	-	-	3.2
5 percent	7.6	45.7	1.5	1.9	-	7.5	-
Other	1.6	-	1.8	2.4	-	9.1	-
With no shift differential	76.1	30.6	86.6	89.1	60.3	64.1	96.8
<u>Third or other late shift</u>							
Workers in establishments having third- or other late-shift provisions	70.8	66.6	73.0	73.7	68.7	61.8	82.6
With shift differential	25.9	66.6	20.2	13.2	16.4	44.7	3.2
Uniform cents-per-hour	7.5	20.9	3.4	1.1	16.4	4.3	-
10 cents	1.4	-	1.7	-	16.4	-	-
15 cents .....	.8	-	-	-	-	-	-
20 cents	5.2	20.9	1.8	1.1	-	4.3	-
Uniform percentage	10.4	45.7	7.3	8.5	-	26.5	3.2
2 percent .....	.6	-	.7	-	-	-	-
3 percent	1.1	-	1.3	1.6	-	-	3.2
5 percent	3.4	24.8	1.7	2.2	-	8.5	-
10 percent	5.3	20.9	3.6	4.7	-	18.1	-
Other	8.0	-	9.4	3.6	-	13.9	-
With no shift differential	44.9	-	52.8	60.5	52.4	17.1	79.4

¹ Refers to policies of establishments either currently operating late shifts or having provisions for late shifts.² Includes data for regions in addition to those shown separately.

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

Table 33. Men's hosiery mills: Shift differential practices

(Percent of production workers on late shifts by amount of shift differential, United States, selected regions, States and areas, September 1973)

Shift differential	United States ¹	Regions		States		Areas	
		Middle Atlantic	Southeast	North Carolina	Tennessee	Hickory-Statesville, N.C.	Winston-Salem-High Point, N.C.
<u>Second shift</u>							
Workers employed on second shift	15.8	19.8	15.3	13.2	20.8	12.7	11.4
Receiving shift differentials	4.0	13.1	2.1	1.0	11.9	2.5	.7
Uniform cents-per-hour	1.9	3.2	1.3	.1	11.9	.4	-
5 cents	1.1	-	1.2	-	11.9	-	-
10 cents .....	.7	3.2	.1	.1	-	.4	-
Uniform percentage	2.1	9.9	.6	.7	-	1.3	.7
1 percent .....	.1	-	.1	-	-	-	-
2 percent .....	.2	-	.3	.3	-	-	.7
5 percent	1.8	9.9	.3	.3	-	1.3	-
Other .....	.1	-	.2	.2	-	.7	-
Receiving no shift differential	11.8	6.7	13.2	12.2	8.9	10.2	10.8
<u>Third or other late shift</u>							
Workers employed on third or other late shift	5.8	9.1	5.9	5.4	6.0	4.8	3.9
Receiving shift differential	2.4	9.1	1.8	.8	1.5	3.2	-
Uniform cents-per-hour .....	.4	2.2	.3	.1	1.5	.4	-
10 cents .....	.1	-	.2	-	1.5	-	-
20 cents .....	.3	2.2	.1	.1	-	.4	-
Uniform percentage .....	.9	6.8	.4	.5	-	1.8	-
2 percent	(²)	-	(²)	-	-	-	-
5 percent .....	.2	2.2	(²)	(²)	-	.1	-
10 percent .....	.7	4.6	.3	.4	-	1.7	-
Other	1.0	-	1.2	.2	-	.9	-
Receiving no shift differential	3.5	-	4.1	4.6	4.5	1.6	3.9

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

² Less than 0.05 percent.

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

Table 34. Men's hosiery mills: Paid holidays

(Percent of production and office workers in mills with formal provisions for paid holidays, United States, selected regions, States, and areas, September 1973)

Number of paid holidays	United States ¹	Regions		States		Areas	
		Middle Atlantic	Southeast	North Carolina	Tennessee	Hickory-Statesville, N.C.	Winston-Salem-High Point, N.C.
Production workers							
All workers.....	100	100	100	100	100	100	100
Workers in establishments providing paid holidays.....	54	100	46	39	75	29	36
1 day.....	6	-	7	4	4	-	-
2 days.....	3	-	3	1	-	3	-
3 days.....	4	-	5	7	-	26	-
4 days.....	13	-	15	14	23	-	10
5 days.....	14	20	14	11	48	-	21
6 days.....	3	10	2	3	-	-	5
7 days.....	2	21	-	-	-	-	-
8 days.....	4	49	-	-	-	-	-
9 days.....	5	-	-	-	-	-	-
Workers in establishments providing no paid holidays.....	46	-	54	61	25	71	64
Office workers							
All workers.....	100	100	100	100	100	100	100
Workers in establishments providing paid holidays.....	83	100	77	76	87	67	83
1 day.....	6	-	8	9	1	-	-
2 days.....	6	-	8	7	-	24	2
3 days.....	11	-	15	19	-	27	22
4 days.....	10	-	14	8	32	-	5
5 days.....	21	12	24	21	53	10	35
6 days.....	5	-	6	8	-	5	13
7 days.....	3	13	2	3	-	-	6
8 days.....	3	25	-	-	-	-	-
9 days.....	17	51	-	-	-	-	-
Workers in establishments providing no paid holidays.....	17	-	23	24	13	33	17

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

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

Table 35. Men's hosiery mills: Paid vacations

(Percent of production and office workers in mills with formal provisions for paid vacations after selected periods of service, United States, selected regions, States, and areas, September 1973)

Vacation policy	United States ¹	Regions		States		Areas		United States ¹	Regions		States		Areas	
		Middle Atlantic	Southeast	North Carolina	Tennessee	Hickory-Statesville, N.C.	Winston-Salem-High Point, N.C.		Middle Atlantic	Southeast	North Carolina	Tennessee	Hickory-Statesville, N.C.	Winston-Salem-High Point, N.C.
	Production workers							Office workers						
All workers.....	100	100	100	100	100	100	100	100	100	100	100	100	100	100
Method of payment														
Workers in establishments providing paid vacations.....	83	100	80	79	88	66	98	96	100	94	94	99	96	100
Length-of-time payment.....	21	44	16	11	37	20	10	87	79	86	87	99	91	92
Percentage payment.....	62	56	64	68	52	46	88	9	21	8	7	-	5	8
Workers in establishments providing no paid vacations.....	17	-	20	21	12	34	2	4	-	6	6	1	4	-
Amount of vacation pay²														
After 1 year of service:														
Under 1 week.....	3	-	4	5	-	-	10	-	-	-	-	-	-	-
1 week.....	66	79	62	55	88	50	79	57	88	45	37	53	27	26
Over 1 and under 2 weeks.....	4	21	3	4	-	4	6	(³)	1	1	1	-	3	-
2 weeks.....	2	-	3	3	-	13	-	37	12	47	53	45	66	69
Over 2 and under 3 weeks.....	7	-	9	11	-	-	4	-	-	-	-	-	-	-
3 weeks.....	-	-	-	-	-	-	-	2	-	2	3	-	-	5
After 3 years of service:														
Under 1 week.....	1	-	1	2	-	-	3	-	-	-	-	-	-	-
1 week.....	58	76	56	48	88	42	69	42	21	43	35	53	27	21
Over 1 and under 2 weeks.....	8	21	7	9	-	11	12	1	1	1	1	1	3	-
2 weeks.....	8	3	7	9	-	13	11	50	79	49	56	45	66	74
Over 2 and under 3 weeks.....	7	-	9	11	-	-	4	-	-	-	-	-	-	-
3 weeks.....	-	-	-	-	-	-	-	2	-	2	3	-	-	5
After 4 years of service:														
Under 1 week.....	1	-	1	2	-	-	3	-	-	-	-	-	-	-
1 week.....	50	52	51	42	88	42	56	34	-	40	30	53	27	14
Over 1 and under 2 weeks.....	7	21	7	9	-	11	12	(³)	1	1	1	-	3	-
2 weeks.....	17	28	12	15	-	13	23	60	100	52	60	45	66	81
Over 2 and under 3 weeks.....	7	-	9	11	-	-	4	-	-	-	-	-	-	-
3 weeks.....	-	-	-	-	-	-	-	2	-	2	3	-	-	5
After 5 years of service:														
Under 1 week.....	1	-	1	2	-	-	3	-	-	-	-	-	-	-
1 week.....	20	31	20	18	-	32	16	22	-	30	30	11	27	14
Over 1 and under 2 weeks.....	3	-	3	4	-	4	6	(³)	1	1	1	-	3	-
2 weeks.....	50	48	47	43	88	31	69	61	100	48	46	61	66	56
Over 2 and under 3 weeks.....	2	21	-	-	-	-	-	8	-	11	10	27	-	18
3 weeks.....	7	-	9	11	-	-	4	4	-	5	7	-	-	13
After 10 years of service:														
Under 1 week.....	1	-	1	2	-	-	3	-	-	-	-	-	-	-
1 week.....	19	10	20	18	-	32	16	22	-	30	30	11	27	14
Over 1 and under 2 weeks.....	3	-	3	4	-	4	6	(³)	1	1	1	-	3	-
2 weeks.....	48	44	45	42	88	23	69	49	16	47	46	61	64	56
Over 2 and under 3 weeks.....	2	21	-	-	-	-	-	2	13	-	-	-	-	-
3 weeks.....	5	25	3	4	-	8	4	22	72	17	17	27	2	31
Over 3 and under 4 weeks.....	6	-	7	9	-	-	-	-	-	-	-	-	-	-
After 15 years of service:														
Under 1 week.....	1	-	1	2	-	-	3	-	-	-	-	-	-	-
1 week.....	19	10	20	18	-	32	16	22	-	30	30	11	27	14
Over 1 and under 2 weeks.....	3	-	3	4	-	4	6	(³)	1	1	1	-	3	-
2 weeks.....	34	23	36	34	57	23	54	39	16	47	45	61	59	56
Over 2 and under 3 weeks.....	2	21	-	-	-	-	-	2	13	-	-	-	-	-
3 weeks.....	19	46	12	12	32	8	19	24	72	6	8	-	6	13
Over 3 and under 4 weeks.....	-	-	-	-	-	-	-	8	-	11	10	27	-	18
4 weeks.....	6	-	7	9	-	-	-	-	-	-	-	-	-	-

See footnotes at end of table.

Table 35. Men's hosiery mills: Paid vacations—Continued

(Percent of production and office workers in mills with formal provisions for paid vacations after selected periods of service, United States, selected regions, States, and areas, September 1973)

Vacation policy	United States ¹	Regions		States		Areas		United States ¹	Regions		States		Areas	
		Middle Atlantic	Southeast	North Carolina	Tennessee	Hickory-Statesville, N.C.	Winston-Salem-High Point, N.C.		Middle Atlantic	Southeast	North Carolina	Tennessee	Hickory-Statesville, N.C.	Winston-Salem-High Point, N.C.
		Production workers						Office workers						
Amount of vacation pay ² —Continued														
After 20 years of service:														
1 week	20	10	22	20	-	32	19	22	-	30	30	11	27	14
Over 1 and under 2 weeks	3	-	3	4	-	4	6	(³)	-	1	1	-	3	-
2 weeks	34	23	36	34	57	23	54	39	16	47	45	61	59	56
3 weeks	19	46	12	12	32	8	19	26	84	6	8	-	6	13
Over 3 and under 4 weeks	2	21	-	-	-	-	-	-	-	-	-	-	-	-
4 weeks	6	-	7	9	-	-	-	8	-	11	10	27	-	18
After 25 years of service: ⁴														
1 week	19	10	20	18	-	32	16	22	-	30	30	11	27	14
Over 1 and under 2 weeks	4	-	4	6	-	4	9	(³)	-	1	1	-	3	-
2 weeks	34	23	36	34	57	23	54	39	16	47	45	61	59	56
3 weeks	17	46	12	12	32	8	19	21	72	6	8	-	6	13
4 weeks	8	-	7	9	-	-	-	14	13	11	10	27	-	18
Over 4 and under 5 weeks	2	21	-	-	-	-	-	-	-	-	-	-	-	-

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

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

³ Less than 0.5 percent.

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

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

Table 36. Men's hosiery mills: Health, insurance, and retirement plans

(Percent of production and office workers in mills with specified health, insurance, and retirement plans, United States, selected regions, States, and areas, September 1973)

Type of plan ¹	United States ²	Regions		States		Areas		United States ²	Regions		States		Areas	
		Middle Atlantic	Southeast	North Carolina	Tennessee	Hickory-Statesville, N.C.	Winston-Salem-High Point, N.C.		Middle Atlantic	Southeast	North Carolina	Tennessee	Hickory-Statesville, N.C.	Winston-Salem-High Point, N.C.
		Production workers						Office workers						
All workers	100	100	100	100	100	100	100	100	100	100	100	100	100	100
Workers in establishments providing:														
Life insurance	86	80	88	89	100	85	87	88	84	86	85	100	78	82
Noncontributory plans	43	80	41	41	67	41	41	56	84	51	50	72	57	55
Accidental death and dismemberment insurance	58	77	57	62	65	64	50	63	84	57	59	72	62	45
Noncontributory plans	27	77	25	25	35	30	16	40	84	33	31	45	48	26
Sickness and accident insurance or sick leave or both ³	48	69	47	48	71	22	46	64	100	59	60	77	24	65
Sickness and accident insurance	48	67	47	48	71	22	46	45	84	37	34	59	9	25
Noncontributory plans	25	67	23	22	55	-	25	26	84	17	11	59	5	7
Sick leave (full pay, no waiting period)	(⁴)	3	-	-	-	-	-	31	79	27	32	19	15	54
Sick leave (partial pay or waiting period)	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Hospitalization insurance	90	100	88	89	92	81	95	89	100	86	85	96	68	91
Noncontributory plans	38	55	36	38	32	21	46	48	67	44	51	27	32	64
Surgical insurance	90	100	88	89	92	81	95	89	100	86	85	96	68	91
Noncontributory plans	38	55	36	38	32	21	46	48	67	44	51	27	32	64
Medical insurance	64	100	58	52	84	56	61	69	100	58	52	85	48	65
Noncontributory plans	23	55	19	16	32	18	21	37	67	29	31	27	30	39
Major medical insurance	68	31	72	73	68	69	71	77	63	77	77	85	59	79
Noncontributory plans	29	31	30	30	32	21	31	44	63	39	45	27	32	53
Retirement plans ⁵	37	42	35	35	71	38	41	48	51	45	48	59	21	64
Pensions	35	42	35	35	71	38	41	44	51	45	48	59	21	64
Noncontributory plans	26	42	26	28	48	38	35	25	51	24	27	27	21	40
Severance pay	3	-	-	-	-	-	-	4	-	-	-	-	-	-
No plans	5	-	6	6	-	15	5	6	-	9	10	-	22	9

¹ Includes plans for which the employer pays at least part of the cost and excludes legally required plans such as workmen's compensation and social security; however, plans required by State temporary disability laws are included if the employer contributes more than is legally required or the employee received benefits in excess of the requirements. "Noncontributory plans" include only those plans financed entirely by the employer.

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

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

⁴ Less than 0.5 percent.

⁵ Unduplicated total of workers in plants having provisions for pensions and severance pay plans shown separately.

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

Table 37. Men's hosiery mills: Other selected benefits

(Percent of production and office workers in mills with provisions for funeral leave pay, jury duty pay, and technological severance pay, United States, selected regions, States, and areas, September 1973)

Item	United States ¹	Regions		States		Areas	
		Middle Atlantic	Southeast	North Carolina	Tennessee	Hickory-Statesville, N.C.	Winston-Salem-High Point, N.C.
Production workers							
Workers in establishments with provisions for:							
Funeral leave pay	19	67	12	10	32	11	15
Jury duty pay	23	46	20	17	59	16	25
Technological severance pay ²	-	-	-	-	-	-	-
Office workers							
Workers in establishments with provisions for:							
Funeral leave pay	28	84	13	12	27	8	18
Jury duty pay	28	72	23	17	61	15	25
Technological severance pay ²	5	-	7	10	-	-	18

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

² Pay to employees permanently separated from the company as a result of technological change or plant closing.

Part III. Children's Hosiery

Average hourly earnings

The 10,598 production and related workers in children's hosiery mills averaged \$2.34 an hour in September 1973 (table 38)—16 percent higher than the 1970 level.¹³ Women, nearly four-fifths of the work force, averaged \$2.21, compared with \$2.80 for men.

All but 6 percent of the workers in this hosiery branch were located in the Southeast region, with 56 percent of the total work force in North Carolina. The 5,897 workers in that State averaged \$2.42—21 cents an hour more than the 2,202 workers in Tennessee. In Winston-Salem-High Point, N.C., the only area studied separately in this branch, production workers averaged \$2.39 (tables 44-46).

Average hourly earnings were higher in metropolitan areas than in nonmetropolitan areas (\$2.42 compared with \$2.31) and in mills of 250 workers or more (\$2.43) than in mills with 100 to 249 workers (\$2.32) or with 20 to 99 workers (\$2.30).

Virtually all production workers earned between \$1.60 and \$4 an hour; the middle half fell between \$1.92 and \$2.63 (table 39). Slightly more than one-tenth of the workers were paid within 5 cents an hour of \$1.80, the minimum wage established by North Carolina just before the survey period.

Occupational earnings

Slightly more than three-fifths of the production workers in the children's hosiery division were in occupations for which earnings data are presented separately in table 40.

Averages for these jobs ranged from \$3.28 an hour for adjusters and fixers to \$1.93 for toe loopers. Toe seamers, the largest occupational group studied separately, averaged \$2.30. Workers in most of the remaining occupations ranged between \$2 and \$2.40 an hour.

Occupational averages varied little by size of community, but were usually higher in mills of 250 workers or more

than in smaller mills, and for incentive workers than for timeworkers (tables 41-43).

As in the other hosiery branches, earnings were widely dispersed within occupations in the same area. Thus, many workers in jobs with relatively low wage levels (as measured by the average for all workers) earned more than some workers in jobs with significantly higher averages. For example, the following tabulation shows considerable overlapping of earnings for women transfer-machine operators and string knitters in Winston-Salem-High Point, despite a 41-cent-per-hour difference in average hourly earnings between the two jobs:

Earnings	Transfer-machine operators	Knitters, string
\$1.80 and under \$2.00-----	30	
\$2.00 and under \$2.40-----	13	20
\$2.40 and under \$2.80-----	11	48
\$2.80 and over -----	2	10
Number of workers-----	56	78
Average hourly earnings -----	\$2.12	\$2.53

Establishment practices and supplementary wage provisions

Data were also obtained for production workers on shift differential provisions and practices and for both production and office employees on work schedules and selected supplementary benefits, including paid holidays, paid vacations, and health, insurance, and retirement plans.

Scheduled weekly hours. All production workers studied and 94 percent of the office workers were in mills scheduling their employees to work 40 hours per week (table 48).

Shift differential provisions and practices. Most mills had provisions covering late shifts for production

¹³ Op. cit., Bulletin 1743, part III.

workers at the time of the survey, but only about 15 percent of the workers were actually employed on second shifts and about 5 percent on third shifts (table 49). Pay differentials for such work usually were not provided.

Paid holidays. About one-half of the production and two-thirds of the office workers were in mills granting paid holidays (table 50). The most common provisions were 2 to 5 days for production workers and 3 or 5 days for office workers.

Paid vacations. Paid vacations, after qualifying periods of service, applied to seven-tenths of the production workers and four-fifths of the office workers (table 51). One-half of the production workers received 1 week's vacation pay after 1 year of service, and three-tenths were eligible for at least 2 weeks' pay after 5 years. For office workers, typical provisions were 1 week after 1 year and 2 weeks after 5 years.

Health, insurance, and retirement plans. Life, hospitalization, and surgical insurance applied to about nine-tenths of the production and office workers (table 52). Accidental death and dismemberment and basic medical

applied to approximately seven-tenths of the production workers; the proportion of office workers covered by these benefits was three-fifths and three-fourths, respectively. About one-fourth of each employee group was provided protection against loss of income due to illness or accident. Most of the health and insurance plans were financed jointly by employer and employee.

Retirement pension plans, in addition to Federal social security, covered slightly less than one-fifth of the production workers and about two-fifths of the office workers. These plans were almost always financed wholly by the employer. Severance pay upon retirement was provided in mills employing less than one-tenth of the workers.

Other selected benefits. Pay provisions for funeral leave and jury duty were available, respectively, in mills employing 4 percent and 17 percent of the production workers, and somewhat higher proportions of the office workers (table 53). Although studied, no provisions for technological severance pay (payments to workers permanently separated from employment due to technological changes or plant closings) were found in any of the children's hosiery mills visited.

Table 38. Children's hosiery mills: Average hourly earnings by selected characteristics

(Number and average straight-time hourly earnings ¹ of production workers by selected characteristics, United States, September 1973)

Item	United States ²	
	Number of workers	Average hourly earnings
All production workers.....	10,598	\$2.34
Men.....	2,366	2.80
Women.....	8,232	2.21
Size of community:		
Metropolitan areas ³	2,443	2.42
Nonmetropolitan areas.....	8,155	2.31
Size of establishment:		
20-99 workers.....	3,283	2.30
100-249 workers.....	4,501	2.32
250 workers or more.....	2,814	2.43

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

² Ninety-four percent of the workers were in the Southeast.

³ Standard Metropolitan Statistical Areas as defined by the U.S. Office of Management and Budget through November 1972.

Table 39. Children's hosiery mills: Earnings distribution

(Percent distribution of production workers by average straight-time hourly earnings,¹ United States, September 1973)

Hourly earnings ¹	United States ²		
	All workers	Men	Women
Under \$1.60-----	0.1	(³)	0.1
\$1.60 and under \$1.65-----	3.6	0.2	4.5
\$1.65 and under \$1.70-----	1.3	1.0	1.4
\$1.70 and under \$1.75-----	2.0	.5	2.5
\$1.75 and under \$1.80-----	1.7	.8	2.0
\$1.80 and under \$1.85-----	11.3	5.1	13.1
\$1.85 and under \$1.90-----	3.0	.8	3.6
\$1.90 and under \$1.95-----	4.9	2.6	5.5
\$1.95 and under \$2.00-----	3.4	.8	4.1
\$2.00 and under \$2.10-----	9.4	6.0	10.3
\$2.10 and under \$2.20-----	7.6	4.8	8.4
\$2.20 and under \$2.30-----	8.7	6.9	9.2
\$2.30 and under \$2.40-----	5.4	3.4	6.0
\$2.40 and under \$2.50-----	5.8	3.5	6.4
\$2.50 and under \$2.60-----	5.6	4.9	5.8
\$2.60 and under \$2.70-----	3.8	3.2	4.0
\$2.70 and under \$2.80-----	3.4	4.2	3.2
\$2.80 and under \$2.90-----	2.8	3.6	2.6
\$2.90 and under \$3.00-----	2.2	3.1	2.0
\$3.00 and under \$3.10-----	2.3	5.8	1.2
\$3.10 and under \$3.20-----	2.1	5.6	1.1
\$3.20 and under \$3.30-----	2.2	7.7	.7
\$3.30 and under \$3.40-----	1.2	3.5	.5
\$3.40 and under \$3.50-----	1.3	4.2	.5
\$3.50 and under \$3.60-----	1.4	5.0	.3
\$3.60 and under \$3.70-----	1.0	3.3	.3
\$3.70 and under \$3.80-----	.8	3.0	.2
\$3.80 and under \$3.90-----	.3	.8	.1
\$3.90 and under \$4.00-----	.3	1.2	.1
\$4.00 and over-----	1.2	4.4	.3
Total-----	100.0	100.0	100.0
Number of workers-----	10,598	2,366	8,232
Average hourly earnings ¹ -----	\$2.34	\$2.80	\$2.21

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

² Ninety-four percent of the workers were in the Southeast.

³ Less than 0.05 percent.

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

Table 40. Children's hosiery mills: Occupational averages—all mills

(Number and average straight-time hourly earnings¹ of workers in selected occupations, United States, September 1973)

Occupation and sex	United States ²			
	Number of workers	Hourly earnings ³		
		Mean	Median	Middle range
<u>Plant occupations</u>				
Knitting:				
Adjusters and fixers, knitting machines (962 men, 2 women) ⁴	964	\$3.28	\$3.25	\$3.00- \$3.55
Seamless, full- or knee-length (all men).....	93	3.32	3.35	3.20- 3.50
Seamless, half-hose (696 men, 2 women).....	698	3.26	3.25	3.00- 3.55
Knitters, automatic.....	929	2.36	2.33	2.06- 2.59
Men.....	21	1.90	1.80	1.80- 1.95
Women.....	908	2.37	2.33	2.08- 2.60
Knitters, rib.....	28	2.11	2.10	2.00- 2.15
Men.....	19	2.17	2.10	2.10- 2.20
Women.....	9	1.97	-	-
Knitters, string.....	343	2.37	2.39	2.04- 2.64
Men.....	14	2.15	-	-
Women.....	329	2.38	2.40	2.09- 2.66
Boarding and preboarding:				
Boarders, automatic.....	677	2.13	2.01	1.80- 2.36
Men.....	50	2.12	1.95	1.80- 2.26
Women.....	627	2.13	2.01	1.80- 2.37
Boarders, other than automatic (14 men, 247 women).....	261	2.09	1.99	1.80- 2.32
Preboarders (all women).....	74	2.14	2.10	1.95- 2.24
Miscellaneous:				
Loopers, toe (all women).....	23	1.93	1.88	1.73- 1.99
Seamers, toe (all women).....	1,107	2.30	2.25	1.93- 2.57
Examiners (hosiery inspectors) (all women).....	330	2.19	2.07	1.85- 2.48
Grey (greige) examiners.....	315	2.20	2.07	1.85- 2.50
Finished examiners.....	15	2.02	2.03	1.93- 2.12
Dyeing-machine tenders (167 men, 3 women).....	170	2.45	2.50	2.20- 2.70
Menders, hand, finish (all women).....	24	2.01	1.90	1.83- 2.16
Menders, hand, grey (all women).....	59	1.97	1.80	1.80- 2.13
Pairs (all women) ⁴	486	2.30	2.20	1.85- 2.60
Stockings.....	433	2.32	2.25	1.85- 2.62
Transfer-machine operators (all women).....	152	2.14	1.95	1.89- 2.43
Repairmen, sewing machine (all men).....	26	3.12	3.00	2.88- 3.25
Folders (all women).....	170	2.03	1.90	1.80- 2.28
Boxers (all women).....	82	2.04	1.90	1.80- 2.21
Folders and boxers (all women).....	454	2.15	2.08	1.84- 2.40
Baggers (all women).....	71	2.24	2.08	1.92- 2.40
<u>Office occupations⁵</u>				
Clerks payroll.....	31	2.31	2.30	2.18- 2.50
Stenographers, general.....	6	2.92	-	-

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

² Ninety-four percent of the workers were in the Southeast.

³ See appendix A for method used in computing means, medians, and middle ranges of earnings. Medians and middle ranges were not computed for occupations with fewer than 15 workers.

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

⁵ All workers were women.

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

Table 41. Children's hosiery mills: Occupational averages—by size of community

(Number of workers and average straight-time hourly earnings¹ of workers in selected occupations by size of community, United States, September 1973)

Occupation and sex	United States ²			
	Metropolitan areas		Nonmetropolitan areas	
	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings
<u>Men</u>				
Knitting:				
Adjusters and fixers, knitting machines ³	244	\$3.45	718	\$3.23
Seamless, half-hose	121	3.63	575	3.18
Miscellaneous:				
Dyeing-machine tenders	40	2.43	127	2.46
Repairmen, sewing machine	8	3.24	18	3.07
<u>Women</u>				
Knitting:				
Knitters, automatic	189	2.40	719	2.36
Knitters, string	97	2.63	232	2.28
Boarding and preboarding:				
Boarders, automatic	148	2.27	479	2.09
Boarders, other than automatic	61	2.13	186	2.10
Preboarders			70	2.12
Miscellaneous:				
Seamers, toe	256	2.36	851	2.28
Examiners (hosiery) inspectors	43	2.02	287	2.22
Grey (greige) examiners	43	2.02	272	2.23
Finished examiners	-	-	15	2.02
Menders, hand, grey	9	2.18	50	1.93
Pairers ³	95	2.29	391	2.30
Stockings	91	2.32	342	2.32
Transfer-machine operators	29	2.19	123	2.13
Folders	-	-	170	2.03
Boxers	12	2.00	70	2.04
Folders and boxers	145	2.16	309	2.15
Baggers	15	1.95	56	2.32

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

² Ninety-four percent of the workers were in the Southeast.

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

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

Table 42. Children's hosiery mills: Occupational averages—by size of establishment(Number and average straight-time hourly earnings ¹ of workers in selected occupations by size of establishment, United States, September 1973)

Occupation and sex	United States ²					
	Establishments having—					
	20-99 workers		100-249 workers		250 workers or more	
	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings
<u>Men</u>						
Knitting:						
Adjusters and fixers, knitting machines ³	289	\$3.25	394	\$3.21	279	\$3.42
Seamless, half-hose	201	3.28	299	3.17	196	3.38
Boarding and preboarding:						
Boarders, automatic	26	2.14	11	1.93	-	-
Dyeing-machine tenders	55	2.44	62	2.39	50	2.54
Repairmen, sewing machine	-	-	12	3.14	9	3.10
<u>Women</u>						
Knitting:						
Knitters, automatic	286	2.33	430	2.37	192	2.43
Knitters, string	132	2.20	81	2.40	116	2.58
Boarding and preboarding:						
Boarders, automatic	224	2.21	242	2.05	161	2.13
Boarders, other than automatic	71	2.30	131	1.95	-	-
Miscellaneous:						
Seamers, toe	356	2.25	464	2.31	287	2.34
Examiners (hosiery inspectors) ³	145	2.28	146	2.12	39	2.13
Grey (greige) examiners	140	2.29	136	2.14	39	2.13
Menders, hand, grey	16	1.99	34	1.90	9	2.18
Pairers ³	156	2.31	192	2.15	138	2.48
Stockings	152	2.33	154	2.19	127	2.47
Transfer-machine operators	68	2.02	60	2.13	24	2.51
Folders	117	2.04	48	2.03	-	-
Boxers	54	1.99	22	2.12	-	-
Folders and boxers	95	2.28	186	2.03	173	2.21
Baggers	24	1.98	30	2.49	-	-

¹ Excludes premium pay for overtime and for work on weekends, holidays, and late shifts.² Ninety-four percent of the workers were in the Southeast.³ Includes data for workers in classification in addition to those shown separately.

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

Table 43. Children's hosiery mills: Occupational averages—by method of wage payment

(Number and average straight-time hourly earnings¹ of workers in selected occupations by method of wage payment, United States, September 1973)

Occupation and sex	United States ²			
	Timeworkers		Incentive workers	
	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings
<u>Men</u>				
Knitting:				
Adjusters and fixers, knitting machines -----	912	\$3.24		
Miscellaneous:				
Dyeing-machine tenders -----	158	2.43		
Repairmen, sewing machine -----	26	3.12		
<u>Women</u>				
Knitting:				
Knitters, automatic -----	133	2.21	775	\$2.40
Knitters, string -----	-	-	321	2.39
Boarding and preboarding:				
Boarders, automatic -----	-	-	627	2.13
Boarders, other than automatic -----	-	-	247	2.11
Preboarders -----	-	-	74	2.14
Miscellaneous:				
Seamers, toe -----	-	-	1,107	2.30
Examiners (hosiery inspectors) ³ -----	30	1.95	300	2.22
Grey (greige) examiners -----	26	1.97	289	2.22
Menders, hand, finish -----	9	1.86	15	2.09
Menders, hand, grey -----	28	1.89	31	2.03
Pairers -----	25	2.11	461	2.31
Transfer-machine operators -----	34	1.94	118	2.19
Boxers -----	17	2.08	65	2.03
Folders and boxers -----	-	-	444	2.16

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

² Ninety-four percent of the workers were in the Southeast.

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

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

Table 44. Children's hosiery mills: Occupational earnings—North Carolina

(Number and average straight-time hourly earnings¹ of production workers in selected occupations, September 1973)

Occupation and sex	Number of workers	Average hourly earnings ¹	NUMBER OF WORKERS RECEIVING STRAIGHT-TIME HOURLY EARNINGS OF—																										
			\$1.80 and under	\$1.90	\$2.00	\$2.10	\$2.20	\$2.30	\$2.40	\$2.50	\$2.60	\$2.70	\$2.80	\$2.90	\$3.00	\$3.10	\$3.20	\$3.30	\$3.40	\$3.50	\$3.60	\$3.70	\$3.80	\$3.90	\$4.00	\$4.10	\$4.20	\$4.30	\$4.30 and over
			\$1.90	\$2.00	\$2.10	\$2.20	\$2.30	\$2.40	\$2.50	\$2.60	\$2.70	\$2.80	\$2.90	\$3.00	\$3.10	\$3.20	\$3.30	\$3.40	\$3.50	\$3.60	\$3.70	\$3.80	\$3.90	\$4.00	\$4.10	\$4.20	\$4.30	over	
All production workers.....	5,897	\$2.42	2 1133	338	504	436	521	334	374	421	266	262	225	150	163	163	125	83	70	82	72	57	17	23	30	11	3	34	
Men.....	1,404	2.84	105	41	57	53	106	44	47	88	56	61	63	56	86	97	91	50	43	66	53	50	10	21	20	7	2	31	
Women.....	4,493	2.29	1028	297	447	383	415	290	327	333	210	201	162	94	77	66	34	33	27	16	19	7	7	2	10	4	1	3	
Selected production occupations—men																													
Knitting																													
Adjusters and fixers, machine ³	575	3.29	-	-	3	-	3	5	10	16	17	18	23	28	58	75	60	40	32	52	26	43	7	15	11	7	2	24	
Time.....	525	3.21	-	-	3	-	3	5	10	16	17	18	23	28	56	74	60	40	30	51	24	38	4	12	8	-	-	5	
Seamless, half-hose.....	464	3.33	-	-	3	-	3	5	10	10	11	15	20	24	56	44	40	23	18	49	26	41	7	15	11	7	2	24	
Time.....	414	3.22	-	-	3	-	3	5	10	10	11	15	20	24	54	43	40	23	16	48	24	36	4	12	8	-	-	5	
Knitters, automatic ⁴ /.....	21	1.90	13	6	-	-	-	-	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Knitters, string (all incentive workers).....	7	2.26	-	-	3	-	-	2	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Boarding and preboarding																													
Boarders, automatic (all incentive workers).....	39	2.07	17	4	2	6	3	1	1	-	-	4	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	
Miscellaneous																													
Dyeing-machine tenders ^{4a} /.....	85	2.52	-	-	-	3	16	10	1	27	6	6	10	1	3	-	1	-	1	-	-	-	-	-	-	-	-	-	
Repairmen, sewing machine (all timeworkers).....	17	3.13	-	-	-	-	-	-	-	-	-	-	1	5	2	2	-	2	2	-	2	-	2	-	-	1	-	-	
Selected production occupations—women																													
Knitting																													
Knitters, automatic.....	570	2.46	58	6	53	33	74	40	39	81	45	35	31	19	16	3	11	1	14	-	6	2	-	3	-	-	-	-	
Time.....	88	2.26	-	-	23	15	12	1	-	37	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Incentive.....	482	2.49	58	6	30	18	62	39	39	44	45	35	31	19	16	3	11	1	14	-	6	2	-	3	-	-	-	-	
Knitters, string (all incentive workers).....	180	2.59	3	9	4	14	12	14	26	21	11	17	8	14	9	3	2	7	1	5	-	-	-	-	-	-	-	-	
Boarding and preboarding																													
Boarders, automatic (all incentive workers).....	272	2.22	77	22	21	43	10	18	12	19	18	15	1	6	3	3	-	1	2	1	-	-	-	-	-	-	-	-	
Boarders, other than automatic (all incentive workers).....	132	2.25	37	11	21	3	9	4	15	4	5	5	5	5	-	4	2	2	-	-	-	-	-	-	-	-	-	-	
Miscellaneous																													
Seamers, toe (all incentive workers).....	699	2.32	159	56	46	59	50	35	48	68	38	41	27	16	19	13	10	4	1	2	3	-	3	-	-	-	1	-	
Examiners (hosiery inspectors) ³	179	2.28	38	13	27	11	8	19	15	14	2	8	12	2	-	8	1	-	-	-	-	-	1	-	-	-	-	-	
Incentive.....	164	2.29	38	13	15	11	8	19	12	14	2	8	12	2	-	8	1	-	-	-	-	-	1	-	-	-	-	-	
Grey (greige) examiners.....	173	2.28	38	10	27	8	8	19	15	14	2	8	12	2	-	8	1	-	-	-	-	-	1	-	-	-	-	-	
Incentive.....	158	2.30	38	10	15	8	8	19	12	14	2	8	12	2	-	8	1	-	-	-	-	-	1	-	-	-	-	-	
Menders, hand, finish ⁴ b/.....	14	2.00	4	5	1	-	2	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Menders, hand, grey.....	40	1.94	27	-	-	9	2	-	-	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Time.....	14	1.86	12	-	-	-	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Incentive.....	26	1.98	15	-	-	9	-	-	-	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Pairers ³	224	2.43	48	9	11	22	8	4	25	24	13	16	14	1	2	7	1	4	7	1	-	4	1	-	4	1	-	2	
Incentive.....	215	2.43	48	9	11	22	5	4	25	21	13	16	11	1	2	7	1	4	7	1	-	4	1	-	4	1	-	2	
Stockings.....	208	2.47	46	7	5	16	8	4	25	24	13	16	14	1	2	7	1	4	7	1	-	4	1	-	4	1	-	2	
Incentive.....	199	2.46	46	7	5	16	5	4	25	21	13	16	11	1	2	7	1	4	7	1	-	4	1	-	4	1	-	2	

See footnotes at end of table.

Table 44. Children's hosiery mills: Occupational earnings—North Carolina—Continued

(Number and average straight-time hourly earnings¹ of production workers in selected occupations, September 1973)

Occupation and sex	Number of workers	Average hourly earnings ¹	NUMBER OF WORKERS RECEIVING STRAIGHT-TIME HOURLY EARNINGS OF—																										
			\$1.80 and under	\$1.90	\$2.00	\$2.10	\$2.20	\$2.30	\$2.40	\$2.50	\$2.60	\$2.70	\$2.80	\$2.90	\$3.00	\$3.10	\$3.20	\$3.30	\$3.40	\$3.50	\$3.60	\$3.70	\$3.80	\$3.90	\$4.00	\$4.10	\$4.20	\$4.30 and over	
			\$1.80	\$1.90	\$2.00	\$2.10	\$2.20	\$2.30	\$2.40	\$2.50	\$2.60	\$2.70	\$2.80	\$2.90	\$3.00	\$3.10	\$3.20	\$3.30	\$3.40	\$3.50	\$3.60	\$3.70	\$3.80	\$3.90	\$4.00	\$4.10	\$4.20	\$4.30	over
<u>Selected production occupations—women—Continued</u>																													
<u>Miscellaneous—Continued</u>																													
Transfer-machine operators	84	\$2.16	29	12	2	2	3	6	14	8	2	2	4	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Incentive	74	2.20	29	2	2	3	6	14	8	2	2	4	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Folders	91	2.13	28	20	-	8	10	5	-	5	5	10	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Incentive	76	2.18	28	5	-	8	10	5	-	5	5	10	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Boxers	54	2.02	26	7	3	6	5	1	-	-	1	-	5	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Incentive	46	2.04	26	2	-	6	5	1	-	-	1	-	5	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Folders and boxers (all incentive workers)	262	2.25	55	7	54	16	31	14	30	13	11	4	9	2	3	7	-	2	-	-	4	-	-	-	-	-	-	-	
<u>Selected office occupations—women</u>																													
Clerks, payroll	19	2.32	-	-	2	3	2	5	3	-	4	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	

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

² Includes 24 workers under \$1.80 in other than occupations shown.

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

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

Table 45. Children's hosiery mills: Occupational earnings—Tennessee

(Number and average straight-time hourly earnings¹ of production workers in selected occupations, September 1973)

Occupation and sex	Number of workers	Average hourly earnings ¹	NUMBER OF WORKERS RECEIVING STRAIGHT-TIME HOURLY EARNINGS OF—																											
			\$1.60 and under	\$1.70	\$1.80	\$1.90	\$2.00	\$2.10	\$2.20	\$2.30	\$2.40	\$2.50	\$2.60	\$2.70	\$2.80	\$2.90	\$3.00	\$3.10	\$3.20	\$3.30	\$3.40	\$3.50	\$3.60	\$3.70	\$3.80	\$3.90	\$4.00 and over			
			\$1.70	\$1.80	\$1.90	\$2.00	\$2.10	\$2.20	\$2.30	\$2.40	\$2.50	\$2.60	\$2.70	\$2.80	\$2.90	\$3.00	\$3.10	\$3.20	\$3.30	\$3.40	\$3.50	\$3.60	\$3.70	\$3.80	\$3.90	\$4.00	over			
All production workers.....	2,202	\$2.21	222	181	206	314	237	195	193	98	117	72	45	29	23	32	19	17	47	16	42	40	23	17	7	7	3			
Men.....	414	2.77	16	15	15	17	29	31	27	16	10	12	3	9	8	7	14	10	45	11	33	36	21	15	7	5	2			
Women.....	1,788	2.08	206	166	191	297	208	164	166	82	107	60	42	20	15	25	5	7	2	5	9	4	2	2	-	2	1			
Selected production occupations—men																														
<u>Knitting</u>																														
Adjusters and fixers, knitting machines (all timeworkers) ²	194	3.33	-	-	-	-	2	7	1	1	3	-	3	4	-	10	8	43	9	24	34	21	14	7	3	-				
Seamless, half-hose.....	99	3.26	-	-	-	-	2	6	1	1	2	-	3	3	-	7	2	12	8	21	9	12	8	1	1	-				
<u>Miscellaneous</u>																														
Dyeing-machine tenders ⁴ a/.....	56	2.34	-	2	3	5	9	7	3	2	6	3	-	6	3	3	2	-	-	2	-	-	-	-	-	-	-			
Selected production occupations—women																														
<u>Knitting</u>																														
Knitters, automatic.....	200	2.17	9	24	12	20	16	17	21	22	39	8	4	1	2	4	-	-	-	-	1	-	-	-	-	-	-			
Time.....	45	2.12	-	14	-	6	-	-	-	-	25	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-			
Incentive.....	155	2.19	9	10	12	14	16	17	21	22	14	8	4	1	2	4	-	-	-	-	1	-	-	-	-	-	-			
<u>Boarding and preboarding</u>																														
Boarders, automatic (all incentive workers).....	173	2.04	21	16	32	37	14	16	7	7	5	6	3	1	-	3	-	-	-	-	-	2	-	2	-	1	-			
Boarders, other than automatic (all incentive workers).....	71	1.84	20	10	14	13	6	3	3	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-			
<u>Miscellaneous</u>																														
Seamers, toe (all incentive workers).....	194	2.25	17	6	17	12	15	12	49	7	12	10	17	6	3	3	-	5	-	2	1	-	-	-	-	-	-			
Examiners (hosiery inspectors) ³	67	1.91	6	13	19	12	6	5	3	-	-	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-			
Time.....	11	1.81	-	4	2	5	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-			
Incentive.....	56	1.93	6	9	17	7	6	5	3	-	-	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-			
Grey (greige) examiners.....	63	1.91	6	13	17	10	6	5	3	-	-	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-			
Incentive.....	56	1.93	6	9	17	7	6	5	3	-	-	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-			
Menders, hand, finish ⁴ a/.....	6	1.90	-	2	-	2	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-			
Menders, hand, grey ⁴ a/.....	9	1.87	1	-	5	1	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-			
Pairers, stockings (all incentive workers).....	114	2.19	11	13	5	9	15	8	12	9	9	6	3	5	3	3	-	-	-	1	2	-	-	-	-	-				
Transfer-machine operators.....	29	2.05	2	1	1	16	3	-	-	1	1	2	1	-	-	-	-	-	-	-	1	-	-	-	-	-				
Incentive.....	15	2.19	2	1	1	2	3	-	-	1	1	2	1	-	-	-	-	-	-	-	1	-	-	-	-	-				
Folders and boxers (all incentive workers).....	168	2.01	41	8	28	5	43	7	5	4	13	7	-	-	1	2	2	-	1	-	1	-	-	-	-	-				
Baggers ⁴ b/.....	16	2.02	-	-	3	3	8	-	-	-	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-				
Selected office occupations—women																														
Clerks, payroll.....	9	2.23	-	-	3	-	-	-	4	-	-	-	-	1	1	-	-	-	-	-	-	-	-	-	-	-	-			

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

² Includes 2 workers under \$1.60 in other than occupations shown.

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

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

Table 46. Children's hosiery mills: Occupational earnings—Winston-Salem—High Point, N.C.¹

(Number and average straight-time hourly earnings² of production workers in selected occupations, September 1973)

Occupation and sex	Number of workers	Average hourly earnings ²	NUMBER OF WORKERS RECEIVING STRAIGHT-TIME HOURLY EARNINGS OF—																										
			Under \$1.80	and under \$1.80	\$1.90	\$2.00	\$2.10	\$2.20	\$2.30	\$2.40	\$2.50	\$2.60	\$2.70	\$2.80	\$2.90	\$3.00	\$3.10	\$3.20	\$3.30	\$3.40	\$3.50	\$3.60	\$3.70	\$3.80	\$3.90	\$4.00	\$4.10	\$4.20	and over
			\$1.80	\$1.90	\$2.00	\$2.10	\$2.20	\$2.30	\$2.40	\$2.50	\$2.60	\$2.70	\$2.80	\$2.90	\$3.00	\$3.10	\$3.20	\$3.30	\$3.40	\$3.50	\$3.60	\$3.70	\$3.80	\$3.90	\$4.00	\$4.10	\$4.20	over	
All production workers.....	3,335	\$2.39	9	593	216	297	255	289	217	238	249	157	132	117	82	105	96	67	43	31	41	38	24	9	8	16	2	4	
Men.....	817	2.76	5	48	23	37	39	60	35	29	48	39	42	45	41	59	60	55	26	20	33	29	18	5	8	11	-	2	
Women.....	2,518	2.27	4	545	193	260	216	229	182	209	201	118	90	72	41	46	36	12	17	11	8	9	6	4	-	5	2	2	
<u>Selected production occupations—men</u>																													
<u>Knitting</u>																													
Adjusters and fixers, knitting machines (all timeworkers) ³	306	3.12	-	-	-	-	-	-	2	7	13	14	15	17	28	40	50	29	24	10	25	14	11	2	2	3	-	-	
Seamless, half-hose.....	253	3.14	-	-	-	-	-	-	2	7	7	8	12	14	24	40	35	27	17	6	22	14	11	2	2	3	-	-	
<u>Boarding and preboarding</u>																													
Boarders, automatic (all incentive workers).....	36	2.09	-	14	4	2	6	3	1	1	-	-	4	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	
<u>Miscellaneous</u>																													
Dyeing-machine tenders (all timeworkers).....	40	2.41	-	-	-	3	7	9	1	12	6	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Repairmen, sewing machine (all timeworkers).....	14	3.04	-	-	-	-	-	-	-	-	-	-	1	5	2	2	-	2	-	-	-	2	-	-	-	-	-	-	
<u>Selected production occupations—women</u>																													
<u>Knitting</u>																													
Knitters, automatic.....	357	2.44	-	34	6	40	26	29	22	23	67	30	18	16	15	15	3	5	1	2	-	-	2	-	-	3	-	-	
Incentive.....	290	2.48	-	34	6	20	11	29	22	23	35	30	18	16	15	15	3	5	1	2	-	-	2	-	-	3	-	-	
Knitters, string (all incentive workers).....	78	2.53	-	-	-	6	2	12	26	14	8	-	4	3	-	-	-	-	-	-	3	-	-	-	-	-	-	-	
<u>Boarding and preboarding</u>																													
Boarders, automatic (all incentive workers).....	148	2.12	-	49	13	15	27	9	12	9	4	-	3	-	4	-	3	-	-	-	-	-	-	-	-	-	-	-	
Boarders, other than automatic (all incentive workers).....	105	2.22	-	28	11	18	3	9	4	10	4	5	5	-	-	-	4	2	2	-	-	-	-	-	-	-	-	-	
<u>Miscellaneous</u>																													
Seamers, toe (all incentive workers).....	454	2.31	-	100	34	38	40	29	26	28	40	23	35	22	5	16	9	2	2	-	1	3	-	1	-	-	-	-	
Examiners, grey (greige) hosiery inspectors (all incentive workers).....	46	2.21	-	11	4	1	7	5	9	4	2	-	-	-	2	-	1	-	-	-	-	-	-	-	-	-	-	-	
Menders, hand, finish ⁴ /.....	7	1.91	-	2	4	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Pairers (all incentive workers) ³	134	2.44	-	26	5	10	19	5	4	17	7	11	4	6	-	1	1	-	3	7	1	-	4	1	-	-	-	2	
Stockings.....	118	2.50	-	24	3	4	13	5	4	17	7	11	4	6	-	1	1	-	3	7	1	-	4	1	-	-	-	2	
Transfer-machine operators.....	56	2.12	-	18	12	2	2	3	6	5	2	2	2	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Incentive.....	46	2.17	-	18	2	2	2	3	6	5	2	2	2	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Folders ⁴ b/.....	51	1.86	-	28	20	-	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Folders and boxers (all incentive workers).....	181	2.37	-	15	7	24	13	31	14	30	13	8	4	4	2	3	7	-	2	-	-	4	-	-	-	-	-	-	

¹ The Winston-Salem—High Point area consists of Alamance, Davidson, Forsyth, Guilford, Randolph, and Surry Counties.

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

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

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

Table 47. Children's hosiery mills: Method of wage payment

(Percent of production workers by method of wage payment, United States, selected States, and area, September 1973)

Method of wage payment ¹	United States ²	States		Area
		North Carolina	Tennessee	Winston-Salem-High Point, N.C.
All workers.....	100	100	100	100
Time-rated workers.....	35	33	37	34
Formal plans.....	2	1	6	-
Single rate.....	(³)	-	-	-
Range of rates.....	2	1	6	-
Individual rates.....	32	32	31	34
Incentive workers.....	65	67	63	66
Individual piecework.....	65	66	63	66
Individual bonus.....	1	1	-	-

¹ For definition of wage payment, see appendix A.

² Ninety-four percent of the workers were in the Southeast.

³ Less than 0.5 percent.

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

65

Table 48. Children's hosiery mills: Scheduled weekly hours

(Percent of production and office workers by scheduled weekly hours,¹ selected States, and area, September 1973)

Weekly hours ¹	United States ²	States		Area	United States ²	States		Area
		North Carolina	Tennessee	Winston-Salem-High Point, N.C.		North Carolina	Tennessee	Winston-Salem-High Point, N.C.
		Production workers				Office workers		
All workers.....	100	100	100	100	100	100	100	100
30 hours.....	-	-	-	-	3	6	-	-
36 hours.....	-	-	-	-	(³)	1	-	2
37½ hours.....	-	-	-	-	2	-	-	-
38¾ hours.....	-	-	-	-	1	3	-	-
40 hours.....	100	100	100	100	94	90	100	98

¹ Data relate to predominant work schedule of full-time workers in each establishment.

² Ninety-four percent of the workers were in the Southeast.

³ Less than 0.5 percent.

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

Table 49. Children's hosiery mills: Shift differential provisions¹ and practices

(Percent of production workers by shift differential provisions¹ and practices, United States, selected States, and area, September 1973)

Shift differential	United States ²	States		Area	Shift differential	United States ²	States		Area
		North Carolina	Tennessee	Winston-Salem-High Point, N.C.			North Carolina	Tennessee	Winston-Salem-High Point, N.C.
<u>Second shift</u>					<u>Second shift</u>				
Workers in establishments having second-shift provisions	94.1	91.6	93.9	95.8	Workers employed on second shift	14.5	14.5	13.0	14.4
With shift differential	31.1	21.8	42.2	32.6	Receiving shift differential	5.5	4.1	6.4	6.1
Uniform cents-per-hour	10.6	2.8	42.2	4.9	Uniform cents-per-hour	1.7	.5	5.2	.9
5 cents	6.1	-	29.3	-	5 cents	.9	-	4.3	-
10 cents	2.9	-	5.3	-	10 cents	.5	-	.9	-
12½ cents	1.6	2.8	-	4.9	12½ cents	.3	.5	-	.9
Uniform percentage	15.5	15.6	7.6	27.6	Uniform percentage	2.9	3.0	1.1	5.2
3 percent	1.6	-	7.6	-	3 percent	.2	-	1.1	-
4 percent	2.1	-	-	-	4 percent	.5	-	-	-
5 percent	8.7	15.6	-	27.6	5 percent	1.7	3.0	-	5.2
10 percent	3.1	-	-	-	10 percent	.6	-	-	-
Other	5.1	3.4	-	-	Other	.9	.6	-	-
With no differential	62.9	69.8	51.7	63.2	Receiving no shift differential	9.0	10.4	6.7	8.2
<u>Third or other late shift</u>					<u>Third or other late shift</u>				
Workers in establishments having third or other late shift provisions	70.8	68.3	88.6	73.5	Workers employed on third or other late shift	4.4	4.9	5.5	5.2
With shift differential	39.5	23.4	62.8	27.6	Receiving shift differential	2.0	1.5	2.9	2.1
Uniform cents-per-hour	10.5	-	29.3	-	Uniform cents-per-hour	.6	-	2.5	-
5 cents	4.4	-	-	-	5 cents	(³)	-	-	-
10 cents	4.2	-	20.4	-	10 cents	.4	-	1.8	-
12 cents	1.8	-	8.9	-	12 cents	.2	-	.7	-
Uniform percentage	19.1	15.6	25.1	27.6	Uniform percentage	.9	1.2	-	2.1
5 percent	1.6	-	7.6	-	5 percent	-	-	-	-
7 percent	2.1	-	-	-	7 percent	.2	-	-	-
10 percent	11.8	15.6	-	27.6	10 percent	.7	1.2	-	2.1
15 percent	3.6	-	17.5	-	15 percent	-	-	-	-
Other	9.9	7.8	8.4	-	Other	.5	.4	.4	-
With no shift differential	31.3	44.9	25.9	45.9	Receiving no shift differential	2.4	3.3	2.6	3.1

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

² Ninety-four percent of the workers were in the Southeast.

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

Table 50. Children's hosiery mills: Paid holidays

(Percent of production and office workers in mills with formal provisions for paid holidays, United States, selected States, and area, September 1973)

Number of paid holidays	United States ¹	States		Area	United States ¹	States		Area	
		North Carolina	Tennessee	Winston-Salem-High Point, N.C.		North Carolina	Tennessee	Winston-Salem-High Point, N.C.	
		Production workers				Office workers			
All workers	100	100	100	100	100	100	100	100	
Workers in establishments providing paid holidays	49	37	71	40	67	48	86	60	
2 days	12	3	24	-	10	3	12	4	
3 days	11	19	-	34	14	25	4	31	
4 days	9	5	17	-	9	11	6	15	
5 days	8	6	24	-	14	4	43	-	
5 days plus 1 half day	-	-	-	-	2	-	5	-	
6 days	3	3	5	6	1	1	1	2	
7 days	6	-	-	-	17	5	15	8	
Workers in establishments providing no paid holidays	51	63	29	60	33	52	14	40	

¹ Ninety-four percent of the workers were in the Southeast.

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

Table 51. Children's hosiery mills: Paid vacations

(Percent of production and office workers in mills with formal provisions for paid vacations after selected periods of service, United States, selected States, and area, September 1973)

Vacation policy	United States ¹	States		Area	United States ¹	States		Area	
		North Carolina	Tennessee	Winston-Salem-High Point, N.C.		North Carolina	Tennessee	Winston-Salem-High Point, N.C.	
		Production workers				Office workers			
All workers.....	100	100	100	100	100	100	100	100	
<u>Method of payment</u>									
Workers in establishments providing paid vacations.....	70	62	91	80	82	73	93	91	
Length-of-time payment.....	11	-	15	-	75	59	91	69	
Percentage payment.....	60	62	76	80	6	14	1	22	
Workers in establishments providing no paid vacations.....	30	38	9	20	18	27	7	9	
<u>Amount of vacation pay²</u>									
After 1 year of service:									
Under 1 week.....	14	15	17	6	1	2	-	3	
1 week.....	51	43	55	67	54	24	79	34	
2 weeks.....	4	-	18	-	24	41	14	54	
3 weeks.....	-	-	-	-	3	6	-	-	
After 2 years of service:									
Under 1 week.....	10	8	17	-	-	-	-	-	
1 week.....	46	35	55	46	50	24	64	34	
Over 1 and under 2 weeks.....	9	16	-	28	-	-	-	-	
2 weeks.....	6	4	18	6	29	43	29	57	
3 weeks.....	-	-	-	-	3	6	-	-	
After 5 years of service:									
Under 1 week.....	1	2	-	-	-	-	-	-	
1 week.....	27	20	24	19	19	12	23	15	
Over 1 and under 2 weeks.....	12	16	17	28	-	-	-	-	
2 weeks.....	27	21	49	27	59	53	70	73	
3 weeks.....	-	-	-	-	3	6	-	-	
4 weeks.....	2	4	-	6	-	2	-	3	
After 15 years of service: ³									
Under 1 week.....	1	2	-	-	-	-	-	-	
1 week.....	27	20	24	19	19	12	23	15	
Over 1 and under 2 weeks.....	12	16	17	28	-	-	-	-	
2 weeks.....	21	21	35	27	47	53	60	73	
3 weeks.....	7	-	14	-	14	6	10	-	
4 weeks.....	2	4	-	6	1	2	-	3	

¹ Ninety-four percent of the workers were in the Southeast.

² Vacation payments, such as 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 15 years may include changes in provisions occurring between 5 and 15 years.

³ Vacation provisions were the same after longer periods of service.

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

Table 52. Children's hosiery mills: Health, insurance, and retirement plans

(Percent of production and office workers in mills with specified health, insurance, and retirement plans, United States, selected States, and area, September 1973)

Type of plan ¹	United States ²	States		Area	United States ²	States		Area	
		North Carolina	Tennessee	Winston-Salem-High Point, N.C.		North Carolina	Tennessee	Winston-Salem-High Point, N.C.	
		Production workers				Office workers			
All workers	100	100	100	100	100	100	100	100	
Workers in establishments providing:									
Life insurance	88	90	96	94	89	91	93	95	
Noncontributory plans	46	45	56	24	53	47	58	26	
Accidental death and dismemberment insurance	69	68	79	89	61	69	59	88	
Noncontributory plans	29	29	39	19	25	26	24	18	
Sickness and accident insurance or sick leave or both ³	26	35	11	53	25	41	15	61	
Sickness and accident insurance	26	35	11	53	21	31	15	46	
Noncontributory plans	5	5	11	-	6	3	15	-	
Sick leave (full pay, no waiting period)	-	-	-	-	17	29	15	42	
Sick leave (partial pay or waiting period)	-	-	-	-	-	-	-	-	
Hospitalization insurance	92	96	100	99	94	96	100	99	
Noncontributory plans	30	34	20	12	35	45	13	17	
Surgical insurance	92	96	100	99	94	96	100	99	
Noncontributory plans	30	34	20	12	35	45	13	17	
Medical insurance	71	68	86	90	77	70	93	84	
Noncontributory plans	18	19	20	6	23	24	13	10	
Major medical insurance	79	83	86	94	85	89	93	92	
Noncontributory plans	25	26	31	6	33	38	28	10	
Retirement plans ⁴	26	31	24	28	45	34	70	29	
Pensions	17	16	24	-	38	17	70	-	
Noncontributory plans	17	16	24	-	37	17	70	-	
Severance pay	9	16	-	28	7	17	-	27	
No plans	6	1	-	1	5	1	-	1	

¹ Includes plans for which the employer pays at least part of the cost and excludes legally required plans such as workmen's compensation and social security; however, plans required by State temporary disability laws are included if the employer contributes more than is legally required or the employee receives benefits in excess of legal requirements. "Noncontributory plans" include only those plans financed entirely by the employer.

² Ninety-four percent of the workers were in the Southeast.

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

⁴ Unduplicated total of workers in plants having provisions for pension or severance pay plans shown separately.

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

Table 53. Children's hosiery mills: Other selected benefits

(Percent of production and office workers in mills with provisions for funeral leave pay, jury duty pay, and technological severance pay, United States, selected States, and area, September 1973)

Item	United States ¹	States		Area
		North Carolina	Tennessee	Winston-Salem-High Point, N.C.
		Production workers		
Workers in establishments with provisions for:				
Funeral leave pay.....	4	-	-	-
Jury duty pay.....	17	8	11	-
Technological severance pay ²	-	-	-	-
		Office workers		
Workers in establishments with provisions for:				
Funeral pay.....	13		15	
Jury duty pay.....	19		15	
Technological severance pay ²	-	-	-	

¹ Ninety-four percent of the employees were in the Southeast.

² Pay to employees permanently separated from the company as a result of technological change or plant closing.

Appendix A. Scope and Method of Survey

Scope of survey

The survey included establishments engaged primarily in knitting, dyeing, or finishing full-fashioned or seamless hosiery (Industries 2251 and 2252 as defined in the 1967 edition of the Standard Industrial Classification Manual, prepared by the U.S. Office of Management and Budget). Separate auxiliary units, such as central offices, were excluded.

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

Industry branches

Establishments were classified by industry branch as follows: The women's hosiery branch includes mills engaged primarily in the manufacture of women's full- or knee-length hosiery, including panty hose, whether full-fashioned or seamless; the men's hosiery branch includes seamless hosiery (size 10 and up); and the children's hosiery branch includes mills engaged primarily in the manufacture of children's, boys', and infants' hosiery and women's anklets and socks. For example, if 60 percent of the total value of a mill's product was men's hosiery and 40 percent was children's hosiery, all workers in that mill were considered as producing men's hosiery.

Method of study

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

Establishment definition

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

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 as a precise measure of employment.

Production workers and office workers

The terms "production workers," and "production and related workers," used interchangeably in this bulletin, include working foremen and all nonsupervisory workers engaged in nonoffice activities. Administrative, executive, professional, and technical personnel, and force-account construction employees, who are utilized as a separate work force on the firm's own properties, are excluded.

"Office workers" include all nonsupervisory office workers and exclude administrative, executive, professional, and technical employees.

Occupations selected for study

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

Table A-1. Estimated number of establishments and workers within scope of survey and number studied, hosiery manufacturing, September 1973

Region ¹ and area	Number of establishments ²		Workers in establishments—			
	Within scope of study	Actually studied	Within scope of study			Actually studied
			Total ³	Production workers	Office workers	Total
All hosiery mills:						
United States ⁴	455	227	65,516	59,516	2,410	47,762
Middle Atlantic.....	37	21	3,186	2,637	255	2,725
Southeast.....	388	186	57,309	52,427	1,915	41,230
Women's hosiery mills:						
United States ⁴	194	107	36,500	33,301	1,253	27,623
Middle Atlantic.....	28	14	1,706	1,373	158	1,300
Southeast.....	151	82	31,763	29,190	985	24,001
North Carolina.....	106	53	21,192	19,467	644	15,108
Hickory—Statesville ⁵	16	11	3,222	2,946	100	2,127
Winston—Salem—High Point ⁶	48	24	9,359	8,626	266	8,166
Tennessee.....	19	13	4,195	3,868	137	3,706
Men's hosiery mills:						
United States ⁴	152	73	17,302	15,617	695	12,864
Middle Atlantic.....	7	6	1,412	1,212	95	1,391
Southeast.....	135	61	14,583	13,293	517	10,531
North Carolina.....	113	44	11,326	10,336	391	7,557
Hickory—Statesville ⁵	62	22	2,958	2,679	96	1,873
Winston—Salem—High Point ⁶	30	17	5,814	5,294	211	4,468
Tennessee.....	9	7	1,511	1,339	75	1,381
Children's hosiery mills:⁷						
United States.....	109	47	11,714	10,598	462	7,275
Southeast.....	102	43	10,963	9,944	413	6,698
North Carolina.....	71	24	6,483	5,897	197	3,326
Winston—Salem—High Point ⁶	34	14	3,684	3,335	121	2,131
Tennessee.....	17	11	2,470	2,202	135	2,019

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

² Includes only mills having 20 or more workers at the time of reference of the universe data.

³ Includes executive, professional, and other workers excluded from the separate production and office workers categories.

⁴ Includes data for regions in addition to those shown separately. Alaska and Hawaii were not included in the study.

⁵ The Hickory—Statesville area includes Burke, Caldwell, Catawba, and Iredell Counties.

⁶ The Winston—Salem—High Point area includes: Alamance, Davidson, Forsyth, Guilford, Randolph, and Surrey Counties.

⁷ Includes children's, boys', and infants' hosiery; women's anklets and socks; and all other hosiery not elsewhere classified.

Wage data

Information on wages relates to average 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 worker's regular pay. Nonproduction bonus payments, such as Christmas or yearend bonuses, were excluded.

Average (mean) hourly rates or earnings for each occupation or category 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 their straight-time salary by normal (or standard) hours to which the salary corresponds.

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 Area as defined by the U.S. Office of Management and Budget through November 1972.

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

Method of wage payment

Tabulations by method of wage payment relate to the number of workers paid under the various time and incentive wage systems. Formal rate structures for time-rated workers provide single rates or a range of rates for individual job categories. In the absence of a formal rate structure, pay rates are determined primarily by the qualifications of the individual worker. A single rate structure is one in which the same rate is paid

to all experienced workers in the same job classification. Learners, apprentices, or probationary workers may be paid according to rate schedules which start below the single rate and permit the workers to achieve the full job rate over a period of time. An experienced worker may occasionally be paid above or below the single rate for special reasons, but such payments are regarded as exceptions. Range-of-rate plans are those in which the minimum, maximum, or both of these rates paid experienced workers for the same job are specified. Specific rates for individual workers within the range may be determined by merit, length of service, or a combination of these. Incentive workers are classified under piecework or bonus plans. Piecework is work for which a predetermined rate is paid for each unit of output. Production bonuses are for production in excess of a quota or for completion of a job in less than standard time.

Scheduled weekly hours

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

Shift provisions and practices

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

Supplementary benefits

Supplementary benefits in an establishment were considered applicable to all production (office) workers if they applied to half or more of the production workers in the establishment. Similarly, if fewer than half of the workers were covered, the benefit was considered nonexistent in the establishment. Because of length-of-service and other eligibility requirements, the proportion of workers receiving the benefits may be smaller than estimated.

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

Paid vacations. The summaries of vacation plans are limited to formal arrangements and exclude informal plans whereby time off with pay is granted at the discretion of the employer or supervisor. Payments not on a time basis were converted; for example, a payment of 2 percent of annual earnings was considered the equivalent of 1 week's pay. The periods of service for which data are presented were selected as representative of

the most common practices; but they do not necessarily reflect individual establishment provisions for progression. For example, changes in proportions indicated at 10 years of service may include changes which occurred between 5 and 10 years.

Health, insurance, and retirement plans.

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

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

Tabulations of paid sick leave plans are limited to formal plans which provide full pay or a proportion of the worker's pay during absence from work because of illness; informal arrangements have been omitted. Separate tabulations are provided for (1) plans

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

which provide full pay and no waiting period, and (2) plans providing either partial pay or a waiting period.

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

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

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

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

Technological severance pay. Data relate to formal plans providing for payment to employees permanently separated from employment because of a technological change or plant closing.

Appendix B. Occupational Descriptions

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

Plant occupations

Adjuster and fixer, knitting machines

Sets up, regulates, adjusts, and/or repairs knitting machines used in the hosiery industry. Work involves most of the following: Setting up knitting machines to produce the design, shape, and size desired in the product; regulating and adjusting the machines for efficient operation; attaching fixtures or attachments to the machine; examining product or machines faulty in operation to determine whether adjustments or repairs are necessary; dismantling or partly dismantling the machine; replacing broken, damaged, or wornout parts or performing other repairs, and reassembling the machines; and using a variety of handtools in adjusting, fitting, or replacing parts, fixtures, or attachments. Include adjuster-fixers who may also perform duties as knitters or knitting machine tenders, or sewing machine repairmen, providing pay rates reflect the adjuster qualifications.

For wage survey purposes, workers are classified according to type of machine as follows:

- Seamless, full- or knee-length
- Seamless, half-hose
- Other (including combination of above)

Bagger

Places pairs of finished hose in bags made of cellophane, plastic or similar material prior to shipment. May also label and seal bags.

Boarder, automatic

Shapes and dries hosiery after dyeing by operating an automatic boarding machine. Work involves: Drawing and alining the various parts of damp hosiery over shaped forms which are automatically conveyed through a drying chamber; regulating the amount of steam or hot air delivered to the chamber; and observing finished work for proper operation.

The machine automatically strips hosiery from the forms and stacks them neatly on board or table.

Boarder, Dunn method

(Single boarder)

Shapes and finally sets the stitch in dyed hosiery using the Dunn method or similar system of boarding. Work involves most of the following: Drawing and alining various parts of hose over form of machine; placing individual or cluster of forms into steam pressure chamber; removing forms from steam chamber; and stripping shaped hosiery from forms.

Boarder, other than automatic

Shapes and dries hosiery after dyeing by any method other than an automatic machine. Work involves most of the following: Drawing and alining the various parts of damp hosiery over shaped forms which may be stationary or attached to either an endless chain or revolving base; opening valves to admit steam

or hot air to inside of forms or drying chamber; and removing or stripping dried and shaped hose from the forms. In addition, may place hosiery on stacking board in dozen groups and prepare identification tickets for completed lots.

Boxer

Packs folded hosiery in cardboard boxes (usually 3, 6, or up to a dozen pairs to a box) and attaches labels thereto to indicate the color, size, lot number, etc., of the contents. In addition, may insert descriptive literature in the boxes.

Workers who also fold hosiery are excluded from this classification.

Collection-system inspector

(Knitting inspector)

Examines seamless hosiery, delivered by conveyor system from knitting machines to a central point, to determine whether machines are knitting properly. Work primarily involves: Inspecting hose for defects such as holes, runs, torn threads, and dropped stitches; identifying defective machines by code on imperfect hose; and signaling fixer that machine is not knitting properly. May also sort hose according to size and style, tally number of hose inspected, and hang hose on rack.

Workers who have no control over knitting machines, but examine and classify hose (e.g., determine whether hose are to be mended or rejected) are to be excluded from this classification. See Examiner (hosiery inspector).

Collection-system operator

(Knitting attendant; utility operator)

Supplies yarn as needed to seamless hosiery knitting machines which are equipped with a conveyor system that transports hose from the machine to a central inspection point. Work involves: Placing cones of yarn on machines; tailing ends of yarn being knitted to new yarns; threading yarn through guides; and attaching yarn to needles. May also assist knitting machine fixers in resetting the machines and relieve collection system inspectors as required.

Dyeing-machine tender

Prepares and operates one or more of the various types of dyeing machines or kettles used to dye hosiery. Work involves: Mixing

dye colors, acids, and soap and water according to formula, and pouring solution into kettle or tank of machine, or opening and controlling valves which supply dyeing equipment with dyeing solution and water; loading material into machine or kettle; controlling steam valves to heat solution; starting and stopping the rotating or revolving mechanism of the machine; and removing dyed batch, draining solution from kettle or machine and rinsing equipment for next batch. May use mechanical hoist to lower or raise kettle baskets or other parts of equipment. Exclude workers who only mix dyes or take samples, and who do not regularly operate dye machines.

Examiner (hosiery inspector)

Examines and inspects hosiery for defects or flaws in knitting, looping, seaming or dyeing. Work involves most of the following: Drawing each hose over revolvable form or board; examining hose for defects and marking or indicating each defect; testing stocking for weak spots by operating levers that expand jaws of pattern and stretch the stocking at various places; cutting loose ends of thread from stockings with scissors; and determining whether defective hose should be mended or rejected. In addition, may mend minor defects.

For wage survey purposes, workers are classified as follows:

Grey (greige) examiner

Finished examiner

Other (including combination of above)

Folder

Folds hosiery in pairs and either bands them or places them in envelopes.

Workers who also box hosiery by packing them in cardboard box are excluded from this classification.

Folder and boxer

Performs a combination job of folding and boxing hosiery as described above. Include in this classification operators of automatic folding and boxing machines.

Workers who either fold or box only are excluded from this classification.

Knitter, women's seamless hosiery

Operates one or more knitting machines that knit a complete woman's seamless stocking. Work involves: Placing cones of yarn on machines and threading yarn through guides and attaching it to the needles; starting machine and watching the fabric during the knitting process for defects of any kind.

For wage survey purposes, workers are classified according to types of feed and number of needles as follows:

Single-feed
<u>474 needles</u>
<u>400 needles</u>
<u>All other</u>
Two-feed
<u>474 needles</u>
<u>400 needles</u>
<u>All other</u>
Four-feed
<u>400 needles</u>
<u>All other</u>
Six-feed
<u>400 needles</u>
<u>All other</u>
Eight-feed
<u>400 needles</u>
<u>All other</u>

Knitter, automatic

Operates one or more machines that automatically knit a complete seamless stocking (other than women's full-length) from the top (ribbed top or welt) to the toe. Work involves most of the following: Placing spool or cone of yarn in yarn holder on machine; threading end of yarn through guides, and attaching it to the needles; starting machine which automatically knits the top, leg, heel, foot, and toe of a seamless stocking in one continuous operation; piecing-up broken ends by twisting or tying the two ends together; and inspecting stocking coming from knitting machine for defects and flaws. In addition, may count stockings, tie them into bundles, or attach card that identifies operator by style number.

Knitter, rib

Operates one or more machines that knit the ribbed portions (tops or legs) of seamless hosiery. Work involves most of the following: Placing cones of thread or yarn on cone holder of machine; threading end of yarn through guides, and attaching it to needles in needle holder; starting operation of machine which automatically knits a continuous tube of alternate single and double lines of web and drops or enlarges stitches at predetermined intervals to indicate where the tube is to be cut; inspecting operation of machine to make certain ribs are being knitted properly; replacing empty cones of yarn in holder with new ones; piecing-up broken ends by twisting or tying the two ends of yarn together; adjusting, replacing, and/or straightening defective, broken, or bent needles; and removing the knit ribs or tops from the machine by cutting the threads with scissors.

Knitter, string

Operates one or more circular knitting machines that knit seamless stockings in a continuous string, which is cut later at proper places to make individual stockings. Work involves most of the following: Placing cones of yarn on cone holder of machine; threading end of yarn through guides and attaching to needles; starting operation of machine which automatically knits the leg, heel, foot, and toe of the stocking in a continuous string; piecing-up broken ends by twisting or tying the two ends together; adjusting, replacing, and/or straightening broken, defective, or bent needles; and removing the knitted material from the machine by cutting the threads with scissors.

Looper, toe

Operates a machine that closes the opening in the toe of seamless hosiery. Work involves: Placing yarn on machine; running thread through various guides and tension disks and to needle of machine; setting corresponding loops of the two parts of the toe or opening on the looping points of rotating dial (dial carries the stocking through the mechanism that automatically joins the parts and trims the edges of the seam); and removing looped stockings from dial of machine.

Mender, hand, finish

Repairs by hand, defects in hosiery prior to folding and boxing. Work involves most of the following: Locating marked defects such as holes, runs, pulled threads, and dropped stitches; sewing up holes in stocking with needle and thread; spreading part of stocking containing run over mending cup, and catching up run with a hand or electric-powered latching needle; inserting missing strands of thread or replacing broken strands with new threads, using a latching needle; cutting off loose threads with scissors. May also do inspecting or pairing.

Mender, hand, grey

Repairs by hand, defects in hosiery prior to dyeing. Work involves most of the following: Locating marked defects such as holes, runs, pulled threads, and dropped stitches; sewing up holes in stocking with needle and thread; spreading part of stocking containing run over mending cup, and catching up run with a hand or electric-powered latching needle; inserting missing strands of thread or replacing broken strands with new threads, using a latching needle; cutting off loose threads with scissors.

Paired

Mates or arranges stockings or stocking blanks for panty hose in pairs so that they will correspond in size, color, length, and texture. Work involves: Laying or spreading the stockings or stocking blanks on pairing table; examining hose for imperfections and segregating the imperfect ones; and selecting two stockings or blanks having same color and size, and comparing them as to length of welt, foot, leg, and heel splicing or reinforcement.

For wage survey purposes, workers are classified according to type of hose as follows:

Stockings
Panty hose
Other (including combination of above)

Preboarder

Shapes and sets the stitch in hosiery in the greige (in the grey state prior to dyeing) using one of several types of machines equipped with steam-heated pressure retort, chamber, or cabinet, and metal hosiery forms. Work involves a combination of the following: Drawing and alining various parts of hose over form; placing individual or cluster of forms into steam pressure chamber (or may place forms on racks which are pushed into steam chamber by floor boy); removing forms from steam chamber; and stripping shaped hosiery from forms. May work with two sets of forms, stripping hose from one set while the second is being steamed, or two workers may operate as a team; forms may be placed into steam chamber manually, or automatically by pushing button, depending upon type of machine.

Operators of the Dunn method are not included in this classification. Also excluded are workers engaged in partial heat setting performed prior to dyeing. In this operation, the grey hosiery is not preboarded but rather hung by the toe onto a rack and then placed in a steam pressure chamber, which partially sets (shrinks) the fabric.

Repairman, sewing machine¹

Adjusts and repairs sewing machines used in the establishment. Work involves

¹ The Bureau of the Census has introduced new job titles in its Occupational Classification System to eliminate those that denote sex stereotypes. In this bulletin, however, old titles have been retained where they refer specifically to jobs for which survey data were collected under earlier definitions. Where titles are used in the generic sense and not to describe a specific job surveyed, they have been changed to eliminate the sex stereotype.

most of the following: Examining machines faulty in operation to diagnose source of trouble; dismantling or partly dismantling machines, replacing broken or worn out parts or performing other repairs, and reassembling machines; adjusting machines to function efficiently by turning adjustment screws and nuts; regulating length of stroke of needle, and horizontal movement feeding mechanism under needle; replacing or repairing transmission belts; preparing specifications for major repairs and initiating orders for replacement parts; using a variety of handtools in fitting and replacing parts.

Seamer, toe

Operates a seaming machine to produce an overedge or flat-butted seam to close the toes of seamless hosiery.

Sewing-machine operator (panty hose)

Operates a standard or special purpose sewing machine to perform the sewing operations required in joining together leg blanks of panty hose and attaching elastic around the top. Includes workers who join leg blanks by sewing them to a gusset, as well as those joining blanks by sewing a U-seam or straight seam which does not require a gusset. Excluded are workers engaged in sewing labels to hose, but not attaching leg blanks or elastic waistbands.

For wage survey purposes, workers are classified according to type of operation performed.

Leg blank sewer (including back and crotch seamers)
Elastic sewer
Other (including combination of above)

Transfer-machine operator

Operates machine that stamps identifying information such as size, trademark, type and gage of yarn, on foot, toe, or heel of hose. Work involves most of the following: Selecting roll of transfer paper and placing roll on reel; threading paper under heating element onto take-up reel; adjusting feeding guides of conveyor belt to size of hose; and starting machine and positioning hose on conveyor belt against guides. May observe finished work for proper operation and make adjustments to machine.

Office Occupations

Clerk, payroll

Computes wages of company employees and enters the necessary data on the payroll sheets. Duties involve: Calculating workers' earnings based on time or production records; posting calculated data on payroll sheet, showing information such as worker's name, working days, time, rate, deductions for insurance, and total wages due. May make out paychecks and assist paymaster in making up and distributing pay envelopes. May use a calculating machine.

Stenographer, general

Primary duty is to take and transcribe dictation from one or more persons, either in shorthand or by Stenotype or similar machine, involving a normal routine vocabulary. May also type from written copy. May maintain files, keep simple records or perform other relatively routine clerical tasks. May operate from a stenographic pool. Does not include transcribing-machine work.

Typist

Uses a typewriter to make copies of various material or to make out bills after calculations have been made by another person. May include typing of stencils, mats, or similar materials for use in duplicating processes. May do clerical work involving little special training, such as keeping simple records, filing records and reports, or sorting and distributing incoming mail.

Class A. Performs one or more of the following: Typing material in final form when it involves combining material from several sources or responsibility for correct spelling, syllabication, punctuation, etc., of technical or unusual words or foreign language material; planning layout and typing of complicated statistical tables to maintain uniformity and balance in spacing. May type routine form letters varying details to suit circumstances.

Class B. Performs one or more of the following: Copy typing from rough or clear drafts; routine typing of forms, insurance policies, etc.; setting up simple standard tabulations, or copying more complex tables already set up and spaced properly.

Industry Wage Studies

The most recent reports providing occupational wage data for industries included in the Bureau's program of industry wage surveys since 1960 are listed below. Copies are for sale 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 regional offices of the Bureau of Labor Statistics shown on the inside back cover. Copies that are out of stock are available for reference purposes at leading public, college, or university libraries, or at the Bureau's Washington or regional offices.

Manufacturing

Basic Iron and Steel, 1972.
BLS Bulletin 1839¹
Candy and Other Confectionery Products, 1970. BLS Bulletin 1732
Cigar Manufacturing, 1972.
BLS Bulletin 1796
Cigarette Manufacturing, 1971.
BLS Bulletin 1748
Fabricated Structural Steel, 1969.
BLS Bulletin 1695
Fertilizer Manufacturing, 1971.
BLS Bulletin 1763
Flour and Other Grain Mill Products, 1972.
BLS Bulletin 1803
Fluid Milk Industry, 1973.
BLS Bulletin 1871
Footwear, 1971. BLS Bulletin 1792
Industrial Chemicals, 1971.
BLS Bulletin 1768
Iron and Steel Foundries, 1967.
BLS Bulletin 1626¹
Leather Tanning and Finishing, 1973.
BLS Bulletin 1835
Machinery Manufacturing, 1973.
BLS Bulletin 1859
Meat Products, 1969. BLS Bulletin 1677
Men's and Boys' Separate Trousers, 1971.
BLS Bulletin 1752
Men's and Boys' Shirts (Except Work Shirts) and Nightwear, 1971. BLS Bulletin 1794
Men's and Boys' Suits and Coats, 1973.
BLS Bulletin 1843
Miscellaneous Plastics Products, 1969.
BLS Bulletin 1690
Motor Vehicles and Parts, 1969.
BLS Bulletin 1679
Nonferrous Foundries, 1970.
BLS Bulletin 1726
Paints and Varnishes, 1970.
BLS Bulletin 1739
Paperboard Containers and Boxes, 1970.
BLS Bulletin 1719
Petroleum Refining, 1971.
BLS Bulletin 1741
Pressed or Blown Glass and Glassware, 1970. BLS Bulletin 1713
Pulp, Paper, and Paperboard Mills, 1972.
BLS Bulletin 1844
Southern Sawmills and Planing Mills, 1969.
BLS Bulletin 1694
Structural Clay Products, 1969.
BLS Bulletin 1697

Manufacturing--Continued

Synthetic Fibers, 1970. BLS Bulletin 1740
Textile Dyeing and Finishing, 1970.
BLS Bulletin 1757
Textiles, 1971. BLS Bulletin 1801
West Coast Sawmilling, 1969.
BLS Bulletin 1704
Women's and Misses' Coats and Suits, 1970.
BLS Bulletin 1728
Women's and Misses' Dresses, 1971.
BLS Bulletin 1783¹
Wood Household Furniture, Except Upholstered, 1971. BLS Bulletin 1793
Work Clothing, 1968. BLS Bulletin 1624¹

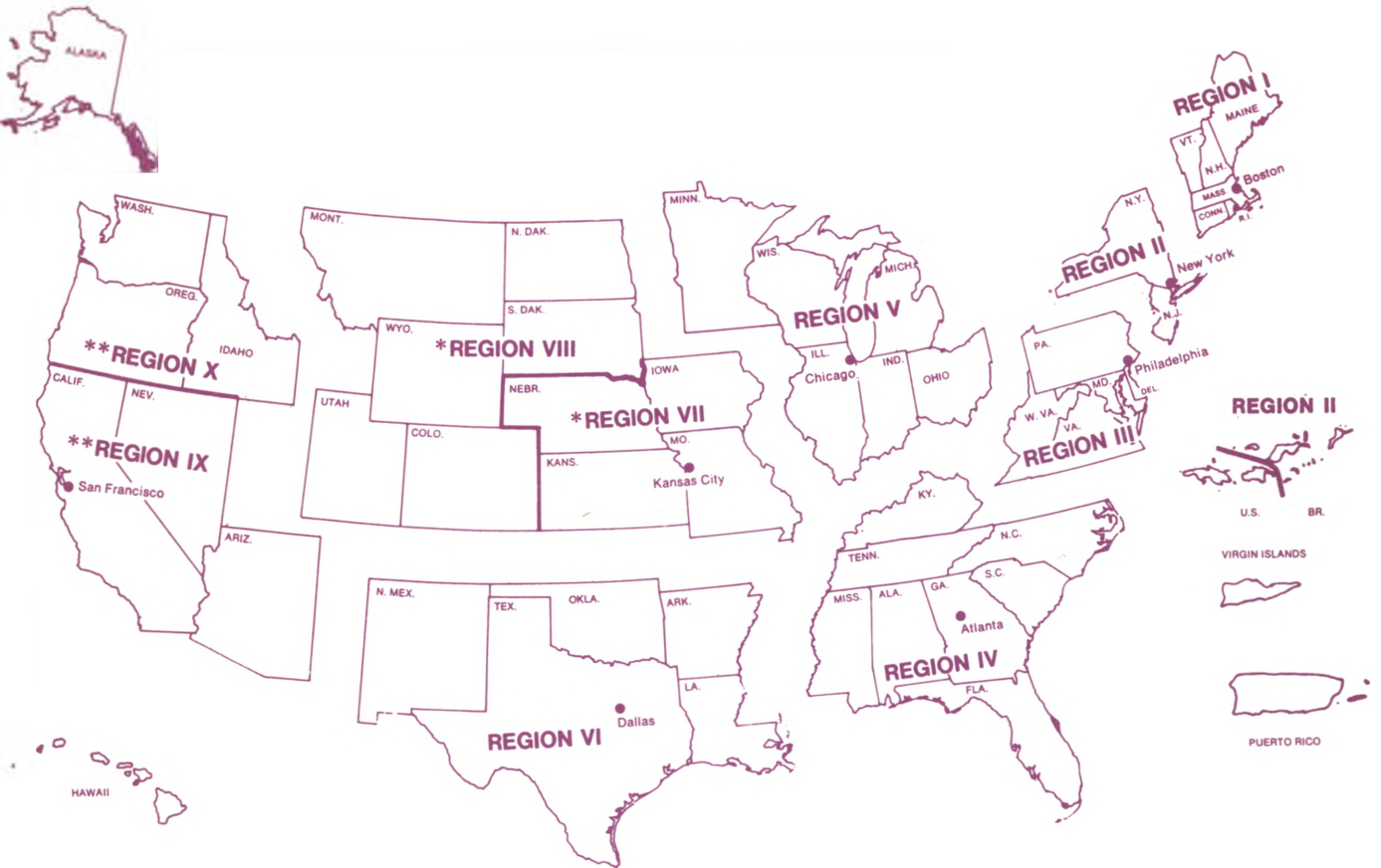
Nonmanufacturing

Appliance Repair Shops, 1972.
BLS Bulletin 1838
Auto Dealer Repair Shops, 1969.
BLS Bulletin 1689
Banking, 1973. BLS Bulletin 1862
Bituminous Coal Mining, 1967.
BLS Bulletin 1583
Communications, 1973.
BLS Bulletin 1854
Contract Cleaning Services, 1971.
BLS Bulletin 1778
Contract Construction, 1972.
BLS Bulletin 1853
Crude Petroleum and Natural Gas Production, 1972. BLS Bulletin 1797
Educational Institutions: Nonteaching Employees, 1968-69. BLS Bulletin 1671
Electric and Gas Utilities, 1972.
BLS Bulletin 1834
Hospitals, 1972. BLS Bulletin 1829
Laundry and Cleaning Services, 1968.
BLS Bulletin 1645¹
Life Insurance, 1971.
BLS Bulletin 1791
Metal Mining, 1972. BLS Bulletin 1820
Motion Picture Theaters, 1966.
BLS Bulletin 1542¹
Nursing Homes and Related Facilities, 1973.
BLS Bulletin 1855
Scheduled Airlines, 1970.
BLS Bulletin 1734
Wages and Tips in Restaurants and Hotels, 1970. BLS Bulletin 1712

¹ Bulletin out of stock.

BUREAU OF LABOR STATISTICS

REGIONAL OFFICES



Region I
 1603 JFK Federal Building
 Government Center
 Boston, Mass. 02203
 Phone: (617) 223-6761

Region II
 Suite 3400
 1515 Broadway
 New York, N.Y. 10036
 Phone: (212) 971-5405

Region III
 P.O. Box 13309
 Philadelphia, Pa. 19101
 Phone: (215) 597-1154

Region IV
 1371 Peachtree Street, N.E.
 Atlanta, Ga. 30309
 Phone: (404) 526-5418

Region V
 9th Floor
 Federal Office Building
 230 S. Dearborn Street
 Chicago, Ill. 60604
 Phone: (312) 353-1880

Region VI
 Second Floor
 555 Griffin Square Building
 Dallas, Tex. 75202
 Phone: (214) 749-3516

Regions VII and VIII*
 911 Walnut Street
 Kansas City, Mo. 64106
 Phone: (816) 374-2481

Regions IX and X**
 450 Golden Gate Avenue
 Box 36017
 San Francisco, Calif. 94102
 Phone: (415) 556-4678

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