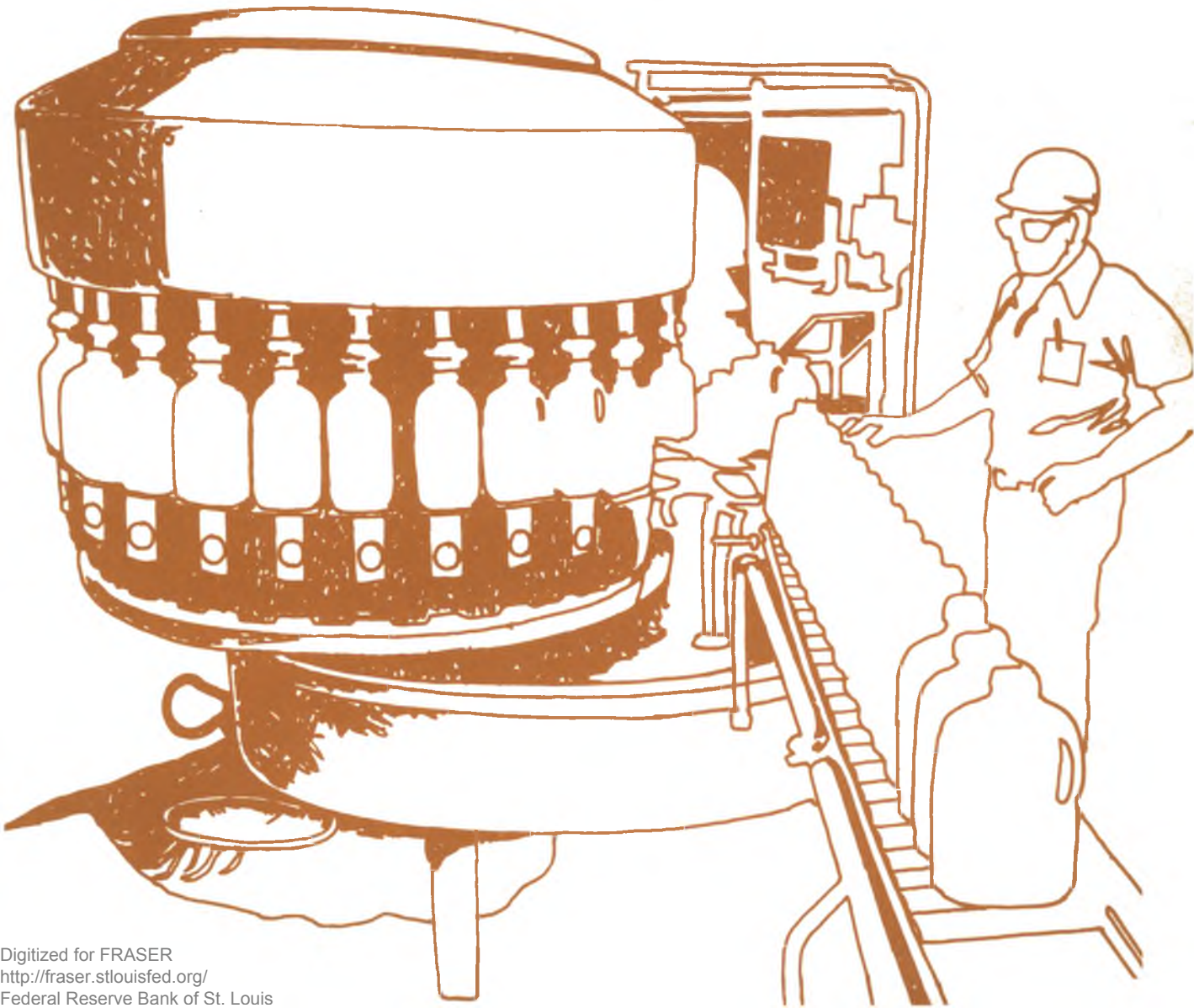


871:
**Industry Wage Survey:
Fluid Milk
October-November 1973**



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

Bulletin 1871



Industry Wage Survey: Fluid Milk October-November 1973

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

Bulletin 1871



For sale by the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402, GPO Bookstore, or
BLS Regional Offices listed on inside back cover. Price \$1.05
Make checks payable to Superintendent of Documents
Stock Number 029-001-01392-2
Catalog Number L2.3:1871

Preface

This bulletin summarizes the results of a Bureau of Labor Statistics survey of wages and supplementary benefits in the fluid milk industry in October–November 1973.

Separate releases were issued earlier for the 20 metropolitan areas covered by the survey. Copies of these releases are available from the Bureau of Labor Statistics, Washington, D.C. 20212, or any of its regional offices.

This study was conducted in the Bureau's Office of Wages and Industrial Relations. Sandra King of the Division of Occupational Wage Structures prepared the analysis; field work for the survey was directed by the Bureau's 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.

The U.S. Census Bureau has introduced new job titles in its Occupational Classification System to eliminate those that denote sex stereotypes. For purposes of this bulletin, however, titles used at the time of the survey have been retained in the appendix. Where titles are used in the generic sense, they have been changed in the text and tables to eliminate the sex stereotype.

Contents

	Page
Summary	1
Industry characteristics	1
Employment	1
Product distribution	2
Sex	2
Unionization	2
Method of wage payment	3
Occupational earnings	3
Route workers	3
Plant workers	4
Establishment practices and supplementary wage provisions	5
Work schedules	5
Shift differential provisions and practices	5
Paid holidays	5
Paid vacations	5
Health, insurance, and retirement plans	5
Work clothing provisions	6
Text tables:	
1. Plant and route workers in fluid milk establishments having collective bargaining agreements covering a majority of their workers	2
2. Percent of workers in fluid milk establishments furnishing or cleaning work clothing, or both, 20 areas combined	6
Reference tables:	
Occupational averages:	
1. Route drivers (weekly)	7
2. Plant workers (hourly)	9
Earnings distribution:	
3. Route drivers, retail, regular	11
4. Route drivers, wholesale, regular	12
5. Filling-machine tenders	13
6. Mechanics, automotive	14
7. Refrigeration workers	15
8. Sanitizers	16

Contents—Continued

Page

Reference tables—Continued

Establishment practices and supplementary wage provisions:

Method of wage payment:

9. Route drivers	17
10. Plant workers	18
11. Scheduled weekly hours: Plant workers	19
12. Shift differential provisions: Plant workers	20
13. Shift differential practices: Plant workers	22

Paid holidays:

14. Route drivers	24
15. Plant workers	25

Paid vacations:

16. Route drivers	26
17. Plant workers	28

Health, insurance, and retirement plans:

18. Route drivers	30
19. Plant workers	32
20. Work clothing provisions by area	34

Appendixes:

A. Scope and method of survey	35
B. Occupational descriptions	40

Fluid Milk, October–November 1973

Summary

Route sales workers on regular wholesale milk routes averaged \$215.50 to \$329 a week among the 20 metropolitan areas surveyed by the Bureau of Labor Statistics during the fall of 1973.¹ Wholesale route workers had an average earnings advantage over regular route workers (home delivery) of from 10 percent to 50 percent in each of the 10 areas where such comparisons could be made.

Among the 10 plant occupations studied separately,² stationary engineers and automotive mechanics were generally the highest paid while garage attendants and sanitizers (equipment washers) usually averaged the least. Typically, average hourly earnings in the plant jobs surveyed were highest in the San Francisco–Oakland area and lowest in Atlanta and Miami.

Work schedules of 40 hours a week were in effect in establishments employing about three-fourths or more of the plant workers in 16 of the 20 areas. Paid holidays were reported for a majority of the route workers in 17 areas and for four-fifths or more of the plant workers in all 20 areas. Paid vacations, after qualifying periods of service, were provided to nearly all workers. Various types of health, insurance, and pension benefits covered four-fifths or more of both groups in virtually all areas.

Industry Characteristics

Employment. The 273 establishments within scope of the October–November 1973 survey employed about one-fifth of the nearly 150,000 workers in the Nation's fluid milk industry at that time.³ Among

the metropolitan areas⁴ studied, employment levels ranged from fewer than 1,000 workers in Buffalo, Houston, Indianapolis, Kansas City, Minneapolis–St. Paul, and Portland to about 3,000 in Philadelphia and 3,800 in Los Angeles–Long Beach. Most of the other area employment levels ranged between 1,000 and 1,500.

Between September–October 1964, the date of a similar study,⁵ and October–November 1973, nationwide employment in the fluid milk industry fell by about three-tenths. For the 20 areas comparable to both occupational wage studies, their combined total employment fell by slightly over two-fifths. Employment levels dropped in all areas but Atlanta and Miami, where they increased slightly. The greatest percentage declines occurred in Chicago (61 percent) and New York (65 percent). Other large percentage declines were reported for Philadelphia (55 percent), Buffalo (53 percent), San Francisco (52 percent), and Los Angeles (51 percent).

Although the two surveys do not provide precise measures of change in employment levels, some general observations can be made. In the nearly 10 years between the two studies, consumer buying patterns and technological advancement have resulted in a smaller work force necessary to process and distribute milk. For example, the number of retail route workers has declined by about four-fifths since the 1964 study, reflecting the trend away from home milk delivery. The widespread replacement of glass bottles by paperboard cartons, plastic containers, and jugs has eliminated the need for bottle washers at most of the plants visited in 1973. Automated equipment has also decreased employment for such functions as sanitizing the work place and pasteurizing and refrigerating the products.

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

² See appendix B for job descriptions.

³ Nationwide employment as reported in the Bureau's Employment and Earnings series.

⁴ Standard Metropolitan Statistical Areas as defined by the U.S. Office of Management and Budget through November 1972.

⁵ For an account of the earlier survey, see Industry Wage Survey: Fluid Milk, September–October 1964, BLS Bulletin 1464 (1965).

Product distribution. At least two-thirds of the workers in all areas were in establishments whose products were distributed predominantly by retail and wholesale route workers. In 12 areas, however, distribution through company-owned stores was reported as the predominant method by at least one dairy, and sale of products to independent vendors⁶ was predominant in at least one establishment in 10 areas.

Route workers usually accounted for less than one-third of the total employment among the 20 areas surveyed. As indicated above the overwhelming industry practice was to distribute the products by wholesale and retail routes. The proportion of route workers to total employment ranged from about one-tenth in

⁶ Independent vendors were excluded from the survey.

Detroit and Kansas City to slightly over two-fifths in Philadelphia and Pittsburgh.

Sex. Men made up virtually all route and plant workers in the 20 areas. Women, mostly employed as filling-machine tenders, made up less than one-tenth of the production work force in each area studied.

Unionization. Establishments operating under labor-management agreements employed two-thirds or more of the plant and route workers in 16 of the areas surveyed. (See text table 1.) In Houston, three-fourths of the plant workers and nearly three-fifths of the route workers were in union establishments; while less than one-fifth of the workers in Atlanta, Dallas, and Miami were in plants having such contract coverage. No establishments visited in Atlanta had union contracts covering a majority of their workers.

Text table 1. Plant and route workers in fluid milk establishments having collective bargaining agreements covering a majority of their workers

(in percent)

Area	Plant workers	Route workers
Northeast:		
Buffalo-----	65-69	80-84
New York-----	95+	95+
Philadelphia-----	65-69	70-74
Pittsburgh-----	95+	95+
South:		
Atlanta-----	(¹)	(¹)
Baltimore-----	95+	95+
Dallas-----	15-19	(²)
Houston-----	75-79	55-59
Miami-----	10-14	15-19
North Central:		
Chicago-----	95+	95+
Cincinnati-----	80-84	85-89
Cleveland-----	95+	95+
Detroit-----	95+	95+
Indianapolis-----	85-89	95+
Kansas City-----	90-94	85-89
Minneapolis-St. Paul-----	95+	95+
St. Louis-----	95+	95+
West:		
Los Angeles-Long Beach-----	95+	95+
Portland-----	95+	95+
San Francisco-Oakland-----	95+	95+
Total, 20 areas-----	80-84	80-84

¹ None of the establishments visited in Atlanta had labor-management agreements covering a majority of their plant or route workers.

² None of the establishments visited in Dallas had labor-management agreements covering a majority of their route workers.

Most of the union plants in 14 areas commonly united to negotiate the terms of agreement with the local union; whereas, union plants bargained independently in Baltimore, Dallas, Detroit, Houston, and Indianapolis. The International Brotherhood of Teamsters, Chauffeurs, Warehousemen, and Helpers of America (Ind.) was the major union in almost all of the areas studied.

Method of wage payment. About three-fourths or more of the route workers in 17 areas were paid commissions—generally a guaranteed salary plus a stipulated percentage of dollar sales or collections. (See table 9.) In a majority of these areas, their regular pay usually included their own commissions as well as commissions for sales made on the days when swing or relief drivers operated the routes. All the route workers in Los Angeles and Portland and nearly three-fifths in St. Louis were paid on a time-rate basis, either on salary or hourly rates. Virtually all nonsupervisory plant workers were paid on a time basis, usually under formal plans providing a single rate for a specific occupation. (See table 10.) However, four-fifths or more of the plant workers in Atlanta and Miami were under formal plans providing a range of rates for a given job; and nearly nine-tenths in Philadelphia and slightly over one-half in Dallas were paid under informal plans, with rates determined primarily on an individual's qualifications. One-eighth of the plant workers in Buffalo were paid under incentive plans—the largest proportion recorded in the study.

Occupational Earnings

Route sales workers. Straight-time weekly earnings of route workers assigned to regular retail routes averaged less than \$200 in Atlanta, Baltimore, Buffalo, and Cincinnati (\$174.50–\$194); in the other eight areas for which retail route worker's earnings are presented, averages ranged from \$207.50 in Philadelphia to \$237 in Pittsburgh and \$270 in Minneapolis–St. Paul. (See table 1.) Retail route workers usually worked a 5-day week in 10 of the 12 areas; 6-day workweeks applied to approximately three-fifths of the workers in Atlanta and Cleveland.

Individual earnings of regular retail route workers varied considerably in most of the areas, but were concentrated in comparatively narrow ranges in others. To illustrate, earnings of the highest paid workers exceeded those of the lowest paid by at least \$100 a week in 10 areas, (See table 3.) In contrast, all retail route workers in San Francisco–Oakland earned between \$220 and \$240 a week, while virtually all in Chicago had weekly earnings between \$200 and \$240. Most of the route workers in these two areas, however, were paid under incentive plans, incorporating salary (or hourly rate) plus commissions.

Swing or relief drivers, servicing retail routes on the days when regular route workers are off duty, averaged more than regular route workers in five of the seven areas permitting comparison. Their pay advantage averaged from \$4.50 a week in San Francisco to \$29 in Cleveland. Swing drivers typically worked 5 days a week except in Cleveland, where most worked 6 days.

Route workers on regular wholesale milk routes averaged from \$215.50 in Atlanta and \$219 in Los Angeles to \$329 in Chicago. Averages above \$275 a week also were recorded in New York (\$308.50), Philadelphia (\$279.50), Houston (\$278), and Minneapolis–St. Paul (\$277). Wholesale route workers averaged more per week than their counterparts on retail routes in each of the 10 areas where such comparisons could be made. Their average earnings advantage ranged from less than 10 percent in Indianapolis, Minneapolis–St. Paul, and San Francisco to 50 percent in Chicago.

Five-day workweeks applied to a majority of the wholesale route workers in most areas; however, in Cleveland, Dallas, and Miami, longer workweeks (usually 6 days) were typical. In Miami, regular wholesale drivers working 6 days a week averaged \$128.50 more per week than those on 5 days. In Philadelphia, the only other area for which data could be presented for both workweeks, regular wholesale route workers on 6 days averaged \$11 more than those working 5 days. Approximately one-third of the regular wholesale drivers in Pittsburgh worked fewer than 4½ days a week; they averaged \$26 per week less than their counterparts

on 5-day schedules. Average earnings of route workers also reflect their employment distribution among establishments with disparate pay levels, as well as variations in their workweeks.

As with the retail route drivers, individual earnings of wholesale route workers varied considerably in most areas. (See table 4.) However, in the Los Angeles, Portland, and San Francisco areas, earnings were within a relatively narrow range. As mentioned previously, all of the route workers in Los Angeles and Portland were paid on a time-rate basis, while most of those in San Francisco were paid incentive rates.

Swing or relief drivers averaged more per week than drivers assigned to regular wholesale routes in 8 of the 12 areas permitting comparison. The advantage for relief drivers averaged from 50 cents a week in Chicago to \$23.50 in Philadelphia. Similar to their retail counterparts, wholesale swing or relief drivers typically worked 5 days a week except in Cleveland and Miami, where most worked 6 days.

Data for combination retail and wholesale route workers are presented for three areas. (See table 1.) In Philadelphia and Pittsburgh, combination drivers on both regular and swing routes earned less than their counterparts who were limited to retail or wholesale deliveries. In Cincinnati, however, the combination drivers were only on swing routes and earned \$54 a week more than the regular retail drivers and \$19 a week more than the regular wholesale drivers in that area.

Plant workers. The 10 occupations which were selected to represent wage levels of nonsupervisory production workers in the fluid milk industry accounted for slightly over one-half of the 12,902 plant workers in the 20 areas combined. (See table 2.) Average hourly earnings for plant workers typically were highest in the San Francisco-Oakland area and lowest in Atlanta and Miami. Differences between the highest- and lowest-paying areas (not necessarily those just mentioned) amounted to at least 90 percent and ranged to 118 percent.

Among the occupations studied, stationary engineers and automotive mechanics were usually the highest paid. Stationary engineers averaged from \$3.48

an hour in Miami and \$3.53 in Dallas to \$7.07 in Chicago and \$7.47 in New York; the range for mechanics was \$3.56 in Atlanta to \$6.03 in Minneapolis-St. Paul to \$7.36 in San Francisco. Garage attendants and sanitary equipment washers usually averaged the least, commonly ranging between \$3 and \$5 an hour.

Filling-machine tenders, the largest occupational group studied, averaged from \$3.17 an hour in Atlanta to \$6.04 in San Francisco-Oakland. Approximately two-thirds of these workers operated machines filling cartons; approximately one-tenth operated machines filling bottles; and the remainder filled other containers.

The maximum spreads between area job averages showed no consistent relationship by skill level. For example, in San Francisco-Oakland, order fillers (employees who fill shipping or transfer orders for finished goods from stored merchandise) averaged 90 percent more than their counterparts in Miami (\$5.94 compared with \$3.13); while for equipment washers, another relatively low skilled job, the corresponding spread amounted to 110 percent (\$6.11 and \$2.91). Similarly, San Francisco pasteurizers and auto mechanics (two relatively high skilled jobs) averaged 93 and 107 percent more, respectively, than their counterparts in Atlanta.

In some areas, a number of job averages fell within narrow bands. In Portland, for example, filling-machine tenders, order fillers, pasteurizers, refrigeration workers, and equipment washers averaged between \$5.72 and \$5.80. Averages for the same jobs also fell within narrow bands in Cincinnati (\$4.86 to \$4.98), Cleveland (\$4.47 to \$4.59), Detroit (\$4.85 to \$4.99), and St. Louis (\$4.65 to \$4.81). In most of the other areas, however, the differences in average hourly earnings for these occupations were substantially larger.

Earnings of individuals in the same occupation and area often were widely dispersed. (See tables 5 to 8.) Moreover, individual earnings overlapped considerably among areas with widely differing wage levels. Thus, a number of workers in comparatively low-paying areas earned as much as, or more than, some of their counterparts in areas having higher averages.

Establishment Practices and Supplementary Wage Provisions

Information was obtained on shift differential provisions and practices for plant workers. Data on work schedules and selected supplementary benefits, including paid holidays, paid vacations, and health, insurance, and retirement plans were obtained for both route workers and plant workers. In the 20 areas combined, about seven-tenths of the workers were in establishments in which holiday and vacation provisions were the same for plant workers and route workers; and four-fifths were in plants with the same health insurance provisions for both groups. In a few areas, however, provisions for these benefits, particularly paid holidays, differed substantially for the two groups. For example, one-half of the establishments visited in Cincinnati reported 6 paid holidays for plant workers and none for route workers. Similarly, plant workers in nearly all establishments surveyed in Dallas received from 4 to 6 paid holidays, while route workers received no paid holidays.

Weekly work schedules. Work schedules of 40 hours a week were in effect in establishments employing about three-fourths or more of the plant workers in 16 of the 20 areas. (See table 11.) At least two-fifths of the workers in Atlanta, Dallas, and Miami were on weekly schedules exceeding 40 hours; and in Minneapolis-St. Paul, slightly over one-half of the plant employees were scheduled to work 37½ hours.

Most of the route workers on time rates were in establishments where they were scheduled to work 40 hours per week. Schedules exceeding 40 hours, however, were in effect in establishments employing all of the time-rated route workers in Cleveland, Dallas, Houston, and Miami.

Approximately four-fifths of the retail and wholesale route drivers in the 20 areas combined worked a 5-day week. Six-day schedules were reported for approximately three-fifths of the retail route drivers in Atlanta and Cleveland, and for at least half of the wholesale route drivers in Cleveland, Dallas, and Miami. Work schedules of fewer than 5 days a week were rare.

Shift provisions and practices. Establishments with formal provisions for

work on second shifts accounted for two-thirds or more of the plant workers in 17 of the 20 areas; formal third- or other late-shift provisions covered a similar proportion in 14 areas. (See table 12.) The proportions of workers actually employed on second shifts at the time of the survey ranged from nearly one-third in Detroit and Kansas City to about one-tenth or less in 8 areas. (See table 13.) The corresponding proportions of third- or other late-shift workers ranged from one-fifth in Los Angeles-Long Beach, New York, Philadelphia, and San Francisco-Oakland to roughly an eighth or less in the remaining areas. Extra pay for such work was usually provided in most areas and was nearly always the same for both evening and night shifts. Although varying widely among the areas, shift differentials typically ranged from 10 to 20 cents an hour above day-shift rates.

Paid holidays. Paid holidays were reported for a majority of the route workers in all but three areas (Cincinnati, Dallas, and Indianapolis) and for four-fifths or more of the plant workers in all 20 areas.⁷ (See tables 14 and 15.) Provisions for 6, 7, or 8 days typically applied to both groups. Notable exceptions included 9 days for most workers in San Francisco; 5 days for about four-fifths of both groups in Atlanta; and 4 days annually for two-thirds of the route workers in Kansas City.

Paid vacations. Paid vacations after qualifying periods of service, were provided to nearly all route and plant workers. (See tables 16 and 17.) Provisions for both groups usually amounted to 1 week's pay after 1 year of service, 2 weeks' after 2 years, 3 weeks' after 10 years, and 4 weeks' after 20 years. Plans providing at least 5 weeks' of vacation pay after 25 years of service were also available for two-thirds or more of the route and plant workers in Chicago, Cincinnati, Los Angeles, Philadelphia, Pittsburgh, Portland, St. Louis, and San Francisco.

Health, insurance, and retirement plans. Four-fifths or more of the route and plant workers in virtually all areas were in establishments providing life,

⁷ For purposes of this study, paid holidays were limited to formal provisions for pay on holidays not worked; provisions for extra payment for work on designated holidays were not included.

hospitalization, surgical, and basic medical insurance. (See tables 18 and 19.) Accidental death and dismemberment insurance, sickness and accident insurance, and major medical insurance were also available to at least seven-tenths of both groups in most areas. Sick leave plans, usually at partial pay or with a waiting period, were available to a large majority of the route workers in Baltimore, Miami, Portland, and San Francisco; and also to a large majority of the plant workers in the same four areas plus Atlanta and Detroit. Long-term disability plans, providing payments to totally disabled employees upon the expiration of their paid sick leave or sickness and accident insurance (or after a predetermined period of disability), were provided to virtually all route and plant workers in Los Angeles, Portland, and San Francisco; such plans also applied to a majority of the plant workers in Atlanta, Baltimore, and Dallas. Employers typically paid the entire cost of these health and insurance plans.

Retirement pension plans (other than social security) were available to four-fifths or more of the route and plant workers in nearly all of the areas and were typically financed entirely by the employers. Retirement severance pay plans were not common, applying to one-half or more of the workers in three areas and to less than one-fifth in two areas.

Provisions for work clothing. Nearly all of the plant workers and four-fifths of the route workers in the 20 areas combined were in plants providing at least partial cost of new uniforms, cleaning uniforms, or both. As indicated in text table 2, the most common provisions for plant workers, by far, was furnishing and cleaning work clothing, while three types of provisions were about equally important for route drivers. See reference table 20 for area detail on work clothing provisions.

Text table 2. Percent of workers in fluid milk establishments furnishing or cleaning work clothing, or both, 20 areas combined

Provision	Route workers	Plant workers
Furnishes and cleans work clothing ----	19	54
Furnishes work clothing-----	18	12
Cleans work clothing-----	2	2
Pays part of cost of work clothing and total cleaning cost-----	8	16
Pays part of cost of work clothing and part of cleaning cost-----	4	7
Pays total cost of work clothing and part of cleaning cost-----	1	3
Pays part of cost of work clothing----	24	1
Pays part of cleaning cost-----	-	3
No provisions -----	20	3

NOTE: Three percent of the route workers were in plants having other provisions. Also, because of rounding, sums of individual items may not equal 100.

Table 1. Average weekly earnings: Route drivers

(Number and average straight-time weekly earnings¹ of retail and wholesale route drivers (driver-sales workers) in fluid milk establishments in 20 selected areas, October–November 1973)

Area	Retail route drivers							
	Regular				Swing or relief drivers			
	Total		5-day work week		Total		5-day work week	
	Number of workers	Average weekly earnings	Number of workers	Average weekly earnings	Number of workers	Average weekly earnings	Number of workers	Average weekly earnings
<u>Northeast</u>								
Buffalo.....	129	\$191.00	117	\$197.50	28	\$203.50	28	\$203.50
New York.....	-	-	-	-	-	-	-	-
Philadelphia.....	461	209.50	354	221.00	60	219.50	54	223.00
Pittsburgh.....	111	237.00	111	237.00	-	-	-	-
<u>South</u>								
Atlanta.....	96	180.00	-	-	-	-	-	-
Baltimore.....	252	174.50	186	172.50	-	-	-	-
Dallas.....	-	-	-	-	-	-	-	-
Houston.....	-	-	-	-	-	-	-	-
Miami.....	-	-	-	-	-	-	-	-
<u>North Central</u>								
Chicago.....	100	219.50	100	219.50	13	193.00	13	193.00
Cincinnati.....	215	194.00	215	194.00	28	214.50	28	214.50
Cleveland.....	314	217.50	-	-	37	246.50	-	-
Detroit.....	-	-	-	-	-	-	-	-
Indianapolis.....	83	226.50	83	226.50	-	-	-	-
Kansas City.....	67	233.00	62	232.00	-	-	-	-
Minneapolis–St. Paul.....	124	270.00	124	270.00	24	252.00	24	252.00
St. Louis.....	-	-	-	-	-	-	-	-
<u>West</u>								
Los Angeles–Long Beach.....	-	-	-	-	-	-	-	-
Portland.....	-	-	-	-	-	-	-	-
San Francisco–Oakland.....	124	230.00	124	230.00	41	234.50	41	234.50

See footnote at end of table.

Table 1. Average weekly earnings: Route drivers—Continued

(Number and average straight-time weekly earnings¹ of retail and wholesale route drivers (driver-sales workers) in fluid milk establishments in 20 selected areas, October–November 1973)

Area	Wholesale route drivers							
	Regular				Swing or relief drivers			
	Total		5-day work week		Total		5-day work week	
	Number of workers	Average weekly earnings	Number of workers	Average weekly earnings	Number of workers	Average weekly earnings	Number of workers	Average weekly earnings
<u>Northeast</u>								
Buffalo.....	79	\$230.50	79	\$230.50	-	-	-	-
New York.....	279	308.50	279	308.50	87	\$316.50	87	\$316.50
Philadelphia.....	390	279.50	202	282.50	35	303.00	25	305.50
Pittsburgh.....	321	265.50	172	276.50	72	254.00	50	256.00
<u>South</u>								
Atlanta.....	223	215.50	-	-	-	-	-	-
Dallas.....	197	244.50	-	-	-	-	-	-
Houston.....	92	278.00	92	278.00	-	-	-	-
Miami.....	182	239.00	64	166.50	34	164.50	-	-
<u>North Central</u>								
Chicago.....	247	329.00	245	329.50	28	329.50	28	329.50
Cincinnati.....	148	229.00	148	229.00	-	-	-	-
Cleveland.....	146	265.00	69	255.00	11	296.00	-	-
Detroit.....	125	260.50	119	259.50	15	246.00	15	246.00
Indianapolis.....	58	240.50	48	234.50	12	250.00	12	250.00
Minneapolis–St. Paul.....	161	277.00	161	277.00	42	272.00	42	272.00
St. Louis.....	233	233.50	233	233.50	-	-	-	-
<u>West</u>								
Los Angeles–Long Beach.....	568	219.00	515	219.00	155	223.50	155	223.50
Portland.....	86	231.00	86	231.00	14	233.00	14	233.00
San Francisco–Oakland.....	232	244.00	232	244.00	61	251.00	61	251.00
<u>Combination retail and wholesale route drivers</u>								
<u>Northeast</u>								
Philadelphia.....	352	201.50	228	203.00	58	203.00	-	-
Pittsburgh.....	197	223.00	193	224.50	29	231.00	18	243.50
<u>North Central</u>								
Cincinnati.....	-	-	-	-	17	248.00	-	-

¹ Excludes premium pay for overtime and for work on weekends, holidays, and late shifts. Earnings include commissions and were rounded to the nearest half dollar.

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

Table 2. Average hourly earnings: Plant occupations

 (Number and average straight-time hourly earnings¹ of workers in selected plant occupations in fluid milk establishments in 20 selected areas, October–November 1973)

Area	Stationary engineers		Filling-machine tenders							
			Total		Bottles		Cartons		Other containers	
	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
Northeast										
Buffalo	-	-	39	\$3.92	-	-	29	\$3.96	-	-
New York	19	\$7.47	158	5.49	-	-	63	5.42	68	\$5.54
Philadelphia	58	5.56	140	4.22	24	\$3.64	66	4.49	50	4.15
Pittsburgh	-	-	52	4.66	12	4.68	39	4.65	-	-
South										
Atlanta	24	3.78	33	3.17	-	-	24	3.25	-	-
Baltimore	-	-	53	3.49	-	-	39	3.51	-	-
Dallas	21	3.53	76	3.38	-	-	44	3.60	29	3.06
Houston	21	4.07	53	3.51	-	-	43	3.57	-	-
Miami	7	3.48	56	3.24	-	-	34	3.26	22	3.20
North Central										
Chicago	76	7.07	177	5.30	12	5.33	128	5.30	37	5.29
Cincinnati	8	5.25	86	4.93	33	4.96	38	4.83	15	5.12
Cleveland	11	5.25	50	4.49	-	-	39	4.46	-	-
Detroit	21	5.83	113	4.89	-	-	97	4.89	11	4.93
Indianapolis	-	-	49	3.64	9	3.61	35	3.68	-	-
Kansas City	15	6.15	29	4.68	-	-	21	4.75	7	4.64
Minneapolis-St. Paul	26	6.09	83	5.76	-	-	68	5.75	15	5.78
St. Louis	-	-	63	4.80	-	-	21	4.84	38	4.79
West										
Los Angeles-Long Beach	123	5.65	335	5.13	15	5.12	266	5.13	54	5.13
Portland	-	-	52	5.72	23	5.72	21	5.78	8	5.77
San Francisco-Oakland	60	6.80	77	6.04	9	5.89	59	6.04	9	6.15
		Garage attendants		Mechanics, automotive		Order fillers		Pasteurizers		
	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings		
Northeast										
Buffalo	-	-	17	\$4.56	-	-	-	-	12	\$4.03
New York	-	-	47	5.92	69	\$5.36	-	-	58	5.97
Philadelphia	14	\$4.26	78	5.37	98	4.40	-	-	68	4.27
Pittsburgh	19	4.22	55	5.36	-	-	-	-	32	4.40
South										
Atlanta	19	2.80	24	3.56	28	3.24	-	-	14	3.24
Baltimore	18	3.27	40	4.16	34	3.30	-	-	20	3.56
Dallas	10	2.67	16	3.86	46	4.42	-	-	16	3.68
Houston	-	-	15	4.07	-	-	-	-	16	3.81
Miami	10	3.17	28	3.99	71	3.13	-	-	18	3.46
North Central										
Chicago	19	5.20	39	5.85	95	5.47	-	-	54	5.48
Cincinnati	-	-	44	5.27	29	4.92	-	-	36	4.92
Cleveland	10	4.37	42	4.88	39	4.59	-	-	29	4.58
Detroit	6	5.02	28	5.57	79	4.98	-	-	32	4.89
Indianapolis	11	2.98	15	3.79	39	3.59	-	-	9	3.80
Kansas City	-	-	7	5.12	32	4.81	-	-	7	4.87
Minneapolis-St. Paul	-	-	31	6.03	-	-	-	-	27	5.81
St. Louis	-	-	-	-	39	4.81	-	-	31	4.74
West										
Los Angeles-Long Beach	23	4.98	89	5.58	215	5.07	-	-	67	5.22
Portland	-	-	10	5.82	33	5.77	-	-	9	5.80
San Francisco-Oakland	13	5.30	23	7.36	51	5.94	-	-	30	6.24

See footnote at end of table.

Table 2. Average hourly earnings: Plant occupations—Continued

(Number and average straight-time hourly earnings¹ of workers in selected plant occupations in fluid milk establishments in 20 selected areas, October–November 1973)

Area	Refrigeration workers		Sanitizers		Truckdrivers		Washers, bottle	
	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>Northeast</u>								
Buffalo	20	\$4.16	21	\$4.05	30	\$3.53	-	-
New York	161	5.44	81	5.46	30	5.56	-	-
Philadelphia	115	4.40	14	3.92	151	5.50	-	-
Pittsburgh	28	4.53	33	4.61	-	-	6	\$4.20
<u>South</u>								
Atlanta	75	2.84	24	3.21	-	-	-	-
Baltimore	21	3.49	-	-	-	-	-	-
Dallas	36	2.94	21	3.23	-	-	-	-
Houston	-	-	20	3.55	11	4.49	-	-
Miami	47	3.07	43	2.91	48	3.36	-	-
<u>North Central</u>								
Chicago	95	5.39	90	5.21	92	5.90	12	5.28
Cincinnati	34	4.86	31	4.98	-	-	9	4.67
Cleveland	25	4.59	9	4.47	17	4.77	-	-
Detroit	36	4.99	57	4.85	191	5.44	-	-
Indianapolis	23	3.27	28	3.57	12	2.92	-	-
Kansas City	17	4.74	11	4.64	76	5.56	-	-
Minneapolis–St. Paul	-	-	25	5.77	10	5.65	-	-
St. Louis	42	4.66	40	4.65	-	-	9	4.83
<u>West</u>								
Los Angeles–Long Beach	53	5.11	65	5.05	98	5.50	8	5.05
Portland	14	5.78	10	5.73	-	-	-	-
San Francisco–Oakland	63	6.19	26	6.11	61	6.17	-	-

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

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

Table 3. Earnings distribution: Route drivers, retail, regular

(Distribution of regular retail route drivers in fluid milk establishments by average straight-time weekly earnings¹ in selected areas,² October–November 1973)

Area	Number of workers	Average weekly earnings ¹	Number of workers receiving straight-time weekly earnings ¹ of—																								
			Under \$100	\$100 and under \$110	\$110	\$120	\$130	\$140	\$150	\$160	\$170	\$180	\$190	\$200	\$220	\$240	\$260	\$280	\$300	\$320	\$340	\$360	\$380	\$400	\$420	\$460	\$500 and over
Northeast																											
Buffalo.....	129	\$191.00	-	-	6	-	-	6	-	8	13	28	22	29	11	5	1	-	-	-	-	-	-	-	-	-	-
Philadelphia.....	461	209.50	-	-	-	4	15	15	24	57	27	49	44	72	53	31	21	14	17	11	3	1	1	1	-	-	-
Pittsburgh.....	111	237.00	-	-	-	-	-	-	6	9	-	3	3	12	23	27	14	8	2	-	2	2	-	-	-	-	-
South																											
Atlanta.....	96	180.00	2	-	-	3	6	5	6	13	13	9	11	19	6	1	2	-	-	-	-	-	-	-	-	-	-
Baltimore.....	252	174.50	-	-	6	8	14	14	44	40	32	34	16	24	10	8	-	2	-	-	-	-	-	-	-	-	-
North Central																											
Chicago.....	100	219.50	-	-	-	-	-	-	-	-	-	-	2	54	43	1	-	-	-	-	-	-	-	-	-	-	-
Cincinnati.....	215	194.00	-	-	-	-	40	12	4	8	13	17	18	44	31	15	6	3	4	-	-	-	-	-	-	-	-
Cleveland.....	314	217.50	-	-	-	2	1	2	9	10	19	32	34	70	57	42	18	12	4	-	1	-	-	-	-	-	-
Indianapolis.....	83	226.50	-	-	1	-	-	1	2	4	4	5	7	10	22	11	7	6	-	1	2	-	-	-	-	-	-
Kansas City.....	67	233.00	-	-	-	3	1	1	2	6	3	4	2	8	11	9	6	1	3	2	3	-	-	-	-	-	-
Minneapolis–St. Paul.....	124	270.00	-	-	-	-	-	1	16	5	-	4	-	10	1	8	17	12	24	7	4	6	1	1	4	-	-
West																											
San Francisco–Oakland.....	124	230.00	-	-	-	-	-	-	-	-	-	-	-	-	124	-	-	-	-	-	-	-	-	-	-	-	-

¹ Excludes premium pay for overtime and for work on weekends, holidays, and late shifts. Earnings include commissions and were rounded to the nearest half dollar.
² Data for regular retail route drivers did not meet publication criteria in Dallas, Detroit, Houston, Los Angeles–Long Beach, Miami, New York, Portland, and St. Louis.

Table 4. Earnings distribution: Route drivers, wholesale, regular(Distribution of regular wholesale route drivers in fluid milk establishments by straight-time weekly earnings¹ in selected areas, ² October–November 1973)

Area	Num-ber of work-ers	Aver-age weekly earn-ings ¹	Number of workers receiving straight-time weekly earnings ¹ of—																									
			Under \$100	\$100 and under \$110	\$110	\$120	\$130	\$140	\$150	\$160	\$170	\$180	\$190	\$200	\$220	\$240	\$260	\$280	\$300	\$320	\$340	\$360	\$380	\$400	\$420	\$460	\$500 and over	
Northeast																												
Buffalo.....	79	\$230.50	-	-	-	-	-	-	-	15	5	5	5	6	9	9	7	12	2	3	-	-	-	-	-	1	-	-
New York.....	279	308.50	-	-	-	-	-	-	-	-	-	-	6	3	16	36	60	70	26	32	15	13	1	1	-	-	-	
Philadelphia.....	390	279.50	-	-	-	-	-	-	7	7	-	7	11	17	36	90	30	60	32	27	28	18	9	10	1	-	-	
Pittsburgh.....	321	265.50	-	-	-	-	2	4	4	2	-	13	4	15	23	154	27	8	9	19	5	10	9	4	7	2	-	
South																												
Atlanta.....	223	215.50	2	2	4	3	5	8	2	12	31	18	20	43	20	9	6	9	7	6	5	7	4	-	-	-	-	
Dallas.....	197	244.50	-	-	-	-	-	2	11	4	8	19	7	24	22	31	19	16	6	11	8	5	1	2	-	-	1	
Houston.....	92	278.00	-	-	-	-	-	1	3	3	9	1	5	6	4	13	6	4	6	9	4	5	4	3	4	-	2	
Miami.....	182	239.00	-	10	5	8	18	7	4	6	6	2	3	22	13	12	14	5	9	7	8	1	6	4	9	1	2	
North Central																												
Chicago.....	247	329.00	-	-	-	-	-	-	-	-	-	5	4	11	16	42	22	19	19	14	15	11	7	9	21	16	16	
Cincinnati.....	148	229.00	-	-	-	-	-	-	-	-	11	12	3	29	41	30	14	5	3	-	-	-	-	-	-	-	-	
Cleveland.....	146	265.00	-	-	-	-	-	-	-	-	-	4	7	6	14	41	31	20	8	4	4	2	1	4	-	-	-	
Detroit.....	125	260.50	-	-	-	-	-	-	-	-	-	4	3	33	13	14	19	4	16	11	5	2	-	-	1	-	-	
Indianapolis.....	58	240.50	-	-	-	-	-	-	-	1	1	4	1	6	16	11	12	5	1	-	-	-	-	-	-	-	-	
Minneapolis—St. Paul.....	161	277.00	-	-	-	-	-	-	-	2	2	-	6	15	21	50	47	3	3	2	-	2	2	2	1	4	1	
St. Louis.....	233	233.50	-	-	-	-	-	-	-	-	-	1	4	24	197	1	-	-	1	-	2	1	2	-	-	-	-	
West																												
Los Angeles—Long Beach.....	568	219.00	-	-	-	-	-	-	-	-	-	-	-	53	15	-	-	-	-	-	-	-	-	-	-	-	-	
Portland.....	86	231.00	-	-	-	-	-	-	-	-	-	-	-	-	86	-	-	-	-	-	-	-	-	-	-	-	-	
San Francisco—Oakland.....	232	244.00	-	-	-	-	-	-	-	-	-	-	-	-	51	169	12	-	-	-	-	-	-	-	-	-	-	

¹ Excludes premium pay for overtime and for work on weekends, holidays, and late shifts. Earnings include commissions and were rounded to the nearest half dollar.² Data for route drivers did not meet publication criteria in Baltimore and Kansas City.

Table 5. Earnings distribution: Filling-machine tenders

(Distribution of filling-machine tenders in fluid milk establishments by straight-time hourly earnings¹ in 20 selected areas, October–November 1973)

Area	Number of workers	Average hourly earnings ¹	Number of workers receiving straight-time hourly earnings ¹ of—																									
			\$2.20 and under \$2.30	\$2.30	\$2.40	\$2.50	\$2.60	\$2.70	\$2.80	\$3.00	\$3.20	\$3.40	\$3.60	\$3.80	\$4.00	\$4.20	\$4.40	\$4.60	\$4.80	\$5.00	\$5.20	\$5.40	\$5.60	\$5.80	\$6.00	\$6.20	\$6.40	
Northeast																												
Buffalo.....	39	\$3.92	-	-	-	-	-	-	-	6	7	-	3	-	23	-	-	-	-	-	-	-	-	-	-	-	-	-
New York.....	158	5.49	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	13	1	-	144	-	-	-	-	-	
Philadelphia.....	140	4.22	-	-	-	-	-	-	-	14	29	4	2	2	2	24	3	58	2	-	-	-	-	-	-	-	-	
Pittsburgh.....	52	4.66	-	-	-	-	-	-	-	-	-	-	-	-	4	-	45	-	3	-	-	-	-	-	-	-	-	
South																												
Atlanta.....	33	3.17	2	-	3	-	2	1	3	2	3	10	6	-	-	1	-	-	-	-	-	-	-	-	-	-	-	
Baltimore.....	53	3.49	-	-	-	-	-	4	-	-	44	-	-	5	-	-	-	-	-	-	-	-	-	-	-	-	-	
Dallas.....	76	3.38	-	-	-	10	6	4	5	12	16	10	1	3	-	-	-	-	-	-	9	-	-	-	-	-		
Houston.....	53	3.51	-	-	-	-	1	3	5	-	-	2	42	-	-	-	-	-	-	-	-	-	-	-	-	-		
Miami.....	56	3.24	-	-	-	-	-	9	3	5	32	2	4	1	-	-	-	-	-	-	-	-	-	-	-	-		
North Central																												
Chicago.....	177	5.30	-	-	-	-	-	-	-	-	-	-	-	-	-	4	-	-	9	153	11	-	-	-	-	-	-	
Cincinnati.....	86	4.93	-	-	-	-	-	-	-	-	-	-	-	-	-	-	51	3	-	15	17	-	-	-	-	-		
Cleveland.....	50	4.49	-	-	-	-	-	1	-	-	-	-	-	-	3	3	22	21	-	-	-	-	-	-	-	-		
Detroit.....	113	4.89	-	-	-	-	-	-	-	-	-	-	-	-	6	-	32	29	46	-	-	-	-	-	-	-		
Indianapolis.....	49	3.64	-	-	-	-	-	-	-	-	-	-	-	-	-	-	3	-	-	-	-	-	-	-	-	-		
Kansas City.....	29	4.68	-	-	1	2	2	-	2	1	6	6	7	6	13	-	-	3	-	-	-	-	-	-	-	-		
Minneapolis–St. Paul.....	83	5.76	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	25	1	-	-	-	-	32	50	1		
St. Louis.....	63	4.80	-	-	-	-	-	-	-	-	-	-	-	-	6	-	7	44	2	-	-	-	-	-	-	-		
West																												
Los Angeles–Long Beach.....	335	5.13	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	219	116	-	-	-	-	-	-		
Portland.....	52	5.72	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2	-	-	-	-	50	-	-		
San Francisco–Oakland.....	77	6.04	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	8	35	21	2	11	

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

Table 6. Earnings distribution: Mechanics, automotive

(Distribution of automotive mechanics (maintenance) in fluid milk establishments by straight-time hourly earnings¹ in selected areas,² October–November 1973)

Area	Number of workers	Average hourly earnings ¹	Number of workers receiving straight-time hourly earnings ¹ of—																							
			\$2.90 and under \$3.00	\$3.00	\$3.10	\$3.20	\$3.30	\$3.40	\$3.60	\$3.80	\$4.00	\$4.20	\$4.40	\$4.60	\$4.80	\$5.00	\$5.20	\$5.40	\$5.60	\$5.80	\$6.00	\$6.40	\$6.80	\$7.20	\$7.60	\$8.00
			\$3.00	\$3.10	\$3.20	\$3.30	\$3.40	\$3.60	\$3.80	\$4.00	\$4.20	\$4.40	\$4.60	\$4.80	\$5.00	\$5.20	\$5.40	\$5.60	\$5.80	\$6.00	\$6.40	\$6.80	\$7.20	\$7.60	\$8.00	
Northeast																										
Buffalo.....	17	\$4.56	-	-	-	-	-	-	-	-	3	8	4	2	-	-	-	-	-	-	-	-	-	-	-	-
New York.....	47	5.92	-	-	-	-	-	-	-	-	-	-	-	1	4	6	1	18	17	-	-	-	-	-	-	-
Philadelphia.....	78	5.37	-	7	-	-	-	2	-	-	2	-	2	1	3	47	2	4	6	-	-	-	-	-	-	-
Pittsburgh.....	55	5.36	-	-	-	-	-	-	3	-	-	4	4	2	15	1	2	-	-	24	-	-	-	-	-	-
South																										
Atlanta.....	24	3.56	-	-	-	4	7	6	1	4	1	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-
Baltimore.....	40	4.16	-	-	-	-	-	2	-	6	10	22	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Dallas.....	16	3.86	-	1	-	1	-	1	7	-	4	-	-	-	2	-	-	-	-	-	-	-	-	-	-	-
Houston.....	15	4.07	-	-	-	-	-	1	1	-	13	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Miami.....	28	3.99	-	-	-	-	-	12	3	5	2	-	3	-	-	1	-	-	-	-	-	-	-	-	-	-
North Central																										
Chicago.....	39	5.85	-	-	-	-	-	-	-	-	-	-	1	-	-	11	2	2	2	-	21	-	-	-	-	-
Cincinnati.....	44	5.27	-	-	-	-	-	-	-	-	-	-	-	-	1	42	-	-	-	-	1	-	-	-	-	-
Cleveland.....	42	4.88	-	-	-	-	-	-	-	-	-	-	2	7	27	6	-	-	-	-	-	-	-	-	-	-
Detroit.....	28	5.57	-	-	-	-	-	-	-	-	-	-	-	-	-	11	-	-	17	-	-	-	-	-	-	-
Indianapolis.....	15	3.79	1	-	1	-	-	5	2	-	-	6	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Kansas City.....	7	5.12	-	-	-	-	-	-	-	-	-	-	-	-	7	-	-	-	-	-	-	-	-	-	-	-
Minneapolis-St. Paul.....	31	6.03	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	4	11	13	3	-	-	-	-	-
West																										
Los Angeles-Long Beach.....	89	5.58	-	-	-	-	-	-	-	-	-	-	-	-	-	7	-	-	82	-	-	-	-	-	-	-
Portland.....	10	5.82	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	4	6	-	-	-	-	-	-	-
San Francisco-Oakland.....	23	7.36	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	7	11	5	-

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

² Data for automotive mechanics did not meet publication criteria in St. Louis.

Table 7. Earnings distribution: Refrigeration workers

(Distribution of refrigeration workers in fluid milk establishments by straight-time hourly earnings¹ in selected areas, ² October–November 1973)

Area	Number of workers	Average hourly earnings ¹	Number of workers receiving straight-time hourly earnings ¹ of—																						
			\$2.20 and under	\$2.30	\$2.40	\$2.50	\$2.60	\$2.80	\$3.00	\$3.20	\$3.40	\$3.60	\$3.80	\$4.00	\$4.20	\$4.40	\$4.60	\$4.80	\$5.00	\$5.20	\$5.40	\$5.60	\$5.80	\$6.00	\$6.20 and over
			\$2.30	\$2.40	\$2.50	\$2.60	\$2.80	\$3.00	\$3.20	\$3.40	\$3.60	\$3.80	\$4.00	\$4.20	\$4.40	\$4.60	\$4.80	\$5.00	\$5.20	\$5.40	\$5.60	\$5.80	\$6.00	\$6.20	over
Northeast																									
Buffalo	20	\$4.16	-	-	-	-	-	-	-	-	1	-	-	1	18	-	-	-	-	-	-	-	-	-	
New York	161	5.44	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	155	-	-	6	
Philadelphia	115	4.40	-	-	-	-	-	-	2	-	-	9	-	4	6	86	5	3	-	-	-	-	-	-	
Pittsburgh	28	4.53	-	-	-	-	-	-	2	-	-	-	-	-	-	-	26	-	-	-	-	-	-	-	
South																									
Atlanta	75	2.84	-	2	8	4	30	8	4	13	4	2	-	-	-	-	-	-	-	-	-	-	-	-	
Baltimore	21	3.49	-	-	-	-	-	-	-	-	20	-	-	1	-	-	-	-	-	-	-	-	-	-	
Dallas	36	2.94	6	3	-	3	5	9	6	1	-	-	-	-	-	-	-	-	-	-	3	-	-	-	
Miami	47	3.07	-	-	-	3	2	7	21	12	2	-	-	-	-	-	-	-	-	-	-	-	-	-	
North Central																									
Chicago	95	5.39	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	61	33	-	-	-	-	
Cincinnati	34	4.86	-	-	-	-	-	-	-	-	-	-	-	-	-	23	-	4	-	7	-	-	-	-	
Cleveland	25	4.59	-	-	-	-	-	-	-	-	-	-	-	-	10	15	-	-	-	-	-	-	-	-	
Detroit	36	4.99	-	-	-	-	-	-	-	-	-	-	-	-	-	13	-	23	-	-	-	-	-	-	
Indianapolis	23	3.27	-	-	-	1	1	4	10	2	-	-	4	-	1	-	-	-	-	-	-	-	-	-	
Kansas City	17	4.74	-	-	-	-	-	-	-	-	-	-	-	-	-	17	-	-	-	-	-	-	-	-	
St. Louis	42	4.66	-	-	-	-	-	-	-	-	-	-	-	12	-	1	2	25	2	-	-	-	-	-	
West																									
Los Angeles–Long Beach	53	5.11	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	41	12	-	-	-	-	-	
Portland	14	5.78	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	12	2	-	-	
San Francisco–Oakland	63	6.19	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	15	23	³ 25	

¹ Excludes premium pay for overtime and for work on weekends, holidays and late shifts.
² Data for refrigeration workers did not meet publication criteria in Houston and Minneapolis–St. Paul.
³ All workers were at \$6.40 to \$6.60.

Table 8. Earnings distribution: Sanitizers

(Distribution of sanitizers (equipment washers) in fluid milk establishments by straight-time hourly earnings¹ in selected areas, ² October–November 1973)

Area	Number of workers	Average hourly earnings ¹	Number of workers receiving straight-time hourly earnings ¹ of—																								
			\$2.30 and under	\$2.40	\$2.50	\$2.60	\$2.70	\$2.80	\$2.90	\$3.00	\$3.20	\$3.40	\$3.60	\$3.80	\$4.00	\$4.20	\$4.40	\$4.60	\$4.80	\$5.00	\$5.20	\$5.40	\$5.60	\$5.80	\$6.00	\$6.20	\$6.40
			\$2.40	\$2.50	\$2.60	\$2.70	\$2.80	\$2.90	\$3.00	\$3.20	\$3.40	\$3.60	\$3.80	\$4.00	\$4.20	\$4.40	\$4.60	\$4.80	\$5.00	\$5.20	\$5.40	\$5.60	\$5.80	\$6.00	\$6.20	\$6.40	
Northeast																											
Buffalo.....	21	\$4.05	-	-	-	-	-	-	3	-	-	-	-	-	18	-	-	-	-	-	-	-	-	-	-	-	
New York.....	81	5.46	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	6	-	-	64	-	-	-	11		
Philadelphia.....	14	3.92	-	-	-	-	-	-	6	-	-	-	-	-	-	6	-	2	-	-	-	-	-	-	-		
Pittsburgh.....	33	4.61	-	-	-	-	-	-	-	-	-	-	-	-	2	-	31	-	-	-	-	-	-	-	-		
South																											
Atlanta.....	24	3.21	-	-	-	-	-	3	13	2	1	4	1	-	-	-	-	-	-	-	-	-	-	-	-		
Dallas.....	21	3.23	-	1	-	2	3	2	6	4	8	10	-	1	-	-	-	-	-	-	2	-	-	-	-		
Houston.....	20	3.55	-	-	-	1	-	-	-	1	8	10	-	-	-	-	-	-	-	-	-	-	-	-	-		
Miami.....	43	2.91	-	-	8	-	3	3	11	14	4	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
North Central																											
Chicago.....	90	5.21	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	58	24	8	-	-	-	-		
Cincinnati.....	31	4.98	-	-	-	-	-	-	-	-	-	-	-	-	-	5	12	3	8	2	6	-	-	-	-		
Cleveland.....	9	4.47	-	-	-	-	-	-	-	-	-	-	-	-	2	-	2	-	-	-	-	-	-	-	-		
Detroit.....	57	4.85	-	-	-	-	-	-	-	-	-	-	-	-	-	10	29	-	17	1	-	-	-	-	-		
Indianapolis.....	28	3.57	1	1	-	1	1	-	-	-	9	-	12	-	3	-	-	-	-	-	-	-	-	-	-		
Kansas City.....	11	4.64	-	-	-	-	-	-	-	-	-	1	-	-	-	-	10	-	-	-	-	-	-	-	-		
Minneapolis–St. Paul.....	25	5.77	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	9	15	1	-			
St. Louis.....	40	4.65	-	-	-	-	-	-	-	-	-	-	-	-	10	-	3	4	23	-	-	-	-	-	-		
West																											
Los Angeles–Long Beach.....	65	5.05	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	10	55	-	-	-	-	-	-		
Portland.....	10	5.73	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	10	-	-	-		
San Francisco–Oakland.....	26	6.11	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	8	11	7		

¹ Excludes premium pay for overtime and for work on weekends, holidays, and late shifts.
² Data for sanitizers did not meet publication criteria in Baltimore.

Table 9. Method of wage payment: Route drivers

(Percent of route drivers in fluid milk establishments by method of wage payment in 20 selected areas, October–November 1973)

Method of wage payment	Northeast				South						
	Buffalo	New York	Phila- delphia	Pittsburgh	Atlanta	Baltimore	Dallas	Houston	Miami		
All workers.....	100	100	100	100	100	100	100	100	100		
Time-rated workers: (Salary or hourly rate).....	2	7	18	24	1	5	7	6	14		
Incentive workers: Earnings include commissions only for days worked:											
Salary (or hourly rate) and commission	2		17	9	6	2	-	-			
Commission only	8		2	-	6	13	31	68			
Earnings include commissions for days worked and for days on which swing or relief men service the route:											
Salary (or hourly rate) and commission	81	93	49	67	41	75	-	-	34		
Commission only	6	-	2	-	46	-	30	26	46		
Other methods of payment	1	-	13	-	-	4	32	-	-		
	North Central							West			
	Chicago	Cincinnati	Cleveland	Detroit	Indianapolis	Kansas City	Minneapolis- St. Paul	St. Louis	Los Angeles- Long Beach	Portland	San Francisco- Oakland
All workers.....	100	100	100	100	100	100	100	100	100	100	100
Time-rated workers: (Salary or hourly rate).....	2		5	19				58	100	100	27
Incentive workers: Earnings include commissions only for days worked:											
Salary (or hourly rate) and commission	10	18	95	-	10	-	62	39	(¹)	-	73
Commission only	-	-	-	3	64	15	-	4	-	-	-
Earnings include commissions for days worked and for days on which swing or relief men service the route:											
Salary (or hourly rate) and commission	87	82	-	52	26	-	38	-	-	-	-
Commission only	-	-	-	25	-	85	-	-	-	-	-
Other methods of payment	1			-							

¹ Less than 0.5 percent.

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

Table 10. Method of wage payment: Plant workers

(Percent of plant workers in fluid milk establishments by method of wage payment in 20 selected areas, October–November 1973)

Method of wage payment ¹	Northeast				South						
	Buffalo	New York	Philadelphia	Pittsburgh	Atlanta	Baltimore	Dallas	Houston	Miami		
All workers	100	100	100	100	100	100	100	100	100		
Time-rated workers:											
Formal plan	74	100	13	97	84	100	45	93	93		
Single rate	74	99	-	97	-	100	18	76	-		
Range of rates	-	1	13	-	84	-	28	17	93		
Individual rates	14	-	87	3	16	-	52	6	7		
Incentive workers	12	-	-	-	-	-	2	2	-		
	North Central						West				
	Chicago	Cincinnati	Cleveland	Detroit	Indianapolis	Kansas City	Minneapolis-St. Paul	St. Louis	Los Angeles-Long Beach	Portland	San Francisco-Oakland
All workers	100	100	100	100	100	100	100	100	100	100	100
Time-rated workers:											
Formal plan	100	100	98	97	87	90	100	100	100	97	100
Single rate	100	100	98	97	73	90	97	84	100	97	100
Range of rates	-	-	-	-	14	-	3	16	-	-	-
Individual rates	-	-	2	3	13	10	-	-	-	3	-
Incentive workers	-	-	-	-	-	-	-	-	-	-	-

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

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

Table 11. Scheduled weekly hours: Plant workers(Percent of plant workers in fluid milk establishments by scheduled weekly hours¹ in 20 selected areas, October–November 1973)

Weekly hours	Northeast				South						
	Buffalo	New York	Philadelphia	Pittsburgh	Atlanta	Baltimore	Dallas	Houston	Miami		
All workers	100	100	100	100	100	100	100	100	100		
39 hours	-	-	-	-	15	-	-	-	-		
40 hours	100	100	82	100	46	100	36	100	60		
42 hours	-	-	-	-	39	-	26	-	-		
43 hours	-	-	-	-	-	-	-	-	15		
44 hours	-	-	2	-	-	-	-	-	-		
45 hours	-	-	-	-	-	-	13	-	25		
46 hours	-	-	13	-	-	-	-	-	-		
48 hours	-	-	3	-	-	-	-	-	-		
50 hours	-	-	-	-	-	-	12	-	-		
60 hours	-	-	-	-	-	-	13	-	-		
	North Central							West			
	Chicago	Cincinnati	Cleveland	Detroit	Indianapolis	Kansas City	Minneapolis-St. Paul	St. Louis	Los Angeles-Long Beach	Portland	San Francisco-Oakland
All workers	100	100	100	100	100	100	100	100	100	100	100
37½ hours	-	-	-	-	-	-	52	-	-	-	-
40 hours	100	100	98	100	73	100	48	100	100	100	100
42½ hours	-	-	-	-	26	-	-	-	-	-	-
45 hours	-	-	2	-	-	-	-	-	-	-	-
50 hours	-	-	-	-	1	-	-	-	-	-	-

¹ Data relate to the predominant work schedule in each establishment.

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

Table 12. Shift differential provisions: Plant workers

(Percent of plant workers by shift differential provisions¹ in fluid milk establishments in 20 selected areas, October–November 1973)

Shift differential	Northeast				South				
	Buffalo	New York	Philadelphia	Pittsburgh	Atlanta	Baltimore	Dallas	Houston	Miami
All workers.....	100,0	100,0	100,0	100,0	100,0	100,0	100,0	100,0	100,0
<u>Second shift</u>									
Workers in establishments having second shift provisions.....	65,9	100,0	70,8	90,0	48,7	60,6	56,0	76,3	80,8
With shift differential	65,9	16,5	66,5	90,0	-	33,3	17,6	-	14,6
Uniform cents per hour	65,9	-	66,5	90,0	-	33,3	17,6	-	14,6
5 cents	-	-	13,3	11,1	-	-	-	-	-
8,2 cents	-	-	-	-	-	-	-	-	-
10 cents	65,9	-	-	-	-	33,3	17,6	-	-
12 cents	-	-	-	-	-	-	-	-	-
12,5 cents	-	-	-	-	-	-	-	-	-
13 cents	-	-	-	-	-	-	-	-	-
15 cents	-	-	53,3	78,9	-	-	-	-	14,6
20 cents	-	-	-	-	-	-	-	-	-
25 cents	-	-	-	-	-	-	-	-	-
Other	-	² 16,5	-	-	-	-	-	-	-
With no shift differential	-	83,5	4,3	-	48,7	27,3	38,3	76,3	66,1
<u>Third or other late shift</u>									
Workers in establishments having third or other late shift provisions.....	65,9	100,0	75,5	90,0	48,7	61,6	42,6	33,8	42,7
With shift differential	65,9	87,8	52,3	90,0	-	-	17,6	-	14,6
Uniform cents per hour	65,9	87,8	52,3	90,0	-	-	17,6	-	14,6
2,5 cents	-	87,8	-	-	-	-	-	-	-
5 cents	-	-	-	11,1	-	-	-	-	-
8,2 cents	-	-	-	-	-	-	-	-	-
10 cents	65,9	-	13,3	-	-	-	17,6	-	-
12 cents	-	-	-	-	-	-	-	-	-
12,5 cents	-	-	-	-	-	-	-	-	-
13 cents	-	-	-	-	-	-	-	-	-
15 cents	-	-	39,0	78,9	-	-	-	-	14,6
20 cents	-	-	-	-	-	-	-	-	-
25 cents	-	-	-	-	-	-	-	-	-
Other	-	-	-	-	-	-	-	-	-
With no shift differential	-	12,2	23,2	-	48,7	61,6	25,0	33,8	28,1

See footnotes at end of table.

Table 12. Shift differential provisions: Plant workers—Continued

(Percent of plant workers by shift differential provisions¹ in fluid milk establishments in 20 selected areas, October–November 1973)

Shift differential	North Central								West		
	Chicago	Cincinnati	Cleveland	Detroit	Indianapolis	Kansas City	Minneapolis–St. Paul	St. Louis	Los Angeles–Long Beach	Portland	San Francisco–Oakland
All workers.....	100,0	100,0	100,0	100,0	100,0	100,0	100,0	100,0	100,0	100,0	100,0
<u>Second shift</u>											
Workers in establishments having second shift provisions.....	100,0	100,0	80,6	97,3	85,6	89,7	100,0	91,4	100,0	97,2	100,0
With shift differential.....	100,0	100,0	80,6	82,5	69,6	89,7	100,0	91,4	100,0	97,2	100,0
Uniform cents per hour.....	-	100,0	80,6	82,5	69,6	73,8	-	91,4	100,0	97,2	100,0
5 cents.....	-	-	-	-	-	-	-	-	-	-	-
8,2 cents.....	-	-	9,1	-	-	-	-	-	-	-	-
10 cents.....	-	-	71,5	-	69,6	-	-	11,7	-	-	1,5
12 cents.....	-	-	-	19,2	-	-	-	-	-	-	-
12,5 cents.....	-	-	-	-	-	-	-	-	100,0	-	-
13 cents.....	-	-	-	63,3	-	-	-	-	-	-	-
15 cents.....	-	80,5	-	-	-	-	-	-	-	97,2	-
20 cents.....	-	-	-	-	-	73,8	-	79,7	-	-	-
25 cents.....	-	19,5	-	-	-	-	-	-	-	-	98,5
Other.....	³ 100,0	-	-	-	-	⁴ 15,9	⁵ 100,0	-	-	-	-
With no shift differential.....	-	-	-	14,8	16,0	-	-	-	-	-	-
<u>Third or other late shift</u>											
Workers in establishments having third or other late shift provisions.....	100,0	80,5	73,5	93,2	28,8	89,7	100,0	91,4	100,0	97,2	100,0
With shift differential.....	100,0	80,5	73,5	93,2	28,8	89,7	100,0	91,4	100,0	97,2	100,0
Uniform cents per hour.....	-	80,5	73,5	93,2	28,8	73,8	-	91,4	100,0	97,2	100,0
2,5 cents.....	-	-	-	-	-	-	-	-	-	-	-
5 cents.....	-	-	-	-	-	-	-	-	-	-	-
8,2 cents.....	-	-	9,1	-	-	-	-	-	-	-	-
10 cents.....	-	-	64,4	-	28,8	-	-	11,7	-	-	1,5
12 cents.....	-	-	-	29,9	-	-	-	-	-	-	-
12,5 cents.....	-	-	-	-	-	-	-	-	100,0	-	-
13 cents.....	-	-	-	63,3	-	-	-	-	-	-	-
15 cents.....	-	80,5	-	-	-	-	-	-	-	97,2	-
20 cents.....	-	-	-	-	-	73,8	-	79,7	-	-	-
25 cents.....	-	-	-	-	-	-	-	-	-	-	98,5
Other.....	³ 100,0	-	-	-	-	⁴ 15,9	⁵ 100,0	-	-	-	-
With no shift differential.....	-	-	-	-	-	-	-	-	-	-	-

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

² After 10 p.m. workers receive a 2,5 cents-per-hour differential.

³ Second and third shift differentials are paid for hours worked between 6 p.m. and 4, 5, or 6 a.m. as follows: (a) For less than 4 hours worked, employees receive a flat sum of either \$1,25 or \$1,60 per night; (b) for 4 or more hours worked, employees receive either a flat sum of \$3,20 per night or a bonus of 10 percent added to hourly rate for each hour worked.

⁴ 8 hours' pay for 7½ hours' work and 20 cents-per-hour differential.

⁵ Flat-sum payment of \$1,00 or \$1,25 per day for any time worked between 6 p.m. and 6 a.m.

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

Table 13. Shift differential practices: Plant workers

(Percent of plant workers employed on late shifts in fluid milk establishments by amount of shift differential in 19 selected areas, ¹ October–November 1973)

Shift differential	Northeast				South				
	Buffalo	New York	Philadelphia	Pittsburgh	Atlanta	Baltimore	Dallas	Houston	Miami
<u>Second shift</u>									
Workers employed on second shift	10.9	25.6	15.7	3.8	4.7	2.1	7.5	27.1	13.3
With shift differential	6.4	8.9	15.1	3.8	-	-	2.9	-	2.0
Uniform cents per hour	6.4	-	15.1	3.8	-	-	2.9	-	2.0
5 cents	-	-	4.4	-	-	-	-	-	-
8.2 cents	-	-	-	-	-	-	-	-	-
10 cents	6.4	-	-	-	-	-	2.9	-	-
12 cents	-	-	-	-	-	-	-	-	-
12.5 cents	-	-	-	-	-	-	-	-	-
13 cents	-	-	-	-	-	-	-	-	-
15 cents	-	-	10.7	3.8	-	-	-	-	2.0
20 cents	-	-	-	-	-	-	-	-	-
25 cents	-	-	-	-	-	-	-	-	-
Other	-	*8.9	-	-	-	-	-	-	-
With no shift differential	4.5	16.7	.6	-	4.7	2.1	4.6	27.1	11.3
<u>Third or other late shift</u>									
Workers employed on late shifts	2.3	20.5	17.3	.5	13.6	6.8	6.5	1.1	1.3
With shift differential	2.3	19.0	12.7	.5	-	-	2.9	-	-
Uniform cents per hour	2.3	19.0	12.7	.5	-	-	2.9	-	-
2.5 cents	-	19.0	-	-	-	-	-	-	-
5 cents	-	-	-	-	-	-	-	-	-
8.2 cents	-	-	-	-	-	-	-	-	-
10 cents	2.3	-	4.4	-	-	-	2.9	-	-
12 cents	-	-	-	-	-	-	-	-	-
12.5 cents	-	-	-	-	-	-	-	-	-
13 cents	-	-	-	-	-	-	-	-	-
15 cents	-	-	8.2	.5	-	-	-	-	-
20 cents	-	-	-	-	-	-	-	-	-
25 cents	-	-	-	-	-	-	-	-	-
Other	-	-	-	-	-	-	-	-	-
With no shift differential	-	1.6	4.7	-	13.6	6.8	3.7	1.1	1.3

See footnotes at end of table.

Table 13. Shift differential practices: Plant workers—Continued

(Percent of plant workers employed on late shifts in fluid milk establishments by amount of shift differential in 19 selected areas,¹ October–November 1973)

Shift differential	North Central							West		
	Chicago	Cincinnati	Cleveland	Detroit	Indianapolis	Kansas City	St. Louis	Los Angeles–Long Beach	Portland	San Francisco–Oakland
<u>Second shift</u>										
Workers employed on second shift	28.0	17.4	6.3	32.5	16.2	31.3	9.9	23.5	12.8	23.9
With shift differential	28.0	17.4	6.3	26.0	13.1	31.3	9.9	23.5	12.8	23.9
Uniform cents per hour	-	17.4	6.3	26.0	13.1	26.2	9.9	23.5	12.8	23.9
5 cents	-	-	-	-	-	-	-	-	-	-
8.2 cents	-	-	1.1	-	-	-	-	-	-	-
10 cents	-	-	5.1	-	13.1	-	3.3	-	-	-
12 cents	-	-	-	4.3	-	-	-	-	-	-
12.5 cents	-	-	-	-	-	-	-	23.5	-	-
13 cents	-	-	-	21.8	-	-	-	-	-	-
15 cents	-	14.2	-	-	-	-	-	-	12.8	-
20 cents	-	-	-	-	-	26.2	6.6	-	-	-
25 cents	-	3.2	-	-	-	-	-	-	-	23.9
Other	³ 28.0	-	-	-	-	⁴ 5.1	-	-	-	-
With no shift differential	-	-	-	6.4	3.1	-	-	-	-	-
<u>Third or other late shift</u>										
Workers employed on late shifts	6.0	-	-	12.1	-	4.1	3.8	17.4	5.3	18.6
With shift differential	6.0	-	-	12.1	-	4.1	3.8	17.4	5.3	18.6
Uniform cents per hour	-	-	-	12.1	-	4.1	3.8	17.4	5.3	18.6
2.5 cents	-	-	-	-	-	-	-	-	-	-
5 cents	-	-	-	-	-	-	-	-	-	-
8.2 cents	-	-	-	-	-	-	-	-	-	-
10 cents	-	-	-	-	-	-	-	-	-	-
12 cents	-	-	-	6.4	-	-	-	-	-	-
12.5 cents	-	-	-	-	-	-	-	17.4	-	-
13 cents	-	-	-	5.7	-	-	-	-	-	-
15 cents	-	-	-	-	-	-	-	-	5.3	-
20 cents	-	-	-	-	-	4.1	3.8	-	-	-
25 cents	-	-	-	-	-	-	-	-	-	18.6
Other	³ 6.0	-	-	-	-	-	-	-	-	-
With no shift differential	-	-	-	-	-	-	-	-	-	-

¹ No workers were employed on late shifts during November 1973 in Minneapolis–St. Paul.

² After 10 p.m., workers receive a 2.5 cents-per-hour differential.

³ Second and third shift differentials are paid for hours worked between 6 p.m. and 4, 5, or 6 a.m. as follows: (a) for less than 4 hours worked, employees receive a flat sum of either \$1.25 or \$1.60 per night; (b) for 4 or more hours worked, employees receive either a flat sum of \$3.20 per night or a bonus of 10 percent added to hourly rate for each hour worked.

⁴ 8 hours' pay for 7½ hours' work and 20 cents-per-hour differential.

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

Table 14. Paid holidays: Route drivers

(Percent of route drivers in fluid milk establishments with formal provisions for paid holidays in 20 selected areas, October–November 1973)

Number of paid holidays	Northeast				South						
	Buffalo	New York	Philadelphia	Pittsburgh	Atlanta	Baltimore	Dallas	Houston	Miami		
All workers.....	100	100	100	100	100	100	100	100	100		
Receiving paid holidays.....	83	100	95	100	82	100	-	56	51		
2 days.....	-	-	-	-	-	9	-	-	-		
5 days.....	-	-	-	-	82	-	-	-	-		
6 days.....	83	-	25	5	-	-	-	56	32		
7 days.....	-	-	-	7	-	91	-	-	-		
8 days.....	-	100	70	87	-	-	-	-	19		
Receiving no paid holidays.....	17	-	5	-	18	-	100	44	49		
	North Central							West			
	Chicago	Cincinnati	Cleveland	Detroit	Indianapolis	Kansas City	Minneapolis-St. Paul	St. Louis	Los Angeles-Long Beach	Portland	San Francisco-Oakland
All workers.....	100	100	100	100	100	100	100	100	100	100	100
Receiving paid holidays.....	100	32	85	100	44	67	100	100	100	100	100
3 days.....	-	-	5	-	-	-	-	-	-	-	-
4 days.....	7	-	-	-	-	67	-	-	-	-	-
6 days.....	24	32	81	100	44	-	100	-	-	100	-
7 days.....	69	-	-	-	-	-	-	100	-	-	-
8 days.....	-	-	-	-	-	-	-	-	100	-	5
9 days.....	-	-	-	-	-	-	-	-	-	-	95
Receiving no paid holidays.....	-	68	15	-	56	33	-	-	-	-	-

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

Table 15. Paid holidays: Plant workers

(Percent of plant workers in fluid milk establishments with formal provisions for paid holidays in 20 selected areas, October–November 1973)

Number of paid holidays	Northeast				South						
	Buffalo	New York	Philadelphia	Pittsburgh	Atlanta	Baltimore	Dallas	Houston	Miami		
All workers.....	100	100	100	100	100	100	100	100	100		
Receiving paid holidays.....	92	100	80	100	100	100	100	100	93		
1 day.....	-	-	-	-	16	-	-	-	-		
2 days.....	11	-	-	-	-	5	-	-	-		
3 days.....	15	-	-	-	-	-	-	-	-		
4 days.....	-	-	-	-	-	-	13	-	-		
5 days.....	-	-	-	-	84	-	37	6	38		
6 days.....	66	-	13	3	-	-	32	52	48		
7 days.....	-	-	-	11	-	95	-	-	-		
8 days.....	-	100	67	86	-	-	18	43	7		
Receiving no paid holidays.....	8	-	20	-	-	-	-	-	7		
	North Central							West			
	Chicago	Cincinnati	Cleveland	Detroit	Indianapolis	Kansas City	Minneapolis-St. Paul	St. Louis	Los Angeles-Long Beach	Portland	San Francisco-Oakland
All workers.....	100	100	100	100	100	100	100	100	100	100	100
Receiving paid holidays.....	100	100	98	97	83	91	100	100	100	100	100
2 days.....	-	-	-	-	13	-	-	-	-	-	-
5 days.....	-	-	-	-	-	-	-	-	-	3	-
6 days.....	1	84	98	97	41	2	100	-	-	97	-
7 days.....	99	-	-	-	-	90	-	100	-	-	-
8 days.....	-	16	-	-	29	-	-	-	100	-	1
9 days.....	-	-	-	-	-	-	-	-	-	-	99
Receiving no paid holidays.....	-	-	2	3	17	9	-	-	-	-	-

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

Table 16. Paid vacations: Route drivers

(Percent of route drivers in fluid milk establishments with formal provisions for paid vacations after selected periods of service in 20 selected areas, October–November 1973)

Vacation policy	Northeast				South				
	Buffalo	New York	Philadelphia	Pittsburgh	Atlanta	Baltimore	Dallas	Houston	Miami
All workers.....	100	100	100	100	100	100	100	100	100
<u>Method of payment</u>									
Workers in establishments providing paid vacations...	100	100	100	100	94	100	100	100	100
Length-of-time payment.....	100	100	100	100	94	100	100	74	100
Flat-sum payment.....	-	-	-	-	-	-	-	26	-
<u>Amount of vacation pay¹</u>									
After 1 year of service:									
1 week.....	100	-	100	26	94	91	100	74	29
Over 1 and under 2 weeks.....	-	-	-	74	-	9	-	-	-
2 weeks.....	-	100	-	-	-	-	-	-	71
After 2 years of service:									
1 week.....	100	-	100	-	-	71	11	-	-
Over 1 and under 2 weeks.....	-	-	-	-	12	9	-	-	-
2 weeks.....	-	100	-	26	82	20	89	74	100
Over 2 and under 3 weeks.....	-	-	-	74	-	-	-	-	-
After 3 years of service:									
1 week.....	8	-	15	-	-	-	11	-	-
Over 1 and under 2 weeks.....	-	-	-	-	12	9	-	-	-
2 weeks.....	92	100	85	13	82	91	89	74	100
Over 2 and under 3 weeks.....	-	-	-	78	-	-	-	-	-
3 weeks.....	-	-	-	9	-	-	-	-	-
After 5 years of service:									
1 week.....	-	-	5	-	-	-	-	-	-
Over 1 and under 2 weeks.....	-	-	-	-	-	9	-	-	-
2 weeks.....	100	-	90	13	94	91	70	74	29
Over 2 and under 3 weeks.....	-	-	-	78	-	-	-	-	-
3 weeks.....	-	100	5	-	-	-	30	26	71
Over 3 and under 4 weeks.....	-	-	-	9	-	-	-	-	-
After 10 years of service:									
1 week.....	-	-	5	-	-	-	-	-	-
Over 1 and under 2 weeks.....	-	-	-	-	-	9	-	-	-
2 weeks.....	17	-	7	5	75	-	59	18	-
Over 2 and under 3 weeks.....	-	-	-	78	12	-	-	-	-
3 weeks.....	83	100	83	7	6	91	41	82	100
4 weeks.....	-	-	5	9	-	-	-	-	-
After 15 years of service:									
1 week.....	-	-	5	-	-	-	-	-	-
Over 1 and under 2 weeks.....	-	-	-	-	-	9	-	-	-
2 weeks.....	17	-	-	5	41	-	18	18	-
Over 2 and under 3 weeks.....	-	-	-	-	12	-	-	-	-
3 weeks.....	83	-	19	7	41	71	82	26	87
4 weeks.....	-	100	75	9	-	20	-	56	13
Over 4 and under 5 weeks.....	-	-	-	78	-	-	-	-	-
After 20 years of service:									
1 week.....	-	-	5	-	-	-	-	-	-
Over 1 and under 2 weeks.....	-	-	-	-	-	9	-	-	-
2 weeks.....	17	-	-	5	41	-	-	18	-
3 weeks.....	-	-	17	-	46	-	41	-	68
Over 3 and under 4 weeks.....	-	-	3	-	-	-	-	-	-
4 weeks.....	83	100	75	7	6	71	59	82	32
Over 4 and under 5 weeks.....	-	-	-	78	-	-	-	-	-
5 weeks.....	-	-	-	9	-	20	-	-	-
After 25 years of service ² :									
1 week.....	-	-	5	-	-	-	-	-	-
Over 1 and under 2 weeks.....	-	-	-	-	-	9	-	-	-
2 weeks.....	17	-	-	5	41	-	-	18	-
3 weeks.....	-	-	7	-	46	-	41	-	68
4 weeks.....	83	100	18	7	6	50	59	82	32
5 weeks.....	-	-	70	-	-	21	-	-	-
Over 5 and under 6 weeks.....	-	-	-	78	-	-	-	-	-
6 weeks.....	-	-	-	9	-	20	-	-	-

See footnotes at end of table.

Table 16. Paid vacations: Route drivers—Continued

(Percent of route drivers in fluid milk establishments with formal provisions for paid vacations after selected periods of service in 20 selected areas, October–November 1973)

Vacation policy	North Central								West		
	Chicago	Cincinnati	Cleveland	Detroit	Indianapolis	Kansas City	Minneapolis— St. Paul	St. Louis	Los Angeles— Long Beach	Portland	San Francisco— Oakland
All workers.....	100	100	100	100	100	100	100	100	100	100	100
<u>Method of payment</u>											
Workers in establishments providing paid vacations....	100	100	100	100	100	100	100	100	100	100	100
Length-of-time payment.....	100	100	100	100	100	100	70	100	100	100	100
Flat-sum payment.....	-	-	-	-	-	-	30	-	-	-	-
<u>Amount of vacation pay¹</u>											
After 1 year of service:											
1 week.....	-	93	94	81	100	100	-	100	100	100	93
Over 1 and under 2 weeks.....	-	-	6	19	-	-	-	-	-	-	-
2 weeks.....	100	7	-	-	-	-	100	-	-	-	7
After 2 years of service:											
1 week.....	-	-	-	81	28	-	-	-	-	-	-
Over 1 and under 2 weeks.....	-	-	100	19	-	-	-	-	-	-	-
2 weeks.....	100	88	-	-	72	100	100	100	100	100	100
Over 2 and under 3 weeks.....	-	12	-	-	-	-	-	-	-	-	-
After 3 years of service:											
Over 1 and under 2 weeks.....	-	-	6	-	-	-	-	-	-	-	-
2 weeks.....	100	88	87	81	100	100	100	100	100	100	-
Over 2 and under 3 weeks.....	-	12	6	19	-	-	-	-	-	-	-
3 weeks.....	-	-	-	-	-	-	-	-	-	-	100
After 5 years of service:											
2 weeks.....	-	88	94	81	100	100	100	15	-	-	-
Over 2 and under 3 weeks.....	-	12	6	19	-	-	-	-	-	-	-
3 weeks.....	100	-	-	-	-	-	-	85	100	100	100
After 10 years of service:											
2 weeks.....	-	-	2	-	66	15	-	-	-	-	-
3 weeks.....	100	88	92	81	34	85	100	100	100	-	-
Over 3 and under 4 weeks.....	-	12	6	19	-	-	-	-	-	-	-
4 weeks.....	-	-	-	-	-	-	-	-	-	100	100
After 15 years of service:											
2 weeks.....	-	-	-	-	2	15	-	-	-	-	-
3 weeks.....	-	88	94	81	63	85	-	85	-	-	-
Over 3 and under 4 weeks.....	-	12	6	19	34	-	-	-	-	-	-
4 weeks.....	100	-	-	-	-	-	100	15	100	-	-
5 weeks.....	-	-	-	-	-	-	-	-	-	100	100
After 20 years of service:											
2 weeks.....	-	-	-	-	2	15	-	-	-	-	-
3 weeks.....	-	-	15	-	37	-	-	-	-	-	-
4 weeks.....	-	88	79	81	60	85	100	100	-	-	-
Over 4 and under 5 weeks.....	-	12	6	19	-	-	-	-	-	-	-
5 weeks.....	100	-	-	-	-	-	-	-	100	100	100
After 25 years of service: ²											
2 weeks.....	-	-	-	-	2	15	-	-	-	-	-
3 weeks.....	-	-	15	-	10	-	-	-	-	-	-
4 weeks.....	-	-	74	81	88	85	100	-	-	-	-
Over 4 and under 5 weeks.....	-	-	6	19	-	-	-	-	-	-	-
5 weeks.....	100	88	5	-	-	-	-	100	100	100	100
Over 5 and under 6 weeks.....	-	12	-	-	-	-	-	-	-	-	-

¹ Vacation payments, such as percent of annual earnings, were converted to an equivalent time basis. Periods of service were chosen arbitrarily and do not necessarily reflect individual establishment provisions for progression. For example, changes in proportions indicated at 10 years may include changes occurring between 5 and 10 years.

² Vacation provisions were the same after longer periods of service.

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

Table 17. Paid vacations: Plant workers

(Percent of plant workers in fluid milk establishments with formal provisions for paid vacations after selected periods of service in 20 selected areas, October–November 1973)

Vacation policy	Northeast				South				
	Buffalo	New York	Philadelphia	Pittsburgh	Atlanta	Baltimore	Dallas	Houston	Miami
All workers.....	100	100	100	100	100	100	100	100	100
Method of payment									
Workers in establishments providing paid vacations...	100	100	100	100	100	100	100	100	100
Length-of-time payment.....	100	100	100	100	100	100	100	100	100
Amount of vacation pay¹									
After 1 year of service:									
1 week.....	100	-	100	93	100	95	100	100	40
Over 1 and under 2 weeks.....	-	-	-	7	-	-	-	-	60
2 weeks.....	-	100	-	-	-	-	-	-	-
After 2 years of service:									
1 week.....	100	-	87	-	-	61	31	-	-
Over 1 and under 2 weeks.....	-	-	-	-	16	-	-	-	-
2 weeks.....	-	100	13	93	84	34	69	100	100
Over 2 and under 3 weeks.....	-	-	-	7	-	5	-	-	-
After 3 years of service:									
1 week.....	17	-	11	-	-	-	13	-	-
Over 1 and under 2 weeks.....	-	-	-	-	16	-	-	-	-
2 weeks.....	83	100	89	14	84	95	87	100	100
Over 2 and under 3 weeks.....	-	-	-	79	-	5	-	-	-
3 weeks.....	-	-	-	7	-	-	-	-	-
After 5 years of service:									
1 week.....	-	-	6	-	-	-	-	-	-
Over 1 and under 2 weeks.....	-	-	-	-	1	-	-	-	-
2 weeks.....	100	-	92	14	99	95	82	82	40
Over 2 and under 3 weeks.....	-	-	-	79	-	5	-	-	-
3 weeks.....	-	100	2	-	-	-	18	18	60
Over 3 and under 4 weeks.....	-	-	-	7	-	-	-	-	-
After 10 years of service:									
1 week.....	-	-	6	-	-	-	-	-	-
2 weeks.....	34	-	16	3	73	-	52	6	-
Over 2 and under 3 weeks.....	-	-	-	79	16	-	-	-	-
3 weeks.....	66	100	76	11	11	95	48	94	100
Over 3 and under 4 weeks.....	-	-	-	-	-	5	-	-	-
4 weeks.....	-	-	2	7	-	-	-	-	-
After 15 years of service:									
1 week.....	-	-	6	-	-	-	-	-	-
2 weeks.....	34	-	-	3	34	-	13	6	-
Over 2 and under 3 weeks.....	-	-	-	-	15	-	-	-	-
3 weeks.....	66	-	25	11	51	61	87	18	76
Over 3 and under 4 weeks.....	-	-	-	7	-	5	-	76	24
4 weeks.....	-	100	69	79	-	34	-	-	-
Over 4 and under 5 weeks.....	-	-	-	79	-	-	-	-	-
After 20 years of service:									
1 week.....	-	-	6	-	-	-	-	-	-
2 weeks.....	34	-	-	3	34	-	-	6	-
3 weeks.....	-	-	23	-	55	-	39	-	52
Over 3 and under 4 weeks.....	-	-	2	-	-	5	-	-	-
4 weeks.....	66	100	69	11	11	61	61	94	48
Over 4 and under 5 weeks.....	-	-	-	79	-	-	-	-	-
5 weeks.....	-	-	-	7	-	34	-	-	-
After 25 years of service:²									
1 week.....	-	-	6	-	-	-	-	-	-
2 weeks.....	34	-	-	3	34	-	-	6	-
3 weeks.....	-	-	16	-	55	-	39	-	52
Over 3 and under 4 weeks.....	-	-	-	-	-	5	-	-	-
4 weeks.....	66	100	10	11	11	33	61	94	48
5 weeks.....	-	-	67	-	-	27	-	-	-
Over 5 and under 6 weeks.....	-	-	-	79	-	-	-	-	-
6 weeks.....	-	-	-	7	-	34	-	-	-

See footnotes at end of table.

Table 17. Paid vacations: Plant workers—Continued

(Percent of plant workers in fluid milk establishments with formal provisions for paid vacations after selected periods of service in 20 selected areas, October–November 1973)

Vacation policy	North Central								West		
	Chicago	Cincinnati	Cleveland	Detroit	Indianapolis	Kansas City	Minneapolis-St. Paul	St. Louis	Los Angeles-Long Beach	Portland	San Francisco-Oakland
All workers.....	100	100	100	100	100	100	100	100	100	100	100
<u>Method of payment</u>											
Workers in establishments providing paid vacations.....	100	100	100	100	100	100	100	100	100	100	100
Length-of-time payment.....	100	100	100	97	100	100	100	100	100	100	100
Percentage payment.....	-	-	-	3	-	-	-	-	-	-	-
<u>Amount of vacation pay¹</u>											
After 1 year of service:											
1 week.....	-	63	100	7	87	100	-	100	100	97	84
Over 1 and under 2 weeks.....	-	-	-	93	13	-	-	-	-	-	-
2 weeks.....	3	37	-	-	-	-	100	-	-	3	16
3 weeks.....	97	-	-	-	-	-	-	-	-	-	-
After 2 years of service:											
1 week.....	-	16	-	7	45	2	-	8	-	-	-
Over 1 and under 2 weeks.....	-	-	100	93	-	-	-	-	-	-	-
2 weeks.....	3	84	-	-	42	98	100	92	100	100	100
Over 2 and under 3 weeks.....	-	-	-	-	13	-	-	-	-	-	-
3 weeks.....	97	-	-	-	-	-	-	-	-	-	-
After 3 years of service:											
Over 1 and under 2 weeks.....	-	-	11	-	-	-	-	-	-	-	-
2 weeks.....	3	80	89	7	87	100	100	100	100	100	-
Over 2 and under 3 weeks.....	-	-	-	93	13	-	-	-	-	-	-
3 weeks.....	97	20	-	-	-	-	-	-	-	-	100
After 5 years of service:											
2 weeks.....	-	80	100	7	87	100	100	20	-	3	-
Over 2 and under 3 weeks.....	-	-	-	93	13	-	-	-	-	-	-
3 weeks.....	3	20	-	-	-	-	-	80	100	97	89
Over 3 and under 4 weeks.....	-	-	-	-	-	-	-	-	-	-	11
4 weeks.....	97	-	-	-	-	-	-	-	-	-	-
After 10 years of service:											
2 weeks.....	-	-	2	-	30	10	-	-	-	3	-
Over 2 and under 3 weeks.....	-	-	-	-	13	-	-	-	-	-	-
3 weeks.....	3	100	98	3	57	90	100	100	94	-	-
Over 3 and under 4 weeks.....	-	-	-	93	-	-	-	-	-	-	-
4 weeks.....	97	-	-	-	-	-	-	-	6	97	100
Over 4 and under 5 weeks.....	-	-	-	4	-	-	-	-	-	-	-
After 15 years of service:											
2 weeks.....	-	-	-	-	1	10	-	-	-	3	-
3 weeks.....	2	64	100	3	57	90	-	80	-	-	-
Over 3 and under 4 weeks.....	-	-	-	93	13	-	-	-	-	-	-
4 weeks.....	1	36	-	-	29	-	100	20	100	-	-
Over 4 and under 5 weeks.....	-	-	-	4	-	-	-	-	-	-	-
5 weeks.....	97	-	-	-	-	-	-	-	-	97	100
After 20 years of service:											
2 weeks.....	-	-	-	-	1	10	-	-	-	3	-
3 weeks.....	-	-	12	3	16	-	-	-	-	-	-
Over 3 and under 4 weeks.....	-	-	-	-	13	-	-	-	-	-	-
4 weeks.....	2	64	88	-	41	90	100	100	-	-	-
Over 4 and under 5 weeks.....	-	-	-	97	-	-	-	-	-	-	-
5 weeks.....	98	36	-	-	29	-	-	-	100	97	100
After 25 years of service: ²											
2 weeks.....	-	-	-	-	1	10	-	-	-	3	-
3 weeks.....	-	-	12	3	-	-	-	-	-	-	-
Over 3 and under 4 weeks.....	-	-	-	-	13	-	-	-	-	-	-
4 weeks.....	2	-	88	-	57	90	100	8	-	-	-
Over 4 and under 5 weeks.....	-	-	-	97	-	-	-	-	-	-	-
5 weeks.....	98	100	-	-	29	-	-	92	100	97	100

¹ Vacation payments, such as percent of annual earnings, were converted to an equivalent time basis. Periods of service were chosen arbitrarily and do not necessarily reflect individual establishment provisions for progression. For example, changes in proportions indicated at 10 years may include changes occurring between 5 and 10 years.

² 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. Health, insurance, and retirement plans: Route drivers

(Percent of route drivers in fluid milk establishments with specified health, insurance, and retirement plans in 20 selected areas, October–November 1973)

Type of plan ¹	Northeast				South				
	Buffalo	New York	Philadelphia	Pittsburgh	Atlanta	Baltimore	Dallas	Houston	Miami
All workers.....	100	100	100	100	100	100	100	100	100
Workers in establishments providing:									
Life insurance.....	100	100	100	91	82	100	100	100	90
Noncontributory plans.....	85	100	100	91	82	100	18	74	52
Accidental death and dismemberment insurance.....	41	56	100	91	41	91	60	100	90
Noncontributory plans.....	41	56	100	91	41	91	-	74	52
Sickness and accident insurance or sick leave or both ²	83	100	97	100	41	100	89	82	76
Sickness and accident insurance.....	83	100	97	100	-	100	60	82	62
Noncontributory plans.....	83	100	97	100	-	100	-	56	-
Sick leave (full pay, no waiting period).....	-	-	5	15	41	-	-	-	71
Sick leave (partial pay or waiting period).....	-	-	-	-	-	71	29	-	-
Hospitalization insurance.....	100	100	100	100	88	100	89	82	100
Noncontributory plans.....	85	100	97	91	82	100	18	56	22
Surgical insurance.....	100	100	100	100	88	100	89	82	100
Noncontributory plans.....	85	100	97	91	82	100	18	56	22
Medical insurance.....	100	100	100	100	88	100	89	82	100
Noncontributory plans.....	85	100	97	91	82	100	18	56	22
Major medical insurance.....	98	100	17	83	88	100	89	82	100
Noncontributory plans.....	83	100	17	83	82	79	18	56	22
Retirement plans ³	90	100	97	100	75	91	89	82	94
Pensions.....	7	100	97	100	75	91	89	82	94
Noncontributory plans.....	-	100	92	100	75	91	42	56	19
Severance pay.....	83	-	6	-	-	-	18	-	-
Long-term disability insurance.....	8	8	-	-	41	41	42	-	-
Noncontributory plans.....	8	8	-	-	41	41	-	-	-
No plans.....	-	-	-	-	12	-	-	-	-

See footnotes at end of table.

Table 18. Health, insurance, and retirement plans: Route drivers—Continued

(Percent of route drivers in fluid milk establishments with specified health, insurance, and retirement plans in 20 selected areas, October–November 1973)

Type of plan ¹	North Central								West		
	Chicago	Cincinnati	Cleveland	Detroit	Indianapolis	Kansas City	Minneapolis–St. Paul	St. Louis	Los Angeles–Long Beach	Portland	San Francisco–Oakland
All workers.....	100	100	100	100	100	100	100	100	100	100	100
Workers in establishments providing:											
Life insurance.....	100	100	98	100	100	100	100	100	100	7	100
Noncontributory plans.....	100	100	98	71	28	85	100	100	100	-	100
Accidental death and dismemberment insurance.....	100	100	87	71	100	85	100	100	-	-	100
Noncontributory plans.....	100	100	87	71	28	85	100	100	-	-	100
Sickness and accident insurance or sick leave or both ²	100	100	98	100	100	100	100	100	100	100	100
Sickness and accident insurance.....	100	100	98	100	100	85	100	100	100	-	-
Noncontributory plans.....	100	100	98	100	28	85	100	100	100	-	-
Sick leave (full pay, no waiting period).....	-	-	-	48	2	15	-	-	-	-	-
Sick leave (partial pay or waiting period).....	-	-	-	-	10	-	-	-	-	100	100
Hospitalization insurance.....	100	100	100	100	100	100	100	100	100	100	100
Noncontributory plans.....	100	100	68	100	28	85	100	100	100	100	100
Surgical insurance.....	100	100	100	100	100	100	100	100	100	100	100
Noncontributory plans.....	100	100	68	100	28	85	100	100	100	100	100
Medical insurance.....	100	100	100	100	100	100	100	100	100	100	100
Noncontributory plans.....	100	100	68	100	28	85	100	100	100	100	100
Major medical insurance.....	100	100	81	19	100	100	100	15	100	100	100
Noncontributory plans.....	100	100	57	19	28	85	100	15	100	100	100
Retirement plans ³	100	100	98	100	100	100	100	100	100	100	100
Pensions.....	100	100	98	100	100	100	100	100	100	100	100
Noncontributory plans.....	100	100	98	100	64	100	100	100	100	100	100
Severance pay.....	100	-	57	-	-	-	-	-	-	-	-
Long-term disability insurance.....	9	-	-	-	34	-	-	-	100	100	95
Noncontributory plans.....	9	-	-	-	-	-	-	-	100	100	95
No plans.....	-	-	-	-	-	-	-	-	-	-	-

¹ Includes only those 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 the State temporary disability insurance laws are included if the employer contributes more than is legally required or if the employees receive benefits exceeding legal requirements.

² Unduplicated total of workers receiving sick leave or sickness and accident insurance shown separately.

³ Unduplicated total of workers covered by pensions or retirement severance pay shown separately.

Table 19. Health, insurance, and retirement plans: Plant workers

(Percent of plant workers in fluid milk establishments with specified health, insurance, and retirement plans in 20 selected areas, October–November 1973)

Type of plan ¹	Northeast				South				
	Buffalo	New York	Philadelphia	Pittsburgh	Atlanta	Baltimore	Dallas	Houston	Miami
All workers	100	100	100	100	100	100	100	100	100
Workers in establishments providing:									
Life insurance.....	98	100	100	93	89	100	100	100	90
Noncontributory plans.....	72	100	100	93	74	100	13	39	58
Accidental death and dismemberment insurance.....	18	24	100	93	55	95	62	100	90
Noncontributory plans.....	18	24	100	93	41	95	-	39	58
Sickness and accident insurance or sick leave or both ²	79	100	98	100	66	100	87	94	72
Sickness and accident insurance.....	68	100	98	100	-	100	62	94	45
Noncontributory plans.....	68	100	98	100	-	100	-	34	-
Sick leave (full pay, no waiting period).....	11	-	2	10	66	-	18	-	65
Sick leave (partial pay or waiting period).....	-	-	13	-	-	61	25	-	-
Hospitalization insurance.....	100	100	100	100	100	100	87	94	100
Noncontributory plans.....	74	100	98	93	84	100	13	34	38
Surgical insurance.....	100	100	100	100	100	100	87	94	100
Noncontributory plans.....	74	100	98	93	84	100	13	34	38
Medical insurance.....	100	100	100	100	100	100	87	94	100
Noncontributory plans.....	74	100	98	93	84	100	13	34	38
Major medical insurance.....	92	100	23	82	100	100	87	94	100
Noncontributory plans.....	66	100	23	82	84	73	13	34	38
Retirement plans ³	77	100	85	100	34	95	87	94	93
Pensions.....	11	100	85	100	34	95	87	94	93
Noncontributory plans.....	-	100	79	100	34	95	37	34	13
Severance pay.....	66	-	16	-	-	-	13	-	-
Long-term disability insurance.....	15	33	-	-	73	62	55	43	-
Noncontributory plans.....	15	33	-	-	73	62	-	-	-
No plans.....	-	-	-	-	-	-	-	-	-

See footnotes at end of table.

Table 19. Health, insurance, and retirement plans: Plant workers—Continued

(Percent of plant workers in fluid milk establishments with specified health, insurance, and retirement plans in 20 selected areas, October–November 1973)

Type of plan ¹	North Central								West		
	Chicago	Cincinnati	Cleveland	Detroit	Indianapolis	Kansas City	Minneapolis–St. Paul	St. Louis	Los Angeles–Long Beach	Portland	San Francisco–Oakland
All workers.....	100	100	100	100	100	100	100	100	100	100	100
Workers in establishments providing:											
Life insurance.....	100	100	98	100	100	100	100	100	100	12	100
Noncontributory plans.....	100	100	98	59	58	91	100	100	100	9	100
Accidental death and dismemberment insurance.....	100	100	82	89	100	91	100	100	6	-	100
Noncontributory plans.....	100	100	82	59	58	91	100	100	6	-	100
Sickness and accident insurance or sick leave or both ²	100	100	98	100	100	100	100	100	100	97	100
Sickness and accident insurance.....	100	100	98	74	100	91	100	100	94	-	-
Noncontributory plans.....	100	100	98	44	58	91	100	100	94	-	-
Sick leave (full pay, no waiting period).....	-	-	-	97	1	9	-	-	6	-	-
Sick leave (partial pay or waiting period).....	-	-	-	-	13	-	-	-	-	97	100
Hospitalization insurance.....	100	100	100	100	100	100	100	100	100	100	100
Noncontributory plans.....	100	100	74	100	58	91	100	100	100	100	100
Surgical insurance.....	100	100	100	100	100	100	100	100	100	100	100
Noncontributory plans.....	100	100	74	100	58	91	100	100	100	100	100
Medical insurance.....	100	100	100	100	100	100	100	100	100	100	100
Noncontributory plans.....	100	100	74	100	58	91	100	100	100	100	100
Major medical insurance.....	100	100	72	22	100	100	100	20	100	100	100
Noncontributory plans.....	100	100	54	22	58	91	100	20	100	100	100
Retirement plans ³	100	80	98	100	100	95	100	100	100	97	100
Pensions.....	100	80	98	100	100	95	100	100	100	97	100
Noncontributory plans.....	100	80	98	100	71	95	100	100	100	97	100
Severance pay.....	100	-	54	-	-	-	-	-	-	-	-
Long-term disability insurance.....	2	16	-	-	28	-	-	-	100	97	99
Noncontributory plans.....	2	16	-	-	-	-	-	-	100	97	99
No plans.....	-	-	-	-	-	-	-	-	-	-	-

¹ Includes only those 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 the state temporary disability insurance laws are included if the employer contributes more than is legally required or if the employees receive benefits exceeding legal requirements.

² Unduplicated total of workers receiving sick leave or sickness and accident insurance shown separately.

³ Unduplicated total of workers covered by pensions or retirement severance pay shown separately.

Table 20. Work clothing provisions by area

(Percent of route drivers and plant workers in fluid milk establishments with provisions for furnishing or cleaning work clothing, or both, in 20 selected areas, October–November 1973)

Employer provisions for furnishing and cleaning uniforms	Northeast				South					North Central							West			
	Buffalo	New York	Phila-delphia	Pitts-burgh	Atlanta	Balti-more	Dallas	Houston	Miami	Chicago	Cincin-nati	Cleve-land	Detroit	Indian-apolis	Kansas City	Minne-apolis—St. Paul	St. Louis	Los Angeles—Long Beach	Port-land	San Fran-cisco—Oakland
	Route drivers																			
Furnishes work clothing only	7	-	17	5	-	9	-	74	62	-	63	-	19	2	15	100	4	-	100	-
Cleans work clothing only	-	-	-	-	-	-	30	26	-	-	-	6	-	-	67	-	-	-	-	-
Furnishes and cleans work clothing	-	26	14	6	35	20	-	-	10	6	7	52	-	28	19	-	3	16	-	100
Pays part of cost of work clothing and part of cleaning cost	-	-	3	-	18	-	11	-	28	-	-	31	-	-	-	-	-	-	-	-
Pays part of cost of work clothing	91	74	12	89	-	21	-	-	-	15	30	6	52	60	-	-	12	-	-	-
Other provisions	-	-	-	-	-	-	-	-	-	² 78	-	5	-	-	-	-	-	¹ 84	-	-
No provisions	2	-	54	-	47	50	59	-	-	-	-	-	29	10	-	-	81	-	-	-
	Plant workers																			
Furnishes work clothing only	-	-	6	20	-	5	-	82	45	-	-	-	15	58	9	-	3	-	97	-
Cleans work clothing only	-	-	-	-	-	-	18	18	-	-	-	-	-	-	2	-	-	-	-	-
Furnishes and cleans work clothing	74	92	90	13	41	62	18	-	10	82	100	100	59	42	70	100	77	8	-	100
Pays part of cost of work clothing and part of cleaning cost	-	8	2	18	26	-	25	-	45	-	-	-	-	-	-	-	-	-	3	-
Other provisions	15	-	-	¹ 49	34	-	26	-	-	17	-	-	22	-	¹ 20	-	9	¹ 92	-	-
No provisions	11	-	2	-	-	33	13	-	-	1	-	-	4	-	-	-	12	-	-	-

¹ All of the workers in Kansas City and Los Angeles, and most of those in Pittsburgh, were in plants providing all of the cleaning costs and part of the cost of uniforms.

² Nearly one-third of the workers in Chicago were in establishments providing part of the cleaning cost and all of the uniform cost.

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

Appendix A. Scope and Method of Survey

Scope of survey

The survey included establishments primarily engaged in processing (pasteurizing, homogenizing, vitaminizing, bottling) and distributing fluid milk, cream, and related products (SIC 2026 as defined in the Standard Industrial Classification Manual, prepared by the U.S. Office of Management and Budget). Separate auxiliary units such as central offices and bulk milk receiving stations 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.

Method of study

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

Establishment definition

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

Area definitions

The survey developed separate data for 20 Standard Metropolitan Statistical Areas, defined by the U.S. Office of Management and Budget through November 1972, as follows:

Atlanta, Ga -----	Clayton, Cobb, DeKalb, Fulton, and Gwinnett Counties
Baltimore, Md ----	Baltimore City and Anne Arundel, Baltimore, Carroll, Harford, and Howard Counties
Buffalo, N.Y -----	Erie and Niagara Counties
Chicago, Ill -----	Cook, DuPage, Kane, Lake, McHenry, and Will Counties
Cincinnati, Ohio-- Ky.-Ind -----	Clermont, Hamilton, and Warren Counties, Ohio; Boone, Campbell, and Kenton Counties, Ky.; and Dearborn County, Ind.
Cleveland, Ohio ---	Cuyahoga, Geauga, Lake, and Medina Counties
Dallas, Tex -----	Collin, Dallas, Denton, Ellis, Kaufman, and Rockwall Counties
Detroit, Mich -----	Macomb, Oakland, and Wayne Counties
Houston, Tex -----	Brazoria, Fort Bend, Harris, Liberty, and Montgomery Counties
Indianapolis, Ind--	Boone, Hamilton, Hancock, Hendricks, Johnson, Marion, Morgan, and Shelby Counties
Kansas City, Mo.-Kans -----	Cass, Clay, Jackson, and Platte Counties, Mo.; and Johnson and Wyandotte Counties, Kans.
Los Angeles-- Long Beach, Calif -----	Los Angeles County
Miami, Florida ---	Dade County

Table A-1. Estimated number of establishments and workers within scope of survey, and number studied, fluid milk industry, 20 selected areas, October–November 1973

Area ¹	Payroll period	Number of establishments ²		Workers in establishments			
		Within scope of survey	Studied	Within scope of survey			Studied
				Total ³	Plant	Route drivers	Total
Total, 20 areas.....		273	173	30,089	12,902	8,508	24,000
Northeast:							
Buffalo.....	October	11	7	710	220	256	578
New York.....	November	18	9	2,066	1,129	507	1,526
Philadelphia.....	November	37	16	3,074	813	1,356	1,981
Pittsburgh.....	November	19	11	1,841	560	780	1,265
South:							
Atlanta.....	November	6	5	1,246	513	355	1,044
Baltimore.....	November	7	4	1,622	469	515	1,098
Dallas.....	October	7	7	1,062	629	232	1,062
Houston.....	November	4	4	794	447	170	794
Miami.....	October	8	7	1,457	847	335	1,165
North Central:							
Chicago.....	November	27	16	2,239	1,017	511	1,689
Cincinnati.....	November	13	10	1,393	625	438	1,246
Cleveland.....	October	11	8	1,302	351	509	815
Detroit.....	November	12	7	1,551	776	174	1,432
Indianapolis.....	November	6	6	812	382	166	812
Kansas City.....	November	7	7	661	195	81	661
Minneapolis–St. Paul.....	November	14	9	990	351	351	806
St. Louis.....	November	16	9	1,196	607	355	728
West:							
Los Angeles–Long Beach.....	November	24	15	3,866	2,000	753	3,452
Portland.....	October	10	7	758	282	204	691
San Francisco–Oakland.....	November	16	9	1,449	689	460	1,155

¹ For definitions of areas, see p. 35.

² Includes only establishments with 20 workers or more at the time of reference of the universe data.

³ Includes office, executive, professional, and other workers excluded from the plant and route drivers categories shown.

Minneapolis—
 St. Paul, Minn.--- Anoka, Dakota, Hennepin,
 Ramsey, and Washington
 Counties

New York, N.Y.--- New York City (Bronx,
 Kings, New York,
 Queens, and Richmond
 Counties); and Rockland
 and Westchester
 Counties, N.Y.

Philadelphia,
 Pa.—N.J.----- Bucks, Chester,
 Delaware, Montgomery,
 and Philadelphia Counties,
 Pa.; and Burlington,
 Camden, and Gloucester
 Counties, N.J.

Pittsburgh, Pa. --- Allegheny, Beaver,
 Washington, and
 Westmoreland Counties

Portland, Oreg.—
 Wash.----- Clackamas, Multnomah,
 and Washington Counties,
 Oreg.; and Clark County,
 Wash.

St. Louis, Mo.—
 Ill.----- St. Louis City, Franklin,
 Jefferson, St. Charles,
 and St. Louis Counties,
 Mo.; and Madison and
 St. Clair Counties, Ill.

San Francisco—
 Oakland, Calif.--- Alameda, Contra Costa,
 Marin, San Francisco,
 and San Mateo Counties

Employment

Estimates of the number of workers with-
 in scope of the study are intended as a general
 guide to the size and composition of the
 industry's labor force, rather than as precise
 measures of employment.

Production workers

The term "production workers," used
 interchangeably with "plant workers," includes
 working supervisors and all nonsupervisory
 workers engaged in nonoffice activities.
 Administrative, executive, professional, and
 technical personnel, and force-account con-
 struction employees, who are used as a sep-
 arate work force on the firm's own properties,
 and retail employees at the dairy site, are
 excluded.

Route workers

The term "route workers or drivers"
 refers to wholesale, retail, and combination
 wholesale and retail sales workers who make
 deliveries to regular customers. Included are
 swing and relief drivers as well as regular
 drivers.

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 occupation; the
 usefulness of the data in collective bargaining;
 and appropriate representation of the entire
 job scale in the industry. Working super-
 visors, apprentices, learners, beginners,
 trainees, and handicapped, part-time, tem-
 porary, and probationary workers were not
 reported in the data for selected occupations
 but were included in the data for all production
 workers.

Wage data

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

Average (mean) hourly rates or earnings
 for each occupation or 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 indi-
 viduals. The hourly earnings of salaried wor-
 kers were obtained by dividing straight-time
 salary by normal (or standard) hours to which
 the salary corresponds.

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 wor-
 kers 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 occasionally may be paid above or below the single rate for special reasons, but such payments are exceptions. Range-of-rate plans are those in which the minimum, maximum, or both of these rates paid experienced workers for the same job are specified. Specific rates of individual workers within the range may be determined by merit, length of service, or a combination of these. Incentive workers are classified under piecework, bonus or commission plans. Piecework is work for which a predetermined rate is paid for each unit of output. Production bonuses are for production in excess of a quota or for completion of a task in less than standard time.

Scheduled weekly hours

Data on weekly hours refer to the predominant work schedule for full-time production workers (or time-rated route 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 workers (or route workers) if they applied to half or more of such workers in the establishment. Similarly, if fewer than half of the workers were covered, the benefit was considered nonexistent in the establishment. Because of length-of-service and other eligibility requirements, the proportion of workers receiving the benefits may be smaller than estimated.

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

Paid vacations. The 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 represent 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 worker'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 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 exceeds the normal coverage of hospitalization, medical, and surgical plans.

Long-term disability plans provide payments to totally disabled employees upon the expiration of their paid sick leave, or sickness and accident insurance, or both, or after a predetermined period of disability (typically 6 months). Payments are made until the end of the disability, a maximum age, or eligibility for retirement benefits. Payments may be a full or partial pay but are almost always

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

reduced by social security, worker's compensation, and private pension benefits payable to the disabled employee.

Tabulations of retirement pensions are limited to plans which provide regular payments for the remainder of the retiree's life. Data are presented separately for retirement severance pay (one payment or several over a specified period of time) made to employees

on retirement. Establishments providing both retirement severance payments and retirement pensions to employees were considered as having both retirement pensions and retirement severance plans; however, establishments having optional plans providing employees a choice of either retirement severance payments or pensions were considered as having only retirement pension benefits.

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 is instructed to exclude working supervisors, apprentices, learners, beginners, trainees, and handicapped, part-time, temporary, and probationary workers.

Engineer, stationary

Operates and maintains and may also supervise the operation of stationary engines and equipment (mechanical or electrical) to supply the establishment in which employed with power, heat, refrigeration, or air-conditioning. Work involves: Operating and maintaining equipment such as steam engines, air compressors, generators, motors, turbines, ventilating and refrigerating equipment, steam boilers and boiler-fed water pumps; making equipment repairs; keeping a record of operation of machinery, temperature, and fuel consumption. May also supervise these operations. Head or chief engineers in establishments employing more than one engineer are excluded.

Filling-machine tender

(Filler operator; pure-pac operator; sealing operator)

Controls the operation of a filling machine which automatically fills containers such as cartons, boxes, bottles, cans, or jars with a specified weight or amount of the commodity being packaged. May also feed containers to the machine or this operation may be performed by a filling-machine feeder. May remove filled containers from machine.

For wage study purposes, filling-machine tenders are classified according to type of container filled as follows:

Filling-machine tender, bottles
Filling-machine tender, cartons
Filling-machine tender, other containers

Workers who tend machines that perform other operations such as closing, sealing, capping, or wrapping, in addition to filling containers, are included.

Garage attendant

Services company's trucks and cars, performing any one or combination of the following: Inspects trucks (or cars) to ascertain need for gasoline, oil, and water, and supplies these items as needed; changes oil and lubricates various parts of chassis and motor; cleans interior and exterior of trucks; changes or repairs tires.

Mechanic, automotive (maintenance)

Repairs automobiles, buses, motor trucks and tractors of an establishment. Work involves most of the following: Examining automotive equipment to diagnose source of trouble; disassembling equipment and performing repairs that involve the use of hand tools such as wrenches, gauges, drills, or specialized equipment in disassembling or fitting parts; replacing broken or defective parts from stock; grinding and adjusting valves; reassembling and installing the various assemblies in the vehicle and making necessary adjustments; aligning wheels, adjusting brakes and lights, or tightening body bolts. In general, the work of the automotive mechanic requires rounded training and experience usually acquired through a formal apprenticeship or equivalent training and experience.

Order filler

(Order picker; stock selector; warehouse stockman)

Fills shipping or transfer orders for finished goods from stored merchandise in accordance with specifications on sales slip, customers' orders, or other instructions. May, in addition to filling orders and indicating items filled or omitted, keep records of outgoing orders, requisition additional stock or report short supplies to supervisor, and perform other related duties.

Pasteurizer

Pasteurizes raw milk, cream, or ice cream mixtures to remove harmful bacteria. Pumps product through a pasteurizing tank, and after it has been held at a specified temperature for a specified length of time, pumps milk or cream through a cooling unit to a bottling machine, or pumps ice cream mixtures to other machines, storage tanks, or to freezing room. Is responsible for reading thermometers and gauges and making proper adjustments so the product is properly pasteurized. May add chocolate syrup to skimmed milk to make chocolate milk. May clean and sterilize tanks and interconnecting pipe lines. May operate a centrifugal separator that separates cream or butterfat from whole milk. May operate homogenizer.

Refrigerator man

(Cooler man; ice-box man; stacker; cheese stack-off man)

Removes boxes, cases, cartons, or cans of products (butter, milk, ice cream, etc.) from conveyors or hand trucks and stacks them in a refrigerated storage room. May pack cartons or cases in ice for delivery. May keep records of stock movements and stock on hand.

Routeman (Driver-salesman)

Delivers milk and other dairy products to regular customers and acts as salesman in obtaining new accounts. May collect payments and empty containers from customers. In addition, swing or relief men who regularly work on several routes on the days when the regular routemen are off duty are included. Truckdrivers delivering products to company-owned stores and special delivery drivers not serving regular customers are excluded.

For wage study purposes, routemen are classified by type of route, as follows:

Routeman (driver-salesman) retail routes only, regular
Routeman (driver-salesman) retail routes only, swing or relief man
Routeman (driver-salesman) wholesale routes only, regular
Routeman (driver-salesman) wholesale routes only, swing or relief man
Routeman (driver-salesman) combination retail and wholesale routes, regular
Routeman (driver-salesman) combination retail and wholesale routes, swing or relief man

Sanitary man

(Clean-up man; equipment washer)

Washes, scrubs, and sterilizes equipment, using brushes, hot water, cleaning preparations, and dilute acids. Work involves one or more of the following: Dismantling piping and cleaning interior with spiral brush; scrubbing inside equipment, floors, and walls with hand brushes, rinsing with hot water; wiping down cleaned walls with dilute acid.

Truckdriver

Drives a truck within a metropolitan area to transport milk or other dairy products, usually from the processing plant to distribution points of company-owned stores. Includes ice cream mix drivers. Driver-salesmen are excluded. (See routemen, retail and wholesale.)

Washer, bottle, machine

Washes dirty bottles of various sizes by operating an automatic bottle-washing machine. Places or inserts bottles into bottle receptacles or racks of conveyor system which carries the bottles through the various washing, brushing, rinsing and sterilizing units of the machine; after being washed, the bottles are discharged onto a conveyor system for transfer to the filling machines. May adjust water temperature. May replenish alkali solution in the washing chambers.

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, 1967.
BLS Bulletin 1602¹
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, 1964.
BLS Bulletin 1464¹
Footwear, 1971. BLS Bulletin 1792
Hosiery, 1970. BLS Bulletin 1743
Industrial Chemicals, 1971.
BLS Bulletin 1768
Iron and Steel Foundries, 1967.
BLS Bulletin 1626¹
Leather Tanning and Finishing, 1968.
BLS Bulletin 1618
Machinery Manufacturing, 1970-71.
BLS Bulletin 1754¹
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, 1970.
BLS Bulletin 1716
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, 1967.
BLS Bulletin 1608¹
Southern Sawmills and Planing Mills, 1969.
BLS Bulletin 1694

Manufacturing—Continued

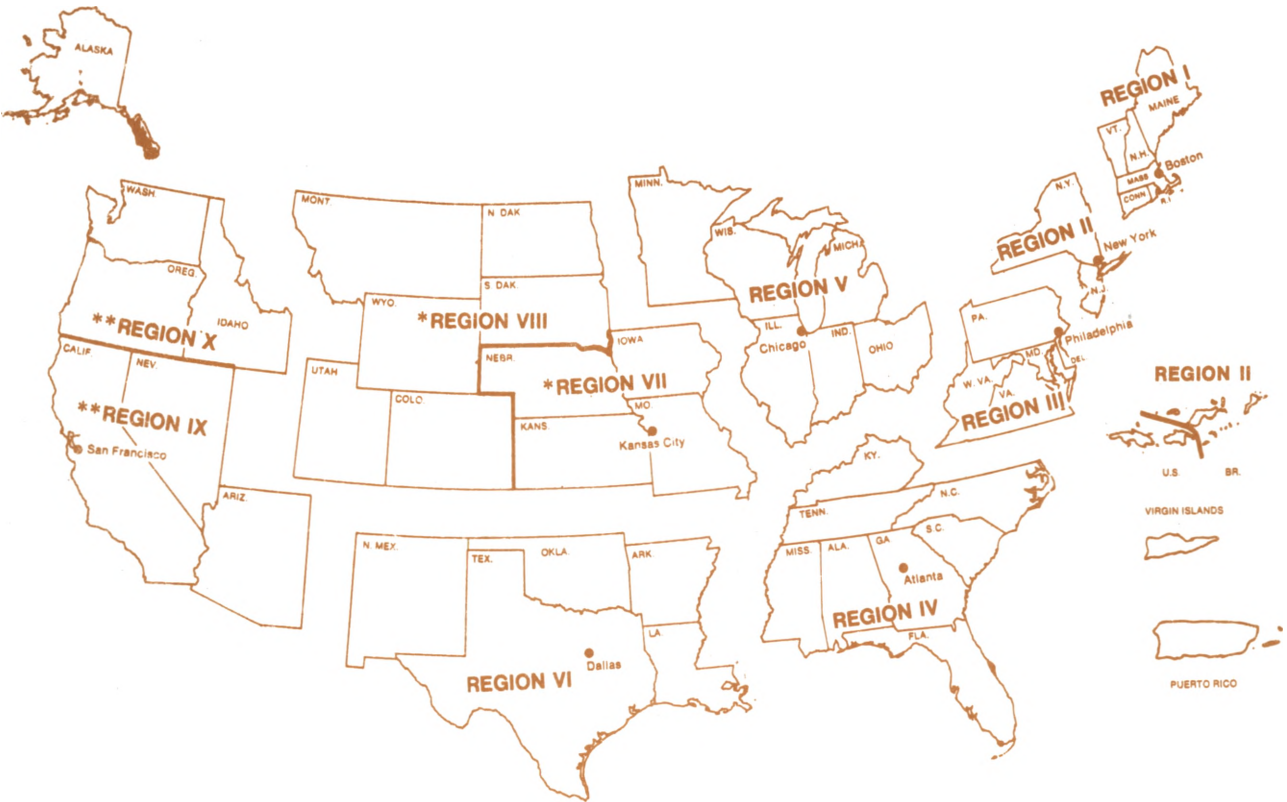
Structural Clay Products, 1969.
BLS Bulletin 1697
Synthetic Fibers, 1970. BLS Bulletin 1740
Textile Dyeing and Finishing, 1970.
BLS Bulletin 1757
Textiles, 1971. BLS Bulletin 1801
West Coast Sawmilling, 1969.
BLS Bulletin 1704
Women's and Misses' Coats and Suits, 1970.
BLS Bulletin 1728
Women's and Misses' 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, 1969. BLS Bulletin 1703
Bituminous Coal Mining, 1967.
BLS Bulletin 1583
Communications, 1972.
BLS Bulletin 1854
Contract Cleaning Services, 1971.
BLS Bulletin 1778
Crude Petroleum and Natural Gas Production, 1972. BLS Bulletin 1797
Educational Institutions: Nonteaching Employees, 1968-69. BLS Bulletin 1671
Electric and Gas Utilities, 1967.
BLS Bulletin 1614
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, 1967-68. BLS Bulletin 1638
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: 223-6762 (Area Code 617)

Region II

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

Region III

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

Region IV

Suite 540
1371 Peachtree St., NE.
Atlanta, Ga. 30309
Phone: 526-5418 (Area Code 404)

Region V

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

Region VI

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

Regions VII and VIII *

Federal Office Building
911 Walnut St., 15th Floor
Kansas City, Mo. 64106
Phone: 374-2481 (Area Code 816)

Regions IX and X **

450 Golden Gate Ave.
Box 36017
San Francisco, Calif. 94102
Phone: 556-4678 (Area Code 415)

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