

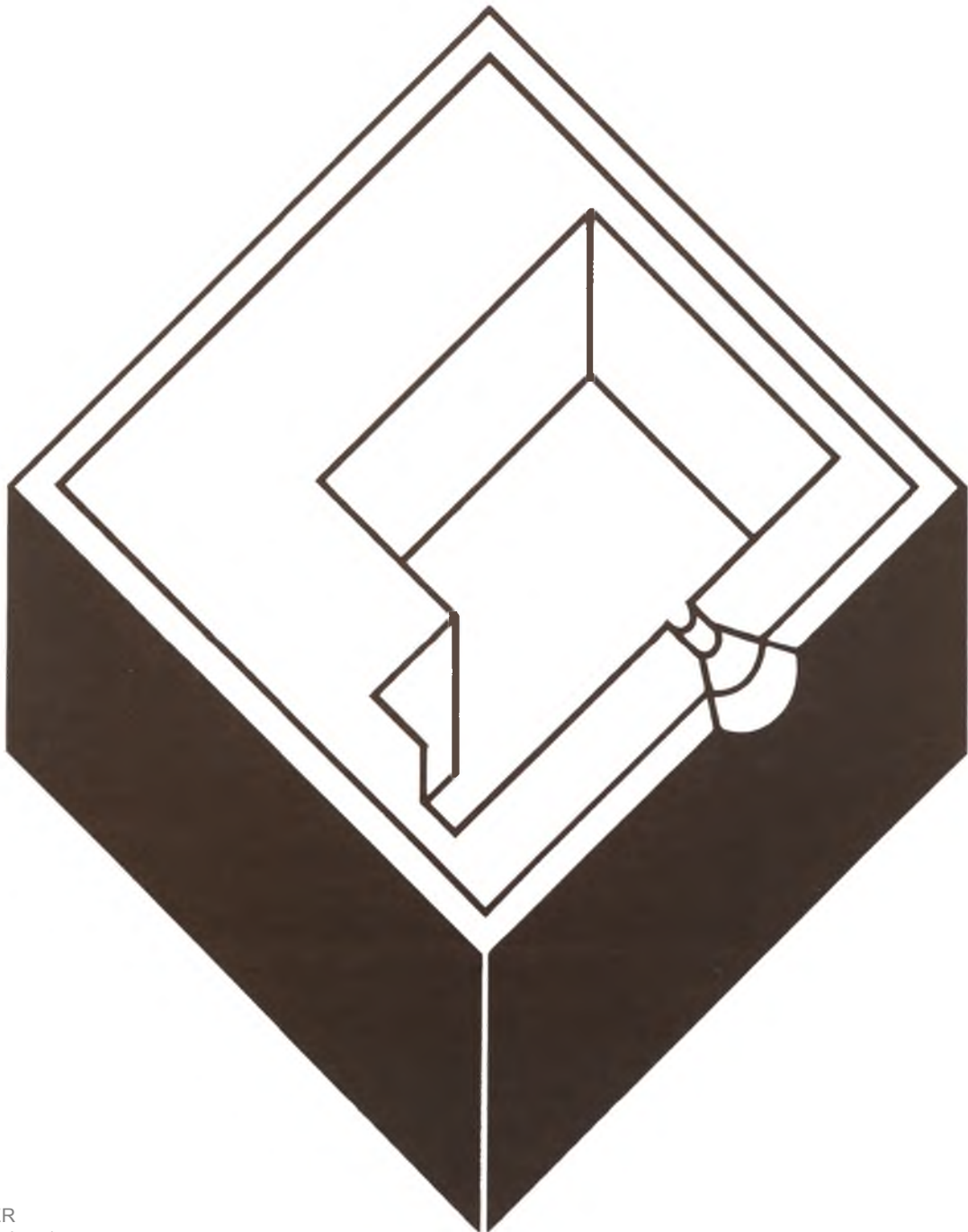
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Industry Wage Survey: Iron and Steel Foundries, November 1973



U.S. Department of Labor
Bureau of Labor Statistics
1976

Bulletin 1894



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U.S. Department of Labor
W. J. Usery, Jr., Secretary
Bureau of Labor Statistics
Julius Shiskin, Commissioner
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Preface

This bulletin summarizes the results of a Bureau of Labor Statistics nationwide survey of wages and supplementary benefits in iron and steel foundries in November 1973. Data are reported separately for four product branches: Gray iron, except pipe and fittings; gray iron pipe and fittings; malleable iron; and steel.

Separate releases were issued earlier for—

Gray iron foundries, except pipe and fittings

Chicago

Los Angeles—Long Beach

Pittsburgh

St. Louis

Gray iron pipe and fittings foundries

Alabama

Birmingham

Steel foundries

Chicago

Los Angeles—Long Beach

Pittsburgh

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

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

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

The Bureau has introduced new job titles to eliminate those that denote sex stereotypes. For purposes of this bulletin, however, old titles have been retained where they refer specifically to jobs for which survey data were collected under earlier definitions.

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Iron and Steel Foundries, November 1973

Summary

Straight-time earnings of production and related workers in iron and steel foundries averaged \$4.31 an hour in November 1973. Earnings of all but 3½ percent of the 185,394 workers covered by the survey¹ were between \$2 and \$6.50; the middle 50 percent fell between \$3.53 and \$5.13. Men, constituting 98 percent of the work force, averaged \$4.32. Women, chiefly employed as chippers and grinders, core assemblers and finishers, and inspectors, averaged \$3.66.

Among regions for which separate data were presented, average hourly earnings ranged from \$4.71 in the Great Lakes States—accounting for three-fifths of the industry's workers—to \$3.30 in the Southwest.² Earnings levels also varied by industry branch, establishment and community size, union contract status, type of foundry ownership, and occupation.

Nationwide averages among the 36 production occupations studied spanned a broad range—from \$6.53 for metal patternmakers to \$3.70 for general foundry laborers.³ Chippers and grinders, the largest occupational category studied, averaged \$4.15.

Virtually all production workers were employed in foundries providing paid holidays, paid vacations, and at least part of the cost of life, hospitalization, surgical, and basic medical insurance. Workers typically received 8 to 12 holidays annually, in addition to 1 to 5 weeks of vacation pay, depending on years of service. Nine-tenths of the workers also were covered by retirement pension plans.

Industry characteristics

The survey represented establishments employing 50 workers or more⁴ and primarily engaged in manufacturing iron and steel castings. Castings are metal products that are

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

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

³ See appendix C for job descriptions.

⁴ The November 1973 survey is not strictly comparable to a similar survey conducted in November 1967 (*Industry Wage Survey: Iron and Steel Foundries, November 1967*, BLS Bulletin 1626) because the latter had a minimum establishment size of 20 workers. However, establishments with 20 to 49 workers accounted for only 5 percent of the work force in iron and steel foundries, according to estimates from *County Business Patterns, 1973* (U.S. Department of Commerce, 1974.)

made by pouring molten iron or steel into hollow molds in which the metal then cools and solidifies. Castings may be finished, cleaned, and—where appropriate, welded together into larger units. Because of their strength and the intricate shapes into which they can be formed, castings are suitable for many large and small industrial uses, as well as for consumer items. Examples include machine tools, automobile parts, gas pipes, household appliances, and aircraft components.

Type of foundry. For purposes of this survey, foundries were divided into four product classifications. Those producing gray iron castings, except pipe and fittings, employed slightly over half of the work force; steel foundries employed slightly over one-fourth; and approximately one-tenth of the work force was employed in malleable iron foundries and gray iron pipe and fittings foundries.

Commercial foundries (i.e., those producing castings for sale to other firms on a job order basis) accounted for three-fourths of the industry's employment. Captive foundries—those producing castings for incorporation into final product of a parent company—were chiefly found in the Great Lakes States.

Method of casting. Sand casting, which involves packing sand around a pattern constructed in the shape of the desired final product, was the predominant method in gray iron, except pipe and fittings, malleable iron, and steel foundries. Centrifugal casting, in which molten metal is poured into a spinning mold where centrifugal force distributes the metal against the cavity, was predominant in gray iron pipe and fittings foundries.

Location. Foundries are located in all parts of the country, but regional composition varied by type of foundry. The Great Lake States accounted for 53 percent of the 185,000 production workers in all foundries within the scope of the November 1973 survey (table 2). The Middle Atlantic and Southeast regions each employed about 10 percent of the work force; the remaining 6 regions accounted for between 1 and 5 percent. The Great Lakes States employed more than 70 percent of the workers in both the gray iron, except pipe and fittings and malleable iron segments, but only 46 percent of those in steel foundries, and about 5 percent of those in gray iron pipe and fittings foundries. As indicated below, this variation in regional distributions among the industry branches may have had a significant impact on national wage levels.

Iron and steel foundries were typically found in large communities. About three-fourths of the production workers were employed in metropolitan areas⁵ in November 1973. Regionally, the proportion in metropolitan areas ranged from about two-thirds in the Great Lakes and Middle West to all workers in the Pacific States. At least three-fifths of the workers in each industry branch were employed in metropolitan areas.

Size of establishment. Foundry size varied widely, but most employees were in larger plants; three-fourths of the production workers in November 1973 were employed by foundries having 250 employees or more. These larger foundries made up one-third of all establishments within the scope of the survey. The proportion of workers in large establishments ranged from slightly over one-fourth in the Pacific region to about five-sixths in the Great Lakes. Slightly less than two-thirds of the workers in gray iron foundries (except pipe and fittings workers) were in large establishments, compared to between four-fifths and nine-tenths in the other three branches.

Unionization. Union contracts covered most foundry workers. Establishments having collective bargaining agreements covering a majority of their workers accounted for seven-eighths of the production workers surveyed. As indicated in the following tabulation of selected regions and industry branch totals, the proportion covered by union agreements varied widely.

*Percent of production workers
in union establishments*

Gray iron, except pipe and fittings	85-89
New England	70-74
Middle Atlantic	80-84
Southeast	60-64
Southwest	40-44
Great Lakes	90-94
Middle West	65-69
Pacific	80-84
Gray iron pipe and fittings	70-74
Middle Atlantic	95+
Southeast	70-74
Pacific	80-84
Malleable iron	90-94
Middle Atlantic	95+
Great Lakes	95+

*Percent of production workers
in union establishments*

Steel	85-89
Middle Atlantic	95+
Southeast	90-94
Southwest	70-74
Great Lakes	85-89
Middle West	90-94
Pacific	75-79

Major unions in the industry are the International Molders and Allied Workers Union of North America and the United Steelworkers of America—both AFL-CIO affiliates—and the United Automobile, Aerospace and Agricultural Implement Workers of America (Ind.).

Method of wage payment. Just under four-fifths of the production workers were paid on a time basis, typically under formal plans providing a single rate for a specified occupation (table 30). Range-of-rate plans applied to about one-third of the time-rated workers; and individual rates were applicable to less than one-tenth. A few workers were paid according to “stint work” plans, under which a fixed daily rate is paid for a predetermined amount of work, regardless of the actual length of time required. Workers paid under such arrangements were considered time-rated in tables 17-20.

Incentive workers accounted for just over one-fifth of the work force; they ranged from a high of 25 percent in the Middle Atlantic to a low of 3 percent in the Pacific, among the regions for which separate data can be shown for all foundries combined. The extent of incentive plans by type of foundry is presented in table 31.

Occupations for which a substantial proportion of workers (at least three-tenths) were paid under incentive plans included chippers and grinders, coremakers, molders, metal pourers, and shell-mold/shell-core machine operators.

Average hourly earnings

Straight-time earnings of the 185,394 production and related workers covered by the survey averaged \$4.31 in November 1973 (table 2)—an increase of 47 percent from a similar survey conducted in November 1967.⁶ During the 6 years between surveys, average earnings increases among the regions studied separately ranged from 33 percent in the Middle West to 50 percent in the Great Lakes. Average wage levels in 1973 were highest in the Great Lakes region (\$4.71) and lowest in the Southwest (\$3.30).

Among the four industry branches, nationwide averages were \$4.68 for malleable iron foundries; \$4.44 for gray iron foundries, except pipe and fittings; \$4.12 for steel foundries, and \$3.72 in gray iron pipe and fittings foundries (table 1). These nationwide pay levels were greatly influenced by the regional distribution of the workers in each industry branch. For example, the Southeast, a relatively low paying region, accounted for more than half of the workers in gray iron pipe and fittings foundries, while the Great Lakes—the highest paying region surveyed—accounted for three-fourths of the work force in malleable iron foundries, seven-tenths in gray iron except pipe and fittings foundries, and almost half in steel foundries.

No one foundry branch consistently surpassed the others in average pay levels within regions. For example, in the Middle Atlantic States, where all four branches could be

⁵ Standard Metropolitan Statistical Areas as defined by the U.S. Office of Management and Budget through November 1972.

⁶ See BLS Bulletin 1626.

compared, steel foundries had the highest pay level (\$4.28) and gray iron, except pipe and fittings, the lowest (\$3.80). Earnings in gray iron pipe and fittings, however, topped other gray iron foundries, as well as steel foundries in the Southeast. In the Great Lakes, averages for the three branches for which data could be published were \$4.89 for malleable iron, \$4.81 for gray iron except pipe and fittings, and \$4.29 for steel.

Average earnings for production workers, with few exceptions, were higher in metropolitan areas than in nonmetropolitan areas; higher in establishments of 250 workers or more than in smaller establishments; higher in union than in nonunion establishments; and higher in captive than commercial foundries.

The basic survey tabulations did not attempt to isolate and measure any of the preceding characteristics as individual determinants of wage levels. Characteristics associated with higher pay levels in this industry, such as location in Great Lakes States and production of malleable iron castings, are highly interrelated. Appendix A of this bulletin, however, presents a brief technical note on the results of a multiple regression in which the effects of individual variables were isolated to a measurable degree. In several cases, there were marked differences between the average earnings differentials produced by cross-tabulation—simple regression (as discussed in this section of the report)—and those derived from multiple regression. For example, production workers in malleable foundries averaged 56 cents an hour more than those in steel foundries, but apparently less than half (23 cents) of this differential can be attributed solely to the type of foundry operated. (See appendix tables A-1 and A-2.)

Individual earnings of nearly all production workers covered by the survey were within a range of \$2.00 to \$6.50 an hour; the middle 50 percent earned between \$3.53 and \$5.13. Individual earnings covered a broad range among the four industry branches studied separately (tables 3-6). Contributing to this dispersion was the wide range of skills required by the industry.

Occupational earnings

The 36 occupational classifications selected to represent worker skills and manufacturing operations in iron and steel foundries accounted for three-fifths of the production work force.⁷ Nationwide averages among these jobs ranged from \$6.53 for metal patternmakers to \$3.70 for general foundry laborers (see table 7). Chippers and grinders, the largest job category studied, averaged \$4.15. Most of the other jobs studied had averages between \$4 and \$5 an hour. Women accounted for only a small proportion (usually less than 10 percent) of the workers in each of the 17 jobs in which they were found.

Occupational averages for all foundries were usually

⁷Data were also obtained for 6 selected office occupations. Nationwide and regional averages for these jobs are presented in table 7.

highest in the Great Lakes region and lowest in the Southeast. The amount of the interregional spread varied widely by occupation. For example, chippers and grinders in the Great Lakes averaged 51 percent above those in the Southeast; the corresponding spread for electric bridge crane operators was 17 percent.

Nationwide averages for the selected occupations were usually highest in malleable iron foundries and lowest in gray iron pipe and fitting foundries (tables 8-11). However, when comparisons were limited to the same region, a mixed pattern was observed. Specifically, in the Middle Atlantic, where all four foundry branches could be compared, occupational averages were usually highest in steel foundries. In the Southeast, gray iron pipe and fittings foundries typically had higher averages than either gray iron, except pipe and fittings, or steel foundries. And in the high paying Great Lakes States, malleable iron foundries were generally higher than gray iron, except pipe and fittings, and steel foundries.

The pattern also was mixed when such comparisons were limited to the same locality. For example, in Chicago, chippers and grinders averaged 10 percent more in steel than in gray iron except pipe and fittings foundries. The situation was nearly reversed for electric bridge crane operators, who averaged 9 percent more in gray iron, except pipe and fittings.

For the industry branches, occupational averages were studied by community and establishment size, union contract status and method of wage payment. When comparisons were limited to the same job and region, averages of workers in metropolitan areas in gray iron foundries except pipe and fittings were usually higher than nonmetropolitan averages (table 12). Where comparisons were possible, occupational averages were almost always higher in establishments with 250 workers or more than in smaller foundries (tables 13 and 14); in foundries having a majority of workers covered by union contract than in nonunion foundries (tables 15 and 16); and for workers paid on an incentive basis than for those paid time rates (tables 17 thru 20).

Earnings of individuals varied considerably within the same job, type of foundry, and area (tables 21 thru 29). As a result, some workers in relatively low paying jobs (as measured by average hourly earnings for the occupation) earned more than workers in occupations with significantly higher averages. The tabulation on the next page illustrates a considerable overlapping in individual earnings for two jobs in Chicago steel foundries, despite a 93-cents-per-hour difference in their averages.

Establishment practices and supplementary wage provisions

Information was also obtained for production workers on shift differentials and for production and office workers on work schedules and selected supplementary benefits including paid holidays, paid vacations, and health, insurance, and retirement plans.

<i>Earnings</i>		<i>Coremakers, hand (men)</i>	<i>Pourers, metal (men)</i>
Under \$3.80		4	—
\$3.80 and under \$4.00		6	1
\$4.00 and under \$4.20		—	14
\$4.20 and under \$4.40		1	9
\$4.40 and under \$4.60		11	3
\$4.60 and over		21	—
Number of workers		43	27
Average hourly earnings		\$5.12	\$4.19

Scheduled weekly hours. About seven-eighths of the production workers and more than nine-tenths of the office workers were in foundries scheduling a 40-hour workweek (table 32). Longer schedules for some production workers, typically 45 to 50 hours, were found in most of the regions studied. Office workers on other than 40 hour weeks usually had 37½ hour schedules.

Shift provisions and practices. Virtually all production workers were in foundries with provisions for second shifts; slightly more than seven-eighths were in foundries with provisions for third or other late shifts (table 33). Shift pay was almost always provided, and typically amounted to 10 cents, 12 cents, or 5 percent for second shifts, and 12 cents, 15 cents, or 10 percent for third or other late shifts. Little variation in shift provisions was found among the four foundry types (see table 34).

At the time of the survey, about one-fourth of the workers were actually employed on second shifts; approximately one-tenth worked third or other late shifts (table 35).

Paid holidays. Virtually all production and office workers were in establishments providing paid holidays (table 36). Production workers typically received 8 to 12 days annually; office workers typically were granted 9 to 13 days. The number of holidays provided varied by region. Workers in the Great Lakes generally received 10 to 12 days a year; in the Middle Atlantic, Southeast and Southwest States, 8 or 9 holidays were most commonly provided. Some variation in the extent of holiday provisions for production workers was noted among the four industry branches, as shown in table 37.

Paid vacations. All production and office workers studied were in foundries providing paid vacations after qualifying periods of service (table 38). For production workers, the most common provisions were 1 week after 1 year of service, 2 weeks after 3 years, 3 weeks after 10 years, and 4 weeks after 20 years. Provisions for 5 weeks after 25 years applied to a majority of workers in the Great Lakes States. Common provisions for office workers were 2 weeks after 1 year of service, 3 weeks after 10 years, 4 weeks after 20 years, and 5 weeks after 25 years. Vacation provisions for production workers varied to some degree by type of foundry (table 39).

Health, insurance, and retirement plans. Life, hospitaliza-

tion, surgical and basic medical insurance were provided in establishments employing virtually all production and office workers (see table 40). In addition to basic life insurance, accidental death and dismemberment coverage applied to seven-eighths of each employee group; provision for pay continuation during nonworking periods caused by sickness or accident applied to about nine-tenths of the production and seven-eighths of the office workers. Major medical insurance was available to three-fifths of the production and nine-tenths of the office workers.

Retirement pension plans (in addition to Federal social security) applied to nine-tenths of both the production and office workers. Severance payments upon retirement, however, were available to less than one-tenth of each group.

Health, insurance, and retirement plans were typically financed entirely by the employer—even when dependents also were covered. The plans studied were widespread in all four industry branches (table 41).

Other selected benefits. Slightly less than half of the production workers were in foundries that provided cost-of-living adjustments which were typically based on the BLS Consumer Price Index (table 42).

Pay to employees absent from work to attend funerals of immediate family members or for those serving jury duty applied to three-fourths and five-sixths respectively of the production workers.

Among four benefit plans studied which guarantee payment for employees where the employer has determined that sufficient work is not available, reporting pay was most frequently cited; for four-fifths of the work force it guaranteed a minimum amount of compensation pay (e.g., 4 hours) for a worker reporting to the job. Call in (call back) pay, which guarantees pay to a worker called back after completion of a shift, applied to slightly more than three-fourths of the production work force. By contrast, earnings protection plans and guaranteed weekly wage or weekly hours plans were much less common, applying to less than 10 percent of the production work force. These two types of plans protect the income of workers reclassified to lower paying jobs and guarantee a weekly wage or minimum number of hours of work to employees reporting on the first day of a week.

Technological severance pay, providing lump-sum payments to workers permanently separated from employment due to technological change or the closing of a plant, applied to one-fourth of the production workers. Supplemental unemployment benefits, designed to supplement payments under State unemployment insurance systems, were available to one-third of these workers.

Provisions for most of these benefits were generally less prevalent for office workers. However, production and office workers were covered in similar proportions by funeral and jury duty leave, earnings protection, and guaranteed weekly wage or weekly hours plans. Generally these benefits were most commonly provided in malleable iron foundries, and least provided in gray iron pipe and fitting foundries (table 43).

Table 1. Average hourly earnings: Selected characteristics by type of foundry

(Number and average straight-time hourly earnings¹ of production workers by selected characteristics, United States and selected regions,² November 1973)

Item	Gray iron foundries, except pipe and fittings															
	United States ³		New England		Middle Atlantic		Southeast		Southwest		Great Lakes		Middle West		Pacific	
	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings
All production workers -----	97,371	\$4.44	2,240	\$3.85	6,015	\$3.80	6,517	\$3.11	2,751	\$2.85	68,395	\$4.81	3,372	\$3.57	2,805	\$4.15
Men -----	95,600	4.44	2,226	3.85	5,930	3.81	6,369	3.13	2,612	2.86	67,083	4.82	3,314	3.58	2,790	4.16
Women -----	1,771	4.09	-	-	85	3.10	148	2.36	-	-	1,312	4.59	58	3.08	-	-
Size of community:																
Metropolitan areas ⁴ -----	66,460	4.46	2,111	3.85	5,767	3.84	4,287	3.25	1,512	2.82	42,579	4.92	2,318	3.56	2,805	4.15
Nonmetropolitan areas -----	30,911	4.37	-	-	-	-	2,230	2.83	1,239	2.88	25,816	4.64	-	-	-	-
Size of establishment:																
50-249 workers -----	34,065	3.70	1,987	3.89	5,020	3.63	2,909	2.88	2,293	2.86	14,537	3.99	3,133	3.57	2,805	4.15
250 workers or more -----	63,306	4.83	-	-	995	4.65	3,608	3.29	-	-	53,858	5.03	-	-	-	-
Labor-management contract coverage:																
Establishments with-----																
Majority of workers covered -----	85,260	4.58	1,614	4.00	4,877	3.82	4,049	3.30	1,204	2.91	64,355	4.87	2,303	3.56	2,243	4.23
None or minority of workers covered -----	12,111	3.40	-	-	-	-	2,468	2.80	1,547	2.80	-	-	-	-	562	3.82
Type of foundry ownership:																
Commercial ⁵ -----	62,301	3.92	2,240	3.85	5,772	3.81	5,671	3.05	2,535	2.84	34,790	4.22	3,372	3.57	2,645	4.14
Captive -----	35,070	5.34	-	-	-	-	-	-	-	-	33,605	5.42	-	-	-	-
			Gray iron pipe and fittings foundries						Malleable iron foundries							
			United States ³		Middle Atlantic		Southeast		Pacific		United States ³		Middle Atlantic		Great Lakes	
All production workers -----			17,982	\$3.72	2,289	\$4.02	9,761	\$3.69	810	\$3.72	20,087	\$4.68	3,187	\$4.07	14,963	\$4.89
Men -----			17,979	3.72	2,289	4.02	9,758	3.69	810	3.72	19,766	4.68	3,125	4.08	14,738	4.89
Women -----			-	-	-	-	-	-	-	-	321	4.48	62	3.59	225	4.92
Size of community:																
Metropolitan areas ⁴ -----			15,707	3.72	2,289	4.02	8,306	3.71	810	3.72	11,875	4.82	2,625	4.11	8,633	5.11
Nonmetropolitan areas -----			2,275	3.73	-	-	-	-	-	-	8,212	4.47	-	-	6,330	4.58
Size of establishment:																
50-249 workers -----			1,853	3.78	-	-	405	3.29	810	3.72	2,746	4.20	-	-	-	-
250 workers or more -----			16,129	3.71	2,113	4.04	9,356	3.70	-	-	17,341	4.75	2,689	4.08	13,553	4.91
Labor-management contract coverage:																
Establishments with-----																
Majority of workers covered -----			12,829	3.80	2,289	4.02	7,125	3.60	672	3.89	18,516	4.71	3,187	4.07	14,380	4.93
None or minority of workers covered -----			5,153	3.53	-	-	-	-	-	-	-	-	-	-	-	-
Type of foundry ownership:																
Commercial ⁵ -----			16,817	3.71	2,289	4.02	9,058	3.69	810	3.72	13,022	4.45	3,031	4.05	8,150	4.67
Captive -----			-	-	-	-	-	-	-	-	7,065	5.10	-	-	6,818	5.14

See footnotes at end of table.

Table 1. Average Hourly earnings: Selected characteristics by type of foundry—Continued

(Number and average straight-time hourly earnings¹ of production workers by selected characteristics, United States and selected regions,² November 1973)

Item	Steel foundries													
	United States ³		Middle Atlantic		Southeast		Southwest		Great Lakes		Middle West		Pacific	
	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings
All production workers -----	49,954	\$4.12	10,409	\$4.28	2,579	\$3.39	3,299	\$3.50	23,142	\$4.29	3,489	\$3.95	4,655	\$4.24
Men -----	47,494	4.17	10,404	4.28	2,479	3.43	3,212	3.53	21,291	4.37	3,472	3.95	4,600	4.26
Women -----	2,460	3.24	-	-	100	2.45	-	-	1,851	3.43	-	-	-	-
Size of community:														
Metropolitan areas ⁴ -----	43,238	4.15	10,409	4.28	2,197	3.43	3,200	3.53	18,485	4.29	2,653	4.05	4,655	4.24
Nonmetropolitan areas -----	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Size of establishment:														
50-249 workers -----	10,083	3.73	2,089	3.76	762	3.07	1,438	3.18	1,564	4.14	710	3.56	2,383	4.08
250 workers or more -----	39,871	4.22	8,320	4.41	1,817	3.53	1,861	3.75	21,578	4.31	2,779	4.05	2,272	4.42
Labor-management contract coverage:														
Establishments with—														
Majority of workers covered -----	44,174	4.20	10,409	4.28	2,361	3.41	2,320	3.47	20,696	4.37	3,169	3.97	3,685	4.42
None or minority of workers covered -----	5,780	3.52	-	-	-	-	-	-	2,446	3.63	-	-	970	3.59
Type of foundry ownership:														
Commercial ⁵ -----	45,387	4.06	7,666	4.06	2,361	3.41	3,200	3.53	22,086	4.24	3,489	3.95	4,436	4.26
Captive -----	-	-	-	-	-	-	-	-	-	-	-	-	-	-

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

² For definitions of regions used in this and subsequent tables, see appendix B, table B-1,

footnote 1.

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

⁴ Standard Metropolitan Statistical areas as defined by the U.S. Office of Management and

Budget through November 1972.

⁵ For definitions of commercial and captive foundries, see appendix A.

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

Table 2. Earnings distribution: Iron and steel foundries

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

Hourly earnings ¹	United States ²			New England	Middle Atlantic	South-east	South-west	Great Lakes	Middle West	Mountain	Pacific
	Total	Men	Women								
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Under \$2.00	.3	.2	.6	.2	-	.7	1.1	-	.1	.9	-
\$2.00 and under \$2.10	.3	.3	2.4	.1	(3)	2.0	1.7	(3)	.2	-	.5
\$2.10 and under \$2.20	.2	.2	1.3	1.1	(3)	.8	.8	(3)	-	-	.7
\$2.20 and under \$2.30	.3	.3	1.6	.6	-	1.6	1.7	.1	.1	-	.4
\$2.30 and under \$2.40	.5	.4	2.3	.9	(3)	2.0	1.5	.1	1.7	1.8	.8
\$2.40 and under \$2.50	.6	.5	3.3	2.5	(3)	1.7	4.4	(3)	.8	2.4	.3
\$2.50 and under \$2.60	.9	.9	1.2	2.4	.2	3.4	5.0	.1	1.0	3.0	.7
\$2.60 and under \$2.70	1.0	1.0	1.7	3.3	.2	3.6	6.7	.2	1.0	1.9	.2
\$2.70 and under \$2.80	1.1	1.1	1.4	3.6	.2	2.5	7.3	.1	2.8	.6	1.1
\$2.80 and under \$2.90	1.2	1.1	5.1	3.8	.6	3.0	5.8	.3	3.4	.6	1.2
\$2.90 and under \$3.00	1.8	1.8	2.1	5.2	.8	5.6	6.2	.6	4.5	3.0	.8
\$3.00 and under \$3.10	2.1	2.0	4.7	6.0	2.8	4.8	5.7	.7	4.9	7.3	1.5
\$3.10 and under \$3.20	2.2	2.2	2.0	5.5	4.2	4.6	5.3	.7	4.7	.9	.5
\$3.20 and under \$3.30	3.0	3.0	4.0	6.3	4.0	5.2	6.6	1.8	6.3	8.5	.9
\$3.30 and under \$3.40	3.5	3.5	5.0	5.6	4.9	5.4	2.3	2.5	7.9	7.9	1.1
\$3.40 and under \$3.50	4.6	4.2	20.2	5.7	5.3	9.3	2.3	4.0	5.4	5.5	.9
\$3.50 and under \$3.60	4.5	4.5	3.1	5.9	6.2	6.3	4.0	3.6	5.8	5.4	3.5
\$3.60 and under \$3.70	4.3	4.3	1.3	4.1	8.1	4.9	3.4	3.1	6.4	4.6	2.7
\$3.70 and under \$3.80	4.0	4.1	1.1	5.7	5.7	4.3	3.5	2.8	5.3	4.4	12.0
\$3.80 and under \$3.90	3.6	3.7	.7	2.8	5.1	3.2	1.8	3.0	4.7	3.6	9.2
\$3.90 and under \$4.00	4.2	4.2	6.9	2.6	5.2	3.5	4.6	4.0	6.3	1.7	5.2
\$4.00 and under \$4.10	3.7	3.8	1.5	2.3	6.8	3.5	1.9	3.3	2.1	2.2	5.6
\$4.10 and under \$4.20	4.0	4.0	2.3	1.5	5.6	3.6	2.7	3.5	2.4	4.0	10.3
\$4.20 and under \$4.30	3.4	3.5	.8	2.3	3.6	2.6	4.4	3.5	2.9	2.9	4.2
\$4.30 and under \$4.40	3.5	3.5	.7	1.3	4.1	1.9	1.4	3.9	3.0	2.4	4.2
\$4.40 and under \$4.50	2.6	2.7	.4	1.0	2.6	2.3	1.2	2.8	1.2	4.0	4.1
\$4.50 and under \$4.60	2.5	2.5	.9	2.6	3.2	1.0	.7	2.8	1.8	1.3	2.4
\$4.60 and under \$4.70	1.9	2.0	.7	1.0	2.2	1.7	.6	2.2	1.1	.2	2.3
\$4.70 and under \$4.80	2.2	2.3	.3	1.4	1.6	1.9	.6	2.8	.8	1.7	1.6
\$4.80 and under \$4.90	1.8	1.8	1.3	.8	1.6	.3	.8	2.4	1.4	1.1	.7
\$4.90 and under \$5.00	1.6	1.6	1.9	1.2	1.4	1.1	.3	1.9	.5	1.6	1.2
\$5.00 and under \$5.10	2.2	2.3	1.0	.9	1.4	.1	.6	3.1	.6	2.6	2.9
\$5.10 and under \$5.20	5.2	5.1	11.1	.7	1.0	.1	.4	7.8	.5	1.2	11.1
\$5.20 and under \$5.30	5.1	5.2	.0	.7	.6	.3	.5	8.3	.9	1.5	1.9
\$5.30 and under \$5.40	4.2	4.3	.3	.9	.7	.3	.1	6.9	.5	.8	.6
\$5.40 and under \$5.50	1.3	1.3	.3	.7	.7	.2	.8	1.9	.9	.3	.2
\$5.50 and under \$5.60	1.2	1.2	.4	.5	1.1	.1	.3	1.7	.4	.5	.3
\$5.60 and under \$5.70	.6	.6	.1	.5	.6	.1	.1	.8	.7	.6	.2
\$5.70 and under \$5.80	.7	.7	.4	.5	1.7	.1	.3	.8	.4	.1	.1
\$5.80 and under \$5.90	.5	.5	.2	.2	.5	.1	.2	.7	.5	.1	.1
\$5.90 and under \$6.00	.6	.6	.3	.3	1.0	(3)	.1	.7	.3	1.0	.1
\$6.00 and under \$6.10	.6	.6	.4	.2	2.1	(3)	.2	.6	.4	.4	(3)
\$6.10 and under \$6.20	.4	.4	.2	.2	.4	(3)	.1	.5	.2	.7	.1
\$6.20 and under \$6.30	.4	.4	.1	.3	.3	(3)	(3)	.5	.4	.9	.1
\$6.30 and under \$6.40	.5	.5	-	.3	.2	.1	.1	.7	.4	.6	.1
\$6.40 and under \$6.50	1.9	2.0	.1	.2	.2	(3)	(3)	3.3	.3	.4	(3)
\$6.50 and over	3.2	3.3	.3	1.5	1.0	.1	.1	5.0	2.1	2.4	1.1
Number of workers	185,394	180,839	4,555	3,897	21,900	19,047	10,037	107,386	7,406	2,025	8,270
Average hourly earnings ¹	\$4.31	\$4.32	\$3.66	\$3.62	\$4.09	\$3.44	\$3.30	\$4.71	\$3.77	\$3.87	\$4.16

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

² Includes data for the Border States region in addition to those shown separately.

³ Less than 0.05 percent.

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

Table 3. Earnings distribution: Gray iron foundries, except pipe and fittings

[Percent of production workers by straight-time hourly earnings, ¹ United States and selected regions, November 1973]

Hourly earnings ¹	United States ²	New England	Middle Atlantic	South-east	South-west	Great Lakes	Middle West	Pacific
Total -----	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Under \$ 2.00 -----	0.2	0.2	-	2.0	2.4	-	0.2	-
\$ 2.00 and under \$ 2.10 -----	.5	-	(³)	5.2	3.6	(³)	.5	-
\$ 2.10 and under \$ 2.20 -----	.2	-	(³)	1.8	2.5	(³)	-	(³)
\$ 2.20 and under \$ 2.30 -----	.5	.4	-	3.1	4.8	0.1	.2	0.5
\$ 2.30 and under \$ 2.40 -----	.7	.3	(³)	4.4	4.8	.1	3.6	.1
\$ 2.40 and under \$ 2.50 -----	.7	.3	0.1	3.6	9.0	.1	1.7	.4
\$ 2.50 and under \$ 2.60 -----	1.1	.8	.7	7.3	6.5	.2	1.7	.7
\$ 2.60 and under \$ 2.70 -----	1.0	1.6	.6	6.0	6.9	.3	2.0	.1
\$ 2.70 and under \$ 2.80 -----	1.2	2.6	.7	5.5	11.9	.1	2.6	.9
\$ 2.80 and under \$ 2.90 -----	1.0	2.5	2.0	4.7	9.8	.1	3.3	.2
\$ 2.90 and under \$ 3.00 -----	1.3	4.0	2.4	4.0	3.6	.5	6.0	(³)
\$ 3.00 and under \$ 3.10 -----	2.0	6.4	6.9	5.5	7.2	.7	5.8	.1
\$ 3.10 and under \$ 3.20 -----	1.8	5.8	6.8	5.8	3.1	.7	4.5	.2
\$ 3.20 and under \$ 3.30 -----	2.8	5.5	7.6	4.1	3.3	1.7	9.9	.3
\$ 3.30 and under \$ 3.40 -----	3.5	5.7	6.7	5.4	3.1	2.5	6.7	1.4
\$ 3.40 and under \$ 3.50 -----	4.3	7.0	8.8	2.5	2.9	4.1	5.7	1.2
\$ 3.50 and under \$ 3.60 -----	4.8	5.5	5.6	4.4	4.0	4.6	5.1	2.7
\$ 3.60 and under \$ 3.70 -----	3.6	5.6	6.5	4.8	2.0	2.6	8.3	2.5
\$ 3.70 and under \$ 3.80 -----	3.3	8.7	5.3	4.4	2.4	2.2	2.9	20.0
\$ 3.80 and under \$ 3.90 -----	3.1	3.2	5.4	2.7	2.5	2.4	3.8	11.8
\$ 3.90 and under \$ 4.00 -----	3.0	2.5	4.2	2.2	.4	2.8	5.2	6.5
\$ 4.00 and under \$ 4.10 -----	2.8	2.7	4.6	2.1	.9	2.4	1.4	10.6
\$ 4.10 and under \$ 4.20 -----	2.4	1.7	3.5	.5	.1	2.3	1.7	9.2
\$ 4.20 and under \$ 4.30 -----	2.5	3.2	2.3	1.0	.4	2.5	3.1	2.7
\$ 4.30 and under \$ 4.40 -----	3.2	1.9	4.0	.8	.5	3.6	1.3	1.4
\$ 4.40 and under \$ 4.50 -----	1.8	1.1	1.4	.8	.2	1.8	1.2	3.7
\$ 4.50 and under \$ 4.60 -----	2.0	3.2	2.9	.8	.2	1.9	1.4	4.5
\$ 4.60 and under \$ 4.70 -----	1.3	.8	.8	1.5	(³)	1.4	.9	.7
\$ 4.70 and under \$ 4.80 -----	1.8	1.7	.7	.6	(³)	2.1	.9	.4
\$ 4.80 and under \$ 4.90 -----	1.3	1.3	.6	.1	.1	1.5	2.1	.4
\$ 4.90 and under \$ 5.00 -----	1.5	1.6	1.3	.4	.3	1.7	.6	.4
\$ 5.00 and under \$ 5.10 -----	2.7	1.4	.4	.2	.2	3.6	.4	1.7
\$ 5.10 and under \$ 5.20 -----	7.5	1.0	.9	.2	.1	10.1	.4	9.8
\$ 5.20 and under \$ 5.30 -----	7.7	1.0	.4	.1	-	10.7	.4	2.0
\$ 5.30 and under \$ 5.40 -----	6.7	1.5	.3	.3	-	9.3	.3	.3
\$ 5.40 and under \$ 5.50 -----	1.5	.8	.2	.2	(³)	2.0	.3	.2
\$ 5.50 and under \$ 5.60 -----	1.5	.5	.5	.2	-	2.0	.3	.1
\$ 5.60 and under \$ 5.70 -----	.6	.8	.5	.1	(³)	.8	.5	.2
\$ 5.70 and under \$ 5.80 -----	.6	.6	.5	.1	-	.8	.2	(³)
\$ 5.80 and under \$ 5.90 -----	.6	.4	.2	.1	(³)	.7	.3	.1
\$ 5.90 and under \$ 6.00 -----	.5	.5	.2	.1	.1	.7	.1	(³)
\$ 6.00 and over -----	9.0	3.8	3.4	.4	.1	12.2 ⁴	2.3	1.7
Number of workers -----	97,371	2,240	6,015	6,517	2,751	68,395	3,372	2,805
Average hourly earnings ¹ -----	\$ 4.44	\$ 3.85	\$ 3.80	\$ 3.11	\$ 2.85	\$ 4.81	\$ 3.57	\$ 4.15

¹ Excludes premium pay for overtime and for work on weekends, holidays, and late shifts. \$ 6.60; 1.0 percent at \$ 6.60 and under \$ 6.80; 0.3 percent at \$ 6.80 and under \$ 7.00; 1.8 percent at \$ 7.00 and over.

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

³ Less than 0.05 percent.

⁴ Workers were distributed as follows: 1.0 percent at \$ 6.00 and under \$ 6.20; 1.4 percent at \$ 6.20 and under \$ 6.40; 6.8 percent at \$ 6.40 and under \$ 6.60; 1.0 percent at \$ 6.60 and under \$ 6.80; 0.3 percent at \$ 6.80 and under \$ 7.00; 1.8 percent at \$ 7.00 and over. NOTE: Because of rounding, sums of individual items may not equal 100.

Table 4. Earnings distribution: Gray iron pipe and fitting foundries(Percent of production workers by straight-time hourly earnings,¹ United States and selected regions, November 1973)

Hourly earnings ¹	United States ²	Middle Atlantic	South-east	Pacific	Hourly earnings ¹	United States ²	Middle Atlantic	South-east	Pacific
Total -----	100.0	100.0	100.0	100.0	\$ 4.00 and under \$ 4.10 -----	4.5	10.4	4.3	3.6
Under \$ 2.50 -----	1.9	-	.8	8.1	\$ 4.10 and under \$ 4.20 -----	5.0	11.5	5.1	1.6
\$ 2.50 and under \$ 2.60 -----	2.2	-	.9	1.0	\$ 4.20 and under \$ 4.30 -----	4.1	6.9	3.4	3.1
\$ 2.60 and under \$ 2.70 -----	3.3	-	1.8	.9	\$ 4.30 and under \$ 4.40 -----	2.7	2.4	2.6	3.8
\$ 2.70 and under \$ 2.80 -----	2.1	-	.4	6.7	\$ 4.40 and under \$ 4.50 -----	3.3	4.7	3.8	2.6
\$ 2.80 and under \$ 2.90 -----	2.7	-	2.2	6.3	\$ 4.50 and under \$ 4.60 -----	1.8	3.9	1.3	4.7
\$ 2.90 and under \$ 3.00 -----	5.4	-	6.9	4.2	\$ 4.60 and under \$ 4.70 -----	1.8	2.8	1.7	3.0
\$ 3.00 and under \$ 3.10 -----	3.8	.6	4.4	1.1	\$ 4.70 and under \$ 4.80 -----	2.5	2.1	3.3	1.2
\$ 3.10 and under \$ 3.20 -----	4.2	12.5	3.9	1.9	\$ 4.80 and under \$ 4.90 -----	1.2	2.9	.5	2.0
\$ 3.20 and under \$ 3.30 -----	5.7	.8	6.5	1.1	\$ 4.90 and under \$ 5.00 -----	1.7	2.8	1.8	1.0
\$ 3.30 and under \$ 3.40 -----	4.0	2.3	5.3	2.3	\$ 5.00 and under \$ 5.10 -----	.8	3.4	.1	1.7
\$ 3.40 and under \$ 3.50 -----	6.9	.7	12.2	.6	\$ 5.10 and under \$ 5.20 -----	.5	.4	.1	1.2
\$ 3.50 and under \$ 3.60 -----	5.6	3.1	7.0	5.1	\$ 5.20 and under \$ 5.30 -----	.7	.1	.6	.4
\$ 3.60 and under \$ 3.70 -----	4.7	4.1	5.4	4.9	\$ 5.30 and under \$ 5.40 -----	.4	.6	.3	.2
\$ 3.70 and under \$ 3.80 -----	4.7	10.3	4.4	7.5	\$ 5.40 and under \$ 5.50 -----	.3	-	.3	.5
\$ 3.80 and under \$ 3.90 -----	3.3	3.8	3.5	9.1	\$ 5.50 and over -----	1.9	.2	.5	3.3
\$ 3.90 and under \$ 4.00 -----	6.3	6.7	4.8	5.2	Number of workers -----	17,982	2,289	9,761	810
					Average hourly earnings ¹ -----	\$3.72	\$4.02	\$3.69	\$3.72

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

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

Table 5. Earnings distribution: Malleable iron foundries(Percent distribution of production workers by straight-time hourly earnings¹ United States and selected regions, November 1973)

Hourly earnings ¹	United States ²	Middle Atlantic	Great Lakes	Hourly earnings ¹	United States ²	Middle Atlantic	Great Lakes
Total -----	100.0	100.0	100.0	\$ 4.50 and under \$ 4.60 -----	3.4	3.5	3.5
Under \$ 3.00 -----	1.1	0.9	0.1	\$ 4.60 and under \$ 4.70 -----	2.9	2.3	3.1
\$ 3.00 and under \$ 3.10 -----	1.6	5.6	.2	\$ 4.70 and under \$ 4.80 -----	3.2	3.3	3.4
\$ 3.10 and under \$ 3.20 -----	1.8	3.9	.7	\$ 4.80 and under \$ 4.90 -----	4.5	2.0	5.3
\$ 3.20 and under \$ 3.30 -----	1.8	4.1	.9	\$ 4.90 and under \$ 5.00 -----	2.8	2.1	3.2
\$ 3.30 and under \$ 3.40 -----	1.9	5.9	.8	\$ 5.00 and under \$ 5.10 -----	3.1	2.4	3.4
\$ 3.40 and under \$ 3.50 -----	2.1	5.6	1.3	\$ 5.10 and under \$ 5.20 -----	6.4	1.9	8.0
\$ 3.50 and under \$ 3.60 -----	2.2	6.4	1.2	\$ 5.20 and under \$ 5.30 -----	5.3	1.2	6.7
\$ 3.60 and under \$ 3.70 -----	2.3	5.4	1.7	\$ 5.30 and under \$ 5.40 -----	2.4	.7	3.0
\$ 3.70 and under \$ 3.80 -----	2.2	4.8	1.5	\$ 5.40 and under \$ 5.50 -----	2.5	1.0	2.7
\$ 3.80 and under \$ 3.90 -----	2.1	5.7	1.4	\$ 5.50 and under \$ 5.60 -----	1.6	.6	1.9
\$ 3.90 and under \$ 4.00 -----	4.9	5.6	5.1	\$ 5.60 and under \$ 5.70 -----	1.3	.6	1.5
\$ 4.00 and under \$ 4.10 -----	5.0	4.7	5.0	\$ 5.70 and under \$ 5.80 -----	.9	.7	.9
\$ 4.10 and under \$ 4.20 -----	6.1	5.5	5.9	\$ 5.80 and under \$ 5.90 -----	.8	.9	.8
\$ 4.20 and under \$ 4.30 -----	4.6	3.9	4.2	\$ 5.90 and under \$ 6.00 -----	.8	.5	.9
\$ 4.30 and under \$ 4.40 -----	4.1	3.3	4.3	\$ 6.00 and over -----	10.3	2.4	³ 12.9
\$ 4.40 and under \$ 4.50 -----	4.1	2.5	4.5	Number of workers -----	20,087	3,187	14,963
				Average hourly earnings ¹ -----	\$ 4.68	\$ 4.07	\$ 4.89

¹ Excludes premium pay for overtime and for work on weekends, holidays, and late shifts.² Includes data for regions in addition to those shown separately.³ Workers were distributed as follows: 1.1 percent at \$ 6 and under \$ 6.10; 0.6 percent at \$ 6.10 and under \$ 6.20; 0.5 percent at \$ 6.20 and

under \$ 6.30; 1.1 percent at \$ 6.30 and under \$ 6.40; 2.8 percent at \$ 6.40 and under \$ 6.50; and 6.8 percent at \$ 6.50 and over.

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

Table 6. Earnings distribution: Steel foundries

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

Hourly earnings ¹	United States ²			Middle Atlantic	South-east	South-west	Great Lakes	Middle West	Pacific
	Total	Men	Women						
Total -----	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Under \$2.50 -----	1.5	1.0	11.5	-	10.2	5.2	0.1	0.1	2.9
\$2.50 and under \$2.60 -----	.4	.4	1.3	(³)	3.2	.7	-	.5	.6
\$2.60 and under \$2.70 -----	.5	.5	1.4	-	4.0	2.5	-	.3	.1
\$2.70 and under \$2.80 -----	.8	.8	2.1	0.1	2.4	3.7	.1	3.4	.2
\$2.80 and under \$2.90 -----	1.4	1.1	6.8	-	1.5	3.0	1.2	4.0	.9
\$2.90 and under \$3.00 -----	2.1	2.0	3.4	.3	4.8	7.9	1.4	3.8	.7
\$3.00 and under \$3.10 -----	1.9	1.6	6.7	.1	4.6	4.8	1.2	4.9	2.4
\$3.10 and under \$3.20 -----	2.2	2.2	2.8	.9	4.4	11.5	.9	5.0	.5
\$3.20 and under \$3.30 -----	3.0	2.9	6.1	2.6	3.4	7.0	2.5	2.8	1.2
\$3.30 and under \$3.40 -----	4.0	4.0	4.1	4.1	4.8	3.5	3.6	7.1	.7
\$3.40 and under \$3.50 -----	5.3	3.8	34.8	4.3	16.1	4.5	5.7	5.1	.8
\$3.50 and under \$3.60 -----	4.3	4.5	1.1	7.3	8.8	4.5	2.1	6.2	3.7
\$3.60 and under \$3.70 -----	6.1	6.4	.4	10.8	2.8	5.9	5.4	4.8	2.4
\$3.70 and under \$3.80 -----	5.9	6.1	1.5	5.1	3.8	8.1	5.5	6.5	8.0
\$3.80 and under \$3.90 -----	5.4	5.6	(³)	5.0	3.5	2.7	5.5	6.0	7.7
\$3.90 and under \$4.00 -----	5.6	5.3	12.0	5.4	1.6	4.8	6.4	6.5	4.5
\$4.00 and under \$4.10 -----	4.7	4.9	1.7	7.9	4.4	2.0	4.6	2.5	3.0
\$4.10 and under \$4.20 -----	5.8	6.0	1.2	5.5	5.9	2.4	5.5	3.2	12.5
\$4.20 and under \$4.30 -----	4.6	4.8	.8	3.6	3.6	4.1	5.7	2.7	5.3
\$4.30 and under \$4.40 -----	4.0	4.2	.1	4.8	2.2	1.5	4.3	3.7	5.9
\$4.40 and under \$4.50 -----	3.4	3.6	-	2.9	.2	1.9	4.3	1.1	4.6
\$4.50 and under \$4.60 -----	3.2	3.3	.1	3.1	.4	1.0	4.7	2.0	.8
\$4.60 and under \$4.70 -----	2.9	3.1	-	2.7	2.4	.7	3.8	1.3	3.2
\$4.70 and under \$4.80 -----	2.7	2.8	-	1.6	(³)	1.0	4.3	.8	2.4
\$4.80 and under \$4.90 -----	1.9	2.0	-	1.8	.5	.4	2.9	.8	.7
\$4.90 and under \$5.00 -----	1.3	1.3	-	1.0	(³)	.6	1.7	.5	1.8
\$5.00 and under \$5.10 -----	1.5	1.6	-	1.1	-	.7	1.7	.8	3.7
\$5.10 and under \$5.20 -----	2.1	2.2	-	1.0	-	.3	1.2	.5	13.7
\$5.20 and under \$5.30 -----	1.6	1.7	-	.6	(³)	.9	2.4	1.4	2.1
\$5.30 and under \$5.40 -----	1.5	1.6	-	.9	.3	.1	2.5	.8	.9
\$5.40 and under \$5.50 -----	.8	.8	.2	1.1	.1	.2	.9	1.6	.1
\$5.50 and under \$5.60 -----	.8	.8	-	1.8	(³)	.3	.6	.6	.2
\$5.60 and under \$5.70 -----	.5	.6	-	.9	-	.2	.6	.9	.1
\$5.70 and under \$5.80 -----	1.1	1.1	-	3.1	-	.1	.8	.6	(³)
\$5.80 and under \$5.90 -----	.4	.5	-	.6	(³)	.2	.5	.8	.1
\$5.90 and under \$6.00 -----	.7	.7	(³)	1.7	-	.1	.6	.6	(³)
\$6.00 and over -----	4.1	4.3	-	6.3	.1	.9	4.6	5.6	1.4
Number of workers -----	49,954	47,494	2,460	10,409	2,597	3,299	23,142	3,489	4,655
Average hourly earnings ¹ -----	\$4.12	\$4.17	\$3.24	\$4.28	\$3.39	\$3.50	\$4.29	\$3.95	\$4.24

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

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

³ Less than 0.05 percent.

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

Table 7. Occupational averages: All establishments—iron and steel foundries

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

Occupation and sex	United States ²		New England		Middle Atlantic		Southeast		Southwest	
	Number of Workers	Average hourly earnings	Number of Workers	Average hourly earnings	Number of Workers	Average hourly earnings	Number of Workers	Average hourly earnings	Number of Workers	Average hourly earnings
<u>Selected production occupations</u>										
Carpenters, maintenance (all men) -----	344	\$4.69	8	\$4.20	55	\$4.13	42	\$4.55	13	\$3.44
Centrifugal-casting-machine operators, pipe (all men) ----	430	4.35	-	-	112	4.29	188	4.27	-	-
Metal molds -----	282	4.40	-	-	90	4.37	96	4.30	-	-
Sand-lined molds -----	148	4.25	-	-	-	-	-	-	-	-
Charging-machine operators (all men) -----	348	4.24	-	-	18	3.58	46	3.22	18	3.10
Chippers and grinders -----	19,413	4.15	448	3.66	2,734	4.14	1,553	3.06	1,119	3.10
Men -----	19,108	4.16	448	3.66	2,704	4.15	1,513	3.08	1,082	3.12
Women -----	305	3.58	-	-	30	3.01	40	2.45	-	-
Chippers -----	3,767	4.53	38	3.28	880	4.57	127	2.84	-	-
Men -----	3,738	4.53	38	3.28	875	4.58	123	2.86	-	-
Women -----	29	3.97	-	-	-	-	-	-	-	-
Grinders -----	7,261	4.10	215	3.81	871	3.99	848	3.06	396	3.44
Men -----	7,076	4.12	215	3.81	846	4.02	818	3.08	392	3.44
Women -----	185	3.52	-	-	-	-	30	2.37	-	-
Chippers and grinders -----	8,385	4.02	195	3.57	983	3.89	578	3.11	579	2.86
Men -----	8,294	4.02	195	3.57	983	3.89	572	3.12	549	2.89
Women -----	91	3.57	-	-	-	-	-	-	-	-
Core assemblers and finishers (4,703 men, 476 women) ---	5,179	4.76	60	3.16	261	4.33	63	2.96	132	2.88
Coremakers, hand (3,140 men, 97 women) -----	3,237	4.38	99	3.96	503	4.25	293	3.45	266	3.83
Bench (1,430 men, 68 women) -----	1,498	4.23	52	3.86	224	4.22	171	3.29	105	3.39
Floor (599 men, 4 women) -----	603	4.30	33	3.91	91	4.38	53	3.40	28	3.89
Bench and floor (1,111 men, 25 women) -----	1,136	4.62	14	4.48	188	4.22	69	3.88	133	4.16
Coremakers, machine ³ (2,643 men, 89 women) -----	2,732	4.74	35	4.41	382	4.92	187	3.69	154	3.23
Core-blowing machine (1,634 men, 69 women) -----	1,703	4.61	18	4.48	207	4.44	147	3.75	123	3.17
Turn-over-draw machine (255 men, 12 women) -----	267	4.79	16	4.41	-	-	20	3.43	-	-
Crane operators, electric bridge (3,347 men, 18 women) ---	3,365	4.20	26	3.61	793	4.09	303	3.81	175	3.60
Under 20 tons (2,086 men, 3 women) -----	2,089	4.07	25	3.63	400	3.95	267	3.82	133	3.55
20 tons and over (1,261 men, 15 women) -----	1,276	4.41	-	-	393	4.24	36	3.74	-	-
Cupola tenders (all men) -----	884	4.02	39	3.75	84	3.72	140	3.23	45	3.03
Electricians, maintenance (all men) -----	1,858	5.27	12	4.75	221	4.65	203	4.51	84	4.38
Furnace tenders (all men) -----	1,401	4.53	19	3.66	194	4.40	106	3.75	96	4.03
Electric -----	1,331	4.56	17	3.57	192	4.41	91	3.86	96	4.03
Open-hearth -----	70	3.96	-	-	-	-	15	3.10	-	-
Furnace tenders' helpers (all men) -----	876	3.82	7	3.33	174	3.89	99	3.04	80	2.94
Helper, trades, maintenance (all men) -----	788	3.79	9	3.21	122	3.80	116	3.06	23	2.86
Inspectors, class A (562 men, 8 women) -----	570	4.51	17	4.23	102	4.44	17	4.42	79	3.99
Inspectors, class B (1,807 men, 281 women) -----	2,088	4.35	24	3.63	177	3.99	49	4.89	-	-
Inspectors, class C -----	3,410	4.24	78	3.36	313	3.86	390	3.49	91	3.68
Men -----	3,101	4.30	46	3.73	301	3.89	390	3.49	89	3.71
Women -----	309	3.68	32	2.83	12	3.18	-	-	-	-
Laborers, general foundry (6,555 men, 167 women) -----	6,722	3.70	301	3.18	1,920	3.50	1,935	2.91	1,133	2.90
Laborers, material handling (all men) -----	2,679	4.15	34	3.12	210	3.32	494	3.09	130	2.87
Machinists, maintenance (all men) -----	726	4.62	7	3.99	120	4.46	205	4.36	39	3.78
Mechanics, maintenance (all men) -----	4,836	4.83	19	3.90	515	4.42	657	4.27	341	4.16
Molders, floor (all men) -----	2,946	4.40	109	4.91	650	4.22	299	3.62	179	3.82
Molders, hand, bench (all men) -----	761	4.72	32	5.48	290	4.47	67	3.97	18	3.51
Molders, machine, automatic (1,862 men, 7 women) -----	1,869	4.78	84	4.67	164	4.41	312	3.71	63	3.40
Molders, machine, semi-automatic (7,491 men, 8 women) -----	7,449	4.73	219	4.75	767	4.52	721	4.15	327	3.99
Jarring (446 men, 1 woman) -----	447	4.61	-	-	70	4.97	-	-	59	3.80
Roll-over (1,285 men, 1 woman) -----	1,286	4.85	39	4.95	206	4.33	49	4.41	76	4.84
Squeeze (4,232 men, 6 women) -----	4,238	4.68	168	4.66	440	4.54	635	4.13	149	3.85
Other (single) machine (all men) -----	455	4.43	-	-	43	4.55	-	-	-	-
Combination (operates more than 1 type of machine) (all men) -----	1,023	4.99	-	-	-	-	-	-	-	-

See footnotes at end of table.

Table 7. Occupational averages: All establishments—iron and steel foundries—Continued

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

Occupation and sex	United States ²		New England		Middle Atlantic		Southeast		Southwest	
	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings
<u>Selected production occupations—Continued</u>										
Patternmakers, metal (all men)-----	1,038	\$6.53	-	-	60	\$4.97	70	\$4.38	23	\$4.61
Patternmakers, wood (all men)-----	917	5.57	11	\$5.11	190	4.94	71	4.25	54	4.40
Pourers, metal (5,042 men, 6 women)-----	5,046	4.25	105	3.60	440	4.21	535	3.24	198	3.26
Repairmen, wood pattern (all men)-----	508	4.13	-	-	74	3.99	33	4.08	63	3.72
Sand-mixers (all men)-----	2,111	3.96	50	3.59	311	3.77	220	3.14	111	3.18
Sand- or shot blast operators (1,922 men, 2 women)-----	1,924	4.14	22	3.68	199	4.00	157	3.16	83	3.02
Sand-slinger operators (all men)-----	566	4.46	9	5.06	88	4.40	-	-	29	4.17
Shakeout men (5,607 men, 9 women)-----	5,616	4.04	135	3.64	740	3.92	462	2.98	250	2.86
Shell-mold and/or shell-core machine operators (2,746 men, 78 women)-----	2,824	4.19	90	3.95	232	3.74	300	3.14	204	3.27
Truckers, power (5,268 men, 18 women)-----	5,286	4.12	46	3.41	469	3.78	478	3.25	318	3.14
Forklift (4,561 men, 18 women)-----	4,579	4.19	31	3.37	337	3.80	374	3.25	270	3.16
Other than forklift (all men)-----	707	3.69	15	3.51	132	3.73	104	3.26	48	2.99
Tumbler operators (all men)-----	533	3.87	13	3.38	53	3.93	80	2.98	16	3.60
Welders, hand (3,243 men, 7 women)-----	3,250	4.52	33	3.82	670	4.43	185	4.16	314	3.98
Assembling (424 men, 1 woman)-----	425	4.57	-	-	86	4.28	-	-	80	4.45
Repairing (2,222 men, 6 women)-----	2,228	4.49	31	3.81	436	4.46	102	3.96	172	3.87
Combination (all men)-----	597	4.59	-	-	148	4.41	63	4.30	62	3.67
<u>Selected office occupations</u>										
Clerks, order-----	164	3.65	-	-	31	3.49	15	3.81	-	-
Men-----	53	3.95	-	-	-	-	9	4.05	-	-
Women-----	111	3.51	-	-	21	3.41	6	3.45	-	-
Clerks, payroll-----	408	3.49	14	3.27	43	3.26	35	4.11	14	3.05
Men-----	92	4.03	-	-	18	3.62	13	4.26	-	-
Women-----	316	3.33	14	3.27	25	3.00	22	4.02	12	3.14
Secretaries (4 men, 485 women)-----	489	3.92	-	-	64	3.73	53	3.78	65	3.28
Stenographers, general (1 man, 230 women)-----	231	3.32	-	-	42	3.30	-	-	-	-
Typists, class A (all women)-----	89	4.08	-	-	15	2.88	-	-	-	-
Typists, class B (all women)-----	160	2.72	-	-	42	2.64	21	2.95	30	2.41

See footnotes at end of table.

Table 7. Occupational averages: All establishments—iron and steel foundries—Continued

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

Occupation and sex	Great Lakes		Middle West		Mountain		Pacific	
	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings
Selected production occupations								
Carpenters, maintenance (all men) -----	185	\$5.05	11	\$4.17	-	-	18	\$4.86
Centrifugal-casting-machine operators, pipe (all men) -----	22	4.59	-	-	-	-	32	4.66
Metal molds -----	22	4.59	-	-	-	-	18	4.72
Sand-lined molds -----	-	-	-	-	-	-	-	-
Charging-machine operators (all men) -----	397	4.51	35	3.79	-	-	20	3.87
Chippers and grinders -----	10,216	4.62	994	3.64	183	\$3.28	1,153	3.87
Men -----	10,024	4.63	988	3.64	183	3.28	1,153	3.87
Women -----	192	4.10	6	3.45	-	-	-	-
Chippers -----	2,233	4.81	150	4.08	30	3.12	140	4.00
Men -----	2,216	4.81	150	4.08	30	3.12	140	4.00
Women -----	-	-	-	-	-	-	-	-
Grinders -----	3,963	4.54	325	3.82	39	2.88	544	3.68
Men -----	3,839	4.56	323	3.82	39	2.88	544	3.68
Women -----	124	3.90	-	-	-	-	-	-
Chippers and grinders -----	4,020	4.59	519	3.40	114	3.47	469	4.05
Men -----	3,969	4.59	515	3.40	114	3.47	469	4.05
Women -----	51	4.34	-	-	-	-	-	-
Core assemblers and finishers (4,703 men, 476 women) -----	4,457	4.93	115	3.64	17	4.31	40	4.58
Coremakers, hand (3,140 men, 97 women) -----	1,412	4.74	259	4.20	42	4.18	267	4.84
Bench (1,430 men, 68 women) -----	661	4.54	151	4.29	12	4.53	94	4.83
Floor (599 men, 4 women) -----	266	4.53	51	4.47	19	4.30	41	4.61
Bench and floor (1,111 men, 25 women) -----	485	5.14	57	3.71	11	3.60	132	4.91
Coremakers, machine ³ (2,643 men, 89 women) -----	1,624	5.13	127	3.99	21	4.51	105	4.42
Core-blowing machine (1,634 men, 69 women) -----	926	5.19	101	3.86	13	4.35	90	4.32
Turn-over-draw machine (255 men, 12 women) -----	161	5.19	22	4.58	-	-	10	5.12
Crane operators, electric bridge (3,347 men, 18 women) -----	1,553	4.47	196	3.88	63	4.10	178	4.21
Under 20 tons (2,086 men, 3 women) -----	891	4.28	126	4.14	59	4.12	138	4.21
20 tons and over (1,261 men, 15 women) -----	662	4.73	-	-	-	-	40	4.23
Cupola tenders (all men) -----	438	4.46	49	4.19	13	3.55	47	4.22
Electricians, maintenance (all men) -----	1,170	5.66	64	4.35	22	5.35	40	5.26
Furnace tenders (all men) -----	747	4.82	51	3.97	35	4.16	126	4.71
Electric -----	698	4.86	51	3.97	35	4.16	124	4.72
Open-hearth -----	49	4.22	-	-	-	-	-	-
Furnace tenders' helpers (all men) -----	384	4.24	41	3.76	27	3.43	61	3.67
Helper, trades, maintenance (all men) -----	397	4.15	47	3.35	14	3.83	41	3.83
Inspectors, class A (562 men, 8 women) -----	290	4.67	-	-	-	-	29	5.02
Inspectors, class B (1,807 men, 281 women) -----	1,709	4.43	57	4.02	-	-	43	4.25
Inspectors, class C -----	2,344	4.51	107	3.56	-	-	60	3.97
Men -----	2,090	4.60	101	3.59	-	-	57	4.05
Women -----	254	3.85	-	-	-	-	-	-
Laborers, general foundry (6,555 men, 167 women) -----	9,154	4.12	620	3.20	154	3.01	876	3.61
Laborers, material handling (all men) -----	1,643	4.77	64	4.00	-	-	20	3.69
Machinists, maintenance (all men) -----	220	5.05	-	-	29	5.00	27	5.05
Mechanics, maintenance (all men) -----	2,756	5.19	221	4.19	46	4.18	199	4.91
Molders, floor (all men) -----	1,009	4.75	185	4.41	92	4.00	318	4.96
Molders, hand, bench (all men) -----	258	5.07	7	4.70	-	-	44	5.18
Molders, machine, automatic (1,862 men, 7 women) -----	1,029	5.26	75	4.84	37	3.98	100	4.97
Molders, machine, semi-automatic (7,491 men, 8 women) -----	4,479	4.96	502	4.46	38	4.66	257	4.97
Jarring (446 men, 1 woman) -----	227	4.76	47	3.93	-	-	28	5.30
Roll-over (1,285 men, 1 woman) -----	776	5.06	51	4.86	-	-	52	4.89
Squeeze (4,232 men, 6 women) -----	2,250	4.97	357	4.29	24	5.30	156	4.86
Other (single machine (all men) -----	346	4.40	-	-	-	-	18	5.45
Combination (operates more than 1 type of machine) (all men) -----	880	5.08	-	-	-	-	-	-

See footnotes at end of table.

Table 7. Occupational averages: All establishments—iron and steel foundries—Continued

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

Occupation and sex	Great Lakes		Middle West		Mountain		Pacific	
	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings
<u>Selected production occupations—Continued</u>								
Patternmakers, metal (all men)-----	823	\$6.97	6	\$4.33	-	-	12	\$7.14
Patternmakers, wood (all men)-----	458	6.25	57	4.43	14	\$5.38	45	6.79
Pourers, metal (5,042 men, 6 women)-----	3,160	4.63	207	3.46	38	3.88	238	3.85
Repairmen, wood patterns (all men)-----	285	4.24	27	4.08	-	-	15	4.66
Sand-mixers (all men)-----	1,132	4.32	129	3.66	28	3.44	100	4.03
Sand- or shot-blast operators (1,922 men, 2 women)-----	1,272	4.42	51	3.61	-	-	104	3.86
Sand-slinger operators (all men)-----	252	4.79	25	4.20	40	3.52	35	4.24
Shakeout men (5,607 men 9 women)-----	3,265	4.46	338	3.42	73	3.40	242	3.69
Shell-mold and/or shell-core machine operators (2,746 men, 78 women)-----	1,646	4.61	86	3.67	7	4.64	90	4.68
Truckers, power (5,268 men, 18 women)-----	3,455	4.45	163	3.55	57	3.72	153	4.03
Forklift (4,561 men, 18 women)-----	3,118	4.52	134	3.54	52	3.78	125	4.01
Other than forklift (all men)-----	337	3.91	29	3.61	-	-	-	-
Tumbler operators (all men)-----	267	4.19	42	3.80	-	-	38	4.09
Welders hand (3,243 men, 7 women)-----	1,484	4.78	205	4.29	67	3.95	244	4.76
Assembling (424 men, 1 woman)-----	175	4.63	-	-	-	-	-	-
Repairing (2,222 men, 6 women)-----	1,174	4.72	123	4.02	22	4.03	124	4.67
Combination (all men)-----	135	5.48	51	4.12	-	-	105	4.80
<u>Selected office occupations</u>								
Clerks, order-----	60	3.73	16	4.48	-	-	-	-
Men-----	15	4.23	-	-	-	-	-	-
Women-----	45	3.57	-	-	-	-	-	-
Clerks, payroll-----	245	3.49	28	3.57	-	-	22	3.37
Men-----	51	4.21	-	-	-	-	-	-
Women-----	194	3.30	23	3.56	-	-	21	3.31
Secretaries (4 men, 485 women)-----	222	4.21	-	-	-	-	-	-
Stenographers, general (1 men, 230 women)-----	87	3.50	15	3.67	-	-	-	-
Typists, class A (all women)-----	65	4.50	-	-	-	-	-	-
Typists, class B (all women)-----	48	2.83	7	2.93	-	-	-	-

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

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

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

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

Table 8. Occupational averages: All establishments—gray iron foundries, except pipe and fittings—Continued(Number and average straight-time hourly earnings¹ of production workers in selected occupations, United States and selected regions, November 1973)

Sex and occupation	United States ²				New England				Middle Atlantic				Southeast			
	Number of workers	Hourly earnings			Number of workers	Hourly earnings			Number of workers	Hourly earnings			Number of workers	Hourly earnings		
		Mean ³	Median ³	Middle range ³		Mean ³	Median ³	Middle range ³		Mean ³	Median ³	Middle range ³		Mean ³	Median ³	Middle range ³
Women																
Chippers and grinders ⁴ -----	193	\$3.57	\$3.59	\$2.60-\$4.20	-	-	-	-	-	-	-	-	22	\$2.53	\$2.50	\$2.33-\$2.73
Grinders -----	111	3.74	3.59	2.87- 5.17	-	-	-	-	-	-	-	-	16	2.36	2.33	2.30- 2.50
Core assemblers and finishers -----	423	4.70	5.17	4.55- 5.17	-	-	-	-	-	-	-	-	-	-	-	-
Coremakers, hand -----	70	2.74	2.59	2.00- 3.39	-	-	-	-	-	-	-	-	-	-	-	-
Inspectors, class B -----	14	4.90	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Inspectors, class C -----	188	3.87	3.54	3.37- 4.27	-	-	-	-	-	-	-	-	-	-	-	-
Laborers, general foundry -----	111	4.52	5.02	3.49- 5.02	-	-	-	-	-	-	-	-	-	-	-	-
Women																
Southwest				Great Lakes				Middle West				Pacific				
Chippers and grinders ⁴ -----	-	-	-	-	111	\$4.24	\$3.98	\$3.59-\$5.19	-	-	-	-	-	-	-	-
Grinders -----	-	-	-	-	70	4.33	3.59	3.59- 5.22	-	-	-	-	-	-	-	-
Core assemblers and finishers -----	-	-	-	-	374	4.99	5.17	5.17- 5.17	-	-	-	-	-	-	-	-
Coremakers, hand -----	-	-	-	-	15	3.66	3.60	3.60- 3.67	-	-	-	-	-	-	-	-
Inspectors, class B -----	-	-	-	-	14	4.90	-	-	-	-	-	-	-	-	-	-
Inspectors, class C -----	-	-	-	-	174	3.93	3-54	3-37- 4-39	-	-	-	-	-	-	-	-
Laborers, general foundry -----	-	-	-	-	99	4.76	5.02	4.93- 5.02	-	-	-	-	-	-	-	-

¹ Excludes premium pay for overtime and for work on weekends, holidays, and late shifts.² Includes data for regions in addition to those shown separately.³ See appendix A for methods used in computing means, medians, and middle ranges of earnings.

Medians and middle ranges were not computed for occupations with fewer than 15 workers.

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

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

Table 9. Occupational averages: All establishments—gray iron pipe and fittings foundries

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

Occupation	United States ²				Middle Atlantic				Southeast				Pacific			
	Number of Workers	Hourly earnings			Number of Workers	Hourly earnings			Number of Workers	Hourly earnings			Number of Workers	Hourly earnings		
		Mean ³	Median ³	Middle range ³		Mean ³	Median ³	Middle range ³		Mean ³	Median ³	Middle range ³		Mean ³	Median ³	Middle range ³
Carpenters, maintenance	56	\$4.44	\$4.39	\$3.75-5.44	-	-	-	-	36	\$4.71	\$4.75	\$4.39-5.44	-	-	-	-
Charging-machine operators	54	3.77	3.82	3.36-4.03	-	-	-	-	22	3.72	3.68	3.40-4.03	-	-	-	-
Chippers and grinders ⁴	928	3.43	3.42	3.05-3.79	66	\$3.81	\$3.96	\$3.36-4.20	543	3.28	3.31	3.01-3.42	77	\$3.27	\$2.85	\$2.85-3.96
Chippers	115	3.40	3.44	3.01-3.74	-	-	-	-	52	3.24	3.35	2.77-3.47	-	-	-	-
Grinders	625	3.38	3.36	3.01-3.79	52	3.93	4.13	3.67-4.20	400	3.25	3.20	3.01-3.42	66	3.15	2.85	2.78-3.85
Core assemblers and finishers	80	3.37	2.79	2.79-3.71	-	-	-	-	17	3.76	3.71	3.71-3.88	-	-	-	-
Coremakers, hand ⁴	176	4.37	4.55	3.68-4.87	-	-	-	-	68	4.44	4.41	3.87-4.82	-	-	-	-
Bench	75	4.28	4.22	3.40-4.85	-	-	-	-	49	4.57	4.75	4.02-4.91	-	-	-	-
Coremakers, machine ⁴	202	3.94	3.89	3.28-4.25	-	-	-	-	105	4.09	3.99	3.80-4.46	27	3.56	3.32	2.95-4.07
Core-blowing machine	185	3.84	3.82	3.28-4.20	-	-	-	-	94	4.02	3.94	3.71-4.32	27	3.56	3.32	2.95-4.07
Crane operators, electric bridge	290	4.17	4.16	3.91-4.41	51	4.27	4.21	4.20-4.44	153	4.05	4.16	3.90-4.26	11	4.48	-	-
Under 20 tons	264	4.20	4.16	3.92-4.45	49	4.28	4.21	4.20-4.47	136	4.04	4.16	3.91-4.26	10	4.54	-	-
20 tons and over	26	3.88	3.98	3.81-4.16	-	-	-	-	17	4.07	4.05	3.90-4.16	-	-	-	-
Cupola tenders	104	3.79	3.72	3.47-4.00	14	3.83	-	-	61	3.64	3.66	3.45-3.83	11	4.26	-	-
Electricians, maintenance	251	4.66	4.75	4.31-5.01	45	4.81	5.01	4.81-5.01	133	4.63	4.75	4.31-4.75	7	5.21	-	-
Helpers, trades, maintenance	162	3.71	3.74	3.42-3.96	-	-	-	-	63	3.47	3.42	3.42-3.46	-	-	-	-
Inspectors, class B	66	4.02	4.09	3.51-4.32	-	-	-	-	34	3.93	4.09	3.66-4.09	-	-	-	-
Inspectors, class C	271	3.75	3.57	3.32-4.16	-	-	-	-	209	3.61	3.51	3.32-4.09	-	-	-	-
Laborers, general foundry	1,797	3.14	3.24	2.81-3.42	224	3.60	3.75	3.53-3.75	1,022	3.15	3.24	2.92-3.42	134	3.00	2.77	2.15-3.86
Laborers, material handling	502	3.14	3.05	2.92-3.42	-	-	-	-	336	3.13	3.12	2.96-3.24	-	-	-	-
Machinists, maintenance	317	4.40	4.31	4.07-4.65	-	-	-	-	186	4.39	4.31	4.24-4.75	6	5.04	-	-
Mechanics, maintenance	737	4.39	4.33	4.07-4.75	111	4.73	4.81	4.56-4.92	374	4.41	4.40	4.07-4.75	-	-	-	-
Molders, floor	65	4.73	4.53	3.88-5.21	-	-	-	-	27	4.44	4.12	3.76-4.75	-	-	-	-
Molders, hand, bench	69	4.26	4.25	3.59-4.79	-	-	-	-	52	4.03	3.87	3.52-4.53	-	-	-	-
Molders, machine, semi-automatic ⁴	318	4.88	4.74	3.92-5.56	-	-	-	-	221	4.47	4.26	3.68-5.07	23	5.11	5.59	4.37-5.59
Squeeze	252	4.63	4.42	3.85-5.36	-	-	-	-	208	4.47	4.26	3.69-5.17	-	-	-	-
Patternmakers, metal	69	4.44	4.31	4.20-4.48	-	-	-	-	57	4.30	4.31	4.20-4.47	-	-	-	-
Patternmakers, wood	54	4.53	4.28	4.27-4.79	-	-	-	-	26	4.53	4.79	4.12-4.79	-	-	-	-
Pourers, metal	245	3.75	3.73	3.34-4.16	-	-	-	-	149	3.62	3.53	3.34-3.88	31	3.46	3.11	3.11-4.13
Sand-mixers	127	3.45	3.47	3.12-3.61	10	4.01	-	-	83	3.36	3.47	3.12-3.51	-	-	-	-
Shakeout men	204	3.29	3.17	2.66-3.72	-	-	-	-	131	3.11	3.17	2.78-3.42	28	3.06	2.92	2.30-3.72
Shell-mold and/or shell-core machine operators	279	3.28	3.09	3.03-3.47	-	-	-	-	114	3.29	3.03	3.03-3.67	-	-	-	-
Truckers, power	499	3.40	3.37	2.96-3.73	75	3.67	3.58	3.23-4.20	249	3.40	3.39	3.04-3.73	12	3.74	-	-
Forklift	430	3.38	3.37	2.96-3.65	74	3.67	3.66	3.24-4.20	211	3.36	3.39	3.04-3.67	12	3.74	-	-
Other than forklift	69	3.52	3.50	3.13-4.00	-	-	-	-	38	3.58	3.45	3.36-4.00	-	-	-	-
Tumbler operators	50	3.49	3.20	2.98-3.62	-	-	-	-	41	3.29	3.20	2.98-3.43	-	-	-	-
Welders, hand ⁴	136	4.57	4.54	4.24-4.91	-	-	-	-	100	4.53	4.47	4.24-4.91	-	-	-	-
Repairing	49	4.44	4.40	4.07-4.54	-	-	-	-	33	4.38	4.16	4.07-4.47	-	-	-	-

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

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

³ See appendix A for methods used in computing means, medians, and middle ranges.

Medians and middle ranges were not computed for occupations with fewer than 15 workers.

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

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

Table 10. Occupational averages: All establishments—malleable iron foundries

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

Sex and occupation	United States ²				Middle Atlantic				Great Lakes			
	Number of Workers	Hourly earnings			Number of Workers	Hourly earnings			Number of Workers	Hourly earnings		
		Mean ³	Median ³	Middle range ³		Mean ³	Median ³	Middle range ³		Mean ³	Median ³	Middle range ³
Men												
Carpenters, maintenance	36	\$5.23	\$5.30	\$4.44—\$6.34	-	-	-	-	30	\$5.48	\$5.41	\$4.44—\$6.34
Charging-machine operators	88	4.68	4.93	4.11—5.23	-	-	-	-	80	4.81	5.23	4.12—5.23
Chippers and grinders ⁴	1,733	4.92	5.07	3.98—5.42	304	\$4.28	\$4.24	\$3.40—\$5.00	1,271	5.18	5.17	4.18—5.61
Chippers	405	4.77	5.17	4.12—5.17	80	3.76	3.03	3.03—4.68	302	5.15	5.17	5.17—5.17
Grinders	1,102	4.93	4.90	3.98—5.55	199	4.47	4.39	3.64—5.21	795	5.17	5.11	4.15—5.17
Core assemblers and finishers	154	3.95	3.31	3.25—5.17	-	-	-	-	124	4.14	3.65	3.25—5.17
Coremakers, hand ⁴	125	4.74	4.67	3.89—5.45	37	4.04	3.89	3.45—4.16	79	5.12	4.99	4.32—5.68
Bench	79	4.60	4.14	3.76—5.44	37	4.04	3.89	3.45—4.16	34	5.20	4.98	4.11—5.99
Coremakers, machine ⁴	294	5.06	5.09	4.38—5.76	31	4.25	4.35	3.71—4.83	239	5.18	5.23	4.41—5.84
Core-blowing machine	160	4.95	4.82	4.39—5.37	27	4.34	4.51	3.94—4.86	114	5.12	5.01	4.56—5.82
Crane operators, electric bridge ⁴	148	4.90	5.12	4.27—5.45	25	4.24	4.32	3.83—4.44	112	5.09	5.28	5.05—5.56
Under 20 tons	117	4.95	5.17	4.21—5.56	-	-	-	-	102	5.08	5.28	4.55—5.59
Cupola tenders	89	4.15	4.00	3.60—4.50	-	-	-	-	57	4.45	4.50	3.95—4.77
Electricians, maintenance	258	5.41	5.22	4.41—5.45	35	4.37	4.43	4.07—4.66	195	5.65	5.37	4.96—6.50
Furnace tenders	255	4.94	5.22	4.41—5.45	-	-	-	-	190	5.11	5.24	4.69—5.45
Electric	208	5.11	5.23	4.69—5.45	-	-	-	-	147	5.38	5.45	5.22—5.45
Open-hearth	47	4.19	4.22	3.70—4.22	-	-	-	-	43	4.21	4.22	3.70—4.22
Furnace tenders' helpers	95	4.51	4.53	3.92—4.93	30	4.00	3.69	3.62—4.77	54	4.91	4.91	4.48—5.32
Helpers, trades, maintenance	48	4.29	4.19	3.15—5.65	-	-	-	-	32	4.99	5.65	4.14—5.65
Inspectors, class A	30	4.64	4.57	3.90—5.25	-	-	-	-	20	4.86	4.89	3.90—5.37
Inspectors, class B	264	4.92	4.72	4.07—5.23	-	-	-	-	201	5.17	5.23	4.07—5.87
Inspectors, class C	564	4.44	4.24	3.65—4.62	150	3.61	3.59	3.33—3.83	353	4.85	4.85	4.07—5.17
Laborers, general foundry	1,889	4.00	4.02	3.64—4.14	324	3.59	3.30	3.15—3.81	1,328	4.16	4.06	3.92—4.14
Laborers, material handling	128	4.20	3.92	3.75—4.83	-	-	-	-	99	4.44	4.02	3.92—4.88
Mechanics, maintenance	770	5.07	5.06	4.42—5.45	99	4.33	4.32	3.93—4.63	595	5.16	5.06	4.61—5.45
Molders, floor	23	5.14	5.39	4.60—5.66	-	-	-	-	21	5.21	5.39	4.78—5.69
Molders, hand, bench	359	4.89	4.92	4.04—5.50	-	-	-	-	177	5.07	4.94	4.53—5.52
Molders, machine, automatic	175	4.95	5.08	4.51—5.52	21	4.70	4.78	4.28—5.08	100	5.35	5.38	5.07—5.66
Molders, machine, semi-automatic ⁴	1,096	5.04	4.97	4.26—5.66	251	4.48	4.46	3.91—5.11	760	5.24	5.09	4.44—5.94
Roll-over	219	5.30	5.06	4.52—6.19	-	-	-	-	211	5.33	5.11	4.52—6.23
Squeeze	732	5.01	4.95	4.28—5.67	237	4.45	4.46	3.79—5.11	410	5.38	5.24	4.59—5.98
Patternmakers, metal	63	5.35	5.37	4.37—5.70	15	4.11	4.23	3.86—4.37	42	5.94	5.70	5.37—6.87
Patternmakers, wood	64	6.58	7.26	5.91—7.26	-	-	-	-	-	-	-	-
Pourers, metal	713	5.00	5.07	4.54—5.33	139	4.56	4.54	4.13—5.03	506	5.29	5.28	4.90—5.40
Repairmen, wood patterns	32	4.47	4.68	3.90—4.83	-	-	-	-	27	4.49	4.83	3.78—4.83
Sand-mixers	210	4.14	4.03	3.57—4.57	50	3.62	3.55	3.44—3.69	141	4.39	4.36	3.92—4.70
Sand- or shot-blast operators	148	4.59	4.52	4.00—5.17	24	4.42	4.08	3.40—4.76	119	4.69	4.83	4.30—5.17
Shakeout men	245	4.40	4.74	3.76—5.18	29	3.99	3.50	3.31—4.89	182	4.76	4.89	3.98—5.23
Shell-mold and/or shell-core machine operators	245	4.60	4.54	4.09—4.99	21	3.79	3.82	3.71—3.92	187	4.78	4.59	4.30—5.28
Truckers, power	857	4.37	4.24	4.02—5.17	130	3.75	3.70	3.39—3.90	653	4.55	4.31	4.12—5.17
Forklift	745	4.47	4.28	4.12—5.17	70	3.87	3.70	3.39—3.88	609	4.60	4.31	4.12—5.17
Other than forklift	112	3.74	3.54	3.48—4.22	60	3.62	3.54	3.39—3.95	44	3.88	3.13	3.50—4.28
Tumbler operators	84	4.49	4.28	4.03—4.72	-	-	-	-	68	4.60	4.47	4.03—4.78
Welders, hand ⁴	56	5.07	4.70	4.15—6.04	22	4.61	4.08	3.92—5.53	34	5.37	4.93	4.43—6.78
Repairing	25	4.51	4.48	4.15—4.70	-	-	-	-	20	4.69	4.48	4.36—4.84
Women												
Chippers and grinders	39	4.91	5.11	3.93—5.17	-	-	-	-	32	5.25	5.17	5.11—5.17
Coremakers, machine	33	5.13	5.23	4.38—5.99	9	4.49	-	-	24	5.37	5.38	4.84—6.04

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

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

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

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

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

Table 11. Occupational averages: All establishments—steel foundries—Continued

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

Occupation	Great Lakes				Middle West				Pacific			
	Number of workers	Hourly earnings			Number of workers	Hourly earnings			Number of workers	Hourly earnings		
		Mean ³	Median ³	Middle range ³		Mean ³	Median ³	Middle range ³		Mean ³	Median ³	Middle range ³
Carpenters, maintenance	48	\$4.89	\$4.94	\$4.68-5.20	6	\$4.54	-	-	13	\$5.04	-	-
Charging-machine operators	15	4.92	5.38	4.26- 5.38	-	-	-	-	-	-	-	-
Chippers and grinders	2,229	4.41	4.17	3.80- 4.73	395	3.96	\$3.72	\$3.31-\$3.99	609	3.92	\$4.09	\$3.88-\$4.16
Chippers	378	4.54	4.17	4.06- 4.73	-	-	-	-	43	4.09	4.12	4.01- 4.22
Grinders	812	4.24	4.06	3.74- 4.55	122	4.09	3.60	3.30- 4.66	232	3.70	4.02	3.24- 4.12
Chippers and grinders	1,039	4.49	4.42	3.86- 4.72	192	3.73	3.91	3.31- 3.99	334	4.04	4.11	3.88- 4.16
Core assemblers and finishers	160	4.42	4.25	4.09- 4.67	40	4.40	4.44	3.87- 4.84	16	4.23	4.39	4.23- 4.39
Coremakers, hand	409	4.97	4.68	4.15- 5.41	148	4.45	4.31	3.77- 5.25	125	4.85	5.10	4.39- 5.15
Bench	187	4.72	4.72	3.93- 5.33	110	4.36	4.20	3.85- 4.68	43	4.80	5.10	4.39- 5.21
Floor	83	4.59	4.50	4.32- 4.72	33	4.76	5.26	3.43- 5.62	20	4.58	5.10	3.80- 5.10
Bench and floor	139	5.54	4.78	4.15- 7.50	-	-	-	-	62	4.98	5.15	5.15- 5.18
Coremakers, machine ⁴	221	5.05	4.63	4.25- 5.32	45	4.30	4.33	3.07- 5.11	49	4.86	5.06	4.45- 5.15
Core-blowing machine	183	5.11	4.65	4.25- 5.40	38	4.26	4.33	3.07- 5.00	44	4.84	5.06	4.45- 5.15
Turn-over-draw machine	17	4.38	4.64	3.76- 4.92	-	-	-	-	-	-	-	-
Crane operators, electric bridge	531	4.29	4.32	4.05- 4.58	155	3.90	3.62	3.39- 4.14	119	4.24	4.22	4.17- 4.33
Under 20 tons	289	4.17	4.12	3.94- 4.51	87	4.30	4.14	3.91- 4.23	88	4.21	4.24	4.17- 4.28
20 tons and over	242	4.43	4.51	4.17- 4.58	-	-	-	-	31	4.30	4.17	4.12- 4.48
Electricians, maintenance	232	4.91	4.89	4.50- 5.29	38	4.18	3.91	3.81- 4.05	29	5.32	5.15	4.80- 5.26
Furnace tenders ¹	234	4.61	4.63	4.05- 4.88	24	4.16	4.06	3.72- 4.23	100	4.82	5.10	4.47- 5.15
Electric	228	4.62	4.62	4.05- 4.88	24	4.16	4.06	3.72- 4.23	98	4.84	5.10	4.48- 5.15
Furnace tenders' helpers	163	4.30	4.39	4.07- 4.44	27	3.88	3.79	3.52- 4.26	50	3.69	3.75	3.57- 4.08
Helpers, trades, maintenance	35	3.84	3.96	3.57- 4.08	-	-	-	-	24	3.63	3.54	3.32- 3.91
Inspectors, class A	164	4.36	4.50	3.98- 4.50	-	-	-	-	28	4.98	5.10	4.58- 5.18
Inspectors, class B	372	4.13	3.96	3.96- 4.26	36	4.19	4.23	3.00- 5.68	37	4.24	4.16	3.94- 4.74
Inspectors, class C	230	4.08	3.97	3.80- 4.22	28	3.72	3.85	3.39- 3.89	27	4.24	4.16	4.03- 4.64
Laborers, general foundry	1,103	3.96	3.84	3.61- 4.24	253	3.21	3.07	2.97- 3.51	332	3.74	3.78	3.68- 3.78
Laborers, material handling	167	3.98	3.78	3.61- 4.29	-	-	-	-	-	-	-	-
Machinists, maintenance	96	4.67	4.68	4.67- 5.04	-	-	-	-	7	5.30	-	-
Mechanics, maintenance	599	4.72	4.66	4.40- 4.86	100	4.24	3.88	3.72- 4.54	135	4.95	5.10	4.51- 5.15
Molders, floor	219	5.22	4.60	4.59- 5.03	142	4.39	4.28	3.89- 5.08	182	5.01	5.15	5.10- 5.18
Molders, hand, bench	50	5.26	5.13	4.59- 6.00	-	-	-	-	-	-	-	-
Molders, machine, automatic	269	4.91	4.59	4.25- 4.77	-	-	-	-	-	-	-	-
Molders, machine, semi-automatic ⁴	794	5.05	4.82	4.24- 5.59	128	4.96	4.51	3.92- 5.97	109	4.90	5.06	4.39- 5.10
Jarring	79	5.12	5.39	4.19- 5.99	-	-	-	-	-	-	-	-
Roll-over	264	5.04	4.71	4.42- 5.26	-	-	-	-	18	4.67	5.06	3.75- 5.20
Squeeze	292	5.16	4.88	4.24- 6.10	58	4.65	4.33	3.91- 5.33	73	4.82	5.06	4.38- 5.06
Combination (operates more than 1 type of machine)	121	5.00	5.31	4.70- 5.31	-	-	-	-	-	-	-	-
Patternmakers, metal	85	6.17	5.87	5.04- 7.03	-	-	-	-	-	-	-	-
Patternmakers, wood	134	5.42	5.04	4.77- 5.87	35	4.38	4.54	3.81- 4.54	29	6.88	7.45	7.38- 7.50
Pourers, metal	541	4.31	4.34	2.82- 4.75	51	4.01	3.79	3.55- 4.01	102	3.82	3.78	3.75- 4.05
Repairmen, wood patterns	84	4.64	4.52	4.38- 4.87	11	4.80	-	-	-	-	-	-
Sand mixers	553	3.85	3.90	3.51- 4.16	55	3.75	3.70	3.25- 3.93	54	4.14	4.11	4.02- 4.23
Sand- or-shot-blast operators	740	4.08	4.03	3.52- 4.45	24	3.69	3.37	3.37- 3.67	59	3.91	4.14	3.76- 4.28
Sand-slinger operators	227	4.64	4.64	3.78- 5.10	-	-	-	-	10	4.50	-	-
Shakeout men	1,167	3.95	3.84	3.44- 4.35	75	3.63	3.55	2.80- 3.73	100	3.73	3.83	3.74- 3.83
Shell-mold and/or shell-core machine operators	352	4.20	4.14	3.57- 5.06	10	5.24	-	-	59	5.03	5.18	5.06- 5.18
Truckers, power	905	3.86	3.82	3.44- 4.16	61	3.67	3.20	2.99- 3.72	85	4.07	4.16	4.11- 4.16
Forklift	741	3.86	3.82	3.44- 4.16	58	3.62	3.18	2.99- 3.72	65	4.05	4.12	3.99- 4.16
Other than forklift	164	3.83	3.76	3.51- 4.16	-	-	-	-	-	-	-	-
Tumbler operators	163	3.97	3.84	3.47- 4.31	17	4.01	3.69	2.95- 5.05	26	4.07	4.16	4.16- 4.16
Welders, hand ¹	2,407	4.47	4.39	3.91- 4.89	192	4.30	4.04	3.52- 4.83	205	4.78	5.10	4.39- 5.15
Assembling	323	4.53	4.42	4.00- 4.59	-	-	-	-	-	-	-	-
Repairing	1,678	4.46	4.34	3.80- 4.80	110	4.00	3.55	3.52- 4.24	107	4.65	4.48	4.30- 5.15

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

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

³ See appendix A for methods used in computing means, medians, and middle ranges of earnings.

⁴ Medians and middle ranges were not computed for occupations with fewer than 15 workers.

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

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

Table 12. Occupational averages: By size of community—gray iron foundries, except pipe and fitting

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

Occupation	United States				New England		Middle Atlantic		Southeast			
	Metropolitan areas		Nonmetropolitan areas		Metropolitan areas		Metropolitan areas		Metropolitan areas		Nonmetropolitan areas	
	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings
Charging-machine operators	209	\$4.17	161	\$4.26	-	-	-	-	14	\$2.84	10	\$2.64
Chippers and grinders	7,197	4.06	3,428	4.24	306	\$3.71	873	\$3.61	401	2.91	157	2.55
Core assemblers and finishers	2,773	4.95	1,249	4.75	22	3.41	71	3.79	-	-	-	-
Coremakers, hand	1,276	4.39	427	4.05	70	3.93	232	4.08	49	3.36	55	2.76
Coremakers, machine	877	4.71	597	4.94	29	4.31	32	4.55	-	-	-	-
Crane operators, electric bridge	1,090	4.32	242	4.14	19	3.79	222	4.19	42	3.60	6	2.91
Cupola tenders	449	4.02	209	4.00	33	3.81	40	3.75	66	2.94	13	2.84
Electricians, maintenance	656	5.76	242	5.41	-	-	42	4.81	-	-	17	4.11
Furnace tenders	317	4.10	180	4.83	-	-	35	3.93	33	3.11	10	2.85
Helpers, trades, maintenance	193	3.48	211	4.23	-	-	28	3.58	23	2.66	6	2.37
Inspectors, class A	94	4.94	36	5.12	-	-	7	4.53	-	-	-	-
Inspectors, class C	1,126	4.48	704	4.25	38	3.83	33	3.43	218	3.37	20	2.75
Laborers, general foundry	6,611	3.87	3,198	3.56	217	3.25	581	3.21	399	2.80	362	2.37
Mechanics, maintenance	1,377	5.15	597	5.05	12	3.86	68	4.26	90	4.25	36	3.78
Molders, floor	1,449	4.31	276	4.17	90	4.86	283	4.15	121	3.22	76	3.67
Molders, hand, bench	203	4.54	31	4.38	31	5.48	115	4.16	-	-	-	-
Molders, machine, automatic	558	4.89	425	5.26	38	4.95	26	4.23	44	4.03	14	3.60
Molders, machine, semi-automatic	2,981	4.67	1,571	4.56	153	4.80	275	4.47	275	3.71	175	4.51
Patternmakers, wood	274	5.83	145	6.08	9	5.34	52	4.90	14	4.23	12	4.10
Pourers, metal	1,931	4.16	1,131	4.25	64	3.83	151	3.99	202	3.28	91	2.71
Sand mixers	849	4.08	372	3.92	40	3.65	98	3.57	61	3.19	33	2.61
Sand- or shot-blast operators	562	4.00	400	4.33	14	3.88	56	3.43	53	2.95	-	-
Shakeout men	2,898	4.17	1,093	3.86	108	3.73	311	3.61	185	3.10	69	2.50
Shell-mold and/or shell-core machine operators	997	4.31	873	4.30	61	4.20	57	3.71	93	3.45	39	2.34
Truckers, power	1,869	4.23	1,138	4.29	26	3.39	94	3.58	136	3.18	38	2.57
Forklift	1,637	4.31	1,008	4.39	21	3.38	57	3.51	94	3.20	29	2.62
Other than forklift	232	3.74	130	3.49	-	-	37	3.70	42	3.11	9	2.42
Welders, hand	469	4.62	175	4.73	6	3.95	34	3.85	10	3.92	-	-

Occupation	Southwest				Great Lakes				Middle West	
	Metropolitan areas		Nonmetropolitan areas		Metropolitan areas		Nonmetropolitan areas		Metropolitan areas	
	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings
Charging-machine operators	-	-	-	-	160	\$4.40	134	\$4.43	-	-
Chippers and grinders	231	\$2.57	136	\$2.70	3,625	4.69	2,887	4.48	334	\$3.29
Core assemblers and finishers	-	-	15	2.68	2,577	5.05	1,176	4.85	27	2.98
Coremakers, hand	59	3.41	26	2.88	616	4.74	274	4.42	37	4.22
Coremakers, machine	23	3.07	11	3.02	602	5.16	526	5.12	-	-
Crane operators, electric bridge	17	3.08	26	2.88	668	4.53	192	4.43	16	3.90
Cupola tenders	-	-	20	3.22	200	4.60	158	4.21	21	4.56
Electricians, maintenance	8	3.74	-	-	516	6.05	216	5.57	11	4.64
Furnace tenders	23	3.34	-	-	161	4.56	156	5.05	11	3.84
Helpers, trades, maintenance	-	-	11	2.92	99	3.70	186	4.40	-	-
Inspectors, class A	-	-	-	-	71	5.10	34	5.20	-	-
Inspectors, class C	-	-	-	-	829	4.84	663	4.33	52	3.34
Laborers, general foundry	200	2.42	181	2.76	3,962	4.34	2,527	3.83	210	3.38
Mechanics, maintenance	26	3.45	31	3.42	1,006	5.47	504	5.29	49	3.99
Molders, floor	58	3.45	30	3.40	649	4.60	118	4.59	25	4.55
Molders, hand, bench	-	-	-	-	9	4.18	22	4.93	-	-
Molders, machine, automatic	30	3.25	-	-	295	5.41	365	5.37	49	4.14
Molders, machine, semi-automatic	77	3.27	86	3.65	1,669	5.00	1,249	4.66	288	4.33
Patternmakers, wood	12	4.29	10	4.30	146	6.60	118	6.51	15	4.68
Pourers, metal	54	2.75	38	2.98	1,151	4.58	950	4.50	101	3.20
Sand mixers	29	2.90	20	2.96	514	4.47	286	4.20	41	3.46
Sand- or shot-blast operators	19	2.86	14	2.61	340	4.42	350	4.58	11	3.34
Shakeout men	91	2.55	55	2.70	1,735	4.71	897	4.08	210	3.34
Shell-mold and/or shell-core machine operators	30	3.12	-	-	508	4.86	764	4.52	66	3.45
Truckers, power	35	2.62	26	2.70	1,325	4.58	1,035	4.44	44	3.58
Forklift	26	2.67	21	2.62	1,210	4.62	936	4.52	37	3.58
Other than forklift	-	-	-	-	115	4.14	99	3.66	7	3.57
Welders, hand	12	3.21	0	3.49	342	4.88	139	5.04	-	-

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

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

Table 13. Occupational averages: By size of establishment—gray iron foundries, except pipe and fittings

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

Occupation	United States ²				New England		Middle Atlantic				Southeast			
	Establishments with--													
	50-249 workers		250 workers or more		50-249 workers		50-249 workers		250 workers or more		50-249 workers		250 workers or more	
	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings
Chippers and grinders -----	5,044	\$3.56	5,581	\$4.62	280	\$3.81	777	\$3.41	96	\$5.20	219	\$2.69	339	\$2.88
Core assemblers and finishers -----	622	3.57	3,400	5.13	27	3.40	62	3.47	13	5.02	11	2.26	-	-
Coremakers, hand -----	1,224	4.20	479	4.57	74	4.10	213	4.00	19	4.93	52	2.79	52	3.29
Coremakers, machine -----	420	3.95	1,054	5.14	25	4.48	38	4.15	-	-	-	-	14	3.10
Crane operators, electric bridge -----	532	3.80	800	4.61	23	3.65	134	3.73	88	4.91	-	-	-	-
Cupola tenders -----	405	3.70	253	4.53	34	3.80	38	3.64	-	-	57	2.77	22	3.31
Electricians, maintenance -----	148	4.50	750	5.90	-	-	20	4.24	24	5.15	17	4.46	-	-
Furnace tenders -----	241	3.89	256	4.81	-	-	35	3.93	-	-	21	3.04	22	3.06
Furnace tenders' helpers -----	187	3.22	99	4.26	-	-	28	3.23	-	-	-	-	-	-
Helpers, trades, maintenance -----	235	3.51	169	4.37	-	-	22	3.37	-	-	19	2.54	10	2.70
Inspectors, class C -----	459	3.53	1,371	4.68	40	3.79	33	3.43	-	-	-	-	-	-
Laborers, general foundry -----	4,004	3.21	5,805	4.15	220	3.24	554	3.19	-	-	402	2.42	359	2.80
Laborers, material handling -----	322	3.12	1,423	4.79	26	3.18	98	3.25	-	-	19	2.30	-	-
Mechanics, maintenance -----	466	4.11	1,508	5.43	10	3.94	34	3.93	34	4.59	42	3.85	84	4.25
Molders, floor -----	1,174	4.21	551	4.44	93	4.99	269	4.08	-	-	120	3.16	77	3.76
Molders, hand, bench -----	203	4.38	31	5.47	25	4.93	114	4.17	-	-	-	-	-	-
Molders, machine, automatic -----	451	4.72	532	5.33	44	4.83	26	4.23	-	-	16	3.55	42	4.07
Molders, machine, semi-automatic -----	2,817	4.49	1,735	4.86	139	4.69	263	4.49	-	-	271	3.97	179	4.09
Patternmakers, wood -----	140	5.02	279	6.36	7	5.57	35	4.90	17	4.90	8	4.28	18	4.12
Pourers, metal -----	1,288	3.80	1,774	4.48	56	3.89	149	3.79	12	5.58	127	2.89	166	3.27
Sand mixers -----	631	3.58	590	4.51	37	3.71	92	3.45	10	4.46	47	2.76	47	3.21
Sand- or shot-blast operators -----	430	3.81	532	4.44	11	4.08	62	3.36	-	-	27	2.56	37	3.11
Sand-slinger operators -----	147	3.95	124	4.66	7	5.50	14	3.67	-	-	-	-	-	-
Shakeout men -----	1,959	3.51	2,032	4.64	115	3.68	298	3.49	21	4.93	123	2.61	131	3.24
Shell-mold and/or shell-core machine operators -----	817	3.81	1,053	4.69	55	4.31	86	3.47	-	-	66	2.68	66	3.57
Truckers, power -----	673	3.49	2,334	4.48	26	3.34	83	3.45	25	3.68	41	2.67	133	3.16
Forklift -----	464	3.48	2,181	4.52	17	3.42	56	3.37	13	3.65	31	2.65	92	3.21
Other than forklift -----	209	3.52	153	3.82	9	3.19	27	3.62	12	3.73	10	2.73	41	3.05
Welders, hand -----	212	3.89	432	5.03	6	4.08	31	3.75	-	-	-	-	-	-

See footnotes at end of table.

Table 13. Occupational averages: By size of establishment—gray iron foundries, except pipe and fittings—Continued

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

Occupation	Southwest		Great Lakes				Middle West	
	Establishments with--							
	50-249 workers		50-249 workers		250 workers or more		50-249 workers	
	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings
Chippers and grinders	298	\$2.60	2,283	\$3.84	4,229	\$5.00	520	\$3.35
Core assemblers and finishers	-	-	416	3.65	3,337	5.16	64	3.18
Coremakers, hand	73	3.19	560	4.46	320	4.94	87	4.06
Coremakers, machine	25	2.95	170	4.27	758	5.30	-	-
Crane operators, electric bridge	23	3.01	236	3.91	624	4.73	24	3.74
Cupola tenders	40	3.04	140	4.04	218	4.67	33	4.43
Electricians, maintenance	13	3.96	77	4.57	655	6.06	10	4.73
Furnace tenders	27	3.43	98	4.19	219	5.07	17	3.91
Furnace tenders' helpers	42	2.67	75	3.49	92	4.36	14	3.52
Helpers, trades, maintenance	15	2.95	141	3.73	144	4.56	14	3.61
Inspectors, class C	-	-	254	3.65	1,238	4.82	50	3.39
Laborers, general foundry	370	2.58	1,676	3.46	4,813	4.38	263	3.16
Laborers, material handling	33	2.48	74	3.26	1,264	5.00	-	-
Mechanics, maintenance	53	3.42	185	4.26	1,325	5.57	60	4.05
Molders, floor	80	3.41	360	4.66	407	4.55	38	4.55
Molders, hand, bench	-	-	13	4.02	18	5.21	-	-
Molders, machine, automatic	17	3.00	202	5.06	458	5.53	71	4.82
Molders, machine, semi-automatic	156	3.49	1,467	4.71	1,451	5.01	333	4.26
Patternmakers, wood	15	4.32	36	5.16	228	6.78	19	4.60
Pourers, metal	92	2.85	585	4.29	1,516	4.65	125	3.21
Sand mixers	45	2.89	287	3.84	513	4.67	55	3.59
Sand- or shot-blast operators	27	2.73	235	4.21	455	4.65	25	3.56
Sand-slinger operators	-	-	49	4.19	89	4.68	11	3.76
Shakeout men	129	2.60	845	3.84	1,787	4.81	246	3.37
Shell-mold and/or shell-core machine operators	61	3.00	455	4.11	817	4.96	68	3.49
Truckers, power	43	2.66	341	3.67	2,019	4.66	54	3.50
Forklift	30	2.64	225	3.65	1,921	4.69	37	3.54
Other than forklift	13	2.71	116	3.70	98	4.17	17	3.44
Welders, hand	26	3.35	70	3.89	411	5.10	12	4.15

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

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

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

Table 15. Occupational averages: By labor-management contract coverage—gray iron foundries, except pipe and fittings

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

Occupation	United States ²				New England		Middle Atlantic		Southwest			
	Establishments with--											
	Majority of workers covered		None of minority of workers covered		Majority of workers covered		Majority of workers covered		Majority of workers covered		None or minority of workers covered	
	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings
Chippers and grinders	9,103	\$4.27	1,522	\$3.21	234	\$3.90	714	\$3.65	351	\$2.92	207	\$2.62
Core assemblers and finishers	3,801	4.97	221	3.48	27	3.40	68	3.74	-	-	11	2.29
Coremakers, hand	1,352	4.46	351	3.69	64	4.28	199	4.09	39	3.85	65	2.56
Coremakers, machine	1,337	4.93	137	3.56	23	4.54	36	4.24	-	-	-	-
Crane operators, electric bridge	1,214	4.36	118	3.56	22	3.66	217	4.21	-	-	-	-
Electricians, maintenance	846	5.74	52	4.47	-	-	43	4.73	-	-	20	4.40
Furnace tenders	408	4.51	89	3.69	-	-	33	3.89	-	-	25	3.00
Furnace tenders' helpers	172	3.87	114	3.14	-	-	27	3.24	-	-	10	3.04
Inspectors, class B	881	4.68	36	3.55	-	-	16	3.95	10	3.75	-	-
Laborers, general foundry	8,353	3.93	1,456	2.81	181	3.32	512	3.20	279	2.90	482	2.42
Mechanics, maintenance	1,756	5.25	218	4.06	10	3.94	59	4.26	80	4.27	46	3.84
Molders, floor	1,252	4.45	473	3.85	66	5.34	183	4.22	101	3.66	96	3.11
Molders, machine, automatic	813	5.25	170	4.09	42	4.87	-	-	44	4.01	14	3.65
Molders, machine, semi-automatic	3,682	4.75	870	4.15	93	4.91	237	4.31	252	4.19	198	3.81
Pourers, metal	2,629	4.31	433	3.49	43	4.10	124	3.73	205	3.23	88	2.82
Sand- or shot-blast operators	840	4.29	122	3.27	11	4.08	51	3.34	44	3.07	20	2.45
Sand mixers	1,025	4.16	196	3.32	26	3.79	86	3.57	61	3.12	33	2.74
Shakeout men	3,349	4.22	642	3.38	105	3.69	257	3.50	179	3.09	75	2.57
Truckers, power	2,812	4.33	195	3.19	22	3.40	99	3.48	132	3.19	42	2.57
Welders, hand	552	4.82	92	3.62	6	4.08	34	3.82	-	-	14	3.50
					Southwest		Great Lakes		Middle West		Pacific	
					Majority of workers covered	None or minority of workers covered	Majority of workers covered	Majority of workers covered	Majority of workers covered	Majority of workers covered	Majority of workers covered	
Chippers and grinders			165	\$2.78	202	\$2.48	5,979	\$4.68	401	\$3.35	387	\$3.98
Core assemblers and finishers			17	2.92	-	-	3,573	5.06	54	3.15	-	-
Coremakers, hand			39	3.43	46	3.09	773	4.71	61	4.17	99	4.91
Coremakers, machine			15	3.41	19	2.77	1,052	5.23	-	-	28	4.49
Crane operators, electric bridge			17	3.05	26	2.90	812	4.54	21	3.62	45	4.11
Electricians, maintenance			8	4.08	-	-	714	5.94	8	4.21	-	-
Furnace tenders			14	3.51	13	3.34	290	4.83	17	3.85	19	4.32
Furnace tenders' helpers			-	-	32	2.67	120	4.16	-	-	-	-
Inspectors, class B			-	-	-	-	805	4.75	19	3.74	-	-
Laborers, general foundry			116	2.61	265	2.57	6,168	4.18	168	3.37	352	3.74
Mechanics, maintenance			33	3.39	24	3.48	1,414	5.49	55	4.07	46	4.83
Molders, floor			45	3.40	43	3.47	632	4.67	36	4.42	99	5.02
Molders, machine, automatic			-	-	12	2.90	580	5.53	47	5.06	43	4.90
Molders, machine, semi-automatic			60	3.75	103	3.31	2,568	4.90	248	4.53	117	5.05
Pourers, metal			35	2.93	57	3.79	1,946	4.59	87	3.21	94	3.99
Sand- or shot-blast operators			19	2.83	14	2.66	635	4.57	18	3.53	35	4.03
Sand mixers			21	2.91	28	2.94	732	4.44	45	3.48	37	4.01
Shakeout men			74	2.74	72	2.48	2,338	4.60	188	3.22	101	3.81
Truckers, power			29	2.66	32	2.65	2,280	4.55	52	3.44	53	4.05
Welders, hand			8	3.06	24	3.49	455	4.99	10	4.04	29	4.67

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

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

Table 16. Occupational averages: By labor-management contract coverage—steel foundries

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

Occupation	United States ²				Southeast		Southwest	
	Establishments with—							
	Majority of workers covered		None or minority of workers covered		Majority of workers covered		Majority of workers covered	
	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings
Chippers and grinders	5,233	\$4.20	589	\$3.40	355	\$3.16	331	\$3.30
Core assemblers and finishers	397	4.47	50	3.26	-	-	38	3.32
Coremakers, hand	1,078	4.60	58	4.14	78	3.78	72	3.89
Coremakers, machine	634	4.93	39	3.92	12	3.73	36	3.41
Crane operators, electric bridge	1,521	4.08	56	3.63	98	3.59	88	3.76
Electricians, maintenance	409	4.76	42	4.46	-	-	17	4.21
Furnace tenders	541	4.54	63	4.18	28	4.24	36	4.16
Furnace tenders' helpers	428	3.92	48	3.16	67	2.94	-	-
Inspectors, class B	516	4.12	44	3.89	-	-	-	-
Laborers, general foundry	2,878	3.65	182	3.10	115	2.89	251	2.96
Mechanics, maintenance	1,262	4.53	93	4.11	139	4.06	60	4.01
Molders, floor	1,096	4.56	37	4.42	75	3.93	71	4.04
Molders, machine, automatic	464	4.63	17	3.55	-	-	-	-
Molders, machine, semi-automatic	1,336	4.81	139	4.45	44	3.97	91	3.62
Pourers, metal	899	4.09	123	3.43	74	3.03	50	3.38
Sand- or shot-blast operators	598	4.20	142	3.55	29	2.98	29	3.16
Sand mixers	502	3.89	51	3.50	30	3.00	30	3.31
Shakeout men	1,043	4.04	124	3.18	50	3.12	-	-
Truckers, power	826	3.89	79	3.49	47	3.31	77	3.20
Welders, hand	2,263	4.47	144	4.44	61	3.79	238	3.83
	Great Lakes		Middle West		Pacific			
	Majority of workers covered		Majority of workers covered		Majority of workers covered		None or minority of workers covered	
Chippers and grinders	2,050	\$4.46	358	\$3.99	477	\$4.04	132	\$3.47
Core assemblers and finishers	138	4.59	34	4.56	16	4.23	-	-
Coremakers, hand	392	4.99	142	4.44	117	4.93	-	-
Coremakers, machine	214	5.07	45	4.30	32	5.12	-	-
Crane operators, electric bridge	503	4.34	155	3.90	111	4.27	-	-
Electricians, maintenance	208	4.97	37	4.16	25	5.29	-	-
Furnace tenders	222	4.64	19	4.19	80	4.93	20	4.37
Furnace tenders' helpers	144	4.44	24	4.05	32	3.88	18	3.33
Inspectors, class B	353	4.14	36	4.19	25	4.24	12	4.25
Laborers, general foundry	1,076	3.98	221	3.19	319	3.75	-	-
Mechanics, maintenance	574	4.75	97	4.23	114	5.06	21	4.40
Molders, floor	212	5.26	132	4.39	176	5.02	-	-
Molders, machine, automatic	269	4.91	-	-	-	-	-	-
Molders, machine, semi-automatic	716	5.13	116	4.96	89	4.87	-	-
Pourers, metal	529	4.33	35	4.19	70	3.89	32	3.65
Sand- or shot-blast operators	358	4.40	20	3.70	41	4.17	18	3.34
Sand mixers	184	4.06	42	3.73	48	4.15	-	-
Shakeout men	398	4.23	42	4.12	90	3.78	-	-
Truckers, power	370	4.08	61	3.67	80	4.10	-	-
Welders, hand	894	4.70	182	4.34	179	4.88	26	4.07

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

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

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

Table 18. Occupational averages: By method of wage payment—gray iron pipe and fittings foundries

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

Occupation	United States ²				Middle Atlantic		Southeast				Pacific	
	Timeworkers		Incentive workers		Timeworkers		Timeworkers		Incentive workers		Timeworkers	
	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings
Chippers and grinders	738	\$3.39	190	\$3.56	-	-	416	\$3.28	-	-	77	\$3.27
Coremakers, hand	59	3.80	117	4.66	-	-	17	4.29	51	\$4.48	-	-
Coremakers, machine	114	3.63	88	4.33	-	-	43	3.95	62	4.19	-	-
Crane operators, electric bridge	232	4.06	58	4.64	51	\$4.27	131	4.02	-	-	11	4.48
Furnance tenders	29	4.51	16	4.24	-	-	-	-	-	-	-	-
Molders, floor	17	4.31	48	4.88	-	-	7	4.33	-	-	-	-
Molders, hand, bench	-	-	61	4.27	-	-	-	-	52	4.03	-	-
Molders, machine, automatic	16	3.44	-	-	-	-	-	-	-	-	-	-
Molders, machine, semi-automatic	-	-	282	4.95	-	-	-	-	191	4.49	-	-
Pourers, metal	92	3.54	153	3.88	-	-	53	3.50	96	3.69	27	3.34
Sand-mixers	102	3.41	25	3.61	10	4.01	63	3.30	20	3.54	-	-
Shakeout men	149	3.14	55	3.72	-	-	84	2.87	47	3.53	28	3.06
Shell-mold and/or shell-core machine	240	3.14	39	4.15	-	-	97	3.14	-	-	-	-

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

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

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

Table 19. Occupational averages: By method of wage payment—malleable iron foundries

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

Occupation	United States ²				Middle Atlantic		Great Lakes			
	Timeworkers		Incentive workers		Incentive workers		Timeworkers		Incentive workers	
	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings
Charging-machine operators	70	\$4.93	18	\$3.70	-	-	68	\$4.99	-	-
Chippers and grinders	608	4.34	1,125	5.23	247	\$4.54	-	-	793	\$5.47
Core assemblies and finishers	131	3.80	23	4.80	-	-	105	3.99	19	4.93
Coremakers, hand	7	4.74	118	4.75	37	4.04	6	4.79	73	5.15
Coremakers, machine	70	4.65	224	5.19	31	4.25	69	4.66	170	5.39
Furnace tenders	196	4.86	59	5.21	-	-	154	5.05	36	5.37
Molders, floor	9	4.50	14	5.56	-	-	7	4.52	14	5.56
Molders, hand, bench	20	6.23	339	4.81	-	-	-	-	-	-
Molders, machine, automatic	23	4.05	152	5.09	21	4.70	-	-	87	5.47
Molders, machine, semi-automatic	-	-	1,030	5.08	249	4.49	-	-	696	5.31
Pourers, metal	238	4.62	475	5.19	104	4.74	-	-	353	5.34
Sand- or shot-blast operators	99	4.53	49	4.72	18	4.77	88	4.69	31	4.69
Sand mixers	144	4.04	66	4.37	-	-	86	4.37	55	4.42
Shakeout men	102	4.05	143	4.65	-	-	52	5.06	130	4.64
Shell-mold and/or shell-core machine operators	65	4.51	180	4.63	12	3.72	-	-	142	4.71
Tumbler operators	66	4.16	18	5.68	-	-	50	4.21	18	5.68

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

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

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

Table 20. Occupational averages: By method of wage payments—steel foundries

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

Occupation	United States ²				Middle Atlantic				Southeast	
	Timeworkers		Incentive workers		Timeworkers		Incentive workers		Timeworkers	
	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
Chippers and grinders -----	4,051	\$3.68	1,771	\$5.11	856	\$3.73	605	\$5.52	403	\$3.11
Core assemblers and finishers -----	281	3.91	166	5.06	93	4.06	73	5.43	-	-
Coremakers, hand -----	605	4.20	531	5.01	167	4.07	60	5.65	-	-
Coremakers, machine -----	286	4.29	387	5.30	82	3.71	200	5.81	24	3.58
Crane operators, electric bridge -----	1,461	4.03	116	4.49	468	4.00	-	-	102	3.59
Furnace tenders -----	520	4.35	84	5.43	105	4.27	-	-	34	4.22
Furnace tenders' helpers -----	431	3.79	45	4.30	94	4.06	-	-	69	2.96
Molders, floor -----	832	4.35	301	5.10	311	4.10	49	5.39	53	3.81
Molders, hand, bench -----	50	4.14	49	5.67	-	-	-	-	-	-
Molders, machine, automatic -----	270	4.18	211	5.13	34	3.76	-	-	-	-
Molders, machine, semi-automatic -----	569	4.19	906	5.14	131	3.98	90	5.42	-	-
Pourers, metal -----	900	3.94	122	4.53	75	4.07	27	4.76	78	3.06
Sand mixers -----	476	3.81	77	4.12	118	3.86	31	4.30	40	3.03
Sand- or shot-blast operators -----	539	3.74	201	4.97	72	3.72	39	5.32	29	2.98
Sand-slinger operators -----	111	4.08	116	5.17	33	3.95	13	5.47	-	-
Shakeout men -----	946	3.85	221	4.39	316	3.96	70	5.24	54	3.11
Shell-mold and/or shell-core machine operators -----	257	4.00	95	4.73	10	3.77	37	4.84	36	3.13
Truckers, power -----	827	3.81	78	4.38	122	3.84	34	4.75	53	3.28
Tumbler operators -----	110	3.65	53	4.63	20	3.53	14	4.80	8	3.39
Welders, hand -----	1,680	4.23	727	5.04	434	4.08	169	5.42	69	3.75
	Southwest		Great Lakes		Middle West		Pacific			
	Timeworkers		Timeworkers		Incentive workers		Timeworkers		Timeworkers	
Chippers and grinders -----	379	\$2.97	1,315	\$4.00	914	\$4.99	309	\$3.53	573	\$3.91
Core assemblers and finishers -----	29	3.23	104	4.09	56	5.03	15	3.73	16	4.23
Coremakers, hand -----	50	3.57	132	4.46	277	5.21	41	3.89	125	4.85
Coremakers, machine -----	-	-	66	5.69	155	4.77	24	3.60	49	4.86
Crane operators, electric bridge -----	57	3.61	506	4.28	-	-	138	3.66	119	4.24
Furnace tenders -----	48	4.06	177	4.33	-	-	21	3.96	100	4.82
Furnace tenders' helpers -----	32	3.01	143	4.27	20	4.55	21	3.62	50	3.69
Molders, floor -----	42	3.75	139	4.58	80	6.34	-	-	180	5.01
Molders, hand, bench -----	-	-	22	4.54	-	-	-	-	-	-
Molders, machine, automatic -----	-	-	146	4.43	123	5.47	-	-	-	-
Molders, machine, semi-automatic -----	93	3.58	161	4.66	633	5.15	23	4.07	94	4.73
Pourers, metal -----	63	3.25	473	4.27	68	4.60	45	3.80	102	3.82
Sand mixers -----	28	3.15	168	4.05	22	3.94	49	3.55	54	4.14
Sand- or shot-blast operators -----	34	2.98	317	3.88	143	5.01	19	3.44	59	3.91
Sand-slinger operators -----	-	-	33	4.56	77	5.38	-	-	10	4.50
Shakeout men -----	23	2.66	357	4.14	90	4.08	59	3.12	100	3.73
Shell-mold and/or shell-core machine operators -----	-	-	-	-	36	4.82	-	-	59	5.03
Truckers, power -----	63	3.08	417	4.01	-	-	52	3.27	85	4.07
Tumbler operators -----	-	-	32	3.71	32	4.45	10	3.24	26	4.07
Welders, hand -----	-	-	593	4.48	354	5.04	111	3.76	205	4.78

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

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

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

Table 21. Occupational earnings: Gray iron foundries, except pipe and fittings—Chicago, Ill.¹

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

Occupation	Number of workers	Average hourly earnings ²	NUMBER OF WORKERS RECEIVING STRAIGHT-TIME HOURLY EARNINGS OF—																											
			Under \$2.50	\$2.50 and under \$2.60	\$2.60	\$2.70	\$2.80	\$2.90	\$3.00	\$3.10	\$3.20	\$3.30	\$3.40	\$3.50	\$3.60	\$3.70	\$3.80	\$4.00	\$4.20	\$4.40	\$4.60	\$4.80	\$5.00	\$5.20	\$5.40	\$5.60	\$5.80	\$6.00 and over		
All production workers ³ -----	1,926	\$ 4.13	2	16	78	10	15	21	24	66	38	32	30	11	85	30	182	354	292	247	161	96	44	36	15	6	7	28		
<u>Selected production occupations</u>																														
Chippers and grinders-----	237	4.11	-	13	22	-	-	1	-	-	-	-	-	-	1	1	2	55	52	72	6	3	2	3	-	1	1	2		
Time-----	198	3.99	-	13	22	-	-	1	-	-	-	-	-	-	-	-	-	52	48	62	-	-	-	-	-	-	-	-		
Incentive-----	39	4.69	-	-	-	-	-	-	-	-	-	-	-	-	1	1	2	3	4	10	6	3	2	3	-	1	1	2		
Chippers ⁴ /-----	22	4.42	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	11	5	-	3	-	-	1	-	-	-	1		
Grinders-----	41	4.32	-	-	-	-	-	-	-	-	-	-	-	-	1	1	2	24	3	3	2	3	2	1	-	-	-	-		
Incentive-----	19	4.54	-	-	-	-	-	-	-	-	-	-	-	-	1	-	2	2	3	3	2	3	2	-	-	-	-	-		
Chippers and grinders-----	174	4.02	-	13	22	-	-	1	-	-	-	-	-	-	-	-	2	20	44	69	1	-	2	-	1	1	1			
Time-----	162	3.95	-	13	22	-	-	1	-	-	-	-	-	-	-	-	-	20	44	62	-	-	-	-	-	-	-	-		
Core assemblers and finishers (all timeworkers)-----	22	3.82	-	1	5	1	1	-	-	1	-	-	-	-	-	-	-	2	-	2	7	2	-	-	-	-	-	-		
Coremakers, hand ⁵ -----	56	4.50	-	-	1	-	-	-	-	-	1	-	-	-	1	-	1	5	11	4	25	6	-	-	-	-	-	1		
Time-----	49	4.56	-	-	-	-	-	-	-	-	-	-	-	-	1	-	4	10	4	24	6	-	-	-	-	-	-	-		
Bench-----	14	4.31	-	-	1	-	-	-	-	-	1	-	-	-	-	-	1	1	-	4	4	-	-	-	-	-	-	1		
Time-----	9	4.51	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	4	4	-	-	-	-	-	-	-		
Crane operators, electric bridge (all timeworkers) ⁵ -----	102	4.43	-	-	-	-	-	-	-	-	-	1	-	-	-	1	3	2	49	30	-	16	-	-	-	-	-	-		
Under 20 tons-----	37	4.17	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	3	2	28	2	-	-	-	-	-	-	-		
Cupola tenders (all timeworkers)-----	12	4.33	-	-	-	-	-	-	-	2	-	-	-	-	-	-	-	-	5	2	-	3	-	-	-	-	-	-		
Electricians, maintenance (all timeworkers)-----	16	5.15	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	-	1	2	11	1	-	-	-		
Furnace tenders' helpers (all timeworkers)-----	17	3.80	-	-	-	-	-	2	-	1	-	-	-	1	1	-	4	6	2	-	-	-	-	-	-	-	-	-		
Helpers, trades, maintenance (all timeworkers)-----	21	3.64	-	-	-	3	4	-	-	-	-	-	-	-	-	-	10	4	-	-	-	-	-	-	-	-	-	-		
Inspectors, class C ⁴ /a/-----	7	3.60	-	2	-	-	-	-	-	-	-	-	-	-	-	3	-	-	-	2	-	-	-	-	-	-	-	-		
Laborers, general foundry (all timeworkers)-----	170	3.77	-	-	3	1	-	-	8	27	-	-	-	-	11	2	39	77	2	-	-	-	-	-	-	-	-	-		
Mechanics, maintenance (all timeworkers)-----	35	4.75	-	-	-	-	-	-	-	-	3	4	-	-	-	-	-	-	-	-	-	8	8	9	3	-	-	-		
Molders, machine, semi-automatic ⁴ /-----	35	4.60	-	-	-	1	4	3	1	-	1	-	1	-	2	-	1	3	-	12	9	3	1	1	-	-	-	-		
Pourers, metal-----	49	4.03	-	6	1	4	3	1	-	-	-	-	-	-	-	1	11	-	1	6	11	-	4	-	-	-	-	-		
Time-----	39	3.81	-	6	1	4	3	1	-	-	-	-	-	-	-	1	11	-	3	9	-	-	-	-	-	-	-	-		
Sand mixers (all timeworkers)-----	32	3.79	-	-	4	-	1	1	1	1	-	2	-	-	-	-	6	8	3	5	-	-	-	-	-	-	-	-		
Sand- or shot-blast operators (all timeworkers)-----	10	3.78	-	-	-	1	-	2	-	-	-	-	-	-	-	1	6	-	1	-	-	-	-	-	-	-	-	-		
Sand-slinger operators ⁴ /-----	22	4.27	-	-	-	-	-	1	-	-	-	2	1	2	1	-	1	-	4	10	-	-	-	-	-	-	-	-		
Shakeout men (all timeworkers)-----	111	3.65	-	-	26	1	2	3	1	-	-	-	-	2	-	15	43	18	-	-	-	-	-	-	-	-	-	-		
Shell-mold and/or shell-core machine operators ⁴ /-----	22	4.12	-	-	-	-	1	-	-	-	2	2	-	-	1	-	3	3	2	6	1	-	-	-	-	-	-	-		
Truckers, power (all timeworkers) ² -----	32	3.94	-	-	-	-	-	-	-	2	-	3	-	-	-	16	2	5	2	-	2	-	-	-	-	-	-	-		
Forklift-----	27	3.83	-	-	-	-	-	-	-	2	-	3	-	-	-	16	2	3	1	-	-	-	-	-	-	-	-	-		
Welders, hand, repairing ⁴ /-----	6	4.63	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	1	-	-	1	3	-	-	-	-	-		

¹ The Chicago Standard Metropolitan Statistical Area consists of Cook, DuPage, Kane, Lake, McHenry, and Will Counties.

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

³ Virtually all production workers were men; data for the selected production occupations were limited to men.

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

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

Table 22. Occupational earnings: Gray iron foundries, except pipe and fittings—Los Angeles—Long Beach, Calif.¹

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

Occupation and sex	Number of workers	Average hourly earnings ²	NUMBER OF WORKERS RECEIVING STRAIGHT-TIME HOURLY EARNINGS OF—																										
			\$2.20 and under	\$2.30	\$2.40	\$2.50	\$2.60	\$2.70	\$2.80	\$2.90	\$3.00	\$3.10	\$3.20	\$3.30	\$3.40	\$3.50	\$3.60	\$3.70	\$3.80	\$3.90	\$4.00	\$4.20	\$4.40	\$4.60	\$4.80	\$5.00	\$5.40	\$5.80 and over	
			\$2.20	\$2.40	\$2.50	\$2.60	\$2.70	\$2.80	\$2.90	\$3.00	\$3.10	\$3.20	\$3.30	\$3.40	\$3.50	\$3.60	\$3.70	\$3.80	\$3.90	\$4.00	\$4.20	\$4.40	\$4.60	\$4.80	\$5.00	\$5.40	\$5.80	over	
All production workers ³	1,390	\$3.94	415	2	11	20	4	24	5	1	4	5	8	38	33	77	61	201	267	123	163	53	182	26	12	26	9	20	
Selected production occupations																													
Chippers and grinders	236	3.73	-	-	-	16	2	5	1	-	1	-	-	1	18	-	4	28	106	43	2	1	1	1	1	3	1	1	
Time	224	3.67	-	-	-	16	2	5	1	-	1	-	-	1	18	-	4	28	106	42	-	-	-	-	-	-	-	-	
Chippers (all timeworkers)	40	3.79	-	-	-	-	-	-	-	-	-	-	-	-	3	-	-	18	-	19	-	-	-	-	-	-	-	-	
Grinders (all timeworkers)	154	3.64	-	-	-	16	2	5	1	-	1	-	-	1	2	-	4	6	96	20	-	-	-	-	-	-	-	-	
Chippers and grinders	42	3.99	-	-	-	-	-	-	-	-	-	-	-	-	13	-	-	4	10	4	2	1	1	1	1	3	1	1	
Time	30	3.67	-	-	-	-	-	-	-	-	-	-	-	-	13	-	-	4	10	3	-	-	-	-	-	-	-	-	
Coremakers, hand ⁴	63	4.67	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	3	6	41	2	2	3	1	5	
Time	49	4.42	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	3	6	40	-	-	-	-	-	
Bench	25	5.02	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	6	6	2	2	3	1	6	
Time	11	4.36	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	6	5	-	-	-	-	-	
Floor (all timeworkers)	16	4.50	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	16	-	-	-	-	-	
Crane operators, electric bridge, under 20 tons (all timeworkers)	13	4.02	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2	-	11	-	-	-	-	-	-	-	
Cupola tenders ^{2a}	14	4.16	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2	-	7	4	-	1	-	-	-	-	
Inspectors, class C (all timeworkers)	8	3.89	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	2	5	-	-	-	-	-	-	-	-	
Laborers, general foundry (all timeworkers)	164	3.62	-	-	-	-	-	-	-	-	-	-	-	30	-	50	8	48	28	-	-	-	-	-	-	-	-	-	
Mechanics, maintenance (all timeworkers)	14	4.37	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	2	4	5	1	1	-	-	-	
Molders, floor (all timeworkers)	47	4.47	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	9	-	37	-	-	1	-	-	
Molders, machine, automatic (all timeworkers)	24	4.47	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	24	-	-	-	-	-	
Molders, machine, semi-automatic	38	4.47	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	3	-	1	30	1	1	1	-	-	
Time	30	4.49	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	29	-	-	-	-	-	
Roll-over ^{2b}	9	4.30	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	3	-	-	4	-	1	-	-	-	
Squeeze	29	4.53	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	26	1	-	1	-	-	-	
Time	26	4.50	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	26	-	-	-	-	-	-	
Patternmakers, wood (all timeworkers)	6	5.61	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	4	-	8	
Pourers, metal	32	3.92	-	-	-	-	-	-	-	-	-	-	-	-	-	-	4	1	20	1	4	-	1	-	-	-	-	1	
Time	30	3.84	-	-	-	-	-	-	-	-	-	-	-	-	-	-	4	1	20	1	4	-	-	-	-	-	-	-	
Sand mixers (all timeworkers)	19	3.83	-	-	-	-	-	-	-	-	-	-	-	2	-	2	-	13	-	-	-	2	-	-	-	-	-	-	
Sand- or shot-blast operators (all timeworkers)	19	3.89	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	14	2	3	-	-	-	-	-	-	
Shakeout men ^{2a}	40	3.75	-	-	-	-	-	-	-	-	-	-	2	2	2	3	17	7	5	1	-	1	-	-	-	-	-	-	
Truckers, power (all timeworkers) ⁵	19	3.89	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2	8	7	2	-	-	-	-	-	-	-	-	
Forklift	16	3.89	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2	8	4	2	-	-	-	-	-	-	-	-	
Tumbler operators (all timeworkers)	6	3.84	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2	2	2	-	-	-	-	-	-	-	-	-	
Welders, hand ^{2a}	18	4.43	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2	2	2	2	9	2	1	-	-	
Selected office occupations—women																													
Clerks, payroll	9	3.49	-	-	-	-	-	-	2	-	2	-	-	1	-	-	-	2	-	1	1	-	-	-	-	-	-	-	

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¹ The Los Angeles—Long Beach Standard Metropolitan Statistical Area consists of Los Angeles County.

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

³ Virtually all production workers were men; data for selected production occupations are limited to men.

⁴ Includes 1 worker at \$2.10 to \$2.20.

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

⁶ Workers were distributed as follows: 1 at \$5.80 to \$6.20; 1 at \$6.20 to \$6.60; and 3 at \$6.60 to \$7.

⁷ Insufficient data to warrant publication of separate averages by method of wage payment; (a) predominantly timeworkers; or (b) predominantly incentive workers.

Table 23. Occupational earnings: Gray iron foundries, except pipe and fittings—Pittsburgh, Pa.¹

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

Occupation	Number of workers	Average hourly earnings ²	NUMBER OF WORKERS RECEIVING STRAIGHT-TIME HOURLY EARNINGS OF—																											
			\$3.00 and under	\$3.10	\$3.20	\$3.30	\$3.40	\$3.50	\$3.60	\$3.70	\$3.80	\$3.90	\$4.00	\$4.10	\$4.20	\$4.30	\$4.40	\$4.50	\$4.60	\$4.80	\$5.00	\$5.20	\$5.40	\$5.60	\$5.80	\$6.00	\$6.40	\$6.80 and over		
All production workers ³	1,276	\$4.49	45	20	1	13	24	68	45	59	151	105	90	118	87	37	33	45	40	34	48	26	28	29	11	39	103	17		
Selected production occupations																														
Chippers and grinders.....	143	4.71	-	-	-	5	13	-	4	9	24	-	3	42	-	1	-	-	-	-	-	-	-	-	-	-	-	42	-	
Time.....	100	3.87	-	-	-	5	13	-	4	9	24	-	2	42	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	
Core assemblers and finishers ^{5a/}	11	5.02	-	-	-	-	-	1	1	1	-	-	-	3	-	-	-	-	-	-	-	-	-	-	-	-	3	2		
Coremakers, hand ^{b/}	23	4.47	-	-	-	-	-	2	1	5	6	3	-	-	-	-	-	-	-	-	-	2	-	-	-	-	4	-		
Time.....	17	3.89	-	-	-	-	-	2	1	5	6	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Bench ^{5/}	12	4.11	-	-	-	-	-	-	1	5	1	3	-	-	-	-	-	-	-	-	-	2	-	-	-	-	-	-		
Crane operators, electric bridge.....	109	4.71	-	-	-	-	4	1	-	11	19	-	8	26	-	3	6	2	-	-	-	-	-	1	3	9	13	3		
Time.....	78	4.09	-	-	-	-	4	1	-	11	19	-	8	26	-	3	6	2	-	-	-	-	-	-	-	-	-	-		
Under 20 tons (all timeworkers).....	16	3.84	-	-	-	-	4	1	-	7	1	-	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
20 tons and over.....	93	4.86	-	-	-	-	-	-	-	4	18	-	5	26	-	3	6	2	-	-	-	-	1	3	9	13	3	-		
Time.....	62	4.15	-	-	-	-	-	-	-	4	18	-	5	26	-	3	6	2	-	-	-	-	-	-	-	-	-	-		
Cupola tenders (all timeworkers).....	10	4.07	-	-	-	-	2	-	-	3	1	1	-	-	-	-	3	-	-	-	-	-	-	-	-	-	-	-		
Electricians, maintenance (all timeworkers).....	24	5.18	-	-	-	-	-	-	-	-	-	-	-	-	-	-	6	-	-	5	2	11	-	-	-	-	-	-		
Inspectors, class B ^{5a/}	6	4.69	-	-	-	-	-	-	-	-	-	1	-	3	-	-	-	-	-	-	-	-	2	-	-	-	-	-		
Laborers, general foundry (all timeworkers).....	56	3.43	4	12	-	-	4	18	18	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Machinists, maintenance (all timeworkers).....	6	5.21	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	2	-	3	-	-	-	-	-	-		
Mechanics, maintenance (all timeworkers).....	28	4.90	-	-	-	-	-	-	-	-	-	1	3	-	-	4	-	2	5	1	12	-	-	-	-	-	-	-		
Molders, floor.....	43	4.46	-	-	-	-	-	-	-	4	19	-	1	6	-	-	4	-	-	-	-	-	6	-	-	3	-	-		
Time.....	34	4.07	-	-	-	-	-	-	-	4	19	-	1	6	-	-	4	-	-	-	-	-	-	-	-	-	-	-		
Molders, machine, semi-automatic, roll-over (all timeworkers).....	8	3.92	-	-	-	-	-	-	-	2	4	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Patternmakers, wood (all timeworkers).....	17	5.10	-	-	-	-	-	-	-	-	-	3	-	1	-	1	-	1	-	3	-	1	-	-	-	-	-	-		
Pourers, metal.....	19	4.95	-	-	-	-	-	-	4	-	2	-	1	-	-	-	6	-	-	-	-	-	-	-	-	-	-	-		
Time.....	13	4.18	-	-	-	-	-	-	4	-	2	-	1	-	-	-	6	-	-	-	-	-	-	-	-	-	-	-		
Sand mixers.....	12	4.52	-	-	1	2	2	-	1	1	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	2	2	-		
Time.....	8	3.62	-	-	1	2	2	-	1	1	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Sand-slinger operators ^{5b/}	9	5.68	-	-	-	-	1	-	-	-	-	-	-	3	-	-	-	-	-	-	-	-	-	-	-	-	1	7 ⁴		
Shakeout men.....	37	4.09	6	-	-	2	6	6	1	3	3	-	6	-	-	-	-	-	-	-	-	-	-	-	-	7	-	-		
Time.....	30	3.59	6	-	-	2	6	6	1	3	3	-	6	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Truckers, power (all timeworkers).....	26	3.94	-	-	-	-	2	1	6	5	4	-	3	2	-	-	3	-	-	3	-	-	-	-	-	-	-	-		
Forklift.....	12	4.02	-	-	-	-	1	1	3	1	1	-	2	-	-	-	3	-	-	-	-	-	-	-	-	-	-	-		
Other than forklift.....	14	3.87	-	-	-	-	1	-	3	4	3	-	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Welders, hand (all timeworkers).....	9	4.09	-	-	-	-	-	-	3	-	-	-	1	5	-	-	-	-	-	-	-	-	-	-	-	-	-	-		

¹ The Pittsburgh Standard Metropolitan Statistical Area consists of Allegheny, Beaver, Washington, and Westmoreland Counties.

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

³ Virtually all production workers were men; data for the selected production occupations are limited to men.

⁴ Includes 1 worker at \$2 to \$2.10.

⁵ Insufficient data to warrant publication of separate averages by method of wage payment; (a) predominantly timeworkers; or (b) predominantly incentive workers.

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

⁷ All workers were at \$6.80 to \$7.20.

Table 25. Occupational earnings: Gray iron pipe and fittings foundries—Alabama—Continued

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

Occupation and sex	Number of workers	Average hourly earnings ² and under	NUMBER OF WORKERS RECEIVING STRAIGHT-TIME HOURLY EARNINGS OF—																									
			\$2.30	\$2.40	\$2.50	\$2.60	\$2.70	\$2.80	\$2.90	\$3.00	\$3.10	\$3.20	\$3.30	\$3.40	\$3.50	\$3.60	\$3.80	\$4.00	\$4.20	\$4.40	\$4.60	\$4.80	\$5.00	\$5.20	\$5.40	\$5.60	\$5.80	\$6.00	and over
Selected productions occupations—Continued																												
Patternmakers, metal (all timeworkers).....	37	\$4.35	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Patternmakers, wood ³	24	4.56	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Pourers, metal.....	143	3.60	-	-	-	-	-	-	3	19	6	3	14	18	19	29	4	8	16	4	-	-	-	-	-	-	-	-
Time.....	53	3.50	-	-	-	-	-	-	1	17	3	1	3	13	-	-	-	4	11	-	-	-	-	-	-	-	-	-
Incentive.....	90	3.66	-	-	-	-	-	-	2	2	3	2	11	5	19	29	4	4	5	4	-	-	-	-	-	-	-	-
Sand mixers.....	73	3.37	-	-	-	-	-	-	12	-	3	2	8	20	26	1	1	-	-	-	-	-	-	-	-	-	-	-
Time.....	55	3.35	-	-	-	-	-	-	12	-	3	1	-	19	20	-	-	-	-	-	-	-	-	-	-	-	-	-
Shakeout men.....	113	3.10	22	-	-	-	-	-	13	9	27	2	8	13	10	3	4	-	2	-	-	-	-	-	-	-	-	-
Time.....	73	2.90	22	-	-	-	-	-	12	6	20	1	2	10	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Incentive.....	40	3.46	-	-	-	-	-	-	1	3	7	1	6	3	10	3	4	-	2	-	-	-	-	-	-	-	-	-
Shell-mold and/or shell-core machine operators ³	39	3.41	4	10	1	-	-	-	1	-	1	1	1	1	3	1	4	3	2	1	1	1	-	1	1	1	-	-
Truckers, power ³	163	3.54	-	-	6	-	-	-	-	15	6	-	48	20	1	27	29	7	3	1	-	-	-	-	-	-	-	-
Forklift.....	140	3.49	-	-	6	-	-	-	-	15	6	-	48	12	1	24	21	7	-	-	-	-	-	-	-	-	-	-
Other than forklift.....	23	3.81	-	-	-	-	-	-	-	-	-	-	8	-	3	8	-	3	1	-	-	-	-	-	-	-	-	-
Tumbler operators ³	34	3.34	-	-	-	-	-	-	10	-	8	-	1	5	1	5	2	2	-	-	-	-	-	-	-	-	-	-
Welders, hand ⁴	100	4.53	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	20	27	6	18	26	-	-	-	3	-	
Time.....	93	4.49	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	20	27	6	14	26	-	-	-	-	-	-
Repairing.....	33	4.38	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	20	-	6	4	-	-	-	-	3	-	
Time.....	26	4.18	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	20	-	6	-	-	-	-	-	-	-	-
Selected office occupations—men																												
Clerks, payroll.....	12	4.29	-	-	-	-	-	-	-	-	-	-	2	-	-	3	-	-	-	4	1	-	-	1	1	-	-	-
Selected office occupations—women																												
Clerks, payroll.....	7	3.77	-	-	-	-	1	-	-	-	1	1	-	-	-	-	1	-	3	-	-	-	-	-	-	-	-	-
Secretaries.....	34	3.97	-	1	1	-	1	1	1	2	-	-	4	-	-	-	5	2	4	1	8	3	-	-	-	-	-	-
Typists, class B.....	12	3.07	-	-	-	2	2	-	1	2	4	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	-

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¹ Excludes premium pay for overtime and for work on weekends, holidays, and late shifts.
² Virtually all production workers were men, data for selected production occupations are limited to men.
³ Insufficient data to warrant publication of separate averages by method of wage payment; predominantly timeworkers.

⁴ Includes data for workers in classification in addition to those shown separately.
⁵ Worker at \$2.20 to \$2.30.
⁶ Workers were distributed as follows: 2 at \$ 6 to \$ 6.20; 2 at \$ 6.20 to \$ 6.40; 2 at \$ 6.40 to \$ 6.60; 6 at \$ 6.60 to \$ 6.80; and 2 at \$ 8.80 to \$ 9.

Table 27. Occupational earnings: Steel foundries—Chicago, Ill.¹

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

Occupation	Number of workers	Average hourly earnings ²	NUMBER OF WORKERS RECEIVING STRAIGHT-TIME HOURLY EARNINGS OF—																										
			Under \$3.20	\$3.20 and under \$3.30	\$3.30	\$3.40	\$3.50	\$3.60	\$3.70	\$3.80	\$3.90	\$4.00	\$4.10	\$4.20	\$4.30	\$4.40	\$4.50	\$4.60	\$4.70	\$4.80	\$5.00	\$5.20	\$5.40	\$5.60	\$5.80	\$6.00	\$6.20	\$6.40	and over
All production workers-----	2,165	\$4.25	84	82	67	65	78	110	123	106	161	121	174	124	141	72	109	80	78	119	81	37	45	19	24	13	6	46	
Men-----	2,046	4.31	15	67	60	52	75	109	120	106	158	121	171	124	139	72	109	80	78	119	81	37	45	19	24	13	6	46	
<u>Selected production occupations³</u>																													
Chippers and grinders ⁴ -----	272	4.52	-	1	5	7	32	3	7	3	8	32	20	23	3	11	8	6	11	18	6	11	9	5	4	2	12		
Time-----	85	3.84	-	1	5	7	32	-	-	-	-	-	16	24	-	-	-	-	-	-	-	-	-	-	-	-	-		
Incentive-----	187	4.84	-	-	-	-	-	3	7	3	8	32	4	1	23	3	11	8	6	11	18	6	11	9	5	4	2		
Chippers ^{5a} -----	51	4.16	-	-	-	1	18	-	4	-	-	-	2	8	2	2	2	-	8	2	2	2	-	-	-	-	-		
Grinders-----	156	4.49	-	1	5	6	14	1	2	1	-	29	16	16	18	2	4	4	4	2	7	2	5	6	2	1	8		
Time-----	58	3.88	-	1	5	6	14	-	-	-	-	-	16	16	-	-	-	-	-	-	-	-	-	-	-	-	-		
Incentive-----	98	4.85	-	-	-	-	-	1	2	1	-	29	-	-	18	2	4	4	4	2	7	2	5	6	2	1	8		
Coremakers, hand ⁴ -----	43	5.12	-	-	-	-	2	2	-	-	6	-	-	-	1	2	9	2	-	4	2	3	1	2	1	-	6		
Incentive-----	29	5.51	-	-	-	-	2	2	-	-	-	-	-	-	1	2	1	2	-	4	2	3	1	2	1	-	6		
Bench and floor ^b -----	31	5.31	-	-	-	-	2	2	-	-	-	-	-	-	1	2	9	2	-	2	-	2	-	2	-	1	6		
Crane operators, electric bridge (all timeworkers)-----	91	4.06	-	-	-	3	-	4	8	-	8	7	53	6	-	2	-	-	-	-	-	-	-	-	-	-	-		
Electricians, maintenance (all timeworkers)-----	29	4.83	-	-	-	-	-	-	-	-	-	-	-	-	-	8	-	-	-	18	-	2	1	-	-	-	-		
Furnace tenders ⁴ -----	33	4.47	1	-	-	-	-	-	1	1	1	-	1	8	-	6	4	4	-	2	2	-	-	2	-	-	-		
Time-----	27	4.29	1	-	-	-	-	-	1	1	1	-	1	8	-	6	4	4	-	2	2	-	-	2	-	-	-		
Electric-----	31	4.53	-	-	-	-	-	-	1	1	1	-	1	8	-	6	4	4	-	2	2	-	-	2	-	-	-		
Time-----	25	4.36	-	-	-	-	-	-	1	1	-	1	8	-	6	4	4	-	-	-	-	-	-	-	-	-	-		
Furnace tenders' helpers ^{5b} -----	19	4.28	-	-	-	-	-	-	-	-	-	7	-	-	8	-	2	2	-	-	-	-	-	-	-	-	-		
Inspectors, class B (all timeworkers)-----	48	3.76	-	-	5	1	4	12	6	-	20	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Laborers, general foundry (all timeworkers)-----	73	3.38	-	45	10	-	-	10	-	-	6	-	-	-	2	-	-	-	-	-	-	-	-	-	-	-	-		
Laborers, material handling (all timeworkers)-----	10	3.46	-	2	2	-	6	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Machinists, maintenance (all timeworkers)-----	12	5.02	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	3	1	1	6	-	-	-	-	-	-		
Mechanics, maintenance (all timeworkers)-----	90	4.66	-	-	-	-	-	-	-	-	-	4	-	6	-	2	12	66	-	-	-	-	-	-	-	-	-		
Molders, floor ^{5b} -----	49	5.13	-	-	-	-	-	-	-	-	4	-	4	-	-	12	13	66	-	4	3	-	3	-	1	-	79		
Molders, machine, semi-automatic Incentive-----	83	4.37	7	2	-	3	2	4	2	3	1	1	6	4	-	2	4	10	7	13	5	3	4	-	-	-	-		
Patternmakers, wood (all timeworkers)-----	25	5.20	-	-	-	-	-	-	-	-	-	-	-	2	1	-	-	-	-	12	-	-	-	2	8	-	-		
Pourers, metal ^{5a} -----	27	4.19	-	-	-	-	-	-	1	-	-	12	2	7	2	-	3	-	-	-	-	-	-	-	-	-	-		
Sand mixers (all timeworkers)-----	27	3.83	-	-	-	3	2	4	4	1	8	-	1	4	-	-	-	-	-	-	-	-	-	-	-	-	-		
Sand- or shot-blast operators Time-----	21	4.99	-	-	1	3	-	-	-	-	-	4	-	1	-	-	-	-	-	-	-	4	-	4	2	2			
Sand-slinger operators ^{5b} -----	9	3.81	-	-	1	3	-	-	-	-	-	4	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-		
Shakeout men ⁸ -----	18	5.02	-	-	-	-	-	-	-	-	3	-	3	-	-	-	-	-	-	13	-	-	-	2	-	-	-		
Shell-mold and/or shell-core machine operators ^{5a} -----	68	3.88	-	2	-	-	-	-	-	36	24	4	-	2	-	-	-	-	-	-	-	-	-	-	-	-	-		
Truckers, power ⁴ (all timeworkers)-----	11	4.42	-	-	-	-	-	-	-	-	3	-	2	-	-	-	6	-	-	-	-	-	-	-	-	-	-		
Forklift-----	29	3.84	2	-	6	2	-	-	3	-	-	10	6	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Forklift-----	23	3.90	2	-	3	2	-	-	-	-	-	10	6	-	-	-	-	-	-	-	-	-	-	-	-	-	-		

See footnotes at end of table.

Table 27. Occupational earnings: Steel foundries—Chicago, Ill.¹—Continued

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

Occupation	Number of workers	Average hourly earnings ²	NUMBER OF WORKERS RECEIVING STRAIGHT-TIME HOURLY EARNINGS OF—																									
			Under \$3.20	\$3.20 and under	\$3.30	\$3.40	\$3.50	\$3.60	\$3.70	\$3.80	\$3.90	\$4.00	\$4.10	\$4.20	\$4.30	\$4.40	\$4.50	\$4.60	\$4.70	\$4.80	\$5.00	\$5.20	\$5.40	\$5.60	\$5.80	\$6.00	\$6.20	\$6.40 and over
<u>Selected production occupations³—Continued</u>																												
Tumbler operators-----	26	\$4.40	-	-	2	1	2	-	1	-	-	-	1	-	4	2	4	-	2	-	6	1	-	-	-	-	-	-
Time -----	8	3.90	-	-	2	1	-	-	1	-	-	-	-	-	4	-	-	-	-	-	-	-	-	-	-	-	-	-
Welders, hand ⁴ -----	126	4.54	-	-	-	-	-	-	11	-	-	-	18	47	9	8	2	-	8	4	6	6	7	-	-	-	-	-
Time -----	84	4.30	-	-	-	-	-	-	7	-	-	-	18	47	5	6	-	-	-	-	-	-	1	-	-	-	-	-
Repairing -----	115	4.54	-	-	-	-	-	-	11	-	-	-	18	47	4	2	2	-	8	4	6	6	7	-	-	-	-	-
Time -----	73	4.28	-	-	-	-	-	-	7	-	-	-	18	47	-	-	-	-	-	-	-	-	1	-	-	-	-	-
<u>Selected office occupations—women</u>																												
Clerks, payroll-----	10	3.65	⁹ 2	-	2	1	-	-	-	1	2	-	1	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-

¹ The Chicago Standard Metropolitan Statistical Area consists of Cook, Dupage, Kane, Lake, McHenry, and Will Counties.

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

³ Data for the selected production occupations were limited to men.

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

⁵ Insufficient data to warrant publication of separate averages by method of wage payment; (a) predominantly timeworkers, or (b) predominantly incentive workers.

⁶ Workers were distributed as follows: 2 at \$7.40 to \$7.60; 1 at \$7.60 to \$7.80; 1 at \$7.80 to \$8; 1 at \$8 to \$8.20, and 1 at \$8.20 to \$8.40.

⁷ Workers were distributed as follows: 1 at \$6.40 to \$6.60; 7 at \$6.80 to \$7; and 1 at \$7.20 to \$7.40.

⁸ Workers paid under time and incentive systems were divided equally.

⁹ Workers were distributed as follows: 1 at \$2.80 to \$2.90 and 1 at \$2.90 to \$3.

Table 28. Occupational earnings: Steel foundries—Los Angeles—Long Beach, Calif.¹

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

Occupation	Number of workers	Average hourly earnings ²	NUMBER OF WORKERS RECEIVING STRAIGHT-TIME HOURLY EARNINGS OF—																									
			\$2.00 and under	\$2.10	\$2.20	\$2.30	\$2.40	\$2.50	\$2.60	\$2.70	\$2.80	\$2.90	\$3.00	\$3.10	\$3.20	\$3.30	\$3.40	\$3.50	\$3.60	\$3.70	\$3.80	\$3.90	\$4.00	\$4.20	\$4.40	\$4.60	\$4.80	\$5.00 and over
All production workers ³	1,104	\$3.62	28	25	13	53	14	26	6	8	11	6	110	15	54	30	21	78	26	27	206	43	46	132	61	19	17	29
<u>Selected production occupations</u>																												
Chippers and grinders ⁴	205	3.75	-	-	-	9	1	2	-	1	3	-	7	3	7	-	2	2	4	3	131	4	6	14	4	2	-	-
Grinders	69	3.40	-	-	-	9	1	2	-	1	3	-	7	3	7	-	2	-	4	3	15	2	2	2	4	2	-	-
Crane operators, electric bridge, under 20 tons	19	4.10	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2	4	-	-	2	-	11	-	-	-	-
Furnace tenders, electric	18	4.41	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2	2	-	-	10	-	4	-
Furnace tenders' helpers	18	3.61	-	-	-	-	-	-	-	-	-	-	-	1	-	-	10	4	3	-	-	-	-	-	-	-	-	-
Inspectors, class C	12	4.05	-	-	-	-	1	-	1	-	-	-	-	-	-	-	-	-	1	1	5	-	-	-	-	2	-	5 ²
Laborers, general foundry	51	3.54	-	-	-	-	-	-	-	-	-	-	-	5	1	-	39	4	1	1	-	-	-	-	-	-	-	-
Mechanics, maintenance	28	4.44	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	8	3	12	2	1	2	-
Molders, floor	21	4.38	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	21	-	-	-	-	-
Molders, machine, semi-automatic, squeeze	23	5.39	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	8	5	-	-	6 ¹⁰
Pourers, metal	13	3.88	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	9	-	3	-	-	-	-
Sand mixers	10	3.75	-	-	-	-	-	-	-	-	-	-	-	-	-	2	-	-	-	-	-	8	-	-	-	-	-	-
Sand- or shot-blast operators	16	3.54	-	-	-	-	-	-	-	-	-	-	-	-	10	-	-	-	-	-	-	-	-	-	-	-	-	-
Truckers, power, forklift	11	3.68	-	-	-	-	-	-	-	-	-	-	-	2	-	-	-	-	2	5	-	2	-	-	-	-	-	-
Welders, hand	35	4.18	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	19	3	-	-	-

¹ The Los Angeles-Long Beach Standard Metropolitan Statistical Area consists of Los Angeles County.

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

³ Virtually all production workers were men; data for selected production occupations are limited to men.

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

⁵ All workers were at \$5.20 to \$5.40.

⁶ Workers were distributed as follows: 2 at \$5 to \$5.20; 4 at \$5.60 to \$5.80; 2 at \$7.80 to \$8; and 2 at \$8.60 to \$8.80.

Table 30. Method of wage payment: Iron and steel foundries

(Percent of production workers in iron and steel foundries by method of wage payment, November 1973)

Method of wage payment ¹	United States ²	New England	Middle Atlantic	South-East	South-West	Great Lakes	Middle West	Mountain	Pacific
All workers -----	100	100	100	100	100	100	100	100	100
Time rated workers -----	78	76	75	83	77	78	77	87	97
Formal plans -----	76	58	75	79	72	78	72	87	93
Single rate -----	50	28	49	39	16	59	23	38	68
Range of rates -----	26	31	25	39	57	19	49	49	25
Individual rates -----	2	17	(³)	5	5	(³)	5	-	4
Incentive workers -----	22	24	25	17	23	22	23	13	3
Individual piecework -----	8	14	17	6	3	8	10	1	1
Group piecework -----	3	1	3	1	7	4	(³)	2	(³)
Individual bonus -----	7	7	1	5	12	7	6	7	1
Group bonus -----	3	3	4	5	1	3	8	3	1
Stint workers -----	(³)	(³)	(³)	(³)	-	(³)	-	-	-

¹ For definition of method of wage payment, see appendix A.² Includes data for the Border States region in addition to those shown separately.³ Less than 0.5 percent.

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

Table 31. Method of wage payment: By type of foundry

(Percent of production workers in iron and steel foundries by method of wage payment, November 1973)

Method of wage payment ¹	Gray iron, except pipe and fittings							Gray iron pipe and fittings				
	United States ²	New England	Middle Atlantic	Southeast	Southwest	Great Lakes	Middle West	Pacific	United States ²	Middle Atlantic	Southeast	Pacific
All workers	100	100	100	100	100	100	100	100	100	100	100	100
Time rated workers	80	67	83	88	96	81	76	97	77	92	77	90
Formal plans	78	44	81	74	82	80	69	92	76	92	77	79
Single rate	56	35	66	17	25	65	26	78	42	70	53	26
Range of rates	21	9	16	56	56	15	43	14	34	22	23	53
Individual rates	3	23	1	14	15	1	7	4	(³)	-	-	11
Incentive workers	20	32	17	12	4	19	24	3	23	8	23	10
Individual piecework	7	15	9	10	2	6	10	(³)	5	5	4	3
Group piecework	3	1	4	1	-	4	(³)	(³)	2	2	2	-
Individual bonus	7	12	1	2	1	7	3	2	7	-	8	4
Group bonus	2	5	4	-	(³)	2	10	1	10	1	10	3
Stint workers	(³)	(³)	-	(³)	-	(³)	-	-	-	-	-	-
	Malleable iron					Steel						
	United States ²	Middle Atlantic	Great Lakes	United States ²	Middle Atlantic	Southeast	Southwest	Great Lakes	Middle West	Pacific		
All workers	100	100	100	100	100	100	100	100	100	100		
Time rated workers	61	45	66	82	76	97	67	81	75	99		
Formal plans	61	45	65	81	76	97	64	81	72	96		
Single rate	41	13	50	44	46	44	27	46	12	70		
Range of rates	20	32	16	36	29	53	37	35	59	26		
Individual rates	(³)	-	(³)	1	-	-	3	-	4	3		
Incentive workers	39	54	34	18	24	3	33	19	25	1		
Individual piecework	21	36	18	9	19	3	1	8	9	(³)		
Group piecework	9	7	6	2	1	-	-	3	-	-		
Individual bonus	6	6	7	6	(³)	(³)	31	7	9	-		
Group bonus	4	5	4	2	3	-	1	1	6	1		
Stint workers	(³)	1	-	(³)	(³)	-	-	-	-	-		

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

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

³ Less than 0.5 percent.

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

Table 32. Scheduled weekly hours: Iron and steel foundries

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

Weekly hours ¹	United States ²	New England	Middle Atlantic	Southeast	Southwest	Great Lakes	Middle West	Mountain	Pacific
Production workers									
All workers -----	100	100	100	100	100	100	100	100	100
Under 40 hours -----	1	-	-	-	1	2	-	-	-
40 hours -----	85	73	100	86	84	82	98	100	98
Over 40 and under 45 hours -----	3	-	-	-	2	6	2	-	-
45 hours -----	4	18	-	3	3	6	-	-	-
Over 45 and under 48 hours -----	1	5	-	-	-	2	-	-	-
48 hours -----	2	-	-	1	-	-	-	-	2
50 hours -----	2	4	-	4	9	2	-	-	-
51 hours -----	1	-	-	5	-	-	-	-	-
Office workers									
All workers -----	100	100	100	100	100	100	100	100	100
Under 37½ hours -----	1	2	3	-	-	1	-	-	-
37½ hours -----	5	5	10	-	-	7	-	-	-
38¾ hours -----	(³)	-	2	-	-	-	-	-	-
40 hours -----	93	94	85	100	100	91	99	100	100
Over 40 hours -----	(³)	-	-	-	-	(³)	1	-	-

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

² Includes data for the Border States region in addition to those shown separately.

³ Less than 0.5 percent.

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

Table 33. Shift differential provisions: Iron and steel foundries

(Percent of production workers by shift differential provisions¹, United States and selected regions, November 1973)

Shift differential	United States ²	New England	Middle Atlantic	South-east	South-west	Great Lakes	Middle West	Mountain	Pacific
<u>Second shift</u>									
Workers in establishments having provisions for second shift -----	95.6	82.9	95.5	92.2	84.2	98.1	91.6	90.4	96.9
With shift differential -----	94.4	82.9	95.5	88.6	76.1	97.5	91.6	82.4	96.9
Uniform cents per hour -----	74.0	70.4	93.3	81.8	76.1	65.6	88.4	57.5	94.8
5 cents -----	3.3	4.8	-	5.0	-	3.6	10.2	-	4.4
6 cents -----	.5	-	2.4	2.3	-	-	-	-	-
7 cents -----	2.6	-	.4	2.8	-	3.6	4.9	-	-
8 cents -----	7.4	4.0	1.6	22.0	23.3	4.0	31.2	-	-
9 cents -----	.4	-	.7	-	-	.6	-	-	-
10 cents -----	32.1	24.7	48.5	28.2	51.2	28.4	17.2	50.8	51.3
12 cents -----	10.8	-	14.1	20.1	-	9.6	13.7	6.8	15.5
13 cents -----	.7	-	1.4	-	-	.8	2.6	-	-
14 cents -----	.9	-	2.7	-	-	1.0	-	-	-
15 cents -----	6.8	18.7	19.3	-	1.6	5.9	6.1	-	2.7
Over 15 and under 20 cents -----	3.5	-	2.1	-	-	2.5	-	-	-
20 cents -----	2.0	14.9	-	1.4	-	.8	2.4	-	20.8
Over 20 cents -----	2.9	3.3	-	-	-	4.9	-	-	-
Uniform percentage -----	19.4	12.5	2.2	4.6	-	30.8	3.2	24.9	-
5 percent -----	17.7	6.9	-	.8	-	29.9	-	-	-
Over 5 and under 10 percent -----	.7	-	-	-	-	.6	3.2	24.9	-
10 percent -----	1.0	5.6	2.2	3.8	-	.3	-	-	-
Other -----	1.0	-	-	2.2	-	1.1	-	-	2.1
With no shift differential -----	1.2	-	-	3.6	8.0	.6	-	7.9	-
<u>Third or other late shift</u>									
Workers in establishments having provisions for third or other late shift -----	88.3	55.9	83.2	85.5	75.0	92.3	92.8	82.4	89.0
With shift differential -----	87.0	55.9	83.2	84.8	69.5	90.7	92.8	82.4	89.0
Uniform cents per hour -----	66.8	46.8	83.2	78.0	69.5	59.1	89.5	57.5	73.9
5 cents -----	.6	-	-	-	-	.6	5.8	-	-
7 cents -----	.6	-	-	1.3	-	.7	-	-	-
8 cents -----	2.0	4.8	-	-	1.3	3.1	-	-	-
10 cents -----	8.7	4.6	6.2	5.8	35.3	7.0	24.2	2.1	5.7
11 cents -----	.1	4.0	-	-	-	-	-	-	-
12 cents -----	10.7	-	13.2	18.4	20.7	8.6	16.3	-	5.6
13 cents -----	.5	-	3.5	1.0	-	-	-	-	-
14 cents -----	2.1	-	1.6	-	-	2.9	5.4	-	-
15 cents -----	25.2	15.2	38.4	36.1	12.1	21.7	23.9	50.5	34.7
Over 15 and under 20 cents -----	6.8	-	7.9	15.4	-	3.9	2.8	-	1.9
20 cents -----	4.4	-	12.3	-	-	4.3	8.5	5.0	1.4
Over 20 cents -----	5.3	³ 18.2	-	-	-	6.4	2.6	-	⁴ 24.6
Uniform percentage -----	18.7	9.1	-	4.6	-	30.5	3.2	24.9	-
Under 10 percent -----	1.1	-	-	.8	-	1.2	-	24.9	-
10 percent -----	17.7	9.1	-	3.8	-	29.2	3.2	-	-
Other -----	1.5	-	-	2.2	-	1.1	-	-	15.0
With no shift differential -----	1.3	-	-	.7	5.5	1.6	-	-	-

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

² Includes data for the Border States Region in addition to those shown separately.

³ Workers were distributed as follows: 3.3 percent at 25 cents and 14.9 percent at 30 cents.

⁴ Workers were distributed as follows: 3.8 percent at 24 cents and 20.8 percent at 30 cents.

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

Table 34. Shift differential provisions: By type of foundry

(Percent of production workers by shift differential provisions, United States, November 1973)

Shift differential ¹	Gray iron except pipe and fittings	Gray iron pipe and fittings	Malleable iron	Steel	Shift differential ¹	Gray iron except pipe and fittings	Gray iron pipe and fittings	Malleable iron	Steel
<u>Second shift</u>					<u>Third shift</u>				
Workers in establishments having provisions for second shift-----	93.3	99.2	97.1	98.3	Workers in establishments having provisions for third shift-----	82.9	97.4	97.1	92.1
With shift differential -----	91.5	98.5	97.1	97.4	With shift differential -----	82.4	96.7	90.6	91.2
Uniform cents per hour -----	60.1	97.7	78.5	90.9	Uniform cents per hour -----	51.8	95.8	72.1	83.2
5 cents -----	3.9	-	2.9	3.5	5 cents -----	.4	-	2.9	-
6 cents -----	.3	2.9	-	.3	Over 5 and under 10 cents-----	3.6	-	-	2.4
7 cents -----	3.1	-	-	3.7	10 cents -----	8.5	25.1	.7	6.3
8 cents -----	4.9	25.2	-	8.7	Over 10 and under 15 cents-----	7.0	23.8	14.0	21.6
9 cents -----	.6	-	-	.3	15 cents -----	16.4	29.0	32.6	38.0
10 cents -----	22.6	30.0	38.8	49.0	Over 15 and under 20 cents-----	8.6	16.3	2.3	1.5
Over 10 and under 15 cents-----	9.3	35.4	11.2	10.6	20 cents -----	2.1	.7	5.0	9.9
15 cents -----	4.9	3.1	8.7	11.1	Over 20 and under 25 cents-----	.7	-	6.5	.6
Over 15 and under 20 cents-----	4.2	-	8.8	1.3	25 cents -----	.6	-	-	.4
20 cents -----	2.4	1.0	-	2.5	30 cents -----	3.8	1.0	-	2.5
Over 20 cents -----	3.8	-	8.1	-	34 cents -----	-	-	8.1	-
Uniform percentage -----	31.2	.9	18.6	3.2	Uniform percentage -----	30.3	.9	18.6	2.7
5 percent -----	29.0	.9	15.2	2.7	5 percent -----	.5	.9	.5	-
6 percent -----	-	-	3.0	-	Over 5 and under 10 percent-----	.6	-	3.0	-
Over 5 and under 10 percent-----	.8	-	-	-	10 percent -----	29.2	-	15.1	2.7
10 percent -----	1.4	-	.4	.6					
Other -----	.2	-	-	3.2	Other -----	.2	-	-	5.3
With no shift differential -----	1.8	.7	-	.9	With no shift differential -----	.5	.7	6.5	.9

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

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

Table 35. Shift differential practices: Iron and steel foundries

(Percent of production workers employed on late shifts by amount of pay differential, United States and selected regions, November 1973)

Shift differential	United States ¹	New England	Middle Atlantic	South-east	South-west	Great Lakes	Middle West	Mountain	Pacific
<u>Second shift</u>									
Workers employed on second shift									
Receiving shift differential	25.8	12.1	21.5	23.9	26.3	28.2	19.5	23.2	18.7
Uniform cents per hour	25.6	21.1	21.5	23.6	24.4	28.2	19.5	20.3	18.7
Under 10 cents	19.4	9.8	21.1	22.1	24.4	18.0	19.1	13.5	18.5
10 cents	3.8	.8	.7	8.7	8.0	3.3	10.3	-	1.3
Over 10 and under 15 cents	8.4	3.2	11.0	8.1	15.7	7.8	4.0	11.9	11.0
15 cents	3.4	-	3.9	5.1	-	3.5	4.1	1.6	2.6
Over 15 cents	1.4	2.0	4.9	-	.7	1.0	.7	-	.6
Uniform percentage	2.4	3.7	.5	.2	-	2.4	-	-	3.0
5 percent	6.0	2.3	.4	1.3	-	9.8	.4	6.8	-
Over 5 and under 10 percent	5.6	2.0	-	.2	-	9.5	-	-	-
10 percent	.2	-	-	-	-	.2	.4	6.8	-
Other	.2	.3	.4	1.1	-	.1	-	-	-
Receiving no shift differential	.2	-	-	.3	2.0	(²)	-	3.0	-
<u>Third shift</u>									
Workers employed on third shift									
Receiving shift differential	10.5	3.0	10.3	7.6	7.4	12.0	5.7	14.2	4.2
Uniform cents per hour	10.4	3.0	10.3	7.6	7.1	11.9	5.7	14.2	4.2
8 cents	6.5	2.5	10.3	7.2	7.1	5.5	5.5	9.0	1.7
10 cents	.2	.1	-	-	.1	.3	-	-	-
Over 10 and under 15 cents	.6	.3	.2	.9	3.6	.4	.4	-	.1
15 cents	1.4	-	1.6	1.7	1.5	1.4	2.4	-	-
Over 15 and under 20 cents	2.8	.4	5.9	2.9	2.0	2.4	2.0	8.3	1.6
20 cents	.8	-	1.3	1.6	-	.1	.3	-	-
Over 20 cents	.2	-	1.2	-	-	.1	.3	.7	-
Uniform percentage	.5	1.7	-	-	-	.8	-	-	-
5 percent	3.8	.5	-	.2	-	6.3	.2	5.2	-
7.5 percent	.1	-	-	.1	-	-	-	5.2	-
10 percent	(²)	-	-	-	-	(²)	-	-	-
Other	3.7	.5	-	.2	-	6.3	.2	-	-
Receiving no shift differential	.2	-	-	.2	-	.1	-	-	2.4
	.1	-	-	(²)	.3	.1	-	-	-

¹ Includes data for the Border States region in addition to those shown separately.² Less than 0.05 percent.

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

Table 36. Paid holidays: Iron and steel foundries

(Percent of production and office workers in establishments having formal provisions for paid holidays, United States and selected regions, November 1973)

Number of paid holidays	United States ¹	New England	Middle Atlantic	South-east	South-west	Great Lakes	Middle West	Mountain	Pacific
Production workers									
All workers	100	100	100	100	100	100	100	100	100
Workers in establishments providing paid holidays	99	100	100	97	99	100	100	100	100
Less than 6 days	1	-	-	8	12	-	-	-	-
6 days or 6 plus 2 half days	2	-	-	3	8	2	4	15	2
7 days or 7 plus 2 half days	2	4	1	7	3	1	15	10	2
8 days	10	15	10	10	23	5	39	25	26
8 plus 1 or 2 half days	1	20	-	1	-	(²)	-	-	15
9 days	28	21	44	43	42	20	23	36	45
9 plus 1 or 2 half days	1	17	2	-	-	(²)	-	-	4
10 days or 10 days plus 2 half days	19	13	25	25	10	17	8	15	7
11 days	12	10	19	-	-	16	6	-	-
12 days	21	-	-	-	-	35	6	-	-
13 days	2	-	-	-	-	3	-	-	-
Workers in establishments not providing paid holidays	(²)	-	-	3	1	-	-	-	-
Office workers									
All workers	100	100	100	100	100	100	100	100	100
Workers in establishments providing paid holidays	99	100	100	99	99	100	100	100	100
Less than 7 days	3	-	-	8	16 ³	2	2	9	1
7 days	1	-	1	4	2	(²)	10	5	1
7 plus 2 half days	(²)	-	-	1	-	-	-	-	-
8 days	11	15	9	8	35	6	40	13	20
8 plus 1 or 2 half days	3	34	1	1	-	(²)	-	-	40
9 days	29	24	43	40	47	21	26	33	28
9 plus 1 or 2 half days	3	13	22	-	-	(²)	-	-	3
10 days or 10 days plus 2 half days	21	6	18	37	-	22	9	40	7
11 days	8	8	5	-	-	13	7	-	-
12 days	4	-	(²)	-	-	7	5	-	-
13 days	15	-	-	-	-	28	-	-	-
Workers in establishments not providing paid holidays	(²)	-	-	2	1	-	-	-	-

¹ Includes data for the Border States region in addition to those shown separately.

² Less than 0.5 percent.

³ Workers were distributed as follows: 1 percent at 3 days; 1 percent at 4 days; 8 percent at 5 days; and 5 percent at 6 or 6 plus 1 half days.

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

Table 37. Paid holidays: By type of foundry

(Percent of production workers in establishments with formal provisions for paid holidays, United States and selected regions, November 1973)

Number of paid holidays	Gray iron, except pipe and fittings								Gray iron pipe and fittings						
	United States ¹	New England	Middle Atlantic	Southeast	Southwest	Great Lakes	Middle West	Pacific	United States	Middle Atlantic	Southeast	Pacific			
All production workers	100	100	100	100	100	100	100	100	100	100	100	100			
Workers in establishments providing paid holidays	99	100	100	91	100	100	100	100	100	100	100	100			
Less than 5 days	1	-	-	6	² 14	-	-	-	-	-	-	-			
5 days	1	-	-	13	11	-	-	-	1	-	-	-			
6 days	3	-	-	8	18	2	5	-	1	-	1	17			
6 days plus 2 half days	(³)	-	-	-	7	-	-	-	-	-	-	-			
7 days	3	7	4	11	12	1	10	-	-	-	-	-			
8 days	8	5	11	6	32	4	54	13	9	-	16	13			
8 plus 1 or 2 half days	(³)	8	-	-	-	-	-	-	1	-	2	-			
9 days	21	37	40	9	6	19	20	76	72	82	63	42			
9 plus 1 or 2 half days	1	17	4	-	-	-	-	-	-	-	-	-			
10 days	18	11	30	39	-	13	11	11	15	18	18	28			
10 days plus 2 half days	(³)	-	5	-	-	-	-	-	-	-	-	-			
11 days	13	14	5	-	-	17	-	-	-	-	-	-			
12 days	30	-	-	-	-	43	-	-	-	-	-	-			
13 days	1	-	-	-	-	2	-	-	-	-	-	-			
Workers in establishments not providing paid holidays	1	-	-	9	-	-	-	-	-	-	-	-			
						Malleable iron		Steel							
						United States ¹	Middle Atlantic	Great Lakes	United States ¹	Middle Atlantic	Southeast	Southwest	Great Lakes	Middle West	Pacific
All production workers						100	100	100	100	100	100	100	100	100	100
Workers in establishments providing paid holidays						100	100	100	99	100	100	97	100	100	100
5 days						-	-	-	1	-	9	8	-	-	-
6 days						-	-	-	3	-	-	5	4	4	-
7 days						-	-	-	3	-	19	-	-	22	3
7 days plus 2 half days						-	-	-	(³)	-	-	-	-	-	-
8 days						11	10	4	14	11	-	16	10	31	36
8 plus 1 or 2 half days						-	-	-	4	-	-	-	1	-	27
9 days						22	28	20	29	44	47	36	20	13	26
9 plus 1 or 2 half days						1	-	1	1	1	-	-	-	-	8
10 days						29	45	29	17	14	16	32	21	6	-
11 days						3	18	-	19	31	-	-	26	12	-
12 days						23	-	31	9	-	-	-	18	13	-
13 days						11	-	15	-	-	-	-	-	-	-
Workers in establishments not providing paid holidays						-	-	-	(³)	-	-	3	-	-	-

¹ Includes data for regions in addition to those shown separately.² Workers were distributed as follows: 4 percent at 3 days and 10 percent at 4 days.³ Less than 0.5 percent.

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

Table 38. Paid vacations: Iron and steel foundries

(Percent of production and office workers in iron and steel foundries with provisions for paid vacations after selected periods of service, United States and selected regions, November 1973)

Vacation policy	United States ¹	New England	Middle Atlantic	South-east	South-west	Great Lakes	Middle West	Mountain	Pacific
	Production workers								
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 -----	74	69	84	67	89	69	64	54	100
Percentage payment -----	26	31	15	33	11	30	36	46	-
Other -----	(²)	-	(²)	-	-	(²)	-	-	-
Workers in establishments not providing paid vacations -----	-	-	-	-	-	-	-	-	-
Amount of vacation pay ³									
After 1 year of service:									
Under 1 week -----	2	-	2	4	-	2	-	-	-
1 week -----	62	67	78	71	86	49	91	66	97
Over 1 and under 2 weeks -----	13	9	15	24	9	13	9	15	1
2 weeks -----	20	24	6	-	5	32	-	20	1
Over 2 and under 3 weeks -----	1	-	-	-	-	2	-	-	-
3 weeks -----	2	-	-	-	-	3	-	-	-
After 2 years of service:									
Under 1 week -----	1	-	-	4	-	2	-	-	-
1 week -----	46	53	72	55	79	35	69	36	14
Over 1 and under 2 weeks -----	21	19	17	24	11	20	21	15	53
2 weeks -----	29	28	11	17	9	38	10	50	32
Over 2 and under 3 weeks -----	1	-	(²)	-	-	2	-	-	1
3 weeks -----	2	-	-	-	-	3	-	-	-
4 weeks -----	-	-	-	-	-	-	-	-	-
After 3 years of service:									
Under 1 week -----	1	-	-	4	-	2	-	-	-
1 week -----	10	12	19	14	46	4	5	10	1
Over 1 and under 2 weeks -----	20	21	17	25	22	22	26	-	-
2 weeks -----	45	62	53	56	32	34	64	75	97
Over 2 and under 3 weeks -----	22	5	6	1	-	35	5	15	1
3 weeks -----	2	-	6	-	-	3	-	-	-
4 weeks -----	-	-	-	-	-	-	-	-	-
After 5 years of service:									
Under 2 weeks -----	3	-	-	10	5	2	10	-	-
2 weeks -----	57	95	71	66	83	43	76	66	99
Over 2 and under 3 weeks -----	16	5	11	24	10	19	14	34	1
3 weeks -----	22	-	17	-	-	35	-	-	-
Over 3 weeks -----	1	-	(²)	-	2	2	-	-	-
After 10 years of service:									
Under 2 weeks -----	2	-	-	8	4	2	-	-	-
2 weeks -----	15	35	15	17	55	6	20	25	35
Over 2 and under 3 weeks -----	14	29	3	17	20	15	27	-	1
3 weeks -----	40	36	62	49	18	35	48	61	63
Over 3 and under 4 weeks -----	25	-	9	9	-	39	5	15	-
4 weeks -----	3	-	11	-	-	4	-	-	-
Over 4 weeks -----	(²)	-	-	-	2	1	-	-	-
After 15 years of service:									
Under 2 weeks -----	2	-	-	8	4	2	-	-	-
2 weeks -----	3	2	(²)	8	23	1	4	13	2
Over 2 and under 3 weeks -----	1	-	-	2	-	1	-	-	-
3 weeks -----	44	84	49	44	69	32	75	53	96
Over 3 and under 4 weeks -----	17	10	12	28	1	20	18	15	-
4 weeks -----	30	3	32	2	1	43	3	20	2
Over 4 weeks -----	3	-	8	9	2	2	-	-	-

See footnotes at end of table.

Table 38. Paid vacations: Iron and steel foundries—Continued

(Percent of production and office workers in iron and steel foundries with provisions for paid vacations after selected periods of service, United States and selected regions, November 1973)

Vacation policy	United States ¹	New England	Middle Atlantic	South-east	South-west	Great Lakes	Middle West	Mountain	Pacific
Office workers									
All workers -----	100	100	100	100	100	100	100	100	100
Method of payment									
Workers in establishments providing paid vacations -----	99	100	100	99	100	100	100	100	100
Length-of-time payment -----	96	100	99	92	100	96	81	100	100
Percentage payment -----	4	-	1	7	-	4	19	-	-
Other -----	-	-	-	-	-	-	-	-	-
Workers in establishments not providing paid vacations -----	(²)	-	-	(²)	-	-	-	-	-
Amount of vacation pay ³									
After 1 year of service:									
Under 1 week -----	(²)	-	2	-	-	-	-	-	-
1 week -----	27	22	42	36	31	15	56	30	71
Over 1 and under 2 weeks -----	3	-	3	7	-	3	5	-	2
2 weeks -----	68	78	51	57	69	79	39	29	27
Over 2 and under 3 weeks -----	(²)	-	-	-	-	-	-	40	-
3 weeks -----	2	-	1	-	-	3	-	-	-
After 2 years of service:									
Under 1 week -----	-	-	-	-	-	-	-	-	-
1 week -----	15	15	34	12	17	10	38	15	13
Over 1 and under 2 weeks -----	5	-	3	7	(²)	1	11	-	42
2 weeks -----	77	85	61	81	82	85	51	45	44
Over 2 and under 3 weeks -----	1	-	2	-	-	1	-	40	2
3 weeks -----	2	-	-	-	-	3	-	-	-
4 weeks -----	(²)	-	-	-	-	1	-	-	-
After 3 years of service:									
Under 1 week -----	-	-	-	-	-	-	-	-	-
1 week -----	3	8	8	6	6	2	3	2	-
Over 1 and under 2 weeks -----	2	-	-	7	2	1	16	-	-
2 weeks -----	75	86	83	86	93	64	81	58	98
Over 2 and under 3 weeks -----	13	-	2	-	-	23	-	40	2
3 weeks -----	6	6	7	-	-	9	-	-	-
4 weeks -----	(²)	-	-	-	-	1	-	-	-
After 5 years of service:									
Under 2 weeks -----	1	-	-	2	3	(²)	2	-	-
2 weeks -----	63	93	76	90	97	42	79	60	98
Over 2 and under 3 weeks -----	11	-	8	7	(²)	15	12	40	2
3 weeks -----	25	7	16	-	-	41	7	-	-
Over 3 weeks -----	1	-	-	-	-	1	-	-	-
After 10 years of service:									
Under 2 weeks -----	(²)	-	-	2	2	-	-	-	-
2 weeks -----	18	46	19	20	43	11	24	14	23
Over 2 and under 3 weeks -----	2	-	-	-	(²)	1	18	-	2
3 weeks -----	55	52	67	71	54	46	58	46	75
Over 3 and under 4 weeks -----	17	-	2	7	-	28	-	-	-
4 weeks -----	9	-	12	-	-	13	-	40	-
Over 4 weeks -----	-	-	-	-	-	-	-	-	-
After 15 years of service:									
Under 2 weeks -----	(²)	-	-	2	2	-	-	-	-
2 weeks -----	6	7	5	16	18	2	4	7	5
Over 2 and under 3 weeks -----	(²)	-	-	-	-	1	-	-	-
3 weeks -----	48	87	42	66	79	33	69	34	93
Over 3 and under 4 weeks -----	7	-	6	5	1	9	14	-	-
4 weeks -----	36	6	47	5	-	51	13	59	2
Over 4 weeks -----	3	-	-	7	-	5	-	-	-

See footnotes at end of table.

Table 38. Paid vacations: Iron and steel foundries—Continued

(Percent of production and office workers in iron and steel foundries with provisions for paid vacations after selected periods of service, United States and selected regions, November 1973)

Vacation policy	United States ¹	New England	Middle Atlantic	South-east	South-west	Great Lakes	Middle West	Mountain	Pacific
Production workers									
Amount of vacation pay ³ —Continued									
After 20 years of service:									
Under 2 weeks	2	-	-	8	4	1	-	-	-
2 weeks	3	2	(²)	8	(²)	1	4	13	2
Over 2 and under 3 weeks	(²)	-	-	-	-	-	-	-	-
3 weeks	16	39	17	15	27	11	29	2	63
Over 3 and under 4 weeks	7	-	5	11	10	7	15	7	8
4 weeks	38	49	39	49	35	33	48	44	25
Over 4 and under 5 weeks	6	10	14	1	1	7	4	15	-
5 weeks	26	-	22	8	-	38	-	20	2
Over 5 weeks	1	-	3	-	2	1	-	-	-
After 25 years of service: ⁴									
Under 3 weeks	5	2	(²)	16	21	2	4	13	2
3 weeks	9	35	8	12	22	5	24	2	26
Over 3 and under 4 weeks	3	-	2	11	-	3	-	-	-
4 weeks	34	53	39	19	56	30	54	51	71
Over 4 and under 5 weeks	4	5	6	1	-	5	-	-	-
5 weeks	39	5	20	41	-	51	14	34	2
Over 5 and under 6 weeks	2	-	7	-	1	1	4	-	-
6 weeks	3	-	16	-	2	2	-	-	-
Over 6 weeks	(²)	-	1	-	-	1	-	-	-
Office workers									
After 20 years of service:									
Under 2 weeks	(²)	-	-	2	2	-	-	-	-
2 weeks	6	7	5	16	16	2	4	7	5
Over 2 and under 3 weeks	-	-	-	-	-	-	-	-	-
3 weeks	14	32	11	4	31	10	30	5	41
Over 3 and under 4 weeks	1	-	-	-	-	1	9	-	3
4 weeks	49	61	47	71	50	43	52	47	48
Over 4 and under 5 weeks	3	-	8	-	(²)	2	5	40	-
5 weeks	27	-	29	7	-	41	-	-	2
Over 5 weeks	-	-	-	-	-	-	-	-	-
After 25 years of service: ⁴									
Under 3 weeks	6	7	5	18	15	2	4	7	5
3 weeks	11	30	7	4	10	10	16	2	32
Over 3 and under 4 weeks	1	-	-	-	-	1	-	-	-
4 weeks	35	63	37	20	68	29	63	51	57
Over 4 and under 5 weeks	1	-	4	-	-	(²)	-	-	-
5 weeks	45	-	33	58	7	57	12	40	5
Over 5 and under 6 weeks	(²)	-	-	-	(²)	-	5	-	-
6 weeks	2	-	14	-	-	(²)	-	-	-
Over 6 weeks	-	-	-	-	-	-	-	-	-

¹ Includes data for the Border States region in addition to those shown separately.

² Less than 0.5 percent.

³ 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 progress-

ion. For example, changes in proportions indicated at 10 years may include changes in provisions occurring between 5 and 10 years.

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

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

Table 39. Paid vacations: By type of foundry

(Percent of production workers in establishments with formal provisions for paid vacations after selected periods of service, United States and selected regions, November 1973)

Vacation policy	Gray iron, except pipe and fittings								Gray iron pipe and fittings			
	United States ¹	New England	Middle Atlantic	South-east	South-west	Great Lakes	Middle West	Pacific	United States ¹	Middle Atlantic	South-east	Pacific
All production workers -----	100	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	100
Length-of-time payment -----	76	56	72	78	93	74	75	100	64	70	55	100
Percentage payment -----	24	44	25	22	7	26	25	-	36	30	45	-
Other -----	(²)	-	3	-	-	-	-	-	-	-	-	-
<u>Amount of vacation pay³</u>												
After 1 year of service:												
Under 1 week -----	3	-	6	13	-	2	-	-	-	-	-	-
1 week -----	56	80	77	80	83	43	89	100	67	70	58	100
Over 1 and under 2 weeks -----	8	8	13	7	-	8	11	-	33	30	42	-
2 weeks -----	30	12	4	-	17	41	-	-	-	-	-	-
Over 2 and under 3 weeks -----	1	-	-	-	-	2	-	-	-	-	-	-
3 weeks -----	3	-	-	-	-	4	-	-	-	-	-	-
After 2 years of service:												
Under 1 weeks -----	2	-	-	13	-	2	-	-	-	-	-	-
1 week -----	42	67	65	70	61	33	60	22	50	70	34	50
Over 1 and under 2 weeks -----	17	21	19	7	8	17	25	46	34	30	42	22
2 weeks -----	35	12	14	9	31	42	15	32	17	-	24	28
Over 2 and under 3 weeks -----	1	-	1	-	-	2	-	-	-	-	-	-
3 weeks -----	3	-	-	-	-	4	-	-	-	-	-	-
After 3 years of service:												
Under 1 week -----	2	-	-	13	-	2	-	-	-	-	-	-
1 week -----	10	21	33	32	36	5	-	-	14	-	1	-
Over 1 and under 2 weeks -----	17	30	22	9	8	19	8	-	31	30	42	-
2 weeks -----	35	41	36	43	56	24	82	100	54	70	57	100
Over 2 and under 3 weeks -----	33	8	4	3	-	45	11	-	2	-	-	-
3 weeks -----	4	-	4	-	-	5	-	-	-	-	-	-
After 5 years of service:												
Under 2 weeks -----	4	-	-	427	515	2	8	-	1	-	1	-
2 weeks -----	51	92	75	66	79	39	70	100	67	70	57	100
Over 2 and under 3 weeks -----	11	8	14	7	-	12	22	-	30	8	42	-
3 weeks -----	32	-	10	-	-	44	-	-	3	23	-	-
Over 3 and under 4 weeks -----	1	-	1	-	-	2	-	-	-	-	-	-
4 weeks -----	(²)	-	-	-	6	-	-	-	-	-	-	-
After 10 years of service:												
Under 2 weeks -----	3	-	-	622	13	2	-	-	1	-	1	-
2 weeks -----	16	54	29	29	58	4	36	44	17	-	2	17
Over 2 and under 3 weeks -----	13	41	9	9	2	15	8	-	19	-	27	-
3 weeks -----	31	6	50	37	21	29	45	56	53	100	55	83
Over 3 and under 4 weeks -----	35	-	4	3	-	48	11	-	10	-	15	-
4 weeks -----	1	-	8	-	-	1	-	-	-	-	-	-
Over 4 weeks -----	(²)	-	-	-	6	-	-	-	-	-	-	-
After 15 years of service:												
Under 2 weeks -----	3	-	-	622	13	2	-	-	1	-	1	-
2 weeks -----	4	4	1	16	49	1	5	-	2	-	-	17
Over 2 and under 3 weeks -----	1	-	-	5	-	1	-	-	-	-	-	-
3 weeks -----	38	82	73	30	30	28	58	100	62	59	47	83
Over 3 and under 4 weeks -----	13	8	10	20	2	14	30	-	25	23	37	-
4 weeks -----	39	6	12	5	-	53	7	-	2	18	-	-
Over 4 weeks -----	2	-	4	3	6	2	-	-	8	-	15	-

See footnotes at end of table.

Table 39. Paid vacations: By type of foundry—Continued

(Percent of production workers in establishments with formal provisions for paid vacations after selected periods of service, United States and selected regions, November 1973)

Vacation policy	Malleable iron			Steel						
	United States ¹	Middle Atlantic	Great Lakes	United States	Middle Atlantic	South-east	South-west	Great Lakes	Middle West	Pacific
All production workers	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
Length-of-time payment	56	68	52	80	100	91	96	65	63	100
Percentage payment	44	32	48	19	-	9	4	33	37	-
Other	-	-	-	1	-	-	-	2	-	-
<u>Amount of vacation pay³</u>										
After 1 year of service:										
Under 1 week	3	-	4	-	-	-	-	-	-	-
1 week	53	82	42	77	79	100	96	70	91	95
Over 1 and under 2 weeks	27	18	32	12	12	-	4	16	9	2
2 weeks	17	-	22	10	10	-	-	12	-	2
Over 2 and under 3 weeks	-	-	-	1	-	-	-	3	-	-
3 weeks	-	-	-	-	-	-	-	-	-	-
After 2 years of service:										
Under 1 week	3	-	4	-	-	-	-	-	-	-
1 week	45	72	33	54	77	92	94	43	73	3
Over 1 and under 2 weeks	27	18	32	22	12	-	4	23	22	63
2 weeks	25	11	31	23	11	8	2	31	6	32
Over 2 and under 3 weeks	-	-	-	2	-	-	-	3	-	2
3 weeks	-	-	-	-	-	-	-	-	-	-
After 3 years of service:										
Under 1 week	3	-	4	-	-	-	-	-	-	-
1 week	11	22	3	8	14	16	11	4	11	3
Over 1 and under 2 weeks	30	10	39	19	14	-	37	21	48	-
2 weeks	30	43	27	67	62	84	52	66	42	95
Over 2 and under 3 weeks	23	15	28	6	5	-	-	9	-	2
3 weeks	2	11	-	1	6	-	-	-	-	-
After 5 years of service:										
Under 2 weeks	3	-	4	1	-	-	3	-	13	-
2 weeks	45	57	35	71	73	100	91	58	78	98
Over 2 and under 3 weeks	35	32	40	14	5	-	6	23	9	2
3 weeks	17	11	21	12	23	-	-	16	-	-
Over 3 and under 4 weeks	-	-	-	1	-	-	-	-	-	-
4 weeks	-	-	-	-	-	-	-	-	-	-
After 10 years of service:										
Under 2 weeks	3	-	4	(²)	-	-	3	-	-	-
2 weeks	21	27	15	11	7	37	22	4	8	33
Over 2 and under 3 weeks	14	5	16	13	-	-	37	14	50	2
3 weeks	29	43	25	58	66	63	39	55	42	65
Over 3 and under 4 weeks	32	15	40	8	12	-	-	11	-	-
4 weeks	2	11	-	10	15	-	-	14	-	-
Over 4 weeks	-	-	-	1	-	-	-	3	-	-
After 15 years of service:										
Under 2 weeks	3	-	4	(²)	-	-	3	-	-	-
2 weeks	2	-	1	2	-	9	22	-	4	-
Over 2 and under 3 weeks	2	-	3	-	-	-	-	-	-	-
3 weeks	31	32	24	56	37	72	69	47	88	97
Over 3 and under 4 weeks	33	18	40	15	9	19	2	23	9	-
4 weeks	29	50	29	22	40	-	4	26	-	3
Over 4 weeks	-	-	-	5	13	-	-	4	-	-

See footnotes at end of table.

Table 39. Paid vacations: By type of foundry—Continued

(Percent of production workers in establishments with formal provisions for paid vacations after selected periods of service, United States and selected regions, November 1973)

Vacation policy	Gray iron, except pipe and fittings							Gray iron pipe and fittings				
	United States ¹	New England	Middle Atlantic	South-east	South-west	Great Lakes	Middle West	Pacific	United States ¹	Middle Atlantic	South-east	Pacific
Amount of vacation pay³—Continued												
After 20 years of service:												
Under 2 weeks	3	-	-	⁵ 22	13	2	-	-	1	-	1	-
2 weeks	4	4	1	16	42	1	5	-	2	-	-	17
Over 2 and under 3 weeks	(²)	-	-	-	-	-	-	-	-	-	-	-
3 weeks	15	45	26	15	28	9	40	83	19	-	13	64
Over 3 and under 4 weeks	8	-	1	4	-	9	11	14	13	23	19	-
4 weeks	33	43	54	40	9	28	44	3	53	59	52	19
Over 4 and under 5 weeks	1	8	6	3	2	1	-	-	2	-	-	-
5 weeks	36	-	11	-	-	50	-	-	10	18	15	-
Over 5 weeks	1	-	-	-	6	1	-	-	-	-	-	-
After 25 years of service:⁸												
Under 2 weeks	3	-	-	⁶ 22	13	2	-	-	1	-	1	-
2 weeks	4	4	1	16	42	1	5	-	2	-	-	17
Over 2 and under 3 weeks	(²)	-	-	-	-	-	-	-	-	-	-	-
3 weeks	9	37	17	15	28	4	40	35	11	-	8	41
Over 3 and under 4 weeks	4	-	-	4	-	5	-	-	13	23	19	-
4 weeks	27	51	51	19	9	25	24	65	28	59	5	42
Over 4 and under 5 weeks	1	8	1	3	-	1	-	-	-	-	-	-
5 weeks	49	-	15	21	-	60	31	-	45	18	67	-
Over 5 and under 6 weeks	2	-	6	-	2	2	-	-	-	-	-	-
6 weeks	2	-	8	-	6	1	-	-	-	-	-	-
Over 6 weeks	-	-	-	-	-	-	-	-	-	-	-	-
Malleable iron												
Steel												
	United States ¹	Middle Atlantic	Great Lakes	United States ¹	Middle Atlantic	South-east	South-west	Great Lakes	Middle West	Pacific		
After 20 years of service:												
Under 2 weeks	-	-	-	(²)	-	-	3	-	-	-	-	-
2 weeks	5	-	5	2	-	9	22	-	4	-	-	-
Over 2 and under 3 weeks	-	-	-	-	-	-	-	-	-	-	-	-
3 weeks	8	-	3	22	21	25	5	20	7	52	-	-
Over 3 and under 4 weeks	3	15	1	7	-	-	32	3	22	6	-	-
4 weeks	39	57	38	42	21	65	38	47	59	39	-	-
Over 4 and under 5 weeks	18	25	18	28	11	20	-	12	9	-	-	-
5 weeks	21	11	26	15	32	-	-	15	-	3	-	-
Over 5 weeks	-	-	-	3	6	-	-	3	-	-	-	-
After 25 years of service:⁸												
Under 2 weeks	-	-	-	(²)	-	-	3	-	-	-	-	-
2 weeks	2	-	1	1	-	9	8	-	4	-	-	-
Over 2 and under 3 weeks	3	-	4	-	-	-	-	-	-	-	-	-
3 weeks	3	-	3	11	6	19	18	9	7	17	-	-
Over 3 and under 4 weeks	1	-	1	-	-	-	-	-	-	-	-	-
4 weeks	38	32	35	49	30	72	70	40	81	79	-	-
Over 4 and under 5 weeks	12	-	16	8	12	-	-	10	-	-	-	-
5 weeks	40	57	41	18	12	-	-	30	-	3	-	-
Over 5 and under 6 weeks	-	-	-	4	12	-	-	2	9	-	-	-
6 weeks	2	11	-	8	26	-	-	5	-	-	-	-
Over 6 weeks	-	-	-	2	2	-	-	3	-	-	-	-

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

² Less than 0.5 percent.

³ Vacation payments, such as percent of annual earnings 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 that occurred between 5 and 10 years.

⁴ Workers were distributed as follows: 4 percent at less than 1 week, 18 percent at 1 week, and 5 percent at over 1 and under 2 weeks.

⁵ Workers were distributed as follows: 13 percent at 1 week and 2 percent at over 1 and under 2 weeks.

⁶ Workers were distributed as follows: 4 percent at under 1 week and 18 percent at 1 week.

⁷ All workers were at 5 weeks.

⁸ Vacation provisions were virtually the same after longer periods of service.

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

Table 40. Health, insurance, and retirement plans: Iron and steel foundries

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

Type of plan ¹	United States ²	New England	Middle Atlantic	South-east	South-west	Great Lakes	Middle West	Mountain	Pacific	United States ²	New England	Middle Atlantic	South-east	South-west	Great Lakes	Middle West	Mountain	Pacific	
	Production workers									Office workers									
All workers	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	
Workers in establishments providing:																			
Life insurance	99	100	100	98	91	100	100	90	100	99	100	98	99	94	99	100	95	100	
Noncontributory plans	88	67	99	81	64	91	64	65	97	88	72	97	92	71	88	72	82	97	
Accidental death and dismemberment insurance	87	79	68	82	81	95	100	76	100	87	87	77	66	80	95	100	54	100	
Noncontributory plans	77	52	66	69	58	87	64	51	97	79	65	76	61	61	87	72	42	97	
Sickness and accident insurance or sick leave or both ³	91	88	86	86	77	99	84	77	45	86	93	91	61	81	91	73	96	82	
Sickness and accident insurance	89	88	86	75	75	99	84	29	41	70	91	86	27	73	79	47	24	60	
Noncontributory plans	80	43	83	64	58	92	52	29	41	62	34	83	24	60	72	20	5	60	
Sick leave (full pay, no waiting period)	2	11	(⁴)	-	3	2	4	-	-	51	51	70	50	10	55	29	63	24	
Sick leave (partial pay or waiting period)	3	-	-	11	-	1	-	49	3	3	-	1	-	-	4	-	13	7	
Hospitalization insurance	99	100	100	98	95	100	100	100	97	100	100	100	99	96	100	100	100	98	
Covering employees only	3	11	1	11	11	1	2	25	7	3	8	1	6	13	1	1	21	3	
Noncontributory plans	3	4	1	10	9	1	2	25	6	3	2	1	6	12	1	1	21	3	
Covering employees and their dependents	96	89	99	88	84	99	98	75	90	97	92	99	92	83	99	99	79	95	
Noncontributory plans	75	33	82	64	41	84	56	23	54	72	29	86	77	45	78	56	46	37	
Noncontributory for employees; Contributory for their dependents	8	18	11	2	16	7	2	52	20	10	15	9	9	17	9	7	33	16	
Surgical insurance	99	100	100	98	95	100	100	100	97	100	100	100	99	96	100	100	100	98	
Covering employees only	3	11	1	11	11	1	2	25	7	3	8	1	6	13	1	1	21	3	
Noncontributory plans	3	4	1	10	9	1	2	25	6	3	2	1	6	12	1	1	21	3	
Covering employees and their dependents	96	89	99	88	84	99	98	75	90	97	92	99	92	83	99	99	79	95	
Noncontributory plans	75	33	82	64	41	84	56	23	54	72	29	86	77	45	78	56	46	37	
Noncontributory for employees; Contributory for their dependents	8	18	11	2	16	7	2	52	20	10	15	9	9	17	9	7	33	16	
Medical insurance	98	100	98	92	95	99	100	100	97	99	100	100	96	96	99	100	100	98	
Covering employees only	3	11	1	8	11	1	2	25	7	3	8	2	4	13	1	1	21	3	
Noncontributory plans	3	4	1	8	9	1	2	25	6	2	2	2	4	12	1	1	21	3	
Covering employees and their dependents	95	89	97	84	84	97	98	75	90	96	92	98	92	83	98	99	79	95	
Noncontributory plans	74	33	81	61	41	83	56	23	54	72	29	87	77	45	77	56	46	37	
Noncontributory for employees; Contributory for their dependents	8	18	10	2	16	7	2	52	20	10	15	7	9	17	9	7	33	16	
Major medical insurance	62	86	70	66	91	49	87	100	96	91	91	84	94	95	91	95	100	99	
Covering employees only	3	11	1	3	9	1	2	25	7	3	8	1	4	13	1	1	21	3	
Noncontributory plans	2	4	1	3	8	1	2	25	6	2	2	1	4	12	1	1	21	3	
Covering employees and their dependents	59	75	69	63	81	48	85	75	89	88	84	83	90	82	89	81	79	96	
Noncontributory plans	42	23	64	44	41	35	47	23	52	55	24	73	75	45	51	43	46	36	
Noncontributory for employees; Contributory for their dependents	7	18	3	2	16	6	2	52	20	9	15	4	9	17	8	7	33	18	
Retirement plans ⁵	91	88	96	79	74	95	88	93	79	92	85	96	91	84	95	86	96	80	
Pensions	91	88	94	79	73	95	88	93	79	92	85	95	91	84	94	86	96	80	
Noncontributory plans	83	53	83	70	70	89	79	58	59	87	44	90	89	81	93	69	78	69	
Severance pay	4	-	14	-	1	4	-	25	-	7	-	4	-	11	-	13	-	-	
No plans	(⁴)	-	-	-	5	-	-	-	-	(⁴)	-	-	(⁴)	4	-	-	-	-	

¹ Includes only those plans for which the employer pays at least part of the cost. Legally required plans such as workers' compensation were excluded; however those plans required by State temporary disability insurance laws were included if the employer contributes more than is legally required or the employee receives in excess of legal requirements.

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

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

⁴ Less than 0.5 percent.

⁵ Unduplicated total of workers covered by pension or severance plans shown separately.

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

Table 41. Health, insurance, and retirement plans: By type of foundry

(Percent of production workers in establishments with specified health, insurance, and retirement plans, United States November 1973)

Type of plan	Gray iron, except pipe and fittings								Gray iron pipe and fittings			
	United States ¹	New England	Middle Atlantic	South-east	South-west	Great Lakes	Middle west	Pacific	United States ²	Middle Atlantic	South-east	Pacific
All production workers	100	100	100	100	100	100	100	100	100	100	100	100
Workers in establishments providing:												
Life insurance	99	100	100	97	97	776	100	100	100	100	100	100
Noncontributory plans	85	50	100	66	32	90	59	100	94	100	90	83
Accidental death and dismemberment insurance	89	83	75	88	63	96	100	100	80	54	82	100
Noncontributory plans	78	42	75	66	32	87	59	100	74	54	72	83
Sickness and accident insurance or sick leave or both ²	91	88	74	71	45	99	89	28	93	100	100	15
Sickness and accident insurance	90	88	74	71	38	99	89	28	79	100	79	-
Noncontributory plans	80	55	74	58	10	90	57	28	71	82	69	-
Sick leave (full pay, no waiting period)	2	8	-	-	11	2	8	-	-	-	-	-
Sick leave (partial pay or waiting period)	2	-	-	-	-	2	-	-	14	-	21	15
Hospitalization insurance	99	100	100	97	91	100	100	100	99	100	99	100
Covering employees only	4	5	2	21	26	2	-	7	2	-	-	14
Noncontributory plans	3	-	2	17	22	2	-	3	2	-	-	14
Covering employees and their dependents	96	95	98	77	65	98	100	93	97	100	99	86
Noncontributory plans	75	34	69	44	7	84	49	78	83	77	84	56
Noncontributory for employees; contributory for their dependents	8	19	20	2	14	6	-	15	6	23	2	-
Surgical insurance	99	100	100	97	91	100	100	100	99	100	99	100
Covering employees only	4	5	2	21	26	2	-	7	2	-	-	14
Noncontributory plans	3	-	2	17	22	2	-	3	2	-	-	14
Covering employees and their dependents	96	95	98	77	65	98	100	93	97	100	99	86
Noncontributory plans	75	34	69	44	7	84	49	78	83	77	84	56
Noncontributory for employees; contributory for their dependents	8	19	20	-	14	6	-	15	6	23	2	-
Medical insurance	98	100	94	81	91	100	100	100	99	100	99	100
Covering employees only	3	5	2	5	26	2	-	7	2	-	-	14
Noncontributory plans	3	-	2	5	22	2	-	3	2	-	-	14
Covering employees and their dependents	95	95	92	77	65	98	100	93	97	100	99	86
Noncontributory plans	75	34	69	44	7	84	49	78	83	77	84	56
Noncontributory for employees; contributory for their dependents	7	19	14	2	14	6	-	15	6	23	2	-
Major medical insurance	54	79	70	56	80	44	90	87	78	42	78	100
Covering employees only	3	5	2	5	26	2	-	7	2	-	-	14
Noncontributory plans	3	-	2	5	22	2	-	3	2	-	-	14
Covering employees and their dependents	51	74	68	52	54	42	90	80	76	42	78	86
Noncontributory plans	32	22	51	23	7	28	49	65	66	42	66	56
Noncontributory for employees; contributory for their dependents	7	19	11	2	14	6	-	15	3	-	2	-
Retirement plans ³	90	87	93	65	24	96	90	71	93	77	95	56
Pensions	89	87	85	65	20	95	90	71	93	77	95	56
Noncontributory plans	79	57	61	58	20	87	70	50	83	70	81	56
Severance pay	6	-	23	-	4	6	-	-	-	-	-	-
No plans	(⁴)	-	-	-	9	-	-	-	-	-	-	-

See footnotes at end of table.

Table 41. Health, insurance, and retirement plans: By type of foundry—Continued

(Percent of production workers in establishments with specified health, insurance, and retirement plans, United States November 1973)

Type of plan	Malleable iron			Steel						
	United States ¹	Middle Atlantic	Great Lakes	United States ²	Middle Atlantic	South-east	South-west	Great Lakes	Middle west	Pacific
All production workers -----	100	100	100	100	100	100	100	100	100	100
Workers in establishments providing:										
Life insurance -----	98	100	97	99	100	91	92	100	100	100
Noncontributory plans -----	89	90	94	91	100	85	76	92	63	98
Accidental death and dismemberment insurance -----	89	55	96	85	70	72	72	90	100	100
Noncontributory plans -----	80	46	92	77	70	66	56	82	63	98
Sickness and accident insurance or sick leave of both ² -----	93	95	94	91	88	72	82	100	92	60
Sickness and accident insurance -----	93	95	94	90	87	72	82	100	92	57
Noncontributory plans -----	84	85	92	83	87	66	82	96	55	57
Sick leave (full pay, no waiting period) -----	-	-	-	3	1	-	-	5	-	-
Sick leave (partial pay or waiting period) -----	-	-	-	1	-	-	-	-	-	4
Hospitalization insurance -----	100	100	100	99	100	100	92	100	100	95
Covering employees only -----	1	-	1	4	-	28	4	-	4	6
Noncontributory plans -----	1	-	1	4	-	28	4	-	4	6
Covering employees and their dependents -----	99	100	99	95	100	72	88	100	96	90
Noncontributory plans -----	71	90	72	76	88	44	32	95	59	39
Noncontributory for employees; contributory for their dependents -----	10	-	13	10	7	6	37	5	-	26
Surgical insurance -----	100	100	100	99	100	100	92	100	100	95
Covering employees only -----	1	-	1	4	-	28	4	-	4	6
Noncontributory plans -----	1	-	1	4	-	28	4	-	4	6
Covering employees and their dependents -----	99	100	99	95	100	72	88	100	96	90
Noncontributory plans -----	71	90	72	76	88	44	32	95	59	39
Noncontributory for employees; contributory for their dependents -----	10	-	13	10	7	6	37	5	-	26
Medical insurance -----	99	100	100	96	100	100	92	93	100	95
Covering employees only -----	1	-	1	5	2	47	4	-	4	6
Noncontributory plans -----	1	-	1	5	2	47	4	-	4	6
Covering employees and their dependents -----	98	100	99	91	98	53	88	93	96	90
Noncontributory plans -----	71	90	72	71	86	25	32	89	59	39
Noncontributory for employees; contributory for their dependents -----	10	-	13	10	7	6	37	5	-	26
Major medical insurance -----	71	78	67	67	74	48	88	50	93	100
Covering employees only -----	1	-	1	3	-	9	-	-	4	6
Noncontributory plans -----	1	-	1	2	-	9	-	-	4	6
Covering employees and their dependents -----	70	78	66	65	74	39	88	50	89	94
Noncontributory plans -----	45	68	43	50	74	16	32	49	52	44
Noncontributory for employees; contributory for their dependents -----	7	-	9	7	-	6	37	1	-	26
Retirement plans ³ -----	93	100	92	92	100	60	84	96	85	87
Pensions -----	93	100	92	92	100	60	84	96	85	87
Noncontributory plans -----	88	83	88	88	100	60	82	93	85	65
Severance pay -----	-	-	-	4	17	-	-	-	-	-
No plans -----	-	-	-	1	-	-	8	-	-	-

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

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

³ Unduplicated total of workers covered by pension and severance pay plans shown separately.

⁴ Less than 0.5 percent.

NOTE: Plans for which the employer pays at least part of the cost and legally required

plans such as worker's compensation and social security are included; however, plans required by State temporary disability laws are included if the employer contributes more than is legally required or the worker receives benefits in excess of the requirements. "Noncontributory plans include only those plans financed entirely by the employer. Because of rounding, sums of individual items may not equal totals.

Table 42. Other selected benefits: Iron and steel foundries

(Percent of production and office workers in establishments providing other selected benefits: United States and selected regions, November 1973)

Item ¹	United States ²	New England	Middle Atlantic	South-east	South-west	Great Lakes	Middle West	Mountain	Pacific
Production workers									
Workers in establishments with provisions for:									
Cost of living adjustments -----	48	28	28	8	-	64	14	59	56
Based on CPI -----	47	13	24	8	-	64	14	59	56
Other basis -----	1	15	4	-	-	-	-	-	-
Technological severance pay ----	25	-	24	1	-	37	6	-	-
Funeral leave pay -----	77	91	89	51	27	92	54	61	28
Jury duty pay -----	84	86	86	81	71	87	94	90	50
Supplemental unemployment benefits -----	36	-	27	8	1	54	11	15	-
Earnings protection plan -----	6	-	7	2	-	9	8	9	-
Guaranteed weekly wage or weekly hours -----	9	-	16	2	-	11	3	15	53
Daily reporting pay -----	80	47	89	79	27	86	90	75	35
Call in or callback pay -----	77	30	68	69	74	85	66	75	35
Office workers									
Workers in establishments with provision for:									
Cost of living adjustments -----	28	40	12	-	-	39	10	53	50
Based on CPI -----	28	7	12	-	-	39	10	53	50
Other basis -----	1	32	-	-	-	-	-	-	-
Technological severance pay ----	24	-	21	2	-	37	7	-	-
Funeral leave pay -----	78	93	81	63	27	91	53	71	57
Jury duty pay -----	86	90	84	86	80	89	88	94	64
Supplemental unemployment benefits -----	8	-	5	-	-	13	5	40	-
Earnings protection plan -----	4	-	3	-	-	7	2	11	-
Guaranteed weekly wage or weekly hours -----	7	-	24	-	5	5	2	40	-
Daily reporting pay -----	24	35	53	24	1	19	43	67	1
Call in or callback pay -----	19	38	23	16	13	14	36	67	39

¹ For definition of items. See appendix A.

² Includes data for the Border States region in addition to those shown separately.

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

Table 43. Other selected benefits: By type of foundry

(Percent of production workers in establishments providing other selected benefits, United States and selected regions, November 1973)

Item ¹	Gray iron, except pipe and fittings							Gray iron pipe and fittings				
	United States ²	New England	Middle Atlantic	South-east	South-west	Great Lakes	Middle West	Pacific	United States ²	Middle Atlantic	South-east	Pacific
Workers in establishments with provisions for:												
Cost of living adjustments	55	6	22	16	-	67	6	43	5	-	-	37
Based on CPI	55	6	22	16	-	67	6	43	5	-	-	37
Other basis	(³)	-	1	-	-	-	-	-	-	-	-	-
Technological severance pay	30	-	4	-	-	42	-	-	3	18	2	-
Funeral leave pay	79	84	90	46	28	91	58	16	51	76	45	41
Jury duty pay	79	76	69	54	36	85	87	19	96	100	99	56
Supplemental unemployment benefits	42	-	13	16	4	56	-	-	10	47	-	-
Earnings protection plan	9	-	16	5	-	11	7	-	5	-	-	-
Guaranteed weekly wage or weekly hours	5	-	7	-	-	6	7	-	7	23	-	-
Daily reporting pay	85	45	80	68	30	92	85	61	69	100	83	61
Call in or callback pay	80	16	51	64	51	89	69	25	78	92	72	55
	Malleable iron							Steel				
	United States ²	Middle Atlantic	Great Lakes	United States ²	Middle Atlantic	South-east	South-west	Great Lakes	Middle West	Pacific		
Workers in establishments with provisions for:												
Cost of living adjustments	64	50	75	42	30	19	-	53	13	68		
Based on CPI	60	25	75	40	30	19	-	53	13	68		
Other basis	4	25	-	1	-	-	-	-	-	-		
Technological severance pay	22	11	28	23	41	-	-	29	12	-		
Funeral leave pay	94	100	99	76	88	85	34	89	43	33		
Jury duty pay	94	83	97	86	94	81	71	86	100	68		
Supplemental unemployment benefits	52	25	65	27	31	16	-	41	13	-		
Earnings protection plan	10	11	11	1	3	-	-	-	-	-		
Guaranteed weekly wage or weekly hours	28	25	32	9	17	16	-	9	-	-		
Daily reporting pay	70	75	75	79	96	91	58	78	94	46		
Call in or callback pay	74	82	72	72	67	72	66	83	58	38		

¹ For definition of items, See appendix A.

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

³ Less than 0.5 percent.

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

Appendix A. Regression Analysis

Conventional methods of analyzing wage variations using cross tabulations (simple regression) of data typically stop short of measuring the independent influence on wage levels of such factors as size of establishment, location, and union contract status. The independent effect of unionization on earnings, for example, may be obscured by earnings differentials associated with larger establishments and location in metropolitan areas—two characteristics generally found more often in union than nonunion establishments.

One method of isolating the independent effect on wages of various establishment and worker characteristics is multiple regression. By this method, the estimated wage differential for a given variable is determined independently. The variables included in table A-1 are defined, where necessary, in appendix B—Scope and Method of Survey.

In the regression equation, one category of each of the variables is not shown explicitly, but its influence is embodied in the constant term. In table A-1, therefore, the categories represented by the constant term are nonmetropolitan; small employment size, nonunion, commercial foundry, Southwest, steel foundry, and, for two of the selected occupations, payment on a time basis.¹ The average wage level relating to this set of suppressed characteristics is represented by the value of the constant term. The coefficients of the explicit variables represent the differentials associated with categories of those characteristics differing from the basic set embodied in the constant.

The effects of the coefficients on average wage levels are determined by the substitution of the values of the new variables in table A-1 for those suppressed in the constant term. For example, for production workers in a union shop, estimated average hourly earnings are higher by 28 cents, or \$2.95 when other factors are held constant. Further, if these workers are located in the Great Lakes region,

¹In addition to these variables, chippers and grinders and machine molders were tested for the significance of their various subclassifications on pay levels. The type of work performed in the first job (i.e., chipping, grinding, or both) was found to be of little significance. For molders, the results indicated somewhat higher pay levels associated with operating a single machine of a type other than jarring, squeezing, or rollover).

another 87 cents is added to the constant term, which raises the average hourly earnings to \$3.82.

Wage differences found by a simple cross-tabulation may be labeled gross differentials; those isolated by regression techniques are net differentials. As illustrated in table A-2, net differentials are generally smaller than gross differentials, which is to be expected, because, as stated previously, characteristics associated with higher wages, such as captive ownership and location in the Great Lakes States, tend to be highly interrelated. Regression techniques, then, permit a more precise measurement of the impact of individual factors on the wage structure of an industry.

Regression results substantiate survey findings concerning the relative importance of wage determining factors on foundry pay levels. As suggested in table A-1, for example, location appears to be far more important as a wage determinant than the type of casting produced. A net wage differential of 93 cents an hour is associated with the Pacific region; however, malleable iron foundries have only a 23-cents advantage over steel foundries.²

Further, the regression illustrates the strong impact which type of foundry ownership exerts on wage levels. The net differential associated with captive foundries ranges from \$.43 to \$1.26 among the 4 occupations studied.

It should be emphasized that the regression analysis is not sufficiently complete to state with certainty that the truly independent effects of employee and establishment characteristics on wage levels have been measured. As table A-1 shows, the regression analysis failed to account for about 30 percent of the variation in average earnings levels for all production workers, and 27 to 68 percent of the variation in earnings for the four selected occupations. (See coefficient of determination, R^2 .) This means that other factors, beyond the scope of the survey, undoubtedly influenced the estimates. However, by holding constant those characteristics within the survey scope, a definite improvement in the estimates for specified characteristics was obtained.

²For a more detailed account of this discussion, see Carl Barsky, "Wages in Iron and Steel Foundries," *Monthly Labor Review*, November 1975, pp. 62-63.

Table A-1. Regression analysis of average hourly earnings for production workers and selected occupations in iron and steel foundries, November 1973

Variable	All production workers	Selected occupations			
		Chippers and grinders	Electricians, maintenance	Laborers, general foundry	Molders, machine, semi-automatic
Constant	\$2.67 (.13)	\$2.56 (.14)	\$3.55 (.22)	\$2.36 (.12)	\$3.85 (.24)
Metropolitan area	.11 (.06)	.15 (.06)	.32 (.09)	.27 (.06)	-.01 (.08)
250 workers or more	.48 (.06)	.41 (.06)	.47 (.12)	.49 (.06)	.07 (.08)
Union foundry	.28 (.08)	.19 (.08)	.01 (.14)	.04 (.08)	.24 (.10)
Captive foundry	.82 (.06)	.87 (.07)	1.26 (.09)	.97 (.06)	.48 (.11)
Incentive pay system	(1) (1)	.82 (.06)	(1) (1)	(1) (1)	.66 (.09)
Regions:					
Middle Atlantic	.54 (.13)	.60 (.13)	.04 (.22)	.33 (.12)	.19 (.20)
Southeast	-.08 (.13)	-.22 (.14)	-.08 (.21)	-.13 (.11)	-.28 (.21)
Great Lakes	.87 (.12)	.93 (.12)	.51 (.20)	.69 (.11)	.54 (.18)
Middle West	.51 (.16)	.50 (.15)	.12 (.27)	.37 (.15)	.37 (.21)
Pacific	.93 (.15)	.90 (.15)	.10 (.32)	.75 (.14)	.98 (.25)
Industry branch:					
Gray iron, except pipe and fittings	.13 (.06)	-.06 (.06)	.32 (.11)	.14 (.07)	-.14 (.10)
Gray iron pipe and fittings	.13 (.10)	-.06 (.14)	.26 (.14)	-.05 (.10)	.57 (.21)
Malleable iron	.23 (.09)	.09 (.10)	.50 (.13)	.22 (.09)	-.06 (.13)
Statistical information:					
Coefficient of determination (R ²)	.70	.65	.71	.73	.32
Standard error of the estimate	\$.45	\$.60	\$.53	\$.42	\$.69
Mean (Y)	\$4.31	\$4.15	\$5.27	\$3.70	\$4.73
Number of observations (N)	377	596	214	347	416
Number of establishments (S)	377	374	214	347	271

¹ Not applicable.

NOTE: Numbers in parentheses are standard errors. Since the regression coefficients are based on a sample, they may differ from a figure obtained from a complete census of the industry. The chances are about 2 out of 3 that an estimate from the sample would differ from those in a total census-derived value by less than the

standard error, and about 19 out of 20 that the difference would be less than twice the standard error. Y is the mean of the earnings (dependent) variable weighted by production workers. N is the number of observations used in each regression equation: time and incentive workers and subclassifications of jobs in a firm as separate observations. S represents the number of establishments in the sample or with employees in the occupations shown.

Table A-2. Earnings differentials associated with selected characteristics, iron and steel foundries, United States, November 1973

Characteristic	All production workers	Selected occupations			
		Chippers and grinders	Electricians, maintenance	Laborers, general foundry	Molders, machine, semi-automatic
Great Lakes to Southwest region:					
Gross differential	\$1.41	\$1.52	\$1.28	\$1.22	\$0.97
Net differential .....	.87	.93	.51	.69	.54
	(.12)	(.12)	(.20)	(.11)	(.18)
Malleable iron to steel foundry:					
Gross differential .....	.56	.80	.68	.39	.27
Net differential .....	.23	.09	.50	.22	-.06
	(.09)	(.10)	(.13)	(.09)	(.13)

Appendix B. Scope and Method of Survey

Scope of survey

The survey included establishments engaged primarily in manufacturing iron and steel castings (industry group 332 as defined in the 1967 edition of the *Standard Industrial Classification Manual*, prepared by the U.S. Office of Management and Budget). Separate auxiliary units such as central offices were excluded.

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

Products

Classification of establishments by product was based on the principal type of casting manufactured. For example, if 40 percent of the total value of an establishment's production was steel castings, 30 percent was gray iron pipe and fittings castings, and 30 percent was malleable iron castings, all workers in that establishment were considered as producing steel castings.

Method of study

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

Establishment definition

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

Employment

Estimates of the number of workers within the scope of the study are intended as a general guide to the size and composition of the industries' labor force rather than as precise measures of employment.

Production workers and office workers

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

"Office workers" includes all nonsupervisory office workers and excludes administrative, executive, professional, and technical employees.

Occupations selected for study

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

Wage data

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

Average (mean) hourly rates or earnings for each occupation or category of workers, such as production

workers, were calculated by weighting each rate (or hourly earnings) by the number of workers receiving the rate, totaling, and dividing by the number of individuals. The hourly earnings of salaried workers were obtained by dividing straight-time salary by normal (or standard) hours to which the salary corresponds.

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

Size of community

Tabulations by size of community pertain to metropolitan and nonmetropolitan areas. The term "metropolitan area," as used in this bulletin refers to the Standard Metropolitan Statistical Areas as defined by the U.S. Office of Management and Budget through November 1972.

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

Labor-management agreements

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

Type of foundry

Commercial foundries are those producing castings for sale to other firms on a job order basis. Captive foundries are those primarily producing castings for incorporation into final products of a parent company.

Method of wage payment

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

qualifications of the individual worker. A single rate structure is one in which the same rate is paid to all experienced workers in the same job classification. Learners, apprentices, or probationary workers may be paid according to rate schedules which start below the single rate and permit the workers to achieve the full job rate over a period of time. An experienced worker 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* or *bonus plans*: Piecework is work for which a predetermined rate is paid for each unit of output; Production bonuses are for production in excess of a quota or for completion of a task in less than standard time.

"Stint work" or "task work" is a method of wage payment which provides a fixed daily rate for a predetermined amount of work, regardless of the time required to complete the job. Stint workers were classified as time workers in the earnings tabulation by method of wage payment; their hourly earnings were calculated by dividing their daily rates by daily hours scheduled for the task (rather than actual hours worked).

Scheduled weekly hours

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

Shift provisions and practices

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

Supplementary benefits

Supplementary benefits in an establishment were considered applicable to all production (office) workers if they applied to half or more of 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 where-

by 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 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.

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

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.

Cost-of-living adjustments. Provisions for cost-of-living adjustments relate to formal plans by which wage rates are adjusted periodically in keeping with changes in the BLS Consumer Price Index or some other measure.

Supplemental unemployment benefits. Data relate to formal plans designed to supplement benefits paid under State unemployment systems.

Earnings protection plan. Data relate to plans which protect the level of earnings for workers assigned to lower-paying jobs due to technological changes. Typical plans increase average earnings in a quarter to a specified percentage of a worker's average earnings during a base period preceding each quarter.

Guaranteed weekly wage or weekly hours. Data relate to formal plans which guarantee an established weekly wage or a specified number of hours per week to an employee who is called to work on the first day of the workweek.

Daily reporting pay. Data relate to plans guaranteeing a daily minimum wage to an employee who reports to work as scheduled, but finds no work available or less work than can be done in a guaranteed period (e.g., 4 hours).

Call-In or callback pay. Data relate to plans which guarantee an amount to an employee recalled to work after completing his regular work shift.

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

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

Table B-1. Estimated number of establishments and workers within scope of the survey and number studied, iron and steel foundries, November 1973

Type of foundry, region, ¹ and area ²	Number of establishments		Workers in establishments—			
			Within scope of survey			Actually studied
	Within scope of survey	Actually studied	Total ⁴	Production workers	Office workers	Total
All establishments						
United States ⁵	690	377	221,985	185,394	11,189	164,687
New England	32	23	4,686	3,897	263	3,981
Middle Atlantic	107	62	26,251	21,900	1,296	18,045
Southeast	66	43	22,640	19,047	1,262	18,819
Southwest	57	33	12,330	10,037	729	10,298
Great Lakes	298	124	128,641	107,386	6,146	90,644
Middle West	44	25	8,797	7,406	455	6,354
Mountain	11	9	2,407	2,025	112	2,265
Pacific	57	44	10,090	8,270	631	8,597
Gray iron foundries, except pipe and fittings						
United States ⁵	423	204	113,787	97,371	4,595	81,135
New England	21	15	2,641	2,240	121	2,136
Middle Atlantic ⁶	56	29	7,037	6,015	330	4,238
Pittsburgh	8	8	1,457	1,276	56	1,457
Southeast	37	21	7,498	6,517	313	5,712
Southwest	35	19	3,177	2,751	87	2,416
Great Lakes	203	74	80,417	68,395	3,239	56,409
Chicago	12	9	2,303	1,926	106	2,071
Middle West ⁶	28	14	3,930	3,372	169	2,241
St. Louis ⁷	11	8	1,570	1,359	74	1,322
Pacific ⁶	25	20	3,236	2,805	122	2,706
Los Angeles—Long Beach ..	12	9	1,636	1,390	52	1,261
Gray iron pipe and fittings foundries						
United States ⁵	40	32	22,223	17,982	1,625	19,581
Middle Atlantic	7	5	2,779	2,289	182	2,077
Southeast	16	13	11,903	9,761	801	10,668
Alabama	13	10	10,176	8,332	722	8,941
Birmingham	6	5	6,805	5,437	609	6,219
Pacific	6	6	1,001	810	75	1,001
Malleable iron foundries						
United States ⁵	48	33	24,555	20,087	1,416	20,216
Middle Atlantic	10	7	3,712	3,187	148	2,863
Great Lakes	30	18	18,471	14,693	1,153	14,981
Steel foundries						
United States ⁵	179	108	61,420	49,954	3,553	43,755
Middle Atlantic ⁶	34	21	12,723	10,409	636	8,867
Pittsburgh	9	8	2,541	2,129	102	2,452
Southeast	12	8	3,015	2,579	143	2,215
Southwest	18	10	4,161	3,299	255	2,890
Great Lakes ⁶	61	30	28,550	23,142	1,683	18,487
Chicago	8	6	2,670	2,165	153	2,170
Middle West	13	9	4,143	3,489	216	3,658
Pacific ⁶	26	18	5,853	4,655	434	4,890
Los Angeles—Long Beach ..	7	6	1,349	1,109	53	1,159

See footnotes on following page.

FOOTNOTES

¹ The regions in this study include: New England—Connecticut, Maine, Massachusetts, New Hampshire, Rhode Island, and Vermont; Middle Atlantic—New Jersey, New York, and Pennsylvania; South-east—Alabama, Florida, Georgia, Mississippi, North Carolina, South Carolina, and Tennessee; Southwest—Arkansas, Louisiana, Oklahoma, and Texas; Great Lakes—Illinois, Indiana, Michigan, Minnesota, Ohio, and Wisconsin; Middle West—Iowa, Kansas, Missouri, Nebraska, North Dakota, and South Dakota; Mountain—Arizona, Colorado, Idaho, Montana, New Mexico, Utah, and Wyoming; and Pacific—California, Nevada, Oregon, and Washington.

² Standard Metropolitan Statistical Areas as defined by the

U.S. Office of Management and Budget through November 1972.
³ Includes only establishment having 50 workers or more at the time of reference of the universe data.

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

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

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

⁷ Data for Madison and St. Clair counties Illinois are included with data for the Great Lakes region.

Appendix C. 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.

Production Occupations

Carpenter, maintenance

Performs the carpentry duties necessary to construct and maintain in good repair building woodwork and equipment such as bins, cribs, counters, benches, partitions, doors, floors, stairs, casings, and trim made of wood in an establishment. Work involves *most of the following*: Planning and laying out of work from blueprints, drawings, models, or verbal instructions; using a variety of carpenter's handtools, portable power tools, and standard measuring instruments; making standard shop computations relating to dimensions of work; selecting materials necessary for the work. In general, the work of the maintenance carpenter requires rounded training and experience usually acquired through a formal apprenticeship or equivalent training and experience.

Centrifugal-casting-machine operator, pipe

Casts pipe by operating a centrifugal casting machine. For wage study purposes, workers are to be classified according to the type of molds used as follows:

Metal molds

Operates a machine in which pipe is cast centrifugally in water cooled metal molds that are rotated at comparatively high speeds. Starts machine rotating at specified speed and actuates the controlling mechanism which tilts the casting-ladle at a uniform rate to maintain a constant uniform pouring of metal into the mold. The stream of iron flows tangentially onto the surface of the

mold, where it is held in place by centrifugal force and forms a homogeneous pipe with a perfectly cylindrical bore. Observes and controls pouring rate of casting ladle, rotating speed, and amount of water supplied.

Sand-lined molds

Operates a machine in which pipe is cast centrifugally in sand-lined molds. Directs placement of mold assembly in the casting machine which rotates the flask about the horizontal axis. Starts machine rotating at specified speed and actuates the controlling mechanism which causes the pouring ladle to empty itself into the mold through a trough extending into one end of the mold. Centrifugal force holds the liquid metal on the wall of the sand mold, forming a perfectly cylindrical bore, and spinning is continued until the metal has solidified. Observes and controls proper spinning speed and pouring rate.

Charging-machine operator

Loads metal into a furnace with an electric-powered traveling charging machine. Starts loaded machine along a track parallel to furnace and manipulates levers to push the charging box through the open door to dump or charge the metal into the furnace.

Chipper and grinder

(Bench grinder; chipper; disc grinder; face grinder operator; portable-grinder operator; power-chisel operator; shaft grinder; snagger; stand grinder; swing-frame grinder)

Operates one type or more of chipping or grinding equipment in removing undesirable projections or surplus metal (fins, burrs, gates, risers, weld seams) from sand- or die-castings, forgings, or welded units. The more common types of equipment employed for such operations include pneumatic chisels, portable grinding tools, stand grinders, and swing-frame grinders. A variety of hand tools including hammers, cold chisels, hand files and saws may also be utilized by the operator in his work.

For wage study purposes, workers are to be classified according to whether they specialize in either chipping or grinding or perform both operations as follows:

Chipper

Grinder

Chipper and grinder

Core assembler and finisher

(Core paster)

Pastes or sticks together sections of baked sand-cores to form completed cores which are used in molds to produce holes or hollows in castings. Fills in any cracks or seams on core with a paste of silica powder and water. Brushes a graphite facing on the surface of the core.

Coremaker, hand

Shapes by hand (on bench or floor) varying types of sand cores placed in molds to form hollows and holes in metal castings. Work requires *most of the following*: Selecting appropriate core boxes and work sequences; cleaning core boxes with compressed air or hand bellows, and dusting parting sand over inside of core box to facilitate removal of finished core; packing and ramming core sand solidly into box, using shovels, hands, and tamping tools; selecting and setting vent wires and reinforcing wires into cores; determining appropriate sand blends and moisture content of sand required for a particular core; removing core box from core and repairing damage to impressions; baking cores to harden them; assembling cores of more than one section. *Includes workers who specialize in making small and medium size cores on the bench, large cores or core sections on the foundry floor or in a pit, as well as those who perform both types of work.*

For wage study purposes, workers are classified as follows:

Coremaker, hand, bench

Coremaker, hand, floor

Coremaker, hand, bench and floor

Coremaker, machine

Makes sand cores, used in molds to produce holes or hollows in castings. Workers are to be classified according to the type of core-making machine as follows:

Core-blowing machine

Placing core box in machine. Starting machine and pulling lever or depressing pedal, causing machine to blow and compact sand in core box, removing box, removing core and placing it on a plate to be removed to oven for baking.

Turn-over-draw machine

Selects appropriate core box and sets it up on machine table; fills core box with sand and determines appropriate sand blends and moisture content of sand required for a particular core; operates machine by opening compressed-air valve, causing the table to rise and fall repeatedly, thus compressing the sand in the core box; selects and inserts appropriate reinforcing wires in sand; operates lever or handle to cause table to roll over and deposit core box upside down on another table; opens valve to jolt box and loosen core; pushes table down, causing core to be stripped from box; smooths core and places it on plate to be removed to core oven for baking.

Other Coremaking Machines. (Including those operating a combination of the machines listed above).

For purposes of this study, workers operating machines which make shell molds or cores by baking a resin and sand mixture on a heated metal pattern should be classified as shell-mold and/or shell-core machine operators.

Crane operator, electric bridge

(Overhead-crane operator; traveling-crane operator)

Lifts and moves heavy objects with an electrically powered hoist, which is mounted on a metal bridge and runs along overhead rails. Work involves closing switch to turn on electricity; moving electrical controller levers and brake pedal to run the crane bridge along overhead rails, to run the hoisting trolley back and forth across the bridge, and to raise and lower the load line and anything attached to it. (Motions of crane are usually carried out in response to signals from other workers, on the ground.)

For wage study purposes, crane operators are classified by type of crane operated, as follows:

Crane operator, electric bridge (under 20 tons)

Crane operator, electric bridge (20 tons and over)

Cupola tender

Operates a cupola furnace used in a foundry to melt pig iron to produce a molten metal that may be poured into molds in order to form castings. Supervises the charging of

the furnace with pig iron, coke and flux in their proper proportions. Kindles the fire and starts the blower supplying an air blast. Determines quantity of metal melted. May open or plug a tap hole to start or stop the flow of molten metal into a receiving ladle. May also patch furnace and ladle lining with refractory clay.

Electrician, maintenance

Performs a variety of electrical trade functions such as the installation, maintenance, or repair of equipment for the generating, distribution, or utilization of electric energy in an establishment. Work involves *most of the following*: Installing or repairing any of a variety of electrical equipment such as generators, transformers, switchboards, controllers, circuit breakers, motors, heating units, conduit systems, or other transmission equipment; working from blueprints, drawings, layout, or other specifications; locating and diagnosing trouble in the electrical system or equipment; working standard computations relating to load requirements of wiring or electrical equipment; using a variety of electrician's handtools and measuring and testing instruments. In general, the work of the maintenance electrician requires rounded training and experience usually acquired through a formal apprenticeship or equivalent training and experience.

Furnace tender

(Furnace operator; 1st helper – open hearth furnace; electric furnace operator)

Is responsible for the firing and charging of a furnace in which various metals or alloys are melted to be used in making castings. Work involves *most of the following*: Regulating the temperature of the furnace; directing and assisting in charging the furnace with metal and in removing the molten metal when at proper pouring temperature; observing for proper operation of furnace. May also perform other duties at or near the furnace and direct the activities of other members of the furnace crew. This classification *excludes melters who are supervisory foremen*.

For wage study purposes, workers are to be classified by type of furnace, as follows:

*Electric
Open-Hearth*

Furnace tender's helper

(Furnace operator helper; 2d helper – open hearth furnace; electric furnace helper)

Assists the furnace tender in carrying out his responsibilities for the proper firing and charging of a furnace in

which various metals, or alloys are melted to be used in making castings. Assists in regulating the temperature of the furnace, in directing the charge of the furnace and the removal of the molten metal when at proper pouring temperature; relieves the furnace tender as necessary.

This classification *excludes helpers* who perform miscellaneous heavy and unskilled work at or around the furnace.

Helper, trades, maintenance

Assists one worker or more in the skilled maintenance trades, by performing specific or general duties of lesser skill, such as keeping a worker supplied with materials and tools; cleaning working area, machine, and equipment; assisting worker by holding materials or tools; performing other unskilled tasks as directed by journeyman. The kind of work the helper is permitted to perform varies from trade to trade: In some trades the helper is confined to supplying, lifting, and holding materials and tools and cleaning working areas; and in others he is permitted to perform specialized machine operations, or parts of a trade that are also performed by workers on a full-time basis.

Inspector

Inspects parts, products and/or processes. Performs such operations as examining parts or products for flaws and defects, checking their dimensions and appearance to determine whether they meet the required standards and specifications. *Testers who use electronic and/or mechanical equipment (e.g., X-ray testers, pressure testers, sound testers) to test castings for defects are excluded*.

Class A—Responsible for decisions regarding the quality of the product and/or operations. Work involves *any combination of the following*: Thorough knowledge of the processing operations in the branch of work to which he is assigned, including the use of a variety of precision measuring instruments; interpreting drawings and specifications in inspection work on units composed of a large number of component parts; examining a variety of products or processing operations; determining causes of flaws in products and/or processes and suggesting necessary changes to correct work methods; devising inspection procedures for new products.

Class B—Work involves *any combination of the following*: Knowledge of processing operations in the branch of work to which he is assigned, limited to familiar products and processes or where performance is dependent on past experience; performing inspection operations on products and/or processes having rigid specifications, but where the inspection procedures involve a sequence of inspection operations, including decisions regarding proper fit or performance of some parts; using precision measuring instruments.

Class C—Work involves any combination of the following: Short-cycle, repetitive inspection operations; using a standardized, special-purpose measuring instrument repetitively; visual examination of parts of products, rejecting units having obvious deformities or flaws.

Laborer, material handling

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

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

Excludes *Foundry Labor* (General Helpers) assisting in the production operations, such as “shifter” in floor-mold department and “core-transfer-man” in core making department.

Laborer, general foundry

Performs a variety of unskilled tasks involved in production operations, such as handling sand, castings, scrap, coal, and oil; cleaning tanks, floors, and around machines; and removing debris. May handle patterns, cores, molds, etc., and straighten rods, wires, pipes, etc. Exclude workers performing the duties of material handling laborers, as well as those employed as helpers, who are learning skilled jobs such as molders and coremakers.

Machinist, maintenance

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

Mechanic, maintenance

Repairs machinery or mechanical equipment of an establishment. Work involves *most of the following*: Examining machines and mechanical equipment to diagnose source of trouble; dismantling or partly dismantling machines and performing repairs that mainly involve the use of handtools in scraping and fitting parts; replacing broken or defective parts with items obtained from stock; ordering the production of a replacement part by a machine shop or sending of the machine to a machine shop for major repairs; preparing written specifications for major repairs or for the production of parts ordered from machine shop; reassembling machines; and making all necessary adjustments for operation. In general, the work of a maintenance mechanic requires rounded training and experience usually acquired through a formal apprenticeship or equivalent training and experience. Excluded from this classification are workers whose *primary duties* involve setting up or adjusting machines.

Molder, floor

Shapes large molds or mold sections by hand on the foundry floor or in a pit, by ramming or packing sand around patterns placed in flasks. Work involves *most of the following*: Selecting and assembling appropriate flasks and patterns and positioning patterns in flasks for a variety of molds; determination of appropriate sand blends, and moisture content of sand required for different molds; packing and ramming sand or loam around patterns; drawing patterns and smoothing molds; selecting and setting in position appropriate cores; determination of appropriate gating, venting, reinforcing and facing required for particular mold; assembling mold sections to form complete molds, using such molder's handtools as riddles, rammers, trowels, slicks, lifters, bellows and mallets in compacting and smoothing of molds; directing the pouring of the molten metal into molds; operating a crane in lifting and moving of molds or mold sections.

Molder, hand, bench

Shapes small and medium-sized molds (or component sections of a mold that are assembled into complete units) by hand on a bench, by ramming and packing sand around patterns placed in flasks. Work involves *most of the following*: Selecting and assembling appropriate flasks and patterns for varying molds; determination of appropriate flasks and patterns for varying molds; determination of appropriate sand blends and moisture content of sand required for different types of molds; packing and ramming green sand, dry sand or loam around patterns; drawing patterns and smoothing molds; selecting and setting cores in position; determination of the types of gating necessary for the molds; finishing molds by performing such operations

as facing, venting, and reinforcing; assembling mold sections to form complete molds; selecting and using such molder's handtools as riddles, trowels, slicks, lifters, bellows and mallets in packing and smoothing of molds or mold sections; directing the pouring of the molten metals.

Molder, machine, automatic

(Disamatic operator, Hunter operator)

Sets up, adjusts, and operates an automatic machine to produce a wide variety of molds. Work involves *most of the following*: Setting mold depth in relation to pattern design and adjusting for sand conditions; installing core setting frame and/or core jig; adjusting blow and squeeze pressure; synchronizing the speed of the machine according to pouring cycle or core setting time; operating controls to start, stop, and hold machine in the cycle desired; and maintaining records of machine operation.

Molder, machine, semi-automatic

Shapes molds or mold sections on any one or a combination of several types of molding machines, such as roll-over, jolt roll-over jarring, and squeeze machines. Work involves *most of the following*: Selecting and assembling appropriate flasks and patterns and positioning patterns in flasks; filling flasks with sand and ramming of sand around pattern with ramming tool or by mechanical means; determination of appropriate sand blends and moisture content of sand required for particular molds; preparing molds for drawing of patterns, and repairing damage to mold impressions in sand; selecting and setting in position appropriate cores; determination of appropriate venting, gating, reinforcing and facing required; assembling upper and lower sections of molds, and guiding or assisting in the pouring of the molten metal into the mold. Exclude operators of Disamatic and Hunter type automatic molding machines.

For wage study purposes, workers are to be classified by type of machine as follows:

Jarring

Roll-over

Squeeze

Other (single) machine

Combination (operates more than one type of machine)

Patternmaker, metal

Performs machine operations on rough metal castings or pieces of metal stock to make metal patterns, core boxes or match plates. Work involves *most of the following*: Planning and laying-out of work from blueprints, drawings or models; making standard shop computations relating to dimensions of work; using a variety of machines and hand

tools; performing hand-finishing operations on pattern by filing, filling in low spots with solder and sometimes painting with aluminum paint.

Patternmaker, wood

Builds wooden patterns, core boxes or match plates. Work involves *most of the following*: Planning and laying-out of work from blueprints, drawings or models; making standard shop computations relating to dimensions of work; using a variety of patternmaker's handtools such as saws, planes, chisels, gauges, and mallets; operating various woodworking machines such as band saws, circular saws, borers, routers, lathes, planers, drill presses, sanders, and shapers; checking work with calipers, rules, protractors, squares, straight-edges, and other measuring instruments; assembling patterns and sections of patterns by gluing, nailing, screwing, and doweling; working to required tolerances and allowances; selecting the materials for the construction of a particular pattern. May also make sweeps (templates) for making molds by the sweep-molding method. In general, the work of the patternmaker requires a rounded training and experience usually acquired through a formal apprenticeship or equivalent training and experience. Workers exclusively engaged in repairing wood patterns (wood pattern repairers) are to be *excluded* from this classification.

Pourer, metal

Pours molten metal into *molds*. Work involves *any combination of the following*: Controlling the pouring of molten metal at a rate compatible with the size and structure of the casting; skimming slag from surface of molten metal; transporting metal from furnace to molds; pouring metal into molds, and dumping slag from ladle after pouring operation.

Repairman, wood patterns

Repairs broken or damaged wooden patterns and corrects patterns to compensate for defects in castings. *Work involves*: Building up or repairing patterns by gluing, screwing, or nailing additional pieces of wood to some surfaces; and dressing down surfaces with scrapers and other hand tools. Qualified wood patternmakers, who are also engaged in repairing wood patterns, are to be classified as patternmaker, wood.

Sand-slinger operator

Operates a sandslinging machine which fills mold flasks with compacted sand to form molds. Moves the head of the sandslinger impeller back and forth over flasks as sand is thrown at high velocity into flask. May oil and clean machine.

Sand mixer

Mixes sand, binders, and water by hand or machine to prepare sand for molders or coremakers. Work involves *any combination of the following*: Transporting sand and binders from storage to mixing area; removing scraps of metal from used molding sand; mixing ingredients to instructions by hand or machine; and testing sample of prepared sand, adding ingredients as necessary to obtain proper mixture.

Sand- or shot-blast operator

Operates sand- or shot-blast equipment to impart specified finish to castings or to clean dirt, scale, and/or other materials from castings. Work involves *most of the following*: Positioning castings and starting blast of abrasive; adjusting mixture of air and abrasive; and turning castings to blast all surfaces. May service sand or shot-blast tanks.

Shakeout man

Removes castings from the molds by hand or mechanical means in which they were cast. Work involves one or *more of the following*: Releasing clamps holding sections of flask together, separating the sections and breaking the sand mold from the castings, using a steel bar or sledge hammer, or removing castings from the sand with the aid of metal hooks; operating a vibrating shakeout screen in removing sand and castings from flasks; using a pneumatic shaker which, when attached to the flask, jars or jolts it until the mold has crumbled; using a vibratory air-hammer to remove the sand and castings; shaking loosely adhering sand from castings; shoveling sand shaken from molds into a pile.

Shell-mold and/or shell-core machine operator

Operates machine which makes shell molds or shell cores by baking a resin and sand mixture on a heated metal pattern. Work involves *some combination of the following*: Starting and stopping machine; installing pattern in machine; preparing or supervising the preparation of the mixture of sand and resin; determining proper curing temperature and timing; removing cope and drag and pasting together to form mold.

Trucker, power

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

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

Forklift

Other than forklift

Tumbler operator

Operates tumbler to impart specified finish to castings or to clean dirt, scale, or other materials from castings. Work involves *most of the following*: Placing castings in tumbler; loading tumbler with picks, pebbles, sand, sawdust or other materials, adjusting tumbler for prescribed operating time; unloading tumbler. May deliver finished castings or parts to storage or shipping areas.

Welder, hand

(Acetylene welder; gas welder; arc welder; electric welder)

Uses oxyacetylene torch or arc welding apparatus to fuse or weld individually-cast pieces into completed castings and to repair defective or cracked castings. Must have knowledge of correct handling and adjustment of welding apparatus and the use of welding materials to that welded castings can pass prescribed test.

For wage survey purposes, workers are to be classified as follows:

Welder, hand (assembling)

Welder, hand (repairing)

Welder, hand (combination)

Office Occupations

Clerk, order

Receives customers' orders for material or merchandise by mail, phone, or personally. Duties involve *any combination of the following*: Quoting prices to customers; making out an order sheet listing the items to make up the order; checking prices and quantities of items on order sheet; distributing order sheets to respective departments to be filled. May check with credit department to determine credit rating of customer, acknowledge receipt of orders from customers, follow up orders to see that they have been filled, keep file of orders received, and check shipping invoices with original orders.

Clerk, payroll

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

Secretary

Assigned as personal secretary, normally to one individual. Maintains a close and highly responsive relationship to the day-to-day work activities of the supervisor. Works fairly independently receiving a minimum of detailed supervision and guidance. Performs varied clerical and secretarial duties, usually including most of the following:

- a. Receives telephone calls, personal callers, and incoming mail, answers routine inquiries, and routes the technical inquiries to the proper persons;
- b. Establishes, maintains, and revises the supervisor's files;
- c. Maintains the supervisor's calendar and makes appointments as instructed;
- d. Relays messages from supervisor to subordinates;
- e. Reviews correspondence, memoranda, and reports prepared by others for the supervisor's signature to assure procedural and typographic accuracy;
- f. Performs stenographic and typing work.

May also perform other clerical and secretarial tasks of comparable nature and difficulty. The work typically requires knowledge of office routine and understanding of the organization, programs, and procedures related to the work of the supervisor.

Exclusions

Not all positions that are titled "secretary" possess the above characteristics. Examples of positions which are excluded from the definition are as follows:

- a. Positions which do not meet the "personal" secretary concept described above;
- b. Stenographers not fully trained in secretarial type duties;
- c. Stenographers serving as office assistants to a group of professional, technical, or managerial persons;

- d. Secretary positions in which the duties are either substantially more routine or substantially more complex and responsible than those characterized in the definition;
- e. Assistant type positions which involve more difficult or more responsible technical, administrative, supervisory, or specialized clerical duties which are not typical of secretarial work.

Stenographer general

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

Typist

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

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

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

Industry Wage Studies

The most recent reports providing occupational wage data for industries included in the Bureau's program of industry wage surveys since 1960 are listed below. Copies are for sale from the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402, or from any of its regional sales offices, and from the regional

offices of the Bureau of Labor Statistics shown on the inside back cover. Copies that are out of stock are available for reference purposes at leading public, college, or university libraries, or at the Bureau's Washington or regional offices.

Manufacturing

Basic Iron and Steel, 1972. BLS Bulletin 1839.¹ \$1.15.
Candy and Other Confectionery Products, 1970. BLS Bulletin 1732. \$.45.
Cigar Manufacturing, 1972. BLS Bulletin 1796. \$.65.
Cigarette Manufacturing, 1971. BLS Bulletin 1748. \$.30.
Fabricated Structural Steel, 1969. BLS Bulletin 1695. \$.50.
Fertilizer Manufacturing, 1971. BLS Bulletin 1763. \$.75.
Flour and Other Grain Mill Products, 1972. BLS Bulletin 1803. \$.55.
Fluid Milk Industry, 1973. BLS Bulletin 1871. \$1.05.
Footwear, 1971. BLS Bulletin 1792. \$1.00.
Hosiery, 1973. BLS Bulletin 1863. \$1.45.
Industrial Chemicals, 1971. BLS Bulletin 1768. \$.55.
Leather Tanning and Finishing, 1973. BLS Bulletin 1835. \$1.10.
Machinery Manufacturing, 1973. BLS Bulletin 1859, \$1.75.
Meat Products, 1969. BLS Bulletin 1677. \$1.00.
Men's and Boys' Separate Trousers, 1971. BLS Bulletin 1752. \$.60.
Men's and Boys' Shirts (Except Work Shirts) and Nightwear, 1971. BLS Bulletin 1794. \$.95.
Men's and Boys' Suits and Coats, 1973. BLS Bulletin 1843. \$1.55.
Miscellaneous Plastics Products, 1969. BLS Bulletin 1690. \$.60.
Motor Vehicles and Parts, 1969. BLS Bulletin 1679. \$.75.
Nonferrous Foundries, 1970. BLS Bulletin 1726. \$.50.
Paints and Varnishes, 1970. BLS Bulletin 1739. \$.60.
Paperboard Containers and Boxes, 1970. BLS Bulletin 1719. \$1.25.
Petroleum Refining, 1971. BLS Bulletin 1741. \$.50.
Pressed or Blown Glass and Glassware, 1970. BLS Bulletin 1713. \$.50.
Pulp, Paper, and Paperboard Mills, 1971. BLS Bulletin 1844. \$1.10.
Southern Sawmills and Planing Mills, 1969. BLS Bulletin 1694. \$.50.
Structural Clay Products, 1969. BLS Bulletin 1697. \$.65.
Synthetic Fibers, 1970. BLS Bulletin 1740. \$.40.
Textile Dyeing and Finishing, 1970. BLS Bulletin 1757. \$.70.

Manufacturing—Continued

Textiles, 1971. BLS Bulletin 1801. \$1.55.
West Coast Sawmilling, 1969. BLS Bulletin 1704. \$.45.
Women's and Misses' Coats and Suits, 1970. BLS Bulletin 1728. \$.35.
Women's and Misses' Dresses, 1971. BLS Bulletin 1783.¹ \$.65.
Wood Household Furniture, Except Upholstered, 1971. BLS Bulletin 1793. \$.65.
Work Clothing, 1968. BLS Bulletin 1624.¹ \$.50.

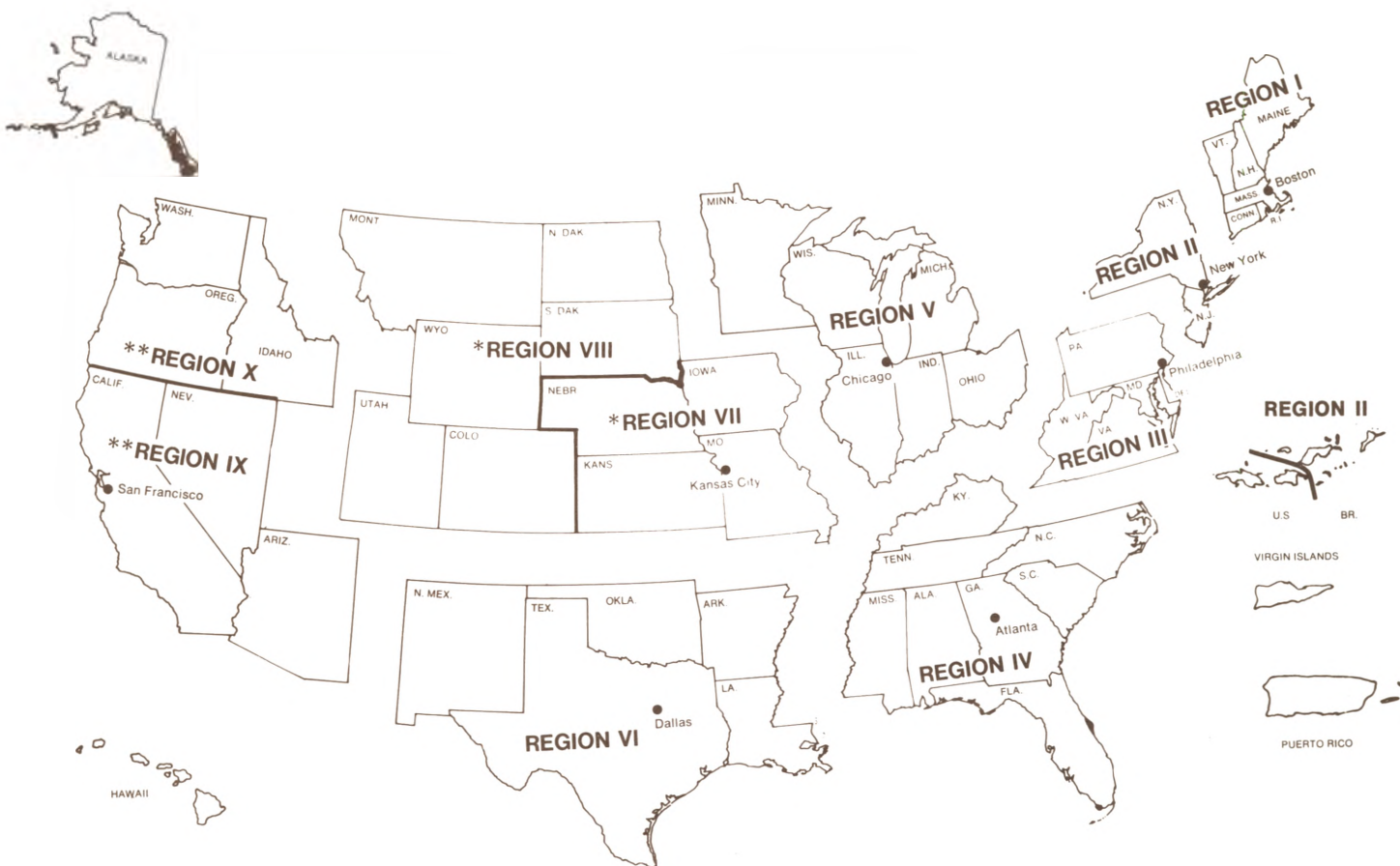
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