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Industry Wage Survey: Meat Products, March 1974



U.S. Department of Labor
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Bulletin 1896

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Industry Wage Survey: Meat Products, March 1974

Part I: Meatpacking
Part II: Prepared Meat Products

U.S. Department of Labor

Bureau of Labor Statistics
Julius Shiskin, Commissioner
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Preface

This bulletin summarizes the results of a Bureau of Labor Statistics survey of wages and supplementary benefits in the meat products industries in March 1974.

Part I—Meatpacking—includes data for establishments primarily engaged in slaughtering animals, except poultry and small game, for meat to be sold or to be used on the same premises in canning and curing, and in making sausages and other meats.

Part II—Prepared Meat Products—includes data for establishments primarily engaged in manufacturing sausages, cured meats, canned and frozen meats, and other prepared meats from purchased carcasses and other materials.

Summary tabulations providing data on earnings and supplementary benefits of production workers were issued in July 1975. Copies are available from the Bureau of Labor Statistics, Washington, D.C. 20212, or any of its regional offices.

This study was conducted in the Bureau's Office of Wages and Industrial Relations, Division of Occupational Wage Structures. Sandra King prepared the analysis in Part I; Harry B. Williams prepared the analysis in Part II. Field work for the survey was directed by the Bureau's Associate Assistant Regional Directors for Operations.

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

The 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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Part I. Meatpacking

Summary

Straight-time hourly earnings of production and related workers in meatpacking plants averaged \$4.64 in March 1974.¹ This was 41 percent above the \$3.30 average recorded in January 1969, the date of a similar Bureau survey.² Men, seven-eighths of the production work force in March 1974, averaged \$4.71, compared with \$4.16 for women who were usually employed in meat preparation.

Among the regions studied,³ hourly earnings ranged from \$3.21 in the Southeast to \$5.42 in the Pacific. Workers in the Middle West, slightly more than one-third of the 118,319 production workers studied, averaged \$5.17, while those in the Great Lakes (one-fifth of the work force) averaged \$5.16. Within regions, averages varied by type of company (multi- or single-plant), community and establishment size, degree of unionization, and occupation.

Earnings data were developed for a number of jobs representative of the various activities of production workers in the industry.⁴ Among these occupations, hourly averages ranged from \$6.34 for open style ham boners to \$3.56 for smokers processing sausages in addition to other products.

Nearly all establishments visited provided paid holidays, usually from 8 to 10 days annually, and paid vacations. Typical vacation provisions amounted to 1 week's pay after 1 year of service, 2 weeks' after 3 years, and 3 weeks' after 10 years. Employers also financed at least part of the cost of life, hospitalization, surgical, and medical (both basic and major) insurance for most workers. Retirement pension benefits were also widespread in the industry.

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

² See *Industry Wage Survey: Meat Products, January 1969*, Bull. 1677 (Bureau of Labor Statistics, 1970).

³ For definitions of regions, see appendix A, table A-1, footnote 1.

⁴ See appendix B for job descriptions.

Industry characteristics

Employment. Meatpacking establishments within the scope of the Bureau's survey employed 118,319 production and related workers in March 1974, a decline of approximately 10,000 workers, or 8 percent, since January 1969. Employment changes varied among the regions, ranging from declines of 17-18 percent in the Middle Atlantic, Border States, and Southeast to a 30-percent increase in the Mountain States. Establishments in the Middle West, the largest region in terms of industry employment, cut back their work force by 15 percent, on average, over the 1969-74 period (48,446 to 41,085), while in the Great Lakes, the second largest region, employment remained virtually the same (24,968 to 24,902).

Location. The Middle West region accounted for slightly more than one-third of the work force in March 1974, compared with one-fifth for the Great Lakes States. The Southeast and Southwest regions each accounted for about one-tenth of the workers. None of the remaining regions studied contained more than 7 percent of the industry's work force.

Processes. Meatpacking operations include many distinct types of work. Major functions include animal handling, slaughtering, dressing, cutting, curing and smoking, preparing sausages and other meats, packing and shipping, cleaning, and plant maintenance. Operations in some plants were limited to one animal species, while others included two or more. Workers in large plants typically perform highly specialized tasks; as many as 200 distinct operations may be found in these large plants, particularly in those processing two or more animal species. This degree of specialization obviously is not possible in smaller plants where individual workers regularly may be required to perform several different types of work.

Plants that did slaughtering and some processing operations as well (e.g., smoking, curing, and canning) accounted for three-fourths of the industry's work force

in March 1974. The proportion of workers in plants performing only slaughtering operations ranged from three-fifths in the Mountain region and slightly less than one-half each in the Middle Atlantic and Pacific States to one-fourth in the Middle West and one-eighth or less in the remaining regions. Establishments with at least 500 workers employed three-fifths of the work force of slaughtering and processing plants, compared with about one-seventh for those solely engaged in slaughtering.

Establishments primarily slaughtering hogs accounted for 56 percent for the industry's production workers; nearly all remaining workers were in plants primarily slaughtering cattle. (Less than 2 percent were in plants primarily slaughtering either sheep, lambs, calves, or horses.) Among the regions, the proportion of workers in plants primarily slaughtering hogs ranged from less than 10 percent in the Southwest and Mountain States to 83 percent in the Border States. (See text table 1.)

Slightly more than half the workers were in plants slaughtering only one type of animal. Text table 2 indicates that among plants slaughtering more than one species, cattle and hog slaughtering frequently occurred in the same establishment.

Type of company. Units of multiplant companies⁵ employed nearly three-fifths of the industry's workers. Such plants accounted for seven-eighths of the work force

⁵For purposes of the survey, a single physical location, or plant, was considered an establishment. Establishments were further classified as single plant or multiplant depending on whether or not they were part of a company operating two establishments or more in the meatpacking and/or prepared meat products industries.

Multiplants were classified in either meatpacking or prepared meat products according to guidelines in the 1967 *Standard Industrial Classification Manual*.

Text table 1. Percent of production workers in plants classified by primary type of animal slaughtered, by region

Region	Primary type of animal slaughtered		
	Hogs	Cattle	Sheep, lambs, calves, or horses
United States . . .	56	42	2
Middle Atlantic	57	33	10
Border States	83	17	—
Southeast	74	26	—
Southwest	6	90	4
Great Lakes	65	32	3
Middle West	69	31	—
Mountain	9	86	5
Pacific	18	81	1

in the Middle West, approximately three-fifths in the Southeast and Southwest, and nearly one-half in the Great Lakes region. Single-plant companies employed between three-fifths and seven-eighths of the workers in the remaining regions. The average employment size for single-plant companies (89 workers) was much smaller than that for establishments operated by multiplant companies (484 workers).

Size of establishment. Workers in the industry were about equally divided between plants employing 20 to 499 workers and those with 500 workers or more. The larger establishments accounted for approximately seven-tenths of the work force in the Middle West region, two-thirds in the Border States, and slightly more than half in the Great Lakes. The smaller plants employed about seven-tenths or more of the workers in each of the remaining regions. Establishments with fewer than 20 workers were excluded from the survey.

Text table 2. Percent of production workers in plants classified by primary and secondary type of animal slaughtered, by region

Region and primary type of animal slaughtered	Total	No secondary animal slaughtered	Secondary type of animal slaughtered		
			Hogs	Cattle	Sheep, lambs, calves, or horses
United States:					
Hogs	100	47	—	51	1
Cattle	100	59	29	—	12
Middle Atlantic:					
Hogs	100	86	—	11	4
Cattle	100	24	13	—	63
Border States:					
Hogs	100	69	—	31	—
Cattle	100	45	40	—	15
Southeast:					
Hogs	100	52	—	42	5
Cattle	100	36	64	—	—
Southwest:					
Hogs	100	—	—	100	—
Cattle	100	59	35	—	6
Great Lakes:					
Hogs	100	40	—	59	1
Cattle	100	53	44	—	3
Middle West:					
Hogs	100	41	—	59	—
Cattle	100	91	9	—	—
Mountain:					
Hogs	100	35	—	65	—
Cattle	100	49	20	—	31
Pacific:					
Hogs	100	74	—	26	—
Cattle	100	45	37	—	17

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

Unionization. Plants operating under labor-management agreements employed slightly more than four-fifths of the production workers in the industry. Regionally, the proportion ranged from slightly less than one-half in the Southeast to more than nine-tenths in the Great Lakes, Mountain, and Pacific regions. As indicated in text table 3, the percent of production workers in plants with collective bargaining agreements was usually greater in establishments of multiplant companies than in single-plant companies. The Amalgamated Meat Cutters and Butcher Workmen of North America was the major union in the industry.

The degree of unionization was greater in metropolitan than in nonmetropolitan areas (nine-tenths compared with about two-thirds) and greater in plants with 500 employees or more than in smaller establishments (nine-tenths compared with three-fourths).

Method of wage payment. Time-rated workers, usually under formal systems providing a single rate for a specified job, constituted nearly four-fifths of the industry's production work force. (See table 14.) Among time-rated plans, formal systems with ranges of rates for specified jobs applied to one-tenth of the workers and informal systems with rates set on an individual basis to nearly one-tenth. Regionally, individual rates were more prevalent in the Middle Atlantic and Southeast than in the other regions. Time-rates applied to seven-tenths of the workers in multiplant companies and to slightly more than nine-tenths in single-plant companies. Three percent of the workers were paid according to a method of payment referred to as "stint work". Under this method, workers receive a fixed daily rate, regardless of the actual time taken to complete their assigned work.

Incentive-paid workers accounted for nearly three-tenths of the workers in the Border States, Great Lakes, and Middle West regions, nearly one-tenth in the Middle Atlantic States, and less than 5 percent in the remaining regions. Most of these workers were under group bonus plans.

A system of "wage brackets" or labor grades was used by plants employing nearly two-thirds of the production workers in the industry. Under this system, a common rate applies to all occupations covered by the same labor grade. For time-rated workers, this rate becomes the straight-time hourly rate; for incentive-paid workers, it is the guaranteed rate and, in most instances, the rate on which incentive wages are based. As indicated in table 15, wage bracket systems were more prevalent among multiplant companies (where about four-fifths of the workers were covered by such arrangements) than among single-plant companies (one-third of the workers covered). The total number of established wage brackets

Text table 3. Percent of production workers in meatpacking plants having collective bargaining agreements covering a majority of their workers, by region and type of company

Region	All companies	Multiplant companies	Single-plant companies
United States . . .	80-84	90-94	70-74
Middle Atlantic	85-89	95+	80-84
Border States	80-84	95+	70-74
Southeast	45-49	60-64	15-19
Southwest	60-64	95+	20-24
Great Lakes	90-94	95+	90-94
Middle West	85-89	90-94	60-64
Mountain	90-94	80-84	95+
Pacific	95+	95+	95+

within a system varied among plants but most commonly ranged from 22 to 25. The full range of these brackets, which in the case of multiplant companies relate to all company operations, was not always used by individual plants. This was true of the plants having the four most prevalent wage bracket systems, as indicated in the tabulation below, which distributes these plants by the highest wage bracket used.

Most of the workers were in plants which maintained a 5-cent-an-hour increment between successive wage brackets—unchanged from the 1969 survey.

<i>Highest wage bracket used</i>	<i>Highest wage bracket established</i>			
	22	23	24	25
Total number of plants . . .	20	10	18	12
Under 21	4	—	—	1
21	2	—	—	—
22	14	6	5	1
23	—	4	9	1
24	—	—	4	5
25	—	—	—	4

Average hourly earnings

Straight-time earnings of production and related workers covered by the survey averaged \$4.64 an hour in March 1974.⁶ (See table 1.) Workers in the Great Lakes and Middle West regions, nearly three-fifths of the industry's work force, averaged \$5.16 and \$5.17 an hour, respectively. Other regional averages ranged from \$3.21 in the Southeast to \$5.42 in the Pacific States.

The level of earnings for production workers in March 1974 was 41 percent above the \$3.30 average recorded in January 1969. During the 1969–74 period, the annual rate of increase in average earnings was 6.8 percent; it amounted to 6.5 percent for multiplant companies and 7.7 percent for single-plant companies.

The 41-percent rise for meatpacking workers outpaced the 36-percent increase registered for all manufacturing workers over the same period,⁷ but fell behind the 60-percent increase in the price index computed for the product of these meatpacking plants.⁸

Much of the earnings increase was due to general wage and cost-of-living adjustments. Collective bargaining agreements with major meatpacking companies typically provided for wage adjustments, based on movements in the BLS Consumer Price Index, effective in January and July, and a general wage increase in the fall of each year.

Men made up seven-eighths of the industry's work force in March 1974. They averaged \$4.71 an hour—13 percent more than the \$4.16 recorded for women. The earnings advantage for men ranged from 5 percent in the Great Lakes and Middle West to 30 percent in the Mountain region. (See table 1 for earnings levels.) Differences in pay for men and women may be the result of several factors, including variations in the distribution of the sexes among jobs with disparate pay levels. For example, women were rarely employed in the comparatively high-wage dressing or cutting occupations. The differences in averages between sexes in the same job and location may also reflect minor variations in duties.

⁶ Straight-time average hourly earnings of production workers in this bulletin differ in concept from the gross average hourly earnings published in the Bureau's monthly hours and earnings series (\$5 an hour in March 1974). Unlike the latter, the estimate presented here excludes premium pay for overtime and for work on weekends, holidays and late shifts. Average earnings are calculated by summing individual hourly earnings and dividing by the number of individuals; in the monthly series, the sum of the hours reported by establishments in the industry is divided into the reported payroll totals.

The estimate of the number of production workers within the scope of the study is intended only as a general guide to the size and composition of the labor force included in the survey. It differs from those published in the monthly series (140,200 in March 1974) in part by the exclusion of establishments employing fewer than 20 workers. The advance planning necessary to make the survey required the use of lists of establishments assembled considerably in advance of data collection. Thus, establishments new to the industry are omitted, as are establishments originally classified in the meatpacking industry, but found to be in other industries at the time of the survey. Also omitted are meatpacking establishments classified incorrectly in other industries at the time the lists were compiled.

⁷ U.S. Bureau of Labor Statistics, *Employment and Earnings*; table C-1. Gross hours and earnings of production or nonsupervisory workers on private nonagricultural payrolls, 1947 to date, July 1969 and July 1974 issues.

⁸ U.S. Bureau of Labor Statistics, *Wholesale Prices and Price Indexes* monthly press releases, table 6 (May 1969) and table 11 (April 1974), "Price indexes for the output of selected SIC industries."

Job descriptions used in wage surveys usually are more generalized than those used in individual establishments.

Production workers in multiplant companies averaged \$4.96 an hour, compared with \$4.19 for those in single plants. Multiplant employees averaged more per hour than their single-plant counterparts in all regions where comparisons were possible, except for the Mountain States where they averaged 4 percent less (\$4.40 compared with \$4.56).

Workers in metropolitan areas averaged \$4.91, compared with \$4.05 for workers in smaller communities. This relationship of higher earnings levels for metropolitan area workers held in all regions permitting comparison. Earnings advantages ranged from 8 to 15 percent.

Earnings of workers in plants with 500 employees or more averaged \$5.15 an hour, 25 percent more than the \$4.13 average for workers employed in smaller plants. Workers in larger plants held the wage advantage in each of the regions where comparisons could be made. Such advantages ranged from 13 percent in the Southeast to 28 percent in the Border States.

Workers in plants operating under labor-management agreements covering a majority of their employees averaged \$4.95 an hour, while those in plants without such coverage averaged \$3.09 an hour. In the four regions where earnings of union and nonunion workers could be compared, union workers held a consistent wage advantage. The earnings edge ranged from 31 percent in the Southeast to 60 percent in the Southwest.

Survey results do not isolate and measure the exact influence of any one characteristic as a determinant of wage levels. The interrelationship of characteristics such as type of company, unionization, size of establishment, and size of community is included in the discussion of industry characteristics.

Earnings of more than nine-tenths of the production workers ranged from \$2 to \$7 an hour. (See table 2.) In the earnings array, the middle half of the workers' earnings fell between \$3.75 and \$5.27 an hour. The proportions of workers at higher wage levels, that is, earning more than \$7 an hour, were about 8 percent in the Great Lakes, 7 percent in the Middle West, and 3 percent or less in the remaining regions. Fewer than 5 percent of the workers in each region earned less than \$2 an hour in March 1974.

Occupational earnings

The occupations for which wage data are presented in table 5 were selected to represent the full spectrum of activities performed by production workers in this industry. These jobs accounted for slightly more than

one-third of the 118,319 production and related workers within the scope of the March 1974 survey. Average hourly earnings ranged from \$6.34 for open style ham boners to \$3.56 for smokers who process sausages as well as other products. Hourly earnings above \$6 were also reported for maintenance machinists (\$6.21) and ham chisel boners (\$6.01). The 4,535 truckdrivers, the largest occupational group studied, averaged \$4.66; this compared with \$4.97 for beef boners, \$4.37 for night cleaners, and \$4.21 for shipping packers, three other numerically important jobs studied. At the lower end of the wage structure, averages below \$4 an hour were recorded for beef washers (\$3.81) and sausage stuffers using artificial casings without casing sizer (\$3.82), as well as for smokers (\$3.56), noted above.

Occupational averages were generally highest in the Pacific and lowest in the Southeast and Southwest regions, among the 21 occupations shown for all eight regions. The interregional spread in average earnings exhibited no direct relationship to skill level and varied by occupation. For example, truckdrivers in the Pacific averaged 104 percent more than their counterparts in the Southwest (\$6.23 and \$3.05, respectively). The corresponding spread was 48 percent for stationary engineers (\$6.33 and \$4.29) and 78 percent for beef washers (\$5.13 and \$2.89).

Occupational pay relationships within regions varied across the country. For example, beef boners averaged 42 percent more than floorsmen in the Southeast (\$4.38 compared with \$3.09); 11 percent more in the Mountain region (\$4.78 compared with \$4.32); and 2 percent more in the Great Lakes (\$5.40 and \$5.29).

Job averages were usually higher in multiplant companies than in single-plant companies. (See tables 6 and 7.) Nationwide, the wage advantage for multiplant workers usually averaged 10 to 30 percent above corresponding averages in single plants. This relationship generally held in all regions where comparisons were possible.

Occupational averages were generally higher in metropolitan areas than in smaller communities (table 8) and higher in plants with 500 workers or more than in smaller plants (table 9). Where comparisons were possible in multiplant companies, incentive-paid workers averaged more per hour than their counterparts who were paid time rates (table 10). The incentive pay advantage for these workers typically ranged from 20 to 40 percent. (Also see tables 11 and 12 for earned and guaranteed rates of incentive-paid workers in multiplant companies.)

Union and nonunion job averages were compared in the Southeast region, where the largest concentration of nonunion workers was employed. (See text table 4.) There, union workers typically averaged from 10 to 40

percent more than their nonunion counterparts.

In nearly all instances, incentive workers had a formal guaranteed rate of pay, determined according to their job. Their actual straight-time earnings were usually substantially in excess of this rate. As indicated in table 12, however, differences between earned and guaranteed rates varied considerably among individuals in the same occupational classification. For example, one-eighth of the sausage stuffers (using a combination of natural and artificial casings) earned only about 5 percent more than their guaranteed rate; another one-eighth averaged 50 percent or more above the guaranteed amount. Nationwide, the average earned rate exceeded the average guaranteed rate by 10 to 30 percent for about three-fourths of the jobs presented in table 12. (See table 13 for the distribution of incentive-paid workers in multiplant companies by guaranteed rates.)

Earnings of individual workers varied widely within the same job, region, and type of company, as indicated by the middle range of earnings provided in tables 5 through 7. In a number of instances, the spread in the middle range of earnings exceeded \$2 an hour for workers in the same occupation, region, and company type. Thus, a number of workers in comparatively low paying jobs earned as much as or more than some workers in jobs with significantly higher hourly averages.

Text table 4. Job averages in union and nonunion plants, Southeast region

Occupation	Union	Nonunion
Belly trimmers	\$4.18	\$2.53
Boners, beef, entire carcass	4.22	4.00
Boners, ham, open style boning	3.79	3.31
Casing-peeler operators	3.06	2.70
Checkers	4.17	3.01
Cleaners, night	3.37	2.77
Hangers, bellies	3.22	2.99
Headers, hog	4.03	2.94
Janitors	3.39	2.52
Loin pullers	4.00	2.83
Maintenance workers, general utility	4.03	3.38
Mechanics, automotive	5.16	3.13
Mixer operators	3.34	2.81
Packers, shipping	3.35	2.46
Pumpers, ham artery	2.90	2.83
Sausage makers	3.20	2.93
Shavers	4.14	2.87
Slicing machine operators	3.75	3.01
Smokers-combination of sausages and other products	3.25	2.76
Stowers	3.15	2.98
Stuffers, frankfurters	3.63	2.63
Trimmers of trimmings	3.51	2.75
Truckdrivers other than semi or trailer	3.52	2.04

Establishment practices and supplementary wage provisions

Information was also obtained for production workers on minimum job rates, work schedules, overtime provisions, shift differential provisions and practices, and the incidence of selected supplementary benefits including paid holidays and vacations; health, insurance and retirement plans; clothes-changing time and clothing allowances; cost-of-living provisions; paid funeral and jury-duty leave; technological severance pay; and moving allowances.

Minimum job rates. Information on minimum job rates was limited to formally established rates for experienced production workers in unskilled time-rated occupations (except watchmen). Nearly nine-tenths of the 300 plants included in the survey had an established minimum rate policy. (See table 16.) All 97 multiplant companies visited had an established minimum, with nearly one-fourth having minimum rates between \$2 and \$3 an hour, and about half, between \$4.50 and \$5. Among the 170 single plants with established minimums, one-third reported such rates between \$2 and \$3 an hour while nearly one-fourth had rates between \$4.50 and \$5. In both groups, minimum rates over \$5 an hour applied to less than 3 percent of the workers.

Work schedules and overtime provisions. Work schedules of 40 hours per week were in effect in plants employing two-thirds of the production workers at the time of the survey (table 17). Most of the remaining workers were in plants with longer weekly schedules. Work schedules exceeding 40 hours were slightly more prevalent in multiplant than in single-plant companies. Exceptions to this pattern were particularly noted in the Middle Atlantic and Southwest regions.

Virtually all production workers were in plants paying time and one-half the regular rate for work in excess of 8 hours daily and 40 hours weekly (table 18).

Shift differential provisions and practices. Plants with formal provisions for second-shift work employed more than nine-tenths of the multiplant workers and nearly two-thirds of the single-plant employees. Seven-eighths of the workers in multiplant companies and slightly more than half in single plants were in establishments with formal third- or other late-shift provisions (table 22).

In March 1974, however, slightly less than one-fifth of the multiplant workers, and less than one-tenth of those in single plants, were actually employed on late shifts. In both types of plants, workers on late shifts typically received a cents-per-hour differential over day

rates. The most common differential in both types of companies was 14 cents an hour for second- and third- or other late-shift work.

Rest or relief time. Formal provisions for paid daily rest or relief time, applying to a majority of the production workers in a plant, were provided by nearly all establishments (table 27). The total amount of rest time provided during a day was most commonly 20 to 30 minutes.

Clothes-changing time and work clothing provisions. Establishments with formal provisions for clothes-changing time accounted for nearly four-fifths of the workers in multiplant companies and nearly three-fifths in single plants (table 19). The typical provision in multiplant companies was 12 minutes added to hours worked per day. In single-plant companies, workers commonly received time added to hours worked or a fixed cents-per-hour addition to regular rates.

More than four-fifths of the production workers were in plants which provided work clothing (other than boots or gloves) or gave monetary allowances for such apparel articles (table 21). Multiplant companies most commonly gave monetary allowances; single-plant companies usually provided work clothing.

Paid holidays. Paid holiday provisions covered virtually all production workers in the survey (table 24). Nearly two-thirds of the multiplant workers received 10 days annually, while workers in single-plant companies typically received 8, 9, or 10 days. Holiday provisions were generally less liberal in the Southeast and Southwest (especially for single-plant companies) than in the other regions.

Paid vacations. Virtually all production workers were in establishments providing paid vacations after qualifying periods of service (table 25). Common provisions in both single- and multiplant companies were 1 week of vacation after 1 year of service, 2 weeks after 3 years, and 3 weeks after 10 years. In multiplant companies, most workers also received 4 weeks of vacation pay after 15 years of service and 5 weeks after 20 years. At least 4 weeks of vacation were typically provided workers in single-plant companies after 20 years of service, and nearly half received at least 5 weeks after 25 years.

Health, insurance, and retirement plans. Life, hospitalization, surgical, basic medical, and major medical insurance, for which employers paid at least part of the cost, were provided by virtually all multiplant companies and by plants employing approximately nine-tenths of the employees in single-plant companies (table 26).

These health benefits usually were financed entirely by the employer and covered both employees and their dependents. In addition, approximately four-fifths of the workers in single-plant companies were covered by accidental death and dismemberment insurance, and sickness and accident insurance or sick leave; two-fifths of the multiplant workers were covered by accidental death and dismemberment insurance while slightly more than nine-tenths had some form of salary continuation during disability.

Pension plans, providing regular payments for the remainder of the retiree's life (in addition to Federal social security), were reported for nearly four-fifths of the work force in multiplant companies and seven-tenths of the workers in single plants. Most of the pension plans were financed wholly by the employers. Retirement severance pay plans were rarely provided.

Cost-of-living pay adjustment provisions. Provisions for periodic cost-of-living pay adjustments covered three-fourths of the multiplant workers and slightly more than half the workers in single-plant companies. Most plans were based on the BLS Consumer Price Index (CPI)

(1967=100) with a 6-month review period, a 1-cent-per-hour adjustment for every 0.4 percentage point change in the CPI, and pay adjustments granted in January and July.

Other selected benefits. Slightly more than nine-tenths of the workers in multiplant companies were in plants with formal provisions for jury-duty pay and pay during absences to attend funerals of relatives (table 27). Proportions of workers in single-plant companies entitled to these benefits were seven-tenths and three-fourths, respectively.

Severance pay provisions for employees permanently separated from the company because of technological change or force reduction were recorded in plants employing slightly less than half of the multiplant workers, compared with about one-tenth of the single-plant employees.

Moving allowances for eligible workers separated from one plant as a result of force reduction and transferring to another company-owned plant were reported by multiplant companies employing slightly less than one-half of the workers.

Table 1. Meatpacking: Average hourly earnings by selected characteristics

(Number and average straight-time hourly earnings¹ of production workers, United States and selected regions, March 1974)

Item	United States ²		Middle Atlantic		Border States		Southeast		Southwest		Great Lakes		Middle West		Mountain		Pacific	
	Workers	Earnings	Workers	Earnings	Workers	Earnings	Workers	Earnings	Workers	Earnings	Workers	Earnings	Workers	Earnings	Workers	Earnings	Workers	Earnings
All production workers -----	118,319	\$4.64	5,618	\$4.29	6,595	\$3.71	13,530	\$3.21	10,740	\$3.50	24,902	\$5.16	41,085	\$5.17	7,097	\$4.52	7,909	\$5.42
Men -----	102,812	4.71	5,087	4.34	5,236	3.82	10,503	3.35	9,691	3.57	21,558	5.19	35,647	5.21	6,743	4.58	7,585	5.43
Women -----	15,507	4.16	531	3.87	1,359	3.32	3,027	2.73	1,049	2.85	3,344	4.94	5,438	4.97	354	3.53	-	-
Type of company: ³																		
Multiplant -----	69,352	4.96	1,606	4.73	-	-	8,600	3.58	6,113	4.18	11,989	5.67	35,322	5.32	1,788	4.40	1,010	5.28
Single-plant -----	48,967	4.19	4,012	4.12	3,977	3.83	4,930	2.58	4,627	2.59	12,913	4.68	5,763	4.26	5,309	4.56	6,899	5.44
Size of community: ⁴																		
Metropolitan areas -----	80,519	4.91	5,504	4.32	3,570	4.34	5,664	3.44	6,807	3.61	20,295	5.23	26,481	5.42	3,626	4.76	7,909	5.42
Nonmetropolitan areas -----	37,800	4.05	-	-	-	-	7,866	3.05	3,933	3.31	4,607	4.86	14,604	4.72	3,471	4.28	-	-
Size of establishment:																		
20-499 workers -----	59,780	4.13	3,955	4.11	2,319	3.15	9,117	3.09	8,510	3.31	11,649	4.55	11,336	4.50	5,613	4.41	6,438	5.51
500 workers or more -----	58,539	5.15	1,663	4.73	4,276	4.02	4,413	3.48	2,230	4.22	13,253	5.69	29,749	5.43	-	-	-	-
Labor-management contracts:																		
Establishments with--																		
Majority of workers covered -----	98,555	4.95	4,962	4.43	5,571	3.90	6,471	3.67	6,926	4.04	23,235	5.28	36,350	5.34	6,573	4.62	7,909	5.42
Minority of workers covered -----	19,764	3.09	-	-	1,024	2.69	7,059	2.80	3,814	2.52	-	-	4,735	3.91	-	-	-	-

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

² Includes data for the New England region in addition to those shown separately.

³ For definition of type of company, see appendix A.

⁴ The term "metropolitan areas" used in this study refers to the Standard Metropolitan Statistical Areas as defined by the U.S. Office of Management and Budget through November 1972.

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

Table 2. Meatpacking: Earnings distribution, all companies

 (Percent distribution of production workers by straight-time hourly earnings,¹ United States and selected regions, March 1974)

Hourly earnings	United States ²			Middle Atlantic	Border States	South-east	South-west	Great Lakes	Middle West	Mountain	Pacific
	All workers	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 \$1.80	0.3	0.2	0.6	0.7	0.3	0.9	0.7	0.1	(³)	-	-
\$1.80 and under \$1.85	.3	.1	1.1	-	.5	1.5	.5	(³)	(³)	(³)	-
\$1.85 and under \$1.90	(³)	(³)	.2	-	.1	.3	(³)	(³)	(³)	-	-
\$1.90 and under \$1.95	.2	.2	.3	.1	.4	1.0	.4	(³)	-	-	-
\$1.95 and under \$2.00	.1	(³)	.2	.1	.3	.3	(³)	(³)	-	-	(³)
\$2.00 and under \$2.10	1.3	1.1	3.0	.5	.9	2.9	9.5	(³)	0.1	0.2	(³)
\$2.10 and under \$2.20	.6	.5	1.4	.8	1.7	2.4	2.2	-	(³)	.1	-
\$2.20 and under \$2.30	.9	.7	1.8	.4	2.4	3.1	3.0	.1	.2	.1	-
\$2.30 and under \$2.40	1.1	.9	2.3	.5	4.1	3.0	3.1	.1	.1	2.2	-
\$2.40 and under \$2.50	1.0	.8	2.1	.7	3.4	4.6	2.1	.2	(³)	.2	-
\$2.50 and under \$2.60	1.6	1.5	2.6	1.1	4.0	6.0	5.0	.3	.1	1.0	0.2
\$2.60 and under \$2.70	1.4	1.1	3.5	.8	5.0	6.7	1.9	.2	.2	.5	.1
\$2.70 and under \$2.80	1.4	1.3	2.1	1.3	2.7	5.7	3.4	.2	.1	2.6	-
\$2.80 and under \$2.90	1.1	1.0	2.4	.9	4.6	4.1	2.3	.1	.2	1.3	.1
\$2.90 and under \$3.00	1.7	1.5	3.0	.3	3.1	7.2	5.3	.2	.2	.8	.1
\$3.00 and under \$3.10	2.2	1.9	3.8	2.0	2.4	7.6	4.5	.7	.6	1.9	.1
\$3.10 and under \$3.20	1.5	1.6	1.5	1.1	2.9	4.0	5.7	.4	.3	1.8	-
\$3.20 and under \$3.30	1.6	1.7	1.0	4.1	1.4	4.4	2.2	1.0	.5	2.9	-
\$3.30 and under \$3.40	1.6	1.7	1.0	3.1	1.0	5.1	3.5	.5	.6	2.1	-
\$3.40 and under \$3.50	1.4	1.4	1.0	2.4	4.9	2.7	2.4	.7	.8	.6	-
\$3.50 and under \$3.60	1.6	1.7	1.1	1.6	2.3	1.4	3.0	2.1	1.0	1.5	.2
\$3.60 and under \$3.70	1.6	1.4	2.8	3.1	3.0	2.7	.6	1.1	2.1	.7	-
\$3.70 and under \$3.80	1.6	1.5	2.3	2.0	2.4	1.0	1.6	1.0	2.1	.6	-
\$3.80 and under \$3.90	1.1	1.1	1.0	.9	1.1	1.2	1.5	.8	1.3	.6	.9
\$3.90 and under \$4.00	2.2	2.2	2.5	3.8	1.5	1.0	2.2	1.7	3.2	3.8	.1
\$4.00 and under \$4.10	1.7	1.6	2.2	4.7	1.4	1.0	1.2	.8	2.9	1.1	.1
\$4.10 and under \$4.20	1.8	1.8	1.7	1.9	4.2	.9	.5	1.8	2.8	.6	-
\$4.20 and under \$4.30	2.0	2.0	1.7	2.7	3.7	.2	.8	1.6	3.3	1.8	.3
\$4.30 and under \$4.40	1.6	1.6	1.3	4.0	3.6	.4	.3	.8	2.6	2.3	(³)
\$4.40 and under \$4.50	2.0	2.1	1.4	4.4	1.7	.1	5.0	1.3	1.9	4.4	.4
\$4.50 and under \$4.60	2.0	2.1	1.3	10.2	.6	.7	2.6	1.6	1.7	3.5	.1
\$4.60 and under \$4.70	2.0	2.2	.7	7.6	1.6	1.1	2.2	2.6	1.2	2.6	.1
\$4.70 and under \$4.80	3.8	4.0	2.7	4.3	10.3	3.4	1.4	2.2	1.7	5.9	15.7
\$4.80 and under \$4.90	4.8	4.9	4.4	9.8	4.7	3.1	3.2	6.3	3.8	8.2	1.6
\$4.90 and under \$5.00	8.5	7.9	12.3	3.5	2.0	2.7	4.2	10.0	13.4	12.0	3.7
\$5.00 and under \$5.10	7.6	7.8	6.3	4.1	2.0	1.2	3.6	10.2	10.7	8.0	8.4
\$5.10 and under \$5.20	5.5	6.0	2.4	1.6	2.2	1.2	2.7	6.8	7.3	5.0	10.1
\$5.20 and under \$5.30	3.8	4.0	2.2	1.3	3.1	.8	1.6	5.2	3.8	3.8	8.9
\$5.30 and under \$5.40	2.7	3.0	.8	.5	.2	.3	.7	3.3	3.5	3.9	6.3
\$5.40 and under \$5.50	1.9	2.1	.8	.6	.4	.1	1.5	2.7	2.2	3.5	2.5
\$5.50 and under \$5.60	1.6	1.7	1.1	.4	.1	.5	.3	2.4	2.1	2.2	2.0
\$5.60 and under \$5.70	1.3	1.3	1.3	-	-	.5	.1	1.5	1.4	1.1	5.4
\$5.70 and under \$5.80	1.4	1.6	.4	.1	.1	.2	.5	2.1	2.1	.4	2.1
\$5.80 and under \$5.90	1.6	1.7	.7	.1	.1	.2	.3	1.8	2.0	1.3	5.5
\$5.90 and under \$6.00	1.5	1.5	1.4	-	.1	(³)	.2	2.5	1.2	.2	6.6
\$6.00 and under \$6.10	1.5	1.6	.8	1.3	(³)	(³)	.1	1.5	1.1	.8	9.2
\$6.10 and under \$6.20	.6	.6	.3	-	-	(³)	.1	1.0	.8	1.2	.3
\$6.20 and under \$6.30	1.0	.9	1.1	-	-	(³)	(³)	2.0	.9	.4	2.2
\$6.30 and under \$6.40	.8	.7	1.2	2.2	.9	-	-	1.4	.7	.3	.3
\$6.40 and under \$6.50	.5	.6	-	(³)	.1	(³)	(³)	1.0	.5	-	1.0
\$6.50 and under \$6.60	.6	.6	-	-	.1	-	-	1.3	.6	-	.1
\$6.60 and under \$6.70	.7	.6	.7	.1	-	(³)	-	1.9	.5	-	(³)
\$6.70 and under \$6.80	.5	.5	.6	-	-	-	-	1.2	.6	-	-
\$6.80 and under \$6.90	.6	-	.5	-	-	-	-	.9	.6	-	2.4
\$6.90 and under \$7.00	.3	.2	.1	-	-	.1	-	.5	.6	-	.2
\$7.00 and over	4.6	4.9	2.4	2.5	.5	.2	.3	8.1	6.9	.1	3.1
Number of workers	110,000	102,812	15,507	5,610	6,595	13,530	10,740	24,902	41,085	7,097	7,909
Average hourly earnings ¹	\$4.64	\$4.71	\$4.16	\$4.29	\$3.71	\$3.21	\$3.50	\$5.16	\$5.17	\$4.52	\$5.42

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

² Includes data for the New England region in addition to those shown separately.

³ Less than 0.05 percent.

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

Table 3. Meatpacking: Earnings distribution, multiplant companies

(Percent distribution of production workers by straight-time hourly earnings,¹ United States and selected regions, March 1974)

Hourly earnings	United States ²			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
Under \$1.80	(³)	(³)	-	-	-	-	0.1	-	-	-
\$1.80 and under \$1.85	-	-	-	-	-	-	-	-	-	-
\$1.85 and under \$1.90	-	-	-	-	-	-	-	-	-	-
\$1.90 and under \$1.95	-	-	-	-	-	-	-	-	-	-
\$1.95 and under \$2.00	(³)	(³)	-	-	-	-	-	-	-	0.3
\$2.00 and under \$2.10	(³)	(³)	(³)	-	(³)	0.1	-	-	-	.3
\$2.10 and under \$2.20	(³)	(³)	0.1	-	(³)	-	-	-	-	-
\$2.20 and under \$2.30	0.1	0.1	.3	-	0.7	-	(³)	(³)	0.2	-
\$2.30 and under \$2.40	.4	.2	1.1	-	.8	.1	.1	-	8.6	-
\$2.40 and under \$2.50	.6	.5	1.0	-	2.9	.1	.1	-	.7	-
\$2.50 and under \$2.60	.7	.7	1.0	-	2.5	1.7	.1	(³)	-	.4
\$2.60 and under \$2.70	1.5	1.1	3.4	0.2	7.2	1.4	-	0.1	1.3	-
\$2.70 and under \$2.80	1.1	.9	2.1	.8	5.6	1.7	.1	-	1.3	-
\$2.80 and under \$2.90	1.4	1.1	2.9	.8	5.0	1.8	.2	.2	3.2	.4
\$2.90 and under \$3.00	1.9	1.6	3.6	.1	9.4	4.9	-	(³)	1.5	.4
\$3.00 and under \$3.10	1.8	1.4	4.1	.4	10.4	2.2	.2	.2	.7	.4
\$3.10 and under \$3.20	1.7	1.6	1.8	.1	5.0	8.3	.1	.1	2.6	-
\$3.20 and under \$3.30	1.2	1.4	.3	2.9	5.5	2.0	.1	.1	6.0	-
\$3.30 and under \$3.40	1.6	1.8	.5	.4	5.2	5.8	.1	.4	6.0	-
\$3.40 and under \$3.50	.8	.8	.9	.1	2.0	2.1	-	.4	1.9	-
\$3.50 and under \$3.60	.6	.6	.7	-	.6	2.9	-	.4	-	-
\$3.60 and under \$3.70	1.3	.8	3.7	-	3.6	1.0	-	1.6	-	-
\$3.70 and under \$3.80	1.3	1.1	2.9	-	1.1	2.3	(³)	2.2	.4	-
\$3.80 and under \$3.90	.9	.9	.9	-	1.7	1.8	.4	1.0	-	-
\$3.90 and under \$4.00	2.0	1.8	2.8	8.4	1.5	3.5	(³)	2.8	-	-
\$4.00 and under \$4.10	1.5	1.2	3.1	2.6	1.3	1.3	(³)	2.7	-	.2
\$4.10 and under \$4.20	1.8	1.9	1.2	2.5	1.3	.8	1.5	2.6	-	-
\$4.20 and under \$4.30	1.7	1.9	.9	2.2	.3	1.2	.2	3.5	-	-
\$4.30 and under \$4.40	1.4	1.5	1.0	8.4	.6	.4	.2	2.4	-	-
\$4.40 and under \$4.50	2.0	2.1	1.4	9.2	.2	8.7	.8	1.8	-	.4
\$4.50 and under \$4.60	1.8	1.9	1.0	12.4	1.0	4.4	.8	1.7	-	-
\$4.60 and under \$4.70	1.2	1.3	.8	5.5	1.7	3.6	1.0	.5	-	.2
\$4.70 and under \$4.80	2.3	2.2	2.5	2.3	5.3	2.4	1.1	1.1	-	.8
\$4.80 and under \$4.90	4.6	4.7	4.1	12.3	4.9	5.6	5.5	3.5	4.4	-
\$4.90 and under \$5.00	10.8	9.9	16.0	3.8	4.3	7.4	11.2	14.2	15.3	12.7
\$5.00 and under \$5.10	10.4	10.8	8.1	8.9	1.8	6.2	14.2	12.2	10.6	17.6
\$5.10 and under \$5.20	7.1	7.7	3.4	2.5	1.9	4.7	8.9	8.0	10.2	18.4
\$5.20 and under \$5.30	3.9	4.1	2.8	1.2	1.2	2.7	5.1	4.2	7.4	10.0
\$5.30 and under \$5.40	2.9	3.3	1.0	.4	.5	1.3	3.5	3.9	4.6	4.9
\$5.40 and under \$5.50	2.1	2.3	1.1	.1	.2	2.6	2.2	2.5	4.4	8.5
\$5.50 and under \$5.60	1.7	1.8	1.6	.1	.8	.4	2.0	2.4	2.0	1.0
\$5.60 and under \$5.70	1.4	1.3	1.9	-	.8	.2	2.1	1.7	.2	1.6
\$5.70 and under \$5.80	1.8	2.0	.5	.1	.3	.8	2.8	2.1	.5	1.4
\$5.80 and under \$5.90	1.6	1.7	1.1	-	.3	.4	2.0	2.2	2.6	-
\$5.90 and under \$6.00	1.5	1.6	1.2	-	.1	.3	3.3	1.4	.5	2.6
\$6.00 and under \$6.10	1.3	1.4	.7	4.1	(³)	.2	1.7	1.1	1.3	12.2
\$6.10 and under \$6.20	.8	.9	.2	-	(³)	.1	1.2	.9	1.4	.7
\$6.20 and under \$6.30	1.2	1.1	1.4	-	-	-	2.7	1.0	-	2.2
\$6.30 and under \$6.40	1.0	.9	1.6	2.9	-	-	2.1	.9	-	1.7
\$6.40 and under \$6.50	.7	.8	.1	.1	(³)	.1	1.5	.6	-	-
\$6.50 and under \$6.60	.9	.9	.6	-	-	-	2.0	.8	-	.9
\$6.60 and under \$6.70	1.1	1.1	1.0	-	(³)	-	3.0	.6	-	-
\$6.70 and under \$6.80	.8	.8	.9	-	-	-	1.9	.7	-	-
\$6.80 and under \$6.90	.6	.5	.9	-	-	-	1.0	.7	-	-
\$6.90 and under \$7.00	.5	.5	.1	-	.1	-	.7	.7	-	-
\$7.00 and over	6.8	7.4	3.4	4.4	.3	.6	12.5	8.0	-	-
Number of workers	69,352	59,036	10,316	1,606	8,600	6,113	11,989	35,322	1,788	1,010
Average hourly earnings ¹	\$4.96	\$5.03	\$4.55	\$4.73	\$3.58	\$4.18	\$5.67	\$5.32	\$4.40	\$5.28

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

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

³ Less than 0.05 percent.

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

Table 4. Meatpacking: Earnings distribution, single-plant companies

 (Percent distribution of production workers by straight-time hourly earnings,¹ United States and selected regions, March 1974)

Hourly earnings	United States ²			Middle Atlantic	Border States	South-east	South-west	Great Lakes	Middle West	Mountain	Pacific
	All workers	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 \$1.80	0.6	0.5	1.8	1.0	0.5	2.4	1.6	0.3	0.3	-	-
\$1.80 and under \$1.85	.7	.3	3.4	-	.9	4.2	1.3	.1	.2	0.1	-
\$1.85 and under \$1.90	.1	.1	.5	-	.2	.9	(³)	-	.1	-	-
\$1.90 and under \$1.95	.4	.4	.9	.1	.7	2.9	.8	.1	-	-	-
\$1.95 and under \$2.00	.1	.1	.6	.1	.4	.9	(³)	(³)	-	-	-
\$2.00 and under \$2.10	3.2	2.5	8.9	.7	1.5	7.9	21.9	.1	.8	.3	-
\$2.10 and under \$2.20	1.4	1.1	3.8	1.1	2.4	6.5	5.0	-	.1	.1	-
\$2.20 and under \$2.30	1.9	1.6	4.8	.6	3.7	7.4	7.0	.2	1.1	-	-
\$2.30 and under \$2.40	2.0	1.7	4.8	.8	6.6	6.8	7.1	.1	.5	-	-
\$2.40 and under \$2.50	1.6	1.3	4.3	1.1	3.1	7.5	4.8	.4	.1	(³)	-
\$2.50 and under \$2.60	2.9	2.5	5.7	1.6	2.9	12.2	9.3	.5	.9	1.4	0.1
\$2.60 and under \$2.70	1.4	1.2	3.5	1.1	1.7	6.0	2.6	.5	1.2	.2	.1
\$2.70 and under \$2.80	1.9	1.9	2.0	1.5	1.4	5.8	5.7	.4	.8	3.0	-
\$2.80 and under \$2.90	.8	.7	1.3	.9	.7	2.4	2.9	.1	.4	.6	-
\$2.90 and under \$3.00	1.3	1.3	1.8	.4	1.1	3.4	5.7	.4	1.3	.6	-
\$3.00 and under \$3.10	2.6	2.6	3.3	2.8	.9	2.8	7.6	1.5	2.6	2.3	-
\$3.10 and under \$3.20	1.4	1.5	.7	1.6	1.4	2.4	2.1	.9	1.8	1.5	-
\$3.20 and under \$3.30	2.1	2.1	2.4	4.7	.6	2.4	2.6	2.2	2.9	1.8	-
\$3.30 and under \$3.40	1.6	1.6	1.8	4.4	.4	4.9	.4	1.1	1.9	.8	-
\$3.40 and under \$3.50	2.2	2.3	1.3	3.5	5.2	3.9	2.7	1.7	3.0	.2	-
\$3.50 and under \$3.60	3.1	3.3	1.7	2.3	2.0	2.8	3.1	4.9	4.8	1.9	.2
\$3.60 and under \$3.70	2.2	2.3	1.1	4.5	4.1	1.2	.2	2.5	4.6	1.0	-
\$3.70 and under \$3.80	1.9	2.0	1.2	2.9	2.7	.8	.7	2.4	5.5	.7	-
\$3.80 and under \$3.90	1.3	1.3	1.0	1.2	1.2	.1	1.2	1.4	3.2	.8	1.0
\$3.90 and under \$4.00	2.6	2.7	1.9	1.7	1.4	.1	.5	4.0	5.3	5.0	.1
\$4.00 and under \$4.10	1.9	2.1	.5	5.6	2.1	.4	1.2	1.9	4.0	1.5	.1
\$4.10 and under \$4.20	1.7	1.6	2.6	1.6	6.0	.1	.2	2.2	3.6	.8	-
\$4.20 and under \$4.30	2.3	2.2	3.1	3.0	6.3	.1	.3	3.5	2.2	2.4	.3
\$4.30 and under \$4.40	1.8	1.8	2.0	2.0	5.2	.1	.2	1.6	3.4	3.0	(³)
\$4.40 and under \$4.50	1.9	2.0	1.4	2.2	2.9	(³)	.2	2.1	2.3	5.9	.3
\$4.50 and under \$4.60	2.3	2.4	1.7	9.2	.6	.2	.1	2.7	1.9	4.7	.1
\$4.60 and under \$4.70	3.1	3.4	.6	8.5	2.2	.1	.2	4.8	4.7	3.5	.1
\$4.70 and under \$4.80	6.0	6.3	3.0	5.2	7.0	.1	(³)	3.8	5.5	7.8	17.9
\$4.80 and under \$4.90	5.1	5.1	4.9	8.6	5.6	-	(³)	7.4	5.5	9.5	1.8
\$4.90 and under \$5.00	5.2	5.2	5.1	3.3	2.0	-	-	8.4	9.0	10.8	2.4
\$5.00 and under \$5.10	3.7	3.8	2.7	1.9	3.4	(³)	.1	4.6	2.2	7.1	7.1
\$5.10 and under \$5.20	3.2	3.6	.5	1.2	1.4	.1	-	4.0	3.0	3.3	8.8
\$5.20 and under \$5.30	3.6	3.9	.9	1.4	3.8	.1	.1	5.4	1.3	2.6	8.7
\$5.30 and under \$5.40	2.3	2.5	.4	.5	.1	-	-	2.9	1.3	3.7	6.5
\$5.40 and under \$5.50	1.7	1.9	.2	.8	.6	.1	.1	3.4	.7	3.2	1.6
\$5.50 and under \$5.60	1.5	1.6	.1	.5	.2	-	.1	2.9	.4	2.3	2.2
\$5.60 and under \$5.70	1.2	1.3	.1	-	-	-	-	.6	.1	1.5	5.9
\$5.70 and under \$5.80	.9	1.0	.2	.1	.1	-	.1	1.2	2.3	.4	2.2
\$5.80 and under \$5.90	1.5	1.7	.1	.2	.1	-	-	1.5	.9	.8	6.3
\$5.90 and under \$6.00	1.5	1.4	1.8	-	.1	-	-	1.5	.2	(³)	7.2
\$6.00 and under \$6.10	1.8	1.9	.8	-	-	-	-	1.3	.9	.6	8.8
\$6.10 and under \$6.20	.3	.3	.5	-	-	-	-	.7	-	1.1	.2
\$6.20 and under \$6.30	.6	.7	.3	-	-	(³)	(³)	1.0	.1	.5	2.2
\$6.30 and under \$6.40	.5	.5	.3	1.8	1.5	-	-	.5	-	.4	.1
\$6.40 and under \$6.50	.3	.3	.2	-	.2	-	-	.4	.1	-	1.1
\$6.50 and under \$6.60	.1	.1	.3	-	.1	-	-	.4	-	-	-
\$6.60 and under \$6.70	.1	.1	.3	.1	-	-	-	.3	-	-	(³)
\$6.70 and under \$6.80	.1	(³)	.1	-	-	-	-	.2	.1	-	-
\$6.80 and under \$6.90	.6	.6	.1	-	-	-	-	.7	-	-	2.7
\$6.90 and under \$7.00	.1	.1	.1	-	-	-	-	.3	-	-	.2
\$7.00 and over	1.4	1.5	.5	1.6	.7	-	-	2.2	.9	.1	3.6
Number of workers	48,967	43,776	5,191	4,012	3,877	4,930	4,627	12,913	5,763	5,309	6,899
Average hourly earnings ¹	\$4.19	\$4.28	\$3.40	\$4.12	\$3.83	\$2.58	\$2.59	\$4.68	\$4.26	\$4.56	\$5.44

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

² Includes data for the New England region in addition to those shown separately.

³ Less than 0.05 percent.

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

Table 5. Meatpacking: Occupational earnings, all companies

(Number and average straight-time hourly earnings¹ of production workers in selected occupations, United States and selected regions, March 1974)

Department, occupation, and sex	United States ²				Middle Atlantic				Border States			
	Number of workers	Average hourly earnings ¹			Number of workers	Average hourly earnings ¹			Number of workers	Average hourly earnings ¹		
		Mean	Median	Middle range		Mean	Median	Middle range		Mean	Median	Middle range
Beef dressing:												
Backers ³ -----	616	\$4.27	\$4.00	\$3.30-\$5.36	65	\$3.87	\$2.91	\$3.45-\$4.35	42	\$3.46	\$3.90	\$2.79-\$3.90
On-the-rail dressing, power knife -----	372	4.19	3.91	3.30- 5.18	-	-	-	-	-	-	-	-
Conventional dressing floor, straight knife -----	147	4.48	4.25	3.45- 5.61	19	4.00	4.00	3.65- 4.46	-	-	-	-
Floorsmen ³ -----	962	4.88	5.29	3.89- 5.86	55	4.06	4.00	3.91- 4.40	18	4.40	5.20	2.62- 5.20
On-the-rail dressing, power knife -----	530	5.14	5.66	4.10- 5.90	-	-	-	-	-	-	-	-
Conventional dressing floor, straight knife -----	268	4.28	4.00	3.50- 5.20	-	-	-	-	-	-	-	-
Hide pullers, machine -----	462	4.81	5.05	4.21- 5.69	25	3.50	3.34	2.00- 4.75	-	-	-	-
Stunners, beef ³ -----	483	4.24	4.40	3.29- 5.06	23	3.60	3.65	3.22- 3.87	14	3.41	-	-
Pneumatic hammer or captive-bolt pistol -----	468	4.21	4.36	3.25- 5.01	23	3.60	3.65	3.22- 3.87	14	3.41	-	-
Rumpers ³ -----	546	4.72	5.12	3.64- 5.66	29	4.01	3.64	3.64- 4.00	20	4.23	4.20	2.79- 5.45
On-the-rail dressing, power knife -----	307	4.93	5.17	4.31- 5.66	-	-	-	-	-	-	-	-
On-the-rail dressing, straight knife -----	94	4.79	5.56	3.35- 5.85	-	-	-	-	-	-	-	-
Conventional dressing floor, straight knife -----	112	4.22	3.74	3.40- 5.45	-	-	-	-	-	-	-	-
Shacklers, beef -----	328	4.34	4.50	3.50- 5.04	23	3.69	3.64	3.32- 3.65	20	3.74	3.90	2.58- 4.29
Splitters, beef -----	609	4.95	5.05	3.79- 5.96	99	5.16	4.01	3.91- 7.08	11	4.46	-	-
Power saw -----	446	4.67	4.76	3.70- 5.86	31	4.03	4.01	3.87- 4.01	6	3.63	-	-
Other -----	163	5.71	6.20	3.91- 7.08	-	-	-	-	-	-	-	-
Washers, beef -----	570	3.81	4.00	2.75- 4.81	59	3.23	2.74	2.74- 4.00	18	3.61	3.40	2.67- 4.85
Beef cutting:												
Boners, beef -----	3,244	4.97	4.82	4.07- 5.51	342	4.46	4.82	3.85- 4.82	124	4.36	4.63	4.11- 5.23
Chucks -----	314	5.49	5.39	4.26- 6.80	-	-	-	-	-	-	-	-
Loins, ribs, or rounds -----	600	5.52	5.25	4.07- 5.71	-	-	-	-	-	-	-	-
Shanks or briskets -----	225	5.00	4.59	3.91- 5.41	-	-	-	-	-	-	-	-
Entire carcass -----	2,105	4.74	4.82	4.21- 5.41	342	4.46	4.82	3.85- 4.82	122	4.35	4.63	4.11- 5.23
Break-up men, fabricated beef cuts -----	735	4.78	4.35	4.08- 5.31	-	-	-	-	25	4.93	4.34	4.34- 4.63
Break-up men, primal cuts -----	854	5.07	5.09	4.25- 5.86	66	4.66	4.67	4.67- 4.75	40	5.09	4.85	4.24- 5.23
Handlers, beef cuts for boners -----	310	4.64	4.86	4.21- 5.27	-	-	-	-	13	2.87	-	-
Pork dressing:												
Belly openers -----	212	4.80	5.17	3.99- 5.31	15	4.84	4.90	4.80- 5.06	16	3.83	3.72	3.48- 4.19
Eviscerators, hog -----	317	4.68	5.07	3.60- 5.26	21	4.74	4.60	4.60- 5.09	36	3.77	3.72	2.78- 4.89
Headers, hog -----	295	5.02	5.29	4.40- 5.53	19	4.86	4.90	4.78- 5.09	17	4.07	4.15	3.58- 5.02
Shacklers, hog -----	179	4.36	4.98	3.40- 5.11	9	4.51	-	-	20	3.94	3.68	2.58- 4.98
Shavers -----	852	4.70	5.06	3.94- 5.11	42	4.38	4.70	3.66- 4.70	35	3.72	3.60	3.31- 3.65
Splitters, back, pork ³ -----	196	4.80	5.29	3.77- 5.46	10	5.05	-	-	15	3.84	3.77	3.63- 3.85
Power saw -----	178	4.80	5.29	3.95- 5.46	10	5.05	-	-	10	3.86	-	-
Stunners, hog -----	144	4.26	4.41	3.18- 5.11	8	4.46	-	-	14	3.32	-	-
Electric shocking device -----	134	4.27	4.41	3.23- 5.11	8	4.46	-	-	14	3.32	-	-
Pork cutting:												
Belly trimmers -----	438	5.03	5.11	4.41- 5.94	20	4.82	4.80	4.80- 5.16	21	4.38	4.68	3.85- 5.10
Boners, ham -----	1,702	6.25	5.86	5.03- 8.26	68	4.82	4.70	4.48- 5.21	69	4.15	3.71	3.71- 5.21
Open style boning -----	1,261	6.34	5.68	4.94- 8.30	50	4.61	4.65	4.25- 5.21	58	4.11	3.71	3.71- 5.21
Chisel boning -----	406	6.01	5.86	5.21- 7.31	-	-	-	-	-	-	-	-
Ham skimmers, machine -----	299	4.98	5.01	4.41- 5.21	15	4.63	4.65	4.38- 4.88	23	3.78	3.41	3.10- 4.79
Skin only -----	119	4.87	5.01	4.33- 5.19	9	4.63	-	-	-	-	-	-
Skin and defat -----	180	5.05	5.06	4.61- 5.55	-	-	-	-	18	3.45	3.41	2.79- 3.41
Loin pullers -----	292	5.13	5.30	4.48- 5.57	19	4.66	4.85	4.45- 4.85	16	3.87	3.65	2.79- 4.94
Trimmers of trimmings -----	739	4.93	4.96	4.60- 5.26	-	-	-	-	28	3.81	3.66	2.54- 4.84
Men -----	455	4.99	4.96	4.60- 5.26	-	-	-	-	18	4.17	4.83	3.56- 4.85
Women -----	284	4.83	4.96	4.55- 5.23	-	-	-	-	10	3.15	-	-
Sheep and calf dressing:												
Facers, lamb and sheep -----	263	4.87	5.36	4.11- 6.00	-	-	-	-	-	-	-	-
Shacklers, sheep and calves -----	122	4.11	4.25	3.32- 4.94	60	3.51	3.32	3.32- 3.32	-	-	-	-
Stickers -----	78	4.31	4.75	3.11- 5.11	-	-	-	-	-	-	-	-
Curing, smoking, cooking, and canning:												
Casing-peeler operators -----	360	4.16	4.67	2.97- 5.01	27	4.38	4.67	3.50- 4.92	28	3.66	4.18	2.83- 4.32
Men -----	193	4.33	4.91	3.13- 5.12	11	4.49	-	-	16	3.75	4.18	2.83- 4.18
Women -----	167	3.96	3.85	2.83- 5.01	-	-	-	-	12	3.54	-	-
Cooks, water retort -----	138	4.45	5.11	3.35- 5.16	12	4.43	-	-	16	3.46	3.44	2.48- 4.32
Graders, green hams and bellies -----	312	5.10	5.06	4.79- 5.30	-	-	-	-	15	3.98	4.32	3.39- 4.76
Green hams -----	122	5.14	5.06	4.84- 5.62	-	-	-	-	8	3.59	-	-
Bellies -----	142	5.46	5.06	4.91- 5.71	-	-	-	-	-	-	-	-

See footnotes at end of table.

Table 5. Meatpacking: Occupational earnings, all companies—Continued

(Number and average straight-time hourly earnings¹ of production workers in selected occupations, United States and selected regions, March 1974)

Department, occupation, and sex	Southeast				Southwest				Great Lakes			
	Number of workers	Average hourly earnings			Number of workers	Average hourly earnings			Number of workers	Average hourly earnings		
		Mean	Median	Middle range		Mean	Median	Middle range		Mean	Median	Middle range
Beef dressing:												
Backers	49	\$3.16	\$3.10	\$2.90-\$3.40	101	\$3.24	\$3.10	\$2.75-\$3.76	80	\$4.79	\$4.96	\$3.91-\$5.18
On-the-rail dressing, power knife	23	3.21	3.39	2.90-3.40	68	3.20	2.90	2.69-3.55	31	5.06	5.18	4.25-5.18
Conventional dressing floor, straight knife	-	-	-	-	21	3.51	3.13	3.13-3.95	29	4.36	3.60	3.45-6.09
Floormen	60	3.09	2.90	2.75-3.25	95	3.72	3.50	2.66-4.33	141	5.29	5.18	4.33-5.94
On-the-rail dressing, power knife	19	3.26	2.90	2.90-2.99	42	4.18	3.80	3.50-5.39	71	5.50	5.18	5.18-5.96
Conventional dressing floor, straight knife	-	-	-	-	39	3.67	2.81	2.61-4.87	39	4.48	4.10	3.89-5.33
Hide pullers, machine	32	3.88	3.30	3.08-5.52	38	3.68	3.11	2.76-4.85	113	5.44	5.36	5.05-5.96
Stunners, beef	39	3.41	3.35	3.06-3.36	82	3.18	2.90	2.48-3.85	111	4.69	4.90	4.24-5.43
Pneumatic hammer or captive-bolt pistol	37	3.43	3.35	3.23-3.36	82	3.18	2.90	2.48-3.85	105	4.65	4.90	4.02-5.43
Rumpers	57	3.60	3.35	2.90-3.80	85	3.78	3.54	3.00-5.12	54	4.90	5.17	3.91-5.51
On-the-rail dressing, power knife	27	4.06	3.50	3.13-5.07	43	3.98	3.80	3.50-5.12	30	5.40	5.17	5.17-5.58
On-the-rail dressing, straight knife	21	3.09	3.10	2.80-3.10	-	-	-	-	-	-	-	-
Conventional dressing floor, straight knife	-	-	-	-	21	3.13	3.09	3.09-3.09	-	-	-	-
Shacklers, beef	19	3.07	3.00	3.00-3.10	49	3.00	2.68	2.25-3.50	21	4.89	4.46	4.41-5.06
Splitters, beef	48	3.47	3.31	3.10-3.36	60	3.77	3.65	2.94-3.97	102	4.72	4.76	3.79-5.95
Power saw	41	3.46	3.33	3.10-3.35	60	3.77	3.65	2.94-3.97	88	4.81	4.96	4.09-5.96
Other	-	-	-	-	-	-	-	-	14	4.21	-	-
Washers, beef	43	2.92	2.80	2.60-3.00	106	2.89	2.55	2.25-3.25	77	4.03	4.31	3.27-4.99
Beef cutting:												
Boners, beef	170	4.38	3.50	3.24-5.21	354	4.14	4.10	3.21-4.90	594	5.40	5.27	4.25-5.95
Chucks	21	3.14	2.60	2.60-3.35	-	-	-	-	81	7.12	7.04	6.57-7.29
Loins, ribs, or rounds	24	5.14	5.24	3.35-6.10	85	3.89	3.90	3.45-4.15	32	7.70	7.16	5.18-1.09
Shanks or briskets	25	5.90	5.31	3.35-6.21	-	-	-	-	36	5.22	3.00	2.80-7.60
Entire carcass	100	4.08	3.50	3.15-4.66	230	4.34	4.90	2.94-5.08	445	4.94	5.16	4.25-5.51
Break-up men, fabricated beef cuts	48	3.59	3.25	3.08-3.90	68	4.50	4.76	3.70-4.76	120	4.59	3.79	3.36-5.12
Break-up men, primal cuts	59	3.59	3.35	3.15-3.53	58	3.74	3.75	3.45-3.97	112	5.52	5.13	4.79-6.56
Handlers, beef cuts for boners	17	3.27	3.11	2.30-3.80	42	3.73	3.97	3.15-4.68	-	-	-	-
Pork dressing:												
Belly openers	27	3.25	2.86	2.55-3.61	12	3.37	-	-	61	5.18	5.01	4.41-5.38
Eviscerators, hog	60	3.15	3.03	2.20-3.69	11	3.22	-	-	73	5.22	4.99	4.40-5.26
Headers, hog	46	3.48	3.09	2.75-4.00	11	3.36	-	-	84	5.36	5.29	4.61-5.92
Shacklers, hog	34	3.14	2.81	2.53-3.28	9	2.74	-	-	47	4.92	4.99	4.41-5.09
Shavers	131	3.33	3.22	2.64-3.85	41	2.92	2.30	2.30-3.04	251	5.06	4.91	4.41-5.11
Splitters, back, pork	35	3.36	3.09	2.52-3.41	11	3.68	-	-	48	5.15	5.29	4.81-5.46
Power saw	35	3.36	3.09	2.52-3.41	11	3.68	-	-	46	5.15	5.29	4.81-5.46
Stunners, hog	33	3.25	3.09	2.75-3.30	8	3.06	-	-	38	4.89	4.95	4.40-5.11
Electric shocking device	28	3.30	3.06	2.75-3.47	8	3.06	-	-	38	4.89	4.95	4.40-5.11
Pork cutting:												
Belly trimmers	83	3.37	3.22	2.00-4.91	18	3.85	3.95	2.97-4.93	115	5.21	5.14	4.61-5.26
Boners, ham	178	3.60	3.35	2.80-4.05	57	3.79	3.50	3.36-4.00	673	6.67	6.49	5.09-8.30
Open style boning	156	3.43	3.25	2.70-3.85	37	3.77	4.00	2.97-5.03	558	6.99	8.09	5.09-8.33
Chisel boning	-	-	-	-	20	3.84	3.36	3.36-3.55	112	5.17	5.24	4.35-5.86
Ham skimmers, machine	37	3.56	3.09	2.38-3.95	15	3.21	2.97	2.74-3.31	93	5.17	5.01	4.81-5.13
Skin only	17	3.85	3.05	2.30-4.96	7	2.88	-	-	36	4.96	5.01	4.41-5.03
Skin and defat	20	3.32	3.35	2.38-3.95	8	3.50	-	-	57	5.29	5.01	4.84-5.97
Loin pullers	44	3.63	3.35	2.97-4.96	13	3.36	-	-	83	5.48	5.21	4.94-5.31
Trimmers of trimmings	68	3.09	2.75	2.70-3.31	27	3.38	2.75	2.74-4.10	194	5.04	4.94	4.31-5.21
Men	40	3.35	3.16	2.71-4.76	27	3.38	2.75	2.74-4.10	116	5.35	4.96	4.31-6.87
Women	-	-	-	-	-	-	-	-	78	4.59	4.76	4.24-4.96
Sheep and calf dressing:												
Facers, lamb and sheep	-	-	-	-	-	-	-	-	99	3.31	4.11	1.98-4.11
Shacklers, sheep and calves	-	-	-	-	-	-	-	-	-	-	-	-
Stickers	-	-	-	-	20	3.34	2.81	2.50-5.11	-	-	-	-
Curing, smoking, cooking, and canning:												
Casing-peeler operators	79	2.93	2.90	2.74-3.09	18	2.97	2.63	2.50-2.97	97	4.54	5.01	3.55-5.12
Men	31	2.76	2.90	2.40-3.13	13	2.90	-	-	56	4.85	5.01	4.62-5.12
Women	48	3.03	2.85	2.79-3.09	-	-	-	-	41	4.12	3.90	2.60-5.01
Cooks, water retort	20	2.90	2.55	2.05-3.35	-	-	-	-	21	5.68	5.24	5.11-6.85
Grades, green hams and bellies	29	3.90	3.35	2.90-4.76	21	3.20	3.00	3.00-3.00	81	5.42	4.93	4.84-6.40
Green hams	15	3.75	3.09	2.45-4.76	-	-	-	-	30	5.51	5.03	4.84-6.40
Bellies	11	4.33	-	-	-	-	-	-	32	5.92	5.06	4.91-7.04

See footnotes at end of table.

Table 5. Meatpacking: Occupational earnings, all companies—Continued

(Number and average straight-time hourly earnings ¹ of production workers in selected occupations, United States and selected regions, March 1974)

Department, occupation, and sex	Middle West				Mountain				Pacific			
	Number of workers	Average hourly earnings ¹			Number of workers	Average hourly earnings ¹			Number of workers	Average hourly earnings ¹		
		Mean	Median	Middle range		Mean	Median	Middle range		Mean	Median	Middle range
Beef dressing:												
Backers ³	120	\$5.00	\$5.12	\$4.53—\$5.71	81	\$4.00	\$3.30	\$3.30—\$4.81	78	\$5.67	\$5.61	\$5.60—\$5.68
On-the-rail dressing, power knife	106	5.10	5.36	4.53— 5.71	74	3.95	3.30	3.30— 4.35	10	5.74	-	-
Conventional dressing, floor, straight knife	10	4.90	-	-	-	-	-	-	44	5.75	5.61	5.61— 6.00
Floorsmen ³	173	4.96	5.15	4.10— 5.74	113	4.32	4.35	3.30— 5.26	287	5.87	5.90	5.86— 6.01
On-the-rail dressing, power knife	129	5.19	5.29	5.11— 5.74	92	4.39	3.65	3.30— 5.49	162	5.94	5.90	5.86— 5.90
Conventional dressing floor, straight knife	33	4.08	3.79	3.53— 4.00	21	4.02	4.35	3.08— 4.81	41	5.98	6.01	5.86— 6.05
Hide pullers, machine	114	4.54	4.33	3.71— 5.10	51	4.95	5.42	4.50— 5.74	89	5.44	5.31	5.31— 5.76
Stunners, beef ³	98	4.37	4.39	4.09— 4.89	41	4.44	4.57	4.03— 5.06	75	5.21	5.11	5.01— 5.31
Pneumatic hammer or captive-bolt pistol	96	4.34	4.38	4.09— 4.87	41	4.44	4.57	4.03— 5.06	70	5.21	5.06	5.01— 5.41
Rumpers ³	100	4.79	4.87	4.10— 5.47	65	4.80	4.82	4.31— 5.51	136	5.85	5.86	5.56— 6.04
On-the-rail dressing, power knife	81	4.88	4.94	4.41— 5.49	51	4.85	4.82	4.31— 5.51	66	5.87	5.86	5.86— 6.04
On-the-rail dressing, straight knife	-	-	-	-	-	-	-	-	47	5.82	5.61	5.56— 6.05
Conventional dressing floor, straight knife	14	4.61	-	-	8	3.70	-	-	23	5.87	6.00	5.63— 6.00
Shacklers, beef	78	4.53	4.43	4.13— 4.89	32	4.46	4.94	4.16— 5.01	86	5.35	5.25	5.01— 5.77
Splitters, beef	118	4.89	5.10	4.10— 5.74	56	4.91	4.82	4.21— 5.96	77	5.95	5.86	5.86— 6.05
Power saw	104	4.94	5.10	4.50— 5.75	56	4.91	4.82	4.21— 5.96	60	5.95	5.86	5.86— 6.02
Other	14	4.52	-	-	-	-	-	-	17	5.96	5.83	5.83— 6.20
Washers, beef	144	4.24	4.37	4.05— 4.77	51	3.87	3.85	3.08— 4.90	70	5.13	5.24	4.86— 5.24
Beef cutting:												
Boners, beef	837	5.28	4.54	4.07— 5.36	529	4.78	5.36	4.50— 5.39	289	5.83	5.71	5.66— 5.90
Chucks	121	5.49	4.71	4.54— 5.96	55	4.56	5.39	3.10— 5.39	-	-	-	-
Loins, ribs, or rounds	273	6.14	4.71	4.07— 6.90	-	-	-	-	47	6.00	5.71	5.71— 6.44
Shanks or briskets	109	4.96	4.59	4.07— 4.71	-	-	-	-	15	6.04	6.44	5.71— 6.44
Entire carcass	334	4.62	4.50	4.04— 4.94	313	4.85	5.03	4.50— 5.51	214	5.79	5.66	5.66— 5.90
Break-up men, fabricated beef cuts	322	4.94	4.18	4.08— 5.41	85	4.99	5.29	4.70— 5.29	44	5.69	5.86	5.31— 5.94
Break-up men, primal cuts	198	4.86	4.76	4.06— 4.93	101	5.21	5.37	5.26— 5.37	209	5.90	6.05	5.86— 6.05
Handlers, beef cuts for boners	44	4.75	4.60	4.18— 4.86	20	3.60	3.20	3.20— 4.51	69	5.45	5.41	5.37— 5.54
Pork dressing:												
Belly openers	75	5.43	5.26	5.26— 5.39	-	-	-	-	-	-	-	-
Eviscerators, hog	84	5.57	5.26	5.26— 5.65	-	-	-	-	30	5.62	5.68	5.16— 6.05
Headers, hog	94	5.69	5.36	5.36— 5.76	-	-	-	-	-	-	-	-
Shacklers, hog	33	4.86	5.11	5.03— 5.11	-	-	-	-	25	5.23	5.25	5.21— 5.25
Shavers	307	5.31	5.11	5.06— 5.11	10	4.08	-	-	35	5.63	6.05	5.14— 6.05
Splitters, back, pork ³	65	5.53	5.46	5.46— 5.46	-	-	-	-	10	5.90	-	-
Power saw	60	5.66	5.46	5.46— 5.47	-	-	-	-	-	-	-	-
Stunners, hog	34	4.98	5.11	5.09— 5.11	-	-	-	-	-	-	-	-
Electric shocking device	34	4.98	5.11	5.09— 5.11	-	-	-	-	-	-	-	-
Pork cutting:												
Belly trimmers	124	5.97	5.80	5.13— 6.39	-	-	-	-	-	-	-	-
Boners, ham	568	7.40	7.59	5.59— 8.36	25	4.66	4.86	4.75— 5.41	64	5.55	5.41	5.16— 6.05
Open style boning	361	7.63	8.27	5.36— 8.55	19	4.56	4.86	3.78— 5.61	-	-	-	-
Chisel boning	195	6.95	7.31	5.98— 7.54	-	-	-	-	38	5.72	6.05	5.41— 6.05
Ham skinners, machine	88	6.03	5.17	5.11— 7.36	-	-	-	-	22	5.18	5.21	5.13— 5.21
Skin only	35	5.69	5.11	5.04— 5.73	-	-	-	-	8	5.18	-	-
Skin and defat	53	6.25	5.65	5.11— 7.37	-	-	-	-	14	5.18	-	-
Loin pullers	97	5.95	5.57	5.31— 6.21	-	-	-	-	18	5.78	6.05	5.46— 6.05
Trimmers of trimmings	311	5.63	5.16	5.01— 5.90	-	-	-	-	-	-	-	-
Men	146	5.87	5.26	5.07— 6.50	-	-	-	-	-	-	-	-
Women	165	5.42	5.06	4.96— 5.51	-	-	-	-	-	-	-	-
Sheep and calf dressing:												
Facers, lamb and sheep	13	5.46	-	-	-	-	-	-	49	5.83	6.00	5.36— 6.05
Shacklers, sheep and calves	13	4.97	-	-	-	-	-	-	21	5.53	5.25	5.11— 6.05
Stickers	-	-	-	-	7	5.07	-	-	23	5.46	5.25	5.08— 6.00
Curing, smoking, cooking, and canning:												
Casing-peeler operators	58	5.01	5.01	5.01— 5.01	14	4.26	-	-	-	-	-	-
Men	21	5.17	5.01	5.01— 5.21	-	-	-	-	-	-	-	-
Women	37	4.92	5.01	4.73— 5.01	-	-	-	-	-	-	-	-
Cooks, water retort	46	5.32	5.16	5.16— 5.21	-	-	-	-	-	-	-	-
Graders, green hams and bellies	145	5.56	5.09	5.06— 5.71	-	-	-	-	14	4.99	-	-
Green hams	58	5.60	5.11	5.06— 5.79	-	-	-	-	-	-	-	-
Bellies	76	5.70	5.14	5.06— 5.78	-	-	-	-	-	-	-	-

See footnotes at end of table.

Table 5. Meatpacking: Occupational earnings, all companies—Continued

 (Number and average straight-time hourly earnings ¹ of production workers in selected occupations, United States and selected regions, March 1974)

Department, occupation, and sex	United States ²				Middle Atlantic				Border States			
	Number of workers	Average hourly earnings ¹			Number of workers	Average hourly earnings ¹			Number of workers	Average hourly earnings ¹		
		Mean	Median	Middle range		Mean	Median	Middle range		Mean	Median	Middle range
Curing, smoking, cooking, and canning—Continued												
Hangers, bellies	249	\$4.51	\$4.76	\$3.20–\$5.11	-	-	-	-	-	-	-	-
Mixers operators	249	4.17	4.40	3.08–5.06	29	\$4.23	\$4.11	\$3.64–\$5.00	25	\$3.42	\$3.08	\$2.48–\$4.76
Pickle makers	119	4.86	5.11	3.54–5.21	-	-	-	-	7	4.00	-	-
Pumpers, pickle-injection machine	278	4.40	4.99	3.17–5.11	12	4.27	-	-	17	3.69	3.73	2.70–4.83
Pumpers, ham (artery pumping)	267	4.00	4.15	2.87–5.05	-	-	-	-	14	2.95	-	-
Sausage makers (chopper)	377	4.80	5.21	3.58–5.93	23	4.57	4.88	4.00–4.98	23	3.80	3.32	3.32–4.93
Slicing-machine operators	637	4.69	4.98	3.60–5.52	-	-	-	-	70	3.57	2.74	2.74–4.75
Men	378	5.03	5.06	4.68–5.84	-	-	-	-	25	3.68	3.60	2.74–4.77
Women	259	4.18	4.63	2.74–5.00	-	-	-	-	45	3.51	2.74	2.74–4.75
Smokers	672	4.25	4.44	3.02–5.21	33	4.63	5.00	3.58–5.16	55	3.65	2.91	2.91–5.08
Saugages	206	4.57	5.01	3.40–5.26	-	-	-	-	-	-	-	-
Other than saugages	226	4.70	5.19	3.79–5.26	15	4.60	4.92	3.25–5.56	-	-	-	-
Combination of saugages and other products	240	3.56	3.33	2.81–4.30	8	3.97	-	-	41	3.25	2.91	2.91–3.73
Spice weighers and mixers	149	4.16	4.40	3.16–5.01	-	-	-	-	18	3.69	3.18	3.18–4.29
Men	106	4.31	4.75	3.18–5.01	-	-	-	-	-	-	-	-
Women	43	3.81	3.24	3.09–4.78	-	-	-	-	-	-	-	-
Stuffers, frankfurters	273	4.19	4.75	2.87–5.16	7	3.97	-	-	19	4.01	3.73	3.22–4.75
Men	191	4.54	4.96	3.55–5.16	7	3.97	-	-	8	4.53	-	-
Women	82	3.39	2.82	2.55–4.60	-	-	-	-	-	-	-	-
Stuffers, sausage	683	4.55	4.89	3.26–5.26	34	4.72	5.00	4.16–5.11	63	3.38	3.28	2.30–4.39
Men	481	5.12	5.16	4.10–5.93	23	4.83	5.09	4.60–5.13	14	4.36	-	-
Women	202	3.17	2.75	2.30–4.11	11	4.49	-	-	49	3.11	2.35	2.30–4.36
Natural casings	114	4.66	5.08	2.80–5.93	-	-	-	-	-	-	-	-
Artificial casings with casing sizer	93	4.03	4.85	2.50–5.16	-	-	-	-	-	-	-	-
Artificial casings without casing sizer	122	3.82	3.64	2.50–4.10	-	-	-	-	-	-	-	-
Combination of natural and artificial casings	354	4.90	5.05	4.00–5.27	-	-	-	-	46	3.34	3.28	2.30–4.36
Maintenance and powerplant:												
Electricians, maintenance	429	5.70	5.76	5.29–6.18	14	5.17	-	-	28	4.73	5.13	4.20–5.27
Engineers, stationary	585	5.29	5.49	4.73–6.01	39	4.75	5.09	3.93–5.23	42	4.60	4.20	4.20–5.32
Firemen, stationary boiler	187	5.06	5.29	4.83–5.71	-	-	-	-	-	-	-	-
Machinists, maintenance	469	6.21	6.41	5.81–6.79	-	-	-	-	27	5.18	5.29	5.13–5.29
Maintenance workers, general utility	2,409	4.85	5.06	4.00–5.71	102	4.66	4.88	4.13–5.10	140	3.88	3.72	3.62–4.38
Mechanics, automotive (maintenance)	433	4.98	5.36	4.34–5.71	-	-	-	-	-	-	-	-
Millwrights	200	5.70	5.71	5.71–5.83	-	-	-	-	-	-	-	-
Welders, hand	311	5.58	5.81	5.16–5.81	-	-	-	-	-	-	-	-
Custodial and material movement:												
Checkers, loading	839	4.63	5.03	3.95–5.16	14	4.43	-	-	95	4.45	5.08	3.45–5.10
Cleaners, night	3,977	4.37	4.71	3.45–4.96	198	3.86	4.50	3.18–4.53	218	3.26	2.83	2.83–4.07
Janitors	664	4.13	4.74	3.50–4.86	-	-	-	-	34	2.87	2.49	2.49–2.49
Men	591	4.21	4.84	3.56–4.86	-	-	-	-	20	3.14	2.49	2.20–4.09
Women	73	3.48	2.96	2.49–4.86	-	-	-	-	-	-	-	-
Luggers	1,990	4.47	4.82	3.90–5.13	87	4.31	4.55	3.66–4.67	48	4.07	3.40	3.13–6.10
Beef, hand	1,119	4.51	4.67	4.07–5.16	41	3.74	3.66	3.20–4.08	46	4.09	3.40	2.58–6.10
Beef, machine	247	4.66	5.03	4.53–5.31	-	-	-	-	-	-	-	-
Other products including combination of beef and other meats, hand	458	4.16	4.24	3.10–5.10	20	5.21	4.92	4.77–6.04	-	-	-	-
Other products including combination of beef and other meats, machine	166	4.84	5.11	4.91–5.11	-	-	-	-	-	-	-	-
Packers, shipping	2,911	4.21	4.67	3.40–4.96	225	4.26	4.67	3.50–4.83	108	3.29	2.81	2.10–4.70
Men	1,951	4.43	4.76	3.63–5.01	123	4.08	4.10	3.50–4.67	56	4.31	4.70	4.44–4.85
Women	960	3.75	3.66	2.50–4.94	-	-	-	-	-	-	-	-
Stowers, car and truck	858	4.00	3.97	2.88–5.01	43	4.19	4.39	3.55–4.83	-	-	-	-
Truckdrivers	4,535	4.66	5.01	3.40–5.66	479	5.06	5.00	4.09–6.05	312	4.37	4.93	3.60–5.01
Semi-or trailer	842	5.01	5.48	4.18–5.97	217	5.71	6.05	5.10–6.36	-	-	-	-
Other than semi- or trailer	2,714	4.23	4.09	3.05–5.51	217	4.53	4.61	4.08–4.86	166	3.97	3.68	2.50–6.36
Combination of types	979	5.52	5.45	4.97–6.41	-	-	-	-	141	4.77	4.93	4.93–5.01
Truckers, power	1,502	4.91	5.01	4.77–5.16	-	-	-	-	105	3.63	2.65	2.65–4.75
Forklift	906	4.71	5.11	4.45–5.16	-	-	-	-	105	3.63	2.65	2.65–4.75
Other than forklift	596	5.22	5.01	4.91–5.11	-	-	-	-	-	-	-	-

See footnotes at end of table.

Table 5. Meatpacking: Occupational earnings, all companies—Continued

(Number and average straight-time hourly earnings¹ of production workers in selected occupations, United States and selected regions, March 1974)

Department, occupation, and sex	Southeast				Southwest				Great Lakes			
	Number of workers	Average hourly earnings ¹			Number of workers	Average hourly earnings ¹			Number of workers	Average hourly earnings ¹		
		Mean	Median	Middle range		Mean	Median	Middle range		Mean	Median	Middle range
Curing, smoking, cooking, and canning—Continued												
Hangers, bellies	64	\$3.10	\$3.11	\$2.75–\$3.23	19	\$3.26	\$2.94	\$2.68–\$3.60	59	\$5.13	\$4.76	\$4.71–\$5.21
Mixer operators	47	3.10	2.87	2.64–3.25	24	3.11	2.95	2.50–3.10	71	4.71	4.81	4.03–5.06
Pickle makers	15	3.00	2.80	2.27–3.43	14	3.13	-	-	35	5.75	5.14	4.94–5.76
Pumpers, pickle-injection machine	40	3.07	2.90	2.70–3.22	42	3.04	2.81	2.50–3.16	43	5.13	5.06	4.81–5.18
Pumpers, ham (artery pumping)	68	2.84	2.81	2.30–3.29	28	2.75	2.73	2.50–2.89	81	4.86	5.05	4.86–5.05
Saugage makers (chopper)	67	2.99	3.00	2.50–3.33	29	3.54	3.00	2.94–4.10	66	5.57	5.26	4.99–6.13
Slicing-machine operators	116	3.31	3.17	2.50–3.95	44	4.00	4.63	2.90–4.71	162	5.29	5.36	4.98–6.00
Men	64	3.68	3.90	2.97–3.95	11	2.83	-	-	-	-	-	-
Women	52	2.86	2.50	2.38–3.17	33	4.39	4.63	4.63–4.96	52	4.51	4.84	3.31–5.15
Smokers	153	3.05	2.94	2.64–3.33	66	3.20	2.83	2.51–3.36	158	4.89	5.01	4.15–5.28
Saugages	52	3.04	3.02	2.50–3.35	12	4.07	-	-	40	5.15	5.16	4.68–6.55
Other than saugages	38	3.22	2.97	2.85–3.35	17	3.32	2.50	2.50–4.88	53	5.33	5.19	5.14–5.46
Combination of saugages and other products	63	2.95	2.85	2.58–3.31	37	2.86	2.81	2.60–3.00	65	4.37	4.30	3.79–4.96
Spice weighers and mixers	41	2.90	2.85	2.55–3.22	8	3.90	-	-	33	5.00	4.94	4.40–5.05
Men	28	2.86	2.55	2.40–3.22	-	-	-	-	29	5.00	4.94	4.40–5.05
Women	13	2.98	-	-	-	-	-	-	-	-	-	-
Stuffers, frankfurters	79	3.10	2.82	2.40–3.33	26	3.04	2.53	2.36–2.97	65	5.16	5.11	4.96–5.28
Men	31	3.05	3.00	2.30–3.41	18	3.29	2.96	2.36–4.58	57	5.28	5.11	4.96–5.28
Women	48	3.13	2.79	2.48–2.87	-	-	-	-	8	4.37	-	-
Stuffers, saugage	133	2.82	2.50	2.25–3.05	31	3.30	3.00	2.38–4.34	221	5.22	5.11	4.10–6.09
Men	30	3.63	3.24	2.50–3.82	25	3.61	3.16	2.94–4.83	199	5.25	5.11	4.10–6.12
Women	103	2.58	2.50	2.25–2.80	6	2.00	-	-	22	4.91	5.04	4.76–5.16
Natural casings	-	-	-	-	-	-	-	-	23	5.85	6.35	5.53–6.58
Artificial casings with casing sizer	21	2.79	2.50	2.40–3.24	10	2.67	-	-	29	5.29	5.16	5.01–5.16
Artificial casings without casing sizer	62	2.98	2.50	2.25–3.11	6	3.59	-	-	-	-	-	-
Combination of natural and artificial casings	20	2.88	2.84	2.75–3.04	9	4.35	-	-	137	5.37	5.16	4.89–6.09
Maintenance and powerplant:												
Electricians, maintenance	14	4.76	-	-	35	4.87	5.17	4.16–5.48	98	6.12	6.71	5.49–6.82
Engineers, stationary	37	4.79	5.57	3.69–5.57	60	4.29	4.25	3.76–5.35	105	5.76	5.70	5.49–6.12
Firemen, stationary boiler	16	3.71	3.30	2.80–3.90	15	4.94	5.08	5.08–5.34	73	5.02	5.26	4.10–5.73
Machinists maintenance	-	-	-	-	-	-	-	-	-	-	-	-
Maintenance workers, general utility	258	3.76	3.48	3.20–4.10	241	3.87	3.80	2.96–5.21	520	5.10	5.29	4.75–5.55
Mechanics, automotive (maintenance)	101	4.56	5.46	3.15–5.66	34	4.21	3.98	3.49–5.21	107	5.44	5.46	5.36–5.71
Millwrights	-	-	-	-	-	-	-	-	46	5.70	5.71	5.44–5.88
Welders, hand	8	3.94	-	-	17	5.08	5.81	4.20–5.81	38	6.28	6.52	5.81–6.79
Custodial and material movements:												
Checkers, loading	189	3.58	3.40	2.72–4.86	78	3.93	3.90	2.81–5.07	117	5.40	4.91	4.60–5.82
Cleaners, night	465	3.15	2.91	2.60–3.29	328	3.31	3.00	2.30–4.40	780	4.89	4.91	4.62–5.03
Janitors	93	2.90	2.52	2.50–3.09	58	3.80	3.83	2.96–4.86	121	4.14	4.71	3.52–4.86
Men	77	2.93	2.52	2.50–3.28	53	3.97	4.17	3.12–4.86	115	4.13	4.71	3.52–4.86
Women	16	2.76	2.60	2.60–2.96	-	-	-	-	6	4.32	-	-
Luggers ³	146	3.61	3.65	2.64–4.05	252	3.65	3.34	2.76–5.01	269	4.94	4.84	4.82–5.03
Beef, hand	17	3.58	3.65	3.20–3.65	98	3.15	3.12	2.45–3.35	200	4.93	4.82	4.60–5.36
Beef, machine	-	-	-	-	43	4.57	4.67	4.67–5.13	-	-	-	-
Other products including combination of beef and other meats, hand	106	3.75	3.83	2.64–5.06	107	3.78	3.36	2.85–5.11	29	4.91	4.91	4.84–4.96
Other products including combination of beef and other meats, machine	-	-	-	-	-	-	-	-	-	-	-	-
Packers, shipping	263	2.84	2.55	2.30–3.00	421	3.29	3.15	2.50–4.35	424	4.27	4.74	3.50–4.97
Men	106	3.25	2.91	2.58–3.28	283	3.49	3.15	2.66–4.49	353	4.25	4.74	3.50–4.96
Women	157	2.55	2.38	2.14–2.55	138	2.87	2.94	2.35–3.15	71	4.35	5.03	3.63–5.08
Stowers, car and truck	179	3.05	3.09	2.65–3.20	79	2.99	2.94	2.20–3.15	97	4.64	4.81	3.91–5.18
Truckdrivers	792	3.26	3.17	2.71–3.49	454	3.05	3.00	2.50–3.47	926	5.03	5.39	5.04–5.54
Semi- or trailer	54	3.98	3.20	3.20–5.54	97	2.77	2.35	2.24–3.56	143	4.77	5.15	3.69–5.54
Other than semi- or trailer	690	3.18	3.17	2.71–3.49	341	3.12	3.00	2.75–3.47	592	5.02	5.29	5.04–5.54
Combination of types	-	-	-	-	-	-	-	-	191	5.26	5.45	5.27–5.95
Truckers, power	97	3.74	3.36	2.87–4.77	91	4.27	4.78	3.16–5.11	261	5.49	5.16	4.81–6.02
Forklift	72	3.39	3.35	2.78–3.36	71	4.50	5.11	4.63–5.11	145	5.06	5.16	4.81–5.16
Other than forklift	-	-	-	-	-	-	-	-	-	-	-	-

See footnotes at end of table.

Table 5. Meatpacking: Occupational earnings, all companies—Continued

 (Number and average straight-time hourly earnings ¹ of production workers in selected occupations, United States and selected regions, March 1974)

Department, occupation, and sex	Middle West				Mountain				Pacific			
	Number of workers	Average hourly earnings ¹			Number of workers	Average hourly earnings ¹			Number of workers	Average hourly earnings ¹		
		Mean	Median	Middle range		Mean	Median	Middle range		Mean	Median	Middle range
Curing, smoking, cooking, and canning—Continued												
Hangers, bellies—	64	\$5.64	\$5.06	\$4.98–6.68	-	-	-	-	21	\$5.17	\$5.15	\$5.01–5.31
Mixer operators—	40	5.31	5.09	5.01–5.32	6	\$4.49	-	-	-	-	-	-
Pickle makers—	40	5.48	5.21	5.19–5.21	-	-	-	-	-	-	-	-
Pumpers, pickle-injection machine—	77	5.31	5.06	5.06–5.11	11	4.04	-	-	-	-	-	-
Pumpers, ham (artery pumping)—	22	4.90	4.60	4.04–4.88	19	4.23	\$4.31	\$3.33–5.45	-	-	-	-
Saugage makers (chopper)—	63	5.56	5.26	5.12–5.73	15	4.04	4.13	3.18–4.63	-	-	-	-
Slicing-machine operators—	189	5.68	5.22	5.01–6.24	31	3.95	5.01	2.45–5.11	14	5.02	-	-
Men—	138	5.59	5.39	5.01–6.03	-	-	-	-	14	5.02	-	-
Women—	51	5.94	5.01	4.99–6.74	24	3.62	2.83	2.45–5.12	-	-	-	-
Smokers—	159	5.23	5.21	5.19–5.26	18	3.99	3.99	2.98–5.26	25	5.26	5.26	5.26–5.26
Saugages—	68	5.31	5.21	5.20–5.26	-	-	-	-	-	-	-	-
Other than saugages—	79	5.18	5.21	5.19–5.26	-	-	-	-	-	-	-	-
Combination of saugages and other products—	12	5.10	-	-	9	3.04	-	-	-	-	-	-
Spice weighers and mixers—	26	5.07	5.01	4.97–5.01	-	-	-	-	15	5.01	5.01	4.76–5.30
Men—	19	5.24	5.01	5.01–5.16	-	-	-	-	15	5.01	5.01	4.76–5.30
Women—	7	4.61	-	-	-	-	-	-	-	-	-	-
Stuffers, frankfurters—	49	5.25	5.16	5.06–5.23	14	3.75	-	-	14	5.08	-	-
Men—	47	5.26	5.16	5.06–5.23	9	3.32	-	-	14	5.08	-	-
Women—	-	-	-	-	-	-	-	-	-	-	-	-
Stuffers, saugage—	132	5.73	5.16	5.16–6.35	15	3.66	4.13	2.70–4.31	-	-	-	-
Men—	121	5.82	5.20	5.16–6.47	15	3.66	4.13	2.70–4.31	-	-	-	-
Women—	11	4.83	-	-	-	-	-	-	-	-	-	-
Natural casings—	10	6.25	-	-	-	-	-	-	-	-	-	-
Artificial casings with casing sizer—	12	5.40	-	-	6	3.17	-	-	-	-	-	-
Artificial casings without casing sizer—	14	6.70	-	-	-	-	-	-	-	-	-	-
Combination of natural and artificial casings—	96	5.58	5.16	5.16–6.04	-	-	-	-	-	-	-	-
Maintenance and powerplant:												
Electricians, maintenance—	209	5.86	5.76	5.76–6.06	18	5.46	5.79	5.16–6.18	13	6.17	-	-
Engineers, stationary—	219	5.57	5.85	5.09–6.01	56	5.20	4.92	4.77–6.23	19	6.33	6.28	6.02–6.60
Firemen, stationary boiler—	59	5.59	5.61	5.46–5.86	-	-	-	-	-	-	-	-
Machinists, maintenance—	175	6.07	5.91	5.81–6.45	-	-	-	-	-	-	-	-
Maintenance workers, general utility—	656	5.07	5.14	4.43–5.71	237	5.20	5.19	4.66–6.11	241	6.19	6.02	5.86–6.51
Mechanics, automotive (maintenance)—	57	5.66	5.71	5.48–5.81	17	4.20	4.16	3.10–5.00	41	5.46	5.80	4.57–5.88
Millwrights—	115	5.94	5.71	5.71–5.91	-	-	-	-	-	-	-	-
Welders, hand—	198	5.66	5.81	5.81–5.81	24	5.24	5.81	4.20–6.18	-	-	-	-
Custodial and material movement:												
Checkers, loading—	259	5.16	5.16	5.10–5.21	26	4.99	5.21	5.03–5.36	61	5.31	5.21	5.16–5.36
Cleaners, night—	1,257	4.95	4.91	4.37–5.01	366	4.37	4.79	3.75–4.92	335	4.86	4.91	4.76–5.00
Janitors—	312	4.70	4.86	4.86–4.86	22	3.49	3.10	2.49–4.32	12	4.87	-	-
Men—	287	4.68	4.86	4.84–4.86	16	3.96	4.32	3.00–4.46	12	4.87	-	-
Women—	25	4.87	4.86	4.86–4.91	-	-	-	-	-	-	-	-
Luggers—	793	4.65	4.72	4.24–5.12	211	4.73	5.02	4.03–5.46	134	5.30	5.16	5.16–5.36
Beef, hand—	497	4.52	4.53	4.12–4.94	101	4.67	4.82	3.50–5.47	115	5.33	5.16	5.16–5.41
Beef, machine—	114	4.75	4.85	4.53–5.31	58	4.81	5.46	3.20–5.46	-	-	-	-
Other products including combination of beef and other meats, hand—	86	4.74	5.11	4.24–5.31	49	4.75	4.96	4.03–5.02	-	-	-	-
Other products including combination of beef and other meats, machine—	96	5.15	5.11	5.11–5.11	-	-	-	-	-	-	-	-
Packers, shipping—	1,066	4.83	4.96	3.91–5.01	109	3.40	2.85	2.35–4.54	291	5.05	5.11	5.01–5.15
Men—	690	4.92	4.96	3.91–5.11	56	4.40	4.54	3.50–5.19	280	5.06	5.11	5.01–5.15
Women—	376	4.65	4.94	3.79–4.96	-	-	-	-	-	-	-	-
Stowers, car and truck—	254	5.09	5.03	5.01–5.11	80	4.08	4.79	2.73–4.92	-	-	-	-
Truckdrivers—	539	5.16	5.31	4.54–5.83	220	4.36	4.25	4.00–4.78	777	6.23	5.97	5.66–7.20
Semi- or trailer—	108	5.09	5.41	4.30–5.70	7	3.82	-	-	211	5.73	5.80	5.48–5.97
Other than semi- or trailer—	278	5.02	5.31	4.30–5.83	153	4.17	4.21	3.92–4.51	267	5.80	5.66	5.66–5.86
Combination of types—	153	5.46	5.20	4.97–6.19	60	4.92	5.40	4.31–5.45	-	-	-	-
Truckers, power—	903	5.09	5.06	4.96–5.16	25	4.67	5.07	4.54–5.11	-	-	-	-
Forklift—	474	5.08	5.11	5.06–5.16	23	4.64	5.07	4.54–5.14	11	5.10	-	-
Other than forklift—	429	5.11	5.01	4.91–5.01	-	-	-	-	-	-	-	-

¹ Excludes premium pay for overtime and for work on weekends, holidays, and late shifts. Median and middle ranges are not provided for occupations with fewer than 15 workers.

² Includes data for the New England region in addition to those shown separately.
³ Includes data for workers in classifications in addition to those shown separately.

Table 6. Meatpacking: Occupational earnings, multiplant companies

(Number and average straight-time hourly earnings¹ of production workers in selected occupations, United States and selected regions, March 1974)

Department, occupation, and sex	United States ²				Southeast				Middle West			
	Number of Workers	Average hourly earnings ¹			Number of Workers	Average hourly earnings ¹			Number of Workers	Average hourly earnings ¹		
		Mean	Median	Middle range		Mean	Median	Middle range		Mean	Median	Middle range
Beef dressing:												
Backers ³ -----	198	\$4.17	\$3.55	\$3.30-\$5.04	9	\$3.53	-	- - -	69	\$5.08	\$5.04	\$4.53-\$5.71
On-the-rail dressing, power knife -----	169	4.16	3.39	3.30-5.04	-	-	-	-	66	5.05	5.04	4.53-5.71
Floorsmen ³ -----	255	4.73	5.11	3.30-5.70	10	3.87	-	- - -	102	5.04	5.15	4.19-5.57
On-the-rail dressing, power knife -----	213	4.79	5.11	3.35-5.66	-	-	-	-	90	5.01	5.15	4.10-5.29
Hide pullers, machine -----	160	4.82	4.72	4.21-5.71	21	4.33	\$3.30	\$3.30-\$5.52	77	4.63	4.56	4.21-4.75
Stunners, beef ³ -----	126	4.43	4.48	3.91-5.06	14	3.94	-	- - -	56	4.52	4.37	4.23-5.06
Pneumatic, hammer or captive-bolt pistol -----	121	4.36	4.43	3.85-5.06	13	3.99	-	- - -	54	4.47	4.35	4.23-4.95
Rumpers ³ -----	154	4.73	4.99	3.80-5.47	21	4.45	4.92	3.44-5.27	58	4.89	4.83	4.41-5.56
On-the-rail dressing, power knife -----	113	4.89	4.99	4.41-5.46	-	-	-	-	50	4.94	4.83	4.43-5.54
Shacklers, beef -----	95	4.42	4.43	4.09-5.01	-	-	-	-	58	4.56	4.36	4.23-5.01
Splitters, beef ³ -----	220	5.64	5.96	4.66-7.08	14	4.30	-	- - -	77	4.93	5.10	4.61-5.96
Power saw -----	131	4.97	5.11	4.04-5.96	11	4.41	-	- - -	67	5.06	5.10	4.66-5.96
Washers, beef -----	162	4.16	4.30	3.82-4.91	10	3.43	-	- - -	84	4.41	4.35	4.13-4.91
Beef cutting:												
Boners, beef -----	1,184	5.26	4.71	4.07-5.41	88	5.26	5.17	3.35-6.13	646	5.53	4.54	4.17-5.54
Chucks -----	166	5.61	4.71	4.07-7.32	-	-	-	-	107	5.61	4.71	4.54-6.97
Lions, ribs, or rounds -----	374	5.85	4.71	4.07-6.63	24	5.14	5.24	3.35-6.10	247	6.34	4.71	4.27-8.34
Shanks or briskets -----	137	5.34	4.59	4.07-5.41	25	5.90	5.31	3.35-6.21	95	5.11	4.59	4.07-4.71
Entire carcass -----	507	4.68	4.89	4.17-5.08	29	5.33	5.22	3.65-6.95	197	4.66	4.50	4.17-4.97
Break-up men, fabricated beef cuts -----	408	5.02	4.35	4.08-5.41	19	4.14	3.35	3.25-5.31	291	4.93	4.18	4.08-5.41
Break-up men, primal cuts -----	280	4.95	4.93	4.05-5.26	26	4.07	3.63	3.25-5.07	167	4.99	4.93	4.17-5.19
Handlers, beef cuts for boners -----	128	4.41	4.46	3.20-4.86	17	3.27	3.11	2.30-3.80	44	4.75	4.60	4.18-4.86
Pork dressing:												
Belly openers -----	120	5.32	5.26	5.26-5.39	10	4.18	-	- - -	66	5.60	5.31	5.26-5.41
Eviscerators, hog -----	160	5.26	5.26	4.91-5.31	27	3.98	3.83	3.29-4.91	76	5.73	5.26	5.26-5.65
Headers, hog -----	184	5.28	5.36	5.06-5.76	28	3.95	3.35	3.08-5.06	85	5.84	5.36	5.36-6.13
Shacklers, hog -----	80	4.57	5.01	4.41-5.11	21	3.55	3.09	2.81-4.61	26	5.17	5.11	5.11-5.11
Shavers -----	512	5.02	5.09	4.96-5.11	80	3.78	3.27	3.15-4.76	286	5.42	5.11	5.06-5.17
Splitters, back, pork ³ -----	116	5.22	5.46	5.16-5.46	20	3.82	3.26	3.03-5.11	58	5.71	5.46	5.46-5.48
Power saw -----	113	5.21	5.46	5.16-5.46	20	3.82	3.26	3.03-5.11	58	5.71	5.46	5.46-5.48
Stunners, hog -----	81	4.47	4.96	3.23-5.11	24	3.45	3.12	3.04-3.95	28	5.28	5.11	5.11-5.27
Electric shocking device -----	78	4.52	5.01	3.80-5.11	21	3.49	3.09	3.04-3.95	28	5.28	5.11	5.11-5.27
Pork cutting:												
Belly trimmers -----	255	5.45	5.26	5.03-5.98	46	4.16	4.91	3.22-4.91	115	6.06	5.93	5.26-6.43
Boners, ham -----	1,208	6.86	7.54	5.36-8.33	124	3.85	3.65	3.14-4.05	540	7.48	7.61	5.97-8.38
Open style boning -----	933	6.98	8.22	5.16-8.46	104	3.62	3.36	2.98-4.05	343	7.76	8.30	5.68-8.55
Chisel boning -----	247	6.51	6.89	5.51-7.43	-	-	-	-	185	6.93	7.31	5.95-7.56
Machine boning -----	28	5.80	5.41	3.93-7.82	-	-	-	-	-	-	-	-
Ham skimmers, machine -----	187	5.36	5.11	5.01-5.71	22	4.23	3.65	3.09-4.97	86	6.05	5.22	5.11-7.36
Skin only -----	70	5.33	5.06	5.01-5.46	9	4.97	-	- - -	33	5.74	5.16	5.06-5.76
Skin and defat -----	117	5.38	5.11	5.01-6.21	13	3.71	-	- - -	53	6.25	5.65	5.11-7.37
Lion pullers -----	175	5.52	5.31	5.26-5.99	31	3.97	3.35	3.05-4.96	93	6.01	5.57	5.31-6.21
Trimmers of trimmings -----	500	5.27	5.06	4.96-5.77	49	3.26	2.87	2.75-3.23	309	5.64	5.25	5.01-5.91
Men -----	274	5.49	5.09	4.96-6.20	22	3.91	3.99	3.07-4.76	146	5.87	5.26	5.07-6.50
Women -----	226	5.00	5.02	4.96-5.26	-	-	-	-	163	5.43	5.06	4.96-5.51
Curing, smoking, cooking, and canning:												
Casing-peeler operators -----	183	4.42	4.96	2.96-5.01	56	3.08	2.94	2.82-3.10	46	5.27	5.01	5.01-5.21
Men -----	90	4.51	5.01	3.13-5.01	18	2.93	2.91	2.88-3.13	19	5.32	5.01	5.01-5.52
Women -----	93	4.33	4.92	2.96-5.01	38	3.15	2.96	2.82-3.09	27	5.23	5.01	5.01-5.01
Cooks, water retort -----	78	5.27	5.16	5.11-5.21	-	-	-	-	46	5.32	5.16	5.16-5.21
Graders, green hams and bellies -----	213	5.49	5.09	5.06-5.78	20	4.41	3.92	2.93-4.76	133	5.67	5.11	5.06-5.78
Green hams -----	93	5.43	5.09	5.06-5.80	9	4.61	-	- - -	57	5.61	5.11	5.06-5.80
Bellies -----	110	5.70	5.10	5.06-5.81	9	4.54	-	- - -	73	5.73	5.16	5.06-5.78
Hangers, bellies -----	160	4.75	5.00	3.20-5.52	45	3.25	3.11	2.80-3.22	54	5.90	5.40	5.06-6.68
Mixer operators -----	132	4.68	5.04	4.12-5.16	28	3.34	3.14	2.87-3.29	37	5.38	5.11	5.01-5.37
Pickle makers -----	83	5.43	5.21	5.03-5.25	7	3.54	-	- - -	36	5.62	5.21	5.21-5.21
Pumpers pickle-injection machine -----	160	4.74	5.06	4.73-5.11	29	3.14	2.92	2.70-3.16	70	5.43	5.06	5.06-5.16
Pumpers, ham (artery pumping) -----	52	3.72	3.22	2.92-3.75	30	3.36	3.49	2.92-3.75	-	-	-	-
Sausage makers (chopper) -----	165	4.96	5.26	3.36-5.49	38	3.28	3.14	3.00-3.61	50	5.82	5.31	5.26-6.14

See footnotes at the end of table.

Table 6. Meatpacking: Occupational earnings, multiplant companies—Continued

 (Number and average straight-time hourly earnings¹ of production workers in selected occupations, United States and selected regions, March 1974)

Department, occupation, and sex	Southwest				Great Lakes				Mountain			
	Number of Workers	Average hourly earnings ¹			Number of Workers	Average hourly earnings ¹			Number of Workers	Average hourly earnings ¹		
		Mean	Median	Middle range		Mean	Median	Middle range		Mean	Median	Middle range
Beef dressing:												
Backers -----	58	\$3.42	\$3.13	\$2.90-\$3.55	-	-	-	-	-	-	-	-
On-the-rail dressing, power knife -----	-	-	-	-	-	-	-	-	-	-	-	-
Floorsmen ³ -----	46	4.51	5.02	2.95- 5.74	-	-	-	-	-	-	-	-
On-the-rail dressing, power knife -----	24	4.80	5.39	3.90- 5.63	-	-	-	-	-	-	-	-
Hide pullers, machine -----	25	4.27	4.85	3.35- 5.03	11	\$6.62	-	-	17	\$5.45	\$5.71	\$5.71-\$5.86
Stunners, beef ³ -----	32	3.99	4.58	2.90- 4.76	7	5.85	-	-	10	4.45	-	-
Pneumatic, hammer or captive-bolt pistol -----	32	3.99	4.58	2.90- 4.76	-	-	-	-	10	4.45	-	-
Rumpers ³ -----	43	4.44	5.12	3.09- 5.44	-	-	-	-	20	4.68	5.36	3.20- 5.51
On-the-rail dressing, power knife -----	21	4.72	5.12	4.02- 5.33	-	-	-	-	10	4.78	5.36	3.20- 5.51
Shacklers, beef -----	18	3.70	3.62	2.68- 4.54	-	-	-	-	9	3.81	-	-
Splitters, beef ³ -----	29	4.43	3.97	3.70- 5.39	-	-	-	-	12	5.16	-	-
Power saw -----	29	4.43	3.97	3.70- 5.39	-	-	-	-	12	5.16	-	-
Washers, beef -----	36	3.69	3.82	2.61- 4.58	7	5.18	-	-	15	3.61	2.90	2.90- 4.94
Beef cutting:												
Boners, beef -----	233	4.30	4.90	3.45- 4.90	-	-	-	-	88	3.70	3.20	3.10- 5.19
Chucks -----	-	-	-	-	-	-	-	-	-	-	-	-
Lions, ribs, or rounds -----	-	-	-	-	-	-	-	-	-	-	-	-
Shanks or briskets -----	-	-	-	-	-	-	-	-	-	-	-	-
Entire carcass -----	187	4.47	4.90	2.94- 5.08	-	-	-	-	25	3.93	2.80	2.80- 5.36
Break-up men, fabricated beef cuts -----	58	4.70	4.76	4.68- 5.14	-	-	-	-	-	-	-	-
Break-up men, primal cuts -----	31	4.08	3.97	3.90- 4.73	14	7.37	-	-	21	5.35	5.41	5.26- 5.41
Handlers, beef cuts for boners -----	32	4.01	4.58	3.15- 4.68	-	-	-	-	-	-	-	-
Pork dressing:												
Belly openers -----	6	3.76	-	-	24	5.74	\$5.29	\$5.26-\$5.64	-	-	-	-
Eviscerators, hog -----	-	-	-	-	36	5.76	5.26	4.91- 5.50	-	-	-	-
Headers, hog -----	-	-	-	-	51	5.39	5.36	4.40- 6.13	-	-	-	-
Shacklers, hog -----	-	-	-	-	14	5.06	-	-	-	-	-	-
Shavers -----	13	4.11	-	-	96	5.25	5.06	4.96- 5.11	-	-	-	-
Splitters, back, pork ³ -----	-	-	-	-	22	5.50	5.46	5.24- 5.68	-	-	-	-
Power saw -----	-	-	-	-	20	5.52	5.46	5.39- 5.73	-	-	-	-
Stunners, hog -----	-	-	-	-	17	4.82	4.94	4.40- 5.11	-	-	-	-
Electric shocking device -----	-	-	-	-	17	4.82	4.94	4.40- 5.11	-	-	-	-
Pork cutting:												
Belly trimmers -----	10	4.65	-	-	57	5.70	5.26	5.26- 6.39	-	-	-	-
Boners, ham -----	36	4.25	4.00	3.36- 5.03	-	-	-	-	-	-	-	-
Open style boning -----	-	-	-	-	-	-	-	-	-	-	-	-
Chisel boning -----	-	-	-	-	-	-	-	-	-	-	-	-
Machine boning -----	-	-	-	-	-	-	-	-	-	-	-	-
Ham skimmers, machine -----	7	3.73	-	-	48	5.30	5.01	5.01- 5.11	-	-	-	-
Skin only -----	-	-	-	-	17	5.01	5.01	5.01- 5.01	-	-	-	-
Skin and defat -----	6	3.75	-	-	31	5.46	5.01	5.01- 5.77	-	-	-	-
Lion pullers -----	-	-	-	-	36	5.95	5.31	5.31- 6.00	-	-	-	-
Trimmers of trimmings -----	14	3.73	-	-	108	5.49	4.96	4.96- 6.39	-	-	-	-
Men -----	14	3.73	-	-	74	5.78	4.96	4.96- 7.05	-	-	-	-
Women -----	-	-	-	-	34	4.84	4.96	4.11- 5.23	-	-	-	-
Curing, smoking, cooking, and canning:												
Casing-peeler operators -----	6	3.69	-	-	38	5.45	5.01	5.01- 5.92	-	-	-	-
Men -----	-	-	-	-	27	5.36	5.01	5.01- 5.83	-	-	-	-
Women -----	-	-	-	-	11	5.70	-	-	-	-	-	-
Cooks, water retort -----	-	-	-	-	14	6.09	-	-	-	-	-	-
Graders, green hams and bellies -----	7	3.85	-	-	36	6.04	5.28	4.99- 6.61	-	-	-	-
Green hams -----	-	-	-	-	15	5.72	5.28	4.96- 6.47	-	-	-	-
Bellies -----	-	-	-	-	21	6.26	5.06	5.01- 8.63	-	-	-	-
Hangers, bellies -----	11	3.80	-	-	29	5.79	5.21	5.01- 7.11	-	-	-	-
Mixer operators -----	8	3.84	-	-	36	5.25	5.06	5.01- 5.63	-	-	-	-
Pickle makers -----	7	3.82	-	-	24	6.44	5.21	5.11- 6.53	-	-	-	-
Pumpers, pickle-injection machine -----	11	3.92	-	-	26	5.46	5.06	5.06- 5.47	-	-	-	-
Pumpers, ham (artery pumping) -----	-	-	-	-	-	-	-	-	-	-	-	-
Sausage makers (chopper) -----	14	4.20	-	-	45	5.96	5.49	5.21- 6.99	-	-	-	-

See footnotes at end of table.

Table 6. Meatpacking: Occupational earnings, multiplant companies—Continued

(Number and average straight-time hourly earnings ¹ of production workers in selected occupations, United States and selected regions, March 1974)

Department, occupation, and sex	United States ²				Southeast				Middle West			
	Number of Workers	Average hourly earnings ¹			Number of Workers	Average hourly earnings ¹			Number of Workers	Average hourly earnings ¹		
		Mean	Median	Middle range		Mean	Median	Middle range		Mean	Median	Middle range
Curing, smoking, cooking, and canning—Continued												
Slicing-machine operators -----	479	\$4.99	\$5.01	\$4.63–\$5.84	76	\$3.67	\$3.90	\$2.93–\$3.95	176	\$5.76	\$5.44	\$5.01–\$6.34
Men -----	330	5.16	5.16	4.81– 5.91	54	3.86	3.95	3.22– 3.95	129	5.66	5.47	5.06– 6.07
Women -----	149	4.61	4.84	2.81– 5.01	22	3.20	2.95	2.38– 3.17	47	6.06	5.01	4.99– 6.86
Smokers -----	369	4.65	5.21	3.33– 5.26	89	3.31	3.05	2.90– 3.35	125	5.45	5.21	5.21– 5.31
Sausages -----	128	5.08	5.21	5.01– 5.31	24	3.32	3.06	3.02– 3.35	51	5.64	5.26	5.21– 6.00
Other than sausages -----	151	4.95	5.21	5.05– 5.26	31	3.23	2.97	2.85– 3.33	68	5.33	5.21	5.21– 5.27
Combination of sausages and other products -----	90	3.52	2.96	2.91– 3.83	34	3.38	3.30	2.94– 3.68	-	-	-	-
Spice weighers and mixers -----	80	4.47	4.86	3.21– 5.01	18	3.25	3.16	2.86– 3.32	20	5.34	5.01	5.01– 5.16
Men -----	51	4.83	5.01	4.40– 5.03	9	3.51	-	-	16	5.42	5.01	5.01– 5.16
Women -----	29	3.84	3.18	3.18– 5.01	9	2.98	-	-	-	-	-	-
Stuffers, frankfurters -----	140	4.77	5.16	3.30– 5.25	43	3.63	3.24	2.82– 3.75	39	5.72	5.21	5.16– 5.98
Men -----	104	5.08	5.16	4.85– 5.26	19	3.27	3.24	2.82– 3.75	38	5.73	5.19	5.16– 6.15
Women -----	36	3.90	3.22	2.82– 5.24	24	3.91	2.88	2.82– 5.32	-	-	-	-
Stuffers, sausage -----	344	5.20	5.16	4.10– 6.17	52	3.45	3.05	2.80– 3.24	110	5.97	5.21	5.16– 6.75
Men -----	284	5.50	5.16	5.04– 6.37	21	4.07	3.24	3.05– 5.20	106	6.00	5.21	5.16– 6.79
Women -----	60	3.78	3.28	3.04– 5.01	31	3.02	3.04	2.80– 3.11	-	-	-	-
Natural casings -----	28	5.63	6.34	5.33– 6.42	-	-	-	-	10	6.25	-	-
Artificial casings with casing size -----	58	4.78	5.10	4.87– 5.21	11	3.16	-	-	12	5.40	-	-
Artificial casings without casing size -----	66	4.65	4.10	3.95– 5.16	21	4.13	3.21	3.11– 3.95	14	6.70	-	-
Combination of natural and artificial casings -----	192	5.45	5.16	5.04– 6.79	16	2.90	2.90	2.75– 3.04	74	5.88	5.16	5.16– 6.82
Men -----	154	5.82	5.26	5.16– 6.83	-	-	-	-	73	5.89	5.16	5.16– 6.83
Women -----	38	3.95	3.28	3.04– 5.04	13	2.87	-	-	-	-	-	-
Maintenance and powerplant:												
Electricians, maintenance -----	348	5.85	5.76	5.67– 6.44	9	5.27	-	-	192	5.91	5.76	5.76– 6.06
Engineers, stationary -----	372	5.28	5.49	4.32– 6.01	32	4.93	5.57	3.77– 5.87	185	5.58	6.01	5.18– 6.01
Firemen, stationary boiler -----	141	5.28	5.61	4.94– 5.86	16	3.71	3.30	2.80– 3.90	57	5.63	5.61	5.56– 5.86
Machinists, maintenance -----	352	6.09	5.91	5.81– 6.68	-	-	-	-	173	6.07	5.91	5.81– 6.48
Maintenance workers, general utility, -----	1,154	4.94	5.17	3.97– 5.81	180	4.04	3.72	3.34– 4.50	502	5.23	5.26	4.73– 5.81
Mechanics, automotive (maintenance) -----	269	4.97	5.46	4.34– 5.71	83	4.77	5.51	3.15– 5.66	50	5.73	5.71	5.66– 5.81
Millwrights -----	182	5.73	5.71	5.71– 5.88	-	-	-	-	115	5.94	5.71	5.71– 5.91
Welders, hand -----	270	5.66	5.81	5.76– 5.81	-	-	-	-	190	5.65	5.81	5.81– 5.81
Custodial and material movement:												
Checkers, loading -----	566	4.91	5.16	4.42– 5.21	126	4.02	4.00	3.15– 4.97	220	5.30	5.16	5.16– 5.26
Cleaners, night -----	2,258	4.68	4.91	3.97– 5.01	347	3.37	2.96	2.83– 3.95	1,099	5.08	4.96	4.89– 5.01
Janitors -----	469	4.46	4.86	4.40– 4.86	53	3.30	2.96	2.52– 4.51	269	4.78	4.86	4.86– 4.86
Men -----	414	4.56	4.86	4.59– 4.86	42	3.39	2.96	2.52– 4.51	246	4.77	4.86	4.86– 4.86
Women -----	55	3.70	2.96	2.49– 4.86	11	2.95	-	-	23	4.89	4.86	4.86– 4.91
Luggers -----	969	4.68	4.96	4.17– 5.31	114	3.86	3.85	2.64– 5.10	524	4.83	4.94	4.53– 5.31
Beef, hand -----	407	4.60	4.53	4.12– 4.98	13	3.85	-	-	281	4.60	4.53	4.17– 4.94
Beef, machine -----	192	4.81	5.13	4.53– 5.31	-	-	-	-	91	4.93	5.16	4.53– 5.31
Other products including combination of beef and other meats, hand -----	262	4.52	5.01	3.85– 5.11	96	3.79	3.85	2.64– 5.10	56	5.24	5.31	5.11– 5.36
Other products including combination of beef and other meats, machine -----	108	5.16	5.11	5.11– 5.21	-	-	-	-	96	5.15	5.11	5.11– 5.11
Packers, shipping -----	1,671	4.59	4.91	3.79– 5.01	86	3.60	2.92	2.76– 4.77	947	4.88	4.96	3.91– 5.11
Stowers, car and truck -----	529	4.31	4.83	3.09– 5.11	112	3.23	3.14	3.09– 3.20	205	5.32	5.06	5.01– 5.16
Truckdrivers -----	1,388	4.67	5.03	3.35– 5.83	514	3.56	3.35	3.17– 3.85	318	5.45	5.51	5.31– 5.89
Semi- or trailer -----	361	5.24	5.41	4.92– 6.05	42	4.43	4.88	3.20– 5.54	98	5.08	5.41	4.25– 5.70
Other than semi- or trailer -----	780	4.22	3.92	3.30– 5.26	424	3.47	3.35	3.17– 3.53	141	5.40	5.49	5.26– 5.78
Combination of types -----	247	5.28	5.95	5.21– 6.10	-	-	-	-	79	6.01	6.19	5.89– 6.19
Truckers, power -----	1,353	5.00	5.06	4.91– 5.16	83	3.98	3.36	3.35– 4.77	878	5.12	5.06	4.96– 5.16
Forklift -----	782	4.81	5.11	4.77– 5.16	59	3.65	3.36	2.87– 4.86	453	5.11	5.11	5.06– 5.16
Other than forklift -----	571	5.25	5.01	4.91– 5.11	-	-	-	-	425	5.12	5.01	4.91– 5.01

See footnotes at end of table.

Table 6. Meatpacking: Occupational earnings, multiplant companies—Continued

(Number and average straight-time hourly earnings¹ of production workers in selected occupations, United States and selected regions, March 1974)

Department, occupation, and sex	Southwest				Great Lakes				Mountain			
	Number of Workers	Average hourly earnings ¹			Number of Workers	Average hourly earnings ¹			Number of Workers	Average hourly earnings ¹		
		Mean	Median	Middle range		Mean	Median	Middle range		Mean	Median	Middle range
Curing, smoking, cooking, and cannings—Continued												
Slicing-machine operators	34	\$4.42	\$4.63	\$4.63–\$4.96	-	-	-	-	19	\$3.83	\$5.01	\$2.45–\$5.11
Men	7	3.02	-	-	-	-	-	-	-	-	-	-
Women	-	-	-	-	16	\$5.39	\$5.03	\$4.84–\$6.09	-	-	-	-
Smokers	31	3.86	3.36	2.81– 4.88	53	5.70	5.21	5.16– 6.55	-	-	-	-
Sausages	10	4.34	-	-	23	5.87	5.43	5.16– 6.59	-	-	-	-
Other than sausages	-	-	-	-	20	5.79	5.21	5.16– 6.27	-	-	-	-
Combination of sausages and other products	16	3.17	2.81	2.81– 3.48	10	5.14	-	-	-	-	-	-
Spice weighers and mixers	6	4.28	-	-	18	5.24	4.92	4.40– 5.12	-	-	-	-
Men	-	-	-	-	16	5.25	4.86	4.40– 5.01	-	-	-	-
Women	-	-	-	-	-	-	-	-	-	-	-	-
Stuffers, frankfurters	-	-	-	-	30	5.64	5.16	5.06– 6.06	-	-	-	-
Men	-	-	-	-	29	5.65	5.16	5.06– 6.06	-	-	-	-
Women	-	-	-	-	-	-	-	-	-	-	-	-
Stuffers, sausage ³	12	4.44	-	-	129	5.55	5.16	5.01– 6.42	-	-	-	-
Men	12	4.44	-	-	117	5.60	5.16	4.91– 6.62	-	-	-	-
Women	-	-	-	-	12	5.10	-	-	-	-	-	-
Natural casings	-	-	-	-	-	-	-	-	-	-	-	-
Artificial casings with casing sizer	-	-	-	-	27	5.33	5.16	5.01– 5.25	-	-	-	-
Artificial casings without casing sizer	-	-	-	-	-	-	-	-	-	-	-	-
Combination of natural and artificial casings	9	4.35	-	-	61	6.16	5.94	5.16– 6.92	-	-	-	-
Men	9	4.35	-	-	-	-	-	-	-	-	-	-
Women	-	-	-	-	-	-	-	-	-	-	-	-
Maintenance and powerplant:												
Electricians, maintenance	27	5.18	5.17	5.17– 5.48	-	-	-	-	-	-	-	-
Engineers, stationary	45	4.37	3.80	3.76– 5.35	45	6.00	6.01	5.75– 6.26	-	-	-	-
Firemen, stationary boiler	-	-	-	-	37	5.70	5.73	5.61– 5.86	-	-	-	-
Machinists, maintenance	-	-	-	-	-	-	-	-	-	-	-	-
Maintenance workers, general utility	138	4.48	3.96	3.80– 5.21	104	5.48	5.78	5.12– 5.86	76	5.14	5.99	3.30– 6.01
Mechanics, automotive (maintenance)	21	4.66	4.55	3.96– 5.43	29	5.54	5.50	5.46– 5.71	-	-	-	-
Millwrights	-	-	-	-	31	5.83	5.88	5.71– 5.98	-	-	-	-
Welders, hand	-	-	-	-	-	-	-	-	9	4.89	-	-
Custodial and material movement:												
Checkers, loading	41	4.43	5.07	3.95– 5.16	77	5.80	5.38	4.91– 7.04	-	-	-	-
Cleaners, night	171	4.19	4.40	3.15– 4.91	357	5.48	5.03	4.91– 6.27	57	4.34	4.91	3.20– 5.01
Janitors	44	4.25	4.40	3.50– 4.86	57	4.93	4.86	4.86– 5.03	10	3.46	-	-
Men	44	4.25	4.40	3.50– 4.86	54	4.93	4.86	4.86– 5.01	6	4.21	-	-
Women	-	-	-	-	-	-	-	-	-	-	-	-
Luggers	131	4.47	4.98	3.36– 5.11	40	5.28	5.14	4.95– 5.36	99	4.46	4.96	3.45– 5.46
Beef, hand	26	4.18	3.92	3.25– 4.98	-	-	-	-	-	-	-	-
Beef, machine	43	4.57	4.67	4.67– 5.13	-	-	-	-	58	4.81	5.46	3.20– 5.46
Other products including combination of beef and other meats, hand	62	4.53	5.01	3.36– 5.11	-	-	-	-	-	-	-	-
Other products including combination of beef and other meats, machine	-	-	-	-	-	-	-	-	-	-	-	-
Packers, shipping	231	3.93	3.70	3.15– 4.63	171	4.89	5.01	4.76– 5.08	-	-	-	-
Stowers, car and truck	25	4.08	3.97	3.15– 5.11	63	5.09	5.11	4.81– 5.30	-	-	-	-
Truckdrivers	131	3.87	3.92	3.05– 4.86	147	5.62	5.51	5.26– 5.95	-	-	-	-
Semi- or trailer	28	3.93	3.97	3.56– 3.97	27	5.27	5.18	5.15– 5.18	-	-	-	-
Other than semi- or trailer	87	3.95	3.92	2.79– 5.03	-	-	-	-	-	-	-	-
Combination of types	-	-	-	-	60	6.00	6.01	5.95– 6.01	-	-	-	-
Truckers, power ³	77	4.54	5.01	4.63– 5.11	214	5.69	5.16	5.07– 6.27	11	5.13	-	-
Forklift	57	4.93	5.11	4.78– 5.11	118	5.18	5.16	4.81– 5.16	9	5.15	-	-
Other than forklift	-	-	-	-	-	-	-	-	-	-	-	-

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

Median and middle ranges are not shown for occupations with fewer than 15 workers.

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

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

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

Table 7. Meatpacking: Occupational earnings, single-plant companies

(Number and average straight-time hourly earnings¹ of production workers in selected occupations, United States and selected regions, March 1974)

Department, occupation, and sex	United States ²				Middle Atlantic				Border States			
	Number of workers	Average hourly earnings ¹			Number of workers	Average hourly earnings ¹			Number of workers	Average hourly earnings ¹		
		Mean	Median	Middle range		Mean	Median	Middle range		Mean	Median	Middle range
Beef dressing:												
Backers ³ -----	418	\$ 4.31	\$ 4.20	\$3.40-5.49	63	\$ 3.83	\$ 3.91	\$3.35-4.35	42	\$ 3.46	\$ 3.90	\$2.79-3.90
On-the-rail dressing, power knife -----	203	4.22	4.25	3.42- 5.18	-	-	-	-	-	-	-	-
Conventional dressing floor, straight knife ---	129	4.59	4.46	3.50- 5.61	19	4.00	4.00	3.65- 4.46	-	-	-	-
Floormen ³ -----	707	4.93	5.36	3.99- 5.90	-	-	-	-	18	4.40	5.20	2.62- 5.20
On-the-rail dressing, power knife -----	317	5.38	5.86	5.18- 5.90	-	-	-	-	-	-	-	-
Conventional dressing floor, straight knife -----	237	4.29	4.10	3.53- 5.20	-	-	-	-	-	-	-	-
Hide pullers, machine -----	302	4.80	5.08	4.35- 5.44	22	3.22	3.34	2.00- 4.50	-	-	-	-
Stunners, beef ³ -----	357	4.17	4.32	3.22- 5.01	23	3.60	3.65	3.22- 3.87	14	3.41	-	-
Pneumatic hammer or captive bolt pistol -----	347	4.16	4.30	3.22- 5.01	23	3.60	3.65	3.22- 3.87	14	3.41	-	-
Rumpers ³ -----	392	4.72	5.17	3.64- 5.85	-	-	-	-	20	4.23	4.20	2.79- 5.45
On-the-rail dressing, power knife -----	194	4.96	5.17	4.22- 5.86	-	-	-	-	-	-	-	-
Shacklers, beef -----	233	4.31	4.75	3.32- 5.11	22	3.63	3.64	3.32- 3.64	20	3.74	3.90	2.58- 4.29
Splitters, beef ³ -----	389	4.56	4.21	3.70- 5.86	59	3.94	3.91	3.91- 4.01	11	4.46	-	-
Power saw -----	315	4.55	4.31	3.65- 5.86	-	-	-	-	6	3.63	-	-
Washers, beef -----	408	3.68	3.45	2.60- 4.81	54	3.12	2.74	2.74- 3.85	18	3.61	3.40	2.67- 4.85
Beef cutting:												
Boners, beef ³ -----	2,060	4.81	4.85	4.12- 5.51	296	4.40	4.82	3.85- 4.82	123	4.35	4.63	4.09- 5.23
Entire carcass -----	1,598	4.76	4.82	4.25- 5.51	296	4.90	4.82	3.85- 4.82	122	4.35	4.63	4.11- 5.23
Break-up men, fabricated beef cuts -----	327	4.49	4.34	3.50- 5.29	-	-	-	-	24	4.92	4.34	4.34- 4.63
Break-up men, primal cuts -----	574	5.12	5.31	4.64- 5.96	60	4.66	4.75	4.67- 4.75	36	5.07	4.47	4.24- 5.23
Pork dressing:												
Belly openers -----	92	4.12	4.10	3.40- 4.86	11	4.67	-	-	10	3.72	-	-
Eviscerators, hog -----	157	4.10	4.41	2.84- 5.11	-	-	-	-	30	3.75	3.72	2.58- 4.88
Headers, hog -----	111	4.57	4.81	3.50- 5.29	-	-	-	-	11	4.03	-	-
Shacklers, hog -----	99	4.19	4.41	3.36- 5.21	6	4.28	-	-	12	3.24	-	-
Shavers -----	340	4.24	4.41	3.40- 4.91	-	-	-	-	23	3.93	3.65	3.60- 4.86
Splitters, back, pork ³ -----	80	4.19	4.08	3.32- 5.17	7	4.94	-	-	10	3.79	-	-
Power saw -----	65	4.07	4.19	3.00- 4.95	7	4.94	-	-	-	-	-	-
Stunners, hog ³ -----	63	3.98	3.68	2.84- 5.01	6	4.25	-	-	9	3.20	-	-
Electric shocking device -----	56	3.92	-	-	6	4.25	-	-	9	3.20	-	-
Pork cutting:												
Belly trimmers -----	183	4.44	-	-	14	4.61	-	-	11	4.18	-	-
Boners, ham ¹ -----	494	4.76	5.09	3.85- 5.29	44	4.42	4.60	3.65- 4.70	25	4.06	3.85	3.85- 5.21
Open style boning -----	328	4.53	-	-	44	4.42	4.60	3.65- 4.70	14	3.83	-	-
Chisel boning -----	159	5.24	-	-	-	-	-	-	-	-	-	-
Ham skimmers, machine -----	112	4.34	4.63	3.46- 5.08	13	4.46	-	-	13	3.81	-	-
Loin pullers -----	117	4.55	4.85	3.60- 5.21	17	4.54	4.85	4.40- 4.85	10	3.68	-	-
Trimmers of trimmings -----	239	4.22	4.60	3.50- 4.70	-	-	-	-	17	3.44	2.54	2.54- 4.63
Men -----	181	4.24	4.60	3.54- 4.70	-	-	-	-	9	3.78	-	-
Women -----	58	4.15	4.31	3.65- 4.76	-	-	-	-	-	-	-	-
Sheep and calf dressing:												
Facers, and lamb sheep -----	191	4.72	4.50	4.11- 6.05	-	-	-	-	-	-	-	-
Shacklers, sheep and calves -----	117	3.99	3.66	3.32- 4.86	60	3.51	3.32	3.32- 3.32	-	-	-	-
Curing, smoking, cooking, and canning:												
Casing-peeler operators -----	177	3.89	3.90	2.97- 5.03	12	3.81	-	-	16	3.80	4.18	3.33- 4.18
Men -----	103	4.17	4.62	3.21- 5.25	6	4.35	-	-	10	4.30	-	-
Women -----	74	3.49	3.41	2.50- 3.96	-	-	-	-	-	-	-	-
Cooks, water retort -----	60	3.40	2.97	2.49- 4.34	10	4.31	-	-	15	3.35	2.65	2.48- 4.32
Graders, green hams and bellies -----	99	4.27	4.75	3.35- 4.91	-	-	-	-	9	3.76	-	-
Mixer operators -----	117	3.60	3.48	2.78- 4.20	22	3.95	4.00	3.52- 4.11	17	3.36	2.48	2.48- 4.76
Pumpers, pickle-injection machine -----	118	3.94	3.81	3.02- 5.11	10	4.06	-	-	-	-	-	-
Pumpers, ham (artery pumping) -----	215	4.06	4.60	2.84- 5.05	-	-	-	-	-	-	-	-
Sausage makers (chopper) -----	212	4.67	5.00	3.58- 5.93	19	4.45	4.88	3.83- 4.88	14	3.98	-	-
Slicing-machine operators -----	158	3.77	3.60	2.50- 4.91	-	-	-	-	25	4.01	4.23	3.60- 4.75
Men -----	48	4.14	4.65	3.13- 4.98	-	-	-	-	-	-	-	-
Women -----	110	3.60	3.35	2.50- 4.76	-	-	-	-	21	4.00	4.23	3.60- 4.75

See footnotes at end of table.

Table 7. Meatpacking: Occupational earnings, single-plant companies—Continued

(Number and average straight-time hourly earnings¹ of production workers in selected occupations, United States and selected regions, March 1974)

Department, occupation, and sex	Southeast				Southwest				Great Lakes			
	Number of workers	Average hourly earnings ¹			Number of workers	Average hourly earnings ¹			Number of workers	Average hourly earnings ¹		
		Mean	Median	Middle range		Mean	Median	Middle range		Mean	Median	Middle range
Beef dressing:												
Backers ³	40	\$3.08	\$3.00	\$2.90-\$3.40	43	\$3.00	\$2.50	\$2.40-\$3.80	69	\$4.67	\$4.87	\$3.84-\$5.18
On-the-rail dressing, power knife	-	-	-	-	22	2.61	2.48	2.40- 2.50	-	-	-	-
Conventional dressing floor, straight knife	-	-	-	-	-	-	-	-	29	4.36	3.60	3.45- 6.09
Floorsmen ³	50	2.94	2.90	2.75- 2.90	49	2.99	2.76	2.40- 3.75	122	5.11	5.18	4.10- 5.81
On-the-rail dressing, power knife	12	2.91	-	-	18	3.35	3.50	2.96- 3.80	52	5.14	5.18	4.87- 5.36
Conventional dressing floor, straight knife	-	-	-	-	17	3.00	2.40	2.35- 3.75	39	4.48	4.10	3.89- 5.33
Hide pullers, machine	11	3.00	-	-	13	2.54	-	-	102	5.32	5.18	5.05- 5.96
Stunners, beef	25	3.11	3.25	2.90- 3.35	50	2.66	2.50	2.20- 3.00	104	4.61	4.72	3.96- 5.38
Pneumatic hammer or captive bolt pistol	24	3.13	3.30	2.90- 3.35	50	2.66	2.50	2.20- 3.00	100	4.62	4.86	3.79- 5.43
Rumpers ³	36	3.11	3.10	2.90- 3.40	42	3.12	3.00	2.49- 3.70	51	4.85	5.17	3.71- 5.51
On-the-rail dressing, power knife	11	3.13	-	-	22	3.27	3.50	2.50- 3.80	-	-	-	-
Shacklers, beef	17	2.96	3.00	3.00- 3.10	31	2.59	2.45	2.25- 2.86	18	4.67	4.46	4.41- 5.06
Splitters, beef ³	34	3.12	3.15	2.95- 3.35	31	3.15	3.25	2.72- 3.55	97	4.64	4.60	3.70- 5.90
Power saw	30	3.12	3.10	2.80- 3.35	31	3.15	3.25	2.72- 3.55	83	4.71	4.76	3.91- 5.90
Washers, beef	33	2.77	2.80	2.60- 3.00	70	2.48	2.35	2.17- 2.55	70	3.92	4.14	2.50- 4.76
Beef cutting:												
Boners, beef ³	82	3.44	3.40	2.95- 3.85	121	3.83	3.85	3.10- 4.40	537	5.06	5.16	4.25- 5.72
Entire carcass	71	3.57	3.40	3.15- 3.96	43	3.77	3.25	2.80- 4.84	434	4.90	5.16	4.25- 5.51
Break-up men, fabricated beef cuts	29	3.23	3.10	3.00- 3.40	-	-	-	-	92	3.82	3.50	3.24- 3.90
Break-up men, primal cuts	33	3.22	3.35	3.00- 3.35	27	3.34	3.45	3.45- 3.75	98	5.26	4.96	4.64- 6.37
Pork dressing:												
Belly openers	17	2.71	2.55	2.50- 2.90	6	2.97	-	-	37	4.82	4.41	4.10- 4.99
Eviscerators, hog	33	2.47	2.20	2.20- 2.50	-	-	-	-	37	4.69	4.41	4.19- 5.24
Headers, hog	18	2.76	2.55	2.45- 2.94	6	2.95	-	-	33	5.31	5.21	4.61- 5.34
Shacklers, hog	13	2.48	-	-	6	2.77	-	-	33	4.86	4.99	4.21- 5.01
Shavers	51	2.62	2.54	2.25- 3.08	28	2.37	2.30	2.24- 2.30	155	4.94	4.84	4.21- 5.00
Splitters, back, pork ³	15	2.74	2.50	2.50- 3.20	9	3.28	-	-	26	4.86	4.81	4.61- 5.29
Power	15	2.74	2.50	2.50- 3.20	9	3.28	-	-	26	4.86	4.81	4.61- 5.29
Stunners, hog ³	9	2.72	-	-	6	2.60	-	-	21	4.94	5.01	4.21- 5.34
Electric shocking device	7	2.74	-	-	6	2.60	-	-	21	4.94	5.01	4.21- 5.34
Pork cutting:												
Belly trimmers	37	2.38	2.00	2.00- 2.55	8	2.85	-	-	58	4.74	4.61	4.16- 5.14
Boners, ham	54	3.04	2.60	2.50- 3.44	21	3.01	2.97	2.60- 3.50	274	5.10	5.09	4.94- 5.86
Open style boning	52	3.06	2.72	2.50- 3.51	17	2.89	2.97	2.60- 3.00	164	5.11	5.09	4.94- 5.09
Chisel boning	-	-	-	-	-	-	-	-	107	5.11	5.21	4.25- 5.86
Ham skimmers, machine	15	2.59	2.30	2.30- 2.97	8	2.75	-	-	45	5.03	4.81	4.41- 5.52
Loin pullers	13	2.83	-	-	10	2.98	-	-	47	5.12	5.04	4.31- 5.21
Trimmers of trimmings	19	2.65	2.60	1.90- 3.35	13	3.01	-	-	86	4.49	4.31	4.21- 4.76
Men	18	2.67	2.60	1.90- 3.35	13	3.01	-	-	42	4.58	4.31	3.80- 4.94
Women	-	-	-	-	-	-	-	-	44	4.40	4.52	4.31- 4.76
Sheep and calf dressing:												
Facers, and lamb sheep	-	-	-	-	-	-	-	-	99	3.31	4.11	1.98- 4.11
Shacklers, sheep and calves	-	-	-	-	-	-	-	-	-	-	-	-
Curing, smoking, cooking, and canning:												
Casing-peeler operators	23	2.56	2.40	2.30- 2.90	12	2.60	-	-	59	3.95	3.90	3.10- 4.81
Men	13	2.54	-	-	8	2.57	-	-	29	4.39	4.62	3.40- 5.12
Women	10	2.58	-	-	-	-	-	-	30	3.54	3.55	2.53- 3.90
Cooks, water retort	-	-	-	-	-	-	-	-	7	4.88	-	-
Graders, green hams, and bellies	9	2.75	-	-	-	-	-	-	45	4.93	4.84	4.79- 4.93
Mixer operators	19	2.75	2.50	2.50- 3.00	16	2.75	2.90	2.49- 3.00	35	4.16	4.00	3.48- 4.81
Pumpers, pickle-injection machine	11	2.91	-	-	-	-	-	-	17	4.62	4.81	4.74- 4.94
Pumpers, ham (artery pumping)	38	2.44	2.30	2.19- 2.64	24	2.70	2.60	2.50- 2.89	81	4.86	5.05	4.86- 5.05
Sausage makers (chopper)	29	2.62	2.50	2.35- 2.85	15	2.93	2.94	2.58- 3.00	21	4.73	4.99	4.44- 5.06
Slicing-machine operators	40	2.63	2.50	2.30- 2.96	10	2.58	-	-	47	4.30	4.98	3.31- 5.13
Men	10	2.67	-	-	-	-	-	-	-	-	-	-
Women	30	2.61	2.50	2.30- 2.80	6	2.64	-	-	36	4.12	4.76	2.60- 5.13

See footnotes at end of table

Table 7. Meatpacking: Occupational earnings, single-plant companies—Continued

(Number and average straight-time hourly earnings¹ of production workers in selected occupations, United States and selected regions, March 1974)

Department, occupation, and sex	Middle West				Mountain				Pacific			
	Number of workers	Average hourly earnings ¹			Number of workers	Average hourly earnings ¹			Number of workers	Average hourly earnings ¹		
		Mean	Median	Middle range		Mean	Median	Middle range		Mean	Median	Middle range
Beef dressing:												
Backers ³ -----	51	\$4.89	\$5.49	\$4.06-\$5.49	34	\$4.78	\$4.81	\$4.35-\$5.03	76	\$5.65	\$5.61	\$5.60-\$5.61
On-the-rail dressing, power knife -----	40	5.18	5.49	5.12- 5.55	27	4.83	4.82	4.35- 5.34	-	-	-	-
Conventional dressing floor, straight knife -----	-	-	-	-	-	-	-	-	44	5.75	5.61	5.61- 6.00
Floorsmen ³ -----	71	4.83	5.37	3.79- 5.74	47	5.00	4.82	4.35- 5.96	279	5.87	5.90	5.86- 5.96
On-the-rail dressing, power knife -----	39	5.62	5.74	5.37- 5.74	29	5.48	5.89	5.03- 6.02	155	5.92	5.90	5.86- 5.90
Conventional dressing floor, straight knife -----	30	3.89	3.79	3.53- 4.00	18	4.22	4.35	4.35- 4.81	41	5.98	6.01	5.86- 6.05
Hide pullers, machine -----	37	4.35	3.91	3.66- 5.49	34	4.70	4.65	4.45- 5.42	83	5.42	5.31	5.31- 5.44
Stunners, beef ³ -----	42	4.18	4.47	3.61- 4.87	31	4.43	4.42	4.03- 4.93	68	5.22	5.01	5.01- 5.44
Pneumatic hammer or captive bolt pistol -----	42	4.18	4.47	3.61- 4.87	31	4.43	4.42	4.03- 4.93	63	5.22	5.01	5.01- 5.44
Rumpers ³ -----	42	4.66	4.90	4.00- 5.25	45	4.86	4.82	4.31- 5.59	132	5.86	5.86	5.59- 6.04
On-the-rail dressing, power knife -----	31	4.80	5.12	4.06- 5.37	32	4.90	4.82	4.31- 5.49	64	5.87	5.86	5.86- 6.04
Shacklers, beef -----	20	4.43	4.75	3.92- 4.87	23	4.71	4.94	4.45- 4.98	82	5.34	5.25	5.01- 5.52
Splitters, beef ³ -----	41	4.81	5.12	3.75- 5.74	44	4.84	4.81	4.21- 5.89	72	5.94	5.86	5.86- 6.02
Power saw -----	37	4.71	4.90	3.75- 5.55	44	4.84	4.81	4.21- 5.89	55	5.93	5.86	5.86- 6.01
Washers, beef -----	60	4.00	4.37	3.19- 4.70	36	3.97	3.85	3.35- 4.88	67	5.13	5.24	4.83- 5.24
Beef cutting:												
Boners, beef ³ -----	191	4.46	4.59	3.91- 4.90	441	4.99	5.39	4.62- 5.51	264	5.86	5.71	5.66- 5.90
Entire carcass -----	137	4.55	4.90	3.90- 4.90	288	4.93	5.03	4.50- 5.51	202	5.80	5.66	5.66- 5.90
Break-up men, fabricated beef cuts -----	31	5.06	4.32	3.85- 6.05	81	4.98	5.29	4.70- 5.29	42	5.71	5.86	5.31- 5.94
Break-up men, primal cuts -----	31	4.16	4.00	4.00- 4.65	80	5.17	5.37	5.29- 5.37	204	5.90	6.05	5.86- 6.05
Pork dressing:												
Belly openers -----	9	4.17	-	-	-	-	-	-	-	-	-	-
Eviscerators, hog -----	8	4.09	-	-	-	-	-	-	-	-	-	-
Headers, hog -----	9	4.23	-	-	-	-	-	-	-	-	-	-
Shacklers, hog -----	7	3.72	-	-	-	-	-	-	-	-	-	-
Shavers -----	21	3.88	3.94	3.40- 3.94	-	-	-	-	-	-	-	-
Splitters, back, pork ³ -----	7	4.07	-	-	-	-	-	-	-	-	-	-
Power saw -----	-	-	-	-	-	-	-	-	-	-	-	-
Stunners, hog ³ -----	-	-	-	-	-	-	-	-	-	-	-	-
Electric shocking device -----	-	-	-	-	-	-	-	-	-	-	-	-
Pork cutting:												
Belly trimmers -----	-	-	-	-	-	-	-	-	-	-	-	-
Boners, ham ³ -----	28	5.84	5.90	4.59- 7.21	-	-	-	-	-	-	-	-
Open style boning -----	18	5.08	4.59	4.19- 4.59	-	-	-	-	-	-	-	-
Chisel boning -----	-	-	-	-	-	-	-	-	-	-	-	-
Ham skimmers, machine -----	-	-	-	-	-	-	-	-	-	-	-	-
Loin pullers -----	-	-	-	-	-	-	-	-	-	-	-	-
Trimmers of trimmings -----	-	-	-	-	-	-	-	-	-	-	-	-
Men -----	-	-	-	-	-	-	-	-	-	-	-	-
Women -----	-	-	-	-	-	-	-	-	-	-	-	-
Sheep and calf dressing:												
Facers, lamb and sheep -----	-	-	-	-	-	-	-	-	35	5.76	6.05	5.36- 6.05
Shacklers, sheep and calves -----	-	-	-	-	-	-	-	-	21	5.53	5.25	5.11- 6.05
Curing, smoking, cooking, and canning:												
Casing-peeler operators -----	12	4.02	-	-	-	-	-	-	-	-	-	-
Men -----	-	-	-	-	-	-	-	-	-	-	-	-
Women -----	10	4.07	-	-	-	-	-	-	-	-	-	-
Cooks, water retort -----	-	-	-	-	-	-	-	-	-	-	-	-
Graders, green hams and bellies -----	12	4.39	-	-	-	-	-	-	-	-	-	-
Mixer operators -----	-	-	-	-	-	-	-	-	-	-	-	-
Pumpers, pickle-injection machine -----	7	4.06	-	-	-	-	-	-	-	-	-	-
Pumper, ham (artery pumping) -----	19	4.42	4.33	3.94- 4.88	16	4.54	4.31	4.19- 5.45	-	-	-	-
Sausage makers (chopper) -----	13	4.57	-	-	13	4.07	-	-	-	-	-	-
Slicing-machine operators -----	13	4.61	-	-	-	-	-	-	-	-	-	-
Men -----	-	-	-	-	-	-	-	-	-	-	-	-
Women -----	-	-	-	-	-	-	-	-	-	-	-	-

See footnotes at end of table.

Table 7. Meatpacking: Occupational earnings, single-plant companies—Continued(Number and average straight-time hourly earnings¹ of production workers in selected occupations, United States and selected regions, March 1974)

Department, occupation, and sex	United States ²				Middle Atlantic				Border States			
	Number of workers	Average hourly earnings ¹			Number of workers	Average hourly earnings ¹			Number of workers	Average hourly earnings ¹		
		Mean	Median	Middle range		Mean	Median	Middle range		Mean	Median	Middle range
Curing, smoking, cooking, and canning—Continued												
Smokers	303	\$3.78	\$3.73	\$2.80–\$4.94	21	\$4.15	\$4.20	\$3.25–\$5.11	26	\$3.73	\$3.73	\$2.65–\$4.38
Sausages	78	3.73	3.75	2.86–4.36	-	-	-	-	-	-	-	-
Combination of sausages and other products	150	3.59	3.49	2.61–4.38	8	3.97	-	-	21	3.58	3.73	2.59–5.08
Spice weighers and mixers	69	3.81	4.05	2.55–4.76	-	-	-	-	9	3.99	-	-
Stuffers, frankfurters	133	3.58	3.41	2.50–4.96	7	3.97	-	-	7	4.44	-	-
Men	87	3.89	3.90	2.94–4.96	7	3.97	-	-	-	-	-	-
Women	46	2.99	2.63	2.40–3.25	-	-	-	-	-	-	-	-
Stuffers, sausage ³	339	3.89	3.95	2.40–4.96	19	4.43	4.16	4.00–5.06	53	3.34	2.35	2.30–4.39
Men	197	4.58	4.44	3.83–5.93	13	4.60	-	-	-	-	-	-
Women	142	2.92	2.40	2.25–3.54	-	-	-	-	41	3.07	2.30	2.30–4.36
Combination of natural and artificial casings	162	4.24	4.27	3.73–4.93	-	-	-	-	38	3.35	3.04	2.30–4.39
Maintenance and powerplant:												
Electricians, maintenance	81	5.05	5.27	4.08–5.77	-	-	-	-	12	5.08	-	-
Engineers, stationary	213	5.29	5.52	4.77–5.85	25	4.54	4.20	3.65–5.37	13	5.06	-	-
Firemen, stationary boiler	46	4.39	4.13	3.70–5.24	-	-	-	-	-	-	-	-
Maintenance workers, general utility	1,255	4.77	4.95	4.00–5.55	72	4.54	4.85	3.80–5.05	90	3.97	4.30	2.79–4.98
Mechanics, automotive, maintenance	174	5.00	5.36	4.50–5.64	-	-	-	-	18	4.93	5.18	3.96–6.14
Custodial and material movement:												
Checkers, loading	273	4.07	4.28	3.30–5.03	7	4.06	-	-	45	4.70	5.08	5.00–5.10
Cleaners, night	1,719	3.96	4.50	3.15–4.79	126	3.67	3.45	3.15–4.62	117	3.33	3.40	2.30–4.70
Janitors	195	3.34	3.52	2.50–4.34	-	-	-	-	14	3.10	-	-
Luggers ³	1,021	4.28	4.60	3.40–5.03	71	4.14	4.55	3.66–4.55	45	3.93	3.40	2.30–4.70
Beef, hand	712	4.46	4.82	3.66–5.16	31	3.49	3.66	3.20–3.66	43	3.94	3.40	2.30–4.70
Packers, shipping	1,240	3.70	3.50	2.55–4.81	128	3.89	3.65	3.50–4.67	82	3.00	2.35	2.10–4.70
Men	905	4.06	4.50	3.28–4.88	99	3.99	3.50	3.50–4.67	-	-	-	-
Women	335	2.72	2.40	2.14–2.94	-	-	-	-	-	-	-	-
Stowers, car and truck	329	3.52	3.25	2.65–4.20	-	-	-	-	46	3.80	4.14	2.90–4.14
Truckdrivers	3,147	4.65	5.00	3.42–5.66	307	4.67	4.61	3.83–5.42	282	4.28	3.73	3.60–5.01
Semi or trailer	481	4.85	5.48	3.25–5.90	95	5.61	6.36	5.10–6.36	-	-	-	-
Other than semi or trailer	1,934	4.24	4.09	3.00–5.54	167	4.19	4.09	3.60–4.61	166	3.97	3.68	2.50–6.36
Combination of types	732	5.60	5.39	4.93–7.20	-	-	-	-	-	-	-	-
Truckers, power ³	149	4.17	4.69	3.65–4.75	-	-	-	-	-	-	-	-
Forklift	124	4.08	4.74	3.63–4.75	-	-	-	-	-	-	-	-

See footnotes at end of table.

Table 7. Meatpacking: Occupational earnings, single-plant companies—Continued(Number and average straight-time hourly earnings¹ of production workers in selected occupations, United States and selected regions, March 1974)

Department, occupation, and sex	Southeast				Number of workers	Southwest			Number of workers	Great Lakes			
	Number of workers	Average hourly earnings ¹				Mean	Median	Middle range		Number of workers	Average hourly earnings ¹		
		Mean	Median	Middle range							Mean	Median	Middle range
Curing, smoking, cooking, and canning—Continued													
Smokers ² -----	64	\$2.68	\$2.58	\$2.40–\$2.96	35	\$2.62	\$2.55	\$2.50–\$2.85	105	\$4.48	\$4.89	\$3.75–\$5.14	
Sausages-----	28	2.80	2.65	2.40–3.40	-	-	-	-	17	4.18	3.75	3.15–4.99	
Combination of sausages and other products-----	29	2.46	2.50	2.20–2.68	21	2.62	2.60	2.25–2.94	55	4.23	4.15	3.49–4.96	
Spice weighers and mixers-----	23	2.62	2.55	2.40–2.80	-	-	-	-	15	4.70	5.05	4.39–5.05	
Stuffers, frankfurters-----	36	2.47	2.45	2.15–2.75	20	2.53	2.50	2.35–2.65	35	4.76	4.96	4.89–5.11	
Men-----	12	2.70	-	-	12	2.57	-	-	28	4.89	4.96	4.89–5.11	
Women-----	24	2.45	2.45	1.91–2.70	-	-	-	-	7	4.22	-	-	
Stuffers, sausage ³ -----	81	2.41	2.40	2.25–2.50	19	2.57	2.40	2.10–2.97	92	4.75	4.91	3.76–5.48	
Men-----	9	2.61	-	-	13	2.84	-	-	82	4.76	4.93	3.85–5.89	
Women-----	72	2.39	2.33	2.25–2.50	6	2.00	-	-	10	4.68	-	-	
Combination of natural and artificial casings-----	-	-	-	-	-	-	-	-	76	4.73	4.93	3.85–5.27	
Maintenance and powerplant:													
Electricians, maintenance-----	-	-	-	-	8	3.81	-	-	18	4.75	4.48	4.08–5.49	
Engineer, stationary-----	-	-	-	-	15	4.07	4.30	3.38–4.50	60	5.58	5.54	5.49–5.70	
Firemen, stationary boiler-----	-	-	-	-	-	-	-	-	36	4.32	4.10	3.70–5.26	
Maintenance workers, general utility-----	78	3.11	3.10	2.50–3.47	103	3.05	2.96	2.71–3.20	416	5.00	5.21	4.60–5.51	
Mechanics, automotive, maintenance-----	18	3.56	3.53	3.20–3.65	13	3.48	-	-	78	5.39	5.37	5.34–5.62	
Custodial and material movement:													
Checkers, loading-----	63	2.71	2.45	2.20–3.35	37	3.37	3.30	2.52–3.50	40	4.63	4.84	4.60–4.89	
Cleaners, night-----	118	2.49	2.50	2.20–2.60	157	2.35	2.30	2.00–2.65	423	4.40	4.64	4.08–4.93	
Janitors-----	40	2.38	2.50	2.15–2.50	14	2.40	-	-	64	3.43	3.52	2.50–4.62	
Luggers ³ -----	32	2.74	2.65	2.44–3.30	121	2.77	2.75	2.42–3.12	229	4.88	4.82	4.60–5.03	
Beef, hand-----	-	-	-	-	72	2.78	2.68	2.39–3.12	180	4.85	4.60	4.60–4.84	
Packers, shipping-----	177	2.46	2.50	2.14–2.55	190	2.52	2.50	2.35–2.75	253	3.85	3.63	3.24–4.74	
Men-----	51	2.76	2.65	2.50–3.28	108	2.47	2.50	2.30–2.75	218	3.86	3.73	3.35–4.74	
Women-----	126	2.34	2.30	2.00–2.55	82	2.58	2.40	2.35–2.94	35	3.77	3.63	2.60–5.03	
Stowers, car and truck-----	67	2.74	2.65	2.50–2.75	54	2.49	2.35	2.20–2.94	34	3.79	3.75	3.24–3.91	
Truckdrivers ³ -----	278	2.71	2.65	2.40–2.96	323	2.72	2.75	2.35–3.00	779	4.92	5.29	4.25–5.54	
Semi or trailer-----	-	-	-	-	69	2.30	2.24	2.12–2.35	116	4.65	5.14	3.25–5.54	
Other than semi or trailer-----	266	2.73	2.65	2.40–2.98	254	2.84	2.88	2.60–3.12	532	4.98	5.29	4.88–5.54	
Combination of types-----	-	-	-	-	-	-	-	-	131	4.92	5.39	3.90–5.45	
Truckers, power ³ -----	14	2.26	-	-	14	2.73	-	-	47	4.59	4.69	4.69–4.74	
Forklift-----	13	2.23	-	-	14	2.73	-	-	27	4.52	4.74	4.46–4.84	

See footnotes at end of table.

Table 7. Meatpacking: Occupational earnings, single-plant companies—Continued(Number and average straight-time hourly earnings¹ of production workers in selected occupations, United States and selected regions, March 1974)

Department, occupation, and sex	Middle West				Mountain				Pacific			
	Number of workers	Average hourly earnings ¹			Number of workers	Average hourly earnings ¹			Number of workers	Average hourly earnings ¹		
		Mean	Median	Middle range		Mean	Median	Middle range		Mean	Median	Middle range
Curing, smoking, cooking, and canning—Continued												
Smokers	34	\$4.43	\$4.31	\$3.95–\$5.18	8	\$3.73	-	- -	-	-	-	- -
Sausages	17	4.34	4.18	4.06–4.44	-	-	-	- -	-	-	-	- -
Combination of sausages and other products	-	-	-	-	-	-	-	- -	-	-	-	- -
Spice weighers and mixers	6	4.20	-	-	-	-	-	- -	-	-	-	- -
Stuffers, frankfurters	10	3.43	-	-	10	3.68	-	- -	-	-	-	- -
Men	9	3.26	-	-	-	-	-	- -	-	-	-	- -
Women	-	-	-	-	-	-	-	- -	-	-	-	- -
Stuffers, sausage ³	22	4.58	4.44	4.44–4.85	8	3.89	-	- -	-	-	-	- -
Men	15	4.54	4.44	4.44–4.85	8	3.89	-	- -	-	-	-	- -
Women	-	-	-	-	-	-	-	- -	-	-	-	- -
Combination of natural and artificial casings	22	4.58	4.44	4.44–4.85	-	-	-	- -	-	-	-	- -
Maintenance and powerplant:												
Electricians, maintenance	17	5.28	5.80	4.80–5.81	14	5.88	-	- -	-	-	-	- -
Engineer, stationary	34	5.50	5.72	5.00–5.84	49	5.47	\$5.24	\$4.77–\$6.23	-	-	-	- -
Firemen, stationary boiler	-	-	-	-	-	-	-	- -	-	-	-	- -
Maintenance workers, general utility	154	4.56	4.55	4.00–5.14	161	5.24	5.06	4.75–6.18	175	\$6.26	\$5.88	\$5.76–\$6.81
Mechanics, automotive, maintenance	7	5.19	-	-	10	4.96	-	- -	23	5.86	5.80	5.80–5.88
Custodial and material movement:												
Checkers, loading	39	4.31	4.28	4.02–4.58	-	-	-	- -	35	5.41	5.36	5.36–5.36
Cleaners, night	158	4.02	4.50	3.30–4.68	309	4.37	4.60	4.00–4.84	281	4.84	4.91	4.76–5.00
Janitors	43	4.19	4.34	3.71–4.68	12	3.52	-	- -	-	-	-	- -
Luggers ³	269	4.32	4.35	3.58–5.10	112	4.97	5.02	4.82–5.47	96	5.18	5.16	5.16–5.36
Beef, hand	216	4.42	4.35	4.00–5.12	77	5.12	5.47	4.82–5.47	89	5.19	5.16	5.16–5.36
Packers, shipping	119	4.39	4.60	4.24–4.88	32	4.02	4.12	3.50–4.36	259	5.05	5.11	5.01–5.15
Men	115	4.39	4.79	4.24–4.88	32	4.02	4.12	3.50–4.36	248	5.06	5.11	5.01–5.15
Women	-	-	-	-	-	-	-	- -	-	-	-	- -
Stowers, car and truck	49	4.11	3.72	3.72–4.75	61	4.43	4.88	4.49–4.92	-	-	-	- -
Truckdrivers	221	4.73	4.97	4.12–5.50	212	4.38	4.25	4.00–4.75	709	6.24	5.90	5.66–7.20
Semi or trailer	10	5.13	-	-	-	-	-	- -	171	5.70	5.80	5.48–5.92
Other than semi or trailer	137	4.62	4.30	3.50–6.04	149	4.17	4.21	3.92–4.51	253	5.76	5.66	5.66–5.84
Combination of types	74	4.87	4.97	4.97–4.97	60	4.92	5.40	4.31–5.45	-	-	-	- -
Trucker, power ³	25	4.36	4.40	4.05–4.78	14	4.31	-	- -	-	-	-	- -
Forklift	21	4.28	4.05	3.85–4.75	14	4.31	-	- -	-	-	-	- -

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

Medians and middle ranges are not shown for occupations with fewer than 15 workers.

² Includes data for regions in addition to those shown separately.³ Includes data for workers in classifications in addition to those shown separately.

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

Table 8. Meatpacking: Occupational earnings by size of community, all companies

(Number and average straight-time hourly earnings¹ of production workers in selected occupations, United States and selected regions, March 1974)

Occupation and size of community	United States ²		Southeast		Southwest		Great Lakes		Middle West	
	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
Beef dressing:										
Backers, on-the-rail dressing, power knife										
Metropolitan areas	170	\$4.80	21	\$3.23	15	\$3.59	31	\$5.06	51	\$5.70
Nonmetropolitan areas	202	3.68	-	-	53	3.10	-	-	55	4.54
Floorsmen, on-the-rail dressing, power knife										
Metropolitan areas	376	5.38	18	3.28	26	3.85	51	5.21	72	5.58
Nonmetropolitan areas	154	4.55	-	-	16	4.71	-	-	57	4.70
Hide pullers, machine										
Metropolitan areas	322	4.91	17	3.66	24	3.20	103	5.38	38	5.11
Nonmetropolitan areas	140	4.56	15	4.12	14	4.50	10	6.12	76	4.26
Stunners, beef, pneumatic hammer										
Metropolitan areas	316	4.40	21	3.37	50	3.15	86	4.77	45	4.75
Nonmetropolitan areas	152	3.81	16	3.52	32	3.22	19	4.15	51	3.98
Rumpers, on-the-rail dressing, power knife										
Metropolitan areas	189	5.17	12	3.66	29	3.89	-	-	41	5.33
Nonmetropolitan areas	118	4.54	15	4.39	14	4.16	7	6.11	40	4.43
Splitters, beef, power saw										
Metropolitan areas	323	4.73	30	3.30	42	3.47	82	4.73	47	5.48
Nonmetropolitan areas	123	4.52	11	3.91	18	4.48	6	5.89	57	4.49
Washers, beef										
Metropolitan areas	390	3.96	29	2.89	67	2.92	61	4.20	72	4.57
Nonmetropolitan areas	180	3.50	14	2.99	39	2.84	16	3.39	72	3.91
Beef cutting:										
Boners, beef, entire carcass										
Metropolitan areas	1,570	4.87	50	4.08	128	4.23	371	5.09	176	4.67
Nonmetropolitan areas	535	4.35	50	4.08	-	-	74	4.18	158	4.55
Break-up men, primal cuts										
Metropolitan areas	672	5.20	45	3.66	52	3.78	85	5.82	117	4.98
Nonmetropolitan areas	182	4.59	-	-	-	-	27	4.58	81	4.68
Pork dressing:										
Belly openers										
Metropolitan areas	139	5.00	8	3.84	10	3.44	46	5.12	45	5.59
Nonmetropolitan areas	73	4.41	19	3.00	-	-	15	5.39	30	5.18
Eviscerators, hog										
Metropolitan areas	199	5.10	12	3.93	9	3.27	55	5.21	48	5.79
Nonmetropolitan areas	118	3.99	48	2.95	-	-	18	5.24	36	5.28
Headers, hog										
Metropolitan areas	197	5.19	16	3.80	9	3.45	67	5.25	53	5.80
Nonmetropolitan areas	98	4.66	30	3.32	-	-	17	5.82	41	5.53
Shacklers, hog										
Metropolitan areas	116	4.69	10	3.73	7	2.81	37	4.88	13	5.18
Nonmetropolitan areas	63	3.75	24	2.90	-	-	10	5.08	20	4.65
Shavers										
Metropolitan areas	528	4.88	33	3.87	29	3.18	198	4.87	166	5.44
Nonmetropolitan areas	324	4.42	98	3.14	-	-	53	5.77	141	5.16
Splitters, back, pork, power saw										
Metropolitan areas	112	5.06	13	3.75	9	3.83	36	5.14	36	5.67
Nonmetropolitan areas	66	4.36	22	3.13	-	-	10	5.18	24	5.64
Pork cutting:										
Belly trimmers										
Metropolitan areas	289	5.31	24	3.87	16	3.95	86	5.20	74	6.04
Nonmetropolitan areas	149	4.48	59	3.16	-	-	29	5.24	50	5.88
Boners, ham, open style boning										
Metropolitan areas	974	6.80	55	3.88	35	3.81	-	-	276	7.90
Nonmetropolitan areas	287	4.79	101	3.19	-	-	52	5.70	85	6.75
Ham skimmers, machine, skin and defat										
Metropolitan areas	125	5.45	8	3.68	6	3.75	48	5.46	35	6.59
Nonmetropolitan areas	55	4.12	12	3.07	-	-	9	4.39	18	5.58
Loin pullers										
Metropolitan areas	190	5.29	22	3.81	7	3.68	60	5.39	57	6.02
Nonmetropolitan areas	102	4.84	22	3.45	-	-	23	5.70	40	5.86
Trimmers of trimmings										
Metropolitan areas	507	5.10	22	3.04	21	3.56	137	5.10	205	5.77
Nonmetropolitan areas	232	4.56	46	3.11	-	-	-	-	106	5.38

See footnotes at end of table.

Table 8. Meatpacking: Occupational earnings by size of community, all companies—Continued

(Number and average straight-time hourly earnings¹ of production workers in selected occupations, United States and selected regions, March 1974)

Occupation and size of community	United States ²		Southeast		Southwest		Great Lakes		Middle West	
	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
Curing, smoking, cooking, and canning:										
Casing-peeler operators										
Metropolitan areas -----	260	\$4.45	25	\$3.31	14	\$3.10	79	\$4.56	48	\$5.06
Nonmetropolitan areas -----	100	3.41	54	2.75	-	-	18	4.47	10	4.76
Pumpers, pickle-injection machine										
Metropolitan areas -----	183	4.75	20	3.30	20	3.54	28	4.84	56	5.53
Nonmetropolitan areas -----	95	3.73	20	2.85	-	-	15	5.67	21	4.72
Sausage makers (chopper)										
Metropolitan areas -----	275	5.17	19	3.25	29	3.54	53	5.61	40	5.87
Nonmetropolitan areas -----	102	3.79	48	2.89	-	-	13	5.40	23	5.03
Smokers, sausage										
Metropolitan areas -----	155	4.74	35	3.02	12	4.07	30	5.39	52	5.47
Nonmetropolitan areas -----	51	4.05	17	3.07	-	-	10	4.42	16	4.80
Stuffers, frankfurters										
Metropolitan areas -----	173	4.65	29	3.86	22	3.13	51	5.17	33	5.71
Nonmetropolitan areas -----	100	3.40	50	2.65	-	-	14	5.15	16	4.30
Maintenance and powerplant:										
Electricians, maintenance										
Metropolitan areas -----	307	5.93	7	4.84	20	4.99	87	6.28	149	6.04
Nonmetropolitan areas -----	122	5.12	7	4.68	15	4.70	11	4.91	60	5.40
Engineers, stationary										
Metropolitan areas -----	373	5.39	24	4.41	36	4.25	89	5.77	119	5.61
Nonmetropolitan areas -----	212	5.10	-	-	24	4.36	16	5.68	100	5.52
Maintenance workers, general utility										
Metropolitan areas -----	1,511	5.08	129	4.11	108	3.39	437	5.18	289	5.22
Nonmetropolitan areas -----	898	4.46	129	3.41	133	4.26	83	4.67	367	4.96
Custodial and material movement:										
Cleaners, night										
Metropolitan areas -----	2,599	4.60	193	3.34	188	3.36	585	5.04	821	5.04
Nonmetropolitan areas -----	1,378	3.94	272	3.01	140	3.24	195	4.47	436	4.77
Janitors										
Metropolitan areas -----	427	4.35	35	2.93	40	3.78	97	4.05	220	4.79
Nonmetropolitan areas -----	237	3.75	58	2.89	18	3.84	24	4.48	92	4.48
Packers, shipping										
Metropolitan areas -----	1,943	4.34	122	3.02	236	3.22	310	4.39	667	4.71
Nonmetropolitan areas -----	968	3.94	141	2.68	185	3.38	114	3.92	399	5.02
Stowers, car and truck										
Metropolitan areas -----	473	4.38	39	2.96	45	3.28	62	4.46	185	5.02
Nonmetropolitan areas -----	385	3.54	140	3.07	34	2.61	35	4.95	69	5.28
Truck driver other than semi or trailer										
Metropolitan areas -----	1,830	4.73	182	3.35	285	3.24	515	5.28	201	5.44
Nonmetropolitan areas -----	884	3.21	508	3.12	56	2.51	77	3.30	77	3.92
Trucker, power, forklift										
Metropolitan areas -----	561	4.94	43	3.52	-	-	87	5.22	304	5.17
Nonmetropolitan areas -----	345	4.34	29	3.21	22	4.14	58	4.82	170	4.92

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 9. Meatpacking: Occupational earnings by size of plant, all companies

(Number and average straight-time hourly earnings¹ of production workers in selected occupations, United States and selected regions, March 1974)

Occupation and size of plant	United States ²		Great Lakes		Middle West	
	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings
Beef dressing:						
Backers, on-the-rail dressing, power knife						
20-499 workers	328	\$4.01			74	\$4.84
500 workers or more	44	5.54	-	-	32	5.71
Floormen, on-the-rail dressing, power knife						
20-499 workers	457	5.08	51	\$5.14	90	5.19
500 workers or more	73	5.54	-	-	39	5.19
Hide pullers, machine						
20-499 workers	396	4.75	96	5.34	86	4.28
500 workers or more	66	5.16	17	6.04	28	5.35
Stunners, beef, pneumatic hammer						
20-499 workers	425	4.15	95	4.61	77	4.20
500 workers or more	43	4.76	10	5.12	19	4.88
Rumpers, on-the-rail dressing, power knife						
20-499 workers	262	4.89	-	-	58	4.65
500 workers or more	45	5.18	-	-	23	5.46
Shacklers, beef						
20-499 workers	288	4.26	14	4.66	53	4.30
500 workers or more	40	4.93	7	5.36	25	5.01
Splitters, beef, power saw						
20-499 workers	391	4.57	79	4.67	74	4.69
500 workers or more	55	5.40	9	6.05	30	5.55
Washers, beef						
20-499 workers	500	3.71	64	3.83	102	4.06
500 workers or more	70	4.51	13	5.01	42	4.66
Beef cutting:						
Boners, beef, entire carcass						
20-499 workers	1,846	4.67	384	4.84	221	4.51
500 workers or more	259	5.20	61	5.53	113	4.81
Break-up men, primal cuts						
20-499 workers	602	5.02	87	5.17	34	4.25
500 workers or more	252	5.19	25	6.75	164	4.98
Pork dressing:						
Belly openers						
20-499 workers	114	4.25	40	4.80	21	5.07
500 workers or more	98	5.43	21	5.92	54	5.56
Eviscerators, hog						
20-499 workers	183	4.12	46	4.62	24	5.13
500 workers or more	134	5.46	27	6.24	60	5.75
Headers, hog						
20-499 workers	161	4.61	49	4.97	30	5.29
500 workers or more	134	5.50	35	5.91	64	5.87
Shacklers, hog						
20-499 workers	117	4.05	33	4.71	13	4.50
500 workers or more	62	4.96	14	5.42	20	5.09
Shavers						
20-499 workers	466	4.32	168	4.83	79	5.00
500 workers or more	386	5.17	83	5.53	228	5.42
Splitters, back, pork, power saw						
20-499 workers	93	4.26	30	4.88	13	5.50
500 workers or more	85	5.38	16	5.64	47	5.70
Pork cutting:						
Belly trimmers						
20-499 workers	245	4.61	62	4.75	38	5.79
500 workers or more	193	5.55	53	5.75	86	6.06
Ham skinners, machine, skin and defat						
20-499 workers	91	4.37	33	4.77	11	5.68
500 workers or more	89	5.74	24	6.02	42	6.40

See footnotes at end of table.

Table 9. Meatpacking: Occupational earnings by size of plant, all companies—Continued

(Number and average straight-time hourly earnings ¹ of production workers in selected occupations, United States and selected regions, March 1974)

Occupation and size of plant	United States ²		Great Lakes		Middle West	
	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings
Pork cutting—Continued						
Loin pullers						
20-499 workers	157	\$4.63	50	\$5.14	28	\$5.65
500 workers or more	135	5.71	33	5.99	69	6.08
Trimmers of trimmings						
20-499 workers	349	4.35	101	4.44	81	5.24
500 workers or more	390	5.45	93	5.70	230	5.77
Curing, smoking, cooking, and canning:						
Casing-peeler operators						
20-499 workers	189	3.65	51	3.73	10	3.87
500 workers or more	171	4.72	46	5.44	48	5.25
Pumpers, pickle-injection machine						
20-499 workers	146	3.91	21	4.70	9	4.29
500 workers or more	132	4.95	22	5.54	68	5.44
Sausage makers chopper						
20-499 workers	236	4.42	25	4.60	11	4.48
500 workers or more	141	5.43	41	6.16	52	5.79
Smokers, sausage						
20-499 workers	93	3.76	16	4.18	14	4.16
500 workers or more	113	5.24	24	5.80	54	5.61
Stuffers, frankfurters						
20-499 workers	144	3.28	20	4.49	8	3.07
500 workers or more	129	5.21	45	5.46	41	5.68
Maintenance and powerplant:						
Engineers, stationary						
20-499 workers	321	5.08	60	5.75	87	5.18
500 workers or more	264	5.53	45	5.76	132	5.82
Firemen, stationary boiler						
20-499 workers	72	4.63	39	4.36	16	5.28
500 workers or more	115	5.32	34	5.76	43	5.71
Maintenance workers, general utility						
20-499 workers	1,685	4.74	363	4.96	399	4.96
500 workers or more	724	5.10	157	5.42	257	5.25
Custodial and material movement:						
Checkers, loading						
20-499 workers	409	4.18	39	4.65	64	4.60
500 workers or more	430	5.07	78	5.77	195	5.34
Cleaners, night						
20-499 workers	1,982	3.85	332	4.29	303	4.23
500 workers or more	1,995	4.88	448	5.34	954	5.17
Janitors						
20-499 workers	291	3.57	72	3.58	74	4.27
500 workers or more	373	4.57	49	4.95	238	4.83
Packers, shipping						
20-499 workers	1,555	3.70	262	3.92	188	4.57
500 workers or more	1,356	4.79	162	4.82	878	4.88
Stowers, car and truck						
20-499 workers	378	3.40	36	3.65	78	4.58
500 workers or more	480	4.48	61	5.22	176	5.32
Truckdrivers, other than semi- or trailer						
20-499 workers	1,831	3.97	327	4.64	100	4.07
500 workers or more	883	4.78	265	5.49	178	5.55
Truckers, power, forklift						
20-499 workers	239	4.30	46	4.56	83	4.64
500 workers or more	667	4.86	99	5.29	391	5.17

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 10. Meatpacking: Occupational earnings by method of wage payment, multiplant companies

(Number and average straight-time hourly earnings¹ of production workers in selected occupations, United States and selected regions, March 1974)

Occupation and method of wage payment	United States ²		Great Lakes		Middle West	
	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings
Beef dressing:						
Floorsmen, on-the-rail dressing, power knife						
Time	190	\$4.56			87	\$4.91
Incentive	23	6.66			-	-
Washers, beef						
Time	134	4.05			68	4.40
Incentive	28	4.66			-	-
Beef cutting:						
Boners, beef, loins, ribs, or rounds						
Time	255	4.25			153	4.52
Incentive	119	9.27			94	9.31
Boners, beef, entire carcass						
Time	464	4.47			183	4.50
Incentive	43	7.02			14	6.73
Break-up men, fabricated beef cuts						
Time	346	4.47			-	-
Incentive	62	8.08			-	-
Pork dressing:						
Belly openers						
Time	70	4.96	14	\$5.18	32	5.28
Incentive	50	5.82	-	-	34	5.89
Eviscerators, hog						
Time	105	4.79	27	4.99	38	5.26
Incentive	55	6.16	-	-	38	6.19
Headers, hog						
Time	113	4.81	32	4.88	41	5.35
Incentive	71	6.03	19	6.25	44	6.30
Shavers						
Time	349	4.70	70	4.94	164	5.08
Incentive	163	5.70	26	6.07	122	5.86
Pork cutting:						
Belly trimmers						
Time	172	4.95	49	5.58	47	5.16
Incentive	83	6.48	-	-	68	6.69
Boners, ham, open style boning						
Time	293	4.62	64	5.43	79	5.19
Incentive	640	8.06	-	-	264	8.53
Boners, ham, chisel boning						
Time	84	5.07	-	-	-	-
Incentive	163	7.25	-	-	144	7.34
Ham skimmers, machine, skin and defat						
Time	71	4.71	-	-	24	5.12
Incentive	46	6.42	9	6.60	29	7.19
Loin pullers						
Time	103	4.85	25	5.24	38	5.32
Incentive	72	6.47	11	7.55	55	6.49
Trimmers of trimmings						
Time	273	4.56	77	4.85	121	5.03
Incentive	227	6.12	-	-	188	6.03
Curing, smoking, cooking, and canning:						
Casing-peeler operators						
Time	110	4.30	23	5.01	24	5.04
Incentive	73	4.60	-	-	22	5.52
Graders, bellies (pork)						
Time	66	4.91	13	5.02	39	5.07
Incentive	44	6.87	-	-	34	6.49
Hangers, bellies						
Time	105	4.09	15	4.92	22	5.04
Incentive	55	6.01	-	-	32	6.49
Mixer operators						
Time	90	4.41	21	4.85	21	5.05
Incentive	42	5.26	15	5.81	-	-

See footnotes at end of table

Table 10. Meatpacking: Occupational earnings by method of wage payment, multiplant companies—Continued

(Number and average straight-time hourly earnings¹ of production workers in selected occupations, United States and selected regions, March 1974)

Occupation and method of wage payment	United States ²		Great Lakes		Middle West	
	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings
Curing, smoking, cooking, and canning:—Continued						
Pumpers, pickle-injection machine						
Time -----	122	\$4.49	19	\$5.06	48	\$5.06
Incentive -----	38	5.54	-	-	22	6.25
Sausage makers (chopper)						
Time -----	105	4.39	20	4.96	29	5.26
Incentive -----	60	5.96	-	-	21	6.60
Slicing-machine operators						
Time -----	246	4.43	30	4.94	72	5.11
Incentive -----	233	5.58	-	-	104	6.22
Smokers, sausage						
Time -----	97	4.70	9	5.26	38	5.33
Incentive -----	31	6.26	-	-	13	6.54
Stuffers, frankfurters						
Time -----	84	4.60	18	5.15	26	5.15
Incentive -----	56	5.03	12	6.37	13	6.86
Stuffer, sausage:						
Combination of natural and artificial casings						
Time -----	104	4.73	27	5.12	34	5.16
Incentive -----	88	6.30	-	-	40	6.49
Maintenance and powerplant:						
Electricians, maintenance						
Time -----	259	5.51	28	5.71	155	5.68
Incentive -----	89	6.84	-	-	-	-
Machinists, maintenance						
Time -----	202	5.72			123	5.84
Custodial and material movement:						
Checkers, loading						
Time -----	466	4.74	36	4.83	190	5.14
Incentive -----	100	5.67	-	-	30	6.37
Cleaners, night						
Time -----	1,777	4.36	209	4.90	846	4.65
Incentive -----	481	5.85	-	-	253	6.53
Packers, shipping						
Time -----	1,433	4.34	166	4.87	742	4.48
Incentive -----	238	6.05	-	-	205	6.33
Stowers, car and truck						
Time -----	386	4.30	45	4.82	156	5.04
Incentive -----	143	4.33	18	5.77	49	6.23
Truckers, power, forklift						
Time -----	708	4.67	100	4.96	397	4.98
Incentive -----	74	6.17	-	-	56	6.10
Truckers, power, other than forklift						
Time -----	439	4.88	11	4.90	378	4.96
Incentive -----	132	6.46	-	-	-	-

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

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

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

Table 11. Meatpacking: Occupational earnings of incentive workers, multiplant companies

(Number and average straight-time hourly earnings ¹ and average guaranteed hourly rates ² incentive-paid workers in selected occupation, United States and selected regions, March 1974)

Occupation	United States ²			Great Lakes			Middle West		
	Number of workers ⁴	Average straight-time		Number of workers ⁴	Average straight-time		Number of workers ⁴	Average straight-time	
		Hourly earnings ¹	guaranteed rate ²		Hourly earnings ¹	guaranteed rate ²		Hourly earnings ¹	guaranteed rate ²
Beef dressing:									
Floorsmen, on-the-rail dressing, power knife ---	23	\$6.66	\$5.51	-	-	-	-	-	-
Splitters, beef, other (including cleaver and combination cleaver and power saw) -----	39	7.09	3.08	-	-	-	-	-	-
Washers, beef -----	28	4.66	4.15	-	-	-	-	-	-
Beef cutting:									
Boners, loins, ribs, or rounds -----	119	9.27	5.37	-	-	-	94	\$9.31	\$5.38
Boners, entire carcass -----	35	7.15	4.93	-	-	-	14	6.73	5.10
Break-up men, fabricated beef cuts -----	62	8.08	5.18	-	-	-	-	-	-
Pork dressing:									
Belly openers -----	50	5.82	5.08	-	-	-	34	5.89	5.31
Eviscerators, hog -----	55	6.16	5.01	-	-	-	38	6.19	5.30
Headers, hog -----	71	6.03	5.11	19	\$6.25	\$5.19	44	6.30	5.39
Shavers -----	163	5.70	4.91	26	6.07	5.02	122	5.86	5.11
Splitters, back, powersaw -----	39	5.59	5.03	-	-	-	29	5.97	5.46
Pork cutting:									
Belly trimmers -----	83	6.48	5.14	-	-	-	68	6.68	5.28
Boners, ham, open style boning -----	640	8.06	5.18	-	-	-	264	8.53	5.29
Boners, ham, chisel boning -----	163	7.25	5.29	-	-	-	144	7.34	5.32
Ham skimmers, machine, skin and defat -----	46	6.42	4.72	9	6.60	5.09	29	7.19	5.16
Loin pullers -----	72	6.47	5.20	11	7.55	5.32	55	6.49	5.36
Trimmers of trimmings -----	227	6.12	5.01	-	-	-	188	6.03	5.05
Curing, smoking, cooking, and canning:									
Casing peeler operators -----	73	4.60	4.09	-	-	-	22	5.52	5.02
Graders, bellies (pork) -----	44	6.87	5.10	-	-	-	34	6.49	5.12
Hangers, bellies -----	55	6.01	4.61	-	-	-	32	6.49	4.97
Mixer operators -----	42	5.26	4.60	15	5.81	5.02	-	-	-
Pumpers, pickle-injection machine -----	38	5.54	4.53	-	-	-	22	6.25	5.06
Sausage makers (chopper) -----	60	5.96	4.77	-	-	-	21	6.60	5.30
Slicing machine operators -----	233	5.58	4.69	-	-	-	104	6.22	5.06
Smokers:									
Sausages -----	31	6.26	5.18	-	-	-	13	6.54	5.24
Stuffers, frankfurters -----	56	5.03	4.19	12	6.37	5.13	13	6.86	5.15
Stuffers, sausage, combination of natural and artificial casings -----	88	6.30	4.88	-	-	-	40	6.49	5.13
Maintenance and powerplant:									
Electricians, maintenance -----	89	6.84	6.05	-	-	-	-	-	-
Welders, hand -----	45	6.76	5.89	-	-	-	-	-	-
Custodial and material movement:									
Checkers, loading -----	100	5.67	4.63	-	-	-	30	6.37	5.16
Cleaners, night -----	481	5.85	4.59	-	-	-	253	6.53	4.97
Packers, shipping -----	238	6.05	5.08	-	-	-	205	6.33	5.23
Stowers, car and truck -----	143	4.33	3.78	18	5.77	5.06	49	6.23	5.12
Truckers, power, forklift -----	74	6.17	5.13	-	-	-	56	6.10	5.14
Truckers, power, other than forklift -----	132	6.46	5.05	-	-	-	-	-	-

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

² Includes only formal guaranteed rates; for purposes of this study, the Federal minimum wage was not considered as a formal guaranteed rate.

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

⁴ Includes only those workers paid on an incentive basis and provided formal guaranteed rates.

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

Table 12. Meatpacking: Occupational earnings, earned and guaranteed rates of incentive workers, multiplant companies

(Distribution of incentive workers¹ in selected occupations by percent difference between straight-time hourly earnings² and their guaranteed rate, United States, March 1974)

Occupation	Number of workers	Average hourly		Number of workers with average hourly earnings exceeding their guaranteed rate by specified percents										
		Earnings ¹	Guaranteed rate	Less than 5	5	10	15	20	25	30	35	40	45	50 or more
Beef dressing:														
Floorsmen, on-the-rail dressing, power knife -----	23	\$ 6.66	\$ 5.51	-	1	9	5	1	-	-	7	-	-	-
Splitters, beef, other (including cleaver and combination cleaver and power saw) -----	39	7.09	3.08	-	-	-	-	-	1	-	-	-	-	38
Washers, beef -----	28	4.66	4.15	3	2	17	-	6	-	-	-	-	-	-
Beef cutting:														
Boners, loins, ribs, or rounds -----	119	9.27	5.37	6	3	6	7	8	4	1	-	-	7	77
Boners, entire carcass -----	35	7.15	4.93	1	1	3	2	1	3	4	2	5	2	11
Break-up men, fabricated beef cuts -----	62	8.08	5.18	3	-	-	-	-	-	3	-	12	14	30
Pork dressing:														
Belly openers -----	50	5.82	5.08	26	-	1	8	4	2	1	-	-	8	-
Eviscerators, hog -----	55	6.16	5.01	20	6	-	10	1	4	2	-	3	-	9
Headers, hog -----	71	6.03	5.11	19	7	4	18	8	8	1	-	-	-	6
Shavers -----	163	5.70	4.91	79	10	2	22	16	11	-	1	6	1	15
Splitters, back, powersaw -----	39	5.59	5.03	18	3	3	6	1	6	-	-	1	-	1
Pork cutting:														
Belly trimmers -----	83	6.48	5.14	3	3	19	8	23	-	2	9	-	3	13
Boners, ham, open style boning -----	640	8.06	5.18	8	6	4	8	42	4	6	2	26	25	509
Boners, ham chisel boning -----	163	7.25	5.29	3	9	7	2	13	7	15	12	76	8	11
Ham skimmers, machine, skin and defat -----	46	6.42	4.72	-	1	3	1	15	3	4	4	-	-	15
Loin pullers -----	72	6.47	5.20	14	4	10	10	6	9	-	4	2	2	11
Trimmers of trimmings -----	227	6.12	5.01	69	17	22	15	9	11	16	26	13	3	26
Curing, smoking, cooking, and canning:														
Casing peeler operators -----	73	4.60	4.09	29	10	10	10	4	9	-	1	-	-	-
Graders, bellies (pork) -----	44	6.87	5.10	8	-	10	-	3	2	-	4	3	1	13
Hangers, bellies -----	55	6.01	4.61	10	5	-	1	9	4	6	-	12	6	2
Mixer operators -----	42	5.26	4.60	10	8	6	8	-	2	7	1	-	-	-
Pumpers, pickle-injection machine -----	38	5.54	4.53	14	6	3	-	2	1	4	-	-	1	7
Sausage makers (chopper) -----	60	5.96	4.77	4	8	11	15	-	2	8	-	-	3	9
Slicing machine operators -----	233	5.58	4.69	66	16	28	38	18	10	34	10	3	1	9
Smokers:														
Sausages -----	31	6.26	5.18	6	4	1	-	-	15	1	3	1	-	-
Stuffers, frankfurters -----	56	5.03	4.19	21	-	5	11	4	7	3	-	-	-	5
Stuffers, sausage, combination of natural and artificial casings -----	88	6.30	4.88	11	6	4	13	1	4	21	8	3	6	11
Maintenance and powerplant:														
Electricians, maintenance -----	89	6.84	6.05	2	3	72	9	-	-	2	1	-	-	-
Welders, hand -----	45	6.76	5.89	3	-	28	10	-	2	1	1	-	-	-
Custodial and material movement:														
Checkers, loading -----	100	5.67	4.63	8	39	7	6	6	1	3	9	6	12	3
Cleaners, night -----	481	5.85	4.59	37	105	20	41	48	66	49	47	24	9	35
Packers, shipping -----	238	6.05	5.08	88	28	15	10	13	7	5	9	5	6	52
Stowers, car and truck -----	143	4.33	3.78	6	92	9	22	1	-	-	1	-	-	12
Truckers, power, forklift -----	74	6.17	5.13	12	14	7	9	2	5	4	15	4	2	-
Truckers, power, other than forklift -----	132	6.46	5.05	19	9	5	19	16	12	16	15	4	-	17

¹ Limited to incentive workers in plants having formal guaranteed rates: For the purpose of this study, the Federal Minimum Wage was not considered as a formal guaranteed rate.

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

³ Includes workers whose earned rates did not exceed their guaranteed rates.

Table 13. Meatpacking: Occupational earnings, guaranteed rates of incentive workers, multiplant companies

(Distribution of incentive-paid workers¹ in selected occupations in multiplant companies by formally guaranteed rates of pay, United States, March 1974)

Department and occupation	Number of workers	Average guaranteed rate	Number of workers with guaranteed hourly rates of—																				
			\$ 3.00 and under \$ 3.10	\$ 3.10 to \$ 3.20	\$ 3.20 to \$ 3.30	\$ 3.30 to \$ 3.40	\$ 3.40 to \$ 3.50	\$ 3.50 to \$ 3.60	\$ 3.60 to \$ 3.70	\$ 3.70 to \$ 3.80	\$ 3.80 to \$ 3.90	\$ 3.90 to \$ 4.00	\$ 4.00 to \$ 4.20	\$ 4.20 to \$ 4.40	\$ 4.40 to \$ 4.60	\$ 4.60 to \$ 4.80	\$ 4.80 to \$ 5.00	\$ 5.00 to \$ 5.20	\$ 5.20 to \$ 5.40	\$ 5.40 to \$ 5.60	\$ 5.60 to \$ 5.80	\$ 5.80 to \$ 6.00 and over	
Beef dressing:																							
Floorsmen, on-the-rail dressing, power knife-----	23	\$ 5.51	-	-	-	-	-	-	-	-	-	-	-	-	1	-	1	6	3	1	1	10	-
Splitters, beef, other (including cleaver and combination cleaver and power saw) -----	39	3.08	-	38	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-
Washers, beef -----	28	4.15	-	-	-	-	-	-	-	6	6	2	2	5	3	-	4	-	-	-	-	-	-
Beef cutting:																							
Boners, loins, ribs, or rounds -----	119	5.37	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	8	72	39	-	-	-
Boners, entire carcass -----	35	4.93	-	-	-	-	6	-	-	-	3	-	-	-	-	-	-	-	6	20	-	-	-
Break-up men, fabricated beef cuts -----	62	5.18	1	-	-	-	-	-	-	-	-	-	-	-	-	-	6	9	37	7	2	-	-
Pork dressing:																							
Belly openers -----	50	5.08	4	-	-	-	-	-	-	-	-	-	-	-	-	-	2	-	41	3	-	-	-
Eviscerators, hog -----	55	5.01	4	2	-	-	-	-	-	-	-	-	-	-	-	-	3	-	40	6	-	-	-
Headers, hog -----	71	5.11	4	2	-	-	-	-	-	-	-	-	-	-	-	-	7	3	31	24	-	-	-
Shavers -----	163	4.91	12	-	-	-	-	-	-	-	-	-	-	-	-	3	17	128	2	1	-	-	-
Splitters, back, powersaw -----	39	5.03	6	-	-	-	-	-	-	-	-	-	-	-	-	-	1	1	2	26	3	-	-
Pork cutting:																							
Belly trimmers -----	83	5.14	4	-	-	-	-	-	-	-	-	-	-	-	-	-	3	7	68	1	-	-	-
Boners, ham, open style boning -----	640	5.18	30	6	-	-	4	-	-	-	-	-	-	-	-	-	11	80	434	75	-	-	-
Boners, ham, chisel boning -----	163	5.29	-	-	-	-	-	-	-	-	-	-	-	-	-	-	7	21	72	63	-	-	-
Ham skimmers, machine, skin and defat -----	46	4.72	8	-	-	-	-	-	-	-	-	-	-	-	-	-	-	31	7	-	-	-	-
Loin pullers -----	72	5.20	4	-	-	-	-	-	-	-	-	-	-	-	-	-	2	3	33	30	-	-	-
Trimmers of trimmings -----	227	5.01	4	-	-	-	-	-	-	-	-	-	-	-	-	3	19	177	24	-	-	-	-
Curing, smoking, cooking, and canning:																							
Casing peeler operators -----	73	4.09	26	-	-	-	-	-	-	-	-	-	-	10	-	-	5	32	-	-	-	-	-
Graders, bellies (pork) -----	44	5.10	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	42	-	-	-	-	-
Hangers, bellies -----	55	4.61	8	-	-	-	-	-	-	-	-	-	-	-	-	-	5	27	15	-	-	-	-
Mixer operators -----	42	4.60	8	-	-	-	-	-	-	-	-	-	-	-	-	-	-	10	21	3	-	-	-
Pumpers, pickle-injection machine -----	38	4.53	8	-	-	-	-	-	-	-	-	-	-	-	1	-	-	29	-	-	-	-	-
Sausage makers (chopper) -----	60	4.77	12	-	-	-	-	-	-	-	-	-	-	-	-	-	5	8	29	6	-	-	-
Slicing machine operators -----	233	4.69	32	-	-	-	-	-	-	-	-	-	2	-	10	12	176	-	1	-	-	-	-
Smokers:																							
Sausages -----	31	5.18	-	-	-	-	-	-	-	-	-	-	-	-	-	-	4	2	25	-	-	-	-
Stuffers, frankfurters -----	56	4.19	22	-	-	-	-	-	-	-	-	-	-	-	-	-	1	27	6	-	-	-	-
Stuffers, sausage, combination of natural and artificial casings -----	88	4.88	8	-	-	-	-	-	-	-	-	-	-	-	-	6	-	74	-	-	-	-	-
Maintenance and powerplant:																							
Electricians, maintenance -----	89	6.05	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	289
Welders, hand -----	45	5.89	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	3	42	-
Custodial and material movement:																							
Checkers, loading -----	100	4.63	6	10	2	4	2	-	-	-	-	-	-	-	-	5	-	65	6	-	-	-	-
Cleaners, night -----	481	4.59	80	-	-	-	-	-	-	-	-	-	-	-	-	18	134	249	-	-	-	-	-
Packers, shipping -----	238	5.08	8	-	-	-	-	-	-	-	-	-	-	5	5	11	70	118	-	3	-	-	18
Stowers, car and truck -----	143	3.78	76	-	-	-	-	-	-	-	-	-	-	-	-	-	4	63	-	-	-	-	-
Truckers, power, forklift -----	74	5.13	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	74	-	-	-	-	-
Truckers, power, other than forklift -----	132	5.05	-	-	-	-	-	-	-	-	-	-	-	-	-	11	1	102	18	-	-	-	-

¹ Limited to incentive workers in plants having formal guaranteed rates; For purposes of this study, The Federal Minimum Wage was not considered as a formal guaranteed rate.

² All workers were at \$6.00 to \$6.20.

Table 14. Meatpacking: Method of wage payment and rate structure characteristics

(Percent of production workers by method of wage payment and rate structure characteristics, United States and selected regions, March 1974)

Method of wage payment ¹	United States ²	Middle Atlantic	Border States	South-east	South-west	Great Lakes	Middle West	Mountain	Pacific	United States ²	Middle Atlantic	Border States	South-east	South-west	Great Lakes	Middle West	Mountain	Pacific
	All companies									Multiplant companies								
All workers -----	100	100	100	100	100	100	100	100	100	100	100	Data do not meet publication criteria	100	100	100	100	100	100
Time-rated workers -----	79	92	72	91	97	69	67	100	100	69	78		87	97	51	65	100	100
Formal plan -----	71	67	57	67	85	64	65	96	100	68	78		85	94	51	64	100	100
Single rate -----	60	46	52	54	45	58	63	64	96	60	66		72	59	45	64	59	100
Range of rates -----	10	20	5	13	40	7	1	32	4	8	12		13	36	6	-	41	-
Individual rates -----	8	25	15	24	13	5	3	4	(³)	1	-		2	2	-	1	-	-
Incentive workers -----	18	8	28	4	2	28	28	-	-	27	22		6	3	44	31	-	-
Individual piecework -----	1	1	1	1	1	1	2	-	-	1	1		1	2	(³)	2	-	-
Group piecework -----	3	2	25	(³)	1	2	2	-	-	4	2		1	2	-	2	-	-
Individual bonus -----	4	-	1	-	-	8	7	-	-	6	-		-	-	12	8	-	-
Group bonus -----	10	5	2	3	-	17	16	-	-	16	19		5	-	31	19	-	-
Stint work -----	3	(³)	-	5	(³)	3	5	-	-	4	-		7	-	5	4	-	-
										Single-plant companies								
All workers -----	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100
Time-rate workers -----	94	97	95	99	98	87	83	100	100									
Formal plan -----	75	62	70	36	72	77	72	95	100									
Single rate -----	60	38	70	21	26	69	62	66	95									
Range of rates -----	15	24	-	15	46	8	10	29	5									
Individual rates -----	19	35	25	63	27	10	11	5	(³)									
Incentive workers -----	5	3	5	1	1	12	6	-	-									
Individual piecework -----	1	1	-	1	1	1	(³)	-	-									
Group piecework -----	1	2	1	(³)	-	4	2	-	-									
Individual bonus -----	1	-	1	-	-	5	(³)	-	-									
Group bonus -----	1	-	3	-	-	3	3	-	-									
Stint work -----	2	(³)	-	-	1	1	11	-	-									

¹ For definition of method of wage payment plans, see appendix A.² Includes data for the New England 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 15. Meatpacking: Labor-grade pay systems

(Number of production workers in plants having formal rate structures with labor grades, United States, March 1974)

Labor grade	Total number of workers ¹	Number of workers in plants having uniform cents-per-hour increments of—				Number of workers in plants having non-uniform increments	Total number of workers ¹	Number of workers in plants having uniform cents-per-hour increments of—				Number of workers in plants having non-uniform increments	Total number of workers ¹	Number of workers in plants having uniform cents-per-hour increments of—				Number of workers in plants having non-uniform increments	
		3 or 4	4½	5	Over 5			3 or 4	4½	5	Over 5			3 or 4	4½	5	Over 5		
		All companies						Multiplant companies						Single-plant companies					
Number of labor grades in the system:																			
2	100	-	-	-	-	100	-	-	-	-	-	100	-	-	-	-	100	-	
3	577	-	-	-	100	477	-	-	-	-	-	577	-	-	-	-	100	477	
4	291	-	-	-	-	291	291	-	-	-	-	-	-	-	-	-	-	-	
5	879	-	-	-	-	879	879	-	-	-	-	879	-	-	-	-	-	-	
6	2,808	-	-	-	-	2,276	364	-	-	-	-	364	2,444	-	-	-	532	1,912	
7	2,307	-	-	-	-	1,522	1,989	-	-	-	785	1,204	318	-	-	-	-	318	
8	636	-	-	104	-	532	-	-	-	-	-	636	-	-	104	-	-	532	
9	4,941	-	-	-	342	4,599	4,327	-	-	-	-	4,327	614	-	-	-	342	272	
10	1,649	-	-	696	317	636	1,332	-	-	696	-	636	317	-	-	-	317	-	
11	146	-	-	-	-	146	-	-	-	-	-	146	-	-	-	-	-	-	
13	851	-	-	533	-	318	264	-	-	264	-	587	-	-	-	269	-	318	
15	1,233	-	166	507	-	560	560	-	-	-	-	560	673	-	166	507	-	-	
16	476	-	-	476	-	-	476	-	-	476	-	-	-	-	-	-	-	-	
17	774	-	-	774	-	-	774	-	-	774	-	-	-	-	-	-	-	-	
18	690	-	366	324	-	-	324	-	-	324	-	-	-	-	366	-	-	-	
19	297	-	-	297	-	-	-	-	-	-	-	297	-	-	-	297	-	-	
21	721	-	-	493	-	228	228	-	-	-	-	228	493	-	-	493	-	-	
22	7,547	-	900	6,647	-	-	6,227	-	900	5,327	-	-	1,320	-	-	1,320	-	-	
23	6,439	-	310	6,129	-	-	5,348	-	-	5,348	-	-	1,091	-	310	781	-	-	
24	6,532	732	-	5,800	-	-	3,322	732	-	2,590	-	-	3,210	-	-	3,210	-	-	
25	13,933	495	1,091	12,347	-	-	10,082	-	-	10,082	-	-	3,851	495	1,091	2,265	-	-	
26	11,691	-	-	11,691	-	-	11,691	-	-	11,691	-	-	-	-	-	-	-	-	
27	2,936	-	-	2,936	-	-	2,936	-	-	2,936	-	-	-	-	-	-	-	-	
29	426	-	-	426	-	-	426	-	-	426	-	-	-	-	-	-	-	-	
30	3,733	1,856	-	1,877	-	-	3,645	1,856	-	1,789	-	-	88	-	-	88	-	-	
31	2,856	-	-	2,856	-	-	2,700	-	-	2,700	-	-	156	-	-	156	-	-	

¹ Limited to workers in plants having rate structures incorporating labor grades (wage brackets).

Table 16. Meatpacking: Minimum job rates¹

(Number of plants studied by minimum hourly job rates for production workers in unskilled time-rated occupations, except watchmen, United States and selected regions, March 1974)

Average hourly earnings	United States ²	Middle Atlantic	Border States	South-east	South-west	Great Lakes	Middle West	Mountain	Pacific	United States ²	Middle Atlantic	Border States	South-east	South-west	Great Lakes	Middle West	Mountain	Pacific
	All companies									Multiplant companies								
Plants studied —————	300	28	15	44	39	47	64	28	31	97	4		17	13	13	34	7	4
Plants having an established minimum ———	267	25	14	35	31	43	58	28	31	97	4		17	13	13	34	7	4
Under \$ 2.00 —————	11	2	3	5	1	-	-	-	-	-	-		-	-	-	-	-	-
\$ 2.00 and under \$ 2.10 —————	22	3	1	4	12	1	1	-	-	2	-		-	1	-	-	-	-
\$ 2.10 and under \$ 2.20 —————	2	-	1	-	-	-	-	1	-	2	-		-	-	-	-	1	-
\$ 2.20 and under \$ 2.30 —————	9	1	1	4	2	-	-	-	1	2	-		1	1	-	-	-	-
\$ 2.30 and under \$ 2.40 —————	6	3	-	1	2	-	-	-	-	1	-		1	-	-	-	-	-
\$ 2.40 and under \$ 2.50 —————	4	-	1	3	-	-	-	-	-	2	-		1	-	-	-	-	-
\$ 2.50 and under \$ 2.60 —————	14	1	-	4	3	3	-	1	-	4	-		3	1	-	-	-	-
\$ 2.60 and under \$ 2.70 —————	6	1	1	2	-	-	-	1	1	1	-		1	-	-	-	-	-
\$ 2.70 and under \$ 2.80 —————	9	3	-	1	1	1	2	1	-	3	-		1	-	-	2	-	-
\$ 2.80 and under \$ 2.90 —————	5	2	-	2	-	-	1	-	-	3	1		2	-	-	-	-	-
\$ 2.90 and under \$ 3.00 —————	3	-	-	-	1	-	1	1	-	2	-		-	1	-	-	1	-
\$ 3.00 and under \$ 3.10 —————	9	1	-	1	-	3	2	1	-	2	-		1	-	1	-	-	-
\$ 3.10 and under \$ 3.20 —————	5	-	1	-	1	1	-	2	-	1	-		-	1	-	-	-	-
\$ 3.20 and under \$ 3.30 —————	8	1	-	2	-	2	1	2	-	-	-		-	-	-	-	-	-
\$ 3.30 and under \$ 3.40 —————	5	-	-	-	-	2	-	3	-	-	-		-	-	-	-	-	-
\$ 3.40 and under \$ 3.50 —————	5	-	1	-	1	2	1	-	-	1	-		-	1	-	-	-	-
\$ 3.50 and under \$ 3.60 —————	5	-	-	1	-	1	2	-	1	2	-		1	-	-	-	-	-
\$ 3.60 and under \$ 3.70 —————	3	-	-	-	-	-	3	-	-	2	-		-	-	-	2	-	-
\$ 3.70 and under \$ 3.80 —————	5	-	-	-	1	1	3	-	-	2	-		-	1	-	1	-	-
\$ 3.80 and under \$ 3.90 —————	2	-	-	-	-	1	1	-	-	1	-		-	-	-	1	-	-
\$ 3.90 and under \$ 4.00 —————	5	1	-	1	-	-	2	-	-	4	1		1	-	-	1	-	-
\$ 4.00 and under \$ 4.10 —————	6	1	-	1	-	1	1	1	1	1	-		1	-	-	-	-	-
\$ 4.10 and under \$ 4.20 —————	10	-	1	-	1	3	4	1	-	5	-		-	1	1	3	-	-
\$ 4.20 and under \$ 4.30 —————	7	2	-	-	-	1	3	1	-	3	1		-	-	-	2	-	-
\$ 4.30 and under \$ 4.40 —————	5	1	-	1	-	-	2	1	-	2	1		1	-	-	-	-	-
\$ 4.40 and under \$ 4.50 —————	5	-	-	-	1	1	1	1	1	2	-		-	1	1	-	-	-
\$ 4.50 and under \$ 4.60 —————	3	1	-	-	1	1	-	-	-	1	-		-	1	-	-	-	-
\$ 4.60 and under \$ 4.70 —————	8	-	-	1	-	3	4	-	-	2	-		1	-	1	-	-	-
\$ 4.70 and under \$ 4.80 —————	22	1	3	-	-	5	-	1	12	4	-		-	-	3	-	-	-
\$ 4.80 and under \$ 4.90 —————	36	-	-	1	3	8	18	5	1	32	-		1	3	5	18	5	-
\$ 4.90 and under \$ 5.00 —————	15	-	-	-	-	-	3	4	8	6	-		-	-	-	3	-	3
\$ 5.00 and over —————	7	-	-	-	-	2	-	-	5	2	-		-	-	1	-	-	1
Plants having no established minimum ———	33	3	1	9	8	4	6	-	-	-	-		-	-	-	-	-	-

See footnotes at end of table.

Table 16. Meatpacking: Minimum job rates¹—Continued

(Number of plants studied by minimum hourly job rates for production workers in unskilled time-rated occupations, except watchmen, United States and selected regions, March 1974)

Average hourly earnings	United States ²	Middle Atlantic	Border States	South-east	South-west	Great Lakes	Middle West	Mountain	Pacific
Single-plant companies									
Plants studied -----	203	24	11	27	26	34	30	21	27
Plants having an established minimum -----	170	21	10	18	18	30	24	21	27
Under \$ 2.00 -----	11	2	3	5	1	-	-	-	-
\$ 2.00 and under \$ 2.10 -----	20	3	-	4	11	1	1	-	-
\$ 2.10 and under \$ 2.20 -----	-	-	-	-	-	-	-	-	-
\$ 2.20 and under \$ 2.30 -----	7	1	1	3	1	-	-	-	1
\$ 2.30 and under \$ 2.40 -----	5	3	-	-	2	-	-	-	-
\$ 2.40 and under \$ 2.50 -----	2	-	-	2	-	-	-	-	-
\$ 2.50 and under \$ 2.60 -----	10	1	-	1	2	3	2	1	-
\$ 2.60 and under \$ 2.70 -----	5	1	1	1	-	-	-	1	1
\$ 2.70 and under \$ 2.80 -----	6	3	-	-	1	1	-	1	-
\$ 2.80 and under \$ 2.90 -----	2	1	-	-	-	-	1	-	-
\$ 2.90 and under \$ 3.00 -----	1	-	-	-	-	-	1	-	-
\$ 3.00 and under \$ 3.10 -----	7	1	-	-	-	2	2	1	-
\$ 3.10 and under \$ 3.20 -----	4	-	1	-	-	1	-	2	-
\$ 3.20 and under \$ 3.30 -----	8	1	-	2	-	2	1	2	-
\$ 3.30 and under \$ 3.40 -----	5	-	-	-	-	2	-	3	-
\$ 3.40 and under \$ 3.50 -----	4	-	1	-	-	2	1	-	-
\$ 3.50 and under \$ 3.60 -----	3	-	-	-	-	1	1	-	1
\$ 3.60 and under \$ 3.70 -----	1	-	-	-	-	-	1	-	-
\$ 3.70 and under \$ 3.80 -----	3	-	-	-	-	1	2	-	-
\$ 3.80 and under \$ 3.90 -----	1	-	-	-	-	1	-	-	-
\$ 3.90 and under \$ 4.00 -----	1	-	-	-	-	-	1	-	-
\$ 4.00 and under \$ 4.10 -----	5	1	-	-	-	1	1	1	1
\$ 4.10 and under \$ 4.20 -----	5	-	1	-	-	2	1	1	-
\$ 4.20 and under \$ 4.30 -----	4	1	-	-	-	1	1	1	-
\$ 4.30 and under \$ 4.40 -----	3	-	-	-	-	-	2	1	-
\$ 4.40 and under \$ 4.50 -----	3	-	-	-	-	-	1	1	1
\$ 4.50 and under \$ 4.60 -----	2	1	-	-	-	1	-	-	-
\$ 4.60 and under \$ 4.70 -----	6	-	-	-	-	2	4	-	-
\$ 4.70 and under \$ 4.80 -----	18	1	2	-	-	2	-	1	12
\$ 4.80 and under \$ 4.90 -----	4	-	-	-	-	3	-	-	1
\$ 4.90 and under \$ 5.00 -----	9	-	-	-	-	-	-	4	5
\$ 5.00 and over -----	5	-	-	-	-	1	-	-	4
Plants having no established minimum -----	33	3	1	9	8	4	6	-	-

¹ Minimum job rates refer to the lowest rates formally established for experienced workers in unskilled time-rate occupations. Rates for watchmen and special rates for handicapped and superannuated workers were excluded.

² Includes data for the New England region in addition to those shown separately.

Table 17. Meatpacking: Scheduled weekly hours

(Percent of production workers by scheduled weekly hours of day-shift workers,¹ United States and selected regions, March 1974)

Weekly hours	United States ²	Middle Atlantic	Border States	South-east	South-west	Great Lakes	Middle West	Mountain	Pacific	United States ²	Middle Atlantic	Border States	South-east	South-west	Great Lakes	Middle West	Mountain	Pacific
	All companies									Multiplant companies								
All workers -----	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100
Under 35 hours -----	(³)	-	-	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-
35 and under 37½ hours -----	2	-	-	(³)	13	2	-	-	2	3	-	-	-	22	4	-	-	-
37½ hours -----	1	-	-	-	-	3	-	-	-	1	-	-	-	-	6	-	-	-
Over 37½ and under 40 hours -----	2	-	-	-	-	-	6	-	-	3	-	-	-	-	-	7	-	-
40 hours -----	67	83	67	76	60	63	57	88	98	57	100	32	78	61	36	56	84	100
Over 40 and under 45 hours -----	12	-	-	4	9	26	15	-	-	19	-	-	6	13	51	17	-	-
45 hours -----	5	2	31	8	5	-	5	4	-	7	-	68	6	4	-	5	16	-
Over 45 and under 50 hours -----	6	12	-	6	1	1	14	-	-	8	-	-	10	-	-	14	-	-
50 hours -----	3	1	3	4	5	4	2	-	-	(³)	-	-	-	-	2	-	-	-
Over 50 hours -----	2	1	-	2	8	1	1	7	-	1	-	-	-	-	-	1	-	-
										Single-plant companies								
All workers -----	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100
Under 35 hours -----	(³)	-	-	-	-	-	-	-	-	(³)	-	-	-	-	-	4	-	-
35 and under 37½ hours -----	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	2
37½ hours -----	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Over 37½ and under 40 hours -----	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
40 hours -----	81	76	91	72	58	87	62	90	98	2	-	-	3	3	3	3	-	-
Over 40 and under 45 hours -----	2	-	-	-	-	-	-	-	-	3	3	5	11	7	-	7	-	-
45 hours -----	3	3	5	11	7	-	3	2	13	4	17	-	-	3	2	13	-	-
Over 45 and under 50 hours -----	6	2	4	12	11	6	11	-	-	6	2	4	12	11	6	11	-	-
50 hours -----	4	2	-	4	19	2	-	10	-	4	2	-	4	19	2	-	10	-
Over 50 hours -----	4	2	-	4	19	2	-	10	-	4	2	-	4	19	2	-	10	-

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

² Includes data for the New England 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 18. Meatpacking: Overtime premium pay

(Percent of production workers in plants with provisions for daily or weekly overtime by rate of pay and hours after which effective, United States and selected regions, March 1974)

Item	United States ¹	Middle Atlantic	Border States	South-east	South-west	Great Lakes	Middle West	Mountain	Pacific	United States ¹	Middle Atlantic	Border States	South-east	South-west	Great Lakes	Middle West	Mountain	Pacific
	All companies									Multiplant companies								
<u>Daily overtime</u>																		
Time and one-half effective after:																		
Less than 8 hours	(²)	-	-	-	-	1	-	3	-	-	-		-	-	-	-	-	-
8 hours	97	96	100	96	100	99	94	97	98	96	100		93	100	100	93	100	100
More than 8 hours	1	2	-	4	-	-	-	-	-	1	-		7	-	-	-	-	-
Other	2	2	-	-	-	-	6	-	2	3	-		-	-	-	7	-	-
<u>Weekly overtime</u>																		
Time and one-half effective after:																		
40 hours	100	98	100	100	100	100	100	100	98	100	100		100	100	100	100	100	100
Other	(²)	2	-	-	-	-	-	-	2	-	-		-	-	-	-	-	-
<u>Daily overtime</u>																		
Time and one-half effective after:																		
Less than 8 hours										1	-		-	-	1	-	4	-
8 hours										99	95	100	100	100	99	100	96	98
More than 8 hours										(²)	3	-	-	-	-	-	-	-
Other										1	2	-	-	-	-	-	-	2
<u>Weekly overtime</u>																		
Time and one-half effective after:																		
40 hours										99	98	100	100	100	100	100	100	98
Other										1	2	-	-	-	-	-	-	2

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

² Less than 0.5 percent.

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

Table 19. Meatpacking: Clothes-changing time

(Percent of production workers in plants with clothes-changing time provisions, United States and selected regions, March 1974)

Item	United States ¹	Middle Atlantic	Border States	South-east	South-west	Great Lakes	Middle West	Mountain	Pacific	United States ¹	Middle Atlantic	Border States	South-east	South-west	Great Lakes	Middle West	Mountain	Pacific
	All companies									Multiplant companies								
All workers	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100
Workers in plants with provisions for clothes-changing time	70	72	60	23	52	81	85	44	89	78	100	31	33	63	98	87	84	100
Time added to hours worked:																		
Less than 12 minutes	9	54	3	15	22	4	2	6	2	8	87	-	23	20	3	-	18	-
12 minutes	44	3	29	7	25	47	72	19	46	64	-	31	10	43	78	81	65	100
More than 12 minutes	5	13	12	-	3	6	5	5	-	3	13	-	-	-	2	4	-	-
Monetary allowance-time and one-half the hourly rate or earnings:																		
Less than 8 minutes	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
8 minutes	1	-	12	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
More than 8 minutes a day	2	2	-	-	1	4	1	-	4	(²)	-	-	-	-	-	1	-	-
Fixed cents-per-hour addition to the regular hourly rate or earnings:																		
Clothes-changing time	6	-	-	-	-	15	1	-	37	(²)	-	-	-	-	3	-	-	-
Clothes-changing time and clothing allowance	1	-	-	-	-	-	2	-	-	-	-	-	-	-	-	-	-	-
Other provisions	3	-	4	1	-	6	2	14	-	3	-	-	-	-	12	2	-	-
Workers in plants without provisions for clothes-changing time	30	28	40	77	48	19	15	56	11	22	-	69	67	37	2	13	16	-
										Single-plant companies								
All workers										100	100	100	100	100	100	100	100	100
Workers in plants with provisions for clothes-changing time										58	61	80	6	37	66	71	31	87
Time added to hours worked:																		
Less than 12 minutes										11	41	5	2	24	5	14	1	2
12 minutes										16	4	28	1	2	18	20	4	38
More than 12 minutes										8	13	20	-	8	10	9	7	-
Monetary allowance-time and one-half the hourly rate or earnings:																		
Less than 8 minutes										-	-	-	-	-	-	-	-	-
8 minutes										2	-	21	-	-	-	-	-	-
More than 8 minutes a day										3	3	-	-	3	7	-	-	5
Fixed cents-per-hour addition to the regular hourly rate or earnings:																		
Clothes-changing time										14	-	-	-	-	25	10	-	43
Clothes-changing time and clothing allowance										1	-	-	-	-	-	12	-	-
Other provisions										4	-	7	3	-	-	6	19	-
Workers in plants without provisions for clothes-changing time										42	39	20	94	63	34	29	69	13

¹ Includes data for the New England region in addition to those shown separately.
² Less than 0.5 percent.

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

Table 20. Meatpacking: Clothes-changing time included as scheduled weekly hours

(Percent of production workers by amount of clothes-changing time included as scheduled weekly hours and as hours after overtime was paid,¹ United States, March 1974)

Scheduled weekly hours			Overtime hours		
Hours	Amount of clothes-changing time	Percent of workers	Overtime policy	Amount of clothes-changing time	Percent of workers
All workers		100	<u>Daily overtime</u>		
30 and under 39 hours	1 hour	4	Time and one-half effective after:		
30 and under 39 hours	Less than 1 hour	(²)	Less than 8 hours	12 minutes	(²)
30 and under 39 hours	None	(²)	Less than 8 hours	None	(²)
40 hours	More than 1 hour	4	8 hours	More than 12 minutes	5
40 hours	1 hour	30	8 hours	12 minutes	47
40 hours	Less than 1 hour	7	8 hours	Less than 12 minutes	7
40 hours	None	21	8 hours	None	19
Over 40 and under 45 hours	More than 1 hour	3	9 hours	Less than 12 minutes	(²)
Over 40 and under 45 hours	1 hour	13	9 hours	None	1
Over 40 and under 45 hours	Less than 1 hour	1	Double time:		
Over 40 and under 45 hours	None	9	8 hours	None	(²)
50 hours	1 hour	(²)	Triple time:		
50 hours	Less than 1 hour	(²)	8 hours	12 minutes	2
50 hours	None	2	Other:		
Over 50 hours	More than 1 hour	(²)	Less than 8 hours	None	(²)
Over 50 hours	1 hour	1	No premium pay:		
Over 50 hours	Less than 1 hour	(²)	Less than 8 hours	More than 12 minutes	1
Over 50 hours	None	1	Less than 8 hours	12 minutes	1
			Less than 8 hours	Less than 12 minutes	3
			Less than 8 hours	None	14
			<u>Weekly overtime</u>		
			Time and one-half effective after:		
			40 hours	More than 1 hour	7
			40 hours	1 hour	47
			40 hours	Less than 1 hour	9
			40 hours	None	33
			Double time:		
			40 hours	None	(²)
			Other:		
			Less than 40 hours	None	(²)
			No premium pay:		
			Less than 40 hours	1 hour	2
			Less than 40 hours	None	1

¹ Data on scheduled weekly hours and overtime premium pay provided in tables 17 and 18, respectively, include clothes-changing time since such time is considered by most plants as working time and paid for accordingly. This tabulation includes the extent of clothes-changing time in the previous tabulations.

² Less than 0.5 percent.

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

Table 21. Meatpacking: Work clothing provisions

(Percent of production workers in plants with work clothing provisions,¹ United States and selected regions, March 1974)

Item ¹	United States ²	Middle Atlantic	Border States	South-east	South-west	Great Lakes	Middle West	Mountain	Pacific	United States ²	Middle Atlantic	Border States	South-east	South-west	Great Lakes	Middle West	Mountain	Pacific
	All companies									Multiplant companies								
All workers	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100
Workers in plants providing:																		
Work clothing	35	95	76	45	41	33	14	43	34	20	100	74	37	20	3	13	35	-
Monetary allowance per week	30	-	9	8	19	25	53	21	50	38	-	-	6	24	29	55	56	40
Under \$ 0.50	(³)	-	-	-	-	1	-	-	2	-	-	-	-	-	-	-	-	-
\$ 0.50 and under \$ 0.75	9	-	9	2	5	6	17	11	7	11	-	-	-	4	10	15	18	14
\$ 0.75 and under \$ 1.00	13	-	-	-	11	7	25	5	25	19	-	-	-	20	12	29	19	-
\$ 1.00 and under \$ 1.50	5	-	-	6	-	7	8	5	3	6	-	-	6	-	-	9	19	26
\$ 1.50 and under \$ 2.00	1	-	-	-	3	1	1	-	1	(³)	-	-	-	-	3	-	-	-
\$ 2.00 and under \$ 2.50	1	-	-	-	-	2	-	-	12	-	-	-	-	-	-	-	-	-
\$ 2.50 and under \$ 3.00	1	-	-	-	-	2	2	-	-	2	-	-	-	-	4	2	-	-
Combination of clothing and monetary allowance	17	-	10	4	13	27	24	3	8	27	-	26	6	22	53	27	9	59
Other provisions	2	-	-	5	-	-	2	14	-	2	-	-	6	-	-	2	-	-
Workers in plants having no work clothing provisions	15	5	4	39	26	14	8	18	8	13	-	-	45	34	15	3	-	-
										Single-plant companies								
All workers	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100
Workers in plants providing:																		
Work clothing	56	93	76	59	68	61	19	46	38									
Monetary allowance per week	22	-	16	11	15	24	31	9	52									
Under \$ 0.50	1	-	-	-	-	2	-	-	2									
\$ 0.50 and under \$ 0.75	8	-	16	5	7	2	26	9	6									
\$ 0.75 and under \$ 1.00	5	-	-	-	-	2	-	-	29									
\$ 1.00 and under \$ 1.50	4	-	-	6	-	13	1	-	-									
\$ 1.50 and under \$ 2.00	1	-	-	-	8	-	4	-	1									
\$ 2.00 and under \$ 2.50	3	-	-	-	-	5	-	-	14									
\$ 2.50 and under \$ 3.00	-	-	-	-	-	-	-	-	-									
Combination of clothing and monetary allowance	2	-	-	-	-	2	12	2	-									
Other provisions	2	-	-	2	-	-	-	19	-									
Workers in plants having no work clothing provisions	17	7	8	28	17	13	38	25	9									

¹ Limited to plants having formal provisions for protective garments (other than boots and gloves) such as aprons, smocks, and overalls.

² Includes data for the New England 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 22. Meatpacking: Shift differential provisions

(Percent of production workers by shift differential provisions,¹ United States and selected region, March 1974)

Item	United States ²	Middle Atlantic	Border States	South-east	South-west	Great Lakes	Middle West	Mountain	Pacific	United States ²	Middle Atlantic	Border States	South-east	South-west	Great Lakes	Middle West	Mountain	Pacific
	All companies									Multiplant companies								
Second shift																		
Workers in establishments having provisions for second shift-----	81	67	88	61	52	84	93	78	96	94	100		79	82	98	100	82	86
With shift differential -----	78	67	76	59	45	79	92	78	96	93	100		78	69	95	100	82	86
Uniform cents per hour -----	78	67	76	59	44	79	92	78	95	93	100		78	69	95	100	82	86
5 cents -----	(3)	-	-	2	1	-	-	-	-	-	-		-	-	-	-	-	-
6 cents -----	(3)	3	-	-	-	-	(3)	-	-	-	-		-	-	-	-	-	-
8 cents -----	2	-	-	6	-	8	-	-	-	2	-		9	-	5	-	-	-
9 cents -----	1	-	-	4	3	-	-	-	-	-	-		-	-	-	-	-	-
10 cents -----	17	-	37	26	21	5	18	16	24	22	-		40	38	3	20	16	-
11 cents -----	1	-	-	4	-	1	-	-	-	1	-		7	-	-	-	-	-
12 cents -----	2	-	12	-	-	-	-	15	-	-	-		-	-	-	-	-	-
14 cents -----	50	56	27	14	18	65	73	47	16	67	87		22	32	87	79	65	86
15 cents -----	2	9	-	2	-	-	1	-	17	1	13		-	-	-	-	-	-
20 cents -----	3	-	-	-	-	-	-	-	37	-	-		-	-	-	-	-	-
25 cents -----	(3)	-	-	-	-	-	-	-	1	-	-		-	-	-	-	-	-
Uniform percentage -----	(3)	-	-	-	-	-	-	-	1	-	-		-	-	-	-	-	-
15 percent -----	(3)	-	-	-	-	-	-	-	1	-	-		-	-	-	-	-	-
Other -----	(3)	-	-	-	1	-	1	-	-	-	-		-	-	-	-	-	-
With no shift differential -----	3	-	12	3	7	5	1	-	-	2	-		1	13	2	-	-	-
Third shift																		
Workers in establishments having provisions for third shift-----	74	59	79	33	41	83	92	69	91	88	87		43	72	98	100	59	86
With shift differential -----	72	57	73	29	30	80	92	69	91	85	87		38	53	95	100	59	86
Uniform cents per hour -----	71	57	73	29	30	80	91	69	90	85	87		38	53	95	100	59	86
6 cents -----	(3)	3	-	-	-	-	(3)	-	-	-	-		-	-	-	-	-	-
8 cents -----	1	-	-	6	-	-	-	-	-	1	-		9	-	-	-	-	-
9 cents -----	(3)	-	-	2	-	-	-	-	-	-	-		-	-	-	-	-	-
10 cents -----	13	-	37	8	16	6	15	12	24	16	-		10	28	3	18	-	-
11 cents -----	1	-	-	4	-	1	-	-	-	1	-		7	-	-	-	-	-
12 cents -----	1	-	9	-	-	-	-	1	-	-	-		-	-	-	-	-	-
14 cents -----	50	50	27	7	14	73	73	42	11	66	87		12	25	92	79	59	86
15 cents -----	3	5	-	2	-	-	3	14	17	1	-		-	-	-	3	-	-
20 cents -----	(3)	-	-	-	-	-	-	-	4	-	-		-	-	-	-	-	-
25 cents -----	2	-	-	-	-	-	-	-	34	-	-		-	-	-	-	-	-
Uniform percentage -----	(3)	-	-	-	-	-	-	-	1	-	-		-	-	-	-	-	-
20 percent -----	(3)	-	-	-	-	-	-	-	1	-	-		-	-	-	-	-	-
Other -----	(3)	-	-	-	-	-	1	-	-	-	-		-	-	-	-	-	-
With no shift differential -----	2	2	6	3	11	3	-	-	-	3	-		5	20	2	-	-	-

See footnotes at end of table.

Table 22. Meatpacking: Shift differential provisions—Continued

(Percent of production workers by shift differential provisions, United States and selected regions, March 1974)

Item	United States ²	Middle Atlantic	Border States	South-east	South-west	Great Lakes	Middle West	Mountain	Pacific
Single-plant companies									
<u>Second shift</u>									
Workers in establishments having provisions for second shift	63	54	84	30	13	72	52	77	98
With shift differential	58	54	63	25	13	64	48	77	98
Uniform cents per hour	57	54	63	25	10	64	42	77	96
5 cents	1	-	-	6	3	-	-	-	-
6 cents	(³)	4	-	-	-	-	1	-	-
8 cents	3	-	-	-	-	11	-	-	-
9 cents	2	-	-	11	8	-	-	-	-
10 cents	9	-	15	4	-	6	4	16	28
11 cents	1	-	-	-	-	2	-	-	-
12 cents	4	-	21	-	-	-	-	21	-
14 cents	26	43	28	-	-	44	32	41	6
15 cents	4	7	-	4	-	-	5	-	19
20 cents	6	-	-	-	-	-	-	-	43
25 cents	(³)	-	-	-	-	-	-	-	1
Uniform percentage	(³)	-	-	-	-	-	-	-	2
15 percent	(³)	-	-	-	-	-	-	-	2
Other	1	-	-	-	-	-	5	-	-
With no shift differential	5	-	20	-	-	8	4	-	-
<u>Third shift</u>									
Workers in establishments having provisions for third shift	55	48	69	14	-	70	43	73	92
With shift differential	53	45	59	14	-	66	43	73	92
Uniform cents per hour	52	45	59	14	-	66	38	73	91
6 cents	(³)	4	-	-	-	-	1	-	-
8 cents	-	-	-	-	-	-	-	-	-
9 cents	1	-	-	6	-	-	-	-	-
10 cents	9	-	15	4	-	8	-	16	28
11 cents	1	-	-	-	-	2	-	-	-
12 cents	1	-	16	-	-	-	-	2	-
14 cents	27	35	28	-	-	56	32	36	-
15 cents	6	7	-	4	-	-	5	19	19
20 cents	1	-	-	-	-	-	-	-	5
25 cents	6	-	-	-	-	-	-	-	39
Uniform percentage	(³)	-	-	-	-	-	-	-	2
20 percent	(³)	-	-	-	-	-	-	-	2
Other	1	-	-	-	-	-	5	-	-
With no shift differential	2	4	11	-	-	4	-	-	-

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

² Includes data for the New England 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. Dashes indicate no data reported or data that do not meet publication criteria.

Table 23. Meatpacking: Shift differential practices

(Percent of production workers employed on late shifts by amount of pay differential, United States and selected regions, March 1974)

Shift differential	United States ¹	Middle Atlantic	Border States	South-east	South-west	Great Lakes	Middle West	Mountain	Pacific	United States ¹	Middle Atlantic	Border States	South-east	South-west	Great Lakes	Middle West	Mountain	Pacific
	All companies									Multiplant companies								
Second shift																		
Workers employed on second shift -----	13	6	13	8	8	15	17	4	9	18	8		11	14	23	19	9	11
Receiving shift differential -----	12	6	13	8	8	14	17	4	9	18	8		11	13	23	19	9	11
Uniform cents per hour -----	12	6	13	8	7	14	17	4	9	18	8		11	13	23	19	9	11
5 cents -----	(²)	-	-	-	(²)	-	-	-	-	-	-		-	-	-	-	-	-
8 cents -----	(²)	-	-	(²)	-	2	-	-	-	(²)	-		(²)	-	1	-	-	-
9 cents -----	(²)	-	-	1	-	-	-	-	-	-	-		-	-	-	-	-	-
10 cents -----	3	-	6	5	6	(²)	4	(²)	1	5	-		8	10	-	4	2	-
12 cents -----	(²)	-	2	-	-	-	-	-	-	-	-		-	-	-	-	-	-
14 cents -----	8	5	5	2	2	12	13	3	2	13	7		3	3	22	15	8	11
15 cents -----	(²)	(²)	-	-	-	-	(²)	-	4	(²)	1		-	-	-	-	-	-
20 cents -----	(²)	-	-	-	-	-	-	-	1	-	-		-	-	-	-	-	-
Other -----	(²)	-	-	-	(²)	-	(²)	-	-	-	-		-	-	-	-	-	-
Receiving no shift differential -----	(²)		(²)	(²)	1	(²)	(²)	-	-	(²)	-		(²)	1	-	-	-	-
Third shift																		
Workers employed on third shift -----	2	4	4	1	1	3	2	(²)	7	3	7		1	1	5	2	1	2
Receiving shift differential -----	2	3	4	1	(²)	3	2	(²)	7	2	7		1	(²)	5	2	1	2
Uniform cents per hour -----	2	3	4	1	(²)	3	2	(²)	7	2	7		1	(²)	5	2	1	2
8 cents -----	(²)	-	-	(²)	-	-	-	-	-	(²)	-		(²)	-	-	-	-	-
9 cents -----	(²)	-	-	(²)	-	-	-	-	-	-	-		(²)	-	-	-	-	-
10 cents -----	(²)	-	1	(²)	-	(²)	(²)	-	(²)	(²)	-		1	-	-	(²)	-	-
12 cents -----	(²)	-	1	-	-	-	-	-	-	-	-		(²)	-	-	-	-	-
14 cents -----	2	3	2	(²)	(²)	3	2	(²)	(²)	2	7		(²)	(²)	5	2	1	2
15 cents -----	(²)	-	-	-	-	-	-	-	4	-	-		-	-	-	-	-	-
20 cents -----	(²)	-	-	-	-	-	-	-	(²)	-	-		-	-	-	-	-	-
25 cents -----	(²)	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-	-
Other -----	(²)	-	-	-	-	-	(²)	-	-	-	-		-	-	-	-	-	-
Receiving no shift differential -----	(²)	(²)	-	(²)	(²)	(²)	-	-	-	(²)	-		(²)	(²)	-	-	-	-
	Data do not meet publication criteria																	

See footnotes at end of table.

Data do not meet publication criteria

Table 23. Meatpacking: Shift differential practices—Continued

(Percent of production workers employed on late shifts by amount of pay differential, United States and selected regions, March 1974)

Shift differential	United States ¹	Middle Atlantic	Border States	South-east	South-west	Great Lakes	Middle West	Mountain	Pacific
Single-plant companies									
<u>Second shift</u>									
Workers employed on second shift -----	6	5	10	2	1	7	7	2	9
Receiving shift differential -----	5	5	9	2	1	6	6	2	9
Uniform cents per hour -----	5	5	9	2	(²)	6	6	2	9
5 cents -----	(²)	-	-	-	(²)	-	-	-	-
8 cents -----	1	-	-	-	-	3	-	-	-
9 cents -----	(²)	-	-	2	-	-	-	-	-
10 cents -----	1	-	(²)	(²)	-	1	2	-	1
12 cents -----	(²)	-	3	-	-	-	-	-	-
14 cents -----	2	5	5	-	-	3	3	2	1
15 cents -----	1	-	-	-	-	-	1	-	5
20 cents -----	(²)	-	-	-	-	-	-	-	2
Other -----	(²)	-	-	-	(²)	-	(²)	-	-
Receiving no shift differential -----	(²)	-	-	-	-	-	(²)	-	-
<u>Third shift</u>									
Workers employed on third shift -----	2	2	4	(²)	-	-	(²)	-	7
Receiving shift differential -----	2	2	4	(²)	-	1	(²)	-	7
Uniform cents per hour -----	2	2	4	(²)	-	1	(²)	-	7
8 cents -----	-	-	-	-	-	-	-	-	-
9 cents -----	(²)	-	-	(²)	-	-	-	-	-
10 cents -----	(²)	-	-	(²)	-	(²)	-	-	1
12 cents -----	(²)	-	1	-	-	-	-	-	-
14 cents -----	1	2	3	-	-	1	(²)	-	-
15 cents -----	1	-	-	-	-	-	-	-	5
20 cents -----	(²)	-	-	-	-	-	-	-	(²)
25 cents -----	(²)	-	-	-	-	-	-	-	2
Other -----	(²)	-	-	-	-	-	(²)	-	-
Receiving no shift differential -----	(²)	(²)	-	-	-	(²)	-	-	-

¹ Includes data for the regions in addition to those shown separately.² Less than 0.5 percent.

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

Table 24. Meatpacking: Paid holidays

(Percent of production workers in plants with formal provisions for paid holidays, United States and selected regions, March 1974)

Number of paid holidays	United States ¹	Middle Atlantic	Border States	South-east	South-west	Great Lakes	Middle West	Mountain	Pacific	United States ¹	Middle Atlantic	Border States	South-east	South-west	Great Lakes	Middle West	Mountain	Pacific	
	All companies									Multiplant companies									
All workers	100	100	100	100	100	100	100	100	100	100	100	Data do not meet publication criteria	100	100	100	100	100	100	
Workers in plants providing paid holidays	99	100	100	94	94	100	100	100	100	100	100		100	100	100	100	100	100	100
6 half days	(²)	-	-	-	-	1	-	-	-	-	-		-	-	-	-	-	-	-
1 day	1	-	-	-	5	1	-	-	-	-	-		-	-	-	-	-	-	-
2 days	(²)	-	-	2	-	-	-	-	-	-	-		-	-	-	-	-	-	-
3 days	(²)	-	-	-	2	-	-	-	-	(²)	-		-	2	-	-	-	-	-
4 days	1	-	2	3	6	-	-	-	-	-	-		-	-	-	-	-	-	-
5 days	3	-	-	22	10	(²)	-	-	-	2	-		13	-	-	-	-	-	-
6 days	6	4	4	19	7	4	4	10	-	4	-		20	-	-	3	1	18	-
6 days plus 1 half day	-	-	-	-	-	-	-	-	-	-	-		12	1	-	-	-	-	-
6 days plus 2 or 3 half days	-	-	-	-	-	-	-	-	-	1	-		-	-	-	-	-	-	-
6 days plus 1, 2, or 3 half days	1	-	-	7	4	-	-	-	-	-	-		29	34	-	-	3	-	-
7 days	8	4	19	21	20	5	4	4	-	8	-		-	-	-	-	-	-	-
7 days plus 1 or 2 half days	1	-	-	-	-	3	-	-	-	-	-		-	-	-	-	-	-	-
8 days	14	23	42	2	1	8	22	20	-	13	-		-	-	-	-	20	16	-
8 days plus 1 or 2 half days	2	-	16	-	-	6	-	-	-	-	-		-	-	-	-	-	-	-
9 days	14	46	5	-	2	24	2	36	52	6	87		-	-	-	21	-	19	23
9 days plus 2 half days	(²)	3	-	-	-	-	-	-	-	-	-		-	-	-	-	-	-	-
10 days	45	1	13	17	36	48	68	31	48	64	-		26	63	76	75	47	77	-
11 days	1	9	-	-	-	1	-	-	-	-	-		-	-	-	-	-	-	-
12 days	1	10	-	-	-	-	-	-	-	1	13		-	-	-	-	-	-	-
Workers in plants providing no paid holidays	1	-	-	6	6	-	-	-	-	-	-		-	-	-	-	-	-	-

										Single-plant companies								
All workers	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100
Workers in plants providing paid holidays	97	100	100	83	86	100	100	100	100	97	100	100	83	86	100	100	100	100
6 half days	1	-	-	-	-	2	-	-	-	1	-	-	-	-	2	-	-	-
1 day	1	-	-	-	-	12	1	-	-	1	-	-	-	-	1	-	-	-
2 days	1	-	-	6	-	-	-	-	-	-	-	-	-	-	-	-	-	-
3 days	(²)	-	-	-	-	3	-	-	-	(²)	-	-	-	-	-	-	-	-
4 days	2	-	3	9	15	-	-	-	-	2	-	-	-	-	-	-	-	-
5 days	6	-	-	37	22	-	2	-	-	6	-	-	-	-	-	2	-	-
6 days	9	6	6	16	17	5	19	7	-	9	6	6	16	17	5	19	7	-
6 days plus 1 half day	1	-	-	-	8	-	-	-	-	1	-	-	-	8	-	-	-	-
6 days plus 2 or 3 half days	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
6 days plus 1, 2, or 3 half days	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
7 days	9	6	28	9	3	9	11	6	-	9	6	28	9	3	9	11	6	-
7 days plus 1 or 2 half days	1	-	-	-	-	5	-	-	-	1	-	-	-	-	5	-	-	-
8 days	15	32	23	6	3	16	31	21	-	15	32	23	6	3	16	31	21	-
8 days plus 1 or 2 half days	5	-	28	-	-	11	-	-	-	5	-	28	-	-	11	-	-	-
9 days	25	30	8	-	4	28	12	41	56	25	30	8	-	4	28	12	41	56
9 days plus 2 half days	(²)	4	-	-	-	-	-	-	-	(²)	4	-	-	-	-	-	-	-
10 days	18	1	5	-	-	21	24	25	44	18	1	5	-	-	21	24	25	44
11 days	2	12	-	-	-	2	-	-	-	2	12	-	-	-	2	-	-	-
12 days	1	9	-	-	-	-	-	-	-	1	9	-	-	-	-	-	-	-
Workers in plants providing no paid holidays	3	-	-	17	14	-	-	-	-	3	-	-	17	14	-	-	-	-

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

² Less than 0.5 percent.

NOTE: Because of rounding, sums of individual items may not equal totals. Dashes indicate no data reported or data that do not meet publication criteria.

Table 25. Meatpacking: Paid vacations

(Percent of production workers in plants with formal provisions for paid vacations after selected periods of service, United States and selected regions, March 1974)

Vacation policy	United States ¹	Middle Atlantic	Border States	South-east	South-west	Great Lakes	Middle West	Mountain	Pacific
All companies									
All workers -----	100	100	100	100	100	100	100	100	100
Method of payment									
Workers in establishments providing paid vacations -----	98	100	100	97	99	99	97	100	100
Length-of-time payment -----	76	91	92	79	99	85	56	98	63
Percentage payment -----	20	9	2	18	-	14	35	2	37
Flat-sum payment -----	2	-	-	-	-	-	6	-	-
Other -----	(³)	-	6	-	-	-	-	-	-
Workers in establishments providing no paid vacations -----	2	(³)	-	3	1	1	3	-	-
Amount of vacation pay ²									
After 6 months of service:									
Under 1 week -----	4	4	-	11	3	-	7	-	-
1 week -----	(³)	-	-	-	-	-	-	-	-
After 1 year of service:									
Under 1 week -----	2	-	2	8	-	2	1	-	-
1 week -----	88	87	98	66	97	84	89	98	100
Over 1 and under 2 weeks -----	8	13	-	21	-	13	6	2	-
2 weeks -----	(³)	-	-	2	-	-	(³)	-	-
Over 2 and under 3 weeks -----	(³)	-	-	-	2	-	-	-	-
After 2 years of service:									
Under 1 week -----	1	-	2	8	-	-	-	-	-
1 week -----	68	69	80	54	77	73	68	78	53
Over 1 and under 2 weeks -----	7	13	-	18	3	12	4	-	-
2 weeks -----	20	18	18	14	17	12	23	21	47
Over 2 and under 3 weeks -----	2	-	-	4	-	3	2	2	-
Over 4 and under 5 weeks -----	(³)	-	-	-	2	-	-	-	-
After 3 years of service:									
1 week -----	13	5	51	34	38	6	3	2	1
Over 1 and under 2 weeks -----	3	-	-	12	3	-	2	-	-
2 weeks -----	76	82	49	38	55	80	88	97	99
Over 2 and under 3 weeks -----	6	13	-	13	-	13	4	2	-
3 weeks -----	(³)	-	-	-	1	-	-	-	-
Over 4 and under 5 weeks -----	(³)	-	-	-	2	-	-	-	-
After 5 years of service:									
1 week -----	5	1	3	12	20	3	1	2	-
Over 1 and under 2 weeks -----	2	-	-	5	3	-	2	-	-
2 weeks -----	81	82	97	59	71	83	89	92	64
Over 2 and under 3 weeks -----	7	13	-	21	-	13	4	2	-
3 weeks -----	4	4	-	-	3	1	1	5	36
Over 4 and under 5 weeks -----	(³)	-	-	-	2	-	-	-	-
After 10 years of service:									
1 week -----	3	1	(³)	10	14	1	-	2	-
Over 1 and under 2 weeks -----	2	-	2	5	-	2	4	-	-
2 weeks -----	12	11	11	35	27	8	7	10	1
Over 2 and under 3 weeks -----	2	-	-	15	-	-	-	-	-
3 weeks -----	73	73	87	25	57	76	82	87	95
Over 3 and under 4 weeks -----	6	13	-	6	-	13	4	2	-
4 weeks -----	(³)	2	-	-	-	-	-	-	4
Over 6 and under 7 weeks -----	(³)	-	-	-	2	-	-	-	-

See footnotes at end of table.

Table 25. Meatpacking: Paid vacations—Continued

(Percent of production workers in plants with formal provisions for paid vacations after selected periods of service, United States and selected regions, March 1974)

Vacation policy	United States ¹	Middle Atlantic	Border States	South-east	South-west	Great Lakes	Middle West	Mountain	Pacific
	Multiplant companies								
All workers -----	100	100	-	100	100	100	100	100	100
<u>Method of payment</u>									
Workers in establishments providing paid vacations -----	98	100	-	100	100	100	96	100	100
Length-of-time payment -----	70	87	-	84	100	81	53	94	100
Percentage payment -----	25	13	-	16	-	19	36	6	-
Flat-sum payment -----	4	-	-	-	-	-	7	-	-
Workers in establishments providing no paid vacations -----	2	-	-	-	-	-	4	-	-
<u>Amount of vacation pay²</u>									
After 6 months of service:									
Under 1 week -----	5	-	-	8	-	-	9	-	-
1 week -----	-	-	-	-	-	-	-	-	-
After 1 year of service:									
Under 1 week -----	3	-	-	7	-	5	2	-	-
1 week -----	86	56	-	60	96	87	90	94	100
Over 1 and under 2 weeks -----	9	44	-	33	-	8	4	6	-
2 weeks -----	-	-	-	-	-	-	-	-	-
Over 2 and under 3 weeks -----	(³)	-	-	-	4	-	-	-	-
After 2 years of service:									
Under 1 week -----	1	-	-	7	-	-	-	-	-
1 week -----	67	14	-	46	70	81	67	94	14
Over 1 and under 2 weeks -----	6	44	-	28	-	3	3	-	-
2 weeks -----	21	41	-	14	26	11	24	-	86
Over 2 and under 3 weeks -----	3	-	-	6	-	5	2	6	-
Over 4 and under 5 weeks -----	(³)	-	-	-	4	-	-	-	-
After 3 years of service:									
1 week -----	7	-	-	11	11	5	2	-	-
Over 1 and under 2 weeks -----	4	-	-	20	-	-	3	-	-
2 weeks -----	81	56	-	48	85	87	90	94	100
Over 2 and under 3 weeks -----	6	44	-	21	-	8	2	6	-
3 weeks -----	-	-	-	-	-	-	-	-	-
Over 4 and under 5 weeks -----	(³)	-	-	-	4	-	-	-	-
After 5 years of service:									
1 week -----	2	-	-	1	-	5	2	-	-
Over 1 and under 2 weeks -----	2	-	-	7	-	-	3	-	-
2 weeks -----	85	56	-	59	96	87	90	74	77
Over 2 and under 3 weeks -----	8	44	-	33	-	8	2	6	-
3 weeks -----	1	-	-	-	-	-	-	19	23
Over 4 and under 5 weeks -----	(³)	-	-	-	4	-	-	-	-
After 10 years of service:									
1 week -----	(³)	-	-	1	-	-	-	-	-
Over 1 and under 2 weeks -----	4	-	-	7	-	5	4	-	-
2 weeks -----	7	-	-	23	11	-	5	18	-
Over 2 and under 3 weeks -----	3	-	-	24	-	-	-	-	-
3 weeks -----	79	56	-	36	85	87	85	75	100
Over 3 and under 4 weeks -----	5	44	-	9	-	8	2	6	-
4 weeks -----	-	-	-	-	-	-	-	-	-
Over 6 and under 7 weeks -----	(³)	-	-	-	4	-	-	-	-

See footnotes at end of table.

Table 25. Meatpacking: Paid vacations—Continued

(Percent of production workers in plants with formal provisions for paid vacations after selected periods of service, United States and selected regions, March 1974)

Vacation policy	United States ¹	Middle Atlantic	Border States	South-east	South-west	Great Lakes	Middle West	Mountain	Pacific
	Single-plant companies								
All workers -----	100	100	100	100	100	100	100	100	100
<u>Method of payment</u>									
Workers in establishments providing paid vacations -----	98	100	100	92	98	98	100	100	100
Length-of-time payment -----	84	93	91	72	98	89	75	100	57
Percentage payment -----	14	7	-	20	-	9	25	-	43
Flat-sum payment -----	-	-	-	-	-	-	-	-	-
Other -----	1	-	9	-	-	-	-	-	-
Workers in establishments providing no paid vacations -----	2	(³)	-	8	2	2	-	-	-
<u>Amount of vacation pay²</u>									
After 6 months of service:									
Under 1 week -----	3	5	-	17	6	-	-	-	-
1 week -----	(³)	-	-	-	-	-	-	-	-
After 1 year of service:									
Under 1 week -----	1	-	-	9	-	-	-	-	-
1 week -----	91	100	100	76	98	81	86	100	100
Over 1 and under 2 weeks -----	6	-	-	-	-	17	13	-	-
2 weeks -----	1	-	-	7	-	-	1	-	-
Over 2 and under 3 weeks -----	-	-	-	-	-	-	-	-	-
After 2 years of service:									
Under 1 week -----	1	-	-	9	-	-	-	-	-
1 week -----	71	91	70	70	85	66	75	72	59
Over 1 and under 2 weeks -----	7	-	-	-	7	20	11	-	-
2 weeks -----	19	9	30	14	6	12	12	28	41
Over 2 and under 3 weeks -----	(³)	-	-	-	-	-	2	-	-
Over 4 and under 5 weeks -----	-	-	-	-	-	-	-	-	-
After 3 years of service:									
1 week -----	21	7	34	72	73	8	9	2	1
Over 1 and under 2 weeks -----	1	-	-	-	7	-	1	-	-
2 weeks -----	70	93	66	20	15	73	74	98	99
Over 2 and under 3 weeks -----	6	-	-	-	-	17	16	-	-
3 weeks -----	(³)	-	-	-	3	-	-	-	-
Over 4 and under 5 weeks -----	-	-	-	-	-	-	-	-	-
After 5 years of service:									
1 week -----	8	2	-	32	46	1	-	2	-
Over 1 and under 2 weeks -----	1	-	-	2	7	-	-	-	-
2 weeks -----	76	92	100	58	37	78	83	98	62
Over 2 and under 3 weeks -----	6	-	-	-	-	17	16	-	-
3 weeks -----	7	5	-	-	8	2	1	-	38
Over 4 and under 5 weeks -----	-	-	-	-	-	-	-	-	-
After 10 years of service:									
1 week -----	6	2	-	25	31	1	-	2	-
Over 1 and under 2 weeks -----	(³)	-	-	2	-	-	-	-	-
2 weeks -----	20	15	18	57	47	15	21	7	1
Over 2 and under 3 weeks -----	-	-	-	-	-	-	-	-	-
3 weeks -----	64	80	82	8	20	65	59	91	95
Over 3 and under 4 weeks -----	7	-	-	-	-	17	20	-	-
4 weeks -----	1	3	-	-	-	-	-	-	5
Over 6 and under 7 weeks -----	-	-	-	-	-	-	-	-	-

See footnotes at end of table.

Table 25. Meatpacking: Paid vacations—Continued

(Percent of production workers in plants with formal provisions for paid vacations after selected periods of service, United States and selected regions, March 1974)

Vacation policy	United States ¹	Middle Atlantic	Border States	South-east	South-west	Great Lakes	Middle West	Mountain	Pacific
All companies									
<u>Amount of vacation pay²—Continued</u>									
After 15 years of service:									
1 week -----	3	1	(³)	10	14	1	-	2	-
Over 1 and under 2 weeks -----	(³)	-	2	1	-	-	-	-	-
2 weeks -----	9	3	11	22	21	6	6	6	-
Over 2 and under 3 weeks -----	2	-	-	12	-	-	2	-	-
3 weeks -----	25	31	60	29	29	21	19	43	1
Over 3 and under 4 weeks -----	2	-	-	7	-	3	1	-	-
4 weeks -----	53	64	27	10	34	57	64	48	99
Over 4 and under 5 weeks -----	4	-	-	6	-	11	3	2	-
Over 7 weeks -----	(³)	-	-	-	2	-	-	-	-
After 20 years of service:									
1 week -----	3	1	(³)	10	14	1	-	2	-
Over 1 and under 2 weeks -----	(³)	-	2	-	-	-	-	-	-
2 weeks -----	7	3	11	18	16	3	5	6	-
Over 2 and under 3 weeks -----	2	-	-	8	-	2	1	-	-
3 weeks -----	16	15	9	26	27	7	17	24	1
Over 3 and under 4 weeks -----	2	-	-	7	-	-	3	-	-
4 weeks -----	16	38	39	15	7	18	7	49	-
Over 4 and under 5 weeks -----	1	-	-	-	-	3	1	-	-
5 weeks -----	48	42	39	6	34	53	60	18	99
Over 5 and under 6 weeks -----	4	-	-	6	-	11	2	2	-
Over 7 weeks -----	(³)	-	-	-	2	-	-	-	-
After 25 years of service: ⁴									
1 week -----	3	1	(³)	10	14	1	-	2	-
Over 1 and under 2 weeks -----	(³)	-	2	-	-	-	-	-	-
2 weeks -----	7	3	11	18	16	3	5	6	-
Over 2 and under 3 weeks -----	(³)	-	-	-	-	2	-	-	-
3 weeks -----	16	15	9	26	27	7	18	23	1
Over 3 and under 4 weeks -----	3	-	-	15	-	-	2	-	-
4 weeks -----	12	25	39	11	7	6	7	37	-
Over 4 and under 5 weeks -----	1	-	-	-	-	-	2	-	-
5 weeks -----	21	34	16	7	11	34	6	20	91
Over 5 and under 6 weeks -----	5	13	-	6	-	13	2	2	-
6 weeks -----	31	9	23	4	22	34	54	12	8
Over 7 weeks -----	(³)	-	-	-	2	-	-	-	-

See footnotes at end of table.

Table 25. Meatpacking: Paid vacations—Continued

(Percent of workers in plants with formal provisions for paid vacation after selected periods of service, United States and selected regions, March 1974)

Vacation policy	United States ¹	Middle Atlantic	Border States	South-east	South-west	Great Lakes	Middle West	Mountain	Pacific
Multiplant companies									
Amount of vacation pay ² —Continued									
After 15 years of service:									
1 week	(³)	-	-	1	-	-	-	-	-
Over 1 and under 2 weeks	(³)	-	-	-	-	-	-	-	-
2 weeks	7	-	-	16	11	5	5	18	-
Over 2 and under 3 weeks	4	-	-	20	-	-	3	-	-
3 weeks	17	13	-	27	26	3	15	16	-
Over 3 and under 4 weeks	3	-	-	12	-	7	-	-	-
4 weeks	63	87	-	16	59	80	71	59	100
Over 4 and under 5 weeks	3	-	-	9	-	5	2	6	-
Over 7 weeks	(³)	-	-	-	4	-	-	-	-
After 20 years of service:									
1 week	(³)	-	-	1	-	-	-	-	-
Over 1 and under 2 weeks	(³)	-	-	-	-	-	-	-	-
2 weeks	5	-	-	10	11	-	4	18	-
Over 2 and under 3 weeks	3	-	-	12	-	5	2	-	-
3 weeks	13	-	-	26	13	3	15	16	-
Over 3 and under 4 weeks	3	-	-	12	-	-	3	-	-
4 weeks	11	57	-	20	13	3	5	-	-
Over 4 and under 5 weeks	1	-	-	-	-	7	-	-	-
5 weeks	58	43	-	10	59	77	66	59	100
Over 5 and under 6 weeks	3	-	-	9	-	5	2	6	-
Over 7 weeks	(³)	-	-	-	4	-	-	-	-
After 25 years of service: ⁴									
1 week	(³)	-	-	1	-	-	-	-	-
Over 1 and under 2 weeks	(³)	-	-	-	-	-	-	-	-
2 weeks	5	-	-	10	11	-	4	18	-
Over 2 and under 3 weeks	1	-	-	-	-	5	-	-	-
3 weeks	14	-	-	26	13	3	16	16	-
Over 3 and under 4 weeks	4	-	-	24	-	-	3	-	-
4 weeks	9	13	-	14	13	3	5	-	-
Over 4 and under 5 weeks	-	-	-	-	-	-	-	-	-
5 weeks	9	43	-	10	20	15	3	12	37
Over 5 and under 6 weeks	5	44	-	9	-	8	2	6	-
6 weeks	51	-	-	6	39	66	63	47	63
Over 7 weeks	(³)	-	-	-	4	-	-	-	-

See footnotes at end of table.

Table 25. Meatpacking: Paid vacations—Continued

(Percent of production workers in plants with formal provisions for paid vacations after selected periods of service, United States and selected regions, March 1974)

Vacation policy	United States ¹	Middle Atlantic	Border States	South-east	South-west	Great Lakes	Middle West	Mountain	Pacific
Single-plant companies									
Amount of vacation pay ² —Continued									
After 15 years of service:									
1 week -----	6	2	-	25	31	1	-	2	-
Over 1 and under 2 weeks -----	(³)	-	-	2	-	-	-	-	-
2 weeks -----	12	5	18	31	33	7	11	2	-
Over 2 and under 3 weeks -----	-	-	-	-	-	-	-	-	-
3 weeks -----	35	38	54	34	33	37	49	52	1
Over 3 and under 4 weeks -----	1	-	-	-	-	-	7	-	-
4 weeks -----	38	55	28	-	-	36	21	44	99
Over 4 and under 5 weeks -----	6	-	-	-	-	17	13	-	-
Over 7 weeks -----	-	-	-	-	-	-	-	-	-
After 20 years of service:									
1 week -----	6	2	-	25	31	1	-	2	-
Over 1 and under 2 weeks -----	-	-	-	-	-	-	-	-	-
2 weeks -----	10	5	18	34	21	5	11	2	-
Over 2 and under 3 weeks -----	-	-	-	-	-	-	-	-	-
3 weeks -----	20	21	15	27	46	11	33	27	1
Over 3 and under 4 weeks -----	1	-	-	-	-	-	7	-	-
4 weeks -----	23	31	18	6	-	32	16	66	-
Over 4 and under 5 weeks -----	1	-	-	-	-	-	6	-	-
5 weeks -----	32	41	49	-	-	31	21	4	99
Over 5 and under 6 weeks -----	5	-	-	-	-	17	7	-	-
Over 7 weeks -----	-	-	-	-	-	-	-	-	-
After 25 years of service: ⁴									
1 week -----	6	2	-	25	31	1	-	2	-
Over 1 and under 2 weeks -----	-	-	-	-	-	-	-	-	-
2 weeks -----	10	5	18	34	21	5	11	2	-
Over 2 and under 3 weeks -----	-	-	-	-	-	-	-	-	-
3 weeks -----	19	21	15	27	46	11	27	25	1
Over 3 and under 4 weeks -----	-	-	-	-	-	-	-	-	-
4 weeks -----	16	30	18	6	-	9	21	49	-
Over 4 and under 5 weeks -----	2	-	-	-	-	-	13	-	-
5 weeks -----	37	30	28	-	-	51	21	23	99
Over 5 and under 6 weeks -----	5	-	-	-	-	17	7	-	-
6 weeks -----	4	12	21	-	-	3	-	-	-
Over 7 weeks -----	-	-	-	-	-	-	-	-	-

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

² Vacation payments, such as percent of annual earnings, were connected to an equivalent time basis. Periods of service were chosen arbitrarily and do not necessarily reflect the individual establishment provisions

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

³ Less than 0.5 percent.

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

Table 26. Meatpacking: Health, insurance, and retirement plans

(Percent of production workers in plants with specified health, insurance, and retirement plans, United States and selected regions, March 1974)

Type of plan ¹	United States ²	Middle Atlantic	Border States	South-east	South-west	Great Lakes	Middle West	Mountain	Pacific	United States ²	Middle Atlantic	South-east	South-west	Great Lakes	Middle West	Mountain	Pacific
	All companies									Multiplant companies							
	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100
All workers -----	94	100	92	92	80	99	94	95	94	97	100	100	87	100	96	100	100
Life insurance -----	78	87	57	57	63	85	82	86	92	76	56	54	74	80	85	82	100
Noncontributory -----	57	85	72	68	40	57	40	82	91	39	100	74	27	17	33	53	77
Accidental death and dismemberment insurance -----	47	73	37	44	34	53	32	78	90	28	56	44	25	17	27	53	77
Noncontributory -----	88	90	89	76	78	99	85	93	100	92	100	91	98	100	88	100	100
Sickness and accident insurance or sick leave or both ³ -----	60	81	89	70	40	60	54	75	56	55	87	87	52	23	51	100	86
Sickness -----	48	68	54	51	30	57	38	72	56	39	43	61	43	23	34	100	86
Noncontributory -----	14	19	28	9	16	-	6	9	91	10	13	10	10	-	6	18	77
Sick leave (full pay, no waiting period) -----	34	11	11	8	40	42	49	40	7	53	28	13	68	77	56	59	23
Sick leave (partial pay or waiting period) -----	5	8	-	1	4	8	4	13	10	7	28	-	7	11	5	28	37
Long-term disability -----	4	8	-	1	4	8	(5)	13	10	5	28	-	7	11	(5)	28	37
Noncontributory -----	98	100	93	95	92	99	100	100	100	100	100	100	100	100	100	100	100
Hospitalization insurance -----	7	-	41	17	13	4	3	1	1	4	-	5	-	-	2	-	-
Covering employees only -----	7	-	41	14	12	4	3	1	1	4	-	3	-	-	2	-	-
Noncontributory -----	91	100	52	78	79	95	97	99	99	96	100	95	100	100	98	100	100
Covering employees and their dependents -----	77	97	34	36	56	89	87	92	99	84	100	44	91	100	89	100	100
Noncontributory -----	4	-	10	19	4	-	3	2	-	4	-	22	-	-	3	-	-
contributory for employees; -----	98	100	93	95	92	99	100	100	100	100	100	100	100	100	100	100	100
contributory for dependents -----	7	-	41	17	13	4	3	1	1	4	-	4	-	-	2	-	-
Surgical insurance -----	7	-	41	17	13	4	3	1	1	4	-	4	-	-	2	-	-
Covering employees only -----	7	-	41	14	12	4	3	1	1	4	-	3	-	-	2	-	-
Noncontributory -----	91	100	52	78	79	95	97	99	99	96	100	95	100	100	98	100	100
Covering employees and their dependents -----	77	97	34	36	56	89	87	92	99	84	100	44	91	100	89	100	100
Noncontributory -----	4	-	10	19	4	-	3	2	-	4	-	22	-	-	3	-	-
contributory for employees; -----	98	98	93	94	92	98	100	98	100	100	100	99	100	100	100	100	100
contributory for dependents -----	8	-	41	19	13	4	3	1	1	4	-	5	-	-	2	-	-
Medical insurance -----	7	-	41	16	12	4	3	1	1	4	-	3	-	-	2	-	-
Covering employees only -----	90	98	52	76	79	94	97	97	99	96	100	95	100	100	98	100	100
Noncontributory -----	76	97	34	32	56	89	87	90	99	84	100	44	91	100	89	100	100
Covering employees and their dependents -----	5	-	10	21	4	-	3	2	-	4	-	22	-	-	3	-	-
Noncontributory -----	94	98	87	90	88	92	98	93	100	99	100	93	100	100	100	100	100
Major medical insurance -----	7	-	35	19	13	4	3	1	1	4	-	4	-	-	2	-	-
Covering employees only -----	7	-	35	16	12	4	3	1	1	4	-	3	-	-	2	-	-
Noncontributory -----	87	98	52	72	74	88	95	91	99	95	100	89	100	100	98	100	100
Covering employees and their dependents -----	74	97	34	28	56	84	85	84	99	83	100	38	91	100	89	100	100
Noncontributory -----	5	-	10	21	4	-	3	2	-	4	-	22	-	-	3	-	-
contributory for employees; -----	77	83	84	53	55	93	75	78	100	80	100	60	63	97	79	82	100
contributory for dependents -----	75	79	84	53	55	92	71	78	100	78	100	60	63	97	75	82	100
Retirement plans -----	72	66	84	53	55	91	65	78	100	75	56	59	63	97	70	82	100
Pension plans -----	3	5	-	-	-	4	4	-	2	2	-	-	-	-	4	-	-
Noncontributory -----	1	(5)	1	5	3	-	-	-	-	-	-	-	-	-	-	-	-
Severance pay -----	1	(5)	1	5	3	-	-	-	-	-	-	-	-	-	-	-	-
No plans -----	1	(5)	1	5	3	-	-	-	-	-	-	-	-	-	-	-	-

See footnotes at the end of table.

Table 26. Meatpacking: Health, insurance, and retirement plans—Continued

(Percent of production workers in plants with specified health, insurance, and retirement plans, United States and selected regions, March 1974)

Type of plan ¹	United States ²	Middle Atlantic	Border States	South-east	South-west	Great Lakes	Middle West	Mountain	Pacific
Single-plant companies									
All workers -----	100	100	100	100	100	100	100	100	100
Life insurance -----	90	100	86	77	72	97	84	94	93
Noncontributory -----	79	100	79	62	48	90	68	87	91
Accidental death and dismemberment insurance -----	81	79	70	58	58	94	83	92	93
Noncontributory -----	73	79	63	44	45	87	68	86	91
Sickness and accident insurance or sick leave or both ³ -----	82	86	82	48	53	97	72	90	100
Sickness and accident insurance -----	68	78	82	40	24	95	69	66	52
Noncontributory -----	62	78	74	32	14	88	60	62	52
Sick leave (full pay, no waiting period)- Sick leave (partial pay or waiting period) -----	20	22	-	8	25	-	9	5	93
Long-term disability -----	8	4	-	-	4	10	6	33	5
Noncontributory -----	3	-	-	4	-	4	-	8	6
Hospitalization insurance -----	3	-	-	4	-	4	-	8	6
Covering employees only -----	96	100	89	86	82	99	100	100	100
Noncontributory -----	12	-	22	37	31	9	7	2	1
Covering employees and their dependents -----	11	-	22	32	28	8	7	2	1
Noncontributory -----	84	100	67	49	51	91	93	98	99
Noncontributory for employees; contributory for dependents -----	67	96	40	21	9	79	74	89	99
Surgical insurance -----	5	-	16	13	8	-	7	3	-
Covering employees only -----	96	100	89	86	82	99	100	100	100
Noncontributory -----	12	-	22	37	31	8	7	2	1
Covering employees and their dependents -----	11	-	22	32	28	8	7	2	1
Noncontributory -----	84	100	67	49	51	91	93	98	99
Noncontributory for employees; contributory for dependents -----	67	96	40	21	9	79	74	89	99
Medical insurance -----	5	-	16	13	8	-	7	3	-
Covering employees only -----	94	98	89	86	82	96	100	98	100
Noncontributory -----	12	-	22	43	31	8	7	2	1
Covering employees and their dependents -----	11	-	22	38	28	8	7	2	1
Noncontributory -----	82	98	67	43	51	88	93	96	99
Noncontributory for employees; contributory for dependents -----	66	96	40	10	9	79	74	87	99
Major medical insurance -----	5	-	16	18	8	-	7	3	-
Covering employees only -----	87	98	78	86	72	85	88	90	100
Noncontributory -----	11	-	11	43	31	8	7	2	1
Covering employees and their dependents -----	11	-	11	38	28	8	7	2	1
Noncontributory -----	76	98	67	43	41	77	81	88	99
Noncontributory for employees; contributory for dependents -----	61	96	40	10	9	69	62	79	99
Retirement plans ⁴ -----	5	-	16	18	8	-	7	3	-
Pension plans -----	73	77	73	42	45	88	48	77	100
Noncontributory -----	71	70	73	42	45	86	48	77	100
Severance pay -----	69	70	73	42	45	85	36	77	100
No plans -----	4	7	-	-	-	8	-	-	2
	2	(⁵)	-	14	8	-	-	-	-

¹ Includes only those plans for which the employer pays at least part of the cost and excludes legally required plans such as workers' compensation and social security; however, plans required by the State temporary disability insurance laws are included if the employer contributes more than is legally required or if the employees receive benefits exceeding legal requirements.

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

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

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

⁵ Less than 0.5 percent.

Table 27. Meatpacking: Other selected benefits

(Percent of production workers in plants having formal provisions for specified benefits, United States and selected regions, March 1974)

Item	United States ¹	Middle Atlantic	Border States	South-east	South-west	Great Lakes	Middle West	Mountain	Pacific	United States ¹	Middle Atlantic	Border States	South-east	South-west	Great Lakes	Middle West	Mountain	Pacific
	All companies									Multiplant companies								
Workers in plants with provisions for:																		
Cost-of-living pay adjustments	67	46	39	17	37	82	82	82	100	76	73	26	26	63	97	87	82	100
Technological severance pay ²	31	-	10	16	28	24	51	16	37	45	-	26	24	50	28	58	65	59
Moving expense allowance	28	9	10	17	30	17	50	16	12	46	-	26	24	53	28	58	65	86
Jury duty pay	83	48	83	57	67	90	95	81	100	94	86	99	69	89	97	99	100	100
Funeral leave pay	85	93	90	52	66	91	93	84	100	92	100	100	67	89	96	95	100	100
Rest or relief time (daily)	97	94	100	97	94	99	96	100	100	98	100	100	100	93	100	97	100	100
10 or 12 minutes	1	-	-	-	1	-	2	-	-	1	-	-	-	-	-	2	-	-
15 minutes	14	7	-	2	8	22	22	1	5	15	-	-	-	13	5	25	-	-
20 minutes	31	64	38	23	21	41	31	20	4	35	87	26	28	27	58	31	31	-
Over 20 and under 30 minutes	11	3	28	2	7	11	9	13	33	11	-	68	-	13	11	10	-	14
30 minutes	41	15	34	69	58	25	32	66	58	36	13	5	72	40	26	29	69	86
Over 30 minutes	(³)	5	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
No relief time	3	6	-	3	5	1	4	-	-	2	-	-	-	7	-	3	-	-
										Single-plant companies								
Workers in plants with provisions for:																		
Cost-of-living pay adjustments										54	35	49	-	4	68	54	81	100
Technological severance pay ²										11	-	-	-	-	20	10	-	33
Moving expense allowance										3	12	-	5	-	7	-	-	1
Jury duty pay										69	32	71	37	39	83	72	75	100
Funeral leave pay										76	90	84	26	36	86	83	79	100
Rest or relief time (daily)										96	91	100	91	96	99	85	100	100
10 or 12 minutes										(³)	-	-	-	2	-	-	-	-
15 minutes										12	10	-	7	2	37	-	2	5
20 minutes										24	55	45	15	13	26	28	16	5
Over 20 and under 30 minutes										11	4	-	6	-	10	6	17	36
30 minutes										48	15	55	63	81	25	50	65	54
Over 30 minutes										1	7	-	-	-	-	-	-	-
No relief time										4	9	-	9	2	1	15	-	-

¹ Includes data for the New England region in addition to those shown separately.

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

³ Less than 0.5 percent.

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

Part II. Prepared Meat Products

Summary

Straight-time earnings of the 46,950 production workers in sausage and other prepared meat products plants averaged \$4.38 an hour in March 1974.⁹ Men, composing about three-fourths of the industry's work force, held a 19-percent average wage advantage over women (\$4.56 to \$3.84). Most of the differences in average pay between men and women were attributable to differences in the distribution of the sexes among establishments and jobs with disparate pay levels.

Regionally,¹⁰ the highest average was recorded in the Pacific States—\$5.06 an hour—and the lowest in the Southeast—\$3.43 an hour. Averages in prepared meat products plants ranged from \$5.88 an hour for stationary engineers to \$3.80 for labeling-machine operators.¹¹ Shipping packers (the most heavily populated job studied separately) averaged \$4.33 an hour.

Nine-tenths or more of the plant workers were employed in establishments which provided paid holidays and vacations, and covered at least part of the cost of life insurance and various health insurance benefits. Retirement plans applied to approximately four-fifths of the workers.

Industry characteristics

The industry includes establishments primarily engaged in the manufacture of sausages, cured meats, smoked meats, canned meats, frozen meats, and other prepared meats and meat specialties from purchased carcasses and other materials. Sausage kitchens and other prepared meat plants operated by packing houses as separate establishments are also included.

Employment. The 900 establishments covered by the March 1974 survey employed 46,945 production and related workers. Nationwide, employment in the prepared meat products industry increased by 7 percent

since the January 1969 survey when 44,003 workers were employed. Among the regions where comparisons could be made, increases in production and related workers between 1969 and 1974 varied considerably. For example, employment rose 112 percent in the Southeast, 8 percent in the Great Lakes region, and 2 percent in the Middle Atlantic region; employment declined 2 percent in the Pacific region. The Southeast region accounted for slightly over nine-tenths of the net employment increase between 1969 and 1974.

Location. The Great Lakes and Middle Atlantic regions accounted for 30 and 24 percent of the work force, respectively. The remaining regions each accounted for less than 15 percent—Pacific (13 percent), Southeast (11 percent), and Middle West (8 percent)—of the 46,945 production workers in the prepared meat products industry.

About seven-eighths of the industry's production work force was located in metropolitan areas. Such areas included over nine-tenths of the workers in Middle Atlantic and Pacific regions, seven-eighths in the Great Lakes region, four-fifths in the Southeast, and about three-fifths in the Middle West.

Type of company. Multiplant companies¹² employed slightly more than one-third of the workers in this industry, compared with three-fifths in plants primarily engaged in slaughtering. Proportions of workers in single-plant companies ranged from about seven-eighths in the Pacific States to one-third in the Southeast. The average production work force of multiplant companies (142) was more than 3 times that for single-plant companies (38).

Size of establishment. As a group, multiplant and single-plant companies employing 100 workers or more and single-plant firms with 10 to 99 workers each accounted for about three-tenths of total production

⁹ See footnote 1 in Part I of this report.

¹⁰ For definitions of regions, see appendix A, table A-1, footnote 1.

¹¹ See appendix B for job descriptions.

¹² Includes companies operating 2 plants or more, where at least one is in the prepared meat products industry (SIC 2013), and the remainder in either the meatpacking or prepared meat products industries, or in both industries.

worker employment; multiplant companies employing 10-99 workers made up the remainder of the industry's work force. Establishments with fewer than 10 workers were excluded from the survey.

Unionization. Approximately four-fifths of the 46,945 production and related workers were employed in prepared meat products plants having labor-management contracts covering a majority of such employees. The proportion of workers in these plants ranged from about nine-tenths in three regions—Great Lakes, Middle Atlantic, and Pacific—to slightly more than three-fourths in the Middle West and three-fifths in the Southeast. Text table 5 shows the proportions of employees in multiplant and single-plant companies with collective bargaining agreements.

As was the case for meatpacking companies, the Amalgamated Meat Cutters and Butcher Workmen of North America (AFL-CIO) was the major union for plant employees in the prepared meat products industry. The National Brotherhood of Packinghouse Workers (Ind.) also had collective bargaining agreements with some establishments in the industry.

Method of wage payment. Over nine-tenths of the plant workers were paid on a time-rated basis, usually under formal plans that provided a single rate for a specified occupation (table 36). Formal systems with ranges of rates for specified jobs applied to about one-fifth of the workers, while informal systems, which based rates primarily on the qualifications of individual workers, applied to one-eighth of the employees. Among regions, individual rates were more prevalent in the Middle Atlantic and Southeast than in other regions. "Stint work", for which the employees are paid a fixed daily rate for a predetermined amount of work, regardless of the actual amount of time required to do the work, was rarely found in prepared meat product plants.

Text table 5. Percent of production workers in prepared meat products plants having collective bargaining agreements covering a majority of their workers by region and type of company

Region	All companies	Multiplant companies	Single-plant companies
United States ¹	80-84	90-94	75-79
Middle Atlantic	90-94	95+	85-89
Southeast	60-64	85-89	15-19
Great Lakes	90-94	95+	80-84
Middle West	75-79	75-79	75-79
Pacific	90-94	95+	85-89

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

On a nationwide basis, 6 percent of the production workers were under incentive pay plans in March 1974. The proportion of workers on such plans among the regions ranged from 13 percent in the Great Lakes to 6 percent or less in each of the remaining regions.

A system of "wage brackets" or labor grades was in effect among plants employing nearly one-third of the production workers in the prepared meat products industry. As noted in the meatpacking industry, a common rate applies to all occupations covered by the same labor grade. For time-rated workers, this rate becomes the straight-time hourly rate; for incentive paid workers, it is the guaranteed rate and, in most cases, the rate on which incentive wages are based. Table 37 illustrates that wage bracket systems were more prevalent in multiplant companies than in single-plant companies. The total number of established labor grades in the system varied widely by plant; 21 grades were most common in multiplant companies and 24 in single plants.

Average hourly earnings

Straight-time earnings of the 46,945 production and related workers averaged \$4.38 an hour in March 1974 (table 28). Hourly averages among the regions shown separately were: Pacific (\$5.06), Great Lakes and Middle Atlantic (\$4.61), Middle West (\$3.80) and Southeast (\$3.43).

The level of earnings in March 1974 (\$4.38) was 42 percent above the average recorded in the Bureau's January 1969 survey (\$3.08). During this period, the annual rate of increase in average earnings was 7 percent; it amounted to 6.1 percent in multiplant companies and 7.7 percent in single-plant companies. The annual rate of increase also varied by region: 7 percent in the Great Lakes, 6.8 percent in the Pacific, 8.3 in the Middle Atlantic, and 8.5 in the Southeast.

Men, making up three-fourths of the work force, averaged \$4.56 an hour—19 percent above the \$3.84 average for women. Regionally, hourly wage advantages for men ranged from 6 percent in the Pacific to 36 percent in the Middle West. Most of the differences in average pay between men and women were attributable to differences in the distribution of the sexes among establishments and jobs with disparate pay levels.

Nationwide, hourly earnings of employees in multiplant companies within the scope of the March 1974 survey averaged \$4.65—10 percent more than the \$4.22 average for employees in single-plant companies. Among those regions permitting comparisons, hourly averages in multiplant companies were highest in the Middle Atlantic (\$5.08), followed by the Great Lakes (\$4.99), Middle

West (\$4.33), and Southeast (\$3.87). In single plants, averages were: Pacific (\$5.04), Middle Atlantic (\$4.48), Great Lakes (\$4.23), Middle West (\$3.55), and Southeast (\$2.61).

Workers in metropolitan areas averaged \$4.48 an hour, compared with \$3.64 for those in nonmetropolitan areas. This nationwide pattern held in two of the three regions permitting comparisons. In the Middle West and Southeast, production workers in larger communities held about a 45-percent wage advantage over smaller communities; in contrast, workers in nonmetropolitan areas of the Great Lakes region held a 14-percent wage advantage over those in metropolitan areas.

Employee earnings in plants employing 100 workers or more averaged \$4.56 an hour—12 percent more than those in smaller establishments employing 10-99 workers (\$4.07 an hour). Differences among the two establishment-size groups varied considerably. In the Southeast, for example, workers in larger plants averaged 44 percent, or \$1.21 an hour more than those in smaller plants. Wage advantages for workers in larger plants were 12 percent in the Middle Atlantic region, 5 percent in the Great Lakes region, and 4 percent in the Pacific States. Only in the Middle West did workers in smaller establishments (\$3.89) average more than those in larger ones—(\$3.77).

Establishments having labor-management contracts covering a majority of their production workers averaged \$4.67 an hour, compared with \$3.01 in plants with none or a minority covered by such agreements. Hourly rates for union establishments in the Middle Atlantic and Southeast regions exceeded those for nonunion firms by about 50 percent.

The comparisons of production-worker averages do not, of course, isolate the influence of each factor as a determinant of wages. The interrelationship of some of the variables has been suggested in the discussion of industry characteristics.

Individual earnings of 96 percent of the production workers fell within a range of \$2 to \$6 an hour in March 1974 (table 29). Earnings of the middle half of the workers within this range were between \$3.47 and \$5.10 an hour. Three percent of all men and 14 percent of all women earned below \$2.50 an hour. Above \$5.50 an hour, the corresponding proportions were 15 and 4 percent. Regionally, the proportions of workers at the lower and upper ends of the earnings array varied widely by sex.

Occupational earnings

The survey also developed earnings data for a number of individual occupations selected to represent various

skills of production and related workers in sausage and other prepared meat products plants. (See tables 32-34.) Nationwide, pay levels in this industry were usually highest among maintenance and powerplant employees, and lowest for custodial and material movement employees. The average for stationary engineers—the highest paid job studied—exceeded the average for janitors (one of the lowest paid jobs) by slightly over 50 percent. (See text table 6.) Hourly wages for those two jobs were \$5.88 and \$3.88 respectively. In addition to stationary engineers, averages for workers equaled or exceeded \$5 an hour in the following occupations: Maintenance electricians (\$5.45), maintenance workers, general utility (\$5.33), maintenance machinists (\$5.32), ham boners (\$5.29), beef boners (\$5.09), and automotive (maintenance) mechanics (\$5.00).

Text table 6. Occupational pay relationships in prepared meat products manufacturing for selected occupations by regions

[Janitors' average hourly rate=100]

Occupation	United States ¹	Middle Atlantic	Southeast	Middle West
Beef boners	131	122	105	128
Break-up men, fabricated beef cuts	123	114	101	—
Break-up men, primal cuts	122	—	—	118
Belly trimmers	128	—	91	119
Ham boners	136	130	—	131
Ham skimmers, machine ..	121	—	—	112
Cooks, water retort	110	123	89	98
Labeling-machine operators	98	—	—	85
Mixer operators	117	119	120	110
Pumpers, ham (artery pumping)	122	121	—	111
Sausage makers (chopper)	127	121	105	122
Slicing-machine operators	115	102	95	106
Smokers	123	121	110	113
Stuffers, sausage	116	111	114	110
Stuffers, frankfurters ..	125	126	103	114
Electricians, maintenance	140	142	140	129
Machinists, maintenance	137	128	—	126
Maintenance workers, general utility	137	131	137	125
Mechanics, automotive (maintenance)	129	117	—	—
Stationary engineers ...	152	139	130	145
Cleaners, night	110	107	103	102
Janitors	100	100	100	100
Luggers	111	114	83	104
Truckdrivers	124	121	96	124

¹ Includes data for workers in regions not shown separately.

NOTE: Dashes indicate no data reported, or data not meeting publication criteria.

Shipping packers—the most heavily populated job studied—averaged \$4.33 an hour. Other numerically important jobs and their hourly averages in prepared meat products plants were: Truckdrivers (\$4.82), sausage stuffers (\$4.52), slicing-machine operators (\$4.45), and night cleaners (\$4.26).

Averages for janitors and labeling-machine operators—the two lowest paid jobs studied—were \$3.88 and \$3.80 an hour respectively.

Establishment practices and supplementary wage provisions

Information was obtained separately for multiplant and single-plant companies, and for all companies combined, on minimum job rates, weekly work schedules, overtime pay practices, shift differential provisions and practices, rest or relief time, clothes-changing time and work clothing provisions, and the incidence of selected supplementary benefits, including paid holidays, paid vacations, and health, insurance, and retirement plans.

Minimum job rates. Minimum rates of pay for experienced workers in unskilled time-rated occupations (except watchmen) were determined by formally established policies in 212 of the 255 plants visited (table 38). They were set at \$4 or more in 89 plants, were between \$3 and \$4 in 53 plants, and were less than \$3 in 70 plants.

Work schedules and overtime provisions. Work schedules of 40 hours a week were in effect in establishments employing 85 percent of the production workers (table 39); most of the remaining work force had weekly work schedules of more than 40 hours. Weekly work schedules of more than 40 hours were somewhat more prevalent in single plants than in multiplant companies.

Daily overtime pay provisions, virtually always time and one-half the regular rate after 8 hours, were in effect for nearly all production workers in both multiplant and single-plant companies in March 1974 (table 40). Weekly overtime provisions of time and one-half after 40 hours applied to virtually all workers in the industry.

Shift differential provisions and practices. Nationwide, establishments employing two-thirds or more of the production workers had provisions for late-shift operations, usually with extra pay above day-shift rates (table 43). Regionally, the proportions of workers actually employed on second shifts were: Southeast (16 percent), Great Lakes (14 percent), Middle West (13 percent), Pacific (11 percent), and Middle Atlantic (9 percent).

The proportion of workers actually employed on third shifts did not exceed 5 percent in any region.

In multiplant companies, workers on second and third shifts constituted 21 and 4 percent, respectively, of the work force (table 44). The corresponding proportions of workers in single-unit companies were 7 and 2 percent. For both types of companies, a large majority of the workers on late shifts received a cents-per-hour differential over day rates. The most common differential was 14 cents an hour for second- and third- or other late-shift work.

Rest or relief time. Provisions for daily rest or relief time were in effect in establishments covering over nine-tenths of the plant workers in the industry (table 48). This plan, also known as “spellout” time, most commonly provided 20 or 30 minutes daily.

Clothes-changing time and work clothing provisions. Establishments having formal provisions for clothes-changing time employed slightly less than half of the production workers in the prepared meat products industry (table 41). Provisions for clothes-changing time applied to slightly over one-half of the workers in the Great Lakes and Pacific regions, compared with two-fifths in the Middle Atlantic, one-fifth in the Middle West, and less than one-tenth in the Southeast. The most common provision for employees in multiplant companies was 12 minutes each working day; in single plants, less than 12 minutes was most common.

Nine-tenths of the work force was concentrated in plants which provided work clothing (other than boots and gloves) or gave monetary allowances for such apparel articles (table 42). The percentage of workers covered by monetary allowances for work clothing was higher in single plants (11 percent) than in multiplant companies (9 percent).

Paid holidays. Paid holidays—most commonly 8 to 10 days annually—were extended to nearly all employees in the prepared meat products industry in March 1974 (table 45). Such provisions were slightly more liberal in multiplant companies than in single plants. In the Southeast, for example, three-fifths of the workers in multiplant companies were granted 9 days annually, compared with single plants, where four-fifths of the workers received 5 or 6 days.

Paid vacations. Nearly all of the workers in each region were employed in establishments providing paid vacations after qualifying periods of service (table 46). In March 1974, typical provisions for these employees were 1 week of vacation pay after 1 year of service, 2 weeks

after 3 years, 3 weeks after 10 years, and 4 weeks or more after 20 years.

Health, insurance, and retirement plans. Nine-tenths or more of the production workers were in establishments providing life, hospitalization, surgical, medical, and major medical insurance (table 47). Employers usually paid the entire cost of these benefits and, in some instances, provided for the extension of coverage to employees' dependents. Provisions for sickness and accident insurance or sick leave or both were available to a large majority of the workers. Approximately three-fourths of the workers were provided accidental death and dismemberment insurance in addition to basic life insurance. Plans providing long-term disability coverage, however, were rarely found in the industry.

Retirement pension plans (other than social security) were available to slightly over four-fifths of the production workers and typically were financed entirely by the employers. Retirement severance pay plans applied to less than one-tenth of the work force, nationwide; in the Middle Atlantic region, however, such provisions applied to one-fourth of the workers.

Cost-of-living pay adjustment provisions. Provisions for periodic cost-of-living pay adjustments were reported by

plants employing approximately four-fifths of the workers in multiplant companies and nearly one-half in single plants (table 48). Virtually all provisions were based on the Bureau of Labor Statistics' Consumer Price Index (CPI). Most provisions included a 6-month review period with a 1-cent-per-hour adjustment for a 0.4 percentage point movement in the CPI (1967=100), effective in January and July.

Technological severance pay and moving allowances. Establishments having formal plans for lump-sum payments to eligible employees permanently separated from employment because of technological change or force reduction employed 32 percent of the workers in multiplant companies and 6 percent of the workers in single plants.

Moving expense allowances for eligible workers separated from one plant as a result of force reduction and transferring to another company-owned plant applied to about one-fifth of the workers in multiplant companies.

Jury-duty and funeral leave pay. Formal provisions for jury-duty and funeral leave pay each covered nine-tenths or more of the workers in multiplant companies and at least seven-tenths in single plants.

Table 28. Prepared meat products: Average hourly earnings by selected characteristics

(Number and average straight-time hourly earnings¹ of production workers, United States and selected regions, March 1974)

Item	United States ²		Middle Atlantic		Southeast		Great Lakes		Middle West		Pacific	
	Workers	Earnings	Workers	Earnings	Workers	Earnings	Workers	Earnings	Workers	Earnings	Workers	Earnings
All production workers -----	46,945	\$4.38	11,213	\$4.61	5,073	\$3.43	14,147	\$4.61	3,785	\$3.80	6,185	\$5.06
Men -----	35,106	4.56	9,095	4.77	3,565	3.63	9,706	4.84	2,683	4.12	5,028	5.12
Women -----	11,839	3.84	2,118	3.95	1,508	2.96	4,441	4.11	1,102	3.03	1,157	4.82
Type of company: ³												
Multiplant -----	17,241	4.65	2,567	5.08	3,318	3.87	7,019	4.99	1,213	4.33	-	-
Single-plant -----	29,704	4.22	8,646	4.48	1,755	2.61	7,128	4.23	2,572	3.55	5,270	5.04
Size of community: ⁴												
Metropolitan areas -----	41,116	4.48	10,976	4.64	4,061	3.66	12,354	4.53	2,365	4.30	5,790	5.18
Nonmetropolitan areas -----	5,829	3.64	-	-	1,012	2.52	1,793	5.15	1,420	2.97	-	-
Size of establishment:												
10-99 workers -----	17,861	4.07	5,098	4.34	2,022	2.70	3,940	4.45	966	3.89	2,476	4.93
100 workers or more -----	29,084	4.56	6,115	4.84	3,051	3.91	10,207	4.67	2,819	3.77	3,709	5.14
Labor-management contracts:												
Establishment with--												
Majority of workers covered -----	38,594	4.67	10,167	4.76	3,236	3.89	12,902	4.73	2,905	4.14	5,578	5.28
None or minority of workers covered -----	8,351	3.01	1,046	3.18	1,837	2.63	-	-	-	-	-	-

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

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

³ For definition of type of company, see appendix A.

⁴ The term "metropolitan area" used in this study refers to the Standard Metropolitan Sta-

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

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

Table 25. Prepared meat products: Earnings distribution, all companies

(Percent distribution of production workers by straight-time hourly earnings.¹ United States and selected regions, March 1974)

Hourly earnings	United States ²			Middle Atlantic	Southeast	Great Lakes	Middle West	Pacific
	All workers	Men	Women					
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Under \$1.80	0.3	0.2	0.6	0.4	1.2	-	0.5	-
\$1.80 and under \$1.85	.1	.1	.3	-	1.1	-	-	-
\$1.85 and under \$1.90	.1	(³)	.2	.1	.6	-	-	-
\$1.90 and under \$1.95	.2	(³)	.8	.6	.6	-	-	-
\$1.95 and under \$2.00	(³)	(³)	(³)	-	.1	-	-	-
\$2.00 and under \$2.10	1.0	.7	2.1	.6	4.7	-	1.4	0.1
\$2.10 and under \$2.20	.8	.4	2.0	-	2.5	-	4.0	.5
\$2.20 and under \$2.30	1.8	.9	4.3	.9	6.0	0.1	10.5	.3
\$2.30 and under \$2.40	.8	.6	1.5	.5	2.8	.2	3.0	.1
\$2.40 and under \$2.50	1.0	.5	2.4	-	3.6	1.1	1.0	.1
\$2.50 and under \$2.60	1.4	1.1	2.3	1.3	4.9	.6	.5	.2
\$2.60 and under \$2.70	1.8	1.0	4.0	1.2	5.7	.7	1.1	1.3
\$2.70 and under \$2.80	2.1	2.0	2.7	1.4	6.7	.3	2.9	2.2
\$2.80 and under \$2.90	1.9	1.2	4.1	.6	1.9	2.0	3.0	.7
\$2.90 and under \$3.00	.9	.8	1.1	.2	.7	.7	2.5	.4
\$3.00 and under \$3.10	2.7	2.7	2.7	1.5	3.9	2.6	.3	1.9
\$3.10 and under \$3.20	2.7	1.3	6.7	1.5	2.5	4.7	.4	.3
\$3.20 and under \$3.30	2.3	2.2	2.5	1.2	3.1	2.6	5.3	.8
\$3.30 and under \$3.40	2.2	2.2	2.5	1.0	1.5	2.3	10.6	-
\$3.40 and under \$3.50	1.2	1.1	1.3	1.2	.9	.8	3.1	.1
\$3.50 and under \$3.60	1.3	1.5	.9	1.8	.7	1.1	1.7	.2
\$3.60 and under \$3.70	2.1	2.3	1.6	1.9	.4	1.2	6.0	1.1
\$3.70 and under \$3.80	1.6	1.6	1.5	1.4	.9	1.5	3.3	.6
\$3.80 and under \$3.90	1.3	1.4	1.0	1.4	1.2	1.1	1.7	.5
\$3.90 and under \$4.00	2.0	1.9	2.5	.9	1.1	3.8	1.2	(³)
\$4.00 and under \$4.10	2.1	2.2	1.7	2.4	2.5	1.5	3.3	.3
\$4.10 and under \$4.20	2.2	1.6	3.9	2.7	1.2	3.4	1.6	.1
\$4.20 and under \$4.30	2.0	2.2	1.4	2.6	.7	2.6	5.7	(³)
\$4.30 and under \$4.40	1.5	1.9	.4	2.5	1.3	1.2	.2	2.1
\$4.40 and under \$4.50	3.0	2.8	3.6	1.5	11.9	3.7	.2	1.0
\$4.50 and under \$4.60	2.6	2.6	2.3	1.1	8.6	3.7	.8	.1
\$4.60 and under \$4.70	3.7	3.8	3.5	5.7	9.1	3.2	1.2	.8
\$4.70 and under \$4.80	3.9	3.9	4.1	7.8	2.3	4.2	4.2	.5
\$4.80 and under \$4.90	5.4	5.7	4.3	5.6	.1	7.7	.6	5.4
\$4.90 and under \$5.00	8.8	7.9	11.2	8.1	.1	8.3	1.2	20.4
\$5.00 and under \$5.10	6.3	7.0	4.1	7.1	.4	6.5	6.3	9.5
\$5.10 and under \$5.20	4.4	5.5	1.3	5.1	-	6.2	3.2	3.6
\$5.20 and under \$5.30	3.5	4.3	1.1	3.3	.1	4.5	3.3	5.9
\$5.30 and under \$5.40	2.9	3.4	1.2	2.8	.4	2.9	.4	7.7
\$5.40 and under \$5.50	2.4	3.1	.3	3.5	1.8	2.2	1.9	3.1
\$5.50 and under \$5.60	1.5	1.9	.4	2.5	-	.6	.4	4.5
\$5.60 and under \$5.70	2.2	2.9	.2	6.1	-	1.2	.3	1.3
\$5.70 and under \$5.80	.9	1.2	.1	1.9	.1	.4	(³)	2.2
\$5.80 and under \$5.90	.9	1.1	.2	1.1	-	1.3	.4	1.4
\$5.90 and under \$6.00	2.5	2.9	1.2	.9	-	.8	.2	14.7
\$6.00 and under \$6.10	.4	.4	.3	.7	(³)	.5	.3	.2
\$6.10 and under \$6.20	.4	.5	.2	.3	-	.6	.1	.3
\$6.20 and under \$6.30	.4	.6	(³)	.3	-	.9	.3	.3
\$6.30 and under \$6.40	.5	.7	(³)	1.4	-	.4	-	.3
\$6.40 and under \$6.50	.2	.2	.1	.1	-	.4	-	(³)
\$6.50 and over	1.8	2.1	1.1	.8	.2	3.6	-	3.4
Number of workers	46,945	35,106	11,839	11,213	5,073	14,147	3,785	6,185
Average hourly earnings ¹	\$4.38	\$4.56	\$3.84	\$4.61	\$3.43	\$4.61	\$3.80	\$5.06

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

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

³ Less than 0.05 percent.

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

Table 30. Prepared meat products: Earnings distribution, multiplant companies

(Percent distribution of production workers by straight-time hourly earnings,¹ United States and selected regions, March 1974)

Hourly earnings	United States ²			Middle Atlantic	Southeast	Great Lakes	Middle West
	Total	Men	Women				
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Under \$1.80	(³)	(³)	(³)	(³)	0.2	-	-
\$1.80 and under \$1.85	0.1	-	0.3	-	-	-	-
\$1.85 and under \$1.90	-	-	-	-	-	-	-
\$1.90 and under \$1.95	-	-	-	-	-	-	-
\$1.95 and under \$2.00	-	-	-	-	-	-	-
\$2.00 and under \$2.10	1.1	0.6	2.3	-	4.3	-	-
\$2.10 and under \$2.20	.6	.1	1.8	-	.3	-	6.9
\$2.20 and under \$2.30	1.0	.6	2.1	-	4.5	-	-
\$2.30 and under \$2.40	.2	.1	.5	-	.8	-	-
\$2.40 and under \$2.50	1.5	.5	4.1	-	2.3	2.3	-
\$2.50 and under \$2.60	.7	.6	1.2	0.4	2.6	-	-
\$2.60 and under \$2.70	1.5	.7	3.7	3.6	3.9	.3	-
\$2.70 and under \$2.80	1.4	1.1	2.3	.3	3.3	-	.3
\$2.80 and under \$2.90	1.1	.4	2.8	.4	.7	1.6	-
\$2.90 and under \$3.00	.8	.9	.4	.7	.7	.5	3.0
\$3.00 and under \$3.10	1.5	1.9	.3	-	3.5	1.3	.3
\$3.10 and under \$3.20	2.6	.7	7.6	.4	2.7	4.5	.3
\$3.20 and under \$3.30	1.5	1.5	1.5	.6	3.2	.1	9.5
\$3.30 and under \$3.40	1.0	1.1	.8	.9	1.6	.4	-
\$3.40 and under \$3.50	.7	.9	.1	-	.9	.5	-
\$3.50 and under \$3.60	.8	.8	.9	.2	.6	.8	1.6
\$3.60 and under \$3.70	2.1	2.2	1.9	.2	.4	.3	10.2
\$3.70 and under \$3.80	1.3	1.0	2.1	-	.8	1.1	4.3
\$3.80 and under \$3.90	1.0	1.0	1.1	.1	1.5	.3	3.9
\$3.90 and under \$4.00	2.0	2.2	1.4	.2	1.6	2.5	2.3
\$4.00 and under \$4.10	1.7	2.1	.9	.4	2.3	1.7	3.0
\$4.10 and under \$4.20	1.2	1.1	1.3	1.4	1.4	.9	3.0
\$4.20 and under \$4.30	.7	.7	.5	1.7	.9	.5	.3
\$4.30 and under \$4.40	.6	.9	.1	.3	1.7	.2	.3
\$4.40 and under \$4.50	5.3	4.6	7.1	.5	18.3	3.1	.7
\$4.50 and under \$4.60	2.8	3.5	1.0	.2	13.1	.1	1.6
\$4.60 and under \$4.70	3.6	4.3	1.8	(³)	14.0	2.0	.7
\$4.70 and under \$4.80	2.7	2.0	4.6	3.4	3.6	3.1	1.3
\$4.80 and under \$4.90	6.7	6.2	7.8	4.8	.2	10.6	.1
\$4.90 and under \$5.00	11.2	9.3	16.0	18.6	.1	11.7	3.7
\$5.00 and under \$5.10	9.1	9.5	7.8	10.0	.4	10.7	20.1
\$5.10 and under \$5.20	6.5	8.4	1.6	11.1	-	8.1	10.2
\$5.20 and under \$5.30	4.7	6.0	1.2	5.1	.2	6.7	2.8
\$5.30 and under \$5.40	2.9	3.4	1.4	5.1	.5	3.7	1.2
\$5.40 and under \$5.50	2.9	3.8	.6	4.2	2.7	3.0	1.5
\$5.50 and under \$5.60	1.0	1.2	.5	3.2	-	.7	1.3
\$5.60 and under \$5.70	2.1	2.7	.5	6.2	-	2.3	1.1
\$5.70 and under \$5.80	1.0	1.3	.2	3.6	.2	.9	.1
\$5.80 and under \$5.90	1.4	1.7	.4	1.8	-	2.2	1.2
\$5.90 and under \$6.00	1.2	1.2	.9	2.0	-	1.7	.8
\$6.00 and under \$6.10	.8	.8	.8	1.6	-	1.0	1.0
\$6.10 and under \$6.20	.7	.8	.5	.8	-	.9	.4
\$6.20 and under \$6.30	.4	.5	.1	.9	-	.4	.9
\$6.30 and under \$6.40	.7	1.0	.1	2.7	-	.7	-
\$6.40 and under \$6.50	.3	.4	.2	.6	-	.5	-
\$6.50 and over	3.4	3.7	2.8	1.9	.2	6.0	-
Number of workers	17,241	12,450	4,791	2,567	3,318	7,019	1,213
Average hourly earnings	\$4.65	\$4.81	\$4.22	\$5.08	\$3.87	\$4.99	\$4.33

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

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

³ Less than 0.05 percent.

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

100.

Table 31. Prepared meat products: Earnings distribution, single-plant companies

(Percent distribution of production workers by straight-time hourly earnings,¹ United States and selected regions, March 1974)

Hourly earnings	United States ²			Middle Atlantic	Southeast	Great Lakes	Middle West	Pacific
	All workers	Men	Women					
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Under \$1.80	0.5	0.4	1.1	0.6	3.2	-	0.8	-
\$1.80 and under \$1.85	.2	.2	.3	-	3.2	-	-	-
\$1.85 and under \$1.90	.1	.1	.4	.1	1.7	-	-	-
\$1.90 and under \$1.95	.3	(³)	1.4	.8	1.6	-	-	-
\$1.95 and under \$2.00	(³)	(³)	(³)	-	.2	-	-	-
\$2.00 and under \$2.10	1.0	.7	1.9	.8	5.6	-	2.0	0.1
\$2.10 and under \$2.20	.9	.5	2.1	-	6.5	-	2.7	.6
\$2.20 and under \$2.30	2.2	1.1	5.8	1.1	8.9	0.2	15.2	.3
\$2.30 and under \$2.40	1.2	.9	2.2	.6	6.7	.3	4.4	.1
\$2.40 and under \$2.50	.6	.4	1.3	-	5.9	-	1.4	.2
\$2.50 and under \$2.60	1.8	1.4	3.0	1.6	9.2	1.2	.7	.2
\$2.60 and under \$2.70	1.9	1.2	4.2	.5	9.0	1.1	1.5	1.5
\$2.70 and under \$2.80	2.6	2.4	3.0	1.8	13.3	.6	4.1	2.6
\$2.80 and under \$2.90	2.4	1.6	5.0	.7	4.0	2.4	4.4	.8
\$2.90 and under \$3.00	.9	.7	1.6	.1	.7	.9	2.3	.5
\$3.00 and under \$3.10	3.4	3.1	4.3	2.0	4.5	3.9	.2	2.2
\$3.10 and under \$3.20	2.7	1.6	6.1	1.8	1.9	5.0	.4	.4
\$3.20 and under \$3.30	2.7	2.6	3.2	1.4	3.0	4.9	3.4	.9
\$3.30 and under \$3.40	2.9	2.7	3.6	1.0	1.3	4.0	15.5	(³)
\$3.40 and under \$3.50	1.5	1.3	2.1	1.6	.9	1.1	4.5	.1
\$3.50 and under \$3.60	1.7	1.9	.9	2.3	.9	1.3	1.8	.2
\$3.60 and under \$3.70	2.1	2.3	1.4	2.5	.2	2.1	4.1	1.3
\$3.70 and under \$3.80	1.7	2.0	1.0	1.9	1.2	1.8	2.9	.7
\$3.80 and under \$3.90	1.4	1.6	1.0	1.8	.6	1.8	.6	(³)
\$3.90 and under \$4.00	2.1	1.7	3.2	1.1	.2	5.0	.7	(³)
\$4.00 and under \$4.10	2.3	2.3	2.2	3.0	3.0	1.3	3.4	.3
\$4.10 and under \$4.20	2.7	1.8	5.6	3.1	.7	5.7	1.0	-
\$4.20 and under \$4.30	2.8	3.0	2.0	2.8	.2	4.6	8.1	(³)
\$4.30 and under \$4.40	2.0	2.4	.6	3.2	.5	2.1	.1	2.0
\$4.40 and under \$4.50	1.7	1.9	1.2	1.8	-	4.3	-	-
\$4.50 and under \$4.60	2.4	2.2	3.2	1.4	.2	7.2	.4	.1
\$4.60 and under \$4.70	3.8	3.5	4.7	7.4	-	4.4	1.4	.8
\$4.70 and under \$4.80	4.6	4.9	3.8	9.1	-	5.1	5.6	.6
\$4.80 and under \$4.90	4.6	5.4	1.9	5.8	-	4.9	.8	5.4
\$4.90 and under \$5.00	7.3	7.2	8.0	5.0	-	5.1	-	17.5
\$5.00 and under \$5.10	4.6	5.6	1.6	6.3	.5	2.4	-	9.3
\$5.10 and under \$5.20	3.2	3.9	1.1	3.4	-	4.4	-	3.8
\$5.20 and under \$5.30	2.9	3.4	1.1	2.8	-	2.4	3.5	5.7
\$5.30 and under \$5.40	2.9	3.4	1.1	2.1	-	2.2	-	8.7
\$5.40 and under \$5.50	2.1	2.7	-	3.3	-	1.4	2.1	2.8
\$5.50 and under \$5.60	1.8	2.3	.4	2.2	-	.5	-	5.1
\$5.60 and under \$5.70	2.3	3.0	-	6.1	-	.2	-	1.5
\$5.70 and under \$5.80	.9	1.1	-	1.4	-	(³)	-	2.3
\$5.80 and under \$5.90	.6	.8	.1	.9	-	.4	-	1.4
\$5.90 and under \$6.00	3.2	3.8	1.3	.6	-	-	-	16.9
\$6.00 and under \$6.10	.2	.3	-	.4	.1	.2	(³)	.1
\$6.10 and under \$6.20	.3	.4	-	.2	-	.2	-	.3
\$6.20 and under \$6.30	.5	.6	-	.1	-	1.4	-	(³)
\$6.30 and under \$6.40	.4	.5	-	1.0	-	.1	-	.3
\$6.40 and under \$6.50	.1	.1	-	-	-	.2	-	-
\$6.50 and over	.9	1.2	-	.5	.3	1.2	-	2.3
Number of workers	29,704	22,656	7,048	8,646	1,755	7,128	2,272	5,270
Average hourly earnings ¹	\$4.22	\$4.42	\$3.59	\$4.48	\$2.61	\$4.23	\$3.55	\$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.

³ Less than 0.05 percent.

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

Table 32. Prepared meat products: Occupational earnings, all companies

 (Number and average straight-time hourly earnings¹ of production workers in selected occupations, United States and selected regions, March 1974)

Department, occupation, and sex	United States ²				Middle Atlantic				Southeast			
	Number of workers	Average hourly earnings ¹			Number of workers	Average hourly earnings ¹			Number of workers	Average hourly earnings ¹		
		Mean	Median	Middle range		Mean	Median	Middle range		Mean	Median	Middle range
Beef cutting												
Boners, beef -----	1,790	\$5.09	\$5.15	\$4.77-\$5.69	527	\$4.98	\$4.85	\$4.77-\$5.23	176	\$3.68	\$3.85	\$3.12-\$4.00
Chucks -----	112	5.81	5.81	5.14-6.02	-	-	-	-	-	-	-	-
Loins, ribs, or rounds -----	238	5.52	5.02	4.85-6.22	87	5.00	4.85	4.84-4.85	-	-	-	-
Shanks or briskets -----	711	5.07	5.15	4.77-5.23	336	5.04	5.15	4.77-5.23	-	-	-	-
Entire carcass -----	729	4.86	5.15	4.00-5.91	70	4.28	4.71	3.70-4.71	-	-	-	-
Break-up men, fabricated beef cuts -----	287	4.78	4.45	3.75-6.23	69	4.66	4.45	3.75-5.78	14	3.54	-	-
Break-up men, primal cuts -----	97	4.74	4.88	4.63-5.20	-	-	-	-	-	-	-	-
Pork cutting												
Belly trimmers -----	173	4.98	5.65	4.38-5.69	-	-	-	-	18	3.20	3.13	2.75-3.44
Boners, ham -----	918	5.29	5.22	5.04-5.62	445	5.29	5.42	5.05-5.63	-	-	-	-
Open style boning -----	726	5.24	5.19	4.88-5.62	326	5.24	5.40	5.05-5.63	-	-	-	-
Chisel boning -----	186	5.52	5.46	5.06-5.66	119	5.44	5.62	5.05-5.66	-	-	-	-
Ham skimmers, machine -----	151	4.70	4.95	4.07-5.24	-	-	-	-	-	-	-	-
Skin only -----	83	5.03	5.05	4.95-5.62	-	-	-	-	-	-	-	-
Skin and defat -----	68	4.29	4.09	3.50-4.95	13	3.50	-	-	-	-	-	-
Loin pullers -----	22	4.61	4.25	3.15-5.31	-	-	-	-	-	-	-	-
Trimmers of trimmings -----	143	4.07	4.05	3.25-5.01	56	4.04	4.36	3.25-4.72	-	-	-	-
Men -----	106	4.37	4.70	3.27-5.11	32	4.69	4.70	4.70-4.84	-	-	-	-
Curing, smoking, cooking, and canning												
Casing-peeler operators -----	437	4.53	4.76	4.46-4.91	100	4.63	4.71	4.71-4.86	31	3.84	4.16	3.06-4.56
Men -----	158	4.55	4.90	4.20-5.10	23	4.03	4.74	2.50-4.86	-	-	-	-
Women -----	279	4.52	4.73	4.46-4.90	77	4.81	4.71	4.71-4.74	9	3.12	-	-
Cooks, water retort -----	219	4.26	4.28	3.62-5.13	40	5.01	4.85	4.65-5.52	30	3.10	2.70	2.70-3.19
Graders, green hams and bellies -----	49	4.72	4.52	4.09-5.06	26	4.87	4.32	3.96-5.91	-	-	-	-
Hangers, bellies -----	125	4.23	4.60	3.86-4.98	39	4.81	4.96	3.88-5.49	38	3.11	2.43	2.20-4.31
Labeling-machine operators -----	186	3.80	3.47	3.29-4.66	-	-	-	-	-	-	-	-
Men -----	99	3.66	3.31	2.70-4.60	-	-	-	-	-	-	-	-
Women -----	87	3.96	3.65	3.31-4.66	-	-	-	-	-	-	-	-
Mixer operators -----	284	4.54	4.66	3.98-5.22	70	4.85	5.02	4.15-5.49	21	4.19	4.66	4.56-4.66
Pickle makers -----	109	4.77	4.94	4.55-5.21	40	4.90	4.94	4.74-5.17	-	-	-	-
Pumpers, pickle-injection machine -----	234	4.91	5.06	4.54-5.37	78	4.78	4.82	4.01-5.62	16	4.18	4.46	4.36-4.60
Pumpers, ham (artery pumping) -----	341	4.75	5.01	4.35-5.30	194	4.94	5.00	4.65-5.53	-	-	-	-
Sausage makers (chopper) -----	606	4.93	5.11	4.25-5.78	170	4.94	5.36	4.41-5.62	47	3.69	4.06	2.40-4.66
Slicing-machine operators -----	1,080	4.45	4.82	4.06-5.01	153	4.15	4.10	3.50-4.82	145	3.32	2.70	2.45-4.56
Men -----	442	4.93	5.00	4.63-5.22	50	4.24	4.30	3.84-4.74	55	4.33	4.56	4.56-4.69
Women -----	638	4.11	4.43	3.31-4.97	103	4.11	4.10	3.40-4.98	90	2.70	2.45	2.30-2.65
Smokers -----	978	4.78	5.02	4.30-5.43	330	4.93	5.18	4.30-5.69	54	3.86	4.46	2.85-4.76
Sausages -----	306	5.00	5.02	4.85-5.43	49	5.35	5.21	5.00-5.97	16	3.79	3.98	3.12-4.54
Other than sausages -----	228	4.35	4.72	3.00-5.24	109	4.53	4.60	4.30-5.21	15	3.56	2.85	2.85-4.76
Combination of sausages and other products -----	444	4.85	5.16	4.25-5.60	172	5.06	5.62	4.44-5.69	23	4.10	4.76	3.40-4.81
Spice weighers and mixers -----	139	4.35	4.75	3.67-5.00	15	4.37	4.71	3.91-4.79	17	4.15	4.66	3.24-4.75
Men -----	89	4.59	4.95	4.57-5.05	9	4.47	-	-	16	4.24	4.66	4.24-4.75
Women -----	50	3.93	4.10	2.80-4.86	-	-	-	-	-	-	-	-
Stuffers, frankfurters -----	523	4.85	5.11	4.47-5.50	175	5.15	5.50	4.95-5.59	25	3.59	3.30	2.65-4.56
Men -----	417	5.08	5.26	4.88-5.50	141	5.40	5.50	5.35-5.62	19	3.93	4.16	3.30-4.56
Women -----	106	3.91	3.45	3.25-4.76	34	4.13	3.45	3.45-4.76	-	-	-	-
Stuffers, sausages -----	1,206	4.52	4.76	3.98-5.16	332	4.54	4.65	4.12-5.20	91	4.00	4.46	3.34-4.61
Men -----	896	4.78	4.95	4.22-5.28	245	4.72	4.85	4.15-5.38	48	4.42	4.56	4.46-4.77
Women -----	310	3.80	3.79	2.75-4.56	87	4.02	4.42	2.89-4.65	43	3.53	4.16	2.40-4.56
Natural casings -----	202	4.77	4.66	4.46-5.21	69	4.84	4.85	4.65-4.85	-	-	-	-
Men -----	131	4.88	4.85	4.49-5.46	-	-	-	-	-	-	-	-
Women -----	71	4.56	4.65	4.31-4.65	-	-	-	-	-	-	-	-
Artificial casings with casing sizer -----	150	4.75	5.08	4.46-5.46	24	4.90	5.31	4.41-5.36	28	3.70	4.46	2.60-4.56
Men -----	129	4.96	5.11	4.56-5.46	20	4.68	5.31	3.62-5.32	-	-	-	-
Women -----	21	3.48	2.75	2.40-4.76	-	-	-	-	10	2.84	-	-
Artificial casings without casing sizer -----	109	4.76	5.08	4.15-5.16	-	-	-	-	-	-	-	-
Men -----	98	4.89	5.08	4.76-5.16	-	-	-	-	-	-	-	-
Combination of natural and artificial casings -----	745	4.38	4.46	3.75-5.16	223	4.35	4.15	4.08-5.37	-	-	-	-
Men -----	538	4.68	4.81	4.15-5.19	167	4.66	4.46	4.15-5.38	-	-	-	-
Women -----	207	3.58	3.00	2.70-4.43	56	3.44	3.60	2.30-4.08	-	-	-	-

See footnotes at end of table.

Table 32. Prepared meat products: Occupational earnings, all companies—Continued

(Number and average straight-time hourly earnings¹ of production workers in selected occupations, United States and selected regions, March 1974)

Department, occupation, and sex	Great Lakes				Middle West				Pacific			
	Number of workers	Average hourly earnings ¹			Number of workers	Average hourly earnings ¹			Number of workers	Average hourly earnings ¹		
		Mean	Median	Middle range		Mean	Median	Middle range		Mean	Median	Middle range
Beef cutting												
Boners, beef	590	\$ 5.55	\$ 5.20	\$ 5.12—\$ 5.43	135	\$ 4.83	\$ 5.01	\$ 4.72—\$ 5.40	280	5.82	5.93	5.93— 5.97
Chucks	-	-	-	-	-	-	-	-	-	-	-	-
Loins, ribs, or rounds	-	-	-	-	-	-	-	-	-	-	-	-
Shanks or briskets	236	5.23	5.20	5.12— 5.20	-	-	-	-	-	-	-	-
Entire carcass	204	5.27	5.36	5.15— 5.36	42	5.21	5.41	4.80— 5.41	216	5.78	5.93	5.91— 5.97
Break-up men, fabricated beef cuts	-	-	-	-	-	-	-	-	17	5.43	5.41	5.41— 5.55
Break-up men, primal cuts	51	5.15	5.20	4.63— 5.20	18	5.06	5.16	5.01— 5.31	-	-	-	-
Pork cutting												
Belly trimmers	23	5.17	4.92	3.26— 7.05	-	-	-	-	13	5.41	-	-
Boners, ham	261	5.68	5.19	5.18— 5.27	-	-	-	-	65	6.00	5.75	5.41— 5.75
Open style boning	244	5.72	5.19	5.18— 5.22	-	-	-	-	36	5.63	5.75	5.75— 5.75
Chisel boning	17	5.10	5.27	4.78— 5.27	-	-	-	-	29	6.46	5.46	5.31— 8.10
Ham skimmers, machine	44	4.86	4.95	4.92— 5.01	-	-	-	-	-	-	-	-
Skin only	18	4.90	4.95	4.95— 5.00	-	-	-	-	-	-	-	-
Skin and defat	26	4.84	4.92	4.92— 5.22	-	-	-	-	-	-	-	-
Loin pullers	-	-	-	-	-	-	-	-	-	-	-	-
Trimmers of trimmings	-	-	-	-	-	-	-	-	-	-	-	-
Men	-	-	-	-	-	-	-	-	-	-	-	-
Curing, smoking, cooking, and canning												
Casing-peeler operators	164	4.73	4.80	4.73— 4.90	30	3.54	3.39	2.99— 3.58	68	5.10	5.15	5.09— 5.26
Men	-	-	-	-	16	3.87	3.39	3.39— 4.49	51	5.09	5.17	5.10— 5.28
Women	139	4.70	4.80	4.46— 4.82	-	-	-	-	17	5.13	5.11	5.06— 5.17
Cooks, water retort	58	4.28	4.25	3.41— 5.16	57	4.15	4.28	3.62— 4.58	-	-	-	-
Graders, green hams and bellies	-	-	-	-	-	-	-	-	12	5.08	-	-
Hangers, bellies	-	-	-	-	-	-	-	-	20	5.04	5.05	5.05— 5.06
Labeling machine operators	69	3.71	3.31	3.31— 4.20	20	3.54	3.47	3.47— 3.65	16	5.04	5.06	5.04— 5.06
Men	42	3.87	3.31	3.31— 4.20	-	-	-	-	-	-	-	-
Women	27	3.47	3.31	3.22— 3.40	-	-	-	-	-	-	-	-
Mixer operators	82	4.78	5.01	4.30— 5.22	20	4.41	4.25	3.98— 5.11	37	5.16	5.25	5.11— 5.31
Pickle makers	17	4.90	4.92	4.65— 5.00	9	3.98	-	-	18	5.48	5.31	5.24— 5.93
Pumpers, pickle-injection machine	24	4.87	4.69	4.69— 5.06	-	-	-	-	45	5.63	5.37	5.37— 5.93
Pumpers, ham (artery pumping)	80	4.80	5.08	4.61— 5.11	11	3.91	-	-	15	5.10	5.30	4.55— 5.72
Sausage makers (chopper)	144	5.31	5.11	4.80— 5.19	24	4.53	4.59	4.25— 4.59	139	5.59	5.93	5.55— 5.93
Slicing-machine operators	280	4.62	4.43	4.43— 4.94	48	3.84	3.56	2.85— 4.37	356	5.06	5.01	4.97— 5.33
Men	76	5.21	4.92	4.43— 5.60	-	-	-	-	202	5.17	5.07	5.01— 5.33
Women	204	4.40	4.43	4.19— 4.78	36	3.42	3.56	2.85— 4.12	154	4.93	4.97	4.97— 4.97
Smokers	250	4.91	5.02	4.85— 5.21	47	4.19	4.07	3.83— 4.59	176	5.46	5.46	5.43— 5.93
Sausages	133	5.04	5.02	5.02— 5.27	17	3.98	3.52	3.30— 4.58	76	5.35	5.50	5.43— 5.93
Other than sausages	34	4.43	4.72	3.59— 4.77	-	-	-	-	-	-	-	-
Combination of sausages and other products	83	4.88	5.02	4.50— 5.17	23	4.24	4.25	3.84— 4.59	75	5.59	5.50	5.43— 5.93
Spice weighers and mixers	33	4.51	4.95	4.21— 4.96	-	-	-	-	28	4.75	4.91	4.88— 5.11
Men	19	4.78	4.96	4.95— 5.07	-	-	-	-	18	4.62	4.99	3.67— 5.11
Women	14	4.14	-	-	-	-	-	-	10	4.99	-	-
Stuffers, frankfurters	112	4.98	5.07	4.80— 5.11	20	3.69	3.48	3.30— 3.83	128	5.17	5.43	5.25— 5.93
Men	106	4.97	5.00	4.80— 5.11	20	3.69	3.48	3.30— 3.83	95	5.56	5.50	5.29— 5.93
Women	-	-	-	-	-	-	-	-	33	4.07	3.67	3.25— 4.47
Stuffers, sausage	260	4.82	4.92	4.43— 5.16	71	4.32	4.49	3.83— 4.59	256	4.90	5.46	3.67— 5.93
Men	223	4.93	5.10	4.79— 5.16	66	4.35	4.49	3.83— 4.59	169	5.42	5.50	5.08— 5.93
Women	37	4.11	4.05	3.79— 4.43	-	-	-	-	-	-	-	-
Natural casings	-	-	-	-	16	4.53	4.49	4.49— 4.59	44	5.48	5.57	5.49— 5.93
Men	-	-	-	-	13	4.60	-	-	36	5.40	5.57	5.37— 5.66
Women	-	-	-	-	-	-	-	-	-	-	-	-
Artificial casings with casing sizer	19	4.95	4.82	4.59— 5.22	14	4.27	-	-	51	5.52	5.57	5.21— 5.93
Men	19	4.95	4.82	4.59— 5.22	12	4.40	-	-	51	5.52	5.57	5.21— 5.93
Women	-	-	-	-	-	-	-	-	-	-	-	-
Artificial casings without casing sizer	38	4.73	5.11	3.88— 5.11	15	4.00	3.83	3.58— 4.59	-	-	-	-
Men	31	4.94	5.11	5.00— 5.11	15	4.00	3.83	3.58— 4.59	-	-	-	-
Women	-	-	-	-	-	-	-	-	-	-	-	-
Combination of natural and artifical casings	191	4.77	4.80	4.43— 5.16	26	4.40	4.59	3.30— 5.16	134	4.43	5.31	3.00— 5.93
Men	161	4.88	5.00	4.51— 5.16	26	4.40	4.59	3.30— 5.16	55	5.50	5.50	5.31— 5.93
Women	30	4.19	4.43	4.05— 4.43	-	-	-	-	-	-	-	-

See footnotes at end of table.

Table 32. Prepared meat products: Occupational earnings, all companies—Continued

(Number and average straight-time hourly earnings¹ of production workers in selected occupations, United States and selected regions, March 1974)

Department, occupation, and sex	United States ²				Middle Atlantic				Southeast			
	Number of workers	Average hourly earnings ¹			Number of workers	Average hourly earnings ¹			Number of workers	Average hourly earnings ¹		
		Mean	Median	Middle range		Mean	Median	Middle range		Mean	Median	Middle range
<u>Maintenance and powerplant</u>												
Electricians, maintenance	83	\$ 5.45	\$ 5.56	\$ 4.83—\$ 6.01	21	\$ 5.80	\$ 5.96	\$ 5.31—\$ 6.10	10	\$ 4.89	-	-
Engineers, stationary	193	5.88	5.81	5.44— 6.31	57	5.67	5.76	4.93— 6.08	24	4.56	\$ 4.88	\$ 3.54—\$ 5.31
Machinists, maintenance	94	5.32	5.62	4.90— 5.68	29	5.24	5.62	4.82— 5.67	-	-	-	-
Maintenance workers, general utility	1,360	5.33	5.46	4.70— 5.93	264	5.33	5.66	4.65— 5.83	212	4.79	5.36	3.90— 5.46
Mechanics, automotive (maintenance)	94	5.00	5.42	4.00— 5.57	31	4.79	4.81	4.00— 5.66	-	-	-	-
<u>Custodial and material movement</u>												
Checkers, loading	404	4.77	5.07	4.38— 5.27	94	4.84	5.11	4.33— 5.25	15	4.01	4.13	3.25— 4.66
Cleaners, night	1,911	4.26	4.69	3.37— 4.96	316	4.36	4.64	3.70— 4.96	211	3.59	3.96	2.50— 4.56
Janitors	312	3.88	4.06	2.92— 4.88	70	4.08	4.92	3.48— 4.98	54	3.50	3.30	2.60— 4.56
Men	252	4.06	4.43	3.34— 4.91	54	4.59	4.96	3.83— 4.98	47	3.57	3.45	2.70— 4.56
Women	60	3.09	2.90	2.22— 3.63	-	-	-	-	7	3.06	-	-
Luggers	244	4.31	4.63	3.96— 4.94	27	4.64	5.16	3.50— 5.16	39	2.92	2.70	2.30— 2.70
Packers, shipping	3,082	4.33	4.60	3.43— 4.96	650	3.94	4.50	3.12— 4.81	296	3.98	4.46	3.40— 4.60
Men	1,562	4.41	4.60	3.92— 4.97	343	4.50	4.64	3.98— 4.86	-	-	-	-
Women	1,520	4.24	4.60	3.12— 4.96	307	3.32	3.12	1.95— 4.71	217	3.81	4.46	2.80— 4.60
Stowers, car and truck	421	4.05	4.46	3.20— 4.99	82	3.67	3.35	2.63— 4.81	77	3.49	3.10	2.50— 4.60
Truckdrivers	2,298	4.82	5.16	4.00— 5.66	846	4.94	5.16	4.05— 5.45	220	3.35	3.00	2.45— 4.72
Semi or trailer	334	5.37	5.36	4.98— 6.00	127	5.76	5.45	5.16— 6.36	-	-	-	-
Other than semi- or trailer	1,527	4.56	4.79	3.69— 5.48	567	4.77	5.04	4.03— 5.43	179	3.41	3.00	2.40— 4.72
Combination of types	437	5.28	5.42	5.28— 5.93	152	4.92	5.33	4.00— 5.45	36	2.87	2.83	2.50— 3.06
Truckers, power	529	4.51	4.96	3.69— 5.11	83	4.61	4.96	4.36— 5.08	88	3.82	4.51	3.00— 4.56
Forklift	433	4.44	4.85	3.47— 5.16	72	4.56	4.85	4.12— 5.10	82	3.92	4.56	3.00— 4.56
Other than forklift	96	4.83	5.06	4.95— 5.11	-	-	-	-	-	-	-	-
<u>Great Lakes</u>												
<u>Maintenance and powerplant</u>												
Electricians, maintenance	36	\$ 5.59	\$ 5.67	\$ 4.83—\$ 6.01	-	-	-	-	6	\$ 5.90	-	-
Engineers, stationary	70	6.32	6.01	5.48— 7.24	-	-	-	-	-	-	-	-
Machinists, maintenance	54	5.49	5.68	5.05— 5.68	-	-	-	-	-	-	-	-
Maintenance workers, general utility	352	5.44	5.67	5.12— 5.86	114	\$ 4.80	\$ 4.76	\$ 3.82—\$ 5.40	263	6.27	\$ 6.70	\$ 5.92—\$ 6.76
Mechanics, automotive (maintenance)	-	-	-	-	-	-	-	-	-	-	-	-
<u>Custodial and material movement</u>												
Checkers, loading	98	4.83	4.77	4.77— 5.16	47	4.09	3.34	3.27— 5.26	91	5.18	5.32	4.95— 5.50
Cleaners, night	594	4.42	4.85	3.47— 4.96	153	3.83	3.68	3.37— 4.64	388	4.79	5.01	4.91— 5.23
Janitors	75	4.35	4.43	3.91— 4.88	52	3.50	3.34	2.90— 4.72	18	4.91	4.91	4.91— 4.95
Men	58	4.42	4.64	4.01— 4.88	40	3.76	3.39	3.34— 4.72	18	4.91	4.91	4.91— 4.95
Women	17	4.09	3.79	3.15— 5.01	12	2.63	-	-	-	-	-	-
Luggers	131	4.51	4.63	4.63— 4.87	22	4.71	5.31	4.13— 5.31	-	-	-	-
Packers, shipping	706	4.88	4.96	3.90— 5.01	432	4.09	4.22	3.39— 4.72	579	4.61	4.97	4.31— 5.24
Men	269	4.43	3.97	3.90— 4.98	-	-	-	-	435	4.54	4.97	4.31— 5.24
Women	437	5.16	4.96	4.86— 5.01	165	3.54	3.13	2.90— 3.43	144	4.83	4.97	4.91— 5.24
Stowers, car and truck	111	4.44	4.46	4.05— 4.95	14	3.88	-	-	40	5.38	5.43	5.21— 5.50
Truckdrivers	394	5.38	5.48	4.98— 5.93	45	5.40	6.29	3.97— 6.44	378	5.68	5.78	5.66— 5.93
Semi or trailer	109	5.04	4.98	4.57— 5.02	-	-	-	-	44	5.90	5.83	5.83— 5.92
Other than semi- or trailer	206	5.45	5.48	5.29— 5.93	22	4.95	5.12	3.77— 6.29	211	5.44	5.66	5.55— 5.77
Combination of types	-	-	-	-	-	-	-	-	123	6.03	5.93	5.93— 6.39
Truckers, power	197	4.94	5.06	4.99— 5.26	59	4.05	3.47	3.47— 5.12	41	5.25	5.21	5.21— 5.31
Forklift	149	4.85	5.11	4.98— 5.26	51	4.11	3.47	3.47— 5.18	28	5.24	5.21	5.21— 5.31
Other than forklift	48	5.21	5.06	5.06— 5.11	8	3.67	-	-	13	5.25	-	-
<u>Middle West</u>												
<u>Pacific</u>												

¹ Excludes premium pay for overtime and for work on weekends, holidays, and late shifts. Medians and middle ranges are not shown for occupations with fewer than 15 workers.

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 33. Prepared meat products: Occupational earnings, multiplant companies

(Number and average straight-time hourly earnings¹ of production workers in selected occupations, United States and selected regions, March 1974)

Department, occupation, and sex	United States ²				Middle Atlantic				Southeast			
	Number of workers	Average hourly earnings ¹			Number of workers	Average hourly earnings ¹			Number of workers	Average hourly earnings ¹		
		Mean	Median	Middle range		Mean	Median	Middle range		Mean	Median	Middle range
<u>Beef cutting</u>												
Boners, beef ³ -----	462	\$5.06	\$5.20	\$4.88- \$5.35	34	\$5.14	\$5.36	\$4.75- \$5.36	-	-	-	-
<u>Pork cutting</u>												
Boners, ham ³ -----	200	6.04	5.31	5.22- 6.62	48	5.57	5.36	5.26- 5.62	-	-	-	-
Open style boning -----	180	5.93	5.31	4.88- 5.85	45	5.57	5.27	5.26- 5.62	-	-	-	-
Ham, skinners, machine -----	25	4.82	5.01	5.01- 5.22	-	-	-	-	-	-	-	-
<u>Curing, smoking, cooking, and canning</u>												
Casing-peeler operators -----	146	4.70	4.90	4.46- 4.91	15	5.24	5.11	5.01- 5.14	-	-	-	-
Men -----	61	4.72	4.90	4.56- 4.90	-	-	-	-	-	-	-	-
Women -----	85	4.68	4.90	4.43- 4.91	11	5.29	-	-	-	-	-	-
Cooks, water retort -----	59	4.41	4.25	3.79- 5.16	-	-	-	-	-	-	-	-
Graders, green hams and bellies -----	11	4.69	-	-	-	-	-	-	-	-	-	-
Hangers, bellies -----	55	3.82	4.36	2.20- 4.98	12	5.13	-	-	36	\$3.14	\$2.20	\$2.20- \$4.36
Labeling-machine operators -----	63	4.32	4.20	4.19- 5.01	-	-	-	-	-	-	-	-
Mixer operators -----	125	4.63	4.76	3.98- 5.21	21	5.78	5.46	5.21- 5.91	-	-	-	-
Pickle makers -----	35	4.72	5.00	4.25- 5.21	7	5.28	-	-	-	-	-	-
Pumpers, pickle-injection machine -----	75	4.76	4.69	4.44- 5.30	23	5.51	5.62	5.19- 5.62	16	4.18	4.46	4.36- 4.60
Pumpers, ham (artery pumping) -----	54	4.47	5.01	3.38- 5.11	17	5.10	5.13	5.01- 5.13	-	-	-	-
Sausage makers (chopper) -----	126	4.99	5.11	4.89- 5.22	9	5.55	-	-	25	4.59	4.66	4.36- 4.89
Slicing-machine operators -----	439	4.42	4.56	4.43- 5.01	35	5.29	5.16	4.98- 5.42	129	3.41	2.70	2.45- 4.56
Men -----	167	5.04	4.92	4.56- 5.16	-	-	-	-	48	4.57	4.56	4.56- 4.69
Women -----	272	4.04	4.43	2.70- 4.98	33	5.29	5.16	4.98- 5.41	81	2.73	2.65	2.30- 2.65
Smokers -----	276	4.90	5.02	4.81- 5.21	53	5.33	5.21	5.18- 5.26	34	4.46	4.76	4.54- 4.79
Sausages -----	115	4.95	5.02	5.02- 5.17	-	-	-	-	-	-	-	-
Other than sausages -----	52	5.02	5.23	4.76- 5.59	19	5.64	5.92	5.21- 5.97	-	-	-	-
Combination of sausages and other products -----	109	4.78	5.02	4.76- 5.18	25	5.15	5.18	5.16- 5.25	-	-	-	-
Spice weighers and mixers -----	57	4.45	4.82	3.98- 5.01	-	-	-	-	15	4.35	4.66	4.57- 4.75
Men -----	40	4.70	4.91	4.66- 5.06	-	-	-	-	14	4.46	-	-
Women -----	17	3.86	3.98	2.70- 4.86	-	-	-	-	-	-	-	-
Stuffers, frankfurters -----	136	4.90	5.11	4.75- 5.22	13	5.35	-	-	14	4.27	-	-
Men -----	112	4.95	5.11	4.88- 5.22	9	5.36	-	-	14	4.27	-	-
Women -----	24	4.65	4.47	4.35- 5.08	-	-	-	-	-	-	-	-
Stuffers, sausage -----	318	4.78	5.09	4.43- 5.16	53	5.31	5.31	5.16- 5.47	-	-	-	-
Men -----	233	4.93	5.16	4.56- 5.21	35	5.23	5.31	5.14- 5.36	45	4.48	4.56	4.46- 4.81
Women -----	85	4.37	4.43	3.98- 4.56	18	5.45	5.30	5.16- 5.95	-	-	-	-
Artificial casings with casing sizer -----	57	4.97	5.16	4.56- 5.36	15	5.51	5.36	5.31- 5.40	-	-	-	-
Artificial casings without casing sizer -----	71	4.88	5.11	4.76- 5.16	-	-	-	-	-	-	-	-
Men -----	64	5.00	5.11	4.92- 5.21	-	-	-	-	-	-	-	-
Combination of natural and artificial casings -----	138	4.60	4.81	4.43- 5.16	17	4.91	5.11	4.46- 5.16	-	-	-	-
Men -----	93	4.84	5.16	4.43- 5.16	-	-	-	-	-	-	-	-
Women -----	45	4.08	4.43	3.98- 4.43	-	-	-	-	-	-	-	-
<u>Maintenance and powerplant</u>												
Electricians, maintenance -----	60	5.61	5.67	4.83- 6.04	15	5.93	6.01	5.96- 6.11	10	4.89	-	-
Engineers, stationary -----	112	5.92	6.06	5.76- 6.31	25	6.21	6.06	5.76- 6.51	24	4.56	4.88	3.54- 5.31
Machinists, maintenance -----	40	5.63	5.68	5.67- 5.68	-	-	-	-	-	-	-	-
Maintenance workers, general utility -----	762	5.41	5.66	5.09- 5.86	112	5.50	5.76	5.66- 5.81	-	-	-	-

See footnotes at end of table.

Table 33. Prepared meat products: Occupational earnings, multiplant companies—Continued

(Number and average straight-time hourly earnings¹ of production workers in selected occupations, United States and selected regions, March 1974)

Department, occupation, and sex	Great Lakes				Middle West			
	Number of workers	Average hourly earnings ¹			Number workers	Average hourly earnings ¹		
		Mean	Median	Middle range		Mean	Median	Middle range
<u>Beef, cutting</u>								
Boners, beef ³	223	\$5.57	\$5.20	\$5.18—\$5.32	-	-	-	-
<u>Pork cutting</u>								
Boners, ham ³	83	6.98	5.31	5.22— 9.60	-	-	-	-
Open style boning	83	6.98	5.31	5.22— 9.60	-	-	-	-
Ham skimmers, machine	18	4.74	5.22	4.30— 5.22	-	-	-	-
<u>Curing, smoking, cooking, and canning</u>								
Casing-peeler operators	78	4.81	4.90	4.82— 4.90	-	-	-	-
Men	-	-	-	-	-	-	-	-
Women	55	4.76	4.90	4.43— 4.90	-	-	-	-
Cooks, water retort	20	4.29	4.25	3.79— 5.16	-	-	-	-
Graders, green hams and bellies	-	-	-	-	-	-	-	-
Hangers, bellies	-	-	-	-	-	-	-	-
Labeling-machine operators	20	4.64	4.91	4.20— 5.01	-	-	-	-
Mixer operators	37	4.70	4.85	4.14— 5.21	15	\$4.44	\$3.98	\$3.98—\$5.11
Pickle makers	10	5.02	-	-	-	-	-	-
Pumpers, pickle-injection machine	-	-	-	-	-	-	-	-
Pumpers, ham (artery pumping)	66	5.16	5.11	5.11— 5.15	-	-	-	-
Sausage makers (chopper)	194	4.76	4.43	4.43— 5.01	21	4.45	5.01	3.56— 5.18
Slicing-machine operators	62	5.39	4.92	4.43— 5.71	-	-	-	-
Men	132	4.47	4.43	4.43— 4.92	-	-	-	-
Women	-	-	-	-	-	-	-	-
Smokers	-	-	-	-	-	-	-	-
Sausages	-	-	-	-	-	-	-	-
Other than sausages	13	4.60	-	-	-	-	-	-
Combination of sausages and other products	-	-	-	-	-	-	-	-
Spice weighers and mixers	19	4.51	4.96	4.21— 5.07	-	-	-	-
Men	13	4.71	-	-	-	-	-	-
Women	6	4.08	-	-	-	-	-	-
Stuffers, frankfurters	59	5.08	5.11	5.11— 5.11	-	-	-	-
Men	53	5.08	5.11	5.11— 5.11	-	-	-	-
Women	-	-	-	-	-	-	-	-
Stuffers, sausage	122	4.88	5.11	4.43— 5.16	19	4.74	5.16	3.83— 5.16
Men	94	5.10	5.16	5.11— 5.21	19	4.74	5.16	3.83— 5.16
Women	-	-	-	-	-	-	-	-
Artificial casings with casing sizer	35	4.73	5.11	3.79— 5.11	-	-	-	-
Artificial casings without casing sizer	28	4.96	5.11	5.06— 5.11	-	-	-	-
Men	-	-	-	-	-	-	-	-
Combination of natural and artificial casings	68	4.80	5.16	4.43— 5.16	-	-	-	-
Men	47	5.04	5.16	4.79— 5.16	-	-	-	-
Women	-	-	-	-	-	-	-	-
<u>Maintenance and powerplant</u>								
Electricians, maintenance	33	5.64	5.67	4.83— 6.01	-	-	-	-
Engineers, stationary	36	6.36	6.11	5.81— 7.35	-	-	-	-
Machinists, maintenance	39	5.66	5.68	5.67— 5.68	-	-	-	-
Maintenance, workers, general utility	253	5.62	5.71	5.41— 5.86	63	5.03	5.37	4.53— 5.86

See footnotes at end of table.

Table 33. Prepared meat products: Occupational earnings, multiplant companies—Continued

(Number and average straight-time hourly earnings¹ of production workers in selected occupations, United States and selected regions, March 1974)

Department, occupation, and sex	United States ²				Middle Atlantic				Southeast			
	Number of workers	Average hourly earnings ¹			Number of workers	Average hourly earnings ¹			Number of workers	Average hourly earnings ¹		
		Mean	Median	Middle range		Mean	Median	Middle range		Mean	Median	Middle range
<u>Custodial and material movement</u>												
Checkers, loading -----	147	\$4.86	\$5.16	\$4.86-\$5.26	-	-	-	-	12	\$4.11	-	-
Cleaners, night -----	838	4.46	4.86	3.93- 4.96	79	\$5.09	\$4.94	\$4.91-\$5.07	158	4.00	\$4.52	\$3.25-\$4.59
Janitors -----	164	4.21	4.64	3.63- 4.91	26	4.75	4.95	4.92- 4.96	33	3.76	4.36	2.49- 4.60
Men -----	136	4.31	4.69	3.91- 4.91	24	4.87	4.95	4.92- 4.97	30	3.75	4.36	2.53- 4.59
Women -----	28	3.75	3.63	2.86- 4.88	-	-	-	-	-	-	-	-
Luggers -----	102	4.39	4.93	3.96- 5.26	-	-	-	-	-	-	-	-
Packers, shipping -----	1,272	4.69	4.86	4.26- 4.96	65	5.26	4.86	4.86- 5.36	249	4.28	4.60	4.26- 4.60
Men -----	357	4.77	4.94	4.60- 5.01	12	4.66	-	-	-	-	-	-
Women -----	915	4.66	4.84	3.78- 4.96	-	-	-	-	173	4.18	4.46	4.26- 4.60
Stowers, car and truck -----	182	4.16	4.60	3.43- 5.01	-	-	-	-	74	3.51	3.00	2.50- 4.60
Truckdrivers -----	591	5.16	5.41	4.72- 5.93	142	5.55	5.42	5.19- 5.64	99	4.38	4.72	4.66- 4.79
Semi- or trailer -----	76	5.68	6.05	5.36- 6.36	30	6.31	6.36	6.36- 6.36	-	-	-	-
Other than semi- or trailer -----	350	4.85	5.04	4.03- 5.64	67	5.30	5.12	5.12- 5.54	91	4.37	4.72	4.72- 4.79
Combination of types -----	165	5.58	5.42	5.41- 6.00	-	-	-	-	-	-	-	-
Truckers, power -----	361	4.72	5.01	4.56- 5.16	-	-	-	-	75	3.97	4.56	3.00- 4.56
Forklift -----	285	4.69	5.01	4.56- 5.23	24	5.14	5.11	5.09- 5.11	69	4.10	4.56	3.17- 4.56
Other than forklift -----	76	4.85	5.06	4.96- 5.11	-	-	-	-	-	-	-	-
<u>Custodial and material movement</u>						Great Lakes				Middle West		
Checkers, loading -----					39	\$5.14	\$5.16	\$5.16-\$5.16	33	\$4.36	\$5.26	\$3.27-\$5.26
Cleaners, night -----					370	4.63	4.88	4.84- 5.14	66	3.86	3.68	3.68- 4.67
Janitors -----					64	4.50	4.88	4.43- 5.01	10	3.26	-	-
Men -----					52	4.50	4.88	4.43- 4.88	-	-	-	-
Women -----					12	4.49	-	-	-	-	-	-
Luggers -----					49	4.30	4.93	3.96- 5.26	21	4.75	5.31	4.13- 5.31
Packers, shipping -----					530	5.25	4.96	4.96- 5.01	175	3.86	3.43	2.90- 5.01
Men -----					135	5.19	4.98	4.96- 5.01	50	4.51	4.96	3.43- 5.01
Women -----					395	5.27	4.96	4.96- 5.30	125	3.60	3.13	2.90- 4.96
Stowers, car and truck -----					39	4.71	4.86	4.46- 5.01	-	-	-	-
Truckdrivers -----					168	5.55	5.93	5.41- 6.05	-	-	-	-
Semi- or trailer -----					28	5.30	6.05	3.63- 6.12	-	-	-	-
Other than semi- or trailer -----					75	5.64	6.05	5.93- 6.05	-	-	-	-
Combination of types -----					-	-	-	-	-	-	-	-
Truckers, power -----					187	5.02	5.11	4.99- 5.26	25	4.89	5.18	5.11- 5.23
Forklift -----					140	4.95	5.11	4.98- 5.26	-	-	-	-
Other than forklift -----					47	5.22	5.06	5.06- 5.11	-	-	-	-

¹ Excludes premium pay for overtime and for work on weekends, holidays and late shifts. Medians and middle ranges are not shown for occupations with fewer than 15 workers.
² Includes data for regions in addition to those shown separately.

³ Includes data for workers in classifications in addition to those shown separately.
 NOTE: Dashes indicate no data reported or data that do not meet publication criteria.

Table 34. Prepared meat products: Occupational earnings, single-plant companies

 (Number and average straight-time hourly earnings¹ of production workers in selected occupations, United States and selected regions, March 1974)

Department, occupation, and sex	United States ²				Middle Atlantic				Southeast			
	Number of workers	Average hourly earnings ¹			Number of workers	Average hourly earnings ¹			Number of workers	Average hourly earnings ¹		
		Mean	Median	Middle range		Mean	Median	Middle range		Mean	Median	Middle range
Beef cutting												
Boners, beef -----	1,328	\$5.10	\$5.15	\$4.77-\$5.81	493	\$4.97	\$4.85	\$4.77-\$5.23	79	\$3.21	\$3.25	\$2.40-\$4.00
Chucks -----	95	5.79	5.81	5.16- 6.02	-	-	-	-	-	-	-	-
Loins, ribs, or rounds -----	209	5.53	5.56	4.85- 6.22	87	5.00	4.85	4.84- 4.85	-	-	-	-
Shanks or briskets -----	549	5.00	5.12	4.77- 5.23	314	5.02	5.15	4.77- 5.23	-	-	-	-
Entire carcass -----	475	4.89	5.36	4.48- 5.93	58	4.19	4.48	3.60- 4.71	47	2.73	2.40	2.20- 3.25
Break-up men, fabricated beef cuts -----	207	5.01	5.78	3.75- 6.23	65	4.62	4.00	3.75- 5.78	14	3.54	-	-
Break-up men, primal cuts -----	59	5.00	4.69	4.63- 5.20	-	-	-	-	-	-	-	-
Pork cutting												
Boners, ham ³ -----	718	5.08	5.19	5.04- 5.62	397	5.26	4.54	5.05- 5.63	-	-	-	-
Open style boning -----	546	5.02	5.19	4.83- 5.62	281	5.19	5.40	5.05- 5.63	-	-	-	-
Chisel boning -----	166	5.34	5.31	5.05- 5.66	116	5.44	5.62	5.05- 5.66	-	-	-	-
Curing, smoking, cooking, and canning												
Casing-peeler operator -----	291	4.45	4.73	4.46- 4.92	85	4.52	4.71	4.71- 4.74	-	-	-	-
Men -----	97	4.44	4.86	3.41- 5.17	19	3.81	4.74	2.50- 4.82	-	-	-	-
Women -----	194	4.45	4.73	4.46- 4.80	66	4.72	4.71	4.71- 4.74	-	-	-	-
Cooks, water retort -----	160	4.20	4.53	3.41- 5.13	30	4.84	4.84	4.65- 4.85	-	-	-	-
Hangers, bellies -----	70	4.55	4.92	3.88- 5.17	27	4.67	4.69	3.88- 5.53	-	-	-	-
Mixer operators -----	159	4.47	4.43	3.95- 5.24	49	4.45	4.42	3.95- 5.14	-	-	-	-
Pickle makers -----	74	4.80	4.94	4.55- 5.22	33	4.82	4.94	4.57- 4.94	-	-	-	-
Pumpers, pickle-injection machine -----	159	4.98	5.29	4.79- 5.37	55	4.47	4.50	3.88- 4.83	-	-	-	-
Pumpers, ham (artery pumping) -----	287	4.81	4.95	4.59- 5.49	177	4.93	4.95	4.65- 5.53	-	-	-	-
Sausage makers (chopper) -----	480	4.91	5.10	4.20- 5.80	161	4.91	5.11	4.25- 5.62	22	2.67	2.40	2.40- 3.00
Slicing machine -----	641	4.46	4.95	3.95- 5.05	118	3.82	3.87	3.40- 4.63	16	2.55	2.60	2.40- 2.75
Men -----	275	4.86	5.05	4.74- 5.33	48	4.20	4.30	3.80- 4.74	-	-	-	-
Women -----	366	4.17	4.63	3.35- 4.97	70	3.56	3.70	2.66- 4.10	9	2.42	-	-
Smokers -----	702	4.73	4.99	4.15- 5.59	277	4.85	4.99	4.16- 5.69	20	2.84	2.85	2.55- 2.99
Men -----	679	4.70	4.98	4.07- 5.57	277	4.85	4.99	4.16- 5.69	20	2.84	2.85	2.55- 2.99
Women -----	23	5.81	5.93	5.93- 5.93	-	-	-	-	-	-	-	-
Sausages -----	191	5.02	5.38	4.49- 5.66	40	5.38	5.66	4.99- 5.97	-	-	-	-
Other than sausages -----	176	4.15	4.30	3.00- 4.95	90	4.30	4.30	4.05- 4.95	-	-	-	-
Combination of sausages and other products -----	335	4.88	5.31	4.16- 5.69	147	5.05	5.69	4.16- 5.69	8	2.81	-	-
Spice weighers and mixers -----	82	4.29	4.68	3.67- 5.00	10	4.03	-	-	-	-	-	-
Men -----	49	4.50	4.95	3.67- 5.00	6	4.11	-	-	-	-	-	-
Stuffers, frankfurters -----	387	4.83	5.26	4.32- 5.57	162	5.14	5.50	4.95- 5.59	11	2.74	-	-
Men -----	305	5.13	5.43	4.86- 5.59	132	5.40	5.50	5.38- 5.62	-	-	-	-
Stuffers, sausage ³ -----	888	4.43	4.65	3.67- 5.19	279	4.39	4.42	4.12- 4.92	22	2.51	2.40	2.28- 2.60
Men -----	663	4.72	4.85	4.15- 5.31	210	4.64	4.85	4.15- 5.38	-	-	-	-
Women -----	225	3.58	3.00	2.70- 4.65	69	3.64	4.08	2.30- 4.65	19	2.35	2.35	2.23- 2.40
Natural casings -----	150	4.71	4.85	4.39- 5.08	64	4.75	4.85	4.65- 4.85	-	-	-	-
Men -----	106	4.82	4.49	4.49- 5.08	-	-	-	-	-	-	-	-
Artificial casings with casing sizer -----	93	4.62	4.68	3.67- 5.93	-	-	-	-	-	-	-	-
Men -----	78	5.01	5.08	4.59- 5.93	-	-	-	-	-	-	-	-
Combination of natural and artificial casings -----	-	-	-	-	-	-	-	-	-	-	-	-
Men -----	445	4.65	4.80	4.12- 5.31	150	4.64	4.22	4.13- 5.38	-	-	-	-
Women -----	162	3.45	3.00	2.70- 4.08	47	3.17	3.45	2.30- 4.08	-	-	-	-
Maintenance and powerplant												
Electricians, maintenance -----	23	5.50	5.00	4.24- 5.38	6	5.45	-	-	-	-	-	-
Engineers, stationary -----	81	5.82	5.47	4.93- 7.10	32	5.26	4.93	4.93- 5.34	-	-	-	-
Machinists, maintenance -----	54	5.09	5.05	4.90- 5.62	29	5.24	5.62	4.82- 5.67	-	-	-	-
Maintenance workers, general utility -----	598	5.23	5.20	4.40- 6.00	152	5.21	5.20	4.15- 5.97	29	4.12	3.55	3.00- 5.05

See footnotes at end of table.

Table 34. Prepared meat products: Occupational earnings, single-plant companies—Continued

(Number and average straight-time hourly earnings¹ of production workers in selected occupations, United States and selected regions, March 1974)

Department, occupation, and sex	Great Lakes				Middle West				Pacific			
	Number of workers	Average hourly earnings¹			Number of workers	Average hourly earnings¹			Number of workers	Average hourly earnings¹		
		Mean	Median	Middle range		Mean	Median	Middle range		Mean	Median	Middle range
<u>Beef cutting</u>												
Boners, beef -----	-	-	-	-	367	\$5.53	\$5.36	\$5.12-\$5.56	234	\$5.95	\$5.93	\$5.93-\$5.97
Chucks -----	-	-	-	-	-	-	-	-	-	-	-	-
Loins, ribs, or rounds -----	-	-	-	-	-	-	-	-	-	-	-	-
Shanks or briskets -----	-	-	-	-	-	-	-	-	-	-	-	-
Entire carcass -----	-	-	-	-	-	-	-	-	170	5.94	5.93	5.93- 5.97
Break-up men, fabricated beef cuts -----	-	-	-	-	-	-	-	-	-	-	-	-
Break-up men, primal cuts -----	-	-	-	-	51	5.15	5.20	4.63- 5.20	-	-	-	-
<u>Pork cutting</u>												
Boners, ham³ -----	-	-	-	-	178	5.07	5.19	4.97- 5.19	45	5.61	5.75	5.31- 5.75
Open style boning -----	-	-	-	-	161	5.07	5.19	4.97- 5.19	-	-	-	-
Chisel boning -----	-	-	-	-	17	5.10	5.27	4.78- 5.27	-	-	-	-
<u>Curing, smoking, cooking, and canning</u>												
Casing-peeler operator -----	-	-	-	-	86	4.66	4.73	4.46- 4.80	63	5.09	5.17	5.10- 5.28
Men -----	-	-	-	-	-	-	-	-	50	5.08	5.17	5.10- 5.24
Women -----	-	-	-	-	84	4.66	4.73	4.46- 4.80	13	5.14	-	-
Cooks, water retort -----	-	-	-	-	38	4.28	4.71	3.34- 5.11	-	-	-	-
Hangers, bellies -----	-	-	-	-	-	-	-	-	10	5.07	-	-
Mixer operators -----	-	-	-	-	45	4.84	5.07	4.43- 5.24	28	5.14	5.25	4.83- 5.50
Pickle makers -----	-	-	-	-	-	-	-	-	16	5.50	5.31	5.24- 5.93
Pumpers, pickle-injection machine -----	-	-	-	-	11	5.03	-	-	42	5.60	5.37	5.37- 5.93
Pumpers, ham (artery pumping) -----	-	-	-	-	67	4.80	5.05	4.35- 5.08	11	5.57	-	-
Sausage makers (chopper) -----	-	-	-	-	78	5.44	4.80	4.80- 6.58	135	5.59	5.93	5.56- 5.93
Slicing machine -----	-	-	-	-	86	4.29	4.19	4.19- 4.63	340	5.06	4.99	4.97- 5.33
Men -----	-	-	-	-	14	4.43	-	-	189	5.17	5.07	5.05- 5.33
Women -----	-	-	-	-	72	4.27	4.19	4.19- 4.63	151	4.93	4.97	4.97- 4.97
Smokers -----	-	-	-	-	115	4.81	4.85	4.50- 5.24	167	5.46	5.50	5.43- 5.93
Men -----	-	-	-	-	115	4.81	4.85	4.50- 5.24	144	5.41	5.43	5.43- 5.57
Women -----	-	-	-	-	-	-	-	-	23	5.81	5.93	5.93- 5.93
Sausages -----	-	-	-	-	54	5.02	5.27	4.85- 5.38	70	5.35	5.50	5.43- 5.93
Other than sausages -----	-	-	-	-	-	-	-	-	-	-	-	-
Combination of sausages and other products -----	-	-	-	-	40	4.77	4.50	4.42- 5.17	75	5.59	5.50	5.43- 5.93
Spice weighers and mixers -----	-	-	-	-	14	4.51	-	-	23	4.71	4.88	4.27- 5.13
Men -----	-	-	-	-	-	-	-	-	14	4.53	-	-
Stuffers, frankfurters -----	-	-	-	-	53	4.86	4.80	4.74- 4.92	103	5.21	5.50	5.28- 5.93
Men -----	-	-	-	-	53	4.86	4.80	4.74- 4.92	78	5.62	5.57	5.43- 5.93
Stuffers, sausage³ -----	-	-	-	-	138	4.76	4.80	4.51- 5.10	243	4.86	5.31	3.67- 5.93
Men -----	-	-	-	-	129	4.81	4.80	4.59- 5.10	156	5.40	5.50	5.08- 5.93
Women -----	-	-	-	-	-	-	-	-	-	-	-	-
Natural casings -----	-	-	-	-	-	-	-	-	42	5.48	5.57	5.50- 5.93
Men -----	-	-	-	-	-	-	-	-	34	5.40	5.57	5.19- 5.84
Artificial casings with casing sizer -----	-	-	-	-	-	-	-	-	45	5.53	5.93	5.15- 5.93
Men -----	-	-	-	-	-	-	-	-	45	5.53	5.93	5.15- 5.93
Combination of natural and artificial casings -----	-	-	-	-	-	-	-	-	-	-	-	-
Men -----	-	-	-	-	114	4.82	4.80	5.58- 5.10	54	5.50	5.50	5.31- 5.93
Women -----	-	-	-	-	-	-	-	-	-	-	-	-
<u>Maintenance and powerplant</u>												
Electricians, maintenance -----	-	-	-	-	-	-	-	-	6	5.90	-	-
Engineers, stationary -----	-	-	-	-	34	6.27	5.48	5.47- 7.24	-	-	-	-
Machinists, maintenance -----	-	-	-	-	-	-	-	-	-	-	-	-
Maintenance workers, general utility -----	16	\$4.20	\$4.23	\$3.75-\$4.75	99	4.96	5.05	5.00- 5.20	182	6.16	6.53	5.91- 6.76

See footnotes at end of table.

Table 34. Prepared meat products: Occupational earnings, single-plant companies—Continued

(Number and average straight-time hourly earnings¹ of production workers in selected occupations, United States and selected regions, March 1974)

Department, occupation, and sex	United States ²				Middle Atlantic				Border States			
	Number of workers	Average hourly earnings ¹			Number of workers	Average hourly earnings ¹			Number of workers	Average hourly earnings ¹		
		Mean	Median	Middle range		Mean	Median	Middle range		Mean	Median	Middle range
Custodial and material movement												
Checkers, loading -----	257	\$4.72	\$4.77	\$4.22-\$5.32	71	\$4.71	\$4.89	\$4.10-\$5.25	-	-	-	-
Cleaners, night -----	1,073	4.10	4.46	3.20- 5.00	237	4.12	4.31	3.12- 4.81	53	\$2.38	\$2.30	\$2.25-\$2.50
Janitors -----	148	3.50	3.34	2.60- 4.72	44	3.69	3.78	2.54- 4.98	21	3.10	2.70	2.60- 3.30
Men -----	116	3.78	3.50	3.00- 4.72	30	4.36	4.98	3.78- 5.00	17	3.24	3.00	2.70- 3.30
Women -----	-	-	-	-	-	-	-	-	-	-	-	-
Luggers -----	142	4.25	4.63	4.31- 4.63	-	-	-	-	-	-	-	-
Packers, shipping -----	1,810	4.07	4.28	3.13- 4.86	585	3.80	4.12	3.00- 4.75	47	2.38	2.50	1.85- 2.80
Men -----	1,205	4.31	4.50	3.90- 4.95	331	4.50	4.64	3.98- 4.86	-	-	-	-
Women -----	605	3.60	3.39	2.50- 4.86	254	2.89	3.00	1.90- 3.35	44	2.33	2.18	1.85- 2.80
Stowers, car and truck -----	239	3.97	3.94	2.95- 4.95	76	3.54	3.35	2.63- 3.71	-	-	-	-
Truckdrivers -----	1,707	4.70	5.04	3.78- 5.60	704	4.28	5.16	4.03- 5.43	121	2.50	2.50	2.30- 2.75
Semi or trailer -----	258	5.28	5.16	4.98- 5.83	97	5.59	5.45	5.16- 6.36	-	-	-	-
Other than semi or trailer -----	1,177	4.48	4.63	3.50- 5.48	500	4.70	4.82	4.03- 5.43	88	2.41	2.40	2.00- 2.70
Combination of types -----	272	5.10	5.45	4.00- 5.93	107	4.70	5.16	3.68- 5.45	-	-	-	-
Truckers, power -----	168	4.06	3.57	3.36- 4.95	48	4.26	4.74	3.52- 4.85	-	-	-	-
Forklift -----	148	3.96	3.47	3.25- 4.85	48	4.26	4.74	3.52- 4.85	-	-	-	-
Other than forklift -----	20	4.76	4.95	4.09- 5.35	-	-	-	-	-	-	-	-
Custodial and material movement												
Checkers, loading -----	-	-	-	-	-	-	-	-	82	\$5.20	\$5.40	\$5.26-\$5.50
Cleaners, night -----	44	\$2.27	\$2.00	\$2.00-\$2.19	224	\$4.07	\$4.46	\$3.25-\$4.77	316	4.77	5.04	4.95- 5.23
Janitors -----	-	-	-	-	11	3.44	-	-	7	4.89	-	-
Men -----	-	-	-	-	-	-	-	-	7	4.89	-	-
Women -----	-	-	-	-	-	-	-	-	-	-	-	-
Luggers -----	-	-	-	-	82	4.63	4.63	4.63- 4.63	-	-	-	-
Packers, shipping -----	-	-	-	-	176	3.78	3.90	3.00- 4.21	499	4.58	5.00	4.31- 5.24
Men -----	-	-	-	-	134	3.65	3.90	3.00- 3.97	384	4.48	4.98	3.52- 5.33
Women -----	-	-	-	-	42	4.18	4.21	4.21- 4.50	115	4.88	5.06	4.95- 5.24
Stowers, car and truck -----	-	-	-	-	72	4.29	4.46	3.94- 4.46	-	-	-	-
Truckdrivers -----	39	2.82	3.00	2.50- 3.13	226	5.26	5.29	4.98- 5.48	342	5.68	5.78	5.66- 5.93
Semi or trailer -----	-	-	-	-	81	4.94	4.98	4.98- 4.98	44	5.90	5.83	5.83- 5.92
Other than semi or trailer -----	35	2.88	3.00	2.50- 3.13	131	5.34	5.48	5.29- 5.48	189	5.45	5.66	5.55- 5.79
Combination of types -----	-	-	-	-	-	-	-	-	109	5.99	5.93	5.93- 6.39
Truckers, power -----	-	-	-	-	-	-	-	-	29	5.26	5.21	5.21- 5.35
Forklift -----	-	-	-	-	-	-	-	-	-	-	-	-
Other than forklift -----	-	-	-	-	-	-	-	-	-	-	-	-

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

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

Medians and middle ranges are not shown for occupations with fewer than 15 workers.

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

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

Table 35. Prepared meat products: Occupational earnings by size of plant, all companies

(Number and average straight-time hourly earnings ¹ of production workers by size of plant in selected occupations, United States and selected regions, March 1974)

Occupation and size of plant	United States ²		Middle Atlantic		Southeast		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
<u>Beef cutting</u>												
Boners, beef, shanks or briskets:												
10-99 workers-----	385	\$5.06	-	-	-	-	210	\$5.16	-	-	-	-
100 workers or more-----	326	5.09	-	-	-	-	-	-	-	-	-	-
Boners, beef, entire carcass:												
10-99 workers-----	511	4.78	54	\$4.46	-	-	-	-	-	-	175	\$5.75
100 workers or more-----	218	5.03	-	-	-	-	109	5.20	-	-	41	5.92
Break-up men, fabricated beef cuts:												
10-99 workers-----	189	5.08	47	4.95	14	\$3.54	-	-	-	-	-	-
100 workers or more-----	98	4.20	-	-	-	-	-	-	-	-	-	-
<u>Pork cutting</u>												
Boners, ham, open style boning:												
10-99 workers-----	281	4.88	135	5.33	-	-	98	4.91	-	-	-	-
100 workers or more-----	445	5.47	191	5.18	-	-	146	6.26	-	-	-	-
Boners, ham, chisel boning:												
10-99 workers-----	19	4.95	-	-	-	-	17	5.10	-	-	-	-
100 workers or more-----	167	5.59	119	5.44	-	-	-	-	-	-	29	6.46
<u>Curing, smoking, cooking, and canning</u>												
Casing-peeler operators:												
10-99 workers-----	194	4.38	64	4.60	-	-	-	-	-	-	29	5.06
100 workers or more-----	243	4.65	36	4.68	-	-	98	4.74	21	\$3.81	39	5.13
Cooks, water retort:												
10-99 workers-----	84	4.32	-	-	-	-	27	4.07	-	-	-	-
100 workers or more-----	135	4.22	28	5.16	-	-	31	4.47	25	3.35	-	-
Labeling-machine operators:												
10-99 workers-----	90	3.71	-	-	-	-	-	-	-	-	-	-
100 workers or more-----	96	3.88	-	-	-	-	21	4.65	-	-	-	-
Mixer operators:												
10-99 workers-----	115	4.24	29	4.69	-	-	39	4.67	-	-	13	4.74
100 workers or more-----	169	4.74	41	4.96	-	-	43	4.87	15	4.44	24	5.39
Pickle makers:												
10-99 workers-----	30	4.55	14	4.34	-	-	-	-	-	-	-	-
100 workers or more-----	79	4.86	26	5.21	-	-	10	5.08	9	3.98	14	5.37
Pumpers, pickle-injection machine:												
10-99 workers-----	106	5.17	48	4.89	-	-	-	-	-	-	20	5.91
100 workers or more-----	128	4.70	30	4.60	16	4.18	-	-	10	3.93	25	5.41
Pumpers, ham (artery pumping):												
10-99 workers-----	147	4.67	74	4.96	-	-	49	4.70	-	-	-	-
100 workers or more-----	194	4.82	120	4.93	-	-	-	-	11	3.91	-	-
Sausage makers (chopper):												
10-99 workers-----	332	4.86	122	4.85	20	2.54	40	5.96	-	-	95	5.59
100 workers or more-----	274	5.02	48	5.18	27	4.54	104	5.06	17	4.68	44	5.58
Slicing-machine operators:												
10-99 workers-----	378	4.00	110	3.75	-	-	-	-	-	-	128	5.10
100 workers or more-----	702	4.69	43	5.19	88	3.85	268	4.61	32	4.34	228	5.04
Smokers, sausage:												
10-99 workers-----	109	4.89	21	5.23	-	-	39	5.08	-	-	32	4.99
100 workers or more-----	197	5.05	28	5.44	16	3.79	-	-	-	-	44	5.61
Smokers, combination of sausages and other products:												
10-99 workers-----	183	4.61	72	5.01	8	2.81	32	4.55	-	-	-	-
100 workers or more-----	261	5.02	100	5.11	-	-	51	5.09	-	-	48	5.45
Spice weighers and mixers:												
10-99 workers-----	50	3.97	-	-	-	-	11	4.47	-	-	13	4.40
100 workers or more-----	89	4.57	9	4.50	16	4.24	22	4.53	-	-	15	5.06
Stuffers, frankfurters:												
10-99 workers-----	261	4.73	105	5.18	-	-	28	4.89	-	-	81	4.98
100 workers or more-----	262	4.97	70	5.11	18	3.89	84	5.01	12	3.95	47	5.50

See footnotes at end of table.

Table 35. Prepared meat products: Occupational earnings by size of plant, all companies—Continued

 (Number and average straight-time hourly earnings¹ of production workers by size of plant in selected occupations, United States and selected regions, March 1974)

Occupation and size of plant	United States ²		Middle Atlantic		Southeast		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
<u>Curing, smoking, cooking, and canning</u>												
Stuffers, sausage, artificial casings with casing sizer:												
10-99 workers	36	\$3.96	-	-	-	-	-	-	10	\$4.14	-	-
100 workers or more	114	5.01	18	\$4.76	24	\$3.90	13	\$5.11	-	-	48	\$5.64
Stuffers, sausage, artificial casings without casing sizer:												
10-99 workers	14	4.10	-	-	-	-	7	4.85	-	-	-	-
100 workers or more	95	4.86	-	-	-	-	31	4.70	15	4.00	-	-
Stuffers, sausage, combination of natural and artificial casings:												
10-99 workers	440	3.93	162	4.02	-	-	85	4.63	-	-	-	-
100 workers or more	305	5.03	61	5.23	-	-	106	4.89	-	-	64	5.67
<u>Maintenance and powerplant</u>												
Electricians, maintenance:												
10-99 workers	8	5.46	-	-	-	-	-	-	-	-	-	-
100 workers or more	75	5.45	19	5.91	10	4.89	33	5.61	-	-	-	-
Engineers, stationary:												
10-99 workers	29	6.37	-	-	-	-	-	-	-	-	-	-
100 workers or more	164	5.79	54	5.65	20	4.77	55	6.04	-	-	-	-
Maintenance workers, general utility:												
10-99 workers	322	5.05	86	5.46	32	3.94	69	5.13	-	-	61	5.84
100 workers or more	1,038	5.42	178	5.28	-	-	283	5.51	96	4.73	202	6.39
Mechanics, automotive (maintenance)												
10-99 workers	14	3.82	-	-	-	-	-	-	-	-	-	-
100 workers or more	80	5.20	29	4.84	-	-	-	-	-	-	-	-
<u>Custodial and material movement</u>												
Checkers, loading:												
10-99 workers	99	4.20	-	-	-	-	-	-	-	-	31	4.71
100 workers or more	305	4.96	80	4.98	10	4.35	88	4.92	39	4.26	60	5.42
Cleaners, night:												
10-99 workers	473	3.86	69	3.62	32	2.48	90	4.47	47	4.13	120	4.37
100 workers or more	1,438	4.39	247	4.57	179	3.79	504	4.41	106	3.69	268	4.97
Janitors:												
10-99 workers	109	3.41	38	3.64	26	2.91	11	3.44	-	-	-	-
100 workers or more	203	4.12	32	4.61	28	4.05	64	4.50	38	3.05	18	4.91
Packers, shipping:												
10-99 workers	1,155	3.86	369	3.56	64	2.47	209	4.00	-	-	185	4.64
100 workers or more	1,927	4.61	281	4.45	232	4.39	497	5.25	220	3.77	394	4.60
Stowers, car and truck:												
10-99 workers	132	3.40	-	-	-	-	-	-	-	-	-	-
100 workers or more	289	4.35	46	4.39	38	4.50	100	4.39	14	3.88	-	-
Truckdrivers, semi- or trailer:												
10-99 workers	129	5.29	38	5.66	-	-	49	4.96	-	-	-	-
100 workers or more	205	5.42	89	5.80	-	-	60	5.09	-	-	20	5.98
Truckdrivers, other than semi- or trailer:												
10-99 workers	914	4.15	369	4.46	94	2.52	51	4.98	-	-	118	5.20
100 workers or more	613	5.18	198	5.35	85	4.38	155	5.60	16	5.39	93	5.75
Truckdrivers, combination of types:												
10-99 workers	200	5.09	65	4.81	-	-	-	-	-	-	88	5.98
100 workers or more	237	5.44	87	4.99	-	-	-	-	-	-	35	6.14
Truckers, power, forklift:												
10-99 workers	77	3.74	-	-	-	-	-	-	-	-	-	-
100 workers or more	356	4.59	64	4.57	-	-	124	4.93	51	4.11	27	5.23
Truckers, power, other than forklift:												
10-99 workers	10	3.44	-	-	-	-	-	-	-	-	-	-
100 worker or more	86	4.99	-	-	-	-	44	5.25	8	3.67	13	5.25

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 36. Prepared meat products: Method of wage payment and rate structure characteristics

(Percent of production workers by method of wage payment and rate structure characteristics, United States and selected regions, March 1974)

Method of wage payment ¹	United States ²	Middle Atlantic	South-east	Great Lakes	Middle West	Pacific	United States ²	Middle Atlantic	South-east	Great Lakes	Middle West	Pacific	United States ²	Middle Atlantic	South-east	Great Lakes	Middle West	Pacific
	All companies						Multiplant companies						Single-plant companies					
	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100
All workers -----	94	94	98	87	100	99	90	93	98	83	100		96	95	99	92	100	100
Time-rated workers -----	80	76	72	84	97	98	88	88	97	83	100		76	72	26	85	95	99
Formal plan -----	59	38	39	72	83	90	69	57	54	79	100		54	33	11	64	76	91
Single rate -----	21	38	34	12	13	7	19	32	43	3	-		22	40	16	21	19	7
Range of rates -----	13	18	26	3	3	1	3	4	1	-	-		20	22	72	7	5	1
Individual rates -----																		
Incentive workers -----	6	6	2	13	(³)	1	10	7	2	17	(³)		4	5	-	8	(³)	-
Individual piecework -----	2	3	2	2	(³)	(³)	2	1	2	3	(³)		2	4	-	1	(³)	-
Group piecework -----	1	2	-	(³)	-	1	2	3	(³)	1	-		1	1	-	-	-	-
Individual bonus -----	1	1	-	2	-	-	1	1	(³)	1	-		1	(³)	-	2	-	-
Group bonus -----	3	(³)	-	8	-	-	5	2	(³)	12	-		1	-	-	5	-	-
Stint work -----	(³)	-	(³)	-	-	-	-	-	-	-	-		(³)	-	1	-	-	-

¹ For definition of method of wage payment plans, 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 37. Prepared meat products: Labor-grade pay systems

(Number of production workers in plants having formal rate structures with labor grades, United States, March 1974)

Labor grade	Total number of workers ¹	Number of workers in plants having uniform cents-per-hour increments of—				Number of workers in plants having non-uniform increments	Total number of workers ¹	Number of workers in plants having uniform cents-per-hour increments of—				Number of workers in plants having non-uniform increments	Total number of workers ¹	Number of workers in plants having uniform cents-per-hour increments of—				Number of workers in plants having non-uniform increments	
		3 or 4	4½	5	Over 5			3 or 4	4½	5	Over 5			3 or 4	4½	5	Over 5		
		All companies						Multiplant companies						Single-plant companies					
Number of labor grades in the system:																			
4	473	-	-	-	-	473	-	-	-	-	-	-	473	-	-	-	-	-	473
6	194	-	-	194	-	-	-	-	-	-	-	-	194	-	-	-	194	-	-
7	1,014	62	-	-	952	-	952	-	-	-	952	-	62	62	-	-	-	-	-
8	843	-	-	-	-	843	-	-	-	-	-	-	843	-	-	-	-	-	843
9	114	-	-	114	-	-	114	-	-	114	-	-	-	-	-	-	-	-	-
10	226	-	-	-	-	226	226	-	-	-	-	226	-	-	-	-	-	-	-
11	693	-	235	182	-	276	-	-	-	-	-	693	-	235	182	-	-	276	-
12	66	-	-	66	-	-	-	-	-	-	-	66	-	-	66	-	-	-	-
13	344	-	226	118	-	-	-	-	-	-	-	344	-	226	118	-	-	-	-
14	198	-	-	-	-	198	-	-	-	-	-	198	-	-	-	-	-	198	-
15	748	-	-	748	-	-	748	-	-	748	-	-	-	-	-	-	-	-	-
16	197	-	-	197	-	-	-	-	-	-	-	197	-	-	197	-	-	-	-
17	1,108	-	234	874	-	-	446	-	-	446	-	662	-	234	-	-	-	-	-
19	477	-	477	-	-	-	-	-	-	-	-	477	-	477	-	-	-	-	-
20	802	-	-	384	-	418	802	-	-	384	-	418	-	-	-	-	-	-	-
21	1,623	-	947	676	-	-	1,473	-	947	526	-	150	-	-	150	-	-	-	-
22	681	-	-	555	-	126	555	-	-	555	-	126	-	-	-	-	-	126	-
23	956	-	-	956	-	-	956	-	-	956	-	-	-	-	-	-	-	-	-
24	2,198	-	-	2,198	-	-	434	-	-	434	-	1,764	-	-	1,764	-	-	-	-
25	728	530	-	198	-	-	332	134	-	198	-	396	396	-	-	-	-	-	-
27	384	-	-	384	-	-	384	-	-	384	-	-	-	-	-	-	-	-	-
28	218	-	-	218	-	-	218	-	-	218	-	-	-	-	-	-	-	-	-
29	442	-	-	-	-	442	32	-	-	-	-	32	410	-	-	-	-	410	-
32	366	-	-	366	-	-	366	-	-	336	-	-	-	-	-	-	-	-	-

¹ Limited to workers in plants having rate structures incorporating labor grades (wage brackets).

Table 38. Prepaid meat products: Minimum job rates

(Number of plants studied by minimum hourly job rates for production workers in unskilled time-rated occupations, except watchmen, United States and selected regions, March 1974)

Minimum rates	United States ¹	Middle Atlantic	South-east	Great Lakes	Middle West	Pacific	United States ²	Middle Atlantic	South-east	Great Lakes	Middle West	Pacific	United States ²	Middle Atlantic	South-east	Great Lakes	Middle West	Pacific
	All companies						Multiplant companies						Single-plant companies					
Plants studied	255	60	36	53	17	39	67	11	12	19	6		188	49	24	34	11	34
Plants having an established minimum	212	52	27	45	16	33	64	9	12	19	6		148	43	15	26	10	28
Under \$ 2.00	10	1	5	-	-	-	2	-	-	-	-		8	1	5	-	-	-
\$ 2.00 and under \$ 2.10	11	3	5	-	-	1	2	-	2	-	-		9	3	3	-	-	1
\$ 2.10 and under \$ 2.20	4	-	1	-	-	1	1	-	1	-	-		3	-	-	-	-	1
\$ 2.20 and under \$ 2.30	11	3	4	-	1	-	1	-	1	-	-		10	3	3	-	1	-
\$ 2.30 and under \$ 2.40	2	-	1	1	-	-	-	-	-	-	-		2	-	1	1	-	-
\$ 2.40 and under \$ 2.50	5	-	3	2	-	-	4	-	2	2	-		1	-	1	-	-	-
\$ 2.50 and under \$ 2.60	6	3	1	2	-	-	2	1	-	1	-		4	2	1	1	-	-
\$ 2.60 and under \$ 2.70	4	1	1	-	1	1	-	-	-	-	-		4	1	1	-	1	1
\$ 2.70 and under \$ 2.80	6	1	-	-	1	-	1	-	-	-	-		5	1	-	-	1	-
\$ 2.80 and under \$ 2.90	7	1	-	3	-	1	-	-	-	-	-		7	1	-	3	-	1
\$ 2.90 and under \$ 3.00	4	1	-	-	1	-	2	-	-	-	1		2	1	-	-	-	-
\$ 3.00 and under \$ 3.10	11	3	-	5	-	2	2	1	-	1	-		9	2	-	4	-	2
\$ 3.10 and under \$ 3.20	5	-	1	3	1	-	3	-	1	1	1		2	-	-	2	-	-
\$ 3.20 and under \$ 3.30	5	2	1	1	1	-	1	-	1	-	-		4	2	-	1	1	-
\$ 3.30 and under \$ 3.40	9	4	-	1	2	-	2	-	-	1	-		7	4	-	-	2	-
\$ 3.40 and under \$ 3.50	2	1	-	1	-	-	-	-	-	-	-		2	1	-	1	-	-
\$ 3.50 and under \$ 3.60	7	2	-	1	1	1	4	1	-	1	1		3	1	-	-	-	1
\$ 3.60 and under \$ 3.70	1	-	-	-	-	-	-	-	-	-	-		1	-	-	-	-	-
\$ 3.70 and under \$ 3.80	4	1	-	1	1	-	1	-	-	-	-		3	1	-	1	1	-
\$ 3.80 and under \$ 3.90	3	-	1	1	-	1	2	-	1	-	-		1	-	-	1	-	-
\$ 3.90 and under \$ 4.00	6	1	-	2	2	-	1	-	-	1	-		5	1	-	1	2	-
\$ 4.00 and under \$ 4.10	5	2	-	2	1	-	-	-	-	-	-		5	2	-	2	1	-
\$ 4.10 and under \$ 4.20	2	1	-	1	-	-	1	1	-	-	-		1	-	-	1	-	-
\$ 4.20 and under \$ 4.30	4	1	-	3	-	-	-	-	-	-	-		4	1	-	3	-	-
\$ 4.30 and under \$ 4.40	4	2	-	-	-	2	1	-	-	-	-		3	2	-	-	-	1
\$ 4.40 and under \$ 4.50	2	1	-	1	-	-	-	-	-	-	-		2	1	-	1	-	-
\$ 4.50 and under \$ 4.60	5	1	2	1	-	-	3	-	2	-	-		2	1	-	1	-	-
\$ 4.60 and under \$ 4.70	10	5	1	2	-	1	3	-	1	2	-		7	5	-	-	-	1
\$ 4.70 and under \$ 4.80	8	5	-	2	-	-	3	2	-	1	-		5	3	-	1	-	-
\$ 4.80 and under \$ 4.90	22	4	-	8	1	2	15	3	-	8	1		7	1	-	-	-	2
\$ 4.90 and under \$ 5.00	24	2	-	1	2	17	7	-	-	-	2		17	2	-	1	-	14
\$ 5.00 and over	3	-	-	-	-	3	-	-	-	-	-		3	-	-	-	-	3
Plants having no established minimum	33	4	9	6	1	2	2	1	-	-	-		31	3	9	6	1	2
Plants not employing workers in this category	10	4	-	2	-	4	1	1	-	-	-		9	3	-	2	-	4

¹ Minimum job rates refer to the lowest rates formally established for experienced workers in unskilled time-rated occupations. Rates for watchmen and special rates for handicapped and superannuated workers were excluded.

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

Data do not meet publication criteria

Table 39. Prepared meat products: Scheduled weekly hours

(Percent of production workers by schedule weekly hours of day-shift workers¹, United States and selected regions, March 1974)

Weekly hours	United States ²	Middle Atlantic	South-east	Great Lakes	Middle West	Pacific	United States ²	Middle Atlantic	South-east	Great Lakes	Middle West	Pacific	United States ²	Middle Atlantic	South-east	Great Lakes	Middle West	Pacific
	All companies						Multiplant companies						Single-plant companies					
	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100
All workers -----	1	-	1	1	-	-	(³)	-	2	-	-	-	1	-	-	3	-	-
Under 35 hours -----	1	-	2	2	-	-	(³)	-	-	(³)	-	-	1	-	7	4	-	-
35 and under 37½ -----	1	2	-	3	-	-	3	5	-	6	-	-	(³)	1	-	-	-	-
37½ hours -----	(³)	-	-	1	-	-	-	-	-	-	-	-	1	-	-	2	-	-
Over 37½ and under 40 hours -----	85	86	84	76	87	100	83	85	91	69	100	-	86	87	71	83	81	100
40 hours -----	3	6	4	2	-	-	1	-	7	-	-	-	5	8	-	3	-	-
Over 40 and under 45 hours -----	3	3	5	(³)	13	-	-	-	-	-	-	-	4	4	13	1	19	-
45 hours -----	4	2	-	12	-	-	12	10	-	25	-	-	-	-	-	-	-	-
Over 45 and under 50 hours -----	1	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-
50 hours -----	1	-	3	2	-	-	-	-	-	-	-	-	2	-	9	4	-	-
Over 50 hours -----																		

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

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

³ Less than 0.5 percent.

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

Table 40. Prepared meat products: Overtime premium pay

(Percent of production workers in plants with provisions for daily or weekly overtime by rate of pay and hours after which effective, United States and selected regions, March 1974)

Item	United States ¹	Middle Atlantic	South-east	Great Lakes	Middle West	Pacific	United States ¹	Middle Atlantic	South-east	Great Lakes	Middle West	Pacific	United States ¹	Middle Atlantic	South-east	Great Lakes	Middle West	Pacific
	All companies						Multiplant companies						Single-plant companies					
Daily overtime																		
Time and one-half effective after:																		
Less than 8 hours -----	(³)	-	-	1	-	-	-	-	-	-	-	-	1	-	-	1	-	-
8 hours -----	97	96	96	99	94	98	96	100	93	100	93	-	98	95	100	99	100	98
More than 8 hours -----	1	2	4	-	-	-	1	-	7	-	7	-	(³)	3	-	-	-	-
Other -----	2	2	-	-	6	2	3	-	-	-	-	-	1	2	-	-	-	2
Weekly overtime																		
Time and one-half effective after:																		
40 hours -----	100	98	100	100	100	98	100	100	100	100	100	-	99	98	100	100	100	98
Other -----	(³)	2	-	-	-	2	-	-	-	-	-	-	1	2	-	-	-	2

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

² Less than 0.5 percent.

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

Table 41. Prepared meat products: Clothes-changing time

(Percent of production workers in plants with clothes-changing time provisions, United States and selected regions, March 1974)

Item	United States ¹	Middle Atlantic	South-east	Great Lakes	Middle West	Pacific	United States ¹	Middle Atlantic	South-east	Great Lakes	Middle West	Pacific	United States ¹	Middle Atlantic	South-east	Great Lakes	Middle West	Pacific
	All companies						Multiplant companies						Single-plant companies					
	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100
All workers -----	46	40	8	58	19	53	56	49	7	77	59	Data do not meet publication criteria	40	37	10	40	-	48
Workers in plants with provisions for clothes-changing time -----	46	40	8	58	19	53	56	49	7	77	59		40	37	10	40	-	48
Time added to hours worked:																		
Less than 12 minutes -----	13	27	4	6	-	2	9	21	2	4	-		16	28	8	7	-	2
12 minutes -----	19	7	1	36	8	15	32	14	-	56	26		11	5	2	17	-	10
More than 12 minutes -----	4	2	4	5	5	-	2	-	5	-	15		6	3	-	11	-	-
Monetary allowance-time and one-half the hourly rate or earnings:																		
Less than 8 minutes -----	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-	-
8 minutes -----	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-	-
More than 8 minutes a day -----	1	-	-	1	-	-	-	-	-	-	-		1	-	-	3	-	-
Fixed cents-per-hour addition to the regular hourly rate or earnings:												Data do not meet publication criteria						
Clothes-changing time -----	5	-	-	-	-	37	2	-	-	-	-		6	-	-	-	-	36
Clothes-changing time and clothing allowance -----	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-	-
Other provisions -----	4	3	-	9	6	-	10	14	-	17	18		(²)	-	-	1	-	-
Workers in plants without provisions for clothes-changing time -----	54	60	92	42	81	47	44	51	93	23	41		60	63	90	60	100	52

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

² Less than 0.5 percent.

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

Table 42. Prepared meat products: Work clothing provisions

(Percent of production workers in plants with work clothing provisions, ¹ United States and selected regions, March 1974)

Item	United States ²	Middle Atlantic	South-east	Great Lakes	Middle West	Pacific	United States ²	Middle Atlantic	South-east	Great Lakes	Middle West	Pacific	United States ²	Middle Atlantic	South-east	Great Lakes	Middle West	Pacific
	All companies						Multiplant companies						Single-plant companies					
	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100
All workers -----	74	93	56	75	53	53	66	72	49	69	66	Data do not meet publication criteria	79	99	70	81	47	48
Workers in plants providing:	74	93	56	75	53	53	66	72	49	69	66		79	99	70	81	47	48
Work clothing -----	10	-	7	13	8	31	9	-	4	14	16		11	-	14	9	4	36
Monetary allowance-per week -----	1	-	-	5	-	-	4	-	-	9	-		-	-	-	-	-	-
\$0.50 and under \$0.75 -----	2	-	-	3	-	3	3	-	-	5	-		1	-	-	-	-	4
\$0.75 and under \$1.00 -----	6	-	7	5	8	26	2	-	4	-	16		9	-	13	9	4	30
\$1.00 and under \$2.00 -----	1	-	(³)	-	-	2	-	-	-	-	-		1	-	1	-	-	2
\$2.00 and under \$3.00 -----	5	6	19	3	1	3	13	28	29	6	-		(³)	-	-	-	2	-
Combination of clothing and monetary allowance -----	1	-	1	-	6	-	1	-	-	-	18		(³)	-	2	-	-	-
Other provisions -----	10	1	16	10	32	14	10	-	18	11	-		11	1	13	10	47	16
Workers in plants having no work clothing provisions -----	10	1	16	10	32	14	10	-	18	11	-		11	1	13	10	47	16

¹ Limited to plants having formal provisions for protective garments (other than coats or gloves) such as aprons, smocks, and overalls.

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 43. Prepared meat products: Shift differential provisions

(Percent of production workers by shift differential provisions, ¹ United States and selected regions, March 1974)

Shift differential	United States ²	Middle Atlantic	South-east	Great Lakes	Middle West	Pacific	United States ²	Middle Atlantic	South-east	Great Lakes	Middle West	Pacific	United States ²	Middle Atlantic	South-east	Great Lakes	Middle West	Pacific
	All companies						Multiplant companies						Single-plant companies					
Second shift																		
Workers in establishments having provisions for second shift	77	66	62	89	97	91	92	82	81	100	100		68	61	27	78	96	92
With shift differential	71	55	59	86	84	91	88	74	81	97	100		61	49	18	76	76	92
Uniform cents per hour	71	53	59	86	84	91	88	74	81	97	100		60	47	18	76	76	92
5 cents	(3)	1	-	-	1	-	-	-	-	-	-		1	1	-	-	2	-
6 cents	-	-	-	-	12	-	-	-	-	-	-		2	-	-	-	18	-
8 cents	(3)	2	-	-	-	-	-	-	-	-	-		1	2	-	-	-	-
9 cents	2	-	-	3	12	-	-	-	-	-	-		3	-	-	6	18	-
10 cents	13	(3)	12	14	29	27	8	-	9	6	19		15	1	18	21	33	31
11 cents	(3)	-	-	1	-	-	-	-	-	-	-		1	-	-	2	-	-
12 cents	7	6	23	3	5	4	10	-	35	6	15		6	7	-	-	-	4
12½ cents	1	-	-	-	-	9	-	-	-	-	-		2	-	-	-	-	11
14 cents	30	27	24	52	14	9	59	64	36	75	44		13	15	-	29	-	4
15 cents	4	5	-	-	10	15	4	-	-	-	22		4	6	-	-	5	11
17 cents	4	-	-	14	-	-	4	-	-	10	-		4	-	-	17	-	-
20 cents	4	2	-	-	-	26	-	-	-	-	-		6	2	-	-	-	31
25 cents	2	4	-	-	-	-	2	-	-	-	-		1	5	-	-	-	-
30 cents	2	8	-	-	-	-	1	10	-	-	-		2	7	-	-	-	-
Uniform percentage	1	2	-	-	-	-	-	-	-	-	-		1	3	-	-	-	-
10 percent	1	2	-	-	-	-	-	-	-	-	-		1	3	-	-	-	-
With no shift differential	6	11	3	2	13	-	3	8	-	3	-		7	12	9	1	19	-
Third shift																		
Workers in establishments having provisions for third shift	65	56	45	79	78	91	78	74	57	97	81		58	51	22	62	76	92
With shift differential	62	47	43	76	78	91	76	64	57	97	81		53	42	18	56	76	92
Uniform cents per hour	61	45	43	76	78	91	76	64	57	97	81		52	39	18	56	76	92
5 cents	(3)	1	-	-	-	-	-	-	-	-	-		(3)	1	-	-	-	-
6 cents	1	-	-	-	12	-	-	-	-	-	-		2	-	-	-	18	-
8 cents	(3)	2	-	-	-	-	-	-	-	-	-		1	2	-	-	-	-
9 cents	1	-	-	-	12	-	-	-	-	-	-		2	-	-	-	18	-
10 cents	10	-	8	8	24	27	6	-	9	6	-		11	-	7	10	36	31
11 cents	(3)	-	-	1	-	-	-	-	-	-	-		1	-	-	2	-	-
12 cents	6	6	19	-	5	-	7	-	29	-	15		5	7	-	-	-	-
14 cents	27	27	12	50	14	9	53	64	19	75	44		12	15	-	26	-	4
15 cents	6	5	4	-	10	29	4	-	-	-	22		8	6	12	-	5	27
17 cents	4	-	-	14	-	-	4	-	-	10	-		4	-	-	17	-	-
18 cents	1	-	-	3	-	-	2	-	-	6	-		4	-	-	-	-	-
20 cents	(3)	-	-	-	-	1	-	-	-	-	-		(3)	-	-	-	-	2
25 cents	4	3	-	-	-	25	-	-	-	-	-		6	3	-	-	-	29
30 cents	1	2	-	-	-	-	-	-	-	-	-		1	3	-	-	-	-
Uniform percentage	1	2	-	-	-	-	-	-	-	-	-		1	3	-	-	-	-
10 percent	1	2	-	-	-	-	-	-	-	-	-		1	3	-	-	-	-
With no shift differential	3	9	1	3	-	-	1	10	-	-	-		5	9	4	6	-	-

Data do not meet publication criteria

¹ Refers to policies of plants either operating late shifts or having provisions covering late shifts.
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 44. Prepared meat products: Shift differential practices

(Percent of production workers employed on late shifts by amount of pay differential, United States and selected regions, March 1974)

Shift differential	United States ¹	Middle Atlantic	South-east	Great Lakes	Middle West	Pacific	United States ¹	Middle Atlantic	South-east	Great Lakes	Middle West	Pacific	United States ¹	Middle Atlantic	South-east	Great Lakes	Middle West	Pacific
	All companies						Multiplant companies						Single-plant companies					
<u>Second shift</u>																		
Workers employed on second shift -----	12	9	16	14	13	11	21	23	24	21	7		7	6	1	7	15	9
Receiving shift differential -----	11	9	16	14	9	11	20	20	24	21	7		6	6	(²)	7	9	9
Uniform cents per hour -----	11	9	16	14	9	11	20	20	24	21	7		6	5	(²)	7	9	9
5 cents -----	(²)	(²)	-	-	-	-	-	-	-	-	-		(²)	(²)	-	-	-	-
6 cents -----	(²)	(²)	-	-	5	-	-	-	-	-	-		(²)	(²)	-	-	7	-
8 cents -----	(²)	(²)	-	-	-	-	-	-	-	-	-		(²)	(²)	-	-	-	-
9 cents -----	(²)	-	-	1	1	-	-	-	-	-	-		(²)	-	-	1	2	-
10 cents -----	1	-	(²)	3	1	3	1	-	-	2	-		1	-	(²)	3	-	4
12 cents -----	2	1	11	1	1	2	4	-	17	2	2		1	1	-	-	-	1
14 cents -----	6	6	5	9	(²)	2	13	18	7	16	1		1	2	-	1	-	1
15 cents -----	1	1	-	-	2	3	1	-	-	-	3		1	1	-	-	1	1
17 cents -----	(²)	-	-	1	-	-	(²)	-	-	1	-		(²)	(²)	-	1	-	-
20 cents -----	(²)	(²)	-	-	-	2	-	-	-	-	-		(²)	(²)	-	-	-	2
25 cents -----	(²)	(²)	-	-	-	-	(²)	-	-	-	-		(²)	(²)	-	-	-	-
30 cents -----	(²)	1	-	-	-	-	(²)	2	-	-	-		(²)	1	-	-	-	-
Uniform percentage -----	(²)	(²)	-	-	-	-	-	-	-	-	-		(²)	(²)	-	-	-	-
10 percent -----	(²)	(²)	-	-	-	-	-	-	-	-	-		(²)	(²)	-	-	-	-
Receiving no shift differential -----	1	1	(²)	(²)	4	-	1	3	-	1	-		1	(²)	1	(²)	6	-
<u>Third shift</u>																		
Workers employed on third shift -----	2	3	1	3	1	5	4	4	1	5	2		2	2	(²)	1	-	3
Receiving shift differential -----	2	2	1	3	1	5	4	4	1	5	2		1	1	(²)	1	-	3
Uniform cents per hour -----	2	2	1	3	1	5	4	4	1	5	2		1	1	(²)	1	-	3
5 cents -----	(²)	(²)	-	-	-	-	-	-	-	-	-		(²)	(²)	-	-	-	-
10 cents -----	(²)	(²)	(²)	1	-	2	(²)	-	-	1	-		(²)	(²)	(²)	(²)	-	3
12 cents -----	(²)	(²)	-	-	-	-	-	-	-	-	-		(²)	(²)	-	-	-	-
14 cents -----	1	1	1	2	1	(²)	2	4	1	3	2		(²)	(²)	-	1	-	(²)
15 cents -----	(²)	-	-	-	(²)	2	1	-	-	-	1		(²)	-	-	(²)	-	(²)
17 cents -----	(²)	-	-	(²)	-	-	-	-	-	-	-		(²)	-	-	(²)	-	-
18 cents -----	(²)	-	-	1	-	-	1	-	-	1	-		(²)	-	-	-	-	-
30 cents -----	(²)	(²)	-	-	-	-	-	-	-	-	-		(²)	(²)	-	-	-	-
Receiving no shift differential -----	(²)	1	(²)	-	-	-	-	-	-	-	-		(²)	1	(²)	-	-	-

¹ Includes data for regions in addition to those shown separately.² Less than 0.5 percent.

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

Table 45. Prepared meat products: Paid holidays

(Percent of production workers in plants with formal provisions for paid holidays, United States and selected regions, March 1974)

Number of paid holidays	United States ¹	Middle Atlantic	South-east	Great Lakes	Middle West	Pacific	United States ¹	Middle Atlantic	South-east	Great Lakes	Middle West	Pacific	United States ¹	Middle Atlantic	South-east	Great Lakes	Middle West	Pacific
	All companies						Multiplant companies						Single-plant companies					
	100	100	100	100	100	100	100	100	100	100	100		100	100	100	100	100	100
All workers-----	99	100	99	100	100	99	100	100	100	100	100		99	100	98	100	100	99
Workers in plants providing paid holidays-----	(²)	-	2	-	-	-	-	-	-	-	-		1	-	5	-	-	-
3 days-----	(²)	-	3	1	-	-	-	-	-	-	-		1	-	9	2	-	-
4 days-----	1	-	13	-	-	-	2	-	-	-	-		4	-	39	-	-	-
5 days-----	3	-	22	3	-	4	3	-	12	-	-		9	8	41	5	-	5
6 days-----	(²)	-	-	(²)	-	-	-	-	-	-	-		(²)	-	-	1	-	-
6 days plus 2 half days-----	8	5	12	2	24	9	6	-	16	-	19		9	6	4	3	27	8
7 days-----	-	-	-	-	-	3	-	-	9	-	15		-	-	-	-	-	-
7 days plus 1 or 2 half days-----	1	(²)	7	1	5	(²)	-	-	-	-	-		1	1	-	3	-	1
7 days plus 1, 2, or 3 half days-----	11	7	1	10	33	3	6	-	2	3	22		13	9	-	16	38	3
8 days-----	3	-	-	5	11	-	-	-	-	-	-		5	-	-	9	17	-
8 days plus 1 or 2 half days-----	23	13	40	33	12	23	25	13	60	26	-		22	13	-	39	17	27
9 days-----	4	4	-	10	-	-	8	-	17	-	-		2	5	-	4	-	-
9 days plus 1 or 2 half days-----	29	32	-	28	14	57	40	64	42	44	-		23	22	-	15	-	52
10 days-----	1	-	-	3	-	2	-	-	5	-	-		2	-	-	-	-	-
10 days plus 2 half days-----	2	4	-	4	-	2	3	5	6	-	-		2	-	-	3	-	-
11 days-----	2	10	-	-	-	-	3	18	-	-	-		2	7	-	-	-	2
12 days-----	3	12	-	-	-	-	-	-	-	-	-		5	16	-	-	-	-
13 days-----	2	8	-	-	-	-	-	-	-	-	-		3	9	-	-	-	-
Over 13 days-----	(²)	-	1	-	-	1	-	-	-	-	-		(²)	-	2	-	-	1
Workers in plants providing no paid holidays-----	(²)	-	1	-	-	1	-	-	-	-	-		(²)	-	2	-	-	1

¹ Includes data for regions in addition to those shown separately.² Less than 0.5 percent.

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

Table 46. Prepared meats: Paid vacations

(Percent of production workers in plants with formal provisions for paid vacations after selected periods of service, United States and selected regions, March 1974)

Vacation policy	United States ¹	Middle Atlantic	South-east	Great Lakes	Middle West	Pacific	Vacation policy	United States ¹	Middle Atlantic	South-east	Great Lakes	Middle West	Pacific
All companies							All companies						
All workers-----	100	100	100	100	100	100	Amount of vacation pay ² —Continued						
Method of payment							After 10 years of service:						
Workers in establishments providing paid vacations -----	99	100	99	100	89	100	1 week -----	2	-	13	-	-	(³)
Length-of-time payment -----	87	100	99	79	84	63	2 weeks -----	12	7	17	7	30	2
Percentage payment -----	12	-	1	21	6	37	3 weeks -----	79	90	69	78	53	91
Workers in establishments providing no paid vacations -----	1	-	1	-	11	-	Over 3 and under 4 weeks -----	4	-	-	12	6	-
Amount of vacation pay ²							4 weeks -----	2	3	-	2	-	7
After 1 year of service:							After 15 years of service:						
1 week -----	92	93	97	88	76	100	1 week -----	2	-	13	-	-	(³)
Over 1 and under 2 weeks -----	4	-	-	12	6	-	2 weeks -----	6	5	12	1	6	1
2 weeks -----	3	7	3	-	7	-	3 weeks -----	28	13	41	31	44	7
After 2 years of service:							Over 3 and under 4 weeks -----	(³)	-	-	(³)	-	-
1 week -----	62	58	68	60	43	58	4 weeks -----	58	80	33	53	34	91
Over 1 and under 2 weeks -----	3	(³)	-	8	-	(³)	Over 4 and under 5 weeks -----	4	-	-	12	6	-
2 weeks -----	32	42	32	28	41	41	5 weeks -----	1	2	-	2	-	-
Over 2 and under 3 weeks -----	2	-	-	5	6	-	After 20 years of service:						
After 3 years of service:							1 week -----	2	-	13	-	-	(³)
1 week -----	11	7	35	5	13	(³)	2 weeks -----	5	5	12	1	6	1
Over 1 and under 2 weeks -----	(³)	(³)	-	(³)	-	(³)	3 weeks -----	16	8	21	13	32	6
2 weeks -----	82	92	64	81	70	97	Over 3 and under 4 weeks -----	(³)	-	-	-	-	-
Over 2 and under 3 weeks -----	4	-	-	12	6	2	4 weeks -----	23	19	34	24	37	8
3 weeks -----	(³)	-	-	1	-	-	Over 4 and under 5 weeks -----	1	-	-	2	-	-
After 5 years of service:							5 weeks -----	49	67	19	48	8	85
1 week -----	2	1	13	-	-	(³)	Over 5 and under 6 weeks -----	2	-	-	5	6	-
Over 1 and under 2 weeks -----	(³)	(³)	3	-	-	-	6 weeks -----	2	-	-	7	-	-
2 weeks -----	84	95	82	85	84	57	After 25 years of service: ³						
Over 2 and under 3 weeks -----	4	4	-	-	12	6	1 week -----	2	-	13	-	-	(³)
3 weeks -----	8	4	1	3	-	43	2 weeks -----	5	5	12	1	6	1
							3 weeks -----	16	8	20	13	32	6
							4 weeks -----	16	13	26	10	37	8
							Over 4 and under 5 weeks -----	1	-	-	2	-	-
							5 weeks -----	44	58	28	45	-	77
							Over 5 and under 6 weeks -----	2	-	-	5	6	-
							6 weeks -----	14	15	-	24	8	7

See footnotes at end of table.

Table 46. Paid vacations—Continued

(Percent of production workers in plants with formal provisions for paid vacations after selected periods of service, United States and selected regions, March 1974)

Vacation policy	United States ¹	Middle Atlantic	South-east	Great Lakes	Middle West	Vacation policy	United States ¹	Middle Atlantic	South-east	Great Lakes	Middle West
	Multiplant companies						Multiplant companies				
All workers -----	100	100	100	100	100	Amount of vacation pay ² —Continued					
Method of payment						After 10 years of service:					
Workers in establishments providing paid vacations -----	100	100	100	100	100	1 week -----	-	-	-	-	-
Length-of-time payment -----	85	100	100	73	82	2 weeks -----	8	-	16	-	34
Percentage payment -----	15	-	-	27	18	3 weeks -----	83	100	84	79	48
Workers in establishments providing no paid vacations -----						Over 3 and under 4 weeks -----	10	-	-	21	18
						4 weeks -----	-	-	-	-	-
Amount of vacation pay ²						After 15 years of service:					
After 1 year of service:						1 week -----	-	-	-	-	-
1 week -----	88	100	96	79	60	2 weeks -----	3	-	12	-	-
Over 1 and under 2 weeks -----	10	-	-	21	18	3 weeks -----	23	-	45	12	56
2 weeks -----	2	-	4	-	22	Over 3 and under 4 weeks -----	-	-	-	-	-
After 2 years of service:						4 weeks -----	64	100	43	66	26
1 week -----	58	73	59	39	28	Over 4 and under 5 weeks -----	10	-	-	21	18
Over 1 and under 2 weeks -----	5	-	-	12	-	5 weeks -----	(³)	-	-	1	-
2 weeks -----	33	27	41	40	54	After 20 years of service:					
Over 2 and under 3 weeks -----	5	-	-	9	18	1 week -----	-	-	-	-	-
After 3 years of service:						2 weeks -----	3	-	12	-	-
1 week -----	5	-	17	-	-	3 weeks -----	11	-	15	8	34
Over 1 and under 2 weeks -----	-	-	-	-	-	Over 3 and under 4 weeks -----	-	-	-	-	-
2 weeks -----	85	100	83	79	82	4 weeks -----	21	12	45	7	22
Over 2 and under 3 weeks -----	11	-	-	21	18	Over 4 and under 5 weeks -----	-	-	-	-	-
3 weeks -----	-	-	-	-	-	5 weeks -----	56	88	29	64	26
After 5 years of service:						Over 5 and under 6 weeks -----	5	-	-	9	18
1 week -----	-	-	-	-	-	6 weeks -----	5	-	-	12	-
Over 1 and under 2 weeks -----	-	-	-	-	-	After 25 years of service: ³					
2 weeks -----	89	100	98	79	82	1 week -----	-	-	-	-	-
Over 2 and under 3 weeks -----	10	-	-	21	18	2 weeks -----	3	-	12	-	-
3 weeks -----	1	-	2	-	-	3 weeks -----	11	-	15	8	34
						4 weeks -----	17	12	31	3	22
						Over 4 and under 5 weeks -----	-	-	-	-	-
						5 weeks -----	35	38	43	40	-
						Over 5 and under 6 weeks -----	5	-	-	9	18
						6 weeks -----	29	50	-	39	26

See footnotes at end of table.

Table 46. Paid vacations—Continued

(Percent of production workers in plants with formal provisions for paid vacations after selected periods of service, United States and selected regions, March 1974)

Vacation policy	United States ¹	Middle Atlantic	South-east	Great Lakes	Middle West	Pacific	Vacation policy	United States ¹	Middle Atlantic	South-east	Great Lakes	Middle West	Pacific
	Single-plant companies							Single-plant companies					
All workers -----	100	100	100	100	100	100	Amount of vacation pay ² —Continued						
Method of payment							After 10 years of service:						
Workers in establishments							1 week -----	3	-	38	-	-	1
providing paid vacations -----	99	100	98	100	84	100	2 weeks -----	15	9	18	14	29	2
Length-of-time payment -----	88	100	96	85	84	65	3 weeks -----	76	87	41	78	56	89
Percentage payment -----	10	-	2	15	-	35	Over 3 and under 4 weeks -----	1	-	-	4	-	-
Workers in establishments							4 weeks -----	4	4	-	4	-	9
providing no paid vacations -----	1	-	2	-	16	-	After 15 years of service:						
Amount of vacation pay ²							1 week -----	3	-	38	-	-	1
After 1 year of service:							2 weeks -----	7	7	12	3	9	2
1 week -----	94	91	98	96	84	100	3 weeks -----	32	17	34	50	38	8
Over 1 and under 2 weeks -----	1	-	-	4	-	-	Over 3 and under 4 weeks -----	(³)	-	-	-	-	-
2 weeks -----	3	9	-	-	-	-	4 weeks -----	55	73	14	41	37	90
After 2 years of service:							Over 4 and under 5 weeks -----	1	-	-	3	-	-
1 week -----	65	53	84	80	49	51	5 weeks -----	1	2	-	2	-	-
Over 1 and under 2 weeks -----	1	1	-	4	-	(³)	After 20 years of service:						
2 weeks -----	32	46	14	16	35	49	1 week -----	3	-	38	-	-	1
Over 2 and under 3 weeks -----	-	-	-	-	-	-	2 weeks -----	7	7	12	3	9	2
After 3 years of service:							3 weeks -----	19	10	34	18	30	8
1 week -----	16	9	69	10	19	1	Over 3 and under 4 weeks -----	(³)	-	-	-	-	-
Over 1 and under 2 weeks -----	1	1	-	1	-	-	4 weeks -----	24	21	14	41	44	6
2 weeks -----	81	90	29	84	65	99	Over 4 and under 5 weeks -----	1	-	-	4	-	-
Over 2 and under 3 weeks -----	1	-	-	3	-	-	5 weeks -----	45	61	-	33	-	84
3 weeks -----	1	-	-	3	-	-	Over 5 and under 6 weeks -----	-	-	-	-	-	-
After 5 years of service:							6 weeks -----	1	-	-	2	-	-
1 week -----	4	1	38	-	-	1	After 25 years of service: ⁴						
Over 1 and under 2 weeks -----	1	1	10	-	-	-	1 week -----	3	-	38	-	-	1
2 weeks -----	81	94	50	91	84	49	2 weeks -----	7	7	12	3	9	2
Over 2 and under 3 weeks -----	1	-	-	4	-	-	3 weeks -----	18	10	30	18	30	8
3 weeks -----	12	5	-	5	-	51	4 weeks -----	15	14	18	17	44	6
							Over 4 and under 5 weeks -----	1	-	-	4	-	-
							5 weeks -----	50	64	-	51	-	79
							Over 5 and under 6 weeks -----	-	-	-	-	-	-
							6 weeks -----	4	4	-	8	-	5

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

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

³ Less than 0.5 percent.

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

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

Table 47. Prepared meat products: Health, insurance, and retirement plans

(Percent of production workers in plants with specified health, insurance, and retirement plans, United States and selected regions, March 1974)

Type of plan ¹	United States ²	Middle Atlantic	South-east	Great Lakes	Middle West	Pacific	United States ²	Middle Atlantic	South-east	Great Lakes	Middle West	Pacific	United States ²	Middle Atlantic	South-east	Great Lakes	Middle West	Pacific
	All companies						Multiplant companies						Single-plant companies					
	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100
All workers -----	95	97	96	97	75	93	98	100	98	100	75	93	93	97	92	95	74	92
Life insurance -----	84	94	54	88	65	90	82	86	69	87	57	85	85	96	25	89	69	88
Noncontributory -----	74	73	61	75	64	85	59	46	52	56	41	82	81	81	79	93	74	87
Accidental death and dismemberment insurance -----	66	73	21	70	60	82	50	46	23	53	41	75	81	81	18	87	69	83
Noncontributory -----	88	90	77	97	58	91	93	93	81	100	75	85	89	69	95	50	90	
Sickness and accident insurance or sick leave or both ³ -----	68	64	43	97	45	45	75	80	38	100	35	63	60	53	95	50	46	
Noncontributory -----	60	64	21	88	40	42	63	80	26	83	19	58	59	13	92	50	42	
Sick leave (Full pay, no waiting period) -----	24	36	10	(4)	11	76	11	23	-	-	-	32	40	29	1	16	82	
Sick leave (Partial pay or waiting period) -----	13	10	29	10	24	10	26	14	43	20	75	6	9	4	-	-	4	
Long-term disability -----	5	8	4	1	-	-	3	-	2	-	-	6	10	7	3	-	-	
Noncontributory -----	5	8	2	1	-	-	2	-	-	-	-	6	10	7	3	-	-	
Hospitalization insurance -----	98	99	95	99	97	99	100	100	100	100	100	97	99	86	97	96	99	
Covering employees only -----	4	2	3	-	-	4	3	-	-	-	-	4	3	9	-	-	5	
Noncontributory -----	4	2	3	-	-	4	3	-	-	-	-	4	3	9	-	-	5	
Covering employees and their dependents -----	94	97	92	99	97	94	97	100	100	100	100	93	96	77	97	96	93	
Noncontributory -----	80	90	48	92	70	90	85	100	67	97	78	77	87	12	88	67	88	
Contributory for employees: -----	2	(4)	2	-	-	4	1	-	-	-	-	2	1	7	-	-	4	
Contributory for dependents -----	98	99	95	99	97	99	100	100	100	100	100	97	99	86	97	96	99	
Covering employees only -----	4	2	3	-	-	4	3	-	-	-	-	4	3	9	-	-	5	
Noncontributory -----	4	2	3	-	-	4	3	-	-	-	-	4	3	9	-	-	5	
Covering employees and their dependents -----	94	97	92	99	97	94	97	100	100	100	100	93	96	77	97	96	93	
Noncontributory -----	80	90	48	92	70	90	85	100	67	97	78	77	87	12	88	67	88	
Contributory for employees: -----	2	(4)	2	-	-	4	1	-	-	-	-	2	1	7	-	-	4	
Contributory for dependents -----	97	98	93	99	97	99	100	100	98	100	100	96	98	84	97	96	99	
Medical insurance -----	4	2	3	-	-	4	3	-	-	-	-	4	3	9	-	-	5	
Covering employees only -----	4	2	3	-	-	4	3	-	-	-	-	4	3	9	-	-	5	
Noncontributory -----	93	96	90	99	97	94	96	100	98	100	100	92	95	75	97	96	93	
Covering employees and their dependents -----	80	90	46	92	70	90	84	100	65	97	78	77	87	12	88	67	88	
Noncontributory -----	2	(4)	2	-	-	4	1	-	-	-	-	2	1	7	-	-	4	
Contributory for employees: -----	95	94	91	95	97	99	98	92	94	100	100	93	94	86	89	96	99	
Contributory for dependents -----	4	2	3	1	-	4	3	-	-	-	-	5	2	9	3	-	5	
Major medical insurance -----	4	2	3	-	-	4	3	-	-	-	-	4	2	9	-	-	5	
Covering employees only -----	90	92	88	93	97	94	94	92	94	100	100	88	92	77	86	96	93	
Noncontributory -----	76	85	44	84	70	90	80	92	60	91	78	73	83	12	77	67	88	
Covering employees and their dependents -----	1	(4)	2	-	-	4	-	-	-	-	-	2	1	7	-	-	4	
Noncontributory -----	82	89	62	89	58	95	85	73	78	97	57	81	93	31	82	58	94	
Retirements plans ⁵ -----	82	89	62	89	58	95	85	73	78	97	57	81	93	31	82	58	94	
Pension plans -----	80	87	59	89	58	91	85	73	78	97	57	77	91	24	81	58	90	
Noncontributory -----	8	25	-	6	-	-	3	19	-	-	-	11	27	-	12	-	-	
Severance pay -----	1	(4)	3	-	3	-	-	-	-	-	-	1	(4)	8	-	4	-	
No plans -----																		

¹ Includes only those plans for which the employer pays at least part of the cost and excludes legally required plans such as workers' compensation and social security; however, plans required by the State temporary disability insurance laws are included if the employer contributes more than is legally required or if the employees receive benefits exceeding legal requirements.
² Includes data for regions in addition to those shown separately.

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

⁴ Less than 0.5 percent.

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

Table 48. Prepared meat products: Other selected benefits

(Percent of production workers in plants having formal provisions for specified benefits, United States and selected regions, March 1974)

Item	United States ¹	Middle Atlantic	South-east	Great Lakes	Middle West	Pacific	United States ¹	Middle Atlantic	South-east	Great Lakes	Middle West	Pacific	United States ¹	Middle Atlantic	South-east	Great Lakes	Middle West	Pacific
	All companies						Multiplant companies						Single-plant companies					
Workers in plants with provisions for:																		
Cost-of-living pay adjustments-----	59	58	43	75	25	85	78	96	65	87	59		49	47	2	63	9	86
Technological severance pay ² -----	16	23	-	20	14	14	32	61	-	37	44		6	11	-	2	-	12
Moving expense allowance-----	8	9	3	8	14	5	22	38	4	16	44		(³)	(³)	-	-	-	2
Jury duty pay-----	80	70	74	84	84	92	95	91	93	100	100		71	63	39	68	76	91
Funeral leave pay-----	85	85	74	91	71	89	98	100	92	100	100		78	80	38	83	58	87
Rest or relief time (daily)-----	93	96	93	92	92	88	91	86	92	94	85		95	99	94	90	96	92
10 or 12 minutes-----	1	-	2	(³)	-	-	-	-	-	-	-		1	-	6	1	-	-
15 minutes-----	16	8	4	37	6	7	16	8	5	29	-		16	8	-	45	9	8
20 minutes-----	27	52	50	13	5	5	27	35	57	16	-		26	57	38	10	7	1
Over 20 and under 30 minutes-----	9	2	3	4	15	31	6	10	4	5	-		11	-	-	3	21	36
30 minutes-----	37	28	31	31	67	46	36	27	26	32	85		38	28	41	30	58	47
Over 30 minutes-----	3	5	3	6	-	-	6	6	-	12	-		2	5	9	-	-	-
No relief time-----	7	4	7	8	8	12	9	14	8	6	15		5	1	6	10	4	8

¹ Includes data for regions in addition to those shown separately.² Pay to employees permanently separated from the company because of a technological change or closing of the plant.³ Less than 0.5 percent.

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

Appendix A. Scope and Method of Survey

Scope of survey

Part I of the survey—Meatpacking—includes data for establishments primarily engaged in slaughtering—for their own account or on a contract basis for the trade—cattle, hogs, sheep, lambs, calves, horses, and other animals for meat to be sold or to be used on the same premises in canning and curing, and making sausages, lard, and other products (industry 2011 as defined in the 1967 edition of the *Standard Industrial Classification Manual*, U.S. Office of Management and Budget).

Part II of the survey—Prepared Meat Products—includes data for establishments primarily engaged in manufacturing sausages, cured meats, smoked meats, canned meats, frozen meats, meat specialties, and other prepared meats from purchased carcasses and other materials (industry 2013).

Separate auxiliary units such as central offices were excluded from both parts of the survey. Establishments primarily engaged in slaughtering and processing poultry and small game were also excluded.

The establishments studied were selected from meatpacking plants employing 20 workers or more and from prepared meat products plants employing 10 workers or more at the time of reference of the data used in compiling the universe lists. Table A-1 shows the number of establishments and workers estimated to be within the scope of the survey, as well as the number actually studied by the Bureau.

Method of study

Data were obtained by personal visits of the Bureau's field staff to a representative sample of establishments within 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, for purposes of this study, is defined as a single physical location where industrial operations are performed. An establishment is not necessarily identical with the company, which may consist of one or more establishments. The terms “establishment” and “plant” 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 industry's labor force, rather than as precise measures of employment.

Production workers

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

Occupations selected for study

Occupational classification was based on a uniform set of job descriptions designed to take account of interestablishment and interarea variations in duties within the same job. (See appendix B for these job descriptions.) The criteria for selection of the occupations were: number of workers in the occupation; 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.

Table A-1. Estimated number of establishments and workers within scope of meat products survey and number studied, March 1974

Region ¹ and type of employing unit	Number of establishments ²		Workers in establishments			Number of establishments ²		Workers in establishments		
	Within scope of study	Studied	Within scope of study		Studied	Within scope of study	Studied	Within scope of study		Studied
			Total ³	Produc- tion workers	Total			Total ³	Produc- tion workers	Total
All companies	Meatpacking					Prepared meat products				
United States ⁴	858	300	145,591	118,439	95,234	900	255	62,776	46,980	33,486
Middle Atlantic	801	28	7,013	5,616	4,304	245	60	15,019	11,220	6,990
Border States	45	15	8,254	6,629	5,309	-	-	-	-	-
Southeast	129	44	17,017	13,542	10,374	106	36	6,900	5,074	3,510
Southwest	118	39	13,623	10,797	7,171	-	-	-	-	-
Great Lakes	177	47	31,148	24,900	18,165	214	53	18,204	14,156	10,451
Middle West	141	64	49,581	41,074	39,029	60	17	5,082	3,785	3,113
Mountain	65	28	8,534	7,097	5,484	-	-	-	-	-
Pacific	87	31	9,322	7,941	4,994	107	39	8,101	6,185	4,221
Multiplant companies										
United States ⁴	121	67	22,713	17,247	16,556	176	97	85,199	69,358	64,569
Middle Atlantic	5	4	2,065	1,604	1,942	20	11	3,365	2,567	2,867
Southeast	31	17	10,505	8,610	6,921	24	12	4,274	3,319	2,421
Southwest	35	13	7,819	6,122	4,789	-	-	-	-	-
Great Lakes	20	13	15,227	11,989	10,881	30	19	8,644	7,019	6,648
Middle West	60	34	42,651	35,311	35,111	10	6	1,634	1,213	1,200
Mountain	11	7	2,224	1,788	1,742	-	-	-	-	-
Pacific	6	4	1,224	1,010	1,001	-	-	-	-	-
Single-plant companies										
United States ⁴	682	203	60,392	49,081	30,665	779	188	40,063	29,733	16,930
Middle Atlantic	75	24	4,948	4,012	2,362	225	49	11,654	8,653	4,123
Border States	39	11	5,016	3,911	3,250	-	-	-	-	-
Southeast	98	27	6,512	4,932	3,453	82	24	2,626	1,755	1,089
Southwest	83	26	5,084	4,675	2,382	-	-	-	-	-
Great Lakes	157	34	15,921	12,911	7,284	184	34	9,560	7,137	3,803
Middle West	81	30	6,930	5,763	3,918	50	11	3,448	2,572	1,913
Mountain	54	21	6,310	5,309	3,742	-	-	-	-	-
Pacific	81	27	8,098	6,931	3,993	97	34	6,534	5,270	2,982

¹ The regions used in this study include: *Middle Atlantic*—New Jersey, New York, and Pennsylvania; *Border States*—Delaware, District of Columbia, Kentucky, Maryland, Virginia, and West Virginia; *Southeast*—Alabama, Florida, Georgia, Mississippi, North Carolina, South Carolina, and Tennessee; *Southwest*—Arkansas, Louisiana, Oklahoma, and Texas; *Great Lakes*—Illinois, Indiana, Michigan, Ohio, and Wisconsin; *Middle West*—Iowa, Kansas, Minnesota, 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 Includes meatpacking plants employing 20 workers or more at the time of reference of the universe data.

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

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

Workers in the meat products industry are employed under a variety of occupational wage rate situations. Workers spending all of their time at one survey job were classified in that category. Many workers, however, performed two or more distinct tasks during the payroll period scheduled and were paid a number of different ways. Following are illustrations of such workers and the methods used to classify them:

- a. Workers receiving different rates for each job were classified according to the job accounting for the greatest number of hours worked, and the corresponding rate was reported;
- b. Workers receiving the rate of the highest rated job were classified according to that job, even though it may have required less than half of the worker's time during the payroll period;
- c. Workers receiving the same rate for each job were classified according to the job accounting for the greatest number of hours; and
- d. Workers paid a combination rate to reflect differences in job skills and responsibilities were not classified in any of the selected occupations as it was not possible to relate the rate to any one job.

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 worker's regular pay. Nonproduction bonus payments, such as Christmas or yearend bonuses, were excluded.

Average (mean) hourly rates or earnings for each occupation or category of workers, such as production workers, were calculated by weighting each rate (or hourly earnings) by the number of workers receiving the rate, totaling, and dividing by the number of individuals. The hourly earnings of salaried workers were obtained by dividing straight-time salary by normal (or standard) hours to which the salary corresponded.

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

Type of company

Companies were classified as either multiplant or single-plant companies. Multiplant companies, for purposes of the survey, included those operating two plants

or more in either the meatpacking or prepared meat products industries or in a combination of the two industries.

Size of community

Companies were classified according to their location in either metropolitan or 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 the Standard Metropolitan Statistical Area if, according to certain criteria, they are essentially metropolitan in character and are socially and economically integrated with the central city. In New England, the city and town are administratively more important than the county and they are the units used in defining Standard Metropolitan Statistical Areas.

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, or (2) none or a minority of the production workers covered by labor-management contracts.

Method of wage payment

Tabulations by method of wage payment relate to the number of workers paid under the various time and incentive wage systems. Formal rate structures for time-rated workers provide single rates or a range of rates for individual job categories. In the absence of a formal rate structure, pay rates are determined primarily by the qualifications of the individual worker. A single rate structure is one in which the same rate is paid to all experienced workers in the same job classification. Learners, apprentices, or probationary workers may be paid according to rate schedules which start below the single rate and permit the workers to achieve the full job rate over a period of time. An experienced worker 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 (task work, or sunshine bonus) provides a fixed daily rate for a predetermined amount of work regardless of the actual amount of time required to complete the work. The worker may leave the plant whenever his daily work is completed.

Scheduled weekly hours

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

Shift provisions and practices

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

Minimum job rates

Minimum job rates refer to the lowest formal rate established for experienced unskilled time-rated workers (except watchmen) after any learning or probationary period of no longer than 1 year. Special rates for handicapped and superannuated workers were excluded.

Supplementary wage provisions

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

Overtime premium pay. Data for "daily overtime" refer to work in excess of a specified number of hours a day, regardless of the number of hours worked on previous

days of the pay period. "Weekly overtime" refers to work in excess of a specified number of hours per week regardless of the day on which it is performed, the number of hours per day, or number of days worked.

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

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

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

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

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

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 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.

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.

Clothing allowance. Data relate to formal provisions for

protective garments such as aprons, smocks, and overalls, but not including boots and gloves.

Cost-of-living pay adjustments. Provisions for cost-of-living pay adjustments relate to formal plans whereby wage rates are adjusted periodically, in keeping with changes in the Consumer Price Index or on some other basis.

Technological severance pay. Data relate to formal provisions for severance pay to workers permanently separated from the company because of a technological change or plant closing.

Moving expenses. Data relate to formal provisions for moving allowances to employees who are separated from one plant as a result of force reduction and who transfer to another plant operated by the company in accordance with established eligibility requirements.

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.

Appendix B. Occupational Descriptions

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

Beef Dressing

Backers

Removes hides from loins and backs of beef carcasses. Grasps hide with one hand and while pulling downward on it cuts tissue between hide and flesh (fell) with power or hand skinning knife. For wage study purposes, backers are classified according to the type of dressing floor and knife, as follows:

- Backer, on-the-rail dressing, power knife
- Backer, on-the-rail dressing, straight knife
- Backer, conventional dressing floor, power knife
- Backer, conventional dressing floor, straight knife

Floorsman

Removes hide from belly, upper legs, and side of beef carcasses, using a power or hand skinning knife. For wage study purposes, floorsmen are classified according to the type of dressing floor and knife, as follows:

- Floorsman, on-the-rail dressing, power knife
- Floorsman, on-the-rail dressing, straight knife
- Floorsman, conventional dressing floor, power knife
- Floorsman, conventional dressing floor, straight knife

Hide puller, machine

Tends a machine that pulls hide from rump, back, loins, belly, and sides of beef carcasses. Assists in the machine pulling operation as necessary, using a power or hand knife.

Stunner, beef

Stuns beef preparatory to slaughtering. For wage study purposes, stunners are classified as follows:

- Stunner—Pneumatic hammer or captive-bolt pistol
- Stunner, other

Rumper

Removes hide from the hind legs and rump of beef carcasses, using a power or hand skinning knife. For wage study purposes, rumpers are classified according to the type of dressing floor and knife, as follows:

- Rumper, on-the-rail dressing, power knife
- Rumper, on-the-rail dressing, straight knife
- Rumper, conventional dressing floor, power knife
- Rumper, conventional dressing floor, straight knife

Shackler

Attaches one end of a shackling chain to the hind legs of animals to be slaughtered and attaches the other end to a hoist which lifts the shackled animal into position for the sticking operation.

For wage study purposes, shacklers are classified according to animal species, as follows:

- Shackler, beef
- Shackler, hog
- Shackler, sheep and calf

Splitter, back

Splits or separates the carcasses of beef or pork in half, using a power saw and/or cleaver. For wage study purposes, splitters are classified according to animal species and method of splitting, as follows:

Splitter, back, beef, power saw

Splitter, back, beef, other (including cleaver and combination cleaver and power saw)

Splitter, back, pork, power saw

Splitter, back, pork, other (including cleaver and combination cleaver and power saw)

Washer, beef

Washes and cleans beef carcasses with water sprayed under pressure from a hose or from a hose equipped with a brush.

Beef Cutting

Boner, beef

Cuts bone from chuck and other standard cuts of beef, using a boning knife and/or saw, to prepare them for marketing as boneless cuts. Workers in this classification may or may not be required to remove the bones, but "bone pullers" (i.e., those who remove bones after they are separated from the meat by others) are excluded. Also excluded are workers trimming out cuts

for sausage. For wage study purposes, beef boners are classified according to the type of meat cuts, as follows:

Boner, beef, chucks

Boner, beef, loins, ribs, or rounds

Boner, beef, shanks or briskets

Boner, beef, entire carcass

Break-up man, fabricated beef cuts

Using knife and/or saw (hand or power), converts *primal* beef cuts into special fabricated beef cuts by sawing, cutting, boning, or trimming, as required for restaurants, institutions, or retailers.

Break-up man, primal cuts

Using knife and/or saw (hand or power), divides forequarters and hindquarters into marketable cuts, e.g., rounds, loins, ribs, plates, briskets, and chucks. Includes such heavy breaking operations as: Marking and ribbing beef; sawing backbone and rib from forequarter; knifing loin from round; sawing loin from round; and sawing chuck into arm and blade. Workers classified in the job may perform one or a combination of such tasks.

Handler, beef cuts for boners

Lift cuts of beef to or from truck or conveyor for boning in cooler or cutting room. Does not include lugger (beef) or stower.

Pork Dressing

Belly opener

Slits open body cavity of hogs preparatory to removal of viscera. Cuts down through center of belly from aitch bone to brisket, pulls pizzelle cord, and cuts pig bag from viscera.

Eviscerator, hog

Removes viscera from opened hog carcasses. Reaches inside body cavity and pulls internal organs with one hand while cutting connecting tissues which hold them in place. Lifts complete viscera (liver, heart, lungs, stomach, spleen, pancreas, bladder, intestines, and fat coverings) from the body cavity.

Header, hog

Separates head from backbone and leaves head suspended to carcass by strip below chin.

Shackler, hog

See Shackler under Beef Dressing.

Shaver

Shaves or scrapes off the remaining hair from all or part of the hog carcass after the singeing, scraping, or dehairing operation.

Splitter, back, pork

See Splitter, Back, under Beef Dressing.

Stunner, hog

Stuns hogs preparatory to slaughtering. For wage study purposes, hog stunners are classified as follows:

Stunner, electric shocking device
Stunner, other

Pork Cutting**Belly trimmer**

Trims pork bellies to prepare them for curing, smoking, and sale as bacon. Removes fat-back and boot-jack. Cuts through teat line and removes seeds, and bevels edges.

Boner, ham

Cuts bones from fresh or cured hams to prepare them for cooking. For wage study purposes, ham boners are classified as follows:

Open style boning—using hand knife, splits ham face lengthwise and removes body bone.
Chisel boning—removes body bone from ham, without splitting the face, using chisel and hand knife.
Machine boning—removes body bone from ham, without splitting ham face, using machine which twists bone free.

Ham skinner, machine

Positions ham against revolving roll and knife blade to remove skin and/or fat (not including collar) prior to smoking. For wage study purposes, ham skimmers are classified according to the type of operation performed, as follows:

Ham skinner, machine, skin only
Ham skinner, machine, skin and defat

Loin puller

Separates the loin from the fat-back on a pork side with a drawknife.

Trimmer of trimmings

Trims pork scraps, trimmed from hams, shoulders, bellies, and other pork cuts, by cutting the lean meat from the fat and by removing the hog skins or rinds.

Sheep and Calf Dressing**Facer, lamb and sheep**

Slits pelts of lamb and sheep carcasses from crotch to breast and then skins the hide as far as the middle of the sides, using a knife.

Shackler, sheep and calves

See Shackler under Beef Dressing.

Skin puller, machine

Pulls skin from back, loin and belly of calf carcasses with a mechanical skinner. Assists in removal of skin using a power or hand knife.

Skinner, cold calves

Removes entire skin from chilled calf carcass. For wage study purposes, calf skimmers are classified according to the type of knife used, as follows:

Skinner, cold calves—power knife
Skinner, cold calves—straight knife

Sticker

Uses a sticking knife to sever the jugular vein or an artery of sheep or calves, to bleed animal after stunning.

Stunner, sheep and calf

Stuns sheep or calves preparatory to slaughtering. For wage study purposes, sheep and calf stunners are

classified as follows:

Stunner, electric shocking device
Stunner, other

Curing, Smoking, Cooking, and Canning

Casing-peeler operator

Operates machine that removes artificial covering from frankfurters, to produce skinless variety. May peel remaining fragments of covering, using knife.

Cook, water retort

Tends a water retort that cooks meat products in sealed containers. Work involves *most of the following*: Loading products in retort cooker; closing and sealing retort; opening steam valves; attending retort temperature and pressure controls during cooking cycle; filling retort with water to chill product and checking temperature and pressure reduction closely for proper chilling; and opening retort and unloading product upon completion of chilling cycle.

Grader, green hams and bellies

Grades and sorts, according to size and quality, hams and bellies to be cured. For wage study purposes, graders are classified according to product, as follows:

Grader, green hams
Grader, bellies (pork)
Grader, combination green hams and bellies

Hanger, bellies

Inserts comb hanger in belly and hangs on tree or truck for smoking.

Inspector, cans and jars

After removal of cans and/or jars from water cook retort, visually inspects them for defective sealing or poor quality of product. Work involves: Examining cans for proper sealing of cover or seams, dented "leakers," or rust accumulation; and/or examining jars for defective cover capping or poor quality of product. May tap cover of cans or jars with fingers or a mallet to determine

whether container is vacuumed properly.

Labeling-machine operator

Sets up and tends a machine used for gluing labels or label wrappers to jars, tins, or cans. Work involves *most of the following*: Adjusting feed hopper to accommodate labels of different sizes; changing label-applicator plate for labels of different sizes; regulating stroke of feeding mechanism, pressure of applicator tools, and position of feeder guide according to size and shape of container being labeled; filling glue reservoir and label hopper as necessary; removing jammed or twisted labels from machine; and examining containers to see that they are properly labeled.

Mixer operator

Loads and operates machine that mixes batches of ground meats and seasonings in preparation for making sausages.

Pickle maker

Prepares pickle solution according to formula for use in curing meats. Weighs ingredients and dumps them into mixing vats; admits water and stirs contents.

Pumper, pickle-injection machine

Tends machine that automatically injects (pumps) meat with curing solution. Adjusts and starts machine; places meat on conveyor that pulls it under machine injection needle which forces curing solution into meat.

Pumper, ham (artery pumping)

Injects curing solution into hams by inserting needle into arteries and pulling handle of pump to force curing solution into meat.

Sausage maker (chopper)

Tends machine that grinds meat and other ingredients to make sausage. Weighs meat into machine; adds ingredients, and controls temperature and texture of product.

Slicing-machine operator

Tends machine that automatically slices meat products.

Smoker

Tends one or more smoke houses or smoke ovens used in curing meat according to specifications. Regulates air, heat, and humidity. For wage study purposes, smokers are classified according to products, as follows:

- Smoker, sausages
- Smoker, other than sausages
- Smoker, combination of sausages and other products

Spice weigher and mixer

Weights and mixes seasonings such as salt, pepper, and sage, and other nonmeat ingredients such as eggs, pimentos, and pickles, according to formula, by hand or

machine.

Stuffer, frankfurters

Operates or tends machine that automatically stuffs casings with meat emulsion to make frankfurters. Work involves *most of the following*: Loading stuffer with meat batter; placing casings on feed rack of stuffer; and adjusting controls for proper feeding of casings and injection of batter. May also unload frankfurters from end of machine. This type of machine may or may not link frankfurters.

Stuffer, sausage

Stuffs natural and/or artificial casings with meat emulsion to make sausage (excluding frankfurters). Places casing on stuffing horn, adjusts air pressure and machine to obtain proper filling of casing. For wage study purposes, sausage stuffers are classified according to type of casing and whether a casing sizer is used, as follows:

- Stuffer, sausage, natural casings
- Stuffer, sausage, artificial casings with a casing sizer
- Stuffer, sausage, artificial casings without a casing sizer
- Stuffer, sausage, combination of natural and artificial casings

Maintenance and Power Plant

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.

Engineer, stationary

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

Fireman, stationary boiler

Fires stationary boilers to furnish the establishment in which employed with heat, power, or steam. Feeds

Fireman, stationary boiler—Continued

fuels to fire by hand or operates a mechanical stoker, gas, or oil burner; checks water and safety valves. May clean, oil, or assist in repairing boiler room equipment.

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 the 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 the 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.

Maintenance worker, general utility

Keeps the machines, mechanical equipment, and/or structure of an establishment (usually a small plant where specialization in maintenance work is impractical) in repair. Duties involve the performance of operations and the use of tools and equipment of several trades, rather than specialization in one trade or one type of maintenance work only. Work involves a *combination of the following*: Planning and laying-out of work relating to repair of buildings, machines, mechanical and/or electrical equipment; repairing electrical and/or mechanical equipment; installing, alining, and balancing new equipment; repairing buildings, floors, stairs as well as making and repairing bins, cribs, and partitions.

Mechanic, automotive (maintenance)

Repairs automobiles, buses, motortrucks, and tractors of an establishment. Work involves *most of the following*: Examining automotive equipment to diagnose source of trouble; disassembling equipment and performing repairs that involve the use of such hand tools as wrenches, gauges, drills, or specialized equipment in disassembling or fitting parts; replacing broken or defective parts from stock; grinding and adjusting valves; reassembling and installing the various assemblies in the vehicle and making necessary adjustments; alining

wheels, adjusting brakes and lights, or tightening body bolts. In general, the work of the automotive mechanic requires rounded training and experience usually acquired through a formal apprenticeship or equivalent training and experience.

Millwright

Installs new machines or heavy equipment and dismantles and installs machines or heavy equipment when changes in the plant layout are required. Work involves *most of the following*: Planning and laying out of the work; interpreting blueprints or other specifications; using a variety of handtools and rigging; making standard shop computations relating to stresses, strength of materials, and centers of gravity; alining and balancing of equipment; selecting standard tools, equipment, and parts to be used; installing and maintaining in good order power transmission equipment such as drives and speed reducers. In general, the millwright's work normally requires a rounded training and experience in the trade acquired through a formal apprenticeship or equivalent training and experience.

Welder, hand

Fuses (weld) metal objects by means of an *oxyacetylene torch* or *arcwelding apparatus* to repair broken or cracked metal objects. Work requires *most of the following*: Planning and laying out of work from drawings, blueprints, or other written specifications; knowledge of welding properties of a variety of metals and alloys; welding high pressure vessels or other objects involving critical safety and load requirements; working from a variety of positions.

Custodial and Material Movement

Checker, loading

Supervises the loading of products into trucks or freight cars for shipment. Checks shipping labels on each package, records weights and the number of packages on each order, and checks discrepancies.

Cleaner, night

Cleans floors, tables, chutes, and equipment after the completion of the processing operations. Disassembles and reassembles apparatus and equipment where necessary. (Exclude workers who clean up during regular operations or during rest periods, and janitors.)

Janitor

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

Lugger

Carries, or uses forklift or similar machine to move beef and/or other meat products from loading dock into railroad car or truck. For wage study purposes, luggers are classified as follows:

- Lugger, beef, hand
- Lugger, beef, machine
- Lugger, other products, including combination of beef and other meats, hand
- Lugger, other products, including combination of beef and other meats, machine

Packer, shipping

Prepares finished products for shipment or storage by placing them in shipping containers, the specific operations performed being dependent upon the type, size, and number of units to be packed, the type of container employed, and method of shipment. Work requires the placing of items in shipping containers and *may involve one or more of the following*: Knowledge of various items of stock in order to verify content; selection of appropriate type and size of container; inserting enclosures in container; using excelsior or other material to prevent breakage or damage; closing and sealing container; applying labels or entering identifying data on

container. *Packers who also make wooden boxes or crates are excluded.*

Stower, car and truck

Loads mixed products into cars or trucks for off-plant shipment, stowing in piles in stop order arrangement and separating product by size and kind. *Exclude workers loading cars with a single product and Lugger.*

Truckdriver

Drives a truck within a city or industrial area to transport materials, merchandise, equipment, or men between various types of establishments such as: Manufacturing plants, freight depots, warehouses, wholesale and retail establishments, or between retail establishments and customers' houses or places of business. May also load or unload truck with or without helpers, make minor mechanical repairs, and keep truck in good working order. *Driver-salesmen and over-the-road drivers are excluded.*

For wage study purposes, truckdrivers are classified by size of equipment, as follows:

- Truckdriver, semi- or trailer
- Truckdriver, other than semi- or trailer
- Truckdriver, combination of types

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, power truckers are classified by type of truck, as follows:

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

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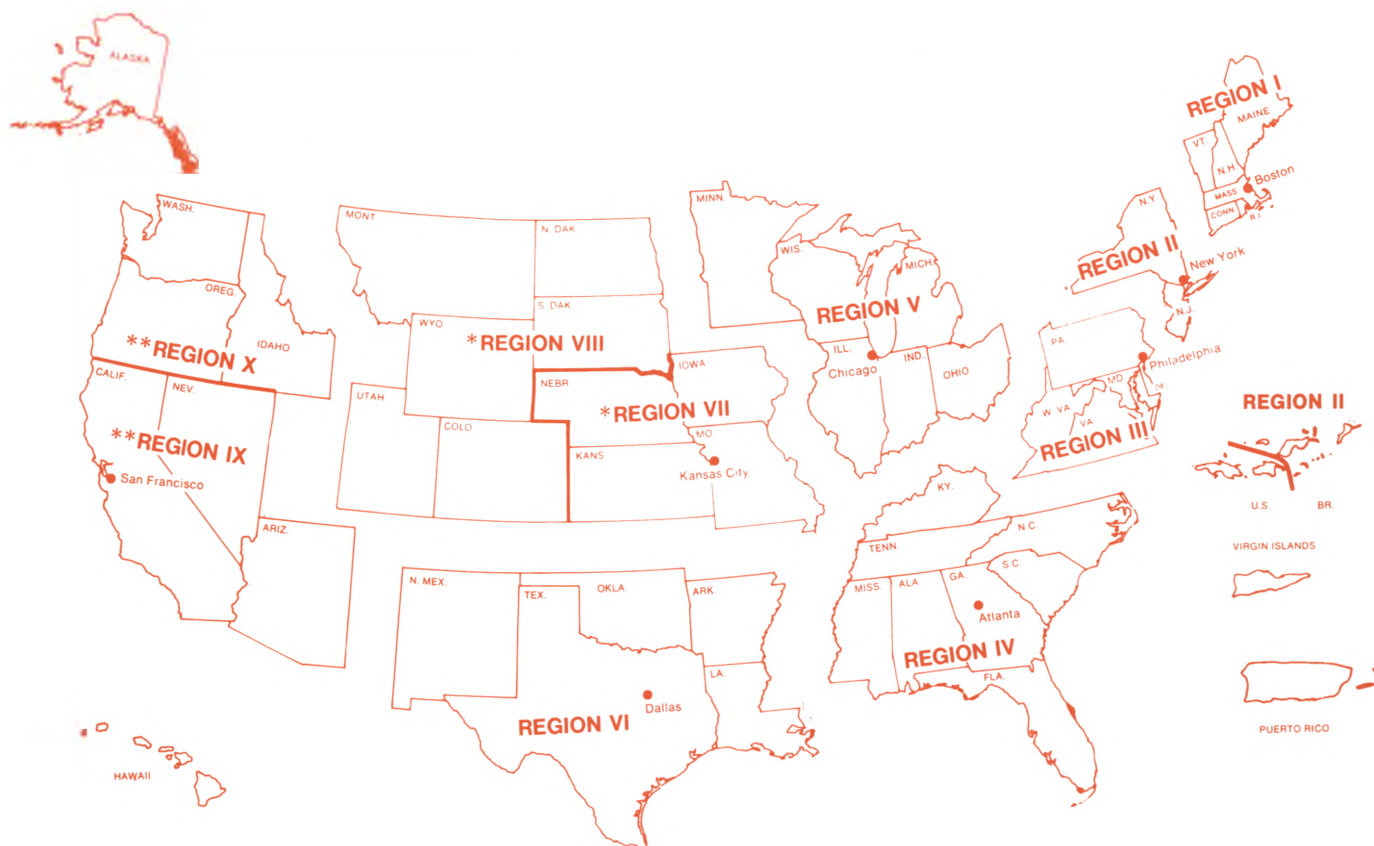
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