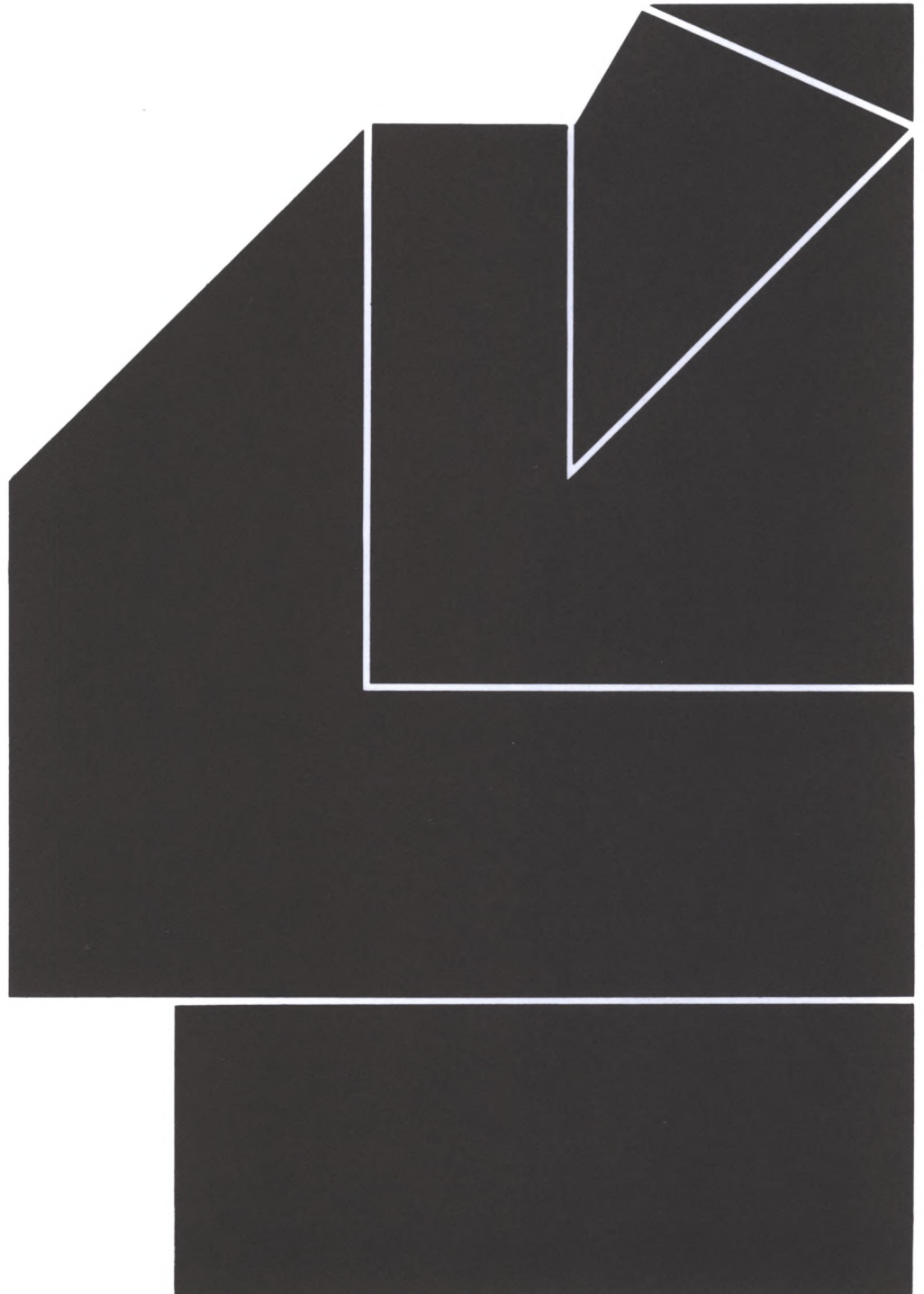




# Industry Wage Survey: Men's and Boys' Shirts (Except Work Shirts) and Nightwear, June 1974

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

Bulletin 1901



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U.S. Department of Labor  
W. J. Usery, Jr., Secretary

Bureau of Labor Statistics  
Julius Shiskin, Commissioner  
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## Preface

This bulletin summarizes the results of a BLS survey of wages and related benefits in the men's and boys' shirts (except work shirts) and nightwear manufacturing industry in June 1974. A similar survey was conducted in October 1971.

Separate releases for the following States and areas were issued earlier: Alabama, Arkansas, Georgia, Mississippi, New York, North Carolina, Pennsylvania, South Carolina, Tennessee, and Virginia; Allentown-Bethlehem-Easton, Pa.-N.J.; Los Angeles-Long Beach, Calif.; New York, N.Y.; and Pottsville-Shamokin, Pa. Copies are available from the Bureau of Labor Statistics, Washington, D.C. 20212, or from any of its regional offices.

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

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



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# Men's and Boys' Shirts (Except Work Shirts) and Nightwear, June 1974

## Summary

Straight-time earnings of production and related workers in the men's and boys' shirts (except work shirts) and nightwear industry averaged \$2.54 an hour in June 1974.<sup>1</sup> Just over one-fourth of the 90,000 workers covered by the study<sup>2</sup> earned within 5 cents of the \$2 Federal minimum wage for manufacturing establishments. Most of the remaining workers earned between \$2.05 and \$4.

Women, nine-tenths of the industry's work force, averaged \$2.49, compared to \$2.95 for the 9,145 men. Much of this difference in pay is traceable to the distribution of men and women among jobs with disparate pay levels.

Among the regions<sup>3</sup> studied, average hourly earnings ranged from \$2.92 in the Middle Atlantic to \$2.37 in the Southwest.

<sup>1</sup> Earnings data in this report exclude premium pay for overtime and for work on weekends, holidays, and late shifts.

The straight-time average hourly earnings in this bulletin differ in concept from the gross average hourly earnings published in the Bureau's monthly employment and earnings series (\$2.65 in June 1974). Unlike the latter, estimates here exclude premium pay for overtime and for work on weekends, holidays, and late shifts. Average earnings were calculated by summing individual hourly earnings and dividing by the number of individuals; in the monthly series, aggregate hours reported by all establishments in the industry were divided into the reported payroll totals.

<sup>2</sup> See appendix B for scope and method of study. Estimates of the number of production workers within the scope of the study differ from those in the monthly series (112,500 in June 1974) by the exclusion of establishments employing fewer than 20 workers. Planning for the survey required the assembling of lists of establishments considerably in advance of data collection. Thus, establishments new to the industry are omitted, as are establishments originally classified in the men's and boys' shirts and nightwear industry, but found to be in other industries at the time of the survey. Also omitted are establishments manufacturing men's and boys' shirts and nightwear but classified incorrectly in other industries at the time the lists were compiled.

<sup>3</sup> For definitions of the regions used in this survey, see footnote 1, table B-1, in appendix B.

In the Southeast, where five-eighths of the industry's workers were employed, earnings averaged \$2.46.

Earnings among the 26 occupations selected for separate study ranged from \$3.86 an hour for sewing-machine repairers to \$2.31 for janitors.<sup>4</sup> Sewing-machine operators, accounting for 56 percent of the workers, averaged \$2.49. Their earnings varied by type of product sewn—dress shirts (\$2.54), nightwear (\$2.46), and sport shirts (\$2.44).

More than nine-tenths of the workers were in establishments providing paid holidays, paid vacations, and at least part of the cost of life, hospitalization, and surgical insurance. Other forms of health, insurance, and retirement plans also were common in the industry. Workers typically received between 5 and 8 paid holidays annually, at least 1 week of vacation after 1 year of service, and at least 2 weeks after 5 years.

## Industry characteristics

Location. About 63 percent of the industry's 90,000 production workers were located in the Southeast region in June 1974, and about 15 percent in the Middle Atlantic States. The remaining regions studied separately employed between 2 percent and 8 percent of the workers.

Alabama, Georgia, and Tennessee accounted for three-fifths of the Southeast's employment; Mississippi, North Carolina, and South Carolina accounted for most of the remainder (table 2). The three areas of industry concentration studied in the Middle Atlantic—Allentown—Bethlehem—Easton, Pa., New York, N.Y., and Pottsville—Shamokin, Pa.—accounted for about one-third of that region's employment. Los Angeles—Long Beach had about seven-eighths of the Pacific States workers.

<sup>4</sup> See appendix C for occupational descriptions.



Workers in metropolitan areas<sup>5</sup> made up about three-tenths of the nationwide employment, but the proportion varied widely by region. Metropolitan areas accounted for from seven-tenths of all workers to the entire work force in New England, the Middle Atlantic, and the Pacific; in contrast, more than five-sixths of the Southeast's workers were in smaller communities.

Products. Establishments whose major product was dress shirts<sup>6</sup> employed 46 percent of the production workers covered by the June 1974 survey. A slightly smaller proportion (42 percent)

were employed by sport shirt plants, while nightwear plants accounted for most of the remainder.

Dress shirts was the most common primary product in 5 of the 8 regions studied separately. All of the workers in the Middle West and Pacific and three-fifths of the Border States workers were in plants chiefly producing sport shirts.

About two-thirds of the production workers were employed by plants making only one kind of product (text table 1). Dress shirts and sport shirts were, at times, made in the same establishments; nightwear, however, was rarely manufactured in plants also making dress or sport shirts.

Text table 1. Percent of production workers in establishments classified by primary and secondary product

Primary product	Total	No secondary product	Secondary product			
			Dress shirts	Sport shirts	Nightwear	Other
All establishments <sup>1</sup> -----	100	67	6	13	(2)	14
Dress shirts -----	100	63	-	27	-	10
Sport shirts -----	100	73	13	-	(2)	14
Nightwear -----	100	66	-	-	-	34

<sup>1</sup> Includes establishments with major products in addition to these shown separately.

<sup>2</sup> Less than 0.5 percent.

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

Method of production. Establishments using the progressive bundle system<sup>7</sup> employed about five-eighths of

<sup>5</sup> Standard Metropolitan Statistical Areas as defined by the U.S. Office of Management and Budget through April 1973.

<sup>6</sup> Dress shirts are defined as shirts designed primarily for dress, street, or business wear, having collar bands, neck sizes, and shirt tails, and made from fabrics commonly used for dress shirts. Sport shirts are defined as shirts designed primarily for sport, leisure, or casual wear, usually made with straight bottoms, S-M-L-XL sizes, without collar bands, and made from other than dress-shirt fabrics.

<sup>7</sup> Establishments were classified according to their major method of production as follows: (1) Line system—an operation in which parts of garments move down a line as each operator performs a standard task on a piece and then passes it on to the next operator, usually by a slide board or chute, for further processing; (2) bundle system—an operation in which bundles of garments are distributed to individuals who perform one operation or more on a number of identical pieces and rebundle the garments for movement to another operator; and (3) progressive bundle system an operation in which the bundles of garments flow in a logical order of work from operator to operator, each performing one or two assigned tasks on various pieces in the bundle. Since the procedure is standardized, the need for checking in and reassigning the work, as under the bundle system, is eliminated.

the production workers. Slightly less than three-eighths were in plants using the bundle system. The line system accounted for about 1 percent of the workers.

The proportion of workers under the three production methods varied somewhat by region. Workers in plants using the progressive bundle system amounted to about three-fifths of the work force or more in all regions except the Pacific, where three-fourths of the workers were in plants using the bundle system.

Unionization. Establishments with labor-management agreements covering a majority of their workers employed slightly under two-fifths of the production workers. Regionally, the proportion in union establishments ranged from about nine-tenths in New England, the Middle Atlantic, and the Great Lakes to about one-fourth in the Southeast and about one-fifth in the Southwest. Among the three major product branches, the

proportions of workers in union establishments were over one-half for dress shirts, about one-fifth for sport shirts, and about one-third for nightwear. As shown in text table 2, the degree of unionization seemed to be directly

related to plant location (metropolitan area or nonmetropolitan area) and, to some extent, size of establishment (text table 2). The Amalgamated Clothing Workers of America (AFL-CIO) was the major union in the industry.

Text table 2. Percent of production workers in plants with collective bargaining agreements, by selected characteristics

Characteristic	United States <sup>1</sup>	Middle Atlantic	Border States	Southeast
All establishments -----	35-39	85-89	30-34	25-29
20-249 workers -----	30-34	75-79	45-49	10-14
250 workers or more -----	40-44	95+	25-29	35-39
Metropolitan areas -----	60-64	90-94	50-54	35-39
Nonmetropolitan areas -----	25-29	70-74	25-29	20-24

<sup>1</sup> Includes data for regions in addition to those shown separately.

Sex and occupation. Nine-tenths of the industry's production workers were women. More than three-fifths of the 80,576 women were sewing-machine operators. Women also were a majority in the other sewing and finishing department jobs studied, and in the categories of assemblers and work distributors. Men, on the other hand, were a majority in all cutting room jobs except assemblers, as well as in the janitor, sewing-machine repairer, and shipping and stock clerk classifications.

Method of wage payment. Incentive wage systems, nearly always based on individual piecework, applied to three-fourths of the production workers (table 30). The proportion of workers paid under incentive plans ranged from just over half in the Great Lakes to just over four-fifths in the Middle West. About one-fourth of the workers were paid under time rates, mostly according to their individual qualifications. About two-fifths of the time workers were paid under formal plans, typically providing a range of rates within occupations.

A majority of clicker-machine operators and workers in nearly all jobs in the sewing and finishing departments were paid on an incentive basis. On the other hand, cutting room jobs, janitors, sewing-machine repairers, shipping and stock clerks, and work distributors were usually paid time rates.

### Average hourly earnings

Straight-time earnings of the 89,721 workers covered by the study averaged \$2.54 an hour in June 1974—24 percent above the level recorded in a similar survey conducted in October 1971 (table 1).<sup>8</sup> This increase equaled the rise in hourly earnings for production workers in all nondurable manufacturing industries, as measured by the Bureau's index of average hourly earnings. Contributing to the increase was a 25-percent rise in the Federal minimum wage for manufacturing—which became \$2 on May 1, 1974—as well as general wage increases negotiated under labor-management agreements.

The 24-percent increase, however, somewhat overstates actual wage movements during the 32 months between surveys. Wage boosts scheduled to become effective before the October 1971 study were delayed by the 90-day wage-price-freeze between August and November 1971; these increases were later made retroactive to October 1971 or earlier but were not included in the 1971 survey. Such increases were provided under contracts covering a substantial number of workers in the Middle Atlantic States.

<sup>8</sup> For accounts of earlier surveys mentioned in this report see Industry Wage Survey: Men's and Boys' Shirts (Except Work Shirts) and Nightwear, October 1971, BLS Bull. 1794; October 1968, Bull. 1659; and April-June 1964, Bull. 1457.

Average hourly earnings increases among 6 of the 8 regions studied separately were fairly uniform, ranging from 19 percent in the Pacific to 23 percent in the Middle Atlantic. In the Southeast and Southwest, where large proportions of workers earned at or near the minimum wage, average hourly earnings rose 26 and 27 percent, respectively. The level of earnings ranged from \$2.37 in the Southwest and \$2.46 in the Border States, Southeast, and Middle West, to \$2.92 in the Pacific States.

Among the 10 States studied separately, average earnings ranged from \$2.36 in Arkansas to \$2.94 in Pennsylvania (table 2). The four areas of industry concentration all had pay levels above the national average for the industry: \$3.15 in Allentown, \$2.90 in New York, \$2.87 in Pottsville, and \$2.60 in Los Angeles.

Men averaged \$2.95 an hour—18 percent more than women in the industry. Differences in pay for men and women may be traceable to several factors, including differences in the distribution of men and women among jobs having disparate pay levels. For example, sewing-machine repairers, machine cutters, markers, clicker-machine operators, and shipping clerks, the five highest paying jobs studied, were predominantly men. Women, however, were a majority in most of the lower paying jobs, such as assemblers, baggers and boxers, and sewing-machine operators.

Differences recorded in averages for men and women in the same job and locality (tables 16–29) may also reflect minor variations in duties. Job descriptions used to classify workers in wage surveys usually are more generalized than those used in individual establishments because allowance must be made for minor differences among establishments in specific duties performed. Also, earnings in some jobs are determined largely by production at piece rates. Variations in incentive earnings for individuals or sex groupings may be traceable to differences in work experience, workflow, or other factors the worker may or may not control.

Nationwide, workers in plants primarily making dress shirts averaged \$2.60 an hour, compared with \$2.47 for sport shirts and \$2.46 for nightwear (tables 6–8). A similar relationship

existed in the Southeast, the only region permitting comparison among all three product branches. In the Middle Atlantic, workers in sport shirt plants averaged 6 cents an hour more than those in dress shirt establishments while, in the Border States, the only other region where a direct comparison could be made, earnings of workers in dress shirt plants topped those of workers making sport shirts by 42 cents.

Average hourly earnings were higher in metropolitan areas than in nonmetropolitan areas (table 4), in plants of 250 workers or more than smaller establishments, and in union than nonunion establishments (table 5). These relationships usually held when comparisons were limited to the same region.

The basic survey tabulations did not attempt to isolate and measure the exact influence of any of the preceding characteristics as individual determinants of wage levels. Some of the characteristics associated with higher wage levels, such as production of dress shirts, unionization, and location in metropolitan areas or in the Middle Atlantic region, are highly interrelated.

Appendix A, however, presents a brief technical note on the results of a multiple regression in which the singular effects of individual survey characteristics were isolated to a measureable degree. In several cases, there were marked differences between the average earnings differentials produced by cross-tabulation (simple regression) as discussed in this section of the report, and those derived by multiple regression. For example, production workers in union plants averaged 41 cents an hour more than those in nonunion plants, but apparently only two-thirds of this differential (27 cents) can be attributed solely to operating in union plants. (See appendix tables A-1 and A-2.)

Just over one-fourth of the workers earned within 5 cents of the \$2 minimum wage for manufacturing which took effect 1 month before the survey was conducted (table 3). The proportion of workers at or near the Federal minimum was much lower than the levels recorded in two other surveys of the industry conducted shortly after Federal minimum wage changes in 1964 and 1968. At the time of those surveys, about 40 percent of the workers earned within 5 cents of the

minimum. Moreover, the proportion of shirt workers near the minimum in June 1974 was only slightly above that reported for the October 1971 survey which was conducted 3 years and 8 months after the \$1.60 minimum took effect.<sup>9</sup>

### Occupational earnings

The 26 occupations selected to represent the wage structure and manufacturing operations of production workers in the industry accounted for just over five-sixths of the work force. Hourly averages among these jobs ranged from \$3.86 for sewing-machine repairers to \$2.31 for janitors (table 9). Sewing-machine operators, accounting for more than half of the workers, averaged \$2.49.

Only four other jobs studied had nationwide averages of at least \$3: machine cutters (\$3.58), markers (\$3.31), clicker-machine operators (\$3.25), and

shipping clerks (\$3.13). Workers in most of the remaining jobs averaged between \$2.40 and \$2.65.

Workers in cutting room occupations generally had higher averages than those in either the sewing or finishing departments. The cutting room accounted for 4 of the 7 top paying jobs studied separately.

Occupational averages were generally highest in the Middle Atlantic region and lowest in the Southwest, but occupational pay relationships varied considerably among the regions. For example, machine cutters averaged 48 percent more in the Middle Atlantic than the Southwest; but collar top trimmers averaged 3 percent more in the Southwest than the Middle Atlantic. For jobs in text table 3, the largest pay differences among regions were for cutters and markers—two of the highest paying occupations.

Text table 3. Occupational pay relationships for selected regions (Southwest=100 for each occupation)

Occupation	Pay relatives						
	New England	Middle Atlantic	Border States	Southeast	Great Lakes	Middle West	Pacific
Repairers, sewing machine -----	112	112	95	103	110	94	119
Cutters, machine -----	145	148	130	118	145	116	141
Markers -----	-	171	135	131	151	120	152
Pressers, finish, machine -----	113	131	154	115	106	-	-
Folders, garment -----	-	121	106	103	-	103	108
Pressers, finish, hand -----	124	133	112	100	-	122	109
Sewing-machine operators -----	118	123	103	103	113	103	112
Collar top trimmers -----	91	97	86	90	-	-	90
Janitors -----	123	124	103	103	125	105	106

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

The occupational pay structure within regions did not necessarily mirror the nationwide structure. Janitors, for example, had the lowest nationwide average among occupations studied but they averaged more in the Great Lakes than collar pointers, sewing-machine operators, baggers and boxers, final inspectors (and thread trimmers), machine pressers, and work distributors.

Occupational averages were generally higher in establishments primarily making dress shirts than in those making

sport shirts. However, much of the differential reflects the relatively higher degree of unionization in dress shirt plants. When comparisons were limited to either union or nonunion plants, no consistent pattern was evident (tables 11 and 12).

Occupational averages were generally higher in union than nonunion plants (table 10), in metropolitan than in non-metropolitan areas (table 13), and in large than in small establishments (table 14). Within the regions permitting comparison, workers in union plants typically averaged 10 to 30 percent more than those in the same occupation in nonunion plants. Differences by community and

<sup>9</sup> For details, see Carl Barsky, "Shirt Industry Loosens Ties to Minimum Wage," *Monthly Labor Review*, Sept. 1975, pp. 48-50; and BLS Bull. 1457, 1659, and 1794.

establishment size, however, were less substantial when regional comparisons were made.

Where comparisons were possible, occupational averages were almost always higher for incentive paid workers than for timeworkers in the same job (table 15). Nationwide, incentive workers typically averaged from 5 to 20 percent an hour more than their time-rated counterparts.

### Establishment practices and supplementary wage provisions

Data also were obtained on minimum job rates, work schedules, shift practices, and selected supplementary wage benefits, such as paid holidays, paid vacations, and health, insurance, and retirement plans.<sup>10</sup>

Minimum job rates. About two-fifths of the establishments visited reported formal minimum job rates for time-rated machine cutters (table 31). Of the plants with such minimums for cutters, one-fourth each provided \$2 to \$2.25, \$2.50 to \$3.00, and \$3.50 to \$4, and one-tenth each provided \$3.00 to \$3.50 and \$4 or more.

Formal minimum job rates for sewing-machine operators were found in seven-tenths of the establishments visited. Four-fifths of these plants established minimums within 5 cents of \$2, while less than one-tenth had a minimum job rate of over \$2.25 for sewing-machine operators.

Work schedules and shift practices. Work schedules of 5 days and 40 hours a week were in effect in establishments employing about nine-tenths of the production workers (table 32). Most of the remaining workers were on schedules of 4½ days, 40 hours. In the Border States and the Southeast, a small proportion of the workers were scheduled for four-day weeks of at least 35 hours.

Two-fifths of the workers were in plants with provisions for second shifts and just under one-fifth with third or

<sup>10</sup> Establishments employing an estimated 31 percent of the workers contributed to health and welfare funds administered by the Amalgamated Clothing Workers of America from which selected benefits were provided to the employees. These plants have been included in the tabulations.

other late-shift provisions. At the time of the survey, however, less than 5 percent of the workers were employed on late shifts.

Paid holidays. Paid holidays, typically 5 to 8 days annually, were provided by establishments employing 95 percent of the production workers (table 33). The number of paid holidays varied widely by region. For example, at least four-fifths of the workers in the New England, Middle Atlantic, and Great Lakes regions had 8 days or more. Workers in the Border States, Southeast, and Southwest regions, however, usually had 6 days or less.

Paid vacations. Virtually all production workers were in establishments providing paid vacations after qualifying periods of service. Workers typically received at least 1 week of vacation pay after 1 year of service and 2 weeks or more after 5 years (table 34). About two-fifths of the workers were in establishments providing 3 weeks of vacation pay after 10 years. In the New England, Middle Atlantic, and Great Lakes States, however, at least three-fifths of the workers were covered by plans providing 3 weeks of vacation pay after 3 years of service.

Health, insurance, and retirement plans. Life, hospitalization, and surgical insurance for which the employer pays at least part of the cost were available in establishments employing nine-tenths of the workers (table 35). Accidental death and dismemberment insurance in addition to basic life insurance, cash payments for absence from work due to illness or accident, and basic medical insurance were provided to about half of the workers. Major medical insurance was available to just under two-fifths of the workers. Long-term disability insurance was rare in the industry. Most health and insurance plans were financed entirely by the employer.

Retirement pensions (in addition to Federal social security benefits)—almost always paid for entirely by the employer—applied to just under half of the industry's workers. Pension plans applied to at least five-sixths of the workers in New England and the Middle

Atlantic and Great Lakes regions, but to only three-eighths in the Southeast. Severance pay for retiring employees was not commonly provided.

Other selected benefits. Paid jury duty and funeral leave, technological severance pay, and daily reporting pay plans were also studied. The most common of these benefits, daily reporting pay (guaranteed pay—for example 4 hours—to an

employee who is asked to report to work), applied to half of the workers studied (table 36). Funeral and jury duty pay applied to one-fifth and one-third of the workers, respectively. Neither of these benefits applied to as much as half of the workers in any of the regions studied. Technological severance pay, which is provided to employees permanently separated from their jobs because of technological change or a plant closing, was rarely found.

**Table 1. Average hourly earnings: By selected characteristics**

(Number and average straight-time hourly earnings<sup>1</sup> of production workers in men's and boys' shirts (except work shirts) and nightwear manufacturing establishments by selected characteristics, United States and selected regions, June 1974)

Characteristic	United States <sup>2</sup>		New England		Middle Atlantic		Border States		Southeast		Southwest		Great Lakes		Middle West		Pacific	
	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings
All production workers -----	89,721	\$2.54	3,172	\$2.80	13,081	\$2.92	7,275	\$2.46	56,111	\$2.46	4,143	\$2.37	1,458	\$2.65	1,294	\$2.46	2,696	\$2.62
Men -----	9,145	2.95	286	3.24	1,844	3.35	625	2.83	5,177	2.85	507	2.59	124	3.24	117	2.67	389	2.91
Women -----	80,576	2.49	2,886	2.76	11,237	2.85	6,650	2.43	50,934	2.42	3,636	2.34	1,334	2.60	1,177	2.44	2,307	2.58
Major product: <sup>3</sup>																		
Dress shirts -----	41,358	2.60	2,445	2.85	6,205	2.88	1,988	2.73	25,428	2.53	3,631	2.39	1,374	2.65	-	-	-	-
Sport shirts -----	37,456	2.47	-	-	3,878	2.94	4,492	2.31	23,962	2.40	-	-	-	-	1,007	2.48	2,696	2.62
Nightwear -----	8,873	2.46	-	-	-	-	-	-	6,537	2.37	-	-	-	-	-	-	-	-
Size of community: <sup>4</sup>																		
Metropolitan areas -----	26,048	2.76	2,199	2.76	9,988	2.96	1,607	2.64	7,718	2.63	-	-	343	2.58	-	-	2,696	2.62
Nonmetropolitan areas -----	63,673	2.45	-	-	3,093	2.81	5,668	2.41	48,393	2.43	2,985	2.35	1,115	2.67	1,120	2.45	-	-
Size of establishment:																		
20-249 workers -----	38,588	2.52	1,083	2.69	7,811	2.86	2,040	2.50	22,789	2.40	1,390	2.30	-	-	725	2.51	1,939	2.64
250 workers or more -----	51,133	2.56	2,089	2.85	5,270	3.02	5,235	2.45	33,322	2.49	2,753	2.41	-	-	-	-	-	-
Labor-management contract coverage:																		
Establishments with—																		
Majority of workers covered -----	34,769	2.79	2,951	2.82	11,423	2.95	2,413	2.71	14,606	2.69	-	-	1,298	2.70	-	-	790	2.96
None or minority of workers covered -----	54,952	2.38	-	-	1,658	2.72	4,862	2.34	41,505	2.37	3,411	2.35	-	-	-	-	1,906	2.49

<sup>1</sup> Excludes premium pay for overtime and for work on weekends, holidays, and late shifts.

<sup>2</sup> Includes data for the Mountain region in addition to those shown separately. For definitions of regions used in this or subsequent tables; see appendix B, table B-1, footnote 1.

<sup>3</sup> The production worker total above includes data for major products in addition to those shown separately.

<sup>4</sup> Standard Metropolitan Statistical Areas as defined by the U.S. Office of Management and Budget through April 1973.

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

**Table 2. Average hourly earnings and employment characteristics: Selected States and areas**

(Number and average straight-time hourly earnings,<sup>1</sup> and percent distribution of production workers in men's and boys' shirts (except work shirts) and nightwear manufacturing establishments by selected characteristics, selected States and areas,<sup>2</sup> June 1974)

States and areas	Number of workers	Average hourly earnings	Percent of production workers in establishments according to—									Labor-management contract coverage
			Major product			Production system		Size of community		Size of establishment		
			Dress shirts	Sport shirts	Nightwear	Bundle	Progressive bundle	Metropolitan	Non-metropolitan	20-249 workers	250 workers or more	
<b>States</b>												
Alabama .....	10,341	\$2.39	41	25	33	36	64	5	95	29	71	35-39
Arkansas .....	3,333	2.36	85	6	9	29	62	10	90	32	68	-
Georgia .....	10,683	2.65	54	46	-	24	71	18	82	33	67	35-39
Mississippi .....	6,559	2.43	28	63	9	55	45	-	100	56	44	10-14
New York .....	2,390	2.87	57	36	-	45	48	87	13	80	20	85-89
North Carolina .....	8,189	2.37	44	42	12	16	84	27	73	56	44	20-24
Pennsylvania .....	9,839	2.94	41	30	14	28	70	72	28	51	49	85-89
South Carolina .....	5,952	2.39	44	56	-	55	45	25	75	47	53	-
Tennessee .....	13,334	2.44	51	37	11	40	60	5	95	32	68	30-34
Virginia .....	3,037	2.45	16	72	12	18	82	14	86	34	66	20-24
<b>Areas<sup>2</sup></b>												
Allentown-Bethlehem-Easton, Pa .....	1,588	3.15	28	52	-	73	27	100	-	47	53	95+
Los Angeles-Long Beach, Calif .....	2,333	2.60	-	100	-	72	28	100	-	81	19	15-19
New York, N.Y. ....	1,292	2.90	25	62	-	62	30	100	-	100	-	95+
Pottsville-Shamokin, Pa .....	1,842	2.87	62	38	-	34	56	-	100	41	59	95-99

<sup>1</sup> Excludes premium pay for overtime and for work on weekends, holidays, and late shifts.

<sup>2</sup> For definition of areas, see footnote 1 in tables 26-29.

NOTE: Because of rounding, sums of individual items may not equal 100. Overall data may include major products or production systems in addition to those shown separately.



**Table 3. Earnings distribution: All establishments**

(Percent distribution of production workers in men's and boys' shirts (except work shirts) and nightwear manufacturing establishments by straight-time hourly earnings,<sup>1</sup> United States and selected regions, June 1974)

Hourly earnings	United States <sup>2</sup>			New England	Middle Atlantic	Border States	Southeast	Southwest	Great Lakes	Middle West	Pacific
	Total	Men	Women								
Total .....	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Under \$2.00 .....	0.2	0.1	0.3	-	0.1	1.3	0.2	-	0.8	0.5	-
\$2.00 and under \$2.05 .....	26.5	12.6	28.0	12.7	9.5	27.4	30.6	34.2	14.1	28.0	27.9
\$2.05 and under \$2.10 .....	2.8	1.4	2.9	2.7	2.5	2.9	2.8	3.2	3.4	3.1	2.2
\$2.10 and under \$2.15 .....	4.4	4.3	4.4	1.9	1.5	5.4	5.1	5.4	4.7	4.9	4.0
\$2.15 and under \$2.20 .....	3.0	1.7	3.1	1.7	1.7	2.7	3.2	4.6	3.4	3.2	3.3
\$2.20 and under \$2.25 .....	4.6	3.9	4.7	1.8	2.7	8.2	4.9	4.6	4.0	3.6	2.0
\$2.25 and under \$2.30 .....	3.8	3.3	3.9	3.4	2.3	3.4	4.2	4.1	3.8	3.6	4.9
\$2.30 and under \$2.35 .....	3.3	3.2	3.3	2.2	1.3	4.2	3.7	5.2	2.9	3.2	1.4
\$2.35 and under \$2.40 .....	3.2	2.2	3.3	1.9	2.0	2.5	3.6	4.4	2.5	4.7	2.6
\$2.40 and under \$2.45 .....	3.2	2.9	3.2	1.7	2.8	3.1	3.4	3.1	3.1	2.8	2.1
\$2.45 and under \$2.50 .....	2.6	2.5	2.6	2.1	1.9	2.2	3.0	2.1	2.7	2.7	1.0
\$2.50 and under \$2.60 .....	5.7	5.0	5.8	7.1	6.2	5.2	5.7	5.2	5.2	5.3	6.1
\$2.60 and under \$2.70 .....	6.0	5.9	6.0	9.1	9.5	5.5	5.1	6.9	5.9	6.6	5.1
\$2.70 and under \$2.80 .....	4.3	4.3	4.3	6.8	6.9	4.0	3.6	2.9	5.2	4.0	5.5
\$2.80 and under \$2.90 .....	4.8	5.2	4.7	8.4	6.1	4.3	4.4	1.9	10.7	8.3	3.9
\$2.90 and under \$3.00 .....	3.1	3.0	3.2	6.0	5.0	2.7	2.7	1.6	5.9	3.2	2.5
\$3.00 and under \$3.10 .....	3.0	3.4	2.9	5.2	4.5	2.8	2.5	2.2	3.5	2.6	4.0
\$3.10 and under \$3.20 .....	2.3	2.6	2.2	3.6	4.1	1.8	1.8	1.9	3.5	2.8	3.0
\$3.20 and under \$3.30 .....	2.2	2.6	2.2	3.3	4.3	2.1	1.7	1.6	3.2	1.8	3.1
\$3.30 and under \$3.40 .....	1.8	4.6	1.5	2.8	3.9	1.8	1.3	1.5	1.9	1.6	2.0
\$3.40 and under \$3.50 .....	1.5	2.2	1.4	2.1	3.3	.7	1.2	.7	1.6	.4	2.1
\$3.50 and under \$3.60 .....	1.2	2.5	1.1	2.4	2.4	1.0	.9	.6	1.1	.5	2.2
\$3.60 and under \$3.70 .....	.9	1.6	.8	1.6	2.2	.9	.6	.3	1.0	.6	1.7
\$3.70 and under \$3.80 .....	.9	1.4	.8	2.7	1.8	.6	.6	.4	1.2	.2	1.3
\$3.80 and under \$3.90 .....	.8	1.8	.7	.9	1.8	.5	.6	.4	1.0	.4	1.3
\$3.90 and under \$4.00 .....	.6	1.1	.5	1.7	1.3	.6	.4	.2	.5	.2	.6
\$4.00 and over .....	3.3	<sup>3</sup> 14.8	2.0	4.3	8.6	2.2	2.3	.9	3.0	1.2	4.6
Number of workers .....	89,721	9,145	80,576	3,172	13,081	7,275	56,111	4,143	1,458	1,294	2,696
Average hourly earnings <sup>1</sup> .....	\$2.54	\$2.95	\$2.49	\$2.80	\$2.92	\$2.46	\$2.46	\$2.37	\$2.65	\$2.46	\$2.62

<sup>1</sup> Excludes premium pay for overtime and for work on weekends, holidays, and late shifts.

<sup>2</sup> Includes data for the Mountain region in addition to those shown separately.

<sup>3</sup> Workers were distributed as follows: 4.9 percent at \$4 and under \$4.20; 2.6 percent at \$4.20 and under \$4.40; 1.7 percent at \$4.40 and under \$4.60; 1.3 percent at \$4.60 and under \$4.80; 0.9 percent at \$4.80 and under \$5; and 3.4 percent at \$5 and over.

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

**Table 4. Earnings distribution: By size of community**

(Percent distribution of production workers in men's and boys' shirts (except work shirts) and nightwear manufacturing establishments by straight-time hourly earnings,<sup>1</sup> United States and selected regions, June 1974)

Hourly earnings	United States <sup>2</sup>		New England	Middle Atlantic	Border States	Southeast	Southwest	Middle West			
	Metropolitan areas	Nonmetropolitan areas	Metropolitan areas	Metropolitan areas	Nonmetropolitan areas	Metropolitan areas	Nonmetropolitan areas	Metropolitan areas	Nonmetropolitan areas		
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0		
Under \$2.00	( <sup>3</sup> )	0.3	-	-	0.3	0.2	1.6	-	0.2	-	0.5
\$2.00 and under \$2.05	17.2	30.2	13.6	8.8	11.9	21.0	29.2	21.0	32.2	33.8	28.0
\$2.05 and under \$2.10	2.6	2.9	3.0	2.2	3.4	4.4	2.4	2.8	2.8	3.6	3.6
\$2.10 and under \$2.15	3.3	4.9	2.0	1.5	1.6	6.9	5.0	4.2	5.2	4.9	5.2
\$2.15 and under \$2.20	2.4	3.2	2.3	1.6	2.1	3.8	2.4	2.7	3.3	5.7	2.9
\$2.20 and under \$2.25	3.2	5.2	1.9	2.7	2.8	4.4	9.2	3.7	5.1	4.5	3.3
\$2.25 and under \$2.30	4.0	3.7	3.9	2.6	1.3	3.5	3.4	5.7	3.9	4.6	3.4
\$2.30 and under \$2.35	2.1	3.8	1.9	1.3	1.4	2.6	4.7	2.9	3.8	5.7	2.9
\$2.35 and under \$2.40	2.5	3.5	1.7	2.1	1.6	1.6	2.7	3.3	3.6	5.2	5.2
\$2.40 and under \$2.45	2.5	3.5	2.0	2.5	3.6	2.0	3.4	2.9	3.5	3.2	3.2
\$2.45 and under \$2.50	1.8	3.0	1.7	1.6	2.8	1.4	2.5	2.4	3.1	2.3	3.1
\$2.50 and under \$2.60	6.0	5.6	7.4	5.9	7.0	3.2	5.8	7.0	5.5	5.8	5.8
\$2.60 and under \$2.70	7.8	5.3	9.5	9.6	9.1	6.2	5.3	5.8	5.0	4.6	6.1
\$2.70 and under \$2.80	5.5	3.8	7.7	7.6	4.8	3.7	4.0	3.0	3.7	3.0	3.6
\$2.80 and under \$2.90	5.8	4.4	8.0	6.0	6.3	4.6	4.2	6.6	4.0	2.1	8.8
\$2.90 and under \$3.00	4.0	2.8	6.1	5.0	5.0	3.0	2.7	3.4	2.6	1.8	2.7
\$3.00 and under \$3.10	4.0	2.6	5.0	4.4	4.8	4.1	2.4	3.7	2.4	2.4	2.2
\$3.10 and under \$3.20	3.1	1.9	3.2	4.0	4.3	3.1	1.5	2.0	1.7	1.7	2.4
\$3.20 and under \$3.30	3.0	1.9	2.6	3.7	6.1	3.0	1.8	2.3	1.6	1.5	1.8
\$3.30 and under \$3.40	3.1	1.3	2.2	3.9	3.9	5.3	.8	2.2	1.2	.7	1.6
\$3.40 and under \$3.50	2.5	1.1	2.1	3.2	3.7	1.7	.4	2.2	1.0	.5	.4
\$3.50 and under \$3.60	2.0	.9	2.6	2.5	2.0	1.5	.8	1.7	.8	.5	.6
\$3.60 and under \$3.70	1.6	.6	1.4	2.3	1.6	.9	.9	.9	.5	.2	.4
\$3.70 and under \$3.80	1.5	.6	1.9	1.9	1.5	1.3	.4	1.1	.5	.4	.2
\$3.80 and under \$3.90	1.3	.6	1.0	2.0	1.0	.7	.5	.6	.6	( <sup>3</sup> )	.4
\$3.90 and under \$4.00	.9	.4	1.9	1.2	1.4	.6	.6	.6	.4	.2	.3
\$4.00 and over	6.6	2.0	3.4	9.9	4.7	5.2	1.3	5.4	1.9	.9	1.3
Number of workers	26,048	63,673	2,199	9,988	3,093	1,607	5,668	7,718	48,393	2,985	1,120
Average hourly earnings <sup>1</sup>	\$2.76	\$2.45	\$2.76	\$2.96	\$2.81	\$2.64	\$2.41	\$2.63	\$2.43	\$2.35	\$2.45

<sup>1</sup> Excludes premium pay for overtime and for work on weekends, holidays, and late shifts.

<sup>2</sup> Includes data for regions in addition to those shown separately.

<sup>3</sup> Less than 0.05 percent.

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

**Table 5. Earnings distribution: By labor-management contract coverage**

(Percent distribution of production workers in men's and boys' shirts (except work shirts) and nightwear manufacturing establishments by straight-time hourly earnings,<sup>1</sup> United States and selected regions, June 1974)

Hourly earnings	United States <sup>2</sup>		New England	Middle Atlantic		Border States		Southeast		Southwest	Great Lakes	Pacific	
	Majority of workers covered	None or minority of workers covered	Majority of workers covered	Majority of workers covered	None or minority of workers covered	Majority of workers covered	None or minority of workers covered	Majority of workers covered	None or minority of workers covered	None or minority of workers covered	Majority of workers covered	Majority of workers covered	None or minority of workers covered
Total .....	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Under \$2.00 .....	0.2	0.3	-	0.1	-	1.2	1.4	( <sup>3</sup> )	0.2	-	0.9	-	-
\$2.00 and under \$2.05 .....	15.5	33.4	12.7	8.6	15.7	12.5	34.7	20.7	34.1	32.8	12.6	11.5	34.6
\$2.05 and under \$2.10 .....	2.1	3.2	2.0	2.5	2.4	1.0	3.8	1.9	3.2	3.4	3.2	1.4	2.5
\$2.10 and under \$2.15 .....	2.1	5.9	1.6	1.4	1.8	3.2	6.5	2.2	6.1	5.6	3.9	3.2	4.3
\$2.15 and under \$2.20 .....	2.1	3.5	1.5	1.6	2.6	2.1	3.0	2.5	3.5	5.2	2.9	2.4	3.7
\$2.20 and under \$2.25 .....	2.9	5.7	1.8	2.3	5.4	5.9	9.3	3.2	5.5	4.8	2.5	.9	2.4
\$2.25 and under \$2.30 .....	2.5	4.7	3.5	2.0	4.6	1.7	4.3	2.6	4.7	4.5	3.4	2.3	5.9
\$2.30 and under \$2.35 .....	2.5	3.8	1.9	1.3	1.4	6.6	3.0	2.9	3.9	5.7	2.9	1.0	1.6
\$2.35 and under \$2.40 .....	2.6	3.6	1.6	2.0	2.5	2.2	2.7	3.5	3.6	5.0	2.7	2.0	2.9
\$2.40 and under \$2.45 .....	2.6	3.5	1.6	2.5	4.6	2.3	3.5	3.0	3.6	3.5	2.9	2.5	1.9
\$2.45 and under \$2.50 .....	2.4	2.8	2.0	1.8	2.7	1.8	2.5	3.0	3.0	2.3	2.9	1.3	.9
\$2.50 and under \$2.60 .....	5.9	5.7	6.7	5.8	8.8	5.9	4.9	6.1	5.5	5.9	5.5	4.4	6.8
\$2.60 and under \$2.70 .....	8.2	4.6	9.4	10.2	4.7	7.7	4.4	6.3	4.7	4.8	6.5	9.0	3.5
\$2.70 and under \$2.80 .....	5.7	3.4	7.0	7.0	6.3	5.5	3.2	4.7	3.3	3.0	5.5	7.0	4.8
\$2.80 and under \$2.90 .....	7.7	2.9	8.6	6.6	2.6	9.2	1.9	8.1	3.1	2.1	11.6	4.7	3.5
\$2.90 and under \$3.00 .....	4.4	2.4	6.3	5.2	4.2	4.3	2.0	3.6	2.4	1.8	6.4	3.2	2.3
\$3.00 and under \$3.10 .....	4.1	2.3	5.4	4.4	5.0	4.5	1.9	3.7	2.1	2.3	3.9	3.7	4.2
\$3.10 and under \$3.20 .....	3.3	1.6	3.7	4.2	3.6	2.5	1.5	2.7	1.4	1.8	3.7	4.9	2.2
\$3.20 and under \$3.30 .....	3.6	1.3	3.5	4.4	3.7	3.8	1.3	3.2	1.1	1.7	3.6	3.5	2.9
\$3.30 and under \$3.40 .....	3.3	.9	2.9	3.9	3.6	4.3	.6	2.8	.8	.9	2.0	3.7	1.3
\$3.40 and under \$3.50 .....	2.6	.7	2.2	3.5	1.6	1.1	.5	2.3	.8	.6	1.8	5.8	.5
\$3.50 and under \$3.60 .....	1.9	.7	2.5	2.5	1.3	2.0	.5	1.5	.7	.6	1.2	3.3	1.7
\$3.60 and under \$3.70 .....	1.6	.5	1.7	2.2	1.9	1.7	.5	1.0	.4	.3	1.1	3.5	.9
\$3.70 and under \$3.80 .....	1.5	.5	2.9	1.8	1.6	1.1	.3	1.1	.4	.4	1.3	2.0	1.0
\$3.80 and under \$3.90 .....	1.4	.4	.9	1.8	1.4	1.0	.3	1.3	.3	( <sup>3</sup> )	1.2	2.5	.7
\$3.90 and under \$4.00 .....	1.1	.2	1.8	1.4	.4	1.6	.1	.8	.4	.1	.6	1.5	.2
\$4.00 and over .....	6.1	1.6	4.4	9.1	5.5	3.4	1.6	5.0	1.4	.9	3.2	8.7	2.9
Number of workers .....	34,769	54,952	2,951	11,423	1,658	2,413	4,862	14,606	41,505	3,411	1,298	790	1,906
Average hourly earnings <sup>1</sup> .....	\$2.78	\$2.38	\$2.82	\$2.95	\$2.72	\$2.71	\$2.34	\$2.69	\$2.37	\$2.35	\$2.70	\$2.96	\$2.49

<sup>1</sup> Excludes premium pay for overtime and for work on weekend, holidays, and late shifts.  
<sup>2</sup> Includes data for regions in addition to those shown separately.  
<sup>3</sup> Less than 0.05 percent.

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

**Table 6. Earnings distribution: Dress shirts**

(Percent distribution of production workers by straight-time hourly earnings,<sup>1</sup> United States and selected regions, June 1974)

Hourly earnings	United States <sup>2</sup>			New England	Middle Atlantic	Border States	Southeast	Southwest	Great Lakes
	Total	Men	Women						
Total .....	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Under \$2.00 .....	0.2	-	0.2	-	-	-	0.2	-	0.9
\$2.00 and under \$2.05 .....	24.4	10.0	26.1	11.4	10.1	17.5	28.9	33.1	14.5
\$2.05 and under \$2.10 .....	2.9	1.5	3.1	2.0	4.2	1.4	2.7	3.3	3.6
\$2.10 and under \$2.15 .....	4.1	3.0	4.2	1.8	2.2	4.0	4.5	5.5	4.9
\$2.15 and under \$2.20 .....	2.7	1.5	2.9	1.6	1.8	2.4	2.9	3.6	3.3
\$2.20 and under \$2.25 .....	3.6	3.3	3.6	2.0	2.2	1.7	4.1	4.9	4.1
\$2.25 and under \$2.30 .....	3.2	2.8	3.2	3.4	2.3	2.2	3.3	3.7	3.9
\$2.30 and under \$2.35 .....	3.3	3.5	3.3	1.8	1.4	6.2	3.5	5.3	3.0
\$2.35 and under \$2.40 .....	3.0	1.5	3.2	1.6	2.3	1.6	3.2	4.2	2.5
\$2.40 and under \$2.45 .....	2.9	2.5	2.9	1.6	2.0	3.2	3.1	3.3	3.0
\$2.45 and under \$2.50 .....	2.5	1.8	2.6	1.9	2.0	1.8	2.8	2.2	2.6
\$2.50 and under \$2.60 .....	5.3	4.5	5.4	5.6	5.6	4.7	5.3	5.6	5.2
\$2.60 and under \$2.70 .....	6.3	6.1	6.3	9.8	7.6	6.3	5.5	7.4	5.6
\$2.70 and under \$2.80 .....	4.6	4.0	4.6	7.1	7.2	4.6	3.9	3.1	4.7
\$2.80 and under \$2.90 .....	5.7	6.8	5.6	7.2	6.7	9.1	5.3	1.9	10.8
\$2.90 and under \$3.00 .....	3.6	3.3	3.6	6.2	5.6	3.0	3.0	1.7	5.9
\$3.00 and under \$3.10 .....	3.3	3.0	3.3	5.8	4.5	5.0	2.7	2.3	3.4
\$3.10 and under \$3.20 .....	2.6	2.5	2.7	4.1	4.4	2.8	2.1	2.0	3.6
\$3.20 and under \$3.30 .....	2.8	2.5	2.8	4.0	4.8	3.9	2.3	1.6	3.1
\$3.30 and under \$3.40 .....	2.4	6.5	1.9	3.1	4.1	4.6	1.8	1.6	2.0
\$3.40 and under \$3.50 .....	1.8	2.1	1.8	2.5	2.9	1.3	1.6	.8	1.7
\$3.50 and under \$3.60 .....	1.3	2.3	1.2	2.6	1.8	2.1	1.1	.6	1.2
\$3.60 and under \$3.70 .....	1.0	1.4	1.0	1.9	1.9	1.7	.8	.3	1.0
\$3.70 and under \$3.80 .....	1.0	1.3	1.0	3.3	1.6	1.5	.7	.4	1.2
\$3.80 and under \$3.90 .....	.9	2.6	.8	1.0	1.8	1.1	.8	.4	1.1
\$3.90 and under \$4.00 .....	.7	1.1	.6	1.7	1.2	1.7	.4	.2	.6
\$4.00 and over .....	4.0	<sup>3</sup> 18.6	2.3	5.1	7.8	4.8	3.4	.9	2.8
Number of workers .....	41,358	4,318	37,040	2,445	6,205	1,988	25,428	3,631	1,374
Average hourly earnings <sup>1</sup> .....	\$2.60	\$3.07	\$2.55	\$2.85	\$2.88	\$2.73	\$2.53	\$2.39	\$2.65

<sup>1</sup> Excludes premium pay for overtime and for work on weekends, holidays, and late shifts.

<sup>2</sup> Includes data for regions in addition to those shown separately.

<sup>3</sup> Workers were distributed as follows: 6.7 percent at \$4 and under \$4.20; 2.9 percent at \$4.20 and under \$4.40; 2.1 percent at \$4.40 and under \$4.60; 1.7 percent at \$4.60 and under \$4.80; 1.2 percent at \$4.80 and under \$5; and 4.1 percent at \$5 and over.

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

**Table 7. Earnings distribution: Sport shirts**

(Percent distribution of production workers by straight-time hourly earnings,<sup>1</sup> United States and selected regions, June 1974)

Hourly earnings	United States <sup>2</sup>			Middle Atlantic	Border States	Southeast	Middle West
	Total	Men	Women				
Total .....	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Under \$2.00 .....	0.3	0.3	0.3	0.2	1.5	0.2	0.6
\$2.00 and under \$2.05 .....	27.9	16.0	29.2	6.8	34.8	30.3	25.5
\$2.05 and under \$2.10 .....	2.9	1.4	3.0	1.2	3.8	3.0	2.9
\$2.10 and under \$2.15 .....	5.4	6.6	5.3	1.1	6.8	6.1	5.6
\$2.15 and under \$2.20 .....	3.3	2.2	3.4	2.1	3.1	3.5	3.6
\$2.20 and under \$2.25 .....	6.0	5.5	6.1	2.8	10.4	6.4	4.0
\$2.25 and under \$2.30 .....	4.4	4.0	4.5	2.8	4.3	4.7	3.9
\$2.30 and under \$2.35 .....	3.6	2.8	3.6	1.3	3.3	4.1	3.3
\$2.35 and under \$2.40 .....	3.1	2.5	3.2	1.8	2.8	3.4	2.7
\$2.40 and under \$2.45 .....	3.5	3.2	3.6	4.3	3.3	3.7	2.8
\$2.45 and under \$2.50 .....	2.7	2.6	2.7	1.8	2.5	3.1	2.6
\$2.50 and under \$2.60 .....	6.1	4.9	6.2	6.4	4.9	6.1	5.2
\$2.60 and under \$2.70 .....	5.8	5.5	5.9	13.8	4.4	4.9	7.1
\$2.70 and under \$2.80 .....	3.9	4.2	3.9	6.8	3.1	3.5	4.0
\$2.80 and under \$2.90 .....	4.0	4.0	4.0	6.0	1.9	3.7	9.6
\$2.90 and under \$3.00 .....	2.6	2.5	2.6	3.2	2.1	2.4	3.8
\$3.00 and under \$3.10 .....	2.6	3.7	2.5	3.8	1.7	2.4	3.0
\$3.10 and under \$3.20 .....	1.9	2.6	1.8	3.5	1.1	1.6	2.8
\$3.20 and under \$3.30 .....	1.5	2.8	1.4	3.7	1.0	1.1	1.8
\$3.30 and under \$3.40 .....	1.3	2.5	1.2	3.9	.5	1.0	1.9
\$3.40 and under \$3.50 .....	1.1	1.6	1.0	3.2	.2	.9	.2
\$3.50 and under \$3.60 .....	1.1	2.5	1.0	3.5	.4	.8	.5
\$3.60 and under \$3.70 .....	.6	1.1	.6	2.1	.5	.3	.6
\$3.70 and under \$3.80 .....	.7	1.9	.6	2.4	.2	.5	.2
\$3.80 and under \$3.90 .....	.7	1.1	.6	1.6	.3	.5	.4
\$3.90 and under \$4.00 .....	.5	1.0	.4	1.3	.1	.4	.3
\$4.00 and over .....	2.3	<sup>3</sup> 11.1	1.4	8.5	1.1	1.4	1.5
Number of workers .....	37,456	3,658	33,798	3,878	4,492	23,962	1,007
Average hourly earnings <sup>1</sup> .....	\$2.47	\$2.81	\$2.43	\$2.94	\$2.31	\$2.40	\$2.48

<sup>1</sup> Excludes premium pay for overtime and for work on weekends, holidays, and late shifts.

<sup>2</sup> Includes data for regions in addition to those shown separately.

<sup>3</sup> Workers were distributed as follows: 2.9 percent at \$4 and under \$4.20; 2.3 percent at \$4.20 and under \$4.40; 1.6 percent at \$4.40 and under \$4.60; 0.8 percent at \$4.60 and under \$4.80; 0.4 percent at \$4.80 and under \$5; and 3.2 percent at \$5 and over.

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

**Table 8. Earnings distribution: Nightwear**

(Percent distribution of production workers by straight-time hourly earnings, <sup>1</sup> United States and Southeast, June 1974)

Hourly earnings	United States <sup>2</sup>			Southeast
	Total	Men	Women	
Total .....	100,0	100,0	100,0	100,0
Under \$ 2,00 .....	( <sup>3</sup> )	-	( <sup>3</sup> )	-
\$ 2,00 and under \$ 2,05 .....	33,7	11,5	36,1	38,8
\$ 2,05 and under \$ 2,10 .....	2,3	1,0	2,4	2,7
\$ 2,10 and under \$ 2,15 .....	2,9	2,9	2,9	3,6
\$ 2,15 and under \$ 2,20 .....	3,3	1,5	3,5	3,1
\$ 2,20 and under \$ 2,25 .....	3,8	.9	4,1	2,6
\$ 2,25 and under \$ 2,30 .....	4,4	4,0	4,4	4,9
\$ 2,30 and under \$ 2,35 .....	2,8	4,8	2,6	2,9
\$ 2,35 and under \$ 2,40 .....	4,9	4,5	5,0	5,9
\$ 2,40 and under \$ 2,45 .....	3,6	3,4	3,6	3,9
\$ 2,45 and under \$ 2,50 .....	2,8	5,6	2,5	3,1
\$ 2,50 and under \$ 2,60 .....	5,7	7,7	5,5	5,5
\$ 2,60 and under \$ 2,70 .....	4,6	7,1	4,4	4,2
\$ 2,70 and under \$ 2,80 .....	4,0	4,9	3,8	3,4
\$ 2,80 and under \$ 2,90 .....	3,6	3,6	3,6	3,6
\$ 2,90 and under \$ 3,00 .....	3,3	2,4	3,4	2,3
\$ 3,00 and under \$ 3,10 .....	2,8	3,6	2,7	2,2
\$ 3,10 and under \$ 3,20 .....	1,9	2,4	1,9	1,3
\$ 3,20 and under \$ 3,30 .....	1,8	2,2	1,8	1,2
\$ 3,30 and under \$ 3,40 .....	1,3	3,8	1,0	.6
\$ 3,40 and under \$ 3,50 .....	.7	2,0	.6	.4
\$ 3,50 and under \$ 3,60 .....	.7	2,2	.5	.6
\$ 3,60 and under \$ 3,70 .....	1,1	4,1	.8	.8
\$ 3,70 and under \$ 3,80 .....	.5	.3	.5	.3
\$ 3,80 and under \$ 3,90 .....	.5	1,1	.4	.3
\$ 3,90 and under \$ 4,00 .....	.4	.5	.4	.3
\$ 4,00 and under \$ 4,10 .....	.7	2,3	.5	.4
\$ 4,10 and under \$ 4,20 .....	.1	1,0	.0	.2
\$ 4,20 and under \$ 4,30 .....	.3	1,5	.1	.3
\$ 4,30 and under \$ 4,40 .....	.2	.1	.2	( <sup>3</sup> )
\$ 4,40 and under \$ 4,50 .....	.2	.3	.2	-
\$ 4,50 and over .....	1,2	6,7	.6	.7
Number of workers .....	8, 873	871	8, 002	6, 537
Average hourly earnings <sup>1</sup> .....	\$ 2.46	\$ 2.88	\$ 2.41	\$ 2.37

<sup>1</sup> Excludes premium pay for overtime and for work on weekends, holidays, and late shifts.

<sup>2</sup> Includes data for regions in addition to the Southeast.

<sup>3</sup> Less than 0.05 percent.

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

**Table 9. Occupational averages: All establishments**

(Number and average straight-time hourly earnings<sup>1</sup> of production workers in selected occupations in men's and boys' shirts (except work shirts) and nightwear manufacturing establishments, United States and selected regions, June 1974)

Occupation	United States <sup>2</sup>		New England		Middle Atlantic		Border States		Southeast		Southwest		Great Lakes		Middle West		Pacific	
	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings
<u>Cutting room</u>																		
Assemblers (167 men, 1,029 women).....	1,196	\$2.48	17	\$2.79	117	\$3.00	107	\$2.32	763	\$2.45	44	\$2.31	-	-	-	-	57	\$2.51
Clicker-machine operators (271 men, 120 women).....	391	3.25	6	3.67	60	4.04	20	3.14	254	3.15	20	2.66	12	\$3.38	6	\$2.66	-	-
Cutters, machine (759 men, 73 women).....	832	3.58	19	4.13	155	4.20	54	3.68	468	3.36	47	2.84	11	4.12	13	3.30	58	4.00
Markers (287 men, 128 women).....	415	3.31	-	-	58	4.17	22	3.30	272	3.19	27	2.44	10	3.68	8	2.94	6	3.70
Spreaders (950 men, 174 women).....	1,124	2.85	30	3.31	181	3.19	75	2.71	713	2.78	48	2.66	23	2.99	20	2.60	25	2.84
<u>Sewing department</u>																		
Collar pointers (9 men, 671 women).....	680	2.49	-	-	80	3.01	27	2.82	508	2.40	33	2.18	18	2.48	6	2.37	-	-
Collar top trimmers (3 men, 408 women).....	411	2.45	7	2.44	47	2.61	43	2.32	275	2.43	11	2.69	-	-	-	-	16	2.42
Inspectors, intermediate (inspector of parts) (6 men, 909 women).....	915	2.41	-	-	82	2.75	52	2.63	651	2.34	51	2.17	36	2.75	15	2.51	10	2.04
Loaders, machine (5 men, 1,429 women).....	1,434	2.54	-	-	133	2.71	-	-	893	2.51	-	-	-	-	-	-	-	-
Sewing-machine operators <sup>3</sup> (92 men, 49,725 women).....	49,817	2.49	1,920	2.76	6,773	2.87	4,363	2.41	31,290	2.41	2,372	2.34	556	2.64	823	2.41	1,520	2.63
Dress shirts (64 men, 21,031 women).....	21,095	2.54	1,439	2.83	2,851	2.80	1,130	2.66	13,369	2.46	1,778	2.35	369	2.53	-	-	-	-
Nightwear (all women).....	5,131	2.46	-	-	-	-	-	-	3,609	2.37	-	-	-	-	-	-	-	-
Sport shirts (27 men, 21,295 women).....	21,322	2.44	-	-	1,913	2.87	2,861	2.28	13,456	2.39	-	-	-	-	605	2.40	1,520	2.63
Underpressers, hand (19 men, 189 women).....	208	2.52	-	-	40	2.84	8	2.75	127	2.34	-	-	-	-	-	-	25	2.87
Underpressers, machine (45 men, 478 women).....	523	2.62	-	-	94	2.89	-	-	322	2.63	62	3.18	-	-	-	-	-	-
<u>Finishing department</u>																		
Baggers and boxers (123 men, 2,066 women).....	2,189	2.43	66	2.59	333	2.74	156	2.40	1,408	2.37	133	2.30	19	2.48	13	2.67	42	2.31
Folders, garment (all women).....	2,943	2.62	-	-	346	2.99	175	2.62	2,109	2.55	103	2.47	-	-	29	2.54	77	2.67
Hand.....	1,461	2.67	-	-	210	3.18	105	2.52	965	2.56	56	2.44	-	-	-	-	50	2.81
Machine.....	854	2.56	-	-	84	2.78	35	2.95	655	2.48	-	-	-	-	-	-	-	-
Hand and machine.....	628	2.59	-	-	52	2.52	-	-	489	2.61	-	-	-	-	-	-	-	-
Garment repairmen (5 men, 649 women).....	654	2.42	-	-	66	2.90	43	2.39	380	2.33	49	2.23	20	2.74	15	2.50	-	-
Inspectors, final (inspect only) (all women).....	365	2.61	-	-	57	2.56	21	2.38	203	2.61	31	2.30	-	-	-	-	10	2.73
Inspectors, final (and thread trimmers) (1 man, 2,787 women).....	2,788	2.40	182	2.49	276	2.77	275	2.44	1,777	2.33	125	2.44	46	2.64	39	2.28	55	2.49
Pressers, finish, hand (25 men, 2,281 women).....	2,306	2.53	108	2.90	367	3.11	131	2.62	1,502	2.33	74	2.33	-	-	43	2.85	59	3.01
Pressers, finish, machine (15 men, 1,150 women).....	1,165	2.86	135	2.78	127	3.23	30	3.81	697	2.85	73	2.47	33	2.63	-	-	-	-
Pressers, finish, hand and machine (7 men, 364 women).....	371	2.43	-	-	-	-	107	2.38	187	2.40	-	-	-	-	-	-	-	-
Thread trimmers (1 man, 369 women).....	370	2.53	-	-	118	2.91	22	2.42	82	2.37	53	2.30	-	-	-	-	76	2.36
<u>Miscellaneous</u>																		
Janitors (616 men, 213 women).....	829	2.31	23	2.66	125	2.67	53	2.23	507	2.23	48	2.16	19	2.69	10	2.27	39	2.29
Repairmen, sewing-machine (all men).....	860	3.86	22	4.15	117	4.16	64	3.54	555	3.82	48	3.71	19	4.07	15	3.50	14	4.43
Shipping clerks (290 men, 43 women).....	333	3.13	-	-	96	3.68	10	3.13	162	2.88	14	2.64	11	2.83	-	-	25	3.22
Stock clerks (supply clerks) (273 men, 64 women).....	337	2.64	-	-	69	2.96	19	2.74	174	2.57	32	2.36	-	-	-	-	-	-
Work distributors (540 men, 1,676 women).....	2,216	2.40	46	2.70	282	2.71	165	2.45	1,384	2.33	144	2.29	50	2.46	27	2.42	108	2.35

<sup>1</sup> Excludes premium pay for overtime and for work on weekends, holidays, and late shifts.

<sup>2</sup> Includes data for the Mountain region in addition to those shown separately.

<sup>3</sup> Includes workers in classification in addition to those shown separately.

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

**Table 10. Occupational averages: By labor-management contract coverage**

(Number and average straight-time hourly earnings<sup>1</sup> of production workers in selected occupations in men's and boys' shirts (except work shirts) and nightwear manufacturing establishments, United States and selected regions, June 1974)

Occupation	United States <sup>2</sup>				Middle Atlantic			
	Establishments with—							
	Majority covered		None or minority covered		Majority covered		None or minority covered	
	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings
Assemblers .....	346	\$2.90	850	\$2.31	95	\$3.17	22	\$2.27
Baggers and boxers .....	770	2.72	1,419	2.27	306	2.74	27	2.70
Clicker-machine operators .....	178	3.95	213	2.66	57	4.08	-	-
Collar pointers .....	251	2.85	429	2.27	77	3.00	-	-
Collar top trimmers .....	127	2.52	284	2.41	44	2.62	-	-
Cutters, machine .....	321	4.02	511	3.30	140	4.17	15	4.51
Folders, garment .....	1,077	2.98	1,866	2.41	321	3.01	25	2.65
Hand .....	450	3.15	1,011	2.45	209	3.19	-	-
Machine .....	476	2.77	378	2.29	-	-	-	-
Hand and machine .....	151	3.09	477	2.43	-	-	-	-
Garment repairmen .....	243	2.71	411	2.25	62	2.90	-	-
Inspectors, final (inspect only) .....	176	2.81	189	2.43	50	2.64	-	-
Inspectors, final (and thread trimmers) .....	907	2.61	1,881	2.31	222	2.83	54	2.54
Inspectors, intermediate (inspector of parts) .....	310	2.62	605	2.31	54	2.95	-	-
Janitors .....	328	2.56	501	2.15	107	2.72	-	-
Loaders, machine .....	966	2.62	468	2.37	121	2.70	-	-
Markers .....	178	3.84	237	2.90	57	4.17	-	-
Pressers, finish, hand .....	689	3.05	1,617	2.31	303	3.25	64	2.49
Pressers, finish, machine .....	605	3.02	560	2.68	118	3.22	9	3.43
Repairmen, sewing machine .....	325	4.05	535	3.74	100	4.22	17	3.87
Sewing-machine operators <sup>3</sup> .....	18,353	2.70	31,464	2.37	5,833	2.88	940	2.80
Dress shirts .....	11,303	2.70	9,792	2.35	2,558	2.82	293	2.63
Nightwear .....	1,698	2.61	3,433	2.39	-	-	-	-
Sport shirts .....	3,955	2.65	17,367	2.39	1,642	2.86	-	-
Shipping clerks .....	144	3.43	189	2.90	92	3.69	-	-
Spreaders .....	473	3.28	651	2.53	179	3.19	-	-
Stock clerks (supply clerks) .....	140	2.90	197	2.45	62	3.00	-	-
Thread trimmers .....	204	2.72	166	2.29	107	2.96	-	-
Underpressers, hand .....	70	3.00	138	2.28	35	2.96	-	-
Underpressers, machine .....	296	2.84	227	2.33	94	2.89	-	-
Work distributors .....	920	2.64	1,296	2.23	256	2.75	26	2.33

See footnotes at end of table.

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**Table 10. Occupational averages: By labor-management contract coverage—Continued**

(Number and average straight-time hourly earnings<sup>1</sup> of production workers in selected occupations in men's and boys' shirts (except work shirts) and nightwear manufacturing establishments, United States and selected regions, June 1974)

Occupation	Border States				Southeast				Southwest	
	Establishments with—									
	Majority covered		None or minority covered		Majority covered		None or minority covered		None or minority covered	
	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings
Assemblers.....	21	\$2.79	86	\$2.21	183	\$2.81	580	\$2.34	42	\$2.33
Baggers and boxers.....	46	2.76	110	2.24	297	2.73	1,111	2.27	101	2.23
Clicker-machine operators.....	8	3.43	12	2.94	85	4.07	169	2.69	14	2.39
Collar pointers.....	14	3.10	13	2.52	128	2.82	380	2.26	27	2.20
Collar top trimmers.....	16	2.43	-	-	49	2.49	226	2.42	11	2.69
Cutters, machine.....	22	4.19	32	3.32	106	3.76	362	3.24	39	2.72
Folders, garment.....	71	2.97	104	2.38	532	2.96	1,577	2.41	77	2.37
Hand.....	-	-	74	2.32	-	-	827	2.45	56	2.44
Machine.....	35	2.95	-	-	306	2.71	349	2.27	-	-
Hand and machine.....	-	-	-	-	88	3.43	401	2.43	-	-
Garment repairmen.....	14	2.60	29	2.28	111	2.55	269	2.24	47	2.21
Inspectors, final (inspect only).....	9	2.51	-	-	53	3.02	150	2.47	13	2.23
Inspectors, final (and thread trimmers).....	59	2.63	216	2.39	364	2.51	1,413	2.28	123	2.44
Inspectors, intermediate (inspector of parts).....	52	2.63	-	-	143	2.41	508	2.32	51	2.17
Janitors.....	15	2.37	38	2.17	146	2.46	361	2.13	40	2.19
Loaders, machine.....	-	-	-	-	-	-	437	2.37	-	-
Markers.....	11	3.37	11	3.23	86	3.76	186	2.92	25	2.35
Pressers, finish, hand.....	59	2.83	-	-	177	2.80	1,325	2.27	74	2.33
Pressers, finish, machine.....	14	3.71	-	-	276	3.13	421	2.67	71	2.44
Repairmen, sewing machine.....	26	3.67	38	3.45	141	4.00	414	3.77	42	3.77
Sewing-machine operators <sup>3</sup> .....	1,291	2.64	3,072	2.31	7,680	2.58	23,610	2.36	1,932	2.34
Dress shirts.....	812	2.71	318	2.55	5,738	2.65	7,631	2.32	1,338	2.35
Nightwear.....	-	-	-	-	-	-	2,862	2.35	-	-
Sport shirts.....	107	2.32	2,754	2.28	1,036	2.34	12,420	2.39	-	-
Shipping clerks.....	-	-	9	3.09	26	2.85	136	2.88	12	2.53
Spreaders.....	21	3.25	54	2.51	198	3.38	515	2.55	38	2.56
Stock clerks (supply clerks).....	-	-	8	2.43	54	2.72	120	2.50	32	2.36
Thread trimmers.....	22	2.42	-	-	27	2.46	55	2.33	-	-
Underpressers, hand.....	8	2.75	-	-	-	-	121	2.28	-	-
Underpressers, machine.....	-	-	-	-	130	3.04	192	2.34	34	2.23
Work distributors.....	88	2.62	77	2.26	399	2.59	985	2.23	112	2.20

<sup>1</sup> Excludes premium pay for overtime and for work on weekends, holidays, and late shifts.

<sup>2</sup> Includes data for regions in addition to those shown separately.

<sup>3</sup> Includes workers in classification in addition to those shown separately.

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

**Table 11. Occupational averages: By labor-management contract coverage and major product—Dress shirts**(Number and average straight-time hourly earnings<sup>1</sup> of production workers in selected occupations, United States and selected regions, June 1974)

Occupation	United States <sup>2</sup>				New England		Middle Atlantic		Border States		Southeast		Southwest		Great Lakes			
	Establishments with—																	
	Majority covered		None or minority covered		Majority covered		Majority covered		Majority covered		Majority covered		None or minority covered		None or minority covered		Majority covered	
	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings
Baggers and boxers .....	418	\$2.71	499	\$2.19	36	\$2.66	95	\$2.64	35	\$2.73	204	\$2.79	397	\$2.18	83	\$2.23	16	\$2.57
Cutters, machine .....	201	4.02	139	3.30	11	4.21	76	4.15	14	4.25	82	3.90	85	3.28	32	2.74	10	4.00
Folders, garment .....	789	2.99	644	2.30	-	-	137	2.94	37	2.93	501	3.00	544	2.29	77	2.37	-	-
Hand .....	234	3.23	317	2.30	-	-	55	3.33	-	-	-	-	260	2.27	56	2.44	-	-
Machine .....	434	2.81	115	2.46	-	-	-	-	-	-	286	2.75	110	2.48	-	-	-	-
Hand and machine .....	121	3.19	212	2.22	-	-	-	-	-	-	88	3.43	174	2.21	-	-	-	-
Inspectors, final (and thread trimmers) .....	652	2.63	641	2.30	172	2.50	133	2.81	37	2.41	273	2.65	478	2.28	92	2.48	35	2.76
Pressers, finish, hand .....	444	2.87	427	2.36	85	2.80	115	3.02	-	-	177	2.80	350	2.35	-	-	-	-
Repairmen, sewing machine .....	246	4.00	198	3.67	21	4.10	61	4.06	13	3.79	128	4.00	151	3.65	39	3.75	-	-
Sewing-machine operators .....	11,855	2.69	10,131	2.34	1,439	2.83	2,946	2.79	702	2.70	5,879	2.64	7,700	2.31	1,594	2.35	449	2.67
Spreaders .....	266	3.55	193	2.69	16	3.58	84	3.41	10	3.00	131	3.77	150	2.70	27	2.75	15	3.14
Work distributors .....	523	2.73	529	2.22	41	2.72	90	2.90	59	2.66	275	2.69	369	2.22	99	2.20	26	2.78

<sup>1</sup> Excludes premium pay for overtime and for work on weekends, holidays, and late shifts.<sup>2</sup> 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 12. Occupational averages: By labor-management contract coverage and major product—Sport shirts**(Number and average straight-time hourly earnings<sup>1</sup> of production workers in selected occupations, United States and selected regions, June 1974)

Occupation	United States <sup>2</sup>				Middle Atlantic		Border States		Southeast				Pacific			
	Establishments with—															
	Majority covered		None or minority covered		Majority covered		None or minority covered		Majority covered		None or minority covered		Majority covered		None or minority covered	
	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings
Baggers and boxers.....	240	\$2.70	764	\$2.30	157	\$2.65	110	\$2.24	46	\$2.85	579	\$2.31	11	\$2.72	31	\$2.17
Cutters, machine.....	73	4.18	288	3.30	41	4.17	28	3.20	8	4.19	199	3.18	12	4.54	46	3.86
Folders, garment <sup>3</sup> .....	164	2.91	1,088	2.47	94	3.19	104	2.38	-	-	899	2.46	24	2.95	53	2.55
Hand.....	125	3.09	560	2.52	94	3.19	74	2.32	-	-	433	2.55	10	3.76	40	2.58
Machine.....	39	2.32	263	2.22	-	-	-	-	-	-	239	2.18	-	-	-	-
Inspectors, final (and thread trimmers).....	140	2.58	1,022	2.30	51	2.83	192	2.43	-	-	741	2.25	-	-	31	2.18
Pressers, finish, hand.....	126	3.31	808	2.30	77	3.25	-	-	-	-	653	2.23	19	3.88	40	2.60
Repairmen, sewing machine.....	38	4.38	287	3.74	17	4.76	36	3.41	-	-	224	3.78	-	-	6	4.23
Sewing-machine operators.....	3,834	2.67	17,816	2.39	1,592	2.89	2,754	2.28	978	2.35	12,964	2.40	419	3.05	1,101	2.46
Spreaders.....	105	3.02	374	2.49	56	2.86	50	2.47	19	3.16	290	2.51	14	3.24	-	-
Work distributors.....	200	2.53	683	2.23	82	2.63	75	2.27	-	-	541	2.22	-	-	44	2.21

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

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

**Table 13. Occupational averages: By size of community**

(Number and average straight-time hourly earnings<sup>1</sup> of production workers in selected occupations in men's and boys' shirts (except work shirts) and nightwear manufacturing establishments, United States and selected regions, June 1974)

Occupation	United States <sup>2</sup>				Middle Atlantic			
	Metropolitan areas		Nonmetropolitan areas		Metropolitan areas		Nonmetropolitan areas	
	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings
Assemblers.....	361	\$2.66	835	\$2.41	84	\$3.15	33	\$2.64
Baggers and boxers.....	583	2.59	1,606	2.37	258	2.77	75	2.64
Clicker-machine operators.....	138	3.81	253	2.95	53	4.02	7	4.16
Collar pointers.....	153	2.79	527	2.40	59	3.01	21	3.01
Collar top trimmers.....	85	2.50	326	2.43	36	2.64	11	2.50
Cutters, machine.....	315	4.07	517	3.28	136	4.24	19	3.89
Folders, garment <sup>3</sup> .....	706	2.80	2,237	2.56	241	3.03	105	2.89
Hand.....	368	2.91	1,093	2.58	149	3.17	61	3.22
Machine.....	274	2.69	580	2.50	-	-	-	-
Garment repairmen.....	166	2.57	488	2.37	50	2.91	16	2.85
Inspectors, final (inspect only).....	132	2.68	233	2.57	41	2.67	16	2.28
Inspectors, final (and thread trimmers).....	628	2.55	2,160	2.36	196	2.82	80	2.65
Inspectors, intermediate (inspector of parts).....	145	2.56	770	2.38	40	2.97	42	2.55
Janitors.....	260	2.51	569	2.23	92	2.76	33	2.42
Markers.....	112	4.05	303	3.03	49	4.20	9	3.99
Pressers, finish, hand.....	632	2.94	1,674	2.38	243	3.31	124	2.72
Pressers, finish, machine.....	421	2.93	744	2.82	102	3.19	-	-
Repairmen, sewing machine.....	208	4.31	652	3.71	83	4.23	34	4.01
Sewing-machine operators <sup>3</sup> .....	13,955	2.69	35,862	2.42	5,019	2.90	1,754	2.77
Dress shirts.....	6,466	2.74	14,629	2.45	2,238	2.83	613	2.69
Nightwear.....	1,042	2.66	4,089	2.41	-	-	-	-
Sport shirts.....	5,201	2.57	16,121	2.40	1,260	2.90	653	2.83
Shipping clerks.....	148	3.52	185	2.82	79	3.75	17	3.33
Spreaders.....	315	3.18	809	2.72	151	3.14	30	3.45
Stock clerks (supply clerks).....	103	2.70	234	2.61	32	2.83	-	-
Thread trimmers.....	230	2.59	140	2.42	92	2.89	-	-
Underpressers, hand.....	78	2.87	130	2.32	34	2.95	-	-
Underpressers, machine.....	133	2.78	390	2.57	60	2.93	34	2.80
Work distributors.....	714	2.51	1,502	2.35	227	2.73	55	2.63

See footnotes at end of table.

**Table 13. Occupational averages: By size of community—Continued**

(Number and average straight-time hourly earnings<sup>1</sup> of production workers in selected occupations in men's and boys' shirts (except work shirts) and nightwear manufacturing establishments, United States and selected regions, June 1974)

Occupation	Border States				Southeast				Southwest	
	Metropolitan areas		Nonmetropolitan areas		Metropolitan areas		Nonmetropolitan areas		Nonmetropolitan areas	
	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings
Assemblers.....	22	\$2.49	85	\$2.28	140	\$2.61	623	\$2.42	40	\$2.32
Baggers and boxers.....	15	2.59	141	2.37	156	2.47	1,252	2.35	98	2.23
Clicker-machine operators.....	7	3.34	13	3.03	53	3.98	201	2.94	11	2.28
Collar pointers.....	-	-	18	2.96	64	2.78	444	2.35	23	2.17
Collar top trimmers.....	-	-	-	-	15	2.37	260	2.43	8	2.58
Cutters, machine.....	19	4.49	35	3.23	61	4.00	407	3.26	27	2.75
Folders, garment <sup>3</sup> .....	-	-	149	2.66	295	2.67	1,814	2.52	74	2.38
Hand.....	-	-	99	2.54	153	2.76	812	2.52	56	2.44
Machine.....	-	-	-	-	134	2.54	521	2.46	-	-
Garment repairmen.....	-	-	36	2.33	31	2.52	349	2.32	37	2.21
Inspectors, final (inspect only).....	-	-	20	2.37	39	2.96	164	2.53	-	-
Inspectors, final (and thread trimmers).....	32	2.15	243	2.48	224	2.44	1,553	2.31	107	2.48
Inspectors, intermediate (inspector of parts).....	-	-	15	2.82	35	2.52	616	2.33	33	2.19
Janitors.....	7	2.16	46	2.24	87	2.42	420	2.19	32	2.17
Markers.....	-	-	14	3.00	36	4.24	236	3.03	21	2.37
Pressers, finish, hand.....	-	-	-	-	206	2.50	1,296	2.31	72	2.34
Pressers, finish, machine.....	22	3.76	-	-	132	3.09	565	2.79	-	-
Repairmen, sewing machine.....	16	4.32	48	3.28	64	4.57	491	3.73	36	3.75
Sewing-machine operators <sup>3</sup> .....	921	2.56	3,442	2.37	4,086	2.54	27,204	2.40	1,674	2.32
Dress shirts.....	-	-	731	2.56	2,242	2.72	11,127	2.41	1,124	2.35
Nightwear.....	-	-	-	-	-	-	3,276	2.37	-	-
Sport shirts.....	392	2.27	2,469	2.29	1,347	2.31	12,109	2.40	-	-
Shipping clerks.....	-	-	6	2.85	25	3.35	137	2.79	10	2.51
Spreaders.....	11	2.63	64	2.73	79	3.58	634	2.68	35	2.51
Stock clerks (supply clerks).....	-	-	11	2.66	34	2.77	140	2.52	32	2.36
Thread trimmers.....	-	-	-	-	10	2.64	72	2.33	-	-
Underpressers, hand.....	-	-	-	-	13	2.78	114	2.29	-	-
Underpressers, machine.....	-	-	-	-	-	-	297	2.55	23	2.28
Work distributors.....	-	-	131	2.40	243	2.36	1,141	2.33	109	2.19

<sup>1</sup> Excludes premium pay for overtime and for work on weekends, holidays, and late shifts.

<sup>2</sup> Includes data for regions in addition to those shown separately.

<sup>3</sup> Includes data for workers in classification in addition to those shown separately.

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

**Table 14. Occupational averages: By size of establishment**

(Number and average straight-time hourly earnings<sup>1</sup> of production workers in selected occupations in men's and boys' shirts (except work shirts) and nightwear manufacturing establishments, United States and selected regions, June 1974)

Occupation	United States <sup>2</sup>				Middle Atlantic				Border States			
	Establishments with—											
	20-249 workers		250 workers or more		20-249 workers		250 workers or more		20-249 workers		250 workers or more	
	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings
Assemblers .....	547	\$2.34	649	\$2.60	66	\$2.68	51	\$3.42	29	\$2.24	78	\$2.35
Baggers and boxers .....	880	2.39	1,309	2.46	225	2.60	108	3.02	21	2.38	135	2.40
Clicker-machine operators .....	125	2.93	266	3.40	17	3.82	-	-	9	3.10	11	3.16
Collar pointers .....	276	2.33	404	2.59	29	2.78	51	3.13	12	2.65	15	2.96
Collar top trimmers .....	176	2.54	235	2.38	36	2.56	11	2.78	10	2.42	-	-
Cutters, machine .....	427	3.58	405	3.57	109	4.15	46	4.31	21	4.07	33	3.42
Folders, garment <sup>3</sup> .....	1,177	2.50	1,766	2.70	183	2.77	163	3.23	22	2.68	153	2.61
Hand .....	649	2.54	812	2.76	119	2.89	91	3.57	-	-	88	2.50
Machine .....	326	2.37	528	2.68	-	-	-	-	-	-	35	2.95
Garment repairmen .....	284	2.41	370	2.43	40	2.90	26	2.90	8	2.55	35	2.35
Inspectors, final (inspect only) .....	153	2.46	212	2.72	37	2.45	20	2.77	7	2.47	-	-
Inspectors, final (thread trimmers) .....	1,306	2.31	1,482	2.49	143	2.57	133	2.99	75	2.21	200	2.53
Inspectors, intermediate (inspector of parts) .....	381	2.38	534	2.44	46	2.49	36	3.09	15	2.59	-	-
Janitors .....	334	2.27	495	2.35	57	2.60	68	2.73	13	2.20	40	2.24
Loaders, machine .....	294	2.54	1,140	2.54	41	2.45	92	2.83	-	-	19	2.86
Markers .....	150	3.29	265	3.31	25	3.92	33	4.36	-	-	17	3.22
Pressers, finish, hand .....	1,188	2.56	1,118	2.50	250	3.02	117	3.32	24	2.83	107	2.57
Pressers, finish, machine .....	372	2.68	793	2.94	45	2.74	82	3.50	-	-	14	3.71
Repairmen, sewing machine .....	361	3.97	499	3.78	61	4.06	56	4.28	20	4.23	44	3.22
Sewing-machine operators <sup>3</sup> .....	22,276	2.48	27,541	2.51	3,993	2.82	2,780	2.94	1,212	2.45	3,151	2.39
Dress shirts .....	7,007	2.52	14,088	2.55	1,691	2.76	1,160	2.86	556	2.54	574	2.78
Nightwear .....	2,725	2.48	2,406	2.44	-	-	-	-	220	2.54	-	-
Sport shirts .....	11,044	2.42	10,278	2.45	1,022	2.81	891	2.95	436	2.29	2,425	2.28
Shipping clerks .....	197	3.30	136	2.88	79	3.69	17	3.62	-	-	6	2.85
Spreaders .....	524	2.66	600	3.01	100	2.97	81	3.46	19	2.72	56	2.71
Stock clerks (supply clerks) .....	134	2.68	203	2.61	-	-	22	2.85	-	-	18	2.77
Thread trimmers .....	210	2.57	160	2.48	93	2.84	-	-	-	-	-	-
Underpressers, hand .....	130	2.41	78	2.71	29	2.82	11	2.89	-	-	-	-
Underpressers, machine .....	187	2.47	336	2.71	47	3.07	47	2.71	-	-	-	-
Work distributors .....	955	2.35	1,261	2.44	178	2.67	104	2.78	35	2.46	130	2.45

See footnotes at end of table.

Table 14. Occupational averages: By size of establishment—Continued

(Number and average straight-time hourly earnings<sup>1</sup> of production workers in selected occupations in men's and boys' shirts (except work shirts) and nightwear manufacturing establishments, United States and selected regions, June 1974)

Occupation	Southeast				Southwest			
	Establishments with—							
	20-249 workers		250 workers or more		20-249 workers		250 workers or more	
	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings
Assemblers .....	336	\$2.29	427	\$2.58	-	-	33	\$2.33
Baggers and boxers .....	510	2.32	898	2.39	33	\$2.15	100	2.35
Clicker-machine operators .....	82	2.81	172	3.32	-	-	15	2.69
Collar pointers .....	213	2.25	295	2.52	12	2.25	21	2.14
Collar top trimmers .....	102	2.54	173	2.36	-	-	-	-
Cutters, machine .....	207	3.22	261	3.47	21	2.61	26	3.03
Folders, garment .....	884	2.42	1,224	2.64	-	-	100	2.48
Hand .....	454	2.42	511	2.68	-	-	56	2.44
Machine .....	260	2.33	395	2.58	-	-	-	-
Garment repairmen .....	140	2.30	240	2.35	25	2.18	-	-
Inspectors, final (inspect only) .....	65	2.46	138	2.68	-	-	17	2.54
Inspectors, final (thread trimmers) .....	891	2.27	886	2.38	49	2.27	76	2.54
Inspectors, intermediate (inspectors of parts) .....	265	2.36	386	2.33	-	-	30	2.18
Janitors .....	198	2.18	309	2.26	26	2.19	22	2.14
Loaders, machine .....	158	2.30	735	2.55	-	-	-	-
Markers .....	103	3.14	169	3.21	-	-	22	2.47
Pressers, finish, hand .....	734	2.35	768	2.32	40	2.25	-	-
Pressers, finish, machine .....	209	2.68	488	2.92	-	-	-	-
Repairmen, sewing machine .....	229	3.93	326	3.75	17	3.94	31	3.58
Sewing-machine operators <sup>3</sup> .....	13,575	2.37	17,715	2.45	898	2.29	1,474	2.37
Dress shirts .....	3,653	2.42	9,716	2.48	484	2.28	1,294	2.38
Nightwear .....	1,883	2.43	1,726	2.29	-	-	-	-
Sport shirts .....	7,670	2.34	5,786	2.45	105	2.51	-	-
Shipping clerks .....	83	3.00	79	2.75	-	-	-	-
Spreaders .....	336	2.59	377	2.95	16	2.29	32	2.85
Stock clerks (supply clerks) .....	63	2.58	111	2.56	-	-	32	2.36
Thread trimmers .....	17	2.46	65	2.35	-	-	-	-
Underpressers, hand .....	78	2.19	49	2.57	-	-	-	-
Underpressers, machine .....	98	2.33	224	2.76	-	-	27	2.34
Work distributors .....	596	2.25	788	2.40	26	2.21	118	2.30

<sup>1</sup> Excludes premium pay for overtime and for work on weekends, holidays, and late shifts.

<sup>2</sup> Includes data for regions in addition to those shown separately.

<sup>3</sup> Includes data for workers in classification in addition to those shown separately.

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

**Table 15. Occupational averages: By method of wage payment**

(Number and average straight-time hourly earnings<sup>1</sup> of production workers in selected occupations in men's and boys' shirts (except work shirts) and nightwear manufacturing establishments, United States and selected regions. June 1974)

Occupation	United States <sup>2</sup>				Middle Atlantic				Border States			
	Timeworkers		Incentive workers		Timeworkers		Incentive workers		Timeworkers		Incentive workers	
	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings
Assemblers.....	844	\$2.34	352	\$2.83	80	\$2.81	37	\$3.42	102	\$2.26	-	-
Baggers and boxers.....	1,421	2.31	768	2.64	262	2.63	71	3.16	73	2.42	-	-
Clicker-machine operators.....	188	2.86	203	3.61	24	3.72	-	-	17	3.04	-	-
Collar pointers.....	89	2.14	591	2.54	7	2.42	73	3.06	-	-	23	\$2.94
Collar top trimmers.....	25	2.23	386	2.46	8	2.54	39	2.62	-	-	41	2.34
Cutters, machine.....	540	3.47	292	3.78	113	4.21	42	4.16	43	3.44	11	4.61
Folders, garment <sup>3</sup> .....	226	2.26	2,717	2.65	76	2.61	270	3.09	-	-	173	2.63
Hand.....	72	2.44	1,389	2.68	-	-	172	3.32	-	-	103	2.53
Machine.....	116	2.01	738	2.65	-	-	82	2.79	-	-	35	2.95
Garment repairmen.....	595	2.39	59	2.77	51	2.83	-	-	42	2.38	-	-
Inspectors, final (inspect only).....	184	2.49	181	2.73	49	2.59	8	2.42	7	2.58	-	-
Inspectors, final (and thread trimmers).....	353	2.15	2,435	2.44	49	2.47	227	2.84	30	2.12	245	2.48
Inspectors, intermediate (inspector of parts).....	395	2.40	520	2.42	11	2.39	71	2.81	15	2.82	-	-
Markers.....	310	3.37	105	3.11	41	4.10	-	-	14	3.30	-	-
Pressers, finish, hand.....	132	2.39	2,174	2.54	26	2.76	341	3.14	-	-	127	2.64
Pressers, finish, machine.....	53	2.24	1,112	2.89	-	-	97	3.52	-	-	30	3.81
Sewing-machine operators <sup>3</sup> .....	1,933	2.37	47,884	2.50	612	2.62	5,161	2.89	-	-	4,110	2.42
Dress shirts.....	474	2.44	20,621	2.54	250	2.69	2,601	2.81	-	-	1,130	2.66
Nightwear.....	-	-	4,991	2.48	-	-	-	-	-	-	-	-
Sport shirts.....	1,206	2.38	20,116	2.44	352	2.57	1,561	2.94	-	-	2,608	2.30
Spreaders.....	741	2.55	383	3.42	123	3.02	58	3.55	61	2.62	14	3.15
Thread trimmers.....	133	2.38	237	2.61	46	2.51	72	3.17	-	-	-	-
Underpressers, hand.....	38	2.54	170	2.52	-	-	26	2.81	-	-	8	2.75
Underpressers, machine.....	44	2.44	479	2.64	-	-	78	2.93	-	-	-	-

Occupation	Southeast				Southwest				Pacific			
	Timeworkers		Incentive workers		Timeworkers		Incentive workers		Timeworkers		Incentive workers	
	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings
Assemblers.....	499	\$2.28	264	\$2.78	38	\$2.33	-	-	43	\$2.43	14	\$2.75
Baggers and boxers.....	868	2.19	540	2.64	110	2.32	-	-	34	2.36	8	2.11
Clicker-machine operators.....	119	2.69	135	3.56	12	2.78	8	\$2.48	-	-	-	-
Collar pointers.....	61	2.11	447	2.44	-	-	23	2.18	-	-	-	-
Collar top trimmers.....	-	-	269	2.44	-	-	11	2.69	-	-	11	2.59
Cutters, machine.....	260	3.13	208	3.64	34	2.82	-	-	56	3.98	-	-
Folders, garment <sup>3</sup> .....	121	2.01	1,988	2.58	-	-	103	2.47	24	2.40	53	2.80
Hand.....	-	-	959	2.56	-	-	56	2.44	24	2.40	26	3.20
Machine.....	114	2.01	541	2.58	-	-	-	-	-	-	-	-
Garment repairmen.....	353	2.31	27	2.61	40	2.22	-	-	-	-	-	-
Inspectors, final (inspect only).....	90	2.43	113	2.76	-	-	13	2.23	-	-	-	-
Inspectors, final (and thread trimmers).....	165	2.06	1,612	2.35	43	2.15	82	2.59	-	-	42	2.60
Inspectors, intermediate (inspector of parts).....	327	2.37	324	2.32	-	-	44	2.17	-	-	-	-
Markers.....	210	3.27	62	2.92	14	2.70	-	-	6	3.70	-	-
Pressers, finish, hand.....	-	-	1,428	2.35	-	-	72	2.34	16	3.11	43	2.97
Pressers, finish, machine.....	-	-	681	2.86	-	-	73	2.47	-	-	-	-
Sewing-machine operators <sup>3</sup> .....	589	2.25	30,701	2.42	89	2.30	2,283	2.34	-	-	1,406	2.64
Dress shirts.....	-	-	13,333	2.46	69	2.30	1,709	2.36	-	-	-	-
Nightwear.....	-	-	3,469	2.38	-	-	-	-	-	-	-	-
Sport shirts.....	-	-	13,123	2.39	-	-	-	-	-	-	1,406	2.64
Spreaders.....	462	2.41	251	3.46	29	2.48	19	2.94	20	2.71	-	-
Thread trimmers.....	-	-	64	2.43	-	-	53	2.30	47	2.27	29	2.51
Underpressers, hand.....	-	-	111	2.39	-	-	-	-	-	-	17	2.81
Underpressers, machine.....	17	2.24	305	2.65	10	2.48	52	2.12	-	-	-	-

<sup>1</sup> Excludes premium pay for overtime and for work on weekends, holidays, and late shifts.

<sup>2</sup> Includes data for regions in addition to those shown separately.

<sup>3</sup> Includes data for workers in classification in addition to those shown separately.

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



**Table 16. Occupational earnings: Alabama**

(Number and average straight-time hourly earnings<sup>1</sup> of workers in selected occupations in men's and boys' shirts (except work shirts) and nightwear manufacturing establishments, June 1974)

Occupation and sex	Number of workers	Average hourly earnings <sup>1</sup> and under	NUMBER OF WORKERS RECEIVING STRAIGHT-TIME HOURLY EARNINGS OF--																									
			\$2.00	\$2.05	\$2.10	\$2.15	\$2.20	\$2.25	\$2.30	\$2.40	\$2.50	\$2.60	\$2.70	\$2.80	\$2.90	\$3.00	\$3.20	\$3.40	\$3.60	\$3.80	\$4.00	\$4.20	\$4.40	\$4.60	\$4.80	\$5.00	\$5.20	\$5.40
			\$2.05	\$2.10	\$2.15	\$2.20	\$2.25	\$2.30	\$2.40	\$2.50	\$2.60	\$2.70	\$2.80	\$2.90	\$3.00	\$3.20	\$3.40	\$3.60	\$3.80	\$4.00	\$4.20	\$4.40	\$4.60	\$4.80	\$5.00	\$5.20	\$5.40	and over
All production workers .....	10,341	\$2.39	24314	301	685	294	296	310	625	479	411	356	293	565	228	327	235	158	115	95	77	46	24	21	24	12	10	40
Men .....	904	2.89	123	14	53	11	26	47	69	71	35	58	21	90	30	43	28	8	13	13	45	25	14	4	16	9	8	30
Women .....	9,437	2.34	4191	287	632	283	270	263	556	408	376	298	272	475	198	284	207	150	102	82	32	21	10	17	8	3	2	10
<u>Selected occupations</u>																												
<u>Cutting room:</u>																												
Assemblers .....	117	2.40	21	7	14	-	6	7	4	22	2	1	-	19	7	5	1	1	-	-	-	-	-	-	-	-	-	-
Women .....	100	2.33	21	7	14	-	6	7	4	22	2	1	-	3	6	5	1	1	-	-	-	-	-	-	-	-	-	-
Time .....	48	2.23	3	4	14	-	4	3	-	20	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Incentive .....	52	2.43	18	3	-	-	2	4	4	2	2	1	-	3	6	5	1	1	-	-	-	-	-	-	-	-	-	-
Clicker-machine operators .....	32	3.86	-	3	-	-	-	5	4	2	-	-	-	-	-	-	-	-	2	-	1	-	-	-	2	4	3	36
Men .....	23	4.23	-	-	-	-	-	3	4	-	-	-	-	-	-	-	-	-	2	-	1	-	-	-	2	3	2	6
Incentive .....	18	4.78	-	-	-	-	-	-	2	-	-	-	-	-	-	-	-	-	2	-	1	-	-	-	2	3	2	6
Women <sup>4</sup> /b/ .....	9	2.90	3	-	-	-	-	2	-	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	1	-	-
Cutters, machine .....	111	3.36	12	2	-	2	-	3	5	2	-	11	2	16	12	3	-	5	-	6	9	3	-	7	3	1	7	7
Men .....	78	3.56	2	-	-	2	-	3	5	-	-	5	-	16	9	3	-	5	-	3	7	3	-	4	3	1	7	7
Time .....	33	2.82	-	-	-	-	-	5	-	-	-	3	-	16	6	-	-	3	-	-	-	-	-	-	-	-	-	-
Incentive .....	45	4.10	2	-	-	2	-	3	-	-	-	2	-	3	3	-	-	2	-	3	7	3	-	4	3	1	57	57
Women (all incentive workers) .....	33	2.88	10	2	-	-	-	-	2	-	6	2	-	3	-	-	-	-	-	3	2	-	-	3	-	-	-	-
Markers .....	64	2.79	20	-	2	-	-	6	4	-	9	-	-	-	-	8	-	-	-	2	10	-	-	-	-	-	-	-
Men <sup>4</sup> a/ .....	20	3.81	-	-	-	-	-	-	-	-	-	-	-	-	-	8	-	-	-	7	-	-	-	-	3	-	-	-
Women .....	44	2.32	20	-	2	-	-	6	4	-	9	-	-	-	-	-	-	-	-	3	-	-	-	-	-	-	-	-
Time .....	17	2.61	-	-	-	-	-	4	2	-	9	-	-	-	-	-	-	-	-	2	-	-	-	-	-	-	-	-
Spreaders .....	151	2.65	44	2	-	2	8	10	22	28	2	7	3	-	2	-	-	2	-	-	2	3	2	1	-	3	8	8
Men .....	120	2.79	19	-	-	-	8	10	22	28	2	7	3	-	2	-	-	-	-	-	2	3	2	1	-	3	8	8
Time .....	85	2.32	13	-	-	8	10	20	28	-	3	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Incentive .....	35	3.94	6	-	-	-	-	-	2	-	2	4	-	-	2	-	-	-	-	-	2	3	2	1	-	3	68	68
<u>Sewing department:</u>																												
Collar pointers (all women) .....	114	2.24	69	4	-	4	2	5	2	6	3	-	4	3	2	6	-	4	-	-	-	-	-	-	-	-	-	-
Incentive .....	105	2.27	60	4	-	4	2	5	2	6	3	-	4	3	2	6	-	4	-	-	-	-	-	-	-	-	-	-
Collar top trimmers (all women) (all incentive workers) .....	50	2.23	27	3	6	-	4	-	2	1	-	-	2	-	2	1	-	-	-	2	-	-	-	-	-	-	-	-
Sewing-machine operators (all women) (all incentive workers) <sup>7</sup> .....	5,270	2.35	2278	143	364	170	161	150	277	221	230	195	185	210	135	192	122	94	66	56	15	2	1	3	-	-	-	-
Dress shirts .....	2,052	2.47	726	44	103	49	51	58	113	61	106	128	79	120	72	116	83	61	47	17	12	2	1	3	-	-	-	-
Nightwear .....	1,674	2.27	762	79	76	79	75	44	108	90	95	35	61	48	21	48	21	7	3	19	3	-	-	-	-	-	-	-
Sport shirts .....	1,229	2.29	616	18	124	36	26	44	44	45	25	30	35	42	42	28	17	25	16	16	-	-	-	-	-	-	-	-
Underpressers, machine (40 women, 3 men) .....	43	2.48	18	-	9	-	1	-	-	1	4	-	1	-	-	1	2	3	-	-	2	-	-	1	-	-	-	
Incentive .....	37	2.54	18	-	3	-	1	-	-	1	4	-	1	-	-	1	2	3	-	-	2	-	-	1	-	-	-	
<u>Finishing department:</u>																												
Baggers and boxers .....	335	2.21	135	5	80	7	20	10	49	3	2	4	2	3	-	1	2	2	1	2	2	1	1	1	1	-	-	-
Women .....	310	2.22	135	5	62	7	16	10	49	-	2	4	2	3	-	1	2	2	1	2	2	1	1	1	-	-	-	
Time .....	179	2.16	49	3	58	2	16	-	47	-	2	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Folders, garment (all women) (all incentive workers) <sup>7</sup> .....	325	2.51	134	5	11	3	6	10	11	15	22	9	9	6	10	16	29	9	7	9	-	-	-	3	1	-	-	
Machine .....	103	2.80	-	1	11	3	2	3	5	8	10	7	7	4	6	8	19	3	3	1	-	-	-	1	1	-	-	
Hand and machine .....	168	2.45	92	4	-	4	4	4	6	4	6	2	2	2	4	8	10	6	4	8	-	-	-	2	-	-	-	
Garment repairmen (all women) .....	67	2.32	-	9	21	3	-	-	16	-	4	-	6	8	-	-	-	-	-	-	-	-	-	-	-	-	-	
Time .....	58	2.28	-	9	21	3	-	-	14	-	-	-	6	5	-	-	-	-	-	-	-	-	-	-	-	-	-	
Incentive .....	9	2.58	-	-	-	-	-	-	2	-	4	-	-	3	-	-	-	-	-	-	-	-	-	-	-	-	-	
Inspectors, final (inspect only) (all women) (all incentive workers) .....	14	3.00	-	-	-	-	-	-	-	5	-	2	-	-	-	1	4	2	-	-	-	-	-	-	-	-	-	

See footnotes at end of table.

**Table 16. Occupational earnings: Alabama—Continued**

(Number and average straight-time hourly earnings<sup>1</sup> of workers in selected occupations in men's and boys' shirts (except work shirts) and nightwear manufacturing establishments, June 1974)

Occupation and sex	Number of workers	Average hourly earnings <sup>1</sup>	NUMBER OF WORKERS RECEIVING STRAIGHT-TIME HOURLY EARNINGS OF--																									
			\$2.00 and under	\$2.05	\$2.10	\$2.15	\$2.20	\$2.25	\$2.30	\$2.40	\$2.50	\$2.60	\$2.70	\$2.80	\$2.90	\$3.00	\$3.20	\$3.40	\$3.60	\$3.80	\$4.00	\$4.20	\$4.40	\$4.60	\$4.80	\$5.00	\$5.20	\$5.40 and over
			\$2.05	\$2.10	\$2.15	\$2.20	\$2.25	\$2.30	\$2.40	\$2.50	\$2.60	\$2.70	\$2.80	\$2.90	\$3.00	\$3.20	\$3.40	\$3.60	\$3.80	\$4.00	\$4.20	\$4.40	\$4.60	\$4.80	\$5.00	\$5.20	\$5.40	and over
<b>Selected occupations—Continued</b>																												
<b>Finishing department—Continued</b>																												
Inspectors, final (and thread trimmers) (all women)-----	325	\$2.19	153	33	21	9	10	18	23	17	12	9	7	4	3	-	-	2	2	2	-	-	-	-	-	-	-	-
Incentive-----	292	2.19	153	9	21	9	10	18	23	17	3	9	7	4	3	-	-	2	2	2	-	-	-	-	-	-	-	-
Pressers, finish, hand (all women) (all incentive workers)-----	281	2.14	200	6	21	13	2	-	12	6	3	-	8	2	-	-	2	-	-	-	-	2	2	2	-	-	-	
Pressers, finish, machine (all women) (all incentive workers)-----	61	3.09	-	-	6	3	1	3	4	2	2	1	4	1	3	3	6	7	3	2	4	4	2	-	-	-	-	
<b>Miscellaneous:</b>																												
Janitors (all timeworkers)-----	113	2.29	35	3	19	1	1	-	16	8	2	21	2	3	-	1	1	-	-	-	-	-	-	-	-	-	-	-
Men-----	50	2.25	24	-	5	-	-	-	4	3	-	12	-	2	-	-	-	-	-	-	-	-	-	-	-	-	-	
Women-----	63	2.32	11	3	14	1	1	-	12	5	2	9	2	1	-	1	1	-	-	-	-	-	-	-	-	-	-	
Repairmen, sewing machines (all men)-----	114	3.43	2	-	-	-	2	2	-	7	10	2	-	-	9	19	3	7	2	7	23	13	-	-	6	-	-	
Time-----	108	3.40	2	-	-	-	2	2	-	7	10	2	-	-	9	19	3	7	2	5	21	11	-	-	6	-	-	
Shipping clerks (all men) (all timeworkers)-----	32	2.54	11	-	-	-	-	3	2	2	-	5	-	-	3	-	3	-	3	-	-	-	-	-	-	-	-	
Stock clerks (supply clerks) (all men) (all timeworkers)-----	46	2.42	3	-	-	3	4	3	5	13	3	9	-	-	1	1	1	-	-	-	-	-	-	-	-	-	-	
<b>Work distributors</b>																												
(all timeworkers)-----	234	2.39	16	-	18	24	24	2	57	30	4	-	-	57	2	-	-	-	-	-	-	-	-	-	-	-	-	
Men-----	74	2.33	16	-	12	6	4	-	8	7	2	-	-	19	-	-	-	-	-	-	-	-	-	-	-	-	-	
Women-----	160	2.42	-	-	6	18	20	2	49	23	2	-	-	38	2	-	-	-	-	-	-	-	-	-	-	-	-	

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<sup>1</sup> Excludes premium pay for overtime and for work on weekends, holidays, and late shifts. Approximately 82 percent of the production workers covered by the survey were paid on an incentive basis.  
<sup>2</sup> Includes 39 workers at \$ 1.90 to \$ 2.  
<sup>3</sup> Workers were distributed as follows: 2 at \$ 5.40 to \$ 5.60; 3 at \$ 5.60 to \$ 5.80; and 1 at \$ 5.80 to \$ 6.  
<sup>4</sup> Insufficient data to warrant publication of separate averages by method of wage payment; (a) predominantly timeworkers, or (b) predominantly incentive workers.  
<sup>5</sup> Workers were distributed as follows: 2 at \$ 5.80 to \$ 6; 3 at \$ 6 to \$ 6.20; and 2 at \$ 6.20 to \$ 6.40.  
<sup>6</sup> Workers were distributed as follows: 1 at \$ 5.40 to \$ 5.60; 4 at \$ 5.80 to \$ 6; and 3 at \$ 6 and over.  
<sup>7</sup> Includes data for workers in classification in addition to those shown separately.

**Table 17. Occupational earnings: Arkansas**

(Number and average straight-time hourly earnings<sup>1</sup> of workers in selected occupations in men's and boys' shirts (except work shirts) and nightwear manufacturing establishments, June 1974)

Occupation and sex	Number of workers <sup>2</sup>	Average hourly earnings <sup>1</sup>	NUMBER OF WORKERS RECEIVING STRAIGHT-TIME HOURLY EARNINGS OF--																									
			\$2.00	\$2.05	\$2.10	\$2.15	\$2.20	\$2.25	\$2.30	\$2.35	\$2.40	\$2.45	\$2.50	\$2.60	\$2.70	\$2.80	\$2.90	\$3.00	\$3.10	\$3.20	\$3.30	\$3.40	\$3.50	\$3.60	\$3.80	\$4.00	\$4.20	\$4.40
			and under \$2.05	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
All production workers-----	3,333	\$2.36	1119	116	178	175	147	144	190	164	114	78	200	149	103	70	61	79	62	57	30	19	19	23	6	17	2	11
Men-----	446	2.54	75	15	32	8	28	14	28	17	31	17	42	28	28	9	5	19	6	4	3	4	2	7	2	11	2	9
Women-----	2,887	2.33	1044	101	146	167	119	130	162	147	83	61	158	121	75	61	56	60	56	53	27	15	17	16	4	6	-	2
<u>Selected occupations</u>																												
<u>Cutting room:</u>																												
Assemblers-----	40	2.32	5	-	3	5	2	2	5	9	1	2	1	2	2	1	-	-	-	-	-	-	-	-	-	-	-	-
Women <sup>2</sup> a/-----	35	2.30	5	-	2	5	1	2	5	9	1	2	-	1	1	1	-	-	-	-	-	-	-	-	-	-	-	-
Clicker-machine operators-----	14	2.39	4	-	-	-	-	-	3	-	1	2	-	1	3	-	-	-	-	-	-	-	-	-	-	-	-	-
Women <sup>2</sup> a/-----	11	2.45	2	-	-	-	-	-	3	-	1	1	-	1	3	-	-	-	-	-	-	-	-	-	-	-	-	-
Cutters, machine-----	33	2.77	-	-	1	1	2	-	-	-	5	1	1	1	7	5	1	-	-	3	-	-	-	-	-	-	-	-
Men-----	24	2.81	-	-	1	-	1	-	-	-	1	1	1	7	5	1	-	-	1	2	-	-	-	-	-	-	-	-
Time-----	20	2.68	-	-	1	-	1	-	-	-	1	1	1	7	4	1	-	-	1	1	-	-	-	-	-	-	-	-
Markers-----	21	2.37	7	1	2	1	-	1	1	1	-	-	-	1	1	1	1	2	1	-	-	-	-	-	-	-	-	-
Men <sup>2</sup> a/-----	8	2.76	-	-	-	1	-	-	1	-	-	-	-	-	1	1	1	2	1	-	-	-	-	-	-	-	-	-
Spreaders-----	38	2.56	11	1	-	-	-	5	-	3	-	2	3	3	-	-	-	-	1	3	-	-	-	-	4	-	-	2
Men <sup>2</sup> b/-----	27	2.55	10	1	-	-	-	4	-	-	-	2	1	2	-	-	-	-	1	-	-	-	-	-	4	-	-	2
Women <sup>2</sup> a/-----	11	2.60	1	-	-	-	-	1	-	3	-	-	2	1	-	-	-	-	-	3	-	-	-	-	-	-	-	-
<u>Sewing department:</u>																												
Collar pointers (1 man, 22 women)-----	23	2.17	11	-	2	5	1	1	-	-	-	-	-	1	1	-	-	1	-	-	-	-	-	-	-	-	-	-
Incentive-----	17	2.20	8	-	2	2	1	1	-	-	-	-	-	1	1	-	-	1	-	-	-	-	-	-	-	-	-	-
Collar top trimmers (all women) (all incentive workers)-----	11	2.69	-	-	-	-	1	-	1	-	1	1	1	1	-	-	4	-	1	-	-	-	-	-	-	-	-	-
Inspectors, intermediate (inspector of parts) (all women)-----	51	2.17	19	1	9	3	4	5	1	3	2	1	-	1	2	-	-	-	-	-	-	-	-	-	-	-	-	-
Incentive-----	44	2.17	18	1	7	2	1	5	1	3	2	1	-	1	2	-	-	-	-	-	-	-	-	-	-	-	-	-
Sewing-machine operators (8 men, 1,882 women) <sup>3</sup> -----	1,890	2.34	799	58	82	72	49	73	65	78	50	44	96	89	40	44	39	54	46	42	21	13	16	12	4	4	-	-
Incentive-----	1,851	2.34	783	54	78	72	49	69	61	78	50	44	96	85	40	43	38	53	46	42	21	13	16	12	4	4	-	-
Dress shirts (8 men, 1,308 women)-----	1,316	2.35	555	39	61	50	27	47	36	50	31	31	64	70	29	28	32	45	37	33	13	11	11	8	4	4	-	-
Incentive-----	1,277	2.36	539	35	57	50	27	43	32	50	31	31	64	66	29	27	31	44	37	33	13	11	11	8	4	4	-	-
Underpressers, machine (2 men, 30 women)-----	32	2.23	14	-	-	-	1	3	4	3	1	-	6	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Incentive-----	28	2.21	14	-	-	-	1	3	3	1	1	-	5	-	-	-	-	-	3	1	-	-	-	-	-	-	-	-
<u>Finishing department:</u>																												
Baggers and boxers-----	101	2.23	25	5	5	5	6	7	22	14	2	3	4	1	1	1	-	-	-	-	-	-	-	-	-	-	-	-
Men (all timeworkers)-----	20	2.19	5	2	5	-	-	-	3	1	1	2	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Women-----	81	2.24	20	3	-	5	6	7	19	13	1	1	3	1	1	1	-	-	-	-	-	-	-	-	-	-	-	-
Time-----	58	2.25	8	3	-	5	6	7	16	10	1	-	1	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-
Folders, garment (all women) (all incentive workers) <sup>3</sup> -----	77	2.37	23	5	6	4	2	2	4	-	3	1	9	4	5	2	1	2	-	-	-	-	2	-	1	-	1	-
Hand-----	56	2.44	14	2	4	2	2	2	4	-	3	1	6	4	3	2	1	2	-	-	-	-	2	-	1	-	1	-
Garment repairmen (all women)-----	43	2.22	5	1	4	4	12	2	8	4	1	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Time-----	34	2.20	4	1	4	4	9	2	5	4	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Inspectors, final (inspect only) (all women) (all incentive workers)-----	13	2.23	3	-	3	1	-	-	-	5	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Inspectors, final (and thread trimmers) (all women)-----	119	2.45	19	8	9	21	6	2	8	1	-	1	5	7	5	2	7	4	2	4	4	-	1	2	-	1	-	
Incentive-----	82	2.59	13	6	6	2	6	-	3	1	-	1	5	7	5	2	7	4	2	4	4	-	1	2	-	1	-	
Pressers, finish, hand (all women) (all incentive workers)-----	72	2.34	17	3	7	4	1	9	4	5	1	1	3	7	5	-	2	1	-	1	1	-	-	-	-	-	-	
Pressers, finish, machine-----	71	2.44	20	3	4	1	2	5	-	1	4	-	13	4	3	3	1	1	1	3	-	-	-	1	-	-	-	1
Men (all incentive workers)-----	9	2.37	3	-	-	-	-	-	-	-	2	-	2	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-
Women (all incentive workers)-----	62	2.45	17	3	4	1	2	5	-	1	2	-	11	3	2	3	1	1	1	3	-	-	-	1	-	-	-	1

See footnotes at end of table.

**Table 17. Occupational earnings: Arkansas—Continued**

(Number and average straight-time hourly earnings<sup>1</sup> of workers in selected occupations in men's and boys' shirts (except work shirts) and nightwear manufacturing establishments, June 1974)

Occupation and sex	Number of workers	Average hourly earnings <sup>1</sup>	NUMBER OF WORKERS RECEIVING STRAIGHT-TIME HOURLY EARNINGS OF--																									
			\$2.00 and under	\$2.05	\$2.10	\$2.15	\$2.20	\$2.25	\$2.30	\$2.35	\$2.40	\$2.45	\$2.50	\$2.60	\$2.70	\$2.80	\$2.90	\$3.00	\$3.10	\$3.20	\$3.30	\$3.40	\$3.50	\$3.60	\$3.80	\$4.00	\$4.20	\$4.40 and over
<b>Selected occupations—Continued</b>																												
Miscellaneous:																												
Janitors-----	38	\$ 2.19	15	-	6	-	1	3	-	7	2	-	4	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Men (all timeworkers)-----	29	2.18	13	-	5	-	2	-	4	1	-	4	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Women (all timeworkers)-----	9	2.24	2	-	1	-	1	1	-	3	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Repairmen, sewing machines (all men) (all timeworkers)-----	42	3.77	-	-	-	-	-	-	3	1	-	-	2	1	1	4	-	2	1	2	-	-	-	6	1	9	1	48
Shipping clerks (4 men, 6 women) (all timeworkers)-----	10	2.51	-	-	-	-	1	-	3	-	-	-	-	3	2	1	-	-	-	-	-	-	-	-	-	-	-	-
Stock clerks-----	32	2.36	3	2	-	3	-	2	6	2	5	-	3	1	4	1	-	-	-	-	-	-	-	-	-	-	-	-
Men (all timeworkers)-----	27	2.33	2	2	-	3	-	2	6	2	4	-	3	1	2	-	-	-	-	-	-	-	-	-	-	-	-	-
Work distributors-----	112	2.20	36	1	11	8	17	4	3	13	8	2	6	2	1	-	-	-	-	-	-	-	-	-	-	-	-	-
Men (all timeworkers)-----	55	2.24	11	1	10	-	8	3	3	3	8	2	3	2	1	-	-	-	-	-	-	-	-	-	-	-	-	-
Women <sup>2</sup> /-----	57	2.16	25	-	1	8	9	1	-	10	-	-	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

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<sup>1</sup> Excludes premium pay for overtime and for work on weekends, holidays, and late shifts. Approximately 76 percent of the production workers covered by the survey were paid on an incentive basis.

<sup>2</sup> Insufficient data to warrant publication of separate averages by method of wage payment; (a) predominantly timeworkers, or (b) predominantly incentive workers.

<sup>3</sup> Includes data for workers in classification in addition to those shown separately.

<sup>4</sup> Workers were distributed as follows: 1 at \$ 4.60 to \$ 4.80; 1 at \$ 5 to \$ 5.20; 1 at \$ 5.20 to \$ 5.40; 2 at \$ 5.40 to \$ 5.60; 1 at \$ 5.60 to \$ 5.80; and 2 at \$ 5.80 and over.

**Table 18. Occupational earnings: Georgia**

(Number and average straight-time hourly earnings<sup>1</sup> of workers in selected occupations in men's and boys' shirts (except work shirts) and nightwear manufacturing establishments, June 1974)

Occupation and sex	Number of workers	Average hourly earnings <sup>1</sup>	NUMBER OF WORKERS RECEIVING STRAIGHT-TIME HOURLY EARNINGS OF—																										
			\$2.00	\$2.05	\$2.10	\$2.15	\$2.20	\$2.25	\$2.30	\$2.35	\$2.40	\$2.50	\$2.60	\$2.70	\$2.80	\$2.90	\$3.00	\$3.10	\$3.20	\$3.40	\$3.60	\$3.80	\$4.00	\$4.20	\$4.40	\$4.60	\$4.80	\$5.00	
			and under \$2.05	\$2.10	\$2.15	\$2.20	\$2.25	\$2.30	\$2.35	\$2.40	\$2.50	\$2.60	\$2.70	\$2.80	\$2.90	\$3.00	\$3.10	\$3.20	\$3.40	\$3.60	\$3.80	\$4.00	\$4.20	\$4.40	\$4.60	\$4.80	\$5.00	and over	
All production workers.....	10,683	2.65	2047	200	312	312	486	373	363	350	718	659	716	413	747	477	401	261	558	415	212	227	158	112	61	30	25	50	
Men.....	1,093	3.03	87	5	52	21	65	22	24	10	33	47	121	21	121	32	28	31	55	51	30	47	85	26	20	8	6	45	
Women.....	9,590	2.61	1960	195	260	291	421	351	339	340	685	612	595	392	626	445	373	230	503	364	182	180	73	86	41	22	19	5	
<b>Selected occupations</b>																													
<b>Cutting room:</b>																													
Assemblers.....	138	2.67	33	3	4	9	-	8	2	14	5	2	-	1	11	1	1	23	3	1	4	6	2	-	2	1	1	1	
Men.....	31	2.99	4	-	1	3	-	2	2	-	3	-	-	-	4	1	-	-	-	-	3	5	-	-	-	1	1	1	
Time.....	14	2.32	4	-	1	3	-	2	1	-	1	-	-	-	1	-	-	-	-	-	1	-	-	-	-	-	-	-	
Women.....	107	2.58	29	3	3	6	-	6	-	14	2	2	-	1	7	-	1	23	3	1	1	1	1	2	-	2	-	-	
Time.....	63	2.19	27	2	2	6	-	6	-	14	2	2	-	-	7	-	-	-	2	-	-	-	-	-	-	-	-	-	
Incentive.....	44	3.13	2	1	1	-	-	-	-	-	-	-	-	-	1	7	-	1	23	1	1	1	1	2	-	2	-	-	
Clicker-machine operators.....	59	3.48	-	-	-	-	4	-	-	-	2	3	1	4	3	-	3	5	4	6	-	15	1	-	-	-	-	2	
Men.....	44	3.62	-	-	-	-	4	-	-	-	1	1	3	1	-	3	1	4	6	-	11	1	-	-	-	-	2	6	
Time.....	10	2.85	-	-	-	-	4	-	-	-	-	-	-	3	-	-	-	-	-	-	3	-	-	-	-	-	-	-	
Incentive.....	34	3.84	-	-	-	-	-	-	-	-	-	1	1	-	1	-	3	1	4	6	-	8	1	-	-	-	2	6	
Women.....	15	3.07	-	-	-	-	-	-	-	2	2	-	1	2	-	-	4	-	-	-	4	-	-	-	-	-	-	-	
Incentive.....	8	3.09	-	-	-	-	-	-	-	-	-	-	-	1	2	-	-	4	-	-	1	-	-	-	-	-	-	-	
Cutters, machine (all men).....	53	3.62	-	-	-	-	2	-	-	2	-	2	-	2	2	-	8	5	2	7	4	3	-	1	4	-	-	3	
Time.....	27	3.02	-	-	-	-	2	-	-	2	-	2	-	2	2	-	5	3	-	6	-	3	-	-	-	-	-	-	
Incentive.....	26	4.25	-	-	-	-	-	-	-	-	-	-	-	-	-	-	3	2	2	1	4	-	-	-	1	4	-	9	
Markers.....	50	3.64	-	-	-	2	-	-	-	-	-	-	1	3	2	-	2	2	3	3	3	-	28	1	-	-	-	-	
Men.....	39	3.71	-	-	-	2	-	-	-	-	-	-	-	2	-	-	2	2	-	3	3	-	24	1	-	-	-	-	
Time.....	29	3.59	-	-	-	2	-	-	-	-	-	-	-	2	-	-	2	2	-	3	3	-	14	1	-	-	-	-	
Women.....	11	3.39	-	-	-	-	-	-	-	-	-	-	1	1	2	-	-	-	3	-	-	-	4	-	-	-	-	-	
Spreaders (all men).....	120	3.30	2	-	10	-	4	-	-	-	-	4	21	1	11	-	5	12	20	3	1	-	2	5	3	-	3	5	
Time.....	54	2.55	2	-	10	-	4	-	-	-	-	2	21	-	9	-	3	3	-	-	-	-	-	-	-	-	-	-	
Incentive.....	66	3.90	-	-	-	-	-	-	-	-	-	2	-	1	2	-	2	9	20	3	1	-	2	5	3	-	3	13	
<b>Sewing department:</b>																													
Collar pointers (all women).....	135	2.63	29	4	1	4	7	3	2	9	13	13	6	2	5	8	11	2	1	3	1	2	1	4	2	1	-	1	
Incentive.....	117	2.72	11	4	1	4	7	3	2	9	13	13	6	2	5	8	11	2	1	3	1	2	1	4	2	1	-	1	
Collar top trimmers (all women) (all incentive workers).....	69	2.49	12	6	1	-	6	2	7	4	2	7	4	3	4	3	1	-	3	-	4	-	-	-	-	-	-	-	
Inspectors, intermediate (inspectors of parts) (all women).....	141	2.40	35	-	3	2	10	2	14	-	38	3	5	11	5	3	7	1	-	2	-	-	-	-	-	-	-	-	
Incentive.....	81	2.40	35	-	1	2	6	2	-	-	-	2	4	11	5	3	7	1	-	2	-	-	-	-	-	-	-	-	
Loaders, machine (all women) (all incentive workers).....	419	2.65	57	24	16	22	20	14	11	13	22	48	20	17	22	13	16	12	20	19	9	10	5	2	2	1	2	2	
Sewing-machine operators (all women) (all incentive workers).....	5,568	2.65	964	101	137	177	231	227	180	234	390	408	366	271	304	280	254	116	304	241	114	121	38	60	26	12	12	-	
Dress shirts.....	2,962	2.65	423	49	99	102	121	106	95	197	242	219	215	135	147	141	127	62	183	135	56	28	18	28	22	12	-	-	
Sport shirts.....	2,606	2.65	541	52	38	75	110	121	85	37	148	189	151	136	157	139	127	54	121	106	58	93	20	32	4	-	12	-	
Underpressers, machine (all women).....	117	2.86	11	4	2	-	-	5	8	7	10	7	5	1	10	4	2	7	8	10	4	5	-	3	2	1	1	-	
Incentive.....	108	2.91	8	4	2	-	-	5	5	7	10	7	2	1	10	4	2	7	8	10	4	5	-	3	2	1	1	-	
<b>Finishing department:</b>																													
Baggers and boxers (140 women, 4 men).....	144	2.74	20	2	2	1	8	7	2	-	15	18	2	3	5	8	10	3	24	4	-	6	1	2	1	-	-	-	
Time.....	61	2.27	17	2	2	-	4	7	2	-	12	12	-	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Incentive.....	83	3.08	3	-	-	1	4	-	-	-	3	6	2	-	5	8	10	3	24	4	-	6	1	2	1	-	-	-	
Folders, garment (all women).....	482	2.65	118	10	14	27	25	10	14	10	30	6	23	25	16	27	22	11	33	19	6	10	7	8	5	3	3	-	
Incentive.....	425	2.73	61	10	14	27	25	10	14	10	30	6	23	25	16	27	22	11	33	19	6	10	7	8	5	3	3	-	
Hand (all incentive workers).....	238	2.86	13	3	10	22	15	6	4	6	12	5	13	17	16	14	16	6	16	8	6	7	7	5	5	3	3	-	
Machine.....	166	2.26	90	7	4	5	10	1	7	4	8	1	4	6	-	4	1	5	4	4	-	1	-	-	-	-	-	-	
Incentive.....	109	2.40	33	7	4	5	10	1	7	4	8	1	4	6	-	4	1	5	4	4	-	1	-	-	-	-	-	-	
Hand and machine (all incentive workers).....	78	2.81	15	-	-	-	-	3	3	-	10	-	6	2	-	9	5	-	13	7	-	2	-	3	-	-	-	-	

See footnotes at end of table.

**Table 18. Occupational earnings: Georgia—Continued**

(Number and average straight-time hourly earnings<sup>1</sup> of workers in selected occupations in men's and boys' shirts (except work shirts) and nightwear manufacturing establishments, June 1974)

Occupation and sex	Number of workers	Average hourly earnings <sup>1</sup>	NUMBER OF WORKERS RECEIVING STRAIGHT-TIME HOURLY EARNINGS OF—																										
			\$2.00 and under	\$2.05	\$2.10	\$2.15	\$2.20	\$2.25	\$2.30	\$2.35	\$2.40	\$2.45	\$2.50	\$2.60	\$2.70	\$2.80	\$2.90	\$3.00	\$3.10	\$3.20	\$3.40	\$3.60	\$3.80	\$4.00	\$4.20	\$4.40	\$4.60	\$4.80	\$5.00 and over
			\$2.05	\$2.10	\$2.15	\$2.20	\$2.25	\$2.30	\$2.35	\$2.40	\$2.50	\$2.60	\$2.70	\$2.80	\$2.90	\$3.00	\$3.10	\$3.20	\$3.40	\$3.60	\$3.80	\$4.00	\$4.20	\$4.40	\$4.60	\$4.80	\$5.00	over	
<b>Selected occupations—Continued</b>																													
<b>Finishing department—Continued</b>																													
Garment repairmen (all women).....	86	\$2.49	9	-	-	-	6	5	7	-	24	2	17	2	9	1	1	-	2	-	1	-	-	-	-	-	-	-	-
Time.....	79	2.43	9	-	-	-	6	5	7	-	24	2	17	2	7	-	-	-	-	-	-	-	-	-	-	-	-	-	
Inspectors, final (inspect only) (all women).....	81	2.73	1	-	1	3	3	7	15	-	8	-	15	2	2	9	-	-	2	6	1	3	-	2	-	1	-	-	
Time.....	37	2.49	1	-	-	-	6	12	-	-	-	15	1	-	2	-	-	-	-	-	-	-	-	-	-	-	-	-	
Incentive.....	44	2.94	-	-	1	3	3	1	3	-	8	-	-	1	2	7	-	-	2	6	1	3	-	2	-	1	-	-	
Inspectors, final (and thread trimmers) (all women).....	259	2.40	89	5	5	8	10	16	19	4	17	17	8	8	16	3	8	8	7	3	8	-	-	-	-	-	-	-	
Incentive.....	207	2.50	41	5	5	8	10	12	19	4	17	17	8	8	16	3	8	8	7	3	8	-	-	-	-	-	-	-	
Pressers, finish, hand (all women).....	176	2.40	96	-	8	-	13	-	-	-	2	2	10	5	6	4	6	-	7	11	-	2	1	1	-	2	-	-	
Incentive.....	119	2.59	39	-	8	-	13	-	-	-	2	2	10	5	6	4	6	-	7	11	-	2	1	1	-	2	-	-	
Pressers, finish, machine (all women) (all incentive workers).....	211	2.72	15	2	3	11	9	12	9	11	15	10	21	14	5	9	14	8	18	8	12	4	1	-	-	-	-	-	
<b>Miscellaneous:</b>																													
Janitors.....	93	2.33	15	1	6	5	19	5	8	3	1	1	26	-	3	-	-	-	-	-	-	-	-	-	-	-	-	-	
Men (all timeworkers).....	67	2.31	14	-	4	4	13	3	6	3	1	1	15	-	3	-	-	-	-	-	-	-	-	-	-	-	-	-	
Women <sup>4</sup> .....	26	2.38	1	1	2	1	6	2	2	-	-	-	11	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Repairmen, sewing machines (all men).....	135	3.95	-	-	2	-	4	-	-	-	-	5	3	1	-	-	4	2	1	11	11	12	38	13	7	5	-	16	
Time.....	125	3.91	-	-	2	-	4	-	-	-	-	5	3	1	-	4	2	1	11	11	8	38	9	7	5	-	14		
Shipping clerks (all timeworkers).....	32	2.73	-	-	2	-	-	-	-	-	3	12	3	2	2	-	-	-	6	2	-	-	-	-	-	-	-	-	
Men.....	24	2.61	-	-	2	-	-	-	-	-	3	10	3	2	2	-	-	-	2	-	-	-	-	-	-	-	-	-	
Women.....	8	3.11	-	-	-	-	-	-	-	-	-	2	-	-	-	-	-	6	-	-	-	-	-	-	-	-	-	-	
Stock clerks (supply clerks) (10 men, 4 women) (all timeworkers).....	14	2.43	-	-	-	3	1	2	-	2	2	1	-	-	2	-	1	-	-	-	-	-	-	-	-	-	-	-	
Work distributors (all timeworkers).....	218	2.56	15	-	10	-	12	4	6	5	51	16	6	-	83	-	1	-	9	-	-	-	-	-	-	-	-	-	
Men.....	65	2.60	2	-	5	-	5	2	3	2	12	5	4	-	15	-	1	-	9	-	-	-	-	-	-	-	-	-	
Women.....	153	2.54	13	-	5	-	7	2	3	3	39	11	2	-	68	-	-	-	-	-	-	-	-	-	-	-	-	-	

<sup>1</sup> Excludes premium pay for overtime and for work on weekends, holidays, and late shifts. Approximately 80 percent of the production workers covered by the survey were paid on an incentive basis.

<sup>2</sup> Workers were distributed as follows: 1 at \$5 to \$5.20; 4 at \$5.20 to \$5.40; and 1 at \$5.40 to \$5.60.

<sup>3</sup> Workers were distributed as follows: 5 at \$5 to \$5.20; 2 at \$5.20 to \$5.40; 1 at \$5.40 to \$5.60; and 1 at \$6.80 to \$7.

<sup>4</sup> Insufficient data to warrant publication of separate averages by method of wage payment; predominantly timeworkers.

<sup>5</sup> Workers were distributed as follows: 4 at \$5 to \$5.20; 4 at \$5.20 to \$5.40; 1 at \$5.40 to \$5.60; 2 at \$5.60 to \$5.80; 1 at \$5.80 to \$6; and 1 at \$7 to \$7.20.

<sup>6</sup> Workers were distributed as follows: 6 at \$5 to \$5.20; 6 at \$5.20 to \$5.40; 2 at \$5.60 to \$5.80; and 2 at \$5.80 to \$6.

**Table 19. Occupational earnings: Mississippi**

(Number and average straight-time hourly earnings<sup>1</sup> of workers in selected occupations in men's and boys' shirts (except work shirts) and nightwear manufacturing establishments, June 1974)

Occupation and sex	Number of workers	Average hourly earnings <sup>1</sup>	NUMBER OF WORKERS RECEIVING STRAIGHT-TIME HOURLY EARNINGS OF—																									
			\$2.00 and under \$2.05	\$2.05	\$2.10	\$2.15	\$2.20	\$2.25	\$2.30	\$2.35	\$2.40	\$2.50	\$2.60	\$2.70	\$2.80	\$2.90	\$3.00	\$3.10	\$3.20	\$3.40	\$3.60	\$3.80	\$4.00	\$4.20	\$4.40	\$4.60	\$4.80	\$5.00 and over
All production workers	6,559	\$2.43	1642	253	287	202	526	248	347	330	466	437	404	280	273	138	181	105	160	97	45	55	20	20	12	8	12	11
Men	624	2.69	81	30	23	17	74	11	26	26	72	41	27	19	11	8	13	8	41	19	20	9	5	9	3	8	12	11
Women	5,935	2.40	1561	223	264	185	452	237	321	304	394	396	377	261	262	130	168	97	119	78	25	46	15	11	9	-	-	-
<b>Selected occupations</b>																												
<b>Cutting room:</b>																												
Assemblers	87	2.38	4	3	-	9	5	8	6	18	16	7	2	-	6	-	3	-	-	-	-	-	-	-	-	-	-	-
Men <sup>2</sup>	10	2.34	-	-	-	-	-	3	3	2	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Women	77	2.38	4	3	-	9	5	5	3	16	15	6	2	-	6	-	3	-	-	-	-	-	-	-	-	-	-	-
Time	43	2.24	4	3	-	9	5	5	-	16	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Incentive	34	2.55	-	-	-	-	-	-	3	-	15	6	1	-	6	-	3	-	-	-	-	-	-	-	-	-	-	-
Clicker-machine operators	30	2.89	-	-	-	-	8	-	-	-	11	-	-	-	-	-	3	-	-	-	-	-	-	-	-	-	-	-
Men	23	3.07	-	-	-	-	4	-	-	-	8	-	-	-	-	-	3	-	-	-	-	-	-	-	-	-	-	-
Incentive	14	3.46	-	-	-	-	-	-	-	-	4	-	-	-	-	-	3	-	-	-	-	-	-	-	-	-	-	-
Cutters, machine	54	3.20	-	-	-	-	-	-	4	2	3	9	-	2	2	5	-	2	3	10	-	3	3	-	3	-	3	-
Men	41	3.28	-	-	-	-	-	-	-	2	3	6	-	2	2	2	-	2	3	10	-	3	-	-	3	-	3	-
Time	24	2.90	-	-	-	-	-	-	-	2	3	6	-	-	2	2	-	2	3	5	-	1	-	-	-	-	-	-
Incentive	17	3.82	-	-	-	-	-	-	-	-	-	-	-	2	2	-	-	-	5	-	2	-	-	3	-	3	-	-
Women <sup>3a/</sup>	13	2.92	-	-	-	-	-	-	4	-	-	3	-	-	-	3	-	-	-	-	-	3	-	-	-	-	-	-
Markers	35	2.81	-	-	-	-	-	-	3	-	11	7	-	3	4	-	-	-	-	-	2	4	-	-	-	1	-	-
Men <sup>3a/</sup>	17	2.84	-	-	-	-	-	-	3	-	3	6	-	-	1	-	-	-	-	-	2	1	-	-	-	-	1	-
Women	18	2.77	-	-	-	-	-	-	-	-	8	1	-	3	3	-	-	-	-	-	3	-	-	-	-	-	-	-
Time	11	3.00	-	-	-	-	-	-	-	2	2	-	-	3	3	-	-	-	-	-	3	-	-	-	-	-	-	-
Spreaders	104	2.75	20	-	3	3	15	6	8	2	9	6	3	1	-	2	-	-	10	3	-	4	-	-	6	-	3	-
Men	95	2.79	20	-	3	3	15	-	5	2	9	6	3	1	-	2	-	-	10	3	-	4	-	-	6	-	3	-
Time	49	2.27	14	-	3	3	15	-	-	2	4	1	3	-	-	2	-	-	1	1	-	-	-	-	-	-	-	-
Incentive	46	3.34	6	-	-	-	-	-	5	-	5	5	-	1	-	-	-	-	9	2	-	4	-	-	6	-	3	-
<b>Sewing department:</b>																												
Collar pointers (all women) <sup>3b/</sup>	40	2.18	15	-	4	5	5	4	3	-	2	-	1	-	-	-	-	1	-	-	-	-	-	-	-	-	-	-
Collar top trimmers (all women) (all incentive workers)	20	2.39	7	-	-	-	5	-	-	-	-	1	4	-	-	-	-	3	-	-	-	-	-	-	-	-	-	-
Inspectors, intermediate (inspectors of parts) (all women)	81	2.25	4	-	-	-	48	4	5	15	4	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Time	70	2.23	4	-	-	-	48	4	-	10	4	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Sewing-machine operators (all women) <sup>3</sup>	3,986	2.39	1201	180	178	123	192	151	201	185	269	280	206	206	169	80	98	68	90	43	22	27	-	8	9	-	-	-
Incentive	3,962	2.39	1201	180	178	123	176	151	200	184	268	278	204	205	169	80	98	68	90	43	22	27	-	8	9	-	-	-
Dress shirts (all incentive workers)	856	2.44	319	24	46	12	4	-	31	43	70	45	29	47	46	17	30	18	39	-	9	18	-	-	9	-	-	-
Sport shirts	2,424	2.37	667	137	106	96	152	125	132	104	133	187	121	132	103	52	53	37	32	39	3	5	-	8	-	-	-	-
Incentive	2,400	2.37	667	137	106	96	136	125	131	103	132	185	119	131	103	52	53	37	32	39	3	5	-	8	-	-	-	-
Underpressers, machine (16 women, 2 men) (all incentive workers)	18	2.49	4	-	-	1	1	-	-	-	4	-	3	3	-	-	-	-	2	-	-	-	-	-	-	-	-	-
<b>Finishing department:</b>																												
Baggers and boxers	198	2.39	30	-	22	3	35	11	18	13	1	5	36	2	2	11	3	-	-	3	-	-	3	-	-	-	-	-
Women	190	2.40	26	-	22	3	35	11	18	9	1	5	36	2	2	11	3	-	-	3	-	-	3	-	-	-	-	-
Time	119	2.29	24	-	16	3	27	8	-	9	1	5	20	2	2	2	-	-	-	-	-	-	-	-	-	-	-	-
Incentive	71	2.58	2	-	6	-	8	3	18	-	-	-	16	-	-	9	-	-	-	3	-	-	-	-	-	-	-	-
Folders, garment (all women) <sup>3b/</sup>	194	2.60	45	6	4	6	2	9	9	2	14	18	12	3	10	10	5	11	7	5	3	13	-	-	-	-	-	-
Hand (all incentive workers)	71	2.69	17	-	2	5	-	1	-	-	5	4	3	2	5	6	-	8	5	4	-	4	-	-	-	-	-	-
Machine (all incentive workers)	72	2.52	25	6	-	-	-	3	9	-	6	2	6	-	-	-	3	-	-	3	9	-	-	-	-	-	-	-
Hand and machine <sup>3b/</sup>	51	2.61	3	-	2	1	2	5	-	2	3	12	3	1	5	4	2	3	2	1	-	-	-	-	-	-	-	-
Garment repairmen (all women) <sup>3a/</sup>	51	2.26	4	-	4	3	22	2	7	1	-	1	7	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

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See footnotes at end of table.

**Table 19. Occupational earnings: Mississippi—Continued**

(Number and average straight-time hourly earnings<sup>1</sup> of workers in selected occupations in men's and boys' shirts (except work shirts) and nightwear manufacturing establishments, June 1974)

Occupation and sex	Number of workers	Average hourly earnings <sup>3</sup>	NUMBER OF WORKERS RECEIVING STRAIGHT-TIME HOURLY EARNINGS OF—																									
			\$2.00 and under	\$2.05	\$2.10	\$2.15	\$2.20	\$2.25	\$2.30	\$2.35	\$2.40	\$2.50	\$2.60	\$2.70	\$2.80	\$2.90	\$3.00	\$3.10	\$3.20	\$3.40	\$3.60	\$3.80	\$4.00	\$4.20	\$4.40	\$4.60	\$4.80	\$5.00 and over
<b>Selected occupations—Continued</b>																												
<b>Finishing department—Continued</b>																												
Inspectors, final (inspect only) (all women).....	33	\$2.20	12	2	-	-	13	-	-	-	1	-	5	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Time.....	22	2.14	8	-	-	-	13	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Inspectors, final (and thread trimmers) (all women) <sup>3</sup> b/.....	184	2.40	47	3	2	4	16	7	13	11	12	16	13	12	13	6	4	3	1	1	-	-	-	-	-	-	-	-
Pressers, finish, hand (all women) (all incentive workers).....	188	2.39	62	9	12	6	9	14	3	-	5	21	3	9	9	9	3	2	6	3	-	-	-	3	-	-	-	-
<b>Miscellaneous:</b>																												
Janitors (all timeworkers).....	72	2.22	9	7	13	-	20	-	2	15	-	-	6	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Men.....	55	2.21	6	7	13	-	15	-	2	6	-	-	6	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Women.....	17	2.26	3	-	-	-	5	-	-	9	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Repairmen, sewing machine (all men) (all timeworkers).....	54	3.30	-	-	-	-	2	-	-	2	-	6	3	-	2	-	7	3	5	3	8	3	1	9	-	-	-	-
Shipping clerks (all men) (all timeworkers).....	10	3.47	-	-	-	-	-	-	-	-	-	-	3	-	2	-	-	-	2	-	-	-	-	-	-	2	-	1
Stock clerks (supply clerks) (all timeworkers).....	24	2.74	-	-	-	-	4	-	-	2	6	1	3	1	-	-	-	-	2	3	-	2	-	-	-	-	-	-
Men.....	17	2.89	-	-	-	-	-	-	-	2	6	1	-	1	-	-	-	-	2	3	-	2	-	-	-	-	-	-
Work distributors (all timeworkers).....	189	2.28	14	24	9	18	44	2	20	24	4	4	15	2	7	-	-	2	-	-	-	-	-	-	-	-	-	-
Men.....	48	2.27	-	14	3	6	5	-	8	2	2	4	-	1	1	-	-	2	-	-	-	-	-	-	-	-	-	-
Women.....	141	2.28	14	10	6	12	39	2	12	22	2	-	15	1	6	-	-	-	-	-	-	-	-	-	-	-	-	-

<sup>1</sup> Excludes premium pay for overtime and for work on weekends, holidays, and late shifts. Approximately 82 percent of the production workers covered by the survey were paid on an incentive basis.

<sup>2</sup> Workers paid on a time and incentive basis were equally divided.

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

<sup>4</sup> Includes data for workers in classification in addition to those shown separately.

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**Table 20. Occupational earnings: New York State**

(Number and average straight-time hourly earnings<sup>1</sup> of workers in selected occupations in men's and boys' shirts (except work shirts) and nightwear manufacturing establishments, June 1974)

Occupation and sex	Number of workers	Average hourly earnings <sup>1</sup>	NUMBER OF WORKERS RECEIVING STRAIGHT-TIME HOURLY EARNINGS OF--																											
			\$2.00 and under	\$2.05	\$2.10	\$2.15	\$2.20	\$2.25	\$2.30	\$2.35	\$2.40	\$2.45	\$2.50	\$2.60	\$2.70	\$2.80	\$2.90	\$3.00	\$3.20	\$3.40	\$3.60	\$3.80	\$4.00	\$4.20	\$4.40	\$4.60	\$4.80	\$5.00 and over		
			\$2.05	\$2.10	\$2.15	\$2.20	\$2.25	\$2.30	\$2.35	\$2.40	\$2.45	\$2.50	\$2.60	\$2.70	\$2.80	\$2.90	\$3.00	\$3.20	\$3.40	\$3.60	\$3.80	\$4.00	\$4.20	\$4.40	\$4.60	\$4.80	\$5.00			
All production workers-----	2,390	\$2.87	372	19	57	63	27	75	23	65	56	33	175	240	135	159	110	163	137	94	69	64	81	58	21	27	25	42		
Men-----	498	3.41	40	-	5	-	2	7	1	6	2	8	31	21	26	39	34	32	36	20	17	16	50	25	16	18	14	32		
Women-----	1,892	2.73	332	19	52	63	25	68	22	59	54	25	144	219	109	120	76	131	101	74	52	48	31	33	5	9	11	10		
<b>Selected occupations</b>																														
<b>Cutting room:</b>																														
Assemblers (all women) (all timeworkers)-----	21	2.25	9	1	2	-	-	-	-	-	-	3	-	-	6	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Cutters, machine (41 men, 1 woman) - Time-----	42	4.31	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	5	-	1	2	2	3	9	2	10	6	-	2	
Markers (all men)(all timeworkers) - Time-----	38	4.27	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	5	-	1	1	2	3	8	2	10	5	1	-	
Spreaders-----	9	4.59	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2	-	-	1	-	-	2	-	2	2	
Men-----	41	2.62	16	-	-	-	-	-	-	-	-	-	1	3	8	1	1	1	9	-	-	1	-	-	-	-	-	-	-	
Time-----	26	2.97	2	-	-	-	-	-	-	-	-	-	-	3	8	1	1	9	-	-	1	-	-	-	-	-	-	-	-	
Women-----	21	2.91	2	-	-	-	-	-	-	-	-	-	-	3	7	1	-	-	8	-	-	-	-	-	-	-	-	-	-	
<b>Sewing department:</b>																														
Collar top trimmers (all women) <sup>3</sup> b/-	7	2.40	1	1	1	-	-	-	-	-	-	3	-	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-
Sewing-machine operators <sup>4</sup> -----	1,173	2.76	181	13	46	40	15	52	13	30	35	16	90	91	83	81	54	87	61	56	34	32	12	20	2	9	10	10	10	
Men-----	23	3.92	-	-	-	-	-	-	-	-	-	-	-	6	-	-	2	2	1	-	-	-	-	-	-	-	5	1	6	
Women-----	1,150	2.73	181	13	46	40	15	52	13	30	35	16	90	85	83	81	52	85	60	56	34	32	12	20	2	4	9	4	4	
Men-----	402	2.61	14	-	25	20	6	44	4	17	23	7	31	53	41	40	18	27	20	3	2	4	-	1	-	-	-	-	-	
Women-----	748	2.80	167	13	21	20	9	8	9	13	12	9	59	32	42	41	34	58	40	53	32	28	12	19	2	4	7	4	4	
Men-----	703	2.77	158	12	21	20	11	15	11	15	12	11	41	44	39	23	31	69	42	42	17	28	8	17	-	5	2	9	1	
Women-----	689	2.74	158	12	21	20	11	15	11	15	12	11	41	44	39	23	29	67	42	42	17	28	8	17	-	5	2	9	1	
Men-----	121	2.73	6	-	2	4	7	2	4	-	4	12	15	15	9	10	17	13	-	-	-	-	1	-	-	-	-	-	-	
Women-----	568	2.74	152	12	21	18	7	8	9	11	12	7	29	29	24	14	19	50	29	42	17	28	8	16	-	2	4	4	4	
Men-----	393	2.77	13	1	25	20	2	37	2	13	23	5	26	47	36	33	19	15	19	14	17	4	4	3	2	4	8	1	-	
Women-----	384	2.76	13	1	25	20	2	37	2	13	23	5	26	41	36	33	19	15	18	14	17	4	4	3	2	4	7	-	-	
Men-----	281	2.56	8	-	25	18	2	37	2	13	23	3	19	38	26	31	8	10	7	3	2	4	-	-	-	-	2	-	-	
Women-----	103	3.30	5	1	-	2	-	-	-	-	2	7	3	10	2	11	5	11	11	15	-	4	3	2	4	5	-	-	-	
Underpressers, hand (19 men, 6 women)-----	25	2.80	7	-	-	-	-	-	-	-	-	-	-	-	2	10	1	-	-	-	5	-	-	-	-	-	-	-	-	
Men-----	15	2.75	7	-	-	-	-	-	-	-	-	-	-	-	2	-	1	-	-	-	5	-	-	-	-	-	-	-	-	
Women-----	10	3.05	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
<b>Finishing department:</b>																														
Baggers and boxers (2 men, 84 women)-----	86	2.60	13	1	-	1	-	2	-	6	-	-	9	38	2	-	-	6	1	4	-	3	-	-	-	-	-	-	-	-
Men-----	78	2.52	13	1	-	1	-	2	-	6	-	-	8	37	2	-	-	6	-	2	-	-	-	-	-	-	-	-	-	-
Women-----	79	2.88	7	-	-	-	-	-	-	-	-	-	5	38	8	-	1	3	1	1	4	2	3	6	-	-	-	-	-	
Men-----	42	3.13	6	-	-	-	-	-	-	-	-	-	5	2	8	-	1	3	1	1	4	2	3	6	-	-	-	-	-	
Women-----	7	2.79	-	-	-	-	-	-	-	-	-	1	-	3	-	2	-	-	-	1	-	-	-	-	-	-	-	-	-	
Inspectors, final (inspect only) (all women)(all timeworkers)-----	30	2.58	6	1	-	-	-	-	-	6	-	-	-	5	-	-	10	1	1	-	-	-	-	-	-	-	-	-	-	
Men-----	33	2.35	21	-	-	-	1	-	1	-	-	3	2	-	-	-	1	-	-	3	-	-	1	-	-	-	-	-	-	
Women-----	19	2.30	12	-	-	-	1	-	-	-	-	3	1	-	-	-	1	-	-	-	-	-	1	-	-	-	-	-	-	
Men-----	64	3.01	9	-	-	-	2	1	1	1	1	-	2	5	7	3	-	13	3	2	-	4	5	3	2	-	-	-	-	
Women-----	50	3.07	9	-	-	-	2	1	1	1	1	-	2	-	4	-	-	13	-	2	-	4	5	3	2	-	-	-	-	
Men-----	61	2.90	16	-	-	-	-	1	-	3	12	-	1	1	2	2	2	2	1	3	2	3	5	1	-	1	1	2		
Women-----	21	2.40	2	-	2	2	-	-	-	-	-	-	13	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
<b>Miscellaneous:</b>																														
Janitors (all men) (all timeworkers)-----	37	2.81	4	-	-	-	-	-	-	-	-	-	1	4	-	2	25	1	-	-	8	-	-	-	-	-	-	-	-	
Men-----	44	3.79	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2	10	2	8	2	8	7	-	-	-	2	1	
Women-----	40	3.88	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	10	2	8	2	8	7	-	-	-	-	-	-	
Men-----	80	2.56	16	-	-	1	1	6	-	1	1	-	17	4	-	22	1	1	9	-	-	-	-	-	-	-	-	-	-	
Women-----	62	2.62	12	-	-	1	1	5	-	1	1	-	4	4	-	22	1	1	9	-	-	-	-	-	-	-	-	-	-	

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<sup>1</sup> Excludes premium pay for overtime and for work on weekends, holidays, and late shifts. Approximately 55 percent of the production workers covered by the survey were paid on a time basis.  
<sup>2</sup> All workers were at \$ 5.60 to \$ 5.80.  
<sup>3</sup> Insufficient data to warrant publication of separate averages by method of wage payment; (a) predominantly timeworkers or (b) predominantly incentive workers.  
<sup>4</sup> Includes data for workers in classification in addition to those shown separately.  
<sup>5</sup> Workers were distributed as follows: 5 at \$ 5 to \$ 5.20, and 1 at \$ 5.40 to \$ 5.60.

**Table 21. Occupational earnings: North Carolina**

(Number and average straight-time hourly earnings<sup>1</sup> of workers in selected occupations in men's and boys' shirts (except work shirts) and nightwear manufacturing establishments, June 1974)

Occupation and sex	Number of workers	Average hourly earnings <sup>1</sup>	NUMBER OF WORKERS RECEIVING STRAIGHT-TIME HOURLY EARNINGS OF—																									
			\$2.00	\$2.05	\$2.10	\$2.15	\$2.20	\$2.25	\$2.30	\$2.35	\$2.40	\$2.50	\$2.60	\$2.70	\$2.80	\$2.90	\$3.00	\$3.20	\$3.40	\$3.60	\$3.80	\$4.00	\$4.20	\$4.40	\$4.60	\$4.80	\$5.00	\$5.20
			and under \$2.05	\$2.10	\$2.15	\$2.20	\$2.25	\$2.30	\$2.35	\$2.40	\$2.50	\$2.60	\$2.70	\$2.80	\$2.90	\$3.00	\$3.20	\$3.40	\$3.60	\$3.80	\$4.00	\$4.20	\$4.40	\$4.60	\$4.80	\$5.00	\$5.20	and over
All production workers.....	8,189	\$2.37	2592	245	615	281	613	497	315	294	533	415	350	273	223	192	256	140	96	75	32	41	24	19	17	13	16	22
Men.....	596	2.96	73	8	34	8	23	31	29	12	39	21	35	36	6	15	46	29	11	26	16	30	15	10	7	6	16	14
Women.....	7,593	2.33	2519	237	581	273	590	466	286	282	494	394	315	237	217	177	210	111	85	49	16	11	9	9	10	7	-	8
<b>Selected occupations</b>																												
<b>Cutting room:</b>																												
Assemblers.....	146	2.27	25	5	24	9	12	14	18	8	10	8	-	9	-	-	-	-	3	-	1	-	-	-	-	-	-	-
Women.....	127	2.27	21	5	22	9	7	14	14	8	10	8	-	5	-	-	-	-	3	-	1	-	-	-	-	-	-	-
Time.....	112	2.24	17	5	22	9	7	14	12	6	8	5	-	5	-	-	-	-	2	-	-	-	-	-	-	-	-	-
Clicker-machine operators.....	35	2.62	2	-	-	2	-	2	7	-	2	3	2	1	7	2	-	2	-	2	-	-	-	-	-	-	-	-
Men <sup>2 a/</sup> .....	18	2.74	-	-	-	-	-	-	2	3	2	1	7	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Women.....	17	2.49	2	-	-	2	-	2	7	-	-	-	-	-	2	-	-	-	-	2	-	-	-	-	-	-	-	-
Time.....	9	2.30	-	-	-	-	-	2	7	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Incentive.....	8	2.70	2	-	-	2	-	-	-	-	-	-	-	-	2	-	-	-	-	2	-	-	-	-	-	-	-	-
Cutters, machine (all men).....	63	3.52	-	-	-	-	-	-	-	-	-	2	-	5	2	3	9	15	5	3	-	9	4	2	-	-	4	-
Time.....	54	3.55	-	-	-	-	-	-	-	-	-	2	-	2	2	1	9	15	5	-	9	3	2	-	-	4	-	-
Markers (27 women, 4 men) <sup>2 a/</sup> .....	31	3.63	-	-	-	-	-	-	-	-	-	-	-	-	2	9	6	2	2	1	2	4	-	-	-	-	3	-
Spreaders.....	109	2.65	19	-	3	1	3	2	6	7	12	4	17	12	-	2	1	6	-	6	3	1	-	2	2	-	-	-
Men.....	102	2.58	19	-	3	1	3	2	6	4	12	4	17	12	-	2	1	6	-	6	3	1	-	-	-	-	-	-
Time.....	92	2.59	17	-	3	-	3	-	5	4	12	4	17	10	-	2	-	6	-	6	3	-	-	-	-	-	-	-
Incentive.....	10	2.56	2	-	-	1	-	2	1	-	-	-	-	2	-	-	1	-	-	-	-	1	-	-	-	-	-	-
<b>Sewing department:</b>																												
Collar pointers.....	50	2.39	9	6	6	7	-	4	3	2	-	3	-	2	-	2	3	-	1	-	-	-	1	-	-	1	-	-
Women.....	44	2.38	7	6	6	7	-	4	1	2	-	3	-	2	-	-	3	-	1	-	-	-	1	-	-	1	-	-
Incentive.....	36	2.43	7	6	6	1	-	4	1	-	-	3	-	2	-	-	3	-	1	-	-	-	1	-	-	1	-	-
Collar top trimmers (all women) <sup>2 b/</sup> .....	28	2.78	9	-	-	4	3	-	-	1	3	-	-	-	-	1	-	-	-	-	-	-	-	-	-	-	6	-
Inspectors, intermediate (inspectors of parts) (all women).....	78	2.24	10	-	17	3	8	8	3	3	22	4	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Time.....	58	2.28	4	-	11	1	5	8	3	3	19	4	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Sewing-machine operators (all women) (all incentive workers) <sup>3</sup> .....	4,813	2.33	1620	135	369	182	328	278	149	197	305	287	223	172	131	116	139	62	59	33	4	6	4	4	4	4	-	6
Dress shirts.....	2,160	2.34	904	63	80	80	134	44	54	77	128	110	104	80	49	64	74	33	32	28	4	6	4	4	4	4	-	-
Sport shirts.....	1,996	2.30	544	72	261	88	181	107	81	98	113	126	81	77	55	28	43	14	21	-	-	-	-	-	-	-	-	6
<b>Finishing department:</b>																												
Baggers and boxers (all women).....	238	2.25	55	12	34	15	39	20	9	7	26	3	-	-	-	-	4	12	2	-	-	-	-	-	-	-	-	-
Time.....	180	2.16	54	10	31	13	23	12	7	1	26	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Incentive.....	58	2.55	1	2	3	2	16	8	2	6	-	-	-	-	-	-	4	12	2	-	-	-	-	-	-	-	-	-
Folders, garment (all women).....	352	2.47	67	6	15	10	23	30	23	9	36	17	30	11	18	19	11	18	3	2	1	-	2	1	-	-	-	-
Incentive.....	335	2.49	57	6	11	10	23	27	23	9	36	17	30	11	18	19	11	18	3	2	1	-	2	1	-	-	-	-
Hand (all incentive workers).....	200	2.47	33	-	4	6	18	11	16	7	29	13	19	5	8	16	6	5	1	2	1	-	-	-	-	-	-	-
Machine.....	132	2.46	31	3	11	4	5	13	7	2	7	4	11	6	10	3	1	9	2	-	-	-	2	1	-	-	-	-
Incentive.....	115	2.51	21	3	7	4	5	10	7	2	7	4	11	6	10	3	1	9	2	-	-	-	2	1	-	-	-	-
Garment repairmen (all women).....	70	2.18	9	6	22	2	10	7	3	6	2	2	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-
Time.....	62	2.16	9	6	22	2	6	7	3	2	2	2	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-
Inspectors, final (inspect only) (all women) <sup>2 a/</sup> .....	24	2.46	6	-	-	-	3	1	1	-	2	1	-	1	7	1	1	-	-	-	-	-	-	-	-	-	-	-
Inspectors, final (and thread trimmers) (all women) (all incentive workers).....	330	2.32	109	26	9	6	43	13	4	7	19	15	25	13	7	9	17	5	3	-	-	-	-	-	-	-	-	-
Pressers, finish, hand (all women) <sup>2 b/</sup> .....	196	2.26	79	6	16	6	21	15	8	3	10	5	4	6	7	1	3	1	1	-	4	-	-	-	-	-	-	-
Pressers, finish, machine (all women) (all incentive workers).....	97	2.87	6	-	-	-	2	2	8	5	12	8	4	8	10	6	5	3	3	1	4	5	-	1	3	-	-	1
Thread trimmers (all women) <sup>2 b/</sup> .....	13	2.43	-	-	1	-	3	4	-	-	1	1	1	-	-	1	1	-	-	-	-	-	-	-	-	-	-	-

See footnotes at end of table.

**Table 21. Occupational earnings: North Carolina—Continued**

(Number and average straight-time hourly earnings<sup>1</sup> of workers in selected occupations in men's and boys' shirts (except work shirts) and nightwear manufacturing establishments, June 1974)

Occupation and sex	Number of workers	Average hourly earnings <sup>1</sup>	NUMBER OF WORKERS RECEIVING STRAIGHT-TIME HOURLY EARNINGS OF—																									
			\$2.00	\$2.05	\$2.10	\$2.15	\$2.20	\$2.25	\$2.30	\$2.35	\$2.40	\$2.50	\$2.60	\$2.70	\$2.80	\$2.90	\$3.00	\$3.20	\$3.40	\$3.60	\$3.80	\$4.00	\$4.20	\$4.40	\$4.60	\$4.80	\$5.00	\$5.20
			and under \$2.05	\$2.10	\$2.15	\$2.20	\$2.25	\$2.30	\$2.35	\$2.40	\$2.50	\$2.60	\$2.70	\$2.80	\$2.90	\$3.00	\$3.20	\$3.40	\$3.60	\$3.80	\$4.00	\$4.20	\$4.40	\$4.60	\$4.80	\$5.00	\$5.20	and over
<u>Selected occupations—Continued</u>																												
Miscellaneous:																												
Janitors (all timeworkers).....	61	\$2.15	18	8	15	2	3	7	-	2	-	3	1	-	2	-	-	-	-	-	-	-	-	-	-	-	-	
Men.....	47	2.17	9	6	13	2	3	7	-	2	-	3	-	-	2	-	-	-	-	-	-	-	-	-	-	-	-	
Women.....	14	2.07	9	2	2	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Repairmen, sewing-machines (all men) <sup>2</sup> a/.....	73	4.30	-	-	-	-	-	-	-	-	-	-	-	-	2	7	4	2	2	9	8	6	8	6	6	9	4	
Shipping clerks (all timeworkers).....	38	2.88	1	-	-	1	-	2	5	-	-	3	4	3	2	4	4	-	6	3	-	-	-	-	-	-	-	
Men.....	29	3.01	-	-	-	1	-	2	3	-	-	-	4	-	2	4	4	-	6	3	-	-	-	-	-	-	-	
Women.....	9	2.49	1	-	-	-	-	-	2	-	-	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Work distributors.....	212	2.21	43	10	38	17	28	17	21	5	11	6	6	-	10	-	-	-	-	-	-	-	-	-	-	-	-	
Men (all timeworkers).....	37	2.26	8	2	3	-	7	-	6	2	2	1	6	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Women.....	175	2.20	35	8	35	17	21	17	15	3	9	5	-	-	10	-	-	-	-	-	-	-	-	-	-	-	-	
Time.....	163	2.21	32	8	32	11	21	17	15	3	9	5	-	-	10	-	-	-	-	-	-	-	-	-	-	-	-	

<sup>1</sup> Excludes premium pay for overtime and for work on weekends, holidays, and late shifts. Approximately 82 percent of the production workers covered by the study were paid on an incentive basis.

<sup>2</sup> Insufficient data to warrant publication of separate averages by method of wage payment; (a) predominantly timeworkers, or (b) predominantly incentive workers.

<sup>3</sup> Includes data for workers in classification in addition to those shown separately.

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**Table 22. Occupational earnings: Pennsylvania**

(Number and average straight-time hourly earnings<sup>1</sup> of workers in selected occupations in men's and boys' shirts (except work shirts) and nightwear manufacturing establishments, June 1974)

Occupation and sex	Num-ber of work-ers	Aver-age hourly earn-ings <sup>1</sup>	Number of workers receiving straight-time hourly earnings of—																									
			\$2.00	\$2.05	\$2.10	\$2.15	\$2.20	\$2.25	\$2.30	\$2.35	\$2.40	\$2.45	\$2.50	\$2.60	\$2.70	\$2.80	\$2.90	\$3.00	\$3.20	\$3.40	\$3.60	\$3.80	\$4.00	\$4.20	\$4.40	\$4.60	\$4.80	\$5.00
			and under \$2.05	- \$2.10	- \$2.15	- \$2.20	- \$2.25	- \$2.30	- \$2.35	- \$2.40	- \$2.45	- \$2.50	- \$2.60	- \$2.70	- \$2.80	- \$2.90	- \$3.00	- \$3.20	- \$3.40	- \$3.60	- \$3.80	- \$4.00	- \$4.20	- \$4.40	- \$4.60	- \$4.80	- \$5.00	and over
All production workers.....	9,839	\$ 2.94	824	302	135	151	323	195	136	150	291	173	557	894	684	583	521	890	861	622	430	321	256	149	150	78	40	123
Men.....	1,255	3.29	110	9	6	7	5	12	7	13	17	9	41	61	72	46	40	71	194	170	49	74	74	60	34	32	9	33
Women.....	8,584	2.89	714	293	129	144	318	183	129	137	274	164	516	833	612	537	481	819	667	452	381	247	182	89	116	46	31	90
<u>Selected occupations</u>																												
Cutting room:																												
Assemblers.....	83	3.25	5	-	-	1	-	1	-	-	-	-	3	4	3	1	16	9	-	11	15	8	2	2	-	-	-	2
Men.....	30	3.65	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	6	8	6	2	2	-	-	-	2
Time.....	18	3.30	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	6	8	-	-	-	-	-	-	-
Women.....	53	3.02	2	-	1	-	1	-	1	-	-	-	3	4	3	1	16	8	-	5	7	2	-	-	-	-	-	-
Time.....	28	2.99	-	-	-	-	-	-	-	-	-	-	1	4	2	1	9	7	-	1	3	-	-	-	-	-	-	-
Incentive.....	25	3.06	2	-	1	-	1	-	1	-	-	-	2	-	1	-	7	1	-	4	4	2	-	-	-	-	-	-
Clicker-machine operators.....	49	4.02	-	1	-	-	-	-	-	-	-	-	-	-	2	-	-	-	2	-	8	17	2	7	2	2	4	2
Men.....	37	4.18	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2	-	3	15	2	7	-	2	4	2
Time.....	17	3.88	-	-	-	-	-	-	-	-	-	-	-	-	2	-	-	-	-	-	3	13	-	1	-	-	-	-
Women.....	12	3.54	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	5	2	-	2	-	-	-	-
Time.....	6	3.08	-	1	-	-	-	-	-	-	-	-	-	-	2	-	-	-	-	-	3	-	-	-	-	-	-	-
Cutters, machine.....	93	4.11	-	-	-	-	-	-	-	-	1	-	-	-	2	1	-	1	1	4	2	27	14	13	10	12	5	-
Men.....	86	4.13	-	-	-	-	-	-	-	-	1	-	-	-	2	1	-	1	1	4	2	21	14	12	10	12	5	-
Time.....	59	4.14	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	1	-	1	19	13	10	8	3	3	-	-
Incentive.....	27	4.09	-	-	-	-	-	-	-	-	1	-	-	-	2	-	-	-	-	1	4	1	2	1	2	2	9	2
Markers.....	48	4.09	-	-	-	-	-	-	-	-	3	1	-	-	-	-	-	1	1	1	4	-	20	7	2	2	-	2
Men.....	45	4.12	-	-	-	-	-	-	-	-	3	1	-	-	-	-	-	1	1	1	4	-	20	7	2	2	-	6
Time.....	31	3.95	-	-	-	-	-	-	-	-	3	-	-	-	-	-	-	-	-	-	1	2	-	16	7	2	-	-
Spreaders.....	125	3.42	-	-	-	-	-	-	-	-	-	2	4	11	1	5	13	15	53	3	4	-	4	6	2	-	2	-
Men.....	108	3.43	-	-	-	-	-	-	-	-	2	3	11	1	5	13	7	45	3	4	-	4	6	2	-	-	2	-
Time.....	68	3.27	-	-	-	-	-	-	-	-	2	3	3	1	3	9	3	43	1	-	-	-	-	4	6	2	-	2
Women.....	17	3.37	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	8	8	-	-	-	-	-	-	-	-	-
Time.....	11	3.37	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	2	8	-	-	-	-	-	-	-	-	-
Sewing department:																												
Collar pointers (all women) <sup>3</sup> b/.....	55	3.00	-	1	-	-	2	-	-	3	1	1	5	5	2	5	3	9	7	3	4	4	-	-	-	-	-	-
Collar top trimmers (all women).....	37	2.64	2	3	4	-	1	1	1	-	-	4	1	5	2	4	3	2	1	-	2	1	-	-	-	-	-	-
Incentive.....	34	2.64	2	3	4	-	1	1	1	-	-	4	1	2	2	4	3	2	1	-	2	1	-	-	-	-	-	-
Inspectors, intermediate (inspector of parts) (all women).....	55	2.76	3	10	1	4	4	-	-	-	4	-	1	-	9	3	1	4	-	-	2	3	-	-	2	2	-	-
(all incentive workers).....	117	2.67	8	18	5	6	-	9	1	1	2	-	7	9	9	2	5	13	8	4	4	4	2	-	-	-	-	-
Loaders, machine (all women) <sup>3</sup> b/.....	5,133	2.90	420	188	57	78	233	64	82	106	192	122	336	342	292	297	318	548	455	263	250	154	125	56	66	21	19	49
Sewing-machine operators (3 men, 5,130 women) <sup>4</sup> .....	32	2.53	3	1	-	5	-	-	-	-	-	-	7	3	8	1	4	-	-	-	-	-	-	-	-	-	-	-
Time.....	5,101	2.90	417	187	57	73	233	64	82	106	192	122	329	339	284	296	314	548	455	263	250	154	125	56	66	21	19	49
Dress shirts																												
(2 men, 1,725 women).....	1,727	2.82	205	116	41	30	64	17	19	40	37	31	78	90	98	79	127	220	171	55	84	52	31	21	-	4	5	12
Incentive.....	1,724	2.82	205	116	41	30	64	17	19	40	37	31	78	90	95	79	127	220	171	55	84	52	31	21	-	4	5	12
Sport shirts (all women).....	1,474	2.91	69	23	1	30	78	33	30	27	95	53	123	114	68	96	54	121	131	134	76	43	34	15	14	-	5	7
Time.....	19	2.42	3	1	-	5	-	-	-	-	-	-	-	3	5	1	1	-	-	-	-	-	-	-	-	-	-	-
Incentive.....	1,455	2.91	66	22	1	25	78	33	30	27	95	53	123	111	63	95	53	121	131	134	76	43	34	15	14	-	5	7
Underpressers, hand (all women).....	15	2.91	2	-	-	2	-	-	-	-	-	-	1	1	-	-	-	4	3	-	-	2	-	-	-	-	-	-
Incentive.....	11	2.89	2	-	-	2	-	-	-	-	-	-	-	-	-	-	-	4	1	-	-	2	-	-	-	-	-	-
Underpressers, machine.....	71	2.92	2	4	-	1	5	-	1	1	2	1	5	10	5	1	3	4	4	15	3	4	-	-	-	-	-	-
Women (all incentive workers).....	58	2.94	2	4	-	1	5	-	1	1	2	1	5	1	4	1	3	3	3	14	3	4	-	-	-	-	-	-
Finishing department:																												
Baggers and boxers (all women).....	221	2.79	4	5	5	7	-	1	-	2	5	-	30	64	41	22	7	4	5	1	-	-	3	-	7	6	2	-
Time.....	158	2.66	1	2	2	5	-	-	-	5	-	-	21	55	40	22	3	-	-	1	-	-	-	-	1	-	-	-
Incentive.....	63	3.13	3	3	3	2	-	1	-	2	-	-	9	9	1	-	4	4	5	-	-	-	3	-	6	6	2	-
Folders, garment (all women).....	259	3.03	12	6	5	3	5	5	-	1	5	1	12	29	37	14	14	14	37	19	7	4	9	5	8	3	-	4
Hand <sup>2</sup> b/.....	131	3.37	-	-	-	4	-	-	-	-	-	-	5	9	11	8	10	9	26	15	3	4	9	5	8	3	-	2
Machine (all incentive workers).....	82	2.79	10	-	4	2	-	3	-	1	5	-	7	4	14	2	4	5	11	4	4	-	-	-	-	-	-	-
Hand and machine <sup>3</sup> a/.....	46	2.51	2	6	1	1	1	2	-	-	-	-	1	16	12	4	-	-	-	-	-	-	-	-	-	-	-	-
Garment repairmen.....	54	2.89	1	-	-	-	-	-	-	-	-	-	1	5	5	17	10	5	3	1	4	-	-	1	-	-	-	1
Women.....	51	2.84	1	-	-	-	-	-	-	-	-	-	1	4	5	17	10	5	3	1	3	-	-	1	-	-	-	-
Time.....	39	2.80	-	-	-	-	-	-	-	-	-	-	1	4	4	15	9	1	3	-	2	-	-	-	-	-	-	-

See footnotes at end of table.

**Table 22. Occupational earnings: Pennsylvania—Continued**

(Number and average straight-time hourly earnings<sup>1</sup> of workers in selected occupations in men's and boys' shirts (except work shirts) and nightwear manufacturing establishments, June 1974)

Occupation and sex	Number of workers	Average hourly earnings <sup>1</sup>	Number of workers receiving straight-time hourly earnings of—																									
			\$2.00	\$2.05	\$2.10	\$2.15	\$2.20	\$2.25	\$2.30	\$2.35	\$2.40	\$2.45	\$2.50	\$2.60	\$2.70	\$2.80	\$2.90	\$3.00	\$3.20	\$3.40	\$3.60	\$3.80	\$4.00	\$4.20	\$4.40	\$4.60	\$4.80	\$5.00
			and under \$2.05	\$2.10	\$2.15	\$2.20	\$2.25	\$2.30	\$2.35	\$2.40	\$2.45	\$2.50	\$2.60	\$2.70	\$2.80	\$2.90	\$3.00	\$3.20	\$3.40	\$3.60	\$3.80	\$4.00	\$4.20	\$4.40	\$4.60	\$4.80	\$5.00	and over
<b>Selected occupations—Continued</b>																												
<b>Finishing department—Continued</b>																												
Inspectors, final (inspect only)																												
(all women).....	27	\$2.55	-	2	3	-	-	1	-	-	-	-	18	1	2	-	-	-	-	-	-	-	-	-	-	-	-	-
Time.....	19	2.60	-	-	2	-	-	-	-	-	-	-	15	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-
Incentive.....	8	2.42	-	2	1	-	-	1	-	-	-	-	3	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-
Inspectors, final (and thread trimmers) (all women).....	210	2.86	5	9	2	7	7	7	6	1	8	3	14	20	17	14	9	31	12	19	6	4	6	2	-	-	-	1
Incentive.....	199	2.87	5	9	2	7	7	7	6	1	8	3	14	14	14	14	9	31	12	19	6	3	6	2	-	-	-	1
Pressers, finish, hand.....	263	3.18	28	-	-	12	8	10	5	2	10	4	4	10	11	5	10	29	21	18	22	6	12	10	7	-	7	12
Women.....	260	3.18	28	-	-	12	8	10	5	2	10	4	4	10	11	5	10	26	21	18	22	6	12	10	7	-	7	12
Incentive.....	254	3.18	28	-	-	11	8	10	5	2	10	4	4	9	11	5	8	24	21	18	22	6	12	10	7	-	7	12
Pressers, finish, machine (1 man, 62 women).....	63	3.53	-	-	-	1	-	-	2	1	-	-	1	1	6	4	2	3	8	4	7	9	2	1	6	3	-	2
Incentive.....	57	3.62	-	-	-	1	-	-	2	1	-	-	1	1	-	4	2	3	8	4	7	9	2	1	6	3	-	2
Thread trimmers (1 man, 79 women).....	80	3.14	1	-	-	2	3	1	4	-	1	1	6	7	7	2	5	6	9	3	10	6	-	-	-	-	3	3
Time.....	15	2.82	-	-	-	-	-	-	-	-	1	-	6	1	3	-	1	-	1	-	1	1	-	-	-	-	-	-
Incentive.....	65	3.21	1	-	-	2	3	1	4	-	-	1	-	6	4	2	4	6	8	3	9	5	-	-	-	-	3	3
<b>Miscellaneous:</b>																												
Janitors (all timeworkers).....	77	2.60	4	3	1	1	-	3	1	3	4	1	19	9	10	5	5	5	3	-	-	-	-	-	-	-	-	-
Men.....	60	2.64	4	2	-	1	-	1	1	3	4	1	9	6	10	5	5	5	3	-	-	-	-	-	-	-	-	-
Women.....	17	2.45	-	1	1	-	-	2	-	-	-	-	10	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Repairmen, sewing machines (all men) <sup>2</sup> a/.....	103	4.16	-	1	-	1	-	-	-	-	-	-	-	1	1	1	2	1	12	5	4	5	16	14	13	10	-	\$ 16
Shipping clerks (44 men, 1 woman).....	45	3.60	-	-	-	-	-	-	-	-	-	-	-	-	1	1	-	4	12	10	2	6	4	3	-	1	-	1
Time.....	35	3.66	-	-	-	-	-	-	-	-	-	-	-	-	1	1	-	4	10	2	2	6	4	3	-	1	-	1
Stock clerks (supply clerks).....	58	3.00	3	-	-	2	-	1	1	-	-	1	-	3	8	2	3	3	25	4	2	-	-	-	-	-	-	-
Men (all timeworkers).....	54	3.02	3	-	-	2	-	-	1	-	-	1	-	3	8	2	-	3	25	4	2	-	-	-	-	-	-	-
Work distributors.....	173	2.80	-	-	-	1	-	16	1	-	-	2	19	49	12	16	15	15	13	10	4	-	-	-	-	-	-	-
Men <sup>3</sup> a/.....	46	3.11	-	-	-	1	-	-	-	-	-	-	3	1	-	-	14	9	9	8	1	-	-	-	-	-	-	-
Women (all timeworkers).....	127	2.69	-	-	-	-	-	16	1	-	-	2	16	48	12	16	1	6	4	2	3	-	-	-	-	-	-	-

<sup>1</sup> Excludes premium pay for overtime and for work on weekends, holidays, and late shifts. Approximately 78 percent of the production workers covered by the survey were paid on an incentive basis.  
<sup>2</sup> Workers were distributed as follows: 4 at \$5 to \$5.20; and 2 at \$5.20 to \$5.40.  
<sup>3</sup> Insufficient data to warrant publication of separate averages by method of wage payment; (a) predominantly timeworkers, or (b) predominantly incentive workers.  
<sup>4</sup> Includes data for workers in classification in addition to those shown separately.  
<sup>5</sup> Workers were distributed as follows: 5 at \$5 to \$5.20; 2 at \$5.20 to \$5.40; 8 at \$5.40 to \$5.60; and 1 at \$6.20 to \$6.40.

**Table 23. Occupational earnings: South Carolina**

(Number and average straight-time hourly earnings<sup>1</sup> of workers in selected occupations in men's and boys' shirts (except work shirts) and nightwear manufacturing establishments, June 1974)

Occupation and sex	Number of workers	Average hourly earnings <sup>1</sup>	NUMBER OF WORKERS RECEIVING STRAIGHT-TIME HOURLY EARNINGS OF--																									
			\$2.00	\$2.05	\$2.10	\$2.15	\$2.20	\$2.25	\$2.30	\$2.35	\$2.40	\$2.45	\$2.50	\$2.60	\$2.70	\$2.80	\$2.90	\$3.00	\$3.20	\$3.40	\$3.60	\$3.80	\$4.00	\$4.20	\$4.40	\$4.60	\$4.80	\$5.00
			and under \$2.05	\$2.10	\$2.15	\$2.20	\$2.25	\$2.30	\$2.35	\$2.40	\$2.45	\$2.50	\$2.60	\$2.70	\$2.80	\$2.90	\$3.00	\$3.20	\$3.40	\$3.60	\$3.80	\$4.00	\$4.20	\$4.40	\$4.60	\$4.80	\$5.00	and over
All production workers.....	5,952	\$2.39	1911	158	352	213	318	358	227	199	228	232	359	258	172	179	125	265	135	110	40	31	16	17	14	5	8	22
Men.....	510	2.79	78	5	39	18	16	38	9	18	19	19	22	20	23	19	12	30	19	22	11	13	15	12	11	1	5	16
Women.....	5,442	2.35	1833	153	313	195	302	320	218	181	209	213	337	238	149	160	113	235	116	88	29	18	1	5	3	4	3	6
<b>Selected occupations</b>																												
<b>Cutting room:</b>																												
Assemblers (all women).....	98	2.41	27	2	5	5	11	4	6	1	4	9	2	-	1	2	3	5	6	5	-	-	-	-	-	-	-	-
Time.....	59	2.21	13	2	5	5	11	3	6	1	4	7	2	-	-	-	-	-	6	5	-	-	-	-	-	-	-	-
Incentive.....	39	2.70	14	-	-	-	1	-	-	-	-	2	-	-	1	2	3	5	6	5	-	-	-	-	-	-	-	-
Clicker-machine operators.....	34	2.98	2	-	-	-	3	-	-	-	-	1	3	4	-	2	6	-	5	2	1	2	1	-	2	-	-	-
Men.....	22	3.25	-	-	-	-	-	-	-	-	-	3	-	-	2	6	-	-	4	1	1	2	1	-	2	-	-	-
Time.....	8	2.67	-	-	-	-	-	-	-	-	-	3	-	-	2	3	-	-	-	-	-	-	-	-	-	-	-	-
Incentive.....	14	3.58	-	-	-	-	-	-	-	-	-	-	-	-	3	-	-	-	4	1	1	2	1	-	2	-	-	-
Women <sup>2</sup> .....	12	2.50	2	-	-	-	3	-	-	-	-	1	4	-	-	-	-	-	1	1	-	-	-	-	-	-	-	-
Cutters, machine (all men).....	29	3.52	-	-	-	-	-	-	-	-	-	3	-	-	4	1	9	1	-	-	2	3	2	-	-	1	3	-
Time.....	18	2.96	-	-	-	-	-	-	-	-	-	3	-	-	4	1	9	1	-	-	1	3	2	-	-	-	-	-
Incentive.....	11	4.43	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	1	3	2	-	-	1	3	-
Markers.....	23	3.33	-	-	-	-	-	-	-	-	2	-	-	-	4	1	3	3	3	6	6	1	1	-	-	1	-	-
Men (all timeworkers).....	13	3.50	-	-	-	-	-	-	-	-	-	-	-	-	2	-	3	-	-	6	-	1	-	-	-	1	-	-
Women <sup>4</sup> b/.....	10	3.10	-	-	-	-	-	-	-	-	2	-	-	-	-	2	-	3	3	3	-	-	-	-	-	-	-	-
Spreaders.....	69	2.73	6	6	-	3	1	8	2	4	1	3	3	6	1	-	1	7	2	7	2	4	1	1	-	-	-	-
Men.....	62	2.77	4	4	-	3	1	8	-	4	1	3	3	6	1	-	1	7	2	7	1	4	1	1	-	-	-	-
Time.....	37	2.32	4	4	-	3	1	8	-	4	-	3	3	6	1	-	-	-	-	-	-	-	-	-	-	-	-	-
Incentive.....	25	3.44	-	-	-	-	-	-	-	-	1	-	-	-	-	-	1	7	2	7	1	4	1	1	-	-	-	-
<b>Sewing department:</b>																												
Collar pointers (all women).....	43	2.26	12	4	8	4	-	-	2	2	-	5	-	-	2	2	-	-	2	-	-	-	-	-	-	-	-	-
(all incentive workers).....	30	2.63	4	1	-	4	-	5	-	-	1	-	2	-	-	1	2	3	3	4	-	-	-	-	-	-	-	-
Inspectors, intermediate (inspectors of parts) (all women) <sup>4</sup> a/.....	56	2.47	6	-	2	9	-	3	6	6	2	4	9	-	-	-	-	-	9	-	-	-	-	-	-	-	-	-
Loaders, machine (all women) (all incentive workers).....	138	2.45	21	-	17	5	14	12	4	7	4	4	11	6	12	2	1	7	5	-	6	-	-	-	-	-	-	-
Sewing-machine operators (all women) (all incentive workers) <sup>5</sup> .....	3,342	2.36	1232	76	124	81	193	165	114	95	143	116	241	171	87	111	80	160	62	47	11	17	1	4	3	4	-	4
Dress shirts.....	1,433	2.37	588	32	62	14	74	40	35	30	75	34	83	76	40	56	46	63	27	31	8	7	-	4	-	4	-	4
Sport shirts.....	1,907	2.35	643	44	62	67	119	125	79	65	68	82	158	95	46	55	34	97	35	16	3	10	1	-	3	-	-	-
Underpressers, machine (all women) (all incentive workers).....	39	2.25	12	3	7	-	3	3	-	3	-	-	-	3	3	-	1	-	1	-	-	-	-	-	-	-	-	-
<b>Finishing department:</b>																												
Baggers and boxers (all women).....	143	2.25	48	4	31	1	5	13	4	1	2	11	8	2	2	-	1	8	-	2	-	-	-	-	-	-	-	-
Time.....	96	2.15	29	2	31	1	5	12	2	-	2	9	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Incentive.....	47	2.44	19	2	-	-	-	1	2	1	-	2	5	2	2	-	1	8	-	2	-	-	-	-	-	-	-	-
Folders, garment (all women) (all incentive workers).....	225	2.42	49	2	14	19	5	21	9	17	2	8	15	17	10	10	6	9	7	3	2	-	-	-	-	-	-	-
Hand.....	152	2.35	36	2	11	14	5	17	8	12	2	3	5	17	6	5	-	3	3	3	-	-	-	-	-	-	-	-
Machine.....	73	2.56	13	-	3	5	-	4	1	5	-	5	10	-	4	5	6	6	4	-	2	-	-	-	-	-	-	-
Garment repairmen (all women) (all timeworkers).....	25	2.35	1	-	4	2	2	-	5	1	-	4	-	6	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Inspectors, final (and thread trimmers) (all women) (all incentive workers).....	179	2.21	97	9	5	7	1	25	-	8	3	2	2	1	5	2	4	6	-	-	1	-	-	-	-	-	-	1

See footnotes at end of table.

**Table 23. Occupational earnings: South Carolina—Continued**

(Number and average straight-time hourly earnings<sup>1</sup> of workers in selected occupations in men's and boys' shirts (except work shirts) and nightwear manufacturing establishments, June 1974)

Occupation and sex	Number of workers	Average hourly earnings <sup>1</sup> and under	NUMBER OF WORKERS RECEIVING STRAIGHT-TIME HOURLY EARNINGS OF—																									
			\$2.00	\$2.05	\$2.10	\$2.15	\$2.20	\$2.25	\$2.30	\$2.35	\$2.40	\$2.45	\$2.50	\$2.60	\$2.70	\$2.80	\$2.90	\$3.00	\$3.20	\$3.40	\$3.60	\$3.80	\$4.00	\$4.20	\$4.40	\$4.60	\$4.80	\$5.00
			and under \$2.05	\$2.10	\$2.15	\$2.20	\$2.25	\$2.30	\$2.35	\$2.40	\$2.45	\$2.50	\$2.60	\$2.70	\$2.80	\$2.90	\$3.00	\$3.20	\$3.40	\$3.60	\$3.80	\$4.00	\$4.20	\$4.40	\$4.60	\$4.80	\$5.00	and over
<b>Selected occupations—Continued</b>																												
<b>Finishing department—Continued</b>																												
Pressers, finish, hand (all women) (all incentive workers).....	209	\$2.40	92	6	5	4	5	10	5	6	10	9	7	3	4	11	2	10	8	4	4	-	-	1	-	-	3	-
Pressers, finish, machine (all women) (all incentive workers).....	72	2.58	10	2	-	-	2	6	6	2	4	2	8	6	6	4	2	2	6	2	2	-	-	-	-	-	-	-
<b>Miscellaneous:</b>																												
Janitors (all timeworkers).....	51	2.12	19	-	15	3	2	5	-	6	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Men.....	35	2.17	6	-	12	3	2	5	-	6	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Women.....	16	2.02	13	-	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Repairmen, sewing-machines (all men) (all timeworkers).....	53	4.30	-	-	-	-	-	-	-	-	-	-	-	-	3	-	-	3	4	3	-	1	6	9	9	-	4	<sup>6</sup> 11
Shipping clerks (all men) (all timeworkers).....	13	3.31	-	-	-	-	-	-	-	-	-	1	-	-	-	-	2	2	3	2	-	3	-	-	-	-	-	-
Stock clerks (supply clerks) (all timeworkers).....	19	2.42	-	-	-	1	2	1	3	2	4	1	1	1	2	-	-	1	-	-	-	-	-	-	-	-	-	-
Women.....	9	2.32	-	-	-	-	2	-	3	1	2	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Work distributors (175 women, 4 men) (all timeworkers).....	179	2.19	49	7	29	7	20	8	20	10	3	23	2	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-

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<sup>1</sup> Excludes premium pay for overtime and for work on weekends, holidays, and late shifts. Approximately 80 percent of the production workers covered by the survey were paid on an incentive basis.  
<sup>2</sup> Workers paid on a time and incentive basis were equally divided.  
<sup>3</sup> Workers were distributed as follows: 2 at \$ 5.20 to \$ 5.40; and 1 at \$ 5.40 to \$ 5.60.  
<sup>4</sup> Insufficient data to warrant publication of separate averages by method of wage payment; (a) predominantly timeworkers, or (b) predominantly incentive workers.  
<sup>5</sup> Includes data for workers in classification in addition to those shown separately.  
<sup>6</sup> Workers were distributed as follows: 2 at \$ 5 to \$ 5.20; 3 at \$ 5.20 to \$ 5.40; 5 at \$ 5.60 to \$ 5.80; and 1 at \$ 6 to \$ 6.20.

Table 24. Occupational earnings: Tennessee

(Number and average straight-time hourly earnings<sup>1</sup> of workers in selected occupations in men's and boys' shirts (except work shirts) and nightwear manufacturing establishments, June 1974)

Occupation and sex	Number of workers	Average hourly earnings <sup>1</sup>	NUMBER OF WORKERS RECEIVING STRAIGHT-TIME HOURLY EARNINGS OF--																										
			\$2.00 and under	\$2.05	\$2.10	\$2.15	\$2.20	\$2.25	\$2.30	\$2.35	\$2.40	\$2.45	\$2.50	\$2.60	\$2.70	\$2.80	\$2.90	\$3.00	\$3.10	\$3.20	\$3.30	\$3.40	\$3.60	\$3.80	\$4.00	\$4.20	\$4.40	\$4.60 and over	
All production workers.....	13,334	\$2.44	2,454	430	435	468	438	493	486	430	467	413	785	688	594	484	332	317	263	265	167	277	172	130	122	52	31	53	
Men.....	1,356	2.67	272	28	41	37	42	56	88	33	50	46	94	104	61	49	19	29	37	18	36	56	32	24	54	13	9	28	
Women.....	11,978	2.41	4,270	402	394	431	396	437	398	397	417	367	691	584	533	435	313	288	226	247	131	221	140	106	68	39	22	25	
Selected occupations																													
Cutting room:																													
Assemblers.....	158	2.53	33	8	2	5	4	14	3	-	10	7	17	-	31	4	2	1	-	3	-	2	7	1	2	-	-	-	2
Men.....	25	2.26	7	1	1	2	1	9	-	-	-	-	3	-	-	-	-	-	-	-	-	4	-	-	1	-	-	-	-
Time.....	18	2.23	3	-	1	2	-	9	-	-	-	-	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Incentive.....	7	2.33	4	1	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-
Women.....	133	2.58	26	7	1	3	3	5	3	-	10	7	14	-	31	4	2	1	-	3	-	2	7	1	1	-	-	2	
Time.....	84	2.35	26	6	1	3	-	2	3	-	6	6	2	-	27	2	-	-	-	-	-	-	-	-	-	-	-	-	-
Incentive.....	49	2.97	-	1	-	-	3	3	-	-	4	1	12	-	4	2	2	1	-	3	-	2	7	1	1	-	-	2	
Clicker-machine operators.....	54	3.02	9	-	4	-	2	-	3	2	3	1	-	7	1	-	-	-	-	-	-	6	2	6	3	1	1	3	
Men.....	47	3.06	9	-	4	-	-	-	3	2	-	1	-	7	1	-	-	-	-	-	-	5	2	6	2	1	1	3	
Time.....	25	3.06	1	-	4	-	-	-	3	2	-	-	-	3	-	-	-	-	-	-	-	3	-	6	1	1	1	3	
Incentive.....	22	3.05	8	-	-	-	-	-	-	2	-	-	1	-	4	1	-	-	-	-	-	2	2	-	1	-	1	2	
Women <sup>3b/</sup> .....	7	2.76	-	-	-	-	2	-	-	-	-	3	-	-	-	-	-	-	-	-	1	-	-	1	-	-	-	-	
Cutters, machine (111 men, 5 women).....	116	3.16	2	-	-	-	1	1	1	5	-	3	15	9	8	14	-	4	4	5	4	10	11	11	1	2	-	5	
Men.....	76	2.99	-	-	-	-	-	-	-	5	-	3	13	5	7	11	-	2	3	2	4	5	8	8	-	-	-	-	
Time.....	40	3.48	2	-	-	-	1	1	1	-	-	-	2	4	1	3	-	2	1	3	-	5	3	3	1	2	-	4	
Incentive.....	59	2.95	-	-	-	1	-	-	1	3	1	3	3	17	4	1	-	4	2	2	5	4	1	1	7	-	-	-	
Women.....	45	2.97	-	-	-	-	-	1	-	1	-	3	3	15	2	1	-	4	2	2	5	1	1	1	5	-	-	-	
Time.....	14	2.89	-	-	-	1	-	-	-	3	1	-	-	2	2	-	-	-	-	-	-	3	-	-	2	-	-	-	
Women <sup>3b/</sup> .....	160	2.63	36	4	4	6	6	1	10	8	5	1	11	8	6	9	2	4	13	2	8	7	1	-	2	1	2	3	
Men.....	146	2.66	34	-	4	6	2	1	10	8	5	1	11	8	4	9	2	4	13	2	6	7	1	-	2	1	2	3	
Time.....	103	2.43	34	-	4	3	2	-	10	7	4	-	8	6	2	3	-	-	12	-	6	2	-	-	-	-	-	-	
Incentive.....	43	3.21	-	-	-	3	-	1	-	1	1	1	3	2	2	6	2	4	1	2	-	5	1	-	2	1	2	3	
Women <sup>3b/</sup> .....	14	2.37	2	4	-	-	4	-	-	-	-	-	-	-	2	-	-	-	-	-	2	-	-	-	-	-	-	-	
Sewing department:																													
Collar pointers (all women).....	114	2.47	39	6	5	4	3	1	3	1	6	3	2	6	5	3	6	3	6	3	2	5	-	-	1	-	1	-	
Men.....	102	2.49	33	6	3	4	3	1	3	1	6	3	2	6	5	3	4	1	6	3	2	5	-	-	1	-	1	-	
Time.....	78	2.32	31	1	2	2	3	3	5	7	4	1	1	7	-	-	4	5	2	-	-	-	-	-	-	-	-	-	
Incentive.....	158	2.36	25	8	6	27	3	15	-	5	6	4	23	9	6	15	6	-	-	-	-	-	-	-	-	-	-	-	
Women.....	65	2.29	5	5	-	25	1	8	-	1	2	-	12	-	6	-	-	-	-	-	-	-	-	-	-	-	-	-	
Time.....	93	2.41	20	3	6	2	2	7	-	4	4	4	11	9	6	9	6	-	-	-	-	-	-	-	-	-	-	-	
Incentive.....	7,688	2.39	2929	283	262	257	193	299	266	250	265	190	428	360	365	219	209	182	137	163	72	129	86	69	33	21	14	7	
Women.....	7,669	2.39	2920	283	258	257	191	299	266	250	263	190	428	360	363	219	209	182	137	163	72	129	86	69	33	21	14	7	
Time.....	7,529	2.40	2780	283	258	257	191	299	266	250	263	190	428	360	363	219	209	182	137	163	72	129	86	69	33	21	14	7	
Incentive.....	3,672	2.44	1220	162	140	158	116	151	153	113	126	90	157	179	163	87	99	95	81	98	43	89	55	49	21	11	9	7	
Women.....	3,656	2.44	1214	162	136	158	114	151	153	113	124	90	157	179	161	87	99	95	81	98	43	89	55	49	21	11	9	7	
Time.....	1,014	2.47	404	21	19	18	21	20	22	31	25	14	60	37	56	51	36	38	24	30	14	28	26	4	9	4	2	-	
Incentive.....	2,985	2.31	1302	99	100	79	56	126	91	105	112	86	209	144	145	81	74	49	32	35	15	12	5	16	3	6	3	-	
Underpressers, hand (all women) <sup>3b/</sup> .....																													
Men (all incentive workers).....	36	2.25	13	-	7	-	-	-	-	1	8	3	3	-	-	-	-	1	-	-	-	-	-	-	-	-	-	-	
Time.....	100	2.59	25	1	1	2	4	8	1	1	11	5	7	7	3	3	3	2	1	1	1	3	2	2	3	1	-	2	
Incentive.....	16	2.84	4	-	-	1	1	-	-	-	2	-	-	1	1	1	-	-	-	-	-	2	-	-	3	-	-	-	
Women.....	84	2.54	21	1	1	1	3	8	1	1	9	5	7	6	2	2	3	2	1	1	1	3	-	2	-	1	-	2	

See footnotes at end of table.



**Table 24. Occupational earnings: Tennessee—Continued**

(Number and average straight-time hourly earnings<sup>1</sup> of workers in selected occupations in men's and boys' shirts (except work shirts) and nightwear manufacturing establishments, June 1974)

Occupation and sex	Number of workers	Average hourly earnings <sup>1</sup>	NUMBER OF WORKERS RECEIVING STRAIGHT-TIME HOURLY EARNINGS OF—																									
			\$2.00 and under	\$2.05	\$2.10	\$2.15	\$2.20	\$2.25	\$2.30	\$2.35	\$2.40	\$2.45	\$2.50	\$2.60	\$2.70	\$2.80	\$2.90	\$3.00	\$3.10	\$3.20	\$3.30	\$3.40	\$3.60	\$3.80	\$4.00	\$4.20	\$4.40	\$4.60 and over
			\$2.05	\$2.10	\$2.15	\$2.20	\$2.25	\$2.30	\$2.35	\$2.40	\$2.45	\$2.50	\$2.60	\$2.70	\$2.80	\$2.90	\$3.00	\$3.10	\$3.20	\$3.30	\$3.40	\$3.60	\$3.80	\$4.00	\$4.20	\$4.40	\$4.60	over
<b>Selected occupations—Continued</b>																												
<b>Finishing department:</b>																												
Baggers and boxers	338	\$2.49	97	7	6	13	27	8	21	2	9	12	10	32	10	12	5	16	16	13	-	6	10	2	2	2	-	-
Men	31	2.40	5	1	-	3	1	8	-	-	-	4	-	3	-	-	2	4	-	-	-	-	-	-	-	-	-	-
Time	23	2.52	-	1	-	-	1	8	-	-	-	4	-	3	-	-	2	4	-	-	-	-	-	-	-	-	-	-
Women	307	2.50	92	6	6	10	26	-	21	2	9	8	10	29	10	12	3	12	16	13	-	6	10	2	2	2	-	-
Time	165	2.17	81	4	6	1	26	-	19	1	3	3	2	18	-	1	-	-	-	-	-	-	-	-	-	-	-	-
Incentive	142	2.88	11	2	-	9	-	2	1	6	5	8	11	10	11	3	12	16	13	-	6	10	2	2	2	-	-	-
Folder, garment (all women)	479	2.62	90	10	10	13	10	20	15	24	19	30	45	27	15	34	17	16	14	15	7	12	11	9	8	4	1	3
Hand (all women)	238	2.55	53	10	4	8	8	6	1	6	13	17	19	13	5	25	13	8	6	5	5	3	1	5	2	2	-	-
Incentive	232	2.56	47	10	4	8	8	6	1	6	13	17	19	13	5	25	13	8	6	5	5	3	1	5	2	2	-	-
Machine (all women) (all incentive workers)	69	2.71	4	-	-	2	2	3	4	-	3	5	11	6	6	5	2	4	2	3	1	2	2	-	2	-	-	-
Hand and machine (all women) (all incentive workers)	172	2.68	33	-	6	3	-	11	10	18	3	8	15	8	4	4	2	4	6	7	1	7	8	4	4	2	1	3
Garment repairmen (all women) <sup>2 a/</sup>	81	2.35	12	1	4	12	12	1	7	-	2	4	10	2	11	-	1	-	-	-	1	1	-	-	-	-	-	-
Inspectors, final (inspect only) (all women) <sup>3 b/</sup>	34	2.70	-	-	-	7	-	3	-	4	3	-	3	-	-	2	2	2	4	-	-	2	2	-	-	-	-	-
Inspectors, final (and thread trimmers) (all women)	463	2.41	177	7	18	33	17	12	18	16	14	16	13	18	14	15	18	11	7	4	7	4	7	7	3	1	2	4
Time	59	2.03	54	-	1	-	-	-	-	-	-	4	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Incentive	404	2.47	123	7	17	33	17	12	18	16	14	12	13	18	14	15	18	11	7	4	7	4	7	7	3	1	2	4
Pressers, finish, hand (all women)	434	2.40	158	13	6	13	22	12	4	28	16	9	31	17	9	32	11	22	9	6	6	2	-	3	-	5	-	-
Incentive	426	2.41	151	13	6	13	21	12	4	28	16	9	31	17	9	32	11	22	9	6	6	2	-	3	-	5	-	-
Pressers, finish, machine (170 women, 1 man)	171	2.98	18	1	12	2	2	1	3	4	2	7	4	17	4	12	2	6	13	5	8	16	7	6	8	4	3	4
Incentive	155	3.06	18	1	-	2	2	1	3	4	2	7	4	13	4	12	2	6	13	5	8	16	7	6	8	4	3	4
Thread trimmers (all women) (all incentive workers)	21	2.44	5	-	-	4	1	-	1	-	-	-	2	2	1	3	1	1	-	-	-	-	-	-	-	-	-	-
<b>Miscellaneous:</b>																												
Janitors (all timeworkers)	113	2.16	51	8	11	3	4	2	13	5	2	3	1	7	2	1	-	-	-	-	-	-	-	-	-	-	-	-
Men	85	2.16	41	7	3	3	2	2	13	3	2	3	-	3	2	1	-	-	-	-	-	-	-	-	-	-	-	-
Women	28	2.18	10	1	8	-	2	-	-	2	-	-	1	4	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Repairmen, sewing machines (all men) (all timeworkers)	122	3.69	-	-	-	-	-	-	-	3	-	2	-	6	2	4	4	12	6	2	9	15	3	33	8	2	11	-
Shipping clerks (all timeworkers)	33	2.73	-	-	3	-	-	-	-	6	-	7	7	1	-	1	-	-	-	4	4	-	-	-	-	-	-	-
Men	27	2.78	-	-	3	-	-	-	-	4	-	3	7	1	-	1	-	-	-	4	4	-	-	-	-	-	-	-
Stock clerks (supply clerks) (all timeworkers)	36	2.64	1	-	-	3	-	3	-	2	6	2	3	2	2	2	-	3	-	-	7	-	-	-	-	-	-	-
Men	26	2.67	-	-	-	3	-	3	-	2	5	-	2	-	1	2	-	1	-	-	7	-	-	-	-	-	-	-
Women	10	2.58	1	-	-	-	-	-	-	1	2	1	2	1	-	-	2	-	-	-	-	-	-	-	-	-	-	-
Work distributors	292	2.37	57	7	17	13	21	19	21	7	15	28	36	9	10	12	5	-	-	2	12	1	-	-	-	-	-	-
Men	166	2.36	34	3	3	8	14	13	15	5	8	9	27	5	7	6	4	-	-	2	2	1	-	-	-	-	-	-
Time	160	2.37	33	3	3	7	14	11	14	4	8	9	27	5	7	6	4	-	-	2	2	1	-	-	-	-	-	-
Women	126	2.38	23	4	14	5	7	6	6	2	7	19	9	4	3	6	1	-	-	-	10	-	-	-	-	-	-	-
Time	100	2.44	13	4	6	5	7	2	6	2	7	15	9	4	3	6	1	-	-	-	10	-	-	-	-	-	-	-

<sup>1</sup> Excludes premium pay for overtime and for work on weekends, holidays, and late shifts. Approximately 80 percent of the production workers covered by the survey were paid on an incentive basis.

<sup>2</sup> Includes 59 workers at \$1.95 to \$2.

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

<sup>4</sup> Workers were distributed as follows: 1 at \$5.20 to \$5.40; 3 at \$5.60 to \$5.80; and 1 at \$6.60 to \$6.80.

<sup>5</sup> Includes data for workers in classification in addition to those shown separately.

**Table 25. Occupational earnings: Virginia**

(Number and average straight-time hourly earnings<sup>1</sup> of workers in selected occupations in men's and boys' shirts (except work shirts) and nightwear manufacturing establishments, June 1974)

Occupation and sex	Number of workers	Average hourly earnings <sup>1</sup>	NUMBER OF WORKERS RECEIVING STRAIGHT-TIME HOURLY EARNINGS OF--																													
			\$2.00	\$2.05	\$2.10	\$2.15	\$2.20	\$2.25	\$2.30	\$2.35	\$2.40	\$2.45	\$2.50	\$2.60	\$2.70	\$2.80	\$2.90	\$3.00	\$3.10	\$3.20	\$3.30	\$3.40	\$3.50	\$3.60	\$3.70	\$3.80	\$4.00	\$4.20	and over			
			under \$2.05	\$2.10	\$2.15	\$2.20	\$2.25	\$2.30	\$2.35	\$2.40	\$2.45	\$2.50	\$2.60	\$2.70	\$2.80	\$2.90	\$3.00	\$3.10	\$3.20	\$3.30	\$3.40	\$3.50	\$3.60	\$3.70	\$3.80	\$4.00	\$4.20	and over				
All production workers-----	3,037	\$2.45	540	124	134	126	426	103	216	116	114	66	208	175	143	77	94	82	48	64	32	12	28	32	6	23	29	19				
Men-----	237	2.84	9	10	7	8	13	3	15	13	7	4	14	10	22	4	20	13	5	11	10	1	10	2	1	2	11	12				
Women-----	2,800	2.42	531	114	127	118	413	100	201	103	107	62	194	165	121	73	74	69	43	53	22	11	18	30	5	21	18	7				
<u>Selected occupations</u>																																
Cutting room:																																
Assemblers-----	58	2.26	5	2	13	2	2	2	11	2	18																					
Women (all timeworkers)-----	49	2.27	4	-	9	1	2	2	11	2	18																					
Clicker-machine operators (7 men, 1 woman) <sup>2 a/</sup> -----	8	3.00	-	-	-	-	1	-	-	-	-	-	-	1	2	-	-	-	2	-	1	-	-	-	-	-	1	-				
Cutters, machine (all men)-----	24	3.34	-	-	-	-	2	-	1	2	-	-	-	-	-	1	2	-	4	-	-	-	4	-	-	-	7	1				
Time-----	21	3.23	-	-	-	-	2	-	1	2	-	-	-	-	-	1	2	-	4	-	-	4	-	-	-	-	4	1				
Markers (all men)-----	9	3.08	-	-	-	-	1	-	-	1	-	-	1	-	1	-	1	-	2	-	-	-	-	-	-	-	-	3				
Time-----	6	3.38	-	-	-	-	-	-	-	1	-	-	-	-	1	-	1	-	2	-	-	-	-	-	-	-	-	2				
Spreaders (all men)-----	37	2.96	1	-	-	-	1	2	1	-	-	-	2	-	2	-	14	6	-	3	-	-	1	2	1	-	1	-				
Time-----	29	2.81	1	-	-	-	1	2	1	-	-	-	2	-	2	-	14	4	-	2	-	-	-	-	-	-	-	-				
Sewing department:																																
Collar pointers (2 men, 7 women) <sup>2 b/</sup> -----	9	2.45	-	2	-	-	2	-	1	-	2	-	-	-	-	-	-	-	-	2	-	-	-	-	-	-	-	-				
Collar top trimmers (all women) <sup>2 b/</sup> -----	7	2.45	-	2	1	-	-	-	-	-	-	-	-	2	2	-	-	-	-	-	-	-	-	-	-	-	-	-				
Sewing-machine operators (all women) <sup>4</sup> -----	1,830	2.44	305	54	68	70	336	66	130	75	39	41	128	117	73	58	49	62	27	48	16	7	11	22	-	12	16	-				
Incentive-----	1,577	2.49	243	32	27	36	294	41	120	65	36	37	128	117	73	58	49	62	27	48	16	7	11	22	-	12	16	-				
Sport shirts-----	1,314	2.44	200	54	68	54	254	52	43	51	23	35	108	86	58	44	26	52	15	27	16	7	11	22	-	8	16	-				
Incentive-----	1,061	2.51	138	32	27	20	212	27	33	41	20	31	108	86	58	44	26	52	15	27	16	7	11	22	-	8	16	-				
Finishing department:																																
Baggers and boxers (2 men, 61 women)-----	63	2.38	4	7	4	14	5	2	3	-	3	-	3	2	12	1	-	-	-	-	-	1	2	-	-	-	-	-				
Incentive-----	28	2.70	-	-	-	-	-	2	2	-	3	-	3	2	12	1	-	-	-	-	-	1	2	-	-	-	-	-				
Folders, garment, hand (all women) (all incentive workers)-----	78	2.51	23	2	1	2	2	7	1	4	2	4	1	7	6	-	3	2	1	1	1	-	2	2	1	2	1	-				
Garment repairmen (all women) (all timeworkers)-----	31	2.28	-	-	2	4	4	2	10	-	9	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-				
Inspectors, final (inspect only) (all women) <sup>5</sup> -----	10	2.43	-	-	-	-	-	-	4	1	2	-	2	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-				
Inspectors, final (and thread trimmers) (all women)-----	133	2.64	26	10	2	3	12	5	9	3	3	3	4	5	4	5	8	-	1	4	4	1	3	2	4	5	1	6				
Incentive-----	115	2.74	20	-	-	3	12	5	9	3	3	3	4	5	4	5	8	-	1	4	4	1	3	2	4	5	1	6				
Miscellaneous:																																
Janitors (all men) (all timeworkers)-----	25	2.26	6	-	1	1	-	1	4	6	2	4	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-				
Repairmen, sewing machines (all men) (all timeworkers)-----	26	3.93	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	3	-	-	7	1	1	-	-	2	2	69				
Shipping clerks (all men) (all timeworkers)-----	6	3.08	-	-	-	-	-	-	-	-	-	-	-	-	1	2	-	-	-	-	2	-	1	-	-	-	-	-				
Work distributors (1 man, 63 women) (all timeworkers)-----	64	2.44	3	1	-	-	2	4	2	-	17	4	23	-	8	-	-	-	-	-	-	-	-	-	-	-	-	-				

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<sup>1</sup> Excludes premium pay for overtime and for work on weekends, holidays, and late shifts. Approximately 72 percent of the production workers covered by the survey were paid on an incentive basis.  
<sup>2</sup> Insufficient data to warrant publication of separate averages by method of wage payment; (a) predominantly timeworkers, or (b) predominantly incentive workers.  
<sup>3</sup> All workers were at \$4.20 to \$4.40.  
<sup>4</sup> Includes data for workers in classification in addition to those shown separately.  
<sup>5</sup> Workers paid under time and incentive systems were divided equally.  
<sup>6</sup> Workers were distributed as follows: 1 at \$4.20 to \$4.40; 4 at \$4.40 to \$4.60; 2 at \$5 to \$5.20; and 2 at \$6 to \$6.20.

**Table 26. Occupational earnings: Allentown-Bethlehem-Easton, Pa.-N.J.<sup>1</sup>**

(Number and average straight-time hourly earnings<sup>2</sup> of workers in selected occupations in men's and boys' shirts (except work shirts) and nightwear manufacturing establishments, June 1974)

Occupation and sex	Number of workers	Average hourly earnings <sup>2</sup>	NUMBER OF WORKERS RECEIVING STRAIGHT-TIME HOURLY EARNINGS OF--																									
			\$2.00 and under \$2.05	\$2.05	\$2.10	\$2.15	\$2.20	\$2.25	\$2.30	\$2.35	\$2.40	\$2.45	\$2.50	\$2.60	\$2.70	\$2.80	\$2.90	\$3.00	\$3.20	\$3.40	\$3.60	\$3.80	\$4.00	\$4.20	\$4.40	\$4.60	\$4.80	\$5.00 and over
All production workers-----	1,588	\$3.15	68	11	13	11	14	44	26	15	78	23	83	191	144	76	74	104	101	119	96	74	71	32	38	5	18	59
Men-----	183	3.27	12	1	1	2	1	7	3	5	5	3	7	5	7	6	6	14	19	25	12	4	15	8	6	1	8	8
Women-----	1,405	3.13	56	10	12	9	13	37	23	10	73	20	76	186	137	70	68	90	82	94	84	70	56	24	32	4	18	51
<u>Selected occupations</u>																												
Cutting room:																												
Assemblers (all women)(all timeworkers)-----	19	2.87	-	-	-	-	-	-	-	-	-	-	1	4	2	1	6	4	-	1	-	-	-	-	-	-	-	-
Cutters, machine (26 men, 1 woman) - Time-----	27	4.09	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	4	-	1	10	6	5	-	-	-
Spreaders-----	23	4.20	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	1	10	6	5	-	-	-
Men (all timeworkers)-----	25	3.31	-	-	-	-	-	-	-	-	-	-	-	1	-	-	1	4	5	13	1	-	-	-	-	-	-	-
Women-----	17	3.30	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	4	3	8	1	-	-	-	-	-	-	-
Sewing department:																												
Collar pointers (all women) <sup>3</sup> b/-----	6	2.60	-	-	-	-	1	-	-	-	1	-	1	-	-	2	-	-	-	-	-	-	-	-	-	-	-	-
Collar top trimmers (all women) <sup>3</sup> b/-	8	3.10	-	-	-	-	-	-	-	-	-	1	3	-	-	-	1	-	-	-	2	-	-	-	-	-	-	-
Sewing-machine operators (1 man, 795 women) <sup>4</sup> -----	796	3.26	25	5	3	5	6	10	9	7	49	11	47	81	48	49	30	50	52	63	70	55	39	10	18	2	17	35
Incentive-----	785	3.27	25	4	3	5	6	10	9	7	49	11	44	78	47	49	27	50	52	63	70	55	39	10	18	2	17	35
Sport shirts (all women)-----	369	3.14	12	5	-	-	4	-	4	40	8	28	47	9	16	8	16	24	48	44	20	16	4	8	-	4	4	4
Incentive-----	364	3.15	12	4	-	-	4	-	4	40	8	28	44	8	16	8	16	24	48	44	20	16	4	8	-	4	4	4
Finishing department:																												
Baggers and boxers (all women) <sup>3</sup> a/-	50	2.66	1	2	-	-	-	-	-	-	5	-	5	13	19	2	1	1	-	-	-	-	-	-	1	-	-	-
Inspectors, final (inspect only)(all women)(all timeworkers)-----	16	2.60	-	-	2	-	-	-	-	-	-	-	-	12	1	1	-	-	-	-	-	-	-	-	-	-	-	-
Pressers, finish, hand (all women) <sup>3</sup> b/-----	23	4.35	-	-	-	-	-	-	-	1	-	-	-	1	-	-	2	3	-	-	1	1	3	2	-	1	5	7
Thread trimmers (1 man, 32 women)-----	33	2.87	1	-	-	2	2	-	3	-	1	-	-	3	5	2	2	2	3	1	4	2	-	-	-	-	-	-
Incentive-----	28	2.84	1	-	-	2	2	-	3	-	-	-	-	3	3	2	2	2	3	1	3	1	-	-	-	-	-	-
Miscellaneous:																												
Janitors (12 men, 1 woman) (all timeworkers)-----	13	2.63	-	-	-	-	2	-	1	3	1	-	-	1	1	2	2	-	-	-	-	-	-	-	-	-	-	-
Repairmen, sewing machines (all men)(all timeworkers)-----	9	4.61	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	1	-	-	1	1	-	-	-	-	-	6
Work distributors (3 men, 26 women) (all timeworkers)-----	29	2.91	-	-	-	-	-	-	1	-	-	-	2	4	7	2	1	3	5	2	1	-	-	-	-	-	-	-

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<sup>1</sup> The Allentown-Bethlehem-Easton Standard Metropolitan Statistical Area consists of Carbon, Lehigh, Northampton Counties, Pa., and Warren County, N.J.  
<sup>2</sup> Excludes premium pay for overtime and for work on weekends, holidays, and late shifts. Approximately 66 percent of the production workers covered by the survey were paid on an incentive basis.  
<sup>3</sup> Insufficient data to warrant publication of separate averages by method of wage payment; (a) predominantly timeworkers, or (b) predominantly incentive workers.  
<sup>4</sup> Includes data for workers in classification in addition to those shown separately.  
<sup>5</sup> Workers were distributed as follows: 1 at \$ 5.20 to \$ 5.40; 3 at \$ 5.40 to \$ 5.60; 1 at \$ 5.60 to \$ 5.80; 1 at \$ 6.40 to \$ 6.60; and 1 at \$ 7.40 to \$ 7.60.  
<sup>6</sup> Workers were distributed as follows: 1 at \$ 5 to \$ 5.20; 1 at \$ 5.20 to \$ 5.40; 2 at \$ 5.40 to \$ 5.60; and 1 at \$ 6.20 to \$ 6.40.

**Table 27. Occupational earnings: Los Angeles—Long Beach, Calif. <sup>1</sup>**

(Number and average straight-time hourly earnings <sup>2</sup> of workers in selected occupations in men's and boys' shirts (except work shirts) and nightwear manufacturing establishments, June 1974)

Occupation and sex	Number of workers	Average hourly earnings <sup>2</sup>	NUMBER OF WORKERS RECEIVING STRAIGHT-TIME HOURLY EARNINGS OF—																									
			\$2.00 and under	\$2.05	\$2.10	\$2.15	\$2.20	\$2.25	\$2.30	\$2.35	\$2.40	\$2.45	\$2.50	\$2.60	\$2.70	\$2.80	\$2.90	\$3.00	\$3.10	\$3.20	\$3.30	\$3.40	\$3.60	\$3.80	\$4.00	\$4.20	\$4.40	\$4.60 and over
All production workers-----	2,333	\$2.60	674	55	98	81	49	121	33	67	48	23	147	105	137	89	54	90	66	71	41	76	61	35	34	18	23	37
Men-----	360	2.86	99	-	11	11	7	25	3	7	2	2	24	4	19	4	3	16	5	19	7	13	22	4	14	9	14	16
Women-----	1,973	2.55	575	55	87	70	42	96	30	60	46	21	123	101	118	85	51	74	61	52	34	63	39	31	20	9	9	21
<u>Selected occupations</u>																												
Cutting room:																												
Assemblers-----	51	2.44	13	-	11	1	-	1	-	-	2	-	5	6	5	-	-	2	-	1	-	-	4	-	-	-	-	-
Women-----	39	2.39	9	-	7	1	-	1	-	-	2	-	5	6	5	-	-	2	-	1	-	-	-	-	-	-	-	-
Time-----	30	2.35	8	-	4	1	-	-	-	-	2	-	5	5	5	-	-	-	-	-	-	-	-	-	-	-	-	-
Cutters, machine (all men)																												
(all timeworkers)-----	56	3.98	-	-	-	-	-	-	-	-	-	-	-	-	2	-	1	-	1	2	4	4	9	-	9	8	11	5
Markers (all men)																												
(all timeworkers)-----	6	3.70	-	-	-	-	1	-	-	-	-	-	-	-	-	-	1	-	-	-	1	-	-	-	-	-	3	-
Spreaders-----	19	2.72	8	-	-	-	-	-	-	-	-	-	2	-	2	-	2	-	1	-	1	1	1	1	-	-	-	1
Men (all timeworkers)-----	7	3.01	-	-	-	-	-	-	-	-	-	-	2	-	2	-	-	-	1	-	1	1	-	-	-	-	-	-
Sewing department:																												
Collar top trimmers (1 man,																												
14 women)-----	15	2.38	3	-	2	2	-	1	-	2	-	-	-	2	1	1	-	-	1	-	-	-	-	-	-	-	-	-
Incentive-----	10	2.55	-	-	2	-	1	-	2	-	-	-	-	2	1	1	-	-	1	-	-	-	-	-	-	-	-	-
Sewing-machine operators, sport																												
shirts (1 man, 1,347 women)-----	1,348	2.58	359	51	51	51	33	54	24	32	32	18	89	61	80	70	31	54	54	33	29	43	32	23	18	6	6	14
Time-----	114	2.47	37	-	7	-	4	12	-	2	6	-	12	7	8	2	1	4	2	2	2	-	-	-	-	-	1	4
Incentive-----	1,234	2.59	322	51	44	51	29	42	24	30	26	18	77	54	72	68	30	50	52	31	27	43	32	23	18	5	5	10
Underpressers, hand (all women) <sup>3</sup> -----	16	2.71	2	-	-	-	-	-	-	-	-	-	1	6	2	-	2	-	1	-	-	-	-	-	-	-	-	-
Finishing department:																												
Baggers and boxers-----	41	2.31	8	4	5	5	-	4	1	1	1	-	3	4	1	-	-	4	-	-	-	-	-	-	-	-	-	-
Women-----	24	2.31	2	4	3	1	-	4	1	1	1	-	2	4	-	-	-	1	-	-	-	-	-	-	-	-	-	-
Time-----	16	2.42	1	-	2	-	-	4	1	-	1	-	2	4	-	-	-	1	-	-	-	-	-	-	-	-	-	-
Incentive-----	8	2.11	1	4	1	1	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Folders, garment (all women) <sup>4</sup> -----	62	2.73	13	-	4	1	-	1	2	5	1	-	4	2	4	6	5	-	2	3	4	2	2	2	2	2	1	1
Time-----	24	2.40	10	-	4	-	-	-	-	2	-	-	2	2	2	2	-	-	-	-	-	1	1	-	-	-	-	-
Incentive-----	38	2.93	3	-	-	-	1	-	1	2	3	1	2	2	2	6	5	-	2	3	4	1	1	-	-	-	-	1
Hand-----	49	2.80	10	-	4	1	-	-	-	3	1	-	3	2	2	4	5	-	2	3	4	2	2	-	-	-	-	1
Time-----	24	2.40	10	-	4	-	-	-	-	2	-	-	2	2	2	4	-	-	-	-	1	1	-	-	-	-	-	-
Incentive-----	25	3.18	-	-	-	-	1	-	-	-	1	-	1	-	-	4	5	-	2	3	4	1	1	-	-	-	-	1
Inspectors, final (and thread																												
trimmers) (all women) <sup>5</sup> -----	31	2.18	20	-	2	-	1	-	-	2	-	3	1	1	-	-	-	-	-	1	-	-	-	-	-	-	-	-
Pressers, finish, hand-----	56	3.04	21	-	-	1	-	-	-	-	-	-	2	1	-	3	1	-	1	2	-	12	2	-	2	2	1	5
Women-----	40	3.45	5	-	-	-	-	-	-	-	-	-	2	1	-	3	1	-	1	2	-	12	2	-	2	2	1	6
Time-----	16	3.11	4	-	-	-	-	-	-	-	-	-	2	-	-	-	-	-	-	-	9	-	-	-	-	-	-	1
Incentive-----	24	3.68	1	-	-	1	-	-	-	-	-	-	-	1	-	3	1	-	1	2	3	2	-	-	2	2	1	4
Thread trimmers (all women)-----	76	2.36	35	-	2	4	-	2	8	2	2	1	2	5	2	2	2	2	2	4	-	-	1	-	-	-	-	-
Time-----	47	2.27	24	-	2	4	-	2	8	-	-	-	-	1	-	2	-	-	-	4	-	-	-	-	-	-	-	-
Incentive-----	29	2.51	11	-	-	-	-	-	-	2	2	1	2	4	2	-	2	2	-	-	-	-	1	-	-	-	-	-
Miscellaneous:																												
Janitors (all men)																												
(all timeworkers)-----	34	2.20	18	-	1	2	-	6	-	1	-	1	-	1	2	1	-	-	-	-	-	-	-	-	-	-	-	-
Repairmen, sewing machines																												
(all men) (all timeworkers)-----	9	4.42	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2	-	-	-	-	1	-	-	3	-	-	73
Shipping clerks (24 men, 1 woman)																												
(all timeworkers)-----	25	3.22	-	-	-	-	-	1	-	2	-	-	3	-	1	-	-	-	1	6	3	1	3	2	2	-	-	-
Work distributors (2 men,																												
62 women)-----	64	2.34	24	-	8	-	4	-	3	2	-	3	6	4	1	4	4	-	-	1	-	-	-	-	-	-	-	-
Time-----	61	2.35	24	-	6	-	4	-	3	2	-	2	6	4	1	4	4	-	-	1	-	-	-	-	-	-	-	-

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<sup>1</sup> The Los Angeles—Long Beach Standard Metropolitan Statistical Area consists of Los Angeles County.  
<sup>2</sup> Excludes premium pay for overtime and for work on weekends, holidays, and late shifts. Approximately 63 percent of the production workers covered by the study were paid on an incentive basis.  
<sup>3</sup> Workers paid under time and incentive systems were divided equally.  
<sup>4</sup> Includes data for workers in addition to those shown separately.  
<sup>5</sup> Insufficient data to warrant publication of separate averages by method of wage payment, predominantly incentive workers.  
<sup>6</sup> Workers were distributed as follows: 2 at \$4.60 to \$4.80; 2 at \$5.40 to \$5.60; and 1 at \$5.60 to \$5.80.  
<sup>7</sup> Workers were distributed as follows: 1 at \$5.60 to \$5.80; 1 at \$6 to \$6.20; and 1 at \$6.20 to \$6.40.

**Table 28. Occupational earnings: New York, N.Y.—N.J.<sup>1</sup>**

(Number and average straight-time hourly earnings<sup>2</sup> of workers in selected occupations in men's and boys' shirts (except work shirts) and nightwear manufacturing establishments, June 1974)

Occupation and sex	Number of workers	Average hourly earnings <sup>2</sup>	NUMBER OF WORKERS RECEIVING STRAIGHT-TIME HOURLY EARNINGS OF—																									
			\$2.00 and under \$2.05	\$2.05	\$2.10	\$2.15	\$2.20	\$2.25	\$2.30	\$2.35	\$2.40	\$2.45	\$2.50	\$2.60	\$2.70	\$2.80	\$2.90	\$3.00	\$3.20	\$3.40	\$3.60	\$3.80	\$4.00	\$4.20	\$4.40	\$4.60	\$4.80	\$5.00 and over
All production workers-----	1,292	\$2.90	108	1	27	40	16	59	10	48	38	15	126	187	98	87	35	81	84	31	35	22	28	35	11	20	16	34
Men-----	315	3.43	34	-	2	-	2	6	1	6	1	7	25	9	18	13	4	22	29	16	15	9	17	18	9	17	8	27
Women-----	977	2.73	74	1	25	40	14	53	9	42	37	8	101	178	80	74	31	59	55	15	20	13	11	17	2	3	8	7
<u>Selected occupations</u>																												
<u>Cutting room:</u>																												
Cutters, machine (36 men, 1 woman) <sup>3</sup> -----	37	4.28	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	5	-	1	1	2	2	9	1	10	5	1
Spreaders (17 men, 15 women) (all timeworkers)-----	32	2.53	16	-	-	-	-	-	-	-	-	-	1	-	7	-	-	-	8	-	-	-	-	-	-	-	-	-
<u>Sewing department:</u>																												
Sewing-machine operators <sup>4</sup> -----	601	2.80	25	1	25	20	8	44	4	19	23	7	59	65	60	67	33	35	33	10	15	9	4	14	-	5	8	8
Men-----	23	3.92	-	-	-	-	-	-	-	-	-	-	-	6	-	-	2	2	1	-	-	-	-	-	-	5	1	6
Incentive-----	17	4.39	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2	2	1	-	-	-	-	-	-	5	1	6
Women-----	578	2.76	25	1	25	20	8	44	4	19	23	7	59	59	60	67	31	33	32	10	15	9	4	14	-	7	2	-
Time-----	402	2.61	14	-	25	20	6	44	4	17	23	7	31	53	41	40	18	27	20	3	2	4	-	1	-	-	-	-
Incentive-----	176	3.09	11	1	-	-	2	-	-	2	-	-	28	6	19	27	13	6	12	7	13	5	4	13	-	-	5	2
Dress shirts-----	171	3.05	6	-	2	4	7	2	4	-	4	12	20	18	9	14	21	20	-	-	5	-	11	-	5	-	7	-
Women-----	157	2.93	6	-	2	4	7	2	4	-	4	12	20	18	9	12	19	20	-	-	5	-	11	-	-	-	2	-
Time-----	121	2.73	6	-	2	4	7	2	4	-	4	12	15	15	9	10	17	13	-	-	-	-	1	-	-	-	-	-
Incentive-----	36	3.64	-	-	-	-	-	-	-	-	-	-	5	3	-	2	2	7	-	-	5	-	10	-	-	-	2	-
Sport shirts-----	353	2.73	9	1	25	18	2	37	2	13	23	3	24	45	34	33	15	11	13	10	15	4	4	3	-	-	8	1
Women-----	344	2.71	9	1	25	18	2	37	2	13	23	3	24	39	34	33	15	11	12	10	15	4	4	3	-	-	7	-
Time-----	281	2.56	8	-	25	18	2	37	2	13	23	3	19	38	26	31	8	10	7	3	2	4	-	-	-	-	2	-
<u>Finishing department:</u>																												
Baggers and boxers (all women) (all timeworkers)-----	67	2.54	10	-	-	1	-	2	-	6	-	-	6	32	2	-	-	6	-	2	-	4	-	-	-	-	-	-
Pressers, finish, hand (all women)-----	43	3.31	-	-	-	-	-	-	-	-	-	-	-	5	6	3	-	13	3	-	-	4	4	3	2	-	-	-
Incentive-----	29	3.54	-	-	-	-	-	-	-	-	-	-	-	-	3	-	-	13	-	-	-	4	4	3	2	-	-	-
Thread trimmers (all women)-----	17	2.48	-	-	2	-	-	-	-	-	-	-	13	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Time-----	15	2.45	-	-	2	-	-	-	-	-	-	-	13	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<u>Miscellaneous:</u>																												
Janitors (all men)(all timeworkers) --	7	2.39	3	-	-	-	-	-	-	-	-	-	1	2	-	-	-	1	-	-	-	-	-	-	-	-	-	-
Shipping clerks (38 men, 1 woman) (all timeworkers)-----	39	3.88	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	8	2	8	2	8	7	-	-	2	1
Work distributors-----	39	2.45	8	-	-	-	-	5	-	1	-	-	16	4	-	-	-	-	5	-	-	-	-	-	-	-	-	-
Women (all timeworkers)-----	21	2.58	4	-	-	-	-	4	-	1	-	-	3	4	-	-	-	-	5	-	-	-	-	-	-	-	-	-

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<sup>1</sup> The New York Standard Metropolitan Statistical Area consists of New York City (Bronx, Kings, New York, Queens, and Richmond Counties), Putnam, Rockland, and Westchester Counties, N.Y.; and Bergen County, N.J.

<sup>2</sup> Excludes premium pay for overtime and for work on weekends, holidays, and late shifts. Approximately 78 percent of the production workers covered by the study were paid on a time basis.

<sup>3</sup> Insufficient data to warrant publication of separate averages by method of wage payment, predominantly timeworkers.

<sup>4</sup> Includes data for workers in classification in addition to those shown separately.

<sup>5</sup> Workers were distributed as follows: 5 at \$5 to \$5.20; and 1 at \$5.40 to \$5.60.

**Table 29. Occupational earnings: Pottsville—Shamokin, Pa.<sup>1</sup>**

(Number and average straight-time hourly earnings<sup>2</sup> of workers in selected occupations in men's and boys' shirts (except work shirts) and nightwear manufacturing establishments, June 1974)

Occupation and sex	Number of workers	Average hourly earnings <sup>2</sup>	NUMBER OF WORKERS RECEIVING STRAIGHT-TIME HOURLY EARNINGS OF—																									
			\$2.00 and under \$2.05	\$2.05	\$2.10	\$2.15	\$2.20	\$2.25	\$2.30	\$2.35	\$2.40	\$2.45	\$2.50	\$2.60	\$2.70	\$2.80	\$2.90	\$3.00	\$3.10	\$3.20	\$3.40	\$3.60	\$3.80	\$4.00	\$4.20	\$4.40	\$4.60	\$4.80 and over
All production workers-----	1,842	\$2.87	112	91	38	42	40	17	34	35	50	54	128	168	86	154	98	78	83	199	139	52	57	26	30	15	12	4
Men -----	279	3.23	3	3	1	3	-	-	1	8	1	1	13	38	16	15	6	1	12	47	47	8	19	13	11	7	2	3
Women-----	1,563	2.81	109	88	37	39	40	17	33	27	49	53	115	130	70	139	92	77	71	152	92	44	38	13	19	8	10	1
<b>Selected occupations</b>																												
<b>Cutting room:</b>																												
Assemblers (5 men, 2 women) (all timeworkers)-----	7	3.57	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	2	4	-	-	-	-	-	-
Cutters, machine (all men) <sup>2</sup> a/-----	13	3.84	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	1	-	1	8	-	1	-	1	-
Markers (all men) (all timeworkers)-----	8	4.06	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	6	-	1	-	-	-
Spreaders (22 men, 1 woman)-----	23	3.50	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	1	19	-	-	-	-	2	-	-
Time-----	20	3.40	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	19	-	-	-	-	-	-	-
<b>Sewing department:</b>																												
Collar pointers (all women) (all incentive workers)-----	17	3.12	-	1	-	-	-	-	-	-	-	1	1	1	2	1	1	1	1	1	1	3	2	-	-	-	-	-
Collar top trimmers (all women) (all incentive workers)-----	11	2.57	-	1	1	-	1	-	1	-	-	1	-	2	-	3	-	-	-	1	-	-	-	-	-	-	-	-
Inspectors, intermediate (inspector of parts) (all women) (all incentive workers)-----	14	2.94	-	7	-	-	-	-	-	-	-	-	-	-	-	-	1	-	1	-	1	2	-	-	-	2	-	-
Sewing-machine operators (all women) <sup>4</sup> -----	948	2.79	88	55	19	28	23	11	21	19	40	47	61	54	29	61	56	57	49	94	57	23	26	10	14	2	3	1
Time-----	18	2.42	3	-	5	-	-	-	-	-	-	-	4	-	4	1	1	-	-	-	-	-	-	-	-	-	-	-
Incentive-----	930	2.80	85	55	19	23	23	11	21	19	40	47	57	54	25	60	55	57	49	94	57	23	26	10	14	2	3	1
Dress shirts (all incentive workers)-----	392	2.83	46	3	15	5	21	3	6	14	9	7	23	29	11	17	29	26	28	36	22	15	14	3	7	-	3	-
Underpressers, machine-----	34	2.80	-	1	-	1	2	-	1	1	2	1	2	10	1	1	1	-	2	1	6	-	1	-	-	-	-	-
Women (all incentive workers)-----	21	2.79	-	1	-	1	2	-	1	1	2	1	2	1	-	1	1	-	1	-	5	-	1	-	-	-	-	-
<b>Finishing department:</b>																												
Baggers and boxers (all women)-----	52	2.70	-	-	2	1	-	-	-	-	-	-	-	16	8	2	18	3	-	-	1	1	-	-	-	-	-	-
Time-----	47	2.68	-	-	2	1	-	-	-	-	-	-	-	16	7	1	18	1	-	-	1	-	-	-	-	-	-	-
Folders, garment (all women) (all incentive workers) <sup>4</sup> -----	90	2.94	6	6	5	2	2	1	-	1	5	-	4	3	6	4	5	3	5	12	7	3	2	1	3	3	1	-
Hand-----	46	3.42	-	-	-	-	2	-	-	-	-	-	3	2	1	1	1	2	3	12	7	3	2	1	3	3	1	-
Garment repairmen-----	25	2.98	1	-	-	-	-	-	-	-	-	-	5	3	3	1	4	-	2	1	3	-	-	1	-	-	-	1
Women-----	22	2.88	1	-	-	-	-	-	-	-	-	-	4	3	3	1	4	-	2	1	2	-	-	1	-	-	-	-
Time-----	12	2.83	-	-	-	-	-	-	-	-	-	-	4	2	2	-	-	-	2	-	2	-	-	-	-	-	-	-
Inspectors, final (inspect only) (all women) <sup>2</sup> b/-----	9	2.49	-	2	1	-	-	-	-	-	-	-	-	5	-	1	-	-	-	-	-	-	-	-	-	-	-	-
Inspectors, final (and thread trimmers) (all women) (all incentive workers)-----	48	2.83	-	2	-	2	2	2	2	1	-	-	6	1	5	9	2	2	2	2	4	2	1	1	-	-	-	-
Pressers, finish, hand (all women) <sup>2</sup> b/-----	55	2.83	10	-	-	1	2	-	1	1	1	-	4	2	4	1	1	3	5	11	9	-	-	-	-	-	-	-
Thread trimmers (all women) <sup>3</sup> b/-----	28	2.93	-	-	-	-	1	1	1	-	-	-	1	6	1	1	-	3	1	3	6	2	-	1	-	-	-	-
<b>Miscellaneous:</b>																												
Janitors (15 men, 1 woman) (all timeworkers)-----	16	2.46	-	2	1	1	-	-	1	2	1	-	2	1	4	1	-	-	-	-	-	-	-	-	-	-	-	-
Repairmen, sewing machines (all men) (all timeworkers)-----	25	3.98	-	-	-	-	-	-	-	-	-	-	-	1	-	-	2	-	-	1	2	1	1	6	7	3	-	1
Shipping clerks (all men) (all timeworkers)-----	13	3.36	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	1	9	1	-	-	-	-	-	1	-
Work distributors-----	25	2.89	-	-	-	-	-	-	-	-	-	-	1	-	9	1	2	3	1	6	2	-	-	-	-	-	-	-
Women (all timeworkers)-----	13	2.67	-	-	-	-	-	-	-	-	-	-	1	-	9	1	2	3	1	6	2	-	-	-	-	-	-	-

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<sup>1</sup> The Pottsville-Shamokin area consists of Schuylkill, Northumberland, and Columbia Counties.  
<sup>2</sup> Excludes premium pay for overtime and for work on weekends, holidays, and late shifts. Approximately 74 percent of the production workers covered by the survey were paid on an incentive basis.  
<sup>3</sup> Insufficient data to warrant publication of separate averages by method of wage payment; (a) predominantly timeworkers, or (b) predominantly incentive workers.  
<sup>4</sup> Includes data for workers in classification in addition to those shown separately.

**Table 30. Method of wage payment**

(Percent of production workers in men's and boys' shirts (except work shirts) and nightwear manufacturing establishments by method of wage payment,<sup>1</sup> United States and selected regions, June 1974)

Method of wage payment	United States <sup>2</sup>	New England	Middle Atlantic	Border States	Southeast	Southwest	Great Lakes	Middle West	Pacific
All workers .....	100	100	100	100	100	100	100	100	100
Time rated workers .....	25	31	32	24	22	29	45	19	36
Formal plan .....	11	18	16	8	9	19	45	6	1
Single rate .....	3	4	5	2	2	3	23	-	-
Range of rates .....	8	14	11	6	7	16	23	6	1
Individual rates .....	14	13	16	15	13	9	-	14	35
Incentive workers .....	75	69	68	76	78	71	55	81	64
Individual piecework .....	72	69	64	76	76	63	52	80	64
Group piecework .....	2	-	4	-	2	-	-	1	( <sup>3</sup> )
Individual bonus .....	( <sup>3</sup> )	-	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	9	-	-	-
Group bonus .....	( <sup>3</sup> )	-	( <sup>3</sup> )	-	( <sup>3</sup> )	-	3	-	-

<sup>1</sup> For definitions of method of wage payment, see appendix B.

<sup>2</sup> Includes data for the Mountain region in addition to those shown separately.

<sup>3</sup> Less than 0.5 percent.

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

**Table 31. Minimum job rates**

(Number of men's and boys' shirts (except work shirts) and nightwear manufacturing establishments, studied by minimum job rates of cutters and sewing-machine operators, United States and selected regions, June 1974)

Minimum job rate <sup>1</sup>	United States <sup>2</sup>		New England		Middle Atlantic		Border States		Southeast		Southwest		Great Lakes		Middle West		Pacific	
	Cutters	Sewing-machine operators	Cutters	Sewing-machine operators	Cutters	Sewing-machine operators	Cutters	Sewing-machine operators	Cutters	Sewing-machine operators	Cutters	Sewing-machine operators	Cutters	Sewing-machine operators	Cutters	Sewing-machine operators	Cutters	Sewing-machine operators
Establishments studied	243	243	12	12	56	56	25	25	104	104	14	14	6	6	7	7	16	16
Establishments having an established minimum	101	171	6	12	30	33	9	23	27	63	7	14	6	6	3	5	11	12
\$2.00 and under \$2.05	18	141	-	12	4	19	-	17	2	54	7	14	2	6	1	5	-	11
\$2.05 and under \$2.10	-	3	-	-	-	-	-	-	-	3	-	-	-	-	-	-	-	-
\$2.10 and under \$2.15	2	5	-	-	1	1	-	1	1	3	-	-	-	-	-	-	-	-
\$2.15 and under \$2.20	2	2	-	-	-	-	-	-	2	1	-	-	-	-	-	-	-	1
\$2.20 and under \$2.25	4	9	-	-	1	3	-	4	3	2	-	-	-	-	-	-	-	-
\$2.25 and under \$2.30	-	3	-	-	-	3	-	-	-	-	-	-	-	-	-	-	-	-
\$2.30 and under \$2.35	1	1	-	-	-	1	-	-	1	-	-	-	-	-	-	-	-	-
\$2.35 and under \$2.40	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
\$2.40 and under \$2.45	2	1	-	-	1	1	-	-	1	-	-	-	-	-	-	-	-	-
\$2.45 and under \$2.50	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
\$2.50 and under \$2.60	5	2	1	-	1	1	-	1	2	-	-	-	1	-	-	-	-	-
\$2.60 and under \$2.70	2	3	-	-	2	3	-	-	-	-	-	-	-	-	-	-	-	-
\$2.70 and under \$2.80	12	-	1	-	2	-	1	-	6	-	-	-	1	-	-	-	1	-
\$2.80 and under \$2.90	3	-	-	-	2	-	1	-	-	-	-	-	-	-	-	-	-	-
\$2.90 and under \$3.00	4	-	-	-	-	-	-	-	1	-	-	-	1	-	2	-	-	-
\$3.00 and under \$3.10	8	-	2	-	5	-	1	-	-	-	-	-	-	-	-	-	-	-
\$3.10 and under \$3.20	1	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-
\$3.20 and under \$3.30	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2	-
\$3.30 and under \$3.40	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
\$3.40 and under \$3.50	1	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-
\$3.50 and under \$3.60	4	-	2	-	-	-	1	-	1	-	-	-	-	-	-	-	-	-
\$3.60 and under \$3.70	3	-	-	-	-	-	2	-	-	-	-	-	-	-	-	-	1	-
\$3.70 and under \$3.80	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2	-
\$3.80 and under \$3.90	13	1	-	-	4	1	-	-	7	-	-	-	1	-	-	-	1	-
\$3.90 and under \$4.00	2	-	-	-	2	-	-	-	-	-	-	-	-	-	-	-	-	-
\$4.00 and over	10	-	-	-	3	-	3	-	-	-	-	-	-	-	-	-	4	-
Establishments having no formal minimum	111	68	2	-	21	20	10	2	66	40	5	-	-	-	4	2	2	4
Establishments not hiring in this category	30	4	4	-	5	3	6	-	10	1	2	-	-	-	-	-	3	-

<sup>1</sup> Minimum job rates relate to the lowest formal rates established for experienced time-rated workers employed as cutters and sewing-machine operators.  
<sup>2</sup> Includes data for regions in addition to those shown separately.



**Table 32. Work schedules**

(Percent of production workers in men's and boys' shirts (except work shirts) and nightwear manufacturing establishments by work schedules,<sup>1</sup> United States and selected regions, June 1974)

Work schedules	United States <sup>2</sup>	New England	Middle Atlantic	Border States	Southeast	Southwest	Great Lakes	Middle West	Pacific
All production workers .....	100	100	100	100	100	100	100	100	100
32 hours—4 days .....	1	-	-	-	-	12	-	-	-
35 hours—5 days .....	2	-	15	-	-	-	-	-	-
37½ hours—5 days .....	1	-	1	8	-	-	-	-	-
38 hours—4 days .....	2	-	-	-	3	-	-	-	-
40 hours .....	94	100	84	92	96	87	94	100	100
4 days .....	( <sup>3</sup> )	-	-	4	( <sup>3</sup> )	-	-	-	-
4½ days .....	5	-	-	-	7	-	-	-	-
5 days .....	89	100	84	88	89	87	94	100	100
44½ hours—5 days .....	1	-	-	-	1	-	-	-	-
45 hours—5 days .....	( <sup>3</sup> )	-	-	-	-	2	6	-	-

<sup>1</sup> Data relate to predominant schedule of full-time day-shift workers in each establishment.

<sup>2</sup> Includes data for the Mountain region in addition to those shown separately.

<sup>3</sup> Less than 0.5 percent.

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

**Table 33. Paid holidays**

(Percent of production workers in men's and boys' shirts (except work shirts) and nightwear manufacturing establishments with formal provisions for paid holidays, United States and selected regions, June 1974)

Number of paid holidays	United States <sup>1</sup>	New England	Middle Atlantic	Border States	Southeast	Southwest	Great Lakes	Middle West	Pacific
All production workers .....	100	100	100	100	100	100	100	100	100
Workers in establishments providing paid holidays .....	95	100	100	100	92	100	100	100	100
2 days .....	1	-	-	4	1	6	-	-	-
3 days .....	6	-	-	8	8	9	-	-	-
4 days .....	11	-	-	17	15	7	-	-	-
5 days or 5 days plus 5 half days .....	25	2	5	20	33	21	-	22	-
6 days .....	7	-	3	19	7	-	11	13	24
6 days plus 1 or 2 half days .....	1	-	1	-	-	-	-	-	21
7 days .....	7	6	6	-	5	38	7	21	11
7 days plus 1 or 2 half days .....	( <sup>2</sup> )	-	1	1	-	-	-	-	-
8 days .....	34	87	72	31	22	20	82	43	44
8 days plus 1 or 2 half days .....	( <sup>2</sup> )	-	3	-	-	-	-	-	-
9 days .....	2	5	8	-	1	-	-	-	-
10 days .....	( <sup>2</sup> )	-	( <sup>2</sup> )	-	-	-	-	-	-

<sup>1</sup> Includes data for the Mountain region in addition to those shown separately.

<sup>2</sup> Less than 0.5 percent.

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

**Table 34. Paid vacations**

(Percent of production workers in men's and boys' shirts (except work shirts) and nightwear manufacturing establishments with formal provisions for paid vacations after selected periods of service, United States and selected regions, June 1974)

Vacation policy	United States <sup>1</sup>	New England	Middle Atlantic	Border States	Southeast	Southwest	Great Lakes	Middle West	Pacific
All production workers .....	100	100	100	100	100	100	100	100	100
<u>Method of payment</u>									
Workers in establishments providing paid vacations .....	97	98	99	97	97	100	100	100	84
Length-of-time payment .....	36	56	74	70	17	29	100	47	78
Percentage payment .....	57	43	21	27	74	71	-	53	6
Flat-sum payment .....	2	-	4	-	2	-	-	-	-
Other .....	2	-	-	-	4	-	-	-	-
<u>Amount of vacation pay<sup>2</sup></u>									
After 1 year of service:									
Under 1 week .....	6	-	-	8	8	-	-	-	-
1 week .....	49	17	18	59	56	50	18	66	73
Over 1 and under 2 weeks .....	7	-	-	3	8	38	-	-	-
2 weeks .....	16	26	39	16	12	-	-	-	11
Over 2 and under 3 weeks .....	1	-	1	-	2	-	-	-	-
3 weeks .....	17	56	36	10	10	12	82	34	-
Over 3 and under 4 weeks .....	1	-	4	-	-	-	-	-	-
After 2 years of service:									
Under 1 week .....	2	-	-	-	3	-	-	-	-
1 week .....	43	12	13	59	50	38	7	44	51
Over 1 and under 2 weeks .....	10	-	( <sup>3</sup> )	3	14	-	-	-	-
2 weeks .....	13	31	15	15	11	12	11	22	22
Over 2 and under 3 weeks .....	3	-	-	-	2	38	-	-	-
3 weeks .....	26	56	65	19	16	12	82	34	11
Over 3 and under 4 weeks .....	1	-	6	-	1	-	-	-	-
After 3 years of service:									
Under 1 week .....	2	-	-	-	3	-	-	-	-
1 week .....	29	-	1	37	37	30	-	13	51
Over 1 and under 2 weeks .....	11	-	( <sup>3</sup> )	-	16	-	7	-	-
2 weeks .....	23	5	27	40	22	20	11	53	3
Over 2 and under 3 weeks .....	3	-	-	-	2	38	-	-	-
3 weeks .....	27	93	65	19	16	12	82	34	30
Over 3 and under 4 weeks .....	1	-	6	-	1	-	-	-	-
After 5 years of service:									
Under 1 week .....	2	-	-	-	3	-	-	-	-
1 week .....	17	-	1	33	20	2	-	13	37
Over 1 and under 2 weeks .....	4	-	( <sup>3</sup> )	-	6	-	-	-	-
2 weeks .....	36	5	18	40	42	40	18	53	18
Over 2 and under 3 weeks .....	5	-	4	-	4	46	-	-	-
3 weeks .....	32	93	70	24	21	12	82	34	30
Over 3 and under 4 weeks .....	1	-	6	-	1	-	-	-	-
After 10 years of service:									
Under 1 week .....	16	-	1	33	19	2	-	13	37
Over 1 and under 2 weeks .....	2	-	( <sup>3</sup> )	-	4	-	-	-	-
2 weeks .....	32	-	14	35	40	28	-	-	3
Over 2 and under 3 weeks .....	2	-	-	-	1	38	7	9	-
3 weeks .....	43	98	78	29	32	32	93	77	44
Over 3 and under 4 weeks .....	1	-	6	-	1	-	-	-	-
After 20 years of service: <sup>4</sup>									
Under 1 week .....	16	-	1	33	19	2	-	13	37
Over 1 and under 2 weeks .....	2	-	( <sup>3</sup> )	-	4	-	-	-	-
2 weeks .....	31	-	14	32	39	23	-	-	3
Over 2 and under 3 weeks .....	3	-	-	-	1	43	7	9	-
3 weeks .....	41	98	78	29	30	32	82	77	44
Over 3 and under 4 weeks .....	2	-	6	-	1	-	-	-	-
4 weeks .....	2	-	-	3	3	-	11	-	-

<sup>1</sup> Includes data for the Mountain region in addition to those shown separately.

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

<sup>3</sup> Less than 0.5 percent.

<sup>4</sup> Vacation provisions were the same after longer periods of service.

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

**Table 35. Health, insurance, and retirement plans**

(Percent of production workers in men's and boys' shirts (except work shirts) and nightwear manufacturing establishments with specified health, insurance, and retirement plans, United States and selected regions, June 1974)

Type of plan <sup>1</sup>	United States <sup>2</sup>	New England	Middle Atlantic	Border States	Southeast	Southwest	Great Lakes	Middle West	Pacific
All production workers .....	100	100	100	100	100	100	100	100	100
Life insurance .....	93	100	98	95	94	81	94	65	64
Noncontributory plans .....	69	98	94	92	61	36	94	56	52
Accidental death and dismemberment insurance .....	50	7	12	44	63	63	37	32	33
Noncontributory plans .....	31	5	8	40	37	36	37	22	23
Sickness and accident insurance or sick leave or both <sup>3</sup> .....	46	93	92	49	32	29	83	34	47
Sickness and accident insurance .....	43	93	92	49	29	29	83	34	25
Noncontributory plans .....	37	93	87	49	22	-	83	34	25
Sick leave (full pay, no waiting period) .....	1	-	1	-	1	-	-	-	17
Sick leave (partial pay or waiting period) .....	2	-	( <sup>4</sup> )	-	3	-	-	-	3
Long-term disability insurance .....	4	-	5	-	4	8	37	-	-
Noncontributory plans .....	4	-	5	-	4	8	37	-	-
Hospitalization insurance .....	93	100	96	65	95	100	94	100	85
Noncontributory plans .....	63	98	91	56	57	32	83	69	61
Surgical insurance .....	93	100	95	65	95	100	94	100	85
Noncontributory plans .....	62	98	90	56	57	32	83	69	61
Medical insurance .....	55	50	56	49	52	92	80	66	78
Noncontributory plans .....	31	49	50	40	22	32	69	36	54
Major medical insurance .....	38	7	22	22	41	80	11	44	72
Noncontributory plans .....	15	5	19	16	12	19	-	13	47
Retirement plans <sup>5</sup> .....	51	93	92	43	42	28	83	34	37
Pensions .....	48	93	92	43	38	28	83	34	33
Noncontributory plans .....	46	93	92	39	37	8	83	34	30
Severance pay .....	3	-	-	-	4	-	-	-	4
No plans .....	2	-	2	-	2	-	6	-	15

<sup>1</sup> Includes 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 State temporary disability insurance laws are included if the employer contributes more than is legally required or the employees receive benefits in excess of the legal requirements. "Noncontributory plans" include only those paid for entirely by the employer.

<sup>2</sup> Includes data for the Mountain region in addition to those shown separately.

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

<sup>4</sup> Less than 0.5 percent.

<sup>5</sup> Unduplicated total of workers covered by pensions or retirement severance pay shown separately.

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

**Table 36. Other selected benefits**

(Percent of production workers in men's and boys' shirts (except work shirts) and nightwear manufacturing establishments with formal provisions for funeral leave, jury duty leave, technological severance pay, and daily reporting pay,<sup>1</sup> United States and selected regions, June 1974)

Item <sup>1</sup>	United States <sup>2</sup>	New England	Middle Atlantic	Border States	Southeast	Southwest	Great Lakes	Middle West	Pacific
Workers in establishments with provisions for:									
Paid funeral leave .....	20	2	12	9	23	27	7	44	11
Paid jury duty leave .....	34	46	13	9	44	12	11	44	15
Technological severance pay .....	3	-	19	5	-	-	-	-	-
Daily reporting pay .....	50	43	89	48	39	58	76	65	52

<sup>1</sup> For definition of items, see appendix B.

<sup>2</sup> Includes data for the Mountain region in addition to those shown separately.

## Appendix A. Regression Analysis

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

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

In the regression analysis, one category of each of the variables in the equation is not shown explicitly, but its influence is embodied in the constant term. In table A-1, therefore, the categories represented by the constant term are nonmetropolitan, small employment size, nightwear or other major product, non-union, Southeast, and, for three of the four selected occupations, female worker and payment on a time basis. The average wage level relating to this set of suppressed characteristics is represented by the value of the constant term, and the coefficients of the explicit variables represent the differentials associated with categories of the characteristics which differ from the basic set embodied in the constant.

To determine the effects of the coefficients on average wage levels, substitute the values of the new variables in table A-1 for those suppressed in the constant term. For example, if the production workers are in a union shop, the estimated average hourly earnings are higher by 27 cents, or \$2.63, if other things are held constant. Further, if these workers are located in a metropolitan area, another 12 cents is added to the constant term. Thus included, the average hourly earnings would be raised to \$2.75.

Wage differences found by a simple cross-tabulation can be labeled gross differentials, and those isolated by regression techniques, net differentials. As illustrated in table A-2, net differentials are generally smaller than gross differentials. The smaller size of net wage differentials is to be expected, because of the aforementioned tendency for characteristics associated with higher wages, such as unionization and metropolitan location, to be found in combination. Regression techniques, thus, permit a more precise measurement of the impact of individual factors on the wage structure of an industry.

Regression results from the current survey follow closely those noted in a similar analysis of the October 1971 study.<sup>1</sup> Both surveys indicated, for example, that the major product of an establishment in this industry is relatively insignificant when other factors such as union contract status and location are isolated. For example, the 13-cent-an-hour advantage that dress shirt workers held over sport shirt workers from the 1974 survey results was reduced to a 5-cent net differential in the multiple regression (table A-2); in 1971, an 18-cent an hour advantage was reduced to 11 cents for the same variables.

It should be emphasized that the regression analysis is not sufficiently complete to say with certainty that we have measured the truly independent impact on wage levels of particular employee and establishment characteristics. As table A-1 shows, the regression analysis left unexplained about 50 percent of the variation in average earnings levels for all production workers and about 60 to 85 percent of the variation in earnings for the four selected occupations. (See coefficient of determination,  $R^2$ .) This means that other factors, beyond the scope of the survey, undoubtedly influenced the estimates. However, by holding constant those characteristics within the survey scope, a definite improvement in the estimates for specified characteristics was obtained.

<sup>1</sup> See Albert E. Schwenk and Martin E. Personick, "Analyzing Earnings Differentials in Industry Wage Surveys," *Monthly Labor Review*, June 1974, pp. 56-59.

Table A-1. Regression analysis of average hourly earnings, all production workers and selected occupations, men's and boys' shirts manufacturing, United States, June 1974

Variable	Selected occupations				
	All production workers	Cutters, machine	Spreaders	Sewing-machine operators	Repairmen, sewing machine
Constant -----	\$ 2.36 (.03)	\$ 2.61 (.18)	\$ 2.25 (.16)	\$ 2.05 (.09)	\$ 3.71 (.13)
Metropolitan area -----	.12 (.04)	.65 (.13)	.33 (.13)	.12 (.04)	.57 (.14)
250 workers or more -----	.04 (.03)	.05 (.10)	.05 (.10)	-.02 (.03)	-.16 (.11)
Major product:					
Dress shirts -----	-.01 (.03)	-.05 (.12)	-.15 (.11)	.01 (.04)	.12 (.14)
Sport shirts -----	-.06 (.05)	-.06 (.15)	-.28 (.14)	-.02 (.05)	.37 (.20)
Union shop -----	.27 (.04)	.28 (.12)	.60 (.11)	.19 (.04)	.23 (.14)
Male worker -----	<sup>(1)</sup> (1)	.46 (.15)	.21 (.12)	.08 (.35)	<sup>(1)</sup> (1)
Incentive pay system -----	<sup>(1)</sup> (1)	.56 (.11)	.69 (.10)	.29 (.08)	<sup>(1)</sup> (1)
Regions:					
New England -----	.08 (.08)	.11 (.32)	-.20 (.28)	.16 (.08)	-.01 (.34)
Middle Atlantic -----	.23 (.05)	.14 (.17)	-.26 (.16)	.28 (.05)	-.15 (.19)
Border States -----	-.03 (.05)	.15 (.19)	.02 (.17)	-.02 (.05)	-.42 (.20)
Southwest -----	-.09 (.07)	-.60 (.21)	-.18 (.22)	-.08 (.07)	-.10 (.24)
Great Lakes -----	<sup>(2)</sup> (.11)	.11 (.40)	-.53 (.31)	.11 (.14)	.18 (.36)
Middle West -----	-.14 (.12)	-.01 (.36)	-.14 (.33)	-.14 (.12)	-.55 (.41)
Pacific -----	.07 (.09)	.25 (.21)	-.17 (.32)	.11 (.10)	-.02 (.44)
Statistical information:					
Coefficient of determination ( $R^2$ ) -----	.50	.42	.45	.38	.12
Standard error of the estimate -----	\$ 0.21	\$ 0.62	\$ 0.58	\$ 0.25	\$ 0.71
Mean (Y) -----	\$ 2.54	\$ 3.58	\$ 2.85	\$ 2.49	\$ 3.86
Number of observations (N) -----	243	204	193	279	192
Number of establishments (S) -----	243	192	171	236	192

<sup>1</sup> Not applicable.

<sup>2</sup> Less than \$0.005.

NOTE: Numbers in parenthesis are standard errors. Since the regression coefficients are based on a sample, they may differ from the figures that would have been obtained from a complete census of the industry. Chances are about 2 out of 3 that an estimate from the sample would differ from those in a total census-derived value by less than the standard error, and about 19 out of 20 that the difference would be less than twice the standard error. Y is the mean of the earnings (dependent) variable weighted by production workers, N is the number of observations used in each regression equation, treating time and incentive workers and men and women in a firm as separate observations. S is the number of establishments in the sample or with employees in the occupations shown above.

Table A-2. Earnings differentials associated with selected characteristics, men's and boys' shirts manufacturing, June 1974

(In cents per hour)

Characteristics	Selected occupations				
	All production workers	Cutters, machine	Spreaders	Sewing-machine operators	Repairmen, sewing machine
Metropolitan vs. nonmetropolitan area:					
Gross differential -----	\$ .31	\$ .79	\$ .46	\$ .27	\$ .60
Net differential -----	.12 (.04)	.65 (.13)	.33 (.13)	.12 (.04)	.57 (.14)
Union vs. nonunion:					
Gross differential -----	.41	.72	.75	.33	.31
Net differential -----	.27 (.04)	.28 (.12)	.60 (.11)	.19 (.04)	.23 (.14)
Middle Atlantic vs. Southeast:					
Gross differential -----	.46	.84	.41	.46	.34
Net differential -----	.23 (.05)	.14 (.17)	-.26 (.16)	.28 (.05)	-.15 (.19)
Dress vs. sport shirts:					
Gross differential -----	.13	.25	.58	.09	-.04
Net differential -----	.05	.01	.13	.03	-.25

NOTE: Gross differentials were derived from simple cross-tabulations; net differentials from multiple regression. Numbers in parenthesis are standard errors.

## Appendix B. Scope and Method of Survey

### Scope of survey

The survey included establishments engaged primarily in manufacturing men's, youths', and boys' shirts (including polo and sport shirts, but excluding work shirts), collars, and nightwear (Industry 2321 as defined in the 1967 edition of the Standard Industrial Classification Manual, prepared by the U.S. Office of Management and Budget). Knitting mills manufacturing polo or sport shirts from fabric produced in the same establishment and separate auxiliary units such as central offices were excluded.

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

### Products

Classification of establishments by product was based on the principal type of garment manufactured. For example, if 40 percent of the total value of an establishment's production was dress shirts, 30 percent was sport shirts, and 30 percent was nightwear, all workers in that establishment were considered as producing dress shirts.

### 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 a minimum cost, a greater proportion of large than of small establishments was studied. In combining the data, however, all establishments were given an appropriate weight. All estimates (except minimum job rates) are presented, therefore, as relating to all establishments in the industry, excluding only those below the minimum size at the time of reference of the universe data.

### Establishment definition

An establishment is defined for this study as a single physical location where

manufacturing operations are performed. An establishment is not necessarily identical with a company, which may consist of one establishment or more.

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

### Occupations selected for study

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

### Wage data

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

**Table B-1. Estimated number of establishments and workers within scope of survey, and number studied in the men's and boys' shirts (except work shirts) and nightwear manufacturing industry, June 1974**

Regions, States, and Areas <sup>1</sup>	Number of establishments <sup>2</sup>		Workers in establishments		
	Within scope of study	Actually studied	Within scope of study		Actually studied
			Total <sup>3</sup>	Production workers	Total
United States <sup>4</sup> .....	463	243	97,537	89,721	61,640
New England .....	15	12	3,658	3,172	3,526
Middle Atlantic .....	105	56	15,059	13,081	10,004
New York .....	37	17	3,293	2,390	2,552
New York, N.Y. ....	30	11	1,629	1,292	922
Pennsylvania .....	56	31	10,782	9,839	6,675
Allentown-Bethlehem-Easton, Pa.,-N.J. ....	11	9	1,771	1,588	1,619
Pottsville-Shamokin, Pa. ....	8	7	1,999	1,842	1,760
Border States .....	37	25	7,825	7,275	5,080
Virginia .....	15	10	3,291	3,037	2,194
Southeast .....	235	104	59,855	56,111	33,830
Alabama .....	39	16	10,806	10,341	5,489
Georgia .....	35	17	11,419	10,683	6,774
Mississippi .....	30	13	6,970	6,559	3,413
North Carolina .....	46	19	8,728	8,189	4,726
South Carolina .....	25	11	6,366	5,952	3,699
Tennessee .....	47	25	14,480	13,334	9,488
Southwest .....	23	14	4,518	4,143	3,590
Arkansas .....	17	11	3,630	3,333	3,146
Great Lakes .....	6	6	1,605	1,458	1,605
Middle West .....	9	7	1,352	1,294	1,228
Pacific .....	30	16	3,129	2,696	2,241
Los Angeles-Long Beach, Calif. ....	28	14	2,748	2,333	1,860

<sup>1</sup> The regions used in this study include: New England—Connecticut, Maine, Massachusetts, New Hampshire, Rhode Island, and Vermont; Middle Atlantic—New Jersey, New York, and Pennsylvania; 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, Minnesota, Ohio, and Wisconsin; Middle West—Iowa, Kansas, Missouri, Nebraska, North Dakota, and South Dakota; and Pacific—California, Nevada, Oregon, and Washington. For definitions of areas, see footnote 1, tables 26–29, inclusive.

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

<sup>3</sup> Includes executive, professional, office, and other workers in addition to the production worker category shown separately.

<sup>4</sup> Includes data for the Mountain region in addition to those shown separately. Alaska and Hawaii were not included in the study.



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

#### Size of community

Tabulations by size of community pertain to metropolitan and nonmetropolitan areas. The term "metropolitan areas," as used in this bulletin, refers to the Standard Metropolitan Statistical Areas as defined by the U.S. Office of Management and Budget through April 1973.

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

#### Labor-management agreements

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

#### 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.

#### Minimum job rates

Minimum job rates are the lowest formal rates established for experienced time-rated workers employed as cutters or sewing-machine operators. Excluded are incentive paid workers and hourly-rated learners who eventually will be on an incentive basis.

#### 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. Practices relate to workers employed on late shifts at the time of the survey.

#### Supplementary benefits

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

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

Paid vacations. The summary of vacation plans is limited to formal arrangements and excludes informal plans whereby time off with pay is granted at the discretion of the employer or supervisor. Payments not on a time basis were converted; for example, a payment of 2 percent of annual earnings was considered the equivalent of 1 week's pay.

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

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

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

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

Long-term disability insurance plans provide payments to totally disabled employees

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

upon the expiration of sick leave, sickness and accident insurance, or both, or after a predetermined period of disability (typically 6 months). Payments are made until the end of disability, a maximum age, or eligibility for retirement benefits. Payments may be full or partial, but are almost always reduced by social security, worker's compensation, and private pension benefits payable to the disabled employee.

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

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

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.

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

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

## Appendix C. Occupational Descriptions

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

### Cutting room

#### Assembler

(Garment bundler, assorter, fitter)

Gathers garment parts after they are cut and assembles or groups them into bundles or batches for distribution to sewing units. May match pieces by color, size, and design and place an identifying ticket or number in each bundle or on each piece. May mark location for buttons and buttonholes and may cut small parts. Workers assembling cloth before it is cut and folders at the end of the production process assembling completed pieces just before packaging are excluded.

#### Clicker-machine operator

(Beam machine operator; clicker; clicker operator; die-cutting machine operator; die-press operator; power-press operator)

Operates a clicker or die-cutting machine to cut or stamp small pieces of various shapes from knitted materials, cloth, cardboard, and other light materials. Work involves the following: Turning crank to adjust distance between power hammer and bed of machine; laying material on bed of machine; setting and holding die on material and centering it under hammer or clamping die to ram; shifting lever that trips hammer, causing it to descend and cut out piece of material; feeding material under ram so as to obtain the largest number of cuts of material and repeating operation.

### Cutter, machine

Operates or guides the moving knife or blade of a powered cutting machine along a pattern outline to cut out articles from single or multiple layers of fabric. In addition, may spread or lay up layers of cloth, or may arrange pattern on material and outline with chalk.

#### Marker

Arranges garment patterns on cloth or knitted material in such a manner as to minimize waste when material is cut. Work includes tracing outline of pattern on material with chalk, soap, or crayon, and marking design number and size within outline. May arrange pattern on paper to produce marker which serves as a cutting outline.

Workers engaged in simple tracing (tracers) around patterns laid out on the material by others and those who lay out patterns according to prepared diagrams are excluded.

#### Spreader

Spreads (lays-up) multiple layers of cloth smoothly and evenly one upon the other on a cutting table by hand or with the aid of a spreading machine. Cuts each ply to length from the bolt of material.

### Sewing department

#### Collar pointer

(Block tipper)

Operates a collar-pointing machine to shape and press the points at the front of collars. Work involves the following: Inserting die into unfinished collar and placing

collar and die on buck (lower jaw) of press; actuating controls to close and open press; removing collar from machine and pulling collar from die.

#### Collar top trimmer

Operates a collar-trimming machine to trim neckband edges of collar after they have been sewed. Work involves the following: Placing collars, which are inside out, in position under knife on machine; actuating controls that cause knife to descend and shear away excess material.

#### Inspector, intermediate

(Inspector of parts)

Examines and inspects garment parts such as collars, cuffs, facing on sleeves, and pockets prior to or during process of assembly of garment. Work involves determining whether parts of garments conform to shop standards of quality.

#### Loader, machine

(Automatic sewing-machine operator, automatic sewing-machine tender)

Tends a machine, or a group of machines, that automatically joins or attaches parts of garments and sews them together. Work involves: Stacking parts of garments to be joined and sewn (e.g., pockets to shirt fronts) into feeder trays on the machine; starting machine; observing machine as it joins and sews the parts automatically.

Exclude operators of standard or special purpose sewing machines that require guidance from the operator. (See sewing-machine operator.)

#### Sewing-machine operator

Uses a standard or special-purpose sewing machine to perform the sewing operations required in making parts of garments, in joining various sections together, in attaching previously completed parts to partially completed garments or in sewing on buttons or sewing buttonholes. May make complete garments.

For wage study purposes, operators are classified according to the principal garment they work on:

Sewing-machine operator, dress shirts  
Sewing-machine operator, nightwear  
Sewing-machine operator, sport shirts  
Sewing-machine operator, other

Sewing-machine operators primarily engaged in repairing garments (see garment repairman) and loaders or tenders of automatic sewing machines (see loader, machine) are excluded from the classification listed above.

#### Underpresser

(Forepresser, parts presser)

Uses a hand iron, machine iron, or a powered press to press garment parts such as pockets, seams, shoulders, etc. during the fabricating process.

Workers should be classified according to the type of pressing equipment used:

Underpresser, hand  
Underpresser, machine

#### Finishing department

#### Baggers and boxers

Places garments in bags (cellophane) and boxes for shipment. Frequently one worker places garment in bag and another puts the bagged garments in boxes. Both are included in the classification.

#### Folder, garments

Folds completed garments for shipment either by hand or by a folding machine. May fold garments around cardboard forms or insert tissue paper between folds; may also pin folds in garments. For wage survey purposes, garment folders are classified as follows:

Folder, garments, hand  
Folder, garments, machine  
Folder, garments, hand and machine

#### Garment repairman

(Match-up girl, mender)

Operates sewing machine to repair damaged or defective garments. Examines repair tags and matchings on garments to locate defects or damage, such as irregular stitches and torn or snagged parts. Cuts and pulls seam threads to remove defective or damaged parts, using scissors or knife. Joins replacement parts to finished garments or resews defective seams.

#### Inspector, final (inspect only)

Examines and inspects completed garments prior to pressing or shipping. Work involves determining whether the garments conform to shop standards of quality, and marking defects such as dropped stitches, bad

seams, etc. In many shops manufacturing inexpensive garments, there will be no inspectors falling within this classification; in such shops, inspection is usually carried on together with thread trimming—see inspector, final (and thread trimmer).

#### Inspector, final (and thread trimmer)

Primarily responsible for inspection of completed garments prior to pressing or shipping but also trims threads incidental to inspection operation. Work involves primarily determining whether the garments conform to shop standards of quality and marking defects such as dropped stitches, bad seams, etc.

#### Presser, finish

(Off-presser, over-presser, top-presser)

Performs final pressing operations on garments or garment parts by means of a hand pressing iron and/or powered press, mangle, or power press equipped with steam jets.

For wage study purposes, pressers are classified by type of pressing equipment, as follows:

Presser, finish, hand

Presser, finish, machine

Presser, finish, hand and machine

Workers are classified as "pressers, hand and machine" when sizable proportions of their work are performed by each of the two methods. Otherwise, the predominant type of pressing is the determining factor in classification.

#### Thread trimmer

(Cleaner)

Trims loose thread ends, basting threads, and seam edges of garments with scissors or machines prior to pressing or packing. Workers whose primary responsibility is the inspection of garments but who also trim threads incidental to the inspection operation are to be classified as inspector, final (and thread trimmers).

#### Miscellaneous

##### Janitor

Cleans and keeps in an orderly condition factory working areas and washrooms, or premises of an office or other establishment. Duties involve a combination of the following: Sweeping, mopping 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 rest rooms.

#### Repairman, sewing machine

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

#### Shipping clerk

Prepares merchandise for shipment. Duties usually involve a knowledge of shipping procedures and practices, routes, rates, and available means of transportation. Prepares records of goods shipped, makes up bills of lading, posting weight and shipping charges. Keeps a file of shipping records. May direct or assist in preparing merchandise for shipment.

#### Stock clerk

(Supply clerk)

Receives, stores, and issues equipment, material, merchandise, or tools in a stockroom or storeroom. Work involves: Checking incoming order against items as listed on requisitions or invoices, and counting, grading, or weighing the articles.

Excluded are stockroom laborers and employees who supervise stock clerks and laborers.

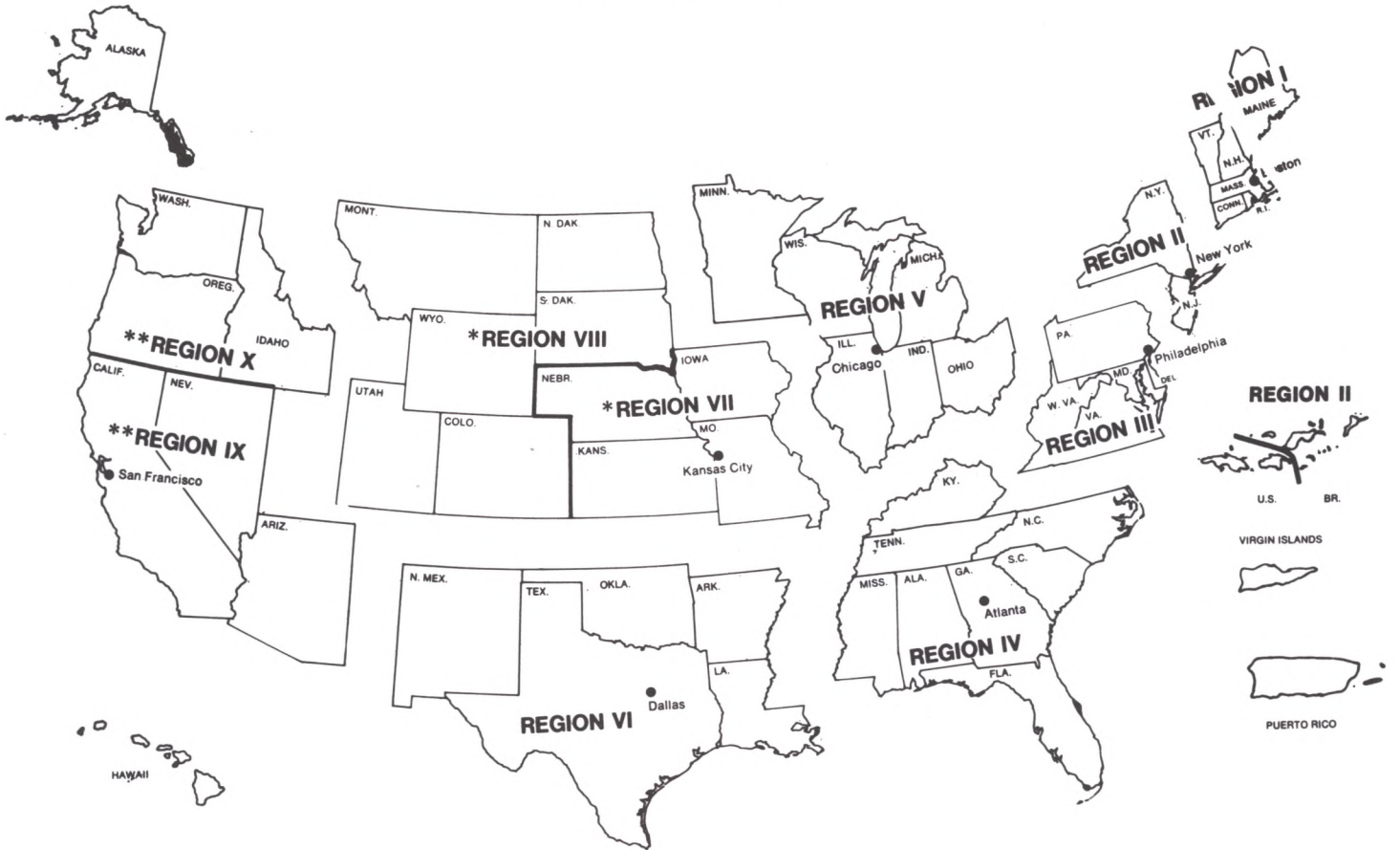
#### Work distributor

(Bundle boy)

Carries or trucks garments in various stages of completion to the worker who is to perform the next operation on garment. May exercise some discretion in distribution of work, but has no supervisory responsibilities.

# BUREAU OF LABOR STATISTICS

## REGIONAL OFFICES



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

**Region II**  
 Suite 3400  
 1515 Broadway  
 New York, N.Y. 10036  
 Phone: (212) 399-5405

**Region III**  
 3535 Market Street  
 P.O. Box 13309  
 Philadelphia, Pa. 19101  
 Phone: (215) 596-1154

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

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

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

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

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

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

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Bureau of Labor Statistics  
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