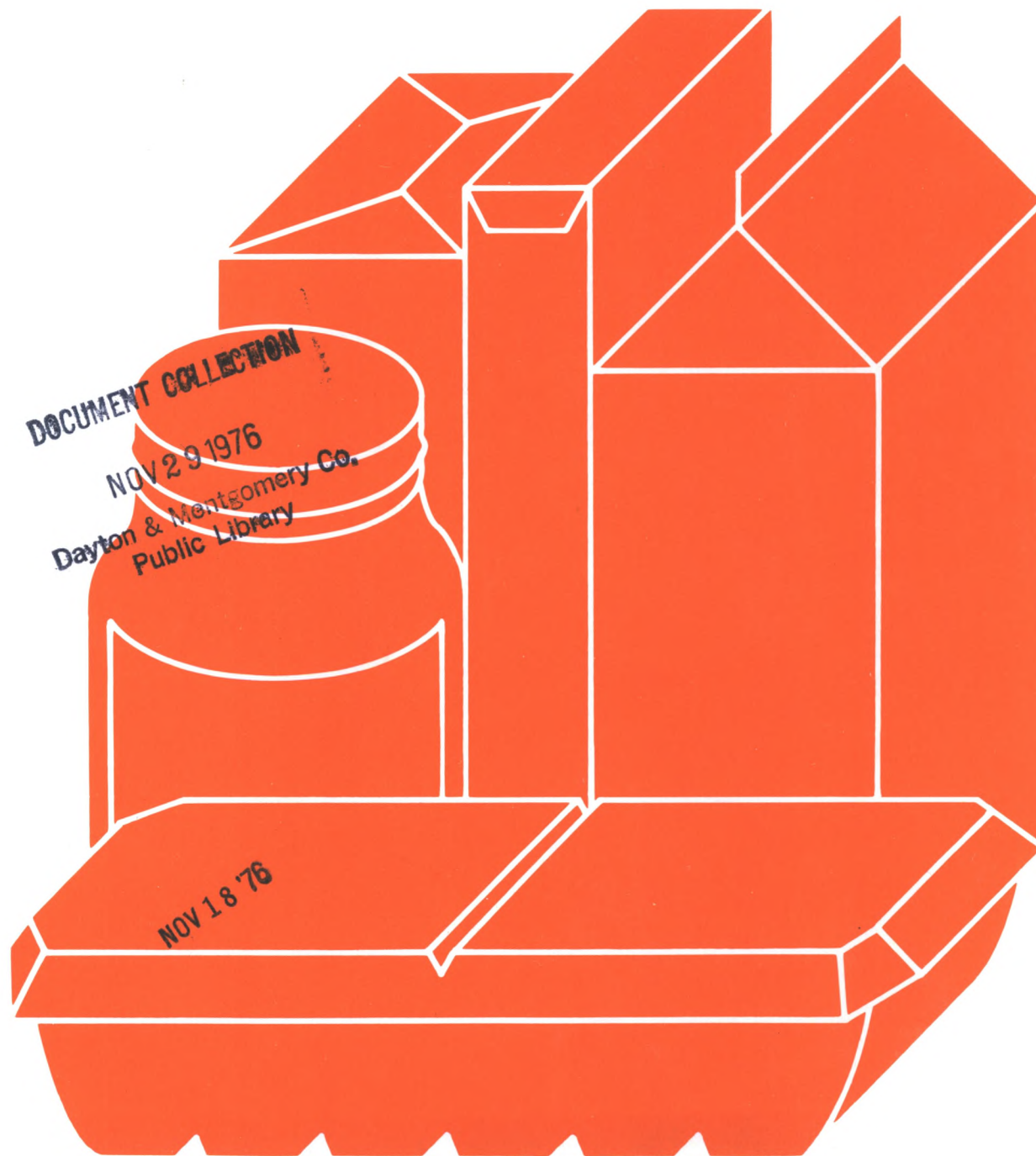


# Union Wages and Hours: Grocery Stores, July 1, 1975



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

Bulletin 1925



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U. S. Department of Labor  
W. J. Usery, Jr., Secretary  
Bureau of Labor Statistics  
Julius Shiskin, Commissioner  
1976

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## Preface

This report summarizes the results of a biennial survey of union wage rates and straight-time hours of work for grocery store employees, as provided in labor-management agreements. Similar information for specified crafts or jobs in the building construction, printing, local transit, and local trucking industries also is available from annual surveys conducted by the Bureau. These studies present wage rates in effect on the first workday in July, as reported to the Bureau by the appropriate local labor organization officials in each of the surveyed cities.

Preliminary listings of union wage rates and hours for grocery store employees in 70 cities were issued earlier. Copies of these are available from the Bureau of Labor Statistics, Washington, D.C. 20212, or from any of its regional offices listed on the inside back cover of this bulletin.

The study was conducted in the Bureau's Office of Wages and Industrial Relations. Field work for the survey was conducted by the Bureau's Assistant Regional Commissioners. Eric Schilling of the Division of Occupational Wage Structures prepared the analysis in this bulletin.

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## Grocery Stores, July 1, 1975

### Survey findings

Union wage rates for grocery store employees in cities of 100,000 inhabitants or more rose 22.6 percent in the 2-year period ending July 1, 1975,<sup>1</sup> compared with a 16.4-percent rise in 1971-73. The middle range of increases fell between 16 and 27 percent in 1973-75 and between 10 and 20 percent in 1971-73. Except for head dairy clerks, all occupational classifications studied had higher average rate increases in the more recent 2-year period. (See table 1.)

Between July 1, 1973, and July 1, 1975, full-time stockers on day shifts recorded the largest percentage increase in wages—27.6 percent or \$1.11 per hour. However, head meatcutters averaged the largest dollar gain—\$1.31 per hour. As in 1971-73, the smallest increase—16.8 percent or 41 cents—went to baggers.

Basic rates for grocery store employees averaged \$5.19 on July 1, 1975, and were distributed over a relatively broad range. Wage rates were highest for cutters in meat departments and lowest for baggers at checkout counters. For the two departments permitting comparison, averages in the meat section were 23 percent above those in groceries—\$6.24 compared with \$5.06. These averages, as well as occupational averages in the survey, were computed solely from “top” rates for each job found in individual union agreements within the cities studied.

For jobs surveyed below the level of department head, most union agreements provided for automatic step increases from an entry rate to a top rate in 2 to 3 years. (See table 6.) For department heads, a single rate usually applied, but where more than one was given in an agreement, the rates were generally determined by the sales volume of the store rather than by automatic progression.

Head meatcutters were the highest paid among grocery store occupations in most cities in which they were represented, averaging \$7.11 per hour. Rates for head

personnel of other departments were: \$6.13 in the produce and grocery departments, \$5.78 in the checkout area, and \$5.59 in the dairy section. Average rates for jobs below department-head level ranged from \$6.73 for first meatcutters to \$2.87 for baggers. Full-time grocery clerks, numerically the largest occupation, averaged \$5.33. Individual wage rates used in computing these occupational averages were widely dispersed. (See table 2.)

Occupational wages in 1975, as measured by the highest top rate in each city, tended to be consistently high or near the top on the West Coast and in the North Central region, as is frequently found in union wage rate surveys conducted by the Bureau. For example, San Francisco-Oakland had the highest top rate for full-time grocery clerks at \$6.673 (table 3); two other West Coast cities (Fresno and Sacramento) tied for third highest top rate at \$6.13, 15 percent above the national average for this occupation. Six of the 10 highest paying cities studied for meatcutters were in the North Central region.

Southern cities continued to dominate the lower end of the wage rate array for the heavily populated grocery clerk classification but not for the high-paying meat-cutter position. Text table 1 shows that 6 of the 10 lowest paying cities for grocery clerks were in the South, including such large cities as Atlanta, Jacksonville, and Houston. Only 2 Southern cities—Jacksonville and Tampa—however, were among the 10 lowest paying cities for journeyman meatcutters in July 1, 1975. Between 1973 and 1975, Atlanta, Jackson, and San Antonio lifted themselves out of the lowest paying group for meatcutters.

Grouped by population size, top rates in cities with 500,000 inhabitants or more tended to be higher than those in smaller cities studied. The median top rate for full-time cashiers in cities with at least one-half million population was \$5.35 per hour, compared to \$4.93 in cities of 250,000 to 500,000 inhabitants, and \$5.00 in cities of 100,000 to 250,000. Similar relationships held for full-time grocery clerks, journeyman meatcutters, and baggers. (See table 2.)

As a factor explaining some of the wage rate variations, however, population size seemed to be less impor-

<sup>1</sup>Changes since the last survey were calculated using comparable job quotations for the various job classifications weighted by 1975 membership. Thus, the 22.6-percent rise in grocery store wage rates was not obtained by comparing the 1973 and 1975 overall averages.



**Text table 1. Top rates for meatcutters and grocery clerks in the 10 highest and lowest paying cities, July 1, 1975**

| Journeyman meatcutters           |   |  | Grocery clerks, full-time        |   |  |
|----------------------------------|---|--|----------------------------------|---|--|
| City                             | Highest top rate, July 1, 1975 <sup>1</sup> | Percent change, July 1, 1973-75 <sup>2</sup> | City                             | Highest top rate, July 1, 1975 <sup>1</sup> | Percent change, July 1, 1973-75 <sup>2</sup> |
| <b>10 highest paying cities:</b> |   |  | <b>10 highest paying cities:</b> |   |  |
| Detroit .....                    | \$7.490                                     | 24.4   | Oakland .....                    | \$6.673                                     | 16.9   |
| Topeka .....                     | 7.207                                       | 24.1   | Kansas City .....                | 6.310                                       | 26.7   |
| Kansas City .....                | 7.207                                       | 24.1   | Fresno .....                     | 6.130                                       | 16.4   |
| Omaha .....                      | 7.200                                       | 24.7   | Sacramento .....                 | 6.130                                       | 16.4   |
| Madison .....                    | 7.170                                       | 27.9   | Chicago .....                    | 6.050                                       | 25.5   |
| Chicago .....                    | 7.100                                       | 20.3   | Washington, D.C. ....            | 6.042                                       | 26.6   |
| Dayton .....                     | 7.050                                       | 40.4   | Baltimore .....                  | 6.040                                       | 26.6   |
| Oakland .....                    | 7.035                                       | 15.2   | Seattle .....                    | 5.895                                       | 17.3   |
| Minneapolis .....                | 6.950                                       | 17.8   | Minneapolis .....                | 5.850                                       | 30.7   |
| St. Paul .....                   | 6.925                                       | 17.9   | Portland .....                   | 5.725                                       | 25.3   |
| <b>10 lowest paying cities:</b>  |   |  | <b>10 lowest paying cities:</b>  |   |  |
| Rochester .....                  | 5.738                                       | 21.7   | Jackson .....                    | 4.700                                       | 22.1   |
| Erie .....                       | 5.670                                       | 15.1   | Atlanta .....                    | 4.680                                       | 18.5   |
| Buffalo .....                    | 5.670                                       | 15.1   | Scranton .....                   | 4.461                                       | 5.6  |
| Tampa .....                      | 5.650                                       | 45.8   | Des Moines .....                 | 4.400                                       | 14.1   |
| Spokane .....                    | 5.632                                       | 22.4   | Topeka .....                     | 4.260                                       | 21.4   |
| Salt Lake City .....             | 5.615                                       | 24.8   | Houston .....                    | 4.210                                       | 33.4   |
| Jacksonville .....               | 5.550                                       | 26.9   | Buffalo .....                    | 4.110                                       | 11.4   |
| Phoenix .....                    | 5.493                                       | 29.5   | Jacksonville .....               | 3.925                                       | 52.7   |
| Syracuse .....                   | 5.465                                       | 15.9   | Lubbock .....                    | 3.900                                       | 8.3  |
| Des Moines .....                 | 5.230                                       | 14.1   | Tampa .....                      | 3.375                                       | 36.4   |

<sup>1</sup> Where multiple agreements were reported for a given occupation in a city, the agreement with the highest top rate was

chosen for this comparison.

<sup>2</sup> Change in top rate for agreement selected.

tant than location of city, and, perhaps, bargaining power of union locals. When comparisons were limited to the same region, cities in the smallest population group sometimes had higher top rates than those in the larger groups. Such observations are also common in other union wage studies.

Occupational pay relationships varied considerably by city. As shown in table 4, top rates for head meatcutters

exceeded those of full-time grocery clerks by 58 percent in Houston, but by only 22 percent in Chicago. Wage rate advantages shown for head cashiers over grocery clerks were substantially less, ranging from 1 percent in New York to 11 percent in Detroit. The table further illustrates that, nationally, full-time cashiers and produce clerks had approximately the same rates as full-time grocery clerks, while rates for baggers were, on average,

**Text table 2. Median and range of top rates<sup>1</sup> for selected occupations, by size of city, July 1, 1975**

| Occupation                         | Cities of 500,000 or more | Cities of 250,000 to 500,000 | Cities of 100,000 to 250,000 |
|------------------------------------|---------------------------|------------------------------|------------------------------|
| <b>Baggers:</b>                    |                           |                              |                              |
| Median of top rates .....          | \$2.700                   | \$2.500                      | \$2.700                      |
| Range of top rates .....           | \$2.100-\$4.693           | \$2.292-\$4.080              | \$2.200-\$5.750              |
| <b>Cashiers (full time):</b>       |                           |                              |                              |
| Median of top rates .....          | \$5.350                   | \$4.930                      | \$5.000                      |
| Range of top rates .....           | \$3.925-\$6.310           | \$3.689-\$6.380              | \$4.380-\$6.130              |
| <b>Grocery clerks (full time):</b> |                           |                              |                              |
| Median of top rates .....          | \$5.322                   | \$5.060                      | \$4.988                      |
| Range of top rates .....           | \$3.925-\$6.673           | \$3.375-\$6.130              | \$3.900-\$6.130              |
| <b>Journeyman meatcutters:</b>     |                           |                              |                              |
| Median of top rates .....          | \$6.640                   | \$6.350                      | \$6.275                      |
| Range of top rates .....           | \$5.493-\$7.490           | \$5.650-\$7.200              | \$5.230-\$7.207              |

<sup>1</sup> Based on the highest top union rate in each city surveyed.

only about half those of grocery clerks.

In many cities surveyed, several union agreements covered the same occupation, often with significantly different rates. For example, the citywide spreads between the highest and lowest top rates for full-time cashiers, grocery clerks, baggers, and meatcutters commonly exceeded 10 percent. (See table 5.) Using only the highest rate provided by each union agreement within a city, the following tabulation illustrates the wide range of these "top" rates for full-time cashiers:

| <i>City</i>      | <i>Number of agree-<br/>ments reported</i> | <i>Range of top<br/>rates</i> |
|------------------|--|-------------------------------|
| Atlanta .....    | 6  | \$4.670-\$5.326               |
| Boston .....     | 4  | \$4.325-\$4.975               |
| Buffalo .....    | 33   | \$2.200-\$4.110               |
| Houston .....    | 4  | \$3.150-\$4.210               |
| Memphis .....    | 7  | \$3.850-\$4.810               |
| Shreveport ..... | 4  | \$3.220-\$5.000               |
| Tampa .....      | 3  | \$3.375-\$4.000               |

Virtually all workers in the survey were under union contracts providing for premium wage rates after 40 hours per week. Insurance, pension, and vacation plans were available to nearly 98 percent of the union workers.

#### **Scope and method of study**

Union wage information in the survey represents only the basic rates (excluding holiday, vacation, or other payments made directly to or credited to the worker each pay period) agreed upon through collective bargaining between employers and unions. It does not reflect rates for apprentices or premium pay for overtime or for work on weekends, holidays, or late shifts.

Weekly hours reflect the maximum number of

straight-time hours before premium rates become effective.

The information presented was based on union rates in effect for grocery store employees on July 1, 1975. Average wage rates relate to top rates in effect at that time; to determine the average for a job, the top rate in each agreement was weighted by the total number of union members reported for the occupation under the agreement.

Occupational averages were not designed for precise year-to-year comparisons because of fluctuations in membership and in the classifications studied. Average cents-per-hour and percent changes from July 1, 1973, to July 1, 1975, however, were based on comparable quotations for the various job classifications in both periods, weighted by the memberships reported for the current (1975) survey. "Average" wage rates were computed for "all cities" combined but not for individual cities. A listing of union rates by occupation for each of the 70 cities surveyed is presented in table 6.

The current survey was designed to reflect union wage rates for grocery store employees in all 152 cities with 100,000 inhabitants or more (excluding Honolulu), based on the 1970 Census of Population. The 70 cities surveyed included all cities that had at least 500,000 inhabitants, most cities having 250,000 to 500,000 inhabitants, and a proportionately smaller sample of cities having 100,000 to 250,000 inhabitants. The 70 cities in the survey were appropriately weighted to represent all cities of 100,000 inhabitants or more. The wage information reported applied directly to about 285,000 active union members in the 70 cities actually surveyed, who represented approximately seven-tenths of the 409,000 members estimated to be within the scope of the study.

**Table 1. Average wage rates: United States**

(Average union hourly wage rates for grocery store employees, July 1, 1975, and increases, July 1, 1973-July 1, 1975)

| Department and occupation      | Average rate per hour July 1, 1975 <sup>1</sup> | Increase, July 1, 1973-July 1, 1975 <sup>1</sup> |         | Department and occupation | Average rate per hour July 1, 1975 <sup>1</sup> | Increase, July 1, 1973-July 1, 1975 <sup>1</sup> |         |
|--------------------------------|---|--|---------|---------------------------|---|--|---------|
|                                |   | Cents per hour                                   | Percent |                           |   | Cents per hour                                   | Percent |
| All workers <sup>2</sup> ..... | \$5.19  | 96   | 22.6    | Meat .....                | 6.24  | 120  | 23.6    |
| Checkout:                      |   |  |         | Head meatcutters .....    | 7.11  | 131  | 22.7    |
| Head cashiers .....            | 5.78  | 108  | 22.9    | First cutters .....       | 6.73  | 118  | 21.2    |
| Cashiers:                      |   |  |         | Journeyman .....          | 6.50  | 123  | 23.4    |
| Full time .....                | 5.32  | 109  | 25.5    | Wrappers .....            | 5.06  | 105  | 26.1    |
| Part time .....                | 4.31  | 71   | 19.4    | Dairy:                    |   |  |         |
| Baggers .....                  | 2.87  | 41   | 16.8    | Head dairy clerks .....   | 5.59  | 96   | 20.6    |
| Grocery .....                  | 5.06  | 92   | 21.8    | Produce:                  |   |  |         |
| Head grocery clerks .....      | 6.13  | 98   | 19.1    | Head produce clerks ..... | 6.13  | 116  | 23.2    |
| Clerks:                        |   |  |         | Clerks:                   |   |  |         |
| Full time .....                | 5.33  | 102  | 23.6    | Full time .....           | 5.21  | 93   | 21.6    |
| Part time .....                | 4.40  | 72   | 19.9    | Miscellaneous:            |   |  |         |
|                                |   |  |         | Stockers, day:            |   |  |         |
|                                |   |  |         | Full time .....           | 5.09  | 111  | 27.6    |

<sup>1</sup> Average wage rates relate to top rates in effect July 1, 1975; in computing the averages, the top rate in each agreement was weighted by the total number of union members reported for the occupation. Increases were derived from 1973 and 1975 top rates reported in each agreement weighted by 1975 membership.

<sup>2</sup> Part-time stockers on day shifts and full-time stockers on night shifts were included in the 1971 and 1973 surveys but are not included in the 1975 survey. These jobs accounted for about 2½ percent of the 366,000 union members within the scope of the 1973 survey.

**Table 2. Wage rate distribution by occupation: United States**

(Percent distribution of grocery store employees by union hourly wage rate, July 1, 1975)

| Department and occupation | Average rate per hour <sup>1</sup> | Percent of union members whose rates per hour were— |                         |                 |                 |                  |                  |                  |                  |                  |
|---------------------------|------------------------------------|---|-------------------------|-----------------|-----------------|------------------|------------------|------------------|------------------|------------------|
|                           |                                    | Under \$2.50  | \$2.50 and under \$2.70 | \$2.70 — \$2.90 | \$2.90 — \$3.10 | \$3.10 — \$3.30  | \$3.30 — \$3.50  | \$3.50 — \$3.70  | \$3.70 — \$3.90  | \$3.90 — \$4.10  |
| Checkout:                 |                                    |   |                         |                 |                 |                  |                  |                  |                  |                  |
| Head cashiers .....       | 5.78                               | —   | —                       | 0.2             | 0.2             | ( <sup>2</sup> ) | 0.2              | 0.1              | 1.0              | 0.2              |
| Cashiers:                 |                                    |   |                         |                 |                 |                  |                  |                  |                  |                  |
| Full time .....           | 5.32                               | ( <sup>2</sup> )                                    | .4                      | .7              | .1              | .9               | .9               | .3               | .9               | .5               |
| Part time .....           | 4.31                               | 1.3   | 3.8                     | 3.5             | 4.1             | 5.3              | 3.0              | 4.3              | 3.3              | 6.4              |
| Baggers .....             | 2.87                               | <sup>3</sup> 31.4                                   | 24.2                    | 15.9            | 2.2             | 16.1             | .1               | 1.2              | —                | .2               |
| Grocery:                  |                                    |   |                         |                 |                 |                  |                  |                  |                  |                  |
| Head grocery clerks ..... | 6.13                               | —   | —                       | —               | —               | .1               | —                | —                | —                | —                |
| Clerks:                   |                                    |   |                         |                 |                 |                  |                  |                  |                  |                  |
| Full time .....           | 5.33                               | ( <sup>2</sup> )                                    | .3                      | .5              | .1              | .2               | .1               | .9               | .2               | .5               |
| Part time .....           | 4.40                               | 1.0   | 5.1                     | 1.4             | 3.6             | 2.6              | 7.3              | 13.2             | 3.9              | 6.2              |
| Meat:                     |                                    |   |                         |                 |                 |                  |                  |                  |                  |                  |
| Head meatcutters .....    | 7.11                               | —   | —                       | —               | —               | —                | —                | ( <sup>2</sup> ) | ( <sup>2</sup> ) | ( <sup>2</sup> ) |
| First cutters .....       | 6.74                               | —   | —                       | —               | —               | —                | ( <sup>2</sup> ) | —                | ( <sup>2</sup> ) | ( <sup>2</sup> ) |
| Journeyman .....          | 6.50                               | —   | —                       | —               | —               | —                | ( <sup>2</sup> ) | —                | ( <sup>2</sup> ) | ( <sup>2</sup> ) |
| Wrappers .....            | 5.06                               | .1  | .3                      | .5              | .1              | .1               | .6               | 2.5              | .5               | .3               |
| Dairy:                    |                                    |   |                         |                 |                 |                  |                  |                  |                  |                  |
| Head dairy clerks .....   | 5.59                               | —   | —                       | —               | —               | —                | .1               | ( <sup>2</sup> ) | .9               | —                |
| Produce:                  |                                    |   |                         |                 |                 |                  |                  |                  |                  |                  |
| Head produce clerks ..... | 6.13                               | —   | —                       | —               | —               | .1               | .1               | ( <sup>2</sup> ) | .3               | .3               |
| Clerks:                   |                                    |   |                         |                 |                 |                  |                  |                  |                  |                  |
| Full time .....           | 5.21                               | —   | —                       | —               | 1.2             | .9               | .5               | —                | .7               | .1               |
| Miscellaneous:            |                                    |   |                         |                 |                 |                  |                  |                  |                  |                  |
| Stockers, day:            |                                    |   |                         |                 |                 |                  |                  |                  |                  |                  |
| Full time .....           | 5.09                               | .1  | .1                      | —               | .3              | .2               | .5               | .7               | .7               | 1.3              |

See footnotes at end of table.

**Table 2. Wage rate distribution by occupation: United States—Continued**

(Percent distribution of grocery store employees by union hourly wage rate, July 1, 1975)

| Department and occupation | Average rate per hour <sup>1</sup> | Percent of union members whose rates per hour were— |                  |                  |                  |             |             |             |             |             |             |
|---------------------------|------------------------------------|---|------------------|------------------|------------------|-------------|-------------|-------------|-------------|-------------|-------------|
|                           |                                    | \$4.10  | \$4.30           | \$4.50           | \$4.70           | \$4.90      | \$5.10      | \$5.30      | \$5.50      | \$5.70      | \$5.90      |
|                           |                                    | —<br>\$4.30   | —<br>\$4.50      | —<br>\$4.70      | —<br>\$4.90      | —<br>\$5.10 | —<br>\$5.30 | —<br>\$5.50 | —<br>\$5.70 | —<br>\$5.90 | —<br>\$5.90 |
| Checkout:                 |                                    |   |                  |                  |                  |             |             |             |             |             |             |
| Head cashiers .....       | 5.78                               | 0.2   | 2.6              | 1.1              | 2.3              | 6.4         | 6.8         | 10.1        | 7.0         | 12.4        |             |
| Cashiers:                 |                                    |   |                  |                  |                  |             |             |             |             |             |             |
| Full time .....           | 5.32                               | 5.4   | 4.2              | 8.2              | 1.9              | 10.4        | 5.1         | 18.5        | 3.1         | 7.0         |             |
| Part time .....           | 4.31                               | 34.6  | 1.8              | .3               | 1.7              | .8          | 1.8         | 5.9         | 4.0         | 4.1         |             |
| Baggers .....             | 2.87                               | —   | —                | 8.0              | —                | —           | —           | —           | —           | .8          |             |
| Grocery:                  |                                    |   |                  |                  |                  |             |             |             |             |             |             |
| Head grocery clerks ..... | 6.13                               | .1  | .2               | .3               | .4               | .1          | .7          | 3.9         | 2.1         | 40.9        |             |
| Clerks:                   |                                    |   |                  |                  |                  |             |             |             |             |             |             |
| Full time .....           | 5.33                               | 2.9   | 1.7              | 1.8              | 8.3              | 8.0         | 15.8        | 28.5        | .6          | 7.8         |             |
| Part time .....           | 4.40                               | 13.0  | ( <sup>2</sup> ) | 1.4              | 3.0              | 2.9         | 5.9         | 10.8        | .1          | 3.3         |             |
| Meat:                     |                                    |   |                  |                  |                  |             |             |             |             |             |             |
| Head meatcutters .....    | 7.11                               | —   | —                | .7               | ( <sup>2</sup> ) | .1          | .2          | .3          | .5          | 1.5         |             |
| First cutters .....       | 6.74                               | ( <sup>2</sup> )                                    | ( <sup>2</sup> ) | .3               | —                | .4          | .2          | 1.7         | 4.1         | 1.9         |             |
| Journeymen .....          | 6.50                               | .1  | .1               | ( <sup>2</sup> ) | .2               | .1          | 1.5         | 3.2         | 5.6         | 1.1         |             |
| Wrappers .....            | 5.06                               | .1  | 6.1              | 10.4             | 7.8              | 19.7        | 18.9        | 12.5        | 8.1         | 8.7         |             |
| Dairy:                    |                                    |   |                  |                  |                  |             |             |             |             |             |             |
| Head dairy clerks .....   | 5.59                               | —   | —                | .2               | .2               | 7.1         | 5.9         | 34.6        | 11.7        | 11.1        |             |
| Produce:                  |                                    |   |                  |                  |                  |             |             |             |             |             |             |
| Head produce clerks ..... | 6.13                               | .1  | .3               | 2.4              | 1.1              | 1.9         | 3.6         | 5.7         | 7.7         | 9.3         |             |
| Clerks:                   |                                    |   |                  |                  |                  |             |             |             |             |             |             |
| Full time .....           | 5.21                               | 7.7   | 5.6              | 8.8              | 7.1              | 18.0        | 1.3         | 14.1        | .9          | 3.3         |             |
| Miscellaneous:            |                                    |   |                  |                  |                  |             |             |             |             |             |             |
| Stockers, day:            |                                    |   |                  |                  |                  |             |             |             |             |             |             |
| Full time .....           | 5.09                               | 6.0   | 5.0              | 21.7             | 3.7              | 20.4        | 1.9         | 7.3         | .7          | 17.0        |             |

| Department and occupation | Percent of union members whose rates per hour were— |             |             |             |             |                  |                  |             |             |                 |
|---------------------------|---|-------------|-------------|-------------|-------------|------------------|------------------|-------------|-------------|-----------------|
|                           | \$5.90  | \$6.10      | \$6.30      | \$6.50      | \$6.70      | \$6.90           | \$7.10           | \$7.30      | \$7.30      | \$7.30 and over |
|                           | —<br>\$6.10   | —<br>\$6.30 | —<br>\$6.50 | —<br>\$6.70 | —<br>\$6.90 | —<br>\$7.10      | —<br>\$7.30      | —<br>\$7.30 | —<br>\$7.30 | —<br>and over   |
| Checkout:                 |   |             |             |             |             |                  |                  |             |             |                 |
| Head cashiers .....       | 19.2  | 4.0         | 16.3        | 9.9         | —           | —                | —                | —           | —           | —               |
| Cashiers:                 |   |             |             |             |             |                  |                  |             |             |                 |
| Full time .....           | 11.6  | 17.7        | 2.2         | —           | —           | —                | —                | —           | —           | —               |
| Part time .....           | —   | 9.2         | .8          | —           | —           | —                | —                | —           | —           | —               |
| Baggers .....             | —   | —           | —           | —           | —           | —                | —                | —           | —           | —               |
| Grocery:                  |   |             |             |             |             |                  |                  |             |             |                 |
| Head grocery clerks ..... | 8.9   | 4.6         | 18.4        | 7.1         | 2.9         | 5.5              | 2.2              | 1.6         | —           | —               |
| Clerks:                   |   |             |             |             |             |                  |                  |             |             |                 |
| Full Time .....           | 7.2   | 13.2        | 1.2         | .5          | —           | —                | —                | —           | —           | —               |
| Part time .....           | 6.6   | 8.1         | .7          | —           | —           | —                | —                | —           | —           | —               |
| Meat:                     |   |             |             |             |             |                  |                  |             |             |                 |
| Head meatcutters .....    | 4.4   | 1.4         | 1.9         | 5.1         | 11.4        | 19.1             | 16.6             | 36.9        | 4           | 36.9            |
| First cutters .....       | 1.1   | 4.5         | 18.8        | 2.8         | 15.4        | 7.6              | 38.1             | 3.1         | —           | —               |
| Journeymen .....          | 1.7   | 15.0        | 12.6        | 25.3        | 13.9        | 8.8              | 9.0              | 1.9         | —           | —               |
| Wrappers .....            | 1.2   | —           | 1.5         | —           | —           | ( <sup>2</sup> ) | ( <sup>2</sup> ) | —           | —           | —               |
| Dairy:                    |   |             |             |             |             |                  |                  |             |             |                 |
| Head dairy clerks .....   | 26.4  | —           | 1.8         | —           | —           | —                | —                | —           | —           | —               |
| Produce:                  |   |             |             |             |             |                  |                  |             |             |                 |
| Head produce clerks ..... | 8.1   | 11.5        | 13.1        | 22.9        | 2.2         | 7.5              | 1.8              | —           | —           | —               |
| Clerks:                   |   |             |             |             |             |                  |                  |             |             |                 |
| Full time .....           | 17.7  | 12.2        | —           | —           | —           | —                | —                | —           | —           | —               |
| Miscellaneous:            |   |             |             |             |             |                  |                  |             |             |                 |
| Stockers, day:            |   |             |             |             |             |                  |                  |             |             |                 |
| Full time .....           | 10.8  | .2          | 1.3         | —           | —           | —                | —                | —           | —           | —               |

<sup>1</sup> Average wage rates relate to top rates in effect July 1; in computing the averages, each top rate was weighted by the total number of union members reported for the occupation.

<sup>2</sup> Less than 0.05 percent.

<sup>3</sup> Workers were distributed as follows: 4.0 percent at under \$2.30; 27.4 percent at \$2.30 and under \$2.50.

<sup>4</sup> Workers were distributed as follows: 14.4 percent at \$7.30 and under \$7.50; 8.6 percent at \$7.50 and under \$7.70; 8.7 percent at \$7.70 and under \$7.90; 5.2 percent at \$7.90 and over.

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

**Table 3. Range of top wage rates: Selected cities**

(Lowest and highest top rates among union agreements within a city,<sup>1</sup> five selected occupations, July 1, 1975)

| City  | Baggers            |                     | Cashiers<br>(full time) |                     | Grocery clerks<br>(full time) |                     | Head<br>meatcutters |                     | Journeyman<br>meatcutters |                     |
|---|--------------------|---------------------|-------------------------|---------------------|-------------------------------|---------------------|---------------------|---------------------|---------------------------|---------------------|
|   | Lowest<br>top rate | Highest<br>top rate | Lowest<br>top rate      | Highest<br>top rate | Lowest<br>top rate            | Highest<br>top rate | Lowest<br>top rate  | Highest<br>top rate | Lowest<br>top rate        | Highest<br>top rate |
| <b>Population group I<br/>(1,000,000 and over)</b>    |                    |                     |                         |                     |                               |                     |                     |                     |                           |                     |
| Chicago, Ill. ....                                    | \$2.950            | \$2.950             | —                       | —                   | \$6.050                       | \$6.050             | \$7.375             | \$7.375             | \$7.100                   | \$7.100             |
| Detroit, Mich. ....                                   | 2.410              | 2.410               | \$5.470                 | \$5.470             | 5.470                         | 5.470               | 7.810               | 7.810               | 7.420                     | 7.490               |
| Houston, Tex. ....                                    | 2.150              | 2.200               | 3.150                   | 4.210               | 3.150                         | 4.210               | 6.645               | 6.645               | 6.270                     | 6.270               |
| Los Angeles, Calif. ....                              | 2.662              | 2.662               | 5.322                   | 5.322               | 5.322                         | 5.322               | 7.260               | 7.260               | 6.810                     | 6.810               |
| New York, N.Y. ....                                   | —                  | —                   | 4.500                   | 5.150               | 4.450                         | 5.150               | 6.650               | 7.025               | 6.200                     | 6.300               |
| Philadelphia, Pa. ....                                | 2.740              | 3.254               | 5.094                   | 5.507               | 5.094                         | 5.507               | 7.602               | 7.602               | 6.822                     | 6.822               |
| <b>Population group II<br/>(500,000 to 1,000,000)</b> |                    |                     |                         |                     |                               |                     |                     |                     |                           |                     |
| Baltimore, Md. ....                                   | 3.350              | 3.350               | 6.040                   | 6.040               | 6.040                         | 6.040               | 7.804               | 7.804               | 6.907                     | 6.907               |
| Boston, Mass. ....                                    | 2.550              | 2.700               | 4.325                   | 4.975               | 4.825                         | 4.825               | 6.326               | 7.186               | 6.150                     | 6.275               |
| Cleveland, Ohio ....                                  | —                  | —                   | —                       | —                   | 5.305                         | 5.305               | —                   | —                   | —                         | —                   |
| Columbus, Ohio ....                                   | 2.350              | 2.350               | —                       | —                   | 4.900                         | 5.258               | 7.200               | 8.075               | 6.475                     | 6.825               |
| Dallas, Tex. ....                                     | 2.300              | 2.300               | 4.500                   | 5.200               | 5.200                         | 5.200               | 7.080               | 7.080               | 6.080                     | 6.080               |
| Denver, Colo. ....                                    | 2.700              | 2.700               | 5.200                   | 5.200               | 5.200                         | 5.200               | 6.950               | 6.950               | 6.575                     | 6.575               |
| Indianapolis, Ind. ....                               | —                  | —                   | —                       | —                   | 3.650                         | 5.130               | 4.860               | 7.375               | 4.690                     | 6.575               |
| Jacksonville, Fla. ....                               | 2.250              | 2.250               | 3.375                   | 3.925               | 3.625                         | 3.925               | 6.000               | 6.000               | 5.550                     | 5.550               |
| Kansas City, Mo. ....                                 | 2.600              | 2.600               | 6.310                   | 6.310               | 6.310                         | 6.310               | 8.340               | 8.340               | 7.207                     | 7.207               |
| Memphis, Tenn. ....                                   | 2.450              | 3.250               | 3.850                   | 4.810               | 4.700                         | 4.810               | 6.737               | 7.687               | 6.430                     | 6.640               |
| Milwaukee, Wis. ....                                  | 3.100              | 3.100               | 5.350                   | 5.350               | 5.350                         | 5.350               | 7.110               | 7.110               | 6.750                     | 6.750               |
| New Orleans, La. ....                                 | —                  | —                   | —                       | —                   | 4.600                         | 4.955               | 6.475               | 6.845               | 6.100                     | 6.253               |
| Phoenix, Ariz. ....                                   | 2.100              | 2.100               | 5.080                   | 5.080               | —                             | —                   | 5.810               | 5.810               | 5.493                     | 5.493               |
| Pittsburgh, Pa. ....                                  | —                  | —                   | 3.850                   | 5.380               | 3.500                         | 5.380               | 4.500               | 7.475               | 5.335                     | 6.330               |
| St. Louis, Mo. ....                                   | 2.700              | 2.700               | 5.700                   | 5.700               | 5.700                         | 5.700               | 6.762               | 7.875               | 6.262                     | 6.862               |
| San Antonio, Tex. ....                                | —                  | —                   | —                       | —                   | —                             | —                   | 6.780               | 6.780               | 5.780                     | 5.780               |
| San Diego, Calif. ....                                | —                  | —                   | —                       | —                   | 5.322                         | 5.322               | 6.890               | 6.890               | 6.440                     | 6.440               |
| San Francisco-<br>Oakland, Calif. ....                | 3.510              | 3.510               | 6.130                   | 6.230               | 6.673                         | 6.673               | 7.428               | 7.428               | 6.670                     | 7.035               |
| Seattle, Wash. ....                                   | 2.782              | 2.782               | 5.745                   | 5.745               | 5.895                         | 5.895               | 7.040               | 7.040               | 6.665                     | 6.665               |
| Washington, D.C. ....                                 | 4.693              | 4.693               | 6.042                   | 6.042               | 6.042                         | 6.042               | 7.800               | 7.800               | 6.900                     | 6.900               |
| <b>Population group III<br/>(250,000 to 500,000)</b>  |                    |                     |                         |                     |                               |                     |                     |                     |                           |                     |
| Atlanta, Ga. ....                                     | 2.734              | 3.232               | 4.670                   | 5.326               | 4.670                         | 4.680               | 7.400               | 7.400               | 6.188                     | 6.188               |
| Birmingham, Ala. ....                                 | 2.350              | 2.380               | 4.930                   | 4.930               | 4.930                         | 4.930               | 7.040               | 7.400               | 6.188                     | 6.340               |
| Buffalo, N.Y. ....                                    | —                  | —                   | 2.200                   | 4.110               | 2.200                         | 4.110               | 3.650               | 6.220               | 3.300                     | 5.670               |
| Cincinnati, Ohio ....                                 | —                  | —                   | —                       | —                   | 4.950                         | 5.400               | 7.315               | 8.425               | 6.725                     | 6.725               |
| Louisville, Ky. ....                                  | 2.400              | 2.400               | 4.480                   | 5.060               | 4.910                         | 5.060               | 5.900               | 7.093               | 5.250                     | 6.360               |
| Minneapolis-<br>St. Paul, Minn. ....                  | 2.350              | 2.500               | 6.175                   | 6.380               | 5.850                         | 5.850               | 7.250               | 7.260               | 6.925                     | 6.950               |
| Newark, N.J. ....                                     | —                  | —                   | 4.200                   | 4.200               | 4.200                         | 5.150               | 7.025               | 7.025               | 6.300                     | 6.300               |
| Norfolk, Va. ....                                     | 4.080              | 4.080               | 5.750                   | 5.750               | —                             | —                   | 6.525               | 7.500               | 5.775                     | 6.640               |
| Oklahoma City, Okla. ....                             | —                  | —                   | 4.630                   | 4.630               | 5.130                         | 5.130               | 7.280               | 7.280               | 6.280                     | 6.280               |
| Omaha, Nebr. ....                                     | —                  | —                   | 5.370                   | 5.370               | 4.720                         | 4.720               | 8.450               | 8.450               | 7.200                     | 7.200               |
| Portland, Oreg. ....                                  | 2.800              | 2.800               | 5.725                   | 5.725               | 5.725                         | 5.725               | 6.900               | 6.900               | 6.550                     | 6.550               |
| Rochester, N.Y. ....                                  | —                  | —                   | 2.700                   | 4.673               | 2.700                         | 4.763               | 5.250               | 6.638               | 4.875                     | 5.738               |
| Sacramento, Calif. ....                               | 3.274              | 3.274               | 6.130                   | 6.130               | 6.130                         | 6.130               | 7.225               | 7.225               | 6.670                     | 6.670               |
| Tampa, Fla. ....                                      | —                  | —                   | 3.375                   | 4.000               | 3.375                         | 3.375               | 5.975               | 6.000               | 5.650                     | 5.650               |
| Toledo, Ohio ....                                     | 2.250              | 2.292               | 3.689                   | 3.689               | 4.810                         | 4.810               | 5.407               | 7.320               | 4.100                     | 6.645               |
| Tulsa, Okla. ....                                     | 2.200              | 2.300               | 4.350                   | 4.680               | 5.130                         | 5.130               | 7.530               | 7.530               | 6.280                     | 6.280               |

See footnotes at end of table.

**Table 3. Range of top wage rates: Selected cities—Continued**

(Lowest and highest top rates among union agreements within a city,<sup>1</sup> five selected occupations, July 1, 1975)

| City  | Baggers            |                     | Cashiers<br>(full time) |                     | Grocery clerks<br>(full time) |                     | Head<br>meatcutters |                     | Journeyman<br>meatcutters |                     |
|---|--------------------|---------------------|-------------------------|---------------------|-------------------------------|---------------------|---------------------|---------------------|---------------------------|---------------------|
|   | Lowest<br>top rate | Highest<br>top rate | Lowest<br>top rate      | Highest<br>top rate | Lowest<br>top rate            | Highest<br>top rate | Lowest<br>top rate  | Highest<br>top rate | Lowest<br>top rate        | Highest<br>top rate |
| Population group IV<br>(100,000 to 250,000) |                    |                     |                         |                     |                               |                     |                     |                     |                           |                     |
| Albuquerque, N. Mex. . . . .                | \$ 2.300           | \$ 2.300            | \$ 4.380                | \$ 4.380            | —                             | —                   | \$ 6.980            | \$ 6.980            | \$ 5.980                  | \$ 5.980            |
| Charlotte, N.C. . . . .                     | —                  | —                   | 4.805                   | 5.000               | —                             | —                   | 6.375               | 6.700               | 5.375                     | 5.860               |
| Dayton, Ohio . . . . .                      | 2.200              | 2.550               | 3.100                   | 4.450               | \$ 3.100                      | \$ 5.170            | 7.750               | 7.750               | 7.050                     | 7.050               |
| Des Moines, Iowa . . . . .                  | —                  | —                   | 3.730                   | 4.390               | 4.390                         | 4.400               | 5.460               | 5.460               | 5.080                     | 5.230               |
| Erie, Pa. . . . .                           | —                  | —                   | 3.100                   | 5.305               | 3.210                         | 4.920               | 4.780               | 6.275               | 4.230                     | 5.670               |
| Evansville, Ind. . . . .                    | —                  | —                   | —                       | —                   | 3.960                         | 4.940               | 6.260               | 7.351               | 5.230                     | 6.360               |
| Fresno, Calif. . . . .                      | 3.274              | 3.274               | 6.130                   | 6.130               | 6.130                         | 6.130               | 7.328               | 7.328               | 6.570                     | 6.570               |
| Grand Rapids, Mich. . . . .                 | 2.610              | 2.720               | 5.470                   | 5.470               | 4.780                         | 5.470               | —                   | —                   | 6.290                     | 6.290               |
| Jackson, Miss. . . . .                      | —                  | —                   | 4.700                   | 4.700               | 4.700                         | 4.700               | 7.462               | 7.462               | 6.591                     | 6.591               |
| Knoxville, Tenn. . . . .                    | —                  | —                   | 4.500                   | 5.230               | 5.230                         | 5.230               | 6.840               | 7.211               | 6.015                     | 6.115               |
| Little Rock, Ark. . . . .                   | 2.300              | 2.300               | 5.000                   | 5.000               | 5.000                         | 5.000               | —                   | —                   | —                         | —                   |
| Lubbock, Tex. . . . .                       | —                  | —                   | —                       | —                   | 3.900                         | 3.900               | 6.480               | 6.480               | 5.980                     | 5.980               |
| Madison, Wis. . . . .                       | —                  | —                   | —                       | —                   | 5.150                         | 5.150               | 7.610               | 7.610               | 7.170                     | 7.170               |
| New Haven, Conn. . . . .                    | 2.700              | 2.750               | 3.575                   | 4.975               | 3.900                         | 4.975               | 7.163               | 7.186               | 5.475                     | 6.275               |
| Peoria, Ill. . . . .                        | 2.500              | 2.500               | —                       | —                   | 5.320                         | 5.320               | 6.700               | 6.700               | 6.388                     | 6.388               |
| Providence, R.I. . . . .                    | 2.400              | 2.700               | 4.775                   | 5.050               | 4.775                         | 5.050               | 6.825               | 7.186               | 6.250                     | 6.306               |
| Richmond, Va. . . . .                       | 5.750              | 5.750               | 5.750                   | 5.750               | —                             | —                   | 6.520               | 7.504               | 5.775                     | 6.641               |
| Salt Lake City,<br>Utah . . . . .           | —                  | —                   | —                       | —                   | 4.845                         | 4.845               | 6.015               | 6.015               | 5.615                     | 5.615               |
| Scranton, Pa. . . . .                       | —                  | —                   | 4.461                   | 5.344               | 4.461                         | 4.461               | 5.850               | 6.985               | 5.256                     | 6.080               |
| Shreveport, La. . . . .                     | 1.850              | 2.300               | 3.220                   | 5.000               | —                             | —                   | 6.645               | 6.895               | 6.270                     | 6.270               |
| South Bend, Ind. . . . .                    | 2.400              | 2.400               | —                       | —                   | 4.730                         | 5.250               | 6.850               | 7.488               | 6.675                     | 6.675               |
| Spokane, Wash. . . . .                      | 2.400              | 2.400               | —                       | —                   | 5.300                         | 5.300               | 5.965               | 5.965               | 5.632                     | 5.632               |
| Springfield, Mass. . . . .                  | 2.450              | 2.700               | 4.025                   | 4.975               | 4.075                         | 4.825               | 6.512               | 7.186               | 5.775                     | 6.275               |
| Syracuse, N.Y. . . . .                      | —                  | —                   | 2.700                   | 4.673               | 2.700                         | 4.763               | 5.250               | 6.500               | 4.875                     | 5.465               |
| Topeka, Kans. . . . .                       | 2.200              | 2.200               | —                       | —                   | 4.260                         | 4.260               | 8.157               | 8.157               | 7.207                     | 7.207               |
| Trenton, N.J. . . . .                       | 2.793              | 3.254               | 4.423                   | 5.507               | 4.423                         | 5.507               | 7.602               | 7.602               | 6.016                     | 6.822               |

<sup>1</sup> For purposes of this tabulation, Minneapolis and St. Paul were considered as one city, as were San Francisco and Oakland.

**Table 4. Occupational pay relationships: All cities combined and 10 major population centers**

(July 1, 1975; full-time grocery clerks = 100)

| Department and occupation     | All cities <sup>1</sup> | Northeast |                   | South   |                 | North Central |                |         |                |           | West        |
|-------------------------------|-------------------------|-----------|-------------------|---------|-----------------|---------------|----------------|---------|----------------|-----------|-------------|
|                               |                         | New York  | Philadel-<br>phia | Houston | Washing-<br>ton | Chicago       | Cleve-<br>land | Detroit | Milwau-<br>kee | St. Louis | Los Angeles |
| Checkout:                     |                         |           |                   |         |                 |               |                |         |                |           |             |
| Head cashiers . . . . .       | 108                     | 101       | 107               | 105     | 109             | 107           | —              | 111     | 107            | 104       | 109         |
| Cashiers:                     |                         |           |                   |         |                 |               |                |         |                |           |             |
| Full time . . . . .           | 100                     | 100       | 100               | 100     | 100             | —             | —              | 100     | 100            | 100       | 100         |
| Part time . . . . .           | 81                      | 80        | 100               | 98      | 96              | —             | —              | 99      | 65             | —         | 102         |
| Baggers . . . . .             | 54                      | —         | 59                | 52      | 78              | 49            | —              | 44      | 58             | 47        | 50          |
| Grocery:                      |                         |           |                   |         |                 |               |                |         |                |           |             |
| Head grocery clerks . . . . . | 115                     | 106       | 125               | 124     | 109             | 122           | 132            | 118     | 125            | 122       | 109         |
| Clerks:                       |                         |           |                   |         |                 |               |                |         |                |           |             |
| Full time . . . . .           | 100                     | 100       | 100               | 100     | 100             | 100           | 100            | 100     | 100            | 100       | 100         |
| Part time . . . . .           | 83                      | 80        | 99                | 98      | 96              | 100           | 100            | 100     | 65             | 69        | 102         |
| Meat:                         |                         |           |                   |         |                 |               |                |         |                |           |             |
| Head meatcutters . . . . .    | 133                     | 136       | 138               | 158     | 129             | 122           | —              | 143     | 133            | 138       | 136         |
| First cutters . . . . .       | 126                     | 125       | 126               | —       | 118             | —             | —              | —       | —              | —         | —           |
| Journeymen . . . . .          | 122                     | 122       | 124               | 149     | 114             | 117           | —              | 137     | 126            | 120       | 128         |
| Wrappers . . . . .            | 95                      | 100       | 93                | 118     | 95              | 81            | —              | 100     | 94             | 93        | 107         |
| Dairy:                        |                         |           |                   |         |                 |               |                |         |                |           |             |
| Head dairy clerks . . . . .   | 105                     | 105       | 105               | —       | —               | —             | 107            | 110     | —              | —         | —           |
| Produce:                      |                         |           |                   |         |                 |               |                |         |                |           |             |
| Head produce clerks . . . . . | 115                     | 110       | 125               | 122     | 109             | 119           | 132            | 118     | 125            | 120       | 109         |
| Clerks:                       |                         |           |                   |         |                 |               |                |         |                |           |             |
| Full time . . . . .           | 98                      | 100       | 100               | 100     | 100             | —             | —              | —       | —              | —         | 100         |
| Miscellaneous:                |                         |           |                   |         |                 |               |                |         |                |           |             |
| Stockers, day:                |                         |           |                   |         |                 |               |                |         |                |           |             |
| Full time . . . . .           | 95                      | 100       | —                 | 100     | 100             | —             | —              | —       | —              | —         | —           |

<sup>1</sup> Includes all cities with 100,000 inhabitants or more, except Honolulu. The 70 cities studied were appropriately weighted to represent all cities of this size, based on the 1970 Census. The 10 cities shown separately were among the largest population centers at that time.

NOTE: For the 10 cities shown separately, the pay relatives are based on the highest top rate among all union agreements covering each occupation within a city. The "all cities" pay relatives, however, relate to averages of occupational rates computed by weighting each agreement's top rate by the total number of union members reported for the occupation. Dash indicates no data reported.

**Table 5. Percent differences among top wage rates: Selected cities**

(Number of cities by percent of spread between top union wage rates<sup>1</sup> for selected grocery store occupations, July 1, 1975)

| Item  | Baggers | Cashiers<br>(full time) | Grocery<br>clerks<br>(full time) | Head<br>meatcutters | Journeyman<br>meat-<br>cutters |
|---|---------|-------------------------|----------------------------------|---------------------|--------------------------------|
| Selected cities, total <sup>2</sup> . . . . .                     | 70      | 70                      | 70                               | 70                  | 70                             |
| Single contract applies . . . . .                                 | 25      | 26                      | 29                               | 31                  | 31                             |
| More than one contract applies . . . . .                          | 19      | 28                      | 32                               | 36                  | 37                             |
| Highest top rate exceeds the<br>lowest top rate by <sup>1</sup> — |         |                         |                                  |                     |                                |
| Less than 1 percent . . . . .                                     | 3       | 2                       | 8                                | 10                  | 11                             |
| 1 and under 2 percent . . . . .                                   | 3       | —                       | —                                | —                   | 2                              |
| 2 and under 3 percent . . . . .                                   | 1       | —                       | 1                                | —                   | 4                              |
| 3 and under 4 percent . . . . .                                   | —       | —                       | 1                                | 1                   | 1                              |
| 4 and under 5 percent . . . . .                                   | 2       | 1                       | —                                | —                   | —                              |
| 5 and under 6 percent . . . . .                                   | 1       | 1                       | 1                                | 6                   | 2                              |
| 6 and under 7 percent . . . . .                                   | 1       | —                       | —                                | —                   | —                              |
| 7 and under 8 percent . . . . .                                   | —       | 1                       | 2                                | —                   | —                              |
| 8 and under 9 percent . . . . .                                   | —       | 1                       | 2                                | —                   | 1                              |
| 9 and under 10 percent . . . . .                                  | —       | —                       | 1                                | 1                   | 2                              |
| 10 and under 20 percent . . . . .                                 | 6       | 10                      | 4                                | 10                  | 8                              |
| 20 and under 30 percent . . . . .                                 | 1       | 3                       | 4                                | 3                   | 2                              |
| 30 and under 40 percent . . . . .                                 | 1       | 3                       | 1                                | 2                   | 1                              |
| 40 percent and over . . . . .                                     | —       | 6                       | 7                                | 3                   | 3                              |
| No contract . . . . .   | 26      | 16                      | 9                                | 3                   | 2                              |

<sup>1</sup> Refers to the lowest and highest top wage rates among union agreements within each city studied.

<sup>2</sup> For purposes of this tabulation, Minneapolis and St. Paul were considered separately, as were San Francisco and Oakland.

**Table 6. Wage rates hours, and employer contributions to funds: Selected cities**

(Union hourly wage rates and straight-time hours and employer insurance and pension contributions for grocery store occupations in 70 cities, July 1, 1973, and July 1, 1975)

(Hours are the same for both years unless otherwise indicated)

| Trade or occupation and selected contract <sup>1</sup> | July 1, 1973               |                            | July 1, 1975   |   |                                  | Trade or occupation and selected contract <sup>1</sup> | July 1, 1973               |                            | July 1, 1975                     |   |         |
|--|----------------------------|----------------------------|----------------|---|----------------------------------|--|----------------------------|----------------------------|----------------------------------|---|---------|
|  | Rate per hour <sup>2</sup> | Rate per hour <sup>2</sup> | Hours per week | Employer contributions for selected benefits <sup>3</sup> |                                  |  | Rate per hour <sup>2</sup> | Rate per hour <sup>2</sup> | Hours per week                   | Employer contributions for selected benefits <sup>3</sup> |         |
|  |                            |                            |                | Insurance <sup>4</sup>                                    | Pension                          |  |                            |                            |                                  | Insurance <sup>4</sup>                                    | Pension |
| <b>ALBUQUERQUE, N. MEX.</b>                            |                            |                            |                |   |                                  | <b>ATLANTA, GA. — Continued</b>                        |                            |                            |                                  |   |         |
| Check out:   |                            |                            |                |   |                                  | Check out—Continued                                    |                            |                            |                                  |   |         |
| Cashiers, full-time:                                   |                            |                            |                |   |                                  | Baggers:   |                            |                            |                                  |   |         |
| First 6 months   | \$ 2.920                   | \$ 3.470                   | 40             | 23 <sup>1</sup> / <sub>5</sub> ¢                          | 15¢                              | Total number of agreements reported: 3                 | \$                         | \$                         |                                  |   |         |
| Second 6 months  | 3.105                      | 3.655                      | 40             | 23 <sup>1</sup> / <sub>5</sub> ¢                          | 15¢                              | Agreement A  | 2.100                      | 2.734                      | 40                               | 29 <sup>2</sup> / <sub>3</sub> ¢                          | 14¢     |
| Third 6 months   | 3.380                      | 3.930                      | 40             | 23 <sup>1</sup> / <sub>5</sub> ¢                          | 15¢                              | Agreement B  | 2.310                      | 3.232                      | 40                               | 29 <sup>2</sup> / <sub>3</sub> ¢                          | —       |
| Fourth 6 months  | 3.580                      | 4.130                      | 40             | 23 <sup>1</sup> / <sub>5</sub> ¢                          | 15¢                              | Grocery:   |                            |                            |                                  |   |         |
| Journeyman   | 3.830                      | 4.380                      | 40             | 23 <sup>1</sup> / <sub>5</sub> ¢                          | 15¢                              | Head grocery clerks:                                   |                            |                            |                                  |   |         |
| Baggers:   |                            |                            |                |   |                                  | Total number of agreements reported: 2                 |                            |                            |                                  |   |         |
| First 6 months   | 1.600                      | 2.100                      | 40             | 23 <sup>1</sup> / <sub>5</sub> ¢                          | 15¢                              | Weekly store volume:                                   |                            |                            |                                  |   |         |
| 7 – 12 months  | 1.650                      | 2.200                      | 40             | 23 <sup>1</sup> / <sub>5</sub> ¢                          | 15¢                              | \$35,000 to \$50,000                                   | 4.920                      | 5.729                      | 40                               | 29 <sup>2</sup> / <sub>3</sub> ¢                          | 14¢     |
| Thereafter   | 1.700                      | 2.300                      | 40             | 23 <sup>1</sup> / <sub>5</sub> ¢                          | 15¢                              | \$50,001 to \$80,000                                   | 4.920                      | 5.975                      | 40                               | 29 <sup>2</sup> / <sub>3</sub> ¢                          | 14¢     |
| Meat:  |                            |                            |                |   |                                  | \$80,001 and over                                      | 4.920                      | 6.222                      | 40                               | 29 <sup>2</sup> / <sub>3</sub> ¢                          | 14¢     |
| Head meat cutters                                      | 4.450                      | 6.980                      | 40             | 42 <sup>1</sup> / <sub>4</sub> ¢                          | 36 <sup>3</sup> / <sub>5</sub> ¢ | Clerks, full-time:                                     |                            |                            |                                  |   |         |
| Journeyman   | 4.035                      | 5.980                      | 40             | 42 <sup>1</sup> / <sub>4</sub> ¢                          | 36 <sup>3</sup> / <sub>5</sub> ¢ | Total number of agreements reported: 3                 |                            |                            |                                  |   |         |
| Wrappers:  |                            |                            |                |   |                                  | Agreement A:   |                            |                            |                                  |   |         |
| First 6 months   | 2.920                      | 4.090                      | 40             | 42 <sup>1</sup> / <sub>4</sub> ¢                          | 36 <sup>3</sup> / <sub>5</sub> ¢ | First 6 months   | 2.310                      | 3.020                      | 40                               | 29 <sup>2</sup> / <sub>3</sub> ¢                          | 14¢     |
| Second 6 months  | 2.990                      | 4.180                      | 40             | 42 <sup>1</sup> / <sub>4</sub> ¢                          | 36 <sup>3</sup> / <sub>5</sub> ¢ | 7 – 12 months  | 2.375                      | 3.250                      | 40                               | 29 <sup>2</sup> / <sub>3</sub> ¢                          | 14¢     |
| Third 6 months   | 3.110                      | 4.270                      | 40             | 42 <sup>1</sup> / <sub>4</sub> ¢                          | 36 <sup>3</sup> / <sub>5</sub> ¢ | 13 – 18 months   | 2.650                      | 3.430                      | 40                               | 29 <sup>2</sup> / <sub>3</sub> ¢                          | 14¢     |
| Fourth 6 months  | —                          | 4.400                      | 40             | 42 <sup>1</sup> / <sub>4</sub> ¢                          | 36 <sup>3</sup> / <sub>5</sub> ¢ | 19 – 24 months   | 2.950                      | 3.720                      | 40                               | 29 <sup>2</sup> / <sub>3</sub> ¢                          | 14¢     |
| Thereafter   | 3.190                      | 4.454                      | 40             | 42 <sup>1</sup> / <sub>4</sub> ¢                          | 36 <sup>3</sup> / <sub>5</sub> ¢ | 25 – 30 months   | 2.950                      | 4.040                      | 40                               | 29 <sup>2</sup> / <sub>3</sub> ¢                          | 14¢     |
| Produce:   |                            |                            |                |   |                                  | After 30 months  | 2.950                      | 4.670                      | 40                               | 29 <sup>2</sup> / <sub>3</sub> ¢                          | 14¢     |
| Head produce clerks                                    | 3.980                      | 4.530                      | 40             | 23 <sup>1</sup> / <sub>5</sub> ¢                          | 15¢                              | Agreement B:   |                            |                            |                                  |   |         |
| Clerks, full-time                                      | 2.500                      | 3.050                      | 40             | 23 <sup>1</sup> / <sub>5</sub> ¢                          | 15¢                              | First 6 months   | 2.705                      | 3.028                      | 40                               | 29 <sup>2</sup> / <sub>3</sub> ¢                          | 14¢     |
| <b>ATLANTA, GA.</b>                                    |                            |                            |                |   |                                  | 7 – 12 months  | 2.900                      | 3.265                      | 40                               | 29 <sup>2</sup> / <sub>3</sub> ¢                          | 14¢     |
| Check out:   |                            |                            |                |   |                                  | 13 – 18 months   | 2.960                      | 3.442                      | 40                               | 29 <sup>2</sup> / <sub>3</sub> ¢                          | 14¢     |
| Head cashiers:   |                            |                            |                |   |                                  | 19 – 24 months   | 3.100                      | 3.733                      | 40                               | 29 <sup>2</sup> / <sub>3</sub> ¢                          | 14¢     |
| Total number of agreements reported: 5                 |                            |                            |                |   |                                  | 25 – 30 months   | 3.370                      | 4.056                      | 40                               | 29 <sup>2</sup> / <sub>3</sub> ¢                          | 14¢     |
| Agreement A:   |                            |                            |                |   |                                  | After 30 months  | 3.950                      | 4.680                      | 40                               | 29 <sup>2</sup> / <sub>3</sub> ¢                          | 14¢     |
| Weekly store volume:                                   |                            |                            |                |   |                                  | Clerks, part-time:                                     |                            |                            |                                  |   |         |
| Under \$80,000   | 4.220                      | 4.960                      | 40             | 29 <sup>2</sup> / <sub>3</sub> ¢                          | 14¢                              | Total number of agreements reported: 3                 |                            |                            |                                  |   |         |
| Over \$80,000  | 4.220                      | 5.390                      | 40             | 29 <sup>2</sup> / <sub>3</sub> ¢                          | 14¢                              | Agreement A  |                            |                            |                                  |   |         |
| Agreement B:   |                            |                            |                |   |                                  | Agreement B  | 2.525                      | 2.820                      | 40                               | 29 <sup>2</sup> / <sub>3</sub> ¢                          | 14¢     |
| Weekly store volume:                                   |                            |                            |                |   |                                  | Meat:  |                            |                            |                                  |   |         |
| Under \$80,000   | 4.279                      | 5.610                      | 40             | 29 <sup>2</sup> / <sub>3</sub> ¢                          | —                                | Head meat cutters:                                     |                            |                            |                                  |   |         |
| Over \$80,000  | 4.664                      | 6.041                      | 40             | 29 <sup>2</sup> / <sub>3</sub> ¢                          | —                                | Total number of agreements reported: 7                 |                            |                            |                                  |   |         |
| Cashiers, full-time:                                   |                            |                            |                |   |                                  | Weekly dept. volume:                                   |                            |                            |                                  |   |         |
| Total number of agreements reported: 6                 |                            |                            |                |   |                                  | Under \$6,250  | 4.740                      | 6.675                      | 40                               | 33 <sup>2</sup> / <sub>3</sub> ¢                          | 25¢     |
| Agreement A:   |                            |                            |                |   |                                  | \$6,251 to \$9,000                                     | 4.790                      | 6.750                      | 40                               | 33 <sup>2</sup> / <sub>3</sub> ¢                          | 25¢     |
| First 6 months   | 2.310                      | 3.020                      | 40             | 29 <sup>2</sup> / <sub>3</sub> ¢                          | 14¢                              | \$9,001 to \$12,000                                    | 4.850                      | 6.825                      | 40                               | 33 <sup>2</sup> / <sub>3</sub> ¢                          | 25¢     |
| 7 – 12 months  | 2.375                      | 3.250                      | 40             | 29 <sup>2</sup> / <sub>3</sub> ¢                          | 14¢                              | \$12,001 to \$15,000                                   | 4.905                      | 6.900                      | 40                               | 33 <sup>2</sup> / <sub>3</sub> ¢                          | 25¢     |
| 13 – 18 months   | 2.650                      | 3.430                      | 40             | 29 <sup>2</sup> / <sub>3</sub> ¢                          | 14¢                              | \$15,001 to \$20,000                                   | 4.905                      | 7.100                      | 40                               | 33 <sup>2</sup> / <sub>3</sub> ¢                          | 25¢     |
| 19 – 24 months   | 2.950                      | 3.720                      | 40             | 29 <sup>2</sup> / <sub>3</sub> ¢                          | 14¢                              | \$20,001 to \$25,000                                   | 4.905                      | 7.100                      | 40                               | 33 <sup>2</sup> / <sub>3</sub> ¢                          | 25¢     |
| 25 – 30 months   | 2.950                      | 4.040                      | 40             | 29 <sup>2</sup> / <sub>3</sub> ¢                          | 14¢                              | \$25,001 and over                                      | 4.905                      | 7.400                      | 40                               | 33 <sup>2</sup> / <sub>3</sub> ¢                          | 25¢     |
| After 30 months  | 2.950                      | 4.670                      | 40             | 29 <sup>2</sup> / <sub>3</sub> ¢                          | 14¢                              | First cutters:   |                            |                            |                                  |   |         |
| Agreement B:   |                            |                            |                |   |                                  | Total number of agreements reported: 7                 |                            |                            |                                  |   |         |
| First 6 months   | 2.648                      | 3.679                      | 40             | 29 <sup>2</sup> / <sub>3</sub> ¢                          | —                                | 4.380  | 6.363                      | 40                         | 33 <sup>2</sup> / <sub>3</sub> ¢ | 25¢   |         |
| 7 – 12 months  | 2.850                      | 3.906                      | 40             | 29 <sup>2</sup> / <sub>3</sub> ¢                          | —                                | Journeyman:  |                            |                            |                                  |   |         |
| 13 – 18 months   | 3.005                      | 4.082                      | 40             | 29 <sup>2</sup> / <sub>3</sub> ¢                          | —                                | Total number of agreements reported: 7                 |                            |                            |                                  |   |         |
| 19 – 24 months   | 3.245                      | 4.374                      | 40             | 29 <sup>2</sup> / <sub>3</sub> ¢                          | —                                | 4.185  | 6.188                      | 40                         | 33 <sup>2</sup> / <sub>3</sub> ¢ | 25¢   |         |
| 25 – 30 months   | 3.485                      | 4.698                      | 40             | 29 <sup>2</sup> / <sub>3</sub> ¢                          | —                                | Wrappers:  |                            |                            |                                  |   |         |
| After 30 months  | 3.800                      | 5.326                      | 40             | 29 <sup>2</sup> / <sub>3</sub> ¢                          | —                                | Total number of agreements reported: 7                 |                            |                            |                                  |   |         |
| Cashiers, part-time:                                   |                            |                            |                |   |                                  | First 6 months   | 2.550                      | 3.610                      | 40                               | 33 <sup>2</sup> / <sub>3</sub> ¢                          | 25¢     |
| Total number of agreements reported: 4                 |                            |                            |                |   |                                  | 7 – 12 months  | 2.710                      | 3.810                      | 40                               | 33 <sup>2</sup> / <sub>3</sub> ¢                          | 25¢     |
| Agreement A  |                            |                            |                |   |                                  | 13 – 18 months   | 2.790                      | 3.860                      | 40                               | 33 <sup>2</sup> / <sub>3</sub> ¢                          | 25¢     |
| Agreement B  |                            |                            |                |   |                                  | 19 – 24 months   | 2.900                      | 4.000                      | 40                               | 33 <sup>2</sup> / <sub>3</sub> ¢                          | 25¢     |
|  | 2.525                      | 2.820                      | 40             | 29 <sup>2</sup> / <sub>3</sub> ¢                          | 14¢                              | 25 – 30 months   | 2.900                      | 4.270                      | 40                               | 33 <sup>2</sup> / <sub>3</sub> ¢                          | 25¢     |
|  | 2.525                      | 3.328                      | 40             | 29 <sup>2</sup> / <sub>3</sub> ¢                          | —                                | After 30 months  | 2.900                      | 4.950                      | 40                               | 33 <sup>2</sup> / <sub>3</sub> ¢                          | 25¢     |

See footnotes at end of table.

NOTE: When more than 1 union wage rate was in effect for the same classification in a particular city, letters of the alphabet were used to designate various agreements. The sequence of letters does not indicate the relative importance of the agreements or the rates.



**Table 6. Wage rates hours, and employer contributions to funds: Selected cities—Continued**

(Union hourly wage rates and straight-time hours and employer insurance and pension contributions for grocery store occupations in 70 cities, July 1, 1973, and July 1, 1975)

(Hours are the same for both years unless otherwise indicated)

| Trade or occupation and selected contract <sup>1</sup> | July 1, 1973               | July 1, 1975               |                |   |                                  | Trade or occupation and selected contract <sup>1</sup> | July 1, 1973               | July 1, 1975               |                             |   |  |
|--|----------------------------|----------------------------|----------------|---|----------------------------------|--|----------------------------|----------------------------|-----------------------------|---|--|
|  | Rate per hour <sup>2</sup> | Rate per hour <sup>2</sup> | Hours per week | Employer contributions for selected benefits <sup>3</sup> |                                  |  | Rate per hour <sup>2</sup> | Rate per hour <sup>2</sup> | Hours per week              | Employer contributions for selected benefits <sup>3</sup>           |  |
|  |                            |                            |                | Insur-<br>ance <sup>4</sup>                               | Pension                          |  |                            |                            | Insur-<br>ance <sup>4</sup> | Pension   |  |
| <b>ATLANTA, GA.—<br/>Continued</b>                     |                            |                            |                |   |                                  | <b>BALTIMORE, MD.—<br/>Continued</b>                   |                            |                            |                             |   |  |
| Produce:   |                            |                            |                |   |                                  | Check out—Continued                                    |                            |                            |                             |   |  |
| Head produce clerks:                                   |                            |                            |                |   |                                  | Cashiers, full-time:                                   | \$                         | \$                         |                             |   |  |
| Total number of agreements reported: 5                 |                            |                            |                |   |                                  | First 6 months .....                                   | 4.109                      | 5.200                      | 40                          | 59 <sup>1</sup> / <sub>2</sub> ¢ 49 <sup>3</sup> / <sub>5</sub> ¢   |  |
| Agreement A:   |                            |                            |                |   |                                  | 7-12 months .....                                      | 4.215                      | 5.330                      | 40                          | 59 <sup>1</sup> / <sub>2</sub> ¢ 49 <sup>3</sup> / <sub>5</sub> ¢   |  |
| Weekly store volume:                                   |                            |                            |                |   |                                  | 13-18 months .....                                     | 4.348                      | 5.500                      | 40                          | 59 <sup>1</sup> / <sub>2</sub> ¢ 49 <sup>3</sup> / <sub>5</sub> ¢   |  |
| Under \$15,000 .....                                   | \$ 4.750                   | \$ 5.490                   | 40             | 29 <sup>2</sup> / <sub>3</sub> ¢                          | 14¢                              | 19-24 months .....                                     | 4.480                      | 5.670                      | 40                          | 59 <sup>1</sup> / <sub>2</sub> ¢ 49 <sup>3</sup> / <sub>5</sub> ¢   |  |
| \$15,001 to .....                                      | 4.880                      | 5.610                      | 40             | 29 <sup>2</sup> / <sub>3</sub> ¢                          | 14¢                              | After 24 months .....                                  | 4.770                      | 6.040                      | 40                          | 59 <sup>1</sup> / <sub>2</sub> ¢ 49 <sup>3</sup> / <sub>5</sub> ¢   |  |
| \$25,001 to .....                                      | 4.980                      | 5.670                      | 40             | 29 <sup>2</sup> / <sub>3</sub> ¢                          | 14¢                              | Cashiers, part-time:                                   |                            |                            |                             |   |  |
| \$35,001 to .....                                      | 4.980                      | 5.670                      | 40             | 29 <sup>2</sup> / <sub>3</sub> ¢                          | 14¢                              | First 6 months .....                                   | 3.447                      | 4.360                      | 40                          | 59 <sup>1</sup> / <sub>2</sub> ¢ 49 <sup>3</sup> / <sub>5</sub> ¢   |  |
| \$50,001 to .....                                      | 5.040                      | 5.720                      | 40             | 29 <sup>2</sup> / <sub>3</sub> ¢                          | 14¢                              | 7-12 months .....                                      | 3.712                      | 4.690                      | 40                          | 59 <sup>1</sup> / <sub>2</sub> ¢ 49 <sup>3</sup> / <sub>5</sub> ¢   |  |
| \$80,001 to .....                                      | 5.240                      | 5.970                      | 40             | 29 <sup>2</sup> / <sub>3</sub> ¢                          | 14¢                              | 13-18 months .....                                     | 3.977                      | 5.030                      | 40                          | 59 <sup>1</sup> / <sub>2</sub> ¢ 49 <sup>3</sup> / <sub>5</sub> ¢   |  |
| \$80,001 and over .....                                | 5.460                      | 6.220                      | 40             | 29 <sup>2</sup> / <sub>3</sub> ¢                          | 14¢                              | 19-24 months .....                                     | 4.242                      | 5.370                      | 40                          | 59 <sup>1</sup> / <sub>2</sub> ¢ 49 <sup>3</sup> / <sub>5</sub> ¢   |  |
| Agreement B:   |                            |                            |                |   |                                  | After 24 months .....                                  | 4.772                      | 6.040                      | 40                          | 59 <sup>1</sup> / <sub>2</sub> ¢ 49 <sup>3</sup> / <sub>5</sub> ¢   |  |
| Weekly store volume:                                   |                            |                            |                |   |                                  | Grocery:   |                            |                            |                             |   |  |
| Under \$15,000 .....                                   | 4.753                      | 6.194                      | 40             | 29 <sup>2</sup> / <sub>3</sub> ¢                          | —                                | Head grocery men .....                                 | 5.541                      | 7.010                      | 40                          | 59 <sup>1</sup> / <sub>2</sub> ¢ 49 <sup>3</sup> / <sub>5</sub> ¢   |  |
| \$15,001 to .....                                      | 4.866                      | 6.323                      | 40             | 29 <sup>2</sup> / <sub>3</sub> ¢                          | —                                | Clerks, full-time:                                     |                            |                            |                             |   |  |
| \$25,001 to .....                                      | 4.916                      | 6.379                      | 40             | 29 <sup>2</sup> / <sub>3</sub> ¢                          | —                                | First 6 months .....                                   | 4.109                      | 5.200                      | 40                          | 59 <sup>1</sup> / <sub>2</sub> ¢ 49 <sup>3</sup> / <sub>5</sub> ¢   |  |
| \$35,001 to .....                                      | 4.966                      | 6.435                      | 40             | 29 <sup>2</sup> / <sub>3</sub> ¢                          | —                                | 7-12 months .....                                      | 4.251                      | 5.330                      | 40                          | 59 <sup>1</sup> / <sub>2</sub> ¢ 49 <sup>3</sup> / <sub>5</sub> ¢   |  |
| \$50,001 to .....                                      | 5.186                      | 6.682                      | 40             | 29 <sup>2</sup> / <sub>3</sub> ¢                          | —                                | 13-18 months .....                                     | 4.348                      | 5.500                      | 40                          | 59 <sup>1</sup> / <sub>2</sub> ¢ 49 <sup>3</sup> / <sub>5</sub> ¢   |  |
| \$80,001 and over .....                                | 5.406                      | 6.928                      | 40             | 29 <sup>2</sup> / <sub>3</sub> ¢                          | —                                | 19-24 months .....                                     | 4.480                      | 5.670                      | 40                          | 59 <sup>1</sup> / <sub>2</sub> ¢ 49 <sup>3</sup> / <sub>5</sub> ¢   |  |
| Clerks, full-time:                                     |                            |                            |                |   |                                  | After 24 months .....                                  | 4.770                      | 6.040                      | 40                          | 59 <sup>1</sup> / <sub>2</sub> ¢ 49 <sup>3</sup> / <sub>5</sub> ¢   |  |
| Total number of agreements reported: 6                 |                            |                            |                |   |                                  | Clerks, part-time:                                     |                            |                            |                             |   |  |
| Agreement A:   |                            |                            |                |   |                                  | First 6 months .....                                   | 3.447                      | 4.360                      | 40                          | 59 <sup>1</sup> / <sub>2</sub> ¢ 49 <sup>3</sup> / <sub>5</sub> ¢   |  |
| First 6 months .....                                   | 2.310                      | 3.020                      | 40             | 29 <sup>2</sup> / <sub>3</sub> ¢                          | 14¢                              | 7-12 months .....                                      | 3.711                      | 4.690                      | 40                          | 59 <sup>1</sup> / <sub>2</sub> ¢ 49 <sup>3</sup> / <sub>5</sub> ¢   |  |
| 7-12 months .....                                      | 2.375                      | 3.250                      | 40             | 29 <sup>2</sup> / <sub>3</sub> ¢                          | 14¢                              | 13-18 months .....                                     | 3.977                      | 5.030                      | 40                          | 59 <sup>1</sup> / <sub>2</sub> ¢ 49 <sup>3</sup> / <sub>5</sub> ¢   |  |
| 13-18 months .....                                     | 2.650                      | 3.430                      | 40             | 29 <sup>2</sup> / <sub>3</sub> ¢                          | 14¢                              | 19-24 months .....                                     | 4.242                      | 5.370                      | 40                          | 59 <sup>1</sup> / <sub>2</sub> ¢ 49 <sup>3</sup> / <sub>5</sub> ¢   |  |
| 19-24 months .....                                     | 2.950                      | 3.720                      | 40             | 29 <sup>2</sup> / <sub>3</sub> ¢                          | 14¢                              | After 24 months .....                                  | 4.772                      | 6.040                      | 40                          | 59 <sup>1</sup> / <sub>2</sub> ¢ 49 <sup>3</sup> / <sub>5</sub> ¢   |  |
| 25-30 months .....                                     | 2.950                      | 4.040                      | 40             | 29 <sup>2</sup> / <sub>3</sub> ¢                          | 14¢                              | Meat:  |                            |                            |                             |   |  |
| After 30 months .....                                  | 2.950                      | 4.670                      | 40             | 29 <sup>2</sup> / <sub>3</sub> ¢                          | 14¢                              | Head meat cutters .....                                | 6.200                      | 7.804                      | 40                          | 73 <sup>1</sup> / <sub>10</sub> ¢ 37 <sup>9</sup> / <sub>10</sub> ¢ |  |
| Agreement B:   |                            |                            |                |   |                                  | First cutters .....                                    | 5.650                      | 7.131                      | 40                          | 73 <sup>1</sup> / <sub>10</sub> ¢ 37 <sup>9</sup> / <sub>10</sub> ¢ |  |
| First 6 months .....                                   | 2.705                      | 3.679                      | 40             | 29 <sup>2</sup> / <sub>3</sub> ¢                          | —                                | Journeyman .....                                       | 5.475                      | 6.907                      | 40                          | 73 <sup>1</sup> / <sub>10</sub> ¢ 37 <sup>9</sup> / <sub>10</sub> ¢ |  |
| 7-12 months .....                                      | 2.908                      | 3.906                      | 40             | 29 <sup>2</sup> / <sub>3</sub> ¢                          | —                                | Wrappers:  |                            |                            |                             |   |  |
| 13-18 months .....                                     | 3.065                      | 4.082                      | 40             | 29 <sup>2</sup> / <sub>3</sub> ¢                          | —                                | First year .....                                       | —                          | 4.754                      | 40                          | 73 <sup>1</sup> / <sub>10</sub> ¢ 37 <sup>9</sup> / <sub>10</sub> ¢ |  |
| 19-24 months .....                                     | 3.325                      | 4.374                      | 40             | 29 <sup>2</sup> / <sub>3</sub> ¢                          | —                                | Second year .....                                      | —                          | 5.143                      | 40                          | 73 <sup>1</sup> / <sub>10</sub> ¢ 37 <sup>9</sup> / <sub>10</sub> ¢ |  |
| 25-30 months .....                                     | 3.615                      | 4.698                      | 40             | 29 <sup>2</sup> / <sub>3</sub> ¢                          | —                                | Thereafter .....                                       | 4.500                      | 5.741                      | 40                          | 73 <sup>1</sup> / <sub>10</sub> ¢ 37 <sup>9</sup> / <sub>10</sub> ¢ |  |
| After 30 months .....                                  | 3.950                      | 5.326                      | 40             | 29 <sup>2</sup> / <sub>3</sub> ¢                          | —                                | Dairy:   |                            |                            |                             |   |  |
| Miscellaneous:   |                            |                            |                |   |                                  | Head dairy clerks:                                     |                            |                            |                             |   |  |
| Stockers, day, full-time:                              |                            |                            |                |   |                                  | First 6 months .....                                   | 4.480                      | 5.670                      | 40                          | 59 <sup>1</sup> / <sub>2</sub> ¢ 49 <sup>3</sup> / <sub>5</sub> ¢   |  |
| Total number of agreements reported: 6                 |                            |                            |                |   |                                  | 7-12 months .....                                      | 4.587                      | 5.800                      | 40                          | 59 <sup>1</sup> / <sub>2</sub> ¢ 49 <sup>3</sup> / <sub>5</sub> ¢   |  |
| Agreement A:   |                            |                            |                |   |                                  | 13-18 months .....                                     | 4.719                      | 5.970                      | 40                          | 59 <sup>1</sup> / <sub>2</sub> ¢ 49 <sup>3</sup> / <sub>5</sub> ¢   |  |
| First 6 months .....                                   | 2.310                      | 3.020                      | 40             | 29 <sup>2</sup> / <sub>3</sub> ¢                          | 14¢                              | 19-24 months .....                                     | 4.852                      | 6.140                      | 40                          | 59 <sup>1</sup> / <sub>2</sub> ¢ 49 <sup>3</sup> / <sub>5</sub> ¢   |  |
| 7-12 months .....                                      | 2.375                      | 3.250                      | 40             | 29 <sup>2</sup> / <sub>3</sub> ¢                          | 14¢                              | After 24 months .....                                  | 5.197                      | 6.570                      | 40                          | 59 <sup>1</sup> / <sub>2</sub> ¢ 49 <sup>3</sup> / <sub>5</sub> ¢   |  |
| 13-18 months .....                                     | 2.650                      | 3.430                      | 40             | 29 <sup>2</sup> / <sub>3</sub> ¢                          | 14¢                              | Produce:   |                            |                            |                             |   |  |
| 19-24 months .....                                     | 2.950                      | 3.720                      | 40             | 29 <sup>2</sup> / <sub>3</sub> ¢                          | 14¢                              | Head produce clerks .....                              | 5.541                      | 7.010                      | 40                          | 59 <sup>1</sup> / <sub>2</sub> ¢ 49 <sup>3</sup> / <sub>5</sub> ¢   |  |
| 25-30 months .....                                     | 2.950                      | 4.040                      | 40             | 29 <sup>2</sup> / <sub>3</sub> ¢                          | 14¢                              | Clerks, full-time:                                     |                            |                            |                             |   |  |
| After 30 months .....                                  | 2.950                      | 4.670                      | 40             | 29 <sup>2</sup> / <sub>3</sub> ¢                          | 14¢                              | First 6 months .....                                   | 4.109                      | 5.200                      | 40                          | 59 <sup>1</sup> / <sub>2</sub> ¢ 49 <sup>3</sup> / <sub>5</sub> ¢   |  |
| Agreement B:   |                            |                            |                |   |                                  | 7-12 months .....                                      | 4.215                      | 5.330                      | 40                          | 59 <sup>1</sup> / <sub>2</sub> ¢ 49 <sup>3</sup> / <sub>5</sub> ¢   |  |
| First 6 months .....                                   | 2.705                      | 3.679                      | 40             | 29 <sup>2</sup> / <sub>3</sub> ¢                          | —                                | 13-18 months .....                                     | 4.348                      | 5.500                      | 40                          | 59 <sup>1</sup> / <sub>2</sub> ¢ 49 <sup>3</sup> / <sub>5</sub> ¢   |  |
| 7-12 months .....                                      | 2.908                      | 3.906                      | 40             | 29 <sup>2</sup> / <sub>3</sub> ¢                          | —                                | 19-24 months .....                                     | 4.480                      | 5.670                      | 40                          | 59 <sup>1</sup> / <sub>2</sub> ¢ 49 <sup>3</sup> / <sub>5</sub> ¢   |  |
| 13-18 months .....                                     | 3.065                      | 4.082                      | 40             | 29 <sup>2</sup> / <sub>3</sub> ¢                          | —                                | After 24 months .....                                  | 4.770                      | 6.040                      | 40                          | 59 <sup>1</sup> / <sub>2</sub> ¢ 49 <sup>3</sup> / <sub>5</sub> ¢   |  |
| 19-24 months .....                                     | 3.325                      | 4.374                      | 40             | 29 <sup>2</sup> / <sub>3</sub> ¢                          | —                                | Baggers:   |                            |                            |                             |   |  |
| 25-30 months .....                                     | 3.615                      | 4.698                      | 40             | 29 <sup>2</sup> / <sub>3</sub> ¢                          | —                                | First 6 months .....                                   | —                          | 2.680                      | 40                          | 59 <sup>1</sup> / <sub>2</sub> ¢ 49 <sup>3</sup> / <sub>5</sub> ¢   |  |
| After 30 months .....                                  | 3.950                      | 5.326                      | 40             | 29 <sup>2</sup> / <sub>3</sub> ¢                          | —                                | Second 6 months .....                                  | —                          | 3.020                      | 40                          | 59 <sup>1</sup> / <sub>2</sub> ¢ 49 <sup>3</sup> / <sub>5</sub> ¢   |  |
|  |                            |                            |                |   |                                  | Thereafter .....                                       | —                          | 3.350                      | 40                          | 59 <sup>1</sup> / <sub>2</sub> ¢ 49 <sup>3</sup> / <sub>5</sub> ¢   |  |
| <b>BALTIMORE, MD.</b>                                  |                            |                            |                |   |                                  | <b>BIRMINGHAM, A.L.A.</b>                              |                            |                            |                             |   |  |
| Check out:   |                            |                            |                |   |                                  | Check out:   |                            |                            |                             |   |  |
| Head cashiers:   |                            |                            |                |   |                                  | Head cashiers:   |                            |                            |                             |   |  |
| First 6 months .....                                   | 4.480                      | 5.670                      | 40             | 59 <sup>1</sup> / <sub>2</sub> ¢                          | 49 <sup>3</sup> / <sub>5</sub> ¢ | Total number of agreements reported: 3                 |                            |                            |                             |   |  |
| 7-12 months .....                                      | 4.587                      | 5.800                      | 40             | 59 <sup>1</sup> / <sub>2</sub> ¢                          | 49 <sup>3</sup> / <sub>5</sub> ¢ | Agreement A .....                                      | 3.970                      | 5.150                      | 40                          | 29 <sup>2</sup> / <sub>3</sub> ¢ 14¢                                |  |
| 13-18 months .....                                     | 4.719                      | 5.970                      | 40             | 59 <sup>1</sup> / <sub>2</sub> ¢                          | 49 <sup>3</sup> / <sub>5</sub> ¢ | Agreement B .....                                      | —                          | 5.570                      | 40                          | 29 <sup>2</sup> / <sub>3</sub> ¢ 14¢                                |  |
| 19-24 months .....                                     | 4.852                      | 6.140                      | 40             | 59 <sup>1</sup> / <sub>2</sub> ¢                          | 49 <sup>3</sup> / <sub>5</sub> ¢ | Cashiers, full-time:                                   |                            |                            |                             |   |  |
| After 24 months .....                                  | 5.197                      | 6.570                      | 40             | 59 <sup>1</sup> / <sub>5</sub> ¢                          | 49 <sup>3</sup> / <sub>5</sub> ¢ | Total number of agreements reported: 4                 |                            |                            |                             |   |  |
|  |                            |                            |                |   |                                  | Agreement A:   |                            |                            |                             |   |  |
|  |                            |                            |                |   |                                  | First 6 months .....                                   | 2.590                      | 3.180                      | 40                          | 29 <sup>2</sup> / <sub>3</sub> ¢ 14¢                                |  |
|  |                            |                            |                |   |                                  | 7-12 months .....                                      | 2.730                      | 3.410                      | 40                          | 29 <sup>2</sup> / <sub>3</sub> ¢ 14¢                                |  |
|  |                            |                            |                |   |                                  | 13-18 months .....                                     | 2.820                      | 3.590                      | 40                          | 29 <sup>2</sup> / <sub>3</sub> ¢ 14¢                                |  |
|  |                            |                            |                |   |                                  | 19-24 months .....                                     | 2.900                      | 3.880                      | 40                          | 29 <sup>2</sup> / <sub>3</sub> ¢ 14¢                                |  |
|  |                            |                            |                |   |                                  | 25-30 months .....                                     | 2.980                      | 4.210                      | 40                          | 29 <sup>2</sup> / <sub>3</sub> ¢ 14¢                                |  |
|  |                            |                            |                |   |                                  | After 30 months .....                                  | 3.370                      | 4.930                      | 40                          | 29 <sup>2</sup> / <sub>3</sub> ¢ 14¢                                |  |

See footnotes at end of table.

**Table 6. Wage rates hours, and employer contributions to funds: Selected cities—Continued**

(Union hourly wage rates and straight-time hours and employer insurance and pension contributions for grocery store occupations in 70 cities, July 1, 1973, and July 1, 1975)

(Hours are the same for both years unless otherwise indicated)

| Trade or occupation and selected contract <sup>1</sup> | July 1, 1973               |                            | July 1, 1975   |   |                                  |  | Trade or occupation and selected contract <sup>1</sup> | July 1, 1973               |                | July 1, 1975  |                                  |  |  |
|--|----------------------------|----------------------------|----------------|---|----------------------------------|--|--|----------------------------|----------------|---|----------------------------------|--|--|
|  | Rate per hour <sup>2</sup> | Rate per hour <sup>2</sup> | Hours per week | Employer contributions for selected benefits <sup>3</sup> |                                  | Rate per hour <sup>2</sup>             |  | Rate per hour <sup>2</sup> | Hours per week | Employer contributions for selected benefits <sup>3</sup> |                                  |  |  |
|  |                            |                            |                | Insur-ance <sup>4</sup>                                   | Pension                          |  |  |                            |                | Insur-ance <sup>4</sup>                                   | Pension                          |  |  |
| <b>BIRMINGHAM, ALA.—Continued</b>                      |                            |                            |                |   |                                  | <b>BIRMINGHAM, ALA.—Continued</b>      |  |                            |                |   |                                  |  |  |
| Check out—Continued                                    |                            |                            |                |   |                                  | Meat—Continued                         |  |                            |                |   |                                  |  |  |
| Cashiers, part-time:                                   |                            |                            |                |   |                                  | Journeyman:                            |  |                            |                |   |                                  |  |  |
| Total number of agreements reported: 5                 | \$                         | \$                         |                |   |                                  | Total number of agreements reported: 5 | \$   | \$                         |                |   |                                  |  |  |
| Agreement A  | 2.330                      | 2.990                      | 40             | 29 <sup>2</sup> /3 <sup>q</sup>                           | 14 <sup>q</sup>                  | Agreement A                            | 4.185  | 6.188                      | 40             | 33 <sup>2</sup> /3 <sup>q</sup>                           | 24 <sup>9</sup> /10 <sup>q</sup> |  |  |
| Baggers:   |                            |                            |                |   |                                  | Agreement B                            | 4.070  | 6.340                      | 40             | 29 <sup>2</sup> /3 <sup>q</sup>                           | 14 <sup>q</sup>                  |  |  |
| Total number of agreements reported: 4                 |                            |                            |                |   |                                  | Wrappers:                              |  |                            |                |   |                                  |  |  |
| Agreement A  | 2.030                      | 2.350                      | 40             | 29 <sup>2</sup> /3 <sup>q</sup>                           | 14 <sup>q</sup>                  | Total number of agreements reported: 5 |  |                            |                |   |                                  |  |  |
| Agreement B  | 1.980                      | 2.380                      | 30             | 29 <sup>2</sup> /3 <sup>q</sup>                           | 14 <sup>q</sup>                  | Agreement A:                           |  |                            |                |   |                                  |  |  |
| Grocery:   |                            |                            |                |   |                                  | First 6 months                         | 2.470  | 3.180                      | 40             | 29 <sup>2</sup> /3 <sup>q</sup>                           | 14 <sup>q</sup>                  |  |  |
| Head grocery clerks:                                   |                            |                            |                |   |                                  | 7 – 12 months                          | 2.660  | 3.410                      | 40             | 29 <sup>2</sup> /3 <sup>q</sup>                           | 14 <sup>q</sup>                  |  |  |
| Total number of agreements reported: 2                 |                            |                            |                |   |                                  | 13 – 18 months                         | 2.780  | 3.590                      | 40             | 29 <sup>2</sup> /3 <sup>q</sup>                           | 14 <sup>q</sup>                  |  |  |
| Agreement A  | 3.970                      | 5.150                      | 40             | 29 <sup>2</sup> /3 <sup>q</sup>                           | 14 <sup>q</sup>                  | 19 – 24 months                         | 2.900  | 3.880                      | 40             | 29 <sup>2</sup> /3 <sup>q</sup>                           | 14 <sup>q</sup>                  |  |  |
| Agreement B:   |                            |                            |                |   |                                  | 25 – 30 months                         | 3.000  | 4.210                      | 40             | 29 <sup>2</sup> /3 <sup>q</sup>                           | 14 <sup>q</sup>                  |  |  |
| Weekly store volume:                                   |                            |                            |                |   |                                  | After 30 months                        | 3.450  | 4.930                      | 40             | 29 <sup>2</sup> /3 <sup>q</sup>                           | 14 <sup>q</sup>                  |  |  |
| \$25,000 or less                                       | —                          | 5.830                      | 40             | 29 <sup>2</sup> /3 <sup>q</sup>                           | 14 <sup>q</sup>                  | Agreement B:                           |  |                            |                |   |                                  |  |  |
| \$35,000   | —                          | 5.940                      | 40             | 29 <sup>2</sup> /3 <sup>q</sup>                           | 14 <sup>q</sup>                  | First 6 months                         | 2.550  | 3.610                      | 40             | 33 <sup>2</sup> /3 <sup>q</sup>                           | 24 <sup>9</sup> /10 <sup>q</sup> |  |  |
| \$35,001 to \$50,000                                   | —                          | 6.000                      | 40             | 29 <sup>2</sup> /3 <sup>q</sup>                           | 14 <sup>q</sup>                  | 7 – 12 months                          | 2.710  | 3.810                      | 40             | 33 <sup>2</sup> /3 <sup>q</sup>                           | 24 <sup>9</sup> /10 <sup>q</sup> |  |  |
| \$50,001 to \$80,000                                   | —                          | 6.230                      | 40             | 29 <sup>2</sup> /3 <sup>q</sup>                           | 14 <sup>q</sup>                  | 13 – 18 months                         | 2.790  | 3.860                      | 40             | 33 <sup>2</sup> /3 <sup>q</sup>                           | 24 <sup>9</sup> /10 <sup>q</sup> |  |  |
| \$80,001 and over                                      | —                          | 6.470                      | 40             | 29 <sup>2</sup> /3 <sup>q</sup>                           | 14 <sup>q</sup>                  | 19 – 24 months                         | 2.900  | 4.000                      | 40             | 33 <sup>2</sup> /3 <sup>q</sup>                           | 24 <sup>9</sup> /10 <sup>q</sup> |  |  |
| Clerks, full-time:                                     |                            |                            |                |   |                                  | 25 – 30 months                         | 2.900  | 4.270                      | 40             | 33 <sup>2</sup> /3 <sup>q</sup>                           | 24 <sup>9</sup> /10 <sup>q</sup> |  |  |
| Total number of agreements reported: 4                 |                            |                            |                |   |                                  | After 30 months                        | 3.140  | 4.950                      | 40             | 33 <sup>2</sup> /3 <sup>q</sup>                           | 24 <sup>9</sup> /10 <sup>q</sup> |  |  |
| Agreement A:   |                            |                            |                |   |                                  | Dairy:                                 |  |                            |                |   |                                  |  |  |
| First 6 months   | 2.470                      | 3.180                      | 40             | 29 <sup>2</sup> /3 <sup>q</sup>                           | 14 <sup>q</sup>                  | Head dairy clerks:                     |  |                            |                |   |                                  |  |  |
| 7 – 12 months  | 2.660                      | 3.410                      | 40             | 29 <sup>2</sup> /3 <sup>q</sup>                           | 14 <sup>q</sup>                  | Total number of agreements reported: 2 |  |                            |                |   |                                  |  |  |
| 13 – 18 months   | 2.780                      | 3.590                      | 40             | 29 <sup>2</sup> /3 <sup>q</sup>                           | 14 <sup>q</sup>                  | Agreement A                            | 3.980  | 5.080                      | 40             | 29 <sup>2</sup> /3 <sup>q</sup>                           | 14 <sup>q</sup>                  |  |  |
| 19 – 24 months   | 2.900                      | 3.880                      | 40             | 29 <sup>2</sup> /3 <sup>q</sup>                           | 14 <sup>q</sup>                  | Agreement B                            | 3.970  | 5.150                      | 40             | 29 <sup>2</sup> /3 <sup>q</sup>                           | 14 <sup>q</sup>                  |  |  |
| 25 – 30 months   | 3.000                      | 4.210                      | 40             | 29 <sup>2</sup> /3 <sup>q</sup>                           | 14 <sup>q</sup>                  | Produce:                               |  |                            |                |   |                                  |  |  |
| After 30 months  | 3.450                      | 4.930                      | 40             | 29 <sup>2</sup> /3 <sup>q</sup>                           | 14 <sup>q</sup>                  | Head produce clerks:                   |  |                            |                |   |                                  |  |  |
| Clerks, part-time:                                     |                            |                            |                |   |                                  | Total number of agreements reported: 2 |  |                            |                |   |                                  |  |  |
| Total number of agreements reported: 4                 | 2.330                      | 2.990                      | 40             | 29 <sup>2</sup> /3 <sup>q</sup>                           | 14 <sup>q</sup>                  | Weekly store volume:                   |  |                            |                |   |                                  |  |  |
| Agreement A:   |                            |                            |                |   |                                  | \$25,000 or less                       | —  | 5.830                      | 40             | 29 <sup>2</sup> /3 <sup>q</sup>                           | 14 <sup>q</sup>                  |  |  |
| First 6 months   | 2.470                      | 3.180                      | 40             | 29 <sup>2</sup> /3 <sup>q</sup>                           | 14 <sup>q</sup>                  | \$25,001 to \$35,000                   | —  | 5.940                      | 40             | 29 <sup>2</sup> /3 <sup>q</sup>                           | 14 <sup>q</sup>                  |  |  |
| 7 – 12 months  | 2.660                      | 3.410                      | 40             | 29 <sup>2</sup> /3 <sup>q</sup>                           | 14 <sup>q</sup>                  | \$35,001 to \$50,000                   | —  | 6.000                      | 40             | 29 <sup>2</sup> /3 <sup>q</sup>                           | 14 <sup>q</sup>                  |  |  |
| 13 – 18 months   | 2.780                      | 3.590                      | 40             | 29 <sup>2</sup> /3 <sup>q</sup>                           | 14 <sup>q</sup>                  | \$50,001 to \$80,000                   | —  | 6.230                      | 40             | 29 <sup>2</sup> /3 <sup>q</sup>                           | 14 <sup>q</sup>                  |  |  |
| 19 – 24 months   | 2.900                      | 3.880                      | 40             | 29 <sup>2</sup> /3 <sup>q</sup>                           | 14 <sup>q</sup>                  | \$80,001 and over                      | —  | 6.470                      | 40             | 29 <sup>2</sup> /3 <sup>q</sup>                           | 14 <sup>q</sup>                  |  |  |
| 25 – 30 months   | 3.000                      | 4.210                      | 40             | 29 <sup>2</sup> /3 <sup>q</sup>                           | 14 <sup>q</sup>                  | Clerks, full-time:                     |  |                            |                |   |                                  |  |  |
| After 30 months  | 3.450                      | 4.930                      | 40             | 29 <sup>2</sup> /3 <sup>q</sup>                           | 14 <sup>q</sup>                  | Total number of agreements reported: 4 |  |                            |                |   |                                  |  |  |
| Meat:  |                            |                            |                |   |                                  | First 6 months                         | 2.470  | 3.180                      | 40             | 29 <sup>2</sup> /3 <sup>q</sup>                           | 14 <sup>q</sup>                  |  |  |
| Head meat cutters:                                     |                            |                            |                |   |                                  | 7 – 12 months                          | 2.660  | 3.410                      | 40             | 29 <sup>2</sup> /3 <sup>q</sup>                           | 14 <sup>q</sup>                  |  |  |
| Total number of agreements reported: 4                 |                            |                            |                |   |                                  | 13 – 18 months                         | 2.780  | 3.590                      | 40             | 29 <sup>2</sup> /3 <sup>q</sup>                           | 14 <sup>q</sup>                  |  |  |
| Agreement A:   |                            |                            |                |   |                                  | 19 – 24 months                         | 2.900  | 3.880                      | 40             | 29 <sup>2</sup> /3 <sup>q</sup>                           | 14 <sup>q</sup>                  |  |  |
| Weekly dept. volume:                                   |                            |                            |                |   |                                  | 25 – 30 months                         | 3.000  | 4.210                      | 40             | 29 <sup>2</sup> /3 <sup>q</sup>                           | 14 <sup>q</sup>                  |  |  |
| \$4,500 or less  | 4.452                      | 6.790                      | 40             | 29 <sup>2</sup> /3 <sup>q</sup>                           | 14 <sup>q</sup>                  | After 30 months                        | 3.450  | 4.930                      | 40             | 29 <sup>2</sup> /3 <sup>q</sup>                           | 14 <sup>q</sup>                  |  |  |
| \$4,501 to \$6,250                                     | 4.647                      | 6.870                      | 40             | 29 <sup>2</sup> /3 <sup>q</sup>                           | 14 <sup>q</sup>                  | Miscellaneous:                         |  |                            |                |   |                                  |  |  |
| \$6,251 to \$9,000                                     | 4.730                      | 6.960                      | 40             | 29 <sup>2</sup> /3 <sup>q</sup>                           | 14 <sup>q</sup>                  | Stockers, day, full-time:              |  |                            |                |   |                                  |  |  |
| \$9,001 to \$12,000                                    | 4.786                      | 7.040                      | 40             | 29 <sup>2</sup> /3 <sup>q</sup>                           | 14 <sup>q</sup>                  | Total number of agreements reported: 4 |  |                            |                |   |                                  |  |  |
| \$12,001 to \$15,000                                   | 4.842                      | 7.130                      | 40             | 29 <sup>2</sup> /3 <sup>q</sup>                           | 14 <sup>q</sup>                  | Agreement A:                           |  |                            |                |   |                                  |  |  |
| \$15,001 to \$20,000                                   | 4.897                      | 7.250                      | 40             | 29 <sup>2</sup> /3 <sup>q</sup>                           | 14 <sup>q</sup>                  | First 6 months                         | 2.470  | 3.180                      | 40             | 29 <sup>2</sup> /3 <sup>q</sup>                           | 14 <sup>q</sup>                  |  |  |
| \$20,001 to \$25,000                                   | 4.899                      | 7.360                      | 40             | 29 <sup>2</sup> /3 <sup>q</sup>                           | 14 <sup>q</sup>                  | 7 – 12 months                          | 2.660  | 3.410                      | 40             | 29 <sup>2</sup> /3 <sup>q</sup>                           | 14 <sup>q</sup>                  |  |  |
| \$25,001 and over                                      | 4.899                      | 7.360                      | 40             | 29 <sup>2</sup> /3 <sup>q</sup>                           | 14 <sup>q</sup>                  | 13 – 18 months                         | 2.780  | 3.590                      | 40             | 29 <sup>2</sup> /3 <sup>q</sup>                           | 14 <sup>q</sup>                  |  |  |
| Agreement B:   |                            |                            |                |   |                                  | 19 – 24 months                         | 2.900  | 3.880                      | 40             | 29 <sup>2</sup> /3 <sup>q</sup>                           | 14 <sup>q</sup>                  |  |  |
| Weekly dept. volume:                                   |                            |                            |                |   |                                  | 25 – 30 months                         | 3.000  | 4.210                      | 40             | 29 <sup>2</sup> /3 <sup>q</sup>                           | 14 <sup>q</sup>                  |  |  |
| \$6,250 or less  | 4.740                      | 6.675                      | 40             | 33 <sup>2</sup> /3 <sup>q</sup>                           | 24 <sup>9</sup> /10 <sup>q</sup> | After 30 months                        | 3.450  | 4.930                      | 40             | 29 <sup>2</sup> /3 <sup>q</sup>                           | 14 <sup>q</sup>                  |  |  |
| \$6,251 to \$9,000                                     | 4.790                      | 6.750                      | 40             | 33 <sup>2</sup> /3 <sup>q</sup>                           | 24 <sup>9</sup> /10 <sup>q</sup> | Check out:                             |  |                            |                |   |                                  |  |  |
| \$9,001 to \$12,000                                    | 4.850                      | 6.825                      | 40             | 33 <sup>2</sup> /3 <sup>q</sup>                           | 24 <sup>9</sup> /10 <sup>q</sup> | Head cashiers:                         |  |                            |                |   |                                  |  |  |
| \$12,001 to \$15,000                                   | 4.905                      | 6.900                      | 40             | 33 <sup>2</sup> /3 <sup>q</sup>                           | 24 <sup>9</sup> /10 <sup>q</sup> | Total number of agreements reported: 3 |  |                            |                |   |                                  |  |  |
| \$15,001 to \$20,000                                   | 4.905                      | 7.000                      | 40             | 33 <sup>2</sup> /3 <sup>q</sup>                           | 24 <sup>9</sup> /10 <sup>q</sup> | Agreement A                            | 4.100  | 4.925                      | 40             | *   | 30 <sup>q</sup>                  |  |  |
| \$20,001 to \$25,000                                   | 4.905                      | 7.100                      | 40             | 33 <sup>2</sup> /3 <sup>q</sup>                           | 24 <sup>9</sup> /10 <sup>q</sup> | Agreement B                            | 4.175  | 5.800                      | 40             | *   | 25 <sup>q</sup>                  |  |  |
| \$25,001 and over                                      | 4.905                      | 7.400                      | 40             | 33 <sup>2</sup> /3 <sup>q</sup>                           | 24 <sup>9</sup> /10 <sup>q</sup> |  |  |                            |                |   |                                  |  |  |
| First cutters:   |                            |                            |                |   |                                  | <b>BOSTON, MASS.</b>                   |  |                            |                |   |                                  |  |  |
| Total number of agreements reported: 5                 |                            |                            |                |   |                                  | Check out:                             |  |                            |                |   |                                  |  |  |
| Agreement A  | 4.380                      | 6.363                      | 40             | 33 <sup>2</sup> /3 <sup>q</sup>                           | 24 <sup>9</sup> /10 <sup>q</sup> | Head cashiers:                         |  |                            |                |   |                                  |  |  |
| Agreement B  | 4.240                      | 6.540                      | 40             | 29 <sup>2</sup> /3 <sup>q</sup>                           | 14 <sup>q</sup>                  | Total number of agreements reported: 3 |  |                            |                |   |                                  |  |  |

See footnotes at end of table.

**Table 6. Wage rates hours, and employer contributions to funds: Selected cities—Continued**

(Union hourly wage rates and straight-time hours and employer insurance and pension contributions for grocery store occupations in 70 cities, July 1, 1973, and July 1, 1975)

(Hours are the same for both years unless otherwise indicated)

| Trade or occupation and selected contract <sup>1</sup> | July 1, 1973               |                            | July 1, 1975   |   |                      |  | Trade or occupation and selected contract <sup>1</sup> | July 1, 1973               |                | July 1, 1975  |         |     |     |
|--|----------------------------|----------------------------|----------------|---|----------------------|--|--|----------------------------|----------------|---|---------|-----|-----|
|  | Rate per hour <sup>2</sup> | Rate per hour <sup>2</sup> | Hours per week | Employer contributions for selected benefits <sup>3</sup> |                      | Rate per hour <sup>2</sup>             |  | Rate per hour <sup>2</sup> | Hours per week | Employer contributions for selected benefits <sup>3</sup> |         |     |     |
|  |                            |                            |                | Insur-ance <sup>4</sup>                                   | Pension              |  |  |                            |                | Insur-ance <sup>4</sup>                                   | Pension |     |     |
| <b>BOSTON, MASS.—Continued</b>                         |                            |                            |                |   |                      |  | <b>BOSTON, MASS.—Continued</b>                         |                            |                |   |         |     |     |
| Check out—Continued                                    |                            |                            |                |   |                      |  | Grocery—Continued                                      |                            |                |   |         |     |     |
| Head cashiers—Continued                                |                            |                            |                |   |                      |  | Head grocery clerks—Continued                          |                            |                |   |         |     |     |
| Total number of agreements reported: 3—Continued       |                            |                            |                |   |                      |  | Total number of agreements reported: 4—Continued       |                            |                |   |         |     |     |
| Agreement C:   |                            |                            |                |   |                      |  | Agreement C:   |                            |                |   |         |     |     |
| Weekly store volume:                                   |                            |                            |                |   |                      |  | Weekly store volume:                                   |                            |                |   |         |     |     |
| \$35,000 to \$50,000                                   | \$ 4.600                   | \$ 5.775                   | 40             | 30¢   | 30¢                  | \$35,000 to \$50,000                   | \$ 5.150   | \$ 5.884                   | 40             | 30¢   | 30¢     | 30¢ | 30¢ |
| \$50,000 to \$75,000                                   | 4.650                      | 5.825                      | 40             | 30¢   | 30¢                  | \$50,000 to \$75,000                   | 5.275  | 6.000                      | 40             | 30¢   | 30¢     | 30¢ | 30¢ |
| \$75,000 and over                                      | 4.775                      | 5.950                      | 40             | 30¢   | 30¢                  | Over \$75,000                          | 5.400  | 6.116                      | 40             | 30¢   | 30¢     | 30¢ | 30¢ |
| Cashiers, full-time:                                   |                            |                            |                |   |                      |  | Agreement D:   |                            |                |   |         |     |     |
| Total number of agreements reported: 4                 |                            |                            |                |   |                      |  | First year   | 4.575                      | 6.279          | 40  | *       | 25¢ | 25¢ |
| Agreement A:   |                            |                            |                |   |                      |  | After 1 year   | 4.675                      | 6.372          | 40  | *       | 25¢ | 25¢ |
| First 6 months   | 2.850                      | 3.350                      | 40             | *   | 30¢                  | Clerk, full-time:                      |  |                            |                |   |         |     |     |
| 7—12 months  | 2.900                      | 3.400                      | 40             | *   | 30¢                  | Total number of agreements reported: 5 |  |                            |                |   |         |     |     |
| 13—18 months   | 3.075                      | 3.575                      | 40             | *   | 30¢                  | Agreement A:                           |  |                            |                |   |         |     |     |
| 19—24 months   | 3.125                      | 3.625                      | 40             | *   | 30¢                  | First 30 days                          | 2.800  | 3.375                      | 40             | 30¢   | 30¢     | 30¢ | 30¢ |
| 25—30 months   | 3.350                      | 3.850                      | 40             | *   | 30¢                  | 31 days—4 months                       | 3.200  | 3.775                      | 40             | 30¢   | 30¢     | 30¢ | 30¢ |
| 31—36 months   | 3.575                      | 4.075                      | 40             | *   | 30¢                  | 5—8 months                             | 3.275  | 3.850                      | 40             | 30¢   | 30¢     | 30¢ | 30¢ |
| After 36 months  | 3.825                      | 4.325                      | 40             | *   | 30¢                  | 9—16 months                            | 3.500  | 4.075                      | 40             | 30¢   | 30¢     | 30¢ | 30¢ |
| Agreement B:   |                            |                            |                |   |                      | 17—24 months                           | 3.525  | 4.100                      | 40             | 30¢   | 30¢     | 30¢ | 30¢ |
| First 6 months   | 2.600                      | 3.775                      | 40             | *   | 24 <sup>9</sup> /10¢ | 25—36 months                           | 3.750  | 4.325                      | 40             | 30¢   | 30¢     | 30¢ | 30¢ |
| 7—12 months  | 2.650                      | 3.850                      | 40             | *   | 24 <sup>9</sup> /10¢ | After 36 months                        | 4.200  | 4.825                      | 40             | 30¢   | 30¢     | 30¢ | 30¢ |
| 13—18 months   | 2.775                      | 4.075                      | 40             | *   | 24 <sup>9</sup> /10¢ | Agreement B:                           |  |                            |                |   |         |     |     |
| 19—24 months   | 2.825                      | 4.100                      | 40             | *   | 24 <sup>9</sup> /10¢ | First 30 days                          | 2.700  | 3.000                      | 40             | 30¢   | 30¢     | 30¢ | 30¢ |
| 25—36 months   | 3.050                      | 4.325                      | 40             | *   | 24 <sup>9</sup> /10¢ | 31 days—4 months                       | 2.900  | 3.650                      | 40             | 30¢   | 30¢     | 30¢ | 30¢ |
| After 36 months  | 3.275                      | 4.825                      | 40             | *   | 24 <sup>9</sup> /10¢ | 5—8 months                             | 3.225  | 3.975                      | 40             | 30¢   | 30¢     | 30¢ | 30¢ |
| Agreement C:   |                            |                            |                |   |                      | 9—16 months                            | 3.425  | 4.150                      | 40             | 30¢   | 30¢     | 30¢ | 30¢ |
| First 30 days  | 2.700                      | 3.000                      | 40             | 30¢   | 30¢                  | 17—24 months                           | 3.525  | 4.250                      | 40             | 30¢   | 30¢     | 30¢ | 30¢ |
| 31 days to 4 months                                    | 2.900                      | 3.650                      | 40             | 30¢   | 30¢                  | 25—36 months                           | 3.775  | 4.500                      | 40             | 30¢   | 30¢     | 30¢ | 30¢ |
| 5—8 months   | 2.975                      | 3.975                      | 40             | 30¢   | 30¢                  | After 36 months                        | 3.975  | 4.975                      | 40             | 30¢   | 30¢     | 30¢ | 30¢ |
| 9—16 months  | 3.175                      | 4.150                      | 40             | 30¢   | 30¢                  | Clerks, part-time:                     |  |                            |                |   |         |     |     |
| 17—24 months   | 3.250                      | 4.250                      | 40             | 30¢   | 30¢                  | Total number of agreements reported: 5 |  |                            |                |   |         |     |     |
| 25—36 months   | 3.475                      | 4.500                      | 40             | 30¢   | 30¢                  | Agreement A:                           |  |                            |                |   |         |     |     |
| After 36 months  | 3.700                      | 4.975                      | 40             | 30¢   | 30¢                  | First 30 days                          | 2.325  | 2.650                      | 40             | 7 <sup>3</sup> /10¢                                       | —       | —   | —   |
| Cashiers, part-time:                                   |                            |                            |                |   |                      | 31 days—6 months                       | 2.400  | 2.850                      | 40             | 7 <sup>3</sup> /10¢                                       | —       | —   | —   |
| Total number of agreements reported: 4                 |                            |                            |                |   |                      | 7—12 months                            | 2.450  | 2.900                      | 40             | 7 <sup>3</sup> /10¢                                       | —       | —   | —   |
| Agreement A:   |                            |                            |                |   |                      | 13—18 months                           | 2.600  | 3.150                      | 40             | 7 <sup>3</sup> /10¢                                       | —       | —   | —   |
| First 6 months   | 2.325                      | 3.200                      | 40             | *   | —                    | 19—24 months                           | 2.700  | 3.400                      | 40             | 7 <sup>3</sup> /10¢                                       | —       | —   | —   |
| 7—12 months  | 2.375                      | 3.250                      | 40             | *   | —                    | 24—36 months                           | 2.900  | 3.600                      | 40             | 7 <sup>3</sup> /10¢                                       | —       | —   | —   |
| 13—18 months   | 2.525                      | 3.350                      | 40             | *   | —                    | After 36 months                        | 3.150  | 4.075                      | 40             | 7 <sup>3</sup> /10¢                                       | —       | —   | —   |
| 19—24 months   | 2.625                      | 3.550                      | 40             | *   | —                    | Agreement B:                           |  |                            |                |   |         |     |     |
| 25—36 months   | 2.775                      | 3.700                      | 40             | *   | —                    | First 6 months                         | 2.800  | 2.900                      | 40             | *   | —       | —   | —   |
| After 36 months  | 2.975                      | 4.150                      | 40             | *   | —                    | 7—12 months                            | 2.850  | 2.950                      | 40             | *   | —       | —   | —   |
| Agreement B:   |                            |                            |                |   |                      | 13—18 months                           | 2.950  | 3.050                      | 40             | *   | —       | —   | —   |
| First 30 days  | 2.650                      | 2.700                      | 40             | 13 <sup>1</sup> /10¢                                      | 12 <sup>1</sup> /2¢  | 19—24 months                           | 3.150  | 3.250                      | 40             | *   | —       | —   | —   |
| 31 days—6 months                                       | 2.750                      | 2.900                      | 40             | 13 <sup>1</sup> /10¢                                      | 12 <sup>1</sup> /2¢  | 25—30 months                           | 3.300  | 3.500                      | 40             | *   | —       | —   | —   |
| 7—12 months  | 2.800                      | 3.000                      | 40             | 13 <sup>1</sup> /10¢                                      | 12 <sup>1</sup> /2¢  | 31—36 months                           | 3.500  | 3.700                      | 40             | *   | —       | —   | —   |
| 13—18 months   | 2.950                      | 3.350                      | 40             | 13 <sup>1</sup> /10¢                                      | 12 <sup>1</sup> /2¢  | After 36 months                        | 3.900  | 4.250                      | 40             | *   | —       | —   | —   |
| 19—24 months   | 3.050                      | 3.600                      | 40             | 13 <sup>1</sup> /10¢                                      | 12 <sup>1</sup> /2¢  | Meat:                                  |  |                            |                |   |         |     |     |
| 25—36 months   | 3.250                      | 3.800                      | 40             | 13 <sup>1</sup> /10¢                                      | 12 <sup>1</sup> /2¢  | Head meat cutters:                     |  |                            |                |   |         |     |     |
| After 36 months  | 3.400                      | 4.275                      | 40             | 13 <sup>1</sup> /10¢                                      | 12 <sup>1</sup> /2¢  | Total number of agreements reported: 4 |  |                            |                |   |         |     |     |
| Baggers:   |                            |                            |                |   |                      | Agreement A                            | 6.350  | 6.837                      | 40             | *   | 30¢     | 30¢ | 30¢ |
| Total number of agreements reported: 4                 |                            |                            |                |   |                      | Agreement B:                           |  |                            |                |   |         |     |     |
| Agreement A:   |                            |                            |                |   |                      | Weekly department volume:              |  |                            |                |   |         |     |     |
| First 30 days  | 2.000                      | 2.300                      | 40             | *   | 25¢                  | Up to \$5,000                          | 5.925  | 6.209                      | 40             | *   | 30¢     | 30¢ |     |
| 31 days—6 months                                       | 2.050                      | 2.350                      | 40             | *   | 25¢                  | \$5,000 to \$10,000                    | 6.050  | 6.326                      | 40             | *   | 30¢     | 30¢ |     |
| 7—12 months  | 2.150                      | 2.500                      | 40             | *   | 25¢                  | \$10,000 to \$15,000                   | 6.275  | 6.535                      | 40             | *   | 30¢     | 30¢ |     |
| After 12 months  | 2.200                      | 2.550                      | 40             | *   | 25¢                  | \$15,000 to \$20,000                   | 6.535  | 6.767                      | 40             | *   | 30¢     | 30¢ |     |
| Agreement B:   |                            |                            |                |   |                      | \$20,000 to \$30,000                   | 6.675  | 6.907                      | 40             | *   | 30¢     | 30¢ |     |
| First 30 days  | 2.350                      | 2.650                      | 40             | *   | 30¢                  | \$30,000 and over                      | 6.850  | 7.070                      | 40             | *   | 30¢     | 30¢ |     |
| 31 days—6 months                                       | 2.400                      | 2.700                      | 40             | *   | 30¢                  | Agreement C:                           |  |                            |                |   |         |     |     |
| After 6 months   | 2.450                      | 2.750                      | 40             | *   | 30¢                  | Weekly store volume:                   |  |                            |                |   |         |     |     |
| Grocery:   |                            |                            |                |   |                      | \$25,000 to \$37,500                   | 5.550  | 6.674                      | 40             | 30¢   | 30¢     | 30¢ | 30¢ |
| Head grocery clerks:                                   |                            |                            |                |   |                      |  |  |                            |                |   |         |     |     |
| Total number of agreements reported: 4                 |                            |                            |                |   |                      |  |  |                            |                |   |         |     |     |
| Agreement A  | 3.675                      | 5.000                      | 40             | *   | 24 <sup>9</sup> /10¢ |  |  |                            |                |   |         |     |     |
| Agreement B  | 4.925                      | 5.675                      | 40             | *   | 30¢                  |  |  |                            |                |   |         |     |     |

See footnotes at end of table.

**Table 6. Wage rates hours, and employer contributions to funds: Selected cities—Continued**

(Union hourly wage rates and straight-time hours and employer insurance and pension contributions for grocery store occupations in 70 cities, July 1, 1973, and July 1, 1975)

(Hours are the same for both years unless otherwise indicated)

| Trade or occupation and selected contract <sup>1</sup> | July 1, 1973               |                            | July 1, 1975   |   |         |   | Trade or occupation and selected contract <sup>1</sup> | July 1, 1973               |                | July 1, 1975  |         |  |  |
|--|----------------------------|----------------------------|----------------|---|---------|---|--|----------------------------|----------------|---|---------|--|--|
|  | Rate per hour <sup>2</sup> | Rate per hour <sup>2</sup> | Hours per week | Employer contributions for selected benefits <sup>3</sup> |         | Rate per hour <sup>2</sup>              |  | Rate per hour <sup>2</sup> | Hours per week | Employer contributions for selected benefits <sup>3</sup> |         |  |  |
|  |                            |                            |                | Insur-ance <sup>4</sup>                                   | Pension |   |  |                            |                | Insur-ance <sup>4</sup>                                   | Pension |  |  |
| <b>BOSTON, MASS.—</b>                                  |                            |                            |                |   |         |   |  |                            |                |   |         |  |  |
| <b>Continued</b>                                       |                            |                            |                |   |         | <b>BOSTON, MASS.—</b>                   |  |                            |                |   |         |  |  |
| Meat—Continued   |                            |                            |                |   |         | Produce—Continued                       |  |                            |                |   |         |  |  |
| Head meat cutters—Continued                            |                            |                            |                |   |         | Clerks, full-time:                      |  |                            |                |   |         |  |  |
| Total number of agreements reported: 4—Continued       |                            |                            |                |   |         | Total number of agreements reported: 4  |  |                            |                |   |         |  |  |
| Agreement C—Continued                                  |                            |                            |                |   |         | Agreement A:                            |  |                            |                |   |         |  |  |
| Weekly store volume—Continued                          |                            |                            |                |   |         | First 30 days . . . . .                 | \$ 2.800   | \$ 3.250                   | 40             | *   | 25¢     |  |  |
| \$37,500 to . . . . .                                  | \$ 5.753                   | \$ 6.884                   | 40             | 30¢   | 30¢     | 31 days – 6 months . . . . .            | 2.950  | 3.700                      | 40             | *   | 25¢     |  |  |
| \$50,000 . . . . .                                     |                            |                            |                |   |         | 7 – 12 months . . . . .                 | 3.025  | 3.775                      | 40             | *   | 25¢     |  |  |
| \$50,000 to . . . . .                                  |                            |                            |                |   |         | 13 – 18 months . . . . .                | 3.200  | 4.000                      | 40             | *   | 25¢     |  |  |
| \$75,000 . . . . .                                     | 5.898                      | 7.035                      | 40             | 30¢   | 30¢     | 19 – 24 months . . . . .                | 3.300  | 4.100                      | 40             | *   | 25¢     |  |  |
| \$75,000 and over . . . . .                            | 6.045                      | 7.186                      | 40             | 30¢   | 30¢     | 25 – 36 months . . . . .                | 3.550  | 4.350                      | 40             | *   | 25¢     |  |  |
|  |                            |                            |                |   |         | After 36 months . . . . .               | 3.725  | 4.825                      | 40             | *   | 25¢     |  |  |
| First cutters:   |                            |                            |                |   |         | Agreement B:                            |  |                            |                |   |         |  |  |
| Total number of agreements reported: 5                 |                            |                            |                |   |         | First 30 days . . . . .                 | 3.000  | 3.000                      | 40             | 30¢   | 30¢     |  |  |
| Agreement A:   |                            |                            |                |   |         | 31 days – 4 months . . . . .            | 3.150  | 3.650                      | 40             | 30¢   | 30¢     |  |  |
| Weekly department volume:                              |                            |                            |                |   |         | 5 – 8 months . . . . .                  | 3.225  | 3.975                      | 40             | 30¢   | 30¢     |  |  |
| \$10,000 to . . . . .                                  |                            |                            |                |   |         | 9 – 16 months . . . . .                 | 3.425  | 4.150                      | 40             | 30¢   | 30¢     |  |  |
| \$15,000 . . . . .                                     | 5.475                      | 6.225                      | 40             | *   | 30¢     | 17 – 24 months . . . . .                | 3.525  | 4.250                      | 40             | 30¢   | 30¢     |  |  |
| \$15,000 and over . . . . .                            | 5.563                      | 6.313                      | 40             | *   | 30¢     | 25 – 36 months . . . . .                | 3.775  | 4.500                      | 40             | 30¢   | 30¢     |  |  |
| Agreement B:   |                            |                            |                |   |         | After 36 months . . . . .               | 3.975  | 4.975                      | 40             | 30¢   | 30¢     |  |  |
| Weekly store volume:                                   |                            |                            |                |   |         |   |  |                            |                |   |         |  |  |
| \$25,000 to . . . . .                                  |                            |                            |                |   |         |   |  |                            |                |   |         |  |  |
| \$50,000 . . . . .                                     | 5.350                      | 6.350                      | 40             | 30¢   | 30¢     |   |  |                            |                |   |         |  |  |
| \$50,000 and over . . . . .                            | 5.438                      | 6.438                      | 40             | 30¢   | 30¢     |   |  |                            |                |   |         |  |  |
| Journeyman:  |                            |                            |                |   |         | <b>BUFFALO, N. Y.</b>                   |  |                            |                |   |         |  |  |
| Total number of agreements reported: 5                 |                            |                            |                |   |         | Check Out:                              |  |                            |                |   |         |  |  |
| Agreement A . . . . .                                  | 5.400                      | 6.150                      | 40             | *   | 30¢     | Head cashiers:                          |  |                            |                |   |         |  |  |
| Agreement B . . . . .                                  | 5.275                      | 6.275                      | 40             | *   | 30¢     | Total number of agreements reported: 24 |  |                            |                |   |         |  |  |
| Wrappers:  |                            |                            |                |   |         | Agreement A . . . . .                   | —  | 2.700                      | 40             | *   | —       |  |  |
| Total number of agreements reported: 5                 |                            |                            |                |   |         | Agreement B . . . . .                   | —  | 2.900                      | 40             | *   | —       |  |  |
| First 30 days . . . . .                                | 2.500                      | 3.375                      | 40             | *   | 30¢     | Agreement C . . . . .                   | —  | 3.300                      | 40             | *   | —       |  |  |
| 31 days – 6 months . . . . .                           | 2.850                      | 3.775                      | 40             | *   | 30¢     | Agreement D:                            |  |                            |                |   |         |  |  |
| 7 – 12 months . . . . .                                | 2.900                      | 3.850                      | 40             | *   | 30¢     | Weekly store sales:                     |  |                            |                |   |         |  |  |
| 13 – 18 months . . . . .                               | 3.075                      | 4.075                      | 40             | *   | 30¢     | Up to \$20,000 . . . . .                | 3.225  | 3.655                      | 40             | 36 <sup>1</sup> / <sub>5</sub> ¢                          | 25¢     |  |  |
| 19 – 24 months . . . . .                               | 3.125                      | 4.100                      | 40             | *   | 30¢     | \$20,000 to . . . . .                   |  |                            |                |   |         |  |  |
| 25 – 36 months . . . . .                               | 3.350                      | 4.325                      | 40             | *   | 30¢     | \$40,000 . . . . .                      | 3.275  | 3.705                      | 40             | 36 <sup>1</sup> / <sub>5</sub> ¢                          | 25¢     |  |  |
| After 36 months . . . . .                              | 3.813                      | 4.825                      | 40             | *   | 30¢     | \$40,000 and over . . . . .             | 3.325  | 3.755                      | 40             | 36 <sup>1</sup> / <sub>5</sub> ¢                          | 25¢     |  |  |
| Dairy:   |                            |                            |                |   |         | Agreement E:                            |  |                            |                |   |         |  |  |
| Head dairy clerks . . . . .                            | 4.175                      | 5.075                      | 40             | *   | 25¢     | Hired prior to 9-23-73:                 |  |                            |                |   |         |  |  |
| Produce:   |                            |                            |                |   |         | Weekly store sales:                     |  |                            |                |   |         |  |  |
| Head produce clerks:                                   |                            |                            |                |   |         | Up to . . . . .                         |  |                            |                |   |         |  |  |
| Total number of agreements reported: 3                 |                            |                            |                |   |         | \$20,000 . . . . .                      | 3.840  | 4.260                      | 40             | 41 <sup>1</sup> / <sub>2</sub> ¢                          | 25¢     |  |  |
| Agreement A:   |                            |                            |                |   |         | \$20,000 to . . . . .                   | 3.890  | 4.310                      | 40             | 41 <sup>1</sup> / <sub>2</sub> ¢                          | 25¢     |  |  |
| Weekly store volume:                                   |                            |                            |                |   |         | \$40,000 . . . . .                      | 3.940  | 4.485                      | 40             | 41 <sup>1</sup> / <sub>2</sub> ¢                          | 25¢     |  |  |
| \$10,000 to . . . . .                                  |                            |                            |                |   |         | over . . . . .                          |  |                            |                |   |         |  |  |
| \$17,500 . . . . .                                     | 4.750                      | 5.512                      | 40             | 30¢   | 30¢     | Hired after 9-22-73:                    |  |                            |                |   |         |  |  |
| \$25,000 . . . . .                                     | 4.875                      | 5.628                      | 40             | 30¢   | 30¢     | Weekly store sales:                     |  |                            |                |   |         |  |  |
| \$25,000 to . . . . .                                  |                            |                            |                |   |         | Up to . . . . .                         |  |                            |                |   |         |  |  |
| \$37,500 . . . . .                                     | 5.000                      | 5.744                      | 40             | 30¢   | 30¢     | \$20,000 . . . . .                      | —  | 4.040                      | 40             | 41 <sup>1</sup> / <sub>2</sub> ¢                          | 25¢     |  |  |
| \$37,500 to . . . . .                                  |                            |                            |                |   |         | \$20,000 to . . . . .                   | —  | 4.090                      | 40             | 41 <sup>1</sup> / <sub>2</sub> ¢                          | 25¢     |  |  |
| \$50,000 . . . . .                                     | 5.150                      | 5.884                      | 40             | 30¢   | 30¢     | \$40,000 . . . . .                      | —  | 4.265                      | 40             | 41 <sup>1</sup> / <sub>2</sub> ¢                          | 25¢     |  |  |
| \$50,000 to . . . . .                                  |                            |                            |                |   |         | Over \$40,000 . . . . .                 | —  |                            |                |   |         |  |  |
| \$75,000 . . . . .                                     | 5.275                      | 6.000                      | 40             | 30¢   | 30¢     | Clerks, cashiers, full-time:            |  |                            |                |   |         |  |  |
| \$75,000 and over . . . . .                            | 5.400                      | 6.116                      | 40             | 30¢   | 30¢     | Total number of agreements reported: 33 |  |                            |                |   |         |  |  |
| Agreement B:   |                            |                            |                |   |         | Agreement A:                            |  |                            |                |   |         |  |  |
| Weekly department volume:                              |                            |                            |                |   |         | First 30 days . . . . .                 | 1.900  | 2.100                      | 40             | *   | —       |  |  |
| \$500 to \$1,000 . . . . .                             | 5.075                      | 5.825                      | 40             | *   | 30¢     | 31 days to 6 months . . . . .           | 2.000  | 2.100                      | 40             | *   | —       |  |  |
| \$1,000 to \$2,000 . . . . .                           | 5.125                      | 5.875                      | 40             | *   | 30¢     | 7 – 12 months . . . . .                 | 2.100  | 2.100                      | 40             | *   | —       |  |  |
| \$2,000 to \$3,000 . . . . .                           | 5.250                      | 6.000                      | 40             | *   | 30¢     | 13 – 18 months . . . . .                | 2.150  | 2.150                      | 40             | *   | —       |  |  |
| \$3,000 to \$4,000 . . . . .                           | 5.350                      | 6.100                      | 40             | *   | 30¢     | After 18 months . . . . .               | 2.200  | 2.200                      | 40             | *   | —       |  |  |
| \$4,000 to \$6,000 . . . . .                           | 5.500                      | 6.250                      | 40             | *   | 30¢     | Agreement B:                            |  |                            |                |   |         |  |  |
| \$6,000 and over . . . . .                             | 5.575                      | 6.325                      | 40             | *   | 30¢     | First 30 days . . . . .                 | 2.070  | 2.100                      | 40             | *   | —       |  |  |
| Agreement C:   |                            |                            |                |   |         | 31 days to 6 months . . . . .           | 2.120  | 2.150                      | 40             | *   | —       |  |  |
| First year . . . . .                                   | 4.525                      | 6.233                      | 40             | *   | 25¢     | 7 – 12 months . . . . .                 | 2.220  | 2.250                      | 40             | *   | —       |  |  |
| After 1 year . . . . .                                 | 4.675                      | 6.372                      | 40             | *   | 25¢     | 13 – 18 months . . . . .                | 2.270  | 2.300                      | 40             | *   | —       |  |  |
|  |                            |                            |                |   |         | 19 – 24 months . . . . .                | 2.320  | 2.400                      | 40             | *   | —       |  |  |
|  |                            |                            |                |   |         | After 24 months . . . . .               | 2.570  | 2.500                      | 40             | *   | —       |  |  |

See footnotes at end of table.

**Table 6. Wage rates hours, and employer contributions to funds: Selected cities—Continued**

(Union hourly wage rates and straight-time hours and employer insurance and pension contributions for grocery store occupations in 70 cities, July 1, 1973, and July 1, 1975)

(Hours are the same for both years unless otherwise indicated)

| Trade or occupation and selected contract <sup>1</sup> | July 1, 1973               | July 1, 1975               |                |   |         | Trade or occupation and selected contract <sup>1</sup> | July 1, 1973               | July 1, 1975               |                |   |         |
|--|----------------------------|----------------------------|----------------|---|---------|--|----------------------------|----------------------------|----------------|---|---------|
|  | Rate per hour <sup>2</sup> | Rate per hour <sup>2</sup> | Hours per week | Employer contributions for selected benefits <sup>3</sup> |         |  | Rate per hour <sup>2</sup> | Rate per hour <sup>2</sup> | Hours per week | Employer contributions for selected benefits <sup>3</sup> |         |
|  |                            |                            |                | Insur-<br>ance <sup>4</sup>                               | Pension |  |                            |                            |                | Insur-<br>ance <sup>4</sup>                               | Pension |
| <b>BUFFALO, N.Y.—Continued</b>                         |                            |                            |                |   |         | <b>BUFFALO, N.Y.—Continued</b>                         |                            |                            |                |   |         |
| Check-out—Continued                                    |                            |                            |                |   |         | Check Out—Continued                                    |                            |                            |                |   |         |
| Clerks, cashiers, full-time—Continued                  |                            |                            |                |   |         | Clerks, cashiers, part-time—Continued                  |                            |                            |                |   |         |
| Total number of agreements reported: 33—Continued      |                            |                            |                |   |         | Total number of agreements reported: 33—Continued      |                            |                            |                |   |         |
| Agreement C:   |                            |                            |                |   |         | Agreement D:   |                            |                            |                |   |         |
| First 60 days  | \$ —                       | \$ 2.100                   | 40             | *   | —       | Hired prior to 8-1-70                                  | 2.650                      | 3.330                      | 30             | 36 <sup>1</sup> /5¢                                       | 25¢     |
| 61 days to 6 months                                    | —                          | 2.250                      | 40             | *   | —       | Hired between 8-1-70 and 8-4-73:                       |                            |                            |                |   |         |
| 7 – 12 months  | —                          | 2.350                      | 40             | *   | —       | First 6 months   | 2.300                      | 2.580                      | 30             | 36 <sup>1</sup> /5¢                                       | 25¢     |
| 13 – 18 months   | —                          | 2.450                      | 40             | *   | —       | 7 – 12 months  | 2.450                      | 2.730                      | 30             | 36 <sup>1</sup> /5¢                                       | 25¢     |
| 19 – 24 months   | —                          | 2.550                      | 40             | *   | —       | 13 – 18 months   | 2.550                      | 2.830                      | 30             | 36 <sup>1</sup> /5¢                                       | 25¢     |
| After 24 months  | —                          | 2.700                      | 40             | *   | —       | After 18 months  | 2.650                      | 2.930                      | 30             | 36 <sup>1</sup> /5¢                                       | 25¢     |
| Agreement D:   |                            |                            |                |   |         | Hired after 8-4-73:                                    |                            |                            |                |   |         |
| Hired prior to 5-16-75:                                |                            |                            |                |   |         | First 60 days  | —                          | 2.210                      | 30             | 36 <sup>1</sup> /5¢                                       | 25¢     |
| First 60 days  | —                          | 2.100                      | 40             | *   | *       | 61 days to 6 months                                    | —                          | 2.360                      | 30             | 36 <sup>1</sup> /5¢                                       | 25¢     |
| 61 days – 6 months                                     | —                          | 2.580                      | 40             | *   | *       | 7 – 12 months  | —                          | 2.510                      | 30             | 36 <sup>1</sup> /5¢                                       | 25¢     |
| 7 – 12 months  | —                          | 2.710                      | 40             | *   | *       | 13 – 18 months   | —                          | 2.610                      | 30             | 36 <sup>1</sup> /5¢                                       | 25¢     |
| 13 – 18 months   | —                          | 2.900                      | 40             | *   | *       | After 18 months  | —                          | 2.710                      | 30             | 36 <sup>1</sup> /5¢                                       | 25¢     |
| 19 – 24 months   | —                          | 3.085                      | 40             | *   | *       |  |                            |                            |                |   |         |
| After 24 months  | —                          | 3.360                      | 40             | *   | *       |  |                            |                            |                |   |         |
| Hired after 5-15-75:                                   |                            |                            |                |   |         | Grocery:   |                            |                            |                |   |         |
| First 60 days  | —                          | 2.100                      | 40             | *   | *       | Head grocery clerks:                                   |                            |                            |                |   |         |
| 61 days to 6 months                                    | —                          | 2.300                      | 40             | *   | *       | Total number of agreements reported: 2                 |                            |                            |                |   |         |
| 7 – 12 months  | —                          | 2.400                      | 40             | *   | *       | Agreement A  | 3.813                      | 4.163                      | 40             | *   |         |
| 13 – 18 months   | —                          | 2.550                      | 40             | *   | *       | Agreement B:   |                            |                            |                |   |         |
| 19 – 24 months   | —                          | 2.700                      | 40             | *   | *       | Grocery and produce weekly sales:                      |                            |                            |                |   |         |
| 25 – 30 months   | —                          | 2.850                      | 40             | *   | *       | Up to \$8,000  | 4.763                      | 5.183                      | 40             | 41 <sup>1</sup> /2¢                                       | 25¢     |
| After 30 months  | —                          | 3.000                      | 40             | *   | *       | \$8,000 – \$17,500                                     | 4.838                      | 5.258                      | 40             | 41 <sup>1</sup> /2¢                                       | 25¢     |
| Agreement E:   |                            |                            |                |   |         | \$17,500 –   | 4.913                      | 5.333                      | 40             | 41 <sup>1</sup> /2¢                                       | 25¢     |
| Hired prior to 9-23-73:                                |                            |                            |                |   |         | \$26,000   | 4.988                      | 5.408                      | 40             | 41 <sup>1</sup> /2¢                                       | 25¢     |
| First 6 months   | 3.240                      | 3.660                      | 40             | 41 <sup>1</sup> /2¢                                       | 25¢     | \$26,000 and over                                      |                            |                            |                |   |         |
| 7 – 12 months  | 3.320                      | 3.740                      | 40             | 41 <sup>1</sup> /2¢                                       | 25¢     |  |                            |                            |                |   |         |
| 13 – 24 months   | 3.440                      | 3.860                      | 40             | 41 <sup>1</sup> /2¢                                       | 25¢     | Clerks, grocery, full-time:                            |                            |                            |                |   |         |
| 25 – 36 months   | 3.570                      | 3.990                      | 40             | 41 <sup>1</sup> /2¢                                       | 25¢     | Total number of agreements reported: 44                |                            |                            |                |   |         |
| After 36 months  | 3.690                      | 4.110                      | 40             | 41 <sup>1</sup> /2¢                                       | 25¢     | Agreement A:   |                            |                            |                |   |         |
| Hired after 9-22-73:                                   |                            |                            |                |   |         | First 30 days  | 1.900                      | 2.100                      | 40             | *   | —       |
| First 6 months   | —                          | 3.440                      | 40             | 41 <sup>1</sup> /2¢                                       | 25¢     | 31 days – 6 months                                     | 2.000                      | 2.100                      | 40             | *   | —       |
| 7 – 12 months  | —                          | 3.520                      | 40             | 41 <sup>1</sup> /2¢                                       | 25¢     | 7 – 12 months  | 2.100                      | 2.100                      | 40             | *   | —       |
| 13 – 24 months   | —                          | 3.640                      | 40             | 41 <sup>1</sup> /2¢                                       | 25¢     | 13 – 18 months   | 2.150                      | 2.150                      | 40             | *   | —       |
| 25 – 36 months   | —                          | 3.770                      | 40             | 41 <sup>1</sup> /2¢                                       | 25¢     | After 18 months  | 2.200                      | 2.200                      | 40             | *   | —       |
| After 36 months  | —                          | 3.890                      | 40             | 41 <sup>1</sup> /2¢                                       | 25¢     | Agreement B:   |                            |                            |                |   |         |
| Clerks, cashier, part-time:                            |                            |                            |                |   |         | First 30 days  | 1.900                      | 2.100                      | 40             | *   | —       |
| Total number of agreements reported: 33                |                            |                            |                |   |         | 31 days to 6 months                                    | 2.050                      | 2.150                      | 40             | *   | —       |
| Agreement A:   |                            |                            |                |   |         | 7 – 12 months  | 2.200                      | 2.300                      | 40             | *   | —       |
| First 30 days  | 1.850                      | 2.100                      | 40             | *   | —       | 13 – 18 months   | 2.250                      | 2.350                      | 40             | *   | —       |
| 31 days to 6 months                                    | 1.950                      | 2.100                      | 40             | *   | —       | 19 – 24 months   | 2.350                      | 2.450                      | 40             | *   | —       |
| 7 – 12 months  | 2.050                      | 2.100                      | 40             | *   | —       | After 24 months  | 2.400                      | 2.500                      | 40             | *   | —       |
| 13 – 18 months   | 2.100                      | 2.100                      | 40             | *   | —       | Agreement C:   |                            |                            |                |   |         |
| After 18 months  | 2.150                      | 2.150                      | 40             | *   | —       | First 60 days  | —                          | 2.100                      | 40             | *   | —       |
| Agreement B:   |                            |                            |                |   |         | 61 days to 6 months                                    | —                          | 2.250                      | 40             | *   | —       |
| Hired prior to 6-3-74:                                 |                            |                            |                |   |         | 7 – 12 months  | —                          | 2.350                      | 40             | *   | —       |
| First 60 days  | —                          | 2.000                      | 40             | 36¢   | —       | 13 – 18 months   | —                          | 2.450                      | 40             | *   | —       |
| 61 days to 6 months                                    | —                          | 2.150                      | 40             | 36¢   | —       | 19 – 24 months   | —                          | 2.550                      | 40             | *   | —       |
| 7 – 12 months  | —                          | 2.200                      | 40             | 36¢   | —       | After 24 months  | —                          | 2.700                      | 40             | *   | —       |
| 13 – 18 months   | —                          | 2.250                      | 40             | 36¢   | —       | Agreement D:   |                            |                            |                |   |         |
| 19 – 24 months   | —                          | 2.300                      | 40             | 36¢   | —       | First 60 days  | —                          | 2.100                      | 40             | *   | *       |
| After 24 months  | —                          | 2.400                      | 40             | 36¢   | —       | 61 days – 6 months                                     | —                          | 2.250                      | 40             | *   | *       |
| Hired after 6-2-74:                                    |                            |                            |                |   |         | 7 – 12 months  | —                          | 2.400                      | 40             | *   | *       |
| First 60 days  | —                          | 2.100                      | 40             | 36¢   | —       | 13 – 18 months   | —                          | 2.550                      | 40             | *   | *       |
| 61 days to 6 months                                    | —                          | 2.150                      | 40             | 36¢   | —       | 19 – 24 months   | —                          | 2.700                      | 40             | *   | *       |
| 7 – 12 months  | —                          | 2.200                      | 40             | 36¢   | —       | 25 – 30 months   | —                          | 2.850                      | 40             | *   | *       |
| 13 – 18 months   | —                          | 2.250                      | 40             | 36¢   | —       | After 30 months  | —                          | 3.000                      | 40             | *   | *       |
| 19 – 24 months   | —                          | 2.300                      | 40             | 36¢   | —       | Agreement E:   |                            |                            |                |   |         |
| After 24 months  | —                          | 2.350                      | 40             | 36¢   | —       | Hired prior to 9-23-73:                                |                            |                            |                |   |         |
| Agreement C:   |                            |                            |                |   |         | First 6 months   | 3.240                      | 3.660                      | 40             | 41 <sup>1</sup> /2¢                                       | 25¢     |
| First 30 days  | —                          | 2.100                      | 40             | *   | —       | 7 – 12 months  | 3.320                      | 3.740                      | 40             | 41 <sup>1</sup> /2¢                                       | 25¢     |
| 31 days to 6 months                                    | 2.000                      | 2.200                      | 40             | *   | —       | 13 – 24 months   | 3.440                      | 3.860                      | 40             | 41 <sup>1</sup> /2¢                                       | 25¢     |
| 7 – 12 months  | 2.200                      | 2.300                      | 40             | *   | —       | 25 – 36 months   | 3.570                      | 3.990                      | 40             | 41 <sup>1</sup> /2¢                                       | 25¢     |
| 13 – 18 months   | 2.300                      | 2.400                      | 40             | *   | —       | After 36 months  | 3.690                      | 4.110                      | 40             | 41 <sup>1</sup> /2¢                                       | 25¢     |
| 19 – 24 months   | 2.400                      | 2.500                      | 40             | *   | —       | Hired after 9-22-73:                                   |                            |                            |                |   |         |
| After 24 months  | —                          | 2.650                      | 40             | *   | —       | First 6 months   | —                          | 3.440                      | 40             | 41 <sup>1</sup> /2¢                                       | 25¢     |
|  |                            |                            |                |   |         | 7 – 12 months  | —                          | 3.520                      | 40             | 41 <sup>1</sup> /2¢                                       | 25¢     |
|  |                            |                            |                |   |         | 13 – 24 months   | —                          | 3.640                      | 40             | 41 <sup>1</sup> /2¢                                       | 25¢     |

See footnotes at end of table.

**Table 6. Wage rates hours, and employer contributions to funds: Selected cities—Continued**

(Union hourly wage rates and straight-time hours and employer insurance and pension contributions for grocery store occupations in 70 cities, July 1, 1973, and July 1, 1975)

(Hours are the same for both years unless otherwise indicated)

| Trade or occupation and selected contract <sup>1</sup> | July 1, 1973               |                            | July 1, 1975   |   |         |   | Trade or occupation and selected contract <sup>1</sup> | July 1, 1973               |                | July 1, 1975  |         |  |  |
|--|----------------------------|----------------------------|----------------|---|---------|---|--|----------------------------|----------------|---|---------|--|--|
|  | Rate per hour <sup>2</sup> | Rate per hour <sup>2</sup> | Hours per week | Employer contributions for selected benefits <sup>3</sup> |         | Rate per hour <sup>2</sup>                        |  | Rate per hour <sup>2</sup> | Hours per week | Employer contributions for selected benefits <sup>3</sup> |         |  |  |
|  |                            |                            |                | Insur-ance <sup>4</sup>                                   | Pension |   |  |                            |                | Insur-ance <sup>4</sup>                                   | Pension |  |  |
| <b>BUFFALO, N.Y.—</b>                                  |                            |                            |                |   |         | <b>BUFFALO, N.Y.—</b>                             |  |                            |                |   |         |  |  |
| <b>Continued</b>                                       |                            |                            |                |   |         | <b>Continued</b>                                  |  |                            |                |   |         |  |  |
| Grocery—Continued                                      |                            |                            |                |   |         | Meat—Continued                                    |  |                            |                |   |         |  |  |
| Clerks, grocery, full-time—Continued                   |                            |                            |                |   |         | Head meat cutter—Continued                        |  |                            |                |   |         |  |  |
| Total number of agreements reported: 44—Continued      |                            |                            |                |   |         | Total number of agreements reported: 31—Continued |  |                            |                |   |         |  |  |
| Agreement E—Continued                                  |                            |                            |                |   |         | Agreement G—Continued                             |  |                            |                |   |         |  |  |
| Hired after 9-22-73—Continued                          |                            |                            |                |   |         | Meat Dept. Sales—Continued                        |  |                            |                |   |         |  |  |
| 25 – 36 months .....                                   | \$                         | \$                         | 40             | 41 <sup>1</sup> / <sub>2</sub> ¢                          | 25¢     | \$920 —   | \$   | \$                         | 40             | 36 <sup>1</sup> / <sub>5</sub> ¢                          | 25¢     |  |  |
| After 36 months .....                                  | —                          | 3.770                      | 40             | 41 <sup>1</sup> / <sub>2</sub> ¢                          | 25¢     | \$1,380 .....                                     | —  | 5.418                      | 40             | 36 <sup>1</sup> / <sub>5</sub> ¢                          | 25¢     |  |  |
| Clerks, grocery, part-time:                            |                            |                            |                |   |         | \$1,380 —   |  |                            |                |   |         |  |  |
| Total number of agreements reported: 35                |                            |                            |                |   |         | \$1,840 .....                                     |  |                            |                |   |         |  |  |
| Agreement A:   |                            |                            |                |   |         | \$2,760 .....                                     |  |                            |                |   |         |  |  |
| First 30 days .....                                    | 1.850                      | 2.100                      | 40             | *   | —       | \$2,760 —   |  |                            |                |   |         |  |  |
| 31 days – 6 months .....                               | 1.950                      | 2.100                      | 40             | *   | —       | \$4,140 .....                                     |  |                            |                |   |         |  |  |
| 7 – 12 months .....                                    | 2.050                      | 2.100                      | 40             | *   | —       | \$4,140 —   |  |                            |                |   |         |  |  |
| 13 – 18 months .....                                   | 2.100                      | 2.100                      | 40             | *   | —       | \$6,020 .....                                     |  |                            |                |   |         |  |  |
| After 18 months .....                                  | 2.150                      | 2.150                      | 40             | *   | —       | \$6,020 —   |  |                            |                |   |         |  |  |
| Agreement B:   |                            |                            |                |   |         | \$8,740 .....                                     |  |                            |                |   |         |  |  |
| Hired prior to 4-29-74:                                |                            |                            |                |   |         | \$11,500 .....                                    |  |                            |                |   |         |  |  |
| First 60 days .....                                    | —                          | 2.100                      | 30             | *   | 20¢     | \$11,500 —  |  |                            |                |   |         |  |  |
| 61 days to 6 months .....                              | 1.950                      | 2.150                      | 30             | *   | 20¢     | \$13,800 .....                                    |  |                            |                |   |         |  |  |
| 7 – 12 months .....                                    | 2.000                      | 2.200                      | 30             | *   | 20¢     | \$13,800 and over .....                           |  |                            |                |   |         |  |  |
| 13 – 18 months .....                                   | 2.050                      | 2.250                      | 30             | *   | 20¢     | \$13,800 and over .....                           |  |                            |                |   |         |  |  |
| 19 – 24 months .....                                   | 2.100                      | 2.300                      | 30             | *   | 20¢     | Agreement H .....                                 | 5.475  | 6.220                      | 40             | 40 <sup>1</sup> / <sub>2</sub> ¢                          | 25¢     |  |  |
| After 24 months .....                                  | 2.200                      | 2.400                      | 30             | *   | 20¢     | First cutter:                                     |  |                            |                |   |         |  |  |
| Hired after 4-28-74:                                   |                            |                            |                |   |         | Agreement A:                                      |  |                            |                |   |         |  |  |
| First 60 days .....                                    | —                          | 2.100                      | 30             | *   | 20¢     | First year .....                                  | 3.200  | 3.200                      | 40             | *   | —       |  |  |
| 61 days – 6 months .....                               | —                          | 2.150                      | 30             | *   | 20¢     | After 1 year .....                                | 3.350  | 3.350                      | 40             | *   | —       |  |  |
| 7 – 12 months .....                                    | —                          | 2.200                      | 30             | *   | 20¢     | Agreement B .....                                 | 3.700  | 3.800                      | 40             | *   | —       |  |  |
| 13 – 18 months .....                                   | —                          | 2.250                      | 30             | *   | 20¢     | Agreement C .....                                 | 3.800  | 4.250                      | 40             | *   | —       |  |  |
| 19 – 24 months .....                                   | —                          | 2.300                      | 30             | *   | 20¢     | Agreement D .....                                 | —  | 4.500                      | 40             | *   | —       |  |  |
| After 24 months .....                                  | —                          | 2.350                      | 30             | *   | 20¢     | Agreement E:                                      |  |                            |                |   |         |  |  |
| Agreement C:   |                            |                            |                |   |         | First year .....                                  | —  | 4.675                      | 40             | *   | —       |  |  |
| First 60 days .....                                    | —                          | 2.100                      | 40             | *   | —       | Second year .....                                 | —  | 4.800                      | 40             | *   | —       |  |  |
| 61 days to 6 months .....                              | —                          | 2.200                      | 40             | *   | —       | Third year .....                                  | —  | 4.925                      | 40             | *   | —       |  |  |
| 7 – 12 months .....                                    | —                          | 2.300                      | 40             | *   | —       | Agreement F .....                                 | 4.150  | 5.150                      | 40             | *   | —       |  |  |
| 13 – 18 months .....                                   | —                          | 2.350                      | 40             | *   | —       | Agreement G .....                                 | 3.995  | 5.400                      | 40             | *   | —       |  |  |
| 19 – 24 months .....                                   | —                          | 2.450                      | 40             | *   | —       | Agreement H .....                                 | 5.055  | 5.800                      | 40             | 41 <sup>1</sup> / <sub>2</sub> ¢                          | 25¢     |  |  |
| After 24 months .....                                  | —                          | 2.600                      | 40             | *   | —       | Journeyman:                                       |  |                            |                |   |         |  |  |
| Agreement D:   |                            |                            |                |   |         | Total number of agreements reported: 36           |  |                            |                |   |         |  |  |
| Hired prior to 8-1-70                                  | 2.650                      | 3.330                      | 30             | 36 <sup>1</sup> / <sub>5</sub> ¢                          | 25¢     | Agreement A:                                      |  |                            |                |   |         |  |  |
| Hired between 8-1-70 and 8-4-73:                       |                            |                            |                |   |         | First year .....                                  | 3.150  | 3.150                      | 40             | *   | —       |  |  |
| First 6 months .....                                   | 2.300                      | 2.580                      | 30             | 36 <sup>1</sup> / <sub>5</sub> ¢                          | 25¢     | After 1 year .....                                | 3.300  | 3.300                      | 40             | *   | —       |  |  |
| 7 – 12 months .....                                    | 2.450                      | 2.730                      | 30             | 36 <sup>1</sup> / <sub>5</sub> ¢                          | 25¢     | Agreement B .....                                 | 3.650  | 3.750                      | 40             | *   | —       |  |  |
| 13 – 18 months .....                                   | 2.550                      | 2.830                      | 30             | 36 <sup>1</sup> / <sub>5</sub> ¢                          | 25¢     | Agreement C .....                                 | 3.750  | 4.000                      | 40             | *   | —       |  |  |
| After 18 months .....                                  | 2.650                      | 2.930                      | 30             | 36 <sup>1</sup> / <sub>5</sub> ¢                          | 25¢     | Agreement D .....                                 | 3.000  | 4.250                      | 40             | *   | —       |  |  |
| Hired after 8-5-73:                                    |                            |                            |                |   |         | Agreement E .....                                 | 4.050  | 4.750                      | 40             | *   | —       |  |  |
| First 60 days .....                                    | —                          | 2.210                      | 30             | 36 <sup>1</sup> / <sub>5</sub> ¢                          | 25¢     | Agreement F .....                                 | —  | 5.100                      | 40             | *   | 20¢     |  |  |
| 61 days to 6 months .....                              | —                          | 2.360                      | 30             | 36 <sup>1</sup> / <sub>5</sub> ¢                          | 25¢     | Agreement G .....                                 | —  | 5.300                      | 40             | *   | 36¢     |  |  |
| 7 – 12 months .....                                    | —                          | 2.510                      | 30             | 36 <sup>1</sup> / <sub>5</sub> ¢                          | 25¢     | Agreement H .....                                 | 4.925  | 5.670                      | 40             | 41 <sup>1</sup> / <sub>2</sub> ¢                          | 25¢     |  |  |
| 13 – 18 months .....                                   | —                          | 2.610                      | 30             | 36 <sup>1</sup> / <sub>5</sub> ¢                          | 25¢     | Wrappers:   |  |                            |                |   |         |  |  |
| Thereafter .....                                       | —                          | 2.710                      | 30             | 36 <sup>1</sup> / <sub>5</sub> ¢                          | 25¢     | Total number of agreements reported: 34           |  |                            |                |   |         |  |  |
| Meat:  |                            |                            |                |   |         | Agreement A:                                      |  |                            |                |   |         |  |  |
| Head meat cutters:                                     |                            |                            |                |   |         | First 30 days .....                               | 1.900  | 2.100                      | 40             | *   | —       |  |  |
| Total number of agreements reported: 31                |                            |                            |                |   |         | 31 days to 6 months .....                         | 2.000  | 2.100                      | 40             | *   | —       |  |  |
| Agreement A:   |                            |                            |                |   |         | 7 – 12 months .....                               | 2.100  | 2.100                      | 40             | *   | —       |  |  |
| First year .....                                       | 3.400                      | 3.400                      | 40             | *   | —       | 13 – 18 months .....                              | 2.150  | 2.150                      | 40             | *   | —       |  |  |
| After 1 year .....                                     | 3.650                      | 3.650                      | 40             | *   | —       | After 18 months .....                             | 2.200  | 2.200                      | 40             | *   | —       |  |  |
| Agreement B .....                                      | 3.750                      | 3.850                      | 40             | *   | —       | Agreement B:                                      |  |                            |                |   |         |  |  |
| Agreement C .....                                      | 3.950                      | 4.500                      | 40             | *   | —       | First 30 days .....                               | —  | 2.100                      | 40             | *   | —       |  |  |
| Agreement D .....                                      | 3.500                      | 5.000                      | 40             | *   | —       | 31 days to 6 months .....                         | —  | 2.150                      | 40             | *   | —       |  |  |
| Agreement E .....                                      | 4.400                      | 5.500                      | 40             | *   | —       | 7 – 12 months .....                               | —  | 2.250                      | 40             | *   | —       |  |  |
| Agreement F .....                                      | 5.025                      | 5.700                      | 40             | *   | 20¢     | 13 – 18 months .....                              | —  | 2.300                      | 40             | *   | —       |  |  |
| Agreement G:   |                            |                            |                |   |         | 19 – 24 months .....                              | —  | 2.400                      | 40             | *   | —       |  |  |
| Meat Dept. Sales:                                      |                            |                            |                |   |         | After 24 months .....                             | —  | 2.500                      | 40             | *   | —       |  |  |
| \$460 to   | —                          | 5.368                      | 40             | 36 <sup>1</sup> / <sub>5</sub> ¢                          | 25¢     | Agreement C:                                      |  |                            |                |   |         |  |  |
| \$920 .....  | —                          | 5.368                      | 40             | 36 <sup>1</sup> / <sub>5</sub> ¢                          | 25¢     | First 60 days .....                               | —  | 2.100                      | 40             | *   | —       |  |  |
|  |                            |                            |                |   |         | 61 days to 6 months .....                         | —  | 2.250                      | 40             | *   | —       |  |  |
|  |                            |                            |                |   |         | 7 – 12 months .....                               | —  | 2.350                      | 40             | *   | —       |  |  |
|  |                            |                            |                |   |         | 13 – 18 months .....                              | —  | 2.450                      | 40             | *   | —       |  |  |

See footnotes at end of table.

**Table 6. Wage rates hours, and employer contributions to funds: Selected cities—Continued**

(Union hourly wage rates and straight-time hours and employer insurance and pension contributions for grocery store occupations in 70 cities, July 1, 1973, and July 1, 1975)

(Hours are the same for both years unless otherwise indicated)

| Trade or occupation and selected contract <sup>1</sup> | July 1, 1973               |                            | July 1, 1975   |   |         | Trade or occupation and selected contract <sup>1</sup> | July 1, 1973               |                            | July 1, 1975   |   |         |
|--|----------------------------|----------------------------|----------------|---|---------|--|----------------------------|----------------------------|----------------|---|---------|
|  | Rate per hour <sup>2</sup> | Rate per hour <sup>2</sup> | Hours per week | Employer contributions for selected benefits <sup>3</sup> |         |  | Rate per hour <sup>2</sup> | Rate per hour <sup>2</sup> | Hours per week | Employer contributions for selected benefits <sup>3</sup> |         |
|  |                            |                            |                | Insur-<br>ance <sup>4</sup>                               | Pension |  |                            |                            |                | Insur-<br>ance <sup>4</sup>                               | Pension |
| <b>BUFFALO, N.Y.—<br/>Continued</b>                    |                            |                            |                |   |         | <b>BUFFALO, N.Y.—<br/>Continued</b>                    |                            |                            |                |   |         |
| Meat—Continued   |                            |                            |                |   |         | Miscellaneous—Continued                                |                            |                            |                |   |         |
| Wrappers—Continued                                     |                            |                            |                |   |         | Stockers, day-full-time—<br>Continued                  |                            |                            |                |   |         |
| Total number of agreements reported: 34—Continued      |                            |                            |                |   |         | Total number of agreements reported: 13—Continued      |                            |                            |                |   |         |
| Agreement C—Continued                                  | \$                         | \$                         |                |   |         | Agreement B:   | \$                         | \$                         |                |   |         |
| 19 — 24 months .....                                   | —                          | 2,550                      | 40             | *   | —       | First 30 days .....                                    | 1,900                      | 2,100                      | 40             | *   | —       |
| After 24 months .....                                  | —                          | 2,700                      | 40             | *   | —       | 31 days — 6 months .....                               | 2,050                      | 2,150                      | 40             | *   | —       |
| Agreement D:   |                            |                            |                |   |         | 7 — 12 months .....                                    | 2,200                      | 2,300                      | 40             | *   | —       |
| First 60 days .....                                    | —                          | 2,100                      | 40             | *   | *       | 13 — 18 months .....                                   | 2,250                      | 2,350                      | 40             | *   | —       |
| 61 days to 6 months .....                              | —                          | 2,250                      | 40             | *   | *       | 19 — 24 months .....                                   | 2,350                      | 2,450                      | 40             | *   | —       |
| 7 — 12 months .....                                    | —                          | 2,400                      | 40             | *   | *       | After 24 months .....                                  | 2,400                      | 2,500                      | 40             | *   | —       |
| 13 — 18 months .....                                   | —                          | 2,550                      | 40             | *   | *       | Agreement C:   |                            |                            |                |   |         |
| 19 — 24 months .....                                   | —                          | 2,700                      | 40             | *   | *       | First 30 days .....                                    | —                          | 2,100                      | 40             | *   | —       |
| 25 — 30 months .....                                   | —                          | 2,850                      | 40             | *   | *       | 31 days — 6 months .....                               | 2,150                      | 2,300                      | 40             | *   | —       |
| After 30 months .....                                  | —                          | 3,000                      | 40             | *   | *       | 7 — 12 months .....                                    | 2,350                      | 2,500                      | 40             | *   | —       |
| Agreement E:   |                            |                            |                |   |         | 13 — 18 months .....                                   | 2,450                      | 2,700                      | 40             | *   | —       |
| Hired prior to 5-7-73:                                 |                            |                            |                |   |         | 19 — 24 months .....                                   | 2,550                      | 2,850                      | 40             | *   | —       |
| First 60 days .....                                    | 2,800                      | 3,360                      | 40             | 41 <sup>1</sup> / <sub>2</sub> ¢                          | 25¢     | After 24 months .....                                  | 2,650                      | 3,050                      | 40             | *   | —       |
| 61 days — 6 months .....                               | 2,900                      | 3,460                      | 40             | 41 <sup>1</sup> / <sub>2</sub> ¢                          | 25¢     | Agreement D:   |                            |                            |                |   |         |
| 7 — 12 months .....                                    | 3,000                      | 3,560                      | 40             | 41 <sup>1</sup> / <sub>2</sub> ¢                          | 25¢     | First 60 days .....                                    | 2,050                      | 2,300                      | 40             | *   | 20¢     |
| 13 — 18 months .....                                   | 3,150                      | 3,710                      | 40             | 41 <sup>1</sup> / <sub>2</sub> ¢                          | 25¢     | 61 days — 6 months .....                               | 2,150                      | 2,450                      | 40             | *   | 20¢     |
| After 18 months .....                                  | 3,300                      | 3,860                      | 40             | 41 <sup>1</sup> / <sub>2</sub> ¢                          | 25¢     | 7 — 12 months .....                                    | 2,250                      | 2,700                      | 40             | *   | 20¢     |
| Hired after 5-6-73:                                    |                            |                            |                |   |         | 13 — 18 months .....                                   | 2,400                      | 2,850                      | 40             | *   | 20¢     |
| First 60 days .....                                    | 2,650                      | 2,850                      | 40             | 41 <sup>1</sup> / <sub>2</sub> ¢                          | 25¢     | 19 — 24 months .....                                   | 2,550                      | 3,000                      | 40             | *   | 20¢     |
| 61 days — 6 months .....                               | 2,750                      | 2,950                      | 40             | 41 <sup>1</sup> / <sub>2</sub> ¢                          | 25¢     | After 24 months .....                                  | 2,800                      | 3,150                      | 40             | *   | 20¢     |
| 7 — 12 months .....                                    | 2,850                      | 3,050                      | 40             | 41 <sup>1</sup> / <sub>2</sub> ¢                          | 25¢     |  |                            |                            |                |   |         |
| 13 — 18 months .....                                   | 3,000                      | 3,200                      | 40             | 41 <sup>1</sup> / <sub>2</sub> ¢                          | 25¢     |  |                            |                            |                |   |         |
| After 18 months .....                                  | 3,300                      | 3,860                      | 40             | 41 <sup>1</sup> / <sub>2</sub> ¢                          | 25¢     |  |                            |                            |                |   |         |
| Produce:   |                            |                            |                |   |         | <b>CHARLOTTE, N.C.</b>                                 |                            |                            |                |   |         |
| Head produce clerks:                                   |                            |                            |                |   |         | Check out:   |                            |                            |                |   |         |
| Total number of agreements reported: 33                |                            |                            |                |   |         | Head cashiers:   |                            |                            |                |   |         |
| Agreement A:   |                            |                            |                |   |         | Total number of agreements reported: 2                 |                            |                            |                |   |         |
| First year .....                                       | 3,120                      | 3,120                      | 40             | *   | —       | Agreement A .....                                      | 3,465                      | 5,035                      | 40             | 30¢   | *       |
| After 1 year .....                                     | 3,250                      | 3,250                      | 40             | *   | —       | Agreement B:   |                            |                            |                |   |         |
| Agreement B .....                                      | —                          | 3,450                      | 40             | 36¢   | —       | First 6 months .....                                   | 3,950                      | 5,175                      | 40             | 30¢   | 14¢     |
| Agreement C .....                                      | —                          | 3,660                      | 40             | *   | *       | After 6 months .....                                   | 4,180                      | 5,250                      | 40             | 30¢   | 14¢     |
| Agreement D .....                                      | 3,650                      | 3,900                      | 40             | *   | —       | Cashiers, full-time:                                   |                            |                            |                |   |         |
| Agreement E .....                                      | 3,200                      | 4,120                      | 40             | *   | —       | Total number of agreements reported: 2                 |                            |                            |                |   |         |
| Agreement F .....                                      | 3,600                      | 4,450                      | 40             | *   | —       | Agreement A:   |                            |                            |                |   |         |
| Agreement G .....                                      | 3,600                      | 4,650                      | 40             | *   | —       | First 6 months .....                                   | 2,310                      | 3,510                      | 40             | 30¢   | *       |
| Agreement H:   |                            |                            |                |   |         | 7 — 12 months .....                                    | 2,395                      | 3,680                      | 40             | 30¢   | *       |
| Grocery and Produce                                    |                            |                            |                |   |         | 13 — 18 months .....                                   | 2,465                      | 3,830                      | 40             | 30¢   | *       |
| Weekly Sales:  |                            |                            |                |   |         | 19 — 24 months .....                                   | 2,645                      | 4,060                      | 40             | 30¢   | *       |
| \$6,500 — .....  |                            |                            |                |   |         | 25 — 30 months .....                                   | 2,785                      | 4,275                      | 40             | 30¢   | *       |
| \$12,000 — .....                                       | 4,512                      | 4,943                      | 40             | 36 <sup>1</sup> / <sub>5</sub> ¢                          | 25¢     | 31 — 36 months .....                                   | 2,930                      | 4,655                      | 40             | 30¢   | *       |
| \$17,500 — .....                                       | 4,587                      | 5,018                      | 40             | 36 <sup>1</sup> / <sub>5</sub> ¢                          | 25¢     | 37 — 42 months .....                                   | 3,125                      | 4,690                      | 40             | 30¢   | *       |
| \$17,500 — .....                                       |                            |                            |                |   |         | After 42 months .....                                  | 3,390                      | 4,805                      | 40             | 30¢   | *       |
| \$26,000 — .....                                       | 4,637                      | 5,068                      | 40             | 36 <sup>1</sup> / <sub>5</sub> ¢                          | 25¢     | Agreement B:   |                            |                            |                |   |         |
| \$26,000 and over .....                                | 4,712                      | 5,143                      | 40             | 36 <sup>1</sup> / <sub>5</sub> ¢                          | 25¢     | First 6 months .....                                   | 2,400                      | 3,680                      | 40             | 30¢   | 14¢     |
| Clerks, produce full-time:                             |                            |                            |                |   |         | 7 — 12 months .....                                    | 2,830                      | 3,885                      | 40             | 30¢   | 14¢     |
| Total number of agreements reported: 1                 |                            |                            |                |   |         | 13 — 18 months .....                                   | 3,000                      | 4,080                      | 40             | 30¢   | 14¢     |
| Agreement A:   |                            |                            |                |   |         | 19 — 24 months .....                                   | 3,180                      | 4,310                      | 40             | 30¢   | 14¢     |
| After 60 days .....                                    | 2,050                      | 2,300                      | 40             | *   | 20¢     | 25 — 30 months .....                                   | 3,380                      | 4,540                      | 40             | 30¢   | 14¢     |
| 61 days — 6 months .....                               | 2,150                      | 2,450                      | 40             | *   | 20¢     | After 30 months .....                                  | 3,550                      | 5,000                      | 40             | 30¢   | 14¢     |
| 7 — 12 months .....                                    | 2,250                      | 2,700                      | 40             | *   | 20¢     | Cashiers, part-time:                                   |                            |                            |                |   |         |
| 13 — 18 months .....                                   | 2,400                      | 2,850                      | 40             | *   | 20¢     | Total number of agreements reported: 2                 |                            |                            |                |   |         |
| 18 — 24 months .....                                   | 2,550                      | 3,000                      | 40             | *   | 20¢     | Agreement A:   |                            |                            |                |   |         |
| After 24 months .....                                  | 2,800                      | 3,150                      | 40             | *   | 20¢     | First 6 months .....                                   | 2,185                      | 3,090                      | 40             | 30¢   | *       |
| Miscellaneous:   |                            |                            |                |   |         | After 6 months .....                                   | 2,235                      | 3,120                      | 40             | 30¢   | *       |
| Stockers, day-full-time:                               |                            |                            |                |   |         | Agreement B:   |                            |                            |                |   |         |
| Total number of agreements reported: 13                |                            |                            |                |   |         | First 9 months .....                                   | 2,400                      | 3,150                      | 40             | 30¢   | 14¢     |
| Agreement A:   |                            |                            |                |   |         | 10 — 18 months .....                                   | 2,830                      | 3,680                      | 40             | 30¢   | 14¢     |
| First 30 days .....                                    | 1,900                      | 2,100                      | 40             | *   | —       | 19 — 27 months .....                                   | 3,000                      | 3,885                      | 40             | 30¢   | 14¢     |
| 31 days — 6 months .....                               | 2,000                      | 2,100                      | 40             | *   | —       | 28 — 36 months .....                                   | 3,180                      | 4,080                      | 40             | 30¢   | 14¢     |
| 7 — 12 months .....                                    | 2,100                      | 2,100                      | 40             | *   | —       | 37 — 45 months .....                                   | 3,380                      | 4,310                      | 40             | 30¢   | 14¢     |
| 13 — 18 months .....                                   | 2,150                      | 2,150                      | 40             | *   | —       | 46 — 54 months .....                                   | 3,550                      | 4,540                      | 40             | 30¢   | 14¢     |
| After 18 months .....                                  | 2,200                      | 2,200                      | 40             | *   | —       | After 54 months .....                                  | 4,130                      | 5,000                      | 40             | 30¢   | 14¢     |

See footnotes at end of table.

**Table 6. Wage rates hours, and employer contributions to funds: Selected cities—Continued**

(Union hourly wage rates and straight-time hours and employer insurance and pension contributions for grocery store occupations in 70 cities, July 1, 1973, and July 1, 1975)

(Hours are the same for both years unless otherwise indicated)

| Trade or occupation and selected contract <sup>1</sup> | July 1, 1973               |                            | July 1, 1975   |   |                                  | Trade or occupation and selected contract <sup>1</sup> | July 1, 1973               |                            | July 1, 1975   |   |                      |
|--|----------------------------|----------------------------|----------------|---|----------------------------------|--|----------------------------|----------------------------|----------------|---|----------------------|
|  | Rate per hour <sup>2</sup> | Rate per hour <sup>2</sup> | Hours per week | Employer contributions for selected benefits <sup>3</sup> |                                  |  | Rate per hour <sup>2</sup> | Rate per hour <sup>2</sup> | Hours per week | Employer contributions for selected benefits <sup>3</sup> |                      |
|  |                            |                            |                | Insur-ance <sup>4</sup>                                   | Pension                          |  |                            |                            |                | Insur-ance <sup>4</sup>                                   | Pension              |
| <b>CHARLOTTE, N.C.—Continued</b>                       |                            |                            |                |   | <b>CHARLOTTE, N.C.—Continued</b> |  |                            |                            |                |   |                      |
| Grocery:   |                            |                            |                |   |                                  | Miscellaneous—Continued                                |                            |                            |                |   |                      |
| Clerks, part-time:                                     | \$                         | \$                         |                |   |                                  | Stockers, day, full-time—Continued                     |                            |                            |                |   |                      |
| First 9 months   | 2.400                      | 3.150                      | 40             | 30¢   | 14¢                              | Total number of agreements reported: 2—Continued       |                            |                            |                |   |                      |
| 10 — 18 months   | 2.830                      | 3.680                      | 40             | 30¢   | 14¢                              | Agreement B:   | \$                         | \$                         |                |   |                      |
| 19 — 27 months   | 3.000                      | 3.885                      | 40             | 30¢   | 14¢                              | First 6 months   | 2.400                      | 3.150                      | 40             | 30¢   | 14¢                  |
| 28 — 36 months   | 3.180                      | 4.080                      | 40             | 30¢   | 14¢                              | 7 — 12 months  | 2.830                      | 3.680                      | 40             | 30¢   | 14¢                  |
| 37 — 45 months   | 3.380                      | 4.310                      | 40             | 30¢   | 14¢                              | 13 — 18 months   | 3.000                      | 3.885                      | 40             | 30¢   | 14¢                  |
| 46 — 54 months   | 3.550                      | 4.540                      | 40             | 30¢   | 14¢                              | 19 — 24 months   | 3.180                      | 4.080                      | 40             | 30¢   | 14¢                  |
| After 54 months  | 4.130                      | 5.000                      | 40             | 30¢   | 14¢                              | 25 — 30 months   | 3.380                      | 4.310                      | 40             | 30¢   | 14¢                  |
| Meat:  |                            |                            |                |   |                                  | 31 — 36 months   | 3.550                      | 4.540                      | 40             | 30¢   | 14¢                  |
| Head meat cutters:                                     |                            |                            |                |   |                                  | After 36 months  | 4.130                      | 5.000                      | 40             | 30¢   | 14¢                  |
| Total number of agreements reported: 2                 |                            |                            |                |   |                                  |  |                            |                            |                |   |                      |
| Agreement A:   |                            |                            |                |   |                                  | <b>CHICAGO, ILL.</b>                                   |                            |                            |                |   |                      |
| Weekly dept. volume:                                   |                            |                            |                |   |                                  | Check out:   |                            |                            |                |   |                      |
| Under \$6,250  | 4.160                      | 5.710                      | 40             | 30¢   | *                                | Head cashier   | 5.033                      | 6.450                      | 40             | 30¢   | 17¢                  |
| \$6,251 —  |                            |                            |                |   |                                  | Baggers:   |                            |                            |                |   |                      |
| \$7,500  | 4.260                      | 5.790                      | 40             | 30¢   | *                                | 0 — 6 months   | 1.850                      | 2.750                      | 40             | 30¢   | 17¢                  |
| \$7,501 —  |                            |                            |                |   |                                  | 7 — 12 months  | 2.000                      | 2.850                      | 40             | 30¢   | 17¢                  |
| \$8,750  | 4.330                      | 5.860                      | 40             | 30¢   | *                                | Over 12 months   | ( <sup>5</sup> )           | 2.950                      | 40             | 30¢   | 17¢                  |
| \$8,751 —  |                            |                            |                |   |                                  | Grocery:   |                            |                            |                |   |                      |
| \$11,000   | 4.410                      | 5.935                      | 40             | 30¢   | *                                | Head grocery clerk                                     | 5.900                      | 7.200                      | 40             | 30¢   | 17¢                  |
| \$11,001 —   |                            |                            |                |   |                                  | Clerks, full-time:                                     |                            |                            |                |   |                      |
| \$14,000   | 4.490                      | 6.030                      | 40             | 30¢   | *                                | 0 — 6 months   | 4.095                      | 5.200                      | 40             | 30¢   | 17¢                  |
| \$14,001 —   |                            |                            |                |   |                                  | 7 — 12 months  | 4.208                      | 5.400                      | 40             | 30¢   | 17¢                  |
| \$15,000   | 4.560                      | 6.100                      | 40             | 30¢   | *                                | 13 — 18 months   | 4.295                      | 5.550                      | 40             | 30¢   | 17¢                  |
| \$15,001 —   |                            |                            |                |   |                                  | 19 — 24 months   | 4.495                      | 5.700                      | 40             | 30¢   | 17¢                  |
| \$20,000   | 4.600                      | 6.225                      | 40             | 30¢   | *                                | Over 24 months   | 4.820                      | 6.050                      | 40             | 30¢   | 17¢                  |
| \$20,001 and over                                      | 4.810                      | 6.375                      | 40             | 30¢   | *                                | Clerks, part-time:                                     |                            |                            |                |   |                      |
| Agreement B  | 5.420                      | 6.700                      | 40             | 30¢   | 20¢                              | 0 — 3 months   | 2.670                      | 3.400                      | 40             | 30¢   | 17¢                  |
| Journeyman:  |                            |                            |                |   |                                  | 4 — 6 months   | 2.750                      | 3.550                      | 40             | 30¢   | 17¢                  |
| Total number of agreements reported: 2                 |                            |                            |                |   |                                  | 7 — 12 months  | 3.040                      | 3.850                      | 40             | 30¢   | 17¢                  |
| Agreement A  | 3.935                      | 5.375                      | 40             | 30¢   | *                                | 13 — 18 months   | 3.470                      | 4.400                      | 40             | 30¢   | 17¢                  |
| Agreement B  | 4.650                      | 5.860                      | 40             | 30¢   | 20¢                              | 19 — 24 months   | ( <sup>5</sup> )           | 4.900                      | 40             | 30¢   | 17¢                  |
| Wrappers:  |                            |                            |                |   |                                  | 25 — 34 months   | ( <sup>5</sup> )           | 5.200                      | 40             | 30¢   | 17¢                  |
| First 6 months   | —                          | 3.220                      | 40             | 30¢   | 20¢                              | 35 — 44 months   | ( <sup>5</sup> )           | 5.400                      | 40             | 30¢   | 17¢                  |
| 7 — 12 months  | —                          | 3.625                      | 40             | 30¢   | 20¢                              | 45 — 50 months   | ( <sup>5</sup> )           | 5.550                      | 40             | 30¢   | 17¢                  |
| 13 — 18 months   | —                          | 3.830                      | 40             | 30¢   | 20¢                              | 51 — 56 months   | ( <sup>5</sup> )           | 5.700                      | 40             | 30¢   | 17¢                  |
| 19 — 24 months   | —                          | 4.050                      | 40             | 30¢   | 20¢                              | Over 56 months   | ( <sup>5</sup> )           | 6.050                      | 40             | 30¢   | 17¢                  |
| 25 — 30 months   | —                          | 4.300                      | 40             | 30¢   | 20¢                              | Meat:  |                            |                            |                |   |                      |
| 31 — 36 months   | —                          | 4.540                      | 40             | 30¢   | 20¢                              | Head meat men  | 6.175                      | 7.375                      | 40             | 40 <sup>1</sup> /10¢                                      | 44 <sup>9</sup> /10¢ |
| After 36 months  | —                          | 5.180                      | 40             | 30¢   | 20¢                              | Journeyman   | 5.900                      | 7.100                      | 40             | 40 <sup>1</sup> /10¢                                      | 44 <sup>9</sup> /10¢ |
| Produce:   |                            |                            |                |   |                                  | Wrappers:  |                            |                            |                |   |                      |
| Head produce clerks:                                   |                            |                            |                |   |                                  | First 12 months  | 3.200                      | 4.050                      | 40             | 40 <sup>1</sup> /10¢                                      | 44 <sup>9</sup> /10¢ |
| Total number of agreements reported: 2                 |                            |                            |                |   |                                  | 13 — 24 months   | 3.600                      | 4.450                      | 40             | 40 <sup>1</sup> /10¢                                      | 44 <sup>9</sup> /10¢ |
| Agreement A:   |                            |                            |                |   |                                  | After 24 months  | 4.050                      | 4.900                      | 40             | 40 <sup>1</sup> /10¢                                      | 44 <sup>9</sup> /10¢ |
| Weekly store volume:                                   |                            |                            |                |   |                                  | Produce:   |                            |                            |                |   |                      |
| Under \$25,000   | 3.860                      | 5.045                      | 40             | 30¢   | *                                | Head produce men                                       | 5.900                      | 7.200                      | 40             | 30¢   | 17¢                  |
| \$25,001 —   |                            |                            |                |   |                                  |  |                            |                            |                |   |                      |
| \$35,000   | 3.935                      | 5.135                      | 40             | 30¢   | *                                | <b>CINCINNATI, OHIO</b>                                |                            |                            |                |   |                      |
| \$35,001 —   |                            |                            |                |   |                                  | Check out:   |                            |                            |                |   |                      |
| \$45,000   | 4.010                      | 5.210                      | 40             | 30¢   | *                                | Head cashiers:   |                            |                            |                |   |                      |
| \$45,001 —   |                            |                            |                |   |                                  | Total number of agreements reported: 5                 |                            |                            |                |   |                      |
| \$55,000   | 4.085                      | 5.285                      | 40             | 30¢   | *                                | Agreement A:   |                            |                            |                |   |                      |
| \$55,001 —   |                            |                            |                |   |                                  | 0 — 6 months   | 4.430                      | 5.230                      | 40             | 31 <sup>2</sup> /5¢                                       | 15¢                  |
| \$65,000   | 4.160                      | 5.370                      | 40             | 30¢   | *                                | 7 — 12 months  | 4.480                      | 5.280                      | 40             | 31 <sup>2</sup> /5¢                                       | 15¢                  |
| \$65,001 and over                                      | 4.235                      | 5.485                      | 40             | 30¢   | *                                | 13 — 18 months   | 4.570                      | 5.370                      | 40             | 31 <sup>2</sup> /5¢                                       | 15¢                  |
| Agreement B  | 4.720                      | 5.565                      | 40             | 30¢   | 14¢                              | After 18 months  | 4.760                      | 5.560                      | 40             | 31 <sup>2</sup> /5¢                                       | 15¢                  |
| Miscellaneous:   |                            |                            |                |   |                                  | Agreement B  | 4.700                      | 5.950                      | 40             | 31 <sup>2</sup> /5¢                                       | 15¢                  |
| Stockers, day, full-time:                              |                            |                            |                |   |                                  |  |                            |                            |                |   |                      |
| Total number of agreements reported: 2                 |                            |                            |                |   |                                  |  |                            |                            |                |   |                      |
| Agreement A:   |                            |                            |                |   |                                  |  |                            |                            |                |   |                      |
| First 6 months   | 2.360                      | 3.510                      | 40             | 30¢   | *                                |  |                            |                            |                |   |                      |
| 7 — 12 months  | 2.435                      | 3.680                      | 40             | 30¢   | *                                |  |                            |                            |                |   |                      |
| 13 — 18 months   | 2.495                      | 3.830                      | 40             | 30¢   | *                                |  |                            |                            |                |   |                      |
| 19 — 24 months   | 2.685                      | 4.060                      | 40             | 30¢   | *                                |  |                            |                            |                |   |                      |
| 25 — 30 months   | 2.845                      | 4.275                      | 40             | 30¢   | *                                |  |                            |                            |                |   |                      |
| 31 — 36 months   | 3.000                      | 4.655                      | 40             | 30¢   | *                                |  |                            |                            |                |   |                      |
| 37 — 42 months   | 3.185                      | 4.690                      | 40             | 30¢   | *                                |  |                            |                            |                |   |                      |
| After 42 months  | 3.465                      | 4.805                      | 40             | 30¢   | *                                |  |                            |                            |                |   |                      |

See footnotes at end of table.



**Table 6. Wage rates hours, and employer contributions to funds: Selected cities—Continued**

(Union hourly wage rates and straight-time hours and employer insurance and pension contributions for grocery store occupations in 70 cities, July 1, 1973, and July 1, 1975)

(Hours are the same for both years unless otherwise indicated)

| Trade or occupation and selected contract <sup>1</sup> | July 1, 1973               |                            | July 1, 1975   |   |                                   | Trade or occupation and selected contract <sup>1</sup> | July 1, 1973               |                            | July 1, 1975   |   |                                  |
|--|----------------------------|----------------------------|----------------|---|-----------------------------------|--|----------------------------|----------------------------|----------------|---|----------------------------------|
|  | Rate per hour <sup>2</sup> | Rate per hour <sup>2</sup> | Hours per week | Employer contributions for selected benefits <sup>3</sup> |                                   |  | Rate per hour <sup>2</sup> | Rate per hour <sup>2</sup> | Hours per week | Employer contributions for selected benefits <sup>3</sup> |                                  |
|  |                            |                            |                | Insur-<br>ance <sup>4</sup>                               | Pension                           |  |                            |                            |                | Insur-<br>ance <sup>4</sup>                               | Pension                          |
| <b>CINCINNATI, OHIO—Continued</b>                      |                            |                            |                |   | <b>CINCINNATI, OHIO—Continued</b> |  |                            |                            |                |   |                                  |
| Check out—Continued                                    |                            |                            |                |   |                                   | Grocery—Continued                                      |                            |                            |                |   |                                  |
| Head cashiers—Continued                                |                            |                            |                |   |                                   | Clerks—full-time—Continued                             |                            |                            |                |   |                                  |
| Total number of agreements reported: 5—Continued       |                            |                            |                |   |                                   | Total number of agreements reported: 4—Continued       |                            |                            |                |   |                                  |
| Agreement C:   |                            |                            |                |   |                                   | Agreement C:   | \$                         | \$                         |                |   |                                  |
| Weekly volume:   |                            |                            |                |   |                                   | 0—6 months   | 2.980                      | 3.780                      | 40             | 31 <sup>2</sup> / <sub>5</sub> %                          | 15%                              |
| Under \$60,000:  |                            |                            |                |   |                                   | 7—12 months  | 3.090                      | 3.890                      | 40             | 31 <sup>2</sup> / <sub>5</sub> %                          | 15%                              |
| 0—30 days  | \$                         | \$                         | 40             | 31 <sup>2</sup> / <sub>5</sub> %                          | 15%                               | 13—18 months   | 3.190                      | 4.090                      | 40             | 31 <sup>2</sup> / <sub>5</sub> %                          | 15%                              |
| After 30 days  | ( <sup>6</sup> )           | 5.700                      | 40             | 31 <sup>2</sup> / <sub>5</sub> %                          | 15%                               | 19—24 months   | 3.330                      | 4.330                      | 40             | 31 <sup>2</sup> / <sub>5</sub> %                          | 15%                              |
| After 6 months   | ( <sup>6</sup> )           | 5.725                      | 40             | 31 <sup>2</sup> / <sub>5</sub> %                          | 15%                               | 25—30 months   | 3.620                      | 4.620                      | 40             | 31 <sup>2</sup> / <sub>5</sub> %                          | 15%                              |
| After 1 year   | ( <sup>6</sup> )           | 5.775                      | 40             | 31 <sup>2</sup> / <sub>5</sub> %                          | 15%                               | After 30 months  | 4.130                      | 5.380                      | 40             | 31 <sup>2</sup> / <sub>5</sub> %                          | 15%                              |
| \$60,000—  |                            |                            |                |   |                                   | Clerks, part-time:                                     |                            |                            |                |   |                                  |
| \$100,000:   |                            |                            |                |   |                                   | Total number of agreements reported: 4                 |                            |                            |                |   |                                  |
| 0—30 days  | ( <sup>6</sup> )           | 5.750                      | 40             | 31 <sup>2</sup> / <sub>5</sub> %                          | 15%                               | Agreement A:   |                            |                            |                |   |                                  |
| After 30 days  | ( <sup>6</sup> )           | 5.775                      | 40             | 31 <sup>2</sup> / <sub>5</sub> %                          | 15%                               | Hired prior to Feb. 2, 1975:                           |                            |                            |                |   |                                  |
| After 6 months   | ( <sup>6</sup> )           | 5.775                      | 40             | 31 <sup>2</sup> / <sub>5</sub> %                          | 15%                               | 0—6 months   | 2.855                      | 3.780                      | 40             | ( <sup>7</sup> )  | 15%                              |
| After 1 year   | ( <sup>6</sup> )           | 5.945                      | 40             | 31 <sup>2</sup> / <sub>5</sub> %                          | 15%                               | 7—12 months  | 2.890                      | 3.900                      | 40             | ( <sup>7</sup> )  | 15%                              |
| \$100,000 or more:                                     |                            |                            |                |   |                                   | 13—18 months   | 3.010                      | 4.100                      | 40             | ( <sup>7</sup> )  | 15%                              |
| 0—30 days  | ( <sup>6</sup> )           | 5.800                      | 40             | 31 <sup>2</sup> / <sub>5</sub> %                          | 15%                               | 19—24 months   | 3.180                      | 4.330                      | 40             | ( <sup>7</sup> )  | 15%                              |
| After 30 days  | ( <sup>6</sup> )           | 5.775                      | 40             | 31 <sup>2</sup> / <sub>5</sub> %                          | 15%                               | 25—30 months   | 3.330                      | 4.620                      | 40             | ( <sup>7</sup> )  | 15%                              |
| After 6 months   | ( <sup>6</sup> )           | 5.825                      | 40             | 31 <sup>2</sup> / <sub>5</sub> %                          | 15%                               | After 30 months  | 3.510                      | 5.400                      | 40             | ( <sup>7</sup> )  | 15%                              |
| After 1 year   | ( <sup>6</sup> )           | 5.995                      | 40             | 31 <sup>2</sup> / <sub>5</sub> %                          | 15%                               | Hired after Feb. 2, 1975:                              |                            |                            |                |   |                                  |
| \$100,000 or more:                                     |                            |                            |                |   |                                   | 0—9 months   | —                          | 2.600                      | 40             | ( <sup>7</sup> )  | 15%                              |
| 0—30 days  | ( <sup>6</sup> )           | 5.800                      | 40             | 31 <sup>2</sup> / <sub>5</sub> %                          | 15%                               | 10—18 months   | —                          | 3.100                      | 40             | ( <sup>7</sup> )  | 15%                              |
| After 30 days  | ( <sup>6</sup> )           | 5.825                      | 40             | 31 <sup>2</sup> / <sub>5</sub> %                          | 15%                               | 19—24 months   | —                          | 3.400                      | 40             | ( <sup>7</sup> )  | 15%                              |
| After 6 months   | ( <sup>6</sup> )           | 5.825                      | 40             | 31 <sup>2</sup> / <sub>5</sub> %                          | 15%                               | 25—30 months   | —                          | 3.800                      | 40             | ( <sup>7</sup> )  | 15%                              |
| After 1 year   | ( <sup>6</sup> )           | 5.875                      | 40             | 31 <sup>2</sup> / <sub>5</sub> %                          | 15%                               | Over 30 months   | —                          | 4.650                      | 40             | ( <sup>7</sup> )  | 15%                              |
|  |                            |                            |                |   |                                   | Agreement B:   |                            |                            |                |   |                                  |
|  |                            |                            |                |   |                                   | 0—6 months   | 2.980                      | 3.480                      | 40             | ( <sup>7</sup> )  | 15%                              |
|  |                            |                            |                |   |                                   | 7—12 months  | 3.090                      | 3.590                      | 40             | ( <sup>7</sup> )  | 15%                              |
|  |                            |                            |                |   |                                   | 13—18 months   | 3.190                      | 3.740                      | 40             | ( <sup>7</sup> )  | 15%                              |
|  |                            |                            |                |   |                                   | 19—24 months   | 3.380                      | 3.980                      | 40             | ( <sup>7</sup> )  | 15%                              |
|  |                            |                            |                |   |                                   | 25—30 months   | 3.620                      | 4.270                      | 40             | ( <sup>7</sup> )  | 15%                              |
|  |                            |                            |                |   |                                   | After 30 months  | 4.150                      | 4.950                      | 40             | ( <sup>7</sup> )  | 15%                              |
|  |                            |                            |                |   |                                   | Agreement C:   |                            |                            |                |   |                                  |
|  |                            |                            |                |   |                                   | 0—6 months   | 2.380                      | 3.780                      | 40             | ( <sup>7</sup> )  | 15%                              |
|  |                            |                            |                |   |                                   | 7—12 months  | 2.760                      | 3.890                      | 40             | ( <sup>7</sup> )  | 15%                              |
|  |                            |                            |                |   |                                   | 13—18 months   | 2.880                      | 4.090                      | 40             | ( <sup>7</sup> )  | 15%                              |
|  |                            |                            |                |   |                                   | 19—24 months   | 3.110                      | 4.330                      | 40             | ( <sup>7</sup> )  | 15%                              |
|  |                            |                            |                |   |                                   | 25—30 months   | 3.550                      | 4.620                      | 40             | ( <sup>7</sup> )  | 15%                              |
|  |                            |                            |                |   |                                   | After 30 months  | —                          | 5.380                      | 40             | ( <sup>7</sup> )  | 15%                              |
|  |                            |                            |                |   |                                   | Meat:  |                            |                            |                |   |                                  |
|  |                            |                            |                |   |                                   | Head meat cutters:                                     |                            |                            |                |   |                                  |
|  |                            |                            |                |   |                                   | Total number of agreements reported: 4                 |                            |                            |                |   |                                  |
|  |                            |                            |                |   |                                   | Agreement A  | 6.015                      | 7.315                      | 40             | *   | 36 <sup>3</sup> / <sub>5</sub> % |
|  |                            |                            |                |   |                                   | Agreement B:   |                            |                            |                |   |                                  |
|  |                            |                            |                |   |                                   | Weekly volume:   |                            |                            |                |   |                                  |
|  |                            |                            |                |   |                                   | \$1—\$1,650  | 5.552                      | —                          | —              | —   | —                                |
|  |                            |                            |                |   |                                   | \$1,651—\$2,420  | 5.602                      | —                          | —              | —   | —                                |
|  |                            |                            |                |   |                                   | \$2,421—\$3,850  | 5.715                      | —                          | —              | —   | —                                |
|  |                            |                            |                |   |                                   | \$3,851—\$5,500  | 5.840                      | 7.040                      | 40             | *   | 36 <sup>3</sup> / <sub>5</sub> % |
|  |                            |                            |                |   |                                   | \$5,501—\$8,250  | 5.915                      | 7.215                      | 40             | *   | 36 <sup>3</sup> / <sub>5</sub> % |
|  |                            |                            |                |   |                                   | \$8,251—\$11,000                                       | 5.965                      | 7.265                      | 40             | *   | 36 <sup>3</sup> / <sub>5</sub> % |
|  |                            |                            |                |   |                                   | \$11,001—  |                            |                            |                |   |                                  |
|  |                            |                            |                |   |                                   | \$13,750—  | 6.015                      | 7.315                      | 40             | *   | 36 <sup>3</sup> / <sub>5</sub> % |
|  |                            |                            |                |   |                                   | \$13,751—  |                            |                            |                |   |                                  |
|  |                            |                            |                |   |                                   | \$16,000—  | 6.065                      | 7.365                      | 40             | *   | 36 <sup>3</sup> / <sub>5</sub> % |
|  |                            |                            |                |   |                                   | \$16,001—  |                            |                            |                |   |                                  |
|  |                            |                            |                |   |                                   | \$18,000—  | 6.115                      | 7.415                      | 40             | *   | 36 <sup>3</sup> / <sub>5</sub> % |
|  |                            |                            |                |   |                                   | \$18,001—  |                            |                            |                |   |                                  |
|  |                            |                            |                |   |                                   | \$20,000—  | 6.165                      | 7.465                      | 40             | *   | 36 <sup>3</sup> / <sub>5</sub> % |
|  |                            |                            |                |   |                                   | \$20,001—  |                            |                            |                |   |                                  |
|  |                            |                            |                |   |                                   | \$24,500—  | 6.240                      | 7.540                      | 40             | *   | 36 <sup>3</sup> / <sub>5</sub> % |
|  |                            |                            |                |   |                                   | \$24,501—  |                            |                            |                |   |                                  |
|  |                            |                            |                |   |                                   | \$29,000—  | 6.375                      | 7.675                      | 40             | *   | 36 <sup>3</sup> / <sub>5</sub> % |
|  |                            |                            |                |   |                                   | \$29,001—  |                            |                            |                |   |                                  |
|  |                            |                            |                |   |                                   | \$34,000—  | 6.500                      | 7.800                      | 40             | *   | 36 <sup>3</sup> / <sub>5</sub> % |
|  |                            |                            |                |   |                                   | \$34,001 or more                                       | 6.625                      | 7.925                      | 40             | *   | 36 <sup>3</sup> / <sub>5</sub> % |
|  |                            |                            |                |   |                                   | \$40,001—  |                            |                            |                |   |                                  |
|  |                            |                            |                |   |                                   | \$45,000—  | —                          | 8.050                      | 40             | *   | 36 <sup>3</sup> / <sub>5</sub> % |
|  |                            |                            |                |   |                                   | \$45,001—  |                            |                            |                |   |                                  |
|  |                            |                            |                |   |                                   | \$50,000—  | —                          | 8.175                      | 40             | *   | 36 <sup>3</sup> / <sub>5</sub> % |

See footnotes at end of table.

**Table 6. Wage rates hours, and employer contributions to funds: Selected cities—Continued**

(Union hourly wage rates and straight-time hours and employer insurance and pension contributions for grocery store occupations in 70 cities, July 1, 1973, and July 1, 1975)

(Hours are the same for both years unless otherwise indicated)

| Trade or occupation and selected contract <sup>1</sup> | July 1, 1973               |                            | July 1, 1975   |   |                                  |  | Trade or occupation and selected contract <sup>1</sup> | July 1, 1973               |                | July 1, 1975  |         |  |  |
|--|----------------------------|----------------------------|----------------|---|----------------------------------|--|--|----------------------------|----------------|---|---------|--|--|
|  | Rate per hour <sup>2</sup> | Rate per hour <sup>2</sup> | Hours per week | Employer contributions for selected benefits <sup>3</sup> |                                  | Rate per hour <sup>2</sup>                       |  | Rate per hour <sup>2</sup> | Hours per week | Employer contributions for selected benefits <sup>3</sup>   |         |  |  |
|  |                            |                            |                | Insurance <sup>4</sup>                                    | Pension                          |  |  |                            |                | Insurance <sup>4</sup>                                      | Pension |  |  |
| <b>CINCINNATI, OHIO—Continued</b>                      |                            |                            |                |   |                                  | <b>CINCINNATI, OHIO—Continued</b>                |  |                            |                |   |         |  |  |
| Meat—Continued   |                            |                            |                |   |                                  | Produce—Continued                                |  |                            |                |   |         |  |  |
| Head meat cutters—Continued                            |                            |                            |                |   |                                  | Head produce men—Continued                       |  |                            |                |   |         |  |  |
| Total number of agreements reported: 4—Continued       |                            |                            |                |   |                                  | Total number of agreements reported: 5—Continued |  |                            |                |   |         |  |  |
| Agreement B—Continued                                  |                            |                            |                |   |                                  | Agreement A—Continued                            |  |                            |                |   |         |  |  |
| Weekly volume—Continued                                |                            |                            |                |   |                                  | Special development store—Continued              |  |                            |                |   |         |  |  |
| \$50,001 —   | \$                         | \$                         |                |   |                                  | After 24 months ..                               | \$ 5.380   | \$ 6.060                   | 40             | 31 <sup>2</sup> / <sub>5</sub> ¢                            | 15¢     |  |  |
| \$55,000 .....   | —                          | 8.300                      | 40             | *   | 36 <sup>3</sup> / <sub>5</sub> ¢ | Agreement B:                                     |  |                            |                |   |         |  |  |
| \$55,001 or more ..                                    | —                          | 8.425                      | 40             | *   | 36 <sup>3</sup> / <sub>5</sub> ¢ | 0 — 6 months .....                               | 4.935  | 6.240                      | 40             | 31 <sup>2</sup> / <sub>5</sub> ¢                            | 15¢     |  |  |
| Journeymen .....                                       | 5.425                      | 6.725                      | 40             | *   | 36 <sup>3</sup> / <sub>5</sub> ¢ | 7 — 12 months .....                              | 5.015  | 6.310                      | 40             | 31 <sup>2</sup> / <sub>5</sub> ¢                            | 15¢     |  |  |
| Wrappers:  |                            |                            |                |   |                                  | 13 — 18 months .....                             | 5.105  | 6.410                      | 40             | 31 <sup>2</sup> / <sub>5</sub> ¢                            | 15¢     |  |  |
| Total number of agreements reported: 2                 |                            |                            |                |   |                                  | 19 — 24 months .....                             | 5.195  | 6.500                      | 40             | 31 <sup>2</sup> / <sub>5</sub> ¢                            | 15¢     |  |  |
| Agreement A:   |                            |                            |                |   |                                  | Over 24 months .....                             | 5.460  | 6.710                      | 40             | 31 <sup>2</sup> / <sub>5</sub> ¢                            | 15¢     |  |  |
| 0 — 6 months .....                                     | 2.890                      | 3.740                      | 40             | *   | 36 <sup>3</sup> / <sub>5</sub> ¢ | Agreement C:                                     |  |                            |                |   |         |  |  |
| 7 — 12 months .....                                    | 2.970                      | 3.805                      | 40             | *   | 36 <sup>3</sup> / <sub>5</sub> ¢ | 0 — 6 months .....                               | \$ 4.350   | 6.290                      | 40             | 31 <sup>2</sup> / <sub>5</sub> ¢                            | 15¢     |  |  |
| 13 — 18 months .....                                   | 3.050                      | 3.995                      | 40             | *   | 36 <sup>3</sup> / <sub>5</sub> ¢ | 7 — 12 months .....                              | —  | 6.440                      | 40             | 31 <sup>2</sup> / <sub>5</sub> ¢                            | 15¢     |  |  |
| 19 — 24 months .....                                   | 3.280                      | 4.230                      | 40             | *   | 36 <sup>3</sup> / <sub>5</sub> ¢ | Over 12 months .....                             | —  | 6.770                      | 40             | 31 <sup>2</sup> / <sub>5</sub> ¢                            | 15¢     |  |  |
| 25 — 30 months .....                                   | 3.570                      | 4.565                      | 40             | *   | 36 <sup>3</sup> / <sub>5</sub> ¢ | <b>CLEVELAND, OHIO</b>                           |  |                            |                |   |         |  |  |
| After 30 months .....                                  | 3.980                      | 5.285                      | 40             | *   | 36 <sup>3</sup> / <sub>5</sub> ¢ | Check out:                                       |  |                            |                |   |         |  |  |
| Agreement B:   |                            |                            |                |   |                                  | Head cashier .....                               | 4.525  | 5.675                      | 40             | 27 <sup>3</sup> / <sub>5</sub> ¢                            | 18¢     |  |  |
| 0 — 6 months .....                                     | 2.890                      | 3.740                      | 40             | *   | 36 <sup>3</sup> / <sub>5</sub> ¢ | Grocery:   |  |                            |                |   |         |  |  |
| 7 — 12 months .....                                    | 2.965                      | 3.805                      | 40             | *   | 36 <sup>3</sup> / <sub>5</sub> ¢ | Head grocery clerk .....                         | —  | 6.985                      | 40             | 27 <sup>3</sup> / <sub>5</sub> ¢                            | 18¢     |  |  |
| 13 — 18 months .....                                   | 3.045                      | 3.995                      | 40             | *   | 36 <sup>3</sup> / <sub>5</sub> ¢ | Clerks, full-time and part-time:                 |  |                            |                |   |         |  |  |
| 19 — 24 months .....                                   | 3.280                      | 4.230                      | 40             | *   | 36 <sup>3</sup> / <sub>5</sub> ¢ | 0 — 3 months .....                               | 2.890  | 3.090                      | 40             | 7 <sup>2</sup> / <sub>7</sub> <sup>3</sup> / <sub>5</sub> ¢ | 18¢     |  |  |
| 25 — 30 months .....                                   | 3.565                      | 4.565                      | 40             | *   | 36 <sup>3</sup> / <sub>5</sub> ¢ | 3 — 9 months .....                               | 3.030  | 3.300                      | 40             | 7 <sup>2</sup> / <sub>7</sub> <sup>3</sup> / <sub>5</sub> ¢ | 18¢     |  |  |
| After 30 months .....                                  | 4.235                      | 5.535                      | 40             | *   | 36 <sup>3</sup> / <sub>5</sub> ¢ | 9 — 18 months .....                              | 3.240  | 3.590                      | 40             | 7 <sup>2</sup> / <sub>7</sub> <sup>3</sup> / <sub>5</sub> ¢ | 18¢     |  |  |
| First cutters .....                                    | 5.525                      | 6.825                      | 40             | *   | 36 <sup>3</sup> / <sub>5</sub> ¢ | 18 — 24 months .....                             | 3.530  | 4.150                      | 40             | 7 <sup>2</sup> / <sub>7</sub> <sup>3</sup> / <sub>5</sub> ¢ | 18¢     |  |  |
| Dairy:   |                            |                            |                |   |                                  | After 24 months .....                            | 4.355  | 5.305                      | 40             | 7 <sup>2</sup> / <sub>7</sub> <sup>3</sup> / <sub>5</sub> ¢ | 18¢     |  |  |
| Head dairy men:  |                            |                            |                |   |                                  | Student clerks:                                  |  |                            |                |   |         |  |  |
| Total number of agreements reported: 5                 |                            |                            |                |   |                                  | 1 — 6 months .....                               | 2.150  | 2.150                      | 40             | —   | 18¢     |  |  |
| Agreement A:   |                            |                            |                |   |                                  | 6 — 12 months .....                              | 2.200  | 2.200                      | 40             | —   | 18¢     |  |  |
| Weekly volume:   |                            |                            |                |   |                                  | 12 — 18 months .....                             | 2.250  | 2.250                      | 40             | —   | 18¢     |  |  |
| Under \$44,000:  |                            |                            |                |   |                                  | 18 — 24 months .....                             | 2.300  | 2.350                      | 40             | —   | 18¢     |  |  |
| 0 — 6 months .....                                     | 4.475                      | 5.215                      | 40             | 31 <sup>2</sup> / <sub>5</sub> ¢                          | 15¢                              | After 24 months .....                            | 2.500  | 2.550                      | 40             | —   | 18¢     |  |  |
| 6 — 12 months .....                                    | 4.520                      | 5.270                      | 40             | 31 <sup>2</sup> / <sub>5</sub> ¢                          | 15¢                              | Meat:  |  |                            |                |   |         |  |  |
| After 12 months .....                                  | 4.690                      | 5.440                      | 40             | 31 <sup>2</sup> / <sub>5</sub> ¢                          | 15¢                              | Head meat cutters .....                          | 5.815  | 7.300                      | 40             | 51 <sup>4</sup> / <sub>5</sub> ¢                            | 30¢     |  |  |
| Over \$44,000:   |                            |                            |                |   |                                  | First cutters .....                              | 5.440  | 6.870                      | 40             | 51 <sup>4</sup> / <sub>5</sub> ¢                            | 30¢     |  |  |
| 0 — 6 months .....                                     | 4.475                      | 5.265                      | 40             | 31 <sup>2</sup> / <sub>5</sub> ¢                          | 15¢                              | Journeyman .....                                 | 5.230  | 6.645                      | 40             | 51 <sup>4</sup> / <sub>5</sub> ¢                            | 30¢     |  |  |
| 6 — 12 months .....                                    | 4.520                      | 5.320                      | 40             | 31 <sup>2</sup> / <sub>5</sub> ¢                          | 15¢                              | Wrappers:  |  |                            |                |   |         |  |  |
| After 12 months .....                                  | 4.690                      | 5.490                      | 40             | 31 <sup>2</sup> / <sub>5</sub> ¢                          | 15¢                              | 0 — 3 months .....                               | —  | 3.090                      | 40             | 51 <sup>4</sup> / <sub>5</sub> ¢                            | 30¢     |  |  |
| Agreement B:   |                            |                            |                |   |                                  | 3 — 9 months .....                               | —  | 3.300                      | 40             | 51 <sup>4</sup> / <sub>5</sub> ¢                            | 30¢     |  |  |
| First 30 days .....                                    | 4.455                      | 5.655                      | 40             | 31 <sup>2</sup> / <sub>5</sub> ¢                          | 15¢                              | 9 — 18 months .....                              | —  | 3.590                      | 40             | 51 <sup>4</sup> / <sub>5</sub> ¢                            | 30¢     |  |  |
| After 30 days .....                                    | 4.475                      | 5.675                      | 40             | 31 <sup>2</sup> / <sub>5</sub> ¢                          | 15¢                              | 18 — 24 months .....                             | —  | 4.150                      | 40             | 51 <sup>4</sup> / <sub>5</sub> ¢                            | 30¢     |  |  |
| After 6 months .....                                   | 4.520                      | 5.720                      | 40             | 31 <sup>2</sup> / <sub>5</sub> ¢                          | 15¢                              | Over 24 months .....                             | 3.915  | 5.260                      | 40             | 51 <sup>4</sup> / <sub>5</sub> ¢                            | 30¢     |  |  |
| After 1 year .....                                     | 4.690                      | 5.890                      | 40             | 31 <sup>2</sup> / <sub>5</sub> ¢                          | 15¢                              | Produce:   |  |                            |                |   |         |  |  |
| Agreement C:   |                            |                            |                |   |                                  | Head produce men .....                           | 5.660  | 6.985                      | 40             | 27 <sup>3</sup> / <sub>5</sub> ¢                            | 18¢     |  |  |
| 0 — 6 months .....                                     | 3.840                      | 5.700                      | 40             | 31 <sup>2</sup> / <sub>5</sub> ¢                          | 15¢                              | Dairy:   |  |                            |                |   |         |  |  |
| After 6 months .....                                   | —                          | 5.770                      | 40             | 31 <sup>2</sup> / <sub>5</sub> ¢                          | 15¢                              | Head dairy men .....                             | 4.525  | 5.675                      | 40             | 27 <sup>3</sup> / <sub>5</sub> ¢                            | 18¢     |  |  |
| After 1 year .....                                     | —                          | 5.990                      | 40             | 31 <sup>2</sup> / <sub>5</sub> ¢                          | 15¢                              | <b>COLUMBUS, OHIO</b>                            |  |                            |                |   |         |  |  |
| Produce:   |                            |                            |                |   |                                  | Check out:                                       |  |                            |                |   |         |  |  |
| Head produce men:                                      |                            |                            |                |   |                                  | Head cashiers:                                   |  |                            |                |   |         |  |  |
| Total number of agreements reported: 5                 |                            |                            |                |   |                                  | Total number of agreements reported: 3           |  |                            |                |   |         |  |  |
| Agreement A:   |                            |                            |                |   |                                  | Agreement A:                                     |  |                            |                |   |         |  |  |
| Regular store:   |                            |                            |                |   |                                  | 0 — 6 months .....                               | 3.380  | 4.500                      | 40             | 28 <sup>4</sup> / <sub>5</sub> ¢                            | 15¢     |  |  |
| 0 — 6 months .....                                     | 4.910                      | 5.710                      | 40             | 31 <sup>2</sup> / <sub>5</sub> ¢                          | 15¢                              | 7 — 12 months .....                              | 3.480  | 4.550                      | 40             | 28 <sup>4</sup> / <sub>5</sub> ¢                            | 15¢     |  |  |
| 7 — 12 months .....                                    | 5.010                      | 5.810                      | 40             | 31 <sup>2</sup> / <sub>5</sub> ¢                          | 15¢                              | After 12 months .....                            | 3.610  | 5.120                      | 40             | 28 <sup>4</sup> / <sub>5</sub> ¢                            | 15¢     |  |  |
| 13 — 18 months .....                                   | 5.120                      | 5.920                      | 40             | 31 <sup>2</sup> / <sub>5</sub> ¢                          | 15¢                              | Agreement B:                                     |  |                            |                |   |         |  |  |
| 19 — 24 months .....                                   | 5.170                      | 5.970                      | 40             | 31 <sup>2</sup> / <sub>5</sub> ¢                          | 15¢                              | 0 — 6 months .....                               | 4.515  | 5.435                      | 40             | 28 <sup>4</sup> / <sub>5</sub> ¢                            | 15¢     |  |  |
| After 24 months .....                                  | 5.380                      | 6.180                      | 40             | 31 <sup>2</sup> / <sub>5</sub> ¢                          | 15¢                              | 7 — 12 months .....                              | 4.565  | 5.485                      | 40             | 28 <sup>4</sup> / <sub>5</sub> ¢                            | 15¢     |  |  |
| Special development store:                             |                            |                            |                |   |                                  | After 12 months .....                            | 4.695  | 5.615                      | 40             | 28 <sup>4</sup> / <sub>5</sub> ¢                            | 15¢     |  |  |
| 0 — 6 months .....                                     | 4.910                      | 5.550                      | 40             | 31 <sup>2</sup> / <sub>5</sub> ¢                          | 15¢                              |  |  |                            |                |   |         |  |  |
| 7 — 12 months .....                                    | 5.010                      | 5.680                      | 40             | 31 <sup>2</sup> / <sub>5</sub> ¢                          | 15¢                              |  |  |                            |                |   |         |  |  |
| 13 — 18 months .....                                   | 5.120                      | 5.810                      | 40             | 31 <sup>2</sup> / <sub>5</sub> ¢                          | 15¢                              |  |  |                            |                |   |         |  |  |
| 19 — 24 months .....                                   | 5.170                      | 5.870                      | 40             | 31 <sup>2</sup> / <sub>5</sub> ¢                          | 15¢                              |  |  |                            |                |   |         |  |  |

See footnotes at end of table.

**Table 6. Wage rates hours, and employer contributions to funds: Selected cities—Continued**

(Union hourly wage rates and straight-time hours and employer insurance and pension contributions for grocery store occupations in 70 cities, July 1, 1973, and July 1, 1975)

(Hours are the same for both years unless otherwise indicated)

| Trade or occupation and selected contract <sup>1</sup>                 | July 1, 1973               |                            | July 1, 1975   |   |  | Trade or occupation and selected contract <sup>1</sup> | July 1, 1973               |                            | July 1, 1975                     |   |                                  |
|--|----------------------------|----------------------------|----------------|---|--|--|----------------------------|----------------------------|----------------------------------|---|----------------------------------|
|  | Rate per hour <sup>2</sup> | Rate per hour <sup>2</sup> | Hours per week | Employer contributions for selected benefits <sup>3</sup> |  |  | Rate per hour <sup>2</sup> | Rate per hour <sup>2</sup> | Hours per week                   | Employer contributions for selected benefits <sup>3</sup> |                                  |
|  |                            |                            |                | Insur-ance <sup>4</sup>                                   | Pension  |  |                            |                            |                                  | Insur-ance <sup>4</sup>                                   | Pension                          |
| <b>COLUMBUS, OHIO—Continued</b>  |                            |                            |                |   | <b>COLUMBUS, OHIO—Continued</b>                  |  |                            |                            |                                  |   |                                  |
| Check out—Continued  |                            |                            |                |   | Meat—Continued                                   |  |                            |                            |                                  |   |                                  |
| Head cashiers—Continued  |                            |                            |                |   | Head meat cutters—Continued                      |  |                            |                            |                                  |   |                                  |
| Total number of agreements reported: 3—Continued                       |                            |                            |                |   | Total number of agreements reported: 4—Continued |  |                            |                            |                                  |   |                                  |
| Agreement C:   |                            |                            |                |   | Agreement A—Continued                            |  |                            |                            |                                  |   |                                  |
| Weekly store volume:   |                            |                            |                |   | Weekly dept. volume—Continued                    |  |                            |                            |                                  |   |                                  |
| Under \$50,000 .....   | \$ 4.455                   | \$ 5.625                   | 40             | 28 <sup>4</sup> /5 <sup>q</sup>                           | 15 <sup>q</sup>                                  | \$ 8,701 — \$10,750                                    | \$ 5.635                   | \$ 7.013                   | 40                               | 40 <sup>3</sup> /10 <sup>q</sup>                          | 24 <sup>9</sup> /10 <sup>q</sup> |
| \$50,000 —   |                            |                            |                |   |  | \$10,751 —   |                            |                            |                                  |   |                                  |
| \$100,000 .....  | 4.515                      | 5.775                      | 40             | 28 <sup>4</sup> /5 <sup>q</sup>                           | 15 <sup>q</sup>                                  | \$12,750 .....   | 5.705                      | 7.075                      | 40                               | 40 <sup>3</sup> /10 <sup>q</sup>                          | 24 <sup>9</sup> /10 <sup>q</sup> |
| \$100,000 and over .....   | 4.625                      | 6.000                      | 40             | 28 <sup>4</sup> /5 <sup>q</sup>                           | 15 <sup>q</sup>                                  | \$12,751 —   |                            |                            |                                  |   |                                  |
|  |                            |                            |                |   |  | \$15,000 .....   | 5.774                      | 7.134                      | 40                               | 40 <sup>3</sup> /10 <sup>q</sup>                          | 24 <sup>9</sup> /10 <sup>q</sup> |
|  |                            |                            |                |   |  | \$15,001 and over ..                                   | 5.844                      | 7.200                      | 40                               | 40 <sup>3</sup> /10 <sup>q</sup>                          | 24 <sup>9</sup> /10 <sup>q</sup> |
| Baggers:   |                            |                            |                |   |  | Agreement B:   |                            |                            |                                  |   |                                  |
| 0 — 6 months .....   | —                          | 2.200                      | 40             | ( <sup>7</sup> )  | 15 <sup>q</sup>                                  | Weekly dept. volume:                                   |                            |                            |                                  |   |                                  |
| 6 — 12 months .....  | —                          | 2.250                      | 40             | ( <sup>7</sup> )  | 15 <sup>q</sup>                                  | Under \$2,200 .....                                    | 4.943                      | 6.978                      | 40                               | 40 <sup>3</sup> /10 <sup>q</sup>                          | 10 <sup>q</sup>                  |
| After 12 months .....  | —                          | 2.350                      | 40             | ( <sup>7</sup> )  | 15 <sup>q</sup>                                  | \$2,201 — \$2,950 ..                                   | 5.055                      | 7.090                      | 40                               | 40 <sup>3</sup> /10 <sup>q</sup>                          | 10 <sup>q</sup>                  |
|  |                            |                            |                |   |  | \$2,951 — \$4,200 ..                                   | 5.168                      | 7.223                      | 40                               | 40 <sup>3</sup> /10 <sup>q</sup>                          | 10 <sup>q</sup>                  |
| Grocery:   |                            |                            |                |   |  | \$4,201 — \$6,500 ..                                   | 5.230                      | 7.285                      | 40                               | 40 <sup>3</sup> /10 <sup>q</sup>                          | 10 <sup>q</sup>                  |
| Head grocery clerk:  |                            |                            |                |   |  | \$6,501 — \$8,700 ..                                   | 5.265                      | 7.300                      | 40                               | 40 <sup>3</sup> /10 <sup>q</sup>                          | 10 <sup>q</sup>                  |
| Total number of agreements reported: 3                                 |                            |                            |                |   |  | \$8,701 — \$10,750 .                                   | 5.328                      | 7.363                      | 40                               | 40 <sup>3</sup> /10 <sup>q</sup>                          | 10 <sup>q</sup>                  |
| Agreement A:   |                            |                            |                |   |  | \$10,751 —   |                            |                            |                                  |   |                                  |
| 0 — 6 months .....   | 3.490                      | 4.850                      | 40             | 28 <sup>4</sup> /5 <sup>q</sup>                           | 15 <sup>q</sup>                                  | \$12,750 .....   | 5.390                      | 7.425                      | 40                               | 40 <sup>3</sup> /10 <sup>q</sup>                          | 10 <sup>q</sup>                  |
| 7 — 12 months .....  | 3.640                      | 5.050                      | 40             | 28 <sup>4</sup> /5 <sup>q</sup>                           | 15 <sup>q</sup>                                  | \$12,751 —   |                            |                            |                                  |   |                                  |
| After 12 months .....  | 3.790                      | 5.250                      | 40             | 28 <sup>4</sup> /5 <sup>q</sup>                           | 15 <sup>q</sup>                                  | \$15,000 .....   | 5.453                      | 7.488                      | 40                               | 40 <sup>3</sup> /10 <sup>q</sup>                          | 10 <sup>q</sup>                  |
| Agreement B:   |                            |                            |                |   |  | \$15,001 and over ..                                   | 5.515                      | 7.550                      | 40                               | 40 <sup>3</sup> /10 <sup>q</sup>                          | 10 <sup>q</sup>                  |
| Weekly store volume:   |                            |                            |                |   |  | Agreement C:   |                            |                            |                                  |   |                                  |
| Under \$35,000 .....   | 5.165                      | 6.215                      | 40             | 28 <sup>4</sup> /5 <sup>q</sup>                           | 15 <sup>q</sup>                                  | Weekly dept. volume:                                   |                            |                            |                                  |   |                                  |
| \$35,001 — \$50,000  | 5.225                      | 6.275                      | 40             | 28 <sup>4</sup> /5 <sup>q</sup>                           | 15 <sup>q</sup>                                  | Up to \$10,750 .....                                   | ( <sup>6</sup> )           | 7.210                      | 40                               | 40 <sup>3</sup> /10 <sup>q</sup>                          | 14 <sup>9</sup> /10 <sup>q</sup> |
| Over \$50,001 .....  | 5.290                      | 6.340                      | 40             | 28 <sup>4</sup> /5 <sup>q</sup>                           | 15 <sup>q</sup>                                  | \$10,751 —   |                            |                            |                                  |   |                                  |
|  |                            |                            |                |   |  | \$20,000 .....   | ( <sup>6</sup> )           | 7.300                      | 40                               | 40 <sup>3</sup> /10 <sup>q</sup>                          | 14 <sup>9</sup> /10 <sup>q</sup> |
| Agreement C:   |                            |                            |                |   |  | \$20,001 —   |                            |                            |                                  |   |                                  |
| Weekly store volume:   |                            |                            |                |   |  | \$30,000 .....   | ( <sup>6</sup> )           | 7.570                      | 40                               | 40 <sup>3</sup> /10 <sup>q</sup>                          | 14 <sup>9</sup> /10 <sup>q</sup> |
| Under \$30,000 .....   | —                          | 6.400                      | 40             | 28 <sup>4</sup> /5 <sup>q</sup>                           | 15 <sup>q</sup>                                  | \$30,001 —   | ( <sup>6</sup> )           | 7.820                      | 40                               | 40 <sup>3</sup> /10 <sup>q</sup>                          | 14 <sup>9</sup> /10 <sup>q</sup> |
| Over \$30,000 .....  | —                          | 6.590                      | 40             | 28 <sup>4</sup> /5 <sup>q</sup>                           | 15 <sup>q</sup>                                  | \$40,000 .....   | ( <sup>6</sup> )           | 8.070                      | 40                               | 40 <sup>3</sup> /10 <sup>q</sup>                          | 14 <sup>9</sup> /10 <sup>q</sup> |
|  |                            |                            |                |   |  | \$40,001 and over ..                                   | ( <sup>6</sup> )           |                            |                                  |   |                                  |
| Grocery, clerks, full-time and part-time (except high school students) |                            |                            |                |   |  | Agreement D:   |                            |                            |                                  |   |                                  |
| Total number of agreements reported: 3                                 |                            |                            |                |   |  | Weekly dept. volume:                                   |                            |                            |                                  |   |                                  |
| Agreement A:   |                            |                            |                |   |  | Up to \$3,500 .....                                    | 5.260                      | 6.800                      | 40                               | 40 <sup>3</sup> /10 <sup>q</sup>                          | 24 <sup>9</sup> /10 <sup>q</sup> |
| 0 — 6 months .....   | 2.610                      | 3.250                      | 40             | 28 <sup>4</sup> /5 <sup>q</sup>                           | 15 <sup>q</sup>                                  | \$3,501 — \$8,700 ..                                   | 5.260                      | 7.150                      | 40                               | 40 <sup>3</sup> /10 <sup>q</sup>                          | 24 <sup>9</sup> /10 <sup>q</sup> |
| 7 — 12 months .....  | 2.720                      | 3.400                      | 40             | 28 <sup>4</sup> /5 <sup>q</sup>                           | 15 <sup>q</sup>                                  | \$8,701 — \$10,750 .                                   | 5.510                      | 7.213                      | 40                               | 40 <sup>3</sup> /10 <sup>q</sup>                          | 24 <sup>9</sup> /10 <sup>q</sup> |
| 13 — 18 months .....   | 2.790                      | 3.550                      | 40             | 28 <sup>4</sup> /5 <sup>q</sup>                           | 15 <sup>q</sup>                                  | \$10,751 —   |                            |                            |                                  |   |                                  |
| 19 — 24 months .....   | 2.940                      | 3.950                      | 40             | 28 <sup>4</sup> /5 <sup>q</sup>                           | 15 <sup>q</sup>                                  | \$12,750 .....   | 5.510                      | 7.300                      | 40                               | 40 <sup>3</sup> /10 <sup>q</sup>                          | 24 <sup>9</sup> /10 <sup>q</sup> |
| 25 — 30 months .....   | 3.140                      | 4.300                      | 40             | 28 <sup>4</sup> /5 <sup>q</sup>                           | 15 <sup>q</sup>                                  | \$12,751 —   |                            |                            |                                  |   |                                  |
| After 30 months .....  | 3.560                      | 4.900                      | 40             | 28 <sup>4</sup> /5 <sup>q</sup>                           | 15 <sup>q</sup>                                  | \$15,000 .....   | 5.510                      | 7.375                      | 40                               | 40 <sup>3</sup> /10 <sup>q</sup>                          | 24 <sup>9</sup> /10 <sup>q</sup> |
| Agreement B:   |                            |                            |                |   |  | \$15,001 —   |                            |                            |                                  |   |                                  |
| 0 — 6 months .....   | 2.955                      | 3.375                      | 40             | 28 <sup>4</sup> /5 <sup>q</sup>                           | 15 <sup>q</sup>                                  | \$20,000 .....   | 5.510                      | 7.450                      | 40                               | 40 <sup>3</sup> /10 <sup>q</sup>                          | 24 <sup>9</sup> /10 <sup>q</sup> |
| 7 — 12 months .....  | 3.060                      | 3.480                      | 40             | 28 <sup>4</sup> /5 <sup>q</sup>                           | 15 <sup>q</sup>                                  | \$20,001 —   |                            |                            |                                  |   |                                  |
| 13 — 18 months .....   | 3.235                      | 3.655                      | 40             | 28 <sup>4</sup> /5 <sup>q</sup>                           | 15 <sup>q</sup>                                  | \$25,000 .....   | 5.510                      | 7.575                      | 40                               | 40 <sup>3</sup> /10 <sup>q</sup>                          | 24 <sup>9</sup> /10 <sup>q</sup> |
| 19 — 24 months .....   | 3.470                      | 4.040                      | 40             | 28 <sup>4</sup> /5 <sup>q</sup>                           | 15 <sup>q</sup>                                  | \$25,001 —   |                            |                            |                                  |   |                                  |
| 25 — 30 months .....   | 3.880                      | 4.550                      | 40             | 28 <sup>4</sup> /5 <sup>q</sup>                           | 15 <sup>q</sup>                                  | \$30,000 .....   | 5.510                      | 7.700                      | 40                               | 40 <sup>3</sup> /10 <sup>q</sup>                          | 24 <sup>9</sup> /10 <sup>q</sup> |
| After 30 months .....  | 4.430                      | 5.250                      | 40             | 28 <sup>4</sup> /5 <sup>q</sup>                           | 15 <sup>q</sup>                                  | \$30,001 —   |                            |                            |                                  |   |                                  |
| Agreement C:   |                            |                            |                |   |  | \$35,000 .....   | 5.510                      | 7.825                      | 40                               | 40 <sup>3</sup> /10 <sup>q</sup>                          | 24 <sup>9</sup> /10 <sup>q</sup> |
| 0 — 6 months .....   | 2.875                      | 3.375                      | 40             | 28 <sup>4</sup> /5 <sup>q</sup>                           | 15 <sup>q</sup>                                  | \$35,001 —   |                            |                            |                                  |   |                                  |
| 7 — 12 months .....  | 2.980                      | 3.480                      | 40             | 28 <sup>4</sup> /5 <sup>q</sup>                           | 15 <sup>q</sup>                                  | \$40,000 .....   | 5.510                      | 7.950                      | 40                               | 40 <sup>3</sup> /10 <sup>q</sup>                          | 24 <sup>9</sup> /10 <sup>q</sup> |
| 13 — 18 months .....   | 3.155                      | 3.655                      | 40             | 28 <sup>4</sup> /5 <sup>q</sup>                           | 15 <sup>q</sup>                                  | \$40,001 and over ..                                   | 5.510                      | 8.075                      | 40                               | 40 <sup>3</sup> /10 <sup>q</sup>                          | 24 <sup>9</sup> /10 <sup>q</sup> |
| 19 — 24 months .....   | 3.405                      | 4.055                      | 40             | 28 <sup>4</sup> /5 <sup>q</sup>                           | 15 <sup>q</sup>                                  | —  |                            |                            |                                  |   |                                  |
| 25 — 30 months .....   | 3.800                      | 4.550                      | 40             | 28 <sup>4</sup> /5 <sup>q</sup>                           | 15 <sup>q</sup>                                  | First cutters:   |                            |                            |                                  |   |                                  |
| After 30 months .....  | 4.358                      | 5.258                      | 40             | 28 <sup>4</sup> /5 <sup>q</sup>                           | 15 <sup>q</sup>                                  | Journymen:   |                            |                            |                                  |   |                                  |
|  |                            |                            |                |   |  | Total number of agreements reported: 3                 |                            |                            |                                  |   |                                  |
|  |                            |                            |                |   |  | Agreement A .....                                      |                            |                            |                                  |   |                                  |
|  |                            |                            |                |   |  | 5.040  | 6.475                      | 40                         | 40 <sup>3</sup> /10 <sup>q</sup> | 24 <sup>9</sup> /10 <sup>q</sup>                          |                                  |
|  |                            |                            |                |   |  | Agreement B .....                                      |                            |                            |                                  |   |                                  |
|  |                            |                            |                |   |  | 4.790  | 6.825                      | 40                         | 40 <sup>3</sup> /10 <sup>q</sup> | 10 <sup>q</sup>   |                                  |
|  |                            |                            |                |   |  | Wrappers:  |                            |                            |                                  |   |                                  |
|  |                            |                            |                |   |  | Total number of agreements reported: 3                 |                            |                            |                                  |   |                                  |
|  |                            |                            |                |   |  | Agreement A:   |                            |                            |                                  |   |                                  |
|  |                            |                            |                |   |  | 0 — 6 months .....                                     | 2.910                      | 3.300                      | 40                               | 40 <sup>3</sup> /10 <sup>q</sup>                          | 24 <sup>9</sup> /10 <sup>q</sup> |
|  |                            |                            |                |   |  | 7 — 12 months .....                                    | 3.010                      | 3.400                      | 40                               | 40 <sup>3</sup> /10 <sup>q</sup>                          | 24 <sup>9</sup> /10 <sup>q</sup> |
|  |                            |                            |                |   |  | 13 — 18 months .....                                   | 3.170                      | 3.700                      | 40                               | 40 <sup>3</sup> /10 <sup>q</sup>                          | 24 <sup>9</sup> /10 <sup>q</sup> |
|  |                            |                            |                |   |  | 19 — 24 months .....                                   | 3.330                      | 4.000                      | 40                               | 40 <sup>3</sup> /10 <sup>q</sup>                          | 24 <sup>9</sup> /10 <sup>q</sup> |
|  |                            |                            |                |   |  | After 24 months .....                                  | 3.620                      | 4.750                      | 40                               | 40 <sup>3</sup> /10 <sup>q</sup>                          | 24 <sup>9</sup> /10 <sup>q</sup> |
|  |                            |                            |                |   |  | Agreement B:   |                            |                            |                                  |   |                                  |
|  |                            |                            |                |   |  | 0 — 6 months .....                                     | 2.750                      | 3.300                      | 40                               | 40 <sup>3</sup> /10 <sup>q</sup>                          | 10 <sup>q</sup>                  |
|  |                            |                            |                |   |  | 7 — 12 months .....                                    | 2.850                      | 3.400                      | 40                               | 40 <sup>3</sup> /10 <sup>q</sup>                          | 10 <sup>q</sup>                  |
|  |                            |                            |                |   |  | 13 — 18 months .....                                   | 3.000                      | 3.700                      | 40                               | 40 <sup>3</sup> /10 <sup>q</sup>                          | 10 <sup>q</sup>                  |
|  |                            |                            |                |   |  | 19 — 24 months .....                                   | 3.150                      | 4.000                      | 40                               | 40 <sup>3</sup> /10 <sup>q</sup>                          | 10 <sup>q</sup>                  |
| Meat:  |                            |                            |                |   |  |  |                            |                            |                                  |   |                                  |
| Head meat cutters:   |                            |                            |                |   |  |  |                            |                            |                                  |   |                                  |
| Total number of agreements reported: 4                                 |                            |                            |                |   |  |  |                            |                            |                                  |   |                                  |
| Agreement A:   |                            |                            |                |   |  |  |                            |                            |                                  |   |                                  |
| Weekly dept. volume:   |                            |                            |                |   |  |  |                            |                            |                                  |   |                                  |
| Under \$8,700 .....  | 5.565                      | 6.950                      | 40             | 40 <sup>3</sup> /10 <sup>q</sup>                          | 24 <sup>9</sup> /10 <sup>q</sup>                 |  |                            |                            |                                  |   |                                  |

See footnotes at end of table.

**Table 6. Wage rates hours, and employer contributions to funds: Selected cities—Continued**

(Union hourly wage rates and straight-time hours and employer insurance and pension contributions for grocery store occupations in 70 cities, July 1, 1973, and July 1, 1975)

(Hours are the same for both years unless otherwise indicated)

| Trade or occupation and selected contract <sup>1</sup> | July 1, 1973               |                            | July 1, 1975   |   |         | Trade or occupation and selected contract <sup>1</sup> | July 1, 1973               |                            | July 1, 1975   |   |                    |
|--|----------------------------|----------------------------|----------------|---|---------|--|----------------------------|----------------------------|----------------|---|--------------------|
|  | Rate per hour <sup>2</sup> | Rate per hour <sup>2</sup> | Hours per week | Employer contributions for selected benefits <sup>3</sup> |         |  | Rate per hour <sup>2</sup> | Rate per hour <sup>2</sup> | Hours per week | Employer contributions for selected benefits <sup>3</sup> |                    |
|  |                            |                            |                | Insur-ance <sup>4</sup>                                   | Pension |  |                            |                            |                | Insur-ance <sup>4</sup>                                   | Pension            |
| <b>COLUMBUS, OHIO—Continued</b>                        |                            |                            |                |   |         | <b>DALLAS, TEX.—Continued</b>                          |                            |                            |                |   |                    |
| Meat—Continued   |                            |                            |                |   |         | Grocery:   |                            |                            |                |   |                    |
| Wrappers—Continued                                     |                            |                            |                |   |         | Clerks, full-time:                                     |                            |                            |                |   |                    |
| Total number of agreements reported: 3—Continued       |                            |                            |                |   |         | Total number of agreements reported: 2                 |                            |                            |                |   |                    |
| Agreement B—Continued                                  |                            |                            |                |   |         | Agreement A:   | \$                         | \$                         |                |   |                    |
| After 24 months . . . . .                              | 3.515                      | 5.100                      | 40             | 40 <sup>3/10¢</sup>                                       | 10¢     | First 6 months . . . . .                               | 2.400                      | 2.750                      | 40             | 22 <sup>1/2¢</sup>  | 14¢                |
| Dairy:   |                            |                            |                |   |         | 7 — 12 months . . . . .                                | 2.550                      | 3.100                      | 40             | 22 <sup>1/2¢</sup>  | 14¢                |
| Head dairy men:  |                            |                            |                |   |         | 13 — 18 months . . . . .                               | 2.700                      | 3.350                      | 40             | 22 <sup>1/2¢</sup>  | 14¢                |
| Total number of agreements reported: 1                 |                            |                            |                |   |         | 19 — 24 months . . . . .                               | 2.850                      | 3.650                      | 40             | 22 <sup>1/2¢</sup>  | 14¢                |
| Weekly store volume:                                   |                            |                            |                |   |         | 25 — 30 months . . . . .                               | 3.000                      | 4.200                      | 40             | 22 <sup>1/2¢</sup>  | 14¢                |
| \$24,751 — \$50,000 . . . . .                          | 4.455                      | 5.455                      | 40             | 28 <sup>4/5¢</sup>  | 15¢     | 31 — 36 months . . . . .                               | 3.150                      | 4.500                      | 40             | 22 <sup>1/2¢</sup>  | 14¢                |
| \$50,001 and over . . . . .                            | 4.605                      | 5.605                      | 40             | 28 <sup>4/5¢</sup>  | 15¢     | After 36 months . . . . .                              | 3.500                      | 5.200                      | 40             | 22 <sup>1/2¢</sup>  | 14¢                |
| Produce:   |                            |                            |                |   |         | Meat:  |                            |                            |                |   |                    |
| Head produce men:                                      |                            |                            |                |   |         | Head meat cutter:                                      |                            |                            |                |   |                    |
| Total number of agreements reported: 3                 |                            |                            |                |   |         | Total number of agreements reported: 4                 |                            |                            |                |   |                    |
| Agreement A:   |                            |                            |                |   |         | Agreement A:   |                            |                            |                |   |                    |
| 0 — 6 months . . . . .                                 | 3.640                      | 5.050                      | 40             | 28 <sup>4/5¢</sup>  | 15¢     | Weekly market volume:                                  |                            |                            |                |   |                    |
| 7 — 12 months . . . . .                                | 3.790                      | 5.300                      | 40             | 28 <sup>4/5¢</sup>  | 15¢     | \$5,000 or less . . . . .                              | —                          | 6.580                      | 40             | 42 <sup>1/4¢</sup>  | 36 <sup>3/5¢</sup> |
| After 12 months . . . . .                              | 3.940                      | 5.550                      | 40             | 28 <sup>4/5¢</sup>  | 15¢     | \$5,001 — \$6,500 . . . . .                            | —                          | 6.680                      | 40             | 42 <sup>1/4¢</sup>  | 36 <sup>3/5¢</sup> |
| Agreement B:   |                            |                            |                |   |         | \$6,501 — \$8,000 . . . . .                            | —                          | 6.780                      | 40             | 42 <sup>1/4¢</sup>  | 36 <sup>3/5¢</sup> |
| Weekly store volume:                                   |                            |                            |                |   |         | \$8,001 — \$10,000 . . . . .                           | —                          | 6.855                      | 40             | 42 <sup>1/4¢</sup>  | 36 <sup>3/5¢</sup> |
| \$8,000 — \$24,750 . . . . .                           | 5.135                      | 6.180                      | 40             | 28 <sup>4/5¢</sup>  | 15¢     | \$10,001 — \$12,000 . . . . .                          | —                          | 6.930                      | 40             | 42 <sup>1/4¢</sup>  | 36 <sup>3/5¢</sup> |
| \$24,751 —   |                            |                            |                |   |         | \$12,001 — \$15,000 . . . . .                          | —                          | 7.005                      | 40             | 42 <sup>1/4¢</sup>  | 36 <sup>3/5¢</sup> |
| \$31,000 . . . . .                                     | 5.165                      | 6.125                      | 40             | 28 <sup>4/5¢</sup>  | 15¢     | \$15,000 and over . . . . .                            | 5.780                      | 7.080                      | 40             | 42 <sup>1/4¢</sup>  | 36 <sup>3/5¢</sup> |
| \$31,001 —   |                            |                            |                |   |         | Journeymen:  |                            |                            |                |   |                    |
| \$37,500 . . . . .                                     | 5.225                      | 6.275                      | 40             | 28 <sup>4/5¢</sup>  | 15¢     | Total number of agreements reported: 4                 |                            |                            |                |   |                    |
| \$37,501 —   |                            |                            |                |   |         | Agreement A . . . . .                                  | 4.780                      | 6.080                      | 40             | 42 <sup>1/4¢</sup>  | 36 <sup>3/5¢</sup> |
| \$45,000 . . . . .                                     | 5.290                      | 6.340                      | 40             | 28 <sup>4/5¢</sup>  | 15¢     | Wrappers:  |                            |                            |                |   |                    |
| \$45,001 —   |                            |                            |                |   |         | Total number of agreements reported: 4                 |                            |                            |                |   |                    |
| \$52,500 . . . . .                                     | 5.353                      | 6.403                      | 40             | 28 <sup>4/5¢</sup>  | 15¢     | Agreement A:   |                            |                            |                |   |                    |
| Agreement C:   |                            |                            |                |   |         | First 6 months . . . . .                               | —                          | 4.393                      | 40             | 42 <sup>1/4¢</sup>  | 36 <sup>3/5¢</sup> |
| Weekly dept. volume:                                   |                            |                            |                |   |         | Second 6 months . . . . .                              | —                          | 4.490                      | 40             | 42 <sup>1/4¢</sup>  | 36 <sup>3/5¢</sup> |
| \$1,500 — \$2,000 . . . . .                            | 5.255                      | 6.255                      | 40             | 28 <sup>4/5¢</sup>  | 15¢     | Third 6 months . . . . .                               | —                          | 4.590                      | 40             | 42 <sup>1/4¢</sup>  | 36 <sup>3/5¢</sup> |
| \$2,001 — \$2,500 . . . . .                            | 5.305                      | 6.275                      | 40             | 28 <sup>4/5¢</sup>  | 15¢     | Fourth 6 months . . . . .                              | —                          | 4.700                      | 40             | 42 <sup>1/4¢</sup>  | 36 <sup>3/5¢</sup> |
| \$2,501 — \$3,000 . . . . .                            | 5.355                      | 6.325                      | 40             | 28 <sup>4/5¢</sup>  | 15¢     | Thereafter . . . . .                                   | 3.630                      | 4.830                      | 40             | 42 <sup>1/4¢</sup>  | 36 <sup>3/5¢</sup> |
| \$3,001 — \$3,500 . . . . .                            | 5.405                      | 6.375                      | 40             | 28 <sup>4/5¢</sup>  | 15¢     | Produce:   |                            |                            |                |   |                    |
| \$3,501 — \$4,000 . . . . .                            | 5.455                      | 6.425                      | 40             | 28 <sup>4/5¢</sup>  | 15¢     | Head produce clerks:                                   |                            |                            |                |   |                    |
| \$4,001 — \$4,500 . . . . .                            | 5.505                      | 6.475                      | 40             | 28 <sup>4/5¢</sup>  | 15¢     | Total number of agreements reported: 3                 |                            |                            |                |   |                    |
| \$4,501 and over . . . . .                             | 5.555                      | 6.525                      | 40             | 28 <sup>4/5¢</sup>  | 15¢     | Agreement A:   |                            |                            |                |   |                    |
|  |                            |                            |                |   |         | Weekly department volume:                              |                            |                            |                |   |                    |
|  |                            |                            |                |   |         | Under \$3,000 . . . . .                                | 3.630                      | 5.350                      | 40             | 22 <sup>1/2¢</sup>  | 14¢                |
|  |                            |                            |                |   |         | \$3,001 — \$3,500 . . . . .                            | 3.690                      | 5.450                      | 40             | 22 <sup>1/2¢</sup>  | 14¢                |
|  |                            |                            |                |   |         | Over \$3,500 . . . . .                                 | 3.750                      | 5.550                      | 40             | 22 <sup>1/2¢</sup>  | 14¢                |
|  |                            |                            |                |   |         | Agreement B:   |                            |                            |                |   |                    |
|  |                            |                            |                |   |         | Weekly department volume:                              |                            |                            |                |   |                    |
|  |                            |                            |                |   |         | Under \$2,500 . . . . .                                | 3.570                      | 5.500                      | 40             | 22 <sup>1/2¢</sup>  | 14¢                |
|  |                            |                            |                |   |         | \$2,500 — \$3,000 . . . . .                            | 3.630                      | 5.650                      | 40             | 22 <sup>1/2¢</sup>  | 14¢                |
|  |                            |                            |                |   |         | \$3,001 — \$4,000 . . . . .                            | 3.690                      | 5.800                      | 40             | 22 <sup>1/2¢</sup>  | 14¢                |
|  |                            |                            |                |   |         | Over \$4,000 . . . . .                                 | 3.810                      | 5.950                      | 40             | 22 <sup>1/2¢</sup>  | 14¢                |
|  |                            |                            |                |   |         | Miscellaneous:   |                            |                            |                |   |                    |
|  |                            |                            |                |   |         | Stockers, day:   |                            |                            |                |   |                    |
|  |                            |                            |                |   |         | Full-time:   |                            |                            |                |   |                    |
|  |                            |                            |                |   |         | First 6 months . . . . .                               | 2.400                      | 2.750                      | 40             | 22 <sup>1/2¢</sup>  | 14¢                |
|  |                            |                            |                |   |         | 7 — 12 months . . . . .                                | 2.550                      | 3.100                      | 40             | 22 <sup>1/2¢</sup>  | 14¢                |
|  |                            |                            |                |   |         | 13 — 18 months . . . . .                               | 2.700                      | 3.350                      | 40             | 22 <sup>1/2¢</sup>  | 14¢                |
|  |                            |                            |                |   |         | 19 — 24 months . . . . .                               | 2.850                      | 3.650                      | 40             | 22 <sup>1/2¢</sup>  | 14¢                |
|  |                            |                            |                |   |         | 25 — 30 months . . . . .                               | 3.000                      | 4.200                      | 40             | 22 <sup>1/2¢</sup>  | 14¢                |
|  |                            |                            |                |   |         | 31 — 36 months . . . . .                               | 3.150                      | 4.500                      | 40             | 22 <sup>1/2¢</sup>  | 14¢                |
|  |                            |                            |                |   |         | After 36 months . . . . .                              | 3.500                      | 5.200                      | 40             | 22 <sup>1/2¢</sup>  | 14¢                |
|  |                            |                            |                |   |         |  |                            |                            |                |   |                    |
|  |                            |                            |                |   |         | <b>DAYTON, OHIO</b>                                    |                            |                            |                |   |                    |
|  |                            |                            |                |   |         | Check out:   |                            |                            |                |   |                    |
|  |                            |                            |                |   |         | Head cashiers:   |                            |                            |                |   |                    |
|  |                            |                            |                |   |         | Total number of agreements reported: 7                 |                            |                            |                |   |                    |
|  |                            |                            |                |   |         | Agreement A . . . . .                                  | 2.850                      | 3.150                      | 40             | 25 <sup>3/10¢</sup>                                       | —                  |

See footnotes at end of table.

**Table 6. Wage rates hours, and employer contributions to funds: Selected cities—Continued**

(Union hourly wage rates and straight-time hours and employer insurance and pension contributions for grocery store occupations in 70 cities, July 1, 1973, and July 1, 1975)

(Hours are the same for both years unless otherwise indicated)

| Trade or occupation and selected contract <sup>1</sup> | July 1, 1973               |                            | July 1, 1975   |   |   | Trade or occupation and selected contract <sup>1</sup> | July 1, 1973               |                            | July 1, 1975                      |   |         |
|--|----------------------------|----------------------------|----------------|---|---|--|----------------------------|----------------------------|-----------------------------------|---|---------|
|  | Rate per hour <sup>2</sup> | Rate per hour <sup>2</sup> | Hours per week | Employer contributions for selected benefits <sup>3</sup> |   |  | Rate per hour <sup>2</sup> | Rate per hour <sup>2</sup> | Hours per week                    | Employer contributions for selected benefits <sup>3</sup> |         |
|  |                            |                            |                | Insur-<br>ance <sup>4</sup>                               | Pension   |  |                            |                            |                                   | Insur-<br>ance <sup>4</sup>                               | Pension |
| <b>DAYTON, OHIO—Continued</b>                          |                            |                            |                |   | <b>DAYTON, OHIO—Continued</b>                     |  |                            |                            |                                   |   |         |
| Check out—Continued                                    |                            |                            |                |   | Produce—Continued                                 |  |                            |                            |                                   |   |         |
| Head cashiers—Continued                                |                            |                            |                |   | Head produce men—Continued                        |  |                            |                            |                                   |   |         |
| Total number of agreements reported: 7—Continued       |                            |                            |                |   | Total number of agreements reported: 11—Continued |  |                            |                            |                                   |   |         |
| Agreement B:   |                            |                            |                |   | Agreement C:                                      |  |                            |                            |                                   |   |         |
| 0 – 6 months   | \$ 3.300                   | \$ 3.900                   | 40             | 23¢   | 8¢  | 3.920  | 4.970                      | 40                         | 28 <sup>4</sup> / <sub>5</sub> ¢  | —   |         |
| 6 – 12 months  | 3.400                      | 4.000                      | 40             | 23¢   | 8¢  | 4.550  | 5.650                      | 40                         | 28 <sup>4</sup> / <sub>5</sub> ¢  | 15¢   |         |
| After 12 months  | 3.500                      | 4.100                      | 40             | 23¢   | 8¢  | 4.560  | 6.200                      | 40                         | 25 <sup>3</sup> / <sub>10</sub> ¢ | 20¢   |         |
| Agreement C:   |                            |                            |                |   | Agreement D:                                      |  |                            |                            |                                   |   |         |
| 0 – 6 months   | 3.440                      | 4.750                      | 40             | 28 <sup>4</sup> / <sub>5</sub> ¢                          | —   | —  | 6.185                      | 40                         | 28 <sup>4</sup> / <sub>5</sub> ¢  | 15¢   |         |
| 6 – 12 months  | 3.950                      | 4.750                      | 40             | 25 <sup>3</sup> / <sub>10</sub> ¢                         | 15¢   | ( <sup>9</sup> )                                       | 6.285                      | 40                         | 28 <sup>4</sup> / <sub>5</sub> ¢  | 15¢   |         |
| After 12 months  | 4.050                      | 4.900                      | 40             | 25 <sup>3</sup> / <sub>10</sub> ¢                         | 15¢   | ( <sup>9</sup> )                                       | 6.410                      | 40                         | 28 <sup>4</sup> / <sub>5</sub> ¢  | 15¢   |         |
| Agreement E:   |                            |                            |                |   | Agreement E:                                      |  |                            |                            |                                   |   |         |
| 0 – 6 months   | 4.235                      | 5.060                      | 40             | 25 <sup>3</sup> / <sub>10</sub> ¢                         | 15¢   | ( <sup>9</sup> )                                       | —                          | 40                         | 28 <sup>4</sup> / <sub>5</sub> ¢  | 15¢   |         |
| After 12 months  | 4.103                      | 5.585                      | 40             | 25 <sup>3</sup> / <sub>10</sub> ¢                         | 20¢   | ( <sup>9</sup> )                                       | —                          | 40                         | 28 <sup>4</sup> / <sub>5</sub> ¢  | 15¢   |         |
| Agreement F:   |                            |                            |                |   | Grocery:  |  |                            |                            |                                   |   |         |
| Weekly store volume:                                   |                            |                            |                |   | Head grocery men:                                 |  |                            |                            |                                   |   |         |
| 0 – \$50,000   | ( <sup>9</sup> )           | 5.625                      | 40             | 28 <sup>4</sup> / <sub>5</sub> ¢                          | 15¢   | Total number of agreements reported: 2                 |                            |                            |                                   |   |         |
| \$50,001 –   | ( <sup>9</sup> )           | 5.775                      | 40             | 28 <sup>4</sup> / <sub>5</sub> ¢                          | 15¢   | Agreement A:   |                            |                            |                                   |   |         |
| \$100,000 –  | ( <sup>9</sup> )           | 5.925                      | 40             | 28 <sup>4</sup> / <sub>5</sub> ¢                          | 15¢   | 0 – 6 months   |                            |                            |                                   |   |         |
| Over \$100,000   | ( <sup>9</sup> )           | 5.925                      | 40             | 28 <sup>4</sup> / <sub>5</sub> ¢                          | 15¢   | 7 – 12 months  |                            |                            |                                   |   |         |
| Cashiers:  |                            |                            |                |   | After 12 months                                   |  |                            |                            |                                   |   |         |
| Total number of agreements reported: 2                 |                            |                            |                |   | Agreement B:                                      |  |                            |                            |                                   |   |         |
| Agreement A:   |                            |                            |                |   | Clerks, grocery:                                  |  |                            |                            |                                   |   |         |
| 0 – 6 months   | 2.150                      | 2.350                      | 40             | 25 <sup>3</sup> / <sub>10</sub> ¢                         | —   | Total number of agreements reported: 8                 |                            |                            |                                   |   |         |
| 7 – 12 months  | 2.250                      | 2.450                      | 40             | 25 <sup>3</sup> / <sub>10</sub> ¢                         | —   | Agreement A:   |                            |                            |                                   |   |         |
| 13 – 18 months   | 2.350                      | 2.550                      | 40             | 25 <sup>3</sup> / <sub>10</sub> ¢                         | —   | 0 – 6 months   |                            |                            |                                   |   |         |
| 19 – 24 months   | 2.450                      | 2.650                      | 40             | 25 <sup>3</sup> / <sub>10</sub> ¢                         | —   | 7 – 12 months  |                            |                            |                                   |   |         |
| 25 – 30 months   | 2.600                      | 2.900                      | 40             | 25 <sup>3</sup> / <sub>10</sub> ¢                         | —   | 13 – 18 months   |                            |                            |                                   |   |         |
| Over 30 months   | 2.800                      | 3.100                      | 40             | 25 <sup>3</sup> / <sub>10</sub> ¢                         | —   | 19 – 24 months   |                            |                            |                                   |   |         |
| Agreement B:   |                            |                            |                |   | 25 – 30 months                                    |  |                            |                            |                                   |   |         |
| 0 – 6 months   | 2.400                      | 2.800                      | 40             | 28 <sup>4</sup> / <sub>5</sub> ¢                          | —   | Over 30 months   |                            |                            |                                   |   |         |
| 7 – 12 months  | 2.500                      | 3.000                      | 40             | 28 <sup>4</sup> / <sub>5</sub> ¢                          | —   | Agreement B:   |                            |                            |                                   |   |         |
| 13 – 18 months   | 2.650                      | 3.150                      | 40             | 28 <sup>4</sup> / <sub>5</sub> ¢                          | —   | 0 – 6 months   |                            |                            |                                   |   |         |
| 19 – 24 months   | 2.760                      | 3.820                      | 40             | 28 <sup>4</sup> / <sub>5</sub> ¢                          | —   | 7 – 12 months  |                            |                            |                                   |   |         |
| 25 – 30 months   | 2.920                      | 4.030                      | 40             | 28 <sup>4</sup> / <sub>5</sub> ¢                          | —   | 13 – 18 months   |                            |                            |                                   |   |         |
| Over 30 months   | 3.280                      | 4.450                      | 40             | 28 <sup>4</sup> / <sub>5</sub> ¢                          | —   | Over 18 months   |                            |                            |                                   |   |         |
| Baggers:   |                            |                            |                |   | Agreement C:                                      |  |                            |                            |                                   |   |         |
| Total number of agreements reported: 4                 |                            |                            |                |   | 0 – 6 months                                      |  |                            |                            |                                   |   |         |
| Agreement A:   |                            |                            |                |   | 7 – 12 months                                     |  |                            |                            |                                   |   |         |
| 0 – 6 months   | —                          | 2.200                      | 40             | 25 <sup>3</sup> / <sub>10</sub> ¢                         | —   | 13 – 18 months   |                            |                            |                                   |   |         |
| 7 – 12 months  | —                          | 2.100                      | 40             | 28 <sup>4</sup> / <sub>5</sub> ¢                          | —   | 19 – 24 months   |                            |                            |                                   |   |         |
| 13 – 18 months   | —                          | 2.200                      | 40             | 28 <sup>4</sup> / <sub>5</sub> ¢                          | —   | 25 – 30 months   |                            |                            |                                   |   |         |
| After 18 months  | —                          | 2.300                      | 40             | 28 <sup>4</sup> / <sub>5</sub> ¢                          | —   | Over 30 months   |                            |                            |                                   |   |         |
| Agreement B:   |                            |                            |                |   | Agreement D:                                      |  |                            |                            |                                   |   |         |
| 0 – 6 months   | —                          | 2.100                      | 40             | 28 <sup>4</sup> / <sub>5</sub> ¢                          | —   | 0 – 6 months   |                            |                            |                                   |   |         |
| 7 – 12 months  | —                          | 2.200                      | 40             | 28 <sup>4</sup> / <sub>5</sub> ¢                          | —   | 7 – 12 months  |                            |                            |                                   |   |         |
| 13 – 18 months   | —                          | 2.300                      | 40             | 28 <sup>4</sup> / <sub>5</sub> ¢                          | —   | 13 – 18 months   |                            |                            |                                   |   |         |
| After 18 months  | —                          | 2.400                      | 40             | 28 <sup>4</sup> / <sub>5</sub> ¢                          | —   | 19 – 24 months   |                            |                            |                                   |   |         |
| Agreement C:   |                            |                            |                |   | 25 – 30 months                                    |  |                            |                            |                                   |   |         |
| 0 – 6 months   | —                          | 2.300                      | 40             | 28 <sup>4</sup> / <sub>5</sub> ¢                          | 15¢   | Over 30 months   |                            |                            |                                   |   |         |
| 7 – 12 months  | —                          | 2.400                      | 40             | 28 <sup>4</sup> / <sub>5</sub> ¢                          | 15¢   | Agreement E:   |                            |                            |                                   |   |         |
| After 12 months  | —                          | 2.550                      | 40             | 28 <sup>4</sup> / <sub>5</sub> ¢                          | 15¢   | 0 – 6 months   |                            |                            |                                   |   |         |
| Meat:  |                            |                            |                |   | 7 – 12 months                                     |  |                            |                            |                                   |   |         |
| Head meat cutters                                      |                            |                            |                |   | 13 – 18 months                                    |  |                            |                            |                                   |   |         |
| Journeymen   | 5.530                      | 7.750                      | 40             | 44 <sup>3</sup> / <sub>10</sub> ¢                         | 30¢   | 19 – 24 months   |                            |                            |                                   |   |         |
| Wrappers   | 5.020                      | 7.050                      | 40             | 44 <sup>3</sup> / <sub>10</sub> ¢                         | 30¢   | 25 – 30 months   |                            |                            |                                   |   |         |
| Dairy:   |                            |                            |                |   | Over 30 months                                    |  |                            |                            |                                   |   |         |
| Head dairy men:  |                            |                            |                |   | Agreement E:                                      |  |                            |                            |                                   |   |         |
| Total number of agreements reported: 6                 |                            |                            |                |   | 0 – 6 months                                      |  |                            |                            |                                   |   |         |
| Agreement A:   |                            |                            |                |   | 7 – 12 months                                     |  |                            |                            |                                   |   |         |
| 0 – 6 months   | 3.100                      | 3.700                      | 40             | 17 <sup>9</sup> / <sub>10</sub> ¢                         | —   | 13 – 18 months   |                            |                            |                                   |   |         |
| 7 – 12 months  | 3.650                      | 4.700                      | 40             | 28 <sup>4</sup> / <sub>5</sub> ¢                          | —   | 19 – 24 months   |                            |                            |                                   |   |         |
| After 12 months  | 4.103                      | 5.355                      | 40             | 25 <sup>3</sup> / <sub>10</sub> ¢                         | 20¢   | 25 – 30 months   |                            |                            |                                   |   |         |
| Agreement B:   |                            |                            |                |   | Over 30 months                                    |  |                            |                            |                                   |   |         |
| 0 – 6 months   | —                          | 2.300                      | 40             | 28 <sup>4</sup> / <sub>5</sub> ¢                          | 15¢   | Agreement F:   |                            |                            |                                   |   |         |
| 7 – 12 months  | —                          | 2.400                      | 40             | 28 <sup>4</sup> / <sub>5</sub> ¢                          | 15¢   | 0 – 6 months   |                            |                            |                                   |   |         |
| After 12 months  | —                          | 2.550                      | 40             | 28 <sup>4</sup> / <sub>5</sub> ¢                          | 15¢   | 7 – 12 months  |                            |                            |                                   |   |         |
| Weekly store sales:                                    |                            |                            |                |   | 13 – 18 months                                    |  |                            |                            |                                   |   |         |
| \$24,750 to  | 3.960                      | 5.355                      | 40             | 28 <sup>4</sup> / <sub>5</sub> ¢                          | 15¢   | 19 – 24 months   |                            |                            |                                   |   |         |
| \$50,000   | —                          | —                          | —              | —   | —   | 25 – 30 months   |                            |                            |                                   |   |         |
| \$50,001 or  | 4.065                      | 5.505                      | 40             | 28 <sup>4</sup> / <sub>5</sub> ¢                          | 15¢   | Over 30 months   |                            |                            |                                   |   |         |
| more   | —                          | —                          | —              | —   | —   | Clerks, part-time, students:                           |                            |                            |                                   |   |         |
| Produce:   |                            |                            |                |   | Total number of agreements reported: 3            |  |                            |                            |                                   |   |         |
| Head produce men:                                      |                            |                            |                |   | Agreement A:                                      |  |                            |                            |                                   |   |         |
| Total number of agreements reported: 11                |                            |                            |                |   | 0 – 6 months                                      |  |                            |                            |                                   |   |         |
| Agreement A:   |                            |                            |                |   | After 6 months                                    |  |                            |                            |                                   |   |         |
| 0 – 6 months   | 3.100                      | 3.700                      | 40             | 17 <sup>9</sup> / <sub>10</sub> ¢                         | —   | Agreement B:   |                            |                            |                                   |   |         |
| 7 – 12 months  | 3.550                      | 4.150                      | 40             | 23¢   | 8¢  | 0 – 6 months   |                            |                            |                                   |   |         |
| After 12 months  | 3.650                      | 4.250                      | 40             | 23¢   | 8¢  | 7 – 12 months  |                            |                            |                                   |   |         |
| Agreement B:   |                            |                            |                |   | 13 – 18 months                                    |  |                            |                            |                                   |   |         |
| 0 – 6 months   | 3.800                      | 4.400                      | 40             | 23¢   | 8¢  | 19 – 24 months   |                            |                            |                                   |   |         |
| 7 – 12 months  | —                          | —                          | —              | —   | —   | 25 – 30 months   |                            |                            |                                   |   |         |
| After 12 months  | —                          | —                          | —              | —   | —   | Over 30 months   |                            |                            |                                   |   |         |

See footnotes at end of table.

**Table 6. Wage rates hours, and employer contributions to funds: Selected cities—Continued**

(Union hourly wage rates and straight-time hours and employer insurance and pension contributions for grocery store occupations in 70 cities, July 1, 1973, and July 1, 1975)

(Hours are the same for both years unless otherwise indicated)

| Trade or occupation and selected contract <sup>1</sup> | July 1, 1973               | July 1, 1975               |                |   |                                  | Trade or occupation and selected contract <sup>1</sup> | July 1, 1973               | July 1, 1975               |                |   |         |
|--|----------------------------|----------------------------|----------------|---|----------------------------------|--|----------------------------|----------------------------|----------------|---|---------|
|  | Rate per hour <sup>2</sup> | Rate per hour <sup>2</sup> | Hours per week | Employer contributions for selected benefits <sup>3</sup> |                                  |  | Rate per hour <sup>2</sup> | Rate per hour <sup>2</sup> | Hours per week | Employer contributions for selected benefits <sup>3</sup> |         |
|  |                            |                            |                | Insur-<br>ance <sup>4</sup>                               | Pension                          |  |                            |                            |                | Insur-<br>ance <sup>4</sup>                               | Pension |
| <b>DENVER, COLO.</b>                                   |                            |                            |                |   |                                  | <b>DES MOINES, IOWA—Continued</b>                      |                            |                            |                |   |         |
| Check out:   |                            |                            |                |   |                                  | Grocery:   |                            |                            |                |   |         |
| Head cashiers:   | \$ 4.360                   | \$ 5.370                   | 40             | 28¢   | 15¢                              | Head grocery men:                                      |                            |                            |                |   |         |
| Cashiers:  |                            |                            |                |   |                                  | Total number of agreements reported: 3                 |                            | \$                         | \$             |   |         |
| First 960 hours:                                       | 2.880                      | 3.690                      | 40             | 28¢   | 15¢                              | Agreement A:   | 3.962                      | 4.520                      | 40             | *   | *       |
| 961 to 1920 hours:                                     | 3.250                      | 4.090                      | 40             | 28¢   | 15¢                              | Agreement B:   | 3.968                      | 4.520                      | 40             | *   | *       |
| 1921 to 2880 hours:                                    | 3.440                      | 4.520                      | 40             | 28¢   | 15¢                              | Clerks:  |                            |                            |                |   |         |
| 2881 to 3840 hours:                                    | 3.660                      | 5.200                      | 40             | 28¢   | 15¢                              | Total number of agreements reported: 3                 |                            |                            |                |   |         |
| After 3840 hours:                                      | 4.210                      | 5.200                      | 40             | 28¢   | 15¢                              | Agreement A:   |                            |                            |                |   |         |
| Baggers:   |                            |                            |                |   |                                  | First 8 months:  | 2.503                      | 2.850                      | 40             | *   | *       |
| First 480 hours:                                       | 1.650                      | 2.400                      | 40             | 28¢   | 15¢                              | 9 – 16 months:   | 2.888                      | 3.290                      | 40             | *   | *       |
| 481 to 960 hours:                                      | 1.850                      | 2.550                      | 40             | 28¢   | 15¢                              | 17 – 24 months:  | 3.271                      | 3.730                      | 40             | *   | *       |
| Thereafter:  | 2.000                      | 2.200                      | 40             | 28¢   | 15¢                              | After 24 months:                                       | 3.851                      | 4.390                      | 40             | *   | *       |
| Grocery:   |                            |                            |                |   |                                  | Agreement B:   |                            |                            |                |   |         |
| Clerks:  |                            |                            |                |   |                                  | First 6 months:  | 2.553                      | 2.910                      | 40             | *   | *       |
| First 960 hours:                                       | 2.880                      | 3.690                      | 40             | 28¢   | 15¢                              | 7 – 12 months:   | 2.719                      | 3.100                      | 40             | *   | *       |
| 961 to 1920 hours:                                     | 3.250                      | 4.090                      | 40             | 28¢   | 15¢                              | 13 – 18 months:  | 3.052                      | 3.480                      | 40             | *   | *       |
| 1920 to 2880 hours:                                    | 3.440                      | 4.520                      | 40             | 28¢   | 15¢                              | 19 – 24 months:  | 3.285                      | 3.740                      | 40             | *   | *       |
| 2881 to 3840 hours:                                    | 3.660                      | 5.200                      | 40             | 28¢   | 15¢                              | 25 – 30 months:  | 3.568                      | 4.070                      | 40             | *   | *       |
| After 3840 hours:                                      | 4.210                      | 5.200                      | 40             | 28¢   | 15¢                              | After 30 months:                                       | 3.857                      | 4.400                      | 40             | *   | *       |
| Meat:  |                            |                            |                |   |                                  | Meat:  |                            |                            |                |   |         |
| Head meat cutters:                                     | 5.950                      | 6.950                      | 40             | 37 <sup>2</sup> / <sub>5</sub> ¢                          | 29 <sup>4</sup> / <sub>5</sub> ¢ | Head meat men:   |                            |                            |                |   |         |
| First cutters:   | 5.700                      | 6.700                      | 40             | 37 <sup>2</sup> / <sub>5</sub> ¢                          | 29 <sup>4</sup> / <sub>5</sub> ¢ | Total number of agreements reported: 3                 |                            |                            |                |   |         |
| Journeymen:  | 5.575                      | 6.575                      | 40             | 37 <sup>2</sup> / <sub>5</sub> ¢                          | 29 <sup>4</sup> / <sub>5</sub> ¢ | Agreement A:   | 4.787                      | 5.460                      | 40             | *   | *       |
| Wrappers:  |                            |                            |                |   |                                  | Agreement B:   |                            |                            |                |   |         |
| First 6 months:  | 3.100                      | 3.660                      | 40             | 37 <sup>2</sup> / <sub>5</sub> ¢                          | 29 <sup>4</sup> / <sub>5</sub> ¢ | Journeymen:  |                            |                            |                |   |         |
| 7 – 12 months:   | 3.500                      | 4.130                      | 40             | 37 <sup>2</sup> / <sub>5</sub> ¢                          | 29 <sup>4</sup> / <sub>5</sub> ¢ | Total number of agreements reported: 4                 |                            |                            |                |   |         |
| After 12 months:                                       | 4.085                      | 4.815                      | 40             | 37 <sup>2</sup> / <sub>5</sub> ¢                          | 29 <sup>4</sup> / <sub>5</sub> ¢ | Agreement A:   | 4.458                      | 5.080                      | 40             | *   | *       |
| Produce:   |                            |                            |                |   |                                  | Agreement B:   | 4.585                      | 5.230                      | 40             | *   | *       |
| Head produce clerks:                                   | 4.610                      | 5.620                      | 40             | 28¢   | 15¢                              | Wrappers:  |                            |                            |                |   |         |
| <b>DES MOINES, IOWA</b>                                |                            |                            |                |   |                                  | Total number of agreements reported: 3                 |                            |                            |                |   |         |
| Check out:   |                            |                            |                |   |                                  | Agreement A:   |                            |                            |                |   |         |
| Head cashiers:   |                            |                            |                |   |                                  | First 6 months:  | 3.018                      | 3.440                      | 40             | *   | *       |
| Total number of agreements reported: 3                 |                            |                            |                |   |                                  | 7 – 12 months:   | 3.173                      | 3.620                      | 40             | *   | *       |
| Agreement A:   | 3.386                      | 3.860                      | 40             | *   | *                                | 13 – 18 months:  | 3.319                      | 3.780                      | 40             | *   | *       |
| Agreement B:   | 3.968                      | 4.520                      | 40             | *   | *                                | After 18 months:                                       | 3.485                      | 3.970                      | 40             | *   | *       |
| Cashiers, full-time:                                   |                            |                            |                |   |                                  | Produce:   |                            |                            |                |   |         |
| Total number of agreements reported: 3                 |                            |                            |                |   |                                  | Head produce men:                                      |                            |                            |                |   |         |
| Agreement A:   |                            |                            |                |   |                                  | Total number of agreements reported: 3                 |                            |                            |                |   |         |
| First 6 months:  | 2.220                      | 2.530                      | 40             | *   | *                                | Agreement A:   | 4.340                      | 4.950                      | 40             | *   | *       |
| 7 – 12 months:   | 2.372                      | 2.700                      | 40             | *   | *                                | Agreement B:   | 4.370                      | 4.980                      | 40             | *   | *       |
| 13 – 18 months:  | 2.553                      | 2.910                      | 40             | *   | *                                | <b>DETROIT, MICH.</b>                                  |                            |                            |                |   |         |
| 19 – 24 months:  | 2.732                      | 3.110                      | 40             | *   | *                                | Check out:   |                            |                            |                |   |         |
| 25 – 30 months:  | 2.936                      | 3.350                      | 40             | *   | *                                | Head cashiers:   |                            |                            |                |   |         |
| After 30 months:                                       | 3.274                      | 3.730                      | 40             | *   | *                                | First 6 months:  | 4.620                      | 5.730                      | 40             | 33¢   | 22¢     |
| Agreement B:   |                            |                            |                |   |                                  | 7 – 12 months:   | 4.720                      | 5.830                      | 40             | 33¢   | 22¢     |
| First 8 months:  | 2.503                      | 2.850                      | 40             | *   | *                                | After 12 months:                                       | 4.980                      | 6.090                      | 40             | 33¢   | 22¢     |
| 9 – 16 months:   | 2.882                      | 3.290                      | 40             | *   | *                                | Cashiers, full-time:                                   |                            |                            |                |   |         |
| 17 – 24 months:  | 3.271                      | 3.730                      | 40             | *   | *                                | First 6 months:  | 4.020                      | 4.530                      | 40             | 33¢   | 22¢     |
| After 24 months:                                       | 3.851                      | 4.390                      | 40             | *   | *                                | 7 – 12 months:   | 4.150                      | 5.000                      | 40             | 33¢   | 22¢     |
| Agreement C:   |                            |                            |                |   |                                  | After 12 months:                                       | 4.360                      | 5.470                      | 40             | 33¢   | 22¢     |
| First 6 months:  | 2.553                      | 2.910                      | 40             | *   | *                                | Cashiers, part-time:                                   |                            |                            |                |   |         |
| 7 – 12 months:   | 2.719                      | 3.100                      | 40             | *   | *                                | First 6 months:  | 4.020                      | 4.450                      | 40             | ( <sup>1</sup> )  | 22¢     |
| 13 – 18 months:  | 3.052                      | 3.480                      | 40             | *   | *                                | 7 – 12 months:   | 4.150                      | 4.920                      | 40             | ( <sup>1</sup> )  | 22¢     |
| 19 – 24 months:  | 3.285                      | 3.740                      | 40             | *   | *                                | After 12 months:                                       | 4.360                      | 5.390                      | 40             | ( <sup>1</sup> )  | 22¢     |
| 25 – 30 months:  | 3.568                      | 4.070                      | 40             | *   | *                                | Baggers:   |                            |                            |                |   |         |
| After 30 months:                                       | 3.857                      | 4.400                      | 40             | *   | *                                | First 6 months:  | 2.400                      | 2.410                      | 40             | ( <sup>1</sup> )  | 22¢     |
| Cashiers, part-time:                                   |                            |                            |                |   |                                  | Grocery:   |                            |                            |                |   |         |
| Total number of agreements reported: 3                 |                            |                            |                |   |                                  | Head grocery clerks:                                   |                            |                            |                |   |         |
| Agreement A:   |                            |                            |                |   |                                  | 0 – 6 months:  | —                          | 6.100                      | 40             | 33¢   | 22¢     |
| First 6 months:  | 1.887                      | 2.150                      | 40             | *   | *                                | 6 – 12 months:   | —                          | 6.230                      | 40             | 33¢   | 22¢     |
| 7 – 12 months:   | 2.053                      | 2.340                      | 40             | *   | *                                | After 12 months:                                       | —                          | 6.470                      | 40             | 33¢   | 22¢     |
| 13 – 18 months:  | 2.164                      | 2.470                      | 40             | *   | *                                | Clerks, full-time:                                     |                            |                            |                |   |         |
| After 18 months:                                       | 2.331                      | 2.660                      | 40             | *   | *                                | First 6 months:  | 4.020                      | 4.530                      | 40             | 33¢   | 22¢     |
| Agreement B:   |                            |                            |                |   |                                  | 7 – 12 months:   | 4.150                      | 5.000                      | 40             | 33¢   | 22¢     |
| First 6 months:  | 1.887                      | 2.150                      | 40             | *   | *                                | After 12 months:                                       | 4.360                      | 5.470                      | 40             | 33¢   | 22¢     |
| 7 – 12 months:   | 1.998                      | 2.280                      | 40             | *   | *                                | Clerks, part-time:                                     |                            |                            |                |   |         |
| 13 – 18 months:  | 2.115                      | 2.410                      | 40             | *   | *                                | First 6 months:  | 4.020                      | 4.530                      | 40             | ( <sup>1</sup> )  | 22¢     |
| 19 – 24 months:  | 2.719                      | 3.100                      | 40             | *   | *                                | 7 – 12 months:   | 4.150                      | 5.000                      | 40             | ( <sup>1</sup> )  | 22¢     |
| After 24 months:                                       | 2.775                      | 3.160                      | 40             | *   | *                                | After 12 months:                                       | 4.360                      | 5.470                      | 40             | ( <sup>1</sup> )  | 22¢     |

See footnotes at end of table.

**Table 6. Wage rates hours, and employer contributions to funds: Selected cities—Continued**

(Union hourly wage rates and straight-time hours and employer insurance and pension contributions for grocery store occupations in 70 cities, July 1, 1973, and July 1, 1975)

(Hours are the same for both years unless otherwise indicated)

| Trade or occupation and selected contract <sup>1</sup> | July 1, 1973               | July 1, 1975               |                |   |                                  | Trade or occupation and selected contract <sup>1</sup> | July 1, 1973               | July 1, 1975               |                |   |         |
|--|----------------------------|----------------------------|----------------|---|----------------------------------|--|----------------------------|----------------------------|----------------|---|---------|
|  | Rate per hour <sup>2</sup> | Rate per hour <sup>2</sup> | Hours per week | Employer contributions for selected benefits <sup>3</sup> |                                  |  | Rate per hour <sup>2</sup> | Rate per hour <sup>2</sup> | Hours per week | Employer contributions for selected benefits <sup>3</sup> |         |
|  |                            |                            |                | Insurance <sup>4</sup>                                    | Pension                          |  |                            |                            |                | Insurance <sup>4</sup>                                    | Pension |
| <b>DETROIT, MICH.—Continued</b>                        |                            |                            |                |   |                                  | <b>ERIE, PA.—Continued</b>                             |                            |                            |                |   |         |
| Grocery—Continued                                      |                            |                            |                |   |                                  | Check out—Continued                                    |                            |                            |                |   |         |
| Clerks, part-time, high school:                        |                            |                            |                |   |                                  | Clerks, cashiers, full-time—Continued                  |                            |                            |                |   |         |
| First 6 months   | \$ 3.170                   | \$ 3.680                   | 40             | ( <sup>1</sup> )  | 22¢                              | Total number of agreements reported: 7—Continued       |                            |                            |                |   |         |
| 7 — 12 months  | 3.370                      | 4.180                      | 40             | ( <sup>1</sup> )  | 22¢                              | Agreement B:   | \$                         | \$                         |                |   |         |
| 13 — 18 months   | 4.020                      | 4.530                      | 40             | ( <sup>1</sup> )  | 22¢                              | First 3 months   | —                          | 2.800                      | 40             | 28 <sup>1</sup> / <sub>5</sub> ¢                          | 15¢     |
| 19 — 24 months   | 4.150                      | 5.000                      | 40             | ( <sup>1</sup> )  | 22¢                              | 3 — 9 months   | —                          | 2.980                      | 40             | 28 <sup>1</sup> / <sub>5</sub> ¢                          | 15¢     |
| After 24 months  | 4.360                      | 5.470                      | 40             | ( <sup>1</sup> )  | 22¢                              | 9 — 18 months  | —                          | 3.230                      | 40             | 28 <sup>1</sup> / <sub>5</sub> ¢                          | 15¢     |
| Meat:  |                            |                            |                |   |                                  | 18 — 24 months   | —                          | 3.560                      | 40             | 28 <sup>1</sup> / <sub>5</sub> ¢                          | 15¢     |
| Head meat men:   |                            |                            |                |   |                                  | Thereafter   | 4.088                      | 4.495                      | 40             | 28 <sup>1</sup> / <sub>5</sub> ¢                          | 15¢     |
| First 6 months   | 6.050                      | 7.520                      | 40             | 54 <sup>2</sup> / <sub>5</sub> ¢                          | 36 <sup>3</sup> / <sub>5</sub> ¢ | Agreement C:   |                            |                            |                |   |         |
| 7 — 12 months  | 6.160                      | 7.630                      | 40             | 54 <sup>2</sup> / <sub>5</sub> ¢                          | 36 <sup>3</sup> / <sub>5</sub> ¢ | First 6 months   | —                          | 2.950                      | 40             | 27 <sup>3</sup> / <sub>5</sub> ¢                          | 18¢     |
| After 12 months  | 6.340                      | 7.810                      | 40             | 54 <sup>2</sup> / <sub>5</sub> ¢                          | 36 <sup>3</sup> / <sub>5</sub> ¢ | 6 — 12 months  | —                          | 3.210                      | 40             | 27 <sup>3</sup> / <sub>5</sub> ¢                          | 18¢     |
| Journeyman:  |                            |                            |                |   |                                  | 12 — 18 months   | —                          | 3.530                      | 40             | 27 <sup>3</sup> / <sub>5</sub> ¢                          | 18¢     |
| Total number of agreements reported: 2                 |                            |                            |                |   |                                  | 18 — 24 months   | —                          | 3.960                      | 40             | 27 <sup>3</sup> / <sub>5</sub> ¢                          | 18¢     |
| Agreement A:   |                            |                            |                |   |                                  | Thereafter   | 4.120                      | 4.920                      | 40             | 27 <sup>3</sup> / <sub>5</sub> ¢                          | 18¢     |
| First 6 months   | 5.770                      | 7.240                      | 40             | 54 <sup>2</sup> / <sub>5</sub> ¢                          | 36 <sup>3</sup> / <sub>5</sub> ¢ | Agreement D:   |                            |                            |                |   |         |
| 7 — 12 months  | 5.850                      | 7.320                      | 40             | 54 <sup>2</sup> / <sub>5</sub> ¢                          | 36 <sup>3</sup> / <sub>5</sub> ¢ | 1 — 3 months   | —                          | 3.090                      | 40             | 27 <sup>3</sup> / <sub>5</sub> ¢                          | 18¢     |
| After 12 months  | 5.950                      | 7.420                      | 40             | 54 <sup>2</sup> / <sub>5</sub> ¢                          | 36 <sup>3</sup> / <sub>5</sub> ¢ | 3 — 9 months   | —                          | 3.300                      | 40             | 27 <sup>3</sup> / <sub>5</sub> ¢                          | 18¢     |
| Agreement B:   |                            |                            |                |   |                                  | 9 — 18 months  | —                          | 3.590                      | 40             | 27 <sup>3</sup> / <sub>5</sub> ¢                          | 18¢     |
| First 6 months   | 5.840                      | 7.310                      | 40             | 54 <sup>2</sup> / <sub>5</sub> ¢                          | 36 <sup>3</sup> / <sub>5</sub> ¢ | 18 — 24 months   | —                          | 4.150                      | 40             | 27 <sup>3</sup> / <sub>5</sub> ¢                          | 18¢     |
| 7 — 12 months  | 5.920                      | 7.390                      | 40             | 54 <sup>2</sup> / <sub>5</sub> ¢                          | 36 <sup>3</sup> / <sub>5</sub> ¢ | Thereafter   | 4.405                      | 5.305                      | 40             | 27 <sup>3</sup> / <sub>5</sub> ¢                          | 18¢     |
| After 12 months  | 6.020                      | 7.490                      | 40             | 54 <sup>2</sup> / <sub>5</sub> ¢                          | 36 <sup>3</sup> / <sub>5</sub> ¢ | Clerks, cashier, part-time:                            |                            |                            |                |   |         |
| Wrappers:  |                            |                            |                |   |                                  | Total number of agreements reported: 6                 |                            |                            |                |   |         |
| First 6 months   | 3.888                      | 4.530                      | 40             | 54 <sup>2</sup> / <sub>5</sub> ¢                          | 36 <sup>3</sup> / <sub>5</sub> ¢ | Agreement A:   |                            |                            |                |   |         |
| 7 — 12 months  | 4.000                      | 5.000                      | 40             | 54 <sup>2</sup> / <sub>5</sub> ¢                          | 36 <sup>3</sup> / <sub>5</sub> ¢ | Hired prior to 9/23/73:                                |                            |                            |                |   |         |
| After 12 months  | 4.222                      | 5.470                      | 40             | 54 <sup>2</sup> / <sub>5</sub> ¢                          | 36 <sup>3</sup> / <sub>5</sub> ¢ | First 6 months   | 2.000                      | 2.420                      | 40             | 41 <sup>1</sup> / <sub>2</sub> ¢                          | 25¢     |
| Dairy:   |                            |                            |                |   |                                  | 7 — 12 months  | 2.100                      | 2.520                      | 40             | 41 <sup>1</sup> / <sub>2</sub> ¢                          | 25¢     |
| Head dairy men:  |                            |                            |                |   |                                  | 13 — 18 months   | 2.200                      | 2.620                      | 40             | 41 <sup>1</sup> / <sub>2</sub> ¢                          | 25¢     |
| First 6 months   | 14.540                     | 5.680                      | 40             | 33¢   | 22¢                              | Thereafter   | 2.300                      | 2.720                      | 40             | 41 <sup>1</sup> / <sub>2</sub> ¢                          | 25¢     |
| 7 — 12 months  | 4.690                      | 5.800                      | 40             | 33¢   | 22¢                              | Hired after 9/23/73:                                   |                            |                            |                |   |         |
| After 12 months  | 4.890                      | 6.000                      | 40             | 33¢   | 22¢                              | First 6 months   | —                          | 2.200                      | 40             | 41 <sup>1</sup> / <sub>2</sub> ¢                          | 25¢     |
| Produce:   |                            |                            |                |   |                                  | 7 — 12 months  | —                          | 2.300                      | 40             | 41 <sup>1</sup> / <sub>2</sub> ¢                          | 25¢     |
| Head produce men:                                      |                            |                            |                |   |                                  | 13 — 18 months   | —                          | 2.400                      | 40             | 41 <sup>1</sup> / <sub>2</sub> ¢                          | 25¢     |
| First 6 months   | 4.990                      | 6.100                      | 40             | 33¢   | 22¢                              | Thereafter   | —                          | 2.500                      | 40             | 41 <sup>1</sup> / <sub>2</sub> ¢                          | 25¢     |
| 7 — 12 months  | 5.120                      | 6.230                      | 40             | 33¢   | 22¢                              | Agreement B:   |                            |                            |                |   |         |
| After 12 months  | 5.360                      | 6.470                      | 40             | 33¢   | 22¢                              | 30 days  | —                          | 2.150                      | 40             | 23¢   | —       |
| <b>ERIE, PA.</b>                                       |                            |                            |                |   |                                  | 6 months   | —                          | 2.250                      | 40             | 23¢   | —       |
| Check out:   |                            |                            |                |   |                                  | 1 year   | —                          | 2.350                      | 40             | 23¢   | —       |
| Head cashier:  |                            |                            |                |   |                                  | 1 <sup>1</sup> / <sub>2</sub> years                    | —                          | 2.450                      | 40             | 23¢   | —       |
| Total number of agreements reported: 7                 |                            |                            |                |   |                                  | 2 years  | 2.650                      | 2.700                      | 40             | 23¢   | —       |
| Agreement A  | 3.200                      | 3.400                      | 40             | 23¢   | —                                | Agreement C:   |                            |                            |                |   |         |
| Agreement B:   |                            |                            |                |   |                                  | 6 months   | —                          | 2.950                      | 40             | 27 <sup>3</sup> / <sub>5</sub> ¢                          | 18¢     |
| Weekly store sales:                                    |                            |                            |                |   |                                  | 6 — 12 months  | —                          | 3.210                      | 40             | 27 <sup>3</sup> / <sub>5</sub> ¢                          | 18¢     |
| Under \$20,000   | 3.225                      | 3.655                      | 40             | 36 <sup>3</sup> / <sub>10</sub> ¢                         | 25¢                              | 12 — 18 months   | —                          | 3.530                      | 40             | 27 <sup>3</sup> / <sub>5</sub> ¢                          | 18¢     |
| \$20,000 to \$40,000                                   | 3.275                      | 3.705                      | 40             | 36 <sup>3</sup> / <sub>10</sub> ¢                         | 25¢                              | 18 — 24 months   | —                          | 3.960                      | 40             | 27 <sup>3</sup> / <sub>5</sub> ¢                          | 18¢     |
| Over \$40,000  | 3.325                      | 3.755                      | 40             | 36 <sup>3</sup> / <sub>10</sub> ¢                         | 25¢                              | Thereafter   | 3.150                      | 4.920                      | 40             | 27 <sup>3</sup> / <sub>5</sub> ¢                          | 18¢     |
| Agreement C  | 4.138                      | 4.915                      | 40             | 28 <sup>1</sup> / <sub>5</sub> ¢                          | 15¢                              | Agreement D:   |                            |                            |                |   |         |
| Agreement D  | 4.390                      | 5.340                      | 40             | 27 <sup>3</sup> / <sub>5</sub> ¢                          | 18¢                              | 1 — 3 months   | —                          | 3.090                      | 40             | 27 <sup>3</sup> / <sub>5</sub> ¢                          | 18¢     |
| Agreement E  | 4.625                      | 5.675                      | 40             | 27 <sup>3</sup> / <sub>5</sub> ¢                          | 18¢                              | 3 — 9 months   | —                          | 3.300                      | 40             | 27 <sup>3</sup> / <sub>5</sub> ¢                          | 18¢     |
| Clerks, cashier, full-time:                            |                            |                            |                |   |                                  | 9 — 18 months  | —                          | 3.590                      | 40             | 27 <sup>3</sup> / <sub>5</sub> ¢                          | 18¢     |
| Total number of agreements reported: 7                 |                            |                            |                |   |                                  | 18 — 24 months   | —                          | 4.150                      | 40             | 27 <sup>3</sup> / <sub>5</sub> ¢                          | 18¢     |
| Agreement A:   |                            |                            |                |   |                                  | Thereafter   | 2.350                      | 5.305                      | 40             | 27 <sup>3</sup> / <sub>5</sub> ¢                          | 18¢     |
| Hired prior to 8/2/70:                                 |                            |                            |                |   |                                  | Grocery:   |                            |                            |                |   |         |
| After 3 years  | 3.075                      | 3.505                      | 40             | 36 <sup>3</sup> / <sub>10</sub> ¢                         | 25¢                              | Head grocery clerks:                                   |                            |                            |                |   |         |
| Hired between 8/2/70 — 8/5/73:                         |                            |                            |                |   |                                  | Total number of agreements reported: 3                 |                            |                            |                |   |         |
| First year   | 2.500                      | 2.930                      | 40             | 36 <sup>3</sup> / <sub>10</sub> ¢                         | 25¢                              | Agreement A:   |                            |                            |                |   |         |
| 1 — 2 years  | 2.600                      | 3.030                      | 40             | 36 <sup>3</sup> / <sub>10</sub> ¢                         | 25¢                              | Volume of sales:                                       |                            |                            |                |   |         |
| 2 — 3 years  | 2.725                      | 3.155                      | 40             | 36 <sup>3</sup> / <sub>10</sub> ¢                         | 25¢                              | Up to \$8,000  | 4.763                      | 5.183                      | 40             | 41 <sup>1</sup> / <sub>2</sub> ¢                          | 25¢     |
| After 3 years  | 2.875                      | 3.305                      | 40             | 36 <sup>3</sup> / <sub>10</sub> ¢                         | 25¢                              | \$8,000 to \$17,500                                    | 4.838                      | 5.258                      | 40             | 41 <sup>1</sup> / <sub>2</sub> ¢                          | 25¢     |
| Hired after 8/5/73:                                    |                            |                            |                |   |                                  | \$17,500 to \$26,000                                   | 4.913                      | 5.333                      | 40             | 41 <sup>1</sup> / <sub>2</sub> ¢                          | 25¢     |
| First 60 days  | —                          | 2.585                      | 40             | 36 <sup>3</sup> / <sub>10</sub> ¢                         | 25¢                              | Over \$26,000  | 4.988                      | 5.408                      | 40             | 41 <sup>1</sup> / <sub>2</sub> ¢                          | 25¢     |
| First year   | —                          | 2.710                      | 40             | 36 <sup>3</sup> / <sub>10</sub> ¢                         | 25¢                              | Agreement B:   |                            |                            |                |   |         |
| 1 — 2 years  | —                          | 2.810                      | 40             | 36 <sup>3</sup> / <sub>10</sub> ¢                         | 25¢                              | Volume of sales:                                       |                            |                            |                |   |         |
| 2 — 3 years  | —                          | 2.935                      | 40             | 36 <sup>3</sup> / <sub>10</sub> ¢                         | 25¢                              | Over \$40,000  | 5.790                      | 6.985                      | 40             | 27 <sup>3</sup> / <sub>5</sub> ¢                          | 18¢     |
| After 3 years  | —                          | 3.085                      | 40             | 36 <sup>3</sup> / <sub>10</sub> ¢                         | 25¢                              | Clerks, grocery, full-time:                            |                            |                            |                |   |         |
|  |                            |                            |                |   |                                  | Total number of agreements reported: 5                 |                            |                            |                |   |         |
|  |                            |                            |                |   |                                  | Agreement A:   |                            |                            |                |   |         |
|  |                            |                            |                |   |                                  | Start  | 2.450                      | 2.560                      | 40             | 20 <sup>7</sup> / <sub>10</sub> ¢                         | —       |

See footnotes at end of table.

**Table 6. Wage rates hours, and employer contributions to funds: Selected cities—Continued**

(Union hourly wage rates and straight-time hours and employer insurance and pension contributions for grocery store occupations in 70 cities, July 1, 1973, and July 1, 1975)

(Hours are the same for both years unless otherwise indicated)

| Trade or occupation and selected contract <sup>1</sup> | July 1, 1973               |                            | July 1, 1975   |   |                 |                            | Trade or occupation and selected contract <sup>1</sup> | July 1, 1973               |                | July 1, 1975  |         |  |  |  |
|--|----------------------------|----------------------------|----------------|---|-----------------|----------------------------|--|----------------------------|----------------|---|---------|--|--|--|
|  | Rate per hour <sup>2</sup> | Rate per hour <sup>2</sup> | Hours per week | Employer contributions for selected benefits <sup>3</sup> |                 | Rate per hour <sup>2</sup> |  | Rate per hour <sup>2</sup> | Hours per week | Employer contributions for selected benefits <sup>3</sup> |         |  |  |  |
|  |                            |                            |                | Insur-ance <sup>4</sup>                                   | Pension         |                            |  |                            |                | Insur-ance <sup>4</sup>                                   | Pension |  |  |  |
| ERIE, PA.—Continued                                    |                            |                            |                |   |                 |                            |  |                            |                |   |         |  |  |  |
| Grocery—Continued                                      |                            |                            |                |   |                 |                            |  |                            |                |   |         |  |  |  |
| Clerks, grocery, full-time—Continued                   |                            |                            |                |   |                 |                            |  |                            |                |   |         |  |  |  |
| Total number of agreements reported: 5—Continued       |                            |                            |                |   |                 |                            |  |                            |                |   |         |  |  |  |
| Agreement A—Continued                                  | \$                         | \$                         |                |   |                 |                            |  |                            |                |   |         |  |  |  |
| 6 months   | 2.510                      | 2.620                      | 40             | 20 <sup>7</sup> /10 <sup>q</sup>                          | —               |                            |  |                            |                |   |         |  |  |  |
| 12 months  | 2.590                      | 2.700                      | 40             | 20 <sup>7</sup> /10 <sup>q</sup>                          | —               |                            |  |                            |                |   |         |  |  |  |
| 18 months  | 2.670                      | 2.780                      | 40             | 20 <sup>7</sup> /10 <sup>q</sup>                          | —               |                            |  |                            |                |   |         |  |  |  |
| 24 months  | 2.750                      | 2.920                      | 40             | 20 <sup>7</sup> /10 <sup>q</sup>                          | —               |                            |  |                            |                |   |         |  |  |  |
| 30 months  | 3.000                      | 3.210                      | 40             | 20 <sup>7</sup> /10 <sup>q</sup>                          | —               |                            |  |                            |                |   |         |  |  |  |
| Agreement B:   |                            |                            |                |   |                 |                            |  |                            |                |   |         |  |  |  |
| Hired prior to 8/2/70:                                 |                            |                            |                |   |                 |                            |  |                            |                |   |         |  |  |  |
| After 24 months  | 3.575                      | 4.005                      | 40             | 36 <sup>3</sup> /10 <sup>q</sup>                          | 25 <sup>q</sup> |                            |  |                            |                |   |         |  |  |  |
| Hired between 8/2/70 & 8/5/73:                         |                            |                            |                |   |                 |                            |  |                            |                |   |         |  |  |  |
| First 6 months   | 2.900                      | 3.330                      | 40             | 36 <sup>3</sup> /10 <sup>q</sup>                          | 25 <sup>q</sup> |                            |  |                            |                |   |         |  |  |  |
| 7 – 12 months  | 2.975                      | 3.405                      | 40             | 36 <sup>3</sup> /10 <sup>q</sup>                          | 25 <sup>q</sup> |                            |  |                            |                |   |         |  |  |  |
| 13 – 18 months   | 3.050                      | 3.480                      | 40             | 36 <sup>3</sup> /10 <sup>q</sup>                          | 25 <sup>q</sup> |                            |  |                            |                |   |         |  |  |  |
| 19 – 24 months   | 3.150                      | 3.580                      | 40             | 36 <sup>3</sup> /10 <sup>q</sup>                          | 25 <sup>q</sup> |                            |  |                            |                |   |         |  |  |  |
| After 24 months  | 3.275                      | 3.705                      | 40             | 36 <sup>3</sup> /10 <sup>q</sup>                          | 25 <sup>q</sup> |                            |  |                            |                |   |         |  |  |  |
| Hired after 8/5/73:                                    |                            |                            |                |   |                 |                            |  |                            |                |   |         |  |  |  |
| First 60 days  | —                          | 2.985                      | 40             | 36 <sup>3</sup> /10 <sup>q</sup>                          | 25 <sup>q</sup> |                            |  |                            |                |   |         |  |  |  |
| First 6 months   | —                          | 3.110                      | 40             | 36 <sup>3</sup> /10 <sup>q</sup>                          | 25 <sup>q</sup> |                            |  |                            |                |   |         |  |  |  |
| 7 – 12 months  | —                          | 3.185                      | 40             | 36 <sup>3</sup> /10 <sup>q</sup>                          | 25 <sup>q</sup> |                            |  |                            |                |   |         |  |  |  |
| 13 – 18 months   | —                          | 3.260                      | 40             | 36 <sup>3</sup> /10 <sup>q</sup>                          | 25 <sup>q</sup> |                            |  |                            |                |   |         |  |  |  |
| 19 – 24 months   | —                          | 3.360                      | 40             | 36 <sup>3</sup> /10 <sup>q</sup>                          | 25 <sup>q</sup> |                            |  |                            |                |   |         |  |  |  |
| Thereafter   | —                          | 3.485                      | 40             | 36 <sup>3</sup> /10 <sup>q</sup>                          | 25 <sup>q</sup> |                            |  |                            |                |   |         |  |  |  |
| Agreement C:   |                            |                            |                |   |                 |                            |  |                            |                |   |         |  |  |  |
| Hired prior to 9/23/73:                                |                            |                            |                |   |                 |                            |  |                            |                |   |         |  |  |  |
| First 6 months   | 3.240                      | 3.660                      | 40             | 41 <sup>1</sup> /2 <sup>q</sup>                           | 25 <sup>q</sup> |                            |  |                            |                |   |         |  |  |  |
| 7 – 12 months  | 3.320                      | 3.740                      | 40             | 41 <sup>1</sup> /2 <sup>q</sup>                           | 25 <sup>q</sup> |                            |  |                            |                |   |         |  |  |  |
| 13 – 24 months   | 3.440                      | 3.860                      | 40             | 41 <sup>1</sup> /2 <sup>q</sup>                           | 25 <sup>q</sup> |                            |  |                            |                |   |         |  |  |  |
| 25 – 36 months   | 3.570                      | 3.990                      | 40             | 41 <sup>1</sup> /2 <sup>q</sup>                           | 25 <sup>q</sup> |                            |  |                            |                |   |         |  |  |  |
| Thereafter   | 3.690                      | 4.110                      | 40             | 41 <sup>1</sup> /2 <sup>q</sup>                           | 25 <sup>q</sup> |                            |  |                            |                |   |         |  |  |  |
| Agreement D:   |                            |                            |                |   |                 |                            |  |                            |                |   |         |  |  |  |
| 3 months   | —                          | 2.990                      | 40             | 28 <sup>1</sup> /5 <sup>q</sup>                           | 15 <sup>q</sup> |                            |  |                            |                |   |         |  |  |  |
| 3 – 9 months   | —                          | 3.150                      | 40             | 28 <sup>1</sup> /5 <sup>q</sup>                           | 15 <sup>q</sup> |                            |  |                            |                |   |         |  |  |  |
| 9 – 18 months  | —                          | 3.390                      | 40             | 28 <sup>1</sup> /5 <sup>q</sup>                           | 15 <sup>q</sup> |                            |  |                            |                |   |         |  |  |  |
| 18 – 24 months   | —                          | 3.750                      | 40             | 28 <sup>1</sup> /5 <sup>q</sup>                           | 15 <sup>q</sup> |                            |  |                            |                |   |         |  |  |  |
| Thereafter   | 3.838                      | 4.730                      | 40             | 28 <sup>1</sup> /5 <sup>q</sup>                           | 15 <sup>q</sup> |                            |  |                            |                |   |         |  |  |  |
| Agreement E:   |                            |                            |                |   |                 |                            |  |                            |                |   |         |  |  |  |
| 6 months   | —                          | 2.950                      | 40             | 27 <sup>3</sup> /5 <sup>q</sup>                           | 18 <sup>q</sup> |                            |  |                            |                |   |         |  |  |  |
| 6 – 12 months  | —                          | 3.210                      | 40             | 27 <sup>3</sup> /5 <sup>q</sup>                           | 18 <sup>q</sup> |                            |  |                            |                |   |         |  |  |  |
| 12 – 18 months   | —                          | 3.530                      | 40             | 27 <sup>3</sup> /5 <sup>q</sup>                           | 18 <sup>q</sup> |                            |  |                            |                |   |         |  |  |  |
| 18 – 24 months   | —                          | 3.960                      | 40             | 27 <sup>3</sup> /5 <sup>q</sup>                           | 18 <sup>q</sup> |                            |  |                            |                |   |         |  |  |  |
| Thereafter   | 4.120                      | 4.920                      | 40             | 27 <sup>3</sup> /5 <sup>q</sup>                           | 18 <sup>q</sup> |                            |  |                            |                |   |         |  |  |  |
| Clerks, grocery, part-time:                            |                            |                            |                |   |                 |                            |  |                            |                |   |         |  |  |  |
| Total number of agreements reported: 4                 |                            |                            |                |   |                 |                            |  |                            |                |   |         |  |  |  |
| Agreement A:   |                            |                            |                |   |                 |                            |  |                            |                |   |         |  |  |  |
| Hired prior to 9/23/73:                                |                            |                            |                |   |                 |                            |  |                            |                |   |         |  |  |  |
| First 6 months   | 2.000                      | 2.420                      | 28             | 41 <sup>1</sup> /2 <sup>q</sup>                           | 25 <sup>q</sup> |                            |  |                            |                |   |         |  |  |  |
| 7 – 12 months  | 2.100                      | 2.520                      | 28             | 41 <sup>1</sup> /2 <sup>q</sup>                           | 25 <sup>q</sup> |                            |  |                            |                |   |         |  |  |  |
| 13 – 18 months   | 2.200                      | 2.620                      | 28             | 41 <sup>1</sup> /2 <sup>q</sup>                           | 25 <sup>q</sup> |                            |  |                            |                |   |         |  |  |  |
| Thereafter   | 2.300                      | 2.720                      | 28             | 41 <sup>1</sup> /2 <sup>q</sup>                           | 25 <sup>q</sup> |                            |  |                            |                |   |         |  |  |  |
| Hired after 9/23/73:                                   |                            |                            |                |   |                 |                            |  |                            |                |   |         |  |  |  |
| First 6 months   | —                          | 2.200                      | 28             | 41 <sup>1</sup> /2 <sup>q</sup>                           | 25 <sup>q</sup> |                            |  |                            |                |   |         |  |  |  |
| 7 – 12 months  | —                          | 2.300                      | 28             | 41 <sup>1</sup> /2 <sup>q</sup>                           | 25 <sup>q</sup> |                            |  |                            |                |   |         |  |  |  |
| 13 – 18 months   | —                          | 2.400                      | 28             | 41 <sup>1</sup> /2 <sup>q</sup>                           | 25 <sup>q</sup> |                            |  |                            |                |   |         |  |  |  |
| Thereafter   | —                          | 2.500                      | 28             | 41 <sup>1</sup> /2 <sup>q</sup>                           | 25 <sup>q</sup> |                            |  |                            |                |   |         |  |  |  |
| Agreement B:   |                            |                            |                |   |                 |                            |  |                            |                |   |         |  |  |  |
| Hired prior to 8/1/70                                  | 2.650                      | 3.330                      | 30             | 36 <sup>3</sup> /10 <sup>q</sup>                          | 25 <sup>q</sup> |                            |  |                            |                |   |         |  |  |  |
| Hired between 8/1/70 and 8/4/73:                       |                            |                            |                |   |                 |                            |  |                            |                |   |         |  |  |  |
| First 6 months   | 2.300                      | 2.580                      | 30             | 36 <sup>3</sup> /10 <sup>q</sup>                          | 25 <sup>q</sup> |                            |  |                            |                |   |         |  |  |  |
| 7 – 12 months  | 2.450                      | 2.730                      | 30             | 36 <sup>3</sup> /10 <sup>q</sup>                          | 25 <sup>q</sup> |                            |  |                            |                |   |         |  |  |  |
| 13 – 18 months   | 2.550                      | 2.830                      | 30             | 36 <sup>3</sup> /10 <sup>q</sup>                          | 25 <sup>q</sup> |                            |  |                            |                |   |         |  |  |  |
| Thereafter   | 2.650                      | 2.930                      | 30             | 36 <sup>3</sup> /10 <sup>q</sup>                          | 25 <sup>q</sup> |                            |  |                            |                |   |         |  |  |  |
| Hired after 8/5/73:                                    |                            |                            |                |   |                 |                            |  |                            |                |   |         |  |  |  |
| First 60 days  | —                          | 2.210                      | 30             | 36 <sup>3</sup> /10 <sup>q</sup>                          | 25 <sup>q</sup> |                            |  |                            |                |   |         |  |  |  |
| 6 months   | —                          | 2.360                      | 30             | 36 <sup>3</sup> /10 <sup>q</sup>                          | 25 <sup>q</sup> |                            |  |                            |                |   |         |  |  |  |
| 7 – 12 months  | —                          | 2.510                      | 30             | 36 <sup>3</sup> /10 <sup>q</sup>                          | 25 <sup>q</sup> |                            |  |                            |                |   |         |  |  |  |

See footnotes at end of table.



**Table 6. Wage rates hours, and employer contributions to funds: Selected cities—Continued**

(Union hourly wage rates and straight-time hours and employer insurance and pension contributions for grocery store occupations in 70 cities, July 1, 1973, and July 1, 1975)

(Hours are the same for both years unless otherwise indicated)

| Trade or occupation and selected contract <sup>1</sup> | July 1, 1973               |                            | July 1, 1975   |   |                 | Trade or occupation and selected contract <sup>1</sup> | July 1, 1973               |                            | July 1, 1975   |   |                                  |
|--|----------------------------|----------------------------|----------------|---|-----------------|--|----------------------------|----------------------------|----------------|---|----------------------------------|
|  | Rate per hour <sup>2</sup> | Rate per hour <sup>2</sup> | Hours per week | Employer contributions for selected benefits <sup>3</sup> |                 |  | Rate per hour <sup>2</sup> | Rate per hour <sup>2</sup> | Hours per week | Employer contributions for selected benefits <sup>3</sup> |                                  |
|  |                            |                            |                | Insur-ance <sup>4</sup>                                   | Pension         |  |                            |                            |                | Insur-ance <sup>4</sup>                                   | Pension                          |
| <b>ERIE, PA.—Continued</b>                             |                            |                            |                |   |                 | <b>ERIE, PA.—Continued</b>                             |                            |                            |                |   |                                  |
| Meat—Continued   |                            |                            |                |   |                 | Miscellaneous—Continued                                |                            |                            |                |   |                                  |
| Wrappers—Continued                                     |                            |                            |                |   |                 | Stockers, day, full-time—Continued                     |                            |                            |                |   |                                  |
| Total number of agreements reported: 4—Continued       |                            |                            |                |   |                 | Total number of agreements reported: 2—Continued       |                            |                            |                |   |                                  |
| Agreement A—Continued                                  |                            |                            |                |   |                 | Agreement B:   |                            |                            |                |   |                                  |
| Hired after 8/5/73:                                    | \$                         | \$                         |                |   |                 | Start .....  | 2.450                      | 2.560                      | 40             | 20 <sup>7</sup> /10 <sup>q</sup>                          | —                                |
| First 60 days .....                                    | —                          | 2.585                      | 40             | 36 <sup>3</sup> /10 <sup>q</sup>                          | 25 <sup>q</sup> | 6 months .....   | 2.510                      | 2.620                      | 40             | 20 <sup>7</sup> /10 <sup>q</sup>                          | —                                |
| First year .....                                       | —                          | 2.710                      | 40             | 36 <sup>3</sup> /10 <sup>q</sup>                          | 25 <sup>q</sup> | 12 months .....  | 2.590                      | 2.700                      | 40             | 20 <sup>7</sup> /10 <sup>q</sup>                          | —                                |
| 1 — 2 years .....                                      | —                          | 2.810                      | 40             | 36 <sup>3</sup> /10 <sup>q</sup>                          | 25 <sup>q</sup> | 18 months .....  | 2.670                      | 2.780                      | 40             | 20 <sup>7</sup> /10 <sup>q</sup>                          | —                                |
| 2 — 3 years .....                                      | —                          | 2.935                      | 40             | 36 <sup>3</sup> /10 <sup>q</sup>                          | 25 <sup>q</sup> | 24 months .....  | 2.750                      | 2.920                      | 40             | 20 <sup>7</sup> /10 <sup>q</sup>                          | —                                |
| Thereafter .....                                       | —                          | 3.085                      | 40             | 36 <sup>3</sup> /10 <sup>q</sup>                          | 25 <sup>q</sup> | 30 months .....  | 3.000                      | 3.210                      | 40             | 20 <sup>7</sup> /10 <sup>q</sup>                          | —                                |
| Agreement B:   |                            |                            |                |   |                 | <b>EVANSVILLE, IND.</b>                                |                            |                            |                |   |                                  |
| Start .....  | 2.450                      | 2.560                      | 40             | 20 <sup>7</sup> /10 <sup>q</sup>                          | —               | Check out:   |                            |                            |                |   |                                  |
| 6 months .....   | 2.510                      | 2.620                      | 40             | 20 <sup>7</sup> /10 <sup>q</sup>                          | —               | Head cashiers:   |                            |                            |                |   |                                  |
| 12 months .....  | 2.590                      | 2.700                      | 40             | 20 <sup>7</sup> /10 <sup>q</sup>                          | —               | Total number of agreements reported: 2                 |                            |                            |                |   |                                  |
| 18 months .....  | 2.670                      | 2.780                      | 40             | 20 <sup>7</sup> /10 <sup>q</sup>                          | —               | Agreement A .....                                      | 4.150                      | 4.870                      | 40             | 38 <sup>3</sup> /10 <sup>q</sup>                          | 24 <sup>9</sup> /10 <sup>q</sup> |
| 24 months .....  | 2.750                      | 2.920                      | 40             | 20 <sup>7</sup> /10 <sup>q</sup>                          | —               | Agreement B .....                                      | 4.450                      | 5.340                      | 40             | 33 <sup>7</sup> /10 <sup>q</sup>                          | 30 <sup>q</sup>                  |
| 30 months .....  | 3.000                      | 3.210                      | 40             | 20 <sup>7</sup> /10 <sup>q</sup>                          | —               | Baggers:   |                            |                            |                |   |                                  |
| Agreement C:   |                            |                            |                |   |                 | Hired after Feb. 24, 1975                              |                            |                            |                |   |                                  |
| Hired prior to 5/7/73:                                 |                            |                            |                |   |                 | Start .....  | —                          | 2.200                      | 40             | (?)   | (?)                              |
| First 6 months .....                                   | 2.800                      | 3.360                      | 40             | 41 <sup>1</sup> /2 <sup>q</sup>                           | 25 <sup>q</sup> | After 6 months .....                                   | —                          | 2.300                      | 40             | (?)   | (?)                              |
| 7 — 12 months .....                                    | 2.900                      | 3.460                      | 40             | 41 <sup>1</sup> /2 <sup>q</sup>                           | 25 <sup>q</sup> | Hired prior to Feb. 24, 1975                           |                            |                            |                |   |                                  |
| 13 — 18 months .....                                   | 3.000                      | 3.560                      | 40             | 41 <sup>1</sup> /2 <sup>q</sup>                           | 25 <sup>q</sup> | Start .....  | 2.330                      | 2.350                      | 40             | (?)   | (?)                              |
| 19 — 24 months .....                                   | 3.150                      | 3.710                      | 40             | 41 <sup>1</sup> /2 <sup>q</sup>                           | 25 <sup>q</sup> | After 6 months .....                                   | 2.380                      | 2.450                      | 40             | (?)   | (?)                              |
| Thereafter .....                                       | 3.300                      | 3.860                      | 40             | 41 <sup>1</sup> /2 <sup>q</sup>                           | 25 <sup>q</sup> | Grocery:   |                            |                            |                |   |                                  |
| Hired after 5/7/73:                                    |                            |                            |                |   |                 | Clerks, full-time and part-time:                       |                            |                            |                |   |                                  |
| First 6 months .....                                   | —                          | 2.850                      | 40             | 41 <sup>1</sup> /2 <sup>q</sup>                           | 25 <sup>q</sup> | Total number of agreements reported: 3                 |                            |                            |                |   |                                  |
| After 6 months .....                                   | —                          | 2.950                      | 40             | 41 <sup>1</sup> /2 <sup>q</sup>                           | 25 <sup>q</sup> | Agreement A:   |                            |                            |                |   |                                  |
| After 12 months .....                                  | —                          | 3.050                      | 40             | 41 <sup>1</sup> /2 <sup>q</sup>                           | 25 <sup>q</sup> | 0 — 6 months .....                                     | 2.000                      | 2.720                      | 40             | 7 <sup>33</sup> 7/10 <sup>q</sup>                         | —                                |
| After 18 months .....                                  | —                          | 3.200                      | 40             | 41 <sup>1</sup> /2 <sup>q</sup>                           | 25 <sup>q</sup> | 7 — 12 months .....                                    | 2.100                      | 2.890                      | 40             | 7 <sup>33</sup> 7/10 <sup>q</sup>                         | —                                |
| After 24 months .....                                  | —                          | 3.860                      | 40             | 41 <sup>1</sup> /2 <sup>q</sup>                           | 25 <sup>q</sup> | 13 — 18 months .....                                   | 2.210                      | 3.050                      | 40             | 7 <sup>33</sup> 7/10 <sup>q</sup>                         | —                                |
| Produce:   |                            |                            |                |   |                 | 19 — 24 months .....                                   | 2.320                      | 3.170                      | 40             | 7 <sup>33</sup> 7/10 <sup>q</sup>                         | —                                |
| Head produce clerks:                                   |                            |                            |                |   |                 | 25 — 30 months .....                                   | 2.430                      | 3.620                      | 40             | 7 <sup>33</sup> 7/10 <sup>q</sup>                         | —                                |
| Total number of agreements reported: 7                 |                            |                            |                |   |                 | Over 30 months .....                                   | 2.550                      | 3.960                      | 40             | 7 <sup>33</sup> 7/10 <sup>q</sup>                         | —                                |
| Agreement A .....                                      | 3.350                      | 3.450                      | 40             | 23 <sup>q</sup>   | —               | Agreement B:   |                            |                            |                |   |                                  |
| Agreement B:   |                            |                            |                |   |                 | 0 — 6 months .....                                     | 2.540                      | 3.000                      | 40             | 7 <sup>38</sup> 3/10 <sup>q</sup>                         | 24 <sup>9</sup> /10 <sup>q</sup> |
| Weekly sales:  |                            |                            |                |   |                 | 7 — 12 months .....                                    | 2.730                      | 3.230                      | 40             | 7 <sup>38</sup> 3/10 <sup>q</sup>                         | 24 <sup>9</sup> /10 <sup>q</sup> |
| \$6,500 — \$12,000 ..                                  | 4.512                      | 4.943                      | 40             | 36 <sup>3</sup> /10 <sup>q</sup>                          | 25 <sup>q</sup> | 13 — 18 months .....                                   | 2.930                      | 3.460                      | 40             | 7 <sup>38</sup> 3/10 <sup>q</sup>                         | 24 <sup>9</sup> /10 <sup>q</sup> |
| \$12,000 —   |                            |                            |                |   |                 | 19 — 24 months .....                                   | 3.120                      | 3.690                      | 40             | 7 <sup>38</sup> 3/10 <sup>q</sup>                         | 24 <sup>9</sup> /10 <sup>q</sup> |
| \$17,500 .....   | 4.587                      | 5.018                      | 40             | 36 <sup>3</sup> /10 <sup>q</sup>                          | 25 <sup>q</sup> | 25 — 30 months .....                                   | 3.320                      | 3.920                      | 40             | 7 <sup>38</sup> 3/10 <sup>q</sup>                         | 24 <sup>9</sup> /10 <sup>q</sup> |
| \$17,500 —   |                            |                            |                |   |                 | 31 — 36 months .....                                   | 3.510                      | 4.150                      | 40             | 7 <sup>38</sup> 3/10 <sup>q</sup>                         | 24 <sup>9</sup> /10 <sup>q</sup> |
| \$26,000 .....   | 4.637                      | 5.068                      | 40             | 36 <sup>3</sup> /10 <sup>q</sup>                          | 25 <sup>q</sup> | After 36 months .....                                  | 3.900                      | 4.615                      | 40             | 7 <sup>38</sup> 3/10 <sup>q</sup>                         | 24 <sup>9</sup> /10 <sup>q</sup> |
| Over \$26,000 .....                                    | 4.712                      | 5.143                      | 40             | 36 <sup>3</sup> /10 <sup>q</sup>                          | 25 <sup>q</sup> | Agreement C: full-time                                 |                            |                            |                |   |                                  |
| Agreement C .....                                      | 4.663                      | 5.680                      | 40             | 28 <sup>1</sup> /5 <sup>q</sup>                           | 15 <sup>q</sup> | 0 — 6 months .....                                     | 2.400                      | 3.090                      | 40             | 33 <sup>7</sup> /10 <sup>q</sup>                          | 30 <sup>q</sup>                  |
| Agreement D .....                                      | 5.200                      | 5.950                      | 40             | 27 <sup>3</sup> /5 <sup>q</sup>                           | 18 <sup>q</sup> | 7 — 12 months .....                                    | 2.620                      | 3.370                      | 40             | 33 <sup>7</sup> /10 <sup>q</sup>                          | 30 <sup>q</sup>                  |
| Agreement E .....                                      | 5.790                      | 6.985                      | 40             | 27 <sup>3</sup> /5 <sup>q</sup>                           | 18 <sup>q</sup> | 13 — 18 months .....                                   | 2.820                      | 3.680                      | 40             | 33 <sup>7</sup> /10 <sup>q</sup>                          | 30 <sup>q</sup>                  |
| Clerks, produce, full-time:                            |                            |                            |                |   |                 | 19 — 24 months .....                                   | 3.070                      | 4.000                      | 40             | 33 <sup>7</sup> /10 <sup>q</sup>                          | 30 <sup>q</sup>                  |
| Agreement A:   |                            |                            |                |   |                 | 25 — 30 months .....                                   | 3.520                      | 4.450                      | 40             | 33 <sup>7</sup> /10 <sup>q</sup>                          | 30 <sup>q</sup>                  |
| Start .....  | 2.450                      | 2.560                      | 40             | 20 <sup>7</sup> /10 <sup>q</sup>                          | —               | After 30 months .....                                  | 4.180                      | 4.940                      | 40             | 33 <sup>7</sup> /10 <sup>q</sup>                          | 30 <sup>q</sup>                  |
| 6 months .....   | 2.510                      | 2.620                      | 40             | 20 <sup>7</sup> /10 <sup>q</sup>                          | —               | Part-time:   |                            |                            |                |   |                                  |
| 12 months .....  | 2.590                      | 2.700                      | 40             | 20 <sup>7</sup> /10 <sup>q</sup>                          | —               | 0 — 6 months .....                                     | 2.250                      | 2.620                      | 40             | (?)   | —                                |
| 18 months .....  | 2.670                      | 2.780                      | 40             | 20 <sup>7</sup> /10 <sup>q</sup>                          | —               | 7 — 12 months .....                                    | 2.400                      | 3.090                      | 40             | (?)   | —                                |
| 24 months .....  | 2.750                      | 2.920                      | 40             | 20 <sup>7</sup> /10 <sup>q</sup>                          | —               | 13 — 18 months .....                                   | 2.600                      | 3.700                      | 40             | (?)   | —                                |
| 30 months .....  | 3.000                      | 3.210                      | 40             | 20 <sup>7</sup> /10 <sup>q</sup>                          | —               | 19 — 24 months .....                                   | 2.800                      | 3.680                      | 40             | (?)   | —                                |
| Dairy:   |                            |                            |                |   |                 | 25 — 30 months .....                                   | 3.000                      | 4.000                      | 40             | (?)   | —                                |
| Head dairy clerks:                                     |                            |                            |                |   |                 | 31 — 36 months .....                                   | 3.250                      | 4.450                      | 40             | (?)   | —                                |
| Total number of agreements reported: 4                 |                            |                            |                |   |                 | After 36 months .....                                  | 3.900                      | 4.940                      | 40             | (?)   | —                                |
| Agreement A .....                                      | 3.250                      | 3.350                      | 40             | 23 <sup>q</sup>   | —               | Meat:  |                            |                            |                |   |                                  |
| Agreement B .....                                      | —                          | 4.915                      | 40             | 28 <sup>1</sup> /5 <sup>q</sup>                           | 15 <sup>q</sup> | Head meat cutters:                                     |                            |                            |                |   |                                  |
| Agreement C .....                                      | 4.390                      | 5.340                      | 40             | 27 <sup>3</sup> /5 <sup>q</sup>                           | 18 <sup>q</sup> | Total number of agreements reported: 3                 |                            |                            |                |   |                                  |
| Agreement D .....                                      | 4.625                      | 5.675                      | 40             | 27 <sup>3</sup> /5 <sup>q</sup>                           | 18 <sup>q</sup> | Agreement A:   |                            |                            |                |   |                                  |
| Miscellaneous:   |                            |                            |                |   |                 | 0 — 6 months .....                                     | 2.300                      | 3.290                      | 40             | 33 <sup>7</sup> /10 <sup>q</sup>                          | —                                |
| Stockers, day, full-time:                              |                            |                            |                |   |                 | 7 — 12 months .....                                    | 2.400                      | 3.560                      | 40             | 33 <sup>7</sup> /10 <sup>q</sup>                          | —                                |
| Total number of agreements reported: 2                 |                            |                            |                |   |                 | 13 — 18 months .....                                   | 2.500                      | 3.770                      | 40             | 33 <sup>7</sup> /10 <sup>q</sup>                          | —                                |
| Agreement A:   |                            |                            |                |   |                 | 19 — 24 months .....                                   | 2.600                      | 3.970                      | 40             | 33 <sup>7</sup> /10 <sup>q</sup>                          | —                                |
| 30 days .....  | —                          | 2.650                      | 40             | 23 <sup>q</sup>   | —               |  |                            |                            |                |   |                                  |
| 6 months .....   | —                          | 2.750                      | 40             | 23 <sup>q</sup>   | —               |  |                            |                            |                |   |                                  |
| 1 year .....   | —                          | 2.850                      | 40             | 23 <sup>q</sup>   | —               |  |                            |                            |                |   |                                  |
| 1 1/2 years .....                                      | —                          | 2.970                      | 40             | 23 <sup>q</sup>   | —               |  |                            |                            |                |   |                                  |
| 2 years .....  | —                          | 3.100                      | 40             | 23 <sup>q</sup>   | —               |  |                            |                            |                |   |                                  |

See footnotes at end of table.

**Table 6. Wage rates hours, and employer contributions to funds: Selected cities—Continued**

(Union hourly wage rates and straight-time hours and employer insurance and pension contributions for grocery store occupations in 70 cities, July 1, 1973, and July 1, 1975)

(Hours are the same for both years unless otherwise indicated)

| Trade or occupation and selected contract <sup>1</sup> | July 1, 1973               |                            | July 1, 1975   |   |  |  | Trade or occupation and selected contract <sup>1</sup> | July 1, 1973               |                   | July 1, 1975  |         |     |  |
|--|----------------------------|----------------------------|----------------|---|--|--|--|----------------------------|-------------------|---|---------|-----|--|
|  | Rate per hour <sup>2</sup> | Rate per hour <sup>2</sup> | Hours per week | Employer contributions for selected benefits <sup>3</sup> |  | Rate per hour <sup>2</sup>             |  | Rate per hour <sup>2</sup> | Hours per week    | Employer contributions for selected benefits <sup>3</sup> |         |     |  |
|  |                            |                            |                | Insur-<br>ance <sup>4</sup>                               | Pension  |  |  |                            |                   | Insur-<br>ance <sup>4</sup>                               | Pension |     |  |
| <b>EVANSVILLE, IND.—Continued</b>                      |                            |                            |                |   | <b>GRAND RAPIDS, MICH.—Continued</b>             |  |  |                            |                   |   |         |     |  |
| Meat—Continued   |                            |                            |                |   | Check out—Continued                              |  |  |                            |                   |   |         |     |  |
| Head meat cutters—Continued                            |                            |                            |                |   | Baggers—Continued                                |  |  |                            |                   |   |         |     |  |
| Total number of agreements reported: 3—Continued       |                            |                            |                |   | Total number of agreements reported: 2—Continued |  |  |                            |                   |   |         |     |  |
| Agreement A—Continued                                  |                            |                            |                |   | Agreement B:                                     |  |  |                            |                   |   |         |     |  |
| 25 – 30 months   | \$ 2.800                   | \$ 4.180                   | 40             | 33 <sup>7</sup> /10¢                                      | —  | 0 – 6 months                           | \$ 2.480   | \$ 2.300                   | 40                | —   | —       | 22¢ |  |
| 31 – 36 months   | 3.000                      | 4.450                      | 40             | 33 <sup>7</sup> /10¢                                      | —  | 7 – 12 months                          | 2.480  | 2.400                      | 40                | —   | —       | 22¢ |  |
| After 36 months  | 3.250                      | 4.810                      | 40             | 33 <sup>7</sup> /10¢                                      | —  | After 12 months                        | 2.480  | 2.720                      | 40                | —   | —       | 22¢ |  |
| Agreement B  |                            |                            |                |   | Meat:  |  |  |                            |                   |   |         |     |  |
| Agreement C  | 5.890                      | 6.680                      | 40             | 33 <sup>7</sup> /10¢                                      | 30¢  |  |  |                            |                   |   |         |     |  |
| Journeyman:  |                            |                            |                |   | Journeyman:                                      |  |  |                            |                   |   |         |     |  |
| Total number of agreements reported: 3                 |                            |                            |                |   |  |  |  |                            | 0 – 6 months      |   |         |     |  |
| Agreement A  | 3.700                      | 5.230                      | 40             | 33 <sup>7</sup> /10¢                                      | —  | 7 – 12 months                          | 4.200  | 5.590                      | 40                | *   | *       |     |  |
| Agreement B  | 5.350                      | 6.145                      | 40             | 38 <sup>3</sup> /10¢                                      | 24 <sup>9</sup> /10¢                             | After 12 months                        | 4.500  | 5.890                      | 40                | *   | *       |     |  |
| Agreement C  | 5.410                      | 6.360                      | 40             | 33 <sup>7</sup> /10¢                                      | 30¢  |  |  |                            |                   |   |         |     |  |
| Produce:   |                            |                            |                |   | Wrappers:  |  |  |                            |                   |   |         |     |  |
| Head produce clerks:                                   |                            |                            |                |   | 0 – 6 months                                     |  |  |                            |                   |   |         |     |  |
| Total number of agreements reported: 3                 |                            |                            |                |   |  |  |  |                            | 7 – 12 months     |   |         |     |  |
| Agreement A  | 4.075                      | 5.732                      | 40             | 33 <sup>7</sup> /10¢                                      | —  | After 12 months                        | 4.900  | 6.290                      | 40                | *   | *       |     |  |
| Agreement B  | 5.440                      | 6.390                      | 40             | 33 <sup>7</sup> /10¢                                      | 30¢  |  |  |                            |                   |   |         |     |  |
| Agreement C  | 5.875                      | 6.823                      | 40             | 38 <sup>3</sup> /10¢                                      | 24 <sup>9</sup> /10¢                             |  |  |                            |                   |   |         |     |  |
| Dairy:   |                            |                            |                |   | Grocery:   |  |  |                            |                   |   |         |     |  |
| Head dairy clerk                                       | 4.340                      | 5.230                      | 40             | 33 <sup>7</sup> /10¢                                      | 30¢  |  |  |                            |                   |   |         |     |  |
| <b>FRESNO, CALIF.</b>                                  |                            |                            |                |   | <b>Grocery:</b>                                  |  |  |                            |                   |   |         |     |  |
| Check out:   |                            |                            |                |   | Head grocery men:                                |  |  |                            |                   |   |         |     |  |
| Head cashiers  |                            |                            |                |   | 0 – 6 months                                     |  |  |                            |                   |   |         |     |  |
| Cashiers, full-time                                    | 5.594                      | 6.459                      | 40             | 52¢   | 37¢  | 7 – 12 months                          | 4.910  | 5.870                      | 40                | 33¢   | 22¢     |     |  |
| Cashiers, part-time                                    | 5.265                      | 6.130                      | 40             | 52¢   | 37¢  | After 12 months                        | 5.030  | 5.970                      | 40                | 33¢   | 22¢     |     |  |
| Baggers  | 5.365                      | 6.230                      | 40             | 52¢   | 37¢  |  |  |                            |                   |   |         |     |  |
| Grocery:   |                            |                            |                |   | Clerks, full-time and part-time:                 |  |  |                            |                   |   |         |     |  |
| Head grocery men                                       | 5.594                      | 6.459                      | 40             | 52¢   | 37¢  | Total number of agreements reported: 2 |  |                            |                   |   |         |     |  |
| Clerks, full-time                                      | 5.265                      | 6.130                      | 40             | 52¢   | 37¢  | Agreement A:                           |  |                            |                   |   |         |     |  |
| Clerks, part-time                                      | 5.365                      | 6.230                      | 40             | 52¢   | 37¢  | 0 – 6 months                           | 4.020  | 4.530                      | 40                | 33¢   | 22¢     |     |  |
| Meat:  |                            |                            |                |   | 7 – 12 months                                    |  |  |                            |                   |   |         |     |  |
| Head meat men  | 6.394                      | 7.329                      | 40             | 37 <sup>2</sup> /5¢                                       | 55¢  | After 12 months                        | 4.150  | 5.000                      | 40                | 33¢   | 22¢     |     |  |
| First cutters  | 6.200                      | 7.136                      | 40             | 37 <sup>2</sup> /5¢                                       | 55¢  |  |  |                            |                   |   |         |     |  |
| Journeyman   | 5.635                      | 6.510                      | 40             | 37 <sup>2</sup> /5¢                                       | 55¢  |  |  |                            |                   |   |         |     |  |
| Wrappers:  |                            |                            |                |   | Agreement B:                                     |  |  |                            |                   |   |         |     |  |
| First 90 days  | 4.114                      | 4.803                      | 40             | 37 <sup>2</sup> /5¢                                       | 55¢  | 0 – 6 months                           | 3.480  | 3.970                      | 40                | 33¢   | 22¢     |     |  |
| After 90 days  | 4.643                      | 5.518                      | 40             | 37 <sup>2</sup> /5¢                                       | 55¢  | 7 – 12 months                          | 3.750  | 4.260                      | 40                | 33¢   | 22¢     |     |  |
| Produce:   |                            |                            |                |   | After 12 months                                  |  |  |                            |                   |   |         |     |  |
| Head produce men                                       | 5.708                      | 6.513                      | 40             | 52¢   | 37¢  |  |  |                            |                   |   |         |     |  |
| Clerks, full-time                                      | 5.265                      | 6.130                      | 40             | 52¢   | 37¢  |  |  |                            |                   |   |         |     |  |
| Clerks, part-time                                      | 5.365                      | 6.230                      | 40             | 52¢   | 37¢  |  |  |                            |                   |   |         |     |  |
| Miscellaneous:   |                            |                            |                |   | Dairy:   |  |  |                            |                   |   |         |     |  |
| Bakery clerks  | 3.300                      | 3.844                      | 40             | 52¢   | 37¢  |  |  |                            |                   |   |         |     |  |
| Fountain clerks  | 2.630                      | 3.055                      | 40             | 52¢   | 37¢  |  |  |                            |                   |   |         |     |  |
| <b>GRAND RAPIDS, MICH.</b>                             |                            |                            |                |   | <b>Head dairy men:</b>                           |  |  |                            |                   |   |         |     |  |
| Check out:   |                            |                            |                |   | Total number of agreements reported: 2           |  |  |                            |                   |   |         |     |  |
| Head cashiers:   |                            |                            |                |   | Agreement A:                                     |  |  |                            |                   |   |         |     |  |
| Total number of agreements reported: 2                 |                            |                            |                |   |  |  |  |                            | 0 – 6 months      |   |         |     |  |
| Agreement A:   |                            |                            |                |   |  |  |  |                            | 7 – 12 months     |   |         |     |  |
| 0 – 6 months   | 4.170                      | 4.900                      | 40             | 33¢   | 22¢  |  |  |                            |                   |   |         |     |  |
| 7 – 12 months  | 4.380                      | 5.120                      | 40             | 33¢   | 22¢  |  |  |                            |                   |   |         |     |  |
| After 12 months  | 4.690                      | 5.450                      | 40             | 33¢   | 22¢  |  |  |                            |                   |   |         |     |  |
| Agreement B:   |                            |                            |                |   | After 12 months                                  |  |  |                            |                   |   |         |     |  |
| 0 – 6 months   | 4.620                      | 5.730                      | 40             | 33¢   | 22¢  |  |  |                            |                   |   |         |     |  |
| 7 – 12 months  | 4.720                      | 5.830                      | 40             | 33¢   | 22¢  |  |  |                            |                   |   |         |     |  |
| After 12 months  | 4.980                      | 6.090                      | 40             | 33¢   | 22¢  |  |  |                            |                   |   |         |     |  |
| Baggers:   |                            |                            |                |   | Produce:   |  |  |                            |                   |   |         |     |  |
| Total number of agreements reported: 2                 |                            |                            |                |   |  |  |  |                            | Head produce men: |   |         |     |  |
| Agreement A  | 2.520                      | 2.610                      | 40             | —   | 22¢  |  |  |                            |                   |   |         |     |  |
| <b>HOUSTON, TEX.</b>                                   |                            |                            |                |   | Total number of agreements reported: 2           |  |  |                            |                   |   |         |     |  |
| Check out:   |                            |                            |                |   | Agreement A:                                     |  |  |                            |                   |   |         |     |  |
| Head cashier:  |                            |                            |                |   | 0 – 6 months                                     |  |  |                            |                   |   |         |     |  |
| Total number of agreements reported: 2                 |                            |                            |                |   |  |  |  |                            | 7 – 12 months     |   |         |     |  |
| Agreement A  | 2.910                      | 4.420                      | 40             | 24 <sup>1</sup> /5¢                                       | 14¢  |  |  |                            |                   |   |         |     |  |

See footnotes at end of table.

**Table 6. Wage rates hours, and employer contributions to funds: Selected cities—Continued**

(Union hourly wage rates and straight-time hours and employer insurance and pension contributions for grocery store occupations in 70 cities, July 1, 1973, and July 1, 1975)

(Hours are the same for both years unless otherwise indicated)

| Trade or occupation and selected contract <sup>1</sup> | July 1, 1973               |                            | July 1, 1975   |   |         |                            | Trade or occupation and selected contract <sup>1</sup> | July 1, 1973               |                | July 1, 1975  |         |  |  |  |
|--|----------------------------|----------------------------|----------------|---|---------|----------------------------|--|----------------------------|----------------|---|---------|--|--|--|
|  | Rate per hour <sup>2</sup> | Rate per hour <sup>2</sup> | Hours per week | Employer contributions for selected benefits <sup>3</sup> |         | Rate per hour <sup>2</sup> |  | Rate per hour <sup>2</sup> | Hours per week | Employer contributions for selected benefits <sup>3</sup> |         |  |  |  |
|  |                            |                            |                | Insur-ance <sup>4</sup>                                   | Pension |                            |  |                            |                | Insur-ance <sup>4</sup>                                   | Pension |  |  |  |
| <b>HOUSTON, TEX.—</b><br>Continued                     |                            |                            |                |   |         |                            |  |                            |                |   |         |  |  |  |
| Check out—Continued                                    |                            |                            |                |   |         |                            |  |                            |                |   |         |  |  |  |
| Cashiers, full-time:                                   |                            |                            |                |   |         |                            |  |                            |                |   |         |  |  |  |
| Total number of agreements reported: 4                 |                            |                            |                |   |         |                            |  |                            |                |   |         |  |  |  |
| Agreement A:   |                            |                            |                |   |         |                            |  |                            |                |   |         |  |  |  |
| First 6 months . . . . .                               | \$ —                       | \$ 2.350                   | 40             | 24 <sup>1</sup> / <sub>5</sub> ¢                          | —       |                            |  |                            |                |   |         |  |  |  |
| Second 6 months . . . . .                              | —                          | 2.750                      | 40             | 24 <sup>1</sup> / <sub>5</sub> ¢                          | —       |                            |  |                            |                |   |         |  |  |  |
| Third 6 months . . . . .                               | —                          | 3.000                      | 40             | 24 <sup>1</sup> / <sub>5</sub> ¢                          | —       |                            |  |                            |                |   |         |  |  |  |
| Fourth 6 months . . . . .                              | —                          | 3.150                      | 40             | 24 <sup>1</sup> / <sub>5</sub> ¢                          | —       |                            |  |                            |                |   |         |  |  |  |
| Agreement B:   |                            |                            |                |   |         |                            |  |                            |                |   |         |  |  |  |
| First 6 months . . . . .                               | —                          | 2.650                      | 40             | 24 <sup>1</sup> / <sub>5</sub> ¢                          | 14¢     |                            |  |                            |                |   |         |  |  |  |
| Second 6 months . . . . .                              | —                          | 2.750                      | 40             | 24 <sup>1</sup> / <sub>5</sub> ¢                          | 14¢     |                            |  |                            |                |   |         |  |  |  |
| Third 6 months . . . . .                               | —                          | 2.920                      | 40             | 24 <sup>1</sup> / <sub>5</sub> ¢                          | 14¢     |                            |  |                            |                |   |         |  |  |  |
| Fourth 6 months . . . . .                              | —                          | 3.380                      | 40             | 24 <sup>1</sup> / <sub>5</sub> ¢                          | 14¢     |                            |  |                            |                |   |         |  |  |  |
| After 2 years . . . . .                                | —                          | 3.740                      | 40             | 24 <sup>1</sup> / <sub>5</sub> ¢                          | 14¢     |                            |  |                            |                |   |         |  |  |  |
| Agreement C:   |                            |                            |                |   |         |                            |  |                            |                |   |         |  |  |  |
| First 6 months . . . . .                               | 2.200                      | 2.995                      | 40             | 24 <sup>1</sup> / <sub>5</sub> ¢                          | 14¢     |                            |  |                            |                |   |         |  |  |  |
| Second 6 months . . . . .                              | 2.250                      | 3.075                      | 40             | 24 <sup>1</sup> / <sub>5</sub> ¢                          | 14¢     |                            |  |                            |                |   |         |  |  |  |
| Third 6 months . . . . .                               | 2.360                      | 3.260                      | 40             | 24 <sup>1</sup> / <sub>5</sub> ¢                          | 14¢     |                            |  |                            |                |   |         |  |  |  |
| Fourth 6 months . . . . .                              | 2.620                      | 3.820                      | 40             | 24 <sup>1</sup> / <sub>5</sub> ¢                          | 14¢     |                            |  |                            |                |   |         |  |  |  |
| After 2 years . . . . .                                | 3.025                      | 4.210                      | 40             | 24 <sup>1</sup> / <sub>5</sub> ¢                          | 14¢     |                            |  |                            |                |   |         |  |  |  |
| Cashiers, part-time:                                   |                            |                            |                |   |         |                            |  |                            |                |   |         |  |  |  |
| Total number of agreements reported: 4                 |                            |                            |                |   |         |                            |  |                            |                |   |         |  |  |  |
| Agreement A:   |                            |                            |                |   |         |                            |  |                            |                |   |         |  |  |  |
| First 6 months . . . . .                               | —                          | 2.350                      | 40             | 24 <sup>1</sup> / <sub>5</sub> ¢                          | —       |                            |  |                            |                |   |         |  |  |  |
| Second 6 months . . . . .                              | —                          | 2.750                      | 40             | 24 <sup>1</sup> / <sub>5</sub> ¢                          | —       |                            |  |                            |                |   |         |  |  |  |
| Third 6 months . . . . .                               | —                          | 3.000                      | 40             | 24 <sup>1</sup> / <sub>5</sub> ¢                          | —       |                            |  |                            |                |   |         |  |  |  |
| Fourth 6 months . . . . .                              | —                          | 3.150                      | 40             | 24 <sup>1</sup> / <sub>5</sub> ¢                          | —       |                            |  |                            |                |   |         |  |  |  |
| Agreement B:   |                            |                            |                |   |         |                            |  |                            |                |   |         |  |  |  |
| First 6 months . . . . .                               | —                          | 2.620                      | 40             | 24 <sup>1</sup> / <sub>5</sub> ¢                          | 14¢     |                            |  |                            |                |   |         |  |  |  |
| Second 6 months . . . . .                              | —                          | 2.700                      | 40             | 24 <sup>1</sup> / <sub>5</sub> ¢                          | 14¢     |                            |  |                            |                |   |         |  |  |  |
| Third 6 months . . . . .                               | —                          | 2.860                      | 40             | 24 <sup>1</sup> / <sub>5</sub> ¢                          | 14¢     |                            |  |                            |                |   |         |  |  |  |
| Fourth 6 months . . . . .                              | —                          | 3.290                      | 40             | 24 <sup>1</sup> / <sub>5</sub> ¢                          | 14¢     |                            |  |                            |                |   |         |  |  |  |
| After 2 years . . . . .                                | —                          | 3.600                      | 40             | 24 <sup>1</sup> / <sub>5</sub> ¢                          | 14¢     |                            |  |                            |                |   |         |  |  |  |
| Agreement C:   |                            |                            |                |   |         |                            |  |                            |                |   |         |  |  |  |
| First 6 months . . . . .                               | 2.175                      | 2.965                      | 40             | 24 <sup>1</sup> / <sub>5</sub> ¢                          | 14¢     |                            |  |                            |                |   |         |  |  |  |
| Second 6 months . . . . .                              | 2.220                      | 3.035                      | 40             | 24 <sup>1</sup> / <sub>5</sub> ¢                          | 14¢     |                            |  |                            |                |   |         |  |  |  |
| Third 6 months . . . . .                               | 2.320                      | 3.220                      | 40             | 24 <sup>1</sup> / <sub>5</sub> ¢                          | 14¢     |                            |  |                            |                |   |         |  |  |  |
| Fourth 6 months . . . . .                              | 2.600                      | 3.780                      | 40             | 24 <sup>1</sup> / <sub>5</sub> ¢                          | 14¢     |                            |  |                            |                |   |         |  |  |  |
| After 2 years . . . . .                                | 2.950                      | 4.140                      | 40             | 24 <sup>1</sup> / <sub>5</sub> ¢                          | 14¢     |                            |  |                            |                |   |         |  |  |  |
| Baggers:   |                            |                            |                |   |         |                            |  |                            |                |   |         |  |  |  |
| Total number of agreements reported: 4                 |                            |                            |                |   |         |                            |  |                            |                |   |         |  |  |  |
| Agreement A:   |                            |                            |                |   |         |                            |  |                            |                |   |         |  |  |  |
| Part-time:   |                            |                            |                |   |         |                            |  |                            |                |   |         |  |  |  |
| First 6 months . . . . .                               | 1.840                      | 2.100                      | 40             | 24 <sup>1</sup> / <sub>5</sub> ¢                          | 14¢     |                            |  |                            |                |   |         |  |  |  |
| After 6 months . . . . .                               | 1.800                      | 2.150                      | 40             | 24 <sup>1</sup> / <sub>5</sub> ¢                          | 14¢     |                            |  |                            |                |   |         |  |  |  |
| Agreement B:   |                            |                            |                |   |         |                            |  |                            |                |   |         |  |  |  |
| Part-time:   |                            |                            |                |   |         |                            |  |                            |                |   |         |  |  |  |
| First 6 months . . . . .                               | 1.850                      | 2.200                      | 40             | 24 <sup>1</sup> / <sub>5</sub> ¢                          | —       |                            |  |                            |                |   |         |  |  |  |
| After 6 months . . . . .                               | 1.900                      | 2.200                      | 40             | 24 <sup>1</sup> / <sub>5</sub> ¢                          | —       |                            |  |                            |                |   |         |  |  |  |
| Grocery:   |                            |                            |                |   |         |                            |  |                            |                |   |         |  |  |  |
| Head grocery clerks:                                   |                            |                            |                |   |         |                            |  |                            |                |   |         |  |  |  |
| Total number of agreements reported: 2                 |                            |                            |                |   |         |                            |  |                            |                |   |         |  |  |  |
| Agreement A . . . . .                                  | —                          | 3.250                      | 40             | 24 <sup>1</sup> / <sub>5</sub> ¢                          | —       |                            |  |                            |                |   |         |  |  |  |
| Agreement B:   |                            |                            |                |   |         |                            |  |                            |                |   |         |  |  |  |
| Group A . . . . .                                      | 3.655                      | 4.760                      | 40             | 24 <sup>1</sup> / <sub>5</sub> ¢                          | 14¢     |                            |  |                            |                |   |         |  |  |  |
| Group B . . . . .                                      | 3.930                      | 5.010                      | 40             | 24 <sup>1</sup> / <sub>5</sub> ¢                          | 14¢     |                            |  |                            |                |   |         |  |  |  |
| Group C . . . . .                                      | 4.170                      | 5.230                      | 40             | 24 <sup>1</sup> / <sub>5</sub> ¢                          | 14¢     |                            |  |                            |                |   |         |  |  |  |
| Clerks, full-time:                                     |                            |                            |                |   |         |                            |  |                            |                |   |         |  |  |  |
| Total number of agreements reported: 4                 |                            |                            |                |   |         |                            |  |                            |                |   |         |  |  |  |
| Agreement A:   |                            |                            |                |   |         |                            |  |                            |                |   |         |  |  |  |
| First 6 months . . . . .                               | —                          | 2.350                      | 40             | 24 <sup>1</sup> / <sub>5</sub> ¢                          | —       |                            |  |                            |                |   |         |  |  |  |
| Second 6 months . . . . .                              | —                          | 2.750                      | 40             | 24 <sup>1</sup> / <sub>5</sub> ¢                          | —       |                            |  |                            |                |   |         |  |  |  |
| Third 6 months . . . . .                               | —                          | 3.000                      | 40             | 24 <sup>1</sup> / <sub>5</sub> ¢                          | —       |                            |  |                            |                |   |         |  |  |  |
| Fourth 6 months . . . . .                              | —                          | 3.150                      | 40             | 24 <sup>1</sup> / <sub>5</sub> ¢                          | —       |                            |  |                            |                |   |         |  |  |  |
| Agreement B:   |                            |                            |                |   |         |                            |  |                            |                |   |         |  |  |  |
| First 6 months . . . . .                               | —                          | 2.650                      | 40             | 24 <sup>1</sup> / <sub>5</sub> ¢                          | 14¢     |                            |  |                            |                |   |         |  |  |  |
| Second 6 months . . . . .                              | —                          | 2.750                      | 40             | 24 <sup>1</sup> / <sub>5</sub> ¢                          | 14¢     |                            |  |                            |                |   |         |  |  |  |
| Third 6 months . . . . .                               | —                          | 2.920                      | 40             | 24 <sup>1</sup> / <sub>5</sub> ¢                          | 14¢     |                            |  |                            |                |   |         |  |  |  |
| Fourth 6 months . . . . .                              | —                          | 3.380                      | 40             | 24 <sup>1</sup> / <sub>5</sub> ¢                          | 14¢     |                            |  |                            |                |   |         |  |  |  |
| After 2 years . . . . .                                | —                          | 3.740                      | 40             | 24 <sup>1</sup> / <sub>5</sub> ¢                          | 14¢     |                            |  |                            |                |   |         |  |  |  |
| Agreement C:   |                            |                            |                |   |         |                            |  |                            |                |   |         |  |  |  |
| First 6 months . . . . .                               | 2.240                      | 2.995                      | 40             | 24 <sup>1</sup> / <sub>5</sub> ¢                          | 14¢     |                            |  |                            |                |   |         |  |  |  |
| Second 6 months . . . . .                              | 2.310                      | 3.075                      | 40             | 24 <sup>1</sup> / <sub>5</sub> ¢                          | 14¢     |                            |  |                            |                |   |         |  |  |  |
| Third 6 months . . . . .                               | 2.420                      | 3.260                      | 40             | 24 <sup>1</sup> / <sub>5</sub> ¢                          | 14¢     |                            |  |                            |                |   |         |  |  |  |
| Fourth 6 months . . . . .                              | 2.705                      | 3.820                      | 40             | 24 <sup>1</sup> / <sub>5</sub> ¢                          | 14¢     |                            |  |                            |                |   |         |  |  |  |
| After 2 years . . . . .                                | 3.155                      | 4.210                      | 40             | 24 <sup>1</sup> / <sub>5</sub> ¢                          | 14¢     |                            |  |                            |                |   |         |  |  |  |
| Miscellaneous:   |                            |                            |                |   |         |                            |  |                            |                |   |         |  |  |  |
| Stockers, day, full-time:                              |                            |                            |                |   |         |                            |  |                            |                |   |         |  |  |  |
| Total number of agreements reported: 2                 |                            |                            |                |   |         |                            |  |                            |                |   |         |  |  |  |
| Agreement A:   |                            |                            |                |   |         |                            |  |                            |                |   |         |  |  |  |
| First 6 months . . . . .                               | —                          | 2.995                      | 40             | 24 <sup>1</sup> / <sub>5</sub> ¢                          | 14¢     |                            |  |                            |                |   |         |  |  |  |

See footnotes at end of table.

**Table 6. Wage rates hours, and employer contributions to funds: Selected cities—Continued**

(Union hourly wage rates and straight-time hours and employer insurance and pension contributions for grocery store occupations in 70 cities, July 1, 1973, and July 1, 1975)

(Hours are the same for both years unless otherwise indicated)

| Trade or occupation and selected contract <sup>1</sup> | July 1, 1973               | July 1, 1975               |                |   |                                     | Trade or occupation and selected contract <sup>1</sup> | July 1, 1973               | July 1, 1975               |                |   |                                 |
|--|----------------------------|----------------------------|----------------|---|-------------------------------------|--|----------------------------|----------------------------|----------------|---|---------------------------------|
|  | Rate per hour <sup>2</sup> | Rate per hour <sup>2</sup> | Hours per week | Employer contributions for selected benefits <sup>3</sup> |                                     |  | Rate per hour <sup>2</sup> | Rate per hour <sup>2</sup> | Hours per week | Employer contributions for selected benefits <sup>3</sup> |                                 |
|  |                            |                            |                | Insur-ance <sup>4</sup>                                   | Pension                             |  |                            |                            |                | Insur-ance <sup>4</sup>                                   | Pension                         |
| <b>HOUSTON, TEX.—Continued</b>                         |                            |                            |                |   | <b>INDIANAPOLIS, IND.—Continued</b> |  |                            |                            |                |   |                                 |
| Miscellaneous—Continued                                |                            |                            |                |   |                                     | Grocery—Continued                                      |                            |                            |                |   |                                 |
| Stockers, day, full-time—Continued                     |                            |                            |                |   |                                     | Clerks, full-time—Continued                            |                            |                            |                |   |                                 |
| Total number of agreements reported: 2—Continued       |                            |                            |                |   |                                     | Total number of agreements reported: 3—Continued       |                            |                            |                |   |                                 |
| Agreement A—Continued                                  | \$                         | \$                         |                |   |                                     | Agreement B:   | \$                         | \$                         |                |   |                                 |
| 0—6 months   | —                          | 3.075                      | 40             | 24 <sup>1</sup> / <sub>50</sub>                           | 14                                  | 0—6 months   | —                          | 3.900                      | 40             | 27 <sup>1</sup> / <sub>100</sub>                          | 20                              |
| After 6 months   | —                          | 3.260                      | 40             | 24 <sup>1</sup> / <sub>50</sub>                           | 14                                  | 7—12 months  | —                          | 4.030                      | 40             | 27 <sup>1</sup> / <sub>100</sub>                          | 20                              |
| Third 6 months   | —                          | 3.820                      | 40             | 24 <sup>1</sup> / <sub>50</sub>                           | 14                                  | 13—18 months   | —                          | 4.150                      | 40             | 27 <sup>1</sup> / <sub>100</sub>                          | 20                              |
| Fourth 6 months  | —                          | 4.210                      | 40             | 24 <sup>1</sup> / <sub>50</sub>                           | 14                                  | After 18 months  | 3.910                      | 4.730                      | 40             | 27 <sup>1</sup> / <sub>100</sub>                          | 20                              |
| After 2 years  | —                          | —                          | —              | —   | —                                   | Agreement C:   |                            |                            |                |   |                                 |
|  |                            |                            |                |   |                                     | 0—6 months   | —                          | 4.070                      | 40             | 27 <sup>1</sup> / <sub>100</sub>                          | 20                              |
|  |                            |                            |                |   |                                     | 7—12 months  | —                          | 4.220                      | 40             | 27 <sup>1</sup> / <sub>100</sub>                          | 20                              |
|  |                            |                            |                |   |                                     | After 12 months  | —                          | 4.550                      | 40             | 27 <sup>1</sup> / <sub>100</sub>                          | 20                              |
|  |                            |                            |                |   |                                     | Clerks, part-time high school:                         |                            |                            |                |   |                                 |
|  |                            |                            |                |   |                                     | Total number of agreements reported: 4                 |                            |                            |                |   |                                 |
|  |                            |                            |                |   |                                     | Agreement A:   |                            |                            |                |   |                                 |
|  |                            |                            |                |   |                                     | 0—6 months   | —                          | 2.500                      | 40             | 27 <sup>1</sup> / <sub>100</sub>                          | 20                              |
|  |                            |                            |                |   |                                     | 7—12 months  | —                          | 2.550                      | 40             | 27 <sup>1</sup> / <sub>100</sub>                          | 20                              |
|  |                            |                            |                |   |                                     | After 12 months  | —                          | 2.670                      | 40             | 27 <sup>1</sup> / <sub>100</sub>                          | 20                              |
|  |                            |                            |                |   |                                     | Agreement B:   |                            |                            |                |   |                                 |
|  |                            |                            |                |   |                                     | 0—6 months   | —                          | 3.180                      | 40             | 27 <sup>1</sup> / <sub>100</sub>                          | 20                              |
|  |                            |                            |                |   |                                     | 7—12 months  | —                          | 3.230                      | 40             | 27 <sup>1</sup> / <sub>100</sub>                          | 20                              |
|  |                            |                            |                |   |                                     | After 12 months  | 2.850                      | 3.390                      | 40             | 27 <sup>1</sup> / <sub>100</sub>                          | 20                              |
|  |                            |                            |                |   |                                     | Agreement C:   |                            |                            |                |   |                                 |
|  |                            |                            |                |   |                                     | 0—6 months   | —                          | 3.330                      | 40             | 27 <sup>1</sup> / <sub>100</sub>                          | 20                              |
|  |                            |                            |                |   |                                     | 7—12 months  | —                          | 3.380                      | 40             | 27 <sup>1</sup> / <sub>100</sub>                          | 20                              |
|  |                            |                            |                |   |                                     | After 12 months  | 2.850                      | 3.590                      | 40             | 27 <sup>1</sup> / <sub>100</sub>                          | 20                              |
|  |                            |                            |                |   |                                     | Meat:  |                            |                            |                |   |                                 |
|  |                            |                            |                |   |                                     | Head meat cutters:                                     |                            |                            |                |   |                                 |
|  |                            |                            |                |   |                                     | Total number of agreements reported: 7                 |                            |                            |                |   |                                 |
|  |                            |                            |                |   |                                     | Agreement A  | 4.410                      | 4.860                      | 40             | —   | —                               |
|  |                            |                            |                |   |                                     | Agreement B  | 4.810                      | 5.060                      | 40             | 26 <sup>1</sup> / <sub>20</sub>                           | 10                              |
|  |                            |                            |                |   |                                     | Agreement C:   |                            |                            |                |   |                                 |
|  |                            |                            |                |   |                                     | Those hired after April 7, 1974                        | —                          | 6.800                      | 40             | —   | 36 <sup>3</sup> / <sub>50</sub> |
|  |                            |                            |                |   |                                     | Those hired prior to April 7, 1974                     | 5.638                      | 6.880                      | 40             | —   | 36 <sup>3</sup> / <sub>50</sub> |
|  |                            |                            |                |   |                                     | Agreement D  | 5.875                      | 7.125                      | 40             | 38 <sup>3</sup> / <sub>100</sub>                          | 36 <sup>3</sup> / <sub>50</sub> |
|  |                            |                            |                |   |                                     | Agreement E:   |                            |                            |                |   |                                 |
|  |                            |                            |                |   |                                     | \$3,100 or less  | 5.427                      | 6.675                      | 40             | 38 <sup>3</sup> / <sub>100</sub>                          | 36 <sup>3</sup> / <sub>50</sub> |
|  |                            |                            |                |   |                                     | \$3,101 to \$4,400                                     | 5.663                      | 6.913                      | 40             | 38 <sup>3</sup> / <sub>100</sub>                          | 36 <sup>3</sup> / <sub>50</sub> |
|  |                            |                            |                |   |                                     | \$6,501 to \$9,250                                     | 5.750                      | 7.300                      | 40             | 38 <sup>3</sup> / <sub>100</sub>                          | 36 <sup>3</sup> / <sub>50</sub> |
|  |                            |                            |                |   |                                     | \$9,251 to \$12,000                                    | 5.800                      | 7.050                      | 40             | 38 <sup>3</sup> / <sub>100</sub>                          | 36 <sup>3</sup> / <sub>50</sub> |
|  |                            |                            |                |   |                                     | \$12,001 to \$15,000                                   | 5.850                      | 7.150                      | 40             | 38 <sup>3</sup> / <sub>100</sub>                          | 36 <sup>3</sup> / <sub>50</sub> |
|  |                            |                            |                |   |                                     | \$15,001 to \$18,000                                   | 5.900                      | 7.225                      | 40             | 38 <sup>3</sup> / <sub>100</sub>                          | 36 <sup>3</sup> / <sub>50</sub> |
|  |                            |                            |                |   |                                     | \$18,001 to \$21,000                                   | 5.975                      | 7.300                      | 40             | 38 <sup>3</sup> / <sub>100</sub>                          | 36 <sup>3</sup> / <sub>50</sub> |
|  |                            |                            |                |   |                                     | \$21,000 and up  | 6.050                      | 7.375                      | 40             | 38 <sup>3</sup> / <sub>100</sub>                          | 36 <sup>3</sup> / <sub>50</sub> |
|  |                            |                            |                |   |                                     | Journeyman:  |                            |                            |                |   |                                 |
|  |                            |                            |                |   |                                     | Total number of agreements reported: 3                 |                            |                            |                |   |                                 |
|  |                            |                            |                |   |                                     | Agreement A  | 4.440                      | 4.690                      | 40             | 26 <sup>1</sup> / <sub>20</sub>                           | 10                              |
|  |                            |                            |                |   |                                     | Agreement B  | 5.325                      | 6.575                      | 40             | 38 <sup>3</sup> / <sub>100</sub>                          | 36 <sup>3</sup> / <sub>50</sub> |
|  |                            |                            |                |   |                                     | Wrappers:  |                            |                            |                |   |                                 |
|  |                            |                            |                |   |                                     | Total number of agreements reported: 3                 |                            |                            |                |   |                                 |
|  |                            |                            |                |   |                                     | Agreement A:   |                            |                            |                |   |                                 |
|  |                            |                            |                |   |                                     | 0—6 months   | 1.900                      | 2.350                      | 40             | —   | —                               |
|  |                            |                            |                |   |                                     | 6—12 months  | 2.050                      | 2.500                      | 40             | —   | —                               |
|  |                            |                            |                |   |                                     | 12—18 months   | 2.170                      | 2.620                      | 40             | —   | —                               |
|  |                            |                            |                |   |                                     | 18—30 months   | 2.490                      | 2.940                      | 40             | —   | —                               |
|  |                            |                            |                |   |                                     | After 30 months  | 3.145                      | 3.595                      | 40             | —   | —                               |
|  |                            |                            |                |   |                                     | Agreement B:   |                            |                            |                |   |                                 |
|  |                            |                            |                |   |                                     | 0—6 months   | —                          | 3.478                      | 40             | 38 <sup>3</sup> / <sub>100</sub>                          | 36 <sup>3</sup> / <sub>50</sub> |
|  |                            |                            |                |   |                                     | 6—12 months  | —                          | 3.534                      | 40             | 38 <sup>3</sup> / <sub>100</sub>                          | 36 <sup>3</sup> / <sub>50</sub> |
|  |                            |                            |                |   |                                     | 12—18 months   | —                          | 3.590                      | 40             | 38 <sup>3</sup> / <sub>100</sub>                          | 36 <sup>3</sup> / <sub>50</sub> |
|  |                            |                            |                |   |                                     | 18—24 months   | —                          | 3.825                      | 40             | 38 <sup>3</sup> / <sub>100</sub>                          | 36 <sup>3</sup> / <sub>50</sub> |
|  |                            |                            |                |   |                                     | 24—30 months   | —                          | 4.410                      | 40             | 38 <sup>3</sup> / <sub>100</sub>                          | 36 <sup>3</sup> / <sub>50</sub> |
|  |                            |                            |                |   |                                     | Over 30 months   | 3.800                      | 5.050                      | 40             | 38 <sup>3</sup> / <sub>100</sub>                          | 36 <sup>3</sup> / <sub>50</sub> |
|  |                            |                            |                |   |                                     | Dairy:   |                            |                            |                |   |                                 |
|  |                            |                            |                |   |                                     | Head dairy men   | 4.040                      | 5.270                      | 40             | 27 <sup>1</sup> / <sub>100</sub>                          | 20                              |

See footnotes at end of table.

**Table 6. Wage rates hours, and employer contributions to funds: Selected cities—Continued**

(Union hourly wage rates and straight-time hours and employer insurance and pension contributions for grocery store occupations in 70 cities, July 1, 1973, and July 1, 1975)

(Hours are the same for both years unless otherwise indicated)

| Trade or occupation and selected contract <sup>1</sup> | July 1, 1973               | July 1, 1975               |                |   |                                 | Trade or occupation and selected contract <sup>1</sup> | July 1, 1973               | July 1, 1975               |                |   |         |
|--|----------------------------|----------------------------|----------------|---|---------------------------------|--|----------------------------|----------------------------|----------------|---|---------|
|  | Rate per hour <sup>2</sup> | Rate per hour <sup>2</sup> | Hours per week | Employer contributions for selected benefits <sup>3</sup> |                                 |  | Rate per hour <sup>2</sup> | Rate per hour <sup>2</sup> | Hours per week | Employer contributions for selected benefits <sup>3</sup> |         |
|  |                            |                            |                | Insur-ance <sup>4</sup>                                   | Pension                         |  |                            |                            |                | Insur-ance <sup>4</sup>                                   | Pension |
| <b>INDIANAPOLIS, IND.—Continued</b>                    |                            |                            |                |   | <b>JACKSON, MISS.—Continued</b> |  |                            |                            |                |   |         |
| Produce:   |                            |                            |                |   |                                 | Meat—Continued   |                            |                            |                |   |         |
| Head produce men:                                      |                            |                            |                |   |                                 | Head meat cutters—Continued                            |                            |                            |                |   |         |
| Total number of agreements reported: 5                 |                            |                            |                |   |                                 | Weekly department volume—Continued                     |                            |                            |                |   |         |
| Agreement A:   | \$                         | \$                         |                |   |                                 | \$23,001 to  | \$                         | \$                         |                |   |         |
| 0 – 6 months   | —                          | 3.880                      | 40             | 27 <sup>1</sup> /10¢                                      | 20¢                             | \$27,000   | —                          | 7.462                      | 40             | 36¢   | 27¢     |
| 6 – 12 months  | —                          | 3.970                      | 40             | 27 <sup>1</sup> /10¢                                      | 20¢                             | \$27,001 to  | —                          | 7.537                      | 40             | 36¢   | 27¢     |
| After 12 months  | 3.690                      | 4.190                      | 40             | 27 <sup>1</sup> /10¢                                      | 20¢                             | \$31,000   | —                          | 7.612                      | 40             | 36¢   | 27¢     |
| Agreement B:   |                            |                            |                |   |                                 | \$31,001 to  | —                          | 7.687                      | 40             | 36¢   | 27¢     |
| 0 – 6 months   | —                          | 5.280                      | 40             | 27 <sup>1</sup> /10¢                                      | 20¢                             | \$35,000   | —                          | 6.591                      | 40             | 36¢   | 27¢     |
| 6 – 12 months  | —                          | 5.350                      | 40             | 27 <sup>1</sup> /10¢                                      | 20¢                             | \$35,001 and over                                      | —                          | 4.575                      | 40             | 36¢   | 27¢     |
| After 12 months  | 4.480                      | 5.420                      | 40             | 27 <sup>1</sup> /10¢                                      | 20¢                             | Journeyman, meat:                                      |                            |                            |                |   |         |
| Agreement C:   |                            |                            |                |   |                                 | Wrappers, meat:  |                            |                            |                |   |         |
| 0 – 6 months   | —                          | 5.610                      | 40             | 27 <sup>1</sup> /10¢                                      | 20¢                             | First year   | 2.700                      | 3.250                      | 40             | 36¢   | 27¢     |
| After 6 months   | 4.500                      | 5.730                      | 40             | 27 <sup>1</sup> /10¢                                      | 20¢                             | 1 – 2 years  | 2.950                      | 3.520                      | 40             | 36¢   | 27¢     |
| Agreement D:   |                            |                            |                |   |                                 | After 2 years  | 3.500                      | 4.700                      | 40             | 36¢   | 27¢     |
| 0 – 6 months   | —                          | 5.560                      | 40             | 27 <sup>1</sup> /10¢                                      | 20¢                             | Produce:   |                            |                            |                |   |         |
| After 6 months   | —                          | 5.670                      | 40             | 27 <sup>1</sup> /10¢                                      | 20¢                             | Head produce clerk:                                    |                            |                            |                |   |         |
| After 12 months  | 4.590                      | 5.810                      | 40             | 27 <sup>1</sup> /10¢                                      | 20¢                             | Under \$25,000   | 4.640                      | 5.670                      | 40             | 32¢   | 14¢     |
|  |                            |                            |                |   |                                 | \$25,000 to \$35,000                                   | 4.750                      | 5.750                      | 40             | 32¢   | 14¢     |
|  |                            |                            |                |   |                                 | \$35,000 to \$50,000                                   | 4.870                      | 5.850                      | 40             | 32¢   | 14¢     |
|  |                            |                            |                |   |                                 | \$50,000 to \$80,000                                   | 4.960                      | 6.000                      | 40             | 32¢   | 14¢     |
|  |                            |                            |                |   |                                 | \$80,000 and over                                      | —                          | 6.250                      | 40             | 32¢   | 14¢     |
| <b>JACKSON, MISS.</b>                                  |                            |                            |                |   |                                 | Clerks, full-time:                                     |                            |                            |                |   |         |
| Check out:   |                            |                            |                |   |                                 | First 6 months   | 2.500                      | 2.950                      | 40             | 32¢   | 14¢     |
| Head cashiers:   |                            |                            |                |   |                                 | 7 – 12 months  | 2.630                      | 3.100                      | 40             | 32¢   | 14¢     |
| Under \$50,000   | 4.220                      | 5.120                      | 40             | 32¢   | 14¢                             | 13 – 18 months   | 2.740                      | 3.250                      | 40             | 32¢   | 14¢     |
| \$50,001 to \$80,000                                   | —                          | 5.300                      | 40             | 32¢   | 14¢                             | 19 – 24 months   | 2.910                      | 3.450                      | 40             | 32¢   | 14¢     |
| \$80,001 and over                                      | —                          | 5.610                      | 40             | 32¢   | 14¢                             | 25 – 30 months   | 3.600                      | 4.250                      | 40             | 32¢   | 14¢     |
| Cashiers, full-time:                                   |                            |                            |                |   |                                 | After 30 months  | 3.850                      | 4.700                      | 40             | 32¢   | 14¢     |
| First 6 months   | 2.460                      | 2.950                      | 40             | 32¢   | 14¢                             | Miscellaneous:   |                            |                            |                |   |         |
| 7 – 12 months  | 2.580                      | 3.100                      | 40             | 32¢   | 14¢                             | Stockers, day, full-time:                              |                            |                            |                |   |         |
| 13 – 18 months   | 2.690                      | 3.250                      | 40             | 32¢   | 14¢                             | First 6 months   | 2.500                      | 2.950                      | 40             | 32¢   | 14¢     |
| 19 – 24 months   | 2.870                      | 3.450                      | 40             | 32¢   | 14¢                             | 7 – 12 months  | 2.630                      | 3.100                      | 40             | 32¢   | 14¢     |
| 25 – 30 months   | 3.500                      | 4.250                      | 40             | 32¢   | 14¢                             | 13 – 18 months   | 2.740                      | 3.250                      | 40             | 32¢   | 14¢     |
| After 30 months  | 3.750                      | 4.700                      | 40             | 32¢   | 14¢                             | 19 – 24 months   | 2.910                      | 3.450                      | 40             | 32¢   | 14¢     |
| Cashiers, part-time:                                   |                            |                            |                |   |                                 | 25 – 30 months   | 3.600                      | 4.250                      | 40             | 32¢   | 14¢     |
| First 6 months   | 2.160                      | 2.610                      | 40             | 32¢   | 14¢                             | After 30 months  | 3.850                      | 4.700                      | 40             | 32¢   | 14¢     |
| 7 – 12 months  | 2.260                      | 2.710                      | 40             | 32¢   | 14¢                             |  |                            |                            |                |   |         |
| After 12 months  | 2.300                      | 2.750                      | 40             | 32¢   | 14¢                             |  |                            |                            |                |   |         |
| Grocery:   |                            |                            |                |   |                                 | <b>JACKSONVILLE, FLA.</b>                              |                            |                            |                |   |         |
| Head grocery clerk:                                    |                            |                            |                |   |                                 | Check out:   |                            |                            |                |   |         |
| Under \$25,000   | —                          | 5.670                      | 40             | 32¢   | 14¢                             | Head cashiers:   |                            |                            |                |   |         |
| \$25,000 to \$35,000                                   | —                          | 5.750                      | 40             | 32¢   | 14¢                             | Total number of agreements reported: 2                 |                            |                            |                |   |         |
| \$35,000 to \$50,000                                   | —                          | 5.850                      | 40             | 32¢   | 14¢                             | Agreement A:   |                            |                            |                |   |         |
| \$50,000 to \$80,000                                   | —                          | 6.000                      | 40             | 32¢   | 14¢                             | First 6 months   | 2.475                      | 3.525                      | 40             | 22¢   | —       |
| \$80,000 and over                                      | —                          | 6.250                      | 40             | 32¢   | 14¢                             | 7 – 12 months  | 2.525                      | 3.525                      | 40             | 22¢   | —       |
| Clerks, full-time:                                     |                            |                            |                |   |                                 | 13 – 18 months   | 2.575                      | 3.625                      | 40             | 22¢   | —       |
| First 6 months   | 2.500                      | 2.950                      | 40             | 32¢   | 14¢                             | 19 – 24 months   | 2.625                      | 3.725                      | 40             | 22¢   | —       |
| 7 – 12 months  | 2.630                      | 3.100                      | 40             | 32¢   | 14¢                             | After 24 months  | 2.675                      | 3.850                      | 40             | 22¢   | —       |
| 13 – 18 months   | 2.740                      | 3.250                      | 40             | 32¢   | 14¢                             | Agreement B  | 3.220                      | 4.370                      | 40             | 31 <sup>2</sup> /3¢                                       | *       |
| 19 – 24 months   | 2.910                      | 3.450                      | 40             | 32¢   | 14¢                             | Cashiers, full-time:                                   |                            |                            |                |   |         |
| 25 – 30 months   | 3.600                      | 4.250                      | 40             | 32¢   | 14¢                             | Total number of agreements reported: 2                 |                            |                            |                |   |         |
| After 30 months  | 3.850                      | 4.700                      | 40             | 32¢   | 14¢                             | Agreement A:   |                            |                            |                |   |         |
| Clerks, part-time:                                     |                            |                            |                |   |                                 | First 6 months   | 2.175                      | 2.750                      | 40             | 22¢   | —       |
| First 6 months   | 2.160                      | 2.610                      | 40             | 32¢   | 14¢                             | 7 – 12 months  | 2.225                      | 2.875                      | 40             | 22¢   | —       |
| 7 – 12 months  | 2.260                      | 2.710                      | 40             | 32¢   | 14¢                             | 13 – 18 months   | 2.350                      | 3.075                      | 40             | 22¢   | —       |
| After 12 months  | 2.300                      | 2.750                      | 40             | 32¢   | 14¢                             | 19 – 24 months   | 2.413                      | 3.200                      | 40             | 22¢   | —       |
| Meat:  |                            |                            |                |   |                                 | After 24 months  | 2.475                      | 3.375                      | 40             | 22¢   | —       |
| Head meat cutters:                                     |                            |                            |                |   |                                 | Agreement B:   |                            |                            |                |   |         |
| Weekly department volume:                              |                            |                            |                |   |                                 | First 6 months   | 2.220                      | 3.360                      | 40             | 31 <sup>2</sup> /3¢                                       | *       |
| Under \$5,000  | —                          | 6.855                      | 40             | 36¢   | 27¢                             | 7 – 12 months  | 2.280                      | 3.475                      | 40             | 31 <sup>2</sup> /3¢                                       | *       |
| \$5,001 to   | —                          | 6.974                      | 40             | 36¢   | 27¢                             | 13 – 18 months   | 2.330                      | 3.675                      | 40             | 31 <sup>2</sup> /3¢                                       | *       |
| \$7,000  | —                          | 7.053                      | 40             | 36¢   | 27¢                             | 19 – 24 months   | 2.430                      | 3.800                      | 40             | 31 <sup>2</sup> /3¢                                       | *       |
| \$7,001 to   | —                          | 7.119                      | 40             | 36¢   | 27¢                             | 25 – 30 months   | 2.520                      | 3.925                      | 40             | 31 <sup>2</sup> /3¢                                       | *       |
| \$10,001 to  | —                          | 7.225                      | 40             | 36¢   | 27¢                             | Cashiers, part-time:                                   |                            |                            |                |   |         |
| \$13,000   | —                          | 7.304                      | 40             | 36¢   | 27¢                             | First 6 months   | —                          | 2.750                      | 40             | 31 <sup>2</sup> /3¢                                       | *       |
| \$13,001 to  | —                          | 7.383                      | 40             | 36¢   | 27¢                             | After 6 months   | —                          | 2.800                      | 40             | 31 <sup>2</sup> /3¢                                       | *       |
| \$16,000   | —                          | 7.383                      | 40             | 36¢   | 27¢                             | Baggers:   |                            |                            |                |   |         |
| \$16,001 to  | —                          | 7.383                      | 40             | 36¢   | 27¢                             | First 9 months   | 1.750                      | 2.150                      | 40             | 22¢   | —       |
| \$19,000   | —                          | 7.383                      | 40             | 36¢   | 27¢                             | After 9 months   | 1.800                      | 2.250                      | 40             | 22¢   | —       |
| \$19,001 to  | —                          | 7.383                      | 40             | 36¢   | 27¢                             |  |                            |                            |                |   |         |
| \$23,000   | —                          | 7.383                      | 40             | 36¢   | 27¢                             |  |                            |                            |                |   |         |

See footnotes at end of table.

**Table 6. Wage rates hours, and employer contributions to funds: Selected cities—Continued**

(Union hourly wage rates and straight-time hours and employer insurance and pension contributions for grocery store occupations in 70 cities, July 1, 1973, and July 1, 1975)

(Hours are the same for both years unless otherwise indicated)

| Trade or occupation and selected contract <sup>1</sup> | July 1, 1973               |                            | July 1, 1975                     |   |                                   |  | Trade or occupation and selected contract <sup>1</sup> | July 1, 1973               |                | July 1, 1975  |         |       |       |    |                                  |     |
|--|----------------------------|----------------------------|----------------------------------|---|-----------------------------------|--|--|----------------------------|----------------|---|---------|-------|-------|----|----------------------------------|-----|
|  | Rate per hour <sup>2</sup> | Rate per hour <sup>2</sup> | Hours per week                   | Employer contributions for selected benefits <sup>3</sup> |                                   | Rate per hour <sup>2</sup>             |  | Rate per hour <sup>2</sup> | Hours per week | Employer contributions for selected benefits <sup>3</sup> |         |       |       |    |                                  |     |
|  |                            |                            |                                  | Insurance <sup>4</sup>                                    | Pension                           |  |  |                            |                | Insurance <sup>4</sup>                                    | Pension |       |       |    |                                  |     |
| <b>JACKSONVILLE, FLA.—Continued</b>                    |                            |                            |                                  |   |                                   | <b>KANSAS CITY, MO.—Continued</b>      |  |                            |                |   |         |       |       |    |                                  |     |
| Grocery:   |                            |                            |                                  |   |                                   | Meat:                                  |  |                            |                |   |         |       |       |    |                                  |     |
| Head grocery clerks:                                   |                            |                            |                                  |   |                                   | Head meat men:                         |  |                            |                |   |         |       |       |    |                                  |     |
| First 6 months   | \$ 3.500                   | \$ 4.650                   | 40                               | 31 <sup>2</sup> / <sub>3</sub> ¢                          | *                                 | Weekly department volume:              |  |                            |                |   |         |       |       |    |                                  |     |
| 7 — 12 months  | 3.590                      | 4.740                      | 40                               | 31 <sup>2</sup> / <sub>3</sub> ¢                          | *                                 | \$1,001 to \$2,000                     | \$ 5.883   | \$ 7.282                   | 40             | 48 <sup>2</sup> / <sub>3</sub> ¢                          | 30¢     |       |       |    |                                  |     |
| After 12 months  | 3.640                      | 4.790                      | 40                               | 31 <sup>2</sup> / <sub>3</sub> ¢                          | *                                 | \$2,001 to \$3,500                     | 6.070  | 7.470                      | 40             | 48 <sup>2</sup> / <sub>3</sub> ¢                          | 30¢     |       |       |    |                                  |     |
| Clerks, full-time:                                     |                            |                            |                                  |   |                                   | \$3,501 to \$4,500                     |  |                            |                |   |         | 6.133 | 7.532 | 40 | 48 <sup>2</sup> / <sub>3</sub> ¢ | 30¢ |
| Total number of agreements reported: 2                 |                            |                            |                                  |   |                                   | \$4,501 to \$6,000                     |  |                            |                |   |         | 6.195 | 7.595 | 40 | 48 <sup>2</sup> / <sub>3</sub> ¢ | 30¢ |
| Agreement A:   |                            |                            |                                  |   |                                   | \$6,001 to \$7,500                     |  |                            |                |   |         | 6.258 | 7.657 | 40 | 48 <sup>2</sup> / <sub>3</sub> ¢ | 30¢ |
| First 6 months   | 1.825                      | 3.000                      | 40                               | 22¢   | —                                 | \$7,501 to \$9,000                     | 6.383  | 7.782                      | 40             | 48 <sup>2</sup> / <sub>3</sub> ¢                          | 30¢     |       |       |    |                                  |     |
| 7 — 12 months  | 1.925                      | 3.125                      | 40                               | 22¢   | —                                 | \$9,001 to \$10,500                    | 6.445  | 7.845                      | 40             | 48 <sup>2</sup> / <sub>3</sub> ¢                          | 30¢     |       |       |    |                                  |     |
| 13 — 18 months   | 2.025                      | 3.325                      | 40                               | 22¢   | —                                 | \$10,501 to \$12,500                   | 6.508  | 7.907                      | 40             | 48 <sup>2</sup> / <sub>3</sub> ¢                          | 30¢     |       |       |    |                                  |     |
| 19 — 24 months   | 2.125                      | 3.450                      | 40                               | 22¢   | —                                 | \$12,501 to \$15,000                   | 6.570  | 7.970                      | 40             | 48 <sup>2</sup> / <sub>3</sub> ¢                          | 30¢     |       |       |    |                                  |     |
| After 24 months  | 2.300                      | 3.625                      | 40                               | 22¢   | —                                 | \$15,001 to \$17,500                   | 6.633  | 8.032                      | 40             | 48 <sup>2</sup> / <sub>3</sub> ¢                          | 30¢     |       |       |    |                                  |     |
| Agreement B:   |                            |                            |                                  |   |                                   | \$17,501 to \$20,000                   |  |                            |                |   |         | 6.683 | 8.082 | 40 | 48 <sup>2</sup> / <sub>3</sub> ¢ | 30¢ |
| First 6 months   | 2.280                      | 3.350                      | 40                               | 31 <sup>2</sup> / <sub>3</sub> ¢                          | *                                 | \$20,001 to \$22,500                   | 6.758  | 8.157                      | 40             | 48 <sup>2</sup> / <sub>3</sub> ¢                          | 30¢     |       |       |    |                                  |     |
| 7 — 12 months  | 2.330                      | 3.475                      | 40                               | 31 <sup>2</sup> / <sub>3</sub> ¢                          | *                                 | \$22,501 to \$25,000                   | —  | 8.220                      | 40             | 48 <sup>2</sup> / <sub>3</sub> ¢                          | 30¢     |       |       |    |                                  |     |
| 13 — 18 months   | 2.390                      | 3.675                      | 40                               | 31 <sup>2</sup> / <sub>3</sub> ¢                          | *                                 | \$25,001 to \$27,500                   | —  | 8.280                      | 40             | 48 <sup>2</sup> / <sub>3</sub> ¢                          | 30¢     |       |       |    |                                  |     |
| 19 — 24 months   | 2.490                      | 3.800                      | 40                               | 31 <sup>2</sup> / <sub>3</sub> ¢                          | *                                 | \$27,501 to \$30,000                   | —  | 8.340                      | 40             | 48 <sup>2</sup> / <sub>3</sub> ¢                          | 30¢     |       |       |    |                                  |     |
| After 24 months  | 2.570                      | 3.925                      | 40                               | 31 <sup>2</sup> / <sub>3</sub> ¢                          | *                                 | First cutters                          |  |                            |                |   |         | 5.958 | 7.357 | 40 | 48 <sup>2</sup> / <sub>3</sub> ¢ | 30¢ |
| Meat:  |                            |                            |                                  |   |                                   | Journeyman                             |  |                            |                |   |         | 5.808 | 7.207 | 40 | 48 <sup>2</sup> / <sub>3</sub> ¢ | 30¢ |
| Head meat cutters:                                     |                            |                            |                                  |   |                                   | Wrappers:                              |  |                            |                |   |         |       |       |    |                                  |     |
| Total number of agreements reported: 2                 |                            |                            |                                  |   |                                   | First 6 months                         |  |                            |                |   |         | 4.033 | 5.815 | 40 | 48 <sup>2</sup> / <sub>3</sub> ¢ | 30¢ |
| First cutters  | 4.875                      | 6.000                      | 40                               | 35¢   | 19 <sup>9</sup> / <sub>10</sub> ¢ | 7 — 12 months                          |  |                            |                |   |         | 4.686 | 6.315 | 40 | 48 <sup>2</sup> / <sub>3</sub> ¢ | 30¢ |
| Journeyman   | 4.500                      | 5.675                      | 40                               | 35¢   | 19 <sup>9</sup> / <sub>10</sub> ¢ | 13 — 18 months                         |  |                            |                |   |         | 4.839 | 6.565 | 40 | 48 <sup>2</sup> / <sub>3</sub> ¢ | 30¢ |
| Total number of agreements reported: 2                 |                            |                            |                                  |   |                                   | After 18 months                        |  |                            |                |   |         | 5.017 | 6.825 | 40 | 48 <sup>2</sup> / <sub>3</sub> ¢ | 30¢ |
| Wrappers:  |                            |                            |                                  |   |                                   | Produce:                               |  |                            |                |   |         |       |       |    |                                  |     |
| Total number of agreements reported: 2                 |                            |                            |                                  |   |                                   | Head produce men                       |  |                            |                |   |         | 5.755 | 7.085 | 40 | 20¢                              | 22¢ |
| First 6 months   | 2.125                      | 3.063                      | 40                               | 35¢   | 19 <sup>9</sup> / <sub>10</sub> ¢ | <b>KNOXVILLE, TENN.</b>                |  |                            |                |   |         |       |       |    |                                  |     |
| 7 — 12 months  | 2.200                      | 3.188                      | 40                               | 35¢   | 19 <sup>9</sup> / <sub>10</sub> ¢ | Check out:                             |  |                            |                |   |         |       |       |    |                                  |     |
| 13 — 18 months   | 2.325                      | 3.288                      | 40                               | 35¢   | 19 <sup>9</sup> / <sub>10</sub> ¢ | Head cashiers:                         |  |                            |                |   |         |       |       |    |                                  |     |
| 19 — 24 months   | 2.525                      | 3.513                      | 40                               | 35¢   | 19 <sup>9</sup> / <sub>10</sub> ¢ | Total number of agreements reported: 3 |  |                            |                |   |         |       |       |    |                                  |     |
| After 24 months  | 2.775                      | 3.788                      | 40                               | 35¢   | 19 <sup>9</sup> / <sub>10</sub> ¢ | Agreement A:                           |  |                            |                |   |         |       |       |    |                                  |     |
| Produce:   |                            |                            |                                  |   |                                   | First 6 months                         |  |                            |                |   |         | 2.550 | 2.975 | 40 | *                                | 10¢ |
| Head produce clerks                                    |                            |                            |                                  |   |                                   | 7 — 12 months                          |  |                            |                |   |         | 2.625 | 3.075 | 40 | *                                | 10¢ |
| 4.070  | 5.150                      | 40                         | 31 <sup>2</sup> / <sub>3</sub> ¢ | *   | 13 — 18 months                    |  |  |                            |                |   | 2.700   | 3.250 | 40    | *  | 10¢                              |     |
| <b>KANSAS CITY, MO.</b>                                |                            |                            |                                  |   |                                   | 19 — 24 months                         |  |                            |                |   |         | 2.775 | 3.375 | 40 | *                                | 10¢ |
| Check out:   |                            |                            |                                  |   |                                   | 25 — 30 months                         |  |                            |                |   |         | 2.950 | 3.625 | 40 | *                                | 10¢ |
| Head cashiers  |                            |                            |                                  |   |                                   | 31 — 36 months                         |  |                            |                |   |         | 3.013 | 4.375 | 40 | *                                | 10¢ |
| 5.200  | 6.530                      | 40                         | 20¢                              | 22¢   | 37 — 60 months                    |  |  |                            |                |   | 3.444   | 4.625 | 40    | *  | 10¢                              |     |
| Cashiers, full-time:                                   |                            |                            |                                  |   |                                   | After 60 months                        |  |                            |                |   |         | 3.655 | 4.750 | 40 | *                                | 10¢ |
| First 6 months   | 3.160                      | 3.780                      | 40                               | 20¢   | 22¢                               | Agreement B:                           |  |                            |                |   |         |       |       |    |                                  |     |
| 7 — 12 months  | 3.500                      | 4.280                      | 40                               | 20¢   | 22¢                               | Weekly store volume:                   |  |                            |                |   |         |       |       |    |                                  |     |
| 13 — 18 months   | 4.020                      | 4.990                      | 40                               | 20¢   | 22¢                               | Under \$50,000                         |  |                            |                |   |         | 4.300 | 5.650 | 40 | 32¢                              | 14¢ |
| 19 — 24 months   | 4.490                      | 5.540                      | 40                               | 20¢   | 22¢                               | \$50,000 to \$80,000                   |  |                            |                |   |         | 4.300 | 5.800 | 40 | 32¢                              | 14¢ |
| After 24 months  | 4.980                      | 6.310                      | 40                               | 20¢   | 22¢                               | Over \$80,000                          |  |                            |                |   |         | 4.300 | 6.100 | 40 | 32¢                              | 14¢ |
| Cashiers, part-time:                                   |                            |                            |                                  |   |                                   | Total number of agreements reported: 3 |  |                            |                |   |         |       |       |    |                                  |     |
| First 1,040 hours                                      | 3.160                      | 3.780                      | 40                               | 20¢   | 22¢                               | Agreement A:                           |  |                            |                |   |         |       |       |    |                                  |     |
| 1,041 — 2,080 hours                                    | 3.500                      | 4.280                      | 40                               | 20¢   | 22¢                               | First 6 months                         |  |                            |                |   |         | 2.300 | 2.725 | 40 | *                                | 10¢ |
| 2,081 — 3,120 hours                                    | 4.020                      | 4.990                      | 40                               | 20¢   | 22¢                               | 7 — 12 months                          |  |                            |                |   |         | 2.375 | 2.825 | 40 | *                                | 10¢ |
| 3,121 — 4,160 hours                                    | 4.490                      | 5.540                      | 40                               | 20¢   | 22¢                               | 13 — 18 months                         |  |                            |                |   |         | 2.450 | 3.000 | 40 | *                                | 10¢ |
| After 4,160 hours                                      | 4.980                      | 6.310                      | 40                               | 20¢   | 22¢                               | 19 — 24 months                         |  |                            |                |   |         | 2.525 | 3.125 | 40 | *                                | 10¢ |
| Baggers:   |                            |                            |                                  |   |                                   | 25 — 30 months                         |  |                            |                |   |         | 2.713 | 3.375 | 40 | *                                | 10¢ |
| Head grocery men                                       |                            |                            |                                  |   |                                   | 31 — 36 months                         |  |                            |                |   |         | 2.763 | 4.125 | 40 | *                                | 10¢ |
| 5.855  | 7.185                      | 40                         | 20¢                              | 22¢   | 37 — 60 months                    |  |  |                            |                |   | 3.194   | 4.375 | 40    | *  | 10¢                              |     |
| Clerks, full-time:                                     |                            |                            |                                  |   |                                   | After 60 months                        |  |                            |                |   |         | 3.405 | 4.500 | 40 | *                                | 10¢ |
| First 6 months   | 3.160                      | 3.780                      | 40                               | 20¢   | 22¢                               | Agreement B:                           |  |                            |                |   |         |       |       |    |                                  |     |
| 7 — 12 months  | 3.500                      | 4.280                      | 40                               | 20¢   | 22¢                               | First 6 months                         |  |                            |                |   |         | 2.580 | 3.400 | 40 | 32¢                              | 14¢ |
| 13 — 18 months   | 4.020                      | 4.990                      | 40                               | 20¢   | 22¢                               | 7 — 12 months                          |  |                            |                |   |         | 2.720 | 3.650 | 40 | 32¢                              | 14¢ |
| 19 — 24 months   | 4.490                      | 5.540                      | 40                               | 20¢   | 22¢                               | 13 — 18 months                         |  |                            |                |   |         | 2.860 | 3.950 | 40 | 32¢                              | 14¢ |
| After 24 months  | 4.980                      | 6.310                      | 40                               | 20¢   | 22¢                               | 19 — 24 months                         |  |                            |                |   |         | 3.060 | 4.250 | 40 | 32¢                              | 14¢ |
| Clerks, part-time:                                     |                            |                            |                                  |   |                                   | 25 — 30 months                         |  |                            |                |   |         | 3.300 | 4.550 | 40 | 32¢                              | 14¢ |
| First 1,040 hours                                      | 3.160                      | 3.780                      | 40                               | 20¢   | 22¢                               | After 30 months                        |  |                            |                |   |         | 3.825 | 5.230 | 40 | 32¢                              | 14¢ |
| 1,041 — 2,080 hours                                    | 3.500                      | 4.280                      | 40                               | 20¢   | 22¢                               | Total number of agreements reported: 2 |  |                            |                |   |         |       |       |    |                                  |     |
| 2,081 — 3,120 hours                                    | 4.020                      | 4.990                      | 40                               | 20¢   | 22¢                               | Agreement A:                           |  |                            |                |   |         |       |       |    |                                  |     |
| 3,121 — 4,160 hours                                    | 4.490                      | 5.540                      | 40                               | 20¢   | 22¢                               | First 6 months                         |  |                            |                |   |         | 2.025 | 2.550 | 40 | *                                | 10¢ |
| After 4,160 hours                                      | 4.980                      | 6.310                      | 40                               | 20¢   | 22¢                               | 7 — 12 months                          |  |                            |                |   |         | 2.075 | 2.600 | 40 | *                                | 10¢ |

See footnotes at end of table.

**Table 6. Wage rates hours, and employer contributions to funds: Selected cities—Continued**

(Union hourly wage rates and straight-time hours and employer insurance and pension contributions for grocery store occupations in 70 cities, July 1, 1973, and July 1, 1975)

(Hours are the same for both years unless otherwise indicated)

| Trade or occupation and selected contract <sup>1</sup> | July 1, 1973               | July 1, 1975               |                |   |         | Trade or occupation and selected contract <sup>1</sup> | July 1, 1973               | July 1, 1975               |                |   |         |
|--|----------------------------|----------------------------|----------------|---|---------|--|----------------------------|----------------------------|----------------|---|---------|
|  | Rate per hour <sup>2</sup> | Rate per hour <sup>2</sup> | Hours per week | Employer contributions for selected benefits <sup>3</sup> |         |  | Rate per hour <sup>2</sup> | Rate per hour <sup>2</sup> | Hours per week | Employer contributions for selected benefits <sup>3</sup> |         |
|  |                            |                            |                | Insur-<br>ance <sup>4</sup>                               | Pension |  |                            |                            |                | Insur-<br>ance <sup>4</sup>                               | Pension |
| <b>KNOXVILLE, TENN.—Continued</b>                      |                            |                            |                |   |         | <b>KNOXVILLE, TENN.—Continued</b>                      |                            |                            |                |   |         |
| Check out—Continued                                    |                            |                            |                |   |         | Meat—Continued   |                            |                            |                |   |         |
| Cashiers, part-time—Continued                          |                            |                            |                |   |         | First cutters:   |                            |                            |                |   |         |
| Total number of agreements reported: 2—Continued       |                            |                            |                |   |         | Total number of agreements reported: 3                 | \$                         | \$                         |                |   |         |
| Agreement B:   |                            |                            |                |   |         | Agreement A .....                                      | 5.213                      | 6.153                      | 40             | 36¢   | 27¢     |
| First 6 months .....                                   | 2.350                      | 3.050                      | 40             | 32¢   | 14¢     | Agreement B .....                                      | 5.226                      | 6.266                      | 40             | 36¢   | 27¢     |
| 7 — 12 months .....                                    | 2.450                      | 3.150                      | 40             | 32¢   | 14¢     | Journeyman:  |                            |                            |                |   |         |
| 1 year plus 1,557 hours .....                          | 2.580                      | 3.400                      | 40             | 32¢   | 14¢     | Total number of agreements reported: 3                 |                            |                            |                |   |         |
| Plus 3,114 hours ..                                    | 2.720                      | 3.650                      | 40             | 32¢   | 14¢     | Agreement A .....                                      | 5.113                      | 6.015                      | 40             | 36¢   | 27¢     |
| Plus 4,671 hours ..                                    | 2.860                      | 3.950                      | 40             | 32¢   | 14¢     | Agreement B .....                                      | 5.075                      | 6.115                      | 40             | 36¢   | 27¢     |
| Plus 6,228 hours ..                                    | 3.060                      | 4.250                      | 40             | 32¢   | 14¢     | Wrappers:  |                            |                            |                |   |         |
| Plus 7,785 hours ..                                    | 3.300                      | 4.550                      | 40             | 32¢   | 14¢     | Total number of agreements reported: 3                 |                            |                            |                |   |         |
| Plus 9,342 hours and over .....                        | 3.825                      | 5.230                      | 40             | 32¢   | 14¢     | Agreement A:   |                            |                            |                |   |         |
| Grocery:   |                            |                            |                |   |         | First 6 months .....                                   | 2.450                      | 3.465                      | 40             | 36¢   | 27¢     |
| Head grocery clerks:                                   |                            |                            |                |   |         | 7 — 12 months .....                                    | 2.525                      | 3.565                      | 40             | 36¢   | 27¢     |
| Total number of agreements reported: 2                 |                            |                            |                |   |         | 13 — 18 months .....                                   | 2.625                      | 3.815                      | 40             | 36¢   | 27¢     |
| Weekly store volume:                                   |                            |                            |                |   |         | 19 — 24 months .....                                   | 2.875                      | 3.915                      | 40             | 36¢   | 27¢     |
| Under \$25,000 .....                                   | 4.770                      | 6.110                      | 40             | 32¢   | 14¢     | 25 — 30 months .....                                   | 2.975                      | 4.115                      | 40             | 36¢   | 27¢     |
| \$25,000 to \$35,000 .....                             | 4.840                      | 6.170                      | 40             | 32¢   | 14¢     | 31 — 36 months .....                                   | 3.175                      | 4.760                      | 40             | 36¢   | 27¢     |
| \$35,000 to \$50,000 ..                                | 4.940                      | 6.270                      | 40             | 32¢   | 14¢     | Agreement B:   |                            |                            |                |   |         |
| \$50,000 to \$80,000 ..                                | 4.940                      | 6.460                      | 40             | 32¢   | 14¢     | First 6 months .....                                   | 2.693                      | 3.733                      | 40             | 36¢   | 27¢     |
| Over \$80,000 .....                                    | 4.940                      | 6.700                      | 40             | 32¢   | 14¢     | 7 — 12 months .....                                    | 2.760                      | 3.800                      | 40             | 36¢   | 27¢     |
| Clerks, full-time:                                     |                            |                            |                |   |         | 13 — 18 months .....                                   | 2.884                      | 3.924                      | 40             | 36¢   | 27¢     |
| Total number of agreements reported: 2                 |                            |                            |                |   |         | 19 — 24 months .....                                   | 3.124                      | 4.164                      | 40             | 36¢   | 27¢     |
| First 6 months .....                                   | 2.600                      | 3.400                      | 40             | 32¢   | 14¢     | 25 — 30 months .....                                   | 3.424                      | 4.464                      | 40             | 36¢   | 27¢     |
| 7 — 12 months .....                                    | 2.750                      | 3.650                      | 40             | 32¢   | 14¢     | After 30 months .....                                  | 3.774                      | 4.864                      | 40             | 36¢   | 27¢     |
| 13 — 18 months .....                                   | 2.870                      | 3.950                      | 40             | 32¢   | 14¢     | Produce:   |                            |                            |                |   |         |
| 19 — 24 months .....                                   | 3.070                      | 4.250                      | 40             | 32¢   | 14¢     | Head produce clerks:                                   |                            |                            |                |   |         |
| 25 — 30 months .....                                   | 3.300                      | 4.550                      | 40             | 32¢   | 14¢     | Total number of agreements reported: 3                 |                            |                            |                |   |         |
| After 30 months .....                                  | 3.925                      | 5.230                      | 40             | 32¢   | 14¢     | Agreement A:   |                            |                            |                |   |         |
| Clerks, part-time:                                     |                            |                            |                |   |         | Weekly store volume:                                   |                            |                            |                |   |         |
| Total number of agreements reported: 2                 |                            |                            |                |   |         | Under \$25,000 ..                                      | 3.735                      | 5.350                      | 40             | *   | 10¢     |
| First 6 months .....                                   | 2.350                      | 3.050                      | 40             | 32¢   | 14¢     | \$25,001 to  |                            |                            |                |   |         |
| 7 — 12 months .....                                    | 2.450                      | 3.150                      | 40             | 32¢   | 14¢     | \$35,000 .....   | 3.788                      | 5.425                      | 40             | *   | 10¢     |
| 1 year plus 1,557 hours ..                             | 2.600                      | 3.400                      | 40             | 32¢   | 14¢     | \$35,001 to  |                            |                            |                |   |         |
| Plus 3,114 hours .....                                 | 2.750                      | 3.650                      | 40             | 32¢   | 14¢     | \$50,000 .....   | 3.867                      | 5.525                      | 40             | *   | 10¢     |
| Plus 4,671 hours .....                                 | 2.870                      | 3.950                      | 40             | 32¢   | 14¢     | \$50,001 to  |                            |                            |                |   |         |
| Plus 6,228 hours .....                                 | 3.070                      | 4.250                      | 40             | 32¢   | 14¢     | \$80,000 .....   | —                          | 5.700                      | 40             | *   | 10¢     |
| Plus 7,785 hours .....                                 | 3.300                      | 4.550                      | 40             | 32¢   | 14¢     | \$80,001 and over ..                                   | —                          | 5.950                      | 40             | *   | 10¢     |
| Plus 9,342 hours and over .....                        | 3.825                      | 5.230                      | 40             | 32¢   | 14¢     | Agreement B .....                                      | 4.950                      | 6.700                      | 40             | 32¢   | 14¢     |
| Meat:  |                            |                            |                |   |         | Clerks, full-time:                                     |                            |                            |                |   |         |
| Head meat cutters:                                     |                            |                            |                |   |         | First 6 months .....                                   | 2.300                      | 2.725                      | 40             | *   | 10¢     |
| Total number of agreements reported: 3                 |                            |                            |                |   |         | 7 — 12 months .....                                    | 2.375                      | 2.825                      | 40             | *   | 10¢     |
| Weekly department volume:                              |                            |                            |                |   |         | 13 — 18 months .....                                   | 2.450                      | 3.000                      | 40             | *   | 10¢     |
| Agreement A:   |                            |                            |                |   |         | 19 — 24 months .....                                   | 2.525                      | 3.125                      | 40             | *   | 10¢     |
| Under \$3,000 .....                                    | 5.475                      | 6.415                      | 40             | 36¢   | 27¢     | 25 — 30 months .....                                   | 2.713                      | 3.375                      | 40             | *   | 10¢     |
| \$3,000 to \$4,000 .....                               | 5.550                      | 6.490                      | 40             | 36¢   | 27¢     | 31 — 36 months .....                                   | 2.788                      | 4.125                      | 40             | *   | 10¢     |
| \$4,000 to \$5,000 .....                               | 5.600                      | 6.540                      | 40             | 36¢   | 27¢     | 37 — 60 months .....                                   | 3.234                      | 4.375                      | 40             | *   | 10¢     |
| \$5,000 to \$7,500 ..                                  | —                          | 6.690                      | 40             | 36¢   | 27¢     | After 60 months .....                                  | 3.405                      | 4.500                      | 40             | *   | 10¢     |
| \$7,500 to \$10,000 .....                              | —                          | 6.840                      | 40             | 36¢   | 27¢     | Miscellaneous:   |                            |                            |                |   |         |
| Agreement B:   |                            |                            |                |   |         | Stockers, day, full-time:                              |                            |                            |                |   |         |
| Under \$7,500 .....                                    | 5.721                      | 6.761                      | 40             | 36¢   | 27¢     | First 6 months .....                                   | 2.300                      | 2.725                      | 40             | *   | 10¢     |
| \$7,500 to \$10,000 .....                              | 5.771                      | 6.811                      | 40             | 36¢   | 27¢     | 7 — 12 months .....                                    | 2.375                      | 2.825                      | 40             | *   | 10¢     |
| \$10,000 to \$12,500 .....                             | 5.821                      | 6.861                      | 40             | 36¢   | 27¢     | 13 — 18 months .....                                   | 2.450                      | 3.000                      | 40             | *   | 10¢     |
| \$12,500 to \$15,000 .....                             | 5.871                      | 6.911                      | 40             | 36¢   | 27¢     | 19 — 24 months .....                                   | 2.525                      | 3.125                      | 40             | *   | 10¢     |
| \$15,000 to \$17,500 .....                             | 5.921                      | 6.961                      | 40             | 36¢   | 27¢     | 25 — 30 months .....                                   | 2.713                      | 3.375                      | 40             | *   | 10¢     |
| \$17,500 to \$20,000 .....                             | 5.971                      | 7.011                      | 40             | 36¢   | 27¢     | 31 — 36 months .....                                   | 2.788                      | 4.125                      | 40             | *   | 10¢     |
| \$20,000 to \$25,000 .....                             | 6.021                      | 7.211                      | 40             | 36¢   | 27¢     | 37 — 60 months .....                                   | 3.234                      | 4.375                      | 40             | *   | 10¢     |
| \$25,000 and over ..                                   | 6.021                      | 7.361                      | 40             | 36¢   | 27¢     | After 60 months .....                                  | 3.405                      | 4.500                      | 40             | *   | 10¢     |
|  |                            |                            |                |   |         | <b>LITTLE ROCK, ARK.</b>                               |                            |                            |                |   |         |
|  |                            |                            |                |   |         | Check out:   |                            |                            |                |   |         |
|  |                            |                            |                |   |         | Head cashiers:   |                            |                            |                |   |         |
|  |                            |                            |                |   |         | Total number of agreements reported: 4                 |                            |                            |                |   |         |
|  |                            |                            |                |   |         | Agreement A .....                                      | 3.900                      | 5.130                      | 40             | 22 <sup>1</sup> / <sub>2</sub> ¢                          | 14¢     |
|  |                            |                            |                |   |         | Agreement B:   |                            |                            |                |   |         |
|  |                            |                            |                |   |         | Weekly store volume:                                   |                            |                            |                |   |         |
|  |                            |                            |                |   |         | Up to \$50,000 .....                                   | 3.880                      | 5.130                      | 40             | 22 <sup>1</sup> / <sub>2</sub> ¢                          | 14¢     |
|  |                            |                            |                |   |         | \$50,000 and over ..                                   | 3.980                      | 5.230                      | 40             | 22 <sup>1</sup> / <sub>2</sub> ¢                          | 14¢     |

See footnotes at end of table.

**Table 6. Wage rates hours, and employer contributions to funds: Selected cities—Continued**

(Union hourly wage rates and straight-time hours and employer insurance and pension contributions for grocery store occupations in 70 cities, July 1, 1973, and July 1, 1975)

(Hours are the same for both years unless otherwise indicated)

| Trade or occupation and selected contract <sup>1</sup> | July 1, 1973               | July 1, 1975               |                |   |         | Trade or occupation and selected contract <sup>1</sup> | July 1, 1973               | July 1, 1975               |                |   |                                   |
|--|----------------------------|----------------------------|----------------|---|---------|--|----------------------------|----------------------------|----------------|---|-----------------------------------|
|  | Rate per hour <sup>2</sup> | Rate per hour <sup>2</sup> | Hours per week | Employer contributions for selected benefits <sup>3</sup> |         |  | Rate per hour <sup>2</sup> | Rate per hour <sup>2</sup> | Hours per week | Employer contributions for selected benefits <sup>3</sup> |                                   |
|  |                            |                            |                | Insur-ance <sup>4</sup>                                   | Pension |  |                            |                            |                | Insur-ance <sup>4</sup>                                   | Pension                           |
| <b>LITTLE ROCK, ARK.—Continued</b>                     |                            |                            |                |   |         | <b>LOS ANGELES, CALIF.—Continued</b>                   |                            |                            |                |   |                                   |
| Check out—Continued                                    |                            |                            |                |   |         | Grocery:   | \$                         | \$                         |                |   |                                   |
| Cashiers, full-time:                                   |                            |                            |                |   |         | Head grocery men .....                                 | 5.120                      | 5.820                      | 40             | 39¢   | 42¢                               |
| Total number of agreements reported: 2                 |                            |                            |                |   |         | Clerks, full-time .....                                | 4.682                      | 5.322                      | 40             | 39¢   | 42¢                               |
| Agreement A:   |                            |                            |                |   |         | Clerks, part-time .....                                | 4.782                      | 5.422                      | 40             | 39¢   | 42¢                               |
| First 6 months .....                                   | \$ 2.250                   | \$ 2.750                   | 40             | 22 <sup>1</sup> / <sub>2</sub> ¢                          | 14¢     | Meat:  |                            |                            |                |   |                                   |
| Second 6 months .....                                  | 2.450                      | 2.950                      | 40             | 22 <sup>1</sup> / <sub>2</sub> ¢                          | 14¢     | Head meat men:   |                            |                            |                |   |                                   |
| Third 6 months .....                                   | 2.650                      | 3.400                      | 40             | 22 <sup>1</sup> / <sub>2</sub> ¢                          | 14¢     | Less than 5 employees .....                            | 5.920                      | 7.260                      | 40             | 31 <sup>1</sup> / <sub>10</sub> ¢                         | 82 <sup>1</sup> / <sub>2</sub> ¢  |
| Fourth 6 months .....                                  | 3.060                      | 4.000                      | 40             | 22 <sup>1</sup> / <sub>2</sub> ¢                          | 14¢     | 5 or more employees .....                              | 5.920                      | 7.260                      | 40             | 31 <sup>1</sup> / <sub>10</sub> ¢                         | 82 <sup>1</sup> / <sub>2</sub> ¢  |
| After 2 years .....                                    | 3.650                      | 5.000                      | 40             | 22 <sup>1</sup> / <sub>2</sub> ¢                          | 14¢     | Journeyman .....                                       | 5.470                      | 6.810                      | 40             | 31 <sup>1</sup> / <sub>10</sub> ¢                         | 82 <sup>1</sup> / <sub>2</sub> ¢  |
| Cashiers, part-time:                                   |                            |                            |                |   |         | Wrappers:  |                            |                            |                |   |                                   |
| First 6 months .....                                   | 2.250                      | 2.750                      | 40             | 22 <sup>1</sup> / <sub>2</sub> ¢                          | 14¢     | First 90 days .....                                    | 4.245                      | 5.415                      | 40             | 31 <sup>1</sup> / <sub>10</sub> ¢                         | 82 <sup>1</sup> / <sub>2</sub> ¢  |
| Second 6 months .....                                  | 2.450                      | 2.950                      | 40             | 22 <sup>1</sup> / <sub>2</sub> ¢                          | 14¢     | After 90 days .....                                    | 4.445                      | 5.705                      | 40             | 31 <sup>1</sup> / <sub>10</sub> ¢                         | 82 <sup>1</sup> / <sub>2</sub> ¢  |
| Third 6 months .....                                   | 2.650                      | 3.400                      | 40             | 22 <sup>1</sup> / <sub>2</sub> ¢                          | 14¢     | Produce:   |                            |                            |                |   |                                   |
| Fourth 6 months .....                                  | 3.060                      | 4.000                      | 40             | 22 <sup>1</sup> / <sub>2</sub> ¢                          | 14¢     | Head produce men .....                                 | 5.120                      | 5.820                      | 40             | 39¢   | 42¢                               |
| After 2 years .....                                    | 3.650                      | 5.000                      | 40             | 22 <sup>1</sup> / <sub>2</sub> ¢                          | 14¢     | Clerks, full-time .....                                | 4.682                      | 5.322                      | 40             | 39¢   | 42¢                               |
| Baggers:   |                            |                            |                |   |         | Clerks, part-time .....                                | 4.782                      | 5.422                      | 40             | 39¢   | 42¢                               |
| Total number of agreements reported: 4                 |                            |                            |                |   |         | <b>LOUISVILLE, KY.</b>                                 |                            |                            |                |   |                                   |
| Agreement A .....                                      | 1.950                      | 2.300                      | 40             | 22 <sup>1</sup> / <sub>2</sub> ¢                          | 14¢     | Check out:   |                            |                            |                |   |                                   |
| Grocery:   |                            |                            |                |   |         | Head cashiers:   |                            |                            |                |   |                                   |
| Head grocery clerks:                                   |                            |                            |                |   |         | Total number of agreements reported: 6                 |                            |                            |                |   |                                   |
| Total number of agreements reported: 2                 |                            |                            |                |   |         | Agreement A .....                                      | 3.820                      | 4.630                      | 40             | 21 <sup>4</sup> / <sub>5</sub> ¢                          | 12¢                               |
| Agreement A .....                                      | 3.950                      | 5.620                      | 40             | 22 <sup>1</sup> / <sub>2</sub> ¢                          | 14¢     | Agreement B:   |                            |                            |                |   |                                   |
| Agreement B:   |                            |                            |                |   |         | First 6 months .....                                   | 4.050                      | 5.040                      | 40             | 23 <sup>2</sup> / <sub>3</sub> ¢                          | 15¢                               |
| Weekly store volume:                                   |                            |                            |                |   |         | After 6 months .....                                   | —                          | 5.190                      | 40             | 23 <sup>2</sup> / <sub>3</sub> ¢                          | 15¢                               |
| Up to \$37,500 .....                                   | 4.320                      | 5.620                      | 40             | 22 <sup>1</sup> / <sub>2</sub> ¢                          | 14¢     | Agreement C .....                                      | 3.892                      | 5.340                      | 40             | 33 <sup>2</sup> / <sub>3</sub> ¢                          | 29 <sup>9</sup> / <sub>10</sub> ¢ |
| \$37,500 to \$75,000 .....                             | 4.460                      | 5.760                      | 40             | 22 <sup>1</sup> / <sub>2</sub> ¢                          | 14¢     | Agreement D:   |                            |                            |                |   |                                   |
| \$75,000 and over .....                                | 4.560                      | 5.860                      | 40             | 22 <sup>1</sup> / <sub>2</sub> ¢                          | 14¢     | Weekly store volume:                                   |                            |                            |                |   |                                   |
| Clerks, full-time:                                     |                            |                            |                |   |         | \$9,500 .....  | 3.750                      | 5.250                      | 40             | 33 <sup>2</sup> / <sub>3</sub> ¢                          | 29 <sup>9</sup> / <sub>10</sub> ¢ |
| Total number of agreements reported: 5                 |                            |                            |                |   |         | \$19,500 .....   | 3.830                      | 5.310                      | 40             | 33 <sup>2</sup> / <sub>3</sub> ¢                          | 29 <sup>9</sup> / <sub>10</sub> ¢ |
| Agreement A:   |                            |                            |                |   |         | \$27,000 .....   | 3.900                      | 5.380                      | 40             | 33 <sup>2</sup> / <sub>3</sub> ¢                          | 29 <sup>9</sup> / <sub>10</sub> ¢ |
| First 6 months .....                                   | 2.300                      | 2.750                      | 40             | 22 <sup>1</sup> / <sub>2</sub> ¢                          | 14¢     | \$42,500 .....   | 4.015                      | 5.480                      | 40             | 33 <sup>2</sup> / <sub>3</sub> ¢                          | 29 <sup>9</sup> / <sub>10</sub> ¢ |
| Second 6 months .....                                  | 2.500                      | 2.950                      | 40             | 22 <sup>1</sup> / <sub>2</sub> ¢                          | 14¢     | Cashiers, full-time:                                   |                            |                            |                |   |                                   |
| Third 6 months .....                                   | 2.750                      | 3.400                      | 40             | 22 <sup>1</sup> / <sub>2</sub> ¢                          | 14¢     | Total number of agreements reported: 6                 |                            |                            |                |   |                                   |
| Fourth 6 months .....                                  | 3.160                      | 4.000                      | 40             | 22 <sup>1</sup> / <sub>2</sub> ¢                          | 14¢     | Agreement A:   |                            |                            |                |   |                                   |
| After 2 years .....                                    | 3.800                      | 5.000                      | 40             | 22 <sup>1</sup> / <sub>2</sub> ¢                          | 14¢     | First 6 months .....                                   | 2.200                      | 2.450                      | 40             | 21 <sup>4</sup> / <sub>5</sub> ¢                          | 12¢                               |
| Clerks, part-time:                                     |                            |                            |                |   |         | 7 — 12 months .....                                    | 2.350                      | 2.600                      | 40             | 21 <sup>4</sup> / <sub>5</sub> ¢                          | 12¢                               |
| Total number of agreements reported: 4                 |                            |                            |                |   |         | 13 — 18 months .....                                   | 2.570                      | 2.820                      | 40             | 21 <sup>4</sup> / <sub>5</sub> ¢                          | 12¢                               |
| Agreement A:   |                            |                            |                |   |         | 19 — 24 months .....                                   | 2.750                      | 3.020                      | 40             | 21 <sup>4</sup> / <sub>5</sub> ¢                          | 12¢                               |
| First 6 months .....                                   | 2.250                      | 2.750                      | 40             | 22 <sup>1</sup> / <sub>2</sub> ¢                          | 14¢     | 25 — 30 months .....                                   | 3.000                      | 3.400                      | 40             | 21 <sup>4</sup> / <sub>5</sub> ¢                          | 12¢                               |
| Second 6 months .....                                  | 2.450                      | 2.950                      | 40             | 22 <sup>1</sup> / <sub>2</sub> ¢                          | 14¢     | After 30 months .....                                  | 3.670                      | 4.480                      | 40             | 21 <sup>4</sup> / <sub>5</sub> ¢                          | 12¢                               |
| Third 6 months .....                                   | 2.650                      | 3.400                      | 40             | 22 <sup>1</sup> / <sub>2</sub> ¢                          | 14¢     | Agreement B:   |                            |                            |                |   |                                   |
| Fourth 6 months .....                                  | 3.060                      | 4.000                      | 40             | 22 <sup>1</sup> / <sub>2</sub> ¢                          | 14¢     | First 6 months .....                                   | 2.250                      | 2.780                      | 40             | 23 <sup>2</sup> / <sub>3</sub> ¢                          | 15¢                               |
| After 2 years .....                                    | 3.650                      | 5.000                      | 40             | 22 <sup>1</sup> / <sub>2</sub> ¢                          | 14¢     | 7 — 12 months .....                                    | 2.400                      | 3.010                      | 40             | 23 <sup>2</sup> / <sub>3</sub> ¢                          | 15¢                               |
| Produce:   |                            |                            |                |   |         | 13 — 18 months .....                                   | 2.620                      | 3.230                      | 40             | 23 <sup>2</sup> / <sub>3</sub> ¢                          | 15¢                               |
| Head produce clerks:                                   |                            |                            |                |   |         | 19 — 24 months .....                                   | 2.820                      | 3.490                      | 40             | 23 <sup>2</sup> / <sub>3</sub> ¢                          | 15¢                               |
| Total number of agreements reported: 5                 |                            |                            |                |   |         | 25 — 30 months .....                                   | 3.150                      | 4.110                      | 40             | 23 <sup>2</sup> / <sub>3</sub> ¢                          | 15¢                               |
| Agreement A:   |                            |                            |                |   |         | After 30 months .....                                  | 3.920                      | 4.910                      | 40             | 23 <sup>2</sup> / <sub>3</sub> ¢                          | 15¢                               |
| Weekly store volume:                                   |                            |                            |                |   |         | Agreement C:   |                            |                            |                |   |                                   |
| Up to \$37,500 .....                                   | 4.320                      | 5.620                      | 40             | 22 <sup>1</sup> / <sub>2</sub> ¢                          | 14¢     | First 6 months .....                                   | 2.305                      | 3.180                      | 40             | 33 <sup>2</sup> / <sub>3</sub> ¢                          | 29 <sup>9</sup> / <sub>10</sub> ¢ |
| \$37,500 to \$75,000 .....                             | 4.460                      | 5.760                      | 40             | 22 <sup>1</sup> / <sub>2</sub> ¢                          | 14¢     | 7 — 12 months .....                                    | 2.542                      | 3.410                      | 40             | 33 <sup>2</sup> / <sub>3</sub> ¢                          | 29 <sup>9</sup> / <sub>10</sub> ¢ |
| \$75,000 and over .....                                | 4.560                      | 5.860                      | 40             | 22 <sup>1</sup> / <sub>2</sub> ¢                          | 14¢     | 13 — 18 months .....                                   | 2.700                      | 3.630                      | 40             | 33 <sup>2</sup> / <sub>3</sub> ¢                          | 29 <sup>9</sup> / <sub>10</sub> ¢ |
| Clerks, full-time:                                     |                            |                            |                |   |         | 19 — 24 months .....                                   | 2.911                      | 3.890                      | 40             | 33 <sup>2</sup> / <sub>3</sub> ¢                          | 29 <sup>9</sup> / <sub>10</sub> ¢ |
| Total number of agreements reported: 2                 |                            |                            |                |   |         | 25 — 30 months .....                                   | 3.217                      | 4.360                      | 40             | 33 <sup>2</sup> / <sub>3</sub> ¢                          | 29 <sup>9</sup> / <sub>10</sub> ¢ |
| Agreement A:   |                            |                            |                |   |         | After 30 months .....                                  | 3.571                      | 5.060                      | 40             | 33 <sup>2</sup> / <sub>3</sub> ¢                          | 29 <sup>9</sup> / <sub>10</sub> ¢ |
| First 6 months .....                                   | 2.250                      | 2.750                      | 40             | 22 <sup>1</sup> / <sub>2</sub> ¢                          | 14¢     | Cashiers, part-time:                                   |                            |                            |                |   |                                   |
| Second 6 months .....                                  | 2.450                      | 2.950                      | 40             | 22 <sup>1</sup> / <sub>2</sub> ¢                          | 14¢     | Total number of agreements reported: 6                 |                            |                            |                |   |                                   |
| Third 6 months .....                                   | 2.650                      | 3.400                      | 40             | 22 <sup>1</sup> / <sub>2</sub> ¢                          | 14¢     | Agreement A:   |                            |                            |                |   |                                   |
| Fourth 6 months .....                                  | 3.060                      | 4.000                      | 40             | 22 <sup>1</sup> / <sub>2</sub> ¢                          | 14¢     | First 6 months .....                                   | —                          | 2.400                      | 40             | 23 <sup>2</sup> / <sub>3</sub> ¢                          | 15¢                               |
| After 2 years .....                                    | 3.650                      | 5.000                      | 40             | 22 <sup>1</sup> / <sub>2</sub> ¢                          | 14¢     | 7 — 12 months .....                                    | —                          | 2.500                      | 40             | 23 <sup>2</sup> / <sub>3</sub> ¢                          | 15¢                               |
| <b>LOS ANGELES, CALIF.</b>                             |                            |                            |                |   |         | 13 — 18 months .....                                   | —                          | 2.600                      | 40             | 23 <sup>2</sup> / <sub>3</sub> ¢                          | 15¢                               |
| Check out:   |                            |                            |                |   |         | After 18 months .....                                  | —                          | 2.800                      | 40             | 23 <sup>2</sup> / <sub>3</sub> ¢                          | 15¢                               |
| Head cashiers .....                                    | 5.120                      | 5.820                      | 40             | 39¢   | 42¢     | Agreement B:   |                            |                            |                |   |                                   |
| Cashiers, full-time .....                              | 4.682                      | 5.322                      | 40             | 39¢   | 42¢     | First 6 months .....                                   | —                          | 2.500                      | 40             | 23 <sup>2</sup> / <sub>3</sub> ¢                          | 12¢                               |
| Cashiers, part-time .....                              | 4.782                      | 5.422                      | 40             | 39¢   | 42¢     | 7 — 12 months .....                                    | —                          | 2.650                      | 40             | 23 <sup>2</sup> / <sub>3</sub> ¢                          | 12¢                               |
| Baggers .....  | 2.342                      | 2.662                      | 40             | 39¢   | 42¢     | 13 — 18 months .....                                   | —                          | 2.850                      | 40             | 23 <sup>2</sup> / <sub>3</sub> ¢                          | 12¢                               |
|  |                            |                            |                |   |         | After 18 months .....                                  | —                          | 3.050                      | 40             | 23 <sup>2</sup> / <sub>3</sub> ¢                          | 12¢                               |

See footnotes at end of table.



**Table 6. Wage rates hours, and employer contributions to funds: Selected cities—Continued**

(Union hourly wage rates and straight-time hours and employer insurance and pension contributions for grocery store occupations in 70 cities, July 1, 1973, and July 1, 1975)

(Hours are the same for both years unless otherwise indicated)

| Trade or occupation and selected contract <sup>1</sup> | July 1, 1973               | July 1, 1975               |                |   |                                   | Trade or occupation and selected contract <sup>1</sup> | July 1, 1973               | July 1, 1975               |                |   |                                   |
|--|----------------------------|----------------------------|----------------|---|-----------------------------------|--|----------------------------|----------------------------|----------------|---|-----------------------------------|
|  | Rate per hour <sup>2</sup> | Rate per hour <sup>2</sup> | Hours per week | Employer contributions for selected benefits <sup>3</sup> |                                   |  | Rate per hour <sup>2</sup> | Rate per hour <sup>2</sup> | Hours per week | Employer contributions for selected benefits <sup>3</sup> |                                   |
|  |                            |                            |                | Insur-ance <sup>4</sup>                                   | Pension                           |  |                            |                            |                | Insur-ance <sup>4</sup>                                   | Pension                           |
| <b>LOUISVILLE, KY.—</b>                                |                            |                            |                |   |                                   | <b>LOUISVILLE, KY.—</b>                                |                            |                            |                |   |                                   |
| Continued  |                            |                            |                |   |                                   | Continued  |                            |                            |                |   |                                   |
| Check out—Continued                                    |                            |                            |                |   |                                   | Grocery—Continued                                      |                            |                            |                |   |                                   |
| Cashiers, part-time—Continued                          |                            |                            |                |   |                                   | Clerks, part-time—Continued                            |                            |                            |                |   |                                   |
| Total number of agreements reported: 6—Continued       |                            |                            |                |   |                                   | Total number of agreements reported: 3—Continued       |                            |                            |                |   |                                   |
| Agreement C:   | \$                         | \$                         |                |   |                                   | Agreement A—Continued                                  | \$                         | \$                         |                |   |                                   |
| First 6 months . . . . .                               | 2.050                      | 2.200                      | 40             | 21 <sup>4</sup> / <sub>5</sub> %                          | 12%                               | 31 — 36 months . . . . .                               | 3.112                      | 4.080                      | 40             | 33 <sup>2</sup> / <sub>3</sub> %                          | 29 <sup>9</sup> / <sub>10</sub> % |
| 7 — 12 months . . . . .                                | 2.150                      | 2.300                      | 40             | 21 <sup>4</sup> / <sub>5</sub> %                          | 12%                               | After 36 months . . . . .                              | 3.571                      | 4.760                      | 40             | 33 <sup>2</sup> / <sub>3</sub> %                          | 29 <sup>9</sup> / <sub>10</sub> % |
| 13 — 18 months . . . . .                               | 2.200                      | 2.350                      | 40             | 21 <sup>4</sup> / <sub>5</sub> %                          | 12%                               | Agreement B:   |                            |                            |                |   |                                   |
| 19 — 24 months . . . . .                               | 2.300                      | 2.450                      | 40             | 21 <sup>4</sup> / <sub>5</sub> %                          | 12%                               | First 6 months . . . . .                               | —                          | 2.520                      | 40             | 38 <sup>1</sup> / <sub>3</sub> %                          | —                                 |
| 25 — 31 months . . . . .                               | 2.570                      | 2.770                      | 40             | 21 <sup>4</sup> / <sub>5</sub> %                          | 12%                               | 7 — 12 months . . . . .                                | —                          | 2.920                      | 40             | 38 <sup>1</sup> / <sub>3</sub> %                          | —                                 |
| 32 — 41 months . . . . .                               | 2.750                      | 2.970                      | 40             | 21 <sup>4</sup> / <sub>5</sub> %                          | 12%                               | 13 — 18 months . . . . .                               | —                          | 3.420                      | 40             | 38 <sup>1</sup> / <sub>3</sub> %                          | —                                 |
| 42 — 51 months . . . . .                               | 3.000                      | 3.400                      | 40             | 21 <sup>4</sup> / <sub>5</sub> %                          | 12%                               | 19 — 24 months . . . . .                               | —                          | 3.690                      | 40             | 38 <sup>1</sup> / <sub>3</sub> %                          | —                                 |
| After 51 months . . . . .                              | 3.670                      | 4.480                      | 40             | 21 <sup>4</sup> / <sub>5</sub> %                          | 12%                               | 25 — 36 months . . . . .                               | —                          | 4.160                      | 40             | 38 <sup>1</sup> / <sub>3</sub> %                          | —                                 |
| Agreement D:   |                            |                            |                |   |                                   | After 36 months . . . . .                              | —                          | 4.910                      | 40             | 38 <sup>1</sup> / <sub>3</sub> %                          | —                                 |
| First 6 months . . . . .                               | 2.100                      | 3.020                      | 40             | 33 <sup>2</sup> / <sub>3</sub> %                          | 29 <sup>9</sup> / <sub>10</sub> % | Meat:  |                            |                            |                |   |                                   |
| 7 — 12 months . . . . .                                | 2.268                      | 3.180                      | 40             | 33 <sup>2</sup> / <sub>3</sub> %                          | 29 <sup>9</sup> / <sub>10</sub> % | Head meat cutters:                                     |                            |                            |                |   |                                   |
| 13 — 18 months . . . . .                               | 2.426                      | 3.390                      | 40             | 33 <sup>2</sup> / <sub>3</sub> %                          | 29 <sup>9</sup> / <sub>10</sub> % | Total number of agreements reported: 5                 |                            |                            |                |   |                                   |
| 19 — 24 months . . . . .                               | 2.637                      | 3.600                      | 40             | 33 <sup>2</sup> / <sub>3</sub> %                          | 29 <sup>9</sup> / <sub>10</sub> % | Agreement A . . . . .                                  | —                          | 5.900                      | 40             | 38 <sup>1</sup> / <sub>3</sub> %                          | —                                 |
| 25 — 30 months . . . . .                               | 2.848                      | 3.820                      | 40             | 33 <sup>2</sup> / <sub>3</sub> %                          | 29 <sup>9</sup> / <sub>10</sub> % | Agreement B . . . . .                                  | 5.450                      | 6.710                      | 40             | 23 <sup>2</sup> / <sub>3</sub> %                          | 12%                               |
| 31 — 36 months . . . . .                               | 3.112                      | 4.080                      | 40             | 33 <sup>2</sup> / <sub>3</sub> %                          | 29 <sup>9</sup> / <sub>10</sub> % | Agreement C:   |                            |                            |                |   |                                   |
| After 36 months . . . . .                              | 3.571                      | 4.760                      | 40             | 33 <sup>2</sup> / <sub>3</sub> %                          | 29 <sup>9</sup> / <sub>10</sub> % | Under \$2,700 . . . . .                                | 4.527                      | 6.486                      | 40             | 33 <sup>2</sup> / <sub>3</sub> %                          | 29 <sup>9</sup> / <sub>10</sub> % |
| Agreement E:   |                            |                            |                |   |                                   | \$2,701 to \$4,500 . . . . .                           | 4.667                      | 6.618                      | 40             | 33 <sup>2</sup> / <sub>3</sub> %                          | 29 <sup>9</sup> / <sub>10</sub> % |
| First 6 months . . . . .                               | —                          | 2.520                      | 40             | 38 <sup>1</sup> / <sub>3</sub> %                          | —                                 | \$4,501 to \$6,500 . . . . .                           | 4.737                      | 6.684                      | 40             | 33 <sup>2</sup> / <sub>3</sub> %                          | 29 <sup>9</sup> / <sub>10</sub> % |
| 7 — 12 months . . . . .                                | —                          | 2.920                      | 40             | 38 <sup>1</sup> / <sub>3</sub> %                          | —                                 | \$6,501 to \$8,750 . . . . .                           | 4.807                      | 6.750                      | 40             | 33 <sup>2</sup> / <sub>3</sub> %                          | 29 <sup>9</sup> / <sub>10</sub> % |
| 13 — 18 months . . . . .                               | —                          | 3.420                      | 40             | 38 <sup>1</sup> / <sub>3</sub> %                          | —                                 | \$8,751 to \$11,000 . . . . .                          | 4.864                      | 6.803                      | 40             | 33 <sup>2</sup> / <sub>3</sub> %                          | 29 <sup>9</sup> / <sub>10</sub> % |
| 19 — 24 months . . . . .                               | —                          | 3.690                      | 40             | 38 <sup>1</sup> / <sub>3</sub> %                          | —                                 | \$11,001 to \$13,000 . . . . .                         | 4.948                      | 6.882                      | 40             | 33 <sup>2</sup> / <sub>3</sub> %                          | 29 <sup>9</sup> / <sub>10</sub> % |
| 25 — 36 months . . . . .                               | —                          | 4.160                      | 40             | 38 <sup>1</sup> / <sub>3</sub> %                          | —                                 | \$13,001 to \$15,000 . . . . .                         | 5.004                      | 6.935                      | 40             | 33 <sup>2</sup> / <sub>3</sub> %                          | 29 <sup>9</sup> / <sub>10</sub> % |
| After 36 months . . . . .                              | —                          | 4.910                      | 40             | 38 <sup>1</sup> / <sub>3</sub> %                          | —                                 | \$15,001 to \$17,500 . . . . .                         | 5.060                      | 6.988                      | 40             | 33 <sup>2</sup> / <sub>3</sub> %                          | 29 <sup>9</sup> / <sub>10</sub> % |
| Baggers:   |                            |                            |                |   |                                   | \$17,501 to \$20,000 . . . . .                         | 5.116                      | 7.040                      | 40             | 33 <sup>2</sup> / <sub>3</sub> %                          | 29 <sup>9</sup> / <sub>10</sub> % |
| Total number of agreements reported: 1                 |                            |                            |                |   |                                   | Over \$20,001 . . . . .                                | 5.172                      | 7.093                      | 40             | 33 <sup>2</sup> / <sub>3</sub> %                          | 29 <sup>9</sup> / <sub>10</sub> % |
| First 6 months . . . . .                               | —                          | 2.200                      | 40             | 23 <sup>2</sup> / <sub>3</sub> %                          | 12%                               | First cutters:   |                            |                            |                |   |                                   |
| After 6 months . . . . .                               | —                          | 2.400                      | 40             | 23 <sup>2</sup> / <sub>3</sub> %                          | 12%                               | Total number of agreements reported: 2                 |                            |                            |                |   |                                   |
| Grocery:   |                            |                            |                |   |                                   | Agreement A . . . . .                                  | —                          | 5.500                      | 40             | 21 <sup>4</sup> / <sub>5</sub> %                          | 12%                               |
| Head grocery clerks:                                   |                            |                            |                |   |                                   | Agreement B . . . . .                                  | 4.900                      | 6.480                      | 40             | 23 <sup>2</sup> / <sub>3</sub> %                          | 12%                               |
| Total number of agreements reported: 6                 |                            |                            |                |   |                                   | Journymen:   |                            |                            |                |   |                                   |
| Agreement A . . . . .                                  | 3.820                      | 4.630                      | 40             | 21 <sup>4</sup> / <sub>5</sub> %                          | 12%                               | Total number of agreements reported: 6                 |                            |                            |                |   |                                   |
| Agreement B . . . . .                                  | —                          | 5.158                      | 40             | 38 <sup>1</sup> / <sub>3</sub> %                          | —                                 | Agreement A . . . . .                                  | 4.450                      | 5.250                      | 40             | 21 <sup>4</sup> / <sub>5</sub> %                          | 12%                               |
| Agreement C:   |                            |                            |                |   |                                   | Agreement B . . . . .                                  | —                          | 6.140                      | 40             | 38 <sup>1</sup> / <sub>3</sub> %                          | —                                 |
| First 6 months . . . . .                               | 4.450                      | 5.590                      | 40             | 23 <sup>2</sup> / <sub>3</sub> %                          | 15%                               | Agreement C . . . . .                                  | 4.399                      | 6.360                      | 40             | 33 <sup>2</sup> / <sub>3</sub> %                          | 29 <sup>9</sup> / <sub>10</sub> % |
| After 6 months . . . . .                               | —                          | 5.980                      | 40             | 23 <sup>2</sup> / <sub>3</sub> %                          | 15%                               | Wrappers:  |                            |                            |                |   |                                   |
| Agreement D:   |                            |                            |                |   |                                   | Total number of agreements reported: 6                 |                            |                            |                |   |                                   |
| Weekly store volume:                                   |                            |                            |                |   |                                   | Agreement A:   |                            |                            |                |   |                                   |
| \$9,500 . . . . .                                      | 4.030                      | 6.020                      | 40             | 33 <sup>2</sup> / <sub>3</sub> %                          | 29 <sup>9</sup> / <sub>10</sub> % | First 6 months . . . . .                               | 2.200                      | 2.450                      | 40             | 21 <sup>4</sup> / <sub>5</sub> %                          | 12%                               |
| \$19,500 . . . . .                                     | 4.090                      | 6.080                      | 40             | 33 <sup>2</sup> / <sub>3</sub> %                          | 29 <sup>9</sup> / <sub>10</sub> % | 7 — 12 months . . . . .                                | 2.350                      | 2.600                      | 40             | 21 <sup>4</sup> / <sub>5</sub> %                          | 12%                               |
| \$27,000 . . . . .                                     | 4.160                      | 6.140                      | 40             | 33 <sup>2</sup> / <sub>3</sub> %                          | 29 <sup>9</sup> / <sub>10</sub> % | 13 — 18 months . . . . .                               | 2.570                      | 2.820                      | 40             | 21 <sup>4</sup> / <sub>5</sub> %                          | 12%                               |
| \$32,000 . . . . .                                     | 4.215                      | 6.190                      | 40             | 33 <sup>2</sup> / <sub>3</sub> %                          | 29 <sup>9</sup> / <sub>10</sub> % | 19 — 24 months . . . . .                               | 2.750                      | 3.020                      | 40             | 21 <sup>4</sup> / <sub>5</sub> %                          | 12%                               |
| \$42,500 . . . . .                                     | 4.325                      | 6.300                      | 40             | 33 <sup>2</sup> / <sub>3</sub> %                          | 29 <sup>9</sup> / <sub>10</sub> % | 25 — 30 months . . . . .                               | 3.000                      | 3.400                      | 40             | 21 <sup>4</sup> / <sub>5</sub> %                          | 12%                               |
| Clerks, full-time:                                     |                            |                            |                |   |                                   | After 30 months . . . . .                              | 3.670                      | 4.480                      | 40             | 21 <sup>4</sup> / <sub>5</sub> %                          | 12%                               |
| Total number of agreements reported: 4                 |                            |                            |                |   |                                   | Agreement B:   |                            |                            |                |   |                                   |
| Agreement A:   |                            |                            |                |   |                                   | First 6 months . . . . .                               | 2.250                      | 2.880                      | 40             | 23 <sup>2</sup> / <sub>3</sub> %                          | 12%                               |
| First 6 months . . . . .                               | 2.250                      | 2.880                      | 40             | 23 <sup>2</sup> / <sub>3</sub> %                          | 12%                               | 7 — 12 months . . . . .                                | 2.400                      | 3.110                      | 40             | 23 <sup>2</sup> / <sub>3</sub> %                          | 12%                               |
| 7 — 12 months . . . . .                                | 2.400                      | 3.110                      | 40             | 23 <sup>2</sup> / <sub>3</sub> %                          | 12%                               | 13 — 18 months . . . . .                               | 2.620                      | 3.380                      | 40             | 23 <sup>2</sup> / <sub>3</sub> %                          | 12%                               |
| 13 — 18 months . . . . .                               | 2.620                      | 3.380                      | 40             | 23 <sup>2</sup> / <sub>3</sub> %                          | 12%                               | 19 — 24 months . . . . .                               | 2.820                      | 3.690                      | 40             | 23 <sup>2</sup> / <sub>3</sub> %                          | 12%                               |
| 19 — 24 months . . . . .                               | 2.820                      | 3.690                      | 40             | 23 <sup>2</sup> / <sub>3</sub> %                          | 12%                               | 25 — 30 months . . . . .                               | 3.150                      | 4.160                      | 40             | 23 <sup>2</sup> / <sub>3</sub> %                          | 12%                               |
| 25 — 30 months . . . . .                               | 3.150                      | 4.160                      | 40             | 23 <sup>2</sup> / <sub>3</sub> %                          | 12%                               | After 30 months . . . . .                              | 3.920                      | 4.910                      | 40             | 23 <sup>2</sup> / <sub>3</sub> %                          | 12%                               |
| After 30 months . . . . .                              | 3.920                      | 4.910                      | 40             | 23 <sup>2</sup> / <sub>3</sub> %                          | 12%                               | Agreement C:   |                            |                            |                |   |                                   |
| Agreement B:   |                            |                            |                |   |                                   | First 6 months . . . . .                               | 2.400                      | 3.180                      | 40             | 33 <sup>2</sup> / <sub>3</sub> %                          | 29 <sup>9</sup> / <sub>10</sub> % |
| First 6 months . . . . .                               | 2.400                      | 3.180                      | 40             | 33 <sup>2</sup> / <sub>3</sub> %                          | 29 <sup>9</sup> / <sub>10</sub> % | 7 — 12 months . . . . .                                | 2.620                      | 3.410                      | 40             | 33 <sup>2</sup> / <sub>3</sub> %                          | 29 <sup>9</sup> / <sub>10</sub> % |
| 7 — 12 months . . . . .                                | 2.620                      | 3.410                      | 40             | 33 <sup>2</sup> / <sub>3</sub> %                          | 29 <sup>9</sup> / <sub>10</sub> % | 13 — 18 months . . . . .                               | 2.820                      | 3.630                      | 40             | 33 <sup>2</sup> / <sub>3</sub> %                          | 29 <sup>9</sup> / <sub>10</sub> % |
| 13 — 18 months . . . . .                               | 2.820                      | 3.630                      | 40             | 33 <sup>2</sup> / <sub>3</sub> %                          | 29 <sup>9</sup> / <sub>10</sub> % | 19 — 24 months . . . . .                               | 2.900                      | 3.890                      | 40             | 33 <sup>2</sup> / <sub>3</sub> %                          | 29 <sup>9</sup> / <sub>10</sub> % |
| 19 — 24 months . . . . .                               | 2.900                      | 3.890                      | 40             | 33 <sup>2</sup> / <sub>3</sub> %                          | 29 <sup>9</sup> / <sub>10</sub> % | 25 — 36 months . . . . .                               | 3.050                      | 4.360                      | 40             | 33 <sup>2</sup> / <sub>3</sub> %                          | 29 <sup>9</sup> / <sub>10</sub> % |
| 25 — 36 months . . . . .                               | 3.050                      | 4.360                      | 40             | 33 <sup>2</sup> / <sub>3</sub> %                          | 29 <sup>9</sup> / <sub>10</sub> % | After 36 months . . . . .                              | 3.560                      | 5.060                      | 40             | 33 <sup>2</sup> / <sub>3</sub> %                          | 29 <sup>9</sup> / <sub>10</sub> % |
| After 36 months . . . . .                              | 3.560                      | 5.060                      | 40             | 33 <sup>2</sup> / <sub>3</sub> %                          | 29 <sup>9</sup> / <sub>10</sub> % | Dairy:   |                            |                            |                |   |                                   |
| Clerks, part-time:                                     |                            |                            |                |   |                                   | Head dairy clerk:                                      |                            |                            |                |   |                                   |
| Total number of agreements reported: 3                 |                            |                            |                |   |                                   | Total number of agreements reported: 4                 |                            |                            |                |   |                                   |
| Agreement A:   |                            |                            |                |   |                                   | Agreement A . . . . .                                  | 4.000                      | 5.080                      | 40             | 23 <sup>2</sup> / <sub>3</sub> %                          | 12%                               |
| First 6 months . . . . .                               | 2.110                      | 3.020                      | 40             | 33 <sup>2</sup> / <sub>3</sub> %                          | 29 <sup>9</sup> / <sub>10</sub> % | Agreement B . . . . .                                  | 3.740                      | 5.230                      | 40             | 33 <sup>2</sup> / <sub>3</sub> %                          | 29 <sup>9</sup> / <sub>10</sub> % |
| 7 — 12 months . . . . .                                | 2.268                      | 3.180                      | 40             | 33 <sup>2</sup> / <sub>3</sub> %                          | 29 <sup>9</sup> / <sub>10</sub> % |  |                            |                            |                |   |                                   |
| 13 — 18 months . . . . .                               | 2.426                      | 3.390                      | 40             | 33 <sup>2</sup> / <sub>3</sub> %                          | 29 <sup>9</sup> / <sub>10</sub> % |  |                            |                            |                |   |                                   |
| 19 — 24 months . . . . .                               | 2.637                      | 3.600                      | 40             | 33 <sup>2</sup> / <sub>3</sub> %                          | 29 <sup>9</sup> / <sub>10</sub> % |  |                            |                            |                |   |                                   |
| 25 — 30 months . . . . .                               | 2.848                      | 3.820                      | 40             | 33 <sup>2</sup> / <sub>3</sub> %                          | 29 <sup>9</sup> / <sub>10</sub> % |  |                            |                            |                |   |                                   |

See footnotes at end of table.

**Table 6. Wage rates hours, and employer contributions to funds: Selected cities—Continued**

(Union hourly wage rates and straight-time hours and employer insurance and pension contributions for grocery store occupations in 70 cities, July 1, 1973, and July 1, 1975)

(Hours are the same for both years unless otherwise indicated)

| Trade or occupation and selected contract <sup>1</sup> | July 1, 1973               |                            | July 1, 1975   |   |                                   |                                  | Trade or occupation and selected contract <sup>1</sup> | July 1, 1973               |                | July 1, 1975  |         |  |  |
|--|----------------------------|----------------------------|----------------|---|-----------------------------------|----------------------------------|--|----------------------------|----------------|---|---------|--|--|
|  | Rate per hour <sup>2</sup> | Rate per hour <sup>2</sup> | Hours per week | Employer contributions for selected benefits <sup>3</sup> |                                   | Rate per hour <sup>2</sup>       |  | Rate per hour <sup>2</sup> | Hours per week | Employer contributions for selected benefits <sup>3</sup> |         |  |  |
|  |                            |                            |                | Insur-<br>ance <sup>4</sup>                               | Pension                           |                                  |  |                            |                | Insur-<br>ance <sup>4</sup>                               | Pension |  |  |
| <b>LOUISVILLE, KY.—</b><br>Continued                   |                            |                            |                |   |                                   |                                  |  |                            |                |   |         |  |  |
| Produce:   |                            |                            |                |   |                                   |                                  |  |                            |                |   |         |  |  |
| Head produce clerk:                                    |                            |                            |                |   |                                   |                                  |  |                            |                |   |         |  |  |
| Total number of agreements reported: 5                 | \$                         | \$                         |                |   |                                   |                                  |  |                            |                |   |         |  |  |
| Agreement A  | —                          | 4.900                      | 40             | 38 <sup>1</sup> / <sub>3</sub> ¢                          | —                                 |                                  |  |                            |                |   |         |  |  |
| Agreement B  | 4.650                      | 6.240                      | 40             | 23 <sup>2</sup> / <sub>3</sub> ¢                          | 12¢                               |                                  |  |                            |                |   |         |  |  |
| Agreement C:   |                            |                            |                |   |                                   |                                  |  |                            |                |   |         |  |  |
| Weekly store volume:                                   |                            |                            |                |   |                                   |                                  |  |                            |                |   |         |  |  |
| \$9,500  | 4.070                      | 6.060                      | 40             | 33 <sup>2</sup> / <sub>3</sub> ¢                          | 29 <sup>9</sup> / <sub>10</sub> ¢ |                                  |  |                            |                |   |         |  |  |
| \$19,500   | 4.145                      | 6.130                      | 40             | 33 <sup>2</sup> / <sub>3</sub> ¢                          | 29 <sup>9</sup> / <sub>10</sub> ¢ |                                  |  |                            |                |   |         |  |  |
| \$27,000   | 4.215                      | 6.190                      | 40             | 33 <sup>2</sup> / <sub>3</sub> ¢                          | 29 <sup>9</sup> / <sub>10</sub> ¢ |                                  |  |                            |                |   |         |  |  |
| \$32,000   | 4.325                      | 6.300                      | 40             | 33 <sup>2</sup> / <sub>3</sub> ¢                          | 29 <sup>9</sup> / <sub>10</sub> ¢ |                                  |  |                            |                |   |         |  |  |
| \$42,500   | 4.440                      | 6.410                      | 40             | 33 <sup>2</sup> / <sub>3</sub> ¢                          | 29 <sup>9</sup> / <sub>10</sub> ¢ |                                  |  |                            |                |   |         |  |  |
| \$60,000   | 4.505                      | 6.470                      | 40             | 33 <sup>2</sup> / <sub>3</sub> ¢                          | 29 <sup>9</sup> / <sub>10</sub> ¢ |                                  |  |                            |                |   |         |  |  |
| \$70,000   | 4.565                      | 6.520                      | 40             | 33 <sup>2</sup> / <sub>3</sub> ¢                          | 29 <sup>9</sup> / <sub>10</sub> ¢ |                                  |  |                            |                |   |         |  |  |
| Clerks, full-time:                                     |                            |                            |                |   |                                   |                                  |  |                            |                |   |         |  |  |
| Total number of agreements reported: 6                 |                            |                            |                |   |                                   |                                  |  |                            |                |   |         |  |  |
| Agreement A:   |                            |                            |                |   |                                   |                                  |  |                            |                |   |         |  |  |
| First 6 months   | 2.200                      | 2.450                      | 40             | 21 <sup>4</sup> / <sub>5</sub> ¢                          | 12¢                               |                                  |  |                            |                |   |         |  |  |
| 7 — 12 months  | 2.350                      | 2.600                      | 40             | 21 <sup>4</sup> / <sub>5</sub> ¢                          | 12¢                               |                                  |  |                            |                |   |         |  |  |
| 13 — 18 months   | 2.570                      | 2.820                      | 40             | 21 <sup>4</sup> / <sub>5</sub> ¢                          | 12¢                               |                                  |  |                            |                |   |         |  |  |
| 19 — 24 months   | 2.750                      | 3.020                      | 40             | 21 <sup>4</sup> / <sub>5</sub> ¢                          | 12¢                               |                                  |  |                            |                |   |         |  |  |
| 25 — 30 months   | 3.000                      | 3.400                      | 40             | 21 <sup>4</sup> / <sub>5</sub> ¢                          | 12¢                               |                                  |  |                            |                |   |         |  |  |
| After 30 months  | 3.670                      | 4.480                      | 40             | 21 <sup>4</sup> / <sub>5</sub> ¢                          | 12¢                               |                                  |  |                            |                |   |         |  |  |
| Agreement B:   |                            |                            |                |   |                                   |                                  |  |                            |                |   |         |  |  |
| First 6 months   | 2.250                      | 2.780                      | 40             | 23 <sup>2</sup> / <sub>3</sub> ¢                          | 15¢                               |                                  |  |                            |                |   |         |  |  |
| 7 — 12 months  | 2.400                      | 3.010                      | 40             | 23 <sup>2</sup> / <sub>3</sub> ¢                          | 15¢                               |                                  |  |                            |                |   |         |  |  |
| 13 — 18 months   | 2.620                      | 3.230                      | 40             | 23 <sup>2</sup> / <sub>3</sub> ¢                          | 15¢                               |                                  |  |                            |                |   |         |  |  |
| 19 — 24 months   | 2.820                      | 3.490                      | 40             | 23 <sup>2</sup> / <sub>3</sub> ¢                          | 15¢                               |                                  |  |                            |                |   |         |  |  |
| 25 — 30 months   | 3.150                      | 4.110                      | 40             | 23 <sup>2</sup> / <sub>3</sub> ¢                          | 15¢                               |                                  |  |                            |                |   |         |  |  |
| After 30 months  | 3.920                      | 4.910                      | 40             | 23 <sup>2</sup> / <sub>3</sub> ¢                          | 15¢                               |                                  |  |                            |                |   |         |  |  |
| Agreement C:   |                            |                            |                |   |                                   |                                  |  |                            |                |   |         |  |  |
| First 6 months   | 2.400                      | 3.180                      | 40             | 33 <sup>2</sup> / <sub>3</sub> ¢                          | 29 <sup>9</sup> / <sub>10</sub> ¢ |                                  |  |                            |                |   |         |  |  |
| 7 — 12 months  | 2.620                      | 3.410                      | 40             | 33 <sup>2</sup> / <sub>3</sub> ¢                          | 29 <sup>9</sup> / <sub>10</sub> ¢ |                                  |  |                            |                |   |         |  |  |
| 13 — 18 months   | 2.820                      | 3.630                      | 40             | 33 <sup>2</sup> / <sub>3</sub> ¢                          | 29 <sup>9</sup> / <sub>10</sub> ¢ |                                  |  |                            |                |   |         |  |  |
| 19 — 24 months   | 2.900                      | 3.890                      | 40             | 33 <sup>2</sup> / <sub>3</sub> ¢                          | 29 <sup>9</sup> / <sub>10</sub> ¢ |                                  |  |                            |                |   |         |  |  |
| 25 — 30 months   | 3.050                      | 4.360                      | 40             | 33 <sup>2</sup> / <sub>3</sub> ¢                          | 29 <sup>9</sup> / <sub>10</sub> ¢ |                                  |  |                            |                |   |         |  |  |
| After 30 months  | 3.560                      | 5.060                      | 40             | 33 <sup>2</sup> / <sub>3</sub> ¢                          | 29 <sup>9</sup> / <sub>10</sub> ¢ |                                  |  |                            |                |   |         |  |  |
| Miscellaneous:   |                            |                            |                |   |                                   |                                  |  |                            |                |   |         |  |  |
| Stockers, day, full-time:                              |                            |                            |                |   |                                   |                                  |  |                            |                |   |         |  |  |
| Total number of agreements reported: 6                 |                            |                            |                |   |                                   |                                  |  |                            |                |   |         |  |  |
| Agreement A:   |                            |                            |                |   |                                   |                                  |  |                            |                |   |         |  |  |
| First 6 months   | 2.200                      | 2.450                      | 40             | 21 <sup>4</sup> / <sub>5</sub> ¢                          | 12¢                               |                                  |  |                            |                |   |         |  |  |
| 7 — 12 months  | 2.350                      | 2.600                      | 40             | 21 <sup>4</sup> / <sub>5</sub> ¢                          | 12¢                               |                                  |  |                            |                |   |         |  |  |
| 13 — 18 months   | 2.570                      | 2.820                      | 40             | 21 <sup>4</sup> / <sub>5</sub> ¢                          | 12¢                               |                                  |  |                            |                |   |         |  |  |
| 19 — 24 months   | 2.750                      | 3.020                      | 40             | 21 <sup>4</sup> / <sub>5</sub> ¢                          | 12¢                               |                                  |  |                            |                |   |         |  |  |
| 25 — 30 months   | 3.000                      | 3.400                      | 40             | 21 <sup>4</sup> / <sub>5</sub> ¢                          | 12¢                               |                                  |  |                            |                |   |         |  |  |
| After 30 months  | 3.670                      | 4.480                      | 40             | 21 <sup>4</sup> / <sub>5</sub> ¢                          | 12¢                               |                                  |  |                            |                |   |         |  |  |
| Agreement B:   |                            |                            |                |   |                                   |                                  |  |                            |                |   |         |  |  |
| First 6 months   | 2.250                      | 2.880                      | 40             | 23 <sup>2</sup> / <sub>3</sub> ¢                          | 12¢                               |                                  |  |                            |                |   |         |  |  |
| 7 — 12 months  | 2.400                      | 3.110                      | 40             | 23 <sup>2</sup> / <sub>3</sub> ¢                          | 12¢                               |                                  |  |                            |                |   |         |  |  |
| 13 — 18 months   | 2.620                      | 3.380                      | 40             | 23 <sup>2</sup> / <sub>3</sub> ¢                          | 12¢                               |                                  |  |                            |                |   |         |  |  |
| 19 — 24 months   | 2.820                      | 3.690                      | 40             | 23 <sup>2</sup> / <sub>3</sub> ¢                          | 12¢                               |                                  |  |                            |                |   |         |  |  |
| 25 — 30 months   | 3.150                      | 4.160                      | 40             | 23 <sup>2</sup> / <sub>3</sub> ¢                          | 12¢                               |                                  |  |                            |                |   |         |  |  |
| After 30 months  | 3.920                      | 4.910                      | 40             | 23 <sup>2</sup> / <sub>3</sub> ¢                          | 12¢                               |                                  |  |                            |                |   |         |  |  |
| Agreement C:   |                            |                            |                |   |                                   |                                  |  |                            |                |   |         |  |  |
| First 6 months   | 2.305                      | 3.180                      | 40             | 33 <sup>2</sup> / <sub>3</sub> ¢                          | 29 <sup>9</sup> / <sub>10</sub> ¢ |                                  |  |                            |                |   |         |  |  |
| 7 — 12 months  | 2.542                      | 3.410                      | 40             | 33 <sup>2</sup> / <sub>3</sub> ¢                          | 29 <sup>9</sup> / <sub>10</sub> ¢ |                                  |  |                            |                |   |         |  |  |
| 13 — 18 months   | 2.700                      | 3.630                      | 40             | 33 <sup>2</sup> / <sub>3</sub> ¢                          | 29 <sup>9</sup> / <sub>10</sub> ¢ |                                  |  |                            |                |   |         |  |  |
| 19 — 24 months   | 2.911                      | 3.890                      | 40             | 33 <sup>2</sup> / <sub>3</sub> ¢                          | 29 <sup>9</sup> / <sub>10</sub> ¢ |                                  |  |                            |                |   |         |  |  |
| 25 — 30 months   | 3.217                      | 4.360                      | 40             | 33 <sup>2</sup> / <sub>3</sub> ¢                          | 29 <sup>9</sup> / <sub>10</sub> ¢ |                                  |  |                            |                |   |         |  |  |
| After 30 months  | 3.571                      | 5.060                      | 40             | 33 <sup>2</sup> / <sub>3</sub> ¢                          | 29 <sup>9</sup> / <sub>10</sub> ¢ |                                  |  |                            |                |   |         |  |  |
| <b>LUBBOCK, TEX.</b>                                   |                            |                            |                |   |                                   |                                  |  |                            |                |   |         |  |  |
| Check out:   |                            |                            |                |   |                                   |                                  |  |                            |                |   |         |  |  |
| Head cashiers  | 3.600                      | 3.900                      | 40             | 38 <sup>3</sup> / <sub>5</sub> ¢                          | 36 <sup>1</sup> / <sub>2</sub> ¢  |                                  |  |                            |                |   |         |  |  |
| Baggers:   |                            |                            |                |   |                                   |                                  |  |                            |                |   |         |  |  |
| First 3 months   | 1.750                      | 2.000                      | 40             | 38 <sup>3</sup> / <sub>5</sub> ¢                          | 36 <sup>1</sup> / <sub>2</sub> ¢  |                                  |  |                            |                |   |         |  |  |
| After 3 months   | 1.800                      | 2.100                      | 40             | 38 <sup>3</sup> / <sub>5</sub> ¢                          | 36 <sup>1</sup> / <sub>2</sub> ¢  |                                  |  |                            |                |   |         |  |  |
| <b>LUBBOCK, TEX.—</b><br>Continued                     |                            |                            |                |   |                                   |                                  |  |                            |                |   |         |  |  |
| Grocery:   |                            |                            |                |   |                                   |                                  |  |                            |                |   |         |  |  |
| Clerks, full-time:                                     |                            | \$                         | \$             |   |                                   |                                  |  |                            |                |   |         |  |  |
| First 6 months   |                            | 2.450                      | 2.750          | 40  | 38 <sup>3</sup> / <sub>5</sub> ¢  | 36 <sup>1</sup> / <sub>2</sub> ¢ |  |                            |                |   |         |  |  |
| 7 — 12 months  |                            | 2.550                      | 2.850          | 40  | 38 <sup>3</sup> / <sub>5</sub> ¢  | 36 <sup>1</sup> / <sub>2</sub> ¢ |  |                            |                |   |         |  |  |
| 13 — 18 months   |                            | 2.850                      | 3.000          | 40  | 38 <sup>3</sup> / <sub>5</sub> ¢  | 36 <sup>1</sup> / <sub>2</sub> ¢ |  |                            |                |   |         |  |  |
| 19 — 24 months   |                            | 3.000                      | 3.300          | 40  | 38 <sup>3</sup> / <sub>5</sub> ¢  | 36 <sup>1</sup> / <sub>2</sub> ¢ |  |                            |                |   |         |  |  |
| 25 — 30 months   |                            | 3.150                      | 3.450          | 40  | 38 <sup>3</sup> / <sub>5</sub> ¢  | 36 <sup>1</sup> / <sub>2</sub> ¢ |  |                            |                |   |         |  |  |
| 31 — 36 months   |                            | 3.300                      | 3.600          | 40  | 38 <sup>3</sup> / <sub>5</sub> ¢  | 36 <sup>1</sup> / <sub>2</sub> ¢ |  |                            |                |   |         |  |  |
| After 36 months  |                            | 3.600                      | 3.900          | 40  | 38 <sup>3</sup> / <sub>5</sub> ¢  | 36 <sup>1</sup> / <sub>2</sub> ¢ |  |                            |                |   |         |  |  |
| Clerks, part-time:                                     |                            |                            |                |   |                                   |                                  |  |                            |                |   |         |  |  |
| First 6 months   |                            | 2.450                      | 2.750          | 40  | 38 <sup>3</sup> / <sub>5</sub> ¢  | 36 <sup>1</sup> / <sub>2</sub> ¢ |  |                            |                |   |         |  |  |
| 7 — 12 months  |                            | 2.550                      | 2.850          | 40  | 38 <sup>3</sup> / <sub>5</sub> ¢  | 36 <sup>1</sup> / <sub>2</sub> ¢ |  |                            |                |   |         |  |  |
| 13 — 18 months   |                            | 2.850                      | 3.000          | 40  | 38 <sup>3</sup> / <sub>5</sub> ¢  | 36 <sup>1</sup> / <sub>2</sub> ¢ |  |                            |                |   |         |  |  |
| 19 — 24 months   |                            | 3.000                      | 3.300          | 40  | 38 <sup>3</sup> / <sub>5</sub> ¢  | 36 <sup>1</sup> / <sub>2</sub> ¢ |  |                            |                |   |         |  |  |
| 25 — 30 months   |                            | 3.150                      | 3.450          | 40  | 38 <sup>3</sup> / <sub>5</sub> ¢  | 36 <sup>1</sup> / <sub>2</sub> ¢ |  |                            |                |   |         |  |  |
| 31 — 36 months   |                            | 3.300                      | 3.600          | 40  | 38 <sup>3</sup> / <sub>5</sub> ¢  | 36 <sup>1</sup> / <sub>2</sub> ¢ |  |                            |                |   |         |  |  |
| After 36 months  |                            | 3.600                      | 3.900          | 40  | 38 <sup>3</sup> / <sub>5</sub> ¢  | 36 <sup>1</sup> / <sub>2</sub> ¢ |  |                            |                |   |         |  |  |
| Meat:  |                            |                            |                |   |                                   |                                  |  |                            |                |   |         |  |  |
| Head meat cutters                                      |                            | 5.500                      | 6.480          | 40  | 42 <sup>1</sup> / <sub>4</sub> ¢  | 36 <sup>1</sup> / <sub>2</sub> ¢ |  |                            |                |   |         |  |  |
| Journeymen   |                            | 5.100                      | 5.980          | 40  | 42 <sup>1</sup> / <sub>4</sub> ¢  | 36 <sup>1</sup> / <sub>2</sub> ¢ |  |                            |                |   |         |  |  |
| Wrappers:  |                            |                            |                |   |                                   |                                  |  |                            |                |   |         |  |  |
| First 6 months   |                            | 3.490                      | 4.193          | 40  | 42 <sup>1</sup> / <sub>4</sub> ¢  | 36 <sup>1</sup> / <sub>2</sub> ¢ |  |                            |                |   |         |  |  |
| 7 — 12 months  |                            | 3.590                      | 4.390          | 40  | 42 <sup>1</sup> / <sub>4</sub> ¢  | 36 <sup>1</sup> / <sub>2</sub> ¢ |  |                            |                |   |         |  |  |
| 13 — 18 months   |                            | 3.690                      | 4.490          | 40  | 42 <sup>1</sup> / <sub>4</sub> ¢  | 36 <sup>1</sup> / <sub>2</sub> ¢ |  |                            |                |   |         |  |  |
| 19 — 24 months   |                            | 3.800                      | 4.600          | 40  | 42 <sup>1</sup> / <sub>4</sub> ¢  | 36 <sup>1</sup> / <sub>2</sub> ¢ |  |                            |                |   |         |  |  |
| After 24 months  |                            | 4.030                      | 4.730          | 40  | 42 <sup>1</sup> / <sub>4</sub> ¢  | 36 <sup>1</sup> / <sub>2</sub> ¢ |  |                            |                |   |         |  |  |
| Produce:   |                            |                            |                |   |                                   |                                  |  |                            |                |   |         |  |  |
| Head produce clerks                                    |                            | 4.090                      | 4.350          | 40  | 38 <sup>3</sup> / <sub>5</sub> ¢  | 36 <sup>1</sup> / <sub>2</sub> ¢ |  |                            |                |   |         |  |  |
| Clerks, produce  |                            | 3.600                      | 3.900          | 40  | 38 <sup>3</sup> / <sub>5</sub> ¢  | 36 <sup>1</sup> / <sub>2</sub> ¢ |  |                            |                |   |         |  |  |
| <b>MADISON, WIS.</b>                                   |                            |                            |                |   |                                   |                                  |  |                            |                |   |         |  |  |
| Check out:   |                            |                            |                |   |                                   |                                  |  |                            |                |   |         |  |  |
| Head cashiers  |                            | 4.450                      | 5.450          | 40  | 25 <sup>9</sup> / <sub>10</sub> ¢ | 14¢                              |  |                            |                |   |         |  |  |

**Table 6. Wage rates hours, and employer contributions to funds: Selected cities—Continued**

(Union hourly wage rates and straight-time hours and employer insurance and pension contributions for grocery store occupations in 70 cities, July 1, 1973, and July 1, 1975)

(Hours are the same for both years unless otherwise indicated)

| Trade or occupation and selected contract <sup>1</sup> | July 1, 1973               | July 1, 1975               |                |   |                                  | Trade or occupation and selected contract <sup>1</sup> | July 1, 1973 | July 1, 1975               |                            |                                 |  |                                  |         |
|--|----------------------------|----------------------------|----------------|---|----------------------------------|--|--------------|----------------------------|----------------------------|---------------------------------|--|----------------------------------|---------|
|  | Rate per hour <sup>2</sup> | Rate per hour <sup>2</sup> | Hours per week | Employer contributions for selected benefits <sup>3</sup> | Insur-ance <sup>4</sup>          |  | Pension      | Rate per hour <sup>2</sup> | Rate per hour <sup>2</sup> | Hours per week                  | Employer contribu-tions for selected benefits <sup>3</sup> | Insur-ance <sup>4</sup>          | Pension |
|  |                            |                            |                |   |                                  |  |              |                            |                            |                                 |  |                                  |         |
| <b>MEMPHIS, TENN.—Continued</b>                        |                            |                            |                |   |                                  | <b>MEMPHIS, TENN.—Continued</b>                        |              |                            |                            |                                 |  |                                  |         |
| Check out—Continued                                    |                            |                            |                |   |                                  | Check out—Continued                                    |              |                            |                            |                                 |  |                                  |         |
| Head cashiers—Continued                                |                            |                            |                |   |                                  | Baggers—Continued                                      |              |                            |                            |                                 |  |                                  |         |
| Total number of agreements reported: 4—Continued       |                            |                            |                |   |                                  | Total numbers of agreements reported: 5—Continued      |              |                            |                            |                                 |  |                                  |         |
| Agreement D—Continued                                  |                            |                            |                |   |                                  | Agreement A—Continued                                  |              |                            |                            |                                 |  |                                  |         |
| \$80,001 and over . . . . .                            | \$ —                       | \$ 5.610                   | 40             | 29 <sup>2</sup> /3 <sup>q</sup>                           | 14 <sup>q</sup>                  | After 30 months . . . . .                              | \$ 1.950     | \$ 2.450                   | 40                         | —                               | —  | 14 <sup>q</sup>                  |         |
| Cashiers, full-time:                                   |                            |                            |                |   |                                  | Agreement B:   |              |                            |                            |                                 |  |                                  |         |
| Total number of agreements reported: 7                 |                            |                            |                |   |                                  | First 6 months . . . . .                               | 2.040        | 2.550                      | 40                         | 29 <sup>2</sup> /3 <sup>q</sup> | —  | 14 <sup>q</sup>                  |         |
| Agreement A:   |                            |                            |                |   |                                  | 7 — 12 months . . . . .                                | 2.150        | 2.650                      | 40                         | 29 <sup>2</sup> /3 <sup>q</sup> | —  | 14 <sup>q</sup>                  |         |
| First 6 months . . . . .                               | 1.800                      | 2.200                      | 40             | —   | 14 <sup>q</sup>                  | 13 — 18 months . . . . .                               | 2.170        | 2.700                      | 40                         | 29 <sup>2</sup> /3 <sup>q</sup> | —  | 14 <sup>q</sup>                  |         |
| 7 — 12 months . . . . .                                | 1.950                      | 2.500                      | 40             | —   | 14 <sup>q</sup>                  | 19 — 24 months . . . . .                               | 2.220        | 2.800                      | 40                         | 29 <sup>2</sup> /3 <sup>q</sup> | —  | 14 <sup>q</sup>                  |         |
| 13 — 18 months . . . . .                               | 2.050                      | 2.700                      | 40             | —   | 14 <sup>q</sup>                  | 25 — 30 months . . . . .                               | 2.290        | 2.850                      | 40                         | 29 <sup>2</sup> /3 <sup>q</sup> | —  | 14 <sup>q</sup>                  |         |
| 19 — 24 months . . . . .                               | 2.200                      | 2.850                      | 40             | —   | 14 <sup>q</sup>                  | After 30 months . . . . .                              | 2.530        | 3.250                      | 40                         | 29 <sup>2</sup> /3 <sup>q</sup> | —  | 14 <sup>q</sup>                  |         |
| 25 — 30 months . . . . .                               | 2.450                      | 3.100                      | 40             | —   | 14 <sup>q</sup>                  | Grocery:   |              |                            |                            |                                 |  |                                  |         |
| After 30 months . . . . .                              | 2.900                      | 3.850                      | 40             | —   | 14 <sup>q</sup>                  | Head grocery clerks:                                   |              |                            |                            |                                 |  |                                  |         |
| Agreement B:   |                            |                            |                |   |                                  | Total number of agreements reported: 2                 |              |                            |                            |                                 |  |                                  |         |
| First 6 months . . . . .                               | 2.600                      | 2.700                      | 40             | 29 <sup>9</sup> /10 <sup>q</sup>                          | 14 <sup>q</sup>                  | Agreement A . . . . .                                  | 3.945        | 5.940                      | 40                         | 33 <sup>2</sup> /3 <sup>q</sup> | —  | 29 <sup>9</sup> /10 <sup>q</sup> |         |
| 7 — 12 months . . . . .                                | 2.750                      | 2.800                      | 40             | 29 <sup>9</sup> /10 <sup>q</sup>                          | 14 <sup>q</sup>                  | Agreement B:   |              |                            |                            |                                 |  |                                  |         |
| 13 — 18 months . . . . .                               | 2.900                      | 3.250                      | 40             | 29 <sup>9</sup> /10 <sup>q</sup>                          | 14 <sup>q</sup>                  | Store volume:  |              |                            |                            |                                 |  |                                  |         |
| 19 — 24 months . . . . .                               | 3.050                      | 3.600                      | 40             | 29 <sup>9</sup> /10 <sup>q</sup>                          | 14 <sup>q</sup>                  | Under \$25,000 . . . . .                               | 4.640        | 5.670                      | 40                         | 29 <sup>2</sup> /3 <sup>q</sup> | —  | 14 <sup>q</sup>                  |         |
| After 24 months . . . . .                              | 3.350                      | 4.100                      | 40             | 29 <sup>9</sup> /10 <sup>q</sup>                          | 14 <sup>q</sup>                  | \$25,000 —   |              |                            |                            |                                 |  |                                  |         |
| Agreement C:   |                            |                            |                |   |                                  | \$35,000 . . . . .                                     | 4.750        | 5.750                      | 40                         | 29 <sup>2</sup> /3 <sup>q</sup> | —  | 14 <sup>q</sup>                  |         |
| First 6 months . . . . .                               | —                          | 3.000                      | 40             | *   | —                                | \$35,000 —   |              |                            |                            |                                 |  |                                  |         |
| 7 — 12 months . . . . .                                | —                          | 3.200                      | 40             | *   | —                                | \$50,000 . . . . .                                     | 4.870        | 5.850                      | 40                         | 29 <sup>2</sup> /3 <sup>q</sup> | —  | 14 <sup>q</sup>                  |         |
| 13 — 18 months . . . . .                               | —                          | 3.350                      | 40             | *   | —                                | \$50,000 —   |              |                            |                            |                                 |  |                                  |         |
| 19 — 24 months . . . . .                               | —                          | 3.600                      | 40             | *   | —                                | \$80,000 . . . . .                                     | 4.960        | 6.000                      | 40                         | 29 <sup>2</sup> /3 <sup>q</sup> | —  | 14 <sup>q</sup>                  |         |
| 25 — 30 months . . . . .                               | —                          | 3.850                      | 40             | *   | —                                | Over \$80,000 . . . . .                                | —            | 6.250                      | 40                         | 29 <sup>2</sup> /3 <sup>q</sup> | —  | 14 <sup>q</sup>                  |         |
| After 30 months . . . . .                              | —                          | 4.340                      | 40             | *   | —                                | Clerks, full-time:                                     |              |                            |                            |                                 |  |                                  |         |
| Agreement D:   |                            |                            |                |   |                                  | Total number of agreements reported: 4                 |              |                            |                            |                                 |  |                                  |         |
| First 6 months . . . . .                               | 2.460                      | 2.950                      | 40             | 29 <sup>2</sup> /3 <sup>q</sup>                           | 14 <sup>q</sup>                  | Agreement A:   |              |                            |                            |                                 |  |                                  |         |
| 7 — 12 months . . . . .                                | 2.580                      | 3.100                      | 40             | 29 <sup>2</sup> /3 <sup>q</sup>                           | 14 <sup>q</sup>                  | First 6 months . . . . .                               | —            | 3.000                      | 40                         | *                               | —  |                                  |         |
| 13 — 18 months . . . . .                               | 2.690                      | 3.250                      | 40             | 29 <sup>2</sup> /3 <sup>q</sup>                           | 14 <sup>q</sup>                  | 7 — 12 months . . . . .                                | —            | 3.200                      | 40                         | *                               | —  |                                  |         |
| 19 — 24 months . . . . .                               | 2.870                      | 3.450                      | 40             | 29 <sup>2</sup> /3 <sup>q</sup>                           | 14 <sup>q</sup>                  | 13 — 18 months . . . . .                               | —            | 3.350                      | 40                         | *                               | —  |                                  |         |
| 25 — 30 months . . . . .                               | 3.500                      | 4.250                      | 40             | 29 <sup>2</sup> /3 <sup>q</sup>                           | 14 <sup>q</sup>                  | 19 — 24 months . . . . .                               | —            | 3.850                      | 40                         | *                               | —  |                                  |         |
| After 30 months . . . . .                              | 3.750                      | 4.700                      | 40             | 29 <sup>2</sup> /3 <sup>q</sup>                           | 14 <sup>q</sup>                  | 25 — 30 months . . . . .                               | —            | 3.850                      | 40                         | *                               | —  |                                  |         |
| Agreement E:   |                            |                            |                |   |                                  | After 30 months . . . . .                              | —            | 4.340                      | 40                         | *                               | —  |                                  |         |
| First 6 months . . . . .                               | 2.570                      | 3.490                      | 40             | 33 <sup>2</sup> /3 <sup>q</sup>                           | 29 <sup>9</sup> /10 <sup>q</sup> | Agreement B:   |              |                            |                            |                                 |  |                                  |         |
| 7 — 12 months . . . . .                                | 2.700                      | 3.640                      | 40             | 33 <sup>2</sup> /3 <sup>q</sup>                           | 29 <sup>9</sup> /10 <sup>q</sup> | First 6 months . . . . .                               | 2.500        | 2.950                      | 40                         | 29 <sup>2</sup> /3 <sup>q</sup> | —  | 14 <sup>q</sup>                  |         |
| 13 — 18 months . . . . .                               | 2.810                      | 3.750                      | 40             | 33 <sup>2</sup> /3 <sup>q</sup>                           | 29 <sup>9</sup> /10 <sup>q</sup> | 7 — 12 months . . . . .                                | 2.630        | 3.100                      | 40                         | 29 <sup>2</sup> /3 <sup>q</sup> | —  | 14 <sup>q</sup>                  |         |
| 19 — 24 months . . . . .                               | 2.860                      | 4.000                      | 40             | 33 <sup>2</sup> /3 <sup>q</sup>                           | 29 <sup>9</sup> /10 <sup>q</sup> | 13 — 18 months . . . . .                               | 2.740        | 3.250                      | 40                         | 29 <sup>2</sup> /3 <sup>q</sup> | —  | 14 <sup>q</sup>                  |         |
| 25 — 30 months . . . . .                               | 3.040                      | 4.330                      | 40             | 33 <sup>2</sup> /3 <sup>q</sup>                           | 29 <sup>9</sup> /10 <sup>q</sup> | 19 — 24 months . . . . .                               | 2.910        | 3.450                      | 40                         | 29 <sup>2</sup> /3 <sup>q</sup> | —  | 14 <sup>q</sup>                  |         |
| After 30 months . . . . .                              | 3.325                      | 4.810                      | 40             | 33 <sup>2</sup> /3 <sup>q</sup>                           | 29 <sup>9</sup> /10 <sup>q</sup> | 25 — 30 months . . . . .                               | 3.600        | 4.250                      | 40                         | 29 <sup>2</sup> /3 <sup>q</sup> | —  | 14 <sup>q</sup>                  |         |
| Cashiers, part-time:                                   |                            |                            |                |   |                                  | After 30 months . . . . .                              | 3.850        | 4.700                      | 40                         | 29 <sup>2</sup> /3 <sup>q</sup> | —  | 14 <sup>q</sup>                  |         |
| Total number of agreements reported: 6                 |                            |                            |                |   |                                  | Agreement C:   |              |                            |                            |                                 |  |                                  |         |
| Agreement A:   |                            |                            |                |   |                                  | First 6 months . . . . .                               | 2.570        | 3.490                      | 40                         | 33 <sup>2</sup> /3 <sup>q</sup> | —  | 29 <sup>9</sup> /10 <sup>q</sup> |         |
| First 6 months . . . . .                               | 2.250                      | 2.350                      | 40             | 29 <sup>9</sup> /10 <sup>q</sup>                          | 14 <sup>q</sup>                  | 7 — 12 months . . . . .                                | 2.700        | 3.640                      | 40                         | 33 <sup>2</sup> /3 <sup>q</sup> | —  | 29 <sup>9</sup> /10 <sup>q</sup> |         |
| 7 — 12 months . . . . .                                | 2.350                      | 2.450                      | 40             | 29 <sup>9</sup> /10 <sup>q</sup>                          | 14 <sup>q</sup>                  | 13 — 18 months . . . . .                               | 2.810        | 3.750                      | 40                         | 33 <sup>2</sup> /3 <sup>q</sup> | —  | 29 <sup>9</sup> /10 <sup>q</sup> |         |
| 13 — 18 months . . . . .                               | 2.450                      | 2.550                      | 40             | 29 <sup>9</sup> /10 <sup>q</sup>                          | 14 <sup>q</sup>                  | 19 — 24 months . . . . .                               | 2.860        | 4.000                      | 40                         | 33 <sup>2</sup> /3 <sup>q</sup> | —  | 29 <sup>9</sup> /10 <sup>q</sup> |         |
| After 18 months . . . . .                              | 2.600                      | 2.700                      | 40             | 29 <sup>9</sup> /10 <sup>q</sup>                          | 14 <sup>q</sup>                  | 25 — 30 months . . . . .                               | 2.980        | 4.330                      | 40                         | 33 <sup>2</sup> /3 <sup>q</sup> | —  | 29 <sup>9</sup> /10 <sup>q</sup> |         |
| Agreement B:   |                            |                            |                |   |                                  | After 30 months . . . . .                              | 3.270        | 4.810                      | 40                         | 33 <sup>2</sup> /3 <sup>q</sup> | —  | 29 <sup>9</sup> /10 <sup>q</sup> |         |
| First 6 months . . . . .                               | 2.150                      | 2.610                      | 40             | 29 <sup>2</sup> /3 <sup>q</sup>                           | 14 <sup>q</sup>                  | Clerks, part-time:                                     |              |                            |                            |                                 |  |                                  |         |
| 7 — 12 months . . . . .                                | 2.230                      | 2.710                      | 40             | 29 <sup>2</sup> /3 <sup>q</sup>                           | 14 <sup>q</sup>                  | Total number of agreements reported: 4                 |              |                            |                            |                                 |  |                                  |         |
| 13 — 18 months . . . . .                               | 2.280                      | 2.800                      | 40             | 29 <sup>2</sup> /3 <sup>q</sup>                           | 14 <sup>q</sup>                  | Agreement A:   |              |                            |                            |                                 |  |                                  |         |
| After 18 months . . . . .                              | 2.350                      | 2.950                      | 40             | 29 <sup>2</sup> /3 <sup>q</sup>                           | 14 <sup>q</sup>                  | First 6 months . . . . .                               | 2.160        | 2.610                      | 40                         | 29 <sup>2</sup> /3 <sup>q</sup> | —  | 14 <sup>q</sup>                  |         |
| Agreement C:   |                            |                            |                |   |                                  | 7 — 12 months . . . . .                                | 2.260        | 2.710                      | 40                         | 29 <sup>2</sup> /3 <sup>q</sup> | —  | 14 <sup>q</sup>                  |         |
| First 6 months . . . . .                               | —                          | 2.400                      | 40             | *   | —                                | After 12 months . . . . .                              | 2.300        | 2.750                      | 40                         | 29 <sup>2</sup> /3 <sup>q</sup> | —  | 14 <sup>q</sup>                  |         |
| 7 — 12 months . . . . .                                | —                          | 2.600                      | 40             | *   | —                                | Agreement B:   |              |                            |                            |                                 |  |                                  |         |
| 13 — 18 months . . . . .                               | —                          | 2.800                      | 40             | *   | —                                | First 6 months . . . . .                               | —            | 2.400                      | 40                         | *                               | —  |                                  |         |
| 19 — 24 months . . . . .                               | —                          | 2.900                      | 40             | *   | —                                | 7 — 12 months . . . . .                                | —            | 2.600                      | 40                         | *                               | —  |                                  |         |
| 25 — 30 months . . . . .                               | —                          | 3.000                      | 40             | *   | —                                | 13 — 18 months . . . . .                               | —            | 2.800                      | 40                         | *                               | —  |                                  |         |
| 31 — 36 months . . . . .                               | —                          | 3.100                      | 40             | *   | —                                | 19 — 24 months . . . . .                               | —            | 2.900                      | 40                         | *                               | —  |                                  |         |
| After 36 months . . . . .                              | —                          | 3.200                      | 40             | *   | —                                | 25 — 30 months . . . . .                               | —            | 3.000                      | 40                         | *                               | —  |                                  |         |
| Agreement D:   |                            |                            |                |   |                                  | 31 — 36 months . . . . .                               | —            | 3.100                      | 40                         | *                               | —  |                                  |         |
| First 6 months . . . . .                               | —                          | 2.620                      | 40             | 33 <sup>2</sup> /3 <sup>q</sup>                           | 29 <sup>9</sup> /10 <sup>q</sup> | After 36 months . . . . .                              | —            | 3.200                      | 40                         | *                               | —  |                                  |         |
| 7 — 12 months . . . . .                                | —                          | 3.240                      | 40             | 33 <sup>2</sup> /3 <sup>q</sup>                           | 29 <sup>9</sup> /10 <sup>q</sup> | Agreement C:   |              |                            |                            |                                 |  |                                  |         |
| After 12 months . . . . .                              | —                          | 3.490                      | 40             | 33 <sup>2</sup> /3 <sup>q</sup>                           | 29 <sup>9</sup> /10 <sup>q</sup> | First 6 months . . . . .                               | —            | 2.620                      | 40                         | 33 <sup>2</sup> /3 <sup>q</sup> | —  | 29 <sup>9</sup> /10 <sup>q</sup> |         |
| Baggers:   |                            |                            |                |   |                                  | 7 — 12 months . . . . .                                | —            | 3.240                      | 40                         | 33 <sup>2</sup> /3 <sup>q</sup> | —  | 29 <sup>9</sup> /10 <sup>q</sup> |         |
| Total number of agreements reported: 5                 |                            |                            |                |   |                                  | After 12 months . . . . .                              | —            | 3.490                      | 40                         | 33 <sup>2</sup> /3 <sup>q</sup> | —  | 29 <sup>9</sup> /10 <sup>q</sup> |         |
| Agreement A:   |                            |                            |                |   |                                  | Meat:  |              |                            |                            |                                 |  |                                  |         |
| First 6 months . . . . .                               | 1.800                      | 1.950                      | 40             | —   | 14 <sup>q</sup>                  | Head meat cutters:                                     |              |                            |                            |                                 |  |                                  |         |
| 7 — 12 months . . . . .                                | 1.850                      | 2.000                      | 40             | —   | 14 <sup>q</sup>                  | Total number of agreements reported: 8                 |              |                            |                            |                                 |  |                                  |         |
| 13 — 18 months . . . . .                               | 1.950                      | 2.100                      | 40             | —   | 14 <sup>q</sup>                  | Agreement A . . . . .                                  | —            | 6.737                      | 40                         | *                               | 24 <sup>9</sup> /10 <sup>q</sup>                           |                                  |         |
| 19 — 24 months . . . . .                               | 1.950                      | 2.250                      | 40             | —   | 14 <sup>q</sup>                  |  |              |                            |                            |                                 |  |                                  |         |
| 25 — 30 months . . . . .                               | 1.950                      | 2.350                      | 40             | —   | 14 <sup>q</sup>                  |  |              |                            |                            |                                 |  |                                  |         |

See footnotes at end of table.

**Table 6. Wage rates hours, and employer contributions to funds: Selected cities—Continued**

(Union hourly wage rates and straight-time hours and employer insurance and pension contributions for grocery store occupations in 70 cities, July 1, 1973, and July 1, 1975)

(Hours are the same for both years unless otherwise indicated)

| Trade or occupation and selected contract <sup>1</sup> | July 1, 1973               | July 1, 1975               |                |   |                                  | Trade or occupation and selected contract <sup>1</sup> | July 1, 1973               | July 1, 1975               |                |   |                                  |                 |
|--|----------------------------|----------------------------|----------------|---|----------------------------------|--|----------------------------|----------------------------|----------------|---|----------------------------------|-----------------|
|  | Rate per hour <sup>2</sup> | Rate per hour <sup>2</sup> | Hours per week | Employer contributions for selected benefits <sup>3</sup> |                                  |  | Rate per hour <sup>2</sup> | Rate per hour <sup>2</sup> | Hours per week | Employer contributions for selected benefits <sup>3</sup> |                                  |                 |
|  |                            |                            |                | Insur-ance <sup>4</sup>                                   | Pension                          |  |                            |                            |                | Insur-ance <sup>4</sup>                                   | Pension                          |                 |
| <b>MEMPHIS, TENN.—Continued</b>                        |                            |                            |                |   |                                  | <b>MEMPHIS, TENN.—Continued</b>                        |                            |                            |                |   |                                  |                 |
| <b>Meat—Continued</b>                                  |                            |                            |                |   |                                  | <b>Produce—Continued</b>                               |                            |                            |                |   |                                  |                 |
| Head meat cutters—Continued                            |                            |                            |                |   |                                  | Clerks, full-time—Continued                            |                            |                            |                |   |                                  |                 |
| Total number of agreements reported: 8—Continued       | \$                         | \$                         |                |   |                                  | Total number of agreements reported: 4—Continued       | \$                         | \$                         |                |   |                                  |                 |
| Agreement B .....                                      | 5.249                      | 7.070                      | 40             | 33 <sup>2</sup> /3 <sup>d</sup>                           | 24 <sup>9</sup> /10 <sup>d</sup> | Agreement A—Continued                                  |                            |                            |                |   |                                  |                 |
| Agreement C:   |                            |                            |                |   |                                  | 19—24 months .....                                     | —                          | 3.600                      | 40             | *   | —                                | —               |
| Store volume:  |                            |                            |                |   |                                  | 25—30 months .....                                     | —                          | 3.850                      | 40             | *   | —                                | —               |
| Under \$5,000 .....                                    | —                          | 6.855                      | 40             | 33 <sup>2</sup> /3 <sup>d</sup>                           | 24 <sup>9</sup> /10 <sup>d</sup> | After 30 months .....                                  | —                          | 4.340                      | 40             | *   | —                                | —               |
| \$5,001—   | —                          | 6.974                      | 40             | 33 <sup>2</sup> /3 <sup>d</sup>                           | 24 <sup>9</sup> /10 <sup>d</sup> | Agreement B:   |                            |                            |                |   |                                  |                 |
| \$7,000 .....  | —                          | 6.974                      | 40             | 33 <sup>2</sup> /3 <sup>d</sup>                           | 24 <sup>9</sup> /10 <sup>d</sup> | First 6 months .....                                   | 2.500                      | 2.950                      | 40             | 29 <sup>2</sup> /3 <sup>d</sup>                           | 14 <sup>d</sup>                  | 14 <sup>d</sup> |
| \$7,001—   | —                          | 7.053                      | 40             | 33 <sup>2</sup> /3 <sup>d</sup>                           | 24 <sup>9</sup> /10 <sup>d</sup> | 7—12 months .....                                      | 2.630                      | 3.100                      | 40             | 29 <sup>2</sup> /3 <sup>d</sup>                           | 14 <sup>d</sup>                  | 14 <sup>d</sup> |
| \$10,000 .....   | —                          | 7.053                      | 40             | 33 <sup>2</sup> /3 <sup>d</sup>                           | 24 <sup>9</sup> /10 <sup>d</sup> | 13—18 months .....                                     | 2.740                      | 3.250                      | 40             | 29 <sup>2</sup> /3 <sup>d</sup>                           | 14 <sup>d</sup>                  | 14 <sup>d</sup> |
| \$10,001—  | —                          | 7.119                      | 40             | 33 <sup>2</sup> /3 <sup>d</sup>                           | 24 <sup>9</sup> /10 <sup>d</sup> | 19—24 months .....                                     | 2.910                      | 3.450                      | 40             | 29 <sup>2</sup> /3 <sup>d</sup>                           | 14 <sup>d</sup>                  | 14 <sup>d</sup> |
| \$13,000 .....   | —                          | 7.119                      | 40             | 33 <sup>2</sup> /3 <sup>d</sup>                           | 24 <sup>9</sup> /10 <sup>d</sup> | 25—30 months .....                                     | 3.600                      | 4.250                      | 40             | 29 <sup>2</sup> /3 <sup>d</sup>                           | 14 <sup>d</sup>                  | 14 <sup>d</sup> |
| \$13,001—  | —                          | 7.225                      | 40             | 33 <sup>2</sup> /3 <sup>d</sup>                           | 24 <sup>9</sup> /10 <sup>d</sup> | After 30 months .....                                  | 3.850                      | 4.700                      | 40             | 29 <sup>2</sup> /3 <sup>d</sup>                           | 14 <sup>d</sup>                  | 14 <sup>d</sup> |
| \$16,000 .....   | —                          | 7.225                      | 40             | 33 <sup>2</sup> /3 <sup>d</sup>                           | 24 <sup>9</sup> /10 <sup>d</sup> | Agreement C:   |                            |                            |                |   |                                  |                 |
| \$16,001—  | —                          | 7.304                      | 40             | 33 <sup>2</sup> /3 <sup>d</sup>                           | 24 <sup>9</sup> /10 <sup>d</sup> | First 6 months .....                                   | 2.350                      | 2.950                      | 40             | 29 <sup>2</sup> /3 <sup>d</sup>                           | 14 <sup>d</sup>                  | 14 <sup>d</sup> |
| \$19,000 .....   | —                          | 7.304                      | 40             | 33 <sup>2</sup> /3 <sup>d</sup>                           | 24 <sup>9</sup> /10 <sup>d</sup> | 7—12 months .....                                      | 2.550                      | 3.100                      | 40             | 29 <sup>2</sup> /3 <sup>d</sup>                           | 14 <sup>d</sup>                  | 14 <sup>d</sup> |
| \$19,001—  | —                          | 7.384                      | 40             | 33 <sup>2</sup> /3 <sup>d</sup>                           | 24 <sup>9</sup> /10 <sup>d</sup> | 13—18 months .....                                     | 2.690                      | 3.250                      | 40             | 29 <sup>2</sup> /3 <sup>d</sup>                           | 14 <sup>d</sup>                  | 14 <sup>d</sup> |
| \$23,000 .....   | —                          | 7.384                      | 40             | 33 <sup>2</sup> /3 <sup>d</sup>                           | 24 <sup>9</sup> /10 <sup>d</sup> | 19—24 months .....                                     | 2.810                      | 3.500                      | 40             | 29 <sup>2</sup> /3 <sup>d</sup>                           | 14 <sup>d</sup>                  | 14 <sup>d</sup> |
| \$23,001—  | —                          | 7.462                      | 40             | 33 <sup>2</sup> /3 <sup>d</sup>                           | 24 <sup>9</sup> /10 <sup>d</sup> | 25—30 months .....                                     | 3.180                      | 4.350                      | 40             | 29 <sup>2</sup> /3 <sup>d</sup>                           | 14 <sup>d</sup>                  | 14 <sup>d</sup> |
| \$27,000 .....   | —                          | 7.462                      | 40             | 33 <sup>2</sup> /3 <sup>d</sup>                           | 24 <sup>9</sup> /10 <sup>d</sup> | After 30 months .....                                  | 3.670                      | 4.800                      | 40             | 29 <sup>2</sup> /3 <sup>d</sup>                           | 14 <sup>d</sup>                  | 14 <sup>d</sup> |
| \$27,001—  | —                          | 7.537                      | 40             | 33 <sup>2</sup> /3 <sup>d</sup>                           | 24 <sup>9</sup> /10 <sup>d</sup> | Miscellaneous:   |                            |                            |                |   |                                  |                 |
| \$31,000 .....   | —                          | 7.537                      | 40             | 33 <sup>2</sup> /3 <sup>d</sup>                           | 24 <sup>9</sup> /10 <sup>d</sup> | Stockers, day, full-time:                              |                            |                            |                |   |                                  |                 |
| \$31,001—  | —                          | 7.612                      | 40             | 33 <sup>2</sup> /3 <sup>d</sup>                           | 24 <sup>9</sup> /10 <sup>d</sup> | Total number of agreements reported: 7                 |                            |                            |                |   |                                  |                 |
| \$35,000 .....   | —                          | 7.612                      | 40             | 33 <sup>2</sup> /3 <sup>d</sup>                           | 24 <sup>9</sup> /10 <sup>d</sup> | Agreement A:   |                            |                            |                |   |                                  |                 |
| Over \$35,000 .....                                    | —                          | 7.687                      | 40             | 33 <sup>2</sup> /3 <sup>d</sup>                           | 24 <sup>9</sup> /10 <sup>d</sup> | First 6 months .....                                   | —                          | 3.000                      | 40             | *   | —                                | —               |
| Journeyman:  |                            |                            |                |   |                                  | 7—12 months .....                                      | —                          | 3.150                      | 40             | *   | —                                | —               |
| Total number of agreements reported: 8                 |                            |                            |                |   |                                  | 13—18 months .....                                     | —                          | 3.300                      | 40             | *   | —                                | —               |
| Agreement A .....                                      | 4.475                      | 6.430                      | 40             | 33 <sup>2</sup> /3 <sup>d</sup>                           | 29 <sup>9</sup> /10 <sup>d</sup> | 19—24 months .....                                     | —                          | 3.450                      | 40             | *   | —                                | —               |
| Agreement B .....                                      | 4.785                      | 6.640                      | 40             | 33 <sup>2</sup> /3 <sup>d</sup>                           | 24 <sup>9</sup> /10 <sup>d</sup> | After 24 months .....                                  | —                          | 3.750                      | 40             | *   | —                                | —               |
| <b>Wrappers, meat:</b>                                 |                            |                            |                |   |                                  | Agreement B:   |                            |                            |                |   |                                  |                 |
| Total number of agreements reported: 7                 |                            |                            |                |   |                                  | First 6 months .....                                   | 2.600                      | 2.700                      | 40             | 29 <sup>9</sup> /10 <sup>d</sup>                          | 14 <sup>d</sup>                  | 14 <sup>d</sup> |
| Agreement A:   |                            |                            |                |   |                                  | 7—12 months .....                                      | 2.750                      | 2.800                      | 40             | 29 <sup>9</sup> /10 <sup>d</sup>                          | 14 <sup>d</sup>                  | 14 <sup>d</sup> |
| First year .....                                       | 2.400                      | 3.098                      | 40             | 33 <sup>2</sup> /3 <sup>d</sup>                           | 24 <sup>9</sup> /10 <sup>d</sup> | 13—18 months .....                                     | 2.900                      | 3.250                      | 40             | 29 <sup>9</sup> /10 <sup>d</sup>                          | 14 <sup>d</sup>                  | 14 <sup>d</sup> |
| 1—2 years .....  | 2.620                      | 3.362                      | 40             | 33 <sup>2</sup> /3 <sup>d</sup>                           | 24 <sup>9</sup> /10 <sup>d</sup> | 19—24 months .....                                     | 3.050                      | 3.600                      | 40             | 29 <sup>9</sup> /10 <sup>d</sup>                          | 14 <sup>d</sup>                  | 14 <sup>d</sup> |
| 2—3 years .....  | 2.920                      | 3.955                      | 40             | 33 <sup>2</sup> /3 <sup>d</sup>                           | 24 <sup>9</sup> /10 <sup>d</sup> | After 24 months .....                                  | 3.350                      | 4.100                      | 40             | 29 <sup>9</sup> /10 <sup>d</sup>                          | 14 <sup>d</sup>                  | 14 <sup>d</sup> |
| After 3 years .....                                    | 3.020                      | 4.495                      | 40             | 33 <sup>2</sup> /3 <sup>d</sup>                           | 24 <sup>9</sup> /10 <sup>d</sup> | Agreement C:   |                            |                            |                |   |                                  |                 |
| Agreement B:   |                            |                            |                |   |                                  | First 6 months .....                                   | 2.500                      | 2.950                      | 40             | 29 <sup>2</sup> /3 <sup>d</sup>                           | 14 <sup>d</sup>                  | 14 <sup>d</sup> |
| First year .....                                       | 2.700                      | 3.250                      | 40             | 33 <sup>2</sup> /3 <sup>d</sup>                           | 24 <sup>9</sup> /10 <sup>d</sup> | 7—12 months .....                                      | 2.630                      | 3.100                      | 40             | 29 <sup>2</sup> /3 <sup>d</sup>                           | 14 <sup>d</sup>                  | 14 <sup>d</sup> |
| 1—2 years .....  | 2.950                      | 3.520                      | 40             | 33 <sup>2</sup> /3 <sup>d</sup>                           | 24 <sup>9</sup> /10 <sup>d</sup> | 13—18 months .....                                     | 2.740                      | 3.250                      | 40             | 29 <sup>2</sup> /3 <sup>d</sup>                           | 14 <sup>d</sup>                  | 14 <sup>d</sup> |
| After 2 years .....                                    | 3.500                      | 4.700                      | 40             | 33 <sup>2</sup> /3 <sup>d</sup>                           | 24 <sup>9</sup> /10 <sup>d</sup> | 19—24 months .....                                     | 2.910                      | 3.450                      | 40             | 29 <sup>2</sup> /3 <sup>d</sup>                           | 14 <sup>d</sup>                  | 14 <sup>d</sup> |
| Agreement C:   |                            |                            |                |   |                                  | 25—30 months .....                                     | 3.600                      | 4.250                      | 40             | 29 <sup>2</sup> /3 <sup>d</sup>                           | 14 <sup>d</sup>                  | 14 <sup>d</sup> |
| First year .....                                       | 2.525                      | 3.250                      | 40             | 33 <sup>2</sup> /3 <sup>d</sup>                           | 24 <sup>9</sup> /10 <sup>d</sup> | After 30 months .....                                  | 3.850                      | 4.700                      | 40             | 29 <sup>2</sup> /3 <sup>d</sup>                           | 14 <sup>d</sup>                  | 14 <sup>d</sup> |
| 1—2 years .....  | 2.975                      | 3.520                      | 40             | 33 <sup>2</sup> /3 <sup>d</sup>                           | 24 <sup>9</sup> /10 <sup>d</sup> | Agreement D .....                                      | —                          | 4.810                      | 40             | 33 <sup>2</sup> /3 <sup>d</sup>                           | 29 <sup>9</sup> /10 <sup>d</sup> | 14 <sup>d</sup> |
| After 2 years .....                                    | 3.415                      | 4.740                      | 40             | 33 <sup>2</sup> /3 <sup>d</sup>                           | 24 <sup>9</sup> /10 <sup>d</sup> |  |                            |                            |                |   |                                  |                 |
| <b>Dairy:</b>  |                            |                            |                |   |                                  | <b>MILWAUKEE, WIS.</b>                                 |                            |                            |                |   |                                  |                 |
| Head dairy clerks:                                     |                            |                            |                |   |                                  | Check out:   |                            |                            |                |   |                                  |                 |
| Total number of agreements reported: 2                 |                            |                            |                |   |                                  | Head cashier .....                                     | 4.450                      | 5.750                      | 40             | 25 <sup>9</sup> /10 <sup>d</sup>                          | 16 <sup>d</sup>                  | 16 <sup>d</sup> |
| Agreement A .....                                      | —                          | 4.960                      | 40             | 33 <sup>2</sup> /3 <sup>d</sup>                           | 29 <sup>9</sup> /10 <sup>d</sup> | Cashier, full-time:                                    |                            |                            |                |   |                                  |                 |
| Agreement B:   |                            |                            |                |   |                                  | 0—6 months .....                                       | 2.830                      | 3.630                      | 40             | 25 <sup>9</sup> /10 <sup>d</sup>                          | 16 <sup>d</sup>                  | 16 <sup>d</sup> |
| First 6 months .....                                   | 4.130                      | 6.000                      | 40             | 29 <sup>2</sup> /3 <sup>d</sup>                           | 14 <sup>d</sup>                  | 7—12 months .....                                      | 2.990                      | 3.790                      | 40             | 25 <sup>9</sup> /10 <sup>d</sup>                          | 16 <sup>d</sup>                  | 16 <sup>d</sup> |
| After 6 months .....                                   | 4.480                      | 6.350                      | 40             | 29 <sup>2</sup> /3 <sup>d</sup>                           | 14 <sup>d</sup>                  | 13—18 months .....                                     | 3.240                      | 4.140                      | 40             | 25 <sup>9</sup> /10 <sup>d</sup>                          | 16 <sup>d</sup>                  | 16 <sup>d</sup> |
| <b>Produce:</b>  |                            |                            |                |   |                                  | 19—24 months .....                                     | 3.910                      | 4.910                      | 40             | 25 <sup>9</sup> /10 <sup>d</sup>                          | 16 <sup>d</sup>                  | 16 <sup>d</sup> |
| Head produce clerks:                                   |                            |                            |                |   |                                  | Over 24 months .....                                   | 4.200                      | 5.350                      | 40             | 25 <sup>9</sup> /10 <sup>d</sup>                          | 16 <sup>d</sup>                  | 16 <sup>d</sup> |
| Total number of agreements reported: 5                 |                            |                            |                |   |                                  | Cashier, part-time:                                    |                            |                            |                |   |                                  |                 |
| Agreement A:   |                            |                            |                |   |                                  | 0—6 months .....                                       | 2.830                      | 3.100                      | 40             | ( <sup>1</sup> )  | 16 <sup>d</sup>                  | 16 <sup>d</sup> |
| First 60 days .....                                    | —                          | 3.500                      | 40             | *   | —                                | 7—12 months .....                                      | 2.990                      | 3.300                      | 40             | ( <sup>1</sup> )  | 16 <sup>d</sup>                  | 16 <sup>d</sup> |
| After 60 days .....                                    | —                          | 3.950                      | 40             | *   | —                                | After 12 months .....                                  | 3.240                      | 3.500                      | 40             | ( <sup>1</sup> )  | 16 <sup>d</sup>                  | 16 <sup>d</sup> |
| After 6 months .....                                   | —                          | 4.440                      | 40             | *   | —                                | Baggers:   |                            |                            |                |   |                                  |                 |
| Agreement B .....                                      | 4.055                      | 6.160                      | 40             | 33 <sup>2</sup> /3 <sup>d</sup>                           | 29 <sup>9</sup> /10 <sup>d</sup> | 0—6 months .....                                       | 1.990                      | 2.350                      | 40             | ( <sup>1</sup> )  | 16 <sup>d</sup>                  | 16 <sup>d</sup> |
| Agreement C:   |                            |                            |                |   |                                  | 7—12 months .....                                      | 2.040                      | 2.450                      | 40             | ( <sup>1</sup> )  | 16 <sup>d</sup>                  | 16 <sup>d</sup> |
| First 6 months .....                                   | 4.130                      | 6.000                      | 40             | 29 <sup>2</sup> /3 <sup>d</sup>                           | 14 <sup>d</sup>                  | 13—18 months .....                                     | 2.090                      | 2.600                      | 40             | ( <sup>1</sup> )  | 16 <sup>d</sup>                  | 16 <sup>d</sup> |
| After 6 months .....                                   | 4.480                      | 6.350                      | 40             | 29 <sup>2</sup> /3 <sup>d</sup>                           | 14 <sup>d</sup>                  | 19—24 months .....                                     | 2.240                      | 2.800                      | 40             | ( <sup>1</sup> )  | 16 <sup>d</sup>                  | 16 <sup>d</sup> |
| Clerks, full-time:                                     |                            |                            |                |   |                                  | Over 24 months .....                                   | 2.830                      | 3.100                      | 40             | ( <sup>1</sup> )  | 16 <sup>d</sup>                  | 16 <sup>d</sup> |
| Total number of agreements reported: 4                 |                            |                            |                |   |                                  | Grocery:   |                            |                            |                |   |                                  |                 |
| Agreement A:   |                            |                            |                |   |                                  | Head grocery men .....                                 | 5.230                      | 6.680                      | 40             | 25 <sup>9</sup> /10 <sup>d</sup>                          | 16 <sup>d</sup>                  | 16 <sup>d</sup> |
| First 6 months .....                                   | —                          | 3.000                      | 40             | *   | —                                | Clerk, full-time:                                      |                            |                            |                |   |                                  |                 |
| 7—12 months .....                                      | —                          | 3.200                      | 40             | *   | —                                | 0—6 months .....                                       | 2.830                      | 3.630                      | 40             | 25 <sup>9</sup> /10 <sup>d</sup>                          | 16 <sup>d</sup>                  | 16 <sup>d</sup> |
| 13—18 months .....                                     | —                          | 3.350                      | 40             | *   | —                                |  |                            |                            |                |   |                                  |                 |

See footnotes at end of table.

**Table 6. Wage rates hours, and employer contributions to funds: Selected cities—Continued**

(Union hourly wage rates and straight-time hours and employer insurance and pension contributions for grocery store occupations in 70 cities, July 1, 1973, and July 1, 1975)

(Hours are the same for both years unless otherwise indicated)

| Trade or occupation and selected contract <sup>1</sup> | July 1, 1973               |                            | July 1, 1975   |   |                      |                            | Trade or occupation and selected contract <sup>1</sup> | July 1, 1973               |                | July 1, 1975  |         |  |  |
|--|----------------------------|----------------------------|----------------|---|----------------------|----------------------------|--|----------------------------|----------------|---|---------|--|--|
|  | Rate per hour <sup>2</sup> | Rate per hour <sup>2</sup> | Hours per week | Employer contributions for selected benefits <sup>3</sup> |                      | Rate per hour <sup>2</sup> |  | Rate per hour <sup>2</sup> | Hours per week | Employer contributions for selected benefits <sup>3</sup> |         |  |  |
|  |                            |                            |                | Insur-ance <sup>4</sup>                                   | Pension              |                            |  |                            |                | Insur-ance <sup>4</sup>                                   | Pension |  |  |
| <b>MILWAUKEE, WIS.—Continued</b>                       |                            |                            |                |   |                      |                            |  |                            |                |   |         |  |  |
| Grocery—Continued                                      |                            |                            |                |   |                      |                            |  |                            |                |   |         |  |  |
| Clerk, full-time—Continued                             | \$                         | \$                         |                |   |                      |                            |  |                            |                |   |         |  |  |
| 7 – 12 months  | 2.990                      | 3.790                      | 40             | 25 <sup>9</sup> /10¢                                      | 16¢                  |                            |  |                            |                |   |         |  |  |
| 13 – 18 months   | 3.240                      | 4.140                      | 40             | 25 <sup>9</sup> /10¢                                      | 16¢                  |                            |  |                            |                |   |         |  |  |
| 19 – 24 months   | 3.910                      | 4.910                      | 40             | 25 <sup>9</sup> /10¢                                      | 16¢                  |                            |  |                            |                |   |         |  |  |
| Over 24 months   | 4.200                      | 5.350                      | 40             | 25 <sup>9</sup> /10¢                                      | 16¢                  |                            |  |                            |                |   |         |  |  |
| Clerk, part-time:                                      |                            |                            |                |   |                      |                            |  |                            |                |   |         |  |  |
| 0 – 6 months   | 2.830                      | 3.100                      | 40             | 25 <sup>9</sup> /10¢                                      | 16¢                  |                            |  |                            |                |   |         |  |  |
| 7 – 12 months  | 2.990                      | 3.300                      | 40             | 25 <sup>9</sup> /10¢                                      | 16¢                  |                            |  |                            |                |   |         |  |  |
| After 12 months  | 3.240                      | 3.500                      | 40             | 25 <sup>9</sup> /10¢                                      | 16¢                  |                            |  |                            |                |   |         |  |  |
| Meat:  |                            |                            |                |   |                      |                            |  |                            |                |   |         |  |  |
| Head meat cutters                                      | 5.472                      | 7.110                      | 40             | 56¢   | 48 <sup>1</sup> /10¢ |                            |  |                            |                |   |         |  |  |
| Journeyman   | 5.215                      | 6.750                      | 40             | 56¢   | 48 <sup>1</sup> /10¢ |                            |  |                            |                |   |         |  |  |
| Wrappers:  |                            |                            |                |   |                      |                            |  |                            |                |   |         |  |  |
| 0 – 3 months   | 2.837                      | 3.430                      | 40             | 56¢   | 48 <sup>1</sup> /10¢ |                            |  |                            |                |   |         |  |  |
| 4 – 6 months   | 2.917                      | 3.430                      | 40             | 56¢   | 48 <sup>1</sup> /10¢ |                            |  |                            |                |   |         |  |  |
| 7 – 12 months  | 3.179                      | 3.590                      | 40             | 56¢   | 48 <sup>1</sup> /10¢ |                            |  |                            |                |   |         |  |  |
| 13 – 18 months   | 3.527                      | 3.940                      | 40             | 56¢   | 48 <sup>1</sup> /10¢ |                            |  |                            |                |   |         |  |  |
| 18 – 24 months   | 3.860                      | 4.610                      | 40             | 56¢   | 48 <sup>1</sup> /10¢ |                            |  |                            |                |   |         |  |  |
| Over 24 months   | ( <sup>5</sup> )           | 5.030                      | 40             | 56¢   | 48 <sup>1</sup> /10¢ |                            |  |                            |                |   |         |  |  |
| Produce:   |                            |                            |                |   |                      |                            |  |                            |                |   |         |  |  |
| Head produce men                                       | 5.230                      | 6.680                      | 40             | 25 <sup>9</sup> /10¢                                      | 16¢                  |                            |  |                            |                |   |         |  |  |
| <b>MINNEAPOLIS—ST. PAUL, MINN.</b>                     |                            |                            |                |   |                      |                            |  |                            |                |   |         |  |  |
| Check out:   |                            |                            |                |   |                      |                            |  |                            |                |   |         |  |  |
| Head cashiers:   |                            |                            |                |   |                      |                            |  |                            |                |   |         |  |  |
| Minneapolis:   |                            |                            |                |   |                      |                            |  |                            |                |   |         |  |  |
| Total number of agree-ments reported: 2                |                            |                            |                |   |                      |                            |  |                            |                |   |         |  |  |
| Agreement A  | 4.575                      | 6.350                      | 40             | 31¢   | 12¢                  |                            |  |                            |                |   |         |  |  |
| Agreement B  | 4.575                      | 6.550                      | 40             | 42 <sup>1</sup> /2¢                                       | 27 <sup>1</sup> /2¢  |                            |  |                            |                |   |         |  |  |
| St. Paul:  |                            |                            |                |   |                      |                            |  |                            |                |   |         |  |  |
| Total number of agree-ments reported: 2                |                            |                            |                |   |                      |                            |  |                            |                |   |         |  |  |
| Agreement A  | 4.600                      | 6.480                      | 40             | 31¢   | 12¢                  |                            |  |                            |                |   |         |  |  |
| Agreement B  | 4.600                      | 6.660                      | 40             | 40 <sup>3</sup> /5¢                                       | 29 <sup>9</sup> /10¢ |                            |  |                            |                |   |         |  |  |
| Cashiers, full-time:                                   |                            |                            |                |   |                      |                            |  |                            |                |   |         |  |  |
| Hired after August 1, 1974:                            |                            |                            |                |   |                      |                            |  |                            |                |   |         |  |  |
| 0 – 6 months   | —                          | 4.950                      | 40             | 31¢   | 12¢                  |                            |  |                            |                |   |         |  |  |
| 7 – 12 months  | —                          | 5.200                      | 40             | 31¢   | 12¢                  |                            |  |                            |                |   |         |  |  |
| 13 – 24 months   | —                          | 5.450                      | 40             | 31¢   | 12¢                  |                            |  |                            |                |   |         |  |  |
| 25 – 36 months   | —                          | 5.650                      | 40             | 31¢   | 12¢                  |                            |  |                            |                |   |         |  |  |
| After 36 months  | —                          | 5.850                      | 40             | 31¢   | 12¢                  |                            |  |                            |                |   |         |  |  |
| Hired prior to August 1, 1974:                         |                            |                            |                |   |                      |                            |  |                            |                |   |         |  |  |
| 0 – 6 months   | 3.570                      | 5.100                      | 40             | 31¢   | 12¢                  |                            |  |                            |                |   |         |  |  |
| 6 – 12 months  | 3.765                      | 5.285                      | 40             | 31¢   | 12¢                  |                            |  |                            |                |   |         |  |  |
| 13 – 24 months   | 4.030                      | 5.490                      | 40             | 31¢   | 12¢                  |                            |  |                            |                |   |         |  |  |
| 25 – 36 months   | 4.215                      | 5.800                      | 40             | 31¢   | 12¢                  |                            |  |                            |                |   |         |  |  |
| After 36 months  | 4.475                      | 6.175                      | 40             | 31¢   | 12¢                  |                            |  |                            |                |   |         |  |  |
| St. Paul:  |                            |                            |                |   |                      |                            |  |                            |                |   |         |  |  |
| Total number of agree-ments reported: 2                |                            |                            |                |   |                      |                            |  |                            |                |   |         |  |  |
| Agreement A:   |                            |                            |                |   |                      |                            |  |                            |                |   |         |  |  |
| Hired after June 23, 1974:                             |                            |                            |                |   |                      |                            |  |                            |                |   |         |  |  |
| 0 – 6 months   | —                          | 4.950                      | 40             | 31¢   | 12¢                  |                            |  |                            |                |   |         |  |  |
| 7 – 12 months  | —                          | 5.200                      | 40             | 31¢   | 12¢                  |                            |  |                            |                |   |         |  |  |
| 13 – 24 months   | —                          | 5.450                      | 40             | 31¢   | 12¢                  |                            |  |                            |                |   |         |  |  |
| 25 – 36 months   | —                          | 5.650                      | 40             | 31¢   | 12¢                  |                            |  |                            |                |   |         |  |  |
| After 36 months  | —                          | 5.850                      | 40             | 31¢   | 12¢                  |                            |  |                            |                |   |         |  |  |
| Hired prior to June 23, 1974:                          |                            |                            |                |   |                      |                            |  |                            |                |   |         |  |  |
| 0 – 6 months   | 3.580                      | 5.265                      | 40             | 31¢   | 12¢                  |                            |  |                            |                |   |         |  |  |
| 7 – 12 months  | 3.745                      | 5.460                      | 40             | 31¢   | 12¢                  |                            |  |                            |                |   |         |  |  |
| 13 – 24 months   | 3.900                      | 5.665                      | 40             | 31¢   | 12¢                  |                            |  |                            |                |   |         |  |  |
| <b>MINNEAPOLIS—ST. PAUL, MINN.—Continued</b>           |                            |                            |                |   |                      |                            |  |                            |                |   |         |  |  |
| Check out—Continued                                    |                            |                            |                |   |                      |                            |  |                            |                |   |         |  |  |
| St. Paul—Continued                                     |                            |                            |                |   |                      |                            |  |                            |                |   |         |  |  |
| Total number of agree-ments reported: 2—Continued      |                            |                            |                |   |                      |                            |  |                            |                |   |         |  |  |
| Agreement A—Continued                                  |                            |                            |                |   |                      |                            |  |                            |                |   |         |  |  |
| Hired prior to June 23, 1974—Continued                 |                            |                            |                |   |                      |                            |  |                            |                |   |         |  |  |
| 25 – 36 months   | \$                         | \$                         |                |   |                      |                            |  |                            |                |   |         |  |  |
| After 36 months  | 4.130                      | 6.000                      | 40             | 31¢   | 12¢                  |                            |  |                            |                |   |         |  |  |
| After 36 months  | 4.425                      | 6.380                      | 40             | 31¢   | 12¢                  |                            |  |                            |                |   |         |  |  |
| Agreement B:   |                            |                            |                |   |                      |                            |  |                            |                |   |         |  |  |
| 0 – 6 months   | 3.580                      | 5.290                      | 40             | 40 <sup>3</sup> /5¢                                       | 29 <sup>9</sup> /10¢ |                            |  |                            |                |   |         |  |  |
| 7 – 12 months  | 3.745                      | 5.475                      | 40             | 40 <sup>3</sup> /5¢                                       | 29 <sup>9</sup> /10¢ |                            |  |                            |                |   |         |  |  |
| 13 – 24 months   | 3.900                      | 5.680                      | 40             | 40 <sup>3</sup> /5¢                                       | 29 <sup>9</sup> /10¢ |                            |  |                            |                |   |         |  |  |
| 25 – 36 months   | 4.130                      | 5.995                      | 40             | 40 <sup>3</sup> /5¢                                       | 29 <sup>9</sup> /10¢ |                            |  |                            |                |   |         |  |  |
| After 36 months  | 4.425                      | 6.365                      | 40             | 40 <sup>3</sup> /5¢                                       | 29 <sup>9</sup> /10¢ |                            |  |                            |                |   |         |  |  |
| Cashiers, part-time:                                   |                            |                            |                |   |                      |                            |  |                            |                |   |         |  |  |
| Minneapolis:   |                            |                            |                |   |                      |                            |  |                            |                |   |         |  |  |
| Hired after August 1, 1974:                            |                            |                            |                |   |                      |                            |  |                            |                |   |         |  |  |
| 0 – 12 months  | —                          | 3.000                      | 40             | ( <sup>1</sup> )  | 12¢                  |                            |  |                            |                |   |         |  |  |
| 12 – 18 months   | —                          | 3.470                      | 40             | ( <sup>1</sup> )  | 12¢                  |                            |  |                            |                |   |         |  |  |
| 18 – 24 months   | —                          | 3.740                      | 40             | ( <sup>1</sup> )  | 12¢                  |                            |  |                            |                |   |         |  |  |
| 24 – 30 months   | —                          | 4.150                      | 40             | ( <sup>1</sup> )  | 12¢                  |                            |  |                            |                |   |         |  |  |
| 30 – 36 months   | —                          | 4.440                      | 40             | ( <sup>1</sup> )  | 12¢                  |                            |  |                            |                |   |         |  |  |
| Over 36 months   | —                          | 4.740                      | 40             | ( <sup>1</sup> )  | 12¢                  |                            |  |                            |                |   |         |  |  |
| Hired prior to August 1, 1974:                         |                            |                            |                |   |                      |                            |  |                            |                |   |         |  |  |
| 0 – 12 months  | 2.400                      | —                          | 40             | ( <sup>1</sup> )  | 12¢                  |                            |  |                            |                |   |         |  |  |
| 12 – 18 months   | 2.860                      | 3.570                      | 40             | ( <sup>1</sup> )  | 12¢                  |                            |  |                            |                |   |         |  |  |
| 18 – 24 months   | 3.120                      | 3.860                      | 40             | ( <sup>1</sup> )  | 12¢                  |                            |  |                            |                |   |         |  |  |
| After 24 months  | 3.570                      | 4.950                      | 40             | ( <sup>1</sup> )  | 12¢                  |                            |  |                            |                |   |         |  |  |
| St. Paul:  |                            |                            |                |   |                      |                            |  |                            |                |   |         |  |  |
| Total number of agree-ments reported: 2                |                            |                            |                |   |                      |                            |  |                            |                |   |         |  |  |
| Agreement A:   |                            |                            |                |   |                      |                            |  |                            |                |   |         |  |  |
| 0 – 1,040 hours  | 2.400                      | 3.000                      | 40             | 40 <sup>3</sup> /5¢                                       | 29 <sup>9</sup> /10¢ |                            |  |                            |                |   |         |  |  |
| 1,041 – 1,560 hours                                    | 2.860                      | 3.460                      | 40             | 40 <sup>3</sup> /5¢                                       | 29 <sup>9</sup> /10¢ |                            |  |                            |                |   |         |  |  |
| 1,561 – 2,080 hours                                    | 3.120                      | 3.720                      | 40             | 40 <sup>3</sup> /5¢                                       | 29 <sup>9</sup> /10¢ |                            |  |                            |                |   |         |  |  |
| Agreement B:   |                            |                            |                |   |                      |                            |  |                            |                |   |         |  |  |
| 0 – 1,040 hours  | 2.400                      | 3.000                      | 40             | ( <sup>1</sup> )  | 12¢                  |                            |  |                            |                |   |         |  |  |
| 1,041 – 1,560 hours                                    | 2.860                      | 3.470                      | 40             | ( <sup>1</sup> )  | 12¢                  |                            |  |                            |                |   |         |  |  |
| 1,561 – 2,080 hours                                    | 3.120                      | 3.740                      | 40             | ( <sup>1</sup> )  | 12¢                  |                            |  |                            |                |   |         |  |  |
| 2,081 – 2,600 hours                                    | 3.580                      | 4.150                      | 40             | ( <sup>1</sup> )  | 12¢                  |                            |  |                            |                |   |         |  |  |
| 2,601 – 3,120 hours                                    | —                          | 4.440                      | 40             | ( <sup>1</sup> )  | 12¢                  |                            |  |                            |                |   |         |  |  |
| Over 3,120 hours                                       | —                          | 4.740                      | 40             | ( <sup>1</sup> )  | 12¢                  |                            |  |                            |                |   |         |  |  |
| Baggers:   |                            |                            |                |   |                      |                            |  |                            |                |   |         |  |  |
| Minneapolis:   |                            |                            |                |   |                      |                            |  |                            |                |   |         |  |  |
| Total number of agree-ments reported: 2                |                            |                            |                |   |                      |                            |  |                            |                |   |         |  |  |
| Agreement A:   |                            |                            |                |   |                      |                            |  |                            |                |   |         |  |  |
| Hired after August 1, 1974:                            |                            |                            |                |   |                      |                            |  |                            |                |   |         |  |  |
| 0 – 1,040 hours  | —                          | 2.300                      | 40             | <sup>7</sup> 31¢  | 12¢                  |                            |  |                            |                |   |         |  |  |
| 1,041 – 1,560 hours                                    | —                          | 2.400                      | 40             | <sup>7</sup> 31¢  | 12¢                  |                            |  |                            |                |   |         |  |  |
| 1,561 and over   | —                          | 2.450                      | 40             | <sup>7</sup> 31¢  | 12¢                  |                            |  |                            |                |   |         |  |  |
| Hired prior to August 1, 1974:                         |                            |                            |                |   |                      |                            |  |                            |                |   |         |  |  |
| 0 – 1,040 hours  | 1.900                      | 2.350                      | 40             | <sup>7</sup> 31¢  | —                    |                            |  |                            |                |   |         |  |  |
| 1,040 – 1,560 hours                                    | 2.000                      | 2.450                      | 40             | <sup>7</sup> 31¢  | —                    |                            |  |                            |                |   |         |  |  |

See footnotes at end of table.

**Table 6. Wage rates hours, and employer contributions to funds: Selected cities—Continued**

(Union hourly wage rates and straight-time hours and employer insurance and pension contributions for grocery store occupations in 70 cities, July 1, 1973, and July 1, 1975)

(Hours are the same for both years unless otherwise indicated)

| Trade or occupation and selected contract <sup>1</sup> | July 1, 1973               |                            | July 1, 1975   |   |         | Trade or occupation and selected contract <sup>1</sup> | July 1, 1973               |                            | July 1, 1975   |   |          |
|--|----------------------------|----------------------------|----------------|---|---------|--|----------------------------|----------------------------|----------------|---|----------|
|  | Rate per hour <sup>2</sup> | Rate per hour <sup>2</sup> | Hours per week | Employer contributions for selected benefits <sup>3</sup> |         |  | Rate per hour <sup>2</sup> | Rate per hour <sup>2</sup> | Hours per week | Employer contributions for selected benefits <sup>3</sup> |          |
|  |                            |                            |                | Insur-ance <sup>4</sup>                                   | Pension |  |                            |                            |                | Insur-ance <sup>4</sup>                                   | Pension  |
| <b>MINNEAPOLIS—ST. PAUL, MINN.—Continued</b>           |                            |                            |                |   |         | <b>MINNEAPOLIS—ST. PAUL, MINN.—Continued</b>           |                            |                            |                |   |          |
| Check out—Continued                                    |                            |                            |                |   |         | Produce—Continued                                      |                            |                            |                |   |          |
| Baggers—Continued                                      |                            |                            |                |   |         | Head produce men—Continued                             |                            |                            |                |   |          |
| Minneapolis—Continued                                  |                            |                            |                |   |         | Minneapolis—Continued                                  |                            |                            |                |   |          |
| Total number of agree-ments reported: 2—Continued      |                            |                            |                |   |         | Total number of agree-ments reported: 2—Continued      |                            |                            |                |   |          |
| Hired prior to August 1, 1974—Continued                |                            |                            |                |   |         | Agreement B . . . . .                                  | \$ 5.615                   | \$ 6.610                   | 40             | 31¢   | 12¢      |
| 1,560 – 2,080 hours . . . . .                          | \$ 2.050                   | \$ 2.500                   | 40             | 7 31¢   | —       | St. Paul:  |                            |                            |                |   |          |
| Agreement B:   |                            |                            |                |   |         | Total number of agree-ments reported: 2                |                            |                            |                |   |          |
| 0 – 1,040 hours . . . . .                              | 1.900                      | 2.200                      | 40             | 7 42 1/2¢   | 27 1/2¢ | Agreement A . . . . .                                  | 5.615                      | 6.665                      | 40             | 40 3/5¢   | 29 9/10¢ |
| 1,040 – 2,080 hours . . . . .                          | 1.950                      | 2.250                      | 40             | 7 42 1/2¢   | 27 1/2¢ | Agreement B . . . . .                                  | 5.615                      | 6.680                      | 40             | 31¢   | 12¢      |
| 2,080 – 2,600 hours . . . . .                          | 2.050                      | 2.350                      | 40             | 7 42 1/2¢   | 27 1/2¢ | Miscellaneous:   |                            |                            |                |   |          |
| St. Paul:  |                            |                            |                |   |         | Stockers, full-time, day:                              |                            |                            |                |   |          |
| Total number of agree-ments reported: 2                |                            |                            |                |   |         | Minneapolis:   |                            |                            |                |   |          |
| Agreement A:   |                            |                            |                |   |         | Hired after August 1, 1974:                            |                            |                            |                |   |          |
| 0 – 1,040 hours . . . . .                              | 1.900                      | 2.300                      | 40             | 40 3/5¢   | —       | 0 – 6 months . . . . .                                 | —                          | 4.950                      | 40             | 31¢   | 12¢      |
| 1,040 – 1,560 hours . . . . .                          | 2.000                      | 2.400                      | 40             | 40 3/5¢   | —       | 7 – 12 months . . . . .                                | —                          | 5.200                      | 40             | 31¢   | 12¢      |
| After 1,560 hours . . . . .                            | 2.050                      | 2.450                      | 40             | 40 3/5¢   | —       | 13 – 24 months . . . . .                               | —                          | 5.450                      | 40             | 31¢   | 12¢      |
|  |                            |                            |                |   |         | 25 – 36 months . . . . .                               | —                          | 5.650                      | 40             | 31¢   | 12¢      |
|  |                            |                            |                |   |         | After 36 months . . . . .                              | —                          | 5.850                      | 40             | 31¢   | 12¢      |
|  |                            |                            |                |   |         | Hired prior to August 1, 1974:                         |                            |                            |                |   |          |
|  |                            |                            |                |   |         | 0 – 6 months . . . . .                                 | 4.240                      | 5.100                      | 40             | 31¢   | 12¢      |
|  |                            |                            |                |   |         | 7 – 12 months . . . . .                                | 4.425                      | 5.285                      | 40             | 31¢   | 12¢      |
|  |                            |                            |                |   |         | 13 – 24 months . . . . .                               | 4.630                      | 5.490                      | 40             | 31¢   | 12¢      |
|  |                            |                            |                |   |         | 25 – 36 months . . . . .                               | 4.945                      | 5.805                      | 40             | 31¢   | 12¢      |
|  |                            |                            |                |   |         | After 36 months . . . . .                              | 5.315                      | 6.175                      | 40             | 31¢   | 12¢      |
|  |                            |                            |                |   |         | St. Paul:  |                            |                            |                |   |          |
|  |                            |                            |                |   |         | Total number of agree-ments reported: 2                |                            |                            |                |   |          |
|  |                            |                            |                |   |         | Agreement A:   |                            |                            |                |   |          |
|  |                            |                            |                |   |         | 0 – 6 months . . . . .                                 | 4.240                      | 5.290                      | 40             | 40 3/5¢   | 29 9/10¢ |
|  |                            |                            |                |   |         | 7 – 12 months . . . . .                                | 4.425                      | 5.475                      | 40             | 40 3/5¢   | 29 9/10¢ |
|  |                            |                            |                |   |         | 13 – 24 months . . . . .                               | 4.630                      | 5.680                      | 40             | 40 3/5¢   | 29 9/10¢ |
|  |                            |                            |                |   |         | 25 – 36 months . . . . .                               | 4.945                      | 5.995                      | 40             | 40 3/5¢   | 29 9/10¢ |
|  |                            |                            |                |   |         | After 36 months . . . . .                              | 5.315                      | 6.365                      | 40             | 40 3/5¢   | 29 9/10¢ |
|  |                            |                            |                |   |         | Agreement B:   |                            |                            |                |   |          |
|  |                            |                            |                |   |         | Hired after June 23, 1974:                             |                            |                            |                |   |          |
|  |                            |                            |                |   |         | 0 – 6 months . . . . .                                 | —                          | 4.950                      | 40             | 31¢   | 12¢      |
|  |                            |                            |                |   |         | 7 – 12 months . . . . .                                | —                          | 5.200                      | 40             | 31¢   | 12¢      |
|  |                            |                            |                |   |         | 13 – 24 months . . . . .                               | —                          | 5.450                      | 40             | 31¢   | 12¢      |
|  |                            |                            |                |   |         | 25 – 36 months . . . . .                               | —                          | 5.650                      | 40             | 31¢   | 12¢      |
|  |                            |                            |                |   |         | After 36 months . . . . .                              | —                          | 5.850                      | 40             | 31¢   | 12¢      |
|  |                            |                            |                |   |         | Hired prior to June 23, 1974:                          |                            |                            |                |   |          |
|  |                            |                            |                |   |         | 0 – 6 months . . . . .                                 | 2.240                      | 5.265                      | 40             | 31¢   | 12¢      |
|  |                            |                            |                |   |         | 7 – 12 months . . . . .                                | 4.425                      | 5.460                      | 40             | 31¢   | 12¢      |
|  |                            |                            |                |   |         | 13 – 24 months . . . . .                               | 4.630                      | 5.665                      | 40             | 31¢   | 12¢      |
|  |                            |                            |                |   |         | 25 – 36 months . . . . .                               | 4.945                      | 6.000                      | 40             | 31¢   | 12¢      |
|  |                            |                            |                |   |         | After 36 months . . . . .                              | 5.315                      | 6.380                      | 40             | 31¢   | 12¢      |
|  |                            |                            |                |   |         | NEWARK, N.J.   |                            |                            |                |   |          |
|  |                            |                            |                |   |         | Check out:   |                            |                            |                |   |          |
|  |                            |                            |                |   |         | Head cashier . . . . .                                 | 4.463                      | 5.213                      | 40             | *   | 36 3/5¢  |
|  |                            |                            |                |   |         | Total number of agree-ments reported: 2                |                            |                            |                |   |          |
|  |                            |                            |                |   |         | Clerks, cashier, full-time:                            |                            |                            |                |   |          |
|  |                            |                            |                |   |         | Total number of agree-ments reported: 2                |                            |                            |                |   |          |
|  |                            |                            |                |   |         | First 3 months . . . . .                               | 2.325                      | 2.900                      | 40             | *   | 12¢      |
|  |                            |                            |                |   |         | 4 – 6 months . . . . .                                 | 2.450                      | 3.025                      | 40             | *   | 12¢      |
|  |                            |                            |                |   |         | 7 – 12 months . . . . .                                | 2.575                      | 3.150                      | 40             | *   | 12¢      |
|  |                            |                            |                |   |         | 13 – 18 months . . . . .                               | 2.625                      | 3.275                      | 40             | *   | 12¢      |
|  |                            |                            |                |   |         | 19 – 24 months . . . . .                               | 2.825                      | 3.525                      | 40             | *   | 12¢      |
|  |                            |                            |                |   |         | 25 – 30 months . . . . .                               | 3.025                      | 3.775                      | 40             | *   | 12¢      |
|  |                            |                            |                |   |         | After 30 months . . . . .                              | 3.350                      | 4.200                      | 40             | *   | 12¢      |

See footnotes at end of table.

**Table 6. Wage rates hours, and employer contributions to funds: Selected cities—Continued**

(Union hourly wage rates and straight-time hours and employer insurance and pension contributions for grocery store occupations in 70 cities, July 1, 1973, and July 1, 1975)

(Hours are the same for both years unless otherwise indicated)

| Trade or occupation and selected contract <sup>1</sup> | July 1, 1973               | July 1, 1975               |                |   |                     | Trade or occupation and selected contract <sup>1</sup> | July 1, 1973               | July 1, 1975               |                |   |         |
|--|----------------------------|----------------------------|----------------|---|---------------------|--|----------------------------|----------------------------|----------------|---|---------|
|  | Rate per hour <sup>2</sup> | Rate per hour <sup>2</sup> | Hours per week | Employer contributions for selected benefits <sup>3</sup> |                     |  | Rate per hour <sup>2</sup> | Rate per hour <sup>2</sup> | Hours per week | Employer contributions for selected benefits <sup>3</sup> |         |
|  |                            |                            |                | Insur-ance <sup>4</sup>                                   | Pension             |  |                            |                            |                | Insur-ance <sup>4</sup>                                   | Pension |
| <b>NEWARK, N.J.—Continued</b>                          |                            |                            |                |   |                     |  |                            |                            |                |   |         |
| Check out—Continued                                    |                            |                            |                |   |                     | Meat—Continued   |                            |                            |                |   |         |
| Clerks, cashier, part-time:                            |                            |                            |                |   |                     | Wrappers, meat:  |                            |                            |                |   |         |
| Total number of agreements reported:                   |                            |                            |                |   |                     | Full-time:   | \$                         | \$                         |                |   |         |
| Agreement A:   |                            |                            |                |   |                     | Hired before 8-11-74:                                  | 3.994                      | 5.150                      | 40             | * 36 <sup>3</sup> /5¢                                     |         |
| First 6 months . . . . .                               | \$ 1,900                   | \$ 2,250                   | 40             | *   | 12¢                 | Hired after 8-10-74:                                   |                            |                            |                |   |         |
| 7 — 12 months . . . . .                                | 2,050                      | 2,500                      | 40             | *   | 12¢                 | First 6 months . . . . .                               | 2,250                      | 3,125                      | 40             | * 36 <sup>3</sup> /5¢                                     |         |
| 13 — 18 months . . . . .                               | 2,300                      | 2,750                      | 40             | *   | 12¢                 | 7 — 12 months . . . . .                                | 2,500                      | 3,375                      | 40             | * 36 <sup>3</sup> /5¢                                     |         |
| 19 — 24 months . . . . .                               | 2,450                      | 3,050                      | 40             | *   | 12¢                 | 13 — 18 months . . . . .                               | 2,750                      | 3,625                      | 40             | * 36 <sup>3</sup> /5¢                                     |         |
| 25 — 30 months . . . . .                               | 2,550                      | 3,150                      | 40             | *   | 12¢                 | 19 — 24 months . . . . .                               | 3,000                      | 3,875                      | 40             | * 36 <sup>3</sup> /5¢                                     |         |
| After 30 months . . . . .                              | 2,750                      | 3,400                      | 40             | *   | 12¢                 | 25 — 30 months . . . . .                               | 3,375                      | 4,125                      | 40             | * 36 <sup>3</sup> /5¢                                     |         |
| Agreement B:   |                            |                            |                |   |                     | 31 — 35 months . . . . .                               | 3,750                      | 4,375                      | 40             | * 36 <sup>3</sup> /5¢                                     |         |
| First 6 months . . . . .                               | 2,550                      | 3,200                      | 40             | *   | 36 <sup>3</sup> /5¢ | After 36 months . . . . .                              | 4,418                      | 4,625                      | 40             | * 36 <sup>3</sup> /5¢                                     |         |
| 7 — 12 months . . . . .                                | 2,650                      | 3,300                      | 40             | *   | 36 <sup>3</sup> /5¢ | Dairy:   |                            |                            |                |   |         |
| 13 — 18 months . . . . .                               | 2,750                      | 3,400                      | 40             | *   | 36 <sup>3</sup> /5¢ | Head dairy clerks:                                     |                            |                            |                |   |         |
| 19 — 24 months . . . . .                               | 2,850                      | 3,500                      | 40             | *   | 36 <sup>3</sup> /5¢ | Total number of agreements reported: 2                 |                            |                            |                |   |         |
| 25 — 30 months . . . . .                               | 2,950                      | 3,600                      | 40             | *   | 36 <sup>3</sup> /5¢ | Agreement A . . . . .                                  | 3,650                      | 4,825                      | 40             | * 12¢   |         |
| After 30 months . . . . .                              | 3,050                      | 3,700                      | 40             | *   | 36 <sup>3</sup> /5¢ | Agreement B . . . . .                                  | 4,463                      | 5,400                      | 40             | * 36 <sup>3</sup> /5¢                                     |         |
| Grocery:   |                            |                            |                |   |                     | Produce:   |                            |                            |                |   |         |
| Head grocery clerks . . . . .                          | 3.850                      | 4.825                      | 40             | *   | 12¢                 | Head produce clerks:                                   |                            |                            |                |   |         |
| Total number of agreements reported: 2                 |                            |                            |                |   |                     | Total number of agreements reported: 2                 |                            |                            |                |   |         |
| Clerks, grocery, full-time:                            |                            |                            |                |   |                     | Agreement A . . . . .                                  | 3,850                      | 4,825                      | 40             | * 12¢   |         |
| Total number of agreements reported: 2                 |                            |                            |                |   |                     | Agreement B . . . . .                                  | 4,019                      | 5,525                      | 40             | * 36 <sup>3</sup> /5¢                                     |         |
| Agreement A:   |                            |                            |                |   |                     | Clerks, produce full-time:                             |                            |                            |                |   |         |
| First 3 months . . . . .                               | 2,325                      | 2,900                      | 40             | *   | 12¢                 | First 3 months . . . . .                               | 2,325                      | 2,900                      | 40             | * 12¢   |         |
| 4 — 6 months . . . . .                                 | 2,450                      | 3,025                      | 40             | *   | 12¢                 | 4 — 6 months . . . . .                                 | 2,450                      | 3,025                      | 40             | * 12¢   |         |
| 7 — 12 months . . . . .                                | 2,575                      | 3,150                      | 40             | *   | 12¢                 | 7 — 12 months . . . . .                                | 2,575                      | 3,150                      | 40             | * 12¢   |         |
| 13 — 18 months . . . . .                               | 2,625                      | 3,275                      | 40             | *   | 12¢                 | 13 — 18 months . . . . .                               | 2,625                      | 3,275                      | 40             | * 12¢   |         |
| 19 — 24 months . . . . .                               | 2,825                      | 3,525                      | 40             | *   | 12¢                 | 19 — 24 months . . . . .                               | 2,825                      | 3,525                      | 40             | * 12¢   |         |
| 25 — 30 months . . . . .                               | 3,025                      | 3,775                      | 40             | *   | 12¢                 | 25 — 30 months . . . . .                               | 3,025                      | 3,775                      | 40             | * 12¢   |         |
| After 30 months . . . . .                              | 3,350                      | 4,200                      | 40             | *   | 12¢                 | After 30 months . . . . .                              | 3,350                      | 4,200                      | 40             | * 12¢   |         |
| Agreement B:   |                            |                            |                |   |                     | Miscellaneous:   |                            |                            |                |   |         |
| Hired before 8-11-74:                                  |                            |                            |                |   |                     | Stockers, day, full-time:                              |                            |                            |                |   |         |
| First 6 months . . . . .                               | 2,375                      | 3,125                      | 40             | *   | 36 <sup>3</sup> /5¢ | Total number of agreements reported: 2                 |                            |                            |                |   |         |
| 7 — 12 months . . . . .                                | 2,525                      | 3,375                      | 40             | *   | 36 <sup>3</sup> /5¢ | First 3 months . . . . .                               | 2,500                      | 3,100                      | 40             | * 12¢   |         |
| 13 — 18 months . . . . .                               | 2,625                      | 3,625                      | 40             | *   | 36 <sup>3</sup> /5¢ | 4 — 6 months . . . . .                                 | 2,625                      | 3,225                      | 40             | * 12¢   |         |
| 19 — 24 months . . . . .                               | 2,825                      | 3,875                      | 40             | *   | 36 <sup>3</sup> /5¢ | 7 — 12 months . . . . .                                | 2,750                      | 3,425                      | 40             | * 12¢   |         |
| 25 — 30 months . . . . .                               | 2,975                      | 4,125                      | 40             | *   | 36 <sup>3</sup> /5¢ | 13 — 18 months . . . . .                               | 2,875                      | 3,675                      | 40             | * 12¢   |         |
| 31 — 36 months . . . . .                               | 3,125                      | 4,375                      | 40             | *   | 36 <sup>3</sup> /5¢ | 19 — 24 months . . . . .                               | 3,075                      | 3,825                      | 40             | * 12¢   |         |
| After 36 months . . . . .                              | 3,375                      | 4,625                      | 40             | *   | 36 <sup>3</sup> /5¢ | 25 — 30 months . . . . .                               | 3,325                      | 4,075                      | 40             | * 12¢   |         |
| Clerks, grocery, part-time:                            |                            |                            |                |   |                     | After 30 months . . . . .                              | 3,475                      | 4,325                      | 40             | * 12¢   |         |
| Total number of agreements reported: 2                 |                            |                            |                |   |                     |  |                            |                            |                |   |         |
| Agreement A:   |                            |                            |                |   |                     |  |                            |                            |                |   |         |
| Hired before 8-11-74:                                  |                            |                            |                |   |                     |  |                            |                            |                |   |         |
| First 6 months . . . . .                               | 2,450                      | 3,100                      | 40             | *   | 36 <sup>3</sup> /5¢ |  |                            |                            |                |   |         |
| 7 — 12 months . . . . .                                | 2,550                      | 3,200                      | 40             | *   | 36 <sup>3</sup> /5¢ |  |                            |                            |                |   |         |
| 13 — 18 months . . . . .                               | 2,700                      | 3,350                      | 40             | *   | 36 <sup>3</sup> /5¢ |  |                            |                            |                |   |         |
| 19 — 24 months . . . . .                               | 2,850                      | 3,500                      | 40             | *   | 36 <sup>3</sup> /5¢ |  |                            |                            |                |   |         |
| 25 — 30 months . . . . .                               | 3,050                      | 3,700                      | 40             | *   | 36 <sup>3</sup> /5¢ |  |                            |                            |                |   |         |
| After 30 months . . . . .                              | 3,300                      | 3,950                      | 40             | *   | 36 <sup>3</sup> /5¢ |  |                            |                            |                |   |         |
| Hired after 8-10-74:                                   |                            |                            |                |   |                     |  |                            |                            |                |   |         |
| First 6 months . . . . .                               | 2,000                      | 2,300                      | 40             | *   | 36 <sup>3</sup> /5¢ |  |                            |                            |                |   |         |
| 7 — 12 months . . . . .                                | 2,100                      | 2,450                      | 40             | *   | 36 <sup>3</sup> /5¢ |  |                            |                            |                |   |         |
| 13 — 18 months . . . . .                               | 2,200                      | 2,600                      | 40             | *   | 36 <sup>3</sup> /5¢ |  |                            |                            |                |   |         |
| 19 — 24 months . . . . .                               | 2,300                      | 2,750                      | 40             | *   | 36 <sup>3</sup> /5¢ |  |                            |                            |                |   |         |
| 25 — 30 months . . . . .                               | 2,450                      | 2,900                      | 40             | *   | 36 <sup>3</sup> /5¢ |  |                            |                            |                |   |         |
| 31 — 36 months . . . . .                               | 2,600                      | 3,050                      | 40             | *   | 36 <sup>3</sup> /5¢ |  |                            |                            |                |   |         |
| After 36 months . . . . .                              | 2,750                      | 3,200                      | 40             | *   | 36 <sup>3</sup> /5¢ |  |                            |                            |                |   |         |
| Agreement B:   |                            |                            |                |   |                     |  |                            |                            |                |   |         |
| First 6 months . . . . .                               | 1,900                      | 2,250                      | 40             | *   | 12¢                 |  |                            |                            |                |   |         |
| 7 — 12 months . . . . .                                | 2,050                      | 2,500                      | 40             | *   | 12¢                 |  |                            |                            |                |   |         |
| 13 — 18 months . . . . .                               | 2,300                      | 2,750                      | 40             | *   | 12¢                 |  |                            |                            |                |   |         |
| 19 — 24 months . . . . .                               | 2,450                      | 3,050                      | 40             | *   | 12¢                 |  |                            |                            |                |   |         |
| 25 — 30 months . . . . .                               | 2,550                      | 3,150                      | 40             | *   | 12¢                 |  |                            |                            |                |   |         |
| After 30 months . . . . .                              | 2,750                      | 3,400                      | 40             | *   | 12¢                 |  |                            |                            |                |   |         |
| Meat:  |                            |                            |                |   |                     |  |                            |                            |                |   |         |
| Total number of agreements reported: 2                 |                            |                            |                |   |                     |  |                            |                            |                |   |         |
| Head meat cutters . . . . .                            | 5.625                      | 7.025                      | 40             | *   | 36 <sup>3</sup> /5¢ |  |                            |                            |                |   |         |
| Journeymen . . . . .                                   | 4.975                      | 6.300                      | 40             | *   | 36 <sup>3</sup> /5¢ |  |                            |                            |                |   |         |

See footnotes at end of table.





**Table 6. Wage rates hours, and employer contributions to funds: Selected cities—Continued**

(Union hourly wage rates and straight-time hours and employer insurance and pension contributions for grocery store occupations in 70 cities, July 1, 1973, and July 1, 1975)

(Hours are the same for both years unless otherwise indicated)

| Trade or occupation and selected contract <sup>1</sup> | July 1, 1973               |                            | July 1, 1975   |   |                                   |  | Trade or occupation and selected contract <sup>1</sup> | July 1, 1973               |                | July 1, 1975  |                                   |  |  |
|--|----------------------------|----------------------------|----------------|---|-----------------------------------|--|--|----------------------------|----------------|---|-----------------------------------|--|--|
|  | Rate per hour <sup>2</sup> | Rate per hour <sup>2</sup> | Hours per week | Employer contributions for selected benefits <sup>3</sup> |                                   | Rate per hour <sup>2</sup>                       |  | Rate per hour <sup>2</sup> | Hours per week | Employer contributions for selected benefits <sup>3</sup> |                                   |  |  |
|  |                            |                            |                | Insur-ance <sup>4</sup>                                   | Pension                           |  |  |                            |                | Insur-ance <sup>4</sup>                                   | Pension                           |  |  |
| <b>NEW HAVEN, CONN.—Continued</b>                      |                            |                            |                |   |                                   |  |  |                            |                |   |                                   |  |  |
| <b>Grocery—Continued</b>                               |                            |                            |                |   |                                   | <b>Meat—Continued</b>                            |  |                            |                |   |                                   |  |  |
| Clerks, part-time—Continued                            |                            |                            |                |   |                                   | Wrappers—Continued                               |  |                            |                |   |                                   |  |  |
| Total number of agreements reported: 5—Continued       |                            |                            |                |   |                                   | Total number of agreements reported: 6—Continued |  |                            |                |   |                                   |  |  |
| Agreement A—Continued                                  | \$                         | \$                         |                |   |                                   | Agreement A—Continued                            | \$   | \$                         |                |   |                                   |  |  |
| 7 to 12 months   | 2.425                      | 2.875                      | 40             | 7 <sup>7</sup> / <sub>10</sub> ¢                          | —                                 | 19 to 24 months                                  | 2.950  | 3.400                      | 40             | 27 <sup>6</sup> / <sub>10</sub> ¢                         | 15¢                               |  |  |
| 13 to 18 months  | 2.575                      | 3.025                      | 40             | 7 <sup>7</sup> / <sub>10</sub> ¢                          | —                                 | After 24 months                                  | 3.125  | 3.575                      | 40             | 27 <sup>6</sup> / <sub>10</sub> ¢                         | 15¢                               |  |  |
| 19 to 24 months  | 2.675                      | 3.125                      | 40             | 7 <sup>7</sup> / <sub>10</sub> ¢                          | —                                 | Agreement B:                                     |  |                            |                |   |                                   |  |  |
| After 24 months  | 2.825                      | 3.275                      | 40             | 7 <sup>7</sup> / <sub>10</sub> ¢                          | —                                 | First 30 days                                    | 2.525  | 3.250                      | 40             | 26 <sup>1</sup> / <sub>2</sub> ¢                          | *                                 |  |  |
| Agreement B:   |                            |                            |                |   |                                   | 31 days to 6 months                              | 2.675  | 3.400                      | 40             | 26 <sup>1</sup> / <sub>2</sub> ¢                          | *                                 |  |  |
| First 6 months   | 2.500                      | 3.150                      | 40             | 8 <sup>9</sup> / <sub>10</sub> ¢                          | —                                 | 7 to 12 months                                   | 2.725  | 3.450                      | 40             | 26 <sup>1</sup> / <sub>2</sub> ¢                          | *                                 |  |  |
| 7 to 12 months   | 2.600                      | 3.250                      | 40             | 8 <sup>9</sup> / <sub>10</sub> ¢                          | —                                 | 13 to 18 months                                  | 2.900  | 3.625                      | 40             | 26 <sup>1</sup> / <sub>2</sub> ¢                          | *                                 |  |  |
| 13 to 18 months  | 2.750                      | 3.400                      | 40             | 8 <sup>9</sup> / <sub>10</sub> ¢                          | —                                 | 19 to 24 months                                  | 2.950  | 3.675                      | 40             | 26 <sup>1</sup> / <sub>2</sub> ¢                          | *                                 |  |  |
| 19 to 24 months  | 2.850                      | 3.500                      | 40             | 8 <sup>9</sup> / <sub>10</sub> ¢                          | —                                 | 25 to 36 months                                  | 3.175  | 3.900                      | 40             | 26 <sup>1</sup> / <sub>2</sub> ¢                          | *                                 |  |  |
| 25 to 36 months  | 3.050                      | 3.700                      | 40             | 8 <sup>9</sup> / <sub>10</sub> ¢                          | —                                 | After 36 months                                  | 3.450  | 4.375                      | 40             | 26 <sup>1</sup> / <sub>2</sub> ¢                          | *                                 |  |  |
| After 36 months  | 3.275                      | 3.925                      | 40             | 8 <sup>9</sup> / <sub>10</sub> ¢                          | —                                 | Agreement C:                                     |  |                            |                |   |                                   |  |  |
| Agreement C:   |                            |                            |                |   |                                   | First 30 days                                    | 2.905  | 3.705                      | 40             | 30¢   | 30¢                               |  |  |
| First 30 days  | 2.500                      | 2.600                      | 40             | 13 <sup>1</sup> / <sub>10</sub> ¢                         | 12 <sup>1</sup> / <sub>2</sub> ¢  | 31 days to 6 months                              | 3.112  | 3.913                      | 40             | 30¢   | 30¢                               |  |  |
| 31 days to 6 months                                    | 2.600                      | 2.800                      | 40             | 13 <sup>1</sup> / <sub>10</sub> ¢                         | 12 <sup>1</sup> / <sub>2</sub> ¢  | 7 to 12 months                                   | 3.162  | 3.963                      | 40             | 30¢   | 30¢                               |  |  |
| 7 to 12 months   | 2.700                      | 2.900                      | 40             | 13 <sup>1</sup> / <sub>10</sub> ¢                         | 12 <sup>1</sup> / <sub>2</sub> ¢  | 13 to 18 months                                  | 3.287  | 4.088                      | 40             | 30¢   | 30¢                               |  |  |
| 13 to 18 months  | 3.000                      | 3.250                      | 40             | 13 <sup>1</sup> / <sub>10</sub> ¢                         | 12 <sup>1</sup> / <sub>2</sub> ¢  | 19 to 24 months                                  | 3.337  | 4.138                      | 40             | 30¢   | 30¢                               |  |  |
| 19 to 24 months  | 3.250                      | 3.500                      | 40             | 13 <sup>1</sup> / <sub>10</sub> ¢                         | 12 <sup>1</sup> / <sub>2</sub> ¢  | 25 to 36 months                                  | 3.550  | 4.350                      | 40             | 30¢   | 30¢                               |  |  |
| 25 to 36 months  | 3.450                      | 3.700                      | 40             | 13 <sup>1</sup> / <sub>10</sub> ¢                         | 12 <sup>1</sup> / <sub>2</sub> ¢  | After 36 months                                  | 3.825  | 4.625                      | 40             | 30¢   | 30¢                               |  |  |
| After 36 months  | 3.800                      | 4.175                      | 40             | 13 <sup>1</sup> / <sub>10</sub> ¢                         | 12 <sup>1</sup> / <sub>2</sub> ¢  | Agreement D:                                     |  |                            |                |   |                                   |  |  |
| <b>Meat:</b>   |                            |                            |                |   |                                   | First 30 days                                    | 2.500  | 3.375                      | 40             | 30¢   | 30¢                               |  |  |
| Head meat cutters:                                     |                            |                            |                |   |                                   | 31 days to 6 months                              | 2.850  | 3.775                      | 40             | 30¢   | 30¢                               |  |  |
| Total number of agreements reported: 3                 |                            |                            |                |   |                                   | 7 to 12 months                                   | 2.900  | 3.850                      | 40             | 30¢   | 30¢                               |  |  |
| Agreement A:   |                            |                            |                |   |                                   | 13 to 18 months                                  | 3.075  | 4.075                      | 40             | 30¢   | 30¢                               |  |  |
| Up to \$5,000  | 5.550                      | 6.302                      | 40             | 26 <sup>1</sup> / <sub>2</sub> ¢                          | *                                 | 19 to 24 months                                  | 3.125  | 4.100                      | 40             | 30¢   | 30¢                               |  |  |
| \$5,000 to \$10,000                                    | 5.675                      | 6.419                      | 40             | 26 <sup>1</sup> / <sub>2</sub> ¢                          | *                                 | 25 to 36 months                                  | 3.350  | 4.325                      | 40             | 30¢   | 30¢                               |  |  |
| \$10,000 to \$15,000                                   | 5.900                      | 6.628                      | 40             | 26 <sup>1</sup> / <sub>2</sub> ¢                          | *                                 | After 36 months                                  | 3.813  | 4.825                      | 40             | 30¢   | 30¢                               |  |  |
| \$15,000 to \$20,000                                   | 6.150                      | 6.860                      | 40             | 26 <sup>1</sup> / <sub>2</sub> ¢                          | *                                 | <b>Dairy:</b>                                    |  |                            |                |   |                                   |  |  |
| \$20,000 to \$30,000                                   | 6.300                      | 7.000                      | 40             | 26 <sup>1</sup> / <sub>2</sub> ¢                          | *                                 | Head dairy clerks                                | 4.350  | 5.325                      | 40             | 30 <sup>1</sup> / <sub>2</sub> ¢                          | 24 <sup>9</sup> / <sub>10</sub> ¢ |  |  |
| \$30,000 and over                                      | 6.475                      | 7.163                      | 40             | 26 <sup>1</sup> / <sub>2</sub> ¢                          | *                                 | <b>Produce:</b>                                  |  |                            |                |   |                                   |  |  |
| Agreement B:   |                            |                            |                |   |                                   | Head produce clerks:                             |  |                            |                |   |                                   |  |  |
| Weekly store volume:                                   |                            |                            |                |   |                                   | Total number of agreements reported: 3           |  |                            |                |   |                                   |  |  |
| \$25,000 to \$37,500                                   | 6.175                      | 6.674                      | 40             | 30¢   | 30¢                               | Agreement A:                                     |  |                            |                |   |                                   |  |  |
| \$37,500 to \$50,000                                   | 6.400                      | 6.884                      | 40             | 30¢   | 30¢                               | Weekly department volume:                        |  |                            |                |   |                                   |  |  |
| \$50,000 to \$75,000                                   | 6.563                      | 7.035                      | 40             | 30¢   | 30¢                               | \$500 to \$1,000                                 | 4.700  | 5.925                      | 40             | 26 <sup>1</sup> / <sub>2</sub> ¢                          | *                                 |  |  |
| \$75,000 and over                                      | 6.725                      | 7.186                      | 40             | 30¢   | 30¢                               | \$1,000 to \$2,000                               | 4.750  | 5.975                      | 40             | 26 <sup>1</sup> / <sub>2</sub> ¢                          | *                                 |  |  |
| <b>First cutters:</b>                                  |                            |                            |                |   |                                   | \$2,000 to \$3,000                               | 4.875  | 6.100                      | 40             | 26 <sup>1</sup> / <sub>2</sub> ¢                          | *                                 |  |  |
| Total number of agreements reported: 6                 |                            |                            |                |   |                                   | \$3,000 to \$4,000                               | 4.975  | 6.200                      | 40             | 26 <sup>1</sup> / <sub>2</sub> ¢                          | *                                 |  |  |
| Agreement A  | 4.950                      | 5.600                      | 40             | 27 <sup>6</sup> / <sub>10</sub> ¢                         | 15¢                               | \$4,000 to \$6,000                               | 5.125  | 6.350                      | 40             | 26 <sup>1</sup> / <sub>2</sub> ¢                          | *                                 |  |  |
| Agreement B:   |                            |                            |                |   |                                   | \$6,000 and over                                 | 5.200  | 6.425                      | 40             | 26 <sup>1</sup> / <sub>2</sub> ¢                          | *                                 |  |  |
| Weekly department volume:                              |                            |                            |                |   |                                   | Agreement B:                                     |  |                            |                |   |                                   |  |  |
| \$10,000 to \$15,000                                   | 4.681                      | 6.331                      | 40             | 30 <sup>1</sup> / <sub>2</sub> ¢                          | 24 <sup>9</sup> / <sub>10</sub> ¢ | Weekly store volume:                             |  |                            |                |   |                                   |  |  |
| \$15,001 and over                                      | 4.731                      | 6.381                      | 40             | 30 <sup>1</sup> / <sub>2</sub> ¢                          | 24 <sup>9</sup> / <sub>10</sub> ¢ | \$35,000 to \$50,000                             | 4.875  | 6.325                      | 40             | 30¢   | 30¢                               |  |  |
| Agreement C  | 5.438                      | 6.438                      | 40             | 30¢   | 30¢                               | \$50,000 to \$75,000                             | 4.950  | 6.450                      | 40             | 30¢   | 30¢                               |  |  |
| <b>Journeyman:</b>                                     |                            |                            |                |   |                                   | \$75,000 and over                                | 5.000  | 6.575                      | 40             | 30¢   | 30¢                               |  |  |
| Total number of agreements reported: 6                 |                            |                            |                |   |                                   | Clerks, full-time:                               |  |                            |                |   |                                   |  |  |
| Agreement A  | 4.875                      | 5.475                      | 40             | 27 <sup>6</sup> / <sub>10</sub> ¢                         | 15¢                               | Total number of agreements reported: 5           |  |                            |                |   |                                   |  |  |
| Agreement B  | 5.025                      | 6.250                      | 40             | 26 <sup>1</sup> / <sub>2</sub> ¢                          | *                                 | Agreement A:                                     |  |                            |                |   |                                   |  |  |
| Agreement C  | 5.275                      | 6.275                      | 40             | 30¢   | 30¢                               | First 30 days                                    | 2.750  | 3.250                      | 40             | 27 <sup>6</sup> / <sub>10</sub> ¢                         | 15¢                               |  |  |
| <b>Wrappers:</b>                                       |                            |                            |                |   |                                   | 31 days to 6 months                              | 2.900  | 3.400                      | 40             | 27 <sup>6</sup> / <sub>10</sub> ¢                         | 15¢                               |  |  |
| Total number of agreements reported: 6                 |                            |                            |                |   |                                   | 7 to 12 months                                   | 2.950  | 3.450                      | 40             | 27 <sup>6</sup> / <sub>10</sub> ¢                         | 15¢                               |  |  |
| Agreement A:   |                            |                            |                |   |                                   | 13 to 18 months                                  | 3.125  | 3.625                      | 40             | 27 <sup>6</sup> / <sub>10</sub> ¢                         | 15¢                               |  |  |
| First 30 days  | 2.500                      | 2.950                      | 40             | 27 <sup>6</sup> / <sub>10</sub> ¢                         | 15¢                               | 19 to 24 months                                  | 3.175  | 3.675                      | 40             | 27 <sup>6</sup> / <sub>10</sub> ¢                         | 15¢                               |  |  |
| 31 days to 6 months                                    | 2.625                      | 3.075                      | 40             | 27 <sup>6</sup> / <sub>10</sub> ¢                         | 15¢                               | After 24 months                                  | 3.400  | 3.900                      | 40             | 27 <sup>6</sup> / <sub>10</sub> ¢                         | 15¢                               |  |  |
| 7 to 12 months   | 2.700                      | 3.150                      | 40             | 27 <sup>6</sup> / <sub>10</sub> ¢                         | 15¢                               |  |  |                            |                |   |                                   |  |  |
| 13 to 18 months  | 2.825                      | 3.275                      | 40             | 27 <sup>6</sup> / <sub>10</sub> ¢                         | 15¢                               |  |  |                            |                |   |                                   |  |  |

See footnotes at end of table.

**Table 6. Wage rates hours, and employer contributions to funds: Selected cities—Continued**

(Union hourly wage rates and straight-time hours and employer insurance and pension contributions for grocery store occupations in 70 cities, July 1, 1973, and July 1, 1975)

(Hours are the same for both years unless otherwise indicated)

| Trade or occupation<br>and<br>selected contract <sup>1</sup> | July 1,<br>1973                  | July 1, 1975                     |                      |   |  | Trade or occupation<br>and<br>selected contract <sup>1</sup> | July 1,<br>1973                  | July 1, 1975                     |                      |   |                                  |
|--|----------------------------------|----------------------------------|----------------------|---|--|--|----------------------------------|----------------------------------|----------------------|---|----------------------------------|
|  | Rate<br>per<br>hour <sup>2</sup> | Rate<br>per<br>hour <sup>2</sup> | Hours<br>per<br>week | Employer contribu-<br>tions for selected<br>benefits <sup>3</sup> |  |  | Rate<br>per<br>hour <sup>2</sup> | Rate<br>per<br>hour <sup>2</sup> | Hours<br>per<br>week | Employer contribu-<br>tions for selected<br>benefits <sup>3</sup> |                                  |
|  |                                  |                                  |                      | Insur-<br>ance <sup>4</sup>                                       | Pension                                |  |                                  |                                  |                      | Insur-<br>ance <sup>4</sup>                                       | Pension                          |
| <b>NEW HAVEN, CONN.—<br/>Continued</b>                       |                                  |                                  |                      |   | <b>NEW ORLEANS, LA.—<br/>Continued</b> |  |                                  |                                  |                      |   |                                  |
| Produce—Continued  |                                  |                                  |                      |   | Meat—Continued                         |  |                                  |                                  |                      |   |                                  |
| Head produce clerks—Continued                                |                                  |                                  |                      |   | Journeyman:                            |  |                                  |                                  |                      |   |                                  |
| Total number of agreements reported: 3—Continued             |                                  |                                  |                      |   | Total number of agreements reported: 3 |  |                                  |                                  |                      |   |                                  |
| Agreement B:   |                                  |                                  |                      |   | Agreement A:                           |  |                                  |                                  |                      |   |                                  |
| First 6 months   | \$ 2.975                         | \$ 3.825                         | 40                   | 30 <sup>1</sup> / <sub>2</sub> d                                  | 24 <sup>9</sup> / <sub>10</sub> d      | First 6 months   | \$ 4.940                         | \$ 5.890                         | 40                   | 20 <sup>3</sup> / <sub>4</sub> d                                  | 14d                              |
| 7 to 12 months   | 3.075                            | 3.925                            | 40                   | 30 <sup>1</sup> / <sub>2</sub> d                                  | 24 <sup>9</sup> / <sub>10</sub> d      | After 6 months   | 5.150                            | 6.100                            | 40                   | 20 <sup>3</sup> / <sub>4</sub> d                                  | 14d                              |
| 13 to 18 months  | 3.250                            | 4.100                            | 40                   | 30 <sup>1</sup> / <sub>2</sub> d                                  | 24 <sup>9</sup> / <sub>10</sub> d      | Agreement B:   |                                  |                                  |                      |   |                                  |
| 19 to 24 months  | 3.350                            | 4.200                            | 40                   | 30 <sup>1</sup> / <sub>2</sub> d                                  | 24 <sup>9</sup> / <sub>10</sub> d      | First 3 months   | 4.940                            | 6.003                            | 40                   | 42 <sup>1</sup> / <sub>4</sub> d                                  | 36 <sup>3</sup> / <sub>5</sub> d |
| 25 to 36 months  | 3.600                            | 4.450                            | 40                   | 30 <sup>1</sup> / <sub>2</sub> d                                  | 24 <sup>9</sup> / <sub>10</sub> d      | After 3 months   | 5.150                            | 6.253                            | 40                   | 42 <sup>1</sup> / <sub>4</sub> d                                  | 36 <sup>3</sup> / <sub>5</sub> d |
| After 36 months  | 4.000                            | 4.825                            | 40                   | 30 <sup>1</sup> / <sub>2</sub> d                                  | 24 <sup>9</sup> / <sub>10</sub> d      | Wrappers:  |                                  |                                  |                      |   |                                  |
| Agreement C:   |                                  |                                  |                      |   | Total number of agreements reported: 3 |  |                                  |                                  |                      |   |                                  |
| First 30 days  | 2.950                            | 3.000                            | 40                   | 30d   | 30d                                    | Agreement A:   |                                  |                                  |                      |   |                                  |
| 31 days to 4 months  | 3.200                            | 3.650                            | 40                   | 30d   | 30d                                    | First 6 months   | 2.350                            | 2.950                            | 40                   | 20 <sup>3</sup> / <sub>4</sub> d                                  | 14d                              |
| 5 to 8 months  | 3.250                            | 3.975                            | 40                   | 30d   | 30d                                    | 7 — 12 months  | 2.581                            | 3.365                            | 40                   | 20 <sup>3</sup> / <sub>4</sub> d                                  | 14d                              |
| 9 to 16 months   | 3.450                            | 4.150                            | 40                   | 30d   | 30d                                    | 13 — 18 months   | 2.725                            | 3.425                            | 40                   | 20 <sup>3</sup> / <sub>4</sub> d                                  | 14d                              |
| 17 to 24 months  | 3.600                            | 4.250                            | 40                   | 30d   | 30d                                    | 19 — 24 months   | 3.435                            | 4.585                            | 40                   | 20 <sup>3</sup> / <sub>4</sub> d                                  | 14d                              |
| 25 to 36 months  | 3.850                            | 4.500                            | 40                   | 30d   | 30d                                    | After 24 months  | 3.705                            | 4.955                            | 40                   | 20 <sup>3</sup> / <sub>4</sub> d                                  | 14d                              |
| After 36 months  | 4.325                            | 4.975                            | 40                   | 30d   | 30d                                    | Agreement B:   |                                  |                                  |                      |   |                                  |
|  |                                  |                                  |                      |   | First 6 months                         |  |                                  |                                  |                      |   |                                  |
|  |                                  |                                  |                      |   | 7 — 12 months                          |  |                                  |                                  |                      |   |                                  |
|  |                                  |                                  |                      |   | 13 — 18 months                         |  |                                  |                                  |                      |   |                                  |
|  |                                  |                                  |                      |   | 19 — 24 months                         |  |                                  |                                  |                      |   |                                  |
|  |                                  |                                  |                      |   | After 24 months                        |  |                                  |                                  |                      |   |                                  |
|  |                                  |                                  |                      |   | First 6 months                         |  |                                  |                                  |                      |   |                                  |
|  |                                  |                                  |                      |   | 7 — 12 months                          |  |                                  |                                  |                      |   |                                  |
|  |                                  |                                  |                      |   | 13 — 18 months                         |  |                                  |                                  |                      |   |                                  |
|  |                                  |                                  |                      |   | 19 — 24 months                         |  |                                  |                                  |                      |   |                                  |
|  |                                  |                                  |                      |   | After 24 months                        |  |                                  |                                  |                      |   |                                  |
|  |                                  |                                  |                      |   | First 6 months                         |  |                                  |                                  |                      |   |                                  |
|  |                                  |                                  |                      |   | 7 — 12 months                          |  |                                  |                                  |                      |   |                                  |
|  |                                  |                                  |                      |   | 13 — 18 months                         |  |                                  |                                  |                      |   |                                  |
|  |                                  |                                  |                      |   | 19 — 24 months                         |  |                                  |                                  |                      |   |                                  |
|  |                                  |                                  |                      |   | After 24 months                        |  |                                  |                                  |                      |   |                                  |
| <b>NEW ORLEANS, LA.</b>                                      |                                  |                                  |                      |   | Produce:                               |  |                                  |                                  |                      |   |                                  |
| Check out:   |                                  |                                  |                      |   | Head produce clerks                    |  |                                  |                                  |                      |   |                                  |
| Head cashiers:   |                                  |                                  |                      |   | Miscellaneous:                         |  |                                  |                                  |                      |   |                                  |
| First 6 months   | 3.722                            | 4.972                            | 40                   | 20 <sup>3</sup> / <sub>4</sub> d                                  | 14d                                    | Stockers, day:   | 4.222                            | 5.472                            | 40                   | 20 <sup>3</sup> / <sub>4</sub> d                                  | 14d                              |
| After 6 months   | 3.865                            | 5.115                            | 40                   | 20 <sup>3</sup> / <sub>4</sub> d                                  | 14d                                    | Full-time:   |                                  |                                  |                      |   |                                  |
| Baggers  | 1.850                            | 2.300                            | 40                   | 20 <sup>3</sup> / <sub>4</sub> d                                  | 14d                                    | First 6 months   | 2.350                            | 2.950                            | 40                   | 20 <sup>3</sup> / <sub>4</sub> d                                  | 14d                              |
| Grocery:   |                                  |                                  |                      |   | 7 — 12 months                          |  |                                  |                                  |                      |   |                                  |
| Clerks, full-time:   |                                  |                                  |                      |   | 13 — 18 months                         |  |                                  |                                  |                      |   |                                  |
| Total number of agreements reported: 2                       |                                  |                                  |                      |   | 19 — 24 months                         |  |                                  |                                  |                      |   |                                  |
| Agreement A:   |                                  |                                  |                      |   | After 24 months                        |  |                                  |                                  |                      |   |                                  |
| First 6 months   | —                                | 2.750                            | 40                   | 24 <sup>1</sup> / <sub>5</sub> d                                  | 14d                                    | Agreement B:   |                                  |                                  |                      |   |                                  |
| 7 — 12 months  | —                                | 3.160                            | 40                   | 24 <sup>1</sup> / <sub>5</sub> d                                  | 14d                                    | First 6 months   | 2.350                            | 2.950                            | 40                   | 20 <sup>3</sup> / <sub>4</sub> d                                  | 14d                              |
| 13 — 18 months   | —                                | 3.220                            | 40                   | 24 <sup>1</sup> / <sub>5</sub> d                                  | 14d                                    | 7 — 12 months  | 2.581                            | 3.365                            | 40                   | 20 <sup>3</sup> / <sub>4</sub> d                                  | 14d                              |
| 19 — 24 months   | —                                | 4.280                            | 40                   | 24 <sup>1</sup> / <sub>5</sub> d                                  | 14d                                    | 13 — 18 months   | 2.725                            | 3.425                            | 40                   | 20 <sup>3</sup> / <sub>4</sub> d                                  | 14d                              |
| After 24 months  | —                                | 4.600                            | 40                   | 24 <sup>1</sup> / <sub>5</sub> d                                  | 14d                                    | 19 — 24 months   | 3.435                            | 4.585                            | 40                   | 20 <sup>3</sup> / <sub>4</sub> d                                  | 14d                              |
| Agreement B:   |                                  |                                  |                      |   | After 24 months                        |  |                                  |                                  |                      |   |                                  |
| First 6 months   | 2.350                            | 2.950                            | 40                   | 20 <sup>3</sup> / <sub>4</sub> d                                  | 14d                                    | Agreement C:   |                                  |                                  |                      |   |                                  |
| 7 — 12 months  | 2.581                            | 3.365                            | 40                   | 20 <sup>3</sup> / <sub>4</sub> d                                  | 14d                                    | First 6 months   | 3.975                            | 4.700                            | 40                   | 25 <sup>9</sup> / <sub>10</sub> d                                 | 11 <sup>1</sup> / <sub>2</sub> d |
| 13 — 18 months   | 2.725                            | 3.425                            | 40                   | 20 <sup>3</sup> / <sub>4</sub> d                                  | 14d                                    | 7 — 12 months  | 4.300                            | 5.025                            | 40                   | 20 <sup>1</sup> / <sub>10</sub> d                                 | 36 <sup>3</sup> / <sub>5</sub> d |
| 19 — 24 months   | 3.435                            | 4.585                            | 40                   | 20 <sup>3</sup> / <sub>4</sub> d                                  | 14d                                    | Agreement B  |                                  |                                  |                      |   |                                  |
| After 24 months  | 3.805                            | 4.955                            | 40                   | 20 <sup>3</sup> / <sub>4</sub> d                                  | 14d                                    | Agreement C  |                                  |                                  |                      |   |                                  |
| Clerks, part-time:   |                                  |                                  |                      |   | Total number of agreements reported: 6 |  |                                  |                                  |                      |   |                                  |
| Total number of agreements reported: 2                       |                                  |                                  |                      |   | Agreement A:                           |  |                                  |                                  |                      |   |                                  |
| Agreement A:   |                                  |                                  |                      |   | Hired before 10-7-74                   |  |                                  |                                  |                      |   |                                  |
| First 6 months   | —                                | 2.200                            | 40                   | 24 <sup>1</sup> / <sub>5</sub> d                                  | 14d                                    | Hired after 10-6-74:   | 3.675                            | 4.500                            | 40                   | *   | 36 <sup>3</sup> / <sub>5</sub> d |
| 7 — 15 months  | —                                | 2.340                            | 40                   | 24 <sup>1</sup> / <sub>5</sub> d                                  | 14d                                    | First 6 months   | 2.375                            | 2.760                            | 40                   | *   | 36 <sup>3</sup> / <sub>5</sub> d |
| 16 — 24 months   | —                                | 2.490                            | 40                   | 24 <sup>1</sup> / <sub>5</sub> d                                  | 14d                                    | 7 — 12 months  | 2.500                            | 3.000                            | 40                   | *   | 36 <sup>3</sup> / <sub>5</sub> d |
| After 24 months  | —                                | 2.910                            | 40                   | 24 <sup>1</sup> / <sub>5</sub> d                                  | 14d                                    | 13 — 18 months   | 2.750                            | 3.250                            | 40                   | *   | 36 <sup>3</sup> / <sub>5</sub> d |
| Agreement B:   |                                  |                                  |                      |   | 19 — 24 months                         |  |                                  |                                  |                      |   |                                  |
| First 6 months   | 1.950                            | 2.600                            | 40                   | 20 <sup>3</sup> / <sub>4</sub> d                                  | 14d                                    | 25 — 30 months   | 3.125                            | 3.750                            | 40                   | *   | 36 <sup>3</sup> / <sub>5</sub> d |
| 7 — 15 months  | 2.125                            | 2.745                            | 40                   | 20 <sup>3</sup> / <sub>4</sub> d                                  | 14d                                    | 31 — 36 months   | 3.250                            | 4.000                            | 40                   | *   | 36 <sup>3</sup> / <sub>5</sub> d |
| 16 — 24 months   | 2.245                            | 2.945                            | 40                   | 20 <sup>3</sup> / <sub>4</sub> d                                  | 14d                                    | After 36 months  | 3.375                            | 4.250                            | 40                   | *   | 36 <sup>3</sup> / <sub>5</sub> d |
| After 24 months  | 2.615                            | 3.365                            | 40                   | 20 <sup>3</sup> / <sub>4</sub> d                                  | 14d                                    | Agreement B  |                                  |                                  |                      |   |                                  |
| Meat:  |                                  |                                  |                      |   | Agreement C                            |  |                                  |                                  |                      |   |                                  |
| Head meat cutters:   |                                  |                                  |                      |   | Total number of agreements reported: 5 |  |                                  |                                  |                      |   |                                  |
| Total number of agreements reported: 3                       |                                  |                                  |                      |   | Agreement A:                           |  |                                  |                                  |                      |   |                                  |
| Agreement A:   |                                  |                                  |                      |   | Hired before 10-7-74                   |  |                                  |                                  |                      |   |                                  |
| Weekly dept. volume:   |                                  |                                  |                      |   | Hired after 10-6-74:                   |  |                                  |                                  |                      |   |                                  |
| Up to \$5,000  | 5.390                            | 6.340                            | 40                   | 20 <sup>3</sup> / <sub>4</sub> d                                  | 14d                                    | First 6 months   | 2.000                            | 2.150                            | 40                   | *   | 36 <sup>3</sup> / <sub>5</sub> d |
| Over \$5,000   | 5.525                            | 6.475                            | 40                   | 20 <sup>3</sup> / <sub>4</sub> d                                  | 14d                                    | 7 — 12 months  | 2.100                            | 2.225                            | 40                   | *   | 36 <sup>3</sup> / <sub>5</sub> d |
| Agreement B:   |                                  |                                  |                      |   | 13 — 18 months                         |  |                                  |                                  |                      |   |                                  |
| Weekly dept. volume:   |                                  |                                  |                      |   | 19 — 24 months                         |  |                                  |                                  |                      |   |                                  |
| Up to \$5,000  | 4.713                            | 6.583                            | 40                   | 42 <sup>1</sup> / <sub>4</sub> d                                  | 36 <sup>3</sup> / <sub>5</sub> d       | 25 — 30 months   | 2.200                            | 2.350                            | 40                   | *   | 36 <sup>3</sup> / <sub>5</sub> d |
| \$5,000 to \$10,000  | 4.775                            | 6.715                            | 40                   | 42 <sup>1</sup> / <sub>4</sub> d                                  | 36 <sup>3</sup> / <sub>5</sub> d       | 31 — 36 months   | 2.300                            | 2.450                            | 40                   | *   | 36 <sup>3</sup> / <sub>5</sub> d |
| Over \$10,000  | 4.838                            | 6.845                            | 40                   | 42 <sup>1</sup> / <sub>4</sub> d                                  | 36 <sup>3</sup> / <sub>5</sub> d       | After 36 months  | 2.600                            | 2.700                            | 40                   | *   | 36 <sup>3</sup> / <sub>5</sub> d |
|  |                                  |                                  |                      |   | Agreement B                            |  |                                  |                                  |                      |   |                                  |
|  |                                  |                                  |                      |   | Total number of agreements reported: 5 |  |                                  |                                  |                      |   |                                  |
|  |                                  |                                  |                      |   | Agreement A:                           |  |                                  |                                  |                      |   |                                  |
|  |                                  |                                  |                      |   | Hired before 10-7-74                   |  |                                  |                                  |                      |   |                                  |
|  |                                  |                                  |                      |   | Hired after 10-6-74:                   |  |                                  |                                  |                      |   |                                  |
|  |                                  |                                  |                      |   | First 6 months                         |  |                                  |                                  |                      |   |                                  |
|  |                                  |                                  |                      |   | 7 — 12 months                          |  |                                  |                                  |                      |   |                                  |
|  |                                  |                                  |                      |   | 13 — 18 months                         |  |                                  |                                  |                      |   |                                  |
|  |                                  |                                  |                      |   | 19 — 24 months                         |  |                                  |                                  |                      |   |                                  |
|  |                                  |                                  |                      |   | 25 — 30 months                         |  |                                  |                                  |                      |   |                                  |
|  |                                  |                                  |                      |   | 31 — 36 months                         |  |                                  |                                  |                      |   |                                  |
|  |                                  |                                  |                      |   | After 36 months                        |  |                                  |                                  |                      |   |                                  |
|  |                                  |                                  |                      |   | Agreement B                            |  |                                  |                                  |                      |   |                                  |
|  |                                  |                                  |                      |   | Total number of agreements reported: 5 |  |                                  |                                  |                      |   |                                  |
|  |                                  |                                  |                      |   | Agreement A:                           |  |                                  |                                  |                      |   |                                  |
|  |                                  |                                  |                      |   | Hired before 10-7-74                   |  |                                  |                                  |                      |   |                                  |
|  |                                  |                                  |                      |   | Hired after 10-6-74:                   |  |                                  |                                  |                      |   |                                  |
|  |                                  |                                  |                      |   | First 6 months                         |  |                                  |                                  |                      |   |                                  |
|  |                                  |                                  |                      |   | 7 — 12 months                          |  |                                  |                                  |                      |   |                                  |
|  |                                  |                                  |                      |   | 13 — 18 months                         |  |                                  |                                  |                      |   |                                  |
|  |                                  |                                  |                      |   | 19 — 24 months                         |  |                                  |                                  |                      |   |                                  |
|  |                                  |                                  |                      |   | 25 — 30 months                         |  |                                  |                                  |                      |   |                                  |
|  |                                  |                                  |                      |   | 31 — 36 months                         |  |                                  |                                  |                      |   |                                  |
|  |                                  |                                  |                      |   | After 36 months                        |  |                                  |                                  |                      |   |                                  |
|  |                                  |                                  |                      |   | Agreement B                            |  |                                  |                                  |                      |   |                                  |
|  |                                  |                                  |                      |   | Total number of agreements reported: 5 |  |                                  |                                  |                      |   |                                  |
|  |                                  |                                  |                      |   | Agreement A:                           |  |                                  |                                  |                      |   |                                  |
|  |                                  |                                  |                      |   | Hired before 10-7-74                   |  |                                  |                                  |                      |   |                                  |
|  |                                  |                                  |                      |   | Hired after 10-6-74:                   |  |                                  |                                  |                      |   |                                  |
|  |                                  |                                  |                      |   | First 6 months                         |  |                                  |                                  |                      |   |                                  |
|  |                                  |                                  |                      |   | 7 — 12 months                          |  |                                  |                                  |                      |   |                                  |
|  |                                  |                                  |                      |   | 13 — 18 months                         |  |                                  |                                  |                      |   |                                  |
|  |                                  |                                  |                      |   | 19 — 24 months                         |  |                                  |                                  |                      |   |                                  |
|  |                                  |                                  |                      |   | 25 — 30 months                         |  |                                  |                                  |                      |   |                                  |
|  |                                  |                                  |                      |   | 31 — 36 months                         |  |                                  |                                  |                      |   |                                  |
|  |                                  |                                  |                      |   | After 36 months                        |  |                                  |                                  |                      |   |                                  |
|  |                                  |                                  |                      |   | Agreement B                            |  |                                  |                                  |                      |   |                                  |
|  |                                  |                                  |                      |   | Total number of agreements reported: 5 |  |                                  |                                  |                      |   |                                  |
|  |                                  |                                  |                      |   | Agreement A:                           |  |                                  |                                  |                      |   |                                  |
|  |                                  |                                  |                      |   | Hired before 10-7-74                   |  |                                  |                                  |                      |   |                                  |
|  |                                  |                                  |                      |   | Hired after 10-6-74:                   |  |                                  |                                  |                      |   |                                  |
|  |                                  |                                  |                      |   | First 6 months                         |  |                                  |                                  |                      |   |                                  |
|  |                                  |                                  |                      |   | 7 — 12 months                          |  |                                  |                                  |                      |   |                                  |
|  |                                  |                                  |                      |   | 13 — 18 months                         |  |                                  |                                  |                      |   |                                  |
|  |                                  |                                  |                      |   | 19 — 24 months                         |  |                                  |                                  |                      |   |                                  |
|  |                                  |                                  |                      |   | 25 — 30 months                         |  |                                  |                                  |                      |   |                                  |
|  |                                  |                                  |                      |   | 31 — 36 months                         |  |                                  |                                  |                      |   |                                  |
|  |                                  |                                  |                      |   | After 36 months                        |  |                                  |                                  |                      |   |                                  |
|  |                                  |                                  |                      |   | Agreement B                            |  |                                  |                                  |                      |   |                                  |

See footnotes at end of table.

**Table 6. Wage rates, hours, and employer contributions to funds: Selected cities—Continued**

(Union hourly wage rates and straight-time hours and employer insurance and pension contributions for grocery store occupations in 70 cities, July 1, 1973, and July 1, 1975)

(Hours are the same for both years unless otherwise indicated)

| Trade or occupation and selected contract <sup>1</sup> | July 1, 1973               | July 1, 1975               |                |   |                                  |                            | Trade or occupation and selected contract <sup>1</sup> | July 1, 1973               | July 1, 1975   |   |         |                                  |                                  |  |
|--|----------------------------|----------------------------|----------------|---|----------------------------------|----------------------------|--|----------------------------|----------------|---|---------|----------------------------------|----------------------------------|--|
|  | Rate per hour <sup>2</sup> | Rate per hour <sup>2</sup> | Hours per week | Employer contributions for selected benefits <sup>3</sup> |                                  | Rate per hour <sup>2</sup> |  | Rate per hour <sup>2</sup> | Hours per week | Employer contributions for selected benefits <sup>3</sup> |         |                                  |                                  |  |
|  |                            |                            |                | Insur-ance <sup>4</sup>                                   | Pension                          |                            |  |                            |                | Insur-ance <sup>4</sup>                                   | Pension |                                  |                                  |  |
| <b>NEW YORK, N.Y.—</b><br><b>Continued</b>             |                            |                            |                |   |                                  |                            |  |                            |                |   |         |                                  |                                  |  |
| <b>Check out—Continued</b>                             |                            |                            |                |   |                                  |                            |  |                            |                |   |         |                                  |                                  |  |
| <b>Clerks, cashier, part-time—</b><br><b>Continued</b> |                            |                            |                |   |                                  |                            |  |                            |                |   |         |                                  |                                  |  |
| Total number of agreements reported: 5—Continued       |                            |                            |                |   |                                  |                            |  |                            |                |   |         |                                  |                                  |  |
| Agreement C:   |                            | \$                         |                |   |                                  |                            | \$   |                            |                |   |         |                                  |                                  |  |
| First 6 months . . . . .                               | 2.600                      | 3.250                      | 40             | *   | 36 <sup>3</sup> / <sub>5</sub> ¢ |                            |  |                            |                |   |         | 29 <sup>2</sup> / <sub>5</sub> ¢ | 29 <sup>2</sup> / <sub>5</sub> ¢ |  |
| 7 – 12 months . . . . .                                | 2.700                      | 3.350                      | 40             | *   | 36 <sup>3</sup> / <sub>5</sub> ¢ |                            |  |                            |                |   |         | *                                | 36 <sup>3</sup> / <sub>5</sub> ¢ |  |
| 13 – 18 months . . . . .                               | 3.000                      | 3.650                      | 40             | *   | 36 <sup>3</sup> / <sub>5</sub> ¢ |                            |  |                            |                |   |         | 29 <sup>2</sup> / <sub>5</sub> ¢ | 29 <sup>2</sup> / <sub>5</sub> ¢ |  |
| After 18 months . . . . .                              | 3.300                      | 3.950                      | 40             | *   | 36 <sup>3</sup> / <sub>5</sub> ¢ |                            |  |                            |                |   |         |                                  |                                  |  |
| Agreement D:   |                            |                            |                |   |                                  |                            |  |                            |                |   |         |                                  |                                  |  |
| First 6 months . . . . .                               | 2.600                      | 3.250                      | 40             | *   | 36 <sup>3</sup> / <sub>5</sub> ¢ |                            |  |                            |                |   |         | 29 <sup>2</sup> / <sub>5</sub> ¢ | 29 <sup>2</sup> / <sub>5</sub> ¢ |  |
| 7 – 12 months . . . . .                                | 2.750                      | 3.400                      | 40             | *   | 36 <sup>3</sup> / <sub>5</sub> ¢ |                            |  |                            |                |   |         | *                                | 36 <sup>3</sup> / <sub>5</sub> ¢ |  |
| 13 – 18 months . . . . .                               | 3.000                      | 3.650                      | 40             | *   | 36 <sup>3</sup> / <sub>5</sub> ¢ |                            |  |                            |                |   |         |                                  |                                  |  |
| After 18 months . . . . .                              | 3.460                      | 4.110                      | 40             | *   | 36 <sup>3</sup> / <sub>5</sub> ¢ |                            |  |                            |                |   |         |                                  |                                  |  |
| <b>Grocery:</b>  |                            |                            |                |   |                                  |                            |  |                            |                |   |         |                                  |                                  |  |
| <b>Head grocery clerks:</b>                            |                            |                            |                |   |                                  |                            |  |                            |                |   |         |                                  |                                  |  |
| Total number of agreements reported: 4                 |                            |                            |                |   |                                  |                            |  |                            |                |   |         |                                  |                                  |  |
| Agreement A . . . . .                                  | 4.425                      | 5.400                      | 40             | *   | 36 <sup>3</sup> / <sub>5</sub> ¢ |                            |  |                            |                |   |         |                                  |                                  |  |
| Agreement B . . . . .                                  | 4.750                      | 5.450                      | 40             | 20 <sup>1</sup> / <sub>10</sub> ¢                         | 11 <sup>1</sup> / <sub>2</sub> ¢ |                            |  |                            |                |   |         |                                  |                                  |  |
| <b>Clerks, grocery, full-time:</b>                     |                            |                            |                |   |                                  |                            |  |                            |                |   |         |                                  |                                  |  |
| Total number of agreements reported: 5                 |                            |                            |                |   |                                  |                            |  |                            |                |   |         |                                  |                                  |  |
| Agreement A:   |                            |                            |                |   |                                  |                            |  |                            |                |   |         |                                  |                                  |  |
| Hired before 4-28-74                                   | 3.750                      | 4.450                      | 40             | 25 <sup>9</sup> / <sub>10</sub> ¢                         | 11 <sup>1</sup> / <sub>2</sub> ¢ |                            |  |                            |                |   |         |                                  |                                  |  |
| Hired after 4-27-74:                                   |                            |                            |                |   |                                  |                            |  |                            |                |   |         |                                  |                                  |  |
| First 6 months . . . . .                               | 2.625                      | 3.000                      | 40             | 25 <sup>9</sup> / <sub>10</sub> ¢                         | 11 <sup>1</sup> / <sub>2</sub> ¢ |                            |  |                            |                |   |         |                                  |                                  |  |
| 7 – 12 months . . . . .                                | 2.700                      | 3.250                      | 40             | 25 <sup>9</sup> / <sub>10</sub> ¢                         | 11 <sup>1</sup> / <sub>2</sub> ¢ |                            |  |                            |                |   |         |                                  |                                  |  |
| 13 – 18 months . . . . .                               | 2.850                      | 3.500                      | 40             | 25 <sup>9</sup> / <sub>10</sub> ¢                         | 11 <sup>1</sup> / <sub>2</sub> ¢ |                            |  |                            |                |   |         |                                  |                                  |  |
| 19 – 24 months . . . . .                               | 2.975                      | 3.750                      | 40             | 25 <sup>9</sup> / <sub>10</sub> ¢                         | 11 <sup>1</sup> / <sub>2</sub> ¢ |                            |  |                            |                |   |         |                                  |                                  |  |
| 25 – 30 months . . . . .                               | 3.100                      | 4.000                      | 40             | 25 <sup>9</sup> / <sub>10</sub> ¢                         | 11 <sup>1</sup> / <sub>2</sub> ¢ |                            |  |                            |                |   |         |                                  |                                  |  |
| After 30 months . . . . .                              | 3.275                      | 4.250                      | 40             | 25 <sup>9</sup> / <sub>10</sub> ¢                         | 11 <sup>1</sup> / <sub>2</sub> ¢ |                            |  |                            |                |   |         |                                  |                                  |  |
| Agreement B:   |                            |                            |                |   |                                  |                            |  |                            |                |   |         |                                  |                                  |  |
| Hired before 10-7-74                                   | 3.675                      | 5.125                      | 40             | *   | 36 <sup>3</sup> / <sub>5</sub> ¢ |                            |  |                            |                |   |         |                                  |                                  |  |
| Hired after 10-6-74:                                   |                            |                            |                |   |                                  |                            |  |                            |                |   |         |                                  |                                  |  |
| First 6 months . . . . .                               | 2.375                      | 3.000                      | 40             | *   | 36 <sup>3</sup> / <sub>5</sub> ¢ |                            |  |                            |                |   |         |                                  |                                  |  |
| 7 – 12 months . . . . .                                | 2.500                      | 3.250                      | 40             | *   | 36 <sup>3</sup> / <sub>5</sub> ¢ |                            |  |                            |                |   |         |                                  |                                  |  |
| 13 – 18 months . . . . .                               | 2.750                      | 3.500                      | 40             | *   | 36 <sup>3</sup> / <sub>5</sub> ¢ |                            |  |                            |                |   |         |                                  |                                  |  |
| 19 – 24 months . . . . .                               | 3.000                      | 3.750                      | 40             | *   | 36 <sup>3</sup> / <sub>5</sub> ¢ |                            |  |                            |                |   |         |                                  |                                  |  |
| 25 – 30 months . . . . .                               | 3.250                      | 4.000                      | 40             | *   | 36 <sup>3</sup> / <sub>5</sub> ¢ |                            |  |                            |                |   |         |                                  |                                  |  |
| 31 – 36 months . . . . .                               | 3.500                      | 4.250                      | 40             | *   | 36 <sup>3</sup> / <sub>5</sub> ¢ |                            |  |                            |                |   |         |                                  |                                  |  |
| After 36 months . . . . .                              | 3.750                      | 4.500                      | 40             | *   | 36 <sup>3</sup> / <sub>5</sub> ¢ |                            |  |                            |                |   |         |                                  |                                  |  |
| Agreement C . . . . .                                  | 4.400                      | 4.775                      | 40             | 20 <sup>1</sup> / <sub>10</sub> ¢                         | 11 <sup>1</sup> / <sub>2</sub> ¢ |                            |  |                            |                |   |         |                                  |                                  |  |
| Agreement D . . . . .                                  | 4.275                      | 5.150                      | 40             | *   | 36 <sup>3</sup> / <sub>5</sub> ¢ |                            |  |                            |                |   |         |                                  |                                  |  |
| <b>Clerks, grocery, part-time:</b>                     |                            |                            |                |   |                                  |                            |  |                            |                |   |         |                                  |                                  |  |
| Total number of agreements reported: 6                 |                            |                            |                |   |                                  |                            |  |                            |                |   |         |                                  |                                  |  |
| Agreement A:   |                            |                            |                |   |                                  |                            |  |                            |                |   |         |                                  |                                  |  |
| Hired before 10-7-74                                   | 3.000                      | 3.500                      | 40             | *   | 36 <sup>3</sup> / <sub>5</sub> ¢ |                            |  |                            |                |   |         |                                  |                                  |  |
| Hired after 10-6-74:                                   |                            |                            |                |   |                                  |                            |  |                            |                |   |         |                                  |                                  |  |
| First 6 months . . . . .                               | 2.000                      | 2.150                      | 40             | *   | 36 <sup>3</sup> / <sub>5</sub> ¢ |                            |  |                            |                |   |         |                                  |                                  |  |
| 7 – 12 months . . . . .                                | 2.100                      | 2.250                      | 40             | *   | 36 <sup>3</sup> / <sub>5</sub> ¢ |                            |  |                            |                |   |         |                                  |                                  |  |
| 13 – 18 months . . . . .                               | 2.200                      | 2.350                      | 40             | *   | 36 <sup>3</sup> / <sub>5</sub> ¢ |                            |  |                            |                |   |         |                                  |                                  |  |
| 19 – 24 months . . . . .                               | 2.300                      | 2.450                      | 40             | *   | 36 <sup>3</sup> / <sub>5</sub> ¢ |                            |  |                            |                |   |         |                                  |                                  |  |
| 25 – 30 months . . . . .                               | 2.450                      | 2.550                      | 40             | *   | 36 <sup>3</sup> / <sub>5</sub> ¢ |                            |  |                            |                |   |         |                                  |                                  |  |
| 31 – 35 months . . . . .                               | 2.600                      | 2.700                      | 40             | *   | 36 <sup>3</sup> / <sub>5</sub> ¢ |                            |  |                            |                |   |         |                                  |                                  |  |
| After 36 months . . . . .                              | 2.750                      | 2.900                      | 40             | *   | 36 <sup>3</sup> / <sub>5</sub> ¢ |                            |  |                            |                |   |         |                                  |                                  |  |
| Agreement B . . . . .                                  | 3.000                      | 3.400                      | 40             | 20 <sup>1</sup> / <sub>10</sub> ¢                         | 11 <sup>1</sup> / <sub>2</sub> ¢ |                            |  |                            |                |   |         |                                  |                                  |  |
| Agreement C . . . . .                                  | 3.100                      | 3.650                      | 40             | *   | 11 <sup>1</sup> / <sub>2</sub> ¢ |                            |  |                            |                |   |         |                                  |                                  |  |
| Agreement D:   |                            |                            |                |   |                                  |                            |  |                            |                |   |         |                                  |                                  |  |
| First 6 months . . . . .                               | 2.600                      | 3.250                      | 40             | *   | 36 <sup>3</sup> / <sub>5</sub> ¢ |                            |  |                            |                |   |         |                                  |                                  |  |
| 7 – 12 months . . . . .                                | 2.700                      | 3.350                      | 40             | *   | 36 <sup>3</sup> / <sub>5</sub> ¢ |                            |  |                            |                |   |         |                                  |                                  |  |
| 13 – 18 months . . . . .                               | 3.000                      | 3.650                      | 40             | *   | 36 <sup>3</sup> / <sub>5</sub> ¢ |                            |  |                            |                |   |         |                                  |                                  |  |
| After 18 months . . . . .                              | 3.300                      | 3.950                      | 40             | *   | 36 <sup>3</sup> / <sub>5</sub> ¢ |                            |  |                            |                |   |         |                                  |                                  |  |
| Agreement E:   |                            |                            |                |   |                                  |                            |  |                            |                |   |         |                                  |                                  |  |
| First 6 months . . . . .                               | 2.600                      | 3.250                      | 40             | *   | 36 <sup>3</sup> / <sub>5</sub> ¢ |                            |  |                            |                |   |         |                                  |                                  |  |
| 7 – 12 months . . . . .                                | 2.750                      | 3.400                      | 40             | *   | 36 <sup>3</sup> / <sub>5</sub> ¢ |                            |  |                            |                |   |         |                                  |                                  |  |
| 13 – 18 months . . . . .                               | 3.000                      | 3.650                      | 40             | *   | 36 <sup>3</sup> / <sub>5</sub> ¢ |                            |  |                            |                |   |         |                                  |                                  |  |
| After 18 months . . . . .                              | 3.460                      | 4.110                      | 40             | *   | 36 <sup>3</sup> / <sub>5</sub> ¢ |                            |  |                            |                |   |         |                                  |                                  |  |
| <b>Meat:</b>   |                            |                            |                |   |                                  |                            |  |                            |                |   |         |                                  |                                  |  |
| <b>Head meat cutters:</b>                              |                            |                            |                |   |                                  |                            |  |                            |                |   |         |                                  |                                  |  |
| Total number of agreements reported: 6                 |                            |                            |                |   |                                  |                            |  |                            |                |   |         |                                  |                                  |  |
| Agreement A . . . . .                                  | 4.750                      | 6.650                      | 40             | *   | 11 <sup>1</sup> / <sub>2</sub> ¢ |                            |  |                            |                |   |         |                                  |                                  |  |

See footnotes at end of table.

**Table 6. Wage rates hours, and employer contributions to funds: Selected cities—Continued**

(Union hourly wage rates and straight-time hours and employer insurance and pension contributions for grocery store occupations in 70 cities, July 1, 1973, and July 1, 1975)

(Hours are the same for both years unless otherwise indicated)

| Trade or occupation and selected contract <sup>1</sup> | July 1, 1973               |                            | July 1, 1975   |   |                                |   | Trade or occupation and selected contract <sup>1</sup> | July 1, 1973               |                | July 1, 1975  |                                 |  |  |
|--|----------------------------|----------------------------|----------------|---|--------------------------------|---|--|----------------------------|----------------|---|---------------------------------|--|--|
|  | Rate per hour <sup>2</sup> | Rate per hour <sup>2</sup> | Hours per week | Employer contributions for selected benefits <sup>3</sup> |                                | Rate per hour <sup>2</sup>                          |  | Rate per hour <sup>2</sup> | Hours per week | Employer contributions for selected benefits <sup>3</sup> |                                 |  |  |
|  |                            |                            |                | Insur-ance <sup>4</sup>                                   | Pension                        |   |  |                            |                | Insur-ance <sup>4</sup>                                   | Pension                         |  |  |
| <b>NORFOLK, VA.</b>                                    |                            |                            |                |   |                                | <b>NORFOLK, VA.—Continued</b>                       |  |                            |                |   |                                 |  |  |
| Check out:   |                            |                            |                |   |                                | Produce:  |  |                            |                |   |                                 |  |  |
| Head cashiers:   | \$                         | \$                         |                |   |                                | Head produce clerks:                                |  |                            |                |   |                                 |  |  |
| Group 1  | 3.694                      | 5.825                      | 40             | 38 <sup>1</sup> / <sub>2</sub>                            | 14¢                            | Total number of agreements reported: 2              |  |                            |                |   |                                 |  |  |
| Group 2  | 3.742                      | 5.825                      | 40             | 38 <sup>1</sup> / <sub>2</sub>                            | 14¢                            | Agreement A:  |  |                            |                |   |                                 |  |  |
| Group 3  | 4.179                      | 5.825                      | 40             | 38 <sup>1</sup> / <sub>2</sub>                            | 14¢                            | Weekly dept. sales:                                 | \$   | \$                         |                |   |                                 |  |  |
| Group 4  | 4.260                      | 5.825                      | 40             | 38 <sup>1</sup> / <sub>2</sub>                            | 14¢                            | \$0 to \$3,000                                      | 3.863  | 6.279                      | 40             | 38 <sup>1</sup> / <sub>2</sub>                            | 14¢                             |  |  |
| Group 5  | 4.318                      | 5.875                      | 40             | 38 <sup>1</sup> / <sub>2</sub>                            | 14¢                            | \$3,000 to \$3,500                                  | 3.923  | 6.336                      | 40             | 38 <sup>1</sup> / <sub>2</sub>                            | 14¢                             |  |  |
| Clerks, cashier, full-time:                            |                            |                            |                |   |                                | \$3,500 to \$4,000                                  | 3.988  | 6.394                      | 40             | 38 <sup>1</sup> / <sub>2</sub>                            | 14¢                             |  |  |
| First 6 months   | 3.500                      | 4.935                      | 40             | 38 <sup>1</sup> / <sub>2</sub>                            | 14¢                            | \$4,000 and over                                    | 4.520  | 6.450                      | 40             | 38 <sup>1</sup> / <sub>2</sub>                            | 14¢                             |  |  |
| 6 – 12 months  | 3.500                      | 5.070                      | 40             | 38 <sup>1</sup> / <sub>2</sub>                            | 14¢                            | Agreement B:  |  |                            |                |   |                                 |  |  |
| 13 – 24 months   | 3.500                      | 5.230                      | 40             | 38 <sup>1</sup> / <sub>2</sub>                            | 14¢                            | Group 1   | 4.629  | 6.198                      | 40             | 38 <sup>1</sup> / <sub>2</sub>                            | 14¢                             |  |  |
| 25 – 36 months   | 3.547                      | 5.360                      | 40             | 38 <sup>1</sup> / <sub>2</sub>                            | 14¢                            | Group 2   | 4.679  | 6.260                      | 40             | 38 <sup>1</sup> / <sub>2</sub>                            | 14¢                             |  |  |
| After 36 months  | 3.547                      | 5.750                      | 40             | 38 <sup>1</sup> / <sub>2</sub>                            | 14¢                            | Miscellaneous:                                      |  |                            |                |   |                                 |  |  |
| Clerks, cashier, part-time:                            |                            |                            |                |   |                                | Stockers, day, full-time:                           |  |                            |                |   |                                 |  |  |
| First year   | 3.617                      | 4.738                      | 40             | 38 <sup>1</sup> / <sub>2</sub>                            | 14¢                            | First 6 months                                      | 3.656  | 4.935                      | 40             | 38 <sup>1</sup> / <sub>2</sub>                            | 14¢                             |  |  |
| Second year  | 3.665                      | 5.060                      | 40             | 38 <sup>1</sup> / <sub>2</sub>                            | 14¢                            | 7 – 12 months                                       | 3.674  | 5.070                      | 40             | 38 <sup>1</sup> / <sub>2</sub>                            | 14¢                             |  |  |
| Thereafter   | 3.750                      | 5.209                      | 40             | 38 <sup>1</sup> / <sub>2</sub>                            | 14¢                            | 13 – 24 months                                      | 3.786  | 5.230                      | 40             | 38 <sup>1</sup> / <sub>2</sub>                            | 14¢                             |  |  |
| Baggers  | 3.080                      | 4.080                      | 40             | 38 <sup>1</sup> / <sub>2</sub>                            | 14¢                            | 25 – 36 months                                      | 3.989  | 5.360                      | 40             | 38 <sup>1</sup> / <sub>2</sub>                            | 14¢                             |  |  |
| Meat:  |                            |                            |                |   |                                | Thereafter  | 4.179  | 5.750                      | 40             | 38 <sup>1</sup> / <sub>2</sub>                            | 14¢                             |  |  |
| Head meat cutters:                                     |                            |                            |                |   |                                |   |  |                            |                |   |                                 |  |  |
| Total number of agreements reported: 2                 |                            |                            |                |   |                                |   |  |                            |                |   |                                 |  |  |
| Agreement A:   |                            |                            |                |   |                                | <b>OAKLAND, CALIF.</b>                              |  |                            |                |   |                                 |  |  |
| Weekly dept. sales:                                    |                            |                            |                |   |                                | (Scales listed under San Francisco—Oakland, Calif.) |  |                            |                |   |                                 |  |  |
| Up to \$6,250  | 4.837                      | 6.250                      | 40             | 30¢   | 6 <sup>3</sup> / <sub>10</sub> | <b>OKLAHOMA CITY, OKLA.</b>                         |  |                            |                |   |                                 |  |  |
| \$6,251 to \$7,500                                     | 4.937                      | 6.300                      | 40             | 30¢   | 6 <sup>3</sup> / <sub>10</sub> | Check out:  |  |                            |                |   |                                 |  |  |
| \$7,501 to \$8,750                                     | 5.037                      | 6.350                      | 40             | 30¢   | 6 <sup>3</sup> / <sub>10</sub> | Head cashiers                                       | 3.530  | 4.730                      | 40             | 24 <sup>1</sup> / <sub>5</sub>                            | 14¢                             |  |  |
| \$8,751 to \$10,250                                    | 5.112                      | 6.400                      | 40             | 30¢   | 6 <sup>3</sup> / <sub>10</sub> | Cashiers, full-time:                                |  |                            |                |   |                                 |  |  |
| \$10,251 to \$11,750                                   | 5.187                      | 6.450                      | 40             | 40¢   | 6 <sup>3</sup> / <sub>10</sub> | First 6 months                                      | 2.500  | 3.350                      | 40             | 24 <sup>1</sup> / <sub>5</sub>                            | 14¢                             |  |  |
| \$11,751 and over                                      | 5.262                      | 6.525                      | 40             | 30¢   | 6 <sup>3</sup> / <sub>10</sub> | 7 – 12 months                                       | 2.650  | 3.500                      | 40             | 24 <sup>1</sup> / <sub>5</sub>                            | 14¢                             |  |  |
| Agreement B:   |                            |                            |                |   |                                | 13 – 18 months                                      | 2.800  | 3.700                      | 40             | 24 <sup>1</sup> / <sub>5</sub>                            | 14¢                             |  |  |
| Group 1  | 5.469                      | 7.400                      | 40             | *   | 25¢                            | 19 – 24 months                                      | 2.950  | 4.000                      | 40             | 24 <sup>1</sup> / <sub>5</sub>                            | 14¢                             |  |  |
| Group 2  | 5.786                      | 7.500                      | 40             | *   | 25¢                            | After 24 months                                     | 3.430  | 4.630                      | 40             | 24 <sup>1</sup> / <sub>5</sub>                            | 14¢                             |  |  |
| Journeymen:  |                            |                            |                |   |                                | Baggers:  |  |                            |                |   |                                 |  |  |
| Total number of agreements reported: 2                 |                            |                            |                |   |                                | Total number of agreements reported: 2              |  |                            |                |   |                                 |  |  |
| Agreement A:   |                            |                            |                |   |                                | Agreement A   | 1.800  | 2.300                      | 40             | 21 <sup>1</sup> / <sub>3</sub>                            | 11¢                             |  |  |
| Full-time  | 4.475                      | 5.775                      | 40             | 30¢   | 6 <sup>3</sup> / <sub>10</sub> | Agreement B   | 1.750  | 2.350                      | 40             | 24 <sup>1</sup> / <sub>5</sub>                            | 14¢                             |  |  |
| Part-time  | 4.195                      | 5.495                      | 40             | 30¢   | 6 <sup>3</sup> / <sub>10</sub> | Grocery:  |  |                            |                |   |                                 |  |  |
| Agreement B:   |                            |                            |                |   |                                | Clerks, full-time:                                  |  |                            |                |   |                                 |  |  |
| Full-time  | 5.078                      | 6.640                      | 40             | *   | 25¢                            | First 870 hours                                     | 2.600  | 3.250                      | 40             | 21 <sup>1</sup> / <sub>3</sub>                            | 11¢                             |  |  |
| Part-time  | 4.627                      | 6.580                      | 40             | *   | 25¢                            | 871 to 1,740 hours                                  | 2.750  | 3.400                      | 40             | 21 <sup>1</sup> / <sub>3</sub>                            | 11¢                             |  |  |
| Wrappers:  |                            |                            |                |   |                                | 1,741 to 2,610 hours                                | 2.900  | 4.010                      | 40             | 21 <sup>1</sup> / <sub>3</sub>                            | 11¢                             |  |  |
| Total number of agreements reported: 2                 |                            |                            |                |   |                                | 2,611 to 3,480 hours                                | 3.050  | 4.290                      | 40             | 21 <sup>1</sup> / <sub>3</sub>                            | 11¢                             |  |  |
| Agreement A:   |                            |                            |                |   |                                | Over 3,480 hours                                    | 3.530  | 5.130                      | 40             | 21 <sup>1</sup> / <sub>3</sub>                            | 11¢                             |  |  |
| Full-time  | 4.475                      | 5.775                      | 40             | 30¢   | 6 <sup>3</sup> / <sub>10</sub> | Meat:   |  |                            |                |   |                                 |  |  |
| Part-time  | 4.195                      | 5.495                      | 40             | 30¢   | 6 <sup>3</sup> / <sub>10</sub> | Head meat cutters                                   | 5.120  | 7.280                      | 40             | 42 <sup>1</sup> / <sub>4</sub>                            | 29 <sup>9</sup> / <sub>10</sub> |  |  |
| Agreement B:   |                            |                            |                |   |                                | Journeymen  | 4.805  | 6.280                      | 40             | 42 <sup>1</sup> / <sub>4</sub>                            | 29 <sup>9</sup> / <sub>10</sub> |  |  |
| Full-time  | 5.078                      | 6.640                      | 40             | *   | 25¢                            | Wrappers:   |  |                            |                |   |                                 |  |  |
| Part-time  | 4.627                      | 6.580                      | 40             | *   | 25¢                            | First 6 months                                      | 2.980  | 4.590                      | 40             | 42 <sup>1</sup> / <sub>4</sub>                            | 29 <sup>9</sup> / <sub>10</sub> |  |  |
| Part-time:   |                            |                            |                |   |                                | 7 – 12 months                                       | 3.180  | 4.690                      | 40             | 42 <sup>1</sup> / <sub>4</sub>                            | 29 <sup>9</sup> / <sub>10</sub> |  |  |
| First 2,080 hours                                      | 2.775                      | 3.760                      | 40             | 30¢   | 6 <sup>3</sup> / <sub>10</sub> | 13 – 18 months                                      | 3.400  | 4.790                      | 40             | 42 <sup>1</sup> / <sub>4</sub>                            | 29 <sup>9</sup> / <sub>10</sub> |  |  |
| 2,081 – 4,160 hours                                    | 2.925                      | 4.030                      | 40             | 30¢   | 6 <sup>3</sup> / <sub>10</sub> | 18 – 24 months                                      | 3.875  | 4.900                      | 40             | 42 <sup>1</sup> / <sub>4</sub>                            | 29 <sup>9</sup> / <sub>10</sub> |  |  |
| 4,161 hours and over                                   | 3.100                      | 4.330                      | 40             | 30¢   | 6 <sup>3</sup> / <sub>10</sub> | After 24 months                                     | —  | 5.030                      | 40             | 42 <sup>1</sup> / <sub>4</sub>                            | 29 <sup>9</sup> / <sub>10</sub> |  |  |
| Agreement B:   |                            |                            |                |   |                                | Produce:  |  |                            |                |   |                                 |  |  |
| Full-time:   |                            |                            |                |   |                                | Head produce clerks:                                |  |                            |                |   |                                 |  |  |
| First 6 months   | 3.346                      | 4.640                      | 40             | *   | 25¢                            | Total number of agreements reported: 2              |  |                            |                |   |                                 |  |  |
| 7 – 12 months  | 3.617                      | 4.840                      | 40             | *   | 25¢                            | Agreement A:  |  |                            |                |   |                                 |  |  |
| 13 – 24 months   | 3.811                      | 5.100                      | 40             | *   | 25¢                            | Weekly dept. volume:                                |  |                            |                |   |                                 |  |  |
| 25 – 36 months   | 3.978                      | 5.280                      | 40             | *   | 25¢                            | Up to \$2,500                                       | 3.630  | 4.780                      | 40             | 24 <sup>1</sup> / <sub>5</sub>                            | 14¢                             |  |  |
| After 36 months  | 4.156                      | 5.520                      | 40             | *   | 25¢                            | \$2,501 to \$3,000                                  | 3.690  | 4.840                      | 40             | 24 <sup>1</sup> / <sub>5</sub>                            | 14¢                             |  |  |
| Part-time:   |                            |                            |                |   |                                | \$3,001 to \$3,500                                  | 3.750  | 4.900                      | 40             | 24 <sup>1</sup> / <sub>5</sub>                            | 14¢                             |  |  |
| First 2,080 hours                                      | 3.978                      | 4.763                      | 40             | *   | 25¢                            | Over \$3,500  | 3.810  | 4.960                      | 40             | 24 <sup>1</sup> / <sub>5</sub>                            | 14¢                             |  |  |
| 2,081 to 4,160 hours                                   | 3.526                      | 5.387                      | 40             | *   | 25¢                            |   |  |                            |                |   |                                 |  |  |
| 4,161 hours and over                                   | 3.774                      | 5.531                      | 40             | *   | 25¢                            |   |  |                            |                |   |                                 |  |  |

See footnotes at end of table.

**Table 6. Wage rates hours, and employer contributions to funds: Selected cities—Continued**

(Union hourly wage rates and straight-time hours and employer insurance and pension contributions for grocery store occupations in 70 cities, July 1, 1973, and July 1, 1975)

(Hours are the same for both years unless otherwise indicated)

| Trade or occupation and selected contract <sup>1</sup>  | July 1, 1973               |                            | July 1, 1975   |   |         |  | Trade or occupation and selected contract <sup>1</sup> | July 1, 1973               |                | July 1, 1975  |         |  |  |
|---|----------------------------|----------------------------|----------------|---|---------|--|--|----------------------------|----------------|---|---------|--|--|
|   | Rate per hour <sup>2</sup> | Rate per hour <sup>2</sup> | Hours per week | Employer contributions for selected benefits <sup>3</sup> |         | Rate per hour <sup>2</sup>   |  | Rate per hour <sup>2</sup> | Hours per week | Employer contributions for selected benefits <sup>3</sup> |         |  |  |
|   |                            |                            |                | Insurance <sup>4</sup>                                    | Pension |  |  |                            |                | Insurance <sup>4</sup>                                    | Pension |  |  |
| <b>OKLAHOMA CITY, OKLA.—Continued</b>   |                            |                            |                |   |         | <b>PEORIA, ILL.—Continued</b>  |  |                            |                |   |         |  |  |
| Produce—Continued   |                            |                            |                |   |         | Grocery—Continued  |  |                            |                |   |         |  |  |
| Head produce clerks—Continued   |                            |                            |                |   |         | Clerks, part-time:   |  |                            |                |   |         |  |  |
| Total number of agreements reported: 2—Continued  |                            |                            |                |   |         | 0 – 6 months ..... \$ 2.350 \$ 2.850 40 (7) 15¢  |  |                            |                |   |         |  |  |
| Agreement B:  |                            |                            |                |   |         | 7 – 12 months ..... 2.650 3.150 40 (7) 15¢   |  |                            |                |   |         |  |  |
| Weekly dept. volume:  |                            |                            |                |   |         | After 12 months ..... 2.900 3.500 40 (7) 15¢   |  |                            |                |   |         |  |  |
| Up to \$37,500 ..... \$ 3.530 \$ 5.620 40 21 <sup>1</sup> / <sub>3</sub> ¢ 11¢                              |                            |                            |                |   |         | Meat:  |  |                            |                |   |         |  |  |
| \$37,501 to ..... 3.590 5.760 40 21 <sup>1</sup> / <sub>3</sub> ¢ 11¢                                       |                            |                            |                |   |         | Head meat cutters ..... 5.900 6.700 40 40 <sup>1</sup> / <sub>2</sub> ¢ 36 <sup>3</sup> / <sub>5</sub> ¢ |  |                            |                |   |         |  |  |
| \$75,000 ..... 3.650 5.860 40 21 <sup>1</sup> / <sub>3</sub> ¢ 11¢  |                            |                            |                |   |         | Journymen ..... 5.587 6.388 40 40 <sup>1</sup> / <sub>2</sub> ¢ 36 <sup>3</sup> / <sub>5</sub> ¢         |  |                            |                |   |         |  |  |
| Over \$75,000 ..... 3.650 5.860 40 21 <sup>1</sup> / <sub>3</sub> ¢ 11¢                                     |                            |                            |                |   |         | Wrappers:  |  |                            |                |   |         |  |  |
| Miscellaneous:  |                            |                            |                |   |         | 0 – 6 months ..... 2.887 3.088 40 40 <sup>1</sup> / <sub>2</sub> ¢ 36 <sup>3</sup> / <sub>5</sub> ¢      |  |                            |                |   |         |  |  |
| Stockers, day:  |                            |                            |                |   |         | 7 – 12 months ..... 2.987 3.788 40 40 <sup>1</sup> / <sub>2</sub> ¢ 36 <sup>3</sup> / <sub>5</sub> ¢     |  |                            |                |   |         |  |  |
| Full-time:  |                            |                            |                |   |         | 13 – 24 months ..... 3.387 4.188 40 40 <sup>1</sup> / <sub>2</sub> ¢ 36 <sup>3</sup> / <sub>5</sub> ¢    |  |                            |                |   |         |  |  |
| First 6 months ..... 2.500 3.350 40 24 <sup>1</sup> / <sub>5</sub> ¢ 14¢                                    |                            |                            |                |   |         | After 24 months ..... 3.775 4.575 40 40 <sup>1</sup> / <sub>2</sub> ¢ 36 <sup>3</sup> / <sub>5</sub> ¢   |  |                            |                |   |         |  |  |
| 7 – 12 months ..... 2.650 3.500 40 24 <sup>1</sup> / <sub>5</sub> ¢ 14¢                                     |                            |                            |                |   |         | Produce:   |  |                            |                |   |         |  |  |
| 13 – 18 months ..... 2.800 3.700 40 24 <sup>1</sup> / <sub>5</sub> ¢ 14¢                                    |                            |                            |                |   |         | Head produce men ..... 4.406 6.100 40 24 <sup>1</sup> / <sub>5</sub> ¢ 15¢                               |  |                            |                |   |         |  |  |
| 19 – 24 months ..... 2.950 4.000 40 24 <sup>1</sup> / <sub>5</sub> ¢ 14¢                                    |                            |                            |                |   |         |  |  |                            |                |   |         |  |  |
| Over 24 months ..... 3.430 4.630 40 24 <sup>1</sup> / <sub>5</sub> ¢ 14¢                                    |                            |                            |                |   |         |  |  |                            |                |   |         |  |  |
|   |                            |                            |                |   |         | <b>PHILADELPHIA, PA.</b>   |  |                            |                |   |         |  |  |
| <b>OMAHA, NEBR.</b>   |                            |                            |                |   |         | Check out:   |  |                            |                |   |         |  |  |
| Check out:  |                            |                            |                |   |         | Head cashiers:   |  |                            |                |   |         |  |  |
| Head cashiers ..... 4.120 5.570 40 * 14¢  |                            |                            |                |   |         | Total number of agreements reported: 3   |  |                            |                |   |         |  |  |
| Cashiers:   |                            |                            |                |   |         | Agreement A ..... 4.550 5.344 40 46 <sup>1</sup> / <sub>10</sub> ¢ 42 <sup>1</sup> / <sub>2</sub> ¢      |  |                            |                |   |         |  |  |
| First 6 months ..... 2.800 3.450 40 * 14¢   |                            |                            |                |   |         | Agreement B ..... 4.800 5.874 40 27¢ 15¢   |  |                            |                |   |         |  |  |
| 7 – 12 months ..... 2.970 3.880 40 * 14¢  |                            |                            |                |   |         | Total number of agreements reported: 3   |  |                            |                |   |         |  |  |
| 13 – 18 months ..... 3.290 4.190 40 * 14¢   |                            |                            |                |   |         | Agreement A:   |  |                            |                |   |         |  |  |
| 19 – 24 months ..... 3.440 4.380 40 * 14¢   |                            |                            |                |   |         | First 6 months ..... 3.250 3.972 40 27¢ 15¢  |  |                            |                |   |         |  |  |
| 25 – 30 months ..... 4.020 4.720 40 * 14¢   |                            |                            |                |   |         | 7 – 12 months ..... 3.400 4.160 40 27¢ 15¢   |  |                            |                |   |         |  |  |
| After 30 months ..... 4.020 5.370 40 * 14¢  |                            |                            |                |   |         | 13 – 18 months ..... 3.625 4.436 40 27¢ 15¢  |  |                            |                |   |         |  |  |
| Grocery:  |                            |                            |                |   |         | 19 – 24 months ..... 3.875 4.742 40 27¢ 15¢  |  |                            |                |   |         |  |  |
| Head grocery clerks ..... 4.360 5.810 40 * 14¢  |                            |                            |                |   |         | After 24 months ..... 4.500 5.507 40 27¢ 15¢   |  |                            |                |   |         |  |  |
| Clerks:   |                            |                            |                |   |         | Agreement B:   |  |                            |                |   |         |  |  |
| First 6 months ..... 2.650 3.450 40 * 14¢   |                            |                            |                |   |         | First 3 months ..... 2.772 3.368 40 46 <sup>1</sup> / <sub>10</sub> ¢ 42 <sup>1</sup> / <sub>2</sub> ¢   |  |                            |                |   |         |  |  |
| 7 – 12 months ..... 2.850 3.880 40 * 14¢  |                            |                            |                |   |         | 4 – 6 months ..... 2.985 3.616 40 46 <sup>1</sup> / <sub>10</sub> ¢ 42 <sup>1</sup> / <sub>2</sub> ¢     |  |                            |                |   |         |  |  |
| 13 – 18 months ..... 3.050 4.190 40 * 14¢   |                            |                            |                |   |         | 7 – 9 months ..... 3.186 3.864 40 46 <sup>1</sup> / <sub>10</sub> ¢ 42 <sup>1</sup> / <sub>2</sub> ¢     |  |                            |                |   |         |  |  |
| 19 – 24 months ..... 3.250 4.380 40 * 14¢   |                            |                            |                |   |         | 10 – 12 months ..... 3.412 4.113 40 46 <sup>1</sup> / <sub>10</sub> ¢ 42 <sup>1</sup> / <sub>2</sub> ¢   |  |                            |                |   |         |  |  |
| After 24 months ..... 3.600 4.720 40 * 14¢  |                            |                            |                |   |         | 13 – 18 months ..... 3.625 4.362 40 46 <sup>1</sup> / <sub>10</sub> ¢ 42 <sup>1</sup> / <sub>2</sub> ¢   |  |                            |                |   |         |  |  |
| Meat:   |                            |                            |                |   |         | 19 – 24 months ..... 3.838 4.609 40 46 <sup>1</sup> / <sub>10</sub> ¢ 42 <sup>1</sup> / <sub>2</sub> ¢   |  |                            |                |   |         |  |  |
| Head meat cutters:  |                            |                            |                |   |         | After 24 months ..... 4.264 5.094 40 46 <sup>1</sup> / <sub>10</sub> ¢ 42 <sup>1</sup> / <sub>2</sub> ¢  |  |                            |                |   |         |  |  |
| Weekly department volume:   |                            |                            |                |   |         | Cashiers, part-time:   |  |                            |                |   |         |  |  |
| \$7,000 or less ..... 6.185 7.590 40 37 <sup>4</sup> / <sub>5</sub> ¢ 35 <sup>3</sup> / <sub>5</sub> ¢      |                            |                            |                |   |         | Total number of agreements reported: 3   |  |                            |                |   |         |  |  |
| \$7,001 to \$10,000 ..... 6.445 7.850 40 37 <sup>4</sup> / <sub>5</sub> ¢ 35 <sup>3</sup> / <sub>5</sub> ¢  |                            |                            |                |   |         | Agreement A:   |  |                            |                |   |         |  |  |
| \$10,001 to \$15,000 ..... 6.580 7.980 40 37 <sup>4</sup> / <sub>5</sub> ¢ 35 <sup>3</sup> / <sub>5</sub> ¢ |                            |                            |                |   |         | First 6 months ..... 2.670 3.270 40 46 <sup>1</sup> / <sub>10</sub> ¢ 42 <sup>1</sup> / <sub>2</sub> ¢   |  |                            |                |   |         |  |  |
| \$15,001 to \$20,000 ..... 6.685 8.090 40 37 <sup>4</sup> / <sub>5</sub> ¢ 35 <sup>3</sup> / <sub>5</sub> ¢ |                            |                            |                |   |         | 7 – 12 months ..... 2.870 3.370 40 46 <sup>1</sup> / <sub>10</sub> ¢ 42 <sup>1</sup> / <sub>2</sub> ¢    |  |                            |                |   |         |  |  |
| \$20,001 to \$25,000 ..... 6.685 8.210 40 37 <sup>4</sup> / <sub>5</sub> ¢ 35 <sup>3</sup> / <sub>5</sub> ¢ |                            |                            |                |   |         | 13 – 18 months ..... 3.070 3.590 40 46 <sup>1</sup> / <sub>10</sub> ¢ 42 <sup>1</sup> / <sub>2</sub> ¢   |  |                            |                |   |         |  |  |
| \$25,001 to \$30,000 ..... 6.685 8.330 40 37 <sup>4</sup> / <sub>5</sub> ¢ 35 <sup>3</sup> / <sub>5</sub> ¢ |                            |                            |                |   |         | 19 – 24 months ..... 3.280 3.830 40 46 <sup>1</sup> / <sub>10</sub> ¢ 42 <sup>1</sup> / <sub>2</sub> ¢   |  |                            |                |   |         |  |  |
| Over \$30,000 ..... 6.685 8.450 40 37 <sup>4</sup> / <sub>5</sub> ¢ 35 <sup>3</sup> / <sub>5</sub> ¢        |                            |                            |                |   |         | After 24 months ..... 3.480 4.060 40 46 <sup>1</sup> / <sub>10</sub> ¢ 42 <sup>1</sup> / <sub>2</sub> ¢  |  |                            |                |   |         |  |  |
| First cutters ..... 5.935 7.350 40 37 <sup>4</sup> / <sub>5</sub> ¢ 35 <sup>3</sup> / <sub>5</sub> ¢        |                            |                            |                |   |         | Agreement B:   |  |                            |                |   |         |  |  |
| Journymen ..... 5.775 7.200 40 37 <sup>4</sup> / <sub>5</sub> ¢ 35 <sup>3</sup> / <sub>5</sub> ¢            |                            |                            |                |   |         | First 6 months ..... 3.250 3.922 40 27¢ 15¢  |  |                            |                |   |         |  |  |
| Wrappers:   |                            |                            |                |   |         | 7 – 12 months ..... 3.400 4.110 40 27¢ 15¢   |  |                            |                |   |         |  |  |
| First 1,040 hours ..... 4.260 4.400 40 37 <sup>4</sup> / <sub>5</sub> ¢ 35 <sup>3</sup> / <sub>5</sub> ¢    |                            |                            |                |   |         | 13 – 18 months ..... 3.625 4.386 40 27¢ 15¢  |  |                            |                |   |         |  |  |
| 1,041 to 2,080 hours ..... 4.470 5.660 40 37 <sup>4</sup> / <sub>5</sub> ¢ 35 <sup>3</sup> / <sub>5</sub> ¢ |                            |                            |                |   |         | 19 – 24 months ..... 3.875 4.692 40 27¢ 15¢  |  |                            |                |   |         |  |  |
| 2,081 to 3,120 hours ..... 4.625 5.870 40 37 <sup>4</sup> / <sub>5</sub> ¢ 35 <sup>3</sup> / <sub>5</sub> ¢ |                            |                            |                |   |         | After 24 months ..... 4.500 5.457 40 27¢ 15¢   |  |                            |                |   |         |  |  |
| After 3,120 hours ..... 4.625 6.020 40 37 <sup>4</sup> / <sub>5</sub> ¢ 35 <sup>3</sup> / <sub>5</sub> ¢    |                            |                            |                |   |         | Agreement C:   |  |                            |                |   |         |  |  |
| Produce:  |                            |                            |                |   |         | First 6 months ..... 2.699 3.977 40 34¢ 25¢  |  |                            |                |   |         |  |  |
| Head produce clerks ..... 4.360 5.710 40 * 14¢  |                            |                            |                |   |         | 7 – 12 months ..... 2.810 4.166 40 34¢ 25¢   |  |                            |                |   |         |  |  |
|   |                            |                            |                |   |         | 13 – 18 months ..... 3.256 4.444 40 34¢ 25¢  |  |                            |                |   |         |  |  |
|   |                            |                            |                |   |         | 19 – 24 months ..... 3.423 4.742 40 34¢ 25¢  |  |                            |                |   |         |  |  |
|   |                            |                            |                |   |         | After 24 months ..... 3.979 5.507 40 34¢ 25¢   |  |                            |                |   |         |  |  |
| <b>PEORIA, ILL.</b>   |                            |                            |                |   |         | Baggers:   |  |                            |                |   |         |  |  |
| Check out:  |                            |                            |                |   |         | Total number of agreements reported: 3   |  |                            |                |   |         |  |  |
| Head cashiers ..... 3.951 5.550 40 24 <sup>1</sup> / <sub>5</sub> ¢ 15¢                                     |                            |                            |                |   |         | Agreement A:   |  |                            |                |   |         |  |  |
| Baggers:  |                            |                            |                |   |         | First 6 months ..... 2.350 2.640 40 46 <sup>1</sup> / <sub>10</sub> ¢ 42 <sup>1</sup> / <sub>2</sub> ¢   |  |                            |                |   |         |  |  |
| 0 – 6 months ..... 1.900 2.400 40 (7) 15¢   |                            |                            |                |   |         | After 6 months ..... 2.450 2.740 40 46 <sup>1</sup> / <sub>10</sub> ¢ 42 <sup>1</sup> / <sub>2</sub> ¢   |  |                            |                |   |         |  |  |
| After 6 months ..... 2.000 2.500 40 (7) 15¢   |                            |                            |                |   |         | Agreement B:   |  |                            |                |   |         |  |  |
| Grocery:  |                            |                            |                |   |         | First 30 days ..... 1.600 2.100 40 27¢ 25¢   |  |                            |                |   |         |  |  |
| Head grocery men ..... 4.406 6.100 40 24 <sup>1</sup> / <sub>5</sub> ¢ 15¢                                  |                            |                            |                |   |         | 31 days to 6 months ..... 2.300 2.674 40 27¢ 25¢   |  |                            |                |   |         |  |  |
| Clerks, full-time:  |                            |                            |                |   |         | 7 – 12 months ..... 2.500 2.887 40 27¢ 25¢   |  |                            |                |   |         |  |  |
| 0 – 6 months ..... 2.970 3.700 40 24 <sup>1</sup> / <sub>5</sub> ¢ 15¢                                      |                            |                            |                |   |         | After 12 months ..... 2.800 3.204 40 27¢ 25¢   |  |                            |                |   |         |  |  |
| 7 – 12 months ..... 3.170 3.900 40 24 <sup>1</sup> / <sub>5</sub> ¢ 15¢                                     |                            |                            |                |   |         |  |  |                            |                |   |         |  |  |
| 13 – 18 months ..... 3.490 4.220 40 24 <sup>1</sup> / <sub>5</sub> ¢ 15¢                                    |                            |                            |                |   |         |  |  |                            |                |   |         |  |  |
| 19 – 24 months ..... 3.707 4.510 40 24 <sup>1</sup> / <sub>5</sub> ¢ 15¢                                    |                            |                            |                |   |         |  |  |                            |                |   |         |  |  |
| After 24 months ..... 3.940 5.320 40 24 <sup>1</sup> / <sub>5</sub> ¢ 15¢                                   |                            |                            |                |   |         |  |  |                            |                |   |         |  |  |

See footnotes at end of table.

**Table 6. Wage rates hours, and employer contributions to funds: Selected cities—Continued**

(Union hourly wage rates and straight-time hours and employer insurance and pension contributions for grocery store occupations in 70 cities, July 1, 1973, and July 1, 1975)

(Hours are the same for both years unless otherwise indicated)

| Trade or occupation and selected contract <sup>1</sup> | July 1, 1973               |                            |                |   |                                  | July 1, 1975               |                            |                |   |                                  |
|--|----------------------------|----------------------------|----------------|---|----------------------------------|----------------------------|----------------------------|----------------|---|----------------------------------|
|  | Rate per hour <sup>2</sup> | Rate per hour <sup>2</sup> | Hours per week | Employer contributions for selected benefits <sup>3</sup> |                                  | Rate per hour <sup>2</sup> | Rate per hour <sup>2</sup> | Hours per week | Employer contributions for selected benefits <sup>3</sup> |                                  |
|  |                            |                            |                | Insur-ance <sup>4</sup>                                   | Pension                          |                            |                            |                | Insur-ance <sup>4</sup>                                   | Pension                          |
| PHILADELPHIA, PA.—Continued                            |                            |                            |                |   |                                  |                            |                            |                |   |                                  |
| Check out—Continued                                    |                            |                            |                |   |                                  |                            |                            |                |   |                                  |
| Baggers—Continued                                      |                            |                            |                |   |                                  |                            |                            |                |   |                                  |
| Total number of agreements reported: 3—Continued       |                            |                            |                |   |                                  |                            |                            |                |   |                                  |
| Agreement C:   | \$                         | \$                         |                |   |                                  |                            |                            |                |   |                                  |
| First 6 months   | —                          | 2.726                      | 40             | 34¢   | 25¢                              |                            |                            |                |   |                                  |
| 7—12 months  | —                          | 2.937                      | 40             | 34¢   | 25¢                              |                            |                            |                |   |                                  |
| After 12 months  | —                          | 3.254                      | 40             | 34¢   | 25¢                              |                            |                            |                |   |                                  |
| Grocery:   |                            |                            |                |   |                                  |                            |                            |                |   |                                  |
| Head grocery men:                                      |                            |                            |                |   |                                  |                            |                            |                |   |                                  |
| Total number of agreements reported: 3                 |                            |                            |                |   |                                  |                            |                            |                |   |                                  |
| Agreement A:   |                            |                            |                |   |                                  |                            |                            |                |   |                                  |
| First 3 months   | 5.750                      | 6.906                      | 40             | 27¢   | 15¢                              |                            |                            |                |   |                                  |
| Agreement B:   |                            |                            |                |   |                                  |                            |                            |                |   |                                  |
| Weekly store volume:                                   |                            |                            |                |   |                                  |                            |                            |                |   |                                  |
| Under \$17,000   | 5.172                      | 6.120                      | 40             | 46 <sup>1</sup> / <sub>10</sub> ¢                         | 42 <sup>1</sup> / <sub>2</sub> ¢ |                            |                            |                |   |                                  |
| \$17,000 to \$33,000                                   | 5.413                      | 6.354                      | 40             | 46 <sup>1</sup> / <sub>10</sub> ¢                         | 42 <sup>1</sup> / <sub>2</sub> ¢ |                            |                            |                |   |                                  |
| \$33,000 and over                                      | 5.520                      | 6.458                      | 40             | 46 <sup>1</sup> / <sub>10</sub> ¢                         | 42 <sup>1</sup> / <sub>2</sub> ¢ |                            |                            |                |   |                                  |
| Clerks, full-time:                                     |                            |                            |                |   |                                  |                            |                            |                |   |                                  |
| Total number of agreements reported: 3                 |                            |                            |                |   |                                  |                            |                            |                |   |                                  |
| Agreement A:   |                            |                            |                |   |                                  |                            |                            |                |   |                                  |
| First 3 months   | 2.772                      | 3.368                      | 40             | 46 <sup>1</sup> / <sub>10</sub> ¢                         | 42 <sup>1</sup> / <sub>2</sub> ¢ |                            |                            |                |   |                                  |
| 4—6 months   | 2.985                      | 3.616                      | 40             | 46 <sup>1</sup> / <sub>10</sub> ¢                         | 42 <sup>1</sup> / <sub>2</sub> ¢ |                            |                            |                |   |                                  |
| 7—9 months   | 3.186                      | 3.864                      | 40             | 46 <sup>1</sup> / <sub>10</sub> ¢                         | 42 <sup>1</sup> / <sub>2</sub> ¢ |                            |                            |                |   |                                  |
| 10—12 months   | 3.412                      | 4.113                      | 40             | 46 <sup>1</sup> / <sub>10</sub> ¢                         | 42 <sup>1</sup> / <sub>2</sub> ¢ |                            |                            |                |   |                                  |
| 13—18 months   | 3.625                      | 4.362                      | 40             | 46 <sup>1</sup> / <sub>10</sub> ¢                         | 42 <sup>1</sup> / <sub>2</sub> ¢ |                            |                            |                |   |                                  |
| 19—24 months   | 3.838                      | 4.609                      | 40             | 46 <sup>1</sup> / <sub>10</sub> ¢                         | 42 <sup>1</sup> / <sub>2</sub> ¢ |                            |                            |                |   |                                  |
| After 24 months  | 4.264                      | 5.094                      | 40             | 46 <sup>1</sup> / <sub>10</sub> ¢                         | 42 <sup>1</sup> / <sub>2</sub> ¢ |                            |                            |                |   |                                  |
| Agreement B:   |                            |                            |                |   |                                  |                            |                            |                |   |                                  |
| First 3 months   | 3.250                      | 3.972                      | 40             | 27¢   | 15¢                              |                            |                            |                |   |                                  |
| 7—12 months  | 3.400                      | 4.160                      | 40             | 27¢   | 15¢                              |                            |                            |                |   |                                  |
| 13—18 months   | 3.625                      | 4.430                      | 40             | 27¢   | 15¢                              |                            |                            |                |   |                                  |
| 19—24 months   | 3.875                      | 4.742                      | 40             | 27¢   | 15¢                              |                            |                            |                |   |                                  |
| After 24 months  | 4.500                      | 5.507                      | 40             | 27¢   | 15¢                              |                            |                            |                |   |                                  |
| Clerks, part-time:                                     |                            |                            |                |   |                                  |                            |                            |                |   |                                  |
| Total number of agreements reported: 3                 |                            |                            |                |   |                                  |                            |                            |                |   |                                  |
| Agreement A:   |                            |                            |                |   |                                  |                            |                            |                |   |                                  |
| First 3 months   | 2.670                      | 3.270                      | 40             | 46 <sup>1</sup> / <sub>10</sub> ¢                         | 42 <sup>1</sup> / <sub>2</sub> ¢ |                            |                            |                |   |                                  |
| 4—6 months   | 2.870                      | 3.370                      | 40             | 46 <sup>1</sup> / <sub>10</sub> ¢                         | 42 <sup>1</sup> / <sub>2</sub> ¢ |                            |                            |                |   |                                  |
| 7—9 months   | 3.070                      | 3.590                      | 40             | 46 <sup>1</sup> / <sub>10</sub> ¢                         | 42 <sup>1</sup> / <sub>2</sub> ¢ |                            |                            |                |   |                                  |
| 10—12 months   | 3.280                      | 3.830                      | 40             | 46 <sup>1</sup> / <sub>10</sub> ¢                         | 42 <sup>1</sup> / <sub>2</sub> ¢ |                            |                            |                |   |                                  |
| 13—18 months   | 3.480                      | 4.060                      | 40             | 46 <sup>1</sup> / <sub>10</sub> ¢                         | 42 <sup>1</sup> / <sub>2</sub> ¢ |                            |                            |                |   |                                  |
| 19—24 months   | 3.690                      | 4.300                      | 40             | 46 <sup>1</sup> / <sub>10</sub> ¢                         | 42 <sup>1</sup> / <sub>2</sub> ¢ |                            |                            |                |   |                                  |
| After 24 months  | 4.110                      | 4.770                      | 40             | 46 <sup>1</sup> / <sub>10</sub> ¢                         | 42 <sup>1</sup> / <sub>2</sub> ¢ |                            |                            |                |   |                                  |
| Agreement B:   |                            |                            |                |   |                                  |                            |                            |                |   |                                  |
| First 3 months   | 3.250                      | 3.9220                     | 40             | 27¢   | 15¢                              |                            |                            |                |   |                                  |
| 7—12 months  | 3.400                      | 4.110                      | 40             | 27¢   | 15¢                              |                            |                            |                |   |                                  |
| 13—18 months   | 3.625                      | 4.386                      | 40             | 27¢   | 15¢                              |                            |                            |                |   |                                  |
| 19—24 months   | 3.875                      | 4.692                      | 40             | 27¢   | 15¢                              |                            |                            |                |   |                                  |
| After 24 months  | 4.500                      | 5.457                      | 40             | 27¢   | 15¢                              |                            |                            |                |   |                                  |
| Agreement C:   |                            |                            |                |   |                                  |                            |                            |                |   |                                  |
| First 3 months   | 2.699                      | 3.977                      | 40             | 34¢   | 25¢                              |                            |                            |                |   |                                  |
| 7—12 months  | 2.810                      | 4.166                      | 40             | 34¢   | 25¢                              |                            |                            |                |   |                                  |
| 13—18 months   | 3.256                      | 4.444                      | 40             | 34¢   | 25¢                              |                            |                            |                |   |                                  |
| 19—24 months   | 3.423                      | 4.742                      | 40             | 34¢   | 25¢                              |                            |                            |                |   |                                  |
| After 24 months  | 3.979                      | 5.507                      | 40             | 34¢   | 25¢                              |                            |                            |                |   |                                  |
| Meat:  |                            |                            |                |   |                                  |                            |                            |                |   |                                  |
| Head meat cutters:                                     |                            |                            |                |   |                                  |                            |                            |                |   |                                  |
| Total number of agreements reported: 4                 |                            |                            |                |   |                                  |                            |                            |                |   |                                  |
| Agreement A:   |                            |                            |                |   |                                  |                            |                            |                |   |                                  |
| First 6 months   | 6.401                      | 7.602                      | 40             | 46 <sup>1</sup> / <sub>10</sub> ¢                         | 42 <sup>1</sup> / <sub>2</sub> ¢ |                            |                            |                |   |                                  |
| Agreement B:   |                            |                            |                |   |                                  |                            |                            |                |   |                                  |
| First 6 months   | 6.450                      | 7.602                      | 40             | —   | 43 <sup>3</sup> / <sub>5</sub> ¢ |                            |                            |                |   |                                  |
| Agreement C:   |                            |                            |                |   |                                  |                            |                            |                |   |                                  |
| First 6 months   | 6.510                      | 7.602                      | 40             | —   | 75¢                              |                            |                            |                |   |                                  |
| Agreement D:   |                            |                            |                |   |                                  |                            |                            |                |   |                                  |
| First 6 months   | 6.670                      | 7.602                      | 40             | 27¢   | 15¢                              |                            |                            |                |   |                                  |
| First cutters:   |                            |                            |                |   |                                  |                            |                            |                |   |                                  |
| Total number of agreements reported: 4                 |                            |                            |                |   |                                  |                            |                            |                |   |                                  |
| Agreement A:   |                            |                            |                |   |                                  |                            |                            |                |   |                                  |
| First 6 months   | 5.953                      | 6.822                      | 40             | 27¢   | 15¢                              |                            |                            |                |   |                                  |
| Agreement B:   |                            |                            |                |   |                                  |                            |                            |                |   |                                  |
| First 6 months   | 5.893                      | 6.922                      | 40             | 46 <sup>1</sup> / <sub>10</sub> ¢                         | 42 <sup>1</sup> / <sub>2</sub> ¢ |                            |                            |                |   |                                  |
| PHILADELPHIA, PA.—Continued                            |                            |                            |                |   |                                  |                            |                            |                |   |                                  |
| Meat—Continued   |                            |                            |                |   |                                  |                            |                            |                |   |                                  |
| Journeyman:  |                            |                            |                |   |                                  |                            |                            |                |   |                                  |
| Total number of agreements reported: 2                 |                            |                            |                |   |                                  | \$                         | \$                         |                |   |                                  |
| Agreement A:   |                            |                            |                |   |                                  |                            |                            |                |   |                                  |
| Group 1  |                            | 5.774                      | 40             | —   | 75¢                              |                            | 6.822                      | 40             | —   | 75¢                              |
| Group 2  |                            | 5.067                      | 40             | —   | 43 <sup>3</sup> / <sub>5</sub> ¢ |                            | 5.964                      | 40             | —   | 43 <sup>3</sup> / <sub>5</sub> ¢ |
| Group 2  |                            | 4.692                      | 40             | —   | 43 <sup>3</sup> / <sub>5</sub> ¢ |                            | 5.574                      | 40             | —   | 43 <sup>3</sup> / <sub>5</sub> ¢ |
| Agreement B:   |                            |                            |                |   |                                  |                            |                            |                |   |                                  |
| First 6 months   |                            | 5.870                      | 40             | —   | 75¢                              |                            | 6.822                      | 40             | —   | 75¢                              |
| Wrappers, full-time:                                   |                            |                            |                |   |                                  |                            |                            |                |   |                                  |
| Total number of agreements reported: 4                 |                            |                            |                |   |                                  |                            |                            |                |   |                                  |
| Agreement A:   |                            |                            |                |   |                                  |                            |                            |                |   |                                  |
| First 3 months   |                            | 3.075                      | 40             | 46 <sup>1</sup> / <sub>10</sub> ¢                         | 42 <sup>1</sup> / <sub>2</sub> ¢ |                            | 3.368                      | 40             | 46 <sup>1</sup> / <sub>10</sub> ¢                         | 42 <sup>1</sup> / <sub>2</sub> ¢ |
| 4—6 months   |                            | 3.199                      | 40             | 46 <sup>1</sup> / <sub>10</sub> ¢                         | 42 <sup>1</sup> / <sub>2</sub> ¢ |                            | 3.616                      | 40             | 46 <sup>1</sup> / <sub>10</sub> ¢                         | 42 <sup>1</sup> / <sub>2</sub> ¢ |
| 7—9 months   |                            | 3.412                      | 40             | 46 <sup>1</sup> / <sub>10</sub> ¢                         | 42 <sup>1</sup> / <sub>2</sub> ¢ |                            | 3.864                      | 40             | 46 <sup>1</sup> / <sub>10</sub> ¢                         | 42 <sup>1</sup> / <sub>2</sub> ¢ |
| 10—12 months   |                            | 3.625                      | 40             | 46 <sup>1</sup> / <sub>10</sub> ¢                         | 42 <sup>1</sup> / <sub>2</sub> ¢ |                            | 4.113                      | 40             | 46 <sup>1</sup> / <sub>10</sub> ¢                         | 42 <sup>1</sup> / <sub>2</sub> ¢ |
| 13—18 months   |                            | 3.838                      | 40             | 46 <sup>1</sup> / <sub>10</sub> ¢                         | 42 <sup>1</sup> / <sub>2</sub> ¢ |                            | 4.362                      | 40             | 46 <sup>1</sup> / <sub>10</sub> ¢                         | 42 <sup>1</sup> / <sub>2</sub> ¢ |
| After 18 months  |                            | 4.267                      | 40             | 46 <sup>1</sup> / <sub>10</sub> ¢                         | 42 <sup>1</sup> / <sub>2</sub> ¢ |                            | 5.094                      | 40             | 46 <sup>1</sup> / <sub>10</sub> ¢                         | 42 <sup>1</sup> / <sub>2</sub> ¢ |
| Agreement B:   |                            |                            |                |   |                                  |                            |                            |                |   |                                  |
| First 3 months   |                            | 2.973                      | 40             | —   | 43 <sup>3</sup> / <sub>5</sub> ¢ |                            | 3.621                      | 40             | —   | 43 <sup>3</sup> / <sub>5</sub> ¢ |
| 4—6 months   |                            | 3.186                      | 40             | —   | 43 <sup>3</sup> / <sub>5</sub> ¢ |                            | 3.869                      | 40             | —   | 43 <sup>3</sup> / <sub>5</sub> ¢ |
| 7—9 months   |                            | 3.398                      | 40             | —   | 43 <sup>3</sup> / <sub>5</sub> ¢ |                            | 4.118                      | 40             | —   | 43 <sup>3</sup> / <sub>5</sub> ¢ |
| 10—12 months   |                            | 3.611                      | 40             | —   | 43 <sup>3</sup> / <sub>5</sub> ¢ |                            | 4.367                      | 40             | —   | 43 <sup>3</sup> / <sub>5</sub> ¢ |
| 13—18 months   |                            | 3.823                      | 40             | —   | 43 <sup>3</sup> / <sub>5</sub> ¢ |                            | 4.615                      | 40             | —   | 43 <sup>3</sup> / <sub>5</sub> ¢ |
| After 18 months  |                            | 4.248                      | 40             | —   | 43 <sup>3</sup> / <sub>5</sub> ¢ |                            | 5.112                      | 40             | —   | 43 <sup>3</sup> / <sub>5</sub> ¢ |
| Wrappers, part-time:                                   |                            |                            |                |   |                                  |                            |                            |                |   |                                  |
| Total number of agreements reported: 2                 |                            |                            |                |   |                                  |                            |                            |                |   |                                  |
| Agreement A:   |                            |                            |                |   |                                  |                            |                            |                |   |                                  |
| First 3 months   |                            | 4.380                      | 40             | 27¢   | 15¢                              |                            | 5.106                      | 40             | 27¢   | 15¢                              |
| Agreement B:   |                            |                            |                |   |                                  |                            |                            |                |   |                                  |
| First 3 months   |                            | 2.940                      | 40             | —   | 43 <sup>3</sup> / <sub>5</sub> ¢ |                            | 3.621                      | 40             | —   | 43 <sup>3</sup> / <sub>5</sub> ¢ |
| 4—6 months   |                            | 3.150                      | 40             | —   | 43 <sup>3</sup> / <sub>5</sub> ¢ |                            | 3.869                      | 40             | —   | 43 <sup>3</sup> / <sub>5</sub> ¢ |
| 7—9 months   |                            | 3.360                      | 40             | —   | 43 <sup>3</sup> / <sub>5</sub> ¢ |                            | 4.118                      | 40             | —   | 43 <sup>3</sup> / <sub>5</sub> ¢ |
| 10—12 months   |                            | 3.570                      | 40             | —   | 43 <sup>3</sup> / <sub>5</sub> ¢ |                            | 4.367                      | 40             | —   | 43 <sup>3</sup> / <sub>5</sub> ¢ |
| 13—18 months   |                            | 3.780                      | 40             | —   | 43 <sup>3</sup> / <sub>5</sub> ¢ |                            | 4.615                      | 40             | —   | 43 <sup>3</sup> / <sub>5</sub> ¢ |
| After 18 months  |                            | 4.200                      | 40             | —   | 43 <sup>3</sup> / <sub>5</sub> ¢ |                            | 5.112                      | 40             | —   | 43 <sup>3</sup> / <sub>5</sub> ¢ |
| Head dairy men:  |                            |                            |                |   |                                  |                            |                            |                |   |                                  |
| Total number of agreements reported: 3                 |                            |                            |                |   |                                  |                            |                            |                |   |                                  |
| Agreement A:   |                            |                            |                |   |                                  |                            |                            |                |   |                                  |
| First 3 months   |                            | 5.050                      | 40             | 46 <sup>1</sup> / <sub>10</sub> ¢                         | 42 <sup>1</sup> / <sub>2</sub> ¢ |                            | 5.231                      | 40             | 46 <sup>1</sup> / <sub>10</sub> ¢                         | 42 <sup>1</sup> / <sub>2</sub> ¢ |
| Agreement B:   |                            |                            |                |   |                                  |                            |                            |                |   |                                  |
| First 3 months   |                            | 4.750                      | 40             | 27¢   | 25¢                              |                            | 5.797                      | 40             | 27¢   | 25¢                              |
| Produce:   |                            |                            |                |   |                                  |                            |                            |                |   |                                  |
| Head produce clerks:                                   |                            |                            |                |   |                                  |                            |                            |                |   |                                  |
| Total number of agreements reported: 3                 |                            |                            |                |   |                                  |                            |                            |                |   |                                  |
| Agreement A:   |                            |                            |                |   |                                  |                            |                            |                |   |                                  |
| Dept. volume:  |                            |                            |                |   |                                  |                            |                            |                |   |                                  |
| Up to \$5500   |                            | 5.413                      | 40             | 46 <sup>1</sup> / <sub>10</sub> ¢                         | 42 <sup>1</sup> / <sub>2</sub> ¢ |                            | 6.356                      | 40             | 46 <sup>1</sup> / <sub>10</sub> ¢                         | 42 <sup>1</sup> / <sub>2</sub> ¢ |
| \$5500 and over  |                            | 5.519                      | 40             | 46 <sup>1</sup> / <sub>10</sub> ¢                         | 42 <sup>1</sup> / <sub>2</sub> ¢ |                            | 6.458                      | 40             | 46 <sup>1</sup> / <sub>10</sub> ¢                         | 42 <sup>1</sup> / <sub>2</sub> ¢ |
| Agreement B:   |                            |                            |                |   |                                  |                            |                            |                |   |                                  |
| First 3 months   |                            | 5.750                      | 40             | 27¢   | 15¢                              |                            | 6.900                      | 40             | 27¢   | 15¢                              |
| Clerks, produce, full-time:                            |                            |                            |                |   |                                  |                            |                            |                |   |                                  |
| Total number of agreements reported: 2                 |                            |                            |                |   |                                  |                            |                            |                |   |                                  |
| Agreement A:   |                            |                            |                |   |                                  |                            |                            |                |   |                                  |
| First 3 months   |                            | —                          | 40             | 46 <sup>1</sup> / <sub>10</sub> ¢                         | 42 <sup>1</sup> / <sub>2</sub> ¢ |                            | 3.368                      | 40             | 46 <sup>1</sup> / <sub>10</sub> ¢                         | 42 <sup>1</sup> / <sub>2</sub> ¢ |
| 4—6 months   |                            | —                          | 40             | 46 <sup>1</sup> / <sub>10</sub> ¢                         | 42 <sup>1</sup> / <sub>2</sub> ¢ |                            | 3.616                      | 40             | 46 <sup>1</sup> / <sub>10</sub> ¢                         | 42 <sup>1</sup> / <sub>2</sub> ¢ |
| 7—9 months   |                            | —                          | 40             | 46 <sup>1</sup> / <sub>10</sub> ¢                         | 42 <sup>1</sup> / <sub>2</sub> ¢ |                            | 3.864                      | 40             | 46 <sup>1</sup> / <sub>10</sub> ¢                         | 42 <sup>1</sup> / <sub>2</sub> ¢ |
| 10—12 months   |                            | —                          | 40             | 46 <sup>1</sup> / <sub>10</sub> ¢                         | 42 <sup>1</sup> / <sub>2</sub> ¢ |                            | 4.113                      | 40             | 46 <sup>1</sup> / <sub>10</sub> ¢                         | 42 <sup>1</sup> / <sub>2</sub> ¢ |
| 13—18 months   |                            | —                          | 40             | 46 <sup>1</sup> / <sub>10</sub> ¢                         | 42 <sup>1</sup> / <sub>2</sub> ¢ |                            | 4.362                      | 40             | 46 <sup>1</sup> / <sub>10</sub> ¢                         | 42 <sup>1</sup> / <sub>2</sub> ¢ |

**Table 6. Wage rates hours, and employer contributions to funds: Selected cities—Continued**

(Union hourly wage rates and straight-time hours and employer insurance and pension contributions for grocery store occupations in 70 cities, July 1, 1973, and July 1, 1975)

(Hours are the same for both years unless otherwise indicated)

| Trade or occupation and selected contract <sup>1</sup> | July 1, 1973               |                            | July 1, 1975   |   |                                       | Trade or occupation and selected contract <sup>1</sup> | July 1, 1973               |                            | July 1, 1975   |   |                     |  |  |  |  |
|--|----------------------------|----------------------------|----------------|---|---------------------------------------|--|----------------------------|----------------------------|----------------|---|---------------------|--|--|--|--|
|  | Rate per hour <sup>2</sup> | Rate per hour <sup>2</sup> | Hours per week | Employer contributions for selected benefits <sup>3</sup> |                                       |  | Rate per hour <sup>2</sup> | Rate per hour <sup>2</sup> | Hours per week | Employer contributions for selected benefits <sup>3</sup> |                     |  |  |  |  |
|  |                            |                            |                | Insur-<br>ance <sup>4</sup>                               | Pension                               |  |                            |                            |                | Insur-<br>ance <sup>4</sup>                               | Pension             |  |  |  |  |
| <b>PHOENIX, ARIZ.</b>                                  |                            |                            |                |   | <b>PITTSBURGH, PA.—<br/>Continued</b> |  |                            |                            |                |   |                     |  |  |  |  |
| Check out:   | \$                         | \$                         |                |   |                                       | Check out—Continued                                    |                            |                            |                |   |                     |  |  |  |  |
| Head cashiers . . . . .                                | 3.730                      | 5.080                      | 40             | 28 <sup>3</sup> /10¢                                      | 10¢                                   | Cashiers, part-time—Continued                          |                            |                            |                |   |                     |  |  |  |  |
| Cashiers, full-time . . . . .                          | 3.730                      | 5.080                      | 40             | 28 <sup>3</sup> /10¢                                      | 10¢                                   | Total number of agreements reported: 8—Continued       |                            |                            |                |   |                     |  |  |  |  |
| Baggers . . . . .                                      | 1.600                      | 2.100                      | 40             | 28 <sup>3</sup> /10¢                                      | 10¢                                   | Agreement D:   | \$                         | \$                         |                |   |                     |  |  |  |  |
| Meat:  |                            |                            |                |   |                                       | Start . . . . .  | 2.300                      | 3.315                      | 40             | 31 <sup>4</sup> /5¢                                       | 25¢                 |  |  |  |  |
| Total number of agreements reported: 4                 |                            |                            |                |   |                                       | 12 months . . . . .                                    | 2.500                      | 3.465                      | 40             | 31 <sup>4</sup> /5¢                                       | 25¢                 |  |  |  |  |
| Head meat men:   |                            |                            |                |   |                                       | 24 months . . . . .                                    | 2.800                      | 3.765                      | 40             | 31 <sup>4</sup> /5¢                                       | 25¢                 |  |  |  |  |
| Agreement A . . . . .                                  | 4.396                      | 5.810                      | 40             | 35 <sup>3</sup> /5¢                                       | 25¢                                   | Thereafter . . . . .                                   | 3.050                      | 4.165                      | 40             | 31 <sup>4</sup> /5¢                                       | 25¢                 |  |  |  |  |
| Journeyman:  |                            |                            |                |   |                                       | Agreement E:   |                            |                            |                |   |                     |  |  |  |  |
| Agreement A . . . . .                                  | 4.243                      | 5.493                      | 40             | 35 <sup>3</sup> /5¢                                       | 25¢                                   | First 6 months . . . . .                               | 2.350                      | 2.850                      | 40             | 42 <sup>1</sup> /10¢                                      | 36 <sup>3</sup> /5¢ |  |  |  |  |
| Wrappers:  |                            |                            |                |   |                                       | 7 - 12 months . . . . .                                | 2.590                      | 3.090                      | 40             | 42 <sup>1</sup> /10¢                                      | 36 <sup>3</sup> /5¢ |  |  |  |  |
| Agreement A . . . . .                                  | 3.490                      | 4.720                      | 40             | 35 <sup>3</sup> /5¢                                       | 25¢                                   | 13 - 18 months . . . . .                               | 2.950                      | 3.450                      | 40             | 42 <sup>1</sup> /10¢                                      | 36 <sup>3</sup> /5¢ |  |  |  |  |
| Agreement B:   |                            |                            |                |   |                                       | 19 - 24 months . . . . .                               | 3.300                      | 3.800                      | 40             | 42 <sup>1</sup> /10¢                                      | 36 <sup>3</sup> /5¢ |  |  |  |  |
| Service . . . . .                                      | 3.750                      | 4.980                      | 40             | *   | 20¢                                   | 25 - 30 months . . . . .                               | 3.400                      | 3.900                      | 40             | 42 <sup>1</sup> /10¢                                      | 36 <sup>3</sup> /5¢ |  |  |  |  |
| Self service . . . . .                                 | 3.510                      | 4.720                      | 40             | *   | 20¢                                   | Thereafter . . . . .                                   | 3.750                      | 4.250                      | 40             | 42 <sup>1</sup> /10¢                                      | 36 <sup>3</sup> /5¢ |  |  |  |  |
| Dairy:   | \$                         | \$                         |                |   |                                       | Grocery:   |                            |                            |                |   |                     |  |  |  |  |
| Clerks, full-time . . . . .                            | 3.730                      | 5.080                      | 40             | 28 <sup>3</sup> /10¢                                      | 10¢                                   | Head grocery clerks:                                   |                            |                            |                |   |                     |  |  |  |  |
| Produce:   |                            |                            |                |   |                                       | Total number of agreements reported: 7                 |                            |                            |                |   |                     |  |  |  |  |
| Clerks, full-time . . . . .                            | 3.730                      | 5.080                      | 40             | 28 <sup>3</sup> /10¢                                      | 10¢                                   | Agreement A . . . . .                                  | 4.350                      | 4.785                      | 40             | 34 <sup>3</sup> /5¢                                       | 10¢                 |  |  |  |  |
| Miscellaneous:   |                            |                            |                |   |                                       | Agreement B . . . . .                                  | 4.600                      | 5.300                      | 40             | 31 <sup>4</sup> /5¢                                       | 25¢                 |  |  |  |  |
| Clerks, fountain . . . . .                             | 2.910                      | 3.620                      | 40             | 28 <sup>3</sup> /10¢                                      | 10¢                                   | Agreement C . . . . .                                  | 5.432                      | 5.640                      | 40             | 49¢   | 15¢                 |  |  |  |  |
| Stockers, full-time:                                   |                            |                            |                |   |                                       | Agreement D . . . . .                                  | —                          | 5.905                      | 40             | 42 <sup>1</sup> /10¢                                      | 36 <sup>3</sup> /5¢ |  |  |  |  |
| Day . . . . .  | 3.730                      | 5.080                      | 40             | 28 <sup>3</sup> /10¢                                      | 10¢                                   | Agreement E:   |                            |                            |                |   |                     |  |  |  |  |
| Night . . . . .  | 3.880                      | 5.280                      | 40             | 28 <sup>3</sup> /10¢                                      | 10¢                                   | Weekly store sales:                                    |                            |                            |                |   |                     |  |  |  |  |
|  |                            |                            |                |   |                                       | \$20,000 or less . . . . .                             | 5.530                      | 6.230                      | 40             | 42 <sup>1</sup> /10¢                                      | 36 <sup>3</sup> /5¢ |  |  |  |  |
|  |                            |                            |                |   |                                       | \$20,001 - . . . . .                                   | 5.742                      | 6.643                      | 40             | 42 <sup>1</sup> /10¢                                      | 36 <sup>3</sup> /5¢ |  |  |  |  |
|  |                            |                            |                |   |                                       | \$27,700 . . . . .                                     | —                          | —                          | 40             | 42 <sup>1</sup> /10¢                                      | 36 <sup>3</sup> /5¢ |  |  |  |  |
|  |                            |                            |                |   |                                       | \$27,701 - . . . . .                                   | —                          | —                          | 40             | 42 <sup>1</sup> /10¢                                      | 36 <sup>3</sup> /5¢ |  |  |  |  |
|  |                            |                            |                |   |                                       | \$35,000 . . . . .                                     | 5.842                      | 6.543                      | 40             | 42 <sup>1</sup> /10¢                                      | 36 <sup>3</sup> /5¢ |  |  |  |  |
|  |                            |                            |                |   |                                       | \$35,001 and over . . . . .                            | 5.917                      | 6.618                      | 40             | 42 <sup>1</sup> /10¢                                      | 36 <sup>3</sup> /5¢ |  |  |  |  |
|  |                            |                            |                |   |                                       | Clerks, grocery, full-time:                            |                            |                            |                |   |                     |  |  |  |  |
|  |                            |                            |                |   |                                       | Total number of agreements reported: 6                 |                            |                            |                |   |                     |  |  |  |  |
|  |                            |                            |                |   |                                       | Agreement A:   |                            |                            |                |   |                     |  |  |  |  |
|  |                            |                            |                |   |                                       | First 6 months . . . . .                               | 2.000                      | 2.200                      | 40             | 26 <sup>1</sup> /2¢                                       | 7¢                  |  |  |  |  |
|  |                            |                            |                |   |                                       | 7 - 12 months . . . . .                                | 2.100                      | 2.300                      | 40             | 26 <sup>1</sup> /2¢                                       | 7¢                  |  |  |  |  |
|  |                            |                            |                |   |                                       | 13 - 18 months . . . . .                               | 2.300                      | 2.600                      | 40             | 26 <sup>1</sup> /2¢                                       | 7¢                  |  |  |  |  |
|  |                            |                            |                |   |                                       | 19 - 24 months . . . . .                               | 2.700                      | 3.000                      | 40             | 26 <sup>1</sup> /2¢                                       | 7¢                  |  |  |  |  |
|  |                            |                            |                |   |                                       | Thereafter . . . . .                                   | 3.300                      | 3.500                      | 40             | 26 <sup>1</sup> /2¢                                       | 7¢                  |  |  |  |  |
|  |                            |                            |                |   |                                       | Agreement B:   |                            |                            |                |   |                     |  |  |  |  |
|  |                            |                            |                |   |                                       | First 6 months . . . . .                               | 2.550                      | 3.300                      | 40             | —   | —                   |  |  |  |  |
|  |                            |                            |                |   |                                       | 7 - 12 months . . . . .                                | 2.650                      | 3.400                      | 40             | —   | —                   |  |  |  |  |
|  |                            |                            |                |   |                                       | 13 - 18 months . . . . .                               | 2.925                      | 3.675                      | 40             | —   | —                   |  |  |  |  |
|  |                            |                            |                |   |                                       | 19 - 24 months . . . . .                               | 3.000                      | 3.750                      | 40             | —   | —                   |  |  |  |  |
|  |                            |                            |                |   |                                       | Thereafter . . . . .                                   | 3.275                      | 4.025                      | 40             | —   | —                   |  |  |  |  |
|  |                            |                            |                |   |                                       | Agreement C:   |                            |                            |                |   |                     |  |  |  |  |
|  |                            |                            |                |   |                                       | First 6 months . . . . .                               | 2.620                      | 4.328                      | 40             | 49¢   | 15¢                 |  |  |  |  |
|  |                            |                            |                |   |                                       | 7 - 12 months . . . . .                                | 2.950                      | 4.438                      | 40             | 49¢   | 15¢                 |  |  |  |  |
|  |                            |                            |                |   |                                       | 1 - 2 years . . . . .                                  | 3.200                      | 4.738                      | 40             | 49¢   | 15¢                 |  |  |  |  |
|  |                            |                            |                |   |                                       | 2 years and over . . . . .                             | 3.425                      | 5.340                      | 40             | 49¢   | 15¢                 |  |  |  |  |
|  |                            |                            |                |   |                                       | Agreement D:   |                            |                            |                |   |                     |  |  |  |  |
|  |                            |                            |                |   |                                       | First year . . . . .                                   | 3.457                      | 3.958                      | 40             | 42 <sup>1</sup> /10¢                                      | 36 <sup>3</sup> /5¢ |  |  |  |  |
|  |                            |                            |                |   |                                       | Second year . . . . .                                  | 3.650                      | 4.150                      | 40             | 42 <sup>1</sup> /10¢                                      | 36 <sup>3</sup> /5¢ |  |  |  |  |
|  |                            |                            |                |   |                                       | Third year . . . . .                                   | 3.875                      | 4.375                      | 40             | 42 <sup>1</sup> /10¢                                      | 36 <sup>3</sup> /5¢ |  |  |  |  |
|  |                            |                            |                |   |                                       | Thereafter . . . . .                                   | 4.780                      | 5.380                      | 40             | 42 <sup>1</sup> /10¢                                      | 36 <sup>3</sup> /5¢ |  |  |  |  |
|  |                            |                            |                |   |                                       | Clerks, grocery, part-time:                            |                            |                            |                |   |                     |  |  |  |  |
|  |                            |                            |                |   |                                       | Total number of agreements reported: 5                 |                            |                            |                |   |                     |  |  |  |  |
|  |                            |                            |                |   |                                       | Agreement A:   |                            |                            |                |   |                     |  |  |  |  |
|  |                            |                            |                |   |                                       | First 6 months . . . . .                               | 1.800                      | 2.000                      | 40             | 26 <sup>1</sup> /2¢                                       | 7¢                  |  |  |  |  |
|  |                            |                            |                |   |                                       | 7 - 12 months . . . . .                                | 2.900                      | 2.150                      | 40             | 26 <sup>1</sup> /2¢                                       | 7¢                  |  |  |  |  |
|  |                            |                            |                |   |                                       | 13 - 18 months . . . . .                               | 2.000                      | 2.400                      | 40             | 26 <sup>1</sup> /2¢                                       | 7¢                  |  |  |  |  |
|  |                            |                            |                |   |                                       | Thereafter . . . . .                                   | 2.300                      | 2.500                      | 40             | 26 <sup>1</sup> /2¢                                       | 7¢                  |  |  |  |  |
|  |                            |                            |                |   |                                       | Agreement B:   |                            |                            |                |   |                     |  |  |  |  |
|  |                            |                            |                |   |                                       | First 6 months . . . . .                               | 2.150                      | 2.500                      | 40             | —   | —                   |  |  |  |  |
|  |                            |                            |                |   |                                       | 7 - 12 months . . . . .                                | 2.250                      | 2.900                      | 40             | —   | —                   |  |  |  |  |
|  |                            |                            |                |   |                                       | 13 - 18 months . . . . .                               | 2.500                      | 3.150                      | 40             | —   | —                   |  |  |  |  |
|  |                            |                            |                |   |                                       | 19 - 24 months . . . . .                               | 2.650                      | 3.300                      | 40             | —   | —                   |  |  |  |  |
|  |                            |                            |                |   |                                       | 25 - 30 months . . . . .                               | 2.800                      | 3.450                      | 40             | —   | —                   |  |  |  |  |
|  |                            |                            |                |   |                                       | Thereafter . . . . .                                   | 3.000                      | 3.650                      | 40             | —   | —                   |  |  |  |  |

See footnotes at end of table.

**Table 6. Wage rates hours, and employer contributions to funds: Selected cities—Continued**

(Union hourly wage rates and straight-time hours and employer insurance and pension contributions for grocery store occupations in 70 cities, July 1, 1973, and July 1, 1975)

(Hours are the same for both years unless otherwise indicated)

| Trade or occupation and selected contract <sup>1</sup>                          | July 1, 1973               |                            | July 1, 1975   |   |  |                            | Trade or occupation and selected contract <sup>1</sup> | July 1, 1973               |                | July 1, 1975   |         |  |  |  |
|---|----------------------------|----------------------------|----------------|---|--|----------------------------|--|----------------------------|----------------|--|---------|--|--|--|
|   | Rate per hour <sup>2</sup> | Rate per hour <sup>2</sup> | Hours per week | Employer contributions for selected benefits <sup>3</sup> |  | Rate per hour <sup>2</sup> |  | Rate per hour <sup>2</sup> | Hours per week | Employer contributions for selected benefits <sup>3</sup>                        |         |  |  |  |
|   |                            |                            |                | Insur-ance <sup>4</sup>                                   | Pension                                |                            |  |                            |                | Insur-ance <sup>4</sup>  | Pension |  |  |  |
| <b>PITTSBURGH, PA.—Continued</b>  |                            |                            |                |   | <b>PITTSBURGH, PA.—Continued</b>       |                            |  |                            |                |  |         |  |  |  |
| <b>Grocery—Continued</b>  |                            |                            |                |   | <b>Dairy:</b>                          |                            |  |                            |                |  |         |  |  |  |
| Clerks, grocery, part-time—Continued  |                            |                            |                |   | Head dairy clerk:                      |                            |  |                            |                |  |         |  |  |  |
| Total number of agreements reported: 5—Continued                                |                            |                            |                |   | Total number of agreements reported: 4 |                            |  |                            |                |  |         |  |  |  |
| Agreement C:  |                            |                            |                |   | Agreement A .....                      |                            |  |                            |                | \$ — 4.500 40 — —  |         |  |  |  |
| First 26 weeks .....  |                            |                            |                |   | Agreement B .....                      |                            |  |                            |                | 5.085 5.785 40 42 <sup>1</sup> /10 <sup>q</sup> 36 <sup>3</sup> /5 <sup>q</sup>  |         |  |  |  |
| 27 — 52 weeks .....   |                            |                            |                |   | Agreement C:                           |                            |  |                            |                |  |         |  |  |  |
| 53 — 78 weeks .....   |                            |                            |                |   | Weekly store sales:                    |                            |  |                            |                |  |         |  |  |  |
| 79 — 104 weeks .....  |                            |                            |                |   | \$25,000 to                            |                            |  |                            |                |  |         |  |  |  |
| 105 — 130 weeks .....   |                            |                            |                |   | \$35,000 .....                         |                            |  |                            |                | 5.130 5.830 40 42 <sup>1</sup> /10 <sup>q</sup> 36 <sup>3</sup> /5 <sup>q</sup>  |         |  |  |  |
|   |                            |                            |                |   | \$35,000 and over .                    |                            |  |                            |                | 5.355 6.055 40 42 <sup>1</sup> /10 <sup>q</sup> 36 <sup>3</sup> /5 <sup>q</sup>  |         |  |  |  |
| Agreement D:  |                            |                            |                |   | <b>Produce:</b>                        |                            |  |                            |                |  |         |  |  |  |
| First 6 months .....  |                            |                            |                |   | Head produce clerks:                   |                            |  |                            |                |  |         |  |  |  |
| 7 — 12 months .....   |                            |                            |                |   | Total number of agreements reported: 7 |                            |  |                            |                |  |         |  |  |  |
| 13 — 18 months .....  |                            |                            |                |   | Agreement A .....                      |                            |  |                            |                | 4.000 4.400 40 34 <sup>3</sup> /5 <sup>q</sup> 10 <sup>q</sup>                   |         |  |  |  |
| 19 — 24 months .....  |                            |                            |                |   | Agreement B .....                      |                            |  |                            |                | 3.725 4.650 40 — —   |         |  |  |  |
| 25 — 30 months .....  |                            |                            |                |   | Agreement C .....                      |                            |  |                            |                | 4.800 5.500 40 31 <sup>1</sup> /5 <sup>q</sup> 25 <sup>q</sup>                   |         |  |  |  |
| After 30 months .....   |                            |                            |                |   | Agreement D .....                      |                            |  |                            |                | 5.198 5.875 40 49 <sup>q</sup> 15 <sup>q</sup>                                   |         |  |  |  |
|   |                            |                            |                |   | Agreement E:                           |                            |  |                            |                |  |         |  |  |  |
| <b>Meat:</b>  |                            |                            |                |   | Weekly store sales:                    |                            |  |                            |                |  |         |  |  |  |
| Head meat clerks:   |                            |                            |                |   | \$25,000 to                            |                            |  |                            |                |  |         |  |  |  |
| Total number of agreements reported: 8  |                            |                            |                |   | \$35,000 .....                         |                            |  |                            |                | 5.705 6.405 40 42 <sup>1</sup> /10 <sup>q</sup> 36 <sup>3</sup> /5 <sup>q</sup>  |         |  |  |  |
| Agreement A .....   |                            |                            |                |   | \$35,000 and over .                    |                            |  |                            |                | 5.930 6.630 40 42 <sup>1</sup> /10 <sup>q</sup> 36 <sup>3</sup> /5 <sup>q</sup>  |         |  |  |  |
| Agreement B .....   |                            |                            |                |   | Agreement F .....                      |                            |  |                            |                | 5.976 6.668 40 42 <sup>1</sup> /10 <sup>q</sup> 36 <sup>3</sup> /5 <sup>q</sup>  |         |  |  |  |
| Agreement C .....   |                            |                            |                |   |  |                            |  |                            |                |  |         |  |  |  |
| Agreement D:  |                            |                            |                |   | <b>PORTLAND, OREG.</b>                 |                            |  |                            |                |  |         |  |  |  |
| Department volume:  |                            |                            |                |   | Check out:                             |                            |  |                            |                |  |         |  |  |  |
| Up to \$8,600 .....   |                            |                            |                |   | Cashiers, full-time .....              |                            |  |                            |                | 4.570 5.725 40 33 <sup>q</sup> 20 <sup>q</sup>                                   |         |  |  |  |
| \$8,601 to  |                            |                            |                |   | Cashiers, part-time .....              |                            |  |                            |                | 4.570 5.725 40 33 <sup>q</sup> 20 <sup>q</sup>                                   |         |  |  |  |
| \$12,900 to   |                            |                            |                |   | Baggers .....                          |                            |  |                            |                | 2.250 2.800 40 33 <sup>q</sup> 20 <sup>q</sup>                                   |         |  |  |  |
| \$12,901 to   |                            |                            |                |   | <b>Grocery:</b>                        |                            |  |                            |                |  |         |  |  |  |
| \$16,750 .....  |                            |                            |                |   | Head grocery men .....                 |                            |  |                            |                | 4.770 6.075 40 33 <sup>q</sup> 20 <sup>q</sup>                                   |         |  |  |  |
| \$16,751 to   |                            |                            |                |   | Clerks, full-time .....                |                            |  |                            |                | 4.570 5.725 40 33 <sup>q</sup> 20 <sup>q</sup>                                   |         |  |  |  |
| \$20,000 .....  |                            |                            |                |   | Clerks, part-time .....                |                            |  |                            |                | 4.570 5.725 40 33 <sup>q</sup> 20 <sup>q</sup>                                   |         |  |  |  |
| \$20,001 and over .....   |                            |                            |                |   | Meat:                                  |                            |  |                            |                |  |         |  |  |  |
| 6.475 7.393 40 44 <sup>9</sup> /10 <sup>q</sup> 36 <sup>3</sup> /5 <sup>q</sup> |                            |                            |                |   | Head meat men .....                    |                            |  |                            |                | 5.425 6.900 40 45 <sup>4</sup> /5 <sup>q</sup> 30 <sup>q</sup>                   |         |  |  |  |
| 7.475 7.475 40 — —  |                            |                            |                |   | Journeyman .....                       |                            |  |                            |                | 5.200 6.550 40 45 <sup>4</sup> /5 <sup>q</sup> 30 <sup>q</sup>                   |         |  |  |  |
|   |                            |                            |                |   | Wrappers .....                         |                            |  |                            |                | 4.300 5.500 40 45 <sup>4</sup> /5 <sup>q</sup> 30 <sup>q</sup>                   |         |  |  |  |
| <b>First cutters:</b>   |                            |                            |                |   | <b>Produce:</b>                        |                            |  |                            |                |  |         |  |  |  |
| Total number of agreements reported: 5  |                            |                            |                |   | Head produce men .....                 |                            |  |                            |                | 4.770 6.075 40 33 <sup>q</sup> 20 <sup>q</sup>                                   |         |  |  |  |
| Agreement A .....   |                            |                            |                |   | Miscellaneous:                         |                            |  |                            |                |  |         |  |  |  |
| Agreement B .....   |                            |                            |                |   | Stockers, night:                       |                            |  |                            |                |  |         |  |  |  |
| Agreement C .....   |                            |                            |                |   | Part-time .....                        |                            |  |                            |                | 4.570 5.725 40 33 <sup>q</sup> 20 <sup>q</sup>                                   |         |  |  |  |
| 5.006 5.770 40 31 <sup>4</sup> /5 <sup>q</sup> 25 <sup>q</sup>                  |                            |                            |                |   | <b>PROVIDENCE, R.I.</b>                |                            |  |                            |                |  |         |  |  |  |
| 5.755 6.455 40 42 <sup>1</sup> /10 <sup>q</sup> 36 <sup>3</sup> /5 <sup>q</sup> |                            |                            |                |   | Check out:                             |                            |  |                            |                |  |         |  |  |  |
| 5.680 6.650 40 44 <sup>9</sup> /10 <sup>q</sup> 36 <sup>3</sup> /5 <sup>q</sup> |                            |                            |                |   | Head cashiers:                         |                            |  |                            |                |  |         |  |  |  |
|   |                            |                            |                |   | Total number of agreements reported: 6 |                            |  |                            |                |  |         |  |  |  |
| <b>Journeyman:</b>  |                            |                            |                |   | Agreement A:                           |                            |  |                            |                |  |         |  |  |  |
| Total number of agreements reported: 8  |                            |                            |                |   | Weekly store volume:                   |                            |  |                            |                |  |         |  |  |  |
| Agreement A .....   |                            |                            |                |   | \$40,000 and over .                    |                            |  |                            |                | 3.875 5.025 40 25 <sup>9</sup> /10 <sup>q</sup> 24 <sup>9</sup> /10 <sup>q</sup> |         |  |  |  |
| Agreement B .....   |                            |                            |                |   | Agreement B:                           |                            |  |                            |                |  |         |  |  |  |
| Agreement C .....   |                            |                            |                |   | Weekly store volume:                   |                            |  |                            |                |  |         |  |  |  |
| 4.850 5.335 40 34 <sup>3</sup> /5 <sup>q</sup> 10 <sup>q</sup>                  |                            |                            |                |   | \$30,000 and over .                    |                            |  |                            |                | 3.925 5.375 40 25 <sup>9</sup> /10 <sup>q</sup> 24 <sup>9</sup> /10 <sup>q</sup> |         |  |  |  |
| 4.575 5.650 40 — —  |                            |                            |                |   | Agreement C .....                      |                            |  |                            |                | 3.925 5.900 40 — —   |         |  |  |  |
| 5.630 6.330 40 42 <sup>1</sup> /10 <sup>q</sup> 36 <sup>3</sup> /5 <sup>q</sup> |                            |                            |                |   | Agreement D:                           |                            |  |                            |                |  |         |  |  |  |
|   |                            |                            |                |   | Weekly store volume:                   |                            |  |                            |                |  |         |  |  |  |
| <b>Wrappers, full-time:</b>   |                            |                            |                |   | \$35,000 to                            |                            |  |                            |                |  |         |  |  |  |
| Total number of agreements reported: 7  |                            |                            |                |   | \$50,000 .....                         |                            |  |                            |                | 4.600 5.775 40 30 <sup>q</sup> 30 <sup>q</sup>                                   |         |  |  |  |
| Agreement A:  |                            |                            |                |   | \$50,000 to                            |                            |  |                            |                |  |         |  |  |  |
| First 6 months .....  |                            |                            |                |   | \$75,000 .....                         |                            |  |                            |                | 4.650 5.825 40 30 <sup>q</sup> 30 <sup>q</sup>                                   |         |  |  |  |
| 7 — 12 months .....   |                            |                            |                |   | \$75,000 and over .                    |                            |  |                            |                | 4.775 5.950 40 30 <sup>q</sup> 30 <sup>q</sup>                                   |         |  |  |  |
| 13 — 18 months .....  |                            |                            |                |   |  |                            |  |                            |                |  |         |  |  |  |
| 19 — 24 months .....  |                            |                            |                |   |  |                            |  |                            |                |  |         |  |  |  |
| Thereafter .....  |                            |                            |                |   |  |                            |  |                            |                |  |         |  |  |  |
| 2.000 2.200 40 26 <sup>1</sup> /2 <sup>q</sup> 7 <sup>q</sup>                   |                            |                            |                |   |  |                            |  |                            |                |  |         |  |  |  |
| 2.100 2.300 40 26 <sup>1</sup> /2 <sup>q</sup> 7 <sup>q</sup>                   |                            |                            |                |   |  |                            |  |                            |                |  |         |  |  |  |
| 2.300 2.600 40 26 <sup>1</sup> /2 <sup>q</sup> 7 <sup>q</sup>                   |                            |                            |                |   |  |                            |  |                            |                |  |         |  |  |  |
| 2.700 3.000 40 26 <sup>1</sup> /2 <sup>q</sup> 7 <sup>q</sup>                   |                            |                            |                |   |  |                            |  |                            |                |  |         |  |  |  |
| 3.300 3.500 40 26 <sup>1</sup> /2 <sup>q</sup> 7 <sup>q</sup>                   |                            |                            |                |   |  |                            |  |                            |                |  |         |  |  |  |
| Agreement B:  |                            |                            |                |   |  |                            |  |                            |                |  |         |  |  |  |
| First 6 months .....  |                            |                            |                |   |  |                            |  |                            |                |  |         |  |  |  |
| 7 — 12 months .....   |                            |                            |                |   |  |                            |  |                            |                |  |         |  |  |  |
| 13 — 18 months .....  |                            |                            |                |   |  |                            |  |                            |                |  |         |  |  |  |
| 19 — 24 months .....  |                            |                            |                |   |  |                            |  |                            |                |  |         |  |  |  |
| Thereafter .....  |                            |                            |                |   |  |                            |  |                            |                |  |         |  |  |  |
| 2.950 3.245 40 34 <sup>3</sup> /5 <sup>q</sup> 10 <sup>q</sup>                  |                            |                            |                |   |  |                            |  |                            |                |  |         |  |  |  |
| 3.025 3.328 40 34 <sup>3</sup> /5 <sup>q</sup> 10 <sup>q</sup>                  |                            |                            |                |   |  |                            |  |                            |                |  |         |  |  |  |
| 3.150 3.465 40 34 <sup>3</sup> /5 <sup>q</sup> 10 <sup>q</sup>                  |                            |                            |                |   |  |                            |  |                            |                |  |         |  |  |  |
| 3.225 3.548 40 34 <sup>3</sup> /5 <sup>q</sup> 10 <sup>q</sup>                  |                            |                            |                |   |  |                            |  |                            |                |  |         |  |  |  |
| 3.500 3.850 40 34 <sup>3</sup> /5 <sup>q</sup> 10 <sup>q</sup>                  |                            |                            |                |   |  |                            |  |                            |                |  |         |  |  |  |
| Agreement C:  |                            |                            |                |   |  |                            |  |                            |                |  |         |  |  |  |
| First year .....  |                            |                            |                |   |  |                            |  |                            |                |  |         |  |  |  |
| Second year .....   |                            |                            |                |   |  |                            |  |                            |                |  |         |  |  |  |
| Third year .....  |                            |                            |                |   |  |                            |  |                            |                |  |         |  |  |  |
| Thereafter .....  |                            |                            |                |   |  |                            |  |                            |                |  |         |  |  |  |
| 3.850 3.815 40 44 <sup>9</sup> /10 <sup>q</sup> 36 <sup>3</sup> /5 <sup>q</sup> |                            |                            |                |   |  |                            |  |                            |                |  |         |  |  |  |
| 3.803 4.028 40 44 <sup>9</sup> /10 <sup>q</sup> 36 <sup>3</sup> /5 <sup>q</sup> |                            |                            |                |   |  |                            |  |                            |                |  |         |  |  |  |
| 3.873 4.298 40 44 <sup>9</sup> /10 <sup>q</sup> 36 <sup>3</sup> /5 <sup>q</sup> |                            |                            |                |   |  |                            |  |                            |                |  |         |  |  |  |
| 4.298 5.273 40 44 <sup>9</sup> /10 <sup>q</sup> 36 <sup>3</sup> /5 <sup>q</sup> |                            |                            |                |   |  |                            |  |                            |                |  |         |  |  |  |
| \$  |                            |                            |                |   |  |                            |  |                            |                |  |         |  |  |  |
| Agreement D:  |                            |                            |                |   |  |                            |  |                            |                |  |         |  |  |  |
| First year .....  |                            |                            |                |   |  |                            |  |                            |                |  |         |  |  |  |
| 1 — 2 years .....   |                            |                            |                |   |  |                            |  |                            |                |  |         |  |  |  |
| 2 — 3 years .....   |                            |                            |                |   |  |                            |  |                            |                |  |         |  |  |  |
| Thereafter .....  |                            |                            |                |   |  |                            |  |                            |                |  |         |  |  |  |
| 3.457 3.958 40 42 <sup>1</sup> /10 <sup>q</sup> 36 <sup>3</sup> /5 <sup>q</sup> |                            |                            |                |   |  |                            |  |                            |                |  |         |  |  |  |
| 3.650 4.150 40 42 <sup>1</sup> /10 <sup>q</sup> 36 <sup>3</sup> /5 <sup>q</sup> |                            |                            |                |   |  |                            |  |                            |                |  |         |  |  |  |
| 3.875 4.375 40 42 <sup>1</sup> /10 <sup>q</sup> 36 <sup>3</sup> /5 <sup>q</sup> |                            |                            |                |   |  |                            |  |                            |                |  |         |  |  |  |
| 4.780 5.380 40 42 <sup>1</sup> /10 <sup>q</sup> 36 <sup>3</sup> /5 <sup>q</sup> |                            |                            |                |   |  |                            |  |                            |                |  |         |  |  |  |

See footnotes at end of table.



**Table 6. Wage rates hours, and employer contributions to funds: Selected cities—Continued**

(Union hourly wage rates and straight-time hours and employer insurance and pension contributions for grocery store occupations in 70 cities, July 1, 1973, and July 1, 1975)

(Hours are the same for both years unless otherwise indicated)

| Trade or occupation and selected contract <sup>1</sup> | July 1, 1973               | July 1, 1975               |                |   |                      | Trade or occupation and selected contract <sup>1</sup> | July 1, 1973               | July 1, 1975               |                |   |                      |
|--|----------------------------|----------------------------|----------------|---|----------------------|--|----------------------------|----------------------------|----------------|---|----------------------|
|  | Rate per hour <sup>2</sup> | Rate per hour <sup>2</sup> | Hours per week | Employer contributions for selected benefits <sup>3</sup> |                      |  | Rate per hour <sup>2</sup> | Rate per hour <sup>2</sup> | Hours per week | Employer contributions for selected benefits <sup>3</sup> |                      |
|  |                            |                            |                | Insur-ance <sup>4</sup>                                   | Pension              |  |                            |                            |                | Insur-ance <sup>4</sup>                                   | Pension              |
| <b>PROVIDENCE, R.I.—Continued</b>                      |                            |                            |                |   |                      | <b>PROVIDENCE, R.I.—Continued</b>                      |                            |                            |                |   |                      |
| Check out—Continued                                    |                            |                            |                |   |                      | Check out—Continued                                    |                            |                            |                |   |                      |
| Cashiers, full-time:                                   |                            |                            |                |   |                      | Baggers—Continued                                      |                            |                            |                |   |                      |
| Total number of agreements reported: 5                 |                            |                            |                |   |                      | Agreement C:   | \$                         | \$                         |                |   |                      |
| Agreement A:   |                            |                            |                |   |                      | First 30 days  | 2.000                      | 2.780                      | 40             | 25 <sup>9</sup> /10¢                                      | 24 <sup>9</sup> /10¢ |
| First 30 days  | 2.400                      | 3.550                      | 40             | 25 <sup>9</sup> /10¢                                      | 24 <sup>9</sup> /10¢ | 31 days to 6 months                                    | 2.050                      | 2.830                      | 40             | 25 <sup>9</sup> /10¢                                      | 24 <sup>9</sup> /10¢ |
| 31 days to 6 months                                    | 2.550                      | 3.700                      | 40             | 25 <sup>9</sup> /10¢                                      | 24 <sup>9</sup> /10¢ | After 6 months   | 2.200                      | 2.980                      | 40             | 25 <sup>9</sup> /10¢                                      | 24 <sup>9</sup> /10¢ |
| 7 to 12 months   | 2.700                      | 3.850                      | 40             | 25 <sup>9</sup> /10¢                                      | 24 <sup>9</sup> /10¢ | Grocery:   |                            |                            |                |   |                      |
| 13 to 18 months  | 2.850                      | 4.000                      | 40             | 25 <sup>9</sup> /10¢                                      | 24 <sup>9</sup> /10¢ | Head grocery clerks:                                   |                            |                            |                |   |                      |
| 19 to 24 months  | 3.000                      | 4.150                      | 40             | 25 <sup>9</sup> /10¢                                      | 24 <sup>9</sup> /10¢ | Total number of agreements reported: 6                 |                            |                            |                |   |                      |
| 25 to 36 months  | 3.150                      | 4.300                      | 40             | 25 <sup>9</sup> /10¢                                      | 24 <sup>9</sup> /10¢ | Agreement A:   |                            |                            |                |   |                      |
| After 36 months  | 3.625                      | 4.775                      | 40             | 25 <sup>9</sup> /10¢                                      | 24 <sup>9</sup> /10¢ | Weekly store volume:                                   |                            |                            |                |   |                      |
| Agreement B:   |                            |                            |                |   |                      | \$35,000 to \$50,000                                   | 5.150                      | 5.884                      | 40             | 30¢   | 30¢                  |
| 31 days to 6 months                                    | 2.550                      | 3.775                      | 40             | *   | 24 <sup>9</sup> /10¢ | \$50,000 to \$75,000                                   | 5.275                      | 6.000                      | 40             | 30¢   | 30¢                  |
| 7 to 12 months   | 2.700                      | 3.950                      | 40             | *   | 24 <sup>9</sup> /10¢ | \$75,000 and over                                      | 5.400                      | 6.116                      | 40             | 30¢   | 30¢                  |
| 13 to 18 months  | 2.850                      | 4.125                      | 40             | *   | 24 <sup>9</sup> /10¢ | Agreement B:   |                            |                            |                |   |                      |
| 19 to 24 months  | 3.000                      | 4.225                      | 40             | *   | 24 <sup>9</sup> /10¢ | Weekly store volume:                                   |                            |                            |                |   |                      |
| 25 to 36 months  | 3.150                      | 4.375                      | 40             | *   | 24 <sup>9</sup> /10¢ | Up to \$25,000   | 4.500                      | 6.175                      | 40             | 25 <sup>9</sup> /10¢                                      | 24 <sup>9</sup> /10¢ |
| After 36 months  | 3.625                      | 5.050                      | 40             | *   | 24 <sup>9</sup> /10¢ | \$25,000 to \$50,000                                   | 4.600                      | 6.275                      | 40             | 25 <sup>9</sup> /10¢                                      | 24 <sup>9</sup> /10¢ |
| Cashiers, part-time:                                   |                            |                            |                |   |                      | \$50,000 and over                                      | 4.725                      | 6.400                      | 40             | 25 <sup>9</sup> /10¢                                      | 24 <sup>9</sup> /10¢ |
| Total number of agreements reported: 6                 |                            |                            |                |   |                      | Agreement C:   |                            |                            |                |   |                      |
| Agreement A:   |                            |                            |                |   |                      | Weekly store volume:                                   |                            |                            |                |   |                      |
| First 30 days  | 2.000                      | 2.780                      | 40             | 9 <sup>2</sup> /10¢                                       | —                    | Up to \$30,000   | 4.800                      | 6.475                      | 40             | *   | 24 <sup>9</sup> /10¢ |
| 31 days to 6 months                                    | 2.100                      | 2.880                      | 40             | 9 <sup>2</sup> /10¢                                       | —                    | \$30,000 to \$50,000                                   | 4.850                      | 6.525                      | 40             | *   | 24 <sup>9</sup> /10¢ |
| 7 to 12 months   | 2.400                      | 3.180                      | 40             | 9 <sup>2</sup> /10¢                                       | —                    | \$50,000 and over                                      | 4.950                      | 6.625                      | 40             | *   | 24 <sup>9</sup> /10¢ |
| 13 to 18 months  | 2.600                      | 3.380                      | 40             | 9 <sup>2</sup> /10¢                                       | —                    | Agreement D:   |                            |                            |                |   |                      |
| 19 to 24 months  | 2.750                      | 3.530                      | 40             | 9 <sup>2</sup> /10¢                                       | —                    | Weekly store volume:                                   |                            |                            |                |   |                      |
| 25 to 36 months  | 2.950                      | 3.730                      | 40             | 9 <sup>2</sup> /10¢                                       | —                    | \$8,000 to \$12,000                                    | 4.400                      | 6.075                      | 40             | 25 <sup>9</sup> /10¢                                      | 24 <sup>9</sup> /10¢ |
| After 36 months  | 3.320                      | 4.100                      | 40             | 9 <sup>2</sup> /10¢                                       | —                    | \$12,000 to \$20,000                                   | 4.475                      | 6.150                      | 40             | 25 <sup>9</sup> /10¢                                      | 24 <sup>9</sup> /10¢ |
| Agreement B:   |                            |                            |                |   |                      | \$20,000 to \$30,000                                   | 4.550                      | 6.225                      | 40             | 25 <sup>9</sup> /10¢                                      | 24 <sup>9</sup> /10¢ |
| First 30 days  | 2.650                      | 2.700                      | 40             | 13 <sup>1</sup> /10¢                                      | 12 <sup>1</sup> /2¢  | \$30,000 to \$40,000                                   | 4.656                      | 6.331                      | 40             | 25 <sup>9</sup> /10¢                                      | 24 <sup>9</sup> /10¢ |
| 31 days to 6 months                                    | 2.750                      | 2.900                      | 40             | 13 <sup>1</sup> /10¢                                      | 12 <sup>1</sup> /2¢  | \$40,000 to \$50,000                                   | 4.750                      | 6.425                      | 40             | 25 <sup>9</sup> /10¢                                      | 24 <sup>9</sup> /10¢ |
| 7 to 12 months   | 2.800                      | 3.000                      | 40             | 13 <sup>1</sup> /10¢                                      | 12 <sup>1</sup> /2¢  | \$50,000 and over                                      | 5.000                      | 6.675                      | 40             | 25 <sup>9</sup> /10¢                                      | 24 <sup>9</sup> /10¢ |
| 13 to 18 months  | 2.950                      | 3.350                      | 40             | 13 <sup>1</sup> /10¢                                      | 12 <sup>1</sup> /2¢  | Clerks, full-time:                                     |                            |                            |                |   |                      |
| 19 to 24 months  | 3.050                      | 3.600                      | 40             | 13 <sup>1</sup> /10¢                                      | 12 <sup>1</sup> /2¢  | Total number of agreements reported: 6                 |                            |                            |                |   |                      |
| 25 to 36 months  | 3.250                      | 3.800                      | 40             | 13 <sup>1</sup> /10¢                                      | 12 <sup>1</sup> /2¢  | Agreement A:   |                            |                            |                |   |                      |
| After 36 months  | 3.400                      | 4.275                      | 40             | 13 <sup>1</sup> /10¢                                      | 12 <sup>1</sup> /2¢  | First 30 days  | 3.000                      | 3.000                      | 40             | 30¢   | 30¢                  |
| Baggers:   |                            |                            |                |   |                      | 31 days to 4 months                                    | 3.150                      | 3.650                      | 40             | 30¢   | 30¢                  |
| Total number of agreements reported: 5                 |                            |                            |                |   |                      | 5 to 8 months  | 3.225                      | 3.975                      | 40             | 30¢   | 30¢                  |
| Agreement A:   |                            |                            |                |   |                      | 9 to 16 months   | 3.425                      | 4.150                      | 40             | 30¢   | 30¢                  |
| 31 days to 6 months                                    | 2.050                      | 2.250                      | 40             | *   | 24 <sup>9</sup> /10¢ | 17 to 24 months  | 3.525                      | 4.250                      | 40             | 30¢   | 30¢                  |
| After 6 months   | 2.200                      | 2.400                      | 40             | *   | 24 <sup>9</sup> /10¢ | 25 to 36 months  | 3.775                      | 4.500                      | 40             | 30¢   | 30¢                  |
| Agreement B:   |                            |                            |                |   |                      | After 36 months  | 3.975                      | 4.975                      | 40             | 30¢   | 30¢                  |
| First 30 days  | 2.250                      | 2.200                      | 40             | 30¢   | 30¢                  | Agreement B:   |                            |                            |                |   |                      |
| 31 days to 90 days                                     | 2.300                      | 2.300                      | 40             | 30¢   | 30¢                  | First 30 days  | 2.600                      | 3.750                      | 40             | 25 <sup>9</sup> /10¢                                      | 24 <sup>9</sup> /10¢ |
| 91 days to 6 months                                    | 2.350                      | 2.400                      | 40             | 30¢   | 30¢                  | 31 days to 6 months                                    | 2.775                      | 3.925                      | 40             | 25 <sup>9</sup> /10¢                                      | 24 <sup>9</sup> /10¢ |
| After 6 months   | 2.450                      | 2.700                      | 40             | 30¢   | 30¢                  | 7 to 12 months   | 2.950                      | 4.100                      | 40             | 25 <sup>9</sup> /10¢                                      | 24 <sup>9</sup> /10¢ |

See footnotes at end of table.

**Table 6. Wage rates hours, and employer contributions to funds: Selected cities—Continued**

(Union hourly wage rates and straight-time hours and employer insurance and pension contributions for grocery store occupations in 70 cities, July 1, 1973, and July 1, 1975)

(Hours are the same for both years unless otherwise indicated)

| Trade or occupation and selected contract <sup>1</sup> | July 1, 1973               | July 1, 1975               |                |   |                      | Trade or occupation and selected contract <sup>1</sup> | July 1, 1973               | July 1, 1975               |                |   |                      |
|--|----------------------------|----------------------------|----------------|---|----------------------|--|----------------------------|----------------------------|----------------|---|----------------------|
|  | Rate per hour <sup>2</sup> | Rate per hour <sup>2</sup> | Hours per week | Employer contributions for selected benefits <sup>3</sup> |                      |  | Rate per hour <sup>2</sup> | Rate per hour <sup>2</sup> | Hours per week | Employer contributions for selected benefits <sup>3</sup> |                      |
|  |                            |                            |                | Insur-<br>ance <sup>4</sup>                               | Pension              |  |                            |                            |                | Insur-<br>ance <sup>4</sup>                               | Pension              |
| <b>PROVIDENCE, R.I.—<br/>Continued</b>                 |                            |                            |                |   |                      | <b>PROVIDENCE, R.I.—<br/>Continued</b>                 |                            |                            |                |   |                      |
| Grocery—Continued                                      |                            |                            |                |   |                      | Meat—Continued   |                            |                            |                |   |                      |
| Clerks, full-time—Continued                            |                            |                            |                |   |                      | Head meat cutters—Continued                            |                            |                            |                |   |                      |
| Total number of agreements reported: 6—Continued       |                            |                            |                |   |                      | Total number of agreements reported: 6—Continued       |                            |                            |                |   |                      |
| Agreement B—Continued                                  |                            |                            |                |   |                      | Agreement C—Continued                                  |                            |                            |                |   |                      |
| 13 to 18 months .....                                  | \$ 3.125                   | \$ 4.275                   | 40             | 25 <sup>9</sup> /10¢                                      | 24 <sup>9</sup> /10¢ | Weekly store volume—Continued                          |                            |                            |                |   |                      |
| 19 to 24 months .....                                  | 3.300                      | 4.450                      | 40             | 25 <sup>9</sup> /10¢                                      | 24 <sup>9</sup> /10¢ | \$7,500 to \$12,500 .....                              | \$ 5.062                   | \$ 6.291                   | 40             | 25 <sup>9</sup> /10¢                                      | 24 <sup>9</sup> /10¢ |
| 25 to 36 months .....                                  | 3.475                      | 4.625                      | 40             | 25 <sup>9</sup> /10¢                                      | 24 <sup>9</sup> /10¢ | \$12,500 to \$17,500 .....                             | 5.150                      | 6.372                      | 40             | 25 <sup>9</sup> /10¢                                      | 24 <sup>9</sup> /10¢ |
| After 36 months .....                                  | 3.900                      | 5.050                      | 40             | 25 <sup>9</sup> /10¢                                      | 24 <sup>9</sup> /10¢ | \$17,500 to \$25,000 .....                             | 5.250                      | 6.465                      | 40             | 25 <sup>9</sup> /10¢                                      | 24 <sup>9</sup> /10¢ |
| Clerks, part-time:                                     |                            |                            |                |   |                      | \$25,000 to \$37,500 .....                             | 5.475                      | 6.674                      | 40             | 25 <sup>9</sup> /10¢                                      | 24 <sup>9</sup> /10¢ |
| Total number of agreements reported: 6                 |                            |                            |                |   |                      | \$37,500 to \$50,000 .....                             | 5.700                      | 6.884                      | 40             | 25 <sup>9</sup> /10¢                                      | 24 <sup>9</sup> /10¢ |
| Agreement A:   |                            |                            |                |   |                      | \$50,000 to \$75,000 .....                             | 5.862                      | 7.035                      | 40             | 25 <sup>9</sup> /10¢                                      | 24 <sup>9</sup> /10¢ |
| First 30 days .....                                    | 2.000                      | 2.780                      | 40             | 9 <sup>2</sup> /10¢                                       | —                    | \$75,000 and over .....                                | 6.025                      | 7.186                      | 40             | 25 <sup>9</sup> /10¢                                      | 24 <sup>9</sup> /10¢ |
| 31 days to 6 months .....                              | 2.100                      | 2.880                      | 40             | 9 <sup>2</sup> /10¢                                       | —                    | First cutters:   |                            |                            |                |   |                      |
| 7 to 12 months .....                                   | 2.400                      | 3.180                      | 40             | 9 <sup>2</sup> /10¢                                       | —                    | Total number of agreements reported: 6                 |                            |                            |                |   |                      |
| 13 to 18 months .....                                  | 2.600                      | 3.380                      | 40             | 9 <sup>2</sup> /10¢                                       | —                    | Agreement A .....                                      | 4.675                      | 6.350                      | 40             | *   | 24 <sup>9</sup> /10¢ |
| 19 to 24 months .....                                  | 2.750                      | 3.530                      | 40             | 9 <sup>2</sup> /10¢                                       | —                    | Agreement B:   |                            |                            |                |   |                      |
| 25 to 36 months .....                                  | 2.950                      | 3.730                      | 40             | 9 <sup>2</sup> /10¢                                       | —                    | Weekly department volume:                              |                            |                            |                |   |                      |
| After 36 months .....                                  | 3.320                      | 4.100                      | 40             | 9 <sup>2</sup> /10¢                                       | —                    | \$7,500 to \$10,000 .....                              | 4.706                      | 6.381                      | 40             | 25 <sup>9</sup> /10¢                                      | 24 <sup>9</sup> /10¢ |
| Agreement B:   |                            |                            |                |   |                      | \$10,000 and over .....                                | 4.806                      | 6.481                      | 40             | 25 <sup>9</sup> /10¢                                      | 24 <sup>9</sup> /10¢ |
| First 30 days .....                                    | 2.550                      | 2.600                      | 40             | 13 <sup>1</sup> /10¢                                      | 12 <sup>1</sup> /2¢  | Journeymen:  |                            |                            |                |   |                      |
| 31 days to 6 months .....                              | 2.650                      | 2.800                      | 40             | 13 <sup>1</sup> /10¢                                      | 12 <sup>1</sup> /2¢  | Total number of agreements reported: 6                 |                            |                            |                |   |                      |
| 7 to 12 months .....                                   | 2.700                      | 2.900                      | 40             | 13 <sup>1</sup> /10¢                                      | 12 <sup>1</sup> /2¢  | Agreement A .....                                      | 4.575                      | 6.250                      | 40             | 25 <sup>9</sup> /10¢                                      | 24 <sup>9</sup> /10¢ |
| 13 to 18 months .....                                  | 2.850                      | 3.250                      | 40             | 13 <sup>1</sup> /10¢                                      | 12 <sup>1</sup> /2¢  | Agreement B .....                                      | 4.631                      | 6.306                      | 40             | 25 <sup>9</sup> /10¢                                      | 24 <sup>9</sup> /10¢ |
| 19 to 24 months .....                                  | 2.950                      | 3.500                      | 40             | 13 <sup>1</sup> /10¢                                      | 12 <sup>1</sup> /2¢  | Wrappers:  |                            |                            |                |   |                      |
| 25 to 36 months .....                                  | 3.150                      | 3.700                      | 40             | 13 <sup>1</sup> /10¢                                      | 12 <sup>1</sup> /2¢  | Total number of agreements reported: 6                 |                            |                            |                |   |                      |
| After 36 months .....                                  | 3.300                      | 4.175                      | 40             | 13 <sup>1</sup> /10¢                                      | 12 <sup>1</sup> /2¢  | Agreement A:   |                            |                            |                |   |                      |
| Meat:  |                            |                            |                |   |                      | First 30 days .....                                    | 2.600                      | 3.750                      | 40             | 25 <sup>9</sup> /10¢                                      | 24 <sup>9</sup> /10¢ |
| Head meat cutters:                                     |                            |                            |                |   |                      | 31 days to 6 months .....                              | 2.775                      | 3.925                      | 40             | 25 <sup>9</sup> /10¢                                      | 24 <sup>9</sup> /10¢ |
| Total number of agreements reported: 6                 |                            |                            |                |   |                      | 7 to 12 months .....                                   | 2.950                      | 4.100                      | 40             | 25 <sup>9</sup> /10¢                                      | 24 <sup>9</sup> /10¢ |
| Agreement A:   |                            |                            |                |   |                      | 13 to 18 months .....                                  | 3.125                      | 4.275                      | 40             | 25 <sup>9</sup> /10¢                                      | 24 <sup>9</sup> /10¢ |
| Weekly store volume:                                   |                            |                            |                |   |                      | 19 to 24 months .....                                  | 3.300                      | 4.450                      | 40             | 25 <sup>9</sup> /10¢                                      | 24 <sup>9</sup> /10¢ |
| Up to \$30,000 .....                                   | 5.000                      | 6.675                      | 40             | *   | 24 <sup>9</sup> /10¢ | 25 to 36 months .....                                  | 3.475                      | 4.625                      | 40             | 25 <sup>9</sup> /10¢                                      | 24 <sup>9</sup> /10¢ |
| \$30,000 to \$50,000 .....                             | 5.050                      | 6.725                      | 40             | *   | 24 <sup>9</sup> /10¢ | After 36 months .....                                  | 3.900                      | 5.050                      | 40             | 25 <sup>9</sup> /10¢                                      | 24 <sup>9</sup> /10¢ |
| \$50,000 and over .....                                | 5.150                      | 6.825                      | 40             | *   | 24 <sup>9</sup> /10¢ | Agreement B:   |                            |                            |                |   |                      |
| Agreement B:   |                            |                            |                |   |                      | First 30 days .....                                    | 2.600                      | 3.800                      | 40             | 25 <sup>9</sup> /10¢                                      | 24 <sup>9</sup> /10¢ |
| Weekly department volume:                              |                            |                            |                |   |                      | 31 days to 4 months .....                              | 2.775                      | 3.975                      | 40             | 25 <sup>9</sup> /10¢                                      | 24 <sup>9</sup> /10¢ |
| Up to \$5,000 .....                                    | 4.912                      | 6.588                      | 40             | 25 <sup>9</sup> /10¢                                      | 24 <sup>9</sup> /10¢ | 5 to 8 months .....                                    | 2.950                      | 4.150                      | 40             | 25 <sup>9</sup> /10¢                                      | 24 <sup>9</sup> /10¢ |
| \$5,000 to \$7,500 .....                               | 4.962                      | 6.638                      | 40             | 25 <sup>9</sup> /10¢                                      | 24 <sup>9</sup> /10¢ | 9 to 16 months .....                                   | 3.125                      | 4.325                      | 40             | 25 <sup>9</sup> /10¢                                      | 24 <sup>9</sup> /10¢ |
| \$7,500 to \$10,000 .....                              | 5.025                      | 6.713                      | 40             | 25 <sup>9</sup> /10¢                                      | 24 <sup>9</sup> /10¢ | 17 to 24 months .....                                  | 3.300                      | 4.500                      | 40             | 25 <sup>9</sup> /10¢                                      | 24 <sup>9</sup> /10¢ |
| \$10,000 to \$15,000 .....                             | 5.168                      | 6.844                      | 40             | 25 <sup>9</sup> /10¢                                      | 24 <sup>9</sup> /10¢ | 25 to 36 months .....                                  | 3.475                      | 4.675                      | 40             | 25 <sup>9</sup> /10¢                                      | 24 <sup>9</sup> /10¢ |
| \$15,000 to \$20,000 .....                             | 5.250                      | 6.925                      | 40             | 25 <sup>9</sup> /10¢                                      | 24 <sup>9</sup> /10¢ | After 36 months .....                                  | 3.900                      | 5.100                      | 40             | 25 <sup>9</sup> /10¢                                      | 24 <sup>9</sup> /10¢ |
| \$20,000 and over .....                                | 5.375                      | 7.050                      | 40             | 25 <sup>9</sup> /10¢                                      | 24 <sup>9</sup> /10¢ | Dairy:   |                            |                            |                |   |                      |
| Agreement C:   |                            |                            |                |   |                      | Head dairy clerks:                                     |                            |                            |                |   |                      |
| Weekly store volume:                                   |                            |                            |                |   |                      | Weekly store volume:                                   |                            |                            |                |   |                      |
| \$4,000 to \$7,500 .....                               | 4.900                      | 6.140                      | 40             | 25 <sup>9</sup> /10¢                                      | 24 <sup>9</sup> /10¢ | \$30,000 and over .....                                | 4.300                      | 5.975                      | 40             | 25 <sup>9</sup> /10¢                                      | 24 <sup>9</sup> /10¢ |

See footnotes at end of table.

**Table 6. Wage rates hours, and employer contributions to funds: Selected cities—Continued**

(Union hourly wage rates and straight-time hours and employer insurance and pension contributions for grocery store occupations in 70 cities, July 1, 1973, and July 1, 1975)

(Hours are the same for both years unless otherwise indicated)

| Trade or occupation and selected contract <sup>1</sup> | July 1, 1973               | July 1, 1975               |                |   |                                   | Trade or occupation and selected contract <sup>1</sup> | July 1, 1973               | July 1, 1975               |                |   |         |  |  |
|--|----------------------------|----------------------------|----------------|---|-----------------------------------|--|----------------------------|----------------------------|----------------|---|---------|--|--|
|  | Rate per hour <sup>2</sup> | Rate per hour <sup>2</sup> | Hours per week | Employer contributions for selected benefits <sup>3</sup> |                                   |  | Rate per hour <sup>2</sup> | Rate per hour <sup>2</sup> | Hours per week | Employer contributions for selected benefits <sup>3</sup> |         |  |  |
|  |                            |                            |                | Insur-ance <sup>4</sup>                                   | Pension                           |  |                            |                            |                | Insur-ance <sup>4</sup>                                   | Pension |  |  |
| <b>PROVIDENCE, R.I.—Continued</b>                      |                            |                            |                |   |                                   | <b>RICHMOND, VA.</b>                                   |                            |                            |                |   |         |  |  |
| Produce:   |                            |                            |                |   |                                   | Check out:   |                            |                            |                |   |         |  |  |
| Head produce clerks:                                   |                            |                            |                |   |                                   | Head cashiers:   | \$                         | \$                         |                |   |         |  |  |
| Total number of agreements reported: 6                 |                            |                            |                |   |                                   | Group 1  | 3.550                      | 5.875                      | 40             | 38 <sup>1</sup> / <sub>2</sub> q                          | 14q     |  |  |
| Agreement A:   |                            |                            |                |   |                                   | Group 2  | 4.220                      | 5.875                      | 40             | 38 <sup>1</sup> / <sub>2</sub> q                          | 14q     |  |  |
| Weekly store volume:                                   |                            |                            |                |   |                                   | Clerks, cashier, full-time:                            |                            |                            |                |   |         |  |  |
| \$10,000 to  | \$                         | \$                         |                |   |                                   | Group 1:   |                            |                            |                |   |         |  |  |
| \$17,500   | 4.750                      | 5.512                      | 40             | 30q   | 30q                               | 6 months   | 2.675                      | 4.930                      | 40             | 38 <sup>1</sup> / <sub>2</sub> q                          | 14q     |  |  |
| \$17,500 to  |                            |                            |                |   |                                   | 12 months  | 2.905                      | 5.070                      | 40             | 38 <sup>1</sup> / <sub>2</sub> q                          | 14q     |  |  |
| \$25,000   | 4.875                      | 5.628                      | 40             | 30q   | 30q                               | Second year  | 3.035                      | 5.230                      | 40             | 38 <sup>1</sup> / <sub>2</sub> q                          | 14q     |  |  |
| \$25,000 to  |                            |                            |                |   |                                   | Third year   | 3.245                      | 5.360                      | 40             | 38 <sup>1</sup> / <sub>2</sub> q                          | 14q     |  |  |
| \$37,500   | 5.000                      | 5.744                      | 40             | 30q   | 30q                               | Thereafter   | 3.355                      | 5.750                      | 40             | 38 <sup>1</sup> / <sub>2</sub> q                          | 14q     |  |  |
| \$37,500 to  |                            |                            |                |   |                                   | Group 2:   |                            |                            |                |   |         |  |  |
| \$50,000   | 5.150                      | 5.884                      | 40             | 30q   | 30q                               | 6 months   | 3.656                      | 4.930                      | 40             | 38 <sup>1</sup> / <sub>2</sub> q                          | 14q     |  |  |
| \$50,000 to  |                            |                            |                |   |                                   | 7 - 12 months  | —                          | 5.070                      | 40             | 38 <sup>1</sup> / <sub>2</sub> q                          | 14q     |  |  |
| \$75,000   | 5.250                      | 6.000                      | 40             | 30q   | 30q                               | 13 - 24 months   | —                          | 5.230                      | 40             | 38 <sup>1</sup> / <sub>2</sub> q                          | 14q     |  |  |
| \$75,000 and over                                      | 5.400                      | 6.116                      | 40             | 30q   | 30q                               | 25 - 36 months   | —                          | 5.360                      | 40             | 38 <sup>1</sup> / <sub>2</sub> q                          | 14q     |  |  |
|  |                            |                            |                |   |                                   | After 36 months  | 4.179                      | 5.750                      | 40             | 38 <sup>1</sup> / <sub>2</sub> q                          | 14q     |  |  |
| Agreement B:   |                            |                            |                |   |                                   | Clerks, cashier, part-time:                            |                            |                            |                |   |         |  |  |
| Weekly store volume:                                   |                            |                            |                |   |                                   | Group 1:   |                            |                            |                |   |         |  |  |
| Up to \$30,000   | 4.575                      | 6.250                      | 40             | *   | 24 <sup>9</sup> / <sub>10</sub> q | First 6 months   | 2.685                      | 4.740                      | 40             | 38 <sup>1</sup> / <sub>2</sub> q                          | 14q     |  |  |
| \$30,000 to  |                            |                            |                |   |                                   | 7 - 12 months  | 2.755                      | 4.740                      | 40             | 38 <sup>1</sup> / <sub>2</sub> q                          | 14q     |  |  |
| \$50,000   | 4.650                      | 6.325                      | 40             | *   | 24 <sup>9</sup> / <sub>10</sub> q | 13 - 24 months   | 2.805                      | 5.060                      | 40             | 38 <sup>1</sup> / <sub>2</sub> q                          | 14q     |  |  |
| \$50,000 and over                                      | 4.725                      | 6.400                      | 40             | *   | 24 <sup>9</sup> / <sub>10</sub> q | 25 - 36 months   | 2.930                      | 5.210                      | 40             | 38 <sup>1</sup> / <sub>2</sub> q                          | 14q     |  |  |
|  |                            |                            |                |   |                                   | After 36 months  | 2.980                      | 5.210                      | 40             | 38 <sup>1</sup> / <sub>2</sub> q                          | 14q     |  |  |
| Agreement C:   |                            |                            |                |   |                                   | Group 2:   |                            |                            |                |   |         |  |  |
| Weekly department volume:                              |                            |                            |                |   |                                   | First year   | 3.609                      | 4.740                      | 40             | 38 <sup>1</sup> / <sub>2</sub> q                          | 14q     |  |  |
| \$750 to \$1,200                                       | 4.425                      | 6.100                      | 40             | 25 <sup>9</sup> / <sub>10</sub> q                         | 24 <sup>9</sup> / <sub>10</sub> q | Second year  | 3.656                      | 5.060                      | 40             | 38 <sup>1</sup> / <sub>2</sub> q                          | 14q     |  |  |
| \$1,200 to   |                            |                            |                |   |                                   | Thereafter   | 3.735                      | 5.210                      | 40             | 38 <sup>1</sup> / <sub>2</sub> q                          | 14q     |  |  |
| \$1,500  | 4.506                      | 6.181                      | 40             | 25 <sup>9</sup> / <sub>10</sub> q                         | 24 <sup>9</sup> / <sub>10</sub> q | Baggers:   |                            |                            |                |   |         |  |  |
| \$1,500 to   |                            |                            |                |   |                                   | First 6 months   | 2.675                      | 4.930                      | 40             | 38 <sup>1</sup> / <sub>2</sub> q                          | 14q     |  |  |
| \$2,300  | 4.631                      | 6.306                      | 40             | 25 <sup>9</sup> / <sub>10</sub> q                         | 24 <sup>9</sup> / <sub>10</sub> q | 7 - 12 months  | 2.805                      | 5.070                      | 40             | 38 <sup>1</sup> / <sub>2</sub> q                          | 14q     |  |  |
| \$2,300 to   |                            |                            |                |   |                                   | 13 - 24 months   | 3.035                      | 5.230                      | 40             | 38 <sup>1</sup> / <sub>2</sub> q                          | 14q     |  |  |
| \$3,000  | 4.681                      | 6.356                      | 40             | 25 <sup>9</sup> / <sub>10</sub> q                         | 24 <sup>9</sup> / <sub>10</sub> q | 25 - 36 months   | 3.245                      | 5.360                      | 40             | 38 <sup>1</sup> / <sub>2</sub> q                          | 14q     |  |  |
| \$3,000 to   |                            |                            |                |   |                                   | 37 - 48 months   | 3.355                      | 5.750                      | 40             | 38 <sup>1</sup> / <sub>2</sub> q                          | 14q     |  |  |
| \$4,000  | 4.781                      | 6.456                      | 40             | 25 <sup>9</sup> / <sub>10</sub> q                         | 24 <sup>9</sup> / <sub>10</sub> q | Grocery:   |                            |                            |                |   |         |  |  |
| \$4,000 and over                                       | 4.888                      | 6.563                      | 40             | 25 <sup>9</sup> / <sub>10</sub> q                         | 24 <sup>9</sup> / <sub>10</sub> q | Head grocery clerks                                    | 4.710                      | 6.720                      | 40             | 38 <sup>1</sup> / <sub>2</sub> q                          | 14q     |  |  |
|  |                            |                            |                |   |                                   | Meat:  |                            |                            |                |   |         |  |  |
| Clerks, full-time:                                     |                            |                            |                |   |                                   | Head meat cutters:                                     |                            |                            |                |   |         |  |  |
| Total number of agreements reported: 6                 |                            |                            |                |   |                                   | Group 1:   |                            |                            |                |   |         |  |  |
| Agreement A:   |                            |                            |                |   |                                   | Weekly dept. sales:                                    |                            |                            |                |   |         |  |  |
| First 30 days  | 3.000                      | 3.000                      | 40             | 30q   | 30q                               | Up to \$6,250  | 4.837                      | 6.250                      | 40             | 30q   | *       |  |  |
| 31 days to 4 months                                    | 3.150                      | 3.650                      | 40             | 30q   | 30q                               | \$6,251 to \$7,500                                     | 4.937                      | 6.300                      | 40             | 30q   | *       |  |  |
| 5 to 8 months  | 3.225                      | 3.975                      | 40             | 30q   | 30q                               | \$7,501 to \$8,750                                     | 5.037                      | 6.350                      | 40             | 30q   | *       |  |  |
| 9 to 16 months   | 3.425                      | 4.150                      | 40             | 30q   | 30q                               | \$8,751 to \$10,250                                    | 5.112                      | 6.400                      | 40             | 30q   | *       |  |  |
| 17 to 24 months  | 3.525                      | 4.250                      | 40             | 30q   | 30q                               | \$10,251 to \$11,750                                   | 5.187                      | 6.450                      | 40             | 30q   | *       |  |  |
| 25 to 36 months  | 3.775                      | 4.500                      | 40             | 30q   | 30q                               | \$11,751 and over                                      | 5.262                      | 6.520                      | 40             | 30q   | *       |  |  |
| After 36 months  | 3.975                      | 4.975                      | 40             | 30q   | 30q                               | Group 2:   |                            |                            |                |   |         |  |  |
| Agreement B:   |                            |                            |                |   |                                   | Supermarkets   | 5.805                      | 7.503                      | 40             | *   | 25q     |  |  |
| First 30 days  | 2.600                      | 3.750                      | 40             | 25 <sup>9</sup> / <sub>10</sub> q                         | 24 <sup>9</sup> / <sub>10</sub> q | Journeyman:  |                            |                            |                |   |         |  |  |
| 31 days to 6 months                                    | 2.775                      | 3.925                      | 40             | 25 <sup>9</sup> / <sub>10</sub> q                         | 24 <sup>9</sup> / <sub>10</sub> q | Group 1:   |                            |                            |                |   |         |  |  |
| 7 to 12 months   | 2.950                      | 4.100                      | 40             | 25 <sup>9</sup> / <sub>10</sub> q                         | 24 <sup>9</sup> / <sub>10</sub> q | Full-time  | 4.475                      | 5.775                      | 40             | 30q   | *       |  |  |
| 13 to 18 months  | 3.125                      | 4.275                      | 40             | 25 <sup>9</sup> / <sub>10</sub> q                         | 24 <sup>9</sup> / <sub>10</sub> q | Group 2:   |                            |                            |                |   |         |  |  |
| 19 to 24 months  | 3.300                      | 4.450                      | 40             | 25 <sup>9</sup> / <sub>10</sub> q                         | 24 <sup>9</sup> / <sub>10</sub> q | Full-time  | 4.977                      | 6.641                      | 40             | *   | 25q     |  |  |
| 25 to 36 months  | 3.475                      | 4.625                      | 40             | 25 <sup>9</sup> / <sub>10</sub> q                         | 24 <sup>9</sup> / <sub>10</sub> q | Part-time  | 4.752                      | 6.583                      | 40             | *   | 25q     |  |  |
| After 36 months  | 3.900                      | 5.050                      | 40             | 25 <sup>9</sup> / <sub>10</sub> q                         | 24 <sup>9</sup> / <sub>10</sub> q | Wrappers:  |                            |                            |                |   |         |  |  |
|  |                            |                            |                |   |                                   | Total number of agreements reported: 2                 |                            |                            |                |   |         |  |  |
|  |                            |                            |                |   |                                   | Agreement A:   |                            |                            |                |   |         |  |  |
|  |                            |                            |                |   |                                   | Full-time:   |                            |                            |                |   |         |  |  |
|  |                            |                            |                |   |                                   | First 6 months   | 2.925                      | 4.030                      | 40             | 30q   | *       |  |  |
|  |                            |                            |                |   |                                   | 7 - 12 months  | 3.075                      | 4.210                      | 40             | 30q   | *       |  |  |
|  |                            |                            |                |   |                                   | 13 - 24 months   | 3.315                      | 4.440                      | 40             | 30q   | *       |  |  |
|  |                            |                            |                |   |                                   | 25 - 36 months   | 3.575                      | 4.590                      | 40             | 30q   | *       |  |  |
|  |                            |                            |                |   |                                   | After 36 months  | 4.000                      | 4.800                      | 40             | 30q   | *       |  |  |
|  |                            |                            |                |   |                                   | Part-time:   |                            |                            |                |   |         |  |  |
|  |                            |                            |                |   |                                   | Up to 2,080 hours                                      | 2.775                      | 3.760                      | 40             | 30q   | *       |  |  |
|  |                            |                            |                |   |                                   | \$2,081 to \$4,160                                     | 2.925                      | 4.030                      | 40             | 30q   | *       |  |  |
|  |                            |                            |                |   |                                   | \$4,161 and over                                       | 3.100                      | 4.330                      | 40             | 30q   | *       |  |  |
|  |                            |                            |                |   |                                   | Agreement B:   |                            |                            |                |   |         |  |  |
|  |                            |                            |                |   |                                   | Full-time:   |                            |                            |                |   |         |  |  |
|  |                            |                            |                |   |                                   | First 6 months   | 3.346                      | 4.641                      | 40             | 32 <sup>3</sup> / <sub>10</sub> q                         | 25q     |  |  |
|  |                            |                            |                |   |                                   | 7 to 12 months   | 3.617                      | 4.847                      | 40             | 32 <sup>3</sup> / <sub>10</sub> q                         | 25q     |  |  |
|  |                            |                            |                |   |                                   | 13 to 24 months  | 3.811                      | 5.106                      | 40             | 32 <sup>3</sup> / <sub>10</sub> q                         | 25q     |  |  |
|  |                            |                            |                |   |                                   | 25 to 36 months  | 3.978                      | 5.281                      | 40             | 32 <sup>3</sup> / <sub>10</sub> q                         | 25q     |  |  |
|  |                            |                            |                |   |                                   | Thereafter   | 4.156                      | 5.520                      | 40             | 32 <sup>3</sup> / <sub>10</sub> q                         | 25q     |  |  |

See footnotes at end of table.

**Table 6. Wage rates hours, and employer contributions to funds: Selected cities—Continued**

(Union hourly wage rates and straight-time hours and employer insurance and pension contributions for grocery store occupations in 70 cities, July 1, 1973, and July 1, 1975)

(Hours are the same for both years unless otherwise indicated)

| Trade or occupation and selected contract <sup>1</sup> | July 1, 1973               |                            | July 1, 1975   |   |         |                            | Trade or occupation and selected contract <sup>1</sup> | July 1, 1973               |                | July 1, 1975  |         |  |  |  |
|--|----------------------------|----------------------------|----------------|---|---------|----------------------------|--|----------------------------|----------------|---|---------|--|--|--|
|  | Rate per hour <sup>2</sup> | Rate per hour <sup>2</sup> | Hours per week | Employer contributions for selected benefits <sup>3</sup> |         | Rate per hour <sup>2</sup> |  | Rate per hour <sup>2</sup> | Hours per week | Employer contributions for selected benefits <sup>3</sup> |         |  |  |  |
|  |                            |                            |                | Insurance <sup>4</sup>                                    | Pension |                            |  |                            |                | Insurance <sup>4</sup>                                    | Pension |  |  |  |
| <b>RICHMOND, VA.—</b>                                  |                            |                            |                |   |         |                            |  |                            |                |   |         |  |  |  |
| Continued  |                            |                            |                |   |         |                            |  |                            |                |   |         |  |  |  |
| <b>Meat—Continued</b>                                  |                            |                            |                |   |         |                            |  |                            |                |   |         |  |  |  |
| Wrappers—Continued                                     |                            |                            |                |   |         |                            |  |                            |                |   |         |  |  |  |
| Total number of agreements reported: 2—Continued       |                            |                            |                |   |         |                            |  |                            |                |   |         |  |  |  |
| Agreement B—Continued                                  |                            |                            |                |   |         |                            |  |                            |                |   |         |  |  |  |
| Part-time:   | \$                         | \$                         |                |   |         |                            |  |                            |                |   |         |  |  |  |
| 0 to 2,080 hours                                       | 3.403                      | 4.324                      | 40             | 32 <sup>3</sup> /10¢                                      | 25¢     |                            |  |                            |                |   |         |  |  |  |
| 2,080 to 4,160   | 3.740                      | 4.842                      | 40             | 32 <sup>3</sup> /10¢                                      | 25¢     |                            |  |                            |                |   |         |  |  |  |
| 4,161 and over   | 3.840                      | 5.152                      | 40             | 32 <sup>3</sup> /10¢                                      | 25¢     |                            |  |                            |                |   |         |  |  |  |
| <b>Produce:</b>  |                            |                            |                |   |         |                            |  |                            |                |   |         |  |  |  |
| Head produce clerks:                                   |                            |                            |                |   |         |                            |  |                            |                |   |         |  |  |  |
| Group A:   |                            |                            |                |   |         |                            |  |                            |                |   |         |  |  |  |
| Department volume:                                     |                            |                            |                |   |         |                            |  |                            |                |   |         |  |  |  |
| Under \$1,000  | 3.780                      | 6.270                      | 40             | 38 <sup>1</sup> /2¢                                       | 14¢     |                            |  |                            |                |   |         |  |  |  |
| \$1,001 to \$1,500                                     | 3.842                      | 6.270                      | 40             | 38 <sup>1</sup> /2¢                                       | 14¢     |                            |  |                            |                |   |         |  |  |  |
| \$1,501 to \$2,000                                     | 3.917                      | 6.270                      | 40             | 38 <sup>1</sup> /2¢                                       | 14¢     |                            |  |                            |                |   |         |  |  |  |
| \$2,001 to \$2,500                                     | 3.980                      | 6.270                      | 40             | 38 <sup>1</sup> /2¢                                       | 14¢     |                            |  |                            |                |   |         |  |  |  |
| \$2,501 to \$3,000                                     | 4.040                      | 6.270                      | 40             | 38 <sup>1</sup> /2¢                                       | 14¢     |                            |  |                            |                |   |         |  |  |  |
| \$3,001 to \$3,500                                     | 4.105                      | 6.270                      | 40             | 38 <sup>1</sup> /2¢                                       | 14¢     |                            |  |                            |                |   |         |  |  |  |
| \$3,501 to \$4,000                                     | 4.167                      | 6.270                      | 40             | 38 <sup>1</sup> /2¢                                       | 14¢     |                            |  |                            |                |   |         |  |  |  |
| \$4,001 to \$4,500                                     | 4.242                      | 6.270                      | 40             | 38 <sup>1</sup> /2¢                                       | 14¢     |                            |  |                            |                |   |         |  |  |  |
| \$4,501 to \$5,000                                     | 4.292                      | 6.270                      | 40             | 38 <sup>1</sup> /2¢                                       | 14¢     |                            |  |                            |                |   |         |  |  |  |
| \$5,001 and above                                      | 4.335                      | 6.270                      | 40             | 38 <sup>1</sup> /2¢                                       | 14¢     |                            |  |                            |                |   |         |  |  |  |
| Group B:   |                            |                            |                |   |         |                            |  |                            |                |   |         |  |  |  |
| Section 1  | 4.710                      | 6.270                      | 40             | 38 <sup>1</sup> /2¢                                       | 14¢     |                            |  |                            |                |   |         |  |  |  |
| Section 2  | 4.770                      | 6.270                      | 40             | 38 <sup>1</sup> /2¢                                       | 14¢     |                            |  |                            |                |   |         |  |  |  |
| Section 3  | 4.939                      | 6.270                      | 40             | 38 <sup>1</sup> /2¢                                       | 14¢     |                            |  |                            |                |   |         |  |  |  |
| <b>Miscellaneous:</b>                                  |                            |                            |                |   |         |                            |  |                            |                |   |         |  |  |  |
| Stockers, day, full-time:                              |                            |                            |                |   |         |                            |  |                            |                |   |         |  |  |  |
| Group A:   |                            |                            |                |   |         |                            |  |                            |                |   |         |  |  |  |
| First 6 months   | 3.015                      | 4.930                      | 40             | 38 <sup>1</sup> /2¢                                       | 14¢     |                            |  |                            |                |   |         |  |  |  |
| 7 – 12 months  | 3.105                      | 5.070                      | 40             | 38 <sup>1</sup> /2¢                                       | 14¢     |                            |  |                            |                |   |         |  |  |  |
| 13 – 24 months   | 3.315                      | 5.230                      | 40             | 38 <sup>1</sup> /2¢                                       | 14¢     |                            |  |                            |                |   |         |  |  |  |
| 25 – 36 months   | 3.455                      | 5.360                      | 40             | 38 <sup>1</sup> /2¢                                       | 14¢     |                            |  |                            |                |   |         |  |  |  |
| After 36 months  | 3.585                      | 5.750                      | 40             | 38 <sup>1</sup> /2¢                                       | 14¢     |                            |  |                            |                |   |         |  |  |  |
| Group B:   |                            |                            |                |   |         |                            |  |                            |                |   |         |  |  |  |
| First 6 months   | 3.656                      | 4.930                      | 40             | 38 <sup>1</sup> /2¢                                       | 14¢     |                            |  |                            |                |   |         |  |  |  |
| 7 to 12 months   | —                          | 5.070                      | 40             | 38 <sup>1</sup> /2¢                                       | 14¢     |                            |  |                            |                |   |         |  |  |  |
| 13 to 24 months  | —                          | 5.230                      | 40             | 38 <sup>1</sup> /2¢                                       | 14¢     |                            |  |                            |                |   |         |  |  |  |
| 25 to 36 months  | —                          | 5.360                      | 40             | 38 <sup>1</sup> /2¢                                       | 14¢     |                            |  |                            |                |   |         |  |  |  |
| After 36 months  | 4.179                      | 5.750                      | 40             | 38 <sup>1</sup> /2¢                                       | 14¢     |                            |  |                            |                |   |         |  |  |  |
| <b>ROCHESTER, N.Y.</b>                                 |                            |                            |                |   |         |                            |  |                            |                |   |         |  |  |  |
| <b>Check out:</b>                                      |                            |                            |                |   |         |                            |  |                            |                |   |         |  |  |  |
| Head cashiers:   |                            |                            |                |   |         |                            |  |                            |                |   |         |  |  |  |
| Total number of agreements reported: 5                 |                            |                            |                |   |         |                            |  |                            |                |   |         |  |  |  |
| Agreement A  | 3.725                      | 4.375                      | 40             | 30 <sup>1</sup> /5¢                                       | 20¢     |                            |  |                            |                |   |         |  |  |  |
| Agreement B  | 3.975                      | 4.758                      | 40             | 30 <sup>1</sup> /5¢                                       | 20¢     |                            |  |                            |                |   |         |  |  |  |
| Agreement C  | 3.950                      | 5.063                      | 40             | 30 <sup>1</sup> /5¢                                       | 20¢     |                            |  |                            |                |   |         |  |  |  |
| Agreement D:   |                            |                            |                |   |         |                            |  |                            |                |   |         |  |  |  |
| Weekly store sales:                                    |                            |                            |                |   |         |                            |  |                            |                |   |         |  |  |  |
| \$15,000 to \$25,000                                   | 4.088                      | 5.005                      | 40             | 40 <sup>2</sup> /5¢                                       | 34¢     |                            |  |                            |                |   |         |  |  |  |
| \$25,000 to \$50,000                                   | 4.138                      | 5.105                      | 40             | 40 <sup>2</sup> /5¢                                       | 34¢     |                            |  |                            |                |   |         |  |  |  |
| \$50,000 and over                                      | 4.188                      | 5.305                      | 40             | 40 <sup>2</sup> /5¢                                       | 34¢     |                            |  |                            |                |   |         |  |  |  |
| Clerk, cashier, full-time:                             |                            |                            |                |   |         |                            |  |                            |                |   |         |  |  |  |
| Total number of agreements reported: 6                 |                            |                            |                |   |         |                            |  |                            |                |   |         |  |  |  |
| Agreement A:   |                            |                            |                |   |         |                            |  |                            |                |   |         |  |  |  |
| First 30 days  | —                          | 2.100                      | 40             | 23¢   | —       |                            |  |                            |                |   |         |  |  |  |
| 31 days – 6 months                                     | —                          | 2.300                      | 40             | 23¢   | —       |                            |  |                            |                |   |         |  |  |  |
| 7 – 12 months  | —                          | 2.400                      | 40             | 23¢   | —       |                            |  |                            |                |   |         |  |  |  |
| 13 – 18 months   | —                          | 2.500                      | 40             | 23¢   | —       |                            |  |                            |                |   |         |  |  |  |
| 19 – 24 months   | —                          | 2.600                      | 40             | 23¢   | —       |                            |  |                            |                |   |         |  |  |  |
| After 24 months  | —                          | 2.700                      | 40             | 23¢   | —       |                            |  |                            |                |   |         |  |  |  |
| Agreement B:   |                            |                            |                |   |         |                            |  |                            |                |   |         |  |  |  |
| First 30 days  | 2.150                      | 2.750                      | 40             | 30 <sup>1</sup> /5¢                                       | 20¢     |                            |  |                            |                |   |         |  |  |  |
| 31 days – 6 months                                     | 2.250                      | 3.000                      | 40             | 30 <sup>1</sup> /5¢                                       | 20¢     |                            |  |                            |                |   |         |  |  |  |
| 7 – 12 months  | 2.400                      | 3.200                      | 40             | 30 <sup>1</sup> /5¢                                       | 20¢     |                            |  |                            |                |   |         |  |  |  |
| <b>ROCHESTER, N.Y.—</b>                                |                            |                            |                |   |         |                            |  |                            |                |   |         |  |  |  |
| Continued  |                            |                            |                |   |         |                            |  |                            |                |   |         |  |  |  |
| <b>Check out—Continued</b>                             |                            |                            |                |   |         |                            |  |                            |                |   |         |  |  |  |
| Clerk, cashier, full-time—Continued                    |                            |                            |                |   |         |                            |  |                            |                |   |         |  |  |  |
| Total number of agreements reported: 6—Continued       |                            |                            |                |   |         |                            |  |                            |                |   |         |  |  |  |
| Agreement B—Continued                                  |                            |                            |                |   |         |                            |  |                            |                |   |         |  |  |  |
| Part-time:   | \$                         | \$                         |                |   |         |                            |  |                            |                |   |         |  |  |  |
| 13 – 18 months   | 2.650                      | 3.400                      | 40             | 30 <sup>1</sup> /5¢                                       | 20¢     |                            |  |                            |                |   |         |  |  |  |
| After 18 months  | 2.900                      | 3.750                      | 40             | 30 <sup>1</sup> /5¢                                       | 20¢     |                            |  |                            |                |   |         |  |  |  |
| Agreement C:   |                            |                            |                |   |         |                            |  |                            |                |   |         |  |  |  |
| First 6 months   | 2.400                      | 3.100                      | 40             | 30 <sup>1</sup> /5¢                                       | 20¢     |                            |  |                            |                |   |         |  |  |  |
| 7 – 12 months  | 2.525                      | 3.225                      | 40             | 30 <sup>1</sup> /5¢                                       | 20¢     |                            |  |                            |                |   |         |  |  |  |
| 13 – 24 months   | 2.900                      | 3.600                      | 40             | 30 <sup>1</sup> /5¢                                       | 20¢     |                            |  |                            |                |   |         |  |  |  |
| 25 – 36 months   | 3.275                      | 3.975                      | 40             | 30 <sup>1</sup> /5¢                                       | 20¢     |                            |  |                            |                |   |         |  |  |  |
| After 36 months  | 3.650                      | 4.433                      | 40             | 30 <sup>1</sup> /5¢                                       | 20¢     |                            |  |                            |                |   |         |  |  |  |
| Agreement D:   |                            |                            |                |   |         |                            |  |                            |                |   |         |  |  |  |
| First 6 months   | 3.438                      | 4.273                      | 40             | 40 <sup>2</sup> /5¢                                       | 34¢     |                            |  |                            |                |   |         |  |  |  |
| 7 – 12 months  | 3.513                      | 4.373                      | 40             | 40 <sup>2</sup> /5¢                                       | 34¢     |                            |  |                            |                |   |         |  |  |  |
| 13 – 24 months   | 3.588                      | 4.455                      | 40             | 40 <sup>2</sup> /5¢                                       | 34¢     |                            |  |                            |                |   |         |  |  |  |
| 25 – 36 months   | 3.663                      | 4.563                      | 40             | 40 <sup>2</sup> /5¢                                       | 34¢     |                            |  |                            |                |   |         |  |  |  |
| After 36 months  | 3.738                      | 4.673                      | 40             | 40 <sup>2</sup> /5¢                                       | 34¢     |                            |  |                            |                |   |         |  |  |  |
| Clerk, cashier, part-time:                             |                            |                            |                |   |         |                            |  |                            |                |   |         |  |  |  |
| Total number of agreements reported: 6                 |                            |                            |                |   |         |                            |  |                            |                |   |         |  |  |  |
| Agreement A:   |                            |                            |                |   |         |                            |  |                            |                |   |         |  |  |  |
| First 30 days  | —                          | 2.100                      | 40             | 23¢   | —       |                            |  |                            |                |   |         |  |  |  |
| 31 days – 6 months                                     | —                          | 2.250                      | 40             | 23¢   | —       |                            |  |                            |                |   |         |  |  |  |
| 7 – 12 months  | —                          | 2.300                      | 40             | 23¢   | —       |                            |  |                            |                |   |         |  |  |  |
| 13 – 18 months   | —                          | 2.400                      | 40             | 23¢   | —       |                            |  |                            |                |   |         |  |  |  |
| 19 – 24 months   | —                          | 2.500                      | 40             | 23¢   | —       |                            |  |                            |                |   |         |  |  |  |
| After 24 months  | —                          | 2.600                      | 40             | 23¢   | —       |                            |  |                            |                |   |         |  |  |  |
| Agreement B:   |                            |                            |                |   |         |                            |  |                            |                |   |         |  |  |  |
| First 30 days  | 1.950                      | 2.100                      | 40             | 30 <sup>1</sup> /5¢                                       | 20¢     |                            |  |                            |                |   |         |  |  |  |
| 31 days – 6 months                                     | 2.050                      | 2.300                      | 40             | 30 <sup>1</sup> /5¢                                       | 20¢     |                            |  |                            |                |   |         |  |  |  |
| 7 – 12 months  | 2.250                      | 2.500                      | 40             | 30 <sup>1</sup> /5¢                                       | 20¢     |                            |  |                            |                |   |         |  |  |  |
| 13 – 18 months   | 2.400                      | 2.700                      | 40             | 30 <sup>1</sup> /5¢                                       | 20¢     |                            |  |                            |                |   |         |  |  |  |
| After 18 months  | 2.500                      | 3.000                      | 40             | 30 <sup>1</sup> /5¢                                       | 20¢     |                            |  |                            |                |   |         |  |  |  |
| Agreement C:   |                            |                            |                |   |         |                            |  |                            |                |   |         |  |  |  |
| First 30 days  | 2.400                      | 2.800                      | 40             | 28 <sup>1</sup> /5¢                                       | 34¢     |                            |  |                            |                |   |         |  |  |  |
| 31 days – 6 months                                     | 2.500                      | 2.900                      | 40             | 28 <sup>1</sup> /5¢                                       | 34¢     |                            |  |                            |                |   |         |  |  |  |
| 7 – 12 months  | 2.600                      | 3.000                      | 40             | 28 <sup>1</sup> /5¢                                       | 34¢     |                            |  |                            |                |   |         |  |  |  |
| 13 – 18 months   | 2.700                      | 3.100                      | 40             | 28 <sup>1</sup> /5¢                                       | 34¢     |                            |  |                            |                |   |         |  |  |  |
| 19 – 24 months   | 2.800                      | 3.200                      | 40             | 28 <sup>1</sup> /5¢                                       | 34¢     |                            |  |                            |                |   |         |  |  |  |
| After 24 months  | 3.000                      | 3.400                      | 40             | 28 <sup>1</sup> /5¢                                       | 34¢     |                            |  |                            |                |   |         |  |  |  |
| <b>Grocery:</b>  |                            |                            |                |   |         |                            |  |                            |                |   |         |  |  |  |

**Table 6. Wage rates hours, and employer contributions to funds: Selected cities—Continued**

(Union hourly wage rates and straight-time hours and employer insurance and pension contributions for grocery store occupations in 70 cities, July 1, 1973, and July 1, 1975)

(Hours are the same for both years unless otherwise indicated)

| Trade or occupation and selected contract <sup>1</sup> | July 1, 1973               |                            | July 1, 1975   |   |         |  | Trade or occupation and selected contract <sup>1</sup> | July 1, 1973               |                     | July 1, 1975  |         |  |  |
|--|----------------------------|----------------------------|----------------|---|---------|--|--|----------------------------|---------------------|---|---------|--|--|
|  | Rate per hour <sup>2</sup> | Rate per hour <sup>2</sup> | Hours per week | Employer contributions for selected benefits <sup>3</sup> |         | Rate per hour <sup>2</sup>             |  | Rate per hour <sup>2</sup> | Hours per week      | Employer contributions for selected benefits <sup>3</sup> |         |  |  |
|  |                            |                            |                | Insur-ance <sup>4</sup>                                   | Pension |  |  |                            |                     | Insur-ance <sup>4</sup>                                   | Pension |  |  |
| <b>ROCHESTER, N. Y.—Continued</b>                      |                            |                            |                |   |         | <b>ROCHESTER, N. Y.—Continued</b>      |  |                            |                     |   |         |  |  |
| Grocery—Continued                                      |                            |                            |                |   |         | Meat—Continued                         |  |                            |                     |   |         |  |  |
| Clerks, grocery, full-time—Continued                   |                            |                            |                |   |         | Wrappers, meat:                        |  |                            |                     |   |         |  |  |
| Total number of agreements reported: 5—Continued       |                            |                            |                |   |         | Total number of agreements reported: 2 |  |                            |                     |   |         |  |  |
| Agreement C:   |                            |                            |                |   |         | Agreement A:                           |  |                            |                     |   |         |  |  |
| First 6 months   | \$ 3.563                   | \$ 4.313                   | 40             | 40 <sup>2</sup> /5¢                                       | 34¢     | —                                      | \$ 2.100   | 40                         | 23¢                 | —   |         |  |  |
| 7 — 12 months  | 3.638                      | 4.388                      | 40             | 40 <sup>2</sup> /5¢                                       | 34¢     | —                                      | 2.300  | 40                         | 23¢                 | —   |         |  |  |
| 13 — 24 months   | 3.763                      | 4.513                      | 40             | 40 <sup>2</sup> /5¢                                       | 34¢     | —                                      | 2.400  | 40                         | 23¢                 | —   |         |  |  |
| 25 — 36 months   | 3.888                      | 4.638                      | 40             | 40 <sup>2</sup> /5¢                                       | 34¢     | —                                      | 2.500  | 40                         | 23¢                 | —   |         |  |  |
| After 36 months  | 4.013                      | 4.763                      | 40             | 40 <sup>2</sup> /5¢                                       | 34¢     | —                                      | 2.600  | 40                         | 23¢                 | —   |         |  |  |
| Clerks, grocery, part-time:                            |                            |                            |                |   |         | Agreement B:                           |  |                            |                     |   |         |  |  |
| Total number of agreements reported: 4                 |                            |                            |                |   |         | First 6 months                         |  |                            |                     |   |         |  |  |
| Agreement A:   |                            |                            |                |   |         | 7 — 12 months                          |  |                            |                     |   |         |  |  |
| First 30 days  | —                          | 2.100                      | 40             | 23¢   | —       | 3.438                                  | 4.398  | 40                         | 40 <sup>2</sup> /5¢ | 34¢   |         |  |  |
| 31 days — 6 months                                     | —                          | 2.250                      | 40             | 23¢   | —       | 3.513                                  | 4.498  | 40                         | 40 <sup>2</sup> /5¢ | 34¢   |         |  |  |
| 7 — 12 months  | —                          | 2.300                      | 40             | 23¢   | —       | 3.588                                  | 4.580  | 40                         | 40 <sup>2</sup> /5¢ | 34¢   |         |  |  |
| 13 — 18 months   | —                          | 2.400                      | 40             | 23¢   | —       | 3.663                                  | 4.688  | 40                         | 40 <sup>2</sup> /5¢ | 34¢   |         |  |  |
| 19 — 24 months   | —                          | 2.500                      | 40             | 23¢   | —       | 3.738                                  | 4.798  | 40                         | 40 <sup>2</sup> /5¢ | 34¢   |         |  |  |
| After 24 months  | —                          | 2.600                      | 40             | 23¢   | —       | Dairy:                                 |  |                            |                     |   |         |  |  |
| Agreement B:   |                            |                            |                |   |         | Head dairy clerks:                     |  |                            |                     |   |         |  |  |
| First 30 days  | 2.150                      | 2.400                      | 40             | 30 <sup>1</sup> /5¢                                       | 20¢     | Total number of agreements reported: 1 |  |                            |                     |   |         |  |  |
| 31 days — 6 months                                     | 2.250                      | 2.500                      | 40             | 30 <sup>1</sup> /5¢                                       | 20¢     | Agreement A                            |  |                            |                     |   |         |  |  |
| 7 — 12 months  | 2.400                      | 2.600                      | 40             | 30 <sup>1</sup> /5¢                                       | 20¢     | 4.188                                  | 5.063  | 40                         | 30 <sup>1</sup> /5¢ | 20¢   |         |  |  |
| 13 — 18 months   | 2.550                      | 2.700                      | 40             | 30 <sup>1</sup> /5¢                                       | 20¢     | Produce:                               |  |                            |                     |   |         |  |  |
| 19 — 24 months   | 2.700                      | 2.800                      | 40             | 30 <sup>1</sup> /5¢                                       | 20¢     | Head produce clerks:                   |  |                            |                     |   |         |  |  |
| After 24 months  | 2.900                      | 3.050                      | 40             | 30 <sup>1</sup> /5¢                                       | 20¢     | Total number of agreements reported: 4 |  |                            |                     |   |         |  |  |
| Agreement C:   |                            |                            |                |   |         | Agreement A                            |  |                            |                     |   |         |  |  |
| First month  | 2.400                      | 2.550                      | 40             | 28 <sup>1</sup> /5¢                                       | 34¢     | —                                      | 4.000  | 40                         | 23¢                 | —   |         |  |  |
| 2 — 6 months   | 2.500                      | 2.650                      | 40             | 28 <sup>1</sup> /5¢                                       | 34¢     | 4.100                                  | 4.750  | 40                         | 30 <sup>1</sup> /5¢ | 20¢   |         |  |  |
| 7 — 12 months  | 2.600                      | 2.750                      | 40             | 28 <sup>1</sup> /5¢                                       | 34¢     | 4.700                                  | 5.575  | 40                         | 30 <sup>1</sup> /5¢ | 20¢   |         |  |  |
| 13 — 18 months   | 2.700                      | 2.850                      | 40             | 28 <sup>1</sup> /5¢                                       | 34¢     | Agreement B:                           |  |                            |                     |   |         |  |  |
| 19 — 24 months   | 2.800                      | 2.950                      | 40             | 28 <sup>1</sup> /5¢                                       | 34¢     | Agreement C                            |  |                            |                     |   |         |  |  |
| After 24 months  | 3.000                      | 3.150                      | 40             | 28 <sup>1</sup> /5¢                                       | 34¢     | Agreement D:                           |  |                            |                     |   |         |  |  |
| Meat:  |                            |                            |                |   |         | Grocery and produce weekly sales:      |  |                            |                     |   |         |  |  |
| Head meat cutters:                                     |                            |                            |                |   |         | \$7,500 to                             |  |                            |                     |   |         |  |  |
| Total number of agreements reported: 4                 |                            |                            |                |   |         | \$20,000 to                            |  |                            |                     |   |         |  |  |
| Agreement A  |                            |                            |                |   |         | \$20,000 to                            |  |                            |                     |   |         |  |  |
| Agreement B:   |                            |                            |                |   |         | \$35,000 to                            |  |                            |                     |   |         |  |  |
| Dept. weekly sales:                                    | 5.175                      | 6.000                      | 40             | 40 <sup>2</sup> /5¢                                       | 34¢     | \$35,000 to                            |  |                            |                     |   |         |  |  |
| Up to \$6,000  | 5.175                      | 6.000                      | 40             | 40 <sup>2</sup> /5¢                                       | 34¢     | \$50,000 to                            |  |                            |                     |   |         |  |  |
| \$6,000 to   | 5.250                      | 6.125                      | 40             | 40 <sup>2</sup> /5¢                                       | 34¢     | \$50,000 and over                      |  |                            |                     |   |         |  |  |
| \$10,000 to  | 5.325                      | 6.250                      | 40             | 40 <sup>2</sup> /5¢                                       | 34¢     | 4.450                                  | 5.250  | 40                         | 40 <sup>2</sup> /5¢ | 34¢   |         |  |  |
| \$15,000 to  | 5.400                      | 6.375                      | 40             | 40 <sup>2</sup> /5¢                                       | 34¢     | 4.650                                  | 5.450  | 40                         | 40 <sup>2</sup> /5¢ | 34¢   |         |  |  |
| \$20,000 to  | 5.475                      | 6.500                      | 40             | 40 <sup>2</sup> /5¢                                       | 34¢     | 4.800                                  | 5.650  | 40                         | 40 <sup>2</sup> /5¢ | 34¢   |         |  |  |
| \$20,000 and over                                      | 5.475                      | 6.500                      | 40             | 40 <sup>2</sup> /5¢                                       | 34¢     | —                                      | 5.850  | 40                         | 40 <sup>2</sup> /5¢ | 34¢   |         |  |  |
| Agreement C:   |                            |                            |                |   |         | <b>SACRAMENTO, CALIF.</b>              |  |                            |                     |   |         |  |  |
| Dept. weekly sales:                                    | 5.175                      | 6.338                      | 40             | 40 <sup>2</sup> /5¢                                       | 34¢     | Check out:                             |  |                            |                     |   |         |  |  |
| Up to \$6,000  | 5.175                      | 6.338                      | 40             | 40 <sup>2</sup> /5¢                                       | 34¢     | Cashiers, full-time                    |  |                            |                     |   |         |  |  |
| \$6,000 to   | 5.250                      | 6.413                      | 40             | 40 <sup>2</sup> /5¢                                       | 34¢     | Cashiers, part-time                    |  |                            |                     |   |         |  |  |
| \$10,000 to  | 5.325                      | 6.488                      | 40             | 40 <sup>2</sup> /5¢                                       | 34¢     | Baggers                                |  |                            |                     |   |         |  |  |
| \$15,000 to  | 5.400                      | 6.563                      | 40             | 40 <sup>2</sup> /5¢                                       | 34¢     | Grocery:                               |  |                            |                     |   |         |  |  |
| \$20,000 to  | 5.475                      | 6.638                      | 40             | 40 <sup>2</sup> /5¢                                       | 34¢     | Head clerks (grocery men)              |  |                            |                     |   |         |  |  |
| \$20,000 and over                                      | 5.475                      | 6.638                      | 40             | 40 <sup>2</sup> /5¢                                       | 34¢     | Clerks, part time                      |  |                            |                     |   |         |  |  |
| Agreement C:   |                            |                            |                |   |         | Clerks, full time                      |  |                            |                     |   |         |  |  |
| Dept. weekly sales:                                    | 5.175                      | 6.338                      | 40             | 40 <sup>2</sup> /5¢                                       | 34¢     | Meat:                                  |  |                            |                     |   |         |  |  |
| Up to \$6,000  | 5.175                      | 6.338                      | 40             | 40 <sup>2</sup> /5¢                                       | 34¢     | Head meat men (over 5 employees)       |  |                            |                     |   |         |  |  |
| \$6,000 to   | 5.250                      | 6.413                      | 40             | 40 <sup>2</sup> /5¢                                       | 34¢     | Head meat men                          |  |                            |                     |   |         |  |  |
| \$10,000 to  | 5.325                      | 6.488                      | 40             | 40 <sup>2</sup> /5¢                                       | 34¢     | Journymen                              |  |                            |                     |   |         |  |  |
| \$15,000 to  | 5.400                      | 6.563                      | 40             | 40 <sup>2</sup> /5¢                                       | 34¢     | Wrappers                               |  |                            |                     |   |         |  |  |
| \$20,000 to  | 5.475                      | 6.638                      | 40             | 40 <sup>2</sup> /5¢                                       | 34¢     | Produce:                               |  |                            |                     |   |         |  |  |
| \$20,000 and over                                      | 5.475                      | 6.638                      | 40             | 40 <sup>2</sup> /5¢                                       | 34¢     | Head clerks (produce men)              |  |                            |                     |   |         |  |  |
| First cutters:   |                            |                            |                |   |         | Clerks, full-time                      |  |                            |                     |   |         |  |  |
| Total number of agreements reported: 4                 |                            |                            |                |   |         | Clerks, part-time                      |  |                            |                     |   |         |  |  |
| Agreement A  |                            |                            |                |   |         | <b>ST. LOUIS, MO.</b>                  |  |                            |                     |   |         |  |  |
| Agreement B  |                            |                            |                |   |         | Check out:                             |  |                            |                     |   |         |  |  |
| Agreement C  |                            |                            |                |   |         | Head cashiers                          |  |                            |                     |   |         |  |  |
| Journymen:   |                            |                            |                |   |         | Cashiers:                              |  |                            |                     |   |         |  |  |
| Total number of agreements reported: 4                 |                            |                            |                |   |         | First 6 months                         |  |                            |                     |   |         |  |  |
| Agreement A  |                            |                            |                |   |         | 7 — 12 months                          |  |                            |                     |   |         |  |  |
| Agreement B  |                            |                            |                |   |         | 13 — 18 months                         |  |                            |                     |   |         |  |  |
| Agreement C  |                            |                            |                |   |         | 19 — 24 months                         |  |                            |                     |   |         |  |  |
|  |                            |                            |                |   |         | After 24 months                        |  |                            |                     |   |         |  |  |
|  |                            |                            |                |   |         | Baggers                                |  |                            |                     |   |         |  |  |

See footnotes at end of table.

**Table 6. Wage rates hours, and employer contributions to funds: Selected cities—Continued**

(Union hourly wage rates and straight-time hours and employer insurance and pension contributions for grocery store occupations in 70 cities, July 1, 1973, and July 1, 1975)

(Hours are the same for both years unless otherwise indicated)

| Trade or occupation and selected contract <sup>1</sup> | July 1, 1973               |                            | July 1, 1975   |   |                                      |                                      | Trade or occupation and selected contract <sup>1</sup> | July 1, 1973               |                | July 1, 1975  |                                  |                                  |  |
|--|----------------------------|----------------------------|----------------|---|--------------------------------------|--------------------------------------|--|----------------------------|----------------|---|----------------------------------|----------------------------------|--|
|  | Rate per hour <sup>2</sup> | Rate per hour <sup>2</sup> | Hours per week | Employer contributions for selected benefits <sup>3</sup> |                                      | Rate per hour <sup>2</sup>           |  | Rate per hour <sup>2</sup> | Hours per week | Employer contributions for selected benefits <sup>3</sup> |                                  |                                  |  |
|  |                            |                            |                | Insurance <sup>4</sup>                                    | Pension                              |                                      |  |                            |                | Insurance <sup>4</sup>                                    | Pension                          |                                  |  |
| <b>ST. LOUIS, MO.—Continued</b>                        |                            |                            |                |   | <b>SAN ANTONIO, TEX.</b>             |                                      |  |                            |                |   |                                  |                                  |  |
| Grocery:   |                            |                            |                |   |                                      | Meat:                                |  |                            |                |   |                                  |                                  |  |
| Head grocery clerk                                     | \$ 5.175                   | \$ 6.950                   | 40             | 27¢   | 14¢                                  | Head meat cutters                    | \$ 4.965   | \$ 6.780                   | 40             | 42 <sup>1</sup> / <sub>4</sub> ¢                          | 36 <sup>3</sup> / <sub>5</sub> ¢ | 36 <sup>3</sup> / <sub>5</sub> ¢ |  |
| Clerks, full-time:                                     |                            |                            |                |   |                                      | Journymen                            | 4.355  | 5.780                      | 40             | 42 <sup>1</sup> / <sub>4</sub> ¢                          | 36 <sup>3</sup> / <sub>5</sub> ¢ | 36 <sup>3</sup> / <sub>5</sub> ¢ |  |
| First 6 months   | 3.375                      | 4.150                      | 40             | 27¢   | 14¢                                  | Wrappers:                            |  |                            |                |   |                                  |                                  |  |
| 7 – 12 months  | 3.550                      | 4.425                      | 40             | 27¢   | 14¢                                  | First 6 months                       | 2.895  | 4.090                      | 40             | 42 <sup>1</sup> / <sub>4</sub> ¢                          | 36 <sup>3</sup> / <sub>5</sub> ¢ | 36 <sup>3</sup> / <sub>5</sub> ¢ |  |
| 13 – 18 months   | 3.750                      | 4.775                      | 40             | 27¢   | 14¢                                  | 7 – 12 months                        | 2.995  | 4.190                      | 40             | 42 <sup>1</sup> / <sub>4</sub> ¢                          | 36 <sup>3</sup> / <sub>5</sub> ¢ | 36 <sup>3</sup> / <sub>5</sub> ¢ |  |
| 19 – 24 months   | 3.975                      | 5.125                      | 40             | 27¢   | 14¢                                  | 13 – 18 months                       | 3.095  | 4.290                      | 40             | 42 <sup>1</sup> / <sub>4</sub> ¢                          | 36 <sup>3</sup> / <sub>5</sub> ¢ | 36 <sup>3</sup> / <sub>5</sub> ¢ |  |
| After 24 months  | 4.350                      | 5.700                      | 40             | 27¢   | 14¢                                  | 19 – 24 months                       | 3.195  | 4.400                      | 40             | 42 <sup>1</sup> / <sub>4</sub> ¢                          | 36 <sup>3</sup> / <sub>5</sub> ¢ | 36 <sup>3</sup> / <sub>5</sub> ¢ |  |
| Clerks, part-time:                                     |                            |                            |                |   |                                      | After 24 months                      | 3.295  | 4.530                      | 40             | 42 <sup>1</sup> / <sub>4</sub> ¢                          | 36 <sup>3</sup> / <sub>5</sub> ¢ | 36 <sup>3</sup> / <sub>5</sub> ¢ |  |
| First 520 hours  | 2.800                      | 3.350                      | 40             | 27¢   | 14¢                                  | <b>SAN DIEGO, CALIF.</b>             |  |                            |                |   |                                  |                                  |  |
| 521 to 1,040 hours                                     | 2.900                      | 3.450                      | 40             | 27¢   | 14¢                                  | Grocery:                             |  |                            |                |   |                                  |                                  |  |
| 1,041 to 1,560 hours                                   | 3.025                      | 3.700                      | 40             | 27¢   | 14¢                                  | Head food or grocery clerk           | 4.682  | 5.820                      | 40             | 39¢   | 42¢                              | 42¢                              |  |
| After 1,560 hours                                      | 3.200                      | 3.950                      | 40             | 27¢   | 14¢                                  | Food or grocery clerk                | 5.120  | 5.322                      | 40             | 39¢   | 42¢                              | 42¢                              |  |
| Meat:  |                            |                            |                |   |                                      | Clerks helpers                       | 2.432  | 2.662                      | 40             | 39¢   | 42¢                              | 42¢                              |  |
| Head meat men:   |                            |                            |                |   |                                      | Meat:                                |  |                            |                |   |                                  |                                  |  |
| Total number of agreements reported: 2                 |                            |                            |                |   |                                      | Head meat men                        | 5.920  | 6.890                      | 40             | 31¢   | 47 <sup>4</sup> / <sub>5</sub> ¢ | 47 <sup>4</sup> / <sub>5</sub> ¢ |  |
| Agreement A  | 5.490                      | 6.762                      | 40             | 42 <sup>4</sup> / <sub>5</sub> ¢                          | 32¢                                  | Journymen                            | 5.470  | 6.440                      | 40             | 53 <sup>4</sup> / <sub>5</sub> ¢                          | 47 <sup>4</sup> / <sub>5</sub> ¢ | 47 <sup>4</sup> / <sub>5</sub> ¢ |  |
| Agreement B  |                            |                            |                |   |                                      | Delicatessen                         | 5.470  | 5.460                      | 40             | 53 <sup>4</sup> / <sub>5</sub> ¢                          | 47 <sup>4</sup> / <sub>5</sub> ¢ | 47 <sup>4</sup> / <sub>5</sub> ¢ |  |
| Number of employees:                                   |                            |                            |                |   |                                      | Wrappers:                            |  |                            |                |   |                                  |                                  |  |
| 8 or less  | 5.812                      | 7.362                      | 40             | 46 <sup>4</sup> / <sub>5</sub> ¢                          | 37 <sup>4</sup> / <sub>5</sub> ¢     | First 3 months                       | 3.980  | 4.870                      | 40             | 53 <sup>4</sup> / <sub>5</sub> ¢                          | 47 <sup>4</sup> / <sub>5</sub> ¢ | 47 <sup>4</sup> / <sub>5</sub> ¢ |  |
| 9 to 11  | 6.188                      | 7.738                      | 40             | 46 <sup>4</sup> / <sub>5</sub> ¢                          | 37 <sup>4</sup> / <sub>5</sub> ¢     | 4 – 6 months                         | 4.205  | 5.095                      | 40             | 53 <sup>4</sup> / <sub>5</sub> ¢                          | 47 <sup>4</sup> / <sub>5</sub> ¢ | 47 <sup>4</sup> / <sub>5</sub> ¢ |  |
| 12 or more   | 6.325                      | 7.875                      | 40             | 46 <sup>4</sup> / <sub>5</sub> ¢                          | 37 <sup>4</sup> / <sub>5</sub> ¢     | 7 – 12 months                        | 4.305  | 5.195                      | 40             | 53 <sup>4</sup> / <sub>5</sub> ¢                          | 47 <sup>4</sup> / <sub>5</sub> ¢ | 47 <sup>4</sup> / <sub>5</sub> ¢ |  |
| Journymen:   |                            |                            |                |   |                                      | After 12 months                      | 4.445  | 5.335                      | 40             | 53 <sup>4</sup> / <sub>5</sub> ¢                          | 47 <sup>4</sup> / <sub>5</sub> ¢ | 47 <sup>4</sup> / <sub>5</sub> ¢ |  |
| Total number of agreements reported: 2                 |                            |                            |                |   |                                      | <b>SAN FRANCISCO-OAKLAND, CALIF.</b> |  |                            |                |   |                                  |                                  |  |
| Agreement A  | 5.090                      | 6.262                      | 40             | 42 <sup>4</sup> / <sub>5</sub> ¢                          | 32¢                                  | Check out:                           |  |                            |                |   |                                  |                                  |  |
| Agreement B  | 5.412                      | 6.862                      | 40             | 46 <sup>4</sup> / <sub>5</sub> ¢                          | 37 <sup>4</sup> / <sub>5</sub> ¢     | Head cashier (Head clerks):          |  |                            |                |   |                                  |                                  |  |
| Wrappers:  |                            |                            |                |   |                                      | Oakland                              | 5.594  | 6.230                      | 40             | 63¢   | 47¢                              | 47¢                              |  |
| Total number of agreements reported: 2                 |                            |                            |                |   |                                      | San Francisco                        | 5.594  | 6.459                      | 40             | 63 <sup>1</sup> / <sub>2</sub> ¢                          | 47¢                              | 47¢                              |  |
| Agreement A:   |                            |                            |                |   |                                      | Cashiers, full-time (Journymen):     |  |                            |                |   |                                  |                                  |  |
| First 6 months   | 3.478                      | 4.562                      | 40             | 42 <sup>4</sup> / <sub>5</sub> ¢                          | 32¢                                  | Oakland                              | 5.265  | 6.230                      | 40             | 63¢   | 47¢                              | 47¢                              |  |
| 7 – 12 months  | 3.758                      | 4.638                      | 40             | 42 <sup>4</sup> / <sub>5</sub> ¢                          | 32¢                                  | San Francisco                        | 5.265  | 6.130                      | 40             | 63 <sup>1</sup> / <sub>2</sub> ¢                          | 47¢                              | 47¢                              |  |
| After 12 months  | 4.078                      | 4.762                      | 40             | 42 <sup>4</sup> / <sub>5</sub> ¢                          | 32¢                                  | Baggers — (Courtesy clerks):         |  |                            |                |   |                                  |                                  |  |
| Agreement B:   |                            |                            |                |   |                                      | Oakland                              | 3.030  | 3.510                      | 40             | 63¢   | 47¢                              | 47¢                              |  |
| First 3 months   | 4.062                      | 4.850                      | 40             | 46 <sup>4</sup> / <sub>5</sub> ¢                          | 37 <sup>4</sup> / <sub>5</sub> ¢     | Grocery:                             |  |                            |                |   |                                  |                                  |  |
| 4 – 6 months   | 4.138                      | 4.960                      | 40             | 46 <sup>4</sup> / <sub>5</sub> ¢                          | 37 <sup>4</sup> / <sub>5</sub> ¢     | Head grocery men (clerks):           |  |                            |                |   |                                  |                                  |  |
| 7 – 12 months  | 4.212                      | 5.070                      | 40             | 46 <sup>4</sup> / <sub>5</sub> ¢                          | 37 <sup>4</sup> / <sub>5</sub> ¢     | Oakland                              | 6.249  | 7.214                      | 40             | 63¢   | 47¢                              | 47¢                              |  |
| After 12 months  | 4.262                      | 5.312                      | 40             | 46 <sup>4</sup> / <sub>5</sub> ¢                          | 37 <sup>4</sup> / <sub>5</sub> ¢     | San Francisco                        | 5.594  | 6.459                      | 40             | 63 <sup>1</sup> / <sub>2</sub> ¢                          | 47¢                              | 47¢                              |  |
| Produce:   |                            |                            |                |   |                                      | Clerks, full-time:                   |  |                            |                |   |                                  |                                  |  |
| Head produce clerk                                     | 5.087                      | 6.862                      | 40             | 27¢   | 14¢                                  | Oakland                              | 5.708  | 6.673                      | 40             | 63¢   | 47¢                              | 47¢                              |  |
| <b>ST. PAUL, MINN.</b>                                 |                            |                            |                |   | <b>Meat:</b>                         |                                      |  |                            |                |   |                                  |                                  |  |
| (Scales listed under Minneapolis—St. Paul, Minn.)      |                            |                            |                |   | Head meat men:                       |                                      |  |                            |                |   |                                  |                                  |  |
|  |                            |                            |                |   | Oakland                              |                                      |  |                            |                |   |                                  |                                  |  |
|  |                            |                            |                |   | San Francisco                        |                                      |  |                            |                |   |                                  |                                  |  |
|  |                            |                            |                |   | First cutters:                       |                                      |  |                            |                |   |                                  |                                  |  |
|  |                            |                            |                |   | Oakland                              |                                      |  |                            |                |   |                                  |                                  |  |
|  |                            |                            |                |   | San Francisco                        |                                      |  |                            |                |   |                                  |                                  |  |
|  |                            |                            |                |   | Journymen:                           |                                      |  |                            |                |   |                                  |                                  |  |
|  |                            |                            |                |   | Oakland                              |                                      |  |                            |                |   |                                  |                                  |  |
|  |                            |                            |                |   | Total number of agreements reported: |                                      |  |                            |                |   |                                  |                                  |  |
|  |                            |                            |                |   | 2                                    |                                      |  |                            |                |   |                                  |                                  |  |
|  |                            |                            |                |   | Agreement A                          |                                      |  |                            |                |   |                                  |                                  |  |
|  |                            |                            |                |   | Agreement B                          |                                      |  |                            |                |   |                                  |                                  |  |
|  |                            |                            |                |   | San Francisco                        |                                      |  |                            |                |   |                                  |                                  |  |
|  |                            |                            |                |   | Wrappers:                            |                                      |  |                            |                |   |                                  |                                  |  |
|  |                            |                            |                |   | Oakland:                             |                                      |  |                            |                |   |                                  |                                  |  |
|  |                            |                            |                |   | First 90 days                        |                                      |  |                            |                |   |                                  |                                  |  |
|  |                            |                            |                |   | After 90 days                        |                                      |  |                            |                |   |                                  |                                  |  |
|  |                            |                            |                |   | San Francisco:                       |                                      |  |                            |                |   |                                  |                                  |  |
|  |                            |                            |                |   | First 90 days                        |                                      |  |                            |                |   |                                  |                                  |  |
|  |                            |                            |                |   | After 90 days                        |                                      |  |                            |                |   |                                  |                                  |  |
|  |                            |                            |                |   | Produce:                             |                                      |  |                            |                |   |                                  |                                  |  |
|  |                            |                            |                |   | Head produce men (clerks):           |                                      |  |                            |                |   |                                  |                                  |  |
|  |                            |                            |                |   | San Francisco                        |                                      |  |                            |                |   |                                  |                                  |  |
|  |                            |                            |                |   | Student clerks:                      |                                      |  |                            |                |   |                                  |                                  |  |
|  |                            |                            |                |   | San Francisco                        |                                      |  |                            |                |   |                                  |                                  |  |
|  |                            |                            |                |   | San Francisco                        |                                      |  |                            |                |   |                                  |                                  |  |

See footnotes at end of table.



**Table 6. Wage rates hours, and employer contributions to funds: Selected cities—Continued**

(Union hourly wage rates and straight-time hours and employer insurance and pension contributions for grocery store occupations in 70 cities, July 1, 1973, and July 1, 1975)

(Hours are the same for both years unless otherwise indicated)

| Trade or occupation and selected contract <sup>1</sup> | July 1, 1973               |                            | July 1, 1975   |   |         | Trade or occupation and selected contract <sup>1</sup> | July 1, 1973               |                            | July 1, 1975   |   |         |
|--|----------------------------|----------------------------|----------------|---|---------|--|----------------------------|----------------------------|----------------|---|---------|
|  | Rate per hour <sup>2</sup> | Rate per hour <sup>2</sup> | Hours per week | Employer contributions for selected benefits <sup>3</sup> |         |  | Rate per hour <sup>2</sup> | Rate per hour <sup>2</sup> | Hours per week | Employer contributions for selected benefits <sup>3</sup> |         |
|  |                            |                            |                | Insur-ance <sup>4</sup>                                   | Pension |  |                            |                            |                | Insur-ance <sup>4</sup>                                   | Pension |
| <b>SEATTLE, WASH.—Continued</b>                        |                            |                            |                |   |         | <b>SHREVEPORT, LA.—Continued</b>                       |                            |                            |                |   |         |
| Meat:  | \$                         | \$                         |                |   |         | Meat—Continued   |                            |                            |                |   |         |
| Head meat men .....                                    | 5.795                      | 7.040                      | 40             | 47 <sup>3</sup> / <sub>5</sub> ¢                          | 35¢     | Wrappers—Continued                                     |                            |                            |                |   |         |
| Journeymen .....                                       | 5.545                      | 6.665                      | 40             | 47 <sup>3</sup> / <sub>5</sub> ¢                          | 35¢     | Total number of agreements reported: 5—Continued       |                            |                            |                |   |         |
| Wrappers .....   | 4.700                      | 5.745                      | 40             | 47 <sup>3</sup> / <sub>5</sub> ¢                          | 35¢     | Agreement A—Continued                                  |                            |                            |                |   |         |
| Dairy:   |                            |                            |                |   |         | Second 6 months .....                                  | 1.900                      | 2.300                      | 40             | *   | —       |
| Head dairy men .....                                   | 5.025                      | 5.895                      | 40             | 34 <sup>1</sup> / <sub>2</sub> ¢                          | 20¢     | Third 6 months .....                                   | 2.140                      | 2.510                      | 40             | *   | —       |
| Produce:   |                            |                            |                |   |         | Fourth 6 months .....                                  | 2.300                      | 2.700                      | 40             | *   | —       |
| Head produce men .....                                 | 5.025                      | 5.895                      | 40             | 34 <sup>1</sup> / <sub>2</sub> ¢                          | 20¢     | Fifth 6 months .....                                   | 2.420                      | 2.700                      | 40             | *   | —       |
| Clerks, full-time .....                                | 4.875                      | 5.745                      | 40             | 34 <sup>1</sup> / <sub>2</sub> ¢                          | 20¢     | Sixth 6 months .....                                   | 2.580                      | 3.030                      | 40             | *   | —       |
| Clerks, part-time .....                                | 4.875                      | 5.745                      | 40             | 34 <sup>1</sup> / <sub>2</sub> ¢                          | 20¢     | After 36 months .....                                  | 2.740                      | 3.220                      | 40             | *   | —       |
| <b>SHREVEPORT, LA.</b>                                 |                            |                            |                |   |         | Agreement B:   |                            |                            |                |   |         |
| Check out:   |                            |                            |                |   |         | First 6 months .....                                   | 3.220                      | 4.345                      | 40             | 42 <sup>1</sup> / <sub>4</sub> ¢                          | 30¢     |
| Head cashiers:   |                            |                            |                |   |         | 7 — 12 months .....                                    | 3.325                      | 4.445                      | 40             | 42 <sup>1</sup> / <sub>4</sub> ¢                          | 30¢     |
| Total number of agreements reported: 2                 |                            |                            |                |   |         | 13 — 18 months .....                                   | 3.438                      | 4.558                      | 40             | 42 <sup>1</sup> / <sub>4</sub> ¢                          | 30¢     |
| Agreement A:   |                            |                            |                |   |         | 19 — 24 months .....                                   | 3.585                      | 4.705                      | 40             | 42 <sup>1</sup> / <sub>4</sub> ¢                          | 30¢     |
| Up to \$50,000 .....                                   | 3.400                      | 5.130                      | 40             | 24 <sup>1</sup> / <sub>5</sub> ¢                          | 14¢     | After 24 months .....                                  | 3.862                      | 4.980                      | 40             | 42 <sup>1</sup> / <sub>4</sub> ¢                          | 30¢     |
| 50,000 and over .....                                  | 3.450                      | 5.230                      | 40             | 24 <sup>1</sup> / <sub>5</sub> ¢                          | 14¢     | Agreement C:   |                            |                            |                |   |         |
| Cashiers, full-time:                                   |                            |                            |                |   |         | First 6 months .....                                   | 3.140                      | 4.260                      | 40             | 42 <sup>1</sup> / <sub>4</sub> ¢                          | 30¢     |
| Total number of agreements reported: 4                 |                            |                            |                |   |         | 7 — 12 months .....                                    | 3.260                      | 4.380                      | 40             | 42 <sup>1</sup> / <sub>4</sub> ¢                          | 30¢     |
| Agreement A:   |                            |                            |                |   |         | 13 — 18 months .....                                   | 3.330                      | 4.450                      | 40             | 42 <sup>1</sup> / <sub>4</sub> ¢                          | 30¢     |
| First 6 months .....                                   | 1.830                      | 2.150                      | 40             | *   | —       | 19 — 24 months .....                                   | 3.450                      | 4.570                      | 40             | 42 <sup>1</sup> / <sub>4</sub> ¢                          | 30¢     |
| 7 — 12 months .....                                    | 1.960                      | 2.300                      | 40             | *   | —       | 25 — 30 months .....                                   | 3.595                      | 4.715                      | 40             | 42 <sup>1</sup> / <sub>4</sub> ¢                          | 30¢     |
| 13 — 18 months .....                                   | 2.140                      | 2.510                      | 40             | *   | —       | 31 — 36 months .....                                   | 3.755                      | 4.875                      | 40             | 42 <sup>1</sup> / <sub>4</sub> ¢                          | 30¢     |
| 19 — 24 months .....                                   | 2.300                      | 2.700                      | 40             | *   | —       | After 36 months .....                                  | 3.910                      | 5.030                      | 40             | 42 <sup>1</sup> / <sub>4</sub> ¢                          | 30¢     |
| 25 — 30 months .....                                   | 2.420                      | 2.700                      | 40             | *   | —       | Produce:   |                            |                            |                |   |         |
| 31 — 36 months .....                                   | 2.580                      | 3.030                      | 40             | *   | —       | Head produce clerks:                                   |                            |                            |                |   |         |
| After 36 months .....                                  | 2.740                      | 3.220                      | 40             | *   | —       | Total number of agreements reported: 2                 |                            |                            |                |   |         |
| Agreement B:   |                            |                            |                |   |         | Agreement A .....                                      |                            | 5.700                      | 40             | 24 <sup>1</sup> / <sub>5</sub> ¢                          | 14¢     |
| First 6 months .....                                   | 2.300                      | 2.750                      | 40             | 24 <sup>1</sup> / <sub>5</sub> ¢                          | 14¢     | Agreement B:   |                            |                            |                |   |         |
| 7 — 12 months .....                                    | 2.500                      | 2.950                      | 40             | 24 <sup>1</sup> / <sub>5</sub> ¢                          | 14¢     | Weekly store volume:                                   |                            |                            |                |   |         |
| 13 — 18 months .....                                   | 2.750                      | 3.400                      | 40             | 24 <sup>1</sup> / <sub>5</sub> ¢                          | 14¢     | Up to \$37,500 .....                                   |                            | 5.620                      | 40             | 22 <sup>1</sup> / <sub>2</sub> ¢                          | 14¢     |
| 19 — 24 months .....                                   | 2.900                      | 4.000                      | 40             | 24 <sup>1</sup> / <sub>5</sub> ¢                          | 14¢     | \$37,500 — \$75,000 .....                              |                            | 5.760                      | 40             | 22 <sup>1</sup> / <sub>2</sub> ¢                          | 14¢     |
| After 24 months .....                                  | 3.280                      | 5.000                      | 40             | 24 <sup>1</sup> / <sub>5</sub> ¢                          | 14¢     | \$75,000 and over .....                                |                            | 5.860                      | 40             | 22 <sup>1</sup> / <sub>2</sub> ¢                          | 14¢     |
| Cashiers, part-time:                                   |                            |                            |                |   |         | Clerks, full-time:                                     |                            |                            |                |   |         |
| Total number of agreements reported: 3                 |                            |                            |                |   |         | First 6 months .....                                   | 2.250                      | 2.750                      | 40             | 24 <sup>1</sup> / <sub>5</sub> ¢                          | 14¢     |
| Agreement A:   |                            |                            |                |   |         | Second 6 months .....                                  | 2.450                      | 1.950                      | 40             | 24 <sup>1</sup> / <sub>5</sub> ¢                          | 14¢     |
| First 9 months .....                                   | 1.830                      | 2.150                      | 40             | *   | —       | Third 6 months .....                                   | 2.650                      | 3.400                      | 40             | 24 <sup>1</sup> / <sub>5</sub> ¢                          | 14¢     |
| 10 — 18 months .....                                   | 1.960                      | 2.300                      | 40             | *   | —       | Fourth 6 months .....                                  | 2.900                      | 4.000                      | 40             | 24 <sup>1</sup> / <sub>5</sub> ¢                          | 14¢     |
| 19 — 27 months .....                                   | 2.140                      | 2.510                      | 40             | *   | —       | After 24 months .....                                  | 3.280                      | 5.000                      | 40             | 24 <sup>1</sup> / <sub>5</sub> ¢                          | 14¢     |
| 28 — 36 months .....                                   | 2.300                      | 2.700                      | 40             | *   | —       | Miscellaneous:   |                            |                            |                |   |         |
| 37 — 45 months .....                                   | 2.420                      | 2.700                      | 40             | *   | —       | Stockers, day:   |                            |                            |                |   |         |
| 46 — 54 months .....                                   | 2.580                      | 3.030                      | 40             | *   | —       | Full-time:   |                            |                            |                |   |         |
| After 54 months .....                                  | 2.740                      | 3.220                      | 40             | *   | —       | Total number of agreements reported: 3                 |                            |                            |                |   |         |
| Agreement B:   |                            |                            |                |   |         | Agreement A:   |                            |                            |                |   |         |
| First 6 months .....                                   | 2.250                      | 2.750                      | 40             | 24 <sup>1</sup> / <sub>5</sub> ¢                          | 14¢     | First 6 months .....                                   | 1.850                      | 2.170                      | 40             | *   | —       |
| Second 6 months .....                                  | 2.450                      | 2.950                      | 40             | 24 <sup>1</sup> / <sub>5</sub> ¢                          | 14¢     | 7 — 12 months .....                                    | 2.000                      | 2.350                      | 40             | *   | —       |
| Third 6 months .....                                   | 2.650                      | 3.400                      | 40             | 24 <sup>1</sup> / <sub>5</sub> ¢                          | 14¢     | 13 — 18 months .....                                   | 2.190                      | 2.570                      | 40             | *   | —       |
| Fourth 6 months .....                                  | 2.900                      | 4.000                      | 40             | 24 <sup>1</sup> / <sub>5</sub> ¢                          | 14¢     | 19 — 24 months .....                                   | 2.390                      | 2.810                      | 40             | *   | —       |
| After 24 months .....                                  | 3.280                      | 5.000                      | 40             | 24 <sup>1</sup> / <sub>5</sub> ¢                          | 14¢     | 25 — 30 months .....                                   | 2.500                      | 2.940                      | 40             | *   | —       |
| Baggers:   |                            |                            |                |   |         | 31 — 36 months .....                                   | 2.650                      | 3.110                      | 40             | *   | —       |
| Total number of agreements reported: 4                 |                            |                            |                |   |         | After 36 months .....                                  | 2.910                      | 3.420                      | 40             | *   | —       |
| Agreement A .....                                      | 1.700                      | 1.850                      | 40             | *   | —       | Agreement B:   |                            |                            |                |   |         |
| Agreement B .....                                      | 1.900                      | 2.300                      | 40             | 24 <sup>1</sup> / <sub>5</sub> ¢                          | 14¢     | First 6 months .....                                   | 2.300                      | 2.750                      | 40             | 24 <sup>1</sup> / <sub>5</sub> ¢                          | 14¢     |
| Meat:  |                            |                            |                |   |         | 7 — 12 months .....                                    | 2.500                      | 2.950                      | 40             | 24 <sup>1</sup> / <sub>5</sub> ¢                          | 14¢     |
| Head meat cutters:                                     |                            |                            |                |   |         | 13 — 18 months .....                                   | 2.750                      | 3.400                      | 40             | 24 <sup>1</sup> / <sub>5</sub> ¢                          | 14¢     |
| Total number of agreements reported: 4                 |                            |                            |                |   |         | 19 — 24 months .....                                   | 2.900                      | 4.000                      | 40             | 24 <sup>1</sup> / <sub>5</sub> ¢                          | 14¢     |
| Agreement A .....                                      | 5.525                      | 6.645                      | 40             | 42 <sup>1</sup> / <sub>4</sub> ¢                          | 30¢     | After 24 months .....                                  | 3.280                      | 5.000                      | 40             | 24 <sup>1</sup> / <sub>5</sub> ¢                          | 14¢     |
| Agreement B .....                                      | 5.525                      | 6.895                      | 40             | 42 <sup>1</sup> / <sub>4</sub> ¢                          | 30¢     | <b>SOUTH BEND, IND.</b>                                |                            |                            |                |   |         |
| Journeymen:  |                            |                            |                |   |         | Check out:   |                            |                            |                |   |         |
| Total number of agreements reported: 4                 |                            |                            |                |   |         | Head cashier:  |                            |                            |                |   |         |
| Agreement A .....                                      | 5.150                      | 6.270                      | 40             | 42 <sup>1</sup> / <sub>4</sub> ¢                          | 30¢     | Total number of agreements reported: 3                 |                            |                            |                |   |         |
| Wrappers:  |                            |                            |                |   |         | Agreement A:   |                            |                            |                |   |         |
| Total number of agreements reported: 5                 |                            |                            |                |   |         | Weekly store volume:                                   |                            |                            |                |   |         |
| Agreement A:   |                            |                            |                |   |         | 0 — \$50,000 .....                                     | 4.030                      | 4.880                      | 40             | 20 <sup>1</sup> / <sub>5</sub> ¢                          | 18¢     |
| First 6 months .....                                   | 1.830                      | 2.150                      | 40             | *   | —       | Over \$50,000 .....                                    | 4.130                      | 4.980                      | 40             | 20 <sup>1</sup> / <sub>5</sub> ¢                          | 18¢     |

See footnotes at end of table.



**Table 6. Wage rates hours, and employer contributions to funds: Selected cities—Continued**

(Union hourly wage rates and straight-time hours and employer insurance and pension contributions for grocery store occupations in 70 cities, July 1, 1973, and July 1, 1975)

(Hours are the same for both years unless otherwise indicated)

| Trade or occupation and selected contract <sup>1</sup> | July 1, 1973               | July 1, 1975               |                |   |                                  | Trade or occupation and selected contract <sup>1</sup> | July 1, 1973               | July 1, 1975               |                |   |                                  |
|--|----------------------------|----------------------------|----------------|---|----------------------------------|--|----------------------------|----------------------------|----------------|---|----------------------------------|
|  | Rate per hour <sup>2</sup> | Rate per hour <sup>2</sup> | Hours per week | Employer contributions for selected benefits <sup>3</sup> |                                  |  | Rate per hour <sup>2</sup> | Rate per hour <sup>2</sup> | Hours per week | Employer contributions for selected benefits <sup>3</sup> |                                  |
|  |                            |                            |                | Insur-ance <sup>4</sup>                                   | Pension                          |  |                            |                            |                | Insur-ance <sup>4</sup>                                   | Pension                          |
| <b>SOUTH BEND, IND.—Continued</b>                      |                            |                            |                |   |                                  | <b>SOUTHBEND, IND.—Continued</b>                       |                            |                            |                |   |                                  |
| Check out—Continued                                    |                            |                            |                |   |                                  | Meat—Continued   |                            |                            |                |   |                                  |
| Head cashier—Continued                                 |                            |                            |                |   |                                  | Head meat cutters—Continued                            |                            |                            |                |   |                                  |
| Total number of agreements reported: 3—Continued       |                            |                            |                |   |                                  | Total number of agreements reported: 2—Continued       |                            |                            |                |   |                                  |
| Agreement B:   |                            |                            |                |   |                                  | Agreement B:   |                            |                            |                |   |                                  |
| Avg. weekly store volume:                              | \$                         | \$                         |                |   |                                  | Average weekly dept. volume:                           | \$                         | \$                         |                |   |                                  |
| 0 — \$35,000 .....                                     | —                          | 5.510                      | 40             | 27 <sup>1</sup> / <sub>10</sub> q                         | 20q                              | Under \$2,700 .....                                    | —                          | 6.800                      | 40             | 38 <sup>3</sup> / <sub>10</sub> q                         | 36 <sup>1</sup> / <sub>2</sub> q |
| \$35,000 —   |                            |                            |                |   |                                  | \$2,701 — \$4,500 .....                                |                            | 6.850                      | 40             | 38 <sup>3</sup> / <sub>10</sub> q                         | 36 <sup>1</sup> / <sub>2</sub> q |
| \$50,000 .....   | 4.260                      | 5.560                      | 40             | 27 <sup>1</sup> / <sub>10</sub> q                         | 20q                              | \$4,501 — \$7,500 .....                                |                            | 6.988                      | 40             | 38 <sup>3</sup> / <sub>10</sub> q                         | 36 <sup>1</sup> / <sub>2</sub> q |
| Over \$50,000 .....                                    | 4.360                      | 5.660                      | 40             | 27 <sup>1</sup> / <sub>10</sub> q                         | 20q                              | \$7,501 — \$9,500 .....                                |                            | 7.088                      | 40             | 38 <sup>3</sup> / <sub>10</sub> q                         | 36 <sup>1</sup> / <sub>2</sub> q |
| Agreement C:   |                            |                            |                |   |                                  | \$9,501 —  |                            | 7.188                      | 40             | 38 <sup>3</sup> / <sub>10</sub> q                         | 36 <sup>1</sup> / <sub>2</sub> q |
| Avg. weekly store volume:                              |                            |                            |                |   |                                  | \$11,500 .....   |                            | 7.288                      | 40             | 38 <sup>3</sup> / <sub>10</sub> q                         | 36 <sup>1</sup> / <sub>2</sub> q |
| \$12,000 —   |                            |                            |                |   |                                  | \$11,501 —   |                            | 7.388                      | 40             | 38 <sup>3</sup> / <sub>10</sub> q                         | 36 <sup>1</sup> / <sub>2</sub> q |
| \$35,000 .....   | 4.305                      | 5.505                      | 40             | 23 <sup>3</sup> / <sub>5</sub> q                          | 20q                              | \$14,500 .....   |                            | 7.488                      | 40             | 38 <sup>3</sup> / <sub>10</sub> q                         | 36 <sup>1</sup> / <sub>2</sub> q |
| \$35,000 —   |                            |                            |                |   |                                  | \$14,501 —   |                            | 7.488                      | 40             | 38 <sup>3</sup> / <sub>10</sub> q                         | 36 <sup>1</sup> / <sub>2</sub> q |
| \$50,000 .....   | 4.360                      | 5.560                      | 40             | 23 <sup>3</sup> / <sub>5</sub> q                          | 20q                              | \$17,500 .....   |                            | 7.488                      | 40             | 38 <sup>3</sup> / <sub>10</sub> q                         | 36 <sup>1</sup> / <sub>2</sub> q |
| Over \$50,000 .....                                    | —                          | 5.570                      | 40             | 23 <sup>3</sup> / <sub>5</sub> q                          | 20q                              | \$17,501 and over .....                                |                            | 7.488                      | 40             | 38 <sup>3</sup> / <sub>10</sub> q                         | 36 <sup>1</sup> / <sub>2</sub> q |
| Baggers:   |                            |                            |                |   |                                  | Journeyman .....                                       | 5.575                      | 6.675                      | 40             | 38 <sup>3</sup> / <sub>10</sub> q                         | 36 <sup>1</sup> / <sub>2</sub> q |
| Total number of agreements reported: 2                 |                            |                            |                |   |                                  | Wrappers:  |                            |                            |                |   |                                  |
| Agreement A:   |                            |                            |                |   |                                  | Total number of agreements reported: 2                 |                            |                            |                |   |                                  |
| 0 — 6 months .....                                     | 2.000                      | 2.200                      | 40             | 7 <sup>23</sup> / <sub>5</sub> q                          | 20q                              | Agreement A:   |                            |                            |                |   |                                  |
| After 6 months .....                                   | 2.100                      | 2.400                      | 40             | 7 <sup>23</sup> / <sub>5</sub> q                          | 20q                              | 0 — 6 months .....                                     | 2.558                      | 3.658                      | 40             | 38 <sup>3</sup> / <sub>10</sub> q                         | 36 <sup>1</sup> / <sub>2</sub> q |
| Agreement B:   |                            |                            |                |   |                                  | 7 — 12 months .....                                    | 2.645                      | 3.745                      | 40             | 38 <sup>3</sup> / <sub>10</sub> q                         | 36 <sup>1</sup> / <sub>2</sub> q |
| 0 — 6 months .....                                     | —                          | 2.400                      | 40             | 7 <sup>27</sup> / <sub>10</sub> q                         | 20q                              | 13 — 18 months .....                                   | 2.740                      | 3.840                      | 40             | 38 <sup>3</sup> / <sub>10</sub> q                         | 36 <sup>1</sup> / <sub>2</sub> q |
| After 6 months .....                                   | —                          | 2.600                      | 40             | 7 <sup>27</sup> / <sub>10</sub> q                         | 20q                              | 19 — 24 months .....                                   | 2.890                      | 3.990                      | 40             | 38 <sup>3</sup> / <sub>10</sub> q                         | 36 <sup>1</sup> / <sub>2</sub> q |
| Grocery:   |                            |                            |                |   |                                  | 25 — 30 months .....                                   | 3.405                      | 4.505                      | 40             | 38 <sup>3</sup> / <sub>10</sub> q                         | 36 <sup>1</sup> / <sub>2</sub> q |
| Head grocery clerk:                                    |                            |                            |                |   |                                  | Over 30 months .....                                   | 4.050                      | 5.150                      | 40             | 38 <sup>3</sup> / <sub>10</sub> q                         | 36 <sup>1</sup> / <sub>2</sub> q |
| 0 — 6 months .....                                     | 4.690                      | 5.790                      | 40             | 27 <sup>1</sup> / <sub>10</sub> q                         | 20q                              | Head produce men:                                      |                            |                            |                |   |                                  |
| 7 — 12 months .....                                    | 4.780                      | 5.880                      | 40             | 27 <sup>1</sup> / <sub>10</sub> q                         | 20q                              | Total number of agreements reported: 4                 |                            |                            |                |   |                                  |
| After 12 months .....                                  | 4.869                      | 5.960                      | 40             | 27 <sup>1</sup> / <sub>10</sub> q                         | 20q                              | Agreement A:   |                            |                            |                |   |                                  |
| Clerks, full-time:                                     |                            |                            |                |   |                                  | Avg. weekly dept. volume:                              |                            |                            |                |   |                                  |
| Total number of agreements reported: 4                 |                            |                            |                |   |                                  | Under \$1,000 .....                                    | 4.857                      | 5.285                      | 40             | 20 <sup>1</sup> / <sub>5</sub> q                          | 18q                              |
| Agreement A:   |                            |                            |                |   |                                  | \$1,000 —  | 4.910                      | 5.430                      | 40             | 20 <sup>1</sup> / <sub>5</sub> q                          | 18q                              |
| 0 — 6 months .....                                     | 2.690                      | 3.920                      | 40             | 20 <sup>1</sup> / <sub>5</sub> q                          | 18q                              | \$1,500 .....  |                            |                            |                |   |                                  |
| 7 — 12 months .....                                    | 2.790                      | 4.070                      | 40             | 20 <sup>1</sup> / <sub>5</sub> q                          | 18q                              | \$1,500 —  |                            |                            |                |   |                                  |
| 13 — 18 months .....                                   | 2.920                      | 4.250                      | 40             | 20 <sup>1</sup> / <sub>5</sub> q                          | 18q                              | \$2,000 .....  | 5.047                      | 5.524                      | 40             | 20 <sup>1</sup> / <sub>5</sub> q                          | 18q                              |
| 19 — 24 months .....                                   | 3.070                      | 4.730                      | 40             | 20 <sup>1</sup> / <sub>5</sub> q                          | 18q                              | Over \$2,000 .....                                     | 5.100                      | 5.660                      | 40             | 20 <sup>1</sup> / <sub>5</sub> q                          | 18q                              |
| After 24 months .....                                  | 3.300                      | —                          | 40             | 20 <sup>1</sup> / <sub>5</sub> q                          | 18q                              | Agreement B:   |                            |                            |                |   |                                  |
| Agreement B:   |                            |                            |                |   |                                  | 0 — 6 months .....                                     | 4.610                      | 5.660                      | 40             | 27 <sup>1</sup> / <sub>10</sub> q                         | 20q                              |
| 0 — 6 months .....                                     | 3.528                      | 3.970                      | 40             | 23 <sup>3</sup> / <sub>5</sub> q                          | 20q                              | 7 — 12 months .....                                    | 4.700                      | 5.750                      | 40             | 27 <sup>1</sup> / <sub>10</sub> q                         | 20q                              |
| 7 — 12 months .....                                    | 3.628                      | 4.120                      | 40             | 23 <sup>3</sup> / <sub>5</sub> q                          | 20q                              | After 12 months .....                                  | 4.810                      | 5.860                      | 40             | 27 <sup>1</sup> / <sub>10</sub> q                         | 20q                              |
| 13 — 18 months .....                                   | 3.758                      | 4.450                      | 40             | 23 <sup>3</sup> / <sub>5</sub> q                          | 20q                              | Agreement C:   |                            |                            |                |   |                                  |
| After 18 months .....                                  | 4.138                      | 5.180                      | 40             | 23 <sup>3</sup> / <sub>5</sub> q                          | 20q                              | Avg. weekly store volume:                              |                            |                            |                |   |                                  |
| Agreement C:   |                            |                            |                |   |                                  | Under \$12,000 .....                                   | 4.275                      | 5.385                      | 40             | 23 <sup>3</sup> / <sub>5</sub> q                          | 20q                              |
| 0 — 6 months .....                                     | 3.528                      | 4.170                      | 40             | 23 <sup>3</sup> / <sub>5</sub> q                          | 20q                              | \$12,000 —   |                            |                            |                |   |                                  |
| 7 — 12 months .....                                    | 3.628                      | 4.320                      | 40             | 23 <sup>3</sup> / <sub>5</sub> q                          | 20q                              | \$20,000 .....   | 4.430                      | 5.540                      | 40             | 23 <sup>3</sup> / <sub>5</sub> q                          | 20q                              |
| 13 — 18 months .....                                   | 3.758                      | 4.650                      | 40             | 23 <sup>3</sup> / <sub>5</sub> q                          | 20q                              | \$20,000 —   |                            |                            |                |   |                                  |
| After 18 months .....                                  | 4.138                      | 5.250                      | 40             | 23 <sup>3</sup> / <sub>5</sub> q                          | 20q                              | \$35,000 .....   | 4.655                      | 5.765                      | 40             | 23 <sup>3</sup> / <sub>5</sub> q                          | 20q                              |
| Clerks, part-time, high school students:               |                            |                            |                |   |                                  | \$35,000 —   |                            |                            |                |   |                                  |
| Total number of agreements reported: 3                 |                            |                            |                |   |                                  | \$50,000 .....   | 4.805                      | 5.915                      | 40             | 23 <sup>3</sup> / <sub>5</sub> q                          | 20q                              |
| Agreement A:   |                            |                            |                |   |                                  | Over \$50,000 .....                                    | 4.905                      | 6.015                      | 40             | 23 <sup>3</sup> / <sub>5</sub> q                          | 20q                              |
| 0 — 6 months .....                                     | 2.400                      | 2.600                      | 40             | ( <sup>7</sup> )  | 18q                              | Head stock men:  |                            |                            |                |   |                                  |
| 7 — 12 months .....                                    | 2.600                      | 2.800                      | 40             | ( <sup>7</sup> )  | 18q                              | Total number of agreements reported: 3                 |                            |                            |                |   |                                  |
| After 12 months .....                                  | 2.850                      | 3.050                      | 40             | ( <sup>7</sup> )  | 18q                              | Agreement A:   |                            |                            |                |   |                                  |
| Agreement B:   |                            |                            |                |   |                                  | 0 — 6 months .....                                     | 4.330                      | 5.130                      | 40             | 20 <sup>1</sup> / <sub>5</sub> q                          | 18q                              |
| 0 — 6 months .....                                     | —                          | 3.150                      | 40             | ( <sup>7</sup> )  | 20q                              | 7 — 12 months .....                                    | 4.440                      | 5.230                      | 40             | 20 <sup>1</sup> / <sub>5</sub> q                          | 18q                              |
| 7 — 12 months .....                                    | —                          | 3.200                      | 40             | ( <sup>7</sup> )  | 20q                              | After 12 months .....                                  | 4.580                      | 5.430                      | 40             | 20 <sup>1</sup> / <sub>5</sub> q                          | 18q                              |
| After 12 months .....                                  | —                          | 3.400                      | 40             | ( <sup>7</sup> )  | 20q                              | Agreement B:   |                            |                            |                |   |                                  |
| Agreement C:   |                            |                            |                |   |                                  | 0 — 6 months .....                                     | 4.560                      | 5.670                      | 40             | 23 <sup>3</sup> / <sub>5</sub> q                          | 20q                              |
| 0 — 6 months .....                                     | 2.850                      | 3.240                      | 40             | ( <sup>7</sup> )  | 20q                              | 7 — 12 months .....                                    | 4.670                      | 5.780                      | 40             | 23 <sup>3</sup> / <sub>5</sub> q                          | 20q                              |
| 7 — 12 months .....                                    | 2.900                      | 3.290                      | 40             | ( <sup>7</sup> )  | 20q                              | After 12 months .....                                  | 4.810                      | 5.920                      | 40             | 23 <sup>3</sup> / <sub>5</sub> q                          | 20q                              |
| After 12 months .....                                  | 3.050                      | 3.490                      | 40             | ( <sup>7</sup> )  | 20q                              | Agreement C:   |                            |                            |                |   |                                  |
| Meat:  |                            |                            |                |   |                                  | Avg. weekly store volume:                              |                            |                            |                |   |                                  |
| Head meat cutters:                                     |                            |                            |                |   |                                  | Under \$12,000 .....                                   | 4.275                      | 5.385                      | 40             | 23 <sup>3</sup> / <sub>5</sub> q                          | 20q                              |
| Total number of agreements reported: 2                 |                            |                            |                |   |                                  | \$12,000 —   |                            |                            |                |   |                                  |
| Agreement A:   |                            |                            |                |   |                                  | \$20,000 .....   | 4.430                      | 5.540                      | 40             | 23 <sup>3</sup> / <sub>5</sub> q                          | 20q                              |
| Small volume store .....                               | 5.700                      | 6.800                      | 40             | 38 <sup>3</sup> / <sub>10</sub> q                         | 36 <sup>1</sup> / <sub>2</sub> q | \$20,000 —   |                            |                            |                |   |                                  |
| Regular store .....                                    | 5.750                      | 6.850                      | 40             | 38 <sup>3</sup> / <sub>10</sub> q                         | 36 <sup>1</sup> / <sub>2</sub> q | \$35,000 .....   | 4.655                      | 5.765                      | 40             | 23 <sup>3</sup> / <sub>5</sub> q                          | 20q                              |

See footnotes at end of table.

**Table 6. Wage rates hours, and employer contributions to funds: Selected cities—Continued**

(Union hourly wage rates and straight-time hours and employer insurance and pension contributions for grocery store occupations in 70 cities, July 1, 1973, and July 1, 1975)

(Hours are the same for both years unless otherwise indicated)

| Trade or occupation and selected contract <sup>1</sup> | July 1, 1973               |                            | July 1, 1975   |   |  | Trade or occupation and selected contract <sup>1</sup> | July 1, 1973               |                            | July 1, 1975   |   |         |
|--|----------------------------|----------------------------|----------------|---|--|--|----------------------------|----------------------------|----------------|---|---------|
|  | Rate per hour <sup>2</sup> | Rate per hour <sup>2</sup> | Hours per week | Employer contributions for selected benefits <sup>3</sup> |  |  | Rate per hour <sup>2</sup> | Rate per hour <sup>2</sup> | Hours per week | Employer contributions for selected benefits <sup>3</sup> |         |
|  |                            |                            |                | Insur-ance <sup>4</sup>                                   | Pension  |  |                            |                            |                | Insur-ance <sup>4</sup>                                   | Pension |
| <b>SOUTHBEND, IND.—Continued</b>                       |                            |                            |                |   | <b>SPRINGFIELD, MASS.—Continued</b>              |  |                            |                            |                |   |         |
| Meat—Continued   |                            |                            |                |   | Check out—Continued                              |  |                            |                            |                |   |         |
| Head stock men—Continued                               |                            |                            |                |   | Head cashiers—Continued                          |  |                            |                            |                |   |         |
| Total number of agreements reported: 3—Continued       |                            |                            |                |   | Total number of agreements reported: 4—Continued |  |                            |                            |                |   |         |
| Agreement C—Continued                                  |                            |                            |                |   | Agreement C:                                     |  |                            |                            |                |   |         |
| \$35,000 —   |                            |                            |                |   | Weekly store volume:                             |  |                            |                            |                |   |         |
| \$50,000 . . . . .                                     |                            |                            |                |   | \$35,000 to                                      |  |                            |                            |                |   |         |
| Over \$50,000 . . . . .                                |                            |                            |                |   | \$50,000 . . . . .                               |  |                            |                            |                |   |         |
|  |                            |                            |                |   | \$50,000 to                                      |  |                            |                            |                |   |         |
|  |                            |                            |                |   | \$75,000 . . . . .                               |  |                            |                            |                |   |         |
|  |                            |                            |                |   | \$75,000 and                                     |  |                            |                            |                |   |         |
|  |                            |                            |                |   | over . . . . .                                   |  |                            |                            |                |   |         |
| <b>SPOKANE, WASH.</b>                                  |                            |                            |                |   | Cashiers, full-time:                             |  |                            |                            |                |   |         |
| Check out:   |                            |                            |                |   | Total number of agreements reported: 4           |  |                            |                            |                |   |         |
| Cashiers, full-time -2nd part time:                    |                            |                            |                |   | Agreement A:                                     |  |                            |                            |                |   |         |
| First 520 hours . . . . .                              |                            |                            |                |   | First 30 days . . . . .                          |  |                            |                            |                |   |         |
| 521 to 1,387 hours . . . . .                           |                            |                            |                |   | 31 days to 6 months . . . . .                    |  |                            |                            |                |   |         |
| 1,387 to 2,254 hours . . . . .                         |                            |                            |                |   | 7 to 12 months . . . . .                         |  |                            |                            |                |   |         |
| 2,254 to 3,120 hours . . . . .                         |                            |                            |                |   | 13 to 18 months . . . . .                        |  |                            |                            |                |   |         |
| After 3,120 hours . . . . .                            |                            |                            |                |   | 19 to 24 months . . . . .                        |  |                            |                            |                |   |         |
| Baggers . . . . .                                      |                            |                            |                |   | 25 to 30 months . . . . .                        |  |                            |                            |                |   |         |
| Grocery:   |                            |                            |                |   | 31 to 36 months . . . . .                        |  |                            |                            |                |   |         |
| Clerks, full-time -and part-time:                      |                            |                            |                |   | 37 to 48 months . . . . .                        |  |                            |                            |                |   |         |
| First 520 hours . . . . .                              |                            |                            |                |   | After 36 months . . . . .                        |  |                            |                            |                |   |         |
| 521 to 1,387 hours . . . . .                           |                            |                            |                |   | Agreement B:                                     |  |                            |                            |                |   |         |
| 1,387 to 2,254 hours . . . . .                         |                            |                            |                |   | First 30 days . . . . .                          |  |                            |                            |                |   |         |
| 2,254 to 3,120 hours . . . . .                         |                            |                            |                |   | 31 days to 6 months . . . . .                    |  |                            |                            |                |   |         |
| After 3,120 hours . . . . .                            |                            |                            |                |   | 7 to 12 months . . . . .                         |  |                            |                            |                |   |         |
| Meat:  |                            |                            |                |   | 13 to 18 months . . . . .                        |  |                            |                            |                |   |         |
| Head meat men . . . . .                                |                            |                            |                |   | 19 to 24 months . . . . .                        |  |                            |                            |                |   |         |
| Journeyman . . . . .                                   |                            |                            |                |   | 25 to 36 months . . . . .                        |  |                            |                            |                |   |         |
| Wrappers:  |                            |                            |                |   | 37 to 48 months . . . . .                        |  |                            |                            |                |   |         |
| First 173 hours . . . . .                              |                            |                            |                |   | After 36 months . . . . .                        |  |                            |                            |                |   |         |
| 173 to 1,039 1/2 hours . . . . .                       |                            |                            |                |   | Agreement C:                                     |  |                            |                            |                |   |         |
| 1,039 1/2 to 1,906 hours . . . . .                     |                            |                            |                |   | First 30 days . . . . .                          |  |                            |                            |                |   |         |
| 1,906 to 2,772 1/2 hours . . . . .                     |                            |                            |                |   | 31 days to 4 months . . . . .                    |  |                            |                            |                |   |         |
| After 2,772 1/2 hours . . . . .                        |                            |                            |                |   | 5 to 8 months . . . . .                          |  |                            |                            |                |   |         |
| Produce:   |                            |                            |                |   | 9 to 16 months . . . . .                         |  |                            |                            |                |   |         |
| Head produce men:                                      |                            |                            |                |   | 17 to 24 months . . . . .                        |  |                            |                            |                |   |         |
| Full-time . . . . .                                    |                            |                            |                |   | 25 to 36 months . . . . .                        |  |                            |                            |                |   |         |
| Part-time:   |                            |                            |                |   | 37 to 48 months . . . . .                        |  |                            |                            |                |   |         |
| First 520 hours . . . . .                              |                            |                            |                |   | After 36 months . . . . .                        |  |                            |                            |                |   |         |
| 521 to 1,387 hours . . . . .                           |                            |                            |                |   | Agreement A:                                     |  |                            |                            |                |   |         |
| 1,387 to 2,254 hours . . . . .                         |                            |                            |                |   | First 30 days . . . . .                          |  |                            |                            |                |   |         |
| 2,254 to 3,120 hours . . . . .                         |                            |                            |                |   | 31 days to 6 months . . . . .                    |  |                            |                            |                |   |         |
| After 3,120 hours . . . . .                            |                            |                            |                |   | 7 to 12 months . . . . .                         |  |                            |                            |                |   |         |
| <b>SPRINGFIELD, MASS.</b>                              |                            |                            |                |   | 13 to 18 months . . . . .                        |  |                            |                            |                |   |         |
| Check out:   |                            |                            |                |   | 19 to 24 months . . . . .                        |  |                            |                            |                |   |         |
| Head cashiers:   |                            |                            |                |   | 25 to 36 months . . . . .                        |  |                            |                            |                |   |         |
| Total number of agreements reported: 4                 |                            |                            |                |   | 37 to 48 months . . . . .                        |  |                            |                            |                |   |         |
| Agreement A:   |                            |                            |                |   | After 36 months . . . . .                        |  |                            |                            |                |   |         |
| First 30 days . . . . .                                |                            |                            |                |   | Agreement B:                                     |  |                            |                            |                |   |         |
| 31 days to 6 months . . . . .                          |                            |                            |                |   | Weekly store volume:                             |  |                            |                            |                |   |         |
| 7 to 12 months . . . . .                               |                            |                            |                |   | \$40,000 and                                     |  |                            |                            |                |   |         |
| 13 to 18 months . . . . .                              |                            |                            |                |   | over . . . . .                                   |  |                            |                            |                |   |         |
| 19 to 24 months . . . . .                              |                            |                            |                |   |  |  |                            |                            |                |   |         |
| 25 to 36 months . . . . .                              |                            |                            |                |   |  |  |                            |                            |                |   |         |
| After 36 months . . . . .                              |                            |                            |                |   |  |  |                            |                            |                |   |         |
| Agreement B:   |                            |                            |                |   |  |  |                            |                            |                |   |         |
| Weekly store volume:                                   |                            |                            |                |   |  |  |                            |                            |                |   |         |
| \$40,000 and   |                            |                            |                |   |  |  |                            |                            |                |   |         |
| over . . . . .   |                            |                            |                |   |  |  |                            |                            |                |   |         |

See footnotes at end of table.

**Table 6. Wage rates hours, and employer contributions to funds: Selected cities—Continued**

(Union hourly wage rates and straight-time hours and employer insurance and pension contributions for grocery store occupations in 70 cities, July 1, 1973, and July 1, 1975)

(Hours are the same for both years unless otherwise indicated)

| Trade or occupation and selected contract <sup>1</sup> | July 1, 1973               |                            | July 1, 1975   |   |                                   | Trade or occupation and selected contract <sup>1</sup> | July 1, 1973               |                            | July 1, 1975   |   |                                   |
|--|----------------------------|----------------------------|----------------|---|-----------------------------------|--|----------------------------|----------------------------|----------------|---|-----------------------------------|
|  | Rate per hour <sup>2</sup> | Rate per hour <sup>2</sup> | Hours per week | Employer contributions for selected benefits <sup>3</sup> |                                   |  | Rate per hour <sup>2</sup> | Rate per hour <sup>2</sup> | Hours per week | Employer contributions for selected benefits <sup>3</sup> |                                   |
|  |                            |                            |                | Insur-<br>ance <sup>4</sup>                               | Pension                           |  |                            |                            |                | Insur-<br>ance <sup>4</sup>                               | Pension                           |
| <b>SPRINGFIELD, MASS.—<br/>Continued</b>               |                            |                            |                |   |                                   | <b>SPRINGFIELD, MASS.—<br/>Continued</b>               |                            |                            |                |   |                                   |
| Check out—Continued                                    |                            |                            |                |   |                                   | Grocery—Continued                                      |                            |                            |                |   |                                   |
| Cashiers, part-time—Continued                          |                            |                            |                |   |                                   | Head grocery clerks—Continued                          |                            |                            |                |   |                                   |
| Total number of agreements reported: 4—Continued       |                            |                            |                |   |                                   | Total number of agreements reported: 4—Continued       |                            |                            |                |   |                                   |
| Agreement B:   |                            |                            |                |   |                                   | Agreement D—Continued                                  |                            |                            |                |   |                                   |
| First 30 days  | \$ 2.400                   | \$ 2.950                   | 40             | 11 <sup>1</sup> / <sub>2</sub> q                          | —                                 | Weekly store volume—Continued                          |                            |                            |                |   |                                   |
| 31 days to 6 months                                    | 2.450                      | 3.000                      | 40             | 11 <sup>1</sup> / <sub>2</sub> q                          | —                                 | \$50,000 to  | \$ 4.975                   | \$ 6.450                   | 40             | 30q   | 30q                               |
| 7 to 12 months   | 2.500                      | 3.050                      | 40             | 11 <sup>1</sup> / <sub>2</sub> q                          | —                                 | \$75,000   |                            |                            |                |   |                                   |
| 13 to 18 months  | 2.650                      | 3.200                      | 40             | 11 <sup>1</sup> / <sub>2</sub> q                          | —                                 | over   | 5.280                      | 6.575                      | 40             | 30q   | 30q                               |
| 19 to 24 months  | 2.800                      | 3.350                      | 40             | 11 <sup>1</sup> / <sub>2</sub> q                          | —                                 | Clerks, full-time:                                     |                            |                            |                |   |                                   |
| 25 to 30 months  | 2.950                      | 3.500                      | 40             | 11 <sup>1</sup> / <sub>2</sub> q                          | —                                 | Total number of agreements reported: 4                 |                            |                            |                |   |                                   |
| 31 to 36 months  | 3.200                      | 3.750                      | 40             | 11 <sup>1</sup> / <sub>2</sub> q                          | —                                 | Agreement A:   |                            |                            |                |   |                                   |
| After 36 months  | 3.450                      | 4.000                      | 40             | 11 <sup>1</sup> / <sub>2</sub> q                          | —                                 | First 30 days  | 2.825                      | 3.250                      | 40             | *   | 25q                               |
| Agreement C:   |                            |                            |                |   |                                   | 31 days to 6 months                                    | 2.975                      | 3.400                      | 40             | *   | 25q                               |
| First 30 days  | 2.560                      | 2.700                      | 40             | 13 <sup>1</sup> / <sub>10</sub> q                         | 12 <sup>1</sup> / <sub>2</sub> q  | 7 to 12 months   | 3.050                      | 3.475                      | 40             | *   | 25q                               |
| 31 days to 6 months                                    | 2.660                      | 2.900                      | 40             | 13 <sup>1</sup> / <sub>10</sub> q                         | 12 <sup>1</sup> / <sub>2</sub> q  | 13 to 18 months  | 3.300                      | 3.700                      | 40             | *   | 25q                               |
| 7 to 12 months   | 2.710                      | 3.000                      | 40             | 13 <sup>1</sup> / <sub>10</sub> q                         | 12 <sup>1</sup> / <sub>2</sub> q  | 19 to 24 months  | 3.400                      | 3.800                      | 40             | *   | 25q                               |
| 13 to 18 months  | 2.860                      | 3.350                      | 40             | 13 <sup>1</sup> / <sub>10</sub> q                         | 12 <sup>1</sup> / <sub>2</sub> q  | 25 to 30 months  | 3.675                      | 4.050                      | 40             | *   | 25q                               |
| 19 to 24 months  | 2.900                      | 3.600                      | 40             | 13 <sup>1</sup> / <sub>10</sub> q                         | 12 <sup>1</sup> / <sub>2</sub> q  | 31 to 36 months  | 3.875                      | 4.250                      | 40             | *   | 25q                               |
| 25 to 36 months  | 3.160                      | 3.800                      | 40             | 13 <sup>1</sup> / <sub>10</sub> q                         | 12 <sup>1</sup> / <sub>2</sub> q  | After 36 months  | 4.175                      | 4.525                      | 40             | *   | 25q                               |
| After 36 months  | 3.310                      | 4.275                      | 40             | 13 <sup>1</sup> / <sub>10</sub> q                         | 12 <sup>1</sup> / <sub>2</sub> q  | Agreement B:   |                            |                            |                |   |                                   |
| Baggers:   |                            |                            |                |   |                                   | First 30 days  | 2.975                      | 3.845                      | 40             | 27 <sup>1</sup> / <sub>10</sub> q                         | 24 <sup>9</sup> / <sub>10</sub> q |
| Total number of agreements reported: 4                 |                            |                            |                |   |                                   | 31 days to 6 months                                    | 3.125                      | 3.980                      | 40             | 27 <sup>1</sup> / <sub>10</sub> q                         | 24 <sup>9</sup> / <sub>10</sub> q |
| Agreement A:   |                            |                            |                |   |                                   | 7 to 12 months   | 3.200                      | 4.050                      | 40             | 27 <sup>1</sup> / <sub>10</sub> q                         | 24 <sup>9</sup> / <sub>10</sub> q |
| First 30 days  | 2.100                      | 2.350                      | 40             | *   | 25q                               | 13 to 18 months  | 3.425                      | 4.235                      | 40             | 27 <sup>1</sup> / <sub>10</sub> q                         | 24 <sup>9</sup> / <sub>10</sub> q |
| 31 days to 6 months                                    | 2.160                      | 2.400                      | 40             | *   | 25q                               | 19 to 24 months  | 3.525                      | 4.340                      | 40             | 27 <sup>1</sup> / <sub>10</sub> q                         | 24 <sup>9</sup> / <sub>10</sub> q |
| After 6 months   | 2.220                      | 2.450                      | 40             | *   | 25q                               | 25 to 36 months  | 3.775                      | 4.600                      | 40             | 27 <sup>1</sup> / <sub>10</sub> q                         | 24 <sup>9</sup> / <sub>10</sub> q |
| Agreement B:   |                            |                            |                |   |                                   | After 36 months  | 4.065                      | 4.775                      | 40             | 27 <sup>1</sup> / <sub>10</sub> q                         | 24 <sup>9</sup> / <sub>10</sub> q |
| First 30 days  | 2.250                      | 2.550                      | 40             | 27 <sup>1</sup> / <sub>10</sub> q                         | 30q                               | Agreement C:   |                            |                            |                |   |                                   |
| 31 days to 6 months                                    | 2.300                      | 2.600                      | 40             | 27 <sup>1</sup> / <sub>10</sub> q                         | 30q                               | First 30 days  | 2.860                      | 3.000                      | 40             | 30q   | 30q                               |
| After 6 months   | 2.350                      | 2.650                      | 40             | 27 <sup>1</sup> / <sub>10</sub> q                         | 30q                               | 31 days to 4 months                                    | 3.010                      | 3.650                      | 40             | 30q   | 30q                               |
| Agreement C:   |                            |                            |                |   |                                   | 5 to 8 months  | 3.085                      | 3.975                      | 40             | 30q   | 30q                               |
| First 30 days  | 2.160                      | 2.200                      | 40             | 30q   | 30q                               | 9 to 16 months   | 3.285                      | 4.150                      | 40             | 30q   | 30q                               |
| 31 days to 3 months                                    | 2.210                      | 2.300                      | 40             | 30q   | 30q                               | 17 to 24 months  | 3.385                      | 4.250                      | 40             | 30q   | 30q                               |
| 4 to 6 months  | 2.260                      | 2.400                      | 40             | 30q   | 30q                               | 25 to 36 months  | 3.635                      | 4.500                      | 40             | 30q   | 30q                               |
| After 6 months   | 2.360                      | 2.700                      | 40             | 30q   | 30q                               | After 36 months  | 3.835                      | 4.975                      | 40             | 30q   | 30q                               |
| Grocery:   |                            |                            |                |   |                                   | Clerks, part-time:                                     |                            |                            |                |   |                                   |
| Head grocery clerks:                                   |                            |                            |                |   |                                   | Total number of agreements reported: 4                 |                            |                            |                |   |                                   |
| Total number of agreements reported: 4                 |                            |                            |                |   |                                   | Agreement A:   |                            |                            |                |   |                                   |
| Agreement A:   |                            |                            |                |   |                                   | First 30 days  | 2.360                      | 2.700                      | 40             | 6 <sup>1</sup> / <sub>10</sub> q                          | —                                 |
| First 30 days  | 3.075                      | 3.945                      | 40             | 27 <sup>1</sup> / <sub>10</sub> q                         | 24 <sup>9</sup> / <sub>10</sub> q | 31 days to 6 months                                    | 2.420                      | 2.750                      | 40             | 6 <sup>1</sup> / <sub>10</sub> q                          | —                                 |
| 31 days to 6 months                                    | 3.225                      | 4.080                      | 40             | 27 <sup>1</sup> / <sub>10</sub> q                         | 24 <sup>9</sup> / <sub>10</sub> q | 7 to 12 months   | 2.470                      | 2.800                      | 40             | 6 <sup>1</sup> / <sub>10</sub> q                          | —                                 |
| 7 to 12 months   | 3.300                      | 4.150                      | 40             | 27 <sup>1</sup> / <sub>10</sub> q                         | 24 <sup>9</sup> / <sub>10</sub> q | 13 to 18 months  | 2.630                      | 2.950                      | 40             | 6 <sup>1</sup> / <sub>10</sub> q                          | —                                 |
| 13 to 18 months  | 3.525                      | 4.335                      | 40             | 27 <sup>1</sup> / <sub>10</sub> q                         | 24 <sup>9</sup> / <sub>10</sub> q | 19 to 24 months  | 2.790                      | 3.100                      | 40             | 6 <sup>1</sup> / <sub>10</sub> q                          | —                                 |
| 19 to 24 months  | 3.625                      | 4.440                      | 40             | 27 <sup>1</sup> / <sub>10</sub> q                         | 24 <sup>9</sup> / <sub>10</sub> q | 25 to 30 months  | 2.950                      | 3.250                      | 40             | 6 <sup>1</sup> / <sub>10</sub> q                          | —                                 |
| 25 to 36 months  | 3.875                      | 4.700                      | 40             | 27 <sup>1</sup> / <sub>10</sub> q                         | 24 <sup>9</sup> / <sub>10</sub> q | 31 to 36 months  | 3.220                      | 3.500                      | 40             | 6 <sup>1</sup> / <sub>10</sub> q                          | —                                 |
| After 36 months  | 4.165                      | 4.875                      | 40             | 27 <sup>1</sup> / <sub>10</sub> q                         | 24 <sup>9</sup> / <sub>10</sub> q | After 36 months  | 3.480                      | 3.710                      | 40             | 6 <sup>1</sup> / <sub>10</sub> q                          | —                                 |
| Agreement B  | 5.375                      | 5.523                      | 40             | 25q   | —                                 | Agreement B:   |                            |                            |                |   |                                   |
| Agreement C  | 4.825                      | 5.800                      | 40             | 27 <sup>1</sup> / <sub>10</sub> q                         | 30q                               | First 30 days  | 2.600                      | 2.950                      | 40             | 11 <sup>1</sup> / <sub>2</sub> q                          | —                                 |
| Agreement D:   |                            |                            |                |   |                                   |  |                            |                            |                |   |                                   |
| Weekly store volume:                                   |                            |                            |                |   |                                   |  |                            |                            |                |   |                                   |
| \$35,000 to  |                            |                            |                |   |                                   |  |                            |                            |                |   |                                   |
| \$50,000   | 4.820                      | 6.325                      | 40             | 30q   | 30q                               |  |                            |                            |                |   |                                   |

See footnotes at end of table.

**Table 6. Wage rates hours, and employer contributions to funds: Selected cities—Continued**

(Union hourly wage rates and straight-time hours and employer insurance and pension contributions for grocery store occupations in 70 cities, July 1, 1973, and July 1, 1975)

(Hours are the same for both years unless otherwise indicated)

| Trade or occupation and selected contract <sup>1</sup> | July 1, 1973               | July 1, 1975               |                |   |         | Trade or occupation and selected contract <sup>1</sup>   | July 1, 1973               | July 1, 1975               |                |   |         |
|--|----------------------------|----------------------------|----------------|---|---------|--|----------------------------|----------------------------|----------------|---|---------|
|  | Rate per hour <sup>2</sup> | Rate per hour <sup>2</sup> | Hours per week | Employer contributions for selected benefits <sup>3</sup> |         |  | Rate per hour <sup>2</sup> | Rate per hour <sup>2</sup> | Hours per week | Employer contributions for selected benefits <sup>3</sup> |         |
|  |                            |                            |                | Insur-ance <sup>4</sup>                                   | Pension |  |                            |                            |                | Insur-ance <sup>4</sup>                                   | Pension |
| <b>SPRINGFIELD, MASS.—Continued</b>                    |                            |                            |                |   |         | <b>SPRINGFIELD, MASS.—Continued</b>                      |                            |                            |                |   |         |
| Grocery—Continued                                      |                            |                            |                |   |         | Meat—Continued   |                            |                            |                |   |         |
| Clerks, part-time—Continued                            |                            |                            |                |   |         | First cutters:   |                            |                            |                |   |         |
| Total number of agreements reported: 4—Continued       |                            |                            |                |   |         | Total number of agreements reported: 4                   |                            |                            |                |   |         |
| Agreement B—Continued                                  |                            |                            |                |   |         | Agreement A .....  |                            |                            |                |   |         |
| 31 days to 6 months .....                              |                            |                            |                |   |         | 5.300 5.938 40 *   |                            |                            |                |   |         |
| 7 to 12 months .....                                   |                            |                            |                |   |         | 5.438 6.413 40 27 <sup>1</sup> /10¢                      |                            |                            |                |   |         |
| 13 to 18 months .....                                  |                            |                            |                |   |         | Agreement C:   |                            |                            |                |   |         |
| 19 to 24 months .....                                  |                            |                            |                |   |         | Weekly store volume:                                     |                            |                            |                |   |         |
| 25 to 30 months .....                                  |                            |                            |                |   |         | \$25,000 to .....  |                            |                            |                |   |         |
| 31 to 36 months .....                                  |                            |                            |                |   |         | \$50,000 .....   |                            |                            |                |   |         |
| After 36 months .....                                  |                            |                            |                |   |         | \$50,000 and over .....                                  |                            |                            |                |   |         |
| Agreement C:   |                            |                            |                |   |         | Journeyman:  |                            |                            |                |   |         |
| First 30 days .....                                    |                            |                            |                |   |         | Total number of agreements reported: 4                   |                            |                            |                |   |         |
| 31 days to 6 months .....                              |                            |                            |                |   |         | Agreement A .....  |                            |                            |                |   |         |
| 7 to 12 months .....                                   |                            |                            |                |   |         | Agreement B .....  |                            |                            |                |   |         |
| 13 to 18 months .....                                  |                            |                            |                |   |         | Agreement C .....  |                            |                            |                |   |         |
| 19 to 24 months .....                                  |                            |                            |                |   |         | Wrappers:  |                            |                            |                |   |         |
| 25 to 36 months .....                                  |                            |                            |                |   |         | Total number of agreements reported: 4                   |                            |                            |                |   |         |
| After 36 months .....                                  |                            |                            |                |   |         | Agreement A:   |                            |                            |                |   |         |
| Meat:  |                            |                            |                |   |         | First 30 days .....                                      |                            |                            |                |   |         |
| Head meat cutters:                                     |                            |                            |                |   |         | 31 days to 6 months .....                                |                            |                            |                |   |         |
| Total number of agreements reported: 3                 |                            |                            |                |   |         | 7 to 12 months .....                                     |                            |                            |                |   |         |
| Agreement A:   |                            |                            |                |   |         | 13 to 18 months .....                                    |                            |                            |                |   |         |
| Weekly department volume:                              |                            |                            |                |   |         | 19 to 24 months .....                                    |                            |                            |                |   |         |
| \$10,000 to \$12,500 .....                             |                            |                            |                |   |         | 25 to 30 months .....                                    |                            |                            |                |   |         |
| 6.050 6.233 40 *                                       |                            |                            |                |   |         | 31 to 36 months .....                                    |                            |                            |                |   |         |
| \$12,500 to \$15,000 .....                             |                            |                            |                |   |         | After 36 months .....                                    |                            |                            |                |   |         |
| 6.175 6.302 40 *                                       |                            |                            |                |   |         | Agreement B:   |                            |                            |                |   |         |
| \$15,000 to \$17,500 .....                             |                            |                            |                |   |         | First 30 days .....                                      |                            |                            |                |   |         |
| 6.275 6.372 40 *                                       |                            |                            |                |   |         | 31 days to 6 months .....                                |                            |                            |                |   |         |
| \$17,500 to \$20,000 .....                             |                            |                            |                |   |         | 7 to 12 months .....                                     |                            |                            |                |   |         |
| 6.350 6.442 40 *                                       |                            |                            |                |   |         | 13 to 18 months .....                                    |                            |                            |                |   |         |
| \$20,000 and over .....                                |                            |                            |                |   |         | 19 to 24 months .....                                    |                            |                            |                |   |         |
| 6.425 6.512 40 *                                       |                            |                            |                |   |         | 25 to 30 months .....                                    |                            |                            |                |   |         |
| Agreement B:   |                            |                            |                |   |         | After 36 months .....                                    |                            |                            |                |   |         |
| Weekly department volume:                              |                            |                            |                |   |         | 3.050 3.325 40 *   |                            |                            |                |   |         |
| Up to \$5,000 .....                                    |                            |                            |                |   |         | 3.125 3.475 40 *   |                            |                            |                |   |         |
| 5.800 6.302 40 27 <sup>1</sup> /10¢ 30¢                |                            |                            |                |   |         | 3.425 3.775 40 *   |                            |                            |                |   |         |
| \$5,000 to \$10,000 .....                              |                            |                            |                |   |         | After 36 months .....                                    |                            |                            |                |   |         |
| 5.925 6.419 40 27 <sup>1</sup> /10¢ 30¢                |                            |                            |                |   |         | 2.675 3.545 40 27 <sup>1</sup> /10¢ 24 <sup>9</sup> /10¢ |                            |                            |                |   |         |
| \$10,000 to \$15,000 .....                             |                            |                            |                |   |         | 2.875 3.680 40 27 <sup>1</sup> /10¢ 24 <sup>9</sup> /10¢ |                            |                            |                |   |         |
| 6.150 6.628 40 27 <sup>1</sup> /10¢ 30¢                |                            |                            |                |   |         | 2.950 3.720 40 27 <sup>1</sup> /10¢ 24 <sup>9</sup> /10¢ |                            |                            |                |   |         |
| \$15,000 to \$20,000 .....                             |                            |                            |                |   |         | 7 to 12 months .....                                     |                            |                            |                |   |         |
| 6.400 6.860 40 27 <sup>1</sup> /10¢ 30¢                |                            |                            |                |   |         | 13 to 18 months .....                                    |                            |                            |                |   |         |
| \$20,000 to \$30,000 .....                             |                            |                            |                |   |         | 19 to 24 months .....                                    |                            |                            |                |   |         |
| 6.550 7.000 40 27 <sup>1</sup> /10¢ 30¢                |                            |                            |                |   |         | 25 to 30 months .....                                    |                            |                            |                |   |         |
| \$30,000 and over .....                                |                            |                            |                |   |         | After 36 months .....                                    |                            |                            |                |   |         |
| 6.725 7.163 40 27 <sup>1</sup> /10¢ 30¢                |                            |                            |                |   |         | 3.050 3.325 40 *   |                            |                            |                |   |         |
| Agreement C:   |                            |                            |                |   |         | 3.125 3.475 40 *   |                            |                            |                |   |         |
| Weekly store volume:                                   |                            |                            |                |   |         | 3.425 3.775 40 *   |                            |                            |                |   |         |
| \$25,000 to \$37,500 .....                             |                            |                            |                |   |         | After 36 months .....                                    |                            |                            |                |   |         |
| 6.175 6.674 40 30¢ 30¢                                 |                            |                            |                |   |         | 2.500 3.375 40 30¢ 30¢                                   |                            |                            |                |   |         |
| \$37,500 to \$50,000 .....                             |                            |                            |                |   |         | 31 days to 4 months .....                                |                            |                            |                |   |         |
| 6.400 6.884 40 30¢ 30¢                                 |                            |                            |                |   |         | 2.850 3.775 40 30¢ 30¢                                   |                            |                            |                |   |         |
| \$50,000 to \$75,000 .....                             |                            |                            |                |   |         | 5 to 8 months .....                                      |                            |                            |                |   |         |
| 6.563 7.035 40 30¢ 30¢                                 |                            |                            |                |   |         | 2.900 3.850 40 30¢ 30¢                                   |                            |                            |                |   |         |
| \$75,000 and over .....                                |                            |                            |                |   |         | 9 to 16 months .....                                     |                            |                            |                |   |         |
| 6.725 7.186 40 30¢ 30¢                                 |                            |                            |                |   |         | 3.075 4.075 40 30¢ 30¢                                   |                            |                            |                |   |         |
|  |                            |                            |                |   |         | 17 to 24 months .....                                    |                            |                            |                |   |         |
|  |                            |                            |                |   |         | 3.125 4.100 40 30¢ 30¢                                   |                            |                            |                |   |         |
|  |                            |                            |                |   |         | 25 to 36 months .....                                    |                            |                            |                |   |         |
|  |                            |                            |                |   |         | 3.350 4.325 40 30¢ 30¢                                   |                            |                            |                |   |         |
|  |                            |                            |                |   |         | After 36 months .....                                    |                            |                            |                |   |         |
|  |                            |                            |                |   |         | 3.813 4.825 40 30¢ 30¢                                   |                            |                            |                |   |         |
|  |                            |                            |                |   |         | Produce:   |                            |                            |                |   |         |
|  |                            |                            |                |   |         | Head produce clerks:                                     |                            |                            |                |   |         |
|  |                            |                            |                |   |         | Total number of agreements reported: 4                   |                            |                            |                |   |         |
|  |                            |                            |                |   |         | Agreement A:   |                            |                            |                |   |         |
|  |                            |                            |                |   |         | Weekly department volume:                                |                            |                            |                |   |         |
|  |                            |                            |                |   |         | \$5,000 and over:  |                            |                            |                |   |         |
|  |                            |                            |                |   |         | First 30 days .....                                      |                            |                            |                |   |         |
|  |                            |                            |                |   |         | 3.075 3.945 40 27 <sup>1</sup> /10¢ 24 <sup>9</sup> /10¢ |                            |                            |                |   |         |
|  |                            |                            |                |   |         | 31 days to 6 months .....                                |                            |                            |                |   |         |
|  |                            |                            |                |   |         | 3.225 4.080 40 27 <sup>1</sup> /10¢ 24 <sup>9</sup> /10¢ |                            |                            |                |   |         |

See footnotes at end of table.

**Table 6. Wage rates hours, and employer contributions to funds: Selected cities—Continued**

(Union hourly wage rates and straight-time hours and employer insurance and pension contributions for grocery store occupations in 70 cities, July 1, 1973, and July 1, 1975)

(Hours are the same for both years unless otherwise indicated)

| Trade or occupation and selected contract <sup>1</sup> | July 1, 1973               |                            | July 1, 1975   |   |         |  | Trade or occupation and selected contract <sup>1</sup> | July 1, 1973               |                | July 1, 1975  |         |  |  |
|--|----------------------------|----------------------------|----------------|---|---------|--|--|----------------------------|----------------|---|---------|--|--|
|  | Rate per hour <sup>2</sup> | Rate per hour <sup>2</sup> | Hours per week | Employer contributions for selected benefits <sup>3</sup> |         | Rate per hour <sup>2</sup>                       |  | Rate per hour <sup>2</sup> | Hours per week | Employer contributions for selected benefits <sup>3</sup> |         |  |  |
|  |                            |                            |                | Insurance <sup>4</sup>                                    | Pension |  |  |                            |                | Insurance <sup>4</sup>                                    | Pension |  |  |
| <b>SPRINGFIELD, MASS.—Continued</b>                    |                            |                            |                |   |         | <b>SPRINGFIELD, MASS.—Continued</b>              |  |                            |                |   |         |  |  |
| Produce—Continued                                      |                            |                            |                |   |         | Produce—Continued                                |  |                            |                |   |         |  |  |
| Head produce clerks—Continued                          |                            |                            |                |   |         | Clerks, full-time—Continued                      |  |                            |                |   |         |  |  |
| Total number of agreements reported: 4—Continued       |                            |                            |                |   |         | Total number of agreements reported: 4—Continued |  |                            |                |   |         |  |  |
| Agreement A—Continued                                  |                            |                            |                |   |         | Agreement B—Continued                            |  |                            |                |   |         |  |  |
| Weekly department volume—Continued                     |                            |                            |                |   |         | 19 to 24 months .....                            |  |                            |                |   |         |  |  |
| \$5,000 and over—Continued                             |                            |                            |                |   |         | 25 to 36 months .....                            |  |                            |                |   |         |  |  |
| 7 to 12 months .....                                   |                            |                            |                |   |         | After 36 months .....                            |  |                            |                |   |         |  |  |
| 13 to 18 months .....                                  |                            |                            |                |   |         | Agreement C:                                     |  |                            |                |   |         |  |  |
| 19 to 24 months .....                                  |                            |                            |                |   |         | First 30 days .....                              |  |                            |                |   |         |  |  |
| 25 to 36 months .....                                  |                            |                            |                |   |         | 31 days to 4 months .....                        |  |                            |                |   |         |  |  |
| After 36 months .....                                  |                            |                            |                |   |         | 5 to 8 months .....                              |  |                            |                |   |         |  |  |
| Agreement B .....                                      |                            |                            |                |   |         | 9 to 16 months .....                             |  |                            |                |   |         |  |  |
| Agreement C:   |                            |                            |                |   |         | 17 to 24 months .....                            |  |                            |                |   |         |  |  |
| Weekly department volume:                              |                            |                            |                |   |         | 25 to 36 months .....                            |  |                            |                |   |         |  |  |
| \$500 to \$1,000 .....                                 |                            |                            |                |   |         | After 36 months .....                            |  |                            |                |   |         |  |  |
| \$1,000 to \$2,000 .....                               |                            |                            |                |   |         | SYRACUSE, N.Y.                                   |  |                            |                |   |         |  |  |
| \$2,000 to \$3,000 .....                               |                            |                            |                |   |         | Check out:                                       |  |                            |                |   |         |  |  |
| \$3,000 to \$4,000 .....                               |                            |                            |                |   |         | Head cashier:                                    |  |                            |                |   |         |  |  |
| \$4,000 to \$6,000 .....                               |                            |                            |                |   |         | Total number of agreements reported: 6           |  |                            |                |   |         |  |  |
| \$6,000 and over .....                                 |                            |                            |                |   |         | Agreement A:                                     |  |                            |                |   |         |  |  |
| Agreement D:   |                            |                            |                |   |         | First 30 days .....                              |  |                            |                |   |         |  |  |
| Weekly store volume:                                   |                            |                            |                |   |         | 31 days — 6 months .....                         |  |                            |                |   |         |  |  |
| \$10,000 to \$17,500 .....                             |                            |                            |                |   |         | 7 — 12 months .....                              |  |                            |                |   |         |  |  |
| \$17,500 to \$25,000 .....                             |                            |                            |                |   |         | 13 — 18 months .....                             |  |                            |                |   |         |  |  |
| \$25,000 to \$37,500 .....                             |                            |                            |                |   |         | 19 — 24 months .....                             |  |                            |                |   |         |  |  |
| \$37,500 to \$50,000 .....                             |                            |                            |                |   |         | After 24 months .....                            |  |                            |                |   |         |  |  |
| \$50,000 to \$75,000 .....                             |                            |                            |                |   |         | Agreement B:                                     |  |                            |                |   |         |  |  |
| \$75,000 and over .....                                |                            |                            |                |   |         | Weekly store sales:                              |  |                            |                |   |         |  |  |
| Clerks, full-time:                                     |                            |                            |                |   |         | \$15,000 to \$25,000 .....                       |  |                            |                |   |         |  |  |
| Total number of agreements reported: 4                 |                            |                            |                |   |         | \$25,000 to \$50,000 .....                       |  |                            |                |   |         |  |  |
| Agreement A:   |                            |                            |                |   |         | \$50,000 and over .....                          |  |                            |                |   |         |  |  |
| First 30 days .....                                    |                            |                            |                |   |         | Agreement C:                                     |  |                            |                |   |         |  |  |
| 31 days to 6 months .....                              |                            |                            |                |   |         | Weekly store sales:                              |  |                            |                |   |         |  |  |
| 7 to 12 months .....                                   |                            |                            |                |   |         | \$15,000 to \$25,000 .....                       |  |                            |                |   |         |  |  |
| 13 to 18 months .....                                  |                            |                            |                |   |         | \$25,000 to \$50,000 .....                       |  |                            |                |   |         |  |  |
| 19 to 24 months .....                                  |                            |                            |                |   |         | \$50,000 and over .....                          |  |                            |                |   |         |  |  |
| 25 to 30 months .....                                  |                            |                            |                |   |         | Clerks, cashier, full-time:                      |  |                            |                |   |         |  |  |
| 31 to 36 months .....                                  |                            |                            |                |   |         | Total number of agreements reported: 7           |  |                            |                |   |         |  |  |
| After 36 months .....                                  |                            |                            |                |   |         | Agreement A:                                     |  |                            |                |   |         |  |  |
| Agreement B:   |                            |                            |                |   |         | First 30 days .....                              |  |                            |                |   |         |  |  |
| First 30 days .....                                    |                            |                            |                |   |         | 31 days — 6 months .....                         |  |                            |                |   |         |  |  |
| 31 days to 6 months .....                              |                            |                            |                |   |         | 7 — 12 months .....                              |  |                            |                |   |         |  |  |
| 7 to 12 months .....                                   |                            |                            |                |   |         | 13 — 18 months .....                             |  |                            |                |   |         |  |  |
| 13 to 18 months .....                                  |                            |                            |                |   |         | 19 — 24 months .....                             |  |                            |                |   |         |  |  |
| 19 to 24 months .....                                  |                            |                            |                |   |         | After 24 months .....                            |  |                            |                |   |         |  |  |
| 25 to 30 months .....                                  |                            |                            |                |   |         | Agreement B:                                     |  |                            |                |   |         |  |  |
| 31 to 36 months .....                                  |                            |                            |                |   |         | First 6 months .....                             |  |                            |                |   |         |  |  |
| After 36 months .....                                  |                            |                            |                |   |         | 7 — 12 months .....                              |  |                            |                |   |         |  |  |
| Agreement B:   |                            |                            |                |   |         | 13 — 24 months .....                             |  |                            |                |   |         |  |  |
| First 30 days .....                                    |                            |                            |                |   |         | 25 — 36 months .....                             |  |                            |                |   |         |  |  |
| 31 days to 6 months .....                              |                            |                            |                |   |         | After 36 months .....                            |  |                            |                |   |         |  |  |
| 7 to 12 months .....                                   |                            |                            |                |   |         |  |  |                            |                |   |         |  |  |
| 13 to 18 months .....                                  |                            |                            |                |   |         |  |  |                            |                |   |         |  |  |
| 19 to 24 months .....                                  |                            |                            |                |   |         |  |  |                            |                |   |         |  |  |

See footnotes at end of table.

**Table 6. Wage rates hours, and employer contributions to funds: Selected cities—Continued**

(Union hourly wage rates and straight-time hours and employer insurance and pension contributions for grocery store occupations in 70 cities, July 1, 1973, and July 1, 1975)

(Hours are the same for both years unless otherwise indicated)

| Trade or occupation and selected contract <sup>1</sup> | July 1, 1973               |                            | July 1, 1975   |   |         | Trade or occupation and selected contract <sup>1</sup> | July 1, 1973               |                            | July 1, 1975   |   |         |
|--|----------------------------|----------------------------|----------------|---|---------|--|----------------------------|----------------------------|----------------|---|---------|
|  | Rate per hour <sup>2</sup> | Rate per hour <sup>2</sup> | Hours per week | Employer contributions for selected benefits <sup>3</sup> |         |  | Rate per hour <sup>2</sup> | Rate per hour <sup>2</sup> | Hours per week | Employer contributions for selected benefits <sup>3</sup> |         |
|  |                            |                            |                | Insur-ance <sup>4</sup>                                   | Pension |  |                            |                            |                | Insur-ance <sup>4</sup>                                   | Pension |
| <b>SYRACUSE, N.Y.—Continued</b>                        |                            |                            |                |   |         | <b>SYRACUSE, N.Y.—Continued</b>                        |                            |                            |                |   |         |
| Check out—Continued                                    |                            |                            |                |   |         | Grocery—Continued                                      |                            |                            |                |   |         |
| Clerks, cashier, full-time—Continued                   |                            |                            |                |   |         | Clerks, grocery, full-time—Continued                   |                            |                            |                |   |         |
| Total number of agreements reported: 7—Continued       |                            |                            |                |   |         | Total number of agreements reported: 7—Continued       |                            |                            |                |   |         |
| Agreement C:   | \$                         | \$                         |                |   |         | Agreement A—Continued                                  | \$                         | \$                         |                |   |         |
| First 6 months . . . . .                               | 3.438                      | 4.273                      | 40             | 40 <sup>2/5</sup> g                                       | 34g     | 31 days — 6 months . . .                               | —                          | 2.300                      | 40             | 23g   | —       |
| 7 — 12 months . . . . .                                | 3.513                      | 4.348                      | 40             | 40 <sup>2/5</sup> g                                       | 34g     | 7 — 12 months . . . . .                                | —                          | 2.400                      | 40             | 23g   | —       |
| 13 — 24 months . . . . .                               | 3.588                      | 4.455                      | 40             | 40 <sup>2/5</sup> g                                       | 34g     | 13 — 18 months . . . . .                               | —                          | 2.500                      | 40             | 23g   | —       |
| 25 — 36 months . . . . .                               | 3.688                      | 4.563                      | 40             | 40 <sup>2/5</sup> g                                       | 34g     | 19 — 24 months . . . . .                               | —                          | 2.600                      | 40             | 23g   | —       |
| After 36 months . . . . .                              | 3.738                      | 4.673                      | 40             | 40 <sup>2/5</sup> g                                       | 34g     | After 24 months . . . . .                              | —                          | 2.700                      | 40             | 23g   | —       |
| Clerks, cashier, part-time:                            |                            |                            |                |   |         | Agreement B:   |                            |                            |                |   |         |
| Total number of agreements reported: 7                 |                            |                            |                |   |         | First 6 months . . . . .                               | 3.363                      | 3.938                      | 40             | 40 <sup>2/5</sup> g                                       | 30g     |
| Agreement A:   |                            |                            |                |   |         | 7 — 12 months . . . . .                                | 3.438                      | 4.013                      | 40             | 40 <sup>2/5</sup> g                                       | 30g     |
| First 30 days . . . . .                                | —                          | 2.100                      | 40             | 23g   | —       | 13 — 24 months . . . . .                               | 3.563                      | 4.138                      | 40             | 40 <sup>2/5</sup> g                                       | 30g     |
| 31 days — 6 months . . .                               | —                          | 2.250                      | 40             | 23g   | —       | 25 — 36 months . . . . .                               | 3.688                      | 4.263                      | 40             | 40 <sup>2/5</sup> g                                       | 30g     |
| 7 — 12 months . . . . .                                | —                          | 2.300                      | 40             | 23g   | —       | After 36 months . . . . .                              | 3.813                      | 4.388                      | 40             | 40 <sup>2/5</sup> g                                       | 30g     |
| 13 — 18 months . . . . .                               | —                          | 2.400                      | 40             | 23g   | —       | Agreement C:   |                            |                            |                |   |         |
| 19 — 24 months . . . . .                               | —                          | 2.500                      | 40             | 23g   | —       | First 6 months . . . . .                               | 3.563                      | 4.313                      | 40             | 40 <sup>2/5</sup> g                                       | 34g     |
| After 24 months . . . . .                              | —                          | 2.600                      | 40             | 23g   | —       | 7 — 12 months . . . . .                                | 3.638                      | 4.388                      | 40             | 40 <sup>2/5</sup> g                                       | 34g     |
| Agreement B:   |                            |                            |                |   |         | 13 — 24 months . . . . .                               | 3.813                      | 4.513                      | 40             | 40 <sup>2/5</sup> g                                       | 34g     |
| First 30 days . . . . .                                | 2.250                      | 2.400                      | 40             | 40 <sup>2/5</sup> g                                       | 30g     | 25 — 36 months . . . . .                               | 3.888                      | 4.638                      | 40             | 40 <sup>2/5</sup> g                                       | 34g     |
| 31 days — 6 months . . .                               | 2.350                      | 2.500                      | 40             | 40 <sup>2/5</sup> g                                       | 30g     | After 36 months . . . . .                              | 4.013                      | 4.763                      | 40             | 40 <sup>2/5</sup> g                                       | 34g     |
| 7 — 12 months . . . . .                                | 2.450                      | 2.600                      | 40             | 40 <sup>2/5</sup> g                                       | 30g     | Clerks, grocery, part-time:                            |                            |                            |                |   |         |
| 13 — 18 months . . . . .                               | 2.550                      | 2.700                      | 40             | 40 <sup>2/5</sup> g                                       | 30g     | Total number of agreements reported: 7                 |                            |                            |                |   |         |
| 19 — 24 months . . . . .                               | 2.650                      | 2.800                      | 40             | 40 <sup>2/5</sup> g                                       | 30g     | Agreement A:   |                            |                            |                |   |         |
| After 24 months . . . . .                              | 2.850                      | 3.000                      | 40             | 40 <sup>2/5</sup> g                                       | 30g     | First 30 days . . . . .                                | —                          | 2.100                      | 40             | 23g   | —       |
| Agreement C:   |                            |                            |                |   |         | 31 days — 6 months . . .                               | —                          | 2.250                      | 40             | 23g   | —       |
| Hired prior to 5-5-74:                                 |                            |                            |                |   |         | 7 — 12 months . . . . .                                | —                          | 2.300                      | 40             | 23g   | —       |
| First month . . . . .                                  | 2.400                      | 2.800                      | 40             | 40 <sup>2/5</sup> g                                       | 34g     | 13 — 18 months . . . . .                               | —                          | 2.400                      | 40             | 23g   | —       |
| 2 — 6 months . . . . .                                 | 2.500                      | 2.900                      | 40             | 40 <sup>2/5</sup> g                                       | 34g     | 19 — 24 months . . . . .                               | —                          | 2.500                      | 40             | 23g   | —       |
| 7 — 12 months . . . . .                                | 2.600                      | 3.000                      | 40             | 40 <sup>2/5</sup> g                                       | 34g     | After 24 months . . . . .                              | —                          | 2.600                      | 40             | 23g   | —       |
| 13 — 18 months . . . . .                               | 2.700                      | 3.100                      | 40             | 40 <sup>2/5</sup> g                                       | 34g     | Agreement B:   |                            |                            |                |   |         |
| 19 — 24 months . . . . .                               | 2.800                      | 3.200                      | 40             | 40 <sup>2/5</sup> g                                       | 34g     | First 30 days . . . . .                                | 2.250                      | 2.400                      | 40             | 40 <sup>2/5</sup> g                                       | 30g     |
| After 24 months . . . . .                              | 3.000                      | 3.400                      | 40             | 40 <sup>2/5</sup> g                                       | 34g     | 31 days — 6 months . . .                               | 2.350                      | 2.500                      | 40             | 40 <sup>2/5</sup> g                                       | 30g     |
| Hired after 5-4-74:                                    |                            |                            |                |   |         | 7 — 12 months . . . . .                                | 2.450                      | 2.600                      | 40             | 40 <sup>2/5</sup> g                                       | 30g     |
| First months . . . . .                                 | —                          | 2.550                      | 40             | 40 <sup>2/5</sup> g                                       | 34g     | 13 — 18 months . . . . .                               | 2.550                      | 2.700                      | 40             | 40 <sup>2/5</sup> g                                       | 30g     |
| 2 — 6 months . . . . .                                 | —                          | 2.650                      | 40             | 40 <sup>2/5</sup> g                                       | 34g     | 19 — 24 months . . . . .                               | 2.650                      | 2.800                      | 40             | 40 <sup>2/5</sup> g                                       | 30g     |
| 7 — 12 months . . . . .                                | —                          | 2.750                      | 40             | 40 <sup>2/5</sup> g                                       | 34g     | After 24 months . . . . .                              | 2.850                      | 3.000                      | 40             | 40 <sup>2/5</sup> g                                       | 30g     |
| 13 — 18 months . . . . .                               | —                          | 2.850                      | 40             | 40 <sup>2/5</sup> g                                       | 34g     | Agreement C:   |                            |                            |                |   |         |
| 19 — 24 months . . . . .                               | —                          | 2.950                      | 40             | 40 <sup>2/5</sup> g                                       | 34g     | Hired prior to 5-5-74:                                 |                            |                            |                |   |         |
| After 24 months . . . . .                              | —                          | 3.150                      | 40             | 40 <sup>2/5</sup> g                                       | 34g     | First 30 days . . . . .                                | 2.400                      | 2.800                      | 40             | 40 <sup>2/5</sup> g                                       | 34g     |
| Grocery:   |                            |                            |                |   |         | 31 days — 6 months . . .                               | 2.500                      | 2.900                      | 40             | 40 <sup>2/5</sup> g                                       | 34g     |
| Head grocery clerks:                                   |                            |                            |                |   |         | 7 — 12 months . . . . .                                | 2.600                      | 3.000                      | 40             | 40 <sup>2/5</sup> g                                       | 34g     |
| Total number of agreements reported: 6                 |                            |                            |                |   |         | 13 — 18 months . . . . .                               | 2.700                      | 3.100                      | 40             | 40 <sup>2/5</sup> g                                       | 34g     |
| Agreement A . . . . .                                  | 4.375                      | 5.500                      | 40             | 40 <sup>2/5</sup> g                                       | 26g     | 19 — 24 months . . . . .                               | 2.800                      | 3.200                      | 40             | 40 <sup>2/5</sup> g                                       | 34g     |
| Agreement B:   |                            |                            |                |   |         | After 24 months . . . . .                              | 3.000                      | 3.400                      | 40             | 40 <sup>2/5</sup> g                                       | 34g     |
| Grocery and produce weekly sales:                      |                            |                            |                |   |         | Hired after 5-4-74:                                    |                            |                            |                |   |         |
| \$7,500 to . . . . .                                   | —                          | —                          |                |   |         | First 30 days . . . . .                                | —                          | 2.550                      | 40             | 40 <sup>2/5</sup> g                                       | 34g     |
| \$20,000 . . . . .                                     | 4.575                      | 5.125                      | 40             | 40 <sup>2/5</sup> g                                       | 30g     | 31 days — 6 months . . .                               | —                          | 2.650                      | 40             | 40 <sup>2/5</sup> g                                       | 34g     |
| \$20,000 to . . . . .                                  | —                          | —                          |                |   |         | 7 — 12 months . . . . .                                | —                          | 2.750                      | 40             | 40 <sup>2/5</sup> g                                       | 34g     |
| \$35,000 . . . . .                                     | 4.700                      | 5.325                      | 40             | 40 <sup>2/5</sup> g                                       | 30g     | 13 — 18 months . . . . .                               | —                          | 2.850                      | 40             | 40 <sup>2/5</sup> g                                       | 34g     |
| \$35,000 to . . . . .                                  | —                          | —                          |                |   |         | 19 — 24 months . . . . .                               | —                          | 2.950                      | 40             | 40 <sup>2/5</sup> g                                       | 34g     |
| \$50,000 . . . . .                                     | 4.825                      | 5.575                      | 40             | 40 <sup>2/5</sup> g                                       | 30g     | After 24 months . . . . .                              | —                          | 3.150                      | 40             | 40 <sup>2/5</sup> g                                       | 34g     |
| \$50,000 and over . . . . .                            | —                          | 5.825                      | 40             | 40 <sup>2/5</sup> g                                       | 30g     | Meat:  |                            |                            |                |   |         |
| Agreement C:   |                            |                            |                |   |         | Head meat cutters:                                     |                            |                            |                |   |         |
| Grocery and produce weekly sales:                      |                            |                            |                |   |         | Total number of agreements reported: 7                 |                            |                            |                |   |         |
| \$7,500 to . . . . .                                   | —                          | —                          |                |   |         | Agreement A . . . . .                                  | —                          | 5.250                      | 40             | 23g   | —       |
| \$20,000 . . . . .                                     | 4.825                      | 5.500                      | 40             | 40 <sup>2/5</sup> g                                       | 34g     | Agreement B . . . . .                                  | 4.775                      | 5.650                      | 40             | 40 <sup>2/5</sup> g                                       | 26g     |
| \$20,000 to . . . . .                                  | —                          | —                          |                |   |         | Agreement C:   |                            |                            |                |   |         |
| \$35,000 . . . . .                                     | 4.950                      | 5.700                      | 40             | 40 <sup>2/5</sup> g                                       | 34g     | Dept. weekly sales:                                    |                            |                            |                |   |         |
| \$35,000 to . . . . .                                  | —                          | —                          |                |   |         | \$2,500 to \$6,000 . . .                               | 4.925                      | 5.625                      | 40             | 40 <sup>2/5</sup> g                                       | 30g     |
| \$50,000 . . . . .                                     | 5.075                      | 5.950                      | 40             | 40 <sup>2/5</sup> g                                       | 34g     | \$6,000 to . . . . .                                   | —                          | —                          |                |   |         |
| \$50,000 and over . . . . .                            | —                          | 6.200                      | 40             | 40 <sup>2/5</sup> g                                       | 34g     | \$10,000 . . . . .                                     | 5.000                      | 5.750                      | 40             | 40 <sup>2/5</sup> g                                       | 30g     |
| over . . . . .   | —                          | —                          |                |   |         | \$10,000 to . . . . .                                  | —                          | —                          |                |   |         |
| Clerks, grocery, full-time:                            |                            |                            |                |   |         | \$15,000 . . . . .                                     | 5.075                      | 5.875                      | 40             | 40 <sup>2/5</sup> g                                       | 30g     |
| Total number of agreements reported: 7                 |                            |                            |                |   |         | \$15,000 to . . . . .                                  | —                          | —                          |                |   |         |
| Agreement A:   |                            |                            |                |   |         | \$20,000 . . . . .                                     | 5.150                      | 6.000                      | 40             | 40 <sup>2/5</sup> g                                       | 30g     |
| First 30 days . . . . .                                | —                          | 2.100                      | 40             | 23g   | —       | \$20,000 and over . . . . .                            | 5.225                      | 6.125                      | 40             | 40 <sup>2/5</sup> g                                       | 30g     |

See footnotes at end of table.

**Table 6. Wage rates hours, and employer contributions to funds: Selected cities—Continued**

(Union hourly wage rates and straight-time hours and employer insurance and pension contributions for grocery store occupations in 70 cities, July 1, 1973, and July 1, 1975)

(Hours are the same for both years unless otherwise indicated)

| Trade or occupation and selected contract <sup>1</sup> | July 1, 1973               | July 1, 1975               |                |   |         | Trade or occupation and selected contract <sup>1</sup> | July 1, 1973               | July 1, 1975               |                |   |         |
|--|----------------------------|----------------------------|----------------|---|---------|--|----------------------------|----------------------------|----------------|---|---------|
|  | Rate per hour <sup>2</sup> | Rate per hour <sup>2</sup> | Hours per week | Employer contributions for selected benefits <sup>3</sup> |         |  | Rate per hour <sup>2</sup> | Rate per hour <sup>2</sup> | Hours per week | Employer contributions for selected benefits <sup>3</sup> |         |
|  |                            |                            |                | Insurance <sup>4</sup>                                    | Pension |  |                            |                            |                | Insurance <sup>4</sup>                                    | Pension |
| <b>SYRACUSE, N.Y.—Continued</b>                        |                            |                            |                |   |         | <b>SYRACUSE, N.Y.—Continued</b>                        |                            |                            |                |   |         |
| Meat—Continued   |                            |                            |                |   |         | Miscellaneous:   |                            |                            |                |   |         |
| Head meat cutters—Continued                            |                            |                            |                |   |         | Stockers, day, full-time:                              |                            |                            |                |   |         |
| Total number of agreements reported: 7—Continued       |                            |                            |                |   |         | Total number of agreements reported: 3                 |                            |                            |                |   |         |
| Agreement D:   |                            |                            |                |   |         | Agreement A:   | \$                         | \$                         |                |   |         |
| Dept. weekly sales:                                    |                            |                            |                |   |         | First 6 months . . . . .                               | 3.363                      | 3.938                      | 40             | 40 <sup>2</sup> / <sub>5</sub> ¢                          | 30¢     |
| Up to \$6,000 . . . . .                                | 5.175                      | 6.000                      | 40             | 40 <sup>2</sup> / <sub>5</sub> ¢                          | 34¢     | 7 – 12 months . . . . .                                | 3.438                      | 4.013                      | 40             | 40 <sup>2</sup> / <sub>5</sub> ¢                          | 30¢     |
| \$6,000 to . . . . .                                   |                            |                            |                |   |         | 13 – 24 months . . . . .                               | 3.563                      | 4.138                      | 40             | 40 <sup>2</sup> / <sub>5</sub> ¢                          | 30¢     |
| \$10,000 . . . . .                                     | 5.250                      | 6.125                      | 40             | 40 <sup>2</sup> / <sub>5</sub> ¢                          | 34¢     | 25 – 36 months . . . . .                               | 3.688                      | 4.263                      | 40             | 40 <sup>2</sup> / <sub>5</sub> ¢                          | 30¢     |
| \$10,000 to . . . . .                                  |                            |                            |                |   |         | After 36 months . . . . .                              | 3.813                      | 4.388                      | 40             | 40 <sup>2</sup> / <sub>5</sub> ¢                          | 30¢     |
| \$15,000 . . . . .                                     | 5.325                      | 6.250                      | 40             | 40 <sup>2</sup> / <sub>5</sub> ¢                          | 34¢     | Agreement B:   |                            |                            |                |   |         |
| \$15,000 to . . . . .                                  |                            |                            |                |   |         | First 6 months . . . . .                               | 3.563                      | 4.313                      | 40             | 40 <sup>2</sup> / <sub>5</sub> ¢                          | 34¢     |
| \$20,000 . . . . .                                     | 5.400                      | 6.375                      | 40             | 40 <sup>2</sup> / <sub>5</sub> ¢                          | 34¢     | 7 – 12 months . . . . .                                | 3.638                      | 4.388                      | 40             | 40 <sup>2</sup> / <sub>5</sub> ¢                          | 34¢     |
| \$20,000 and . . . . .                                 |                            |                            |                |   |         | 13 – 18 months . . . . .                               | 3.763                      | 4.513                      | 40             | 40 <sup>2</sup> / <sub>5</sub> ¢                          | 34¢     |
| over . . . . .   | 5.475                      | 6.500                      | 40             | 40 <sup>2</sup> / <sub>5</sub> ¢                          | 34¢     | 19 – 24 months . . . . .                               | 3.888                      | 4.638                      | 40             | 40 <sup>2</sup> / <sub>5</sub> ¢                          | 34¢     |
| After 24 months . . . . .                              |                            |                            |                |   |         | After 24 months . . . . .                              | 4.013                      | 4.763                      | 40             | 40 <sup>2</sup> / <sub>5</sub> ¢                          | 34¢     |
| First cutters:   |                            |                            |                |   |         |  |                            |                            |                |   |         |
| Total number of agreements reported: 6                 |                            |                            |                |   |         | <b>TAMPA, FLA.</b>                                     |                            |                            |                |   |         |
| Agreement A . . . . .                                  | —                          | 5.063                      | 40             | 23¢   | —       | Check out:   |                            |                            |                |   |         |
| Agreement B . . . . .                                  | 4.625                      | 5.250                      | 40             | 40 <sup>2</sup> / <sub>5</sub> ¢                          | 30¢     | Head cashiers:   |                            |                            |                |   |         |
| Agreement C . . . . .                                  | 4.875                      | 5.625                      | 40             | 40 <sup>2</sup> / <sub>5</sub> ¢                          | 34¢     | Total number of agreements reported: 3                 |                            |                            |                |   |         |
| Journeyman:  |                            |                            |                |   |         | Agreement A:   |                            |                            |                |   |         |
| Total number of agreements reported: 7                 |                            |                            |                |   |         | First 6 months . . . . .                               | 2.475                      | 3.525                      | 40             | 23 <sup>2</sup> / <sub>5</sub> ¢                          | *       |
| Agreement A . . . . .                                  | —                          | 4.875                      | 40             | 23¢   | —       | 7 – 12 months . . . . .                                | 2.525                      | 3.575                      | 40             | 23 <sup>2</sup> / <sub>5</sub> ¢                          | *       |
| Agreement B . . . . .                                  | 4.465                      | 5.090                      | 40             | 40 <sup>2</sup> / <sub>5</sub> ¢                          | 30¢     | 13 – 18 months . . . . .                               | 2.575                      | 3.625                      | 40             | 23 <sup>2</sup> / <sub>5</sub> ¢                          | *       |
| Agreement C . . . . .                                  | 4.715                      | 5.465                      | 40             | 40 <sup>2</sup> / <sub>5</sub> ¢                          | 34¢     | 19 – 24 months . . . . .                               | 2.625                      | 3.725                      | 40             | 23 <sup>2</sup> / <sub>5</sub> ¢                          | *       |
| Wrappers, meat:  |                            |                            |                |   |         | After 24 months . . . . .                              | 2.675                      | 3.850                      | 40             | 23 <sup>2</sup> / <sub>5</sub> ¢                          | *       |
| Total number of agreements reported: 5                 |                            |                            |                |   |         | Agreement B . . . . .                                  | 2.837                      | 4.250                      | 40             | 31 <sup>3</sup> / <sub>4</sub> ¢                          | —       |
| Agreement A:   |                            |                            |                |   |         | Agreement C:   |                            |                            |                |   |         |
| First 30 days . . . . .                                | —                          | 2.100                      | 40             | 23¢   | —       | First 6 months . . . . .                               | 2.975                      | 4.100                      | 40             | 34¢   | 14¢     |
| 31 days – 6 months . . . . .                           | —                          | 2.300                      | 40             | 23¢   | —       | 7 – 12 months . . . . .                                | 3.075                      | 4.225                      | 40             | 34¢   | 14¢     |
| 7 – 12 months . . . . .                                | —                          | 2.400                      | 40             | 23¢   | —       | 13 – 18 months . . . . .                               | 3.175                      | 4.350                      | 40             | 34¢   | 14¢     |
| 13 – 18 months . . . . .                               | —                          | 2.500                      | 40             | 23¢   | —       | After 19 months . . . . .                              | 3.300                      | 4.500                      | 40             | 34¢   | 14¢     |
| 19 – 24 months . . . . .                               | —                          | 2.600                      | 40             | 23¢   | —       | Cashiers, full-time:                                   |                            |                            |                |   |         |
| After 24 months . . . . .                              | —                          | 2.700                      | 40             | 23¢   | —       | Total number of agreements reported: 3                 |                            |                            |                |   |         |
| Agreement B:   |                            |                            |                |   |         | Agreement A:   |                            |                            |                |   |         |
| First 6 months . . . . .                               | 3.238                      | 3.856                      | 40             | 40 <sup>2</sup> / <sub>5</sub> ¢                          | 30¢     | First 6 months . . . . .                               | 1.825                      | 2.750                      | 40             | 23 <sup>2</sup> / <sub>5</sub> ¢                          | *       |
| 7 – 12 months . . . . .                                | 3.313                      | 3.931                      | 40             | 40 <sup>2</sup> / <sub>5</sub> ¢                          | 30¢     | 7 – 12 months . . . . .                                | 1.925                      | 2.875                      | 40             | 23 <sup>2</sup> / <sub>5</sub> ¢                          | *       |
| 13 – 24 months . . . . .                               | 3.388                      | 4.023                      | 40             | 40 <sup>2</sup> / <sub>5</sub> ¢                          | 30¢     | 13 – 18 months . . . . .                               | 2.025                      | 3.075                      | 40             | 23 <sup>2</sup> / <sub>5</sub> ¢                          | *       |
| 25 – 36 months . . . . .                               | 3.463                      | 4.113                      | 40             | 40 <sup>2</sup> / <sub>5</sub> ¢                          | 30¢     | 19 – 24 months . . . . .                               | 2.125                      | 3.200                      | 40             | 23 <sup>2</sup> / <sub>5</sub> ¢                          | *       |
| After 36 months . . . . .                              | 3.538                      | 4.206                      | 40             | 40 <sup>2</sup> / <sub>5</sub> ¢                          | 30¢     | After 24 months . . . . .                              | 2.300                      | 3.375                      | 40             | 23 <sup>2</sup> / <sub>5</sub> ¢                          | *       |
| Agreement G:   |                            |                            |                |   |         | Agreement B:   |                            |                            |                |   |         |
| First 6 months . . . . .                               | 3.438                      | 4.273                      | 40             | 40 <sup>2</sup> / <sub>5</sub> ¢                          | 34¢     | First 6 months . . . . .                               | 2.152                      | 3.350                      | 40             | 31 <sup>3</sup> / <sub>4</sub> ¢                          | —       |
| 7 – 12 months . . . . .                                | 3.513                      | 4.373                      | 40             | 40 <sup>2</sup> / <sub>5</sub> ¢                          | 34¢     | 7 – 12 months . . . . .                                | 2.327                      | 3.475                      | 40             | 31 <sup>3</sup> / <sub>4</sub> ¢                          | —       |
| 13 – 24 months . . . . .                               | 3.588                      | 4.455                      | 40             | 40 <sup>2</sup> / <sub>5</sub> ¢                          | 34¢     | 13 – 18 months . . . . .                               | 2.427                      | 3.675                      | 40             | 31 <sup>3</sup> / <sub>4</sub> ¢                          | —       |
| 25 – 36 months . . . . .                               | 3.663                      | 4.563                      | 40             | 40 <sup>2</sup> / <sub>5</sub> ¢                          | 34¢     | 19 – 24 months . . . . .                               | 2.527                      | 3.800                      | 40             | 31 <sup>3</sup> / <sub>4</sub> ¢                          | —       |
| After 36 months . . . . .                              | 3.738                      | 4.673                      | 40             | 40 <sup>2</sup> / <sub>5</sub> ¢                          | 34¢     | After 24 months . . . . .                              | 2.627                      | 3.925                      | 40             | 31 <sup>3</sup> / <sub>4</sub> ¢                          | —       |
| Produce:   |                            |                            |                |   |         | Agreement C:   |                            |                            |                |   |         |
| Head produce clerks:                                   |                            |                            |                |   |         | First 6 months . . . . .                               | 2.278                      | 3.400                      | 40             | 34¢   | 14¢     |
| Total number of agreements reported: 7                 |                            |                            |                |   |         | 7 – 12 months . . . . .                                | 2.403                      | 3.525                      | 40             | 34¢   | 14¢     |
| Agreement A . . . . .                                  | —                          | 4.000                      | 40             | 23¢   | —       | 13 – 18 months . . . . .                               | 2.503                      | 3.725                      | 40             | 34¢   | 14¢     |
| Agreement B . . . . .                                  | 4.525                      | 5.400                      | 40             | 40 <sup>2</sup> / <sub>5</sub> ¢                          | 26¢     | 19 – 24 months . . . . .                               | 2.603                      | 3.850                      | 40             | 34¢   | 14¢     |
| Agreement C:   |                            |                            |                |   |         | After 25 months . . . . .                              | 2.703                      | 4.000                      | 40             | 34¢   | 14¢     |
| Grocery and produce weekly sales:                      |                            |                            |                |   |         | Cashiers, part-time:                                   |                            |                            |                |   |         |
| \$7,500 to . . . . .                                   |                            |                            |                |   |         | Total number of agreements reported: 3                 |                            |                            |                |   |         |
| \$20,000 . . . . .                                     | 4.550                      | 5.250                      | 40             | 40 <sup>2</sup> / <sub>5</sub> ¢                          | 34¢     | Agreement A:   |                            |                            |                |   |         |
| \$20,000 to . . . . .                                  |                            |                            |                |   |         | First 6 months . . . . .                               | 2.152                      | 2.750                      | 40             | 31 <sup>3</sup> / <sub>4</sub> ¢                          | —       |
| \$35,000 . . . . .                                     | 4.675                      | 5.450                      | 40             | 40 <sup>2</sup> / <sub>5</sub> ¢                          | 34¢     | After 6 months . . . . .                               | 2.327                      | 2.800                      | 40             | 31 <sup>3</sup> / <sub>4</sub> ¢                          | —       |
| \$35,000 to . . . . .                                  |                            |                            |                |   |         | Agreement B:   |                            |                            |                |   |         |
| \$50,000 . . . . .                                     | 4.800                      | 5.650                      | 40             | 40 <sup>2</sup> / <sub>5</sub> ¢                          | 34¢     | First 9 months . . . . .                               | 1.825                      | 2.750                      | 40             | 23 <sup>2</sup> / <sub>5</sub> ¢                          | *       |
| \$50,000 and over . . . . .                            | —                          | 5.850                      | 40             | 40 <sup>2</sup> / <sub>5</sub> ¢                          | 34¢     | 10 – 18 months . . . . .                               | 1.925                      | 2.875                      | 40             | 23 <sup>2</sup> / <sub>5</sub> ¢                          | *       |
| Agreement D:   |                            |                            |                |   |         | 19 – 27 months . . . . .                               | 2.025                      | 3.075                      | 40             | 23 <sup>2</sup> / <sub>5</sub> ¢                          | *       |
| Grocery and produce weekly sales:                      |                            |                            |                |   |         | 28 – 36 months . . . . .                               | 2.125                      | 3.200                      | 40             | 23 <sup>2</sup> / <sub>5</sub> ¢                          | *       |
| \$7,500 to . . . . .                                   |                            |                            |                |   |         | After 36 months . . . . .                              | 2.300                      | 3.375                      | 40             | 23 <sup>2</sup> / <sub>5</sub> ¢                          | *       |
| \$20,000 . . . . .                                     | 4.550                      | 5.500                      | 40             | 40 <sup>2</sup> / <sub>5</sub> ¢                          | 34¢     | Agreement C:   |                            |                            |                |   |         |
| \$20,000 to . . . . .                                  |                            |                            |                |   |         | First 9 months . . . . .                               | 2.273                      | 3.400                      | 40             | 34¢   | 14¢     |
| \$35,000 . . . . .                                     | 4.675                      | 5.700                      | 40             | 40 <sup>2</sup> / <sub>5</sub> ¢                          | 34¢     | 10 – 18 months . . . . .                               | 2.403                      | 3.525                      | 40             | 34¢   | 14¢     |
| \$35,000 to . . . . .                                  |                            |                            |                |   |         | 19 – 27 months . . . . .                               | 2.503                      | 3.725                      | 40             | 34¢   | 14¢     |
| \$50,000 . . . . .                                     | 4.800                      | 5.900                      | 40             | 40 <sup>2</sup> / <sub>5</sub> ¢                          | 34¢     | 28 – 36 months . . . . .                               | 2.603                      | 3.850                      | 40             | 34¢   | 14¢     |
| \$50,000 and over . . . . .                            | —                          | 6.200                      | 40             | 40 <sup>2</sup> / <sub>5</sub> ¢                          | 34¢     | After 37 months . . . . .                              | 2.703                      | 4.000                      | 40             | 34¢   | 14¢     |

See footnotes at end of table.

**Table 6. Wage rates hours, and employer contributions to funds: Selected cities—Continued**

(Union hourly wage rates and straight-time hours and employer insurance and pension contributions for grocery store occupations in 70 cities, July 1, 1973, and July 1, 1975)

(Hours are the same for both years unless otherwise indicated)

| Trade or occupation and selected contract <sup>1</sup> | July 1, 1973               | July 1, 1975               |                |   |                         | Trade or occupation and selected contract <sup>1</sup> | July 1, 1973 | July 1, 1975               |                            |                                  |   |                         |         |
|--|----------------------------|----------------------------|----------------|---|-------------------------|--|--------------|----------------------------|----------------------------|----------------------------------|---|-------------------------|---------|
|  | Rate per hour <sup>2</sup> | Rate per hour <sup>2</sup> | Hours per week | Employer contributions for selected benefits <sup>3</sup> | Insur-ance <sup>4</sup> |  | Pension      | Rate per hour <sup>2</sup> | Rate per hour <sup>2</sup> | Hours per week                   | Employer contributions for selected benefits <sup>3</sup> | Insur-ance <sup>4</sup> | Pension |
|  |                            |                            |                |   |                         |  |              |                            |                            |                                  |   |                         |         |
| <b>TAMPA, FLA.—Continued</b>                           |                            |                            |                |   |                         | <b>TAMPA, FLA.—Continued</b>                           |              |                            |                            |                                  |   |                         |         |
| Grocery:   |                            |                            |                |   |                         | Miscellaneous:   |              |                            |                            |                                  |   |                         |         |
| Head grocery clerks:                                   | \$                         | \$                         |                |   |                         | Stockers, day, full-time:                              |              |                            |                            |                                  |   |                         |         |
| First 6 months   | 2.925                      | 3.950                      | 40             | 23 <sup>2</sup> / <sub>5</sub> d                          | *                       | Total number of agreements reported: 2                 |              |                            |                            |                                  |   |                         |         |
| 7 — 12 months  | 3.050                      | 4.075                      | 40             | 23 <sup>2</sup> / <sub>5</sub> d                          | *                       | Agreement A:   | \$           | \$                         |                            |                                  |   |                         |         |
| 13 — 18 months   | 3.175                      | 4.200                      | 40             | 23 <sup>2</sup> / <sub>5</sub> d                          | *                       | First 6 months   | 2.302        | 3.350                      | 40                         | 31 <sup>3</sup> / <sub>4</sub> d | —   |                         |         |
| 19 — 24 months   | 3.250                      | 4.275                      | 40             | 23 <sup>2</sup> / <sub>5</sub> d                          | *                       | 7 — 12 months  | 2.502        | 3.475                      | 40                         | 31 <sup>3</sup> / <sub>4</sub> d | —   |                         |         |
| After 24 months  | 3.300                      | 4.325                      | 40             | 23 <sup>2</sup> / <sub>5</sub> d                          | *                       | 13 — 18 months   | 2.602        | 3.675                      | 40                         | 31 <sup>3</sup> / <sub>4</sub> d | —   |                         |         |
| Clerks, full-time:                                     |                            |                            |                |   |                         | 19 — 24 months   | 2.727        | 3.800                      | 40                         | 31 <sup>3</sup> / <sub>4</sub> d | —   |                         |         |
| First 6 months   | 2.175                      | 2.750                      | 40             | 23 <sup>2</sup> / <sub>5</sub> d                          | *                       | After 24 months  | 2.852        | 3.925                      | 40                         | 31 <sup>3</sup> / <sub>4</sub> d | —   |                         |         |
| 7 — 12 months  | 2.225                      | 2.875                      | 40             | 23 <sup>2</sup> / <sub>5</sub> d                          | *                       | Agreement B:   |              |                            |                            |                                  |   |                         |         |
| 13 — 18 months   | 2.350                      | 3.075                      | 40             | 23 <sup>2</sup> / <sub>5</sub> d                          | *                       | First 6 months   | 2.428        | 3.400                      | 40                         | 34d                              | 14d   |                         |         |
| 19 — 24 months   | 2.413                      | 3.200                      | 40             | 23 <sup>2</sup> / <sub>5</sub> d                          | *                       | 7 — 12 months  | 2.578        | 3.525                      | 40                         | 34d                              | 14d   |                         |         |
| After 24 months  | 2.475                      | 3.375                      | 40             | 23 <sup>2</sup> / <sub>5</sub> d                          | *                       | 13 — 18 months   | 2.678        | 3.725                      | 40                         | 34d                              | 14d   |                         |         |
| Clerks, part-time:                                     |                            |                            |                |   |                         | 19 — 24 months   | 2.803        | 3.850                      | 40                         | 34d                              | 14d   |                         |         |
| First 9 months   | 2.175                      | 2.750                      | 40             | 23 <sup>2</sup> / <sub>5</sub> d                          | *                       | After 24 months  | 2.903        | 4.000                      | 40                         | 34d                              | 14d   |                         |         |
| 10 — 18 months   | 2.225                      | 2.875                      | 40             | 23 <sup>2</sup> / <sub>5</sub> d                          | *                       |  |              |                            |                            |                                  |   |                         |         |
| 19 — 27 months   | 2.350                      | 3.075                      | 40             | 23 <sup>2</sup> / <sub>5</sub> d                          | *                       | <b>TOLEDO, OHIO</b>                                    |              |                            |                            |                                  |   |                         |         |
| 28 — 36 months   | 2.413                      | 3.200                      | 40             | 23 <sup>2</sup> / <sub>5</sub> d                          | *                       | Check out:   |              |                            |                            |                                  |   |                         |         |
| After 36 months  | 2.475                      | 3.375                      | 40             | 23 <sup>2</sup> / <sub>5</sub> d                          | *                       | Head cashiers:   |              |                            |                            |                                  |   |                         |         |
|  |                            |                            |                |   |                         | Total number of agreements reported: 2                 |              |                            |                            |                                  |   |                         |         |
| Meat:  |                            |                            |                |   |                         | Agreement A:   |              |                            |                            |                                  |   |                         |         |
| Head meat cutters:                                     |                            |                            |                |   |                         | Weekly store volume:                                   |              |                            |                            |                                  |   |                         |         |
| Total number of agreements reported: 3                 |                            |                            |                |   |                         | Under \$25,000   | 3.870        | 4.980                      | 40                         | 29d                              | 12d   |                         |         |
| Agreement A  | 4.275                      | 5.975                      | 40             | 37d   | —                       | \$25,000 and over                                      | 3.980        | 5.090                      | 40                         | 29d                              | 12d   |                         |         |
| Agreement B  | 4.440                      | 6.000                      | 40             | 35d   | *                       | Agreement B:   |              |                            |                            |                                  |   |                         |         |
| Journeyman:  |                            |                            |                |   |                         | Weekly store volume:                                   |              |                            |                            |                                  |   |                         |         |
| Total number of agreements reported: 3                 | 3.875                      | 5.650                      | 40             | 37d   | —                       | Under \$25,000   | 3.920        | 5.030                      | 40                         | 29d                              | 12d   |                         |         |
| Wrappers, meat:  |                            |                            |                |   |                         | \$25,000 and over                                      | 4.030        | 5.140                      | 40                         | 29d                              | 12d   |                         |         |
| Total number of agreements reported: 3                 |                            |                            |                |   |                         | Cashiers:  |              |                            |                            |                                  |   |                         |         |
| Agreement A:   |                            |                            |                |   |                         | 0 — 6 months   | 2.550        | 2.851                      | 40                         | *                                | <sup>7</sup> 10d  |                         |         |
| First 6 months   | 2.125                      | 3.062                      | 40             | 37d   | —                       | 7 — 12 months  | 2.720        | 3.041                      | 40                         | *                                | <sup>7</sup> 10d  |                         |         |
| 7 — 12 months  | 2.200                      | 3.162                      | 40             | 37d   | —                       | After 12 months  | 3.300        | 3.689                      | 40                         | *                                | <sup>7</sup> 10d  |                         |         |
| 13 — 18 months   | 2.300                      | 3.262                      | 40             | 37d   | —                       | Baggers:   |              |                            |                            |                                  |   |                         |         |
| 19 — 24 months   | 2.475                      | 3.487                      | 40             | 37d   | —                       | Total number of agreements reported: 2                 |              |                            |                            |                                  |   |                         |         |
| After 24 months  | 2.725                      | 3.737                      | 40             | 37d   | —                       | Agreement A:   |              |                            |                            |                                  |   |                         |         |
| Agreement B:   |                            |                            |                |   |                         | 0 — 6 months   | 1.740        | 2.250                      | 40                         | <sup>7</sup> 29d                 | 12d   |                         |         |
| First 6 months   | 2.375                      | 3.325                      | 40             | 15d   | 25d                     | 7 — 12 months  | 1.900        | —                          | —                          | —                                | —   |                         |         |
| 7 — 12 months  | 2.500                      | 3.450                      | 40             | 15d   | 25d                     | After 12 months  | 1.950        | —                          | —                          | —                                | —   |                         |         |
| 13 — 18 months   | 2.625                      | 3.755                      | 40             | 15d   | 25d                     | Agreement B:   |              |                            |                            |                                  |   |                         |         |
| 19 — 24 months   | 2.750                      | 3.700                      | 40             | 15d   | 25d                     | 0 — 6 months   | 1.900        | 2.124                      | 40                         | *                                | <sup>7</sup> 10d  |                         |         |
| After 25 months  | 2.875                      | 3.825                      | 40             | 15d   | 25d                     | 7 — 12 months  | 1.950        | 2.180                      | 40                         | *                                | <sup>7</sup> 10d  |                         |         |
|  |                            |                            |                |   |                         | After 12 months  | 2.050        | 2.292                      | 40                         | *                                | <sup>7</sup> 10d  |                         |         |
| Dairy:   |                            |                            |                |   |                         | Grocery:   |              |                            |                            |                                  |   |                         |         |
| Head dairy clerks:                                     |                            |                            |                |   |                         | Head grocery men:                                      |              |                            |                            |                                  |   |                         |         |
| First 6 months   | 2.925                      | 3.525                      | 40             | 23 <sup>2</sup> / <sub>5</sub> d                          | *                       | Total number of agreements reported: 3                 |              |                            |                            |                                  |   |                         |         |
| 7 — 12 months  | 3.050                      | 3.575                      | 40             | 23 <sup>2</sup> / <sub>5</sub> d                          | *                       | Agreement A:   |              |                            |                            |                                  |   |                         |         |
| 13 — 18 months   | 3.175                      | 3.625                      | 40             | 23 <sup>2</sup> / <sub>5</sub> d                          | *                       | 0 — 6 months   | 3.520        | 3.935                      | 40                         | *                                | 10d   |                         |         |
| 19 — 24 months   | 3.250                      | 3.725                      | 40             | 23 <sup>2</sup> / <sub>5</sub> d                          | *                       | 7 — 12 months  | 3.594        | 4.018                      | 40                         | *                                | 10d   |                         |         |
| After 24 months  | 3.300                      | 3.850                      | 40             | 23 <sup>2</sup> / <sub>5</sub> d                          | *                       | After 12 months  | 3.916        | 4.378                      | 40                         | *                                | 10d   |                         |         |
| Produce:   |                            |                            |                |   |                         | Agreement B:   |              |                            |                            |                                  |   |                         |         |
| Head produce clerks:                                   |                            |                            |                |   |                         | Weekly store volume:                                   |              |                            |                            |                                  |   |                         |         |
| Total number of agreements reported: 3                 |                            |                            |                |   |                         | Under \$25,000   | 4.260        | 5.160                      | 40                         | 29d                              | 12d   |                         |         |
| Agreement A:   |                            |                            |                |   |                         | \$25,000 and over                                      | 4.650        | 5.320                      | 40                         | 29d                              | 12d   |                         |         |
| First 6 months   | 2.925                      | 3.525                      | 40             | 23 <sup>2</sup> / <sub>5</sub> d                          | *                       | Agreement C:   |              |                            |                            |                                  |   |                         |         |
| 7 — 12 months  | 3.050                      | 3.575                      | 40             | 23 <sup>2</sup> / <sub>5</sub> d                          | *                       | Weekly store volume:                                   |              |                            |                            |                                  |   |                         |         |
| 13 — 18 months   | 3.175                      | 3.625                      | 40             | 23 <sup>2</sup> / <sub>5</sub> d                          | *                       | Under \$25,000   | 4.260        | 5.370                      | 40                         | 29d                              | 12d   |                         |         |
| 19 — 24 months   | 3.250                      | 3.725                      | 40             | 23 <sup>2</sup> / <sub>5</sub> d                          | *                       | \$25,000 and over                                      | 4.370        | 5.480                      | 40                         | 29d                              | 12d   |                         |         |
| After 24 months  | 3.300                      | 3.850                      | 40             | 23 <sup>2</sup> / <sub>5</sub> d                          | *                       | Clerks, full-time and part-time:                       |              |                            |                            |                                  |   |                         |         |
| Agreement B:   |                            |                            |                |   |                         | Total number of agreements reported: 3                 |              |                            |                            |                                  |   |                         |         |
| First 6 months   | 2.975                      | 4.100                      | 40             | 34d   | 14d                     | Agreement A:   |              |                            |                            |                                  |   |                         |         |
| 7 — 12 months  | 3.075                      | 4.225                      | 40             | 34d   | 14d                     | 0 — 6 months   | 2.550        | 3.880                      | 40                         | <sup>7</sup> 29d                 | 12d   |                         |         |
| 13 — 18 months   | 3.175                      | 4.350                      | 40             | 34d   | 14d                     | 7 — 12 months  | 2.720        | 4.050                      | 40                         | <sup>7</sup> 29d                 | 12d   |                         |         |
| After 18 months  | 3.300                      | 4.500                      | 40             | 34d   | 14d                     | After 12 months  | 3.300        | 4.810                      | 40                         | <sup>7</sup> 29d                 | 12d   |                         |         |
| Agreement C:   |                            |                            |                |   |                         | Agreement B:   |              |                            |                            |                                  |   |                         |         |
| First 6 months   | 3.565                      | 4.565                      | 40             | 31 <sup>3</sup> / <sub>4</sub> d                          | —                       | 0 — 6 months   | 3.050        | 3.880                      | 40                         | <sup>7</sup> 29d                 | 12d   |                         |         |
| Clerks, full-time:                                     |                            |                            |                |   |                         | 7 — 12 months  | 3.230        | 4.050                      | 40                         | <sup>7</sup> 29d                 | 12d   |                         |         |
| First 6 months   | 2.175                      | 2.750                      | 40             | 23 <sup>2</sup> / <sub>5</sub> d                          | *                       | After 12 months  | 3.700        | 4.810                      | 40                         | <sup>7</sup> 29d                 | 12d   |                         |         |
| 7 — 12 months  | 2.225                      | 2.875                      | 40             | 23 <sup>2</sup> / <sub>5</sub> d                          | *                       |  |              |                            |                            |                                  |   |                         |         |
| 13 — 18 months   | 2.350                      | 3.075                      | 40             | 23 <sup>2</sup> / <sub>5</sub> d                          | *                       |  |              |                            |                            |                                  |   |                         |         |
| 19 — 24 months   | 2.413                      | 3.200                      | 40             | 23 <sup>2</sup> / <sub>5</sub> d                          | *                       |  |              |                            |                            |                                  |   |                         |         |
| After 24 months  | 2.475                      | 3.375                      | 40             | 23 <sup>2</sup> / <sub>5</sub> d                          | *                       |  |              |                            |                            |                                  |   |                         |         |

See footnotes at end of table.



**Table 6. Wage rates hours, and employer contributions to funds: Selected cities—Continued**

(Union hourly wage rates and straight-time hours and employer insurance and pension contributions for grocery store occupations in 70 cities, July 1, 1973, and July 1, 1975)

(Hours are the same for both years unless otherwise indicated)

| Trade or occupation and selected contract <sup>1</sup> | July 1, 1973               |                            | July 1, 1975   |   |                                   |  | Trade or occupation and selected contract <sup>1</sup> | July 1, 1973               |                | July 1, 1975  |         |  |  |
|--|----------------------------|----------------------------|----------------|---|-----------------------------------|--|--|----------------------------|----------------|---|---------|--|--|
|  | Rate per hour <sup>2</sup> | Rate per hour <sup>2</sup> | Hours per week | Employer contributions for selected benefits <sup>3</sup> |                                   | Rate per hour <sup>2</sup>             |  | Rate per hour <sup>2</sup> | Hours per week | Employer contributions for selected benefits <sup>3</sup> |         |  |  |
|  |                            |                            |                | Insur-ance <sup>4</sup>                                   | Pension                           |  |  |                            |                | Insur-ance <sup>4</sup>                                   | Pension |  |  |
| <b>TOLEDO, OHIO—Continued</b>                          |                            |                            |                |   |                                   | <b>TOLEDO, OHIO—Continued</b>          |  |                            |                |   |         |  |  |
| <b>Meat:</b>   |                            |                            |                |   |                                   | <b>Produce:</b>                        |  |                            |                |   |         |  |  |
| Head meat cutters:                                     |                            |                            |                |   |                                   | Head produce men:                      |  |                            |                |   |         |  |  |
| Total number of agreements reported: 7                 |                            |                            |                |   |                                   | Total number of agreements reported: 2 |  |                            |                |   |         |  |  |
| Agreement A  | \$ 4.000                   | \$ 4.500                   | 40             | 33 <sup>1</sup> / <sub>5</sub> q                          | 23 <sup>9</sup> / <sub>10</sub> q | Agreement A                            | \$ 3.750   | \$ 4.193                   | 40             | *   | 10q     |  |  |
| Agreement B  | 4.890                      | 5.407                      | 40             |   | 10q                               | Agreement B:                           |  |                            |                |   |         |  |  |
| Agreement C:   |                            |                            |                |   |                                   | Weekly store volume:                   |  |                            |                |   |         |  |  |
| Weekly dept. volume:                                   |                            |                            |                |   |                                   | Under \$25,000                         |  |                            |                |   |         |  |  |
| Under \$5,000  | 5.770                      | 5.770                      | 40             | 28 <sup>4</sup> / <sub>5</sub> q                          | 19 <sup>9</sup> / <sub>10</sub> q | Under \$25,000 and over                | 4.260  | 5.370                      | 40             | 29q   | 12q     |  |  |
| Over \$5,000   | 5.920                      | 5.920                      | 40             | 28 <sup>4</sup> / <sub>5</sub> q                          | 19 <sup>9</sup> / <sub>10</sub> q | Agreement C:                           | 4.370  | 5.480                      | 40             | 29q   | 12q     |  |  |
| Agreement D:   |                            |                            |                |   |                                   | Weekly store volume:                   |  |                            |                |   |         |  |  |
| Group A  | 6.040                      | 6.640                      | 40             | 28 <sup>4</sup> / <sub>5</sub> q                          | 19 <sup>9</sup> / <sub>10</sub> q | Under \$25,000                         | 4.260  | 5.370                      | 40             | 29q   | 12q     |  |  |
| Group B  | 6.090                      | 6.690                      | 40             | 28 <sup>4</sup> / <sub>5</sub> q                          | 19 <sup>9</sup> / <sub>10</sub> q | \$25,000 and over                      | 4.650  | 5.760                      | 40             | 29q   | 12q     |  |  |
| Group C  | 6.140                      | 6.740                      | 40             | 28 <sup>4</sup> / <sub>5</sub> q                          | 19 <sup>9</sup> / <sub>10</sub> q | Stockers, day:                         |  |                            |                |   |         |  |  |
| Agreement E:   |                            |                            |                |   |                                   | 0 - 6 months                           |  |                            |                |   |         |  |  |
| Over \$5,000   | 6.140                      | 7.140                      | 40             | 33 <sup>1</sup> / <sub>5</sub> q                          | 29 <sup>9</sup> / <sub>10</sub> q | 7 - 12 months                          | 2.550  | 2.851                      | 40             | *   | 710q    |  |  |
| Agreement F  | ( <sup>5</sup> )           | 7.320                      | 40             | 33 <sup>1</sup> / <sub>5</sub> q                          | 29 <sup>9</sup> / <sub>10</sub> q | After 12 months                        | 2.720  | 3.041                      | 40             | *   | 710q    |  |  |
| First cutters:   |                            |                            |                |   |                                   | After 12 months                        |  |                            |                |   |         |  |  |
| Total number of agreements reported: 3                 |                            |                            |                |   |                                   | 3.300                                  |  |                            |                |   |         |  |  |
| Agreement A  | 5.780                      | 6.290                      | 40             | 28 <sup>4</sup> / <sub>5</sub> q                          | 19 <sup>9</sup> / <sub>10</sub> q | <b>TOPEKA, KANS.</b>                   |  |                            |                |   |         |  |  |
| Agreement B  | 5.780                      | 6.790                      | 40             | 33 <sup>1</sup> / <sub>5</sub> q                          | 29 <sup>9</sup> / <sub>10</sub> q | Check out:                             |  |                            |                |   |         |  |  |
| Agreement C  | 5.860                      | 6.870                      | 40             | 33 <sup>1</sup> / <sub>5</sub> q                          | 29 <sup>9</sup> / <sub>10</sub> q | Cashiers:                              |  |                            |                |   |         |  |  |
| Journemen:   |                            |                            |                |   |                                   | First 6 months                         |  |                            |                |   |         |  |  |
| Total number of agreements reported: 6                 |                            |                            |                |   |                                   | 7 - 12 months                          |  |                            |                |   |         |  |  |
| Agreement A:   |                            |                            |                |   |                                   | 13 - 18 months                         |  |                            |                |   |         |  |  |
| Service  | 3.500                      | 4.000                      | 40             | 33 <sup>1</sup> / <sub>5</sub> q                          | 29 <sup>9</sup> / <sub>10</sub> q | 19 - 24 months                         |  |                            |                |   |         |  |  |
| Self service   | 3.600                      | 4.100                      | 40             | 33 <sup>1</sup> / <sub>5</sub> q                          | 29 <sup>9</sup> / <sub>10</sub> q | After 24 months                        |  |                            |                |   |         |  |  |
| Agreement B  | 4.490                      | 5.020                      | 40             |   | 10q                               | BAGGERS                                |  |                            |                |   |         |  |  |
| Agreement C:   |                            |                            |                |   |                                   | First 6 months                         |  |                            |                |   |         |  |  |
| Service  | 5.390                      | 5.390                      | 40             | 28 <sup>4</sup> / <sub>5</sub> q                          | 19 <sup>9</sup> / <sub>10</sub> q | 7 - 12 months                          |  |                            |                |   |         |  |  |
| Self service   | 5.440                      | 5.440                      | 40             | 28 <sup>4</sup> / <sub>5</sub> q                          | 19 <sup>9</sup> / <sub>10</sub> q | 13 - 18 months                         |  |                            |                |   |         |  |  |
| Agreement D  | 4.800                      | 6.000                      | 40             | 33 <sup>1</sup> / <sub>5</sub> q                          | 10q                               | 19 - 24 months                         |  |                            |                |   |         |  |  |
| Agreement E  | 5.710                      | 6.220                      | 40             | 28 <sup>4</sup> / <sub>5</sub> q                          | 19 <sup>9</sup> / <sub>10</sub> q | After 24 months                        |  |                            |                |   |         |  |  |
| Agreement F  | 5.715                      | 6.645                      | 40             | 33 <sup>1</sup> / <sub>5</sub> q                          | 29 <sup>9</sup> / <sub>10</sub> q | GROCERY                                |  |                            |                |   |         |  |  |
| Wrappers:  |                            |                            |                |   |                                   | Head grocery men                       |  |                            |                |   |         |  |  |
| Total number of agreements reported: 6                 |                            |                            |                |   |                                   | Clerks:                                |  |                            |                |   |         |  |  |
| Agreement A:   |                            |                            |                |   |                                   | First 6 months                         |  |                            |                |   |         |  |  |
| 0 - 6 months   | 2.150                      | 2.650                      | 40             | 33 <sup>1</sup> / <sub>5</sub> q                          | 23 <sup>9</sup> / <sub>10</sub> q | 7 - 12 months                          |  |                            |                |   |         |  |  |
| 7 - 12 months  | 2.270                      | 2.770                      | 40             | 33 <sup>1</sup> / <sub>5</sub> q                          | 23 <sup>9</sup> / <sub>10</sub> q | 13 - 18 months                         |  |                            |                |   |         |  |  |
| After 12 months  | 2.510                      | 3.010                      | 40             | 33 <sup>1</sup> / <sub>5</sub> q                          | 23 <sup>9</sup> / <sub>10</sub> q | 19 - 24 months                         |  |                            |                |   |         |  |  |
| Agreement B:   |                            |                            |                |   |                                   | After 24 months                        |  |                            |                |   |         |  |  |
| 0 - 6 months   | 2.550                      | 2.851                      | 40             | *   | 10q                               | BAGGERS                                |  |                            |                |   |         |  |  |
| 7 - 12 months  | 2.720                      | 3.041                      | 40             | *   | 10q                               | First 6 months                         |  |                            |                |   |         |  |  |
| After 12 months  | 3.300                      | 3.689                      | 40             | *   | 10q                               | 7 - 12 months                          |  |                            |                |   |         |  |  |
| Agreement C:   |                            |                            |                |   |                                   | 13 - 18 months                         |  |                            |                |   |         |  |  |
| 0 - 6 months   | 2.820                      | 2.820                      | 40             | 28 <sup>4</sup> / <sub>5</sub> q                          | 19 <sup>9</sup> / <sub>10</sub> q | 19 - 24 months                         |  |                            |                |   |         |  |  |
| 7 - 12 months  | 3.160                      | 3.160                      | 40             | 28 <sup>4</sup> / <sub>5</sub> q                          | 19 <sup>9</sup> / <sub>10</sub> q | After 24 months                        |  |                            |                |   |         |  |  |
| After 12 months  | 3.980                      | 3.980                      | 40             | 28 <sup>4</sup> / <sub>5</sub> q                          | 19 <sup>9</sup> / <sub>10</sub> q | GROCERY                                |  |                            |                |   |         |  |  |
| Agreement D:   |                            |                            |                |   |                                   | Head grocery men                       |  |                            |                |   |         |  |  |
| 0 - 6 months   | 2.990                      | 3.490                      | 40             | 28 <sup>4</sup> / <sub>5</sub> q                          | 19 <sup>9</sup> / <sub>10</sub> q | Clerks:                                |  |                            |                |   |         |  |  |
| 7 - 12 months  | 3.210                      | 3.810                      | 40             | 28 <sup>4</sup> / <sub>5</sub> q                          | 19 <sup>9</sup> / <sub>10</sub> q | First 6 months                         |  |                            |                |   |         |  |  |
| After 12 months  | 4.220                      | 4.770                      | 40             | 28 <sup>4</sup> / <sub>5</sub> q                          | 19 <sup>9</sup> / <sub>10</sub> q | 7 - 12 months                          |  |                            |                |   |         |  |  |
| Agreement E:   |                            |                            |                |   |                                   | 13 - 18 months                         |  |                            |                |   |         |  |  |
| 0 - 6 months   | 3.040                      | 3.500                      | 40             | 33 <sup>1</sup> / <sub>5</sub> q                          | 29 <sup>9</sup> / <sub>10</sub> q | 19 - 24 months                         |  |                            |                |   |         |  |  |
| 7 - 12 months  | 3.310                      | 3.920                      | 40             | 33 <sup>1</sup> / <sub>5</sub> q                          | 29 <sup>9</sup> / <sub>10</sub> q | After 24 months                        |  |                            |                |   |         |  |  |
| After 12 months  | 4.270                      | 5.200                      | 40             | 33 <sup>1</sup> / <sub>5</sub> q                          | 29 <sup>9</sup> / <sub>10</sub> q | MEAT                                   |  |                            |                |   |         |  |  |
| Agreement F:   |                            |                            |                |   |                                   | Head meat men:                         |  |                            |                |   |         |  |  |
| 0 - 6 months   | 3.100                      | 3.500                      | 40             | 33 <sup>1</sup> / <sub>5</sub> q                          | 29 <sup>9</sup> / <sub>10</sub> q | Weekly dept. volume:                   |  |                            |                |   |         |  |  |
| 7 - 12 months  | 3.370                      | 3.920                      | 40             | 33 <sup>1</sup> / <sub>5</sub> q                          | 29 <sup>9</sup> / <sub>10</sub> q | \$1,001 to \$2,000                     |  |                            |                |   |         |  |  |
| After 12 months  | 4.325                      | 5.260                      | 40             | 33 <sup>1</sup> / <sub>5</sub> q                          | 29 <sup>9</sup> / <sub>10</sub> q | \$2,001 to \$3,500                     |  |                            |                |   |         |  |  |
| Dairy:   |                            |                            |                |   |                                   | \$3,501 to \$4,500                     |  |                            |                |   |         |  |  |
| Head dairy men:  |                            |                            |                |   |                                   | \$4,501 to \$6,000                     |  |                            |                |   |         |  |  |
| Total number of agreements reported: 2                 |                            |                            |                |   |                                   | \$6,001 to \$7,500                     |  |                            |                |   |         |  |  |
| Agreement A:   |                            |                            |                |   |                                   | \$7,501 to \$9,000                     |  |                            |                |   |         |  |  |
| Weekly store volume:                                   |                            |                            |                |   |                                   | \$9,001 to \$10,500                    |  |                            |                |   |         |  |  |
| Under \$25,000   | 3.870                      | 4.980                      | 40             | 29q   | 12q                               | \$10,501 to \$12,500                   |  |                            |                |   |         |  |  |
| \$25,000 and over                                      | 3.975                      | 5.085                      | 40             | 29q   | 12q                               | \$12,501 to \$15,000                   |  |                            |                |   |         |  |  |
| Agreement B:   |                            |                            |                |   |                                   | \$15,001 to \$17,500                   |  |                            |                |   |         |  |  |
| Weekly store volume:                                   |                            |                            |                |   |                                   | \$17,501 to \$20,000                   |  |                            |                |   |         |  |  |
| Under \$25,000   | 3.870                      | 4.980                      | 40             | 29q   | 12q                               | Over 20,000                            |  |                            |                |   |         |  |  |
| \$25,000 and over                                      | 3.980                      | 5.090                      | 40             | 29q   | 12q                               | First cutters                          |  |                            |                |   |         |  |  |
|  |                            |                            |                |   |                                   | Journemen                              |  |                            |                |   |         |  |  |
|  |                            |                            |                |   |                                   | Wrappers:                              |  |                            |                |   |         |  |  |
|  |                            |                            |                |   |                                   | First 3 months                         |  |                            |                |   |         |  |  |
|  |                            |                            |                |   |                                   | 4 - 6 months                           |  |                            |                |   |         |  |  |
|  |                            |                            |                |   |                                   | 7 - 12 months                          |  |                            |                |   |         |  |  |
|  |                            |                            |                |   |                                   | 13 - 18 months                         |  |                            |                |   |         |  |  |
|  |                            |                            |                |   |                                   | After 18 months                        |  |                            |                |   |         |  |  |
|  |                            |                            |                |   |                                   | PRODUCE                                |  |                            |                |   |         |  |  |
|  |                            |                            |                |   |                                   | Head produce men                       |  |                            |                |   |         |  |  |
|  |                            |                            |                |   |                                   | TRENTON, N.J.                          |  |                            |                |   |         |  |  |
|  |                            |                            |                |   |                                   | Check out:                             |  |                            |                |   |         |  |  |
|  |                            |                            |                |   |                                   | Head cashiers:                         |  |                            |                |   |         |  |  |
|  |                            |                            |                |   |                                   | Total number of agreements reported: 3 |  |                            |                |   |         |  |  |
|  |                            |                            |                |   |                                   | Agreement A:                           |  |                            |                |   |         |  |  |
|  |                            |                            |                |   |                                   | First 6 months                         |  |                            |                |   |         |  |  |
|  |                            |                            |                |   |                                   | 7 - 12 months                          |  |                            |                |   |         |  |  |

See footnotes at end of table.



**Table 6. Wage rates hours, and employer contributions to funds: Selected cities—Continued**

(Union hourly wage rates and straight-time hours and employer insurance and pension contributions for grocery store occupations in 70 cities, July 1, 1973, and July 1, 1975)

(Hours are the same for both years unless otherwise indicated)

| Trade or occupation and selected contract <sup>1</sup> | July 1, 1973               | July 1, 1975               |                |   |                                | Trade or occupation and selected contract <sup>1</sup> | July 1, 1973               | July 1, 1975               |                |   |                                 |    |                                 |                                 |
|--|----------------------------|----------------------------|----------------|---|--------------------------------|--|----------------------------|----------------------------|----------------|---|---------------------------------|----|---------------------------------|---------------------------------|
|  | Rate per hour <sup>2</sup> | Rate per hour <sup>2</sup> | Hours per week | Employer contributions for selected benefits <sup>3</sup> |                                |  | Rate per hour <sup>2</sup> | Rate per hour <sup>2</sup> | Hours per week | Employer contributions for selected benefits <sup>3</sup> |                                 |    |                                 |                                 |
|  |                            |                            |                | Insur-<br>ance <sup>4</sup>                               | Pension                        |  |                            |                            |                | Insur-<br>ance <sup>4</sup>                               | Pension                         |    |                                 |                                 |
| <b>TRENTON, N.J.—Continued</b>                         |                            |                            |                |   | <b>TULSA, OKLA.—Continued</b>  |  |                            |                            |                |   |                                 |    |                                 |                                 |
| Produce—Continued                                      |                            |                            |                |   |                                | Meat:  |                            |                            |                |   |                                 |    |                                 |                                 |
| Clerks, produce, full-time—Continued                   |                            |                            |                |   |                                | Head meat cutters:                                     | \$                         | \$                         |                |   |                                 |    |                                 |                                 |
| Total number of agreements reported: 3—Continued       |                            |                            |                |   |                                | Up to \$10,000   | —                          | 7.030                      | 40             | 42 <sup>1</sup> / <sub>4</sub>                            | 29 <sup>9</sup> / <sub>10</sub> | 40 | 42 <sup>1</sup> / <sub>4</sub>  | 29 <sup>9</sup> / <sub>10</sub> |
| Agreement B:   |                            |                            |                |   |                                | \$10,000 to \$20,000                                   | —                          | 7.280                      | 40             | 42 <sup>1</sup> / <sub>4</sub>                            | 29 <sup>9</sup> / <sub>10</sub> | 40 | 42 <sup>1</sup> / <sub>4</sub>  | 29 <sup>9</sup> / <sub>10</sub> |
| First 6 months   | \$ 2.977                   | \$ 3.727                   | 40             | 50 <sup>2</sup> / <sub>5</sub>                            | 28 <sup>2</sup> / <sub>5</sub> | Over \$20,000  | 5.120                      | 7.530                      | 40             | 42 <sup>1</sup> / <sub>4</sub>                            | 29 <sup>9</sup> / <sub>10</sub> | 40 | 42 <sup>1</sup> / <sub>4</sub>  | 29 <sup>9</sup> / <sub>10</sub> |
| 7 – 12 months  | 3.061                      | 3.911                      | 40             | 50 <sup>2</sup> / <sub>5</sub>                            | 28 <sup>2</sup> / <sub>5</sub> | Journeyman   | 4.805                      | 6.280                      | 40             | 42 <sup>1</sup> / <sub>4</sub>                            | 29 <sup>9</sup> / <sub>10</sub> | 40 | 42 <sup>1</sup> / <sub>4</sub>  | 29 <sup>9</sup> / <sub>10</sub> |
| 13 – 18 months   | 3.339                      | 4.436                      | 40             | 50 <sup>2</sup> / <sub>5</sub>                            | 28 <sup>2</sup> / <sub>5</sub> | Wrappers:  |                            |                            |                |   |                                 |    |                                 |                                 |
| 19 – 24 months   | 3.506                      | 4.742                      | 40             | 50 <sup>2</sup> / <sub>5</sub>                            | 28 <sup>2</sup> / <sub>5</sub> | First 6 months   | 2.980                      | 4.590                      | 40             | 42 <sup>1</sup> / <sub>4</sub>                            | 29 <sup>9</sup> / <sub>10</sub> | 40 | 42 <sup>1</sup> / <sub>4</sub>  | 29 <sup>9</sup> / <sub>10</sub> |
| After 24 months  | 4.007                      | 5.507                      | 40             | 50 <sup>2</sup> / <sub>5</sub>                            | 28 <sup>2</sup> / <sub>5</sub> | Second 6 months  | 3.180                      | 4.690                      | 40             | 42 <sup>1</sup> / <sub>4</sub>                            | 29 <sup>9</sup> / <sub>10</sub> | 40 | 42 <sup>1</sup> / <sub>4</sub>  | 29 <sup>9</sup> / <sub>10</sub> |
| Miscellaneous:   |                            |                            |                |   |                                | Third 6 months   | 3.400                      | 4.790                      | 40             | 42 <sup>1</sup> / <sub>4</sub>                            | 29 <sup>9</sup> / <sub>10</sub> | 40 | 42 <sup>1</sup> / <sub>4</sub>  | 29 <sup>9</sup> / <sub>10</sub> |
| Stockers, day, full-time:                              |                            |                            |                |   |                                | Fourth 6 months  | —                          | 4.900                      | 40             | 42 <sup>1</sup> / <sub>4</sub>                            | 29 <sup>9</sup> / <sub>10</sub> | 40 | 42 <sup>1</sup> / <sub>4</sub>  | 29 <sup>9</sup> / <sub>10</sub> |
| Total number of agreements reported: 6                 |                            |                            |                |   |                                | Thereafter   | 3.875                      | 5.030                      | 40             | 42 <sup>1</sup> / <sub>4</sub>                            | 29 <sup>9</sup> / <sub>10</sub> | 40 | 42 <sup>1</sup> / <sub>4</sub>  | 29 <sup>9</sup> / <sub>10</sub> |
| Agreement A:   |                            |                            |                |   |                                | Produce:   |                            |                            |                |   |                                 |    |                                 |                                 |
| First 6 months   | 2.611                      | 3.366                      | 40             | *   | *                              | Head produce clerks:                                   |                            |                            |                |   |                                 |    |                                 |                                 |
| 7 – 12 months  | 2.755                      | 3.505                      | 40             | *   | *                              | Total number of agreements reported: 3                 |                            |                            |                |   |                                 |    |                                 |                                 |
| 13 – 18 months   | 3.116                      | 3.866                      | 40             | *   | *                              | Agreement A  | 3.580                      | 4.500                      | 40             | 21 <sup>3</sup> / <sub>10</sub>                           | 11                              | 40 | 21 <sup>3</sup> / <sub>10</sub> | 11                              |
| 19 – 24 months   | 3.283                      | 4.036                      | 40             | *   | *                              | Agreement B:   |                            |                            |                |   |                                 |    |                                 |                                 |
| After 24 months  | 3.673                      | 4.423                      | 40             | *   | *                              | Under \$2,500  | 3.680                      | 4.680                      | 40             | 21 <sup>3</sup> / <sub>10</sub>                           | 11                              | 40 | 21 <sup>3</sup> / <sub>10</sub> | 11                              |
| Agreement B:   |                            |                            |                |   |                                | \$2,501 to \$3,000                                     | 3.740                      | 4.740                      | 40             | 21 <sup>3</sup> / <sub>10</sub>                           | 11                              | 40 | 21 <sup>3</sup> / <sub>10</sub> | 11                              |
| First 6 months   | 2.977                      | 3.727                      | 40             | 50 <sup>2</sup> / <sub>5</sub>                            | 28 <sup>2</sup> / <sub>5</sub> | \$3,001 to \$3,500                                     | 3.800                      | 4.800                      | 40             | 21 <sup>3</sup> / <sub>10</sub>                           | 11                              | 40 | 21 <sup>3</sup> / <sub>10</sub> | 11                              |
| 7 – 12 months  | 3.061                      | 3.911                      | 40             | 50 <sup>2</sup> / <sub>5</sub>                            | 28 <sup>2</sup> / <sub>5</sub> | Agreement C:   |                            |                            |                |   |                                 |    |                                 |                                 |
| 13 – 18 months   | 3.339                      | 4.436                      | 40             | 50 <sup>2</sup> / <sub>5</sub>                            | 28 <sup>2</sup> / <sub>5</sub> | Under \$37,500   | 3.940                      | 5.620                      | 40             | 22 <sup>1</sup> / <sub>2</sub>                            | 14                              | 40 | 22 <sup>1</sup> / <sub>2</sub>  | 14                              |
| 19 – 24 months   | 3.506                      | 4.742                      | 40             | 50 <sup>2</sup> / <sub>5</sub>                            | 28 <sup>2</sup> / <sub>5</sub> | \$37,500 to \$75,000                                   | 4.000                      | 5.760                      | 40             | 22 <sup>1</sup> / <sub>2</sub>                            | 14                              | 40 | 22 <sup>1</sup> / <sub>2</sub>  | 14                              |
| After 24 months  | 4.007                      | 5.507                      | 40             | 50 <sup>2</sup> / <sub>5</sub>                            | 28 <sup>2</sup> / <sub>5</sub> | Over \$75,000  | 4.060                      | 5.860                      | 40             | 22 <sup>1</sup> / <sub>2</sub>                            | 14                              | 40 | 22 <sup>1</sup> / <sub>2</sub>  | 14                              |
| TULSA, OKLA.   |                            |                            |                |   |                                | Miscellaneous:   |                            |                            |                |   |                                 |    |                                 |                                 |
| Check out:   |                            |                            |                |   |                                | Stockers, day, full-time:                              |                            |                            |                |   |                                 |    |                                 |                                 |
| Head cashiers  | 3.680                      | 4.730                      | 40             | 21 <sup>3</sup> / <sub>10</sub>                           | 11                             | Total number of agreements reported: 2                 |                            |                            |                |   |                                 |    |                                 |                                 |
| Cashiers, full-time:                                   |                            |                            |                |   |                                | Agreement A  | 3.450                      | 4.350                      | 40             | 21 <sup>3</sup> / <sub>10</sub>                           | 11                              | 40 | 21 <sup>3</sup> / <sub>10</sub> | 11                              |
| Total number of agreements reported: 2                 |                            |                            |                |   |                                | Agreement B:   |                            |                            |                |   |                                 |    |                                 |                                 |
| Agreement A  | 3.450                      | 4.350                      | 40             | 21 <sup>3</sup> / <sub>10</sub>                           | 11                             | Starting   | 2.650                      | 3.350                      | 40             | 21 <sup>3</sup> / <sub>10</sub>                           | 11                              | 40 | 21 <sup>3</sup> / <sub>10</sub> | 11                              |
| Agreement B:   |                            |                            |                |   |                                | After 6 months   | 2.800                      | 3.500                      | 40             | 21 <sup>3</sup> / <sub>10</sub>                           | 11                              | 40 | 21 <sup>3</sup> / <sub>10</sub> | 11                              |
| Starting   | 2.550                      | 3.350                      | 40             | 21 <sup>3</sup> / <sub>10</sub>                           | 11                             | After 12 months  | 2.950                      | 3.700                      | 40             | 21 <sup>3</sup> / <sub>10</sub>                           | 11                              | 40 | 21 <sup>3</sup> / <sub>10</sub> | 11                              |
| After 6 months   | 2.700                      | 3.500                      | 40             | 21 <sup>3</sup> / <sub>10</sub>                           | 11                             | After 18 months  | 3.100                      | 4.000                      | 40             | 21 <sup>3</sup> / <sub>10</sub>                           | 11                              | 40 | 21 <sup>3</sup> / <sub>10</sub> | 11                              |
| After 12 months  | 2.830                      | 3.700                      | 40             | 21 <sup>3</sup> / <sub>10</sub>                           | 11                             | After 24 months  | 3.580                      | 4.680                      | 40             | 21 <sup>3</sup> / <sub>10</sub>                           | 11                              | 40 | 21 <sup>3</sup> / <sub>10</sub> | 11                              |
| After 18 months  | 2.970                      | 4.000                      | 40             | 21 <sup>3</sup> / <sub>10</sub>                           | 11                             |  |                            |                            |                |   |                                 |    |                                 |                                 |
| After 24 months  | 3.400                      | 4.680                      | 40             | 21 <sup>3</sup> / <sub>10</sub>                           | 11                             |  |                            |                            |                |   |                                 |    |                                 |                                 |
| Cashiers, part-time:                                   |                            |                            |                |   |                                |  |                            |                            |                |   |                                 |    |                                 |                                 |
| Total number of agreements reported: 2                 |                            |                            |                |   |                                |  |                            |                            |                |   |                                 |    |                                 |                                 |
| Agreement A  | 3.450                      | 4.350                      | 40             | 21 <sup>3</sup> / <sub>10</sub>                           | 11                             |  |                            |                            |                |   |                                 |    |                                 |                                 |
| Agreement B:   |                            |                            |                |   |                                |  |                            |                            |                |   |                                 |    |                                 |                                 |
| Starting   | 2.550                      | 3.350                      | 40             | 21 <sup>3</sup> / <sub>10</sub>                           | 11                             |  |                            |                            |                |   |                                 |    |                                 |                                 |
| After 6 months   | 2.700                      | 3.500                      | 40             | 21 <sup>3</sup> / <sub>10</sub>                           | 11                             |  |                            |                            |                |   |                                 |    |                                 |                                 |
| After 12 months  | 2.830                      | 3.700                      | 40             | 21 <sup>3</sup> / <sub>10</sub>                           | 11                             |  |                            |                            |                |   |                                 |    |                                 |                                 |
| After 18 months  | 2.970                      | 4.000                      | 40             | 21 <sup>3</sup> / <sub>10</sub>                           | 11                             |  |                            |                            |                |   |                                 |    |                                 |                                 |
| After 24 months  | 3.400                      | 4.680                      | 40             | 21 <sup>3</sup> / <sub>10</sub>                           | 11                             |  |                            |                            |                |   |                                 |    |                                 |                                 |
| Baggers:   |                            |                            |                |   |                                |  |                            |                            |                |   |                                 |    |                                 |                                 |
| Total number of agreements reported: 3                 |                            |                            |                |   |                                |  |                            |                            |                |   |                                 |    |                                 |                                 |
| Agreement A  | 1.850                      | 2.200                      | 40             | 21 <sup>3</sup> / <sub>10</sub>                           | 11                             |  |                            |                            |                |   |                                 |    |                                 |                                 |
| Agreement B  | 1.800                      | 2.300                      | 40             | 22 <sup>1</sup> / <sub>2</sub>                            | 14                             |  |                            |                            |                |   |                                 |    |                                 |                                 |
| Grocery:   |                            |                            |                |   |                                |  |                            |                            |                |   |                                 |    |                                 |                                 |
| Head grocery clerks                                    | 3.880                      | 5.360                      | 40             | 22 <sup>1</sup> / <sub>2</sub>                            | 14                             |  |                            |                            |                |   |                                 |    |                                 |                                 |
| Clerks, full-time:                                     |                            |                            |                |   |                                |  |                            |                            |                |   |                                 |    |                                 |                                 |
| Starting   | 2.850                      | 3.250                      | 40             | 22 <sup>1</sup> / <sub>2</sub>                            | 14                             |  |                            |                            |                |   |                                 |    |                                 |                                 |
| After 871 hours  | 3.000                      | 3.400                      | 40             | 22 <sup>1</sup> / <sub>2</sub>                            | 14                             |  |                            |                            |                |   |                                 |    |                                 |                                 |
| After 1,741 hours                                      | 3.150                      | 4.010                      | 40             | 22 <sup>1</sup> / <sub>2</sub>                            | 14                             |  |                            |                            |                |   |                                 |    |                                 |                                 |
| After 2,611 hours                                      | 3.300                      | 4.290                      | 40             | 22 <sup>1</sup> / <sub>2</sub>                            | 14                             |  |                            |                            |                |   |                                 |    |                                 |                                 |
| After 3,481 hours                                      | 3.780                      | 5.130                      | 40             | 22 <sup>1</sup> / <sub>2</sub>                            | 14                             |  |                            |                            |                |   |                                 |    |                                 |                                 |
| Clerks, part-time:                                     |                            |                            |                |   |                                |  |                            |                            |                |   |                                 |    |                                 |                                 |
| Starting   | 2.850                      | 3.250                      | 40             | 22 <sup>1</sup> / <sub>2</sub>                            | 14                             |  |                            |                            |                |   |                                 |    |                                 |                                 |
| After 871 hours  | 3.000                      | 3.400                      | 40             | 22 <sup>1</sup> / <sub>2</sub>                            | 14                             |  |                            |                            |                |   |                                 |    |                                 |                                 |
| After 1,741 hours                                      | 3.150                      | 4.010                      | 40             | 22 <sup>1</sup> / <sub>2</sub>                            | 14                             |  |                            |                            |                |   |                                 |    |                                 |                                 |
| After 2,611 hours                                      | 3.300                      | 4.290                      | 40             | 22 <sup>1</sup> / <sub>2</sub>                            | 14                             |  |                            |                            |                |   |                                 |    |                                 |                                 |
| After 3,481 hours                                      | 3.780                      | 5.130                      | 40             | 22 <sup>1</sup> / <sub>2</sub>                            | 14                             |  |                            |                            |                |   |                                 |    |                                 |                                 |

See footnotes at end of table.

**Table 6. Wage rates hours, and employer contributions to funds: Selected cities—Continued**

(Union hourly wage rates and straight-time hours and employer insurance and pension contributions for grocery store occupations in 70 cities, July 1, 1973, and July 1, 1975)

(Hours are the same for both years unless otherwise indicated)

| Trade or occupation and selected contract <sup>1</sup> | July 1, 1973               | July 1, 1975               |                |   |                                  | Trade or occupation and selected contract <sup>1</sup> | July 1, 1973               | July 1, 1975               |                |   |                                 |
|--|----------------------------|----------------------------|----------------|---|----------------------------------|--|----------------------------|----------------------------|----------------|---|---------------------------------|
|  | Rate per hour <sup>2</sup> | Rate per hour <sup>2</sup> | Hours per week | Employer contributions for selected benefits <sup>3</sup> |                                  |  | Rate per hour <sup>2</sup> | Rate per hour <sup>2</sup> | Hours per week | Employer contributions for selected benefits <sup>3</sup> |                                 |
|  |                            |                            |                | Insur-<br>ance <sup>4</sup>                               | Pension                          |  |                            |                            |                | Insur-<br>ance <sup>4</sup>                               | Pension                         |
| <b>WASHINGTON, D.C.—<br/>Continued</b>                 |                            |                            |                |   |                                  | <b>WASHINGTON, D.C.—<br/>Continued</b>                 |                            |                            |                |   |                                 |
| Meat:  | \$                         | \$                         |                |   |                                  | Produce—Continued                                      |                            |                            |                |   |                                 |
| Head meat cutters .....                                | 6.525                      | 7.800                      | 40             | 42 <sup>4</sup> / <sub>5¢</sub>                           | 59 <sup>7</sup> / <sub>10¢</sub> | Clerks, full-time—Continued                            | \$                         | \$                         |                |   |                                 |
| First cutters .....                                    | 5.962                      | 7.130                      | 40             | 42 <sup>4</sup> / <sub>5¢</sub>                           | 59 <sup>7</sup> / <sub>10¢</sub> | 19 - 24 months .....                                   | 4.480                      | 5.672                      | 40             | 59 <sup>2</sup> / <sub>5¢</sub>                           | 41 <sup>3</sup> / <sub>5¢</sub> |
| Journymen .....  | 5.775                      | 6.900                      | 40             | 42 <sup>4</sup> / <sub>5¢</sub>                           | 59 <sup>7</sup> / <sub>10¢</sub> | Thereafter .....                                       | 4.772                      | 6.041                      | 40             | 59 <sup>2</sup> / <sub>5¢</sub>                           | 41 <sup>3</sup> / <sub>5¢</sub> |
| Wrappers .....   | 4.800                      | 5.740                      | 40             | 42 <sup>4</sup> / <sub>5¢</sub>                           | 59 <sup>7</sup> / <sub>10¢</sub> | Miscellaneous:   |                            |                            |                |   |                                 |
| Produce:   |                            |                            |                |   |                                  | Stockers, day, full-time:                              |                            |                            |                |   |                                 |
| Head produce clerk .....                               | 5.196                      | 6.578                      | 40             | 59 <sup>2</sup> / <sub>5¢</sub>                           | 41 <sup>3</sup> / <sub>5¢</sub>  | First 6 months .....                                   | 4.110                      | 5.202                      | 40             | 59 <sup>2</sup> / <sub>5¢</sub>                           | 41 <sup>3</sup> / <sub>5¢</sub> |
| Clerks, full-time:                                     |                            |                            |                |   |                                  | 7 - 12 months .....                                    | 4.216                      | 5.336                      | 40             | 59 <sup>2</sup> / <sub>5¢</sub>                           | 41 <sup>3</sup> / <sub>5¢</sub> |
| First 6 months .....                                   | 4.110                      | 5.202                      | 40             | 59 <sup>2</sup> / <sub>5¢</sub>                           | 41 <sup>3</sup> / <sub>5¢</sub>  | 13 - 18 months .....                                   | 4.348                      | 5.504                      | 40             | 59 <sup>2</sup> / <sub>5¢</sub>                           | 41 <sup>3</sup> / <sub>5¢</sub> |
| 7 - 12 months .....                                    | 4.215                      | 5.336                      | 40             | 59 <sup>2</sup> / <sub>5¢</sub>                           | 41 <sup>3</sup> / <sub>5¢</sub>  | 19 - 24 months .....                                   | 4.481                      | 5.672                      | 40             | 59 <sup>2</sup> / <sub>5¢</sub>                           | 41 <sup>3</sup> / <sub>5¢</sub> |
| 13 - 18 months .....                                   | 4.348                      | 5.504                      | 40             | 59 <sup>2</sup> / <sub>5¢</sub>                           | 41 <sup>3</sup> / <sub>5¢</sub>  | Thereafter .....                                       | 4.772                      | 6.041                      | 40             | 59 <sup>2</sup> / <sub>5¢</sub>                           | 41 <sup>3</sup> / <sub>5¢</sub> |

<sup>1</sup> Where multiple contracts were reported in 1975, the agreement with the lowest and the one with the highest "top" rate were listed in each case, except where they were the same. Starting from the lowest "top" rate, other agreements were selected at 20-cent intervals or more. Omitted were those agreements that duplicated a rate already shown or that had rates falling within 20 cents of the next lowest rate listed. For each trade, the total number of agreements is indicated, except for those cases in which only one contract was reported within the city.

<sup>2</sup> Basic (minimum) wage rates, excluding holiday, vacation, or other benefit payments made or credited regularly to the employee. Wage rates indicated for 1975 represent rates available and payable on July 1, 1975, and do not include increases made later that are retroactive to July 1 or before.

<sup>3</sup> Shown in terms of cents per hour or as percent of hourly wage rate. In actual practice, however, some employer payments are calculated on the basis of total hours or gross payroll. These variations in method of computation are not indicated in the above tabulation.

<sup>4</sup> Includes life insurance, hospitalization, and other types of health and welfare benefits; excludes payments into holiday, vacation, and unemployment funds when such funds have been negotiated.

<sup>5</sup> Data are not comparable since July 1, 1973 rates were based on different progressions for time in service.

<sup>6</sup> Data are not comparable since 1973 rates were based on different dollar volumes.

<sup>7</sup> Employer contributions for selected benefits for part-time employees vary from similar contributions for benefits for full-time employees, and by length of part-time service.

<sup>8</sup> Part-time workers enter progression at full-time rates after this point.

<sup>9</sup> Data are not comparable since July 1, 1973 rate was based on progression by time of service.

<sup>\*</sup> Agreement provides for employer-financed plan; amount of employer payment not available.

<sup>†</sup> Revision of data previously reported.

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

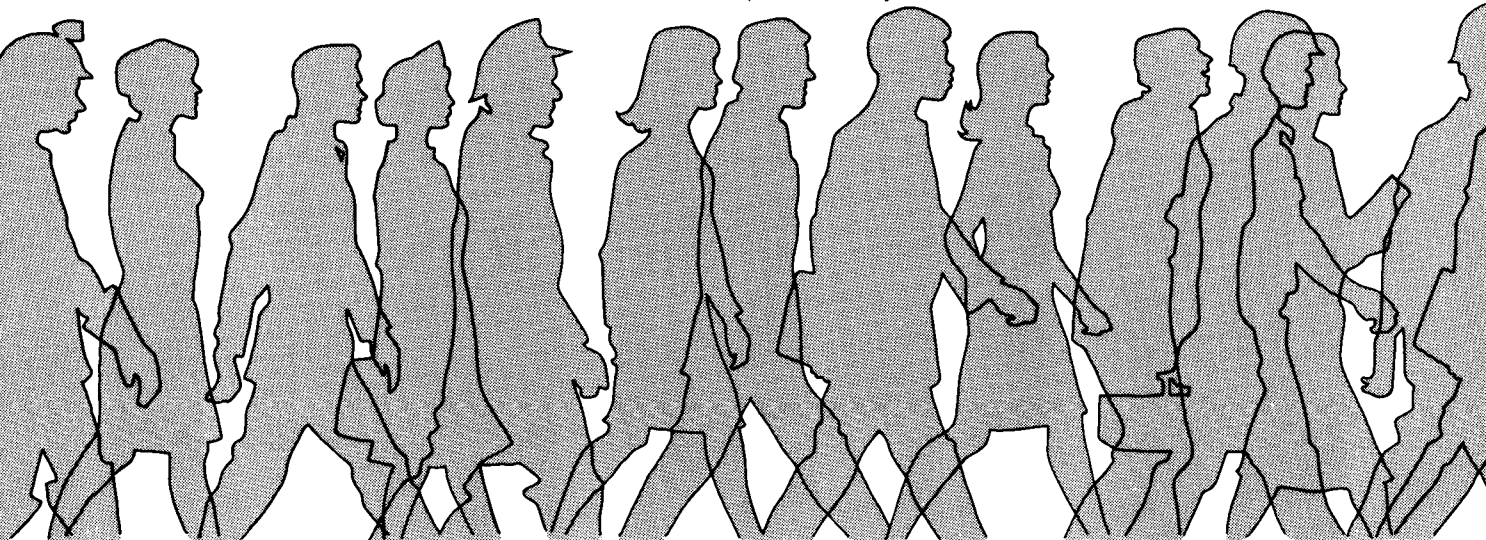
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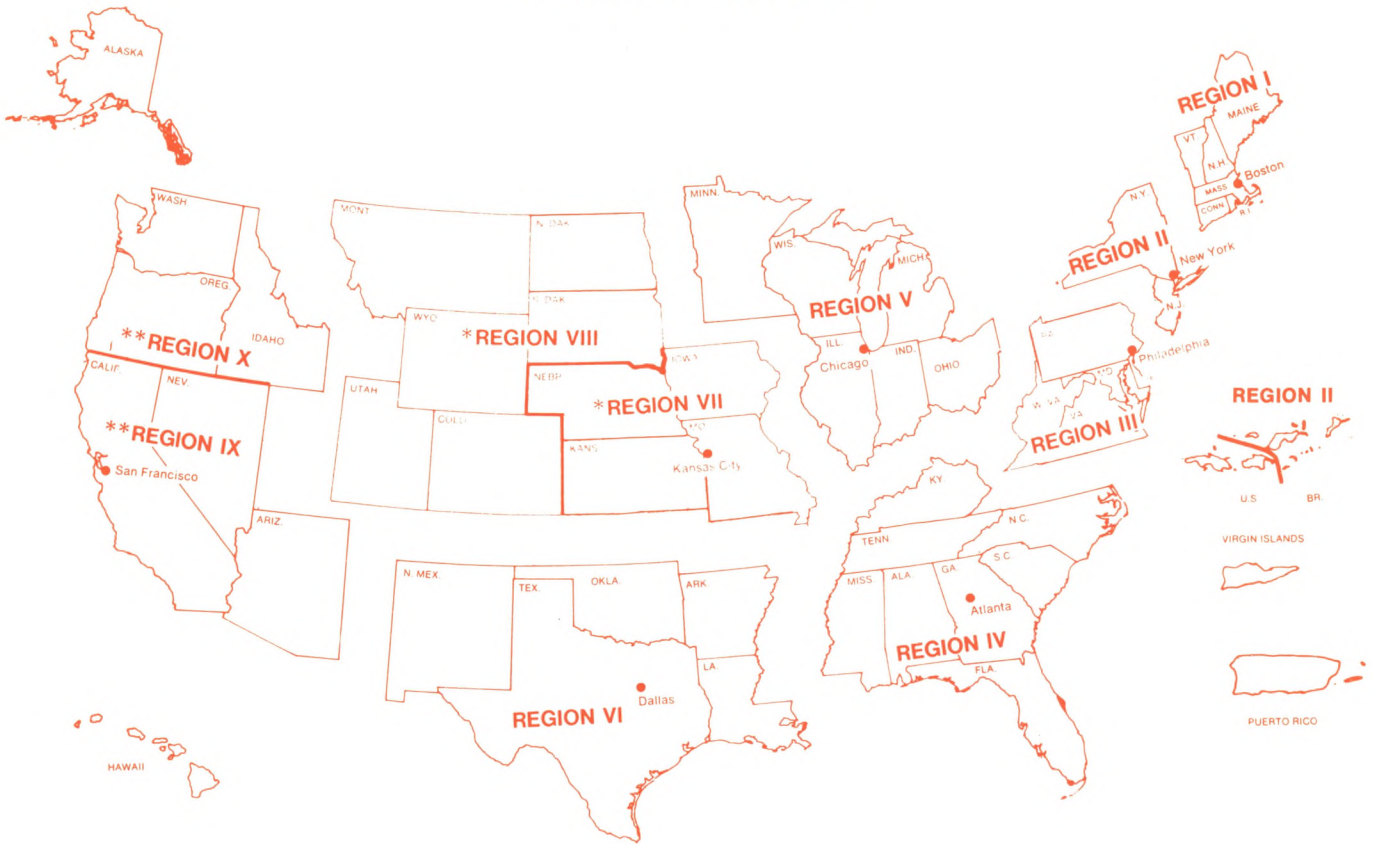
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