

# Industry Wage Survey: Wood Household Furniture, November 1974



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

This bulletin summarizes the results of a Bureau of Labor Statistics survey of wages and related benefits in the wood household furniture (except upholstered) manufacturing industry in November 1974. A similar survey was conducted in October 1971 (BLS Bulletin 1793). A summary tabulation of 1974 national data was issued in December 1975. A research summary appeared in the *Monthly Labor Review*, April 1976, pp. 46-47.

Separate releases also were issued earlier for Chicago, Ill.; Gardner, Mass.; Grand Rapids, Mich.; Hickory-Statesville, N.C.; Jamestown, N.Y.; Los Angeles-Long Beach, Calif.; Louisville, Ky.-Ind.; Miami and Ft. Lauderdale-Hollywood, Fla.; Winston-Salem-High Point, N.C.; and the States of Arkansas, Indiana, Tennessee, and Virginia. Copies of these releases are available from the Bureau of Labor Statistics, Washington, D.C. 20212, or any of its regional offices.

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

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

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# Wood Household Furniture, November 1974

## Summary

Straight-time earnings of production and related workers in the nonupholstered wood household furniture industry averaged \$3.05 an hour in November 1974. All but 6 percent of the 122,350 workers covered by the survey<sup>1</sup> earned between \$2 and \$4.50 an hour; the middle 50 percent fell between \$2.50 and \$3.40.

Regionally, average hourly earnings ranged from \$3.87 in the Pacific States to \$2.66 in the Border States and \$2.67 in the Southwest.<sup>2</sup> Workers in the Southeast, the region with the largest number of employees in the industry, averaged \$2.78. Earnings also varied by community and establishment size, labor-management contract coverage, and type of furniture manufactured, as well as by occupation, sex, and method of wage payment.

Among the occupations studied separately, average hourly earnings ranged from \$3.63 for plastic-top installers to \$2.71 for machine off-bearers, hand rubbers, and molding-machine operators who do not set up their own machines.<sup>3</sup> Furniture assemblers (except chairs), the largest occupational group studied, averaged \$3.08.

Paid holidays, paid vacations, and part of the cost of life, hospitalization, and surgical insurance were provided by plants employing more than nine-tenths of the workers covered by the survey. Furniture workers typically received between 5 and 9 holidays and between 1 and 5 weeks of vacation annually, the latter depending on length of service. Pension plans and other forms of health insurance were also widespread in the industry.

## Industry characteristics

**Products.** The wood household furniture industry, as defined for this survey, includes establishments manufacturing a wide variety of nonupholstered products including those that can be used directly by the consumer, such as beds, cabinets, and tables, and items that must be further

<sup>1</sup>See appendix B for scope and method of survey. The straight-time average hourly earnings in this bulletin differ in concept from the gross average hourly earnings published in the Bureau's monthly employment and earnings series (\$3.15 in November 1974). Unlike the latter, the estimates presented here exclude premium pay for overtime and for work on weekends, holidays, and late shifts. Average earnings were calculated by summing individual hourly earnings and dividing by the number of individuals; in the monthly series, the sum of the employee-hour totals reported by establishments in the industry was divided into the reported payroll totals.

<sup>2</sup>For definitions of the regions, see appendix B, table B-1, footnote 1.

<sup>3</sup>See appendix C for occupational descriptions.

processed before being marketed, such as radio and television cases or frames for bed springs.<sup>4</sup> Firms in the industry with fewer than 20 workers were excluded from the scope of the survey. These excluded firms are estimated to employ about 6 percent of the industry's work force.

In November 1974, just over two-fifths of the production workers covered by the survey were in plants chiefly producing bedroom furniture. Plants whose major product was either living room furniture, dining room/kitchen furniture, or kitchen cabinets employed 16, 15, and 13 percent of the workers, respectively. Less than one-tenth of the workers were in establishments primarily making radio, television, and phonograph cabinets. The remaining plants in the industry most commonly manufactured outdoor, infant, and other varieties of furniture at the time of the survey.

Bedroom and dining room/kitchen furniture frequently were produced in the same establishment. Establishments producing other kinds of furniture, however, typically had no secondary product lines.

**Employment trends.** Establishments within the scope of the survey employed 122,350 production workers in November 1974, down 4 percent from a similar survey conducted in October 1971.<sup>5</sup> The 1974 survey took place during a recession, however, when the layoff rate for workers in the industry reached its highest level in more than 16 years. The industry began to recover in mid-1975, and by April 1976 production worker employment was above the October 1971 level.<sup>6</sup>

<sup>4</sup>The definition of wood household furniture (except upholstered) used for this survey is found under industry 2511 in the 1967 *Standard Industrial Classification Manual* of the U.S. Office of Management and Budget. The 1972 edition of the *Manual* classifies wood kitchen, radio, television, and sewing-machine cabinets in industries other than 2511.

<sup>5</sup>See *Industry Wage Survey: Wood Household Furniture, Except Upholstered, October 1971*, Bulletin 1793 (Bureau of Labor Statistics, 1973).

<sup>6</sup>Layoff and employment data are based on the Bureau's monthly employment and earnings series. The estimate of the number of production workers within the scope of the study is intended only as a general guide to the size and composition of the labor force included in the survey. It differs from that published in the monthly series (158,900 in November 1974) primarily by the exclusion of establishments employing fewer than 20 workers. The advance planning necessary to make the survey required the use of lists of establishments assembled considerably in advance of data collection. Thus, establishments new to the industry are omitted, as are establishments originally classified as wood household furniture establishments, but found to be in other industries at the time of the survey.



Virtually all of the decline in industry employment between 1971 and 1974 was concentrated in firms primarily manufacturing radio and television cabinets—down 36 percent—and dining room furniture—down 17 percent. Production worker employment in other principal product branches studied separately declined only slightly or actually increased.

*Location.* The Southeast, the region with the greatest concentration of industry employment, employed two-fifths of the production workers. Another one-sixth of the workers were in the Great Lakes region, and one-eighth were in the Border States. None of the other regions accounted for as much as one-tenth of the industry's work force.

The type of furniture manufactured varied among the regions. Bedroom furniture was the principal product of establishments employing about three-fifths of the workers in the Southeast and two-thirds in the Border States. In the Middle Atlantic region, almost one-half of the workers were employed in plants chiefly producing kitchen cabinets. In the Great Lakes region, about half of the workers were employed by plants engaged primarily in making living room furniture (including radio, television, and phonograph cabinets).

Establishments located outside metropolitan areas<sup>7</sup> employed almost three-fifths of the industry's work force. By region, the proportion of workers in smaller communities amounted to four-fifths in New England, about seven-eighths in the Border States, seven-tenths in the Southeast, three-fifths in the Great Lakes region, and two-fifths or less in the remaining regions.

Among the nine areas of industry concentration surveyed, the largest numbers of workers were in Hickory-Statesville, N.C. (11,475), and Winston-Salem-High Point, N.C. (8,550). These two areas together accounted for two-fifths of all workers in the Southeast region. Los Angeles-Long Beach, with about 6,000 workers, accounted for about half of the Pacific States employment. The smallest employment counts among the nine areas were recorded in Jamestown, N.Y., and Miami and Fort Lauderdale-Hollywood, Fla., each with about 1,100 workers.

The four States studied separately contained major portions of the industry's labor force in their respective regions. Tennessee (6,737 workers) accounted for one-seventh of the employment in the Southeast; Indiana (9,242), for just under one-half in the Great Lakes region; Arkansas (5,103), for two-thirds in the Southwest; and Virginia, (14,284) for more than nine-tenths in the Border States.

*Unionization.* Establishments that had labor-management contracts covering a majority of their workers employed about one-third of the production workers in 1974—unchanged from the 1971 study. Regionally, the proportion

in union establishments in 1974 ranged from 12 percent in the Border States to 70 percent in the Middle Atlantic. Text table 1 shows the incidence of unionization by community and establishment size.

The United Brotherhood of Carpenters and Joiners and the United Furniture Workers of America (both AFL-CIO), were the major unions in the industry.

*Method of wage payment.* About five-sixths of the production workers were paid time rates in 1974—a proportion unchanged from three years earlier. Time workers were typically paid under formal plans providing a range of rates for occupations (table 22). The proportion of workers paid time rates according to their individual qualifications declined to about one-fourth in 1974 from slightly under two-fifths in 1971.

Incentive wage systems in 1974 applied to about one-third of the workers in the Middle Atlantic, Southwest, and Great Lakes regions, one-fourth in New England, one-fifth in the Border States, and to only a small proportion of the Southeast workers. Incentive pay most commonly applied to assemblers, gluers, packers, and sanders among the jobs studied separately.

#### Average hourly earnings

Straight-time hourly earnings of the 122,350 production workers covered by the survey averaged \$3.05 in November 1974—about 27 percent above the level in the October 1971 survey<sup>8</sup> (table 1). This equaled the gain for production workers in all durable goods manufacturing in the same period. The increase in wage rates was fairly uniform—between 20 and 28 percent—among the seven regions that could be compared.

Average hourly earnings in November 1974 were highest in the Pacific States (\$3.86) and lowest in the Border States (\$2.66) and Southeast (\$2.67). Workers in the Southeast, the region of greatest industry employment, averaged \$2.78.

Nationwide, workers in metropolitan areas averaged \$3.30 an hour—15 percent more than workers in smaller communities. When comparisons were limited to the same region, metropolitan area workers averaged more than their counterparts in nonmetropolitan areas in 5 of 6 instances; in each case the differential was between 7 and 10 percent. In the Middle Atlantic region, however, workers in smaller communities averaged 15 percent more than metropolitan area workers.

Workers in plants with between 20 and 249 workers averaged \$3.19 an hour, compared with \$2.94 per hour for workers in larger establishments. The lower national average for larger plants may be explained in part by the higher

<sup>8</sup>BLS Bulletin 1793. Data for the October 1971 survey do not include retroactive adjustments for wage increases scheduled to become effective during the 90-day wage-price-rent freeze which ended Nov. 14, 1971.

<sup>7</sup>Standard Metropolitan Statistical Areas as defined by the U.S. Office of Management and Budget through February 1974.

**Text table 1. Percent of workers in establishments operating under labor-management agreements, by selected establishment characteristics**

Region	Location		Size	
	Metro-politan areas	Non-metro-politan areas	20-249 workers	250 workers or more
United States . . . . .	45-49	25-29	40-44	30-34
Middle Atlantic . . . . .	65-69	80-84	60-64	85-89
Border States . . . . .	20-24	10-14	25-29	10-14
Southeast . . . . .	20-24	10-14	5-9	15-19
Great Lakes . . . . .	55-59	70-74	50-54	80-84
Pacific . . . . .	65-69		55-59	90-94

NOTE: Dash indicates no data.

concentration of larger plants in the relatively low-paying Border States and Southeast regions. The nationwide relationship did not apply in the Middle Atlantic, Southeast, Southwest, Great Lakes, and Pacific regions, where workers in larger plants averaged between 1 percent and 20 percent more than workers did in smaller plants.

Hourly earnings in plants with a majority of production workers covered by union contract averaged \$3.46—23 percent higher than in nonunion plants. In the Southeast and Southwest, nonunion pay levels were slightly higher than those for union plants, but pay levels in union plants were higher by between 3 and 59 percent in the other regions studied separately.

Among the principal product categories studied, manufacturers of kitchen wood cabinets had the highest nationwide average (\$3.95) and the highest level in each region where comparisons were possible. Other industry branches and their nationwide averages were: Radio, TV, and phonograph cabinets, \$3.07; dining room and kitchen furniture (except cabinets), \$3.00; living room furniture (except radio and TV cabinets), \$2.90; and bedroom furniture, the largest industry branch studied, \$2.84.

Wage levels for the various product branches were heavily influenced by regional distribution of workers in these classifications. For example, three-fourths of the bedroom furniture workers were located in the low-paying Border States and Southeast regions. About four-fifths of the workers in kitchen cabinet plants, however, were in the Middle Atlantic, Great Lakes, and Pacific States, the three highest paying regions studied.

Men averaged \$3.19, compared with \$2.74 for women. The regional advantage held by men ranged from 2 percent in the Pacific region to 21 percent in New England. Differences in average pay levels for men and women may be the result of several factors, including variation in the distribution of the sexes among establishments and also among jobs with disparate pay levels. Differences in averages for men and women in the same job and area may reflect minor variations in duties. Job descriptions used in classifying workers in wage surveys usually are more generalized than

those used in individual establishments, because allowance must be made for minor differences among establishments in specific duties performed.

The basic survey tabulations did not attempt to isolate wage-determining characteristics to examine their independent influence on wage levels. Some of the characteristics associated with higher wage levels, such as unionization, and location in metropolitan areas or in the Pacific region, are highly interrelated.

Appendix A, however, presents a brief technical note on the results of a multiple regression in which the singular effects of individual survey characteristics were isolated to a measurable degree. In several cases, there were marked differences between the average earnings differentials produced by cross-tabulation (simple regression), as discussed in this section of the report, and those derived by multiple regression. For example, production workers in union plants averaged 64 cents an hour more than those in nonunion plants, but apparently only two-fifths of this differential (27 cents) can be attributed solely to unionization (see appendix tables A-1 and A-2).

Earnings of all but 6 percent of the workers were within a range of \$2 an hour and \$4.50 an hour; the middle 50 percent earned between \$2.50 and \$3.40 (table 2). The proportion of workers at the upper end of the earnings array varied widely by region. For example, less than 5 percent of the workers in the Border States, Southeast, and Southwest earned at least \$4 an hour; the proportion earning at least \$4 amounted to 24 percent in the Middle Atlantic and 49 percent in the Pacific.

### Occupational earnings

Thirty occupations were selected to represent various skills and wage levels of production workers in the industry (table 3). These occupations made up just over half of the work force.

Nationwide averages for these jobs ranged from \$3.63 for plastic-top installers to \$2.71 for molding-machine operators (feed only), machine off-bearers, and hand rubbers. Only two other jobs, tenoner operators (set up and operate) and maintainers, averaged above \$3.50 (\$3.58 and \$3.51, respectively). Furniture assemblers (except chairs), the largest occupation studied separately, averaged \$3.08.

Table 21 presents earnings relationships for several representative jobs in each of the regions, States, and areas studied as a percent of the nationwide average for all production workers (\$3.05). Occupational averages were typically highest in the Pacific States (commonly averaging \$4 or more an hour) and lowest in the Southwest. Pay relationships, nevertheless, varied widely by region and among areas selected for separate study, even within the same region.

In most instances where regional comparisons were possible, occupational averages were higher in metropolitan areas than in nonmetropolitan areas (table 4), higher in

plants of 250 or more than in smaller plants (table 5), and higher in union plants than in nonunion plants (table 6). Earnings also were usually higher for incentive workers than for timeworkers in the same job and region (table 7). The effect of these characteristics on wage levels is discussed further in appendix A.

Earnings of individuals performing the same task varied considerably within the same area (tables 8-20). Thus, some workers in comparatively low-paid jobs (as measured by the average for all workers) earned more than some in jobs for which significantly higher averages were recorded. For example, in Chicago, earnings of packers and sprayers overlapped considerably, despite an 84-cent difference in hourly averages for the two jobs, as shown in the following tabulation:

<i>Hourly earnings</i>	<i>Packers Sprayers</i>	
Under \$2.40 . . . . .	8	1
\$2.40 to \$2.80 . . . . .	41	9
\$2.80 to \$3.20 . . . . .	7	14
\$3.20 to \$3.60 . . . . .	-	11
\$3.60 to \$4.00 . . . . .	5	27
\$4.00 to \$4.40 . . . . .	9	9
\$4.40 and over . . . . .	-	13
Number of workers . . . . .	70	84
Average hourly earnings . . . . .	\$2.83	\$3.67

#### **Establishment practices and supplementary wage provisions**

Data also were obtained on certain establishment practices, including shift differentials and minimum entrance rates, for production workers, and work schedules for production and office workers. Supplementary benefit information, including paid holidays, paid vacations, and health, insurance, and retirement plans, was collected for both production and office workers.

*Minimum entrance rates.* Two-thirds of the 336 establishments in the Bureau's sample had formal minimum entrance ("hire-in") rates for machine off-bearers (table 23). Seven-tenths of these 223 plants had minimums between \$2 (the Federal minimum wage at the time of the survey) and \$2.50; one-fifth fell between \$2.50 and \$3; and about one-tenth were over \$3.

Of the 236 establishments (seven-tenths of the total) with formal minimums for hand sanders, nearly two-thirds had minimums of less than \$2.50; and three-tenths, between \$2.50 and \$3. Minimum entrance rates for both jobs were generally highest in the Pacific region and lowest in the Southeast and Southwest.

*Work schedules and shift provisions.* Four-fifths of the production workers and more than nine-tenths of the office workers were in establishments scheduling a 5-day, 40-hour workweek in November 1974 (table 24). Longer work schedules, most commonly 5 days, 45 hours, applied to just under one-tenth of the production workers. Most of the office workers on other than 40-hour schedules worked 5-

day, 35-hour or 37½-hour weeks. Four-day schedules of at least 35 hours were rare in the industry.

Work schedules varied widely by region. For example, slightly more than one-third of the production workers in New England worked at least 45 hours; in the Pacific, only 4 percent worked for more than 40 hours per week.

Pay provisions for second-shift work were reported by plants employing just over one-half of the production workers; for third or other late shifts, the proportion was one-fifth (table 25). Less than 5 percent of the production workers, however, were actually employed on late shifts at the time of the survey.

*Paid holidays.* Nearly all production and office workers were in establishments providing paid holidays (table 26). About two-thirds of the production workers received between 5 days and 9 days annually, but proportions varied widely. For example, at least three-fifths of the workers in the Middle Atlantic, Great Lakes, and Pacific States received 8 days or more. In the Border States and Southeast, however, at least half of the workers received 5 days or less. Office workers were covered by similar provisions in most regions.

*Paid vacations.* Paid vacations, after qualifying periods of service, were provided by establishments employing virtually all of the industry's production and office workers (table 27). Typical provisions for production workers were 1 week of vacation pay after 1 year of service and 2 weeks after 5 years. About three-fifths of the workers were eligible for at least 3 weeks of service after 15 years. Office workers most commonly received 1 week after 1 year, 2 weeks after 3 years, and 3 or 4 weeks after 15 years.

*Health, insurance, and retirement plans.* At least nine-tenths of the production and office workers were in establishments providing all or part of the cost of life, hospitalization, and surgical insurance (table 28). About seven-tenths of each employee group was provided accidental death and dismemberment insurance and protection from loss of income due to illness or accident.

Basic and major medical insurance applied to at least four-fifths of each employee group, and long-term disability insurance to about one-fifth of the office workers and 5 percent of the production workers.

Retirement pensions (in addition to Federal social security) were provided to seven-tenths of the production workers and about three-fifths of the office workers. Lump-sum severance payments, however, were rare in the industry.

A majority of the workers covered by health, insurance, and retirement plans studied were not required to contribute toward the cost of these plans. This was more often the case for office than for production workers.

*Other selected benefits.* Provisions for paid funeral leave applied to about three-eighths of the production workers (table 29). Jury-duty pay was provided in establishments

employing just over half the workers. Technological severance pay, providing pay to workers permanently separated from their jobs due to technological change or plant closing, was rarely found. All of the above benefits generally were most common in the New England and Great Lakes States

and least common in the Southeast and Southwest.

Production and office workers were covered in similar proportions by jury-duty pay provisions. A larger proportion of the office workers, however, about one-half, were covered by funeral leave plans.

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

(Number and average straight-time hourly earnings<sup>1</sup> of production workers in wood household furniture (except upholstered) manufacturing establishments by selected characteristics, United States and selected regions, November 1974)

Item	United States <sup>2</sup>		New England		Middle Atlantic		Border States		Southeast		Southwest		Great Lakes		Pacific	
	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings
All production workers <sup>3</sup>	122,350	\$3.05	6,962	\$3.04	10,912	\$3.41	15,710	\$2.66	48,372	\$2.78	7,748	\$2.67	19,255	\$3.47	11,562	\$3.86
Men.....	83,835	3.19	4,943	3.20	8,641	3.52	9,200	2.80	33,081	2.89	4,550	2.74	12,002	3.68	10,196	3.87
Women.....	36,210	2.74	2,019	2.65	2,271	2.99	4,205	2.43	15,291	2.56	3,198	2.57	7,253	3.12	1,366	3.79
<b>Size of community:</b>																
Metropolitan areas <sup>4</sup>	52,092	3.30	1,298	3.22	7,894	3.27	1,810	2.84	14,681	2.97	4,717	2.74	8,489	3.63	11,562	3.86
Nonmetropolitan areas.....	70,258	2.86	5,664	3.00	3,018	3.77	13,900	2.64	33,691	2.70	3,031	2.55	10,766	3.35	-	-
<b>Size of establishment:</b>																
20-249 workers.....	51,408	3.19	4,835	3.06	8,401	3.26	2,042	3.20	12,412	2.76	2,875	2.58	11,540	3.43	7,804	3.73
250 workers or more.....	70,942	2.94	2,127	3.00	2,511	3.90	13,668	2.58	35,960	2.79	4,873	2.72	7,715	3.53	3,758	4.12
<b>Labor-management contract coverage:</b>																
Establishments with--																
Majority of workers covered.....	43,024	3.46	2,882	3.09	7,585	3.53	1,921	3.20	7,276	2.77	2,411	2.65	12,326	3.52	8,003	4.35
None or minority of workers covered.....	79,326	2.82	4,080	3.01	3,327	3.14	13,789	2.58	41,096	2.78	5,337	2.68	6,929	3.39	3,559	2.74
<b>Principal product:<sup>5</sup></b>																
Radio, television, and phonograph wood cabinets.....	8,393	3.07	-	-	-	-	-	-	1,883	2.58	-	-	5,137	3.24	-	-
Living room, library, and hall wood furniture (except radio, television, and phonograph cabinets).....	19,564	2.90	2,153	\$2.88	-	-	2,593	2.56	6,312	2.54	1,678	2.80	4,037	3.35	2,050	\$3.51
Dining room and kitchen wood furniture (except cabinets).....	18,485	3.00	2,385	2.97	1,837	\$3.59	1,162	2.62	9,676	2.86	825	2.51	2,170	3.39	-	-
Kitchen wood cabinets.....	16,408	3.95	-	-	4,886	3.60	-	-	1,789	3.71	510	2.93	4,824	3.95	-	-
Bedroom wood furniture.....	51,589	2.84	969	\$3.14	2,514	3.36	10,620	\$2.66	28,642	2.76	2,967	2.54	2,090	3.26	3,787	\$3.45

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

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

<sup>3</sup> Includes workers in establishments for which separate data for men and women was unavailable.

<sup>4</sup> Standard Metropolitan Statistical areas as defined by the U.S. Office of Management and Budget through February 1974.

<sup>5</sup> Establishments were classified according to principal type of furniture manufactured. The production workers total above includes data for establishments with principal products in addition to those shown separately.

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

**Table 2. Earnings distribution: All production workers**

(Percent distribution of production workers in wood household furniture (except upholstered) manufacturing establishments by straight-time hourly earnings,<sup>1</sup> United States and selected regions, November 1974)

Hourly earnings <sup>1</sup>	United States <sup>2</sup>			New England	Middle Atlantic	Border States	Southeast	Southwest	Great Lakes	Pacific
	Total <sup>3</sup>	Men	Women							
Total.....	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
\$2.00 and under \$2.10.....	3.6	2.9	5.1	2.6	1.7	1.1	4.0	8.3	1.5	8.3
\$2.10 and under \$2.20.....	4.3	3.0	7.1	4.2	3.3	6.7	4.2	11.6	1.0	2.9
\$2.20 and under \$2.30.....	5.3	4.0	7.7	7.0	3.7	10.4	5.3	9.1	1.2	3.1
\$2.30 and under \$2.40.....	5.5	4.1	8.2	3.4	1.7	12.0	6.8	7.3	.9	1.7
\$2.40 and under \$2.50.....	5.9	4.8	8.2	4.6	2.8	11.8	7.9	4.7	1.5	1.6
\$2.50 and under \$2.60.....	7.5	6.6	9.0	8.4	3.3	12.2	9.9	7.4	2.5	2.7
\$2.60 and under \$2.70.....	7.0	6.1	8.9	7.7	3.1	9.1	9.8	7.2	2.9	2.9
\$2.70 and under \$2.80.....	7.0	6.2	8.8	8.8	4.4	8.3	9.2	7.8	4.4	1.8
\$2.80 and under \$2.90.....	6.1	5.7	7.0	5.3	2.3	6.5	8.2	6.4	5.9	.7
\$2.90 and under \$3.00.....	5.3	5.5	5.0	3.7	3.7	5.5	6.3	5.0	6.7	.9
\$3.00 and under \$3.10.....	5.4	5.9	4.6	4.9	5.0	3.9	6.3	5.2	7.5	1.4
\$3.10 and under \$3.20.....	4.0	4.4	3.1	3.3	6.0	2.6	4.2	3.8	4.9	1.4
\$3.20 and under \$3.30.....	4.4	5.0	3.4	5.1	7.3	2.3	4.3	3.4	7.6	1.1
\$3.30 and under \$3.40.....	3.4	3.8	2.6	2.5	5.1	1.5	2.6	2.7	7.8	1.3
\$3.40 and under \$3.50.....	3.1	3.7	2.1	3.0	5.5	1.5	2.0	2.5	7.5	1.6
\$3.50 and under \$3.60.....	3.1	3.9	1.5	4.5	3.7	1.0	2.6	2.8	5.0	3.7
\$3.60 and under \$3.70.....	2.3	2.8	1.4	1.8	4.9	.8	1.4	1.2	5.3	1.6
\$3.70 and under \$3.80.....	2.1	2.5	1.3	4.2	4.0	.4	.9	.8	3.8	4.2
\$3.80 and under \$3.90.....	1.6	2.1	.7	2.5	2.0	.3	.8	.7	3.1	4.4
\$3.90 and under \$4.00.....	1.2	1.6	.5	1.9	2.4	.2	.4	.3	2.3	3.5
\$4.00 and under \$4.10.....	1.4	2.0	.3	2.7	4.7	.3	.5	.8	2.0	2.7
\$4.10 and under \$4.20.....	1.2	1.6	.4	.9	2.3	.1	.5	.1	1.4	5.8
\$4.20 and under \$4.30.....	1.2	1.5	.5	1.3	4.2	.1	.4	.1	1.3	3.8
\$4.30 and under \$4.40.....	1.2	1.5	.7	.9	1.3	.1	.2	.1	.9	8.7
\$4.40 and under \$4.50.....	.8	1.2	.1	.6	2.4	.1	.5	.1	1.0	2.4
\$4.50 and over.....	5.8	7.8	1.8	4.2	9.2	1.2	.9	.4	10.0	<sup>4</sup> 25.9
Number of workers.....	122,350	83,835	36,210	6,962	10,912	15,710	48,372	7,748	19,255	11,562
Average hourly earnings.....	\$3.05	\$3.19	\$2.74	\$3.04	\$3.41	\$2.66	\$2.78	\$2.67	\$3.47	\$3.86

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

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

<sup>3</sup> Includes workers in establishments for which separate data for men and women was unavailable.

<sup>4</sup> Workers were distributed as follows: 4.8 percent at \$4.50 and under \$4.60; 5.1

percent at \$4.60 and under \$4.80; 2.7 percent at \$4.80 and under \$5; 1.6 percent at \$5 and under \$5.20; 1.4 percent at \$5.20 and under \$5.40; 0.5 percent at \$5.40 and under \$5.60; 2.3 percent at \$5.60 and under \$5.80; 1.3 percent at \$5.80 and under \$6; and 7.3 percent at \$6 and over.

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

**Table 3. Occupational averages: All establishments**

(Number and average straight-time hourly earnings<sup>1</sup> of production workers in selected occupations in wood household furniture (except upholstered) manufacturing establishment, United States and selected regions, November 1974)

Occupation and sex <sup>2</sup>	United States <sup>3</sup>		New England		Middle Atlantic		Border States		Southeast		Southwest		Great Lakes		Pacific	
	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings
<b>Selected occupations</b>																
Assemblers, furniture (except chairs).....	16,742	\$3.08	823	\$3.01	2,052	\$3.50	1,811	\$2.65	5,889	\$2.75	1,380	\$2.57	3,114	\$3.51	1,357	\$4.01
Men.....	9,946	3.33	483	3.35	1,725	3.60	-	-	3,357	2.91	611	2.62	1,571	3.92	1,173	4.06
Women.....	6,491	2.72	340	2.52	327	2.99	-	-	2,532	2.54	769	2.54	1,543	3.09	184	3.66
Complete furniture pieces (case goods)..	6,833	3.32	476	2.87	790	3.69	747	\$2.72	2,027	2.87	539	2.68	1,536	3.83	644	4.72
Men.....	4,382	3.65	239	3.31	699	3.79	-	-	1,235	3.09	252	2.78	918	4.26	584	4.73
Women.....	2,297	2.76	-	-	-	-	-	-	792	2.52	287	2.59	618	3.19	-	-
Complete furniture pieces (other than case goods).....	3,188	2.92	164	\$3.33	333	\$3.44	308	\$2.66	1,493	2.68	275	2.41	323	3.51	226	\$3.60
Men.....	2,023	3.11	134	3.44	251	3.63	-	-	853	2.82	187	2.37	204	3.90	218	3.59
Women.....	1,106	2.57	-	-	-	-	-	-	640	2.48	88	2.50	119	2.86	-	-
Subassemblies.....	6,721	2.91	183	\$3.07	929	\$3.37	716	\$2.56	2,369	2.70	566	2.55	1,255	3.11	487	\$3.25
Men.....	3,541	3.07	110	3.33	775	3.41	-	-	1,269	2.80	172	2.65	449	3.22	371	3.29
Women.....	3,088	2.75	73	2.68	-	-	-	-	1,100	2.57	394	2.51	806	3.05	116	3.12
Assemblers, chairs.....	1,203	2.77	228	3.01	175	\$2.59	120	\$2.52	450	2.60	79	2.25	61	3.78	90	3.50
Men.....	621	2.91	169	3.22	-	-	52	2.59	234	2.64	20	2.17	24	3.83	-	-
Women.....	582	2.63	59	2.41	117	\$2.51	68	2.46	216	2.56	59	2.28	-	-	-	-
Cut-off-saw operators (1,908 men, 90 women).....	2,016	3.35	105	3.17	298	3.42	174	2.81	662	2.92	114	2.47	239	\$3.51	328	\$4.68
Double-end-trimming-and-boring-machine operators.....	1,201	3.13	74	3.12	53	3.39	151	2.73	439	2.95	96	2.92	190	3.32	152	3.94
Men.....	940	3.19	65	3.24	53	3.39	119	2.80	369	3.00	61	3.06	125	3.53	120	3.92
Women.....	242	2.95	9	2.22	-	-	13	2.42	70	2.67	35	2.67	65	2.92	32	4.01
Gluers, rough stock.....	1,497	2.93	112	3.19	87	3.42	213	2.66	616	2.68	99	2.57	257	3.21	91	4.25
Men.....	1,218	2.96	110	3.20	86	3.42	177	2.71	541	2.70	63	2.50	147	3.40	72	4.31
Women.....	266	2.83	-	-	-	-	23	2.40	75	2.55	36	2.69	110	2.96	-	-
Lathe operators, automatic (set up and operate) (331 men, 4 women).....	337	3.35	26	\$3.68	30	\$3.43	37	3.26	182	3.09	-	-	-	-	27	\$4.09
Lathe operators, automatic (feed only) (174 men, 86 women).....	265	2.94	21	3.02	37	3.42	23	2.56	157	2.79	-	-	-	-	-	-
Maintainers, general utility (1,516 men, 6 women).....	1,522	3.51	90	3.14	128	3.74	279	3.07	506	3.27	151	\$3.34	248	\$4.06	99	\$4.72
Molding-machine operators (set up and operate) (653 men, 17 women).....	681	3.38	-	-	39	3.60	105	3.27	316	2.98	14	3.05	104	3.73	74	4.66
Molding-machine operators (feed only).....	372	2.71	-	-	-	-	78	2.89	184	2.59	20	2.79	12	3.27	28	4.09
Men.....	225	2.84	-	-	-	-	45	2.56	117	2.62	-	-	-	-	27	4.13
Women.....	141	2.52	-	-	-	-	27	2.35	67	2.53	-	-	-	-	-	-
Off-bearers, machine.....	5,919	2.71	198	\$2.84	420	\$3.35	838	2.45	3,060	2.50	253	\$2.58	643	\$3.10	438	\$3.60
Men.....	3,824	2.78	140	2.91	324	3.47	-	-	1,937	2.51	157	2.57	340	3.19	390	3.60
Women.....	2,005	2.60	58	2.66	96	2.96	-	-	1,123	2.47	96	2.59	303	3.00	48	3.61
Packers, furniture.....	3,675	2.87	193	3.10	290	3.34	460	\$2.46	1,450	2.61	264	2.61	570	3.42	208	3.64
Men.....	2,521	2.93	166	3.10	221	3.52	-	-	1,033	2.64	198	2.56	392	3.51	175	3.57
Women.....	1,067	2.75	-	-	69	2.76	-	-	417	2.52	66	2.76	178	3.24	33	4.01
Planer operators (set up and operate) (409 men, 7 women).....	419	3.17	40	\$3.26	32	3.40	46	\$2.82	208	2.84	12	2.68	50	3.38	31	5.37
Planer operators (feed only) (124 men, 15 women).....	146	2.82	-	-	34	2.80	22	2.62	53	2.61	-	-	-	-	-	-
Plastic-top installers (468 men, 17 women).....	487	3.63	-	-	180	3.59	9	2.57	168	3.54	21	\$2.66	-	-	-	-
Rip-saw operators (2,201 men, 323 women).....	2,580	3.15	142	\$3.11	177	3.50	310	2.77	1,107	2.81	127	2.74	288	\$3.45	319	\$4.36

See footnotes at end of table.

**Table 3. Occupational averages: All establishments—Continued**

(Number and average straight-time hourly earnings<sup>1</sup> of production workers in selected occupations in wood household furniture (except upholstered) manufacturing establishments, United States and selected regions, November 1974)

Occupation and sex <sup>2</sup>	United States <sup>3</sup>		New England		Middle Atlantic		Border States		Southeast		Southwest		Great Lakes		Pacific	
	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings
Router operators (set up and operate) (929 men, 75 women).....	1,017	\$3.39	50	\$3.33	82	\$3.60	97	\$2.90	411	\$3.02	64	\$2.83	247	\$3.99	62	\$4.45
Router operators (feed only) (292 men, 60 women).....	352	2.95	-	-	-	-	26	2.54	193	2.94	18	2.53	47	3.04	19	3.68
Rubbers, furniture, hand.....	3,451	2.71	168	\$2.76	157	\$3.63	477	2.38	1,908	2.51	158	2.56	478	3.23	47	4.01
Men.....	1,146	3.09	60	3.48	102	3.99	108	2.69	534	2.67	43	2.52	216	3.36	47	4.01
Women.....	2,257	2.52	108	2.35	55	2.96	361	2.29	1,374	2.45	115	2.57	262	3.11	-	-
Rubbers, furniture, machine.....	609	3.06	39	3.17	67	3.94	130	2.68	258	2.89	-	-	81	3.36	15	3.91
Men.....	469	3.15	28	3.30	61	3.99	-	-	223	2.94	-	-	49	3.43	15	3.91
Women.....	110	2.86	-	-	-	-	-	-	35	2.61	-	-	-	-	-	-
Sanders, furniture, hand.....	5,801	2.80	357	\$2.61	659	\$3.27	767	\$2.39	2,131	2.55	258	\$2.75	1,011	\$3.33	558	2.83
Men.....	2,017	2.99	94	3.20	319	3.48	164	2.64	573	2.68	60	3.19	317	3.63	444	2.62
Women.....	3,734	2.69	263	2.40	340	3.07	553	2.31	1,558	2.51	198	2.62	694	3.19	114	3.65
Sanders, furniture, machine.....	6,066	3.06	370	3.39	418	3.65	835	2.75	2,760	2.82	253	2.79	909	3.43	487	3.64
Men.....	4,345	3.16	284	3.58	342	3.75	521	2.86	2,041	2.87	153	2.94	540	3.63	441	3.60
Women.....	1,659	2.81	86	2.76	76	3.20	-	-	719	2.66	100	2.55	369	3.14	46	4.02
Belt.....	4,158	3.05	238	3.36	315	3.68	600	\$2.77	1,809	2.83	163	2.74	642	3.38	357	3.45
Men.....	3,186	3.13	172	3.62	271	3.71	420	2.83	1,456	2.87	91	2.99	414	3.54	339	3.41
Women.....	914	2.82	66	2.68	44	3.49	-	-	353	2.67	72	2.43	228	3.09	18	4.13
Other than belt.....	1,908	3.07	132	3.44	103	3.57	235	\$2.73	951	2.78	90	2.86	267	3.55	130	4.15
Men.....	1,159	3.24	112	3.52	71	3.92	101	2.99	585	2.87	62	2.87	126	3.91	102	4.20
Women.....	745	2.80	20	2.99	32	2.81	-	-	366	2.64	28	2.84	141	3.23	28	3.95
Shaper operators, automatic (set up and operate) (476 men, 24 women).....	509	3.37	31	3.29	23	3.92	78	\$3.08	224	3.16	32	2.96	79	3.71	42	4.52
Shaper operators, automatic (feed only) (155 men, 31 women).....	189	2.85	12	2.66	-	-	22	2.49	65	2.69	27	2.43	32	3.11	29	3.60
Shaper operators, hand (set up and operate) (452 men, 67 women).....	525	3.42	52	3.56	119	3.72	56	2.95	177	3.15	17	2.85	68	3.38	34	4.58
Shaper operators, hand (feed only) (157 men, 30 women).....	187	3.13	-	-	-	-	28	2.65	91	2.87	16	2.68	-	-	-	-
Sprayers.....	6,298	3.23	192	\$3.35	580	\$3.77	846	2.87	2,493	2.82	357	2.89	1,166	\$3.65	605	\$4.25
Men.....	4,256	3.38	140	3.53	505	3.86	-	-	1,659	2.91	204	2.92	617	3.92	547	4.26
Women.....	1,950	2.94	52	2.88	75	3.18	-	-	834	2.64	153	2.85	549	3.35	58	4.18
Tenoner operators (set up and operate) (912 men, 19 women).....	947	3.58	29	3.67	59	3.71	115	\$3.22	341	3.21	96	2.98	161	3.75	141	4.85
Tenoner operators (feed only) (209 men, 55 women).....	284	2.95	-	-	-	-	64	2.63	99	2.68	11	2.74	34	3.15	37	4.01
Variety-saw operators (1,102 men, 144 women).....	1,260	3.47	48	\$3.17	165	\$3.72	109	2.78	359	3.17	62	2.87	344	3.36	157	5.00

<sup>1</sup> Excludes premium pay for overtime and for work on weekends, holidays, and late shifts.  
<sup>2</sup> Totals may include workers in establishments for which separate data for men and women was unavailable.

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

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



**Table 4. Occupational averages: By size of community**

(Number and average straight-time hourly earnings<sup>1</sup> of production workers in selected occupations in wood household furniture (except upholstered) manufacturing establishments, United States and selected regions, November 1974)

Occupation	United States <sup>2</sup>				New England		Middle Atlantic		Southeast		Southwest		Great Lakes		Pacific
	Metropolitan areas		Nonmetropolitan areas		Metropolitan areas	Non-metropolitan areas	Metropolitan areas	Non-metropolitan areas	Metropolitan areas	Non-metropolitan areas	Metropolitan areas	Non-metropolitan areas	Metropolitan areas	Non-metropolitan areas	Metropolitan areas
	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Average hourly earnings	Average hourly earnings	Average hourly earnings	Average hourly earnings	Average hourly earnings	Average hourly earnings	Average hourly earnings	Average hourly earnings	Average hourly earnings	Average hourly earnings	Average hourly earnings
Assemblers, furniture (except chairs).....	8,603	\$3.30	8,139	\$2.85	\$2.86	\$3.18	\$3.44	\$3.75	\$2.98	\$2.63	\$2.62	\$2.48	\$3.69	\$3.32	\$4.01
Complete furniture pieces (case goods)..	3,716	3.65	3,117	2.93	2.60	3.51	3.72	3.52	3.35	2.66	2.74	2.58	4.05	3.55	4.72
Complete furniture pieces (other than case goods).....	1,542	3.10	1,646	2.74	3.81	3.13	3.29	4.33	2.75	2.63	2.47	2.31	3.77	3.15	3.60
Subassemblies.....	3,345	3.00	3,376	2.82	3.53	2.85	3.25	3.76	2.86	2.61	2.58	2.46	3.07	3.14	3.25
Assemblers, chairs.....	481	2.80	722	2.76	2.98	3.02	2.35	-	2.80	2.50	2.55	-	-	3.81	3.50
Cut-off-saw operators.....	1,046	3.69	970	2.98	3.96	3.09	3.31	\$3.79	3.35	2.77	2.52	\$2.26	\$3.57	3.47	4.68
Double-end-trimming-and-boring-machine operators.....	482	3.36	719	2.98	3.75	3.08	2.99	4.01	3.18	2.83	2.94	2.86	3.34	3.32	3.94
Glueers, rough stock.....	472	3.18	1,025	2.82	3.64	3.19	2.83	4.03	3.01	2.59	2.70	2.23	3.13	3.26	4.25
Lathe operators, automatic (set up and operate).....	90	3.65	247	3.24	-	3.68	2.82	4.12	3.74	2.94	-	-	3.78	4.15	4.09
Maintainers, general utility.....	544	4.03	978	3.22	3.68	3.12	3.77	3.71	3.54	3.14	\$3.37	\$3.30	4.72	3.60	4.72
Molding-machine operators (set up and operate).....	216	3.88	465	3.15	-	3.55	3.05	4.31	3.49	2.82	3.43	2.83	3.92	3.66	4.66
Off-bearers, machine.....	2,041	2.87	3,878	2.63	3.50	2.82	2.94	3.67	2.57	2.47	2.67	2.49	2.87	3.28	3.60
Packers, furniture.....	1,517	3.08	2,158	2.72	3.32	3.04	3.38	3.26	2.74	2.55	2.80	2.45	3.57	3.31	3.64
Rip-saw operators.....	971	3.49	1,609	2.95	3.67	3.07	3.20	3.92	3.02	2.74	2.95	2.42	3.22	3.55	4.36
Router operators (set up and operate).....	413	3.86	604	3.07	3.98	3.23	3.55	3.94	3.31	2.88	2.97	2.75	4.67	3.47	4.45
Rubbers, furniture, hand.....	1,025	2.88	2,426	2.63	3.79	2.65	3.54	-	2.48	2.52	2.66	2.34	3.13	3.27	4.01
Rubbers, furniture, machine.....	120	3.29	489	3.01	4.00	2.80	3.63	\$4.11	2.89	2.89	-	-	3.51	3.34	3.91
Sanders, furniture, hand.....	2,641	2.95	3,160	2.67	3.26	-	3.06	4.23	2.58	2.54	\$2.85	\$2.47	3.55	3.11	2.83
Sanders, furniture, machine.....	2,123	3.28	3,943	2.94	3.40	\$3.38	3.37	4.19	3.02	2.74	2.96	2.47	3.61	3.36	3.64
Belt.....	1,463	3.28	2,695	2.93	3.47	3.34	3.45	4.12	3.08	2.74	2.94	2.45	3.59	3.29	3.45
Other than belt.....	660	3.28	1,248	2.95	3.35	3.48	3.16	-	2.90	2.73	2.98	2.54	3.69	3.51	4.15
Shaper operators, automatic (set up and operate).....	185	3.73	324	3.17	4.08	3.24	3.43	\$4.45	-	2.99	-	2.56	3.95	3.62	4.52
Shaper operators, hand (set up and operate).....	194	3.80	331	3.20	4.10	3.55	4.19	3.28	\$3.26	3.09	\$3.13	2.54	3.57	3.27	4.58
Sprayers.....	2,733	3.53	3,565	3.01	3.85	3.29	3.62	4.31	2.93	2.77	3.00	2.69	3.90	3.48	4.25
Tenoner operators (set up and operate).....	422	3.94	525	3.28	4.05	3.63	3.31	4.05	3.63	3.02	2.96	3.04	4.03	3.64	4.65
Variety-saw operators.....	717	3.78	543	3.07	4.18	3.02	3.70	3.82	3.45	3.01	2.99	2.50	3.36	3.36	5.00

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

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

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

**Table 5. Occupational averages: By size of establishment**

(Number and average straight-time hourly earnings<sup>1</sup> of production workers in selected occupations in wood household furniture (except upholstered) manufacturing establishments, United States and selected regions, November 1974)

Occupation	United States <sup>2</sup>				New England		Middle Atlantic		Southeast		Southwest		Great Lakes		Pacific	
	20-249 workers		250 workers or more		20-249 workers	250 workers or more	20-249 workers	250 workers or more	20-249 workers	250 workers or more	20-249 workers	250 workers or more	20-249 workers	250 workers or more	20-249 workers	250 workers or more
	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Average hourly earnings	Average hourly earnings	Average hourly earnings	Average hourly earnings	Average hourly earnings	Average hourly earnings	Average hourly earnings	Average hourly earnings	Average hourly earnings	Average hourly earnings	Average hourly earnings	Average hourly earnings
Assemblers, furniture (except chairs).....	7,869	\$3.25	8,873	\$2.93	\$3.27	\$2.64	\$3.49	\$3.55	\$2.84	\$2.71	\$2.45	\$2.70	\$3.31	\$3.78	\$3.92	\$4.37
Complete furniture pieces (case goods)..	3,115	3.64	3,718	3.06	3.47	2.55	3.65	4.08	3.22	2.72	2.65	2.68	3.48	4.32	4.74	-
Complete furniture pieces (other than case goods).....	1,555	3.02	1,633	2.82	3.30	3.72	3.27	4.53	2.63	2.69	2.24	3.12	3.44	-	3.56	-
Subassemblies.....	3,199	2.99	3,522	2.83	3.02	-	3.38	3.35	2.64	2.72	2.51	2.62	3.05	\$3.19	3.20	\$3.69
Assemblers, chairs.....	731	2.80	472	2.73	2.95	-	2.35	-	2.68	2.56	-	2.55	3.58	-	3.50	-
Cut-off-saw operators.....	1,262	3.41	754	3.23	3.15	\$3.35	3.29	\$4.04	2.86	2.97	\$2.42	2.68	3.44	\$3.67	4.71	4.55
Double-end-trimming-and-boring-machine operators.....	553	3.24	648	3.04	3.01	3.34	3.05	-	2.77	3.02	3.08	2.81	3.37	3.27	3.86	4.34
Gluers, rough stock.....	619	2.96	878	2.91	3.12	3.47	2.77	\$4.20	2.59	2.73	2.27	2.71	3.14	3.30	4.35	4.10
Lathe operators, automatic (set up and operate).....	144	3.46	193	3.26	3.68	-	3.05	4.96	3.09	3.10	-	2.81	3.86	-	3.89	-
Maintainers, general utility.....	596	3.65	926	3.42	3.22	2.94	3.58	4.14	3.18	3.30	3.69	3.17	3.89	\$4.35	4.64	\$4.82
Molding-machine operators (set up and operate).....	305	3.29	376	3.45	3.46	-	3.45	-	2.63	3.26	2.83	3.43	3.78	3.70	4.41	5.23
Off-bearers, machine.....	2,224	2.81	3,695	2.65	2.75	-	2.96	\$3.94	2.39	2.53	2.52	2.60	3.01	3.29	3.60	3.62
Packers, furniture.....	1,545	2.99	2,130	2.78	3.05	\$3.35	3.30	3.42	2.50	2.65	2.51	2.69	3.30	3.59	3.64	3.67
Rip-saw operators.....	1,287	3.24	1,293	3.06	2.99	-	3.31	-	2.62	2.91	2.79	2.63	3.32	3.65	4.43	4.20
Router operators (set up and operate).....	432	3.43	585	3.36	3.18	-	3.53	\$3.82	2.85	3.10	3.03	2.78	3.52	4.39	4.47	-
Rubbers, furniture, hand.....	1,176	2.89	2,275	2.61	2.64	-	3.47	3.97	2.33	2.56	-	2.60	3.18	3.32	4.06	-
Rubbers, furniture, machine.....	165	3.37	444	2.95	3.42	-	3.58	-	2.79	2.92	-	2.79	3.50	3.32	-	-
Sanders, furniture, hand.....	2,893	2.82	2,908	2.77	2.57	-	3.02	\$4.09	2.52	2.57	\$2.57	2.85	3.18	3.58	\$2.74	\$3.48
Sanders, furniture, machine.....	2,389	3.16	3,677	2.99	3.34	\$3.58	3.32	4.79	2.68	2.85	2.61	2.90	3.32	3.58	3.51	4.33
Belt.....	1,811	3.12	2,347	3.00	3.28	-	3.40	4.80	2.69	2.89	2.52	2.88	3.29	3.54	3.35	4.19
Other than belt.....	578	3.30	1,330	2.97	3.45	\$3.40	3.03	-	2.65	2.80	2.77	2.91	3.42	3.64	4.03	4.52
Shaper operators, automatic (set up and operate).....	195	3.50	314	3.30	3.21	-	3.57	-	2.71	3.31	3.15	2.91	3.72	3.70	4.50	-
Shaper operators, hand (set up and operate).....	313	3.59	212	3.17	3.54	-	3.71	-	3.18	3.14	2.76	2.94	3.25	3.64	4.59	-
Sprayers.....	2,853	3.42	3,445	3.08	3.21	-	3.61	\$4.44	2.78	2.84	2.78	2.97	3.57	3.74	4.19	\$4.42
Tenoner operators (set up and operate)....	403	3.69	544	3.49	3.69	-	3.38	4.46	3.28	3.17	2.87	3.06	3.71	3.79	4.70	5.06
Variety-saw operators.....	777	3.71	483	3.10	3.26	-	3.66	3.89	3.41	3.02	2.72	3.04	3.33	3.50	5.00	-

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

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

**Table 6. Occupational averages: By labor-management contract coverage**

(Number and average straight-time hourly earnings<sup>1</sup> of production workers in selected occupations in wood household furniture (except upholstered) manufacturing establishments, United States and selected regions, November 1974)

Occupation	United States <sup>2</sup>				New England		Middle Atlantic		Southeast		Southwest		Great Lakes		Pacific	
	Majority covered		None or minority covered		Majority covered	None or minority covered	Majority covered	None or minority covered	Majority covered	None or minority covered	Majority covered	None or minority covered	Majority covered	None or minority covered	Majority covered	None or minority covered
	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Average hourly earnings	Average hourly earnings	Average hourly earnings	Average hourly earnings	Average hourly earnings	Average hourly earnings	Average hourly earnings	Average hourly earnings	Average hourly earnings	Average hourly earnings	Average hourly earnings	Average hourly earnings
Assemblers, furniture (except chairs).....	6,788	\$3.39	9,954	\$2.87	\$2.83	\$3.23	\$3.54	\$3.42	\$2.71	\$2.76	\$2.66	\$2.53	\$3.42	\$3.68	\$4.51	\$2.96
Complete furniture pieces (case goods)...	3,262	3.57	3,571	3.11	2.71	3.29	3.74	3.56	2.72	2.92	2.70	2.67	3.58	4.36	5.18	3.22
Complete furniture pieces (other than case goods).....	818	3.28	2,370	2.79	2.99	3.66	3.80	3.31	2.71	2.67	-	2.39	3.72	3.29	3.91	3.33
Subassemblies.....	2,708	3.22	4,013	2.70	3.52	2.93	3.37	3.38	2.68	2.70	\$2.65	2.47	3.17	2.98	3.66	2.48
Assemblers, chairs.....	227	3.49	976	2.61	3.29	2.77	3.40	-	-	2.61	-	2.18	-	3.68	3.94	3.14
Cut-off-saw operators.....	782	3.94	1,234	2.97	3.28	3.08	3.52	\$3.27	\$2.99	2.91	\$2.57	2.46	\$3.60	3.38	4.88	3.47
Double-end-trimming-and-boring-machine operators.....	397	3.49	804	2.95	3.22	3.06	3.59	-	2.71	3.00	2.69	2.98	3.49	3.12	4.19	3.16
Gluers, rough stock.....	457	3.34	1,040	2.75	3.38	3.09	3.60	\$3.16	2.67	2.68	2.70	2.47	3.33	3.01	4.50	3.67
Lathe operators, automatic (set up and operate).....	89	3.96	248	3.13	3.63	3.74	4.10	2.84	-	3.11	-	-	4.22	3.71	4.09	-
Maintainers, general utility.....	508	3.91	1,014	3.31	3.27	3.06	3.86	3.49	\$3.23	3.27	\$3.00	\$3.53	3.92	4.30	4.89	3.41
Holding-machine operators (set up and operate).....	216	3.89	465	3.14	3.51	-	3.61	3.59	2.76	2.99	-	2.81	3.72	3.78	5.05	4.11
Off-bearers, machine.....	1,715	3.13	4,204	2.54	2.78	\$2.87	3.45	3.19	2.34	2.51	\$2.60	2.56	3.19	2.89	3.79	2.21
Packers, furniture.....	1,346	3.20	2,329	2.68	3.23	2.99	3.36	3.30	2.58	2.61	2.68	2.58	3.47	3.32	3.82	2.90
Rip-saw operators.....	815	3.67	1,765	2.91	3.39	2.92	3.56	3.38	2.69	2.82	2.84	2.71	3.57	3.13	4.59	3.95
Router operators (set up and operate).....	368	3.67	649	3.23	3.62	3.19	3.65	3.40	3.02	3.02	3.10	2.78	3.62	4.43	5.06	2.96
Rubbers, furniture, hand.....	724	3.08	2,727	2.61	2.86	2.67	3.73	3.38	2.45	2.52	2.57	2.54	3.34	3.14	4.01	-
Rubbers, furniture, machine.....	173	3.52	436	2.88	2.67	3.19	3.83	4.46	2.36	2.92	-	2.79	3.39	3.06	3.91	-
Sanders, furniture, hand.....	1,448	3.43	4,353	2.59	3.33	2.49	3.56	2.82	2.82	2.54	2.64	2.80	3.48	3.17	3.64	\$2.24
Sanders, furniture, machine.....	1,792	3.45	4,274	2.89	3.53	3.29	3.68	3.56	2.67	2.83	2.93	2.70	3.44	3.42	4.29	2.78
Belt.....	1,137	3.48	3,021	2.89	3.63	3.22	3.64	3.86	2.79	2.84	3.01	2.63	3.43	3.33	4.41	2.78
Other than belt.....	655	3.42	1,253	2.88	3.41	3.47	3.82	3.01	2.49	2.83	2.83	2.90	3.46	3.71	4.15	-
Shaper operators, automatic (set up and operate).....	158	3.86	351	3.15	3.99	3.01	4.00	3.62	2.73	3.19	2.93	2.97	3.77	3.58	4.61	-
Shaper operators, hand (set up and operate).....	202	3.56	323	3.33	3.63	3.48	3.56	4.40	3.01	3.17	2.95	2.74	3.55	3.24	4.24	-
Sprayers.....	2,234	3.70	4,064	2.98	3.58	3.23	3.82	3.66	2.76	2.83	2.94	2.87	3.65	3.65	4.63	\$3.44
Tenoner operators (set up and operate).....	367	3.98	560	3.30	3.79	-	3.76	3.58	2.81	3.27	2.86	3.02	3.80	3.63	4.88	4.57
Variety-saw operators.....	665	3.85	595	3.06	3.82	\$2.77	3.75	-	3.22	3.16	2.69	2.93	3.39	3.29	5.22	-

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

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

**Table 7. Occupational averages: By method of wage payment**

(Number and average straight-time hourly earnings<sup>1</sup> of production workers in selected occupations in wood household furniture (except upholstered) manufacturing establishments, United States and selected regions, November 1974)

Occupation	United States <sup>2</sup>				New England				Middle Atlantic			
	Timeworkers		Incentive workers		Timeworkers		Incentive workers		Timeworkers		Incentive workers	
	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings
Assemblers, furniture (except chairs)....	12,843	\$2.98	3,899	\$3.41	649	\$2.92	174	\$3.34	1,353	\$3.49	699	\$3.53
Complete furniture pieces (case goods)..	5,068	3.21	1,765	3.66	397	2.77	79	3.38	595	3.77	195	3.43
Complete furniture pieces (other than case goods).....	2,461	2.82	727	3.25	133	3.26	31	3.63	166	3.36	167	3.52
Subassemblies.....	5,314	2.84	1,407	3.18	119	3.03	64	3.14	592	3.25	337	3.59
Assemblers, chairs.....	976	2.64	227	3.36	192	2.82	36	4.02	135	2.33	-	-
Cut-off-saw operators.....	1,673	3.32	343	3.48	70	3.04	35	3.43	228	3.30	70	\$3.82
Double-end-trimming-and-boring-machine operators.....	966	3.06	235	3.44	51	2.93	-	-	32	3.03	21	3.95
Gluers, rough stock.....	1,152	2.82	345	3.31	57	2.98	55	\$3.41	26	2.36	61	3.88
Maintainers, general utility.....	1,418	3.45	104	4.40	90	3.14	-	-	95	3.64	33	4.03
Off-bearers, machine.....	4,976	2.62	943	3.21	111	2.56	87	3.19	161	2.77	259	3.71
Packers, furniture.....	2,860	2.78	815	3.17	136	2.94	57	3.49	152	3.38	138	3.28
Rip-saw operators.....	2,135	3.09	445	3.47	77	2.81	65	3.46	107	3.19	70	3.98
Router operators (set up and operate).....	735	3.22	282	3.82	32	3.17	18	3.62	49	3.67	33	3.49
Rubbers, furniture, hand.....	2,979	2.61	472	3.32	123	2.53	45	3.39	71	3.52	86	3.71
Rubbers, furniture, machine.....	482	2.96	127	3.47	21	3.41	-	-	-	-	61	3.98
Sanders, furniture, hand.....	4,906	2.67	895	3.47	245	2.37	112	\$3.13	457	\$3.02	202	3.84
Sanders, furniture, machine.....	4,929	2.95	1,137	3.53	215	3.04	155	3.87	247	3.34	171	4.11
Belt.....	3,352	2.96	806	3.46	141	2.99	97	3.88	198	3.44	117	4.08
Other than belt.....	1,577	2.93	331	3.73	74	3.13	58	3.84	49	2.93	54	4.16
Shaper operators, automatic (set up and operate).....	403	3.30	106	3.64	17	2.66	14	4.05	13	3.48	-	-
Tenoner operators (set up and operate)....	736	3.56	211	3.64	11	3.36	-	-	18	3.15	41	\$3.96
Variety-saw operators.....	1,021	3.47	239	3.50	31	2.86	17	\$3.72	116	3.68	49	3.83
	Southeast				Southwest				Great Lakes			
	Timeworkers		Incentive workers		Timeworkers		Incentive workers		Timeworkers		Incentive workers	
Assemblers, furniture (except chairs)....	5,451	\$2.70	438	\$3.32	847	\$2.59	533	\$2.54	1,667	\$3.25	1,447	\$3.80
Complete furniture pieces (case goods)..	1,802	2.76	225	3.72	262	2.81	277	2.55	757	3.41	779	4.23
Complete furniture pieces (other than case goods).....	1,392	2.66	101	2.91	120	2.59	155	2.27	122	2.95	201	3.86
Subassemblies.....	2,257	2.69	112	2.90	465	2.47	101	2.94	788	3.13	467	3.06
Assemblers, chairs.....	390	2.56	-	-	57	2.14	-	-	-	-	60	3.79
Cut-off-saw operators.....	651	2.92	11	\$3.02	109	2.48	-	-	132	\$3.47	107	3.57
Double-end-trimming-and-boring-machine operators.....	428	2.93	-	-	54	2.93	42	\$2.90	102	3.05	88	3.64
Gluers, rough stock.....	607	2.68	-	-	76	2.56	23	2.60	104	3.11	153	3.28

See footnotes end of table.

**Table 7. Occupational averages: By method of wage payment— Continued**

(Number and average straight-time hourly earnings<sup>1</sup> of production workers in selected occupations in wood household furniture (except upholstered) manufacturing establishments, United States and selected regions, November 1974)

Occupation	Southeast				Southwest				Great Lakes			
	Timeworkers		Incentive workers		Timeworkers		Incentive workers		Timeworkers		Incentive workers	
	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings
Maintainers, general utility.....	506	\$3.27	-	-	137	\$3.32	-	-	193	\$3.84	55	\$4.81
Off-bearers, machine.....	2,976	2.50	84	\$2.42	152	2.52	101	\$2.68	397	2.88	246	3.46
Packers, furniture.....	1,365	2.59	85	2.91	148	2.57	116	2.66	326	3.25	244	3.66
Rip-saw operators.....	1,100	2.80	-	-	97	2.74	30	2.73	171	3.31	117	3.65
Router operators (set up and operate)....	394	2.99	-	-	21	3.07	43	2.71	107	3.53	140	4.34
Rubbers, furniture, hand.....	1,904	2.50	-	-	133	2.53	25	2.68	241	3.11	237	3.34
Rubbers, furniture, machine.....	254	2.88	-	-	-	-	-	-	71	3.40	10	3.09
Sanders, furniture, hand.....	2,075	2.54	56	\$2.93	200	\$2.74	58	\$2.79	611	3.15	400	3.59
Sanders, furniture, machine.....	2,671	2.81	-	-	197	2.75	56	2.91	475	3.21	434	3.68
Belt.....	1,743	2.83	-	-	127	2.69	36	2.95	348	3.18	294	3.62
Other than belt.....	528	2.79	-	-	70	2.87	20	2.85	127	3.28	140	3.79
Shaper operators, automatic (set up and operate).....	221	3.16	-	-	22	3.13	10	2.59	31	3.76	48	3.68
Tenoner operators (set up and operate)....	326	3.22	15	\$3.05	64	2.98	32	3.00	90	3.73	71	3.78
Variety-saw operators.....	330	3.13	29	3.55	52	2.89	-	-	233	3.31	111	3.47

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

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

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

**Table 8. Occupational earnings: Arkansas**

(Number and average straight-time earning hourly earnings<sup>1</sup> of workers in selected occupations in wood household furniture, except upholstered, manufacturing establishments, November 1974)

Occupation	Number of workers	Average hourly earnings <sup>1</sup>	Number of workers receiving straight-time hourly earnings of—																										
			\$ 2.00 and under	\$ 2.05	\$ 2.10	\$ 2.15	\$ 2.20	\$ 2.25	\$ 2.30	\$ 2.35	\$ 2.40	\$ 2.45	\$ 2.50	\$ 2.60	\$ 2.70	\$ 2.80	\$ 2.90	\$ 3.00	\$ 3.10	\$ 3.20	\$ 3.30	\$ 3.40	\$ 3.60	\$ 3.80	\$ 4.00	\$ 4.20	\$ 4.40	\$ 4.60	\$ 4.60 and over
			2.05	2.10	2.15	2.20	2.25	2.30	2.35	2.40	2.45	2.50	2.60	2.70	2.80	2.90	3.00	3.10	3.20	3.30	3.40	3.60	3.80	4.00	4.20	4.40	4.60	over	
ALL PRODUCTION WORKERS -----	5,103	\$ 2.75	205	9	478	45	123	200	145	179	141	83	320	431	472	405	334	343	246	209	178	308	123	75	25	10	8	8	
TIME -----	3,361	2.73	203	7	359	33	50	170	109	129	84	49	154	186	328	288	236	197	123	135	136	227	86	52	17	-	3	-	
SELECTED OCCUPATIONS																													
ASSEMBLERS, EXCEPT CHAIRS -----	815	2.74	-	-	72	16	26	50	13	49	19	10	68	78	61	58	68	44	61	31	20	42	14	9	2	4	-	-	
TIME -----	488	2.75	-	-	18	16	18	44	12	44	10	-	22	31	46	48	47	26	18	23	18	34	8	5	-	-	-	-	
INCENTIVE -----	327	2.73	-	-	54	-	8	6	1	5	9	10	46	47	15	10	21	18	43	8	2	8	6	4	-	-	-	-	
COMPLETE PIECES (CASE GOODS) -----	410	2.76	-	-	48	-	8	18	1	37	9	8	51	43	15	26	60	17	24	9	9	19	7	4	-	-	-	-	
TIME -----	175	2.87	-	-	-	-	2	14	-	32	-	-	7	-	-	18	41	13	11	8	7	17	5	1	-	-	-	-	
COMPLETE PIECES (OTHER THAN CASE GOODS) -----	133	2.59	-	-	18	8	16	32	-	-	8	2	2	2	-	-	4	8	5	4	6	9	4	2	-	-	-	-	
TIME -----	111	2.66	-	-	12	8	14	30	-	-	8	-	-	-	-	-	2	8	6	4	6	9	2	2	-	-	-	-	
SUBASSEMBLIES -----	272	2.87	-	-	6	8	2	-	12	12	2	-	15	33	46	32	4	19	29	18	5	14	3	6	2	4	-	-	
TIME -----	202	2.72	-	-	6	8	2	-	12	12	2	-	15	31	46	30	4	5	2	11	5	8	1	2	4	-	-	-	
INCENTIVE -----	70	3.29	-	-	-	-	-	-	-	-	-	-	-	2	-	2	-	14	27	7	-	5	2	4	2	4	-	-	
CUT-OFF-SAW OPERATORS <sup>2</sup> -----	31	2.59	5	-	-	1	-	1	4	1	2	2	4	1	1	2	-	-	1	3	4	4	1	-	-	-	-	-	
DOUBLE-END-TRIMMER AND ROPING MACHINE OPERATORS <sup>2</sup> -----	53	3.33	-	-	-	-	2	5	-	-	2	4	8	1	-	-	-	1	1	3	4	4	13	2	1	-	-	1	
GLUERS, ROUGH STOCK -----	73	2.61	15	-	-	-	-	-	-	2	8	5	5	3	8	8	3	7	4	4	2	1	-	-	-	-	-	1	
TIME -----	59	2.38	15	-	-	-	-	-	-	-	8	4	1	7	5	3	7	4	2	1	1	-	-	-	-	-	-	-	
MAINTAINERS, GENERAL UTILITY <sup>2</sup> -----	107	3.15	-	-	-	-	-	1	-	-	1	-	1	3	26	16	8	5	3	5	4	3	5	7	19	3	-	-	
MOLDING MACHINE OPERATORS (SET UP AND OPERATE) <sup>2</sup> -----	13	3.07	-	-	-	-	-	-	-	-	-	-	5	7	-	-	-	-	-	1	-	2	3	-	-	-	-	-	
OFF-BEARERS, MACHINE -----	179	2.71	1	16	2	1	5	11	13	1	5	8	23	31	4	14	18	15	1	2	2	3	1	-	-	2	-	-	
TIME -----	196	2.98	-	-	8	2	4	6	12	-	-	-	18	24	3	5	12	7	24	1	1	2	1	-	-	-	-	-	
PACKERS, FURNITURE -----	167	2.62	5	-	7	-	9	12	3	1	9	9	19	10	8	4	5	8	1	5	13	8	-	-	-	-	-	-	
TIME -----	82	2.76	5	-	5	-	5	12	-	4	-	4	-	4	4	5	8	4	6	1	5	13	2	-	-	-	-	-	
INCENTIVE -----	85	2.55	-	-	2	-	-	-	1	3	1	5	9	19	6	4	2	16	4	4	2	1	6	-	-	-	-	-	
PLANER OPERATORS (SET UP AND OPERATE) <sup>2</sup> -----	9	2.79	-	-	-	-	-	2	2	-	-	-	-	-	-	-	-	-	-	2	-	-	1	-	-	-	-	-	
RIP SAW OPERATORS -----	60	2.51	10	-	1	-	5	5	7	-	4	2	6	-	3	1	3	4	-	4	-	-	-	-	-	-	-	-	
TIME -----	47	2.39	10	-	-	5	5	7	-	4	2	4	2	3	2	1	3	1	3	1	-	-	-	-	-	-	-	-	
INCENTIVE -----	13	2.97	-	-	1	-	-	-	-	-	-	-	2	-	-	-	2	1	4	3	-	-	-	-	-	-	-	-	
ROUTER OPERATORS (SET UP AND OPERATE) -----	47	2.64	-	-	-	-	7	-	1	1	7	-	2	1	4	3	5	2	3	4	5	1	-	-	-	-	-	-	
TIME -----	17	3.16	-	-	-	-	-	-	-	-	-	-	-	-	2	2	3	2	2	4	2	-	-	-	-	-	-	-	
RUBBERS, FURNITURE, HAND -----	108	2.72	-	-	10	-	1	-	-	2	7	6	8	5	24	18	6	11	2	1	3	3	1	-	-	-	-	-	
TIME -----	85	2.75	-	-	10	-	-	-	-	4	6	-	-	-	24	18	6	7	1	1	3	3	1	-	-	-	-	-	
SANDERS, FURNITURE, HAND -----	176	2.98	-	-	22	-	-	1	14	-	-	-	7	11	15	10	7	32	7	9	17	12	7	1	-	1	1	1	
TIME -----	123	2.93	-	-	15	-	-	-	12	-	-	-	7	13	7	4	15	6	6	17	11	7	1	-	-	-	-	-	
INCENTIVE -----	53	2.45	-	-	7	-	-	1	2	-	-	-	7	4	3	3	4	1	1	1	1	1	-	-	-	1	1	1	
SANDERS, FURNITURE, MACHINE -----	179	2.86	30	-	1	5	-	-	2	1	1	1	3	4	13	21	15	20	14	10	19	7	2	-	-	1	1	1	
TIME -----	141	2.91	30	-	1	5	-	-	2	1	1	1	2	4	8	17	14	17	8	7	13	3	2	-	-	-	-	-	
INCENTIVE -----	38	3.12	-	-	1	-	-	-	1	1	1	1	1	5	4	4	1	3	6	3	6	4	-	-	-	1	1	1	
BELT -----	120	2.77	30	-	1	5	-	-	-	-	1	3	-	1	17	4	7	8	7	4	17	3	2	-	-	-	-	-	
TIME -----	92	2.78	30	-	1	5	-	-	-	-	-	2	-	5	14	4	6	3	3	3	11	2	2	-	-	-	-	-	
INCENTIVE -----	28	3.03	-	-	1	-	-	-	-	1	-	1	1	1	5	3	1	3	4	1	6	1	-	-	-	-	-	-	
OTHER THAN BELT -----	59	3.09	-	-	-	-	-	-	-	2	1	-	-	4	3	4	5	8	12	7	6	4	-	-	-	1	-	-	
TIME -----	49	3.03	-	-	-	-	-	-	-	2	-	-	-	4	3	3	5	8	12	5	4	2	1	-	-	-	-	-	
INCENTIVE -----	10	3.37	-	-	-	-	-	-	-	1	-	-	-	-	-	1	-	-	-	2	-	3	-	-	-	1	-	-	
SHAPER OPERATORS, AUTOMATIC (SET UP AND OPERATE) -----	29	3.66	-	-	-	-	-	2	1	-	-	-	-	-	1	3	-	-	1	1	1	5	2	-	-	-	-		
TIME -----	14	3.16	-	-	-	-	-	2	-	-	-	-	-	-	-	3	-	-	1	1	4	2	-	-	-	-	-		

See footnotes at end of table.



**Table 9. Occupational earnings: Chicago, Ill.<sup>1</sup>**

(Number and average straight-time hourly earnings<sup>2</sup> of workers in selected occupations in wood household furniture, except upholstered, manufacturing establishments, November 1974)

Occupation	Number of workers	Average hourly earnings <sup>2</sup>	Number of workers receiving straight-time hourly earnings of—																											
			\$ 2.00 and under	\$ 2.10	\$ 2.20	\$ 2.30	\$ 2.40	\$ 2.50	\$ 2.60	\$ 2.70	\$ 2.80	\$ 2.90	\$ 3.00	\$ 3.10	\$ 3.20	\$ 3.30	\$ 3.40	\$ 3.50	\$ 3.60	\$ 3.70	\$ 3.80	\$ 3.90	\$ 4.00	\$ 4.20	\$ 4.40	\$ 4.60	\$ 4.80	\$ 5.00 and over		
			2.00	2.10	2.20	2.30	2.40	2.50	2.60	2.70	2.80	2.90	3.00	3.10	3.20	3.30	3.40	3.50	3.60	3.70	3.80	3.90	4.00	4.20	4.40	4.60	4.80	5.00		
ALL PRODUCTION WORKERS -----	1,717	3.21	120	36	59	25	73	127	191	97	56	48	54	31	54	52	40	69	49	64	65	92	100	62	31	33	46	43		
TIME -----	1,437	3.17	120	36	57	23	70	108	158	68	29	26	45	25	48	44	32	60	41	55	62	78	92	37	29	28	40	26		
INCENTIVE -----	280	3.40	-	-	2	2	3	19	33	29	27	22	9	6	6	8	8	9	8	9	3	14	8	25	2	5	6	17		
SELECTED OCCUPATIONS																														
ASSEMBLERS, EXCEPT CHAIRS -----	342	3.27	-	-	-	8	14	32	43	21	10	2	22	9	8	18	13	3	36	28	3	33	1	22	16	-	-	-		
TIME -----	282	3.22	-	-	-	8	13	28	36	18	6	1	20	9	6	17	12	-	28	26	3	33	1	1	16	-	-	-		
INCENTIVE -----	60	3.50	-	-	-	-	1	4	7	3	4	1	2	-	2	1	1	3	8	2	-	-	-	21	-	-	-	-		
COMPLETE PIECES (CASE GOODS) -----	151	3.36	-	-	-	-	-	3	31	16	5	-	1	1	-	2	12	-	32	2	3	33	1	1	8	-	-			
TIME -----	131	3.41	-	-	-	-	-	-	26	13	4	-	1	1	-	2	12	-	24	2	3	33	1	1	8	-	-			
COMPLETE PIECES (OTHER THAN CASE GOODS) <sup>3</sup> -----	54	3.76	-	-	-	-	-	-	-	1	1	17	1	1	1	1	-	-	-	1	-	-	-	21	8	-	-			
SUBASSEMBLIES -----	137	2.98	-	-	8	14	29	12	4	4	1	1	4	7	7	15	-	3	4	25	-	-	-	-	-	-	-			
TIME -----	124	2.96	-	-	8	13	28	10	4	2	1	3	7	6	15	-	-	4	23	-	-	-	-	-	-	-	-			
INCENTIVE -----	13	3.10	-	-	-	-	1	1	2	-	2	1	-	-	-	-	-	-	-	-	2	-	-	-	-	-	-			
CUT-OFF-SAW OPERATORS <sup>4</sup> -----	31	3.64	-	-	-	-	-	1	3	2	1	2	3	-	1	1	-	-	1	1	1	1	1	9	1	2	1			
MAINTAINERS, GENERAL UTILITY <sup>5</sup> -----	8	4.23	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2	1	1	1	3	1			
OFF-BEARERS, MACHINE -----	18	2.66	-	1	8	-	3	1	1	-	-	-	-	-	-	-	-	-	3	1	-	-	-	-	-	-	-			
TIME -----	15	2.68	-	8	-	-	2	-	-	-	-	-	-	-	-	-	-	-	-	3	1	-	-	-	-	-	-			
PACKERS, FURNITURE -----	70	2.83	-	8	-	-	2	20	14	5	4	-	1	2	-	-	-	-	-	-	-	9	-	-	-	-	-			
TIME -----	64	2.84	-	8	-	-	2	20	11	5	2	-	1	1	-	-	-	-	5	-	-	9	-	-	-	-	-			
RIP SAW OPERATORS -----	20	3.09	-	-	-	-	-	-	-	1	1	1	-	-	-	-	-	-	-	-	-	5	-	-	1	-	-			
TIME -----	16	3.08	-	-	-	-	8	-	-	-	-	1	-	-	1	-	-	-	-	-	5	-	-	1	-	-	-			
ROUTER OPERATORS (SET UP AND OPERATE) <sup>5</sup> -----	29	3.76	-	-	-	-	-	-	2	1	-	2	-	1	2	-	-	-	1	-	-	-	19	1	-	-	-			
ROUTER OPERATORS (FEED ONLY) <sup>5</sup> -----	25	3.05	-	-	-	1	5	4	2	2	2	-	-	-	3	-	-	-	3	1	4	-	-	-	-	-	-			
SANDERS, FURNITURE, HAND -----	76	2.90	16	-	3	2	5	7	2	10	3	3	-	-	3	1	-	4	-	1	-	16	-	-	-	-	-			
TIME -----	54	2.96	16	-	3	2	5	-	1	2	1	-	-	-	2	-	-	4	-	1	-	16	-	-	-	-	-			
SANDERS, FURNITURE, MACHINE <sup>6</sup> -----	58	3.50	-	-	-	-	-	17	-	1	2	-	-	-	2	1	1	-	-	7	8	13	1	4	1	-	-			
TIME -----	41	3.41	-	-	-	-	-	16	-	1	1	-	-	-	-	-	-	-	6	8	12	1	3	1	-	-	-			
INCENTIVE -----	17	3.70	-	-	-	-	-	1	-	1	-	-	-	-	2	1	1	-	-	1	8	1	1	4	1	-	-			
BELT -----	48	3.66	-	-	-	-	9	-	1	2	-	-	-	-	1	-	-	-	7	8	13	1	4	1	-	-	-			
TIME -----	33	3.62	-	-	-	-	8	-	1	1	-	-	-	-	-	-	-	-	6	8	12	1	3	1	-	-	-			
INCENTIVE -----	15	3.74	-	-	-	-	-	-	1	3	5	2	4	7	1	2	-	5	4	-	14	2	11	6	3	-	1			
SPRAYERS -----	84	3.67	-	1	-	-	1	3	5	2	4	7	1	2	-	5	4	-	14	2	11	6	3	-	-	1	12			
TIME -----	67	3.72	-	1	-	-	1	2	4	2	1	6	1	3	1	3	3	-	13	2	11	3	2	-	-	12	-			
INCENTIVE -----	17	3.48	-	-	-	-	-	1	1	-	3	1	1	1	-	2	1	-	1	-	-	3	1	-	-	1	-			
TENONER OPERATORS (SET UP AND OPERATE) <sup>5</sup> -----	7	5.05	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	7			
VARIETY-SAW OPERATORS <sup>5</sup> -----	6	3.90	-	-	-	-	-	-	-	1	-	-	1	-	-	1	-	-	-	-	-	-	-	-	-	1	2			

17

<sup>1</sup> The Chicago Standard Metropolitan Statistical Area, consists of Cook, DuPage, Kane, Lake, McHenry, and Will Counties.  
<sup>2</sup> Excludes premium pay for overtime and for work on weekends, holidays, and late shifts.  
<sup>3</sup> Workers paid on a time and incentive basis were equally divided.  
<sup>4</sup> Insufficient data to warrant publication of separate earnings data by method of wage payment.  
<sup>5</sup> All timeworkers.  
<sup>6</sup> Includes workers in classification in addition to those shown separately.  
<sup>7</sup> Workers were at \$5 to \$5.20.



**Table 10. Occupational earnings: Gardner, Mass.<sup>1</sup>**

(Number and average straight-time hourly earnings<sup>2</sup> of workers in selected occupations in wood household furniture, except upholstered, manufacturing establishments, November 1974)

Occupation	Number of workers	Average hourly earnings <sup>2</sup>	Number of workers receiving straight-time hourly earnings of—																										
			\$ 2.00 and under	\$ 2.05	\$ 2.10	\$ 2.15	\$ 2.20	\$ 2.25	\$ 2.30	\$ 2.35	\$ 2.40	\$ 2.45	\$ 2.50	\$ 2.60	\$ 2.70	\$ 2.80	\$ 2.90	\$ 3.00	\$ 3.10	\$ 3.20	\$ 3.40	\$ 3.60	\$ 3.80	\$ 4.00	\$ 4.20	\$ 4.40	\$ 4.60	\$ 4.80	\$ and over
			2.05	2.10	2.15	2.20	2.25	2.30	2.35	2.40	2.45	2.50	2.60	2.70	2.80	2.90	3.00	3.10	3.20	3.40	3.60	3.80	4.00	4.20	4.40	4.60	4.80	over	
ALL PRODUCTION WORKERS -----	1,527	3.25	15	-	10	2	53	35	15	31	25	42	91	240	89	57	38	76	45	114	111	69	83	53	41	49	35	108	
TIME -----	981	2.88	15	-	8	2	50	30	14	29	22	37	82	230	76	43	28	57	18	63	67	32	27	10	8	13	3	17	
INCENTIVE -----	546	3.92	-	-	2	-	3	5	1	2	3	5	9	10	13	14	10	19	27	51	44	37	56	43	33	36	32	91	
SELECTED OCCUPATIONS																													
ASSEMBLERS, EXCEPT CHAIRS -----	82	3.51	-	-	-	7	-	1	2	-	-	7	-	14	-	-	1	6	1	4	16	3	1	-	-	1	3	14	
INCENTIVE -----	38	4.28	-	-	-	-	-	1	2	-	-	-	-	-	-	-	1	2	-	3	8	2	-	-	1	1	3	14	
COMPLETE PIECES (CASE GOODS) -----	41	3.60	-	-	-	-	-	-	1	-	-	-	-	14	-	-	2	-	-	13	-	1	-	-	-	-	2	8	
INCENTIVE -----	18	4.31	-	-	-	-	-	-	1	-	-	-	-	-	-	-	2	-	-	5	-	-	-	-	-	-	2	8	
COMPLETE PIECES (OTHER THAN CASE GOODS) <sup>4</sup> -----	12	3.95	-	-	-	-	-	-	-	-	-	-	-	-	-	1	2	-	2	3	1	-	-	-	-	-	-	3	
SUBASSEMBLIES -----	29	3.19	-	-	-	7	-	1	1	-	-	7	-	-	-	-	2	1	2	-	2	-	-	1	1	1	1	3	
INCENTIVE -----	10	4.37	-	-	-	-	-	1	1	-	-	-	-	-	-	-	-	-	1	1	-	-	-	1	1	1	3	5	
ASSEMBLERS, CHAIRS -----	35	4.02	-	-	-	-	-	-	-	1	-	1	1	2	-	1	1	-	-	1	-	5	7	5	7	2	3	5	
INCENTIVE -----	31	4.18	-	-	-	-	-	-	-	1	-	1	-	1	-	-	1	-	-	1	-	5	7	5	7	2	3	5	
CUT-OFF-SAW OPERATORS -----	18	3.17	-	-	-	-	-	-	7	-	-	-	-	-	-	1	-	1	-	2	-	3	1	1	-	2	-	-	
INCENTIVE -----	8	3.80	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	2	-	1	1	1	-	2	-	-	-	
DOUBLE-END-TRIMMER AND BORING MACHINE OPERATORS <sup>5</sup> -----	12	3.93	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	7	-	2	-	-	1	-	7	2	
GLUEERS, ROUGH STOCK -----	12	3.61	-	-	-	-	-	-	-	-	-	1	1	2	-	-	-	-	2	1	-	1	-	-	2	-	8	2	
TIME -----	6	2.94	-	-	-	-	-	-	-	-	-	1	1	2	-	-	-	-	1	-	-	-	-	-	-	-	-	-	
INCENTIVE -----	6	4.28	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	1	-	-	-	-	2	-	2	-	
LATHE OPERATORS, AUTOMATIC (SET UP AND OPERATE) -----	18	3.78	-	-	-	-	-	-	-	-	-	-	-	2	-	-	-	-	1	2	3	4	2	3	-	-	1	1	
INCENTIVE -----	16	3.77	-	-	-	-	-	-	-	-	-	-	-	2	-	-	-	-	-	2	3	2	3	-	-	-	-	-	
LATHE OPERATORS, AUTOMATIC (FEED ONLY) <sup>4</sup> -----	11	3.53	-	-	-	-	-	-	-	-	-	-	-	-	2	-	-	-	2	3	-	2	2	-	-	-	-	-	
MAINTAINERS, GENERAL UTILITY <sup>9</sup> -----	19	3.42	-	-	-	-	-	-	-	-	-	-	-	-	-	1	4	3	2	3	4	2	2	-	-	-	-	-	
OFF-BEARERS, MACHINE -----	36	2.75	-	-	1	-	2	1	-	11	1	-	8	2	-	2	-	1	1	1	1	2	1	1	-	-	-	1	
TIME -----	21	2.40	-	-	-	2	-	-	11	-	-	7	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
INCENTIVE -----	15	3.24	-	-	1	-	1	-	1	-	1	1	1	1	2	-	1	1	1	1	1	2	1	1	-	-	-	1	
PACKERS, FURNITURE -----	34	3.44	-	-	-	-	-	-	-	-	-	-	1	1	2	2	-	3	12	8	3	3	1	1	-	-	1	1	
TIME -----	6	3.24	-	-	-	-	-	-	-	-	-	-	-	1	1	-	-	1	3	-	-	-	-	-	-	-	-	-	
INCENTIVE -----	28	3.49	-	-	-	-	-	-	-	-	-	-	1	-	1	1	-	3	11	5	-	3	-	1	-	1	1	1	
PLANER OPERATORS (SET UP AND OPERATE) <sup>4</sup> -----	6	3.49	-	-	-	-	-	-	-	-	-	1	-	1	-	1	-	-	1	-	-	-	-	-	1	-	10	1	
RIP SAW OPERATORS -----	21	3.76	-	-	-	-	-	-	-	-	-	3	-	2	1	-	-	-	1	1	1	3	3	1	2	1	1	2	
INCENTIVE -----	17	4.02	-	-	-	-	-	-	-	-	-	1	-	-	1	-	-	-	1	1	1	3	3	1	2	1	1	11	
ROUTER OPERATORS (SET UP AND OPERATE) <sup>6</sup> -----	15	3.82	-	-	-	-	-	-	-	-	-	-	1	-	2	-	2	-	-	-	8	1	1	-	-	1	-	12	
RUBBERS, FURNITURE, HAND <sup>6</sup> -----	7	3.21	-	-	-	-	-	1	-	-	-	1	-	2	-	-	-	-	-	-	-	-	-	1	-	-	10	1	
SANDERS, FURNITURE, HAND -----	55	3.05	-	-	7	-	14	-	3	-	-	1	1	3	3	-	3	-	4	1	2	1	1	3	2	3	3	3	
INCENTIVE -----	28	3.80	-	-	-	-	-	-	-	-	-	1	1	1	3	-	2	-	4	1	2	1	1	3	2	3	3	13	
SANDERS, FURNITURE, MACHINE -----	78	4.37	-	-	-	2	-	1	-	1	-	1	1	1	1	3	6	2	1	2	4	1	4	8	2	5	13	14	
TIME -----	11	2.84	-	-	-	-	-	1	-	1	-	1	-	1	-	1	-	3	-	1	1	1	-	-	-	-	-	-	
INCENTIVE -----	67	4.62	-	-	-	1	-	-	-	-	-	-	-	-	-	-	3	-	1	4	-	4	8	2	5	13	26		
BELT -----	45	4.55	-	-	-	1	-	1	-	-	-	-	-	1	-	-	-	-	1	1	1	1	1	2	3	8	19		
TIME -----	6	2.90	-	-	-	1	-	1	-	-	-	-	-	1	-	-	-	-	1	1	1	1	1	3	1	3	8	19	
INCENTIVE -----	39	4.80	-	-	-	-	-	-	-	-	-	-	-	1	-	-	3	-	-	-	-	3	5	5	1	2	5	7	
OTHER THAN BELT -----	33	4.12	-	-	-	1	-	-	-	-	-	1	-	-	-	-	-	-	1	3	-	3	5	1	2	5	7		
INCENTIVE -----	28	4.37	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	1	3	-	3	5	1	2	5	7		

See footnotes at end of table.

**Table 10. Occupational earnings: Gardner, Mass.<sup>1</sup> — Continued**

(Number and average straight-time hourly earnings<sup>2</sup> of workers in selected occupations in wood household furniture, except upholstered, manufacturing establishments, November 1974)

Occupation	Number of workers	Average hourly earnings <sup>2</sup> and under	Number of workers receiving straight-time hourly earnings of—																									
			\$ 2.00	\$ 2.05	\$ 2.10	\$ 2.15	\$ 2.20	\$ 2.25	\$ 2.30	\$ 2.35	\$ 2.40	\$ 2.45	\$ 2.50	\$ 2.60	\$ 2.70	\$ 2.80	\$ 2.90	\$ 3.00	\$ 3.10	\$ 3.20	\$ 3.40	\$ 3.60	\$ 3.80	\$ 4.00	\$ 4.20	\$ 4.40	\$ 4.60	\$ 4.80
			2.05	2.10	2.15	2.20	2.25	2.30	2.35	2.40	2.45	2.50	2.60	2.70	2.80	2.90	3.00	3.10	3.20	3.40	3.60	3.80	4.00	4.20	4.40	4.60	4.80	over
SELECTED OCCUPATIONS--CONTINUED																												
SHAPER OPERATORS, AUTOMATIC (SET UP AND OPERATE) <sup>6</sup> -----	9	\$ 4.48	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	1	2	2	-	-	15
SPRAYERS-----	31	3.91	-	-	-	-	-	-	-	-	-	-	-	2	1	-	-	1	-	-	5	3	6	3	3	4	1	2
TIME-----	13	3.57	-	-	-	-	-	-	-	-	-	-	-	2	1	-	-	1	-	-	2	1	4	-	-	2	-	-
INCENTIVE-----	18	4.15	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	3	2	2	3	3	2	1	16
VARIETY-SAW OPERATORS <sup>17</sup> -----	10	3.36	-	-	-	-	-	-	-	-	-	-	-	3	-	-	-	1	1	2	-	-	1	1	-	-	-	1

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<sup>1</sup> The Gardner area consists of Ashburnham, Athol, Baldwinville, Gardner, and Winchendon.  
<sup>2</sup> Excludes premium pay for overtime and for work on weekends, holidays, and late shifts.  
<sup>3</sup> Workers were distributed as follows: 4 at \$5 to \$5.20; 2 at \$5.20 to \$5.40; 2 at \$5.40 to \$5.60; 2 at \$5.60 to \$5.80; 1 at \$5.80 to \$6; 1 at \$6 to \$6.20; and 2 at \$6.60 to \$6.80.  
<sup>4</sup> Insufficient data to warrant publication of separate earnings data by method of wage payment; workers are paid predominantly on an incentive basis.  
<sup>5</sup> Workers were distributed as follows: 4 at \$5 to \$5.20; and 1 at \$5.20 to \$5.40.  
<sup>6</sup> Insufficient data to warrant publication of separate earnings data by method of wage payment; workers are paid predominantly on a time basis.  
<sup>7</sup> Workers were distributed as follows: 1 at \$5 to \$5.20; and 1 at \$5.40 to \$5.60.  
<sup>8</sup> Workers were at \$5 to \$5.20.  
<sup>9</sup> All timeworkers.  
<sup>10</sup> Worker at \$4.80 to \$5.  
<sup>11</sup> Workers were distributed as follows: 1 at \$5 to \$5.20; and 1 at \$5.20 to \$5.40.  
<sup>12</sup> Workers were distributed as follows: 1 at \$5.40 to \$5.60; and 1 at \$6 to \$6.20.  
<sup>13</sup> Workers were distributed as follows: 1 at \$4.80 to \$5; 1 at \$5.20 to \$5.40; and 1 at \$5.80 to \$6.  
<sup>14</sup> Workers were distributed as follows: 5 at \$4.80 to \$5; 5 at \$5 to \$5.20; 4 at \$5.20 to \$5.40; 3 at \$5.40 to \$5.60; 6 at \$5.60 to \$5.80; 2 at \$6.20 to \$6.40; and 1 at \$6.40 to \$6.60.  
<sup>15</sup> Workers were distributed as follows: 1 at \$4.80 to \$5; 1 at \$5.20 to \$5.40; and 1 at \$5.80 to \$6.  
<sup>16</sup> Workers were distributed as follows: 1 at \$4.80 to \$5; and 1 at \$5.40 to \$5.60.  
<sup>17</sup> Workers paid on a time and incentive basis were equally divided.

**Table 11. Occupational earnings: Grand Rapids, Mich.<sup>1</sup>**

(Number and average straight-time hourly earnings<sup>2</sup> of workers in selected occupations in wood household furniture, except upholstered, manufacturing establishments, November 1974)

Occupation	Number of workers	Average hourly earnings <sup>2</sup>	Number of workers receiving straight-time hourly earnings of—																									
			\$ 2.00 and under	\$ 2.10	\$ 2.20	\$ 2.30	\$ 2.40	\$ 2.50	\$ 2.60	\$ 2.70	\$ 2.80	\$ 2.90	\$ 3.00	\$ 3.10	\$ 3.20	\$ 3.30	\$ 3.40	\$ 3.50	\$ 3.60	\$ 3.70	\$ 3.80	\$ 3.90	\$ 4.00	\$ 4.20	\$ 4.40	\$ 4.60	\$ 4.80	\$ 5.00 and over
			2.00	2.10	2.20	2.30	2.40	2.50	2.60	2.70	2.80	2.90	3.00	3.10	3.20	3.30	3.40	3.50	3.60	3.70	3.80	3.90	4.00	4.20	4.40	4.60	4.80	5.00
ALL PRODUCTION WORKERS -----	1,912	3.33	39	27	36	23	47	37	60	78	57	114	132	140	144	136	98	117	115	70	77	80	112	100	42	20	5	6
TIME -----	1,558	3.32	39	27	36	22	37	36	59	62	43	92	105	99	92	96	66	101	92	56	71	74	107	90	37	18	-	1
INCENTIVE -----	354	3.36	-	-	-	1	10	1	1	16	14	22	27	41	52	40	32	16	23	14	6	6	5	10	5	2	5	5
SELECTED OCCUPATIONS																												
ASSEMBLERS, EXCEPT CHAIRS -----	222	3.43	-	-	2	4	1	2	5	3	6	13	16	26	19	20	7	21	4	6	18	8	11	14	7	-	1	2
TIME -----	167	3.46	-	-	2	4	1	2	5	2	3	13	15	11	16	4	19	1	5	18	8	3	14	7	-	-	-	-
INCENTIVE -----	55	3.35	-	-	-	-	-	-	-	1	3	4	9	11	6	3	2	3	1	1	1	3	-	-	-	-	-	-
COMPLETE PIECES (CASE GOODS) -----	76	3.62	-	-	-	-	-	-	-	-	-	2	3	7	11	16	2	9	2	1	10	6	4	6	1	-	1	1
INCENTIVE -----	14	3.54	-	-	-	-	-	-	-	-	-	-	2	2	5	2	-	1	-	-	-	-	-	-	-	-	-	-
COMPLETE PIECES (OTHER THAN CASE GOODS) -----	41	3.67	-	-	-	-	-	-	-	-	5	6	2	-	3	2	1	2	1	4	-	6	2	6	-	-	-	1
TIME -----	24	3.79	-	-	-	-	-	-	-	-	2	2	2	-	3	2	1	2	1	4	-	3	2	6	-	-	-	-
INCENTIVE -----	17	3.51	-	-	-	-	-	-	-	-	3	4	2	-	1	1	2	1	2	-	-	3	3	2	-	-	-	1
SUBASSEMBLIES -----	105	3.20	-	-	2	4	1	2	5	3	6	10	9	17	8	7	3	11	-	4	4	2	1	6	-	-	-	-
TIME -----	81	3.21	-	-	2	4	1	2	5	2	3	8	8	16	5	5	2	10	-	3	4	2	1	6	-	-	-	-
INCENTIVE -----	24	3.13	-	-	-	-	-	-	-	1	3	2	3	7	3	2	1	1	1	1	1	-	-	-	-	-	-	-
CUT-OFF-SAW OPERATORS -----	25	3.35	-	-	-	-	-	3	-	-	-	3	2	3	3	3	3	6	1	-	1	-	-	-	-	-	-	-
TIME -----	18	3.30	-	-	-	-	-	3	-	-	-	2	1	1	2	1	3	6	1	-	1	-	-	-	-	-	-	-
INCENTIVE -----	7	3.46	-	-	-	-	-	-	-	-	-	1	-	1	2	1	2	-	1	-	1	-	-	-	-	-	-	-
DOUBLE-END-TRIMMER AND BORING MACHINE OPERATORS -----	9	3.70	-	-	-	-	-	-	-	-	1	1	-	-	1	-	1	-	-	1	-	3	-	1	-	-	-	-
TIME -----	7	3.63	-	-	-	-	-	-	-	-	1	1	-	-	1	-	1	-	1	1	-	3	-	-	-	-	-	-
GLUERS, ROUGH STOCK -----	18	3.25	-	-	-	-	-	-	3	-	-	1	1	5	2	-	1	2	1	1	1	1	-	-	-	-	-	-
MAINTAINERS, GENERAL UTILITY -----	41	3.89	-	-	-	-	-	-	-	-	1	-	-	-	1	2	-	4	3	3	3	2	11	7	2	-	-	-
TIME -----	39	3.88	-	-	-	-	-	-	-	-	1	-	-	-	1	2	-	4	3	3	2	11	7	2	-	-	-	-
MOLDING MACHINE OPERATORS (SET UP AND OPERATE) -----	15	3.85	-	-	-	-	-	-	-	-	-	-	-	-	-	-	4	-	2	1	1	-	4	2	1	-	-	-
TIME -----	10	3.95	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	2	-	1	-	4	1	1	-	-	-
OFF-BEARERS, MACHINE -----	64	2.67	2	6	8	-	4	1	14	3	3	6	7	6	2	2	-	-	-	-	-	-	-	-	-	-	-	-
TIME -----	50	2.61	2	6	8	-	4	1	13	1	2	7	2	2	2	-	-	-	-	-	-	-	-	-	-	-	-	-
PACKERS, FURNITURE -----	46	3.06	-	3	-	1	5	-	-	2	6	12	-	3	4	2	2	2	1	-	1	2	-	-	-	-	-	-
TIME -----	40	3.03	-	3	-	1	5	-	-	2	6	12	-	2	1	2	2	1	1	-	1	2	-	-	-	-	-	-
INCENTIVE -----	6	3.21	-	-	-	1	-	-	-	-	-	-	-	1	3	-	-	1	-	-	-	-	-	-	-	-	-	-
PLANER OPERATORS (SET UP AND OPERATE) -----	11	3.41	-	-	-	-	-	-	-	3	-	-	-	-	-	1	2	1	-	2	-	1	1	-	-	-	-	-
TIME -----	10	3.41	-	-	-	-	-	-	-	3	-	-	-	-	-	1	1	1	-	2	-	1	1	-	-	-	-	-
RIP SAW OPERATORS -----	45	3.24	-	-	3	-	3	2	-	1	1	1	4	4	5	6	3	1	3	1	2	-	3	2	-	-	-	-
TIME -----	34	3.15	-	-	3	-	3	2	-	1	-	1	4	3	5	1	2	1	2	1	2	-	3	-	-	-	-	-
ROUTER OPERATORS (SET UP AND OPERATE) -----	15	3.73	-	-	-	-	-	-	-	-	-	1	-	2	3	1	1	3	-	-	-	-	-	-	1	2	1	-
TIME -----	8	3.57	-	-	-	-	-	-	-	-	-	1	-	1	1	1	1	3	-	-	-	-	-	-	-	1	-	-
RUBBERS, FURNITURE, HAND -----	60	3.20	-	-	-	-	7	-	10	1	6	3	5	11	4	1	-	1	-	1	2	2	4	-	1	-	-	1
TIME -----	26	3.48	-	-	-	-	-	-	3	-	4	2	3	2	-	1	-	1	-	1	2	2	4	-	1	-	-	-
INCENTIVE -----	34	2.99	-	-	-	-	7	-	7	1	2	1	2	9	4	-	-	-	-	-	-	-	-	-	-	-	-	1
SANDERS, FURNITURE, HAND -----	112	2.83	2	-	2	14	9	2	1	15	6	19	17	10	12	1	1	1	-	-	-	-	-	-	-	-	-	-
TIME -----	77	2.77	2	-	2	14	7	1	1	11	3	10	9	7	7	1	1	1	-	-	-	-	-	-	-	-	-	-
INCENTIVE -----	35	2.95	-	-	-	-	2	1	-	4	3	9	6	3	5	-	-	-	-	-	-	-	-	-	-	-	-	-
SANDERS, FURNITURE, MACHINE -----	198	3.36	-	-	-	-	3	3	-	3	6	6	10	8	9	12	8	3	8	4	6	9	6	3	1	-	-	-
TIME -----	82	3.32	-	-	-	-	3	3	-	3	6	6	9	5	5	6	2	3	8	4	5	9	4	1	-	-	-	-
INCENTIVE -----	88	3.33	-	-	-	-	3	3	-	3	5	6	9	8	8	5	7	3	4	4	4	7	5	3	1	-	-	-
BELT -----	66	3.27	-	-	-	-	3	3	-	3	5	6	8	5	4	3	1	3	4	4	3	7	3	1	-	-	-	-
TIME -----	20	3.50	-	-	-	-	-	-	-	1	-	1	-	1	7	1	-	4	-	2	2	1	-	-	-	-	-	-
OTHER THAN BELT -----	16	3.53	-	-	-	-	-	-	-	1	-	1	-	1	3	1	-	4	-	2	2	1	-	-	-	-	-	-
TIME -----	16	3.53	-	-	-	-	-	-	-	1	-	1	-	1	3	1	-	4	-	2	2	1	-	-	-	-	-	-
SHAPER OPERATORS, HAND (SET UP AND OPERATE) -----	11	3.64	-	-	-	-	-	-	-	-	-	-	-	-	1	1	2	4	-	-	-	1	-	1	1	-	-	-
TIME -----	9	3.70	-	-	-	-	-	-	-	-	-	-	-	1	-	1	4	-	-	-	1	-	1	1	-	-	-	-

See footnotes at end of table.

**Table 11. Occupational earnings: Grand Rapids, Mich.<sup>1</sup> — Continued**

(Number and average straight-time hourly earnings<sup>2</sup> of workers in selected occupations in wood household furniture, except upholstered, manufacturing establishments, November 1974)

Occupation	Number of workers	Average hourly earnings <sup>2</sup>	Number of workers receiving straight-time hourly earnings of—																									
			\$ 2.00 and under	\$ 2.10	\$ 2.20	\$ 2.30	\$ 2.40	\$ 2.50	\$ 2.60	\$ 2.70	\$ 2.80	\$ 2.90	\$ 3.00	\$ 3.10	\$ 3.20	\$ 3.30	\$ 3.40	\$ 3.50	\$ 3.60	\$ 3.70	\$ 3.80	\$ 3.90	\$ 4.00	\$ 4.20	\$ 4.40	\$ 4.60	\$ 4.80	\$ 5.00 and over
			2.10	2.20	2.30	2.40	2.50	2.60	2.70	2.80	2.90	3.00	3.10	3.20	3.30	3.40	3.50	3.60	3.70	3.80	3.90	4.00	4.20	4.40	4.60	4.80	5.00	over
<b>SELECTED OCCUPATIONS--CONTINUED</b>																												
SPRAYERS -----	111	\$ 3.18	6	-	6	2	-	7	10	1	-	5	6	7	7	12	4	8	6	3	4	7	8	2	-	-	-	-
TIME -----	93	3.15	6	-	6	2	-	7	10	1	-	5	6	1	2	10	3	8	3	3	4	6	8	2	-	-	-	-
TENONER OPERATORS (SET UP AND OPERATE) -----	16	3.72	-	-	-	-	-	-	-	-	1	-	-	1	-	1	3	1	-	2	2	-	3	1	1	-	-	-
TIME -----	10	3.75	-	-	-	-	-	-	-	-	1	-	-	1	-	-	1	1	-	2	1	-	3	1	-	-	-	-
VARIETY-SAW OPERATORS -----	33	3.67	-	-	-	-	-	-	-	-	-	-	2	2	1	-	4	5	2	4	5	1	6	1	-	-	-	-
TIME -----	27	3.72	-	-	-	-	-	-	-	-	-	-	-	2	-	-	3	4	2	3	4	1	6	1	-	-	-	-

<sup>1</sup> The Grand Rapids Standard Metropolitan Statistical Area, consists of Kent and Ottawa Counties.

<sup>2</sup> Excludes premium pay for overtime and for work on weekends, holidays, and late shifts.

**Table 12. Occupational earnings: Hickory-Statesville, N.C.<sup>1</sup>**

(Number and average straight-time hourly earnings<sup>2</sup> of workers in selected occupations in wood household furniture, except upholstered, manufacturing establishments, November 1974)

Occupation	Number of workers	Average hourly earnings <sup>2</sup>	Number of workers receiving straight-time hourly earnings of—																									
			\$ 2.00 and under	\$ 2.10	\$ 2.20	\$ 2.30	\$ 2.40	\$ 2.50	\$ 2.60	\$ 2.70	\$ 2.80	\$ 2.90	\$ 3.00	\$ 3.10	\$ 3.20	\$ 3.30	\$ 3.40	\$ 3.50	\$ 3.60	\$ 3.70	\$ 3.80	\$ 3.90	\$ 4.00	\$ 4.10	\$ 4.20	\$ 4.30	\$ 4.40	\$ 4.50 and over
			2.10	2.20	2.30	2.40	2.50	2.60	2.70	2.80	2.90	3.00	3.10	3.20	3.30	3.40	3.50	3.60	3.70	3.80	3.90	4.00	4.10	4.20	4.30	4.40	4.50	over
ALL PRODUCTION WORKERS -----	11,475	2.95	73	153	270	375	516	932	1019	1128	1003	882	912	882	877	640	417	522	343	120	146	106	32	37	14	22	28	26
TIME -----	11,248	2.94	73	145	265	367	504	932	1011	1115	998	880	911	880	858	631	390	515	334	115	131	95	29	18	8	17	20	6
INCENTIVE -----	227	3.54	-	8	5	8	12	-	8	13	5	2	1	2	19	9	27	7	9	5	15	11	3	19	6	5	8	20
SELECTED OCCUPATIONS <sup>3</sup>																												
ASSEMBLERS, EXCEPT CHAIRS -----	1,148	2.96	9	15	3	7	27	92	93	132	115	157	81	134	77	63	41	46	35	3	6	4	-	4	-	-	-	4
TIME -----	1,104	2.93	9	15	3	7	27	92	93	132	115	157	81	134	73	55	25	46	35	3	2	-	-	-	-	-	-	4
COMPLETE PIECES (CASE GOODS) -----	474	3.03	-	-	-	2	7	30	31	41	53	40	42	91	43	29	16	28	12	1	-	4	-	-	-	-	-	-
TIME -----	462	3.01	-	-	-	2	7	30	31	41	53	40	42	91	43	29	12	28	12	1	-	-	-	-	-	-	-	-
COMPLETE PIECES (OTHER THAN CASE GOODS) -----	142	3.01	-	-	-	-	-	3	13	22	8	23	21	10	11	6	10	1	2	1	-	-	-	-	-	-	-	-
SUBASSEMBLIES -----	532	2.87	9	15	3	5	20	59	49	69	54	94	18	33	23	19	8	22	-	5	-	-	-	4	-	-	-	-
TIME -----	500	2.83	9	15	3	5	20	59	49	69	54	94	18	33	19	15	7	8	22	-	1	-	-	-	-	-	-	-
ASSEMBLERS, CHAIRS -----	111	2.64	10	10	5	4	7	19	14	4	3	6	12	2	2	4	3	2	2	-	-	-	-	-	-	-	-	-
CUT-OFF-SAW OPERATORS -----	116	3.16	-	5	-	5	-	-	-	10	-	10	8	8	25	13	18	2	2	-	-	-	-	-	-	-	-	-
DOUBLE-END-TRIMMER AND BORING MACHINE OPERATORS -----	65	3.24	-	-	-	-	4	-	2	2	8	9	6	4	4	3	7	14	-	-	2	-	-	-	-	-	-	-
GLUERS, ROUGH STOCK -----	131	2.92	-	-	-	2	4	7	13	17	13	12	22	19	17	2	2	1	-	-	-	-	-	-	-	-	-	-
LATHE OPERATORS, AUTOMATIC (SET UP AND OPERATE) -----	27	3.30	-	-	-	-	-	-	-	2	1	4	1	4	3	4	5	2	-	-	-	-	1	-	-	-	-	-
LATHE OPERATORS, AUTOMATIC (FEED ONLY) -----	42	2.78	-	10	-	-	-	2	4	3	1	9	2	3	1	1	3	3	-	-	-	-	-	-	-	-	-	-
MAINTAINERS, GENERAL UTILITY -----	104	3.29	-	-	-	-	-	-	5	-	6	5	9	18	11	18	3	11	4	5	-	2	4	1	1	-	-	1
MOLDING MACHINE OPERATORS (SET UP AND OPERATE) -----	46	3.34	-	-	-	-	-	-	-	2	4	3	-	3	6	7	3	7	6	1	1	2	1	-	-	-	-	-
MOLDING MACHINE OPERATORS (FEED ONLY) -----	30	2.85	-	-	-	2	2	6	1	5	1	3	3	2	1	-	1	-	3	-	-	-	-	-	-	-	-	-
OFF-BEARERS, MACHINE -----	757	2.61	22	12	28	31	79	137	154	121	112	37	15	9	-	-	-	-	-	-	-	-	-	-	-	-	-	-
PACKERS, FURNITURE -----	388	2.70	5	12	16	16	21	49	47	79	63	24	23	16	9	2	-	1	1	1	3	-	-	-	-	-	-	-
PLANER OPERATORS (SET UP AND OPERATE) -----	53	3.07	-	-	-	-	-	2	2	7	7	1	11	3	3	5	3	9	-	-	-	-	-	-	-	-	-	-
PLANER OPERATORS (FEED ONLY) -----	10	3.11	-	-	-	-	-	-	2	-	-	3	-	1	1	-	-	2	-	-	-	-	-	-	-	-	-	-
RIP SAW OPERATORS -----	206	3.13	-	-	5	-	-	2	5	7	11	10	34	39	35	26	14	13	1	2	2	-	-	-	-	-	-	-
ROUTER OPERATORS (SET UP AND OPERATE) -----	70	3.32	-	-	-	-	-	-	-	1	2	2	10	5	14	7	4	15	3	5	2	-	-	-	-	-	-	-
ROUTER OPERATORS (FEED ONLY) -----	80	3.18	-	-	-	1	2	4	3	3	8	10	8	3	11	4	2	8	2	2	2	1	4	-	-	-	1	1
TIME -----	71	3.07	-	-	-	1	2	4	3	3	8	10	8	3	11	4	2	8	2	1	-	1	-	-	-	-	-	-
RUBBERS, FURNITURE, HAND -----	506	2.70	1	-	58	40	33	53	45	115	62	30	24	17	9	4	2	5	2	-	-	-	-	-	-	-	-	4
RUBBERS, FURNITURE, MACHINE -----	143	3.00	-	-	-	1	-	6	12	16	16	20	24	15	9	10	6	2	2	-	1	-	-	2	-	-	-	-
SANDERS, FURNITURE, HAND -----	646	2.58	1	27	66	78	73	97	117	104	14	12	8	12	18	12	1	4	-	-	-	-	-	-	-	2	-	-
TIME -----	629	2.56	1	27	66	78	73	97	117	100	14	12	8	10	14	11	-	1	-	-	-	-	-	-	-	-	-	-
INCENTIVE -----	17	3.32	-	-	-	-	-	-	-	4	-	-	2	4	1	1	3	-	-	-	-	-	-	-	-	2	-	-
SANDERS, FURNITURE, MACHINE -----	729	3.04	-	5	5	19	23	26	42	58	45	45	46	62	134	63	37	52	15	9	1	1	1	1	-	-	-	-
BELT -----	430	3.13	-	5	-	8	7	3	18	22	24	51	22	36	101	42	29	46	6	7	1	1	1	-	-	-	-	-
OTHER THAN BELT -----	299	2.92	-	-	5	11	16	23	24	36	21	34	24	26	33	21	8	6	9	2	-	-	-	-	-	-	-	-
SHAPER OPERATORS, AUTOMATIC (SET UP AND OPERATE) -----	36	3.31	-	-	-	-	-	-	-	1	-	1	4	8	7	-	3	7	1	-	1	2	-	1	-	-	-	-
SHAPER OPERATORS, AUTOMATIC (FEED ONLY) -----	14	2.90	-	-	-	-	2	-	2	2	1	2	1	2	-	-	-	2	-	-	-	-	-	-	-	-	-	-

See footnotes at end of table.

**Table 12. Occupational earnings: Hickory-Statesville, N.C.<sup>1</sup> — Continued**

(Number and average straight-time hourly earnings<sup>2</sup> of workers in selected occupations in wood household furniture, except upholstered, manufacturing establishments, November 1974)

Occupation	Number of workers	Average hourly earnings <sup>2</sup>	Number of workers receiving straight-time hourly earnings of—																									
			\$ 2.00 and under	\$ 2.10	\$ 2.20	\$ 2.30	\$ 2.40	\$ 2.50	\$ 2.60	\$ 2.70	\$ 2.80	\$ 2.90	\$ 3.00	\$ 3.10	\$ 3.20	\$ 3.30	\$ 3.40	\$ 3.50	\$ 3.60	\$ 3.70	\$ 3.80	\$ 3.90	\$ 4.00	\$ 4.10	\$ 4.20	\$ 4.30	\$ 4.40	\$ 4.50 and over
			2.10	2.20	2.30	2.40	2.50	2.60	2.70	2.80	2.90	3.00	3.10	3.20	3.30	3.40	3.50	3.60	3.70	3.80	3.90	4.00	4.10	4.20	4.30	4.40	4.50	over
SELECTED OCCUPATIONS <sup>1</sup> —CONTINUED																												
SHAPER OPERATORS, HAND (SET UP AND OPERATE) -----	38	\$ 3.56	-	-	-	-	-	-	-	1	-	-	1	2	4	2	5	2	6	1	2	12	-	-	-	-	-	-
SPRAYERS -----	540	3.07	-	12	-	5	8	17	12	30	47	59	62	101	56	60	21	29	16	-	1	-	-	-	-	-	4	-
TIME -----	532	3.05	-	12	-	5	8	17	12	30	47	59	62	101	56	60	21	29	12	-	1	-	-	-	-	-	-	-
TENONER OPERATORS (SET UP AND OPERATE) -----	58	3.40	-	-	-	-	-	-	-	4	2	1	4	12	8	5	1	7	8	6	-	-	-	-	-	-	-	-
TENONER OPERATORS (FEED ONLY) -----	20	2.83	-	5	-	-	-	-	2	-	2	2	1	2	1	1	2	-	-	-	-	-	-	-	-	-	-	-
VARIETY-SAW OPERATORS -----	97	3.38	-	-	-	-	-	-	2	6	7	9	5	5	11	7	6	14	3	1	3	5	1	12	-	-	-	
TIME -----	81	3.23	-	-	-	-	-	-	2	6	7	9	5	5	11	7	6	14	3	1	3	1	1	-	-	-	-	

<sup>1</sup> The Hickory—Statesville area consists of Burke, Caldwell, Catawba, and Iredell Counties.

<sup>2</sup> Excludes premium pay for overtime and for work on weekends, holidays, and late shifts.

<sup>3</sup> Except where indicated, all or nearly all workers were time rated.

**Table 13. Occupational earnings: Indiana**

(Number and average straight-time hourly earnings<sup>1</sup> of workers in selected occupations in wood household furniture, except upholstered, manufacturing establishments, November 1974)

Occupation	Number of workers	Average hourly earnings <sup>1</sup>	Number of workers receiving straight-time hourly earnings of—																											
			Under \$ 2.30	\$ 2.30 and under	\$ 2.40	\$ 2.50	\$ 2.60	\$ 2.70	\$ 2.80	\$ 2.90	\$ 3.00	\$ 3.10	\$ 3.20	\$ 3.30	\$ 3.40	\$ 3.50	\$ 3.60	\$ 3.70	\$ 3.80	\$ 3.90	\$ 4.00	\$ 4.20	\$ 4.40	\$ 4.60	\$ 4.80	\$ 5.00	\$ 5.40	\$ 5.80		
				2.40	2.50	2.60	2.70	2.80	2.90	3.00	3.10	3.20	3.30	3.40	3.50	3.60	3.70	3.80	3.90	4.00	4.20	4.40	4.60	4.80	5.00	5.40	5.80	over		
ALL PRODUCTION WORKERS -----	9,242	\$ 3.52	71	90	122	108	183	365	760	468	573	463	952	907	897	514	645	399	327	165	241	138	126	103	134	60	120	311		
TIME -----	4,326	3.29	28	30	77	67	125	218	572	320	224	158	406	350	449	297	333	234	134	39	94	37	37	28	23	11	22	13		
INCENTIVE -----	4,916	3.73	43	60	45	41	58	147	188	148	349	305	546	557	448	217	312	165	193	126	147	101	89	75	111	49	98	298		
SELECTED OCCUPATIONS																														
ASSEMBLERS, EXCEPT CHAIRS -----	1,521	3.76	25	15	16	9	27	70	94	55	59	86	269	116	134	66	56	43	70	14	26	35	23	6	42	18	9	138		
TIME -----	458	3.22	-	-	-	-	15	47	52	29	14	1	136	20	62	32	12	13	12	1	12	-	-	-	-	-	-	-		
INCENTIVE -----	1,063	3.99	25	15	16	9	12	23	42	26	45	85	133	96	72	34	44	30	58	13	14	35	23	6	42	18	9	138		
COMPLETE PIECES (CASE GOODS) -----	920	4.09	1	5	-	2	4	40	41	21	24	63	119	66	94	52	33	37	55	10	13	28	23	3	42	15	-	129		
TIME -----	198	3.31	-	-	-	-	4	27	8	11	-	21	4	62	32	10	11	7	-	1	-	-	-	-	-	-	-	-		
INCENTIVE -----	722	4.31	1	5	-	2	-	13	33	10	24	63	98	62	32	20	23	26	48	10	12	28	23	3	42	15	-	129		
COMPLETE PIECES (OTHER THAN CASE GOODS) -----	51	4.26	-	-	-	-	-	7	-	1	1	4	-	9	7	3	-	-	-	1	-	-	-	-	-	-	9	9		
TIME -----	44	4.50	-	-	-	-	-	-	-	1	1	4	-	9	7	3	-	-	-	1	-	-	-	-	-	-	9	9		
INCENTIVE -----	550	3.16	24	10	16	7	23	23	53	33	34	19	150	41	33	11	23	6	15	3	13	7	-	3	-	3	-	-		
TIME -----	253	3.17	-	-	-	-	11	13	44	18	14	1	115	16	-	-	2	2	5	1	11	-	-	-	-	-	-	-		
INCENTIVE -----	297	3.15	24	10	16	7	12	10	9	15	20	18	35	25	33	11	21	4	10	2	2	7	-	3	-	3	-	-		
CUT-OFF-SAW OPERATORS -----	98	3.50	-	-	-	-	2	-	5	2	2	1	27	5	1	7	22	10	4	1	1	-	7	1	-	-	-	-		
TIME -----	46	3.45	-	-	-	-	2	-	2	2	1	9	4	-	4	15	9	-	-	-	-	-	-	-	-	-	-	-		
INCENTIVE -----	52	3.56	-	-	-	-	-	-	5	-	2	-	18	1	1	3	7	1	4	1	1	-	7	1	-	-	-	-		
DOUBLE-END-TRIMMER AND BORING MACHINE OPERATORS -----	113	3.48	-	5	1	1	-	-	31	2	3	3	6	-	3	5	18	1	5	5	8	3	1	2	7	3	-	-		
TIME -----	63	3.75	-	5	1	1	-	-	3	-	1	3	6	-	3	4	3	1	4	3	1	2	7	3	-	-	-	-		
INCENTIVE -----	158	3.27	-	-	1	-	1	23	29	10	5	8	4	16	24	5	6	8	5	3	5	-	1	-	3	-	-	1		
GLUERS, ROUGH STOCK -----	101	3.43	-	-	-	-	1	9	5	8	4	8	4	16	8	5	6	8	5	3	5	-	1	-	3	-	-	1		
TIME -----	119	4.11	-	-	-	-	-	-	1	2	7	11	4	22	4	10	7	5	2	11	11	1	-	-	6	-	-	3		
INCENTIVE -----	66	3.52	-	-	-	-	-	-	1	2	1	8	3	19	4	7	2	4	2	1	1	1	-	-	-	-	-	-		
INCENTIVE -----	53	4.85	-	-	-	-	-	-	-	-	6	3	1	3	-	3	5	1	-	10	-	-	-	-	6	-	-	15		
MOLDING MACHINE OPERATORS (SET UP AND OPERATE) -----	61	3.60	-	-	-	-	2	3	-	1	2	-	4	1	1	1	32	3	-	2	5	-	1	-	3	-	-	-		
TIME -----	19	3.84	-	-	-	-	-	3	-	-	-	-	-	1	1	1	2	-	-	2	5	-	1	-	3	-	-	-		
INCENTIVE -----	245	3.32	-	11	-	1	19	28	13	3	11	18	38	21	2	4	23	5	3	9	11	11	4	7	3	-	-	-		
FF-BEARERS, MACHINE -----	84	2.92	-	11	-	-	15	18	-	-	3	5	19	13	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
TIME -----	161	3.53	-	-	-	1	4	10	13	3	8	13	19	8	2	4	23	5	3	9	11	11	4	7	3	-	-	-		
INCENTIVE -----	303	3.46	1	2	6	10	11	23	6	3	32	23	16	65	26	16	17	9	8	5	2	3	3	4	7	-	-	16		
TIME -----	117	3.13	-	-	-	6	8	16	6	-	-	16	3	55	-	5	1	1	-	-	-	-	-	-	-	-	-	-		
INCENTIVE -----	186	3.67	1	2	6	4	3	7	-	3	32	7	13	10	26	11	16	8	8	5	2	3	3	-	-	-	-	-	16	
PLANER OPERATORS (SET UP AND OPERATE) <sup>4</sup> -----	21	3.51	-	-	-	-	-	3	6	2	-	-	1	-	-	-	-	-	1	-	4	-	-	1	3	-	-	-		
TIME -----	140	3.57	-	1	2	4	-	-	13	-	1	4	5	8	5	60	1	-	7	2	8	4	7	3	2	2	1	-		
INCENTIVE -----	52	3.30	-	-	-	-	-	-	8	3	10	1	9	-	6	-	6	8	-	-	1	-	-	-	-	-	-	-		
ROUTER OPERATORS (SET UP AND OPERATE) -----	176	4.09	-	-	-	-	-	1	14	6	15	6	12	25	14	8	13	11	2	1	13	2	3	3	-	-	-	17		
TIME -----	52	3.30	-	-	-	-	-	-	8	3	10	1	9	-	6	-	6	8	-	-	1	-	-	-	-	-	-	-		
INCENTIVE -----	124	4.42	-	-	-	-	-	1	6	3	5	5	3	25	8	8	7	3	2	1	12	2	3	3	-	-	-	27		
ROUTER OPERATORS (FEED ONLY) <sup>5</sup> -----	10	2.81	-	3	-	1	-	-	4	-	1	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-		
RUBBERS, FURNITURE, HAND -----	242	3.45	-	-	-	-	-	14	15	14	10	30	71	8	18	4	3	11	5	10	12	1	-	1	-	-	15	-		
TIME -----	99	3.24	-	-	-	-	-	-	12	-	9	28	41	-	-	-	-	-	-	-	9	-	-	-	-	-	-	-		
INCENTIVE -----	143	3.59	-	-	-	-	-	14	3	14	1	2	30	8	18	4	3	11	5	10	3	1	-	1	-	-	15	-		
RUBBERS, FURNITURE, MACHINE -----	78	3.33	-	-	-	-	-	15	6	1	-	-	2	-	41	1	8	4	-	-	-	-	-	-	-	-	-	-		
TIME -----	69	3.37	-	-	-	-	-	12	4	1	-	-	-	-	41	-	8	4	-	-	-	-	-	-	-	-	-	-		
INCENTIVE -----	9	3.04	-	-	-	-	-	-	3	2	1	-	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
SANDERS, FURNITURE, HAND -----	509	3.45	1	5	1	19	18	51	71	14	47	7	33	58	76	20	17	7	9	3	6	-	6	-	-	3	9	28		
TIME -----	219	3.00	-	-	-	19	9	32	57	10	27	7	33	16	43	-	3	-	3	-	6	-	-	-	-	-	-	-		
INCENTIVE -----	290	3.79	1	5	1	-	9	19	14	4	20	7	33	42	33	20	14	7	6	3	6	-	6	-	3	9	28			

See footnotes at end of table.

**Table 13. Occupational earnings: Indiana — Continued**

(Number and average straight-time hourly earnings<sup>1</sup> of workers in selected occupations in wood household furniture, except upholstered, manufacturing establishments, November 1974)

Occupation	Number of workers	Average hourly earnings <sup>1</sup>	Number of workers receiving straight-time hourly earnings of—																										
			Under \$ 2.30	\$ 2.30 and under	\$ 2.40	\$ 2.50	\$ 2.60	\$ 2.70	\$ 2.80	\$ 2.90	\$ 3.00	\$ 3.10	\$ 3.20	\$ 3.30	\$ 3.40	\$ 3.50	\$ 3.60	\$ 3.70	\$ 3.80	\$ 3.90	\$ 4.00	\$ 4.20	\$ 4.40	\$ 4.60	\$ 4.80	\$ 5.00	\$ 5.40	\$ 5.80	
SELECTED OCCUPATIONS--CONTINUED																													
SANDEPS, FURNITURE, MACHINE	530	3.40	-	1	11	9	22	11	46	27	47	32	59	53	68	37	22	12	13	12	13	6	5	3	6	3	-	-	12
TIME	232	3.20	-	8	8	16	-	30	14	18	4	24	16	45	26	16	2	3	-	2	-	-	-	-	-	-	-	-	-
INCENTIVE	298	3.56	-	1	3	1	6	11	16	13	29	28	35	37	23	11	6	10	10	12	11	6	5	3	6	3	-	-	12
BELT	353	3.41	-	1	2	8	11	3	43	19	27	20	37	52	38	8	16	10	9	12	11	5	3	3	6	3	-	-	6
TIME	134	3.12	-	-	-	8	8	-	30	14	18	-	6	16	18	-	10	2	2	-	2	-	-	-	-	-	-	-	-
INCENTIVE	219	3.59	-	1	2	-	3	3	13	5	9	20	31	36	20	8	6	8	7	12	9	5	3	3	6	3	-	-	6
OTHER THAN BELT	177	3.39	-	-	9	1	11	8	3	9	20	12	22	1	30	29	6	2	4	-	2	1	2	-	-	-	-	-	6
INCENTIVE	79	3.50	-	-	1	1	3	8	3	8	20	8	4	1	3	3	-	2	3	-	2	1	2	-	-	-	-	-	6
SHAPER OPERATORS, AUTOMATIC (SET UP AND OPERATE)	46	3.58	-	-	-	-	-	-	-	3	3	2	4	3	8	-	14	-	3	-	-	-	-	3	-	1	-	-	-
INCENTIVE	32	3.63	-	-	-	-	-	-	-	-	3	2	4	3	8	-	3	-	3	-	-	2	-	3	-	1	-	-	-
SHAPER OPERATORS, HAND (SET UP AND OPERATE)	37	3.51	-	-	-	-	-	-	-	2	-	-	10	1	1	14	2	2	2	2	-	-	1	-	-	-	-	-	-
TIME	18	3.42	-	-	-	-	-	-	-	-	-	-	9	-	8	-	1	-	-	-	-	-	-	-	-	-	-	-	-
INCENTIVE	19	3.60	-	-	-	-	-	-	-	2	-	-	1	1	6	2	1	2	2	-	-	-	1	-	-	-	-	-	-
SPRAYERS	651	3.69	-	-	8	1	5	13	50	37	40	8	30	73	116	44	23	71	14	15	25	2	10	-	9	-	-	-	30
TIME	285	3.40	-	-	8	-	2	13	27	27	16	-	6	20	45	31	8	57	6	-	1	-	9	-	-	-	-	-	-
INCENTIVE	366	3.92	-	-	-	1	3	-	23	10	24	8	24	53	71	13	15	14	8	15	24	2	1	-	-	-	-	-	27
TENONER OPERATORS (SET UP AND OPERATE)	79	3.65	-	-	-	-	-	3	-	1	1	1	5	9	2	23	7	5	-	2	12	3	-	4	1	-	-	-	-
TIME	30	3.53	-	-	-	-	-	-	-	1	-	-	4	1	-	13	5	5	-	-	1	-	-	-	-	-	-	-	-
INCENTIVE	49	3.73	-	-	-	-	-	3	-	-	-	-	1	1	8	2	10	2	-	2	11	3	-	4	1	-	-	-	-
VARIETY-SAW OPERATORS	126	3.38	-	-	-	-	1	1	11	20	17	12	11	18	-	5	4	4	4	4	4	5	4	2	1	-	-	-	-
TIME	33	3.05	-	-	-	-	-	-	4	11	10	2	-	6	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
INCENTIVE	93	3.50	-	-	-	-	1	1	7	9	7	-	12	-	18	-	5	4	4	4	4	5	4	2	1	-	-	-	-

<sup>1</sup> Excludes premium pay for overtime and for work on weekends, holidays, and late shifts.  
<sup>2</sup> Workers were distributed as follows: 9 at \$6.20 to \$6.60; and 129 at \$7.40 to \$7.80.  
<sup>3</sup> Workers were at \$7.40 to \$7.80.  
<sup>4</sup> Insufficient data to warrant publication of separate earnings data by method of wage payment

workers are paid predominantly on a time basis.  
<sup>5</sup> Insufficient data to warrant publication of separate earnings data by method of wage payment; workers are predominantly on an incentive basis.



**Table 14. Occupational earnings: Jamestown, N.Y.<sup>1</sup>**

(Number and average straight-time hourly earnings<sup>2</sup> of workers in selected occupations in wood household furniture, except upholstered, manufacturing establishments, November 1974)

Occupation	Number of workers	Average hourly earnings <sup>2</sup>	Number of workers receiving straight-time hourly earnings of—																											
			\$ 2.00 and under	\$ 2.10	\$ 2.20	\$ 2.30	\$ 2.40	\$ 2.50	\$ 2.60	\$ 2.70	\$ 2.80	\$ 2.90	\$ 3.00	\$ 3.10	\$ 3.20	\$ 3.30	\$ 3.40	\$ 3.50	\$ 3.60	\$ 3.70	\$ 3.80	\$ 3.90	\$ 4.00	\$ 4.10	\$ 4.20	\$ 4.30	\$ 4.40	\$ 4.50	and over	
			2.10	2.20	2.30	2.40	2.50	2.60	2.70	2.80	2.90	3.00	3.10	3.20	3.30	3.40	3.50	3.60	3.70	3.80	3.90	4.00	4.10	4.20	4.30	4.40	4.50	over		
ALL PRODUCTION WORKERS -----	1,060	\$ 3.26	11	42	52	32	41	53	73	58	57	48	47	39	38	57	49	45	33	40	44	29	22	31	25	15	17	62		
TIME -----	401	2.88	5	40	41	27	19	22	37	20	19	18	13	16	14	39	9	7	5	14	9	6	5	4	3	1	3	5		
INCENTIVE -----	659	3.49	6	2	11	5	22	31	36	38	38	30	34	23	24	18	40	38	28	26	35	23	17	27	22	14	14	57		
SELECTED OCCUPATIONS																														
ASSEMBLERS, EXCEPT CHAIRS <sup>3</sup> -----	137	3.35	-	9	-	-	3	5	9	6	5	7	7	3	8	9	6	8	5	11	8	10	2	3	2	3	4	4		
TIME -----	41	2.81	-	9	-	-	-	4	5	5	-	4	2	-	2	6	4	-	-	2	-	-	-	-	-	-	-	-		
INCENTIVE -----	96	3.58	-	-	-	-	3	1	4	1	5	3	5	3	6	3	4	8	5	11	6	10	2	3	2	3	4	4		
COMPLETE PIECES (CASE GOOVS) -----	57	3.34	-	9	-	-	-	-	-	3	2	2	3	-	3	7	3	-	3	9	2	6	4	1	-	-	1	3		
INCENTIVE -----	29	3.79	-	-	-	-	-	-	-	-	2	1	-	-	1	1	-	-	3	9	-	-	-	-	-	-	1	4		
SUBASSEMBLIES -----	72	3.39	-	-	-	-	3	5	6	3	3	5	3	3	4	2	2	6	2	2	6	4	2	2	2	3	3	1		
INCENTIVE -----	62	3.50	-	-	-	-	3	1	4	1	3	3	3	3	4	2	2	6	2	2	6	4	2	2	2	3	3	1		
CUT-OFF-SAW OPERATORS -----	19	3.07	-	3	-	-	-	1	2	2	2	2	1	1	-	3	2	-	-	-	4	2	2	2	2	3	3	1		
INCENTIVE -----	14	3.28	-	-	-	-	-	1	2	2	2	1	1	-	3	2	-	-	-	-	4	2	2	2	2	3	3	1		
GLUERS, ROUGH STOCK -----	14	3.22	-	-	3	-	1	1	2	1	2	1	1	-	1	-	1	-	-	-	2	-	-	1	-	-	-	1		
INCENTIVE -----	11	3.45	-	-	-	-	1	1	2	1	2	1	1	-	1	-	1	-	-	-	2	-	1	-	-	-	-	1		
LATHE OPERATORS, AUTOMATIC (SET UP AND OPERATE) -----	9	3.55	-	-	-	-	-	-	-	-	-	-	-	4	1	-	-	-	1	-	-	1	-	-	1	1	-	-		
INCENTIVE -----	6	3.78	-	-	-	-	-	-	-	-	-	-	-	1	1	-	-	-	1	-	-	-	-	-	1	1	-	-		
MAINTAINERS, GENERAL UTILITY <sup>5</sup> -----	26	3.26	-	-	-	1	-	-	-	1	1	1	-	5	3	9	1	1	1	1	1	1	-	-	-	1	1	-		
MOLDING MACHINE OPERATORS (SET UP AND OPERATE) -----	10	4.36	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	1	3	-	1	-	-	1	-	-	6		
INCENTIVE -----	8	4.51	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	1	1	1	1	-	-	1	1	-	3		
OFF-BEARERS, MACHINE -----	85	3.04	-	9	-	4	11	2	8	3	5	6	7	4	4	3	2	2	1	2	2	2	1	1	1	1	1	1		
INCENTIVE -----	62	3.30	-	-	-	7	2	2	3	5	6	7	4	4	3	2	2	1	1	2	2	2	1	1	1	1	1	5		
PACKERS, FURNITURE -----	37	2.87	6	3	3	1	3	1	3	3	1	2	3	1	2	3	1	2	2	1	1	1	1	1	1	1	1	5		
INCENTIVE -----	18	3.30	-	-	-	1	2	1	1	1	1	1	2	-	-	1	1	2	-	-	-	-	-	3	1	1	-	-		
PLANER OPERATORS (SET UP AND OPERATE) <sup>7</sup> -----	9	3.69	-	-	-	-	-	-	-	-	1	1	-	-	1	2	1	1	1	1	1	1	-	-	-	-	-	8		
RIP SAW OPERATORS -----	34	3.59	-	-	-	1	4	3	-	1	3	-	1	3	-	1	3	1	1	1	1	1	1	3	-	-	-	1		
INCENTIVE -----	24	3.90	-	-	-	1	1	-	-	1	1	-	1	1	-	2	1	1	1	1	1	1	1	3	-	1	-	9		
RUBBERS, FURNITURE, HAND: TIME -----	8	2.59	3	1	1	-	-	-	-	-	-	-	1	1	2	1	-	-	-	-	-	-	-	-	-	-	-	-		
RUBBERS, FURNITURE, MACHINE -----	30	3.54	-	1	-	2	1	-	2	1	1	2	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	4		
INCENTIVE -----	28	3.48	-	1	-	2	1	-	2	1	1	2	1	1	-	1	1	1	2	2	4	1	2	1	1	1	1	1		
SANDERS, FURNITURE, HAND -----	27	3.03	-	-	4	-	3	8	-	1	-	-	-	-	-	2	1	4	4	2	2	2	1	1	1	1	1	4		
INCENTIVE -----	13	3.42	-	-	-	-	1	2	-	1	-	-	-	-	-	1	4	4	2	2	2	2	1	1	1	1	1	-		
SANDERS, FURNITURE, MACHINE -----	59	3.17	-	6	3	2	4	5	2	2	5	4	1	1	3	3	3	3	2	2	4	3	1	-	-	-	2	3		
TIME -----	18	2.65	-	6	3	2	4	3	2	2	2	4	1	1	3	3	3	2	2	2	4	3	1	-	-	-	1	3		
INCENTIVE -----	41	3.46	-	-	4	3	2	4	3	2	4	4	1	1	1	3	3	2	2	2	4	3	1	-	-	-	1	2		
BELT -----	49	3.25	-	3	-	2	4	3	2	4	4	4	1	1	1	3	3	2	2	2	4	3	1	-	-	-	1	3		
TIME -----	10	2.75	-	3	-	2	-	4	3	2	2	2	2	2	2	4	1	1	1	1	4	3	1	-	-	-	1	2		
INCENTIVE -----	39	3.38	-	-	-	-	4	3	2	2	2	4	1	1	1	3	3	2	-	-	4	3	1	-	-	-	1	2		
OTHER THAN BELT <sup>10</sup> -----	10	2.80	-	3	3	-	-	-	-	1	-	-	-	-	-	2	-	-	-	-	-	-	-	-	-	-	-	1		
SHAPER OPERATORS, HAND (SET UP AND OPERATE) <sup>11</sup> -----	6	3.70	-	-	-	-	-	-	-	1	-	1	-	-	-	-	-	-	2	-	-	-	1	-	-	-	-	12		
SPRAYERS -----	56	3.53	-	2	2	-	1	-	5	5	2	2	-	1	6	6	2	1	-	2	3	-	1	5	4	2	1	5		
TIME -----	13	3.30	-	-	-	-	-	2	3	3	2	-	-	4	3	-	-	-	-	-	-	-	-	-	-	-	-	1		
INCENTIVE -----	43	3.60	-	2	2	-	1	-	3	2	2	2	2	1	2	3	2	1	-	3	-	1	5	4	2	1	4			
TENONER OPERATORS (SET UP AND OPERATE) -----	11	4.07	-	-	-	-	-	-	-	-	-	1	2	-	-	-	-	-	1	1	-	-	2	1	1	1	-	13		
INCENTIVE -----	9	4.26	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	1	1	-	-	2	1	1	-	2			

See footnotes at end of table.



**Table 15. Occupational earnings: Los Angeles-Long Beach, Calif.<sup>1</sup>**

(Number and average straight-time hourly earnings<sup>2</sup> of workers in selected occupations in wood household furniture, except upholstered, manufacturing establishments, November 1974)

Occupation	Number of workers	Average hourly earnings <sup>2</sup>	Number of workers receiving straight-time hourly earnings of—																											
			\$ 2.00 and under	\$ 2.10	\$ 2.20	\$ 2.30	\$ 2.40	\$ 2.50	\$ 2.60	\$ 2.70	\$ 2.80	\$ 2.90	\$ 3.00	\$ 3.20	\$ 3.40	\$ 3.60	\$ 3.80	\$ 4.00	\$ 4.20	\$ 4.40	\$ 4.60	\$ 4.80	\$ 5.00	\$ 5.20	\$ 5.40	\$ 5.60	\$ 5.80	\$ 6.00 and over		
			2.10	2.20	2.30	2.40	2.50	2.60	2.70	2.80	2.90	3.00	3.20	3.40	3.60	3.80	4.00	4.20	4.40	4.60	4.80	5.00	5.20	5.40	5.60	5.80	6.00	over		
ALL PRODUCTION WORKERS -----	5,944	\$ 3.42	872	201	300	194	187	278	178	194	77	103	301	232	482	250	301	352	348	165	128	150	29	78	24	85	105	330		
SELECTED OCCUPATIONS																														
ASSEMBLERS, EXCEPT CHAIRS -----	736	3.46	48	16	69	29	16	45	18	27	15	3	54	41	45	56	37	47	61	25	-	-	-	-	-	-	18	-	66	
COMPLETE PIECES (CASE GOODS) -----	248	4.13	-	-	24	-	1	24	12	-	-	-	6	-	19	13	26	25	6	25	-	-	-	-	-	-	-	-	366	
COMPLETE PIECES (OTHER THAN CASE GOODS) -----	173	3.52	7	-	21	11	9	-	-	1	7	1	7	14	8	1	5	20	49	-	-	-	-	-	-	-	12	-	-	
SUBASSEMBLIES -----	315	2.90	41	16	24	18	6	21	6	25	8	2	41	27	18	42	6	2	6	-	-	-	-	-	-	-	6	-	-	
ASSEMBLERS, CHAIRS -----	49	3.14	7	7	5	-	-	-	-	-	-	-	-	-	-	-	-	6	-	12	-	-	-	-	-	-	-	-	-	
CUT-OFF-SAW OPERATORS -----	126	4.79	-	-	-	-	-	-	-	12	-	-	5	-	7	-	-	-	17	27	2	2	-	-	-	-	-	24	30	
DOUBLE-END-TRIMMER AND BORING MACHINE OPERATORS -----	73	3.68	-	-	-	-	12	-	7	-	-	-	-	-	-	29	3	5	7	6	-	-	-	-	-	-	2	2	-	
GLUERS, ROUGH STOCK -----	50	4.38	-	-	-	-	-	-	-	-	1	-	-	18	-	13	2	-	-	-	-	-	-	-	-	-	-	16	-	
LATHE OPERATORS, AUTOMATIC (SET UP AND OPERATE) -----	23	4.00	-	-	-	-	-	-	-	-	-	7	-	-	-	-	-	-	6	-	-	-	-	-	-	4	-	-	-	
MAINTAINERS, GENERAL UTILITY -----	44	4.44	-	-	-	-	-	-	-	-	-	7	-	-	-	5	3	3	2	1	5	-	-	18	-	-	-	-	-	
MOLDING MACHINE OPERATORS (SET UP AND OPERATE) -----	28	4.95	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	5	13	8	-	-	-	2	-	-	
OFF-BEARERS, MACHINE -----	119	3.02	25	-	24	7	2	13	-	20	-	-	-	-	-	6	-	-	-	-	-	-	-	-	-	-	20	2	-	
PACKERS, FURNITURE -----	94	3.19	-	-	10	8	15	-	-	1	2	-	14	-	20	-	-	13	11	-	-	-	-	-	-	-	-	-	-	
RIP SAW OPERATORS -----	163	4.19	-	-	-	-	-	-	-	1	-	16	12	-	-	1	5	40	46	24	-	-	-	-	-	-	2	2	14	
ROUTER OPERATORS (SET UP AND OPERATE) -----	33	3.28	-	-	-	-	-	6	-	-	-	-	13	6	-	-	2	2	-	4	-	-	-	-	-	-	-	-	-	
ROUTER OPERATORS (FEED ONLY) -----	13	3.41	-	-	-	-	-	-	-	-	-	-	6	-	-	6	1	-	-	-	-	-	-	-	-	-	-	-	-	-
RUBBERS, FURNITURE, HAND -----	39	4.05	-	-	-	-	-	-	-	-	-	2	-	2	2	12	13	-	-	-	-	8	-	-	-	-	-	-	-	-
SANDERS, FURNITURE, HAND -----	434	2.58	101	61	58	23	7	63	-	8	7	14	17	36	-	13	-	-	2	-	24	-	-	-	-	-	-	-	-	7
SANDERS, FURNITURE, MACHINE -----	276	3.16	43	7	12	7	12	-	31	25	7	-	25	-	8	11	23	5	37	14	1	-	-	-	-	-	2	6	-	
BELT -----	260	3.08	43	7	12	7	12	-	31	25	7	-	25	-	7	10	19	1	36	14	-	-	-	-	-	-	2	2	-	
OTHER THAN BELT -----	16	4.54	-	-	-	-	-	-	-	16	-	-	-	-	1	1	4	4	1	-	1	-	-	-	-	-	-	-	4	
SHAPER OPERATORS, AUTOMATIC (SET UP AND OPERATE) -----	12	5.27	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	2	1	2	-	7	-	-	-	4	52	-	
SHAPER OPERATORS, HAND (SET UP AND OPERATE) -----	25	4.72	-	-	-	-	-	-	-	-	-	-	-	5	-	-	-	8	-	-	-	-	12	-	-	-	-	-	-	
SPRAYERS -----	370	4.00	-	-	-	-	7	8	-	12	13	7	1	40	29	11	69	32	45	38	18	10	6	-	-	-	-	-	24	
TENONER OPERATORS (SET UP AND OPERATE) -----	61	5.02	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	1	10	12	13	-	16	-	-	-	-	68	-	
VARIETY-SAW OPERATORS -----	39	3.64	-	-	-	-	8	-	2	-	-	-	9	-	1	4	1	-	10	-	-	-	-	-	-	-	-	-	4	

<sup>1</sup> The Los Angeles-Long Beach Standard Metropolitan Statistical Area, consists of Los Angeles County.

<sup>2</sup> Excludes premium pay for overtime and for work on weekends, holidays, and late shifts. All production workers were paid on a time basis.

<sup>3</sup> Workers were distributed as follows: 58 at \$6 to \$6.20; and 8 at \$6.20 to \$6.40.

<sup>4</sup> Workers were at \$6 to \$6.20.

<sup>5</sup> Workers were at \$6.20 to \$6.40.

<sup>6</sup> Workers were distributed as follows: 4 at \$6 to \$6.20; and 4 at \$6.20 to \$6.40.

**Table 16. Occupational earnings: Louisville, Ky.-Ind.<sup>1</sup>**

(Number and average straight-time hourly earnings<sup>2</sup> of workers in selected occupations in wood household furniture, except upholstered, manufacturing establishments, November 1974)

Occupation	Number of workers	Average hourly earnings <sup>2</sup>	Number of workers receiving straight-time hourly earnings of—																									
			\$ 2.20 and under	\$ 2.30	\$ 2.40	\$ 2.50	\$ 2.60	\$ 2.70	\$ 2.80	\$ 2.90	\$ 3.00	\$ 3.10	\$ 3.20	\$ 3.30	\$ 3.40	\$ 3.50	\$ 3.60	\$ 3.70	\$ 3.80	\$ 3.90	\$ 4.00	\$ 4.10	\$ 4.20	\$ 4.30	\$ 4.40	\$ 4.60	\$ 4.80	\$ 5.00 and over
			2.30	2.40	2.50	2.60	2.70	2.80	2.90	3.00	3.10	3.20	3.30	3.40	3.50	3.60	3.70	3.80	3.90	4.00	4.10	4.20	4.30	4.40	4.60	4.80	5.00	over
ALL PRODUCTION WORKERS -----	1,288	\$ 4.22	10	55	32	32	30	60	31	40	98	52	75	81	94	49	79	33	66	13	8	27	6	7	5	11	3	291
TIME -----	476	3.41	7	27	9	13	13	22	12	7	13	23	36	44	29	17	58	20	60	3	4	27	4	6	4	11	1	6
INCENTIVE -----	812	4.70	3	28	23	19	17	38	19	33	85	29	39	37	65	32	21	13	6	10	4	-	2	1	1	-	2	285
SELECTED OCCUPATIONS																												
ASSEMBLERS EXCEPT CHAIRS <sup>3</sup> -----	287	5.20	3	8	7	4	7	4	1	8	18	9	14	7	13	13	18	2	12	1	3	2	1	3	-	-	-	129
INCENTIVE -----	253	5.40	3	8	7	4	7	4	1	8	18	7	10	7	13	13	16	-	-	-	2	1	1	1	-	-	-	129
SURASSEMBLIES -----	81	3.18	2	3	7	2	7	4	1	4	5	7	4	1	8	8	4	2	5	1	3	1	1	1	-	-	-	-
INCENTIVE -----	63	3.05	2	3	7	2	7	4	1	4	5	5	-	1	8	8	2	-	-	-	2	-	1	1	-	-	-	-
CUT-OFF-SAW OPERATORS <sup>5</sup> -----	8	3.23	-	-	-	-	-	-	2	-	-	-	4	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
DOUBLE-END-TRIMMER AND HOPING MACHINE OPERATORS <sup>6</sup> -----	14	3.06	-	5	1	1	-	-	-	-	-	-	-	-	3	1	-	-	1	-	-	1	1	-	-	-	-	-
GLUERS, ROUGH STOCK <sup>5</sup> -----	16	3.11	-	-	1	-	1	3	-	-	-	3	1	2	2	-	2	1	-	-	-	-	-	-	-	-	-	-
MAINTAINERS, GENERAL UTILITY TIME -----	30	5.97	-	-	-	-	-	-	-	-	-	-	-	-	1	1	1	1	-	-	-	-	-	-	-	2	9	15
OFF-REARERS, MACHINE <sup>7</sup> -----	15	4.35	-	-	-	-	-	-	-	-	-	-	-	-	1	1	1	1	-	-	-	-	-	-	-	2	9	-
PACKERS, FURNITURE -----	60	2.88	4	11	-	2	1	12	2	4	1	2	4	5	12	-	-	-	-	-	-	-	-	-	-	-	-	-
INCENTIVE -----	48	4.28	-	1	5	3	1	1	4	1	3	-	-	3	4	2	1	1	-	-	-	-	-	-	-	-	-	13
SANDERS, FURNITURE, HAND -----	39	4.53	-	1	5	3	1	1	1	1	3	-	-	1	9	1	1	-	-	-	-	-	-	-	-	-	-	28
INCENTIVE -----	76	4.89	-	2	-	-	-	2	-	1	7	-	3	17	3	2	4	-	3	-	-	-	-	-	-	-	-	28
SANDERS, FURNITURE, MACHINE -----	61	5.24	-	2	-	-	-	2	-	1	5	-	5	10	3	2	1	-	-	-	-	-	-	-	-	-	-	12
INCENTIVE -----	59	4.14	-	1	3	3	-	10	-	-	1	5	2	2	-	2	5	3	3	4	1	1	-	1	-	-	-	12
HELPS -----	43	4.38	-	1	3	1	-	10	-	-	1	3	2	2	-	-	-	3	-	4	-	-	-	1	-	-	-	6
INCENTIVE -----	33	4.16	-	1	2	2	-	2	-	-	1	2	2	-	-	-	5	1	-	4	1	1	-	1	-	-	-	6
OTHER THAN HELPS -----	22	4.47	-	1	2	-	-	2	-	-	1	2	2	-	-	-	-	1	-	4	-	-	-	-	-	-	-	6
SPRAYERS -----	26	4.12	-	-	1	1	-	8	-	-	-	3	-	2	-	2	-	2	1	-	-	-	-	-	-	-	-	6
INCENTIVE -----	101	4.54	-	-	-	1	-	-	7	9	23	1	8	-	-	-	11	4	6	-	-	1	-	-	-	-	-	30
TENONER OPERATORS (SET UP AND OPERATE) <sup>7</sup> -----	84	4.72	-	-	-	1	-	-	5	9	23	1	8	-	-	-	3	4	-	-	-	-	-	-	-	-	-	30
INCENTIVE -----	11	3.66	-	-	-	-	-	-	-	-	-	1	-	2	2	-	-	-	2	3	-	1	-	-	-	-	-	-

<sup>1</sup> The Louisville Standard Metropolitan Statistical Area, consists of Bullitt, Jefferson, and Oldham Counties, Ky.; and Clark and Floyd Counties, Ind.

<sup>2</sup> Excludes premium pay for overtime and for work on weekends, holidays, and late shifts.

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

<sup>4</sup> Workers were at \$7.60 to \$7.80.

<sup>5</sup> Workers paid on a time and incentive basis were equally divided.

<sup>6</sup> Insufficient data to warrant publication of separate earnings data by method of wage payment; workers are paid predominantly on an incentive basis.

<sup>7</sup> Insufficient data to warrant publication of separate earnings data by method of wage payment; workers are paid predominantly on a time basis.

**Table 17. Occupational earnings: Miami and Fort Lauderdale- Hollywood, Fla.<sup>1</sup>**

(Number and average straight-time hourly earnings<sup>2</sup> of workers in selected occupations in wood household furniture, except upholstered, manufacturing establishments, November 1974)

Occupation	Number of workers	Average hourly earnings	Number of workers receiving straight-time hourly earnings of—																										
			\$ 2.00 and under	\$ 2.10	\$ 2.20	\$ 2.30	\$ 2.40	\$ 2.50	\$ 2.60	\$ 2.70	\$ 2.80	\$ 2.90	\$ 3.00	\$ 3.10	\$ 3.20	\$ 3.40	\$ 3.60	\$ 3.80	\$ 4.00	\$ 4.20	\$ 4.40	\$ 4.60	\$ 4.80	\$ 5.00	\$ 5.20	\$ 5.40	\$ 5.60	\$ 5.80 and over	
			2.10	2.20	2.30	2.40	2.50	2.60	2.70	2.80	2.90	3.00	3.10	3.20	3.40	3.60	3.80	4.00	4.20	4.40	4.60	4.80	5.00	5.20	5.40	5.60	5.80	over	
ALL PRODUCTION WORKERS -----	1,071	\$ 4.06	24	14	10	2	4	8	6	22	4	23	18	14	40	36	28	27	181	147	293	65	68	21	3	7	5	1	
SELECTED OCCUPATIONS																													
ASSEMBLERS, EXCEPT CHAIRS -----	117	4.28	-	-	-	-	-	-	-	2	-	-	-	-	2	-	4	8	20	14	63	-	-	-	-	-	-	4	-
COMPLETE PIECES (CASE GOODS) -----	70	4.36	-	-	-	-	-	-	-	-	-	-	-	-	-	-	4	4	4	52	-	-	-	-	-	-	-	4	-
SUBASSEMBLIES -----	47	4.16	-	-	-	-	-	-	-	2	-	-	-	-	-	-	-	4	16	14	11	-	-	-	-	-	-	-	-
CUT-OFF-SAW OPERATORS -----	33	4.22	-	-	-	-	-	-	-	-	-	-	-	-	-	2	4	4	-	-	23	-	-	-	-	-	-	-	-
GLUERS, ROUGH STOCK -----	15	4.03	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	4	11	-	-	-	-	-	-	-	-	-	-
OFF-BEARERS, MACHINE -----	16	3.12	4	-	2	-	-	2	-	-	-	-	-	-	-	-	-	-	8	-	-	-	-	-	-	-	-	-	-
PLASTIC-TOP INSTALLERS -----	59	4.40	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	12	-	47	-	-	-	-	-	-	-	-
RIP SAW OPERATORS -----	17	4.24	-	-	-	-	-	-	-	-	-	-	-	-	-	-	4	-	-	13	-	-	-	-	-	-	-	-	-
SANDERS, FURNITURE, HAND -----	41	3.21	12	2	-	-	2	-	-	-	4	-	-	-	-	-	-	-	17	4	-	-	-	-	-	-	-	-	-
SANDERS, FURNITURE, MACHINE <sup>3</sup> -----	9	3.88	-	-	-	-	-	-	-	-	-	2	-	-	-	-	-	-	6	1	-	-	-	-	-	-	-	-	-
BELT -----	6	3.77	-	-	-	-	-	-	-	-	-	-	2	-	-	-	-	-	3	1	-	-	-	-	-	-	-	-	-
SPRAYERS -----	44	4.24	-	-	-	-	-	-	-	2	-	2	-	2	-	-	-	-	7	4	13	10	4	-	-	-	-	-	-
VARIETY-SAW OPERATORS -----	38	4.27	-	-	-	-	-	-	-	-	-	-	-	4	-	-	-	-	8	-	22	-	-	4	-	-	-	-	-

<sup>1</sup> The Miami and Fort Lauderdale—Hollywood Standard Metropolitan Statistical Areas, consist of Broward and Dade Counties.

<sup>2</sup> Excludes premium pay for overtime and for work on weekends, holidays, and late shifts. All

workers were paid on a time basis.

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

**Table 18. Occupational earnings: Tennessee**

(Number and average straight-time hourly earnings<sup>1</sup> of workers in selected occupations in wood household furniture, except upholstered, manufacturing establishments, November 1974)

Occupation	Number of workers	Average hourly earnings <sup>1</sup>	Number of workers receiving straight-time hourly earnings of—																		
			\$ 2.00 and under	\$ 2.10	\$ 2.20	\$ 2.30	\$ 2.40	\$ 2.50	\$ 2.60	\$ 2.70	\$ 2.80	\$ 2.90	\$ 3.00	\$ 3.10	\$ 3.20	\$ 3.30	\$ 3.40	\$ 3.50	\$ 3.60	\$ 3.70	\$ 3.80 and over
			2.10	2.20	2.30	2.40	2.50	2.60	2.70	2.80	2.90	3.00	3.10	3.20	3.30	3.40	3.50	3.60	3.70	3.80	over
ALL PRODUCTION WORKERS -----	6,737	\$ 2.56	309	656	526	866	709	768	745	688	467	418	176	155	53	41	34	41	13	29	43
TIME -----	5,723	2.54	233	614	461	761	617	662	649	605	387	339	123	114	31	23	14	37	1	27	25
SELECTED OCCUPATIONS																					
ASSEMBLERS EXCEPT CHAIRS -----	784	2.50	32	83	58	148	43	91	210	29	48	15	12	9	4	2	-	-	-	-	-
TIME -----	576	2.44	28	83	40	128	25	60	187	6	18	1	-	-	-	-	-	-	-	-	-
COMPLETE PIECES (CASE GOODS) -----	452	2.51	26	39	25	75	28	45	159	8	30	9	7	-	1	-	-	-	-	-	-
TIME -----	353	2.47	24	39	16	68	22	22	153	-	8	1	-	-	-	-	-	-	-	-	-
COMPLETE PIECES (OTHER THAN CASE GOODS) -----	94	2.65	2	3	5	10	1	20	16	9	12	3	2	9	1	1	-	-	-	-	-
TIME -----	53	2.58	-	3	-	3	-	19	16	3	9	-	-	-	-	-	-	-	-	-	-
SURASSEMBLIES -----	238	2.43	4	41	28	63	14	26	35	12	6	3	3	-	2	1	-	-	-	-	-
TIME -----	178	2.34	4	41	24	57	3	19	18	3	1	-	-	-	-	-	-	-	-	-	-
CUT-OFF-SAW OPERATORS -----	117	2.55	6	4	14	11	13	19	9	9	8	15	7	-	-	2	-	-	-	-	-
TIME -----	109	2.52	6	4	14	11	13	19	9	9	8	9	7	-	-	-	-	-	-	-	-
DOUBLE-END-TRIMMER AND BORING MACHINE OPERATORS <sup>2</sup> -----	49	2.60	-	2	2	2	9	5	11	13	1	3	-	1	-	-	-	-	-	-	-
GLUEERS, ROUGH STOCK <sup>2</sup> -----	80	2.50	-	8	11	4	24	9	20	7	-	-	1	-	1	3	-	-	-	-	-
LATHE OPERATORS, AUTOMATIC (SET UP AND OPERATE) <sup>2</sup> -----	46	2.60	4	-	-	10	4	7	1	12	3	-	-	-	1	-	4	-	-	-	-
MAINTAINERS, GENERAL UTILITY <sup>3</sup> -----	83	3.12	-	-	2	-	2	-	3	4	1	24	10	8	6	7	-	1	-	3	4
MOLDING MACHINE OPERATORS (FEED ONLY) <sup>2</sup> -----	19	2.31	4	-	7	2	-	5	-	1	-	-	-	-	-	-	-	-	-	-	-
OFF-BEARERS, MACHINE -----	397	2.38	17	81	69	52	46	40	67	16	2	2	3	-	-	-	-	-	-	2	-
TIME -----	328	2.38	8	61	58	45	42	38	62	10	1	-	3	-	-	-	-	-	-	-	-
PACKERS, FURNITURE -----	215	2.58	12	23	5	16	20	21	23	63	9	9	4	1	3	-	-	-	-	4	2
TIME -----	173	2.51	12	23	5	16	20	19	14	56	4	-	-	-	-	-	-	-	-	-	-
PLANER OPERATORS (SET UP AND OPERATE) <sup>2</sup> -----	36	2.49	4	4	1	9	1	1	3	3	4	4	2	-	-	-	-	-	-	-	-
RIP SAW OPERATORS -----	141	2.59	-	8	9	12	20	27	14	26	7	9	-	7	-	-	2	-	-	-	-
TIME -----	134	2.57	-	8	9	12	20	27	14	26	5	6	-	7	-	-	-	-	-	-	-
ROUTER OPERATORS (SET UP AND OPERATE) <sup>3</sup> -----	58	2.02	-	4	5	2	8	9	7	4	-	17	1	1	-	-	-	-	-	-	-
ROUTER OPERATORS (FEED ONLY) <sup>2</sup> -----	19	2.41	-	-	6	4	6	-	1	-	-	2	-	-	-	-	-	-	-	-	-
RUBBERS, FURNITURE, HAND <sup>3</sup> -----	162	2.43	18	19	6	20	28	24	8	39	-	-	-	-	-	-	-	-	-	-	-
SANDERS, FURNITURE, HAND -----	295	2.46	8	62	23	49	26	32	4	72	3	3	1	3	3	-	6	-	-	-	-
TIME -----	256	2.41	8	62	21	37	25	27	4	72	-	-	-	-	-	-	-	-	-	-	-
SANDERS, FURNITURE, MACHINE -----	418	2.46	28	80	23	31	58	60	48	25	36	16	5	3	1	-	1	3	-	-	-
TIME -----	383	2.45	28	77	17	25	54	54	46	24	33	16	3	3	-	-	3	-	-	-	-
BELT -----	332	2.45	28	65	16	23	43	47	33	21	32	16	3	3	-	-	-	3	-	-	-
TIME -----	318	2.45	28	65	14	20	41	43	33	21	31	16	-	3	-	-	3	-	-	-	-
OTHER THAN BELT -----	66	2.48	-	15	7	8	15	13	15	4	4	-	3	-	1	-	1	-	-	-	-
TIME -----	65	2.47	-	12	3	5	13	11	13	3	2	-	3	-	-	-	-	-	-	-	-
SHAPER OPERATORS, AUTOMATIC (SET UP AND OPERATE) <sup>2</sup> -----	24	2.65	-	-	5	-	1	3	-	8	5	-	-	1	1	-	-	-	-	-	-
SHAPER OPERATORS, AUTOMATIC (FEED ONLY) <sup>2</sup> -----	16	2.44	-	-	-	8	4	2	1	1	-	-	-	-	-	-	-	-	-	-	-
SHAPER OPERATORS, HAND (SET UP AND OPERATE) <sup>2</sup> -----	25	2.68	-	-	-	1	1	9	3	3	-	8	-	-	-	-	-	-	-	-	-
SPRAYERS -----	319	2.63	14	9	15	25	29	34	30	59	49	42	7	2	-	-	2	-	-	-	-
TIME -----	276	2.60	14	9	15	25	29	26	21	58	45	31	3	-	-	-	-	-	-	-	-

See footnotes at end of table.

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

(Number and average straight-time hourly earnings<sup>1</sup> of workers in selected occupations in wood household furniture, except upholstered, manufacturing establishments, November 1974)

Occupation	Number of workers	Average hourly earning, <sup>1</sup>	Number of workers receiving straight-time hourly earnings of—																		
			\$ 2.00 and under	\$ 2.10	\$ 2.20	\$ 2.30	\$ 2.40	\$ 2.50	\$ 2.60	\$ 2.70	\$ 2.80	\$ 2.90	\$ 3.00	\$ 3.10	\$ 3.20	\$ 3.30	\$ 3.40	\$ 3.50	\$ 3.60	\$ 3.70	\$ 3.80 and over
			2.10	2.20	2.30	2.40	2.50	2.60	2.70	2.80	2.90	3.00	3.10	3.20	3.30	3.40	3.50	3.60	3.70	3.80	over
SELECTED OCCUPATIONS--CONTINUED																					
TENONER OPERATORS (SET UP AND OPERATE) <sup>2</sup> -----	40	\$ 2.82	-	-	-	4	1	5	7	5	1	2	8	1	3	1	-	-	2	-	-
TENONER OPERATORS (FEED ONLY) <sup>2</sup> -----	36	2.83	-	-	-	4	4	2	-	4	7	1	4	9	3	-	-	-	-	-	1
VARIETY-SAW OPERATORS <sup>2</sup> -----	42	2.67	-	-	5	2	6	-	5	9	11	3	-	-	-	1	-	-	-	-	-

<sup>1</sup> Excludes premium pay for overtime and for work on weekends, holidays, and late shifts. <sup>3</sup> All timeworkers.

<sup>2</sup> Insufficient data to warrant publication of separate earnings data by

**Table 19. Occupational earnings: Virginia**

(Number and average straight-time hourly earnings<sup>1</sup> of workers in selected occupations in wood household furniture, except upholstered, manufacturing establishments, November 1974)

Occupation	Number of workers	Average hourly earnings <sup>1</sup>	Number of workers receiving straight-time hourly earnings of—																											
			\$ 2.00 and under	\$ 2.10	\$ 2.20	\$ 2.30	\$ 2.40	\$ 2.50	\$ 2.60	\$ 2.70	\$ 2.80	\$ 2.90	\$ 3.00	\$ 3.10	\$ 3.20	\$ 3.30	\$ 3.40	\$ 3.50	\$ 3.60	\$ 3.70	\$ 3.80	\$ 3.90	\$ 4.00	\$ 4.10	\$ 4.20	\$ 4.30	\$ 4.40	\$ 4.50 and over		
			2.10	2.20	2.30	2.40	2.50	2.60	2.70	2.80	2.90	3.00	3.10	3.20	3.30	3.40	3.50	3.60	3.70	3.80	3.90	4.00	4.10	4.20	4.30	4.40	4.50	over		
ALL PRODUCTION WORKERS -----	14,284	2.58	160	1050	1622	1870	1815	1803	1298	1251	966	808	567	330	272	142	108	82	54	17	15	7	7	11	10	9	2	2	13	
TIME -----	11,835	2.57	124	888	1298	1599	1472	1538	1024	997	835	705	489	274	228	117	86	66	47	10	7	2	7	7	9	6	2	-	5	
SELECTED OCCUPATIONS																														
ASSEMBLERS, EXCEPT CHAIRS -----	1,580	2.49	18	157	190	252	211	244	156	166	100	35	19	10	7	2	5	3	-	-	1	-	-	-	-	-	-	-	4	
TIME -----	1,317	2.46	15	146	158	226	174	213	134	136	71	20	14	4	2	2	-	2	-	-	-	-	-	-	-	-	-	-	-	-
INCENTIVE -----	263	2.67	3	11	32	26	37	31	22	30	29	15	5	6	5	-	5	1	-	-	1	-	-	-	-	-	-	-	4	
COMPLETE PIECES (CASE GOODS) -----	687	2.56	7	53	39	63	69	153	79	110	55	24	15	7	7	-	5	1	-	-	-	-	-	-	-	-	-	-	-	
TIME -----	575	2.53	5	53	39	59	46	140	66	94	45	14	10	2	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
INCENTIVE -----	112	2.74	2	-	-	4	23	13	13	16	10	10	5	5	5	-	5	1	-	-	-	-	-	-	-	-	-	-	-	
COMPLETE PIECES (OTHER THAN CASE GOODS) -----	331	2.52	4	30	22	41	45	61	36	39	42	8	-	1	-	2	-	-	-	-	-	-	-	-	-	-	-	-	-	
TIME -----	274	2.47	4	30	22	40	44	51	29	26	23	3	-	-	-	2	-	-	-	-	-	-	-	-	-	-	-	-	-	
SUBASSEMBLIES -----	562	2.39	7	74	129	148	97	30	41	17	3	3	4	2	-	-	-	2	-	-	1	-	-	-	-	-	-	-	4	
TIME -----	468	2.37	6	63	97	127	84	22	39	16	3	3	4	2	-	-	-	2	-	-	-	-	-	-	-	-	-	-	-	
ASSEMBLERS, CHAIRS -----	120	2.52	1	8	10	16	22	19	10	17	13	2	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
TIME -----	111	2.52	1	8	10	15	15	19	10	16	13	2	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
CUT-OFF-SAW OPERATORS -----	146	2.74	-	4	6	5	13	16	14	21	21	21	17	1	3	-	-	1	-	-	2	1	-	-	-	-	-	-	-	
TIME -----	119	2.70	-	3	6	3	11	15	11	16	18	20	16	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
INCENTIVE -----	27	2.90	-	1	-	2	2	1	3	5	3	1	1	1	3	-	-	1	-	-	2	1	-	-	-	-	-	-	-	
DOUBLE-END-TRIMMER AND BORING MACHINE OPERATORS -----	130	2.60	1	5	10	16	21	10	17	14	13	10	9	1	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
TIME -----	106	2.60	-	4	8	14	20	6	13	8	12	9	9	1	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
GLUERS, ROUGH STOCK -----	185	2.55	1	8	15	24	33	33	29	22	7	1	3	-	1	1	3	1	2	1	1	-	-	-	-	-	-	-	-	
TIME -----	153	2.50	1	8	11	24	19	33	27	21	7	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
INCENTIVE -----	32	2.80	-	-	4	-	14	-	2	1	-	-	2	-	-	1	1	3	1	2	1	-	-	-	-	-	-	-	-	
LATHE OPERATORS, AUTOMATIC (SET UP AND OPERATE) -----	32	3.01	-	-	-	1	3	-	1	2	8	-	5	2	2	3	3	-	1	-	1	-	-	-	-	-	-	-	-	
TIME -----	28	2.96	-	-	-	1	3	-	1	2	8	-	4	1	2	3	2	-	-	-	1	-	-	-	-	-	-	-	-	
LATHE OPERATORS, AUTOMATIC (FEED ONLY) -----	23	2.56	-	1	2	1	1	6	9	-	1	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
TIME -----	15	2.51	-	1	2	-	1	4	6	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
MAINTAINERS, GENERAL UTILITY <sup>2</sup> -----	259	2.98	1	2	5	17	6	20	26	9	22	31	24	17	30	12	5	3	15	1	2	3	5	-	1	-	-	2		
MOLDING MACHINE OPERATORS (SET UP AND OPERATE) -----	87	3.02	3	-	1	-	6	4	6	4	8	13	16	7	5	10	1	1	2	-	-	-	-	-	-	-	-	-	-	
TIME -----	63	3.04	3	-	-	-	5	2	2	4	5	6	14	6	5	9	1	1	1	-	-	-	-	-	-	-	-	-	-	
INCENTIVE -----	24	2.99	-	-	1	-	-	1	2	4	-	3	7	2	1	-	-	1	1	-	-	-	-	-	-	-	-	-	-	
MOLDING MACHINE OPERATORS (FEED ONLY) -----	77	2.49	-	5	11	14	15	10	10	4	1	3	1	1	-	2	-	-	-	-	-	-	-	-	-	-	-	-	-	
TIME -----	66	2.43	-	5	11	14	14	9	6	4	-	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
OFF-BEARERS, MACHINE -----	757	2.38	3	129	121	175	130	111	33	31	6	6	3	4	1	1	-	-	-	1	-	-	-	-	-	-	-	-	1	
TIME -----	648	2.35	2	122	110	153	112	101	22	20	2	2	-	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
INCENTIVE -----	109	2.58	1	7	11	22	18	10	11	11	4	4	3	2	1	1	-	-	-	1	-	-	-	-	-	-	-	-	1	
PACKERS, FURNITURE -----	437	2.41	24	64	40	73	64	64	38	66	3	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
TIME -----	346	2.41	23	48	24	62	54	56	34	42	2	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
PLANER OPERATORS (SET UP AND OPERATE) -----	44	2.82	-	-	-	-	7	1	6	3	5	9	10	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
TIME -----	37	2.80	-	-	-	-	6	1	6	2	5	7	8	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
INCENTIVE -----	7	2.91	-	-	-	-	1	-	-	1	-	2	2	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
PLANER OPERATORS (FEED ONLY) -----	22	2.62	-	-	1	3	5	7	-	-	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
TIME -----	14	2.55	-	-	1	3	1	3	4	-	-	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
PLASTIC-TOP INSTALLERS <sup>3</sup> -----	9	2.57	-	-	-	-	4	1	2	-	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
RIP SAW OPERATORS -----	280	2.66	-	18	19	12	20	39	38	41	52	25	3	3	2	1	1	4	-	-	-	-	-	-	-	-	-	-	-	
TIME -----	210	2.68	-	3	9	5	16	31	33	37	49	24	-	1	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
ROUTER OPERATORS (SET UP AND OPERATE) -----	91	2.79	-	2	4	2	2	11	16	9	14	13	6	4	2	3	1	-	-	-	-	-	-	-	-	-	-	-	-	
TIME -----	70	2.77	-	2	4	-	2	9	7	6	14	13	6	4	2	1	-	-	-	-	-	-	-	-	-	-	-	-	-	
INCENTIVE -----	21	2.87	-	-	-	2	-	2	9	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	

See footnotes at end of table.



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

(Number and average straight-time hourly earnings<sup>1</sup> of workers in selected occupations in wood household furniture, except upholstered, manufacturing establishments, November 1974)

Occupation	Number of workers	Average hourly earnings <sup>1</sup>	Number of workers receiving straight-time hourly earnings of—																									
			\$ 2.00 and under	\$ 2.10	\$ 2.20	\$ 2.30	\$ 2.40	\$ 2.50	\$ 2.60	\$ 2.70	\$ 2.80	\$ 2.90	\$ 3.00	\$ 3.10	\$ 3.20	\$ 3.30	\$ 3.40	\$ 3.50	\$ 3.60	\$ 3.70	\$ 3.80	\$ 3.90	\$ 4.00	\$ 4.10	\$ 4.20	\$ 4.30	\$ 4.40	\$ 4.50 and over
			2.10	2.20	2.30	2.40	2.50	2.60	2.70	2.80	2.90	3.00	3.10	3.20	3.30	3.40	3.50	3.60	3.70	3.80	3.90	4.00	4.10	4.20	4.30	4.40	4.50	over
<b>SELECTED OCCUPATIONS--CONTINUED</b>																												
ROUTER OPERATORS (FEED ONLY) -----	26	2.54	-	-	-	4	7	3	9	-	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
TIME -----	26	2.54	-	-	-	4	7	3	9	-	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
RUBBERS, FURNITURE, HAND -----	438	2.29	6	75	145	110	53	40	4	5	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
TIME -----	394	2.27	6	75	141	109	41	16	1	5	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
RUBBERS, FURNITURE, MACHINE -----	115	2.51	-	8	9	14	11	30	20	17	6	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
TIME -----	94	2.53	-	8	6	8	3	26	20	17	6	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
SANDERS, FURNITURE, HAND -----	709	2.33	8	111	216	166	102	57	12	10	5	9	8	-	5	-	-	-	-	-	-	-	-	-	-	-	-	-
TIME -----	677	2.33	8	107	194	163	100	56	12	10	5	9	8	-	5	-	-	-	-	-	-	-	-	-	-	-	-	-
SANDERS, FURNITURE, MACHINE -----	751	2.64	3	27	73	70	78	80	62	98	89	106	40	8	4	2	1	3	2	1	2	-	1	-	1	-	1	-
TIME -----	584	2.62	3	23	62	65	51	50	49	73	82	90	36	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
INCENTIVE -----	167	2.73	-	4	11	5	27	30	13	25	7	16	4	8	4	2	1	3	2	1	2	-	1	-	1	-	1	-
BELT -----	551	2.69	1	21	39	40	56	48	41	79	70	99	35	6	4	1	1	3	2	1	2	-	1	-	1	-	1	-
TIME -----	395	2.67	1	17	30	35	29	21	29	54	63	83	33	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
INCENTIVE -----	156	2.73	-	4	9	5	27	27	12	25	7	16	2	6	4	1	1	3	2	1	2	-	1	-	1	-	1	-
OTHER THAN BELT -----	200	2.52	2	6	34	30	22	32	21	19	19	7	5	2	-	1	-	-	-	-	-	-	-	-	-	-	-	-
TIME -----	189	2.50	2	6	32	30	22	29	20	19	19	7	5	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-
SHAPER OPERATORS, AUTOMATIC (SET UP AND OPERATE) -----	75	2.98	-	-	-	2	7	1	1	8	9	6	11	15	7	1	4	-	1	-	1	1	-	-	-	-	-	-
TIME -----	57	2.94	-	-	-	2	7	-	1	4	7	6	6	13	7	1	3	-	-	-	-	-	-	-	-	-	-	-
INCENTIVE -----	18	3.09	-	-	-	-	-	1	-	4	2	-	5	2	-	-	1	-	1	-	1	1	-	-	-	-	-	-
SHAPER OPERATORS, AUTOMATIC (FEED ONLY) -----	21	2.49	-	2	3	4	2	6	-	-	1	-	-	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-
SHAPER OPERATORS, HAND (SET UP AND OPERATE) -----	40	2.80	-	-	1	-	3	4	5	2	7	14	2	-	2	-	-	-	-	-	-	-	-	-	-	-	-	-
TIME -----	36	2.82	-	-	1	-	3	4	2	1	7	14	2	-	2	-	-	-	-	-	-	-	-	-	-	-	-	-
SHAPER OPERATORS, HAND (FEED ONLY) <sup>2</sup> -----	27	2.65	-	-	3	-	1	6	3	2	12	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
SPRAYERS -----	722	2.64	9	4	19	52	105	92	123	127	89	58	24	14	-	5	-	-	1	-	-	-	-	-	-	-	-	-
TIME -----	620	2.63	9	4	12	40	98	92	103	103	71	48	24	10	-	5	-	1	-	-	-	-	-	-	-	-	-	-
TENONER OPERATORS (SET UP AND OPERATE) -----	89	3.00	-	-	-	2	6	2	3	9	4	15	11	18	6	2	4	6	-	-	1	-	-	-	-	-	-	-
TIME -----	69	2.99	-	-	-	2	6	2	3	1	3	14	10	13	5	2	3	5	-	-	-	-	-	-	-	-	-	-
INCENTIVE -----	20	3.05	-	-	-	-	-	-	-	8	1	1	1	5	1	-	1	1	-	-	1	-	-	-	-	-	-	-
TENONER OPERATORS (FEED ONLY) -----	64	2.63	-	-	3	7	6	11	13	9	5	5	5	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
TIME -----	46	2.61	-	-	3	7	5	8	6	6	1	5	5	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
VARIETY-SAW OPERATORS -----	96	2.65	-	-	4	5	21	11	8	13	17	12	3	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-
TIME -----	82	2.67	-	-	1	4	18	10	5	12	15	12	3	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-

<sup>1</sup> Excludes premium pay for overtime and for work on weekends, holidays, and late shifts.  
<sup>2</sup> All timeworkers.

<sup>3</sup> Insufficient data to warrant publication of separate earnings data by method of wage payment; workers are paid predominantly on a time basis.

**Table 20. Occupational earnings: Winston-Salem -- High Point, N.C.<sup>1</sup>**

(Number and average straight-time hourly earnings of workers in selected occupations in wood household furniture, except upholstered, manufacturing establishments, November 1974)

Occupation	Number of workers <sup>2</sup>	Average hourly earnings	Number of workers receiving straight-time hourly earnings of--																										
			\$ 2.00 and under	\$ 2.10	\$ 2.20	\$ 2.30	\$ 2.40	\$ 2.50	\$ 2.60	\$ 2.70	\$ 2.80	\$ 2.90	\$ 3.00	\$ 3.10	\$ 3.20	\$ 3.30	\$ 3.40	\$ 3.50	\$ 3.60	\$ 3.70	\$ 3.80	\$ 3.90	\$ 4.00	\$ 4.10	\$ 4.20	\$ 4.30	\$ 4.40	\$ 4.50 and over	
			2.00	2.10	2.20	2.30	2.40	2.50	2.60	2.70	2.80	2.90	3.00	3.10	3.20	3.30	3.40	3.50	3.60	3.70	3.80	3.90	4.00	4.10	4.20	4.30	4.40	4.50	over
ALL PRODUCTION WORKERS -----	8,550	\$ 2.91	231	217	232	301	330	478	892	1009	879	659	779	444	495	301	277	327	227	143	127	57	50	38	21	14	9	13	
SELECTED OCCUPATIONS																													
ASSEMBLERS EXCEPT CHAIRS -----	861	2.84	8	27	24	42	56	73	80	106	71	95	69	44	48	31	30	26	15	6	5	3	-	-	-	-	-	-	-
COMPLETE PIECES (CASE GOODS) -----	194	2.75	6	12	9	16	18	31	6	106	8	23	9	5	8	9	10	8	9	6	-	-	3	-	-	2	-	-	-
COMPLETE PIECES (OTHER THAN CASE GOODS) -----	84	2.89	2	3	1	-	1	2	5	13	7	29	7	5	3	1	1	-	2	-	-	-	-	-	2	-	-	-	
SUBASSEMBLIES -----	583	2.86	-	12	14	26	37	40	69	85	41	57	57	31	36	20	21	17	7	6	5	2	-	-	-	-	-	-	
CUT-OFF-SAW OPERATORS -----	79	3.21	-	-	-	-	-	-	-	3	-	6	13	17	18	7	5	5	1	4	-	-	-	-	-	-	-	-	
GLUERS, ROUGH STOCK -----	94	2.91	-	-	3	-	-	7	3	11	19	7	24	13	4	2	-	-	1	-	-	-	-	-	-	-	-	-	
LATHE OPERATORS, AUTOMATIC (SET UP AND OPERATE) -----	27	3.65	-	-	-	-	-	-	-	-	1	-	2	2	1	-	1	2	5	2	4	3	1	3	-	-	-	-	
LATHE OPERATORS, AUTOMATIC (FEED ONLY) -----	64	2.95	-	-	-	-	-	-	2	11	17	4	24	3	1	1	1	-	-	-	-	-	-	-	-	-	-	-	
MAINTAINERS, GENERAL UTILITY -----	124	3.61	-	-	2	6	-	-	-	2	1	7	4	6	6	9	11	16	12	9	5	7	7	2	5	1	6		
MOLDING MACHINE OPERATORS (SET UP AND OPERATE) -----	57	3.57	-	-	-	-	3	-	-	2	-	2	-	3	7	4	5	12	1	7	1	4	4	1	-	-	1		
MOLDING MACHINE OPERATORS (FEED ONLY) -----	47	2.76	-	6	-	3	-	2	-	6	11	9	7	3	-	-	-	-	-	-	-	-	-	-	-	-	-		
OFF-BEARERS, MACHINE -----	565	2.62	17	15	21	14	40	82	164	109	56	26	13	3	2	-	-	-	-	-	-	3	-	-	-	-	-		
PACKERS, FURNITURE -----	216	2.75	15	9	15	5	8	6	14	37	21	32	15	20	10	2	3	1	-	2	1	-	-	-	-	-	-		
PLANER OPERATORS (SET UP AND OPERATE) -----	24	3.36	-	-	-	-	-	-	-	-	1	3	2	3	5	4	3	-	3	-	-	-	-	-	-	-	-		
PLANER OPERATORS (FEED ONLY) -----	8	3.00	-	-	-	-	-	-	-	-	2	6	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
PLASTIC-TOP INSTALLERS -----	13	2.58	-	3	-	4	1	-	-	1	-	2	1	-	1	-	1	-	-	-	-	-	-	-	-	-	-		
RIP SAW OPERATORS -----	158	2.98	-	3	3	3	-	5	6	17	17	15	40	19	6	9	6	4	4	-	1	-	-	-	-	-	-		
ROUTER OPERATORS (SET UP AND OPERATE) -----	73	3.28	-	-	3	-	-	-	-	1	1	3	7	14	12	7	6	11	1	-	4	2	1	-	-	-	-		
ROUTER OPERATORS (FEED ONLY) -----	31	2.85	-	-	-	-	-	5	6	10	3	7	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
RUBBERS, FURNITURE, HAND -----	427	2.48	35	39	46	35	46	37	84	59	28	14	4	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
SANDERS, FURNITURE, HAND -----	469	2.54	70	38	10	40	19	30	100	45	62	21	23	5	4	1	1	-	-	-	-	-	-	-	-	-	-		
SANDERS, FURNITURE, MACHINE -----	549	3.04	3	-	8	4	13	26	41	44	57	36	73	46	46	46	36	34	23	6	2	1	-	-	-	-	-		
BELT -----	331	3.11	-	-	-	6	7	7	30	28	16	22	33	25	40	36	32	29	14	6	-	-	-	-	-	-	-		
OTHER THAN BELT -----	218	2.93	3	-	8	2	6	19	11	16	41	14	40	21	6	10	4	5	9	-	2	1	-	-	-	-	-		
SHAPER OPERATORS, AUTOMATIC (FEED ONLY) -----	15	2.92	-	-	-	-	-	-	-	9	-	6	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
SHAPER OPERATORS, HAND (SET UP AND OPERATE) -----	36	3.21	-	-	-	-	7	-	-	-	-	1	4	11	2	3	3	2	-	3	-	-	-	-	-	-	-		
SHAPER OPERATORS, HAND (FEED ONLY) -----	13	2.73	-	-	3	-	3	-	-	-	1	4	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-		
SPRAYERS -----	484	2.87	6	6	11	43	14	15	29	56	64	52	81	31	26	21	15	8	1	1	4	-	-	-	-	-	-		
TENONER OPERATORS (FEED ONLY) -----	9	2.60	3	-	-	-	-	-	-	4	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
VARIETY-SAW OPERATORS -----	50	3.16	-	-	-	3	-	3	-	5	4	-	9	2	6	3	2	4	1	4	4	-	-	-	-	-	-		

<sup>1</sup> The Winston-Salem-High Point area consists of Davidson, Forsyth, Guilford, and Randolph Counties.

<sup>2</sup> Excludes premium pay for overtime and for work on weekends, holidays, and late shifts. All workers were paid on a time basis.

**Table 21. Earnings relationships: Selected regions and localities**

(Average hourly earnings in selected occupations as a percent of the national average for all production workers<sup>1</sup> in wood household furniture (except upholstered) manufacturing establishments, United States, selected regions States, and areas, November 1974)

Region and locality	All produc- tion workers	Assemblers, complete furniture pieces (case goods)	Cut-off- saw operators	Maintaine- rs general utility	Off- bearers, machine	Packers, furniture	Sanders, furniture, belt	Shaper operators, hand (set up and operate)	Sprayers
United States.....	100	109	110	115	89	94	100	112	106
New England.....	100	94	104	103	93	102	110	117	110
Gardner, Mass.....	107	118	104	112	90	113	149	-	128
Middle Atlantic.....	112	121	112	123	110	109	121	122	124
Jamestown, N.Y.....	107	110	101	107	100	94	107	121	116
Border States.....	87	89	92	101	80	81	91	97	94
Louisville, Ky.-Ind.....	139	-	106	196	95	141	137	-	149
Virginia.....	85	84	90	98	78	79	88	92	87
Southeast.....	91	94	96	107	82	86	93	103	93
Hickory-Statesville, N.C.....	97	100	104	108	86	89	103	117	101
Miami and Fort-Lauderdale--									
Hollywood, Fla.....	133	143	138	-	102	-	124	-	139
Tennessee.....	84	82	84	102	78	85	80	88	86
Winston-Salem--									
High Point, N.C.....	95	90	105	118	86	90	102	105	94
Southwest.....	88	88	81	110	85	86	90	94	95
Arkansas.....	90	89	85	103	89	92	91	105	98
Great Lakes.....	114	126	115	133	102	112	111	111	120
Chicago, Ill.....	105	110	119	139	87	93	120	-	121
Grand Rapids, Mich.....	109	119	110	128	88	100	109	119	104
Indiana.....	116	134	115	135	109	114	112	115	121
Pacific.....	127	155	153	155	118	120	113	150	140
Los Angeles-Long Beach, Calif.....	112	136	157	146	99	105	101	155	131

<sup>1</sup> The national average for all production workers is \$3.05.

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

**Table 22. Method of wage payment**

(Percent of production workers in wood household furniture (except upholstered) manufacturing establishments by method of wage payment, United States, selected regions, States, and areas, November 1974)

Method of wage payment <sup>1</sup>	Regions								States				
	United States <sup>2</sup>	New England	Middle Atlantic	Border States	South-east	South-west	Great Lakes	Pacific	Arkansas	Indiana	Tennessee	Virginia	
All workers.....	100	100	100	100	100	100	100	100	100	100	100	100	
Time rated workers.....	83	74	66	81	96	68	65	100	66	47	85	82	
Formal plans.....	56	41	32	54	65	45	49	78	41	38	50	56	
Single rate.....	11	3	8	5	4	3	20	48	5	18	-	6	
Range of rates.....	45	37	24	49	61	42	29	30	36	20	50	50	
Individual rates.....	27	34	34	27	31	23	16	22	25	8	35	26	
Incentive workers.....	17	26	34	19	4	32	35	( <sup>3</sup> )	34	53	15	18	
Individual piecework..	6	8	9	3	4	24	7	( <sup>3</sup> )	26	11	14	1	
Group piecework.....	1	2	2	( <sup>3</sup> )	( <sup>3</sup> )	5	4	-	4	8	-	( <sup>3</sup> )	
Individual bonus.....	4	14	11	11	( <sup>3</sup> )	-	7	-	-	3	2	12	
Group bonus.....	5	1	12	4	( <sup>3</sup> )	3	17	-	5	32	-	4	
	Areas												
	Chi- cago	Gard- ner	Grand Rapids	Hick- ory- States- ville	James- town	Los Angeles- Long Beach	Louis- ville	Miami and Fort Lauder- dale-- Hollywood	Winston- Salem-- High Point				
All workers.....	100	100	100	100	100	100	100	100	100	100	100	100	
Time rated workers.....	84	64	82	98	40	100	37	100	62	62	62	62	
Formal plans.....	65	54	25	67	19	64	13	66	66	66	66	66	
Single rate.....	21	6	-	4	-	38	13	66	66	66	66	66	
Range of rates.....	44	48	25	63	19	26	-	62	62	62	62	62	
Individual rates.....	19	10	57	31	21	36	24	34	34	34	34	34	
Incentive workers.....	16	36	18	2	60	-	63	-	-	-	-	-	
Individual piecework..	8	23	2	1	21	-	16	-	-	-	-	-	
Group piecework.....	-	-	-	( <sup>3</sup> )	-	-	15	-	-	-	-	-	
Individual bonus.....	3	9	7	-	31	-	2	-	-	-	-	-	
Group bonus.....	5	4	9	1	8	-	29	-	-	-	-	-	

<sup>1</sup> For definition of method of wage payment, see appendix A.

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

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

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

**Table 23. Minimum entrance rates: Machine off bearers and hand furniture sanders**

(Number of wood household furniture (except upholstered) manufacturing establishments studied by minimum hourly rates for machine off bearers and hand furniture sanders, United States and selected regions, November 1974)

Minimum entrance rates <sup>1</sup>	United States <sup>2</sup>	New England	Middle Atlantic	Border States	South-east	South-west	Great Lakes	Pacific
	off-bearers, machine							
Establishments studied.....	336	30	41	27	101	22	72	35
Establishments having an established minimum.....	223	22	23	23	66	16	47	22
\$2.00 and under \$2.10.....	33	2	1	2	12	7	4	4
\$2.10 and under \$2.20.....	32	3	6	8	7	5	2	-
\$2.20 and under \$2.30.....	45	6	5	3	19	1	6	4
\$2.30 and under \$2.40.....	19	4	2	4	4	1	3	1
\$2.40 and under \$2.50.....	30	3	3	3	19	-	2	-
\$2.50 and under \$2.60.....	19	1	3	2	3	2	8	-
\$2.60 and under \$2.70.....	5	1	-	-	2	-	1	1
\$2.70 and under \$2.80.....	8	-	1	-	-	-	4	2
\$2.80 and under \$2.90.....	9	-	1	-	-	-	7	1
\$2.90 and under \$3.00.....	3	-	-	-	-	-	3	-
\$3.00 and under \$3.10.....	3	-	1	-	-	-	2	-
\$3.10 and under \$3.20.....	3	-	-	-	-	-	2	1
\$3.20 and under \$3.30.....	2	1	-	-	-	-	-	1
\$3.30 and under \$3.40.....	2	1	-	-	-	-	1	-
\$3.40 and under \$3.50.....	3	-	-	1	-	-	1	1
\$3.50 and under \$3.60.....	1	-	-	-	-	-	1	-
\$3.60 and under \$3.70.....	-	-	-	-	-	-	-	-
\$3.70 and under \$3.80.....	2	-	-	-	-	-	-	2
\$3.80 and under \$3.90.....	-	-	-	-	-	-	-	-
\$3.90 and under \$4.00.....	-	-	-	-	-	-	-	-
\$4.00 and under \$4.10.....	-	-	-	-	-	-	-	-
\$4.10 and under \$4.20.....	-	-	-	-	-	-	-	-
\$4.20 and under \$4.30.....	-	-	-	-	-	-	-	-
\$4.30 and under \$4.40.....	1	-	-	-	-	-	-	1
\$4.40 and under \$4.50.....	-	-	-	-	-	-	-	-
\$4.50 and over.....	3	-	-	-	-	-	-	3
No formal minimum.....	36	2	1	1	21	1	6	2
Workers not hired in this category.....	77	6	17	3	14	5	19	11

See footnotes at end of table.

**Table 23. Minimum entrance rates: Machine off bearers and hand furniture sanders — Continued**

(Number of wood household furniture (except upholstered) manufacturing establishments studied by minimum hourly rates for machine off bearers and hand furniture sanders, United States, and selected regions, November 1974)

Minimum entrance rate <sup>1</sup>	United States <sup>2</sup>	New England	Middle Atlantic	Border States	South-east	South-west	Great Lakes	Pacific
	Sanders, furniture, hand							
Establishments studied.....	336	30	41	27	101	22	72	35
Establishments having an established minimum.....	236	23	29	23	72	13	48	24
\$2.00 and under \$2.10.....	28	1	1	3	10	6	2	4
\$2.10 and under \$2.20.....	28	2	6	7	6	3	1	2
\$2.20 and under \$2.30.....	52	9	5	3	24	2	5	3
\$2.30 and under \$2.40.....	23	4	2	3	9	-	4	1
\$2.40 and under \$2.50.....	19	1	3	3	10	-	2	-
\$2.50 and under \$2.60.....	34	1	6	3	12	2	10	-
\$2.60 and under \$2.70.....	6	-	1	-	1	-	3	1
\$2.70 and under \$2.80.....	15	3	2	-	-	-	7	2
\$2.80 and under \$2.90.....	9	-	-	-	-	-	8	1
\$2.90 and under \$3.00.....	4	-	1	-	-	-	7	3
\$3.00 and under \$3.10.....	2	-	1	-	-	-	1	-
\$3.10 and under \$3.20.....	3	-	-	-	-	-	1	2
\$3.20 and under \$3.30.....	2	1	1	-	-	-	-	-
\$3.30 and under \$3.40.....	3	1	-	1	-	-	1	-
\$3.40 and under \$3.50.....	1	-	-	-	-	-	1	-
\$3.50 and under \$3.60.....	1	-	-	-	-	-	-	1
\$3.60 and under \$3.70.....	1	-	-	-	-	-	1	-
\$3.70 and under \$3.80.....	1	-	-	-	-	-	-	1
\$3.80 and under \$3.90.....	-	-	-	-	-	-	-	-
\$3.90 and under \$4.00.....	-	-	-	-	-	-	-	-
\$4.00 and under \$4.10.....	-	-	-	-	-	-	-	-
\$4.10 and under \$4.20.....	-	-	-	-	-	-	-	-
\$4.20 and under \$4.30.....	1	-	-	-	-	-	1	-
\$4.30 and under \$4.40.....	1	-	-	-	-	-	-	1
\$4.40 and under \$4.50.....	-	-	-	-	-	-	-	-
\$4.50 and over.....	2	-	-	-	-	-	-	2
No formal minimum.....	42	1	3	2	24	1	8	2
Workers not hired in this category.....	58	6	9	2	5	8	16	9

<sup>1</sup> Minimum entrance rates are the lowest formally established rates for inexperienced workers in the establishments studied.

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

**Table 24. Work schedules**

(Percent of production and office workers in wood household furniture (except upholstered) manufacturing establishments by work schedules, United States and selected regions, November 1974)

Work schedule <sup>1</sup>	United States <sup>2</sup>	New England	Middle Atlantic	Border States	South-east	South-west	Great Lakes	Pacific
<b>Production workers</b>								
All workers.....	100	100	100	100	100	100	100	100
20 hours - 5 days.....	( <sup>3</sup> )	-	-	-	( <sup>3</sup> )	-	-	-
32 hours - 4 days.....	3	-	-	-	4	-	8	-
35 hours - 5 days.....	( <sup>3</sup> )	-	-	-	-	-	1	-
Over 35 and under 40 hours.....	1	3	-	-	2	-	-	-
4 days.....	1	1	-	-	2	-	-	-
5 days.....	( <sup>3</sup> )	2	-	-	-	-	-	-
40 hours.....	80	49	93	76	80	96	72	96
4 days.....	2	-	3	-	2	8	4	-
5 days.....	78	49	90	76	78	88	68	96
Over 40 and under 45 hours.....	4	12	1	13	3	-	-	-
5 days.....	3	10	1	13	3	-	-	-
5 1/2 days.....	( <sup>3</sup> )	1	-	-	-	-	-	-
45 hours.....	10	27	5	8	10	4	16	-
5 days.....	8	13	5	4	10	4	13	-
5 1/2 days.....	2	15	-	4	-	-	2	-
Over 45 hours.....	2	9	1	3	1	-	3	4
5 days.....	( <sup>3</sup> )	5	1	-	-	-	-	-
5 1/2 days.....	1	4	-	3	1	-	3	-
6 days.....	( <sup>3</sup> )	-	-	-	( <sup>3</sup> )	-	-	4
<b>Office workers</b>								
All workers.....	100	100	100	100	100	100	100	100
Less than 35 hours.....	( <sup>3</sup> )	-	( <sup>3</sup> )	-	( <sup>3</sup> )	-	( <sup>3</sup> )	3
3 days.....	( <sup>3</sup> )	-	-	-	( <sup>3</sup> )	-	-	-
4 days.....	( <sup>3</sup> )	-	-	-	-	-	( <sup>3</sup> )	3
5 days.....	( <sup>3</sup> )	-	( <sup>3</sup> )	-	-	-	-	-
35 hours - 5 days.....	2	2	12	1	2	-	-	2
37 1/2 hours - 5 days.....	2	1	3	1	3	3	( <sup>3</sup> )	-
38 3/4 hours - 5 days.....	( <sup>3</sup> )	-	-	-	1	-	-	-
40 hours.....	94	95	84	98	92	97	96	95
4 days.....	1	-	-	-	1	11	-	-
5 days.....	93	95	84	98	91	86	96	95
Over 40 hours - 5 1/2 days.....	2	2	1	-	2	-	4	-

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

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

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

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

**Table 25. Shift differential provisions**

(Percent of production workers by shift differential provisions in wood household furniture (except upholstered) manufacturing establishments, United States and selected regions, November 1974)

Shift differential <sup>1</sup>	United States <sup>2</sup>	New England	Middle Atlantic	Border States	South-east	South-west	Great Lakes	Pacific
<b>Second shift</b>								
Workers in establishments with second shift provisions.....	53.7	49.4	32.3	79.3	48.2	61.1	49.5	68.7
With shift differential.....	48.2	49.4	29.3	66.2	40.4	57.0	49.5	68.0
Uniform cents per hour.....	40.2	43.2	26.5	60.9	35.3	57.0	41.4	31.7
5 cents.....	2.6	-	-	-	5.6	5.7	-	-
7 cents.....	.8	-	-	-	-	12.8	-	-
8 cents.....	.5	-	-	-	-	-	3.4	-
9 cents.....	1.1	-	-	-	.8	-	4.9	-
10 cents.....	22.0	32.1	16.3	46.3	16.8	30.2	20.7	4.9
12 cents.....	3.4	5.6	-	4.4	-	-	4.5	18.9
12 1/2 cents.....	.4	-	-	-	-	-	-	4.1
15 cents.....	7.2	-	10.2	1.7	12.2	8.4	2.4	3.8
19 cents.....	.3	-	-	-	-	-	1.9	-
20 cents.....	1.4	-	-	8.5	-	-	2.2	-
25 cents.....	.5	5.6	-	-	-	-	1.2	-
Uniform percentage.....	6.0	6.2	-	5.4	5.1	-	8.1	17.5
5 percent.....	1.8	2.1	-	5.4	2.5	-	-	-
10 percent.....	4.0	-	-	-	2.6	-	8.1	17.5
15 percent.....	.2	4.2	-	-	-	-	-	-
Full day's pay for reduced hours....	1.0	-	-	-	-	-	-	10.5
Other.....	1.0	-	2.8	-	-	-	-	8.2
<b>Third or other late shift</b>								
Workers in establishments with third or other late shift provisions.....	21.1	19.4	19.8	11.5	14.2	18.2	32.4	46.0
With shift differential.....	21.0	19.4	18.5	11.5	14.2	18.2	32.4	46.0
Uniform cents per hour.....	15.4	17.3	15.7	11.5	10.3	18.2	25.8	20.8
10 cents.....	3.7	7.1	3.0	10.5	-	18.2	1.6	-
11 cents.....	.5	-	-	-	-	-	3.4	-
12 cents.....	2.5	-	-	1.0	2.3	-	9.1	-
15 cents.....	5.1	10.2	2.5	-	7.1	-	8.3	2.1
18 cents.....	2.3	-	10.2	-	-	-	-	14.9
20 cents.....	1.1	-	-	-	.9	-	2.2	3.8
35 cents.....	.2	-	-	-	-	-	1.2	-
Uniform percentage.....	3.4	2.1	-	-	3.9	-	6.6	7.5
5 percent.....	1.1	2.1	-	-	2.5	-	-	-
10 percent.....	2.3	-	-	-	1.5	-	6.6	7.5
Full day's pay for reduced hours....	.7	-	-	-	-	-	-	7.8
Other.....	1.4	-	2.8	-	-	-	-	9.8

<sup>1</sup> Refer to policies of establishments currently operating late shifts or having provisions covering late shifts.

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

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



**Table 26. Paid holidays**

(Percent of production and office workers in wood household furniture (except upholstered) manufacturing establishments with formal provisions for paid holidays, United States and selected regions,

Number of paid holidays	United States <sup>1</sup>	New England	Middle Atlantic	Border States	South-east	South-west	Great Lakes	Pacific
	Production workers							
All workers.....	100	100	100	100	100	100	100	100
Workers in establishments providing paid holidays.....	95	100	100	95	92	88	100	100
Less than 3 days.....	2	-	-	7	2	4	-	-
3 days.....	10	-	-	13	19	-	1	-
4 days or 4 plus 1 half day.....	7	-	-	31	6	1	-	1
5 days.....	13	3	-	20	23	15	1	-
6 days.....	13	11	15	3	12	16	18	19
6 days plus 1 or 2 half days.....	1	4	1	-	-	-	2	6
7 days.....	10	18	6	9	8	25	14	3
7 days plus 1 half day.....	2	8	5	-	1	2	1	-
7 days plus 2 half days.....	1	3	-	1	-	-	3	-
8 days.....	10	14	16	3	6	21	15	12
8 days plus 1 or 2 half days.....	1	4	1	-	-	-	2	3
9 days.....	17	23	13	5	10	5	29	48
9 days plus 1 or 2 half days.....	1	1	14	-	-	-	1	-
10 days or 10 plus 1 half day.....	6	7	11	1	5	-	12	7
11 days or more.....	2	2	18	-	-	-	1	1
	Office workers							
All workers.....	100	100	100	100	100	100	100	100
Workers in establishments providing paid holidays.....	97	100	100	100	88	98	100	100
Less than 3 days.....	1	-	-	4	-	4	-	-
3 days.....	5	-	-	1	19	-	(2)	-
4 days or 4 plus 1 half day.....	2	-	-	4	4	-	-	2
5 days or 5 plus 2 half days.....	8	1	-	8	15	38	-	-
6 days.....	23	3	12	60	18	15	23	19
6 days plus 1 or 2 half days.....	2	2	1	1	-	-	3	2
7 days.....	11	17	3	10	10	25	11	3
7 days plus 1 half day.....	3	7	7	-	2	1	3	-
7 days plus 2 half days.....	1	4	-	-	-	-	3	2
8 days.....	13	28	20	3	8	9	11	26
8 days plus 1 or 2 half days.....	1	1	1	-	-	-	4	-
9 days plus 1 or 2 half days.....	19	17	33	5	6	6	29	38
10 days or 10 plus 1 half day.....	7	12	4	4	7	-	11	6
11 days or more.....	3	7	18	-	-	-	(2)	2

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

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

**Table 27. Paid vacations**

(Percent of production and office workers in wood household furniture (except upholstered) manufacturing establishments with formal provisions for paid vacations after selected periods of service, United States and selected regions, November 1974)

Vacation policy	United States <sup>1</sup>	New England	Middle Atlantic	Border States	South-east	South-west	Great Lakes	Pacific
	Production workers							
All workers.....	100	100	100	100	100	100	100	100
Method of payment								
Workers in establishments providing paid vacations.....	98	100	100	97	96	94	100	100
Length of time payment.....	65	60	86	45	54	83	65	100
Percentage payment.....	33	40	14	52	42	11	35	-
Amount of vacation pay <sup>2</sup>								
<b>After 1 year of service:</b>								
Under 1 week.....	1	2	-	-	3	-	-	-
1 week.....	77	93	99	91	61	92	76	86
Over 1 and under 2 weeks.....	6	6	1	-	6	-	19	3
2 weeks.....	9	-	-	2	17	-	5	11
Over 2 and under 3 weeks.....	3	-	-	-	7	-	-	-
3 weeks.....	1	-	-	-	2	-	-	-
<b>After 2 years of service:</b>								
Under 1 week.....	1	2	-	-	3	-	-	-
1 week.....	62	48	70	84	52	93	50	76
Over 1 and under 2 weeks.....	11	34	20	4	6	-	27	3
2 weeks.....	15	16	10	3	19	1	23	21
Over 2 and under 3 weeks.....	6	-	-	2	14	-	-	-
3 weeks.....	1	-	-	-	3	-	-	-
<b>After 3 years of service:</b>								
Under 1 week.....	1	2	-	-	3	-	-	-
1 week.....	39	33	30	65	44	74	17	7
Over 1 and under 2 weeks.....	16	39	30	10	6	3	40	3
2 weeks.....	34	25	40	15	26	18	37	90
Over 2 and under 3 weeks.....	7	1	-	2	14	-	5	-
3 weeks.....	1	-	-	-	3	-	-	-
<b>After 5 years of service:</b>								
Under 1 week.....	(1)	2	-	-	1	-	-	-
1 week.....	15	-	8	45	16	15	2	4
Over 1 and under 2 weeks.....	3	-	3	10	2	-	1	3
2 weeks.....	64	93	71	41	59	79	74	71
Over 2 and under 3 weeks.....	6	4	16	-	3	-	19	-
3 weeks.....	8	1	1	2	13	-	4	22
Over 3 and under 4 weeks.....	2	-	-	-	4	-	-	-
<b>After 10 years of service:</b>								
1 week.....	14	2	3	45	16	15	2	4
Over 1 and under 2 weeks.....	1	-	-	5	1	-	1	3
2 weeks.....	38	49	32	39	42	69	27	16
Over 2 and under 3 weeks.....	8	32	18	5	1	-	21	-
3 weeks.....	29	14	47	4	24	10	46	62
Over 3 and under 4 weeks.....	6	4	-	-	13	-	3	-
4 weeks.....	1	-	-	-	-	-	-	15
<b>After 15 years of service:</b>								
1 week.....	14	2	3	45	16	15	1	4
Over 1 and under 2 weeks.....	1	-	-	-	1	-	1	3
2 weeks.....	22	35	8	27	27	20	10	16
Over 2 and under 3 weeks.....	3	6	-	8	1	-	5	-
3 weeks.....	44	53	63	17	35	59	66	43
Over 3 and under 4 weeks.....	7	-	19	-	9	-	9	8
4 weeks.....	7	-	7	-	6	-	8	25
Over 4 and under 5 weeks.....	(3)	4	-	-	-	-	-	-

See footnotes at end of table.

**Table 27. Paid vacations — Continued**

(Percent of production and office workers in wood household furniture (except upholstered) manufacturing establishments with formal provisions for paid vacations after selected periods of service, United States and selected regions, November 1974)

Vacation policy	United States <sup>1</sup>	New England	Middle Atlantic	Border States	South-east	South-west	Great Lakes	Pacific
	Office workers							
All workers.....	100	100	100	100	100	100	100	100
<b>Method of payment</b>								
Workers in establishments providing paid vacations.....	99	100	100	100	96	97	100	100
Length of time payment.....	93	98	93	96	86	84	95	100
Percentage payment.....	6	2	7	4	10	13	5	-
<b>Amount of vacation pay <sup>2</sup></b>								
<b>After 1 year of service:</b>								
Under 1 week.....	1	3	-	-	3	-	1	-
1 week.....	58	52	76	53	39	86	57	62
Over 1 and under 2 weeks.....	3	-	1	-	-	-	13	-
2 weeks.....	34	46	23	42	44	10	29	38
Over 2 and under 3 weeks.....	1	-	-	-	5	-	-	-
3 weeks.....	(3)	-	-	-	1	-	-	-
Over 3 and under 4 weeks.....	1	-	-	-	3	-	-	-
<b>After 2 years of service:</b>								
Under 1 week.....	1	3	-	-	2	-	1	-
1 week.....	39	13	48	43	30	85	35	35
Over 1 and under 2 weeks.....	9	-	19	5	2	-	20	-
2 weeks.....	48	84	32	46	52	12	43	65
Over 2 and under 3 weeks.....	1	-	-	2	5	-	-	-
3 weeks.....	(3)	-	-	-	2	-	(3)	-
Over 3 and under 4 weeks.....	1	-	-	-	3	-	-	-
<b>After 3 years of service:</b>								
Under 1 week.....	1	3	-	-	2	-	1	-
1 week.....	22	10	26	30	26	66	8	5
Over 1 and under 2 weeks.....	10	-	19	6	4	-	24	-
2 weeks.....	63	87	54	58	53	31	66	95
Over 2 and under 3 weeks.....	1	-	-	2	5	-	(3)	-
3 weeks.....	1	-	-	-	3	-	(3)	-
Over 3 and under 4 weeks.....	1	-	-	-	3	-	-	-
<b>After 5 years of service:</b>								
Under 1 week.....	(3)	3	-	-	1	-	-	-
1 week.....	7	-	7	7	9	26	4	3
Over 1 and under 2 weeks.....	2	-	3	5	1	-	2	-
2 weeks.....	81	97	84	83	74	70	80	92
Over 2 and under 3 weeks.....	4	-	6	3	1	-	10	-
3 weeks.....	3	1	-	-	8	-	3	5
Over 3 and under 4 weeks.....	1	-	-	-	3	-	-	-
<b>After 10 years of service:</b>								
Under 1 week.....	7	3	1	7	9	26	3	2
Over 1 and under 2 weeks.....	1	-	-	-	-	-	3	-
2 weeks.....	46	60	32	45	52	66	39	29
Over 2 and under 3 weeks.....	6	4	7	6	-	-	16	-
3 weeks.....	39	34	59	42	29	5	38	69
Over 3 and under 4 weeks.....	1	-	-	-	3	-	(3)	-
Over 4 and under 5 weeks.....	1	-	-	-	3	-	-	-
<b>After 15 years of service:</b>								
Under 1 week.....	6	3	1	7	9	26	-	2
Over 1 and under 2 weeks.....	1	-	-	-	-	-	3	-
2 weeks.....	33	32	16	40	41	36	30	29
Over 2 and under 3 weeks.....	(3)	-	-	-	1	-	(3)	-
3 weeks.....	47	63	53	53	28	35	55	52
Over 3 and under 4 weeks.....	2	-	6	-	3	-	3	-
4 weeks.....	9	2	24	-	11	-	8	17
Over 4 and under 5 weeks.....	1	-	-	-	3	-	-	-

See footnotes at end of table.

Table 27. Paid vacations — Continued

(Percent of production and office workers in wood household furniture (except upholstered) manufacturing establishments with formal provisions for paid vacations after selected periods of service, United States and selected regions, November 1974)

Vacation policy	United States <sup>4</sup>	New England	Middle Atlantic	Border States	South-east	South-west	Great Lakes	Pacific
Production workers								
Amount of vacation pay <sup>2</sup>								
After 20 years of service: <sup>4</sup>								
1 week.....	14	2	3	45	16	15	1	4
Over 1 and under 2 weeks.....	1	-	-	-	1	-	1	3
2 weeks.....	22	35	8	27	27	20	10	16
Over 2 and under 3 weeks.....	3	6	-	8	1	-	5	-
3 weeks.....	35	29	55	14	32	56	38	37
Over 3 and under 4 weeks.....	7	9	1	-	9	-	15	8
4 weeks.....	13	15	20	3	9	3	28	16
Over 4 and under 5 weeks.....	1	4	13	-	-	-	-	-
5 weeks or more.....	2	-	-	-	-	-	1	15
Office workers								
After 20 years of service: <sup>4</sup>								
1 week.....	6	3	1	7	9	26	-	2
Over 1 and under 2 weeks.....	(3)	-	-	-	-	-	2	-
2 weeks.....	33	32	16	40	41	33	31	29
Over 2 and under 3 weeks.....	(3)	-	-	1	-	-	(3)	-
3 weeks.....	34	46	44	43	21	37	22	47
Over 3 and under 4 weeks.....	4	4	1	-	3	-	12	-
4 weeks.....	20	16	38	10	18	-	31	22
Over 4 and under 5 weeks.....	1	-	-	-	3	-	-	-
5 weeks.....	(3)	-	-	-	-	-	1	-

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

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

5 and 10 years.

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

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

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

**Table 28. Health, insurance, and retirement plans**

(Percent of production and office workers in wood household furniture (except upholstered) manufacturing establishments with specified health, insurance, and retirement plans, United States and selected regions, November 1974)

Type of plan <sup>1</sup>	United States <sup>2</sup>	New England	Middle Atlantic	Border States	South-east	South-west	Great Lakes	Pacific	United States <sup>2</sup>	New England	Middle Atlantic	Border States	South-east	South-west	Great Lakes	Pacific
	Production workers								Office workers							
All workers.....	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100
Workers in establishments providing:																
Life insurance.....	94	98	99	93	96	95	96	77	92	100	85	90	95	94	94	82
Noncontributory plans.....	52	69	82	34	34	48	75	69	58	73	69	31	46	53	69	73
Accidental death and dismemberment insurance.....	69	91	80	40	71	52	79	77	74	95	71	55	70	62	84	81
Noncontributory plans.....	41	63	67	18	24	31	61	69	50	69	58	22	35	37	65	72
Sickness and accident insurance or sick leave or both <sup>3</sup> .....	69	74	73	82	63	61	88	47	70	91	73	75	53	46	92	49
Sickness and accident insurance.....	64	69	67	82	59	59	84	32	50	65	61	30	36	29	86	25
Noncontributory plans.....	36	48	59	34	21	28	61	32	36	42	54	23	19	14	64	25
Sick leave (full pay, no waiting period).....	4	-	7	-	5	2	1	10	35	48	17	51	34	17	35	36
Sick leave (partial pay or waiting period).....	3	4	10	-	-	-	9	5	6	15	17	2	-	-	9	4
Long-term disability insurance....	5	-	3	-	4	21	11	3	19	2	9	29	17	19	28	16
Noncontributory plans.....	2	-	-	-	4	-	3	3	12	2	5	25	12	9	10	16
Hospitalization insurance.....	97	100	100	96	97	98	96	93	98	100	93	99	99	96	100	94
Noncontributory plans.....	52	43	70	53	32	57	76	82	63	55	69	61	48	59	77	82
Surgical insurance.....	97	100	100	96	97	98	96	93	98	100	93	99	99	96	100	94
Noncontributory plans.....	52	43	70	53	32	57	76	82	63	55	69	61	48	59	77	82
Medical insurance.....	90	99	93	90	84	98	95	93	93	99	90	95	84	96	99	82
Noncontributory plans.....	50	42	67	50	30	57	75	82	62	54	67	58	46	59	76	84
Major medical insurance.....	83	74	57	86	86	97	78	93	88	86	69	91	92	94	89	94
Noncontributory plans.....	45	36	36	48	29	56	66	82	58	54	52	57	45	57	68	82
Retirement plans <sup>4</sup> .....	72	72	80	82	75	62	65	66	66	71	69	90	68	48	59	50
Pensions.....	70	72	78	82	71	62	64	66	64	71	64	90	62	48	58	50
Noncontributory plans.....	68	72	73	79	71	62	56	63	62	71	60	89	62	39	56	49
Severance pay.....	3	4	2	-	5	-	2	-	2	-	4	-	6	-	1	-
No plans.....	1	-	-	-	1	-	1	7	1	-	4	-	(5)	-	(5)	6

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<sup>1</sup> "Noncontributory plans" include only those plans financed entirely by the employer. Legally required plans such as workers' compensation and social security are excluded; however, plans required by state temporary disability laws are included if the employer contributes more than is legally required or the employees receive benefits in excess of legal requirements.

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

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

<sup>4</sup> Unduplicated total of workers covered by pensions and severance pay shown separately.

<sup>5</sup> Less than 0.5 percent.

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

**Table 29. Other selected benefits**

(Percent of production and office workers in wood household furniture (except upholstered) manufacturing establishments with formal provisions for funeral leave pay, jury duty pay, and technological severance pay United States and selected regions, November 1974)

Type of benefit <sup>1</sup>	United States <sup>2</sup>	New England	Middle Atlantic	Border States	South-east	South-west	Great Lakes	Pacific
<b>Production workers</b>								
Workers in establishments with provisions for:								
Funeral leave.....	38	71	66	23	23	30	67	33
Jury duty leave.....	53	77	39	68	56	38	55	29
Technological severance pay.....	3	-	-	-	1	-	13	3
<b>Office workers</b>								
Workers in establishments with provisions for:								
Funeral leave.....	50	85	69	35	33	37	71	25
Jury duty leave.....	59	90	48	82	52	47	64	32
Technological severance pay.....	5	-	-	12	-	-	11	4

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

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

## Appendix A. Regression Analysis

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

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

In the regression analysis, one category of each of the variables in the equation is not shown explicitly, but its influence is embodied in the constant term. In table A-1, therefore, the categories represented by the constant term are nonmetropolitan area, small employment size, the two principal products of bedroom and dining room/kitchen furniture, nonunion plant, and Southeast. For the selected occupations, female worker and payment on a time basis were added.<sup>1</sup> The average wage level relating to this set of suppressed characteristics is represented by the value of the constant term, and the coefficients of the explicit variables represent the differentials associated with categories of the characteristics which differ from the basic set embodied in the constant.

To determine the effects of the coefficients on average wage levels, substitute the values of the new variables in table A-1 for those suppressed in the constant term. For example, if the production workers are in a union shop, the estimated average hourly earnings are higher by 27 cents,

<sup>1</sup>For assemblers, the subcategory subassemblies is also embodied in the constant.

or \$2.90 if other things are held constant. If these workers are located in a metropolitan area, another 7 cents is added to the constant term. Thus included, the average hourly earnings would be raised to \$2.97.

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

Regression results help to clarify or substantiate observations made from simple cross-tabulations. As mentioned in the main part of this report, variation in wages by principal furniture manufactured are influenced by the distribution of workers among high and low paying regions. The regression indicates that wage differentials associated with kitchen cabinet manufacturing were highly significant even when regional and other factors are held constant. Net differentials of these plants over those making bedroom or dining room/kitchen furniture ranged from 18 to 97 cents among the jobs studied separately.

It should be emphasized that the regression analysis is not sufficiently complete to say with certainty that we have measured the truly independent impact on wage levels of particular characteristics. As table A-1 shows, the regression analysis left unexplained about 56 percent of the variation in average earnings levels for all production workers and between 39 and 59 percent of the variation in earnings for the five selected occupations. (See coefficient of determination,  $R^2$ .) This means that other factors, beyond the scope of the survey, undoubtedly influenced the estimates. However, by holding constant those characteristics within the survey scope, a definite improvement in the estimates for specified characteristics was obtained.

**Table A-1. Regression analysis of average hourly earnings, all production workers and selected occupations, wood household furniture (except upholstered) manufacturing, United States, November 1974**

Variable	All production workers	Selected occupations				
		Assemblers, furniture (except chairs)	Off-bearers, machine	Rip-saw operators	Sanders, furniture, machine	Tenoner operators (set-up and operate)
Constant . . . . .	\$2.63 (.07)	\$2.22 (.07)	\$2.32 (.05)	\$2.51 (.11)	\$2.40 (.08)	\$2.75 (.23)
Metropolitan area . . . . .	.16 (.07)	.20 (.05)	.02 (.04)	.06 (.08)	.21 (.05)	.36 (.09)
250 workers or more . . . . .	.07 (.07)	.02 (.05)	.11 (.04)	.11 (.07)	.18 (.06)	.04 (.08)
Union shop . . . . .	.27 (.07)	.19 (.05)	.09 (.05)	.21 (.08)	.14 (.06)	.05 (.10)
Principal product:						
Kitchen cabinets . . . . .	.69 (.10)	.97 (.07)	.57 (.08)	.52 (.12)	.49 (.09)	.18 (.13)
Radio-TV cabinets . . . . .	-.18 (.12)	-.16 (.08)	.04 (.09)	-.26 (.16)	-.10 (.10)	.05 (.17)
Other living room furniture . . . . .	-.08 (.08)	.01 (.06)	-.04 (.06)	-.17 (.08)	-.19 (.06)	-.06 (.11)
Regions:						
New England . . . . .	.28 (.13)	.04 (.11)	.21 (.11)	.14 (.14)	.48 (.11)	.33 (.22)
Middle Atlantic . . . . .	.17 (.13)	-.21 (.09)	.48 (.09)	.17 (.15)	.30 (.11)	.16 (.19)
Border States . . . . .	.1 (.09)	.08 (.07)	-.09 (.05)	-.12 (.10)	-.06 (.07)	-.05 (.13)
Southwest . . . . .	-.20 (.13)	-.47 (.09)	-.07 (.10)	-.27 (.14)	-.17 (.11)	-.47 (.14)
Great Lakes . . . . .	.42 (.10)	.16 (.08)	.41 (.08)	.38 (.12)	.39 (.09)	.37 (.14)
Pacific . . . . .	.68 (.12)	.65 (.09)	.81 (.10)	1.37 (.12)	.58 (.10)	1.35 (.16)
Male worker . . . . .	-	.39 (.05)	.11 (.04)	.22 (.09)	.33 (.05)	.32 (.20)
Incentive pay system . . . . .	-	.50 (.05)	.41 (.06)	.49 (.10)	.50 (.06)	.28 (.10)
Assembling complete pieces (case goods) . . . . .	-	.26 (.05)	-	-	-	-
Assembling complete pieces (except case goods) . . . . .	-	.13 (.06)	-	-	-	-
Statistical information:						
Coefficient of determination (R <sup>2</sup> ) . . . . .	.44	.50	.61	.58	.41	.60
Standard error of the estimate . . . . .	\$0.52	\$0.62	\$0.35	\$0.50	\$0.53	\$0.50
Mean (Y) . . . . .	\$3.05	\$3.08	\$2.71	\$3.15	\$3.06	\$3.58
Number of observations (N) . . . . .	336	915	390	313	628	199
Number of establishments (S) . . . . .	336	308	246	242	266	63

<sup>1</sup> Less than \$0.05.

NOTE: Dashes indicate not applicable. Numbers in parenthesis are standard errors. Since the regression coefficients are based on a sample, they may differ from the figures that would have been obtained from a complete census of the industry. Chances are about 2 out of 3 that an estimate from the sample would differ from those in a total census-derived value by less than the standard error, and

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



**Table A-2. Earnings differentials associated with selected characteristics, wood household furniture (except upholstered) industry, November 1974**

Characteristic	All production workers	Selected occupations				
		Assemblers, furniture (except chairs)	Off-bearers, machine	Rip-saw operators	Sanders, furniture, machine	Tenoner operators set-up and operate)
<b>Metropolitan vs. nonmetropolitan area:</b>						
Gross differential . . . . .	\$0.44	\$0.45	\$0.24	\$0.54	\$0.34	\$0.66
Net differential . . . . .	.16 (.07)	.20 (.05)	.02 (.04)	.06 (.08)	.21 (.05)	.36 (.09)
<b>Union vs. nonunion:</b>						
Gross differential . . . . .	.64	.52	.59	.76	.56	.68
Net differential . . . . .	.27 (.07)	.19 (.05)	.09 (.05)	.21 (.08)	.14 (.06)	.05 (.10)
<b>Pacific vs. Southeast:</b>						
Gross differential . . . . .	1.08	1.26	1.10	1.55	.82	1.64
Net differential . . . . .	.68 (.12)	.65 (.09)	.81 (.10)	1.37 (.12)	.58 (.10)	1.35 (.16)
<b>Kitchen cabinets vs. bedroom and dining room furniture:</b>						
Gross differential . . . . .	1.07	1.23	1.03	1.05	.81	.84
Net differential . . . . .	.69 (.10)	.97 (.07)	.57 (.08)	.52 (.12)	.49 (.09)	.18 (.13)

## Appendix B. Scope and Method of Survey

### Scope of survey

The survey included establishments engaged primarily in manufacturing wood household furniture (except upholstered) commonly used in dwellings (SIC 2511 as defined in the 1967 edition of the *Standard Industrial Classification Manual*, prepared by the U.S. Office of Management and Budget). Manufacturers of wood kitchen cabinets on a

factory basis and camp furniture were included. Separate auxiliary units such as central offices were excluded.

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

**Table B-1. Estimated number of establishments and workers within scope of study and number actually studied, wood household furniture (except upholstered) manufacturing industry, November 1974**

Region, <sup>1</sup> state, and area <sup>2</sup>	Number of establishments <sup>3</sup>		Workers in establishments			
	Within scope of study	Actually studied	Within scope of study			Actually studied
			Total <sup>4</sup>	Production workers	Office workers	
United States <sup>5</sup> . . . . .	1,121	336	144,227	122,350	6,613	82,666
New England . . . . .	82	30	8,776	6,962	650	5,421
Gardner, Mass . . . . .	19	11	1,892	1,527	164	1,683
Middle Atlantic . . . . .	178	41	13,448	10,912	811	5,574
Jamestown, N. Y. . . . .	12	9	1,297	1,060	93	1,136
Border States . . . . .	55	27	18,420	15,710	987	13,606
Louisville, Ky.-Ind. . . . .	7	6	1,539	1,288	91	1,454
Virginia . . . . .	36	21	16,686	14,284	863	12,779
Southeast . . . . .	302	101	54,575	48,372	1,488	31,698
Hickory-Statesville, N.C. . . . .	45	25	12,726	11,475	257	9,376
Miami and Fort-Lauderdale— Hollywood, Fla. . . . .	24	10	1,323	1,071	47	857
Tennessee . . . . .	36	15	7,605	6,737	254	5,471
Winston-Salem— High Point, N. C. . . . .	34	16	9,444	8,546	286	6,221
Southwest . . . . .	73	22	9,389	7,748	525	6,903
Arkansas . . . . .	28	13	5,987	5,103	296	4,977
Great Lakes . . . . .	204	72	23,430	19,255	1,401	13,984
Chicago, Ill. . . . .	29	13	2,054	1,717	90	1,584
Grand Rapids, Mich. . . . .	18	13	2,383	1,912	169	2,102
Indiana . . . . .	65	29	10,905	9,242	567	7,470
Pacific . . . . .	190	35	13,922	11,562	626	4,636
Los Angeles-Long Beach, Calif. . . . .	109	21	7,204	5,944	333	2,585

<sup>1</sup>The regions used in this study include: *New England*—Connecticut, Maine, Massachusetts, New Hampshire, Rhode Island, and Vermont; *Middle Atlantic*—New Jersey, New York, and Pennsylvania; *Border States*—Delaware, District of Columbia, Kentucky, Maryland, Virginia, and West Virginia; *Southeast*—Alabama, Florida, Georgia, Mississippi, North Carolina, South Carolina, and Tennessee; *Southwest*—Arkansas, Louisiana, Oklahoma, and Texas; *Great Lakes*—Illinois, Indiana, Michigan, Minnesota, Ohio, and Wisconsin; and *Pacific*—California, Nevada, Oregon, and Washington. Regional

data include areas in addition to those shown separately.

<sup>2</sup>For definition of the selected areas, see footnote 1, tables 9-12, 14-17, and 20.

<sup>3</sup>Includes only establishments with 20 workers or more at the time of reference of the universe data.

<sup>4</sup>Includes executive, professional and other workers excluded from the production and office worker categories shown separately.

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

## Products

Classification of establishments by product was based on the principal type of furniture manufactured. For example, if 40 percent of the total value of an establishment's production was bedroom furniture, 30 percent was dining room and kitchen furniture, and 30 percent was living room, library, and hall furniture, all workers in that establishment were considered as producing bedroom furniture.

## Method of study

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

## Establishment definition

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

## Employment

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

## Production workers and office workers

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

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

## Occupations selected for study

Occupational classification was based on a uniform set

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

## Wage data

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

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

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

## Size of community

Tabulations by size of community pertain to metropolitan and nonmetropolitan areas. The term "metropolitan areas," as used in this bulletin, refers to the Standard Metropolitan Statistical Areas as defined by the U.S. Office of Management and Budget through February 1974.

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

## Labor-management agreements

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

## Method of wage payment

Tabulations by method of wage payment relate to the number of workers paid under the various time and incentive wage systems. Formal rate structures for time-rated workers provide single rates or a range of rates for individual job categories. In the absence of a formal rate structure, pay rates are determined primarily by the qualifications of the individual worker. A single rate structure is one in which the same rate is paid to all experienced workers in the same job classification. (Learners, apprentices, or probationary workers may be paid according to rate schedules which start below the single rate and permit the workers to achieve the full job rate over a period of time.) An experienced worker occasionally may be paid above or below the single rate for special reasons, but such payments are exceptions. Range-of-rate plans are those in which the minimum, maximum, or both of these rates paid experienced workers for the same job are specified. Specific rates of individual workers within the range may be determined by merit, length of service, or a combination of these. Incentive workers are classified under piecework or bonus plans. Piecework is work for which a predetermined rate is paid for each unit of output. Production bonuses are for production in excess of a quota or for completion of a task in less than standard time.

## Minimum rates

Minimum entrance rates are the lowest formal rates established for inexperienced time-rated workers employed as hand furniture sanders and machine off-bearers. Excluded are incentive paid workers and hourly-rated learners who eventually will be on an incentive basis.

## Scheduled weekly hours

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

## Shift provisions and practices

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

## Supplementary benefits

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

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

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

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

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

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

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

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

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

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

Tabulations of retirement pensions are limited to plans which provide regular payments for the remainder of the

retiree's life. Data are presented separately for retirement severance pay (one payment or several over a specified period of time) made to employees on retirement. Establishments providing both retirement severance payments and retirement pensions to employees were considered as having both retirement pensions and retirement severance plans; however, establishments having optional plans providing employees a choice of either retirement severance payments or pensions were considered as having only retirement pension benefits.

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

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

## Appendix C. Occupational Descriptions

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

### Assembler, furniture (except chairs)

(Bed assembler; table assembler; cabinet assembler; back maker; frame maker)

Assembles and fastens together wooden parts or assemblies to form sections, frames, or complete articles of furniture (except chairs). Work involves *most of the following*: Trimming joints to fit, using hand-tools; applying glue to joints or edges of stock and putting parts or sections together; placing assembled parts in clamp until glue has dried or reinforcing joints with dowels, screws, staples, or nails; and attaching glue blocks, corner blocks, drawer guides, tops, molding, shelves, dust bottoms, or skids with nails, screws, glue or staples. May also drill holes and attach parts of drawer locks. This classification *excludes*: (1) Cabinet makers who, in addition to assembling furniture are responsible for shaping wood parts from rough stock; (2) workers assembling relatively inexpensive furniture that is nailed or glued together and sold unfinished; and (3) workers who specialize in attaching parts such as doors, hinges, knobs, skids, and baffle screens, in fitting drawers, doors, and trays into furniture, or in assembling small parts such as desk trays, card file boxes, and display pedestals.

For wage study purposes, furniture assemblers are to be classified according to type of assembly work, as follows:

*Complete furniture pieces (case goods)*—Workers engaged in final assembly of bodies (cases) for such articles of furniture as book cases; chests; radio, television, and phonograph cabinets; and vanities, from wood parts and/or subassemblies.

*Complete furniture pieces (other than case goods)*—Workers engaged in assembling complete articles of furniture (other than case goods), such as tables, beds, and occasional pieces, from wood parts and/or subassemblies.

*Subassemblies*—Workers engaged in assembling subassem-

blies, which will later be used in complete articles of furniture, from wood parts and/or other subassemblies.

### Assemblers, chairs

(Chair maker)

Assembles shaped and fitted wooden parts to form plain or semiupholstered chairs. Work involves gluing, nailing, screwing, or clamping the parts together.

### Cut-off-saw operator

(Cut-off-saw operator, treadle operated; swinging-cut-off-saw operator)

Operates a swinging or treadle-operated cut-off saw to cut wooden stock to desired lengths; grades and cuts stock to best advantage, eliminating knots and other defects.

### Double-end-trimmer-and-boring-machine operator

Sets up and operates machine to trim or miter ends of wooden furniture parts and bore holes for dowels. Work involves *most of the following*: Inserting bits in chucks and tightening chuck jaws; setting angle and spacing of circular saws, according to specifications; attaching holders, jigs, or stops to table and adjusting clamps; starting automatic trimming and boring cycle and positioning stock under clamps where it is held during trimming and boring operations.

### Gluer, rough stock

(Clamp-carrier operator; glue-clamp-machine operator; glue-press operator; glue-rack operator; glue-wheel

operator; glueman; revolving-press operator; rotary-clamp operator; squeezer operator)

Applies glue to edges or surfaces of wooden pieces to be joined, assembles and clamps the glued boards into a press until the glue has set or hardened. May also prepare glue.

#### **Lathe operator, automatic**

(Swing-type-lathe operator; wood turning-lathe operator, etc.)

Operates swing-type (rotary cutting) lathe to cut round wooden articles such as table legs or dowels. For wage study purposes, workers are to be classified as follows:

*Set up and operate*—Selects and installs proper cutting heads; inserts and clamps stock between turning centers; and moves lever to swing rotating stock against cutters until shaping is completed.

*Feed*—Feeds stock into machine.

#### **Maintainer, general utility**

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

#### **Molding-machine operator**

(Molder operator; molding maker, machine; wood-molding-machine operator)

Operates a machine that planes wooden boards or strips on all sides and shapes item to required cross section. For wage survey purposes, workers are to be classified as follows:

*Set-up and operate*

*Feed only*

#### **Off-bearer, machine**

(Catcher; machine tailer; tailer)

Catches or receives wooden parts as they come off the discharge end of a machine; piles products or loads materials on conveyor or truck for transfer elsewhere.

#### **Packer, furniture**

(Crater)

Prepares furniture or furniture parts for shipment. Performs *most of the following*: Placing units in wooden crates or corrugated cardboard cartons; arranging packing material around articles; sealing shipping containers with nails or tape; placing identifying marks or labels on containers; nailing blocks or wooden strips in crates to prevent shifting of articles; and building crates around very large pieces.

This classification does not include workers who make crates or crate parts but do not prepare furniture for shipment, or who specialize in wrapping furniture parts for shipment.

#### **Planer operator**

(Facer operator; planer; surface operator; wood-planer operator)

Operates a single- or double-surface planer to level off irregularities and cut a smooth surface on rough stock, reducing it to specified thickness. For wage survey purposes, workers are to be classified as follows:

*Set-up and operate*

*Feed only*

#### **Plastic-top installer**

Installs *laminated* plastic tops on furniture, such as cabinets, counters, tables, and desks. Work involves *most of the following*: Applying adhesive to surface of furniture; positioning plastic top on adhesive-coated section of furniture; smoothing and pressing top onto surface; and trimming and smoothing edges of top. May also clean laminated plastic, attach edge molding and trim to edge, cut plastic parts to size and shape, or attach clamp to hold laminated plastic until adhesive sets.

#### **Rip-saw operator**

(Band-rip-saw operator; circular-rip-saw operator)

Operates a rip-sawing machine to cut lumber with the grain to specified widths, feeding each piece into roller, adjusting roller speed according to hardness of wood.

#### **Router operator**

(Router; router-machine operator)

Cuts and shapes various designs in wooden stock by machine. Work involves *most of the following*: Clamps and tightens bit in chuck of machine; inserts guide pin hole of machine table; places groove of jig over pin and adjusts

table for depth of cut and sets table stops; starts machine and feeds stock. For wage survey purposes workers are to be classified as follows:

*Set-up and operate*

*Feed only*

#### **Rubber, furniture**

(Burnisher; polisher)

Rubs surface of furniture after each coat of dry finish such as stain, priming coat, varnish, or lacquer has been applied, to smooth surfaces for successive coats. For wage survey purposes, workers are to be classified as follows:

*Rubber, furniture, hand*

*Rubber, furniture, machine*

#### **Sander, furniture, hand**

Smooths, by hand, the surfaces of wooden furniture parts before application of finishing materials. Work involves using sand or emory paper, steel wool, etc. May also use portable sanding machine to complete certain phases of work. Workers who primarily use a portable sanding machine to accomplish their duties, however, are *excluded*.

#### **Sander, furniture, machine**

Smooths and finishes the edges and surfaces of wood furniture parts and sections on stationary sanding machines. For wage survey purposes, workers are to be classified by type of machine, as follows:

*Belt*

*Other than belt*

#### **Shaper operator, automatic**

(Sizer operator, automatic)

Operates a machine to form quantities of like, irregularly shaped wooden furniture parts from roughly shaped blanks. For wage survey purposes, workers are to be classified as follows:

*Set-up and operate*

Selects and installs proper cutters on spindles; sets and locks pattern in place; sets stops

and clamps to hold blank properly in bed of machine; lays blank over pattern and starts machine.

*Feed only*—Feeds stock into machine.

#### **Shaper operator, hand**

(Detail-shaper operator; frazer-machine operator; shaping-machine operator; variety-molder operator; wood-shaping operator)

Operates a hand shaping machine to cut designs of irregular shape in the surface of straight, curved, or irregular shaped pieces of wood by feeding stock against rotating blocks, using template or free hand manipulation to produce shape desired. For wage survey purposes, workers are to be classified as follows:

*Set-up and operate*

*Feed only*

#### **Sprayer**

(Spray painter)

Applies paint, varnish, lacquer, enamel, or other finishes to surfaces of manufactured products for protective or decorative purposes, with a spray gun.

#### **Tenoner operator**

(Saw-and-chuck-machine operator; double-tenoner-machine operator; single-end-tenoner operator; tenon-machine operator)

Operates a machine that cuts tenons on wooden parts for assembling into complete units. For wage survey purposes, workers are to be classified as follows:

*Set-up and operate*

*Feed only*

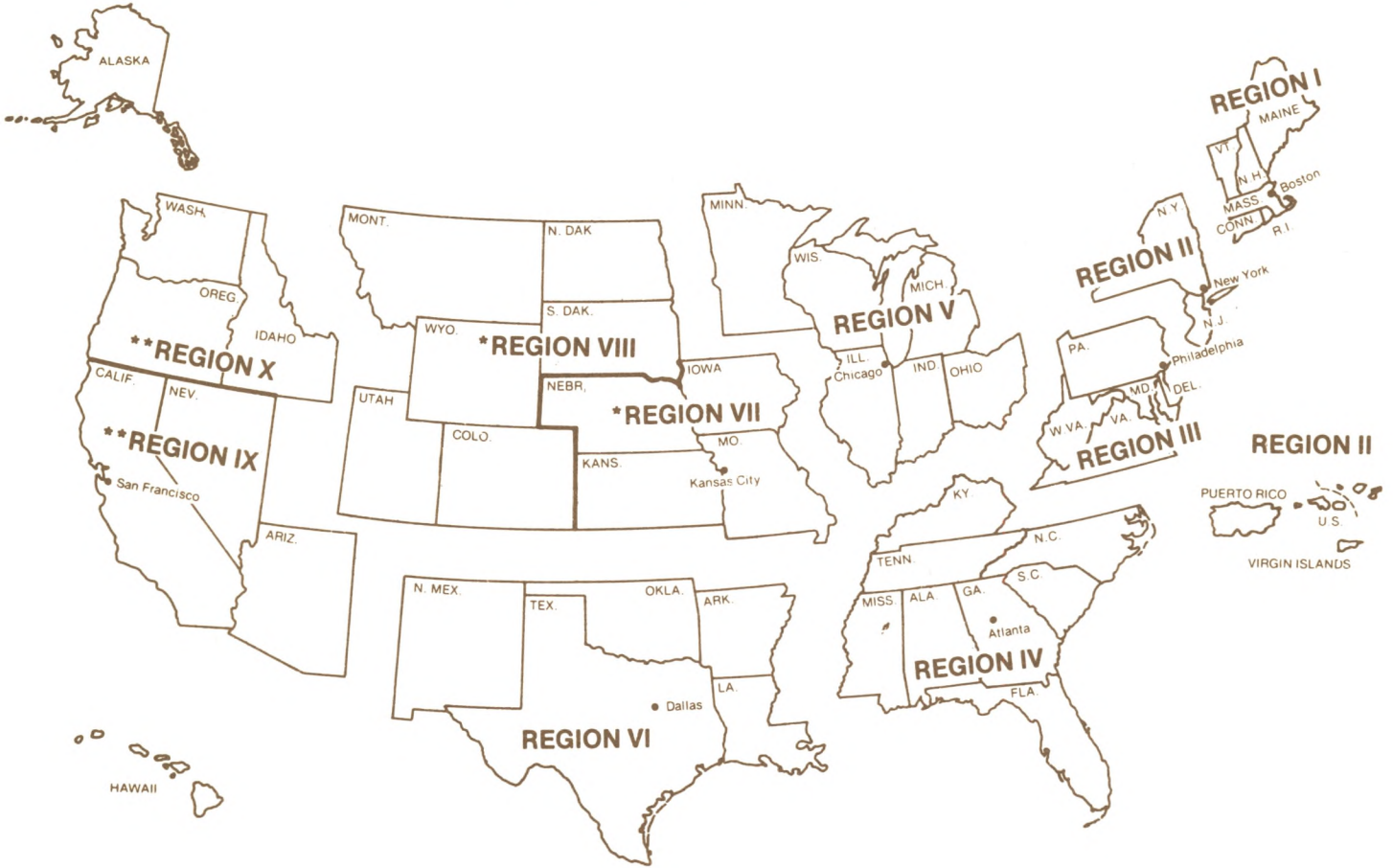
#### **Variety saw operator**

(Combination saw operator; universal saw operator)

Operates adjustable circular saw to perform such operations as rip sawing, cross cutting, beveling, grooving, and mitering. Selects sawing blade, adjusts table for angle or depth of cut, and feeds stock into saw.



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