

Industry Wage Survey: Fabricated Structural Steel November 1974



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U.S. Department of Labor
Ray Marshall, Secretary
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Preface

This bulletin summarizes the results of a Bureau of Labor Statistics survey of wages and supplementary benefits in the fabricated structural steel industry in November 1974. A similar survey of this industry was conducted in October 1969.

Separate releases were issued earlier for Birmingham, Ala.; Chicago, Ill.; Cleveland, Ohio; Detroit, Mich.; Houston, Tex.; Los Angeles-Long Beach, Calif.; and New York-Northeastern New Jersey. Copies of these releases are available from the Bureau of Labor Statistics, Washington, D. C. 20212, or any of its regional offices.

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

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

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Fabricated Structural Steel, November 1974

Summary

Straight-time earnings of production and related workers in fabricated structural steel establishments averaged \$4.55 an hour in November 1974.¹ Average (mean) earnings of production workers within the scope of the survey were 45 percent above the \$3.13 recorded in October 1969 when a similar survey was conducted.² The middle 50 percent of production workers earned between \$3.72 and \$5.30 an hour in November 1974.

Regionally,³ the highest average was reported in the Pacific—\$6.10 an hour—and the lowest in the Southeast—\$3.59. Nationwide, occupational averages ranged from \$5.50 for general (production) mechanics to \$3.13 for watchmen. Hand welders—the largest job studied separately—averaged \$4.67 an hour.⁴

Industry characteristics

Establishments within the scope of the Bureau's survey employed 63,741 production and related workers in November 1974, basically unchanged from the October 1969 study. Regionally, however, employment changes varied considerably over the 1969-74 period. For example, employment rose 37 percent in the Border States, 21 percent in the Mountain States, 10 percent in the Southwest, and 6 percent in New England; it declined 16 percent in the Pacific and less than 10 percent in each of the remaining regions—Middle Atlantic (9 percent), Southeast (6 percent), Great Lakes (5 percent), and Middle West (1 percent).

The fabricated structural steel industry cuts, shapes, and joins metal parts for use in buildings, bridges, ships, and other structures. Of the joining processes, welding was the primary technique used by plants employing nine-tenths of the workers in the BLS survey. In most of the remaining establishments, bolting was the primary joining process. Riveting, once an important method of joining metal parts, has been largely replaced.

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

² See *Industry Wage Survey: Fabricated Structural Steel, October 1969*, Bulletin 1695 (Bureau of Labor Statistics, 1971).

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

⁴ See appendix B for job descriptions.

Location. Nearly three-fourths of the production workers in the survey were concentrated in four regions—Middle Atlantic (21 percent), Great Lakes (20 percent), Southwest (18 percent) and Southeast (15 percent). None of the remaining regions studied employed more than 7 percent of the industry's work force.

Approximately nine-tenths of the production and related workers were located in metropolitan areas. Such areas included over nine-tenths of the workers in the Great Lakes, Middle Atlantic, Mountain, New England, and Pacific regions; seven-eighths in the Southeast; about four-fifths in the Border States and Middle West; and nearly seven-tenths in the Southwest.

Just under one-sixth of the industry's production workers were concentrated in seven areas studied separately. Employment in these areas ranged from 2,068 in the New York-New Jersey Consolidated Area to 689 in Cleveland and 896 in Birmingham. The four remaining areas—Chicago, Detroit, Houston, and Los Angeles-Long Beach—reported between 1,250 and 1,450 workers.

Virtually all workers were in establishments providing paid holidays and vacations, as well as at least part of the cost of life, hospitalization, surgical, and basic medical insurance. Workers typically received 6 to 10 paid holidays annually and 1 week of vacation pay after 1 year of service, 2 weeks after 3 years, 3 weeks after 10 years, and at least 4 weeks after 25 years. Retirement plans applied to slightly more than four-fifths of the workers.

Establishment size. Nearly two-thirds of the industry's production work force were in establishments employing at least 100 workers. Regionally, the proportions of workers in establishments with 100 workers or more ranged from nearly one-half in the Pacific to approximately three-fourths in the Border States, Great Lakes, and Southwest. Establishments with fewer than 20 workers were excluded from the survey.

Unionization. Plants operating under labor-management agreements employed just over seven-tenths of the production workers in the industry. Regionally, the proportion of workers ranged from slightly less than three-tenths in the Southeast to more than nine-tenths in the Great Lakes, Middle Atlantic, and Pacific. In the seven areas selected for separate study, the proportion of workers in union establishments varied from 25 percent in Houston to 75 percent in Birmingham and to over 90 percent in the remaining five areas. The International Association of Bridge, Structural

and Ornamental Iron Workers (AFL-CIO) was the major union in the industry. The United Steelworkers of America (AFL-CIO) also had collective bargaining agreements with some establishments in fabricated structural steel manufacturing.

The degree of unionization was greater in metropolitan than in nonmetropolitan areas (three-fourths compared with about two-fifths) and somewhat higher in plants with 100 workers or more than in smaller establishments (three-fourths compared with about two-thirds).

Method of wage payment. Over nine-tenths of the plant workers were paid on a time-rated basis, usually under formal plans that provided a single rate for a specified occupation (table 14). Formal systems with ranges of rates for specified jobs applied to one-third of the workers, while informal systems, which based rates primarily on the qualifications of individual workers, applied to slightly over one-eighth of the employees.

Average hourly earnings

Straight-time earnings of 63,741 production and related workers covered by the survey averaged \$4.55 an hour in November 1974 (table 1).⁵ Workers in the Middle Atlantic and Great Lakes—the two largest regions studied separately—averaged \$5.38 and \$4.92 an hour, respectively. Other regional averages ranged from \$3.59 in the Southeast to \$6.10 in the Pacific.

Average earnings for the seven areas of industry concentration studied separately ranged from under \$4 in Birmingham (\$3.85) and Houston (\$3.63) to over \$6 an hour in Detroit, Los Angeles-Long Beach, and the New York-New Jersey Standard Consolidated Area (tables 7-13).

⁵Straight-time average hourly earnings of production workers in this bulletin differ in concept from the gross average hourly earnings published in the Bureau's monthly hours and earnings series (\$4.98 in November 1974). Unlike the latter, the estimate presented here excludes premium pay for overtime and for work on weekends, holidays, and late shifts. Average earnings are calculated by summing individual hourly earnings and dividing by the number of individuals; in the monthly series, the sum of the hours reported by establishments in the industry is divided into the reported payroll totals.

The estimate of the number of production workers within the scope of the study is intended only as a general guide to the size and composition of the labor force included in the survey. It differs from those published in the monthly series (80,700 in November 1974) in part by the exclusion of establishments employing fewer than 20 workers. The advance planning necessary to make the survey required the use of lists of establishments assembled considerably in advance of data collection. Thus, establishments new to the industry are omitted, as are establishments originally classified in the fabricated structural steel industry but found in other industries at the time of the survey. Also omitted are establishments classified incorrectly in other industries at the time the lists were compiled.

Nationwide, workers in metropolitan areas averaged \$4.62 an hour, 19 percent more than the \$3.88 average for workers in nonmetropolitan areas. Employees in plants with 20-99 workers were paid about the same as those in larger plants (100 workers or more)—\$4.56 an hour compared to \$4.54. Such nationwide relationships did not always hold regionally. To illustrate, workers in nonmetropolitan areas in the Southwest averaged 9 percent more than those in metropolitan areas. Workers in establishments with 20-99 workers in the Pacific region averaged 5 percent an hour more than larger firms—\$6.25 compared with \$5.94.

Establishments having labor-management contracts covering a majority of their production workers averaged \$4.89 an hour, compared with \$3.70 in plants with none or a minority covered by such agreements.

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

Individual earnings of slightly more than nine-tenths of the production workers fell within a range of \$3 to \$7 an hour in November 1974 (table 2). The middle 50 percent of the production work force earned between \$3.72 and \$5.30 an hour. Regionally, the proportions of workers at the lower and upper ends of the earnings array varied widely. For example, slightly more than one-fifth of the workers earned below \$3 an hour in the Southwest. On the other hand, fewer than 5 percent of the workers earned below \$3 an hour in the New England, Middle Atlantic, Great Lakes, Middle West, Mountain, and Pacific regions. At the upper end of the array, nearly two-thirds of the plant workers in the Pacific earned \$6 or more an hour, compared with just over one-fourth of workers in the Middle Atlantic and 2 percent or less in the Border States, Middle West, Mountain, Southeast, and Southwest regions.

Occupational earnings

The survey developed earnings data for a number of individual occupations selected to represent a wide range of skills, from general helpers to highly trained personnel who fabricate metal parts in the industry. These occupations accounted for slightly less than two-thirds of the 63,741 production work force. Average hourly earnings in November 1974 ranged from \$5.50 for general (production) mechanics to \$3.13 for watchmen. Averages also exceeded \$5 an hour for workers in occupational categories such as template makers (\$5.45); maintenance machinists (\$5.44); layers-out, structural steel (\$5.36); inspectors, class A (\$5.26); and maintenance carpenters and maintenance electricians (both at \$5.25). Hand welders and structural fitters, numerically the two largest occupations studied, averaged \$4.67 and \$4.88 an hour, respectively (table 3).

Text table 1. Percent increase in average hourly earnings, fabricated structural steel manufacturing, October 1969 to November 1974

Occupation	Percent increase	Occupation	Percent increase
All production workers	45		
MAINTENANCE		PROCESSING—CONTINUED	
Carpenters, maintenance	54	Welders, hand	
Electricians, maintenance	43	Class A	43
Machinists, maintenance	52	Class B	40
PROCESSING		Welders, machine (arc or gas)	36
Fitters, structural	39	Welders, tack	39
Flame-cutting-machine operators	44	MISCELLANEOUS	
Friction-sawing-machine operators	37	Inspectors, class A	43
Helpers, general mechanic	40	Inspectors, class B	40
Helpers, power-brake	43	Janitors	44
Helpers, power-shear	50	Markers	35
Helpers, punch-press	47	Stock clerks	41
Layers-out, structural steel	46	Watchmen	56
Mechanics, general (production)	52	MATERIAL MOVEMENT	
Painters, rough, brush	47	Crane operators, electric bridge	
Painters, rough, spray	45	Under 20 tons	44
Planer operators, edge or rotary	51	20 tons and over	45
Power-brake operators, structural steel	44	Truckdrivers	
Power-shear operators	40	Light	70
Punch-press operators		Medium	51
Class A	41	Heavy (over 4 tons, trailer type).....	48
Class B	39	Heavy (over 4 tons, other than trailer type).....	30
Riveters	39	Truckers, power	
Template makers	47	Forklift.....	47
		Other than forklift	48

Note: These surveys, based on a representative sample of establishments, are designed to measure the level of occupational earnings at a particular time. Thus, comparisons made with previous studies may not reflect expected wage movement because of changes in the universe and sample over time and the associated necessary

change in the sample composition and shifts in employment among establishments with different pay levels. Such shifts, for example, could decrease an occupational average, even though most establishments increased wages between the periods being compared.

Most occupational wage increases over the 1969-74 span were within 5 percentage points (plus or minus) of the average rise for all production workers (text table 1).

The occupational wage structure of production workers in fabricated structural steel manufacturing in November 1974 was relatively unchanged from October 1969. The earnings spread for the middle 50 percent of occupations studied was about 16 percent in 1969 compared with 12 percent in 1974 (text table 2). Further, 19 of the 24 classifications fell into the middle range for both years. Excluding the lowest paying jobs of watchmen and janitors, the overall spread in occupational earnings remained the same—about 40 percent over this period.

Employees working under incentive pay plans accounted for less than one-tenth of production and related workers in November 1974; they held a 26-percent average wage advantage over those paid on a time basis (\$5.59 compared to \$4.45). Such incentive plans applied to over 25.6 percent of the rough brush painters, edge or rotary planer operators, and maintenance machinists.

Occupational averages were typically highest in the Pacific and Middle Atlantic and lowest in the Southeast

and Southwest regions, among those occupations permitting comparisons in all nine economic regions. The interregional spread was typically smaller for skilled occupations, such as structural steel layers-out and class A hand welders, than for general helpers.

Occupational averages were generally higher in metropolitan areas than in smaller communities, higher in plants with 100 workers or more than in smaller plants, and higher in union plants than in nonunion firms (tables 4, 5, and 6). Numerous exceptions to these nationwide relationships, however, were found in individual regions permitting such comparisons.

For the five occupational classifications permitting comparisons in all seven areas, highest averages were recorded in New York-Northeastern New Jersey and the Los Angeles-Long Beach metropolitan area, while Houston and Birmingham were the lowest paying areas studied (tables 7-13). But the interarea spread in average earnings differed considerably by occupation. To illustrate, rough spray painters in New York-Northeastern New Jersey averaged 97 percent more than their counterparts in Houston, whereas for hand welders and flame-cutting-machine operators, the differences were 74 and 64 percent, respectively.

Text table 2. Occupational wage relationships in fabricated structural steel manufacturing, October 1969 and November 1974

(Watchmen's average hourly earnings = 100 for each year)

Occupation	October 1969	November 1974	Occupation	October 1969	November 1974
Buckers-up, pneumatic	151	(¹)	Power-brake operators, structural steel ...	161	150
Carpenters, maintenance	170	168	Power-shear operators	155	139
Crane operators, electric bridge:			Punch-press operators, structural steel: ...		
Under 20 tons	151	139	Class A	167	151
20 tons and over	162	151	Class B	151	135
Crane operators, mobile	(²)	159	Riveters, pneumatic	165	147
Electricians, maintenance	183	168	Stock clerks	145	131
Fitters, structural	175	156	Template makers	184	174
Flame-cutting-machine operators	163	150	Truckdrivers:		
Friction-sawing-machine operators	151	133	Light	131	143
Helpers, general mechanic	138	124	Medium	133	129
Helpers, power-brake	143	131	Heavy (over 4 tons, trailer	157	150
Helpers, power-shear	136	131	type).....		
Helpers, punch-press	141	133	Heavy (over 4 tons, other than		
Inspectors, class A	183	168	trailer type).....	172	143
Inspectors, class B	166	149	Truckers, power:		
Inspectors, class C	(¹)	137	Forklift.....	157	148
Janitors	119	110	Other than forklift	152	144
Layers-out, structural steel	183	171	Watchmen	100	100
Machinists, maintenance.....	178	174	Welders, hand:		
Markers	164	142	Class A	170	156
Mechanics, general (production).....	180	176	Class B	151	135
Painters, rough, brush.....	150	142	Welders, machine (arc or gas).....	174	151
Painters, rough, spray	149	139	Welders, machine (resistance).....	168	150
Planer operators, edge or rotary	161	156	Welders, tack	142	127

¹ Data do not meet publication criteria.

² Job not studied in 1969.

Establishment practices and supplementary wage provisions

Information was also obtained for production workers, on work schedules, shift differential provisions and practices, and the incidence of selected supplementary benefits including paid holidays and vacations; health, insurance and retirement plans; cost-of-living provisions; paid funeral and jury-duty leave; technological severance pay; and supplemental unemployment benefits.

Scheduled weekly hours. Work schedules of 40 hours a week were in effect in establishments employing three-fourths of the production workers (table 15); most of the remaining work force had weekly work schedules of 45, 48, or 50 hours. Three-fifths or more of production workers in all regions except the Southwest had work schedules of 40 hours. In the Southwest, however, a substantial proportion of the workers were scheduled 45 to 50 hours.

Shift differential provisions and practices. Nationwide, establishments employing four-fifths or more of the production workers had provisions for late-shift operations, although only one-sixth were on such shifts at the time of the survey (tables 16 and 17). Regionally, the proportions of workers actually employed on second shifts ranged from about 10 percent in the New England and Border States to

nearly 20 percent in the Great Lakes. The proportion of workers actually employed on third shifts did not exceed 4 percent in any region. A large majority of the workers on late shifts received a cents-per-hour differential over day rates. The most common differentials for second-shift workers were 10 and 15 cents an hour, and for third- or other late-shift work—15 cents an hour.

Paid holidays. Paid holidays, typically 6 to 10 days annually, were provided by establishments employing virtually all of the production workers in the survey (table 18). Provisions varied among and within regions. The most common provisions were 6 to 8 days annually in the Border States, Southeast, and Southwest; 8 or 9 days in the Mountain States; and 9 days or more in the other regions.

Paid vacations. Paid vacations, after qualifying periods of service, were provided to nearly all of the production workers in the industry (table 19). In November 1974, typical provisions for these employees were 1 week of vacation after 1 year of service, 2 weeks after 3 years, 3 weeks after 10 years, and at least 4 weeks after 25 years. The emerging trend toward longer vacations was especially apparent in the Middle Atlantic, Great Lakes, Middle West, and Pacific regions where about half of the workers or more were eligible for 4 weeks after 20 years in November 1974.

Health, insurance, and retirement plans. Life, hospitalization, surgical, basic medical, and major medical insurance were provided to nearly nine-tenths of the production workers or more in the industry (table 20). Provisions for accidental death and dismemberment insurance, and sickness and accident insurance or sick leave or both applied to about four-fifths of the workers. Both dental care and visual care plans were available to one-sixth of the work force and long-term disability insurance plans, to one-twelfth. Such extended disability coverage applied to approximately one-eighth of the workers in the New England, Southeast, Southwest, and Great Lakes regions, but was virtually nonexistent in the remaining regions.

Retirement pension plans, usually entirely employer-financed, were available to about four-fifths of the workers

nationwide and to a majority of the workers in each region shown separately.

Other selected benefits. Formal provisions for jury-duty and funeral leave pay each covered approximately seven-tenths of the production workers in the industry. Provisions for periodic cost-of-living pay adjustments were reported by plants employing about one-third of the industry's work force. Among regions, only in the Middle Atlantic and Great Lakes were about one-half the workers covered by such pay adjustments. Establishments having formal plans for lump-sum payments to eligible employees permanently separated from employment because of technological change or force reduction employed nearly one-eighth of the workers in the industry. A similar proportion of production workers were in plants providing supplemental unemployment benefits (table 21).

Table 1. Average hourly earnings: By selected characteristics

(Number and average straight-time hourly earnings¹ of production workers in fabricated structural steel manufacturing establishments by selected characteristics, United States and Regions, November 1974)

Item	United States		New England		Middle Atlantic		Border States		Southeast		Southwest		Great Lakes		Middle West		Mountain		Pacific	
	Num-ber of work-ers	Aver-age hourly earn-ings	Num-ber of work-ers	Aver-age hourly earn-ings	Num-ber of work-ers	Aver-age hourly earn-ings	Num-ber of work-ers	Aver-age hourly earn-ings	Num-ber of work-ers	Aver-age hourly earn-ings	Num-ber of work-ers	Aver-age hourly earn-ings	Num-ber of work-ers	Aver-age hourly earn-ings	Num-ber of work-ers	Aver-age hourly earn-ings	Num-ber of work-ers	Aver-age hourly earn-ings	Num-ber of work-ers	Aver-age hourly earn-ings
All production workers ² /.....	63,741	\$4.55	1,753	\$4.78	13,207	\$5.38	4,025	\$3.82	9,264	\$3.59	11,327	\$3.71	12,716	\$4.92	4,709	\$4.37	2,520	\$4.30	4,220	\$6.10
Size of community:																				
Metropolitan areas ³ /.....	56,922	4.62	1,616	4.85	13,057	5.40	3,090	3.79	8,050	3.61	8,064	3.62	12,716	4.92	3,839	4.38	2,270	4.37	4,220	6.10
Nonmetropolitan areas.....	6,819	3.88	-	-	-	-	-	-	-	-	3,263	3.95	-	-	-	-	-	-	-	-
Size of establishment:																				
20-99 workers.....	21,121	4.56	-	-	4,741	5.37	-	-	3,477	3.46	2,846	3.43	3,208	4.74	-	-	-	-	2,148	6.25
100 workers or more.....	42,620	4.54	1,164	4.58	8,466	5.38	2,900	3.70	5,787	3.67	8,481	3.81	9,508	4.98	3,199	4.46	-	-	2,072	5.94
Labor-management contract coverage:																				
Establishments with--																				
Majority of workers covered.....	45,320	4.89	1,533	4.84	12,548	5.43	2,324	3.70	2,553	3.93	3,830	3.83	12,274	4.94	3,862	4.38	2,216	4.36	4,180	6.11
None or minority of workers covered.....	18,421	3.70	-	-	-	-	-	-	6,711	3.46	7,497	3.66	-	-	-	-	-	-	-	-

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

² Virtually all workers were men.

³ Standard Metropolitan Statistical areas as defined by the U. S. Office of Management and Budget through February 1974.

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 fabricated structural steel manufacturing establishments by straight-time hourly earnings,¹ United States and regions, November 1974)

Hourly earnings 1/	United States	New England	Middle Atlantic	Border States	Southeast	Southwest	Great Lakes	Middle West	Mountain	Pacific
Total.....	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Under \$2.50.....	2.1	-	.2	3.5	4.8	6.0	(2)	.3	1.0	.2
\$2.50 and under \$2.60.....	1.2	-	(2)	1.0	1.5	4.5	.2	.4	.2	-
\$2.60 and under \$2.70.....	.8	-	.1	2.5	1.2	2.4	-	-	.1	-
\$2.70 and under \$2.80.....	1.2	.2	-	2.5	2.1	3.6	.2	.1	.4	-
\$2.80 and under \$2.90.....	1.2	.3	-	1.2	4.5	2.6	(2)	.1	.1	-
\$2.90 and under \$3.00.....	1.0	1.6	.1	2.5	1.6	3.0	(2)	.2	.2	-
\$3.00 and under \$3.20.....	3.8	1.3	.3	2.2	9.9	8.7	.8	4.0	2.5	-
\$3.20 and under \$3.40.....	4.7	2.2	.9	5.8	14.0	7.9	.8	5.1	3.8	-
\$3.40 and under \$3.60.....	5.2	5.2	.9	14.9	8.5	7.5	3.4	5.2	6.9	.1
\$3.60 and under \$3.80.....	6.1	3.3	1.3	12.7	12.5	9.8	1.7	8.8	10.0	.2
\$3.80 and under \$4.00.....	6.4	6.1	1.9	16.2	10.0	8.2	5.4	6.1	9.2	-
\$4.00 and under \$4.20.....	6.9	10.6	3.0	10.2	11.4	5.9	7.3	11.6	7.4	.2
\$4.20 and under \$4.40.....	7.4	8.0	6.0	8.3	8.0	5.3	8.7	13.1	13.2	1.0
\$4.40 and under \$4.60.....	7.0	8.7	8.6	4.6	5.1	7.6	8.7	7.2	6.3	1.0
\$4.60 and under \$4.80.....	6.4	1.4	7.4	5.3	2.2	4.4	9.4	13.0	9.3	2.5
\$4.80 and under \$5.00.....	5.4	6.4	9.1	1.4	.8	3.1	7.3	3.9	17.1	2.7
\$5.00 and under \$5.20.....	5.0	3.6	10.7	1.2	1.3	.8	7.3	5.2	4.7	3.0
\$5.20 and under \$5.40.....	6.3	9.2	8.6	1.2	.3	6.8	10.9	2.2	2.1	7.4
\$5.40 and under \$5.60.....	4.2	9.0	5.4	1.2	.1	1.0	8.4	6.6	4.5	3.4
\$5.60 and under \$5.80.....	2.9	10.0	4.2	.4	(2)	.5	5.0	3.9	.2	5.0
\$5.80 and under \$6.00.....	2.7	5.5	4.1	-	(2)	.1	5.2	1.8	(2)	8.3
\$6.00 and under \$6.20.....	2.8	1.2	4.4	(2)	(2)	.2	2.5	.5	.2	18.7
\$6.20 and under \$6.40.....	1.9	3.5	1.7	-	-	-	3.1	.1	.2	12.7
\$6.40 and under \$6.60.....	2.9	1.9	8.7	(2)	-	-	1.3	-	-	11.4
\$6.60 and under \$6.80.....	1.8	.1	5.6	.1	-	-	.9	.1	(2)	6.4
\$6.80 and under \$7.00.....	1.1	.1	1.5	-	-	-	.7	-	.2	9.4
\$7.00 and over.....	1.8	.7	5.3	.8	-	-	.7	.6	.1	6.6
Number of workers.....	63,741	1,753	13,207	4,025	9,264	11,327	12,716	4,709	2,520	4,220
Average hourly earnings.....	\$4.55	\$4.78	\$5.38	\$3.82	\$3.59	\$3.71	\$4.92	\$4.37	\$4.30	\$6.10

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

² Less than 0.05 percent.

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

Table 3. Occupational averages: All establishments

Number and average straight-time hourly earnings¹ of production workers in selected occupations in fabricated structural steel manufacturing establishments, United States and selected regions, November 1974)

Occupation and sex	United States		New England		Middle Atlantic		Border States		Southeast		Southwest		Great Lakes		Middle West		Mountain		Pacific	
	Num-ber of work-ers	Aver-age hourly earn-ings	Num-ber of work-ers	Aver-age hourly earn-ings	Num-ber of work-ers	Aver-age hourly earn-ings	Num-ber of work-ers	Aver-age hourly earn-ings	Num-ber of work-ers	Aver-age hourly earn-ings	Num-ber of work-ers	Aver-age hourly earn-ings	Num-ber of work-ers	Aver-age hourly earn-ings	Num-ber of work-ers	Aver-age hourly earn-ings	Num-ber of work-ers	Aver-age hourly earn-ings	Num-ber of work-ers	Aver-age hourly earn-ings
Selected occupations 2/																				
Carpenters, maintenance.....	65	\$5.25	-	-	19	\$5.55	-	-	-	-	15	\$4.43	-	-	-	-	-	-	-	-
Crane operators, electric bridge 3/(2,045 men, 29 women).....	2,074	4.57	56	\$4.77	527	5.17	150	\$3.71	293	\$3.56	273	4.00	437	\$4.82	170	\$4.40	40	\$4.25	128	\$5.95
Under 20 tons (1,161 men, 17 women).....	1,178	4.36	42	4.59	207	5.33	88	3.69	228	3.52	157	3.49	274	4.67	74	4.18	37	4.23	71	5.88
20 tons and over (623 men, 12 women)....	635	4.74	-	-	176	5.19	62	3.75	65	3.71	116	4.69	132	5.17	55	4.39	-	-	-	-
Crane operators, mobile.....	235	4.98	19	\$5.16	34	5.54	-	-	43	4.42	47	4.07	42	5.33	10	4.07	-	-	29	\$6.45
Electricians, maintenance.....	466	5.25	13	5.48	139	5.74	31	\$4.30	66	4.34	60	4.62	97	5.49	20	5.08	11	\$4.65	29	6.79
Fitters, structural (5,396 men, 4 women)....	5,400	4.88	98	4.73	1,168	5.71	310	4.13	891	3.83	910	4.30	1,073	5.15	367	4.58	170	4.80	413	6.21
Flame-cutting-machine operators (1,512 men, 1 woman).....	1,513	4.71	24	5.02	406	5.26	67	4.12	215	3.83	212	3.99	325	4.89	122	4.72	53	4.47	89	5.93
Friction-sawing-machine operators.....	418	4.17	15	4.54	40	4.98	41	3.99	92	3.50	89	3.74	74	4.83	22	4.29	30	4.22	15	5.21
Helpers, general mechanic (2,760 men, 34 women).....	2,794	3.88	89	3.98	860	4.78	265	3.19	424	2.88	293	3.07	253	4.12	302	3.37	177	3.65	131	5.37
Helpers, power-brake.....	181	4.11	-	-	27	5.00	7	3.85	24	3.20	29	3.27	57	4.53	17	3.87	-	-	-	-
Helpers, power-shear (357 men, 2 women)....	359	4.10	-	-	108	5.00	29	3.90	38	3.18	54	3.01	54	4.33	41	3.90	-	-	-	-
Helpers, punch-press (290 men, 4 women)....	294	4.16	7	\$4.27	92	5.13	20	3.77	29	3.39	49	2.88	54	4.10	22	3.94	-	-	17	\$4.90
Inspectors, class A (543 men, 2 women)....	545	5.26	7	4.96	173	5.76	19	4.50	80	4.39	106	4.54	82	6.06	50	5.42	18	\$4.96	10	6.17
Inspectors, class B (169 men, 9 women)....	178	4.65	14	5.00	13	5.11	21	4.09	28	4.29	35	3.97	57	5.21	-	-	-	-	-	-
Inspectors, class C.....	75	4.28	-	-	-	-	-	-	21	3.95	-	-	40	4.36	9	\$4.85	-	-	-	-
Janitors (412 men, 18 women).....	430	3.44	-	-	63	4.30	38	\$2.87	78	2.87	105	\$2.70	99	4.06	27	3.82	-	-	12	\$4.83
Layers-out, structural steel (3,121 men, 1 woman).....	3,122	5.36	210	\$5.55	749	6.22	182	4.78	394	4.24	344	4.22	460	5.34	207	4.80	213	\$4.85	363	6.76
Machinists, maintenance.....	434	5.44	14	4.68	137	6.11	18	4.22	35	4.47	84	4.38	91	6.23	18	4.79	19	4.86	18	6.32
Markers.....	47	4.43	-	-	20	4.71	-	-	-	-	-	-	11	5.31	6	4.36	-	-	-	-
Mechanics, general (production) (2,151 men, 2 women).....	2,153	5.50	118	4.59	729	6.78	74	4.27	176	\$3.88	87	\$4.02	238	4.43	249	4.51	148	4.73	334	6.40
Painters, rough, brush (116 men, 3 women)...	119	4.43	-	-	50	4.48	-	-	-	-	-	-	49	4.68	-	-	-	-	-	-
Painters, rough, spray (1,576 men, 6 women).....	1,582	4.35	69	\$4.59	289	5.12	86	\$3.53	319	\$3.41	251	\$3.75	258	4.62	108	\$4.25	63	\$4.33	139	5.98
Planer operators, edge or rotary.....	122	4.88	-	-	53	5.33	-	-	24	4.25	-	-	18	5.06	18	4.20	-	-	-	-
Power-brake operators, structural steel (504 men, 1 woman).....	505	4.68	-	-	77	5.92	34	\$3.78	55	3.85	87	\$3.65	148	5.04	51	4.36	21	4.10	30	\$6.15
Power-shear operators (1,178 men, 8 women)...	1,186	4.35	16	\$4.84	198	5.25	69	3.77	192	3.52	239	3.52	259	4.81	92	4.20	58	4.27	63	6.02
Punch-press operators, structural steel, class A (799 men, 1 woman).....	801	4.74	30	5.44	179	5.42	61	4.09	102	3.82	134	3.63	131	5.01	47	4.65	18	4.24	99	5.90
Punch-press operators, structural steel, class B (418 men, 3 women).....	421	\$4.24	15	\$4.63	77	\$4.86	43	\$3.63	74	\$3.53	63	\$3.39	84	\$4.76	17	\$4.04	24	\$4.33	24	\$5.70
Riveters, pneumatic.....	31	4.61	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Stock clerks.....	267	4.10	7	4.65	59	\$4.35	31	\$3.77	51	\$3.77	27	\$3.33	49	\$4.37	16	\$3.94	12	\$4.09	15	5.32
Template makers (417 men, 2 women).....	419	5.45	8	5.18	173	5.74	-	-	42	4.21	32	4.25	87	5.80	23	4.94	-	-	35	6.73
Truckdrivers 3/(1,456 men, 1 woman).....	1,461	4.51	51	5.00	244	5.56	132	\$3.86	325	3.50	217	3.51	273	5.24	95	4.87	52	\$4.52	72	6.10
Light (under 1-1/2 tons).....	66	4.49	-	-	15	5.26	-	-	-	-	-	-	15	4.29	8	5.42	-	-	8	6.03
Medium (1-1/2 to and including 4 tons)...	207	4.04	-	-	27	5.17	9	3.54	42	\$3.21	46	3.35	50	4.74	16	4.16	10	\$4.24	-	-
Heavy (over 4 tons, trailer type).....	786	4.69	19	\$5.65	125	6.00	78	4.05	180	3.78	138	3.47	131	5.34	44	5.43	23	5.23	48	\$6.20
Heavy (over 4 tons, other than trailer type).....	224	4.49	14	5.49	57	4.91	35	3.65	44	3.62	-	-	36	5.33	-	-	11	3.69	13	5.97
Truckers, power (416 men, 1 woman).....	417	4.60	-	-	91	5.11	35	3.83	33	3.62	48	\$3.47	133	4.96	14	\$4.31	27	4.05	34	5.81
Forklift (320 men, 1 woman).....	321	4.63	-	-	68	5.09	-	-	30	3.58	43	3.45	107	4.92	14	4.31	20	4.16	32	5.84
Other than forklift.....	96	4.52	-	-	23	5.18	30	\$3.86	-	-	-	-	26	5.10	-	-	7	3.73	-	-
Watchmen.....	133	3.13	-	-	31	4.21	-	-	45	\$2.50	-	-	16	3.91	-	-	-	-	-	-
Welders, hand (7,988 men, 29 women).....	8,017	4.67	359	\$4.77	1,388	5.50	555	\$3.94	1,220	3.78	1,601	\$4.30	1,574	4.96	566	\$4.64	396	\$4.45	358	\$6.15
Class A (5,388 men, 7 women).....	5,395	4.88	117	5.24	1,013	5.80	364	4.03	677	3.91	1,256	4.50	894	5.13	433	4.73	328	4.57	313	6.25
Class B (2,600 men, 22 women).....	2,622	4.23	242	4.54	375	4.68	191	3.78	543	3.62	345	3.58	680	4.75	133	4.35	68	3.89	45	5.42
Welders, machine (arc or gas) (2,676 men, 9 women).....	2,685	4.73	93	5.06	445	5.26	68	4.10	314	3.64	569	4.19	527	4.56	242	4.76	96	4.72	331	6.27
Welders, machine (resistance).....	193	4.68	-	-	-	-	-	-	33	4.24	-	-	70	5.15	-	-	12	4.98	-	-
Welders, tack (1,674 men, 10 women).....	1,684	3.97	-	-	351	\$4.90	105	\$4.04	291	3.58	544	\$3.30	293	4.48	65	\$3.72	32	3.99	-	-

¹Excludes premium pay for overtime and for work on weekends, holidays, and late shifts. These surveys, based on a representative sample of establishments, are designed to measure the level of occupational earnings at a particular time. Thus, comparisons made with previous studies may not reflect expected wage movements because of changes in the universe overtime and the associated necessary change in the sample composition and shifts in employment among establishments with different pay levels. Such shifts, for example, could decrease an occupational average, even though most establishments increased wages between the periods being compared.

²Except where indicated, all workers were men.

³Includes workers in classification 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 earnings¹ of production workers in selected occupations in fabricated structural steel manufacturing establishments, United States and selected regions, November 1974)

Occupation	United States				New England		Middle Atlantic		Border States		Southeast	
	Metropolitan areas		Nonmetropolitan areas		Metropolitan areas		Metropolitan areas		Metropolitan areas		Metropolitan areas	
	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings
Crane operators, electric bridge.....	1,920	\$4.60	154	\$4.17	48	\$4.98	527	\$5.17	118	\$3.70	266	\$3.61
Under 20 tons.....	1,116	4.41	62	3.54	34	4.85	207	5.33	88	3.69	201	3.58
20 tons and over.....	543	4.76	92	4.60	-	-	176	5.19	30	3.73	65	3.71
Electricians, maintenance.....	414	5.34	-	-	13	\$5.48	139	5.74	18	4.43	63	4.35
Fitters, structural.....	4,821	4.94	579	\$4.34	89	4.78	1,168	5.71	272	4.12	810	3.85
Flame-cutting-machine operators.....	1,423	4.76	90	4.02	23	5.06	406	5.26	46	4.22	206	3.89
Friction-sawing-machine operators.....	361	4.25	57	3.67	12	4.73	40	4.98	37	3.95	83	3.63
Helpers, general mechanic.....	2,435	3.99	359	3.17	80	4.07	860	4.78	188	3.13	424	2.88
Helpers, power-shear.....	318	4.20	-	-	-	-	108	5.00	25	3.89	17	3.22
Helpers, punch-press.....	275	4.20	-	-	7	\$4.27	92	5.13	14	3.70	29	3.39
Inspectors, class A.....	471	5.41	-	-	-	-	173	5.76	7	4.87	56	4.66
Janitors.....	383	3.48	-	-	-	-	63	4.30	35	2.83	68	2.84
Layers-out, structural steel.....	2,979	5.42	143	\$4.15	194	\$5.66	737	6.25	162	4.82	367	4.25
Machinists, maintenance.....	407	5.51	27	4.46	14	4.68	137	6.11	16	4.19	32	4.50
Mechanics, general (production).....	2,084	5.54	-	-	108	4.68	729	6.78	74	4.27	176	3.88
Painters, rough, spray.....	1,403	4.39	-	-	64	4.67	280	5.16	65	3.45	292	3.41
Power-brake operators, structural steel...	429	4.83	76	\$3.82	-	-	77	5.92	17	3.48	36	4.11
Power-shear operators.....	1,016	4.49	170	3.48	15	\$4.91	198	5.25	56	3.70	139	3.53
Punch-press operators, structural steel, class A.....	754	4.81	-	-	30	5.44	179	5.42	54	4.07	102	3.82
Punch-press operators, structural steel, class B.....	371	4.30	-	-	15	4.63	77	4.86	26	3.41	59	3.56
Stock clerks.....	246	4.13	-	-	7	4.65	59	4.35	20	3.78	49	3.78
Template makers.....	408	5.47	-	-	8	5.18	173	5.74	15	4.28	42	4.21
Truckdrivers 2/.....	1,385	4.55	76	\$3.75	47	5.07	241	5.57	119	3.83	325	3.50
Medium (1-1/2 to and including 4 tons)...	205	4.05	-	-	-	-	27	5.17	9	3.54	42	3.21
Heavy (over 4 tons, trailer type).....	731	4.76	55	\$3.75	17	\$5.78	122	6.03	65	4.04	180	3.78
trailer type).....	211	4.53	-	-	12	5.74	57	4.91	35	3.65	44	3.62
Truckers, power, forklift.....	310	4.66	-	-	-	-	68	5.09	-	-	27	3.64
Watchmen.....	95	3.20	-	-	-	-	31	4.21	-	-	-	-
Welders, hand.....	6,941	4.72	1,076	\$4.33	348	\$4.79	1,319	5.58	437	\$3.89	1,030	\$3.80
Class A.....	4,583	4.95	812	4.50	108	5.34	1,010	5.81	268	3.97	577	3.96
Class B.....	2,358	4.28	264	3.80	240	4.55	309	4.85	169	3.76	453	3.59
Welders, machine (arc or gas).....	2,191	4.85	494	4.18	91	5.08	445	5.26	68	4.10	209	3.72
Welders, tack.....	1,299	4.14	385	3.39	-	-	351	4.90	65	3.90	285	3.58

See footnotes at end of table.

Table 4. Occupational averages: By size of community —Continued

(Number and average straight-time hourly earnings¹ of production workers in selected occupations in fabricated structural steel manufacturing establishments, United States and selected regions, November 1974)

Occupation	Southwest				Great Lakes		Middle West		Mountain		Pacific	
	Metropolitan areas		Nonmetropolitan areas		Metropolitan areas		Metropolitan areas		Metropolitan areas		Metropolitan areas	
	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings
Crane operators, electric bridge.....	203	\$3.73	70	\$4.78	437	\$4.82	154	\$4.39	39	\$4.26	128	\$5.95
Under 20 tons.....	141	3.48	16	3.57	274	4.67	63	4.12	37	4.23	71	5.88
20 tons and over.....	62	4.30	-	-	132	5.17	50	4.40	-	-	-	-
Electricians, maintenance.....	27	4.44	33	\$4.77	97	5.49	17	5.15	11	\$4.65	29	\$6.79
Fitters, structural.....	553	4.19	357	4.47	1,073	5.15	280	4.60	163	4.83	413	6.21
Flame-cutting-machine operators.....	176	3.93	36	4.28	325	4.89	99	4.82	53	4.47	89	5.93
Friction-sawing-machine operators.....	52	3.64	37	3.88	74	4.83	18	4.33	30	4.22	15	5.21
Helpers, general mechanic.....	105	3.17	-	-	253	4.12	231	3.36	163	3.69	131	5.37
Helpers, power-shear.....	50	3.01	-	-	54	4.33	37	3.92	-	-	-	-
Helpers, punch-press.....	44	2.86	-	-	54	4.10	18	3.99	-	-	17	\$4.90
Inspectors, class A.....	80	4.53	-	-	82	6.06	39	5.55	17	\$4.98	10	6.17
Janitors.....	79	2.63	26	\$2.91	99	4.06	19	4.02	5	3.51	12	4.83
Layers-out, structural steel.....	322	4.23	22	4.12	460	5.34	171	4.97	203	4.88	363	6.76
Machinists, maintenance.....	68	4.35	-	-	91	6.23	13	4.86	18	4.89	18	6.32
Mechanics, general (production).....	50	3.59	-	-	238	4.43	233	4.54	142	4.79	334	6.40
Painters, rough, spray.....	157	3.44	94	\$4.26	258	4.62	88	4.19	60	4.36	139	5.98
Power-brake operators, structural steel...	66	3.68	21	3.55	148	5.04	38	4.32	16	4.17	30	6.15
Power-shear operators.....	153	3.67	86	3.26	259	4.81	85	4.19	48	4.35	63	6.02
Punch-press operators, structural steel, class A.....	101	3.75	-	-	131	5.01	40	4.68	18	4.24	99	5.90
Punch-press operators, structural steel, class B.....	58	3.36	-	-	84	4.76	15	4.08	13	4.71	24	5.70
Stock clerks.....	25	3.38	-	-	49	4.37	10	3.80	12	4.09	15	5.32
Template makers.....	26	4.14	-	-	87	5.80	20	4.97	-	-	35	6.73
Truckdrivers 2/.....	173	3.54	44	\$3.41	273	5.24	88	4.91	47	\$4.58	72	6.10
Medium (1-1/2 to and including 4 tons)...	45	3.36	-	-	50	4.74	15	4.19	10	4.24	-	-
Heavy (over 4 tons, trailer type).....	106	3.52	32	\$3.30	131	5.34	40	5.46	22	5.28	48	\$6.20
Heavy (over 4 tons, other than trailer type).....	-	-	-	-	36	5.33	-	-	11	3.69	13	5.97
Truckers, power, forklift.....	37	3.38	-	-	107	4.92	12	\$4.37	20	4.16	32	5.84
Watchmen.....	-	-	-	-	16	3.91	-	-	-	-	-	-
Welders, hand.....	1,152	\$4.16	449	\$4.68	1,574	4.96	402	\$4.66	321	\$4.55	358	\$6.15
Class A.....	823	4.38	433	4.74	894	5.13	300	4.74	290	4.59	313	6.25
Class B.....	329	3.59	-	-	680	4.75	102	4.45	31	4.15	45	5.42
Welders, machine (arc or gas).....	199	3.87	370	\$4.36	527	4.56	225	4.78	96	4.72	331	6.27
Welders, tack.....	252	3.37	292	3.24	293	4.48	30	4.03	20	4.20	-	-

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

² Includes workers in classification in addition to those shown separately.

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

Table 5. Occupational averages: By size of establishment

(Number and average straight-time hourly earnings¹ of production workers in selected occupations in fabricated structural steel manufacturing establishments, United States and selected regions, November 1974)

Occupation	United States				New England		Middle Atlantic				Border States		Southeast			
	20-99 workers		100 workers or more		100 workers		20-99 or more		100 workers or more		100 workers or more		20-99 workers		100 workers or more	
	Num-ber of work-ers	Aver-age hourly earn-ings	Num-ber of work-ers	Aver-age hourly earn-ings	Num-ber of work-ers	Aver-age hourly earn-ings	Num-ber of work-ers	Aver-age hourly earn-ings	Num-ber of work-ers	Aver-age hourly earn-ings	Num-ber of work-ers	Average hourly earn-ings	Num-ber of work-ers	Aver-age hourly earn-ings	Num-ber of work-ers	Aver-age hourly earn-ings
Crane operators, electric bridge.....	403	\$4.33	1,671	\$4.62	43	\$4.75	112	\$5.00	415	\$5.22	104	\$3.59	87	\$3.28	206	\$3.68
Under 20 tons.....	313	4.25	865	4.40	30	4.51	98	5.09	109	5.55	48	3.43	72	3.24	156	3.65
20 tons and over.....	60	4.33	575	4.78	-	-	-	-	168	5.22	56	3.73	15	3.45	50	3.78
Electricians, maintenance.....	47	5.17	419	5.26	5	\$5.08	-	-	136	5.77	26	4.36	15	4.69	51	4.24
Fitters, structural.....	1,653	4.79	3,747	4.91	68	4.34	363	\$5.49	805	5.81	253	4.00	381	3.40	510	4.16
Flame-cutting-machine operators.....	434	4.54	1,079	4.79	19	4.82	107	5.16	299	5.30	33	3.98	83	3.46	132	4.06
Friction-sawing-machine operators.....	176	4.02	242	4.27	12	4.61	9	4.52	31	5.11	29	3.98	37	3.26	55	3.65
Helpers, general mechanic.....	1,080	4.15	1,714	3.71	59	3.64	369	4.90	491	4.69	216	3.14	138	2.83	286	2.91
Inspectors, class A.....	90	5.02	455	5.31	-	-	12	4.91	161	5.82	16	4.36	25	4.49	55	4.35
Janitors.....	113	2.95	317	3.61	-	-	10	3.54	53	4.44	30	3.07	30	2.72	48	2.96
Layers-out, structural steel.....	1,884	5.55	1,238	5.08	101	\$5.18	511	6.19	238	6.27	51	4.56	190	4.25	204	4.24
Machinists, maintenance.....	87	4.92	347	5.57	12	4.46	22	5.63	115	6.20	18	4.22	22	4.44	13	4.52
Mechanics, general (production).....	1,423	5.76	730	4.99	48	3.88	533	6.84	196	6.61	56	4.10	126	3.74	50	4.22
Painters, rough, spray.....	760	4.38	822	4.33	40	4.38	164	5.17	125	5.05	60	3.52	174	3.27	145	3.57
Power-brake operators, structural steel..	140	4.69	365	4.67	-	-	-	-	65	5.61	31	3.73	24	4.08	31	3.67
Power-shear operators.....	408	4.26	778	4.39	10	\$4.61	79	\$4.84	119	5.52	45	3.59	64	3.38	128	3.60
Punch-press operators, structural steel, class A.....	325	4.88	476	4.64	11	5.16	89	5.30	90	5.53	49	4.02	67	3.68	35	4.09
Punch-press operators, structural steel, class B.....	156	4.25	265	4.23	7	4.67	28	5.17	49	4.68	38	3.65	34	3.50	40	3.56
Stock clerks.....	112	3.81	155	4.31	5	4.40	-	-	35	4.85	18	3.74	38	3.79	13	3.69
Template makers.....	103	5.36	316	5.48	5	5.55	41	\$5.25	132	5.89	12	3.94	13	3.78	29	4.41
Truckdrivers 2/.....	738	4.34	723	4.68	29	4.75	143	5.27	101	5.96	64	3.83	164	3.37	161	3.64
Medium (1-1/2 to and including 4 tons)..	119	4.16	88	3.88	-	-	22	5.06	5	5.62	-	-	24	3.00	18	3.49
Heavy (over 4 tons, trailer type).....	355	4.48	431	4.86	10	\$5.87	64	5.79	61	6.22	52	\$3.82	83	3.72	97	3.82
Heavy (over 4 tons, other than trailer type).....	125	4.57	99	4.39	5	4.53	39	4.63	18	5.52	-	-	-	-	37	3.60
Welders, hand.....	3,078	4.55	4,939	4.75	271	4.69	640	5.13	748	5.82	368	\$3.91	465	\$3.70	755	3.83
Class A.....	1,889	4.74	3,506	4.96	79	5.14	321	5.70	692	5.85	213	4.05	267	3.73	410	4.02
Class B.....	1,189	4.23	1,433	4.23	192	4.50	319	4.55	56	5.43	155	3.71	198	3.67	345	3.59
Welders, machine (arc or gas).....	857	4.83	1,828	4.68	89	5.05	151	5.37	294	5.20	44	3.82	122	3.21	192	3.92
Welders, tack.....	305	3.52	1,379	4.07	-	-	-	-	327	4.94	71	4.01	94	3.28	197	3.73

See footnotes at end of table.

Table 5. Occupational averages: By size of establishment—Continued

(Number and average straight-time hourly earnings¹ of production workers in selected occupations in fabricated structural steel manufacturing establishments, United States and selected regions, November 1974)

Occupation	Southwest				Great Lakes				Middle West		Pacific			
	20-99 workers		100 workers or more		20-99 workers		100 workers or more		20-99 workers		20-99 workers		100 workers or more	
	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings
Crane operators, electric bridge.....	17	\$3.03	256	\$4.06	59	\$4.56	378	\$4.86	140	\$4.49	27	\$6.11	101	\$5.90
Under 20 tons.....	17	3.03	140	3.55	36	4.56	238	4.69	54	4.28	-	-	65	5.88
20 tons and over.....	-	-	116	4.69	-	-	109	5.30	54	4.41	-	-	-	-
Electricians, maintenance.....	-	-	60	4.62	12	\$5.95	85	5.42	20	5.08	-	-	27	\$6.80
Fitters, structural.....	152	4.50	758	4.26	346	5.13	727	5.17	286	4.75	164	\$6.36	249	6.10
Flame-cutting-machine operators.....	47	3.70	165	4.08	82	4.76	243	4.93	95	4.61	22	5.99	67	5.90
Friction-sawing-machine operators.....	43	3.59	46	3.88	47	4.68	27	5.08	19	4.34	-	-	-	-
Helpers, general mechanic.....	-	-	255	3.14	163	4.24	90	3.91	182	3.43	87	\$5.54	44	\$5.05
Inspectors, class A.....	20	\$4.37	86	4.58	-	-	73	6.06	36	5.08	-	-	10	6.17
Janitors.....	35	2.60	70	2.75	20	\$3.62	79	4.17	24	3.86	-	-	10	4.99
Layers-out, structural steel.....	183	4.30	161	4.14	249	5.49	211	5.15	118	4.61	280	\$6.78	83	6.68
Machinists, maintenance.....	23	3.97	61	4.53	7	5.91	84	6.26	18	4.79	9	5.63	9	7.01
Mechanics, general (production).....	46	3.59	41	4.50	51	4.63	187	4.37	98	4.58	315	6.46	19	5.38
Painters, rough, spray.....	88	3.31	163	3.99	107	4.44	151	4.75	82	4.42	101	6.12	38	5.59
Power-brake operators, structural steel...	30	3.41	57	3.78	38	4.88	110	5.10	38	4.57	-	-	15	6.01
Power-shear operators.....	51	3.52	188	3.52	89	4.37	170	5.04	51	4.51	27	\$6.02	36	6.01
Punch-press operators, structural steel, class A.....	22	3.54	112	3.65	40	4.99	91	5.02	41	4.78	64	5.97	35	5.77
Punch-press operators, structural steel, class B.....	25	3.32	38	3.43	42	4.55	42	4.97	13	4.16	-	-	20	5.60
Stock clerks.....	-	-	20	3.49	17	4.16	32	4.48	10	4.01	-	-	15	5.32
Template makers.....	-	-	32	4.25	19	5.29	68	5.94	20	4.94	-	-	17	6.34
Truckdrivers 2/.....	127	\$3.49	90	3.54	128	5.20	145	5.28	65	5.20	18	\$5.90	54	6.16
Medium (1-1/2 to and including 4 tons)...	18	3.26	28	3.41	34	4.83	16	4.53	-	-	-	-	-	-
Heavy (over 4 tons, trailer type).....	100	3.50	38	3.39	45	5.41	86	5.30	41	\$5.51	-	-	42	6.18
Heavy (over 4 tons, other than trailer type).....	-	-	-	-	27	5.30	9	5.40	-	-	7	\$5.75	-	-
Welders, hand.....	435	3.72	1,166	\$4.52	631	4.84	943	5.05	366	\$4.61	150	6.20	208	\$6.12
Class A.....	289	3.98	967	4.66	270	5.09	624	5.14	254	4.69	134	6.31	179	6.22
Class B.....	146	3.21	199	3.84	361	4.64	319	4.88	112	4.45	16	5.25	29	5.52
Welders, machine (arc or gas).....	98	3.59	471	4.32	140	4.49	387	4.59	139	4.51	176	6.42	155	6.10
Welders, tack.....	91	2.76	453	3.41	46	4.44	247	4.49	57	3.73	-	-	-	-

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

² Includes workers in classification in addition to those shown separately.

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

Table 6. Occupational averages: By labor-management contact coverage

(Number and average straight-time hourly earnings¹ of production workers in selected occupations in fabricated structural steel manufacturing establishments, United States and selected regions, November 1974)

Occupation	United States				New England		Middle Atlantic		Border States		Southeast			
	Majority covered		None or minority covered		Majority covered		Majority covered		Majority covered		Majority covered		None or minority covered	
	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings
Crane operators, electric bridge.....	1,619	\$4.80	455	\$3.76	52	\$4.86	497	\$5.23	89	\$3.61	95	\$4.04	198	\$3.33
Under 20 tons.....	888	4.68	290	3.38	38	4.69	200	5.40	43	3.45	66	4.14	162	3.27
20 tons and over.....	470	4.85	165	4.42	-	-	153	5.28	46	3.75	29	3.81	36	3.62
Electricians, maintenance.....	370	5.46	96	4.47	13	\$5.48	132	5.79	18	4.07	31	4.64	35	4.08
Fitters, structural.....	3,917	5.17	1,483	4.10	88	4.71	1,100	5.77	183	3.93	202	4.20	689	3.72
Flame-cutting-machine operators.....	1,196	4.94	317	3.87	24	5.02	378	5.32	47	4.06	76	4.20	139	3.63
Friction-sawing-machine operators.....	261	4.53	157	3.57	11	4.45	37	5.07	20	4.02	26	3.89	66	3.34
Helpers, general mechanic.....	2,155	4.14	639	3.00	83	4.03	852	4.80	139	3.01	47	3.30	377	2.83
Helpers, power-shear.....	281	4.38	78	3.09	-	-	108	5.00	-	-	-	-	33	3.13
Helpers, punch-press.....	247	4.34	47	3.18	-	-	92	5.13	17	\$3.84	10	\$3.41	19	3.38
Inspectors, class A.....	415	5.51	130	4.48	-	-	168	5.81	17	4.48	17	4.50	63	4.36
Janitors.....	272	3.79	158	2.82	-	-	58	4.32	19	2.67	29	3.10	49	2.73
Layers-out, structural steel.....	2,335	5.66	787	4.49	186	\$5.61	722	6.26	75	4.38	131	4.30	263	4.22
Machinists, maintenance.....	366	5.63	68	4.45	14	4.68	131	6.17	-	-	-	-	13	4.26
Mechanics, general (production).....	1,661	5.88	492	4.22	104	4.67	700	6.86	45	\$4.02	21	\$4.24	155	3.83
Painters, rough, spray.....	1,063	4.70	519	3.63	57	4.69	269	5.17	53	3.46	81	3.72	238	3.30
Power-brake operators, structural steel...	390	4.96	115	3.72	-	-	76	5.94	30	3.68	11	4.04	44	3.81
Power-shear operators.....	812	4.74	374	3.49	12	\$5.01	191	5.28	54	3.72	20	3.91	172	3.48
Punch-press operators, structural steel, class A.....	625	4.99	176	3.83	28	5.54	174	5.43	42	4.07	28	3.89	74	3.79
Punch-press operators, structural steel, class B.....	301	4.58	120	3.39	11	5.08	67	5.04	36	3.63	19	3.87	55	3.42
Stock clerks.....	167	4.39	100	3.60	7	4.65	41	4.56	-	-	18	4.15	33	3.56
Template makers.....	351	5.65	68	4.40	6	5.49	170	5.75	10	\$3.86	15	4.35	27	4.14
Truckdrivers 2/.....	890	5.03	571	3.70	42	5.09	216	5.55	73	3.88	75	3.69	250	3.45
Medium (1-1/2 to and including 4 tons)...	102	4.62	105	3.48	-	-	27	5.17	-	-	-	-	40	3.15
Heavy (over 4 tons, trailer type).....	462	5.24	324	3.91	17	\$5.59	100	6.05	52	\$3.84	46	\$3.77	134	3.78
Heavy (over 4 tons, other than trailer type).....	155	4.91	69	3.55	14	5.49	54	4.97	-	-	18	3.50	26	3.70
Truckers, power, forklift.....	257	4.93	64	3.42	-	-	65	5.12	1	\$3.90	12	3.84	18	3.41
Watchmen.....	84	3.52	49	2.46	-	-	31	4.21	2	2.72	-	-	45	2.50
Welders, hand.....	5,309	4.97	2,708	4.09	320	\$4.80	1,353	5.54	302	3.85	392	4.05	828	3.65
Class A.....	3,676	5.15	1,719	4.32	117	5.24	1,004	5.81	212	3.97	264	4.15	413	3.75
Class B.....	1,633	4.56	989	3.68	203	4.54	349	4.75	90	3.58	128	3.86	415	3.54
Welders, machine (arc or gas).....	1,939	5.03	746	3.96	93	5.06	394	5.32	-	-	60	4.25	254	3.50
Welders, tack.....	1,027	4.40	657	3.29	-	-	351	4.90	64	\$4.11	168	3.88	123	3.18

See footnotes at end of table.

Table 6. Occupational averages: By labor-management contact coverage—Continued

(Number and average straight-time hourly earnings¹ of production workers in selected occupations in fabricated structural steel manufacturing establishments, United States and selected regions, November 1974)

Occupation	Southwest				Great Lakes		Middle West		Mountain		Pacific	
	Majority covered		None or minority covered		Majority covered		Majority covered		Majority covered		Majority covered	
	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings
Crane operators, electric bridge.....	127	\$3.84	146	\$4.14	437	\$4.82	154	\$4.43	40	\$4.25	128	\$5.95
Under 20 tons.....	101	3.73	56	3.06	274	4.67	58	4.22	37	4.23	71	5.88
20 tons and over.....	26	4.26	90	4.81	-	-	55	4.39	-	-	-	-
Electricians, maintenance.....	20	4.41	40	4.73	97	\$5.49	19	5.09	11	\$4.65	29	\$6.79
Fitters, structural.....	412	4.20	498	4.38	1,010	5.20	349	4.59	160	4.83	413	6.21
Flame-cutting-machine operators.....	110	4.10	102	3.88	318	4.91	106	4.81	52	4.48	85	5.99
Friction-sawing-machine operators.....	39	4.09	50	3.47	69	4.89	15	4.46	29	4.21	15	5.21
Helpers, general mechanic.....	-	-	46	2.70	222	4.17	290	3.37	144	3.82	131	5.37
Helpers, power-shear.....	28	\$3.27	26	2.73	-	-	33	3.97	-	-	-	-
Helpers, punch-press.....	34	3.01	15	2.57	-	-	16	4.01	-	-	17	\$4.90
Inspectors, class A.....	53	4.56	53	4.52	-	-	44	5.42	17	\$4.94	10	6.17
Janitors.....	34	2.79	71	2.65	-	-	20	4.02	-	-	12	4.83
Layers-out, structural steel.....	107	4.34	237	4.17	426	\$5.32	124	4.91	205	\$4.84	359	6.77
Mechanists, maintenance.....	49	4.38	35	4.38	91	6.23	14	4.87	19	-	14	-
Mechanics, general (production).....	-	-	82	3.98	219	4.37	148	4.64	89	\$4.77	330	\$6.42
Painters, rough, spray.....	90	\$3.66	161	3.80	232	4.72	87	4.23	59	4.34	135	5.99
Power-brake operators, structural steel...	29	3.90	58	3.53	-	-	43	4.42	21	4.10	30	6.15
Power-shear operators.....	85	3.89	154	3.32	254	\$4.82	76	4.24	57	4.26	63	6.02
Punch-press operators, structural steel, class A.....	73	3.68	61	3.57	127	5.03	38	4.75	16	4.22	99	5.90
Punch-press operators, structural steel, class B.....	25	3.72	38	3.17	80	4.80	15	4.10	24	4.33	24	5.70
Stock clerks.....	-	-	24	3.28	49	4.37	11	4.03	12	-	15	5.32
Template makers.....	14	\$4.31	18	4.20	82	5.87	18	4.90	-	-	35	6.73
Truckdrivers 2/.....	51	3.93	166	3.39	252	5.27	70	5.10	39	\$4.60	72	6.10
Medium (1-1/2 to and including 4 tons)...	9	3.41	37	3.34	-	-	-	-	9	-	-	-
Heavy (over 4 tons, trailer type).....	22	4.02	116	3.36	123	\$5.36	37	\$5.67	17	\$5.41	48	\$6.20
Heavy (over 4 tons, other than trailer type).....	-	-	-	-	36	5.33	-	-	9	-	13	5.97
Truckers, power, forklift.....	-	-	33	\$3.20	-	-	10	\$4.43	18	\$4.20	32	5.84
Watchmen.....	-	-	4	2.00	-	-	-	-	-	-	-	-
Welders, hand.....	356	\$4.25	1,245	4.32	1,465	\$5.02	433	\$4.69	334	\$4.52	354	\$6.16
Class A.....	285	4.40	971	4.54	834	5.17	349	4.72	298	4.57	313	6.25
Class B.....	71	3.67	274	3.55	631	4.82	84	4.59	36	4.15	41	5.48
Welders, machine (arc or gas).....	188	4.38	381	4.10	523	4.56	232	4.77	96	-	323	6.28
Welders, tack.....	68	3.59	476	3.26	293	4.48	48	3.84	32	\$3.99	-	-

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

² Includes workers in classification in addition to those shown separately.

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

Table 7. Occupational earnings: Birmingham, Ala.¹(Number and average straight-time hourly earnings² of workers in selected occupations in fabricated structural steel establishments, November 1974)

Occupation ³	Number of workers	Average hourly earnings ¹	Number of workers receiving straight-time hourly earnings of—																										
			Under \$2.80	\$2.80 and under 2.90	\$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	\$4.60	\$4.70	\$4.80	\$5.00	\$5.20	\$5.60	\$6.00	
All production workers	896	\$3.85	46	44	2	7	42	16	70	18	72	40	29	50	2	165	17	16	100	—	97	10	43	3	1	3	1	2	
SELECTED OCCUPATIONS																													
Fitters, structural	60	4.25	—	—	—	—	—	—	—	—	—	—	4	—	1	25	—	—	15	—	11	3	—	—	1	—	—	—	
Flame-cutting-machine operators	32	4.26	—	—	—	—	—	—	1	—	—	—	1	—	—	15	—	—	3	—	6	6	—	—	—	—	—	—	
Janitors	8	2.88	2	—	—	4	2	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	
Layers-out, structural steel	23	4.65	—	—	—	—	—	—	—	—	—	—	—	—	—	9	—	—	1	—	6	1	—	—	—	—	3	1	2
Painters, rough, spray	20	3.88	—	—	—	—	1	—	—	—	—	1	—	6	7	—	—	—	5	—	—	—	—	—	—	—	—	—	
Punch-press operators, structural steel, class B	25	3.46	—	—	—	—	14	—	—	1	1	6	—	—	—	—	—	—	—	—	3	—	—	—	—	—	—	—	
Truckdrivers	6	3.68	—	—	—	—	—	1	3	—	—	—	—	—	—	—	—	—	2	—	—	—	—	—	—	—	—	—	
Welders, hand	98	4.27	—	—	—	—	—	—	—	1	1	—	—	—	—	36	—	6	29	—	25	—	—	—	—	—	—	—	
class A	69	4.24	—	—	—	—	—	—	—	1	1	—	—	—	—	36	—	6	—	—	25	—	—	—	—	—	—	—	
Welders, tack	76	3.78	1	—	—	—	2	—	26	1	—	—	2	—	—	44	—	—	—	—	—	—	—	—	—	—	—	—	

¹ The Birmingham Standard Metropolitan Statistical Area consists of Jefferson, St. Clair, Shelby, and Walker Counties.² Excludes premium pay for overtime and for work on weekends, holidays, and late shifts. These surveys, based on a representative sample of establishments, are designed to measure the level of occupational earnings at a particular time. Thus, comparisons made with previous studies may not reflect expected wage movements because of change in the sample composition, and shifts in employment among establishments with different pay levels. Such shifts, for example, could decrease an occupational average, even though most establishments increased wages between periods being compared. Virtually all of the production workers covered by the survey were paid on a time basis.³ Includes data for workers in classification in addition to those shown separately.

Table 8. Occupational earnings: Chicago, Ill.¹

(Number and average straight-time hourly earnings² of workers in selected occupations in fabricated structural steel establishments, November 1974)

Occupation ³	Number of workers	Average hourly earnings ²	Number of workers receiving straight-time hourly earnings of—																									
			Under \$3.00	\$3.00 and under	\$3.10	\$3.20	\$3.30	\$3.40	\$3.50	\$3.60	\$3.70	\$3.80	\$4.00	\$4.20	\$4.40	\$4.60	\$4.80	\$5.00	\$5.20	\$5.40	\$5.60	\$5.80	\$6.00	\$6.20	\$6.40	\$6.60	\$6.80	\$7.00 and over
ALL PRODUCTION WORKERS -----	1,419	\$ 5.17	25	14	2	4	3	6	32	20	9	10	18	45	27	87	160	136	341	168	64	67	89	23	26	5	11	27
SELECTED OCCUPATIONS																												
CRANE OPERATORS, ELECTRIC BRIDGE --	71	5.22	-	-	-	-	-	-	-	-	-	-	-	-	-	13	1	-	44	9	4	-	-	-	-	-	-	-
UNDER 20 TONS -----	36	5.13	-	-	-	-	-	-	-	-	-	-	-	-	-	13	1	-	12	6	4	-	-	-	-	-	-	-
ELECTRICIANS, MAINTENANCE -----	16	6.02	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	5	11	-	-	-	-	-	-
FITTERS, STRUCTURAL -----	86	5.85	-	-	-	-	-	-	-	-	-	-	-	4	-	-	-	-	2	12	11	15	27	14	-	1	-	-
FLAME-CUTTING-MACHINE OPERATORS -----	41	5.22	-	-	2	-	-	-	-	-	-	-	-	-	-	6	6	9	6	5	12	1	-	-	-	-	-	-
FRICTION-SAWING-MACHINE OPERATORS -----	12	5.07	-	-	-	-	-	-	-	-	-	-	-	-	6	2	2	-	2	-	2	-	-	-	-	-	-	-
HELPERS, GENERAL -----	112	4.29	-	1	-	2	1	1	26	8	5	4	3	1	15	4	16	17	7	1	-	-	-	-	-	-	-	-
INSPECTORS, CLASS A -----	12	6.38	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	9	1	-	-	-	-
JANITORS -----	16	3.91	-	1	-	-	-	4	-	2	-	3	-	3	1	2	-	-	-	-	-	-	-	-	-	-	-	-
Layers-out, Structural Steel -----	49	6.15	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2	1	-	8	5	2	17	-	2	-
MACHINISTS, MAINTENANCE -----	10	6.24	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	3	-	-	2	-	-	-	-	2	43
MECHANICS, GENERAL -----	7	5.10	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	4	1	-	-	-	-	-	-	-
PAINTERS, ROUGH, SPRAY -----	29	4.97	-	-	2	-	-	-	-	-	-	-	1	2	-	2	3	11	5	-	3	-	-	-	-	-	-	-
POWER-BRAKE OPERATORS, STRUCTURAL STEEL -----	35	5.16	-	-	-	-	-	-	-	-	-	-	-	-	-	5	10	4	7	9	-	-	-	-	-	-	-	-
POWER-SHEAR OPERATORS -----	46	5.14	-	-	-	-	-	-	-	-	-	-	3	-	-	-	10	8	15	9	1	-	-	-	-	-	-	-
PUNCH-PRESS OPERATORS, STRUCTURAL STEEL, CLASS B -----	21	5.11	-	-	-	-	-	-	-	-	-	-	-	2	-	4	4	9	2	-	-	-	-	-	-	-	-	-
TEMPLATE MAKERS -----	15	6.68	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	3	4	-	-	3	1	-	5	4
TRUCKDRIVERS -----	29	6.48	-	-	-	-	-	-	-	-	-	-	-	2	-	-	-	-	2	-	5	3	-	-	-	1	2	14
HEAVY (OVER 4 TONS, TRAILER TYPE) -----	17	6.45	-	-	-	-	-	-	-	-	-	-	-	2	-	-	-	-	-	-	5	-	-	-	-	-	-	10
HEAVY (OVER 4 TONS, OTHER THAN TRAILER TYPE) -----	6	5.96	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2	-	-	3	-	-	-	1	-	-
TRUCKERS, POWER -----	20	4.86	-	-	-	-	-	-	-	-	-	2	4	2	-	3	-	3	6	-	-	-	-	-	-	-	-	-
FOKRLIFT -----	20	4.86	-	-	-	-	-	-	-	-	-	2	4	2	-	3	-	3	6	-	-	-	-	-	-	-	-	-
WELDERS, HAND -----	268	5.33	-	-	-	2	-	-	-	-	-	-	3	2	10	38	20	84	55	18	13	23	-	-	-	-	-	-
CLASS A -----	181	5.31	-	-	-	-	-	-	-	-	-	-	2	-	29	18	71	36	13	8	4	-	-	-	-	-	-	-
CLASS B -----	87	5.37	-	-	-	2	-	-	-	-	-	-	-	-	-	9	2	13	19	5	5	19	-	-	-	-	-	-
WELDERS, MACHINE (ARC OR GAS) -----	24	5.40	-	-	-	-	-	-	-	-	-	-	1	2	10	9	2	7	10	-	-	3	-	-	-	-	-	-

16

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

² Excludes premium pay for overtime and for work on weekends, holidays, and late shifts. These surveys, based on a representative sample of establishments, are designed to measure the level of occupational earnings at a particular time. Thus, comparisons made with previous studies may not reflect expected wage movements because of change in the sample composition, and shifts in employment among establishments with different pay levels. Such shifts, for example, could decrease an occupational average, even though

most establishments increased wages between periods being compared. All production workers covered by the survey were paid on a time basis.

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

⁴ Workers were at \$7 to \$7.20.

⁵ Workers were at \$8.40 to \$8.60.

Table 9. Occupational earnings: Cleveland, Ohio¹

(Number and average straight-time hourly earnings² of workers in selected occupations in fabricated structural steel establishments, November 1974)

Occupation ³	Number of workers	Average hourly earnings ²	Number of workers receiving straight-time hourly earnings of—																									
			Under \$4.00	\$4.00 and under	\$4.10	\$4.20	\$4.30	\$4.40	\$4.50	\$4.60	\$4.70	\$4.80	\$4.90	\$5.00	\$5.10	\$5.20	\$5.30	\$5.40	\$5.50	\$5.60	\$5.70	\$5.80	\$5.90	\$6.00	\$6.20	\$6.40	\$6.60	\$6.80 and over
ALL PRODUCTION WORKERS -----	689	\$ 5.02	35	4	12	-	48	33	18	38	57	69	3	94	11	29	19	68	66	15	21	10	8	17	5	1	2	6
SELECTED OCCUPATIONS																												
17 CRANE OPERATORS, ELECTRIC BRIDGE UNDER 20 TONS -----	34	5.09	-	-	-	-	-	-	-	-	2	10	-	12	-	-	4	4	2	-	-	-	-	-	-	-	-	-
FITTERS, STRUCTURAL -----	111	5.67	-	-	-	-	-	-	-	-	2	8	-	10	-	-	4	-	-	-	-	-	-	-	-	-	-	-
FLAME-CUTTING-MACHINE OPERATORS -----	26	4.99	-	-	-	-	-	-	-	-	6	9	1	4	-	-	2	-	4	-	-	-	-	-	-	-	-	-
LAYERS-OUT, STRUCTURAL STEEL -----	25	5.68	-	-	-	-	-	-	-	-	-	-	1	-	-	-	8	5	1	4	-	2	2	1	-	1	-	
PAINTERS, ROUGH, SPRAY -----	24	4.98	-	-	-	-	-	-	-	-	10	-	-	6	4	-	4	-	-	-	-	-	-	-	-	-	-	-
POWER-BRAKE OPERATORS, STRUCTURAL STEEL -----	8	5.19	-	-	-	-	-	-	-	-	-	-	-	3	-	3	2	-	-	-	-	-	-	-	-	-	-	-
POWER-SHEAR OPERATORS -----	19	5.04	-	-	-	-	-	-	-	-	-	5	-	12	-	-	-	2	-	-	-	-	-	-	-	-	-	-
PUNCH-PRESS OPERATORS, STRUCTURAL STEEL, CLASS A -----	19	4.88	-	3	-	-	-	-	-	-	7	1	-	-	2	-	4	-	2	-	-	-	-	-	-	-	-	-
WELDERS, HAND -----	69	5.16	-	-	-	-	-	-	-	-	-	29	-	11	4	1	2	6	10	6	-	-	-	-	-	-	-	-

¹ The Cleveland Standard Metropolitan Statistical Area consists of Cuyahoga, Geauga, Lake, and Medina Counties.

² Excludes premium pay for overtime and for work on weekends, holidays, and late shifts. These surveys, based on a representative sample of establishments, are designed to measure the level of occupational earnings at a particular time. Thus, comparisons made with previous studies may not reflect expected wage movements because of change in the sample composition, and shifts in employment

among establishments with different pay levels. Such shifts, for example, could decrease an occupational average, even though most establishments increased wages between periods being compared. All production workers covered by the survey were paid on a time basis.

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

Table 10. Occupational earnings: Detroit, Mich.¹

(Number and average straight-time hourly earnings² of workers in selected occupations in fabricated structural steel establishments, November 1974)

Occupation ³	Number of workers	Average hourly earnings ²	Number of workers receiving straight-time hourly earnings of—																											
			Under \$ 3.60	\$ 3.60 and under	\$ 3.80	\$ 4.00	\$ 4.20	\$ 4.40	\$ 4.60	\$ 4.80	\$ 5.00	\$ 5.20	\$ 5.40	\$ 5.60	\$ 5.80	\$ 6.00	\$ 6.20	\$ 6.40	\$ 6.60	\$ 6.80	\$ 7.00	\$ 7.20	\$ 7.40	\$ 7.60	\$ 7.80	\$ 8.00	\$ 8.20	\$ 8.40 and over		
ALL PRODUCTION WORKERS -----	1,336	\$ 6.25	17	2	38	93	61	109	287	99	198	57	57	76	179	48	7	-	-	-	-	-	-	2	-	-	-	2	4	
SELECTED OCCUPATIONS																														
FITTERS, STRUCTURAL -----	93	5.71	-	-	-	-	-	-	-	6	-	12	6	17	44	8	-	-	-	-	-	-	-	-	-	-	-	-	-	
FLAME-CUTTING-MACHINE OPERATORS -----	29	5.12	-	-	-	-	-	-	-	4	23	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
FRICTION-SAWING-MACHINE OPERATORS -----	6	4.59	-	-	-	-	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
HELPERS, GENERAL -----	16	4.58	4	-	-	4	-	-	2	-	4	4	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
JANITORS -----	10	3.87	5	-	-	-	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
LAYERS-OUT, STRUCTURAL STEEL -----	62	6.06	-	-	-	-	-	-	-	-	7	-	10	6	6	23	6	-	-	-	-	-	-	-	-	-	-	-	4	
PAINTERS, ROUGH, SPRAY -----	24	4.64	-	-	2	-	6	2	8	-	-	6	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
POWER-SHEAR OPERATORS -----	17	4.85	-	-	-	-	-	-	13	-	-	4	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
PUNCH-PRESS OPERATORS, STRUCTURAL																														
STEEL, CLASS A -----	22	5.04	-	-	-	-	2	-	12	-	-	-	-	8	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
TRUCKDRIVERS -----	21	5.82	-	-	-	-	-	6	-	-	-	-	2	-	6	3	-	-	-	-	-	-	-	-	2	-	-	2	-	
HEAVY (OVER 4 TONS, TRAILER TYPE)																														
WELDERS, HAND -----	12	6.48	-	-	-	-	-	-	-	-	-	-	2	-	6	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
CLASS A -----	308	4.97	-	-	-	-	-	9	117	47	93	8	24	10	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
CLASS B -----	188	5.10	-	-	-	-	-	9	52	87	87	8	22	10	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
CLASS B -----	120	4.78	-	-	-	-	-	-	65	47	6	-	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	

¹The Detroit Standard Metropolitan Statistical Area consists of Lapeer, Livingston, Macomb, Oakland, St. Clair, and Wayne Counties.

²Excludes premium pay for overtime and for work on weekends, holidays, and late shifts. These surveys, based on a representative sample of establishments, are designed to measure the level of occupational earnings at a particular time. Thus, comparisons made with previous studies may not reflect expected wage movements because of change in the sample composition, and shifts in employment among establishments with different pay levels. Such shifts, for example, could decrease an occupational average, even though

most establishments increased wages between periods being compared. All production workers covered by the survey were paid on a time basis.

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

⁴Workers were at \$3.20 to \$3.40.

⁵Workers were at \$3 to \$3.20.

Table 11. Occupational earnings: Houston, Tex.¹

(Number and average straight-time hourly earnings² of workers in selected occupations in fabricated structural steel establishments, November 1974)

Occupation ³	Number of workers	Average hourly earnings ²	Number of workers receiving straight-time hourly earnings of—																											
			\$ 2.00 and under	\$ 2.10	\$ 2.20	\$ 2.30	\$ 2.40	\$ 2.50	\$ 2.60	\$ 2.70	\$ 2.80	\$ 2.90	\$ 3.00	\$ 3.20	\$ 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		
			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	6.20		
ALL PRODUCTION WORKERS -----	1,309	3.63	16	5	5	15	10	75	31	100	24	38	126	121	143	110	68	75	73	79	86	32	24	23	5	3	-	22		
SELECTED OCCUPATIONS																														
CRANE OPERATORS, ELECTRIC BRIDGE -- UNDER 20 TONS -----	52	3.67	-	-	-	-	-	5	-	1	-	-	-	3	12	10	6	4	11	-	-	-	-	-	-	-	-	-	-	
FITTERS, STRUCTURAL -----	27	3.34	-	-	-	-	-	5	-	1	-	-	-	3	12	5	1	-	-	-	-	-	-	-	-	-	-	-		
FLAME-CUTTING-MACHINE OPERATORS -----	85	4.92	-	-	-	-	-	-	-	-	-	-	-	-	2	8	-	16	4	4	13	7	6	15	2	-	-	16		
HELPERS, POWER-SHEAR -----	22	3.93	-	-	-	-	-	-	-	-	-	-	-	1	4	-	-	-	5	4	-	-	-	-	-	-	-	-		
JANITORS -----	8	3.35	-	-	-	-	-	-	-	-	-	-	2	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
LAYERS-OUT, STRUCTURAL STEEL -----	14	2.82	-	-	-	-	6	-	-	-	-	1	-	6	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
PAINTERS, ROUGH, SPRAY -----	16	4.38	-	-	-	-	-	-	-	-	-	-	-	4	1	1	1	1	-	8	2	1	-	1	-	-	-	-		
POWER-BRAKE OPERATORS, STRUCTURAL STEEL -----	19	3.43	-	-	-	-	-	-	-	-	-	-	-	4	5	4	3	3	-	-	-	-	-	-	-	-	-	-		
POWER-SHEAR OPERATORS -----	25	3.56	-	-	-	-	-	-	-	-	-	-	10	-	3	-	10	-	1	-	1	-	-	-	-	-	-	-		
PUNCH-PRESS OPERATORS, STRUCTURAL STEEL, CLASS A -----	24	3.74	-	-	-	-	-	-	-	-	-	-	2	2	8	7	-	-	3	-	2	-	-	-	-	-	-	-		
TRUCKDRIVERS -----	11	3.85	-	-	-	-	-	-	-	-	-	-	-	1	6	-	-	1	-	1	2	-	-	-	-	-	-	-		
MEDIUM (1-1/2 TO AND INCLUDING 4 TONS) -----	27	3.24	-	-	-	-	-	-	-	7	-	-	5	2	9	4	-	-	-	-	-	-	-	-	-	-	-	-		
HEAVY (OVER 4 TONS, TRAILER TYPE) -----	11	3.22	-	-	-	-	-	-	-	3	-	-	-	2	6	-	-	-	-	-	-	-	-	-	-	-	-	-		
WELDERS, HAND -----	14	3.22	-	-	-	-	-	-	-	4	-	-	5	2	3	-	-	-	-	-	-	-	-	-	-	-	-	-		
CLASS A -----	173	3.77	-	-	-	-	-	10	10	15	-	5	11	1	6	14	24	13	16	27	16	3	2	-	-	-	-	-		
CLASS B -----	69	4.26	-	-	-	-	-	-	-	-	-	-	-	-	2	11	13	15	25	3	-	-	-	-	-	-	-	-		
WELDERS, TACK -----	104	3.45	-	-	-	-	10	10	15	-	5	11	1	6	12	13	-	1	2	13	3	2	-	-	-	-	-	-		
	61	2.79	-	5	5	5	-	15	5	-	-	3	5	10	2	5	1	-	-	-	-	-	-	-	-	-	-	-		

¹ The Houston Standard Metropolitan Statistical Area consists of Brazoria, Fort Bend, Harris, Liberty, Montgomery, and Waller Counties.

² Excludes premium pay for overtime and for work on weekends, holidays, and late shifts. These surveys, based on a representative sample of establishments, are designed to measure the level of occupational earnings at a particular time. Thus, comparisons made with previous studies may not reflect expected wage movements because of change in the sample composition, and shifts in employ-

ment among establishments with different pay levels. Such shifts, for example, could decrease an occupational average, even though most establishments increased wages between periods being compared. All production workers covered by the survey were paid on a time basis.

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

Table 12. Occupational earnings: Los Angeles-Long Beach, Calif.¹

(Number and average straight-time hourly earnings² of workers in selected occupations in fabricated structural steel establishments, November 1974)

Occupation ³	Number of workers	Average hourly earnings ²	Number of workers receiving straight-time hourly earnings of--																									
			Under \$ 4.80	\$ 4.80 and under 4.90	\$ 4.90	\$ 5.00	\$ 5.10	\$ 5.20	\$ 5.30	\$ 5.40	\$ 5.50	\$ 5.60	\$ 5.70	\$ 5.80	\$ 5.90	\$ 6.00	\$ 6.10	\$ 6.20	\$ 6.30	\$ 6.40	\$ 6.50	\$ 6.60	\$ 6.70	\$ 6.80	\$ 7.00	\$ 7.20	\$ 7.40	\$ 7.60
			4.80	4.90	5.00	5.10	5.20	5.30	5.40	5.50	5.60	5.70	5.80	5.90	6.00	6.10	6.20	6.30	6.40	6.50	6.60	6.70	6.80	7.00	7.20	7.40	7.60	7.80
ALL PRODUCTION WORKERS -----	1,285	\$ 6.01	48	5	5	12	9	23	94	50	49	75	65	133	25	72	69	43	254	74	33	21	11	37	20	17	25	16
SELECTED OCCUPATIONS																												
CRANE OPERATORS, ELECTRIC BRIDGE -	43	6.26	-	-	-	-	-	-	5	-	-	-	-	16	2	-	-	-	-	4	-	-	-	16	-	-	-	-
UNDER 20 TONS -----	37	6.32	-	-	-	-	-	-	5	-	-	-	-	10	2	-	-	-	-	4	-	-	16	-	-	-	-	-
ELECTRICIANS, MAINTENANCE -----	16	7.09	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	3	-	-	-	-	-	-	-	-	9
FITTERS, STRUCTURAL -----	104	6.22	-	-	-	-	-	-	-	-	-	-	-	13	-	12	10	-	6	5	4	-	-	-	-	-	-	-
FLAME-CUTTING-MACHINE OPERATORS -----	28	5.52	4	-	-	-	-	-	11	-	-	3	-	-	10	-	-	-	-	-	-	-	-	-	-	-	-	-
LAYERS-OUT, STRUCTURAL STEEL -----	97	6.49	-	-	-	-	-	-	-	-	4	-	-	-	3	-	-	-	54	4	12	2	3	2	11	2	-	-
MACHINISTS, MAINTENANCE -----	14	6.16	-	-	-	4	-	-	-	-	-	-	-	2	-	5	-	-	-	-	-	-	-	-	-	-	-	3
PAINTERS, ROUGH, SPRAY -----	39	5.82	-	-	-	-	-	-	-	4	-	-	6	20	6	3	-	-	-	-	-	-	-	-	-	-	-	-
POWER-BRAKE OPERATORS, STRUCTURAL STEEL -----	8	6.30	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	4	4	-	-	-	-	-	-	-	-	-
POWER-SHEAR OPERATORS -----	32	6.08	-	-	-	-	-	1	-	-	-	6	-	9	-	-	3	-	2	11	-	-	-	-	-	-	-	-
PUNCH-PRESS OPERATORS, STRUCTURAL STEEL, CLASS A -----	56	5.75	-	-	-	-	-	-	-	-	3	34	-	13	2	4	-	-	-	-	-	-	-	-	-	-	-	-
TRUCKDRIVERS -----	29	5.85	-	-	-	-	-	2	-	2	2	2	16	2	-	-	-	-	3	-	-	-	-	-	-	-	-	-
HEAVY (OVER 4 TONS, OTHER THAN TRAILER TYPE) -----	7	5.75	-	-	-	-	-	-	-	2	-	2	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
TRUCKERS, POWER -----	20	5.83	-	-	-	-	-	1	-	-	-	8	-	8	-	-	-	-	3	-	-	-	-	-	-	-	-	-
WELDERS, HAND -----	142	6.16	-	4	-	-	-	-	-	-	-	-	-	19	1	27	-	6	69	12	4	-	-	-	-	-	-	-
CLASS A -----	122	6.24	-	-	-	-	-	-	-	-	-	-	-	3	1	27	-	6	69	12	4	-	-	-	-	-	-	-
WELDERS, MACHINE (ARC OR GAS) -----	43	5.80	-	-	-	-	-	-	4	20	-	4	-	-	-	4	-	-	11	-	-	-	-	-	-	-	-	-

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

² Excludes premium pay for overtime and for work on weekends, holidays, and late shifts. These surveys, based on a representative sample of establishments, are designed to measure the level of occupational earnings at a particular time. Thus, comparisons made with previous studies may not reflect expected wage movements because of change in the sample composition, and shifts in employment among establishments with different pay levels. Such shifts, for example, could decrease an occupational average, even though

most establishments increased wages between periods being compared. All production workers covered by the study were paid on a time basis.

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

⁴ Workers were at \$4.50 to \$4.60.

Table 13. Occupational earnings: New York-Northeastern New Jersey¹

(Number and average straight-time hourly earnings² of workers in selected occupations in fabricated structural steel establishments, November 1974)

Occupation ³	Number of workers	Average hourly earnings ²	Number of workers receiving straight-time hourly earnings of—																									
			Under \$ 5.70	\$ 5.70 and under 5.80	\$ 5.80	\$ 5.90	\$ 6.00	\$ 6.10	\$ 6.20	\$ 6.30	\$ 6.40	\$ 6.50	\$ 6.60	\$ 6.70	\$ 6.80	\$ 6.90	\$ 7.00	\$ 7.10	\$ 7.20	\$ 7.30	\$ 7.40	\$ 7.50	\$ 7.60	\$ 7.70	\$ 7.80	\$ 7.90	\$ 8.00	\$ 8.10 and over
			ALL PRODUCTION WORKERS -----	2,068	\$ 6.76	45	101	119	18	22	4	17	82	143	284	46	555	70	84	27	89	93	20	58	3	26	36	2
SELECTED OCCUPATIONS																												
CRANE OPERATORS, ELECTRIC BRIDGE --	62	6.43	-	-	-	-	-	-	-	44	-	7	-	11	-	-	-	-	-	-	-	-	-	-	-	-	-	-
UNDER 20 TONS -----	56	6.42	-	-	-	-	-	-	-	44	-	1	-	11	-	-	-	-	-	-	-	-	-	-	-	-	-	-
FITTERS, STRUCTURAL -----	66	6.93	-	-	-	-	-	-	-	1	-	-	-	-	-	61	4	-	-	-	-	-	-	-	-	-	-	-
FLAME-CUTTING-MACHINE OPERATORS -----	40	6.45	-	-	-	-	-	-	-	-	36	2	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
HELPERS, GENERAL -----	238	5.90	12	75	96	18	11	2	5	-	1	-	-	-	-	-	-	-	-	18	-	-	-	-	-	-	-	-
HELPERS, PUNCH-PRESS -----	17	5.90	-	8	5	-	-	-	4	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
LAYERS-OUT, STRUCTURAL STEEL -----	296	7.43	-	-	-	-	-	-	-	-	-	-	-	-	-	-	6	64	80	-	51	2	21	34	2	7	6	23
MECHANICS, GENERAL -----	644	7.02	-	-	-	-	-	-	-	-	-	-	-	495	59	19	7	4	-	-	-	-	-	-	-	-	-	60
PAINTERS, ROUGH, SPRAY -----	52	6.76	-	-	-	-	4	2	-	-	38	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	46
POWER-BRAKE OPERATORS, STRUCTURAL STEEL -----	11	8.72	-	-	-	-	-	-	-	-	-	3	-	2	-	-	-	-	-	-	-	-	-	-	-	-	-	56
PUNCH-PRESS OPERATORS, STRUCTURAL STEEL, CLASS A -----	38	6.48	-	-	-	-	-	-	-	-	30	-	-	7	-	-	-	1	-	-	-	-	-	-	-	-	-	-
TRUCKDRIVERS -----	59	6.37	6	-	6	-	6	-	-	-	3	-	-	30	4	-	-	3	-	-	-	1	-	-	-	-	-	-
HEAVY (OVER 4 TONS, TRAILER TYPE) -----	37	6.71	-	-	-	-	6	-	-	-	-	-	-	23	4	-	-	3	-	-	1	-	-	-	-	-	-	-
HEAVY (OVER 4 TONS, OTHER THAN TRAILER TYPE) -----	6	6.64	-	-	-	-	-	-	-	-	2	-	-	4	-	-	-	-	-	-	-	-	-	-	-	-	-	-
WELDERS, HAND -----	215	6.57	-	-	-	-	-	-	-	2	202	9	1	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-
CLASS A -----	191	6.57	-	-	-	-	-	-	-	-	184	6	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
CLASS B -----	24	6.57	-	-	-	-	-	-	-	2	18	3	1	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-
WELDERS, MACHINE (ARC OR GAS) -----	37	6.66	-	-	-	-	-	-	-	-	18	12	-	-	3	-	4	-	-	-	-	-	-	-	-	-	-	-

¹The 18 county New York-Northeastern New Jersey area consists of Bronx, Kings, New York, Putnam, Queens, Richmond, Rockland, and Westchester Counties, N.Y., and Bergen County, N.J. in the New York area; Essex, Morris, Somerset, and Union Counties in the Newark area; Hudson County in the Jersey City area; Passaic County in the Paterson-Clifton-Passaic area; and Middlesex County in the Perth Amboy area; and Nassau and Suffolk Counties.

²Excludes premium pay for overtime and for work on weekends, holidays, and late shifts. These surveys, based on a representative sample of establishments, are designed to measure the level of occupational earnings at a particular time. Thus, comparisons made with previous studies may not reflect expected wage movements because of change in the sample composition, and shifts in employ-

ment among establishments with different pay levels. Such shifts, for example, could decrease an occupational average, even though most establishments increased wages between periods being compared. All production workers covered by the survey were paid on a time basis.

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

⁴Workers were at \$9.80 to \$9.90.

⁵Workers were at \$10.50 to \$10.60.

⁶Workers were at \$4.30 to \$4.40.

Table 14. Method of wage payment(Percent of production workers in fabricated structural steel establishments by method of wage payment,¹ United States, regions, and selected areas, November 1974)

Method of wage payment	United States	Regions									
		New England	Middle Atlantic	Border States	Southeast	Southwest	Great Lakes	Middle West	Mountain	Pacific	
All workers.....	100	100	100	100	100	100	100	100	100	100	
Time-rated workers.....	92	100	83	97	95	100	87	94	100	94	
Formal plans.....	78	92	82	77	71	73	79	81	100	71	
Single rate.....	45	53	71	38	35	34	41	10	60	67	
Range of rates.....	33	39	11	39	37	39	38	71	40	5	
Individual rates.....	14	8	1	20	24	27	8	13	-	23	
Incentive workers.....	8	-	17	3	5	-	13	6	-	6	
Individual piecework.....	2	-	7	-	(2)	-	2	-	-	1	
Group piecework.....	1	-	6	-	-	-	(2)	-	-	(2)	
Individual bonus.....	2	-	4	-	-	-	6	-	-	-	
Group bonus.....	3	-	(2)	3	4	-	5	6	-	4	
		Areas									
		Birmingham	Chicago	Cleveland	Detroit	Houston	Los Angeles-Long Beach	New York-Northeastern New Jersey			
All workers.....	100	100	100	100	100	100	100	100			
Time-rated workers.....	98	92	77	100	100	81	100				
Formal plans.....	93	88	70	100	70	73	100				
Single rate.....	74	10	1	97	25	73	100				
Range of rates.....	19	79	68	3	44	-	-				
Individual rates.....	6	4	8	-	30	8	-				
Incentive workers.....	2	8	23	-	-	19	-				
Individual piecework.....	2	6	23	-	-	4	-				
Group piecework.....	-	2	-	-	-	1	-				
Individual bonus.....	-	-	-	-	-	-	-				
Group bonus.....	-	-	-	-	-	14	-				

¹ For definition of methods of wage payment, see appendix A.² Less than 0.5 percent.

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

Table 15. Scheduled weekly hours(Percent of production workers in fabricated structural steel establishments by scheduled weekly hours,¹ United States, regions, and selected areas, November 1974)

Weekly hours	United States	Regions								
		New England	Middle Atlantic	Border States	Southeast	Southwest	Great Lakes	Middle West	Mountain	Pacific
All workers.....	100	100	100	100	100	100	100	100	100	100
40 hours.....	75	60	95	89	67	42	78	69	91	100
42.5 hours.....	1	-	-	-	-	3	-	6	-	-
43 hours.....	(2)	-	-	-	2	-	-	-	-	-
44 hours.....	1	9	-	-	4	-	2	-	-	-
45 hours.....	11	10	5	7	13	28	8	14	5	-
47.5 hours.....	(2)	-	-	-	-	2	-	1	-	-
48 hours.....	4	21	-	3	12	(2)	6	-	-	-
49 hours.....	(2)	-	-	-	-	1	-	-	-	-
49.5 hours.....	2	-	-	-	-	10	-	-	-	-
50 hours.....	3	-	-	-	3	12	2	-	-	-
Over 50 hours.....	2	-	-	-	-	2	4	9	4	-
		Areas								
		Birmingham	Chicago	Cleveland	Detroit	Houston	Los Angeles-Long Beach	New York-Northeastern New Jersey		
All workers.....	100	100	100	100	100	100	100	100		
40 hours.....	80		96	78	87	27	100	100		
43 hours.....	20		-	-	-	-	-	-		
45 hours.....	-		-	-	-	20	-	-		
48 hours.....	-		-	7	11	3	-	-		
50 hours.....	-		-	-	-	50	-	-		
Over 50 hours.....	-		4	15	2	-	-	-		

¹ Data relate to the predominant schedule for full-time day-shift workers in each establishment.² Less than 0.5 percent.

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

Table 16. Shift differential provisions

(Percent of production workers by shift differential provisions,¹ in fabricated structural steel establishments, United States, regions, and selected areas, November 1974)

Shift differential	United States	Regions								
		New England	Middle Atlantic	Border States	Southeast	Southwest	Great Lakes	Middle West	Mountain	Pacific
<u>Second shift</u>										
Workers in establishments with provisions for second shift..	81.7	90.8	94.7	67.8	61.3	63.9	91.1	88.2	97.2	98.2
With shift differential.....	80.4	90.8	94.7	67.8	53.2	63.9	90.5	88.2	97.2	98.2
Uniform cents per hour....	64.1	52.3	75.3	67.8	47.8	63.9	81.3	70.3	55.9	12.1
5 cents.....	4.0	-	.9	-	3.4	4.7	8.2	7.5	7.3	-
6 cents.....	1.1	-	-	1.3	-	4.1	-	3.4	-	-
7 cents.....	.3	-	-	-	1.9	-	-	-	-	-
7.5 cents.....	.2	-	-	-	-	-	-	-	4.9	-
8 cents.....	3.2	-	-	11.0	4.3	-	3.4	10.8	10.1	-
9 cents.....	1.1	-	-	-	7.2	-	-	-	-	-
10 cents.....	26.1	14.5	42.9	29.3	16.2	35.6	20.5	15.2	22.6	2.7
11 cents.....	.1	-	-	-	-	-	.4	-	-	-
12 cents.....	5.2	14.3	7.9	5.9	4.8	-	10.4	-	-	-
13 cents.....	.4	-	-	-	-	-	-	2.7	4.4	-
14 cents.....	.2	-	-	-	-	1.0	-	-	-	-
15 cents.....	9.6	17.0	7.5	7.4	5.9	13.0	15.8	6.6	6.5	.9
17 cents.....	1.0	-	-	9.0	-	-	2.3	-	-	-
18 cents.....	1.4	-	-	-	-	-	7.1	-	-	-
20 cents.....	5.7	-	2.3	4.0	-	3.6	13.2	19.4	-	3.6
25 cents.....	3.8	3.1	13.8	-	1.4	1.8	-	-	-	4.7
30 cents.....	.8	3.3	-	-	2.7	-	-	4.7	-	-
Uniform percentage.....	5.8	16.3	6.6	-	2.3	-	8.1	11.0	3.5	15.9
4 percent.....	1.1	-	-	-	-	-	-	-	-	15.9
5 percent.....	1.3	-	2.8	-	-	-	-	9.1	-	-
6 percent.....	.1	-	-	-	-	-	-	1.9	-	-
7.5 percent.....	.2	-	.8	-	-	-	-	-	-	-
8 percent.....	1.2	-	-	-	-	-	5.6	-	3.5	-
10 percent.....	1.3	-	2.2	-	2.3	-	2.5	-	-	-
12 percent.....	.1	1.9	-	-	-	-	-	-	-	-
12.5 percent.....	.4	14.4	-	-	-	-	-	-	-	-
15 percent.....	.2	-	.8	-	-	-	-	-	-	-
8 hours pay for 7.5 hours work.....	2.3	-	6.1	-	1.4	-	.8	4.1	-	5.8
Other full pay for reduced hours.....	2.0	14.4	6.7	-	1.6	-	-	-	-	-
Other formal differential.	6.2	7.8	-	-	-	-	.3	2.8	37.8	64.4

See footnotes at end of table.

Table 16. Shift differential provisions—Continued(Percent of production workers by shift differential provisions,¹ in fabricated structural steel establishments, United States, regions, and selected areas, November 1974)

Shift differential	United States	Regions								
		New England	Middle Atlantic	Border States	Southeast	Southwest	Great Lakes	Middle West	Mountain	Pacific
Third or other late shift workers in establishments with provisions for third shift...	60.8	61.0	84.0	40.3	33.9	35.6	67.6	60.4	88.6	98.2
With shift differential....	60.8	61.0	84.0	40.3	33.9	35.6	67.6	60.4	88.6	98.2
Uniform cents per hour....	41.8	22.5	61.4	40.3	23.7	23.9	61.2	50.9	45.2	7.3
7 cents.....	.3	-	-	-	1.9	-	-	-	-	-
8 cents.....	.7	-	-	-	-	-	3.4	-	-	-
10 cents.....	4.3	-	.9	13.3	3.4	3.3	5.0	13.5	5.2	-
11 cents.....	.4	-	-	-	-	-	.4	-	8.7	-
12 cents.....	2.5	-	-	-	9.1	.5	1.6	8.1	4.9	-
15 cents.....	17.4	19.3	44.3	14.0	-	8.3	21.8	7.8	6.7	2.7
16 cents.....	.2	-	1.0	-	-	-	-	-	-	-
17 cents.....	1.5	-	-	-	-	-	6.4	-	4.4	-
20 cents.....	6.3	-	3.2	-	9.3	7.3	9.6	14.0	-	-
21 cents.....	1.1	-	-	-	-	-	5.4	-	-	-
22 cents.....	.6	-	-	9.0	-	-	-	-	-	-
25 cents.....	3.5	3.1	8.3	-	-	1.8	6.1	2.7	-	-
30 cents.....	2.9	-	3.0	4.0	-	2.7	1.4	4.7	15.3	4.6
35 cents.....	.2	-	.8	-	-	-	-	-	-	-
Uniform percentage.....	3.9	16.3	5.5	-	-	-	5.6	-	3.5	15.9
5 percent.....	.6	-	2.8	-	-	-	-	-	-	-
6 percent.....	1.1	-	-	-	-	-	-	-	-	15.9
7.5 percent.....	.2	-	.8	-	-	-	-	-	-	-
12 percent.....	1.2	-	-	-	-	-	5.6	-	3.5	-
15 percent.....	.4	16.3	-	-	-	-	-	-	-	-
20 percent.....	.2	-	1.2	-	-	-	-	-	-	-
25 percent.....	.2	-	.8	-	-	-	-	-	-	-
8 hours pay for 7.5 hours work.....	.7	-	1.0	-	-	-	.8	2.7	-	1.7
Other full pay for reduced hours.....	7.5	14.4	13.3	-	10.3	11.6	-	4.1	6.5	4.1
Other formal differential.....	6.9	7.8	2.7	-	-	-	-	2.8	33.4	69.1

See footnotes at end of table.

Table 16. Shift differential provisions—Continued

(Percent of production workers by shift differential provisions,¹ in fabricated structural steel establishments, United States, regions, and selected areas, November 1974)

Shift differential	Areas						
	Birmingham	Chicago	Cleveland	Detroit	Houston	Los Angeles-Long Beach	New York-Northeastern New Jersey
<u>Second shift</u>							
Workers in establishments with provisions for second shift..	94.3	72.8	91.9	92.7	75.7	96.9	95.6
With shift differential....	94.3	72.8	91.9	92.7	75.7	96.9	95.6
Uniform cents per hour....	94.3	48.0	91.9	92.7	75.7	12.1	48.0
5 cents.....	-	-	-	22.9	12.1	-	-
7 cents.....	19.5	-	-	-	-	-	-
9 cents.....	74.8	-	-	-	-	-	-
10 cents.....	-	17.7	-	12.7	46.1	9.0	-
11 cents.....	-	-	-	3.9	-	-	-
12 cents.....	-	-	-	51.3	-	-	-
14 cents.....	-	-	-	-	8.9	-	-
15 cents.....	-	13.6	25.3	1.9	-	3.1	-
18 cents.....	-	-	66.6	-	-	-	-
20 cents.....	-	16.8	-	-	8.5	-	-
25 cents.....	-	-	-	-	-	-	48.0
Uniform percentage.....	-	22.4	-	-	-	-	4.9
10 percent.....	-	22.4	-	-	-	-	-
15 percent.....	-	-	-	-	-	-	4.9
Other full pay for reduced hours.....	-	-	-	-	-	-	42.7
Other formal differential.	-	2.4	-	-	-	84.7	-
<u>Third or other late shift</u>							
Workers in establishments with provisions for third shift..	94.3	34.4	91.9	90.8	16.8	96.9	95.6
With shift differential....	94.3	34.4	91.9	90.8	16.8	96.9	95.6
Uniform cents per hour....	19.5	34.4	91.9	90.8	16.8	12.1	48.0
7 cents.....	19.5	-	-	-	-	-	-
10 cents.....	-	-	-	22.9	12.1	-	-
11 cents.....	-	-	-	3.9	-	-	-
12 cents.....	-	-	-	-	4.7	-	-
15 cents.....	-	17.7	25.3	-	-	9.0	-
17 cents.....	-	-	-	51.3	-	-	-
20 cents.....	-	-	66.6	12.7	-	-	-
21 cents.....	-	16.8	-	-	-	-	-
25 cents.....	-	-	-	-	-	-	48.0
30 cents.....	-	-	-	-	-	3.1	-
Uniform percentage.....	-	-	-	-	-	-	4.9
25 percent.....	-	-	-	-	-	-	4.9
Other full pay for reduced hours.....	74.8	-	-	-	-	-	42.7
Other formal differential.	-	-	-	-	-	84.7	-

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

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

Table 17. Shift differential practices

(Percent of production workers employed on late shifts in fabricated structural steel establishments, United States, regions, and selected areas, November 1974)

Shift differential	United States	Regions								
		New England	Middle Atlantic	Border States	Southeast	Southwest	Great Lakes	Middle West	Mountain	Pacific
<u>Second shift</u>										
Workers employed on second shift.....	15.3	10.4	16.5	10.9	14.3	14.0	19.9	14.4	10.8	13.3
Receiving shift differential	14.8	10.4	16.5	10.9	10.7	14.0	19.9	14.4	10.8	13.3
Uniform cents per hour....	13.0	10.4	15.6	10.9	10.5	14.0	17.1	13.6	5.3	1.8
5 cents.....	.6	-	-	-	1.6	.3	.8	1.5	-	-
6 cents.....	.4	-	-	-	-	1.9	-	1.2	-	-
8 cents.....	.8	-	-	3.3	.8	-	1.0	2.9	1.3	-
9 cents.....	.4	-	-	-	2.9	-	-	-	-	-
10 cents.....	4.7	3.2	9.3	.7	3.0	7.3	3.9	1.4	2.0	-
12 cents.....	1.1	4.6	2.2	1.2	.2	-	2.1	-	-	-
13 cents.....	.1	-	-	-	-	-	-	.9	.1	-
15 cents.....	2.3	2.7	1.6	2.5	1.5	4.4	3.5	.3	2.0	.1
17 cents.....	.4	-	-	3.2	-	-	.9	-	-	-
18 cents.....	.3	-	-	-	-	-	1.4	-	-	-
20 cents.....	1.1	-	.2	-	-	.1	3.5	4.6	-	.7
25 cents.....	.6	-	2.3	-	.3	-	-	-	-	.9
30 cents.....	.1	-	-	-	.1	-	-	.8	-	-
Uniform percentage.....	1.0	-	.8	-	.2	-	2.6	(1)	.7	4.0
4 percent.....	.3	-	-	-	-	-	-	-	-	4.0
5 percent.....	.2	-	.8	-	-	-	-	-	-	-
6 percent.....	(1)	-	-	-	-	-	-	(1)	-	-
8 percent.....	.5	-	-	-	-	-	2.6	-	.7	-
10 percent.....	(1)	-	-	-	.2	-	(1)	-	-	-
8 hours pay for										
7.5 hours work.....	.1	-	.2	-	-	-	.2	-	-	-
Other formal differential.	.7	-	-	-	-	-	-	.7	4.8	7.5
<u>Third or other late shift</u>										
Workers employed on third shift.....	1.4	-	4.0	.2	.1	-	2.2	.1	.7	.6
Receiving shift differential	1.4	-	4.0	.2	.1	-	2.2	.1	.7	.6
Uniform cents per hour....	1.3	-	3.8	.2	(1)	-	2.2	.1	.7	-
8 cents.....	(1)	-	-	-	-	-	.1	-	-	-
10 cents.....	(1)	-	-	.2	-	-	-	-	-	-
12 cents.....	(1)	-	-	-	(1)	-	-	-	-	-
15 cents.....	1.1	-	3.4	-	-	-	1.8	-	.7	-
20 cents.....	.1	-	.4	-	-	-	-	-	-	-
25 cents.....	.1	-	-	-	-	-	.3	.1	-	-
Uniform percentage.....	(1)	-	.2	-	-	-	-	-	-	-
5 percent.....	(1)	-	.2	-	-	-	-	-	-	-
8 hours pay for										
7.5 hours work.....	(1)	-	-	-	-	-	.1	-	-	-
Other full pay for										
reduced hours.....	(1)	-	-	-	.1	-	-	-	-	-
Other formal differential.	(1)	-	-	-	-	-	-	-	-	.6

See footnotes at end of table.

Table 17. Shift differential practices—Continued

(Percent of production workers employed on late shifts in fabricated structural steel establishments, United States, regions, and selected areas, November 1974)

Shift Differential	AREAS						
	Birmingham	Chicago	Cleveland	Detroit	Houston	Los Angeles- Long Beach	Northeastern New Jersey
<u>Second shift</u>							
Workers employed on second shift.....	30.4	13.6	23.7	22.6	6.6	10.6	.4
Receiving shift differential	30.4	13.6	23.7	22.6	6.6	10.6	.4
Uniform cents per hour....	30.4	13.2	23.7	22.6	6.6	.4	.4
5 cents.....	-	-	-	3.7	.8	-	-
9 cents.....	30.4	-	-	-	-	-	-
10 cents.....	-	4.7	-	-	5.0	-	-
12 cents.....	-	-	-	18.0	-	-	-
15 cents.....	-	1.4	7.3	.9	-	.4	-
18 cents.....	-	-	16.4	-	-	-	-
20 cents.....	-	7.0	-	-	.9	-	-
25 cents.....	-	-	-	-	-	-	.4
Uniform percentage.....	-	.4	-	-	-	-	-
10 percent.....	-	.4	-	-	-	-	-
other formal differential.	-	-	-	-	-	10.2	-
<u>Third or other late shift</u>							
Workers employed on third shift.....	.7	-	-	-	-	1.4	-
Receiving shift differential	.7	-	-	-	-	1.4	-
Other full pay for reduced hours.....	.7	-	-	-	-	-	-
Other formal differential.	-	-	-	-	-	1.4	-

¹ Less than 0.05 percent.

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

Table 18. Paid holidays

(Percent of production workers in fabricated structural steel establishments with provisions for paid holidays, United States, regions, and selected areas, November 1974)

Number of paid holidays	United States	Regions								
		New England	Middle Atlantic	Border States	Southeast	Southwest	Great Lakes	Middle West	Mountain	Pacific
All workers.....	100	100	100	100	100	100	100	100	100	100
Workers in establishments providing paid holidays.....	99	100	99	100	100	100	99	100	100	100
4 days.....	1	-	-	-	1	2	-	-	-	-
5 days.....	2	-	-	-	4	9	-	-	-	-
5 days plus 1 half day.....	(1)	-	-	-	1	-	-	-	-	-
6 days.....	12	-	-	16	28	28	1	12	10	-
6 days plus 1 half day.....	(1)	-	-	-	2	-	-	-	-	-
6 days plus 2 half days.....	(1)	-	-	-	-	1	-	-	2	-
7 days.....	10	-	1	24	21	20	3	13	7	-
7 days plus 1 half day.....	(1)	-	-	-	-	1	-	-	1	-
7 days plus 2 half days.....	1	-	1	-	-	-	5	-	-	-
8 days.....	14	3	5	39	28	18	4	15	27	5
8 days plus 1 half day.....	(1)	-	-	-	-	-	1	-	-	-
8 days plus 2 half days.....	(1)	-	-	-	-	-	-	5	-	-
9 days.....	30	26	44	17	14	13	42	35	53	30
9 days plus 1 half day.....	2	-	3	-	-	-	6	-	-	-
9 days plus 2 half days.....	(1)	-	1	-	-	-	-	-	-	-
10 days.....	14	49	9	3	-	7	22	14	-	61
10 days plus 1 half day.....	(1)	8	-	-	-	-	-	-	-	-
10 days plus 2 half days.....	(1)	-	-	-	-	-	-	5	-	-
11 days.....	6	13	10	-	-	-	17	-	-	4
12 days.....	2	-	10	1	-	-	(1)	-	-	-
13 days.....	3	-	14	-	-	-	-	-	-	-
14 days.....	(1)	-	1	-	-	-	-	-	-	-
		Areas								
		Birmingham	Chicago	Cleveland	Detroit	Houston	Los Angeles-Long Beach	New York-Northeastern New Jersey		
All workers.....	100	100	100	100	100	100	100	100		
Workers in establishments providing paid holidays.....	100	100	100	98	100	100	100	95		
4 days.....	-	-	-	-	-	-	-	-		
5 days.....	6	-	-	-	-	18	-	-		
5 days plus 1 half day.....	-	-	-	-	-	-	-	-		
6 days.....	-	4	1	2	-	8	-	-		
6 days plus 1 half day.....	-	-	-	-	-	-	-	-		
6 days plus 2 half days.....	-	-	-	-	-	-	-	-		
7 days.....	-	-	-	-	-	53	-	-		
7 days plus 1 half day.....	-	-	-	-	-	-	-	-		
7 days plus 2 half days.....	-	-	-	-	-	-	-	-		
8 days.....	75	-	-	-	-	-	-	-		
8 days plus 1 half day.....	-	-	-	-	-	-	-	-		
8 days plus 2 half days.....	-	-	-	-	-	-	-	-		
9 days.....	20	34	-	6	21	56	-	-		
9 days plus 1 half day.....	-	-	-	-	-	-	-	-		
9 days plus 2 half days.....	-	-	-	-	-	-	-	-		
10 days.....	-	62	66	7	-	44	-	-		
10 days plus 1 half day.....	-	-	-	-	-	-	-	-		
10 days plus 2 half days.....	-	-	-	-	-	-	-	-		
11 days.....	-	-	33	80	-	-	-	-		
12 days.....	-	-	-	2	-	-	-	-		
13 days.....	-	-	-	-	-	-	-	87		
14 days.....	-	-	-	-	-	-	-	8		

¹ Less than 0.5 percent.

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

Table 19. Paid vacations

(Percent of production workers in fabricated structural steel establishments with formal provisions for paid vacations after selected periods of service, United States, regions and selected areas, November 1974)

Vacation policy 1/	United States	New England	Middle Atlantic	Border States	Southeast	Regions Southwest	Great Lakes	Middle West	Mountain	Pacific
All workers.....	100	100	100	100	100	100	100	100	100	100
METHOD OF PAYMENT										
Workers in establishments providing paid vacations....	99	100	99	100	100	99	100	100	100	100
Length-of-time payment.....	94	90	97	91	95	91	98	84	100	95
Percentage payment.....	5	10	2	9	5	8	2	16	-	5
Amount of vacation pay 2/										
After 1 year of service:										
Under 1 week.....	(3)	-	2	-	-	-	-	-	-	-
1 week.....	85	74	84	94	82	79	89	92	100	88
Over 1 and under 2 weeks....	4	-	5	-	-	8	7	3	-	-
2 weeks.....	9	26	8	6	18	11	3	5	-	12
After 2 years of service:										
Under 1 week.....	(3)	-	2	-	-	-	-	-	-	-
1 week.....	58	41	48	64	54	60	72	74	63	31
Over 1 and under 2 weeks....	14	-	25	11	6	10	19	3	28	13
2 weeks.....	27	59	24	25	40	28	9	23	9	56
After 3 years of service:										
1 week.....	15	-	5	21	39	30	2	23	1	-
Over 1 and under 2 weeks....	9	-	18	6	12	4	10	-	2	-
2 weeks.....	71	89	69	73	49	58	83	75	86	100
Over 2 and under 3 weeks....	4	11	4	-	-	6	6	3	10	-
3 weeks.....	1	-	3	-	-	-	-	-	-	-
After 5 years of service:										
1 week.....	2	-	2	-	2	4	-	-	1	-
Over 1 and under 2 weeks....	(3)	-	-	-	-	-	1	-	-	-
2 weeks.....	86	71	89	97	94	86	70	97	88	86
Over 2 and under 3 weeks....	9	25	4	-	-	8	26	3	10	-
3 weeks.....	3	3	3	3	3	-	3	-	-	14
After 10 years of service:										
1 week.....	1	-	-	-	2	4	-	-	1	-
Over 1 and under 2 weeks....	(3)	-	2	-	-	-	-	-	-	-
2 weeks.....	28	52	4	21	53	64	13	30	19	2
Over 2 and under 3 weeks....	5	-	-	-	-	13	13	-	5	-
3 weeks.....	60	30	85	76	45	18	67	67	49	97
Over 3 and under 4 weeks....	4	18	4	-	-	-	6	3	26	-
4 weeks.....	(3)	-	-	3	-	-	-	-	-	1
Over 4 and under 5 weeks....	(3)	-	-	-	-	-	1	-	-	-
5 weeks.....	1	-	3	-	-	-	-	-	-	-

See footnotes at end of table.

Table 19. Paid vacations—Continued

(Percent of production workers in fabricated structural steel establishments with formal provisions for paid vacations after selected periods of service, United States, regions and selected areas, November 1974)

Vacation policy 1/	United States	Regions								
		New England	Middle Atlantic	Border States	Southeast	Southwest	Great Lakes	Middle West	Mountain	Pacific
After 12 years of service:										
1 week.....	1	-	-	-	2	4	-	-	1	-
Over 1 and under 2 weeks....	(3)	-	2	-	-	-	-	-	-	-
2 weeks.....	23	33	4	21	46	57	5	25	15	2
Over 2 and under 3 weeks....	5	-	-	-	-	13	11	-	9	-
3 weeks.....	62	49	80	76	52	25	74	65	49	96
Over 3 and under 4 weeks....	5	18	6	-	-	-	10	3	26	-
4 weeks.....	1	-	3	3	-	-	-	8	-	2
Over 4 and under 5 weeks....	(3)	-	-	-	-	-	1	-	-	-
5 weeks.....	1	-	3	-	-	-	-	-	-	-
After 15 years of service:										
1 week.....	1	-	-	-	2	4	-	-	1	-
Over 1 and under 2 weeks....	(3)	-	2	-	-	-	-	-	-	-
2 weeks.....	13	-	-	8	31	34	3	13	7	2
Over 2 and under 3 weeks....	(3)	-	-	-	-	-	2	-	-	-
3 weeks.....	61	74	61	77	62	50	52	65	66	87
Over 3 and under 4 weeks....	9	24	6	-	-	8	22	8	26	-
4 weeks.....	12	2	26	14	5	2	14	14	-	12
Over 4 and under 5 weeks....	1	-	-	-	-	-	6	-	-	-
5 weeks.....	1	-	3	-	-	-	1	-	-	-
After 20 years of service:										
1 week.....	1	-	-	-	2	4	-	-	1	-
Over 1 and under 2 weeks....	(3)	-	2	-	-	-	-	-	-	-
2 weeks.....	12	-	-	8	31	30	3	8	7	2
3 weeks.....	36	54	38	65	30	41	23	39	50	21
Over 3 and under 4 weeks....	4	28	3	-	-	8	1	4	26	-
4 weeks.....	32	18	24	15	37	15	49	33	16	78
Over 4 and under 5 weeks....	5	-	4	-	-	-	18	8	-	-
5 weeks.....	8	-	28	11	-	-	5	8	-	-
6 weeks.....	(3)	-	1	-	-	-	-	-	-	-
Over 5 and under 7 weeks....	(3)	-	-	-	-	-	1	-	-	-
After 25 years of service: 4/										
1 week.....	1	-	-	-	2	4	-	-	1	-
2 weeks.....	12	-	2	8	31	30	3	8	7	2
3 weeks.....	23	44	10	56	28	36	12	8	50	6
Over 3 and under 4 weeks....	4	20	1	-	-	8	1	4	26	-
4 weeks.....	41	35	39	24	39	20	47	64	16	87
Over 4 and under 5 weeks....	4	-	3	-	-	-	16	8	-	-
5 weeks.....	12	-	30	11	-	-	19	8	-	6
Over 5 and under 6 weeks....	(3)	-	-	-	-	-	1	-	-	-
6 weeks.....	3	-	13	-	-	-	-	-	-	-
Over 6 and under 7 weeks....	(3)	-	-	-	-	-	1	-	-	-

See footnotes at end of table.

Table 19. Paid vacations—Continued

(Percent of production workers in fabricated structural steel establishments with formal provisions for paid vacations after selected periods of service, United States, regions and selected areas, November 1974)

Vacation policy 1/	Areas						
	Birmingham	Chicago	Cleveland	Detroit	Houston	Los Angeles-Long Beach	New York-Northeastern New Jersey
All workers.....	100	100	100	100	100	100	100
METHOD OF PAYMENT							
Workers in establishments providing paid vacations.....	99	100	100	100	100	100	95
Length-of-time payment.....	99	100	100	100	100	100	95
Amount of vacation pay 2/							
After 1 year of service:							
1 week.....	80	100	33	98	82	100	95
Over 1 and under 2 weeks....	-	-	67	-	-	-	-
2 weeks.....	20	-	-	2	9	-	-
After 2 years of service:							
1 week.....	75	98	-	35	76	9	-
Over 1 and under 2 weeks....	6	-	100	53	8	44	-
2 weeks.....	20	2	-	12	15	47	95
After 3 years of service:							
1 week.....	75	-	-	-	10	-	-
Over 1 and under 2 weeks....	6	-	1	4	8	-	-
2 weeks.....	20	100	8	96	82	100	95
Over 2 and under 3 weeks....	-	-	92	-	-	-	-
After 5 years of service:							
Over 1 and under 2 weeks....	-	-	1	-	-	-	-
2 weeks.....	100	100	8	47	100	56	95
Over 2 and under 3 weeks....	-	-	92	53	-	-	-
3 weeks.....	-	-	-	-	-	44	-
After 10 years of service:							
2 weeks.....	6	-	-	5	100	-	-
Over 2 and under 3 weeks....	-	-	33	-	-	-	-
3 weeks.....	94	100	1	95	-	100	95
Over 3 and under 4 weeks....	-	-	67	-	-	-	-
After 12 years of service:							
2 weeks.....	6	-	-	5	100	-	-
3 weeks.....	94	100	8	95	-	97	95
Over 3 and under 4 weeks....	-	-	92	-	-	-	-
4 weeks.....	-	-	-	-	-	3	-
After 15 years of service:							
2 weeks.....	6	-	-	5	39	-	-
3 weeks.....	94	98	1	15	61	64	-
Over 3 and under 4 weeks....	-	-	33	51	-	-	-
4 weeks.....	-	2	-	29	-	36	95
Over 4 and under 5 weeks....	-	-	67	-	-	-	-
After 20 years of service:							
2 weeks.....	6	-	-	5	39	-	-
3 weeks.....	20	21	1	9	61	21	-
4 weeks.....	75	79	8	77	-	79	-
Over 4 and under 5 weeks....	-	-	92	6	-	-	-
5 weeks.....	-	-	-	4	-	-	95
After 25 years of service: 4/							
2 weeks.....	6	-	-	5	39	-	-
3 weeks.....	20	4	1	9	61	12	-
4 weeks.....	75	80	8	25	-	88	-
Over 4 and under 5 weeks....	-	-	92	6	-	-	-
5 weeks.....	-	17	-	55	-	-	47
6 weeks.....	-	-	-	-	-	-	48

¹ Includes basic plans only.

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

³ Less than 0.5 percent.

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

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

Table 20. Health, insurance, and retirement plans

(Percent of production workers in fabricated structural steel establishments with specified health, insurance, and retirement plans, United States, regions and selected areas, November 1974)

Type of plan	United States	Regions								
		New England	Middle Atlantic	Border States	Southeast	Southwest	Great Lakes	Middle West	Mountain	Pacific
All workers.....	100	100	100	100	100	100	100	100	100	100
Workers in establishments providing:										
Life insurance.....	98	100	99	92	95	98	99	98	99	100
Noncontributory plans.....	76	100	96	56	70	40	91	53	94	100
Accidental death and dismemberment insurance.....	79	94	67	92	75	78	77	86	98	93
Noncontributory plans.....	60	94	64	60	54	27	71	52	93	93
Sickness and accident insurance or sick leave or both 2/.....	83	97	88	87	73	70	96	82	88	77
Sickness and accident insurance.....	77	97	88	87	62	53	96	82	88	60
Noncontributory plans...	66	97	85	66	47	31	88	58	83	60
Sick leave (full pay, no waiting period).....	4	3	8	1	-	4	(3)	3	13	9
Sick leave (partial pay or waiting period).....	6	-	1	-	11	19	-	5	9	9
Long-term disability insurance	8	13	3	-	13	16	13	-	-	1
Noncontributory plans.....	7	13	3	-	8	11	12	-	-	1
Hospitalization insurance.....	99	100	100	100	100	99	100	94	100	100
Noncontributory plans.....	79	100	97	71	80	40	90	64	94	100
Surgical insurance.....	99	100	100	100	100	99	100	94	100	100
Noncontributory plans.....	79	100	97	71	80	40	90	64	94	100
Medical insurance.....	98	100	99	100	99	95	100	94	100	100
Noncontributory plans.....	79	100	97	71	79	40	90	64	94	100
Major medical insurance.....	89	97	92	93	95	94	70	92	100	100
Noncontributory plans.....	70	97	89	64	76	40	60	66	94	100
Dental care insurance.....	16	3	25	3	3	7	6	8	18	89
Noncontributory plans.....	14	3	19	3	1	7	4	8	18	89
Visual care insurance.....	15	3	27	13	1	7	18	4	-	44
Noncontributory plans.....	12	3	20	3	1	7	15	-	-	44
Retirement plans 4/.....	84	84	94	75	67	78	94	83	64	95
Pensions.....	79	84	93	67	61	60	94	83	64	95
Noncontributory plans.....	73	81	93	67	57	40	89	78	55	95
Severance pay.....	11	-	23	7	5	21	4	-	-	3
No plans.....	-	-	-	-	-	-	-	-	-	-

See footnotes at end of table.

Table 20. Health, insurance, and retirement plans—Continued

(Percent of production workers in fabricated structural steel establishments with specified health, insurance, and retirement plans, United States, regions and selected areas, November 1974)

Type of plan	Areas						
	Birmingham	Chicago	Cleveland	Detroit	Houston	Los Angeles-Long Beach	New York-Northeastern New Jersey
All workers.....	100	100	100	100	100	100	100
Workers in establishments providing:							
Life insurance.....	100	100	99	100	100	100	100
Noncontributory plans.....	94	100	99	100	91	100	83
Accidental death and dismemberment insurance.....	100	100	92	100	70	88	100
Noncontributory plans.....	94	100	92	100	61	88	83
Sickness and accident insurance or sick leave or both ² /.....	80	100	100	100	64	50	100
Sickness and accident insurance.....	80	100	99	100	61	9	100
Noncontributory plans...	75	100	99	100	61	9	83
Sick leave (full pay, no waiting period).....	-	-	1	-	-	30	52
Sick leave (partial pay or waiting period).....	-	-	-	-	3	12	-
Long-term disability insurance	-	17	-	-	9	-	-
Noncontributory plans.....	-	17	-	-	9	-	-
Hospitalization insurance.....	100	100	100	100	100	100	100
Noncontributory plans.....	94	100	100	100	91	100	83
Surgical insurance.....	100	100	100	100	100	100	100
Noncontributory plans.....	94	100	100	100	91	100	83
Medical insurance.....	100	100	99	100	100	100	100
Noncontributory plans.....	94	100	99	100	91	100	83
Major medical insurance.....	100	100	23	66	97	100	99
Noncontributory plans.....	94	100	23	66	87	100	82
Dental care insurance.....	-	-	15	10	-	85	84
Noncontributory plans.....	-	-	15	10	-	85	47
Visual care insurance.....	-	-	25	29	-	-	83
Noncontributory plans.....	-	-	25	29	-	-	46
Retirement plans ⁴ /.....	100	96	99	98	64	88	100
Pensions.....	80	96	99	98	64	88	100
Noncontributory plans.....	80	96	99	98	29	88	100
Severance pay.....	20	18	-	-	-	9	9
No plans.....	-	-	-	-	-	-	-

¹ Includes only those plans for which the employer pays at least part of the cost. Legally required plans such as workers' compensation were excluded; however 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. "Noncontributory plans"¹ include only those paid for entirely by the employer.

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

³ Less than 0.5 percent.

⁴ Unduplicated total of workers covered by pension or retirement severance plans shown separately.

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

Table 21. Other selected benefits

(Percent of production workers in fabricated structural steel establishments providing cost-of-living adjustments, funeral leave pay, jury duty pay, severance pay, and supplemental unemployment benefits,¹ United States, regions, and selected areas, November 1974)

Item	Regions									
	United States	New England	Middle Atlantic	Border States	Southeast	Southwest	Great Lakes	Middle West	Mountain	Pacific
Workers in establishments with provisions for:										
Cost-of-living adjustments ²	32	11	46	-	17	34	53	13	11	21
Funeral leave pay	70	94	93	74	46	38	93	71	41	76
Jury duty pay	68	42	73	54	60	70	70	77	51	81
Technological severance pay ³	12	5	39	-	-	6	10	-	15	3
Supplemental unemployment benefits	14	-	36	-	5	1	28	-	5	3
	Areas									
	Birmingham	Chicago	Cleveland	Detroit	Houston	Los Angeles-Long Beach	New York-Northeastern New Jersey			
Workers in establishments with provisions for:										
Cost-of-living adjustments ²	-	80	92	51	-	53	46			
Funeral leave pay	20	100	99	72	-	56	72			
Jury duty pay	94	100	25	85	65	42	7			
Technological severance pay ³	-	18	15	-	-	9	40			
Supplemental unemployment benefits	-	18	-	51	-	9	-			

¹ For definition of benefits, see appendix A.

² Unless periodic adjustments were currently provided for, establishments were considered as not having this provision, even though adjustments accrued earlier-but not incorporated in basic wage rates-continued to be

paid as a supplement to such rates.

³ Refers to formal plans providing for payments to employees permanently separated because of a change in technology or plan or department closing.

Appendix A. Scope and Method of Survey

Scope of survey

Included in the survey were establishments engaged primarily in manufacturing fabricated iron and steel or other metal for structural purposes, for bridges, buildings, and sections for ships, boats, and barges (industry 3441 as defined in the 1967 edition of the *Standard Industrial Classification Manual*, prepared by the U. S. Office of Management and Budget). Separate auxiliary units such as central offices were excluded. The 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 A-1 shows the number of establishments and workers estimated to be within the scope of the survey, as well as the number actually studied by the Bureau.

Method of study

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

Establishment definition

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

Employment

The 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 labor force, rather than as a precise measure of employment.

Production workers

The term "production workers," as used in this bulletin, includes working foremen and all nonsupervisory workers engaged in nonoffice functions. Administrative, executive, professional, and technical personnel, and force-account construction employees, who were utilized as a separate work force on the firm's own properties, were excluded. Workers of the covered establishments who were employed at a construction site away from the shop were also excluded from the production-worker data but were included in the totals shown in table A-1.

Occupations selected for study

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

Wage data

Information on wages relates to average 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 a part of the workers' regular pay. Nonproduction bonus payments, such as Christmas or year-end 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 their straight-time salary by normal or standard hours to which the salary corresponded.

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

Size of community

Companies were classified according to their location in either metropolitan or nonmetropolitan areas. The term "metropolitan area," as used in this bulletin, refers to the Standard Metropolitan Statistical Areas as defined by the U. S. Office of Management and Budget through 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, the city and town are administratively more important than the county and they are the units used in defining Standard Metropolitan Statistical Areas.

Labor-management agreements

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

Method of wage payment

Tabulations by method of wage payment relate to the number of workers paid under the various time and incentive wage systems. Formal rate structures for time-rated workers provide single rates or a range of rates for individual job categories. In the absence of a formal rate structure, pay rates are determined primarily by the qualifications of the individual worker. A single rate structure is one in which the same rate is paid to all experienced workers in the same job classification. (Learners, apprentices, or probationary workers may be paid according to rate schedules which start below the single rate and permit the workers to achieve the full job rate over a period of time.) An experienced worker occasionally may be paid above or below the single rate for special reasons, but such payments are exceptions. Range-of-rate plans are those in which the minimum or 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 based on production over a quota or for completion of a task in less than standard time.

Scheduled weekly hours

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

Table A-1. Estimated number of establishments and employees within scope of survey and number studied, fabricated structural steel industry, November 1974

Region ¹ / and area ² /	Number of establishments ³ /		Workers in establishments		
	Within scope of study	Actually studied	Within scope of study		Actually studied
			Total ⁴ /	Production workers	Total
United States.....	987	332	90,558	63,741	52,709
New England.....	35	18	2,626	1,753	2,137
Middle Atlantic.....	219	67	19,406	13,207	11,103
New York-Northeastern New Jersey	86	25	3,458	2,068	1,464
Border States.....	52	18	5,882	4,025	3,369
Southeast.....	152	39	12,459	9,264	4,963
Birmingham.....	10	4	1,057	896	847
Southwest.....	151	49	15,156	11,327	9,274
Houston.....	19	10	1,863	1,309	1,627
Great Lakes.....	174	64	18,430	12,716	11,362
Chicago.....	22	11	1,891	1,420	1,442
Cleveland.....	11	7	1,026	689	750
Detroit.....	18	9	1,832	1,336	1,571
Middle West.....	63	26	6,357	4,709	4,303
Mountain.....	46	21	3,404	2,520	2,141
Pacific.....	95	30	6,838	4,220	4,057
Los Angeles-Long Beach.....	23	11	2,080	1,285	1,517

¹ The regions used in this study include *New England*—Connecticut, Maine, Massachusetts, New Hampshire, Rhode Island, and Vermont; *Middle Atlantic*—New Jersey, New York, and Pennsylvania; *Border States*—Delaware, District of Columbia, Kentucky, Maryland, Virginia, and West Virginia; *Southeast*—Alabama, Florida, Georgia, Mississippi, North Carolina, South Carolina, and Tennessee; *Southwest*—Arkansas, Louisiana, Oklahoma, and Texas; *Great Lakes*—Illinois, Indiana, Michigan, Minnesota, Ohio, and Wisconsin; *Middle West*—Iowa, Kansas, Missouri, Nebraska, North Dakota, and South Dakota; *Mountain*—Arizona, Colorado, Idaho, Montana, New Mexico, Utah, and Wyoming; and *Pacific*—California, Nevada, Oregon, and Washington. Alaska and Hawaii were not included in the study.

² See individual area tables 7-11 for definitions of selected areas.

³ Includes only those establishments with 20 workers or more at the time of reference of the universe data.

⁴ Includes executive, professional, and other workers excluded from the production workers category shown separately.

Shift provisions and practices

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

Supplementary wage provisions

Supplementary benefits in an establishment were considered applicable to all production workers if they applied to half or more of such workers in an 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 payment plans for which the employer pays all or a part of the cost excluding programs required by law, such as workers' compensation and social security. Among the plans included are those underwritten by a commercial insurance company and those paid directly by the employer from operating funds or from a fund set aside for this purpose.

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

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

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

Long-term disability insurance plans provide payments to totally disabled employees upon the expiration of their paid sick leave and/or sickness and accident insurance, or after a predetermined period of disability. Payments are made until the end of the disability, a maximum age, or eligibility for retirement benefits. Full or partial payments are almost always reduced by social security, workers' disability compensation, and private pension benefits payable to the disabled employee.

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

Major medical insurance, sometimes referred to as extended medical 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.

Dental insurance plans provide normal dental service benefits, usually for fillings, extractions, and X-rays. Plans which provide benefits only for oral surgery or repairing accident damage are excluded.

Visual care insurance plans provide normal visual care benefits, usually for eye examinations and/or eyeglasses. Plans which provide for certain kinds of surgery or care required as a result of an accident are excluded.

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

Cost-of-living adjustments. Provisions for cost-of-living adjustments relate to formal plans whereby wage rates are changed periodically in keeping with changes in the Consumer Price Index or on some other basis. Unless periodic adjustments were currently provided for, establishments were considered as not having provisions for cost-of-living adjustments, even though adjustments that accrued earlier—but were not incorporated in basic wage rates—continued to be paid as a supplement to such rates.

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.

Supplemental unemployment benefits. Data relate to

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

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

Appendix B. Occupational Descriptions

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

Plant Occupations

Bucker-up, pneumatic

(Holder-on; rivet buckler)

Assists pneumatic riveter in driving rivets to fasten together steel plates or structural steel posts by pressing a heavy steel bar (dolly) against head of rivet while the riveter upsets rivet and clinches it from opposite side by hammering the shank down. May remove bolts temporarily holding steel members together as riveting progresses. May insert rivets in position.

Carpenter, maintenance

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

Crane operator, electric bridge

(Overhead-crane operator; traveling-crane operator)

Lifts and moves heavy objects with an electrically powered hoist mounted upon a metal bridge, which runs

along overhead rails. Work involves closing switch to turn on electricity; moving electrical controllers levers and brake pedal to run the crane bridge along overhead rails, to run the hoisting trolley back and forth across the bridge, and to raise and lower the load line and anything attached to it. (Motions of crane are usually carried out in response to signals from other workers, on the ground.)

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

Crane operator (combination of sizes listed separately)

Crane operator, electric bridge (under 20 tons)

Crane operator, electric bridge (20 tons and over)

Crane operator, mobile

Operates gasoline- or diesel-powered crane mounted on specially constructed truck chassis to lift and move materials such as steel stock or sub-assemblies. Work usually involves both driving vehicle to and from worksite and operating crane. May, when applicable, supervise the activities of a person engaged in driving crane and placing blocks and out-riggers to prevent capsizing when lifting heavy loads. *Exclude mobile crane operators employed at construction sites.*

Electrician, maintenance

Performs a variety of electrical trade functions such as the installation, maintenance, or repair of equipment for the generating, distribution, or utilization of electric energy in an establishment. Work involves *most of the*

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

Fitter, structural

Assembles and/or fits up in a shop, structural steel shapes used in the fabrication of buildings, towers, bridges and other structures. Work includes assembling of processed structural steel members in preparation for riveting or welding operations; joining parts together to see that they are properly processed for assembly by other workers at the construction site; using handtools and measuring devices.

Flame-cutting-machine operator

(Acetylene-burning-machine operator; machine burner operator)

Cuts steel plate into various designs and shapes, using hand guided or automatic flame-cutting machines. Work involves *most of the following*: Laying of template or blueprint of layout on table top adjacent to machine, or making layout of design; positioning work for operations; adjusting burner tip of cutting torch, regulating flame and speed of machine according to thickness of metal; positioning guide wheels of machine against a template, or tracing course of cutting torch with a pantograph in producing desired cuts.

Friction-sawing-machine operator

(Cut-off-machine operator; friction-saw operator)

Cuts metal stock to specified length, meter, or bevel with a rapidly rotating, metal disk that heats the metal part to burning temperature by friction or with an abrasive wheel. Work involves: Measuring work and marking line of cut with chalk or scribe; adjusting position of work on table and holding or clamping it in place; and pressing pedal or moving lever to force work against rotating disk or wheel.

Helper, general mechanic

Helps the general mechanic by regularly performing a combination of duties of lesser skill, mainly moving steel forms by hand or crane. May also perform simple welding, painting, cleaning, and other duties as directed by the general mechanic.

Helper, power-brake

Helps the power-brake operator in positioning and removing heavy pieces of steel from the brake press. Usually works with a hand-operated overhead crane, may use a crowbar to move and hold steel in position, and performs other heavy work as directed by the power-brake operator.

Helper, power-shear

Helps the power-shear operator in positioning and removing heavy pieces of steel from the power shear. Usually works with a hand-operated overhead crane, may use a crowbar to move and hold steel in position, and performs other heavy work as directed by power-shear operator.

Helper, punch-press

Helps the punch-press operator in moving heavy pieces of steel into position on a power punch-press. Usually works with a hand-operated overhead crane, may use a crowbar to pry and hold steel in position for punching, and may carry small pieces by hand from the shearing machines to the punch-presses. Also helps in removing steel from punch-press.

Inspector

Inspects parts, products and/or processes. Performs such operations as examining parts or products for flaws and defects, checking their dimensions and appearance to determine whether they meet the required standards and specifications.

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

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

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

Janitor

(Sweeper; porter; cleaner)

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

Lay-out man, structural steel

(Lay-out, structural steel)

Works from instructions, blueprints, and work orders, and lays out specifications for fabrication of structural steel. Work involves: Locating holes, cuts, edges, bend lines, etc., in accordance with details of drawing; measuring and marking off required lengths of steel; center punching holes, cuts, and edges; and marking contract sheet, and piece numbers on steel. Must be familiar with shop practices and symbols and must compute bevels. Among the tools and equipment used are: Square, tape line, soapstone, center punch, hand hammer, scribe, and various gauging devices.

Machinist, maintenance.

Produces replacement parts and new parts in making repairs of metal parts of mechanical equipment operated in an establishment. Work involves *most of the following*:

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

Marker

Marks outlines of templates on structural steel to locate holes and cuts. Work involves: Clamping template to steel and center punching holes through template; locating some holes by means of simple gauges or measuring tape; and marking contract, sheet, and piece numbers on steel for identification.

Mechanic, general (production)

Regularly performs a combination of skilled hand and/or machine operations, such as welding, riveting, painting, fitting, cutting, and marking, on structural steel forms, rather than specializing in any one operation. Workers in this classification are usually found where specialization of operations is impractical and it is, thus, not possible to classify workers according to more specific duties.

Painter, rough

Applies paint, varnish, lacquer, or other finishes to surfaces of manufactured products, for protective purposes primarily, with brush or spray gun. Work is repetitive in character, requiring no selection of color schemes or shading and matching of colors, and the finishes are either standard in character or prepared by others.

For wage study purposes, rough painters are classified as follows:

Painters, rough, brush

Painters, rough, spray

Planer operator, edge or rotary

Sets up and operates a planer to square, bevel, or finish edges to specified width and length, either singly or in stacks of several pieces. Work involves: Setting up machine by adjusting stop guides and inserting cutting tools; positioning steel in the bed of the machine with the aid of

helpers; placing cutter head in position for required processing; controlling operation of machine; and directing the work of one or more helpers. May also measure and mark the length of steel for shearing after proper width has been attained.

Power-brake operator, structural steel

(Brake press operator; bender-brake press operator)

Sets up and operates a brake press to bend and cope structural steel. Work involves: Selecting, inserting, and adjusting the required dies; laying out bend lines, or setting stop gauges to position bends, or working to bend lines laid out by others; positioning material in dies and setting depth of stroke for ram; activating machine to bend, cope, or crimp material; manipulating material in dies as required; checking shape of materials being formed to templates; and grinding or filing edges of steel at bend lines to prevent cracking.

Power-shear operator

Operates one or more types of power shears to cut metal sheets, plates, bars, rods and other metal shapes to size or length. Work involves *most of the following*: Setting-up and operating power-shear equipment, setting stop gauges, aligning material and performing shearing operations on machine; shearing large or heavy material to layout or specified dimensions; performing shearing operations involving angular or other difficult cuts.

Punch-press operator, structural steel

Sets up and operates a punch press to punch holes in structural steel to prepare the materials for riveting. Selects the punch, according to the size of hole to be punched and fastens it in place in the head of the machine; places material on the bed of the machine so that the center-punch hole is directly under the point on the punch; and operates the machine to punch the required holes.

Class A—Work involves: Difficult positioning of work units because of size or shape, or type of operation to be performed; processing unusually large work that is positioned in the press with the aid of helpers; processing work units that must be steadied while operations are being performed; performing operations requiring careful positioning of work and prompt recognition of faulty operation; examining output and making adjustments as necessary to maintain production within standards; setting, aligning, and adjusting the press.

Class B—Required mainly to feed, control and examine operation of the press, and when trouble occurs to call on foreman or leadman to correct the situation. Work involves: The performance of single operations, such as punching, or piercing on small or medium-size stock easily positioned or performing repetitive and simple punching on larger stock requiring the assistance of helpers.

Riveter, pneumatic

(Hammer riveter)

Rivets together metal parts, steel plate and shapes with a pneumatic hammer. Work involves *most of the following*: Working from layout on a variety of work; using over a period of time a variety of types and size of riveting hammers; selecting hammer, dies, rivets for assigned work and inserting die in head of hammer that corresponds with size of rivet; work on pressure vessels required to be liquid or steam tight; knowledge of riveting temperatures and standard measurement practices.

Stock clerk

Receives, stores, and issues equipment, material, merchandise or tools in a stockroom or storeroom. Work involves *a combination of the following*: Checking incoming orders; storing supplies; applying identifications to articles; issuing supplies; taking periodic inventory or keeping perpetual inventory; making up necessary reports; requesting or ordering supplies when needed. *Stockroom Laborers, Tool Crib Attendants, and employees who supervise Stock Clerks and Laborers are excluded.*

Template maker

Makes full-sized wood, cardboard, or sheet-metal templates from blueprints or models for use in laying out or marking rivet holes, cuts, and bends on structural steel. Locates holes, cuts, and bevels, applying mathematical and other technology, and marks their location, using such layout tools as squares, dividers, and scales. Also uses power saws, jointers, trimmers, hand saws, and planes.

Truckdriver

Drives a truck within a city or industrial area to transport materials, merchandise, equipment, or men between various types of establishments such as: Manufacturing plants, freight depots, warehouses, wholesale and retail establishments, or between retail establishments and customers' houses or places of business. May also load or

unload truck with or without helpers, make minor mechanical repairs, and keep truck in good working order. *Driver-salesmen and over-the-road drivers are excluded.*

For wage study purposes, truckdrivers are classified by size and type of equipment, as follows: (Tractor-trailer should be rated on the basis of trailer capacity.)

Truckdriver (combination of sizes listed separately)

Truckdriver, light (under 1½ tons)

Truckdriver, medium (1½ to and including 4 tons)

Truckdriver, heavy (over 4 tons, trailer type)

Truckdriver, heavy (over 4 tons, other than trailer type)

Trucker, power

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

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

Trucker, power (forklift)

Trucker, power (other than forklift)

Watchman

Makes rounds of premises periodically in protecting property against fire, theft, and illegal entry.

Welder, hand

(Manual welder)

Fuses (welds) metal objects together by manually guiding a welding torch or stick electrode in the fabrication of metal shapes and in repairing broken or cracked metal objects. In addition to performing hand welding or brazing operation, the welder may also lay out guide lines or marks on metal parts and may cut metal with a cutting torch. Workers exclusively engaged in tack welding (tack welders) are to be excluded from this classification.

Class A—Work involves making welds in metal joints placed in any position, including the overhead position.

Class B—Work involves making welds in metal joints placed only in the flat or horizontal position.

Welder, machine (arc or gas)

(Welding machine operator)

Operates one type or more of arc or gas automatic welding machines designed to weld metal joints without manual manipulation of the welding electrode or torch. Work involves: Clamping work pieces onto machine; positioning electrode or torch over weld line at specified angle; threading filler wire from reel through feed rolls; filling hopper with flux; turning control knobs to synchronize movement of electrode or torch and feed of filler wire, and flux with speed of welding action; setting limit switch which automatically stops machine at end of weld; starting machine and observing welding action. Workers may be designated according to the type of equipment used, such as gas-shielded arc welding machine operator, submerged arc welding machine operator, or gas welding machine operator.

Welder, machine (resistance)

(Butt welder; flash welder; seam welder; spot welder)

Operates one type or more of *resistance welding apparatus* to weld (bond) together metal objects such as bars, pipes, and plates. Resistance welding is a process wherein an electric current is passed through the parts to be welded at the point of contact, and mechanical pressure is applied forcing the contact surfaces together at the points to be joined. Welding machines are generally designated according to type of weld performed and arrangement of welding surfaces of parts to be joined. Welds may be made on overlapping units in the form of one or more spots (spot welding) or lineally by using a rolling electrode (seam welding). Machine welding of units where the edges are brought together without lapping is referred to as butt welding.

Welder, tack

Manually makes temporary welds along metal joints to hold parts in proper alignment for final welding.

Industry Wage Studies

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

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

Manufacturing

Basic Iron and Steel, 1972. BLS Bulletin 1839
Candy and Other Confectionery Products, 1970. BLS Bulletin 1732
Cigar Manufacturing, 1973. BLS Bulletin 1796
Cigarette Manufacturing, 1971. BLS Bulletin 1748
Fertilizer Manufacturing, 1971. BLS Bulletin 1763
Flour and Other Grain Mill Products, 1972. BLS Bulletin 1803
Fluid Milk Industry, 1973. BLS Bulletin 1871
Footwear, 1971. BLS Bulletin 1792
Hosiery, 1973. BLS Bulletin 1863
Industrial Chemicals, 1971. BLS Bulletin 1768
Iron and Steel Foundries, 1973. BLS Bulletin 1894
Leather Tanning and Finishing, 1973. BLS Bulletin 1835
Machinery Manufacturing, 1973. BLS Bulletin 1859
Meat Products, 1974. BLS Bulletin 1896
Men's and Boys' Separate Trousers, 1974. BLS Bulletin 1906
Men's and Boys' Shirts (Except Work Shirts) and Nightwear, 1974. BLS Bulletin 1901
Men's and Boys' Suits and Coats, 1973. BLS Bulletin 1843
Miscellaneous Plastics Products, 1974. BLS Bulletin 1914
Motor Vehicles and Parts, 1973-74. BLS Bulletin 1912
Nonferrous Foundries, 1970. BLS Bulletin 1726
Paints and Varnishes, 1970. BLS Bulletin 1739
Paperboard Containers and Boxes, 1970. BLS Bulletin 1719
Petroleum Refining, 1971. BLS Bulletin 1741
Pressed or Blown Glass and Glassware, 1975. BLS Bulletin 1923
Pulp, Paper, and Paperboard Mills, 1972. BLS Bulletin 1844
Southern Sawmills and Planing Mills, 1969. BLS Bulletin 1694
Structural Clay Products, 1969. BLS Bulletin 1697
Synthetic Fibers, 1970. BLS Bulletin 1740
Textile Dyeing and Finishing, 1970. BLS Bulletin 1757
Textiles, 1971. BLS Bulletin 1801

Wages and Demographic Characteristics in Work Clothing Manufacturing, 1972. BLS Bulletin 1858
West Coast Sawmilling, 1969. BLS Bulletin 1704
Women's and Misses' Coats and Suits, 1970. BLS Bulletin 1728
Women's and Misses' Dresses, 1974. BLS Bulletin 1908
Wood Household Furniture, Except Upholstered, 1974. BLS Bulletin 1930.

Nonmanufacturing

Appliance Repair Shops, 1972. BLS Bulletin 1838
Auto Dealer Repair Shops, 1973. BLS Bulletin 1876
Banking, 1973. BLS Bulletin 1862
Bituminous Coal Mining, 1967. BLS Bulletin 1583
Communications, 1974. BLS Bulletin 1909
Contract Cleaning Services, 1974. BLS Bulletin 1916
Contract Construction, 1973. BLS Bulletin 1911
Crude Petroleum and Natural Gas Production, 1972. BLS Bulletin 1797
Department Stores, 1973. BLS Bulletin 1869
Educational Institutions: Nonteaching Employees, 1968-69. BLS Bulletin 1671
Electric and Gas Utilities, 1972. BLS Bulletin 1834
Hospitals, 1972. BLS Bulletin 1829
Hotels and Motels, 1973. BLS Bulletin 1883
Laundry and Cleaning Services, 1968. BLS Bulletin 1645¹
Life Insurance, 1971. BLS Bulletin 1791
Metal Mining, 1972. BLS Bulletin 1820
Motion Picture Theaters, 1966. BLS Bulletin 1542¹
Nursing Homes and Related Facilities, 1973. BLS Bulletin 1855
Scheduled Airlines, 1970. BLS Bulletin 1734
Wages and Tips in Restaurants and Hotels, 1970. BLS Bulletin 1712

¹ Bulletin out of stock.

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