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Industry Wage Survey: Footwear, April 1975



U.S. Department of Labor
Bureau of Labor Statistics
1977

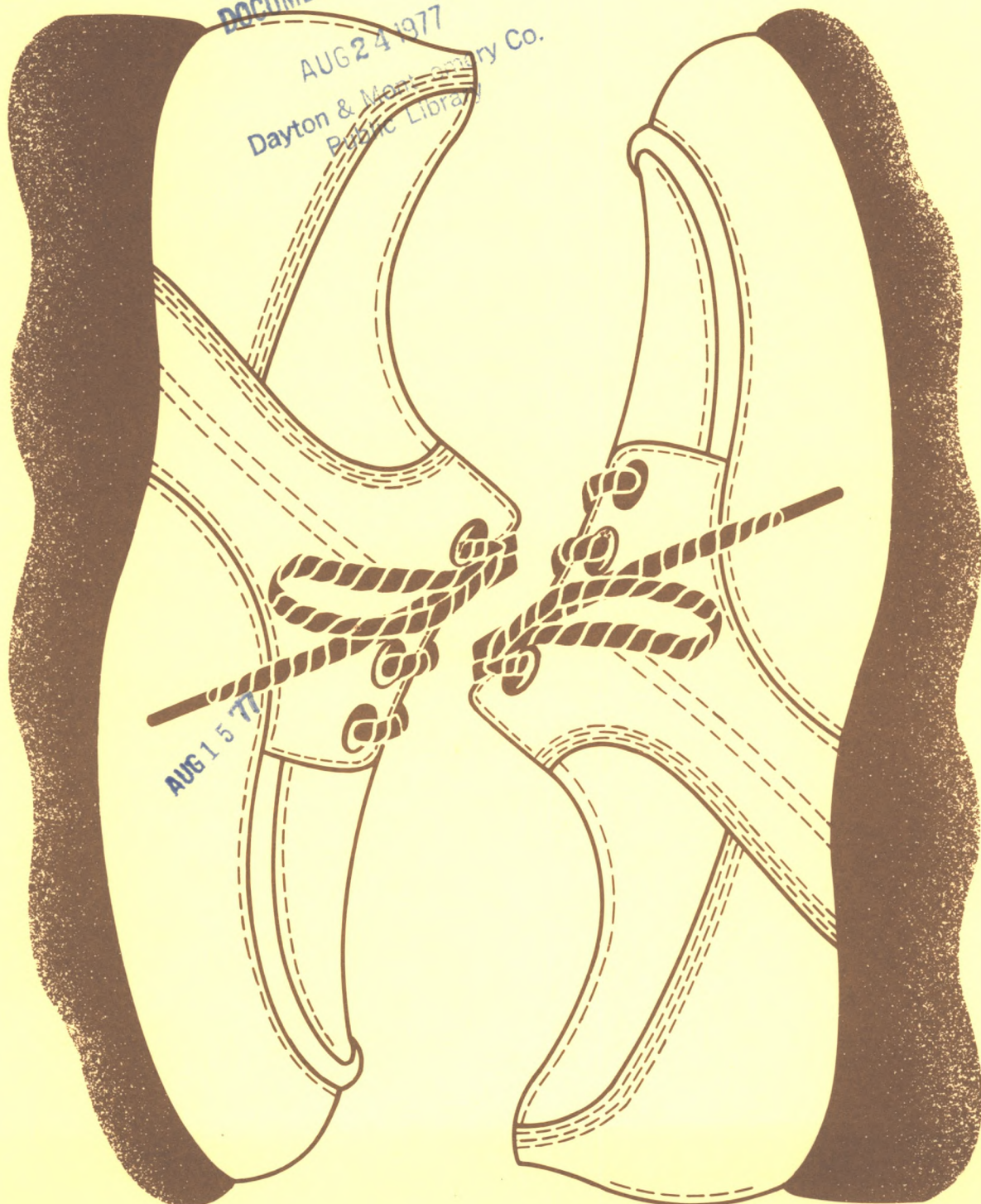
Bulletin 1946

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Industry Wage Survey: Footwear, April 1975

U.S. Department of Labor
Ray Marshall, Secretary
Bureau of Labor Statistics
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1977

Bulletin 1946



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Preface

This bulletin summarizes the results of a Bureau of Labor Statistics Survey of wages and related benefits in the footwear manufacturing industry in April 1975. A similar survey was conducted in March 1971.

Information is provided separately for major product branches in the industry. Separate summaries were issued earlier for the following States and areas:

Men's Goodyear-welt dress shoes:

Maine
Brockton, Mass.
Tennessee
Wisconsin

Women's cement-process (conventional-lasted) shoes:

Maine
Lawrence-Haverhill-Lowell, Mass.
Southeastern New Hampshire
Pennsylvania
Arkansas
Missouri
Los Angeles-Long Beach, Calif.

Misses' and children's cement-process (conventional-lasted) shoes:

Missouri

Misses' and children's Goodyear-welt shoes:

Southeastern Pennsylvania

Copies of these summaries are available from the Bureau of Labor Statistics, Washington, D.C. 20212, or any of its regional offices.

This study was conducted in the Bureau's Office of Wages and Industrial Relations. Joseph C. Bush of the Division of Occupational Wage Structures prepared the analysis in the bulletin. Fieldwork for the survey was directed by the 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 this bulletin. Material in this publication is in the public domain and may be reproduced without permission of the Federal Government. Please credit the Bureau of Labor Statistics and cite the name and number of the publication.

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Footwear, April 1975

Summary

Straight-time earnings of production and related workers in the leather footwear manufacturing industry averaged \$2.98 an hour in April 1975.¹ This average was 23 percent above the \$2.42 average recorded for March 1971, the date of a similar Bureau survey.² Workers in the New England region, one-fourth of the 105,583 workers within the scope of the Bureau's survey, averaged \$3.09. Averages for the other regions ranged from \$2.68 in the Border States to \$3.21 in the Great Lakes region.

Over nine-tenths of the industry's production workers earned from \$2.10 to \$4.50 an hour. The middle group of workers ranged between \$2.32 and \$3.39 an hour. Factors contributing to this wide dispersion of earnings included the variety of job skills required by the industry, extensive use of incentive wage systems, and pay levels which varied according to location and type of footwear.

Women's cement process (conventional-lasted) shoes had the highest employment level of the six industry branches studied and accounted for approximately 3 out of every 10 workers in the industry; workers in these plants averaged \$2.89 an hour. Earnings levels in the other branches ranged from \$3.22 for workers in plants primarily making misses' and children's Goodyear-welt shoes to \$2.83 for those in misses' and children's cement-process (conventional-lasted) shoe plants.

Wage levels also varied widely among occupations within each industry branch. In the women's cement process (conventional-lasted) shoe plants, for example, average earnings for a number of highly populated jobs were \$2.87 for repairers, \$2.95 for fancy stitchers; \$3.27 for cement process sole attachers; and \$3.72 for machine side lasters.

Paid holidays, paid vacations, and life, hospitalization, and surgical insurance were provided to over nine-tenths of the production workers. Sickness and accident insurance, and private retirement pension plans covered nearly seven-tenths and two-thirds of the plantworkers, respectively.

¹See appendix A for scope and method of survey and for definitions of the regions used in the study. Earnings data exclude premium pay for overtime and for work on weekends, holidays, and late shifts.

²See *Industry Wage Survey: Footwear, March 1971, Bulletin 1792* (Bureau of Labor Statistics, 1973).

Industry characteristics

Products. The industry covered by this study makes a wide variety of leather shoes in many combinations of sizes, styles, and shapes, and by several different methods of construction.³ Data in this report are tabulated separately for six industry branches which accounted for slightly over four-fifths of the industry's labor force. Establishments in these branches were classified according to the predominant method of construction (bottoming, i.e., the means by which the outsole is attached to the shoe) and type of shoe manufactured—men's (dress and work), women's, misses', children's, and infants'. The distribution of production workers in the branches for which data have been tabulated is as follows:

<i>Industry branches</i>	<i>Percent of production workers</i>
All industry branches	100
Men's Goodyear-welt dress shoes	19
Men's Goodyear-welt work shoes	7
Men's cement-process shoes	14
Women's cement-process (conventional-lasted) shoes	31
Misses' and children's cement-process (conventional-lasted) shoes	8
Misses' and children's Goodyear-welt shoes	4
All other	17

Other important types of leather footwear produced by the industry include women's cement-process (slip-lasted) shoes, moccasin-constructed shoe with hand sewn plug, women's Littleway (McKay) shoes, and leather footwear with vulcanized or injection-molded shoe construction.

Employment. Footwear manufacturing plants within the scope of this survey employed 105,583 production and related workers in April 1975—a decline of 27 percent since the March 1971 survey. Employment declined most in the New England (41 percent) and Middle Atlantic (36 percent) regions, and in plants manufacturing women's cement-process, conventional-lasted shoes (42 percent) and men's

³For descriptions of various shoe construction methods, see *The Art and Science of Footwear Manufacturing* (American Footwear Industries Association, Arlington, Virginia, 1974).

Goodyear-welt dress shoes (26 percent). Plant closings were the major cause of these employment reductions. There were 434 establishments (those firms with at least 50 workers) within the scope of the 1975 survey compared with 577 in 1971. The size of the average (mean) plant was nearly the same in both the 1975 and 1971 surveys (275 and 284 in 1975 and 1971, respectively).

Production and imports. Production in the domestic footwear industry has declined considerably, while imports have skyrocketed. Approximately 26.7 million pairs of shoes (except slippers and rubber footwear) were produced domestically in April 1975—36 percent less than the 41.5 million pairs manufactured in March 1971.⁴ The domestic production of men's shoes decreased 14 percent and of women's and misses', 48 percent. The United States imported 58.3 million pairs of men's leather shoes in 1974 compared with 36.6 million in 1971—a 59-percent increase.⁵ Corresponding imports of women's shoes were 103.5 million pairs in 1974 and 93.6 million in 1971 (an 8-percent increase). Imports of leather ski boots and other athletic footwear were 8.7 million pairs in 1974 and 6 million in 1971 (a 45-percent increase).

In the leather footwear industry, productivity increased slightly between 1971 and 1975. The 1975 index for output per employee-hour of all employees was 107.7 (1967=100) compared with 105.9 in 1971.⁶ The increase of 1.7 percent was significantly less than the 4.2 percent reported for the index for all manufacturing industries in 1975.⁷

Location. Five of the eight regions studied separately employed slightly over four-fifths of the work force. Of these five major regions, New England employed one-fourth of the work force, the Middle Atlantic and Southeast regions employed one-sixth each, the Great Lakes and Middle West regions employed approximately one-eighth each. Six of the eight regions experienced employment declines since 1971, the date of the last survey, ranging from 41 percent in New England to 8 percent in the Border States. The Pacific region experienced an employment increase of 10 percent, and employment in the Southwest was essentially unchanged.

The product mix varied among the regions. Workers in New England, for example, constituted one-eighth of the United States total in the misses' and children's cement-process (conventional-lasted) shoe branch in contrast to nearly one-third in plants making men's cement-process shoes.

⁴ *Current Industrial Reports, Shoes and Slippers*, Series M31A(71)-3 and MA-31A(75)-1 (Bureau of the Census).

⁵ *U.S. Imports for Consumption and General Imports, SIC-Based Products*, Report FT210 (Bureau of the Census, 1971 and 1974).

⁶ *Productivity Indexes for Selected Industries, 1976 edition*, Bulletin 1938 (Bureau of Labor Statistics, 1977).

⁷ *Monthly Labor Review*, October 1976, p. 95, table 31.

As in the 1971 survey, workers employed in metropolitan areas accounted for slightly more than two-fifths of the industry's work force nationwide. Among the regions, the corresponding proportions of workers in metropolitan areas ranged from 5 percent for the Middle West to 77 percent for the Middle Atlantic region. Variations by industry branch ranged from approximately one-fourth to three-fifths (text table 1).

Size of establishment. Establishments employing at least 250 workers accounted for three-fourths of the work force. Regionally, the proportions ranged from slightly over nine-tenths in the Southeast to one-half in the Pacific region. Plants of this size employed at least six-tenths of the workers in each of the industry branches studied separately.

Unionization. Establishments which had labor-management contracts covering a majority of their production workers accounted for 45 percent of these workers. Such establishments employed approximately three-tenths of the workers in the New England and Middle Atlantic regions, one-third in the Southeast, two-thirds in the Great Lakes region, and four-fifths in the Middle West. The major unions in the industry were the Boot and Shoe Workers Union and the United Shoe Workers of America, both AFL-CIO affiliates.

Occupation and sex. Shoemaking includes the assembly of many separate parts through a series of carefully controlled hand and machine operations. Some occupations in shoe factories require relatively short training periods, e.g., floor workers; other jobs, such as vamp and whole shoe cutters, are highly skilled. A large number of workers operate various cutting, sewing, lasting, and bottoming machines.

Women, who constitute two-thirds of the industry's labor force, frequently are employed in top stitching, fit-

Text table 1. Percent of production workers in footwear plants by selected characteristics, United States, April 1975

Industry branch	Establishments—		
	In metropolitan areas	With 250 workers or more	With union contracts
Men's Goodyear-welt dress shoes	56	92	47
Men's Goodyear-welt work shoes	46	81	53
Men's cement-process shoes	37	88	51
Women's cement-process (conventional-lasted) shoes	37	69	49
Misses' and children's cement-process (conventional-lasted) shoes	27	59	34
Misses' and children's Goodyear-welt shoes	43	83	26

ting, and inspection operations. Men are prevalent in last-
ing, bottoming, and maintenance jobs.

Method of wage payment. Incentive wage systems, usually based on individual piecework, applied to nearly three-fourths of the production workers (table 33). The proportions of incentive workers ranged from about one-half in the Pacific region to approximately four-fifths in the Great Lakes, Southwest, Border States, and Middle West regions. Among the industry branches, incentive workers constituted between two-thirds and four-fifths of the work force. A majority of the workers in nearly all of the plant jobs selected for separate study were paid incentive rates; occupations which were usually time rated included repairers, floor workers, inspectors (crowners), janitors, and maintenance mechanics.

Time workers were about evenly split between formal and informal rate structures, i.e. individual rates for jobs. Of those paid in accordance with formal pay plans, twice as many workers were under range-of-rate plans as were paid single rates.

Average hourly earnings

Straight-time earnings of the 105,583 production and related workers covered by the survey averaged \$2.98 an hour in April 1975 (table 1).⁸

This wage rate was 23 percent higher than the \$2.48 recorded in the Bureau's March 1971 study of leather footwear plants⁹ and compares with a 34-percent rise for production workers in all manufacturing industries.¹⁰ Increases in regional averages for the footwear industry varied from 21 percent in the Middle West to 28 percent in the Southeast region. Between 1971 and 1975, wage increases among industry branches ranged from 18 percent for women's cement process (conventional-lasted) shoes to 29 percent for men's Goodyear-welt work shoes. Wage gains in the other branches fell between 22 and 27 percent.

In April 1975, men averaged \$3.32 an hour, compared with \$2.82 an hour for women. Among the regions for

which data could be published, the average wage advantage for men ranged from 10 percent in the Southeast to 25 percent in both the Great Lakes and Pacific States. Such differences in the average pay levels for men and women occur for several reasons, including the variation in the distribution of the sexes among establishments with differing pay scales and among jobs with differing skill and pay levels.

Differences in average earnings for men and women in the same occupation and area may reflect minor differences in duties performed. Job descriptions in wage surveys usually are more generalized than those in individual establishments to allow for the minor differences among establishments in specific duties performed. Also, production at piece rates determines the earnings of many workers. Variation in incentive earnings for individuals or among men and women may be traceable to differences in work experience, work flow, or other factors which the worker may or may not control.

Regionally, average hourly earnings ranged from \$2.68 in the Border States to \$3.21 in the Great Lakes region. Earnings in the Pacific, Middle West, Middle Atlantic, and New England regions averaged between \$2.98 and \$3.09 an hour. Workers earned \$2.73 in the Southwest and \$2.79 in the Southeast—the two remaining regions. The regional variations in pay levels resulted partly from differences in the type of footwear produced. Other factors, such as the general differences in pay among regions, also were important.

Among the six industry branches shown separately, average hourly earnings ranged from \$2.83 for production workers in misses' and children's cement-process (conventional-lasted) shoes to \$3.21 for workers in men's Goodyear-welt work shoes and \$3.22 for workers in plants primarily producing misses' and children's Goodyear-welt shoes. Earnings relationships among the branches differed in the New England and Southeast regions, the only regions providing sufficient data for comparisons.

Workers in metropolitan areas averaged \$3.09 an hour—7 percent more than those in smaller communities. In all but one region permitting comparisons, metropolitan area workers averaged from about 5 to nearly 10 percent more an hour than those in smaller communities. In the Border States, however, the averages were nearly identical.

Nationwide, employees in plants with 250 workers or more averaged \$3 an hour—4 percent more than those in plants with 50 to 249 employees. The wage differences in favor of those in larger plants ranged from 5 to 9 percent in 6 of the 8 regions studied separately. There was a 21-percent difference in the Pacific region, and in the Middle West, average earnings were nearly identical. The nationwide relationship resulted largely from the regional mix of the two size-groups.

These comparisons of average hourly earnings do not isolate the influence of individual characteristics as a determinant of wages. The wage differences noted in the preceding paragraphs may reflect the interrelationship of factors

⁸The straight-time hourly earnings presented in this bulletin are not comparable with the gross average hourly earnings published in the Bureau's monthly employment and earnings series. The monthly series combines data for plants primarily manufacturing nonrubber footwear designed for street, work, play, or sportswear and for plants making house slippers as their primary product; the latter group and all footwear plants employing fewer than 50 workers were not included in this study. Estimates here exclude premium pay for overtime and for work on weekends, holidays, and late shifts. Average earnings were calculated by summing individual hourly earnings and dividing by the number of individuals; in the monthly series, the sum of the hours reported by establishments in the industry was divided into the reported payroll totals.

⁹BLS Bulletin 1792

¹⁰*The Hourly Earnings Index, 1964-August 1975*, Bulletin 1897 (Bureau of Labor Statistics, 1976). The index is adjusted for seasonal variations, overtime, and interindustry employment shifts.

Text table 2. Pay relatives in footwear manufacturing, by type of footwear, United States, New England, Southeast, April 1975

Branch	United States	New England	Southeast
Men's Goodyear-welt dress shoes	112	106	114
Men's Goodyear-welt work shoes	113	104	106
Men's cement-process shoes	105	92	105
Misses' and children's cement-process (conventional-lasted) shoes	100	100	100
Women's cement-process (conventional-lasted) shoes	102	96	105

such as degree of unionization and method of wage payment.

Individual earnings of 94 percent of the production workers fell within a range of \$2 to \$4.50 an hour in April 1975 (table 2). Earnings of the middle 50 percent of the workers were between \$2.32 and \$3.89 an hour. Nationwide, about 16 percent of the workers were paid at or slightly more than the \$2.10 Federal minimum hourly wage and less than \$2.20 an hour. The heaviest concentrations of workers at this earnings interval existed in the Border States and Southwest. Among the industry branches studied separately, proportions of workers in the \$2.10–\$2.20 interval ranged from nearly 8.5 percent in misses' and children's Goodyear-welt work shoes to just under 19 percent in misses' and children's cement-process (conventional-lasted) shoes (tables 3-8).

Occupational earnings

Average hourly earnings of workers in a number of occupations for the six industry branches shown separately are presented in tables 9-32. These occupations, a relatively small proportion of those found in the industry, are arranged in the tables in the sequence of major shoemaking processes and were chosen primarily to represent wage levels for the types of skills and operations used in manufacturing footwear.

Cutting shoe uppers and linings—the first of the major operations—is usually performed on machines. Vamp and whole shoe machine cutters, numerically the most important job in this department, earned from \$3.36 an hour in the misses' and children's cement-process (conventional-lasted) branch to \$4.06 an hour in plants making men's Goodyear-welt work shoes.

Fitting operations, which typically are performed by women, involve assembling and stitching upper parts and linings to make complete shoe uppers. Fancy stitchers (who sew decorative designs on shoe uppers) were numerically the most important of the selected jobs and had average earnings ranging from \$2.74 to \$3.29 an hour among the

branches for which data could be published. Pastors, backers, and fitters—also a numerically important group—usually averaged between \$2.59 and \$3.05 an hour. Within each industry branch, fancy stitches averaged from 13 to 33 cents more than pastors, backers, and fitters except for the misses' and children's cement-process (conventional-lasted) division where identical averages were recorded (\$2.74).

Lasting operations, generally performed by men, include drawing the completed uppers over the last (a footlike form) and attaching the insole. Machine assemblers for the pulling-over operation averaged \$2.80 to \$3.36 an hour among the branches for which data could be shown. Pull-over-machine operators usually averaged from 44 to 92 cents an hour more than machine assemblers for pullover. Average earnings for side lasters and toe lasters ranged from \$3.63 to \$3.75 and from \$3.51 to \$3.87, respectively, among the industry branches.

Bottoming methods, as pointed out previously, differ by type of shoe construction. Goodyear stitchers in men's Goodyear-welt dress shoe plants averaged \$3.79 an hour, about the same as their counterparts in men's Goodyear-welt work shoe plants and 10 cents more than those in misses' and children's Goodyear-welt shoe plants. Sole attachers in plants making women's cement-process shoes (conventional-lasted) averaged \$3.27 compared with \$3.11 in plants making misses' and children's cement-process (conventional-lasted) shoes.

Occupational averages are presented by size of community and size of establishment for the two major industry branches, men's Goodyear-welt dress shoes and women's cement-process (conventional-lasted) shoes (tables 10-11 and 19-20). Also tabulated are job averages for metropolitan and nonmetropolitan areas by size of establishment in table 21.

Earnings of individual workers varied widely within the same occupation and area (tables 12-15, 22-28, 30 and 32). Frequently, hourly earnings of the highest paid workers exceeded those of the lowest paid by \$1.50 or more. Thus, a number of workers in comparatively low paying jobs earned as much as or more than some workers in jobs with significantly higher average hourly earnings. Text table 3 illustrates the overlap in earnings occurring between machine cutters of vamps and whole shoes and fancy stitchers of misses' and children's cement-process (conventional-lasted) shoes in Missouri.

Establishment practices and supplementary wage provisions

For production workers, data were obtained on certain establishment practices and supplementary wage provisions, including work schedules; paid holidays and vacations; and health, insurance, and retirement plans.

Scheduled weekly hours and shift practices. Eighty-eight percent of the production workers had weekly work sched-

Text table 3. Earnings distribution of selected occupations in the misses' and children's cement-process (conventional-last) shoe plants, Missouri, April 1975

Average hourly earnings	Machine cutters, vamps and whole shoes	Fancy stitchers
Under \$2.40	2	33
\$2.40 and under \$2.60	3	16
\$2.60 and under \$2.80	5	11
\$2.80 and under \$3.00	1	13
\$3.00 and under \$3.20	6	4
\$3.20 and under \$3.40	4	8
\$3.40 and under \$3.60	7	5
\$3.60 and under \$3.80	7	3
\$3.80 and under \$4.00	4	5
\$4.00 and under \$4.20	4	—
\$4.20 and under \$4.40	6	2
\$4.40 and under \$4.60	3	—
\$4.60 and over	11	—
Number of workers	63	100
Average hourly earnings	\$3.84	\$2.76

ules of 40 hours (table 34). Three-fifths of the workers in the Middle West and all or nearly all of the workers in the Middle Atlantic, Southeast, and Pacific regions followed 40-hour work schedules. Schedules of more than 40 hours were rarely reported. The Border States, Southwest, Great Lakes, and Middle West regions claimed most of the workers on less-than-40-hour schedules—32 hours being the most prevalent practice. Virtually all of the production workers were employed on day shifts in April 1975.

Paid holidays. Nearly all of the production workers were employed in shoe factories providing paid holidays, usually 8 or 9 days annually (table 35). Significant provisions for seven days or less were observed in the Middle Atlantic and Southeast regions, and in the Border States, but in no region did a majority of workers receive less than 8 days.

Paid vacations. Virtually all production workers received paid vacations after qualifying periods of service (table 36). Most of the production workers received 1 week's pay after 1 year of service, 2 weeks' after 5 years, and 3 weeks' after 15 years. About one-fifth of the production workers were in establishments providing 4 weeks' vacation after 20 years

of service; these provisions were found mostly in the Great Lakes and Middle West regions.

Health, insurance, and retirement plans. Slightly over nine-tenths of the production workers were provided with life, hospitalization, surgical, and basic medical insurance financed at least in part by the employer (table 37). Nearly seven-tenths were covered by sickness and accident insurance; about one-half were covered by accidental death and dismemberment insurance; and about three-fourths by major medical plans. These plans were usually financed wholly by the employer rather than by joint employer-employee contributions. A majority of the production workers in each region, except the Pacific, were covered by most health and insurance plans. In the Pacific, only one-sixth of the workers were under major medical plans and none was covered by pay continuation plans in the event of sickness or accident.

Retirement pension plans, providing regular payments for the remainder of the retiree's life (in addition to Federal social security), were recorded in establishments employing approximately two-thirds of the plantworkers. Among the regions, the proportions of plantworkers covered by pension plans ranged from one-third in the New England region to about nine-tenths in the Middle West and Great Lakes regions. Severance pay, a lump-sum granted upon retirement, was rarely reported.

Other selected benefits. Provisions for pay continuation while attending funerals of immediate relatives applied to seven-tenths of the production workers (table 38). Coverage ranged from one-sixth of the workers in the Pacific States to at least nine-tenths in the Middle West and Great Lakes regions.

Provisions for separation pay because of technological changes or plant closings were reported for slightly more than one-fifth of the production workers. Coverage, however, was nonexistent in the Pacific region, while seven-tenths of the workers in the Middle West were provided such benefits.

Shoe factories providing paid jury-duty plans employed one-half of the production workers nationwide. Coverage ranged from about nine-tenths in the Middle West to one-tenth in the Pacific region.

Table 1. Average hourly earnings: By selected characteristics

(Number and average straight-time hourly earnings of production workers in footwear manufacturing establishments by selected characteristics, United States and selected regions, April 1975)

Characteristic	United States ¹		New England		Middle Atlantic		Border States		Southeast		Southwest		Great Lakes		Middle West		Pacific	
	Number of workers	Average hourly earnings ²	Number of workers	Average hourly earnings ²	Number of workers	Average hourly earnings ²	Number of workers	Average hourly earnings ²	Number of workers	Average hourly earnings ²	Number of workers	Average hourly earnings ²	Number of workers	Average hourly earnings ²	Number of workers	Average hourly earnings ²	Number of workers	Average hourly earnings ²
ALL WORKERS ³	105,583	\$2.98	26,147	\$3.09	17,908	\$3.04	8,187	\$2.68	16,919	\$2.79	8,589	\$2.73	14,233	\$3.21	11,408	\$3.00	2,093	\$2.98
MEN.....	32,829	3.32	9,732	3.45	5,967	3.37	-	-	5,538	2.98	2,022	3.04	3,564	3.76	3,320	3.32	1,217	3.25
WOMEN.....	70,726	2.82	16,415	2.87	11,290	2.87	-	-	11,381	2.71	6,567	2.64	10,669	3.02	8,088	2.87	876	2.60
PREDOMINANT TYPE OF SHOE: ⁴																		
MEN'S GOODYEAR-WELT DRESS SHOES.....	20,462	3.16	3,493	3.32	-	-	2,479	2.68	4,159	3.03	1,497	2.84	2,801	3.32	-	-	-	-
MEN'S GOODYEAR-WELT WORK SHOES.....	7,165	3.21	1,958	3.27	-	-	-	-	2,399	2.81	-	-	1,877	3.71	-	-	-	-
MEN'S CEMENT-PROCESS SHOES.....	15,022	2.97	4,807	2.89	1,296	2.95	-	-	3,031	2.77	-	-	3,908	3.28	-	-	-	-
WOMEN'S CEMENT-PROCESS (CONVENTIONAL-LASTED) SHOES.....	32,830	2.89	9,457	3.00	5,674	2.91	3,085	2.76	2,009	2.77	4,061	2.61	-	-	3,411	3.01	1,882	2.96
MISSES' AND CHILDREN'S CEMENT-PROCESS (CONVENTIONAL-LASTED) SHOES.....	8,657	2.83	1,152	3.14	1,633	2.93	1,923	2.54	1,109	2.65	-	-	-	-	1,754	2.96	-	-
MISSES' AND CHILDREN'S GOODYEAR-WELT SHOES.....	4,012	3.22	-	-	1,158	2.87	-	-	-	-	-	-	-	-	-	-	-	-
SIZE OF COMMUNITY:																		
METROPOLITAN AREAS ⁵	43,580	3.09	16,827	3.18	13,833	3.10	1,861	2.67	5,235	2.90	-	-	2,204	3.39	560	3.27	2,093	2.98
NONMETROPOLITAN AREAS.....	62,003	2.89	9,320	2.93	4,075	2.83	6,326	2.68	11,684	2.75	7,622	2.71	12,029	3.17	10,848	2.98	-	-
SIZE OF ESTABLISHMENT:																		
50-249 WORKERS.....	25,677	2.89	7,516	2.99	6,933	2.94	2,273	2.59	960	2.60	1,671	2.56	3,252	3.06	1,915	2.99	1,058	2.69
250 WORKERS OR MORE.....	79,906	3.00	18,631	3.13	10,975	3.10	5,914	2.72	15,959	2.81	6,918	2.78	10,981	3.25	9,493	3.00	1,035	3.27

¹ Includes data for regions in addition to those shown separately. For definition of regions and areas used in this and subsequent tables, see footnote 1 of table A-1 in appendix A.

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

³ Includes data from establishments which were unable to provide separate data for men and women.

⁴ Establishments were classified by major types of shoes produced during the preceding year. The all-workers total includes data for establishments producing other types of shoes in addition to those shown separately.

⁵ Standard Metropolitan Statistical Areas as defined by the U.S. Office of Management and Budget through February 8, 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 by average straight-time hourly earnings, United States and selected regions, April 1975)

Average hourly earnings ¹	United States ²			New England	Middle Atlantic	Border States	Southeast	Southwest	Great Lakes	Middle West	Pacific
	Total	Men	Women								
UNDER \$2.10.....	(3)	-	(3)	(3)	-	-	-	-	(3)	(3)	-
\$2.10 AND UNDER \$2.20.....	15.6	9.4	18.3	13.9	8.8	28.8	18.5	31.6	9.1	11.3	22.6
\$2.20 AND UNDER \$2.30.....	8.5	5.9	9.7	7.3	7.6	9.7	8.7	8.9	5.8	14.1	9.6
\$2.30 AND UNDER \$2.40.....	5.7	3.8	6.5	5.6	6.0	7.4	5.8	5.4	4.6	5.2	6.2
\$2.40 AND UNDER \$2.50.....	5.7	3.9	6.5	5.3	6.4	6.8	7.6	4.9	4.4	4.5	4.0
\$2.50 AND UNDER \$2.60.....	6.2	4.9	6.8	6.4	7.4	5.5	7.9	4.3	5.4	4.9	5.9
\$2.60 AND UNDER \$2.70.....	5.3	4.2	5.7	5.5	5.8	4.9	5.6	4.6	5.4	4.3	3.4
\$2.70 AND UNDER \$2.80.....	5.5	5.3	5.6	4.7	5.8	4.9	5.1	5.3	6.3	7.1	3.6
\$2.80 AND UNDER \$2.90.....	4.7	4.3	4.9	4.2	4.0	3.8	6.7	3.9	5.0	5.2	2.5
\$2.90 AND UNDER \$3.00.....	4.1	4.0	4.2	4.0	3.8	4.1	4.9	2.7	4.9	4.1	2.3
\$3.00 AND UNDER \$3.10.....	4.1	4.1	4.0	4.2	4.5	3.3	4.1	3.4	4.4	3.7	4.1
\$3.10 AND UNDER \$3.20.....	3.5	3.8	3.4	3.7	4.2	2.5	3.2	2.7	4.1	3.7	3.2
\$3.20 AND UNDER \$3.30.....	3.3	3.5	3.2	3.2	4.2	2.2	2.5	2.8	4.2	3.6	2.4
\$3.30 AND UNDER \$3.40.....	3.0	3.5	2.9	3.1	3.9	2.4	2.3	2.3	3.5	3.3	2.4
\$3.40 AND UNDER \$3.50.....	2.6	3.2	2.4	2.5	3.5	1.6	2.3	2.0	3.0	2.5	2.3
\$3.50 AND UNDER \$3.60.....	2.4	3.2	2.1	2.4	3.2	1.7	1.8	2.1	2.9	2.1	2.8
\$3.60 AND UNDER \$3.70.....	2.2	2.9	1.9	2.4	2.8	1.5	1.8	1.4	2.4	2.2	2.2
\$3.70 AND UNDER \$3.80.....	1.9	2.7	1.6	2.2	1.9	1.2	1.8	1.7	2.4	1.9	2.1
\$3.80 AND UNDER \$3.90.....	1.8	2.4	1.5	1.8	2.0	.9	1.4	1.3	2.4	1.8	1.6
\$3.90 AND UNDER \$4.00.....	1.8	2.5	1.5	2.2	2.2	1.1	1.5	1.2	2.0	1.6	1.6
\$4.00 AND UNDER \$4.10.....	1.6	2.6	1.1	1.7	2.0	1.0	.8	1.1	2.2	1.4	1.9
\$4.10 AND UNDER \$4.20.....	1.4	2.3	1.0	1.6	1.4	.7	1.0	.9	2.0	1.8	1.1
\$4.20 AND UNDER \$4.30.....	1.2	1.9	.8	1.5	1.2	.7	.6	.8	1.4	1.3	1.9
\$4.30 AND UNDER \$4.40.....	.8	1.4	.6	1.0	.7	.3	.6	.7	1.2	.9	1.3
\$4.40 AND UNDER \$4.50.....	.8	1.3	.6	1.0	.7	.3	.5	.6	1.2	1.0	.9
\$4.50 AND UNDER \$4.60.....	.8	1.5	.5	1.0	1.1	.3	.4	.5	1.0	.8	.9
\$4.60 AND UNDER \$4.70.....	.8	1.4	.5	1.0	.8	.4	.5	.6	1.1	.8	.7
\$4.70 AND UNDER \$4.80.....	.6	1.1	.3	.7	.6	.2	.2	.5	.9	.7	1.2
\$4.80 AND UNDER \$4.90.....	.5	1.1	.3	.7	.4	.3	.3	.3	1.0	.6	.8
\$4.90 AND UNDER \$5.00.....	.4	.8	.3	.5	.4	.2	.3	.3	.6	.5	.5
\$5.00 AND UNDER \$5.10.....	.4	.8	.2	.4	.5	.3	.1	.2	.5	.5	.4
\$5.10 AND UNDER \$5.20.....	.3	.7	.2	.4	.5	.1	.2	.1	.5	.4	.1
\$5.20 AND UNDER \$5.30.....	.3	.5	.2	.5	.1	.1	.1	.2	.4	.5	.4
\$5.30 AND UNDER \$5.40.....	.3	.7	.1	.5	.3	.1	.1	.3	.5	.2	.5
\$5.40 AND UNDER \$5.50.....	.2	.6	.1	.3	.3	.1	.1	.1	.5	.2	.3
\$5.50 AND UNDER \$5.60.....	.1	.3	.1	.2	.1	.1	.1	.1	.3	.2	.2
\$5.60 AND UNDER \$5.70.....	.2	.3	.1	.2	.2	.1	.1	.1	.3	.2	.3
\$5.70 AND UNDER \$5.80.....	.2	.3	.1	.3	.1	(3)	(3)	(3)	.3	.2	.2
\$5.80 AND UNDER \$5.90.....	.2	.4	(3)	.3	.1	(3)	(3)	(3)	.2	.1	(3)
\$5.90 AND UNDER \$6.00.....	.1	.3	(3)	.2	(3)	.1	(3)	(3)	.2	.1	(3)
\$6.00 AND OVER.....	.8	2.1	.3	1.5	.4	.2	.1	.1	1.7	.8	1.4
ALL WORKERS.....	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
NUMBER OF WORKERS.....	105,583	32,829	70,726	26,147	17,908	8,187	16,919	8,589	14,233	11,408	2,093
AVERAGE HOURLY EARNINGS.....	\$2.98	\$3.32	\$2.82	\$3.09	\$3.04	\$2.68	\$2.79	\$2.73	\$3.21	\$3.00	\$2.98

¹ Excludes premium pay for overtime and for work on weekends, holidays, and late shifts.
² Includes data for Mountain region in addition to those shown separately.

³ Less than 0.05 percent.

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

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Table 3. Earnings distribution: Men's Goodyear-welt dress shoes

(Percent distribution of production workers by average straight-time hourly earnings, United States and selected regions, April 1975)

Average hourly earnings ¹	United States ²			New England	Border States	Southeast	Great Lakes
	Total	Men	Women				
UNDER \$2.10.....	(3)	-	(3)	-	-	-	-
\$2.10 AND UNDER \$2.20.....	12.0	8.6	13.6	8.6	30.7	10.3	5.6
\$2.20 AND UNDER \$2.30.....	6.7	4.6	8.0	6.4	11.6	8.6	3.0
\$2.30 AND UNDER \$2.40.....	5.0	3.5	5.9	5.7	7.5	4.4	4.4
\$2.40 AND UNDER \$2.50.....	4.3	3.1	5.0	3.9	4.9	4.2	5.7
\$2.50 AND UNDER \$2.60.....	4.9	3.7	5.6	6.4	5.2	4.8	6.4
\$2.60 AND UNDER \$2.70.....	4.0	3.5	4.3	4.2	4.5	3.9	4.8
\$2.70 AND UNDER \$2.80.....	5.2	4.6	5.6	5.4	4.6	5.5	4.2
\$2.80 AND UNDER \$2.90.....	5.5	3.5	6.7	3.5	3.8	11.0	5.7
\$2.90 AND UNDER \$3.00.....	4.8	4.4	5.0	4.2	3.0	7.7	5.2
\$3.00 AND UNDER \$3.10.....	4.6	3.6	5.3	5.3	3.2	4.3	5.5
\$3.10 AND UNDER \$3.20.....	3.8	3.6	3.9	4.5	2.2	3.3	4.3
\$3.20 AND UNDER \$3.30.....	3.6	3.2	3.9	4.2	2.5	2.7	4.2
\$3.30 AND UNDER \$3.40.....	3.1	3.4	2.9	2.8	1.8	2.5	3.2
\$3.40 AND UNDER \$3.50.....	3.3	4.2	2.8	3.2	1.3	2.8	3.6
\$3.50 AND UNDER \$3.60.....	2.7	3.2	2.5	2.6	2.5	2.3	3.0
\$3.60 AND UNDER \$3.70.....	2.7	2.5	2.9	2.1	1.1	2.4	2.7
\$3.70 AND UNDER \$3.80.....	2.1	2.9	1.6	2.3	.7	2.0	2.7
\$3.80 AND UNDER \$3.90.....	2.0	2.4	1.7	1.7	.9	2.2	1.9
\$3.90 AND UNDER \$4.00.....	2.8	3.7	2.4	2.7	1.3	2.7	2.4
\$4.00 AND UNDER \$4.10.....	2.0	3.1	1.3	1.8	1.0	1.7	2.3
\$4.10 AND UNDER \$4.20.....	1.9	2.8	1.4	1.3	.7	1.9	2.2
\$4.20 AND UNDER \$4.30.....	1.4	2.2	.9	1.2	.9	1.0	1.9
\$4.30 AND UNDER \$4.40.....	1.0	1.4	.8	1.1	.3	1.3	1.6
\$4.40 AND UNDER \$4.50.....	1.0	1.2	.9	1.2	.6	1.1	1.4
\$4.50 AND UNDER \$4.60.....	1.2	2.1	.7	1.0	.4	1.1	1.1
\$4.60 AND UNDER \$4.70.....	1.3	2.2	.7	1.4	.7	.9	1.0
\$4.70 AND UNDER \$4.80.....	.8	1.5	.4	.8	.2	.4	.9
\$4.80 AND UNDER \$4.90.....	.9	1.6	.5	1.3	.2	.8	1.4
\$4.90 AND UNDER \$5.00.....	.7	.9	.6	.7	.2	.7	.6
\$5.00 AND UNDER \$5.10.....	.6	1.2	.3	.7	.5	.2	.7
\$5.10 AND UNDER \$5.20.....	.5	.9	.4	.5	-.5	.5	.7
\$5.20 AND UNDER \$5.30.....	.4	.6	.3	.6	.1	.2	.6
\$5.30 AND UNDER \$5.40.....	.4	.8	.2	.7	(3)	.3	.9
\$5.40 AND UNDER \$5.50.....	.3	.7	.1	.3	(3)	.1	.4
\$5.50 AND UNDER \$5.60.....	.2	.4	.1	.3	.1	.2	.4
\$5.60 AND UNDER \$5.70.....	.3	.3	.3	.3	(3)	(3)	.5
\$5.70 AND UNDER \$5.80.....	.2	.5	(3)	.5	-	(3)	.3
\$5.80 AND UNDER \$5.90.....	.2	.3	.1	.3	(3)	(3)	.3
\$5.90 AND UNDER \$6.00.....	.1	.3	.1	.1	-	-	.5
\$6.00 AND OVER.....	1.3	3.0	.4	4.0	.5	.1	1.5
ALL WORKERS.....	100.0	100.0	100.0	100.0	100.0	100.0	100.0
NUMBER OF WORKERS.....	20,462	7,434	12,623	3,493	2,479	4,159	2,801
AVERAGE HOURLY EARNINGS.....	\$3.16	\$3.48	\$2.98	\$3.32	\$2.68	\$3.03	\$3.32

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

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

³ Less than 0.05 percent.

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

Table 4. Earnings distribution: Men's Goodyear-welt work shoes

(Percent distribution of production workers by average straight-time hourly earnings, United States and selected regions, April 1975)

Average hourly earnings ¹	United States ²			New England	Southeast	Great Lakes
	Total	Men	Women			
\$2.10 AND UNDER \$2.20.....	9.2	6.1	11.2	3.1	14.9	5.4
\$2.20 AND UNDER \$2.30.....	6.8	5.4	7.8	5.3	11.8	2.1
\$2.30 AND UNDER \$2.40.....	4.9	3.6	5.7	5.5	5.9	3.6
\$2.40 AND UNDER \$2.50.....	6.5	5.7	7.1	10.1	7.5	3.4
\$2.50 AND UNDER \$2.60.....	5.7	3.8	7.0	5.5	7.9	4.5
\$2.60 AND UNDER \$2.70.....	4.1	3.5	4.5	3.9	5.5	2.8
\$2.70 AND UNDER \$2.80.....	5.1	5.7	4.8	5.3	5.2	2.9
\$2.80 AND UNDER \$2.90.....	4.6	4.2	4.8	3.9	6.3	3.1
\$2.90 AND UNDER \$3.00.....	3.2	3.3	3.2	2.9	3.7	3.0
\$3.00 AND UNDER \$3.10.....	4.2	5.0	3.6	3.9	4.6	3.6
\$3.10 AND UNDER \$3.20.....	3.8	3.5	4.0	4.5	3.8	2.8
\$3.20 AND UNDER \$3.30.....	3.5	2.7	4.0	3.3	2.7	4.2
\$3.30 AND UNDER \$3.40.....	3.7	4.0	3.5	3.7	2.6	4.6
\$3.40 AND UNDER \$3.50.....	3.5	3.4	3.5	3.8	2.8	4.2
\$3.50 AND UNDER \$3.60.....	2.3	2.1	2.5	3.0	2.1	1.9
\$3.60 AND UNDER \$3.70.....	2.5	3.0	2.1	3.8	1.5	2.6
\$3.70 AND UNDER \$3.80.....	2.6	2.2	2.9	2.7	1.6	3.8
\$3.80 AND UNDER \$3.90.....	2.2	2.5	2.0	2.6	1.3	2.7
\$3.90 AND UNDER \$4.00.....	2.4	2.9	2.1	2.8	1.6	3.4
\$4.00 AND UNDER \$4.10.....	2.2	2.6	1.9	2.8	.8	3.2
\$4.10 AND UNDER \$4.20.....	2.6	2.9	2.3	2.9	1.2	4.0
\$4.20 AND UNDER \$4.30.....	1.8	2.4	1.5	2.3	.7	3.1
\$4.30 AND UNDER \$4.40.....	1.5	1.8	1.3	1.3	.9	2.5
\$4.40 AND UNDER \$4.50.....	1.4	1.8	1.1	1.8	.6	1.9
\$4.50 AND UNDER \$4.60.....	1.1	1.5	.9	1.4	.4	2.0
\$4.60 AND UNDER \$4.70.....	1.2	1.6	.9	1.4	.3	2.3
\$4.70 AND UNDER \$4.80.....	.8	1.1	.5	.9	.1	1.1
\$4.80 AND UNDER \$4.90.....	.8	1.3	.5	.8	.1	2.0
\$4.90 AND UNDER \$5.00.....	.5	.6	.4	.5	.2	1.0
\$5.00 AND UNDER \$5.10.....	.4	.8	.2	.6	.1	.7
\$5.10 AND UNDER \$5.20.....	.5	1.0	.2	.3	.3	1.2
\$5.20 AND UNDER \$5.30.....	.4	.7	.2	.4	.2	.6
\$5.30 AND UNDER \$5.40.....	.4	.8	.1	.8	-	.6
\$5.40 AND UNDER \$5.50.....	.6	1.2	.2	.7	.1	1.3
\$5.50 AND UNDER \$5.60.....	.2	.2	.2	.2	-	.6
\$5.60 AND UNDER \$5.70.....	.4	.6	.3	.4	.2	.6
\$5.70 AND UNDER \$5.80.....	.3	.6	.2	-	.2	.9
\$5.80 AND UNDER \$5.90.....	.2	.3	.1	.4	-	.3
\$5.90 AND UNDER \$6.00.....	.1	.3	(3)	.1	.1	.3
\$6.00 AND OVER.....	1.7	3.1	.8	.8	.2	5.2
ALL WORKERS.....	100.0	100.0	100.0	100.0	100.0	100.0
NUMBER OF WORKERS.....	7,165	2,853	4,312	1,958	2,399	1,877
AVERAGE HOURLY EARNINGS.....	\$3.21	\$3.46	\$3.04	\$3.27	\$2.81	\$3.71

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

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

³ Less than 0.05 percent.

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

Table 5. Earnings distribution: Men's cement-process shoes

(Percent distribution of production workers by average straight-time hourly earnings, United States and selected regions, April 1975)

Average hourly earnings ¹	United States ²			New England	Middle Atlantic	Southwest	Great Lakes
	Total	Men	Women				
UNDER \$2.10.....	(3)	-	(3)	(3)	-	-	-
\$2.10 AND UNDER \$2.20.....	12.6	6.7	15.0	16.9	14.6	11.8	5.6
\$2.20 AND UNDER \$2.30.....	7.9	5.8	8.9	7.7	5.8	4.8	5.4
\$2.30 AND UNDER \$2.40.....	5.2	3.3	6.0	6.3	4.3	6.8	3.0
\$2.40 AND UNDER \$2.50.....	6.5	3.9	7.6	6.0	4.9	12.0	4.7
\$2.50 AND UNDER \$2.60.....	7.0	5.3	7.8	7.8	6.3	11.2	3.9
\$2.60 AND UNDER \$2.70.....	6.6	6.2	7.0	7.5	6.0	9.3	5.0
\$2.70 AND UNDER \$2.80.....	7.5	9.3	7.0	6.0	10.3	6.4	9.0
\$2.80 AND UNDER \$2.90.....	5.2	5.7	5.0	4.9	5.7	6.0	5.2
\$2.90 AND UNDER \$3.00.....	4.5	4.5	4.6	4.4	3.1	4.8	5.5
\$3.00 AND UNDER \$3.10.....	4.0	3.6	4.1	3.3	5.8	4.0	4.8
\$3.10 AND UNDER \$3.20.....	3.6	3.8	3.6	3.2	3.2	3.9	4.5
\$3.20 AND UNDER \$3.30.....	3.3	3.9	3.0	2.5	4.1	2.7	4.6
\$3.30 AND UNDER \$3.40.....	2.9	3.2	2.8	2.3	3.0	3.0	3.6
\$3.40 AND UNDER \$3.50.....	2.6	3.0	2.4	2.7	2.2	2.3	3.1
\$3.50 AND UNDER \$3.60.....	2.5	3.2	2.1	2.0	2.4	1.9	4.0
\$3.60 AND UNDER \$3.70.....	2.2	2.8	1.9	2.4	2.8	1.6	2.7
\$3.70 AND UNDER \$3.80.....	2.1	2.7	1.7	1.7	2.8	1.7	2.9
\$3.80 AND UNDER \$3.90.....	1.7	2.2	1.5	.7	2.5	1.6	3.1
\$3.90 AND UNDER \$4.00.....	1.3	1.8	1.0	1.2	1.4	1.1	1.4
\$4.00 AND UNDER \$4.10.....	1.3	1.8	1.1	1.8	.9	.7	1.4
\$4.10 AND UNDER \$4.20.....	1.4	2.0	1.1	1.4	1.1	.5	2.2
\$4.20 AND UNDER \$4.30.....	.9	1.4	.6	.9	1.1	.2	1.2
\$4.30 AND UNDER \$4.40.....	.7	1.4	.3	.5	1.1	.4	1.1
\$4.40 AND UNDER \$4.50.....	.7	1.1	.5	.2	.2	.3	1.8
\$4.50 AND UNDER \$4.60.....	.8	1.7	.4	1.2	.7	.1	1.1
\$4.60 AND UNDER \$4.70.....	.8	.8	.7	.7	.6	.3	1.2
\$4.70 AND UNDER \$4.80.....	.7	1.3	.4	.7	.2	.2	1.2
\$4.80 AND UNDER \$4.90.....	.4	.9	.2	.5	.1	-	.7
\$4.90 AND UNDER \$5.00.....	.5	1.3	.2	.8	.1	-	.8
\$5.00 AND UNDER \$5.10.....	.4	.6	.3	.5	.2	-	.7
\$5.10 AND UNDER \$5.20.....	.3	.8	.1	.2	.9	.1	.5
\$5.20 AND UNDER \$5.30.....	.2	.4	.1	.2	.2	(3)	.4
\$5.30 AND UNDER \$5.40.....	.3	.6	.1	.2	.3	.1	.4
\$5.40 AND UNDER \$5.50.....	.3	.8	.1	.1	.2	.1	.8
\$5.50 AND UNDER \$5.60.....	.1	.3	.1	(3)	-	.1	.3
\$5.60 AND UNDER \$5.70.....	.1	.2	.1	.1	.1	-	.2
\$5.70 AND UNDER \$5.80.....	.1	.2	.1	.1	.2	-	.3
\$5.80 AND UNDER \$5.90.....	.1	.3	.1	.1	-	.1	.2
\$5.90 AND UNDER \$6.00.....	.1	.2	(3)	-	-	-	.1
\$6.00 AND OVER.....	.7	1.3	.4	.3	.6	-	1.7
ALL WORKERS.....	100.0	100.0	100.0	100.0	100.0	100.0	100.0
NUMBER OF WORKERS.....	15,022	4,602	9,769	4,807	1,296	3,031	3,908
AVERAGE HOURLY EARNINGS.....	\$2.97	\$3.25	\$2.83	\$2.89	\$2.95	\$2.77	\$3.28

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

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

³ Less than 0.05 percent.

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

Table 6. Earnings distribution: Women's cement-process (conventional-lasted) shoes

(Percent distribution of production workers by average straight-time hourly earnings, United States and selected regions, April 1975)

Average hourly earnings ¹	United States ²			New England	Middle Atlantic	Border States	Southeast	Southwest	Middle West	Pacific
	Total	Men	Women							
UNDER \$2.10.....	(³)	-	(³)	-	-	-	-	-	-	-
\$2.10 AND UNDER \$2.20.....	18.8	11.0	21.8	16.2	12.2	23.6	15.4	41.5	7.9	23.4
\$2.20 AND UNDER \$2.30.....	9.1	7.2	9.9	8.3	9.9	8.2	6.5	8.2	14.0	10.0
\$2.30 AND UNDER \$2.40.....	6.3	4.2	7.1	5.8	7.2	8.1	5.5	4.4	6.3	6.4
\$2.40 AND UNDER \$2.50.....	5.6	4.0	6.2	5.1	7.1	6.8	10.9	4.4	4.7	4.1
\$2.50 AND UNDER \$2.60.....	6.4	5.5	6.8	6.4	7.9	5.6	11.6	4.2	5.5	6.2
\$2.60 AND UNDER \$2.70.....	5.5	3.7	6.2	5.6	5.6	5.2	8.3	5.1	4.7	3.3
\$2.70 AND UNDER \$2.80.....	5.0	4.4	5.2	4.5	5.2	5.3	4.7	4.5	6.0	3.7
\$2.80 AND UNDER \$2.90.....	4.2	4.4	4.1	4.0	3.3	5.0	6.3	3.4	5.4	2.4
\$2.90 AND UNDER \$3.00.....	3.8	3.7	3.9	4.2	3.8	4.3	3.6	2.1	4.6	2.3
\$3.00 AND UNDER \$3.10.....	3.9	4.1	3.9	4.5	3.5	3.9	4.7	2.9	4.2	3.5
\$3.10 AND UNDER \$3.20.....	3.4	4.1	3.2	3.6	4.1	2.4	2.5	2.2	4.5	2.9
\$3.20 AND UNDER \$3.30.....	2.9	3.1	2.9	2.8	3.4	2.2	2.6	2.4	3.4	2.1
\$3.30 AND UNDER \$3.40.....	3.1	3.6	2.9	3.1	4.0	3.0	2.2	1.8	3.8	2.2
\$3.40 AND UNDER \$3.50.....	2.4	2.8	2.2	2.0	3.0	2.4	2.4	1.8	3.0	2.4
\$3.50 AND UNDER \$3.60.....	2.2	3.4	1.8	2.1	3.1	1.1	1.4	1.9	2.4	2.7
\$3.60 AND UNDER \$3.70.....	2.1	3.2	1.7	2.2	2.6	1.5	2.3	1.1	2.5	2.3
\$3.70 AND UNDER \$3.80.....	1.8	2.7	1.5	2.0	2.1	1.8	2.2	1.2	1.7	1.9
\$3.80 AND UNDER \$3.90.....	1.6	2.2	1.4	1.9	1.9	1.4	.9	.9	1.9	1.4
\$3.90 AND UNDER \$4.00.....	1.7	2.4	1.4	2.2	1.0	1.3	1.2	.8	2.2	1.6
\$4.00 AND UNDER \$4.10.....	1.5	2.7	1.1	1.7	1.7	1.4	.5	.7	1.6	1.6
\$4.10 AND UNDER \$4.20.....	1.0	1.8	.7	1.3	.9	1.1	.9	.3	1.1	1.2
\$4.20 AND UNDER \$4.30.....	1.1	1.9	.7	1.3	1.2	.8	.8	.5	1.1	2.0
\$4.30 AND UNDER \$4.40.....	.7	1.3	.5	1.0	.6	.4	.3	.4	.6	1.2
\$4.40 AND UNDER \$4.50.....	.7	1.3	.5	1.0	.6	.3	.2	.6	.8	.9
\$4.50 AND UNDER \$4.60.....	.7	1.4	.4	.8	1.1	.3	.1	.3	.9	.9
\$4.60 AND UNDER \$4.70.....	.6	1.2	.4	1.0	.4	.2	.5	.6	.5	.7
\$4.70 AND UNDER \$4.80.....	.5	1.1	.3	.7	.4	.2	.1	.2	.5	1.3
\$4.80 AND UNDER \$4.90.....	.6	1.2	.3	.8	.4	.4	.2	.2	.6	.8
\$4.90 AND UNDER \$5.00.....	.3	.6	.2	.3	.3	.3	(³)	.2	.6	.5
\$5.00 AND UNDER \$5.10.....	.4	.9	.2	.4	.5	.5	.3	.1	.6	.4
\$5.10 AND UNDER \$5.20.....	.2	.4	.2	.4	.2	.2	-	.1	.4	.1
\$5.20 AND UNDER \$5.30.....	.3	.6	.2	.4	.1	.2	.1	.2	.5	.4
\$5.30 AND UNDER \$5.40.....	.2	.6	.1	.3	.1	.1	-	.2	.3	.5
\$5.40 AND UNDER \$5.50.....	.2	.6	(³)	.3	.1	.1	.1	.1	.2	.3
\$5.50 AND UNDER \$5.60.....	.1	.3	.1	.1	.1	.1	-	.1	.3	.3
\$5.60 AND UNDER \$5.70.....	.1	.4	(³)	.2	.1	.1	.1	.1	.1	.3
\$5.70 AND UNDER \$5.80.....	.1	.3	.1	.3	.1	.1	-	(³)	.1	.1
\$5.80 AND UNDER \$5.90.....	.1	.5	(³)	.3	.1	-	-	-	.1	.1
\$5.90 AND UNDER \$6.00.....	.1	.2	(³)	.1	-	.1	.1	(³)	.1	.1
\$6.00 AND OVER.....	.5	1.3	.1	.8	.2	.1	.1	.1	.6	1.6
ALL WORKERS.....	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
NUMBER OF WORKERS.....	32,830	9,067	23,763	9,457	5,674	3,085	2,009	4,061	3,411	1,882
AVERAGE HOURLY EARNINGS.....	\$2.89	\$3.24	\$2.76	\$3.00	\$2.91	\$2.76	\$2.77	\$2.61	\$3.01	\$2.96

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

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

³ Less than 0.05 percent.

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

Table 7. Earnings distribution: Misses' and children's cement-process (conventional-lasted) shoes

(Percent distribution of production workers by average straight-time hourly earnings, United States and selected regions, April 1975)

Average hourly earnings ¹	United States ²		Border States	Middle West
	Total	Women		
\$2.10 AND UNDER \$2.20.....	17.7	18.9	36.3	4.0
\$2.20 AND UNDER \$2.30.....	11.4	13.3	7.3	22.2
\$2.30 AND UNDER \$2.40.....	5.3	5.0	7.1	5.4
\$2.40 AND UNDER \$2.50.....	6.5	6.9	9.7	4.1
\$2.50 AND UNDER \$2.60.....	6.7	6.7	6.1	5.0
\$2.60 AND UNDER \$2.70.....	4.4	4.5	5.4	4.4
\$2.70 AND UNDER \$2.80.....	5.8	6.3	3.5	7.0
\$2.80 AND UNDER \$2.90.....	4.4	4.4	2.5	5.2
\$2.90 AND UNDER \$3.00.....	4.8	4.8	5.6	4.3
\$3.00 AND UNDER \$3.10.....	4.2	4.6	2.6	3.5
\$3.10 AND UNDER \$3.20.....	3.2	3.1	2.9	2.9
\$3.20 AND UNDER \$3.30.....	4.0	3.8	2.1	3.5
\$3.30 AND UNDER \$3.40.....	2.7	2.5	1.8	2.8
\$3.40 AND UNDER \$3.50.....	2.5	2.8	.8	3.3
\$3.50 AND UNDER \$3.60.....	3.1	2.6	1.1	2.9
\$3.60 AND UNDER \$3.70.....	1.5	1.4	1.0	1.8
\$3.70 AND UNDER \$3.80.....	1.6	1.3	1.0	2.7
\$3.80 AND UNDER \$3.90.....	1.8	1.7	.3	1.6
\$3.90 AND UNDER \$4.00.....	1.2	1.1	.6	1.5
\$4.00 AND UNDER \$4.10.....	.9	.5	.2	1.1
\$4.10 AND UNDER \$4.20.....	1.1	.4	—	3.0
\$4.20 AND UNDER \$4.30.....	1.1	.9	.3	1.5
\$4.30 AND UNDER \$4.40.....	.7	.3	.1	1.2
\$4.40 AND UNDER \$4.50.....	.5	.3	.2	.7
\$4.50 AND UNDER \$4.60.....	.4	.2	.2	.7
\$4.60 AND UNDER \$4.70.....	.6	.3	.3	1.0
\$4.70 AND UNDER \$4.80.....	.2	.1	.1	.5
\$4.80 AND UNDER \$4.90.....	.3	.1	.2	.3
\$4.90 AND UNDER \$5.00.....	.2	.1	—	.3
\$5.00 AND UNDER \$5.10.....	.2	.1	—	.4
\$5.10 AND UNDER \$5.20.....	.2	.1	.1	.2
\$5.20 AND UNDER \$5.30.....	.2	.3	.1	.1
\$5.30 AND UNDER \$5.40.....	.1	.2	—	.1
\$5.40 AND UNDER \$5.50.....	(3)	(3)	.1	—
\$5.50 AND UNDER \$5.60.....	(3)	(3)	—	.1
\$5.60 AND UNDER \$5.70.....	.1	(3)	—	.2
\$5.70 AND UNDER \$5.80.....	.1	.1	—	.2
\$5.80 AND UNDER \$5.90.....	.1	—	—	—
\$5.90 AND UNDER \$6.00.....	(3)	—	.1	—
\$6.00 AND OVER.....	.2	.1	—	.3
ALL WORKERS.....	100.0	100.0	100.0	100.0
NUMBER OF WORKERS.....	8,657	5,901	1,923	1,754
AVERAGE HOURLY EARNINGS.....	\$2.83	\$2.74	\$2.54	\$2.96

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

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

³ Less than 0.05 percent.

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

Table 8. Earnings distribution: Misses' and children's Goodyear-welt shoes

(Percent distribution of production workers by average straight-time hourly earnings, United States and Middle Atlantic regions, April 1975)

Average hourly earnings ¹	United States ²			Middle Atlantic
	Total	Men	Women	
\$2.10 AND UNDER \$2.20.....	8.4	7.5	9.0	0.9
\$2.20 AND UNDER \$2.30.....	7.2	4.8	8.9	7.1
\$2.30 AND UNDER \$2.40.....	5.7	5.1	6.1	9.8
\$2.40 AND UNDER \$2.50.....	5.5	4.3	6.3	10.1
\$2.50 AND UNDER \$2.60.....	5.8	5.3	6.1	11.7
\$2.60 AND UNDER \$2.70.....	4.9	3.2	6.0	9.2
\$2.70 AND UNDER \$2.80.....	4.1	3.2	4.6	7.9
\$2.80 AND UNDER \$2.90.....	3.8	2.9	4.4	5.2
\$2.90 AND UNDER \$3.00.....	4.4	2.0	6.1	3.5
\$3.00 AND UNDER \$3.10.....	3.4	3.6	3.3	5.5
\$3.10 AND UNDER \$3.20.....	5.4	5.1	5.6	5.6
\$3.20 AND UNDER \$3.30.....	4.0	4.2	3.8	3.6
\$3.30 AND UNDER \$3.40.....	3.2	2.8	3.6	3.0
\$3.40 AND UNDER \$3.50.....	3.1	4.0	2.4	3.6
\$3.50 AND UNDER \$3.60.....	2.9	3.1	2.7	2.6
\$3.60 AND UNDER \$3.70.....	2.8	2.6	2.9	2.4
\$3.70 AND UNDER \$3.80.....	2.5	2.6	2.4	1.4
\$3.80 AND UNDER \$3.90.....	2.0	2.4	1.8	.9
\$3.90 AND UNDER \$4.00.....	2.7	3.0	2.5	1.6
\$4.00 AND UNDER \$4.10.....	1.9	2.6	1.4	.9
\$4.10 AND UNDER \$4.20.....	1.6	2.3	1.1	.6
\$4.20 AND UNDER \$4.30.....	1.7	2.0	1.5	.3
\$4.30 AND UNDER \$4.40.....	1.5	1.8	1.3	.6
\$4.40 AND UNDER \$4.50.....	.8	1.6	.2	.4
\$4.50 AND UNDER \$4.60.....	1.3	1.8	.9	.2
\$4.60 AND UNDER \$4.70.....	1.1	1.3	.9	.3
\$4.70 AND UNDER \$4.80.....	1.0	.7	1.3	.2
\$4.80 AND UNDER \$4.90.....	.5	.5	.5	—
\$4.90 AND UNDER \$5.00.....	.7	1.5	.2	.1
\$5.00 AND UNDER \$5.10.....	.6	.7	.5	.3
\$5.10 AND UNDER \$5.20.....	.4	.9	.1	—
\$5.20 AND UNDER \$5.30.....	.8	1.0	.7	—
\$5.30 AND UNDER \$5.40.....	.9	1.7	.3	.1
\$5.40 AND UNDER \$5.50.....	.3	.7	—	—
\$5.50 AND UNDER \$5.60.....	.4	1.0	—	.2
\$5.60 AND UNDER \$5.70.....	.2	.2	.2	—
\$5.70 AND UNDER \$5.80.....	.3	.8	—	—
\$5.80 AND UNDER \$5.90.....	.3	.6	.1	—
\$5.90 AND UNDER \$6.00.....	.2	.5	—	—
\$6.00 AND OVER.....	1.9	4.2	.3	.2
ALL WORKERS.....	100.0	100.0	100.0	100.0
NUMBER OF WORKERS.....	4,012	1,633	2,379	1,158
AVERAGE HOURLY EARNINGS.....	\$3.22	\$3.52	\$3.02	\$2.87

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

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

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

Table 9. Occupational earnings: Men's Goodyear-welt dress shoes—all establishments

(Number and average straight-time hourly earnings of workers in selected occupations, United States and selected regions, April 1975)

Department, occupation, and sex	United States ¹				New England				Border States			
	Number of workers	Hourly earnings ²			Number of workers	Hourly earnings ²			Number of workers	Hourly earnings ²		
		Mean	Median	Middle range		Mean	Median	Middle range		Mean	Median	Middle range
SELECTED PRODUCTION OCCUPATIONS												
CUTTING:												
CUTTERS, LINING, MACHINE.....	255	\$3.52	\$3.33	\$2.65- \$4.26	39	\$3.46	\$3.28	\$2.64- \$4.06	36	\$3.41	\$3.36	\$2.64- \$4.00
MEN.....	77	3.97	3.80	3.17- 4.70	21	3.51	3.28	2.87- 4.00	-	-	-	-
WOMEN.....	170	3.32	3.14	2.49- 4.10	18	3.39	3.24	2.44- 4.10	-	-	-	-
LEATHER.....	143	3.47	3.33	2.63- 4.14	31	3.37	3.11	2.57- 4.02	20	3.12	3.36	2.39- 3.56
MEN.....	39	3.63	3.40	2.88- 4.29	15	3.42	3.19	2.74- 3.94	-	-	-	-
WOMEN.....	100	3.41	3.28	2.51- 4.13	16	3.32	3.02	2.39- 4.22	-	-	-	-
SYNTHETICS.....	45	3.89	4.13	3.09- 4.59	-	-	-	-	7	3.33	-	-
LEATHER AND SYNTHETICS.....	67	3.40	3.06	2.68- 3.87	-	-	-	-	-	-	-	-
MEN.....	22	4.51	4.50	3.77- 5.37	-	-	-	-	-	-	-	-
WOMEN.....	45	2.85	2.74	2.42- 3.14	-	-	-	-	-	-	-	-
CUTTERS, VAMP AND WHOLE SHOE, HAND.....	11	4.35	-	-	-	-	-	-	-	-	-	-
MEN.....	10	4.51	-	-	-	-	-	-	-	-	-	-
CUTTERS, VAMP AND WHOLE SHOE, MACHINE ³	679	4.05	3.88	3.20- 4.65	116	4.83	4.49	3.77- 5.56	83	3.59	3.37	2.66- 4.23
MEN.....	324	4.41	4.25	3.37- 5.10	99	5.07	4.67	3.99- 5.78	-	-	-	-
WOMEN.....	340	3.73	3.65	3.02- 4.24	-	-	-	-	-	-	-	-
LEATHER.....	452	4.02	3.76	3.18- 4.54	108	4.84	4.51	3.74- 5.50	-	-	-	-
MEN.....	199	4.40	4.03	3.30- 5.09	91	5.10	4.74	3.99- 5.78	-	-	-	-
WOMEN.....	238	3.73	3.65	3.12- 4.17	-	-	-	-	-	-	-	-
LEATHER AND SYNTHETICS.....	224	4.13	4.17	3.26- 4.89	-	-	-	-	50	3.27	2.84	2.34- 3.78
MEN.....	122	4.46	4.41	3.68- 5.11	-	-	-	-	15	3.86	3.37	2.80- 4.65
WOMEN.....	102	3.74	3.67	2.88- 4.54	-	-	-	-	-	-	-	-
FITTING:												
PANCY STITCHERS.....	1,012	2.95	2.80	2.33- 3.27	75	3.46	3.17	2.86- 3.96	103	2.70	2.67	2.25- 3.03
WOMEN.....	948	2.96	2.81	2.33- 3.28	75	3.46	3.17	2.86- 3.96	-	-	-	-
PASTERS, BACKERS, OR FITTERS, UPPER, HAND ⁴	427	2.82	2.63	2.25- 3.13	37	2.98	2.77	2.49- 3.34	25	2.41	2.40	2.20- 2.55
SKIVERS, MACHINE, UPPERS OR LININGS ⁴	292	3.19	3.09	2.63- 3.55	64	3.25	3.09	2.97- 3.53	47	2.79	2.65	2.24- 3.22
SOCK-LINING STITCHERS (SLIP-LASTED SHOES) ⁴	17	3.68	3.47	2.29- 4.83	-	-	-	-	-	-	-	-
TOP STITCHERS ⁴	412	3.05	2.94	2.44- 3.54	67	3.47	3.32	2.70- 3.90	82	2.76	2.52	2.21- 3.12
VAMPERS ⁴	571	3.12	2.96	2.47- 3.56	74	3.71	3.54	2.97- 4.21	73	2.75	2.47	2.20- 3.09
LASTING:												
ASSEMBLERS FOR PULLOVER, MACHINE... MEN.....	171	3.36	3.04	2.41- 3.97	24	4.50	4.37	3.43- 4.80	30	2.68	2.54	2.16- 2.95
WOMEN.....	105	3.61	3.32	2.58- 4.37	21	4.79	4.38	4.18- 4.94	-	-	-	-
HEEL-SEAT LASTERS.....	60	3.02	2.68	2.39- 3.38	-	-	-	-	-	-	-	-
MEN.....	85	3.52	3.31	2.82- 4.25	13	4.08	-	-	7	3.30	-	-
WOMEN.....	64	3.67	3.47	2.93- 4.53	13	4.08	-	-	-	-	-	-
PULLING AND LASTING-MACHINE OPERATORS ⁵	29	3.89	3.77	3.33- 4.52	-	-	-	-	-	-	-	-
PULLOVER-MACHINE OPERATORS ⁵	188	4.02	3.78	2.98- 4.84	33	4.70	4.14	3.57- 5.05	36	2.82	2.86	2.14- 3.03
SIDE LASTERS, MACHINE.....	203	3.63	3.31	2.66- 4.38	37	4.46	4.76	3.44- 5.12	41	2.93	2.66	2.20- 3.20
MEN.....	164	3.69	3.40	2.62- 4.56	37	4.46	4.76	3.44- 5.12	-	-	-	-
STAPLE OR TACK LASTING.....	190	3.61	3.29	2.62- 4.38	33	4.53	4.85	3.44- 5.12	39	2.93	2.59	2.18- 3.20
MEN.....	151	3.68	3.30	2.60- 4.72	33	4.53	4.85	3.44- 5.12	-	-	-	-
CEMENT LASTING ⁵	13	3.86	-	-	-	-	-	-	-	-	-	-
TOE LASTERS, AUTOMATIC OR SEMI-AUTOMATIC.....	133	3.83	3.69	2.91- 4.49	27	4.44	4.03	3.44- 5.04	22	3.26	3.08	2.55- 3.84
MEN.....	112	3.97	3.76	3.02- 4.74	27	4.44	4.03	3.44- 5.04	-	-	-	-

See footnotes at end of table

Table 9. Occupational earnings: Men's Goodyear-welt dress shoes—all establishments—Continued

(Number and average straight-time hourly earnings of workers in selected occupations, United States and selected regions, April 1975)

Department, occupation, and sex	United States ¹				New England				Border States						
	Number of workers	Hourly earnings ²			Number of workers	Hourly earnings ²			Number of workers	Hourly earnings ²					
		Mean	Median	Middle range		Mean	Median	Middle range		Mean	Median	Middle range			
SELECTED PRODUCTION OCCUPATIONS--															
CONTINUED															
BOTTOMING AND MAKING:															
BOTTOM FILLERS.....	73	\$3.24	\$3.06	\$2.37-	\$3.96	10	\$3.64	-	-	-	10	\$2.46	-	-	
MEN.....	36	3.58	3.37	2.62-	4.30	8	3.95	-	-	-	-	-	-	-	
WOMEN.....	36	2.89	2.77	2.25-	3.16	-	-	-	-	-	7	2.44	-	-	
EDGE TRIMMERS.....	221	4.59	4.52	3.71-	5.29	41	5.25	\$4.86	\$3.93-	\$6.30	39	3.59	\$3.48	\$2.89-	\$4.49
MEN.....	206	4.61	4.51	3.71-	5.35	41	5.25	4.86	3.93-	6.30	-	-	-	-	
GOODYEAR STITCHERS.....	274	3.79	3.78	2.99-	4.44	47	4.42	4.27	3.25-	5.18	38	3.12	2.93	2.49-	3.77
MEN.....	229	3.86	3.88	3.00-	4.45	47	4.42	4.27	3.25-	5.18	-	-	-	-	
HEEL ATTACHERS, MACHINE.....	147	3.59	3.67	2.79-	4.21	22	4.08	3.74	3.31-	4.36	22	2.86	2.68	2.10-	3.59
MEN.....	120	3.73	3.75	2.92-	4.33	21	4.06	3.74	3.29-	4.37	-	-	-	-	
WOMEN.....	24	2.90	2.79	2.37-	3.18	-	-	-	-	-	-	-	-	-	
INSEAMERS.....	145	4.05	3.83	2.95-	4.65	21	5.55	5.19	4.20-	6.93	27	3.10	3.14	2.59-	3.57
MEN.....	119	4.17	3.88	3.33-	4.88	21	5.55	5.19	4.20-	6.93	-	-	-	-	
INSEAM TRIMMERS.....	45	3.25	3.26	2.71-	3.68	-	-	-	-	-	8	2.83	-	-	
MEN.....	27	3.38	3.37	2.75-	3.92	-	-	-	-	-	-	-	-	-	
WOMEN.....	16	3.16	3.39	2.84-	3.68	-	-	-	-	-	-	-	-	-	
JOINTERS, MACHINE.....	13	3.86	-	-	-	-	-	-	-	-	-	-	-	-	
MEN.....	8	4.17	-	-	-	-	-	-	-	-	-	-	-	-	
ROUGHERS.....	26	3.74	3.55	2.82-	4.38	-	-	-	-	-	-	-	-	-	
MEN.....	20	3.80	3.55	3.19-	4.36	-	-	-	-	-	-	-	-	-	
WOMEN.....	6	3.53	-	-	-	-	-	-	-	-	-	-	-	-	
ROUGH ROUNDERS.....	123	3.79	3.61	2.76-	4.58	19	4.64	4.32	3.70-	4.57	17	2.87	2.72	2.52-	2.78
MEN.....	110	3.89	3.75	2.79-	4.63	19	4.64	4.32	3.70-	4.57	-	-	-	-	
SHANKERS.....	53	2.74	2.52	2.10-	3.22	11	3.33	-	-	-	9	2.35	-	-	
MEN.....	12	2.85	-	-	-	7	3.08	-	-	-	-	-	-	-	
WOMEN.....	40	2.71	2.42	2.10-	3.22	-	-	-	-	-	8	2.33	-	-	
SOLE ATTACHERS, CEMENT PROCESS.....	82	3.01	2.66	2.16-	3.62	-	-	-	-	-	12	2.27	-	-	
MEN.....	52	3.14	2.72	2.24-	3.71	-	-	-	-	-	-	-	-	-	
WOMEN.....	30	2.79	2.47	2.10-	3.45	-	-	-	-	-	8	2.34	-	-	
SOLE-LEVELERS, MACHINE.....	39	2.85	2.96	2.29-	3.29	7	2.91	-	-	-	-	-	-	-	
MEN.....	22	2.68	2.50	2.21-	3.05	6	2.85	-	-	-	-	-	-	-	
WOMEN.....	17	3.08	3.03	2.65-	3.29	-	-	-	-	-	-	-	-	-	
FINISHING:															
BOTTOM SCOURERS.....	121	3.29	3.08	2.45-	3.89	14	4.05	-	-	-	25	2.78	2.51	2.20-	3.22
MEN.....	85	3.37	3.15	2.45-	3.99	14	4.05	-	-	-	-	-	-	-	
EDGE SETTERS ⁵	107	4.45	4.19	3.44-	5.33	24	5.06	5.18	3.92-	6.23	13	3.34	-	-	
REPAIRERS.....	287	2.76	2.75	2.32-	2.88	46	2.88	2.76	2.40-	3.25	20	3.07	3.15	2.49-	3.67
WOMEN.....	264	2.74	2.72	2.30-	2.89	45	2.85	2.76	2.40-	3.25	-	-	-	-	
TREERS.....	147	3.14	2.62	2.41-	3.57	22	4.71	3.73	3.06-	6.18	-	-	-	-	
MEN.....	15	5.06	5.83	3.06-	6.71	11	5.90	-	-	-	-	-	-	-	
WOMEN.....	130	2.92	2.55	2.33-	3.28	11	3.52	-	-	-	-	-	-	-	
MISCELLANEOUS:															
FLOOR WORKERS.....	270	2.71	2.70	2.37-	2.81	64	2.67	2.55	2.25-	3.00	29	2.42	2.40	2.26-	2.50
MEN.....	38	2.60	2.51	2.30-	2.74	8	2.82	-	-	-	-	-	-	-	
WOMEN.....	232	2.73	2.73	2.40-	2.81	56	2.64	2.53	2.20-	3.00	26	2.43	2.38	2.27-	2.57
INSPECTORS (CROWNERS).....	403	2.72	2.72	2.35-	2.90	49	3.01	2.91	2.60-	3.45	57	2.51	2.35	2.25-	2.73
MEN.....	86	2.92	2.90	2.56-	3.35	24	3.35	3.40	3.09-	3.67	-	-	-	-	
WOMEN.....	312	2.67	2.70	2.35-	2.81	25	2.68	2.60	2.41-	2.85	51	2.50	2.35	2.25-	2.73
JANITORS.....	141	2.50	2.42	2.26-	2.71	25	2.53	2.32	2.20-	2.92	-	-	-	-	
MEN.....	126	2.52	2.50	2.26-	2.71	24	2.55	2.37	2.20-	2.93	-	-	-	-	
WOMEN.....	15	2.29	2.10	2.10-	2.45	-	-	-	-	-	-	-	-	-	
MECHANICS, MAINTENANCE ⁵	143	3.68	3.81	3.22-	3.94	-	-	-	-	-	12	3.21	-	-	

See footnotes at end of table

Table 9. Occupational earnings: Men's Goodyear-welt dress shoes—all establishments—Continued

(Number and average straight-time hourly earnings of workers in selected occupations, United States and selected regions, April 1975)

Department, occupation, and sex	Southeast					Great Lakes				
	Number of workers	Hourly earnings ¹			Number of workers	Hourly earnings ¹				
		Mean	Median	Middle range		Mean	Median	Middle range		
SELECTED PRODUCTION OCCUPATIONS										
CUTTING:										
CUTTERS, LINING, MACHINE.....	61	\$3.43	\$3.14	\$2.65- \$4.32	37	\$3.28	\$2.94	\$2.58- \$3.62		
WOMEN.....	53	3.34	3.02	2.65- 4.32	34	3.31	3.01	2.59- 3.61		
LEATHER.....	18	3.29	3.14	2.63- 4.14	14	3.72	-	-		
WOMEN.....	15	3.22	3.14	2.64- 4.00	13	3.83	-	-		
LEATHER AND SYNTHETICS.....	-	-	-	-	23	3.01	2.80	2.53- 3.39		
WOMEN.....	-	-	-	-	21	2.98	2.76	2.48- 3.32		
CUTTERS, VAMP AND WHOLE SHOE, MACHINE.....	-	-	-	-	146	4.26	4.18	3.45- 4.82		
MEN.....	51	3.38	3.36	3.06- 3.70	41	4.84	4.69	4.12- 5.72		
WOMEN.....	-	-	-	-	105	4.03	4.00	3.43- 4.59		
LEATHER.....	-	-	-	-	63	4.06	3.98	3.40- 4.59		
MEN.....	51	3.38	3.36	3.06- 3.70	12	4.46	-	-		
WOMEN.....	-	-	-	-	51	3.97	3.97	3.43- 4.36		
LEATHER AND SYNTHETICS:	-	-	-	-	-	-	-	-		
WOMEN.....	-	-	-	-	54	4.09	4.12	3.42- 4.64		
FITTING:										
PANCY STITCHERS.....	-	-	-	-	105	3.43	3.19	2.63- 3.92		
WOMEN.....	300	2.76	2.65	2.20- 3.09	105	3.43	3.19	2.63- 3.92		
PASTERS, BACKERS, OR FITTERS, UPPER, HAND ²	-	-	-	-	83	2.83	2.72	2.32- 3.04		
SKIVERS, MACHINE, UPPERS OR LININGS ³	36	2.92	2.95	2.53- 3.34	45	3.62	3.45	3.03- 4.18		
SOCK-LINING STITCHERS (SLIP-LASTED SHOES) ⁴	-	-	-	-	13	3.59	-	-		
TOP STITCHERS ⁴	49	2.76	2.65	2.34- 2.99	41	3.23	3.18	2.74- 3.57		
VAMPERS ⁴	-	-	-	-	61	3.60	3.46	2.96- 3.89		
LASTING:										
ASSEMBLERS FOR PULLOVER, MACHINE...	21	2.99	2.73	2.49- 3.55	27	3.57	3.31	2.47- 4.29		
MEN.....	-	-	-	-	9	3.82	-	-		
WOMEN.....	-	-	-	-	18	3.45	3.26	2.52- 4.17		
HEEL-SEAT LASTERS.....	-	-	-	-	12	3.45	-	-		
WOMEN.....	9	2.60	-	-	8	3.27	-	-		
PULLING AND LASTING-MACHINE OPERATORS.....	-	-	-	-	9	3.81	-	-		
MEN.....	-	-	-	-	7	3.86	-	-		
WOMEN.....	-	-	-	-	7	4.19	-	-		
TOE TO BALL.....	-	-	-	-	7	4.19	-	-		
PULLOVER-MACHINE OPERATORS ⁵	46	3.61	3.58	2.82- 4.13	27	4.64	4.80	3.89- 5.28		
MEN.....	47	3.21	3.12	2.53- 3.66	22	3.77	3.74	3.25- 4.38		
SIDE LASTERS, MACHINE.....	22	2.98	2.60	2.35- 3.40	19	3.87	4.00	3.27- 4.38		
MEN.....	22	2.98	2.60	2.35- 3.40	21	3.76	3.74	3.23- 4.38		
WOMEN.....	22	2.98	2.60	2.35- 3.40	18	3.86	3.96	3.25- 4.38		
TOE LASTERS, AUTOMATIC OR SEMI-AUTOMATIC.....	23	2.83	2.62	2.23- 3.60	20	4.52	4.52	3.72- 5.22		
MEN.....	14	2.98	-	-	-	-	-	-		
BOTTOMING AND MAKING:										
BOTTOM FILLERS.....	19	3.06	2.90	2.37- 3.33	14	3.28	-	-		
MEN.....	11	3.34	-	-	-	-	-	-		
WOMEN.....	8	2.67	-	-	11	3.19	-	-		
EDGE TRIMMERS.....	42	4.39	4.46	3.97- 5.00	35	5.37	5.38	4.84- 6.25		
MEN.....	42	4.39	4.46	3.97- 5.00	31	5.46	5.43	4.84- 6.26		
GOODYEAR STITCHERS.....	67	3.45	3.24	2.51- 4.18	37	4.38	4.40	4.08- 4.86		
MEN.....	46	3.46	3.24	2.57- 4.04	31	4.41	4.40	4.08- 4.96		
WOMEN.....	21	3.43	3.22	2.34- 4.48	6	4.27	-	-		
HEEL ATTACHERS, MACHINE.....	41	3.60	3.75	2.87- 4.31	21	3.84	3.73	3.46- 4.09		
MEN.....	33	3.84	3.84	3.44- 4.42	16	4.02	3.84	3.68- 4.17		

See footnotes at end of table

Table 9. Occupational earnings: Men's Goodyear-welt dress shoes—all establishments—Continued

(Number and average straight-time hourly earnings of workers in selected occupations, United States and selected regions, April 1975)

Department, occupation, and sex	Southeast					Great Lakes				
	Number of workers	Hourly earnings ¹			Number of workers	Hourly earnings ²				
		Mean	Median	Middle range		Mean	Median	Middle range		
SELECTED PRODUCTION OCCUPATIONS--CONTINUED										
BOTTOMING AND MAKING:--CONTINUED										
INSEAMERS.....	33	\$3.46	\$3.50	\$2.79- 4.03	22	\$4.63	\$4.99	\$4.04- 5.34		
MEN.....	21	3.37	3.50	2.95- 3.86	20	4.61	4.99	3.98- 5.32		
WOMEN.....	12	3.62	-	-	-	-	-	-		
INSEAM TRIMMERS.....	17	3.01	2.75	2.14- 3.68	8	3.17	-	-		
ROUGH ROUNDERS.....	31	3.51	3.57	2.78- 4.48	20	4.22	4.32	2.97- 4.86		
MEN.....	31	3.51	3.57	2.78- 4.48	15	4.67	4.59	4.18- 5.57		
SOLE ATTACHERS, CEMENT PROCESS.....	37	3.03	2.59	2.10- 3.69	8	2.94	-	-		
WOMEN.....	-	-	-	-	6	2.82	-	-		
SOLE-LEVELERS, MACHINE.....	-	-	-	-	10	2.90	-	-		
WOMEN.....	-	-	-	-	7	3.01	-	-		
FINISHING:										
BOTTOM SCOURERS.....	24	3.15	2.76	2.66- 3.87	29	3.48	3.12	2.53- 4.00		
MEN.....	18	3.29	3.06	2.65- 4.16	19	3.37	3.12	2.45- 3.84		
WOMEN.....	-	-	-	-	10	3.67	-	-		
EDGE SETTERS ⁵	18	4.39	4.54	4.06- 4.82	15	4.74	4.88	4.17- 5.77		
REPAIRERS.....	103	2.64	2.81	2.51- 2.81	35	2.82	2.89	2.46- 3.01		
WOMEN.....	87	2.61	2.70	2.30- 2.81	34	2.83	2.89	2.43- 3.01		
TREERS.....	-	-	-	-	51	3.02	2.58	2.54- 3.44		
WOMEN.....	-	-	-	-	50	3.00	2.57	2.53- 3.34		
MISCELLANEOUS:										
FLOOR WORKERS.....	-	-	-	-	32	3.15	2.87	2.84- 3.44		
WOMEN.....	-	-	-	-	30	3.15	2.87	2.85- 3.30		
INSPECTORS (CROWNERS).....	84	2.73	2.81	2.50- 2.81	57	2.92	3.02	2.66- 3.18		
MEN.....	-	-	-	-	11	2.90	-	-		
WOMEN.....	72	2.73	2.81	2.50- 2.81	46	2.92	2.99	2.68- 3.17		
JANITORS.....	40	2.51	2.71	2.30- 2.71	8	2.58	-	-		
MEN.....	40	2.51	2.71	2.30- 2.71	7	2.65	-	-		
MECHANICS, MAINTENANCE ³	72	3.68	3.94	3.00- 3.94	22	4.16	3.98	3.83- 4.78		

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

² Excludes premium pay for overtime and for work on weekends, holidays, and late shifts. See Appendix A for methods used to compute means, medians, and middle range of earnings. Medians and middle ranges are not provided for jobs with fewer than 15 workers in a region.

³ Includes data for workers in classifications in addition to those

shown separately.

⁴ All or virtually all workers are women.

⁵ All or virtually all workers are men.

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

Table 10. Occupational earnings: Men's Goodyear-welt dress shoes—by size of community

(Numbers and average straight-time hourly earnings of workers in selected occupations, United States and selected regions, April 1975)

Department, occupation, and sex	United States ¹				New England				Great Lakes	
	Metropolitan areas		Nonmetropolitan areas		Metropolitan areas		Nonmetropolitan areas		Nonmetropolitan areas	
	Number of workers	Average hourly earnings ²	Number of workers	Average hourly earnings ²	Number of workers	Average hourly earnings ²	Number of workers	Average hourly earnings ²	Number of workers	Average hourly earnings ²
SELECTED PRODUCTION OCCUPATIONS										
CUTTING:										
CUTTERS, LINING, MACHINE.....	126	\$3.69	129	\$3.36	16	\$3.68	23	\$3.30	31	\$3.12
MEN.....	43	4.06	34	3.86	13	3.64	8	3.31	-	-
WOMEN.....	75	3.51	95	3.18	-	-	15	3.30	29	3.10
LEATHER.....	65	3.65	78	3.31	13	3.64	18	3.17	-	-
MEN.....	23	3.75	-	-	10	3.57	-	-	-	-
WOMEN.....	38	3.64	62	3.27	-	-	-	-	-	-
SYNTHETICS.....	-	-	16	3.50	-	-	-	-	-	-
LEATHER AND SYNTHETICS.....	32	3.40	35	3.40	-	-	-	-	23	3.01
MEN.....	-	-	10	4.26	-	-	-	-	-	-
WOMEN.....	-	-	25	3.05	-	-	-	-	21	2.98
CUTTERS, VAMP AND WHOLE SHOE, HAND.....	8	4.44	-	-	-	-	-	-	-	-
MEN.....	7	4.68	-	-	-	-	-	-	-	-
CUTTERS, VAMP AND WHOLE SHOE, MACHINE.....	336	4.05	343	4.06	57	5.65	59	4.03	124	4.32
MEN.....	176	4.58	148	4.21	56	5.69	43	4.26	35	4.92
WOMEN.....	145	3.44	195	3.95	-	-	-	-	89	4.08
LEATHER.....	244	4.11	208	3.92	55	5.69	53	3.94	45	4.00
MEN.....	105	4.84	94	3.90	54	5.73	37	4.18	-	-
WOMEN.....	-	-	114	3.92	-	-	-	-	39	3.92
LEATHER AND SYNTHETICS.....	-	-	134	4.30	-	-	-	-	-	-
MEN.....	-	-	53	4.79	-	-	-	-	-	-
WOMEN.....	21	2.82	81	3.98	-	-	-	-	-	-
FITTING:										
FANCY STITCHERS.....	721	2.89	291	3.09	41	3.37	34	3.57	79	3.43
WOMEN.....	657	2.90	291	3.09	41	3.37	34	3.57	79	3.43
PASTERS, BACKERS, CE FITTERS, UPPER, HAND ³	202	2.85	225	2.79	18	2.71	19	3.23	72	2.84
SKIVERS, MACHINE, UPPERS OR LININGS ³	138	3.28	154	3.12	41	3.21	23	3.34	37	3.52
TOP STITCHERS.....	216	3.06	196	3.03	43	3.38	24	3.64	31	3.16
VAMPERS ³	316	3.09	255	3.15	37	3.77	37	3.65	53	3.49
LASTING:										
ASSEMBLERS FOR PULLOVER, MACHINE... MEN.....	81	3.53	90	3.21	14	4.83	10	4.04	22	3.39
WOMEN.....	54	3.70	51	3.50	12	5.26	9	4.16	9	3.82
WOMEN.....	-	-	39	2.82	-	-	-	-	-	-
HEEL-SEAT LASTERS.....	34	3.50	51	3.54	7	4.73	6	3.33	9	3.70
MEN.....	28	3.66	36	3.68	7	4.73	6	3.33	-	-
WOMEN.....	-	-	15	3.20	-	-	-	-	7	3.42
PULLOVER-MACHINE OPERATORS ⁴	88	4.33	100	3.75	18	5.32	15	3.96	26	4.69
SIDE LASTERS, MACHINE.....	94	3.84	109	3.45	23	4.71	14	4.04	19	3.73
MEN.....	74	3.99	90	3.45	23	4.71	14	4.04	17	3.81
WOMEN.....	-	-	19	3.44	-	-	-	-	-	-
STAPLE OR TACK LASTING.....	83	3.83	107	3.44	20	4.80	13	4.11	18	3.72
MEN.....	63	4.00	88	3.44	20	4.80	13	4.11	16	3.80
WOMEN.....	-	-	19	3.44	-	-	-	-	-	-
CEMENT LASTING ⁴	11	3.91	-	-	-	-	-	-	-	-
TOE LASTERS, AUTOMATIC OR SEMI-AUTOMATIC.....	57	4.10	76	3.63	13	5.14	14	3.79	17	4.54
MEN.....	44	4.45	68	3.66	13	5.14	14	3.79	-	-
WOMEN.....	-	-	8	3.40	-	-	-	-	-	-

See footnotes at end of table.

Table 10. Occupational earnings: Men's Goodyear-welt dress shoes—by size of community—Continued

(Number and average straight-time hourly earnings of workers in selected occupations, United States and selected regions, April 1975)

Department, occupation, and sex	United States ¹				New England				Great Lakes	
	Metropolitan areas		Nonmetropolitan areas		Metropolitan areas		Nonmetropolitan areas		Nonmetropolitan areas	
	Number of workers	Average hourly earnings ²	Number of workers	Average hourly earnings ²	Number of workers	Average hourly earnings ²	Number of workers	Average hourly earnings ²	Number of workers	Average hourly earnings ²
SELECTED PRODUCTION OCCUPATIONS--										
CONTINUED										
BOTTOMING AND MAKING:										
BOTTOM FILLERS.....	31	\$3.48	42	\$3.06	-	-	-	-	11	\$3.42
MEN.....	24	3.65	12	3.44	-	-	-	-	-	-
WOMEN.....	6	2.82	30	2.91	-	-	-	-	8	3.36
EDGE TRIMMERS.....	114	4.78	107	4.38	22	\$5.83	19	\$4.57	29	5.45
MEN.....	102	4.82	104	4.40	22	5.83	19	4.57	27	5.54
GOODYEAR STITCHERS.....	133	4.05	141	3.54	24	5.06	23	3.75	30	4.53
MEN.....	106	4.20	123	3.56	24	5.06	23	3.75	24	4.59
WOMEN.....	-	-	18	3.40	-	-	-	-	6	4.27
HEEL ATTACHERS, MACHINE.....	76	3.79	71	3.37	13	4.28	9	3.78	19	3.62
MEN.....	65	3.88	55	3.56	13	4.28	8	3.71	-	-
WOMEN.....	-	-	16	2.74	-	-	-	-	-	-
INSEAMERS.....	82	4.25	63	3.79	17	5.76	-	-	19	4.68
MEN.....	64	4.42	55	3.88	17	5.76	-	-	17	4.66
WOMEN.....	-	-	8	3.19	-	-	-	-	-	-
INSEAM TRIMMERS.....	26	3.14	19	3.40	-	-	-	-	-	-
MEN.....	18	3.18	9	3.79	-	-	-	-	-	-
WOMEN.....	-	-	10	3.04	-	-	-	-	-	-
JOINTERS, MACHINE.....	9	4.00	-	-	-	-	-	-	-	-
MEN.....	6	4.17	-	-	-	-	-	-	-	-
ROUGHERS.....	18	3.83	8	3.54	-	-	-	-	-	-
MEN.....	17	3.93	-	-	-	-	-	-	-	-
ROUGH ROUNDERS.....	63	3.98	60	3.58	11	4.99	8	4.16	17	4.10
MEN.....	57	4.11	53	3.66	11	4.99	8	4.16	12	4.61
SHANKERS.....	27	2.90	26	2.57	6	3.63	-	-	-	-
MEN.....	-	-	7	2.53	-	-	-	-	-	-
WOMEN.....	21	2.82	19	2.59	-	-	-	-	-	-
SOLE ATTACHERS, CEMENT PROCESS.....	50	2.99	32	3.03	-	-	-	-	7	3.06
MEN.....	33	3.09	19	3.21	-	-	-	-	-	-
WOMEN.....	17	2.80	13	2.77	-	-	-	-	-	-
SOLE-LEVELERS, MACHINE.....	21	2.83	18	2.88	-	-	-	-	7	2.91
MEN.....	12	2.58	10	2.80	-	-	-	-	-	-
WOMEN.....	9	3.17	8	2.97	-	-	-	-	-	-
FINISHING:										
BOTTOM SCOURERS.....	50	3.32	71	3.27	8	3.96	-	-	28	3.52
MEN.....	-	-	51	3.33	8	3.96	-	-	18	3.43
WOMEN.....	-	-	20	3.11	-	-	-	-	10	3.67
EDGE SETTERS.....	58	4.90	49	3.91	16	5.48	8	4.20	12	4.71
REPAIRERS.....	160	2.73	127	2.79	15	3.26	31	2.69	35	2.82
WOMEN.....	138	2.69	126	2.79	14	3.20	31	2.69	34	2.83
TREERS.....	47	3.60	100	2.92	11	6.04	11	3.38	43	3.10
MEN.....	11	5.38	-	-	8	6.49	-	-	-	-
WOMEN.....	34	3.08	96	2.87	-	-	8	3.02	42	3.08

See footnotes on following page.

Table 10. Occupational earnings: Men's Goodyear-welt dress shoes—by size of community—Continued

(Number and average straight-time hourly earnings of workers in selected occupations, United States and selected regions, April 1975)

Department, occupation, and sex	United States ¹				New England				Great Lakes	
	Metropolitan areas		Nonmetropolitan areas		Metropolitan areas		Nonmetropolitan areas		Nonmetropolitan areas	
	Number of workers	Average hourly earnings ²	Number of workers	Average hourly earnings ²	Number of workers	Average hourly earnings ²	Number of workers	Average hourly earnings ²	Number of workers	Average hourly earnings ²
MISCELLANEOUS:										
FLOOR WORKERS.....	147	2.76	123	2.66	41	2.74	23	2.53	26	3.00
MEN.....	19	2.57	19	2.63	6	2.98	-	-	-	-
WOMEN.....	128	2.79	104	2.66	35	2.70	21	2.55	25	2.97
INSPECTORS (CROWNERS).....	244	2.70	159	2.75	39	3.07	10	2.78	40	2.97
MEN.....	62	2.93	24	2.89	21	3.38	-	-	7	2.91
WOMEN.....	177	2.62	135	2.73	18	2.70	7	2.62	33	2.98
JANITORS.....	94	2.51	47	2.49	11	2.77	14	2.34	-	-
MEN.....	82	2.54	44	2.50	11	2.77	13	2.36	-	-
WOMEN.....	12	2.29	-	-	-	-	-	-	-	-
MECHANICS, MAINTENANCE.....	77	3.74	66	3.61	-	-	-	-	19	4.09

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

³ All or virtually all workers were women.
⁴ All or virtually all workers were men.

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

Table 11. Occupational earnings: Men's Goodyear-welt dress shoes—by size of establishment

(Number and average straight-time hourly earnings of workers in selected occupations, United States and selected regions, April 1975)

Department, occupation, and sex	United States ¹				New England		Great Lakes		Department, occupation, and sex	United States ¹				New England		Great Lakes	
	Establishments with—									Establishments with—							
	50-249 workers		250 workers or more		250 workers or more		250 workers or more			50-249 workers		250 workers or more		250 workers or more		250 workers or more	
	Number of workers	Average hourly earnings ²	Number of workers	Average hourly earnings ²	Number of workers	Average hourly earnings ²	Number of workers	Average hourly earnings ²		Number of workers	Average hourly earnings ²	Number of workers	Average hourly earnings ²	Number of workers	Average hourly earnings ²	Number of workers	Average hourly earnings ²
SELECTED PRODUCTION OCCUPATIONS								SELECTED PRODUCTION OCCUPATIONS--CONTINUED									
CUTTING:								BOTTOMING AND MAKING:									
CUTTERS, LINING, MACHINE.....	18	\$4.11	237	\$3.48	35	\$3.43	27	\$3.11	BOTTOM FILLERS.....	9	\$2.75	64	\$3.31	8	\$3.90	9	\$3.39
MEN.....	7	4.42	70	3.93	19	3.52	-	-	MEN.....	-	-	33	3.69	7	4.10	-	-
WOMEN.....	11	3.90	159	3.28	16	3.32	25	3.10	WOMEN.....	6	2.94	30	2.89	-	-	6	3.29
LEATHER.....	11	3.85	132	3.43	27	3.32	-	-	EDGE TRIMMERS.....	20	4.49	201	4.60	37	5.29	25	5.55
MEN.....	-	-	36	3.67	13	3.41	-	-	MEN.....	16	4.43	190	4.62	37	5.29	25	5.55
WOMEN.....	8	4.15	92	3.35	14	3.23	-	-	GOODYEAR STITCHERS.....	18	4.28	256	3.75	42	4.39	28	4.47
SYNTHETICS.....	-	-	45	3.89	-	-	-	-	MEN.....	18	4.28	211	3.82	42	4.39	22	4.52
LEATHER AND SYNTHETICS.....	7	4.51	60	3.27	-	-	20	2.97	WOMEN.....	-	-	-	-	-	-	6	4.27
WOMEN.....	-	-	42	2.83	-	-	18	2.93	HEEL ATTACHERS, MACHINE.....	12	3.73	135	3.57	18	4.28	17	3.62
CUTTERS, VAMP AND WHOLE SHOE, HAND.....	-	-	8	4.70	-	-	-	-	MEN.....	11	3.76	109	3.73	17	4.28	-	-
MEN.....	-	-	8	4.70	-	-	-	-	WOMEN.....	-	-	23	2.87	-	-	-	-
CUTTERS, VAMP AND WHOLE SHOE, MACHINE ³	55	4.15	624	4.05	105	4.91	110	4.39	INSEAMERS.....	14	4.45	131	4.01	16	5.66	17	4.69
MEN.....	21	4.48	303	4.41	88	5.20	35	4.92	MEN.....	14	4.45	105	4.13	16	5.66	15	4.67
WOMEN.....	34	3.95	306	3.71	-	-	75	4.14	INSEAM TRIMMERS.....	-	-	40	3.24	-	-	-	-
LEATHER.....	32	4.05	420	4.02	98	4.93	41	4.03	MEN.....	-	-	26	3.40	-	-	-	-
MEN.....	16	4.06	183	4.42	81	5.25	-	-	WOMEN.....	-	-	12	3.08	-	-	-	-
WOMEN.....	-	-	222	3.70	-	-	35	3.94	JOINTERS, MACHINE.....	-	-	11	4.02	-	-	-	-
LEATHER AND SYNTHETICS.....	22	4.22	202	4.12	-	-	-	-	MEN.....	-	-	6	4.55	-	-	-	-
MEN.....	-	-	118	4.41	-	-	-	-	ROUGHERS.....	-	-	22	3.91	-	-	-	-
WOMEN.....	18	3.87	84	3.71	-	-	-	-	MEN.....	-	-	18	3.95	-	-	-	-
FITTING:									ROUGH ROUNDERS.....	12	3.77	111	3.79	16	4.82	-	-
FANCY STITCHERS.....	61	3.38	951	2.92	63	3.57	62	3.35	MEN.....	11	3.88	99	3.89	16	4.82	9	4.88
WOMEN.....	61	3.38	887	2.93	63	3.57	62	3.35	SHANKERS.....	7	2.46	46	2.78	9	3.37	-	-
PASTERS, BACKERS, OR FITTERS, UPPER, HAND ⁴	42	2.79	385	2.82	32	3.07	58	2.72	MEN.....	-	-	11	2.88	6	3.17	-	-
SKIVERS, MACHINE, UPPIERS OR LIMINGS ⁴	30	3.39	262	3.17	56	3.30	29	3.57	WOMEN.....	6	2.44	34	2.76	-	-	-	-
SOCK-LINING STITCHERS (SLIP-LASTED SHOES) ⁴	-	-	11	2.98	-	-	-	-	SOLE ATTACHERS, CEMENT PROCESS.....	8	2.29	74	3.09	-	-	6	3.12
TOP STITCHERS ⁴	33	2.99	379	3.05	57	3.59	28	3.11	MEN.....	-	-	49	3.20	-	-	-	-
VAMPERS ⁴	38	3.48	533	3.09	66	3.78	43	3.42	WOMEN.....	-	-	25	2.87	-	-	-	-
LASTING:									SOLE-LEVELERS, MACHINE.....	-	-	34	2.85	6	3.02	6	2.80
ASSEMBLERS FOR PULLOVER, MACHINE.....	16	3.58	155	3.34	20	4.77	19	3.36	MEN.....	-	-	20	2.73	-	-	-	-
MEN.....	-	-	101	3.60	19	4.86	9	3.82	WOMEN.....	-	-	14	3.01	-	-	-	-
WOMEN.....	12	3.50	48	2.90	-	-	10	2.95	BOTTOM SCOURERS.....	8	2.92	113	3.32	12	4.21	25	3.63
HEEL-SEAT LASTERS.....	9	3.10	76	3.57	11	4.28	7	3.79	MEN.....	-	-	80	3.41	12	4.21	16	3.56
MEN.....	6	3.16	58	3.73	11	4.28	-	-	WOMEN.....	-	-	0	-	-	-	9	3.74
WOMEN.....	-	-	17	3.01	-	-	-	-	EDGE SETTERS ⁵	11	4.18	96	4.48	20	5.30	-	-
PULLING AND LASTING-MACHINE OPERATORS ³	8	3.86	-	-	-	-	-	-	REPAIRERS.....	7	2.67	280	2.76	43	2.89	33	2.79
MEN.....	7	3.86	-	-	-	-	-	-	WOMEN.....	7	2.67	257	2.74	42	2.86	32	2.80
TOE TO BALL.....	6	4.33	-	-	-	-	-	-	TREPPERS.....	31	2.65	116	3.27	19	5.03	23	3.48
PULLOVER-MACHINE OPERATORS ⁵	17	3.60	171	4.06	28	4.72	23	4.63	MEN.....	-	-	14	5.24	10	6.23	-	-
MEN.....	15	3.14	188	3.67	33	4.59	17	3.69	WOMEN.....	30	2.65	100	3.01	9	3.69	22	3.47
WOMEN.....	14	3.13	150	3.74	33	4.59	15	3.77	MISCELLANEOUS:								
STAPLE OR TACK LASTING.....	14	3.08	176	3.65	29	4.70	17	3.69	FLOOR WORKERS.....	23	3.09	247	2.68	57	2.63	22	2.97
MEN.....	13	3.06	138	3.73	29	4.70	15	3.77	MEN.....	-	-	34	2.57	-	-	-	-
WOMEN.....	-	-	12	3.85	-	-	-	-	WOMEN.....	19	3.13	213	2.70	52	2.64	21	2.93
CEMENT LASTING ⁵	-	-	-	-	-	-	-	-	INSPECTORS (CROWNERS).....	49	2.68	354	2.73	38	3.08	29	3.02
TOE LASTERS, AUTOMATIC OR SEMI-AUTOMATIC.....	14	3.62	119	3.86	23	4.62	-	-	MEN.....	7	2.98	79	2.92	21	3.39	7	2.91
MEN.....	13	3.69	99	4.01	23	4.62	-	-	WOMEN.....	42	2.63	270	2.67	17	2.71	22	3.06
									JANITORS.....	6	2.49	135	2.50	24	2.51	-	-
									MEN.....	-	-	121	2.52	23	2.53	-	-
									WOMEN.....	-	-	14	2.31	-	-	-	-
									MECHANICS, MAINTENANCE ⁵	8	4.05	135	3.66	-	-	16	4.17

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

⁴ All or virtually all workers were women.
⁵ All or virtually all workers were men.

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

Table 12. Occupational earnings: Men's Goodyear-welt dress shoes—Brockton, Mass.¹

(Number and average straight-time hourly earnings of workers in selected occupations April 1975)

Department, occupation, and sex	Number of workers	Average hourly earnings ²	Number of workers receiving straight-time hourly earnings of—																											
			Under \$2.40	\$2.40 and under \$2.60	\$2.60	\$2.80	\$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	\$6.40	\$6.80	\$7.20	\$7.60	\$8.00	\$8.40	\$8.40 and over	
ALL PRODUCTION WORKERS.....	1,452	\$3.71	3179	92	112	147	153	113	92	80	71	41	26	34	39	50	27	30	17	20	9	27	17	21	16	14	9	16		
MEN.....	704	4.32	44	30	20	48	54	55	50	42	45	28	14	15	25	38	22	25	13	15	8	22	16	20	16	14	9	16		
WOMEN.....	748	3.13	1135	62	92	99	99	58	42	38	26	13	12	19	14	12	5	5	4	5	1	5	1	-	-	-	-	-		
SELECTED PRODUCTION OCCUPATIONS																														
CUTTING:																														
CUTTERS, LINING, MACHINE ⁵	11	3.84	-	-	-	1	-	1	1	2	2	-	-	1	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-	
INCENTIVE.....	8	3.95	-	-	-	-	-	-	1	2	2	-	-	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-		
MEN.....	10	3.86	-	-	-	1	-	1	1	1	2	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
INCENTIVE.....	7	3.99	-	-	-	-	-	-	1	1	2	-	-	-	-	-	-	1	-	-	-	-	-	-	-	-	-	-		
LEATHER.....	8	3.83	-	-	-	1	-	-	1	2	1	2	-	-	-	-	-	1	-	-	-	-	-	-	-	-	-	-		
INCENTIVE.....	7	3.97	-	-	-	-	-	-	1	2	1	2	-	-	-	-	-	1	-	-	-	-	-	-	-	-	-	-		
MEN.....	7	3.86	-	-	-	1	-	-	1	1	1	2	-	-	-	-	-	1	-	-	-	-	-	-	-	-	-	-		
INCENTIVE.....	6	4.03	-	-	-	-	-	-	1	1	1	2	-	-	-	-	-	1	-	-	-	-	-	-	-	-	-	-		
CUTTERS, VAMP AND WHOLE SHOE, MACHINE ⁷	49	5.84	-	-	-	-	-	-	3	1	4	1	3	3	2	-	3	4	2	2	3	2	1	2	4	3	1	5		
LEATHER.....	49	5.84	-	-	-	-	-	-	3	1	4	1	3	3	2	-	3	4	2	2	3	2	1	2	4	3	1	5		
FITTING:																														
FANCY STITCHERS ⁹	35	3.57	2	1	-	9	6	3	4	1	1	2	-	1	1	1	-	-	-	1	-	1	1	-	-	-	-	-		
TIME.....	11	2.92	102	-	-	4	5	-	4	1	1	2	-	-	-	-	-	-	-	1	-	1	1	-	-	-	-	-		
INCENTIVE.....	24	3.86	-	1	-	5	1	3	4	1	1	2	-	1	1	1	-	-	-	1	-	1	1	-	-	-	-	-		
PASTERS, BACKERS, OR FITTERS, UPPER, HAND ⁹	15	2.78	114	-	4	2	1	3	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
INCENTIVE.....	12	2.85	123	-	2	2	1	3	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
SKIVERS, MACHINE, UPPEES OR LININGS ²	38	3.18	2	3	4	-	17	3	2	2	3	-	-	-	1	1	-	-	-	-	-	-	-	-	-	-	-	-		
TIME.....	17	3.00	1	2	-	13	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
INCENTIVE.....	21	3.33	1	3	2	-	4	2	2	2	3	-	-	-	1	1	-	-	-	-	-	-	-	-	-	-	-	-		
TOP STITCHERS ²	32	3.43	134	2	2	6	2	5	2	1	3	1	-	1	-	-	-	-	1	1	-	-	-	1	-	-	-	-		
INCENTIVE.....	28	3.49	4	2	2	4	1	4	2	1	3	1	-	1	-	-	-	-	1	1	-	-	-	1	-	-	-	-		
VAMPERS ⁹	33	3.88	2	1	1	-	2	5	2	2	5	5	1	3	-	1	2	-	-	-	-	-	-	-	-	-	-	-		
INCENTIVE.....	30	3.97	2	1	-	-	-	2	4	2	2	5	5	1	3	-	1	2	-	-	-	-	-	-	-	-	-	-		
LASTING:																														
ASSEMBLERS FOR PULLOVER, MACHINE ^{6,7}	11	5.42	-	-	-	-	-	-	1	-	-	-	2	1	2	1	1	-	-	-	-	-	-	1	-	-	-	-	142	
HEEL-SEAT LASTERS ⁷	7	4.79	-	-	1	-	-	1	-	-	-	1	-	-	2	2	-	-	-	-	-	-	2	-	-	-	-	-		
INCENTIVE.....	6	5.03	-	-	1	-	-	-	-	-	-	1	-	-	2	2	-	-	-	-	-	2	-	-	-	-	-	-		
PULLOVER-MACHINE OPERATORS ^{6,7}	12	6.23	-	-	-	-	-	-	-	-	-	1	-	-	1	2	1	-	1	2	-	1	1	1	1	1	1	1	152	
SIDE LASTERS, MACHINE ⁷	18	4.92	-	-	-	-	-	2	-	1	-	1	2	1	1	2	3	2	-	1	1	-	-	1	-	1	-	-		
INCENTIVE.....	16	5.04	-	-	-	-	2	-	-	-	1	1	1	1	2	3	2	-	1	1	-	-	-	1	-	1	-	-		
STAPLE OR TACK LASTING ⁶	15	5.08	-	-	-	-	-	2	-	-	-	1	-	1	1	2	3	2	-	1	-	-	-	1	-	1	-	-		
TOE LASTERS, AUTOMATIC OR SEMI-AUTOMATIC ⁷	12	5.27	-	-	2	-	-	-	2	-	-	-	-	-	-	1	1	-	-	1	-	-	2	-	1	1	1	-		
INCENTIVE.....	11	5.43	-	-	2	-	-	-	1	-	-	-	-	-	-	1	1	-	-	1	-	2	-	1	1	1	1	-		
BOTTOM AND MAKING:																														
EDGE TRIMMERS ^{6,7}	18	6.36	-	-	-	-	-	-	-	1	2	1	1	-	1	-	1	-	-	-	-	2	-	1	1	3	3	1		
GOODYEAR STITCHERS ^{6,7}	16	5.42	-	-	1	-	-	2	-	-	1	-	-	2	-	1	-	-	1	-	-	5	-	1	1	-	-	1		
HEEL ATTACHERS, MACHINE ⁷	10	4.64	-	-	1	-	-	1	-	2	2	-	-	-	-	1	-	-	1	-	-	-	1	-	-	-	1	-		
INCENTIVE.....	9	4.73	-	-	1	-	-	1	-	1	2	-	-	-	1	-	-	-	1	-	-	-	1	-	-	-	1	-		
INSEAMERS ^{6,7}	12	6.50	-	-	-	-	-	-	-	-	-	-	-	1	1	-	1	-	1	-	2	1	-	-	2	-	-	162		
ROUGH ROUNDERS ⁷	9	5.38	-	-	1	-	-	-	-	1	1	-	-	-	-	1	1	-	-	-	-	-	-	-	-	-	-	172		
INCENTIVE.....	7	4.82	-	-	1	-	-	-	-	1	1	-	-	-	-	1	1	-	-	-	-	-	-	-	-	-	-	1		

See footnotes at end of table.

Table 12. Occupational earnings: Men's Goodyear-welt dress shoes—Brockton, Mass.¹—Continued

(Number and average straight-time hourly earnings of workers in selected occupations April 1975)

Department, occupation, and sex	Number of workers	Average hourly earnings ²	Number of workers receiving straight-time hourly earnings of—																												
			Under \$2.40	\$2.40 and under \$2.60	\$2.60	\$2.80	\$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	\$6.40	\$6.80	\$7.20	\$7.60	\$8.00	\$8.40	\$8.40 and over		
SELECTED PRODUCTION OCCUPATIONS--																															
CONTINUED																															
FINISHING:																															
BOTTOM SCOURERS ^{6,7}	8	\$3.99	1 ⁸	-	-	-	-	-	2	1	2	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
EDGE SETTERS ^{5,7}	12	6.31	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	3	-	-	-	-	-	1	-	-	-	-	-	-	
REPAIRERS	12	3.38	1	2	-	2	-	1	2	-	-	2	1	1	-	-	-	-	-	-	-	-	2	2	2	1	2	-	-	-	
INCENTIVE	8	3.74	-	1	-	-	-	1	2	-	-	2	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
WOMEN	11	3.31	1	2	-	2	-	1	2	-	-	1	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
INCENTIVE	7	3.69	-	1	-	-	-	1	2	-	-	1	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
TREERS	11	6.12	-	-	1	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2	3	-	1	1	-	-	1 ¹⁹	
MEN	8	6.49	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	2	2	-	1	1	-	-	1	
INCENTIVE	7	7.04	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	2	-	1	1	-	-	-	1	
MISCELLANEOUS:																															
FLOOR WORKERS																															
TIME	12	2.95	-	1	1	4	5	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
WOMEN	10	2.93	-	1	-	4	5	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
INSPECTORS (CROWNEERS)	32	3.23	1	2	3	3	5	5	5	6	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
TIME	20	3.08	1	2	3	2	1	5	5	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
MEN	23	3.38	-	-	2	1	3	5	5	5	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
TIME	15	3.26	-	-	2	1	1	5	5	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
WOMEN	9	2.86	2 ²⁰	1	2	2	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
JANITORS ^{21,7}	8	3.00	-	-	-	4	4	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

¹ The area consists of Bridgewater, Brockton, Middleboro, Rockland and Stoughton, Massachusetts.

² Excludes premium pay for overtime and for work on weekends, holidays, and late shifts. Approximately 67 percent of the production workers covered by the survey were paid on an incentive basis.

³ Workers were distributed as follows: 84 at \$2.00 to \$2.20 and 95 at \$2.20 to \$2.40.

⁴ Workers were distributed as follows: 63 at \$2.00 to \$2.20 and 72 at \$2.20 to \$2.40.

⁵ Includes data for workers in classifications in addition to those shown separately.

⁶ All or virtually all workers were paid on an incentive basis.

⁷ All or virtually all workers were men.

⁸ Workers were distributed as follows: 2 at \$8.40 to \$8.80; 2 at \$9.20 to \$9.60; and 1 at \$9.60 to \$10.00.

⁹ All or virtually all workers were women.

¹⁰ All workers were at \$2.20 to \$2.40.

¹¹ Workers were distributed as follows: 3 at \$2.00 to \$2.20 and 1 at \$2.20 to \$2.40.

¹² Workers were distributed as follows: 2 at \$2.00 to \$2.20 and 1 at \$2.20 to \$2.40.

¹³ All workers were at \$2.20 to \$2.40.

¹⁴ All workers at \$8.40 to \$8.80.

¹⁵ Workers were distributed as follows: 1 at \$9.60 to \$10.00 and 1 at \$10.00 to \$10.40.

¹⁶ Workers were distributed as follows: 1 at \$8.40 to \$8.80 and 1 at \$8.80 to \$9.20.

¹⁷ All workers were at \$8.80 to \$9.20.

¹⁸ All workers were at \$2.20 to \$2.40.

¹⁹ All workers were at \$8.40 to \$8.80.

²⁰ All workers were at \$2.20 to \$2.40.

²¹ All or virtually all workers were paid on a time basis.

Table 13. Occupational earnings: Men's Goodyear-welt dress shoes—Maine

(Number and average straight-time hourly earnings of workers in selected occupations, April 1975)

Department, occupation, and sex	Number of workers	Average hourly earnings ¹	Number of workers receiving straight-time hourly earnings of—																									
			\$2.10 and under \$2.15	\$2.15 - \$2.20	\$2.20 - \$2.25	\$2.25 - \$2.30	\$2.30 - \$2.35	\$2.35 - \$2.40	\$2.40 - \$2.45	\$2.45 - \$2.50	\$2.50 - \$2.60	\$2.60 - \$2.70	\$2.70 - \$2.80	\$2.80 - \$2.90	\$2.90 - \$3.00	\$3.00 - \$3.20	\$3.20 - \$3.40	\$3.40 - \$3.60	\$3.60 - \$3.80	\$3.80 - \$4.00	\$4.00 - \$4.20	\$4.20 - \$4.40	\$4.40 - \$4.60	\$4.60 - \$5.00	\$5.00 - \$5.20	\$5.20 - \$5.40	\$5.40 and over	
ALL PRODUCTION WORKERS ²	1,295	\$2.98	96	68	56	62	77	43	53	11	64	40	76	39	52	119	86	91	52	61	47	26	29	20	11	4	4	8
WOMEN.....	737	2.88	74	44	29	43	52	42	20	10	29	8	44	25	28	66	54	37	28	39	26	13	14	6	6	-	-	-
<u>SELECTED PRODUCTION OCCUPATIONS</u>																												
<u>CUTTING:</u>																												
<u>CUTTERS, LINING, MACHINE:</u>																												
MEN.....	7	3.37	-	-	1	-	-	-	-	-	2	-	-	-	2	-	-	-	-	-	-	-	1	-	-	-	1	-
<u>CUTTERS, VAMP AND WHOLE SHOE, MACHINE:</u>																												
MEN.....	28	4.02	-	-	-	-	-	-	1	1	-	-	-	1	3	2	1	1	3	3	4	3	1	-	1	1	2	
<u>FITTING:^{3,4}</u>																												
<u>FANCY STITCHERS.....</u>																												
SKIVERS, MACHINE, UPPERS OR LININGS.....	13	3.60	-	-	-	-	-	1	-	-	-	-	-	-	3	1	1	1	1	3	2	-	-	-	-	-	-	-
VAMPERS.....	28	3.21	-	-	-	-	-	1	1	-	2	2	4	-	1	3	4	2	2	5	-	1	-	-	-	-	-	-
<u>LASTING:^{3,5}</u>																												
<u>PULLOVER-MACHINE OPERATORS.....</u>																												
SIDE LASTERS, MACHINE ⁶	11	3.83	-	-	-	-	-	-	-	-	-	1	1	-	2	1	1	-	1	-	-	-	1	2	1	-	-	1
STAPLE OR TACK LASTING.....	10	3.90	-	-	-	-	-	-	-	-	-	1	1	-	1	1	1	-	1	-	-	-	1	2	1	-	-	-
<u>TOE LASTERS, AUTOMATIC OR SEMI-AUTOMATIC.....</u>																												
.....	10	3.68	-	-	-	-	-	-	-	-	-	-	-	-	1	2	3	-	2	1	-	-	-	-	1	-	-	-
<u>BOTTOMING AND MAKING:</u>																												
<u>EDGE TRIMMERS^{3,5}.....</u>																												
.....	15	4.14	-	-	-	-	-	-	-	-	1	-	-	-	-	-	2	2	1	2	1	-	-	2	1	-	2	1
<u>FINISHING:</u>																												
<u>EDGE SETTERS^{3,5}.....</u>																												
.....	7	3.97	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	2	2	1	1	-	-	-	-	-
<u>MISCELLANEOUS:</u>																												
<u>FLOOR WORKERS⁷.....</u>																												
WOMEN.....	17	2.22	9	1	2	2	-	1	2	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

¹ Excludes premium pay for overtime and for work on weekends, holidays, and late shifts. Approximately 69 percent of the production workers covered by this study were paid on an incentive basis.

² Includes data from establishments which were unable to provide separate data for men and women.

³ All or virtually all workers were paid on an incentive basis.

⁴ All or virtually all workers were women.

⁵ All or virtually all workers were men.

⁶ Includes data for workers in classifications in addition to those shown separately.

⁷ All or virtually all workers were paid on a time basis.

Table 14. Occupational earnings: Men's Goodyear-welt dress shoes—Tennessee—Continued

(Number and average straight-time hourly earnings of workers in selected occupations, April 1975)

Department, occupation, and sex	Number of workers	Average hourly earnings ¹	Number of workers receiving straight-time hourly earnings of—																										
			\$2.10 and under \$2.20	\$2.20-\$2.30	\$2.30-\$2.40	\$2.40-\$2.50	\$2.50-\$2.60	\$2.60-\$2.70	\$2.70-\$2.80	\$2.80-\$2.90	\$2.90-\$3.00	\$3.00-\$3.10	\$3.10-\$3.20	\$3.20-\$3.30	\$3.30-\$3.40	\$3.40-\$3.60	\$3.60-\$3.80	\$3.80-\$4.00	\$4.00-\$4.20	\$4.20-\$4.40	\$4.40-\$4.60	\$4.60-\$4.80	\$4.80-\$5.00	\$5.00-\$5.20	\$5.20-\$5.60	\$5.60-\$6.00	\$6.00-\$6.40	\$6.40-\$6.80	
SELECTED PRODUCTION OCCUPATIONS--																													
CONTINUED																													
MISCELLANEOUS:																													
INSPECTORS (CROWNERS) ⁶	84	\$2.73	-	4	6	4	14	6	2	40	4	-	-	-	-	-	-	4	-	-	-	-	-	-	-	-	-	-	-
WOMEN	72	2.73	-	4	6	4	12	-	2	40	-	-	-	-	-	-	-	4	-	-	-	-	-	-	-	-	-	-	
JANITORS ^{5,6}	40	2.51	2	5	11	-	-	-	22	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
MECHANICS, MAINTENANCE ^{5,6}	72	3.68	-	-	-	-	-	-	-	-	-	22	2	-	2	-	-	36	4	-	2	2	2	-	-	-	-	-	

¹ Excludes premium pay for overtime and for work on weekends, holidays, and late shifts. Approximately 69 percent of the production workers covered by the study were paid on an incentive basis.
² Includes data for workers in classifications in addition to those shown separately.
³ All or virtually all workers were paid on an incentive basis.

⁴ All or virtually all workers were women.
⁵ All or virtually all workers were men.
⁶ All or virtually all workers were paid on a time basis.

Table 15. Occupational earnings: Men's Goodyear-welt dress shoes—Wisconsin—Continued

(Number and average straight-time hourly earnings of workers in selected occupations, April 1975)

Department, occupation, and sex	Number of workers	Average hourly earnings ¹	Number of workers receiving straight-time hourly earnings of--																										
			\$2.10 and under \$2.20	\$2.20-\$2.30	\$2.30-\$2.40	\$2.40-\$2.50	\$2.50-\$2.60	\$2.60-\$2.70	\$2.70-\$2.80	\$2.80-\$3.00	\$3.00-\$3.20	\$3.20-\$3.40	\$3.40-\$3.60	\$3.60-\$3.80	\$3.80-\$4.00	\$4.00-\$4.20	\$4.20-\$4.40	\$4.40-\$4.60	\$4.60-\$4.80	\$4.80-\$5.00	\$5.00-\$5.20	\$5.20-\$5.40	\$5.40-\$5.60	\$5.60-\$5.80	\$5.80-\$6.00	\$6.00-\$6.20	\$6.20-\$6.40	\$6.40 and over	
SELECTED PRODUCTION OCCUPATIONS--																													
CONTINUED																													
BOTTOMING AND MAKING:																													
BOTTOM FILLERS.....	13	\$3.22	1	-	-	-	3	-	-	1	4	-	-	-	-	3	-	1	-	-	-	-	-	-	-	-	-	-	-
INCENTIVE.....	12	3.31	-	-	-	-	3	-	-	1	4	-	-	-	-	3	-	1	-	-	-	-	-	-	-	-	-	-	-
WOMEN.....	10	3.12	1	-	-	-	2	-	-	1	4	-	-	-	-	1	-	1	-	-	-	-	-	-	-	-	-	-	-
INCENTIVE.....	9	3.22	-	-	-	-	2	-	-	1	4	-	-	-	-	1	-	1	-	-	-	-	-	-	-	-	-	-	-
EDGE TRIMMERS ³	32	5.39	-	-	-	-	-	-	-	1	-	-	-	-	2	-	1	2	1	5	2	2	2	2	2	1	2	5	84
MEN.....	28	5.48	-	-	-	-	-	-	-	1	-	-	-	1	-	2	-	1	2	1	2	2	2	2	2	1	2	5	4
GOODYEAR STITCHERS ³	34	4.33	-	-	-	-	-	2	-	1	2	1	1	1	1	6	3	5	2	3	2	3	-	2	-	-	-	-	-
WOMEN.....	28	4.34	-	-	-	-	-	2	-	1	1	-	1	-	6	3	5	1	2	2	2	-	2	-	-	-	-	-	-
HEEL ATTACHERS, MACHINE ³	6	4.27	-	-	-	-	-	-	-	-	1	1	-	1	-	-	-	1	1	-	-	1	-	-	-	-	-	-	-
INSEAMERS ³	19	3.80	-	-	-	-	-	1	2	-	2	-	4	1	4	2	1	-	-	-	-	-	-	-	2	-	-	-	-
MEN.....	21	4.59	-	-	-	-	-	-	1	-	1	-	2	1	2	1	2	1	-	1	4	4	1	1	-	-	-	-	-
INCENTIVE.....	8	3.17	-	-	-	-	-	-	1	4	-	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
ROUGH ROUNDERS.....	7	3.21	-	-	-	-	-	-	1	3	-	1	1	-	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-
INCENTIVE.....	18	4.26	2	-	-	-	1	1	-	1	1	1	-	-	1	1	2	2	-	1	-	-	-	-	-	1	2	1	-
MEN.....	17	4.39	1	-	-	-	1	1	-	1	1	-	-	-	1	1	2	2	-	1	-	-	-	-	-	1	2	1	-
INCENTIVE.....	13	4.80	2	-	-	-	-	-	-	-	-	-	-	-	-	1	1	2	2	-	1	-	-	-	-	1	2	1	-
SOLE ATTACHERS, CEMENT PROCESS.....	12	5.02	1	-	-	-	-	-	-	-	-	-	-	-	-	1	1	2	2	-	1	-	-	-	-	1	2	1	-
MEN.....	9	2.86	1	-	-	-	1	1	1	-	1	-	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
INCENTIVE.....	6	2.98	-	-	-	-	1	1	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
SOLE-LEVELERS, MACHINE.....	9	2.94	1	-	-	1	-	1	-	2	-	3	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
WOMEN.....	8	3.04	-	-	-	1	-	1	-	2	-	3	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
INCENTIVE.....	6	3.08	-	-	-	1	-	1	-	-	-	3	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
FINISHING:																													
BOTTOM SCOURERS ³	26	3.50	2	-	2	3	2	-	1	-	4	2	-	1	2	-	1	-	1	-	2	-	2	-	-	2	-	-	-
MEN.....	17	3.36	2	-	2	2	2	-	1	-	1	1	-	1	1	-	1	-	1	-	1	-	1	-	-	2	-	-	-
WOMEN.....	9	3.75	-	-	1	-	-	-	-	-	3	1	-	1	-	1	-	-	-	2	-	-	-	-	-	-	-	-	-
EDGE SETTERS.....	14	4.87	-	-	-	1	1	-	-	-	-	-	-	-	1	-	1	1	-	2	-	2	-	2	1	1	3	-	-
INCENTIVE.....	13	5.05	-	-	-	1	-	-	-	-	-	-	-	-	1	-	1	1	-	2	-	2	-	2	1	1	3	-	-
MEN.....	13	5.05	-	-	-	1	-	-	-	-	-	-	-	-	1	-	1	1	-	2	-	2	-	2	1	1	3	-	-
INCENTIVE.....	12	5.26	-	-	-	-	-	-	-	-	-	-	-	-	1	-	1	1	-	2	-	2	-	2	1	1	3	-	-
REPAIRERS ⁵	32	2.82	6	1	2	-	3	1	1	6	8	-	1	2	-	-	-	-	-	1	-	-	-	-	-	-	-	-	-
MEN.....	18	2.64	5	1	1	-	2	-	1	4	3	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
INCENTIVE.....	14	2.93	1	-	-	1	-	-	-	2	5	-	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
TREERS ⁵	47	2.93	3	-	2	7	15	5	-	1	3	2	1	2	2	1	-	-	-	-	2	-	2	-	1	-	-	-	-
INCENTIVE.....	29	3.21	-	-	2	6	2	4	-	1	3	2	1	2	2	1	-	-	-	-	2	-	2	-	1	-	-	-	-
MISCELLANEOUS:																													
FLOOR WORKERS ⁵	29	3.10	2	-	3	1	-	-	-	14	-	3	-	-	-	1	1	4	-	-	-	-	-	-	-	-	-	-	-
TIME.....	22	3.06	2	-	3	1	-	-	-	9	-	3	-	-	-	-	4	-	-	-	-	-	-	-	-	-	-	-	-
INSPECTORS (CROWNERS) ²	54	2.90	6	2	-	2	3	3	2	10	13	6	3	4	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
MEN.....	9	2.84	3	-	-	-	1	-	-	2	1	-	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
WOMEN.....	45	2.91	3	2	-	2	2	3	2	10	11	5	3	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
JANITORS ²	7	2.61	1	-	3	-	-	-	-	2	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
MEN.....	6	2.70	-	-	3	-	-	-	-	2	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
MECHANICS, MAINTENANCE ^{7,9}	20	4.15	-	-	-	-	-	-	-	-	-	1	3	1	6	1	-	2	-	-	-	6	-	-	-	-	-	-	-

¹ Excludes premium pay for overtime and for work on weekends, holidays, and late shifts. Approximately 81 percent of the production workers covered by the study were paid on an incentive basis.

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

³ All or virtually all workers were paid on an incentive basis.

⁴ Workers were distributed as follows: 1 at \$6.80 to \$7.00; 2 at \$7.20 to \$7.40; and 1 at \$7.60 and over.

⁵ All or virtually all workers were women.

⁶ All workers were at \$6.40 to \$6.60.

⁷ All or virtually all workers were men.

⁸ Workers were distributed as follows: 1 at \$6.40 to \$6.60; 1 at \$6.60 to \$6.80; 1 at \$6.80 to \$7.00 and 1 at \$7.20 to \$7.40.

⁹ All or virtually all workers were paid on a time basis.

Table 16. Occupational earnings: Men's Goodyear-welt work shoes—all establishments

(Number and average straight-time hourly earnings of workers in selected occupations, United States and selected regions, April 1975)

Department, occupation, and sex	United States ¹				New England				Southeast				Great Lakes			
	Number of workers	Hourly earnings ²			Number of workers	Hourly earnings ²			Number of workers	Hourly earnings ²			Number of workers	Hourly earnings ²		
		Mean	Median	Middle range		Mean	Median	Middle range		Mean	Median	Middle range		Mean	Median	Middle range
SELECTED PRODUCTION OCCUPATIONS																
CUTTING:																
CUTTERS, LINING, MACHINE ³	106	\$3.29	\$3.05	\$2.34- \$3.83	36	\$3.41	\$3.25	\$2.87- \$3.76	27	\$2.36	\$2.20	\$2.10- \$2.28	23	\$4.29	\$3.97	\$2.98- \$4.89
MEN.....	41	3.25	3.09	2.20- 3.92	-	-	-	-	13	2.24	-	-	-	-	-	-
WOMEN.....	65	3.32	3.02	2.45- 3.72	25	3.42	3.36	2.85- 3.72	14	2.47	-	-	14	4.24	-	-
LEATHER.....	69	3.28	3.01	2.20- 3.71	-	-	-	-	17	2.18	2.20	2.10- 2.20	22	4.34	4.03	3.02- 5.03
MEN.....	28	3.14	2.75	2.18- 3.78	-	-	-	-	10	2.15	-	-	-	-	-	-
WOMEN.....	41	3.38	3.10	2.58- 3.67	-	-	-	-	6	2.96	-	-	14	4.24	-	-
SYNTHETICS.....	14	3.37	-	-	-	-	-	-	-	-	-	-	-	-	-	-
MEN.....	6	3.08	-	-	-	-	-	-	-	-	-	-	-	-	-	-
WOMEN.....	8	3.59	-	-	-	-	-	-	-	-	-	-	-	-	-	-
CUTTERS, VAMP AND WHOLE SHOE, MACHINE ³	365	4.06	3.74	3.14- 4.72	93	4.21	4.05	3.58- 4.97	127	3.10	3.16	2.56- 3.54	104	5.12	4.81	3.93- 6.32
MEN.....	238	4.30	4.00	3.35- 4.94	81	4.35	4.20	3.70- 5.05	73	3.19	3.27	2.82- 3.54	55	5.65	5.31	4.27- 6.48
WOMEN.....	127	3.63	3.33	2.62- 4.17	12	3.28	-	-	54	2.99	2.77	2.39- 3.58	49	4.52	4.23	3.46- 5.27
LEATHER.....	351	4.10	3.82	3.15- 4.80	93	4.21	4.05	3.58- 4.97	113	3.10	3.16	2.57- 3.48	104	5.12	4.81	3.93- 6.32
MEN.....	228	4.35	4.01	3.37- 5.02	81	4.35	4.20	3.70- 5.05	63	3.20	3.27	3.01- 3.48	55	5.65	5.31	4.27- 6.48
WOMEN.....	123	3.64	3.33	2.62- 4.20	12	3.28	-	-	50	2.98	2.69	2.39- 3.49	49	4.52	4.23	3.46- 5.27
FITTING:																
FANCY STITCHERS ⁴	363	3.29	3.12	2.48- 3.93	11	2.83	-	-	193	3.00	2.75	2.27- 3.67	-	-	-	-
PASTERS, BACKERS, OR FITTERS, UPPER, HAND ⁴	180	3.05	2.87	2.32- 3.52	58	2.95	2.84	2.40- 3.49	56	2.74	2.53	2.10- 3.35	44	3.52	3.26	2.47- 4.01
SKIVERS, MACHINE, UPPERS OR LININGS ⁴	96	3.29	3.17	2.56- 3.92	23	3.77	3.70	3.27- 4.21	23	2.67	2.61	2.27- 2.93	29	3.69	3.61	2.80- 4.36
TOP STITCHERS ⁴	299	3.16	3.10	2.49- 3.73	-	-	-	-	75	2.57	2.50	2.23- 2.68	-	-	-	-
VAMPERS ⁴	236	3.23	3.16	2.50- 3.66	41	3.34	3.25	2.82- 3.61	109	2.88	2.53	2.20- 3.38	52	3.74	3.53	3.17- 4.03
LASTING:																
ASSEMBLERS FOR PULLOVER, MACHINE... MEN.....	93	3.29	3.12	2.59- 3.79	23	3.68	3.41	3.00- 4.32	37	2.80	2.69	2.26- 3.16	19	3.88	3.70	3.10- 4.71
WOMEN.....	75	3.34	3.15	2.57- 3.89	15	3.84	3.79	3.08- 4.54	33	2.80	2.65	2.26- 3.16	13	4.32	-	-
BED-MACHINE OPERATORS.....	22	3.20	3.16	2.70- 3.95	8	3.37	-	-	-	-	-	-	6	2.94	-	-
MEN.....	20	3.22	3.16	2.70- 4.11	-	-	-	-	20	3.11	3.06	2.69- 3.46	-	-	-	-
WOMEN.....	35	3.48	3.36	2.73- 4.15	11	2.89	-	-	18	3.11	3.06	2.68- 3.46	-	-	-	-
HEEL-SEAT LASTERS.....	26	3.56	3.25	2.89- 4.19	10	2.92	-	-	-	-	-	-	15	3.85	3.75	3.43- 4.27
MEN.....	9	3.25	-	-	-	-	-	-	-	-	-	-	9	4.00	-	-
WOMEN.....	-	-	-	-	-	-	-	-	-	-	-	-	6	3.62	-	-
PULLING AND LASTING-MACHINE OPERATORS ³	16	3.13	2.90	2.66- 3.41	-	-	-	-	-	-	-	-	-	-	-	-
MEN.....	11	3.24	-	-	-	-	-	-	-	-	-	-	-	-	-	-
WOMEN.....	12	3.15	-	-	-	-	-	-	-	-	-	-	-	-	-	-
TOE TO BALL.....	11	3.24	-	-	-	-	-	-	-	-	-	-	-	-	-	-
MEN.....	11	3.24	-	-	-	-	-	-	-	-	-	-	-	-	-	-
PULLOVER-MACHINE OPERATORS ⁵	83	4.05	4.07	3.28- 4.51	18	3.76	3.88	3.38- 4.10	30	3.65	3.95	2.86- 4.36	23	4.77	4.96	3.90- 5.81
SIDE LASTERS, MACHINE.....	80	3.72	3.69	2.90- 4.33	20	4.09	3.95	3.45- 4.78	24	2.92	2.70	2.60- 3.12	24	4.29	4.27	3.88- 4.75
MEN.....	70	3.71	3.60	2.93- 4.34	20	4.09	3.95	3.45- 4.78	20	2.84	2.63	2.58- 3.09	19	4.34	4.33	3.76- 4.75
WOMEN.....	10	3.75	-	-	-	-	-	-	-	-	-	-	-	-	-	-
STAPLE OR TACK LASTING.....	62	3.64	3.49	2.86- 4.16	20	4.09	3.95	3.45- 4.78	20	2.93	2.70	2.60- 3.12	10	4.28	-	-
MEN.....	57	3.66	3.46	2.89- 4.19	20	4.09	3.95	3.45- 4.78	-	-	-	-	10	4.28	-	-
WOMEN.....	18	3.98	4.15	3.35- 4.72	-	-	-	-	-	-	-	-	14	4.30	-	-
CEMENT LASTING.....	13	3.94	-	-	-	-	-	-	-	-	-	-	9	4.40	-	-
TOE LASTERS, AUTOMATIC OR SEMI-AUTOMATIC.....	73	3.87	3.86	3.27- 4.37	20	4.10	4.06	3.52- 4.72	15	3.07	2.87	2.75- 3.32	22	4.18	4.09	3.71- 4.68
MEN.....	69	3.89	4.00	3.27- 4.42	20	4.10	4.06	3.52- 4.72	15	3.07	2.87	2.75- 3.32	18	4.34	4.19	3.91- 4.81
BOTTOMING AND MAKING:																
BOTTOM FILLERS.....	42	3.10	2.91	2.34- 3.41	-	-	-	-	16	2.62	2.47	2.10- 2.96	12	3.52	-	-
MEN.....	22	3.52	3.04	2.80- 3.84	-	-	-	-	-	-	-	-	-	-	-	-
WOMEN.....	20	2.65	2.50	2.21- 3.00	-	-	-	-	9	2.52	-	-	7	2.62	-	-
EDGE TRIMMERS ⁵	91	4.45	4.09	3.28- 5.27	21	4.83	4.71	3.83- 6.07	35	3.69	3.42	2.84- 4.49	22	5.79	5.60	4.10- 7.08
GOODYEAR STITCHERS.....	129	3.76	3.87	3.00- 4.45	35	4.01	4.04	3.71- 4.42	42	3.15	2.96	2.50- 3.48	32	4.48	4.59	4.14- 5.04
MEN.....	111	3.80	3.87	3.03- 4.46	35	4.01	4.04	3.71- 4.42	27	2.80	2.83	2.42- 3.05	29	4.68	4.66	4.28- 5.10
WOMEN.....	18	3.55	3.21	2.46- 4.29	-	-	-	-	15	3.77	4.11	2.51- 4.77	-	-	-	-

See footnotes at end of table

Table 16. Occupational earnings: Men's Goodyear-welt work shoes—all establishments—Continued

(Number and average straight-time hourly earnings of workers in selected occupations, United States and selected regions, April 1975)

Department, occupation, and sex	United States ¹				New England				Southeast				Great Lakes				
	Number of workers	Hourly earnings ²			Number of workers	Hourly earnings ²			Number of workers	Hourly earnings ²			Number of workers	Hourly earnings ²			
		Mean	Median	Middle range		Mean	Median	Middle range		Mean	Median	Middle range		Mean	Median	Middle range	
SELECTED PRODUCTION OCCUPATIONS--																	
CONTINUED																	
BOTTOMING AND MAKING:--CONTINUED																	
HEEL ATTACHERS, MACHINE.....	50	\$3.43	\$3.24	\$2.56- \$4.16	11	\$3.51	-	-	-	15	3.02	\$2.71	2.47- \$3.57	17	\$3.65	\$3.38	\$2.78- \$4.70
MEN.....	43	3.54	3.26	2.73- 4.27	11	3.51	-	-	-	13	3.14	-	-	13	3.82	-	-
WOMEN.....	7	2.76	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
INSEAMERS.....	69	3.78	3.67	2.83- 4.47	13	4.12	-	-	-	24	2.88	2.75	2.46- 3.33	23	4.45	4.39	3.93- 5.38
MEN.....	58	3.87	3.82	2.85- 4.58	13	4.12	-	-	-	17	2.93	2.75	2.68- 3.31	19	4.49	4.47	3.93- 5.38
WOMEN.....	11	3.29	-	-	-	-	-	-	-	7	2.75	-	-	-	-	-	-
INSEAM TRIMMERS.....	24	3.04	2.89	2.50- 3.39	-	-	-	-	-	12	2.84	-	-	-	-	-	-
MEN.....	17	2.93	2.70	2.41- 3.39	-	-	-	-	-	7	2.51	-	-	-	-	-	-
WOMEN.....	7	3.29	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
ROUGHERS.....	8	3.55	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
MEN.....	6	3.85	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
ROUGH ROUNDERS ⁵	75	3.55	3.25	2.88- 3.97	20	3.64	\$3.66	\$3.14- \$4.09	-	26	3.10	3.08	2.78- 3.43	16	4.35	4.32	3.11- 5.38
SHANKERS.....	27	2.94	2.79	2.34- 3.28	-	-	-	-	-	12	2.72	-	-	-	-	-	-
MEN.....	7	2.57	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
WOMEN.....	20	3.07	2.89	2.52- 3.49	-	-	-	-	-	7	2.86	-	-	-	-	-	-
SOLE ATTACHERS, CEMENT PROCESS.....	57	3.06	2.98	2.35- 3.51	-	-	-	-	-	23	2.88	2.77	2.35- 3.33	20	3.53	3.73	2.72- 4.19
MEN.....	33	3.23	3.07	2.60- 4.07	-	-	-	-	-	12	2.75	-	-	-	-	-	-
WOMEN.....	24	2.83	2.93	2.20- 3.27	-	-	-	-	-	-	-	-	-	-	-	-	-
SOLE-LEVELERS, MACHINE.....	7	3.50	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
MEN.....	6	3.72	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
FINISHING:																	
BOTTOM SCOURERS.....	39	3.43	3.07	2.40- 4.02	12	3.68	-	-	-	-	-	-	-	10	4.54	-	-
MEN.....	37	3.48	3.18	2.39- 4.03	12	3.68	-	-	-	-	-	-	-	10	4.54	-	-
EDGE SETTERS.....	14	3.18	-	-	-	-	-	-	-	6	2.86	-	-	-	-	-	-
MEN.....	12	3.36	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
REPAIRERS.....	85	2.96	2.81	2.46- 3.24	22	2.85	2.57	2.44- 2.84	-	-	-	-	-	34	3.05	2.75	2.37- 3.27
MEN.....	6	2.61	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
WOMEN.....	79	2.99	2.81	2.52- 3.24	22	2.85	2.57	2.44- 2.84	-	-	-	-	-	29	3.12	2.81	2.40- 3.29
TREERS.....	72	3.08	2.86	2.23- 3.58	-	-	-	-	-	34	2.77	2.79	2.20- 3.15	23	3.78	3.59	2.78- 4.60
WOMEN.....	67	2.98	2.73	2.20- 3.47	-	-	-	-	-	7	2.49	-	-	21	3.75	3.53	2.67- 4.55
FLOOR WORKERS.....	112	2.76	2.65	2.50- 2.87	44	2.89	2.65	2.54- 3.28	-	29	2.59	2.56	.8- 2.80	24	2.73	2.69	2.36- 2.94
MEN.....	29	2.92	2.57	2.40- 3.44	16	3.08	2.83	2.33- 4.00	-	7	2.49	-	-	-	-	-	-
WOMEN.....	83	2.70	2.67	2.55- 2.81	28	2.78	2.58	2.56- 3.08	-	22	2.63	2.56	2.56- 2.81	19	2.64	2.68	2.36- 2.78
INSPECTORS (CRCWNERS).....	164	2.96	2.73	2.37- 3.36	48	2.91	2.70	2.42- 2.93	-	43	2.48	2.40	2.20- 2.81	52	3.57	3.90	2.80- 4.10
MEN.....	26	3.79	4.10	2.90- 4.31	-	-	-	-	-	-	-	-	-	-	-	-	-
WOMEN.....	138	2.80	2.63	2.32- 2.83	39	2.71	2.60	2.38- 2.72	-	43	2.48	2.40	2.20- 2.81	37	3.43	3.86	2.60- 4.10
JANITORS ⁵	66	2.70	2.56	2.30- 2.87	14	2.35	-	-	-	22	2.42	2.39	2.22- 2.67	23	3.20	3.33	2.83- 3.45
MECHANICS, MAINTENANCE ⁵	77	3.78	3.88	3.29- 4.03	13	3.95	-	-	-	31	3.64	3.94	3.22- 3.94	20	4.14	4.04	3.75- 4.69

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

² Excludes premium pay for overtime and for work on weekends, holidays, and late shifts. See appendix A for methods used to compute means, medians, and middle ranges of earnings. Means and middle ranges are not provided for jobs with fewer than 15 workers in a region.

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

⁴ All or virtually all workers were women.

⁵ All or virtually all workers were men.

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

Table 17. Occupational earnings: Men's cement-process shoes—all establishments

(Number and average straight-time hourly earnings in selected occupations, United States and selected regions, April 1975)

Department, occupation, and sex	United States ¹					New England					Middle Atlantic				
	Number of workers	Hourly earnings ²			Number of workers	Hourly earnings ²			Number of workers	Hourly earnings					
		Mean	Median	Middle range		Mean	Median	Middle range		Mean	Median	Middle range			
SELECTED PRODUCTION OCCUPATIONS															
CUTTING:															
CUTTERS, LINING, MACHINE.....	165	\$3.41	\$3.26	\$2.65-	\$3.89	39	\$3.12	\$2.88	\$2.35-	\$3.47	16	\$3.96	\$3.74	\$3.40-	\$4.23
MEN.....	73	3.45	3.15	2.50-	4.13	35	3.13	2.77	2.24-	3.54	-	-	-	-	
WOMEN.....	86	3.31	3.23	2.87-	3.54	-	-	-	-	-	-	-	-	-	
LEATHER.....	94	3.62	3.48	2.94-	4.05	16	3.53	3.47	2.95-	4.09	-	-	-	-	
MEN.....	31	3.94	3.63	2.97-	4.57	15	3.53	3.48	2.78-	4.11	-	-	-	-	
WOMEN.....	61	3.43	3.44	2.94-	3.88	-	-	-	-	-	-	-	-	-	
SYNTHETICS.....	46	3.32	3.17	2.51-	3.94	17	2.91	2.77	2.13-	2.89	6	4.24	-	-	
MEN.....	30	3.19	2.77	2.25-	3.94	16	2.91	2.51	2.13-	2.91	-	-	-	-	
WOMEN.....	12	2.82	2.65	2.45-	2.96	-	-	-	-	-	-	-	-	-	
LEATHER AND SYNTHETICS.....	25	2.82	2.65	2.45-	2.96	-	-	-	-	-	-	-	-	-	
MEN.....	12	2.84	-	-	-	-	-	-	-	-	-	-	-	-	
WOMEN.....	13	2.80	-	-	-	-	-	-	-	-	-	-	-	-	
CUTTERS, VAMP AND WHOLE SHOE, HAND ³	6	4.54	-	-	-	-	-	-	-	-	-	-	-	-	
CUTTERS, VAMP AND WHOLE SHOE, MACHINE.....	565	3.76	3.61	3.05-	4.21	143	3.79	3.70	3.15-	4.39	45	3.31	3.21	2.71-	3.88
MEN ⁴	308	3.99	3.69	3.14-	4.64	127	3.86	3.72	3.25-	4.41	-	-	-	-	
WOMEN.....	222	3.53	3.44	3.08-	3.88	16	3.23	3.15	2.38-	4.07	-	-	-	-	
LEATHER.....	403	3.71	3.54	2.98-	4.17	88	3.88	3.74	3.17-	4.52	-	-	-	-	
MEN.....	186	3.95	3.64	2.97-	4.68	75	3.98	3.79	3.37-	4.59	-	-	-	-	
WOMEN.....	182	3.55	3.44	3.04-	3.93	13	3.30	-	-	-	-	-	-	-	
LEATHER AND SYNTHETICS.....	142	3.95	3.72	3.34-	4.35	-	-	-	-	-	-	-	-	-	
MEN.....	103	4.13	4.03	3.47-	4.64	-	-	-	-	-	-	-	-	-	
WOMEN.....	39	3.46	3.54	3.12-	3.71	-	-	-	-	-	-	-	-	-	
FITTING:															
PANCY STITCHERS ⁵	747	2.78	2.63	2.33-	3.09	220	2.81	2.65	2.35-	3.15	38	3.18	2.88	2.67-	3.61
PASTERS, BACKERS, OR FITTERS, UPPER, HAND ⁵	537	2.59	2.41	2.20-	2.78	115	2.44	2.30	2.16-	2.60	-	-	-	-	
SEWERS, HAND (MOCCASIN-CONSTRUCTED SHOES).....	51	3.87	3.72	3.13-	4.36	-	-	-	-	-	11	3.18	-	-	
SKIVERS, MACHINE, UPPERS OR LININGS.....	285	2.97	2.78	2.41-	3.34	62	2.84	2.72	2.40-	3.15	18	3.11	2.96	2.61-	3.79
WOMEN.....	268	2.96	2.78	2.40-	3.34	62	2.84	2.72	2.40-	3.15	-	-	-	-	
SOCK-LINING STITCHERS (SLIP-LASTED SHOES).....	24	3.04	3.11	2.82-	3.22	-	-	-	-	-	-	-	-	-	
WOMEN.....	21	3.06	3.13	2.85-	3.22	-	-	-	-	-	-	-	-	-	
TOP STITCHERS ⁵	436	2.98	2.76	2.44-	3.34	99	3.06	2.89	2.45-	3.40	24	3.17	3.14	2.63-	3.82
VAMPERS.....	489	3.03	2.86	2.48-	3.47	151	3.09	2.97	2.60-	3.51	36	2.82	2.77	2.38-	3.04
WOMEN.....	463	3.03	2.86	2.48-	3.47	148	3.09	2.97	2.60-	3.50	-	-	-	-	
LASTING:															
ASSEMBLERS FOR PULLOVER, MACHINE... MEN.....	139	3.06	2.75	2.21-	3.60	-	-	-	-	-	13	3.12	-	-	-
WOMEN.....	77	3.11	2.87	2.25-	3.65	-	-	-	-	-	-	-	-	-	
BED-MACHINE OPERATORS.....	56	2.93	2.57	2.20-	3.29	6	3.42	-	-	-	-	-	-	-	
MEN.....	48	3.54	3.29	2.75-	4.18	-	-	-	-	-	-	-	-	-	
WOMEN.....	35	3.79	3.83	3.03-	4.29	-	-	-	-	-	-	-	-	-	
HEEL-SEAT LASTERS.....	13	2.86	-	-	-	-	-	-	-	-	-	-	-	-	
MEN.....	61	3.40	3.40	2.75-	3.73	15	3.44	3.15	2.66-	4.01	7	3.15	-	-	
WOMEN.....	42	3.34	3.23	2.75-	3.72	15	3.44	3.15	2.66-	4.01	-	-	-	-	
PLATFORM-COVER LASTERS (SLIP-LASTED SHOES):	17	3.50	3.47	3.18-	3.57	-	-	-	-	-	-	-	-	-	
MEN.....	15	3.10	3.53	2.16-	3.71	-	-	-	-	-	-	-	-	-	
PULLING AND LASTING-MACHINE OPERATORS ⁴	97	3.69	3.49	2.67-	4.20	9	4.53	-	-	-	-	-	-	-	
MEN.....	90	3.77	3.50	2.70-	4.40	9	4.53	-	-	-	-	-	-	-	
TOE TO BALL ³	75	3.69	3.49	2.72-	4.10	-	-	-	-	-	-	-	-	-	

See footnotes at end of table.

Table 17. Occupational earnings: Men's cement-process shoes—all establishments—Continued

(Number and average straight-time hourly earnings in selected occupations, United States and selected regions, April 1975)

Department, occupation, and sex	United States ¹				New England				Middle Atlantic			
	Number of workers	Hourly earnings ²			Number of workers	Hourly earnings ²			Number of workers	Hourly earnings		
		Mean	Median	Middle range		Mean	Median	Middle range		Mean	Median	Middle range
SELECTED PRODUCTION OCCUPATIONS--												
CONTINUED												
LASTING:--CONTINUED												
PULLOVER-MACHINE OPERATORS.....	53	\$3.98	\$4.01	\$2.80- \$4.73	30	\$4.08	\$4.04	\$3.43- \$4.63	-	-	-	-
MEN.....	50	4.02	4.01	3.04- 4.87	28	4.13	4.04	3.45- 4.66	-	-	-	-
SIDE LASTERS, MACHINE.....	128	3.65	3.46	2.87- 4.16	29	4.19	4.15	3.45- 4.95	16	\$3.12	\$3.11	\$2.58- \$3.46
MEN.....	118	3.69	3.49	2.88- 4.21	29	4.19	4.15	3.45- 4.95	-	-	-	-
STAPLE OR TACK LASTING ³	48	3.89	3.89	3.26- 4.72	12	4.98	-	-	-	-	-	-
CEMENT LASTING.....	80	3.51	3.25	2.83- 4.01	17	3.64	3.97	3.00- 4.23	14	3.07	-	-
MEN.....	70	3.55	3.30	2.84- 4.05	17	3.64	3.97	3.00- 4.23	-	-	-	-
TOE LASTERS, AUTOMATIC OR												
SEMI-AUTOMATIC.....	61	3.51	3.44	2.98- 4.06	26	3.76	3.63	3.42- 4.24	20	3.44	3.44	2.77- 3.95
MEN.....	-	-	-	-	25	3.78	3.64	3.43- 4.24	-	-	-	-
BOTTOMING AND MAKING:												
BOTTOM FILLERS.....	39	3.06	2.85	2.45- 3.62	7	3.59	-	-	-	-	-	-
MEN.....	8	3.15	-	-	-	-	-	-	-	-	-	-
WOMEN.....	31	3.04	2.60	2.45- 3.72	-	-	-	-	-	-	-	-
EDGE TRIMMERS.....	117	4.29	3.94	3.41- 4.91	26	4.30	3.90	3.57- 4.50	-	-	-	-
MEN.....	95	4.20	3.92	3.49- 4.64	26	4.30	3.90	3.57- 4.50	-	-	-	-
GOODYEAR STITCHERS.....	63	3.30	3.08	2.55- 3.96	15	3.50	3.78	2.99- 3.96	-	-	-	-
MEN.....	37	3.69	3.94	2.86- 4.50	14	3.48	-	-	-	-	-	-
HEEL ATTACHERS, MACHINE.....	69	3.32	3.13	2.68- 3.75	17	3.25	3.24	3.05- 3.51	-	-	-	-
MEN.....	48	3.52	3.29	2.77- 4.13	17	3.25	3.24	3.05- 3.51	-	-	-	-
INSEAMERS ³	8	3.85	-	-	-	-	-	-	-	-	-	-
LITTLEWAY STITCHERS.....	32	3.32	3.21	2.89- 3.51	15	3.63	3.47	3.33- 4.20	-	-	-	-
MEN.....	30	3.35	3.31	2.90- 3.58	15	3.63	3.47	3.33- 4.20	-	-	-	-
ROUGHERS.....	80	3.43	3.29	2.63- 3.93	7	3.74	-	-	14	2.94	-	-
MEN.....	52	3.52	3.44	2.75- 3.98	7	3.74	-	-	-	-	-	-
ROUGH ROUNDERS.....	26	3.41	3.36	2.76- 3.80	-	-	-	-	-	-	-	-
MEN.....	22	3.39	3.18	2.76- 3.71	-	-	-	-	-	-	-	-
SHANKERS.....	41	3.15	2.69	2.40- 3.56	9	2.62	-	-	-	-	-	-
MEN.....	24	3.29	2.69	2.47- 3.94	6	2.79	-	-	-	-	-	-
WOMEN.....	16	2.99	3.12	2.46- 3.17	-	-	-	-	-	-	-	-
SOLE ATTACHERS, CEMENT PROCESS.....	209	3.23	3.05	2.62- 3.74	55	3.52	3.37	3.00- 3.97	30	2.83	2.61	2.28- 3.31
MEN.....	156	3.33	3.15	2.68- 3.85	51	3.52	3.44	3.00- 3.97	-	-	-	-
SOLE-LEVELERS, MACHINE.....	9	3.07	-	-	-	-	-	-	-	-	-	-
FINISHING:												
BOTTOM SCOURERS.....	48	3.10	2.71	2.37- 3.85	-	-	-	-	9	3.27	-	-
EDGE SETTERS.....	55	3.82	3.55	3.07- 4.93	-	-	-	-	-	-	-	-
MEN.....	51	3.86	3.64	3.07- 4.99	-	-	-	-	-	-	-	-
REPAIRERS.....	165	3.14	2.73	2.50- 3.61	65	2.67	2.53	2.32- 2.79	11	2.91	-	-
WOMEN.....	154	3.14	2.73	2.50- 3.54	61	2.66	2.53	2.31- 2.79	-	-	-	-
TREERS.....	251	2.99	2.87	2.44- 3.44	51	3.01	2.99	2.43- 3.20	-	-	-	-
WOMEN.....	210	2.94	2.83	2.41- 3.37	19	2.66	2.43	2.27- 2.81	-	-	-	-
MISCELLANEOUS:												
FLOOR WORKERS.....	268	2.73	2.63	2.50- 2.85	82	2.55	2.42	2.25- 2.81	22	2.72	2.61	2.60- 2.75
MEN.....	59	2.88	2.70	2.51- 3.34	15	2.34	2.30	2.10- 2.51	-	-	-	-
WOMEN.....	209	2.68	2.56	2.50- 2.81	67	2.59	2.44	2.25- 2.88	16	2.68	2.63	2.60- 2.75
INSPECTORS (CROWNERS).....	321	2.74	2.70	2.50- 2.87	76	2.45	2.50	2.22- 2.55	25	2.83	2.70	2.45- 2.89
WOMEN.....	271	2.70	2.62	2.49- 2.83	75	2.45	2.50	2.22- 2.55	-	-	-	-
JANITORS.....	93	2.57	2.55	2.30- 2.71	44	2.41	2.50	2.20- 2.55	7	2.53	-	-
MEN.....	81	2.51	2.50	2.25- 2.60	40	2.40	2.45	2.18- 2.55	7	2.53	-	-
WOMEN.....	12	2.98	-	-	-	-	-	-	-	-	-	-
MECHANICS, MAINTENANCE ³	119	3.62	3.48	3.25- 3.88	-	-	-	-	-	-	-	-

See footnotes at end of table.

Table 17. Occupational earnings: Men's cement-process shoes—all establishments—Continued

(Number and average straight-time hourly earnings in selected occupations, United States and selected regions, April 1975)

Department, occupation, and sex	Southeast				Great Lakes			
	Number of workers	Hourly earnings ¹			Number of workers	Hourly earnings ¹		
		Mean	Median	Middle range		Mean	Median	Middle range
SELECTED PRODUCTION OCCUPATIONS								
CUTTING:								
CUTTERS, LINING, MACHINE.....	34	\$2.79	\$2.62	\$2.45- \$2.97	60	\$3.83	\$3.52	\$3.13- \$4.20
MEN.....	9	2.62	-	-	-	-	-	-
WOMEN.....	25	2.85	2.62	2.43- 3.05	48	3.58	3.50	3.10- 3.89
LEATHER.....	22	2.93	2.82	2.46- 3.17	48	3.88	3.54	3.10- 4.20
WOMEN.....	18	2.99	2.96	2.43- 3.34	40	3.58	3.51	2.99- 3.89
CUTTERS, VAMP AND WHOLE SHOE, MACHINE ⁴	136	3.38	3.11	2.83- 3.81	172	3.93	3.61	3.23- 4.29
MEN.....	90	3.45	3.09	2.86- 3.72	-	-	-	-
WOMEN.....	46	3.24	3.11	2.72- 3.81	123	3.66	3.55	3.19- 3.90
LEATHER.....	107	3.17	2.97	2.80- 3.56	130	4.00	3.64	3.21- 4.49
WOMEN.....	44	3.25	3.06	2.71- 3.81	103	3.69	3.55	3.17- 4.10
FITTING:								
PANCY STITCHERS ⁵	272	2.72	2.62	2.44- 2.98	120	2.92	2.74	2.27- 3.31
PASTERS, BACKERS, CR FITTERS, UPPER, HAND ⁵	111	2.42	2.35	2.10- 2.47	-	-	-	-
SKIVERS, MACHINE, UPPERS OR LININGS.....	60	2.73	2.54	2.34- 3.05	101	3.29	3.14	2.52- 3.73
WOMEN.....	59	2.73	2.53	2.34- 3.06	99	3.26	3.11	2.52- 3.68
VAMPERS.....	77	3.04	2.93	2.48- 3.51	165	3.08	2.78	2.44- 3.59
WOMEN.....	77	3.04	2.93	2.48- 3.51	165	3.08	2.78	2.44- 3.59
LASTING:								
ASSEMBLERS FOR PULLOVER, MACHINE... MEN.....	30 15	2.72 2.62	2.57 2.39	2.20- 2.83 2.10- 2.73	- -	- -	- -	- -
HEEL-SEAT LASTERS: WOMEN.....	-	-	-	-	14	3.51	-	-
PULLING AND LASTING-MACHINE OPERATORS: ⁴								
MEN.....	35	2.99	2.78	2.57- 3.58	-	-	-	-
TOE TO BALL ³	30	3.11	2.85	2.62- 3.60	-	-	-	-
SIDE LASTERS, MACHINE.....	37	3.20	3.17	2.83- 3.47	29	4.03	4.07	3.38- 4.30
MEN.....	37	3.20	3.17	2.83- 3.47	29	4.03	4.07	3.38- 4.30
STAPLE OR TACK LASTING ³	-	-	-	-	11	3.70	-	-
CEMENT LASTING.....	28	3.07	3.15	2.83- 3.27	-	-	-	-
MEN.....	28	3.07	3.15	2.83- 3.27	-	-	-	-
BOTTOMING AND MAKING:								
EDGE TRIMMERS.....	32	3.18	3.31	2.72- 3.63	26	5.01	4.84	4.50- 5.39
MEN.....	24	3.32	3.45	2.82- 3.69	26	5.01	4.84	4.50- 5.39
HEEL ATTACHERS, MACHINE.....	-	-	-	-	29	3.73	3.52	2.68- 4.65
MEN.....	8	2.59	-	-	14	4.64	-	-
ROUGHERS.....	30	3.66	3.60	3.18- 3.96	22	3.68	3.51	2.81- 4.06
MEN.....	18	4.04	3.92	3.54- 4.31	-	-	-	-
SHANKERS: WOMEN.....	-	-	-	-	6	3.27	-	-
SOLE ATTACHERS, CEMENT PROCESS.....	60	2.71	2.63	2.52- 2.95	45	3.58	3.42	2.92- 3.98
MEN.....	43	2.77	2.63	2.53- 2.99	-	-	-	-
WOMEN.....	-	-	-	-	10	3.49	-	-
PINISHING:								
BOTTOM SCOURERS.....	-	-	-	-	17	3.62	3.43	3.05- 4.41
MEN.....	-	-	-	-	14	3.74	-	-
EDGE SETTERS: MEN.....	-	-	-	-	27	4.53	4.99	3.48- 5.33
TREERS.....	95	2.87	2.85	2.48- 3.13	-	-	-	-
WOMEN.....	91	2.89	2.85	2.48- 3.13	-	-	-	-

See footnotes at end of table.

Table 17. Occupational earnings: Men's cement-process shoes—all establishments—Continued

(Number and average straight-time hourly earnings in selected occupations, United States and selected regions, April 1975)

Department, occupation, and sex	Southeast				Great Lakes					
	Number of worker	Hourly earnings ²			Number of worker	Hourly earnings ²				
		Mean	Median	Middle range		Mean	Median	Middle range		
SELECTED PRODUCTION OCCUPATIONS--										
CONTINUED										
MISCELLANEOUS:										
FLOOR WORKERS.....	68	\$2.60	\$2.51	\$2.51-	\$2.56	-	-	-	-	
WOMEN.....	66	2.61	2.51	2.51-	2.56	-	-	-	-	
INSPECTORS (CROWNERS).....	43	2.65	2.56	2.48-	2.62	139	\$2.90	\$2.83	\$2.67-	\$3.16
MEN.....	-	-	-	-	-	24	3.01	2.87	2.84-	3.24
WOMEN.....	43	2.65	2.56	2.48-	2.62	115	2.88	2.75	2.62-	3.13
JANITORS.....	17	2.46	2.39	2.31-	2.39	22	2.93	2.90	2.56-	3.25
MEN.....	17	2.46	2.39	2.31-	2.39	14	2.78	-	-	-
MECHANICS, MAINTENANCE ³	-	-	-	-	-	48	3.95	3.88	3.48-	4.40

¹ Includes data for regions in addition to those shown separately.
² Excludes premium pay for overtime and for work on weekends, holidays, and late shifts. See appendix A for methods used to compute means, medians, and middle range of rates. Means and middle ranges are not provided for jobs with fewer than 15 workers in a region..

³ All or virtually all workers were men.
⁴ Includes data for classifications in addition to those shown separately.
⁵ All or virtually all workers were women.

Table 18. Occupational earnings: Women's cement-process (conventional-lasting) shoes—all establishments

(Number and average straight-time hourly earnings of workers in selected occupations, United States and selected regions, April 1975)

Department, occupation, and sex	United States ¹					New England					Middle Atlantic				
	Number of workers	Hourly earnings ²			Number of workers	Hourly earnings ²			Number of workers	Hourly earnings ²					
		Mean	Median	Middle range		Mean	Median	Middle range		Mean	Median	Middle range ²			
<u>SELECTED PRODUCTION OCCUPATIONS</u>															
<u>CUTTING:</u>															
CUTTERS, LINING, MACHINE.....	354	\$3.37	\$3.09	\$2.55- \$3.99	62	\$4.26	\$4.10	\$3.31- \$5.04	77	\$3.39	\$3.22	\$2.65- \$3.99			
MEN.....	217	3.65	3.32	2.85- 4.38	56	4.33	4.32	3.34- 5.10	58	3.43	3.24	2.71- 3.99			
WOMEN.....	137	2.94	2.70	2.33- 3.30	6	3.63	-	-	19	3.28	2.91	2.54- 3.96			
LEATHER.....	156	3.05	2.85	2.45- 3.39	7	3.97	-	-	21	3.42	2.89	2.70- 4.59			
MEN.....	83	3.44	3.16	2.78- 4.02	-	-	-	-	19	3.45	2.78	2.60- 4.59			
WOMEN.....	73	2.61	2.55	2.16- 2.85	-	-	-	-	-	-	-	-			
SYNTHETICS.....	116	3.53	3.24	2.70- 4.15	44	4.04	4.00	3.06- 4.67	40	3.39	3.40	2.62- 4.00			
MEN.....	88	3.59	3.35	2.83- 4.20	41	4.06	3.99	3.06- 4.66	28	3.35	3.40	2.62- 3.99			
WOMEN.....	28	3.33	3.04	2.50- 4.01	-	-	-	-	12	3.49	-	-			
LEATHER AND SYNTHETICS.....	82	3.76	3.38	2.75- 4.71	11	5.34	-	-	16	3.35	3.27	2.96- 3.67			
MEN.....	46	4.11	3.72	3.13- 5.21	11	5.34	-	-	11	3.58	-	-			
WOMEN.....	36	3.32	2.93	2.53- 4.08	-	-	-	-	-	-	-	-			
CUTTERS, VAMP AND WHOLE SHOE, HAND.....	96	3.64	3.66	2.72- 4.38	-	-	-	-	41	3.44	3.33	2.70- 4.02			
MEN.....	64	3.93	4.02	3.30- 4.53	-	-	-	-	37	3.56	3.58	3.05- 4.22			
WOMEN.....	32	3.08	2.70	2.41- 3.65	-	-	-	-	-	-	-	-			
CUTTERS, VAMP AND WHOLE SHOE, MACHINE.....	934	3.57	3.43	2.77- 4.21	201	4.38	4.26	3.66- 5.08	147	3.51	3.46	2.86- 4.07			
MEN.....	438	4.05	3.99	3.39- 4.76	178	4.41	4.28	3.66- 5.11	75	3.63	3.62	3.11- 4.07			
WOMEN.....	496	3.14	3.04	2.49- 3.63	23	4.12	4.02	3.65- 4.56	72	3.38	3.35	2.48- 3.94			
LEATHER.....	535	3.42	3.32	2.73- 4.04	84	3.92	3.86	3.42- 4.29	72	3.77	3.77	3.20- 4.48			
MEN.....	184	3.81	3.76	3.18- 4.44	68	3.86	3.81	3.36- 4.26	29	3.59	3.56	2.80- 4.43			
WOMEN.....	351	3.21	3.19	2.61- 3.69	16	4.18	4.22	3.67- 4.66	43	3.89	3.87	3.32- 4.60			
SYNTHETICS.....	106	4.05	3.90	3.20- 5.01	64	4.64	4.80	3.85- 5.36	30	3.36	3.20	2.93- 3.86			
MEN.....	86	4.29	4.01	3.40- 5.14	57	4.72	4.82	3.85- 5.37	25	3.46	3.20	3.17- 4.00			
WOMEN.....	20	3.04	2.65	2.38- 3.60	7	3.99	-	-	-	-	-	-			
LEATHER AND SYNTHETICS.....	293	3.65	3.60	2.73- 4.36	53	4.78	4.62	4.14- 5.47	45	3.19	3.11	2.25- 3.80			
MEN.....	168	4.19	4.19	3.57- 4.78	53	4.78	4.62	4.14- 5.47	21	3.88	3.91	3.47- 4.36			
WOMEN.....	125	2.93	2.72	2.31- 3.33	-	-	-	-	24	2.58	2.25	2.25- 3.05			
<u>FITTING:</u>															
FANCY STITCHERS.....	1,841	2.95	2.75	2.31- 3.40	445	3.26	3.17	2.64- 3.72	378	2.97	2.81	2.36- 3.42			
MEN.....	142	3.63	3.50	3.05- 3.89	-	-	-	-	41	3.65	3.68	3.30- 3.80			
WOMEN.....	1,699	2.89	2.69	2.27- 3.31	437	3.25	3.16	2.64- 3.72	337	2.88	2.73	2.33- 3.35			
PASTERS, BACKERS, OR FITTERS, UPPER, HAND.....	1,443	2.62	2.43	2.17- 2.93	212	2.70	2.52	2.14- 3.04	248	2.89	2.72	2.40- 3.25			
MEN.....	75	2.36	2.17	2.10- 2.50	-	-	-	-	-	-	-	-			
WOMEN.....	1,368	2.64	2.45	2.19- 2.93	202	2.70	2.52	2.13- 3.06	244	2.88	2.71	2.40- 3.23			
PLATFORM-COVER STITCHERS (SLIP-LASTED SHOES).....	45	3.14	3.03	2.44- 3.78	-	-	-	-	-	-	-	-			
MEN.....	12	3.69	-	-	-	-	-	-	-	-	-	-			
WOMEN.....	33	2.94	2.75	2.30- 3.27	-	-	-	-	-	-	-	-			
SKIVERS, MACHINE, UPPERS OR LININGS.....	349	2.79	2.64	2.30- 3.18	58	2.88	2.74	2.27- 3.30	58	2.93	2.79	2.40- 3.20			
MEN.....	21	3.40	3.24	2.70- 3.60	-	-	-	-	-	-	-	-			
WOMEN.....	328	2.75	2.61	2.28- 3.11	53	2.84	2.65	2.21- 3.21	54	2.83	2.60	2.40- 3.19			
SOCK-LINING STITCHERS (SLIP-LASTED SHOES).....	59	2.95	2.75	2.31- 3.39	-	-	-	-	32	2.90	2.75	2.63- 3.21			
MEN.....	7	4.30	-	-	-	-	-	-	-	-	-	-			
WOMEN.....	52	2.76	2.68	2.28- 3.12	-	-	-	-	32	2.90	2.75	2.63- 3.21			
TOP STITCHERS.....	1,066	2.91	2.81	2.33- 3.30	255	3.10	3.00	2.63- 3.49	196	3.16	3.12	2.66- 3.55			
MEN.....	66	3.67	3.53	3.20- 3.95	8	3.53	-	-	36	3.86	3.67	3.38- 4.07			
WOMEN.....	1,000	2.86	2.74	2.29- 3.24	247	3.09	3.00	2.62- 3.46	160	3.01	3.04	2.60- 3.38			
VAMPERS.....	457	2.90	2.82	2.36- 3.29	89	3.04	3.00	2.70- 3.28	97	3.13	2.95	2.51- 3.53			
MEN.....	-	-	-	-	-	-	-	-	8	3.77	-	-			
WOMEN.....	399	2.85	2.75	2.35- 3.21	89	3.04	3.00	2.70- 3.28	89	3.07	2.95	2.45- 3.44			

See footnotes at end of table.

Table 18. Occupational earnings: Women's cement-process (conventional-lasted) shoes—all establishments—Continued

(Number and average straight-time hourly earnings of workers in selected occupations, United States and selected regions, April 1975)

Department, occupation, and sex	United States ¹				New England				Middle Atlantic			
	Number of workers	Hourly earnings ²			Number of workers	Hourly earnings ²			Number of workers	Hourly earnings ²		
		Mean	Median	Middle range		Mean	Median	Middle range		Mean	Median	Middle range
SELECTED PRODUCTION OCCUPATIONS--												
CONTINUED												
LASTING:												
ASSEMBLERS FOR PULLOVER, MACHINE...	211	\$3.18	\$3.16	\$2.50- \$3.62	38	\$3.51	\$3.38	\$3.12- \$3.80	45	\$3.22	\$3.21	\$2.50- \$3.53
MEN.....	128	3.30	3.27	2.66- 3.69	29	3.56	3.41	3.26- 3.70	28	3.40	3.26	2.60- 4.23
WOMEN.....	83	3.00	2.81	2.34- 3.56	-	-	-	-	17	2.93	2.82	2.35- 3.37
BED-MACHINE OPERATORS.....	112	4.00	4.04	3.00- 4.73	39	4.62	4.42	3.91- 5.32	12	3.74	-	-
MEN.....	92	4.24	4.22	3.52- 4.89	39	4.62	4.42	3.91- 5.32	-	-	-	-
WOMEN.....	20	2.89	2.76	2.58- 2.99	-	-	-	-	-	-	-	-
HEEL-SEAT LASTERS.....	155	3.09	2.95	2.32- 3.62	24	3.36	3.23	2.84- 3.87	52	3.08	2.96	2.50- 3.60
MEN.....	112	3.22	3.00	2.50- 3.82	23	3.31	3.22	2.84- 3.86	46	3.10	2.96	2.46- 3.61
WOMEN.....	43	2.73	2.67	2.10- 3.11	-	-	-	-	6	2.93	-	-
PLATFORM-COVER LASTERS (SLIP-LASTED SHOES).....	17	3.36	3.10	2.66- 4.42	-	-	-	-	6	3.38	-	-
MEN.....	12	3.68	-	-	-	-	-	-	-	-	-	-
PULLING AND LASTING-MACHINE OPERATORS.....	160	3.78	3.67	3.00- 4.36	46	4.13	4.14	3.63- 4.74	21	3.41	3.36	2.95- 3.62
MEN.....	143	3.87	3.85	3.13- 4.46	45	4.14	4.15	3.59- 4.76	19	3.50	3.38	3.15- 3.74
WOMEN.....	17	3.03	2.89	2.76- 3.60	-	-	-	-	-	-	-	-
TOE TO BALL.....	158	3.77	3.65	3.00- 4.33	46	4.13	4.14	3.63- 4.74	21	3.41	3.36	2.95- 3.62
MEN.....	141	3.86	3.85	3.13- 4.42	45	4.14	4.15	3.59- 4.76	19	3.50	3.38	3.15- 3.74
WOMEN.....	17	3.03	2.89	2.76- 3.60	-	-	-	-	-	-	-	-
PULLOVER-MACHINE OPERATORS ³	82	3.62	3.49	2.84- 4.27	22	3.50	3.49	3.18- 3.99	16	4.02	3.68	3.48- 4.51
MEN.....	593	3.72	3.66	2.90- 4.39	168	4.13	3.95	3.42- 4.76	85	3.58	3.33	2.90- 4.15
WOMEN.....	505	3.82	3.74	3.01- 4.50	165	4.14	3.96	3.43- 4.76	54	3.66	3.33	2.90- 4.28
MEN.....	88	3.14	3.00	2.32- 3.78	-	-	-	-	31	3.43	3.37	2.87- 3.96
WOMEN.....	318	3.74	3.71	3.05- 4.41	85	3.70	3.68	2.96- 4.04	35	3.62	3.71	3.09- 4.42
MEN.....	287	3.74	3.71	3.01- 4.41	84	3.70	3.67	2.96- 4.05	23	3.46	3.68	2.33- 4.28
WOMEN.....	31	3.73	3.69	3.19- 4.41	-	-	-	-	-	-	-	-
CEMENT LASTING.....	275	3.69	3.58	2.76- 4.37	83	4.56	4.53	3.86- 5.30	50	3.55	3.23	2.85- 4.01
MEN.....	218	3.92	3.75	3.01- 4.64	81	4.60	4.57	3.86- 5.41	31	3.81	3.33	2.92- 4.40
WOMEN.....	57	2.82	2.63	2.20- 3.23	-	-	-	-	19	3.12	2.93	2.50- 3.77
TOE LASTERS, AUTOMATIC OR SEMI-AUTOMATIC.....	88	3.51	3.40	2.75- 4.05	10	3.83	-	-	37	3.94	3.75	3.26- 4.50
MEN.....	74	3.43	3.33	2.79- 3.92	10	3.83	-	-	31	3.69	3.67	3.20- 4.16
WOMEN.....	14	3.93	-	-	-	-	-	-	-	-	-	-
BOTTOMING AND MAKING:												
BOTTOM FILLERS.....	70	2.88	2.63	2.35- 3.46	13	3.00	-	-	26	2.80	2.63	2.45- 3.07
MEN.....	12	3.21	-	-	-	-	-	-	-	-	-	-
WOMEN.....	58	2.81	2.59	2.34- 3.42	11	2.89	-	-	17	2.58	2.59	2.34- 2.63
EDGE TRIMMERS.....	129	3.28	3.10	2.45- 3.88	13	3.20	-	-	26	3.44	3.41	2.67- 4.15
MEN.....	92	3.34	3.33	2.49- 3.98	10	3.36	-	-	23	3.51	3.41	2.76- 4.19
WOMEN.....	37	3.12	2.86	2.38- 3.81	-	-	-	-	-	-	-	-
GOODYEAR STITCHERS.....	55	2.98	3.02	2.10- 3.50	-	-	-	-	-	-	-	-
MEN.....	35	3.19	3.37	2.50- 3.59	-	-	-	-	-	-	-	-
HEEL ATTACHERS, MACHINE.....	165	3.15	3.10	2.59- 3.55	39	3.26	\$3.05	\$2.87- \$3.50	45	3.28	3.18	2.91- 3.69
MEN.....	135	3.27	3.19	2.67- 3.71	34	3.33	3.10	2.90- 3.52	37	3.36	3.35	3.10- 3.72
WOMEN.....	30	2.62	2.58	2.14- 2.88	-	-	-	-	8	2.88	-	-
HEEL-SEAT SITTERS, MACHINE.....	12	3.08	-	-	-	-	-	-	-	-	-	-
MEN.....	6	3.45	-	-	-	-	-	-	-	-	-	-
WOMEN.....	6	3.45	-	-	-	-	-	-	-	-	-	-
INSEAMERS.....	11	2.97	-	-	-	-	-	-	-	-	-	-
MEN.....	7	3.47	-	-	-	-	-	-	-	-	-	-
ROUGHERS.....	182	3.34	3.20	2.57- 3.90	37	3.97	3.52	3.15- 4.80	42	3.39	3.46	2.37- 4.00
MEN.....	110	3.53	3.38	2.81- 3.98	32	4.09	3.53	3.13- 5.12	32	3.56	3.52	3.26- 4.03
WOMEN.....	72	3.06	2.80	2.18- 3.61	-	-	-	-	10	2.81	-	-
ROUGH ROUNDERS.....	75	3.36	3.38	2.70- 3.94	11	4.26	-	-	26	3.35	3.38	2.90- 3.79
MEN.....	55	3.60	3.74	2.99- 4.23	11	4.26	-	-	24	3.46	3.38	3.02- 3.80
WOMEN.....	20	2.69	2.62	2.25- 2.78	-	-	-	-	-	-	-	-

See footnotes at end of table.

Table 18. Occupational earnings: Women's cement-process (conventional-lasted) shoes—all establishments—Continued

(Number and average straight-time hourly earnings of workers in selected occupations, United States and selected regions, April 1975)

Department, occupation, and sex	United States ¹				New England				Middle Atlantic			
	Number of workers	Hourly earnings ²			Number of workers	Hourly earnings ²			Number of workers	Hourly earnings ²		
		Mean	Median	Middle range		Mean	Median	Middle range		Mean	Median	Middle range
SELECTED PRODUCTION OCCUPATIONS--CONTINUED												
BOTTOMING AND MAKING:--CONTINUED												
SHANKERS.....	149	\$2.84	\$2.60	\$2.26- \$3.20	34	\$3.11	\$3.01	\$2.32- \$3.48	38	\$2.75	\$2.49	\$2.30- \$2.97
MEN.....	82	3.07	2.76	2.46- 3.47	25	3.12	2.91	2.25- 3.70	16	3.27	3.36	2.50- 3.47
WOMEN.....	67	2.56	2.41	2.20- 2.87	9	3.08	-	-	22	2.38	2.38	2.22- 2.46
SOLE ATTACHERS, CEMENT PROCESS.....	545	3.27	3.10	2.48- 3.93	157	3.94	3.95	3.05- 4.70	140	3.19	3.16	2.61- 3.67
MEN.....	321	3.66	3.62	2.92- 4.20	127	4.17	4.13	3.46- 4.85	79	3.37	3.48	2.87- 3.77
WOMEN.....	224	2.73	2.56	2.15- 3.06	30	2.98	2.67	2.46- 3.14	61	2.97	2.86	2.26- 3.31
SOLE-LEVELERS, MACHINE.....	16	2.86	2.98	2.62- 3.20	-	-	-	-	-	-	-	-
MEN.....	14	2.81	-	-	-	-	-	-	-	-	-	-
FINISHING:												
BOTTOM SCOURERS.....	-	-	-	-	-	-	-	-	8	3.35	-	-
MEN.....	-	-	-	-	-	-	-	-	6	3.37	-	-
WOMEN.....	17	3.06	2.81	2.60- 3.22	-	-	-	-	-	-	-	-
EDGE SETTERS.....	21	3.78	3.67	2.47- 4.66	-	-	-	-	7	4.01	-	-
MEN.....	19	3.92	3.67	3.14- 4.72	-	-	-	-	7	4.01	-	-
REPAIRERS.....	600	2.87	2.55	2.25- 3.30	174	2.54	2.41	2.15- 2.68	135	2.85	2.47	2.35- 3.27
MEN.....	31	3.62	3.70	2.98- 4.17	-	-	-	-	20	3.82	4.07	3.60- 4.40
WOMEN.....	569	2.83	2.51	2.25- 3.16	169	2.53	2.41	2.15- 2.68	115	2.68	2.46	2.33- 3.00
TREERS.....	480	3.15	2.96	2.45- 3.55	62	3.52	3.28	2.71- 4.09	63	2.97	2.80	2.53- 3.45
MEN.....	69	3.74	3.59	2.88- 4.39	35	4.04	3.93	3.30- 4.55	-	-	-	-
WOMEN.....	411	3.05	2.85	2.38- 3.49	27	2.84	2.71	2.45- 3.16	62	2.95	2.80	2.53- 3.44
MISCELLANEOUS:												
FLOOR WORKERS.....	701	2.51	2.46	2.25- 2.69	190	2.60	2.50	2.25- 2.85	185	2.52	2.50	2.30- 2.65
MEN.....	213	2.50	2.30	2.20- 2.65	86	2.70	2.50	2.30- 3.00	45	2.53	2.40	2.25- 2.64
WOMEN.....	488	2.51	2.50	2.26- 2.69	104	2.52	2.42	2.25- 2.81	140	2.52	2.50	2.30- 2.65
INSPECTORS (CROWNERS).....	563	2.67	2.54	2.25- 2.93	94	2.50	2.37	2.25- 2.66	95	2.53	2.38	2.25- 2.64
MEN.....	95	2.94	2.94	2.38- 3.20	18	2.63	2.62	2.26- 2.87	11	2.58	-	-
WOMEN.....	468	2.61	2.49	2.25- 2.91	76	2.46	2.36	2.25- 2.47	84	2.52	2.37	2.24- 2.61
JANITORS ³	185	2.36	2.26	2.10- 2.50	44	2.36	2.25	2.10- 2.46	39	2.35	2.30	2.23- 2.43
MECHANICS, MAINTENANCE ³	164	3.76	3.57	3.15- 4.12	22	4.00	4.22	3.29- 4.43	26	4.43	4.75	3.66- 5.00

See footnotes at end of table.

Table 18. Occupational-earnings: Women's cement-process (conventional-lasted) shoes—all establishments—Continued

(Number and average straight-time hourly earnings of workers in selected occupations, United States and selected regions, April 1975)

Department, occupation, and sex	Border States				Southeast				Southwest						
	Number of workers	Hourly earnings ²			Number of workers	Hourly earnings ²			Number of workers	Hourly earnings ²					
		Mean	Median	Middle range		Mean	Median	Middle range		Mean	Median	Middle range			
SELECTED PRODUCTION OCCUPATIONS															
CUTTING:															
CUTTERS, LINING, MACHINE.....	33	\$3.31	\$2.71	\$2.29-	\$4.46	-	-	-	-	-	31	\$2.81	\$2.70	\$2.17-	\$3.08
MEN.....	-	-	-	-	-	-	-	-	-	-	7	3.65	-	-	-
WOMEN.....	25	2.96	2.55	2.29-	3.00	-	-	-	-	-	24	2.57	2.47	2.11-	2.86
LEATHER.....	23	2.67	2.55	2.26-	3.00	-	-	-	-	-	19	2.54	2.46	2.10-	2.92
WOMEN.....	19	2.53	2.54	2.25-	2.67	-	-	-	-	-	18	2.51	2.34	2.10-	2.89
SYNTHETICS.....	-	-	-	-	-	-	-	-	-	-	11	3.04	-	-	-
CUTTERS, VAMP AND WHOLE SHOE,															
MACHINE.....	124	3.02	2.90	2.51-	3.43	63	\$3.03	\$2.79	\$2.20-	\$3.45	125	3.05	2.76	2.25-	3.41
MEN.....	-	-	-	-	-	30	3.51	3.38	2.35-	4.31	25	4.39	4.61	3.78-	5.10
WOMEN.....	109	3.01	2.83	2.47-	3.50	33	2.60	2.53	2.10-	2.83	100	2.71	2.62	2.20-	2.86
LEATHER.....	-	-	-	-	-	36	2.81	2.54	2.10-	2.97	101	2.96	2.62	2.24-	3.25
WOMEN.....	61	3.37	3.43	2.95-	3.77	-	-	-	-	-	-	-	-	-	-
FITTING:															
FANCY STITCHERS.....	194	2.69	2.56	2.15-	3.00	163	2.71	2.56	2.37-	2.86	200	2.65	2.37	2.10-	3.02
WOMEN.....	194	2.69	2.56	2.15-	3.00	159	2.71	2.56	2.36-	2.85	197	2.63	2.37	2.10-	3.00
PASTERS, BACKERS, OR FITTERS,															
UPPER, HAND.....	-	-	-	-	-	115	2.59	2.43	2.29-	2.69	136	2.49	2.20	2.10-	2.70
WOMEN.....	-	-	-	-	-	113	2.60	2.47	2.30-	2.69	125	2.52	2.20	2.10-	2.75
SKIVERS, MACHINE, UPPERS OR															
LININGS.....	59	2.67	2.61	2.31-	2.95	11	2.94	-	-	-	52	2.64	2.52	2.10-	2.90
WOMEN.....	59	2.67	2.61	2.31-	2.95	11	2.94	-	-	-	52	2.64	2.52	2.10-	2.90
TOP STITCHERS.....	161	2.63	2.43	2.10-	2.94	52	2.60	2.43	2.20-	2.62	91	2.65	2.52	2.11-	3.04
WOMEN.....	161	2.63	2.43	2.10-	2.94	-	-	-	-	-	91	2.65	2.52	2.11-	3.04
VAMPERS.....	62	2.76	2.59	2.34-	3.25	17	2.78	2.49	2.14-	3.36	69	2.58	2.37	2.10-	3.01
WOMEN.....	62	2.76	2.59	2.34-	3.25	-	-	-	-	-	69	2.58	2.37	2.10-	3.01
LASTING:															
ASSEMBLERS FOR PULLOVER, MACHINE...	29	2.73	2.35	2.10-	2.75	-	-	-	-	-	13	2.43	-	-	-
WOMEN.....	-	-	-	-	-	-	-	-	-	-	8	2.29	-	-	-
HEEL-SEAT LASTERS.....	20	2.95	2.67	2.29-	3.60	-	-	-	-	-	-	-	-	-	-
MEN.....	12	3.24	-	-	-	-	-	-	-	-	-	-	-	-	-
PULLING AND LASTING-MACHINE															
OPERATORS.....	-	-	-	-	-	30	3.36	3.40	2.81-	4.09	7	3.64	-	-	-
MEN.....	-	-	-	-	-	30	3.36	3.40	2.81-	4.09	-	-	-	-	-
TOE TO BALL.....	-	-	-	-	-	30	3.36	3.40	2.81-	4.09	7	3.64	-	-	-
MEN.....	-	-	-	-	-	30	3.36	3.40	2.81-	4.09	-	-	-	-	-
SIDE LASTERS, MACHINE.....	40	3.11	3.09	2.38-	3.38	-	-	-	-	-	47	3.22	2.74	2.19-	4.26
MEN.....	38	3.11	3.11	2.37-	3.38	-	-	-	-	-	35	3.60	3.36	2.58-	4.51
WOMEN.....	-	-	-	-	-	13	3.28	-	-	-	-	-	-	-	-
STAPLE OR TACK LASTING.....	-	-	-	-	-	-	-	-	-	-	21	4.27	4.46	4.19-	4.62
MEN.....	-	-	-	-	-	-	-	-	-	-	21	4.27	4.46	4.19-	4.62
CEMENT LASTING.....	-	-	-	-	-	19	2.93	2.86	2.30-	3.32	26	2.37	2.27	2.10-	2.58
MEN.....	-	-	-	-	-	9	2.78	-	-	-	-	-	-	-	-
WOMEN.....	-	-	-	-	-	10	3.07	-	-	-	-	-	-	-	-

See footnotes at end of table.

Table 18. Occupational earnings: Women's cement-process (conventional-lasted) shoes—all establishments—Continued

(Number and average straight-time hourly earnings of workers in selected occupations, United States and selected regions, April 1975)

Department, occupation, and sex	Border States				Southeast				Southwest						
	Number of workers	Hourly earnings ²			Number of workers	Hourly earnings ²			Number of workers	Hourly earnings ²					
		Mean	Median	Middle range		Mean	Median	Middle range		Mean	Median	Middle range			
SELECTED PRODUCTION OCCUPATIONS--CONTINUED															
LASTING:--CONTINUED															
TOE LASTERS, AUTOMATIC OR SEMI-AUTOMATIC.....	13	\$2.85	-	-	-	-	-	-	-	13	\$2.79	-	-	-	
MEN.....	7	2.62	-	-	-	-	-	-	-	11	2.84	-	-	-	
BOTTOMING AND MAKING:															
BOTTOM FILLERS.....	11	3.07	-	-	-	-	-	-	-	-	-	-	-	-	
EDGE TRIMMERS.....	-	-	-	-	14	\$3.59	-	-	-	-	-	-	-	-	
HEEL ATTACHERS, MACHINE.....	-	-	-	-	17	2.60	\$2.53	\$2.20-	\$2.80	15	2.95	\$3.19	\$2.10-	\$3.62	
MEN.....	11	2.96	-	-	-	-	-	-	-	9	3.52	-	-	-	
WOMEN.....	-	-	-	-	-	-	-	-	-	6	2.10	-	-	-	
ROUGHERS.....	-	-	-	-	20	2.72	2.69	2.10-	3.06	27	2.94	2.61	2.10-	3.95	
MEN.....	-	-	-	-	12	2.90	-	-	-	-	-	-	-	-	
WOMEN.....	-	-	-	-	-	-	-	-	-	24	2.97	2.21	2.10-	4.13	
ROUGH ROUNDERS.....	11	3.11	-	-	-	-	-	-	-	-	-	-	-	-	
MEN.....	7	3.13	-	-	-	-	-	-	-	-	-	-	-	-	
SHANKERS.....	20	2.78	\$2.36	\$2.10-	\$3.14	10	2.84	-	-	14	2.43	-	-	-	
WOMEN.....	11	2.23	-	-	-	-	-	-	-	8	2.46	-	-	-	
SOLE ATTACHERS, CEMENT PROCESS.....	48	2.43	2.17	2.10-	2.64	41	2.79	2.66	2.35-	3.10	62	2.59	2.18	2.10-	2.81
MEN.....	-	-	-	-	-	-	-	-	-	17	3.45	3.71	2.57-	3.80	
WOMEN.....	-	-	-	-	-	22	2.56	2.61	2.35-	2.75	45	2.27	2.10	2.10-	2.23
FINISHING:															
REPAIRERS.....	49	3.49	3.35	2.44-	4.57	23	3.33	3.63	2.85-	3.69	63	2.87	2.53	2.35-	3.16
WOMEN.....	47	3.50	3.35	2.38-	4.61	21	3.26	3.38	2.85-	3.69	63	2.87	2.53	2.35-	3.16
TRERS.....	61	2.91	2.76	2.17-	3.36	-	-	-	-	-	40	4.02	4.01	3.37-	4.74
WOMEN.....	55	2.81	2.69	2.15-	3.30	-	-	-	-	-	40	4.02	4.01	3.37-	4.74
MISCELLANEOUS:															
FLOOR WORKERS.....	57	2.45	2.34	2.25-	2.63	25	2.66	2.51	2.51-	2.86	-	-	-	-	-
WOMEN.....	57	2.45	2.34	2.25-	2.63	22	2.64	2.51	2.51-	2.77	69	2.29	2.10	2.10-	2.34
INSPECTORS (CROWNERS).....	86	2.49	2.35	2.25-	2.70	-	-	-	-	-	90	2.50	2.30	2.10-	2.75
WOMEN.....	76	2.43	2.35	2.24-	2.52	-	-	-	-	-	76	2.52	2.30	2.10-	2.75
JANITORS.....	-	-	-	-	-	11	2.56	-	-	-	30	2.22	2.10	2.10-	2.24
MECHANICS, MAINTENANCE.....	-	-	-	-	-	-	-	-	-	-	34	3.39	3.40	3.05-	3.51

See footnotes at end of table.

Table 18. Occupational earnings: Women's cement-process (conventional-lasted) shoes—all establishments—Continued

(Number and average straight-time hourly earnings of workers in selected occupations, United States and selected regions, April 1975)

Department, occupation, and sex	Pacific				Great Lakes				Middle West			
	Number of workers	Hourly earnings ²			Number of workers	Hourly earnings ²			Number of workers	Hourly earnings ²		
		Mean	Median	Middle range		Mean	Median	Middle range		Mean	Median	Middle range
SELECTED PRODUCTION OCCUPATIONS												
CUTTING:												
CUTTERS, LINING, MACHINE.....	46	\$2.72	\$2.55	\$2.20- 2.75	36	\$3.05	\$2.81	\$2.54- 3.45	50	\$3.52	\$3.32	\$3.00- 4.13
MEN.....	8	3.31	-	-	-	-	-	-	50	3.52	3.32	3.00- 4.13
WOMEN.....	38	2.60	2.55	2.16- 2.73	16	3.42	3.32	2.75- 3.79	-	-	-	-
LEATHER.....	35	2.55	2.53	2.23- 2.73	-	-	-	-	-	-	-	-
WOMEN.....	29	2.54	2.53	2.26- 2.73	-	-	-	-	-	-	-	-
LEATHER AND SYNTHETICS.....	-	-	-	-	17	3.18	2.81	2.58- 3.50	-	-	-	-
WOMEN.....	-	-	-	-	12	3.32	-	-	-	-	-	-
CUTTERS, VAMP AND WHOLE SHOE, MACHINE.....	-	-	-	-	100	3.82	3.69	3.28- 4.31	51	3.80	3.88	3.34- 4.36
MEN.....	-	-	-	-	44	4.06	4.02	3.51- 4.70	41	3.89	3.83	3.49- 4.37
WOMEN.....	-	-	-	-	56	3.63	3.57	3.22- 4.02	-	-	-	-
LEATHER.....	-	-	-	-	36	3.58	3.36	3.25- 3.87	31	3.83	3.92	3.26- 4.42
MEN.....	-	-	-	-	-	-	-	-	25	3.77	3.83	3.19- 4.59
WOMEN.....	-	-	-	-	32	3.50	3.35	3.20- 3.71	-	-	-	-
LEATHER AND SYNTHETICS.....	-	-	-	-	62	3.98	3.88	3.53- 4.50	-	-	-	-
MEN.....	-	-	-	-	38	4.09	4.12	3.54- 4.67	-	-	-	-
FITTING:												
PANCY STITCHERS.....	-	-	-	-	216	2.81	2.45	2.20- 3.25	92	3.61	3.48	3.01- 4.10
MEN.....	-	-	-	-	-	-	-	-	86	3.63	3.48	3.02- 4.10
WOMEN.....	-	-	-	-	216	2.81	2.45	2.20- 3.25	6	3.35	-	-
PASTERS, BACKERS, OR FITTERS, UPPERS, HAND.....	-	-	-	-	160	2.60	2.30	2.20- 2.90	212	2.38	2.20	2.10- 2.50
MEN.....	-	-	-	-	-	-	-	-	46	2.30	2.13	2.10- 2.44
WOMEN.....	-	-	-	-	158	2.60	2.31	2.20- 2.92	166	2.41	2.25	2.10- 2.55
PLATFORM-COVER STITCHERS (SLIP-LASTED SHOES).....	-	-	-	-	-	-	-	-	13	3.52	-	-
MEN.....	-	-	-	-	-	-	-	-	9	3.88	-	-
SKIVERS, MACHINE, UPPERS OR LININGS.....	-	-	-	-	44	2.87	2.74	2.31- 3.14	26	2.92	2.69	2.36- 3.43
MEN.....	-	-	-	-	-	-	-	-	12	3.15	-	-
WOMEN.....	-	-	-	-	44	2.87	2.74	2.31- 3.14	14	2.72	-	-
SOCK-LINING STITCHERS (SLIP-LASTED SHOES).....	-	-	-	-	-	-	-	-	7	3.75	-	-
TOP STITCHERS.....	-	-	-	-	152	2.99	2.73	2.20- 3.41	18	3.25	3.15	2.94- 3.59
MEN.....	-	-	-	-	-	-	-	-	18	3.25	3.15	2.94- 3.59
WOMEN.....	-	-	-	-	152	2.99	2.73	2.20- 3.41	-	-	-	-
VAMPERS.....	21	2.54	2.30	2.10- 2.86	55	2.82	2.83	2.30- 3.15	-	-	-	-
WOMEN.....	21	2.54	2.30	2.10- 2.86	54	2.79	2.83	2.27- 3.14	-	-	-	-
LASTING:												
ASSEMBLERS FOR PULLOVER, MACHINE...	28	3.43	3.22	2.67- 3.94	38	3.29	3.40	2.64- 3.74	-	-	-	-
MEN.....	18	3.35	3.18	2.68- 3.64	21	3.37	3.28	2.98- 3.90	-	-	-	-
WOMEN.....	10	3.57	-	-	-	-	-	-	-	-	-	-

See footnotes at end of table.

Table 18. Occupational earnings: Women's cement-process (conventional-lasted) shoes—all establishments—Continued

(Number and average straight-time hourly earnings of workers in selected occupations, United States and selected regions, April 1975)

Department, occupation, and sex	Pacific						Great Lakes						Middle West					
	Number of workers	Hourly earnings ²			Number of workers	Hourly earnings ²			Number of workers	Hourly earnings ²								
		Mean	Median	Middle range		Mean	Median	Middle range		Mean	Median	Middle range						
SELECTED PRODUCTION OCCUPATIONS--CONTINUED																		
LASTING:--CONTINUED																		
HEEL-SEAT LASTERS.....	13	\$3.18	-	-	12	\$3.26	-	-	6	\$3.81	-	-						
MEN.....	9	3.22	-	-	8	3.27	-	-	6	3.81	-	-						
SIDE LASTERS, MACHINE.....	60	3.85	\$4.03	\$3.24- \$4.63	68	3.95	\$3.77	\$3.27- \$4.52	-	-	-	-						
STAPLE OR TACK LASTING.....	-	-	-	-	64	3.99	3.77	3.30- 4.52	10	3.04	-	-						
MEN.....	-	-	-	-	-	-	-	-	8	3.19	-	-						
BOTTOMING AND MAKING:																		
EDGE TRIMMERS.....	-	-	-	-	18	4.01	3.90	3.41- 4.62	10	4.22	-	-						
MEN.....	-	-	-	-	9	3.70	-	-	10	4.22	-	-						
HEEL ATTACHERS, MACHINE.....	13	3.87	-	-	17	2.90	2.70	2.32- 3.31	6	3.40	-	-						
MEN.....	12	3.89	-	-	15	2.96	2.95	2.45- 3.31	-	-	-	-						
ROUGHERS.....	12	3.15	-	-	21	3.39	3.37	2.92- 3.84	9	3.29	-	-						
MEN.....	-	-	-	-	11	2.99	-	-	9	3.29	-	-						
WOMEN.....	-	-	-	-	10	3.82	-	-	-	-	-	-						
SHANKERS.....	10	3.20	-	-	18	2.68	2.61	2.35- 2.82	-	-	-	-						
WOMEN.....	-	-	-	-	8	2.77	-	-	-	-	-	-						
SOLE ATTACHERS, CEMENT PROCESS.....	32	3.55	3.37	2.98- 3.96	-	-	-	-	12	3.59	-	-						
MEN.....	-	-	-	-	-	-	-	-	10	3.69	-	-						
WOMEN.....	14	3.60	-	-	9	3.18	-	-	-	-	-	-						
FINISHING:																		
REPAIRERS.....	-	-	-	-	52	3.32	2.89	2.56- 3.69	52	2.49	\$2.46	\$2.25- \$2.60						
WOMEN.....	-	-	-	-	52	3.32	2.89	2.56- 3.69	50	2.44	2.46	2.25- 2.56						
TREERS.....	83	3.26	3.13	2.35- 3.94	100	3.13	2.93	2.49- 3.61	-	-	-	-						
WOMEN.....	68	3.10	2.93	2.26- 3.70	97	3.14	2.91	2.47- 3.70	-	-	-	-						
MISCELLANEOUS:																		
FLOOR WORKERS.....	-	-	-	-	37	2.71	2.69	2.50- 2.87	-	-	-	-						
WOMEN.....	-	-	-	-	35	2.70	2.69	2.50- 2.86	-	-	-	-						
INSPECTORS (CROWNERS).....	-	-	-	-	83	3.02	2.81	2.69- 3.19	8	2.72	-	-						
MEN.....	-	-	-	-	17	3.50	3.14	2.94- 4.22	-	-	-	-						
WOMEN.....	-	-	-	-	66	2.90	2.76	2.63- 2.88	-	-	-	-						
JANITORS ³	11	2.43	-	-	16	2.66	2.74	2.50- 2.80	-	-	-	-						
MECHANICS, MAINTENANCE.....	8	3.72	-	-	31	3.68	3.70	3.50- 3.93	6	4.88	-	-						

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

² Excludes premium pay for overtime and for work on weekends, holidays, and late shifts. See appendix A for methods used to compute means, medians, and middle ranges of earnings. Means and

middle ranges are not provided for jobs with fewer than 15 workers in a region.

³ All or virtually all workers were men.

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

Table 19. Occupational earnings: Women's cement-process (conventional-lasted) shoes—by size of community

(Number and average straight-time hourly earnings¹ of workers in selected occupations, United States and selected regions, April 1975)

Department, occupation, and sex	United States ²				New England				Middle Atlantic			
	Metropolitan areas		Nonmetropolitan areas		Metropolitan areas		Nonmetropolitan areas		Metropolitan areas		Nonmetropolitan areas	
	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings
SELECTED PRODUCTION OCCUPATIONS												
CUTTING:												
CUTTERS, LINING, MACHINE.....	165	\$3.58	189	\$3.20	38	\$4.27	24	\$4.25	57	\$3.38	20	\$3.42
MEN.....	143	3.60	74	3.73	36	4.25	20	4.48	48	3.29	10	4.06
WOMEN.....	22	3.41	115	2.85	-	-	-	-	9	3.85	10	2.77
LEATHER.....	70	3.40	86	2.77	-	-	-	-	15	3.13	-	-
MEN.....	62	3.49	21	3.29	-	-	-	-	15	3.13	-	-
WOMEN.....	8	2.68	65	2.60	-	-	-	-	-	-	-	-
SYNTHETICS.....	64	3.76	52	3.25	27	4.12	17	3.91	32	3.48	8	3.03
MEN.....	52	3.69	36	3.45	25	4.08	16	4.01	24	3.31	-	-
WOMEN.....	12	4.05	16	2.80	-	-	-	-	-	-	-	-
LEATHER AND SYNTHETICS.....	31	3.59	51	3.87	-	-	-	-	10	3.43	-	-
MEN.....	29	3.67	17	4.86	-	-	-	-	-	-	-	-
WOMEN.....	-	-	34	3.37	-	-	-	-	-	-	-	-
CUTTERS, VAMP AND WHOLE SHOE, HAND.....	50	3.78	46	3.49	-	-	-	-	29	3.34	-	-
MEN.....	48	3.85	16	4.14	-	-	-	-	27	3.43	-	-
WOMEN.....	-	-	30	3.15	-	-	-	-	-	-	-	-
CUTTERS, VAMP AND WHOLE SHOE, MACHINE.....	279	4.01	655	3.37	104	4.58	97	4.16	93	3.54	54	3.45
MEN.....	219	4.17	219	3.94	99	4.61	79	4.16	64	3.65	11	3.47
WOMEN.....	60	3.45	436	3.09	-	-	18	4.15	29	3.29	43	3.44
LEATHER.....	127	3.87	408	3.28	29	3.97	55	3.90	41	3.87	31	3.65
MEN.....	92	3.83	32	3.80	28	3.99	40	3.77	28	3.62	-	-
WOMEN.....	35	3.96	316	3.13	-	-	15	4.25	-	-	30	3.67
SYNTHETICS.....	72	4.25	34	3.64	43	4.86	21	4.19	-	-	-	-
MEN.....	62	4.39	24	4.03	39	4.92	18	4.29	-	-	-	-
WOMEN.....	10	3.38	10	2.70	-	-	-	-	-	-	-	-
LEATHER AND SYNTHETICS.....	80	4.03	213	3.51	32	4.77	21	4.80	-	-	-	-
MEN.....	65	4.43	103	4.04	32	4.77	21	4.80	15	3.94	-	-
WOMEN.....	-	-	110	3.01	-	-	-	-	-	-	-	-
FITTING:												
PANCY STITCHERS.....	685	3.28	1,156	2.75	297	3.41	148	2.95	254	2.98	124	2.94
MEN.....	127	3.61	-	-	-	-	-	-	29	3.62	-	-
WOMEN.....	558	3.21	1,141	2.74	289	3.40	148	2.95	225	2.90	112	2.86
PASTERS, BACKERS, OR FITTERS, UPPER, HAND.....	570	2.70	873	2.57	126	2.83	86	2.50	171	3.01	77	2.62
MEN.....	60	2.41	-	-	-	-	-	-	-	-	-	-
WOMEN.....	510	2.74	858	2.58	116	2.86	86	2.50	167	3.01	77	2.62
PLATFORM-COVER STITCHERS (SLIP-LASTED SHOES).....	22	3.39	23	2.89	-	-	-	-	-	-	-	-
MEN.....	11	3.81	-	-	-	-	-	-	-	-	-	-
WOMEN.....	11	2.97	22	2.92	-	-	-	-	-	-	-	-
SKIVERS, MACHINE, UPPERS OR LININGS.....	96	2.98	253	2.72	21	3.13	37	2.74	36	2.95	22	2.90
MEN.....	21	3.40	-	-	-	-	-	-	-	-	-	-
WOMEN.....	75	2.87	253	2.72	16	3.07	37	2.74	32	2.79	22	2.90
SOCK-LINING STITCHERS (SLIP-LASTED SHOES).....	29	3.31	30	2.60	-	-	-	-	18	2.79	14	3.03
MEN.....	7	4.30	-	-	-	-	-	-	-	-	-	-
WOMEN.....	22	2.99	30	2.60	-	-	-	-	18	2.79	14	3.03
TOP STITCHERS.....	343	3.29	723	2.73	133	3.19	122	3.01	151	3.26	45	2.82
MEN.....	63	3.68	-	-	7	3.67	-	-	34	3.86	-	-
WOMEN.....	280	3.20	720	2.73	126	3.16	121	3.01	117	3.09	43	2.77
VAMPERS.....	184	3.18	273	2.71	39	3.28	50	2.85	85	3.13	12	3.11
MEN.....	-	-	-	-	-	-	-	-	8	3.77	-	-
WOMEN.....	126	3.14	273	2.71	39	3.28	50	2.85	77	3.06	12	3.11

See footnotes at end of table.

Table 19. Occupational earnings: Women's cement-process (conventional-lasted) shoes—by size of community—Continued

(Number and average straight-time hourly earnings¹ of workers in selected occupations, United States and selected regions, April 1975)

Department, occupation, and sex	United States ²				New England				Middle Atlantic			
	Metropolitan areas		Nonmetropolitan areas		Metropolitan areas		Nonmetropolitan areas		Metropolitan areas		Nonmetropolitan areas	
	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings
<u>SELECTED PRODUCTION OCCUPATIONS--</u>												
<u>CONTINUED</u>												
<u>LASTING:</u>												
ASSEMBLERS FOR PULLOVER, MACHINE...	70	\$3.47	141	\$3.03	21	\$3.69	17	\$3.27	33	\$3.10	12	\$3.54
MEN.....	44	3.67	84	3.10	13	3.89	16	3.29	18	3.24	10	3.68
WOMEN.....	26	3.14	57	2.93	-	-	-	-	15	2.94	-	-
BED-MACHINE OPERATORS.....	50	4.50	62	3.59	39	4.62	-	-	-	-	-	-
MEN.....	50	4.50	42	3.93	39	4.62	-	-	-	-	-	-
WOMEN.....	-	-	20	2.89	-	-	-	-	-	-	-	-
HEEL-SEAT LASTERS.....	57	3.38	98	2.92	13	3.59	11	3.09	35	3.18	17	2.86
MEN.....	55	3.37	57	3.08	12	3.50	11	3.09	34	3.20	12	2.80
WOMEN.....	-	-	41	2.69	-	-	-	-	-	-	-	-
PLATFORM-COVER LASTERS (SLIP-LASTED SHOES).....	9	4.04	8	2.58	-	-	-	-	-	-	-	-
MEN.....	9	4.04	-	-	-	-	-	-	-	-	-	-
PULLING AND LASTING-MACHINE OPERATORS.....	47	3.89	113	3.73	22	4.14	24	4.13	17	3.45	-	-
MEN.....	46	3.90	97	3.86	21	4.16	24	4.13	17	3.45	-	-
WOMEN.....	-	-	16	2.99	-	-	-	-	-	-	-	-
TOE TO BALL.....	45	3.86	113	3.73	22	4.14	24	4.13	17	3.45	-	-
MEN.....	44	3.86	97	3.86	21	4.16	24	4.13	17	3.45	-	-
WOMEN.....	-	-	16	2.99	-	-	-	-	-	-	-	-
PULLOVER-MACHINE OPERATORS ³	22	4.37	60	3.35	6	3.78	16	3.39	-	-	11	3.89
SIDE LASTERS, MACHINE.....	267	3.96	326	3.52	119	4.31	49	3.67	52	3.62	33	3.52
MEN.....	237	4.02	268	3.64	117	4.33	48	3.67	33	3.46	21	3.98
WOMEN.....	30	3.51	58	2.95	-	-	-	-	-	-	12	2.71
STAPLE OR TACK LASTING.....	88	3.71	230	3.75	45	3.75	40	3.63	23	3.67	12	3.53
MEN.....	73	3.73	214	3.74	45	3.75	39	3.63	11	3.39	12	3.53
WOMEN.....	15	3.63	16	3.82	-	-	-	-	-	-	-	-
CEMENT LASTING.....	179	4.08	96	2.96	74	4.65	9	3.85	29	3.57	21	3.51
MEN.....	164	4.15	54	3.23	72	4.69	9	3.85	22	3.49	-	-
WOMEN.....	15	3.39	42	2.61	-	-	-	-	-	-	12	2.71
TOE LASTERS, AUTOMATIC OR SEMI-AUTOMATIC.....	45	3.78	43	3.23	-	-	-	-	32	3.89	-	-
MEN.....	39	3.56	35	3.29	-	-	-	-	26	3.58	-	-
WOMEN.....	-	-	8	2.97	-	-	-	-	-	-	-	-
<u>BOTTOMING AND MAKING:</u>												
BOTTOM FILLERS.....	42	2.85	28	2.91	13	3.00	-	-	20	2.91	6	2.41
MEN.....	12	3.21	-	-	-	-	-	-	-	-	-	-
WOMEN.....	30	2.71	28	2.91	11	2.89	-	-	11	2.66	6	2.41
EDGE TRIMMERS.....	59	3.59	70	3.01	11	3.37	-	-	24	3.38	-	-
MEN.....	54	3.65	38	2.89	9	3.45	-	-	21	3.44	-	-
WOMEN.....	-	-	32	3.15	-	-	-	-	-	-	-	-
GOODYEAR STITCHERS.....	-	-	39	2.88	-	-	-	-	-	-	-	-
MEN.....	-	-	19	3.17	-	-	-	-	-	-	-	-
WOMEN.....	-	-	19	2.51	-	-	-	-	-	-	-	-
HEEL ATTACHERS, MACHINE.....	63	3.39	102	3.00	29	3.43	10	2.77	21	3.38	24	3.19
MEN.....	58	3.43	77	3.15	29	3.43	-	-	21	3.38	16	3.35
WOMEN.....	-	-	25	2.55	-	-	-	-	-	-	8	2.88

See footnotes at end of table.

Table 19. Occupational earnings: Women's cement-process (conventional-lasted) shoes—by size of community—Continued

(Number and average straight-time hourly earnings¹ of workers in selected occupations, United States and selected regions, April 1975)

Department, occupation, and sex	United States ²				New England				Middle Atlantic			
	Metropolitan areas		Nonmetropolitan areas		Metropolitan areas		Nonmetropolitan areas		Metropolitan areas		Nonmetropolitan areas	
	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings
SELECTED PRODUCTION OCCUPATIONS--												
CONTINUED												
BOTTOMING AND MAKING:--CONTINUED												
HEEL-SEAT SITTERS, MACHINE.....	-	-	12	\$3.08	-	-	-	-	-	-	-	-
MEN.....	-	-	6	3.45	-	-	-	-	-	-	-	-
INSAMERS.....	-	-	11	2.97	-	-	-	-	-	-	-	-
MEN.....	-	-	7	3.47	-	-	-	-	-	-	-	-
ROUGHERS.....	60	\$3.91	122	3.06	20	\$4.63	17	\$3.20	26	\$3.68	16	\$2.91
MEN.....	58	3.93	52	3.08	19	4.70	13	3.18	26	3.68	6	3.08
WOMEN.....	-	-	70	3.05	-	-	-	-	-	-	10	2.81
ROUGH ROUNDERS.....	31	3.46	44	3.29	-	-	-	-	22	3.32	-	-
MEN.....	26	3.62	29	3.58	-	-	-	-	20	3.44	-	-
WOMEN.....	-	-	15	2.71	-	-	-	-	-	-	-	-
SHANKERS.....	52	3.12	97	2.69	21	3.31	13	2.79	22	3.04	16	2.36
MEN.....	40	3.28	42	2.87	17	3.38	8	2.59	14	3.44	-	-
WOMEN.....	12	2.58	55	2.55	-	-	-	-	-	-	14	2.39
SOLE ATTACHERS, CEMENT PROCESS.....	231	3.62	314	3.02	100	4.01	57	3.82	102	3.22	38	3.12
MEN.....	155	3.94	166	3.39	76	4.33	51	3.91	59	3.46	20	3.08
WOMEN.....	76	2.96	148	2.60	24	2.98	-	-	43	2.90	18	3.16
FINISHING:												
BOTTOM SCOURERS.....	-	-	20	2.95	-	-	-	-	-	-	-	-
MEN.....	-	-	7	2.70	-	-	-	-	-	-	-	-
EDGE SETTERS.....	13	4.05	8	3.34	-	-	-	-	-	-	-	-
MEN.....	13	4.05	6	3.65	-	-	-	-	-	-	-	-
REPAIRERS.....	251	2.77	349	2.94	91	2.74	83	2.32	88	2.95	47	2.66
MEN.....	25	3.68	6	3.37	-	-	-	-	17	3.79	-	-
WOMEN.....	226	2.67	343	2.94	89	2.74	80	2.31	71	2.75	44	2.57
TREERS.....	147	3.05	333	3.19	45	3.66	17	3.16	39	3.21	24	2.58
MEN.....	42	3.73	27	3.74	28	4.26	7	3.19	-	-	-	-
WOMEN.....	105	2.78	306	3.14	17	2.67	-	-	38	3.18	24	2.58
MISCELLANEOUS:												
FLOOR WORKERS.....	321	2.55	380	2.47	102	2.74	88	2.44	161	2.53	24	2.45
MEN.....	136	2.55	77	2.41	52	2.82	34	2.53	41	2.55	-	-
WOMEN.....	185	2.55	303	2.48	50	2.66	54	2.39	120	2.52	20	2.48
INSPECTORS (CROWNERS).....	155	2.63	408	2.68	56	2.63	38	2.31	65	2.50	30	2.58
MEN.....	30	2.75	65	3.03	16	2.60	-	-	-	-	-	-
WOMEN.....	125	2.60	343	2.62	40	2.63	36	2.28	59	2.50	25	2.58
JANITORS ³	69	2.37	116	2.35	28	2.47	16	2.18	26	2.33	13	2.38
MECHANICS, MAINTENANCE ³	39	4.29	125	3.59	14	4.26	8	3.54	15	4.13	11	4.84

See footnotes at end of table.

Table 19. Occupational earnings: Women's cement-process (conventional-lasted) shoes—by size of community—Continued

(Number and average straight-time hourly earnings¹ of workers in selected occupations, United States and selected regions, April 1975)

Department, occupation, and sex	Border States		Southwest		Great Lakes		Middle West		Pacific	
	Nonmetropolitan areas		Nonmetropolitan areas		Nonmetropolitan areas		Nonmetropolitan 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
<u>SELECTED PRODUCTION OCCUPATIONS</u>										
<u>CUTTING:</u>										
CUTTERS, LINING, MACHINE.....	31	\$3.33	31	\$2.81	40	\$2.74	-	-	50	\$3.52
MEN.....	-	-	7	3.65	8	3.31	-	-	50	3.52
WOMEN.....	23	2.95	24	2.57	32	2.60	15	\$3.49	-	-
LEATHER.....	-	-	19	2.54	-	-	-	-	-	-
WOMEN.....	-	-	18	2.51	-	-	-	-	-	-
SYNTHETICS.....	-	-	11	3.04	-	-	-	-	-	-
LEATHER AND SYNTHETICS.....	-	-	-	-	-	-	13	3.29	-	-
WOMEN.....	-	-	-	-	-	-	11	3.41	-	-
CUTTERS, VAMP AND WHOLE SHOE, MACHINE.....	121	3.00	125	3.05	-	-	95	3.80	51	3.80
MEN.....	-	-	25	4.39	25	4.05	40	4.01	41	3.89
WOMEN.....	106	2.99	100	2.71	-	-	55	3.64	-	-
LEATHER.....	-	-	101	2.96	-	-	36	3.58	31	3.83
MEN.....	-	-	-	-	-	-	-	-	25	3.77
WOMEN.....	-	-	-	-	-	-	32	3.50	-	-
LEATHER AND SYNTHETICS:	-	-	-	-	-	-	-	-	-	-
MEN.....	-	-	-	-	-	-	34	4.04	-	-
<u>PITTING:</u>										
FANCY STITCHERS.....	191	2.65	200	2.65	-	-	-	-	92	3.61
MEN.....	-	-	-	-	-	-	-	-	86	3.63
WOMEN.....	191	2.65	197	2.63	-	-	-	-	6	3.35
PASTERS, BACKERS, OR FITTERS, UPPER, HAND.....	-	-	136	2.49	-	-	148	2.58	212	2.38
MEN.....	-	-	-	-	-	-	-	-	46	2.30
WOMEN.....	-	-	125	2.52	-	-	146	2.58	166	2.41
PLATFORM-COVER STITCHERS (SLIP-LASTED SHOES).....	-	-	-	-	-	-	-	-	13	3.52
MEN.....	-	-	-	-	-	-	-	-	9	3.88
SKIVERS, MACHINE, UPPERS OR LININGS.....	56	2.64	52	2.64	-	-	40	2.89	26	2.92
MEN.....	-	-	-	-	-	-	-	-	12	3.15
WOMEN.....	56	2.64	52	2.64	-	-	40	2.89	14	2.72
SOCK-LINING STITCHERS (SLIP-LASTED SHOES).....	-	-	-	-	-	-	-	-	7	3.75
TOP STITCHERS.....	156	2.59	91	2.65	-	-	135	2.80	18	3.25
MEN.....	-	-	-	-	-	-	-	-	18	3.25
WOMEN.....	156	2.59	91	2.65	-	-	135	2.80	-	-
VAMPERS.....	61	2.75	69	2.58	18	2.45	48	2.75	-	-
WOMEN.....	61	2.75	69	2.58	18	2.45	48	2.75	-	-
<u>LASTING:</u>										
ASSEMBLERS FOR PULLOVER, MACHINE... MEN.....	-	-	13	2.43	25	3.22	36	3.22	-	-
WOMEN.....	-	-	8	2.29	15	2.99	19	3.25	-	-
HEEL-SEAT LASTERS.....	19	2.89	-	-	12	3.07	11	3.29	6	3.81
MEN.....	11	3.17	-	-	8	3.06	7	3.32	6	3.81
PULLING AND LASTING-MACHINE OPERATORS.....	-	-	7	3.64	-	-	-	-	-	-
TOE TO BALL.....	-	-	7	3.64	-	-	-	-	-	-

See footnotes at end of table.

Table 19. Occupational earnings: Women's cement-process (conventional-lasted) shoes—by size of community—Continued

(Number and average straight-time hourly earnings¹ of workers in selected occupations, United States and selected regions, April 1975)

Department, occupation, and sex	Border States		Southwest		Great Lakes		Middle West		Pacific	
	Nonmetropolitan areas		Nonmetropolitan areas		Nonmetropolitan areas		Nonmetropolitan 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
SELECTED PRODUCTION OCCUPATIONS--										
CONTINUED										
LASTING:--CONTINUED										
SIDE LASTERS, MACHINE.....	40	\$3.11	47	\$3.22	57	\$3.83	62	\$3.90	-	-
MEN.....	38	3.11	35	3.60	-	-	-	-	-	-
STAPLE OR TACK LASTING.....	-	-	21	4.27	45	4.16	-	-	10	\$3.04
MEN.....	-	-	21	4.27	-	-	-	-	8	3.19
CEMENT LASTING.....	-	-	26	2.37	-	-	-	-	-	-
TOE LASTERS, AUTOMATIC OR	-	-	-	-	-	-	-	-	-	-
SEMI-AUTOMATIC.....	-	-	13	2.79	-	-	-	-	-	-
MEN.....	-	-	11	2.84	-	-	-	-	-	-
BOTTOMING AND MAKING:										
EDGE TRIMMERS.....	-	-	-	-	-	-	15	4.08	10	4.22
MEN.....	-	-	-	-	-	-	-	-	10	4.22
HEEL ATTACHERS, MACHINE.....	-	-	15	2.95	11	3.92	15	2.91	6	3.40
MEN.....	-	-	9	3.52	11	3.92	14	2.96	-	-
WOMEN.....	-	-	6	2.10	-	-	-	-	-	-
ROUGHERS.....	-	-	27	2.94	12	3.15	18	3.48	9	3.29
MEN.....	-	-	-	-	-	-	9	3.10	9	3.29
WOMEN.....	-	-	24	2.97	-	-	9	3.86	-	-
ROUGH ROUNDERS.....	11	3.11	-	-	-	-	-	-	-	-
MEN.....	7	3.13	-	-	-	-	-	-	-	-
SHANKERS.....	19	2.78	14	2.43	8	3.22	17	2.69	-	-
WOMEN.....	11	2.23	8	2.46	-	-	8	2.77	-	-
SOLE ATTACHERS, CEMENT PROCESS.....	-	-	62	2.59	24	3.54	-	-	12	3.59
MEN.....	-	-	17	3.45	15	3.42	-	-	10	3.69
WOMEN.....	-	-	45	2.27	9	3.73	9	3.18	-	-
FINISHING:										
REPAIRERS.....	45	3.53	63	2.87	-	-	-	-	52	2.49
WOMEN.....	45	3.53	63	2.87	-	-	-	-	50	2.44
TREERS.....	49	2.94	40	4.02	77	3.27	-	-	-	-
WOMEN.....	43	2.83	40	4.02	64	3.10	-	-	-	-
MISCELLANEOUS:										
FLOOR WORKERS.....	57	2.45	-	-	-	-	33	2.75	-	-
WOMEN.....	57	2.45	69	2.29	-	-	31	2.75	-	-
INSPECTORS (CROWNERS).....	84	2.49	90	2.50	-	-	76	3.05	8	2.72
MEN.....	-	-	-	-	-	-	14	3.56	-	-
WOMEN.....	74	2.43	76	2.52	-	-	62	2.93	-	-
JANITORS ³	-	-	30	2.22	11	2.43	-	-	-	-
MECHANICS, MAINTENANCE ³	-	-	34	3.39	-	-	29	3.68	6	4.88

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

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

³ All or virtually all workers were men.

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

Table 20. Occupational earnings: Women's cement-process (conventional-lasting) shoes—by size of establishment

(Number and average straight-time hourly earnings¹ of workers in selected occupations, United States and selected regions, April 1975)

Department, occupation, and sex	United States ¹		New England				Middle Atlantic				Border States		Southwest		Great Lakes		Middle West			
	Establishments with—																			
	50-249 workers		250 workers or more		50-249 workers		250 workers or more		50-249 workers		250 workers or more		250 workers or more		50-249 workers		250 workers or more		250 workers or more	
	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings
SELECTED PRODUCTION OCCUPATIONS																				
CUTTING:																				
CUTTERS, LINING, MACHINE.....																				
MEN.....	93	3.64	124	3.65	24	4.40	32	4.28	7	2.70	12	3.62	17	3.12	23	2.54	32	3.31	-	-
WOMEN.....	54	2.66	83	3.13	-	-	-	-	19	3.45	-	-	-	-	17	2.47	-	-	-	-
LEATHER.....																				
MEN.....	60	3.02	96	3.07	-	-	-	-	19	3.45	-	-	-	-	17	2.47	-	-	-	-
WOMEN.....	34	3.38	49	3.49	-	-	-	-	19	3.45	-	-	-	-	-	-	-	-	-	-
SYNTHETICS.....																				
MEN.....	43	3.32	73	3.65	15	3.60	29	4.27	11	3.27	29	3.44	-	-	-	-	-	-	-	-
WOMEN.....	29	3.56	59	3.61	14	3.69	27	4.24	9	3.48	19	3.29	-	-	-	-	-	-	-	-
LEATHER AND SYNTHETICS.....																				
MEN.....	14	2.83	14	3.84	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
WOMEN.....	44	3.60	38	3.96	-	-	-	-	16	3.35	-	-	-	-	-	-	-	-	11	\$3.31
CUTTERS, VAMP AND WHOLE SHOE, HAND.....																				
MEN.....	59	3.35	37	4.11	-	-	-	-	35	3.42	-	-	-	-	-	-	-	-	-	-
WOMEN.....	40	3.75	24	4.23	-	-	-	-	31	3.57	-	-	-	-	-	-	-	-	-	-
CUTTERS, VAMP AND WHOLE SHOE, MACHINE.....																				
MEN.....	314	3.73	620	3.48	76	4.44	125	4.34	64	3.82	83	3.26	94	3.16	43	3.11	-	-	64	3.78
WOMEN.....	159	4.19	279	3.97	64	4.44	114	4.39	43	3.96	32	3.18	-	-	-	-	-	-	35	4.04
LEATHER.....																				
MEN.....	155	3.26	341	3.08	12	4.43	11	3.79	21	3.54	51	3.83	79	3.18	41	3.04	-	-	29	3.46
WOMEN.....	142	3.78	393	3.29	33	4.07	51	3.83	29	3.46	-	-	-	-	30	3.14	-	-	-	-
SYNTHETICS.....																				
MEN.....	60	4.10	124	3.67	21	3.86	47	3.86	12	4.45	-	-	-	-	-	-	-	-	-	-
WOMEN.....	82	3.55	269	3.11	12	4.43	-	-	-	-	-	-	-	-	28	3.02	-	-	-	-
LEATHER AND SYNTHETICS.....																				
MEN.....	34	3.48	72	4.33	6	4.98	58	4.61	-	-	12	3.17	-	-	-	-	-	-	-	-
WOMEN.....	26	3.83	60	4.49	6	4.98	51	4.69	-	-	-	-	-	-	-	-	-	-	-	-
LEATHER AND SYNTHETICS.....																				
MEN.....	138	3.74	155	3.58	37	4.68	-	-	17	3.95	-	-	-	-	-	-	-	-	40	4.00
WOMEN.....	73	4.39	95	4.04	37	4.68	-	-	13	4.18	-	-	-	-	-	-	-	-	31	4.13
WOMEN.....	65	3.01	60	2.84	-	-	-	-	-	-	-	-	-	-	-	-	-	-	9	3.57
FITTING:																				
FANCY STITCHERS.....																				
MEN.....	604	2.98	1,237	2.93	138	3.33	307	3.22	156	3.06	222	2.90	-	-	143	2.49	-	-	158	2.79
WOMEN.....	98	3.60	-	-	-	-	-	-	41	3.65	-	-	-	-	-	-	-	-	-	-
PASTERS, BACKERS, OR FITTERS, UPPER, HAND.....																				
MEN.....	506	2.86	1,193	2.90	130	3.31	307	3.22	115	2.85	222	2.90	-	-	143	2.49	-	-	158	2.79
WOMEN.....	521	2.50	922	2.69	90	2.66	122	2.72	116	2.66	132	3.10	-	-	65	2.46	-	-	117	2.56
PLATFORM-COVER STITCHERS (SLIP-LASTED SHOES).....																				
MEN.....	470	2.51	898	2.70	86	2.66	116	2.74	112	2.63	132	3.10	-	-	65	2.46	-	-	117	2.56
WOMEN.....	33	2.97	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
SKIVERS, MACHINE, UPPERS OR LININGS.....																				
MEN.....	145	2.84	204	2.76	24	3.04	34	2.76	35	2.94	23	2.91	40	2.65	25	2.53	-	-	27	2.64
WOMEN.....	15	3.22	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
SOCK-LINING STITCHERS (SLIP-LASTED SHOES).....																				
MEN.....	130	2.80	198	2.72	20	2.99	33	2.74	31	2.77	23	2.91	40	2.65	25	2.53	-	-	27	2.64
WOMEN.....	38	3.18	21	2.53	-	-	-	-	24	2.84	-	-	-	-	-	-	-	-	-	-
TOP STITCHERS.....																				
MEN.....	31	2.92	21	2.53	-	-	-	-	24	2.94	-	-	-	-	-	-	-	-	-	-
WOMEN.....	341	2.99	725	2.87	74	3.18	181	3.07	112	3.09	84	3.25	128	2.55	62	2.48	-	-	116	2.98
VAMPERS.....																				
MEN.....	59	3.71	-	-	7	3.45	-	-	36	3.86	-	-	-	-	-	-	-	-	-	-
WOMEN.....	282	2.84	718	2.87	67	3.16	180	3.06	76	2.73	84	3.25	128	2.55	62	2.48	-	-	116	2.98
WOMEN.....																				
MEN.....	172	2.87	285	2.92	27	2.95	62	3.08	58	3.18	39	3.05	-	-	21	2.25	-	-	26	2.85
WOMEN.....	12	3.71	-	-	-	-	-	-	8	3.77	-	-	-	-	-	-	-	-	-	-
WOMEN.....	160	2.81	239	2.87	27	2.95	62	3.08	50	3.08	39	3.05	-	-	21	2.25	-	-	25	2.79

See footnotes at end of table

Table 20. Occupational earnings: Women's cement-process (conventional-lasted) shoes—by size of establishment—Continued

(Number and average straight-time hourly earnings¹ of workers in selected occupations, United States and selected regions, April 1975)

Department, occupation, and sex	United States ²				New England				Middle Atlantic				Border States		Southwest		Great Lakes		Middle West	
	Establishments with—																			
	50-249 workers		250 workers or more		50-249 workers		250 workers or more		50-249 workers		250 workers or more		250 workers or more		50-249 workers		250 workers or more		250 workers or more	
	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings
SELECTED PRODUCTION OCCUPATIONS--																				
CONTINUED																				
LASTING:																				
ASSEMBLERS FOR PULLOVER, MACHINE...	89	\$3.08	122	\$3.25	16	\$3.24	22	\$3.70	23	\$3.31	22	\$3.13	-	-	13	\$2.43	26	\$3.49	25	\$3.13
MEN.....	55	3.38	73	3.23	15	3.29	14	3.85	18	3.59	-	-	-	-	-	-	18	3.35	11	3.27
WOMEN.....	34	2.59	49	3.28	-	-	-	-	-	-	-	-	-	-	8	2.29	-	-	-	-
BED-MACHINE OPERATORS.....	17	4.14	55	3.97	-	-	30	4.62	-	-	-	-	-	-	-	-	-	-	-	-
MEN.....	13	4.27	79	4.23	-	-	30	4.62	-	-	-	-	-	-	-	-	-	-	-	-
HEEL-SEAT LASTERS.....	61	3.07	94	3.10	12	3.42	12	3.31	29	3.16	23	2.98	15	\$3.00	-	-	11	3.24	6	4.03
MEN.....	50	3.15	62	3.28	11	3.30	12	3.31	27	3.19	19	2.97	9	3.23	-	-	9	3.22	-	-
WOMEN.....	11	2.69	32	2.74	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
PLATFORM-COVER LASTERS (SLIP-LASTED SHOES).....	12	3.44	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
MEN.....	10	3.70	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
PULLING AND LASTING-MACHINE OPERATORS.....	50	3.83	110	3.76	19	3.80	27	4.37	-	-	-	-	-	-	-	-	-	-	-	-
MEN.....	47	3.92	96	3.84	19	3.80	26	4.39	-	-	-	-	-	-	-	-	-	-	-	-
WOMEN.....	-	-	14	3.17	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
TOE TO BALL.....	48	3.79	110	3.76	19	3.80	27	4.37	-	-	-	-	-	-	-	-	-	-	-	-
MEN.....	45	3.88	96	3.84	19	3.80	26	4.39	-	-	-	-	-	-	-	-	-	-	-	-
WOMEN.....	-	-	14	3.17	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
PULLOVER-MACHINE OPERATORS.....	36	4.00	46	3.33	9	3.36	-	-	11	4.24	-	-	-	-	-	-	-	-	-	-
SIDE LASTERS, MACHINE.....	152	3.61	441	3.76	53	3.82	115	4.27	32	3.71	53	3.50	-	-	22	3.07	60	3.85	49	3.74
MEN.....	133	3.79	372	3.83	51	3.85	114	4.27	30	3.82	24	3.46	-	-	13	3.74	-	-	-	-
WOMEN.....	19	2.33	69	3.36	-	-	-	-	-	-	29	3.52	-	-	-	-	-	-	-	-
STAPLE OR TACK LASTING.....	85	3.83	233	3.71	32	3.69	53	3.70	14	3.84	21	3.48	-	-	11	3.93	-	-	48	3.73
MEN.....	83	3.86	204	3.69	32	3.69	52	3.70	14	3.84	-	-	-	-	11	3.93	-	-	-	-
WOMEN.....	-	-	29	3.81	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
CEMENT LASTING.....	67	3.32	208	3.81	21	4.03	62	4.75	18	3.62	32	3.51	-	-	-	-	-	-	-	-
MEN.....	50	3.66	168	4.00	19	4.12	62	4.75	16	3.80	-	-	-	-	-	-	-	-	-	-
WOMEN.....	17	2.31	40	3.03	-	-	-	-	-	-	17	3.24	-	-	-	-	-	-	-	-
TOE LASTERS, AUTOMATIC OR SEMI-AUTOMATIC.....	57	3.16	31	4.17	6	3.31	-	-	23	3.51	-	-	-	-	9	2.58	-	-	-	-
MEN.....	53	3.22	21	3.97	6	3.31	-	-	23	3.51	-	-	-	-	7	2.61	-	-	-	-
BOTTOMING AND MAKING:																				
BOTTOM FILLERS.....	32	2.77	38	2.96	-	-	11	2.89	20	2.87	-	-	-	-	-	-	-	-	-	-
MEN.....	12	3.21	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
WOMEN.....	20	2.51	38	2.96	-	-	11	2.89	11	2.58	-	-	-	-	-	-	-	-	-	-
EDGE TRIMMERS.....	59	3.55	70	3.05	9	3.39	-	-	17	3.68	9	2.98	-	-	-	-	-	-	10	4.14
MEN.....	49	3.64	43	3.00	-	-	-	-	14	3.85	9	2.98	-	-	-	-	-	-	-	-
WOMEN.....	10	3.10	27	3.13	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
GOODYEAR STITCHERS.....	28	3.38	9	2.68	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
MEN.....	26	3.36	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
WOMEN.....	2	3.11	9	2.68	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
HEEL ATTACHERS, MACHINE.....	78	3.11	87	3.19	21	3.03	18	3.53	31	3.36	14	3.09	-	-	8	2.48	11	3.95	12	2.75
MEN.....	63	3.25	72	3.29	19	3.11	15	3.62	27	3.41	10	3.26	-	-	10	3.98	10	3.98	10	2.82
WOMEN.....	15	2.52	15	2.72	-	-	-	-	-	-	-	-	-	-	6	2.10	-	-	-	-
HEEL-SEAT SITTERS, MACHINE.....	10	2.84	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
MEN.....	6	3.63	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
WOMEN.....	4	2.05	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
ROUGHERS.....	65	3.37	117	3.32	15	4.22	22	3.80	22	3.26	20	3.52	-	-	-	-	-	-	19	3.39
MEN.....	43	3.79	67	3.36	13	4.47	19	3.83	18	3.50	14	3.65	-	-	-	-	-	-	11	2.99
WOMEN.....	22	2.55	50	3.28	-	-	-	-	-	-	-	-	-	-	-	-	-	-	8	3.94
ROUGH ROUNDERS.....	34	3.47	41	3.27	-	-	-	-	20	3.30	-	-	11	3.11	-	-	-	-	-	-
MEN.....	29	3.68	26	3.51	-	-	-	-	18	3.44	-	-	7	3.13	-	-	-	-	-	-
WOMEN.....	-	-	15	2.85	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
SHANKERS.....	50	2.79	99	2.87	10	3.29	24	3.04	19	2.89	19	2.62	16	2.87	7	2.28	8	3.25	14	2.71
MEN.....	30	3.01	52	3.10	7	3.56	18	2.95	12	3.21	-	-	-	-	-	-	-	-	-	-
WOMEN.....	20	2.45	47	2.60	-	-	6	3.29	7	2.34	15	2.40	8	2.20	-	-	-	-	8	2.77

See footnotes at end of table

Table 20. Occupational earnings: Women's cement-process (conventional-lasted) shoes—by size of establishment—Continued

(Number and average straight-time hourly earnings¹ of workers in selected occupations, United States and selected regions, April 1975)

Department, occupation, and sex	United States ²				New England				Middle Atlantic				Border States		Southwest		Great Lakes		Middle West	
	50-249 workers		250 workers or more		50-249 workers		250 workers or more		50-249 workers		250 workers or more		250 workers or more		50-249 workers		250 workers or more		250 workers or more	
	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings
	Establishments with—																			
SELECTED PRODUCTION OCCUPATIONS--																				
CONTINUED																				
BOTTOMING AND MAKING:--CONTINUED																				
SOLE ATTACHERS, CEMENT PROCESS.....	207	\$ 3.19	338	\$ 3.32	69	\$ 3.67	88	\$ 4.15	67	\$ 3.10	73	\$ 3.28	-	-	26	\$ 2.34	27	\$ 3.58	38	\$ 3.29
MEN.....	128	3.57	193	3.71	46	4.15	81	4.17	48	3.28	-	-	-	-	-	-	-	31	3.32	
WOMEN.....	79	2.58	145	2.81	-	-	7	3.88	19	2.66	42	3.12	-	-	21	2.11	10	3.67	7	3.17
FINISHING:																				
BOTTOM SCOURERS.....	9	2.90	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
EDGE SETTERS.....	18	3.61	-	-	-	-	-	-	7	4.01	-	-	-	-	-	-	-	-	-	-
MEN.....	16	3.76	-	-	-	-	-	-	7	4.01	-	-	-	-	-	-	-	-	-	-
REPAIRERS.....	242	2.67	358	3.01	51	2.38	123	2.61	89	2.89	46	2.78	35	\$ 3.87	28	2.60	-	-	36	3.49
MEN.....	26	3.68	-	-	-	-	-	-	17	3.88	-	-	-	-	-	-	-	-	-	-
WOMEN.....	216	2.55	353	3.01	48	2.37	121	2.60	72	2.65	43	2.73	35	3.87	28	2.60	-	-	36	3.49
TREBS.....	118	2.92	362	3.22	15	3.40	47	3.56	16	2.59	47	3.10	-	-	22	3.61	79	3.30	72	3.24
MEN.....	10	3.90	59	3.71	9	3.86	26	4.11	-	-	-	-	-	-	-	-	-	-	-	-
WOMEN.....	108	2.83	303	3.13	-	-	21	2.88	15	2.47	47	3.10	32	3.01	22	3.61	64	3.14	69	3.25
MISCELLANEOUS:																				
FLOOR WORKERS.....	251	2.51	450	2.51	70	2.66	120	2.57	117	2.47	68	2.61	45	2.50	40	2.38	-	-	31	2.70
MEN.....	84	2.58	129	2.45	35	2.76	51	2.66	33	2.47	12	2.70	-	-	-	-	-	-	-	-
WOMEN.....	167	2.47	321	2.53	35	2.55	69	2.50	-	-	56	2.60	45	2.50	28	2.39	-	-	29	2.69
INSPECTORS (CROWNERS).....	178	2.60	385	2.70	28	2.61	66	2.45	25	2.67	70	2.48	62	2.57	56	2.36	-	-	58	3.01
MEN.....	33	2.84	62	3.00	-	-	13	2.46	-	-	-	-	-	-	-	-	-	-	13	3.35
WOMEN.....	145	2.54	323	2.64	23	2.51	53	2.45	19	2.70	65	2.47	52	2.49	42	2.34	-	-	45	2.91
JANITORS ³	75	2.36	110	2.36	8	2.53	36	2.33	22	2.36	-	-	-	-	17	2.30	-	-	8	2.55
MECHANICS, MAINTENANCE ³	76	3.98	88	3.57	9	4.31	13	3.78	19	4.69	-	-	-	-	17	3.56	-	-	18	3.52

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

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

³ All or virtually all workers were men.

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

Table 21. Occupational earnings: Women's cement-process (conventional-lasted) shoes—by size of establishment and size of community

(Number and average straight-time hourly earnings¹ of workers in selected occupations, United States and selected regions, April 1975)

Department, occupation, and community size	United States ²				New England				Middle Atlantic		Border States		Great Lakes		Middle West	
	Establishments with—															
	50-249 workers		250 workers or more		50-249 workers		250 workers or more		50-249 workers		250 workers or more		250 workers or more		250 workers or more	
	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings
SELECTED PRODUCTION OCCUPATIONS																
CUTTING:																
CUTTERS, LINING, MACHINE:																
METROPOLITAN AREAS.....	77	\$3.41	88	\$3.73	15	\$4.05	23	\$4.41	31	\$3.26	-	-	-	-	-	-
NONMETROPOLITAN AREAS.....	70	3.14	119	3.23	11	4.60	13	3.96	-	-	25	\$3.54	36	\$2.81	-	-
LEATHER:																
METROPOLITAN AREAS.....	33	3.17	-	-	-	-	-	-	15	3.13	-	-	-	-	-	-
NONMETROPOLITAN AREAS.....	27	2.84	59	2.73	-	-	-	-	-	-	-	-	-	-	-	-
SYNTHETICS:																
METROPOLITAN AREAS.....	20	3.51	44	3.88	9	3.59	18	4.39	-	-	-	-	-	-	-	-
NONMETROPOLITAN AREAS.....	23	3.16	29	3.32	6	3.61	11	4.07	-	-	-	-	-	-	-	-
LEATHER AND SYNTHETICS:																
METROPOLITAN AREAS.....	24	3.65	-	-	-	-	-	-	10	3.43	-	-	-	-	-	-
NONMETROPOLITAN AREAS.....	20	3.54	31	4.08	-	-	-	-	-	-	-	-	-	-	-	-
CUTTERS, VAMP AND WHOLE SHOE, HAND:																
METROPOLITAN AREAS.....	32	3.59	18	4.13	-	-	-	-	23	3.29	-	-	-	-	-	-
NONMETROPOLITAN AREAS.....	27	3.07	-	-	-	-	-	-	-	-	-	-	-	-	-	-
CUTTERS, VAMP AND WHOLE SHOE, MACHINE:																
METROPOLITAN AREAS.....	134	4.03	145	4.00	39	4.32	65	4.74	39	4.00	-	-	-	-	-	-
NONMETROPOLITAN AREAS.....	180	3.51	475	3.32	37	4.56	60	3.91	-	-	94	3.16	-	-	59	\$3.74
LEATHER:																
METROPOLITAN AREAS.....	66	3.99	61	3.73	17	3.91	-	-	13	4.42	-	-	-	-	-	-
NONMETROPOLITAN AREAS.....	76	3.59	332	3.21	16	4.24	39	3.76	-	-	-	-	-	-	-	-
SYNTHETICS:																
METROPOLITAN AREAS.....	27	3.64	45	4.62	6	4.98	37	4.84	-	-	-	-	-	-	-	-
NONMETROPOLITAN AREAS.....	-	-	27	3.85	-	-	21	4.19	-	-	-	-	-	-	-	-
LEATHER AND SYNTHETICS:																
METROPOLITAN AREAS.....	41	4.33	39	3.72	-	-	-	-	-	-	-	-	-	-	-	-
NONMETROPOLITAN AREAS.....	97	3.49	116	3.53	21	4.80	-	-	-	-	-	-	-	-	35	3.97
FITTING:																
FANCY STITCHERS:																
METROPOLITAN AREAS.....	236	3.40	449	3.22	82	3.48	215	3.38	83	3.22	-	-	-	-	-	-
NONMETROPOLITAN AREAS.....	368	2.71	788	2.77	56	3.11	92	2.85	-	-	-	-	-	-	-	-
PASTERS, BACKERS, OR FITTERS, UPPER, HAND:																
METROPOLITAN AREAS.....	314	2.47	256	3.00	48	2.74	78	2.89	69	2.73	-	-	-	-	-	-
NONMETROPOLITAN AREAS.....	207	2.54	666	2.58	42	2.56	44	2.43	-	-	-	-	-	-	-	-
PLATFORM-COVER STITCHERS (SLIP-LASTED SHOES):																
METROPOLITAN AREAS.....	20	3.43	-	-	-	-	-	-	-	-	-	-	-	-	-	-
SKIVERS, MACHINE, UPPERS OR LININGS:																
METROPOLITAN AREAS.....	54	2.91	42	3.08	10	3.05	11	3.21	20	3.02	-	-	-	-	-	-
NONMETROPOLITAN AREAS.....	91	2.80	162	2.67	14	3.04	23	2.55	-	-	40	2.65	-	-	23	2.63

See footnotes at end of table.

Table 21. Occupational earnings: Women's cement-process (conventional-lasting) shoes—by size of establishment and size of community—Continued

(Number and average straight-time hourly earnings¹ of workers in selected occupations, United States and selected regions, April 1975)

Department, occupation, and community size	United States ²		New England		Middle Atlantic		Border States		Great Lakes		Middle West			
	Establishments with—													
	50-249 workers		250 workers or more		50-249 workers		250 workers or more		50-259 workers		250 workers or more		250 workers or more	
	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings
SELECTED PRODUCTION OCCUPATIONS--														
CONTINUED														
FITTING:--CONTINUED														
SOCK-LINING STITCHERS														
(SLIP-LASTED SHOES):														
METROPOLITAN AREAS.....	29	\$3.31	-	-	-	-	-	-	18	\$2.79	-	-	-	-
NONMETROPOLITAN AREAS.....	9	2.75	21	\$2.53	-	-	-	-	-	-	-	-	-	-
TOP STITCHERS:														
METROPOLITAN AREAS.....	129	3.35	214	3.26	28	\$3.39	105	\$3.13	78	3.26	-	-	-	-
NONMETROPOLITAN AREAS.....	212	2.77	511	2.71	46	3.06	76	2.98	-	-	128	\$2.55	-	99
VAMPERS:														
METROPOLITAN AREAS.....	73	3.18	111	3.18	-	-	24	3.54	52	3.22	-	-	-	-
NONMETROPOLITAN AREAS.....	99	2.64	174	2.75	12	3.07	38	2.78	-	-	14	\$2.52	-	-
LASTING:														
ASSEMBLERS FOR PULLOVER, MACHINE:														
METROPOLITAN AREAS.....	30	3.21	40	3.67	7	3.19	14	3.95	13	3.02	-	-	-	-
NONMETROPOLITAN AREAS.....	59	3.01	82	3.05	9	3.27	-	-	-	-	23	3.27	23	3.01
BRD-MACHINE OPERATORS:														
METROPOLITAN AREAS.....	11	4.61	39	4.47	-	-	30	4.62	-	-	-	-	-	-
NONMETROPOLITAN AREAS.....	-	-	56	3.62	-	-	-	-	-	-	-	-	-	-
HEEL-SEAT LASTERS:														
METROPOLITAN AREAS.....	32	3.29	25	3.49	7	3.37	6	3.86	20	3.21	-	-	-	-
NONMETROPOLITAN AREAS.....	29	2.82	69	2.96	-	-	6	2.76	-	-	15	3.00	10	3.12
PLATFORM-COVER LASTERS														
(SLIP-LASTED SHOES):														
METROPOLITAN AREAS.....	8	4.05	-	-	-	-	-	-	-	-	-	-	-	-
PULLING AND LASTING-MACHINE OPERATORS:														
METROPOLITAN AREAS.....	19	3.94	28	3.86	10	3.87	12	4.36	-	-	-	-	-	-
NONMETROPOLITAN AREAS.....	31	3.76	82	3.72	-	-	15	4.38	-	-	-	-	-	-
TOE TO BALL:														
METROPOLITAN AREAS.....	17	3.84	28	3.86	10	3.87	12	4.36	-	-	-	-	-	-
NONMETROPOLITAN AREAS.....	31	3.76	82	3.72	-	-	15	4.38	-	-	-	-	-	-
PULLOVER-MACHINE OPERATORS:														
METROPOLITAN AREAS.....	17	4.48	-	-	-	-	-	-	-	-	-	-	-	-
NONMETROPOLITAN AREAS.....	19	3.58	41	3.24	-	-	-	-	-	-	-	-	-	-
SIDE LASTERS, MACHINE:														
METROPOLITAN AREAS.....	60	3.49	207	4.10	33	3.78	86	4.52	11	3.46	-	-	-	-
NONMETROPOLITAN AREAS.....	92	3.68	234	3.45	20	3.89	29	3.52	-	-	57	3.83	43	3.64
STAPLE OR TACK LASTING:														
METROPOLITAN AREAS.....	26	3.48	62	3.81	-	-	-	-	-	-	-	-	-	-
NONMETROPOLITAN AREAS.....	59	3.98	171	3.67	19	3.83	21	3.46	-	-	-	-	45	4.16
CEMENT LASTING:														
METROPOLITAN AREAS.....	34	3.51	145	4.22	20	3.98	54	4.90	-	-	-	-	-	-
NONMETROPOLITAN AREAS.....	33	3.13	63	2.87	-	-	8	3.70	-	-	-	-	-	-
TOE LASTERS, AUTOMATIC OR SEMI-AUTOMATIC:														
METROPOLITAN AREAS.....	27	3.20	18	4.66	-	-	-	-	18	3.31	-	-	-	-
NONMETROPOLITAN AREAS.....	30	3.12	13	3.49	-	-	-	-	-	-	-	-	-	-

See footnotes at end of table.

Table 21. Occupational earnings: Women's cement-process (conventional-lasted) shoes—by size of establishment and size of community—Continued

(Number and average straight-time hourly earnings¹ of workers in selected occupations, United States and selected regions, April 1975)

Department, occupation, and community size	United States ²				New England				Middle Atlantic		Border States		Great Lakes		Middle West	
	50-249 workers		250 workers or more		50-249 workers		250 workers or more		50-249 workers		250 workers or more		250 workers or more		250 workers or more	
	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings
SELECTED PRODUCTION OCCUPATIONS--																
CONTINUED																
BOTTOMING AND MAKING:																
BOTTOM FILLERS:																
METROPOLITAN AREAS.....	24	\$2.90	18	\$2.79	-	-	11	\$2.89	15	\$3.03	-	-	-	-	-	-
NONMETROPOLITAN AREAS.....	8	2.40	20	3.12	-	-	-	-	-	-	-	-	-	-	-	-
EDGE TRIMMERS:																
METROPOLITAN AREAS.....	40	3.60	19	3.58	8	\$3.55	-	-	15	3.61	-	-	-	-	-	-
NONMETROPOLITAN AREAS.....	19	3.44	51	2.85	-	-	-	-	-	-	-	-	-	7	\$4.36	-
GOODYEAR STITCHERS:																
NONMETROPOLITAN AREAS.....	12	3.60	-	-	-	-	-	-	-	-	-	-	-	-	-	-
HEEL ATTACHERS, MACHINE:																
METROPOLITAN AREAS.....	36	3.30	27	3.52	15	3.24	14	3.64	13	3.45	-	-	-	-	-	-
NONMETROPOLITAN AREAS.....	42	2.95	60	3.04	6	2.50	-	-	-	-	-	9	\$4.03	10	2.74	-
HEEL-SEAT SITTERS, MACHINE:																
NONMETROPOLITAN AREAS.....	10	2.84	-	-	-	-	-	-	-	-	-	-	-	-	-	-
INSEAMERS:																
NONMETROPOLITAN AREAS.....	6	3.63	-	-	-	-	-	-	-	-	-	-	-	-	-	-
ROUGHERS:																
METROPOLITAN AREAS.....	34	3.97	26	3.83	11	4.59	-	-	13	3.74	-	-	-	-	-	-
NONMETROPOLITAN AREAS.....	31	2.71	91	3.18	-	-	13	3.19	-	-	-	-	-	16	3.50	-
ROUGH BOUNDERS:																
METROPOLITAN AREAS.....	18	3.31	13	3.66	-	-	-	-	16	3.25	-	-	-	-	-	-
NONMETROPOLITAN AREAS.....	16	3.64	28	3.08	-	-	-	-	-	-	11	\$3.11	-	-	-	-
SHANKERS:																
METROPOLITAN AREAS.....	21	3.34	31	2.97	6	3.91	15	3.07	10	3.43	-	-	-	-	-	-
NONMETROPOLITAN AREAS.....	29	2.38	68	2.82	-	-	9	2.98	-	-	16	2.87	6	3.30	13	2.73
SOLE ATTACHERS, CEMENT PROCESS:																
METROPOLITAN AREAS.....	117	3.32	114	3.92	46	3.49	54	4.45	52	3.13	-	-	-	-	-	-
NONMETROPOLITAN AREAS.....	90	3.03	224	3.02	23	4.02	34	3.68	-	-	-	-	22	3.59	36	3.28
FINISHING:																
BOTTOM SCOURERS:																
NONMETROPOLITAN AREAS.....	7	2.85	-	-	-	-	-	-	-	-	-	-	-	-	-	-
EDGE SETTERS:																
METROPOLITAN AREAS.....	10	3.83	-	-	-	-	-	-	-	-	-	-	-	-	-	-
NONMETROPOLITAN AREAS.....	8	3.34	-	-	-	-	-	-	-	-	-	-	-	-	-	-
REPAIRERS:																
METROPOLITAN AREAS.....	124	2.76	127	2.78	21	2.53	70	2.80	57	2.97	-	-	-	-	-	-
NONMETROPOLITAN AREAS.....	118	2.57	231	3.13	30	2.27	53	2.36	-	-	35	3.87	-	-	-	-
TREERS:																
METROPOLITAN AREAS.....	42	2.88	105	3.12	13	3.32	32	\$3.79	-	-	-	-	-	-	-	-
NONMETROPOLITAN AREAS.....	76	2.95	257	3.26	-	-	15	3.06	-	-	-	-	73	\$3.32	67	3.28
MISCELLANEOUS:																
FLOOR WORKERS:																
METROPOLITAN AREAS.....	156	2.54	165	2.56	47	2.69	55	2.78	-	-	-	-	-	-	-	-
NONMETROPOLITAN AREAS.....	95	2.45	285	2.48	23	2.58	65	2.39	-	-	45	2.50	-	-	27	2.75
INSPECTORS (CROWNERS):																
METROPOLITAN AREAS.....	52	2.85	103	2.51	20	2.70	36	2.58	12	2.96	-	-	-	-	-	-
NONMETROPOLITAN AREAS.....	126	2.49	282	2.76	8	2.37	30	2.29	-	-	62	2.57	-	-	51	3.04
JANITORS:																
METROPOLITAN AREAS.....	25	2.41	44	2.35	-	-	24	2.41	16	2.36	-	-	-	-	-	-
NONMETROPOLITAN AREAS.....	50	2.34	66	2.36	-	-	12	2.16	-	-	-	-	-	-	6	2.61
MECHANICS, MAINTENANCE:																
METROPOLITAN AREAS.....	24	4.48	15	4.00	7	4.04	-	-	11	4.65	-	-	-	-	-	-
NONMETROPOLITAN AREAS.....	52	3.75	73	3.48	-	-	-	-	-	-	-	-	-	-	16	3.51

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

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

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

Table 22. Occupational earnings: Women's cement-process (conventional-lasted) shoes—Arkansas

(Number and average straight-time hourly earnings of workers in selected occupations, April 1975)

Department, occupation, and sex	Number of workers	Average hourly earnings ¹	Number of workers receiving straight-time hourly earnings of—																											
			\$2.10 and under \$2.20	\$2.20 — \$2.30	\$2.30 — \$2.40	\$2.40 — \$2.50	\$2.50 — \$2.60	\$2.60 — \$2.70	\$2.70 — \$2.80	\$2.80 — \$2.90	\$2.90 — \$3.00	\$3.00 — \$3.10	\$3.10 — \$3.20	\$3.20 — \$3.30	\$3.30 — \$3.40	\$3.40 — \$3.50	\$3.50 — \$3.60	\$3.60 — \$3.80	\$3.80 — \$4.00	\$4.00 — \$4.20	\$4.20 — \$4.40	\$4.40 — \$4.60	\$4.60 — \$4.80	\$4.80 — \$5.00	\$5.00 — \$5.20	\$5.20 — \$5.40	\$5.40 — \$5.60	\$5.60 and over		
ALL PRODUCTION WORKERS.....	4,061	\$2.61	1686	332	178	177	170	209	184	137	87	118	91	96	72	72	79	93	70	43	38	37	32	17	9	16	7	11		
MEN.....	645	2.89	194	61	16	22	27	22	25	20	14	36	16	9	20	19	32	18	13	12	13	11	16	5	8	5	4	7		
WOMEN.....	3,416	2.55	1492	271	162	155	143	187	159	117	73	82	75	87	52	53	47	75	57	31	25	26	16	12	1	11	3	4		
SELECTED PRODUCTION OCCUPATIONS																														
CUTTING:																														
CUTTERS, LINING, MACHINE ^{2,3}	31	2.81	8	1	-	4	1	-	2	4	2	3	1	-	-	-	1	2	-	1	-	-	-	-	-	-	-	1	-	
MEN.....	7	3.65	-	-	-	-	-	-	-	1	-	2	1	-	-	-	-	-	1	-	-	-	-	-	-	-	-	1	-	
WOMEN.....	24	2.57	8	1	-	4	1	-	2	3	2	1	-	-	-	-	1	1	-	-	-	-	-	-	-	-	-	-	-	
LEATHER.....	19	2.54	8	1	-	2	-	-	-	3	2	2	-	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	
WOMEN.....	18	2.51	8	1	-	2	-	-	-	3	2	1	-	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	
SYNTHETICS.....	11	3.04	-	-	-	2	1	-	2	1	-	1	1	-	-	-	-	2	-	1	-	-	-	-	-	-	-	-	-	
CUTTERS, VAMP AND WHOLE SHOE, MACHINE ^{2,3}	125	3.05	26	7	11	4	-	10	6	13	-	-	3	5	8	1	2	2	2	5	5	-	4	3	5	1	2	-	-	
MEN.....	25	4.39	-	-	-	-	-	-	1	-	-	-	-	1	1	-	2	2	2	3	-	-	3	2	5	1	2	-	-	
WOMEN.....	100	2.71	26	7	11	4	-	10	5	13	-	-	3	4	7	1	-	-	2	5	-	1	1	1	-	-	-	-	-	
LEATHER.....	101	2.96	22	7	10	4	-	9	6	10	-	-	3	5	4	1	-	-	1	5	2	-	3	3	3	1	2	-	-	
FITTING:																														
FANCY STITCHERS ^{3,4}	200	2.65	76	14	12	20	5	8	5	1	4	11	4	5	4	7	4	10	-	1	3	-	1	2	1	-	-	-	2	-
PASTERS, BACKERS, OR FITTERS, UPPER, HAND ³	136	2.49	58	26	3	5	3	7	5	5	3	7	-	-	1	1	4	2	2	-	1	2	1	-	-	-	-	-	-	-
WOMEN.....	125	2.52	47	26	3	5	3	7	5	5	3	7	-	-	1	1	4	2	2	-	1	2	1	-	-	-	-	-	-	-
SKIVERS, MACHINE, UPPERS OR LININGS ^{3,4}	52	2.64	15	4	3	4	2	4	5	1	2	-	1	3	-	3	3	-	2	-	-	-	-	-	-	-	-	-	-	-
TOP STITCHERS ^{3,4}	91	2.65	28	10	2	5	4	1	1	7	5	9	5	4	3	1	-	2	3	1	-	-	-	-	-	-	-	-	-	-
VAMPERS ^{3,4}	69	2.58	25	4	7	2	3	2	-	4	4	3	3	3	6	-	-	3	-	-	-	-	-	-	-	-	-	-	-	-
LASTING:																														
ASSEMBLERS FOR PULLOVER, MACHINE ³ ..	13	2.43	6	2	2	-	-	-	-	-	-	1	1	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-
WOMEN.....	8	2.29	5	-	2	-	-	-	-	-	-	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
PULLING AND LASTING-MACHINE OPERATORS ³	7	3.64	1	-	-	-	-	-	-	-	-	1	-	-	-	2	2	-	-	-	-	-	-	-	-	-	-	-	-	-
TOE TO BALL.....	7	3.64	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
SIDE LASTERS, MACHINE ³	47	3.22	12	3	-	4	3	-	2	-	-	3	-	-	3	-	-	-	-	3	3	4	4	-	2	1	-	-	-	1
MEN.....	35	3.60	-	3	-	4	3	-	2	-	-	3	-	-	3	-	-	-	-	3	3	4	4	-	2	1	-	-	-	-
STAPLE OR TACK LASTING ⁶	21	4.27	-	-	-	1	-	-	-	-	-	-	-	-	3	-	-	-	-	3	3	4	4	-	2	1	-	-	-	-
CEMENT LASTING.....	26	2.37	12	3	-	3	3	-	2	-	-	3	-	-	-	-	-	-	-	3	3	4	4	-	2	1	-	-	-	-
TOE LASTERS, AUTOMATIC OR SEMI-AUTOMATIC ³	13	2.79	4	-	-	2	-	-	-	-	-	-	2	2	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-
MEN.....	11	2.84	4	-	-	2	-	-	-	-	-	2	2	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-
BOTTOMING AND MAKING:																														
HEEL ATTACHERS, MACHINE ³	15	2.95	7	-	-	-	-	-	-	-	-	1	-	-	1	2	-	1	1	1	-	1	-	-	-	-	-	-	-	-
MEN.....	9	3.52	1	-	-	-	-	-	-	-	-	1	-	-	1	2	-	1	1	1	-	1	-	-	-	-	-	-	-	-
WOMEN.....	6	2.10	6	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
ROUGHERS ³	27	2.94	11	2	-	-	-	3	3	-	-	-	-	-	-	-	-	-	2	-	-	-	6	-	-	-	-	-	-	-
WOMEN.....	24	2.97	11	2	-	-	-	3	-	-	-	-	-	-	-	-	-	-	2	-	-	-	6	-	-	-	-	-	-	-
SHANKERS ³	14	2.43	3	-	4	1	2	4	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
WOMEN.....	8	2.46	1	-	3	1	-	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
SOLE ATTACHERS, CEMENT PROCESS ³	62	2.59	33	4	3	-	4	-	-	4	1	-	-	3	1	-	-	4	1	1	-	-	2	1	-	-	-	-	-	-
MEN.....	17	3.45	-	1	-	-	4	-	-	1	1	-	-	-	1	-	-	4	1	1	-	2	1	-	-	-	-	-	-	-
WOMEN.....	45	2.27	33	3	3	-	-	-	-	3	-	-	-	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
FINISHING:																														
REPAIRERS ⁴	63	2.87	13	1	15	2	4	3	2	2	1	3	3	-	-	2	3	-	1	1	1	1	1	1	-	3	-	-	-	-
INCENTIVE.....	48	3.03	12	-	3	2	4	3	1	2	1	3	3	-	-	2	3	-	1	1	1	1	1	1	-	3	-	-	-	-
TREBSERS ⁴	40	4.02	1	-	4	-	1	-	-	-	-	2	1	-	3	2	-	5	6	1	2	2	2	2	-	3	3	2	-	-
INCENTIVE.....	37	4.16	1	-	1	-	1	-	-	-	-	2	1	-	3	2	-	5	6	1	2	2	2	2	-	3	3	2	-	-

See footnotes at end of table.

Table 22. Occupational earnings: Women's cement-process (conventional-lasted) shoes—Arkansas—Continued

(Number and average straight-time hourly earnings of workers in selected occupations, April 1975)

Department, occupation, and sex	Number of workers	Average hourly earnings ¹	Number of workers receiving straight-time hourly earnings of—																										
			\$2.10 and under \$2.20	\$2.20	\$2.30	\$2.40	\$2.50	\$2.60	\$2.70	\$2.80	\$2.90	\$3.00	\$3.10	\$3.20	\$3.30	\$3.40	\$3.50	\$3.60	\$3.80	\$4.00	\$4.20	\$4.40	\$4.60	\$4.80	\$5.00	\$5.20	\$5.40	\$5.60 and over	
SELECTED PRODUCTION OCCUPATIONS--																													
CONTINUED																													
MISCELLANEOUS:																													
FLOOR WORKERS:																													
WOMEN.....	69	\$2.29	40	11	1	2	1	-	8	-	2	3	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-
INSPECTORS (CROWNERS)	90	2.50	33	9	11	2	1	5	10	3	1	3	1	5	-	-	-	-	3	3	-	-	-	-	-	-	-	-	-
TIME.....	64	2.35	27	6	11	2	-	4	9	2	1	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
WOMEN	76	2.52	25	9	11	2	1	5	8	1	1	1	1	5	-	-	-	-	3	3	-	-	-	-	-	-	-	-	-
TIME.....	50	2.33	19	6	11	2	-	4	7	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
JANITORS	30	2.22	16	8	-	2	1	-	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
MEN	27	2.24	13	8	-	2	1	-	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
MECHANICS, MAINTENANCE ^{6,7}	34	3.39	-	-	-	-	-	-	-	-	-	11	1	1	3	3	9	-	4	1	1	-	-	-	-	-	-	-	-

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

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

³ All or virtually all workers were paid on an incentive basis.

⁴ All or virtually all workers were women.

⁵ All workers were at \$6.00 to \$6.20.

⁶ All or virtually all workers were men.

⁷ All or virtually all workers were paid on a time basis.

Table 23. Occupational earnings: Women's cement-process (conventional-lasted) shoes—Lawrence-Lowell-Haverhill¹

(Number and average straight-time hourly earnings of workers in selected occupations, April 1975)

Department, occupation, and sex	Number of workers	Average hourly earnings ²	Number of workers receiving straight-time hourly earnings of—																									
			\$2.10 and under \$2.15	\$2.15	\$2.20	\$2.25	\$2.30	\$2.35	\$2.40	\$2.50	\$2.60	\$2.80	\$3.00	\$3.20	\$3.40	\$3.60	\$3.80	\$4.00	\$4.20	\$4.40	\$4.60	\$4.80	\$5.00	\$5.20	\$5.40	\$5.60	\$5.80	\$6.00 and over
ALL PRODUCTION WORKERS.....	2,903	\$3.28	189	75	47	95	32	58	133	179	340	269	267	198	110	124	158	111	102	71	75	65	50	38	19	18	37	43
MEN.....	994	3.71	30	11	1	33	6	27	56	42	84	68	70	37	31	42	72	67	47	40	41	35	29	22	16	12	36	39
WOMEN.....	1,909	3.06	159	64	46	62	26	31	77	137	256	201	197	161	79	82	86	44	55	31	34	30	21	16	3	6	1	4
SELECTED PRODUCTION OCCUPATIONS																												
CUTTING:																												
CUTTERS, LINING, MACHINE ³	17	4.10	-	-	-	-	-	-	-	-	2	-	1	-	1	1	2	3	1	1	1	2	1	-	-	1	-	-
INCENTIVE.....	12	4.43	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
MEN.....	16	4.03	-	-	-	-	-	-	-	-	2	-	1	-	1	1	2	3	1	1	1	2	-	-	-	1	-	-
INCENTIVE.....	11	4.37	-	-	-	-	-	-	-	-	-	-	-	-	-	1	1	3	1	1	1	2	-	-	-	1	-	-
SYNTHETICS.....	10	3.94	-	-	-	-	-	-	-	-	2	-	1	-	-	-	2	2	-	-	-	2	1	-	-	-	-	-
MEN.....	9	3.81	-	-	-	-	-	-	-	-	2	-	1	-	-	-	2	2	-	-	-	2	-	-	-	-	-	-
CUTTERS, VAMP AND WHOLE SHOE, MACHINE ^{3,4}	45	4.89	-	-	-	-	-	-	-	-	-	-	-	1	2	1	4	2	4	3	6	1	5	4	4	1	3	4
MEN.....	41	4.95	-	-	-	-	-	-	-	-	-	-	-	1	2	1	4	3	6	1	4	4	4	4	4	1	3	4
SYNTHETICS.....	17	5.13	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2	1	-	-	3	-	3	3	1	-	2	5
MEN.....	13	5.40	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	3	-	2	3	1	-	2	2	
FITTING:																												
FANCY STITCHERS ^{4,6}	154	3.59	1	-	-	-	2	-	1	5	8	5	37	20	15	12	11	9	4	5	4	5	6	2	-	1	1	-
PASTERS, BACKERS, CR FITTERS, UPPER, HAND.....	57	3.19	1	1	2	4	-	1	-	5	4	6	7	6	5	2	4	5	1	1	1	1	-	-	-	-	-	-
INCENTIVE.....	52	3.25	1	1	2	1	-	1	-	5	3	5	7	6	5	2	4	5	1	1	1	1	-	-	-	-	-	-
WOMEN.....	51	3.26	1	-	2	2	-	1	-	4	4	5	6	6	5	2	4	5	1	1	1	1	1	-	-	-	-	-
INCENTIVE.....	48	3.30	1	-	2	1	-	1	-	4	3	4	6	6	5	2	4	5	1	1	1	1	1	-	-	-	-	-
SKIERS, MACHINE, UPPERS OR LIMINGS ^{4,6}	6	3.32	-	-	-	-	-	1	-	2	-	-	-	1	-	1	-	-	-	-	-	-	-	-	-	1	-	-
TOP STITCHERS ^{4,6}	64	3.43	-	-	-	-	1	-	2	3	13	4	12	11	5	3	3	3	2	1	1	-	-	2	1	-	-	-
VAMPERS ⁶	25	3.55	-	-	-	-	-	1	-	-	-	4	5	3	3	3	1	1	-	1	-	2	-	-	-	1	-	-
LASTING:																												
SIDE LASTERS, MACHINE ^{3,4,7}	57	5.11	-	-	-	-	-	-	-	-	-	-	-	-	-	2	4	8	-	5	6	5	5	-	7	1	5	8 ⁹
CEMENT LASTING.....	56	5.03	-	-	-	-	-	-	-	-	-	-	-	-	-	2	4	8	-	5	6	5	5	-	7	1	5	8
BOTTOMING AND MAKING:																												
HEEL ATTACHERS, MACHINE ⁷	15	3.40	-	-	-	-	-	-	-	-	1	2	6	1	3	1	-	-	-	-	-	-	-	-	-	-	-	-
INCENTIVE.....	12	3.47	-	-	-	-	-	-	-	-	1	2	4	3	1	1	-	-	-	-	-	-	-	-	-	-	-	1
SHANKERS.....	9	3.94	-	-	-	-	-	-	-	-	-	-	3	1	1	2	-	-	-	-	-	-	-	-	-	-	-	2
INCENTIVE.....	8	4.03	-	-	-	-	-	-	-	-	-	-	3	1	1	2	-	-	-	-	-	-	-	-	-	-	-	2
MEN.....	7	4.16	-	-	-	-	-	-	-	-	-	-	1	1	1	2	-	-	-	-	-	-	-	-	-	-	-	2
INCENTIVE.....	6	4.31	-	-	-	-	-	-	-	-	-	-	1	1	1	2	-	-	-	-	-	-	-	-	-	-	-	2
SOLE ATTACHERS, CEMENT PROCESS.....	41	4.68	-	-	-	-	-	-	-	-	-	-	-	-	3	4	2	6	4	3	3	-	1	6	3	1	2	3
INCENTIVE.....	38	4.76	-	-	-	-	-	-	-	-	-	-	-	-	1	3	2	6	4	3	3	-	1	6	3	1	2	3
MEN.....	38	4.67	-	-	-	-	-	-	-	-	-	-	-	-	3	4	2	4	4	3	3	-	1	6	3	1	2	2
INCENTIVE.....	35	4.76	-	-	-	-	-	-	-	-	-	-	-	-	1	3	2	4	4	3	3	-	1	6	3	1	2	2

See footnotes at end of table.

Table 23. Occupational earnings: Women's cement-process (conventional-lasted) shoes—Lawrence-Lowell-Haverhill¹—Continued

(Number and average straight-time hourly earnings of workers in selected occupations, April 1975)

Department, occupation, and sex	Number of workers	Average hourly earnings ²	Number of workers receiving straight-time hourly earnings of—																										
			\$2.10 and under \$2.15	\$2.15	\$2.20	\$2.25	\$2.30	\$2.35	\$2.40	\$2.50	\$2.60	\$2.80	\$3.00	\$3.20	\$3.40	\$3.60	\$3.80	\$4.00	\$4.20	\$4.40	\$4.60	\$4.80	\$5.00	\$5.20	\$5.40	\$5.60	\$5.80	\$6.00 and over	
SELECTED PRODUCTION OCCUPATIONS--																													
CONTINUED																													
FINISHING:																													
REPAIRERS ⁶	47	\$2.85	-	1	3	2	-	4	-	3	17	5	2	2	3	-	2	3	-	-	-	-	-	-	-	-	-	-	-
TIME.....	15	2.49	-	-	3	1	-	3	-	1	6	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
TREERS.....	15	3.90	-	-	3	1	-	-	-	1	3	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	4	
WOMEN.....	9	2.53	-	-	3	1	-	-	-	1	3	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
MISCELLANEOUS:																													
FLOOR WORKERS ⁹	49	2.81	2	-	1	9	1	1	2	6	1	9	4	7	1	-	4	1	-	-	-	-	-	-	-	-	-	-	
MEN.....	21	2.98	-	-	-	4	-	1	1	3	-	2	2	2	1	-	4	1	-	-	-	-	-	-	-	-	-	-	
WOMEN.....	28	2.69	2	-	1	5	1	-	1	3	1	7	2	5	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
INSPECTORS (CROWNERS).....	30	2.66	3	1	1	4	2	1	3	-	4	5	3	1	1	-	-	-	1	-	-	-	-	-	-	-	-	-	
JANITORS ^{7,9}	22	2.43	8	-	1	4	-	-	1	3	2	1	1	-	-	-	-	1	-	-	-	-	-	-	-	-	-	-	

¹ In this study the area is limited to Lawrence and Lowell, Massachusetts.² Excludes premium pay for overtime and for work on weekends, holidays, and late shifts. Approximately 73 percent of the workers were paid on an incentive basis.³ Includes data for workers in classifications in addition to those shown separately.⁴ All or virtually all workers were paid on an incentive basis.⁵ All workers were at \$6.00 to \$6.20.⁶ All or virtually all workers were women.⁷ All or virtually all workers were men.⁸ Workers were distributed as follows: 2 at \$6.00 to \$6.20; 1 at \$6.20 to \$6.40; 4 at \$6.40 to \$6.60 and 2 at \$7.20 and over.⁹ All or virtually all workers were paid on a time basis.

Table 24. Occupational earnings: Women's cement-process (conventional-lasting) shoes—Los Angeles-Long Beach, Calif.¹

(Number and average straight-time hourly earnings of workers in selected occupations, April 1975)

Department, occupation, and sex	Number of workers	Average hourly earnings ²	Number of workers receiving straight-time hourly earnings of—																									
			\$2.10 and under \$2.20	\$2.20-\$2.30	\$2.30-\$2.40	\$2.40-\$2.50	\$2.50-\$2.60	\$2.60-\$2.70	\$2.70-\$2.80	\$2.80-\$3.00	\$3.00-\$3.20	\$3.20-\$3.40	\$3.40-\$3.60	\$3.60-\$3.80	\$3.80-\$4.00	\$4.00-\$4.20	\$4.20-\$4.40	\$4.40-\$4.60	\$4.60-\$4.80	\$4.80-\$5.00	\$5.00-\$5.20	\$5.20-\$5.40	\$5.40-\$5.60	\$5.60-\$5.80	\$5.80-\$6.00	\$6.00-\$6.20	\$6.20-\$6.40	\$6.40 and over
ALL PRODUCTION WORKERS.....	1,882	\$2.96	440	188	120	78	117	63	70	89	121	80	97	80	57	52	59	32	38	25	9	17	11	7	2	15	9	6
MEN.....	1,152	3.24	197	79	63	25	44	43	47	51	89	55	81	69	49	47	58	30	26	24	8	17	11	7	2	15	9	6
WOMEN.....	730	2.51	243	109	57	53	73	20	23	38	32	25	16	11	8	5	1	2	12	1	1	-	-	-	-	-	-	-
SELECTED PRODUCTION OCCUPATIONS																												
CUTTING:																												
CUTTERS, LINING, MACHINE ³	50	3.52	1	2	-	2	-	2	3	2	9	9	3	2	2	1	2	3	3	2	-	-	1	-	-	-	1	-
TIME.....	9	2.83	-	1	-	1	-	2	-	-	4	-	-	1	-	-	-	3	2	-	-	-	-	-	-	-	-	-
INCENTIVE.....	41	3.68	1	1	-	1	-	-	3	2	5	9	3	1	2	1	2	3	3	2	-	-	1	-	-	-	1	-
CUTTERS, VAMP AND WHOLE SHOE, MACHINE ⁴	51	3.80	1	1	-	-	4	-	-	2	4	2	3	7	7	2	7	3	2	3	3	-	-	-	-	-	-	-
TIME.....	38	3.84	1	1	-	-	-	-	-	2	4	2	3	4	7	2	3	3	3	3	1	-	-	-	-	-	-	-
INCENTIVE.....	41	3.89	1	1	-	-	-	-	-	2	4	2	3	7	3	2	7	1	2	3	3	-	-	-	-	-	-	-
MEN.....	32	3.79	1	1	-	-	-	-	-	2	4	2	3	4	3	2	3	1	1	1	1	-	-	-	-	-	-	-
INCENTIVE.....	31	3.83	1	1	-	-	-	-	-	2	4	1	3	-	7	2	1	3	2	3	1	-	-	-	-	-	-	-
WOMEN.....	25	3.77	1	1	-	-	-	-	-	2	4	1	3	-	3	2	1	1	2	3	1	-	-	-	-	-	-	-
FITTING:																												
FANCY STITCHERS ⁵	92	3.61	-	-	-	3	6	3	4	7	10	3	22	3	5	5	6	2	5	2	-	2	1	1	-	1	1	-
TIME.....	86	3.63	-	-	-	3	4	3	4	7	10	3	20	3	4	4	6	2	5	2	-	2	1	1	-	1	1	-
INCENTIVE.....	6	3.35	-	-	-	-	2	-	-	-	-	-	1	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-
PASTERS, BACKERS, OR FITTERS, UPPER, HAND.....	212	2.38	94	32	21	8	11	10	3	10	14	1	2	4	1	-	1	-	-	-	-	-	-	-	-	-	-	-
TIME.....	170	2.28	92	29	16	4	10	5	-	3	8	-	-	2	-	-	1	-	-	-	-	-	-	-	-	-	-	-
INCENTIVE.....	46	2.30	26	4	3	3	5	2	-	-	2	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-
MEN.....	43	2.30	25	4	2	2	5	2	-	-	2	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-
TIME.....	166	2.41	68	28	18	5	6	8	3	10	12	1	2	3	1	-	1	-	-	-	-	-	-	-	-	-	-	-
INCENTIVE.....	127	2.28	67	25	14	2	5	3	-	3	6	-	-	1	-	-	1	-	-	-	-	-	-	-	-	-	-	-
WOMEN.....	39	2.83	1	3	4	3	1	5	3	7	6	1	2	2	1	-	-	-	-	-	-	-	-	-	-	-	-	-
PLATFORM-COVER STITCHERS (SLIP-LASTED SHOES).....	13	3.52	-	-	-	-	3	-	-	-	-	2	-	3	2	1	2	-	-	-	-	-	-	-	-	-	-	-
TIME.....	10	3.82	-	-	-	-	-	-	-	-	-	2	-	3	2	1	2	-	-	-	-	-	-	-	-	-	-	-
INCENTIVE.....	9	3.88	-	-	-	-	-	-	-	-	-	1	-	3	2	1	2	-	-	-	-	-	-	-	-	-	-	-
SKIVERS, MACHINE, UPPERS OR LININGS.....	26	2.92	4	1	2	2	-	4	2	1	1	2	2	2	1	1	-	-	1	-	-	-	-	-	-	-	-	-
TIME.....	15	2.40	4	1	2	2	-	4	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
INCENTIVE.....	11	3.63	-	-	-	-	-	-	-	1	1	2	2	1	1	-	-	1	-	-	-	-	-	-	-	-	-	-
MEN.....	12	3.15	-	1	-	-	-	4	2	-	-	-	1	2	-	1	-	-	1	-	-	-	-	-	-	-	-	-
TIME.....	7	2.59	-	1	-	-	-	4	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
INCENTIVE.....	14	2.72	4	-	2	2	-	-	-	1	1	2	1	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-
WOMEN.....	6	3.37	-	-	-	-	-	-	-	1	1	2	1	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-
SOCK-LINING STITCHERS (SLIP-LASTED SHOES) ⁵	7	3.75	-	-	-	-	-	-	-	-	-	1	1	2	2	1	-	-	-	-	-	-	-	-	-	-	-	-
TOP STITCHERS ^{3,5}	18	3.25	-	-	-	1	-	-	-	4	4	4	-	4	-	-	1	-	-	-	-	-	-	-	-	-	-	-
LASTING:																												
HEEL-SEAT LASTERS ^{3,5}	6	3.81	-	-	-	-	-	-	-	-	-	2	2	-	1	-	-	-	-	-	1	-	-	-	-	-	-	-
SIDE LASTERS, MACHINE: STAPLE OR TACK LASTING.....	10	3.04	-	-	2	4	-	-	-	-	-	-	-	1	-	3	-	-	-	-	-	-	-	-	-	-	-	-
BOTTOMING AND MAKING:																												
EDGE TRIMMERS ³	10	4.22	-	-	-	-	-	-	2	1	-	1	-	-	-	-	2	-	-	-	-	-	-	-	-	-	-	-
TIME.....	9	4.37	-	-	-	-	-	-	2	-	-	1	-	-	-	1	-	-	2	-	-	-	-	-	-	-	-	-
INCENTIVE.....	6	3.40	-	-	-	-	1	1	-	-	1	-	2	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-
HEEL ATTACHERS, MACHINE.....	9	3.29	2	-	-	-	-	2	-	-	-	-	-	-	-	-	1	2	-	-	-	-	-	-	-	-	-	-
TIME.....	8	3.44	1	-	-	-	-	2	-	-	-	-	-	-	-	-	1	2	-	-	-	-	-	-	-	-	-	-
INCENTIVE.....	12	3.59	-	-	2	-	1	1	1	-	2	-	-	-	-	2	-	-	-	-	-	1	1	1	1	-	-	-
SOLE ATTACHERS, CEMENT PROCESS.....	7	4.25	-	-	-	-	-	1	1	-	-	-	-	-	-	2	-	-	-	-	-	1	1	1	1	-	-	-
TIME.....	10	3.69	-	-	2	-	1	1	1	-	-	-	-	-	2	-	-	-	-	-	-	1	1	1	1	-	-	-
INCENTIVE.....	7	4.25	-	-	-	-	-	1	1	-	-	-	-	-	-	2	-	-	-	-	-	1	1	1	1	-	-	-

See footnotes at end of table

Table 24. Occupational earnings: Women's cement-process (conventional-lasted) shoes—Los Angeles-Long Beach, Calif.¹—Continued

(Number and average straight-time hourly earnings of workers in selected occupations, April 1975)

Department, occupation, and sex	Number of workers	Average hourly earnings ²	Number of workers receiving straight-time hourly earnings of—																									
			\$2.10 and under \$2.20	\$2.20	\$2.30	\$2.40	\$2.50	\$2.60	\$2.70	\$2.80	\$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	\$6.40 and over
SELECTED PRODUCTION OCCUPATIONS--																												
CONTINUED																												
FINISHING:																												
REPAIRERS ^{6,7}	52	\$2.49	10	4	7	10	7	4	3	4	-	1	-	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-
MISCELLANEOUS:																												
INSPECTORS (CROWNERS) ⁶	8	2.72	-	2	2	-	-	-	-	1	2	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
MECHANICS, MAINTENANCE ^{3,7}	6	4.88	-	-	-	-	-	-	-	-	-	-	1	1	1	1	-	1	-	-	-	-	-	2	-	-	1	-

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. Approximately 56 percent of the production workers covered by the study were paid on a time basis.

³ All or virtually all workers were men.

⁴ Includes data for workers in classifications in addition to those shown separately.

⁵ All or virtually all workers were paid on an incentive basis.

⁶ All or virtually all workers were paid on a time basis.

⁷ All or virtually all workers were women.

Table 25. Occupational earnings: Women's cement-process (conventional-lasted) shoes—Maine

(Number and average straight-time hourly earnings of workers in selected occupations, April 1975)

Department, occupation, and sex	Number of workers	Average hourly earnings ¹	Number of workers receiving straight-time hourly earnings of—																										
			\$2.10 and under \$2.15	\$2.15 — \$2.20	\$2.20 — \$2.25	\$2.25 — \$2.30	\$2.30 — \$2.35	\$2.35 — \$2.40	\$2.40 — \$2.45	\$2.45 — \$2.50	\$2.50 — \$2.60	\$2.60 — \$2.70	\$2.70 — \$2.80	\$2.80 — \$2.90	\$2.90 — \$3.00	\$3.00 — \$3.10	\$3.10 — \$3.20	\$3.20 — \$3.30	\$3.30 — \$3.40	\$3.40 — \$3.60	\$3.60 — \$3.80	\$3.80 — \$4.00	\$4.00 — \$4.20	\$4.20 — \$4.40	\$4.40 — \$4.60	\$4.60 — \$4.80	\$4.80 — \$5.00	\$5.00 and over	
ALL PRODUCTION WORKERS.....	2,301	\$2.76	382	110	142	157	73	89	57	46	139	113	90	92	96	85	85	58	82	111	87	76	53	30	20	12	6	10	
MEN.....	733	2.94	66	10	30	64	10	18	29	10	40	35	47	28	33	46	32	30	33	37	32	41	14	21	11	8	5	3	
WOMEN.....	1,568	2.67	316	100	112	93	63	71	28	36	99	78	43	64	63	39	53	28	49	74	55	35	39	9	9	4	1	7	
SELECTED PRODUCTION OCCUPATIONS																													
CUTTING:																													
CUTTERS, LINING, MACHINE ²	13	3.05	-	-	-	2	-	-	-	-	-	2	1	-	1	2	1	1	-	2	-	-	-	-	-	1	-	-	
INCENTIVE.....	11	3.08	-	-	2	-	-	-	-	-	-	2	1	-	1	1	1	1	-	2	-	-	-	-	-	1	-	-	
MEN.....	9	3.01	-	-	1	-	-	-	-	-	-	2	1	-	1	2	1	1	-	-	-	-	-	-	-	1	-	-	
INCENTIVE.....	7	3.06	-	-	1	-	-	-	-	-	-	2	1	-	1	1	1	1	-	-	-	-	-	-	-	1	-	-	
SYNTHETICS.....	10	2.94	-	-	2	-	-	-	-	-	-	2	1	-	1	2	1	1	-	-	-	-	-	-	-	1	-	-	
INCENTIVE.....	8	2.96	-	-	2	-	-	-	-	-	-	2	1	-	1	1	1	1	-	-	-	-	-	-	-	1	-	-	
MEN.....	9	3.01	-	-	1	-	-	-	-	-	-	2	1	-	1	2	1	1	-	-	-	-	-	-	-	1	-	-	
INCENTIVE.....	7	3.06	-	-	1	-	-	-	-	-	-	2	-	-	1	1	1	1	-	-	-	-	-	-	-	1	-	-	
CUTTERS, VAMP AND WHOLE SHOE, MACHINE ^{2,3}	56	4.02	-	-	-	-	-	-	-	-	-	-	1	1	-	-	5	1	3	4	7	7	7	7	1	5	2	5	
MEN.....	38	3.95	-	-	-	-	-	-	-	-	-	-	1	1	-	-	3	1	3	2	4	6	6	4	-	2	2	3	
WOMEN.....	18	4.17	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2	-	-	2	3	1	1	3	1	3	-	2	
LEATHER.....	45	3.93	-	-	-	-	-	-	-	-	-	-	1	1	-	4	1	3	3	7	6	5	6	1	4	1	4	2	
MEN.....	30	3.76	-	-	-	-	-	-	-	-	-	-	1	1	-	3	1	3	2	4	5	4	4	-	1	1	-	-	
WOMEN.....	15	4.28	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	1	3	1	1	2	1	3	-	2	-	
FITTING:																													
FANCY STITCHERS ⁵	83	2.62	20	5	5	2	7	7	-	3	5	4	6	2	3	-	1	2	-	2	4	1	1	-	1	-	1	1	1
INCENTIVE.....	77	2.65	19	5	3	2	7	4	-	3	5	4	6	2	3	-	1	2	-	2	4	1	1	-	1	-	1	1	1
PASTERS, BACKERS, OR FITTERS, UPPER, HAND ⁵	40	2.53	13	4	3	1	2	1	-	1	2	-	3	2	2	2	-	-	3	2	-	-	1	-	-	-	-	-	-
INCENTIVE.....	37	2.56	12	4	2	1	1	1	-	1	2	-	3	2	2	-	-	3	2	-	-	1	-	-	-	-	-	-	-
SKIVERS, MACHINE, UFEERS OR LININGS ²	16	2.66	1	1	1	2	2	-	-	-	1	-	1	1	3	-	1	1	-	1	-	-	-	-	-	-	-	-	-
INCENTIVE.....	15	2.69	1	1	1	2	1	-	-	-	1	-	1	1	3	-	1	1	-	1	-	-	-	-	-	-	-	-	-
TOP STITCHERS ⁵	56	2.94	1	2	-	2	4	6	-	1	3	5	-	4	3	3	3	4	4	5	1	1	3	-	-	1	-	-	
INCENTIVE.....	49	3.04	1	1	-	1	4	1	-	1	3	5	-	4	3	3	3	4	4	5	1	1	3	-	-	1	-	-	
VAMPERS ^{3,5}	25	2.90	4	-	1	1	-	-	-	1	-	1	2	3	2	4	2	-	-	2	1	-	-	-	-	-	-	1	
LASTING:																													
HEEL-SEAT LASTERS ^{3,6}	8	2.76	-	-	-	1	-	-	1	-	1	1	-	1	1	1	-	1	-	-	-	-	-	-	-	-	-	-	-
PULLING AND LASTING-MACHINE OPERATORS ^{3,6}	8	3.94	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	1	1	-	-	1	-	2	1	-	1	-	-
TOE TO BALL.....	8	3.94	-	-	-	-	-	-	-	-	-	-	-	1	-	-	1	1	-	-	1	-	2	1	-	1	-	-	-
PULLOVER-MACHINE OPERATORS ^{3,6}	16	3.55	-	-	-	-	-	-	-	-	-	1	-	1	-	-	2	2	1	3	2	-	1	2	1	-	-	-	-
SIDE LASTERS, MACHINE ^{2,3,6}	30	3.28	-	-	-	1	-	1	1	1	2	1	3	1	1	-	1	2	2	3	4	3	1	-	-	1	1	-	-
STAPLE OR TACK LASTING.....	28	3.26	-	-	-	1	-	1	1	1	2	1	3	1	1	-	1	1	2	3	3	3	3	1	-	1	1	-	-

See footnotes at end of table.

Table 25. Occupational earnings: Women's cement-process (conventional-lasted) shoes—Maine—Continued

(Number and average straight-time hourly earnings of workers in selected occupations, April 1975)

Department, occupation, and sex	Number of workers	Average hourly earnings ¹	Number of workers receiving straight-time hourly earnings of—																									
			\$2.10 and under \$2.15	\$2.15 — \$2.20	\$2.20 — \$2.25	\$2.25 — \$2.30	\$2.30 — \$2.35	\$2.35 — \$2.40	\$2.40 — \$2.45	\$2.45 — \$2.50	\$2.50 — \$2.60	\$2.60 — \$2.70	\$2.70 — \$2.80	\$2.80 — \$2.90	\$2.90 — \$3.00	\$3.00 — \$3.10	\$3.10 — \$3.20	\$3.20 — \$3.30	\$3.30 — \$3.40	\$3.40 — \$3.60	\$3.60 — \$3.80	\$3.80 — \$4.00	\$4.00 — \$4.20	\$4.20 — \$4.40	\$4.40 — \$4.60	\$4.60 — \$4.80	\$4.80 — \$5.00	\$5.00 and over
SELECTED PRODUCTION OCCUPATIONS--																												
CONTINUED																												
BOTTOMING AND MAKING:																												
SHANKERS.....	8	\$2.93	1	-	-	1	-	-	1	-	-	-	-	-	1	-	2	-	1	1	-	-	-	-	-	-	-	-
INCENTIVE.....	7	3.02	1	-	-	-	-	-	1	-	-	-	-	-	1	-	2	-	1	1	-	-	-	-	-	-	-	
SOLE ATTACHERS, CEMENT PROCESS.....	33	3.43	-	-	-	-	-	-	1	1	2	2	1	2	1	5	2	-	1	3	1	2	2	2	1	4	-	
INCENTIVE.....	28	3.51	-	-	-	-	-	-	1	1	2	2	-	1	1	3	1	-	1	3	1	2	2	2	1	4	-	
MEN.....	27	3.56	-	-	-	-	-	-	1	1	-	1	-	2	1	5	1	-	3	1	2	2	2	1	4	-	-	
INCENTIVE.....	24	3.64	-	-	-	-	-	-	1	1	-	1	-	1	1	3	1	-	3	1	2	2	2	1	4	-	-	
FINISHING:																												
REPAIRERS ⁵	43	2.28	17	2	8	4	1	1	6	-	2	-	-	1	-	-	-	-	-	-	-	-	1	-	-	-	-	
TIME.....	34	2.21	13	2	8	4	-	1	6	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
TREERS ³	16	3.19	1	-	-	-	1	1	-	-	-	-	-	2	-	1	2	-	1	1	1	2	2	-	-	-	-	
MISCELLANEOUS:																												
FLOOR WORKERS ⁷	26	2.40	3	-	1	2	2	4	2	-	10	-	1	-	1	-	-	-	-	-	-	-	-	-	-	-	-	
MEN.....	8	2.31	2	-	1	2	-	1	-	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
WOMEN.....	18	2.45	1	-	1	1	-	4	1	-	8	-	1	-	1	-	-	-	-	-	-	-	-	-	-	-	-	
INSPECTORS (CROWNERS) ⁵	18	2.26	3	-	3	4	3	4	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
TIME.....	13	2.28	1	-	3	3	2	3	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
JANITORS ^{6,7}	13	2.17	8	-	-	2	2	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	

¹ Excludes premium pay for overtime and for work on weekends, holidays, and late shifts. Approximately 71 percent of the production workers covered by the study were paid on an incentive basis.

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

³ All or virtually all workers were paid on an incentive basis.

⁴ Workers were distributed as follows: 1 at \$5.00 to \$5.20 and 1 at \$6.00 to \$6.20.

⁵ All or virtually all workers were women.

⁶ All or virtually all workers were men.

⁷ All or virtually all workers were paid on a time basis.

Table 26. Occupational earnings: Women's cement-process (conventional-lasted) shoes—Missouri

(Number and average straight-time hourly earnings of workers in selected occupations, April 1975)

Department, occupation, and sex	Number of workers	Average hourly earnings ¹	Number of workers receiving straight-time hourly earnings of—																									
			\$2.10 and under \$2.20	\$2.20	\$2.30	\$2.40	\$2.50	\$2.60	\$2.70	\$2.80	\$2.90	\$3.00	\$3.10	\$3.20	\$3.30	\$3.40	\$3.50	\$3.60	\$3.70	\$3.80	\$4.00	\$4.20	\$4.40	\$4.60	\$4.80	\$5.00	\$5.40	\$5.80 and over
ALL PRODUCTION WORKERS.....	3,411	\$3.01	268	476	216	162	186	159	203	185	157	144	154	115	128	103	82	84	59	138	92	56	57	35	40	59	25	28
MEN.....	771	3.29	19	62	20	22	38	28	41	44	54	35	45	35	40	32	25	32	27	45	21	20	18	14	18	21	11	4
WOMEN.....	2,640	2.93	249	414	196	140	148	131	162	141	103	109	109	80	88	71	57	52	32	93	71	36	39	21	22	38	14	24
SELECTED PRODUCTION OCCUPATIONS																												
CUTTING:																												
CUTTERS, LINING, MACHINE².....	36	3.05	-	2	4	-	6	-	4	5	2	2	1	-	-	3	-	1	2	-	-	1	-	-	-	-	-	1
WOMEN.....	16	3.42	-	-	1	-	2	-	2	2	-	-	1	-	-	3	-	1	-	2	-	1	-	-	-	-	-	1
INCENTIVE.....	15	3.49	-	-	-	-	2	-	2	2	-	-	1	-	-	3	-	1	-	2	-	1	-	-	-	-	-	1
LEATHER AND SYNTHETICS.....	17	3.18	-	-	2	-	4	-	2	2	1	-	-	-	-	2	-	-	1	-	2	-	-	-	-	-	-	1
INCENTIVE.....	14	3.32	-	-	1	-	2	-	2	2	1	-	-	-	-	2	-	-	1	-	2	-	-	-	-	-	-	1
WOMEN.....	12	3.32	-	-	1	-	2	-	2	2	-	-	-	-	-	2	-	-	-	-	2	-	-	-	-	-	-	1
INCENTIVE.....	11	3.41	-	-	-	-	2	-	2	2	-	-	-	-	-	2	-	-	-	-	2	-	-	-	-	-	-	1
CUTTERS, VAMP AND WHOLE SHOE, MACHINE^{2,3}.....	100	3.82	-	-	2	-	1	1	4	3	3	2	5	5	7	3	9	7	7	5	8	4	5	5	6	5	3	-
MEN.....	44	4.06	-	-	1	-	-	1	3	1	1	-	-	1	-	3	4	1	5	1	4	1	2	4	6	2	3	-
WOMEN.....	56	3.63	-	-	1	-	1	-	1	2	2	2	5	4	7	-	5	6	2	4	4	3	3	1	-	3	-	-
LEATHER.....	36	3.58	-	-	1	-	1	-	1	2	1	2	-	4	7	-	4	3	-	2	2	1	1	-	2	2	-	-
WOMEN.....	32	3.50	-	-	1	-	1	-	1	2	1	2	-	3	7	-	4	2	-	2	2	1	1	-	-	2	-	-
LEATHER AND SYNTHETICS.....	62	3.98	-	-	1	-	-	1	3	1	1	-	5	1	-	2	5	4	7	3	6	3	4	5	4	3	3	-
MEN.....	38	4.09	-	-	1	-	-	1	3	1	-	-	-	-	-	2	4	-	5	1	4	1	2	4	4	2	3	-
FITTING:																												
FANCY STITCHERS^{3,4}.....	216	2.81	31	51	14	18	11	2	8	6	6	9	5	9	3	5	3	3	4	9	6	2	1	2	2	4	-	2
PASTERS, BACKERS, OR FITTERS, UPPER, HAND¹.....	160	2.60	17	62	14	9	6	2	4	6	4	4	7	5	8	3	1	1	-	-	2	-	3	-	-	2	-	-
INCENTIVE.....	151	2.61	17	58	11	8	6	2	4	6	4	7	4	8	3	1	1	-	-	2	-	3	-	-	2	-	-	-
SKIVERS, MACHINE, UPPERS OR LININGS^{3,4}.....	44	2.87	4	7	1	3	-	5	6	3	3	-	3	1	3	1	-	1	1	-	-	-	-	-	-	-	-	2
TOP STITCHERS³.....	152	2.99	25	24	8	3	2	12	4	2	11	9	5	3	4	6	1	4	1	10	5	2	3	-	1	2	1	4
VAMPERS^{3,4}.....	55	2.82	5	9	5	2	2	2	1	2	7	4	3	1	3	3	2	-	2	-	1	-	-	-	-	-	-	-
LASTING:																												
ASSEMBLERS FOR PULLOVER, MACHINE^{3..}.....	38	3.29	-	6	1	-	2	2	-	-	1	-	2	4	3	-	4	3	1	4	2	-	2	-	-	1	-	-
MEN.....	21	3.37	-	3	-	-	1	1	-	-	1	-	2	4	-	-	2	-	-	4	-	-	2	-	-	1	-	-
HEEL-SEAT LASTERS.....	12	3.26	-	2	1	-	-	2	-	1	1	-	-	-	-	-	-	-	-	2	-	1	1	1	1	-	-	-
INCENTIVE.....	11	3.29	-	2	1	-	-	2	-	1	-	-	-	-	-	-	-	-	-	2	-	1	1	1	1	-	-	-
MEN.....	8	3.27	-	2	-	-	-	2	-	-	1	-	-	-	-	-	-	-	-	-	-	1	1	1	1	-	-	-
INCENTIVE.....	7	3.32	-	2	-	-	-	2	-	-	-	-	-	-	-	-	-	-	-	-	-	1	1	1	1	-	-	-
SIDE LASTERS, MACHINE^{2,3}.....	68	3.95	-	4	1	1	-	-	-	3	2	3	2	2	7	-	4	3	4	3	4	5	5	-	5	4	2	4
STAPLE OR TACK LASTING.....	64	3.99	-	2	1	1	-	-	-	3	2	3	2	2	7	-	4	3	4	3	4	4	5	-	4	4	2	4

See footnotes at end of table.

Table 26. Occupational earnings: Women's cement-process (conventional-lasted) shoes—Missouri—Continued

(Number and average straight-time hourly earnings of workers in selected occupations, April 1975)

Department, occupation, and sex	Number of workers	Average hourly earnings ¹	Number of workers receiving straight-time hourly earnings of—																										
			\$2.10 and under \$2.20	\$2.20-\$2.30	\$2.30-\$2.40	\$2.40-\$2.50	\$2.50-\$2.60	\$2.60-\$2.70	\$2.70-\$2.80	\$2.80-\$2.90	\$2.90-\$3.00	\$3.00-\$3.10	\$3.10-\$3.20	\$3.20-\$3.30	\$3.30-\$3.40	\$3.40-\$3.50	\$3.50-\$3.60	\$3.60-\$3.70	\$3.70-\$3.80	\$3.80-\$4.00	\$4.00-\$4.20	\$4.20-\$4.40	\$4.40-\$4.60	\$4.60-\$4.80	\$4.80-\$5.00	\$5.00-\$5.40	\$5.40-\$5.80	\$5.80 and over	
SELECTED PRODUCTION OCCUPATIONS--																													
CONTINUED																													
BOTTOMING AND MAKING:																													
EDGE TRIMMERS.....	18	\$4.01	-	-	-	-	-	2	-	-	-	-	1	1	1	-	-	1	-	5	-	-	2	2	2	-	-	1	
INCENTIVE.....	16	4.10	-	-	-	-	-	2	-	-	-	-	1	1	-	-	-	1	-	5	-	-	2	2	2	-	-	1	
MEN.....	9	3.70	-	-	-	-	-	2	-	-	-	-	-	1	-	-	-	-	1	-	-	-	2	-	-	-	-	-	
HEEL ATTACHERS, MACHINE.....	17	2.90	2	2	1	-	2	2	-	-	1	-	2	-	2	-	-	-	-	2	-	-	1	-	-	-	-	-	
INCENTIVE.....	16	2.89	2	2	1	-	2	2	-	-	-	-	2	-	2	-	-	-	-	2	-	-	1	-	-	-	-	-	
MEN.....	15	2.96	2	1	1	-	2	1	-	-	1	-	2	-	2	-	-	-	-	2	-	-	1	-	-	-	-	-	
INCENTIVE.....	14	2.96	2	1	1	-	2	1	-	-	-	-	2	-	2	-	-	-	-	2	-	-	1	-	-	-	-	-	
ROUGHERS.....	21	3.39	-	-	1	-	2	2	-	-	3	1	1	-	1	2	1	1	1	3	1	-	-	-	-	-	-	-	
INCENTIVE.....	19	3.48	-	-	-	-	1	2	-	-	3	1	1	-	1	2	1	1	1	3	1	-	-	-	-	-	-	-	
MEN.....	11	2.99	-	-	1	-	2	1	-	-	3	1	-	-	1	-	-	-	1	1	-	-	-	-	-	-	-	-	
INCENTIVE.....	9	3.10	-	-	-	-	1	1	-	-	3	1	-	-	1	-	-	1	1	1	-	-	-	-	-	-	-	-	
WOMEN.....	10	3.82	-	-	-	-	1	1	-	-	1	-	-	-	2	1	-	-	2	1	-	-	-	-	-	-	-	-	
SHANKERS.....	18	2.68	-	4	1	2	2	1	3	2	-	-	-	-	1	2	-	-	-	-	-	-	-	-	-	-	-	-	
INCENTIVE.....	17	2.69	-	4	1	2	1	1	3	2	-	-	-	-	1	2	-	-	-	-	-	-	-	-	-	-	-	-	
WOMEN.....	8	2.77	-	2	-	1	1	-	1	1	-	-	-	-	-	2	-	-	-	-	-	-	-	-	-	-	-	-	
SOLE ATTACHERS, CEMENT PROCESS.....	9	3.18	-	-	-	-	-	1	-	3	-	-	2	1	-	1	-	-	-	-	-	1	-	-	-	-	-	-	
WOMEN.....	9	3.18	-	-	-	-	-	1	-	3	-	-	2	1	-	1	-	-	-	-	-	1	-	-	-	-	-	-	
FINISHING:																													
REPAIRERS ⁴	52	3.32	2	5	2	2	5	2	3	7	2	4	-	-	2	2	-	2	-	2	-	1	-	-	-	-	4	4	1
TREERS ^{3,4}	100	3.13	2	5	13	6	3	5	8	7	4	5	5	1	3	3	5	2	1	5	7	3	4	1	-	-	1	1	-
MISCELLANEOUS:																													
FLOOR WORKERS.....	37	2.71	-	2	2	2	4	10	5	4	4	4	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
TIME.....	32	2.71	-	2	2	-	4	10	4	3	3	4	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
WOMEN.....	35	2.70	-	2	2	2	4	10	4	4	3	4	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
TIME.....	32	2.71	-	2	2	-	4	10	4	3	3	4	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
INSPECTORS (CROWNERS).....	83	3.02	1	4	3	2	7	4	19	11	6	3	2	5	1	1	-	2	-	-	-	-	-	-	-	-	2	1	
TIME.....	51	2.71	-	2	3	2	7	4	19	5	6	1	1	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	
MEN.....	17	3.50	1	-	-	-	-	-	-	6	1	1	-	-	1	-	2	-	-	-	-	-	-	-	-	-	-	-	
TIME.....	9	3.04	-	-	-	-	-	-	-	6	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
WOMEN.....	66	2.90	-	4	3	2	7	4	19	11	5	2	1	5	1	-	-	-	-	-	5	1	-	-	-	-	-	1	
TIME.....	42	2.64	-	2	3	2	7	4	19	5	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
JANITORS ⁵	16	2.66	-	1	-	1	4	2	-	8	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
MEN.....	15	2.67	-	1	-	-	4	2	-	8	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
MECHANICS, MAINTENANCE ^{5,6}	31	3.68	-	-	-	-	-	-	-	-	-	-	5	1	-	3	2	4	2	11	1	2	-	-	-	-	-	-	

¹ Excludes premium pay for overtime and for work on weekends, holidays, and late shifts. Approximately 81 percent of the production workers covered by the study were paid on an incentive basis.

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

³ All or virtually all workers were paid on an incentive basis.

⁴ All or virtually all workers were women.

⁵ All or virtually all workers were paid on a time basis.

⁶ All or virtually all workers were men.

Table 27. Occupational earnings: Women's cement-process (conventional-lasting) shoes—Pennsylvania—Continued

(Number and average straight-time hourly earnings of workers in selected occupations, April 1975)

Department, occupation, and sex	Number of workers	Average hourly earnings ¹	Number of workers receiving straight-time hourly earnings of—																											
			\$2.10 and under \$2.20	\$2.20—\$2.30	\$2.30—\$2.40	\$2.40—\$2.50	\$2.50—\$2.60	\$2.60—\$2.70	\$2.70—\$2.80	\$2.80—\$2.90	\$2.90—\$3.00	\$3.00—\$3.10	\$3.10—\$3.20	\$3.20—\$3.30	\$3.30—\$3.40	\$3.40—\$3.50	\$3.50—\$3.60	\$3.60—\$3.70	\$3.70—\$3.80	\$3.80—\$4.00	\$4.00—\$4.20	\$4.20—\$4.40	\$4.40—\$4.60	\$4.60—\$4.80	\$4.80—\$5.00	\$5.00—\$5.20	\$5.20—\$5.40	\$5.40 and over		
SELECTED PRODUCTION OCCUPATIONS--																														
CONTINUED																														
FITTING:--CONTINUED																														
TOP STITCHERS.....	114	\$3.07	9	4	6	4	2	5	14	3	1	12	8	9	7	5	3	8	-	7	2	2	1	-	-	-	1	1	-	
INCENTIVE.....	100	3.16	7	3	1	4	2	5	8	3	1	12	8	9	7	5	3	8	-	7	2	2	1	-	-	-	1	1	-	
MEN ²	7	3.66	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
WOMEN.....	107	3.03	9	4	6	4	2	5	14	3	1	11	8	9	4	5	3	8	-	7	2	2	1	-	-	-	1	1	-	
INCENTIVE.....	93	3.12	7	3	1	4	2	5	8	3	1	11	8	9	4	5	3	8	-	7	2	2	1	-	-	-	1	1	-	
VAMPERS.....	93	3.16	4	2	13	2	7	2	8	3	1	11	8	9	4	5	3	8	-	7	2	2	2	3	2	1	1	1	-	
INCENTIVE.....	76	3.31	4	-	5	-	6	2	4	2	8	-	5	3	8	4	1	1	-	7	2	2	2	3	2	1	1	1	-	
MEN ²	8	3.77	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
WOMEN.....	85	3.10	4	2	13	2	7	2	8	2	8	-	5	3	4	4	1	1	-	7	2	2	2	3	2	1	1	1	-	
INCENTIVE.....	68	3.26	4	-	5	-	6	2	4	2	8	-	5	3	4	4	1	1	-	7	2	2	1	3	2	1	1	1	-	
LASTING:																														
ASSEMBLERS FOR PULLOVER, MACHINE ³ ..	26	3.14	1	-	-	2	2	3	-	2	-	2	1	1	2	3	2	2	-	1	-	2	-	-	-	-	-	-	-	-
MEN.....	18	3.10	1	-	-	1	2	2	-	1	-	2	1	1	2	2	2	2	-	1	-	2	-	-	-	-	-	-	-	-
HEEL-SEAT LASTERS.....	42	3.04	-	4	6	1	4	2	1	2	4	3	1	-	2	2	1	1	3	-	-	2	2	2	2	-	-	-	-	-
MEN.....	39	3.04	-	4	6	1	4	2	1	2	4	3	1	-	2	2	1	1	3	-	-	2	2	2	2	-	-	-	-	-
PULLOVER MACHINE OPERATORS ^{4,5}	11	3.70	-	-	-	-	-	-	-	-	-	1	1	-	-	-	-	2	2	2	2	2	2	2	2	-	-	-	-	-
SIDE LASTERS, MACHINE ²	60	3.30	3	6	3	1	3	1	1	1	7	-	7	3	3	1	1	2	-	2	4	1	4	2	2	2	2	2	2	1
MEN.....	40	3.33	1	5	2	-	3	-	1	-	5	-	6	1	2	1	-	1	-	2	3	1	2	2	2	2	2	2	2	-
WOMEN.....	20	3.24	2	1	1	1	-	1	-	1	2	-	1	2	1	-	1	2	-	1	1	1	2	2	2	2	2	2	2	1
STAPLE OR TACK LASTING.....	21	3.42	1	4	2	-	-	-	-	-	-	-	5	1	-	-	-	1	-	-	-	4	2	2	2	2	2	2	2	1
MEN.....	15	3.15	1	4	2	-	-	-	-	-	-	-	4	-	-	-	-	-	-	-	2	2	2	2	2	2	2	2	2	-
WOMEN.....	39	3.23	2	2	1	1	3	1	1	1	7	-	2	2	3	1	1	1	-	2	4	1	4	2	2	2	2	2	2	-
INCENTIVE.....	25	3.43	-	1	-	-	3	1	1	-	5	-	2	2	1	-	-	2	3	-	-	2	2	2	2	2	2	2	2	-
MEN.....	14	2.88	2	1	1	1	-	1	-	1	2	-	1	1	-	1	1	-	-	1	-	1	1	1	1	1	1	1	1	-
WOMEN.....	33	3.98	-	-	-	-	2	1	-	-	-	3	-	4	-	1	1	2	2	3	1	2	2	3	2	2	2	2	2	-
INCENTIVE.....	27	3.71	-	-	-	-	2	1	-	-	-	3	-	4	-	1	1	2	2	3	-	2	2	2	2	2	2	2	2	-
BOTTOMING AND MAKING:																														
BOTTOM FILLERS.....	19	2.84	2	-	2	1	3	3	-	-	3	-	-	-	2	-	-	-	3	-	-	-	-	-	-	-	-	-	-	-
INCENTIVE.....	15	2.81	2	-	2	-	2	3	-	-	3	-	-	-	-	-	-	-	3	-	-	-	-	-	-	-	-	-	-	-
MEN.....	12	2.61	2	-	2	-	3	3	-	-	-	-	-	-	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
WOMEN.....	9	2.44	2	-	2	-	2	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
EDGE TRIMMERS.....	21	3.34	-	5	-	-	1	-	-	-	2	3	-	-	-	2	1	-	-	2	2	2	2	2	2	2	2	2	2	1
INCENTIVE.....	19	3.46	-	3	-	-	1	-	-	-	2	3	-	-	-	2	1	-	-	2	2	2	2	2	2	2	2	2	2	1
MEN.....	18	3.41	-	4	-	-	1	-	-	-	2	2	-	-	-	2	-	-	-	2	2	2	2	2	2	2	2	2	2	1
WOMEN.....	16	3.56	-	2	-	-	1	-	-	-	2	2	-	-	-	2	-	-	-	2	2	2	2	2	2	2	2	2	2	1
HEEL ATTACHERS, MACHINE.....	24	3.24	2	1	1	-	-	-	-	-	5	-	5	2	-	2	-	-	-	-	4	-	-	4	2	2	2	2	2	2
INCENTIVE.....	22	3.28	2	1	1	-	-	-	-	-	3	-	5	2	-	2	-	-	-	-	4	-	-	4	2	2	2	2	2	2
MEN.....	20	3.33	2	1	-	-	-	-	-	-	2	-	5	2	-	2	-	-	-	-	4	-	-	4	2	2	2	2	2	2
WOMEN.....	18	3.38	2	1	-	-	-	-	-	-	-	-	5	2	-	2	-	-	-	-	4	-	-	4	2	2	2	2	2	2
INCENTIVE.....	31	3.34	3	4	3	-	1	-	-	1	-	-	2	-	1	2	-	-	-	2	7	1	1	1	1	1	1	1	1	2
MEN.....	28	3.27	3	4	3	-	1	-	-	1	-	-	2	-	1	2	-	-	-	2	6	1	1	1	1	1	1	1	1	2
WOMEN.....	24	3.55	2	-	3	-	-	-	-	1	-	-	2	-	1	2	-	-	-	2	7	1	1	1	1	1	1	1	1	1
INCENTIVE.....	21	3.49	2	-	3	-	-	-	-	1	-	-	2	-	1	2	-	-	-	-	6	1	1	1	1	1	1	1	1	1

See footnotes at end of table.

Table 27. Occupational earnings: Women's cement-process (conventional-lasted) shoes—Pennsylvania—Continued

(Number and average straight-time hourly earnings of workers in selected occupations, April 1975)

Department, occupation, and sex	Number of workers	Average hourly earnings ¹	Number of workers receiving straight-time hourly earnings of—																										
			\$2.10 and under \$2.20	\$2.20	\$2.30	\$2.40	\$2.50	\$2.60	\$2.70	\$2.80	\$2.90	\$3.00	\$3.10	\$3.20	\$3.30	\$3.40	\$3.50	\$3.60	\$3.70	\$3.80	\$4.00	\$4.20	\$4.40	\$4.60	\$4.80	\$5.00	\$5.20	\$5.40 and over	
SELECTED PRODUCTION OCCUPATIONS--																													
CONTINUED																													
BOTTOMING AND MAKING:--CONTINUED																													
ROUGH ROUNDERS.....	15	\$3.20	2	-	-	-	2	-	-	2	-	2	-	-	3	-	-	-	2	-	-	-	2	-	-	-	-	-	-
INCENTIVE.....	11	3.52	-	-	-	-	-	-	-	2	-	2	-	-	3	-	-	-	2	-	-	-	2	-	-	-	-	-	
MEN.....	13	3.37	-	-	-	-	2	-	-	2	-	2	-	-	3	-	-	-	2	-	-	-	2	-	-	-	-	-	
INCENTIVE.....	11	3.52	-	-	-	-	-	-	-	2	-	2	-	-	3	-	-	-	2	-	-	2	-	-	-	-	-	-	
SHANKERS.....	27	2.73	4	3	4	3	4	1	1	1	-	-	-	-	-	-	4	-	-	-	-	-	-	-	-	2	-	-	
INCENTIVE.....	25	2.74	4	3	4	3	3	1	1	-	-	-	-	-	-	4	-	-	-	-	-	-	-	-	-	2	-	-	
MEN.....	13	3.14	2	-	-	-	4	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2	-	-	
INCENTIVE.....	11	3.23	2	-	-	-	3	-	-	-	-	-	-	-	-	4	-	-	-	-	-	-	-	-	-	2	-	-	
WOMEN ³	14	2.35	2	3	4	3	-	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
SOLE ATTACHERS, CEMENT PROCESS.....	108	3.04	10	8	1	4	7	3	6	7	7	6	10	1	5	4	6	7	2	8	3	1	2	-	-	-	-	-	
INCENTIVE.....	99	3.12	2	8	1	4	7	3	5	7	7	6	10	1	5	4	6	7	2	8	3	1	2	-	-	-	-	-	
MEN.....	62	3.21	2	5	-	2	3	-	2	6	3	2	6	1	5	4	3	6	2	5	3	-	2	-	-	-	-	-	
WOMEN.....	46	2.82	8	3	1	2	4	3	4	1	4	4	4	-	-	-	3	1	-	3	-	1	-	-	-	-	-	-	
INCENTIVE.....	40	2.92	2	3	1	2	4	3	4	1	4	4	-	-	-	3	1	-	3	-	1	-	-	-	-	-	-	-	
FINISHING:																													
REPAIRERS.....	89	2.78	13	6	6	20	5	7	2	-	1	2	4	4	2	1	2	-	1	4	8	-	1	-	-	-	-	-	
TIME.....	59	2.57	12	6	3	15	4	6	1	-	1	2	2	2	2	1	-	-	1	2	2	-	1	-	-	-	-	-	
INCENTIVE.....	30	3.20	1	-	3	5	1	1	1	-	-	-	2	4	-	-	2	-	1	2	-	-	-	-	-	-	-	-	
MEN.....	13	3.52	1	2	-	-	-	-	-	-	1	-	-	-	1	-	-	-	1	1	6	-	1	-	-	-	-	-	
TIME.....	6	3.17	-	2	-	-	-	-	-	1	-	-	-	-	-	-	-	-	-	2	-	-	-	-	-	-	-	-	
WOMEN.....	76	2.65	12	4	6	20	5	7	2	-	-	2	4	4	1	1	2	-	-	4	2	-	-	-	-	-	-	-	
TIME.....	53	2.50	12	4	3	15	4	6	1	-	-	2	2	-	1	1	-	-	2	2	-	-	-	-	-	-	-	-	
INCENTIVE.....	23	3.01	-	-	3	5	1	1	1	-	-	-	2	4	-	-	2	-	-	2	2	-	-	-	-	-	-	-	
WOMEN.....	40	2.98	3	-	4	1	4	2	4	2	1	3	-	-	1	10	4	-	-	-	-	1	-	-	-	-	-	-	
MISCELLANEOUS:																													
FLOOR WORKERS ⁷	78	2.60	6	5	7	9	19	13	5	5	1	1	-	2	-	1	2	-	-	2	-	-	-	-	-	-	-	-	
MEN.....	25	2.65	4	3	-	-	8	3	1	1	-	-	-	-	-	1	2	-	-	2	-	-	-	-	-	-	-	-	
WOMEN.....	53	2.56	2	2	7	9	11	10	4	4	-	-	2	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
INSPECTORS (CROWNERS).....	85	2.53	9	29	8	10	4	5	3	2	4	-	3	-	2	1	1	-	-	1	2	1	-	-	-	-	-	-	
TIME.....	65	2.36	9	28	8	6	4	4	3	2	2	-	2	-	2	1	1	-	-	1	2	1	-	-	-	-	-	-	
INCENTIVE.....	20	3.10	-	-	3	2	2	-	1	3	-	2	-	1	-	2	1	1	-	-	1	-	-	-	-	-	-	-	
MEN.....	11	2.58	-	-	3	2	2	-	1	-	-	-	2	-	2	-	-	-	-	-	-	-	-	-	-	-	-	-	
TIME.....	9	2.53	-	2	2	2	-	1	-	-	-	-	2	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	
WOMEN.....	74	2.53	9	26	6	8	4	4	3	2	4	-	1	-	1	1	1	-	-	1	2	1	-	-	-	-	-	-	
TIME.....	56	2.33	9	26	6	4	4	3	2	2	-	-	-	-	-	-	-	-	-	1	2	1	-	-	-	-	-	-	
INCENTIVE.....	18	3.13	-	-	-	4	4	1	3	2	-	-	1	-	1	1	1	-	-	1	2	1	-	-	-	-	-	-	
JANITORS ^{5,7}	21	2.30	4	7	6	1	1	-	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
MECHANICS, MAINTENANCE ^{5,7}	17	4.70	-	-	-	-	-	-	-	-	-	-	-	1	-	-	1	-	2	-	-	-	2	-	-	5	3	1	

¹ Excludes premium pay for overtime and for work on weekends, holidays and late shifts. Approximately 72 percent of the production workers were paid on an incentive basis.

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

³ All or virtually all workers were paid on an incentive basis.

⁴ All or virtually all workers were women.

⁵ All or virtually all workers were men.

⁶ All workers were at \$5.60 to \$5.80.

⁷ All or virtually all workers were paid on a time basis.

Table 28. Occupational earnings: Women's cement-process (conventional-lasting) shoes—Southeastern New Hampshire¹

(Number and average straight-time hourly earnings of workers in selected occupations, April 1975)

Department, occupation, and sex	Number of workers	Average hourly earnings ²	Number of workers receiving straight-time hourly earnings of—																									
			\$2.10 and under \$2.15	\$2.15 — \$2.20	\$2.20 — \$2.25	\$2.25 — \$2.30	\$2.30 — \$2.35	\$2.35 — \$2.40	\$2.40 — \$2.50	\$2.50 — \$2.60	\$2.60 — \$2.80	\$2.80 — \$3.00	\$3.00 — \$3.20	\$3.20 — \$3.40	\$3.40 — \$3.60	\$3.60 — \$3.80	\$3.80 — \$4.00	\$4.00 — \$4.20	\$4.20 — \$4.40	\$4.40 — \$4.60	\$4.60 — \$4.80	\$4.80 — \$5.00	\$5.00 — \$5.20	\$5.20 — \$5.40	\$5.40 — \$5.60	\$5.60 — \$5.80	\$5.80 — \$6.00	\$6.00 and over
ALL PRODUCTION WORKERS.....	2,809	\$2.93	549	47	114	113	130	72	140	183	223	212	227	130	105	131	96	69	45	60	48	15	12	19	12	28	8	21
MEN.....	835	3.39	86	11	14	33	23	38	25	68	29	52	61	41	31	54	54	26	26	28	32	9	12	19	12	28	8	15
WOMEN.....	1,974	2.73	463	36	100	80	107	34	115	115	194	160	166	89	74	77	42	43	19	32	16	6	-	-	-	-	-	6
SELECTED PRODUCTION OCCUPATIONS																												
CUTTING:																												
CUTTERS, LINING, MACHINE ^{3, 4, 5}	22	4.95	-	-	-	-	-	-	-	-	1	2	-	1	2	-	2	-	3	-	-	-	-	-	2	2	4	6 ³
SYNTHETICS.....	18	4.64	-	-	-	-	-	-	-	-	1	2	-	1	2	-	2	-	3	-	-	-	-	-	2	2	4	1
CUTTERS, VAMP AND WHOLE SHOE, MACHINE.....	57	4.53	-	-	-	-	-	-	-	1	-	1	3	3	4	6	1	4	5	4	2	2	4	4	1	6	2	4
SYNTHETICS.....	31	4.45	-	-	-	-	-	-	-	1	-	2	3	3	4	1	1	1	1	1	2	2	2	4	1	3	2	2
LEATHER AND SYNTHETICS.....	21	4.80	-	-	-	-	-	-	-	-	-	-	-	-	2	-	3	3	3	2	-	2	-	-	2	2	2	2
FITTING:																												
FANCY STITCHERS ^{4, 7}	124	3.20	-	-	1	7	-	1	9	9	15	11	15	10	10	12	4	8	11	1	-	-	-	-	-	-	-	-
PASTERS, BACKERS, OR FITTERS, UPPER, HAND ⁷	70	2.43	37	1	-	-	9	-	-	2	5	5	5	3	-	2	1	-	-	-	-	-	-	-	-	-	-	-
TIME.....	23	2.22	14	1	-	-	4	-	-	4	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
INCENTIVE.....	47	2.53	23	-	-	-	5	-	-	2	1	5	5	3	-	2	1	-	-	-	-	-	-	-	-	-	-	-
SKIVERS, MACHINE, UPPERS OR LININGS ⁴	24	2.97	8	-	-	-	1	-	1	-	2	1	2	-	3	3	-	2	-	-	-	1	-	-	-	-	-	-
INCENTIVE.....	22	3.05	6	-	-	-	1	-	1	-	2	1	2	-	3	3	-	2	-	-	-	1	-	-	-	-	-	-
TOP STITCHERS ^{4, 7}	118	2.96	11	-	2	6	2	5	7	5	12	22	15	6	6	1	6	9	1	-	-	2	-	-	-	-	-	-
VAMPERS ⁷	16	2.81	2	-	1	-	-	-	1	-	4	-	5	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-
INCENTIVE.....	12	2.71	2	-	1	-	-	-	1	-	4	-	1	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-
LASTING:																												
ASSEMBLERS FOR PULLOVER, MACHINE.....	20	3.30	-	-	-	-	-	-	1	-	2	3	4	3	2	2	1	-	2	-	-	-	-	-	-	-	-	-
INCENTIVE.....	19	3.29	-	-	-	-	-	-	1	-	2	3	4	2	2	2	1	-	2	-	-	-	-	-	-	-	-	-
MEN.....	12	3.25	-	-	-	-	-	-	-	-	2	1	2	3	2	2	-	-	-	-	-	-	-	-	-	-	-	-
INCENTIVE.....	11	3.24	-	-	-	-	-	-	-	-	2	1	2	2	2	2	1	-	-	-	-	-	-	-	-	-	-	-
HEEL-SEAT LASTERS ⁴	7	3.94	-	-	-	-	-	-	-	-	-	-	-	1	-	1	2	2	-	-	1	-	-	-	-	-	-	-
MEN.....	6	3.82	-	-	-	-	-	-	-	-	-	-	-	1	-	1	2	2	-	-	-	-	-	-	-	-	-	-
PULLING AND LASTING-MACHINE OPERATORS ⁴	19	4.00	1	-	-	2	-	-	-	-	-	-	1	-	2	1	-	4	1	-	4	-	1	1	1	1	1	-
MEN.....	18	4.01	1	-	-	2	-	-	-	-	-	-	1	-	2	1	-	4	1	-	4	-	1	1	1	1	-	-
TOE TO BALL.....	19	4.00	1	-	-	2	-	-	-	-	-	-	1	-	2	1	-	4	1	-	4	-	1	1	1	1	-	-
MEN.....	18	4.01	1	-	-	2	-	-	-	-	-	-	1	-	2	1	-	4	1	-	4	-	1	1	1	1	-	-
SIDE LASTERS, MACHINE ^{4, 5}	57	3.79	1	-	-	1	-	-	2	1	4	5	1	5	8	8	3	-	6	4	2	3	2	2	-	-	-	-
STAPLE OR TACK LASTING.....	50	3.86	-	-	-	1	-	-	2	1	4	5	-	3	7	8	3	-	6	4	2	2	2	-	-	-	-	-
CEMENT LASTING.....	7	3.33	1	-	-	1	-	-	-	-	-	-	-	1	2	1	-	-	-	-	-	1	-	-	-	-	-	-

See footnotes at end of table.

Table 28. Occupational earnings: Women's cement-process (conventional-lasted) shoes—Southeastern New Hampshire¹—Continued

(Number and average straight-time hourly earnings of workers in selected occupations, April 1975)

Department, occupation, and sex	Number of workers	Average hourly earnings	Number of workers receiving straight-time hourly earnings of—																									
			\$2.10 and over \$2.15	\$2.15	\$2.20	\$2.25	\$2.30	\$2.35	\$2.40	\$2.50	\$2.60	\$2.80	\$3.00	\$3.20	\$3.40	\$3.60	\$3.80	\$4.00	\$4.20	\$4.40	\$4.60	\$4.80	\$5.00	\$5.20	\$5.40	\$5.60	\$5.80	\$6.00 and over
SELECTED PRODUCTION OCCUPATIONS--																												
CONTINUED																												
BOTTOMING AND MAKING:																												
HEEL ATTACHERS, MACHINE ⁴	8	\$2.86	1	-	-	-	-	-	-	2	2	1	1	-	-	-	-	-	1	-	-	-	-	-	-	-	-	-
ROUGHERS.....	9	3.29	-	-	-	-	-	-	-	-	-	2	2	1	2	-	3	-	-	-	-	-	-	-	-	-	-	-
INCENTIVE.....	6	3.47	-	-	-	-	-	-	-	-	-	-	1	2	-	3	-	-	-	-	-	-	-	-	-	-	-	-
MEN.....	8	3.30	-	-	-	-	-	-	-	-	-	2	2	1	-	3	-	-	-	-	-	-	-	-	-	-	-	-
SHANKERS ⁴	11	2.37	3	-	2	2	-	-	-	2	-	2	2	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-
MEN.....	8	2.27	2	-	2	2	-	-	-	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
SOLE ATTACHERS, CEMENT PROCESS ⁴	38	4.38	-	-	-	-	-	-	-	-	2	1	2	-	4	2	4	2	6	-	2	3	1	2	2	1	2	2
MEN.....	33	4.51	-	-	-	-	-	-	-	-	1	1	1	-	2	2	4	2	6	-	1	3	1	2	2	1	2	2
FINISHING:																												
REPAIRERS.....	60	2.53	23	1	1	2	-	-	18	3	4	-	2	-	-	-	-	2	1	3	-	-	-	-	-	-	-	-
TIME.....	54	2.33	23	1	1	2	-	-	18	3	4	-	2	-	-	-	-	2	1	3	-	-	-	-	-	-	-	-
WOMEN.....	57	2.52	23	-	1	2	-	-	18	3	4	-	-	-	-	-	-	2	1	3	-	-	-	-	-	-	-	-
TIME.....	51	2.31	23	-	1	2	-	-	18	3	4	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
MISCELLANEOUS:																												
FLOOR WORKERS.....	43	2.55	10	3	1	5	3	-	2	6	-	5	3	3	-	-	-	2	-	-	-	-	-	-	-	-	-	-
TIME.....	38	2.54	10	3	1	5	2	-	-	5	-	5	3	2	-	-	-	2	-	-	-	-	-	-	-	-	-	-
MEN.....	16	2.78	4	-	-	1	2	-	-	2	-	2	-	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-
TIME.....	15	2.74	4	-	-	1	2	-	-	2	-	2	-	2	-	-	-	2	-	-	-	-	-	-	-	-	-	-
WOMEN.....	27	2.42	6	3	1	4	1	-	2	4	-	3	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
TIME.....	23	2.41	6	3	1	4	-	-	3	3	-	3	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
INSPECTORS (CROWNERS).....	20	2.49	2	1	1	2	2	2	4	-	2	2	-	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-
TIME.....	12	2.41	2	1	1	-	2	1	4	-	1	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
INCENTIVE.....	8	2.62	-	-	-	2	2	1	-	-	1	-	-	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-
MEN.....	8	2.51	-	-	-	2	2	-	-	-	2	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
WOMEN.....	12	2.48	2	1	1	-	-	2	4	-	-	-	-	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-
TIME.....	9	2.28	2	1	1	-	-	1	4	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

¹ Southeastern New Hampshire consists of the area extending south from Farmington and Pittsfield and east from Manchester and Nashua, N.H.

² Excludes premium pay for overtime and for work on weekends, holidays, and late shifts. Approximately 70 percent of the production workers covered by the study were paid on an incentive basis.

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

⁴ All or virtually all workers were paid on an incentive basis.

⁵ All or virtually all workers were men.

⁶ Workers were distributed as follows: 2 at \$6.80 to \$7.00 and 1 at \$7.20 and over.

⁷ All or virtually all workers were women.

Table 29. Occupational earnings: Misses' and children's cement-process (conventional-lasted) shoes—all establishments

(Number and average straight-time hourly earnings of workers in selected occupations, United States and selected regions, April 1975)

Department, occupation, and sex	United States ¹				Border States				Middle West			
	Number of workers	Hourly earnings ²			Number of workers	Hourly earnings ²			Number of workers	Hourly earnings ²		
		Mean	Median	Middle range		Mean	Median	Middle range		Mean	Median	Middle range
<u>SELECTED PRODUCTION OCCUPATIONS</u>												
<u>CUTTING:</u>												
CUTTERS, LINING, MACHINE.....	76	\$3.22	\$3.01	\$2.25- 3.80	18	\$2.55	\$2.28	\$2.10- 2.76	19	\$3.47	\$3.25	\$2.84- 4.09
MEN.....	-	-	-	-	-	-	-	-	10	3.57	-	-
WOMEN.....	47	3.17	2.99	2.22- 3.63	-	-	-	-	9	3.37	-	-
LEATHER.....	8	4.75	-	-	-	-	-	-	-	-	-	-
MEN.....	6	4.31	-	-	-	-	-	-	-	-	-	-
SYNTHETICS.....	50	3.05	2.94	2.26- 3.63	15	2.65	2.44	2.16- 2.87	-	-	-	-
LEATHER AND SYNTHETICS.....	18	3.01	2.99	2.21- 3.44	-	-	-	-	12	3.22	-	-
MEN.....	7	2.95	-	-	-	-	-	-	-	-	-	-
WOMEN.....	11	3.05	-	-	-	-	-	-	8	3.40	-	-
CUTTERS, VAMP AND WHOLE SHOE, MACHINE ³	294	3.36	3.18	2.53- 4.04	-	-	-	-	63	3.84	3.71	3.11- 4.34
MEN.....	-	-	-	-	-	-	-	-	38	4.07	4.05	3.41- 4.41
WOMEN.....	-	-	-	-	-	-	-	-	25	3.49	3.37	3.01- 3.77
LEATHER.....	220	3.17	3.08	2.39- 3.88	-	-	-	-	31	3.67	3.77	3.16- 4.22
MEN.....	-	-	-	-	-	-	-	-	23	3.79	4.04	3.40- 4.30
LEATHER AND SYNTHETICS.....	71	3.96	4.00	3.13- 4.54	-	-	-	-	-	-	-	-
MEN.....	31	4.62	4.45	4.09- 5.11	-	-	-	-	-	-	-	-
WOMEN.....	40	3.45	3.49	2.88- 4.01	-	-	-	-	-	-	-	-
<u>FITTING:</u>												
FANCY STITCHERS.....	624	2.74	2.55	2.20- 3.07	-	-	-	-	100	2.76	2.61	2.28- 3.06
WOMEN.....	536	2.68	2.51	2.14- 2.98	-	-	-	-	100	2.76	2.61	2.28- 3.06
PASTERS, BACKERS, OR FITTERS, UPPER, HAND.....	294	2.74	2.63	2.25- 2.92	31	2.43	2.32	2.10- 2.61	62	2.97	2.78	2.20- 3.34
WOMEN.....	278	2.75	2.63	2.25- 2.92	-	-	-	-	62	2.97	2.78	2.20- 3.34
SKIVERS, MACHINE, UPPERS OR LININGS.....	133	2.86	2.77	2.21- 3.40	22	2.66	2.51	2.34- 2.85	23	3.12	3.00	2.76- 3.52
WOMEN.....	125	2.85	2.77	2.21- 3.37	-	-	-	-	23	3.12	3.00	2.76- 3.52
TOP STITCHERS.....	335	2.80	2.73	2.16- 3.22	50	2.58	2.29	2.10- 2.75	67	2.99	2.83	2.53- 3.37
WOMEN.....	317	2.78	2.71	2.14- 3.18	-	-	-	-	67	2.99	2.83	2.53- 3.37
VAMPERS.....	291	2.62	2.41	2.18- 3.00	-	-	-	-	55	2.79	2.69	2.20- 3.14
WOMEN.....	265	2.62	2.41	2.17- 3.00	-	-	-	-	55	2.79	2.69	2.20- 3.14
<u>LASTING:</u>												
ASSEMBLERS FOR PULLOVER, MACHINE... MEN.....	89	2.80	2.71	2.22- 3.06	-	-	-	-	26	3.00	2.97	2.43- 3.34
HEEL-SEAT LASTERS.....	46	2.84	2.40	2.15- 3.27	7	2.36	-	-	22	3.10	3.02	2.60- 3.35
MEN.....	33	3.06	2.96	2.20- 3.99	-	-	-	-	-	-	-	-
WOMEN.....	11	2.29	-	-	-	-	-	-	-	-	-	-
PULLING AND LASTING-MACHINE OPERATORS ³	78	3.49	3.44	2.74- 4.06	-	-	-	-	-	-	-	-
MEN.....	70	3.53	3.32	2.74- 4.07	-	-	-	-	20	3.61	3.55	3.00- 3.89
TOE TO BALL.....	70	3.58	3.44	2.86- 4.07	-	-	-	-	-	-	-	-
MEN.....	63	3.61	3.51	2.84- 4.07	-	-	-	-	-	-	-	-
PULLOVER-MACHINE OPERATORS.....	39	3.47	3.25	2.99- 4.10	-	-	-	-	-	-	-	-
SIDE LASTERS, MACHINE.....	102	3.74	3.72	2.77- 4.46	-	-	-	-	37	3.90	4.10	2.92- 4.48
MEN.....	89	3.76	3.88	2.77- 4.48	-	-	-	-	36	3.93	4.10	3.03- 4.53
STAPLE OR TACK LASTING ⁴	50	3.90	4.10	2.83- 4.66	-	-	-	-	30	3.71	3.57	2.78- 4.41
CEMENT LASTING.....	52	3.58	3.50	2.73- 4.15	-	-	-	-	7	4.69	-	-
MEN.....	-	-	-	-	-	-	-	-	7	4.69	-	-

See footnotes at end of table

Table 29. Occupational earnings: Misses' and children's cement-process (conventional-lasted) shoes— all establishments—Continued

(Number and average straight-time hourly earnings of workers in selected occupations, United States and selected regions, April 1975)

Department, occupation, and sex	United States ¹				Border States				Middle West			
	Number of workers	Hourly earnings ²			Number of workers	Hourly earnings ²			Number of workers	Hourly earnings ²		
		Mean	Median	Middle range		Mean	Median	Middle range		Mean	Median	Middle range
SELECTED PRODUCTION OCCUPATIONS-- CONTINUED												
LASTING:--CONTINUED												
TOE LASTERS, AUTOMATIC OR SEMI-AUTOMATIC.....	98	\$3.60	\$3.39	\$3.23- \$4.10	22	\$3.04	\$2.97	\$2.92- \$3.20	-	-	-	-
MEN.....	59	3.71	3.50	3.23- 4.14	-	-	-	-	-	-	-	-
BOTTOMING AND MAKING:												
EDGE TRIMMERS.....	78	3.41	3.25	2.81- 4.14	-	-	-	-	15	\$3.07	\$2.58	\$2.37- \$3.48
MEN.....	-	-	-	-	-	-	-	-	14	2.99	-	-
GOODYEAR STITCHERS.....	10	2.90	-	-	-	-	-	-	-	-	-	-
MEN.....	9	2.77	-	-	-	-	-	-	-	-	-	-
HEEL ATTACHERS, MACHINE.....	20	2.87	2.55	2.10- 3.53	-	-	-	-	-	-	-	-
MEN.....	11	3.25	-	-	-	-	-	-	-	-	-	-
LITTLEWAY STITCHERS ⁴	6	2.68	-	-	-	-	-	-	-	-	-	-
ROUGHERS.....	104	3.23	3.11	2.50- 3.83	-	-	-	-	14	3.43	-	-
MEN.....	-	-	-	-	-	-	-	-	13	3.48	-	-
ROUGH ROUNDERS.....	22	3.92	3.88	3.26- 4.68	-	-	-	-	-	-	-	-
MEN.....	11	4.20	-	-	-	-	-	-	-	-	-	-
SHANKERS.....	32	2.51	2.41	2.31- 2.75	-	-	-	-	-	-	-	-
MEN.....	10	2.44	-	-	-	-	-	-	-	-	-	-
WOMEN.....	20	2.55	2.43	2.31- 2.75	-	-	-	-	-	-	-	-
SOLE ATTACHERS, CEMENT PROCESS.....	165	3.11	2.87	2.43- 3.83	-	-	-	-	24	3.94	4.06	3.74- 4.18
MEN.....	-	-	-	-	-	-	-	-	17	4.01	4.15	3.75- 4.18
FINISHING:												
BOTTOM SCOURERS.....	18	3.13	3.02	2.35- 3.89	-	-	-	-	-	-	-	-
REPAIRERS.....	119	2.74	2.44	2.30- 3.12	25	2.39	2.10	2.10- 2.32	23	3.32	3.21	2.73- 3.96
WOMEN.....	113	2.71	2.40	2.25- 2.99	-	-	-	-	23	3.32	3.21	2.73- 3.96
TREERS.....	178	2.95	2.86	2.34- 3.33	-	-	-	-	49	3.02	2.85	2.53- 3.33
WOMEN.....	139	2.85	2.79	2.28- 3.29	-	-	-	-	44	2.99	2.84	2.46- 3.32
MISCELLANEOUS:												
FLOOR WORKERS.....	117	2.62	2.66	2.32- 2.90	-	-	-	-	-	-	-	-
MEN.....	18	2.74	2.70	2.50- 2.96	-	-	-	-	-	-	-	-
WOMEN.....	99	2.60	2.66	2.30- 2.90	-	-	-	-	-	-	-	-
INSPECTORS (CROWNERS).....	163	2.83	2.75	2.50- 3.06	-	-	-	-	47	3.13	2.88	2.74- 3.55
MEN.....	-	-	-	-	-	-	-	-	14	3.39	-	-
WOMEN.....	-	-	-	-	-	-	-	-	33	3.01	2.79	2.73- 3.46
JANITORS ⁴	43	2.43	2.33	2.20- 2.81	-	-	-	-	-	-	-	-
MECHANICS, MAINTENANCE ⁴	63	3.79	3.75	3.48- 4.22	-	-	-	-	19	3.97	4.20	3.66- 4.35

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

² Excludes premium pay for overtime and for work on weekends, holidays and late shifts. See appendix A for methods used to compute means, medians and middle ranges of earnings. Median and middle ranges are not provided for jobs with fewer than 15 workers in a region.

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

⁴ All or virtually all workers were men.

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

Table 30. Occupational earnings: Misses' and children's cement-process (conventional-lasted) shoes—Missouri

(Number and average straight-time hourly earnings of workers in selected occupations, April 1975)

Department, occupation, and sex	Number of workers	Average hourly earnings ¹	Number of workers receiving straight-time hourly earnings of—																									
			\$2.10 and under \$2.20	\$2.20-\$2.30	\$2.30-\$2.40	\$2.40-\$2.50	\$2.50-\$2.60	\$2.60-\$2.70	\$2.70-\$2.80	\$2.80-\$2.90	\$2.90-\$3.00	\$3.00-\$3.10	\$3.10-\$3.20	\$3.20-\$3.30	\$3.30-\$3.40	\$3.40-\$3.50	\$3.50-\$3.60	\$3.60-\$3.80	\$3.80-\$4.00	\$4.00-\$4.20	\$4.20-\$4.40	\$4.40-\$4.60	\$4.60-\$4.80	\$4.80-\$5.00	\$5.00-\$5.20	\$5.20-\$5.40	\$5.40-\$5.60	\$5.60 and over
ALL PRODUCTION WORKERS.....	1,754	\$2.96	71	389	94	72	88	77	123	91	75	62	50	62	49	58	51	80	54	71	47	26	26	12	11	1	2	12
MEN.....	509	3.33	8	70	24	10	20	15	17	34	13	18	19	24	15	24	16	29	16	51	30	17	15	8	6	-	2	9
WOMEN.....	1,245	2.80	63	319	70	62	68	62	106	57	62	44	31	38	34	43	27	51	38	20	17	9	11	4	5	1	-	3
SELECTED PRODUCTION OCCUPATIONS																												
CUTTING:																												
CUTTERS, LINING, MACHINE^{2,3}.....	19	3.47	-	4	-	-	-	-	1	-	2	1	-	2	-	-	2	-	2	-	1	1	1	1	1	-	-	1
MEN.....	10	3.57	-	2	-	-	-	-	1	-	1	-	-	1	-	-	-	-	1	-	1	1	1	-	-	-	-	-
WOMEN.....	9	3.37	-	2	-	-	-	-	-	-	1	1	-	-	-	-	2	-	1	-	-	-	-	-	-	-	-	4
LEATHER AND SYNTHETICS.....	12	3.22	-	4	-	-	-	-	1	-	1	-	-	1	-	-	2	-	1	-	1	-	-	-	-	-	-	1
WOMEN.....	8	3.40	-	2	-	-	-	-	-	-	1	-	-	1	-	-	2	-	1	-	-	-	-	-	-	-	-	4
CUTTERS, VAMP AND WHOLE SHOE, MACHINE^{2,3}.....	63	3.84	-	1	1	1	2	2	3	-	1	5	1	3	1	6	1	7	4	4	6	3	3	2	1	1	1	5
MEN.....	38	4.07	-	-	-	2	2	1	-	-	1	1	-	2	-	5	1	2	4	4	6	3	2	1	-	-	-	4
WOMEN.....	25	3.49	-	1	1	1	-	2	3	-	1	4	1	1	1	1	5	-	1	-	-	1	1	1	1	1	-	-
LEATHER.....	31	3.67	-	1	1	-	1	2	1	-	-	3	-	1	-	3	1	3	3	4	5	1	2	1	1	-	-	-
MEN.....	23	3.79	-	-	-	-	1	2	-	-	-	1	-	1	-	3	1	1	1	4	5	1	2	-	-	-	-	-
FITTING:																												
FANCY STITCHERS^{3,6}.....	100	2.76	12	15	6	5	11	4	7	2	11	4	-	2	6	4	1	3	5	-	2	-	-	-	-	-	-	-
PASTERS, BACKERS, OR FITTERS, UPPER, HAND^{3,6}.....	62	2.97	7	14	-	-	1	3	8	3	3	2	2	-	4	3	1	2	-	-	4	-	4	-	1	-	-	-
SKIVERS, MACHINE, UPPERS OR LININGS^{3,6}.....	23	3.12	-	1	1	1	1	-	3	3	2	1	1	2	-	1	-	4	1	-	-	-	-	-	-	-	-	-
TOP STITCHERS^{3,6}.....	67	2.99	5	3	4	4	4	5	6	4	5	3	3	2	3	3	-	4	4	1	-	2	2	-	-	-	-	-
VAMPERS^{3,6}.....	55	2.79	5	16	1	1	1	4	5	4	1	2	3	1	2	2	-	2	-	-	3	2	-	-	-	-	-	-
LASTING:																												
ASSEMBLERS FOR PULLOVER, MACHINE³..	26	3.00	-	6	-	1	2	-	-	1	4	2	1	-	5	-	-	1	-	-	2	1	-	-	-	-	-	-
MEN.....	22	3.10	-	3	-	1	2	-	-	1	4	2	-	-	5	-	-	1	-	-	2	1	-	-	-	-	-	-
SIDE LASTERS, MACHINE^{3,7}.....	37	3.90	-	1	-	2	3	2	1	1	1	1	-	2	-	-	4	-	-	7	2	2	2	3	1	-	-	3
STAPLE OR TACK LASTING.....	30	3.71	-	-	1	-	2	3	2	1	1	1	-	1	-	-	4	-	-	6	-	2	2	2	1	-	-	1
CEMENT LASTING.....	7	4.69	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	1	2	-	-	-	1	-	-	-	8
BOTTOMING AND MAKING:																												
EDGE TRIMMERS³.....	15	3.07	1	3	-	1	4	-	-	-	-	-	-	2	-	-	-	1	-	-	1	-	-	1	1	-	-	-
MEN.....	14	2.99	1	3	-	1	4	-	-	-	-	-	-	2	-	-	-	1	-	-	-	-	-	1	1	-	-	-
ROUGHERS³.....	14	3.43	-	2	-	-	-	-	1	-	-	-	-	2	-	1	-	1	-	-	2	2	-	-	-	-	-	-
MEN.....	13	3.48	-	2	-	-	-	-	-	-	-	-	-	2	-	1	-	1	-	-	2	2	-	-	-	-	-	-
SOLE ATTACHERS, CEMENT PROCESS³.....	24	3.94	-	-	-	-	-	-	-	1	-	-	-	1	1	1	-	4	4	7	3	1	1	-	-	-	-	-
MEN.....	17	4.01	-	-	-	-	-	-	-	-	-	-	-	1	1	1	-	2	2	6	2	1	1	-	-	-	-	-

See footnotes at end of table.

Table 30. Occupational earnings: Misses' and children's cement-process (conventional-lasted) shoes—Missouri—Continued

(Number and average straight-time hourly earnings of workers in selected occupations, April 1975)

Department, occupation, and sex	Number of workers	Average hourly earnings ¹	Number of workers receiving straight-time hourly earnings of—																										
			\$2.10 and under \$2.20	\$2.20-\$2.30	\$2.30-\$2.40	\$2.40-\$2.50	\$2.50-\$2.60	\$2.60-\$2.70	\$2.70-\$2.80	\$2.80-\$2.90	\$2.90-\$3.00	\$3.00-\$3.10	\$3.10-\$3.20	\$3.20-\$3.30	\$3.30-\$3.40	\$3.40-\$3.50	\$3.50-\$3.60	\$3.60-\$3.80	\$3.80-\$4.00	\$4.00-\$4.20	\$4.20-\$4.40	\$4.40-\$4.60	\$4.60-\$4.80	\$4.80-\$5.00	\$5.00-\$5.20	\$5.20-\$5.40	\$5.40-\$5.60	\$5.60 and under	
SELECTED PRODUCTION OCCUPATIONS--																													
CONTINUED																													
FINISHING:																													
REPAIRERS ^{3,6}	23	\$3.32	-	2	1	-	-	1	6	1	-	-	-	1	-	2	2	-	1	1	1	2	2	-	-	-	-	-	-
TREBS ⁵	49	3.02	-	8	3	1	1	1	3	9	1	-	7	-	4	2	2	4	-	-	1	-	1	1	-	-	-	-	1
WOMEN	44	2.99	-	8	3	1	1	1	3	8	1	-	5	-	4	1	2	3	-	-	1	-	1	-	1	-	-	-	1
MISCELLANEOUS:																													
INSPECTORS (CROWNERS)	47	3.13	-	-	-	1	-	-	18	7	-	1	-	1	1	3	10	2	-	3	-	-	-	-	-	-	-	-	-
TIME	34	2.99	-	-	-	1	-	-	17	7	-	-	-	1	-	6	6	-	-	2	-	-	-	-	-	-	-	-	-
MEN	14	3.39	-	-	-	1	-	-	-	3	-	-	-	-	-	1	1	1	-	2	-	-	-	-	-	-	-	-	-
WOMEN	33	3.01	-	-	-	-	-	-	18	4	-	1	-	-	1	3	4	1	-	1	-	-	-	-	-	-	-	-	-
TIME	21	2.76	-	-	-	-	-	-	17	4	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
MECHANICS, MAINTENANCE ^{7,9}	19	3.97	-	-	-	-	1	-	-	1	-	-	-	-	1	1	1	1	1	2	8	-	2	-	-	-	-	-	-

¹ Excludes premium pay for overtime and for work on weekends, holidays and late shifts. Approximately 86 percent of the production workers covered by the study were paid on an incentive basis.

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

³ All or virtually all workers were paid on an incentive basis.

⁴ All workers were at \$5.60 to \$5.80.

⁵ Workers were distributed as follows: 2 at \$5.60 to \$5.80 and 2 at \$6.80 and over.

⁶ All or virtually all workers were women.

⁷ All or virtually all workers were men.

⁸ Workers were distributed as follows: 1 at \$5.60 to \$5.80 and 1 at \$6.00 to \$6.20.

⁹ All or virtually all workers were paid on a time basis.

Table 31. Occupational earnings: Misses' and children's Goodyear-welt shoes—all establishments

(Number and average straight-time hourly earnings of workers in selected occupations, United States and Middle Atlantic region, April 1975)

Department, occupation, and sex	United States ¹				Middle Atlantic			
	Number of workers	Hourly earnings ²			Number of workers	Hourly earnings ²		
		Mean	Median	Middle range		Mean	Median	Middle range
SELECTED PRODUCTION OCCUPATIONS								
CUTTING:								
CUTTERS, LINING, MACHINE ³	37	\$3.25	\$3.00	\$2.30- \$3.99	8	\$2.98	-	-
MEN.....	15	3.72	3.39	2.81- 4.70	-	-	-	-
WOMEN.....	22	2.93	2.51	2.20- 3.29	-	-	-	-
LEATHER.....	23	3.64	3.39	2.59- 4.60	6	3.12	-	-
MEN.....	10	4.17	-	-	-	-	-	-
WOMEN.....	13	3.23	-	-	-	-	-	-
CUTTERS, VAMP AND WHOLE SHOE, MACHINE ³	159	4.02	3.88	3.14- 4.75	49	3.45	\$3.32	\$2.65- \$3.75
MEN.....	118	4.15	3.92	3.31- 5.14	25	3.77	3.48	3.30- 3.75
WOMEN.....	41	3.64	3.55	2.65- 4.60	24	3.12	2.65	2.55- 3.75
LEATHER.....	138	4.08	3.96	3.14- 4.90	49	3.45	3.32	2.65- 3.75
MEN.....	100	4.28	4.00	3.32- 5.20	25	3.77	3.48	3.30- 3.75
WOMEN.....	38	3.57	3.40	2.65- 4.43	24	3.12	2.65	2.55- 3.75
FITTING:								
FANCY STITCHERS ⁴	157	3.18	3.07	2.60- 3.57	36	2.88	2.75	2.64- 3.14
PASTERS, BACKERS, OR FITTERS, UPPER, HAND.....	92	3.02	2.97	2.44- 3.58	9	2.60	-	-
SKIVERS, MACHINE, UPEERS OR LININGS ⁴	95	2.94	2.76	2.45- 3.31	41	2.61	2.48	2.45- 2.73
TOP STITCHERS ⁴	134	3.24	3.12	2.50- 3.80	47	2.91	2.78	2.50- 3.22
VAMPERS.....	172	3.27	3.20	2.60- 3.78	36	3.05	3.00	2.59- 3.29
MEN.....	16	3.61	3.49	3.25- 3.89	-	-	-	-
WOMEN.....	156	3.24	3.12	2.56- 3.77	32	3.01	2.92	2.55- 3.26
LASTING:								
ASSEMBLERS FOR PULLOVER, MACHINE... MEN.....	63	3.21	3.20	2.56- 3.89	29	3.01	3.20	2.41- 3.50
WOMEN.....	48	3.00	2.82	2.40- 3.50	-	-	-	-
HEEL-SEAT LASTERS.....	15	3.90	4.03	3.57- 4.26	-	-	-	-
MEN.....	23	3.62	3.58	3.05- 4.18	-	-	-	-
WOMEN.....	19	3.71	3.83	3.20- 4.24	-	-	-	-
PULLING AND LASTING-MACHINE OPERATORS ⁵	20	5.12	6.20	3.57- 6.39	-	-	-	-
TOE TO BALL.....	20	5.12	6.20	3.57- 6.39	-	-	-	-
PULLOVER-MACHINE OPERATORS ⁵	47	3.73	3.60	3.13- 4.57	9	3.78	-	-
SIDE LASTERS, MACHINE ^{3,5}	65	3.75	3.51	3.03- 4.43	14	3.44	-	-
STAPLE OR TACK LASTING.....	58	3.76	3.50	3.04- 4.37	14	3.44	-	-
TOE LASTERS, AUTOMATIC OR SEMI-AUTOMATIC.....	41	3.52	3.40	2.91- 4.12	8	3.78	-	-
MEN.....	37	3.54	3.40	3.01- 4.07	8	3.78	-	-
BOTTOMING AND MAKING:								
BOTTOM FILLERS.....	27	2.94	2.65	2.10- 3.41	10	3.16	-	-
MEN.....	13	3.38	-	-	-	-	-	-
WOMEN.....	14	2.54	-	-	-	-	-	-

See footnotes at end of table.

Table 31. Occupational earnings: Misses' and children's Goodyear-welt shoes—all establishments—Continued

(Number and average straight-time hourly earnings of workers in selected occupations, United States and Middle Atlantic region, April 1975)

Department, occupation, and sex	United States ¹				Middle Atlantic			
	Number of workers	Hourly earnings ²			Number of workers	Hourly earnings ²		
		Mean	Median	Middle range		Mean	Median	Middle range
SELECTED PRODUCTION OCCUPATIONS--CONTINUED								
BOTTOMING AND MAKING:--CONTINUED								
EDGE TRIMMERS.....	67	\$4.43	\$4.70	\$3.40- \$5.33	23	\$3.29	\$3.31	\$2.70- \$3.55
MEN.....	58	4.60	4.93	3.57- 5.33	18	3.46	3.43	3.15- 3.60
WOMEN.....	9	3.35	-	-	-	-	-	-
GOODYEAR STITCHERS.....	95	3.69	3.63	3.12- 4.27	27	3.28	3.10	2.90- 3.62
MEN.....	80	3.89	3.87	3.30- 4.39	14	3.65	-	-
HEEL ATTACHERS, MACHINE.....	16	3.75	3.62	3.05- 4.23	6	3.27	-	-
MEN.....	13	3.64	-	-	-	-	-	-
INSEAMERS ⁵	43	4.41	4.09	3.38- 5.32	14	3.54	-	-
INSEAM TRIMMERS ⁵	18	3.58	3.62	2.78- 3.87	10	3.00	-	-
ROUGH ROUNDERS ⁶	29	3.70	3.55	3.13- 4.01	8	2.85	-	-
SOLE ATTACHERS, CEMENT PROCESS.....	37	3.21	2.58	2.25- 3.60	-	-	-	-
MEN.....	21	3.45	2.58	2.35- 3.78	-	-	-	-
SOLE-LEVELERS, MACHINE.....	18	2.95	2.65	2.45- 3.56	11	2.50	-	-
MEN.....	13	2.88	-	-	-	-	-	-
FINISHING:								
BOTTOM SCOURERS ⁵	21	2.79	2.65	2.25- 3.05	-	-	-	-
EDGE SETTERS ⁵	25	4.14	4.02	3.10- 4.61	10	3.16	-	-
REPAIRERS.....	109	2.68	2.35	2.25- 3.10	46	2.62	2.41	2.30- 2.88
MEN.....	20	2.57	2.35	2.30- 2.75	-	-	-	-
WOMEN.....	89	2.70	2.35	2.25- 3.10	38	2.65	2.41	2.30- 2.99
TREERS.....	35	5.01	4.16	3.60- 7.24	-	-	-	-
WOMEN.....	22	3.63	3.80	2.73- 4.14	-	-	-	-
MISCELLANEOUS:								
FLOOR WORKERS.....	59	2.77	2.75	2.40- 3.00	30	2.78	2.63	2.45- 2.75
MEN.....	26	2.82	2.75	2.40- 2.99	-	-	-	-
WOMEN.....	33	2.74	2.75	2.40- 2.99	13	2.65	-	-
INSPECTORS (CROWNEES).....	97	2.68	2.51	2.30- 2.90	19	2.71	2.31	2.30- 2.94
MEN.....	38	2.73	2.52	2.31- 3.15	8	3.14	-	-
WOMEN.....	59	2.64	2.50	2.30- 2.86	-	-	-	-
JANITORS ⁵	26	2.49	2.45	2.25- 2.57	-	-	-	-
MECHANICS, MAINTENANCE ⁵	30	3.69	3.77	2.90- 3.98	-	-	-	-

¹ Includes data for regions in addition to Middle Atlantic.

² Excludes premium pay for overtime and for work on weekends, holidays and late shifts. See appendix A for methods used to compute means, medians, and range of earnings. Medians and middle ranges are not provided for jobs with fewer than 15 workers in a region.

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

⁴ All or virtually all workers were women.

⁵ All or virtually all workers were men.

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

Table 32. Occupational earnings: Misses' and children's Goodyear-welt shoes—Southeastern Pennsylvania¹

(Number and average straight-time hourly earnings of workers in selected occupations, April 1975)

Department, occupation, and sex	Number of workers	Average hourly earnings ²	Number of workers receiving straight-time hourly earnings of—																									
			\$2.10 and under \$2.20	\$2.20	\$2.30	\$2.40	\$2.50	\$2.60	\$2.70	\$2.80	\$2.90	\$3.00	\$3.10	\$3.20	\$3.30	\$3.40	\$3.50	\$3.60	\$3.70	\$3.80	\$3.90	\$4.00	\$4.20	\$4.40	\$4.60	\$4.80	\$5.00	\$5.20
ALL PRODUCTION WORKERS.....	998	\$2.84	10	72	101	109	114	99	66	56	38	60	59	32	31	36	22	20	14	8	12	18	8	5	4	1	2	1
MEN.....	375	3.07	1	8	26	34	36	24	20	18	9	26	29	18	18	25	14	7	13	7	12	13	6	5	3	1	1	1
WOMEN.....	623	2.69	9	64	75	75	78	75	46	38	29	34	30	14	13	11	8	13	1	1	5	2	-	-	-	-	-	
<u>SELECTED PRODUCTION OCCUPATIONS</u>																												
<u>CUTTING:</u>																												
CUTTERS, LINING, MACHINE ³	8	2.98	-	-	1	-	1	1	1	1	-	1	-	-	1	-	-	-	-	-	-	-	1	-	-	-	-	-
LEATHER.....	6	3.12	-	-	-	-	1	1	-	1	-	1	-	-	1	-	-	-	-	-	-	-	1	-	-	-	-	-
CUTTERS, VAMP AND WHOLE SHOE, MACHINE.....	39	3.20	-	-	-	4	6	5	-	-	-	2	2	2	3	2	3	3	3	-	-	2	2	-	-	-	-	-
TIME.....	29	3.08	-	-	-	4	6	5	-	-	-	1	1	1	3	1	1	1	1	-	-	2	1	-	-	-	-	-
INCENTIVE.....	10	3.54	-	-	-	-	-	-	-	-	-	1	1	1	1	1	2	2	3	-	-	-	-	-	-	-	-	-
MEN.....	19	3.38	-	-	-	2	-	-	-	-	-	1	2	1	2	3	2	2	3	-	-	1	1	-	-	-	-	-
WOMEN.....	20	3.03	-	-	-	2	6	5	-	-	-	1	-	1	1	1	1	1	1	-	-	1	1	-	-	-	-	-
LEATHER.....	39	3.20	-	-	-	4	6	5	-	-	-	2	2	2	3	2	3	3	3	-	-	2	2	-	-	-	-	-
TIME.....	29	3.08	-	-	-	4	6	5	-	-	-	1	1	1	1	3	1	1	1	-	-	2	1	-	-	-	-	-
INCENTIVE.....	10	3.54	-	-	-	-	-	-	-	-	-	1	1	1	1	1	1	2	2	-	-	-	1	-	-	-	-	-
MEN.....	19	3.38	-	-	-	2	-	-	-	-	-	1	2	1	2	3	2	2	3	-	-	-	-	-	-	-	-	-
WOMEN.....	20	3.03	-	-	-	2	6	5	-	-	-	1	-	1	-	-	-	1	1	-	-	1	2	-	-	-	-	-
<u>FITTING:</u>																												
FANCY STITCHERS ⁴	28	2.90	-	1	1	-	-	9	2	2	-	4	3	1	2	2	1	-	-	-	-	-	-	-	-	-	-	-
TIME.....	21	2.95	-	-	-	-	-	8	1	2	-	3	2	1	1	2	1	-	-	-	-	-	-	-	-	-	-	-
PASTERS, BACKERS, OR FITTERS, UPPER, HAND ⁴	9	2.60	-	-	4	1	1	-	-	1	-	1	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-
SKIVERS, MACHINE, UPPIERS OF LININGS ⁵	39	2.57	-	3	3	15	4	5	3	1	2	1	1	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-
TIME.....	25	2.61	-	-	1	12	3	2	1	1	1	1	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-
INCENTIVE.....	14	2.49	-	3	2	3	1	3	1	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
TOP STITCHERS ⁵	41	2.86	-	1	1	-	17	2	3	2	2	3	2	1	2	2	1	-	-	-	-	1	-	-	-	-	-	-
TIME.....	29	2.76	-	-	-	-	16	1	2	1	1	3	1	-	2	1	-	-	-	-	-	1	-	-	-	-	-	-
INCENTIVE.....	12	3.12	-	1	1	-	1	1	1	1	1	3	1	1	4	2	-	-	1	1	1	-	2	-	-	-	-	-
VAMPERS ⁴	30	3.02	-	-	-	-	9	3	-	2	1	3	1	1	2	2	-	-	1	1	1	-	2	-	-	-	-	-
TIME.....	23	2.93	-	-	-	-	9	2	-	1	1	3	1	2	2	-	-	-	1	1	1	-	2	-	-	-	-	-
INCENTIVE.....	7	3.31	-	-	-	-	-	1	-	1	-	-	-	2	-	-	-	1	1	1	-	-	-	-	-	-	-	-
<u>LASTING:</u>																												
ASSEMBLERS FOR PULLOVER, MACHINE.....	13	3.44	-	-	-	-	-	1	1	-	-	-	-	2	-	1	4	3	-	-	-	1	-	-	-	-	-	-
INCENTIVE.....	10	3.52	-	-	-	-	-	-	1	-	-	-	-	1	-	1	3	3	-	-	-	1	-	-	-	-	-	-
MEN.....	7	3.36	-	-	-	-	-	-	-	-	-	-	-	2	-	2	3	1	-	-	-	-	-	-	-	-	-	-
PULLOVER-MACHINE OPERATORS ⁵	7	3.95	-	-	-	-	-	-	-	-	-	-	2	-	-	1	-	-	-	-	-	-	-	-	2	-	-	1
SIDE LASTERS, MACHINE.....	10	3.35	-	-	1	-	-	-	-	-	-	3	2	-	2	-	-	-	-	-	-	-	-	-	1	1	-	-
INCENTIVE.....	6	3.53	-	-	1	-	-	-	-	-	-	1	-	-	2	-	-	-	-	-	-	-	-	-	1	1	-	-
MEN.....	9	3.46	-	-	-	-	-	-	-	-	-	3	2	-	2	-	-	-	-	-	-	-	-	-	1	1	-	-
STAPLE OR TACK LASTING.....	10	3.35	-	-	1	-	-	-	-	-	-	3	2	-	2	-	-	-	-	-	-	-	-	-	1	1	-	-
INCENTIVE.....	6	3.53	-	-	1	-	-	-	-	-	-	1	-	-	2	-	-	-	-	-	-	-	-	-	1	1	-	-
MEN.....	9	3.46	-	-	-	-	-	-	-	-	-	3	2	-	2	-	-	-	-	-	-	-	-	-	1	1	-	-

See footnotes at end of table.

Table 32. Occupational earnings: Misses' and children's Goodyear-welt shoes—Southeastern Pennsylvania¹—Continued

(Number and average straight-time hourly earnings of workers in selected occupations, April 1975)

Department, occupation, and sex	Number of workers	Average hourly earnings ²	Number of workers receiving straight-time hourly earnings of—																									
			\$2.10 and under \$2.20	\$2.20-\$2.30	\$2.30-\$2.40	\$2.40-\$2.50	\$2.50-\$2.60	\$2.60-\$2.70	\$2.70-\$2.80	\$2.80-\$2.90	\$2.90-\$3.00	\$3.00-\$3.10	\$3.10-\$3.20	\$3.20-\$3.30	\$3.30-\$3.40	\$3.40-\$3.50	\$3.50-\$3.60	\$3.60-\$3.70	\$3.70-\$3.80	\$3.80-\$3.90	\$3.90-\$4.00	\$4.00-\$4.20	\$4.20-\$4.40	\$4.40-\$4.60	\$4.60-\$4.80	\$4.80-\$5.00	\$5.00-\$5.20	\$5.20-\$5.40
SELECTED PRODUCTION OCCUPATIONS--																												
CONTINUED																												
LASTING:--CONTINUED																												
TOP LASTERS, AUTOMATIC OR SEMI-AUTOMATIC ³	8	\$3.78	-	-	-	-	-	-	-	-	-	-	3	-	1	-	-	-	-	1	1	-	-	-	-	-	1	-
BOTTOMING AND MAKING:																												
BOTTOM FILLERS.....	6	2.84	-	-	2	1	-	-	-	-	-	-	-	2	-	-	-	1	-	-	-	-	-	-	-	-	-	-
EDGE TRIMMERS.....	17	3.31	-	-	-	-	-	2	1	-	-	-	2	1	1	4	2	1	1	-	-	-	-	-	-	1	-	-
TIME.....	10	3.19	-	-	-	-	-	1	1	-	-	-	2	1	1	2	1	1	-	-	-	-	-	-	-	-	-	-
INCENTIVE.....	7	3.47	-	-	-	-	-	1	-	-	-	-	-	1	-	2	1	1	-	-	-	-	-	-	-	1	-	-
MEN.....	16	3.35	-	-	-	-	-	1	1	-	-	-	2	1	1	4	2	1	1	-	-	-	-	-	-	1	-	-
TIME.....	10	3.19	-	-	-	-	-	1	1	-	-	-	2	1	1	2	1	1	-	-	-	-	-	-	-	-	-	-
INCENTIVE.....	6	3.61	-	-	-	-	-	-	-	-	-	-	-	1	2	1	1	1	-	-	-	-	-	-	-	1	-	-
GOODYEAR STITCHERS.....	27	3.28	-	-	-	1	2	-	2	1	4	2	2	1	2	1	2	1	-	1	2	1	1	1	1	1	1	-
TIME.....	22	3.10	-	-	-	1	2	-	2	1	4	2	2	1	2	1	2	1	-	1	2	1	1	1	1	1	1	-
MEN.....	14	3.65	-	-	-	-	-	-	1	-	-	1	1	-	1	1	2	1	-	1	2	1	1	1	1	1	1	-
TIME.....	9	3.42	-	-	-	-	-	-	1	-	-	1	1	-	1	1	2	1	-	1	1	1	1	1	1	1	1	-
INCENTIVE.....	14	3.54	-	1	-	-	-	-	-	-	-	3	-	-	1	4	-	-	-	1	1	1	1	1	1	1	1	-
MEN.....	7	3.73	-	1	-	-	-	-	-	-	-	1	-	-	1	-	-	-	-	1	1	1	1	1	1	1	1	-
TIME.....	12	3.60	-	1	-	-	-	-	-	-	-	2	-	-	1	3	-	-	-	1	1	1	1	1	1	1	1	-
INCENTIVE.....	7	3.73	-	1	-	-	-	-	-	-	-	1	-	-	1	-	-	-	-	1	1	1	1	1	1	1	1	-
INSEAM TRIMMERS ⁵	10	3.00	-	-	-	-	2	-	3	1	-	-	-	1	-	-	2	-	1	-	-	-	-	-	-	-	-	-
ROUGH ROUNDERS ⁵	8	2.85	-	-	2	-	-	-	1	2	-	1	-	-	1	1	-	-	-	-	-	-	-	-	-	-	-	-
FINISHING:																												
EDGE SETTERS.....	6	3.39	-	-	-	-	-	-	-	-	1	1	2	-	-	-	-	-	-	-	-	-	-	-	-	1	1	-
REPAIRERS.....	40	2.64	-	7	11	5	2	-	2	1	2	1	3	1	1	2	2	-	-	-	-	-	-	-	-	1	1	-
TIME.....	28	2.57	-	6	11	1	1	-	2	-	2	1	1	-	-	1	2	-	-	-	-	-	-	-	-	-	-	-
INCENTIVE.....	12	2.81	-	1	-	4	1	-	-	1	-	-	2	1	1	1	-	-	-	-	-	-	-	-	-	-	-	-
WOMEN.....	38	2.65	-	7	11	4	1	-	2	1	2	1	3	1	1	2	2	-	-	-	-	-	-	-	-	-	-	-
TIME.....	28	2.57	-	6	11	1	1	-	2	-	2	1	1	-	-	1	2	-	-	-	-	-	-	-	-	-	-	-
INCENTIVE.....	10	2.87	-	1	-	3	-	-	-	1	-	-	2	1	1	1	-	-	-	-	-	-	-	-	-	-	-	-
MISCELLANEOUS:																												
FLOOR WORKERS ⁶	16	2.65	1	1	-	3	3	4	1	-	1	-	-	-	1	-	-	1	-	-	-	-	-	-	-	-	-	-
WOMEN.....	13	2.65	1	1	-	2	3	3	1	-	-	-	-	-	1	-	-	1	-	-	-	-	-	-	-	-	-	-
INSPECTORS (CROWNERS).....	17	2.76	-	4	4	-	1	1	1	-	2	-	-	-	-	-	-	1	2	1	-	-	-	-	-	-	-	-
TIME.....	15	2.62	-	4	4	-	1	1	1	-	2	-	-	-	-	-	-	1	1	1	-	-	-	-	-	-	-	-
MEN.....	6	3.41	-	-	-	-	1	-	-	-	1	-	-	-	-	-	-	1	2	1	-	-	-	-	-	-	-	-

¹ The Southeastern Pennsylvania area consists of Berks, Dauphin, Lancaster, Lebanon, and Schuylkill counties.

² Excludes premium pay for overtime and for work on weekends, holidays, and late shifts. Approximately 63 percent of the production workers covered by the study were paid on a time basis.

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

⁴ All or virtually all workers were women.

⁵ All or virtually all workers were men.

⁶ All or virtually all workers were paid on a time basis.

Table 33. Method of wage payment(Percent of production workers in footwear manufacturing establishments by method of wage payment,¹ United States and selected regions, April 1975)

Method of wage payment	United States ²	New England	Middle Atlantic	Border States	South-east	South-west	Great Lakes	Middle West	Pacific
All workers	100	100	100	100	100	100	100	100	100
Time-rated workers	26	30	36	19	25	21	19	16	51
Formal plans	13	13	12	9	15	7	17	12	1
Single rate	4	6	(³)	1	12	—	1	—	(³)
Range of rates	9	7	12	8	3	7	15	12	1
Individual rates	14	17	24	10	10	14	2	3	50
Incentive workers	74	70	64	81	75	79	81	84	49
Individual piecework	72	68	64	81	74	78	72	84	49
Group piecework	1	2	—	—	—	1	—	1	—
Individual bonus	1	—	—	—	(³)	—	8	—	—
Group bonus	(³)	—	—	(³)	—	—	2	—	—

¹ For definition of method of wage payment, see appendix A.² Includes data for the Mountain region in addition to those shown separately.³ Less than 0.5 percent.

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

Table 34. Scheduled weekly hours(Percent of production workers in footwear manufacturing establishments by scheduled weekly hours,¹ United States and selected regions, April 1975)

Weekly hours	United States ²	New England	Middle Atlantic	Border States	South-east	South-west	Great Lakes	Middle West	Pacific
All workers	100	100	100	100	100	100	100	100	100
Under 32 hours	3	1	-	-	-	7	-	17	-
32 hours	7	2	-	11	-	8	26	16	-
35 hours	⁽³⁾	-	3	-	-	-	-	-	-
Over 35 and under 40 hours	1	⁽³⁾	-	-	-	-	1	5	-
40 hours	88	92	97	89	100	85	72	62	100
42 hours	⁽³⁾	-	-	-	-	-	1	-	-
48 hours	1	4	-	-	-	-	-	-	-

¹ Data relate to the predominant schedule for full-time day-shift workers in each establishment.² Includes data for the Mountain region in addition to those shown separately.³ Less than 0.5 percent.

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

Table 35. Paid holidays

(Percent of production workers in footwear establishments with formal provisions for paid holidays, United States and selected regions, April 1975)

Number of paid holidays	United States ¹	New England	Middle Atlantic	Border States	South-east	South-west	Great Lakes	Middle West	Pacific
All workers	100	100	100	100	100	100	100	100	100
Workers in establishments providing paid holidays	98	94	100	99	100	100	100	100	100
Under 4 days	1	—	—	—	6	—	—	—	—
4 days	4	—	5	—	18	—	—	—	—
5 days	2	3	(²)	—	7	1	—	1	10
5 days plus 2 half day	(²)	—	—	—	—	—	(²)	—	—
6 days	9	6	11	25	13	7	2	1	—
6 days plus 2 half days	3	—	17	—	—	—	—	—	—
7 days	12	10	16	22	2	26	18	—	26
7 days plus 1 or 2 half days	3	6	4	2	—	—	6	(²)	6
8 days	20	18	26	31	37	12	11	7	—
8 days plus 1 or 2 half days	1	5	—	—	—	—	—	—	—
9 days	37	31	15	18	18	54	61	84	58
9 days plus 1 or 2 half days	1	3	3	—	—	—	—	—	—
10 days	3	6	2	2	—	—	(²)	7	—
11 days	2	6	—	—	—	—	—	—	—
Over 11 days	(²)	—	1	—	—	—	1	—	—

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

² Less than 0.5 percent.

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

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Table 36. Paid vacations

(Percent of production workers in footwear establishments with formal provisions for paid vacations after selected periods of service, United States and selected regions, April 1975)

Vacation policy	United States ¹	New England	Middle Atlantic	Border States	South-east	South-west	Great Lakes	Middle West	Pacific
All workers	100	100	100	100	100	100	100	100	100
Method of payment									
Workers in establishments providing paid vacations	98	94	100	100	99	95	100	100	100
Length-of-time payment	55	42	80	46	10	48	72	95	90
Percentage payment	43	52	20	54	89	47	28	5	10
Amount of vacation pay ²									
After 1 year of service:									
Under 1 week	1	—	—	—	—	11	(³)	—	—
1 week	93	86	92	98	99	80	96	100	90
Over 1 and under 2 weeks	1	3	1	—	—	—	3	—	—
2 weeks	3	4	5	2	—	4	—	—	10
3 weeks	(³)	—	2	—	—	—	—	—	—

See footnotes at end of table.

Table 36. Paid vacations—Continued

(Percent of production workers in footwear establishments with formal provisions for paid vacations after selected periods of service, United States and selected regions, April 1975)

Vacation policy	United States ¹	New England	Middle Atlantic	Border States	South-east	South-west	Great Lakes	Middle West	Pacific
Amount of vacation pay ² —Continued									
After 2 years of service:									
Under 1 week	(³)	—	—	—	—	—	(³)	—	—
1 week	85	84	73	77	99	91	76	94	90
Over 1 and under 2 weeks	6	4	9	—	—	—	18	5	—
2 weeks	7	5	16	23	—	4	4	1	—
3 weeks	(³)	—	2	—	—	—	—	—	10
After 3 years of service:									
Under 1 week	(³)	—	—	—	—	—	(³)	—	—
1 week	71	72	65	77	70	77	54	92	90
Over 1 and under 2 weeks	8	9	9	—	9	7	16	5	—
2 weeks	17	13	24	23	19	11	26	4	—
Over 2 weeks	1	—	2	—	—	—	3	—	10
After 5 years of service:									
1 week	2	4	4	3	2	—	1	—	—
Over 1 and under 2 weeks	(³)	—	1	—	—	—	—	—	—
2 weeks	92	82	93	97	97	95	96	100	90
Over 2 and under 3 weeks	1	3	—	—	—	—	3	—	—
3 weeks	1	5	—	—	—	—	—	—	—
4 weeks	(³)	—	—	—	—	—	—	—	10
After 10 years of service:									
1 week	2	4	3	3	2	—	—	—	—
2 weeks	44	45	58	69	43	44	39	4	58
Over 2 and under 3 weeks	7	7	9	—	—	14	16	5	—
3 weeks	45	38	28	28	54	37	46	91	32
4 or 6 weeks	(³)	—	2	—	—	—	—	—	10
After 15 years of service:									
1 week	2	4	3	3	2	—	—	—	—
2 weeks	19	26	25	45	13	23	1	2	—
Over 2 and under 3 weeks	3	—	6	—	—	14	—	5	—
3 weeks	63	54	56	52	57	58	78	93	90
Over 3 and under 4 weeks	8	3	2	—	27	—	19	—	—
Over 4 weeks	(³)	—	2	—	—	—	—	—	—
After 20 years of service:⁴									
1 week	2	4	3	3	2	—	—	—	—
2 weeks	18	26	25	45	13	23	(³)	2	—
Over 2 and under 3 weeks	1	—	1	—	—	14	—	—	—
3 weeks	50	47	52	35	38	50	59	64	90
Over 3 and under 4 weeks	6	3	—	—	27	—	10	—	—
4 weeks	19	15	17	17	19	8	28	34	10
Over 4 and under 5 weeks	(³)	—	—	—	—	—	3	—	—
5 weeks	(³)	—	1	—	—	—	—	—	—
Over 5 weeks	(³)	—	2	—	—	—	—	—	—

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

² Vacation payments, such as percent of annual earnings, were converted to an equivalent time basis. Periods of service were chosen arbitrarily 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 37. Health, insurance, and retirement plans

(Percent of production workers in footwear establishments with specified health, insurance, and retirement plans,¹ United States and selected regions, April 1975)

Type of plan	United States ²	New England	Middle Atlantic	Border States	South-east	South-west	Great Lakes	Middle West	Pacific
All workers	100	100	100	100	100	100	100	100	100
Workers in establishments providing:									
Life insurance	92	90	87	93	100	78	100	99	74
Noncontributory plans	47	66	59	48	27	36	51	8	74
Accidental death and dismemberment insurance	51	67	49	49	53	39	57	24	16
Noncontributory plans	33	41	43	44	27	32	30	6	16
Sickness and accident insurance or sick leave or both ³	70	72	51	93	60	46	94	98	-
Sickness and accident insurance	69	72	50	81	59	46	92	98	-
Noncontributory plans	50	47	44	51	42	39	63	83	-
Sick leave (full pay, no waiting period)	1	-	-	15	-	-	-	-	-
Sick leave (partial pay or waiting period)	1	-	1	6	2	-	3	-	-
Long-term disability insurance	1	2	-	-	-	7	-	-	-
Noncontributory plans	1	1	-	-	-	7	-	-	-
Hospitalization insurance	98	93	99	100	100	100	100	96	100
Noncontributory plans	57	43	73	43	46	82	45	77	100
Surgical insurance	97	93	98	97	100	100	100	96	100
Noncontributory plans	57	43	73	43	46	82	45	77	100
Medical insurance	91	91	86	97	93	73	97	96	100
Noncontributory plans	53	43	60	43	46	63	45	77	100
Major medical insurance	75	73	59	76	82	80	80	93	16
Noncontributory plans	41	29	32	15	46	70	36	80	16
Retirement plans ⁴	67	37	71	88	68	61	93	91	58
Pensions	65	37	71	65	68	61	89	91	45
Noncontributory plans	60	35	50	65	68	61	87	91	45
Severance pay	3	-	-	23	-	-	4	-	13
No plans	1	4	-	-	-	-	-	1	-

¹ Includes those plans for which the employer pays at least part of the cost and excludes legally required plans such as workers' compensation and social security; however, plans required by 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" include only those financed entirely by the employer.

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

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

⁴ Unduplicated total of workers covered by pension plans and severance pay shown separately.

Table 38. Other selected benefits(Percent of production workers in footwear establishments providing funeral leave pay, jury duty pay, and technological severance pay,¹ United States and selected regions, April 1975)

Item	United States ²	New England	Middle Atlantic	Border States	South-east	South-west	Great Lakes	Middle West	Pacific
Workers in establishments with provisions for:									
Funeral leave pay	72	72	69	59	64	59	90	96	16
Jury duty leave pay	50	28	25	43	64	47	79	93	10
Technological severance pay	22	1	2	18	45	19	30	70	—

¹ For definition of items, see appendix A.² Includes data for the Mountain region in addition to those shown separately.

Appendix A. Scope and Method of Survey

Scope of survey

The survey included establishments engaged primarily in the production of boots and shoes (except house slippers and rubber footwear) designed primarily for street, work, play, or sportswear (Industry 3141 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 50 workers or more at the time of reference of the data used in compiling the universe lists.

The number of establishments and workers studied by the Bureau, as well as the number estimated to be within scope of the survey during the payroll period studied, is shown in table A-1.

Method of study

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

Establishment definition

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

Employment

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

Production workers

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

Occupations selected for study

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

Wage data

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

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

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

Table A-1. Estimated number of establishments and employees within scope of survey and number studied, footwear manufacturing industry, April 1975

Product branch, region, ¹ and area	Number of establishments ²		Workers in establishments		
	Within scope of study	Actually studied	Within scope of study		Actually studied
			Total ³	Production workers	
All establishments:					
United States ⁴	434	306	119,187	105,583	91,826
New England	117	84	29,938	26,147	23,747
Middle Atlantic	91	56	20,769	17,908	15,129
Border States	30	22	8,847	8,187	6,577
Southeast	52	37	18,432	16,919	13,378
Southwest	32	18	9,675	8,589	6,539
Great Lakes	56	46	16,626	14,233	14,200
Middle West	42	34	12,435	11,408	10,312
Pacific	11	8	2,336	2,093	1,901
Men's Goodyear-welt dress shoes:					
United States ⁴	53	46	23,465	20,462	20,944
New England ⁵	12	12	3,977	3,493	3,977
Maine	3	3	1,437	1,295	1,437
Brockton, Mass.	6	6	1,709	1,452	1,709
Border States	7	6	2,617	2,479	2,372
Southeast	10	6	4,559	4,159	2,701
Tennessee	10	6	4,559	4,159	2,701
Southwest	3	3	1,761	1,497	1,761
Great Lakes ⁵	13	12	3,272	2,801	3,111
Wisconsin	12	11	2,988	2,574	2,827
Men's Goodyear-welt work shoes:					
United States ⁴	24	23	8,110	7,165	7,820
New England	6	6	2,180	1,958	2,180
Southeast	7	6	2,671	2,399	2,381
Great Lakes	8	8	2,230	1,877	2,230
Men's cement-process shoes:					
United States ⁴	48	36	17,083	15,022	13,458
New England	17	12	5,441	4,807	3,998
Middle Atlantic	6	5	1,376	1,296	1,252
Southeast	9	6	3,270	3,031	2,343
Great Lakes	10	8	4,870	3,908	4,130
Women's cement-process (conventional-lasted) shoes:					
United States ⁴	152	105	36,885	32,830	27,497
New England ⁵	43	33	10,847	9,457	8,978
Maine	10	10	2,727	2,301	2,727
Lawrence-Haverhill-Lowell, Mass.	10	8	3,259	2,903	2,907
Southeastern New Hampshire	13	9	3,204	2,809	2,165
Middle Atlantic ⁵	34	22	6,527	5,674	4,479
Pennsylvania	22	14	4,547	4,002	3,159
Border States	11	8	3,396	3,085	2,376
Southeast	8	5	2,207	2,009	1,413
Southwest	19	10	4,624	4,061	3,114
Arkansas	19	10	4,624	4,061	3,114
Middle West	14	11	3,742	3,411	3,084
Missouri	14	11	3,742	3,411	3,084
Pacific	10	7	2,077	1,882	1,642
Los Angeles-Long Beach, Calif.	10	7	2,077	1,882	1,642
Misses' and children's cement-process (conventional-lasted) shoes:					
United States ⁴	42	22	9,399	8,657	5,159
New England	7	3	1,255	1,152	555
Middle Atlantic	9	3	1,761	1,633	702
Border States	9	5	2,073	1,923	1,068
Southeast	5	3	1,229	1,109	762
Middle West	7	6	1,908	1,754	1,587
Missouri	7	6	1,908	1,754	1,587
Misses' and children's Goodyear-welt shoes:					
United States ⁴	16	12	4,451	4,012	3,358
Middle Atlantic ⁵	7	6	1,286	1,158	1,193
Southeastern Pennsylvania	5	5	1,100	998	1,100

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; and *Pacific*-California, Nevada, Oregon, and Washington.

² Includes only those establishments with 50 workers or more at the time of reference of the universe data.

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

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

⁵ Includes data for areas (or State) in addition to those shown separately.

than the lower of these rates and one-fourth earned more than the higher rate.

Size of community

Tabulations by size of community pertain to metropolitan and nonmetropolitan areas. The term "metropolitan areas," as used in this bulletin, refers to the Standard Metropolitan Statistical Areas as defined by the U.S. Office of Management and Budget through February 8, 1974.

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

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

Scheduled weekly hours

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

Supplementary benefits

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

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

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

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

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

Tabulations of paid sick leave plans are limited to formal plans which provide full pay or a proportion of the worker's pay during absence from work because of illness; informal arrangements have been omitted. Separate tabulations are provided for (1) plans which provide full pay and

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

no waiting period, and (2) plans providing either partial pay or a waiting period.

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

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

Tabulations of retirement pensions are limited to plans which provide regular payments for the remainder of the retiree's life. Data are presented separately for retirement severance pay (one payment or several over a specified period of time) made to employees on retirement. Estab-

lishments providing both retirement severance payments and retirement pensions to employees were considered as having both retirement pensions and retirement severance plans; however, establishments having optional plans providing employees a choice of either retirement severance payments or pensions were considered as having only retirement pension benefits.

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

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

Appendix 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.

Assembler for pullover, machine

Prepares the upper for lasting by assembling the counter and upper and operating a machine to tack the upper to the last. Work involves: Placing counters on rack of pan containing cement, lowering rack into pan to apply cement to counters; inserting cemented counter between lining and upper at the heel; setting a piece of wax or tissue paper next to lining to facilitate removal of last after completion of operations; placing upper on last making certain that heel seam is in center of rear of last; setting last on a jack and pushing jack into machine which automatically drives tacks through the upper into the heel seat and heel seam.

Bed-machine operator

(Bed laster; bed-lasting machine operator; heel and forepart laster)

Completes the operations of drawing the toe, or toe and heel, of the upper of a shoe tightly over the last. Work involves: Setting shoe on machine with sole up, and manipulating hand levers controlling a series of wipers (friction pullers) which draw the upper over edge of insole at toe or toe and heel; holding upper in place with the wipers; securing upper at the toe in one of the following ways: (1) *McKay system*—tacking upper, using automatically fed hand tacking device, the tacks remaining in the finished shoe. (2) *Welt system*—passing a wire from an anchor tack which is driven on one side of the shoe and around the drawn-in upper at the toe, to the opposite side where it is wound around another anchor tack, to hold upper in place until it is stitched to insole by a later operation; or may staple

upper instead of using above methods. (3) *Cement system*—wiping toe in place and holding it with wiper; trimming off surplus toe box, lining and upper, by hand, close to insole; applying cement to insole between lining and upper at toe and folding over lasting allowance of upper and sticking it in insole. If the heel also is lasted in the process, an automatically-fed hand tacking device is used to drive tacks through the upper at the heel.

Bottom filler

(Cushion cementer; insole filler)

Fills depression in forepart of shoe with composition paste of ground cork and cement to form cushion for foot.

Bottom scourer

(Bottom buffer; bottom sander)

Smooths and cleans outsoles of completely constructed shoes by holding against revolving abrasive-covered wheel of buffing machine.

Cutter, lining, machine

Cuts parts of shoe lining from leather or fabricated materials (including imitation leather), by means of a clicking machine. Work involves: Setting lining material, usually in multiple piles, on cutting table of machine; selecting proper die and setting it in place on material; depressing lever to cause upper arm to drop automatically on the die

with sufficient force to cut material to the shape and size of die. Exclude cloth lining cutters and cripple cutters.

For wage survey purposes. Cutters, lining, machine are classified by type of material cut as follows:

- Leather
- Synthetics
- Leather and Synthetics

Cutter, vamp and whole shoe, hand

(Carver; cutter; outside, hand; cutter, sampler; cutterout, upper; upper leather cutter)

Cuts vamps and uppers of shoes from skins or hides with a hand knife. Work involves *most of the following*: Selecting hides or skins of desired thickness and quality; noting location of defective spots in material, and direction of grain of leather, setting pattern on material in such a way as to obtain a maximum number of pieces, and in such relation to the grain of the leather that there will be a minimum of stretching of material in processing shoe; drawing knife along edge of pattern, cutting part to desired shape; bundling cut pieces and marking size on top piece for identification.

Cutter, vamp and whole shoe, machine

Cuts parts of shoe uppers from hides, skins or fabricated materials, by means of a clicking machine. Work involves: Setting leather or other shoe material on cutting table of machine; selecting proper die and setting it in place on material; depressing lever to cause upper arm to drop automatically on the die with sufficient force to cut material to the size and shape of the die.

For wage survey purposes, Cutters, Vamp and whole shoe, machine are classified by type of material cut as follows:

- Leather
- Synthetics
- Leather and synthetics

Edge setter

(Edge burnisher, edge kitter)

Shapes and polishes the edge of the sole of the shoe by holding it against the hot iron of an edge-setting machine. Work involves: Brushing a filler solution over edge of sole as far back as the heel line, to fill any small holes and to soften the leather for the burnishing operation; selecting proper size iron burnishing block and setting stem of block into machine holder; heating iron to proper temperature; holding edge of sole against revolving surface of heated iron, manipulating shoe until entire edge has been bur-

nished; applying a coating of wax to edge of sole and repeating burnishing operation.

Edge trimmer

(Edge trimming-machine operator; trimmer, apex; trimmer, margin)

Trims, cuts to size, and smooths the edge of shoes by turning and manipulating the surfaces of the soles against the revolving cutting tool of an edge-trimming machine.

Fancy stitcher

(Applique stitcher; blind-row stitcher; etching stitcher; eyelet-row stitcher; stripper, stitching; trimming stitcher)

Operates a power-driven sewing machine to stitch decorative designs on shoe uppers, such as outlining eyelet row, stitching imitation foxings or fancy panel designs, running extra rows of stitching, and stitching piping and ornamental leather strips (applique). Work involves: Inserting material under the presser foot and needle of machine; depressing lever to start machine; guiding material by hand (usually along previously marked lines on material) as stitching is performed. Exclude stitchers on basic construction (closers) and French cord stitchers.

Floor worker

(Assembler; router)

Delivers finished products to stock room or shipping room and keeps stock and distributes partially finished materials used in the manufacture of footwear to various departments to keep workers supplied with material, using truck or carrying material. May perform simple machine operations under direction of working supervisors, such as tempering soles and molding edges of soles.

Goodyear stitcher

Operates a Goodyear stitching machine to attach the outsole to the welt of the shoe. Work involves: Setting the shoe, sole side up, on table rest of machine underneath needle, and guiding shoe with hand as needle sews around shank and forepart of shoe, the stitch extending from a channel that was cut for it in bottom of outsole, through outsole to upper surface of welt. The welt extends around the edge of the sole as far back as the breast of the heel.

Heel attacher, machine

(Leather or rubber heel attacher; heeling-machine operator; leather heeler)

Nails heels to shoes by machine. Work involves: Placing shoe on a metal mold and putting heel in position on shoe; swinging nail plate into place over the heel where nails are dropped automatically into another plate over the heel; manipulating foot lever to drive nails through heel and heel seat and clinch them to insole on inside of shoe.

Heel-seat fitter, machine

Operates a machine to cut out a piece around the outer margin of the heel seat, preparatory to heel attaching. Work involves: Setting gage on machine for size of heel to be fitted and adjusting pin stop for right or left shoe; pressing shoe against stationary horizontal knife in machine to cut through the heel seat between the upper and the sole until counter of shoe strikes a stop gage; operating machine which automatically cuts a U-shaped piece from the heel seat so that the heel fits properly when attached. This machine operation is usually performed on women's popular and medium-priced shoes.

Heel-seat laster

Operates a heel-seat lasting machine which draws the heel section of the shoe upper tightly over the last and automatically tacks the edges to the heel seat of the insole. Work involves: Setting shoe on machine and manipulating controls which cause the wiper plates to draw the upper and lining evenly over the heel seat and machine automatically drives tacks through upper and insole.

Injection-molding-machine operator

Operates an injection molding machine that simultaneously molds and attaches sole and heel units to assembled uppers. Work involves: Placing assembled upper in position in loading station of the machine; closing mold and injecting molten charge of soling compound into cavity formed between bottom of the mold and shoe bottom; and removing shoe from machine after soling compound has set up and cooled.

Inseamer

(Goodyear-welt-sewing-machine operator; welt sewer; eppler welter)

Operates a Goodyear stitching machine that sews a narrow strip of leather (welt) automatically fed from a roll on the machine to the lip of the insole of the shoe. Work involves: Guiding shoe, sole upward, under needle of ma-

chine and stitching through welt, upper, and lining, and insole lip against which upper and lining have been lasted.

Inseam trimmer (goodyear-welt shoes)

Operates a machine that trims edges of inseam to remove excess material prior to attachment of midsole or outsole. Work involves: Turning setscrews that lock reciprocating blade onto machine shaft; depressing pedal that withdraws presser device, permitting alignment of excess material with cutting edge of blade; releasing pedal that recoils presser device, forcing excess material under blade; guiding shoe against cutting edge to trim off excess material.

Inspector (crowner)

(Examiner)

Examines shoe parts, partly finished shoes in various stages of manufacture, or finished shoes before packing. Work involves inspecting for the following imperfections: Irregularity of leather surfaces; misplaced or incompletely driven tacks; unevenness and incorrect amount of stitching; inside misalignment; improper proportion of toe tip. May correct minor defects or imperfections and reject major defects for reprocessing in proper department.

Janitor

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

Jointer, machine

(Jointer cutter, machine; jointer; joint maker, machine)

Trims and shapes on a jointing machine the edge of the shank sole of shoes at the joint between shank and heel, starting where edge trimmer leaves off and continuing to the heel line. Holds shoe against knife of jointing machine; moves shoe against knife to maintain even pressure for a neat trimming.

Littleway stitcher

Operates a lockstitch sewing machine to attach the outsole by stitching through the upper, lining, and insole of

shoe, except at heel seat. Work involves: Setting the shoe, sole side up, on shoe rest of machine beneath needle and guiding shoe with hand as needle sews around the shank and forepart of shoe.

McKay stitcher

Operates a McKay sewing machine to attach the outsole, midsole, or platform by chainstitching through the upper, lining, and insole of shoe, except at heel seat. Work involves: Setting the shoe, sole side up, on shoe rest of machine underneath needle, and guiding shoe with hand as needle sews around the shank and forepart of shoe.

Mechanic, maintenance

Repairs machinery or mechanical equipment of an establishment. Work involves most of the following: Examining machines and mechanical equipment to diagnose source of trouble; dismantling or partly dismantling machines and performing repairs that mainly involve the use of hand tools in scraping and fitting parts; replacing broken or defective parts with items obtained from stock; ordering the production of a replacement part by a machine shop or sending of the machine to a machine shop for major repairs or for the production of parts ordered from machine shop; reassembling machines, and making all necessary adjustments for operation. In general, the work of a maintenance mechanic requires rounded training and experience usually acquired through a formal apprenticeship or equivalent training and experience. *Excluded* from this classification are workers whose primary *duties* involve setting-up or adjusting machines, and workers who specialize in the adjustment and repair of a particular type of machine and whose period of training is substantially shorter than that required for a maintenance mechanic as described above.

Paster, backer, or fitter, upper, hand

(Backer; backing paster; backing cementer; canvas backer, upper; cementer, upper to lining; fitter, upper to lining; paster, line and brush, hand; paster; plain paster; reinforcer, paster; quarter and lining fitter; upper doubler)

Reinforces vamps, tops, straps, and other parts of shoes, by pasting to each a piece of cut-to-size canvas, thin leather, or other lining material (doubler). Work involves *one or more of the following*: Pressing doubler against cement-covered roll and sticking doubler to leather parts; using backing tape which is so prepared that it sticks when pressed on other material with a hot iron. May paste reinforcing over only a portion of upper that is exposed to extra wear or strain. May use simple machine to apply glue or other adhesives to various parts of shoe.

Platform-cover laster (slip-lasted shoes)

(Wrapper laster)

Operates a machine to smooth platform cover or wrapper around the platform or platform and heel. Work involves: Setting upper (into which last has been inserted and platform or platform and heel has been previously positioned) into machine; starting machine which wipes previously cemented cover or wrapper tightly around platform or platform and heel; removing work from machine and examining for maintenance of quality standards.

Platform-cover stitcher (slip-lasted shoes)

(Wrapper stitcher)

Operates a power-driven sewing machine to stitch platform covers and also heel covers on shoe uppers which are to be processed by the slip-lasted method. Work involves: Fitting the platform and heel cover (strip of leather or cloth) to the upper; placing work under needle, starting machine, steering work against guide for proper stitching; and removing completed work from machine.

Pullover-machine operator

(Pullers-over, machine)

Operates a machine in which the upper at the toe and along the sides of the front of the shoe is pulled over and tacked temporarily to the last to give preliminary shaping to the front part of the upper and to attach it to the insole and the last. Work involves: Setting shoe in holding jib of machine; depressing lever to rotate mechanism that closes top and side jaws on edge of upper; positioning upper on last by manipulating tip levers to align center of upper on center of last; depressing lever to rotate mechanism through second half of travel, and to drive tacks at toe and along the side of the shoe, which hold upper in position until stapled or tacked along entire edge. Exclude workers operating machines that combine pulling and lasting (see **PULLING AND LASTING-MACHINE OPERATOR**).

Pulling and lasting-machine operator

Operates machine that draws upper over last and joins upper to insole bottom by cement. Work involves: Making adjustments on machine to govern action of wipers; placing shoe in steamer to soften leather; positioning shoe in machine; and starting machine. Operators of machines that pull and last only one part of a shoe (toe, side, heel seat, etc.) are *excluded*.

For wage study purposes, workers are classified by the parts of the shoe that are pulled and lasted as follows:

Toe to ball
Other

Reparier

(Blemish remover)

Corrects imperfections in the finish of the completed shoe. Work involves most of the following: Removing stains, scratches, blemishes, and loose threads; blending various shades of fluid, wax filler or crayon to affected part of shoe. May use hand spray gun with colored dope to cover blemished area.

Rough rounder

(Forepart rounder; rough-rounding-machine operator; sole rounder)

Trims the edge of outsole and welt of the shoe, by use of a rounding and channeling machine so that the edge will extend the desired distance from shoe upper. Work involves: Setting shoe in machine so that bottom of shoe is toward the cutting knife, and bottom of guide rests against upper of shoe; guiding shoe in vertical position along bottom of guide so that edge is trimmed at right angles to the bottom of the shoe entirely around the perimeter of the sole of the shoe. The machine may also cut a channel in bottom of outsole near edge, in which the thread is embedded when sole stitching is done.

Rougher

(Rougher for cement, bottom rougher)

Roughens sole of the shoe by holding it against wire roughing wheel of a machine which cleans and prepares sole for cementing; *or* may roughen sole for cementing by feeding it between a rubber presser roller and an abrasive-covered roller.

Sewer, hand (moccasin-constructed shoes)

(Moccasin sewer)

Sews plugs in moccasin-constructed shoes by hand. Work involves *most of the following*: Soaking parts in water to soften them; positioning lasted shoe on pin jack; pulling and tacking parts to last; punching stitch openings in parts with awl; inserting thread through punched openings to join plug with upper; removing tacks and shaping seam with lasting tool; and smoothing and polishing seams using rubbing sticks. May also raise decorative stitches (kicker) in backstay of casual shoes. *Hand whippers and lacers, who lace plugs to uppers through prepunched holes, are excluded.*

Shanker

(Shank tacker; shank-piece placer; shank-piece tacker)

Attaches shank piece to the shank section of shoe to support the arch of the shoe.

Side laster, machine

Operates a machine to last the sides and shanks of the upper. Work involves: Drawing out lining and upper with hand-pincers, holding shoe so that pincers of machine grasp edges of upper and draw them evenly and closely about the last, and secures upper at sides and shanks to bottom by using staples and tacks *or* cement.

For wage study purposes, Side lasters, machine are classified by the type of lasting as follows:

Staple or tack lasting

Cement lasting

Skiver, machine, uppers or linings

(Skiver, outside)

Operates a machine that skives (pares) or bevels shoe uppers or linings to reduce them to an even thickness or to insure thinner seams or tapering edges when parts are joined together. Work involves: Feeding part between pressure rollers of machine to cutting knives which bevel edges or reduce part to uniform thickness, or setting part in guide bed of machine and depressing lever to bring cutting knives into operation.

Sock-lining stitcher (slip-lasted shoes)

Operates a power-driven sewing machine to stitch sock linings to uppers which will be slip-lasted. Work involves: Fitting the upper to the sock lining according to markings; lowering presser foot to hold materials, starting machine, feeding sock lining and upper under needle, steering material against pin guides; and removing completed work from machine.

Sole attacher, cement process

(Compo-conveyor operator; sole layer, machine; sole-laying machine operator; soler)

Operates a sole-laying machine to *cement outsoles permanently* to the uppers of shoes. This operation does not relate to the positioning of soles in the Goodyear-welt or other types of construction. Work involves: Setting toe part of shoe on which outsole has been positioned and heel part of last directly below corresponding jacks (lugs) of machine; pressing air pedal (which opens valve on pipe leading to air compressor storage tank) to fill the air cushion and

force the shoe against the jacks which hold the outsole firmly in place while the cement dries. May also, prior to *permanent* attachment of outsole, brush a coat of solvent over the inner surface of the outsole from the heel seat to the toe and press outer sole on shoe, being certain that edges of sole project evenly over edges of shoe.

Sole leveler, machine

(Beater out, leveling machine; inseam leveler; leveler)

Flattens the insoles or outsoles of shoes which have had a ridge raised around the sole by the stitching machines. Sets shoe on last of machine with sole uppermost; depresses treadle to start machine and guides the shoe on the form under the roller back and forth and from side to side.

Thread laster (stitchdown shoes)

(Stitchdown-thread laster; Puritan laster)

Operates a stitchdown thread-lasting machine to last shoes by sewing shoe uppers to insoles. Work involves: Pulling shoe upper over last to which an insole has been tacked; setting last and upper into machine, starting machine which sews the upper to the insole, and guiding the shoe in such a manner that the feeder guide pulls the upper tightly around last.

Toe laster, automatic or semi-automatic

Operates an automatic or semi-automatic machine to draw the toe section of shoe upper tightly over the last. Work involves: Making adjustments to machine to govern action of wipers, placing shoe in steamer to soften toe section; inserting shoe in machine and operating foot treadle to bring wipers against shoe upper and draw edges against the last; wrapping wire loop around temporary anchor tacks on side of shoe to hold toe section in place or by means of cement, tacks or staples, fastens upper to innersole.

Top stitcher

Operates a sewing machine to stitch the lining to the upper part of a shoe and to trim off excess edges of lining.

Work involves: Fitting lining to upper and lining already fitted or cemented together; setting parts into machine at heel seam, lowering guide down to the edge of top of upper and guiding parts through machine by hand to complete stitching and trimming operation.

Treer

(Polisher, uppers; shoe treer)

Cleans and finishes shoes by removing spots and discolorations; may also rub uppers with a hot iron to smooth out wrinkles. Work involves *most of the following*: Setting shoe on a treeing form, the shape of the last, and depressing lever expanding form so that shoe will fit tightly over it; brushing, cleaning, dressing and finishing shoe according to the kind of leather or material; applying color stain or bleach to blemished spots; smoothing out wrinkles in the uppers with a hot iron.

Do not include shoe dressers, who may be called treers in some plants but perform only a minor part of the work described above.

Vamper

(Vamp closer; vamp stitcher; zigzag seamer)

By use of a power-driven sewing machine, sews together the forepart of the upper (tip and vamp) and the two quarters of a shoe. Work involves: Setting overlapped edges together under presser foot and needle of machine; depressing lever to start machine and guiding material through stitching process; sewing top to entire lower part of upper when shoe has a cut separate from quarters, or has a whole vamp. Parts are sometimes first pasted together by another worker to insure more accurate stitching.

Vulcanizer

Tends machine that vulcanizes synthetic composition outsoles to shoe uppers. Work involves: Positioning upper on heated metal last; seating precut outsole in cavity of mold and pulling lever to invert last; starting machine that lowers lasted upper into die cavity and vulcanizes outsole to upper.

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

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Meat Products, 1974. BLS Bulletin 1896
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Men's and Boys' Suits and Coats, 1973. BLS Bulletin 1843
Miscellaneous Plastics Products, 1974. BLS Bulletin 1914
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Nonferrous Foundries, 1975. BLS Bulletin 1952
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Pressed or Blown Glass and Glassware, 1975. BLS Bulletin 1923
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Southern Sawmills and Planing Mills, 1969. BLS Bulletin 1694
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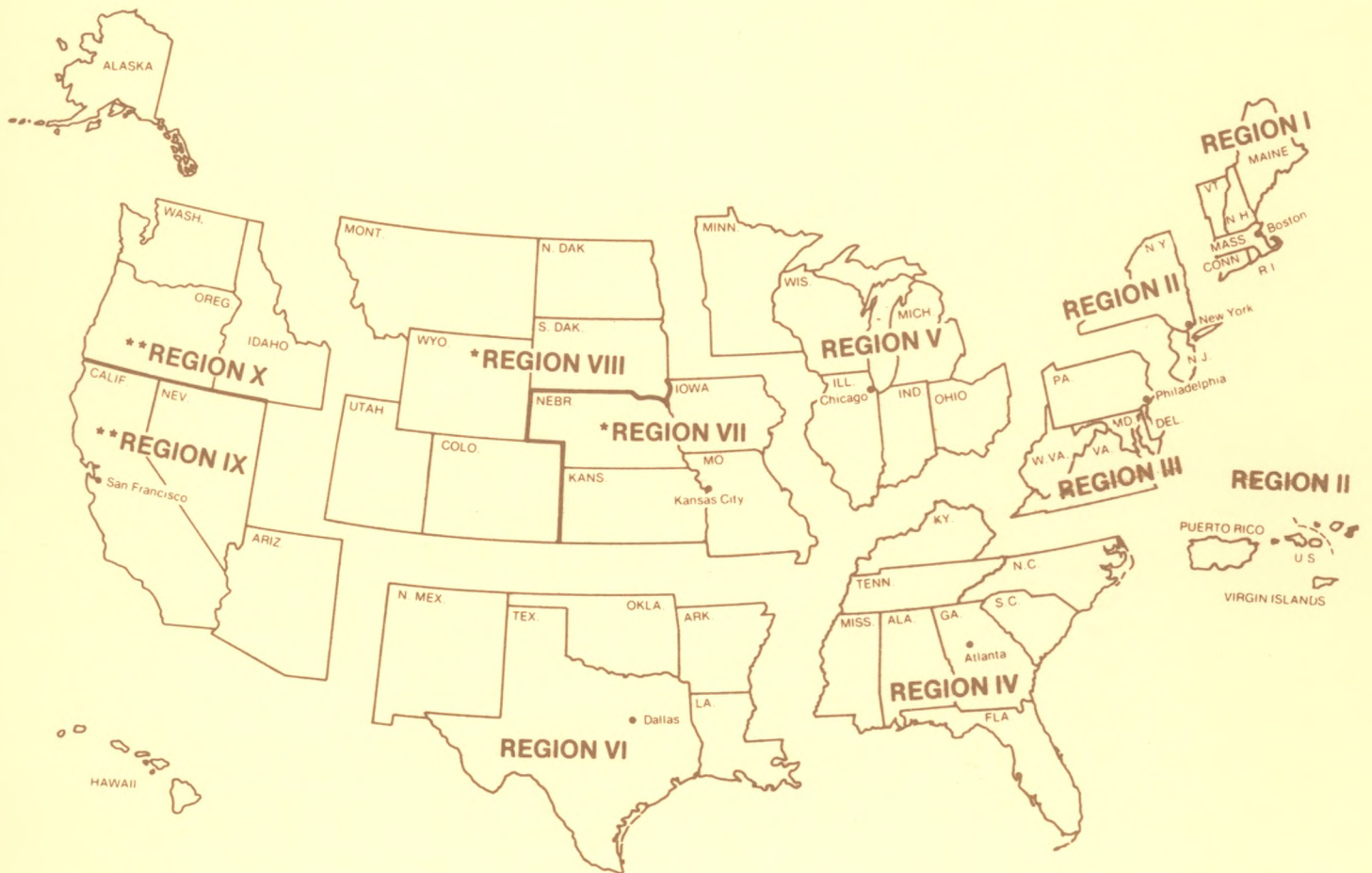
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Wood Household Furniture, Except Upholstered, 1974. BLS Bulletin 1930

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Appliance Repair Shops, 1975. BLS Bulletin 1936
Auto Dealer Repair Shops, 1973. BLS Bulletin 1876
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Hotels and Motels, 1973. BLS Bulletin 1883
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