

Industry Wage Survey: Paints and Varnishes, November 1976



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

This bulletin summarizes the results of a Bureau of Labor Statistics survey of wages and supplementary benefits in the paints and varnishes manufacturing industries in November 1976. A similar study was conducted in November 1970.

Separate locality releases were issued earlier for Atlanta, Ga.; Baltimore, Md.; Chicago, Ill.; Cleveland, Ohio; Dallas-Fort Worth, Tex.; Detroit, Mich.; Los Angeles-Long Beach, Calif.; Louisville, Ky.-Ind.; New Brunswick-Perth Amboy-Sayerville, N.J.; New York, N.Y.-N.J.; Newark, N.J.; Philadelphia, Pa.-N.J.; St. Louis, Mo.-Ill.; and San Francisco-Oakland, Calif. Copies of these releases are available from the Bureau of Labor Statistics, Washington, D.C. 20212, or any of its regional offices.

This study was conducted in the Bureau's Office of Wages and Industrial Relations. Mark Sieling of the Division of Occupational Wage Structures prepared the analysis in this bulletin. Field work 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.

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Paints and Varnishes, November 1976

Summary

Straight-time earnings of production and related workers in paints and varnishes manufacturing plants averaged \$5.10 an hour in November 1976.¹ Earnings of slightly over 90 percent of the nearly 28,000 production workers in the study—those in plants with at least 20 employees—were within a range of \$3 to \$7 an hour, with workers in the middle 50 percent of the array earning from \$4.38 to \$5.81 an hour.

Regionally, averages ranged from \$4.10 in the Southeast to \$5.77 in the Pacific region.² Workers in the Great Lakes and Middle Atlantic regions—about three-fifths of the industry's work force—averaged \$5.38 and \$5.13 an hour, respectively.

Among occupations studied separately, average hourly earnings ranged from \$4.59 for labelers and packers to \$5.72 for general utility maintenance workers.³ Combination mixers-grinders, the largest occupational classification studied, averaged \$5.13. Occupational earnings varied with size of establishment, labor-management contract coverage, and location in or outside metropolitan area, among other characteristics.

Paid holidays, usually 9 to 11 annually, and paid vacations, after qualifying periods of service were provided to nearly all production and office workers in the survey. Vacation provisions were somewhat more liberal at shorter lengths of service for office than for production workers—a common finding of most BLS wage surveys.

Life, hospitalization, surgical, and basic medical insurance plans each covered all or nearly all production and office workers, and pension plans about nine-tenths of each group.

Industry characteristics

Products and processes. Nationally, establishments whose principal products were paints employed over nine-tenths of all production workers. Plants chiefly producing other surface coatings such as varnishes, lacquer, and enamels; or allied products such as putties, caulking compounds, wood fillers and sealers, and paint and varnish removers, each accounted for about 4 percent of the work force.

Paint is a mixture of pigments suspended in a liquid. The liquid, either oil or water, is called a vehicle and binds together the pigment particles which give the paint its color. Varnish, which contains no pigment, is used in making paints and finishes. Enamels are paints with varnish or synthetic resin vehicles that dry with hard glossy surfaces. Lacquers are quick-drying finishes used mainly for mass-produced items.

Paint manufacturing is a batch process rather than a continuous production process (used in many other chemical industries). Pigments are mixed, blended with part of the vehicle to form a paste, and ground to break down the agglomerates of pigment. Then the product is thinned as specified by formula. After this mixture is prepared and approved by the laboratory, it is ready for packaging.

Employment trends. The industry's employment level tends to be highest in the summer and lowest in the winter partly due to fluctuations in the demand for and use of paints. Between the last two BLS wage surveys of this industry—1970 and 1976—production employment in the peak season of each year generally exceeded the yearly low by about 7 to 15 percent.⁴

Based on the Bureau's monthly establishments survey, the paint industry's production work force declined by 8 percent between the November 1970 and November 1976 occupational wage surveys.⁵ Employment hit its nadir in 1975; since then, monthly levels have been 1 to 6 percent higher than those a year

¹ See appendix C for scope and method of survey.

² For definitions of the regions, see appendix C, table C-1, footnote 1.

³ See appendix D for occupational descriptions.

⁴ Employment data are based on the Bureau's monthly series published in *Employment and Earnings*. The estimate of the number of production workers within the scope of the study is intended only as a general guide to the size and composition of the labor force in the survey. It differs from that published in the monthly series (35,200) primarily by the exclusion of establishments employing fewer than 20 workers. The advance planning necessary to make the survey required the use of lists of establishments assembled considerably in advance of data collection. Thus, establishments new to the industry are omitted, as are establishments originally classified improperly and found to be in other industries at the time of the survey.

⁵ See *Industry Wage Survey: Paints and Varnishes, November 1970*, Bulletin 1739 (Bureau of Labor Statistics, 1972).

earlier. Except for technicians and general utility maintenance workers, employment in most occupations studied has declined.

Location. In November 1976, the Great Lakes region accounted for 36 percent of all paints and varnishes workers and the Middle Atlantic, for 22 percent. The Border States, Southeast, Southwest, Middle West, and Pacific regions each accounted for between 5 and 12 percent. Establishments located within metropolitan areas accounted for slightly over 96 percent of the total production work force.⁶ About one-half of the workers were employed in the 14 metropolitan areas studied separately, with the largest numbers in Chicago (3,049), Los Angeles-Long Beach (1,825), Detroit (1,283), Cleveland (1,253), New York (1,186), and Philadelphia (1,194).

Establishment size. Only 125 of the 645 establishments covered by the survey employed 100 workers or more, but these plants accounted for about 54 percent of the total production work force. Regionally, the proportion of workers in the larger size establishments—100 workers or more—ranged from about two-fifths in the Southwest to slightly over two-thirds in the Great Lakes.

Union contract coverage. Establishments with labor-management contracts covering a majority of their production work force accounted for slightly over two-thirds of the industry's work force in 1976. The proportion of workers covered by collective bargaining agreements was about nine-tenths in the Middle Atlantic and Pacific regions, about three-fourths in the Middle West, two-fifths in the Southeast and Southwest, and about three-tenths in the Border States.

The extent of unionization varied somewhat by size of establishment. Slightly over three-fourths of the workers in establishments employing 100 workers or more were in plants operating under collective bargaining agreements; in establishments of 20 to 99 workers the proportion was about three-fifths.

The Brotherhood of Painters and Allied Trades, the principal union of the industry nationwide, accounted for about three-tenths of all production workers covered under labor-management contracts. The International Brotherhood of Teamsters, Chauffeurs, Warehousemen, and Helpers; the Oil, Chemical and Atomic Workers International Union (AFL-CIO); and the United Steel Workers of America (AFL-CIO) each accounted for between 10 and 16 percent of all organized workers.

Method of wage payment. All production workers were paid time rates (table 20). Formal rate structure plans providing single rates for specific job categories or formal ranges of rates each applied to slightly more

than two-fifths of the workers. Individual rates with wages determined by worker qualifications applied to about one-tenth of all production workers. Regionally, individual rates were most prevalent in the Southeast and Southwest, where about one-third of the workers were under such plans. Other significant deviations from the national norm were the Border States and the Middle West, where nearly three-fourths of the workers were under range-of-rate plans, and in the Middle Atlantic, where three-fifths were under single rate plans.

Average hourly earnings

Straight-time earnings of production and related workers in the paint industry averaged \$5.10 an hour in November 1976 (table 1). The Bureau's monthly *Employment and Earnings* series shows that between November 1970 and November 1976 earnings of paint workers increased 57 percent compared with 63 percent for manufacturing workers as a group.

Average wage levels for regions ranged from \$5.77 an hour in the Pacific to \$4.10 in the Southeast. In the Great Lakes and Middle Atlantic regions, which together employed about three-fifths of the work force, earnings averaged \$5.38 and \$5.13 respectively. Among the 14 areas for which separate data were developed, hourly earnings averaged the highest in San Francisco-Oakland (\$6.50) and the lowest in Baltimore (\$4.30).

On average, production workers in establishments employing 100 workers or more held a 16-percent hourly wage advantage over those in establishments of 20 to 99 workers (\$5.44 to \$4.69). Regionally, the wage rate advantages of workers in the largest establishments were: 25 percent in the Middle Atlantic, 22 percent in the Southwest, 16 percent in the Southeast and Middle West, 13 percent in the Great Lakes, 9 percent in the Border States, and less than 1 percent in the Pacific region.

Establishments having labor-management agreements covering the majority of their workers paid an average of \$5.35 an hour—78 cents, or 17 percent more than establishments without such coverage. The wage rate advantage held by workers in union establishments ranged from 4 percent in the Middle Atlantic region to 18 percent in the Middle West.

The above discussion has illustrated some wage-determining factors such as establishment size and union contract coverage. The survey cross-tabulations do not isolate wage-determining characteristics and their effect on earnings. Appendix A, however, presents a brief technical note on results of a multiple

⁶ Standard Metropolitan Statistical Areas as defined by the U.S. Office of Management and Budget through February 1974.

regression in which the singular effects of some characteristics were isolated to a measurable degree. In some cases, there were marked dissimilarities between average earnings differentials produced by cross-tabulations (simple regression) and those produced by multiple regression techniques. Production workers in union establishments, for example, averaged 78 cents an hour more than their nonunion counterparts, but apparently less than one-half of this differential (36 cents) can be attributed solely to unionization (appendix tables A-1 and A-2).

Individual earnings were widely dispersed, with 90 percent of the workers earning between \$3 and \$7 an hour in November 1976; the middle 50 percent earned between \$4.38 and \$5.81 an hour (table 2). The proportion of workers at the upper end of the earnings array varied widely among regions. For example, about 6 percent or less of the workers in the Border States, Southeast, and Southwest earned at least \$6 an hour, while corresponding proportions were 11 percent in the Middle West, 19 percent in the Middle Atlantic, 22 percent in the Great Lakes, and 38 percent in the Pacific region.

Occupational earnings

Nineteen occupations were selected to represent various skills and wage levels of production workers in the industry in November 1976 (table 3). These occupations made up just over two-thirds of the surveyed production work force. National averages for the jobs shown separately ranged from \$5.72 an hour for general utility maintenance workers to \$4.59 an hour for labelers and packers. Combination mixers and grinders, the largest occupational classification studied separately, averaged \$5.13 an hour.

The occupational wage structure of workers making paints and varnishes in November 1976 was more compressed than that reported in the Bureau of Labor Statistics 1970 survey. The mean difference between all possible pairings of the 14 occupational average hourly earnings studied in both years declined from 10 percent in 1970 to 7 percent in 1976. This 3-percent decline shows that, taken as a whole, occupational average hourly rates have moved closer to each other during this period (appendix B). The mean difference between one occupation and all others declined significantly for 4 of the 14 occupations studied separately—general utility workers, janitors, labelers and packers, and technicians.

Changes in wage relationships between two separate occupations, such as technician's wages compared only to mixer's, were not developed for this survey, although such comparisons are possible.⁷

Occupational wage relationships within regions did not always follow the national pattern. Mixers, for

example, averaged 7 cents an hour more nationally than technicians (\$5.26 compared to \$5.19). In the Middle Atlantic, Border States, and Pacific regions, however, technicians held a higher average wage rate than mixers (27, 9, and 15 cents respectively).

The highest occupational averages were usually found in the Pacific region; the lowest in the Southeast. Wage advantages for workers in the Pacific over those in the Southeast ranged from 73 percent for truck drivers to 22 percent for shipping and receiving clerks. Text table 1 shows that interregional wage differences vary by occupation. (See table 3 for a more detailed display of these differences.)

Text table 1. Pay relatives for three occupations in paint manufacturing, November 1976

Region	Fillers, hand	Mixers- grinders	Shipping and receiving clerks
Pacific	149	136	122
Great Lakes	138	128	111
Middle Atlantic	124	118	104
Middle West	135	115	95
Southwest	103	101	97
Southeast	100	100	100

Earnings of the highest paid workers within a given occupation and area usually exceeded those of the lowest paid by at least \$1.50 an hour (tables 6-19). Consequently, some workers in jobs with relatively low averages (as compared to the overall average in the industry) earned more than some workers in jobs with much higher averages. The extent of such overlap is illustrated by the following tabulation, which shows the number of general utility maintenance workers (\$5.74) and labelers and packers (\$4.62) in Chicago by specific hourly earnings intervals:

	General utility maintenance workers	Labelers and packers
\$3.60 and under \$4.00	—	82
\$4.00 and under \$4.40	—	13
\$4.40 and under \$4.80	4	31
\$4.80 and under \$5.20	16	25
\$5.20 and under \$5.60	18	52
\$5.60 and over	86	16

⁷ Lack of individual establishment data for the 1970 survey prevented significance testing of changes between individual occupational wage rates during the 1970-76 period.

Nationally, and in regions where such comparisons could be made, occupational averages were usually higher in establishments employing 100 workers or more than in smaller establishments and in establishments having labor-management contracts covering a majority of their workers (tables 4-5).

Establishment practices and supplementary wage provisions. Data were also obtained for production and office workers on certain establishment practices (production workers only), and on selected supplementary wage benefits, including paid holidays, paid vacations, and health, insurance and retirement plans.

Scheduled weekly hours and shift provisions. Work schedules of 40 hours a week were in effect in establishments employing 94 percent of the production work force and about 81 percent of the office workers (table 21). Nearly all production workers were in establishments having provisions for second shifts, and about seven-eighths were covered by provisions for third or other late shifts (table 22). At the time of the survey, however, only about 11 percent of the production workers were actually employed on second shifts and about 3 percent on third or other late shifts (table 23). Late-shift workers usually received extra pay above day-shift rates, the most common premium being 15 cents an hour for second-shift work and 20 cents for third or other late shifts.

Paid holidays. All establishments provided paid holidays, usually 9 to 11 annually, to production and office workers (table 24). Regionally, the number of holidays most commonly provided ranged between 11 and 12 days in the Middle Atlantic and 7 to 9 days in the Border States, Southeast, and Southwest.

Paid vacations. Paid vacations, after qualifying periods of service, were provided by establishments employing all production and office workers (table 25). The most common provision for production workers were 1 week of vacation pay after 1 year of service, 2 weeks after 2 years, and 3 weeks after 10 years. The most common

provisions for office workers were 2 weeks after 1 year and 3 weeks after 10 years. A majority of both production and office workers in every region received at least 4 weeks of vacation after 20 years.

Health, insurance and retirement plans. Life, hospitalization, surgical, and basic medical insurance plans, at least partly paid for by employers, were available to all or virtually all production and office workers (table 26). Accidental death and dismemberment insurance applied to about four-fifths of all production and office workers. Sickness and accident insurance and/or sick leave applied to about nine-tenths of both groups. Retirement pension plans in addition to Federal social security benefits were available in establishments employing about nine-tenths of the workers.

Noncontributory plans—those for which the employer pays the entire cost—were more prevalent for production than for office workers. Noncontributory medical insurance plans, for example, were provided to four-fifths of all production workers, while just under seven-tenths of all office workers were under similar plans.

There was little regional variation in the incidence of life, hospitalization, surgical, and medical insurance plans. Certain other benefits, however, did differ somewhat among regions. In the Middle Atlantic, for example, about seven-tenths of both production and office workers were covered by major medical insurance compared to about nine-tenths or more of workers in the Border States, Southeast, Southwest, and Pacific regions.

Other selected benefits. Pay provisions for funeral leave and jury duty were reported in establishments employing at least seven-tenths of all production and office workers (table 27). Establishments reporting provisions for cost-of-living adjustments employed about three-tenths of the production workers and about one-tenth of the office workers. Establishments providing work clothing and/or a monetary allowance for such clothing employed nearly four-fifths of all production workers.

Table 1. Average hourly earnings: By selected characteristics

(Number and average straight-time hourly earnings¹ of production workers in paints and varnishes manufacturing establishments by selected characteristics, United States and selected regions, November 1976)

Item	United States ²		Middle Atlantic		Border States		Southeast		Southwest		Great Lakes		Middle West		Pacific	
	Num- ber of work- ers	Aver- age hourly earn- ings	Num- ber of work- ers	Aver- age hourly earn- ings	Num- ber of work- ers	Aver- age hourly earn- ings	Num- ber of work- ers	Aver- age hourly earn- ings	Num- ber of work- ers	Aver- age hourly earn- ings	Num- ber of work- ers	Aver- age hourly earn- ings	Num- ber of work- ers	Aver- age hourly earn- ings	Num- ber of work- ers	Aver- age hourly earn- ings
ALL PRODUCTION WORKERS ³	27,647	\$5.10	5,975	\$5.13	1,540	\$4.34	2,345	\$4.10	1,954	\$4.42	10,018	\$5.38	1,566	\$5.18	3,283	\$5.77
MEN.....	25,942	5.16	5,729	5.18	1,449	4.38	2,186	4.18	1,887	4.45	9,139	5.48	1,492	5.22	3,124	5.81
WOMEN.....	1,680	4.12	246	4.02	91	3.83	159	2.95	67	3.45	879	4.27	74	4.46	134	5.11
SIZE OF ESTABLISHMENT:																
20-99 WORKERS.....	12,616	4.69	3,026	4.57	745	4.15	1,223	3.80	1,162	4.06	3,176	4.94	609	4.73	1,792	5.78
100 WORKERS OR MORE.....	15,031	5.44	2,949	5.71	795	4.52	1,122	4.42	792	4.94	6,842	5.58	957	5.47	1,491	5.76
SIZE OF COMMUNITY:																
METROPOLITAN AREAS ⁴	26,487	5.14	5,975	5.13	1,540	4.34	1,978	4.28	1,838	4.43	9,607	5.39	1,462	5.28	3,283	5.77
NONMETROPOLITAN AREAS.....	1,160	4.04	-	-	-	-	367	3.10	-	-	411	4.97	-	-	-	-
LABOR-MANAGEMENT CONTRACTS:																
ESTABLISHMENTS WITH-																
MAJORITY OF WORKERS COVERED...	18,828	5.35	5,166	5.15	424	4.85	999	4.45	694	4.85	7,046	5.51	1,194	5.38	2,908	5.84
NONE OR MINORITY OF WORKERS COVERED.....	8,819	4.57	809	4.97	1,116	4.15	1,346	3.84	1,260	4.18	2,972	5.07	372	4.56	375	5.25

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 Includes workers in establishments for which information by sex was unavailable.

⁴ Standard Metropolitan Statistical Areas as defined by the U.S. Office of Management and Budget through February 1974.

Table 2. Earnings distribution: All establishments

(Percent distribution of production workers in paints and varnishes manufacturing establishments by average straight-time hourly earnings,¹ United States and selected regions, November 1976)

Average hourly earnings ¹	United States ²			Middle Atlantic	Border States	South-east	South-west	Great Lakes	Middle West	Pacific
	Total	Men	Women							
NUMBER OF WORKERS ³	27,647	25,942	1,680	5,975	1,540	2,345	1,954	10,018	1,566	3,283
AVERAGE HOURLY EARNINGS.....	\$5.10	\$5.16	\$4.12	\$5.13	\$4.34	\$4.10	\$4.42	\$5.38	\$5.18	\$5.77
TOTAL.....	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
\$2.30 AND UNDER \$2.40.....	1.0	0.5	7.6	0.1	0.5	6.0	0.7	0.8	-	-
\$2.40 AND UNDER \$2.50.....	.3	.3	.4	.1	1.6	.9	.6	.1	-	-
\$2.50 AND UNDER \$2.60.....	1.0	.9	2.3	.3	1.7	6.8	2.3	.2	-	-
\$2.60 AND UNDER \$2.70.....	.4	.3	2.4	.3	.4	2.3	1.0	.2	-	-
\$2.70 AND UNDER \$2.80.....	.8	.5	5.4	.7	1.4	3.0	1.3	.5	0.1	-
\$2.80 AND UNDER \$2.90.....	.3	.2	1.5	.2	.1	.8	.2	.2	1.0	0.1
\$2.90 AND UNDER \$3.00.....	.4	.4	.5	.5	.2	2.3	.8	(4)	-	-
\$3.00 AND UNDER \$3.10.....	1.6	1.5	1.8	1.8	2.3	3.5	6.0	.5	1.0	.1
\$3.10 AND UNDER \$3.20.....	.8	.6	3.1	1.4	2.3	1.3	1.4	.1	.9	.1
\$3.20 AND UNDER \$3.30.....	1.2	1.2	2.3	1.3	3.8	3.0	2.6	.4	1.3	.1
\$3.30 AND UNDER \$3.40.....	.8	.8	1.3	.8	2.7	2.7	.4	.1	2.4	.1
\$3.40 AND UNDER \$3.50.....	.8	.8	1.3	1.1	.8	3.0	1.1	.2	1.1	.2
\$3.50 AND UNDER \$3.60.....	1.5	1.5	1.8	.8	2.9	2.2	2.5	1.3	1.9	1.8
\$3.60 AND UNDER \$3.70.....	.9	.9	1.0	.8	3.0	2.3	1.0	.3	1.0	.6
\$3.70 AND UNDER \$3.80.....	1.7	1.7	1.7	2.0	2.4	2.1	2.9	1.0	3.9	1.2
\$3.80 AND UNDER \$3.90.....	1.0	1.0	1.8	.8	1.1	1.4	1.7	1.0	1.1	.6
\$3.90 AND UNDER \$4.00.....	1.3	1.0	6.0	1.4	1.3	1.6	.7	1.6	2.6	.1
\$4.00 AND UNDER \$4.10.....	2.9	2.8	4.8	3.1	3.8	3.3	5.0	1.9	1.5	1.2
\$4.10 AND UNDER \$4.20.....	2.2	2.1	3.8	2.4	2.6	3.6	3.6	2.0	1.0	.3
\$4.20 AND UNDER \$4.30.....	2.1	2.0	2.9	1.9	3.6	2.3	5.1	2.2	1.0	.1
\$4.30 AND UNDER \$4.40.....	2.4	2.3	2.6	2.1	3.7	1.9	3.7	2.1	.6	3.5
\$4.40 AND UNDER \$4.50.....	1.8	1.8	.8	1.8	4.7	2.6	3.7	1.3	.5	.2
\$4.50 AND UNDER \$4.60.....	2.7	2.6	4.7	2.7	4.0	1.4	4.5	3.5	1.1	.7
\$4.60 AND UNDER \$4.70.....	2.7	2.5	6.1	2.3	4.1	4.6	3.0	2.7	1.5	.9
\$4.70 AND UNDER \$4.80.....	3.1	3.0	4.3	2.0	7.5	2.6	4.8	3.2	1.0	2.5
\$4.80 AND UNDER \$4.90.....	3.7	3.8	2.7	3.7	6.8	2.8	3.0	4.4	.5	1.4
\$4.90 AND UNDER \$5.00.....	3.3	3.3	2.3	3.0	11.6	3.5	2.8	2.8	1.5	1.2
\$5.00 AND UNDER \$5.10.....	3.3	3.5	.9	3.6	7.9	3.2	2.1	2.4	6.7	1.1
\$5.10 AND UNDER \$5.20.....	3.3	3.4	2.9	4.9	2.6	5.7	1.7	2.7	5.3	1.4
\$5.20 AND UNDER \$5.30.....	3.3	3.3	2.7	3.3	2.8	1.4	3.2	3.7	3.4	3.1
\$5.30 AND UNDER \$5.40.....	5.4	5.5	3.5	5.5	1.8	3.0	7.1	7.5	2.5	2.7
\$5.40 AND UNDER \$5.50.....	4.3	4.4	2.7	6.0	.6	2.3	2.0	4.6	6.0	2.9
\$5.50 AND UNDER \$5.60.....	4.7	4.8	3.0	5.0	.5	2.0	3.1	5.9	5.1	5.7
\$5.60 AND UNDER \$5.70.....	4.3	4.4	2.2	5.2	.5	1.0	1.9	4.5	14.2	3.3
\$5.70 AND UNDER \$5.80.....	3.4	3.6	1.2	3.3	.5	1.4	2.2	3.7	4.8	6.2
\$5.80 AND UNDER \$5.90.....	4.1	4.3	1.1	3.8	.3	.6	1.2	4.5	7.7	9.1
\$5.90 AND UNDER \$6.00.....	3.0	3.2	.5	2.1	.3	.2	1.2	3.4	2.9	8.8
\$6.00 AND UNDER \$6.10.....	2.5	2.6	.5	3.0	.5	2.1	1.3	1.9	1.7	6.6
\$6.10 AND UNDER \$6.20.....	2.1	2.2	.2	2.0	.1	(4)	.5	2.7	.6	5.3
\$6.20 AND UNDER \$6.30.....	2.1	2.2	.4	3.2	.5	.9	.2	1.5	.1	5.9
\$6.30 AND UNDER \$6.40.....	1.0	1.1	.1	1.1	.1	.7	.7	.6	1.1	3.0
\$6.40 AND UNDER \$6.50.....	1.0	1.1	-	1.6	.1	-	.2	.9	-	2.7
\$6.50 AND UNDER \$6.60.....	1.5	1.6	.2	2.6	.3	.7	.5	1.0	1.6	2.8
\$6.60 AND UNDER \$6.70.....	.9	1.0	-	.4	-	-	.1	1.7	.3	1.6
\$6.70 AND UNDER \$6.80.....	1.0	1.0	.2	.4	-	-	.3	1.5	2.4	1.3
\$6.80 AND UNDER \$6.90.....	1.0	1.0	.4	.1	-	-	.3	1.6	-	2.9
\$6.90 AND UNDER \$7.00.....	.5	.5	.1	.9	-	.9	.1	.4	-	.7
\$7.00 AND OVER.....	4.6	4.9	.1	3.2	-	.3	-	8.5	2.9	5.5

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 Includes workers in establishments for which information by sex was unavailable.

⁴ Less than 0.05 percent.

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

Table 3. Occupational averages: All establishments

(Number and average straight-time hourly earnings ¹ of workers in selected occupations in paints and varnishes manufacturing establishments, United States and selected regions, November 1976)

Occupation and sex ³	United States ²					Middle Atlantic					Border States					Southeast				
	Number of workers	Hourly earnings ¹			Number of workers	Hourly earnings ¹			Number of workers	Hourly earnings ¹			Number of workers	Hourly earnings ¹			Number of workers	Hourly earnings ¹		
		Mean ⁴	Median ⁴	Middle range ⁴		Mean ⁴	Median ⁴	Middle range ⁴		Mean ⁴	Median ⁴	Middle range ⁴		Mean ⁴	Median ⁴	Middle range ⁴		Mean ⁴	Median ⁴	Middle range ⁴
DRUM CLEANERS.....	218	\$4.74	\$4.85	\$3.60- \$5.68	18	\$5.17	\$5.30	\$5.12- \$5.53	14	\$4.52	-	-	43	\$3.09	\$3.00	\$2.60- \$3.45				
FILLERS, HAND.....	1,511	4.88	4.90	4.26- 5.62	188	4.69	4.67	4.24- 5.36	100	4.17	\$4.41	\$3.50- \$4.71	167	3.79	4.00	2.53- 5.08				
MEN.....	1,416	4.91	5.00	4.28- 5.62	177	4.69	4.55	4.20- 5.36	98	4.16	4.41	3.50- 4.70	152	3.94	4.10	2.75- 5.08				
WOMEN.....	95	4.39	4.50	3.85- 5.24	-	-	-	-	-	-	-	-	-	-	-	-				
FILLERS, MACHINE.....	1,765	4.91	5.05	4.26- 5.64	427	4.88	4.90	4.19- 5.58	84	4.32	4.67	3.88- 4.91	140	3.87	3.50	3.00- 5.04				
MEN.....	1,588	5.03	5.16	4.47- 5.71	377	5.08	5.09	4.54- 5.65	80	4.40	4.72	3.90- 4.91	128	3.90	3.50	2.76- 5.16				
WOMEN.....	167	3.78	3.50	3.00- 4.71	-	-	-	-	-	-	-	-	-	-	-	-				
JANITORS.....	546	4.84	4.99	4.07- 5.60	104	4.80	5.12	4.28- 5.35	26	4.09	4.30	3.56- 4.72	41	3.28	2.75	2.35- 4.03				
MEN.....	502	4.89	5.00	4.09- 5.63	98	4.79	4.97	4.28- 5.35	24	4.10	4.30	3.59- 4.72	38	3.36	2.78	2.40- 4.03				
WOMEN.....	44	4.27	4.56	3.46- 4.99	-	-	-	-	-	-	-	-	-	-	-	-				
LABELERS AND PACKERS.....	1,748	4.59	4.70	3.98- 5.32	372	4.64	4.56	4.14- 5.25	116	4.09	4.25	3.60- 4.77	127	3.64	3.50	2.75- 4.48				
MEN.....	1,371	4.71	4.76	4.15- 5.37	340	4.67	4.59	4.15- 5.25	63	4.17	4.35	3.60- 4.77	93	3.97	4.10	3.00- 4.69				
WOMEN.....	377	4.12	4.00	3.59- 4.84	32	4.30	4.28	3.58- 5.06	33	3.91	4.00	3.60- 4.50	34	2.76	2.75	2.35- 2.75				
LABORERS, MATERIAL HANDLING.....	1,426	4.67	4.78	3.90- 5.41	264	4.56	4.85	3.45- 5.36	77	3.85	4.10	3.00- 4.76	101	3.44	3.35	2.50- 4.40				
MAINTENANCE WORKERS, GENERAL																				
UTILITY.....	1,175	5.72	5.74	5.20- 6.18	201	5.68	5.68	5.28- 6.07	67	4.77	4.66	4.40- 5.12	124	5.17	5.20	4.40- 5.84				
MIXER-GRINDERS.....	4,128	5.20	5.32	4.64- 5.81	865	5.14	5.14	4.62- 5.56	239	4.52	4.80	4.15- 4.94	404	4.36	4.38	3.45- 5.31				
MIXERS.....	1,621	5.26	5.37	4.78- 5.90	297	5.23	5.22	4.70- 5.76	132	4.54	4.82	4.25- 4.91	56	4.29	4.16	3.40- 4.69				
GRINDERS.....	652	5.22	5.33	4.71- 5.74	146	5.30	5.45	4.94- 5.74	44	4.75	4.90	4.70- 5.00	37	3.77	3.45	3.35- 3.92				
COMBINATION MIXER-GRINDERS.....	1,855	5.13	5.17	4.50- 5.83	422	5.01	5.04	4.62- 5.45	63	4.30	4.27	3.61- 5.05	271	4.47	4.41	3.60- 5.31				
SHIPPING AND RECEIVING CLERKS.....	837	5.17	5.22	4.53- 5.86	193	5.06	5.16	4.53- 5.69	57	4.52	4.52	4.13- 4.94	76	4.89	4.82	4.24- 5.62				
RECEIVING CLERKS.....	296	5.27	5.41	4.58- 6.00	71	5.33	5.48	4.82- 5.92	18	4.81	4.90	4.15- 5.03	21	5.48	5.52	5.37- 5.62				
SHIPPING AND RECEIVING CLERKS.....	257	5.16	5.00	4.55- 5.67	61	5.16	5.33	4.60- 5.67	14	4.61	-	-	31	4.27	4.05	3.95- 4.82				
TECHNICIANS.....	1,209	5.19	5.15	4.45- 5.83	61	4.64	5.14	4.10- 5.22	25	4.27	4.38	4.13- 4.45	24	5.18	5.05	4.50- 6.02				
MEN.....	1,064	5.27	5.23	4.50- 5.95	250	5.50	5.53	4.72- 6.13	51	4.63	4.91	4.11- 5.15	128	4.41	4.50	3.60- 5.01				
WOMEN.....	145	4.62	4.50	4.44- 4.95	221	5.60	5.66	4.81- 6.22	47	4.62	4.91	4.11- 5.15	120	4.45	4.55	3.64- 5.01				
TESTERS, PRODUCT.....	688	5.23	5.25	4.39- 6.19	125	5.28	5.73	4.24- 5.12	41	4.21	4.00	3.75- 4.92	56	4.44	4.66	3.54- 5.23				
MEN.....	635	5.29	5.29	4.49- 6.22	117	5.30	5.73	4.30- 6.29	30	4.24	4.13	3.75- 4.61	55	4.43	4.66	3.45- 5.25				
WOMEN.....	53	4.50	4.38	4.00- 4.97	8	4.95	-	-	11	4.14	-	-	-	-	-	-				
THINNERS.....	343	5.24	5.50	4.87- 5.69	41	4.94	5.15	4.48- 5.31	16	4.54	4.70	4.19- 5.07	41	4.07	4.35	2.50- 5.11				
TINTERS.....	1,105	5.62	5.67	5.00- 6.25	223	5.68	5.63	5.24- 6.07	58	4.96	5.07	4.78- 5.29	96	4.84	4.95	4.70- 5.57				
TRUCKDRIVERS.....	739	5.03	4.90	4.60- 6.09	130	5.30	5.20	4.50- 6.24	71	4.22	4.50	3.91- 4.90	90	3.62	3.75	2.50- 4.25				
TRUCKERS, POWER (FORKLIFT).....	1,043	5.23	5.37	4.83- 5.81	208	5.24	5.37	5.10- 5.76	64	4.02	4.01	3.50- 4.45	68	4.14	4.38	2.85- 5.12				

See footnotes at end of table.

Table 3. Occupational averages: All establishments—Continued

(Number and average straight-time hourly earnings¹ of workers in selected occupations in paints and varnishes manufacturing establishments, United States and selected regions, November 1976)

Occupation and sex ³	Southwest				Great Lakes				Middle West				Pacific			
	Number of workers	Hourly earnings ¹			Number of workers	Hourly earnings ¹			Number of workers	Hourly earnings ¹			Number of workers	Hourly earnings ¹		
		Mean ⁴	Median ⁴	Middle range ⁴		Mean ⁴	Median ⁴	Middle range ⁴		Mean ⁴	Median ⁴	Middle range ⁴		Mean ⁴	Median ⁴	Middle range ⁴
DRUM CLEANERS.....	7	\$3.94	-	-	95	\$5.38	\$5.50	\$4.85- \$6.11	10	\$5.36	-	-	31	\$4.87	\$5.21	\$3.85- \$5.72
FILLERS, HAND.....	105	3.91	\$4.00	\$3.25- \$4.60	574	5.24	5.25	4.66- 5.62	105	5.10	\$5.46	\$4.92- \$5.65	240	5.63	5.76	5.25- 5.82
MEN.....	99	3.93	4.00	3.20- 4.60	535	5.27	5.32	4.75- 5.62	101	5.13	5.46	5.09- 5.65	222	5.65	5.76	5.31- 5.82
WOMEN.....	-	-	-	-	39	4.77	5.16	4.10- 5.24	-	-	-	-	18	5.40	5.71	4.30- 6.59
FILLERS, MACHINE.....	129	4.51	4.36	3.95- 5.37	665	5.23	5.37	4.88- 5.74	62	4.54	4.23	3.83- 5.51	165	5.71	5.86	5.59- 5.86
MEN.....	121	4.54	4.44	4.00- 5.37	605	5.36	5.37	4.93- 5.74	59	4.54	4.18	3.79- 5.51	149	5.78	5.86	5.59- 5.86
WOMEN.....	8	4.00	-	-	60	3.90	4.71	2.30- 5.37	-	-	-	-	-	-	-	-
JANITORS.....	26	3.61	3.15	2.55- 4.36	257	5.29	5.25	4.67- 5.80	42	4.62	5.08	3.75- 5.39	40	5.38	5.63	5.18- 5.69
MEN.....	26	3.61	3.15	2.55- 4.36	229	5.39	5.25	4.73- 5.80	38	4.79	5.39	4.00- 5.39	39	5.38	5.63	5.07- 5.71
WOMEN.....	-	-	-	-	28	4.46	4.63	4.22- 4.99	-	-	-	-	-	-	-	-
LABELERS AND PACKERS.....	185	3.98	4.10	3.00- 4.70	609	4.78	4.76	4.16- 5.37	117	4.65	5.09	3.75- 5.41	179	5.38	5.74	4.84- 5.86
MEN.....	159	4.13	4.25	3.34- 4.75	434	5.01	5.11	4.36- 5.37	91	4.65	5.09	3.74- 5.41	131	5.48	5.76	5.25- 5.92
WOMEN.....	-	-	-	-	175	4.22	4.00	3.93- 4.72	26	4.67	5.10	3.75- 5.36	48	5.11	5.16	4.78- 5.72
LABORERS, MATERIAL HANDLING.....	60	4.15	4.27	3.68- 5.16	476	5.15	5.28	4.68- 5.64	102	5.22	5.35	5.17- 5.51	-	-	-	-
MAINTENANCE WORKERS, GENERAL																
UTILITY.....	72	4.76	4.88	4.00- 5.56	456	5.84	5.81	5.42- 6.15	64	5.75	5.61	5.31- 6.73	149	6.84	6.35	6.12- 7.27
MIXER-GRINDERS.....	305	4.39	4.40	4.00- 4.95	1,422	5.56	5.51	5.03- 5.98	264	5.00	5.18	4.43- 5.65	499	5.91	5.96	5.52- 6.05
MIXERS.....	89	4.51	4.58	4.00- 5.42	614	5.47	5.48	5.04- 5.93	101	5.08	5.61	4.50- 5.81	241	5.97	5.96	5.52- 5.96
GRINDERS.....	24	5.03	5.00	4.58- 5.44	280	5.53	5.53	5.08- 5.96	48	4.47	4.17	3.74- 5.29	-	-	-	-
COMBINATION MIXER-GRINDERS.....	192	4.26	4.26	3.89- 4.95	528	5.69	5.54	4.85- 6.55	115	5.14	5.19	5.09- 5.61	204	5.93	6.02	5.76- 6.12
SHIPPING AND RECEIVING CLERKS.....	40	4.72	4.60	4.10- 5.32	276	5.41	5.36	4.81- 5.95	46	4.66	5.01	3.60- 5.64	107	5.99	6.02	5.79- 6.37
SHIPPING CLERKS.....	7	4.44	-	-	88	5.14	5.10	4.32- 5.86	26	4.11	4.08	3.00- 4.45	61	6.06	6.20	5.86- 6.47
RECEIVING CLERKS.....	17	4.60	4.53	4.10- 4.99	83	5.42	4.93	4.81- 6.03	11	5.35	-	-	33	5.88	6.09	5.47- 6.22
SHIPPING AND RECEIVING CLERKS.....	16	4.97	4.80	4.40- 5.69	105	5.62	5.68	5.15- 6.21	9	5.40	-	-	13	5.90	-	-
TECHNICIANS.....	59	4.27	4.30	3.37- 5.10	481	5.26	5.02	4.50- 5.90	82	5.05	5.60	3.90- 5.89	101	6.12	6.10	5.50- 6.64
MEN.....	59	4.27	4.30	3.37- 5.10	394	5.39	5.21	4.50- 6.00	78	5.13	5.61	3.92- 5.89	90	6.26	6.10	5.64- 6.64
WOMEN.....	-	-	-	-	87	4.68	4.50	4.50- 4.85	-	-	-	-	11	5.02	-	-
TESTERS, PRODUCT.....	62	4.72	4.50	4.28- 5.05	280	5.49	5.47	4.56- 6.65	55	5.33	5.40	4.86- 5.89	53	6.03	6.20	5.39- 6.47
MEN.....	60	4.73	4.53	4.27- 5.11	249	5.62	5.65	4.60- 6.65	55	5.33	5.40	4.86- 5.89	53	6.03	6.20	5.39- 6.47
WOMEN.....	-	-	-	-	31	4.51	4.30	4.10- 5.35	-	-	-	-	-	-	-	-
THINNERS.....	26	4.58	4.68	3.95- 5.42	187	5.59	5.54	5.50- 5.83	-	-	-	-	26	6.34	6.39	5.96- 6.40
TINTERS.....	100	5.07	4.87	4.49- 5.72	388	5.80	5.79	5.32- 6.28	54	5.65	5.83	5.52- 5.98	142	6.32	6.25	6.25- 6.47
TRUCKDRIVERS.....	78	4.04	4.00	3.53- 4.55	129	5.78	5.55	4.85- 7.17	59	5.24	4.42	3.80- 7.30	122	6.28	6.26	6.00- 6.43
TRUCKERS, POWER (FORKLIFT).....	109	4.77	4.70	4.25- 5.37	418	5.46	5.41	4.98- 5.81	29	5.00	5.61	4.57- 5.61	141	6.00	5.96	5.72- 6.12

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 Data not shown separately by sex indicate all or virtually all workers are men.

⁴ See appendix A for method used to compute means, medians, and middle ranges of earnings. Medians and middle ranges are not provided for jobs with fewer than 15 workers in a region.

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

Table 4. Occupational averages: By size of establishment

(Number and average straight-time hourly earnings¹ of workers in selected occupations in paints and varnishes manufacturing establishments by size of establishment, United States and selected regions, November 1976)

Occupation and sex	United States				Middle Atlantic				Border States				Southeast			
	Establishments with—															
	20-99 workers		100 workers or more		20-99 workers		100 workers or more		20-99 workers		100 workers or more		20-99 workers		100 workers or more	
	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings
DRUM CLEANERS.....	103	\$4.01	115	\$5.39	8	\$4.59	10	\$5.63	-	-	12	\$4.48	34	\$3.05	9	\$3.21
FILLERS, HAND.....	679	4.46	832	5.23	133	4.34	55	5.55	45	\$3.91	55	4.38	73	3.30	94	4.17
MEN.....	630	4.50	786	5.25	122	4.31	55	5.55	45	3.91	53	4.38	58	3.56	94	4.17
WOMEN.....	49	3.97	46	4.84	-	-	-	-	-	-	-	-	-	-	-	-
FILLERS, MACHINE.....	772	4.39	993	5.32	181	4.08	246	5.48	43	4.10	41	4.55	74	3.45	66	4.34
MEN.....	664	4.58	924	5.36	137	4.39	240	5.47	39	4.24	41	4.55	74	3.45	54	4.52
WOMEN.....	108	3.21	59	4.83	-	-	-	-	-	-	-	-	-	-	-	-
JANITORS.....	166	3.96	380	5.23	30	3.95	74	5.15	9	4.09	17	4.09	36	3.28	-	-
MEN.....	158	4.04	344	5.29	30	3.95	68	5.16	9	4.09	15	4.11	33	3.36	-	-
WOMEN.....	8	2.43	36	4.67	-	-	-	-	-	-	-	-	-	-	-	-
LABELERS AND PACKERS.....	918	4.26	830	4.94	240	4.31	132	5.24	48	4.00	68	4.16	79	3.26	48	4.28
MEN.....	747	4.41	624	5.07	221	4.36	119	5.25	36	4.20	47	4.14	45	3.63	48	4.28
WOMEN.....	171	3.61	206	4.54	19	3.70	13	5.17	12	3.40	21	4.20	34	2.76	-	-
LABORERS, MATERIAL HANDLING.....	522	4.20	904	4.94	155	3.96	109	5.40	45	3.33	32	4.58	51	3.35	50	3.52
MAINTENANCE WORKERS, GENERAL UTILITY.....	482	5.37	693	5.96	100	5.48	101	5.88	32	4.64	35	4.88	62	5.02	62	5.31
MIXER-GRINDERS.....	2,112	4.88	2,016	5.53	528	4.86	337	5.57	123	4.41	116	4.64	174	4.03	230	4.61
MIXERS.....	830	5.01	791	5.53	167	4.80	130	5.78	61	4.50	71	4.58	65	4.34	-	-
GRINDERS.....	272	4.96	380	5.41	74	4.96	72	5.66	16	4.59	28	4.84	16	3.73	-	-
COMBINATION MIXER-GRINDERS.....	1,010	4.76	845	5.58	287	4.86	135	5.33	46	4.21	-	-	93	3.87	178	4.78
SHIPPING AND RECEIVING CLERKS.....	527	5.03	310	5.42	144	4.86	49	5.64	39	4.46	18	4.66	43	4.67	33	5.19
SHIPPING CLERKS.....	158	5.26	138	5.30	49	5.18	22	5.69	8	5.25	10	4.45	12	5.62	9	5.30
RECEIVING CLERKS.....	128	4.85	129	5.47	36	4.85	25	5.60	8	4.50	6	4.77	18	4.17	13	4.41
SHIPPING AND RECEIVING CLERKS.....	241	4.97	43	5.65	59	4.61	-	-	23	4.17	-	-	13	4.47	-	-
TECHNICIANS.....	518	5.17	691	5.21	96	5.45	154	5.53	23	4.60	28	4.64	73	4.35	55	4.48
MEN.....	493	5.22	571	5.32	90	5.53	131	5.64	23	4.60	24	4.64	67	4.40	53	4.52
WOMEN.....	25	4.08	120	4.73	6	4.26	23	4.88	-	-	-	-	-	-	-	-
TESTERS, PRODUCT.....	295	4.75	393	5.59	68	4.75	57	5.91	24	4.47	17	3.86	25	3.84	31	4.92
MEN.....	277	4.78	358	5.68	64	4.79	53	5.92	20	4.42	10	3.88	25	3.84	30	4.92
WOMEN.....	18	4.24	35	4.64	-	-	-	-	-	-	7	3.83	-	-	-	-
THINNERS.....	114	4.72	229	5.50	18	4.36	23	5.40	-	-	10	4.21	29	3.63	-	-
TINTERS.....	601	5.46	504	5.81	121	5.46	102	5.94	31	4.76	27	5.20	58	4.67	38	5.10
TRUCKDRIVERS.....	555	4.78	184	5.78	92	4.75	38	6.65	41	3.80	30	4.79	68	3.42	-	-
TRUCKERS, POWER (FORKLIFT).....	299	4.78	744	5.41	62	4.55	146	5.54	-	-	40	4.10	44	3.68	-	-

See footnotes at end of tables.

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

(Number and average straight-time hourly earnings¹ of workers in selected occupations in paints and varnishes manufacturing establishments by size of establishment, United States and selected regions, November 1976)

Occupation and sex	Southwest				Great Lakes				Middle West				Pacific			
	Establishments with—															
	20-99 workers		100 workers or more		20-99 workers		100 workers or more		20-99 workers		100 workers or more		20-99 workers		100 workers or more	
	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings
DRUM CLEANERS.....	6	\$3.71	-	-	27	\$4.43	68	\$5.76	-	-	-	-	22	\$4.54	9	\$5.69
FILLERS, HAND.....	89	3.88	16	\$4.07	152	4.67	422	5.44	34	\$4.52	71	\$5.38	124	5.64	116	5.62
MEN.....	89	3.88	10	4.34	129	4.66	406	5.46	34	4.52	67	5.44	124	5.64	98	5.66
WOMEN.....	-	-	-	-	23	4.74	16	4.83	-	-	-	-	-	-	18	5.40
FILLERS, MACHINE.....	57	4.17	72	4.78	197	4.55	468	5.51	39	4.51	-	-	98	5.66	67	5.79
MEN.....	53	4.21	68	4.80	170	4.91	435	5.54	38	4.48	21	4.63	94	5.65	55	5.99
WOMEN.....	-	-	-	-	-	-	33	5.20	-	-	-	-	-	-	-	-
JANITORS.....	15	3.00	11	4.45	41	4.36	216	5.46	12	3.79	30	4.96	13	5.64	27	5.26
MEN.....	15	3.00	11	4.45	38	4.52	191	5.56	10	3.99	28	5.07	13	5.64	26	5.25
WOMEN.....	-	-	-	-	-	-	25	4.72	-	-	-	-	-	-	-	-
LABELERS AND PACKERS.....	139	3.68	46	4.89	177	4.29	432	4.98	82	4.58	35	4.82	115	5.31	64	5.51
MEN.....	119	3.86	40	4.95	130	4.58	304	5.19	69	4.45	22	5.26	92	5.34	39	5.82
WOMEN.....	-	-	-	-	47	3.48	128	4.49	13	5.26	-	-	23	5.20	-	-
LABORERS, MATERIAL HANDLING.....	36	3.53	24	5.10	73	4.26	403	5.31	24	4.66	78	5.39	80	5.54	-	-
MAINTENANCE WORKERS, GENERAL																
UTILITY.....	43	4.29	29	5.46	132	5.57	324	5.95	18	5.19	46	5.97	56	6.40	93	7.11
MIXER-GRINDERS.....	213	4.07	92	5.13	553	5.09	869	5.87	114	4.71	150	5.22	286	5.88	213	5.96
MIXERS.....	60	4.06	-	-	242	5.21	372	5.63	33	4.55	68	5.34	151	5.89	90	6.11
GRINDERS.....	16	4.83	-	-	101	5.19	179	5.73	21	4.71	-	-	9	5.91	-	-
COMBINATION MIXER-GRINDERS.....	137	3.99	55	4.93	210	4.90	318	6.22	60	4.79	55	5.53	126	5.86	78	6.06
SHIPPING AND RECEIVING CLERKS.....	23	4.49	17	5.03	134	5.33	142	5.48	31	4.27	15	5.46	73	6.13	34	5.68
SHIPPING CLERKS.....	-	-	-	-	20	4.87	68	5.22	-	-	8	5.34	43	6.28	18	5.55
RECEIVING CLERKS.....	9	4.40	8	4.84	27	4.69	56	5.77	-	-	7	5.59	21	5.94	12	5.79
SHIPPING AND RECEIVING CLERKS.....	10	4.89	-	-	87	5.63	18	5.59	9	5.40	-	-	-	-	-	-
TECHNICIANS.....	44	3.89	15	5.37	147	5.71	334	5.06	25	4.42	57	5.32	58	5.93	43	6.37
MEN.....	44	3.89	15	5.37	141	5.78	253	5.17	25	4.42	-	-	53	6.10	37	6.48
WOMEN.....	-	-	-	-	-	-	81	4.72	-	-	-	-	-	-	-	-
TESTERS, PRODUCT.....	35	4.36	27	5.17	102	5.13	178	5.70	9	4.29	46	5.54	18	5.47	35	6.32
MEN.....	35	4.36	25	5.24	92	5.24	157	5.84	9	4.29	46	5.54	18	5.47	35	6.32
WOMEN.....	-	-	-	-	10	4.14	21	4.69	-	-	-	-	-	-	-	-
THINNERS.....	15	4.11	11	5.23	-	-	150	5.53	-	-	-	-	-	-	21	6.43
TINTERS.....	66	4.77	34	5.67	148	5.64	240	5.90	28	5.64	26	5.65	109	6.29	33	6.40
TRUCKDRIVERS.....	62	3.92	16	4.49	98	5.60	31	6.34	41	4.59	18	6.73	93	6.24	29	6.40
TRUCKERS, POWER (FORKLIFT).....	41	4.01	68	5.23	56	5.27	362	5.49	-	-	26	4.99	66	6.12	75	5.90

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.

Table 5. Occupational averages: By labor-management contract coverage and size of establishment

(Number and average straight-time hourly earnings¹ of workers in selected occupations in paints and varnishes manufacturing establishments by labor-management contract coverage and size of establishment, United States and selected regions, November 1976)

Occupation and size of establishment	United States ²				Middle Atlantic				Southeast				Great Lakes				Pacific			
	Establishments with—																			
	Majority covered		None or minority covered		Majority covered		None or minority covered		Majority covered		None or minority covered		Majority covered		None or minority covered		Majority covered		None or minority covered	
	Num-ber of work-ers	Aver-age hourly earn-ings	Num-ber of work-ers	Aver-age hourly earn-ings	Num-ber of work-ers	Aver-age hourly earn-ings	Num-ber of work-ers	Aver-age hourly earn-ings	Num-ber of work-ers	Aver-age hourly earn-ings	Num-ber of work-ers	Aver-age hourly earn-ings	Num-ber of work-ers	Aver-age hourly earn-ings	Num-ber of work-ers	Aver-age hourly earn-ings	Num-ber of work-ers	Aver-age hourly earn-ings	Num-ber of work-ers	Aver-age hourly earn-ings
DRUM CLEANERS:																				
20-99 WORKERS.....	53	\$4.72	50	\$3.25	6	\$4.52	-	-	9	\$3.76	-	-	19	\$4.99	-	-	10	\$5.11	-	-
100 WORKERS OR MORE.....	91	5.68	24	4.30	10	5.63	-	-	-	-	-	-	59	5.89	9	\$4.85	9	5.69	-	-
FILLERS, HAND:																				
20-99 WORKERS.....	417	4.88	262	3.78	127	4.33	-	-	11	4.64	62	\$3.06	97	4.88	55	4.30	104	5.74	20	\$5.11
100 WORKERS OR MORE.....	644	5.29	188	4.99	55	5.55	-	-	72	4.19	-	-	306	5.43	116	5.46	116	5.62	-	-
FILLERS, MACHINE:																				
20-99 WORKERS.....	474	4.75	298	3.81	157	4.06	24	\$4.16	-	-	52	3.51	112	5.31	85	3.55	98	5.66	-	-
100 WORKERS OR MORE.....	770	5.38	223	5.14	214	5.43	-	-	41	4.45	25	4.16	380	5.48	88	5.66	67	5.79	-	-
JANITORS:																				
20-99 WORKERS.....	80	4.58	86	3.39	22	3.98	8	3.88	13	4.01	23	2.86	17	5.24	24	3.73	13	5.64	-	-
100 WORKERS OR MORE.....	324	5.30	56	4.83	71	5.13	-	-	-	-	-	-	180	5.50	36	5.28	27	5.26	-	-
LABELERS AND PACKERS:																				
20-99 WORKERS.....	555	4.67	363	3.64	212	4.30	28	4.34	18	3.95	61	3.05	104	4.72	73	3.66	106	5.44	-	-
100 WORKERS OR MORE.....	584	5.01	246	4.77	112	5.15	-	-	25	4.28	-	-	293	4.98	139	4.99	64	5.51	-	-
LABORERS, MATERIAL HANDLING:																				
20-99 WORKERS.....	296	4.54	226	3.77	117	3.93	38	4.06	9	4.13	42	3.18	41	4.34	32	4.15	73	5.54	-	-
100 WORKERS OR MORE.....	740	4.93	164	5.02	94	5.32	-	-	35	3.37	15	3.88	315	5.35	88	5.18	-	-	-	-
MAINTENANCE WORKERS, GENERAL UTILITY:																				
20-99 WORKERS.....	297	5.65	185	4.91	87	5.41	-	-	24	5.09	38	4.98	88	5.76	44	5.17	48	6.48	8	5.93
100 WORKERS OR MORE.....	537	6.12	156	5.41	85	5.84	-	-	38	5.69	24	4.70	262	6.01	62	5.70	93	7.11	-	-
MIXER-GRINDERS:																				
20-99 WORKERS.....	1,293	5.12	819	4.50	426	4.76	102	5.26	43	4.44	131	3.90	365	5.25	188	4.77	238	5.91	48	5.70
100 WORKERS OR MORE.....	1,576	5.61	440	5.22	319	5.56	-	-	126	4.91	104	4.25	693	5.83	176	6.01	213	5.96	-	-
MIXERS:																				
20-99 WORKERS.....	465	5.33	365	4.61	131	4.92	36	4.39	-	-	63	4.32	110	5.49	132	4.98	139	5.93	-	-
100 WORKERS OR MORE.....	620	5.61	171	5.21	115	5.77	-	-	-	-	-	-	285	5.59	87	5.79	90	6.11	-	-
GRINDERS:																				
20-99 WORKERS.....	152	5.19	120	4.66	36	4.29	-	-	-	-	14	3.52	69	5.70	32	4.68	9	5.91	-	-
100 WORKERS OR MORE.....	301	5.58	79	4.77	69	5.66	-	-	-	-	-	-	137	5.90	42	5.16	-	-	-	-
COMBINATION MIXER-GRINDERS:																				
20-99 WORKERS.....	676	4.97	334	4.33	259	4.75	-	-	39	4.37	54	3.51	186	4.94	24	4.58	90	5.88	36	5.80
100 WORKERS OR MORE.....	655	5.63	190	5.41	135	5.33	-	-	124	4.92	-	-	271	6.05	-	-	78	6.06	-	-
SHIPPING AND RECEIVING CLERKS:																				
20-99 WORKERS.....	323	5.38	204	4.46	112	5.01	32	4.36	16	4.79	27	4.59	98	5.48	36	4.91	66	6.29	-	-
100 WORKERS OR MORE.....	237	5.41	73	5.44	45	5.62	-	-	21	5.28	12	5.03	112	5.33	30	6.06	34	5.68	-	-
SHIPPING CLERKS:																				
20-99 WORKERS.....	95	5.71	63	4.56	40	5.29	9	4.68	-	-	-	-	-	-	-	40	6.40	-	-	
100 WORKERS OR MORE.....	112	5.39	26	4.91	20	5.68	-	-	-	-	6	5.11	61	5.26	7	4.85	18	5.55	-	-
RECEIVING CLERKS:																				
20-99 WORKERS.....	78	5.16	50	4.37	30	4.70	6	5.63	-	-	12	3.85	16	5.03	11	4.20	18	6.24	-	-
100 WORKERS OR MORE.....	98	5.35	31	5.85	23	5.59	-	-	7	3.96	6	4.94	41	5.40	-	-	12	5.79	-	-
SHIPPING AND RECEIVING CLERKS:																				
20-99 WORKERS.....	150	5.29	91	4.44	42	4.96	17	3.75	6	4.28	-	-	75	5.56	12	6.04	-	-	-	-
100 WORKERS OR MORE.....	27	5.75	16	5.48	-	-	-	-	-	-	-	-	10	5.42	-	-	-	-	-	-
TECHNICIANS:																				
20-99 WORKERS.....	318	5.41	200	4.79	76	5.36	20	5.79	39	4.46	34	4.23	102	5.62	45	5.93	54	5.90	-	-
100 WORKERS OR MORE.....	500	5.31	191	4.97	103	5.62	-	-	-	-	35	4.65	268	5.10	66	4.93	43	6.37	-	-

See footnotes at end of table.

Table 5. Occupational averages: By labor-management contract coverage and size of establishment—Continued

(Number and average straight-time hourly earnings¹ of workers in selected occupations in paints and varnishes manufacturing establishments by labor-management contract coverage and size of establishment, United States and selected regions, November 1976)

Occupation and size of establishment	United States ²				Middle Atlantic				Southeast				Great Lakes				Pacific			
	Majority covered				None or minority covered				Establishments with—				Majority covered				None or minority covered			
	Num- ber of work- ers	Aver- age hourly earn- ings	Num- ber of work- ers	Aver- age hourly earn- ings	Num- ber of work- ers	Aver- age hourly earn- ings	Num- ber of work- ers	Aver- age hourly earn- ings	Num- ber of work- ers	Aver- age hourly earn- ings	Num- ber of work- ers	Aver- age hourly earn- ings	Num- ber of work- ers	Aver- age hourly earn- ings	Num- ber of work- ers	Aver- age hourly earn- ings	Num- ber of work- ers	Aver- age hourly earn- ings	Num- ber of work- ers	Aver- age hourly earn- ings
TESTERS, PRODUCT:																				
20-99 WORKERS.....	158	\$4.86	137	\$4.63	52	\$4.63	16	\$5.13	6	\$4.91	19	\$3.50	42	\$5.29	60	\$5.02	17	\$5.44	-	-
100 WORKERS OR MORE.....	273	5.70	120	5.34	57	5.91	-	-	17	5.35	14	4.41	110	5.52	68	6.00	35	6.32	-	-
THINNERS:																				
20-99 WORKERS.....	75	5.25	39	3.69	14	4.14	-	-	-	-	23	3.35	-	-	-	-	-	-	-	-
100 WORKERS OR MORE.....	187	5.66	42	4.81	23	5.40	-	-	-	-	-	-	122	5.68	28	4.89	21	6.43	-	-
TINTERS:																				
20-99 WORKERS.....	392	5.74	209	4.94	105	5.45	16	5.52	16	5.25	42	4.45	113	5.91	35	4.77	87	6.38	22	\$5.96
100 WORKERS OR MORE.....	321	5.94	183	5.57	85	5.91	-	-	12	5.51	26	4.90	141	6.07	99	5.65	33	6.40	-	-
TRUCKDRIVERS:																				
20-99 WORKERS.....	257	5.39	298	4.24	82	4.77	10	4.56	19	4.45	49	3.02	56	5.61	42	5.58	61	6.45	32	5.84
100 WORKERS OR MORE.....	122	6.38	62	4.61	38	6.65	-	-	-	-	-	-	27	6.31	-	-	29	6.40	-	-
TRUCKERS, FCMER (FORKLIFT):																				
20-99 WORKERS.....	175	5.25	124	4.12	43	4.25	-	-	-	-	39	3.59	40	5.39	-	-	64	6.13	-	-
100 WORKERS OR MORE.....	614	5.49	130	5.02	145	5.54	-	-	-	-	-	-	302	5.49	60	5.50	75	5.90	-	-

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 6. Occupational earnings: Atlanta, Ga.¹(Number and average straight-time hourly earnings² of workers in selected occupations in paints and varnishes manufacturing establishments, November 1976)

Occupation and sex ³	Number of workers	Average hourly earnings ²	NUMBER OF WORKERS RECEIVING STRAIGHT-TIME HOURLY EARNINGS (IN DOLLARS) OF--																									
			3.20 AND UNDER	3.30	3.40	3.50	3.60	3.70	3.80	3.90	4.00	4.10	4.20	4.30	4.40	4.60	4.80	5.00	5.20	5.40	5.60	5.80	6.00	6.20	6.40	6.60	6.80	7.00
			3.30	3.40	3.50	3.60	3.70	3.80	3.90	4.00	4.10	4.20	4.30	4.40	4.60	4.80	5.00	5.20	5.40	5.60	5.80	6.00	6.20	6.40	6.60	6.80	7.00	7.20
ALL PRODUCTION WORKERS.....	538	\$5.00	10	8	33	-	4	12	9	5	5	11	12	9	17	13	43	133	61	55	10	17	24	20	16	-	-	7
MEN.....	519	5.03	9	8	30	-	4	9	6	5	9	11	11	8	17	13	39	133	61	54	8	17	24	20	16	-	-	7
WOMEN.....	19	4.30	1	-	3	-	-	3	3	-	-	-	1	1	-	13	4	-	-	1	2	-	-	-	-	-	-	
SELECTED PRODUCTION OCCUPATIONS ⁴																												
DRUM CLEANERS.....	6	3.63	-	1	3	-	-	-	-	-	-	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
FILLERS, HAND.....	41	4.94	-	2	-	-	-	-	-	-	-	2	-	1	-	-	-	36	-	-	-	-	-	-	-	-	-	
FILLERS, MACHINE.....	25	5.28	-	-	-	-	-	-	-	-	-	-	1	1	-	-	-	13	6	-	-	-	4	-	-	-	-	
LABELERS AND PACKERS.....	27	4.97	-	-	-	-	-	-	-	-	1	-	4	1	-	6	-	4	7	-	-	-	-	-	-	-	-	
MEN.....	25	5.03	-	-	-	-	-	-	-	-	1	-	3	-	-	6	-	4	7	-	-	-	4	-	-	-	-	
LABORERS, MATERIAL HANDLING.....	7	4.11	-	-	-	-	-	-	3	-	3	-	-	-	-	-	-	1	-	-	-	-	-	-	-	-	-	
MAINTENANCE WORKERS, GENERAL																												
UTILITY.....	47	5.65	-	-	-	-	-	-	-	1	2	3	-	-	-	-	4	-	1	10	1	15	3	-	-	-	7	
COMBINATION MIXER-GRINDERS.....	93	5.54	-	-	-	-	3	-	-	-	-	1	-	1	5	2	1	-	31	20	-	-	17	12	-	-	-	
TECHNICIANS.....	18	5.07	-	-	-	-	-	-	-	-	-	-	-	2	4	1	3	5	-	-	-	-	-	3	-	-	-	
TESTERS, PRODUCT.....	20	5.32	-	-	-	-	-	-	-	-	-	-	-	2	2	-	3	2	2	4	-	1	1	3	-	-	-	
MEN.....	19	5.34	-	-	-	-	-	-	-	-	-	-	-	2	2	-	2	2	2	4	-	1	1	3	-	-	-	
THINNERS.....	15	5.00	-	-	-	-	-	-	-	-	-	-	1	-	2	-	-	9	3	-	-	-	-	-	-	-	-	
TINTERS.....	8	5.45	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	1	3	3	-	-	-	-	-	-	
TRUCKERS, POWER (FORKLIFT).....	25	4.97	-	-	-	-	-	-	-	-	-	-	4	-	-	-	1	20	-	-	-	-	-	-	-	-	-	

¹ The Atlanta Standard Metropolitan Statistical Area consists of Butts, Cherokee, Clayton, Cobb, DeKalb, Douglas, Fayette, Forsyth, Fulton, Gwinnett, Henry, Newton, Paulding, Rockdale, and Walton Counties.² Excludes premium pay for overtime, and for work on weekends, holidays, and late shifts. These surveys, based on a representative sample of establishments, are designed to measure the level of occupational earnings at a particular time. Thus, comparisons with previous studies may not

reflect expected wage movements because of change in the sample composition, and shifts in employment among establishments with different pay levels. Such shifts, for example, could decrease an occupational average, even though most establishments increased wages between periods being compared. All of the production workers covered by the survey were paid on a time basis.

³ Data not shown separately by sex indicate all or virtually all workers are men.

Table 7. Occupational earnings: Baltimore, Md.¹

(Number and average straight-time hourly earnings² of workers in selected occupations in paints and varnishes manufacturing establishments, November 1976)

Occupation and sex ³	Number of workers	Average hourly earnings ²	NUMBER OF WORKERS RECEIVING STRAIGHT-TIME HOURLY EARNINGS (IN DOLLARS) OF--																											
			2.70 AND UNDER	2.80	2.90	3.00	3.10	3.20	3.30	3.40	3.50	3.60	3.70	3.80	3.90	4.00	4.10	4.20	4.40	4.60	4.80	5.00	5.20	5.40	5.60	5.80	6.00	6.20	6.40	
			2.80	2.90	3.00	3.10	3.20	3.30	3.40	3.50	3.60	3.70	3.80	3.90	4.00	4.10	4.20	4.40	4.60	4.80	5.00	5.20	5.40	5.60	5.80	6.00	6.20	6.40	6.60	
ALL PRODUCTION WORKERS.....	526	\$4.30	2	2	3	13	16	32	19	6	15	16	20	14	14	24	32	57	36	36	56	46	32	9	12	1	5	3	1	
MEN.....	479	4.35	2	1	2	11	13	30	13	3	18	12	17	12	13	21	32	49	34	35	55	44	31	9	12	1	5	3	1	
WOMEN.....	47	3.81	-	1	1	2	3	2	6	3	1	4	3	2	1	3	-	8	2	1	1	2	1	-	-	-	-	-	-	
SELECTED PRODUCTION OCCUPATIONS																														
FILLERS, HAND.....	40	3.81	-	-	-	2	5	3	2	-	6	1	2	-	-	2	3	9	3	2	-	-	-	-	-	-	-	-	-	
FILLERS, MACHINE.....	35	4.45	-	-	-	-	-	3	-	-	2	-	-	3	3	1	1	1	-	8	3	8	2	-	-	-	-	-	-	
JANITORS.....	8	3.72	-	1	-	1	1	-	-	-	1	-	-	-	1	1	-	-	-	2	-	-	-	-	-	-	-	-	-	
MEN.....	7	3.81	-	1	-	1	-	-	-	-	1	-	-	-	1	1	-	-	-	2	-	-	-	-	-	-	-	-	-	
LABELERS AND PACKERS.....	39	3.77	-	-	1	-	2	4	5	2	2	3	7	-	-	1	-	7	1	2	2	-	-	-	-	-	-	-	-	
MEN.....	22	3.64	-	-	-	-	2	3	5	2	1	-	5	-	-	1	-	-	-	2	1	-	-	-	-	-	-	-	-	
WOMEN.....	17	3.95	-	-	1	-	-	1	-	-	1	3	2	-	-	-	-	7	1	-	1	-	-	-	-	-	-	-	-	
LABORERS, MATERIAL HANDLING.....	10	3.85	-	-	-	3	-	2	-	-	-	-	-	-	-	-	1	2	-	-	-	1	1	-	-	-	-	-	-	
MAINTENANCE WORKERS, GENERAL																														
UTILITY.....	23	4.64	-	-	-	-	-	-	-	-	-	-	-	1	1	3	-	3	2	1	6	2	3	-	1	-	-	-	-	
MIXERS.....	42	4.31	-	-	-	1	-	-	-	-	-	3	1	1	1	1	7	15	2	-	9	1	-	-	-	-	-	-	-	
TECHNICIANS.....	17	4.59	-	-	-	-	-	1	-	-	1	1	1	1	1	-	-	-	-	2	1	3	5	-	-	-	-	-	-	
MEN.....	14	4.59	-	-	-	-	-	1	-	-	1	1	1	-	1	-	-	-	-	1	1	3	4	-	-	-	-	-	-	
TESTERS, PRODUCT.....	21	3.92	-	-	-	1	-	3	2	2	1	-	2	1	-	1	-	2	2	2	-	2	-	-	-	-	-	-	-	
MEN.....	14	3.97	-	-	-	-	-	3	-	1	1	-	2	1	-	-	-	2	1	2	-	1	-	-	-	-	-	-	-	
WOMEN.....	7	3.83	-	-	-	1	-	-	2	1	-	-	-	-	-	1	-	-	1	-	-	1	-	-	-	-	-	-	-	
TINTERS.....	16	5.33	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	3	-	1	1	5	3	-	-	-	2	1	
TRUCKDRIVERS.....	21	4.48	-	-	-	-	-	-	-	-	-	-	-	1	3	2	2	4	-	-	5	3	1	-	-	-	-	-	-	

¹ The Baltimore Standard Metropolitan Statistical Area consists of Baltimore City, and Anne Arundel, Baltimore, Carroll, Harford, and Howard Counties.

² See table 6, footnote 2.

³ Data not shown separately by sex indicate all or virtually all workers are men.

Table 8. Occupational earnings: Chicago, Ill.¹

(Number and average straight-time hourly earnings² of workers in selected occupations in paints and varnishes manufacturing establishments, November 1976)

Occupation and sex ³	Number of workers	Average hourly earnings ²	NUMBER OF WORKERS RECEIVING STRAIGHT-TIME HOURLY EARNINGS (IN DOLLARS) OF--																											
			UNDER 3.00	3.00 AND UNDER 3.20	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	6.60	6.80	7.00	7.40	7.80	8.20	8.60	AND OVER	
ALL PRODUCTION WORKERS.....	3,049	\$5.13	12	25	6	28	37	149	150	157	216	247	309	184	256	337	382	234	135	33	39	27	15	32	11	21	-	-	-	
MEN.....	2,707	5.20	10	22	6	3	30	92	97	129	193	199	295	167	235	292	371	227	134	33	39	27	15	32	11	21	-	-	-	
WOMEN.....	342	4.59	2	3	-	5	7	57	53	28	23	48	14	17	21	45	11	7	1	-	-	-	-	-	-	-	-	-	-	
SELECTED PRODUCTION OCCUPATIONS																														
DRUM CLEANERS.....	25	4.44	4	-	-	1	-	1	-	-	8	-	3	3	2	-	2	1	-	-	-	-	-	-	-	-	-	-	-	
MEN.....	23	4.61	2	-	-	1	-	1	-	-	8	-	3	3	2	-	2	1	-	-	-	-	-	-	-	-	-	-	-	
FILLERS, HAND.....	185	4.83	-	-	-	3	-	7	19	34	18	15	14	12	7	6	45	-	5	-	-	-	-	-	-	-	-	-	-	
MEN.....	162	4.83	-	-	-	3	-	7	13	34	16	15	14	3	1	6	45	-	5	-	-	-	-	-	-	-	-	-	-	
WOMEN.....	23	4.85	-	-	-	-	-	-	6	-	2	-	-	9	6	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
FILLERS, MACHINE.....	120	5.41	-	-	3	1	-	-	1	2	1	-	5	12	13	26	42	9	4	1	-	-	-	-	-	-	-	-	-	
MEN.....	110	5.39	-	-	3	1	-	-	1	2	1	-	5	12	13	26	42	9	4	1	-	-	-	-	-	-	-	-	-	
JANITORS.....	44	4.52	-	1	-	-	3	6	5	6	2	9	-	5	12	13	16	42	9	4	1	-	-	-	-	-	-	-	-	
MEN.....	39	4.54	-	1	-	-	3	5	5	4	2	7	-	4	6	-	2	-	-	-	-	-	-	-	-	-	-	-	-	
LABELERS AND PACKERS.....	219	4.62	-	-	-	-	4	78	6	7	4	27	8	17	42	10	13	3	-	-	-	-	-	-	-	-	-	-	-	
MEN.....	109	4.92	-	-	-	-	1	22	-	1	2	11	4	15	38	-	12	3	-	-	-	-	-	-	-	-	-	-	-	
WOMEN.....	110	4.33	-	-	-	-	3	56	6	6	2	16	4	2	4	10	1	-	-	-	-	-	-	-	-	-	-	-	-	
LABORERS, MATERIAL HANDLING.....	150	4.81	-	-	-	3	2	23	7	7	8	35	5	9	11	20	14	2	3	1	-	-	-	-	-	-	-	-	-	
MAINTENANCE WORKERS, GENERAL																														
UTILITY.....	124	5.74	-	-	1	-	-	-	-	-	1	3	7	9	10	8	15	35	16	12	7	-	1	-	-	-	-	-	-	
MIXERS.....	159	5.10	4	-	-	-	-	-	9	7	5	13	32	18	20	17	7	19	1	-	-	-	-	-	-	-	-	-	-	
GRINDERS.....	67	5.13	-	-	-	-	-	-	2	-	7	6	9	10	21	-	2	8	2	-	-	-	-	-	-	-	-	-	-	
COMBINATION MIXER-GRINDERS.....	105	5.47	-	-	-	-	-	-	-	-	12	3	18	-	-	18	14	27	9	-	-	-	-	-	-	-	-	-	-	
SHIPPING CLERKS.....	27	4.85	-	-	-	-	-	-	-	8	4	6	3	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
MEN.....	25	4.87	-	-	-	-	-	-	-	8	2	6	3	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
RECEIVING CLERKS.....	15	5.22	-	-	-	-	-	-	-	4	-	4	-	-	-	2	-	-	3	-	2	-	-	-	-	-	-	-	-	
MEN.....	13	5.17	-	-	-	-	-	-	-	4	-	4	-	-	-	-	-	-	3	-	2	-	-	-	-	-	-	-	-	
SHIPPING AND RECEIVING CLERKS.....	33	5.57	-	-	-	-	-	-	-	-	3	-	6	-	3	5	4	4	-	4	4	-	-	-	-	-	-	-	-	
MEN.....	31	5.56	-	-	-	-	-	-	-	-	3	-	6	-	3	5	2	4	-	4	4	-	-	-	-	-	-	-	-	
TECHNICIANS.....	148	5.31	-	-	-	-	3	2	10	7	25	15	9	10	11	5	5	9	18	2	1	4	-	1	3	4	-	-	4	
MEN.....	123	5.37	-	-	-	-	1	2	10	5	20	11	9	9	10	3	3	4	17	2	1	4	-	1	3	4	-	-	4	
WOMEN.....	25	5.02	-	-	-	-	2	-	-	2	5	4	-	1	2	2	5	1	-	-	-	-	-	-	-	-	-	-	-	
TESTERS, PRODUCT.....	81	5.00	-	-	-	-	5	-	5	9	4	5	8	13	6	10	5	6	1	1	-	3	-	-	-	-	-	-	-	
MEN.....	68	5.07	-	-	-	-	5	-	3	5	2	5	6	13	5	8	5	6	1	1	-	3	-	-	-	-	-	-	-	
WOMEN.....	13	4.63	-	-	-	-	-	-	2	4	2	-	2	-	1	2	-	-	-	-	-	3	-	-	-	-	-	-	-	
THINNERS.....	50	5.26	-	-	-	-	-	-	2	2	-	3	9	3	7	7	14	-	3	-	-	-	-	-	-	-	-	-	-	
TINTERS.....	86	5.69	-	-	-	-	4	1	1	-	1	2	3	2	3	9	20	8	10	10	5	7	-	-	-	-	-	-	-	
TRUCKDRIVERS.....	20	7.57	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	
TRUCKERS, POWER (FORKLIFT).....	167	5.31	-	-	-	-	-	-	3	1	13	8	31	7	8	39	24	33	-	-	-	-	-	-	-	-	-	-	-	

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

² See table 6, footnote 2.

³ Data not shown separately by sex indicate all or virtually all workers are men.

Table 9. Occupational earnings: Cleveland, Ohio¹

(Number and average straight-time hourly earnings² of workers in selected occupations in paints and varnishes manufacturing establishments, November 1976)

Occupation and sex ¹	Number of workers	Average hourly earnings ²	NUMBER OF WORKERS RECEIVING STRAIGHT-TIME HOURLY EARNINGS (IN DOLLARS) OF--																											
			2.30 AND UNDER 2.40	2.40	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	6.20	6.40	6.60	6.80	7.00	7.20 AND OVER		
			2.40	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	6.20	6.40	6.60	6.80	7.00	7.20			
ALL PRODUCTION WORKERS.....	1,253	\$5.11	54	-	8	4	6	11	38	23	75	70	37	101	29	22	36	36	98	165	283	42	9	55	32	12	4	3		
MEN.....	1,051	5.37	-	-	5	4	6	11	35	21	19	45	35	65	27	22	35	32	96	154	282	42	9	55	32	12	4	3		
WOMEN.....	202	3.75	54	-	3	-	-	-	3	2	56	25	2	36	2	-	1	4	2	11	1	-	-	-	-	-	-	-		
SELECTED PRODUCTION OCCUPATIONS																														
DRUM CLEANERS.....	7	5.12	-	-	-	-	-	-	-	1	-	1	-	-	-	-	-	1	-	4	-	-	-	-	-	-	-	-		
FILLERS, HAND.....	20	4.86	-	-	-	-	-	-	-	-	6	2	-	-	-	-	-	-	9	3	-	-	-	-	-	-	-	-		
FILLERS, MACHINE.....	153	4.66	27	-	-	-	-	-	13	-	-	-	12	-	5	18	9	3	5	55	2	-	-	4	-	-	-	-		
MEN.....	118	5.17	-	-	-	-	-	-	13	-	-	-	11	-	4	18	8	-	4	55	1	-	-	4	-	-	-	-		
LABELERS AND PACKERS.....	79	4.30	21	-	-	-	-	-	-	2	2	12	4	4	-	-	-	-	5	28	1	-	-	-	-	-	-	-		
MEN.....	35	5.19	-	-	-	-	-	-	-	-	-	4	4	4	-	-	-	-	5	17	1	-	-	-	-	-	-	-		
WOMEN.....	44	3.59	21	-	-	-	-	-	-	2	2	8	-	-	-	-	-	-	-	11	-	-	-	-	-	-	-	-		
MAINTENANCE WORKERS, GENERAL																														
UTILITY.....	40	5.71	-	-	-	-	-	-	-	-	-	-	1	-	7	-	4	2	2	7	3	10	-	1	1	-	-	2		
GRINDERS.....	28	5.62	-	-	-	-	-	-	-	-	-	1	-	1	-	-	-	-	13	1	12	-	-	-	-	-	-	-		
COMBINATION MIXER-GRINDERS.....	76	5.34	-	-	-	-	-	-	4	-	5	3	5	1	10	-	6	-	8	1	2	13	-	18	-	-	-	-		
RECEIVING CLERKS.....	19	5.02	-	-	-	-	-	-	3	-	-	-	4	-	1	-	-	-	1	5	4	-	-	1	-	-	-	-		
MEN.....	16	5.31	-	-	-	-	-	-	-	-	-	4	-	1	-	-	-	-	1	5	4	-	-	1	-	-	-	-		
SHIPPING AND RECEIVING CLERKS.....	19	5.20	-	-	-	-	-	-	-	-	-	2	-	5	-	-	-	2	4	-	4	2	-	-	-	-	-	-		
TESTERS, PRODUCT.....	15	3.47	3	-	-	-	1	6	1	-	-	-	2	-	-	2	-	-	-	-	-	-	-	-	-	-	-	-		
MEN.....	12	3.74	-	-	-	-	1	6	1	-	-	-	2	-	-	2	-	-	-	-	-	-	-	-	-	-	-	-		
TINTERS.....	40	5.89	-	-	-	-	-	-	-	-	-	-	-	1	1	-	5	-	-	12	2	5	-	14	-	-	-	-		
TRUCKDRIVERS.....	11	4.54	-	-	-	-	-	5	-	-	-	-	-	-	-	-	-	4	-	-	-	2	-	-	-	-	-	-		

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

² See table 6, footnote 2.

³ Data not shown separately by sex indicate all or virtually all workers are men.

Table 10. Occupational earnings: Dallas—Ft. Worth, Tex.¹

(Number and average straight-time hourly earnings² of workers in selected occupations in paints and varnishes manufacturing establishments, November 1976)

Occupation and sex ³	Number of workers	Average hourly earnings ²	NUMBER OF WORKERS RECEIVING STRAIGHT-TIME HOURLY EARNINGS (IN DOLLARS) OF--																								
			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	6.20	6.40	6.60	6.80		
			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	6.20	6.40	6.60	6.80	7.00		
ALL PRODUCTION WORKERS.....	797	\$4.99	18	6	-	8	16	18	16	5	43	23	31	78	66	46	188	94	50	36	27	17	5	3	3		
MEN.....	793	4.99	18	6	-	8	16	18	16	5	43	23	31	78	66	45	185	94	50	36	27	17	5	3	3		
SELECTED PRODUCTION OCCUPATIONS																											
FILLERS, MACHINE.....	61	4.78	-	3	-	-	9	1	1	2	1	-	2	1	2	4	20	9	2	1	3	-	-	-	-		
JANITORS.....	7	4.99	-	-	-	-	-	-	-	-	1	-	-	-	-	6	-	-	-	-	-	-	-	-	-		
LABELERS AND PACKERS.....	45	4.98	-	-	-	-	-	-	-	-	-	9	-	7	7	1	18	1	-	2	-	-	-	-	-		
LABORERS, MATERIAL HANDLING.....	29	4.35	9	-	-	-	-	-	-	-	-	4	-	-	-	3	7	2	1	3	-	-	-	-	-		
MAINTENANCE WORKERS, GENERAL UTILITY.....	34	5.52	-	-	-	-	-	-	-	-	3	-	-	1	1	-	6	6	6	7	-	4	-	-	-		
MIXERS.....	35	4.95	3	3	-	-	-	-	-	-	-	-	-	-	2	1	-	21	5	-	-	-	-	-	-		
COMBINATION MIXER-GRINDERS.....	59	5.15	-	-	-	-	-	-	-	-	-	-	1	9	2	28	-	6	1	-	3	8	-	-	-		
SHIPPING AND RECEIVING CLERKS.....	9	4.86	-	-	-	-	-	-	-	-	-	-	5	1	-	-	-	-	3	-	-	-	-	-	-		
TECHNICIANS.....	17	5.42	-	-	-	-	-	-	-	-	-	1	1	-	1	3	3	-	6	-	1	1	-	-	-		
THINNERS.....	12	5.35	-	-	-	-	-	-	-	-	-	-	-	-	3	1	-	7	-	-	-	-	-	-	-		
TINTERS.....	36	5.73	-	-	-	-	-	-	-	-	-	-	-	3	-	-	6	2	8	11	1	1	2	-	2		
TRUCKDRIVERS.....	21	4.42	-	-	-	-	3	1	3	1	-	-	3	1	3	2	3	1	-	-	-	-	-	-	-		
TRUCKERS, POWER (FORKLIFT).....	56	5.45	-	-	-	-	-	-	-	-	-	-	1	1	-	2	40	-	-	1	11	-	-	-	-		

¹ The Dallas—Ft. Worth Standard Metropolitan Statistical Area consists of Collin, Dallas, Denton, Ellis, Hood, Johnson, Kaufman, Parker, Rockwall, Tarrant, and Wise Counties.

² See table 6, footnote 2.

³ Data not shown separately by sex indicate all or virtually all workers are men.

Table 11. Occupational earnings: Detroit, Mich.¹

(Number and average straight-time hourly earnings² of workers in selected occupations in paints and varnishes manufacturing establishments, November 1976)

Occupation and sex ³	Number of workers	Average hourly earnings ²	NUMBER OF WORKERS RECEIVING STRAIGHT-TIME HOURLY EARNINGS (IN DOLLARS) OF--																									
			UNDER 4.40	4.40 AND UNDER 4.50	4.50	4.60	4.70	4.80	4.90	5.00	5.10	5.20	5.30	5.40	5.50	5.60	5.80	6.00	6.20	6.40	6.60	6.80	7.00	7.20	7.40	7.60	7.80	8.00 AND OVER
ALL PRODUCTION WORKERS.....	1,283	\$6.38	6	2	22	14	20	48	28	69	37	2	38	44	19	109	79	79	36	21	104	107	18	21	152	50	142	16
MEN.....	1,222	6.45	4	2	12	4	8	40	25	68	35	2	32	44	19	105	79	79	36	21	101	107	18	21	152	50	142	16
WOMEN.....	61	4.92	2	-	10	10	12	8	3	1	2	-	6	-	-	4	-	-	-	-	3	-	-	-	-	-	-	-
SELECTED PRODUCTION OCCUPATIONS																												
FILLERS, HAND.....	68	6.44	-	-	-	-	2	-	-	-	-	-	6	-	-	20	12	-	-	-	-	-	-	-	28	-	-	-
FILLERS, MACHINE.....	90	5.77	-	-	-	8	14	-	2	15	-	-	8	-	-	-	6	6	-	-	31	-	-	-	-	-	-	-
MEN.....	81	5.89	-	-	-	-	14	-	2	14	-	-	8	-	-	-	6	6	-	-	31	-	-	-	-	-	-	-
JANITORS.....	57	6.34	-	-	2	8	1	-	-	-	-	-	4	-	-	6	5	-	-	9	-	-	-	-	22	-	-	-
MEN.....	53	6.41	-	-	-	2	8	1	-	-	-	-	-	-	-	6	5	-	-	9	-	-	-	-	22	-	-	-
LABELERS AND PACKERS.....	42	5.70	-	-	10	-	-	1	5	4	-	-	-	-	-	2	6	-	-	-	14	-	-	-	-	-	-	-
MEN.....	30	6.11	-	-	-	-	-	1	4	3	-	-	-	-	-	2	6	-	-	-	14	-	-	-	-	-	-	-
LABORERS, MATERIAL HANDLING.....	33	6.53	-	-	-	-	-	-	-	-	-	-	-	-	-	10	-	-	-	-	19	-	-	-	-	4	-	-
MAINTENANCE WORKERS, GENERAL																												
UTILITY.....	54	6.80	-	-	-	-	-	-	-	-	-	-	4	3	-	-	-	10	-	4	15	-	-	-	2	-	16	-
MIXERS.....	66	5.81	-	-	-	-	-	-	19	-	-	-	6	10	-	6	-	-	4	-	16	5	-	-	-	-	-	-
GRINDERS.....	91	6.13	-	-	-	-	-	-	11	-	-	-	6	-	8	22	-	-	-	-	44	-	-	-	-	-	-	-
COMBINATION MIXER-GRINDERS.....	75	6.34	-	-	-	-	8	-	3	3	-	-	-	-	-	-	15	12	10	-	-	-	-	-	24	-	-	-
TECHNICIANS.....	61	6.20	-	-	-	2	4	2	1	1	2	4	2	-	1	7	14	-	-	3	2	6	-	-	-	-	10	-
MEN.....	53	6.39	-	-	-	-	2	-	1	1	2	2	2	-	1	7	14	-	-	3	2	6	-	-	-	-	10	-
TESTERS, PRODUCT.....	35	5.97	6	2	-	2	1	-	-	-	-	-	-	-	-	-	1	4	-	-	7	10	1	-	1	-	-	-
MEN.....	29	6.05	4	2	-	2	-	-	-	-	-	-	-	-	-	-	1	4	-	-	4	10	1	-	1	-	-	-
WOMEN.....	6	5.55	2	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	3	-	-	-	-	-	-	-	-
TINTERS.....	63	6.24	-	-	-	-	-	-	-	-	-	-	8	-	-	10	-	16	12	4	-	-	-	11	-	-	2	-
TRUCKDRIVERS.....	49	6.30	-	-	-	-	-	5	4	-	-	-	3	4	-	-	-	13	2	-	-	-	7	-	9	-	2	-
TRUCKERS, POWER (FORKLIFT).....	47	6.22	-	-	-	-	-	-	-	7	3	-	-	-	1	14	-	-	-	-	-	14	-	-	8	-	-	-

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

² See table 6, footnote 2.

³ Data not shown separately by sex indicate all or virtually all workers are men.

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

(Number and average straight-time hourly earnings² of workers in selected occupations in paints and varnishes manufacturing establishments, November 1976)

Occupation and sex ³	Number of workers	Average hourly earnings ²	NUMBER OF WORKERS RECEIVING STRAIGHT-TIME HOURLY EARNINGS (IN DOLLARS) OF--																									
			2.80 AND UNDER	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	5.60	5.80	6.00	6.20	6.40	6.60	7.00 AND OVER
			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	5.60	5.80	6.00	6.20	6.40	6.60	7.00	
ALL PRODUCTION WORKERS.....	1,825	\$5.48	3	-	3	-	3	3	-	55	21	38	20	34	58	15	107	77	36	151	216	191	391	94	190	67	34	18
MEN.....	1,697	5.52	3	-	3	-	-	3	-	55	21	33	18	25	43	14	76	68	35	126	205	184	384	93	190	67	33	18
SELECTED PRODUCTION OCCUPATIONS																												
DRUM CLEANERS.....	25	4.62	-	-	-	-	-	-	-	3	3	-	3	-	-	4	-	2	-	6	-	-	4	-	-	-	-	-
FILLERS, HAND.....	131	5.38	-	-	-	-	-	-	-	-	-	2	3	-	4	4	4	3	14	28	10	55	-	-	1	-	-	3
MEN.....	121	5.45	-	-	-	-	-	-	-	-	-	-	3	-	-	4	2	3	14	28	10	53	-	-	1	-	-	3
FILLERS, MACHINE.....	106	5.55	-	-	-	-	-	-	-	-	-	-	-	-	9	-	7	3	-	15	-	12	59	-	1	-	-	-
MEN.....	90	5.63	-	-	-	-	-	-	-	-	-	-	-	-	9	-	-	1	-	12	-	12	55	-	1	-	-	-
JANITORS.....	24	5.14	-	-	-	-	-	-	-	-	-	4	-	-	-	-	-	6	-	3	11	-	-	-	-	-	-	-
LABELERS AND PACKERS.....	116	5.10	-	-	-	-	-	-	-	-	-	6	9	9	-	-	12	13	2	18	7	17	20	2	1	-	-	-
MEN.....	75	5.18	-	-	-	-	-	-	-	-	-	6	9	-	-	-	-	10	2	14	2	12	17	2	1	-	-	-
WOMEN.....	41	4.96	-	-	-	-	-	-	-	-	-	-	-	9	-	-	12	3	-	4	5	5	3	-	-	-	-	-
MAINTENANCE WORKERS, GENERAL																												
UTILITY.....	65	6.10	-	-	-	-	-	-	-	-	-	-	-	-	-	3	-	-	-	-	2	4	20	1	22	6	5	2
MIXERS.....	180	5.77	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	9	12	50	3	85	12	5	4	-	-
COMBINATION MIXER-GRINDERS.....	54	5.65	-	-	-	-	-	-	-	-	-	-	-	-	3	-	-	6	3	-	5	4	31	-	2	-	-	-
SHIPPING CLERKS.....	41	5.81	-	-	-	-	-	-	-	-	-	-	-	-	-	3	5	-	-	-	5	-	2	11	11	4	-	-
RECEIVING CLERKS.....	23	5.65	-	-	-	-	-	-	-	-	-	-	-	3	-	-	2	-	-	-	4	-	-	4	10	-	-	-
TECHNICIANS.....	56	5.86	-	-	-	-	-	-	-	-	-	3	-	-	-	-	1	4	3	4	9	5	4	7	-	2	9	5
MEN.....	46	6.05	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	2	2	2	9	5	4	6	-	2	8	4
WOMEN.....	10	4.97	-	-	-	-	-	-	-	-	-	3	-	-	-	-	-	2	1	2	-	-	-	1	-	-	1	-
TESTERS, PRODUCT.....	27	5.34	-	-	-	-	-	3	-	-	-	-	-	-	1	-	-	-	5	6	-	6	-	-	4	-	-	-
TINTERS.....	76	6.06	-	-	-	-	-	-	-	-	-	-	-	-	-	-	3	-	-	6	-	7	11	-	36	10	3	-
TRUCKDRIVERS.....	80	6.16	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	6	-	-	12	17	27	18	-	-
TRUCKERS, POWER (FORKLIFT).....	64	5.75	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	31	-	28	4	1	-	-	-

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

² See table 6, footnote 2.

³ Data not shown separately by sex indicate all or virtually all workers are men.
⁴ Workers were distributed as follows: 3 at \$7 to \$7.40; and 2 at \$7.80 to \$8.20.

Table 13. Occupational earnings: Louisville, Ky.—Ind.¹(Number and average straight-time hourly earnings² of workers in selected occupations in paints and varnishes manufacturing establishments, November 1976)

Occupation and sex ³	Number of workers	Average hourly earnings ²	NUMBER OF WORKERS RECEIVING STRAIGHT-TIME HOURLY EARNINGS (IN DOLLARS) OF--																									
			2.70 AND UNDER 2.80	2.80	2.90	3.00	3.10	3.20	3.30	3.40	3.50	3.60	3.70	3.80	3.90	4.00	4.10	4.20	4.40	4.60	4.80	5.00	5.20	5.40	5.60	5.80	6.00	6.20 AND OVER
			2.80	2.90	3.00	3.10	3.20	3.30	3.40	3.50	3.60	3.70	3.80	3.90	4.00	4.10	4.20	4.40	4.60	4.80	5.00	5.20	5.40	5.60	5.80	6.00	6.20	
ALL PRODUCTION WORKERS.....	546	\$4.66	13	-	-	14	3	5	1	3	7	7	1	3	1	17	3	19	42	97	198	92	11	2	2	1	1	3
MEN.....	520	4.67	13	-	-	14	3	4	1	3	6	4	1	2	1	15	3	19	42	95	185	89	11	2	2	1	1	3
SELECTED PRODUCTION OCCUPATIONS																												
FILLERS, HAND.....	38	4.60	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	3	16	16	-	-	-	-	-	-	-
FILLERS, MACHINE.....	21	4.83	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	2	-	18	-	-	-	-	-	-	-
JANITORS.....	16	4.34	-	-	-	-	-	-	-	3	-	-	-	-	-	-	1	3	3	6	-	-	-	-	-	-	-	-
MEN.....	15	4.31	-	-	-	-	-	-	-	3	-	-	-	-	-	-	1	3	3	5	-	-	-	-	-	-	-	-
LABELERS AND PACKERS.....	46	4.64	-	-	-	-	-	-	-	-	1	3	-	-	-	1	-	4	3	14	20	-	-	-	-	-	-	-
MEN.....	34	4.75	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	4	3	13	14	-	-	-	-	-	-	-
LABORERS, MATERIAL HANDLING.....	41	4.16	-	-	-	10	-	4	-	-	-	-	-	-	1	-	-	-	7	3	16	-	-	-	-	-	-	-
MAINTENANCE WORKERS, GENERAL																												
UTILITY.....	21	5.07	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	6	10	4	-	-	-	-	-
MIXERS.....	66	4.89	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	9	44	12	-	-	-	-	-	-
GRINDERS.....	27	4.90	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	7	10	10	-	-	-	-	-	-	-
SHIPPING CLERKS.....	7	4.89	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	4	2	-	-	-	-	-	-
MEN.....	6	4.87	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	4	1	-	-	-	-	-	-
RECEIVING CLERKS.....	9	4.74	-	-	-	-	-	-	1	-	-	-	-	-	-	-	-	-	-	2	2	4	-	-	-	-	-	-
SHIPPING AND RECEIVING CLERKS.....	7	4.34	-	-	-	-	-	-	-	-	-	-	-	-	-	3	-	-	3	1	-	-	-	-	-	-	-	-
TECHNICIANS.....	22	4.91	-	-	-	-	-	-	-	-	-	-	-	-	-	3	-	3	-	-	7	5	-	1	1	1	-	-
TESTERS, PRODUCT.....	10	4.69	-	-	-	-	-	-	-	-	-	-	-	-	-	4	-	-	-	-	4	2	-	-	-	-	-	-
TINTERS.....	22	5.03	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	4	5	7	5	1	-	-	-	-
TRUCKDRIVERS.....	14	4.81	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	3	2	7	-	-	-	1	-	-	-

¹ The Louisville Standard Metropolitan Statistical Area consists of Bullitt, Jefferson, and Oldham Counties, Ky.; and Clark and Floyd Counties, Ind.² See table 6, footnote 2.³ Data not shown separately by sex indicate all or virtually all workers are men.

Table 14. Occupational earnings: New Brunswick—Perth Amboy—Sayreville, N.J.¹(Number and average straight-time hourly earnings ² of workers in selected occupations in paints and varnishes manufacturing establishments, November 1976)

Occupation and sex ³	Number of workers	Average hourly earnings ²	NUMBER OF WORKERS RECEIVING STRAIGHT-TIME HOURLY EARNINGS (IN DOLLARS) OF--																							
			3.20 AND UNDER	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	6.60	6.80	7.00	7.20	7.40		
			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	6.60	6.80	7.00	7.20	7.40	7.60		
ALL PRODUCTION WORKERS.....	703	\$5.83	3	21	3	-	7	16	7	4	34	84	69	38	44	63	59	60	79	14	1	21	67	9		
MEN.....	697	5.83	3	21	3	-	7	16	7	4	34	84	69	38	40	63	59	58	79	14	1	21	67	9		
SELECTED PRODUCTION OCCUPATIONS																										
FILLERS, MACHINE.....	42	5.63	-	-	-	-	-	-	-	-	8	11	8	-	-	-	-	-	15	-	-	-	-	-		
JANITORS.....	11	4.70	3	-	-	-	-	-	-	3	-	-	-	5	-	-	-	-	-	-	-	-	-	-		
LABELERS AND PACKERS.....	30	5.09	-	-	-	-	-	6	-	-	16	2	-	-	-	-	-	-	6	-	-	-	-	-		
MAINTENANCE WORKERS, GENERAL																										
UTILITY.....	8	5.62	-	-	-	-	-	-	-	-	-	-	-	1	7	-	-	-	-	-	-	-	-	-		
MIXERS.....	46	5.92	-	-	-	-	-	-	3	-	-	9	8	-	-	-	-	3	23	-	-	-	-	-		
TECHNICIANS.....	37	5.80	-	-	-	-	1	1	3	-	1	4	4	4	-	-	1	5	1	10	1	1	-	-		
THINNERS.....	9	5.10	-	-	-	-	-	-	-	-	-	9	-	-	-	-	-	-	-	-	-	-	-	-		
TINTERS.....	15	6.17	-	-	-	-	-	-	-	-	-	-	2	4	3	1	-	-	-	-	-	-	5	-		

¹ The New Brunswick—Perth Amboy—Sayreville Standard Metropolitan Statistical Area consists of Middlesex County.² See table 6, footnote 2.³ Data not shown separately by sex indicate all or virtually all workers are men.

Table 15. Occupational earnings: New York, N.Y.—N.J.¹(Number and average straight-time hourly earnings² of workers in selected occupations in paints and varnishes manufacturing establishments, November 1976)

Occupation and sex ³	Number of workers	Average hourly earnings ²	NUMBER OF WORKERS RECEIVING STRAIGHT-TIME HOURLY EARNINGS (IN DOLLARS) OF--																									
			UNDER 2.60	2.60 AND UNDER 2.80	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	6.60	6.80	7.00 AND OVER		
			11	18	10	100	53	31	79	56	86	66	72	80	138	91	47	87	40	36	31	25	4	2	10	13		
ALL PRODUCTION WORKERS.....	1,186	\$4.56	11	18	10	100	53	31	79	56	86	66	72	80	138	91	47	87	40	36	31	25	4	2	10	13		
MEN.....	1,119	4.63	11	10	8	67	47	31	74	54	84	64	70	79	137	91	47	87	40	33	31	25	4	2	10	13		
SELECTED PRODUCTION OCCUPATIONS																												
FILLERS, HAND.....	65	4.17	3	-	-	6	3	2	4	5	6	9	9	7	-	5	1	3	2	-	-	-	-	-	-	-	-	
FILLERS, MACHINE.....	118	4.01	-	6	-	33	6	-	3	11	7	9	4	11	18	2	4	2	2	-	-	-	-	-	-	-	-	
MEN.....	79	4.47	-	-	-	-	6	-	3	11	7	9	4	11	18	2	4	2	2	-	-	-	-	-	-	-	-	
JANITORS.....	15	3.84	-	-	2	1	-	3	4	-	-	2	1	-	-	2	-	-	-	-	-	-	-	-	-	-	-	
LABELERS AND PACKERS.....	125	4.37	-	-	-	2	-	2	25	10	17	9	15	9	23	-	7	2	2	2	-	-	-	-	-	-	-	
MEN.....	117	4.38	-	-	-	2	-	2	23	10	15	7	15	8	22	-	7	2	2	2	-	-	-	-	-	-	-	
WOMEN.....	8	4.21	-	-	-	-	-	-	2	-	2	2	-	1	1	-	-	-	-	-	-	-	-	-	-	-	-	
LABORERS, MATERIAL HANDLING.....	46	3.65	-	-	-	8	16	9	2	1	-	2	-	3	-	3	2	-	-	-	-	-	-	-	-	-	-	
MAINTENANCE WORKERS, GENERAL																												
UTILITY.....	27	5.61	-	-	-	-	-	-	-	-	2	-	3	-	-	2	1	6	-	4	6	-	-	-	3	-	-	
MIXERS.....	60	5.06	-	-	-	1	2	-	-	-	5	3	1	9	10	5	-	10	5	-	7	2	-	-	-	-	-	
GRINDERS.....	19	4.27	-	-	-	3	-	-	-	3	3	1	-	2	7	-	-	-	-	-	-	-	-	-	-	-	-	
COMBINATION MIXER-GRINDERS.....	91	4.78	-	-	2	4	6	-	-	-	14	4	4	5	4	4	16	23	2	-	-	3	-	-	-	-	-	
SHIPPING CLERKS.....	22	5.43	-	-	-	-	-	-	-	1	-	-	-	2	3	1	2	-	-	3	3	5	-	-	-	-	-	
RECEIVING CLERKS.....	17	4.53	-	-	-	-	2	-	3	-	2	-	2	3	2	-	2	-	-	-	3	-	-	-	-	-	-	
SHIPPING AND RECEIVING CLERKS.....	12	4.86	-	-	-	3	-	-	-	-	-	-	-	-	-	6	-	-	1	-	-	3	-	-	-	-	-	
TECHNICIANS.....	28	5.04	-	-	-	-	-	-	2	-	4	6	3	-	4	3	-	-	2	-	2	-	-	-	-	-	4	
MEN.....	26	5.08	-	-	-	-	-	-	2	-	4	6	1	-	4	3	-	-	2	-	1	-	-	-	-	-	3	
TESTERS, PRODUCT.....	22	4.13	-	5	-	1	2	3	1	4	-	-	-	-	-	-	-	-	-	-	2	4	-	-	-	-	-	
THINNERS.....	10	4.19	-	-	-	2	-	-	3	-	-	-	-	2	-	2	-	-	-	1	-	-	-	-	-	-	-	
TINTERS.....	47	5.36	-	-	-	2	-	-	-	-	2	-	3	3	1	9	3	3	9	5	-	2	2	-	3	-	-	
TRUCKDRIVERS.....	48	4.90	-	-	-	3	2	3	2	6	3	-	2	-	-	3	1	8	3	2	-	6	2	2	-	-	-	
TRUCKERS, POWER (FORKLIFT).....	29	4.39	-	-	-	4	-	5	2	-	-	-	-	5	6	4	-	3	-	-	-	-	-	-	-	-	-	

¹ The New York Standard Metropolitan Statistical Area consists of Bronx, Kings, New York, Putnam, Queens, Richmond, Rockland, and Westchester Counties, N.Y.; and Bergen County, N.J.

² See table 6, footnote 2.

³ Data not shown separately by sex indicate all or virtually all workers are men.

⁴ Workers were at \$8.20 and over.

Table 16. Occupational earnings: Newark, N.J.¹

(Number and average straight-time hourly earnings² of workers in selected occupations in paints and varnishes manufacturing establishments, November 1976)

Occupation and sex ³	Number of workers	Average hourly earnings ²	NUMBER OF WORKERS RECEIVING STRAIGHT-TIME HOURLY EARNINGS (IN DOLLARS) OF--																							
			UNDER 2.60	2.60 AND UNDER 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 6.60	6.60 6.80	6.80 7.00	7.00 AND OVER
			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	6.20	6.40	6.60	6.80	7.00	AND OVER
ALL PRODUCTION WORKERS.....	884	\$4.90	10	37	12	67	31	22	25	5	18	44	27	11	32	31	76	142	130	86	35	10	11	9	8	5
MEN.....	795	5.07	7	3	8	51	24	19	25	3	18	34	27	11	32	31	74	136	129	86	34	10	11	9	8	5
WOMEN.....	89	3.37	3	34	4	16	7	3	-	2	-	10	-	-	-	-	2	6	1	-	1	-	-	-	-	-
SELECTED PRODUCTION OCCUPATIONS																										
DRUM CLEANERS.....	7	4.68	-	-	-	2	-	-	-	-	-	-	-	-	1	4	-	-	-	-	-	-	-	-	-	-
FILLERS, MACHINE.....	85	5.06	2	2	1	1	4	-	4	-	6	3	2	-	2	5	16	22	12	-	-	1	1	1	-	-
LABELERS AND PACKERS.....	69	4.77	-	2	2	3	9	-	-	-	4	9	-	-	-	4	13	18	3	2	-	-	-	-	-	-
MEN.....	52	4.98	-	1	-	2	5	-	-	-	4	6	-	-	-	3	8	18	3	2	-	-	-	-	-	-
WOMEN.....	17	4.13	-	1	2	1	4	-	-	-	-	3	-	-	-	1	5	-	-	-	-	-	-	-	-	-
LABORERS, MATERIAL HANDLING.....	93	4.35	-	-	6	24	6	-	-	-	-	14	-	-	13	2	8	2	8	3	3	1	2	1	-	-
MAINTENANCE WORKERS, GENERAL																										
UTILITY.....	46	5.88	-	-	-	-	-	-	-	-	-	-	-	-	2	8	1	3	2	2	20	1	1	4	2	-
MIXERS.....	66	4.78	2	-	1	-	1	-	11	-	6	2	2	6	-	-	15	6	7	6	1	-	-	-	-	-
GRINDERS.....	33	5.19	1	-	-	-	1	-	2	-	-	-	4	-	-	-	9	1	4	-	-	-	-	-	-	-
COMBINATION MIXER-GRINDERS.....	25	5.12	-	-	-	-	-	-	-	-	-	-	9	-	-	-	15	1	-	-	-	-	-	-	-	-
SHIPPING CLERKS.....	6	4.40	-	-	-	-	-	-	4	-	-	-	-	-	-	1	-	-	1	-	-	-	-	-	-	-
RECEIVING CLERKS.....	7	5.77	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	3	1	2	-	-	-	-	-	-
TECHNICIANS.....	42	5.88	-	-	-	-	1	-	-	-	1	-	-	-	2	-	2	14	13	2	3	-	-	-	-	4
MEN.....	39	5.96	-	-	-	-	-	-	-	-	1	-	-	-	2	-	1	13	13	2	3	-	-	-	-	4
TESTERS, PRODUCT.....	18	5.60	-	-	-	-	2	-	-	-	-	-	-	-	-	-	-	13	1	-	-	-	-	-	-	-
MEN.....	16	5.89	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	13	1	-	-	-	-	-	-	-
TINTERS.....	45	5.65	-	-	-	-	-	-	-	-	-	3	-	2	5	8	3	1	12	3	1	4	-	-	-	-
TRUCKDRIVERS.....	14	4.24	-	-	-	-	3	4	1	-	-	-	2	-	-	-	1	-	3	-	-	-	-	-	-	-

¹ The Newark Standard Metropolitan Statistical Area consists of Essex, Morris, Somerset, and Union Counties.

² See table 6, footnote 2.

³ Data not shown separately by sex indicate all or virtually all workers are men.

⁴ Workers were distributed as follows: 1 at \$7.20 to \$7.40; 1 at \$7.80 to \$8; and 2 at \$8.20 and over.

Table 17. Occupational earnings: Philadelphia, Pa.—N.J.¹

(Number and average straight-time hourly earnings² of workers in selected occupations in paints and varnishes manufacturing establishments, November 1976)

Occupation and sex ³	Number of workers	Average hourly earnings ²	NUMBER OF WORKERS RECEIVING STRAIGHT-TIME HOURLY EARNINGS (IN DOLLARS) OF--																											
			2.30 AND UNDER	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	6.20	6.40	6.60	6.80	7.20	7.60	
			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	6.20	6.40	6.60	6.80	7.20	7.60	8.00	
ALL PRODUCTION WORKERS.....	1,194	\$5.64	4	-	2	-	2	2	5	-	3	9	41	34	42	67	41	125	66	93	97	64	121	130	142	11	41	37	15	
MEN.....	1,177	5.64	4	-	2	-	2	2	5	-	3	9	41	34	42	67	41	125	61	93	92	64	117	129	140	11	41	37	15	
SELECTED PRODUCTION OCCUPATIONS																														
FILLERS, HAND.....	57	4.93	-	-	-	-	2	-	-	-	-	-	3	13	14	-	2	3	3	-	-	6	5	6	-	-	-	-	-	
FILLERS, MACHINE.....	61	5.98	-	-	-	-	-	-	-	-	-	-	-	2	-	-	-	9	1	5	-	6	13	2	23	-	-	-	-	
JANITORS.....	32	5.23	-	-	-	-	-	-	-	-	-	-	1	2	-	-	7	-	17	-	-	-	5	-	-	-	-	-	-	
MEN.....	27	5.21	-	-	-	-	-	-	-	-	-	-	1	2	-	-	7	-	12	-	-	-	5	-	-	-	-	-	-	
LABELERS AND PACKERS.....	39	4.86	-	-	-	-	-	-	1	-	-	2	5	6	5	4	-	6	1	-	4	1	4	-	-	-	-	-	-	
LABORERS, MATERIAL HANDLING.....	57	5.38	-	-	-	-	-	-	-	-	-	1	2	-	4	-	-	20	3	6	1	7	5	8	-	-	-	-	-	
MAINTENANCE WORKERS, GENERAL																														
UTILITY.....	27	6.06	-	-	-	-	-	-	-	-	-	-	-	-	-	1	2	-	2	-	3	4	-	5	10	-	-	-	-	
MIXERS.....	64	5.33	-	-	-	-	-	-	-	-	-	1	9	-	3	12	6	4	-	2	-	2	-	12	13	-	-	-	-	
GRINDERS.....	27	5.33	-	-	-	-	-	-	2	-	-	-	-	-	-	10	2	-	-	-	-	-	4	3	6	-	-	-	-	
COMBINATION MIXER-GRINDERS.....	66	5.22	-	-	-	-	-	-	-	-	1	-	3	1	-	22	4	5	8	-	-	4	11	-	7	-	-	-	-	
SHIPPING CLERKS.....	21	5.66	-	-	-	-	-	-	-	-	-	-	-	-	3	2	-	-	-	-	6	-	3	7	-	-	-	-	-	
SHIPPING AND RECEIVING CLERKS.....	12	4.40	-	-	-	-	-	-	-	-	-	-	4	4	1	1	2	-	-	-	-	-	-	-	-	-	-	-	-	
TECHNICIANS.....	32	5.71	-	-	-	-	-	-	-	-	-	-	-	-	-	3	2	-	-	9	7	3	1	3	-	1	3	-	-	
TESTERS, PRODUCT.....	25	5.87	-	-	-	-	-	2	-	-	-	-	-	-	2	2	-	-	-	-	1	2	1	2	11	-	2	-	-	
MEN.....	23	5.85	-	-	-	-	-	2	-	-	-	-	-	-	2	2	-	-	-	-	-	2	1	2	10	-	2	-	-	
TINTERS.....	40	5.83	-	-	-	-	-	-	-	-	-	-	3	-	-	-	8	4	1	1	-	-	1	5	9	-	8	-	-	
TRUCKDRIVERS.....	27	6.42	-	-	-	-	-	-	-	-	-	-	-	-	6	4	2	-	-	-	-	-	-	-	-	-	-	-	15	

¹ The Philadelphia Standard Metropolitan Statistical Area consists of Bucks, Chester, Delaware, Montgomery, and Philadelphia Counties, Pa.; and Burlington, Camden, and Gloucester Counties, N.J.

² See table 6, footnote 2.

³ Data not shown separately by sex indicates all or virtually all workers are men.

Table 18. Occupational earnings: St. Louis, Mo.—III.¹

(Number and average straight-time hourly earnings² of workers in selected occupations in paints and varnishes manufacturing establishments, November 1976)

Occupation and sex ³	Number of workers	Average hourly earnings ²	NUMBER OF WORKERS RECEIVING STRAIGHT-TIME HOURLY EARNINGS (IN DOLLARS) OF--																										
			3.50 AND UNDER 3.60	3.60	3.70	3.80	3.90	4.00	4.10	4.20	4.30	4.40	4.50	4.60	4.70	4.80	4.90	5.00	5.10	5.20	5.30	5.40	5.50	5.60	5.80	6.00	6.20	6.40	6.60
			3.60	3.70	3.80	3.90	4.00	4.10	4.20	4.30	4.40	4.50	4.60	4.70	4.80	4.90	5.00	5.10	5.20	5.30	5.40	5.50	5.60	5.80	6.00	6.20	6.40	6.60	
ALL PRODUCTION WORKERS.....	471	\$5.26	9	1	1	-	-	4	-	-	-	1	6	23	9	8	13	98	82	40	25	27	6	66	19	19	3	2	9
MEN.....	459	5.27	9	1	1	-	-	4	-	-	-	1	6	23	9	6	13	97	75	40	24	27	6	65	19	19	3	2	9
WOMEN.....	12	5.15	-	-	-	-	-	-	-	-	-	-	-	-	-	2	-	1	7	-	1	-	-	1	-	-	-	-	-
SELECTED PRODUCTION OCCUPATIONS																													
DRUM CLEANERS.....	6	5.20	-	-	-	-	-	-	-	-	-	-	-	2	-	-	-	-	1	-	-	1	-	2	-	-	-	-	-
FILLERS, HAND.....	40	5.17	-	-	-	-	-	-	-	-	-	-	-	3	-	2	4	10	12	2	-	-	-	5	2	-	-	-	-
FILLERS, MACHINE.....	15	5.06	-	-	-	-	-	-	-	-	-	-	-	6	-	-	-	5	-	-	2	-	-	1	1	-	-	-	-
MEN.....	14	5.04	-	-	-	-	-	-	-	-	-	-	-	6	-	-	-	5	-	-	1	-	-	1	1	-	-	-	-
JANITORS.....	9	4.51	-	-	-	-	-	4	-	-	1	-	-	-	-	3	-	-	-	-	-	-	-	1	-	-	-	-	-
LABELERS AND PACKERS.....	49	5.06	-	-	-	-	-	-	-	-	-	-	-	9	4	1	-	12	15	3	1	-	1	3	-	-	-	-	-
MEN.....	39	5.04	-	-	-	-	-	-	-	-	-	-	-	9	4	-	-	11	8	3	1	-	1	2	-	-	-	-	-
WOMEN.....	10	5.16	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	1	7	-	-	-	1	-	-	-	-	-	-
LABORERS, MATERIAL HANDLING.....	33	5.17	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	14	15	-	-	-	-	2	1	-	-	-	-
MAINTENANCE WORKERS, GENERAL																													
UTILITY.....	25	5.51	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	4	1	6	3	-	5	-	5	-	-	-
MIXERS.....	22	5.23	-	-	-	-	-	-	-	-	-	-	4	-	-	-	-	7	-	7	-	-	-	2	1	-	-	1	-
GRINDERS.....	12	5.13	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	9	-	2	-	-	-	1	-	-	-	-	-
COMBINATION MIXER-GRINDERS.....	66	5.32	-	-	-	-	-	-	-	-	-	-	-	-	-	-	8	14	16	2	-	5	-	19	2	-	-	-	-
SHIPPING AND RECEIVING CLERKS.....	9	5.40	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	3	-	3	-	-	-	2	-	-	-	-	1
TECHNICIANS.....	25	5.32	2	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	6	2	4	-	5	-	2	1	1	-
TESTERS, PRODUCT.....	23	4.89	4	-	-	-	-	-	-	-	-	-	-	3	1	-	1	-	-	8	2	3	-	1	-	-	-	-	-
TINTERS.....	26	5.74	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	3	2	-	3	5	8	5	-	-	-
TRUCK DRIVERS.....	11	5.44	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	3	-	-	-	5	-	1	-	2	-	-	-

¹ The St. Louis Standard Metropolitan Statistical Area consists of the city of St. Louis, the counties of Franklin, Jefferson, St. Charles, and St. Louis, Mo.; and the counties of Clinton, Madison, Monroe, and St. Clair, Ill.

² See table 6, footnote 2.

³ Data not shown separately by sex indicate all or virtually all workers are men.

Table 19. Occupational earnings: San Francisco—Oakland, Calif.¹

(Number and average straight-time hourly earnings² of workers in selected occupations in paints and varnishes manufacturing establishments, November 1976)

Occupation and sex ³	Number of workers	Average hourly earnings ²	NUMBER OF WORKERS RECEIVING STRAIGHT-TIME HOURLY EARNINGS (IN DOLLARS) OF--																									
			4.30 AND UNDER	4.40	4.50	4.60	4.70	4.80	4.90	5.00	5.20	5.40	5.60	5.80	6.00	6.20	6.40	6.60	6.80	7.00	7.20	7.40	7.60	8.00	8.40	8.80	9.20	9.60 AND OVER
			4.40	4.50	4.60	4.70	4.80	4.90	5.00	5.20	5.40	5.60	5.80	6.00	6.20	6.40	6.60	6.80	7.00	7.20	7.40	7.60	8.00	8.40	8.80	9.20	9.60	
ALL PRODUCTION WORKERS.....	768	\$6.50	1	-	1	-	-	-	-	-	11	2	33	158	211	22	72	27	93	12	14	31	28	33	2	-	15	2
MEN.....	747	6.51	1	-	-	-	-	-	-	-	11	1	31	156	205	22	71	27	86	11	14	31	28	33	2	-	15	2
WOMEN.....	21	6.24	-	-	1	-	-	-	-	-	-	1	2	2	6	-	1	-	7	1	-	-	-	-	-	-	-	-
SELECTED PRODUCTION OCCUPATIONS																												
DRUM CLEANERS.....	6	5.92	-	-	-	-	-	-	-	-	-	-	2	3	-	-	-	-	1	-	-	-	-	-	-	-	-	-
FILLERS, HAND.....	70	5.99	-	-	-	-	-	-	-	-	-	-	6	50	-	-	5	-	9	-	-	-	-	-	-	-	-	-
MEN.....	62	5.93	-	-	-	-	-	-	-	-	-	-	4	49	-	-	5	-	4	-	-	-	-	-	-	-	-	-
FILLERS, MACHINE.....	33	6.31	-	-	-	-	-	-	-	-	-	-	-	15	6	-	6	-	-	-	6	-	-	-	-	-	-	-
JANITORS.....	14	5.81	-	-	-	-	-	-	-	-	-	-	10	-	-	4	-	-	-	-	-	-	-	-	-	-	-	-
LABELERS AND PACKERS.....	40	5.99	-	-	-	-	-	-	-	-	-	-	2	21	11	-	6	-	-	-	-	-	-	-	-	-	-	-
MEN.....	35	5.99	-	-	-	-	-	-	-	-	-	-	2	20	7	-	6	-	-	-	-	-	-	-	-	-	-	-
MAINTENANCE WORKERS, GENERAL																												
UTILITY.....	62	7.74	-	-	-	-	-	-	-	-	-	-	-	-	9	1	3	8	4	4	-	2	2	14	-	-	15	-
MIXERS.....	43	6.92	-	-	-	-	-	-	-	-	-	-	-	6	14	-	-	-	-	-	14	9	-	-	-	-	-	-
COMBINATION MIXER-GRINDERS.....	83	6.14	-	-	-	-	-	-	-	-	-	-	-	5	71	-	-	-	7	-	-	-	-	-	-	-	-	-
SHIPPING CLERKS.....	7	6.61	-	-	-	-	-	-	-	-	-	-	-	2	-	-	-	2	2	-	1	-	-	-	-	-	-	-
SHIPPING AND RECEIVING CLERKS.....	6	6.00	-	-	-	-	-	-	-	-	-	-	-	2	3	1	-	-	-	-	-	-	-	-	-	-	-	-
TECHNICIANS.....	25	6.86	-	-	-	-	-	-	-	-	-	-	2	2	3	1	2	1	2	-	4	1	5	-	-	-	-	-
TESTERS, PRODUCT.....	19	6.97	-	-	-	-	-	-	-	-	-	-	-	-	2	-	10	-	-	-	-	5	2	-	-	-	-	-
THINNERS.....	14	6.66	-	-	-	-	-	-	-	-	-	-	-	2	-	6	-	-	-	6	-	-	-	-	-	-	-	-
TINTERS.....	31	6.74	-	-	-	-	-	-	-	-	-	-	-	-	-	1	23	-	-	-	4	-	-	3	-	-	-	-
TRUCKDRIVERS.....	10	8.03	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	5	5	-	-	-	-
TRUCKERS, POWER (FORKLIFT).....	40	6.21	-	-	-	-	-	-	-	-	-	-	-	5	27	-	-	-	8	-	-	-	-	-	-	-	-	-
MEN.....	38	6.17	-	-	-	-	-	-	-	-	-	-	-	5	27	-	-	-	6	-	-	-	-	-	-	-	-	-

¹ The San Francisco—Oakland Standard Metropolitan Statistical Area consists of Alameda, Contra Costa, Marin, San Francisco, and San Mateo Counties.

² See table 6, footnote 2.

³ Data not shown separately by sex indicate all or virtually all workers are men.

Table 20. Method of wage payment(Percent of production workers in paints and varnishes manufacturing establishments by method of wage payment,¹ United States and selected regions, November 1976)

Method of wage payment	United States ²	Regions							Areas		
		Middle Atlantic	Border States	Southeast	Southwest	Great Lakes	Middle West	Pacific	Atlanta	Baltimore	Chicago
All workers	100	100	100	100	100	100	100	100	100	100	100
Time-rated workers	100	100	100	100	100	100	100	100	100	100	100
Formal plans	88	89	85	66	68	96	94	94	100	84	94
Single rate	44	61	9	25	23	55	23	39	73	—	49
Range of rates	43	28	75	41	45	40	71	54	27	84	45
Individual rates	12	11	15	34	32	4	6	6	—	16	6
	Areas										
	Cleveland	Dallas— Fort Worth	Detroit	New Brunswick— Perth Amboy— Sayerville	Los Angeles— Long Beach	Louisville	Newark	New York	Philadel— phia	St. Louis	San Francisco— Oakland
	100	100	100	100	100	100	100	100	100	100	100
	100	100	100	100	100	100	100	100	100	100	100
	96	87	100	100	92	86	66	90	92	98	99
	73	14	80	88	3	14	53	37	67	25	99
	23	73	20	12	89	72	13	53	25	73	—
	4	13	(³)	—	8	14	34	10	8	2	1

¹ For definition of method of wage payment, see appendix C.² Includes data for regions 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 21. Scheduled weekly hours(Percent of production and office workers in paints and varnishes manufacturing establishments by scheduled weekly hours,¹ United States and selected regions, November 1976)

Weekly hours	United States ²	Regions						
		Middle Atlantic	Border States	Southeast	Southwest	Great Lakes	Middle West	Pacific
		Production workers						
All workers	100	100	100	100	100	100	100	100
35 hours	4	17	—	—	—	—	—	—
36 hours	(³)	2	—	—	—	—	—	—
Over 36 and under 37 hours	(³)	1	—	—	—	1	—	—
37.5 hours	8	21	—	—	—	7	—	2
Over 37.5 and under 38 hours	2	—	—	—	—	6	—	—
38 hours	(³)	—	—	—	—	(³)	—	—
Over 38 and under 39 hours	3	5	—	—	—	5	—	1
39 hours	(³)	—	—	—	—	—	—	—
Over 39 and under 40 hours	(³)	—	—	—	—	1	—	—
40 hours	81	55	100	98	93	80	94	97
Over 40 hours	(³)	—	—	2	2	—	2	—
		Office workers						
All workers	100	100	100	100	100	100	100	100
35 hours	2	11	—	—	—	—	—	—
36 hours	1	2	—	—	—	—	—	—
Over 36 and under 37 hours	(³)	1	—	—	—	1	—	—
37.5 hours	9	27	—	—	—	7	—	5
Over 37.5 and under 38 hours	3	—	—	—	—	7	—	—
38 hours	(³)	—	—	—	—	(³)	—	—
Over 38 and under 39 hours	3	9	—	—	—	4	—	1
39 hours	(³)	—	—	—	—	—	—	—
Over 39 and under 40 hours	(³)	—	—	—	—	(³)	—	—
40 hours	81	51	100	97	98	80	98	93
Over 40 hours	(³)	—	—	3	2	—	2	—

¹ Data relate to the predominant schedule for full-time day-shift workers in each establishment.² Includes data for regions 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 22. Shift differential provisions

 (Percent of production workers in paints and varnishes manufacturing establishments by shift differential provisions,¹ United States and selected regions, November 1976)

Shift differential	United States ²	Regions						
		Middle Atlantic	Border States	Southeast	Southwest	Great Lakes	Middle West	Pacific
Second shift								
Workers in establishments with second-shift provisions	75.0	68.6	48.3	46.8	51.1	90.4	82.2	91.0
With shift differential	74.3	68.6	48.3	45.6	51.1	88.7	82.2	91.0
Uniform cents per hour	71.9	63.6	48.3	41.7	51.1	86.2	82.2	91.0
5 cents	1.2	.9	4.4	—	—	1.4	—	—
9 cents .....	.4	1.8	—	—	—	—	—	—
10 cents	11.1	11.2	8.1	17.4	—	11.3	29.8	4.9
12 cents	2.7	2.4	4.7	—	—	3.8	—	—
13 cents	1.4	—	8.4	—	—	2.7	—	—
14 cents	2.5	4.1	—	—	5.9	3.4	—	—
15 cents	32.0	19.5	12.1	5.3	38.9	46.3	6.5	54.1
18 cents	2.7	4.1	—	—	—	1.4	—	10.6
20 cents	8.9	2.1	10.6	—	6.2	8.6	45.9	14.0
Over 20 and under 25 cents	1.2	2.2	—	3.3	—	—	—	3.5
25 cents	4.0	9.6	—	15.8	—	1.0	—	2.1
30 cents .....	.3	—	—	—	—	.8	—	—
Uniform cents per hour	2.4	5.0	—	3.9	—	2.5	—	—
4 percent .....	.3	—	—	3.9	—	—	—	—
5 percent .....	.5	—	—	—	—	1.3	—	—
10 percent	1.4	4.2	—	—	—	1.1	—	—
Over 10 and under 15 percent .....	.2	.8	—	—	—	—	—	—
Third or other late shift								
Workers in establishments with third or other late shift provisions	64.8	61.4	50.6	29.7	34.4	78.5	82.2	82.1
With shift differential	64.8	61.4	50.6	29.7	34.4	78.5	82.2	82.1
Uniform percentage	63.3	58.3	50.6	25.8	34.4	77.1	82.2	82.1
Under 10 cents .....	.2	—	—	—	—	—	—	—
10 cents	2.4	4.4	4.4	4.0	—	1.7	—	—
12 cents .....	.6	—	—	—	—	—	10.0	—
13 cents .....	.4	1.2	—	—	—	.4	—	—
15 cents	10.8	6.6	3.5	7.0	—	14.6	19.9	16.3
16 cents .....	.8	1.8	—	—	—	.8	—	—
17 cents	1.0	2.4	8.4	—	—	—	—	—
18 cents	2.4	—	—	—	—	3.3	—	10.5
19 cents	1.4	—	—	—	—	3.4	—	1.9
20 cents	24.1	16.7	16.6	5.3	29.8	36.6	3.2	30.2
22 cents .....	.6	1.5	—	—	—	—	—	2.0
23 cents .....	.8	2.5	—	—	—	—	—	2.0
25 cents	5.0	—	7.1	—	4.6	6.5	31.2	—
Uniform percentage	1.6	3.1	—	3.9	—	1.3	—	—
5 percent .....	.5	—	—	—	—	1.3	—	—
10 percent .....	.7	3.1	—	—	—	—	—	—

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

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

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

Table 23. Shift differential practices

(Percent of production workers in paints and varnishes manufacturing establishments employed on late shifts by amount of pay differential, United States and selected regions, November 1976)

Shift differential	United States ¹	Regions						
		Middle Atlantic	Border States	Southeast	Southwest	Great Lakes	Middle West	Pacific
Second shift								
Workers employed on second shift	11.2	8.8	6.3	8.3	6.3	16.3	10.6	10.8
Receiving differential	11.1	8.8	6.3	8.2	6.3	16.0	10.6	10.8
Uniform cents per hour	11.0	8.8	6.3	7.7	6.3	15.8	10.6	10.8
5 cents .....	.1	—	.8	—	—	.2	—	—
9 cents	—	—	—	—	—	—	—	—
10 cents .....	.6	—	1.2	2.0	—	.8	1.0	—
12 cents .....	.3	.2	—	—	—	.6	—	—
13 cents .....	.1	—	1.0	—	—	.1	—	—
14 cents .....	.4	.3	—	—	.8	.8	—	—
15 cents	5.5	3.7	2.1	1.9	4.9	9.3	1.0	5.1
18 cents .....	.7	1.2	—	—	—	.7	—	1.6
20 cents	1.6	.2	1.3	—	.6	1.6	8.6	2.7
Over 20 and under 25 cents .....	.3	.5	—	1.4	—	—	—	.7
25 cents .....	.6	1.1	—	2.4	—	.2	—	.4
30 cents	(²)	—	—	—	—	.1	—	—
Uniform cents per hour .....	.1	—	—	.6	—	.2	—	—
4 percent	(²)	—	—	.6	—	—	—	—
5 percent .....	.1	—	—	—	—	.2	—	—
10 percent	—	—	—	—	—	—	—	—
Over 10 and under 15 percent	—	—	—	—	—	—	—	—
Third or other late shift								
Workers employed on third or other late shift	2.9	2.5	1.0	1.4	2.8	4.4	5.0	1.5
Receiving differential	2.9	2.5	1.0	1.4	2.8	4.4	5.0	1.5
Uniform percentage	2.9	2.5	1.0	1.4	2.8	4.2	5.0	1.5
Under 10 cents	—	—	—	—	—	—	—	—
10 cents .....	.1	—	—	—	—	.2	—	—
12 cents	—	—	—	—	—	—	—	—
13 cents	—	—	—	—	—	—	—	—
15 cents .....	.2	.1	—	—	—	.3	.7	—
16 cents	(²)	—	—	—	—	(²)	—	—
17 cents	(²)	(²)	—	—	—	—	—	—
18 cents	(²)	—	—	—	—	—	—	.2
19 cents .....	.1	—	—	—	—	.1	—	.1
20 cents	1.2	.5	.3	.4	2.8	2.2	—	.5
22 cents	(²)	—	—	—	—	—	—	.1
23 cents .....	.1	.4	—	—	—	—	—	—
25 cents .....	.3	—	.2	—	—	.6	.8	—
Uniform percentage .....	.1	—	—	(²)	—	.2	—	—
5 percent .....	.1	—	—	—	—	.2	—	—
10 percent	—	—	—	—	—	—	—	—

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

² Less than 0.05 percent.

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

Table 24. Paid holidays

(Percent of production and office workers in paints and varnishes manufacturing establishments with formal provisions for paid holidays, United States and selected regions, November 1976)

Number of paid holidays	United States ¹	Regions						
		Middle Atlantic	Border States	Southeast	Southwest	Great Lakes	Middle West	Pacific
Production workers								
All workers	100	100	100	100	100	100	100	100
Workers in establishments providing paid holidays	100	100	100	100	100	100	100	100
Under 6 days	1	—	—	17	—	—	—	—
6 days	5	1	14	18	20	2	—	1
6 days plus 2 half days	(*)	—	—	—	5	—	—	—
7 days	4	—	12	12	3	3	14	—
7 days plus 1 or 2 half days	2	—	11	6	—	2	2	—
8 days	5	4	6	12	6	3	7	3
8 days plus 1 or 2 half days	2	1	5	—	—	3	—	—
9 days	14	5	29	19	39	11	5	18
9 days plus 1 or 2 half days	1	1	7	—	—	—	—	—
10 days	36	21	16	9	21	48	66	49
10 days plus 1 or 2 half days	(*)	2	—	—	—	—	—	—
11 days	19	32	—	6	4	18	7	28
11 days plus 1 or 2 half days	(*)	—	—	—	—	1	—	—
12 days	7	19	—	—	—	6	—	—
12 days plus 1 half day	1	2	—	—	—	—	—	—
13 days	2	5	—	—	—	3	—	—
14 days	1	3	—	—	—	—	—	—
Office workers								
All workers	100	100	100	100	100	100	100	100
Workers in establishments providing paid holidays	100	100	100	100	100	100	100	100
Under 6 days	(*)	—	—	5	—	—	—	—
6 days	4	2	10	9	14	1	—	3
6 days plus 2 half days	(*)	—	—	—	4	—	—	—
7 days	4	1	9	10	3	2	5	4
7 days plus 1 or 2 half days	2	—	5	6	—	4	2	—
8 days	8	5	6	22	11	6	7	8
8 days plus 1 or 2 half days	2	—	7	—	—	3	—	—
9 days	18	8	29	22	42	19	1	15
9 days plus 1 or 2 half days	2	4	4	—	—	—	—	—
10 days	35	24	26	14	21	41	81	36
10 days plus 1 or 2 half days	(*)	2	—	—	—	—	—	—
11 days	17	25	3	12	2	17	3	33
12 days	4	15	—	—	—	2	—	—
12 days plus 1 half day	1	3	—	—	—	—	—	—
13 days	2	6	—	—	—	3	—	—
14 days	(*)	2	—	—	—	—	—	—

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

* Less than 0.5 percent.

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

Table 25. Paid vacations

(Percent of production and office workers in paints and varnishes manufacturing establishments with formal provisions for paid vacations after selected periods of service, United States and selected regions, November 1976)

Vacation policy	United States ¹	Regions						
		Middle Atlantic	Border States	Southeast	Southwest	Great Lakes	Middle West	Pacific
	Production workers							
All workers	100	100	100	100	100	100	100	100
Method of payment								
Workers in establishments providing paid vacations	100	100	100	100	100	100	100	100
Length-of-time payment	96	97	100	93	95	97	100	87
Percentage payment	4	3	—	7	5	3	—	13
Amount of vacation pay ²								
After 1 year of service:								
1 week	67	47	71	85	80	62	80	83
Over 1 and under 2 weeks	1	3	—	—	—	(³)	—	—
2 weeks	31	49	29	15	20	32	20	17
Over 2 and under 3 weeks	2	—	—	—	—	5	—	—
After 2 years of service:								
1 week	25	27	11	45	40	26	27	—
Over 1 and under 2 weeks	2	3	4	—	—	1	10	—
2 weeks	71	70	85	55	60	66	63	100
Over 2 and under 3 weeks	2	—	—	—	—	7	—	—
After 3 years of service:								
1 week	4	1	6	22	11	(³)	—	—
Over 1 and under 2 weeks	1	(³)	4	—	—	—	10	—
2 weeks	90	93	90	78	89	90	90	100
Over 2 and under 3 weeks	3	5	—	—	—	4	—	—
3 weeks	1	—	—	—	—	3	—	—
Over 3 and under 4 weeks	1	—	—	—	—	3	—	—
After 5 years of service:								
1 week	(³)	—	6	—	—	—	—	—
Under 2 weeks	(³)	—	6	—	—	—	—	—
2 weeks	75	70	94	90	100	68	83	64
Over 2 and under 3 weeks	3	3	—	—	—	6	3	—
3 weeks	20	24	—	10	—	23	15	36
Over 3 and under 4 weeks	2	3	—	—	—	3	—	—
After 10 years of service:								
1 week	(³)	—	3	—	—	—	—	—
2 weeks	14	12	15	36	21	10	16	2
Over 2 and under 3 weeks	(³)	—	—	—	3	—	—	—
3 weeks	73	60	82	61	76	75	69	98
Over 3 and under 4 weeks	4	9	—	—	—	7	—	—
4 or 5 weeks	8	17	—	3	—	8	15	—
After 15 years of service:								
1 week	(³)	—	3	—	—	—	—	—
2 weeks	7	4	11	28	15	3	2	2
3 weeks	54	37	72	50	75	52	75	52
Over 3 and under 4 weeks	4	6	—	—	—	8	—	—
4 weeks	33	49	14	22	11	32	23	47
Over 4 and under 5 weeks	2	3	—	—	—	3	—	—
5 weeks	1	—	—	—	—	1	—	—
After 20 years of service:								
1 week	(³)	—	3	—	—	—	—	—
2 weeks	7	4	11	28	15	3	2	2
3 weeks	14	10	28	21	28	11	7	9

See footnotes at end of table.

Table 25. Paid vacations—Continued

(Percent of production and office workers in paints and varnishes manufacturing establishments with formal provisions for paid vacations after selected periods of service, United States and selected regions, November 1976)

Vacation policy	United States ¹	Regions						
		Middle Atlantic	Border States	Southeast	Southwest	Great Lakes	Middle West	Pacific
	Production workers							
Amount of vacation pay ² —Continued								
After 20 years of service: —Continued								
Over 3 and under 4 weeks	1	2	—	—	—	—	—	—
4 weeks	62	51	58	41	57	65	77	85
Over 4 and under 5 weeks	4	7	—	—	—	6	—	—
5 weeks	11	21	—	10	—	12	15	4
Over 5 and under 6 weeks	1	3	—	—	—	(³)	—	—
6 weeks	1	—	—	—	—	1	—	—
After 25 years of service:								
1 week	(³)	—	3	—	—	—	—	—
2 weeks	7	4	11	28	15	3	2	2
3 weeks	13	6	24	21	28	11	7	9
4 weeks	34	38	40	31	25	34	32	21
Over 4 and under 5 weeks	2	2	—	—	—	5	—	—
5 weeks	41	39	23	20	32	43	60	69
Over 5 and under 6 weeks	2	8	—	—	—	1	—	—
6 weeks	1	1	—	—	—	1	—	—
7 weeks	(³)	2	—	—	—	—	—	—
After 30 years of service: ⁴								
1 week	(³)	—	3	—	—	—	—	—
2 weeks	7	4	11	28	15	3	2	2
3 weeks	13	6	24	21	28	11	7	9
4 weeks	32	38	29	31	25	33	32	21
Over 4 and under 5 weeks	1	2	—	—	—	3	—	—
5 weeks	42	39	33	20	32	45	60	69
Over 5 and under 6 weeks	3	8	—	—	—	4	—	—
6 weeks	1	1	—	—	—	1	—	—
Over 7 weeks	(³)	2	—	—	—	—	—	—

See footnotes at end of table.

Table 25. Paid vacations—Continued

(Percent of production and office workers in paints and varnishes manufacturing establishments with formal provisions for paid vacations after selected periods of service, United States and selected regions, November 1976)

Vacation policy	United States ¹	Regions						
		Middle Atlantic	Border States	Southeast	Southwest	Great Lakes	Middle West	Pacific
	Office workers							
All workers	100	100	100	100	100	100	100	100
Method of payment								
Workers in establishments providing paid vacations	100	100	100	100	100	100	100	100
Length-of-time payment	100	100	100	100	100	100	100	97
Percentage payment	(²)	—	—	—	—	—	—	3
Amount of vacation pay ²								
After 1 year of service:								
1 week	34	22	50	43	47	17	68	52
2 weeks	65	75	50	57	53	81	32	48
Over 2 and under 3 weeks	1	4	—	—	—	1	—	—
After 2 years of service:								
1 week	6	8	7	15	15	2	6	—
Over 1 and under 2 weeks	(³)	(³)	3	—	—	—	—	—
2 weeks	83	86	90	85	76	74	94	100
Over 2 and under 3 weeks	11	6	—	—	9	24	—	—
After 3 years of service:								
1 week	2	1	3	8	4	—	—	—
Over 1 and under 2 weeks	(³)	(³)	3	—	—	—	—	—
2 weeks	87	92	93	92	87	76	100	100
Over 2 and under 3 weeks	11	6	—	—	9	24	—	—
After 5 years of service:								
1 week	(³)	—	3	—	—	—	—	—
Under 2 weeks	(³)	—	3	—	—	—	—	—
2 weeks	69	73	93	81	84	56	93	56
Over 2 and under 3 weeks	10	3	—	—	9	25	—	—
3 weeks	20	21	4	19	7	19	7	44
Over 3 and under 4 weeks	1	4	—	—	—	—	—	—
After 10 years of service:								
1 week	(³)	—	1	—	—	—	—	—
2 weeks	14	16	14	24	20	10	9	7
Over 2 and under 3 weeks	2	—	—	—	3	4	—	—
3 weeks	68	57	81	73	68	58	84	92
Over 3 and under 4 weeks	10	10	—	—	9	20	—	—
4 or 5 weeks	8	18	4	3	—	9	7	1
After 15 years of service:								
1 week	(³)	—	1	—	—	—	—	—
2 weeks	7	10	10	17	11	3	9	4
3 weeks	46	32	77	53	63	34	82	41
Over 3 and under 4 weeks	13	14	—	—	9	27	—	—
4 weeks	33	43	11	31	16	36	9	55
5 weeks	(³)	1	—	—	—	—	—	1
After 20 years of service:								
1 week	(³)	—	1	—	—	—	—	—
2 weeks	7	10	10	17	11	3	9	4
3 weeks	13	8	19	21	28	9	2	9
Over 3 and under 4 weeks	1	—	—	—	—	4	—	—
4 weeks	54	52	65	43	45	50	82	69
Over 4 and under 5 weeks	8	7	—	—	9	17	—	—
5 weeks	15	20	4	19	7	18	7	18

See footnotes at end of table.

Table 25. Paid vacations—Continued

(Percent of production and office workers in paints and varnishes manufacturing establishments with formal provisions for paid vacations after selected periods of service, United States and selected regions, November 1976)

Vacation policy	United States ¹	Regions						
		Middle Atlantic	Border States	Southeast	Southwest	Great Lakes	Middle West	Pacific
	Office workers							
Amount of vacation pay ² —Continued								
After 20 years of service: —Continued								
Over 5 and under 6 weeks	1	4	—	—	—	—	—	—
6 weeks	(³)	1	—	—	—	—	—	—
After 25 years of service:								
1 week	(³)	—	1	—	—	—	—	—
2 weeks	7	10	10	17	11	3	9	4
3 weeks	11	3	16	21	28	9	2	9
Over 3 and under 4 weeks	1	—	—	—	—	4	—	—
4 weeks	32	36	39	32	34	34	11	24
Over 4 and under 5 weeks	1	1	—	—	—	1	—	—
5 weeks	39	39	34	30	27	31	78	63
Over 5 and under 6 weeks	8	9	—	—	—	18	—	—
6 weeks	(³)	2	—	—	—	—	—	—
After 30 years of service: ⁴								
1 week	(³)	—	1	—	—	—	—	—
2 weeks	7	10	10	17	11	3	9	4
3 weeks	11	3	16	21	28	9	2	9
Over 3 and under 4 weeks	1	—	—	—	—	4	—	—
4 weeks	30	36	23	32	34	33	11	24
Over 4 and under 5 weeks	(³)	1	—	—	—	—	—	—
5 weeks	40	39	49	30	27	32	78	61
Over 5 and under 6 weeks	9	9	—	—	—	20	—	—
6 weeks	1	2	—	—	—	—	—	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 26. Health, insurance, and retirement plans

(Percent of production and office workers in paints and varnishes manufacturing establishments with specified health, insurance, and retirement plans,¹ United States and selected regions, November 1976)

Type of plan	United States ²	Regions						
		Middle Atlantic	Border States	Southeast	Southwest	Great Lakes	Middle West	Pacific
	Production workers							
All workers	100	100	100	100	100	100	100	100
Workers in establishments providing:								
Life insurance	98	99	94	97	98	97	100	97
Noncontributory plans	83	96	74	55	72	84	87	87
Accidental death and dismemberment insurance	82	66	86	84	73	88	100	86
Noncontributory plans	68	63	66	42	56	73	87	78
Sickness and accident insurance or sick leave or both ³	93	89	94	82	81	98	97	100
Sickness and accident insurance	64	65	77	38	31	85	90	15
Noncontributory plans	52	47	64	18	24	75	75	13
Sick leave (full pay, no waiting period)	38	61	64	32	38	27	22	18
Sick leave (partial pay or waiting period)	26	17	6	16	31	16	46	80
Long-term disability insurance	18	15	9	7	21	23	18	13
Noncontributory plans	16	13	9	5	17	21	18	13
Hospitalization insurance	100	99	100	100	100	99	100	100
Noncontributory plans	81	97	87	47	66	78	83	96
Surgical insurance	100	99	100	100	100	99	100	100
Noncontributory plans	80	96	87	47	66	78	83	96
Medical insurance	99	97	100	100	100	99	100	100
Noncontributory plans	80	93	87	47	66	78	83	96
Major medical insurance	86	72	96	92	100	85	84	100
Noncontributory plans	66	61	75	36	66	67	67	96
Pensions	91	96	88	79	85	93	95	92
Noncontributory	84	91	74	79	78	81	95	91
	Office workers							
All workers	100	100	100	100	100	100	100	100
Workers in establishments providing:								
Life insurance	96	96	95	93	97	97	100	95
Noncontributory plans	72	88	77	57	61	73	29	83
Accidental death and dismemberment insurance	83	70	92	79	65	87	96	88
Noncontributory plans	59	55	74	32	40	65	25	79
Sickness and accident insurance or sick leave or both ³	88	87	95	79	83	86	85	100
Sickness and accident insurance	52	55	82	16	36	62	83	17
Noncontributory plans	37	36	69	5	26	50	19	16
Sick leave (full pay, no waiting period)	61	72	73	35	68	56	11	83
Sick leave (partial pay or waiting period)	12	11	4	31	5	13	7	16
Long-term disability insurance	33	30	39	22	40	42	9	30
Noncontributory plans	27	26	38	22	32	34	9	14
Hospitalization insurance	99	98	100	100	100	100	100	97
Noncontributory plans	69	90	90	44	60	67	27	78
Surgical insurance	99	98	100	100	100	100	100	97
Noncontributory plans	69	89	90	44	60	67	27	78
Medical insurance	99	98	100	100	100	100	100	97

See footnotes at end of table.

Table 26. Health, insurance, and retirement plans—Continued

(Percent of production and office workers in paints and varnishes manufacturing establishments with specified health, insurance, and retirement plans.¹ United States and selected regions, November 1976)

Type of plan	United States ²	Regions						
		Middle Atlantic	Border States	Southeast	Southwest	Great Lakes	Middle West	Pacific
		Office workers						
Noncontributory plans	69	89	90	44	60	67	27	78
Major medical insurance	90	73	98	98	100	93	93	96
Noncontributory plans	59	57	87	39	60	63	20	77
Pensions	86	86	90	75	86	94	97	67
Noncontributory	73	77	81	75	75	77	39	66

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 plans financed entirely by the employer.

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

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

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

Table 27. Other selected benefits

(Percent of production and office workers in paints and varnishes manufacturing establishments providing funeral leave pay, jury duty pay, supplemental unemployment benefits, cost-of-living adjustments, and clothing allowances¹ United States and selected regions, November 1976)

Type of benefit	United States ²	Regions							
		Middle Atlantic	Border States	Southeast	Southwest	Great Lakes	Middle West	Pacific	
Workers in establishments with provisions for:	Production workers								
	91	95	95	78	79	91	100	92	
	83	86	87	77	86	88	100	58	
	4	—	5	—	—	10	3	5	
	Cost of living adjustments								
	28	32	12	15	—	44	3	19	
	1	—	—	9	—	—	7	1	
	77	92	82	57	76	76	76	67	
	64	91	50	44	44	65	26	63	
	Monetary allowance in lieu of clothes								
	9	2	18	8	32	4	50	3	
	4	—	14	6	—	7	—	2	
	Workers in establishments with provisions for:	Office workers							
		90	95	95	84	75	89	96	93
86		90	93	88	86	88	96	70	
4		—	25	—	—	5	—	6	
Cost of living adjustments									
10		21	4	3	—	7	1	18	
1		—	—	12	—	—	3	1	

¹ For definition of items, see appendix C.

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

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

Appendix A. Regression Analysis

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

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

In the regression equation, one category of each of the variables is not shown explicitly, but its influence is embodied in the constant term. In table A-1, therefore,

Table A-1. Regression analysis of average hourly earnings, all production workers and selected occupations, paint and varnish manufacturing, November 1976

Variable	All production workers	Selected occupations				
		Fillers, hand	Fillers machine	Labelers and packers	Laborers material handling	Grinders
Constant	\$3.16 (.26)	\$2.33 (.36)	\$2.95 (.40)	\$2.96 (.30)	\$2.32 (.40)	\$3.09 (.40)
Metropolitan area	0.59 (.24)	1.10 (.34)	0.42 (.35)	0.40 (.26)	1.01 (.37)	0.63 (.31)
Larger plants (at least 100 workers)	0.60 (.10)	0.57 (.14)	0.83 (.13)	0.62 (.12)	0.49 (.16)	0.23 (.17)
Union plant	0.36 (.11)	0.38 (.15)	0.30 (.16)	0.37 (.14)	0.20 (.18)	0.36 (.18)
Region:						
Middle Atlantic	0.77 (.20)	0.73 (.27)	0.78 (.26)	0.74 (.25)	0.87 (.32)	1.21 (.37)
Border States	0.18 (.26)	0.30 (.30)	0.47 (.36)	0.27 (.30)	0.25 (.40)	.71 (.43)
Southwest	0.33 (.24)	0.33 (.30)	0.63 (.32)	0.37 (.27)	0.57 (.43)	.96 (.51)
Great Lakes	0.99 (.18)	1.15 (.21)	1.07 (.25)	0.78 (.23)	1.29 (.30)	1.47 (.35)
Middle West	0.83 (.26)	1.06 (.29)	0.68 (.40)	0.85 (.31)	1.47 (.37)	.43 (.43)
Pacific	1.43 (.22)	1.58 (.25)	1.70 (.31)	1.46 (.28)	.69 (.32)	1.29 (.43)
Statistical information:						
Coefficient of determination (\bar{R}^2) .....	.36	.45	.37	.35	.32	.34
Standard error of estimate	\$0.79	\$0.76	\$0.82	\$0.75	\$0.81	\$0.72
Mean (Y)	\$5.10	\$4.88	\$4.91	\$4.59	\$4.67	\$5.22
Number of establishments (S)	292	163	177	184	142	96

See footnotes at end of table.

Table A-1. Regression analysis of average hourly earnings, all production workers and selected occupations, paint and varnish manufacturing, November 1976—Continued

Variable	Mixers	Mixers and grinders	Maintenance workers, general utility	Technicians	Tinters	Truckers, power (forklift)
Constant	\$4.07 (.28)	\$2.94 (.37)	\$3.99 (.33)	\$4.01 (.31)	\$4.03 (.27)	\$3.49 (.35)
Metropolitan area	0.11 (.25)	1.15 (.36)	0.90 (.31)	0.49 (.30)	0.74 (.27)	0.53 (.32)
Larger plants (at least 100 workers)	0.42 (.13)	0.83 (.12)	0.40 (.12)	-0.08 (-)	0.34 (.11)	0.47 (.14)
Union plant	0.29 9.15)	0.01 (.16)	0.33 (.13)	0.14 (.15)	0.35 (.12)	0.14 (.17)
Region:						
Middle Atlantic	0.62 (.31)	0.66 (.21)	0.31 (.22)	0.96 (.26)	0.47 (.22)	0.78 (.28)
Border States	-0.01 (.33)	⁽¹⁾ (.37)	-0.42 (.29)	0.13 (.39)	-0.06 (.29)	-0.30 (.34)
Southwest	0.04 (.36)	⁽¹⁾ (.25)	-0.39 (.28)	-0.24 (.37)	0.08 (.25)	0.44 (.30)
Great Lakes	0.86 (.28)	1.10 (.20)	0.44 (.19)	0.75 (.24)	0.63 (.20)	0.96 (.26)
Middle West	0.43 (.35)	0.66 (.29)	0.38 (.29)	0.53 (.33)	0.43 (.30)	0.45 (.44)
Pacific	1.36 (.32)	1.53 (.24)	1.39 (.23)	1.52 (.32)	1.18 (.24)	1.61 (.30)
Statistical information:						
Coefficient of determination (\bar{R}^2) .....	.35	.53	.38	.19	.29	.42
Standard error of estimate	\$0.71	\$0.72	\$0.79	\$0.89	\$0.74	\$0.66
Mean (Y)	\$5.26	\$5.13	\$5.72	\$5.19	\$5.62	\$5.23
Number of establishments (S)	145	153	214	182	211	129

Less than \$0.05.

NOTE: Numbers in parenthesis are standard errors. Regression coefficients, based on a sample, may differ from figures that would have been obtained from a complete census of the industry. Chances are about 2 out of 3 that an estimate from the sample

would differ from a census-derived value by less than the standard error, and about 19 out of 20 that the difference would be less than twice the standard error. Y is the mean of the earnings (dependent) variable weighted by production workers; S is the number of establishments in the sample or with employees in the occupations shown above.

the categories represented by the constant term are nonmetropolitan, small employment size, nonunion plant and Southeast. The average wage level relating to this set of suppressed characteristics is represented by the value of the constant term. The coefficients of the explicit variables represent the differentials associated with categories of those characteristics differing from the basic set embodied in the constant.

The effects of the coefficients on average wage levels are determined by the substitution of the values of the new variables in table A-1 for those suppressed in the constant term. For example, for production workers in a union shop, estimated average hourly earnings are higher by 36 cents (or \$3.52) when other factors are held constant. Further, if these workers are located in a metropolitan area, another 59 cents is added to the constant term, which raises the average hourly earnings to \$4.11. Wage differences found by simple cross-tabulation may be labeled gross differentials; those isolated by regression techniques are net differentials. As illustrated in table A-2, net differentials are general-

ly smaller than gross differentials, which is to be expected, because, as stated previously, characteristics associated with higher wages tend to be highly interrelated. Regression techniques, then, measure more precisely the impact of individual factors on the wage structure of an industry.

It should be emphasized that the regression analysis is not sufficiently complete to state with certainty that the truly independent effects of employee and establishment characteristics on wage levels have been measured. As table A-1 shows, the regression analysis failed to account for about 64 percent of the variation in average earnings levels for all production workers, and 47 to 81 percent of the variation in earnings for the 11 selected occupations. (See adjusted coefficient of determination, \bar{R}^2 .) This could mean that other factors, beyond the scope of the survey, influenced the estimates. However, by holding constant those characteristics within the survey scope, estimates for specified characteristics definitely were improved.

Table A-2. Earnings differentials associated with selected characteristics, paints and varnish industry, November 1976

Characteristic	All production workers	Fillers, hand	Fillers, machine	Labelers and packers	Laborers, material handling	Combination mixers and grinders
Metropolitan to nonmetropolitan area:						
Gross differential	\$1.10	\$1.62	\$0.93	\$0.83	\$1.24	\$1.52
Net differential .....	.59	1.10	.42	(.40)	1.01	1.15
	(.24)	(.34)	(.35)	(.26)	(.37)	(.36)
Union to nonunion:						
Gross differential .....	.78	.84	.76	.74	.52	.57
Net differential .....	.36	.38	.30	.37	.20	.01
	(.11)	(.15)	(.16)	(.14)	(.18)	(.16)
Larger plants (100 workers plus) to smaller plants (less than 100 workers):						
Gross differential .....	.75	.77	.93	.68	.74	.82
Net differential .....	.60	.57	.83	.62	.49	.83
	(.10)	(.14)	(.13)	(.12)	(.16)	(.12)
Great Lakes to Southeast:						
Gross differential	1.28	1.45	1.36	1.14	1.71	1.22
Net differential .....	.99	1.15	1.07	.78	1.29	1.10
	(.18)	(.21)	(.25)	(.23)	(.30)	(.20)

NOTE: Gross differentials were derived from simple cross-tabulations;
net differentials, from multiple regression analysis.

Appendix B. Occupational Pay Matrix

Differences between individual occupational average hourly earnings usually have been limited to comparisons of the high to the low average or one occupation's average to all others. The matrix analysis is an attempt to expand upon this type of comparison to more fully understand wage changes between occupational groupings.

Occupations were arranged along the matrix axes from highest to lowest pay levels as of November 1976. Percent differences then were computed for the 91 pay relationships each in 1970 and 1976. For example, reading across the mixers' row, table B-1, their earnings were exceeded by 9 percent for general utility maintenance workers, 7 percent for tinters, and less than 0.5

Table B-1. Occupational pay relationship matrix in paints and varnishes, November 1976 and November 1970
(in parenthesis)

Occupation	Maintenance workers, general utility	Tinters	Shipping clerks	Mixers	Testers	Grinders	Technicians
Maintenance workers, general utility	—						
Tinters	2 (2)	—					
Shipping clerks	9 (11)	7 (8)	—				
Mixers	9 (15)	7 (12)	1 (4)	—			
Testers	9 (13)	7 (10)	1 (2)	1 (-2)	—		
Grinders	10 (10)	8 (9)	1 (1)	1 (-3)	1 (-1)	—	
Technicians	10 (7)	8 (4)	2 (-4)	1 (-7)	1 (-6)	1 (-4)	—
Receiving clerks	11 (18)	9 (15)	2 (7)	2 (3)	1 (5)	1 (6)	1 (11)
Combination mixers-grinder	12 (19)	10 (16)	3 (8)	3 (4)	2 (6)	2 (7)	1 (12)
Shipping and receiving clerks	13 (16)	11 (13)	4 (4)	4 (1)	3 (2)	3 (4)	2 (8)
Truckdrivers	14 (14)	12 (11)	5 (3)	5 (-1)	4 (1)	4 (2)	3 (7)
Janitors	18 (29)	16 (26)	9 (16)	9 (12)	8 (14)	8 (15)	7 (21)
Laborers, material handling	22 (26)	20 (23)	13 (14)	13 (9)	12 (11)	12 (13)	11 (18)
Labelers and packers	25 (35)	22 (32)	15 (22)	15 (17)	14 (20)	14 (21)	13 (27)
	Receiving clerks	Combination mixers-grinders	Shipping and receiving clerks	Truckdrivers	Janitors	Laborers, material handling	Labelers and packers
Maintenance workers, general utility							
Tinters							
Shippers							
Mixers							
Testers							
Grinders							
Technicians							
Receiving clerks	—						
Mixers and grinders	1 (1)	—					
Shipping and receiving clerks	2 (-2)	1 (-3)	—				
Truckdrivers	3 (-4)	2 (-4)	1 (-1)	—			
Janitors	7 (9)	6 (8)	5 (11)	4 (13)	—		
Laborers, material handling	10 (7)	10 (6)	9 (9)	8 (10)	4 (-2)	—	
Labelers and packers	12 (14)	12 (13)	10 (17)	10 (19)	5 (5)	2 (7)	—

¹ Less than 0.5 percent.

percent for shipping clerks in 1976; but compared to the other 10 jobs shown, the mixer earnings advantage varied from 1 to 15 percent, reading down column 4. The mean occupational difference then is computed by summing the percent differences in a given year and dividing by the number of observations. The resulting mean represents the average percent difference between occupational pairings. For example, the mean occupational difference of the 14 paints and varnishes occupations studied in both 1970 and 1976 was 7 percent in 1976 and 10 percent in 1970. The difference between two mean occupational averages then is tested for statistical significance by using the standard T-test at the 95 percent level of confidence. If the difference is significant, it becomes possible to determine if the occupational wage structure, as a whole, has remained stable (i.e., individual occupational average hourly

earnings have maintained a constant relationship to each other); expanded (i.e., earnings have moved farther apart); or contracted (i.e., earnings have moved closer together). For example, the difference between the 1970 and 1976 mean occupational differences in paints and varnishes manufacturing industry was 3 percentage points—tested for significance—representing a contraction of the overall occupational wage structure.

By using the same methods, changes in an individual occupation's relationship to all other occupations and to other individual occupations also can be determined. The following tabulation presents the mean differences of four occupation in both 1970 and 1976. The absolute differences—all significant—represent changes in the average advantage or disadvantage held by these occupations to others studied.

Appendix C. Scope and Method of Survey

Scope of survey

The survey included establishments engaged primarily in manufacturing paints (in paste and ready mixed form), varnishes, lacquers, enamels and shellac; putties and calking compounds; wood fillers and sealers; paint and varnish removers; paint brush cleaners; and allied paint products (SIC 2851 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.

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

Method of study

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

Establishment definition

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

Employment

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

Production workers and Office workers

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

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

Occupational classification

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 D for these descriptions.) The criteria for selection of the occupations were: The number of workers in the occupation; the usefulness of the data in collective bargaining; and appropriate representation of the entire job scale in the industry. Working supervisors, apprentices, learners, beginners, trainees, and handicapped, part-time, temporary, and probationary workers were not reported in the data for selected occupations but were included in the data for all production workers.

Wage data

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

Average (mean) hourly rates or earnings for each occupation or category of workers, such as production workers, were calculated by weighting each rate (or hourly earnings) by the number of workers receiving the rate, totaling, and dividing by the number of individuals. The hourly earnings of salaried workers

Table C-1. **Estimated number of establishments and employees within scope of survey and number studied, paints and varnishes industry, November 1976**

Region ¹ and area ²	Number of establishments ³		Workers in establishments			
	Within scope of study	Actually studied	Within scope of study			Actually studied
			Total ⁴	Production workers	Office workers	
United States ⁵	645	292	50790	27647	7715	30779
Middle Atlantic ⁶	137	68	10230	5975	1439	7186
New Brunwicks, Perth Amboy, Sayerville, N.J.	8	6	1095	703	146	1015
Newark, N.J.	19	11	1321	884	182	1019
New York, N.Y.-N.J.	44	21	1889	1186	263	999
Philadelphia, Pa.-N.J.	21	12	2205	1194	346	1902
Border States	44	23	3207	1540	484	2327
Baltimore, Md.	11	7	1047	526	152	883
Louisville, Ky.-Ind.	14	9	1274	546	226	1054
Southeast ⁶	54	19	3200	1807	377	1489
Atlanta, Ga.	12	8	1100	538	201	978
Southwest ⁶	37	13	2131	1157	334	834
Dallas-Ft Worth, Texas	16	10	1327	797	233	1133
Great Lakes ⁶	179	70	18882	10018	2814	10000
Chicago, Ill.	52	23	5870	3049	772	3849
Cleveland, Ohio	26	11	2130	1253	376	1222
Detroit, Mich.	20	11	2309	1283	250	1611
Middle West ⁶	34	18	2870	1566	521	2065
St. Louis, Mo.-Ill.	15	10	816	471	92	651
Pacific ⁶	91	40	5977	3283	1021	3490
Los Angeles-Long Beach, Calif	43	19	3184	1825	502	1749
San Francisco-Oakland, Calif	13	10	1411	768	276	1303

¹ The regions used in this study include *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, North Dakota, and South Dakota; and *Pacific*—California, Nevada, Oregon, and Washington.

² See individual area tables 7-14 for definitions of selected areas.

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

⁴ Includes executive, professional, office, and other workers in addition to the production worker category shown separately.

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

⁶ Includes data for areas in addition to those shown separately.

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

were obtained by dividing straight-time salary by normal (or standard) hours to which the salary corresponds.

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

Size of community

Tabulations by size of community pertain to metropolitan and nonmetropolitan areas. The term "metropolitan areas," as used in this bulletin, refers to the Standard Metropolitan Statistical Areas as defined by the U.S. Office of Management and Budget through February 1974. Except in New England, a Standard Metropolitan Statistical Area is defined as a county or group of contiguous counties which contains at least one city of 50,000 inhabitants or more. Counties contiguous to the one containing such a city are included in a Standard Metropolitan Statistical Area if, according to certain criteria, they are essentially metro-

politan in character and are socially and economically integrated with the central city. In New England, where the city and town are administratively more important than the county, they are the units used in defining Standard Metropolitan Statistical Areas.

Labor-management agreements

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

Method of wage payment

Tabulations by method of wage payment relate to the number of workers paid under the various time and incentive wage systems. Formal rate structures for time-rated workers provide single rates or a range of rates for individual job categories. In the absence of a formal rate structure, pay rates are determined primarily by the qualifications of the individual worker. A single rate structure is one in which the same rate is

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

Scheduled weekly hours

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

Shift provisions and practices

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

Establishment practices and supplementary wage provisions

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

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

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

equivalent of 1 week's pay. The periods of service for which data are presented represent the most common practices, but they do not necessarily reflect individual establishment provisions for progression. For example, changes in proportions indicated at 10 years of service may include changes which occurred between 5 and 10 years.

Health, insurance, and retirement plans

Data are presented for health, insurance, pension, and retirement severance plans for which the employer pays all or a part of the cost, excluding programs required by law such as workers' compensation and social security. Among plans included are those underwritten by a commercial insurance company and those paid directly by the employer from 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 no waiting period, and (2) plans providing either partial pay or a waiting period.

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

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

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

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

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

Paid funeral and jury-duty leave. Data for paid funeral

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

Supplemental unemployment benefits. Data relate to formal plans designed to supplement benefits paid under State unemployment insurance systems.

Cost-of-living adjustments. Data relate to formal plans providing adjustments to wage rates in keeping with changes in the BLS consumer price index or some other measure.

Clothing allowance. Data relate to formal provisions for protective garments, such as coveralls, overalls, coats, smocks, and acid-resistant clothing, worn in lieu of or over the employees' personal clothing; provisions for boots, glasses, hats, and gloves were excluded.

Appendix D. 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.

Drum cleaner

Cleans drums used in the production and distribution of paint products. Work involves *most of the following*: Pumping residual liquid from drum; chipping and scraping caked material from interior of drums and removing scrapings from drum; and scrubbing interior of drums. May presoak drum with caustic solution, haul drums to burning area, and burn off residue in drums.

Filler, hand

Fills tubes, drums, or other containers with finished products. Work involves *any of the following*: Filling containers by hand, using a dipper or spatula; filling containers to weight or volume by setting them on scales adjusted to proper weight and controlling flow of product from a filling spout. In addition, may cap filled containers or may clean equipment at end of batch or day.

Filler, machine

Fills tubes, drums, or other containers with finished products. Work involves adjusting filling machine to fill container to correct volume and feeding containers into machine. In addition, may cap filled containers or may clean equipment at end of batch or day.

Janitor

(Cleaner, porter; sweeper; charworker)

Cleans and keeps in an orderly condition factory working areas and washrooms, or premises of an office. Duties involve *a combination of the following*: Sweeping, mopping, or scrubbing, and polishing floors; removing chips, trash

and other refuse; dusting equipment, furniture, or fixtures; polishing metal fixtures or trimmings; providing supplies and minor maintenance services, cleaning lavatories, showers, and restrooms. Workers who specialize in window washing are excluded.

Labeler and packer

Pastes identifying labels on cans or other containers by hand or by means of a labeling machine, and/or packs labeled containers into boxes or cartons. This is a production job and excludes shipping packers.

Laborer, material handling

(Loader and unloader; handler and stacker; shelver; trucker; stocker or stock helper; warehouse worker or warehouse helper)

A worker employed in a warehouse, manufacturing plant, store, or other establishment whose duties involve *one or more of the following*: Loading and unloading various materials and merchandise on or from freight cars, trucks or other transporting devices; unpacking; shelving, or placing materials or merchandise in proper storage location; transporting materials or merchandise by hand truck, car, or wheelbarrow to proper location. *Longshore workers who load and unload ships, are excluded.*

Maintenance workers, general utility

Keeps the machines, mechanical equipment and/or structure of an establishment (usually a small plant where specialization in maintenance work is impractical) in repair. Duties involve the performance of operations and the use

of tools and equipment of several trades, rather than specialization in one trade or one type of maintenance work only. Work involves *a combination of the following*: Planning and laying out of work relating to repair of buildings, machines, mechanical equipment; installing, aligning and balancing new equipment; repairing buildings, floors, stairs, as well as making and repairing bins, cribs, and partitions.

Mixer-grinder

Tends equipment which mixes and/or grinds liquid and solid ingredients used to make products such as paints, varnishes, lacquers, enamels, and shellacs. Workers who operate equipment to only crush, grind, or pulverize dry materials or dry pigments are excluded.

For wage survey purposes, workers are to be classified according to whether the equipment they tend does both mixing and grinding or is limited to only one operation as follows:

Mixer — Tends equipment which mixes pigments with a portion of the vehicle (which may consist of oils, alkyde resins) to form a smooth uniform paste ready for the grinding operation. (See Grinder.) Work involves the following: Selecting, weighting, and measuring out pigments and selecting quantities of vehicle required by formula or batch ticket; charging or loading ingredients into mixer; and operating equipment. May also clean mixer.

Grinder— Tends equipment which grinds paste received from mixing machines to insure proper dispersion of mixed paste in the vehicle. (See Mixer.) Work involves the following: Setting controls of mills, starting flow of paste, and rerunning batch when necessary. May also operate screening equipment.

Combination mixer-grinder — Tends operation of equipment which performs a combination of the operations indicated under mixer and grinder. Equipment may perform one or more of these operations automatically.

Shipping and receiving clerk

Prepares merchandise for shipment, or receives and is responsible for incoming shipments of merchandise or other materials. Shipping work involves: A knowledge of shipping procedures, practices, routes, available means of transportation and rates; and preparing records of the goods shipped, making up bills of lading, posting weight and shipping charges, and keeping a file of shipping records. May direct or assist in preparing the merchandise for shipment. Receiving work involves: Verifying or directing other in verifying the correctness of shipments against bills of lading, invoices, or other records; checking for shortages and rejecting damaged goods; routing merchandise or materials to proper departments; maintaining necessary records and files.

For wage study purposes, workers are classified as follows:

Shipping clerk
Receiving clerk
Shipping and receiving clerk

Technician

(Laboratory assistant)

Performs routine, predetermined *chemical tests* under the supervision of a chemist or plant supervisory to determine whether purchased raw materials meet specifications and/or whether processing is being performed according to plant standards or specifications. In addition, may perform some of the duties of the *PRODUCT TESTER*, such as conducting physical tests to determine viscosity, color, and weight. Employees performing the duties of a technician as part of a training program leading to position as professional chemists are *excluded*.

Tester, product

(Inspector)

Conducts standard and routine simple physical tests to determine quality, viscosity, color, and weight of paint products. Tests consist of comparisons between finished products and standard samples or specifications. Workers performing chemical as well as physical tests are classified as *TECHNICIANS*.

Thinners

Adds vehicles as required by specifications to paste and semi-paste mixtures and agitates to the consistency designated on batch ticket or other specifications.

Tinter

Colors or tints paints; Work involves *a combination of the following*: Blending basic color pigments in correct proportions to match standard color sample or according to specifications; using hand paddle or power mixer to mix ingredients thoroughly; checking weight and/or viscosity of batch against sample or specifications, and making necessary additions to mixture to meet requirements.

Truckdriver

Drives a truck within a city or industrial area to transport materials, merchandise, equipment, or men between various types of establishments such as: Manufacturing plants, freight depots, warehouses, wholesale and retail establishments, or between retail establishments and customers' houses or places of business. May also load or unload truck with or without helpers, make minor mechanical repairs, and keep truck in good working orders. *Driver-sales personnel and over-the-road drivers are excluded*.

Truckers, power (forklift)

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

Industry Wage Studies

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

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

Manufacturing

Basic Iron and Steel, 1972. BLS Bulletin 1839
Candy and Other Confectionery Products, 1975. BLS Bulletin 1939
Cigar Manufacturing, 1972. BLS Bulletin 1796
Cigarette Manufacturing, 1976. BLS Bulletin 1944
Corrugated and solid fiber boxes, 1976. BLS Bulletin 1921
Fabricated Structural Steel, 1974. BLS Bulletin 1935
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Flour and Other Grain Mill Products, 1972. BLS Bulletin 1803
Fluid Milk Industry, 1973. BLS Bulletin 1871
Footwear, 1975. BLS Bulletin 1946
Hosiery, 1973. BLS Bulletin 1863
Industrial Chemicals, 1971. BLS Bulletin 1768
Iron and Steel Foundries, 1973. BLS Bulletin 1894
Leather Tanning and Finishing, 1973. BLS Bulletin 1835
Machinery Manufacturing, 1974-75. BLS Bulletin 1929
Meat Products, 1974. BLS Bulletin 1896
Men's and Boys' Separate Trousers, 1974. BLS Bulletin 1906
Men's and Boys' Shirts (Except Work Shirts) and Nightwear, 1974. BLS Bulletin 1901
Men's and Boys' Suits and Coats, 1976. BLS Bulletin 1962
Miscellaneous Plastics Products, 1974. BLS Bulletin 1914
Motor Vehicles and Parts, 1973-74. BLS Bulletin 1912
Nonferrous Foundries, 1975. BLS Bulletin 1952
Paints and Varnishes, 1975. BLS Bulletin 1973
Paperboard Containers and Boxes, 1970. BLS Bulletin 1719
Petroleum Refining, 1976. BLS Bulletin 1948
Pressed or Blown Glass and Glassware, 1975. BLS Bulletin 1923
Pulp, Paper, and Paperboard Mills, 1972. BLS Bulletin 1844
Shipbuilding and Repairing, 1976. BLS Bulletin 1968
Southern Sawmills and Planing Mills, 1969. BLS Bulletin 1694
Structural Clay Products, 1975. BLS Bulletin 1942
Synthetic Fibers, 1976. BLS Bulletin 1975
Textile Dyeing and Finishing, 1976. BLS Bulletin 1967

Manufacturing—Continued

Textiles, 1975. BLS Bulletin 1945
Wages and Demographic Characteristics in Work Clothing Manufacturing, 1972. BLS Bulletin 1858
West Coast Sawmilling, 1969. BLS Bulletin 1704
Women's and Misses' Coats and Suits, 1970. BLS Bulletin 1728
Women's and Misses' Dresses, 1974. BLS Bulletin 1908
Wood Household Furniture, Except Upholstered, 1974. BLS Bulletin 1930

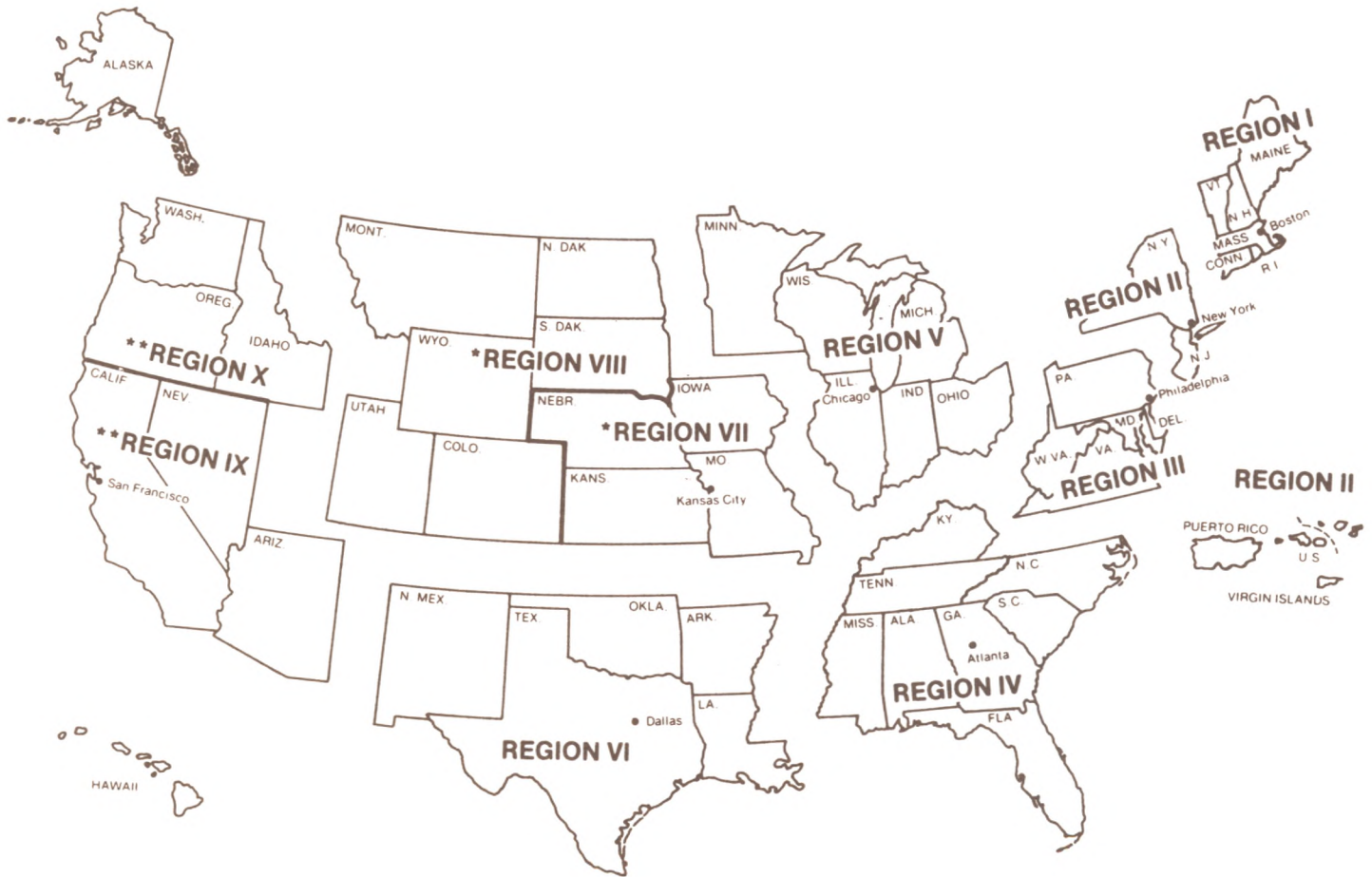
Nonmanufacturing

Appliance Repair Shops, 1975. BLS Bulletin 1936
Auto Dealer Repair Shops, 1973. BLS Bulletin 1876
Banking, 1973. BLS Bulletin 1862
Bituminous Coal Mining, 1967. BLS Bulletin 1583
Communications, 1975. BLS Bulletin 1954
Contract Cleaning Services, 1974. BLS Bulletin 1916
Contract Construction, 1973. BLS Bulletin 1911
Crude Petroleum and Natural Gas Production, 1972. BLS Bulletin 1797
Department Stores, 1973. BLS Bulletin 1869
Educational Institutions: Nonteaching Employees, 1968-69. BLS Bulletin 1671
Electric and Gas Utilities, 1972. BLS Bulletin 1834
Hospitals, 1975. BLS Bulletin 1949
Hotels and Motels, 1973. BLS Bulletin 1883
Laundry and Cleaning Services, 1968. BLS Bulletin 1645¹
Life Insurance, 1971. BLS Bulletin 1791
Metal Mining, 1972. BLS Bulletin 1820
Motion Picture Theaters, 1966. BLS Bulletin 1542¹
Nursing Homes and Related Facilities 1973. BLS Bulletin 1855
Scheduled Airlines, 1975. BLS Bulletin 1951
Wages and Tips in Restaurants and Hotels, 1970. BLS Bulletin 1712

¹ Bulletin out of stock.

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