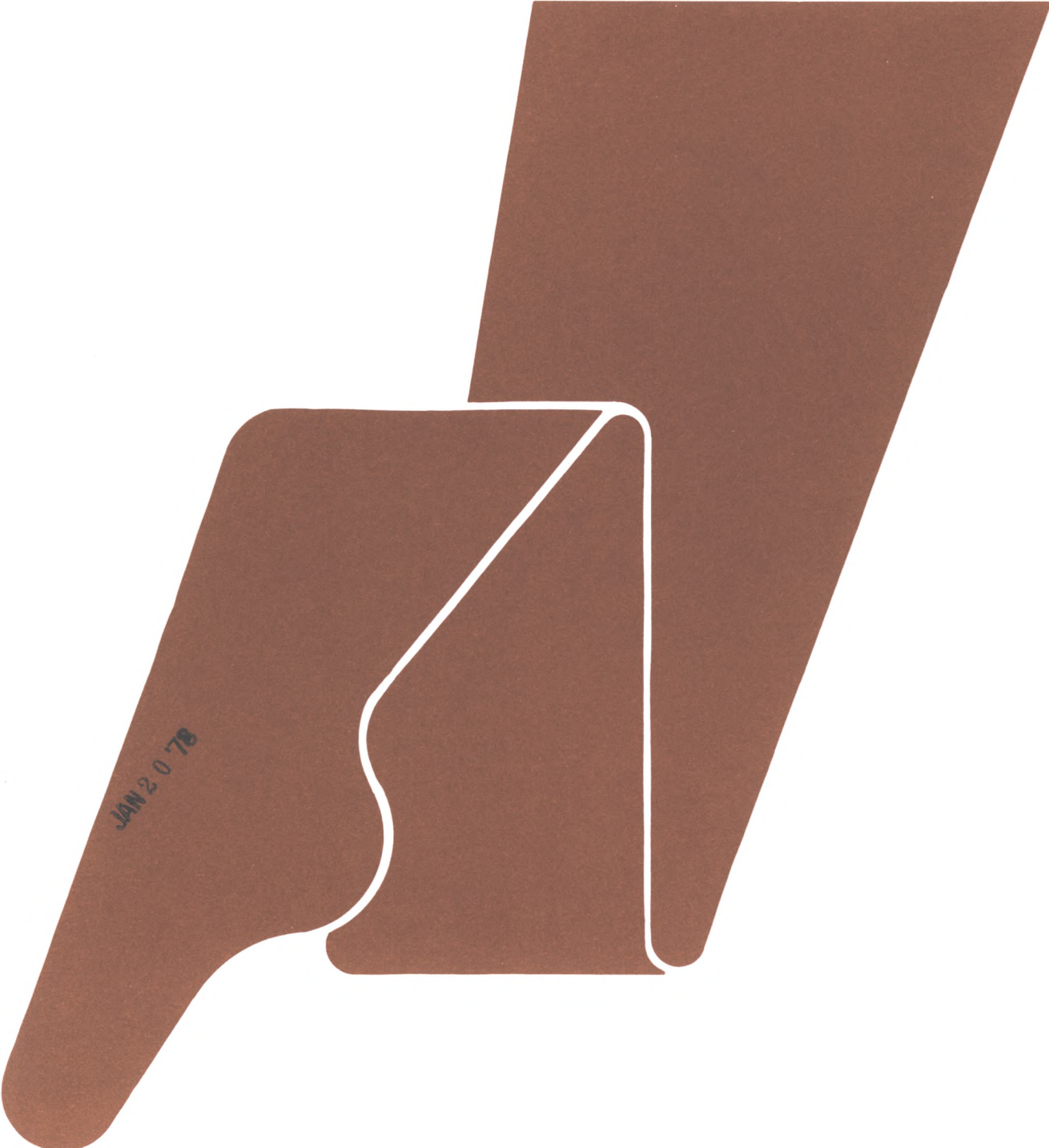


Industry Wage Survey: Hosiery, July 1976



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

Bulletin 1987



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U.S. Department of Labor
Ray Marshall, Secretary
Bureau of Labor Statistics
Julius Shiskin, Commissioner
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Preface

This bulletin summarizes the results of a Bureau of Labor Statistics survey of wages and supplementary benefits in the hosiery manufacturing industry in July 1976. Information was developed separately for women's full- or knee-length hosiery (SIC 2251) and for hosiery, except women's full- or knee-length hosiery (SIC 2252). A similar study was conducted by the Bureau in September 1973.

Separate releases for selected States and areas of hosiery industry concentration (Tennessee, North Carolina, Hickory-Statesville, and Winston-Salem—High Point) were issued earlier and are included in this report. Copies of releases are available from the Bureau of Labor Statistics, Washington, D.C. 20212, or any of its regional offices.

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

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

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Hosiery, July 1976

Summary

Straight-time earnings of production and related workers in hosiery mills averaged \$3.02 an hour in July 1976¹ (table 1). Production workers employed in hosiery mills, except women's, held a slight average wage advantage over those employed in women's hosiery—\$3.05 to \$3 an hour. No direct pay comparisons were made with data from a similar Bureau survey of the industry in September 1973² because the minimum employment size of firms surveyed in women's hosiery mills was increased from 20 workers in 1973 to 50 workers in 1976.

Women, nearly four-fifths of the production work force, averaged \$2.91 an hour—53 cents less than the average for men in the industry. This gap between men's and women's average wages is at least partly attributable to differences in the distribution of men and women among jobs with disparate pay levels.

Averages for the Southeast (nearly nine-tenths of the work force) and the Middle Atlantic were \$3.01 and \$3.13 an hour, respectively. Within the two regions shown separately, average earnings varied by type of mill, size of community, location, product, and occupation.

Nationwide, occupational pay levels in both industries were usually highest among knitting department employees and lowest for hand grey menders.³ The hourly average for sewing machine operators working on panty hose, numerically the most important job studied in women's hosiery, was \$3 an hour; toe seamers and automatic knitters—the most important jobs studied in hosiery, except women's, averaged \$2.97 and \$3.04 an hour, respectively.

Industry characteristics

Industry product. The study included establishments engaged primarily in knitting, dyeing, or finishing full-fashioned or seamless hosiery. For purposes of this study, hosiery mills were classified into two broad categories: (1) Women's full-length or knee-length hosiery and (2) hosiery, except women's full-length and knee-length hosiery.

The 357 hosiery mills within scope of this survey employed 47,716 production workers in July 1976. Employment in the two major types of mills studied was nearly equal at the time of the survey, with 23,803 production workers in women's hosiery mills and 23,913 in hosiery mills, except women's.

In the women's hosiery branch, four-fifths of the workers were in mills where the primary product was panty hose, and virtually all the remaining mills chiefly made seamless

full-length hosiery. Most of the women's hosiery mills produced more than one kind of hosiery, but generally their secondary product was another variety of women's hose.

In the production of hosiery other than women's full- or knee-length, nearly two-thirds of the workers were in mills chiefly producing men's seamless hosiery; slightly over one-fourth were in mills producing boys' or children's seamless hosiery; and the remainder were in other hosiery, such as women's anklets and socks. Most men's hosiery mills also manufactured boys' and children's hose as a secondary product.

Nylon was the chief yarn used in mills employing about nine-tenths of the women's hosiery workers at the time of the survey. In hosiery mills, except women's, a number of yarn fabrics, including acrylic, cotton, and nylon, were used to produce the principal product.

Integrated mills, i.e., those engaged in knitting, dyeing, and finishing operations, employed about seven-tenths of the workers in both branches of hosiery production. The remaining mills usually performed such operations as knitting or finishing only, or they performed a combination of dyeing and finishing or knitting and finishing.

Nearly all hosiery workers in both branches were employed in mills that performed manufacturing operations for their own account. Contract mills which processed

¹See appendix A for scope and method of survey. The straight-time average hourly earnings in this bulletin differ in concept from the gross average hourly earnings published in the Bureau's monthly hours and earnings series (\$3.19 for women's hosiery, except socks, and \$3.20 for hosiery, not elsewhere classified, in July 1976). Unlike the latter, estimates presented here exclude premium pay for overtime and for work on weekends, holidays, and late shifts. Average earnings in this survey were calculated by summing individual hourly earnings and dividing by the number of individuals; in the monthly series, the sum of the hours reported by establishments in the industry was divided into reported payroll totals.

The estimated number of production workers in the study is intended only as a general guide to the size and composition of the labor force. It differs from the monthly series (33,500 for women's hosiery, except socks, and 31,100 for hosiery, not elsewhere classified, in July 1976) because establishments employing fewer than 50 workers in women's hosiery, and 20 workers in hosiery, except women's, are excluded and because advance planning makes it necessary to assemble establishment lists considerably in advance of data collection. Thus, omitted are establishments new to the hosiery industries, establishments found in other industries at the time of the survey, and establishments manufacturing hosiery but classified incorrectly in other industries when the lists were compiled.

²*Industry Wage Survey: Hosiery, September 1973*, Bulletin 1863 (Bureau of Labor Statistics, 1975).

³See appendix B for job descriptions.

materials for others accounted for 4 percent of the workers in women's hosiery mills and 1 percent in other than women's hosiery mills.

Production. U.S. manufacturers' production of hosiery products in 1976 was 12 percent higher than in 1973 but only 4 percent above the 1970 level (text table 1).⁴ Women's hosiery production, about 45 percent of total hosiery production in 1976, fluctuated greatly during this period, ending in 1976 about 10 percent below its 1970 level. Within the women's hosiery category, the production of stockings declined by 79 percent while the production of sheer knee-highs and anklets recorded a 35-fold increase since 1970.⁵ With the changing design of outerwear fashions, the production of panty hose—numerically the most important women's hosiery product—varied widely from year to year, as did its share of the market. In 1976, panty hose made up 62 percent of all women's hosiery compared to 75 percent in 1973 and 70 percent in 1970.

Text table 1. Domestic production of selected hosiery products, 1970-76

(Dozens of pairs, in thousands)

Year	Total	Women's hosiery			
		Total	Panty hose	Stockings	Sheer knee-highs and anklets
1970 ...	244,051	125,713	88,388	36,320	1,005
1971 ...	210,893	95,125	65,569	27,460	2,096
1972 ...	227,901	102,666	80,897	17,155	4,614
1973 ...	227,430	99,855	74,987	15,610	9,258
1974 ...	216,409	88,669	59,952	13,185	15,532
1975 ...	224,786	97,744	61,274	8,884	27,586
1976 ...	253,864	113,805	70,353	7,593	35,859

Source: National Association of Hosiery Manufacturers, 1976 *Hosiery Statistics*.

Location. The Southeast region accounted for about nine-tenths of the Nation's work force in each of the hosiery industries studied; most of the remaining workers were located in the Middle Atlantic region.⁵ (See text table 2.)

Nationwide and in the Southeast region, approximately two-fifths of the workers in each of the hosiery categories were located in metropolitan areas.⁶

About two-thirds of the production labor force in July 1976 was concentrated in North Carolina, and one-eighth in Tennessee. Of the 30,000 production workers in hosiery plants located in North Carolina, one-half were located in the Winston-Salem—High Point area and about one-fifth in the Hickory-Statesville area.

Size of mill. Women's hosiery mills with at least 250 workers accounted for almost two-thirds of the production labor force. Those with 100 to 249 workers made up nearly three-

Text table 2. Percent of production workers by type of mill and location, July 1976

Location	Women's hosiery	Hosiery, except women's
Total, United States:¹		
Number	23,803	23,913
Percent	100	100
Southeast	91	89
North Carolina	62	64
Hickory-Statesville	9	16
Winston-Salem—High Point ..	29	34
Tennessee	13	12
Middle Atlantic	—	5

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

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

tenths; those with 50 to 99 workers employed less than one-tenth. Women's hosiery mills with fewer than 50 workers were excluded from the study.

In hosiery mills, except women's, plants that employed 250 workers or more accounted for two-fifths of the production workers. This compared with three-eighths of the workers in mills with 100 to 249 workers, and slightly less than one-fourth in mills with 20 to 99 workers. Hosiery mills, except women's, with fewer than 20 workers were excluded from the survey.

Unionization. Mills having union contracts covering a majority of their production work force accounted for 2 percent of the workers in women's hosiery and about 5 percent in other hosiery plants. The Textile Workers Union of America (which merged with the Amalgamated Clothing Workers Union in June 1976 to form the Amalgamated Clothing and Textile Workers Union) was the major union in the hosiery industry.

Method of wage payment. Nationwide, slightly more than three-fifths of the production workers were paid on an incentive basis, almost always under individual piecework plans.⁷ (See tables 12 and 30.) Among the occupations

⁴National Association of Hosiery Manufacturers, 1976 *Hosiery Statistics*, 43rd Annual Report, pp. 10, 11, 42, and 43.

⁵For definitions of regions used in this report, see appendix A, table A-1, footnote 1. In this study, Virginia was included in the Southeast.

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

⁷Differences in average earnings for piece-rate jobs cannot be used as an accurate measure of differences in rates of pay per unit of work produced. Earnings not only reflect the piecework rate for a given job, but also the productivity of the workers performing the task. Workers' productivity is affected by work experience, effort, workflow, and other factors that the individual may or may not control.

studied, such incentive pay plans applied to a majority of the boarders, folders and boxers, knitters, pairers, preboarders, sewing machine operators, toe seamers, and transfer-machine operators. Most time-rated workers were either under formal range-of-rate plans or informal plans which paid primarily according to the individual's qualifications.

Sex of workers. Women accounted for four-fifths of the workers in women's hosiery and just over three-fourths in hosiery, except women's. They constituted an overwhelm-

ing proportion of the collection-system inspectors, collection-system operators, boarders, preboarders, toe seamers, examiners, hand menders, pairers, folders, boxers, baggers, and various machine operators and knitting department employees. Men, on the other hand, were predominant in such occupational categories as knitting machine adjusters and fixers, dyeing-machine tenders, and sewing machine repairers. Thus, the predominance of men or women in occupations closely parallels the distribution of jobs by method of wage payment—time rated for men, incentive paid for women.

Table 1. All hosiery mills: Earnings distribution

(Percent distribution of production workers by straight-time hourly earnings,¹ United States and selected regions, July 1976)

Hourly earnings ²	United States ²			Middle Atlantic	South-east
	All workers	Men	Women		
NUMBER OF WORKERS.....	47,716	10,357	37,359	1,783	42,810
AVERAGE HOURLY EARNINGS.....	\$3.02	\$3.44	\$2.91	\$3.13	\$3.01
TOTAL.....	100.0	100.0	100.0	100.0	100.0
UNDER \$2.30.....	(*)	(*)	(*)	-	(*)
\$2.30 AND UNDER \$2.35.....	13.2	4.5	15.7	13.0	13.7
\$2.35 AND UNDER \$2.40.....	2.6	1.0	3.0	2.2	2.7
\$2.40 AND UNDER \$2.45.....	3.9	3.0	4.2	4.3	4.0
\$2.45 AND UNDER \$2.50.....	4.0	2.1	4.5	2.5	4.0
\$2.50 AND UNDER \$2.55.....	4.1	4.0	4.2	5.2	4.2
\$2.55 AND UNDER \$2.60.....	2.8	1.6	3.1	3.8	2.8
\$2.60 AND UNDER \$2.65.....	4.1	3.3	4.4	2.9	4.1
\$2.65 AND UNDER \$2.70.....	3.2	2.2	3.5	3.2	3.3
\$2.70 AND UNDER \$2.75.....	3.2	2.3	3.5	3.6	3.3
\$2.75 AND UNDER \$2.80.....	3.4	3.6	3.3	2.3	3.4
\$2.80 AND UNDER \$2.85.....	3.0	2.0	3.3	3.3	3.0
\$2.85 AND UNDER \$2.90.....	3.2	2.6	3.3	2.2	3.3
\$2.90 AND UNDER \$2.95.....	2.8	2.1	3.0	2.5	2.8
\$2.95 AND UNDER \$3.00.....	2.7	1.6	3.0	1.6	2.7
\$3.00 AND UNDER \$3.10.....	6.3	5.1	6.6	6.8	6.1
\$3.10 AND UNDER \$3.20.....	5.3	3.5	5.8	4.5	5.0
\$3.20 AND UNDER \$3.30.....	4.5	4.0	4.6	4.0	4.6
\$3.30 AND UNDER \$3.40.....	3.6	3.3	3.7	3.0	3.6
\$3.40 AND UNDER \$3.50.....	3.3	3.4	3.3	2.4	3.4
\$3.50 AND UNDER \$3.60.....	3.0	4.6	2.6	4.0	3.0
\$3.60 AND UNDER \$3.70.....	2.3	3.1	2.1	2.4	2.3
\$3.70 AND UNDER \$3.80.....	2.4	3.5	2.0	2.5	2.4
\$3.80 AND UNDER \$3.90.....	1.9	3.1	1.6	1.8	1.9
\$3.90 AND UNDER \$4.00.....	1.7	2.9	1.3	1.8	1.6
\$4.00 AND UNDER \$4.10.....	1.7	4.4	1.0	2.4	1.7
\$4.10 AND UNDER \$4.20.....	1.2	2.6	.8	1.3	1.2
\$4.20 AND UNDER \$4.30.....	1.3	3.8	.6	1.3	1.3
\$4.30 AND UNDER \$4.40.....	.8	1.9	.5	1.0	.8
\$4.40 AND UNDER \$4.50.....	.7	2.0	.4	.9	.8
\$4.50 AND UNDER \$4.60.....	.9	2.8	.3	.8	.8
\$4.60 AND UNDER \$4.70.....	.7	2.2	.2	.4	.7
\$4.70 AND UNDER \$4.80.....	.4	1.1	.2	1.8	.3
\$4.80 AND UNDER \$4.90.....	.6	2.2	.1	.7	.5
\$4.90 AND UNDER \$5.00.....	.2	.7	.1	.4	.2
\$5.00 AND OVER.....	1.0	3.7	.3	3.4	.9

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. For definition of regions (or areas) shown in this or subsequent

tables, see table A-1 in appendix A.

NOTE: Because of rounding, sums of individual items may not equal 100. Asterisk (*) indicates less than 0.05 percent.

Part I. Women's Hosiery Mills

Average hourly earnings

Straight-time earnings of the 23,803 production and related workers in women's hosiery mills averaged \$3 an hour in July 1976 (table 2). In the Southeast, the only region for which earnings data could be tabulated separately, earnings averaged \$2.99 an hour. Within the Southeast region, wage levels varied somewhat by State and area studied (tables 8-11).

Nationally, just over two-fifths of the production workers were employed in metropolitan areas. The hourly average for these workers was \$3.07, compared with \$2.95 for their counterparts in smaller communities. A similar pattern was noted in the Southeast.

Men, one-fifth of the production work force, averaged \$3.39 an hour, 17 percent more than the \$2.90 average for women. Differences in pay for men and women may be the result of several factors, including variations in the distribution of men and women among jobs with disparate pay levels. The differences in averages between men and women in the same job and location may reflect minor variations in duties. Job descriptions used in wage surveys usually are more generalized than those used in individual establishments.

Hourly earnings for employees in larger mills (250 workers or more) averaged \$3.03; those in middle-sized mills (100-249 workers) averaged \$2.94; and those in smaller mills (50-99 workers) averaged \$2.97. As noted earlier, mills with fewer than 50 workers were excluded from the study.

Individual earnings of 95 percent of the production workers in women's hosiery fell within a range of \$2.30 and \$4.30 an hour in July 1976 (table 3). The middle 50 percent of the production work force earned between \$2.49 and \$3.36 an hour. At the lower end of the array, 12 percent of all men and 28 percent of all women earned between \$2.30—the Federal minimum wage for manufacturing—and \$2.50 an hour. Above \$4 an hour, the corresponding proportions were 25 and 4 percent, respectively.

Occupational earnings

The survey also developed earnings data for a number of individual occupations selected to represent various skills of production and related workers in women's hosiery mills. These jobs accounted for two-thirds of the production

work force within the scope of the July 1976 survey. Average hourly earnings ranged from \$4.06 for knitting machine adjusters and fixers to \$2.62 for hand grey menders (table 4). Occupations for which averages were \$3 or more an hour included sewing machine repairers, hand finish menders, sewing-machine operators working on panty hose, folders, pairers, preboarders, automatic boarders, automatic knitters, and collection-system operators. Averaging less than \$3 an hour were examiners, toe seamers, collection-system inspectors, boarders—other than automatic, Dunn method boarders, folders and boxers, and women's seamless hosiery knitters—two-feed, four-feed, and eight-feed.

Tables 5 and 7 indicate that occupational pay relationships also varied by size of community, size of establishment, and method of wage payment. However, the exact influence on wages of these individual factors was not isolated for this survey.

Straight-time hourly earnings of individual workers within the same occupation and area (tables 8-11) were widely dispersed. In Winston-Salem—High Point, for example, the highest paid pairers, at \$4.60 to \$4.80 an hour, earned twice as much as the lowest paid, at \$2.30 to \$2.40 an hour. Also, there was substantial overlap of individual earnings among jobs with disparate wage levels. The following tabulation illustrates the extent of such overlap for workers in two occupations in Winston-Salem—High Point:

	Knitting machine adjusters and fixers	Automatic boarders
Under \$2.60	3	39
\$2.60 and under \$3.00	30	38
\$3.00 and under \$3.40	32	35
\$3.40 and under \$3.80	85	33
\$3.80 and under \$4.20	80	20
\$4.20 and under \$4.60	83	16
\$4.60 and over	171	10
Number of workers	484	191
Average hourly earnings	\$4.14	\$3.29

Establishment practices and supplementary wage provisions

Data were also obtained for production workers on certain establishment practices including work schedules, shift differential provisions and practices, and on selected supplementary benefits including paid holidays, paid vacations, and health, insurance, and retirement plans.

Scheduled weekly hours. Work schedules of 40 hours a week were in effect in establishments employing all but 7 percent of the production workers; the remaining work force, located mostly in North Carolina, had weekly work schedules of less than 40 hours (table 13).

Shift differential provisions and practices. Nationwide, mills having provisions for second shifts, and for third or other late shifts covered 91 and 86 percent of the production workers, respectively (table 14). At the time of the survey, 14 percent actually were employed on second shifts, and 5 percent on third or other late shifts. Shift differential pay, however, usually was not provided (table 15).

Paid holidays. Paid holidays, typically 6 days or less annually, were provided by women's hosiery establishments employing about seven-tenths of the production workers, nationwide and in the Southeast region (table 16). Within the Southeast, the proportion of workers receiving paid holidays varied among the States and areas studied: In Tennessee, the proportion was almost seven-eighths; in North Carolina, nearly three-fifths; in Winston-Salem--High Point, about one-half; and in Hickory-Statesville, three-eighths.

Paid vacations. All but 5 percent of the workers in women's hosiery mills were employed in establishments providing paid vacations after qualifying periods of service (table 17). Vacation payments for nearly four-fifths of the production workers were based on a stipulated percentage

of the employees' annual earnings, which were converted to an equivalent time basis for the survey. In July 1976, the most common provisions for these employees were 1 week of vacation pay after 1 year of service, 2 weeks after 5 years, and 3 weeks after 10 or more years. In the Winston-Salem--High Point area, nearly one-third of the work force received 4 weeks of vacation pay after 20 years of service.

Health, insurance, and retirement plans. Life, hospitalization, surgical, and basic medical insurance, for which employers paid at least part of the cost, were provided by women's hosiery mills employing more than nine-tenths of the workers (table 18). In addition, nearly seven-eighths of the workers were covered by major medical; about one-half of the workers were covered by accidental death and dismemberment insurance, and by sickness and accident insurance or sick leave. Long-term disability insurance was virtually non-existent in the industry.

Retirement plans, providing regular payments for the remainder of the retiree's life (in addition to Federal social security), were reported for slightly more than two-fifths of the work force.

Other selected benefits. Formal provisions for jury-duty leave pay applied to just over one-half of the production workers in the industry. Provisions for funeral leave pay were reported by mills employing about one-eighth of the workers, nationwide. Provisions were rarely found in the industry for technological severance pay (table 19).

Table 2. Women's hosiery mills: Average hourly earnings by selected characteristics

(Number and average straight-time hourly earnings¹ of production workers by selected characteristics, United States and Southeast, July 1976)

Item	United States ²		Southeast	
	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings
ALL PRODUCTION WORKERS.....	23,803	\$3.00	21,564	\$2.99
MEN.....	4,686	3.39	4,175	3.37
WOMEN.....	19,117	2.90	17,389	2.90
SIZE OF COMMUNITY:				
METROPOLITAN AREAS ³	10,199	3.07	8,942	3.07
NONMETROPOLITAN AREAS.....	13,604	2.95	12,622	2.93
SIZE OF ESTABLISHMENT:				
50-99 WORKERS.....	1,876	2.97	-	-
100-249 WORKERS.....	6,704	2.94	6,153	2.91
250 WORKERS OR MORE.....	15,223	3.03	14,076	3.02

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

² Includes data for regions in addition to the Southeast.

³ Standard Metropolitan Statistical Areas as defined by the U.S.

Office of Management and Budget through February 1974.

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

Table 3. Women's hosiery mills: Earnings distribution

(Percent distribution of production workers by straight-time hourly earnings,¹ United States and Southeast, July 1976)

Hourly earnings	United States ²			South-east
	All workers	Men	Women	
NUMBER OF WORKERS.....	23,803	4,686	19,117	21,564
AVERAGE HOURLY EARNINGS.....	\$3.00	\$3.39	\$2.90	\$2.99
TOTAL.....	100.0	100.0	100.0	100.0
UNDER \$2.30.....	-	-	-	-
\$2.30 AND UNDER \$2.35.....	13.4	4.6	15.6	13.8
\$2.35 AND UNDER \$2.40.....	3.0	1.3	3.4	3.1
\$2.40 AND UNDER \$2.45.....	4.3	3.7	4.4	4.3
\$2.45 AND UNDER \$2.50.....	4.4	2.3	4.9	4.4
\$2.50 AND UNDER \$2.55.....	3.7	3.8	3.7	3.8
\$2.55 AND UNDER \$2.60.....	2.7	1.5	3.0	2.7
\$2.60 AND UNDER \$2.65.....	3.7	3.5	3.8	3.8
\$2.65 AND UNDER \$2.70.....	2.9	1.5	3.2	3.0
\$2.70 AND UNDER \$2.75.....	3.2	2.3	3.5	3.3
\$2.75 AND UNDER \$2.80.....	3.5	4.2	3.4	3.6
\$2.80 AND UNDER \$2.85.....	2.6	2.0	2.8	2.7
\$2.85 AND UNDER \$2.90.....	3.4	2.9	3.5	3.4
\$2.90 AND UNDER \$2.95.....	3.0	2.6	3.2	3.1
\$2.95 AND UNDER \$3.00.....	3.1	1.9	3.4	3.2
\$3.00 AND UNDER \$3.10.....	6.5	5.3	6.8	6.1
\$3.10 AND UNDER \$3.20.....	5.8	3.0	6.5	5.1
\$3.20 AND UNDER \$3.30.....	4.5	4.1	4.7	4.6
\$3.30 AND UNDER \$3.40.....	3.8	3.7	3.8	3.6
\$3.40 AND UNDER \$3.50.....	3.5	3.8	3.5	3.6
\$3.50 AND UNDER \$3.60.....	2.9	4.8	2.5	3.0
\$3.60 AND UNDER \$3.70.....	2.2	3.3	1.9	2.3
\$3.70 AND UNDER \$3.80.....	2.2	3.4	1.9	2.2
\$3.80 AND UNDER \$3.90.....	1.9	3.2	1.6	1.9
\$3.90 AND UNDER \$4.00.....	1.5	2.4	1.2	1.4
\$4.00 AND UNDER \$4.10.....	1.3	2.9	.9	1.3
\$4.10 AND UNDER \$4.20.....	.9	1.8	.7	.9
\$4.20 AND UNDER \$4.30.....	1.3	4.8	.4	1.3
\$4.30 AND UNDER \$4.40.....	.7	1.7	.4	.7
\$4.40 AND UNDER \$4.50.....	.6	1.4	.5	.6
\$4.50 AND UNDER \$4.60.....	.6	2.0	.3	.6
\$4.60 AND UNDER \$4.70.....	.8	3.2	.2	.8
\$4.70 AND UNDER \$4.80.....	.3	.5	.2	.2
\$4.80 AND UNDER \$4.90.....	.9	4.0	.1	.7
\$4.90 AND UNDER \$5.00.....	.2	.6	.1	.2
\$5.00 AND OVER.....	.5	2.0	.2	.5

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

² Includes data for regions in addition to the Southeast.

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

Table 4. Women's hosiery mills: Occupational averages—all mills

(Number and average straight-time hourly earnings¹ of workers in selected occupations, United States and Southeast, July 1976)

Occupation and sex	United States ²				Southeast			
	Number of workers	Hourly earnings ³			Number of workers	Hourly earnings ³		
		Mean	Median	Middle range		Mean	Median	Middle range
KNITTING								
ADJUSTERS AND FIXERS, KNITTING MACHINES ⁴	1,529	\$4.06	\$4.06	\$3.65- \$4.52	1,328	\$4.05	\$4.03	\$3.65- \$4.50
SEAMLESS, FULL- OR KNEE-LENGTH..	1,324	4.05	4.03	3.60- 4.58	1,205	4.03	4.02	3.60- 4.50
COLLECTION-SYSTEM INSPECTORS.....	357	2.93	2.98	2.80- 3.19	351	2.93	2.98	2.80- 3.19
MEN.....	19	3.25	3.19	3.12- 3.50	19	3.25	3.19	3.12- 3.50
WOMEN.....	338	2.91	2.98	2.77- 3.05	332	2.91	2.98	2.79- 3.05
COLLECTION-SYSTEM OPERATORS.....	417	3.07	3.05	2.75- 3.40	415	3.07	3.05	2.75- 3.40
MEN.....	150	3.27	3.40	2.99- 3.53	150	3.27	3.40	2.99- 3.53
WOMEN.....	267	2.95	2.95	2.70- 3.25	265	2.95	2.95	2.70- 3.25
KNITTERS, WOMEN'S SEAMLESS HOSIERY, TWO-FEED.....	185	2.82	2.85	2.35- 3.10	166	2.81	2.75	2.35- 3.10
WOMEN.....	125	2.72	2.70	2.35- 2.90	106	2.68	2.70	2.35- 2.90
KNITTERS, WOMEN'S SEAMLESS HOSIERY, FOUR-FEED.....	70	2.91	2.75	2.70- 3.15	51	2.86	2.70	2.70- 3.10
MEN.....	16	2.84	2.70	2.70- 3.15	15	2.84	2.70	2.70- 3.15
WOMEN.....	54	2.93	2.90	2.70- 3.15	36	2.67	2.70	2.65- 3.10
KNITTERS, WOMEN'S SEAMLESS HOSIERY, EIGHT-FEED.....	107	2.86	2.75	2.73- 3.00	107	2.86	2.75	2.73- 3.00
WOMEN.....	74	2.77	2.75	2.71- 3.00	74	2.77	2.75	2.71- 3.00
KNITTERS, AUTOMATIC.....	266	3.09	3.06	2.70- 3.44	217	3.14	3.13	2.70- 3.56
MEN.....	21	3.04	3.06	2.65- 3.32	-	-	-	-
WOMEN.....	245	3.09	3.06	2.70- 3.48	213	3.15	3.15	2.70- 3.56
BOARDING AND PREBOARDING ⁶								
BOARDERS, AUTOMATIC.....	413	3.17	3.06	2.64- 3.59	332	3.19	3.11	2.70- 3.60
MEN.....	-	-	-	-	6	3.39	-	-
WOMEN.....	387	3.16	3.09	2.62- 3.59	326	3.19	3.11	2.67- 3.60
BOARDERS, DUNN METHOD.....	174	2.95	2.91	2.55- 3.26	145	2.93	2.90	2.50- 3.22
BOARDERS, OTHER THAN AUTOMATIC.....	480	2.91	2.79	2.52- 3.18	478	2.92	2.79	2.52- 3.18
PREBOARDERS.....	461	3.17	3.14	2.72- 3.67	452	3.18	3.14	2.72- 3.67
MISCELLANEOUS ⁶								
SEAMERS, TOE.....	2,263	2.94	2.90	2.52- 3.26	2,068	2.94	2.89	2.51- 3.27
EXAMINERS (HOSIERY INSPECTORS) ⁵	1,092	2.98	2.96	2.50- 3.33	895	2.97	2.90	2.48- 3.27
GREY (GRUDGE) EXAMINERS.....	374	2.91	2.71	2.40- 3.29	344	2.92	2.73	2.40- 3.29
FINISHED EXAMINERS.....	658	3.03	3.00	2.61- 3.33	523	3.01	2.98	2.60- 3.30
DYING-MACHINE TENDERS ⁴	366	2.96	2.90	2.60- 3.30	335	2.93	2.85	2.60- 3.30
MENDERS, HAND, FINISH.....	100	3.15	3.01	2.55- 3.36	94	3.16	3.06	2.50- 3.38
MENDERS, HAND, GREY.....	18	2.62	2.71	2.46- 2.77	18	2.62	2.71	2.46- 2.77
PATRENS ⁵	468	3.01	2.87	2.30- 3.47	423	2.94	2.80	2.30- 3.34
STOCKINGS.....	153	2.82	2.67	2.32- 3.19	151	2.83	2.67	2.32- 3.19
PANTY HOSE.....	112	3.33	3.26	2.58- 4.03	-	-	-	-
TRANSFER-MACHINE OPERATORS.....	119	2.73	2.50	2.35- 2.88	111	2.68	2.50	2.34- 2.87
WOMEN.....	107	2.70	2.50	2.32- 2.82	99	2.64	2.48	2.32- 2.82
SEWING-MACHINE OPERATORS (PANTY HOSE) ⁵	3,462	3.00	2.96	2.56- 3.33	3,340	3.00	2.95	2.56- 3.34
LEG BLANK SEWERS.....	2,341	3.03	3.00	2.54- 3.36	2,235	3.04	2.99	2.53- 3.38
ELASTIC SEWERS.....	428	2.98	2.94	2.59- 3.30	414	2.98	2.95	2.60- 3.30
REPAIRERS, SEWING MACHINE ⁴	122	3.85	3.67	3.57- 4.24	107	3.84	3.85	3.51- 4.36
FOLDERS.....	306	3.14	3.04	2.55- 3.59	254	3.22	3.19	2.70- 3.65
BOXERS.....	34	2.66	2.48	2.30- 3.00	26	2.70	2.66	2.30- 3.05
WOMEN.....	27	2.62	2.40	2.30- 2.91	19	2.65	2.30	2.30- 2.91
FOLDERS AND BOXERS.....	2,575	2.91	2.81	2.46- 3.21	2,436	2.90	2.80	2.45- 3.21

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

² Includes data for regions in addition to the Southeast.

³ See appendix A for method used in computing means, medians, and middle ranges of earnings. Medians and middle ranges were not computed for occupations with fewer than 15 workers.

⁴ All or virtually all workers are men.

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

⁶ Where separate information is not shown by sex, all or virtually all workers are women.

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

Table 5. Women's hosiery mills: Occupational averages—by size of community

(Number and average straight-time hourly earnings¹ of workers in selected occupations by size of community, United States and Southeast, July 1976)

Occupation and sex	United States ²				Southeast			
	Metropolitan areas		Nonmetropolitan areas		Metropolitan areas		Nonmetropolitan areas	
	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings
KNITTING								
ADJUSTERS AND FIXERS, KNITTING MACHINES ³								
SEAMLESS, FULL- OF KNEE-LENGTH.....	660	\$4.17	869	\$3.97	552	\$4.15	776	\$3.97
COLLECTION-SYSTEM INSPECTORS.....	562	4.18	762	3.96	505	4.13	700	3.95
WOMEN.....	200	2.89	157	2.97	200	2.89	151	2.98
COLLECTION-SYSTEM OPERATORS.....	-	-	151	2.96	-	-	145	2.97
WOMEN.....	243	3.02	174	3.14	243	3.02	172	3.14
MEN.....	87	3.19	-	-	87	3.19	-	-
WOMEN.....	156	2.92	111	2.99	156	2.92	109	3.00
KNITTERS, WOMEN'S SEAMLESS HOSIERY, TWO-FEED.....								
MEN.....	-	-	120	2.70	-	-	103	2.64
WOMEN.....	21	2.78	16	2.63	-	-	16	2.63
KNITTERS, WOMEN'S SPANLESS HOSIERY, FOUR-FEED.....	19	3.28	104	2.71	-	-	87	2.65
WOMEN.....	14	3.29	40	2.81	-	-	24	2.64
KNITTERS, WOMEN'S SEAMLESS HOSIERY, EIGHT-FEED.....								
MEN.....	-	-	62	2.70	-	-	62	2.70
WOMEN.....	-	-	9	2.71	-	-	9	2.71
KNITTERS, AUTOMATIC.....	-	-	53	2.70	-	-	53	2.70
MEN.....	123	2.91	143	3.25	-	-	143	3.25
WOMEN.....	21	3.04	-	-	-	-	-	-
WOMEN.....	102	2.88	143	3.25	-	-	143	3.25
BOARDING AND PREBOARDING⁵								
BOARDERS, AUTOMATIC.....								
MEN.....	223	3.29	190	3.03	191	3.29	141	3.06
WOMEN.....	-	-	6	3.39	-	-	6	3.39
BOARDERS, DUNN METHOD.....	203	3.29	184	3.02	191	3.29	135	3.05
WOMEN.....	-	-	138	2.92	-	-	138	2.92
BOARDERS, OTHER THAN AUTOMATIC.....	-	-	344	2.78	-	-	344	2.78
PREBOARDERS.....	355	3.23	-	-	-	-	-	-
MISCELLANEOUS⁵								
SEAMERS, TOE.....								
EXAMINERS (HOSIERY INSPECTORS) ⁴	880	3.05	1,383	2.87	770	3.06	1,298	2.87
GREY (GREIGE) EXAMINERS.....	457	2.99	635	2.98	345	3.01	550	2.94
FINISHED EXAMINERS.....	171	2.97	203	2.86	143	2.99	201	2.86
DYEING-MACHINE TENDERS ³	258	3.03	400	3.03	174	3.07	349	2.98
MENDERS, HAND, FINISH.....	179	3.10	187	2.83	157	3.06	178	2.82
MENDERS, HAND, GREY.....	51	3.35	49	2.95	46	3.38	48	2.95
PAIRERS ⁴	7	2.77	11	2.53	7	2.77	11	2.53
STOCKINGS.....	330	3.08	138	2.86	287	2.97	136	2.87
TRANSFER-MACHINE OPERATORS.....	70	2.74	83	2.89	70	2.74	81	2.90
WOMEN.....	99	2.77	20	2.55	-	-	20	2.55
SEWING-MACHINE OPERATORS (PANTY HOSE) ⁴	87	2.74	20	2.55	79	2.66	20	2.55
LEG BLANK SEWERS.....	1,252	3.08	2,210	2.95	1,232	3.08	2,108	2.96
ELASTIC SEWERS.....	860	3.16	1,481	2.95	842	3.17	1,393	2.96
REPAIRERS, SEWING MACHINE ³	176	3.02	252	2.95	176	3.02	238	2.96
FOLDERS.....	41	3.89	81	3.84	40	3.90	67	3.80
BOXERS.....	-	-	134	2.87	-	-	134	2.87
WOMEN.....	23	2.81	-	-	-	-	-	-
FOLDERS AND BOXERS.....	19	2.75	-	-	-	-	-	-
BAGGERS.....	1,093	2.97	1,482	2.86	988	2.96	1,448	2.86
AUTOMATIC PACKAGING MACHINE OPERATOR.....	-	-	20	3.20	-	-	19	3.24
OPERATOR.....	-	-	14	3.14	-	-	8	3.12

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

² Includes data for regions in addition to the Southeast.

³ All or virtually all workers are men.

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

⁵ Where separate information is not shown by sex, all or virtually all workers are women.

NOTE: Dashes (-) indicate no data reported or data do not meet publication criteria.

Table 6. Women's hosiery mills: Occupational averages—by size of establishment

(Number and average straight-time hourly earnings¹ of workers by size of establishment, United States and Southeast, July 1976)

Occupation and sex	United States ²						Southeast			
	Establishments having—									
	50-99 workers		100-249 workers		250 workers or more		100-249 workers		250 workers or more	
	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings
KNITTING										
ADJUSTERS AND FIXERS, KNITTING MACHINES³										
SEAMLESS, FULL- OR KNEE-LENGTH	126	3.30	418	3.97	780	4.22	369	3.87	734	4.22
COLLECTION-SYSTEM INSPECTORS	-	-	70	2.82	272	2.98	70	2.82	272	2.98
WOMEN	-	-	58	2.71	265	2.97	58	2.71	265	2.97
COLLECTION-SYSTEM OPERATORS	-	-	105	2.72	289	3.25	105	2.72	289	3.25
MEN	-	-	-	-	120	3.37	-	-	120	3.37
WOMEN	-	-	75	2.65	169	3.17	75	2.65	169	3.17
KNITTERS, WOMEN'S SEAMLESS HOSIERY, TWO-FEED										
WOMEN	-	-	-	-	160	2.84	-	-	143	2.83
KNITTERS, WOMEN'S SEAMLESS HOSIERY, FOUR-FEED	-	-	-	-	103	2.72	-	-	86	2.67
KNITTERS, WOMEN'S SEAMLESS HOSIERY, FOUR-FEED	-	-	14	2.60	53	2.99	14	2.60	37	2.96
MEN	-	-	-	-	14	2.86	-	-	14	2.86
WOMEN	-	-	13	2.60	39	3.04	13	2.60	23	3.02
KNITTERS, WOMEN'S SEAMLESS HOSIERY, EIGHT-FEED										
WOMEN	-	-	-	-	46	2.73	-	-	46	2.73
KNITTERS, AUTOMATIC	-	-	-	-	40	2.73	-	-	40	2.73
MEN	-	-	165	3.06	-	-	146	3.05	-	-
WOMEN	-	-	21	3.04	-	-	-	-	-	-
WOMEN	-	-	144	3.06	-	-	142	3.05	-	-
BOARDING AND PREBOARDING⁵										
BOARDERS, AUTOMATIC										
WOMEN	46	3.19	113	3.02	254	3.23	113	3.02	219	3.28
BOARDERS, OTHER THAN AUTOMATIC	26	3.16	108	3.00	253	3.23	108	3.00	218	3.28
PREBOARDERS	-	-	-	-	345	2.79	-	-	345	2.79
PREBOARDERS	56	2.95	-	-	-	-	-	-	-	-
MISCELLANEOUS⁵										
SEAMERS, TOE										
EXAMINERS (HOSIERY INSPECTORS)	199	2.94	806	2.92	1,258	2.96	716	2.91	1,191	2.96
GREY (GREIGE) EXAMINERS	136	2.97	282	2.88	674	3.03	186	2.83	590	3.00
FINISHED EXAMINERS	62	3.24	146	2.82	166	2.88	124	2.78	164	2.87
DYEING-MACHINE TENDERS ³	74	2.74	136	2.95	448	3.10	62	2.93	398	3.07
MENDERS, HAND, FINISH	38	3.31	136	2.86	192	2.97	130	2.85	182	2.97
MENDERS, HAND, GREY	13	2.86	19	2.67	68	3.34	18	2.61	68	3.34
PAIRERS	-	-	12	2.69	6	2.49	12	2.69	6	2.49
STOCKINGS	37	2.81	158	3.07	273	3.01	133	2.84	273	3.01
TRANSFER-MACHINE OPERATORS	-	-	124	2.84	-	-	124	2.84	-	-
WOMEN	-	-	-	-	32	2.72	-	-	30	2.73
WOMEN	-	-	-	-	32	2.72	-	-	30	2.73
SEWING-MACHINE OPERATORS (PANTY HOSE)⁴										
LEG BLANK SEWERS	164	2.99	624	2.89	2,674	3.02	618	2.88	2,605	3.02
ELASTIC SEWERS	149	2.99	309	3.04	1,883	3.03	305	3.03	1,822	3.03
REPAIRERS, SEWING MACHINE ³	12	2.98	89	2.93	327	2.99	89	2.93	319	3.00
FOLDERS	-	-	28	3.73	90	3.87	27	3.73	77	3.85
BOXERS	67	2.89	-	-	239	3.20	-	-	224	3.22
FOLDERS AND BOXERS	-	-	-	-	18	2.56	-	-	18	2.56
FOLDERS AND BOXERS	224	2.90	832	2.87	1,519	2.94	771	2.83	1,489	2.94

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

² Includes data for regions in addition to the Southeast.

³ All or virtually all workers are men.

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

⁵ Where separate information is not shown by sex, all or virtually all workers are women.

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

Table 7. Women's hosiery mills: Occupational averages-by method of wage payment

(Number and average straight-time hourly earnings¹ of workers in selected occupations by method of wage payment, United States and Southeast, July 1976)

Occupation and sex	United States ²				Southeast			
	Timeworkers		Incentive workers		Timeworkers		Incentive workers	
	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings
KNITTING								
ADJUSTERS AND FIXERS, KNITTING MACHINES ⁴	1,522	\$4.06	-	-	1,321	\$4.05	-	-
SEAMLESS, FULL- OR KNEE-LENGTH... COLLECTION-SYSTEM INSPECTORS.....	1,317	4.05	-	-	1,198	4.03	-	-
MEN.....	357	2.93	-	-	351	2.93	-	-
WOMEN.....	19	3.25	-	-	19	3.25	-	-
COLLECTION-SYSTEM OPERATORS.....	338	2.91	-	-	332	2.91	-	-
MEN.....	417	3.07	-	-	415	3.07	-	-
WOMEN.....	150	3.27	-	-	150	3.27	-	-
KNITTERS, WOMEN'S SEAMLESS HOSIERY, TWO-FEED.....	267	2.95	-	-	265	2.95	-	-
MEN.....	129	2.66	-	-	110	2.61	-	-
WOMEN.....	16	2.63	-	-	16	2.63	-	-
KNITTERS, WOMEN'S SEAMLESS HOSIERY, FOUR-FEED.....	113	2.66	-	-	94	2.60	-	-
MEN.....	70	2.91	-	-	51	2.86	-	-
WOMEN.....	16	2.84	-	-	15	2.84	-	-
KNITTERS, WOMEN'S SEAMLESS HOSIERY, EIGHT-FEED.....	54	2.93	-	-	36	2.87	-	-
MEN.....	62	2.70	-	-	62	2.70	-	-
WOMEN.....	9	2.71	-	-	9	2.71	-	-
KNITTERS, AUTOMATIC.....	53	2.70	-	-	53	2.70	-	-
WOMEN.....	48	2.86	218	\$3.14	-	-	188	\$3.21
	31	2.75	214	3.14	-	-	184	3.21
BOARDING AND PREBOARDING ⁵								
BOARDERS, AUTOMATIC.....	-	-	413	3.17	-	-	332	3.19
MEN.....	-	-	-	-	-	-	6	3.39
WOMEN.....	-	-	387	3.16	-	-	326	3.19
BOARDERS, DUNN METHOD.....	-	-	172	2.96	-	-	145	2.93
BOARDERS, OTHER THAN AUTOMATIC.....	-	-	478	2.92	-	-	478	2.92
PREBOARDERS.....	-	-	460	3.17	-	-	451	3.18
MISCELLANEOUS ⁵								
SEAMERS, TOE.....	-	-	2,252	2.95	-	-	2,068	2.94
EXAMINERS (HOSIERY INSPECTORS) ⁴	102	2.62	990	3.02	62	2.40	833	3.01
GREY (GREIGE) EXAMINERS.....	60	2.41	314	3.01	60	2.41	284	3.02
FINISHED EXAMINERS.....	-	-	648	3.04	-	-	521	3.01
DYEING-MACHINE TENDERS ³	357	2.96	9	3.26	329	2.93	-	-
MENDERS, HAND, FINISH.....	39	2.99	61	3.25	38	3.00	56	3.27
MENDERS, HAND, GREY.....	12	2.63	6	2.61	12	2.63	6	2.61
PAIRERS ⁴	-	-	465	3.01	-	-	423	2.94
STOCKINGS.....	-	-	153	2.82	-	-	151	2.83
PANTY HOSE.....	-	-	112	3.33	-	-	-	-
TRANSFER-MACHINE OPERATORS.....	25	2.68	94	2.75	24	2.68	87	2.68
WOMEN.....	17	2.61	90	2.72	16	2.60	83	2.65
SEWING-MACHINE OPERATORS (PANTY HOSE) ⁴	-	-	3,461	3.00	-	-	3,339	3.00
LEG BLANK SEWERS.....	-	-	2,341	3.03	-	-	2,235	3.04
ELASTIC SEWERS.....	-	-	427	2.98	-	-	413	2.99
REPAIRERS, SEWING MACHINE ³	122	3.85	-	-	107	3.84	-	-
FOLDERS.....	-	-	306	3.14	-	-	254	3.22
BOXERS.....	19	2.43	-	-	-	-	-	-
FOLDERS AND BOXERS.....	37	2.32	2,538	2.92	-	-	2,407	2.91

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

² Includes data for regions in addition to the Southeast.

³ All or virtually all workers are men.

⁴ Includes data for workers in classifications

in addition to those shown separately.

⁵ Where separate information is not shown by sex, all or virtually all workers are women.

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

Table 8. Women's hosiery mills: Occupational earnings—North Carolina—Continued

(Number and average straight-time hourly earnings¹ of production workers in selected occupations, July 1976)

Occupation and sex	Number of workers	Average hourly earnings	NUMBER OF WORKERS RECEIVING STRAIGHT-TIME HOURLY EARNINGS (IN DOLLARS) OF--																									
			2.30	2.40	2.50	2.60	2.70	2.80	2.90	3.00	3.10	3.20	3.30	3.40	3.50	3.60	3.70	3.80	4.00	4.20	4.40	4.60	4.80	5.00	5.20	5.40	5.60	5.80
			AND UNDER	2.40	2.50	2.60	2.70	2.80	2.90	3.00	3.10	3.20	3.30	3.40	3.50	3.60	3.70	3.80	4.00	4.20	4.40	4.60	4.80	5.00	5.20	5.40	5.60	5.80	AND OVER
SELECTED PRODUCTION OCCUPATIONS--																												
CONTINUED																												
MISCELLANEOUS--CONTINUED																												
TRANSFER-MACHINE OPERATORS ⁷	48	\$2.67	18	8	7	1	-	3	1	3	-	1	1	2	-	-	-	-	1	2	-	-	-	-	-	-	-	
INCENTIVE.....	39	2.69	16	2	7	1	-	3	1	3	-	1	1	2	-	-	-	-	-	2	-	-	-	-	-	-	-	
SEWING-MACHINE OPERATORS																												
(PANTY HOSE) ^{6, 7}	1,694	3.05	302	101	86	89	84	99	101	79	106	111	82	94	57	45	55	77	48	26	20	13	10	5	2	2	-	
LEG BLANK SEWERS.....	1,307	3.06	245	77	59	63	67	76	78	63	81	84	54	68	44	35	41	59	36	25	20	13	10	5	2	2	-	
ELASTIC SEWERS.....	195	3.01	28	13	12	13	6	14	16	14	12	10	12	10	6	1	10	10	7	1	-	-	-	-	-	-	-	
OTHER (INCLUDING																												
COMBINATION OF ABOVE).....	192	3.02	29	11	15	13	11	9	7	2	13	17	16	16	7	9	4	8	5	-	-	-	-	-	-	-	-	
REPAIRERS, SEWING MACHINE ^{3, 4}	66	3.88	-	-	-	-	-	-	-	1	3	1	5	4	3	3	9	10	9	2	15	1	-	-	-	-	-	
FOLDERS AND BOXERS ^{6, 7}	1,962	2.92	414	123	95	164	163	132	98	142	98	107	71	60	53	59	44	60	35	13	14	5	1	4	-	1	6	

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

² Sixty-four percent of the production workers covered by the survey were paid on an incentive basis.

³ All or virtually all are timeworkers.

⁴ All or virtually all workers are men.

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

⁶ All or virtually all are incentive workers.

⁷ All or virtually all workers are women.

Table 9. Women's hosiery mills: Occupational earnings—Tennessee

(Number and average straight-time hourly earnings¹ of production workers in selected occupations, July 1976)

Occupation and sex	Number of workers	Average hourly earnings	NUMBER OF WORKERS RECEIVING STRAIGHT-TIME HOURLY EARNINGS (IN DOLLARS) OF--																									
			2.30 AND UNDER 2.40	2.40	2.50	2.60	2.70	2.80	2.90	3.00	3.10	3.20	3.30	3.40	3.50	3.60	3.70	3.80	3.90	4.00	4.10	4.20	4.30	4.40	4.50	4.60	4.70	4.80 AND OVER
			2.40	2.50	2.60	2.70	2.80	2.90	3.00	3.10	3.20	3.30	3.40	3.50	3.60	3.70	3.80	3.90	4.00	4.10	4.20	4.30	4.40	4.50	4.60	4.70	4.80	
ALL PRODUCTION WORKERS²	3,175	\$3.04	389	224	201	239	236	158	198	200	306	129	177	183	66	44	68	80	36	10	18	50	21	9	10	105	3	15
MEN	625	3.54	19	37	36	7	46	25	31	30	24	4	6	65	14	4	20	47	12	3	6	44	16	3	8	104	-	14
WOMEN	2,550	2.92	370	187	165	232	190	133	167	170	282	125	171	118	52	40	48	33	24	7	12	6	5	6	2	3	3	1
SELECTED PRODUCTION OCCUPATIONS																												
KNITTING																												
ADJUSTERS AND FIXERS, KNITTING MACHINES^{3,4,5}																												
SEAMLESS, FULL- OR KNEE-LENGTH.	178	4.31	-	-	-	-	1	1	-	1	-	3	1	-	9	1	6	39	6	2	2	36	-	-	-	96	-	-
MISCELLANEOUS																												
SEAMERS, TOE^{6,7}	197	2.90	38	14	18	14	6	6	17	12	15	16	13	6	5	4	7	2	4	-	-	-	-	-	-	-	-	-
EXAMINERS (HOSIERY INSPECTORS)^{6,7}	169	3.00	32	5	7	6	3	8	13	21	29	12	4	-	6	5	4	5	2	3	-	2	-	2	-	-	-	-
DYEING-MACHINE TENDERS⁴	27	2.85	-	5	1	-	11	-	-	3	1	1	4	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-
TIME	23	2.75	-	5	1	-	11	-	-	3	-	-	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
SEWING-MACHINE OPERATORS (PANTY HOSE):																												
LEG BLANK SEWERS^{6,7}	557	3.06	51	30	20	57	22	29	27	42	66	53	56	24	14	14	16	6	8	2	8	2	4	2	2	-	2	-
REPAIRERS, SEWING MACHINE^{3,4}	19	4.00	-	-	-	-	-	1	-	1	-	-	-	1	1	-	3	-	-	-	-	8	3	-	-	-	-	-
FOLDERS AND BOXERS^{6,7}	206	2.82	49	24	10	13	8	15	13	16	16	13	8	9	1	-	4	3	-	-	1	1	-	2	-	-	-	-

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

² Sixty-three percent of the production workers covered by the survey were paid on an incentive basis.

³ All or virtually all are timeworkers.

⁴ All or virtually all workers are men.

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

⁶ All or virtually all are incentive workers.

⁷ All or virtually all workers are women.

Table 10. Women's hosiery mills: Occupational earnings—Hickory—Statesville, N.C.¹

(Number and average straight-time hourly earnings² of production workers in selected occupations, July 1976)

Occupation and sex	Number of workers	Average hourly earnings	NUMBER OF WORKERS RECEIVING STRAIGHT-TIME HOURLY EARNINGS (IN DOLLARS) OF--																										
			2.30 AND UNDER	2.40	2.50	2.60	2.70	2.80	2.90	3.00	3.10	3.20	3.30	3.40	3.50	3.60	3.70	3.80	3.90	4.00	4.10	4.20	4.30	4.40	4.50	4.60	4.80	5.00 AND OVER	
			2.40	2.50	2.60	2.70	2.80	2.90	3.00	3.10	3.20	3.30	3.40	3.50	3.60	3.70	3.80	3.90	4.00	4.10	4.20	4.30	4.40	4.50	4.60	4.80	5.00		
ALL PRODUCTION WORKERS ²	2,070	\$3.09	204	238	121	119	140	104	106	143	116	115	78	87	72	79	56	44	32	48	22	19	33	16	35	27	7	9	
MEN.....	381	3.52	7	26	14	11	30	7	9	18	5	20	8	14	20	43	22	22	2	11	3	5	23	9	31	15	2	4	
WOMEN.....	1,689	2.99	197	212	107	108	110	97	97	125	111	95	70	73	52	36	34	22	30	37	19	14	10	7	4	12	5	5	
SELECTED PRODUCTION OCCUPATIONS																													
KNITTING																													
ADJUSTERS AND FIXERS, KNITTING MACHINES ^{4,5,6}	206	3.93	-	-	-	-	1	-	-	4	-	13	3	7	13	39	22	16	2	8	3	5	22	9	25	13	1	-	
SEAMLESS, FULL- OR KNEE-LENGTH.	163	3.80	-	-	-	-	1	-	-	4	-	13	3	6	13	39	21	16	2	7	2	5	11	4	9	7	-	-	
MISCELLANEOUS																													
SEAMERS, TOE ^{7,8}	309	3.06	18	19	26	26	8	40	27	24	20	16	21	12	9	5	10	2	4	5	3	4	5	3	1	2	-	-	
EXAMINERS (HOSIERY INSPECTORS) ^{6,7,8}	56	3.37	-	-	2	4	1	8	1	10	1	2	1	1	8	-	1	-	5	4	1	-	3	1	2	-	-	-	
GREY (GREIGE) EXAMINERS.....	52	3.32	-	-	2	4	1	8	1	10	1	2	-	1	8	-	1	-	5	3	-	-	3	1	1	-	-	-	
DYEING-MACHINE TENDERS ⁴	20	3.36	-	-	-	3	6	-	-	-	-	-	-	-	-	-	-	-	2	-	-	-	-	-	1	-	-	1	
MEN.....	19	3.40	-	-	-	3	5	-	-	-	-	-	-	-	-	4	1	2	-	-	-	-	-	-	1	-	-	1	
SEWING-MACHINE OPERATORS																													
(PANTY HOSE) ^{6,7,8}	263	3.17	28	19	13	12	14	13	10	15	20	19	11	21	6	6	10	12	5	10	5	6	-	1	-	2	1	4	
LEG BLANK SEWERS.....	231	3.16	26	17	11	12	13	11	10	14	14	18	9	15	6	6	8	8	5	9	5	6	-	1	-	2	1	4	
ELASTIC SEWERS.....	18	3.16	2	2	2	-	-	-	-	1	2	1	-	2	-	-	2	4	-	-	-	-	-	-	-	-	-	-	
REPAIRERS, SEWING MACHINE ^{4,5}	9	3.61	-	-	-	-	-	-	-	1	-	-	-	1	1	2	-	4	-	-	-	-	-	-	-	-	-	-	

¹ The Hickory—Statesville area consists of Burke, Caldwell, Catawba, and Iredell counties.

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

³ Sixty-five percent of production workers covered by the survey were paid on an incentive basis.

⁴ All or virtually all are timeworkers.

⁵ All or virtually all workers are men.

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

⁷ All or virtually all are incentive workers.

⁸ All or virtually all workers are women.

Table 12. Women's hosiery: Method of wage payment(Percent of production workers by method of wage payment,¹ United States, Southeast, selected States, and areas, July 1976)

Method of wage payment	United States ²	Region	States		Areas	
		Southeast	North Carolina	Tennessee	Hickory-Statesville	Winston-Salem-High Point
All workers	100	100	100	100	100	100
Time-rated workers	37	37	36	37	35	40
Formal plans	20	20	17	29	10	20
Single rate	2	2	3	—	10	—
Range of rates	18	18	14	29	—	20
Individual rates	17	17	19	9	25	20
Incentive workers	63	63	64	63	65	60
Individual piecework	62	63	63	62	65	60
Group piecework	(³)	(³)	(³)	(³)	—	(³)
Individual bonus	—	—	—	—	—	—

¹ For definition of method of wage payment, see appendix A.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 13. Women's hosiery: Scheduled weekly hours(Percent of production workers by scheduled weekly hours,¹ United States, Southeast, selected States, and areas, July 1976)

Weekly hours	United States ²	Region	States		Areas	
		Southeast	North Carolina	Tennessee	Hickory-Statesville	Winston-Salem-High Point
All workers	100	100	100	100	100	100
30 hours	5	6	9	—	31	—
32 hours	1	1	2	—	—	5
40 hours	93	93	89	100	69	95

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.

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

Table 14. Women's hosiery: Shift differential provisions(Percent of production workers by shift differential provisions,¹ United States, Southeast, selected States, and areas, July 1976)

Shift differential	United States ²	Region	States		Areas	
		Southeast	North Carolina	Tennessee	Hickory-Statesville	Winston-Salem-High Point
Second shift						
Workers in establishments with second-shift provisions	90.8	90.0	88.5	85.9	100.0	84.9
With shift differential	33.8	32.0	32.5	—	58.6	32.4
Uniform cents per hour	18.6	15.2	13.7	—	31.4	—
5 cents	3.8	4.2	1.8	—	—	—
10 cents	8.7	5.0	3.2	—	—	—
25 cents	6.1	6.0	8.7	—	31.4	—
Uniform percentage	13.4	14.7	15.9	—	6.2	32.4
5 percent	4.1	4.4	9	—	6.2	—
Over 5 and under 10 percent	9.4	10.3	15.0	—	—	32.4
Other formal paid differential	1.8	2.0	2.9	—	21.0	—
Third or other late shift						
Workers in establishments with third- or other late shift provisions	86.2	85.9	86.2	77.8	80.0	88.6
With shift differential	32.5	29.8	34.9	—	50.3	36.1
Uniform cents per hour	19.6	16.4	15.4	—	31.4	3.6
5 cents	1.1	1.2	1.7	—	—	3.6
10 cents	4.2	4.0	1.8	—	—	—
15 cents	6.9	3.0	—	—	—	—
20 cents	2.0	2.2	3.2	—	—	—
25 cents	5.5	6.0	8.7	—	31.4	—
Uniform percentage	10.6	10.9	15.9	—	6.2	32.4
5 percent .....	.7	—	—	—	—	—
10 percent .....	.5	.6	.9	—	6.2	—
Over 10 and under 15 percent	9.4	10.3	15.0	—	—	32.4
Other formal paid differential	2.3	2.5	3.7	—	12.8	—

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 15. Women's hosiery. Shift differential practices

(Percent of production workers in employed on late shifts by amount of pay differential, United States, Southeast, selected States, and areas, July 1976)

Shift differential	United States ¹	Region	States		Areas	
		Southeast	North Carolina	Tennessee	Hickory-Statesville	Winston-Salem-High Point
Second shift						
Workers employed on second shift	13.6	13.4	12.8	13.8	17.2	11.4
Receiving differential	5.5	5.5	6.1	—	13.8	5.2
Uniform cents per hour	3.3	3.1	3.1	—	9.6	—
5 cents .....	.2	.2	.1	—	—	—
10 cents	1.4	1.0	.3	—	—	—
25 cents	1.8	1.8	2.7	—	9.6	—
Uniform percentage	1.9	2.0	2.5	—	.6	5.2
5 percent .....	.3	.4	.1	—	.6	—
Over 5 and under 10 percent	1.5	1.7	2.4	—	—	5.2
Other formal paid differential .....	.3	.3	.5	—	3.6	—
Third or other late shift						
Workers employed on third or other late shift	5.1	5.1	5.0	6.1	4.5	5.4
Receiving differential	1.9	1.8	2.3	—	2.9	2.7
Uniform cents per hour .....	.8	.6	.7	—	1.2	.2
5 cents .....	.1	.1	.1	—	—	.2
10 cents .....	.1	.1	.1	—	—	—
15 cents .....	.3	.1	—	—	—	—
20 cents .....	.1	.1	.2	—	—	—
25 cents .....	.2	.2	.3	—	1.2	—
Uniform percentage .....	.8	.8	1.2	—	.5	2.4
5 percent .....	.1	—	—	—	—	—
10 percent	(²)	(²)	.1	—	.5	—
Over 10 and under 15 percent .....	.7	.8	1.1	—	—	2.4
Other formal paid differential .....	.3	.3	.4	—	1.2	—

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 16. Women's hosiery. Paid holidays

(Percent of production workers in establishments with formal provisions for paid holidays, United States, Southeast, selected States, and areas, July 1976)

Number of paid holidays	United States ¹	Region	States		Areas	
		Southeast	North Carolina	Tennessee	Hickory-Statesville	Winston-Salem-High Point
All workers	100	100	100	100	100	100
Workers in establishments providing paid holidays	71	68	57	86	38	53
1 day	1	1	1	-	-	-
2 days	3	4	5	-	-	12
3 days	11	11	16	-	38	7
4 days	2	2	2	-	-	-
5 days	21	21	8	43	-	2
6 days	27	26	19	42	-	32
7 days	6	3	5	-	-	-
8 days	(²)	-	-	-	-	-

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

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

Table 17. Women's hosiery: Paid vacations

(Percent of production workers in establishments with formal provisions for paid vacations after selected periods of service, United States, Southeast, selected States, and areas, July 1976)

Vacation policy	United States ¹	Region	States		Areas	
		Southeast	North Carolina	Tennessee	Hickory-Statesville	Winston-Salem-High Point
All workers	100	100	100	100	100	100
Method of payment						
Workers in establishments providing paid vacations	95	95	96	100	88	94
Length-of-time payment	16	12	8	6	6	15
Percentage payment	79	82	88	94	82	79
Amount of vacation pay²						
After 1 year of service:						
Under 1 week	6	6	9	-	-	4
1 week	83	82	77	100	75	74
Over 1 and under 2 weeks	5	5	8	-	-	16
2 weeks	1	1	2	-	13	-
After 2 years of service:						
Under 1 week	6	6	9	-	-	4
1 week	66	65	57	100	69	41
Over 1 and under 2 weeks	5	6	8	-	6	16
2 weeks	18	17	21	-	13	32
After 3 years of service:						
Under 1 week	6	6	9	-	-	4
1 week	53	56	52	100	69	41
Over 1 and under 2 weeks	5	6	8	-	6	16
2 weeks	31	27	26	-	13	32
After 5 years of service:						
Under 1 week	6	6	9	-	-	4
1 week	24	26	32	24	54	18
Over 1 and under 2 weeks	5	5	8	-	-	16
2 weeks	58	55	47	56	34	55
Over 2 and under 3 weeks	3	3	-	20	-	-
After 10 years of service:						
Under 1 week	6	6	9	-	-	4
1 week	22	23	32	10	54	18
Over 1 and under 2 weeks	5	5	8	-	-	16
2 weeks	28	28	20	71	15	23
Over 2 and under 3 weeks	5	4	2	20	13	-
3 weeks	30	27	25	-	6	32
After 15 years of service:						
Under 1 week	6	6	9	-	-	4
1 week	22	23	32	10	54	18
Over 1 and under 2 weeks	5	5	8	-	-	16
2 weeks	16	16	14	14	15	21
Over 2 and under 3 weeks	4	3	-	20	-	-
3 weeks	42	41	33	56	19	34
After 20 years of service:³						
Under 1 week	6	6	9	-	-	4
1 week	22	23	32	10	54	18
Over 1 and under 2 weeks	5	5	8	-	-	16
2 weeks	16	16	14	14	15	21
Over 2 and under 3 weeks	4	3	-	20	-	-

See footnotes at end of table.

Table 17. Women's hosiery: Paid vacations—Continued

(Percent of production workers in establishments with formal provisions for paid vacations after selected periods of service, United States, Southeast, selected States, and areas, July 1976)

Vacation policy	United States ¹	Region	States		Areas	
		Southeast	North Carolina	Tennessee	Hickory-Statesville	Winston-Salem-High Point
Amount of vacation pay²—Continued						
After 20 years of service:³						
3 weeks	25	25	14	56	19	2
4 weeks	17	16	19	—	—	32

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

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

Table 18. Women's hosiery: Health, insurance, and retirement plans

(Percent of production workers in establishments with specified health, insurance, and retirement plans,¹ United States, Southeast, selected States, and areas, July 1976)

Type of plan	United States ²	Region	States		Areas	
		Southeast	North Carolina	Tennessee	Hickory-Statesville	Winston-Salem-High Point
All workers	100	100	100	100	100	100
Workers in establishments providing:						
Life insurance	95	96	95	100	100	100
Noncontributory plans	67	67	71	80	58	76
Accidental death and dismemberment insurance	52	54	42	86	88	18
Noncontributory plans	28	30	24	66	58	3
Sickness and accident insurance or sick leave or both ³	48	46	47	76	61	41
Sickness and accident insurance	46	44	43	76	61	41
Noncontributory plans	38	38	34	76	31	34
Sick leave (partial pay or waiting period)	2	2	3	—	—	—
Long-term disability insurance	2	—	—	—	—	—
Noncontributory plans	2	—	—	—	—	—
Hospitalization insurance	99	99	99	100	92	100
Noncontributory plans	55	53	52	71	50	53
Surgical insurance	99	99	99	100	92	100
Noncontributory plans	55	53	52	71	50	53
Medical insurance	91	90	88	86	77	94
Noncontributory plans	49	47	46	57	50	51
Major medical insurance	85	84	86	78	77	93
Noncontributory plans	43	41	39	48	50	39
Pensions	44	42	39	76	19	39
Noncontributory plans	44	42	39	76	19	39
No plans	(⁴)	—	—	—	—	—

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.

⁴ Less than 0.5 percent.

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

Table 19. Women's hosiery: Other selected benefits

(Percent of production workers in establishments with funeral leave pay, jury duty pay, and technological severance pay, ¹ United States, Southeast, selected States, and areas, July 1976)

Type of benefit	United States ²	Region	States		Areas	
		Southeast	North Carolina	Tennessee	Hickory-Statesville	Winston-Salem-High Point
Workers in establishments with provisions for:						
Funeral leave	17	13	5	60	12	—
Jury duty leave	55	53	42	86	38	37
Technological severance pay	1	1	2	—	—	—

¹ For definition of items, see appendix A.

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

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

Part II. Hosiery Mills, Except Women's

Average hourly earnings

The 23,913 production and related workers in hosiery mills, except women's, averaged \$3.05 an hour in July 1976 (table 20). Workers in the Middle Atlantic and Southeast regions—the only regions for which data could be published—averaged \$3.26 and \$3.03 an hour, respectively.

Women made up just over three-fourths of the industry's work force in July 1976. They averaged \$2.92 an hour—16 percent less than men, who averaged \$3.48 an hour. The earnings disadvantage for women in the Middle Atlantic and Southeast was 18 and 16 percent, respectively. (See table 20 for earnings levels.) Most of the differences in average pay between men and women were attributable to differences in the distribution of men and women among establishments and jobs with disparate pay levels.

Nationally and in the Southeast region, production workers in metropolitan areas held a 3-percent wage advantage over those in nonmetropolitan communities.

On the national level, the hourly average for plants employing 250 workers or more was \$3.17 at the time of the survey. This compares with the \$3.02 average for middle-sized mills (100-249 workers) and \$2.89 for smaller mills (20-99 workers). As noted earlier, mills with fewer than 20 workers were excluded from the study.

Earnings of virtually all workers in hosiery mills, except women's ranged from \$2.30 to \$5 an hour (table 21). Within the array, earnings for the middle 50 percent were between \$2.53 and \$3.42 an hour; for men, between \$2.77 and \$4.08 an hour; and for women, between \$2.48 and \$3.23 an hour.

Occupational earnings

Occupations selected to represent the various pay levels and activities of hosiery mills, except women's accounted for nearly two-thirds of the production work force in July 1976. Nationwide, pay levels in this industry were usually highest among knitting department employees and sewing machine repairers, and lowest for hand grey menders. The average for knitting machine adjusters and fixers—the highest paid job studied—exceeded the average for hand grey menders, the lowest paid job, by 59 percent (table 22). Hourly averages for these two jobs were \$4.08 and \$2.57, respectively. Toe seamers—the most heavily populated job studied, with nearly 2,500 workers, averaged \$2.97 an hour. Other numerically important jobs included: Automatic knitters (\$3.04), automatic boarders (\$2.97), pairers

(\$2.97), and folders and boxers (\$2.96). Tables 26-29 show that occupational pay levels also varied by location.

Occupational averages generally were higher in metropolitan areas than in smaller communities (table 23). The earnings edge for larger communities ranged from 2 percent for automatic knitters, string knitters, and toe seamers to 38 percent for preboarders. Among jobs permitting comparison, workers in mills with at least 250 workers typically held wage advantages ranging between 3 and 19 percent over their counterparts in mills with 100 to 249 workers; and between 4 and 30 percent over workers in mills with 20 to 99 workers (table 24).

Within the same occupation, workers paid on an incentive basis nearly always had higher average earnings than those paid time rates (table 25). Nationally, the earnings advantage for incentive workers varied widely, ranging from 6 percent for boarders—other than automatic to 21 percent for both string knitters and pairers.

Establishment practices and supplementary wage provisions

Information was also obtained for production workers including work schedules, shift differential provisions and practices, and selected supplementary benefits such as paid holidays, vacations, and various health, insurance, and retirement plans.

Scheduled weekly hours. Work schedules of 40 hours per week were in effect in mills employing nearly all of the production workers at the time of the survey (table 31). However, about one-tenth of the work force in the Middle Atlantic region was scheduled for less than 40 hours.

Shift differential provisions and practices. Mills with formal provisions for second shifts employed just over nine-tenths of the workers, and for third or other late shifts, about seven-eighths of the workers, in July 1976 (table 32). The proportion of workers actually employed on second shifts amounted to 15 percent and on third or other late shifts, 5 percent (table 33).

Paid holidays. About one-half of the production work force in hosiery, except women's was in mills granting paid holidays, commonly less than 6 days annually (table 34). Holiday provisions varied considerably by location. In the Middle Atlantic region, for example, such provisions applied to all production workers, compared with just over two-fifths in the Southeast region.

Paid vacations. Paid vacations, granted after qualifying periods of service, were provided by mills employing five-sixths of the production workers (table 35). Vacation payments for nearly two-thirds of the work force were based on a stipulated percentage of the employees' annual earnings, which were converted to an equivalent time basis for the survey. The most common provisions in July 1976 were 1 week's pay after 1 year of service and 2 weeks' pay after 5 years of service. Although 2 weeks of vacation pay was the maximum provision after 5 years of service nationwide, the provisions varied slightly by geographic location. In the Middle Atlantic region, for example, slightly more than half of the workers were provided at least 3 weeks of vacation pay after 20 years of service.

Health, insurance, and retirement plans. Slightly more than nine-tenths of the production workers were in establishments providing at least part of the cost of life, hospital-

ization, and surgical insurance plans (table 36). Basic medical insurance was provided to five-sixths of the workers. Accidental death and dismemberment insurance in addition to basic life insurance plans was provided to about three-fourths of the work force, as was major medical insurance. Approximately two-fifths of the workers were provided sickness and accident insurance. Plans providing for long-term disability were rarely found in the industry.

Retirement plans (other than social security) were available to just over one-third of the production workers.

Other selected benefits. Nationally, provisions for funeral leave pay applied to slightly more than one-eighth of the production work force; these provisions covered just over one-half of the workers in the Middle Atlantic region and less than one-tenth of the workers in the Southeast region (table 37). Establishments having formal plans for jury-duty leave pay employed about one-fourth of the work force nationwide.

Table 20. Hosiery mills, except women's: Average hourly earnings by selected characteristics

(Number and average straight-time hourly earnings¹ of production workers by selected characteristics, United States and selected regions, July 1976)

Item	United States ²		Middle Atlantic		Southeast	
	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings
ALL PRODUCTION WORKERS.....	23,913	\$3.05	1,203	\$3.26	21,246	\$3.03
MEN.....	5,671	3.48	364	3.73	4,960	3.44
WOMEN.....	18,242	2.92	839	3.05	16,286	2.90
SIZE OF COMMUNITY:						
METROPOLITAN AREAS ³	9,534	3.11	-	-	7,992	3.09
NONMETROPOLITAN AREAS.....	14,379	3.01	-	-	13,254	2.99
SIZE OF ESTABLISHMENT:						
20-99 WORKERS.....	5,523	2.89	-	-	5,266	2.88
100-249 WORKERS.....	8,762	3.02	-	-	7,742	3.00
250 WORKERS OR MORE.....	9,628	3.17	-	-	8,238	3.16

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 Standard Metropolitan Statistical Areas

as defined by the U.S. Office of Management and Budget through February 1974.

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

Table 21. Hosiery mills, except women's: Earnings distribution

(Percent distribution of production workers by straight-time hourly earnings¹ United States and selected regions, July 1976)

Hourly earnings	United States ²			Middle Atlantic	Southeast
	All workers	Men	Women		
NUMBER OF WORKERS.....	23,913	5,671	18,242	1,203	21,246
AVERAGE HOURLY EARNINGS.....	\$3.05	\$3.48	\$2.92	\$3.26	\$3.03
TOTAL.....	100.0	100.0	100.0	100.0	100.0
UNDER \$2.30.....	(*)	0.1	(*)	-	(*)
\$2.30 AND UNDER \$2.35.....	13.0	4.4	15.7	6.6	13.5
\$2.35 AND UNDER \$2.40.....	2.2	3.9	2.7	2.1	2.3
\$2.40 AND UNDER \$2.45.....	3.6	2.4	4.0	4.6	3.7
\$2.45 AND UNDER \$2.50.....	3.5	1.8	4.0	1.7	3.6
\$2.50 AND UNDER \$2.55.....	4.5	4.1	4.6	3.9	4.6
\$2.55 AND UNDER \$2.60.....	2.8	1.7	3.2	4.4	2.9
\$2.60 AND UNDER \$2.65.....	4.6	3.1	5.0	2.7	4.4
\$2.65 AND UNDER \$2.70.....	3.5	2.8	3.8	3.8	3.5
\$2.70 AND UNDER \$2.75.....	3.2	2.2	3.5	3.7	3.2
\$2.75 AND UNDER \$2.80.....	3.2	3.2	3.2	2.1	3.2
\$2.80 AND UNDER \$2.85.....	3.5	1.9	3.9	2.7	3.3
\$2.85 AND UNDER \$2.90.....	2.9	2.4	3.1	2.5	3.1
\$2.90 AND UNDER \$2.95.....	2.6	1.7	2.8	2.7	2.5
\$2.95 AND UNDER \$3.00.....	2.2	1.4	2.5	1.2	2.3
\$3.00 AND UNDER \$3.10.....	6.0	5.0	6.4	6.8	6.1
\$3.10 AND UNDER \$3.20.....	4.8	4.0	5.0	5.1	4.9
\$3.20 AND UNDER \$3.30.....	4.4	3.9	4.6	4.2	4.5
\$3.30 AND UNDER \$3.40.....	3.5	3.0	3.6	3.7	3.5
\$3.40 AND UNDER \$3.50.....	3.1	3.1	3.1	3.0	3.1
\$3.50 AND UNDER \$3.60.....	3.1	4.4	2.7	4.7	3.0
\$3.60 AND UNDER \$3.70.....	2.5	2.9	2.4	2.7	2.4
\$3.70 AND UNDER \$3.80.....	2.5	3.7	2.2	2.7	2.5
\$3.80 AND UNDER \$3.90.....	2.0	3.1	1.6	2.7	1.9
\$3.90 AND UNDER \$4.00.....	1.8	3.4	1.4	2.6	1.8
\$4.00 AND UNDER \$4.10.....	2.1	5.6	1.1	2.6	2.1
\$4.10 AND UNDER \$4.20.....	1.4	3.3	.9	1.8	1.4
\$4.20 AND UNDER \$4.30.....	1.3	3.0	.8	1.2	1.3
\$4.30 AND UNDER \$4.40.....	.9	2.0	.5	1.3	.8
\$4.40 AND UNDER \$4.50.....	.9	2.6	.3	.9	.9
\$4.50 AND UNDER \$4.60.....	1.2	3.6	.4	1.0	.9
\$4.60 AND UNDER \$4.70.....	.5	1.4	.2	.7	.5
\$4.70 AND UNDER \$4.80.....	.4	1.5	.1	2.7	.3
\$4.80 AND UNDER \$4.90.....	.3	.7	.2	.5	.3
\$4.90 AND UNDER \$5.00.....	.2	.8	.1	.5	.2
\$5.00 AND OVER.....	1.5	5.1	.4	3.9	1.3

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

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

NOTE: Because of rounding, sums of individual items may not equal 100. Asterisk (*) indicates less than 0.05 percent.

Table 22. Hosiery mills, except women's: Occupational averages—all mills

(Number and average straight-time hourly earnings¹ of workers in selected occupations, United States and selected regions, July 1976)

Occupation and sex	United States ²				Middle Atlantic				Southeast			
	Number of workers	Hourly earnings ³			Number of workers	Hourly earnings ³			Number of workers	Hourly earnings ³		
		Mean	Median	Middle range		Mean	Median	Middle range		Mean	Median	Middle range
KNITTING												
ADJUSTERS AND FIXERS, KNITTING MACHINES⁴												
MACHINES ⁴	2,129	\$4.08	\$4.03	\$3.70- \$4.45	99	\$4.51	\$4.79	\$4.00- \$4.98	1,886	\$4.04	\$4.00	\$3.69- \$4.40
SEAMLESS, FULL- OR KNEE-LENGTH.....	42	4.39	4.46	4.25- 4.50	-	-	-	-	42	4.39	4.46	4.25- 4.50
SEAMLESS, HALF-HOSE.....	1,715	4.12	4.07	3.75- 4.49	95	4.53	4.79	4.10- 4.99	1,555	4.08	4.05	3.75- 4.44
KNITTERS, AUTOMATIC												
MEN.....	2,392	3.04	2.98	2.66- 3.31	179	3.41	3.40	2.94- 3.81	2,053	3.02	2.98	2.60- 3.25
WOMEN.....	128	2.86	2.75	2.50- 3.14	-	-	-	-	128	2.86	2.75	2.50- 3.14
KNITTERS, STRING												
MEN.....	2,264	3.05	3.00	2.68- 3.32	179	3.41	3.40	2.94- 3.81	1,925	3.03	3.00	2.64- 3.26
WOMEN.....	744	2.88	2.85	2.50- 3.19	-	-	-	-	692	2.87	2.82	2.47- 3.14
MEN.....	52	2.57	2.50	2.41- 2.50	-	-	-	-	52	2.57	2.50	2.41- 2.50
WOMEN.....	692	2.91	2.85	2.50- 3.20	-	-	-	-	640	2.89	2.85	2.50- 3.16
BOARDING AND PREBOARDING												
BOARDERS, AUTOMATIC												
MEN.....	2,078	2.97	2.82	2.49- 3.31	70	3.21	3.17	2.63- 3.60	1,934	2.94	2.79	2.48- 3.29
WOMEN.....	146	3.10	2.88	2.59- 3.49	15	3.36	3.25	2.92- 3.64	120	3.04	2.81	2.54- 3.34
BOARDERS, OTHER THAN AUTOMATIC												
MEN.....	1,932	2.95	2.81	2.48- 3.31	55	3.17	3.15	2.54- 3.57	1,814	2.94	2.79	2.48- 3.29
WOMEN.....	382	2.67	2.56	2.35- 2.86	10	3.23	-	-	330	2.64	2.56	2.32- 2.86
MEN.....	20	2.75	2.56	2.52- 2.90	-	-	-	-	17	2.64	2.55	2.50- 2.75
WOMEN.....	362	2.66	2.56	2.34- 2.86	-	-	-	-	313	2.64	2.56	2.31- 2.86
PREBOARDERS												
MEN.....	150	2.88	2.68	2.39- 3.14	16	3.98	3.95	3.36- 4.43	129	2.74	2.57	2.38- 3.02
WOMEN.....	20	3.30	3.14	2.74- 3.44	10	3.80	-	-	7	2.70	-	-
MEN.....	130	2.81	2.57	2.38- 3.10	-	-	-	-	122	2.74	2.56	2.38- 3.02
MISCELLANEOUS⁶												
SEAMERS, TOP												
EXAMINERS (HOSIERY INSPECTORS) ⁵	2,468	2.97	2.85	2.50- 3.30	60	3.39	3.28	2.70- 3.82	2,283	2.94	2.83	2.48- 3.26
GREY (GREIGE) EXAMINERS.....	812	2.87	2.77	2.45- 3.16	67	2.98	2.99	2.70- 3.17	699	2.85	2.73	2.43- 3.13
FINISHED EXAMINERS.....	674	2.84	2.71	2.44- 3.13	55	2.92	2.90	2.67- 3.13	605	2.83	2.69	2.41- 3.13
DYEING-MACHINE TENDERS ⁴	126	3.03	2.95	2.53- 3.26	-	-	-	-	94	3.01	2.93	2.53- 3.13
MENDERS, HAND, FINISH.....	507	3.15	3.01	2.75- 3.42	21	3.87	4.00	3.51- 4.00	460	3.12	3.00	2.74- 3.40
MENDERS, HAND, GREY.....	64	2.80	2.60	2.45- 3.11	-	-	-	-	54	2.81	2.67	2.37- 3.19
PAIRERS ⁵	94	2.57	2.55	2.40- 2.70	21	2.74	2.71	2.55- 2.92	55	2.49	2.42	2.40- 2.56
STOCKINGS.....	1,502	2.97	2.82	2.43- 3.39	63	2.98	2.88	2.51- 3.29	1,396	2.98	2.82	2.43- 3.40
TRANSFER-MACHINE OPERATORS.....	1,364	2.99	2.85	2.43- 3.41	-	-	-	-	1,305	2.99	2.83	2.42- 3.42
SEWING-MACHINE OPERATORS (PANTY HOSE).....	268	2.92	2.77	2.50- 3.17	11	3.08	-	-	243	2.94	2.81	2.50- 3.18
REPAIRERS, SEWING MACHINE ⁴	107	2.88	2.60	2.44- 3.25	-	-	-	-	62	2.91	2.71	2.50- 3.25
FOLDERS.....	38	3.94	3.94	3.51- 4.29	-	-	-	-	32	3.88	3.88	3.48- 4.13
BOXERS.....	174	2.69	2.56	2.35- 2.99	-	-	-	-	174	2.69	2.56	2.35- 2.99
WOMEN.....	162	2.80	2.60	2.39- 3.11	-	-	-	-	100	2.98	3.00	2.50- 3.36
FOLDERS AND BOXERS.....	153	2.81	2.60	2.35- 3.13	-	-	-	-	91	3.02	3.00	2.50- 3.38
BAGGERS.....	1,178	2.96	2.85	2.53- 3.29	38	2.84	2.55	2.55- 2.94	1,106	2.98	2.86	2.56- 3.29
AUTOMATIC PACKAGING MACHINE OPERATOR.....	94	2.78	2.60	2.32- 3.20	-	-	-	-	77	2.72	2.50	2.30- 3.16
OPERATOR.....	38	2.70	2.60	2.60- 2.65	-	-	-	-	-	-	-	-

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 See appendix A for method used to compute means, medians, and middle ranges of rates. Medians and middle ranges were not computed for occupations with fewer than 15 workers.

⁴ All or virtually all workers are men.

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

⁶ Where separate information is not shown by sex, all or virtually all workers are women.

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

Table 23. Hosiery mills, except women's: Occupational averages—by size of community

(Number and average straight-time hourly earnings¹ of workers in selected occupations by size of community, United States and Southeast, July 1976)

Occupation and sex	United States ²				Southeast			
	Metropolitan areas		Nonmetropolitan areas		Metropolitan areas		Nonmetropolitan areas	
	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings
KNITTING								
ADJUSTERS AND FIXERS, KNITTING MACHINES³								
SEAMLESS, HALF-HOSE.....	848	\$4.15	1,281	\$4.03	721	\$4.07	1,165	\$4.02
KNITTERS, AUTOMATIC.....	639	4.23	1,076	4.05	532	4.15	1,023	4.05
MEN.....	896	3.07	1,496	3.02	690	2.99	1,363	3.03
WOMEN.....	26	2.80	102	2.88	26	2.80	102	2.88
KNITTERS, STRING.....	870	3.08	1,394	3.03	664	2.99	1,261	3.04
MEN.....	292	2.92	452	2.86	267	2.91	425	2.84
WOMEN.....	268	2.95	424	2.88	243	2.94	397	2.86
BOARDING AND PREBOARDING								
BOARDERS, AUTOMATIC.....								
MEN.....	830	3.04	1,248	2.92	731	3.02	1,203	2.90
WOMEN.....	49	3.63	97	2.83	34	3.75	86	2.76
BOARDERS, OTHER THAN AUTOMATIC.....	781	3.00	1,151	2.92	697	2.99	1,117	2.91
MEN.....	180	2.63	202	2.71	147	2.61	183	2.66
WOMEN.....	-	-	17	2.64	-	-	17	2.64
PREBOARDERS.....	177	2.62	185	2.71	147	2.61	166	2.66
MEN.....	18	3.80	132	2.75	-	-	129	2.74
WOMEN.....	10	3.80	10	2.81	-	-	7	2.70
MEN.....	-	-	122	2.74	-	-	122	2.74
MISCELLANEOUS⁵								
SEAMERS, TOE.....								
EXAMINERS (HOSIERY INSPECTORS) ⁴	830	3.01	1,638	2.95	730	2.97	1,553	2.92
GREY (GREIGE) EXAMINERS.....	217	2.81	595	2.90	158	2.77	541	2.88
FINISHED EXAMINERS.....	207	2.81	467	2.85	148	2.78	457	2.85
DYEING-MACHINE TENDERS ³	-	-	116	3.06	-	-	84	3.05
MENDERS, HAND, FINISH.....	236	2.99	271	3.29	205	2.90	255	3.30
MENDERS, HAND, GREY.....	26	3.01	38	2.66	18	3.20	36	2.62
PAIRERS ⁴	57	2.61	37	2.51	29	2.54	26	2.43
STOCKINGS.....	676	3.14	826	2.84	577	3.19	819	2.83
TRANSFER-MACHINE OPERATORS.....	578	3.18	786	2.85	526	3.21	779	2.84
SEWING-MACHINE OPERATORS (PANTY HOSE).....	100	3.00	168	2.88	76	3.08	167	2.88
REPAIRERS, SEWING MACHINE.....	79	2.94	-	-	-	-	-	-
FOLDERS.....	18	4.02	20	3.86	17	4.03	15	3.70
BOXERS.....	-	-	165	2.71	-	-	165	2.71
WOMEN.....	44	2.67	118	2.84	-	-	89	2.95
FOLDERS AND BOXERS.....	44	2.67	109	2.87	-	-	80	2.99
BAGGERS.....	652	2.93	526	3.01	586	2.94	520	3.02
AUTOMATIC PACKAGING MACHINE OPERATOR.....	27	2.67	67	2.82	21	2.71	56	2.72
OPERATOR.....	17	2.82	-	-	-	-	-	-

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

² Includes data for regions in addition to the Southeast.

³ All or virtually all workers are men.

⁴ Includes data for workers in classifications

in addition to those shown separately.

⁵ Where separate information is not shown by sex, all or virtually all workers are women.

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

Table 24. Hosiery mills, except women's: Occupational averages—by size of establishment

(Number and average straight-time hourly earnings¹ of workers in selected occupations by size of establishment, United States and Southeast, July 1976)

Occupation and sex	United States ²						Southeast					
	Establishments having—											
	20-99 workers		100-249 workers		250 workers or more		20-99 workers		100-249 workers		250 workers or more	
	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings
KNITTING												
ADJUSTERS AND FIXERS, KNITTING MACHINES⁴												
	496	\$4.00	843	\$4.04	790	\$4.16	462	\$3.96	740	\$4.04	684	\$4.08
	360	4.05	713	4.08	642	4.19	360	4.05	640	4.07	555	4.11
SEAMLESS, HALF-HOSE.....												
	602	2.70	893	3.04	897	3.27	576	2.68	775	3.04	702	3.27
KNITTERS, AUTOMATIC.....												
	57	2.72	36	2.59	35	3.39	57	2.72	36	2.59	35	3.39
MEN.....												
	545	2.70	857	3.06	862	3.27	519	2.68	739	3.06	667	3.26
WOMEN.....												
	219	2.81	425	2.83	-	-	210	2.79	400	2.81	-	-
KNITTERS, STRING.....												
	201	2.82	391	2.85	-	-	192	2.80	366	2.84	-	-
WOMEN.....												
BOARDING AND PREBOARDING												
BOARDERS, AUTOMATIC.....												
	478	2.85	666	2.92	934	3.05	469	2.85	595	2.87	870	3.05
	11	2.67	51	2.91	84	3.27	-	-	33	2.67	78	3.25
MEN.....												
	467	2.86	615	2.92	850	3.03	460	2.86	562	2.88	792	3.03
WOMEN.....												
BOARDERS, OTHER THAN AUTOMATIC.....												
	155	2.55	154	2.61	-	-	132	2.57	150	2.59	-	-
	-	-	9	2.75	-	-	-	-	-	-	-	-
MEN.....												
	145	2.54	145	2.60	-	-	122	2.56	143	2.59	-	-
WOMEN.....												
PREBOARDERS.....												
	-	-	68	2.87	-	-	-	-	65	2.86	-	-
	-	-	6	2.75	12	3.61	-	-	-	-	-	-
MEN.....												
	-	-	62	2.88	-	-	-	-	62	2.88	-	-
WOMEN.....												
MISCELLANEOUS⁵												
SEAMERS, TOE.....												
	594	2.82	1,013	2.96	861	3.07	576	2.80	914	2.94	793	3.03
EXAMINERS (HOSIERY INSPECTORS).....												
	296	2.71	378	2.96	138	2.99	288	2.70	331	2.95	80	3.02
GREY (GREIGE) EXAMINERS.....												
	277	2.70	268	2.88	129	3.02	275	2.71	259	2.89	71	3.07
FINISHED EXAMINERS.....												
	19	2.73	98	3.13	-	-	13	2.63	-	-	-	-
DYEING-MACHINE TENDERS³.....												
	151	3.26	160	3.01	196	3.18	146	3.26	143	2.98	171	3.12
MENDERS, HAND, FINISH.....												
	16	2.36	20	2.79	28	3.06	14	2.34	13	2.78	27	3.08
MENDERS, HAND, GREY.....												
	8	2.34	40	2.47	46	2.70	-	-	33	2.45	17	2.61
PAIRERS⁴.....												
	376	2.73	465	2.83	641	3.23	370	2.73	442	2.84	584	3.24
STOCKINGS.....												
	354	2.74	458	2.83	552	3.28	354	2.74	428	2.84	523	3.29
TRANSFER-MACHINE OPERATORS³.....												
	92	2.83	99	2.78	77	3.22	79	2.89	94	2.79	70	3.20
REPAIRERS, SEWING MACHINE³.....												
	-	-	22	3.69	12	4.40	-	-	21	3.69	7	4.43
FOLDERS.....												
	56	2.66	108	2.70	-	-	56	2.66	108	2.70	-	-
BOXERS.....												
	51	2.81	62	2.70	49	2.91	38	2.79	39	2.91	-	-
WOMEN.....												
	51	2.81	53	2.73	49	2.91	38	2.79	30	3.02	-	-
FOLDERS AND BOXERS.....												
	273	2.76	313	3.08	592	2.99	255	2.79	297	3.08	554	3.00
BAGGERS.....												
	41	2.49	30	2.97	-	-	41	2.49	13	2.85	-	-

¹ Excludes premium pay for overtime and for work on week-ends, holidays, and late shifts.

² Includes data for regions in addition to the Southeast.

³ All or virtually all workers are men.

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

⁵ Where separate information is not shown by sex, all or virtually all workers are women.

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

Table 25. Hosiery mills, except women's: Occupational averages—by method of wage payment

(Number and average straight-time hourly earnings¹ of workers in selected occupations by method of wage payment, United States and Southeast, July 1976)

Occupation and sex	United States ²				Southeast			
	Timeworkers		Incentive workers		Timeworkers		Incentive workers	
	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings
KNITTING								
ADJUSTERS AND FIXERS, KNITTING MACHINES ^{3,4}	2,115	\$4.07	-	-	1,886	\$4.04	-	-
SEAMLESS, FULL- OR KNEE-LENGTH. SEAMLESS, HALF-HOSE.....	42	4.39	-	-	42	4.39	-	-
KNITTERS, AUTOMATIC.....	1,715	4.12	-	-	1,555	4.08	-	-
MEN.....	483	2.74	1,909	\$3.12	394	2.72	1,659	\$3.08
WOMEN.....	41	2.54	87	3.02	41	2.54	87	3.02
KNITTEES, STRING.....	442	2.76	1,822	3.12	353	2.75	1,572	3.09
WOMEN.....	161	2.47	583	3.00	161	2.47	531	2.99
WOMEN.....	-	-	555	3.02	-	-	503	3.00
BOARDING AND PREBOARDING								
BOARDERS, AUTOMATIC.....	40	2.53	2,038	2.97	-	-	1,898	2.95
MEN.....	-	-	146	3.10	-	-	120	3.04
WOMEN.....	40	2.53	1,892	2.96	-	-	1,778	2.95
BOARDERS, OTHER THAN AUTOMATIC.....	56	2.53	326	2.69	36	2.57	294	2.65
MEN.....	-	-	10	2.79	-	-	-	-
WOMEN.....	46	2.49	316	2.69	-	-	287	2.65
PREBOARDERS.....	-	-	146	2.89	-	-	127	2.75
MEN.....	-	-	20	3.30	-	-	7	2.70
WOMEN.....	-	-	126	2.82	-	-	120	2.75
MISCELLANEOUS⁵								
SEANERS, TOE.....	-	-	2,369	2.98	-	-	2,185	2.95
EXAMINERS (HOSIERY INSPECTORS)...	131	2.49	681	2.94	121	2.48	578	2.93
GREY (GEEIGE) EXAMINERS.....	118	2.50	556	2.91	111	2.48	494	2.91
FINISHED EXAMINERS.....	13	2.47	113	3.09	10	2.47	84	3.07
DYEING-MACHINE TENDERS ³	496	3.15	-	-	449	3.12	-	-
TENDERS, HAND, FINISH.....	32	2.55	32	3.06	24	2.54	30	3.03
TENDERS, HAND, GREY.....	69	2.59	25	2.53	32	2.47	23	2.52
PAIRERS ⁴	86	2.48	1,416	3.00	83	2.48	1,313	3.01
STOCKINGS.....	72	2.47	1,292	3.02	71	2.47	1,234	3.02
TRANSFER-MACHINE OPERATORS.....	42	2.59	226	2.99	37	2.61	206	3.00
SEWING-MACHINE OPERATORS (PANTY HOSE).....	-	-	94	2.93	-	-	-	-
REPAIRERS, SEWING MACHINE ³	38	3.94	-	-	32	3.88	-	-
FOLDERS.....	49	2.56	125	2.75	49	2.56	125	2.75
BOXERS.....	75	2.57	87	3.00	43	2.70	57	3.19
WOMEN.....	66	2.57	87	3.00	34	2.74	57	3.19
FOLDERS AND BOXERS.....	183	2.55	995	3.04	144	2.59	962	3.03
BAGGERS.....	40	2.51	54	2.98	34	2.51	43	2.89

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

² Includes data for regions in addition to the Southeast.

³ All or virtually all workers are men.

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

⁵ Where separate information is not shown by sex, all or virtually all workers are women.

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

Table 26. Hosiery mills, except women's: Occupational earnings—North Carolina—Continued

(Number and average straight-time hourly earnings¹ of production workers in selected occupations, July 1976)

Occupation and sex	Number of workers	Average hourly earnings	NUMBER OF WORKERS RECEIVING STRAIGHT-TIME HOURLY EARNINGS (IN DOLLARS) OF--																										
			UNDER 2.30	2.30 AND UNDER 2.40	2.40	2.50	2.60	2.70	2.80	2.90	3.00	3.10	3.20	3.30	3.40	3.50	3.60	3.80	4.00	4.20	4.40	4.60	4.80	5.00	5.20	5.40	5.60	5.80 AND OVER	
SELECTED PRODUCTION OCCUPATIONS--CONTINUED																													
MISCELLANEOUS--CONTINUED																													
MENDERS, HAND, GREY ⁷	33	\$2.53	-	9	8	6	8	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
INCENTIVE	15	2.58	-	6	2	3	2	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
PAIBERS ⁷	1,003	3.05	-	195	44	86	65	65	39	47	39	46	46	42	30	36	79	41	37	36	7	11	7	2	-	-	-	1	2
TIME	58	2.51	-	6	-	35	17	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
INCENTIVE	945	3.08	-	189	44	51	48	65	39	47	39	46	46	42	30	36	79	41	37	36	7	11	7	2	-	-	-	1	2
STOCKINGS	961	3.06	-	191	41	75	57	64	38	45	39	44	44	38	29	35	78	41	37	35	7	11	7	2	-	-	-	1	2
TRANSFER-MACHINE OPERATORS ⁷	176	3.06	-	27	6	7	17	13	27	2	13	10	4	7	2	6	11	6	2	7	4	-	2	2	-	-	-	1	-
TIME	15	2.85	-	-	-	-	8	-	-	-	5	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
INCENTIVE	161	3.08	-	27	6	7	9	13	27	2	13	5	2	7	2	6	11	6	2	7	4	-	2	2	-	-	-	1	-
REPAIRERS, SEWING MACHINE ^{3 4}	27	3.87	-	-	-	-	-	-	-	-	-	-	4	2	-	1	4	-	6	4	-	1	1	4	-	-	-	-	-
FOLDERS ⁷	54	2.83	-	8	4	13	-	1	1	5	7	6	5	-	-	1	2	-	-	-	1	-	-	-	-	-	-	-	-
TIME	25	2.76	-	5	4	2	-	-	2	5	5	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
INCENTIVE	29	2.90	-	3	-	11	-	1	1	3	2	1	3	-	-	1	2	-	-	1	-	-	-	-	-	-	-	-	-
BOXERS ⁷	59	2.99	-	5	7	6	3	2	1	7	9	1	3	-	5	2	2	4	-	2	-	-	-	-	-	-	-	-	-
TIME	16	2.65	-	4	-	6	-	-	-	-	6	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
INCENTIVE	43	3.11	-	1	7	-	3	2	1	7	3	1	3	-	5	2	2	4	-	2	-	-	-	-	-	-	-	-	-
FOLDERS AND BOXERS ⁷	964	3.00	-	152	41	60	130	36	63	54	49	60	64	23	59	34	36	45	23	16	8	5	-	2	-	-	2	-	2
INCENTIVE	860	3.05	-	143	37	58	46	36	63	49	49	60	64	23	59	34	36	45	23	16	8	5	-	2	-	-	2	-	2
BAGGERS ⁷	24	2.47	-	15	-	4	2	2	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-
TIME	18	2.43	-	12	-	2	2	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
INCENTIVE	6	2.58	-	3	-	2	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-

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

² Sixty-three percent of the production workers covered by the survey were paid on an incentive basis.

³ All or virtually all are timeworkers.

⁴ All or virtually all workers are men.

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

⁶ All or virtually all are incentive workers.

⁷ All or virtually all workers are women.

Table 27. Hosiery mills, except women's: Occupational earnings—Tennessee

(Number and average straight-time hourly earnings¹ of production workers in selected occupations, July 1976)

Occupation and sex	Number of workers	Average hourly earnings	NUMBER OF WORKERS RECEIVING STRAIGHT-TIME HOURLY EARNINGS (IN DOLLARS) OF--																											
			UNDER 2.30	2.30 AND UNDER 2.40	2.40	2.50	2.60	2.70	2.80	2.90	3.00	3.10	3.20	3.30	3.40	3.50	3.60	3.70	3.80	3.90	4.00	4.10	4.20	4.30	4.40	4.50	4.60	4.80 AND OVER		
ALL PRODUCTION WORKERS ²	2,791	\$2.81	2	656	257	255	419	210	152	107	138	91	67	36	52	48	27	30	32	31	46	15	34	15	40	15	7	9		
MEN	565	3.32		51	35	41	47	38	22	18	27	6	7	11	16	31	5	13	17	22	40	9	30	11	40	14	6	8		
WOMEN	2,226	2.68	2	605	222	214	372	172	130	89	111	85	60	25	36	17	22	17	15	9	6	6	4	4	-	1	1	1		
SELECTED PRODUCTION OCCUPATIONS																														
KNITTING																														
ADJUSTERS AND FIXERS, KNITTING MACHINES																														
SEAMLESS, HALF-HOSE	143	4.05	-	-	-	-	-	-	-	-	4	4	2	8	8	23	2	10	17	21	38	5	26	10	40	12	6	4		
KNITTERS, AUTOMATIC	348	2.74	-	43	56	22	89	27	8	19	20	22	14	6	6	2	6	2	2	2	2	-	-	-	-	-	-	-	-	
TIME	92	2.50	-	-	44	8	40	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
INCENTIVE	256	2.83	-	43	12	14	49	27	8	19	20	22	14	6	6	2	6	2	2	2	2	-	-	-	-	-	-	-	-	
BOARDING AND REBOARDING																														
BOARDERS, AUTOMATIC	221	2.64	-	70	25	14	23	22	25	13	10	5	6	-	2	2	-	-	-	-	-	-	2	2	-	-	-	-	-	
WOMEN	207	2.64	-	66	25	10	23	22	23	9	10	5	6	-	2	2	-	-	-	-	-	-	2	2	-	-	-	-	-	
MISCELLANEOUS																														
SEAMERS, TOE ³	294	2.78	-	76	22	25	28	26	27	12	14	11	13	8	6	2	6	8	2	1	3	-	1	1	-	1	-	1		
EXAMINERS (HOSIERY INSPECTORS)	93	2.64	-	35	11	8	4	4	9	3	5	6	4	-	2	-	2	-	-	-	-	-	-	-	-	-	-	-	-	
TIME	25	2.52	-	6	9	6	-	-	2	-	-	-	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
INCENTIVE	68	2.68	-	29	2	2	4	4	7	3	5	6	2	-	2	-	2	-	-	-	-	-	-	-	-	-	-	-	-	
GREY (GREIGE) EXAMINERS	80	2.65	-	32	8	6	4	4	6	2	4	6	4	-	2	-	2	-	-	-	-	-	-	-	-	-	-	-	-	
TIME	20	2.51	-	6	6	6	-	-	-	-	-	-	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
INCENTIVE	60	2.69	-	26	2	-	4	4	6	2	4	6	2	-	2	-	2	-	-	-	-	-	-	-	-	-	-	-	-	
DYEING-MACHINE TENDERS	50	2.94	-	1	5	5	5	5	12	5	-	-	2	2	4	2	4	-	-	-	2	-	-	-	-	-	-	-	-	
TIME	45	2.98	-	-	4	4	4	4	-	12	5	-	-	2	2	4	2	-	-	-	2	-	-	-	-	-	-	-	-	
WENDERS, HAND, GREY	11	2.46	-	-	9	-	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
TIME	7	2.49	-	-	5	-	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
PAIRERS	171	2.64	-	62	24	13	12	10	7	6	12	12	3	1	-	1	4	-	4	-	-	-	-	-	-	-	-	-	-	
STOCKINGS	154	2.62	-	58	24	12	10	8	6	6	12	10	2	-	-	-	2	-	4	-	-	-	-	-	-	-	-	-	-	
TRANSFER-MACHINE OPERATORS	21	2.51	-	8	-	3	8	-	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
TIME	12	2.49	-	4	-	2	6	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
FOLDERS AND BOXERS	117	2.85	-	15	4	10	27	9	6	3	14	9	5	5	2	2	-	-	-	2	14	2	-	2	-	2	-	-	-	
INCENTIVE	87	2.96	-	11	4	8	3	9	6	3	14	9	5	5	2	2	-	-	-	2	-	-	2	-	2	-	-	-	-	
BAGGERS	28	2.75	-	14	-	-	-	-	3	-	-	-	4	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
TIME	16	2.60	-	12	-	-	-	-	-	-	-	-	-	-	4	-	-	-	-	-	-	-	-	-	-	-	-	-	-	

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

² Fifty-nine percent of the production workers covered by the survey were paid on an incentive basis.

³ All or virtually all are timeworkers.

⁴ All or virtually all workers are men.

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

⁶ All or virtually all workers are women.

⁷ All or virtually all are incentive workers.

Table 29. Hosiery mills, except women's: Winston-Salem-High Point, N.C.¹

(Number and average straight-time hourly earnings² of production workers in selected occupations, July 1976)

Occupation and sex	Number of workers	Average hourly earnings	NUMBER OF WORKERS RECEIVING STRAIGHT-TIME HOURLY EARNINGS (IN DOLLARS) OF--																									
			2.30 AND UNDER	2.40	2.50	2.60	2.70	2.80	2.90	3.00	3.10	3.20	3.30	3.40	3.50	3.60	3.70	3.80	3.90	4.00	4.10	4.20	4.30	4.40	4.60	4.80	5.00	5.20 AND OVER
			2.40	2.50	2.60	2.70	2.80	2.90	3.00	3.10	3.20	3.30	3.40	3.50	3.60	3.70	3.80	3.90	4.00	4.10	4.20	4.30	4.40	4.60	4.80	5.00	5.20	
ALL PRODUCTION WORKERS ³	8,212	\$3.10	1020	441	466	654	521	528	438	541	426	509	345	334	296	253	230	196	167	193	150	99	71	132	58	60	35	49
MEN.....	2,031	3.44	81	67	88	148	103	98	91	100	110	83	70	84	87	71	68	71	76	125	84	53	41	90	36	46	29	31
WOMEN.....	6,181	2.99	939	374	378	506	418	430	347	441	316	426	275	250	209	182	162	125	91	68	66	46	30	42	22	14	6	18
SELECTED PRODUCTION OCCUPATIONS																												
KNITTING																												
ADJUSTERS AND FIXERS, KNITTING MACHINES ⁴ 5 6.....																												
	752	3.95	-	-	-	-	-	4	9	19	21	35	10	34	61	47	48	44	44	100	75	42	30	62	23	20	8	16
SEAMLESS, HALF-HOSE.....	536	4.04	-	-	-	-	-	-	8	18	14	14	3	26	33	27	16	26	30	89	44	39	29	58	18	20	8	16
OTHER (INCLUDING COMBINATION OF ABOVE).....	214	3.72	-	-	-	-	-	4	1	1	7	21	7	8	28	20	32	17	14	11	31	3	1	3	5	-	-	-
KNITTERS, AUTOMATIC ⁷	746	3.12	53	24	14	13	40	60	48	92	66	128	48	34	26	27	24	22	14	4	2	3	3	1	-	-	-	-
INCENTIVE.....	621	3.13	36	22	12	39	59	47	90	60	50	38	31	25	27	24	22	14	4	2	3	3	1	-	-	-	-	
KNITTERS, STRING ⁸	223	2.77	39	22	19	29	25	19	19	11	9	5	10	-	8	1	6	1	-	-	-	-	-	-	-	-	-	
WOMEN.....	199	2.79	29	16	19	29	25	19	19	11	3	5	8	-	8	1	6	1	-	-	-	-	-	-	-	-	-	
BOARDING AND PREBOARDING																												
BOARDERS, AUTOMATIC ⁸																												
	754	3.03	150	25	55	57	54	52	32	35	20	38	39	28	27	26	12	19	14	15	14	11	6	12	5	-	6	2
MEN.....	54	3.38	8	2	3	2	4	4	1	1	2	2	2	2	2	2	2	2	2	5	2	6	2	2	2	-	2	-
WOMEN.....	700	3.00	142	23	52	55	50	48	31	34	18	38	37	26	27	24	12	17	14	10	12	11	6	10	3	-	4	2
BOARDERS, OTHER THAN AUTOMATIC ⁷ 8.....	177	2.71	54	10	27	7	16	13	20	8	4	9	-	2	-	-	3	-	-	-	-	2	-	2	-	-	-	
MISCELLANEOUS																												
SEAMERS, TOE ⁷ 8.....																												
	898	2.92	164	71	71	60	68	48	58	50	51	60	35	38	27	29	15	18	5	6	9	-	3	7	4	-	1	-
EXAMINERS (HOSIERY INSPECTORS) ⁷ 8.....	113	2.94	29	12	5	5	3	3	8	10	8	10	2	4	1	1	2	-	1	-	-	1	3	-	3	-	1	1
GREY (GREIGE) EXAMINERS.....	113	2.94	29	12	5	5	3	3	8	10	8	10	2	4	1	1	2	-	1	-	-	1	3	-	3	-	1	1
DYEING-MACHINE TENDERS ⁴ 5.....	198	3.01	12	6	11	16	31	15	17	11	5	13	22	21	2	3	-	1	5	6	1	-	-	-	-	-	-	
PAIRERS ⁶ 7 8.....	593	3.16	95	20	20	31	45	31	28	24	33	38	32	22	25	19	24	15	17	22	8	16	6	6	9	5	-	2
STOCKINGS.....	563	3.17	91	17	19	25	44	30	26	24	31	36	28	21	24	19	23	15	17	22	8	15	6	6	9	5	-	2
TRANSFER-MACHINE OPERATORS ⁷ 8.....	84	3.09	13	2	4	7	6	14	1	7	4	1	1	1	2	6	3	-	4	-	1	1	1	2	-	2	-	1
REPAIRERS, SEWING MACHINE ⁴ 5.....	17	3.96	-	-	-	-	-	-	-	-	2	2	-	2	-	2	-	2	2	2	-	-	1	-	4	-	-	
FOLDERS AND BOXERS ⁷	682	2.92	129	28	37	113	20	39	42	41	31	47	18	43	22	13	14	23	1	2	7	6	4	2	-	-	-	
INCENTIVE.....	600	2.96	129	28	37	31	20	39	42	41	31	47	18	43	22	13	14	23	1	2	7	6	4	2	-	-	-	

¹ The Winston-Salem-High Point area consists of Alamance, Davidson, Forsyth, Guilford, Randolph, and Surry counties.

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

³ Sixty-five percent of the production workers covered by the survey were paid on an incentive basis.

⁴ All or virtually all are timeworkers.

⁵ All or virtually all workers are men.

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

⁷ All or virtually all workers are women.

⁸ All or virtually all are incentive workers.

Table 30. Other hosiery: Method of wage payment(Percent of production workers by method of wage payment,¹ United States, selected regions, States, and areas, July 1976)

Method of wage payment	United States ²	Regions		States		Areas	
		Middle Atlantic	Southeast	North Carolina	Tennessee	Hickory-Statesville	Winston-Salem-High Point
All workers	100	100	100	100	100	100	100
Time-rated workers	39	39	38	37	41	40	35
Formal plans	8	20	5	6	4	3	7
Single rate	1	4	(³)	—	4	—	—
Range of rates	7	15	4	6	—	3	7
Individual rates	31	19	33	32	37	37	29
Incentive workers	61	61	62	63	59	60	65
Individual piecework	59	60	61	61	59	60	63
Group piecework	1	1	1	1	1	—	1
Individual bonus	1	—	(³)	(³)	—	—	—
Group bonus	(³)	—	(³)	—	—	—	—

¹ For definition of method of wage payment, see appendix A.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 31. Other hosiery: Scheduled weekly hours(Percent of production workers by scheduled weekly hours,¹ United States, selected regions, States, and areas, July 1976)

Weekly hours	United States ²	Regions		States		Areas	
		Middle Atlantic	Southeast	North Carolina	Tennessee	Hickory-Statesville	Winston-Salem-High Point
All workers	100	100	100	100	100	100	100
37.5 hours	1	11	-	-	-	-	-
40 hours	97	89	97	96	100	96	100
45 hours	1	-	1	1	-	4	-
Over 45 hours	2	-	2	3	-	-	-

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.

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

Table 32. Other hosiery: Shift differential provisions(Percent of production workers by shift differential provisions,¹ United States, selected regions, States, and areas, July 1976)

Shift differential	United States ²	Regions		States		Areas	
		Middle Atlantic	Southeast	North Carolina	Tennessee	Hickory-Statesville	Winston-Salem-High Point
Second shift							
Workers in establishments with second-shift provisions	90.6	100.0	90.4	90.4	95.4	78.2	92.9
With shift differential	29.1	79.1	22.5	18.7	50.6	32.4	11.8
Uniform cents per hour	12.7	20.4	9.6	6.2	38.9	8.2	-
5 cents	4.3	-	4.9	.7	33.5	-	-
8 cents .....	.6	-	-	-	-	-	-
10 cents	6.7	-	4.7	5.5	5.4	8.2	-
20 cents	1.0	20.4	-	-	-	-	-
Uniform percentage	13.6	58.7	9.7	10.1	-	14.8	11.8
3 percent	1.2	23.0	-	-	-	-	-
4 percent	1.6	-	1.8	-	-	-	-
5 percent	9.8	35.7	7.2	10.1	-	14.8	11.8
10 percent	1.0	-	.7	-	-	-	-
Other formal paid differential	2.9	-	3.2	2.4	11.7	9.4	-
Third or other late shift							
Workers in establishments with third- or other late shift provisions	71.6	79.1	72.0	72.8	68.1	63.1	77.8
With shift differential	34.4	79.1	30.2	19.8	55.3	34.0	11.8
Uniform cents per hour	15.6	20.4	12.9	6.2	28.4	8.2	-
5 cents	2.5	-	2.8	.7	-	-	-
10 cents	5.0	-	5.6	1.4	28.4	5.7	-
12 cents .....	.6	-	-	-	-	-	-
12.5 cents	1.4	-	1.5	-	-	-	-
15 cents	4.1	-	2.5	3.5	-	-	-
20 cents	1.0	-	.4	.6	-	2.5	-
30 cents	1.0	20.4	-	-	-	-	-
Uniform percentage	13.2	58.7	11.1	11.2	9.7	19.4	11.8
5 percent	3.1	47.5	.8	1.2	-	4.6	-
Over 5 and under 10 percent	1.6	-	1.8	-	-	-	-
10 percent	7.0	11.1	7.2	10.1	-	14.8	11.8
15 percent	1.6	-	1.3	-	9.7	-	-
Other formal paid differential	5.5	-	6.2	2.3	17.1	6.4	-

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 33. Other hosiery. Shift differential practices

(Percent of production workers in employed on late shifts by amount of pay differential, United States, selected region, States, and areas, July 1976)

Shift differential	United States ¹	Regions		States		Areas	
		Middle Atlantic	Southeast	North Carolina	Tennessee	Hickory-Statesville	Winston-Salem-High Point
Second shift							
Workers employed on second shift	14.8	15.4	14.9	13.6	17.6	10.9	12.1
Receiving differential	4.8	11.5	3.9	2.7	11.5	4.6	1.8
Uniform cents per hour	2.0	2.7	1.8	.8	8.8	1.2	—
5 cents	1.0	—	1.1	.1	8.2	—	—
8 cents .....	.1	—	—	—	—	—	—
10 cents .....	.8	—	.6	.8	.6	1.2	—
20 cents .....	.1	2.7	—	—	—	—	—
Uniform percentage	2.3	8.7	1.6	1.5	—	2.2	1.8
3 percent .....	.2	3.3	—	—	—	—	—
4 percent .....	.3	—	.3	—	—	—	—
5 percent	1.6	5.4	1.1	1.5	—	2.2	1.8
10 percent .....	.2	—	.1	—	—	—	—
Other formal paid differential .....	.5	—	.6	.3	2.7	1.2	—
Third or other late shift							
Workers employed on third or other late shift	5.0	7.1	5.1	5.2	3.1	4.8	4.5
Receiving differential	2.3	7.1	2.1	1.5	1.9	2.1	.9
Uniform cents per hour	1.1	1.9	1.0	.6	1.3	.8	—
5 cents .....	.1	—	.1	.1	—	—	—
10 cents .....	.3	—	.4	.1	1.3	.5	—
12 cents	—	—	—	—	—	—	—
12.5 cents .....	.2	—	.2	—	—	—	—
15 cents .....	.3	—	.2	.3	—	—	—
20 cents	(²)	—	(²)	.1	—	.3	—
30 cents .....	.1	1.9	—	—	—	—	—
Uniform percentage .....	.9	5.2	.7	.8	—	1.2	.9
5 percent .....	.3	4.2	.1	.1	—	.4	—
Over 5 and under 10 percent .....	.2	—	.2	—	—	—	—
10 percent .....	.5	1.0	.5	.7	—	.8	.9
15 percent	(²)	—	—	—	—	—	—
Other formal paid differential .....	.3	—	.3	.1	.6	.2	—

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 34. Other hosiery. Paid holidays

(Percent of production workers in establishments with formal provisions for paid holidays, United States, selected regions, States, and areas, July 1976)

Number of paid holidays	United States ¹	Regions		States		Areas	
		Middle Atlantic	Southeast	North Carolina	Tennessee	Hickory-Statesville	Winston-Salem-High Point
All workers	100	100	100	100	100	100	100
Workers in establishments providing paid holidays	49	100	42	42	54	33	33
1 day	2	—	2	3	—	—	—
2 days	3	—	3	(²)	5	2	—
3 days	6	—	6	9	—	12	3
4 days	10	—	11	12	14	4	14
5 days	15	23	16	15	30	15	16
6 days	4	21	3	3	5	—	—
7 days	2	—	—	—	—	—	—
8 days	3	56	—	—	—	—	—
9 days	1	—	—	—	—	—	—
10 days	2	—	—	—	—	—	—

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

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

Table 35. Other hosiery: Paid vacations

(Percent of production workers in establishments with formal provisions for paid vacations after selected periods of service, United States, selected regions, States, and areas, July 1976)

Vacation policy	United States ¹	Regions		States		Areas	
		Middle Atlantic	Southeast	North Carolina	Tennessee	Hickory-Statesville	Winston-Salem-High Point
All workers	100	100	100	100	100	100	100
Method of payment							
Workers in establishments providing paid vacations	83	100	80	81	95	63	94
Length-of-time payment	18	31	16	11	24	21	11
Percentage payment	64	69	65	70	71	42	83
Amount of vacation pay²							
After 1 year of service:							
Under 1 week	6	-	7	6	10	-	-
1 week	65	89	62	62	73	52	85
Over 1 and under 2 weeks	5	11	4	6	-	6	4
2 weeks	4	-	5	4	12	5	5
Over 2 and under 3 weeks	2	-	2	3	-	-	-
After 2 years of service:							
Under 1 week	6	-	7	6	10	-	-
1 week	58	89	55	53	73	40	73
Over 1 and under 2 weeks	11	11	11	15	-	14	16
2 weeks	6	-	6	5	12	9	5
Over 2 and under 3 weeks	2	-	2	3	-	-	-
After 3 years of service:							
Under 1 week	6	-	7	6	10	-	-
1 week	51	64	51	46	73	40	62
Over 1 and under 2 weeks	11	11	11	15	-	14	16
2 weeks	12	25	10	11	12	9	17
Over 2 and under 3 weeks	2	-	2	3	-	-	-
After 5 years of service:							
1 week	23	11	25	21	30	21	15
Over 1 and under 2 weeks	6	-	7	7	10	2	12
2 weeks	48	78	43	46	55	40	64
Over 2 and under 3 weeks	2	11	2	3	-	-	-
3 weeks	2	-	2	3	-	-	-
4 weeks	1	-	1	2	-	-	3
After 10 years of service:							
1 week	22	11	24	21	21	21	15
Over 1 and under 2 weeks	6	-	7	7	10	2	12
2 weeks	41	33	40	43	59	28	64
Over 2 and under 3 weeks	1	11	-	-	-	-	-
3 weeks	9	45	5	6	5	12	-
Over 3 and under 4 weeks	2	-	2	3	-	-	-
4 weeks	1	-	1	2	-	-	3
After 15 years of service:							
1 week	22	11	24	21	21	21	15
Over 1 and under 2 weeks	6	-	7	7	10	2	12
2 weeks	32	33	32	32	59	19	48
Over 2 and under 3 weeks	1	11	-	-	-	-	-
3 weeks	19	45	14	17	5	21	16
4 weeks	3	-	4	5	-	-	3

See footnotes at end of table.

Table 35. Other hosiery: Paid vacations—Continued

(Percent of production workers in establishments with formal provisions for paid vacations after selected periods of service, United States, selected regions, States, and areas, July 1976)

Vacation policy	United States ¹	Regions		States		Areas	
		Middle Atlantic	Southeast	North Carolina	Tennessee	Hickory-Statesville	Winston-Salem-High Point
Amount of vacation pay²—Continued							
After 20 years of service:³							
1 week	22	11	24	21	21	21	15
Over 1 and under 2 weeks	6	—	7	7	10	2	12
2 weeks	32	33	32	32	59	19	48
3 weeks	16	45	14	17	5	21	16
Over 3 and under 4 weeks	1	11	—	—	—	—	—
4 weeks	6	—	4	5	—	—	3

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

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

Table 36. Other hosiery: Health, insurance, and retirement plans(Percent of production workers in establishments with specified health, insurance, and retirement plans,¹ United States, selected region, States, and areas, July 1976)

Type of plan	United States ²	Regions		States		Areas	
		Middle Atlantic	Southeast	North Carolina	Tennessee	Hickory-Statesville	Winston-Salem-High Point
All workers	100	100	100	100	100	100	100
Workers in establishments providing:							
Life insurance	92	67	95	96	100	90	98
Noncontributory plans	44	46	44	43	56	44	37
Accidental death and dismemberment insurance	72	67	73	72	90	62	75
Noncontributory plans	34	46	33	28	56	24	19
Sickness and accident insurance or sick leave or both ³	42	56	41	48	25	30	48
Sickness and accident insurance	42	56	41	48	25	30	48
Noncontributory plans	20	56	18	21	14	9	16
Long-term disability insurance	3	—	2	3	—	—	—
Noncontributory plans	3	—	2	3	—	—	—
Hospitalization insurance	94	100	94	96	95	93	100
Noncontributory plans	32	45	29	36	—	31	34
Surgical insurance	93	77	93	95	95	90	100
Noncontributory plans	31	22	29	36	—	27	34
Medical insurance	84	77	83	85	95	69	90
Noncontributory plans	25	22	23	30	—	18	27
Major medical insurance	77	42	80	81	95	69	88
Noncontributory plans	23	22	22	29	—	18	25
Retirement plans ⁴	35	32	33	36	43	40	35
Pensions	31	32	29	29	43	40	23
Noncontributory plans	27	32	24	27	24	40	23
Severance pay	4	—	5	6	—	—	12
No plans	3	—	3	(⁵)	—	2	—

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

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

⁵ Less than 0.5 percent

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

Table 37. Other hosiery: Other selected benefits

(Percent of production workers in establishments with funeral leave pay, jury duty pay, and technological severance pay, ¹ United States, selected regions, States, and areas, July 1976)

Type of benefit	United States ²	Regions		States		Areas	
		Middle Atlantic	Southeast	North Carolina	Tennessee	Hickory-Statesville	Winston-Salem-High Point
Workers in establishments with provisions for:							
Funeral leave	13	56	7	9	-	6	9
Jury duty leave	26	68	21	22	19	31	16

¹ For definition of items, see appendix A.

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. Scope and Method of Survey

Scope of survey

The survey included establishments engaged primarily in knitting, dyeing, and finishing either women's full- or knee-length hosiery (SIC 2251) or hosiery except women's full or knee-length hosiery (SIC 2252) 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 50 workers or more in women's hosiery, and 20 workers or more in hosiery, except women's at the time of reference of the data used in compiling the universe lists. Table A-1 shows the number of establishments and workers estimated to be within the scope of the survey, as well as the number actually studied by the Bureau.

Products

Classification of establishments by product was based on the principal type of hosiery manufactured. For example, if 60 percent of the total value of an establishment's production was women's full-fashioned hosiery, and 40 percent was panty-hose, all workers in that establishment were considered as producing women's full-fashioned hosiery.

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

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.

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

Wage data

Information on wages relates to straight-time hourly earnings, excluding premium pay for overtime and for work on weekends, holidays, and late shifts. Incentive

Table A-1. Estimated number of establishments and employees within scope of survey and number studied, hosiery manufacturing, July 1976

Region ¹ and area	Number of establishments ²		Workers in establishments		
	Within scope of study	Actually studied	Within scope of study		Actually studied
			Total ³	Production workers	
All hosiery mills:					
United States ⁴	357	176	52,897	47,716	37,302
Middle Atlantic	15	11	2,165	1,783	2,029
Southeast	317	145	47,070	42,810	31,950
North Carolina	237	102	32,966	30,093	22,469
Hickory-Statesville ⁵	86	36	6,569	5,916	4,341
Winston-Salem-High Point ⁶	87	40	16,391	15,089	11,474
Tennessee	36	20	6,644	5,966	4,300
Women's hosiery mills:					
United States ⁴	118	67	26,243	23,803	19,596
Southeast	99	54	23,618	21,564	17,306
North Carolina	76	40	16,261	14,865	12,061
Hickory-Statesville ⁵	15	8	2,347	2,070	1,831
Winston-Salem-High Point ⁶	31	18	7,417	6,877	5,839
Tennessee	11	7	3,470	3,175	2,448
Other hosiery mills:					
United States ⁴	239	109	26,654	23,913	17,706
Middle Atlantic	6	6	1,433	1,203	1,433
Southeast	218	91	23,452	21,246	14,644
North Carolina	161	62	16,705	15,228	10,408
Hickory-Statesville ⁵	71	28	4,222	3,846	2,510
Winston-Salem-High Point ⁶	56	22	8,974	8,212	5,635
Tennessee	25	13	3,174	2,791	1,852

¹ The regions used in this study include *Middle Atlantic*—New Jersey, New York, and Pennsylvania; *Southeast*—Alabama, Florida, Georgia, Mississippi, North Carolina, South Carolina, Tennessee, and Virginia.

² Includes only those establishments with 50 workers or more in women's hosiery and 20 workers or more in hosiery, except women's at the time of reference of the universe data.

³ Includes executive, professional, office, and other workers in addition to

the production worker category shown separately.

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

⁵ The Hickory-Statesville area includes Burke, Caldwell, Catawba, and Iredell Counties.

⁶ The Winston-Salem-High Point area includes Alamance, Davidson, Forsyth, Guilford, Randolph, and Surrey Counties.

payments, such as those resulting from piecework or production bonus systems, and cost-of-living bonuses were included as part of the workers' regular pay. Nonproduction bonus payments, such as Christmas or yearend bonuses, were excluded.

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

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

Size of community

Tabulations by size of community pertain to metropolitan and nonmetropolitan areas. The term "metropolitan areas," as used in this bulletin, refers to the

Standard Metropolitan Statistical Areas as defined by the U.S. Office of Management and Budget through February 1974. Except in New England, a Standard Metropolitan Statistical Area is defined as a county or group of contiguous counties which contains at least one city of 50,000 inhabitants or more. Counties contiguous to the one containing such a city are included in a Standard Metropolitan Statistical Area if, according to certain criteria, they are essentially metropolitan in character and are socially and economically integrated with the central city. In New England, where the city and town are administratively more important than the county, they are the units used in defining Standard Metropolitan Statistical Areas.

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 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 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 summary of vacation plans is 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.

Major medical insurance, sometimes referred to as extended medical or catastrophe insurance, includes plans designed to cover employees for sickness or

injury involving an expense which exceeds the normal coverage of hospitalization, medical, and surgical plans.

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

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

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

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

Appendix B. Occupational Descriptions

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

Adjuster and fixer, knitting machines

Sets up, regulates, adjusts, and/or repairs knitting machines used in the hosiery industry. Work involves *most of the following*: Setting up knitting machines to produce the design, shape, and size desired in the product; regulating and adjusting the machines for efficient operation; attaching fixtures or attachments to the machines; examining product or machines faulty in operation to determine whether adjustments or repairs are necessary; dismantling or partly dismantling the machine; replacing broken, damaged, or wornout parts or performing other repairs, and reassembling the machines; and using a variety of handtools in adjusting, fitting, or replacing parts, fixtures, or attachments. Includes adjuster-fixers who may also perform duties as knitters or knitting machine tenders, or sewing machine repairers, *providing* pay rates reflect the adjuster qualifications.

For wage survey purposes, workers are classified according to type of machine as follows:

Seamless, full- or knee-length

Seamless, half-hose

Other (including combination of above)

Automatic packaging machine operator

Operates automatic packaging machine. Work includes: Feeding hosiery into machine and monitoring operation of machine. Operator may also feed other materials, such as bags, frames, special containers, literature, etc., into machine. Includes operators of automatic folding and boxing machines.

Bagger

Places pairs of finished hose in bags made of cellophane, plastic or similar material prior to shipment. May also label and seal bags.

Boarder, automatic

Shapes and dries hosiery after dyeing by operating an automatic boarding machine. Work involves: Drawing and alining the various parts of damp hosiery over shaped forms which are automatically conveyed through a drying chamber; regulating the amount of steam or hot air delivered to the chamber; and observing finished work for proper operation.

The machine automatically strips hosiery from the forms and stacks them neatly on board or table, placing individual or cluster of forms into steam pressure chamber; removing forms from steam chamber; and stripping shaped hosiery from forms.

Boarders, Dunn method

(Single boarder)

Shapes and finally sets the stitch in dyed hosiery using the Dunn method or similar system of boarding. Work involves *most of the following*: Drawing and alining various parts of hose over form of machine; placing individual or cluster of forms into steam pressure chamber; removing forms from steam chamber; and stripping shaped hosiery from forms.

Boarder, other than automatic

Shapes and dries hosiery after dyeing by any method other than an automatic machine. Work involves *most of the following*: Drawing and alining the various parts of damp hosiery over shaped forms which may be stationary or attached to either an endless chain or revolving base; opening valves to admit steam or hot air to inside of forms or drying chamber; and removing or stripping dried and shaped hose from the forms. In addition, may place hosiery on stacking board in dozen groups and prepare identification tickets for completed lots.

Boxer

Packs folded hosiery in cardboard boxes (usually 3, 6, or up to a dozen pairs to a box) and attaches labels thereto to indicate the color, size, lot number, etc., of the contents. In addition, may insert descriptive literature in the boxes.

Workers who also fold hosiery *are excluded* from this classification.

Collection-system inspector

(Knitting inspector)

Examines seamless hosiery, delivered by conveyor system from knitting machines to a central point, to determine whether machines are knitting properly. Work primarily involves: Inspecting hose for defects such as holes, runs, torn threads, and dropped stitches; identifying defective machines by code on imperfect hose; and signaling fixer that machine is not knitting properly. May *also* sort hose according to size and style, tally number of hose inspected, and hang hose on rack.

Workers who have no control over knitting machines, but examine and classify hose (e.g., determine whether hose are to be mended or rejected) are to be *excluded* from this classification. See EXAMINER (HOSIERY INSPECTOR).

Collection-system operator

(Knitting attendant; utility operator)

Supplies yarn as needed to seamless hosiery knitting machines which are equipped with a conveyor system that transports hose from the machine to a central inspection point. Work involves: Placing cones of yarn on machines; tailing ends of yarn being knitted to new yarns; threading yarn through guides; and attaching yarn to needles. May *also* assist knitting machine fixers in resetting the machines and relieve collection-system inspectors as required.

Dyeing-machine tender

Prepares and operates one or more of the various types of dyeing machines or kettles used to dye hosiery. Work involves: Mixing dye colors, acids, and soap and water according to formula, and pouring solution into kettle or tank of machine, or opening and controlling valves which supply dyeing equipment with dyeing solution and water; loading material into machine or kettle; controlling steam valves to heat solution; starting and stopping the rotating or revolving mechanism of the machine; and removing dyed batch, draining solution from kettle or machine and rinsing equipment for next batch. May use mechanical hoist to lower or raise kettle baskets or other parts of equipment. Excludes workers who only mix dyes or take samples, and who do not regularly operate dye machines.

Examiner (hosiery inspector)

Examines and inspects hosiery for defects or flaws in knitting, looping, seaming or dyeing. Work involves *most of the following*: Drawing each hose over revolvable form or board; examining hose for defects and marking or indicating each defect; testing stockings for weak spots by operating levers that expand jaws of pattern and stretch the stocking at various places; cutting loose ends of thread from stockings with scissors; and determining whether defective hose should be mended or rejected. In addition, may mend minor defects.

For wage survey purposes, workers are classified as follows:

Grey (greige) examiner

Finished examiner

Other (including combination of above)

Folder

Folds hosiery in pairs and either bands them or places them in envelopes.

Workers who also box hosiery by packing them in cardboard box *are excluded* from this classification.

Folder and boxer

Performs a combination job of folding and boxing hosiery as described above. Excludes operators of automatic folding and boxing machines.

Workers who either fold or box only *are excluded* from this classification.

Knitter, women's seamless hosiery

Operates one or more knitting machines that knit a complete woman's seamless stocking. Work involves: Placing cones of yarn on machines and threading yarn through

guides and attaching it to the needles; starting machine and watching the fabric during the knitting process for defects of any kind.

For wage survey purposes, workers are classified according to type of feed and machine, as follows:

Single-feed

Two-feed

Four-feed

Six-feed

Eight-feed

One piece panty hose machine

Knitter, automatic

Operates one or more machines that automatically knit a complete *seamless stocking* (other than women's full-length) from the top (*ribbed top or welt*) to the toe. Work involves *most of the following*: Placing spool or cone of yarn in yarn holder on machine; threading end of yarn through guides, and attaching it to the needles; starting machine which automatically knits the top, leg, heel, foot, and toe of a seamless stocking in one continuous operation; piecing-up broken ends by twisting or tying the two ends together; and inspecting stocking coming from knitting machine for defects and flaws. In addition, may count stockings, tie them into bundles, or attach card that identifies operator by style number.

Knitter, string

Operates one or more circular knitting machines that knit seamless stockings in a continuous string, which is cut later at proper places to make individual stockings. Work involves *most of the following*: Placing cones of yarn on cone holder of machine; threading end of yarn through guides and attaching to needles; starting operation of machine which automatically knits the leg, heel, foot, and toe of the stocking in a continuous string; piecing-up broken ends by twisting or tying the two ends together; adjusting, replacing, and/or straightening broken, defective, or bent needles; and removing the knitted material from the machine by cutting the threads with scissors.

Mender, hand, finish

Repairs by hand, defects in hosiery prior to folding and boxing. Work involves *most of the following*: Locating marked defects such as holes, runs, pulled threads, and dropped stitches; sewing up holes in stocking with needle and thread; spreading part of stocking containing run over mending cup, and catching up run with a hand or electric-powered latching needle; inserting missing strands of thread or replacing broken strands with new threads, using a latching needle; cutting off loose threads with scissors. May also do inspecting or pairing.

Mender, hand, grey

Repairs, by hand, defects in hosiery prior to dyeing. Work involves *most of the following*: Locating marked defects such as holes, runs, pulled threads, and dropped stitches; sewing up holes in stocking with needle and thread; spreading part of stocking containing run over mending cup, and catching up run with a hand or electric-powered latching needle; inserting missing strands of thread or replacing broken strands with new threads, using a latching needle; cutting off loose threads with scissors.

Paired

Mates or arranges stockings or stocking blanks for panty hose in pairs so that they will correspond in size, color, length, and texture. Work involves: Laying or spreading the stockings or stocking blanks on pairing table; examining hose for imperfections and segregating the imperfect ones; and selecting two stockings or blanks having same color and size, and comparing them as to length of welt, foot, leg, and heel splicing or reinforcement.

For wage survey purposes, workers are classified according to type of hose as follows:

Stockings

Panty hose

Other (including combination of above)

Preboarder

Shapes and sets the stitch in hosiery in the greige (in the grey state prior to dyeing) using one of several types of machines equipped with steam-heated pressure retort, chamber, or cabinet, and metal hosiery forms. Work involves *a combination of the following*: Drawing and aligning various parts of hose over form; placing individual or cluster of forms into steam pressure chamber (or may place forms on racks which are pushed into steam chamber by floor worker); removing forms from steam chamber; and stripping shaped hosiery from forms. May work with two sets of forms, stripping hose from one set while the second is being steamed, or two workers may operate as a team; forms may be placed into steam chamber manually, or automatically by pushing button, depending upon type of machine.

Operators of the Dunn method are not included in this classification. Also excluded are workers engaged in partial heat setting performed prior to dyeing. In this operation, the grey hosiery is not preboarded but rather hung by the toe onto a rack and then placed in a steam pressure chamber, which partially sets (shrinks) the fabric.

Repairer, sewing machine

Adjusts and repairs sewing machines used in the establishment. Work involves *most of the following*: Examining

machines faulty in operation to diagnose source of trouble; dismantling or partly dismantling machines, replacing broken or worn out parts or performing other repairs, and reassembling machines; adjusting machines to function efficiently by turning adjustment screws and nuts; regulating length of stroke of needle, and horizontal movement feeding mechanism under needle; replacing or repairing transmission belts; preparing specifications for major repairs and initiating orders for replacement parts; using a variety of handtools in fitting and replacing parts.

Seamer, toe

Operates a seaming machine to produce an overedge or flat-butted seam to close the toes of seamless hosiery.

Sewing-machine operator (panty hose)

Operates a standard or special purpose sewing machine to perform the sewing operations required in joining together leg blanks of panty hose and attaching elastic around the top. Includes workers who join leg blanks by

sewing them to a gusset, as well as those joining blanks by sewing a U-seam or straight seam which does not require a gusset. Excluded are workers engaged in sewing labels to hose, but not attaching leg blanks or elastic waistbands.

For wage survey purposes, workers are classified according to type of operation performed.

Leg blank sewer (including back and crotch seamers)

Elastic sewer

Other (including combination of above)

Transfer-machine operator

Operates machine that stamps identifying information such as size, trademark, type and gage of yarn, on foot, toe, or heel of hose. Work involves *most of the following*: Selecting roll of transfer paper and placing roll on reel; threading paper under heating element onto take-up reel; adjusting feeding guides of conveyor belt to size of hose; and starting machine and positioning hose on conveyor belt against guides. May observe finished work for proper operation and make adjustments to machine.

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
Fertilizer Manufacturing, 1971. BLS Bulletin 1763
Flour and Other Grain Mill Products, 1972. BLS Bulletin 1803
Fluid Milk Industry, 1973. BLS Bulletin 1871
Footwear, 1975. BLS Bulletin 1946
Hosiery, 1976. BLS Bulletin 1987
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, 1976. 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

Manufacturing—Continued

Textile Dyeing and Finishing, 1976. BLS Bulletin 1967
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, 1975-76. 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, 1976. BLS Bulletin 1974
Scheduled Airlines, 1975. BLS Bulletin 1951
Wages and Tips in Restaurants and Hotels, 1970. BLS Bulletin 1712

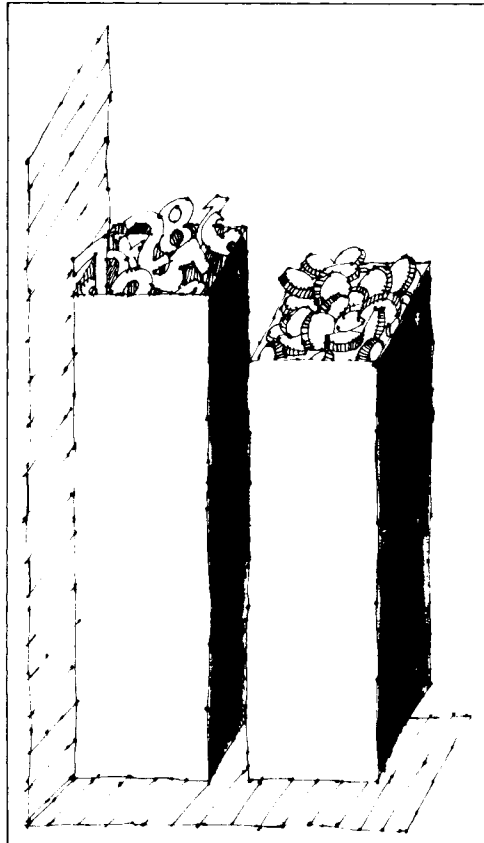
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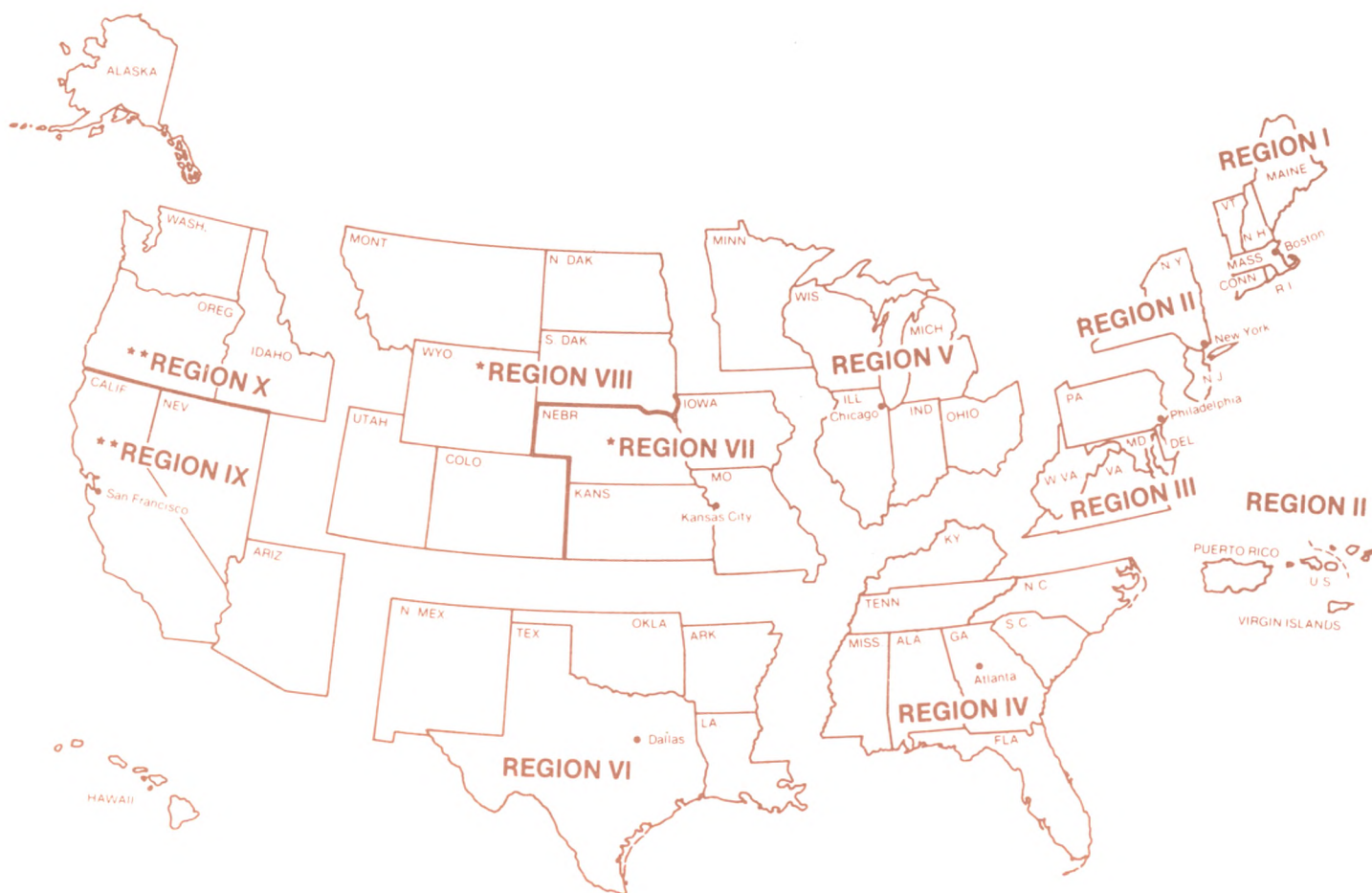
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