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# Industry Wage Survey: Pressed or Blown Glass and Glassware, June 1986

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U.S. Department of Labor  
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September 1987

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# Industry Wage Survey: Pressed or Blown Glass and Glassware, June 1986

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U.S. Department of Labor  
William E. Brock, Secretary

Bureau of Labor Statistics  
Janet L. Norwood, Commissioner  
September 1987

Bulletin 2286

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# Preface

This bulletin summarizes the results of a Bureau of Labor Statistics survey of occupational wages and employee benefits in the pressed or blown glass and glassware industries in June 1986. A similar study of glass manufacturing was conducted in May 1980.

Summary releases were issued earlier for the selected economic regions of industry concentration studied separately. Copies of the summaries are available from the Bureau or any of its regional offices.

This study was conducted in the Bureau's Office of Wages

and Industrial Relations. Staff in the Division of Occupational Pay and Employee Benefit Levels analyzed the survey data and prepared this bulletin. Fieldwork for the survey was directed by the Assistant Regional Commissioners for Operations.

Other reports 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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# Contents

	<i>Page</i>
Earnings and benefits .....	1
Industry characteristics .....	2
Tables:	
Average hourly earnings:	
1. By selected characteristics .....	4
Earnings distribution:	
2. Pressed or blown glass and glassware-all establishments .....	5
3. Glass containers .....	6
4. Pressed or blown glass and glassware, except containers .....	7
Occupational averages:	
Glass containers:	
5. All establishments .....	8
6. By type of area .....	10
7. By size of establishment .....	14
8. By method of wage payment .....	18
Pressed or blown glass and glassware, except containers:	
9. All establishments .....	20
10. By type of area .....	22
11. By size of establishment .....	24
12. By method of wage payment .....	26
Establishment practices and employee benefits:	
Glass containers:	
13. Method of wage payment .....	27
14. Scheduled weekly hours .....	28
15. Shift differential provisions .....	29
16. Shift differential practices .....	30
17. Paid holidays .....	31
18. Paid vacations .....	32
19. Health, insurance, and retirement plans .....	34
20. Other selected benefits .....	35

## Contents—Continued

	<i>Page</i>
Pressed or blown glass and glassware, except containers:	
21. Method of wage payment .....	35
22. Scheduled weekly hours .....	36
23. Shift differential provisions .....	36
24. Shift differential practices .....	37
25. Paid holidays .....	37
26. Paid vacations .....	38
27. Health, insurance, and retirement plans .....	41
28. Other selected benefits .....	41
Appendixes:	
A. Scope and method of survey .....	42
B. Occupational descriptions .....	46

# Pressed or Blown Glass and Glassware, June 1986

## Earnings and benefits

Straight-time earnings of production and related workers in the pressed or blown glass and glassware industries averaged \$9.75 an hour in June 1986.<sup>1</sup> (See table 1.) Workers in plants primarily producing glass containers, who accounted for two-thirds of the survey employment, averaged \$9.89 an hour—4 percent more than those in establishments making other types of pressed or blown glass and glassware (\$9.47). Six years earlier, glass container workers enjoyed a 20-percent pay advantage over their counterparts in other glassware plants.<sup>2</sup>

The \$9.89 average for workers in glass container manufacturing in June 1986 was 29 percent higher than the \$7.66 recorded in a previous survey in May 1980.<sup>3</sup> This increase averaged 4.3 percent annually and compared with a 6.7-percent average annually and compared with a 6.7-percent average annual increase for workers in the other glass manufacturing segment (to \$9.47 from \$6.40 in 1980). By comparison, the Bureau's Employment Cost Index reported an average annual increase of 5.5 percent for durable goods manufacturing industries over roughly the same period.

Individual straight-time hourly earnings of approximately nine-tenths of the 59,018 glass and glassware workers covered by the survey were between \$8 and \$14 (table 2). Compared with glass containers, however, the earnings of most workers in other glassware plants were concentrated in narrower ranges (tables 3 and 4). To illustrate, using measures of central tendency, the index of dispersion was 18 in other glassware plants and 25 in glass container plants.<sup>4</sup>

<sup>1</sup> Earnings data in this bulletin exclude premium pay for overtime and for work on weekends, holidays, and late shifts. Incentive payments, such as those resulting from piecework or production bonus systems, and cost-of-living pay increases (but not bonuses) were included as part of the workers' regular pay. Excluded are performance bonuses and lump-sum payments of the type negotiated in the auto and aerospace industries, as well as profit-sharing payments, attendance bonuses, Christmas or yearend bonuses, and other nonproduction bonuses. See appendix A for the scope and method of the survey and for definitions of terms used in this report. Appendix B contains the descriptions used in classifying workers in survey jobs.

<sup>2</sup> The gap narrowed in part because container employees gave up a 31-cent-per-hour schedule increase in 1985 when their employers were experiencing financial problems. In August 1986, the increase was granted. (See *Current Wage Developments*, October 1986.)

<sup>3</sup> For a report on the previous survey, see *Industry Wage Survey: Pressed or Blown Glass and Glassware, May 1980*, BLS Bulletin 2109 (Bureau of Labor Statistics, 1981).

<sup>4</sup> The index of dispersion is computed by dividing the interquartile range (the difference between the third and first quartiles) by the median (second quartile) and multiplying by 100. For a detailed analysis of wage dispersion by industry, see Carl B. Barsky and Martin E. Personick, "Measuring Wage Dispersion: Pay Ranges Reflect Industry Traits," *Monthly Labor Review*, April 1981, pp. 35-41.

Thirty-four occupations were selected to represent the industries' wage structure, workers' skills, and manufacturing operations in pressed or blown glass and glassware manufacturing. These occupations accounted for nearly three-fourths of the production workers in glass container plants and three-fifths of those in other glassware establishments.

In glass container plants, occupational averages ranged from \$8.50 an hour for watchmen to \$13.43 for forming-machine upkeepers (table 5). Other occupational averages above \$12 an hour included metal moldmakers, skilled maintenance electricians, machinists, and mechanics. Selectors, who examine glassware for defects, accounted for one-fourth of the production work force. They averaged \$8.75 an hour, compared with \$9.19 for workers making the final inspection on glassware.

In other glassware plants, occupational averages ranged from \$6.25 an hour for watchmen to \$12.09 an hour for maintenance machinists and \$12.08 for metal mold makers (table 9). Selectors, numerically the largest job studied, averaged \$8.80 an hour, compared with \$9.08 for final inspectors.

About nine-tenths of the workers in the glass industries were paid time rates, usually under formal systems providing single rates for specified occupations (tables 13 and 21). Those on an incentive basis, such as forming-machine operators, commonly averaged more than their time-rated counterparts (tables 8 and 12).

Among the six regions that could be compared in the glass container industry, occupational averages were generally highest in the Pacific region and lowest in the Southwest. Regional variation typically amounted to 5 percent or less. Among the three regions for which comparisons could be made in the other glassware industry, occupational averages usually were lowest in the Border States and somewhat higher in the Middle Atlantic and Great Lakes regions.

Within the same region, occupational pay levels in the glass container industry usually were higher than in plants manufacturing other pressed or blown glassware. Pay relationships varied somewhat by occupation, but the advantage for glass container workers was typically less than 10 percent.

Occupational averages for both industries were usually higher in plants of 500 workers or more than in those with fewer than 500 (tables 7 and 11). No consistent pay pattern emerged, however, between metropolitan and nonmetropolitan areas (tables 6 and 10).<sup>5</sup>

<sup>5</sup> Metropolitan Statistical Areas as defined by the U.S. Office of Management and Budget through June 1983.

A cyclical work schedule applied to four-fifths of the production workers in glass containers and seven-tenths in other glassware (tables 14 and 22). The most common schedule alternated between 3 40-hour weeks and 1 48-hour week. Nearly all of the remaining workers operated on a straight 40-hour week.

Virtually all workers in both industries were in plants with formal provisions for second and third shifts in June 1986 (tables 15 and 23). In the glass container industry, one-fourth of the production workers were employed on second shifts and one-fourth on third shifts. Most of those on second shifts received 20 cents an hour above day-shift rates; the third-shift differential typically amounted to 24 cents (table 16). In the other glassware industry, approximately one-fifth of the workers worked on second shifts and another one-fifth on third shifts. Differentials varied widely, but commonly ranged between 15 and 20 cents an hour for second shift and between 21 and 26 cents for third shifts (table 24).

Virtually all workers in each industry received paid holidays; the dominant provision was 12 days annually (tables 17 and 25). One-tenth of the glass container work force received 13 days. Among the other glassware workers one-fifth received 10 days and one-fifth received 11.

All establishments studied provided paid vacations after qualifying periods of service (tables 18 and 26). Typical vacation provisions included at least 1 to 2 week after 1 year of service, 2 to 3 weeks after 2 years, 3 to 4 weeks after 8 years, 4 to 5 weeks after 15 years, and 5 to 6 weeks after 25 years of service.

At least nine-tenths of the production workers in each industry received life, accidental death and dismemberment, hospitalization, surgical, medical, and major medical insurance (tables 19 and 27). As for other health-related benefits, dental plans applied to virtually all workers in the glass container industry and to nearly seven-eighths of the other glassware work force; sickness and accident insurance or sick leave or both, to three-fourths of the container work force and slightly over nine-tenths of those in other glassware; and long-term disability, to one-fourth of the glass container industry workers and one-half of the staff in other glassware plants. Retirement pension plans, in addition to Social Security, applied to virtually all of the production workers in each industry. Employers typically paid the total cost of these plans.

In both industry branches, virtually all workers were in establishments providing funeral and jury-duty leave (tables 20 and 28). Technological severance pay plans applied to nearly one-half of the other glass workers and to two-fifths of the glass container workers. Provisions for automatic cost-of-living adjustments applied to at least three-fifths of the workers in each industry. Nearly all were under plans using the BLS Consumer Price Index to calculate wage adjustments.

### Industry characteristics

Establishments within the scope of the survey employed

59,000 production and related workers in June 1986 (table A-1). Two-thirds of these workers were in plants which produce containers for food, beverages, cosmetics, and household and industrial chemicals. Of the 20,300 production workers in the other pressed or blown glass and glassware plants, three-fourths were in establishments producing tableware, artware, and industrial and illuminating glassware; most of the remaining workers were in plants chiefly making scientific and technical glassware from glass produced in the same establishment.

The Middle Atlantic region accounted for one-fourth of the glass container work force; the Great Lakes and Pacific regions, about one-sixth each; and the Southeast and Southwest, about one-eighth each. Employment in the other glassware industry was more concentrated — about two-fifths in the Middle Atlantic and three-tenths in the Great Lakes. Five-sixths of the glass container work force and four-fifths of the other glass workers were located in metropolitan areas.

Employment in individual establishments studied ranged from glassware plants employed 50 to 100 workers to those with over 2,000 workers. Large establishments, defined here as those employing at least 500 employees, accounted for three-fifths of the container work force and nearly seven-tenths of the work force for other glass.

Hand methods are still used to produce certain types of pressed or blown glassware (except containers), but they are becoming relatively less important. Over the past two decades, surveyed employment in hand-forming occupations dropped from nearly 2,000 workers in the mid-1960's to 1,200 workers in 1980 and decreased by half since then to 575 in 1986.

Companies with multiplant operations dominated glass manufacturing, accounting for four-fifths of the work force in containers and nearly nine-tenths in the other glass industry. Single-plant companies were mainly located in the Border States and Middle Atlantic regions.

Nearly all establishments in the survey operated under labor-management contracts covering all or a majority of their production workers. The American Flint Glass Workers Union of North America (AFL-CIO) usually had contracts covering workers in the moldmaking departments in both industries and other production workers in the pressed or blown glassware (except containers) industry. The Glass, Pottery, Plastics, and Allied Workers International Union (formed by a 1982 merger of the Glass Bottle Blowers Union and the International Pottery and Allied Workers Union) typically had contracts covering production workers outside the moldmaking departments of glass container plants.

The use of temporary help supply services and the prevalence of contracting out of various services were studied in glassware manufacturing to assess the possible impact on the industries' occupational wage structure. Approximately one-tenth of the glass container workers and nearly one-half of the other glassware workers were in plants that regularly hired temporary help in 1986.

Text table 1 shows the contract services selected for separate study. Trucking was, by far, the activity most commonly contracted out—by plants employing seven-tenths of the glass container workers and four-fifths of the other glass workers. To a lesser extent, janitorial services were frequently contracted out in both industries, as was the engineering/drafting function in the other glassware segment. Maintenance, accounting, computer processing, and secretarial services were not usually contracted out in either industry. Studied as a group, guard, food, and other services not separately identified were contracted out by plants employing half the container work force and seven-tenths of the production workers in other glassware plants.

**Text table 1. Percent of production workers employed in glassware manufacturing establishments which contracted out selected services, June 1986**

Contract services <sup>1</sup>	Glass containers	Glassware, except containers
Trucking .....	70-74	80-84
Machine maintenance .....	10-15	( <sup>2</sup> )
Janitorial .....	30-34	40-44
Accounting .....	5-9	( <sup>2</sup> )
Computer processing .....	10-14	( <sup>2</sup> )
Secretarial .....	( <sup>2</sup> )	( <sup>2</sup> )
Engineering/drafting .....	( <sup>2</sup> )	25-29
Other (e.g., guard, food, etc.) .....	50-54	70-74

<sup>1</sup> All or portion of service contracted out.

<sup>2</sup> Less than 5 percent contracted out.

**Table 1. Pressed or blown glass and glassware: Average hourly earnings by selected characteristics**

(Number of production workers and average straight-hourly earnings<sup>1</sup> by selected characteristics, United States and selected regions,<sup>2</sup> June 1986)

Characteristic	United States <sup>3</sup>		Middle Atlantic		Border States		Southeast		Southwest		Great Lakes		Pacific	
	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings
<b>All establishments</b>														
All production workers <sup>4</sup> .....	59,018	\$9.75	17,856	\$9.69	6,510	\$9.37	5,673	\$9.63	5,881	\$9.18	13,144	\$9.98	7,551	\$10.15
Men .....	31,561	10.22	9,452	10.04	-	-	3,292	10.23	3,671	9.55	-	-	4,248	10.73
Women .....	17,804	8.81	4,825	8.68	-	-	2,164	8.70	1,995	8.45	-	-	2,753	9.15
<b>Glass containers</b>														
All production workers <sup>4</sup> .....	38,757	9.89	9,697	9.80	3,113	9.98	5,673	9.63	4,578	9.44	6,670	9.94	7,224	10.22
Men .....	22,947	10.48	6,413	10.29	1,898	10.47	3,292	10.23	2,789	9.85	-	-	4,078	10.79
Women .....	14,075	8.92	3,284	8.84	1,215	9.22	2,164	8.70	1,574	8.68	-	-	2,627	9.22
Type of area:														
Metropolitan areas <sup>5</sup> .....	32,702	9.84	8,737	9.59	3,113	9.98	3,509	9.50	4,578	9.44	4,458	9.90	7,224	10.22
Nonmetropolitan areas .....	6,055	10.17	-	-	-	-	-	-	-	-	2,212	10.01	-	-
Size of establishment:														
100 to 499 workers .....	15,510	9.84	2,671	10.33	1,073	9.05	2,986	9.59	3,265	9.39	2,425	9.74	2,439	9.98
500 workers or more .....	23,247	9.92	7,026	9.60	2,040	10.47	2,687	9.68	-	-	4,245	10.06	4,785	10.34
<b>Pressed or blown glass and glassware, except containers</b>														
All production workers <sup>4</sup> .....	20,261	9.47	8,159	9.57	3,397	8.82	-	-	-	-	6,474	10.02	-	-
Type of area:														
Metropolitan areas <sup>5</sup> .....	16,228	9.37	5,501	9.31	2,135	8.22	-	-	-	-	6,474	10.02	-	-
Size of establishment:														
50 to 499 workers .....	6,324	8.65	1,380	9.00	2,841	8.69	-	-	-	-	-	-	-	-
500 workers or more .....	13,937	9.85	6,779	9.68	-	-	-	-	-	-	5,458	10.13	-	-
Primary product and method of manufacture:														
Tableware, artware, industrial and illuminating glassware .....	14,974	9.53	4,188	9.71	2,252	8.55	-	-	-	-	6,474	10.02	-	-
Hand pressed .....	432	8.56	-	-	-	-	-	-	-	-	-	-	-	-
Hand blown .....	1,296	7.13	-	-	904	7.20	-	-	-	-	-	-	-	-
Machine made .....	13,246	9.79	3,768	9.90	-	-	-	-	-	-	6,474	10.02	-	-

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

<sup>2</sup> For definition of regions, see footnote 1, table A-1, appendix A.

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

<sup>4</sup> Includes data for workers not identified by sex and for those in establishments with

primary products in addition to those shown separately.

<sup>5</sup> Metropolitan Statistical Areas, as defined by the U.S. Office of Management and Budget through June 1983.

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



**Table 2. Pressed or blown glass or glassware: Earnings distribution**

(Percent distribution of workers by straight-time hourly earnings,<sup>1</sup> United States and selected regions,<sup>2</sup> June 1986)

Hourly earnings	United States <sup>3</sup>	Middle Atlantic	Border States	Southeast	Southwest	Great Lakes	Pacific
Number of workers .....	59,018	17,856	6,510	5,673	5,881	13,144	7,551
Average (mean) hourly earnings <sup>4</sup> .....	\$9.75	\$9.69	\$9.37	\$9.63	\$9.18	\$9.98	\$10.15
Median <sup>4</sup> .....	9.19	9.16	9.20	8.94	8.89	9.24	9.38
Middle range: <sup>4</sup>							
First quartile .....	8.73	8.73	8.64	8.73	8.64	8.82	8.99
Third quartile .....	10.61	10.53	10.41	10.09	9.29	11.08	11.15
Total .....	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Under \$6.00 .....	1.2	.2	4.0	1.2	3.4	.1	1.1
\$6.00 and under \$6.25 .....	.2	.1	1.2	.2	.4	-	.1
\$6.25 and under \$6.50 .....	1.0	1.2	3.6	-	2.2	-	.1
\$6.50 and under \$6.75 .....	.7	.5	1.0	-	4.1	( <sup>5</sup> )	( <sup>5</sup> )
\$6.75 and under \$7.00 .....	.6	.5	3.0	( <sup>5</sup> )	.8	-	-
\$7.00 and under \$7.25 .....	1.0	.4	1.3	-	.3	2.8	( <sup>5</sup> )
\$7.25 and under \$7.50 .....	.5	.7	1.6	.2	.2	.4	( <sup>5</sup> )
\$7.50 and under \$7.75 .....	1.6	4.0	1.6	-	.3	.8	-
\$7.75 and under \$8.00 .....	.9	.8	1.8	.1	.6	1.8	-
\$8.00 and under \$8.25 .....	2.0	1.8	.4	5.8	.9	1.2	-
\$8.25 and under \$8.50 .....	2.4	5.2	1.2	1.2	4.7	.4	-
\$8.50 and under \$8.75 .....	16.3	14.1	16.6	33.8	25.5	14.7	4.2
\$8.75 and under \$9.00 .....	12.3	13.1	6.3	8.1	16.3	10.6	20.9
\$9.00 and under \$9.25 .....	14.3	12.1	12.9	19.5	14.2	17.3	11.9
\$9.25 and under \$9.50 .....	8.7	7.5	7.7	2.4	3.6	8.5	22.5
\$9.50 and under \$9.75 .....	4.2	3.9	3.3	1.7	.8	6.8	6.4
\$9.75 and under \$10.00 .....	2.6	3.4	1.8	.6	.6	3.2	3.2
\$10.00 and under \$10.25 .....	1.0	1.2	.4	.3	.2	1.6	1.2
\$10.25 and under \$10.50 .....	2.7	3.7	9.2	.2	1.9	1.1	1.0
\$10.50 and under \$10.75 .....	1.3	2.2	1.3	.6	.2	1.3	.7
\$10.75 and under \$11.00 .....	1.0	.6	.6	2.5	.6	1.7	.6
\$11.00 and under \$11.25 .....	1.7	1.0	3.6	1.3	1.7	2.0	1.5
\$11.25 and under \$11.50 .....	2.9	3.5	3.0	2.2	2.1	3.3	.6
\$11.50 and under \$11.75 .....	1.8	3.5	1.2	.9	.9	1.7	.4
\$11.75 and under \$12.00 .....	1.3	1.3	1.5	.2	.5	2.1	.8
\$12.00 and under \$12.25 .....	2.3	3.0	.8	1.8	3.8	1.6	2.7
\$12.25 and under \$12.50 .....	4.4	3.9	3.3	8.2	5.9	5.0	1.8
\$12.50 and under \$12.75 .....	2.2	2.1	.8	2.6	1.5	1.4	6.0
\$12.75 and under \$13.00 .....	1.5	.8	.1	1.6	.6	2.5	3.4
\$13.00 and under \$13.25 .....	.8	.2	1.0	.4	.4	.4	3.5
\$13.25 and under \$13.50 .....	.4	.4	.7	( <sup>5</sup> )	.1	.4	.9
\$13.50 and under \$13.75 .....	.5	.9	.4	.4	.1	.3	.5
\$13.75 and under \$14.00 .....	.9	.1	.4	.3	.1	1.6	.6
\$14.00 and over .....	2.6	2.0	2.6	1.5	.4	3.4	3.4

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

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

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

<sup>4</sup> See appendix A for definitions and methods used to compute means, medians, and middle ranges.

<sup>5</sup> Less than 0.05 percent.

NOTE: Because of rounding, sums of individual items may not equal 100. Dashes indicate no data.

**Table 3. Glass containers: Earnings distribution**

(Percent distribution of workers by straight-time hourly earnings,<sup>1</sup> United States and selected regions,<sup>2</sup> June 1986)

Hourly earnings	United States <sup>3</sup>	Middle Atlantic	Border States	Southeast	Southwest	Great Lakes	Pacific
Number of workers .....	38,757	9,697	3,113	5,673	4,578	6,670	7,224
Average (mean) hourly earnings <sup>4</sup> .....	\$9.89	\$9.80	\$9.98	\$9.63	\$9.44	\$9.94	\$10.22
Median <sup>4</sup> .....	9.12	9.03	9.12	8.94	8.91	9.03	9.38
Middle range: <sup>4</sup>							
First quartile .....	8.73	8.73	8.73	8.73	8.73	8.73	9.03
Third quartile .....	10.99	10.61	10.49	10.09	9.42	10.99	11.15
Total .....	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Under \$6.50 .....	1.1	2.3	4.4	1.4	( <sup>5</sup> )	( <sup>5</sup> )	-
\$6.50 and under \$6.75 .....	.6	-	-	-	5.0	-	-
\$6.75 and under \$7.00 .....	.2	.3	.4	( <sup>5</sup> )	.7	-	-
\$7.00 and under \$7.25 .....	.1	.5	-	-	.2	-	-
\$7.25 and under \$7.50 .....	.2	.6	-	.2	( <sup>5</sup> )	-	-
\$7.50 and under \$7.75 .....	.2	.5	-	-	.1	( <sup>5</sup> )	-
\$7.75 and under \$8.00 .....	1.0	1.0	1.7	.1	-	3.6	-
\$8.00 and under \$8.25 .....	2.5	2.1	-	5.8	1.1	1.7	-
\$8.25 and under \$8.50 .....	2.6	8.7	.8	1.2	.2	.7	-
\$8.50 and under \$8.75 .....	22.7	19.1	34.0	33.8	30.9	28.0	4.4
\$8.75 and under \$9.00 .....	13.4	13.1	4.5	8.1	17.9	13.1	20.6
\$9.00 and under \$9.25 .....	14.1	10.4	8.6	19.5	16.8	18.4	12.2
\$9.25 and under \$9.50 .....	6.7	2.5	1.5	2.4	3.7	4.2	23.1
\$9.50 and under \$9.75 .....	2.8	2.8	.4	1.7	1.1	2.6	6.5
\$9.75 and under \$10.00 .....	1.6	2.5	.9	.6	.6	.5	3.3
\$10.00 and under \$10.25 .....	.7	1.2	.4	.3	.2	.4	1.2
\$10.25 and under \$10.50 .....	3.1	5.5	17.3	.2	.7	.2	1.0
\$10.50 and under \$10.75 .....	1.1	2.3	2.1	.6	.2	.4	.7
\$10.75 and under \$11.00 .....	1.0	.2	.8	2.5	.7	1.7	.6
\$11.00 and under \$11.25 .....	1.2	.6	1.0	1.3	2.2	1.1	1.6
\$11.25 and under \$11.50 .....	2.2	3.8	.1	2.2	2.6	.6	.6
\$11.50 and under \$11.75 .....	.8	1.2	.8	.9	1.2	.4	.4
\$11.75 and under \$12.00 .....	.6	.6	.7	.2	.7	.6	.9
\$12.00 and under \$12.25 .....	2.1	3.2	.9	1.8	1.6	1.8	2.3
\$12.25 and under \$12.50 .....	6.1	5.3	6.5	8.2	7.6	9.0	1.9
\$12.50 and under \$12.75 .....	3.0	3.6	1.4	2.6	1.9	.9	6.3
\$12.75 and under \$13.00 .....	1.6	1.1	.1	1.6	.8	1.8	3.2
\$13.00 and under \$13.25 .....	1.1	.2	2.2	.4	.6	.6	3.5
\$13.25 and under \$13.50 .....	.4	.5	1.4	( <sup>5</sup> )	.1	.1	1.0
\$13.50 and under \$13.75 .....	.8	1.5	.8	.4	.1	.5	.5
\$13.75 and under \$14.00 .....	1.0	.2	.8	.3	.1	1.3	.6
\$14.00 and over .....	3.6	2.8	5.5	1.5	.5	5.7	3.6

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

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

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

<sup>4</sup> See appendix A for definitions and methods used to compute means, medians, and middle ranges.

<sup>5</sup> Less than 0.05 percent.

NOTE: Because of rounding, sums of individual items may not equal 100. Dashes indicate no data.

**Table 4. Pressed or blown glass or glassware, except containers:  
Earnings distribution**

(Percent distribution of workers by straight-time hourly earnings,<sup>1</sup> United States and selected regions,<sup>2</sup> June 1986)

Hourly earnings	United States <sup>3</sup>	Middle Atlantic	Border States	Great Lakes
Number of workers .....	20,261	8,159	3,397	6,474
Average (mean) hourly earnings <sup>4</sup> .....	\$9.47	\$9.57	\$8.82	\$10.02
Median <sup>4</sup> .....	9.28	9.20	9.20	9.51
Middle range: <sup>4</sup>				
First quartile .....	8.77	8.75	7.46	9.13
Third quartile .....	10.43	10.31	9.57	11.23
Total .....	100.0	100.0	100.0	100.0
Under \$6.00 .....	3.1	.4	6.8	.2
\$6.00 and under \$6.25 .....	.7	.2	2.3	-
\$6.25 and under \$6.50 .....	1.3	-	3.8	-
\$6.50 and under \$6.75 .....	1.0	1.1	1.9	( <sup>5</sup> )
\$6.75 and under \$7.00 .....	1.3	.7	5.4	-
\$7.00 and under \$7.25 .....	2.5	.2	2.4	5.7
\$7.25 and under \$7.50 .....	1.2	.8	3.0	.8
\$7.50 and under \$7.75 .....	4.4	8.2	3.1	1.5
\$7.75 and under \$8.00 .....	.8	.6	1.8	.1
\$8.00 and under \$8.25 .....	1.0	1.4	.8	.7
\$8.25 and under \$8.50 .....	2.1	1.1	1.6	.2
\$8.50 and under \$8.75 .....	4.1	8.2	.6	.9
\$8.75 and under \$9.00 .....	10.3	13.2	7.9	8.0
\$9.00 and under \$9.25 .....	14.7	14.2	16.9	16.0
\$9.25 and under \$9.50 .....	12.7	13.5	13.3	12.8
\$9.50 and under \$9.75 .....	7.0	5.2	6.0	11.2
\$9.75 and under \$10.00 .....	4.5	4.4	2.6	6.0
\$10.00 and under \$10.25 .....	1.4	1.2	.3	2.7
\$10.25 and under \$10.50 .....	2.0	1.6	1.8	1.9
\$10.50 and under \$10.75 .....	1.6	2.0	.5	2.3
\$10.75 and under \$11.00 .....	1.1	1.0	.5	1.7
\$11.00 and under \$11.25 .....	2.6	1.5	5.9	2.9
\$11.25 and under \$11.50 .....	4.3	3.2	5.7	6.1
\$11.50 and under \$11.75 .....	3.8	6.2	1.5	3.1
\$11.75 and under \$12.00 .....	2.7	2.2	2.3	3.6
\$12.00 and under \$12.25 .....	2.6	2.7	.7	1.4
\$12.25 and under \$12.50 .....	1.2	2.1	.3	.8
\$12.50 and under \$12.75 .....	.8	.3	.2	1.9
\$12.75 and under \$13.00 .....	1.3	.4	-	3.2
\$13.00 and over .....	2.2	1.9	.1	4.2

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

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

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

<sup>4</sup> See appendix A for definitions and

methods used to compute means, medians, and middle ranges.

<sup>5</sup> Less than 0.05 percent.

NOTE: Because of rounding, sums of individual items may not equal 100. Dashes indicate no data.

**Table 5. Glass containers: Occupational averages—All establishments**

(Number of production workers and average straight-time hourly earnings<sup>1</sup> in selected occupations, United States and selected regions,<sup>2</sup> June 1986)

Department and occupation	United States <sup>3</sup>		Middle Atlantic		Border States		Southeast		Southwest		Great Lakes		Pacific	
	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings
<b>Batch house and furnace</b>														
Batch mixers .....	153	\$9.20	44	\$9.55	-	-	13	\$8.96	23	\$8.00	28	\$9.14	31	\$9.51
Men .....	145	9.21	44	9.55	-	-	11	9.03	21	7.88	25	9.10	31	9.51
Women .....	7	9.10	-	-	-	-	-	-	-	-	-	-	-	-
Batch-and-furnace operators .....	249	10.12	32	9.70	-	-	60	9.42	36	9.50	20	9.42	32	9.85
Men .....	233	10.13	32	9.70	-	-	48	9.45	36	9.50	19	9.42	31	9.83
Cullet handlers .....	205	9.16	74	9.02	-	-	56	9.17	21	8.89	15	9.14	23	9.48
Men .....	182	9.14	67	8.97	-	-	49	9.21	-	-	15	9.14	-	-
Furnace operators .....	255	9.70	85	9.56	15	\$10.38	16	9.59	26	8.93	48	9.49	57	10.16
Men .....	219	9.68	80	9.55	15	10.38	16	9.59	-	-	-	-	46	10.20
<b>Machine forming</b>														
Forming-machine operators .....	2,999	12.35	785	12.02	229	12.23	391	11.89	315	11.13	507	13.49	543	12.41
Men .....	2,796	12.32	778	12.01	220	12.33	374	11.89	313	11.13	436	13.78	501	12.26
Women .....	-	-	7	12.41	-	-	-	-	-	-	-	-	-	-
Forming-machine upkeepers .....	1,452	13.43	389	13.16	107	14.12	193	12.93	180	12.50	251	14.17	258	13.64
Mold polishers .....	492	9.90	164	11.00	34	10.10	49	9.03	50	8.86	79	9.09	74	9.45
Men .....	417	10.01	146	11.26	30	9.97	41	9.00	43	8.81	-	-	63	9.42
Women .....	-	-	18	8.93	-	-	-	-	7	9.16	-	-	-	-
<b>Annealing</b>														
Lehr tenders .....	109	9.79	-	-	-	-	-	-	-	-	18	9.63	-	-
Men .....	-	-	-	-	-	-	-	-	-	-	18	9.63	-	-
<b>Decorating</b>														
Decorating-machine operators .....	68	9.64	16	9.61	-	-	-	-	-	-	10	9.33	-	-
Men .....	-	-	14	9.67	-	-	-	-	-	-	-	-	-	-
<b>Mold shop</b>														
Moldmakers, metal .....	1,280	12.64	392	12.26	98	14.04	200	12.60	97	12.57	212	12.48	173	13.11
Men .....	1,212	12.65	379	12.25	98	14.04	187	12.60	96	12.57	185	12.48	170	13.11
<b>Selecting and inspecting</b>														
Inspectors, final .....	2,392	9.19	645	9.49	105	8.86	460	8.95	303	9.10	477	8.99	321	9.41
Men .....	441	9.28	161	9.72	-	-	53	8.68	70	9.12	-	-	-	-
Women .....	1,864	9.16	484	9.42	56	8.69	407	8.99	224	9.09	377	8.97	257	9.44
Selectors .....	10,005	8.75	2,500	8.71	1,139	9.16	1,342	8.52	1,139	8.55	1,330	8.62	1,975	9.04
Men .....	2,128	8.75	653	8.72	277	8.84	258	8.55	245	8.74	-	-	420	9.01
Women .....	7,572	8.75	1,847	8.70	862	9.26	1,076	8.51	870	8.49	973	8.61	1,476	9.03
<b>Maintenance</b>														
Electricians .....	332	12.50	76	12.02	-	-	71	12.12	31	11.73	-	-	74	13.26
Men .....	313	12.50	76	12.02	-	-	70	12.12	31	11.73	-	-	64	13.32
Helpers, maintenance trades .....	133	9.50	-	-	-	-	17	9.44	-	-	-	-	37	10.21
Men .....	112	9.53	-	-	-	-	14	9.50	-	-	-	-	-	-
Machinists .....	219	12.69	-	-	-	-	-	-	17	12.13	68	11.71	38	15.06
Men .....	202	12.66	-	-	-	-	-	-	-	-	66	11.69	-	-
Mechanics .....	1,369	12.40	128	11.60	70	12.75	285	11.95	194	12.24	244	12.19	298	12.65
Men .....	1,254	12.39	128	11.60	70	12.75	284	11.95	191	12.24	-	-	-	-
Pipefitters .....	34	11.90	-	-	-	-	-	-	-	-	-	-	-	-

See footnotes at end of table.

**Table 5. Glass containers: Occupational averages—All establishments—Continued**

(Number of production workers and average straight-time hourly earnings<sup>1</sup> in selected occupations, United States and selected regions,<sup>2</sup> June 1986)

Department and occupation	United States <sup>3</sup>		Middle Atlantic		Border States		Southeast		Southwest		Great Lakes		Pacific	
	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings
<b>Miscellaneous</b>														
Assemblers, cartons .....	2,740	\$8.94	641	\$8.83	107	\$8.84	380	\$8.75	214	\$8.42	554	\$9.25	795	\$9.06
Men .....	1,175	8.94	229	8.78	67	8.65	116	8.77	104	8.42	-	-	421	9.06
Women .....	1,479	8.94	412	8.87	40	9.17	264	8.74	110	8.43	-	-	346	9.03
Janitors .....	333	8.74	46	8.52	24	9.18	38	8.44	27	8.28	60	8.62	132	9.00
Men .....	213	8.72	37	8.54	14	8.75	23	8.50	19	8.17	-	-	93	8.99
Women .....	-	-	9	8.42	-	-	15	8.35	8	8.55	-	-	-	-
Laborers, material handling .....	556	9.14	216	8.87	-	-	-	-	36	8.91	-	-	144	9.26
Men .....	514	9.14	216	8.87	-	-	-	-	-	-	-	-	127	9.25
Women .....	-	-	-	-	-	-	-	-	-	-	-	-	17	9.30
Off-bearers .....	1,186	9.13	-	-	83	8.87	235	8.99	170	8.58	392	9.50	134	9.31
Men .....	1,089	9.14	-	-	75	8.89	224	8.99	152	8.54	336	9.57	133	9.31
Women .....	95	8.97	-	-	-	-	11	8.94	-	-	-	-	-	-
Power-truck operators .....	1,991	9.49	487	9.42	101	9.33	242	9.14	255	8.88	365	9.70	452	9.88
Men .....	1,672	9.50	468	9.42	93	9.34	183	9.16	235	8.87	292	9.82	325	9.96
Women .....	-	-	19	9.49	-	-	-	-	17	8.99	-	-	-	-
Forklift .....	1,933	9.50	479	9.42	96	9.34	237	9.13	244	8.88	354	9.73	435	9.89
Men .....	1,624	9.51	460	9.42	88	9.36	178	9.16	224	8.87	289	9.83	309	9.97
Women .....	-	-	19	9.49	-	-	-	-	17	8.99	-	-	-	-
Other than forklift .....	58	9.25	-	-	-	-	-	-	11	8.97	-	-	-	-
Men .....	48	9.27	-	-	-	-	-	-	11	8.97	-	-	-	-
Truckdrivers .....	60	11.94	-	-	-	-	-	-	-	-	7	9.08	30	13.79
Men .....	57	12.08	-	-	-	-	-	-	-	-	-	-	30	13.79
Tractor-trailer .....	45	12.53	-	-	-	-	-	-	-	-	-	-	30	13.79
Watchmen .....	21	8.50	-	-	-	-	-	-	-	-	-	-	-	-
Men .....	19	8.50	-	-	-	-	-	-	-	-	-	-	-	-

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

<sup>2</sup> For definition of regions, see footnote 1, table A-1, appendix A.

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

NOTE: Dashes indicate no data were reported or that data did not meet publication criteria. Overall occupation may include data for subcategories not shown separately.

**Table 6. Glass containers: Occupational averages by type of area**

(Number of production workers and average straight-time hourly earnings<sup>1</sup> in selected occupations, United States and selected regions,<sup>2</sup> June 1986)

Department and occupation	United States <sup>3</sup>				Middle Atlantic		Border States		Southeast	
	Metropolitan areas		Nonmetropolitan areas		Metropolitan areas		Metropolitan areas		Metropolitan areas	
	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings
<b>Batch house and furnace</b>										
Batch mixers .....	123	\$9.11	30	\$9.59	32	\$9.23	-	-	13	\$8.96
Men .....	116	9.11	29	9.60	32	9.23	-	-	11	9.03
Women .....	6	9.05	-	-	-	-	-	-	-	-
Batch-and-furnace operators .....	184	10.29	65	9.64	20	9.26	-	-	-	-
Men .....	175	10.28	58	9.66	20	9.26	-	-	-	-
Cullet handlers .....	162	9.11	43	9.33	56	8.82	-	-	44	9.21
Men .....	149	9.10	33	9.31	55	8.82	-	-	41	9.24
Furnace operators .....	235	9.69	20	9.74	85	9.56	15	\$10.38	16	9.59
Men .....	205	9.66	14	10.06	80	9.55	15	10.38	16	9.59
Women .....	-	-	6	9.00	-	-	-	-	-	-
<b>Machine forming</b>										
Forming-machine operators .....	2,471	12.19	528	13.07	665	11.71	229	12.23	228	11.80
Men .....	2,281	12.15	515	13.09	661	11.71	220	12.33	218	11.79
Forming-machine upkeepers .....	1,200	13.38	252	13.64	311	12.84	107	14.12	121	13.06
Mold polishers .....	338	9.30	154	11.22	98	8.97	34	10.10	24	8.96
Men .....	280	9.30	137	11.47	80	8.97	30	9.97	24	8.96
Women .....	-	-	-	-	18	8.93	-	-	-	-
<b>Annealing</b>										
Lehr tenders .....	101	9.82	-	-	-	-	-	-	-	-
<b>Decorating</b>										
Decorating-machine operators .....	59	9.69	-	-	16	9.61	-	-	-	-
Men .....	-	-	-	-	14	9.67	-	-	-	-
<b>Mold shop</b>										
Moldmakers, metal .....	1,057	12.74	223	12.14	392	12.26	98	14.04	113	12.57
Men .....	1,013	12.75	199	12.15	379	12.25	98	14.04	113	12.57
<b>Selecting and inspecting</b>										
Inspectors, final .....	1,959	9.10	433	9.60	459	9.18	105	8.86	273	8.85
Men .....	-	-	102	9.76	101	9.39	-	-	-	-
Women .....	1,533	9.08	331	9.55	358	9.12	56	8.69	237	8.91
Selectors .....	8,840	8.78	1,165	8.54	2,344	8.63	1,139	9.16	956	8.45
Men .....	1,803	8.74	325	8.78	575	8.57	277	8.84	134	8.41
Women .....	6,740	8.79	832	8.45	1,769	8.65	862	9.26	822	8.45
<b>Maintenance</b>										
Electricians .....	267	12.54	65	12.36	52	11.76	-	-	36	11.92
Men .....	249	12.53	64	12.36	52	11.76	-	-	36	11.92
Helpers, maintenance trades .....	88	9.53	-	-	-	-	-	-	12	9.66
Men .....	67	9.59	-	-	-	-	-	-	-	-
Machinists .....	152	13.18	-	-	-	-	-	-	17	12.23
Men .....	135	13.19	-	-	-	-	-	-	17	12.23

See footnotes at end of table.



**Table 6. Glass containers: Occupational averages by type of area —Continued**

(Number of production workers and average straight-time hourly earnings<sup>1</sup> in selected occupations, United States and selected regions,<sup>2</sup> June 1986)

Department and occupation	United States <sup>3</sup>				Middle Atlantic		Border States		Southeast	
	Metropolitan areas		Nonmetropolitan areas		Metropolitan areas		Metropolitan areas		Metropolitan areas	
	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings
Mechanics .....	1,140	\$12.45	229	\$12.17	-	-	70	\$12.75	183	\$11.74
Men .....	1,028	12.43	226	12.18	-	-	70	12.75	183	11.74
Pipefitters .....	32	11.93	-	-	-	-	-	-	-	-
<b>Miscellaneous</b>										
Assemblers, cartons .....	2,479	8.84	261	9.86	641	\$8.83	107	8.84	278	8.58
Men .....	1,072	8.84	103	10.07	229	8.78	67	8.65	-	-
Women .....	1,321	8.85	158	9.72	412	8.87	40	9.17	197	8.56
Janitors .....	313	8.76	20	8.42	46	8.52	24	9.18	35	8.42
Men .....	198	8.73	15	8.48	37	8.54	14	8.75	20	8.47
Women .....	-	-	-	-	9	8.42	-	-	15	8.35
Laborers, material handling .....	536	9.15	-	-	216	8.87	-	-	-	-
Men .....	494	9.15	-	-	216	8.87	-	-	-	-
Off-bearers .....	967	8.94	219	9.93	-	-	83	8.87	-	-
Men .....	874	8.94	215	9.94	-	-	75	8.89	-	-
Women .....	91	8.93	-	-	-	-	-	-	-	-
Power-truck operators .....	1,651	9.43	340	9.77	415	9.30	101	9.33	147	9.13
Men .....	1,386	9.43	286	9.86	402	9.30	93	9.34	114	9.17
Women .....	-	-	-	-	13	9.19	-	-	33	9.01
Forklift .....	1,597	9.44	336	9.79	407	9.29	96	9.34	142	9.13
Men .....	1,341	9.43	283	9.88	394	9.30	88	9.36	109	9.17
Women .....	-	-	-	-	13	9.19	-	-	33	9.01
Other than forklift .....	54	9.32	-	-	-	-	-	-	-	-
Men .....	45	9.35	-	-	-	-	-	-	-	-
Truckdrivers .....	58	12.06	-	-	-	-	-	-	-	-
Men .....	55	12.21	-	-	-	-	-	-	-	-
Tractor-trailer .....	45	12.53	-	-	-	-	-	-	-	-
Watchmen .....	21	8.50	-	-	-	-	-	-	-	-
Men .....	19	8.50	-	-	-	-	-	-	-	-

See footnotes at end of table.



**Table 6. Glass containers: Occupational averages by type of area —Continued**

(Number of production workers and average straight-time hourly earnings<sup>1</sup> in selected occupations, United States and selected regions,<sup>2</sup> June 1986)

Department and occupation	Southwest		Great Lakes				Pacific	
	Metropolitan areas		Metropolitan areas		Nonmetropolitan areas		Metropolitan areas	
	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings
<b>Batch house and furnace</b>								
Batch mixers .....	23	\$8.00	12	\$9.29	16	\$9.03	31	\$9.51
Men .....	21	7.88	10	9.25	15	9.01	31	9.51
Batch-and-furnace operators .....	36	9.50	-	-	16	9.42	32	9.85
Men .....	36	9.50	-	-	15	9.42	31	9.83
Cullet handlers .....	21	8.89	-	-	-	-	23	9.48
Furnace operators .....	26	8.93	36	9.57	12	9.24	57	10.16
Men .....	-	-	-	-	8	9.52	46	10.20
<b>Machine forming</b>								
Forming-machine operators .....	315	11.13	317	13.26	190	13.86	543	12.41
Men .....	313	11.13	-	-	189	13.85	501	12.26
Forming-machine upkeepers .....	180	12.50	186	14.19	65	14.11	258	13.64
Mold polishers .....	50	8.86	-	-	33	8.98	74	9.45
Men .....	43	8.81	-	-	32	9.01	63	9.42
Women .....	7	9.16	-	-	-	-	-	-
<b>Annealing</b>								
Lehr tenders .....	-	-	10	9.72	-	-	-	-
Men .....	-	-	10	9.72	-	-	-	-
<b>Mold shop</b>								
Moldmakers, metal .....	97	12.57	144	12.65	68	12.12	173	13.11
Men .....	96	12.57	-	-	68	12.12	170	13.11
<b>Selecting and inspecting</b>								
Inspectors, final .....	303	9.10	449	8.99	-	-	321	9.41
Men .....	70	9.12	-	-	-	-	-	-
Women .....	224	9.09	365	8.96	-	-	257	9.44
Selectors .....	1,139	8.55	1,012	8.78	-	-	1,975	9.04
Men .....	245	8.74	-	-	66	8.28	420	9.01
Women .....	870	8.49	-	-	-	-	1,476	9.03
<b>Maintenance</b>								
Electricians .....	31	11.73	-	-	-	-	74	13.26
Men .....	31	11.73	-	-	-	-	64	13.32
Helpers, maintenance trades .....	-	-	-	-	-	-	37	10.21
Machinists .....	17	12.13	36	12.36	-	-	38	15.06
Men .....	-	-	34	12.36	-	-	-	-
Mechanics .....	194	12.24	182	12.35	62	11.74	298	12.65
Men .....	191	12.24	-	-	62	11.74	-	-
<b>Miscellaneous</b>								
Assemblers, cartons .....	214	8.42	395	8.84	159	10.28	795	9.06
Men .....	104	8.42	-	-	68	10.60	421	9.06
Women .....	110	8.43	-	-	91	10.03	346	9.03

See footnotes at end of table.

**Table 6. Glass containers: Occupational averages by type of area —Continued**(Number of production workers and average straight-time hourly earnings<sup>1</sup> in selected occupations, United States and selected regions,<sup>2</sup> June 1986)

Department and occupation	Southwest		Great Lakes				Pacific	
	Metropolitan areas		Metropolitan areas		Nonmetropolitan areas		Metropolitan areas	
	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings
Janitors .....	27	\$8.28	47	\$8.64	-	-	132	\$9.00
Men .....	19	8.17	-	-	-	-	93	8.99
Women .....	8	8.55	-	-	-	-	-	-
Laborers, material handling .....	36	8.91	-	-	-	-	144	9.26
Men .....	-	-	-	-	-	-	127	9.25
Women .....	-	-	-	-	-	-	17	9.30
Off-bearers .....	170	8.58	310	8.98	-	-	134	9.31
Men .....	152	8.54	255	8.98	-	-	133	9.31
Power-truck operators .....	255	8.88	219	9.41	146	\$10.14	452	9.88
Men .....	235	8.87	160	9.48	132	10.23	325	9.96
Women .....	17	8.99	-	-	14	9.31	-	-
Forklift .....	244	8.88	211	9.42	143	10.18	435	9.89
Men .....	224	8.87	160	9.48	129	10.28	309	9.97
Women .....	17	8.99	-	-	14	9.31	-	-
Other than forklift .....	11	8.97	-	-	-	-	-	-
Men .....	11	8.97	-	-	-	-	-	-
Truckdrivers .....	-	-	-	-	-	-	30	13.79
Men .....	-	-	-	-	-	-	30	13.79
Tractor-trailer .....	-	-	-	-	-	-	30	13.79

<sup>1</sup> Excludes premium pay for overtime and for work on weekends, holidays, and late shifts.<sup>2</sup> For definition of regions, see footnote 1, table A-1, appendix A.<sup>3</sup> Includes data for regions in addition to those shown

separately.

NOTE: Dashes indicate no data were reported or that data did not meet publication criteria. Overall occupation may include data for subcategories not shown separately.

**Table 7. Glass containers: Occupational averages by size of establishment**

(Number of production workers and average straight-time hourly earnings<sup>1</sup> in selected occupations, United States and selected regions,<sup>2</sup> June 1986)

Department and occupation	United States <sup>2</sup>				Middle Atlantic				Border States				Southeast			
	Establishments with—															
	100-499 workers		500 workers or more		100-499 workers		500 workers or more		100-499 workers		500 workers or more		100-499 workers		500 workers or more	
	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings
<b>Batch house and furnace</b>																
Batch mixers .....	76	\$8.99	77	\$9.42	-	-	24	\$9.39	-	-	-	-	-	-	-	-
Men .....	69	8.97	76	9.42	-	-	24	9.39	-	-	-	-	-	-	-	-
Women .....	6	9.05	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Batch-and-furnace operators .....	194	10.28	55	9.56	28	\$9.73	-	-	-	-	-	-	52	\$9.42	-	-
Men .....	180	10.30	53	9.54	28	9.73	-	-	-	-	-	-	40	9.45	-	-
Cullet handlers .....	115	9.10	90	9.23	34	9.22	-	-	-	-	-	-	36	8.85	-	-
Men .....	98	9.08	84	9.21	28	9.13	-	-	-	-	-	-	29	8.82	-	-
Furnace operators .....	87	9.31	168	9.90	-	-	77	9.65	-	-	-	-	-	-	-	-
Men .....	66	9.13	153	9.92	-	-	72	9.64	-	-	-	-	-	-	-	-
<b>Machine forming</b>																
Forming-machine operators .....	1,338	12.04	1,661	12.59	281	12.55	504	11.72	99	\$10.63	130	\$13.44	222	11.77	169	\$12.04
Men .....	1,206	12.03	1,590	12.54	276	12.54	500	11.72	93	10.81	127	13.45	211	11.79	163	12.02
Forming-machine upkeepers .....	628	12.95	824	13.79	136	13.82	253	12.91	42	12.50	65	15.17	107	12.39	86	13.61
Mold polishers .....	258	10.47	234	9.28	-	-	82	9.02	-	-	24	10.35	34	9.01	-	-
Men .....	225	10.65	192	9.27	-	-	64	9.04	-	-	20	10.20	26	8.96	-	-
Women .....	-	-	38	9.28	-	-	18	8.93	-	-	-	-	-	-	-	-
<b>Annealing</b>																
Lehr tenders .....	27	9.26	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Men .....	19	9.29	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>Decorating</b>																
Decorating-machine operators .....	-	-	54	9.65	-	-	-	-	-	-	-	-	-	-	-	-
<b>Mold shop</b>																
Moldmakers, metal .....	468	12.67	812	12.62	72	11.80	320	12.36	-	-	-	-	116	12.59	84	12.51
Men .....	427	12.69	785	12.63	72	11.80	307	12.35	-	-	-	-	103	12.60	84	12.61
	-	-	27	12.16	-	-	-	-	-	-	-	-	-	-	-	-
<b>Selecting and inspecting</b>																
Inspectors, final .....	1,206	9.17	1,186	9.21	-	-	344	9.32	67	8.65	-	-	236	8.75	224	9.17
Men .....	-	-	144	9.40	-	-	79	9.56	-	-	-	-	40	8.54	-	-
Women .....	836	9.15	1,028	9.17	219	9.63	265	9.25	25	8.01	-	-	196	8.79	211	9.17
Selectors .....	3,702	8.62	6,303	8.83	551	8.90	1,949	8.65	377	8.02	762	9.72	747	8.35	595	8.73
Men .....	-	-	1,332	8.72	-	-	540	8.60	-	-	-	-	208	8.50	-	-
Women .....	2,680	8.56	4,892	8.85	438	8.79	1,409	8.67	230	7.58	-	-	531	8.29	545	8.73
<b>Maintenance</b>																
Electricians .....	181	12.34	151	12.70	56	12.12	-	-	-	-	-	-	46	11.98	-	-
Men .....	172	12.34	141	12.68	56	12.12	-	-	-	-	-	-	45	11.98	-	-
Helpers, maintenance trades .....	75	9.35	58	9.69	-	-	-	-	-	-	-	-	16	9.45	-	-
Men .....	61	9.42	51	9.67	-	-	-	-	-	-	-	-	13	9.53	-	-
Machinists .....	34	12.06	185	12.81	7	11.54	-	-	-	-	-	-	-	-	-	-

See footnotes at end of table.

**Table 7. Glass containers: Occupational averages by size of establishment —Continued**

(Number of production workers and average straight-time hourly earnings<sup>1</sup> in selected occupations, United States and selected regions,<sup>2</sup> June 1986)

Department and occupation	United States <sup>3</sup>				Middle Atlantic				Border States				Southeast			
	Establishments with—															
	100-499 workers		500 workers or more		100-499 workers		500 workers or more		100-499 workers		500 workers or more		100-499 workers		500 workers or more	
	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings
Men .....	29	\$12.09	173	\$12.75	7	\$11.54	-	-	-	-	-	-	-	-	-	
Mechanics .....	677	12.52	692	12.29	-	-	-	-	34	\$11.60	-	-	171	\$11.66	-	
Men .....	630	12.54	624	12.23	-	-	-	-	34	11.60	-	-	170	11.66	-	
Pipefitters .....	-	-	34	11.90	-	-	-	-	-	-	-	-	-	-	-	
<b>Miscellaneous</b>																
Assemblers, cartons .....	939	8.81	1,801	9.00	-	-	526	\$8.74	-	-	48	\$9.11	213	8.82	167	\$8.66
Men .....	452	8.81	723	9.03	-	-	-	-	-	-	-	-	-	-	-	-
Women .....	429	8.84	1,050	8.98	-	-	335	8.79	-	-	30	9.35	133	8.82	-	-
Janitors .....	101	8.55	232	8.82	8	8.23	38	8.58	-	-	19	9.33	13	8.39	-	-
Men .....	-	-	153	8.79	6	8.33	31	8.59	-	-	-	-	7	8.49	16	8.51
Women .....	-	-	72	8.88	-	-	7	8.56	-	-	-	-	-	-	-	-
Laborers, material handling .....	311	8.94	245	9.40	-	-	151	9.06	-	-	-	-	-	-	-	-
Men .....	277	8.92	237	9.40	-	-	151	9.06	-	-	-	-	-	-	-	-
Women .....	-	-	8	9.41	-	-	-	-	-	-	-	-	-	-	-	-
Off-bearers .....	545	8.89	641	9.32	-	-	-	-	-	-	-	-	163	8.93	-	-
Men .....	520	8.89	569	9.37	-	-	-	-	-	-	-	-	152	8.93	-	-
Women .....	23	8.86	72	9.00	-	-	-	-	-	-	-	-	11	8.94	-	-
Power-truck operators .....	883	9.20	1,108	9.72	181	9.23	306	9.54	-	-	-	-	124	9.09	118	9.19
Men .....	725	9.19	947	9.75	175	9.20	293	9.55	-	-	-	-	-	-	100	9.18
Women .....	-	-	-	-	-	-	13	9.19	-	-	-	-	-	-	-	-
Forklift .....	868	9.20	1,065	9.74	181	9.23	298	9.54	-	-	-	-	124	9.09	113	9.19
Men .....	719	9.19	905	9.77	175	9.20	285	9.55	-	-	50	9.61	-	-	95	9.18
Women .....	-	-	-	-	-	-	13	9.19	-	-	-	-	-	-	-	-
Other than forklift .....	15	9.03	43	9.33	-	-	-	-	-	-	-	-	-	-	-	-
Men .....	-	-	42	9.32	-	-	-	-	-	-	-	-	-	-	-	-
Truckdrivers .....	25	11.95	35	11.94	-	-	-	-	-	-	-	-	-	-	-	-
Men .....	-	-	35	11.94	-	-	-	-	-	-	-	-	-	-	-	-

See footnotes at end of table.

**Table 7. Glass containers: Occupational averages by size of establishment —Continued**

(Number of production workers and average straight-time hourly earnings<sup>1</sup> in selected occupations, United States and selected regions,<sup>2</sup> June 1986)

Department and occupation	Southwest		Great Lakes				Pacific			
	Establishments with—									
	100-499 workers		100-499 workers		500 workers or more		100-499 workers		500 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
<b>Batch house and furnace</b>										
Batch mixers .....	23	\$8.00	-	-	16	\$8.99	10	\$9.45	21	\$9.54
Men .....	21	7.88	-	-	15	8.96	10	9.45	21	9.54
Batch-and-furnace operators .....	28	9.46	-	-	-	-	24	9.74	-	-
Men .....	28	9.46	-	-	-	-	24	9.74	-	-
Cullet handlers .....	17	8.81	-	-	-	-	-	-	21	9.49
Furnace operators .....	26	8.93	20	\$9.58	28	9.42	17	9.78	40	10.32
Men .....	-	-	-	-	23	9.53	11	9.78	35	10.33
<b>Machine forming</b>										
Forming-machine operators .....	243	11.08	187	12.10	320	14.30	158	12.17	385	12.51
Men .....	242	11.08	-	-	305	14.31	156	12.17	345	12.30
Women .....	-	-	-	-	15	14.09	-	-	-	-
Forming-machine upkeepers .....	130	12.53	104	12.74	147	15.18	81	13.12	177	13.88
Mold polishers .....	41	8.80	41	9.13	38	9.06	36	9.39	38	9.50
Men .....	37	8.76	-	-	35	9.07	31	9.39	32	9.46
<b>Decorating</b>										
Decorating-machine operators .....	-	-	-	-	10	9.33	-	-	-	-
<b>Mold shop</b>										
Moldmakers, metal .....	78	12.57	81	12.63	131	12.39	68	13.17	105	13.07
Men .....	77	12.57	-	-	130	12.39	68	13.17	102	13.07
<b>Selecting and inspecting</b>										
Inspectors, final .....	259	9.08	150	9.12	327	8.93	153	9.22	168	9.58
Men .....	70	9.12	-	-	16	9.02	-	-	-	-
Women .....	180	9.05	-	-	311	8.92	125	9.26	132	9.60
Selectors .....	784	8.47	462	8.84	868	8.50	717	9.02	1,258	9.05
Men .....	184	8.74	-	-	126	8.50	99	9.00	-	-
Women .....	576	8.37	-	-	742	8.50	618	9.03	858	9.04
<b>Maintenance</b>										
Electricians .....	21	11.41	-	-	-	-	-	-	41	13.84
Men .....	21	11.41	-	-	-	-	-	-	-	-
Machinists .....	8	11.82	-	-	66	11.69	-	-	32	15.50
Men .....	-	-	-	-	66	11.69	-	-	-	-
Mechanics .....	120	12.16	82	12.43	162	12.07	109	12.52	189	12.73
Men .....	120	12.16	-	-	160	12.07	109	12.52	-	-
<b>Miscellaneous</b>										
Assemblers, cartons .....	154	8.32	143	8.77	411	9.42	243	8.98	552	9.09
Men .....	89	8.37	-	-	175	9.46	149	8.96	272	9.12
Women .....	65	8.27	-	-	236	9.39	94	9.01	252	9.04

See footnotes at end of table.

**Table 7. Glass containers: Occupational averages by size of establishment —Continued**(Number of production workers and average straight-time hourly earnings<sup>1</sup> in selected occupations, United States and selected regions,<sup>2</sup> June 1966)

Department and occupation	Southwest		Great Lakes				Pacific			
	Establishments with—									
	100-499 workers		100-499 workers		500 workers or more		100-499 workers		500 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
Janitors .....	18	\$8.19	37	\$8.64	23	\$8.60	20	\$8.94	112	\$9.01
Men .....	16	8.14	-	-	-	-	16	8.93	77	9.01
Women .....	-	-	-	-	10	8.64	-	-	-	-
Laborers, material handling .....	33	8.89	-	-	-	-	121	9.24	-	-
Men .....	-	-	-	-	-	-	107	9.23	-	-
Off-bearers .....	140	8.50	-	-	335	9.56	-	-	-	-
Men .....	135	8.49	-	-	282	9.66	-	-	-	-
Power-truck operators .....	179	8.76	144	9.15	221	10.06	172	9.39	280	10.19
Men .....	169	8.75	-	-	204	10.10	138	9.39	-	-
Women .....	-	-	-	-	17	9.57	34	9.39	-	-
Forklift .....	173	8.75	136	9.15	218	10.09	172	9.39	263	10.22
Men .....	163	8.74	-	-	201	10.13	138	9.39	-	-
Women .....	-	-	-	-	17	9.57	34	9.39	-	-
Other than forklift .....	6	8.93	-	-	-	-	-	-	-	-
Men .....	6	8.93	-	-	-	-	-	-	-	-

<sup>1</sup> Excludes premium pay for overtime and for work on weekends, holidays, and late shifts.<sup>2</sup> For definition of regions, see footnote 1, table A-1, appendix A.<sup>3</sup> Includes data for regions in addition to those shown separately.

NOTE: Dashes indicate no data were reported or that data did not meet publication criteria. Overall occupation may include data for subcategories not shown separately.

**Table 8. Glass containers: Occupational averages by method of wage payment**

(Number of workers and average straight-time hourly earnings<sup>1</sup> in selected occupations, United States and selected regions,<sup>2</sup> June 1986)

Department and occupation	United States <sup>3</sup>				Middle Atlantic				Border States				Southeast			
	Time workers		Incentive workers		Time workers		Incentive workers		Time workers		Incentive workers		Time workers		Incentive workers	
	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings
<b>Batch house and furnace</b>																
Batch mixers .....	153	\$9.20	-	-	44	\$9.55	-	-	-	-	-	-	13	\$8.96	-	-
Batch-and-furnace operators .....	249	10.12	-	-	32	9.70	-	-	-	-	-	-	60	9.42	-	-
Cullet handlers .....	189	9.09	-	-	74	9.02	-	-	-	-	-	-	40	8.85	-	-
Furnace operators .....	255	9.70	-	-	85	9.56	-	-	15	\$10.38	-	-	16	9.59	-	-
<b>Machine forming</b>																
Forming-machine operators .....	1,686	11.60	1,313	\$13.30	603	11.76	182	\$12.85	-	-	187	\$13.21	221	11.11	170	\$12.89
Forming-machine upkeepers .....	796	12.39	656	14.68	281	12.75	108	14.21	-	-	97	14.72	103	11.67	90	14.37
Mold polishers .....	488	9.90	-	-	164	11.00	-	-	30	10.10	-	-	49	9.03	-	-
<b>Annealing</b>																
Lehr tenders .....	101	9.56	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>Decorating</b>																
Decorating-machine operators .....	59	9.60	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>Mold shop</b>																
Moldmakers, metal .....	1,261	12.63	-	-	392	12.26	-	-	98	14.04	-	-	200	12.60	-	-
<b>Selecting and inspecting</b>																
Inspectors, final .....	2,332	9.16	-	-	585	9.40	-	-	105	8.86	-	-	460	8.95	-	-
Selectors .....	10,005	8.75	-	-	2,500	8.71	-	-	1,139	9.16	-	-	1,342	8.52	-	-
<b>Maintenance</b>																
Electricians .....	332	12.50	-	-	76	12.02	-	-	-	-	-	-	71	12.12	-	-
Helpers, maintenance trades .....	133	9.50	-	-	-	-	-	-	-	-	-	-	17	9.44	-	-
Machinists .....	211	12.58	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Mechanics .....	1,344	12.37	25	14.03	128	11.60	-	-	51	12.44	-	-	285	11.95	-	-
Pipefitters .....	34	11.90	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>Miscellaneous</b>																
Assemblers, cartons .....	2,452	8.78	288	10.32	547	8.67	-	-	92	8.66	-	-	352	8.59	-	-
Janitors .....	333	8.74	-	-	46	8.52	-	-	24	9.18	-	-	38	8.44	-	-
Laborers, material handling .....	524	9.11	-	-	184	8.74	-	-	-	-	-	-	-	-	-	-
Off-bearers .....	1,126	8.95	-	-	-	-	-	-	83	8.87	-	-	235	8.99	-	-
Power-truck operators .....	1,922	9.40	-	-	480	9.42	-	-	101	9.33	-	-	242	9.14	-	-
Forklift .....	1,864	9.41	-	-	472	9.42	-	-	96	9.34	-	-	237	9.13	-	-
Other than forklift .....	58	9.25	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Truckdrivers .....	60	11.94	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Tractor-trailer .....	45	12.53	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Watchmen .....	21	8.50	-	-	-	-	-	-	-	-	-	-	-	-	-	-

See footnotes at end of table.



**Table 8. Glass containers: Occupational averages by method of wage payment—Continued**

(Number of workers and average straight-time hourly earnings<sup>1</sup> in selected occupations, United States and selected regions,<sup>2</sup> June 1986)

Department and occupation	Southwest		Great Lakes				Pacific			
	Time workers		Time workers		Incentive workers		Time workers		Incentive workers	
	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings
<b>Batch house and furnace</b>										
Batch mixers .....	23	\$8.00	28	\$9.14	-	-	31	\$9.51	-	-
Batch-and-furnace operators .....	36	9.50	20	9.42	-	-	32	9.85	-	-
Cullet handlers .....	21	8.89	15	9.14	-	-	23	9.48	-	-
Furnace operators .....	26	8.93	48	9.49	-	-	57	10.16	-	-
<b>Machine forming</b>										
Forming-machine operators .....	290	10.96	187	11.48	320	\$14.86	182	12.32	361	\$12.46
Forming-machine upkeepers .....	168	12.26	105	12.40	146	15.44	103	12.81	155	14.19
Mold polishers .....	50	8.86	79	9.09	-	-	74	9.45	-	-
<b>Annealing</b>										
Lehr tenders .....	-	-	18	9.63	-	-	-	-	-	-
<b>Decorating</b>										
Decorating-machine operators .....	-	-	10	9.33	-	-	-	-	-	-
<b>Mold shop</b>										
Moldmakers, metal .....	97	12.57	212	12.48	-	-	154	13.11	-	-
<b>Selecting and inspecting</b>										
Inspectors, final .....	303	9.10	477	8.99	-	-	321	9.41	-	-
Selectors .....	1,139	8.55	1,330	8.62	-	-	1,975	9.04	-	-
<b>Maintenance</b>										
Electricians .....	31	11.73	-	-	-	-	74	13.26	-	-
Helpers, maintenance trades .....	-	-	-	-	-	-	37	10.21	-	-
Machinists .....	17	12.13	68	11.71	-	-	38	15.06	-	-
Mechanics .....	188	12.14	244	12.19	-	-	298	12.65	-	-
<b>Miscellaneous</b>										
Assemblers, cartons .....	214	8.42	403	8.74	151	10.62	795	9.06	-	-
Janitors .....	27	8.28	60	8.62	-	-	132	9.00	-	-
Laborers, material handling .....	36	8.91	-	-	-	-	144	9.26	-	-
Off-bearers .....	170	8.58	332	8.98	-	-	134	9.31	-	-
Power-truck operators .....	255	8.88	303	9.17	-	-	452	9.88	-	-
Forklift .....	244	8.88	292	9.18	-	-	435	9.89	-	-
Other than forklift .....	11	8.97	-	-	-	-	-	-	-	-
Truckdrivers .....	-	-	7	9.08	-	-	30	13.79	-	-
Tractor-trailer .....	-	-	-	-	-	-	30	13.79	-	-

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

<sup>2</sup> For definition of regions, see footnote 1, table A-1, appendix A.

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

NOTE: Dashes indicate no data were reported or that data did not meet publication criteria. Overall occupation may include data for subcategories not shown separately.

**Table 9. Pressed or blown glass and glassware, except containers: Occupational averages--All establishments**

(Number of production workers and average straight-time hourly earnings<sup>1</sup> in selected occupations, United States and selected regions,<sup>2</sup> June 1986)

Department and occupation	United States <sup>3</sup>		Middle Atlantic		Border States		Great Lakes	
	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings
<b>Batch house and furnace</b>								
Batch mixers .....	170	\$9.11	67	\$9.27	38	\$8.73	51	\$9.51
Men .....	-	-	-	-	-	-	45	9.44
Batch-and-furnace operators .....	105	8.68	-	-	-	-	40	8.93
Cullet handlers .....	76	8.60	21	9.09	-	-	32	8.34
Men .....	66	8.46	-	-	-	-	32	8.34
Furnace operators .....	242	10.53	103	9.96	50	9.28	76	12.35
<b>Machine forming</b>								
Forming-machine operators .....	872	10.79	-	-	-	-	246	12.11
Men .....	808	10.86	-	-	-	-	241	12.12
Forming-machine upkeepers .....	359	9.85	111	12.60	51	9.93	-	-
Mold polishers .....	253	9.86	55	10.46	40	9.92	110	10.07
Mold-press operators .....	474	11.09	106	11.15	136	10.34	-	-
Transferers .....	153	7.91	-	-	-	-	-	-
<b>Hand forming</b>								
Blowers .....	170	9.59	59	10.67	95	9.03	-	-
Men .....	143	8.99	-	-	95	9.03	-	-
Gatherers, blowpipe .....	173	8.67	30	9.79	95	8.33	-	-
Men .....	161	8.44	-	-	95	8.33	-	-
Gatherers, pressed-ware punty .....	28	11.65	-	-	-	-	-	-
Grinders, glassware .....	167	8.39	27	9.27	-	-	-	-
Men .....	-	-	-	-	11	5.80	-	-
Pressers, glassware, hand .....	37	11.50	-	-	-	-	-	-
<b>Annealing</b>								
Carry-in laborers .....	356	7.59	47	7.60	167	6.20	-	-
Men .....	297	7.74	47	7.60	-	-	-	-
Lehr tenders .....	88	8.71	24	9.43	51	8.00	-	-
<b>Decorating</b>								
Decorating-machine operators .....	245	8.43	-	-	-	-	-	-
<b>Mold shop</b>								
Moldmakers, metal .....	313	12.08	113	12.08	16	11.44	108	12.58
Men .....	280	12.16	-	-	-	-	108	12.58
<b>Selecting and inspecting</b>								
Inspectors, final .....	1,245	9.08	384	9.05	466	9.05	-	-
Selectors .....	3,013	8.80	1,249	8.62	-	-	1,201	9.19
<b>Maintenance</b>								
Electricians .....	266	11.72	156	11.61	17	11.69	64	11.93
Men .....	-	-	-	-	17	11.69	64	11.93
Helpers, maintenance trades .....	51	9.19	25	9.37	25	9.00	-	-
Men .....	-	-	-	-	21	8.96	-	-

See footnotes at end of table.

**Table 9. Pressed or blown glass and glassware, except containers: Occupational averages--All establishments--Continued**

(Number of production workers and average straight-time hourly earnings<sup>1</sup> in selected occupations, United States and selected regions,<sup>2</sup> June 1986)

Department and occupation	United States <sup>3</sup>		Middle Atlantic		Border States		Great Lakes	
	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings
Machinists .....	449	\$12.09	294	\$12.02	35	\$11.00	111	\$12.58
Mechanics .....	487	11.55	172	11.50	85	10.97	192	11.97
Pipefitters .....	98	11.79	-	-	-	-	-	-
<b>Miscellaneous</b>								
Assemblers, cartons .....	338	8.90	-	-	-	-	-	-
Men .....	-	-	24	8.06	-	-	-	-
Janitors .....	176	8.63	-	-	25	8.25	33	8.77
Laborers, material handling .....	519	9.07	-	-	-	-	230	9.16
Off-bearers .....	270	8.55	-	-	-	-	-	-
Men .....	225	8.47	-	-	-	-	-	-
Power-truck operators .....	660	9.03	260	8.83	-	-	294	9.44
Forklift .....	652	9.03	260	8.83	-	-	286	9.44
Truckdrivers .....	83	9.22	32	9.20	7	9.16	-	-
Tractor-trailer .....	37	9.02	-	-	-	-	23	9.09
Watchmen .....	67	6.25	33	6.45	-	-	-	-

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

<sup>2</sup> For definition of regions, see footnote 1, table A-1, appendix A.

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

separately.

NOTE: Dashes indicate no data were reported or that data did not meet publication criteria. Overall occupation may include data for subcategories not shown separately.

**Table 10. Pressed or blown glass and glassware, except containers: Occupational averages by type of area**

(Number of production workers and average straight-time hourly earnings<sup>1</sup> in selected occupations, United States and selected regions,<sup>2</sup> June 1986)

Department and occupation	United States <sup>3</sup>				Middle Atlantic		Border States		Great Lakes	
	Metropolitan areas		Nonmetropolitan areas		Metropolitan areas		Metropolitan areas		Metropolitan areas	
	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings
<b>Batch house and furnace</b>										
Batch mixers .....	108	\$8.83	62	\$9.60	31	\$8.89	12	\$6.80	51	\$9.51
Men .....	93	8.68	-	-	-	-	11	6.53	45	9.44
Batch-and-furnace operators .....	105	8.68	-	-	-	-	-	-	40	8.93
Cullet handlers .....	67	8.47	-	-	12	8.74	-	-	32	8.34
Men .....	66	8.46	-	-	11	8.70	-	-	32	8.34
Furnace operators .....	174	10.39	68	10.86	64	9.51	21	6.79	76	12.35
Men .....	-	-	-	-	-	-	21	6.79	-	-
<b>Machine forming</b>										
Forming-machine operators .....	813	10.76	-	-	-	-	-	-	246	12.11
Men .....	752	10.83	-	-	-	-	-	-	241	12.12
Forming-machine upkeepers .....	350	9.83	-	-	111	12.60	42	9.74	-	-
Mold polishers .....	229	9.83	-	-	50	10.31	-	-	110	10.07
Mold-press operators .....	331	11.11	143	11.05	81	10.93	-	-	-	-
Transferers .....	153	7.91	-	-	-	-	-	-	-	-
<b>Hand forming</b>										
Blowers .....	139	9.01	-	-	-	-	95	9.03	-	-
Men .....	139	9.01	-	-	-	-	95	9.03	-	-
Gatherers, blowpipe .....	157	8.46	-	-	-	-	95	8.33	-	-
Men .....	157	8.46	-	-	-	-	95	8.33	-	-
Gatherers, pressed-ware punty .....	20	13.25	-	-	-	-	-	-	-	-
Grinders, glassware .....	151	8.24	-	-	-	-	-	-	-	-
Men .....	-	-	-	-	-	-	11	5.80	-	-
<b>Annealing</b>										
Carry-in laborers .....	344	7.62	-	-	35	7.95	167	6.20	-	-
Men .....	285	7.79	-	-	35	7.95	-	-	-	-
Lehr tenders .....	75	8.59	-	-	23	9.43	39	7.57	-	-
Men .....	50	8.62	-	-	-	-	20	7.55	-	-
<b>Decorating</b>										
Decorating-machine operators .....	206	8.16	-	-	-	-	-	-	-	-
<b>Mold shop</b>										
Moldmakers, metal .....	301	12.12	-	-	109	12.06	-	-	108	12.58
Men .....	270	12.19	-	-	-	-	-	-	108	12.58
<b>Selecting and inspecting</b>										
Inspectors, final .....	667	9.20	578	8.94	262	8.93	-	-	-	-
Men .....	-	-	-	-	86	9.43	-	-	-	-
Women .....	-	-	-	-	163	8.65	-	-	-	-
Selectors .....	2,688	8.81	-	-	986	8.48	-	-	1,201	9.19

See footnotes at end of table.

**Table 10. Pressed or blown glass and glassware, except containers: Occupational averages by type of area—Continued**

(Number of production workers and average straight-time hourly earnings<sup>1</sup> in selected occupations, United States and selected regions,<sup>2</sup> June 1986)

Department and occupation	United States <sup>3</sup>				Middle Atlantic		Border States		Great Lakes	
	Metropolitan areas		Nonmetropolitan areas		Metropolitan areas		Metropolitan areas		Metropolitan areas	
	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings
Men .....	-	-	-	-	204	\$8.47	-	-	-	-
Women .....	-	-	-	-	746	8.46	-	-	-	-
<b>Maintenance</b>										
Electricians .....	171	\$11.72	-	-	65	11.47	-	-	64	\$11.93
Men .....	153	11.77	-	-	-	-	-	-	64	11.93
Helpers, maintenance trades .....	35	9.04	16	\$9.52	-	-	-	-	-	-
Men .....	34	9.03	-	-	-	-	-	-	-	-
Machinists .....	266	12.21	-	-	130	11.98	-	-	111	12.58
Men .....	-	-	-	-	114	12.04	-	-	-	-
Mechanics .....	401	11.55	-	-	118	11.33	55	\$10.83	192	11.97
Pipefitters .....	43	11.90	-	-	17	11.56	-	-	-	-
Men .....	37	12.04	-	-	-	-	-	-	-	-
<b>Miscellaneous</b>										
Assemblers, cartons .....	321	8.91	-	-	-	-	-	-	-	-
Men .....	175	8.92	-	-	-	-	-	-	-	-
Janitors .....	83	8.18	-	-	21	7.95	13	7.69	33	8.77
Laborers, material handling .....	390	8.95	-	-	41	8.55	-	-	230	9.16
Power-truck operators .....	614	8.99	-	-	217	8.69	-	-	294	9.44
Men .....	-	-	-	-	165	8.66	-	-	-	-
Forklift .....	606	8.99	-	-	217	8.69	-	-	286	9.44
Men .....	-	-	-	-	165	8.66	-	-	-	-
Truckdrivers .....	63	9.02	-	-	16	8.60	-	-	-	-
Men .....	62	9.00	-	-	16	8.60	-	-	-	-
Light truck .....	6	8.81	-	-	-	-	-	-	-	-
Tractor-trailer .....	33	8.90	-	-	-	-	-	-	23	9.09
Watchmen .....	67	6.25	-	-	33	6.45	-	-	-	-

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

<sup>2</sup> For definition of regions, see footnote 1, table A-1, appendix A.

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

NOTE: Dashes indicate no data were reported or that data did not meet publication criteria. Overall occupation may include data for subcategories not shown separately.

**Table 11. Pressed or blown glass and glassware, except containers: Occupational averages by size of establishment**

(Number of production workers and average straight-time hourly earnings<sup>1</sup> in selected occupations, United States and selected regions,<sup>2</sup> June 1986)

Department and occupation	United States <sup>2</sup>				Middle Atlantic				Border States		Great Lakes	
	Establishments with—											
	50-499 workers		500 workers or more		50-499 workers		500 workers or more		50-499 workers		500 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
<b>Batch house and furnace</b>												
Batch mixers .....	88	\$8.49	82	\$9.78	21	\$8.31	-	-	37	\$8.70	31	\$9.86
Men .....	-	-	-	-	21	8.31	-	-	-	-	-	-
Batch-and-furnace operators .....	60	7.64	45	10.07	-	-	-	-	-	-	-	-
Cullet handlers .....	40	7.98	36	9.29	-	-	19	\$9.25	-	-	-	-
Men .....	40	7.98	-	-	-	-	-	-	-	-	-	-
Furnace operators .....	105	9.36	137	11.41	30	8.37	73	10.61	50	9.28	60	12.41
Men .....	-	-	-	-	30	8.37	-	-	-	-	-	-
<b>Machine forming</b>												
Forming-machine operators .....	222	10.43	650	10.91	-	-	-	-	-	-	240	12.08
Men .....	216	10.38	592	11.04	-	-	-	-	-	-	235	12.09
Forming-machine upkeepers .....	-	-	196	12.35	-	-	97	12.50	29	8.65	-	-
Men .....	41	11.24	-	-	-	-	-	-	-	-	-	-
Mold polishers .....	81	9.14	172	10.20	-	-	27	10.57	25	9.23	104	10.24
Mold-press operators .....	200	10.82	274	11.29	-	-	106	11.15	136	10.34	-	-
<b>Hand forming</b>												
Blowers .....	138	8.85	-	-	-	-	-	-	95	9.03	-	-
Men .....	138	8.85	-	-	-	-	-	-	95	9.03	-	-
Gatherers, blowpipe .....	157	8.36	-	-	-	-	-	-	95	8.33	-	-
Men .....	157	8.36	-	-	-	-	-	-	95	8.33	-	-
Gatherers, pressed-ware punty .....	28	11.65	-	-	-	-	-	-	-	-	-	-
Grinders, glassware .....	57	6.34	-	-	-	-	-	-	-	-	-	-
Men .....	25	6.54	-	-	-	-	-	-	11	5.80	-	-
Pressers, glassware, hand .....	34	11.42	-	-	-	-	-	-	-	-	-	-
<b>Annealing</b>												
Carry-in laborers .....	222	6.42	-	-	39	7.37	-	-	167	6.20	-	-
Men .....	-	-	-	-	39	7.37	-	-	-	-	-	-
Lehr tenders .....	49	7.69	39	10.00	-	-	23	9.52	47	7.70	-	-
<b>Decorating</b>												
Decorating-machine operators .....	80	6.90	165	9.17	-	-	-	-	-	-	-	-
<b>Mold shop</b>												
Moldmakers, metal .....	93	11.53	220	12.31	-	-	55	12.13	-	-	106	12.58
Men .....	91	11.56	189	12.45	-	-	-	-	-	-	106	12.58
<b>Selecting and inspecting</b>												
Inspectors, final .....	635	8.80	610	9.37	-	-	307	9.31	466	9.05	-	-
Selectors .....	751	8.61	2,262	8.87	-	-	921	8.60	73	8.41	981	9.20
Men .....	159	8.62	-	-	-	-	-	-	-	-	-	-
Women .....	592	8.61	-	-	-	-	-	-	62	8.26	-	-

See footnotes at end of table.

**Table 11. Pressed or blown glass and glassware, except containers: Occupational averages by size of establishment—Continued**(Number of production workers and average straight-time hourly earnings<sup>1</sup> in selected occupations, United States and selected regions,<sup>2</sup> June 1986)

Department and occupation	United States <sup>3</sup>				Middle Atlantic				Border States		Great Lakes	
	Establishments with—											
	50-499 workers		500 workers or more		50-499 workers		500 workers or more		50-499 workers		500 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
<b>Maintenance</b>												
Electricians .....	50	\$11.80	216	\$11.69	-	-	-	-	17	\$11.69	54	\$11.69
Men .....	50	11.80	-	-	-	-	-	-	17	11.69	54	11.69
Helpers, maintenance trades .....	32	9.01	19	9.49	-	-	-	-	25	9.00	-	-
Men .....	28	8.99	-	-	-	-	-	-	21	8.96	-	-
Machinists .....	75	11.72	374	12.16	-	-	-	-	-	-	93	12.48
Mechanics .....	146	10.87	341	11.84	-	-	145	\$11.75	71	10.79	182	11.90
Men .....	122	10.76	-	-	-	-	-	-	-	-	-	-
Pipefitters .....	-	-	98	11.79	-	-	-	-	-	-	-	-
<b>Miscellaneous</b>												
Assemblers, cartons .....	-	-	201	9.06	-	-	-	-	-	-	-	-
Janitors .....	40	7.21	136	9.05	-	-	-	-	-	-	23	9.00
Laborers, material handling .....	92	8.54	427	9.19	-	-	-	-	-	-	230	9.16
Off-bearers .....	77	7.94	-	-	-	-	-	-	-	-	-	-
Power-truck operators .....	135	8.19	525	9.24	-	-	214	8.87	-	-	272	9.58
Men .....	114	8.05	-	-	-	-	-	-	-	-	-	-
Forklift .....	135	8.19	517	9.25	-	-	214	8.87	-	-	264	9.59
Men .....	114	8.05	-	-	-	-	-	-	-	-	-	-
Truckdrivers .....	20	8.14	63	9.56	8	\$8.38	-	-	-	-	-	-
Men .....	20	8.14	-	-	8	8.38	-	-	-	-	-	-
Tractor-trailer .....	12	8.44	25	9.30	-	-	-	-	-	-	-	-
Watchmen .....	41	5.66	-	-	-	-	-	-	-	-	-	-

<sup>1</sup> Excludes premium pay for overtime and for work on weekends, holidays, and late shifts.<sup>2</sup> For definition of regions, see footnote 1, table A-1, appendix A.<sup>3</sup> Includes data for regions in addition to those shown separately.

NOTE: Dashes indicate no data were reported or that data did not meet publication criteria. Overall occupation may include data for subcategories not shown separately.



**Table 12. Pressed or blown glass and glassware, except containers: Occupational averages by method of wage payment**

(Number of production workers and average straight-time hourly earnings<sup>1</sup> in selected occupations, United States and selected regions,<sup>2</sup> June 1986)

Department and occupation	United States <sup>3</sup>				Middle Atlantic		Border States				Great Lakes	
	Time workers		Incentive workers		Time workers		Time workers		Incentive workers		Time workers	
	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings
<b>Batch house and furnace</b>												
Batch mixers .....	161	\$9.08	-	-	67	\$9.27	38	\$8.73	-	-	42	\$9.48
Batch-and-furnace operators .....	97	8.61	-	-	-	-	-	-	-	-	-	-
Cullet handlers .....	72	8.57	-	-	21	9.09	-	-	-	-	28	8.21
Furnace operators .....	222	10.12	-	-	103	9.96	50	9.28	-	-	56	11.39
<b>Machine forming</b>												
Forming-machine operators .....	577	9.88	295	\$12.56	-	-	-	-	-	-	-	-
Forming-machine upkeepers .....	304	8.94	-	-	71	11.12	51	9.93	-	-	-	-
Mold polishers .....	243	9.81	-	-	-	-	40	9.92	-	-	110	10.07
Mold-press operators .....	456	11.26	-	-	106	11.15	-	-	-	-	-	-
Transferers .....	153	7.91	-	-	-	-	-	-	-	-	-	-
<b>Hand forming</b>												
Blowers .....	75	10.30	95	9.03	59	10.67	-	-	95	\$9.03	-	-
Gatherers, blowpipe .....	-	-	95	8.33	30	9.79	-	-	95	8.33	-	-
Gatherers, pressed-ware punty .....	-	-	20	13.25	-	-	-	-	-	-	-	-
Grinders, glassware .....	167	8.39	-	-	27	9.27	-	-	-	-	-	-
<b>Annealing</b>												
Carry-in laborers .....	236	7.94	120	6.90	32	6.61	-	-	105	6.49	-	-
Lehr tenders .....	84	8.67	-	-	24	9.43	51	8.00	-	-	-	-
Decorating												
Decorating-machine operators .....	224	8.35	-	-	-	-	-	-	-	-	-	-
<b>Mold shop</b>												
Moldmakers, metal .....	313	12.08	-	-	113	12.08	16	11.44	-	-	108	12.58
<b>Selecting and inspecting</b>												
Inspectors, final .....	1,222	9.04	-	-	384	9.05	466	9.05	-	-	-	-
Selectors .....	2,758	8.76	-	-	1,237	8.62	-	-	-	-	958	9.16
<b>Maintenance</b>												
Electricians .....	266	11.72	-	-	156	11.61	17	11.69	-	-	64	11.93
Helpers, maintenance trades .....	51	9.19	-	-	25	9.37	25	9.00	-	-	-	-
Machinists .....	449	12.09	-	-	294	12.02	35	11.00	-	-	111	12.58
Mechanics .....	477	11.49	-	-	162	11.33	85	10.97	-	-	192	11.97
Pipefitters .....	98	11.79	-	-	-	-	-	-	-	-	-	-
<b>Miscellaneous</b>												
Assemblers, cartons .....	276	8.65	-	-	-	-	-	-	-	-	-	-
Janitors .....	176	8.63	-	-	-	-	25	8.25	-	-	33	8.77
Laborers, material handling .....	519	9.07	-	-	-	-	-	-	-	-	230	9.16
Off-bearers .....	270	8.55	-	-	-	-	-	-	-	-	-	-
Power-truck operators .....	592	8.92	-	-	256	8.80	-	-	-	-	230	9.28
Forklift .....	592	8.92	-	-	256	8.80	-	-	-	-	230	9.28

See footnotes at end of table.

**Table 12. Pressed or blown glass and glassware, except containers: Occupational averages by method of wage payment—Continued**

(Number of production workers and average straight-time hourly earnings<sup>1</sup> in selected occupations, United States and selected regions,<sup>2</sup> June 1986)

Department and occupation	United States <sup>3</sup>				Middle Atlantic		Border States				Great Lakes	
	Time workers		Incentive workers		Time workers		Time workers		Incentive workers		Time workers	
	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings
Truckdrivers .....	83	\$9.22	-	-	32	\$9.20	7	\$9.16	-	-	-	-
Tractor-trailer .....	37	9.02	-	-	-	-	-	-	-	-	23	\$9.09
Watchmen .....	67	6.25	-	-	33	6.45	-	-	-	-	-	-

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

<sup>2</sup> For definition of regions, see footnote 1, table A-1, appendix A.

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

NOTE: Dashes indicate no data were reported or that data did not meet publication criteria. Overall occupation may include data for subcategories not shown separately.

27

**Table 13. Glass containers: Method of wage payment**

(Percent of production workers in establishments by method of wage payment,<sup>1</sup> United States and selected regions,<sup>2</sup> June 1986)

Method	United States <sup>2</sup>	Middle Atlantic	Border States	Southeast	Southwest	Great Lakes	Pacific
All workers .....	100	100	100	100	100	100	100
Time-rated workers .....	93	95	91	96	99	85	94
Formal plans .....	93	95	91	96	99	85	94
Single rate .....	77	92	46	90	99	63	63
Range of rates .....	16	3	45	5	(*)	22	32
Individual rates .....	-	-	-	-	-	-	-
Incentive workers .....	7	5	9	4	1	15	6
Individual piecework .....	1	1	2	4	-	-	-
Group piecework .....	1	1	-	-	-	-	1
Individual bonus .....	4	2	5	-	1	14	-
Group bonus .....	2	1	2	-	-	1	5

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

<sup>2</sup> For definition of regions, see footnote 1, table A-1, appendix A.

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

<sup>4</sup> Less than 0.5 percent.

NOTE: Because of rounding, sums of individual items may not equal totals. Dashes indicate no data.

**Table 14. Glass containers: Scheduled weekly hours**(Percent of production workers in establishments by scheduled weekly hours,<sup>1</sup> United States and selected regions,<sup>2</sup> June 1986)

Weekly hours	United States <sup>3</sup>	Middle Atlantic	Border States	Southeast	Southwest	Great Lakes	Pacific
All workers .....	100	100	100	100	100	100	100
Standard workweek .....	21	8	7	71	46	-	13
40 hours .....	19	-	7	71	46	-	13
48 hours .....	2	8	-	-	-	-	-
Cyclical workweek <sup>4</sup> .....	79	92	93	29	54	100	87
40, 40, 40, and 48 hours .....	50	67	70	16	23	78	43

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

<sup>2</sup> For definition of regions, see footnote 1, table A-1, appendix A.

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

<sup>4</sup> Includes other regularly alternating workweeks in addition to

those shown separately.

NOTE: Because of rounding, sums of individual items may not equal 100. Dashes indicate no data.

**Table 15. Glass containers: Shift differential provisions**(Percent of production workers by shift differential provisions,<sup>1</sup> United States and selected regions,<sup>2</sup> June 1986)

Shift differential	United States <sup>3</sup>	Middle Atlantic	Border States	Southeast	Southwest	Great Lakes	Pacific
<b>Second shift</b>							
Workers in establishments with second-shift provisions .....	97.5	90.1	100.0	100.0	100.0	100.0	100.0
With shift differential .....	97.5	90.1	100.0	100.0	100.0	100.0	100.0
Uniform cents per hour .....	95.4	90.1	100.0	100.0	100.0	100.0	88.6
10 cents .....	.8	-	6.8	1.7	-	-	-
12 cents .....	1.3	-	-	-	-	-	-
17 cents .....	5.3	1.8	27.8	-	12.1	6.7	-
20 cents .....	79.0	88.3	65.4	98.3	74.9	83.1	70.6
21 cents .....	7.2	-	-	-	3.9	10.2	18.0
22 cents .....	1.1	-	-	-	9.0	-	-
25 cents .....	.8	-	-	-	-	-	-
Other formal paid differential .....	2.1	-	-	-	-	-	11.4
<b>Third shift</b>							
Workers in establishments with third-shift provisions .....	100.0	100.0	100.0	100.0	100.0	100.0	100.0
With shift differential .....	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Uniform cents per hour .....	97.9	100.0	100.0	100.0	100.0	100.0	88.6
19 cents .....	.6	-	-	-	4.7	-	-
20 cents .....	.8	-	6.8	1.7	-	-	-
21 cents .....	6.0	1.8	27.8	-	18.3	6.7	-
22 cents .....	1.1	-	-	-	9.0	-	-
23 cents .....	1.8	-	-	-	-	10.2	-
24 cents .....	84.0	88.3	65.4	98.3	64.0	83.1	88.6
30 cents .....	2.5	9.9	-	-	-	-	-
Over 30 and under 35 cents .....	.5	-	-	-	3.9	-	-
35 cents .....	.8	-	-	-	-	-	-
Other formal paid differential .....	2.1	-	-	-	-	-	11.4

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

<sup>2</sup> For definition of regions, see footnote 1, table A-1, appendix A.

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

NOTE: Because of rounding, sums of individual items may not equal totals. Dashes indicate no data.

**Table 16. Glass containers: Shift differential practices**(Percent of production workers by shift differential practices,<sup>1</sup> United States and selected regions,<sup>2</sup> June 1986)

Shift differential	United States <sup>2</sup>	Middle Atlantic	Border States	Southeast	Southwest	Great Lakes	Pacific
<b>Second shift</b>							
Workers employed on second shift .....	25.6	21.7	27.1	30.4	26.0	27.4	23.9
Receiving differential .....	25.6	21.7	27.1	30.4	26.0	27.4	23.9
Uniform cents per hour .....	24.9	21.7	27.1	30.4	26.0	27.4	20.1
10 cents .....	.2	-	1.9	.5	-	-	-
12 cents .....	.3	-	-	-	-	-	-
17 cents .....	1.5	.3	9.1	-	3.6	1.6	-
20 cents .....	20.2	21.4	16.1	29.9	18.3	22.4	15.2
21 cents .....	2.1	-	-	-	1.0	3.3	5.0
22 cents .....	.4	-	-	-	3.1	-	-
25 cents .....	.2	-	-	-	-	-	-
Other formal paid differential .....	.7	-	-	-	-	-	3.8
<b>Third shift</b>							
Workers employed on third shift .....	25.5	24.0	26.9	26.2	24.4	26.9	23.2
Receiving differential .....	25.5	24.0	26.9	26.2	24.4	26.9	23.2
Uniform cents per hour .....	24.8	24.0	26.9	26.2	24.4	26.9	19.4
19 cents .....	.1	-	-	-	1.2	-	-
20 cents .....	.2	-	1.9	.5	-	-	-
21 cents .....	1.6	.3	8.9	-	4.8	1.6	-
22 cents .....	.3	-	-	-	2.8	-	-
23 cents .....	.6	-	-	-	-	3.2	-
24 cents .....	20.9	21.3	16.1	27.7	14.5	22.1	19.4
30 cents .....	.6	2.5	-	-	-	-	-
Over 30 and under 35 cents .....	.1	-	-	-	1.0	-	-
35 cents .....	.2	-	-	-	-	-	-
Other formal paid differential .....	.7	-	-	-	-	-	3.8

<sup>1</sup> Refers to policies of establishments currently operating late shifts.<sup>2</sup> For definition of regions, see footnote 1, table A-1, appendix A.<sup>3</sup> Includes data for regions in addition to those shown separately.

NOTE: Because of rounding, sums of individual items may not equal totals. Dashes indicate no data.

**Table 17. Glass containers: Paid holidays**(Percent of production workers in establishments with formal provisions for paid holidays, United States and selected regions,<sup>1</sup> June 1986)

Number of paid holidays	United States <sup>2</sup>	Middle Atlantic	Border States	Southeast	Southwest	Great Lakes	Pacific
All workers .....	100	100	100	100	100	100	100
Workers in establishments providing paid holidays .....	99	100	100	99	100	100	100
9 days .....	( <sup>3</sup> )	-	-	2	-	-	-
10 days .....	6	2	7	-	-	-	22
11 days .....	7	-	-	18	19	10	-
12 days .....	78	71	85	67	66	90	78
13 days .....	10	27	8	13	6	-	-
14 days .....	1	-	-	-	9	-	-

<sup>1</sup> For definition of regions, see footnote 1, table A-1, appendix A.<sup>2</sup> Includes data for regions in addition to those shown separately.<sup>3</sup> Less than 0.5 percent.

NOTE: Because of rounding, sums of individual items may not equal 100. Dashes indicate no data.

**Table 18. Glass containers: Paid vacations**

(Percent of production workers in establishments with formal provisions for paid vacations after selected periods of service, United States and selected regions,<sup>1</sup> June 1986)

Vacation policy	United States <sup>2</sup>	Middle Atlantic	Border States	Southeast	Southwest	Great Lakes	Pacific
All workers .....	100	100	100	100	100	100	100
<b>Method of payment</b>							
Workers in establishments providing paid vacations .....	100	100	100	100	100	100	100
Length-of-time payment .....	92	82	93	98	95	100	94
Percentage payment .....	8	18	7	2	5	-	6
<b>Amount of vacation pay<sup>3</sup></b>							
<b>After 1 year of service:</b>							
1 week .....	48	37	50	47	39	41	78
Over 1 and under 2 weeks .....	47	45	50	53	56	59	22
2 weeks .....	5	18	-	-	-	-	-
Over 2 and under 3 weeks .....	1	-	-	-	5	-	-
<b>After 2 years of service:</b>							
1 week .....	1	2	-	2	6	-	-
2 weeks .....	84	71	92	98	82	98	71
Over 2 and under 3 weeks .....	15	27	8	-	12	2	29
<b>After 3 years of service:</b>							
1 week .....	( <sup>1</sup> )	2	-	-	-	-	-
Over 1 and under 2 weeks .....	1	-	-	-	6	-	-
2 weeks .....	82	71	92	100	82	98	64
Over 2 and under 3 weeks .....	16	27	8	-	12	2	36
3 weeks .....	1	-	-	-	-	-	-
<b>After 5 years of service:</b>							
2 weeks .....	14	2	-	11	13	10	45
Over 2 and under 3 weeks .....	82	98	100	89	82	90	55
3 weeks .....	1	-	-	-	-	-	-
Over 3 and under 4 weeks .....	3	10	-	-	5	-	-
<b>After 8 years of service:</b>							
2 weeks .....	1	2	-	2	-	-	-
Over 2 and under 3 weeks .....	12	18	8	21	6	-	-
3 weeks .....	81	70	92	77	89	98	82
Over 3 and under 4 weeks .....	7	10	-	-	5	2	18
<b>After 10 years of service:</b>							
2 weeks .....	( <sup>1</sup> )	-	-	2	-	-	-
Over 2 and under 3 weeks .....	1	-	-	-	6	-	-
3 weeks .....	65	60	77	86	63	76	68
Over 3 and under 4 weeks .....	33	40	23	33	27	24	32
4 weeks .....	1	-	-	-	-	-	-
Over 4 and under 5 weeks .....	1	-	-	-	5	-	-
<b>After 12 years of service:</b>							
2 weeks .....	( <sup>1</sup> )	-	-	2	-	-	-
Over 2 and under 3 weeks .....	1	-	-	-	6	-	-
3 weeks .....	57	43	77	86	47	67	64
Over 3 and under 4 weeks .....	41	57	23	33	37	33	36
4 weeks .....	1	-	-	-	5	-	-
Over 4 and under 5 weeks .....	1	-	-	-	5	-	-

See footnotes at end of table.



**Table 18. Glass containers: Paid vacations—Continued**

(Percent of production workers in establishments with formal provisions for paid vacations after selected periods of service, United States and selected regions,<sup>1</sup> June 1986)

Vacation policy	United States <sup>2</sup>	Middle Atlantic	Border States	Southeast	Southwest	Great Lakes	Pacific
<b>Amount of vacation pay<sup>3</sup>—Continued</b>							
<b>After 15 years of service:</b>							
2 weeks .....	( <sup>4</sup> )	-	-	2	-	-	-
3 weeks .....	9	2	-	25	22	10	-
Over 3 and under 4 weeks .....	19	45	7	-	29	9	4
4 weeks .....	65	45	93	73	40	79	78
Over 4 and under 5 weeks .....	6	8	-	-	5	2	18
5 weeks .....	1	-	-	-	5	-	-
<b>After 20 years of service:</b>							
2 weeks .....	( <sup>4</sup> )	-	-	2	-	-	-
3 weeks .....	1	-	-	-	7	-	-
Over 3 and under 4 weeks .....	10	28	7	-	6	-	4
4 weeks .....	19	2	-	53	45	10	20
Over 4 and under 5 weeks .....	37	30	70	12	24	63	33
5 weeks .....	29	40	23	33	13	27	25
Over 5 and under 6 weeks .....	4	-	-	-	5	-	18
<b>After 25 years of service:</b>							
2 weeks .....	( <sup>4</sup> )	-	-	2	-	-	-
3 weeks .....	1	-	-	-	7	-	-
Over 3 and under 4 weeks .....	10	28	7	-	6	-	-
4 weeks .....	4	2	-	9	16	-	-
Over 4 and under 5 weeks .....	4	-	-	16	18	-	-
5 weeks .....	17	5	28	31	7	20	20
Over 5 and under 6 weeks .....	54	49	65	42	41	74	57
6 weeks .....	10	16	-	-	5	6	23
<b>After 30 years of service:<sup>5</sup></b>							
2 weeks .....	( <sup>4</sup> )	-	-	2	-	-	-
3 weeks .....	1	-	-	-	7	-	-
Over 3 and under 4 weeks .....	10	28	7	-	6	-	-
4 weeks .....	1	2	-	-	7	-	-
Over 4 and under 5 weeks .....	2	-	-	16	-	-	-
5 weeks .....	8	-	-	22	9	10	7
Over 5 and under 6 weeks .....	4	-	-	5	18	-	8
6 weeks .....	71	70	85	55	48	90	79
Over 6 and under 7 weeks .....	2	-	8	-	5	-	6

<sup>1</sup> For definition of regions, see footnote 1, table A-1, appendix A.

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

<sup>3</sup> Vacation payments, such as percent of annual earnings, were converted to an equivalent time basis. Periods of service were chosen arbitrarily and do not necessarily reflect individual establishment provisions for progression. For example, changes indicated at 8 years may include changes that occurred between 5 and 8 years.

<sup>4</sup> Less than 0.5 percent.

<sup>5</sup> Vacation provisions were virtually the same after longer periods of service.

NOTE: Because of rounding, sums of individual items may not equal totals. Dashes indicate no data.

**Table 19. Glass containers: Health, insurance, and retirement plans**

(Percent of production workers in establishments with specified health, insurance, and retirement plans,<sup>1</sup> United States and selected regions,<sup>2</sup> June 1966)

Benefit	United States <sup>3</sup>	Middle Atlantic	Border States	Southeast	Southwest	Great Lakes	Pacific
All workers .....	100	100	100	100	100	100	100
Workers in establishments providing:							
Life insurance .....	100	98	100	100	100	100	100
Noncontributory plans .....	94	91	85	95	100	89	100
Accidental death and dismemberment insurance .....	95	98	100	100	74	100	94
Noncontributory plans .....	89	91	85	95	74	89	94
Sickness and accident insurance or sick leave or both <sup>4</sup> .....	78	47	100	95	100	100	56
Sickness and accident insurance .....	77	47	100	95	100	100	56
Noncontributory plans .....	73	47	85	90	100	89	56
Sick leave (full pay, no waiting period) .....	3	-	-	-	18	-	-
Sick leave (partial pay or waiting period) .....	6	-	-	-	28	9	4
Long-term disability insurance .....	27	-	19	19	30	43	55
Noncontributory plans .....	25	-	19	19	30	32	55
Hospitalization insurance .....	98	100	100	100	100	100	88
Noncontributory plans .....	76	84	85	81	85	61	68
Surgical insurance .....	98	100	100	100	100	100	88
Noncontributory plans .....	76	84	85	81	85	61	68
Medical insurance .....	98	100	100	100	100	100	88
Noncontributory plans .....	76	84	85	81	85	61	68
Major medical insurance .....	98	100	100	100	100	100	88
Noncontributory plans .....	76	84	85	81	85	61	68
Dental insurance .....	97	98	72	98	100	100	100
Noncontributory plans .....	74	82	57	79	85	61	80
Retirement plans .....	100	98	100	100	100	100	100
Pensions .....	100	98	100	100	100	100	100
Noncontributory plans .....	98	98	100	100	100	91	100

<sup>1</sup> 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 insurance laws are included if the employer contributes more than is legally required or employees receive benefits over legal requirements. "Noncontributory plans" include only those plans financed entirely by the employer.

<sup>2</sup> For definition of regions, see footnote 1, table A-1, appendix A.

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

<sup>4</sup> Unduplicated total of workers receiving sickness and accident insurance and sick leave shown separately.

NOTE: Because of rounding, sums of individual items may not equal totals. Dashes indicate no data.

**Table 20. Glass containers: Other selected benefits**

(Percent of production workers in establishments with formal provisions for selected benefits,<sup>1</sup> United States, selected regions,<sup>2</sup> June 1986)

Item	United States <sup>3</sup>	Middle Atlantic	Border States	Southeast	Southwest	Great Lakes	Pacific
Workers in establishments with provisions for:							
Funeral leave .....	100	100	100	100	100	100	100
Jury-duty leave .....	97	100	100	79	100	100	100
Technological severance pay .....	42	43	93	45	28	47	27
Cost-of-living adjustments .....	61	55	85	26	79	75	76
Based on BLS CPI .....	60	55	85	26	79	75	68
Other basis .....	1	-	-	-	-	-	7

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

<sup>2</sup> For definition of regions, see footnote 1, table A-1, appendix A.

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

NOTE: Because of rounding, sums of individual items may not equal totals. Dashes indicate no data.

**Table 21. Pressed or blown glass and glassware, except containers: Method of wage payment**

(Percent of production workers in establishments by method of wage payment,<sup>1</sup> United States and selected regions,<sup>2</sup> June 1986)

Method	United States <sup>3</sup>	Middle Atlantic	Border States	Great Lakes
All workers .....	100	100	100	100
Time-rated workers .....	88	96	80	80
Formal plans .....	88	96	80	80
Single rate .....	71	92	72	50
Range of rates .....	17	5	8	30
Individual rates .....	(*)	-	-	-
Incentive workers .....	12	4	20	20
Individual piecework .....	2	-	14	-
Group piecework .....	1	2	2	-
Individual bonus .....	3	1	2	6
Group bonus .....	6	1	2	14

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

<sup>2</sup> For definition of regions, see footnote 1, table A-1, appendix A.

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

\* Less than 0.5 percent.

NOTE: Because of rounding, sums of individual items may not equal totals. Dashes indicate no data.

**Table 22. Pressed or blown glass and glassware, except containers: Scheduled weekly hours**

(Percent of production workers in establishments by scheduled weekly hours,<sup>1</sup> United States and selected regions,<sup>2</sup> June 1986)

Weekly hours	United States <sup>3</sup>	Middle Atlantic	Border States	Great Lakes
All workers .....	100	100	100	100
Standard workweek .....	31	47	46	-
30 hours .....	1	-	8	-
Over 30 and under 35 hours .....	3	-	16	-
40 hours .....	27	47	23	-
Cyclical workweek <sup>4</sup> .....	69	53	54	100
40, 40, 40, and 48 hours .....	55	30	54	100

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

<sup>2</sup> For definition of regions, see footnote 1, table A-1, appendix A.

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

<sup>4</sup> Includes other regularly alternating workweeks in addition to those shown separately.

NOTE: Because of rounding, sums of individual items may not equal 100. Dashes indicate no data.

**Table 23. Pressed or blown glass and glassware, except containers: Shift differential provisions**

(Percent of production workers by shift differential provisions,<sup>1</sup> United States and selected regions,<sup>2</sup> June 1986)

Shift differential	United States <sup>3</sup>	Middle Atlantic	Border States	Great Lakes
<b>Second shift</b>				
Workers in establishments with second-shift provisions .....	97.0	97.5	93.6	100.0
With shift differential .....	92.3	97.5	93.6	92.1
Uniform cents per hour .....	89.8	97.5	78.9	92.1
5 cents .....	2.1	-	12.3	-
10 cents .....	1.2	-	3.7	-
12 cents .....	4.4	2.8	4.6	7.8
13 cents .....	1.3	-	7.8	-
15 cents .....	3.4	8.7	-	-
17 cents .....	21.8	48.0	16.4	-
18 cents .....	6.3	-	4.0	17.4
19 cents .....	10.4	6.5	-	24.4
20 cents .....	28.1	28.2	22.4	25.1
21 cents .....	2.2	-	-	-
24 cents .....	1.3	-	7.8	-
25 cents .....	1.6	3.4	-	-
35 cents .....	5.6	-	-	17.5
Uniform percentage .....	2.5	-	14.7	-
10 percent .....	2.5	-	14.7	-
<b>Third shift</b>				
Workers in establishments with third-shift provisions .....	97.0	97.5	93.6	100.0
With shift differential .....	92.3	97.5	93.6	92.1
Uniform cents per hour .....	89.8	97.5	78.9	92.1
10 cents .....	2.7	-	16.0	-
13 cents .....	4.9	2.8	7.8	7.8
17 cents .....	.8	-	4.6	-
20 cents .....	.6	-	-	-
21 cents .....	6.9	11.9	-	-
22 cents .....	2.8	-	16.4	-
23 cents .....	20.5	31.8	-	24.4
24 cents .....	27.1	28.2	4.0	32.4
25 cents .....	9.2	15.1	-	10.0
26 cents .....	5.1	-	30.2	-
30 cents .....	1.6	3.4	-	-
38 cents .....	1.7	4.3	-	-
45 cents .....	5.6	-	-	17.5
50 cents .....	.3	-	-	-
Uniform percentage .....	2.5	-	14.7	-
10 percent .....	2.5	-	14.7	-

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

<sup>2</sup> For definition of regions, see footnote 1, table A-1, appendix A.

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

NOTE: Because of rounding, sums of individual items may not equal totals. Dashes indicate no data.

**Table 24. Pressed or blown glass and glassware, except containers: Shift differential practices**

(Percent of production workers by shift differential practices,<sup>1</sup> United States and selected regions,<sup>2</sup> June 1986)

Shift differential	United States <sup>2</sup>	Middle Atlantic	Border States	Great Lakes
<b>Second shift</b>				
Workers employed on second shift .....	22.3	21.9	21.9	24.9
Receiving differential .....	21.1	21.9	21.9	22.6
Uniform cents per hour .....	20.7	21.9	19.5	22.6
5 cents .....	.7	-	4.3	-
10 cents .....	.2	-	.1	-
12 cents .....	.5	.1	-	1.3
13 cents .....	-	-	-	-
15 cents .....	1.2	3.0	-	-
17 cents .....	5.1	10.6	5.2	-
18 cents .....	1.2	-	1.4	2.9
19 cents .....	2.6	1.7	-	6.1
20 cents .....	6.4	5.9	6.4	7.1
21 cents .....	.5	-	-	-
24 cents .....	.3	-	2.1	-
25 cents .....	.3	.5	-	-
35 cents .....	1.7	-	-	5.2
Uniform percentage .....	.4	-	2.4	-
10 percent .....	.4	-	2.4	-
<b>Third shift</b>				
Workers employed on third shift .....	20.2	17.7	19.9	24.9
Receiving differential .....	19.1	17.7	19.9	22.7
Uniform cents per hour .....	18.7	17.7	17.5	22.7
10 cents .....	.6	-	3.3	-
13 cents .....	.4	( <sup>4</sup> )	-	1.3
17 cents .....	-	-	-	-
20 cents .....	.2	-	-	-
21 cents .....	1.4	2.3	-	-
22 cents .....	.9	-	5.2	-
23 cents .....	3.8	4.6	-	6.1
24 cents .....	5.4	5.9	.9	7.2
25 cents .....	2.4	3.7	-	2.8
26 cents .....	1.4	-	8.1	-
30 cents .....	.2	.5	-	-
38 cents .....	.2	.6	-	-
45 cents .....	1.7	-	-	5.2
50 cents .....	.1	-	-	-
Uniform percentage .....	.4	-	2.4	-
10 percent .....	.4	-	2.4	-

**Table 25. Pressed or blown glass and glassware, except containers: Paid holidays**

(Percent of production workers in establishments with formal provisions for paid holidays, United States and selected regions,<sup>1</sup> June 1986)

Number of paid holidays	United States <sup>2</sup>	Middle Atlantic	Border States	Great Lakes
All workers .....	100	100	100	100
<b>Workers in establishments providing paid holidays</b>				
Under 6 days .....	99	100	100	99
6 days .....	2	-	-	-
7 days .....	( <sup>3</sup> )	-	3	-
7 days plus 1 half day .....	3	1	16	-
8 days .....	( <sup>3</sup> )	-	-	-
9 days .....	1	2	3	-
10 days .....	16	3	-	25
10 days plus 1 half day .....	3	-	-	8
11 days .....	19	16	8	24
12 days .....	53	75	43	42
13 days .....	1	-	-	-

<sup>1</sup> For definition of regions, see footnote 1, table A-1, appendix A.

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

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

NOTE: Because of rounding, sums of individual items may not equal 100. Dashes indicate no data.

<sup>1</sup> Refers to policies of establishments currently operating late shifts.

<sup>2</sup> For definition of regions, see footnote 1, table A-1, appendix A.

<sup>3</sup> Includes data for regions in addition to

those shown separately.

<sup>4</sup> Less than 0.5 percent.

NOTE: Because of rounding, sums of individual items may not equal totals. Dashes indicate no data.

**Table 26. Pressed or blown glass and glassware, except containers: Paid vacations**

(Percent of production workers in establishments with formal provisions for paid vacations after selected periods of service, United States and selected regions,<sup>1</sup> June 1986)

Vacation policy	United States <sup>2</sup>	Middle Atlantic	Border States	Great Lakes
All workers .....	100	100	100	100
<b>Method of payment</b>				
Workers in establishments providing paid vacations .....	100	100	100	100
Length-of-time payment .....	60	57	45	65
Percentage payment .....	40	43	55	35
<b>Amount of vacation pay<sup>3</sup></b>				
After 1 year of service:				
1 week .....	38	21	53	50
Over 1 and under 2 weeks .....	25	28	-	33
2 weeks .....	3	9	-	-
Over 2 and under 3 weeks .....	32	43	43	17
After 2 years of service:				
1 week .....	25	16	38	32
Over 1 and under 2 weeks .....	7	3	-	17
2 weeks .....	28	38	15	25
Over 2 and under 3 weeks .....	39	43	43	25
After 3 years of service:				
1 week .....	14	16	18	8
Over 1 and under 2 weeks .....	6	-	-	17
2 weeks .....	41	41	34	49
Over 2 and under 3 weeks .....	37	36	43	25
Over 3 and under 4 weeks .....	3	6	-	-
After 5 years of service:				
1 week .....	3	-	15	-
2 weeks .....	27	21	27	32
Over 2 and under 3 weeks .....	32	28	15	43
3 weeks .....	4	9	-	-
Over 3 and under 4 weeks .....	34	43	43	25
After 8 years of service:				
1 week .....	3	-	15	-
2 weeks .....	25	17	27	32
Over 2 and under 3 weeks .....	1	3	-	-
3 weeks .....	16	9	15	27
Over 3 and under 4 weeks .....	53	71	43	32
Over 4 and under 5 weeks .....	3	-	-	8
After 10 years of service:				
1 week .....	2	-	11	-
2 weeks .....	6	-	8	8
3 weeks .....	32	17	38	52
Over 3 and under 4 weeks .....	22	32	-	15
4 weeks .....	4	9	-	-
Over 4 and under 5 weeks .....	34	43	43	25

See footnotes at end of table.

**Table 26. Pressed or blown glass and glassware, except containers: Paid vacations—Continued**

(Percent of production workers in establishments with formal provisions for paid vacations after selected periods of service, United States and selected regions,<sup>1</sup> June 1986)

Vacation policy	United States <sup>2</sup>	Middle Atlantic	Border States	Great Lakes
<b>Amount of vacation pay<sup>3</sup>—Continued</b>				
After 12 years of service:				
1 week .....	2	-	11	-
2 weeks .....	4	-	8	-
3 weeks .....	34	17	38	60
Over 3 and under 4 weeks .....	22	32	-	15
4 weeks .....	4	9	-	-
Over 4 and under 5 weeks .....	34	43	43	25
After 15 years of service:				
1 week .....	2	-	11	-
2 weeks .....	1	-	5	-
Over 2 and under 3 weeks .....	1	-	4	-
3 weeks .....	12	5	24	8
Over 3 and under 4 weeks .....	19	15	-	25
4 weeks .....	31	37	15	42
Over 4 and under 5 weeks .....	32	43	43	17
Over 5 and under 6 weeks .....	3	-	-	8
After 20 years of service:				
1 week .....	2	-	11	-
2 weeks .....	(*)	-	-	-
Over 2 and under 3 weeks .....	1	-	4	-
3 weeks .....	7	1	8	8
Over 3 and under 4 weeks .....	9	15	-	-
4 weeks .....	16	16	20	17
Over 4 and under 5 weeks .....	24	17	-	49
5 weeks .....	6	9	15	-
Over 5 and under 6 weeks .....	32	43	43	17
Over 6 and under 7 weeks .....	3	-	-	8
After 25 years of service:				
1 week .....	2	-	11	-
2 weeks .....	(*)	-	-	-
Over 2 and under 3 weeks .....	1	-	4	-
3 weeks .....	7	1	8	8
Over 3 and under 4 weeks .....	9	15	-	-
4 weeks .....	11	4	20	17
Over 4 and under 5 weeks .....	5	12	-	-
5 weeks .....	14	9	15	24
Over 5 and under 6 weeks .....	28	23	26	42
6 weeks .....	19	36	16	-
Over 6 and under 7 weeks .....	3	-	-	8
After 30 years of service: <sup>5</sup>				
1 week .....	2	-	11	-
2 weeks .....	(*)	-	-	-
Over 2 and under 3 weeks .....	1	-	4	-
3 weeks .....	5	1	8	-
Over 3 and under 4 weeks .....	9	15	-	-
4 weeks .....	11	4	20	17
Over 4 and under 5 weeks .....	5	12	-	-

See footnotes at end of table.



**Table 26. Pressed or blown glass and glassware, except containers: Paid vacations—Continued**

(Percent of production workers in establishments with formal provisions for paid vacations after selected periods of service, United States and selected regions,<sup>1</sup> June 1986)

Vacation policy	United States <sup>2</sup>	Middle Atlantic	Border States	Great Lakes
<b>Amount of vacation pay<sup>3</sup>—Continued</b>				
After 30 years of service: <sup>5</sup>				
5 weeks .....	14	9	-	32
Over 5 and under 6 weeks .....	14	6	26	17
6 weeks .....	7	-	15	15
Over 6 and under 7 weeks .....	29	53	16	10
Over 7 weeks .....	3	-	-	8

<sup>1</sup> For definition of regions, see footnote 1, table A-1, appendix A.

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

<sup>3</sup> Vacation payments, such as percent of annual earnings, were converted to an equivalent time basis. Periods of service were chosen arbitrarily and do not necessarily reflect individual establishment provisions for progression. For example, changes indicated at 8 years may in-

clude changes that occurred between 5 and 8 years.

<sup>4</sup> Less than 0.5 percent.

<sup>5</sup> Vacation provisions were virtually the same after longer periods of service.

NOTE: Because of rounding, sums of individual items may not equal totals. Dashes indicate no data.

**Table 27. Pressed or blown glass and glassware, except containers: Health, insurance, and retirement plans**

(Percent of production workers in establishments with specified health, insurance, and retirement plans,<sup>1</sup> United States and selected regions,<sup>2</sup> June 1986)

Benefit	United States <sup>3</sup>	Middle Atlantic	Border States	Great Lakes
All workers .....	100	100	100	100
Workers in establishments providing:				
Life insurance .....	100	99	100	100
Noncontributory plans .....	91	96	76	100
Accidental death and dismemberment insurance .....	92	95	95	83
Noncontributory plans .....	84	95	72	83
Sickness and accident insurance or sick leave or both <sup>4</sup> .....	92	98	94	100
Sickness and accident insurance ....	89	89	94	100
Noncontributory plans .....	79	74	70	100
Sick leave (full pay, no waiting period) .....	19	20	15	25
Long-term disability insurance .....	50	69	58	35
Noncontributory plans .....	45	69	43	27
Hospitalization insurance .....	100	100	100	100
Noncontributory plans .....	83	83	65	92
Surgical insurance .....	100	100	100	100
Noncontributory plans .....	83	83	65	92
Medical insurance .....	100	100	100	100
Noncontributory plans .....	83	83	65	92
Major medical insurance .....	100	100	100	100
Noncontributory plans .....	83	83	65	92
Dental insurance .....	85	91	65	92
Noncontributory plans .....	78	79	65	92
Retirement plans .....	98	99	94	100
Pensions .....	98	99	94	100
Noncontributory plans .....	89	99	79	83

<sup>1</sup> 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 insurance laws are included if the employer contributes more than is legally required or employees receive benefits over legal requirements. "Noncontributory plans" include only those

plans financed entirely by the employer.

<sup>2</sup> For definition of regions, see footnote 1, table A-1, appendix A.

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

<sup>4</sup> Unduplicated total of workers receiving sickness and accident insurance and sick leave shown separately.

**Table 28. Pressed or blown glass and glassware, except containers: Other selected benefits**

(Percent of production workers in establishments with formal provisions for selected benefits,<sup>1</sup> United States, selected regions,<sup>2</sup> June 1986)

Item	United States <sup>3</sup>	Middle Atlantic	Border States	Great Lakes
Workers in establishments with provisions for:				
Funeral leave .....	99	99	96	100
Jury-duty leave .....	98	99	96	100
Technological severance pay .....	48	43	51	53
Cost-of-living adjustments .....	68	59	58	92
Based on BLS CPI .....	63	59	58	75
Other basis .....	6	-	-	17

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

<sup>2</sup> For definition of regions, see footnote 1, table A-1, appendix A.

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

NOTE: Because of rounding, sums of individual items may not equal totals. Dashes indicate no data.

# Appendix A. Scope and Method of Survey

## Scope of survey

The survey included establishments engaged primarily in manufacturing glass containers and other pressed or blown glass and glassware (industry group 322 as defined in the 1972 edition of the *Standard Industrial Classification Manual* prepared by the U.S. Office of Management and Budget). Manufacturers of textile glass fibers and separate auxiliary units such as central offices were excluded.

Establishments studied were selected from those employing 50 workers or more in the pressed or blown glass and glassware, except containers, industry and 100 workers or more in the glass containers industry 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 glassware manufactured. For example, if 60 percent of the total value of an establishment's production was glass containers, and 40 percent was tableware and artware, all workers in that establishment were considered as producing glass containers.

## Method of study

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

## Establishment definition

An establishment is defined for this study as a single physical location where industrial 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 payments, such as those resulting from piecework or production bonus systems, and cost-of-living pay increases (but not bonuses) were included as part of the workers' regular pay. Excluded are performance bonuses and lump-sum payments of the type negotiated in the auto and aerospace industries, as well as profit-sharing arrangements, attendance bonuses, Christmas, or yearend bonuses, and other nonproduction bonuses.

*Average (mean) hourly rates or earnings* for each occupation or category of workers, such as production workers,

**Table A-1. Estimated number of establishments and employees within scope of study and number studied, pressed or blown glass and glassware, June 1986**

Type of company and region <sup>1</sup>	Number of establishments <sup>2</sup>		Workers in establishments		Actually studied <sup>3</sup>
	Within scope of study	Actually studied	Within scope of study		
			Total <sup>4</sup>	Production workers	
<b>All establishments:</b>					
United States <sup>5</sup> .....	147	111	72,267	59,018	60,768
Middle Atlantic .....	35	22	24,812	17,856	19,941
Border States .....	27	17	7,554	6,510	5,735
Southeast .....	14	12	6,393	5,673	5,459
Southwest .....	18	17	6,868	5,881	6,639
Great Lakes .....	25	19	15,331	13,144	12,536
Pacific .....	20	16	8,512	7,551	7,661
<b>Glass containers</b>					
United States <sup>5</sup> .....	91	72	44,110	38,757	37,352
Middle Atlantic .....	18	10	11,424	9,697	7,853
Border States .....	9	6	3,461	3,113	2,896
Southeast .....	14	12	6,393	5,673	5,459
Southwest .....	14	13	5,250	4,578	5,021
Great Lakes .....	14	12	7,401	6,670	6,721
Pacific .....	17	14	8,112	7,224	7,333
<b>Other pressed or blown glass and glassware, except containers</b>					
United States <sup>5</sup> .....	56	39	28,157	20,261	23,416
Middle Atlantic .....	17	12	13,388	8,159	12,088
Border States .....	18	11	4,093	3,397	2,839
Great Lakes .....	11	7	7,930	6,474	5,815

<sup>1</sup> The regions included in the study are defined as follows: *Middle Atlantic*—New Jersey, New York, and Pennsylvania; *Border States*—Delaware, District of Columbia, Kentucky, Maryland, and West Virginia; *Southeast*—Alabama, Florida, Georgia, Mississippi, North Carolina, South Carolina, Tennessee, and Virginia; *Southwest*—Arkansas, Louisiana, Oklahoma, and Texas; *Great Lakes*—Illinois, Indiana, Michigan, Minnesota, Ohio, and Wisconsin; and *Pacific*—California, Nevada, and Oregon.

<sup>2</sup> Includes only those establishments with 100 workers or more

in the glass container industry and 50 workers or more in the other glass industry at the time of reference of the universe data.

<sup>3</sup> Data relate to the total employment in the establishments actually visited.

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

<sup>5</sup> Includes data for regions in addition to those shown separately.

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 the same as or more than this rate and one-half received the same as or less. The *middle range* is defined by two rates of pay such that one-fourth of the employees earned the same or less than the lower of these rates and one-fourth earned the same or more than the higher rate.

### Type of area

Tabulations by metropolitan and nonmetropolitan areas refer to metropolitan statistical areas (MSA's) as defined by the U.S. Office of Management and Budget through June 1983. In general, an MSA is defined as a county or group of contiguous counties which contains at least one city of 50,000 inhabitants or a central urbanized area of at least 100,000. Counties contiguous to the one containing such a

city or area are included in an MSA 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 MSA's.

### 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 employee benefits**

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

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

*Paid vacations.* The 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 8 and 10 years.

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

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

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

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 non-profit organization, or they may be a form of self-insurance.

Major medical insurance includes plans designed to cover employees for services which go beyond those covered under hospitalization, medical, and surgical insurance. Major medical plans typically have deductibles and require copayments, and frequently have maximum benefits. Comprehensive plans, which cover all expenses with neither deductibles nor copayments, are not considered as including major medical insurance.

Dental insurance, for purposes of this survey, covers routine dental work such as fillings, extractions, and X-rays. Excluded are plans which cover only oral surgery or accidental injury.

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

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

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.

*Cost-of-living adjustments.* Data relate to formal plans for adjustments to wages in keeping with changes in the BLS Consumer Price Index or some other measure.



# Appendix B. Occupational Descriptions

The primary purpose of preparing job descriptions for the Bureau's wage surveys is to assist its field representatives in classifying into appropriate occupations 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 representatives are instructed to exclude working supervisors, apprentices, learners, beginners, trainees, and part-time, temporary, and probationary workers.

The titles and 3- or 4-digit codes below the survey job titles in this appendix are taken from the 1980 edition of the *Standard Occupational Classification Manual* (SOC), issued by the U.S. Department of Commerce, Office of Federal Statistical Policy and Standards.

In general, the Bureau of Labor Statistics' occupational descriptions are much more specific than those found in the SOC manual. For example, one SOC group (775) includes seven of the jobs used in this survey of glass and glassware manufacturing. Therefore, in comparing the results of this survey with other sources, differences in occupational definitions should be taken into consideration.

## Batch House and Furnace Department

### Batch mixer

(7664: Mixing and blending machine operator and tender)

Blends or mixes various glass-making ingredients in controlled amounts, according to formula, by hand or machine. Work involves the following: Weighing out specified amounts of ingredients such as sand, soda, lime, borax, feldspar, and coloring; and mixing them either by hand or machine. In addition, *may* load ingredients into mixing machine.

### Batch-and-furnace operator

(696: Miscellaneous plant or system operator)

Controls automatic equipment to weigh, mix, and melt ingredients to make glass. Work involves the following: Adjusts panel controls to transfer specified amounts of

ingredients from storage bins to automatic weighing hopper and batch mixer; pulls lever to dump blended mix into furnace; reverses gas fire to equalize heat in furnace; and regulates temperature according to specifications. May collect samples of molten glass for analysis.

### Cullet handler

(7677: Crushing, grinding, and polishing machine operator and tender)

Works as a member of a crew that tends a machine to wash and crush refuse glass.

### Furnace operator

(Teaser)

(7675: Furnace, kiln, and oven operator and tender)

Feeds raw materials to the glass-melting tank. Reverses the gas fire at stated intervals from one side of the gas-and-air regenerative chambers to the other side to equalize heat in tank. Regulates draft dampers which control pressure on inside of melting tank and regulates pressure of gas fed to tank.

## Machine Forming

### Forming-machine operator

(7663: Extruding and forming machine operator and tender)

Tends the operation of an automatic machine that forms bottles or other containers from molten glass. Work involves the following: Regulating flow of molten glass to molds on machine; regulating and setting lubrication valves to prevent the glass from sticking to the molds; and occasionally checking completed article by weighting it on scales, or measuring it with gauges or calipers. In addition, *may make minor* adjustments to the machine.

### Forming-machine upkeep

(7463: Extruding and forming machine setup operator)

Adjusts and repairs the automatic feeding, flowing, and forming machines used to manufacture glassware. Assists in setting up and adjusting the machinery for job changes.



### **Forming-machine upkeeper**

(7463: Extruding and forming machine setup operator)

Adjusts and repairs the automatic feeding, flowing, and forming machines used to manufacture glassware. Assists in setting up and adjusting the machinery for job changes.

### **Mold polisher**

(Mold cleaner)

(7673: Washing, cleaning and pickling equipment operator and tender)

Polishes or cleans glass molds and components by tending one or more of a variety of machines, including a vacuum or vapor-blasting machine. May also soak molds in cleaning or rust-preventive compounds; rub molds with oil, abrasives, or brush; and store molds or transfer them to production areas.

### **Mold-press operator**

(Press-machine operator)

(7663: Extruding and forming machine operator and tender)

Tends a mold-press machine that automatically casts glassware from molten glass. Work involves *most of the following*: Turning valves to control mold temperatures and timing of plunger turntable; adjusting flow valve and shear timer to regulate quantity of molten glass delivered from feeder to mold; setting lubrication valves to prevent glass from sticking to molds; and examining glassware for defects, such as lines and bubbles.

### **Transferer**

(8769: Manual occupation, not elsewhere classified)

Removes glassware from rotating stations of a glass forming machine with the aid of hand tongs and places ware on conveyors or stations of other machines for further forming.

## **Hand Forming**

### **Blower**

(Glass blower)

(6861: Precision handmolder and shaper)

Blows or inflates ball of molten glass, gathered on the end of a blowpipe, into desired shape and size, either with or without the aid of a metal mold. In addition, *may* dip end of blowpipe into molten glass to gather the proper amount for article to be made.

### **Gatherer, blowpipe**

(7755: Hand-forming and shaping occupation)

Gathers desired amount of molten glass on end of a blow-

pipe. Work involves dipping end of blowpipe into molten glass and carrying ball of molten glass on end of blowpipe to the blower. In addition, *may* blow into pipe to begin inflation of glass before handing pipe to blower for completion of process.

### **Gatherer, pressed-ware punty**

(7755: Hand-forming and shaping occupation)

Gathers desired amount of molten glass on end of an iron rod (pontil). Work involves dipping end of iron rod into molten glass and carrying ball of molten glass on end of rod to the presser.

### **Grinder, glassware**

(7758: Hand-grinding and polishing occupation)

Grinds or smoothes the edges, rims, ridges, rough surfaces, etc., of glassware on an abrasive wheel. Work involves pressing the glass against revolving abrasive wheels and moving or turning the glass from one position to another to grind all surfaces evenly.

### **Presser, glassware, hand**

(7755: Hand-forming and shaping occupation)

Molds (presses) molten glass into specified shape. Work involves the following: Shearing off desired amount of molten glass from iron rod (gathering iron) held by gatherer over mold, and allowing it to drop in mold; positioning mold under plunger of press; and forcing a metal plunger into the mold, causing the glass to fill the space between the plunger and the mold. In addition, *may*, when glass has cooled, open the mold, remove article, and send it to Lehr for annealing or to other workers for further processing.

### **Reheater**

(7759: Miscellaneous handworking occupation)

Reheats glassware in a furnace for further processing. Work involves the following: Inserting glassware attached to blowpipe or held by long-handled pincers (snaps) into furnace (glory hole) until it has softened, and removing and passing heated glassware to another worker.

## **Annealing**

### **Carry-in laborer**

(7759: Miscellaneous handworking occupation)

Carries heated, formed glass articles by tongs or on a pronged fork to the Lehr and places them on the conveyor moving through the Lehr.

## Lehr tender

(7675: Furnace, kiln, and oven operator and tender)

Regulates temperature of a reheating oven (lehr) used to anneal or fire-glaze glass or glass articles. *May* arrange glass articles according to size and shape on lehr conveyor, so that maximum quantity will be carried in oven or *may* place glass in oven by means of a long paddle.

## Decorating

### Cutter, decorative

(7753: Handcutting and handtrimming occupation)

Cuts monograms or ornamental designs on glassware with an abrasive wheel. Work involves the following: Selecting and mounting proper abrasive wheel on lathe; moistening revolving wheel with a wet abrasive agent; and holding glassware against edge of wheel, turning and twisting article so that design or pattern will be properly cut in the article. *May* cut designs deeper on ware having pressed designs. In addition, *may* trace or mark pattern on the glassware before doing the cutting.

### Decorating-machine operator

(Silk-screen decorator; stencil applicator; squeegee operator)

(6863: Detail design painter and decorator)

Decorates glassware by silk-screening or stainless-steel screening process. Work involves *most of the following*: Filling receptacle with paint, placing glassware in machine, bringing silk (or stainless steel) screen into position with ware, setting guide rollers or squeegee in operation to force the paint through the screen to decorate the glassware with the desired design, removing ware from machine, inspecting for defects in decoration, and placing ware on conveyors for baking oven.

Operators of decorating machines designed to perform *one or more* of the above operations automatically are to be *included*.

## Moldshop

### Moldmaker, metal

(6817: Patternmakers and modelmaker-metal)

Constructs and/or repairs metal molds. Work involves *most of the following*: Laying out and marking metal blanks or castings according to blueprints or drawings; using handtools and various metalworking machines to cut and shape the parts to outlined dimensions and specifications; and fitting and assembling parts together to form complete mold.

## Selecting and Inspecting

### Inspector, final

(782: Production inspector, checker, and examiner)

Performs final inspection on glassware, examining for defects in the ware and any decoration thereon. *May* wrap and pack.

### Selector

(Selector and packer)

(782: Production inspector, checker, and examiner)

Examines glassware visually and with simple gauges for defects, such as bubbles or seeds in ware, scratches on surface, ware out of shape, and bad finish, as the ware is received from the annealing ovens. Selects accepted ware and packs in cartons or puts in trays for transfer to other workers for further processing. *May* keep records of rejected glass.

## Maintenance

### Maintenance electrician

(615: Electrical and electronic equipment repairer)

(6432: Electrician)

Performs a variety of electrical trade functions such as the installation, maintenance, or repair of equipment for the generation, distribution, or utilization of electric energy in an establishment. Work involves *most of the following*: Installing or repairing any of a variety of electrical equipment such as generators, transformers, switchboards, controllers, circuit breakers, motors, heating units, conduit systems, or other transmission equipment; working from blueprints, drawings, layouts, or other specifications; locating and diagnosing trouble in the electrical system or equipment; working standard computations relating to load requirements of wiring or electrical equipment; and using a variety of electrician's handtools and measuring and testing instruments. In general, the work of the maintenance electrician requires rounded training and experience usually acquired through a formal apprenticeship or equivalent training and experience.

### Maintenance machinist

(613: Industrial machinery repairer)

Produces replacement parts and new parts in making repairs of metal parts of mechanical equipment operated in an establishment. Work involves *most of the following*: Interpreting written instructions and specifications; planning and laying out of work, using a variety of machinist's handtools and precision measuring instruments; setting up and operating standard machine tools; shaping of metal parts to close tolerances; making standard shop computations relating to dimensions of work, tooling, feeds, and speeds of

machining; knowledge of the working properties of the common metals; selecting standard materials, parts, and equipment required for this work; fitting and assembling parts into mechanical equipment. In general, the machinist's work normally requires a rounded training in machine-shop practice usually acquired through a formal apprenticeship or equivalent training and experience.

### **Maintenance mechanic (machinery)**

(613: Industrial machinery repairer)

Repairs machinery or mechanical equipment of an establishment. Work involves *most of the following*: Examining machines and mechanical equipment to diagnose source of trouble; dismantling or partly dismantling machines and performing repairs that mainly involve the use of handtools in scraping and fitting parts; replacing broken or defective parts with items obtained from stock; ordering the production of a replacement part by a machine shop or sending the machine to a machine shop for major repairs; preparing written specifications for major repairs or for the production of parts ordered from machine shops; reassembling machines; and making all necessary adjustments for operation. In general, the work of a maintenance mechanic requires rounded training and experience usually acquired through a formal apprenticeship or equivalent training and experience. *Excluded* from this classification are workers whose *primary duties* involve setting up or adjusting machines.

### **Maintenance pipefitter**

(645: Plumber, pipefitter, and steamfitter)

Installs or repairs water, steam, gas, or other types of pipe and pipefittings in an establishment. Work involves *most of the following*: Laying out of work and measuring to locate position of pipe from drawings or other written specifications; cutting various sizes of pipe to correct lengths with chisel and hammer or oxyacetylene torch or pipe-cutting machines; threading pipe with stocks and dies; bending pipe by hand-driven or power-driven machines; assembling pipe with couplings and fastening pipe to hangers; making standard shop computations relating to pressures, flow, and size of pipe required; and making standard tests to determine whether finished pipes meet specifications. In general, the work of the maintenance pipefitter requires rounded training and experience usually acquired through a formal apprenticeship or equivalent training and experience. Workers *primarily* engaged in installing and repairing building sanitation or heating systems are *excluded*.

### **Maintenance trades helper**

(863: Helper; mechanic and repairer)

Assists one or more workers in the skilled maintenance trades by performing specific or general duties of lesser skill, such as keeping a worker supplied with materials and tools; cleaning working area, machines, and equipment; assisting

worker by holding materials or tools; performing other unskilled tasks as directed by journeyman. The kind of work the helper is permitted to perform varies from trade to trade. In some trades, the helper is confined to supplying, lifting, and holding materials and tools and cleaning working areas; and in others, he is permitted to perform specialized machine operations, or parts of a trade that are also performed by workers on a full-time basis.

## **Miscellaneous**

### **Assembler, cartons**

(772: Assembler)

Assembles cartons from prepared box blanks. Work involves folding the box blanks along scored lines and fastening the edges together by *one or more of the following* methods: Coating flaps with glue and pressing them together; interlocking the corners by means of tabs; sealing edges with strips of gummed tape; or stapling edges together by means of power-stitching machines or hand staplers.

### **Janitor, porter, and cleaner**

(5244: Janitors and cleaners)

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

### **Material handling laborer**

(8726: Freight, stock and material mover, not elsewhere classified)

Performs physical tasks to transport or store materials or merchandise. Duties involve *one or more of the following*: Manually loading or unloading freight cars, trucks, or other transporting devices; unpacking, shelving, or placing items in proper storage locations; or transporting goods by hand-truck, cart, or wheelbarrow.

*Excluded* from this definition are workers whose *primary* function involves:

- a. Participating directly in the production of goods (e.g., moving items from one production station to another or placing them on or removing them from the production process);
- b. Stocking merchandise for sale;
- c. Counting or routing merchandise;
- d. Operating a crane or heavy-duty motorized vehicle such as a forklift or truck;

- e. Loading and unloading ships (longshore workers); or
- f. Traveling on trucks beyond the establishment's physical location to load or unload merchandise.

**Off-bearer**

(Hacker; racker; stacker)  
 (8725: Machine feeder and offbearer)

Bears off, carries, or removes the unfinished or finished glass, or glassware products from a machine conveyor or handtruck and piles or sets products on conveyor, floor, drying rack, or handcar. In addition, *may* remove formed products from molds.

**Power-truck operator**

(8318: Industrial truck and tractor equipment operator)

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

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

- Power-truck operator (forklift)*
- Power-truck operator (other than forklift)*

**Truckdriver**

(821: Motor vehicle operator)

Drives a truck within a city or industrial area to transport

materials, merchandise, equipment, or workers between various types of establishments such as: Manufacturing plants, freight depots, warehouses, wholesale and retail establishments, or between retail establishments and customers' houses or places of business. May also load or unload truck with or without helpers, make minor mechanical repairs, and keep truck in good working order. Salesroute and over-the-road drivers are *excluded*.

For wage study purposes, truckdrivers are classified by type and rated capacity of truck, as follows:

- Truckdriver, light truck* (Straight truck, under 1 ½ tons, usually 4 wheels)
- Truckdriver, medium truck* (Straight truck, 1 ½ to 4 tons inclusive, usually 6 wheels)
- Truckdriver, heavy truck* (Straight truck, over 4 tons, usually 10 wheels)
- Truckdriver, tractor-trailer*
- Truckdriver not classifiable by category*

Truckdrivers in positions with work characteristics as described should be reported under this category when the information needed to classify them according to category is not available or they are not assigned to a particular category of truck.

**Watchman**

(5144: Guard and police, except public service)

Makes rounds of premises periodically to protect property against fire, theft, and illegal entry.



# Industry Wage Survey Bulletins

The most recent reports providing occupational wage data for industries currently included in the Bureau's program of industry wage surveys are listed below. Bulletins still in print are for sale from the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402, or from the Bureau of Labor Statistics, Publications Sales Center, P.O. Box 2145, Chicago, Ill. 60690. Order by title and GPO Stock Number. Bulletins that are out of print, marked with an asterisk (\*), are available for reference at leading public, college, or university libraries or at the Bureau's Washington or regional offices.

## *Manufacturing*

Basic Iron and Steel, 1983. BLS Bulletin 2221\*  
Cigarette Manufacturing, 1986. BLS Bulletin 2276. \$1.25  
GPO Stock No. 029-001-02928-4  
Corrugated and Solid Fiber Boxes, 1981. BLS Bulletin 2138\*  
Grain Mill Products, 1982. BLS Bulletin 2207\*  
Hosiery Manufacturing, 1981. BLS Bulletin 2151\*  
Industrial Chemicals, 1981. BLS Bulletin 2136\*  
Iron and Steel Foundries, 1979. BLS Bulletin 2085\*  
Machinery Manufacturing, 1983. BLS Bulletin 2229\*  
Meat Products, 1984. BLS Bulletin 2247\*  
Men's and Boys' Shirts and Nightwear, 1984.  
BLS Bulletin 2232\*  
Men's and Boys' Suits and Coats, 1984. BLS Bulletin 2230\*  
Men's and Women's Footwear, 1980. BLS Bulletin 2118\*  
Millwork, 1984. BLS Bulletin 2244\*  
Miscellaneous Plastics Products, 1979. BLS Bulletin 2103\*  
Motor Vehicles and Parts, 1983. BLS Bulletin 2223\*  
Petroleum Refining, 1985. BLS Bulletin 2255. \$2.25  
(Order only from Chicago address.)  
Pressed or Blown Glass and Glassware, 1986.  
BLS Bulletin 2286

Pulp, Paper, and Paperboard Mills, 1982.  
BLS Bulletin 2180\*  
Shipbuilding and Repairing, 1981. BLS Bulletin 2161\*  
Structural Clay Products, 1980. BLS Bulletin 2139\*  
Synthetic Fibers, 1985. BLS Bulletin 2268. \$1.50  
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## *Nonmanufacturing*

Appliance Repair Shops, 1981. BLS Bulletin 2177\*  
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Banking, 1985. BLS Bulletin 2269. \$4  
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Bituminous Coal Mining, 1982. BLS Bulletin 2185\*  
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BLS Bulletin 2184\*  
Contract Cleaning Services, 1981. BLS Bulletin 2152\*  
Department Stores, 1981. BLS Bulletin 2147\*  
Electric and Gas Utilities, 1982. BLS Bulletin 2218\*  
Hospitals, 1985. BLS Bulletin 2273. \$12  
GPO Stock No. 029-001-02919-5  
Hotels and Motels, 1983. BLS Bulletin 2227\*  
Life Insurance, 1980. BLS Bulletin 2119\*  
Metal Mining, 1977. BLS Bulletin 2017\*  
Nursing and Personal Care Facilities, 1985.  
BLS Bulletin 2275. \$5  
GPO Stock No. 029-001-02921-7  
Oil and Gas Extraction, 1982. BLS Bulletin 2193\*

# Employee Benefits in Medium and Large Firms, 1986

U.S. Department of Labor  
Bureau of Labor Statistics  
Bulletin 2281

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## Employee Benefits in Medium and Large Firms, 1986



U.S. Department of Labor  
Bureau of Labor Statistics  
June 1987

Bulletin 2281



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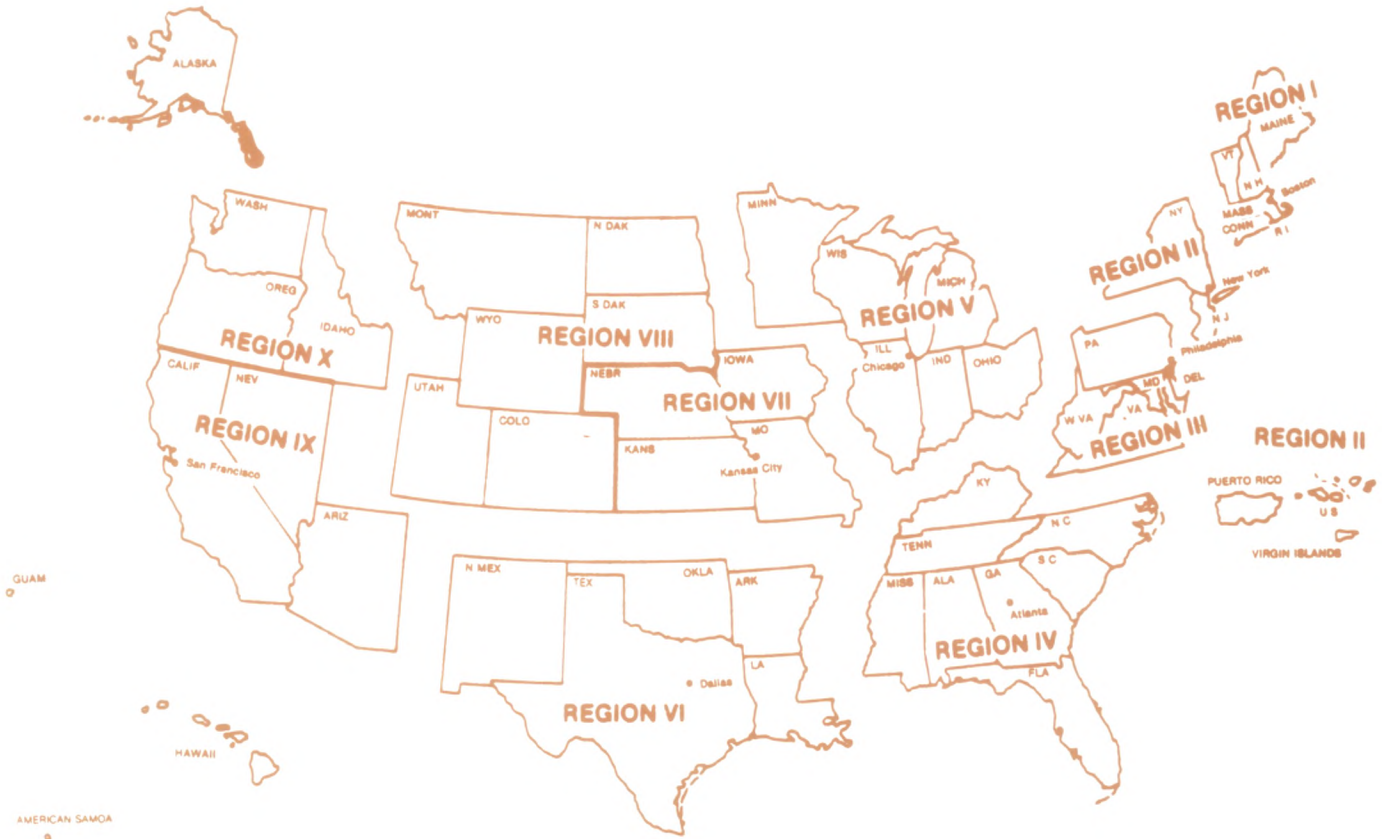
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