

Industry Wage Survey: Grain Mill Products, September 1987



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Preface

This bulletin summarizes the results of a Bureau of Labor Statistics survey of occupational earnings and employee benefits in grain mill products industries in September 1987. A similar survey was conducted in September 1982. Data are provided separately for flour and other grain mill products, rice mill products, blended and prepared flour products, and wet corn mill products.

Separate releases were issued in January-February 1988 for the Great Lakes region on flour and other grain mill products, blended and prepared flour products, and wet corn mill products; for the Middle West region on flour and other grain mill products, and wet corn mill products; and for the Southwest region on rice mill products.

The study was conducted in the Bureau's Office of Com-

pensation and Working Conditions. Jonathan W. Kelson of the Division of Occupational Pay and Employee Benefit Levels analyzed the survey findings and prepared this bulletin. The Bureau's field representatives obtained the data through personal visits to a probability-based sample of establishments within the scope of the survey. Fieldwork for the survey was directed by the Bureau's Assistant Regional Commissioners for Operations.

Other industry wage survey reports are listed at the end of this bulletin, along with information on how to obtain copies.

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Grain Mill Products, September 1987

Introduction

As part of its industry wage survey program, the Bureau of Labor Statistics studied occupational wages and employee benefits of production and related workers in four segments of the grain mill products industries in September 1987: Flour and other grain mill products; rice mill products; blended and prepared flour products; and wet corn mill products.¹ Together, these segments accounted for just under one-fourth of all production workers in the grain mill products industries.²

Wet corn mills reported the highest pay levels among the four industries studied. At \$12.05 an hour, average pay for production workers in this industry was 23 percent higher than in flour mills (\$9.82), 27 percent higher than in blended flour plants (\$9.47), and 59 percent higher than in rice mills (\$7.58).³ (See tables 1, 17, 32, and 47.) Wet corn milling establishments typically have several characteristics that are associated with high pay levels: Location in metropolitan areas of the Great Lakes and Middle West regions, a largely unionized work force, and comparatively large average plant size. Rice mills, by contrast, are concentrated in the Southwest, typically one of the lowest paying regions, and report relatively low union representation.

Employment patterns in September 1987 varied considerably by industry. Flour milling, for example, the largest of the four industries, with 8,252 production workers, was found in nearly all regions of the country. By contrast, rice milling was heavily concentrated in the Southwest, where seven-tenths of its 3,091 workers were employed. The Great Lakes region, the major production center for three of the industries, accounted for nearly one-third of the production work force in flour milling, and for one-half of the workers

in both the blended flour and wet corn milling industries.

Earnings

Hourly earnings of production workers in three of the four grain mill industries varied widely, ranging from the Federal minimum wage of \$3.35 to more than \$18 (tables 2, 18, 33, and 48). The index of wage dispersion, a statistical measure of wage variation, was 57 in blended flour plants, 45 in rice mills, and 29 in flour mills, all among the highest reported by the Bureau.⁴ Among the factors contributing to the wide variation in wage rates were the broad range of skill levels required in the industries, regional pay disparities, and union/nonunion wage differences.

In contrast, the wet corn milling industry displayed one of the lowest dispersion indexes recorded by BLS—13. The relative importance of unionized firms, and the concentration of workers in the Great Lakes and Middle West regions, narrowed the spread of this industry's earnings. In addition, processors in wet corn mills, who constitute a comparatively large portion of the production work force, require a more narrow range of skills than processors in the other grain mill industries studied.

Flour and other grain mill products. Hourly earnings of production workers in flour mills averaged \$9.82; earnings for the middle 50 percent fell between \$8.49 and \$11.39 (table 2). Among regions for which data could be presented separately, hourly averages ranged from \$7.23 in the Border States to over \$11 in the Pacific (\$11.73) and Middle Atlantic (\$11.32) regions. Sixteen occupations, representing the range of production worker activities in flour mills, were selected for separate study. Workers in these occupations accounted for nearly two-thirds of the production work force in 1987. Processors, numerically the largest occupational group studied, averaged \$10.27 an hour, and included workers with such specific responsibilities as blending (who averaged \$9.39), bolting (\$10.63), flour milling (\$10.46), and roll tending (\$10.35). (See table 3.)

¹ See appendix A for the scope and method of the survey and for definitions of terms used in this report. Appendix B contains the occupational descriptions used in the survey.

² *Supplement to Employment and Earnings*, July 1987, p. 104. The industry wage survey excluded establishments employing fewer than 20 workers and the following grain mill industries: Cereal breakfast foods; dog, cat, and other pet food; and prepared feeds and feed ingredients, not elsewhere classified.

³ Wage data contained in this bulletin are straight-time earnings, which exclude premium pay for overtime and for work on weekends, holidays, and late shifts. Cost-of-living increases (but not bonuses) were included as part of the workers' regular pay. Excluded were 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 year-end bonuses, and other nonproduction bonuses.

⁴ The index of wage dispersion is calculated for an industry by dividing the difference between the first and third quartiles of the earnings distribution by the median (second quartile), then multiplying by 100. For a discussion of pay dispersion by industry, see Carl Barsky and Martin E. Personick, "Measuring Wage Dispersion: Pay Ranges Reflect Industry Traits," *Monthly Labor Review*, April 1981, pages 35-41.

Occupational pay was typically highest in the Pacific and Middle Atlantic regions and lowest in the Border States. Where nationwide comparisons were possible, occupational averages typically were between 10 and 15 percent higher in metropolitan areas than in nonmetropolitan areas⁵ (table 4); 5 to 15 percent higher in plants with at least 100 workers than in smaller plants (table 5); and 20 to 40 percent higher in plants operating under labor-management agreements than in plants without such agreements (table 6).

Even within individual regions, occupational earnings were widely distributed, reflecting such factors as the wide range of skills and the pay differential by union status in the industry (tables 7-8). Earnings tended to vary less within individual occupations, however, partly reflecting the prevalence of single-rate pay systems for individual jobs. These systems covered 85 percent of the workers in the Great Lakes region and all of the workers in the Middle West.

Rice mill products. Hourly earnings of production workers in rice mills averaged \$7.58 in September 1987. Workers in the Southwest, constituting seven-tenths of the work force, averaged \$6.72 an hour (table 17).

Fifteen jobs, accounting for nearly half of the production workers, were selected to represent the industry's occupational wage structure. Average hourly earnings ranged from \$13.54 for sheet-metal workers to \$5.81 for material handling laborers. Processors, numerically the most important occupational group, averaged \$8.10 an hour (table 19).

Blended and prepared flour products. Production workers in blended and prepared flour plants averaged \$9.47 an hour. Among regions shown separately, averages ranged from \$10.67 in the Great Lakes region, where one-half of the industry's employment was located, to \$8.62 in the Pacific States (table 32).

Occupational averages in the industry ranged from \$13.17 for general mechanics to \$6.60 for material handling laborers. Processors, including machine tenders and panelboard operators, accounted for nearly one-fourth of the industry's work force; they averaged \$9.38 an hour (table 34).

Wet corn mill products. In wet corn mills, production workers averaged \$12.05 an hour in September 1987 (table 47); the middle 50 percent of the workers earned between \$11.59 and \$13.15 (table 48). In 8 of the 11 jobs for which separate pay data are shown, averages fell in the \$11-\$13 range. Of these, general mechanics (\$13.04) and electricians (\$12.92) were the highest paid workers; material handling laborers (\$11), janitors (\$10.10), and truckdrivers (\$9.76) were the lowest (table 49).

Benefits

Paid holidays and vacations. Nearly all of the survey's

production workers could receive paid holidays and paid vacations after qualifying periods of service. The most common holiday provision was 8 days annually in rice mills; 10 days in wet corn mills; and 13 days in both flour and blended flour plants (tables 13, 28, 43, and 59). Provisions also varied by region. In flour mills, for example, all workers in the Border States had provisions for 9 holidays or fewer; while in the Pacific States, all workers received at least 10 days.

In rice mills, typical vacation provisions were 1 or 2 weeks of paid time off after 1 year of service, 2 weeks after 2 years, and 3 weeks after 10 years. Common provisions for the other industries included 1 week of vacation pay after 1 year of service, at least 2 weeks after 2 years, at least 3 weeks after 8 years, and 4 weeks or more after 15 years. At longer periods of service, wet corn mills had the most liberal provisions, typically providing workers with 5 weeks of paid vacation after 20 years, and at least 6 weeks after 25 years.

Health and insurance plans. Virtually all workers were in mills that paid at least part of the cost of hospitalization, surgical, basic medical, and major medical insurance coverage (tables 15, 30, 45, and 61). Membership in a health maintenance organization was available to two-fifths of the workers in wet corn mills, one-third in blended flour plants, and about one-fifth each in flour and rice mills. The proportion of workers covered by such plans varied by region.

Dental insurance plans were available to nearly all workers in wet corn mills and between seven-tenths and four-fifths of the workers in the other three industries. Vision-care insurance, available to nearly half of the rice mill workers, covered about one-fourth of the workers or fewer in other types of mills.

Life insurance was available to at least nine-tenths of the workers in each industry. Accidental death and dismemberment coverage was available to virtually all workers in wet corn mills, and at least three-fourths of the workers in the other industries.

Short-term protection against the loss of income—sick leave, sickness and accident insurance, or both—was available to four-fifths or more of the workers in each industry. Long-term disability insurance, on the other hand, was offered to fewer than one-fifth of the workers.

Retirement plans. At least nine-tenths of the workers in flour and wet corn mills were covered by retirement pension plans other than Federal Social Security; about seven-eighths of the workers in blended flour plants, and four-fifths of those employed in rice mills were similarly covered. Virtually all of these plans were financed entirely by the employer.

Other benefits. Funeral leave and jury-duty pay applied to at least nine-tenths of the workers in three of the four industries; in rice milling, the proportions were four-fifths and seven-eighths, respectively (tables 16, 31, 46, and 62).

⁵ "Metropolitan areas" are Metropolitan Statistical Areas (MSA's) as defined by the U.S. Office of Management and Budget through October 1984.

Severance pay for employees who are terminated from work as the result of a technological change or plant closing was available to three-fifths of the workers in wet corn mills, between one-third and one-half of the workers in flour mills and blended flour plants, and to less than 5 percent in rice mills. Formal provisions for automatic cost-of-living adjustments covered one-sixth of the workers in rice mills, and less than 5 percent in flour mills; no mills studied in the other two industries reported automatic pay-adjustment plans. All of the reported plans linked wage adjustments to changes in the Bureau's Consumer Price Index.

Industry characteristics

The grain mill products industries within the scope of the survey employed about 21,500 production workers in September 1987. Employment was down 8 percent from the number employed in September 1982, when a similar survey was conducted. Most of the decrease came in wet corn mills, where employment declined by more than one-third over the period. In September 1987, nearly two-fifths of the workers were in flour mills; one-fourth in blended and prepared flour plants; one-fifth in wet corn mills; and slightly more than one-eighth in rice mills.

The production of grain mill products is a highly mechanized process that has remained relatively unchanged in recent years. Machines are used to clean raw materials, move them through the mill, process the various grains, combine the milled ingredients, and package the final products.

Flour mills grind and sift wheat or other grain, except rice, to produce particles of bran and flour. Wheat flour was the principal product of the mills covered by the survey. Such mills employed just over two-thirds of the 8,252 production workers in this industry. Flour mills that further processed the flour into mixes or prepared flour employed about one-fifth of the workers. Mills primarily producing corn meal employed another one-tenth.

Rice mills clean and polish rice and make rice meal and flour. Nearly seven-eighths of the 3,091 rice mill production workers were in establishments primarily producing polished or white rice. The remaining workers were in mills producing parboiled rice, freeze-dried rice, or other rice mill products, such as brown rice or rice bran.

Production workers in blended and prepared flour plants mix and blend purchased flour with shortening, buttermilk solids, or other ingredients to produce self-rising or other prepared flours and mixes for bakeries or consumers. Nearly three-fifths of the industry's 5,611 production workers were in establishments principally supplying prepared flour and flour mixes; two-fifths primarily made doughs.

Wet corn mills employ a highly automated process to produce starches, oils, syrups, and other products from corn. Just over half of the 4,609 production workers were in mills primarily making corn syrups, while nearly all of the remaining workers were in dry starch plants.

Virtually all workers in each industry were paid according to formal time-rated pay plans (tables 9, 24, 39, 55). Single rates for specified occupations were predominant in all industries except rice milling. There, range-of-rate pay plans applied to nearly one-half of the workers and single rates to two-fifths.

At least three-fourths of the production workers in each industry were employed in plants with 40-hour weekly work schedules (tables 10, 25, 40, and 56). Most of the remaining workers were on longer schedules, with as many as one-fifth of the workers in wet corn mills having a schedule of 42 hours per week.

Formal provisions for late-shift work applied to three-fifths of the production workers or more in each of the grain milling industries (tables 11, 26, 41, and 57). The proportion of workers actually employed on second shifts ranged from one-sixth in rice mills to just over one-fourth in blended flour plants. One-fourth of the workers in wet corn mills, and about one-eighth of those in each of the other industries were employed on third shifts (tables 12, 27, 42, and 58). Workers employed on second shifts typically received a premium of 10 to 22 cents an hour above first-shift rates, while those on third shifts usually received a 15- to 35-cents-per-hour premium. The amount of shift differential also varied by region and industry.

The use of temporary help supply services and the prevalence of contracting out practices for various services were studied to assess their impact on occupational wage structures. About one-fourth of the production workers in the four grain milling industries studied were in establishments that regularly employed temporary help in 1987. The proportions were one-half in wet corn mills, one-fifth each in flour and blended flour, and one-sixth in rice mills.

Contract services selected for separate study are shown in text table 1. Among the services studied, trucking generally was the activity most commonly contracted out—by plants

Text table 1. Contracted services in grain mill products establishments, September 1987¹

(In percent)

Contract service ²	Incidence of contract services by type of grain mill			
	Flour	Rice	Blended flour	Wet corn
Trucking	60-64	65-69	65-69	70-74
Machine maintenance	25-29	45-49	25-29	75-79
Janitorial	30-34	20-24	20-24	40-44
Accounting	5-9	5-9	25-29	10-14
Computer processing	10-14	10-14	20-24	10-14
Secretarial	(³)	(³)	(³)	5-9
Engineering/drafting	20-24	20-24	15-19	45-49
Other (e.g., guard, food)	35-39	25-29	70-74	25-29

¹ Data relate to the number of production workers in establishments where selected services are contracted out as a percent of all production workers in each industry covered by the survey. Data are presented in 5-percent bands.

² All or part of service contracted out.

³ Less than 5 percent.

employing about two-thirds of the production workers in each industry. Establishments contracting out machine maintenance, janitorial services, and engineering or drafting services employed about one-fifth to three-fourths of the work force, depending on the service contracted and the industry. Accounting, computer, and secretarial services usually were contracted out less frequently than the services just mentioned.

Mills operating under terms of collective bargaining agreements employed roughly four-fifths of the production workers in flour and wet corn mills, almost three-fifths of those in blended flour plants, and about one-fifth in rice mills. The major union in flour mills and blended flour plants was the American Federation of Grain Millers (AFL-CIO). No single union dominated in the other two industries.

Table 1. Flour and other grain mill products: Average hourly earnings by selected characteristics

(Number of production workers and average straight-time hourly earnings,¹ United States and selected regions,² September 1987)

Characteristic	United States ³		Middle Atlantic		Border States		Southeast		Southwest		Great Lakes		Middle West		Mountain		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	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings
All production workers	8,252	\$9.82	678	\$11.32	169	\$7.23	1,077	\$7.98	946	\$8.04	2,603	\$10.40	1,671	\$9.84	367	\$10.24	729	\$11.73
Men	-	-	558	11.11	168	7.22	1,051	7.98	774	7.84	-	-	-	-	-	-	-	-
Women	-	-	-	-	-	-	26	7.83	-	-	-	-	-	-	-	-	-	-
Type of area:																		
Metropolitan areas ⁴	6,428	10.05	441	10.83	140	7.84	322	7.60	902	8.07	2,603	10.40	912	10.41	367	10.24	729	11.73
Nonmetropolitan areas	1,824	9.01	-	-	-	-	755	8.14	-	-	-	-	759	9.15	-	-	-	-
Size of establishment:																		
20-99 workers	4,196	9.35	359	10.37	169	7.23	487	7.65	360	8.36	1,154	9.78	968	8.95	272	10.05	415	11.40
100 workers or more	4,056	10.31	319	12.40	-	-	590	8.24	586	7.84	1,449	10.90	703	11.05	-	-	-	-
Labor-management contract coverage:																		
establishments with—																		
Majority of workers covered	6,655	10.37	660	11.49	-	-	419	9.57	657	8.77	2,286	10.45	1,442	10.21	340	10.31	729	11.73
None or minority of workers covered	1,597	7.52	-	-	47	4.78	658	6.96	-	-	-	-	-	-	-	-	-	-

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

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

³ Includes data for the New England Region not shown separately.

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

through October 1984.

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

Table 2. Flour and other grain mill products: Earnings distribution—All production workers

(Percent distribution of production workers by straight-time hourly earnings,¹ United States and selected regions,² September 1987)

Hourly earnings	United States ³	Middle Atlantic	Border States	Southeast	Southwest	Great Lakes	Middle West	Mountain	Pacific
Number of workers	8,252	678	169	1,077	946	2,603	1,671	367	729
Average (mean) hourly earnings ⁴	\$9.82	\$11.32	\$7.23	\$7.98	\$8.04	\$10.40	\$9.84	\$10.24	\$11.73
Median ⁴	9.94	11.76	7.30	7.67	8.39	10.39	9.83	10.55	11.79
Middle range: ⁴									
First quartile	8.49	10.41	6.30	7.00	7.30	9.22	8.74	10.04	11.21
Third quartile	11.39	12.37	8.91	9.53	8.95	11.55	11.03	11.00	12.30
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Under \$4.00 .....	.3	-	7.1	-	1.0	.2	-	-	-
\$4.00 and under \$4.25 .....	.2	-	3.0	1.1	.3	-	-	-	-
\$4.25 and under \$4.50 .....	.5	.4	2.4	3.0	.5	-	-	-	-
\$4.50 and under \$4.75 .....	.4	-	3.6	1.9	.2	.2	-	-	-
\$4.75 and under \$5.00 .....	.3	.4	-	1.2	.7	-	-	-	-
\$5.00 and under \$5.25 .....	.8	.4	4.1	3.0	2.0	-	-	.5	-
\$5.25 and under \$5.50 .....	.4	.9	.6	1.0	1.4	-	-	-	-
\$5.50 and under \$5.75 .....	.9	-	1.8	1.8	5.8	-	-	.3	-
\$5.75 and under \$6.00 .....	.4	.4	-	.9	2.5	-	-	-	-
\$6.00 and under \$6.25	1.4	-	2.4	3.9	2.7	.8	.9	1.6	.4
\$6.25 and under \$6.50 .....	.8	-	20.1	.8	1.5	.2	-	-	-
\$6.50 and under \$6.75 .....	.8	-	1.8	1.0	2.0	.1	.7	4.4	-
\$6.75 and under \$7.00	1.2	-	-	5.2	.4	-	2.4	.3	-
\$7.00 and under \$7.25	1.7	2.1	.6	5.8	2.4	-	1.7	2.5	-
\$7.25 and under \$7.50	2.6	.1	3.6	10.9	3.2	-	3.6	.3	-
\$7.50 and under \$7.75	1.8	.9	3.6	9.3	1.3	-	.8	-	1.4
\$7.75 and under \$8.00	1.9	.3	8.9	2.9	1.2	1.2	3.4	1.4	-
\$8.00 and under \$8.25	4.6	-	1.2	4.8	13.4	6.3	1.6	1.4	.5
\$8.25 and under \$8.50	3.9	-	.6	1.1	16.6	3.5	3.8	-	-
\$8.50 and under \$8.75	4.2	1.2	4.1	3.5	14.6	1.8	6.6	-	-
\$8.75 and under \$9.00	4.0	.6	15.4	1.1	3.3	5.3	6.9	2.2	-
\$9.00 and under \$9.25	4.5	1.5	2.4	3.5	3.5	6.5	4.8	2.7	3.8
\$9.25 and under \$9.50	4.3	4.1	4.7	4.6	4.8	3.4	7.8	1.9	-
\$9.50 and under \$9.75	5.5	3.1	.6	9.7	3.3	8.0	5.0	.8	-
\$9.75 and under \$10.00	3.7	6.0	2.4	4.2	4.2	4.1	3.2	4.6	-
\$10.00 and under \$10.25	3.8	1.3	.6	2.7	3.6	5.9	3.6	6.0	-
\$10.25 and under \$10.50	4.6	2.1	-	3.1	.2	5.3	6.2	15.5	3.8
\$10.50 and under \$10.75	5.3	3.7	.6	1.9	1.7	8.1	5.0	16.3	3.0
\$10.75 and under \$11.00	4.0	2.4	-	-	1.7	4.8	5.4	12.0	5.1
\$11.00 and under \$11.25	4.0	2.2	-	5.0	-	3.2	6.6	5.4	7.0
\$11.25 and under \$11.50	4.5	8.1	-	.6	-	5.6	4.6	4.4	9.7
\$11.50 and under \$11.75	3.5	7.1	2.4	-	-	3.0	3.0	5.4	12.6
\$11.75 and under \$12.00	4.4	8.1	-	.2	-	4.8	4.7	3.8	12.1

See footnotes at end of table.

Table 2. Flour and other grain mill products: Earnings distribution--All production workers--Continued

(Percent distribution of production workers by straight-time hourly earnings,¹ United States and selected regions,² September 1987)

Hourly earnings	United States ³	Middle Atlantic	Border States	Southeast	Southwest	Great Lakes	Middle West	Mountain	Pacific
\$12.00 and under \$12.25	2.9	15.5	-	-	-	1.6	1.0	1.9	9.5
\$12.25 and under \$12.50	2.6	5.9	0.6	-	-	1.2	1.9	.8	15.2
\$12.50 and under \$12.75	3.9	4.0	.6	0.1	-	8.3	2.8	3.0	2.3
\$12.75 and under \$13.00 .....	.9	5.6	-	-	-	.7	.4	-	2.1
\$13.00 and under \$13.25	1.2	.4	-	-	-	2.3	.6	.5	3.0
\$13.25 and under \$13.50	1.2	2.9	-	-	-	2.7	.2	-	.4
\$13.50 and under \$13.75 .....	.6	.3	-	-	-	.2	.7	-	4.3
\$13.75 and under \$14.00 .....	.7	7.8	-	-	-	-	.2	-	.5
\$14.00 and over .....	.5	-	.6	-	-	.6	-	-	3.2

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

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

³ Includes data for the New England Region not shown separately.

⁴ See appendix A for method used to compute means, medians, and middle ranges of earnings.

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

Table 3. Flour and other grain mill products: Occupational average earnings: All establishments

(Number of production workers and average straight-time hourly earnings¹ in selected occupations, United States and selected regions,² September 1987)

Department, occupation, and sex ²	United States ⁴		Middle Atlantic		Border States		Southeast		Southwest		Great Lakes		Middle West		Mountain		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	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings
Elevator operations																		
Cleaners, bulk	100	\$9.51	-	-	-	-	16	\$7.55	14	\$6.71	21	\$10.39	28	\$9.95	-	-	14	\$11.52
Receivers	300	9.85	32	\$11.18	-	-	38	8.15	30	8.25	112	10.09	45	10.18	14	\$9.89	24	11.54
Men	-	-	31	11.13	-	-	36	8.04	26	8.03	-	-	-	-	-	-	-	-
Weighers	60	10.16	-	-	-	-	-	-	7	8.29	14	10.23	13	10.39	12	10.76	-	-
Men	55	10.10	-	-	-	-	-	-	-	-	-	-	13	10.39	11	10.79	-	-
Processing																		
Processors	1,296	10.27	94	11.65	23	\$8.13	176	8.71	112	8.97	476	10.48	243	10.31	55	10.76	110	12.15
Men	1,084	10.18	78	11.44	23	8.13	173	8.69	100	8.80	-	-	199	10.15	52	10.67	-	-
Blenders	183	9.39	17	11.66	7	6.09	58	7.87	26	8.36	36	10.79	19	9.99	8	10.93	12	11.55
Men	164	9.12	-	-	7	6.09	58	7.87	26	8.36	31	10.50	-	-	8	10.93	-	-
Bolters	188	10.63	-	-	-	-	26	9.37	18	9.29	76	10.69	33	11.18	15	10.80	15	12.03
Men	155	10.39	-	-	-	-	26	9.37	-	-	64	10.64	-	-	15	10.80	11	12.03
Millers, flour	553	10.46	50	11.18	15	9.33	64	9.23	40	9.28	194	10.48	118	10.37	24	10.98	48	12.56
Men	-	-	44	10.94	15	9.33	61	9.19	34	9.12	-	-	100	10.22	21	10.79	-	-
Roll tenders	119	10.35	22	12.42	-	-	17	8.45	-	-	36	10.53	27	9.68	-	-	-	-
Men	113	10.37	21	12.43	-	-	17	8.45	-	-	36	10.53	22	9.71	-	-	-	-
Packing																		
Packers	983	8.82	31	11.90	47	6.50	276	7.21	137	8.21	192	9.84	188	9.44	36	9.43	76	11.56
Men	815	8.56	-	-	47	6.50	272	7.17	117	7.87	-	-	145	9.36	31	9.27	-	-
Feed	139	7.96	-	-	-	-	47	6.99	20	7.74	26	8.98	37	8.54	-	-	-	-
Men	-	-	-	-	-	-	47	6.99	20	7.74	-	-	30	8.80	-	-	-	-
Flour	844	8.96	31	11.90	43	6.66	229	7.26	117	8.29	166	9.98	151	9.66	31	9.22	76	11.56
Men	705	8.69	-	-	43	6.66	225	7.21	-	-	-	-	115	9.50	29	9.23	-	-
Material movement																		
Laborers, material handling	612	9.41	60	10.76	-	-	65	7.34	99	7.59	181	10.33	165	9.49	-	-	23	11.20
Men	507	9.31	58	10.72	-	-	65	7.34	-	-	160	10.39	-	-	-	-	-	-
Power-truck operators	392	10.21	40	12.01	8	7.52	45	8.22	39	7.81	111	11.16	93	10.10	24	9.69	32	11.77
Men	-	-	-	-	8	7.52	43	8.16	39	7.81	-	-	-	-	20	9.27	32	11.77
Forklift	374	10.21	40	12.01	8	7.52	44	8.28	31	7.73	105	11.07	93	10.10	24	9.69	29	11.72
Men	-	-	-	-	8	7.52	42	8.22	31	7.73	-	-	-	-	20	9.27	29	11.72
Other than forklift	18	10.22	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

See footnotes at end of table.

Table 3. Flour and other grain mill products: Occupational average earnings: All establishments—Continued

(Number of production workers and average straight-time hourly earnings¹ in selected occupations, United States and selected regions,² September 1987)

Department, occupation, and sex ³	United States ⁴		Middle Atlantic		Border States		Southeast		Southwest		Great Lakes		Middle West		Mountain		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	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings
Maintenance																		
Electricians	87	\$12.07	-	-	-	-	11	\$10.50	-	-	43	\$12.38	20	\$11.79	-	-	-	-
Men	-	-	-	-	-	-	11	10.50	-	-	-	-	17	11.51	-	-	-	-
Machinery mechanics	149	12.08	-	-	-	-	-	-	-	-	54	12.29	32	12.05	14	\$12.07	-	-
Men	-	-	-	-	-	-	-	-	-	-	-	-	32	12.05	-	-	-	-
Mechanics, general	458	10.89	29	\$12.26	-	-	60	8.99	22	\$8.95	176	10.98	96	10.49	17	11.27	56	\$13.35
Men	392	10.89	29	12.26	-	-	60	8.99	22	8.95	-	-	82	10.42	16	11.25	-	-
Millwrights	81	12.53	43	12.64	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Men	-	-	42	12.61	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Oilers	124	9.37	-	-	-	-	-	-	-	-	58	9.67	22	9.24	-	-	9	11.36
Sheet-metal workers	29	11.92	-	-	-	-	-	-	-	-	19	12.92	-	-	-	-	-	-
Service and custodial																		
Guards	25	8.38	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Men	23	8.21	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Guards I	20	8.04	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Men	19	7.86	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Janitors	411	9.62	34	10.39	8	\$6.45	37	7.66	22	7.65	169	9.98	82	9.48	11	8.78	48	11.21
Men	329	9.48	-	-	8	6.45	33	7.85	18	7.40	144	10.00	-	-	-	-	43	11.27
Truckdrivers	190	9.93	-	-	8	5.08	33	7.34	-	-	-	-	27	8.22	-	-	24	13.58
Men	178	9.99	-	-	8	5.08	33	7.34	-	-	-	-	-	-	-	-	24	13.58
Medium truck	22	5.84	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Tractor-trailer	153	10.63	-	-	-	-	-	-	-	-	-	-	-	-	-	-	23	13.65

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

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

³ Unless otherwise indicated, virtually all workers were men.

⁴ Includes data for the New England Region not shown separately.

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

Table 4. Flour and other grain mill products: Occupational average earnings: By type of area

(Number of production workers and average straight-time hourly earnings¹ in selected occupations, United States and selected regions,² September 1987)

Department, occupation, and sex ³	United States ⁴				Middle Atlantic		Border States		Southeast			
	Metropolitan areas ⁵		Nonmetropolitan areas		Metropolitan areas		Metropolitan areas		Metropolitan areas		Nonmetropolitan areas	
	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings
Elevator operations												
Cleaners, bulk	65	\$9.97	35	\$8.67	-	-	-	-	-	-	14	\$7.27
Receivers	238	9.89	62	9.69	14	\$9.75	-	-	14	\$8.10	24	8.17
Men	-	-	56	9.67	13	9.54	-	-	14	8.10	22	8.01
Weighers	50	10.28	10	9.55	-	-	-	-	-	-	-	-
Men	45	10.22	10	9.55	-	-	-	-	-	-	-	-
Processing												
Processors	1,033	10.49	263	9.42	72	11.31	18	\$9.13	49	8.93	127	8.63
Men	-	-	248	9.37	-	-	18	9.13	49	8.93	124	8.59
Blenders	114	10.02	69	8.35	13	11.54	-	-	-	-	-	-
Men	95	9.67	69	8.35	-	-	-	-	-	-	-	-
Bolters	154	10.83	34	9.74	-	-	-	-	-	-	20	9.58
Men	-	-	34	9.74	-	-	-	-	-	-	20	9.58
Millers, flour	444	10.66	109	9.62	44	11.02	14	9.57	22	9.53	42	9.07
Men	-	-	98	9.52	38	10.72	14	9.57	22	9.53	39	9.00
Roll tenders	95	10.29	24	10.59	-	-	-	-	-	-	11	8.34
Men	89	10.32	24	10.59	-	-	-	-	-	-	11	8.34
Packing												
Packers	718	9.12	265	8.00	27	11.88	35	7.45	-	-	166	7.80
Men	-	-	243	7.86	-	-	35	7.45	-	-	164	7.78
Feed	88	7.71	51	8.38	-	-	-	-	-	-	25	8.76
Men	-	-	44	8.53	-	-	-	-	-	-	25	8.76
Flour	630	9.32	214	7.91	27	11.88	32	7.69	88	6.65	141	7.64
Men	506	9.07	199	7.72	-	-	32	7.69	-	-	139	7.61
Material movement												
Laborers, material handling	469	9.67	143	8.56	47	10.47	-	-	-	-	58	7.21
Men	-	-	135	8.55	45	10.42	-	-	-	-	58	7.21
Power-truck operators	324	10.45	68	9.06	25	11.68	-	-	12	7.89	33	8.34
Men	-	-	64	9.04	-	-	-	-	12	7.89	31	8.27
Forklift	307	10.45	67	9.11	25	11.68	-	-	12	7.89	32	8.42
Men	-	-	63	9.09	-	-	-	-	12	7.89	30	8.35
Other than forklift	17	10.49	-	-	-	-	-	-	-	-	-	-

See footnotes at end of table.

Table 4. Flour and other grain mill products: Occupational average earnings: By type of area—Continued

(Number of production workers and average straight-time hourly earnings¹ in selected occupations, United States and selected regions,² September 1987)

Department, occupation, and sex ³	United States ⁴				Middle Atlantic		Border States		Southeast			
	Metropolitan areas ⁵		Nonmetropolitan areas		Metropolitan areas		Metropolitan areas		Metropolitan areas		Nonmetropolitan areas	
	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings
Maintenance												
Electricians	66	\$12.48	21	\$10.79	-	-	-	-	-	-	10	\$10.52
Men	-	-	21	10.79	-	-	-	-	-	-	10	10.52
Machinery mechanics	147	12.10	-	-	-	-	-	-	-	-	-	-
Men	-	-	-	-	-	-	-	-	-	-	-	-
Mechanics, general	334	11.16	124	10.16	11	\$9.97	-	-	14	\$10.68	46	8.48
Men	-	-	118	10.13	11	9.97	-	-	14	10.68	46	8.48
Millwrights	63	12.61	-	-	33	12.46	-	-	-	-	-	-
Men	-	-	-	-	32	12.41	-	-	-	-	-	-
Oilers	101	9.34	23	9.51	-	-	-	-	-	-	-	-
Men	-	-	19	9.67	-	-	-	-	-	-	-	-
Sheet-metal workers	28	12.00	-	-	-	-	-	-	-	-	-	-
Service and custodial												
Guards	19	7.87	-	-	-	-	-	-	-	-	-	-
Men	18	7.79	-	-	-	-	-	-	-	-	-	-
Guards I	14	7.20	-	-	-	-	-	-	-	-	-	-
Men	14	7.20	-	-	-	-	-	-	-	-	-	-
Janitors	343	9.91	68	8.18	32	10.33	-	-	9	6.23	28	8.12
Men	271	9.79	58	8.03	-	-	-	-	-	-	26	8.24
Truckdrivers	147	10.60	43	7.67	-	-	-	-	-	-	-	-
Men	135	10.73	43	7.67	-	-	-	-	-	-	-	-
Medium truck	21	5.59	-	-	-	-	-	-	-	-	-	-
Tractor-trailer	113	11.72	40	7.53	-	-	-	-	-	-	-	-

See footnotes at end of table.

Table 4. Flour and other grain mill products: Occupational average earnings: By type of area—Continued

(Number of production workers and average straight-time hourly earnings¹ in selected occupations, United States and selected regions,² September 1987)

Department, occupation, and sex ³	Southwest		Great Lakes		Middle West				Mountain		Pacific	
	Metropolitan areas		Metropolitan areas		Metropolitan areas		Nonmetropolitan areas		Metropolitan areas		Metropolitan areas	
	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings
Elevator operations												
Cleaners, bulk	-	-	21	\$10.39	14	\$10.22	-	-	-	-	14	\$11.52
Receivers	26	\$8.33	112	10.09	30	10.33	15	\$9.89	14	\$9.89	24	11.54
Men	-	-	-	-	-	-	-	-	-	-	-	-
Weighers	6	8.28	14	10.23	9	10.66	-	-	12	10.76	-	-
Men	-	-	-	-	9	10.66	-	-	11	10.79	-	-
Processing												
Processors	112	8.97	476	10.48	134	10.65	109	9.90	55	10.76	110	12.15
Men	100	8.80	-	-	-	-	97	9.84	52	10.67	-	-
Blenders	26	8.36	36	10.79	9	10.21	-	-	8	10.93	12	11.55
Men	26	8.36	31	10.50	-	-	-	-	8	10.93	-	-
Bolters	18	9.29	76	10.69	19	12.06	-	-	15	10.80	15	12.03
Men	-	-	64	10.64	-	-	-	-	15	10.80	11	12.03
Millers, flour	40	9.28	194	10.48	58	10.96	60	9.79	24	10.98	48	12.56
Men	34	9.12	-	-	-	-	52	9.65	21	10.79	-	-
Roll tenders	-	-	36	10.53	27	9.68	-	-	-	-	-	-
Men	-	-	36	10.53	22	9.71	-	-	-	-	-	-
Packing												
Packers	132	8.31	192	9.84	110	9.73	78	9.03	36	9.43	76	11.56
Men	112	7.97	-	-	87	9.70	58	8.85	31	9.27	-	-
Feed	20	7.74	26	8.98	12	9.33	25	8.17	-	-	-	-
Men	20	7.74	-	-	12	9.33	18	8.44	-	-	-	-
Flour	112	8.41	166	9.98	98	9.78	53	9.43	31	9.22	76	11.56
Men	-	-	-	-	75	9.76	40	9.03	29	9.23	-	-
Material movement												
Laborers, material handling	99	7.59	181	10.33	94	9.75	71	9.14	-	-	23	11.20
Men	-	-	160	10.39	-	-	63	9.18	-	-	-	-
Power-truck operators	37	7.92	111	11.16	76	10.57	17	8.03	24	9.69	32	11.77
Men	37	7.92	-	-	-	-	15	7.89	20	9.27	32	11.77
Forklift	29	7.87	105	11.07	76	10.57	17	8.03	24	9.69	29	11.72
Men	29	7.87	-	-	-	-	15	7.89	20	9.27	29	11.72
Other than forklift	-	-	-	-	-	-	-	-	-	-	-	-

See footnotes at end of table.

Table 4. Flour and other grain mill products: Occupational average earnings: By type of area—Continued

(Number of production workers and average straight-time hourly earnings¹ in selected occupations, United States and selected regions,² September 1987)

Department, occupation, and sex ³	Southwest		Great Lakes		Middle West				Mountain		Pacific	
	Metropolitan areas		Metropolitan areas		Metropolitan areas		Nonmetropolitan areas		Metropolitan areas		Metropolitan areas	
	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings
Maintenance												
Electricians	-	-	43	\$12.38	9	\$12.72	-	-	-	-	-	-
Men	-	-	-	-	-	-	-	-	-	-	-	-
Machinery mechanics	-	-	54	12.29	32	12.05	-	-	14	\$12.07	-	-
Men	-	-	-	-	32	12.05	-	-	-	-	-	-
Mechanics, general	22	\$8.95	176	10.98	37	10.48	59	\$10.49	17	11.27	56	\$13.35
Men	22	8.95	-	-	-	-	53	10.47	16	11.25	-	-
Millwrights	-	-	-	-	-	-	-	-	-	-	-	-
Men	-	-	-	-	-	-	-	-	-	-	-	-
Oilers	-	-	58	9.67	6	10.76	16	8.68	-	-	9	11.36
Men	-	-	-	-	-	-	12	8.65	-	-	-	-
Sheet-metal workers	-	-	19	12.92	-	-	-	-	-	-	-	-
Service and custodial												
Guards	-	-	-	-	-	-	-	-	-	-	-	-
Men	-	-	-	-	-	-	-	-	-	-	-	-
Guards I	-	-	-	-	-	-	-	-	-	-	-	-
Men	-	-	-	-	-	-	-	-	-	-	-	-
Janitors	22	7.65	169	9.98	46	10.40	36	8.31	11	8.78	48	11.21
Men	18	7.40	144	10.00	-	-	-	-	-	-	43	11.27
Truckdrivers	-	-	-	-	-	-	-	-	-	-	24	13.58
Men	-	-	-	-	-	-	-	-	-	-	24	13.58
Medium truck	-	-	-	-	-	-	-	-	-	-	-	-
Tractor-trailer	-	-	-	-	-	-	-	-	-	-	23	13.65

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

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

³ Unless otherwise indicated, virtually all workers were men.

⁴ Includes data for the New England Region not shown separately.

⁵ Metropolitan Statistical Areas as defined by the U.S. Office of

Management and Budget through October 1984.

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

Table 5. Flour and other grain mill products: Occupational average earnings: By size of establishment

(Number of production workers and average straight-time hourly earnings¹ in selected occupations, United States and selected regions,² September 1987)

Department, occupation, and sex ³	United States ⁴				Middle Atlantic		Border States		Southeast				Southwest			
	20-99 workers		100 workers or more		20-99 workers		20-99 workers		20-99 workers		100 workers or more		20-99 workers		100 workers or more	
	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings
Elevator operations																
Cleaners, bulk	44	\$9.45	56	\$9.56	-	-	-	-	-	-	-	-	-	-	-	-
Receivers	176	9.51	124	10.34	15	\$10.04	-	-	17	\$7.18	21	\$8.93	18	\$7.96	-	-
Men	-	-	-	-	15	10.04	-	-	17	7.18	19	8.81	-	-	-	-
Weighers	35	10.01	25	10.37	-	-	-	-	-	-	-	-	-	-	-	-
Men	32	10.00	23	10.23	-	-	-	-	-	-	-	-	-	-	-	-
Processing																
Processors	785	10.13	511	10.50	60	11.06	23	\$8.13	94	9.10	82	8.26	42	9.25	70	\$8.81
Men	-	-	447	10.25	60	11.06	23	8.13	94	9.10	79	8.20	-	-	70	8.81
Blenders	74	9.19	109	9.53	8	10.69	7	6.09	19	8.40	-	-	-	-	-	-
Men	70	9.10	94	9.13	8	10.69	7	6.09	19	8.40	-	-	-	-	-	-
Bolters	109	10.20	79	11.23	-	-	-	-	18	9.22	-	-	-	-	-	-
Men	97	10.23	-	-	-	-	-	-	18	9.22	-	-	-	-	-	-
Millers, flour	402	10.28	151	10.93	37	10.53	15	9.33	35	9.52	29	8.88	28	9.26	-	-
Men	-	-	128	10.72	37	10.53	15	9.33	35	9.52	26	8.74	-	-	-	-
Roll tenders	72	10.24	47	10.53	-	-	-	-	11	8.88	-	-	-	-	-	-
Men	67	10.29	46	10.49	-	-	-	-	11	8.88	-	-	-	-	-	-
Packing																
Packers	496	8.31	487	9.35	7	11.13	47	6.50	-	-	169	8.02	41	8.92	96	7.90
Men	-	-	433	9.10	7	11.13	47	6.50	-	-	167	8.00	-	-	96	7.90
Feed	83	7.40	56	8.79	-	-	-	-	-	-	-	-	-	-	20	7.74
Men	-	-	55	8.78	-	-	-	-	-	-	-	-	-	-	20	7.74
Flour	413	8.49	431	9.42	7	11.13	43	6.66	-	-	148	7.86	41	8.92	76	7.94
Men	-	-	378	9.15	7	11.13	43	6.66	-	-	146	7.83	-	-	76	7.94
Material movement																
Laborers, material handling	196	9.32	416	9.45	31	9.97	-	-	-	-	43	7.43	-	-	72	6.93
Men	160	9.20	347	9.35	31	9.97	-	-	-	-	43	7.43	-	-	72	6.93
Power-truck operators	138	9.17	254	10.78	-	-	8	7.52	32	8.05	13	8.65	-	-	36	7.91
Men	130	9.09	-	-	-	-	8	7.52	30	7.95	13	8.65	-	-	36	7.91
Forklift	134	9.13	240	10.82	-	-	8	7.52	31	8.12	13	8.65	-	-	28	7.85
Men	126	9.04	-	-	-	-	8	7.52	29	8.03	13	8.65	-	-	28	7.85

See footnotes at end of table.

Table 5. Flour and other grain mill products: Occupational average earnings: By size of establishment—Continued

(Number of production workers and average straight-time hourly earnings¹ in selected occupations, United States and selected regions,² September 1987)

Department, occupation, and sex ³	United States ⁴				Middle Atlantic		Border States		Southeast				Southwest			
	20-99 workers		100 workers or more		20-99 workers		20-99 workers		20-99 workers		100 workers or more		20-99 workers		100 workers or more	
	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings
Maintenance																
Electricians	22	\$10.95	65	\$12.45	-	-	-	-	-	-	7	\$10.62	-	-	-	-
Men	20	10.73	-	-	-	-	-	-	-	-	7	10.62	-	-	-	-
Machinery mechanics	68	11.02	81	12.98	-	-	-	-	-	-	-	-	-	-	-	-
Mechanics, general	240	10.59	218	11.21	15	\$10.78	-	-	30	\$9.73	30	8.25	14	\$8.97	-	-
Men	-	-	212	11.20	15	10.78	-	-	30	9.73	30	8.25	14	8.97	-	-
Millwrights	32	11.78	49	13.02	24	11.93	-	-	-	-	-	-	-	-	-	-
Men	32	11.78	-	-	24	11.93	-	-	-	-	-	-	-	-	-	-
Oilers	68	9.66	56	9.01	-	-	-	-	-	-	-	-	-	-	-	-
Men	-	-	53	8.87	-	-	-	-	-	-	-	-	-	-	-	-
Sheet-metal workers	-	-	28	12.00	-	-	-	-	-	-	-	-	-	-	-	-
Service and custodial																
Guards	-	-	21	8.69	-	-	-	-	-	-	-	-	-	-	-	-
Men	-	-	19	8.52	-	-	-	-	-	-	-	-	-	-	-	-
Guards I	-	-	16	8.37	-	-	-	-	-	-	-	-	-	-	-	-
Men	-	-	15	8.16	-	-	-	-	-	-	-	-	-	-	-	-
Janitors	181	8.92	230	10.17	-	-	8	\$6.45	26	6.96	11	9.33	12	8.51	-	-
Men	157	8.87	-	-	-	-	8	6.45	22	7.12	11	9.33	-	-	-	-
Truckdrivers	116	9.75	74	10.22	-	-	8	5.08	-	-	-	-	-	-	-	-
Men	104	9.84	74	10.22	-	-	8	5.08	-	-	-	-	-	-	-	-
Medium truck	21	5.59	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Tractor-trailer	-	-	73	10.21	-	-	-	-	-	-	-	-	-	-	-	-

See footnotes at end of table.

Table 5. Flour and other grain mill products: Occupational average earnings: By size of establishment—Continued

(Number of production workers and average straight-time hourly earnings¹ in selected occupations, United States and selected regions,² September 1987)

Department, occupation, and sex ³	Great Lakes				Middle West				Mountain		Pacific	
	20-99 workers		100 workers or more		20-99 workers		100 workers or more		20-99 workers		20-99 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
Elevator operations												
Cleaners, bulk	-	-	12	\$10.40	18	\$9.47	10	\$10.81	-	-	-	-
Receivers	-	-	45	10.38	21	9.53	24	10.76	13	\$9.83	20	\$11.48
Men	-	-	-	-	-	-	-	-	-	-	-	-
Weighers	-	-	14	10.23	8	10.05	-	-	9	10.72	-	-
Men	-	-	-	-	8	10.05	-	-	8	10.76	-	-
Processing												
Processors	293	\$10.23	183	10.89	150	9.66	93	11.36	47	10.69	69	12.10
Men	-	-	165	10.72	128	9.60	-	-	44	10.58	-	-
Blenders	-	-	27	11.01	-	-	11	10.98	-	-	9	11.32
Men	-	-	-	-	-	-	-	-	-	-	-	-
Bolters	54	10.25	22	11.76	-	-	17	12.14	12	10.79	-	-
Men	-	-	-	-	-	-	-	-	12	10.79	-	-
Millers, flour	153	10.33	41	11.06	80	9.87	38	11.40	21	10.87	33	12.51
Men	-	-	-	-	69	9.79	-	-	18	10.64	-	-
Roll tenders	-	-	21	10.93	-	-	-	-	-	-	-	-
Men	-	-	21	10.93	19	9.63	-	-	-	-	-	-
Packing												
Packers	96	9.20	96	10.48	130	8.84	58	10.78	26	8.93	42	11.22
Men	-	-	-	-	102	8.88	43	10.49	21	8.58	-	-
Feed	-	-	8	9.51	31	8.32	-	-	-	-	-	-
Men	-	-	-	-	24	8.57	-	-	-	-	-	-
Flour	78	9.31	88	10.57	99	9.00	52	10.91	22	8.60	42	11.22
Men	-	-	-	-	78	8.98	37	10.62	20	8.56	-	-
Material movement												
Laborers, material handling	-	-	163	10.33	69	8.84	96	9.95	-	-	23	11.20
Men	-	-	142	10.40	61	8.84	-	-	-	-	-	-
Power-truck operators	-	-	106	11.20	48	9.08	45	11.19	17	9.34	18	11.72
Men	-	-	-	-	46	9.08	-	-	-	-	18	11.72
Forklift	-	-	100	11.11	48	9.08	45	11.19	17	9.34	15	11.61
Men	-	-	-	-	46	9.08	-	-	-	-	15	11.61

See footnotes at end of table.

Table 5. Flour and other grain mill products: Occupational average earnings: By size of establishment—Continued

(Number of production workers and average straight-time hourly earnings¹ in selected occupations, United States and selected regions,² September 1987)

Department, occupation, and sex ³	Great Lakes				Middle West				Mountain		Pacific	
	20-99 workers		100 workers or more		20-99 workers		100 workers or more		20-99 workers		20-99 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
Maintenance												
Electricians	-	-	33	\$12.79	-	-	16	\$12.40	-	-	-	-
Men	-	-	-	-	-	-	-	-	-	-	-	-
Machinery mechanics	-	-	-	-	-	-	-	-	14	\$12.07	-	-
Mechanics, general	-	-	82	11.25	49	\$9.80	47	11.20	11	10.91	25	\$13.46
Men	-	-	82	11.25	41	9.67	41	11.16	10	10.83	-	-
Millwrights	-	-	-	-	-	-	-	-	-	-	-	-
Men	-	-	-	-	-	-	-	-	-	-	-	-
Oilers	-	-	23	9.86	16	8.49	6	11.24	-	-	7	11.31
Men	-	-	23	9.86	11	8.39	-	-	-	-	-	-
Sheet-metal workers	-	-	19	12.92	-	-	-	-	-	-	-	-
Service and custodial												
Guards	-	-	-	-	-	-	-	-	-	-	-	-
Men	-	-	-	-	-	-	-	-	-	-	-	-
Guards 1	-	-	-	-	-	-	-	-	-	-	-	-
Men	-	-	-	-	-	-	-	-	-	-	-	-
Janitors	37	\$9.52	132	10.11	38	8.20	44	10.59	11	8.78	26	11.18
Men	37	9.52	107	10.16	-	-	-	-	-	-	21	11.28
Truckdrivers	-	-	-	-	-	-	-	-	-	-	-	-
Men	-	-	-	-	-	-	-	-	-	-	-	-
Medium truck	-	-	-	-	-	-	-	-	-	-	-	-
Tractor-trailer	-	-	-	-	-	-	-	-	-	-	-	-

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

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

³ Unless otherwise indicated, virtually all workers were men.

⁴ Includes data for the New England Region not shown separately.

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

Table 6. Flour and other grain mill products: Occupational average earnings: By labor-management contract coverage

(Number of production workers and average straight-time hourly earnings¹ in selected occupations, United States and selected regions,² September 1987)

Department, occupation, and sex ³	United States ⁴				Middle Atlantic		Southeast			
	Majority of workers covered ⁵		None or minority of workers covered ⁵		Majority of workers covered		Majority of workers covered		None or minority of workers covered	
	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings
Elevator operations										
Cleaners, bulk	67	\$10.49	33	\$7.54	-	-	-	-	-	-
Receivers	258	10.22	42	7.58	32	\$11.18	23	\$9.50	15	\$6.06
Men	-	-	42	7.58	31	11.13	21	9.46	15	6.06
Weighers	49	10.46	-	-	-	-	-	-	-	-
Men	44	10.41	-	-	-	-	-	-	-	-
Processing										
Processors	1,054	10.62	242	8.77	91	11.88	81	9.82	95	7.77
Men	-	-	242	8.77	75	11.71	78	9.81	95	7.77
Blenders	115	10.30	68	7.86	17	11.66	14	9.64	-	-
Men	96	10.01	68	7.86	-	-	14	9.64	-	-
Bolters	185	10.68	-	-	-	-	23	9.61	-	-
Men	152	10.45	-	-	-	-	23	9.61	-	-
Millers, flour	452	10.82	101	8.84	47	11.60	30	10.46	34	8.15
Men	-	-	101	8.84	41	11.40	27	10.51	34	8.15
Roll tenders	115	10.52	-	-	22	12.42	14	8.98	-	-
Men	109	10.55	-	-	21	12.43	14	8.98	-	-
Packing										
Packers	699	9.84	284	6.31	31	11.90	83	9.63	193	6.17
Men	-	-	279	6.31	-	-	79	9.63	193	6.17
Feed	89	9.16	50	5.80	-	-	-	-	-	-
Men	-	-	45	5.73	-	-	-	-	-	-
Flour	610	9.94	234	6.42	31	11.90	62	9.70	167	6.35
Men	-	-	234	6.42	-	-	58	9.71	167	6.35
Material movement										
Laborers, material handling	486	9.97	126	7.25	60	10.76	-	-	41	6.95
Men	-	-	126	7.25	58	10.72	-	-	41	6.95
Power-truck operators	322	10.70	70	7.95	40	12.01	-	-	20	6.70
Men	-	-	70	7.95	-	-	-	-	20	6.70
Forklift	305	10.72	69	7.98	40	12.01	-	-	19	6.74
Men	-	-	69	7.98	-	-	-	-	19	6.74
Other than forklift	17	10.49	-	-	-	-	-	-	-	-

See footnotes at end of table.

Table 6. Flour and other grain mill products: Occupational average earnings: By labor-management contract coverage—Continued

(Number of production workers and average straight-time hourly earnings¹ in selected occupations, United States and selected regions,² September 1987)

Department, occupation, and sex ³	United States ⁴				Middle Atlantic		Southeast			
	Majority of workers covered ⁵		None or minority of workers covered ⁶		Majority of workers covered		Majority of workers covered		None or minority of workers covered	
	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings
Maintenance										
Electricians	82	\$12.19	-	-	-	-	6	\$10.79	-	-
Men	-	-	-	-	-	-	6	10.79	-	-
Machinery mechanics	148	12.08	-	-	-	-	-	-	-	-
Men	-	-	-	-	-	-	-	-	-	-
Mechanics, general	357	11.33	101	\$9.33	29	\$12.26	23	10.54	37	\$8.04
Men	-	-	101	9.33	29	12.26	23	10.54	37	8.04
Millwrights	81	12.53	-	-	43	12.64	-	-	-	-
Men	-	-	-	-	42	12.61	-	-	-	-
Oilers	101	9.87	23	7.16	-	-	-	-	-	-
Men	-	-	23	7.16	-	-	-	-	-	-
Sheet-metal workers	28	12.00	-	-	-	-	-	-	-	-
Service and custodial										
Guards	19	9.05	-	-	-	-	-	-	-	-
Men	17	8.90	-	-	-	-	-	-	-	-
Guards I	14	8.80	-	-	-	-	-	-	-	-
Men	13	8.60	-	-	-	-	-	-	-	-
Janitors	359	9.99	52	7.07	34	10.39	26	8.79	11	4.99
Men	278	9.92	51	7.11	-	-	23	9.09	10	5.01
Truckdrivers	122	11.57	68	6.99	-	-	-	-	33	7.34
Men	110	11.85	68	6.99	-	-	-	-	33	7.34
Medium truck	-	-	20	5.28	-	-	-	-	-	-
Tractor-trailer	109	11.85	44	7.58	-	-	-	-	-	-

See footnotes at end of table.

Table 6. Flour and other grain mill products: Occupational average earnings: By labor-management contract coverage—Continued

(Number of production workers and average straight-time hourly earnings¹ in selected occupations, United States and selected regions,² September 1987)

Department, occupation, and sex ³	Southwest		Great Lakes		Middle West		Mountain		Pacific	
	Majority of workers covered		Majority of workers covered		Majority of workers covered		Majority of workers covered		Majority of workers covered	
	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings
Elevator operations										
Cleaners, bulk	-	-	12	\$10.40	28	\$9.95	-	-	14	\$11.52
Receivers	-	-	97	10.13	45	10.18	12	\$10.03	24	11.54
Men	-	-	-	-	-	-	-	-	-	-
Weighers	-	-	6	11.19	13	10.39	12	10.76	-	-
Men	-	-	-	-	13	10.39	11	10.79	-	-
Processing										
Processors	106	\$9.04	383	10.55	221	10.51	48	10.92	110	12.15
Men	94	8.86	-	-	-	-	45	10.83	-	-
Blenders	26	8.36	-	-	15	10.57	8	10.93	12	11.55
Men	26	8.36	-	-	-	-	8	10.93	-	-
Bolters	18	9.29	76	10.69	33	11.18	15	10.80	15	12.03
Men	-	-	64	10.64	-	-	15	10.80	11	12.03
Millers, flour	34	9.55	162	10.46	100	10.71	21	11.09	48	12.56
Men	-	-	-	-	-	-	18	10.89	-	-
Roll tenders	-	-	36	10.53	27	9.68	-	-	-	-
Men	-	-	36	10.53	22	9.71	-	-	-	-
Packing										
Packers	113	8.70	184	9.85	158	9.81	29	9.48	76	11.56
Men	-	-	-	-	120	9.71	24	9.29	-	-
Feed	-	-	26	8.98	24	9.21	-	-	-	-
Men	-	-	-	-	22	9.15	-	-	-	-
Flour	99	8.73	158	10.00	134	9.92	25	9.21	76	11.56
Men	-	-	-	-	98	9.84	23	9.23	-	-
Material movement										
Laborers, material handling	63	8.74	141	10.64	157	9.62	-	-	23	11.20
Men	-	-	120	10.78	-	-	-	-	-	-
Power-truck operators	-	-	-	-	84	10.43	22	9.76	32	11.77
Men	-	-	-	-	-	-	-	-	32	11.77
Forklift	21	8.31	-	-	84	10.43	22	9.76	29	11.72
Men	21	8.31	-	-	-	-	-	-	29	11.72
Other than forklift	-	-	-	-	-	-	-	-	-	-

See footnotes at end of table.

Table 6. Flour and other grain mill products: Occupational average earnings: By labor-management contract coverage—Continued

(Number of production workers and average straight-time hourly earnings¹ in selected occupations, United States and selected regions,² September 1987)

Department, occupation, and sex ³	Southwest		Great Lakes		Middle West		Mountain		Pacific	
	Majority of workers covered		Majority of workers covered		Majority of workers covered		Majority of workers covered		Majority of workers covered	
	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings
Maintenance										
Electricians	-	-	43	\$12.38	20	\$11.79	-	-	-	-
Men	-	-	-	-	17	11.51	-	-	-	-
Machinery mechanics	-	-	54	12.29	32	12.05	14	\$12.07	-	-
Men	-	-	-	-	32	12.05	-	-	-	-
Mechanics, general	-	-	129	11.07	88	10.67	15	11.43	56	\$13.35
Men	-	-	-	-	74	10.63	14	11.41	-	-
Millwrights	-	-	-	-	-	-	-	-	-	-
Men	-	-	-	-	-	-	-	-	-	-
Oilers	-	-	51	9.65	18	9.67	-	-	9	11.36
Men	-	-	-	-	-	-	-	-	-	-
Sheet-metal workers	-	-	19	12.92	-	-	-	-	-	-
Service and custodial										
Guards	-	-	-	-	-	-	-	-	-	-
Men	-	-	-	-	-	-	-	-	-	-
Guards I	-	-	-	-	-	-	-	-	-	-
Men	-	-	-	-	-	-	-	-	-	-
Janitors	-	-	153	10.06	65	10.03	11	8.78	48	11.21
Men	-	-	128	10.10	-	-	-	-	43	11.27
Truckdrivers	-	-	-	-	-	-	-	-	24	13.58
Men	-	-	-	-	-	-	-	-	24	13.58
Medium truck	-	-	-	-	-	-	-	-	-	-
Tractor-trailer	-	-	-	-	-	-	-	-	23	13.65

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

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

³ Unless otherwise indicated, virtually all workers were men.

⁴ Includes data for the New England Region not shown separately.

⁵ Includes data for establishments with a majority of workers covered by labor-management contracts.

⁶ Includes data for establishments with none or a minority of workers covered by labor-management contracts.

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

Table 7. Flour and other grain mill products: Occupational earnings distribution—Great Lakes Region¹

(Percent distribution of workers in selected occupations by straight-time hourly earnings.² September 1987)

Department, occupation, and sex ³	Number of workers	Average (mean) hourly earnings	Percent of workers receiving straight-time hourly earnings (in dollars) of—																								
			Under 8.00	8.00 and under 8.25	8.25 8.50	8.50 8.75	8.75 9.00	9.00 9.25	9.25 9.50	9.50 9.75	9.75 10.00	10.00 10.25	10.25 10.50	10.50 10.75	10.75 11.00	11.00 11.25	11.25 11.50	11.50 11.75	11.75 12.00	12.00 12.25	12.25 12.50	12.50 12.75	12.75 13.00	13.00 13.25	13.25 13.50	13.50 and over	
All production workers	2,603	\$10.40	3	6	3	2	5	6	3	8	4	6	5	8	5	3	6	3	5	2	1	8	1	2	3	1	
Elevator operations																											
Cleaners, bulk	21	10.39	-	-	-	-	14	-	-	-	14	43	-	-	19	5	5	-	-	-	-	-	-	-	-	-	
Receivers	112	10.09	-	-	-	-	29	2	1	11	6	3	10	16	2	13	-	-	-	4	-	4	-	-	-	-	
Weighers	14	10.23	-	-	-	-	-	-	-	57	-	-	-	21	-	-	7	-	7	7	-	-	-	-	-	-	
Processing																											
Processors	476	10.48	-	4	3	-	3	3	2	14	5	13	5	11	4	-	13	4	8	-	4	3	(4)	1	-	-	
Blenders	36	10.79	-	-	-	-	-	-	-	-	22	39	-	-	-	3	22	-	-	-	8	-	6	-	-	-	
Men	31	10.50	-	-	-	-	-	-	-	-	26	45	-	-	-	3	26	-	-	-	-	-	-	-	-	-	
Bolters	76	10.69	-	-	20	-	-	8	-	-	4	4	-	4	-	47	-	-	-	-	9	-	4	-	-	-	
Men	64	10.64	-	-	23	-	-	-	-	-	5	5	-	5	-	56	-	-	-	-	6	-	-	-	-	-	
Millers, flour	194	10.48	-	-	-	-	8	-	3	32	-	-	2	25	-	5	6	15	-	-	4	-	-	-	-	-	
Roll tenders	36	10.53	-	-	-	-	-	8	-	8	42	-	-	-	17	-	-	25	-	-	-	-	-	-	-	-	
Packing																											
Packers	192	9.84	⁵ 10	-	3	5	4	11	3	4	9	7	-	27	7	6	1	-	-	-	-	3	-	-	-	-	
Feed	26	8.98	-	-	-	38	31	15	-	-	-	15	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Flour	166	9.98	12	-	3	-	-	10	4	5	10	6	-	31	8	7	1	-	-	-	-	3	-	-	-	-	
Material movement																											
Laborers, material handling	181	10.33	-	6	-	-	7	-	19	7	-	13	9	8	-	1	-	14	13	5	-	-	-	-	-	-	
Men	160	10.39	-	-	-	-	8	-	21	8	-	14	10	9	-	1	-	16	14	-	-	-	-	-	-	-	
Power-truck operators	111	11.16	-	-	-	-	2	-	-	30	4	-	5	-	10	9	-	-	-	-	-	35	5	-	-	-	
Forklift	105	11.07	-	-	-	-	2	-	-	31	4	-	6	-	10	10	-	-	-	-	-	37	-	-	-	-	
Maintenance																											
Electricians	43	12.38	-	-	-	-	-	-	-	-	-	2	-	9	14	12	-	-	-	5	-	5	-	23	28	2	
Machinery mechanics	54	12.29	-	-	-	-	-	-	-	-	-	-	19	-	-	-	13	-	13	-	17	-	-	39	-		
Mechanics, general	176	10.98	-	-	3	-	-	-	-	12	9	-	-	6	31	5	5	9	11	-	-	-	11	-	-	-	
Oilers	58	9.67	-	-	-	-	31	5	-	22	14	14	7	-	-	-	-	7	-	-	-	-	-	-	-	-	
Sheet-metal workers	19	12.92	-	-	-	-	-	-	-	-	-	-	-	-	11	-	-	-	5	-	5	-	53	26	-		
Service and custodial																											
Janitors	169	9.98	6	5	-	5	7	12	5	7	1	3	19	3	-	-	27	-	2	-	-	-	-	-	-	-	
Men	144	10.00	7	-	-	6	8	14	6	5	-	3	22	3	-	-	24	-	2	-	-	-	-	-	-	-	

¹ For definition of region, see appendix A, table A-1, footnote 1.

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

³ Unless otherwise indicated, virtually all workers were men.

⁴ Less than 0.5 percent.

⁵ All workers were at \$7.75 and under \$8 an hour.

NOTE: Because of rounding, sums of individual items may not equal 100. Dashes indicate no data. Overall classifications may include data for subclassifications not shown separately.

Table 8. Flour and other grain mill products: Occupational earnings distribution—Middle West Region¹

(Percent distribution of workers in selected occupations by straight-time hourly earnings,² September 1987)

Department, occupation, and sex ³	Number of workers	Average (mean) hourly earnings	Percent of workers receiving straight-time hourly earnings (in dollars) of—																											
			Under 7.25	7.25 and under 7.50	7.50 7.75	7.75 8.00	8.00 8.25	8.25 8.50	8.50 8.75	8.75 9.00	9.00 9.25	9.25 9.50	9.50 9.75	9.75 10.00	10.00 10.25	10.25 10.50	10.50 10.75	10.75 11.00	11.00 11.25	11.25 11.50	11.50 11.75	11.75 12.00	12.00 12.25	12.25 12.50	12.50 12.75	12.75 13.00	13.00 13.25	13.25 13.50	13.50 and over	
All production workers	1,671	\$9.84	6	4	1	3	2	4	7	7	5	8	5	3	4	6	5	5	7	5	3	5	1	2	3	(⁴)	1	(⁴)	1	
Elevator operations																														
Cleaners, bulk	28	9.95	-	-	-	-	-	-	14	21	-	-	-	-	-	39	4	-	21	-	-	-	-	-	-	-	-	-	-	
Receivers	45	10.18	-	-	-	-	-	-	-	7	13	7	18	9	-	11	18	-	2	4	-	-	-	4	7	-	-	-	-	
Weighers	13	10.39	-	-	-	-	-	-	-	-	-	15	15	-	-	38	8	-	-	-	15	8	-	-	-	-	-	-	-	
Processing																														
Processors	243	10.31	-	-	-	2	(⁴)	6	7	-	10	2	7	2	8	9	14	4	6	8	5	5	-	-	-	-	-	2	2	1
Men	199	10.15	-	-	-	2	1	7	9	-	12	2	5	-	9	12	11	5	7	8	7	6	-	-	-	-	-	-	-	
Blenders	19	9.99	-	-	-	21	-	-	-	-	-	21	-	-	-	21	-	-	32	5	-	-	-	-	-	-	-	-	-	
Bolters	33	11.18	-	-	-	-	-	-	-	-	12	-	-	-	-	39	-	-	-	6	18	-	-	-	-	-	12	12	-	
Millers, flour	118	10.37	-	-	-	-	1	7	8	-	10	-	3	-	11	8	22	8	1	6	3	10	-	-	-	-	-	-	3	
Men	100	10.22	-	-	-	-	1	8	10	-	12	-	-	-	13	9	18	9	1	3	4	12	-	-	-	-	-	-	-	
Roll tenders	27	9.68	-	-	-	-	-	-	-	-	22	-	56	-	11	-	11	-	-	-	-	-	-	-	-	-	-	-	-	
Men	22	9.71	-	-	-	-	-	-	-	-	27	-	45	-	14	-	14	-	-	-	-	-	-	-	-	-	-	-	-	
Packing																														
Packers	188	9.44	5	-	-	11	-	-	11	20	12	5	-	4	-	10	1	1	7	6	3	-	2	-	2	-	-	-	-	
Men	145	9.36	3	-	-	14	-	-	10	19	15	7	-	-	-	13	1	1	6	7	3	-	-	-	-	-	-	-	-	
Feed	37	8.54	14	-	-	22	-	-	-	32	22	-	-	5	-	3	-	-	3	-	-	-	-	-	-	-	-	-	-	
Men	30	8.80	-	-	-	27	-	-	-	40	27	-	-	-	-	3	-	-	3	-	-	-	-	-	-	-	-	-	-	
Flour	151	9.66	3	-	-	8	-	-	13	17	10	7	-	4	-	12	1	1	8	8	4	-	2	-	2	-	-	-	-	
Men	115	9.50	4	-	-	10	-	-	13	13	12	9	-	-	-	16	2	2	6	9	4	-	-	-	-	-	-	-	-	
Material movement																														
Laborers, material handling	165	9.49	5	-	-	-	-	16	8	17	-	19	-	-	5	-	-	15	12	-	-	2	-	-	-	-	-	-	-	
Power-truck operators	93	10.10	5	-	-	4	-	-	-	4	9	11	11	-	-	9	16	-	4	-	19	-	-	8	-	-	-	-	-	
Forklift	93	10.10	5	-	-	4	-	-	-	4	9	11	11	-	-	9	16	-	4	-	19	-	-	8	-	-	-	-	-	
Maintenance																														
Electricians	20	11.79	-	-	-	-	-	-	-	-	-	20	-	-	-	-	-	5	-	-	-	35	-	-	30	-	-	-	10	
Men	17	11.51	-	-	-	-	-	-	-	-	-	24	-	-	-	-	-	6	-	-	-	41	-	-	29	-	-	-	-	
Machinery mechanics	32	12.05	-	-	-	-	-	-	-	-	-	-	-	-	-	-	31	-	-	-	6	-	9	53	-	-	-	-	-	
Mechanics, general	96	10.49	-	-	-	-	-	8	-	-	2	8	2	21	2	7	6	10	-	5	3	24	-	-	-	-	-	-	-	
Men	82	10.42	-	-	-	-	-	10	-	-	2	10	2	24	-	9	-	11	-	4	-	28	-	-	-	-	-	-	-	
Oilers	22	9.24	-	18	-	-	-	-	50	-	-	-	-	-	5	-	-	9	9	-	-	5	5	-	-	-	-	-	-	
Service and custodial																														
Janitors	82	9.48	1	15	6	-	-	16	5	2	-	-	10	-	10	-	2	17	2	-	1	12	-	-	-	-	-	-	-	
Truckdrivers	27	8.22	-	-	-	59	-	-	37	-	-	-	-	-	-	-	-	-	4	-	-	-	-	-	-	-	-	-	-	

¹ For definition of region, see appendix A, table A-1, footnote 1.

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

³ Unless otherwise indicated, virtually all workers were men.

⁴ Less than 0.5 percent.

NOTE: Because of rounding, sums of individual items may not equal 100. Dashes indicate no data. Overall classifications may include data for subclassifications not shown separately.

Table 9. Flour and other grain mill products: Method of wage payment(Percent of production workers by method of wage payment,¹ United States and selected regions,² September 1987)

Method	United States ³	Middle Atlantic	Border States	Southeast	Southwest	Great Lakes	Middle West	Mountain	Pacific
All workers	100	100	100	100	100	100	100	100	100
Time-rated workers	100	100	100	100	100	100	100	100	100
Formal plans	96	85	38	100	87	100	100	100	100
Single rate	82	85	-	57	69	85	100	88	95
Range of rates	14	-	38	43	18	15	-	12	5
Length of service	8	-	-	21	-	15	-	12	5
Combination	6	-	38	22	18	-	-	-	-
Individual rates	4	15	62	-	13	(⁴)	-	-	-

¹ For definition of method of wage payment, see appendix A.² For definitions of regions, see appendix A, table A-1, footnote 1.³ Includes data for the New England Region not shown separately.⁴ Less than 0.5 percent.

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

Table 10. Flour and other grain mill products: Scheduled weekly hours(Percent of production workers by scheduled weekly hours,¹ United States and selected regions,² September 1987)

Weekly hours	United States ³	Middle Atlantic	Border States	Southeast	Southwest	Great Lakes	Middle West	Mountain	Pacific
All workers	100	100	100	100	100	100	100	100	100
37.5 hours	5	-	-	-	-	15	-	-	5
40 hours	78	79	100	79	100	75	76	63	67
44 hours	4	-	-	-	-	5	-	-	27
45 hours	2	-	-	12	-	-	-	-	-
47 hours	1	-	-	-	-	5	-	-	-
48 hours	7	16	-	9	-	-	16	37	-
50 hours	2	-	-	-	-	-	9	-	-
52 hours	(⁴)	6	-	-	-	-	-	-	-

¹ Data relate to the predominant schedule for full-time, day-shift workers in each establishment.² For definitions of regions, see appendix A, table A-1, footnote 1.³ Includes data for the New England Region not shown separately.⁴ Less than 0.5 percent.

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

Table 11. Flour and other grain mill products: Shift differential provisions

(Percent of production workers by shift differential provisions,¹ United States and selected regions,² September 1987)

Shift differential	United States ³	Middle Atlantic	Border States	Southeast	Southwest	Great Lakes	Middle West	Mountain	Pacific
Second shift									
Workers in establishments with second-shift provisions	97.4	97.3	82.8	88.5	95.2	100.0	100.0	100.0	100.0
With shift differential	93.3	97.3	72.2	66.7	95.2	100.0	94.9	100.0	100.0
Uniform cents per hour	93.3	97.3	72.2	66.7	95.2	100.0	94.9	100.0	100.0
10 cents	7.8	-	33.7	20.8	21.1	4.6	-	11.7	-
12 cents .....	.5	5.6	-	-	-	-	-	-	-
15 cents	9.2	-	38.5	6.5	-	5.4	22.9	-	14.0
16 cents .....	.4	4.3	-	-	-	-	-	-	-
17 cents	3.6	-	-	-	22.4	1.7	-	-	5.3
18 cents	7.1	-	-	6.4	24.9	1.6	9.1	24.3	-
20 cents	15.0	23.5	-	10.5	-	22.4	11.5	-	24.1
22 cents	26.1	44.8	-	7.1	17.2	29.7	22.0	64.0	32.1
23 cents	1.2	-	-	-	-	-	5.7	-	-
24 cents	1.6	19.2	-	-	-	-	-	-	-
25 cents	13.3	-	-	15.4	4.9	19.8	18.4	-	8.5
27 cents	2.1	-	-	-	-	3.3	5.3	-	-
30 cents	5.0	-	-	-	-	11.5	-	-	15.9
35 cents .....	.5	-	-	-	4.7	-	-	-	-
Third shift									
Workers in establishments with third-shift provisions	93.5	89.7	82.8	76.7	95.2	100.0	91.4	100.0	100.0
With shift differential	91.1	89.7	82.8	66.7	95.2	100.0	86.3	100.0	100.0
Uniform cents per hour	90.9	89.7	72.2	66.7	95.2	100.0	86.3	100.0	100.0
10 cents	4.7	-	-	20.8	-	4.6	-	11.7	-
15 cents	2.9	5.6	-	-	21.1	-	-	-	-
18 cents	1.5	-	-	-	-	-	7.5	-	-
20 cents	4.0	-	38.5	6.5	-	5.4	-	-	7.7
22 cents	1.0	-	-	-	-	-	-	-	11.7
23 cents	3.2	4.3	-	-	24.9	-	-	-	-
24 cents	1.6	19.2	-	-	-	-	-	-	-
25 cents	14.3	-	33.7	23.0	-	7.7	34.2	24.3	-
27 cents	6.8	15.8	-	-	22.4	-	6.2	36.8	-
29 cents	24.4	44.8	-	7.1	17.2	29.7	22.0	27.2	32.1
30 cents	10.5	-	-	9.3	-	21.3	11.1	-	4.0
32 cents	1.1	-	-	-	-	-	5.3	-	-
35 cents	9.3	-	-	-	4.9	19.8	-	-	28.7
45 cents	3.6	-	-	-	-	11.5	-	-	-
50 cents	1.9	-	-	-	4.7	-	-	-	15.9
Uniform percentage .....	.2	-	10.7	-	-	-	-	-	-
12.5 percent .....	.2	-	10.7	-	-	-	-	-	-

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

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

³ Includes data for the New England Region not shown separately.

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

Table 12. Flour and other grain mill products: Shift differential practices

(Percent of production workers employed on late shifts by amount of pay differential, United States and selected regions,¹ September 1987)

Shift differential	United States ²	Middle Atlantic	Border States	Southeast	Southwest	Great Lakes	Middle West	Mountain	Pacific
Second shift									
Workers employed on second shift	19.1	21.8	23.7	15.7	25.3	19.4	15.7	20.2	19.1
Receiving differential	18.4	21.8	21.3	10.6	25.3	19.4	15.7	20.2	19.1
Uniform cents per hour	18.4	21.8	21.3	10.6	25.3	19.4	15.7	20.2	19.1
10 cents	2.1	-	10.7	3.7	8.7	1.2	-	-	-
12 cents .....	.1	1.5	-	-	-	-	-	-	-
15 cents	1.6	-	10.7	.9	-	1.7	1.9	-	3.3
16 cents	(³)	.4	-	-	-	-	-	-	-
17 cents	1.3	-	-	-	9.1	.5	-	-	.8
18 cents	1.0	-	-	.9	2.5	.2	1.7	4.9	-
20 cents	2.8	4.4	-	1.5	-	4.3	2.4	-	4.5
22 cents	5.6	10.5	-	1.3	3.6	7.1	3.7	15.3	5.9
23 cents .....	.2	-	-	-	-	-	1.1	-	-
24 cents .....	.4	5.0	-	-	-	-	-	-	-
25 cents	2.1	-	-	2.2	.4	2.7	3.9	-	1.1
27 cents .....	.4	-	-	-	-	.6	1.1	-	-
30 cents .....	.7	-	-	-	-	1.2	-	-	3.4
35 cents .....	.1	-	-	-	1.0	-	-	-	-
Third shift									
Workers employed on third shift	10.7	12.8	5.3	9.3	8.9	13.9	7.4	4.6	13.2
Receiving differential	10.6	12.8	5.3	8.4	8.9	13.9	7.4	4.6	13.2
Uniform cents per hour	10.5	12.8	3.6	8.4	8.9	13.9	7.4	4.6	13.2
10 cents .....	.6	-	-	3.2	-	.6	-	-	-
15 cents .....	.2	1.0	-	-	.6	-	-	-	-
20 cents .....	.4	-	1.2	.6	-	.4	-	-	1.4
22 cents .....	.1	-	-	-	-	-	-	-	1.4
23 cents .....	.3	.4	-	-	2.5	-	-	-	-
24 cents .....	.1	1.8	-	-	-	-	-	-	-
25 cents	1.7	-	2.4	2.4	-	1.5	4.1	1.4	-
27 cents .....	.8	2.9	-	-	2.5	-	.7	2.5	-
29 cents	2.9	6.6	-	.7	2.0	4.6	1.3	.8	3.0
30 cents	1.5	-	-	1.4	-	3.3	1.0	-	.4
32 cents .....	.1	-	-	-	-	-	.4	-	-
35 cents	1.1	-	-	-	.4	2.3	-	-	3.6
45 cents .....	.4	-	-	-	-	1.2	-	-	-
50 cents .....	.4	-	-	-	.7	-	-	-	3.4
Uniform percentage	(³)	-	1.8	-	-	-	-	-	-
12.5 percent	(³)	-	1.8	-	-	-	-	-	-

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

² Includes data for the New England Region not shown separately.

³ Less than 0.05 percent.

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

Table 13. Flour and other grain mill products: Paid holidays

(Percent of production workers in establishments with formal provisions for paid holidays, United States and selected regions,¹ September 1987)

Benefit	United States ²	Middle Atlantic	Border States	Southeast	Southwest	Great Lakes	Middle West	Mountain	Pacific
All workers	100	100	100	100	100	100	100	100	100
Workers in establishments providing paid holidays	100	100	100	100	100	100	100	100	100
5 days	(³)	-	8	-	-	-	-	-	-
6 days	8	3	11	18	31	-	9	-	-
7 days	3	4	9	12	-	-	5	-	-
7 days plus 2 half days	1	8	-	-	-	2	-	-	-
8 days	2	-	38	4	-	-	-	12	-
9 days	11	-	34	-	22	15	13	-	-
10 days	13	6	-	27	-	19	12	-	6
11 days	20	-	-	28	30	17	24	-	29
12 days	10	-	-	4	-	13	9	24	28
13 days	32	80	-	7	17	35	28	64	32
13 days plus 1 half day	(³)	-	-	-	-	-	-	-	5

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

² Includes data for the New England Region not shown separately.

³ Less than 0.5 percent.

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

Table 14. Flour and other grain mill products: Paid vacations

(Percent of production workers in establishments with formal provisions for paid vacations after selected periods of service, United States and selected regions,¹ September 1987)

Benefit	United States ²	Middle Atlantic	Border States	Southeast	Southwest	Great Lakes	Middle West	Mountain	Pacific
All workers	100	100	100	100	100	100	100	100	100
Method of payment									
Workers in establishments providing paid vacations	100	100	100	100	100	100	100	100	100
Length-of-time payment	99	100	100	100	100	98	100	100	94
Percentage payment	1	-	-	-	-	2	-	-	6
Amount of vacation pay³									
After 1 year of service:									
Under 1 week	3	-	-	-	-	-	13	-	-
1 week	54	55	100	79	78	35	36	49	87
Over 1 and under 2 weeks	34	45	-	-	17	50	51	51	5
2 weeks	7	-	-	21	-	12	-	-	-
Over 2 and under 3 weeks	2	-	-	-	-	3	-	-	8
After 2 years of service:									
1 week	15	3	28	47	30	9	7	-	-
Over 1 and under 2 weeks	6	-	-	-	-	5	13	37	-
2 weeks	45	53	72	53	53	37	28	12	87
Over 2 and under 3 weeks	35	45	-	-	17	48	51	51	13
After 3 years of service:									
1 week	3	3	28	16	-	-	-	-	-
Over 1 and under 2 weeks	6	-	-	-	-	5	13	37	-
2 weeks	57	53	72	84	83	47	36	12	87
Over 2 and under 3 weeks	35	45	-	-	17	48	51	51	13
After 5 years of service:									
1 week	2	-	20	12	-	-	-	-	-
Over 1 and under 2 weeks	2	-	-	-	-	-	8	-	-
2 weeks	44	10	80	61	83	45	33	12	22
Over 2 and under 3 weeks	17	3	-	-	-	20	37	47	8
3 weeks	14	43	-	28	-	2	2	-	65
Over 3 and under 4 weeks	22	45	-	-	17	33	20	41	5
After 8 years of service:									
1 week	2	-	20	12	-	-	-	-	-
2 weeks	14	-	8	16	55	5	14	12	-
Over 2 and under 3 weeks	7	3	-	-	-	-	24	37	-
3 weeks	44	53	72	72	27	42	22	-	87
Over 3 and under 4 weeks	34	45	-	-	17	53	40	51	13
After 10 years of service:									
1 week	2	-	20	12	-	-	-	-	-
2 weeks	4	-	8	4	7	5	5	-	-
Over 2 and under 3 weeks	5	3	-	-	-	-	13	37	-
3 weeks	50	45	72	63	75	42	31	12	87
Over 3 and under 4 weeks	36	45	-	-	17	53	51	51	13
4 weeks	3	8	-	21	-	-	-	-	-

See footnotes at end of table.

Table 14. Flour and other grain mill products: 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,¹ September 1987)

Benefit	United States ²	Middle Atlantic	Border States	Southeast	Southwest	Great Lakes	Middle West	Mountain	Pacific
Amount of vacation pay³—Continued									
After 12 years of service:									
1 week	2	-	20	12	-	-	-	-	-
2 weeks	3	-	8	4	7	-	5	-	-
Over 2 and under 3 weeks	5	3	-	-	-	-	13	37	-
3 weeks	49	45	72	63	75	47	31	12	58
Over 3 and under 4 weeks	35	45	-	-	17	50	51	51	13
4 weeks	6	8	-	21	-	-	-	-	30
Over 4 and under 5 weeks	1	-	-	-	-	3	-	-	-
After 15 years of service:									
1 week	2	-	20	12	-	-	-	-	-
2 weeks	2	-	8	-	7	-	5	-	-
Over 2 and under 3 weeks	2	3	-	-	-	-	8	-	-
3 weeks	22	4	-	37	71	16	16	12	-
Over 3 and under 4 weeks	7	-	-	-	-	5	16	37	-
4 weeks	33	48	72	51	5	31	15	-	87
Over 4 and under 5 weeks	32	45	-	-	17	48	40	51	13
After 20 years of service:									
1 week	2	-	20	12	-	-	-	-	-
2 weeks	2	-	8	-	7	-	5	-	-
Over 2 and under 3 weeks	(⁴)	3	-	-	-	-	-	-	-
3 weeks	9	4	-	22	23	5	9	-	-
4 weeks	27	13	72	42	52	22	27	12	-
Over 4 and under 5 weeks	9	-	-	-	-	5	28	37	-
5 weeks	21	35	-	24	-	21	2	-	87
Over 5 and under 6 weeks	30	45	-	-	17	48	29	51	13
After 25 years of service:									
1 week	2	-	20	12	-	-	-	-	-
2 weeks	2	-	8	-	7	-	5	-	-
Over 2 and under 3 weeks	(⁴)	3	-	-	-	-	-	-	-
3 weeks	8	4	-	22	23	-	9	-	-
4 weeks	19	13	72	33	52	17	-	12	-
5 weeks	19	-	-	26	-	23	27	-	36
Over 5 and under 6 weeks	13	-	-	-	-	17	28	37	8
6 weeks	11	35	-	7	-	7	2	-	52
Over 6 and under 7 weeks	26	45	-	-	17	36	29	51	5
After 30 years of service: ⁵									
1 week	2	-	20	12	-	-	-	-	-
2 weeks	2	-	8	-	7	-	5	-	-
Over 2 and under 3 weeks	(⁴)	3	-	-	-	-	-	-	-
3 weeks	8	4	-	22	23	-	9	-	-
4 weeks	19	13	72	33	52	17	-	12	-
5 weeks	19	-	-	26	-	23	23	-	36
Over 5 and under 6 weeks	11	-	-	-	-	17	16	37	8
6 weeks	12	35	-	7	-	7	7	-	52
Over 6 and under 7 weeks	28	45	-	-	17	36	40	51	5

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

² Includes data for the New England Region not shown separately.

³ 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 20 years may include changes that occurred between 15 and 20 years.

⁴ Less than 0.5 percent.

⁵ 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 15. Flour and other grain mill products: Health, insurance, and retirement plans(Percent of production workers in establishments with specified health, insurance, and retirement plans,¹ United States and selected regions,² September 1987)

Benefit	United States ³	Middle Atlantic	Border States	Southeast	Southwest	Great Lakes	Middle West	Mountain	Pacific
All workers	100	100	100	100	100	100	100	100	100
Workers in establishments providing:									
Life insurance	99	93	82	100	100	100	100	88	100
Noncontributory plans	94	93	48	100	79	100	94	88	100
Accidental death and dismemberment insurance	85	93	82	82	61	85	95	88	92
Noncontributory plans	80	93	48	82	40	85	89	88	76
Sickness and accident insurance or sick leave or both ⁴	79	44	72	78	75	85	88	100	63
Sickness and accident insurance	74	44	38	78	66	85	88	88	39
Noncontributory plans	70	44	38	78	43	85	79	88	39
Sick leave (full pay, no waiting period)	5	-	72	-	13	-	6	-	13
Sick leave (partial pay or waiting period)	6	-	-	-	-	12	-	12	16
Long-term disability insurance	18	20	-	42	22	17	5	-	21
Noncontributory plans	13	20	-	21	-	17	5	-	21
Hospitalization insurance	98	100	92	88	100	100	100	100	100
Noncontributory plans	79	82	48	88	56	85	67	100	100
Surgical insurance	98	100	92	88	100	100	100	100	100
Noncontributory plans	79	82	48	88	56	85	67	100	100
Medical insurance	98	100	92	88	100	100	100	100	100
Noncontributory plans	79	82	48	88	56	85	67	100	100
Major medical insurance	98	100	92	88	100	100	100	100	100
Noncontributory plans	79	82	48	88	56	85	67	100	100
Health maintenance organizations	21	61	-	-	-	24	12	5	68
Noncontributory plans	14	45	-	-	-	14	12	5	41
Dental insurance	79	92	38	72	74	81	69	100	96
Noncontributory plans	72	76	38	72	52	75	64	100	96
Vision-care insurance	9	-	38	6	-	10	-	-	41
Noncontributory plans	9	-	38	6	-	10	-	-	41
Retirement plans ⁵	94	97	72	66	95	100	100	100	100
Pensions	94	97	72	66	95	100	100	100	100
Noncontributory plans	94	97	72	66	95	100	100	100	96
Severance pay	5	19	-	-	-	10	-	-	-

¹ Includes those plans for which the employer pays at least part of the cost and excludes legally required plans such as workers' compensation and Social Security; however, plans required by State temporary disability 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.

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

³ Includes data for the New England Region not shown separately.

⁴ Unduplicated total of workers receiving sickness and accident insurance and sick leave shown separately.

⁵ Unduplicated total of workers covered by pension plans and severance pay shown separately.

NOTE: Dashes indicate no data.

Table 16. Flour and other grain mill products: Other selected benefits(Percent of production workers in establishments with formal provisions for selected benefits,¹ United States and selected regions,² September 1987)

Benefit	United States ³	Middle Atlantic	Border States	Southeast	Southwest	Great Lakes	Middle West	Mountain	Pacific
All workers	100	100	100	100	100	100	100	100	100
Workers in establishments with provisions for:									
Funeral leave	97	100	82	82	100	100	100	88	100
Jury-duty leave	93	97	80	59	100	100	100	88	100
Technological severance pay	45	70	-	35	20	45	45	64	70
Cost-of-living adjustments	2	-	-	-	-	-	-	-	21
Based on BLS CPI	2	-	-	-	-	-	-	-	21

¹ For definitions of items, see appendix A.

NOTE: Dashes indicate no data.

² For definitions of regions, see appendix A, table A-1, footnote 1.³ Includes data for the New England Region not shown separately.**Table 17. Rice mill products: Average hourly earnings by selected characteristics**(Number of production workers and average straight-time hourly earnings,¹ United States and selected regions,² September 1987)

Characteristic	United States ³		Southwest		Pacific	
	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings
All production workers	3,091	\$7.58	2,163	\$6.72	681	\$10.82
Men	2,592	7.82	1,738	6.90	617	11.02
Women	499	6.35	425	6.00	64	8.81
Type of area:						
Metropolitan areas ⁴	1,857	8.37	1,346	6.86	511	12.37
Size of establishment:						
20-99 workers	943	6.83	741	6.38	159	9.63
100 workers or more	2,148	7.91	1,422	6.90	522	11.18
Labor-management contract coverage:						
establishments with—						
Majority of workers covered	664	11.09	-	-	511	12.37
None or minority of workers covered	2,427	6.62	2,010	6.72	-	-

¹ Excludes premium pay for overtime and for work on weekends, holidays, and late shifts.⁴ Metropolitan Statistical Areas as defined by the U.S. Office of Management and Budget through October 1984.² For definitions of regions, see appendix A, table A-1, footnote 1.

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

³ Includes data for regions not shown separately.

Table 18. Rice mill products: Earnings distribution--All production workers

(Percent distribution of production workers by straight-time hourly earnings,¹ United States and selected regions,² September 1987)

Hourly earnings	United States ³	Southwest	Pacific	Hourly earnings	United States ³	Southwest	Pacific
Number of workers	3,091	2,163	681				
Average (mean) hourly earnings ⁴	\$7.58	\$6.72	\$10.82	\$8.00 and under \$8.25	1.1	0.9	0.6
Median ⁴	6.50	6.35	11.86	\$8.25 and under \$8.50	2.5	3.4	.1
Middle range: ⁴				\$8.50 and under \$8.75	1.4	1.2	.6
First quartile	5.75	5.70	10.57	\$8.75 and under \$9.00	1.5	1.7	.3
Third quartile	8.65	7.35	12.48				
				\$9.00 and under \$9.25 .....	.7	.5	-
Total	100.0	100.0	100.0	\$9.25 and under \$9.50 .....	.1	-	.6
				\$9.50 and under \$9.75 .....	.1	(⁵)	-
\$3.35 and under \$3.50	1.1	.8	-	\$9.75 and under \$10.00 .....	.2	.1	.4
\$3.50 and under \$3.75 .....	.9	.8	-	\$10.00 and under \$10.25 .....	.8	1.0	.4
\$3.75 and under \$4.00 .....	.5	.6	-	\$10.25 and under \$10.50 .....	.2	.1	.4
				\$10.50 and under \$10.75 .....	.9	(⁵)	3.8
\$4.00 and under \$4.25	3.0	3.9	-	\$10.75 and under \$11.00 .....	.6	.5	1.0
\$4.25 and under \$4.50	1.9	1.8	2.8				
\$4.50 and under \$4.75	4.6	5.0	5.0	\$11.00 and under \$11.25 .....	.2	.1	.1
\$4.75 and under \$5.00	3.3	3.0	1.5	\$11.25 and under \$11.50 .....	.5	.1	1.8
				\$11.50 and under \$11.75 .....	.3	-	1.5
\$5.00 and under \$5.25	3.3	2.8	1.9	\$11.75 and under \$12.00	6.4	(⁵)	29.1
\$5.25 and under \$5.50	3.3	3.7	2.2				
\$5.50 and under \$5.75	2.3	2.8	1.2	\$12.00 and under \$12.25 .....	.7	.5	1.2
\$5.75 and under \$6.00	11.8	16.7	.1	\$12.25 and under \$12.50	2.9	(⁵)	13.2
				\$12.50 and under \$12.75	3.0	.9	10.6
\$6.00 and under \$6.25	3.8	4.2	1.2	\$12.75 and under \$13.00	1.1	(⁵)	5.0
\$6.25 and under \$6.50	10.1	13.3	.7				
\$6.50 and under \$6.75	6.7	9.1	.4	\$13.00 and over	4.6	3.7	9.0
\$6.75 and under \$7.00	1.6	1.3	.6				
\$7.00 and under \$7.25	3.9	5.1	.7				
\$7.25 and under \$7.50	3.3	3.9	.7				
\$7.50 and under \$7.75	2.5	3.1	.3				
\$7.75 and under \$8.00	2.4	3.2	.9				

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

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

³ Includes data for regions not shown separately.

⁴ See appendix A for method used to compute means, medians,

and middle ranges of earnings.

⁵ Less than 0.05 percent.

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

Table 19. Rice mill products: Occupational average earnings: All establishments

(Number of production workers and average straight-time hourly earnings¹ in selected occupations, United States and selected regions,² September 1987)

Department, occupation, and sex ³	United States ⁴		Southwest		Pacific	
	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings
Elevator operations						
Cleaners, bulk	41	\$7.38	34	\$6.32	-	-
Receivers	106	7.84	67	6.23	29	\$12.03
Weighers	24	7.22	15	7.51	-	-
Men	20	7.55	14	7.54	-	-
Processing						
Processors	428	8.10	324	7.42	74	11.65
Cookers and driers	108	7.33	96	7.49	-	-
Hullers and pearlers	126	7.37	100	7.01	10	10.82
Polishers and separators	75	7.74	67	7.42	-	-
Packing						
Packers	331	6.28	275	5.89	30	10.81
Men	162	6.74	107	5.96	29	11.00
Women	169	5.84	168	5.84	-	-
Rice	313	6.43	257	6.04	30	10.81
Men	144	7.12	89	6.41	29	11.00
Women	169	5.84	168	5.84	-	-
Material movement						
Laborers, material handling	122	5.81	94	5.97	-	-
Power-truck operators	114	7.63	78	6.22	27	12.71
Forklift	101	7.86	65	6.29	27	12.71
Other than forklift	13	5.88	13	5.88	-	-
Maintenance						
Electricians	25	11.37	18	11.29	-	-
Machinery mechanics	36	10.02	33	10.10	-	-
Mechanics, general	121	9.72	64	8.57	25	14.92
Millwrights	31	10.75	-	-	10	14.52
Oilers	6	11.66	-	-	-	-
Sheet-metal workers	8	13.54	8	13.54	-	-
Service and custodial						
Janitors	22	7.08	-	-	-	-
Men	18	7.13	-	-	-	-
Truckdrivers	19	6.99	-	-	-	-
Medium truck	6	5.12	6	5.12	-	-

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

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

³ Unless otherwise indicated, virtually all workers were men.

⁴ Includes data for regions not shown separately.

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

Table 20. Rice mill products: Occupational average earnings: By type of area

(Number of production workers and average straight-time hourly earnings¹ in selected occupations, United States and selected regions,² September 1987)

Department, occupation, and sex ³	United States ⁴				Southwest		Pacific	
	Metropolitan areas ⁵		Nonmetropolitan 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
Elevator operations								
Cleaners, bulk	36	\$7.59	-	-	29	\$6.40	-	-
Receivers	82	8.06	24	\$7.09	58	6.19	-	-
Weighers	15	8.29	-	-	13	7.66	-	-
Men	14	8.37	6	5.62	12	7.70	-	-
Processing								
Processors	290	8.56	-	-	228	7.57	62	\$12.20
Cookers and driers	71	7.73	-	-	71	7.73	-	-
Hullers and pearlers	89	7.47	37	7.14	82	7.10	7	11.78
Polishers and separators	49	7.91	-	-	43	7.23	-	-
Packing								
Packers	246	6.50	85	5.65	225	5.94	-	-
Men	128	7.03	-	-	107	5.96	-	-
Women	118	5.91	-	-	118	5.91	-	-
Rice	228	6.72	85	5.65	207	6.13	-	-
Men	110	7.57	-	-	89	6.41	-	-
Women	118	5.91	-	-	118	5.91	-	-
Material movement								
Laborers, material handling	84	5.93	38	5.54	84	5.93	-	-
Power-truck operators	84	8.27	-	-	57	6.16	27	12.71
Forklift	71	8.70	-	-	44	6.24	27	12.71
Other than forklift	13	5.88	-	-	13	5.88	-	-
Maintenance								
Electricians	17	11.81	-	-	16	11.51	-	-
Machinery mechanics	33	10.10	-	-	33	10.10	-	-
Mechanics, general	55	11.55	66	8.20	30	8.75	25	14.92
Millwrights	31	10.75	-	-	-	-	10	14.52
Oilers	6	11.66	-	-	-	-	-	-
Sheet-metal workers	7	14.11	-	-	7	14.11	-	-
Service and custodial								
Truckdrivers	18	6.94	-	-	-	-	-	-
Medium truck	6	5.12	-	-	6	5.12	-	-

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

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

³ Unless otherwise indicated, virtually all workers were men.

⁴ Includes data for regions not shown separately.

⁵ Metropolitan Statistical Areas as defined by the U.S. Office of Management and Budget through October 1984.

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

Table 21. Rice mill products: Occupational average earnings: By size of establishment

(Number of production workers and average straight-time hourly earnings¹ in selected occupations, United States and selected regions,² September 1987)

Department, occupation, and sex ³	United States ⁴				Southwest		Pacific	
	20-99 workers		100 workers or more		100 workers or more		100 workers or more	
	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings
Elevator operations								
Cleaners, bulk	11	\$5.18	30	\$8.18	-	-	-	-
Receivers	51	6.00	55	9.54	23	\$6.68	-	-
Weighers	8	7.27	16	7.20	8	7.44	-	-
Men	7	7.29	13	7.69	8	7.44	-	-
Processing								
Processors	157	7.33	271	8.54	198	7.84	49	\$11.97
Cookers and driers	-	-	83	7.39	71	7.62	-	-
Hullers and pearlers	64	7.23	62	7.52	46	6.79	-	-
Polishers and separators	25	4.82	50	9.20	44	8.72	-	-
Packing								
Packers	114	6.14	217	6.35	180	6.00	-	-
Men	76	6.42	86	7.03	-	-	-	-
Women	38	5.59	131	5.91	131	5.91	-	-
Rice	96	6.59	217	6.35	180	6.00	-	-
Men	58	7.25	86	7.03	-	-	-	-
Women	38	5.59	131	5.91	131	5.91	-	-
Material movement								
Laborers, material handling	50	5.32	72	6.16	-	-	-	-
Power-truck operators	42	6.67	72	8.19	46	6.59	20	12.81
Forklift	29	7.02	72	8.19	46	6.59	20	12.81
Other than forklift	13	5.88	-	-	-	-	-	-
Maintenance								
Electricians	11	10.57	14	12.00	7	12.43	-	-
Machinery mechanics	23	9.69	13	10.62	12	10.62	-	-
Mechanics, general	31	9.08	90	9.94	-	-	18	15.76
Millwrights	9	11.73	-	-	-	-	-	-
Service and custodial								
Truckdrivers	-	-	8	10.06	-	-	-	-

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

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

³ Unless otherwise indicated, virtually all workers were men.

⁴ Includes data for regions not shown separately.

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

Table 22. Rice mill products: Occupational average earnings: By labor-management contract coverage

(Number of production workers and average straight-time hourly earnings¹ in selected occupations, United States and selected regions,² September 1987)

Department, occupation, and sex ³	United States ⁴				Southwest		Pacific	
	Majority of workers covered ⁵		None or minority of workers covered ⁶		None or minority of workers covered		Majority of workers covered	
	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings
Elevator operations								
Cleaners, bulk	-	-	34	\$6.32	34	\$6.32	-	-
Receivers	-	-	82	6.45	67	6.23	-	-
Weighers	-	-	22	6.75	15	7.51	-	-
Men	-	-	18	7.01	14	7.54	-	-
Processing								
Processors	78	\$11.03	350	7.45	308	7.47	62	\$12.20
Cookers and driers	-	-	92	7.48	80	7.70	-	-
Hullers and pearlers	7	11.78	119	7.11	100	7.01	7	11.78
Polishers and separators	-	-	69	7.30	67	7.42	-	-
Packing								
Packers	-	-	257	5.71	222	5.72	-	-
Men	-	-	109	5.69	75	5.71	-	-
Women	-	-	148	5.73	147	5.73	-	-
Rice	-	-	239	5.86	204	5.90	-	-
Men	-	-	91	6.08	57	6.34	-	-
Women	-	-	148	5.73	147	5.73	-	-
Material movement								
Laborers, material handling	-	-	122	5.81	94	5.97	-	-
Power-truck operators	41	10.63	73	5.95	64	6.13	27	12.71
Forklift	41	10.63	60	5.96	51	6.19	27	12.71
Other than forklift	-	-	13	5.88	13	5.88	-	-
Maintenance								
Electricians	-	-	21	11.20	15	11.38	-	-
Machinery mechanics	-	-	33	9.95	30	10.03	-	-
Mechanics, general	25	14.92	96	8.37	64	8.57	25	14.92
Millwrights	10	14.52	-	-	-	-	10	14.52
Sheet-metal workers	-	-	8	13.54	8	13.54	-	-

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

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

³ Unless otherwise indicated, virtually all workers were men.

⁴ Includes data for regions not shown separately.

⁵ Includes data for establishments with a majority of workers covered by labor-management contracts.

⁶ Includes data for establishments with none or a minority of workers covered by labor-management contracts.

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

Table 23. Rice mill products: Occupational earnings distribution—Southwest Region¹

(Percent distribution of workers in selected occupations by straight-time hourly earnings,² September 1987)

Department, occupation, and sex ³	Number of workers	Average (mean) hourly earnings	Percent of workers receiving straight-time hourly earnings (in dollars) of—																										
			3.35 and under 3.50	3.50 - 4.00	4.00 - 4.50	4.50 - 5.00	5.00 - 5.50	5.50 - 6.00	6.00 - 6.50	6.50 - 7.00	7.00 - 7.50	7.50 - 8.00	8.00 - 8.50	8.50 - 9.00	9.00 - 9.50	9.50 - 10.00	10.00 - 10.50	10.50 - 11.00	11.00 - 11.50	11.50 - 12.00	12.00 - 12.50	12.50 - 13.00	13.00 - 13.50	13.50 - 14.00	14.00 - 15.00	15.00 - 16.00	16.00 - 17.00	17.00 - 18.00	18.00 - 19.00
All production workers	2,163	\$6.72	1	1	6	8	6	19	18	10	9	6	4	3	(⁴)	(⁴)	1	1	(⁴)	(⁴)	1	1	(⁴)	1	1	1	1	1	(⁴)
Men	1,738	6.90	1	2	6	8	5	14	18	11	10	7	5	4	1	(⁴)	1	1	(⁴)	(⁴)	1	1	(⁴)	1	1	1	1	1	(⁴)
Women	425	6.00	-	-	4	7	11	44	15	9	3	5	1	-	-	-	-	-	-	-	1	-	-	-	(⁴)	(⁴)	-	-	-
Elevator operations																													
Cleaners, bulk	34	6.32	-	-	-	35	21	26	3	3	-	-	-	-	-	-	-	-	-	-	-	-	-	12	-	-	-	-	-
Receivers	67	6.23	4	-	4	7	10	18	16	22	4	4	-	4	-	-	-	-	-	-	3	-	-	-	-	-	-	-	-
Weighers	15	7.51	-	-	13	7	7	-	7	13	20	-	-	20	-	-	-	-	-	-	-	-	13	-	-	-	-	-	-
Men	14	7.54	-	-	14	7	7	-	7	14	14	-	-	21	-	-	-	-	-	-	-	-	14	-	-	-	-	-	-
Processing																													
Processors	324	7.42	1	2	2	6	2	7	14	14	24	12	7	-	-	-	-	-	-	-	1	1	-	1	1	4	-	-	-
Cookers and driers	96	7.49	-	-	-	6	-	9	26	17	23	10	-	-	-	-	-	-	-	-	-	4	-	-	-	-	8	-	-
Hullers and pearlers	100	7.01	-	-	6	7	3	6	15	17	12	6	24	-	-	-	-	-	-	-	-	-	-	-	-	6	6	-	-
Polishers and separators	67	7.42	4	9	-	9	4	13	6	3	4	34	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Packing																													
Packers	275	5.89	-	5	5	5	10	39	6	22	-	2	4	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	-
Men	107	5.96	-	14	3	6	7	13	15	32	-	2	9	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Women	168	5.84	-	-	7	5	13	55	-	16	-	2	-	-	-	-	-	-	-	-	2	-	-	-	-	-	-	-	-
Rice	257	6.04	-	-	5	6	11	41	6	24	-	2	4	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	-
Men	89	6.41	-	-	-	7	8	16	18	38	-	2	11	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Women	168	5.84	-	-	7	5	13	55	-	16	-	2	-	-	-	-	-	-	-	-	2	-	-	-	-	-	-	-	-
Material movement																													
Laborers, material handling	94	5.97	-	6	32	-	-	14	14	14	13	-	-	-	-	-	-	-	-	-	7	-	-	-	-	-	-	-	-
Power-truck operators	78	6.22	-	-	-	10	8	24	26	29	-	-	-	-	-	-	-	-	-	-	-	3	-	-	-	-	-	-	-
Forklift	65	6.29	-	-	-	12	5	17	28	35	-	-	-	-	-	-	-	-	-	-	-	3	-	-	-	-	-	-	-
Other than forklift	13	5.88	-	-	-	-	23	62	15	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Maintenance																													
Electricians	18	11.29	-	-	-	-	-	-	-	-	-	-	-	17	6	6	11	28	-	-	22	-	-	-	-	-	-	11	-
Machinery mechanics	33	10.10	-	-	-	-	-	3	6	-	6	-	9	18	9	-	9	18	-	3	3	-	-	-	-	12	-	-	-
Mechanics, general	64	8.57	-	-	-	-	5	3	3	-	5	3	33	33	9	-	-	-	-	-	-	-	-	-	-	6	-	-	-
Sheet-metal workers	8	13.54	-	-	-	-	-	-	-	-	-	13	-	-	-	13	25	-	-	-	-	-	-	-	-	-	-	50	-
Service and custodial																													
Truckdrivers:																													
Medium truck	6	5.12	-	-	50	-	-	33	-	17	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

¹ For definition of region, see appendix A, table A-1, footnote 1.

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

³ Unless otherwise indicated, virtually all workers were men.

⁴ Less than 0.5 percent.

NOTE: Because of rounding, sums of individual items may not equal 100. Dashes indicate no data. Overall classifications may include data for subclassifications not shown separately.

Table 24. Rice mill products: Method of wage payment(Percent of production workers by method of wage payment,¹ United States and selected regions,² September 1987)

Method	United States ³	Southwest	Pacific
All workers	100	100	100
Time-rated workers	100	100	100
Formal plans	86	88	84
Single rate	39	21	81
Range of rates	48	67	3
Length of service	39	56	-
Merit review	2	2	3
Combination	6	9	-
Individual rates	14	12	16

¹ For definition of method of wage payment, see appendix A.² For definitions of regions, see appendix A, table A-1, footnote 1.³ 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 26. Rice mill products: Shift differential provisions(Percent of production workers by shift differential provisions,¹ United States and selected regions,² September 1987)

Shift differential	United States ³	Southwest	Pacific
Second shift			
Workers in establishments with second-shift provisions	88.7	93.3	100.0
With shift differential	61.0	58.4	91.2
Uniform cents per hour	61.0	58.4	91.2
10 cents	27.9	39.8	-
15 cents	8.5	7.0	16.2
16 cents	1.7	-	7.9
17 cents	12.5	-	56.5
20 cents	2.3	-	10.6
25 cents	3.5	4.9	-
35 cents	4.7	6.7	-
Third shift			
Workers in establishments with third-shift provisions	84.8	89.6	100.0
With shift differential	62.2	58.4	96.8
Uniform cents per hour	62.2	58.4	96.8
15 cents	27.9	39.8	-
20 cents	8.5	7.0	16.2
22 cents	12.5	-	56.5
25 cents	4.7	4.9	5.6
30 cents	2.3	-	10.6
32 cents	1.7	-	7.9
50 cents	4.7	6.7	-

¹ Refers to policies of establishments currently operating late shifts or having provisions covering late shifts.² For definitions of regions, see appendix A, table A-1, footnote 1.³ 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 25. Rice mill products: Scheduled weekly hours(Percent of production workers by scheduled weekly hours,¹ United States and selected regions,² September 1987)

Weekly hours	United States ³	Southwest	Pacific
All workers	100	100	100
40 hours	89	85	100
48 hours	5	7	-
50 hours	6	9	-

¹ Data relate to the predominant schedule for full-time, day-shift workers in each establishment.² For definitions of regions, see appendix A, table A-1, footnote 1.³ Includes data for regions in addition to those shown separately.

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

Table 27. Rice mill products: Shift differential practices

(Percent of production workers employed on late shifts by amount of pay differential, United States and selected regions,¹ September 1987)

Shift differential	United States ²	Southwest	Pacific
Second shift			
Workers employed on second shift	17.9	20.8	13.1
Receiving differential	12.7	14.4	12.2
Uniform cents per hour	12.7	14.4	12.2
10 cents	6.8	9.8	-
15 cents	2.2	2.0	3.7
16 cents .....	.4	-	1.8
17 cents	1.3	-	6.0
20 cents .....	.2	-	.7
25 cents	1.2	1.8	-
35 cents .....	.6	.8	-
Third shift			
Workers employed on third shift	12.1	14.5	8.8
Receiving differential	8.9	10.0	8.8
Uniform cents per hour	8.9	10.0	8.8
15 cents	4.8	6.9	-
20 cents	1.2	1.0	2.1
22 cents	1.0	-	4.7
25 cents	1.2	1.2	1.3
30 cents .....	.1	-	.3
32 cents .....	.1	-	.4
50 cents .....	.6	.8	-

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

² 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 28. Rice mill products: Paid holidays

(Percent of production workers in establishments with formal provisions for paid holidays, United States and selected regions,¹ September 1987)

Benefit	United States ²	Southwest	Pacific
All workers	100	100	100
Workers in establishments providing paid holidays			
6 days	98	98	97
7 days	14	20	-
7 days plus 2 half days	1	-	6
8 days	2	3	-
9 days	47	51	16
10 days	5	7	-
11 days	11	12	11
11 days	17	4	64

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

² 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 29. Rice mill products: Paid vacations

(Percent of production workers in establishments with formal provisions for paid vacations after selected periods of service, United States and selected regions,¹ September 1987)

Benefit	United States ²	Southwest	Pacific	Benefit	United States ²	Southwest	Pacific
All workers	100	100	100	Amount of vacation pay³—Continued			
Method of payment				After 10 years of service:			
Workers in establishments providing paid vacations	99	100	97	1 week	2	2	-
Length-of-time payment	99	100	97	2 weeks	9	3	-
				3 weeks	83	87	97
				4 weeks	5	8	-
Amount of vacation pay³				After 15 years of service:			
After 1 year of service:				1 week	2	2	-
1 week	52	39	81	2 weeks	9	3	-
2 weeks	46	59	16	3 weeks	48	65	6
				4 weeks	41	29	91
After 2 years of service:				After 20 years of service:			
1 week	6	7	6	1 week	2	2	-
2 weeks	91	91	91	2 weeks	9	3	-
				3 weeks	43	58	6
After 4 years of service:				4 weeks	42	31	91
1 week	6	7	6	5 weeks	3	5	-
2 weeks	90	88	91				
3 weeks	2	3	-	After 25 years of service:			
				1 week	2	2	-
After 5 years of service:				2 weeks	9	3	-
1 week	2	2	-	3 weeks	43	58	6
2 weeks	65	74	22	4 weeks	27	31	24
3 weeks	33	24	75	5 weeks	18	5	67
After 8 years of service:				After 30 years of service: ⁴			
1 week	2	2	-	1 week	2	2	-
2 weeks	56	67	6	2 weeks	9	3	-
3 weeks	41	30	91	3 weeks	43	58	6
				4 weeks	27	31	24
				5 weeks	15	-	67
				6 weeks	3	5	-

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

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

³ Periods of service were chosen arbitrarily and do not necessarily reflect individual establishment provisions for progression. For example, changes indicated at 20 years may include changes that occurred between 15 and 20 years.

⁴ 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 30. Rice mill products: Health, insurance, and retirement plans

(Percent of production workers in establishments with specified health, insurance, and retirement plans,¹ United States and selected regions,² September 1987)

Benefit	United States ³	Southwest	Pacific
All workers	100	100	100
Workers in establishments providing:			
Life insurance	91	100	60
Noncontributory plans	66	70	39
Accidental death and dismemberment insurance	76	87	60
Noncontributory plans	54	63	39
Sickness and accident insurance or sick leave or both ⁴	82	82	75
Sickness and accident insurance ..	43	61	-
Noncontributory plans	31	45	-
Sick leave (full pay, no waiting period)	66	62	68
Sick leave (partial pay or waiting period)	1	-	7
Long-term disability insurance	3	5	-
Noncontributory plans	3	5	-
Hospitalization insurance	98	98	97
Noncontributory plans	75	72	75
Surgical insurance	98	98	97
Noncontributory plans	75	72	75
Medical insurance	98	98	97
Noncontributory plans	75	72	75
Major medical insurance	98	98	97
Noncontributory plans	75	72	75
Health maintenance organizations	20	7	68
Noncontributory plans	20	7	68
Dental insurance	71	72	91
Noncontributory plans	51	50	75
Vision-care insurance	45	40	75
Noncontributory plans	45	40	75
Retirement plans ⁵	86	92	91
Pensions	80	86	83
Noncontributory plans	76	86	67
Severance pay	11	14	8

¹ Includes those plans for which the employer pays at least part of the cost and excludes legally required plans such as workers' compensation and Social Security; however, plans required by State temporary disability 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.

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

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

⁴ Unduplicated total of workers receiving sickness and accident insurance and sick leave shown separately.

⁵ Unduplicated total of workers covered by pension plans and severance pay shown separately.

NOTE: Dashes indicate no data.

Table 31. Rice mill products: Other selected benefits(Percent of production workers in establishments with formal provisions for selected benefits,¹ United States and selected regions,² September 1987)

Benefit	United States ³	Southwest	Pacific
All workers	100	100	100
Workers in establishments with provisions for:			
Funeral leave	80	91	39
Jury-duty leave	88	90	75
Technological severance pay	3	5	-
Cost-of-living adjustments	17	7	58
Based on BLS CPI	17	7	58

¹ For definitions of items, see appendix A.² For definitions of regions, see appendix A, table A-1, footnote 1.³ Includes data for regions in addition to those shown separately.

NOTE: Dashes indicate no data.

Table 32. Blended and prepared flour products: Average hourly earnings by selected characteristics(Number of production workers and average straight-time hourly earnings,¹ United States and selected regions,² September 1987)

Characteristic	United States ³		Middle Atlantic		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
All production workers	5,611	\$9.47	596	\$10.07	644	\$8.73	2,776	\$10.67	367	\$8.62
Men	-	-	-	-	-	-	-	-	241	8.43
Type of area:										
Metropolitan areas ⁴	5,008	9.90	596	10.07	644	8.73	2,776	10.67	367	8.62
Size of establishment:										
20-99 workers	1,399	7.44	348	9.33	-	-	471	6.84	167	7.27
100 workers or more	4,212	10.14	-	-	513	9.31	2,305	11.46	-	-
Labor-management contract coverage:										
establishments with—										
Majority of workers covered	3,227	11.35	362	11.66	513	9.31	1,701	12.58	-	-
None or minority of workers covered	2,384	6.92	-	-	-	-	1,075	7.66	139	6.68

¹ Excludes premium pay for overtime and for work on weekends, holidays, and late shifts.² For definitions of regions, see appendix A, table A-1, footnote 1.³ Includes data for regions not shown separately.⁴ Metropolitan Statistical Areas as defined by the U.S. Office of Manage-

ment and Budget through October 1984.

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

Table 33. Blended and prepared flour products: Earnings distribution--All production workers

(Percent distribution of production workers by straight-time hourly earnings,¹ United States and selected regions,² September 1987)

Hourly earnings	United States ³	Middle Atlantic	Southwest	Great Lakes	Pacific	Hourly earnings	United States ³	Middle Atlantic	Southwest	Great Lakes	Pacific
Number of workers	5,611	596	644	2,776	367						
Average (mean) hourly earnings ⁴	\$9.47	\$10.07	\$8.73	\$10.67	\$8.62	\$8.00 and under \$8.25	2.5	2.2	11.6	0.6	1.1
Median ⁴	9.63	11.33	7.91	12.26	9.43	\$8.25 and under \$8.50	1.1	2.7	1.4	.3	1.1
Middle range: ⁴						\$8.50 and under \$8.75	1.6	1.7	.5	.3	3.3
First quartile	6.78	7.70	7.10	7.11	7.55	\$8.75 and under \$9.00 .....	.9	2.3	-	.4	-
Third quartile	12.28	12.10	11.40	12.93	9.63	\$9.00 and under \$9.25 .....	.5	2.3	-	.1	1.6
Total	100.0	100.0	100.0	100.0	100.0	\$9.25 and under \$9.50	2.4	2.3	-	.7	26.2
						\$9.50 and under \$9.75	3.7	1.2	-	1.1	18.0
Under \$4.00	3.5	-	-	1.8	4.4	\$9.75 and under \$10.00	2.9	2.2	1.2	2.3	7.1
\$4.00 and under \$4.25	2.9	-	-	4.6	1.6	\$10.00 and under \$10.25	2.2	2.3	.3	.7	5.2
\$4.25 and under \$4.50 .....	.8	-	4.7	.1	2.2	\$10.25 and under \$10.50	1.2	.5	-	.3	2.2
\$4.50 and under \$4.75 .....	.7	-	-	.7	1.1	\$10.50 and under \$10.75 .....	.4	1.0	.9	.1	.5
\$4.75 and under \$5.00 .....	.7	-	-	.8	1.1	\$10.75 and under \$11.00	1.0	.3	.9	1.3	.5
\$5.00 and under \$5.25	3.1	-	1.1	2.7	-	\$11.00 and under \$11.25	2.8	-	1.1	5.4	-
\$5.25 and under \$5.50	2.1	-	2.3	.7	1.6	\$11.25 and under \$11.50	4.7	13.4	13.0	3.5	.5
\$5.50 and under \$5.75	1.8	-	2.2	.8	1.1	\$11.50 and under \$11.75	2.1	6.2	3.0	1.3	1.9
\$5.75 and under \$6.00	3.9	11.4	.9	3.0	.5	\$11.75 and under \$12.00	1.9	5.5	9.0	.5	.5
\$6.00 and under \$6.25	1.7	3.4	1.4	1.0	1.6	\$12.00 and under \$12.25 .....	.8	5.9	.6	.2	.3
\$6.25 and under \$6.50 .....	.6	-	-	.5	.5	\$12.25 and under \$12.50	9.1	2.3	.6	17.5	1.1
\$6.50 and under \$6.75	1.9	.3	.5	2.3	2.2	\$12.50 and under \$12.75	6.0	11.2	3.1	8.8	1.1
\$6.75 and under \$7.00	3.3	.2	.9	4.4	.5	\$12.75 and under \$13.00	3.4	2.0	.2	6.4	.3
\$7.00 and under \$7.25	4.3	7.6	14.4	1.9	1.6	\$13.00 and under \$13.25 .....	.8	1.5	.9	1.0	-
\$7.25 and under \$7.50	1.6	.5	-	1.1	-	\$13.25 and under \$13.50	(⁵)	-	-	.1	-
\$7.50 and under \$7.75	2.6	1.8	5.6	1.2	7.4	\$13.50 and under \$13.75	2.0	.2	.3	4.0	-
\$7.75 and under \$8.00	2.6	.8	17.2	.7	-	\$13.75 and under \$14.00	1.7	.2	-	3.4	-
						\$14.00 and under \$14.25 .....	.5	-	-	1.0	-
						\$14.25 and under \$14.50 .....	.7	2.2	-	1.0	-
						\$14.50 and under \$14.75 .....	.5	1.3	-	.8	-
						\$14.75 and under \$15.00	2.2	-	-	4.4	-
						\$15.00 and over	2.4	.8	-	4.6	-

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

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

³ Includes data for regions not shown separately.

⁴ See appendix A for method used to compute means, medians, and middle ranges of earnings.

⁵ Less than 0.05 percent.

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

Table 34. Blended and prepared flour products: Occupational average earnings: All establishments(Number of production workers and average straight-time hourly earnings¹ in selected occupations, United States and selected regions,² September 1987)

Department, occupation, and sex ³	United States ⁴		Middle Atlantic		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
Elevator operations										
Receivers	14	\$10.19	-	-	-	-	-	-	-	-
Processing										
Processors	1,334	9.38	102	\$9.79	195	\$8.25	728	\$10.35	-	-
Men	-	-	-	-	-	-	-	-	-	-
Machine tenders, mixing and blending	878	10.33	91	9.60	147	8.27	-	-	-	-
Men	-	-	-	-	-	-	-	-	-	-
Panelboard operators, mixing and blending	110	9.89	-	-	-	-	-	-	-	-
Packing										
Packers	478	7.72	-	-	-	-	228	8.85	31	\$8.02
Men	-	-	-	-	-	-	-	-	12	8.81
Women	-	-	-	-	-	-	190	8.74	-	-
Doughs	152	6.84	-	-	16	8.37	-	-	-	-
Flour mixes	326	8.14	-	-	-	-	201	8.80	13	8.68
Men	93	7.81	-	-	-	-	23	7.42	-	-
Women	233	8.27	-	-	-	-	178	8.98	-	-
Material movement										
Laborers, material handling	114	6.60	24	11.71	-	-	-	-	-	-
Power-truck operators	328	10.23	58	9.60	31	8.95	145	11.71	-	-
Forklift	328	10.23	58	9.60	31	8.95	145	11.71	-	-
Maintenance										
Machinery mechanics	-	-	-	-	10	10.51	-	-	-	-
Men	-	-	-	-	10	10.51	-	-	-	-
Mechanics, general	298	13.17	37	12.31	31	11.73	178	14.13	-	-
Service and custodial										
Janitors	162	7.42	20	9.30	-	-	60	5.77	-	-
Men	-	-	-	-	-	-	44	4.86	-	-
Truckdrivers	89	8.80	-	-	-	-	42	9.40	6	9.89
Men	-	-	-	-	-	-	-	-	6	9.89
Tractor-trailer	70	9.42	-	-	-	-	33	10.57	-	-

¹ Excludes premium pay for overtime and for work on weekends, holidays, and late shifts.² For definitions of regions, see appendix A, table A-1, footnote 1.³ Unless otherwise indicated, virtually all workers were men.⁴ Includes data for regions not shown separately.

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

Table 35. Blended and prepared flour products: Occupational average earnings: By type of area

(Number of production workers and average straight-time hourly earnings¹ in selected occupations, United States and selected regions,² September 1987)

Department, occupation, and sex ³	United States ⁴		Middle Atlantic		Southwest		Great Lakes		Pacific	
	Metropolitan areas ⁵		Metropolitan areas		Metropolitan areas		Metropolitan areas		Metropolitan areas	
	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings
Elevator operations										
Receivers	14	\$10.19	-	-	-	-	-	-	-	-
Processing										
Processors	1,166	9.79	102	\$9.79	195	\$8.25	728	\$10.35	-	-
Machine tenders, mixing and blending	838	10.53	91	9.60	147	8.27	-	-	-	-
Panelboard operators, mixing and blending	104	10.01	-	-	-	-	-	-	-	-
Packing										
Packers	427	8.00	-	-	-	-	228	8.85	31	\$8.02
Men	-	-	-	-	-	-	-	-	12	8.81
Women	-	-	-	-	-	-	190	8.74	-	-
Doughs	131	7.29	-	-	16	8.37	-	-	-	-
Flour mixes	296	8.32	-	-	-	-	201	8.80	13	8.68
Men	75	8.10	-	-	-	-	23	7.42	-	-
Women	221	8.39	-	-	-	-	178	8.98	-	-
Material movement										
Laborers, material handling	51	8.16	24	11.71	-	-	-	-	-	-
Power-truck operators	306	10.46	58	9.60	31	8.95	145	11.71	-	-
Forklift	306	10.46	58	9.60	31	8.95	145	11.71	-	-
Maintenance										
Machinery mechanics	-	-	-	-	10	10.51	-	-	-	-
Men	-	-	-	-	10	10.51	-	-	-	-
Mechanics, general	298	13.17	37	12.31	31	11.73	178	14.13	-	-
Service and custodial										
Janitors	146	7.65	20	9.30	-	-	60	5.77	-	-
Men	-	-	-	-	-	-	44	4.86	-	-
Truckdrivers	73	9.24	-	-	-	-	42	9.40	6	9.89
Men	-	-	-	-	-	-	-	-	6	9.89
Tractor-trailer	54	10.20	-	-	-	-	33	10.57	-	-

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

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

³ Unless otherwise indicated, virtually all workers were men.

⁴ Includes data for regions not shown separately.

⁵ Metropolitan Statistical Areas as defined by the U.S. Office of Management and Budget through October 1984.

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

Table 36. Blended and prepared flour products: Occupational average earnings: By size of establishment

(Number of production workers and average straight-time hourly earnings¹ in selected occupations, United States and selected regions,² September 1987)

Department, occupation, and sex ³	United States ⁴				Middle Atlantic		Southwest		Great Lakes				Pacific	
	20-99 workers		100 workers or more		20-99 workers		100 workers or more		20-99 workers		100 workers or more		20-99 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
Processing														
Processors	315	\$8.71	1,019	\$9.59	85	\$9.35	169	\$8.52	-	-	618	\$10.55	11	\$8.68
Men	268	8.97	-	-	-	-	-	-	-	-	-	-	10	8.70
Machine tenders, mixing and blending	229	8.39	649	11.02	81	9.23	-	-	38	\$8.13	-	-	9	8.66
Men	192	8.79	-	-	-	-	-	-	38	8.13	-	-	8	8.69
Panelboard operators, mixing and blending	-	-	44	10.29	-	-	-	-	-	-	29	10.11	-	-
Packing														
Packers	268	6.23	210	9.63	-	-	16	8.37	-	-	-	-	31	8.02
Men	-	-	-	-	-	-	-	-	-	-	-	-	12	8.81
Doughs	115	5.66	37	10.49	-	-	16	8.37	-	-	-	-	-	-
Flour mixes	153	6.66	173	9.44	-	-	-	-	-	-	-	-	13	8.68
Men	45	8.34	48	7.31	-	-	-	-	-	-	23	7.42	-	-
Women	108	5.96	-	-	-	-	-	-	-	-	-	-	-	-
Material movement														
Laborers, material handling	33	9.30	-	-	-	-	-	-	-	-	-	-	-	-
Power-truck operators	86	9.45	242	10.50	37	9.42	29	9.05	-	-	121	12.01	6	9.30
Men	-	-	-	-	-	-	-	-	-	-	-	-	6	9.30
Forklift	86	9.45	242	10.50	37	9.42	29	9.05	-	-	121	12.01	6	9.30
Men	-	-	-	-	-	-	-	-	-	-	-	-	6	9.30
Maintenance														
Machinery mechanics	13	11.74	-	-	-	-	-	-	-	-	-	-	-	-
Men	13	11.74	-	-	-	-	-	-	-	-	-	-	-	-
Mechanics, general	47	11.33	251	13.51	-	-	-	-	13	11.73	-	-	-	-
Men	-	-	-	-	-	-	-	-	13	11.73	-	-	-	-

See footnotes at end of table.

Table 36. Blended and prepared flour products: Occupational average earnings: By size of establishment—Continued

(Number of production workers and average straight-time hourly earnings¹ in selected occupations, United States and selected regions,² September 1987)

Department, occupation, and sex ³	United States ⁴				Middle Atlantic		Southwest		Great Lakes				Pacific	
	20-99 workers		100 workers or more		20-99 workers		100 workers or more		20-99 workers		100 workers or more		20-99 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
Service and custodial														
Janitors	50	\$6.27	112	\$7.93	10	\$8.14	-	-	28	\$4.74	-	-	-	-
Men	44	6.36	-	-	-	-	-	-	26	4.78	-	-	-	-
Truckdrivers	48	8.39	41	9.28	-	-	-	-	24	7.64	-	-	6	\$9.89
Men	40	8.37	-	-	-	-	-	-	24	7.64	-	-	6	9.89
Tractor-trailer	31	9.59	39	9.28	-	-	-	-	-	-	-	-	-	-
Men	27	9.53	-	-	-	-	-	-	-	-	-	-	-	-

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

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

³ Unless otherwise indicated, virtually all workers were men.

⁴ Includes data for regions not shown separately.

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

Table 37. Blended and prepared flour products: Occupational average earnings: By labor-management contract coverage

(Number of production workers and average straight-time hourly earnings¹ in selected occupations, United States and selected regions,² September 1987)

Department, occupation, and sex ³	United States ⁴				Middle Atlantic		Southwest		Great Lakes			
	Majority of workers covered ⁵		None or minority of workers covered ⁶		Majority of workers covered		Majority of workers covered		Majority of workers covered		None or minority of workers covered	
	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings
Elevator operations												
Receivers	-	-	8	\$8.83	-	-	-	-	-	-	-	-
Processing												
Processors	760	\$10.97	574	7.28	-	-	169	\$8.52	-	-	313	\$7.73
Men	-	-	343	7.89	-	-	-	-	-	-	204	8.57
Women	-	-	199	6.35	-	-	-	-	-	-	-	-
Machine tenders, mixing and blending	646	11.28	232	7.69	-	-	-	-	-	-	105	8.87
Men	-	-	190	7.98	-	-	-	-	-	-	100	8.97
Panelboard operators, mixing and blending	38	10.49	-	-	-	-	-	-	27	\$10.29	-	-
Packing												
Packers	74	10.24	404	7.26	23	\$10.72	16	8.37	-	-	210	8.58
Men	-	-	-	-	-	-	-	-	-	-	20	7.05
Women	-	-	-	-	-	-	-	-	-	-	190	8.74
Doughs	37	10.49	115	5.66	-	-	16	8.37	-	-	-	-
Flour mixes	37	9.99	289	7.90	-	-	-	-	-	-	198	8.78
Men	36	10.02	57	6.41	-	-	-	-	-	-	20	7.05
Women	-	-	232	8.26	-	-	-	-	-	-	178	8.98
Material movement												
Laborers, material handling	26	11.35	-	-	24	11.71	-	-	-	-	-	-
Power-truck operators	211	11.31	117	8.28	-	-	29	9.05	99	12.85	46	9.27
Men	-	-	99	8.52	-	-	-	-	-	-	46	9.27
Forklift	211	11.31	117	8.28	-	-	29	9.05	99	12.85	46	9.27
Men	-	-	99	8.52	-	-	-	-	-	-	46	9.27
Maintenance												
Machinery mechanics	-	-	26	11.64	-	-	-	-	-	-	-	-
Men	-	-	26	11.64	-	-	-	-	-	-	-	-
Mechanics, general	252	13.55	46	11.08	-	-	-	-	-	-	18	11.79
Men	-	-	-	-	-	-	-	-	-	-	18	11.79

See footnotes at end of table.

Table 37. Blended and prepared flour products: Occupational average earnings: By labor-management contract coverage—Continued

(Number of production workers and average straight-time hourly earnings¹ in selected occupations, United States and selected regions,² September 1987)

Department, occupation, and sex ³	United States ⁴				Middle Atlantic		Southwest		Great Lakes			
	Majority of workers covered ⁵		None or minority of workers covered ⁶		Majority of workers covered		Majority of workers covered		Majority of workers covered		None or minority of workers covered	
	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings
Service and custodial												
Janitors	77	\$9.52	85	\$5.52	14	\$9.95	-	-	-	-	55	\$5.18
Men	-	-	65	5.35	-	-	-	-	-	-	44	4.86
Women	-	-	18	6.09	-	-	-	-	-	-	-	-
Truckdrivers	-	-	66	7.94	-	-	-	-	-	-	27	7.72
Men	-	-	58	7.86	-	-	-	-	-	-	27	7.72
Tractor-trailer	-	-	50	8.62	-	-	-	-	-	-	19	9.07
Men	-	-	46	8.50	-	-	-	-	-	-	19	9.07

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

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

³ Unless otherwise indicated, virtually all workers were men.

⁴ Includes data for regions not shown separately.

⁵ Includes data for establishments with a majority of workers covered by labor-management contracts.

ment contracts.

⁶ Includes data for establishments with none or a minority of workers covered by labor-management contracts.

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

Table 38. Blended and prepared flour products: Occupational earnings distribution—Great Lakes Region¹

(Percent distribution of workers in selected occupations by straight-time hourly earnings,² September 1987)

Department, occupation, and sex ³	Number of workers	Average (mean) hourly earnings	Percent of workers receiving straight-time hourly earnings (in dollars) of—																											
			3.75 and under 4.00	4.00	4.25	4.50	4.75	5.00	5.50	6.00	6.50	7.00	7.50	8.00	8.50	9.00	9.50	10.00	10.50	11.00	11.50	12.00	12.50	13.00	13.50	14.00	14.50	15.00	15.50	15.50 and over
			4.25	4.50	4.75	5.00	5.50	6.00	6.50	7.00	7.50	8.00	8.50	9.00	9.50	10.00	10.50	11.00	11.50	12.00	12.50	13.00	13.50	14.00	14.50	15.00	15.50	15.50 and over		
All production workers	2,776	\$10.67	2	5	(⁴)	1	1	3	4	1	7	3	2	1	1	1	3	1	1	9	2	18	15	1	7	2	5	1	4	
Processing																														
Processors	728	10.35	-	7	-	-	-	2	3	3	8	5	2	1	(⁴)	1	4	1	1	10	(⁴)	26	23	-	1	3	-	-	-	
Packing																														
Packers	228	8.85	-	1	-	-	-	5	26	2	4	5	2	1	(⁴)	-	1	1	-	45	-	7	-	-	-	-	-	-	-	
Women	190	8.74	-	-	-	-	-	6	31	2	4	4	1	1	-	-	-	-	53	-	-	-	-	-	-	-	-	-	-	
Flour mixes	201	8.80	-	1	-	-	-	2	28	2	4	6	2	1	(⁴)	-	1	1	-	51	-	-	-	-	-	-	-	-	-	
Men	23	7.42	-	13	-	-	-	4	9	4	9	17	13	-	4	-	9	9	-	9	-	-	-	-	-	-	-	-	-	
Women	178	8.98	-	-	-	-	-	2	30	2	4	4	1	1	-	-	-	-	56	-	-	-	-	-	-	-	-	-	-	
Material movement																														
Power-truck operators	145	11.71	-	-	-	-	-	1	-	-	4	6	2	-	-	1	12	1	2	9	1	3	24	-	34	-	-	-	-	
Forklift	145	11.71	-	-	-	-	-	1	-	-	4	6	2	-	-	1	12	1	2	9	1	3	24	-	34	-	-	-	-	
Maintenance																														
Mechanics, general	178	14.13	-	-	-	-	-	-	-	-	4	6	1	2	1	-	-	-	-	1	7	1	20	-	-	-	-	-	⁵ 57	
Service and custodial																														
Janitors	60	5.77	10	30	5	-	7	7	8	8	7	3	5	-	-	-	-	-	2	-	8	-	-	-	-	-	-	-	-	
Men	44	4.86	14	41	2	-	9	5	11	11	-	-	7	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Truckdrivers	42	9.40	-	-	-	19	-	-	-	-	-	-	12	7	12	-	-	7	-	10	-	-	33	-	-	-	-	-	-	
Tractor-trailer	33	10.57	-	-	-	-	-	-	-	-	-	-	15	9	15	-	-	6	-	12	-	-	42	-	-	-	-	-	-	

¹ For definition of region, see appendix A, table A-1, footnote 1.

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

³ Unless otherwise indicated, virtually all workers were men.

⁴ Less than 0.5 percent.

⁵ All workers were at \$16.50 and under \$17 an hour.

NOTE: Because of rounding, sums of individual items may not equal 100. Dashes indicate no data. Overall classifications may include data for subclassifications not shown separately.

Table 39. Blended and prepared flour products: Method of wage payment(Percent of production workers by method of wage payment,¹ United States and selected regions,² September 1987)

Method	United States ³	Middle Atlantic	Southwest	Great Lakes	Pacific
All workers	100	100	100	100	100
Time-rated workers	95	88	82	98	100
Formal plans	86	65	82	88	74
Single rate	56	50	41	69	74
Range of rates	29	15	41	19	-
Length of service	3	-	20	-	-
Combination	26	15	20	19	-
Individual rates	10	22	-	9	26
Incentive workers	5	12	18	2	-
Group bonus	5	12	18	2	-

¹ For definition of method of wage payment, see appendix A.² For definitions of regions, see appendix A, table A-1, footnote 1.³ 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 40. Blended and prepared flour products: Scheduled weekly hours(Percent of production workers by scheduled weekly hours,¹ United States and selected regions,² September 1987)

Weekly hours	United States ³	Middle Atlantic	Southwest	Great Lakes	Pacific
All workers	100	100	100	100	100
Under 40 hours	1	-	-	-	-
40 hours	96	100	87	97	100
45 hours	(⁴)	-	-	-	-
55 hours	1	-	-	3	-
72 hours	1	-	13	-	-

¹ Data relate to the predominant schedule for full-time, day-shift workers in each establishment.² For definitions of regions, see appendix A, table A-1, footnote 1.³ Includes data for regions in addition to those shown separately.⁴ Less than 0.5 percent.

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

Table 41. Blended and prepared flour products: Shift differential provisions(Percent of production workers by shift differential provisions,¹ United States and selected regions,² September 1987)

Shift differential	United States ³	Middle Atlantic	Southwest	Great Lakes	Pacific
Second shift					
Workers in establishments with					
second-shift provisions	92.3	84.6	79.7	97.6	87.7
With shift differential	68.6	84.6	50.8	78.0	74.1
Uniform cents per hour	65.8	84.6	50.8	78.0	74.1
10 cents	6.3	-	20.2	8.1	-
15 cents	11.8	-	-	8.7	-
20 cents	9.3	46.3	-	-	66.5
22 cents	33.9	38.3	30.6	53.1	-
25 cents	4.5	-	-	8.0	7.6
Uniform percentage	2.8	-	-	-	-
10 percent	2.8	-	-	-	-
Third shift					
Workers in establishments with					
third-shift provisions	61.2	60.7	59.5	69.3	54.5
With shift differential	57.3	60.7	30.6	69.3	54.5
Uniform cents per hour	55.4	60.7	30.6	69.3	54.5
15 cents	11.6	-	-	8.1	-
20 cents	1.6	15.4	-	-	-
25 cents	7.5	-	-	8.0	54.5
29 cents	34.6	45.3	30.6	53.1	-
Uniform percentage	1.9	-	-	-	-
15 percent	1.9	-	-	-	-

¹ Refers to policies of establishments currently operating late shifts or having provisions covering late shifts.² For definitions of regions, see appendix A, table A-1, footnote 1.³ 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 42. Blended and prepared flour products: Shift differential practices(Percent of production workers employed on late shifts by amount of pay differential, United States and selected regions,¹ September 1987)

Shift differential	United States ²	Middle Atlantic	Southwest	Great Lakes	Pacific
Second shift					
Workers employed on second shift	27.1	25.7	20.0	27.5	31.9
Receiving differential	20.0	25.7	17.4	21.4	26.4
Uniform cents per hour	19.4	25.7	17.4	21.4	26.4
10 cents	2.4	-	8.7	2.8	-
15 cents	3.5	-	-	2.2	-
20 cents	3.2	14.9	-	-	25.1
22 cents	9.0	10.7	8.7	13.8	-
25 cents	1.3	-	-	2.5	1.4
Uniform percentage .....	.6	-	-	-	-
10 percent .....	.6	-	-	-	-
Third shift					
Workers employed on third shift	13.0	9.9	9.2	18.0	10.9
Receiving differential	12.7	9.9	6.8	18.0	10.9
Uniform cents per hour	12.3	9.9	6.8	18.0	10.9
15 cents	1.8	-	-	1.9	-
20 cents .....	.4	3.5	-	-	-
25 cents	2.0	-	-	2.5	10.9
29 cents	8.2	6.4	6.8	13.6	-
Uniform percentage .....	.4	-	-	-	-
15 percent .....	.4	-	-	-	-

¹ For definitions of regions, see appendix A, table A-1, footnote 1.² 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 43. Blended and prepared flour products: Paid holidays(Percent of production workers in establishments with formal provisions for paid holidays, United States and selected regions,¹ September 1987)

Benefit	United States ²	Middle Atlantic	Southwest	Great Lakes	Pacific
All workers	100	100	100	100	100
Workers in establishments providing					
paid holidays	98	100	100	100	100
6 days	2	-	-	3	-
6 days plus 1 half day	1	-	-	3	-
6 days plus 2 half days	2	-	-	4	-
7 days	18	24	8	11	9
7 days plus 2 half days	1	7	-	-	-
8 days	4	-	-	2	4
8 days plus 1 half day	(³)	-	-	-	-
9 days	10	15	20	-	-
9 days plus 1 half day	2	-	-	5	-
10 days	9	-	29	8	14
11 days	8	-	13	3	74
12 days	1	-	-	-	-
13 days	38	38	31	61	-
14 days	2	15	-	-	-

¹ For definitions of regions, see appendix A, table A-1, footnote 1.² Includes data for regions in addition to those shown separately.³ Less than 0.5 percent.

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

Table 44. Blended and prepared flour products: Paid vacations

(Percent of production workers in establishments with formal provisions for paid vacations after selected periods of service, United States and selected regions,¹ September 1987)

Benefit	United States ²	Middle Atlantic	Southwest	Great Lakes	Pacific	Benefit	United States ²	Middle Atlantic	Southwest	Great Lakes	Pacific
All workers	100	100	100	100	100	Amount of vacation pay³—Continued					
Method of payment						After 10 years of service:					
Workers in establishments providing paid vacations	99	100	100	100	100	1 week	1	-	-	3	-
Length-of-time payment	99	100	100	100	100	2 weeks	7	-	8	10	9
						3 weeks	50	39	62	31	62
Amount of vacation pay³						Over 3 and under 4 weeks	37	54	31	56	-
After 1 year of service:						4 weeks	3	7	-	-	29
1 week	56	46	57	44	76	After 15 years of service:					
Over 1 and under 2 weeks	36	38	31	56	-	1 week	1	-	-	3	-
2 weeks	5	15	13	-	24	2 weeks	4	-	8	5	-
After 2 years of service:						3 weeks	32	24	41	25	9
1 week	32	24	29	24	21	4 weeks	25	38	20	11	79
Over 1 and under 2 weeks	2	-	-	3	-	Over 4 and under 5 weeks	36	38	31	56	-
2 weeks	31	38	41	20	79	5 weeks	1	-	-	-	12
Over 2 and under 3 weeks	34	38	31	53	-	After 20 years of service:					
After 3 years of service:						1 week	1	-	-	3	-
1 week	20	-	-	18	-	2 weeks	4	-	8	5	-
2 weeks	43	62	69	25	100	3 weeks	23	24	-	16	9
Over 2 and under 3 weeks	36	38	31	56	-	4 weeks	23	7	62	12	79
After 5 years of service:						Over 4 and under 5 weeks	2	-	-	3	-
1 week	4	-	-	8	-	5 weeks	12	31	-	8	12
2 weeks	46	15	69	36	16	Over 5 and under 6 weeks	34	38	31	53	-
Over 2 and under 3 weeks	2	-	-	3	-	After 25 years of service: ⁴					
3 weeks	13	46	-	-	84	1 week	1	-	-	3	-
Over 3 and under 4 weeks	34	38	31	53	-	2 weeks	4	-	8	5	-
After 8 years of service:						3 weeks	23	24	-	16	9
1 week	1	-	-	3	-	4 weeks	18	7	41	7	79
2 weeks	27	-	37	23	9	5 weeks	17	31	20	13	12
Over 2 and under 3 weeks	2	-	-	3	-	Over 5 and under 6 weeks	2	-	-	3	-
3 weeks	34	46	33	18	91	Over 6 and under 7 weeks	34	38	31	53	-
Over 3 and under 4 weeks	36	54	31	53	-						

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

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

³ Periods of service were chosen arbitrarily and do not necessarily reflect individual establishment provisions for progression. For example, changes indicated at 20 years may include changes that occurred between 15 and 20 years.

⁴ 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 45. Blended and prepared flour products: Health, insurance, and retirement plans

(Percent of production workers in establishments with specified health, insurance, and retirement plans,¹ United States and selected regions,² September 1987)

Benefit	United States ¹	Middle Atlantic	Southwest	Great Lakes	Pacific
All workers	100	100	100	100	100
Workers in establishments providing:					
Life insurance	91	100	92	97	89
Noncontributory plans	87	100	59	97	75
Accidental death and dismemberment insurance	91	100	92	97	83
Noncontributory plans	87	100	59	97	83
Sickness and accident insurance or sick leave or both ⁴	89	65	92	92	100
Sickness and accident insurance	77	50	92	92	20
Noncontributory plans	74	50	80	89	20
Sick leave (full pay, no waiting period)	19	39	20	12	26
Sick leave (partial pay or waiting period)	8	-	-	2	62
Long-term disability insurance	16	-	62	16	20
Noncontributory plans	12	-	29	16	8
Hospitalization insurance	97	100	100	97	100
Noncontributory plans	88	76	67	97	100
Surgical insurance	97	100	100	97	100
Noncontributory plans	88	76	67	97	100
Medical insurance	97	100	100	97	100
Noncontributory plans	88	76	67	97	100
Major medical insurance	97	100	100	97	100
Noncontributory plans	88	76	67	97	100
Health maintenance organizations	32	58	29	33	76
Noncontributory plans	20	35	29	13	76
Dental insurance	74	85	92	77	88
Noncontributory plans	65	61	59	77	74
Vision-care insurance	23	38	29	13	83
Noncontributory plans	21	38	29	8	83
Retirement plans ⁵	91	100	92	94	100
Pensions	85	100	92	82	96
Noncontributory plans	85	100	92	82	96
Severance pay	13	24	-	12	4

¹ Includes those plans for which the employer pays at least part of the cost and excludes legally required plans such as workers' compensation and Social Security; however, plans required by State temporary disability 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.

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

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

⁴ Unduplicated total of workers receiving sickness and accident insurance and sick leave shown separately.

⁵ Unduplicated total of workers covered by pension plans and severance pay shown separately.

NOTE: Dashes indicate no data.

Table 46. Blended and prepared flour products: Other selected benefits

(Percent of production workers in establishments with formal provisions for selected benefits,¹ United States and selected regions,² September 1987)

Benefit	United States ³	Middle Atlantic	Southwest	Great Lakes	Pacific
All workers	100	100	100	100	100
Workers in establishments with provisions for:					
Funeral leave	94	100	92	100	86
Jury-duty leave	92	100	100	93	86
Technological severance pay	38	38	51	56	-

¹ For definitions of items, see appendix A.

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

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

NOTE: Formal plans providing for automatic cost-of-living adjustments were studied, but no plans were reported in this industry. Dashes indicate no data.

Table 47. Wet corn mill products: Average hourly earnings by selected characteristics

(Number of production workers and average straight-time hourly earnings,¹ United States and selected regions,² September 1987)

Characteristic	United States ³		New England		Great Lakes		Middle West	
	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings
All production workers	4,609	\$12.05	134	\$8.04	2,310	\$12.58	1,850	\$12.03
Men	-	-	113	8.16	-	-	-	-
Type of area:								
Metropolitan areas ⁴	3,254	12.40	-	-	2,310	12.58	917	12.04
Nonmetropolitan areas	1,355	11.22	134	8.04	-	-	-	-
Size of establishment:								
20-99 workers	387	8.66	134	8.04	-	-	-	-
100 workers or more	4,222	12.36	-	-	2,248	12.68	1,828	12.07
Labor-management contract coverage: establishments with—								
Majority of workers covered	3,623	12.33	-	-	2,014	12.63	1,566	12.03
None or minority of workers covered	986	11.02	-	-	-	-	-	-

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

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

³ Includes data for regions not shown separately.

⁴ Metropolitan Statistical Areas as defined by the U.S. Office of

Management and Budget through October 1984.

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

Table 48. Wet corn mill products: Earnings distribution--All production workers

(Percent distribution of production workers by straight-time hourly earnings,¹ United States and selected regions,² September 1987)

Hourly earnings	United States ³	New England	Great Lakes	Middle West	Hourly earnings	United States ³	New England	Great Lakes	Middle West
Number of workers	4,609	134	2,310	1,850					
Average (mean) hourly earnings ⁴	\$12.05	\$8.04	\$12.58	\$12.03	\$10.00 and under \$10.25	0.9	3.0	-	0.6
Median ⁴	12.34	8.26	12.99	12.20	\$10.25 and under \$10.50	1.4	.7	1.8	.3
Middle range: ⁴					\$10.50 and under \$10.75 .....	.3	-	.1	.3
First quartile	11.59	7.19	12.21	11.70	\$10.75 and under \$11.00	1.0	-	1.1	.6
Third quartile	13.15	9.55	13.29	12.58					
Total	100.0	100.0	100.0	100.0	\$11.00 and under \$11.25	2.8	-	1.0	5.6
Under \$7.00	1.5	⁵ 23.9	(⁶)	-	\$11.25 and under \$11.50	3.6	-	2.4	5.7
\$7.00 and under \$7.25	1.4	2.2	2.5	-	\$11.50 and under \$11.75	7.8	-	6.9	10.5
\$7.25 and under \$7.50 .....	.1	.7	-	-	\$11.75 and under \$12.00	3.8	-	1.3	5.8
\$7.50 and under \$7.75 .....	.8	15.7	-	-	\$12.00 and under \$12.25	15.5	-	12.9	21.8
\$7.75 and under \$8.00 .....	.1	-	-	-	\$12.25 and under \$12.50	8.9	-	3.0	18.1
\$8.00 and under \$8.25 .....	.5	3.0	-	-	\$12.50 and under \$12.75	10.6	-	5.3	19.7
\$8.25 and under \$8.50 .....	.5	6.7	(⁶)	.3	\$12.75 and under \$13.00	6.0	-	9.4	3.2
\$8.50 and under \$8.75	1.5	16.4	-	2.1	\$13.00 and under \$13.25	6.8	-	9.9	2.1
\$8.75 and under \$9.00 .....	.4	-	.6	.1	\$13.25 and under \$13.50	10.1	-	17.8	2.3
\$9.00 and under \$9.25	1.0	3.7	.4	.9	\$13.50 and under \$13.75	7.2	-	14.4	-
\$9.25 and under \$9.50 .....	.6	1.5	.8	-	\$13.75 and under \$14.00 .....	.1	-	.2	-
\$9.50 and under \$9.75 .....	.8	19.4	.1	-	\$14.00 and over	3.4	-	6.8	-
\$9.75 and under \$10.00 .....	.6	3.0	1.0	-					

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

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

³ Includes data for regions not shown separately.

⁴ See appendix A for method used to compute means, medians, and middle ranges of earnings.

⁵ Workers were distributed as follows: 1.5 percent at \$4.50 and under \$4.75; 9

percent at \$5.25 and under \$5.50; 4.5 percent at \$5.50 and under \$5.75; 3 percent at \$6.25 and under \$6.50; and 6 percent at \$6.50 and under \$6.75.

⁶ Less than 0.05 percent.

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

Table 49. Wet corn mill products: Occupational average earnings: All establishments

(Number of production workers and average straight-time hourly earnings¹ in selected occupations, United States and selected regions,² September 1987)

Department, occupation, and sex ³	United States ⁴		New England		Great Lakes		Middle West	
	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings
Elevator operations								
Receivers	75	\$11.93	-	-	15	\$11.91	-	-
Weighers	12	11.88	-	-	-	-	-	-
Processing								
Processors	1,366	11.97	53	\$8.39	715	12.48	461	\$12.15
Men	-	-	41	8.55	-	-	-	-
Converter operators	51	11.94	-	-	-	-	22	11.63
Machine tenders	610	11.60	39	8.49	263	12.34	201	11.95
Men	-	-	31	8.71	-	-	-	-
Dry starch	198	11.30	39	8.49	92	12.67	53	11.63
Men	-	-	31	8.71	-	-	-	-
Milling	217	11.80	-	-	74	12.52	92	12.10
Syrup refining	195	11.69	-	-	-	-	56	12.02
Panelboard operators	362	11.98	14	8.11	219	12.48	103	12.11
Men	-	-	10	8.06	178	12.52	-	-
Dry starch	-	-	14	8.11	-	-	-	-
Men	-	-	10	8.06	-	-	-	-
Milling	93	11.45	-	-	-	-	32	12.33
Syrup	111	12.22	-	-	55	12.11	-	-
Packing								
Packers	159	11.51	-	-	-	-	98	11.53
Feed	18	11.98	-	-	-	-	-	-
Starch	103	11.55	-	-	-	-	54	11.56
Material movement								
Laborers, material handling	114	11.00	-	-	60	11.02	50	11.39
Power-truck operators	95	11.19	-	-	-	-	13	10.47
Men	85	11.24	12	7.71	-	-	-	-
Forklift	95	11.19	-	-	-	-	13	10.47
Men	85	11.24	12	7.71	-	-	-	-

See footnotes at end of table.

Table 49. Wet corn mill products: Occupational average earnings: All establishments—Continued

(Number of production workers and average straight-time hourly earnings¹ in selected occupations, United States and selected regions,² September 1987)

Department, occupation, and sex ³	United States ⁴		New England		Great Lakes		Middle West	
	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings
Maintenance								
Electricians	78	\$12.92	-	-	27	\$13.42	-	-
Men	-	-	-	-	27	13.42	-	-
Mechanics, general	685	13.04	-	-	331	13.48	305	\$12.78
Service and custodial								
Guards	20	11.13	-	-	-	-	-	-
Janitors	22	10.16	-	-	6	10.92	12	10.71
Truckdrivers	7	9.76	-	-	-	-	-	-
Men	6	9.35	-	-	-	-	-	-

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

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

³ Unless otherwise indicated, virtually all workers were men.

⁴ Includes data for regions not shown separately.

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

Table 50. Wet corn mill products: Occupational average earnings: By type of area

(Number of production workers and average straight-time hourly earnings¹ in selected occupations, United States and selected regions,² September 1987)

Department, occupation, and sex ³	United States ⁴				New England		Great Lakes		Middle West	
	Metropolitan areas ⁵		Nonmetropolitan areas		Nonmetropolitan areas		Metropolitan areas		Nonmetropolitan areas	
	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings
Elevator operations										
Receivers	-	-	-	-	-	-	15	\$11.91	-	-
Processing										
Processors	906	\$12.41	460	\$11.09	53	\$8.39	715	12.48	-	-
Men	-	-	-	-	41	8.55	-	-	-	-
Converter operators	36	12.63	15	10.28	-	-	-	-	11	\$11.06
Machine tenders	387	12.23	223	10.50	39	8.49	263	12.34	-	-
Men	-	-	179	10.59	31	8.71	-	-	-	-
Dry starch	120	12.62	78	9.26	39	8.49	92	12.67	25	10.69
Men	-	-	-	-	31	8.71	-	-	-	-
Milling	138	12.13	79	11.21	-	-	74	12.52	-	-
Men	-	-	64	11.30	-	-	-	-	-	-
Syrup refining	-	-	66	11.12	-	-	-	-	-	-
Men	-	-	62	11.05	-	-	-	-	-	-
Panelboard operators	275	12.46	87	10.48	14	8.11	219	12.48	47	11.79
Men	-	-	-	-	10	8.06	178	12.52	-	-
Dry starch	-	-	29	9.21	14	8.11	-	-	-	-
Men	-	-	-	-	10	8.06	-	-	-	-
Milling	59	12.03	34	10.43	-	-	-	-	-	-
Syrup	87	12.25	-	-	-	-	55	12.11	-	-
Packing										
Packers	55	12.45	104	11.01	-	-	-	-	88	11.52
Starch	-	-	54	10.70	-	-	-	-	44	11.54
Material movement										
Laborers, material handling	64	10.69	50	11.39	-	-	60	11.02	50	11.39
Power-truck operators	-	-	31	8.85	-	-	-	-	13	10.47
Men	-	-	-	-	12	7.71	-	-	-	-
Forklift	-	-	31	8.85	-	-	-	-	13	10.47
Men	-	-	-	-	12	7.71	-	-	-	-

See footnotes at end of table.

Table 50. Wet corn mill products: Occupational average earnings: By type of area—Continued

(Number of production workers and average straight-time hourly earnings¹ in selected occupations, United States and selected regions,² September 1987)

Department, occupation, and sex ³	United States ⁴				New England		Great Lakes		Middle West	
	Metropolitan areas ⁵		Nonmetropolitan areas		Nonmetropolitan areas		Metropolitan areas		Nonmetropolitan areas	
	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings
Maintenance										
Electricians	27	\$13.42	51	\$12.66	-	-	27	\$13.42	-	-
Men	27	13.42	-	-	-	-	27	13.42	-	-
Mechanics, general	483	13.32	202	12.35	-	-	331	13.48	-	-
Service and custodial										
Janitors	6	10.92	16	9.87	-	-	6	10.92	12	\$10.71
Truckdrivers	-	-	7	9.76	-	-	-	-	-	-
Men	-	-	6	9.35	-	-	-	-	-	-

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

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

³ Unless otherwise indicated, virtually all workers were men.

⁴ Includes data for regions not shown separately.

⁵ Metropolitan Statistical Areas as defined by the U.S. Office of Management

and Budget through October 1984.

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

Table 51. Wet corn mill products: Occupational average earnings: By size of establishment

(Number of production workers and average straight-time hourly earnings¹ in selected occupations, United States and selected regions,² September 1987)

Department, occupation, and sex ³	United States ⁴				New England		Great Lakes		Middle West	
	20-99 workers		100 workers or more		20-99 workers		100 workers or more		100 workers or more	
	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings
Elevator operations										
Receivers	-	-	73	\$12.12	-	-	15	\$11.91	-	-
Weighers	-	-	12	11.88	-	-	-	-	-	-
Processing										
Processors	146	\$8.89	1,220	12.33	53	\$8.39	703	12.54	446	\$12.27
Men	117	9.05	-	-	41	8.55	-	-	-	-
Converter operators	-	-	44	12.52	-	-	-	-	19	12.12
Machine tenders	92	8.90	518	12.08	39	8.49	255	12.44	192	12.11
Men	74	9.09	-	-	31	8.71	-	-	-	-
Dry starch	62	8.41	136	12.61	39	8.49	88	12.83	-	-
Men	45	8.52	-	-	31	8.71	-	-	-	-
Milling	21	9.46	196	12.05	-	-	70	12.74	92	12.10
Men	20	9.49	-	-	-	-	-	-	-	-
Syrup refining	-	-	186	11.72	-	-	-	-	56	12.02
Panelboard operators	47	8.94	315	12.44	14	8.11	215	12.54	100	12.22
Men	39	9.08	-	-	10	8.06	174	12.60	-	-
Dry starch	21	8.11	-	-	14	8.11	-	-	-	-
Men	-	-	-	-	10	8.06	-	-	-	-
Milling	-	-	71	12.22	-	-	-	-	32	12.33
Syrup	-	-	107	12.18	-	-	55	12.11	-	-
Packing										
Packers	16	8.21	143	11.88	-	-	-	-	98	11.53
Men	16	8.21	-	-	-	-	-	-	-	-
Feed	-	-	18	11.98	-	-	-	-	-	-
Starch	-	-	93	12.04	-	-	-	-	54	11.56
Material movement										
Laborers, material handling	-	-	106	11.34	-	-	56	11.29	50	11.39
Power-truck operators	20	7.76	75	12.11	-	-	-	-	11	10.83
Men	17	7.63	-	-	12	7.71	-	-	-	-
Forklift	20	7.76	75	12.11	-	-	-	-	11	10.83
Men	17	7.63	-	-	12	7.71	-	-	-	-

See footnotes at end of table.

Table 51. Wet corn mill products: Occupational average earnings: By size of establishment—Continued

(Number of production workers and average straight-time hourly earnings¹ in selected occupations, United States and selected regions,² September 1987)

Department, occupation, and sex ³	United States ⁴				New England		Great Lakes		Middle West	
	20-99 workers		100 workers or more		20-99 workers		100 workers or more		100 workers or more	
	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings
Maintenance										
Electricians	7	\$11.37	71	\$13.08	-	-	-	-	-	-
Men	7	11.37	-	-	-	-	-	-	-	-
Mechanics, general	47	10.57	638	13.22	-	-	-	-	304	\$12.79
Men	46	10.61	-	-	-	-	-	-	-	-
Service and custodial										
Janitors	-	-	18	10.88	-	-	-	-	12	10.71

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

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

³ Unless otherwise indicated, virtually all workers were men.

⁴ Includes data for regions not shown separately.

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

Table 52. Wet corn mill products: Occupational average earnings: By labor-management contract coverage

(Number of production workers and average straight-time hourly earnings¹ in selected occupations, United States and selected regions,² September 1987)

Department, occupation, and sex ³	United States ⁴				Great Lakes		Middle West	
	Majority of workers covered ⁵		None or minority of workers covered ⁶		Majority of workers covered		Majority of workers covered	
	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings
Elevator operations								
Receivers	73	\$12.12	-	-	15	\$11.91	-	-
Weighers	12	11.88	-	-	-	-	-	-
Processing								
Processors	1,184	12.34	182	\$9.55	703	12.54	461	\$12.15
Men	-	-	162	9.71	-	-	-	-
Women	-	-	20	8.25	-	-	-	-
Converter operators	47	12.26	-	-	-	-	22	11.63
Machine tenders	473	12.13	137	9.77	255	12.44	201	11.95
Men	-	-	122	9.95	-	-	-	-
Women	-	-	15	8.29	-	-	-	-
Dry starch	158	12.07	40	8.23	88	12.83	53	11.63
Men	-	-	32	8.38	-	-	-	-
Milling	162	12.37	55	10.10	70	12.74	92	12.10
Men	-	-	48	10.26	-	-	-	-
Syrup refining	153	11.93	42	10.81	-	-	56	12.02
Men	-	-	42	10.81	-	-	-	-
Panelboard operators	321	12.37	41	8.93	215	12.54	103	12.11
Men	-	-	36	9.04	174	12.60	-	-
Dry starch	-	-	15	7.74	-	-	-	-
Men	-	-	11	7.55	-	-	-	-
Milling	71	12.22	-	-	-	-	32	12.33
Syrup	107	12.18	-	-	55	12.11	-	-
Packing								
Packers	143	11.88	16	8.21	-	-	98	11.53
Men	-	-	16	8.21	-	-	-	-
Feed	18	11.98	-	-	-	-	-	-
Starch	93	12.04	-	-	-	-	54	11.56
Material movement								
Laborers, material handling	106	11.34	-	-	56	11.29	50	11.39
Power-truck operators	85	11.69	10	7.00	-	-	13	10.47
Men	75	11.80	10	7.00	-	-	-	-
Forklift	85	11.69	10	7.00	-	-	13	10.47
Men	75	11.80	10	7.00	-	-	-	-

See footnotes at end of table.

Table 52. Wet corn mill products: Occupational average earnings: By labor-management contract coverage—Continued

(Number of production workers and average straight-time hourly earnings¹ in selected occupations, United States and selected regions,² September 1987)

Department, occupation, and sex ³	United States ⁴				Great Lakes		Middle West	
	Majority of workers covered ⁵		None or minority of workers covered ⁶		Majority of workers covered		Majority of workers covered	
	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings
Maintenance								
Electricians	66	\$13.15	12	\$11.66	-	-	-	-
Men	-	-	12	11.66	-	-	-	-
Mechanics, general	588	13.20	97	12.04	-	-	267	\$12.72
Service and custodial								
Janitors	17	11.06	-	-	-	-	12	10.71

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

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

³ Unless otherwise indicated, virtually all workers were men.

⁴ Includes data for regions not shown separately.

⁵ Includes data for establishments with a majority of workers covered by labor-management contracts.

⁶ Includes data for establishments with none or a minority of workers covered by labor-management contracts.

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

Table 53. Wet corn mill products: Occupational earnings distribution—Great Lakes Region¹

(Percent distribution of workers in selected occupations by straight-time hourly earnings,² September 1987)

Department, occupation, and sex ³	Number of workers	Average (mean) hourly earnings	Percent of workers receiving straight-time hourly earnings (in dollars) of—																											
			Under 7.25	7.25 and under 7.50	7.50 7.75	7.75 8.00	8.00 8.25	8.25 8.50	8.50 8.75	8.75 9.00	9.00 9.25	9.25 9.50	9.50 9.75	9.75 10.00	10.00 10.25	10.25 10.50	10.50 10.75	10.75 11.00	11.00 11.25	11.25 11.50	11.50 11.75	11.75 12.00	12.00 12.50	12.50 13.00	13.00 13.50	13.50 14.00	14.00 14.50	14.50 15.00	15.00 15.50	
All production workers	2,310	\$12.58	3	-	-	-	-	(⁴)	-	1	(⁴)	1	(⁴)	1	-	2	(⁴)	1	1	2	7	1	16	15	28	15	7	(⁴)	(⁴)	
Elevator operations																														
Receivers	15	11.91	-	-	-	-	-	-	-	-	-	-	-	-	-	-	13	-	27	13	-	27	20	-	-	-	-	-	-	
Processing																														
Processors	715	12.48	-	-	-	-	-	-	-	1	1	-	-	-	-	-	-	3	5	8	3	31	20	12	16	-	-	-	-	
Machine tenders	263	12.34	-	-	-	-	-	-	-	2	2	-	-	-	-	-	-	-	3	15	-	39	15	18	7	-	-	-	-	
Dry starch	92	12.67	-	-	-	-	-	-	-	-	4	-	-	-	-	-	-	-	-	-	-	30	14	51	-	-	-	-	-	
Milling	74	12.52	-	-	-	-	-	-	-	5	-	-	-	-	-	-	-	-	-	-	-	38	32	-	24	-	-	-	-	
Panelboard operators	219	12.48	-	-	-	-	-	-	-	-	2	-	-	-	-	-	-	11	9	-	10	24	3	15	26	-	-	-	-	
Men	178	12.52	-	-	-	-	-	-	-	-	2	-	-	-	-	-	-	12	10	-	11	13	1	18	31	-	-	-	-	
Syrup	55	12.11	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	15	-	16	62	-	7	-	-	-	-	-	
Material movement																														
Laborers, material handling	60	11.02	7	-	-	-	-	-	-	-	-	22	3	-	-	8	-	-	-	-	28	-	-	32	-	-	-	-	-	
Maintenance																														
Electricians	27	13.42	-	-	-	-	-	-	-	-	-	-	-	7	-	-	-	-	-	-	-	-	-	-	41	-	52	-	-	
Mechanics, general	331	13.48	-	-	-	-	-	-	-	-	-	-	-	4	-	-	-	-	-	-	-	-	-	-	17	60	19	-	-	
Service and custodial																														
Janitors	6	10.92	17	-	-	-	-	-	-	-	-	-	-	-	-	-	33	-	-	-	-	-	50	-	-	-	-	-	-	

¹ For definition of region, see appendix A, table A-1, footnote 1.

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

³ Unless otherwise indicated, virtually all workers were men.

⁴ Less than 0.5 percent.

NOTE: Because of rounding, sums of individual items may not equal 100. Dashes indicate no data. Overall classifications may include data for subclassifications not shown separately.

Table 54. Wet corn mill products: Occupational earnings distribution—Middle West Region¹

(Percent distribution of workers in selected occupations by straight-time hourly earnings,² September 1987)

Department and occupation ³	Number of workers	Average (mean) hourly earnings	Percent of workers receiving straight-time hourly earnings (in dollars) of—																					
			8.25 and under 8.50	8.50 - 8.75	8.75 - 9.00	9.00 - 9.25	9.25 - 9.50	9.50 - 9.75	9.75 - 10.00	10.00 - 10.25	10.25 - 10.50	10.50 - 10.75	10.75 - 11.00	11.00 - 11.25	11.25 - 11.50	11.50 - 11.75	11.75 - 12.00	12.00 - 12.25	12.25 - 12.50	12.50 - 12.75	12.75 - 13.00	13.00 - 13.25	13.25 - 13.50	
All production workers	1,850	\$12.03	(⁴)	2	(⁴)	1	-	-	-	1	(⁴)	(⁴)	1	6	6	10	6	22	18	20	3	2	2	
Processing																								
Processors	461	12.15	-	3	-	-	-	-	-	-	-	-	-	-	3	8	7	29	21	29	-	-	-	
Converter operators	22	11.63	-	14	-	-	-	-	-	-	-	-	-	-	-	-	18	68	-	-	-	-	-	
Machine tenders	201	11.95	-	4	-	-	-	-	-	-	-	-	-	-	6	14	8	36	24	8	-	-	-	
Dry starch	53	11.63	-	17	-	-	-	-	-	-	-	-	-	-	-	15	-	30	15	23	-	-	-	
Milling	92	12.10	-	-	-	-	-	-	-	-	-	-	-	-	4	13	13	39	26	4	-	-	-	
Syrup refining	56	12.02	-	-	-	-	-	-	-	-	-	-	-	-	14	14	7	36	29	-	-	-	-	
Panelboard operators	103	12.11	-	3	-	-	-	-	-	-	-	-	-	-	-	8	12	27	35	16	-	-	-	
Milling	32	12.33	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	38	63	-	-	-	-	
Packing																								
Packers	98	11.53	-	8	-	-	-	-	-	-	-	-	-	5	12	29	-	46	-	-	-	-	-	
Starch	54	11.56	-	7	-	-	-	-	-	-	-	-	-	9	-	37	-	46	-	-	-	-	-	
Material movement																								
Laborers, material handling	50	11.39	-	-	-	-	-	-	-	24	-	4	-	-	14	-	-	58	-	-	-	-	-	
Power-truck operators	13	10.47	15	23	-	-	-	-	-	-	-	-	15	-	-	15	-	31	-	-	-	-	-	
Forklift	13	10.47	15	23	-	-	-	-	-	-	-	-	15	-	-	15	-	31	-	-	-	-	-	
Maintenance																								
Mechanics, general	305	12.78	-	-	(⁴)	-	-	-	-	-	-	-	-	-	-	-	-	-	7	63	6	12	12	
Service and custodial																								
Janitors	12	10.71	-	33	-	-	-	-	-	-	-	-	-	17	-	-	-	50	-	-	-	-	-	

¹ For definition of region, see appendix A, table A-1, footnote 1.

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

³ Virtually all workers were men.

⁴ Less than 0.5 percent.

NOTE: Because of rounding, sums of individual items may not equal 100. Dashes indicate no data. Overall classifications may include data for subclassifications not shown separately.

Table 55. Wet corn mill products: Method of wage payment(Percent of production workers by method of wage payment,¹ United States and selected regions,² September 1987)

Method	United States ³	New England	Great Lakes	Middle West
All workers	100	100	100	100
Time-rated workers	100	100	100	100
Formal plans	99	100	100	100
Single rate	89	100	87	100
Range of rates	10	-	13	-
Length of service	2	-	3	-
Merit review	7	-	10	-
Combination	2	-	-	-
Individual rates	1	-	-	-

¹ For definition of method of wage payment, see appendix A.² For definitions of regions, see appendix A, table A-1, footnote 1.³ 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 56. Wet corn mill products: Scheduled weekly hours(Percent of production workers by scheduled weekly hours,¹ United States and selected regions,² September 1987)

Weekly hours	United States ³	New England	Great Lakes	Middle West
All workers	100	100	100	100
40 hours	78	100	84	73
42 hours	20	-	16	27
48 hours	2	-	-	-

¹ Data relate to the predominant schedule for full-time, day-shift workers in each establishment.² For definitions of regions, see appendix A, table A-1, footnote 1.³ Includes data for regions in addition to those shown separately.

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

Table 57. Wet corn mill products: Shift differential provisions(Percent of production workers by shift differential provisions,¹ United States and selected regions,² September 1987)

Shift differential	United States ³	New England	Great Lakes	Middle West
Second shift				
Workers in establishments with second-shift provisions	99.3	76.1	100.0	100.0
With shift differential	89.3	32.1	82.6	100.0
Uniform cents per hour	89.3	32.1	82.6	100.0
10 cents .....	.7	-	-	-
11 cents	12.3	-	-	30.5
Over 11 and under 15 cents	5.1	-	10.1	-
15 cents .....	.9	32.1	-	-
20 cents	43.2	-	41.4	50.1
23 cents	1.8	-	-	-
25 cents	21.8	-	31.1	15.4
30 cents	2.2	-	-	4.1
40 cents	1.4	-	-	-
Third shift				
Workers in establishments with third-shift provisions	95.2	76.1	100.0	100.0
With shift differential	85.3	32.1	82.6	100.0
Uniform cents per hour	85.3	32.1	82.6	100.0
Over 11 and under 15 cents	5.1	-	10.1	-
15 cents	12.3	-	-	30.5
20 cents .....	.7	-	-	-
25 cents	8.7	32.1	-	19.4
30 cents	3.6	-	6.1	-
35 cents	30.0	-	53.0	8.5
40 cents	12.0	-	-	26.3
50 cents	12.9	-	13.4	15.4

¹ Refers to policies of establishments currently operating late shifts or having provisions covering late shifts.² For definitions of regions, see appendix A, table A-1, footnote 1.³ 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 58. Wet corn mill products: Shift differential practices

(Percent of production workers employed on late shifts by amount of pay differential, United States and selected regions,¹ September 1987)

Shift differential	United States ²	New England	Great Lakes	Middle West
Second shift				
Workers employed on second shift	25.9	20.9	26.1	24.6
Receiving differential	22.9	8.2	20.9	24.6
Uniform cents per hour	22.9	8.2	20.9	24.6
10 cents .....	.2	-	-	-
11 cents	3.0	-	-	7.6
Over 11 and under 15 cents	1.0	-	1.9	-
15 cents .....	.2	8.2	-	-
20 cents	11.4	-	11.6	12.3
23 cents .....	.8	-	-	-
25 cents	5.4	-	7.3	4.3
30 cents .....	.4	-	-	.5
40 cents .....	.5	-	-	-
Third shift				
Workers employed on third shift	23.3	20.9	24.4	24.2
Receiving differential	20.3	8.2	19.1	24.2
Uniform cents per hour	20.3	8.2	19.1	24.2
Over 11 and under 15 cents	1.0	-	1.9	-
15 cents	3.0	-	-	7.6
20 cents .....	.2	-	-	-
25 cents	2.5	8.2	-	5.6
30 cents .....	.8	-	1.2	-
35 cents	7.5	-	13.5	1.8
40 cents	2.4	-	-	4.9
50 cents	3.0	-	2.6	4.3

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

² 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 59. Wet corn mill products: Paid holidays

(Percent of production workers in establishments with formal provisions for paid holidays, United States and selected regions,¹ September 1987)

Benefit	United States ²	New England	Great Lakes	Middle West
All workers	100	100	100	100
Workers in establishments providing paid holidays	95	100	90	100
6 days	3	-	3	-
8 days	2	-	-	-
9 days	21	44	13	31
10 days	46	56	53	34
11 days	23	-	21	31
12 days	2	-	-	4

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

² 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 60. Wet corn mill products: Paid vacations

(Percent of production workers in establishments with formal provisions for paid vacations after selected periods of service, United States and selected regions,¹ September 1987)

Benefit	United States ²	New England	Great Lakes	Middle West	Benefit	United States ²	New England	Great Lakes	Middle West
All workers	100	100	100	100	Amount of vacation pay³—Continued				
Method of payment					After 10 years of service:				
Workers in establishments providing					3 weeks	86	100	87	92
paid vacations	100	100	100	100	Over 3 and under 4 weeks	10	-	13	8
Length-of-time payment	84	68	94	69	4 weeks	5	-	-	-
Percentage payment	16	32	6	31	After 12 years of service:				
Amount of vacation pay³					3 weeks	76	100	69	91
After 1 year of service:					Over 3 and under 4 weeks	3	-	-	8
1 week	89	76	97	92	4 weeks	21	-	31	1
Over 1 and under 2 weeks	3	-	-	8	After 15 years of service:				
2 weeks	8	24	3	-	3 weeks	3	44	-	-
After 2 years of service:					4 weeks	86	56	87	92
1 week	1	-	-	-	Over 4 and under 5 weeks	3	-	-	8
2 weeks	90	100	87	92	5 weeks	8	-	13	-
Over 2 and under 3 weeks	10	-	13	8	After 20 years of service:				
After 3 years of service:					3 weeks	3	44	-	-
2 weeks	89	100	87	92	4 weeks	12	-	9	18
Over 2 and under 3 weeks	10	-	13	8	5 weeks	76	56	78	74
3 weeks	2	-	-	-	Over 5 and under 6 weeks	3	-	-	8
After 5 years of service:					Over 6 and under 7 weeks	7	-	13	-
2 weeks	68	100	63	79	After 25 years of service: ⁴				
Over 2 and under 3 weeks	3	-	-	8	3 weeks	3	44	-	-
3 weeks	29	-	37	14	4 weeks	12	-	9	18
After 8 years of service:					5 weeks	19	32	-	31
3 weeks	90	100	87	92	6 weeks	57	24	78	43
Over 3 and under 4 weeks	10	-	13	8	Over 6 and under 7 weeks	10	-	13	8

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

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

³ 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 20 years may include changes that occurred between 15 and 20

years.

⁴ 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 61. Wet corn mill products: Health, insurance, and retirement plans

(Percent of production workers in establishments with specified health, insurance, and retirement plans,¹ United States and selected regions,² September 1987)

Benefit	United States ³	New England	Great Lakes	Middle West
All workers	100	100	100	100
Workers in establishments providing:				
Life insurance	99	100	100	100
Noncontributory plans	85	100	85	84
Accidental death and dismemberment insurance	99	100	100	100
Noncontributory plans	84	100	82	84
Sickness and accident insurance or sick leave or both ⁴	98	100	97	100
Sickness and accident insurance	89	100	83	100
Noncontributory plans	85	100	83	92
Sick leave (full pay, no waiting period)	31	44	25	31
Sick leave (partial pay or waiting period)	1	32	-	-
Long-term disability insurance	11	-	13	-
Noncontributory plans	11	-	13	-
Hospitalization insurance	100	100	100	100
Noncontributory plans	65	56	54	84
Surgical insurance	100	100	100	100
Noncontributory plans	65	56	54	84
Medical insurance	100	100	100	100
Noncontributory plans	65	56	54	84
Major medical insurance	100	100	100	100
Noncontributory plans	65	56	54	84
Health maintenance organizations	44	-	79	8
Noncontributory plans	30	-	59	-
Dental insurance	97	68	97	99
Noncontributory plans	61	24	52	83
Vision-care insurance	15	32	18	8
Noncontributory plans	1	32	-	-
Retirement plans ⁵	99	100	100	100
Pensions	99	100	100	100
Noncontributory plans	97	100	97	100
Severance pay	8	-	13	-

¹ Includes those plans for which the employer pays at least part of the cost and excludes legally required plans such as workers' compensation and Social Security; however, plans required by State temporary disability 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.

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

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

⁴ Unduplicated total of workers receiving sickness and accident insurance and sick leave shown separately.

⁵ Unduplicated total of workers covered by pension plans and severance pay shown separately.

NOTE: Dashes indicate no data.

Table 62. Wet corn mill products: Other selected benefits

(Percent of production workers in establishments with formal provisions for selected benefits,¹ United States and selected regions,² September 1987)

Benefit	United States ³	New England	Great Lakes	Middle West
All workers	100	100	100	100
Workers in establishments with provisions for:				
Funeral leave	98	100	97	100
Jury-duty leave	98	100	97	100
Technological severance pay	59	-	84	35

¹ For definitions of items, see appendix A.

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

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

NOTE: Formal plans providing for automatic cost-of-living adjustments were studied, but no plans were reported in this industry. Dashes indicate no data.

Appendix A. Scope and Method of Survey

Scope of survey

The survey included establishments primarily engaged in the following manufacturing activities as defined in the 1972 edition of the *Standard Industrial Classification Manual*, prepared by the U.S. Office of Management and Budget:

1. Milling flour or meal from grain, except rice (SIC 2041). The products of the *flour and other grain mill products* industry may be sold plain or in the form of prepared mixes or doughs for specific purposes.
2. Cleaning and polishing rice, and manufacturing rice flour or meal (SIC 2044). Other important products of the *rice milling* industry include brown rice, milled rice, and rice bran.
3. Preparing blended flours and flour mixes or doughs from purchased flour (SIC 2045).
4. Milling corn or sorghum grain (milo) by the wet process, and producing starch, syrup, oil, sugar, and byproducts, such as gluten feed and meal (SIC 2046). Also included in the *wet corn milling* industry are establishments primarily manufacturing starch from other vegetable sources (potatoes, wheat, etc.).

Excluded from the survey were separate auxiliary units such as central offices and warehouses that are part of these industries.

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

Method of study

Data were obtained by personal visits of the Bureau's field 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 each of the industries, excluding only those below the minimum size at the time of reference of the universe data.

Establishment definition

An establishment is defined for this study as a single physical location where manufacturing operations are performed. An establishment is not necessarily identical with a company, which may consist of one establishment or more. The terms "establishment," "mill," and "plant" are used interchangeably in this bulletin. Grain elevators, which are located at the milling site, are included.

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 property, 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 wage and salary administration and in collective bargaining; and appropriate representation of the entire wage structure in the industries. Working supervisors, apprentices, learners, beginners, trainees, and part-time, handicapped, 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 payments, attendance bonuses, Christmas or yearend bonuses, and other nonproduction bonuses.

Average (mean) hourly rates or earnings for each occupation 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, if any, were obtained by dividing straight-time salary by the 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 as or less than the lower of these rates and one-fourth earned the same as or more than the higher.

Type of area

Tabulations by type of area pertain to metropolitan and nonmetropolitan areas. The term "metropolitan areas," as used in this bulletin, refers to the Metropolitan Statistical Areas (MSA's) as defined by the U.S. Office of Management and Budget through October 1984. In general, an MSA is defined as a county or group of contiguous counties which contains at least one central city of at least 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

Table A-1. Estimated number of establishments and employees within the scope of the study and the number studied, grain mill products, September 1987

Industry and region ¹	Number of establishments ²		Workers in establishments		
	Within scope of study	Actually studied	Within scope of study		Total actually studied ³
			Total ⁴	Production workers	
Total, grain mill products	282	180	29,509	21,563	23,758
Flour and other grain mill products:					
United States ⁵	154	89	11,013	8,252	7,562
Middle Atlantic	15	9	898	678	718
Border States	5	5	215	169	215
Southeast	20	12	1,510	1,077	1,109
Southwest	16	10	1,422	946	813
Great Lakes	41	17	3,344	2,603	2,041
Middle West	33	17	2,174	1,671	1,494
Mountain	10	8	479	367	439
Pacific	13	10	952	729	714
Rice mill products:					
United States ⁵	40	25	3,949	3,091	3,139
Southwest	25	15	2,769	2,163	2,213
Pacific	11	8	823	681	773
Blended and prepared flour products:					
United States ⁵	62	42	7,334	5,611	6,089
Middle Atlantic	9	6	913	596	685
Southwest	8	5	794	644	703
Great Lakes	22	13	3,534	2,776	2,861
Pacific	9	6	496	367	315
Wet corn mill products:					
United States ⁵	26	24	7,213	4,609	6,968
New England	3	3	172	134	172
Great Lakes	7	7	3,848	2,310	3,848
Middle West	9	8	2,762	1,850	2,537

¹ The regions as defined for this study were: *New England*—Connecticut, Maine, Massachusetts, New Hampshire, Rhode Island, and Vermont; *Middle Atlantic*—New Jersey, New York, and Pennsylvania; *Border States*—Delaware, District of Columbia, Kentucky, Maryland, Virginia, and West Virginia; *Southeast*—Alabama, Florida, Georgia, Mississippi, North Carolina, South Carolina, and Tennessee; *Southwest*—Arkansas, Louisiana, Oklahoma, and Texas; *Great Lakes*—Illinois, Indiana, Michigan, Minnesota, Ohio, and Wisconsin; *Middle West*—Iowa, Kansas, Missouri, Nebraska, North Dakota, and South Dakota; *Mountain*—Arizona, Colorado, Idaho, Montana, New Mexico, Utah, and Wyoming; *Pacific*—California, Nevada, Oregon,

and Washington. Alaska and Hawaii were not included in the study.

² Includes only establishments with 20 workers or more at the time of reference of the universe data.

³ Data relate to total employment in establishments actually visited.

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

⁵ Includes data for region(s) in addition to those shown separately.

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.

Labor-management agreements

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

Method of wage payment

Tabulations by method of wage payment relate to the number of workers paid under the various time and incentive wage systems. Formal rate structures for time-rated workers provide single rates or a range of rates for individual job categories. In the absence of a formal rate structure, pay rates are determined primarily by the qualifications of the individual worker. A single rate structure is one in which the same rate is paid to all experienced workers in the same job classification. Learners, apprentices, or probationary workers may be paid according to rate schedules which start below the single rate and permit the workers to achieve the full job rate over a period of time. An experienced worker occasionally may be paid above or below the single rate for special reasons, but such payments are exceptions. Range-of-rate plans are those in which the minimum, maximum, or both of these rates paid experienced workers for the same job are specified. Specific rates of individual workers within the range may be determined by merit, length of service, or a combination of these. Incentive workers are classified under piecework or bonus plans. Piecework is work for which a predetermined rate is paid for each unit of output. Production bonuses are for production in excess of a quota or for completion of a task in less than standard time.

Scheduled weekly hours

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

Employee benefits

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

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

Paid vacations. The summaries of vacation plans are limited to formal arrangements and excludes 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 20 years of service may include changes which occurred between 15 and 20 years.

Health, insurance, and retirement plans. Data are presented for health, insurance, and retirement 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.¹ 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

¹ Temporary disability insurance, which provides benefits to covered workers disabled by injury or illness which is not work-connected, is mandatory under State laws in California, New Jersey, New York, and Rhode Island. Establishment plans which meet only the legal requirements are excluded from the survey data, but those under which (1) employers contribute more than is legally required or (2) benefits exceed those specified in the State law are included. In Rhode Island, benefits are paid out of a State fund to which only employees contribute. In each of the other three States, benefits are paid either from a State fund or through a private plan.

State fund financing. In California, only employees contribute to the State fund; in New Jersey, employees and employers contribute; in New York, employees contribute up to a specified maximum and employers pay the difference between the employees' share and the total contribution required.

Private plan financing. In California and New Jersey, employees cannot be required to contribute more than they would if they were covered by the State fund; in New York, employees can agree to contribute more if the State rules that the additional contribution is commensurate with the benefit provided.

made directly to the insured on a weekly or monthly basis during illness or accident disability.

Tabulations of paid sick leave plans are limited to formal plans² which provide full pay or a portion 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 at full or partial pay, but are almost always reduced by Social Security, workers' compensation, and private pension benefits payable to the disabled employee.

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

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

A health maintenance organization (HMO) provides comprehensive health care services to its members for fixed periodic payments rather than indemnification or

reimbursement for medical, surgical, and hospital expenses.

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

Vision-care insurance covers routine eye examinations and eyeglasses. Excluded are plans which cover only certain kinds of surgery or care required as a result of an accident.

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

*Paid funeral and jury-duty leave.*³ Formal plans that provide at least partial payment for time lost as a result of attending funerals of specified family members or serving as a juror.

Cost-of-living adjustments. Formal plans that adjust wages in keeping with changes in the BLS Consumer Price Index or some other measure.

Technological severance pay. Formal plans that provide payments to employees permanently separated from the company because of a technological change or plant closing.

² An establishment is considered as having a formal plan if it specifies at least the minimum amount of sick leave available to each employee. Such a plan need not be written, but informal sick leave allowances determined on an individual basis are excluded.

³ When jury-duty leave is required by law, as it is in Alabama, Nebraska, Tennessee, and parts of Florida and Massachusetts, plans are included only if the employer provides the employees with benefits exceeding the legal requirement.

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 workers who are employed under a variety of payroll titles and different work arrangements from establishment to establishment and from area to area. This permits the grouping of occupational wage rates representing comparable job content. Because of this emphasis on interestablishment and interarea comparability of occupational content, the Bureau's job descriptions may differ significantly from those used 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 handicapped, part-time, temporary, and probationary workers.

The titles and codes below the 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, most of the processing department occupations studied fell into one of two SOC classifications—Separating and filtering machine operators and tenders (7666), or still, clarifier, and precipitator operators and tenders (7676). Therefore, in comparing the results of this survey with other sources, differences in occupational definitions should be taken into consideration.

Elevator Operations

Cleaner, bulk

(7673: Washing, cleaning, and pickling equipment operators and tenders)

Tends one or more separating, aspirating, scouring, washing, or tempering machines to remove foreign materials such as dirt, stones, sticks, or metal fragments from bulk inputs prior to processing. May also repair such machinery.

Receiver

(4753: Traffic, shipping and receiving clerks)
(Elevator operator)

Controls conveyor or elevator systems which transfer bulk

inputs from vehicles to stockpiles, or to cleaning or weighing processes. May also repair, clean, or adjust such machinery. May initiate cleaning process, or weigh or tally deliveries.

Weigher

(4756: Weighers, measurers, and checkers)

Weighs deliveries received through conveyor system, usually using beam scale. Records weights, descriptions, and source of bulk deliveries. May assist or be assisted by receiver.

Processing—Flour and Other Grain Mill Products

Processor

(766-767: Machine operators and tenders)

In addition to the occupations described below, includes operators of other processing department machinery.

Blender

(7664: Mixing and blending machine operators and tenders)

Blends milled grains into prescribed proportions for specific quality flours. May tend enriching machines to produce patent or other flours.

Bolter

(7666: Separating and filtering machine operators and tenders)
(Sifter; purifier operator)

Sifts ground grain in the sifting and aspirating machines to remove the broken kernels and lumps to be returned to grinding mills for further processing; adjusts feed slides so machine can take in only as much grain as it will sift.

Miller, flour

(7677: Crushing, grinding, and polishing machine operators and tenders)
(Second miller)

Performs any or all necessary cleaning, grinding, bolting (sifting), and packing jobs in a grain mill. Starts machinery

and examines grain at various stages of manufacture to determine degree of fitness. Inspects various mills for proper operation and makes any necessary adjustments.

Roll tender

(7677: Crushing, grinding, and polishing machine operators and tenders)

Regulates flow of grain between various grinding rollers of a rolling mill. Work includes: Moving rollers together so that grain passing between them will be crushed; starts feeder roll which moves grain out of supply hopper of mill and causes it to fall between rotating rolls.

Processing—Rice Mill Products

Processor

(766-767: Machine operators and tenders)

In addition to the occupations described below, includes operators of other processing department machinery.

Cooker and drier

(7679: Miscellaneous machine operators and tenders, not elsewhere classified)

Tends steam pressure cooker for parboiling or cooking rice prior to removal of hulls, or tends heating or drying machines to prepare moist or parboiled rice for hulling, or both. (Also includes freeze-dry operators in instant or quick-cook operations.) May also repair such machinery.

Huller and pearler

(7666: Separating and filtering machine operators and tenders)

Tends any of various machines which separate the hull from the rice, or any of the various machines for the removal of the cuticle and bran layers from the separate rice kernels, or both. May also repair such machinery.

Polisher and separator

(7666: Separating and filtering machine operators and tenders)

(7677: Crushing, grinding, and polishing machine operators and tenders)

Tends any of various machines for the buffing or polishing of white rice, or any of various sorting machines for the removal and collection of resulting by-products, such as broken, bran, and rice polish. May also repair such machinery.

Processing—Blended and Prepared Flour Products

Processor

(766-767: Machine operators and tenders)

In addition to the occupations described below, includes operators of other processing department machinery.

Machine tender, mixing and blending

(7664: Mixing and blending machine operators and tenders)

Tends one or more areas, conveyors, or mixing vats. Adjusts or sets up machines, independently or under the direction of the panelboard operator, to facilitate continuous process flow.

Panelboard operator, mixing and blending

(7664: Mixing and blending machine operators and tenders)

Operates a panelboard to monitor and control some or all of the mixing, blending, and conveying operations involved in the manufacture of flour mixes or doughs. Observes dials, meters, lights, and gauges for indications of overloads, malfunctions, or system blockages. Notifies specific area, or machine tender involved, of observed deficiencies or maladjustments. Notifies maintenance personnel of equipment malfunctions or failures.

Processing—Wet Corn Mill Products

Processor

(766-767: Machine operators and tenders)

In addition to the occupations described below, includes operators of other processing department machinery.

Converter operator

(7676: Still, clarifier, and precipitator operators and tenders)

Operates a converter that changes starch into glucose or corn syrup, and tests the product to verify its purity. Turns valves to admit steam, water, and starch into the converter. Monitors the cooking of the starch, treating it with acid or enzymes; makes titration tests, and routes the syrup to refining or storage areas when the conversion is complete.

Machine tender, dry starch

(7666: Separating and filtering machine operators and tenders)

(7676: Still, clarifier, and precipitator operators and tenders)

Tends one or more of the following machines or areas: Blending tank, filter, dewatering press, or drier. Observes, adjusts, or sets up machines, independently or under the direction of the panelboard operator, to facilitate the continuous flow of starch through the treating, purifying, and drying operations.

Machine tender, milling

(7666: Separating and filtering machine operators and tenders)

(7676: Still, clarifier, and precipitator operators and tenders)

Tends one or more of the following machines or areas: Steep tanks, degerminators, grinders, fiber washers, or centrifuges. Observes, adjusts, or sets up machines, independently or under the direction of the panelboard operator, to facilitate the continuous flow of corn kernels through the initial milling operations.

Machine tender, syrup refining

(7665: Cooling and freezing equipment operators and tenders)

(7666: Separating and filtering machine operators and tenders)

Tends one or more of the following machines or areas: Filters (charcoal or other), coolers, driers, or evaporators. Observes, adjusts, or sets up machines, independently or under the direction of the panelboard operator, to facilitate the continuous flow of syrups through purification and concentration operations.

Panelboard operator, dry starch

(7666: Separating and filtering machine operators and tenders)

Operates a panelboard to monitor and control some or all of the blending, filtering, dewatering, or drying operations in the production of dry starch at a corn processing plant. Observes dials, meters, lights, and gauges for indications of overloads, malfunctions, or system blockages. Notifies specific area, or machine tender involved, of observed deficiencies or maladjustments. Notifies maintenance personnel of equipment malfunctions or failures.

Panelboard operator, milling

(7676: Still, clarifier, and precipitator operators and tenders)

Operates a panelboard to monitor and control some or all of the steeping, degerminating, grinding, separating, and fiber washing operations of a corn processing plant. Observes dials, meters, lights, and gauges for indications of overloads, malfunctions, or system blockages. Notifies specific area, or machine tender involved, of observed deficiencies or

maladjustments. Notifies maintenance personnel of equipment malfunctions or failures.

Panelboard operator, syrup refining

(7666: Separating and filtering machine operators and tenders)

Operates a panelboard to monitor and control some or all of the filtering, purifying, cooling, or concentrating operations in the production of corn syrup and syrup solids. Observes dials, meters, lights, and gauges for indications of overloads, malfunctions, or system blockages. Notifies specific area, or machine tender involved, of observed deficiencies or maladjustments. Notifies maintenance personnel of equipment malfunctions or failures.

Panelboard operator, not elsewhere classified

(7679: Miscellaneous machine operators and tenders, not elsewhere classified)

Operates two or more panelboards in a mill rather than being assigned to only one type of panelboard. The general, or combination, panelboard operator is trained to monitor and control some or all of the operations performed from a panelboard at the processing stage in a grain mill. Panelboard operators who cannot be classified by type of panelboard are included in this classification. Processing department employees who use numerically controlled equipment, other than panelboards, are to be classified as other processors, not elsewhere classified.

Packing

Packer

(7662: Packaging and filling machine operators and tenders)

Tends a machine that packs and weighs finished products or materials; places an empty sack, bag, or other container over discharge nozzle or spout of packing machine; starts flow of product or material into container; shuts off or stops flow of product or material when the specified weight or amount has entered the container (machine may do this automatically). May make adjustments or minor repairs.

For wage survey purposes, packers in grain mill products are classified by product within the individual industries, as follows:

Flour and other grain mill products:

Packer, feed

Packer, flour

Rice mill products:

Packer, bran
Packer, rice

Blended and prepared flour products:

Packer, doughs
Packer, flour mixes

Wet corn mill products:

Packer, dry syrup
Packer, feed
Packer, germ
Packer, starch
Packer, syrup

Material Movement

Laborer, material handling

(8726: Freight, stock, and material movers, not elsewhere classified)
(Loader and unloader; handler and stacker; shelver; trucker; stock helper; warehouse helper)

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

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 in a warehouse, manufacturing plant, or other establishment.

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

Forklift operator
Other than forklift

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.

Machinery mechanic

(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 machinery 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.

Mechanic, general

(6179: Mechanics and repairers, not elsewhere classified)

Performs the work of two or more maintenance trades rather than specializing in only one trade or one type of maintenance work. Typically, the work of a general mechanic requires rounded training and experience usually acquired through a formal apprenticeship or equivalent training and experience.

The classification includes workers who regularly perform two or more types of skilled maintenance work within a section or department of a large establishment, such as pipefitting, millwrighting, welding, machining, machine and equipment repairing, and carpentry, among others. It also includes workers that maintain and repair machines, mechanical and electrical equipment, or the structure of a small establishment where specialization in maintenance work is impractical. It does not, however, include workers who only make minor repairs or adjustments.

Millwright

(6178: Millwrights)

Installs new machines or heavy equipment, and dismantles and installs machines or heavy equipment when changes in the plant layout are required. Work involves most of the following: Planning and laying out work; interpreting blueprints or other specifications; using a variety of handtools and rigging; making standard shop computations relating to stresses, strength of materials, and centers of gravity; aligning and balancing of equipment; selecting standard tools, equipment, and parts to be used; and installing and maintaining, in good order, power transmission equipment such as drives and speed reducers. In general, the millwright's work normally requires rounded training and experience in the trade acquired through a formal apprenticeship or equivalent training and experience.

Oiler

(614: Machinery maintenance occupations)

Lubricates, with oil or grease, the moving parts or wearing surfaces of the mechanical equipment of an establishment. May also clean the surface of, or around, machines.

Sheet-metal worker

(6824: Sheet-metal workers)

Fabricates, installs, and maintains in good repair the sheet-metal equipment and fixtures (such as machine guards, grease pans, shelves, lockers, tanks, ventilators, chutes, ducts, or metal roofing) of an establishment. Work involves most of the following: Planning and laying out all types of sheet-metal maintenance work from blueprints, models, or other specifications; setting up and operating all available types of sheet-metal working machines; using a variety of handtools in cutting, bending, forming, shaping, fitting, and assembling; and installing sheet-metal articles as required. In general, the work of the maintenance sheet-metal worker requires rounded training and experience usually acquired through a formal apprenticeship or equivalent training and experience.

Service and Custodial

Guard

(5144: Guards and police, except public service)

Protects property from theft or damage, or persons from hazards or interference. Duties involve serving at a fixed post, making rounds on foot or by vehicle, or escorting persons or property. May be deputized to make arrests. May also help visitors and customers by answering questions and giving directions. Guards employed by establishments which provide protective services on a contract basis are included in this occupation.

For wage survey purposes, guards are classified as follows:

Guard I

Carries out instructions primarily oriented toward ensuring that emergencies and security violations are readily discovered and reported to appropriate authority. Intervenes directly only in situations which require minimal action to safeguard property or persons. Duties require minimal training. May be armed, but generally is not required to demonstrate proficiency in the use of firearms or special weapons.

Guard II

Enforces regulations designed to prevent breaches of security. Exercises judgment and uses discretion in dealing with emergencies and security violations encountered. Determines whether first response should be to intervene directly (asking for assistance when deemed necessary and time allows), to keep situation under surveillance, or to report situation so that it can be handled by appropriate authority. Duties require specialized training in methods and techniques of protecting security areas. Commonly, the guard is required to demonstrate continuing physical fitness and proficiency with firearms or other special weapons.

Not classifiable by level

Workers in positions with work characteristics as described, and within the range of defined levels, should be reported under this classification when the information needed to classify them according to the level definitions is not available.

Janitor

(5244: Janitors and cleaners)

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

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 survey purposes, truckdrivers are classified by type and rated capacity of truck, as follows:

Truckdriver, light truck

(straight truck, under 1 1/2 tons,
usually 4 wheels)

Truckdriver, medium truck

(straight truck, 1 1/2 to 4 tons, inclusive,
usually 6 wheels)

Truckdriver, heavy truck

(straight truck, over 4 tons,
usually 10 wheels)

Truckdriver, tractor-trailer

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, DC 20402, or from the Bureau of Labor Statistics, Publications Sales Center, P.O. Box 2145, Chicago, IL 60690. Order by title and GPO Stock Number. Bulletins marked with an asterisk (*) are available only from the Chicago address. Bulletins that are out of print 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. \$2.25*
Cigarette Manufacturing, 1986. BLS Bulletin 2276. \$1.25*
Corrugated and Solid Fiber Boxes, 1987. BLS Bulletin 2315.
Grain Mill Products, 1987. BLS Bulletin 2325.
Hosiery Manufacturing, 1987. BLS Bulletin 2321.
Industrial Chemicals, 1986. BLS Bulletin 2287. \$2.50
GPO Stock No. 029-001-02934-9
Iron and Steel Foundries, 1986. BLS Bulletin 2292.
\$5.50. GPO Stock No. 029-001-02963-2.
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Motor Vehicles and Parts, 1983. BLS Bulletin 2223. \$4.75*
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BLS Bulletin 2286. \$3.*

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Structural Clay Products, 1986. BLS Bulletin 2288. \$3.25*
Synthetic Fibers, 1985. BLS Bulletin 2268. \$1.50*
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Textile Mills, 1985, BLS Bulletin 2265. \$5.50
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Women's and Misses' Dresses, 1982. BLS Bulletin 2187. Out of print.
Wood Household Furniture, 1986. BLS Bulletin 2283. \$5.50
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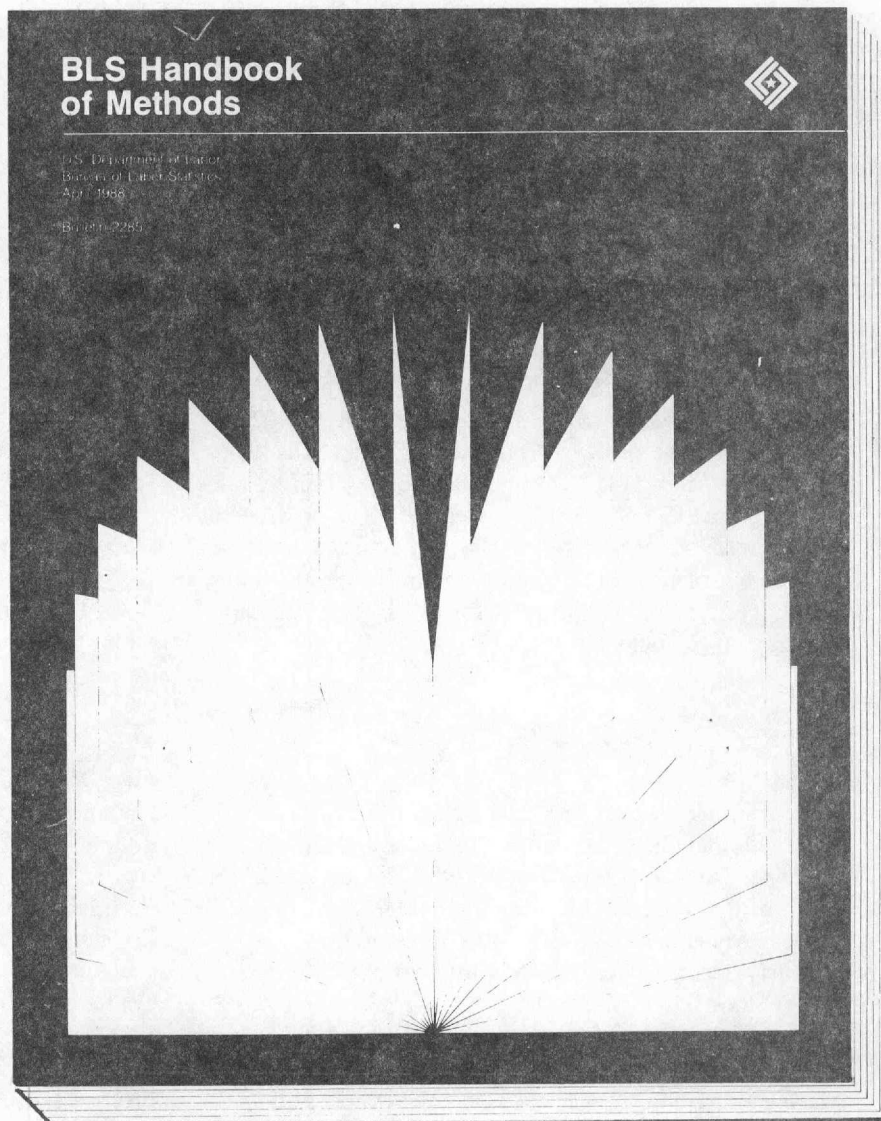
Nonmanufacturing

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Banking, 1985. BLS Bulletin 2269. \$4*
Bituminous Coal Mining, 1982. BLS Bulletin 2185. Out of print.
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Computer and Data Processing Services, 1987.
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\$3. GPO Stock No. 029-001-02970-5
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