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Labor and Labor Relations on the West Coast

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Even the most profound thanks to the 15 authors listed below, whose work comprises this West Coast issue, would be a meager expression of the gratitude of the Bureau of Labor Statistics. We remain in their debt. This sentiment also applies to the forbearance they displayed over many months in the face of what to them must have seemed editorial tyranny, although no effort was made to make their point of view conform with any official policy respecting the general subject matter.

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West Coast Labor:

Its Past and Its Prospects

CLARK KERR

THE YEAR 1959 will be remembered on the West Coast for three highly significant events—the inauguration of regular transcontinental jet air service, the admission of Alaska into the union, and the enactment of the Hawaii statehood bill. The first of these events is an important landmark in the long series of developments which have broken down the barrier of remoteness from the great population centers of the East, while, with the admission of Alaska and Hawaii, the Pacific Coast loses its historic position as the westernmost outpost of the Nation and assumes a new role as a vital link between the two outlying States and the continental United States. Although it is difficult to predict the ultimate impact of these events on the future development of the Far West, there is little doubt that in the long run, they will contribute to the economic expansion of the area.

Thus the *Monthly Labor Review* could hardly have chosen a more appropriate time for the appearance of an issue especially concerned with labor markets on the Pacific Coast. The last such issue appeared in April 1947 and was inevitably focused chiefly on the dramatic changes that had occurred during World War II. Yet it was clearly too early to evaluate the long-run significance of the wartime shifts. Now, 12 years later, the analyst is in a far better position to consider the effects of the decisive changes that have occurred since the 1930's.

As one of the contributors to the 1947 issue, I am particularly impressed by another important advantage which the contributor to this issue has over his predecessor of a dozen years ago. The statistical tools at his disposal are immensely superior to those available in 1947. As a result of a notable program of Federal-State cooperation, in which the U.S. Department of Labor has played an important role, there has been a steady im-

provement in the quantity and quality of statistical data relating to population changes and labor market conditions in the various States. Although there is still room for improvement, the articles in this issue provide impressive evidence of the wealth of current statistical information available.

Industrial Relations on the Pacific Coast

Historically, the distinguishing features of industrial relations on the Pacific Coast have been closely associated with the special economic characteristics of the region. For nearly a century from the 1840's onward, the economic development of the coastal States was heavily dependent on the growth of their extractive industries. To the extent that manufacturing activity emerged, it was largely concentrated in industries processing the products of farm and forest or in industries serving local markets. Lumber, fresh and canned fruits and vegetables, wheat, wine, oil, and movies became the major "export" products. Outside of the lumber industry, durable goods manufacturing was relatively underdeveloped by comparison with the major industrial centers of the East and Middle West.

Of secondary but by no means negligible importance in the economic development of the Pacific Coast was the role of its port cities in the growth of trade and communication throughout the Pacific area. And a third factor of considerable significance was the attraction of the region for tourists and, particularly in southern California, for winter residents and elderly retired people.

Thus, from an early period, trade, transportation, and service industries accounted for a relatively large proportion of the labor force. In California, moreover, the early development of giant farms, which had widely fluctuating requirements for hired labor, meant that agriculture never accounted for as large a proportion of year-round employment as in the farm States of

the Middle West. The comparative underrepresentation of family-sized farms also meant that the rural areas of California never became as important a source of labor supply for its cities as did the rural areas of the Middle West and South, although there was both seasonal and cyclical migration of a floating labor supply back and forth between farm and city.¹

Another predominant characteristic of the Pacific Coast, its remoteness from other important sources of labor supply, played a major role in determining the course of development of its labor relations. Despite substantial immigration, labor tended to be a relatively scarce factor of production. Wage rates were high from the days of the Gold Rush onward, and though wage differentials between the Pacific Coast and the Nation as a whole tended to decline, an appreciable difference remained. Union activity developed early, particularly in the San Francisco and Seattle areas, and, because of the difficulty of importing non-union workers, employers were handicapped in combatting union demands.

Given the structure of employment, unions gained most of their strength in nonfactory industries. Although factory workers were successfully organized in some instances, such nonfactory groups as the longshore, maritime, trucking, and building trades became the major centers of unionism. There were also relatively early attempts to organize workers in retail and wholesale trade, and in some of the service industries. In most of these nonfactory industries, there were comparatively few large employers, and unions were in a position to subject the numerous small employers to whipsawing maneuvers. This helps to account for the many, though generally abortive, attempts to form employer associations during the first few decades of the present century.² But from the middle 1930's onward, stable employer associations developed rapidly, and multiple-employer bargaining became the predominant pattern, particularly in the San Francisco and Seattle areas.³

Finally, the prevalence of violence and sharp industrial conflict in West Coast labor relations was likewise associated with its industrial structure. Important centers of union strength were in the mining, maritime, and lumber industries, all of which were distinguished by their high "propensity" to strike.⁴

Changes Since the 1930's

The casual observer of regional economic data will be particularly struck by the rapidity of population growth on the Pacific Coast in the last few decades and by the marked growth and diversification of manufacturing activity. Yet, as Margaret S. Gordon shows, the statistics for the geographical division as a whole are somewhat misleading, since they reflect chiefly what has been happening in California. Only during World War II did Washington and Oregon experience spectacular population growth. Also, Washington's economy has been much less affected by industrial development than that of California, while Oregon continues to be heavily dependent on its lumber industry.

Furthermore, the extent of industrial diversification that has occurred, even in California, should not be exaggerated. As the Gershenson and Gordon articles indicate, much of the growth in manufacturing employment has taken place in the aircraft and other defense-related industries.

Along with the increase in manufacturing activity, there has been a rise in the proportion of union membership in manufacturing. Nevertheless, in 1956, as Bernstein shows, nonfactory unions still accounted for a substantially larger proportion of total union membership in California, and probably also in the Pacific Northwest, than in the Nation as a whole. In other respects as well, the distinctive features of West Coast industrial relations still prevail, though many of the contrasts between the Pacific Coast and the Nation are less marked than before World War II. The degree of union penetration continues to be greater than in the Nation, but, with the increase of union strength elsewhere, the difference is not quite as

¹ See L. V. Fuller, *The Supply of Agricultural Labor as a Factor in the Evolution of Farm Organization in California*, Hearings on Violations of Free Speech and Rights of Labor Before a Subcommittee of the Senate Committee on Education and Labor (76th Cong., 3d sess.), Pt. 54: *Agricultural Labor in California, 1940*, pp. 19777-19898.

² See Robert E. L. Knight, *A History of Labor Relations in Northern California, 1900-1918*, to be published by the University of California Press.

³ See Clark Kerr and Lloyd H. Fisher, *Multiple-Employer Bargaining: The San Francisco Experience*, in Richard A. Lester and Joseph Shister, editors, *Insights into Labor Issues* (New York, Macmillan Co., 1948), pp. 25-61.

⁴ See Clark Kerr and Abraham Siegel, *The Interindustry Propensity to Strike—An International Comparison*, in Arthur Kornhauser, Robert Dubin, Arthur M. Ross, editors, *Industrial Conflict* (New York, McGraw-Hill Book Co., Inc., 1954), pp. 189-212.

great.⁵ Similarly, though multiple-employer bargaining continues to be more highly developed on the West Coast than elsewhere, it has probably become more prevalent in other parts of the Nation in the postwar years.

Perhaps the most marked contrast with the prewar situation in industrial relations is that the Pacific Coast no longer stands out as an area of particularly acute industrial conflict. In part, this is a reflection of the maturing of collective bargaining relationships, but it also reflects to some extent the changes in the industrial distribution of union membership that have occurred and the special factors that have led to a decline in conflict "on the waterfront."⁶

In one respect, there has been virtually no change since before World War II. Wage rates on the Pacific Coast continue to be comparatively high, and, as Reder indicates, there is little evidence of an appreciable decline in wage differentials between the Pacific Coast and the Nation since 1940.

Changing Position of Southern California

No discussion of changes in Pacific Coast labor markets during the last few decades would be complete without some reference to the shift in the distribution of population and economic activity toward southern California. By 1958, the 11 counties of southern California accounted for an estimated 47 percent of the entire population of the Pacific Coast, as compared with about 37 percent in 1930.⁷ A similar shift has occurred in the distribution of the labor force. The rapid industrial development of southern California has been accompanied by marked changes in labor market conditions in the area. Until World War II, factory wage rates in the Los Angeles area were distinctly lower than in the other major metropolitan areas of the Pacific Coast. As Reder shows, this difference has been narrowing. Furthermore, Los Angeles has long since ceased to be an "open shop" community, and, as Bernstein indicates, the Los Angeles area probably had more union members than the San Francisco area by the end of World War II. Since then, it has

continued to gain ground by comparison with the older centers of union strength.

The Outlook for the Future

The long-run outlook is certainly for continued industrial development of the Far West. Despite the present heavy dependence on defense-related employment, there has been an encouraging growth of other types of manufacturing activity, particularly in such young industries as electronics, which are not totally dependent on the defense program. The growth of the West Coast market, moreover, has stimulated the growth of construction, the manufacturing of consumer goods, and trade and service activities. Industrial development in Alaska and Hawaii is likely also to benefit the Pacific Coast.

As industrial development proceeds, differences in labor market conditions and industrial relations patterns between the Pacific Coast and the Nation will probably continue to narrow. But the changes will not necessarily take place smoothly. In the past, the growth of population and economic activity on the Pacific Coast has not occurred gradually, but in a series of spurts, and this tendency is unlikely to disappear.

⁵Troy's data on union membership indicate that, in 1939, 27.1 percent of nonagricultural employees on the Pacific Coast were union members, as compared with 21.5 percent in the Nation. In 1953, the corresponding percentages were 39.1 for the Pacific Coast and 32.6 for the Nation. Thus, the difference has increased slightly in numerical terms but has declined somewhat in percentage terms. See Leo Troy, *Distribution of Union Membership among the States, 1939 and 1953* (New York, National Bureau of Economic Research, Inc., 1957), pp. 4-5 and 18.

⁶See the article by Betty V. H. Schneider on pp. 552-557 of this issue and her *Industrial Relations in the West Coast Maritime Industry* (Berkeley, University of California, Institute of Industrial Relations, 1958). See, also, Schneider and Abraham Siegel, *Industrial Relations in the Pacific Coast Longshore Industry* (Berkeley, University of California, Institute of Industrial Relations, 1956), and Clark Kerr and Lloyd H. Fisher, *Conflict on the Waterfront* (in *Atlantic Monthly*, Boston, September 1949, pp. 17-23).

⁷The 11 counties are Imperial, Inyo, Kern, Los Angeles, Orange, Riverside, San Bernardino, San Diego, San Luis Obispo, Santa Barbara, and Ventura. For estimates of the population of these counties in 1958, see *California's Population in 1958* (Sacramento, California Department of Finance, 1958). For 1930 population of these counties, see U.S. Census of Population: 1950, Vol. I, table 5. Population data for the Pacific Coast may be found in table 1 of Margaret S. Gordon's article on p. 494 of this issue.

Inmigration and Its Effect on Labor Force Characteristics

Population and employment gains on the West Coast have caused industrial and labor force shifts more generally in line with national trends.

MARGARET S. GORDON

BOTH THE POPULATION and the labor force of the Pacific Coast region have more than doubled during the quarter of a century since the beginning of the depression of the 1930's. The intervening years have been characterized by striking changes in the industrial characteristics of the region and by a heavy influx of workers from other parts of the Nation to take advantage of the expansion of job opportunities that has accompanied the region's industrial development.

Population Growth

In 1958, approximately 1 out of every 9 persons in the United States lived in the three Pacific Coast States, compared with about 1 out of 15 in 1930. California's growth substantially outpaced that of its two northern neighbors, with the result that its share of the population of the region rose steadily to more than three-fourths of the total by 1958 (table 1). The more rapid growth of California in recent decades, which represented a continuation of a trend that had prevailed since about 1910, has been associated with a more diversified industrial development.

During the 1940's, the population growth of all three Pacific Coast States was in large part attributable to net immigration, but in the 1950's, the proportion of growth resulting from this factor fell off somewhat in California and very sharply in the Pacific Northwest, as shown below:

	Net immigration as percent of population growth ¹		
	California	Oregon	Washington
1940 to 1950-----	72.3	66.3	61.0
1950 to 1957-----	58.7	21.2	19.9

¹ Computed from estimates in Current Population Reports, Population Estimates, Series P-25, No. 72, May 1953, and No. 186, Oct. 27 1958, U.S. Bureau of the Census. Data on net total immigration were used for these computations, whereas those in table 5 refer to net civilian immigration.

In fact, only about a fifth of the growth of Oregon and Washington was attributable to migration in the latter period.

The decline in the proportion of growth attributable to migration reflects not only the fall in the rate of net immigration but also a sharp rise in the rate of natural increase, as compared with the early 1940's. Although birth rates on the Pacific Coast had been considerably lower than in the Nation as a whole throughout the 1930's, they rose sharply during World War II and have since tended to fluctuate very close to the national level. Meanwhile, death rates have continued their slow downward trend.

Labor Force Changes

The rapid population growth of the Pacific Coast States in recent decades has been accompanied by an almost equally rapid growth of the labor force and by substantial changes in the industrial distribution of employment. Yet the changes that have occurred have differed among the three States in significant respects.

Industrial Characteristics. Although agriculture still plays an important role in the economies of the Pacific Coast States, the proportion of workers employed in agriculture has declined substantially in recent decades, as it has in the Nation.¹ In the nonagricultural sector of the economy, the changes in California have been considerably more pronounced than in the Pacific Northwest.

¹ For further discussion of changes in the farm labor force, see the article by Varden Fuller (pp. 518-523 of this issue), and for a more detailed discussion of changes in the industrial distribution of employment, see the articles by Maurice I. Gershenon and Miner H. Baker (pp. 509-517 and 502-508 of this issue).

The most significant development in California has been an increase in the proportion of workers engaged in manufacturing, which has been concentrated in the durable goods industries—particularly in the aircraft industry. By 1958, California's employment structure resembled the Nation's more closely than before World War II, but the proportion of workers engaged in manufacturing was still appreciably lower than in the Nation and distinctly lower than in some of the heavily industrialized States.

Industrial changes in Washington since 1940 have been similar in some respects to those in California, but with important differences. Neither the proportion of nonagricultural employees engaged in manufacturing nor the heavy preponderance of manufacturing workers in the durable goods industries has changed appreciably in Washington. Within the durable goods sector, however, the proportion of workers in the lumber industry has fallen sharply, while the percentage in the aircraft industry has risen markedly and the metal products and machinery industries have made substantial gains in relative importance. Currently, both Washington and California are substantially less dependent on the processing of products of the extractive industries but considerably more dependent on defense-related employment than before World War II.

Oregon has experienced less industrial development than either Washington or California in recent decades. The proportion of nonagricultural employees engaged in manufacturing has fallen somewhat, while, within manufacturing, employment continues to be heavily concentrated in the lumber industry.

Other Labor Force Characteristics. In other respects, changes in the Pacific Coast labor force have been largely consistent with nationwide trends and with the industrial development that

has occurred. Between 1940 and 1950, the proportion of women in the labor force rose appreciably and has undoubtedly continued to increase during the 1950's, although recent data are not available.

The percentage of nonwhites among workers on the Pacific Coast has tended to be comparatively small, but it has been somewhat higher in California than in the Pacific Northwest and increased appreciably in California during the 1940's, largely as a result of a sizable influx of Negroes. In 1940, nonwhites represented only 5.2 percent of the California labor force, and the majority of these were Orientals.² By 1950, the proportion of nonwhites had risen to 7.0 percent, of whom two-thirds were Negro.³ Mexican-Americans constitute another sizable minority group in California, but not in the Pacific Northwest. While there are no data on the number of Mexican-Americans in the labor force, persons with Spanish surnames represented 6.2 percent of California's labor force in 1950.⁴

Changes in the occupational distribution of employed workers on the Pacific Coast have been consistent with nationwide trends, but the distribution itself has differed materially from the nationwide pattern, particularly in California and Washington, and these differences, which are consistent with industrial differences, tend to persist (table 2). The most recent data show that white-collar workers represent a slightly larger proportion of employed workers in all three Pacific Coast States than in the Nation, but the most pronounced differences from the national pattern occur in individual occupational groups.

Changing Characteristics of Migrants

California. Despite a wealth of statistical evidence to the contrary, the popular myth that most migrants to California are retired Iowa farmers is still widely prevalent. Actually, the majority of immigrants tend to be comparatively young adults.⁵ Most of the immigrants, moreover, come from urban areas of other States and settle in urban areas of California.⁶ The regional sources of interstate migration to California have gradually been shifting westward, and, by 1950, three-fifths of all California residents originating from other States had been born west of the Mississippi (table 3). However, between 1940 and 1950, the

² Sixteenth Census of the United States, 1940, Population, Characteristics of the Nonwhite Population by Race, tables 13, 25, 30, 37, and 43.

³ U.S. Census of Population, 1950, Special Report, Series P-E, No. 3B, table 20.

⁴ *Ibid.*, No. 3C, table 6.

⁵ See the data on estimated net migration in Everett S. Lee and others, *Population Redistribution and Economic Growth, United States, 1870-1950, Vol. I* (Philadelphia, American Philosophical Society, 1957), table P-1.

⁶ Sixteenth Census of the United States, 1940, Population, Internal Migration in the United States, 1935-1940, Color and Sex of Migrants, table 16.

TABLE 1. POPULATION AND LABOR FORCE, PACIFIC COAST STATES AND UNITED STATES, SELECTED YEARS, 1930-58¹
[Numbers in thousands]

Item	1930 (April)	1940 (April)	1950 (April)	1958 (July)	Percent increase			
					1930 to 1940	1940 to 1950	1950 to 1958	1930 to 1958
California:								
Population.....	5,677	6,907	10,586	² 14,337	21.7	53.3	35.4	152.5
Labor force ¹	2,499	2,948	4,411	6,311	18.0	49.6	43.1	152.5
Oregon:								
Population.....	954	1,090	1,521	² 1,773	14.2	39.6	16.5	85.9
Labor force ¹	409	453	620	723	10.9	36.7	16.7	76.8
Washington:								
Population.....	1,563	1,736	2,379	² 2,769	11.1	37.0	16.4	77.1
Labor force ¹	664	717	958	1,155	7.9	33.7	20.7	74.0
Pacific Coast:								
Population.....	8,194	9,733	14,487	² 18,879	18.8	48.8	30.3	130.4
Labor force ¹	3,572	4,118	5,988	8,189	15.3	45.4	36.8	129.3
United States:								
Population.....	122,775	131,669	150,697	173,260	7.2	14.5	15.0	41.1
Labor force ¹	48,595	52,789	60,054	73,104	8.6	13.8	21.7	50.4
California as percent of Pacific Coast:								
Population.....	69.3	71.0	73.1	75.9	2.5	3.0	3.8	9.5
Labor force.....	70.0	71.6	73.7	77.1	2.3	2.9	4.6	10.1
Pacific Coast as percent of United States:								
Population.....	6.7	7.4	9.6	10.9	10.4	29.7	13.5	62.7
Labor force.....	7.4	7.8	10.0	11.2	5.4	28.2	12.0	51.4

¹ Labor force data for 1930 refer to gainful workers; for later years, to the total labor force. Moreover, labor force data for 1958 are not strictly comparable with the earlier data because (1) the labor force tends to rise seasonally between April and July, (2) the Current Population Survey tends to yield a higher labor force estimate for the Nation as a whole than the decennial census, and (3) the 1958 labor force estimates for States are based, not on household survey data, but on an estimate of employment derived chiefly from establishment reports, plus an estimate of unemployment based on unemployment insurance data and information from other sources. The effect of these differences is probably to overstate somewhat the increase from earlier years to 1958 for both the States and the Nation.

² Preliminary.

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

westward shift in sources of migration was much less pronounced than in the previous decade.⁷ Also worthy of comment is the sharp rise that has occurred in recent decades in the relative importance of the West South Central States as a source of immigration.

While migrants have contributed to the growth of the labor force at all levels of skill, the occupational distribution of employed persons who have moved to California in recent decades has tended to vary in accordance with the labor market conditions that prevailed at the time they entered the State. This can be demonstrated on the basis of several sets of data, of which the most recent are from the statewide California Health Survey of 1954-55 (table 4).⁸ Among the male migrants of recent decades, those who moved to the State during the World War II and Korean conflict periods, when the demand for manual workers rose sharply, were considerably more likely to be employed in blue-collar jobs in 1954-55 than the migrants of the 1930's or the late 1940's. Among the women, the proportion of World War II migrants employed in blue-collar jobs was likewise relatively high.⁹

SOURCE: Population and labor force, 1930-50, U.S. Census of Population, 1950, pt. 1, table 51, and pts. 5, 37, and 47, table 26. Population, July 1958, Current Population Reports, Population Estimates, Series P-25, No. 189, Nov. 13, 1958, U.S. Bureau of the Census. State labor force estimates, July 1958: California, Employment and Unemployment in California, No. 60, October 1958, Departments of Employment and Industrial Relations; Oregon, Estimated Oregon Labor Force, Employment, Unemployment, 1958, Unemployment Compensation Commission; Washington, The Washington Labor Market, No. 156, October 1958, Employment Security Department. Total labor force estimates have been derived by adding Armed Forces to State civilian labor force estimates. United States labor force, July 1958, Current Population Reports, Labor Force, Series P-57, No. 193, August 1958, U.S. Bureau of the Census.

On the other hand, the comparatively high proportion of white-collar workers, particularly farmers and managerial workers, among the pre-1930 migrants reflects not so much the particular labor market conditions at the time they entered the State as their relatively high average age and the influence of certain long-term changes in the occupational structure. Similarly, in comparing the occupational distribution of workers who never lived outside the State and of the most recent mi-

⁷ In fact, if we examine the decade-to-decade increase in the number of persons born in other States, by geographical division of birth, we find that the Eastern States contributed 38 percent of the 1940-50 increase, as compared with only 17 percent of the 1930-40 increase. See Margaret S. Gordon, Employment Expansion and Population Growth: The California Experience, 1900-1950 (Berkeley, University of California Press, 1954), table A-3, Appendix.

⁸ For a discussion of other data relating to the occupational characteristics of migrants, see *ibid.*, pp. 13-17. See, also, Warren S. Thompson, Growth and Changes in California's Population (Los Angeles, The Haynes Foundation, 1955), chs. 14 and 16.

⁹ These differences, among both men and women, are, to some extent, related to differences in the racial distribution of migrants of various periods. A special tabulation from the California Health Survey (not shown) indicates that 14 percent of the 1940-44 migrants (of all ages) were Negro, but that the percentage of Negroes has tended to decline quite sharply among the immigrants of more recent periods.

grants, the somewhat higher average age of the former group must be kept in mind.

Pacific Northwest. Changes in the characteristics of migrants to the Pacific Northwest in recent decades have been similar to those for California but with some noteworthy differences. Data from the 1940 Census suggest that immigrants to the Pacific Northwest States are somewhat more likely to have come from rural areas than are those who migrate

to California.¹⁰ Related to this difference is the fact that Pacific Northwest immigrants are more likely to have been born in nearby States. Furthermore, although immigration from the West South Central States has risen somewhat in recent decades, it plays a far less important role than in the case of California, whereas the West North Central States are relatively more important as sources of migration to the Pacific Northwest.

Employed workers who had migrated to Washington and Oregon during 1935-40 were somewhat more heavily concentrated in unskilled occupations in 1940 than were all employed workers in the two States, as was the case, also, for California.¹¹ Data on the occupational characteristics of migrants from outside these States are not available for more recent periods, although there is some evidence that fluctuations similar to those in California have taken place.¹²

Employment and Net Immigration Changes

Marked fluctuations in population growth and in net immigration have been associated with pronounced variations in the rate of employment expansion. A comparison of year-to-year changes in employment and net immigration for each of the Pacific Coast States indicates considerable similarity in the fluctuations of the two series, with changes in net immigration tending, for the most part, to lag somewhat behind changes in employment.¹³ (See chart.) Furthermore, the substan-

¹⁰ See footnote 6.

¹¹ Sixteenth Census of the United States, 1940, Population, Internal Migration in the United States, 1935-1940, Economic Characteristics of Migrants, table 14. Comparison of the 1935-40 data for California with the data presented in table 4 suggests that the migrants of the 1930's (who came in chiefly in the latter half of the decade), experienced a substantial amount of upward occupational mobility between 1940 and 1954-55.

¹² For the metropolitan areas of Oregon and Washington, comparisons were made between the occupational characteristics of migrants—from outside each area—of the 1949-50 period (1950 Census) and the 1935-40 period (1940 Census).

¹³ Unfortunately, annual data on net civilian immigration into Oregon and Washington are not available, except for very recent years. In interpreting the data on net total immigration for these two States, it should be kept in mind that the relationship between net total immigration and net civilian immigration will depend on the relationship between net changes in the Armed Forces stationed within the State and net changes in the civilian population attributable to entry into or withdrawal from the Armed Forces. Data for California indicate that net civilian immigration exceeded net total immigration in 1941, 1944, 1945, 1947, 1949, 1951, 1952, 1954, 1956, and 1957. See California's Population in 1958 (Sacramento, California Department of Finance, 1958).

It should also be noted that data on total employment are not available for Oregon and Washington during the World War II period. Unofficial estimates have been made by interpolating on the basis of the behavior of nonagricultural employment. See footnote 1, table 5, for source.

TABLE 2. PERCENT DISTRIBUTION OF EMPLOYED PERSONS BY MAJOR OCCUPATIONAL GROUP, PACIFIC COAST STATES AND UNITED STATES, SELECTED YEARS, 1940-55

Major occupational group	California			Oregon		Washington		United States		
	1940 (April)	1950 (April)	1954-55	1940 (April)	1950 (April)	1940 (April)	1950 (April)	1940 (April)	1950 (April)	1954 (April)
All employed persons.....	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
White-collar workers.....	46.1	47.9	48.9	46.5	45.3	44.7	45.9	44.0	44.6	45.3
Professional, technical, and kindred workers.....	10.6	11.1	12.2	8.5	8.7	8.6	9.9	7.9	8.7	9.4
Farmers and farm managers.....	4.1	2.8	2.3	11.4	6.9	8.6	5.4	11.5	7.7	6.4
Managers, officials, and proprietors, except farm.....	10.8	11.3	12.1	10.2	10.9	10.5	10.3	8.1	8.9	10.0
Clerical and kindred workers.....	11.5	14.1	15.1	9.0	11.3	9.4	12.5	9.7	12.3	13.0
Sales workers.....	9.1	8.6	7.2	7.4	7.5	7.6	7.8	6.8	7.0	6.5
Blue-collar workers.....	53.1	51.9	51.1	52.3	53.5	54.3	52.7	55.0	54.0	54.6
Craftsmen, foremen, and kindred workers.....	13.2	15.2	17.8	11.4	13.6	13.3	15.8	11.5	13.8	13.6
Operatives and kindred workers.....	15.0	15.3	16.1	13.7	15.4	14.6	14.9	17.9	19.8	20.4
Private household workers.....	3.5	2.1	2.1	3.0	1.7	2.9	1.6	4.6	2.5	3.0
Service workers, except private household.....	9.3	8.8	9.1	7.5	8.0	7.8	8.7	7.1	7.6	8.6
Farm laborers and foremen.....	5.8	3.9	2.8	6.3	4.8	5.0	3.5	6.9	4.2	3.3
Laborers.....	6.3	5.6	5.3	10.4	10.0	10.7	8.2	7.0	6.1	5.7
Occupation not reported.....	.9	1.0	-----	1.1	1.2	1.0	1.3	.9	1.3	-----

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

SOURCE: 1940 and 1950, U.S. Census of Population, 1950, Vol. II, pt. 1, table 54, and pts. 5, 37, and 47, table 29. California, 1954-55, based on the

California Health Survey (see source, table 4). United States, 1954, Current Population Reports, Labor Force, Series P-57, No. 142, May 1954, U.S. Bureau of the Census.

tially higher influx into California in recent years has been associated with the State's relatively more rapid employment expansion. In addition, because California is more highly urbanized,¹⁴ its metropolitan areas have not been able to rely on immigration from intrastate rural areas to supply as large a proportion of their increased needs for workers as have the metropolitan areas of the Pacific Northwest.

The relationships between fluctuations in net immigration and changes in labor market conditions since the beginning of World War II can be more adequately interpreted if we review the major developments during shorter intervals.

1940 to 1942. From 1940 to 1942, all three Pacific Coast States experienced a sharp rise in civilian employment that was associated with the industrial mobilization of the defense period and the first year of the war, with the rate of employment expansion substantially exceeding the nationwide rate (table 5). Shipyard employment shot upward in all three States, while in California and Washington, both aircraft and Government employment also skyrocketed. In addition, construction of defense installations contributed to the demand for workers. Net migration to California and Washington rose substantially during this period, but in Oregon, a rise in net immigration did not occur until 1942, and there was actually net outmigration in 1941. Furthermore, the data suggest that net immigration was relatively far more important in contributing to the increased number of employed workers in California than in the Pacific Northwest.¹⁵

1942 to 1945. Nonagricultural employment reached its wartime peak in California and Oregon in the summer of 1943, and in Washington in the summer of 1944. Thereafter, cutbacks in aircraft and shipyard employment spearheaded a moderate decline in employment until V-J Day, after which a sharp drop occurred. The net increase in employment from 1942 to 1945 was far smaller than in the 1940-42 period. Labor market conditions were much tighter, since the unemployed had largely been drawn back into employment in the earlier period, and the draft cut far more sharply into the supply of civilian workers in 1942-45. Net civilian migration to all three Pacific Coast States reached a spectacular peak during this period and far exceeded the increase in employment.¹⁶

¹⁴ California has long been highly urbanized, and 81 percent of its population resided in urban areas in 1950. At the time of the 1950 Census, Washington occupied an intermediate position among the three States, with 63 percent of its population classified as urban, while Oregon was least urbanized, with only a little more than a half of its population in urban areas.

¹⁵ Kerr's study of migration to the Seattle area shows that among the migrants entering war plants in the Seattle-Tacoma area from January 1940 to February 1942, 32 percent were from other parts of Washington, and 22 percent were from Oregon. Portland's war production boom got under way later than Seattle's, and some of those who had migrated from Portland to Seattle in 1940-41 later returned to the former area. See Clark Kerr, *Migration to the Seattle Labor Market Area, 1940-1942* (Seattle, University of Washington Publications in the Social Sciences, August 1942), Vol. 11, No. 3, pp. 129-188.

¹⁶ Migrants were entering jobs that had formerly been held by members of the Armed Forces, and the ranks of migrants were swelled by an influx of wives and children of servicemen who were stationed on the Pacific Coast or were being sent to Pacific theaters of war. On characteristics of wartime migrants to congested production areas, see *Population, Series CA-3, Nos. 2, 3, 5, 6, and 8, March to June 1944*, U.S. Bureau of the Census.

TABLE 3. PERCENT DISTRIBUTION OF PACIFIC COAST STATE RESIDENTS BORN IN OTHER STATES, BY GEOGRAPHIC DIVISION OF BIRTH, SELECTED YEARS, 1930-50

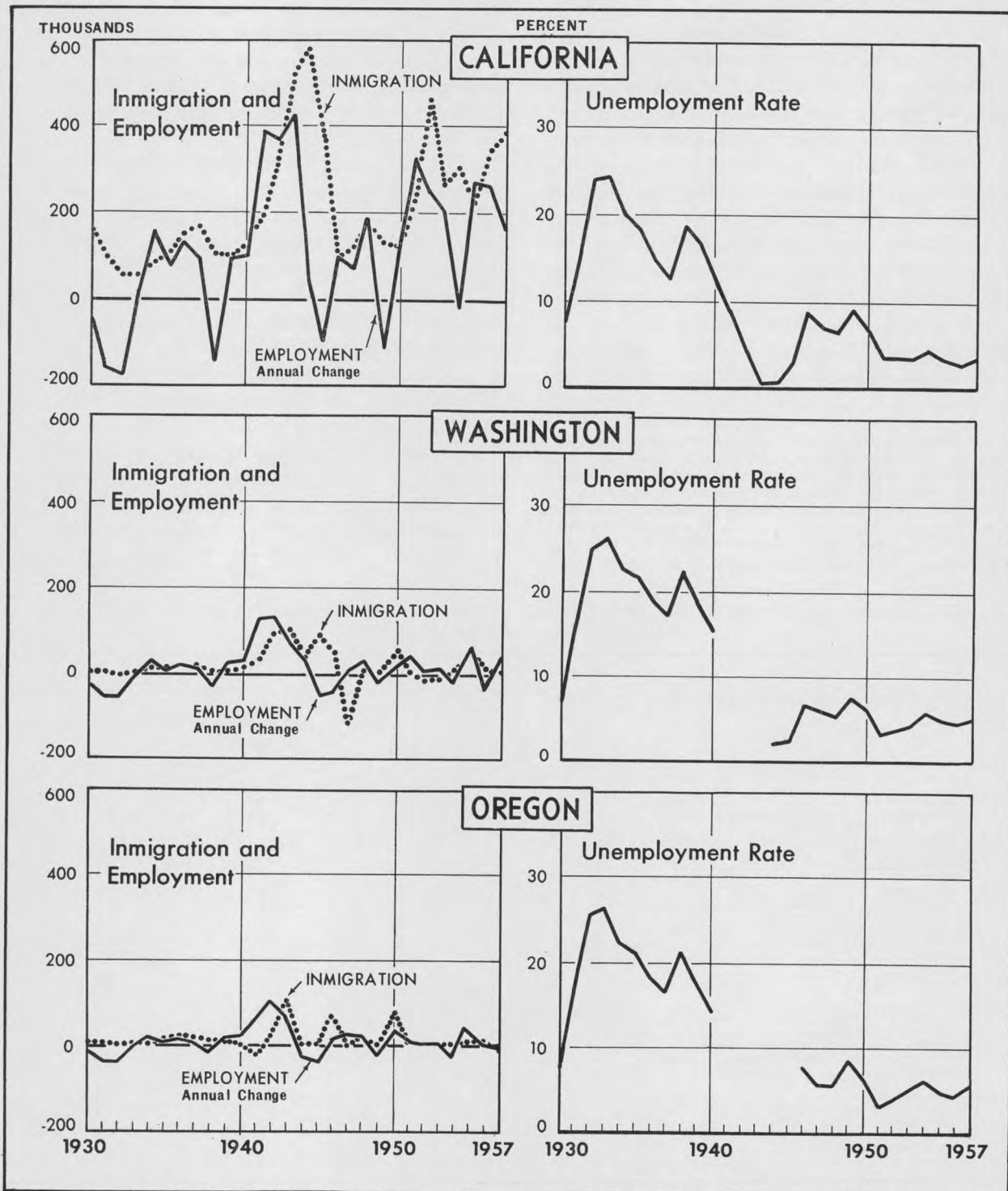
Geographic division of birth	California			Oregon			Washington		
	1930 (April)	1940 (April)	1950 (April)	1930 (April)	1940 (April)	1950 (April)	1930 (April)	1940 (April)	1950 (April)
All residents born in other States.....	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
New England.....	4.3	3.3	3.3	1.8	1.3	1.2	2.4	1.8	1.9
Middle Atlantic.....	11.2	9.4	9.8	5.4	3.9	3.3	6.5	5.0	4.9
South Atlantic.....	3.3	3.2	3.8	2.3	1.9	2.1	3.0	2.8	3.5
East North Central.....	24.1	20.2	18.1	22.3	17.4	13.5	25.5	21.3	16.5
East South Central.....	4.4	4.1	4.4	2.8	2.4	2.5	2.7	2.4	2.9
West North Central.....	26.5	27.7	24.7	33.9	38.3	36.2	34.9	38.4	36.8
West South Central.....	10.3	15.7	21.1	4.5	6.1	9.6	3.4	4.4	7.9
Mountain.....	11.3	11.7	10.8	11.2	12.3	13.3	11.1	12.8	14.4
Pacific, other than State of residence....	4.7	4.7	4.1	15.8	16.3	18.3	10.4	11.0	11.2

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

SOURCE: U.S. Census of Population, 1930, Vol. II, table 21; 16th Census of the United States, 1940, Population, State of Birth of the Native Popula-

tion, table 20; U.S. Census of Population, 1950, Special Report, Series P-E, No. 4A, table 13.

Net Immigration,¹ Employment, and Unemployment, California, Washington, and Oregon, 1930-57



¹ California, total, 1930-39; civilians only, 1940-58. Washington and Oregon, total.

SOURCE: U.S. Bureau of the Census; U.S. Public Health Service; California Department of Finance; California Department of Industrial Relations;

Washington Employment Security Department; John P. Herring, Labor Force, Employment, and Unemployment, Annual Estimates by States, 1900-40 (Seattle, University of Washington Press, 1951); Washington State Department of Health; Oregon State Board of Health; and Oregon Unemployment Compensation Commission.

1945 to 1950. The 5 years following the war represented a period of readjustment on the Pacific Coast. Although, to a casual observer, labor market conditions were not noticeably depressed and there was a marked expansion of employment in industries serving the consumer, unemployment rates tended to be substantially higher throughout this period than in the Nation as a whole. Whereas many eastern and midwestern factories reconverted to peacetime production shortly after the war, there were relatively few opportunities for reconversion on the Pacific Coast. This was largely attributable to the relatively limited development of heavy industry on the Pacific Coast before the war. Wartime expansion, which was highly concentrated in aircraft production, ship-

¹⁷ Although the sharpest cutbacks occurred right after V-J Day, shipbuilding employment tended to decline throughout the 5-year period. The number of factory employees in April 1950, compared with July 1945, was lower by 21 percent in California, 24 percent in Oregon, and 36 percent in Washington, whereas in the Nation, the decline amounted only to 9 percent. See State Employment, 1939-56, and Employees in Nonagricultural Establishments, by Industry Division, January 1939 to May 1950 (U.S. Bureau of Labor Statistics, 1957 and 1951, respectively).

building, port activities, and Government installations, did not take the form, to any appreciable extent, of conversion from civilian to wartime production. Thus, the postwar period was characterized by sharp cutbacks in war-related employment, rather than by reconversion.¹⁷

1950 to 1953. During the Korean hostilities, employment increased relatively rapidly on the Pacific Coast, but the pattern of expansion differed among the three States. In all three, nearly half of the increase in nonagricultural employees was in manufacturing. In California, nearly half of the rise within manufacturing occurred in the aircraft industry, and most of the remainder in ordnance, metal products, machinery, and electrical machinery. In Washington, the expansion was somewhat less heavily concentrated in war-related industries. Oregon's experience was quite different; only a small proportion of the rise was in war-related industries. Unemployment rates dropped sharply in all three States and California experienced a marked rise in net immigration,

TABLE 4. PERCENT DISTRIBUTION OF EMPLOYED WORKERS IN CALIFORNIA BY MAJOR OCCUPATIONAL GROUP, YEAR OF IMMIGRATION, AND SEX, 1954-55¹

Major occupational group and sex	Total	Year of immigration ²					
		Have not lived outside State	1900-29	1930-39	1940-44	1945-49	1950-54
Men.....	100.0	100.0	100.0	100.0	100.0	100.0	100.0
White-collar workers.....	41.8	47.0	46.8	40.2	34.7	44.1	33.6
Professional, technical, and kindred workers.....	11.1	11.0	10.3	10.6	7.9	13.6	12.4
Farmers and farm managers.....	3.2	5.3	5.4	2.7	1.7	1.5	.9
Managers, officials, and proprietors, except farm.....	13.9	15.4	19.7	14.8	10.7	13.3	7.7
Clerical and kindred workers.....	6.4	7.2	5.0	4.6	7.3	7.6	6.6
Sales workers.....	7.2	8.1	6.4	7.5	7.1	8.1	6.0
Blue-collar workers.....	58.2	53.2	53.3	59.9	65.4	56.0	66.5
Craftsmen, foremen, and kindred workers.....	24.5	21.1	20.7	24.7	28.7	23.1	32.3
Operatives and kindred workers.....	16.7	16.2	15.3	18.3	17.5	16.0	17.6
Service workers, including private household.....	6.3	4.8	8.9	7.7	6.1	6.3	4.2
Farm laborers and foremen.....	3.5	3.9	2.7	3.1	3.1	2.5	5.5
Laborers.....	7.2	7.2	5.7	6.1	10.0	8.1	6.9
Women.....	100.0	100.0	100.0	100.0	100.0	100.0	100.0
White-collar workers.....	65.6	75.6	68.4	66.9	55.3	63.2	62.6
Professional, technical, and kindred workers.....	14.9	16.1	15.8	13.9	9.1	15.8	17.0
Farmers and farm managers.....	.4	.4	1.2	.9
Managers, officials, and proprietors, except farm.....	7.9	7.0	11.6	11.3	6.2	8.1	4.3
Clerical and kindred workers.....	35.2	45.1	29.9	31.9	33.8	33.6	35.3
Sales workers.....	7.2	7.0	9.9	8.9	6.2	5.7	6.0
Blue-collar workers.....	34.4	24.3	31.5	33.1	44.7	36.9	37.5
Craftsmen, foremen, and kindred workers.....	1.8	1.9	.5	2.2	2.5	1.5	2.3
Operatives and kindred workers.....	14.8	11.0	13.9	14.5	16.7	15.6	17.5
Service workers, including private household.....	15.9	9.1	15.3	15.6	24.4	16.3	16.3
Farm laborers and foremen.....	1.2	2.0	.4	.6	.9	1.8	1.1
Laborers.....	.7	.3	1.4	.2	.2	1.7	.3

¹ Excludes pre-1900 migrants and persons whose occupation or year of immigration was not reported.

² Year of the most recent move to California.

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

SOURCE: California Health Survey (special tabulation arranged through the courtesy of Dr. Lester A. Breslow, chief, Bureau of Chronic Disease, California State Department of Public Health). For description of sample, see Health in California (Sacramento, California Department of Public Health, 1957).

TABLE 5. NET CIVILIAN INMIGRATION, PACIFIC COAST STATES, AND SELECTED LABOR MARKET DATA, PACIFIC COAST STATES AND UNITED STATES, FOR SELECTED PERIODS, 1940-57

Item	April 1940 to July 1942	July 1942 to July 1945	July 1945 to April 1950	April 1950 to July 1953	July 1953 to July 1957	April 1940 to July 1957
CALIFORNIA						
Change in civilian employment:						
Number (in thousands).....	856	375	194	974	689	3,088
Percent.....	32.8	10.8	5.1	24.2	13.8	118.5
Net civilian immigration:						
Total (in thousands).....	554	1,468	567	977	905	4,471
Average annual (in thousands).....	246	489	119	301	226	259
Unemployment rate at end of period.....	4.1	2.0	8.8	3.6	3.6	3.6
OREGON						
Change in civilian employment:						
Number (in thousands).....	1,156	1,110	1,200	114	12	312
Percent.....	140.1	11.8	13.7	19.9	1.8	80.0
Net civilian immigration:						
Total (in thousands).....	24	187	88	23	39	361
Average annual (in thousands).....	11	62	19	7	10	21
Unemployment rate at end of period.....	(2)	(2)	8.4	3.5	3.4	3.4
WASHINGTON						
Change in civilian employment:						
Number (in thousands).....	1,263	1,520	-84	163	50	444
Percent.....	143.2	15.9	-9.1	19.4	5.0	72.9
Net civilian immigration:						
Total (in thousands).....	86	317	-49	3	86	443
Average annual (in thousands).....	38	106	-10	1	22	26
Unemployment rate at end of period.....	(2)	2.4	8.3	2.7	3.1	3.1
UNITED STATES						
Change in civilian employment:						
Number (in thousands).....	8,930	-1,170	4,268	4,452	4,101	20,581
Percent.....	19.1	-2.1	7.8	7.6	6.5	44.1
Unemployment rate at end of period.....	4.8	1.7	5.7	2.4	4.3	4.3

¹ Official estimates of civilian employment for Washington, July 1942, and for Oregon, July 1942 and July 1945, are not available; unofficial estimates were developed by interpolating on the basis of the behavior of employment of nonagricultural wage and salary workers, published in report on State Employment, 1939-56 (U.S. Bureau of Labor Statistics, 1957).

² Not available.

SOURCE: Employment and unemployment: California, Employment and Unemployment in California, No. 57, April 1958, Departments of Employment and Industrial Relations, Estimated Civilian Employment in California, 1940-1957, and Handbook of California Labor Statistics (biennial), Department of Industrial Relations; Oregon, Estimated Oregon Labor Force,

Employment, Unemployment (annual), Unemployment Compensation Commission; Washington, Labor Force and Employment in Washington State (annual), Employment Security Department; and United States, Current Population Reports, Labor Force, Series P-50, selected issues, U.S. Bureau of the Census. The 1940 Census figure for civilian employment in Oregon in April 1940 (see source, table 1) was used in the computations, but State estimates which differ slightly from 1940 Census figures were used for California and Washington (see sources cited above) and, in the case of Washington, the estimate refers to March 1940.

Net civilian immigration, Current Population Reports, Population Estimates, Series P-25, Nos. 72, 97, and 186, May 1953, August 6, 1954, and October 27, 1958, U.S. Bureau of the Census.

while in Washington there was a shift from the net outmigration of the 1945-50 period to a very slight net influx of migrants. The drop in net migration to Oregon is somewhat surprising, but it seems likely that there was net migration from Washington to Oregon in 1945-50 and that this movement dropped off in 1950-53.

1953 to 1957. Between the end of the Korean conflict and the beginning of the 1957-58 recession, California was the only Pacific Coast State to experience a relatively rapid rise in employment, as compared with the Nation. But even in California, the rate of expansion was more moderate than in 1950-53 and was somewhat less heavily concentrated in manufacturing. Within manufacturing, however, the same industry groups that had accounted for most of the 1950-53 expansion again dominated the rise. In Washington, aircraft em-

ployment more than doubled during this period, as the State's aircraft industry expanded to meet the needs of the jet age, but sluggishness in the construction and lumber industries held back the total gain in employment. Oregon was relatively more severely hit by the decline in lumber employment and experienced only a slight increase in total employment in 1953-57.

Only in California was the unemployment rate below the nationwide rate throughout the period, although unemployment rates were comparatively low in all three States in July 1957. Although net civilian migration to California fell below the rate of 1950-53, on an average annual basis, it continued to be an important factor in population growth. Oregon experienced a slight increase in the estimated annual average influx and Washington a substantial increase over the negligible level of 1950-53.

Reasons for Immigration

Employment Changes. In an earlier study of California's population growth, covering a longer period, a hypothesis bearing on the relationship between changes in employment and in immigration was suggested:

Although migration to California has tended to increase after every depression, the most marked spurts in immigration cannot be interpreted merely as a response to improving economic conditions. The periods of heaviest immigration have been associated with periods of unusually rapid economic development, when the rate of economic expansion in the State has exceeded that of the Nation. Such periods have tended to coincide, moreover, with periods of rapid expansion of economic activity in the Nation as a whole. * * *

After a time, which has varied in length according to the special circumstances in each period, the increase in the rate of immigration has begun to outrun the rate of expansion of employment opportunities. As this occurred, job opportunities became somewhat less favorable, and the rate of net immigration slowed down. Some of the immigrants became discouraged and left the State, and those who remained found increasing difficulty in obtaining jobs.¹⁸

Historically, the periods of unusually rapid economic development have been associated with the exploitation of unusually favorable investment opportunities in California. In recent decades, the periods of most rapid expansion have occurred during World War II and the Korean conflict, when specific locational advantages encouraged a boom in aircraft production, shipbuilding, and other war-related activities.

In general, our hypothesis seems to be equally applicable to the population growth of Oregon and Washington. As pointed out earlier, however, the metropolitan areas of the Pacific Northwest appear to have a relatively greater capacity to attract intrastate migrants, and hence net immigration into these States is likely to be somewhat smaller in relation to employment increases than in California.

Climate. An alternative interpretation of California's population growth has been presented by E. L. Ullman, who argues that California's mild climate has been the primary factor in attracting migrants and that the heavy influx of population has in turn stimulated the expansion of employ-

ment by attracting footloose industries and encouraging the growth of industries serving local markets.¹⁹

We are dealing here with a chicken-and-egg type of problem. Have the jobs attracted the people, or have the people created the expanding job opportunities? Climate has undoubtedly been an important factor in attracting people to California, but decisions as to the timing of migration appear to depend very largely on what is happening to job opportunities. Furthermore, the really large spurts in net migration have been associated with the expansion of industries which not only have nationwide markets but for which California has specific locational advantages, and the expansion of these industries has in turn stimulated an expansion of employment in footloose and local market industries. This sequence of events was particularly well demonstrated during the 1940's, when, as a result of wartime restrictions and labor shortages, much of the expansion of residential building and of trade and service activities to serve an enlarged population did not occur until after the war.²⁰ It is also important to recognize that the climate has played a role in stimulating the demand for labor, as well as the supply, particularly in the aircraft industry, where a mild climate has advantages as a locational factor.

This general interpretation holds even more clearly for the Pacific Northwest, where an equable climate prevails but where, in recent decades, net immigration has not been heavy except during World War II.

Wage Differentials. Along with the climate, the relatively high wage rates that have prevailed on the Pacific Coast throughout most of the 20th century have undoubtedly played a highly significant role in attracting migrants to the region but,

¹⁸ Gordon, *op. cit.*, p. 91.

¹⁹ Amenities as a Factor in Regional Growth (in *The Geographical Review*, New York, January 1954, pp. 119-132). In partial support of Ullman's position is the fact that California and Florida are the two States that have attracted by far the largest numbers of interstate migrants in recent years. See the estimates of net immigration for the 1950-57 period in *Current Population Reports, Population Estimates, Series P-25, No. 186, October 27, 1958, U.S. Bureau of the Census.*

²⁰ For further discussion of these relationships, see George H. Hildebrand and Arthur Mace, Jr., *The Employment Multiplier in an Expanding Industrial Market, Los Angeles County, 1940-1947* (in *Review of Economics and Statistics*, Cambridge, Mass., August 1950, pp. 241-249).

from a long-run point of view, their importance has probably diminished as wage differentials between the Pacific Coast and the Nation have narrowed.²¹ It is conceivable, but somewhat unlikely, that if average wages on the Pacific Coast were to approach the national level or even fall below it, net immigration might continue because of the climate and generally attractive living conditions of the region.

Such a development would be unlikely because a substantial decline in wage differentials would be symptomatic of a decline in the relative rate of expansion of employment opportunities. On theoretical grounds, during periods of full employment, we would expect some tendency for wage differentials between the Pacific Coast and the Nation to vary with relative rates of change in employment, even in the short run. California weekly earnings in manufacturing did rise in relation to those in the Nation during World War II and fell quite sharply after the war, but the ratio of California to national earnings has varied relatively little since about 1947. It is likely that a wartime increase occurred, also, in Washington and Oregon, although average earnings data are not available for the war period. Per capita income data for Oregon and Washington indicate a marked rise in relative incomes in the war period

²¹ For further discussion of wage differentials, see the article by M. W. Reder on pp. 524-529 of this issue.

²² The failure of California per capita income to rise, relative to that in the Nation, reflects the less important relative position of agriculture, in which incomes rose sharply during the war. It may also be related to the fact that California per capita income was considerably higher, relative to that in the Nation, before the war than in the case of Oregon and Washington.

and a decline thereafter.²² There is little evidence, however, that regional wage differentials are likely to vary enough in the short run to affect the rate of migration, except in a period of very pronounced changes such as World War II.

Conclusion

An analysis of this type should conclude with a forecast, but everything that has been said serves to emphasize how hazardous a forecast of future rates of migration to the Pacific Coast States must be. Only in the event of a marked rise in the rate of employment expansion—which would be unlikely to occur in the absence of a pronounced increase in the Nation—would net migration to California be likely to rise very much above present levels. In the case of the Pacific Northwest, the experience of the last 25 years suggests that an increase in employment somewhat comparable to that of World War II would be required to raise migration rates much above present low levels.

In all three States, moreover, the number of young residents entering the labor market is undoubtedly beginning to increase and will rise sharply in the next few years, as those born after the beginning of World War II reach the age of 18 or so. Unless the rate of employment expansion accelerates, this development is likely to mean increased competition for available jobs and a less favorable labor market for potential immigrants, who are predominantly young adults. All things considered, a somewhat reduced rate of net immigration appears probable in the absence of a sharp rise in the rate of employment expansion.

Migratory farm laborers move restlessly over the face of the land, but they neither belong to the land nor does the land belong to them. They pass through community after community, but they neither claim the community as home nor does the community claim them. Under the law, the domestic migrants are citizens of the United States but they are scarcely more a part of the land of their birth than the alien migrants working beside them.

—Migratory Labor in American Agriculture, 1951 Report of the President's Commission on Migratory Labor, p. 3.

Balanced industrial expansion has not persisted in recent years, but real possibilities exist that diversification will overcome the instability of aircraft and the decline of forest products.

Economic Growth Patterns in Washington and Oregon

MINER H. BAKER

THE PACIFIC NORTHWEST generally is identified as one of the "growingest" areas of the United States, and, in fact, there is a tendency to regard the entire West as a homogeneous unit which has experienced rapid and uniform growth throughout the past two decades. Over half of the West's population and almost two-thirds of its growth in recent years, however, are contained in the State of California. The Pacific Northwest, second in the West to California in economic importance, experienced a substantial increase in population during World War II but more recently has barely exceeded the national growth rate.¹

The West looks somewhat different in detail than it does in total. Between 1940 and 1958, the total population of the 11 Western States increased 82 percent while the national increase was 31 percent. When the 11 States are grouped into three regions (table 1), however, it is clear that, while all three regions have surpassed the national pattern, the Pacific Southwest has far outpaced the other two. If the growth is divided chronologically as well as geographically, the result is even more revealing. The Pacific Southwest, greatly stimulated by the economic revolution of World War II, subsequently receded only moderately in its rate of growth. The Pacific Northwest, likewise greatly affected by the war, dropped off more sharply in the postwar years to a narrow margin over the national rate. The Mountain States, which lagged during the war, have since caught fire economically and are moving ahead more rapidly than the Pacific Northwest.

In each case, this record of population growth can be explained by developments in the industries which provide the employment base of the respective regions. The events of the war years make it clear, if there were any question, that primarily it is employment opportunities which attract population rather than vice versa.² It may also be observed, without prejudging the future, that the moderation of growth in the Pacific Northwest since the war is little more than the return to a pattern which was normal for three decades before the war. From 1910 to 1940, in fact, no part of the West exceeded the national growth rate substantially except the Pacific Southwest.

Manufacturing Employment

Wartime Expansion, 1940-46. World War II transformed the economic pattern of the Pacific Northwest and provided support for the greatest numerical population and labor force increase in the region's history. The 3-year period from 1940 to 1943 raised the manufacturing employment of the two States from 216,000 to 475,000 and put 241,000 of the total into the shipbuilding and aircraft industries.³ (See table 2.) Some of these additional workers came from the unemployed,

¹ In this discussion, the two States of Washington and Oregon are designated for the sake of convenience as the Pacific Northwest. Usually the region is considered to include northern Idaho and western Montana as well. Regional boundaries necessarily are somewhat arbitrary, as is the concept of the West itself.

² For further discussion of the relationship between immigration and the labor force, see the article by Margaret S. Gordon on pp. 492-501 of this issue.

³ These figures exclude the Government shipyard at Bremerton, Wash., classified in government, which employed over 30,000 at its wartime peak.

some were women who had not worked before, and some came from other local activities which replaced them with women or not at all. The great majority, however, were lured from other parts of the country by the dual attractions of patriotism and high wages. After the war, thousands desired to remain, and remain they did to the extent that there was economic opportunity.

By 1946, the wartime 475,000 in manufacturing had dropped to 291,000, still a one-third increase over 1940. This broader foundation of manufacturing called for more workers in the secondary activities—trade, services, and utilities—which had been seriously undermanned throughout the war years. The result was a short and relatively smooth transition, with adequate employment opportunities to support the wartime population growth. Thus, the more modest growth of the postwar period was projected from a new base.

Net Impact of World War II. The first full postwar year, 1946, was the low point of employment following the curtailment of war industries. At that point, the overemployment of the war years had been corrected and the quick reshuffling of the employment pattern was largely completed. On balance, a 28-percent increase from 1940 in the Pacific Northwest's population had been matched by a 28-percent increase in employment. (See table 3.) With agriculture and self-employment declining, the overall rise in employment required an increase of 42 percent in wage earners—35 percent in manufacturing and 46 percent in nonmanufacturing activities. The disparity between the latter two figures reflects partly the national trend toward an increasing proportion of employment in trade and service activities and partly the unusual growth of government and construction as a result of the war.

The 35-percent increase in manufacturing for the 6-year period amounted to 74,700 new jobs. Almost one-third of the total, 24,400, was the remaining net gain in aircraft and shipbuilding. The forest industries (basic lumber products, plywood, and pulp and paper) had added only 3,100. The other 47,200 new jobs were in diversified manufacturing activities: 14,000 in food processing, including not only an increase to meet local needs but also the growth of canning and freezing plants to serve a national market; 4,400 at the Hanford

TABLE 1. PERCENT INCREASE IN THE POPULATION,¹ UNITED STATES AND REGIONS OF THE WEST,² SELECTED PERIODS, 1940-58

Region	1940 to 1946	1946 to 1952	1952 to 1958	Total, 1940 to 1958
United States.....	6.1	11.2	11.2	31.3
Total West.....	26.2	19.7	20.3	81.7
Pacific Southwest.....	35.8	22.5	24.7	107.4
Pacific Northwest.....	28.3	12.1	11.7	60.7
Mountain States.....	3.8	19.5	15.7	43.6

¹ Total population excluding Armed Forces overseas, as of July 1 of each year.

² The composition of the regions used here is as follows: *Pacific Southwest*—Arizona, California, and Nevada; *Pacific Northwest*—Oregon and Washington; and *Mountain States*—Colorado, Idaho, Montana, New Mexico, Utah, and Wyoming. See also text footnote 1.

SOURCE: Current Population Reports, Series P-25, various issues, U.S. Bureau of the Census.

Works, a major nucleonics installation operated for the Atomic Energy Commission by a private contractor; 4,000 in aluminum plants whose location was a product of wartime need and cheap hydroelectric power; the rest scattered, mostly among metals and machinery industries which were serving a growing market within the region.

Conversion to a peacetime industrial economy by no means was complete in 1946. The shipyards were declining during the year but their average employment was still high. The aluminum industry and the Hanford Works also were in process of adjusting, but in their cases employment was far lower than it would later be. All things considered, however, 1946 employment provides an adequate measure of the net impact of the war. It also marks off a period of convenient length for comparison with the postwar years which followed it.

The Middle Years, 1946-52. The years immediately following World War II naturally did not duplicate the forced industrial growth which had occurred during the war period, but the lesser expansion of the industrial base which they brought was still very encouraging. From 1946 to 1952, employment in manufacturing in the Pacific Northwest increased by 46,600, or 16 percent. Food processing, having reached its employment peak in 1946, registered a 7,300 loss for this 6-year period. Thus, there was a gain of 53,900 apart from food processing, which compared favorably with the 60,700 increase for the same industries from 1940 to 1946.

The use of 1952 as a reference year is appropriate for two reasons. First, it was close to the peak

TABLE 2. MANUFACTURING EMPLOYMENT IN THE PACIFIC NORTHWEST,¹ ANNUAL AVERAGES, SELECTED YEARS, 1940-58

[In thousands]

Year	Total	Forest products ²	Shipbuilding and aircraft	All other ³
1940-----	215.8	122.5	11.5	81.8
1943-----	474.5	122.6	4 241.4	110.5
1946-----	290.5	125.6	35.9	129.0
1949-----	294.7	142.4	28.3	124.0
1952-----	337.1	161.0	38.0	138.1
1955-----	345.7	158.0	46.6	141.1
1958 ⁵ -----	346.1	135.2	74.0	136.9

¹ Washington and Oregon; see text footnote 1.

² Includes basic lumber products, plywood, and pulp and paper.

³ Combines the "food processing" and "other manufacturing" categories of table 3.

⁴ Includes 204,900 in shipbuilding and 36,500 in aircraft manufacture; the wartime peak in aircraft alone was 43,900 in 1944, well below the 66,200 of 1958.

⁵ Preliminary.

SOURCE: Washington Employment Security Department and Oregon Unemployment Compensation Commission.

of employment in the forest industries. Second, it reflected the full effect of the Korean conflict. Thus, it is a suitable midpoint to measure against both the immediate postwar situation 6 years earlier and the current condition of the region 6 years later.

The outstanding development of the 1946-52 period in employment was the resurgence of the forest industries. This new strength was a matter both of larger volume of timber cut, reflected in 17,500 additional jobs in basic lumber products, and of greater diversification of product, attested by the 17,900 new jobs in the production of plywood⁴ and pulp and paper. In total, the forest industries increased their share of manufacturing employment from 43 percent to 48 percent between 1946 and 1952. Prior to the war, in 1940, the figure had been 57 percent.

A second development of these early postwar years was a comeback by the aircraft industry. From a low of 10,800 in 1946, employment rose to 24,000 in 1949, then dipped to 19,500 in 1950, but again picked up after the beginning of the Korean conflict and reached 29,800 in 1952. The net gain for the 6-year period was largely balanced by losses in the shipbuilding industry, which had still had part of its wartime strength in 1946. The expansion of the aircraft industry during this period foreshadowed its emergence as the dominant expansionary force in the Pacific Northwest economy in the period to follow.

Diversified manufacturing picked up another 16,400 of employment in these years. There were both pluses and minuses in these activities, but

most of the net change again was accounted for by the Hanford Works and the aluminum industry. All of the remaining increase took place after the outbreak of hostilities in Korea, which gave the economy a lesser dose of the same sort of stimulation it had experienced in the war years.

The Era of Aircraft, 1952-58. The favorable picture of industrial growth has not persisted in the last 6 years, and therein lies the cause for a measure of concern about the region's future. Between 1952 and 1958, the overall increase in manufacturing employment was only 9,000, or 3 percent. The aircraft industry more than doubled its employment, however, from 29,800 to 66,200. Aircraft excluded, there was a net loss of 27,400 manufacturing jobs, and this loss was accounted for largely by a steep decline in the forest industries.⁵

During this recent period, then, the aircraft industry increased from 9 percent to 19 percent of the region's manufacturing employment, while the forest industries declined from 48 percent to 39 percent. Measured by employment, there was virtually no industrial growth either in total or in the diversified industries which would do most to balance the region's economy. While the population increase was virtually as much as in the earlier postwar years and continued to shade the national average, it was not supported by employment gains, and what employment gains there were, were far more than covered by a single industry. This industry, of course, is one which depends largely on expenditures for national defense and is particularly vulnerable to sharp drops in employment.

Intraregional Differences. It is well to note that the employment situation described for the regional total does not apply equally to the parts. The aircraft industry is entirely in Washington; in fact, it consists of one major firm in the Seattle area. The forest industries cover the entire region, but are far more important in Oregon than in Washington and have been moving south over

⁴ Plywood production normally is classified as part of the lumber and wood products group but is treated separately here because of its different growth pattern.

⁵ Within the total, plywood and pulp and paper continued to increase, but only by 4,800 compared with 17,900 in the previous 6 years. Most of the employment loss of 25,800 in basic lumber products occurred in the past 2 years.

a period of years. Oregon, lacking the help of the aircraft industry, had a net loss of 10 percent in manufacturing employment between 1952 and 1958; Washington, on the other hand, had a net gain of 12 percent, which is more than accounted for by the aircraft industry. In Oregon in 1958, forest products still comprised 58 percent of all factory employment; in Washington, they were down to 27 percent, while aircraft was 31 percent of the total.

In terms of net change in manufacturing employment from 1940 to 1958, the aircraft industry contributed 71 percent of the total in Washington, and the forest industries 53 percent of the total in Oregon. The forest industries in Washington registered a net loss.⁶ It oversimplifies the situation a bit, however, to say that Washing-

ton's growth in manufacturing has been largely aircraft and Oregon's largely forest products. Both have very substantial increases in diversified manufacturing, although not in the past few years, and both have recently been losing ground in the forest industries.

Primary and Secondary Activities

The discussion thus far has been directed primarily to manufacturing, since it is, in large measure, the key to growth in total employment and population. Agriculture, which plays a similar role, has been declining as an employment factor in the Pacific Northwest, although not as much as nationally:⁷ from 1940 to 1958, the loss was estimated at 10 percent compared with a national loss of 39 percent.⁸ Mining, another primary activity, has declined drastically in this region but its employment was relatively small to begin with. In total, the Pacific Northwest's employment in primary industries—manufacturing, agriculture, and mining—has increased 27 percent versus 60 percent for manufacturing alone.⁹ At the same time, the proportion of the population outside the labor force and the proportion of the labor force employed in secondary activities have both increased. (See table 4.) Nationally, a mere 4-percent in-

⁶ Basic lumber suffered the loss, a decrease of 23,900, or 42 percent; plywood and pulp and paper increased their employment by 11,000, or 74 percent.

⁷ For a discussion of farm labor on the Pacific Coast, see the article by Varden Fuller on pp. 518-523 of this issue.

⁸ The estimates of agricultural employment and the self-employed are much less reliable than nonagricultural employment. To some extent, moreover, the author has had to improvise these estimates where data were not available in sufficient detail.

⁹ Logically, one should add forestry and fishing to the primary industries, but they are relatively small employers and information is inadequate. The author does not subscribe to the concept of "commodity" employment, including construction, since construction, like trade and services, is largely dependent on the economic health of the primary industries.

TABLE 3. POPULATION, LABOR FORCE, AND EMPLOYMENT¹ IN THE PACIFIC NORTHWEST,² SELECTED YEARS, 1940-58

Item	Number of persons (in thousands)				Percent change			
	1940	1946	1952	1958 ³	1940 to 1946	1946 to 1952	1952 to 1958	1940 to 1958
Population.....	2,826	3,626	4,066	4,542	28	12	12	61
Civilian labor force.....	1,219.3	1,476.1	1,648.8	1,757.4	21	12	7	44
Unemployment.....	154.3	117.2	65.2	126.9	-24	-44	95	-18
Employment.....	1,065.0	1,358.9	1,579.0	1,627.7	28	16	3	53
Agricultural.....	177.0	172.3	167.9	158.9	-3	-3	-5	-10
Nonagricultural:								
Self-employed ⁴	169.5	164.4	212.9	223.1	-3	30	5	32
Wage and salary workers.....	718.5	1,022.2	1,198.2	1,245.7	42	17	4	73
Manufacturing.....	215.8	290.5	337.1	346.1	35	16	3	60
Food processing.....	36.1	50.1	42.8	40.9	39	-15	-4	13
Basic lumber products.....	102.9	100.3	117.8	87.2	-3	17	-26	-15
Plywood.....	5.4	8.0	21.7	24.0	48	171	11	344
Pulp and paper.....	14.2	17.3	21.5	24.0	22	24	12	69
Aircraft and shipbuilding.....	11.5	35.9	38.0	74.0	212	6	95	543
Other manufacturing.....	45.7	78.9	95.3	96.0	73	21	1	110
Nonmanufacturing.....	502.7	731.7	861.1	899.6	46	18	4	79
Mining.....	6.7	4.2	4.2	2.8	-37	0	-33	-58
Contract construction.....	33.8	54.5	71.9	66.9	61	32	-7	98
Transportation and public utilities.....	78.7	109.2	115.2	104.6	39	5	-9	33
Trade.....	166.7	235.6	273.9	279.2	41	16	2	67
Service and miscellaneous ⁵	99.4	143.3	177.6	197.9	44	24	11	99
Government.....	117.4	184.9	218.3	248.2	57	18	14	111

¹ Employment and labor force figures are annual averages; population estimates relate to July 1.

² Washington and Oregon; see text footnote 1.

³ Preliminary.

⁴ Includes unpaid family workers and domestic service workers.

⁵ Includes finance, insurance, and real estate.

SOURCE: Employment, Washington Employment Security Department and Oregon Unemployment Compensation Commission; population and labor force, U.S. Bureau of the Census.

crease in employment in manufacturing, agriculture, and mining from 1940 to 1958 has supported increases of 23 percent in the labor force and 31 percent in population. The 27-percent rise in these industries in the region has supported increases of 44 percent in the labor force and 61 percent in population. The ratio of primary employment to total employment has declined in the region, as nationally, but has been consistently somewhat lower.¹⁰

Cyclical Fluctuations

Clearly, the economy of a region as remote from other population centers as the Pacific Northwest is likely to exhibit unique characteristics. It has often been said, sometimes carelessly, that the effects of the business cycle lag in this region and that cyclical variations are deeper and more prolonged. Recent experience bears this out only in part. (See table 5 and chart.) In the three recession periods since World War II, Oregon employment has turned down in advance of the Nation on all three occasions and Washington two times out of three. In two of the three recessions, however, the low point nationally was a month or two ahead of both States. The magnitude of decline from peak to trough has been greater regionally except for the experience of Washington in the 1957-58 recession, influenced by unusual strength in the aircraft industry.

These comparisons really do not indicate much except the obvious fact that the regional economy is greatly dependent on forest products and therefore is affected by the national trend of residential construction activity as well as the general business cycle. The former, of course, accounts

for Oregon's long lead in entering the most recent recession.

Seasonality

One very obvious characteristic of the economy of the Pacific Northwest is its high degree of seasonality, this again being due in considerable measure to the forest industries, although food processing also plays an important part. As might be expected, seasonal employment movements in Oregon are somewhat larger than in Washington. Normally, the high month in both States is September and the low month, January. Based on the experience of a 10-year period from 1948 to 1957, the high and low months normally are 106.0 and 93.5 percent of trend for Oregon, 104.0 and 95.1 percent for Washington. Nationally, the high and low seasonal factors are 102.1 (December) and 98.4 (February).

Stated in a single figure, the mean seasonal deviation nationally is 0.9 percent, compared with 2.5 percent for Washington and 3.6 percent for Oregon.¹¹ There is some indication, as might be expected with the lumber industry declining in relative importance, that the seasonal pattern is becoming less pronounced. During 1953-57, the mean seasonal deviation was 15 percent less for Washington and 22 percent less for Oregon than in the period 1948-52.¹²

¹⁰ This is largely explained by the relatively large regional employment in government, which is classified as secondary but which in some cases—defense installations—either is engaged in primary activity or has a similar impact on the economy.

¹¹ These are the average monthly deviations from the trend line calculated from a centered 12-month moving average.

¹² Washington: 1948-52, 2.74 percent; 1953-57, 2.33 percent. Oregon: 1948-52, 4.19 percent; 1953-57, 3.27 percent.

TABLE 4. SIGNIFICANT LABOR FORCE RATIOS, PACIFIC NORTHWEST¹ AND UNITED STATES, SELECTED YEARS, 1940-58
[In percent]

Ratio of—	Pacific Northwest				United States			
	1940	1946	1952	1958	1940	1946	1952	1958
Labor force to population.....	43.1	40.7	40.6	38.7	42.2	41.1	40.4	39.6
Unemployment to labor force.....	12.7	7.9	4.0	7.2	14.6	3.9	2.7	6.8
Wage and salary workers to total employment.....	67.5	75.2	75.9	76.5	67.5	74.7	78.8	79.0
Primary employment ² to total employment.....	37.5	34.4	32.2	31.2	44.7	42.8	39.2	34.4
Manufacturing employment to total wage and salary workers.....	30.0	28.4	28.1	27.8	33.6	35.0	33.8	30.6

¹ Washington and Oregon; see text footnote 1.

² Includes agriculture, mining, and manufacturing.

SOURCE: Pacific Northwest, table 3; United States, table 3 and data from the U.S. Bureau of the Census and the U.S. Bureau of Labor Statistics.

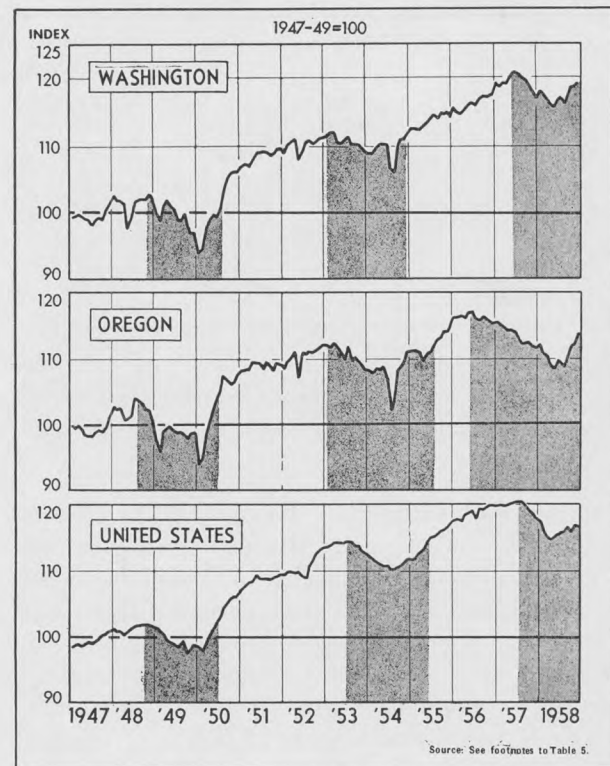
Outlook

Whatever the unusual characteristics of the Pacific Northwest economy—one-sided industrial pattern, seasonality, sensitivity to cyclical characteristics—they are less in evidence today than they were before the war. Largely this is a result of the war. The economy is much larger, better balanced, but no longer growing rapidly. The questions which control the future are these: Has the industrial growth of recent years brought a new distortion due to too great dependence on the aircraft industry? Will the resource-based industries, notably those based on timber, assist the total growth of the region or continue to lag? Is there a reasonable possibility that industrial activities other than aircraft and forest products will furnish an expanding employment base?

The happy assumption that population will flock to the Pacific Northwest and bring with it the support for more industry is substantiated neither by history nor logic. The population will come, or at least remain, only to the extent that there is economic opportunity. The experience of the past few years is not encouraging on this score, but this should not too quickly be accepted as a guide to the future. First of all, it should be noted that 1958 was a recession year. Accordingly, the unfavorable aspect of the recent past is exaggerated by comparing the bottom of the cycle (1958) with a point well up on a rising curve (1952). It is fair to assume that the forest industries, down 18,000 in employment in the last 2 years, will improve substantially as their markets improve; likewise, that diversified manufacturing activities, down 9,000 in the same period, will return to a normal trend. These developments will modify, but not substantially change, the picture of a region in which resource-based industries have been declining and recent growth has come almost entirely from defense-based industries, notably aircraft. In each of the three major categories of industry, however, there is more to be considered than the cold statistics of past employment.

With regard to the aircraft industry, the recent growth of employment poses a problem for the region only to the extent that this employment must be regarded as unstable. It is impossible at any time to see more than a few months ahead in the aircraft industry. The transition from

Nonagricultural Employment, Seasonally Adjusted, Washington, Oregon, and United States, 1947-58



manned aircraft to missiles inevitably is going to mean less manpower per dollar of expenditure, however, and it is almost certain that the industry will not continue to employ as many as 70,000 in the Pacific Northwest. At the same time, there is every reason to expect that it will continue to be a major part of the industrial base. This is an important measure of diversification in a region which in the past has been dependent on raw materials. Aircraft has introduced a new risk, but it is a different type of risk.

As to forest industries, the poor showing of 1958 was partly due to cyclical factors which will correct themselves, but it is also clear that the long-term trend has been far from favorable. The manpower requirements of the lumber industry have been steadily reduced by mechanization. Up to a few years ago, this was more than offset by an increased cut of timber; more recently, it has been accentuated by a reduced cut. The reduced cut resulted partly from the decrease in the supply of timber and partly from the dwindling market for lumber in competition with other building materials. Looking ahead, it is a reasonable assumption

TABLE 5. TIMING AND IMPACT OF THREE POSTWAR RECESSIONS ON NONAGRICULTURAL EMPLOYMENT¹ IN WASHINGTON, OREGON, AND UNITED STATES

Item	Washington	Oregon	United States
1948-49:			
Date of peak ²	November 1948	August 1948	October 1948
Date of trough.....	January 1950	February 1950	November 1949
Percent of decline.....	7.1	7.7	3.7
Date of recovery.....	August 1950	June 1950	June 1950
1953-54:			
Date of peak ²	February 1953	February 1953	July 1953
Date of trough.....	August 1954	July 1954	August 1954
Percent of decline.....	3.9	6.9	3.4
Date of recovery.....	December 1954	August 1955	June 1955
1957-58:			
Date of peak ²	June 1957	June 1956	July 1957
Date of trough.....	May 1958	May 1958	April 1958
Percent of decline.....	3.2	6.4	4.4

¹ Based on seasonally adjusted figures; for Washington and Oregon, seasonal corrections based on data for the years 1948-57 were calculated by the author; for the United States, data for years prior to 1953 are from the Board of Governors of the Federal Reserve System and later data are from the Bureau of Labor Statistics.

² Peak calculated as highest 3-month average, centered on month of reference.

tion that both supply and demand will be greater than in the recent past. Much of the region has been in a period of transition to a second-growth timber economy which, over a period of time, will support an increased production of lumber. A need for this increased production is virtually assured by population growth alone. Moreover, the continued diversification of product, reflected in rising employment for plywood and pulp and paper, may become even more pronounced in the future. It is very unlikely, then, that the employment decline of recent years will extend further into the future. There may, in fact, be a rather sharp reversal.

Apart from forest products and aircraft, the opportunities for diversifying the regional economy in other directions are about as numerous as the number of industries on the national scene.

Only in forest products, aircraft, and food products does the region produce more than its share of the national total. Thus, even apart from further development of natural resources, the regional market itself is a potential attraction for more industry. Both Washington and Oregon have become aware in recent years that growth will not come easily in the future and are making strong efforts through State and local agencies to encourage industrial expansion.

It may well be, although time alone will tell, that the concentration of population in the Pacific Northwest has reached a point where many industries which previously produced elsewhere for this market will find it feasible to establish production facilities in the region. This does not belie the earlier conclusion that industry precedes rather than follows population in the first instance. As an area grows, however, based on industry, it is also able to support more industry. One of the most important developments of the past 5 years has been the entry into the Pacific Northwest of the petroleum refining industry, utilizing crude oil from foreign sources. There have also been a series of developments in the chemical industry, some of them assisted by the recent availability of natural gas which has been piped into the region because of a growing market. Electronics, although still a small part of the Pacific Northwest economy, has been the most rapidly growing industry in the region. These are the types of development which may hold the key to the future of the region. Honesty dictates the conclusion that the Pacific Northwest is no longer an outstanding growth area but does not suggest by any means that it has exhausted its opportunities.

Shifts in California's Industrial and Employment Composition

Increase in employment since 1946 is three times the national rate; manufacturing now leads in the State, but construction, government, and finance have also risen sharply.

MAURICE I. GERSHENSON

THE EXTRAORDINARY GROWTH in the population and the labor force of California following World War II has been accompanied by significant alterations in the complexion of the State's economy and its pattern of employment. Some of the factors accounting for the shifts are related to nationwide changes; others reflect conditions peculiar to California. Some of the changes parallel national changes; others run counter to trends in the Nation as a whole.

Total civilian employment in California, including both employers and the self-employed as well as wage and salary workers, registered a rise from 3.8 million to 5.6 million between 1946 and 1958, or 46 percent (table 1). This rate of increase was about three times that in the country as a whole. Wage and salary workers accounted for 7 of every 8 additions to the State's civilian employment during this period. (See table 2.)

Not all industries in California shared equally in the postwar growth, however. Larger than average gains in employment were recorded in manufacturing, construction, government, and finance. Very little rise occurred in mineral extraction. In between these extremes lie varying rates of increase in service, trade, transportation and utilities, and agriculture. These differential growth rates have reshaped California's economic pattern.

Industry Trends

Manufacturing. Most dramatic has been the change in manufacturing, in which there has been both an extremely large rise and a far-reaching

shift in the industrial distribution of employment. Immediately after World War II, California's factory employment dropped precipitately and then fluctuated in a narrow range until the outbreak of the Korean conflict triggered a vigorous upsurge. After hostilities ceased, the trend continued upward as a result of the defense buildup in the cold war. Total employment in manufacturing climbed above the peak of World War II to a new alltime high of 1,286,000 in 1957 and dropped back to 1,222,000 in 1958. Between 1946 and 1958, there was a net rise of 67 percent. As a result of this rapid growth, the proportion of total civilian employment in manufacturing went from 19.0 percent in 1946 to 21.8 percent in 1958. In 1940, the ratio was 17.1 percent.

In the relatively short period since 1940, California's economic structure has changed from a raw material producing economy with heavy emphasis on trade and service activities to one in which manufacturing dominates. Before World War II, manufacturing ranked third among the industry divisions, behind trade and service in terms of employment. By 1953, manufacturing forged ahead to the number one place. It has held this place ever since, except that in 1958, it slipped slightly below trade.

Growth in three defense-connected industries—aircraft, ordnance (including missiles), and electrical equipment—accounts for the largest part of the postwar rise. These three industries employed 103,200 wage and salary workers, or almost 15 percent of all manufacturing employees, in 1946 (table 3). In 1958, they employed 382,200, or almost a third of the manufacturing total. During these 12 years, aircraft crowded out food as the principal manufacturing industry in California in terms of employment.

Machinery, fabricated metal products, instruments, and other metalworking industries also expanded rapidly. Altogether, the durable goods group doubled in the past 12 years.

At the same time, nondurable goods employment increased by only 25 percent, or less than half as much as the rise in population. Within the nondurable goods category, food processing is the dominant industry. California is pre-eminent in the production of canned, dried, and frozen fruits and vegetables, canned seafood, and wine. The pack of canned fruits and vegetables rose from 35 million cases in 1939 to 111 million in 1957. The tuna pack nearly tripled in the same period. There has also been an especially marked growth in the production of frozen fruits and vegetables. The output of beverages, both alcoholic and nonalcoholic, is well above prewar levels, as is the production of other food products. In fact, California accounts for 85 percent of all the wine produced in the United States.

Because of technological improvements, however, California has been able to produce this ever-increasing quantity of food products for

TABLE 1. CIVILIAN EMPLOYMENT¹ IN CALIFORNIA, BY INDUSTRY, SELECTED YEARS, 1940-58

(Number in thousands)							
Industry	1940	1946	1949	1950	1953	1957	1958
Total.....	2,703	3,848	4,084	4,202	4,957	5,636	5,606
Agriculture, forestry, and fishing.....	317	400	431	424	466	488	480
Mineral extraction.....	46	36	37	35	40	40	37
Construction.....	128	216	257	289	321	353	357
Manufacturing.....	461	731	739	797	1,103	1,286	1,222
Transportation, communication, and utilities.....	197	302	313	314	354	381	363
Trade.....	659	898	957	974	1,083	1,227	1,226
Finance, insurance, and real estate.....	124	145	168	174	203	244	249
Service.....	505	619	658	662	744	876	888
Government.....	266	500	525	533	643	741	785
Percent distribution							
Industry	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Total.....	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Agriculture, forestry, and fishing.....	11.7	10.4	10.5	10.1	9.4	8.7	8.5
Mineral extraction.....	1.7	.9	.9	.8	.8	.7	.7
Construction.....	4.7	5.6	6.3	6.9	6.5	6.3	6.4
Manufacturing.....	17.1	19.0	18.1	19.0	22.3	22.8	21.8
Transportation, communication, and utilities.....	7.3	7.8	7.7	7.5	7.1	6.8	6.5
Trade.....	24.4	23.4	23.4	23.2	21.8	21.8	21.9
Finance, insurance, and real estate.....	4.6	3.8	4.1	4.1	4.1	4.3	4.4
Service.....	18.7	16.1	16.1	15.7	15.0	15.5	15.8
Government.....	9.8	13.0	12.9	12.7	13.0	13.1	14.0

¹ Includes employers, self-employed, unpaid family workers, and domestic servants, as well as wage and salary workers.

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

SOURCE: California Department of Industrial Relations, Division of Labor Statistics and Research.

western, national, and international markets with only a relatively moderate rise in food-processing employment. On the other hand, substantial increases were recorded in the following nondurable goods industries: paper products, printing and publishing, chemicals, and apparel.

Trade. Trade has always held a leading place in the California economy. Except during the war, more persons were employed in trade than in any other industry division until 1953, when manufacturing took over first place. As population grew, so did employment in wholesale and retail trade, but at a lesser rate, reflecting many technological factors including the development of supermarkets. Technological improvements, coupled with the ascendancy of manufacturing, are responsible for the fact that trade now accounts for less than 22 percent of total employment, compared with more than 24 percent before the war.

Service. The service division embraces a heterogeneous group of industries with diverse trends. In some groups, employment has expanded more rapidly than population. These include the medical, legal, engineering, educational, and other professional services, and business services and employment agencies. In all other service groups, employment increased less than population. In one industry—motion picture production, distribution, and exhibition—there was even a decline—close to 25 percent in the past 12 years. The principal reason for this has been the competition from television.

Despite the huge expansion in California's tourist trade and in business travel, there has been only a very small increase in wage and salary workers in hotels and lodging places. The California hotel occupancy rate dropped from 93 percent in 1946 to 74 percent in 1958.¹ Motels, which are largely owner operated, have taken over the greater part of the increased tourist business. Since 1946, the number of motels in California has doubled.²

In California as elsewhere, technological improvements in laundries, coupled with the grow-

¹ See the Horwath Accountant (New York, Horwath and Horwath), February 1959, p. 9.

² California Department of Industrial Relations, Division of Housing.

TABLE 2. WAGE AND SALARY WORKERS IN CALIFORNIA NONAGRICULTURAL ESTABLISHMENTS, ¹ BY INDUSTRY, SELECTED YEARS, 1940-58

[In thousands]

Industry	1940	1946	1949	1950	1953	1957	1958
Total wage and salary workers.....	1,931.8	2,972.6	3,088.1	3,209.4	3,877.0	4,481.0	4,450.1
Mineral extraction.....	40.0	33.5	34.4	32.3	37.3	36.9	34.4
Crude petroleum and natural gas production.....	(2)	24.5	26.0	23.3	27.4	26.5	24.7
Other mineral extraction.....	(2)	9.0	8.4	9.0	9.8	10.4	9.7
Construction ²	92.1	177.7	204.4	235.0	261.5	288.2	292.5
Manufacturing.....	440.2	706.7	701.5	759.7	1,060.8	1,240.7	1,176.9
Transportation, communication, and utilities.....	188.3	281.5	300.7	301.2	339.4	364.6	346.0
Railroads.....	(2)	97.4	83.0	87.2	89.2	73.3	65.1
Local railways and bus lines.....	(2)	11.5	9.7	8.7	7.7	8.0	4.5
Other transportation.....	(2)	95.8	102.0	103.1	124.0	145.2	142.8
Telephone and telegraph.....	(2)	56.4	65.8	62.6	74.3	91.8	87.0
Utilities: Electric, gas, and water.....	(2)	30.4	40.3	39.6	44.1	46.3	46.7
Trade.....	524.2	737.1	767.2	783.1	881.1	1,009.0	1,005.9
Wholesale.....	(2)	189.2	207.7	211.7	234.3	273.0	276.5
Retail.....	(2)	547.9	559.5	571.5	646.8	736.0	729.5
Finance, insurance, and real estate ⁴	98.3	116.9	134.2	142.1	166.7	204.7	208.3
Service.....	282.4	409.0	420.9	422.8	487.6	506.2	601.6
Government ⁵	266.3	500.2	524.6	533.3	642.7	740.7	784.5
Federal.....	(2)	250.2	201.2	190.0	248.9	234.1	233.5
State and local.....	(2)	250.0	323.4	343.3	393.8	506.7	551.0

¹ Excludes employers, self-employed, unpaid family workers, domestic servants, and agricultural workers.

² Not available.

³ Includes employees of construction contractors and operative builders; does not include force-account and government construction workers.

⁴ Excludes employees of operative builders.

⁵ Includes all civilian employees of Federal, State, and local governments regardless of the activity in which the employee is engaged.

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

SOURCE: California Department of Industrial Relations, Division of Labor Statistics and Research.

ing use of automatic laundry equipment both at home and in do-it-yourself commercial establishments, have reduced employment requirements in the laundry industry. This reduction has held down employment in the personal service industries, so that it has risen very little.

The net result of the diverse trends has been a drop in the service division's share of total employment to well below prewar levels.

Government. Government employment at the State and local level has increased steadily in the postwar period to provide the services required by an expanding population. In 1958, about one of every seven employed persons in California worked for a Federal, State, or local agency. Before the war, the ratio was about 1 in 10. The 1958 distribution of government employment compares with that for 1946 and 1948 as follows:

	1946	1948	1958
	(in thousands)		
Federal (civilian).....	250.2	198.8	233.5
Department of Defense.....	181.7	120.7	141.5
Nondefense.....	68.5	78.1	92.0
State and local.....	250.0	302.2	551.0
Education.....	94.5	109.1	241.9
Other State and local.....	155.5	193.1	309.1

³ The Farm Income Situation, September 1958 (U.S. Department of Agriculture, Agricultural Marketing Service).

⁴ California Department of Employment. For further discussion of the farm labor situation, see the article by Varden Fuller on pp. 518-523 of this issue.

⁵ California Blue Book, 1958 (Sacramento, State Printer, 1958), p. 816.

Agriculture, Forestry, and Fishing. California leads all States in cash income from agriculture.³ Contrary to the downward trend in the Nation as a whole, employment in agriculture, forestry, and fishing in the State has increased in the past 12 years and is now well above prewar levels. A substantial part of the California agricultural work force in 1958 consisted of foreign contract workers, largely Mexican nationals. At the harvest peak, they numbered 92,000 and averaged 48,000 during the year.⁴ Although total employment in agriculture has increased, this industry's share of the State's economy has been declining steadily.

These changes in employment reflect the significant change in the crop pattern in California which has occurred in the postwar period. Acreage has been reduced in specialty crops, particularly fruits and nuts, but total yield has held above prewar levels because of greater productivity. At the same time, acreage in field crops has increased considerably; cotton, the most striking example, has become the State's most important cash crop. In truck crops, there has been an increase both in acreage and in yield per acre. This increased output has been partly for the larger local market for fresh vegetables and partly for the expanding national market for processed vegetable products, of which tomatoes and berries are the most notable examples.⁵ Despite the shift to the more labor-intensive field crops, agricultural

TABLE 3. WAGE AND SALARY WORKERS¹ IN CALIFORNIA MANUFACTURING, BY INDUSTRY, SELECTED YEARS, 1946-58

[In thousands]

Industry	1946	1947	1949	1950	1953	1957	1958
Total.....	706.7	721.8	701.5	759.7	1,060.8	1,240.7	1,176.9
Durable goods.....	397.1	401.8	378.4	426.0	693.5	846.7	789.2
Ordnance and accessories.....	.2	.3	.4	.7	13.8	32.9	41.5
Lumber and wood products (except furniture).....	35.7	44.0	45.3	52.7	58.4	60.4	59.5
Furniture and fixtures.....	(2)	23.0	22.4	24.8	25.7	27.9	26.5
Stone, clay, and glass products.....	30.1	32.1	32.1	34.8	38.0	38.9	37.2
Primary metal industries.....	(2)	34.9	34.2	40.1	46.4	48.8	43.6
Fabricated metal products (except machinery and transportation equipment).....	(2)	49.9	45.6	53.9	76.4	81.3	78.6
Machinery (except electrical).....	57.0	58.3	47.2	49.4	78.0	93.9	81.8
Electrical machinery, equipment, and supplies.....	19.3	20.4	22.3	29.5	66.6	101.9	98.9
Transportation equipment.....	135.2	117.3	107.5	115.9	256.6	319.6	282.1
Motor vehicles and equipment.....	13.9	17.7	20.9	23.6	29.9	34.2	28.7
Aircraft and parts.....	83.7	77.7	78.8	85.7	213.3	273.0	241.8
Ship and boat building and repairing.....	36.9	21.0	7.2	6.2	13.0	11.9	11.2
Instruments and related products.....	(2)	7.5	7.2	8.6	13.0	16.9	16.0
Miscellaneous manufacturing industries.....	(2)	14.1	14.2	15.4	20.6	24.3	23.7
Nondurable goods.....	309.6	320.0	323.1	333.7	367.3	394.0	387.7
Food and kindred products.....	124.5	127.0	129.3	132.3	139.3	143.4	143.8
Fish canning and preserving.....	5.8	8.4	9.0	9.8	7.5	4.8	6.1
Fruit and vegetable canning and preserving.....	46.0	42.1	41.1	41.1	45.8	48.2	47.6
Tobacco manufactures.....	1.2	1.1	1.0	.9	.4	.1	.1
Textile mill products.....	6.4	6.8	6.8	7.5	7.6	6.2	5.9
Apparel and other fabricated textile products.....	43.7	45.8	48.1	51.2	55.4	55.7	54.3
Paper and allied products.....	10.6	11.0	11.9	13.5	18.3	23.5	23.0
Printing, publishing, and allied industries.....	39.3	43.3	46.9	47.8	52.8	63.5	63.2
Chemicals and allied products.....	29.1	29.7	28.6	29.6	35.7	39.1	38.1
Petroleum products.....	35.7	35.7	33.2	32.4	35.6	37.7	37.1
Rubber products.....	14.6	14.1	11.9	13.1	16.1	18.3	15.7
Leather and leather products.....	6.5	5.7	5.3	5.4	6.2	6.4	6.6

¹ Excludes employers and self-employed; includes wage and salary workers, i.e., administrative, supervisory, sales, technical, and office personnel, force-account construction workers, and production and related workers.

² Not available.

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

SOURCE: California Department of Industrial Relations, Division of Labor Statistics and Research.

productivity has increased both in terms of land and labor.

Transportation, Communication, and Utilities.

As in the Nation, the trend of employment in railroads and in local transportation has been sharply downward in California. These two groups combined have cut their work force by 36 percent since 1946. More than offsetting these losses have been substantial gains in other transportation, principally trucking and air transportation, where nearly 50,000 jobs have been added for a net postwar increase of about 50 percent. Larger increases were registered both in communication and in such other utilities as electric and gas companies, as facilities were expanded to keep pace with the growth in population and business.

Despite these healthy gains, however, the downward drag of railroads and local transportation cut the entire division's share of total civilian employment from 7.3 percent in 1940 and 7.8 percent in 1946 to 6.5 percent in 1958.

Construction. California's growing need for more homes, schools, stores, offices, hospitals, roads, and factories has meant a high level of employment in construction. In the postwar years, California

has accounted for around one-eighth of the Nation's total dollar volume of construction⁶ and for around one-sixth of the country's housing starts.⁷ The rise in the State's construction employment since 1946, when wartime restrictions were removed, has exceeded population growth. Between 1946 and 1958, the construction work force increased 65 percent. This industry's share of total civilian employment rose from 4.7 percent in 1940 to 6.4 percent in 1958.

Finance, Insurance, and Real Estate. The finance division has had the largest relative postwar increase of any of the industry divisions. But employment was depressed in 1946 because wartime manpower shortages had not yet been made up. As personnel became available, and as new branch banks, savings and loan offices, insurance establishments, brokerage offices, and other financial institutions were opened, employment began to rise rapidly. By 1958, this industry division employed twice the number in 1940. Its share of total employment had recovered to 4.4 percent in 1958 from 3.8 percent in 1946, but remained below the 1940 ratio of 4.6 percent.

⁶ California Blue Book, 1958, op. cit., p. 822.

⁷ U.S. Bureau of Labor Statistics.

Mineral Extraction. Mineral extraction since World War II has employed less than 1 percent of all civilian employees in California and is the only division in which employment is currently lower than before World War II. The wartime loss was never recovered, and since 1946, employment has fluctuated between 35,000 and 41,000. More than two-thirds of these workers are engaged in crude petroleum production.

Area Changes

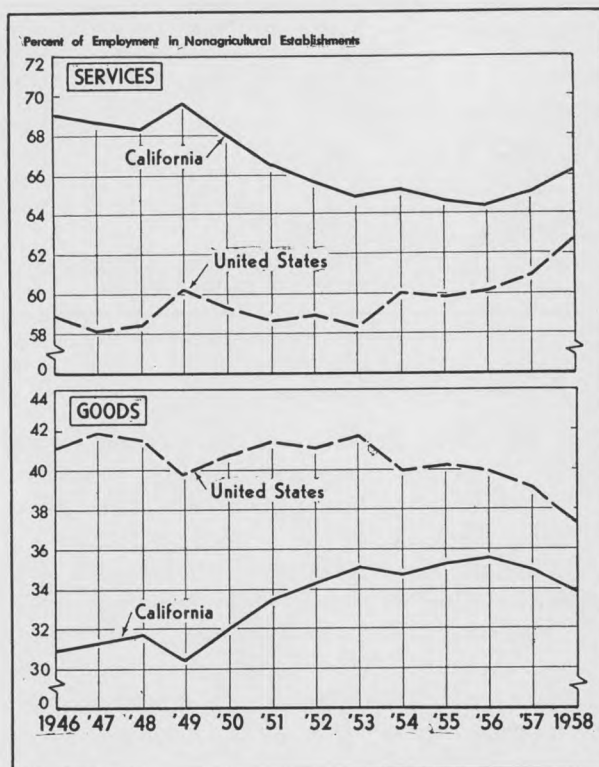
Industry shifts in some of the metropolitan areas of the State have been even more pronounced than in the State as a whole, largely because of mushrooming industrial employment and population growth. A big shift has taken place in the past 9 years in the distribution of nonfarm employment as between manufacturing and nonmanufacturing in four of the State's five largest metropolitan areas.⁸ In the other—the San Francisco-Oakland area—the distribution remained practically unchanged, as shown in the following tabulation:

	Nonfarm wage and salary workers		Percent of total	
	1949 (in thousands)	1958	1949	1958
Los Angeles-Long Beach.....	1,391.2	2,145.4	100.0	100.0
Manufacturing.....	383.0	702.2	27.5	32.7
Nonmanufacturing.....	1,008.2	1,443.2	72.5	67.3
San Francisco-Oakland.....	785.4	936.3	100.0	100.0
Manufacturing.....	158.2	185.7	20.1	19.8
Nonmanufacturing.....	627.2	750.6	79.9	80.2
San Diego.....	127.0	221.9	100.0	100.0
Manufacturing.....	23.7	66.5	18.7	30.0
Nonmanufacturing.....	103.3	155.4	81.3	70.0
San Jose.....	75.2	145.5	100.0	100.0
Manufacturing.....	20.9	49.1	27.8	33.7
Nonmanufacturing.....	54.3	96.4	72.2	66.3
Sacramento.....	89.5	142.2	100.0	100.0
Manufacturing.....	8.7	20.8	9.7	14.6
Nonmanufacturing.....	80.8	121.4	90.3	85.4

In 1958, these five areas accounted for 81 percent of all nonagricultural workers in the State and 87 percent of all manufacturing employees.

Los Angeles-Long Beach. Manufacturing, with nearly a third of all nonfarm employees in 1958, has become the dominant activity in the Los Angeles-Long Beach area. The area holds 43 per-

Chart 1. Employment Patterns in California and United States, 1946-58



SOURCE: California, California Department of Industrial Relations, Division of Labor Statistics and Research; United States, U.S. Bureau of Labor Statistics.

cent of the State's population, but accounts for 60 percent of all California manufacturing employees.

Three industries—aircraft, electrical equipment, and ordnance (including missiles)—employed 39 percent of all factory workers in the area in 1958. Despite the sharp decline in motion picture employment since 1946, service continues as one of the area's most important industry divisions. Movies are still being produced in Hollywood, and the tourist business continues to expand. The number of out-of-State residents who visited southern California as tourists increased from 2,945,000 in 1946 to 4,363,000 in 1957.⁹

San Francisco-Oakland. Population and employment have grown at a more moderate rate in the San Francisco-Oakland area than in the other large metropolitan areas.

The area is noted as a distribution center and also as the financial capital of the West. Located

⁸ Comparable data prior to 1949 not available.

⁹ Estimates of All-Year Club of Southern California (Los Angeles).

TABLE 4. NUMBER OF EMPLOYED PERSONS PER 1,000 POPULATION IN CALIFORNIA, BY INDUSTRY, SELECTED YEARS, 1940-58

Industry	1940	1946	1950	1953	1957	1958
Total.....	391.8	413.9	402.6	421.9	406.4	388.4
Agriculture, forestry, and fishing.....	45.9	43.0	40.6	39.7	35.2	33.2
Mineral extraction.....	6.7	3.9	3.4	3.4	2.9	2.6
Construction.....	18.6	23.2	27.7	27.3	25.5	24.7
Manufacturing.....	66.8	78.6	76.4	93.9	92.7	84.7
Transportation, communication, and utilities.....	28.6	32.5	30.1	30.1	27.5	25.2
Trade.....	95.5	96.6	93.3	92.2	88.5	85.0
Finance, insurance, and real estate.....	18.0	15.6	16.7	17.3	17.6	17.3
Service.....	73.2	66.6	63.4	63.3	63.2	61.5
Government.....	38.6	53.8	51.1	54.7	53.4	54.4

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

SOURCE: Population data from the California Department of Finance; employment data from the California Department of Industrial Relations, Division of Labor Statistics and Research.

here are the headquarters of many of the largest banks, insurance companies, mining companies, and utilities in the State; also the regional offices of many Federal agencies. Trade is the leading industry division in terms of employment, with manufacturing in second place followed closely by government. This area does not have the high concentration of defense-based employment found in other areas. Manufacturing is diversified, with food processing the leading component.

San Diego. In the San Diego area, employment has expanded considerably in all industries except agriculture and mineral extraction. The largest relative gain has been in manufacturing, where aircraft and missiles have played the leading role; manufacturing, with nearly a third of all nonfarm wage and salary workers, now employs more people than any other industry division. Aircraft and missiles account for nearly 80 percent of all manufacturing employees in this area. Moreover, San Diego is headquarters for the 11th Naval District, and the Naval Training Center and other military installations employ a large number of civilian workers. Thus, the economy of the area is heavily based on defense-supported industries.

San Jose. Orchards have given way to factories and homes in the San Jose area. An agricultural community before the war, this has become northern California's fastest growing industrial area. Fairly well diversified manufacturing has become the dominant economic activity. Factory employment has increased by 135 percent since 1949,

while other nonfarm employment has risen 78 percent. This area has become the center of research and development in electronics and missiles.

Sacramento. The seat of the State Government and the center of a rich agricultural region, the Sacramento area in recent years has had a rapid expansion of manufacturing employment, largely the result of activities related to missiles. From less than 9,000 manufacturing workers a decade ago, the number climbed to nearly 21,000 in 1958, bringing the proportion of total nonagricultural wage and salary workers in manufacturing from 9.7 to 14.6 percent. Government—Federal, State, and local—continues as the major industry division, accounting for 38.1 percent of all nonfarm employees in the area.

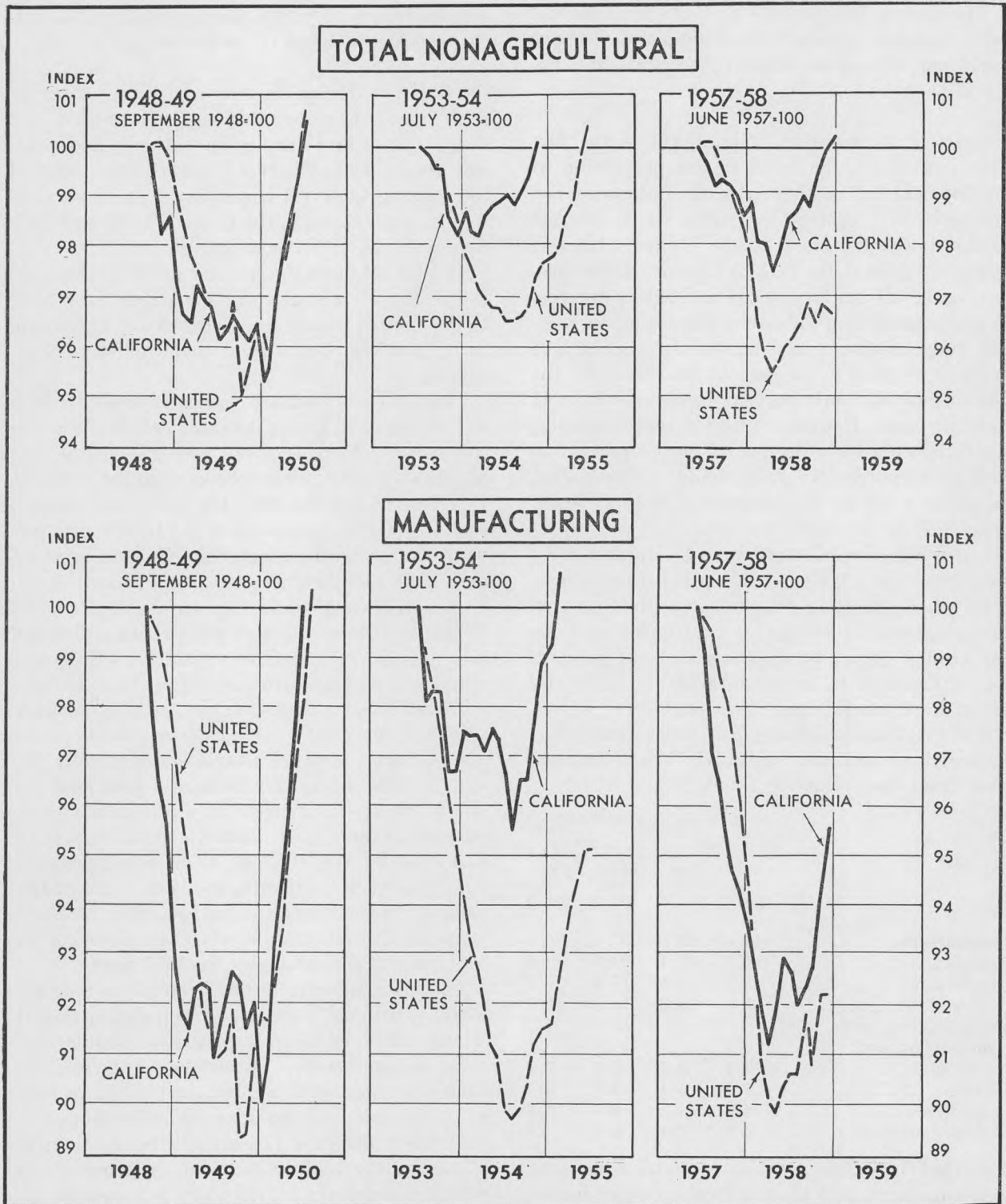
Employment and Population Ratios

Not only has the California employment pattern changed in terms of relative distribution among the industries, but some significant shifts have taken place in relation to population. (See table 4.)

Reflecting both the increased proportion of children in the population and technological factors, the trend in the ratio of employment to population has been downward in the agriculture, service, trade, mineral extraction, and transportation divisions. Thus, relative to population, it takes fewer people to grow food and fiber and produce oil and fewer people to distribute goods and provide services and utilities.

The ratio has increased during the postwar period in each of the other four divisions. In manufacturing, it has risen well above prewar levels, as a result of the cumulative effect of the World War II and post-Korean expansions in defense industries. In construction, the ratio moved up sharply in 1947 and 1948 and has fluctuated in a relatively narrow range since then. In finance, the trend in the ratio has been slightly upward since 1946, but the 1958 percentage remained below that of 1940. Although at a higher level than before the war, the ratio of total government employment to population has not varied a great deal since 1946. The ratio of State and local government employment to population has increased sharply during the period, while the Federal ratio has dropped.

Chart 2. Employment¹ in Three Recessions, California and United States



¹ Indexes of seasonally adjusted employment, with the base month being the prerecession peak.

SOURCE: California, California Department of Industrial Relations, Division of Labor Statistics and Research; United States, U.S. Bureau of Labor Statistics.

Comparisons of State and National Trends

The diverse trends have shifted the industrial pattern of employment in California and also have narrowed differences between the State and national patterns.

Industrial Distribution. Significant is the fact that, since 1946, the trend in the proportion of employment in goods-producing industries has been generally upward in California in contrast to the downward trend in the United States as a whole. (See chart 1). In California, the proportion of all nonfarm wage and salary workers in goods-producing industries (construction, mining, and manufacturing) increased from about 31 percent in 1946 to 34 percent in 1958. In the United States, the proportion decreased—from 41 to 37 percent. Conversely, in the services sector, the California ratio dropped from 69 percent in 1946 to 66 percent in 1958, while in the United States as a whole, the proportion in services increased from 59 to 63 percent.

Despite the rapid expansion of manufacturing employment in California, the proportion of nonfarm employment in this industry division, currently around 26 percent, is well under that for the United States of approximately 31 percent. The differences in nonmanufacturing industries are of lesser magnitude.

The extent to which the California pattern has drawn closer to that of the United States can be seen from the following tabulation:

	Percent of nonfarm employment			
	1940		1958	
	United States	California	United States	California
Total.....	100.0	100.0	100.0	100.0
Manufacturing.....	33.6	22.8	30.6	26.4
Trade.....	21.7	27.1	22.0	22.6
Government.....	13.1	13.8	15.6	17.6
Service.....	10.8	14.6	12.7	13.5
Transportation, communication, and utilities.....	9.4	9.7	7.7	7.8
Finance.....	4.5	5.1	4.7	4.7
Construction.....	4.0	4.8	5.3	6.6
Mineral extraction.....	2.9	2.1	1.4	.8

Note that the California-United States differences were smaller in 1958 than in 1940 for every indus-

try division except government and construction. The sum of the differences in 1940 was 23.2 percentage points. By 1958, the aggregate of the differences was reduced to 9.6 percentage points.

Cyclical Sensitivity. In view of California's rapid growth and the major shifts in its economy, how did the State fare during the Nation's three post-war recessions? Chart 2 presents the course of total nonagricultural employment and manufacturing employment in the United States and California during these recessions.

In 1948-49, both the severity of the decline and the timing of recovery were practically the same in the United States and California. The downturn, however, began somewhat earlier in California.

The 1953-54 downturn was considerably milder in California so far as the extent of the drop was concerned. Furthermore, nonagricultural employment in California recovered to the prerecession high 16 months after the downturn, while it took the Nation 23 months to get back to the previous peak. In manufacturing, California recovered in 19 months and then began to record new highs, whereas U.S. factory employment, which turned up from the recession low at about the same time as California, had not regained the 1953 peak when the economy turned down again in 1957.

In 1957-58, California again had a more favorable experience than the Nation as a whole, measured by total nonagricultural employment. The extent of the decline from the mid-1957 peak was not as great—2.5 percent in California and 4.5 percent in the United States. Significant is the fact that by the close of 1958, nonagricultural employment in California was back to the alltime peak established some 18 months earlier. In sharp contrast, United States nonfarm employment was still about 3 percent under the 1957 peak.

California's better record is largely a reflection of the continued high rate of population growth. Those industries directly related to population—construction, trade, government, service, and finance—contributed a great deal to the recovery of total employment to prerecession levels.

While California fared much better than the Nation in the 1957-58 recession in terms of total nonfarm employment, the story is somewhat dif-

ferent for manufacturing. The magnitude of the drop in this industry division was almost as great in California as in the United States—9 and 10 percent, respectively. By December 1958, manufacturing employment had recovered to within 4.5 percent of the prerecession peak in California and within 7.8 percent in the United States.

Unemployment. The unemployment record also shows that California came through the recent recession better than the United States as a whole. Unemployment averaged 6.0 percent of the California civilian labor force in 1958 as against 6.8 percent in the Nation. This is quite different from California's experience in previous recessions.

After World War II, mass layoffs in shipbuilding and aircraft, industries heavily concentrated in California, brought a sharp increase in the State's unemployment, which in 1946 averaged 8.8 percent of the labor force, more than twice the national rate of 3.9 percent. The California rate remained above that for the Nation for a number of years thereafter because of the disruptions caused by the war and because of the continued augmentation of the labor force by immigration.

In the 1948-49 recession, the unemployment rate rose to a postwar high of 9.2 percent of the labor force in California, considerably above the United States ratio of 5.5 percent. It was not until 1954 that the relationship between the two rates was reversed. As already described, the 1953-54 recession was milder in California than in the United States. Unemployment in 1954 averaged 4.6 percent of the labor force in California, a little under the United States rate of 5.0.

In every year since 1954, California's unemployment rate has been under that for the Nation as

a whole. This reflects the high proportion of defense-related industries in California which has imparted a measure of relative employment stability to the State's economy in the past few years.

Conclusion

The outlook for the near future is for continued recovery without any significant shifts in the employment pattern. Encouraging is the fact that total employment in the first month of 1959 was at the highest January level on record, and unemployment dropped below the year-ago figure for the first time in 2 years. This was also the first time since the start of the 1957-58 recession that, on a year-to-year basis, employment increased more than the labor force. Nevertheless, 359,000 Californians were unemployed, representing 6.1 percent of the labor force.

How much unemployment can be reduced will depend upon the outcome of the race between increased labor force and new jobs. Over the long run, we can look to further industrial growth. Despite the huge postwar growth of factory employment, the number of workers in manufacturing still constitutes a smaller proportion of the total work force in California than in the Nation as a whole. The shift of manufacturing operations to California will continue as the population of the West expands. The people will be here, and plants will inevitably come here to serve them, thus increasing employment in nondefense manufacturing industries and in service, trade, government, and utilities. Significant also is the fact that those industries now classified as defense oriented, and which have had the most rapid rise, are the ones which will be in the forefront in the space age ahead.

Farm Labor: Supply, Policies, and Practices

A farm manpower policy of improved working conditions is part of the price of an adequate and efficient domestic labor supply.

VARDEN FULLER

AS IN THE NATION at large, one of the most outstanding changes affecting farm manpower in the Pacific Coast States during the past decade has been a sharp decline in agricultural employment. The decline has been greater in family workers than in hired workers, since the proportion of all farm work done by hired workers tends to increase as smaller farms are consolidated and the average size of farm rises. It is notable, however, that employment in both categories of labor has declined relatively less in the Pacific region than nationally, probably because mechanization in fruits and vegetables, which are major crops in this region, has proceeded somewhat slowly. Also, the lesser decline in family labor may be due to the fact that the Pacific Coast States have had smaller proportions of low-income farms. (See chart.)

Composition of the Work Force

The composition of the farm work force continues to differ not only from the national average but also among the three States. Hired workers constitute approximately three-fifths of average annual employment of all farm workers in California and just less than one-third in Oregon and Washington. The comparative national proportion is one-fourth.¹ Classified in accordance with the composition of the work force, the California farming system is hired labor dominant, whereas the systems of the two other Pacific States are operator dominant, even though their proportions of hired workers exceed the national average.

Another significant change of the past decade has been the substantial reduction in the numbers and proportions of interstate migratory workers.

The Pacific States, and California particularly, once were known for their dependence upon migratory labor. In the 1930's, the interstate migratory movement into California involved an estimated 150-200 thousand workers annually. Now, the estimates range from 15 to 20 thousand, or less than one-tenth of California's domestic seasonal employment in recent years.² This substantial change has resulted from a marked tendency of recent migrants to "settle down," which probably reflects little more than the existence of a comparatively more favorable economic climate for doing so. The total of interstate migrants reported for Oregon and Washington combined is nearly as large as that in California but since their aggregate domestic seasonal employment is smaller, their interstate migrants represent larger proportions—from one-fifth to one-third in recent years. The decline in interstate migrancy has not, however, meant immobility; seasonal intrastate migration now substitutes to a considerable extent for the prior interstate movement; meanwhile, increased local commuting and expanding day-hauls also preserve a high level of mobility in the farm work force.

The Pacific States also show sharp contrasts in their postwar dependence upon foreign seasonal labor. Oregon and Washington have not used significant numbers of foreign workers, whereas California usage has been more than double the national average, as shown in the tabulation on the following page.

¹ Based on data in Farm Employment (U.S. Agricultural Marketing Service, Statistical Bulletin 236, September 1958), and Farm Labor (U.S. Agricultural Marketing Service), 1958 issues.

² The number of workers is from California Annual Farm Labor Reports, 1956 and 1957 (Sacramento, California State Department of Employment, Farm Placement Service); the proportion of domestic seasonal employment is based on various 1953-58 issues of Employment and Wage Supplement, Farm Labor Market Developments (U.S. Bureau of Employment Security).

Mid-September ¹ of—	Seasonally hired foreign workers per 1,000 domestic workers			
	United States	California	Oregon	Washington
1953-----	93	185	12	10
1954-----	113	250	0	1
1955-----	136	444	21	4
1956-----	200	512	35	13
1957-----	187	441	21	9
1958-----	218	506	14	0

¹ Peak of seasonal hiring in each year.

Source: Calculated from data reported in *Employment and Wage Supplement, Farm Labor Market Developments*, various 1953-58 issues (U.S. Bureau of Employment Security).

Mechanization and other technological changes have, in fact, reduced or eliminated some peaks of seasonal labor need that were troublesome in the years before World War II. Hop picking has been completely mechanized; from two-thirds to three-fourths of California cotton is machine harvested (virtually all of it could be machine picked, if necessary); sugar beets are harvested mechanically, but the mechanization of preharvest work lags. In the harvesting of most vegetables and soft fruits, mechanization has been limited to aids which perform portions of the task or ease the hand worker's burden but do not perform the ultimate selection and separation of the product. In prunes, olives, and tree nuts, harvesting can be completely done by machine but with a fairly narrow margin of cost advantage, particularly when quality is considered. Some tasks, such as the thinning of fruit and hoeing of weeds, are being eliminated or greatly reduced by new chemical techniques.

Two decades ago it was expected that the strides of mechanization would tend to level sharp seasonal labor peaks, thus making the farm labor problem more manageable. Unfortunately, the peaks of seasonal labor need still remain—partly because technological change has reduced nonpeak as well as peak labor requirements and partly because of further expansion in labor-intensive crops.

Economic Status of Farm Workers

With these changes in the size and characteristics of the work force have come changes in the economic status of farm labor. There is no doubt that the levels of living for both operators and hired workers have improved as compared with prewar conditions, yet it is also true that rural poverty remains persistently apparent. The roots of poverty for the hired laborer are not, however,

identical with those for operators; consequently, each group needs separate consideration.

Hired Farm Workers. As in preceding decades, the hired farm worker is prone to poverty because he has no work for substantial portions of the year and when he does work, his earning rate is low. In 1957, the amount of farm employment for farm wage workers who worked at least 25 days averaged 125 days, the lowest since 1945.³ The adverse situation of 1957 was not a chance variation but was consistent with the experience of other recent years.⁴ If this increasingly shallow farm employment record were being supplemented by larger amounts of nonfarm employment, the overall picture would be more favorable; but here, too, the experience is adverse. Nonfarm work by these workers also fell to a new low (an average of 19 days) in 1957.⁵ Furthermore, migratory workers (defined as those who cross county lines temporarily) did not achieve an employment advantage over the nonmigratory.

Because of the instability of farm employment and the fact that many farm workers are marginal participants in the labor force, statistical measures of employment, earnings, and annual incomes are elusive. The most incidental employment is removed from the above averages by the elimination of those whose farm employment was less than 25 days in the year. Women workers account for approximately one-fourth of those working 25 days or more. It is likely that the majority of women workers are not available for employment during the full year. Consequently, to estimate the amount of income which is not realized by farm workers because of time lost and low earning rates, greater reliability is attained if major emphasis is given to the employment experience of male workers.

The national average wage income (farm and nonfarm work combined) of men hired for 25 or more days of farm work in 1957 was \$1,087. The 1957 average earning per day was \$6.25 in farm work (143 days) and \$8.55 in nonfarm work (22 days).⁶ If daily earnings in farm work had been equal to those in nonfarm work, the annual in-

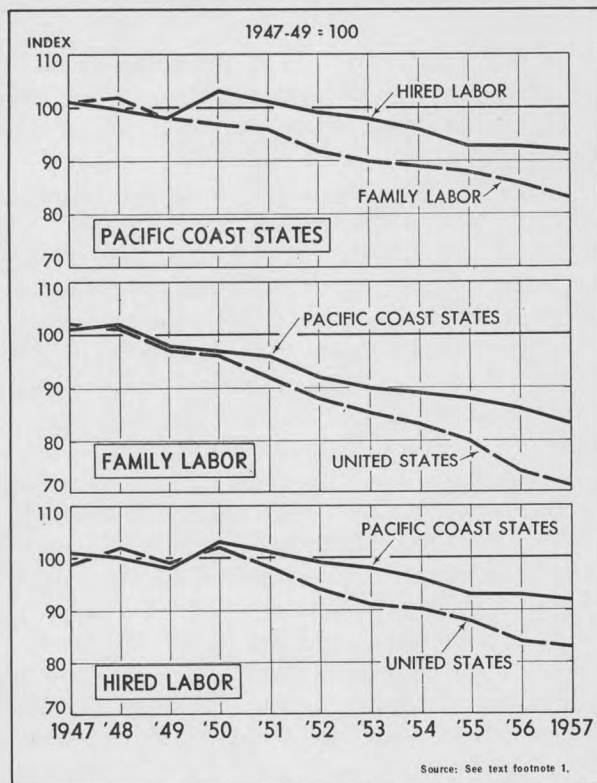
³ *The Hired Farm Working Force of 1957: A Progress Report* (U.S. Agricultural Marketing Service, September 1958), p. 4.

⁴ *Ibid.*, 1954 and 1956 reports.

⁵ *Ibid.*, 1957 report, p. 4.

⁶ *Ibid.*, p. 7.

Pacific Coast States Farm Employment, Hired and Family Labor, 12-Month Averages, 1947-57



come would have been larger by \$329. The average male farm worker in 1957 spent more time in idleness than in work; if only half of his idle time could have been salvaged, his income would have been 60 to 80 percent larger, depending upon the proportions of farm and nonfarm employment. Although no equivalent figures are available by States or regions, it is probable that farm workers in the Pacific Coast States have had a slightly more favorable employment experience and a better daily earning rate. There is, however, no reason to suppose that, in the Pacific States or in any other region, the employment and earning situation is one to be regarded as satisfactory from the perspective of either the welfare of the people involved or the effective utilization of the manpower resource.

Farm Operators. The persistence of low average incomes among farm operators is usually attributed to the adverse price consequences of surplus production, which in turn is attributed to the unanticipated productivity of technological improvements. Alternative remedies for low farm

operator incomes have been recommended or tried in several forms, centering mainly upon price supports and upon control of land use, both of which have proved to be rather unmanageable. Current interest in "agricultural adjustment" centers mainly on the possibility of reducing the labor resource employed in agriculture. Acceleration of the relocation of low-income farm families is a part of the Rural Resource Development Program initiated by the U.S. Department of Agriculture in 1955.

The argument that there is an agricultural labor surplus (in the operator and family labor category) runs in these terms: Technological advance has made it possible for a farm operator, with little or no increase in hired labor, to farm a much larger acreage; despite the tendency to consolidate farms, a substantial proportion of commercial farms are still too small to give full employment to the operator or to his equipment; if the movement of low-income farmers into non-farm occupations could be accelerated, those remaining could earn more satisfactory incomes; hence, the reasoning goes, there is a labor surplus in agriculture which, if reallocated, would improve the income position of those making the shift and also enhance the general welfare by making more effective use of labor resources.

Meeting Seasonal Labor Shortages

Incongruously, or at least anomalously, there is a simultaneous labor shortage in agriculture. Growers of cotton, sugar, vegetables, and fruits use large numbers of hand laborers for short seasonal periods. In the postwar labor market, these employers have encountered difficulty in obtaining enough help. To relieve this situation, continuation of the wartime emergency program of importing alien seasonal farm workers was sought and achieved. Even as the national farm labor requirement has declined, the extended emergency alien labor program has attained a magnitude of some five times its maximum wartime level.⁷

The argument for the existence of a farm labor shortage runs in these terms: Farm employers prefer to use domestic labor; however, unemployed domestic workers ostensibly available for farm

⁷ Employment and Wage Supplement, op. cit., and Migratory Labor in American Agriculture, Report of the President's Committee on Migratory Labor (1951), p. 40.

work have been found not to be eager to take up this category of employment; when they have been induced to try it, they have been found not to be reliable and satisfactory workers; hence, to meet seasonal employment needs, the domestic force has to be supplemented by temporarily contracted foreign workers—principally from Mexico, but also Jamaica, the Bahamas, and Japan.

The Alien Labor Program. Even more anomalous than the coexistence of a labor surplus and a labor shortage in agriculture is the coexistence of separate and essentially divergent programs to solve each of these problems. To solve the problem of surplus labor in agriculture, as previously indicated, low-income farm families are encouraged to migrate into nonagricultural industries; simultaneously, to solve the labor shortage problem, aliens are imported for temporary work.

The question of whether it is feasible or desirable to try to meet agriculture's labor deficiencies with agriculture's domestic labor surpluses has not been formally and systematically examined. Under Public Law 78 (82d Cong., 1st sess.), which authorizes the Secretary of Labor to recruit and transport workers from Mexico,⁸ certain restrictions apply, including the provision that—

No workers recruited under this title shall be available for employment in any area unless the Secretary of Labor has determined and certified that (1) sufficient domestic workers who are able, willing, and qualified are not available at the time and place needed to perform the work for which such workers are to be employed, (2) the employment of such workers will not adversely affect the wages and working conditions of domestic agricultural workers similarly employed, and (3) reasonable efforts have been made to attract domestic workers for such employment at wages and standard hours of work comparable to those offered to foreign workers.

This statutory provision affords to the domestic labor force a set of protections that are minimal in degree and static in concept. It implies that the only responsibility of the Nation to the domestic worker is to avoid making his conditions worse. It makes no allowance for improvement.

⁸ The recruitment and importation of Mexican workers is governed by Public Law 78, which was originally enacted in 1951 and has since been extended a number of times, and by the terms of an intergovernmental agreement.

⁹ For the labor supply countries other than Mexico, the contractual arrangements are less formal and involve the respective governments to a lesser extent. Puerto Rican workers come to the mainland for seasonal farm employment under contractual arrangements negotiated between the Commonwealth authorities and private farm employers' associations.

“Reasonable efforts . . . to attract domestic workers” are defined in terms of comparability with conditions required by disadvantaged foreign workers rather than in terms of any degree of comparability with employment standards generally prevailing for other major segments of the national economy. When the current phase of the foreign labor program for agriculture was initiated in 1951, job and employment standards for farm workers—particularly for those doing seasonal hand work—were distinctly substandard. Subsequent improvements in other major segments of the economy have increased the differences.

“Reasonable efforts . . . to attract domestic workers” have in practice had no reference to the standards and conditions prevailing elsewhere in the national economy. Moreover, these efforts have not in fact included all of the features required for alien labor. One important feature required in the alien labor contracts is a minimum employment guarantee; only in rare and exceptional instances is any such guarantee offered to domestic workers other than Puerto Ricans.⁹ Such employment guarantees are usually handled through associations of farm employers rather than by individuals. In the wartime emergency period and in connection with the contracting of Puerto Ricans and aliens, the association approach to the hiring of seasonal farm labor has demonstrated marked advantages. Individual farmers can depend on a central labor supply; with an allocation program built upon an aggregation of irregular needs, fewer workers are required to meet the need. This uses the labor supply more effectively and, at the same time, improves the incomes of individual workers. Yet the potentialities of such systems of organization for domestic workers have been tried only incidentally and superficially.

National manpower policy for agriculture (at least in respect to hired labor) is not directed toward the attainment of these objectives. On the contrary, it is directed toward assuring that the labor supply at “prevailing” terms will not be inconveniently short. Government officials must account for their actions if a crop loss due to labor shortage is alleged; they need account to no one as to whether any fraction of the 150–200 million man-days of domestic labor resources that go to waste could have been salvaged. Even at average farm earning rates, failure to utilize these unused

days of labor resource means a loss to the individuals concerned and the national economy of approximately a billion dollars¹⁰—more than the gross value of all farm products marketed in the States of Oregon and Washington in 1956 or 1957.

Effects on Employment Relations. Meeting the seasonal labor needs of agriculture and at the same time avoiding poverty in the domestic labor force that performs this work are objectives not easily reconciled. Yet, the difficulties notwithstanding, steps in reconciliation of the respective interests of farm employers and workers can and will be taken if there is need for doing so. A labor force can be used with much greater effectiveness if the employment relation is not completely casual; if labor is scarce and its available worktime needs to be conserved, there are many possibilities of arranging the work on farms and among farms toward this end. Under the pressure of wartime emergency, some steps in these directions were taken. But in subsequent years, when foreign labor has been readily available, there has been no necessity for experimenting with possibilities of decasualizing employment relationships or improving the utilization of the domestic work force. On the contrary, the employment relation has become even more impersonal and casual.

This tendency toward greater casualization of the employment relationship for seasonal workers is largely attributable to current farm manpower policies and programs under which the employer is largely relieved of the responsibility to recruit or otherwise to undertake to assure himself of a labor supply. In prewar years, even when the labor supply was generally excessive, individual employers felt a responsibility to encourage the return in following seasons of workers who had proved to be satisfactory. This was done through requests to return, promises of employment preference, post card checks in advance of the season, and other such communications. There may be several reasons for the discontinuance of stabilized and personal employment relations, but mainly the reason appears to be that farm employers now have come to expect that the Farm Placement Services will procure them a labor supply, if not from domestic, then from foreign sources.

Furthermore, the recruitment and referral methods used by the Farm Placement Services are prejudicial to the generation and maintenance

of stable, personal employment relationships. Mass recruitment and referral conducted through the press, radio, and television do not bring identified employers and identified workers together. Rather, these techniques may impel either too many or too few workers into an area to satisfy the labor requirement of a particular crop. Under such an open-ended and uncertain arrangement, the farmer seems well advised to satisfy his labor needs at the earliest possible moment rather than await the arrival of former workers whose reappearance cannot be guaranteed. It has not been uncommon in California for workers to return to farms at which they have worked previously only to find the on-farm housing already occupied by such mass-recruited workers or by Mexicans.

In consequence of the lack of reliable employment relations, labor contractors continue to find a role that is useful to both employer and worker, for a person with some experience as an employment intermediary can help to reduce uncertainty and ineffectiveness for both parties. However, the role of the labor contractor apparently has diminished. In prewar years, the contractor was likely to arrange with a farmer to assume all responsibility for a particular harvest. Currently, he is more likely to be a bus owner who recruits and transports workers on a day-haul basis. The worker pays him for transportation; the farmer pays him a small commission on units of work completed by the workers he brings. Typically, only casual relations now exist between contractor and worker and between contractor and farmer.

The increasing casualization of the work force may be one of the reasons for the lack of success in organizing farm workers. In part, this may also be attributed to the fact that farm workers are excluded from protections in the right to organize and to bargain collectively that are available to most other workers under the Labor Management Relations Act of 1947. The organizations of farm employers that in prewar years were

¹⁰ About 2,200,000 persons did 25 days or more of farm work during 1957. The 1,673,000 men averaged 165 days of employment; the 527,000 women, 78 days. The men averaged \$6.25 per day of farm work; the women, \$3.50. If it is assumed that these men were available for an additional 100 days of work and the women for an additional 60 days, the forgone earnings, at farm earning rates, are as follows:

Men :	167,300,000 days @	\$6.25 =	\$1, 045, 625, 000
Women :	31,620,000 days @	\$3.50 =	110, 670, 000

\$1, 156, 295, 000

largely devoted to resisting unionization of workers are now concerned mainly with obtaining foreign contract labor and influencing the terms on which these workers are obtained.

Recent Accomplishments. Even if one regards the postwar role of the Federal Government in respect to farm manpower as predominantly unprogressive, as this writer does, it can be said that there have been positive accomplishments at the Federal level and also that interest in the economic status and welfare of farm workers has generally increased at the State and local levels. The decision of the Federal administration to stem the massive "wetback" traffic of illegal immigration of Mexican farm workers and to keep it at a reasonable minimum—a policy inaugurated in 1954 and continued thereafter—can be listed as an important accomplishment. The extension of old age, survivors, and disability insurance to farm people, on terms which cover a substantial proportion of hired farm workers, is clearly a significant forward step. The appointment of the President's Committee on Migratory Labor, composed of the Secretaries of Labor, Agriculture, Interior, and Health, Education, and Welfare, and the Administrator of the Housing and Home Finance Agency, is another accomplishment. This Committee has served to integrate the interests and activities in the Federal departments and also to encourage actions by the States, particularly through comparable State committees or commissions. Both the Federal and State bodies have been mainly concerned with such matters as the housing, safe transportation, and child welfare of domestic migratory workers.

In the Pacific region, migratory labor committees have recently been established in Oregon and Washington. Oregon's committee has sponsored an extensive factfinding survey. Although California has no formal State organization to deal with the problems of migratory labor, several State advisory committees and local semipublic and private groups have shown an increasing concern with the welfare of seasonal and migratory farm worker families. This interest has helped to motivate experiments and programs in schools and in medical, health, and child welfare services—all directed toward more effective local services for families that are not well integrated into communities.

Also on the favorable side, it may be reported that, in some respects, farm employers' attitudes have become less resistant. Although farm employer organizations still oppose the inclusion of farm workers in unemployment insurance and their coverage under the Fair Labor Standards Act and the Labor Management Relations Act, as well as a prospective fair employment practices act (in California), these organizations and their individual members have accepted the extension of the Social Security Act to agricultural workers and have improved on-farm housing and transportation equipment. Farm employers also have been responsive to extensions of local health, welfare, and educational services to migratory families.

These accomplishments in behalf of one of the Nation's most enduring segments of poverty are all to be commended, particularly as they relate to the enhancement of abilities for self-reliance.

* * *

Yet such accomplishments are all severely limited by the restraint of the differentiated economic environment that national and State policies have established for farm employment. By the series of exemptions and exclusions that apply, farm workers are removed from the standards and protections that other major occupational categories enjoy. The conditions of domestic farm workers are more closely correlated with the terms on which alien labor may be obtained from underdeveloped countries than with prevailing standards in their own country.

In consequence, the possibilities for occupational satisfaction and the making of an acceptable livelihood are severely limited so long as the worker stays in agriculture. Unless farm manpower policies are redirected toward improvement of the economic environment for farm employment and toward effective utilization of the work force, it can be expected that the domestic farm labor supply will continue to diminish. Except where extraordinary local efforts are made to plan and to organize the utilization of students and others who are only temporarily seeking work, the domestic labor supply also can be expected increasingly to be composed of workers who have limited capabilities, who are discriminated against in nonagricultural employment, or who for other reasons do not seek employment in more rewarding pursuits.

Trends in Wages, Earnings, and Per Capita Income

The West Coast has always been the high-wage area of the country, but the differential has been steadily declining.

M. W. REDER

THE WEST COAST is, and traditionally has been, the high-wage region of the United States. Western workers had a marked advantage during the latter part of the 19th century. This advantage has been gradually eroded, and the forces responsible for this erosion show no signs of abating.

The secular decline in the wage advantage of the West Coast has rarely proceeded at a fast pace. Although available data make a precise statement impossible, it is likely that the only two periods of rapid decline were during the two World Wars. During the interwar period, there appears to have been comparatively little change in the position of the region relative to the country as a whole;¹ even the depression of the 1930's had but a negligible effect on the relative per capita real income of the Far Western States.² However, since 1940 the rise in per capita income in these States has failed to keep pace with the rise occurring elsewhere, so that their relative position has declined.

Measures of the West Coast Wage Advantage

In the past, both the occupational and the industrial distributions of the West Coast labor force were such that per capita earnings would have been higher in these States than in the country as a whole, even if wage rates for comparable jobs had not been higher in the West. In other words, the pre-1940 wage advantage of this region was probably due to the joint effect of several interacting factors. For example, the West

Coast States had a larger fraction of their population in the labor force than did the rest of the country.³ But this is not the whole story, for the western wage advantage also appears in the data on service income per worker shown in table 1. Also the region's wage advantage has been, and remains, appreciably greater in agriculture than elsewhere. As a result, the secular decline in the importance of agriculture has been a factor in the overall decline in West Coast earnings relative to those of the rest of the country.

The Effect of Labor Force Composition. Obviously, a comprehensive analysis of the causes of the West Coast relative decline would be desirable, but detailed analyses of the sources of regional differences in earnings have so far been made only for single years in the late 1940's. The studies in question attempt to divide interstate differences in earnings into two portions: (1) that due to differences in industrial and/or occupational composition of the labor force and (2) that due to differences in annual earnings in "similar"

¹This statement is true with respect to both the country as a whole and each region separately, with the exception of the Mideast. The displacement (during the 1920's and 1930's) of the Far West by the Mideast, as the region of maximum per capita income, was due to the sharp rise of the latter (during the 1920's), rather than the decline of the former, relative to the country as a whole.

²The Far West includes Nevada as well as California, Washington, and Oregon. However, Nevada's weight is so small relative to the other three States that it has only a negligible effect on the regional average.

³This is evidenced by the fact that, in the West Coast States, the income per worker is lower relative to the national average than income per capita. See R. A. Easterlin, *State Income Estimates*, in E. S. Lee and others, *Population Redistribution and Economic Growth, United States, 1870-1950* (Philadelphia, American Philosophical Society, 1957), table Y-2, p. 754.

employment.⁴ To make this division, it is necessary to "standardize" the earnings data for different States in one way or another. One method for doing so assumes that the average annual earnings in each occupation were the same in each State as in the country as a whole, i.e., that the difference between reported average earnings in the State and in the Nation was due solely to differences in occupational composition. In this approach, the national average earnings for each occupation are multiplied by the number of persons employed in the occupation in each State and the sum of the products for all occupations in the State is then divided by the total number of workers in the State. In 1949, the reported average earnings of workers in California, Oregon, and Washington were 11, 8, and 5 percent higher, respectively, than the national average (\$2,556); but when earnings are standardized in the above manner, California and Washington were about 1 percent and Oregon about 5 percent below the national average.⁵ Performing an analogous operation on the earnings in each industry brings average annual earnings for 1949 in all three States below the national average—by 5 percent in California, and in Oregon and Washington, 13 and 8 percent respectively.⁶

If we were to take these results literally, we should conclude that both the occupational and industrial composition of the West Coast tended, as of 1949, to pull earnings below the national average. From this it would follow that the area's observed wage advantage, at that time, must have been due entirely to the fact that its workers earned more in specific occupations and industries. However, the matter is not so simple; it is possible to compute each State's average earnings on the assumption that the Nation's occupational (or

industrial) distribution corresponded to that of a given State, instead of the reverse, or some compromise between the two might equally well be used,⁷ and the results will vary with the formula chosen. The available data suggest that the conclusion drawn here is substantially valid; however, caution should be used in applying it.

Earnings on Comparable Jobs. Surveys of occupational earnings by the Bureau of Labor Statistics provide another measure of the West Coast wage advantage. In 1945-46, the BLS surveyed straight-time average hourly earnings for comparable jobs in a number of industries in 22 cities, including San Francisco, Los Angeles, Seattle, and Portland, Oreg.⁸ The cities were ranked according to earnings for comparable work in four industry groups—bakeries, metalworking, retail trade, and "other nonmanufacturing"—and according to estimated average earnings of workers in all major manufacturing industries combined. All four West Coast cities ranked sixth or higher in every job category studied, and San Francisco and Seattle were either first or tied for second.

TABLE 1. RATIO OF SERVICE INCOME¹ IN WEST COAST STATES TO NATIONAL AVERAGE, AGRICULTURE AND NONAGRICULTURE, SELECTED PERIODS, 1880-1951

State	Service income per worker, State as percent of United States			
	1880	1900	1919-21 average	1949-51 average
Total				
California.....	182	150	139	117
Oregon.....	135	123	111	111
Washington.....	123	136	111	106
Agriculture				
California.....	234	221	211	175
Oregon.....	161	150	183	119
Washington.....	117	148	204	133
Nonagriculture				
California.....	138	124	113	111
Oregon.....	128	113	96	104
Washington.....	131	122	95	109

¹ Service income is the sum of wages and salaries (excluding employee contributions to social insurance and "other labor income" such as cash sickness compensation) and proprietors' income, with imputed rents of farm dwellings included in the agricultural component of service income.

SOURCE: R. A. Easterlin, *State Income Estimates*, in E. S. Lee and others, *Population Redistribution and Economic Growth, United States, 1870-1950* (Philadelphia, American Philosophical Society, 1957). Total is computed from table Y-2, p. 754; agriculture, from table Y-3, p. 755; and nonagriculture, from table Y-4, p. 756.

⁴ See Frank A. Hanna, *Analysis of Interstate Income Differentials: Theory and Practice*, in *Regional Income* (Princeton, N.J., National Bureau of Economic Research, Inc., 1957), *Studies in Income and Wealth*, Vol. 21, pp. 113-161; also F. H. Hanna, *Contribution of Manufacturing Wages to Regional Differences in Per Capita Income* (in *Review of Economics and Statistics*, Cambridge, Mass., February 1951, pp. 18-28).

⁵ Frank A. Hanna, *op. cit.*, table 1, p. 122.

⁶ Frank A. Hanna, *op. cit.*, table 10, p. 150.

⁷ For detailed discussion of this point, see discussion of Frank A. Hanna's paper by E. F. Denison, G. H. Borts, and R. M. Williams in *Regional Income*, *op. cit.*, pp. 161-193.

⁸ Lily Mary David and Harry Ober, *Intercity Wage Differences, 1945-46* (in *Monthly Labor Review*, June 1948, pp. 599-608).

In manufacturing as a whole, all West Coast cities were tied (with Pittsburgh) for third place, 10 percent higher than the median city.

In early 1951, the BLS conducted another study of wage rates in 11 cities (including San Francisco-Oakland and Portland, Oreg.) and, since 1953, has made annual surveys in 17 to 19 major labor markets, including San Francisco-Oakland, Los Angeles-Long Beach, Portland, and, in some years, Seattle.⁹ In all of these studies, wage levels in the California cities rank at or very near the top for both office workers and indirect manual workers¹⁰ in plants; they are 5 to 10 percent more than in New York City for office help and 7 to 15 percent more for plant workers.¹¹ Portland wages are somewhat lower than those in San Francisco or Los Angeles in all job categories; they average, for plant workers, about 5 percent more, and for office workers, 1 or 2 percent less, than in New York.

Manufacturing Wages. All West Coast States also rank very high with respect to average hourly earnings in manufacturing. In 1957, Washington stood third (behind Nevada and Michigan), California was fourth, and Oregon and Ohio were tied for fifth.¹² Despite the long-term decline in relative per capita earnings in the Coast States, it is doubtful that there has been much change since the 1930's in their relative manufacturing earnings.¹³ For example, between 1939 and 1947, the per capita income of the Far Western States fell from 130.6 percent of the national average to 124.1 percent, but average annual production worker wages in manufacturing fell only from 113.4 to 113.0 percent of the national average.¹⁴ Moreover, while the relationship of average hourly earnings in California manufacturing

TABLE 2. AVERAGE HOURLY EARNINGS OF FACTORY PRODUCTION WORKERS IN WEST COAST STATES AS A PERCENT OF NATIONAL AVERAGE, SELECTED YEARS, 1940-58

Year	California	Washington	Oregon
1940	113.0		
1947	114.8		
1948	113.3		
1951	111.3	118.5	
1955	112.2	118.9	122.0
1957	112.1	113.0	120.2
1958	114.1	114.1	112.7

SOURCE: Employment and Earnings, May 1954 and July 1958 (U.S. Bureau of Labor Statistics), tables SC-1, SC-2, and SC-5; for 1958, unpublished data from the BLS.

TABLE 3. RELATIONSHIP BETWEEN EARNINGS IN SKILLED AND UNSKILLED OCCUPATIONS IN MANUFACTURING, FAR WEST¹ AND UNITED STATES, SELECTED PERIODS, 1907-47

[Average earnings for representative unskilled occupations=100]

Region	Index for median skilled occupation
United States:	
1907	205
1918-1919	175
1931-1932	180
1937-1940	165
1945-1947	155
Far West: ¹	
1907	185
1918-1919	170
1931-1932	160
1937-1940	145
1945-1947	145

¹ See text footnote 2.

SOURCE: Harry Ober, Occupational Wage Differentials, 1907 to 1947 (in Monthly Labor Review, August 1948, p. 130).

to the corresponding countrywide average has fluctuated somewhat since 1940, in 1958 it was actually higher than it had been in the earlier year (table 2). In Oregon, the ratio has declined rather sharply and in Washington, somewhat less. But, since employment in California far outweighs that in the other two States combined, it is clear that the data in table 2 do not suggest any persistent trend toward a decline in the relative hourly earnings of western manufacturing workers since 1940.

Skill Differentials. On the West Coast, the comparative absence of immigrants and of a large rural population has resulted in smaller skill differentials than in any other section of the country. In 1907, skilled wage rates were 85 percent higher

⁹ L. Earl Lewis, City Comparisons of Wage Level and Skill Differentials (in Monthly Labor Review, June 1952, pp. 643-647). The subsequent studies have been summarized in the following issues of the Review: October 1954, October 1955, September 1956, October 1957, and November 1958.

¹⁰ Workers in maintenance, custodial, and material-handling jobs.

¹¹ Pay levels for each group of jobs in each area are expressed, for the sake of convenience, as percentages of like groups in New York City. The same industry and occupational weights are used for all cities. In 1953-54, the city indexes ranged from 86 to 108 for office workers and from 72 to 114 for plant workers.

¹² Employment and Earnings, July 1958 (U.S. Bureau of Labor Statistics), pp. 162-173.

¹³ See M. S. Gordon, Employment Expansion and Population Growth: The California Experience (Berkeley, University of California, Institute of Industrial Relations, 1954), pp. 83-85. It is also quite possible that there has been little change in this ratio since the 1920's, though data are not available to support the conjecture.

¹⁴ C. A. R. Wardwell, Regional Trends in the United States Economy (U.S. Department of Commerce, 1951), table 27, p. 87.

than unskilled in the Far West, as compared with 105 percent for the United States as a whole (table 3). By 1945-47, the differential on the West Coast had declined, but slightly less than in the country as a whole. As a result, skill differentials remained smaller on the West Coast than in other sections of the country—45 percent compared with 55 percent nationwide.

From 1953 to 1958, skill differentials were reduced in cities in the South, but there was no appreciable movement either in the cities of the Far West or in other sections of the country.¹⁵ Probably skill differentials, like other earnings differentials, have been reduced (in real terms) by the rise in fringe benefits as a fraction of total compensation; however, it is far from clear that this has had an appreciable effect upon regional variations in skill differentials.

Wage Variations Within the Far West

Historically, San Francisco and Seattle have been the high wage cities of the West Coast, with Portland somewhat lower and Los Angeles bringing up the rear. As of March 1940, the spread in average hourly earnings in manufacturing between Los Angeles and San Francisco was almost 15 percent.¹⁶ World War II saw a great reduction in intercity wage differentials, so that by 1946, factory earnings in all four of the major West Coast cities were bunched closely together, the spread being 2-3 percent.¹⁷ The range widened somewhat in the early postwar years, and by 1951 was 6 percent, with average hourly earnings in manufacturing in San Francisco and Seattle at \$1.85, Portland at \$1.82, and Los Angeles at \$1.74.¹⁸ Since 1951, the difference between the high and the low city has increased slightly, to almost 8 percent, but the ranking of the cities is different: In 1958, San Francisco was still highest, with earnings of \$2.56, but Portland was low at \$2.38 and Los Angeles and Seattle were tied at \$2.42.¹⁹

Another view of the wage structure of West Coast cities is afforded by the labor market surveys of the Bureau of Labor Statistics. The 1953-54 survey showed that San Francisco-Oakland pay levels were slightly below those of Los Angeles for office workers but were 6 to 7 percent higher for plant workers. The differential in favor of San Francisco was somewhat greater for custodial workers than for other types of plant jobs. Portland paid 8 to 9 percent less than Los Angeles for office help, but only about 2 percent less for plant workers. The 1957-58 survey showed little change in relative pay rates among the cities from those of 1953-54, either for office or plant workers. Seattle, which was included only in the latter survey, showed about the same pay levels as Portland.

Yet another aspect of the West Coast earnings structure is revealed by the figures on per capita personal income. These figures, of course, reflect the behavior of income shares other than employee compensation; however, their behavior is roughly indicative of divergences in interstate per capita wage payments. As shown in table 4, between 1940 and 1946, Oregon gained most and California actually lost ground with respect to the rest of the country. Since then, California has more nearly retained its relative position than Washington, and Oregon has done worse than the others. While the causes of this divergence in the trends in per capita income are many and complex, certain factors are fairly obvious. Expansion of high-wage employment in durable goods production has proceeded at a far more rapid pace in California than in the Pacific Northwest. In addition, lumbering and the production of wood products, which bulk large in the economies of Oregon and Washington (especially the former), have been in a rather unprosperous state in recent years. The relative growth of California's popu-

TABLE 4. PER CAPITA INCOME OF FAR WESTERN STATES¹ AS PERCENT OF UNITED STATES, SELECTED YEARS, 1929-57

Area	1929	1940	1946	1950	1957
Far West ¹	129	132	127	120	119
California.....	142	141	132	120	124
Oregon.....	97	105	112	107	94
Washington.....	107	111	112	112	105

¹ See text footnote 2.

SOURCE: Survey of Current Business (U.S. Department of Commerce Office of Business Economics), August 1956, p. 11, and August 1958, p. 10.

¹⁵ See A. N. Jarrell, *Job Pay Levels and Trends in 19 Labor Markets, 1957-58* (in *Monthly Labor Review*, November 1958, table 6, p. 1255).

¹⁶ N. B. Belloc, *Wages in California* (Berkeley, University of California, Institute of Industrial Relations, 1948), tables 9 and 10, pp. 31-32.

¹⁷ Belloc, *op. cit.*, tables 19 and 20, pp. 60-61.

¹⁸ *Employment and Earnings, op. cit.*, May 1954, table SC-2.

¹⁹ U.S. Bureau of Labor Statistics, unpublished data.

lation and industry has also given an extra boost to its construction industry.

Factors in Regional Wage Differences

The wage advantage of the West Coast in the 19th and early 20th centuries was due to a unique (for the United States) configuration of labor supply and employment opportunities. The gradual erosion of this advantage has been due to the growing economic similarity of this region and the rest of the country.

Prior to World War I, West Coast labor markets differed from those elsewhere mainly because of a greater scarcity of labor relative to the supply of land, raw materials, and capital. The relatively scant supply of labor was due to two facts: (1) the West Coast experienced an influx of immigrants to a much smaller degree than the East; and (2) it did not have a comparatively dense rural population whose overflow could act as a brake upon urban wage rates, especially of the unskilled.²⁰ Higher incomes did attract migrants from the East, but the deterrents to westward movement were, for a long time, sufficient to permit substantial wage differentials to persist, provided that demand conditions established them. Until 1920, labor demand on the West Coast was derived mainly from the demand for its abundant raw materials, and from the needs of ports and commercial centers such as San Francisco and Seattle. As the remuneration of labor in such activities was a comparatively small part of the cost of the final product, the burden of high relative wages could be borne.

The distinguishing characteristics of the West Coast labor force, which made a substantial contribution to its differential wage-earning capacity, have become blurred in the course of its rapid growth. The migrations of the past two decades have brought it relatively more Negroes and poorly educated whites of rural background than it had previously.²¹ And the rapid expansion of manufacturing employment in the past decade, relative to the national rate, has brought the industrial and occupational composition of the Pacific States appreciably closer to that of the country as a whole. Furthermore, the prospect of higher real incomes²² has worked to attract an

increasing share of the Nation's population to the West Coast; the pull has been especially strong during the period of relatively full employment since 1940. The main reason for this is the search by the Nation's labor force for higher real incomes. This search is frustrated by shortages of employment opportunities such as existed in the 1930's, but is a factor when jobs are available. It is reasonable to suppose that eventually this process will eliminate income differences between locations—except for those necessary to equalize their net attractions—but this will require at least another two or three decades. In the meantime we may expect to see, as we have since 1940, a gradual shrinking of the West Coast earnings advantage, coupled with a continuing tendency for the area to increase its share of the Nation's labor force.

But the changing relative wage status of the West Coast cannot be understood without consideration of developments in the rest of the country. Prior to World War I, large-scale immigration and the overflow of a relatively dense (as compared with the West Coast) rural population kept labor markets, especially unskilled, in the rest of the country "looser" than on the West Coast. This state of affairs was ended by the labor shortage of World War I, which materially reduced the wage advantage of the western States. Then, the termination of immigration in the early 1920's prevented a restoration of the prewar labor market situation. A concomitant process gradually diminished differences in marketable skills by broadening educational opportunities and eliminating the predominantly uneducated immigrant. It is not clear whether these forces had any effect on the distribution of wage income in the 1920's. But whatever might have happened in the 1920's, the depression of the 1930's drastically "loosened" labor markets and obscured whatever effect other

²⁰ This statement applies more strictly to California than to Oregon and Washington; see the article by Margaret S. Gordon on pp. 492-501 of this issue.

²¹ It might well be asked why the relative increase in Negroes and poorly educated whites did not widen the skill differentials on the West Coast. The implied answer is that this increase prevented skill differentials from narrowing more than they did.

²² Correction for regional price differences has but little effect upon the relative per capita income figures in table 4. See Abner Hurwitz and C. P. Stallings, *Interregional Differentials in Per Capita Real Income Change, in Regional Income*, op. cit., pp. 195-270, especially table A-9, pp. 260-261.

factors might have had. However, in the tight labor markets of the early 1940's—and ever since—we have seen the fruits of restricted immigration and broadened educational opportunities. Chief among these have been marked decreases in differentials in annual earnings related to skill, occupation, industry, and color,²³ which have inevitably had repercussions on regional differentials; i.e., they have pulled down (relative to national averages) those regions having a “favorable”²⁴ labor force composition, such as the West Coast, and pushed up those with an “unfavorable” composition, such as the South.

Since 1945, hourly wages for given jobs in Pacific Coast cities have been little if any higher than in various other places. Wages in San Francisco and Los Angeles are among the highest in the country, but they are no higher than in Detroit or Cleveland and not much higher than in

Chicago. San Francisco and Los Angeles do pay higher wages than Minneapolis, St. Louis, Milwaukee, etc., but the same could not be said of Portland. In short, the high-wage cities on the Coast pay little more for comparable jobs than the high-wage cities in the central part of the United States. However, the Pacific Coast has relatively fewer low-wage urban areas to offset the high-wage centers than other regions. This difference is reflected in the fact that the income advantage of the Pacific Coast is much more distinct in small towns than in large cities.²⁵

The lack of a low-wage tail on the Pacific Coast is the result of its comparatively thin agricultural population. The lack of a surplus farm population has also been a major factor in keeping unskilled labor comparatively scarce and skill differentials smaller than in other parts of the country.²⁶

In the preceding explanation of regional differences in wage levels and structure, no attempt has been made to consider the possible influence of differing degrees of unionism as between the West Coast and other regions or as between areas within the West. Differing degrees of unionism are sometimes assigned a significant role in explaining wage phenomena, but the author believes that regional differences in unionism are largely the result of the same underlying factors to which he has attributed regional wage differences. Certainly there are phenomena of detail that reflect the independent effect of unionization, but this writer doubts that their analysis would compel alteration of the broad outlines here sketched.

²³ See H. P. Miller, *Income of the American People* (New York, John Wiley & Co., 1955), ch. VIII; also *Changes in the Industrial Distribution of Wages in the United States, 1939-1949*, in *An Appraisal of the 1950 Census Income Data* (Princeton, N.J., National Bureau of Economic Research, Inc., 1958), *Studies in Income and Wealth*, Vol. 23, pp. 355-419.

²⁴ I.e., a labor force having relatively more members in various high-wage categories than the country as a whole.

²⁵ In 1949, among urban places of less than 50,000 persons and among the rural farm population, the Pacific region had the highest median income of the nine regions in the country. Among Standard Metropolitan Areas (SMA's) of over 500,000, it ranked third; among SMA's of 250,000-499,999, it ranked sixth; and among SMA's of 100,000-249,999, it ranked third. See Edwin Mansfield, *City Size and Income, 1949*, in *Regional Income*, op. cit., table 3, p. 277.

²⁶ This statement applies more to California than to Oregon and Washington; see Margaret S. Gordon, pp. 492-501 of this issue.

As far as can be ascertained, the first demand by a group of California workers for higher wages was made by the carpenters and joiners of San Francisco in the winter of 1849. The prevailing rate was \$12 per day; on November 10, they asked that it be raised to \$16. This was refused, and a strike resulted. On November 18, the issue was compromised, the employers agreeing to pay \$13 per day until December 7, after which they were to pay \$14.

—Ira B. Cross, *A History of the Labor Movement in California* (Berkeley, University of California Press, 1935), p. 14.

Trade Union Characteristics, Membership, and Influence

Organization is chiefly nonfactory and leads the country in penetrating the "difficult" areas of potential membership.

IRVING BERNSTEIN

UNIONISM on the Pacific Coast has a rich and dramatic history, with roots that dig deep into the past, despite the relative youthfulness of the region. In November 1849, during the Gold Rush, the carpenters of San Francisco struck to raise their daily wage from \$12 to \$16. In 1850, the typographical workers and the teamsters of San Francisco formed unions, and it is probable that the boatmen followed their lead.

Many dramatic incidents of American labor history have taken place on the Pacific Coast: the Gold Rush, the Chinese exclusion movement of the late 19th century, the bombing of the Los Angeles Times in 1910, the San Francisco Preparedness Day bombing of 1916, the Seattle General Strike of 1919, the San Francisco General Strike of 1934, the North American Aviation strike of 1941 that led President Roosevelt to send in Federal troops, the Hollywood jurisdictional strike of 1946. Coast labor has had its colorful figures—the gold miner, the Chinese coolie, the seaman, the fruit tramp, the singing bum (often a Wobbly), the wetback, the longshoreman, the logger, the over-the-road truck-driver, the motion picture star. And it has contributed its share of outstanding union men whose careers, if not always admirable, were invariably interesting: Dennis ("The Chinese Must Go") Kearney; Andrew Furuseth, who dedicated himself to the welfare of the seamen; Jim and John McNamara of the Ironworkers and the bomb; P. H. ("Pinhead") McCarthy, lord of the building trades and mayor of San Francisco; Tom Mooney of the Molders and San Quentin; Harry Bridges of the Longshoremen, the Left, and the General Strike; tough Harry Lundeberg of the Sailors Union of the Pacific; Dave Beck of the Teamsters and the fast buck.

This long history, these dramatic incidents and colorful leaders, and the economic landscape of the region have joined to produce a distinctive Pacific Coast labor movement. While these unions share many features with labor organizations in the remainder of the Nation, they also have unique regional characteristics, most of which are coastwide in extent.

Trade unionism is presently a significant force in the three Pacific Coast States. If we are to gage it by the number of union members, it is more important here than in the Nation as a whole. In California, much the most populous of these States, there were 1,689,500 members in 1956, or 38.8 percent of the 4,354,600 wage and salary workers employed in nonagricultural establishments. In the same year, there were 17,385,000 union members in the continental United States,¹ or 33.6 percent of the 51,766,000 employees in non-agricultural establishments. The extent of organization in Washington and Oregon is even higher. In 1953, according to Troy, Washington was the most unionized State in the United States, Oregon ranked fifth, and California was thirteenth.²

¹ Excludes members of intrastate unaffiliated unions (probably numbering 500,000 or more) as well as an unknown number of members of national or international unions who were unemployed, in the Armed Forces, etc.

² The source of national data is the Bureau of Labor Statistics. Its figures are published in the Directory of National and International Labor Unions in the United States, 1957 (Bull. 1222, 1957). The California series appears in the annual publication of the Division of Labor Statistics and Research of the State Department of Industrial Relations—Union Labor in California. Its series began in 1950. For a variety of reasons, the 1950 figures are not fully consistent with those that followed, and for the purpose of this paper, the series will be considered to have begun with 1951. The 1953 ranking of Washington and Oregon is from Leo Troy, Distribution of Union Membership among the States, 1939 and 1953 (New York, National Bureau of Economic Research, Inc., 1957), p. 18. For more recent estimates of union membership in these States, the author is indebted to J. H. Davis of the Washington State Labor Council and Tommy Scanlon of the Oregon State Labor Council.

Recent Membership Trends

Union membership in California has been growing in recent years (table 1). Between 1951 and 1958, the labor movement added 263,100 persons to its ranks, a gain of 18.2 percent. Growth is also evident in the number of local unions in the State. Between 1951 and 1958, there was a net increase of 366, a rise of 11.4 percent.

The advance in membership and organization has been both persistent and undramatic. In only 2 years—1954 and 1958—has the number of members turned down and, in each case, quite modestly. The obvious cause in both 1954 and 1958 was the general recession in business activity. In no year did the unions enjoy a dramatic increase in membership, as they had in the late 1930's and early 1940's. This is because the conditions that create such breakthroughs—major wars and recovery from severe depressions—did not occur during this short period.

When the advance in membership is discounted by California's spectacular expansion in employment, however, the performance of the unions becomes less impressive. The relative number of nonagricultural wage and salary earners who belong to labor unions has actually fallen from 40.8 percent in 1951 to 38.3 percent in 1958. Put another way, between 1951 and 1958, membership advanced only 18.2 percent in contrast with an employment rise of 26.1 percent.

The reasons for the failure of California's labor movement to grow relatively are complex, and the data are insufficient to permit a comprehensive analysis. An important factor has been the inability of the unions to keep up with rising employment in manufacturing. It appears that the proportion of manufacturing employees who were union members declined from 52 percent in 1951 to 46 percent in 1957. Part of this drop must be laid to the marked shift, notable in the aircraft-missile industry, from blue- to white-collar employment. The remainder may perhaps be explained by the difficulty of maintaining pace with a proliferation of new small plants, especially in southern California.

Industrial Distribution. Table 2 reveals the industrial distribution of California's union members for 1951 and 1957. A most significant feature of California unionism, stemming from

the nature of its economy, is its predominantly nonfactory membership. For American unions as a whole, according to the Bureau of Labor Statistics, only 51 percent of the membership was in nonmanufacturing industries in 1956. In California, by contrast, industries other than manufacturing accounted for 67 percent of the membership in 1957. In substantial part, this is explained by the great importance of construction in a rapidly expanding economy as well as more intensive organization by California unions. The building trades supplied 19 percent of California's membership in 1957, in comparison with less than 12 percent for all American unions in 1956. The nonfactory character of California's unions is not new; in 1951, the relationship between the two industry groupings was identical.

The most important membership gains have been in heavy manufacturing, in construction, in public utilities, in wholesale and retail trade, in hotels and restaurants and miscellaneous services, and in public employment. The union advances in metals and machinery, transportation equipment, and other manufacturing reflect the rapid industrialization of California's economy. The gains in construction stem from general economic growth. Those in the other nonmanufacturing industries represent a significant breakthrough for union organization into largely new ground.

For major industry groupings, estimates of California union membership as a percentage of employment in 1957 were as follows:

	Percent
Construction.....	117
Transportation and warehousing.....	87
Public utilities.....	47
Manufacturing.....	46
Trade and service.....	28
Mineral extraction.....	13

¹ This unusual statistic is explained by two factors: the intermittency of employment and the fact that many unionized building tradesmen work in industries other than construction.

SOURCE: See text footnote 2.

These figures provide a basis for comparing the extent of organization in California with that in the other Pacific Coast States. Table 3 presents Oregon's approximate union membership by industry in 1958. These estimates are supported by the BLS survey of 148 establishments in the Portland labor market in April 1958. Of their 51,070 employees, approximately two-thirds were

plant workers³ and the remainder office personnel. The proportion of plant workers covered by labor-management agreements was 85-89 percent in manufacturing, over 95 percent in public utilities, and 60-64 percent in retail trade. The corresponding percentages for office employees were less than 5 percent in manufacturing, 60-64 in utilities, and 35-39 in trade.⁴

Despite marked differences in the economic development of Oregon and California, the pattern of unionization is similar. In both States, construction as well as transportation and warehousing are completely or almost entirely organized, manufacturing is approximately half unionized, about three-tenths of the workers in trade and service are union members, and only a minor fraction of those in the extractive industries have joined. The only significant deviation is in public utilities. Here Oregon is almost wholly and California is not quite half organized.

Table 4 reveals Washington's approximate union membership distribution by industry in 1958. Washington is, as previously noted, the most highly unionized of the Pacific Coast States. In contrast with Oregon, the following industries show a greater concentration of membership: petroleum, chemicals, and rubber; transportation equipment; "other manufacturing"; motion pictures (chiefly theaters); and government. Only in the case of food and kindred products does Oregon take the lead.

Geographic Distribution. The geographic distribution of union membership within each of the Pacific States is related mainly to urban industrialization and to a lesser extent to natural resource location. Western Washington, which

TABLE 1. CALIFORNIA UNION MEMBERSHIP AND UNION LOCALS, 1951-58¹

Year ¹	Membership		Number of locals
	Number (in thousands)	Percent of employment in nonagricultural establishments	
1951-----	1,443.1	40.8	3,218
1952-----	1,503.4	40.2	3,355
1953-----	1,577.9	40.5	3,382
1954-----	1,566.1	40.6	3,384
1955-----	1,618.5	39.3	3,430
1956-----	1,689.5	38.8	3,432
1957-----	1,736.7	38.6	3,490
1958-----	1,706.2	38.3	3,584

¹ Data relate to July 1 of each year.

SOURCE: See text footnote 2.

TABLE 2. CALIFORNIA UNION MEMBERSHIP BY INDUSTRY, 1951 AND 1957¹

Industry	1951 ¹		1957 ¹	
	Number (in thousands)	Percent	Number (in thousands)	Percent
Total-----	1,443.1	100	1,736.7	100
Manufacturing-----	468.1	33	575.0	33
Food and kindred products-----	115.7	8	114.0	7
Textiles and apparel-----	25.6	2	22.5	1
Lumber and furniture-----	42.5	3	40.8	2
Printing and publishing-----	23.7	2	29.7	2
Petroleum, chemicals, and rubber-----	32.3	2	36.0	2
Metals and machinery-----	112.1	8	141.5	8
Transportation equipment-----	87.1	6	144.4	8
Other manufacturing-----	29.1	2	46.1	3
Nonmanufacturing-----	975.0	67	1,161.7	67
Agriculture, fishing, and mineral extraction-----	12.5	1	9.5	(²)
Construction-----	266.5	18	328.8	19
Transportation and warehousing-----	191.7	13	201.4	12
Public utilities-----	55.2	4	66.2	4
Trade, wholesale and retail-----	156.3	11	220.3	13
Eating and drinking places, hotels and other lodging places-----	87.0	6	100.4	6
Motion picture production, distribution, service, and theaters-----	76.9	5	73.9	4
Miscellaneous services-----	80.9	6	103.8	6
Government-----	48.0	3	57.4	3

¹ Data relate to July 1 of each year.

² Less than 0.5 percent.

SOURCE: See text footnote 2.

contains most of the metropolitan areas, is more highly organized than the eastern part. In Oregon, according to the Oregon State Labor Council, 80 percent of the members live west of the Cascades, mainly in the Willamette Valley and in the coastal towns. In the case of California, it is possible to deal with local areas precisely and to note several interesting recent developments. Table 5 presents the geographic distribution of California's membership in 1954 and 1957, ranked by rate of growth.⁵ It reveals a dramatic relative shift from the north to the south. Of the five leading districts in rate of growth, four are southern. These four districts comprise the whole region generally referred to as southern California. The Southeast ranks first, Santa Barbara-Ventura is second, San Diego is fourth, and Los Angeles-Long Beach ranks fifth. The explanation for this growth in the south is rapid urbanization, industrialization, and population expansion.

³ Employees engaged in maintenance, powerplant, custodial, and material movement occupations, as well as those in direct production occupations, which were not surveyed.

⁴ Occupational Wage Survey, Portland, Oregon, April 1958 (BLS Bull. 1224-16, 1958), p. 14.

⁵ It is not possible to employ earlier data for comparative purposes because of changes in area definitions in 1954.

TABLE 3. OREGON UNION MEMBERSHIP, APPROXIMATE EXTENT BY INDUSTRY, 1958

Industry	Percent of organization				
	1-20	21-40	41-60	61-80	81-100
MANUFACTURING					
Food and kindred products.....				x	
Textiles and apparel.....			x		
Lumber and furniture.....				x	
Printing and publishing.....					x
Petroleum, chemicals, and rubber.....				x	
Metals and machinery.....				x	
Transportation equipment.....	x				
Other manufacturing.....	x				
NONMANUFACTURING					
Agriculture, fishing, and mineral extraction.....	x				
Construction.....					x
Transportation and warehousing.....					x
Public utilities.....					x
Trade, wholesale and retail.....		x			
Eating and drinking places, hotels and other lodging places.....			x		
Motion picture production, distribution, service, and theaters.....			x		
Miscellaneous services.....	x				
Government.....	x				

SOURCE: See text footnote 2.

Historically, San Francisco was known as a "union" town and Los Angeles as "open shop," but this has long since ceased to be the case. The probability is that the number of union members in Los Angeles first exceeded that in San Francisco at the end of World War II. By 1957, the southern city's lead had widened to 204,000. Nevertheless, unions in the Bay area have penetrated more deeply. In 1957, according to the California Division of Labor Statistics and Research, union members constituted 50 percent of employment in San Francisco-Oakland, 35 percent in Los Angeles-Long Beach, and 37 percent in San Diego. If San Diego continues to grow at the rate which it has enjoyed in the past decade, California will before long have a third major center of trade union strength.

The waning of San Francisco in relation to other cities has been accompanied by the decline of the maritime unions. The seamen and the longshoremen once played decisive roles in West Coast unionism and their main stage was San Francisco Bay. They are now supporting players. This has stemmed in part from the decline of the American merchant marine, but more importantly, from the rapid growth of other organizations. Nowadays, Los Angeles Joint Council 42 of the Teamsters alone has more members than the Sailors Union of the Pacific and the International Longshoremen's and Warehousemen's Union combined.

Table 5 also demonstrates that unions have been entering new localities and small communities. This is most evident in the case of the Southeast, embracing Imperial, Riverside, and San Bernardino Counties, which has no large cities and was heretofore little unionized. Much the same may be said of Santa Barbara-Ventura and the Sacramento Valley, in which the growth of union membership has exceeded the statewide rate. If it were possible to break down the data for San Francisco Bay and Los Angeles-Long Beach, the same tendency would doubtless be in evidence. It is likely, for example, that such outlying and formerly agricultural areas as Santa Clara County, the San Fernando Valley, the Antelope Valley, and Orange County have seen a higher relative growth in membership than have the cities of San Francisco and Los Angeles.

Special Features of West Coast Unionism

Pacific Coast unionism differs from unionism in the Nation as a whole in having made a deeper, though hardly complete, penetration into those sectors which are difficult to organize. Retail workers in food markets and drugstores are generally union members, and in some communities, the same is true in the department stores. Several of the southern California aircraft companies bargain with unions representing their engineers.

TABLE 4. WASHINGTON UNION MEMBERSHIP, APPROXIMATE EXTENT BY INDUSTRY, 1958

Industry	Percent of organization				
	1-20	21-40	41-60	61-80	81-100
MANUFACTURING					
Food and kindred products.....			x		
Textiles and apparel.....			x		
Lumber and furniture.....				x	
Printing and publishing.....					x
Petroleum, chemicals, and rubber.....					x
Metals and machinery.....				x	
Transportation equipment.....				x	
Other manufacturing.....			x		
NONMANUFACTURING					
Agriculture, fishing, and mineral extraction.....	x				
Construction.....					x
Transportation and warehousing.....					x
Public utilities.....					x
Trade, wholesale and retail.....		x			
Eating and drinking places, hotels and other lodging places.....			x		
Motion picture production, distribution, service, and theaters.....				x	
Miscellaneous services.....	x				
Government.....		x			

SOURCE: See text footnote 2.

TABLE 5. CALIFORNIA UNION MEMBERSHIP BY AREA, 1954 AND 1957¹

[Membership in thousands]

Area	1954 ¹	1957 ¹	Percent change
Total.....	1,566.1	1,736.7	+11
Southeast (3 counties).....	46.2	62.0	+34
Santa Barbara-Ventura (2 counties).....	17.1	22.8	+33
Sacramento Valley (8 counties).....	57.7	68.4	+19
San Diego County.....	71.6	83.0	+16
Los Angeles-Long Beach (2 counties).....	688.3	763.5	+11
North Coast (4 counties).....	14.1	15.7	+11
San Francisco Bay (9 counties).....	517.3	559.5	+8
San Joaquin Valley (8 counties).....	97.2	105.1	+8
Mountain (17 counties).....	31.7	33.6	+6
Central Coast (4 counties).....	24.9	23.1	-7

¹ Data relate to July 1 of each year.

SOURCE: See text footnote 2.

Many small towns are well organized. Even agriculture has been breached; the packing shed workers are unionized and the dairy farm workers in the San Francisco and Los Angeles areas belong to the Teamsters. Government employees, especially in Washington and Oregon, are frequently union members.

The pattern of unionization is coastwide. The labor movement in each of the three States is predominantly nonfactory. This is especially the case in Washington, where construction, transportation and warehousing, and public utilities are highly organized and trade, restaurants and hotels, and government are relatively well organized.

The nonmanufacturing character of unionism on the Pacific Coast, as might be expected, is reflected in the international unions that lead in membership. The five ranking organizations in California, Oregon, and Washington (all AFL-CIO affiliates except the Teamsters) are the following:

Rank	California	Oregon	Washington
1..	Teamsters	Carpenters	Teamsters
2..	Machinists	Teamsters	Machinists
3..	Carpenters	Woodworkers	Hotel Workers ¹
4..	Hotel Workers ¹	Hotel Workers ¹	Carpenters
5..	Retail Clerks	Machinists	Woodworkers

¹ Hotel and Restaurant Employees and Bartenders International Union.

SOURCE: See text footnote 2.

Excepting the Machinists, a large part of whose membership is in the aircraft industry in California and Washington, these organizations are predominantly nonfactory. The coastwide pattern is apparent in the fact that four inter-

nationals—the Teamsters, Machinists, Carpenters, and Hotel and Restaurant Employees—make the “big five” in all three States. The fifth is the Woodworkers in Washington and Oregon, but it is the Retail Clerks in California, where the lumber industry is relatively less important.⁶ Because of the weight of this industry in Oregon, the Teamsters drop to second behind the Carpenters.

In premerger terms, the Pacific Coast is preeminently AFL country. Of the six unions listed, five were formerly affiliated with the American Federation of Labor; only the Woodworkers were in the Congress of Industrial Organizations. Of the 15 largest unions in California in 1957, only 2 were at one time CIO; the Auto Workers ranked 8th and the Steelworkers 10th. Of California's union membership just prior to merger, according to the Division of Labor Statistics and Research, 81 percent was AFL, 12 percent CIO, and 7 percent independent. A recent estimate for Washington by its State Labor Council was 80 percent AFL, 15 percent CIO, and 5 percent unaffiliated. For Oregon, an estimate by its State Labor Council, excluding the unaffiliated, was 80 percent AFL and 20 percent CIO.

These figures may overestimate the importance of the former CIO unions in the Pacific Coast labor movement, because much of their membership was concentrated in branch plants of nationwide steel, automobile, farm equipment, rubber, electrical, and meatpacking companies. The unions that represent their employees locally, however, have looked for leadership to the centers of power in Pittsburgh, Detroit, Akron, Washington, and Chicago.

The unions that have been most influential in the region have historically organized in essentially local product-market industries and have enjoyed a large measure of autonomy in relation to their internationals. This has been the case with the building trades, the printing trades, the metal trades, and the Teamsters. Local leaders, by and large, conducted collective bargaining and ran their organizations without interference from above. Growing integration of the national economy, centralization within unions, and pooled wel-

⁶ See the article on the lumber industry by Paul L. Kleinsorge on pp. 558-563 of this issue.

fare and pension funds have, however, produced changes.

The union that best illustrates this tension between centrifugal and centripetal forces is the Teamsters. A generation ago Teamster locals on the Pacific Coast had little more than a nodding acquaintance with their international in Indianapolis or, for that matter, with each other. Since then, the rapid growth of the over-the-road trucking industry has tended to pull them together.⁷ Moreover, Dave Beck's massive changes in the union's structure, first as head of the Western Conference and later as international president, spurred centralization. His successor, James R. Hoffa, has diligently pursued the same objective, thus far with only middling success in the West. Most of the industries in which the union operates there retain their local product markets, and deep-seated traditions of autonomy are not easily erased.

The nonfactory character of West Coast industry and unionism has had a marked impact upon the region's collective bargaining, notably by fostering association bargaining.⁸ The region's relatively numerous small employers have found it necessary to organize themselves in self-defense against strong unions. Association bargaining predominates in northern California, in Oregon, and in Washington. Multifirm bargaining is probably more highly developed in the San Francisco Bay area than in any other labor market in the United States. Even in southern California, with its large manufacturing companies, multi-employer bargaining covers a majority of the workers under agreements.

The Circumstances of Success

The relative success of West Coast unionism arises from a variety of causes. It goes back in time to the Gold Rush, which immediately established San Francisco as an important trade union center. The history of labor on the Coast over the last 110 years reflects the gradual extension of the San Francisco pattern of organization and bar-

gaining to the other communities, large and small, of California, Oregon, and Washington—and, for that matter, of the intermountain States. This movement from its inception was mainly non-factory, and it organized workers, like retail clerks, who were nonunion elsewhere. The pattern included, as well, the employer association, which has spread from the Bay area throughout the region. This type of association is designed for collective bargaining and cannot function unless the workers are unionized. In many trades, therefore, the associations and unions have joined forces to organize both the employers and the workers. Another factor of importance has been the phenomenal growth of the Teamsters in Washington and California. This organization's power over transportation has been used as a lever to unionize many nontrucking workers, sometimes within the Teamsters and at other times in other international unions. With economic power has come political strength, which, in turn, has created a climate favorable for further unionization. Washington, Oregon, and California have had administrations and legislatures friendly to unions. Social legislation is advanced, and there are no laws that inhibit union growth. Voters in Washington in 1956 and in California in 1958 decisively rejected "right-to-work" legislation. Relative strength in agriculture and food and drug retailing is probably explained in part by the fact that large-scale operations in these industries emerged earlier on the Pacific Coast than elsewhere. The packing shed "factory" and the supermarket are easier to unionize than the family farm and the corner grocery store. Finally, these States have a number of large projects, like the Bonneville Dam, at which the Federal Government engages in collective bargaining with its employees.

The development of unionism on the Pacific Coast may foreshadow the future of the American labor movement. If the latter is to continue to grow, it must penetrate those industries presently poorly organized, like trade, finance, insurance, services, and government, as well as those localities now little unionized, including the smaller communities. Success might lie in following the pattern that is already emerging on the Pacific Coast.

⁷ See the article on the trucking industry by R. Thayne Robson on pp. 547–551 of this issue.

⁸ See the articles on association bargaining by Van Dusen Kennedy on pp. 539–542 of this issue.

Major Trends in Labor Relations

Intense conflict has largely abated on the West Coast. Despite considerable change, including organization of "open-shop" Los Angeles, distinguishing features, such as widespread association bargaining and the dominance of former AFL unions, persist.

ARTHUR M. ROSS

IN 1947, the Monthly Labor Review devoted a special issue to the subject of Labor in California and Pacific Northwest. One of the contributed articles, by Clark Kerr, dealt with collective bargaining on the Pacific Coast.¹ He noted that union activity dated back to the Gold Rush days in California; that an increasingly powerful trade union movement had emerged; that workers had organized more intensively than in other parts of the Nation; that a tradition of aggressive action had developed; that employers had counterorganized in strong and active associations; and that multiemployer contracts had become the standard pattern.

Twelve years later, it has become appropriate once more to examine the status of unionism, employer policies, and collective bargaining in the rapidly growing Pacific Coast region. The five articles which follow in this issue of the Review deal with association bargaining, arbitration, and labor-management relations in three of the leading industries—trucking, lumber, and ocean shipping. Since the subject matter of these articles is necessarily selective, it may be helpful to describe some of the background developments in a more general way.

The major trends of the past 12 years can be summarized in four general propositions:

1. *Some of the traditional distinctions between the Pacific Coast and the rest of the country are of declining importance.*

To begin with, the industrial structure of employment on the Pacific Coast is no longer greatly different from that of the United States as a whole.² The growth of the Los Angeles area

(see p. 537) has contributed to this result. In 1958, 26.7 percent of nonagricultural employees in California, Oregon, and Washington were in manufacturing industries, as compared with 30.6 percent in the United States. In wholesale and retail trade, the corresponding figures were 22.6 and 22.0 percent; in financial and service activities, 17.7 and 17.4 percent; in government employment, 18.1 and 15.6 percent.³

Neither is the degree of union organization greatly different. In 1953, when comparable figures for all 3 States were last obtained, Washington and Oregon were among the 5 most highly organized States, it is true; but 12 States, mostly in the Middle West, were more highly organized than California.⁴ Moreover, almost 80 percent of West Coast nonagricultural employment is found in California, where the proportion of nonfarm wage and salary earners enrolled in unions is closer to the national average—38.8 compared with 33.6 percent in 1956.⁵

The historical wage differential enjoyed by workers of the Pacific Coast States is not so great as it formerly was.⁶ On the other hand, certain differences have persisted—particularly the greater use of multiemployer bargaining and the lower

¹ Collective Bargaining on the Pacific Coast (in Monthly Labor Review, April 1947, pp. 650-674).

² For further discussion of changes in industrial employment, see the articles by Maurice I. Gershenson and Miner H. Baker on pp. 509-517 and 502-508 of this issue.

³ State data computed from figures presented in Gershenson and Baker, op. cit.; national data computed from figures in Employment and Earnings, February 1959 (U.S. Bureau of Labor Statistics), table A-1.

⁴ Leo Troy, Distribution of Union Membership among the States, 1939 and 1953 (New York, National Bureau of Economic Research, Inc., 1957), p. 18.

⁵ See Irving Bernstein's article on pp. 530-535 of this issue.

⁶ For a detailed discussion of wages, see the article by M. W. Reder on pp. 524-529 of this issue.

incidence of strike activity on the Pacific Coast. Van Dusen Kennedy shows that a majority of the employers and about two-thirds of the employees involved in collective bargaining are covered by association contracts. The development of an 11-State bargaining unit in the intercity trucking industry is described by R. Thayne Robson. Centralized welfare and pension plans, as well as disputes settlement procedures, have already been attained, and uniform over-the-road and local cartage wage rates throughout the region are in prospect. Kennedy has also ascertained that "the aggregate volume or severity of union-management conflict in the Pacific Coast States in the postwar period has been significantly less in relation to nonagricultural employment and union membership than in the United States as a whole."

2. *Older labor organizations with a craft union background, as contrasted with the newer unions of the former Congress of Industrial Organizations, are still predominant.*

The Teamsters, the Machinists, the Carpenters, and the Hotel and Restaurant Employees are listed among the five largest unions in each of the Pacific Coast States.⁷ Completing the list are the Retail Clerks in California and the Woodworkers in Oregon and Washington. Of these, only the Woodworkers was a CIO affiliate. Moreover, in California only 2 of the 15 largest unions (the Auto Workers and the Steelworkers) have a long-established tradition of organization on an industrial basis, as compared with 6 of the largest 15 in the United States.⁸

This is not to say that craft or "horizontal" bargaining units are predominant on the West Coast. The Machinists are organized on an industrial or "vertical" basis in the aircraft industry; likewise the Lumber and Sawmill Workers (an affiliate of the Carpenters) in lumber camps and mills, the International Brotherhood of Electrical Workers in power companies, and the Teamsters in canneries and dairies. Nevertheless, the craft union background of the largest organizations helps to explain several significant

facts: (1) West Coast unions have placed less emphasis on political activity, labor education, and other functions outside the sphere of collective bargaining than have some of the newer "CIO-type" unions in the East. (2) Most local and regional bodies are not so subject to central direction and programming as would be the case, let us say, within the Auto Workers or Steelworkers. (3) Pattern bargaining is not so pervasive as in the East. (4) There has not been as much stress on fringe benefits, particularly in the economic security field; there was a lag of several years in negotiating pension plans, and supplemental unemployment benefits are not widespread except in branch plants of eastern corporations.

3. *The most significant development of recent years has been the rapid growth of the Los Angeles area.*

Population growth and industrial buildup in the Los Angeles area are sufficiently notorious, but the increase in union membership has been equally notable. At one time it was customary to contrast "open-shop" Los Angeles with "closed-shop" San Francisco. By 1957, there were nearly 60 percent more union members in the Los Angeles Metropolitan Area than in the San Francisco Metropolitan Area. Although the degree of organization was still greater in San Francisco (about 50 percent, as compared with 35 percent from Los Angeles), it had been outweighed by the industrial and labor force expansion of the southern area.⁹

The flavor of industrial relations in Los Angeles is distinctly different from that in other Pacific Coast centers. Los Angeles has many large manufacturing plants. Whereas the bulk of organized workers in the region as a whole are covered by multiemployer agreements, the proportion is smaller in Los Angeles. Furthermore, the volume of grievance arbitration, relatively small elsewhere on the Pacific Coast, is quite large in southern California. Benjamin Aaron attributes this fact to the recency of organization, the prominence of large manufacturing plants, and the greater number of industrial unions. Employers place more emphasis on personnel management and human relations programs than in other areas, while close and cordial relations with unions are perhaps not valued so highly. For example, most of the employer support for California's recently defeated

⁷ Bernstein, *loc. cit.*

⁸ *Union Labor in California, 1957* (San Francisco, California Department of Industrial Relations, Division of Labor Statistics and Research, 1958), p. 13; and *Directory of National and International Labor Unions in the United States, 1957* (U.S. Bureau of Labor Statistics, Bull. 1222, 1957), p. 11.

⁹ *Union Labor in California, op. cit.*, p. 15.

MAN-DAYS OF IDLENESS AND UNION MEMBERSHIP IN CALIFORNIA, 1946-57

Year	Man-days of idleness	Union membership	Man-days lost per 100 union members
1946	6,090,000	957,600	636.0
1947	2,440,000	1,093,200	223.2
1948	2,790,000	1,039,700	268.3
1949	2,040,000	1,200,700	169.9
1950	1,630,000	1,354,500	120.3
1951	1,210,000	1,443,100	83.8
1952	4,410,000	1,503,400	293.3
1953	2,960,000	1,577,900	187.6
1954	1,070,000	1,566,100	68.3
1955	1,760,000	1,618,500	108.7
1956	1,220,000	1,689,500	72.2
1957	1,570,000	1,736,700	90.4

SOURCE: Union Labor in California (San Francisco, California Department of Industrial Relations, Division of Labor Statistics and Research), annual issues, and Analysis of Work Stoppages (U.S. Bureau of Labor Statistics), annual issues.

"right-to-work" ballot proposition came from the southern part of the State.

4. *Labor-management conflict, as well as inter-union rivalry, has abated to a considerable extent, reflecting a general trend in American industrial relations.*

Betty V. H. Schneider points out that, until the last few years, "shipping had been regularly disrupted by disputes either between unions and management or between unions. . . . Today, such evidence of inability to reconcile conflicting interests has all but disappeared. . . . Whereas the industry lost approximately 11 million man-days through stoppages between 1934 and 1952, there have been only about 175,000 man-day losses since. . . . There has also been a sharp reduction in the interunion rivalry which tended to complicate and perpetuate differences between the bargaining parties."

The motion picture industry serves as another example. Here there has been practically no conflict on purely economic issues since the Studio

Basic Agreement was signed in 1926. Jurisdiction and representation disputes among the numerous Hollywood craft unions were endemic for many years, however, and led to at least six major work stoppages between 1933 and 1946. Since the great strikes of 1945 and 1946, interunion controversy has become quiescent and gives no present indication of reviving.¹⁰

In contrast, although labor-management relations have improved in the lumber industry, interunion competition has remained relatively undiminished. Paul L. Kleinsorge notes that: "Progress has been made toward a better understanding between the parties, and in general their relations, although not on a high level of amicability, at least are no longer at the depths of hostility." Relations between the Lumber and Sawmill Workers and the International Woodworkers of America remain poor, on the other hand. "All of the old animosities remain," Kleinsorge states. "Raiding and the struggle for supremacy continue. Prospects for reconciliation in the near future appear to be extremely dim."

In the airframe industry, there are two major unions—the Machinists and the Auto Workers. Relations between the companies and the unions have been improving gradually during the 1950's, particularly at North American Aviation, Inc., after the Auto Workers' strike of 1953. Furthermore, the two labor organizations, once bitterly competitive, have cooperated in various ways, including a no-raiding agreement in 1950, a mutual assistance pact in 1953, and a procedure for sharing information during contract negotiations.

The accompanying table shows that man-days of idleness because of strikes, in relation to the number of union members, have generally declined in California during the postwar period. Unfortunately, comparable statistics are not available for Oregon or Washington.

¹⁰ Hugh Lovell and Tasile Carter, *Collective Bargaining in the Motion Picture Industry* (Berkeley, University of California, Institute of Industrial Relations, 1955), pp. 14-26, 52-54.

Association Bargaining

About two-thirds of all workers represented by unions are covered by association bargaining, which contributes to fewer, but at times larger, strikes.

VAN DUSEN KENNEDY

MULTIEMPLOYER BARGAINING UNITS are a characteristic of Pacific Coast labor relations. It is probable that between two-fifths and half of the bargaining units in the Pacific Coast States today are multiemployer units. This means that a large majority of the employers and nearly two-thirds of the employees involved in collective bargaining in these States are covered by association bargaining.¹ By comparison, in the country as a whole, it is likely that about one-sixth of all bargaining units, covering around one-third of employees under contracts, are multiemployer.²

The greater prevalence in the Far West of association bargaining, whose beginnings can be traced back to the Gold Rush days, has resulted primarily from the unusually high proportions of employment and union penetration which exist in industries such as construction, trucking and warehousing, retail and wholesale trade, services, lumbering, shipping, canning, motion picture production, and small-scale metal manufacturing, which are most subject to multiemployer bargaining. Moreover, the high concentration of employment in a few metropolitan areas in these States has helped to foster union penetration and the resulting spread of association bargaining. Emulation has probably played a part also in an area where this bargaining structure is so widely used and has many champions.

Given these special features of the Pacific Coast environment, association bargaining developed in each industry for the usual internal reasons. Most important is the fact that joint action through an association gives small- or moderate-sized employers operating in a competitive market some equality of bargaining power in dealing with a single strong union organization. Furthermore, stabilization of troublesome features of

competitive markets is an objective which both unions and employers seek through multiemployer bargaining. Multiemployer units and agreements may also be effective devices for protecting incumbent unions and employers from the consequences of interunion conflict. Finally, association bargaining has the administrative advantage of merging many separate negotiations into one, thus permitting optimum use of labor relations expenditures and personnel on both sides.

Scope of Association Units

The scope of association bargaining units in the Pacific Coast States varies widely; it is shaped by product market factors, the composition of unions, the policies of unions and employers, historical pattern, and in a few cases, government determination of the bargaining unit. There is great variation in geographical coverage. The most common unit embraces a local urban product market, as in the services and retail trade, but the geographical extent of such units varies within the broad boundaries and multiple communities

¹ A study by the U.S. Bureau of Labor Statistics indicated that, of the Pacific Coast agreements on file with the Bureau in 1951, 38 percent, covering 71 percent of the employees under the agreements, involved multiemployer bargaining. See *Collective Bargaining Structures: The Employer Bargaining Unit*, BLS Report 1 (1953), p. 12. A later study showed that 44 percent of the Pacific Coast agreements in effect in 1953 covered multiemployer bargaining units. See Neil Chamberlain, *The Structure of Bargaining Units in the United States* (in *Industrial and Labor Relations Review*, Ithaca, N.Y., October 1956, pp. 1-25).

In California alone, 54 percent of all agreements on file with the State Department of Industrial Relations in 1955 involved association bargaining units; they covered nearly two-thirds of the workers affected by the agreements on file, that is, practically all California workers under contracts outside the railroad industry. See *Union Labor in California, 1955* (San Francisco, California Department of Industrial Relations, Division of Labor Statistics and Research, 1956), pp. 19-20.

² These proportions obtained in 1951, when the Bureau of Labor Statistics analyzed the bargaining units under 11,460 agreements covering 8,410,000 workers. See *Collective Bargaining Structures*, op. cit., p. 2. It is unlikely that the proportions have increased appreciably in the intervening years.

of modern metropolitan areas. In the San Francisco Bay area, for example, many more or less comparable association units exist within particular communities on the several sides of the Bay, whereas other bargaining units in such local market industries as construction, warehousing, and the metal trades are truly regional, since they cover workers and employers in as many as six or more of the nine counties comprising the San Francisco-Oakland Metropolitan Area.

Numerous regional bargaining units reach beyond metropolitan areas but do not extend throughout the Pacific region. These are found in such industries as lumbering,³ fishing, pulp and paper, canning, and sections of the construction industry in California. There are also a few coastwide units, the best known covering the long-shoremen and the seamen.⁴ A few multiemployer bargaining situations based primarily on the Pacific Coast extend outside the coastal States. Examples include the wood products industry of the Northwest, the Operating Engineers and the heavy construction contractors in California and Nevada, and the 1958 bargaining between the Western Conference of Teamsters and groups of trucking associations covering both long-lines and local cartage drivers in 11 Western States.⁵

The nature of union organization is a strong influence in the occupational and industrial coverage of association bargaining units. Indeed, in a number of instances, the union has been the moving party in the organization of an employer association with which it could deal. In construction, printing, and parts of the metal trades, bargaining units tend to follow craft lines, while employer associations dealing with industrial unions nearly always follow industry lines. Where a local union crosses industry lines, as do a number of warehouse and Teamster locals, the result may be an interindustry unit.

In large metropolitan areas, local market specialization often determines the scope of both union and multiemployer organization. Thus, the Teamsters union often charters different locals within an area for drivers in the dairy, bakery, laundry, taxicab, beverage, and construction industries, with each local representing employees in a different bargaining unit. In retail trade, hotels and restaurants and other service industries, printing and publishing, and the metal

trades, bargaining units tend to correspond with the specialized and noncompeting subdivisions of each industry.

Market forces and employer organization and policy have brought about multilocal union bargaining units in such industries as construction, trucking, hotels and restaurants, and motion picture production. In a few cases, locals of two or more national unions have joined in single bargaining units. In still other cases, national unions are parties to association bargaining.

Expansion of the bargaining unit, to which the structure of association bargaining lends itself, is also evident on the Pacific Coast. A major reason is economic growth. As industries and urban areas have expanded, employment among association members has risen and new employers have entered existing associations. In addition, in some situations, union organizations above the local level or employer associations or both have pressed successfully to enlarge units of bargaining, notably in construction in California and in the regional trucking and maritime industries.

The average size of association units in the Pacific Coast States is larger than that of single employer units. In California, association agreement coverage in 1955 averaged over 760 workers, versus 400 in single employer units.⁶

Characteristics of Association Bargaining

Because multiemployer bargaining is most common in competitive markets where many small operating and employment units are confronted by a single strong union organization, it is more apt than single employer bargaining to be characterized by certain combinations of economic, industrial, labor market, and job conditions. These are competitive markets, nonmanufacturing industries, wide diversity of operating and job conditions between employers and in each bargaining unit, craft and occupational unionism, irregularities in individual job conditions, high rates of en-

³ See the article by Paul L. Kleinsorge on pp. 558-563 of this issue.

⁴ See the article by Betty V. H. Schneider on pp. 552-557 of this issue.

⁵ See the article by R. Thayne Robson on pp. 547-551 of this issue.

⁶ Union Labor in California, 1955, *loc. cit.* Approximately the same relationship holds nationally; see Characteristics of Major Union Contracts (in Monthly Labor Review, July 1956, pp. 807-808).

tering and leaving each industry among employers and employees and of movement between employers by workers, and special problems in controlling labor supply. In adapting to these conditions and their attendant problems, association bargaining has acquired distinctive features which are evident on the Pacific Coast and which would probably obtain wherever this form of bargaining might be developed to the same degree.

Organizationally, the distinctive fact is that the individual employer surrenders a measure of his authority to an association and that a significant portion of the union's dealings is with an association rather than with individual employers. On the employer side, this delegation of authority confronts the association with many problems of organization, discipline, collective action, and contract administration which it must resolve in such a way as to match the unified strength of the union and at the same time remain responsive to the diverse interests of the members. The amount of authority and the functions delegated to employer associations vary greatly. The most developed and organized associations not only negotiate contracts but also may assume primary responsibility for handling grievances and for administering such matters as pension and welfare plans and unemployment compensation claims. As association units grow in size and experience and the provisions of contracts increase in number and complexity, the trend among employer associations is toward more professionalization and the delegation of increasing labor relations responsibilities by employer members. Apparently this trend is more widely evident and has developed further in the Pacific Coast region than in most other parts of the Nation. In a number of Pacific Coast communities, for example, a special kind of federated employer association has been developed to provide a variety of services to member associations and to employers in many industries.

Unions too must adapt themselves to the special requirements of bargaining with one association on behalf of members who work for many different employers in scattered small units of employment. One result of such adaptation has been the office-centered, business-agent type of unionism so common in trucking, construction, trade, and service.

Other features of association bargaining, which are also traceable to the special conditions of its environment, are not entirely absent from single employer bargaining but tend to be more common or more intensively developed in multiemployer labor relations. These elements include a strong concern for union security, which often includes some measure of union control of hiring such as hiring halls, dispatching arrangements, and apprenticeship agreements; relative inattention to questions of managerial prerogatives; the spelling out of detailed work rules appropriate to the special job conditions of each unit; and a system of contract administration less formal than the grievance procedure in large single employer units but marked by the union's initiative, preoccupation with job control, and need to police contract observance by scattered members and employers.

Consequences and Implications

The consequences of enlarging the scope of bargaining units from a single to a multiemployer basis have been the subject of much controversy in the United States. Opposition to such enlargement has focused mainly on the accompanying loss of self-determination for the parties, the alleged increase in union power, and the higher potential costs to the public of strikes and market monopoly. These criticisms have been directed particularly at industrywide bargaining units of national or broad geographic coverage. Such units do exist on the Pacific Coast, but the great majority of units in these States are local in character. Unquestionably, there are critics of multiemployer bargaining on the Pacific Coast but the prevailing view which distinguishes this region, including its employers,⁷ is that this form of bargaining helps to solve more problems than it creates.

Association bargaining on the Pacific Coast has definitely achieved one of the major employer goals—greater equality of bargaining power. But its effectiveness in this respect has not altered the basic fact that, in most of the industries which bargain on this basis, unions are the dominant factor in labor relations. Association bargaining has undoubtedly helped to stabilize labor costs as a competitive element by introducing wide uniformities in conditions of employment and effective means for their enforcement. It does not seem to have promoted union-employer collusion in non-

⁷ See, for example, George O. Bahrs, *The San Francisco Employers Council* (Philadelphia, University of Pennsylvania Press, 1948).

labor relations matters. Multiemployer units have also helped to stabilize existing patterns of union representation in the face of rival unionism and dynamic economic growth. The effect of association bargaining on Pacific Coast wage levels⁸ is difficult to isolate from other influences. At least, it has not produced widening differentials over other regions, and the more equal bargaining power achieved by a number of the stronger employer associations may have been one factor in the narrowing of certain differentials.

There is no evidence to show whether association bargaining on the Pacific Coast has been accompanied by more or less industrial strife than single employer bargaining. Probably there are fewer strikes in association units; each strike is greater in involvement and cost for the parties,⁹ and, since the stoppages often involve consumer goods and services that cannot be stockpiled and whose consumption cannot be deferred, they cause immediate public inconvenience and annoyance as well as losses of working time and sales that cannot be recouped. Even so, fewer strikes in association units might cause more man-days of idleness.

Considering that two-thirds of all employees covered by bargaining in the three Pacific Coast States are in multiemployer units as against only one-third in the Nation as a whole, a comparison between strike experience in these States and in the Nation, relative to nonagricultural employment and union membership, may have general relevance to the question. For the 12-year period 1946-57, the three States together accounted for 7.7 percent of all work stoppages, 7.6 percent of all workers involved in stoppages, and 8.7 per-

cent of total man-days of idleness occurring in the United States as a whole.¹⁰ During this period, the Pacific Coast share of total nonagricultural employment rose gradually from around 9.5 percent to 11 percent.¹¹ From incomplete evidence, it would appear that during the same period, the Pacific Coast accounted for 10-12 percent of total union membership in the Nation.¹² The comparison based on these figures indicates that the aggregate volume or severity of union-management conflict in the Pacific Coast States in the postwar period has been significantly less in relation to nonagricultural employment and union membership than in the United States as a whole. It is also pertinent to note that the volume of strike idleness in the Coast States has fluctuated very widely during the period and that in each of the several years when these States recorded a larger volume of strike idleness relative to the national average, there was at least one strike, usually a prolonged one involving many workers, in an association unit in a Coast State. This record seems to support the general observation that association bargaining leads to fewer, bigger strikes but that over a period of time the reduction in number of strikes may more than offset the effects of their larger size.

Perhaps the most fundamental contribution of association bargaining is that it has been an effective means for rationalizing employment conditions and introducing professional expertise and central responsibility for labor relations in many industries which are characterized by great diversity, irregular market conditions and employment relations, and an absence of standardizing technologies. In such industries, because of the prevalence of small employers, there had been little development of systematic personnel management and labor relations functions.

A final result of association bargaining is to reduce the degree of self-determination in labor relations even in small employer, local market industries. The continued growth in the size of employer associations and in the geographic scope of bargaining units, the development of multi-local union units, the delegation of employer authority to associations, and union reliance on salaried business agents, all tend to move labor relations away from the work level in the individual establishment.

⁸ See the article by M. W. Reder on pp. 524-529 of this issue.

⁹ Clark Kerr and Lloyd Fisher, *Multiple-Employer Bargaining: The San Francisco Experience*, in R. A. Lester and J. Shister, *Insights Into Labor Issues* (New York, Macmillan Co., 1948), pp. 53-54.

¹⁰ *Analysis of Work Stoppages* (U.S. Bureau of Labor Statistics, annual issues).

¹¹ *Employment and Earnings*, May 1954 and July 1958 (U.S. Bureau of Labor Statistics), pp. 50 and 66, and 84 and 98, respectively.

¹² California, Oregon, and Washington together were estimated to account for 10.4 percent of total U.S. union membership in 1939 and 12.2 percent in 1953. See Leo Troy, *Distribution of Union Membership among the States, 1939 and 1953* (New York, National Bureau of Economic Research, Inc., 1957), p. 8. The fact that there are probably more nonunion employees in bargaining units in the rest of the Nation than in the three Coast States may help account for the figures on work stoppages being higher in relation to union membership in the rest of the Nation, but it is not likely to be the whole explanation.

Widespread application in California contrasts with relatively little reliance on the practice in Washington and Oregon.

The Use of Arbitration

BENJAMIN AARON

FOR THE WEST COAST as a whole, the salient feature of labor arbitration is diversity: The institution is well established and frequently resorted to in California, but it has never been fully accepted and is used much less in Oregon and in Washington. Between northern and southern California, less fundamental but quite marked differences exist in arbitration practices.

Amount of Arbitration

There are no reliable statistics on the volume of arbitration generally. Qualified observers in Oregon and Washington agree, however, that the outstanding feature of arbitration in those States is that there is so little of it. The Federal Mediation and Conciliation Service (FMCS) advises that for the period July 1, 1957, to date, "there was less arbitration [in total volume] in the northwestern part of the United States than all other regions," and that "arbitration is not growing in the Northwest to the extent that it is so doing in California and the remainder of the United States."¹ This is surprising in view of the fact that in Washington at least, according to a study made in 1951, 98 out of 140 agreements included provisions for arbitration of grievances.² In Oregon, on the other hand, observers report that a relatively small proportion of collective agreements in a few key industries even include provisions for the arbitration of grievances. A typical agreement in the lumber industry,³ for example, provides for a five-step grievance procedure but makes no reference to arbitration. Reliance upon self-help rather than upon arbitration has been traditional in this industry, although employers were somewhat more receptive to the

idea of arbitration in former years, when the unions were less hesitant about striking over disputes arising during the contract period. In recent years, however, the strike weapon has proved completely impracticable for disposing of an increasing number of grievances, and the unions have attempted to establish arbitration procedures in their agreements. Now the employers are said to be unwilling to abandon the traditional pattern of dispute settlement; at any rate, arbitration has not yet gained much of a footing in the industry.

There are several other factors that probably inhibit the growth of arbitration in the Pacific Northwest. At least two of the dominant union organizations in the region, the Teamsters and the construction trades, have consistently relied upon self-help to settle their disputes with employers. On the industry side, employer associations are a favored type of organization,⁴ and most of the associations follow patterns set by a few big firms. The prospect of having associationwide precedents established in arbitrations between unions and a number of small concerns may contribute to management's coolness toward this method of disputes settlement. Finally, the introduction of arbitration as a result of the opening of branch plants by companies with long-established grievance and arbitration provisions has been far less frequent in Oregon and Washington than in California, and very few outside influences have been brought to bear on the Northwest's patterns of labor-management relations.

¹ Letter from the General Counsel, FMCS, to the writer, January 6, 1959.

² Philip W. Cartwright and Adam Gifford, *Collective Bargaining Agreements in the State of Washington, 1951; A Preliminary Report Circulated for Critical Comment* (Seattle, University of Washington, Institute of Labor Economics, 1952), tables 1 and 30.

³ See the article on the lumber industry by Paul L. Kleinsorge on pp. 558-563 of this issue.

⁴ See the article on association bargaining by Van Dusen Kennedy on pp. 539-542 of this issue.

There also appears to be a lack of arbitrators in the Pacific Northwest, but whether this is a contributory cause or simply the result of the relatively small amount of arbitration in that region is difficult to say. Importing arbitrators from other areas is expensive and discourages resort to the process; but by the same token, local residents who would like to serve as arbitrators are thereby deprived of the opportunity to gain the experience necessary to make them acceptable to the parties.

The situation in California is markedly different. An authoritative study made in 1951 analyzed arbitration provisions in 1,707 union agreements within the State.⁵ Of these, 77 percent provided for arbitration of grievances or of contract terms. While this figure represents a greater percentage than in the Northwest, it is less than the national average, which was 89 percent in 1952.⁶ Manufacturing industries showed a greater acceptance of arbitration than nonmanufacturing: At least 70 percent of the agreements in 17 manufacturing classifications provided for arbitration, and in 8 classifications, arbitration provisions were found in 90-100 percent of all agreements. Corresponding figures for nonmanufacturing showed only eight and two classifications, respectively, with these percentages.

The volume of grievance arbitration for the State as a whole is substantial, although reliable data are lacking. In northern California, however, the amount of grievance cases is relatively small, probably because of the maturity of bargaining relations, the absence of any large number of sizable manufacturing plants, and the preponderance of craft unions, which do not resort to arbitration as much as do industrial unions. In southern California, the reverse is true: There is a high volume of grievance arbitration, and this can be largely attributed to the relatively recent large-scale union organization in industry, the prevalence of big manufacturing plants in the aircraft, automobile, rubber, and steel industries, and the greater number of industrial unions.

Arbitration of new contract terms, as distinct from grievances arising under existing agreements, also occurs more frequently than average in California. Most of these cases involve wages. Bernstein found, on the basis of reported awards during 1945-50, that California ranked third in the Nation in the volume of wage arbitrations.⁷ By contrast, Washington ranked seventh, with

less than a third of California's cases, and Oregon was tenth. FMCS reports that since July 1, 1957, there has not been a single new contract arbitration case in Oregon or Washington involving selection of an arbitrator from its panel.⁸

The study of California agreements previously referred to revealed that 122 out of 1,707 provided for the arbitration of disputes over new or revised agreements. About three-fifths (74) of these provisions were in nonmanufacturing, the principal classifications being construction (16), retail trade (16), and hotels and restaurants (10). Of the 48 manufacturing agreements with similar provisions, 23 were in printing and publishing.⁹

Formal Character of the Process

Arbitration throughout the West Coast has always been more formal in character than in most other areas. In Oregon and Washington, as well as in California, one or both of the parties are usually represented by an attorney or a professional industrial relations consultant. Verbatim transcripts of the proceedings are frequently taken, although this practice is somewhat more common in California than in Oregon or Washington. Posthearing briefs are customarily filed. On infrequent occasions, the arbitrator may even be asked to issue a subpoena.

The factors conditioning this particular development of the institution are not entirely clear. A number of competent observers give considerable weight to the influence of Senator Wayne L. Morse of Oregon, who was a prominent arbitrator in the region in the years immediately preceding World War II. Senator Morse favored the so-called "judicial approach" to arbitration and left a strong imprint upon the practice.

Another important factor is the growing tendency of many employers and unions to invest greater responsibility and authority in outside practitioners in the conduct of all phases of labor-management relations. This is especially true in

⁵ Arbitration Provisions in California Union Agreements (San Francisco, California Department of Industrial Relations, Division of Labor Statistics and Research, 1951).

⁶ See Arbitration Provisions in Collective Agreements, 1952 (in Monthly Labor Review, March 1953, pp. 261-266).

⁷ Irving Bernstein, *The Arbitration of Wages* (Berkeley and Los Angeles, University of California Press, 1954), p. 21.

⁸ See footnote 1.

⁹ Arbitration Provisions in California Union Agreements, op. cit., pp. 8-11.

cases of association bargaining involving a number of employers and local unions.

While arbitration hearings are formal, they are seldom conducted with the technicality of court proceedings. Indeed, the practitioners representing the parties show a much greater flexibility and sophistication than do less experienced laymen, who often tend to be far more legalistic than the lawyers. The specialists are more willing, for example, to stipulate facts not in issue or to permit without challenge the introduction of relevant hearsay evidence. The consensus among West Coast arbitrators, supported by a substantial number of management and union spokesmen, is that the experienced practitioners representing employers and unions almost invariably contribute substantially to the effectiveness of the process.

Institutional Arrangements

The great majority of arbitration on the West Coast is of the ad hoc variety; that is, the arbitrator is selected to serve only in a particular case or group of cases. This arrangement is preserved even when, as frequently happens, the parties agree upon the same arbitrator for each new case.

According to the 1951 study of California agreements, approximately two-thirds of those with arbitration clauses provided for an arbitration board rather than for a single arbitrator.¹⁰ In practice, however, the parties frequently waive the requirement of a board and submit the issue to the neutral arbitrator. Even if the arbitration board is retained the partisan members often stipulate that no executive session of the entire board will be required, and arrange simply to concur with or to dissent from the chairman's decision after he has announced it.

Provisions for a permanent single arbitrator or board chairman¹¹ are relatively rare on the West Coast, even in California. The best known arrangements of this type are in the aircraft, canner, garment, hotel and restaurant, longshore, and long-distance trucking industries, but in none of these does the case load approach the volume of some of the midwest and eastern umpireships.

There are several reasons why umpireships are seldom found on the West Coast. In Oregon and Washington, as previously noted, recourse to arbitration is too infrequent to make such an arrangement feasible. In California, the volume of arbitration, while high, is widely diffused among a large number of enterprises. Moreover, even when the arbitration case load in a single plant or company is sufficiently great to warrant the employment of an umpire, the parties in California tend to preserve the ad hoc nature of the proceeding by selecting the arbitrator for each case from a list of three to five persons, who are often named in the agreement. By this device, employers and unions hope to assure themselves of the services of men who, at least in time, will become familiar with the nature and the problems of the enterprise, yet who will not be likely to build up such close relations with representatives of either side that their neutrality may be challenged.

Similarly, mediation by the arbitrator, in the manner sometimes practiced by umpires in the Midwest and East, is generally discouraged on the West Coast. This fact is associated with prevalence of arbitration of the ad hoc variety, since an umpire is often cast in the role of mediator as a result of his close and continuing relationship with both sides.

In a number of California industries, of which automobiles, rubber, and steel are the principal examples, many of the larger plants are covered by national agreements providing for arbitration of all grievances by an umpire. All of these agreements are negotiated in the Midwest or East, however, and the use of this system derives from practices previously established in those areas. The fact that the umpire may visit the West Coast only infrequently and that grievances referred to arbitration must sometimes be held in abeyance for some time, pending his arrival, has led to occasional local dissatisfaction.

Despite the comparative rarity of umpire systems in California, some of them have contributed markedly to the improvement of labor-management relations in specific companies. North American Aviation, Inc., is an interesting case in point. The collective agreement between the company and the United Automobile Workers provides generally for the submission of unre-

¹⁰ *Ibid.*, p. 11.

¹¹ Hereafter, the term "umpire" will be used to denote both the permanent single arbitrator and the permanent chairman of an arbitration board.

solved grievances to an umpire. During the incumbency of the present umpire (1951 to date), the number of grievances submitted to him from the company's Los Angeles plant has decreased from 50 in 1951 to 2 in 1957.

According to the umpire, the reason for the gradual decline in the number of grievances is that certain basic issues have finally been resolved, either through the arbitration process or through collective bargaining. Thus, the parties were at odds for some time over the standards to apply in promotions under a clause stating that "employees with the longest seniority will be given preference in the advancement to higher paid jobs when ability, merit, and capacity are equal." The union attempted to persuade the umpire to adopt the standard introduced through arbitration under the General Motors Corp. contract, namely, that the senior employee bidding for the vacancy should be awarded the job unless a junior bidder was "head and shoulders" above him. Having failed to persuade the umpire in a series of cases, the union finally abandoned the attempt.

The parties were also in sharp disagreement over the company's rules against smoking in the plant. Mass violations by the employees led to a number of disciplinary actions, some of which were referred to the umpire. Eventually, however, the parties, mindful of employee discontent and guided in part by the umpire's previous decisions, settled the problem through collective bargaining, by agreeing that smoking would be permitted but only in designated areas.

The West Coast also has its share of purely indigenous and unique procedures for the arbitration of disputes. One of the most interesting is that used by the Central Board of Adjustment in the California cannery industry. The board's agenda are prepared by the secretaries of the union and employer groups. Cases are presented rather informally. Then the secretary of each group designates four voting members of the board for the particular case. None of the voting members is connected with the company or local union involved. The eight partisan members meet with the impartial chairman in executive

session. When a motion is made, a secret ballot is taken, and the chairman counts the ballots and simply announces that the motion has been adopted or defeated. All grievances arising under the master agreement, except those involving new job classifications, are handled in this manner.

The interesting and unique feature of this process is that none of the arbitration board members, including the impartial chairman, discloses how he has voted. If the tally is 5 to 4, it may be presumed that the partisan groups voted in a bloc, but no one can ever be sure. Moreover, the chairman, contrary to the usual practice, does not prepare a written opinion explaining the result.

Court Review

The Oregon arbitration law specifically excludes from its coverage all disputes arising out of collective bargaining agreements.¹² Review of labor arbitration awards is thus governed by the State's common law. The Washington statute, on the other hand, provides that agreements to arbitrate existing or future disputes between employers and employees are valid, enforceable, and irrevocable, save upon such grounds as exist in law or equity for the revocation of any agreement.¹³ In neither State, however, has there been a significant number of cases involving court review of arbitration awards.

The California statute,¹⁴ which is more elaborate, recognizes the validity and enforceability of arbitration awards in labor-management disputes, but provides that such awards may be vacated by a court where: (1) The award was procured by corruption, fraud, or undue means; (2) the arbitrators were corrupt; (3) the arbitrators were guilty of procedural or other misconduct; or (4) the arbitrators exceeded their authority or failed to make a mutual, final, and definite award.

Suits to vacate arbitration awards are not infrequent in California, although in relative terms the total number is not great. The most prominent of such cases in recent years is *Black v. Cutter Laboratories*,¹⁵ in which the California Supreme Court ruled that an award contrary to public policy, as determined by the court, is illegal and void and will not be enforced.

¹² Oreg. Rev. Stat., sec. 33.210.

¹³ Rev. Code of Wash., sec. 7.04.010.

¹⁴ Calif. Code of Civil Procedure, pt. 3, tit. 9, secs. 1280-1293.

¹⁵ 43 Calif. (2d) 788, 278 P. (2d) 905 (1955).

The Trucking Industry

A classic example of the growth of multiemployer bargaining; industrial relations though maturing are, like the industry itself, in a state of transition.

R. THAYNE ROBSON

THE RAPID AND EXTENSIVE GROWTH of the trucking industry and the International Brotherhood of Teamsters and their strategic position in the transportation system of the United States have focused attention on labor relations in this industry. Since World War II, the revenues of motor freight carriers have almost tripled and the number of trucks has doubled.¹ Employment in trucking and warehousing may soon equal that of the railroads.² On the West Coast, the industry's growth, which has exceeded the national rate, tells only part of the story. Equally significant has been the change from a local product market oriented industry to a vast intercity network of truck lines providing fast and efficient freight movement on a transcontinental basis.

In the 11 Western States,³ which constitute a unit so far as collective bargaining in the industry is concerned, the trucking industry consists of approximately 1,600 firms with 100,000 employees. Over 70 percent of these totals are concentrated in the three coastal States, with California alone accounting for nearly 50 percent.⁴

The spectacular growth of intercity trucking has brought important changes in the structure of collective bargaining in the industry, resulting in a steady broadening of the geographic scope of contract coverage.⁵ This trend has been apparent throughout the industry since about 1936, when the first area agreement (i.e., covering drivers in more than one State) was signed in the Northwest. Too often the growth of the larger bargaining unit is attributed solely to union policy. The changes in the bargaining structure, however, reflect the basic change in the nature of the industry and were encouraged by union and

employers alike. Those union officers who foresaw the growth of the industry, and the changes that would be necessary, consequently rose to positions of leadership in the Teamsters union.

In addition to the growth of the bargaining unit, there have been important developments in recent years concerning the centralization of agreement administration, the union's policy on wages, and the pension program and other issues. Some of the developments discussed here, and a few of the practices which have grown up in the industry, are of great political importance and may warrant important changes in public policy. A discussion of the political aspects of collective bargaining is, however, beyond the scope of this article.

¹ According to the Interstate Commerce Commission, "revenues of motor carriers of property rose to an index figure of 278.5 in 1957" on a 1947 base, and the share of total ton-miles hauled by truck increased from 9.7 percent in 1939 to 19.1 percent in 1957. See 72d Annual Report of the Interstate Commerce Commission, Fiscal Year Ended June 30, 1958, p. 3.

In 1945, total truck registrations were 5,079,802, whereas in 1957, they had risen to 10,900,000. See Motor Truck Facts (Detroit, Automobile Manufacturers Association, 1958), p. 21.

² Trucking and warehousing, as defined here, includes the intercity and local cartage operations of for-hire carriers, as well as the storage of farm products, furniture and household goods, and commercial goods. It excludes delivery and warehouse facilities operated by business concerns (e.g., dairies and bakeries) for their own use.

Employment in Class I railroads averaged 841,500 while employment in trucking and warehousing was 793,200 in 1958, compared with 1,352,000 and 551,000, respectively, in 1947. See Employment and Earnings, February 1959, and Monthly Labor Review, December 1949 (U.S. Bureau of Labor Statistics), pp. 10 and 699, respectively.

³ Arizona, California, Colorado, Idaho, Montana, Nevada, New Mexico, Oregon, Utah, Washington, and Wyoming.

⁴ Estimates based on union data, confirmed by analyses of U.S. Bureau of the Census employment data and truck registrations by States.

⁵ Teamster President James R. Hoffa has predicted that a single master contract covering 500,000 trucking industry drivers and dockworkers across the country may be negotiated in 1961. See Southern California Teamster, December 24, 1958, p. 1. Some management officials in the larger trucking companies also favor national agreements.

The Bargaining Structure

The growth of the intercity trucking industry has forced substantial changes in traditional bargaining relationships and in the structure and government of union and management organizations. Until about 20 years ago, strong, autonomous local unions bargained with local draymen's associations in all segments of the trucking industry. With the growth of intercity trucking, union and employer groups in this segment of the industry sought to bargain separately. The policies set by local cartage interests were felt to be unacceptable for two major reasons. First, the geographic scope of the local cartage bargain, confined to a local union or to a city, was felt to be inadequate for drivers who continually moved into and out of the jurisdictions of several local unions. Second, the wide variety of practices in local cartage seemed unduly restrictive to the new and more aggressive segment of the trucking industry. Local cartage operations were characterized by a large number of small firms with low capital investments which were hampered by poor management and inadequate and inefficient facilities. In this environment, restrictive work practices developed.

Over-the-road companies and their drivers found it difficult at best to administer and observe a great number of contracts containing many provisions not appropriate to their problems. The sizable investment required for large intercity trucks and equipment, which was mostly financed with credit raised within the industry, plus the need to meet external competition with flexible and efficient service, made it imperative that intercity trucking companies obtain maximum equipment utilization, with rapid turn around time, and quick loading and unloading en route. To accomplish this, their local pickup and delivery work had to be carefully scheduled and free from unnecessary delays. The working rules and practices of local cartage, such as the rule preventing work before 8 a.m. and after 5 p.m., which existed in some West Coast cities, were a deterrent to the intercity trucking business. Even when the special needs and problems of intercity trucking were generally recognized, the labor relations decisions continued for some time to be made for the most part through the uncoordinated

efforts of union and management groups in which local cartage interests were dominant.

Confronted with this situation, both union and management had to create new levels of authority within their respective organizations to deal with problems arising on a broader scale. The union formed conferences, starting in 1937 with the Western Conference,⁶ which divided the country into four sections, and then established trade divisions along industry lines. The trucking companies, because of their competitive nature, were highly distrustful of each other and, while recognizing the need to deal with problems on a broader basis, were unable to move as rapidly as the union. Nevertheless, new employer associations were formed to represent the intercity trucking firms. Both the union drivers and the management in intercity trucking wanted "stability" with uniform wage rates and uniform working rules in line with their particular needs.

The transition in the West from local union to conference level bargaining was not easy, and it is doubtful that it could have been accomplished without a mutual interest. The first area contracts were in the Northwest in 1936, covering some over-the-road drivers in Washington, Oregon, Montana, and Idaho, but these were soon curtailed in scope. In the period through World War II, statewide agreements were negotiated for Washington, Oregon, Montana, and other States. Two agreements were negotiated for California, one for the north and the other for the south of the State. There were also two trucking agreements each in Utah, Idaho, and Colorado. Arizona had a single agreement that reached into New Mexico and to El Paso, Tex. These first statewide or areawide agreements were not a complete departure from local cartage control. In every case, the dominant metropolitan area within the scope of the agreement set the bargaining pattern in local cartage negotiations, the working rules and practices of local cartage remained intact, and the over-the-road drivers, while getting some special consideration, did not threaten local autonomy. In this situation, the whipsaw worked very well for local cartage unions as between areas.

The early postwar years resulted in minor changes in the formal bargaining structure,

⁶The Western Conference includes, besides the 11 Western States, Alaska, western Canada, and Hawaii.

mostly involving the smaller States and the carriers of special products like livestock and oil. But a number of trends foreshadowed changes in the bargaining structure. First, the intercity industry continued to expand, and mergers and consolidations resulted in the formation of a number of fairly large companies. The Teamsters claimed recently that 14 transcontinental carriers handled 75 percent of the freight and employed 40 percent of the employees in the for-hire trucking industry in the Western States.⁷ Second, many large intercity trucking companies, through merger and consolidation and by conscious policy, acquired substantial interests in local cartage through pick-up and delivery operations. Third, the new levels of authority developed by the union gained increased influence in union decision-making. Fourth, dissatisfaction with the administration of manifold contracts with different provisions and conflicting interpretations increased. In short, the advantages of master contracts with uniform provisions and uniform interpretation were accepted by the new leadership on both sides of the bargaining table.

In 1955, a strike lockout of 24 days occurred throughout the 11 Western States, with most but not all Teamster groups participating. The outcome of the strike was a fairly uniform settlement for all over-the-road drivers and a slightly different settlement of uniform value for local cartage drivers and other groups. These contracts included a uniform pension program which quickly spread to most other parts of the Teamsters' jurisdiction in the Western States. Two additional things came out of these negotiations. First, the contracts had a common termination date in May 1958. Second, a joint commitment was made, according to both industry and union people, that a master (11 Western States) contract would be negotiated for intercity trucking in 1958.

During the 1958 negotiations, the union formed two conferencewide committees, one with author-

ity to conclude a contract for over-the-road trucking, the other with authority limited to the recommendation of a local cartage settlement to the local unions. The employers formed the Western States Employers' Policy Association and a committee with power to negotiate for intercity trucking. These employers, while not representing local cartage officially, also held the balance of power in local cartage negotiations. Local cartage groups in Seattle and San Francisco, however, continued to negotiate individual settlements.

Agreement was reached in May on an over-the-road master contract for the 11 States covering nonmoney issues such as recognition, dues checkoff, jurisdiction, and a number of other important matters.⁸ Most important, the agreement established a new grievance procedure. (See p. 550.) The agreement on economic issues was not reached until the middle of September, after a work stoppage of more than a month.

There was a good deal of jockeying in the 1958 negotiations over whether the employers also would negotiate an 11-State master agreement for local cartage. The employers' committee which officially represented intercity trucking took the position that it was not authorized to negotiate such an agreement. However, it was generally understood by both union and management groups that the agreement on economic issues, even if it could not take the form of a master agreement, had to provide for uniform increases within local cartage, as well as within over-the-road operations. Difficulties arose over the agreement on the economic package when the international union and some local cartage unions refused to approve the proposed economic settlement until it contained a cost-of-living escalator clause and some provision for the systematic reduction of wage differentials between low and high areas in the Western Conference. With the goal of wage parity in sight and with international union approval, certain local cartage groups attempted to reach the goal more rapidly than terms of a new agreement might permit. The Oakland-Alameda County group struck to obtain parity with San Francisco, the high-wage city, and was successful. Then, when the Sacramento Valley locals decided to do likewise, their strike precipitated a lockout by the employers in the 11 Western

⁷ Southern California Teamster, August 20, 1958, p. 7.

⁸ The parties to this agreement, which runs until June 30, 1961, are: Arizona Motor Truck League, California Trucking Associations, Inc., Intermountain Operators League, Truck Operators League of Oregon, Washington Motor Transport Association, Western Empire Operators Association, Western Sleeper Operators Association, Truck Operators' League of Montana, Inc., and the Western Conference of Teamsters, together with 106 Teamster locals.

Wages were not covered by the master agreement, but were covered in supplemental agreements.

States which lasted from August 11 until September 16, 1958. The work stoppage resulted in a compromise victory for the union and involved a good deal of tugging and hauling on the organizational structures of both union and management. It clearly demonstrated, however, that the employers—through the Western States Employers' Policy Association, which was largely influenced by the California Trucking Associations—were improving in their ability to maintain control in management ranks to deal with collective bargaining.

The final settlement on economic issues, which was accepted by all locals in the 11 western States, contained the escalator, plus additional wage increases for all low-wage areas to reduce differentials. The local cartage drivers received a 20-cent-an-hour increase plus the amounts necessary to achieve wage parity with San Francisco, while the over-the-road drivers received increases in each of the 3 years covered by their contract of 10 cents an hour or $\frac{1}{4}$ cent a mile. Most observers in the union and the industry expect that negotiations in 1961 will produce a master contract for local cartage and will further strengthen the over-the-road agreement by including more provisions in the master contract.

The Administration of Agreements

For purposes of contract administration, the 1958 master agreement in intercity trucking replaced 35 separate agreements.⁹ It provides, as the final step of its disputes settlement procedure, for a Joint Western Labor-Management Committee of three representatives and six alternates from each side and an impartial chairman with binding powers of arbitration. Pending failure at earlier steps, this committee will handle all "questions, disputes, and controversies arising under [the] agreement or any supplement . . ., or between the parties as to employer-employee relations covered by this agreement. . . ."¹⁰ This joint western committee has broad and important powers over the administration of this agreement.

In all probability, consistent and uniform interpretation of this agreement by a continuing organization will provide the desired "stability." This kind of grievance procedure, similar to that of the Teamsters Central States contract except

for the provision of an impartial chairman, can be an important weapon in the hands of the over-the-road trucking interests to discipline recalcitrant members on both sides, and others on the fringes of the industry.

Below the joint western committee, at step four in the procedure set up in the 1958 master agreement, are the following joint area committees: One each for the States of Washington, Oregon, and Montana; three for California and Nevada; one for Colorado and Wyoming; one for Utah and Idaho; and one for Arizona, New Mexico, and El Paso, Tex. These groups correspond roughly to the scope of the previous bargaining units. Earlier steps in the procedure are at the local union and employer level.

Although the local cartage contracts will be administered at the local level as in the past, the conferencewide administration of the over-the-road agreement will undoubtedly have an important influence upon their administration. Where common problems arise, the settlement reached by the joint western committee for intercity trucking is likely to become a standard for local cartage as well. Since both parties expect a master contract for local cartage in 1961, they will be looking to the over-the-road agreement and its administration as a basis from which to work in local cartage.

Union Policy on Wages

The maximizing of uniform wages has long been a goal of the Teamsters international union and its component parts, and the employers are agreed that uniformity in wages must come. As of July 1, 1958, the Pacific region (including Nevada) led all other regions with an average union hourly wage rate for drivers in city trucking of \$2.55.¹¹ The Mountain region, which encompasses the seven States comprising the remainder of the Western Conference, on the other hand, had the lowest average drivers' rate in the country—\$2.16 an hour. The San Francisco-Oakland

⁹ There are still 35 or more supplements to the master agreement.

¹⁰ Eleven Western States Over-the-Road Master Agreement, p. 2.

¹¹ Union Wages and Hours: Motortruck Drivers and Helpers, July 1, 1958 (U.S. Bureau of Labor Statistics, Bull. 1246, 1959), pp. 8 and 29.

area had the highest drivers' rate of any city—\$2.64 an hour. In the last negotiations, San Francisco settled independently, before the master contract was reached, on a 1-year contract which raised base rates for drivers to \$2.475 an hour. Subsequently, the Oakland-Alameda County drivers obtained rates equal to San Francisco, and those in the Sacramento Valley locals were granted wage parity with San Francisco as of January 1, 1959. The agreement also provided for additional area increases that would establish a uniform base rate of \$2.475 an hour by May 1, 1960,¹² throughout the Western States; in some areas, these will amount to over 60 cents an hour. Once wage uniformity is obtained, there is further reason to expect a master contract for both local cartage and over-the-road operations in 1961.

There is much concern among employers over the rather high wage increases that a program of wage uniformity produces. There is good reason to believe, however, that the broader bargaining units strengthen the employers more than the union, and thus the employers should be in a better position to restrain the size of wage increases in the future.

Pensions and Other Issues

The negotiation of a conferencewide pension program for trucking employees in 1955 and 1956 undoubtedly helped those who favored broader bargaining units. The case for a conferencewide agreement which would grant vesting of rights to workers who move around without leaving the industry had strong appeal for the union,

¹² In some areas where the agreement also provided for a gradual reduction in the workweek from 48 to 40 hours without any reduction in take-home pay, the date on which wage parity with San Francisco will be achieved was delayed for 6-12 months.

which called a sizable number of strikes over this demand and won most of them. The plan is insured by the Prudential Insurance Co. and administered through union offices. In the 1958 trucking negotiations, the employers' contribution was increased to 10 cents an hour. When this program was begun for the trucking industry, the union hoped that it would eventually cover all 300,000 Teamsters in the Western Conference. The union has made substantial progress toward that goal.

Each industry has certain problems which are somewhat unique; in trucking, working schedules based on regular runs, delivery requirements, and other special considerations such as government regulation present interesting problems. Hours of work and conditions of work are important considerations which have such unique aspects as government-imposed maximum worktime limitations. Safety problems in the trucking industry are also different from those in most other industries. Lastly, the truckdriver is not subject to close supervision while he is behind the wheel, and individual workers can exercise considerable latitude in driving habits. These technological factors, as well as the industry's economic characteristics, give collective bargaining in the trucking industry its own form, flavor, and structure.

* * *

One of the outstanding features of union-management relations in the trucking industry is the dynamic and experimental approach taken by both parties. Each seems willing to accept change as a constant diet and to seek solutions to problems through collective bargaining. The industry is still in transition, and it will probably be another 25 years before it attains the degree of stability in its economic structure and labor relations that are found in some other industries.

Changes in economic and political pressures have brought an end to a long record of strikes, interunion rivalry, and employer disunity and have created a situation in which peaceful bargaining is now possible.

The Maritime Industry

BETTY V. H. SCHNEIDER

THE CHARACTER of labor-management relations in the Pacific Coast maritime industry has changed substantially in the last few years. Previously, shipping had been regularly disrupted by disputes either between unions and management or between unions. In the 19 years following recognition of the unions in 1934, the industry experienced six lengthy coastwide strikes and hundreds of job stoppages and ship delays by longshoremen and seamen. The seven unions involved—one of longshoremen, three of unlicensed seamen, and three of officers¹—engaged in seemingly endless jurisdictional battles and in vigorous annual competitions to gain the most favorable contract improvements. The employers, badly split either by competition or by the distinct problems faced in different shipping trades, were particularly susceptible to union maneuvers and were inclined to conduct their labor affairs with regard to opportunity and day-to-day expediency.

Today, such evidence of inability to reconcile conflicting interests has all but disappeared. Since the clash of employers and the International Longshoremen's and Warehousemen's Union (ILWU) in 1948, the industry has had only one major strike—that called in 1952 by the Sailors Union of the Pacific (SUP) in what was primarily a "whipsawing" action to better improvements which had gone to firemen. Whereas the industry lost approximately 11 million man-days through stoppages between 1934 and 1952, there have been only about 175,000 man-day losses since. (See table.)

There has also been a sharp reduction in the interunion rivalry which tended to complicate and perpetuate differences between the bargaining parties. The unions of sailors, firemen, and stew-

ards have federated (to form the Pacific District of the Seafarers' International Union) and are expected to merge. The SUP and ILWU apparently have almost given up efforts to gain power and influence at the expense of each other. In addition, certain of the unions have recently made moves toward cooperation or merger with their East Coast counterparts.

The merging of the two respective organizations of longshore employers and shipowners in 1949 into a single coastwide group—the Pacific Maritime Association (PMA)—has been followed by a decided reduction in the employers' coordination problems. Breakaways from central policy for the purpose of making separate settlements with the unions are much less frequent than in former years.

Negotiations on the coast level have been conducted without breakdowns and contracts have tended to be set for longer periods than was common prior to the 1950's. Although the present longshore contract runs from 1958 to 1959, the six offshore contracts which were also open in 1958 will run to 1961, with wage reviews in 1960. Whipsawing on the seagoing side has become rare. An arbitrary connection in the size of their wage increases which was maintained for years by the ILWU and SUP was finally broken in 1958 negotiations. The more moderate approach at the top has been reflected on the job and port levels: Job stoppages and ship delays have fallen off and most

¹ The longshoremen's union—the International Longshoremen's and Warehousemen's Union (ILWU)—is independent; the three unlicensed seamen's unions—the Sailors Union of the Pacific (SUP), the Marine Firemen, Oilers, Watertenders and Wipers Association (MFOW), and the Marine Cooks and Stewards Association (MCS), formerly the National Union of Marine Cooks and Stewards—are affiliates of the Seafarers' International Union (AFL-CIO); and the three officers' unions—the International Organization of Masters, Mates and Pilots (MMP), the Marine Engineers' Beneficial Association (MEBA), and the American Radio Association (ARA), formerly part of the American Communications Association—are AFL-CIO affiliates.

local disagreements are being handled at lower rather than higher stages of the grievance procedure. Finally, the employers' public attacks on the actions and motives of ILWU President Harry Bridges are now a thing of the past.

Factors Influencing Labor Relations

The erratic course of industrial relations in the western maritime industry and the present climate of compromise cannot be easily explained. Far too many historical, economic, and political factors have influenced the actions of the parties to allow for either a brief or simple analysis.² However, it is possible to summarize a few of the more important reasons for the problems which have arisen and some of the ways in which employers and unions have tried to protect their interests.

Historical Background. Before the 1930's, maritime workers had an exceptionally long history of seldom successful attempts to correct severe abuses. By land standards, wages were low and working conditions particularly depressed. Most employers were violently antiunion and were able to prevent effective combination. Organizations of workers struggled for over half a century before they obtained reluctant, but permanent, recognition on the West Coast in 1934.³ The resentment which had been built up on both sides was carried over into the new relationship and continued to affect attitudes and actions for some years.

² Five documented studies dealing with labor-management relations in the industry have been published in recent years: Joseph P. Goldberg, *The Maritime Story: A Study in Labor-Management Relations* (Cambridge, Mass., Harvard University Press, 1958); Wytze Gorter and George H. Hildebrand, *The Pacific Coast Maritime Shipping Industry, 1930-1948* (Berkeley and Los Angeles, University of California Press, 1954), Vol. II; Charles P. Larowe, *Shape-up and Hiring Hall* (Berkeley and Los Angeles, University of California Press, 1955); Betty V. H. Schneider, *Industrial Relations in the West Coast Maritime Industry* (Berkeley, University of California, Institute of Industrial Relations, 1958); Schneider and Abraham Siegel, *Industrial Relations in the Pacific Coast Longshore Industry* (Berkeley, University of California, Institute of Industrial Relations, 1956).

³ Western maritime unions were first organized in the 1880's. Between 1901 and 1903, unions of sailors, firemen, cooks and stewards, engineers, and longshoremen were able to obtain contracts with coastwise operators, and relations were maintained with this group until the end of World War I. However, in 1919, striking longshoremen were defeated and a company union was created; in 1921, seamen lost their contracts in a similarly unsuccessful strike.

⁴ Pacific Maritime Association figures; Gorter and Hildebrand, *op. cit.*, pp. 75-107, 347; and E. G. Mears, *Maritime Trade of Western United States* (Palo Alto, Calif., Stanford University Press, 1935), *passim*.

WORK STOPPAGES IN THE PACIFIC COAST MARITIME INDUSTRY, 1934-57¹

Year	Number of stoppages	Number of men involved	Total duration of stoppages (days)	Man-days lost
1934-----	2	14,006	83	1,100,000
1935-----	3	7,950	102	470,000
1936-----	2	38,650	60	3,600,000
1937-----	2	6,040	60	250,000
1938-----	2	5,350	19	52,000
1939-----	7	21,750	100	390,000
1940-----	1	1,330	60	81,000
1941-45-----				
1946-----	8	72,400	108	2,200,000
1947-----	4	7,100	21	36,000
1948-----	3	29,750	130	2,100,000
1949-----				
1950-----				
1951-----	3	6,600	9	30,000
1952-----	3	9,500	64	546,000
1953-----	15	750	3	12,000
1954-----	7	4,965	62	54,300
1955-----	18	15,009	28	80,300
1956-----	16	15,233	14	20,800
1957-----	16	1,473	27	5,383

¹ For 1934-48, covers all stoppages which involved 1,000 or more men; for 1949-57, all stoppages which involved 6 or more men for a full shift or longer.

SOURCE: Analysis of Work Stoppages in the Pacific Coast Maritime Industry, 1957, Research Report (San Francisco, Pacific Maritime Association, 1958), p. 3.

Trade Trends. An unfavorable economic environment can offer serious barriers to the achievement of peaceful industrial relations, especially when, as in the case of the maritime industry, labor represents a high proportion of total operating costs. With the exception of the World War II and Korean periods, West Coast maritime employers have had to face an especially difficult trade situation for about 30 years.

For example, western shipping not only is subject to the usual sharp short-term fluctuations in demand occasioned by wars, foreign aid, trade barriers, etc., but also has suffered a long-term decline in volume, principally because of the shift of cargo to lower cost land transport—trucks, railways, and pipelines. Prior to 1930, total dry cargo tonnage handled in Pacific ports showed a steady increase, although there were some adjustment problems after World War I. But with the depression of the 1930's came set-backs from which the industry has never recovered, in spite of the industrial boom experienced generally in the Pacific Coast States. Throughout most of the post-World War II period, dry tonnage figures matched those of the depression years. Not until 1955 did tonnage (23.5 million tons) exceed that carried in 1930 (21 million tons). A rapid rise in the following 2 years, owing almost entirely to an increase in cargo carried by foreign vessels, raised the annual total in 1957 to one-third above the 1930 figure.⁴

The situation, insofar as American operators are concerned, is considerably worse than the figures indicate. The dry tonnage figures cited include all cargo carried to and from the West Coast, and the proportion carried by vessels of foreign origin is, and has been, higher than it was in the 1930's. The number of American ships in operation from western ports dropped from 386 in 1948 to approximately 158 in 1958, even though cargo passing over the docks reached the greatest volume in coast history. Probably the record of the coastwise dry cargo fleet offers the most striking example of contraction in the industry: In 1930, 147 ships were in operation; in 1958, there were 5.⁵

Job Security. Employment practices in the industry have also created special problems. The majority of longshoremen and seamen have always been hired on a single job or trip basis. Intermittent periods of unemployment are almost impossible to avoid. Even during periods when total shipping is not fluctuating, local demand for labor varies with the pattern of ship arrivals. However, when, as was common prior to the mid-1930's, admittance to the labor pool is unrestricted, the results are generally an oversupply of men and chronic unemployment. For the maritime worker, then, a limited labor force is essential to security. On the other hand, it is vital from the employers' point of view that a large enough group of workers be available to meet needs at peak periods.

Job control was the major cause of the Pacific Coast maritime strikes of 1934 (83 days) and 1936-37 (98 days), and was one of the primary reasons for that of 1948 (95 days).

In the first of these strikes, the longshoremen won in arbitration (by the National Longshoremen's Board appointed by President Roosevelt) what amounted to a closed shop, control over the size of the labor force, and a hiring system which guaranteed equal earnings. The award called for hiring halls operated and supported jointly by management and the union, but with union-elected dispatchers. All hiring henceforth was to be in rotation from limited lists of registered men. Joint port committees, with veto power on each side, were given the power to change the size of the lists. The unlicensed seamen's unions, how-

ever, obtained only preference of employment. This was the cause of approximately 250 short strikes of seamen in 1935 and 1936, as the unions attempted to prevent nonunion men from sailing and to prevent hiring other than from union rotation lists.

At the expiration of contracts in late 1936, another strike was inevitable. The employers were bent on regaining at least some of their former discretion in the hiring of longshoremen; seamen were determined to duplicate the gains of dockworkers. For the second time, the unions won. Longshoremen retained their hiring system unchanged and unlicensed seamen obtained the right to dispatch all men through union-operated hiring halls.

The question of job control did not arise again until negotiations were opened with the ILWU in 1948: The employers, armed with the prohibition on the closed shop in the Taft-Hartley Act, requested exclusive control of longshore halls. One of the most fascinating power struggles in recent American labor history followed. A vigorous employer campaign, including a refusal to bargain on the basis of Communist influence in the ILWU, failed to have an effect either on the union or the rank and file and ended in a change in employer leadership and an excellent contract for the union, with no change in hiring hall procedure. The end of what has been called both a strike and a lockout marked the beginning of a complete change in longshore relations.

Interunion Conflict. There is no doubt that, with the exception of job control, interunion friction has had the most important long-run effect on labor-management relations. Under the best of circumstances, seven craft unions might have had trouble reconciling their interests in a declining industry. However, as it developed, union policies on economic goals, jurisdiction, strike strategy, and even day-to-day attitudes toward em-

⁵ Pacific Maritime Association figures.

Shipping in the United States as a whole has experienced similar changes. In 1957, only about 19 percent of total cargo tonnage (dry and wet) was being carried on American flagships, as opposed to 41 percent in 1930 and 68 percent in 1945. Average employment on American ships in 1955, 1956, and 1957 was lower than at any time since before World War II, in spite of the fact that total tonnage passing through American ports has more than tripled since 1940. See Statistical Abstract of the United States: 1958 (U.S. Bureau of the Census, 1958), pp. 584, 595.

ployers came to be influenced not only by the special interests of individual unions but also by the pressures resulting from the extensive battle between the late Harry Lundeberg of the Sailors and Harry Bridges of the Longshoremens.

Lundeberg and Bridges rose to leadership during the 1934 strike and brought with them radical political philosophies which encompassed the class struggle and challenged the goals of pragmatic business unions of the AFL school. But, at the same time, their views on the role trade unions should play were not similar: Lundeberg had a syndicalist background and favored reliance of the workers on economic action; Bridges, on the other hand, strongly advocated the use of political means. A break was not long in coming. After a violent split with Bridges in 1938, following Bridges' attempt to push the SUP into the Congress of Industrial Organizations, where the new National Maritime Union had jurisdiction over seamen, Lundeberg rejected radicalism, led the Sailors back to the AFL, and wholeheartedly accepted the tenets of conservative unionism. The two men, who had been friends and allies and who controlled the largest and strongest organizations in the industry, became bitter enemies.

In the American Federation of Labor with the Sailors at that time were the Masters, Mates and Pilots; the Cooks and Stewards, Engineers, and Radiomen went with the Longshoremens into the CIO; only the Firemen decided to remain independent. There ensued extended struggles not only between the SUP and the ILWU but among all the unions in various changing combinations. Generally, it was difficult for the smaller unions to refuse identification with the policies of either the SUP or the ILWU. Without the protection of one of the two, a weaker group was open to raids or refusal of important strike support. The result was a choosing of sides and a long-term war of attrition.

Relations between management and labor could hardly fail to reflect such strains. Minor jurisdictional disputes became major negotiating issues. At the bargaining table, each union pursued aggressive campaigns to insure concessions which

would give its settlements a slightly more favorable appearance. The unions played off employers against one another to achieve certain advantages; in turn, the employers capitalized on splits between the unions. Factionalism, intrigue, power politics, and irresponsibility kept the industry in a turmoil.

Peace in the Industry

Settlement of the longshore dispute of 1948 opened a new era in the western maritime industry. Unqualified acceptance of the ILWU and its leadership by the employers ended a 14-year power struggle. After their fifth coastwide stoppage, shipowners and stevedoring firms were apparently willing to try a new approach to the longshore union. The time was propitious for peace from the union's point of view, too: Charges of Communist domination by the CIO had already forewarned of the ILWU's possible expulsion from the federation and subsequent jurisdictional threats. The parties' weapons of the past—strikes, lockouts, personal vituperation, legalistic bargaining, reliance on third parties for settlements—were discarded. The "New Look," as the change came to be called, has endured to the present.

Reduction in Union Rivalries. With the arrival of the New Look, the last of the seven maritime unions had achieved institutional security. But the absence of serious trouble stemming from employer-union relations did not greatly reduce interunion tensions. Only the ILWU now showed a reluctance to be drawn into disputes of any sort. Competition, particularly among the three unlicensed seamen's unions, continued into the early 1950's.

Beginning with the independent Marine Firemen's affiliation with the Seafarers' International Union (AFL) in 1953,⁶ however, there has been a gradual, and recently a rapid, reduction in all forms of interunion rivalry. In 1955, after the SUP had won a 7-year battle to break the National Union of Marine Cooks and Stewards (expelled from the CIO in 1950) and to replace it with a new SIU affiliate, all three unions of unlicensed seamen federated in the Pacific District of the SIU. Subsequently, the group pooled its pension funds and in 1958 negotiated a single contract

⁶ Previously, the Sailors Union of the Pacific was the only SIU-AFL affiliate on the West Coast. The Masters, Mates and Pilots had been in the AFL since World War I, but under a separate charter.

with the PMA. Full merger in the near future is likely.

The death of the powerful and influential Harry Lundeberg in January 1957 unquestionably had the effect of further reducing tensions among the unions. Lundeberg's forceful efforts over the years to gather seamen of all crafts into the AFL, and the aggressive, highly personal feud between Bridges and Lundeberg were major factors in creating unrest. Aside from a few minor disagreements in the jurisdictional field, the ILWU and SUP have recently left each other in peace.⁷

There have been other moves toward union cooperation in the maritime field. West Coast Masters, Mates and Pilots and Marine Engineers conducted simultaneous negotiations with employers in 1958. The respective former AFL and CIO unions of marine engineers and radio operators have started working together on certain subjects of common interest; the engineers have agreed to merge in 1960.⁸ In an unprecedented action in 1958, the ILWU and the Teamsters cooperated in northern California warehouse negotiations.

Moreover, until recently, there seemed to be a possibility that the ILWU and the International Longshoremen's Association (ILA-Ind.) of the East Coast might form some sort of loose formal relationship. Since 1954, the ILWU has been lending moral support to the ILA in various of its struggles with the employers and other unions; in 1956, the ILWU stopped work at West Coast ports on East and Gulf Coast ships for 3 days in sympathy with an ILA strike; there have been exchange visits of local officials and rank-and-file members; during 1958, the two unions cooperated on a national safety legislation program. The situation has changed somewhat in the last 6 months, however. In January 1959, the ILA applied for readmission to the AFL-CIO. The following month, the Executive Council of the AFL-CIO appointed a committee to investigate the affairs of the ILA, including the extent of possible collaboration with the ILWU. Since that time, there has been no evidence that the ILWU and the ILA will move closer together, although the organizations are not officially unfriendly.

It is evident that the factors which divided maritime unions in the past have either lost force

or have been superseded by a more pressing need to cooperate. The AFL-CIO merger in 1955 eliminated a highly divisive influence. In addition, maritime unions now affiliated with the AFL-CIO are not subject to such severe ideological cleavages as were common before the CIO purges of 1950.⁹ The recent cooperation of the ILWU and California Teamsters, as well as that between the ILWU and the ILA, is undoubtedly related in part to the fact that the three unions share exile from the rest of the labor movement.

Economic Factors. As cooperation has become easier, the need for it has become greater. With the transfer of ships to the so-called "flags of convenience" by owners seeking to reduce operating costs,¹⁰ the number of jobs available for American seamen has been drastically curtailed. Both political action on the "runaway flags" issue and attempts to increase legal protection of the union-operated hiring hall have called forth unusual displays of unity on the part of all seafaring unions.¹¹

On the West Coast, the seriousness of the shipping situation was reflected in last year's offshore negotiations.¹² Only radio operators received a wage increase and it was based on the sacrifice of certain overtime allowances. Masters and Mates,

⁷ During the strike of ILWU sugar workers in Hawaii in early 1958, Morris Weisberger, SUP secretary-treasurer, publicly offered his union's support. A changed atmosphere is also evident on the local level. For example, on occasion, when shortages of longshoremen have occurred, ILWU dispatchers have called on SUP halls for extra men.

The only jurisdictional trouble of a persistent nature exists in the fishing and fish cannery industries, where both the ILWU and the SIU have large areas of influence. However, in the last 3 years, there has been no renewal of the 80-year-old "scope of work" disputes over the loading of coastal vessels and in-port ship repair and cleaning.

⁸ The American Radio Association and the Marine Engineers' Beneficial Association, both formerly in the CIO and now in the AFL-CIO, have jurisdiction on the West Coast. However, on the East Coast, they have been subject to the competition of the Radio Officers Union and the Brotherhood of Marine Engineers-SIU, both formerly in the AFL and now also in the AFL-CIO.

⁹ Far leftwing elements in the unions now in the AFL-CIO were either purged or have been brought under internal control.

¹⁰ Tax advantages and lower labor costs are cited as the principal reasons for the registration of ships in Costa Rica, Honduras, Liberia, and Panama.

¹¹ For discussions of the current situation with regard to maritime hiring halls and the Taft-Hartley law, see Goldberg, *op. cit.*, and Larrowe, *op. cit.*

¹² An average of approximately 7,000 West Coast unlicensed seamen worked during the fourth quarter of 1958. The membership of the three unlicensed unions is estimated to be 18,000.

Engineers, Sailors, Firemen, and Stewards settled for improvements in fringe benefits. No new wage reviews are scheduled until 1960.

There have been recent attempts in the unions to protect the jobs of high seniority members and, at the same time, to spread work. For example, at the beginning of this year, the shipping rules of the Sailors were revised to raise the number of years of qualifying employment required for top seniority preference from 3 to 6 and also to reduce the time a member may sail continuously on one ship from 360 to 210 days.

Longshoremen face similar threats. Although total tonnage is increasing and all cargo, American and foreign, is handled by American dockworkers, the need for manpower will drop sharply if recent developments in cargo handling techniques are widely adopted. The trend is toward increasing the size of the unit handled and reducing the number of handlings of each unit. For example, companies on both coasts are presently experimenting with truck-trailer ships and pre-packed unit containers.

The ILWU and the PMA have engaged in extensive discussions on how best to meet the labor problems mechanization will bring. The parties have so far reached general agreement that the benefits of increased productivity will be shared with the work force and that the union will not stand in the way of experiments in cargo handling.

In an obvious effort to start preparing for the future, the ILWU successfully negotiated in 1958 a reduction in the two daily standard work shifts from 9 to 8 hours. In addition, a third shift of 5 hours was added, for which 9 hours of straight time is to be paid. In theory, the employers have

gained 3 working hours a day. In practice, the workday has been reduced by 2 hours, as the third shift has been worked only in Seattle. The immediate stumbling block is lack of agreement on the wage for foremen who would work the third shift. However, there is some doubt whether the shift will ever be widely used except during emergencies. Many employers believe the third shift would be far too expensive for regular use.

Rank-and-file longshoremen have not been happy with the 8-hour standard shift (the original proposal barely passed in a coastwide referendum). In spite of an increase in the straight-time rate last June, earnings for a standard shift are less than they were under the old system.¹³ There is a possibility that shift length will be reconsidered at negotiations this year.¹⁴ However, it is far more likely that the ILWU will want to retain the shorter shift and will try for substantial wage increases and possibly a guaranteed annual wage for registered longshoremen. There are signs that the employers will show less interest in the shift system than in a reduction in gang size (now 18 men).

Indications at present are that this year's Pacific Coast longshore negotiations may be quite important in terms of the parties' efforts to rationalize conflicting interests in productivity and job security. That the issues at stake will lead to a change in the atmosphere of accommodation which has prevailed for so long between the ILWU and the PMA seems doubtful, although such a change is certainly possible if either side should choose to press for big concessions. Little cause for such immediate pressure appears to exist. Business and employment opportunities in longshoring continue to be good owing to the boom in foreign trade, and changes in cargo handling methods have taken place very slowly and in limited areas. There seems reason to suppose that progress toward mutually satisfactory solutions will be made over the long run if the present moderate approach of the ILWU and PMA to productivity and mechanization problems can be continued.

¹³ Since 1934, West Coast longshoremen had worked a standard shift of 6 straight-time and 3 overtime hours. The present arrangement allows 6 straight-time and 2 overtime hours.

¹⁴ All port areas have suffered confusion and some job stoppages during the changeover to the 8-hour shift. Although the reduced shift will be in effect for the duration of the 1-year contract, a 90-day trial period was established at the end of which (November 18, 1958) the parties were to measure results against expectations in terms of conformance with the contract. The disruption caused by the change, however, led to a postponement of such an examination until the spring of this year.

Competing unions and extremes in establishment size complicate bargaining relations and encourage diverse settlements.

The Lumber Industry

PAUL L. KLEINSORGE

LABOR-MANAGEMENT RELATIONS in the Pacific Coast lumber industry have ranged from very bad to fairly good. It is doubtful that they ever have been excellent, but it is also doubtful that the worst situations in the past will be repeated. Progress has been made toward a better understanding between the parties, and in general their relations, although not on a high level of amicability, at least are no longer at the depths of hostility.

While this improvement was in progress, certain procedures for handling labor relations evolved, usually on an opportunistic basis. However, a spirit of individualism pervades the industry, and no practice can be designated as typical without immediately calling forth an exception. The development of two unions in the industry has added to the confusion. Moreover, the existence of numerous employers' associations plus the extremes of giant firms and very small operations has led to diversity in collective bargaining settlements. Nevertheless, some trends are apparent, particularly with respect to wages and fringe issues, and the methods developed by union and employer organizations for determining and enforcing collective bargaining programs.

Economic Background

The lumber industry is important in the economy of the Pacific Coast States, particularly Oregon, and the three States combined account for nearly half of all lumber produced in the United States.¹ In terms of employment, there is wide variation in the industry's importance within the region.² In 1957, 71,900 people were employed in the lumber industry in Oregon, or 15.1 percent of the State's nonagricultural employment. By contrast, the industry's 60,400 employees in California represented only 1.3 per-

cent of total nonagricultural employment, while the 46,100 lumber workers in Washington accounted for 5.8 percent of its employment.³

Employment in the lumber industry is closely related to the volume of residential construction. In 1952, residential building took about four-tenths of the lumber consumed in the United States.⁴ The Northwest lumber industry may be particularly sensitive to changes in the volume of homebuilding, since it is said that 85 percent of fir production goes into residential construction.⁵ For example, between 1955 and 1957, when total housing starts declined by almost 22 percent, employment in Oregon's lumber industry fell by over 13 percent (if plywood, where employment rose during these 3 years, is excluded, employment dropped 18 percent).⁶

¹ In 1955, the three States produced 47.1 percent of the total; their nearest competitor, the South Atlantic States, produced 17.9 percent. See Statistical Abstract of the United States: 1958 (U.S. Bureau of the Census, 1958), p. 699. Of the three Coast States, Oregon is the heaviest producer, California is second, and Washington third. In 1954, Oregon produced nearly 9 billion board-feet (or about 25 percent of the Nation's total); California, over 5 billion board-feet (or about 14 percent); and Washington, 3 billion board-feet (or nearly 9 percent). See 1955-1956 Statistical Year Book (Portland, Oreg., West Coast Lumbermen's Association, December 31, 1957), p. 7.

² In the employment statistics given in the text, the lumber industry is defined to include lumber and wood products except furniture; it thus includes logging, sawmills, plywood, and miscellaneous wood products. The data are from the U.S. Bureau of Labor Statistics unless otherwise noted.

³ In Oregon, the only State for which more detailed information is available, over half the lumber workers are employed in sawmills, about one-sixth in logging, and about three-tenths in plywood and miscellaneous wood products. See Oregon Covered Employment and Payrolls, 1957 (Salem, Oreg., Unemployment Compensation Commission, Research and Statistics Division, 1958), p. 6.

⁴ Timber Resources for America's Future (U.S. Department of Agriculture, Forest Service, Forest Resources Report 14, January 1958), p. 375.

⁵ W. C. Ballaine, director, Bureau of Business Research, University of Oregon. Production data for 1955 show that of the 17.6 billion board-feet of lumber produced in the Pacific Coast States, about 7.5 billion were Douglas fir, chiefly from western Oregon and Washington; 5 billion were pine from eastern Oregon and Washington and from California; and over 2.5 billion were redwood, almost exclusively from California. See The Lumberman, Handbook of the Western Forest Industries, 1957 (Portland, Oreg., Miller Freeman Publications), p. 11.

⁶ U.S. Bureau of Labor Statistics.

History of Unionism

The early history of the labor movement in the Pacific Coast lumber industry is one of frustrations and failures.⁷ Independent unionism, after 30 years of tenuous existence, practically disintegrated during the 1920's because of the collapse of the building boom in 1926 and the nationwide depression beginning in 1929.

In the 1930's, stimulated by the Lumber Code Authority established under the National Industrial Recovery Act, the AFL chartered several "federal" locals, which in 1933 formed the Northwest Council of Sawmill and Timber Workers Unions. In 1935, the AFL Executive Board gave the United Brotherhood of Carpenters and Joiners jurisdiction over the lumber industry and the Lumber and Sawmill Workers Union (LSW).⁸

Unfortunately, this move did not achieve unity among the newly organized workers, many of whom resented the dominant position of the Carpenters union and regarded industrial unionism as the logical type of organization for the lumber industry. In addition, the leadership was characterized by personal antagonisms and ambitions, as well as ideological differences. The result was a split in 1937 of the workers into two camps, one remaining with the Carpenters in the AFL and the other joining the CIO as the International Woodworkers of America (IWA), with open and frequently violent warfare between the two groups. By 1940, however, with the two groups about equal in strength, the hot war had subsided and the cold war period (with occasional flareups)

had begun. Both groups were strong enough to pursue collective bargaining actively with the employers and did. The employers, in turn, faced with permanent union organizations, developed associations geared to collective bargaining rather than to union breaking.⁹

During World War II, the two unions found themselves in an advantageous bargaining position, because of a manpower shortage due in part to the demands of the shipyards and aircraft factories. They reinforced their advantage by submerging their rivalry in favor of common interests, particularly in dealings with such Government agencies as the National War Labor Board and its West Coast Lumber Commission. They thus achieved substantial across-the-board increases in wages and fringe benefits, greater standardization of individual job rates, and contract provisions for maintenance of membership (at the behest of the National Defense Mediation Board, the predecessor of the War Labor Board¹⁰). Both unions were in a much stronger position at the war's end than in 1940.

After the war, union rivalry revived and increased in intensity. In the postwar rounds of increases, neither union has been able to gain a significant wage advantage over the other.¹¹ The long and costly strike by both unions in 1954, unfortunate as it was to all concerned, marked one of the few occasions when there was a degree of cooperation between the two unions. They agreed to respect each other's picket lines, they exchanged some information, and they entered a no-raiding pact, but they did not bargain together.¹² When the strike ended, the rift widened once more. Nor did the AFL-CIO merger in 1955 bridge the differences between the LSW and the IWA. Shortly after the merger, the IWA called for the appointment of committees to plan for a single union in the lumber industry, but no progress has been made. In fact, negotiations in September 1958, which brought equal wage advances for both unions, resulted in even greater estrangement, with the LSW accusing the IWA of undercutting its position for a larger increase and the IWA retorting that the LSW was unrealistic in its demands. All of the old animosities remain. Raiding and the struggle for supremacy continue.¹³ Prospects for reconciliation in the near future appear to be extremely dim.

⁷ For details of the early history of the labor movement in the Pacific Coast lumber industry, see Vernon H. Jensen, *Lumber and Labor* (New York, Farrar & Rinehart, Inc., 1945), pp. 114-147. See also Margaret S. Glock, *Collective Bargaining in the Pacific Northwest Lumber Industry* (Berkeley, University of California, Institute of Industrial Relations, 1955), pp. 6-9.

⁸ Clark Kerr, *Collective Bargaining on the Pacific Coast* (in *Monthly Labor Review*, April 1947, p. 661).

⁹ Margaret S. Glock, *op. cit.*, pp. 10-19.

¹⁰ Clark Kerr, *op. cit.*, p. 662.

¹¹ In 1945, for example, when the IWA settled for 12.5 cents an hour while the LSW held out for and got 15 cents, the employers granted the IWA's demand for an additional 2.5 cents. In 1958, the situation was reversed: the LSW accepted a 7.5-cent increase, but the IWA later reached an agreement for 12.5 cents, and the LSW convinced the employers that its members should be given the extra 5 cents.

¹² Margaret S. Glock, *op. cit.*, pp. 39-49.

¹³ For instance, in August 1958, the IWA was successful in ousting the LSW as bargaining agent at the Weyerhaeuser Timber Co. plant at North Bend, Oreg. A similar result was achieved by the IWA in the Pacific Plywood Co. plant at Dillard, Oreg.

Extent of Unionization¹⁴

Interunion rivalry has absorbed the IWA and LSW to such an extent that they appear to have neglected their function as organizing agencies. About 50 percent of Pacific Coast lumber production is unorganized, and according to some employer estimates, this percentage is growing. In the Northwest, the larger companies, because their timber holdings and other investments are so great they cannot afford to liquidate and move, appear to have accepted the unions, though in some instances grudgingly. But in the redwood area of California, some of the largest companies have so far resisted organization efforts, which have been somewhat less intense than in the Northwest. In general, the smaller companies, particularly those in small communities, are not organized. Two factors contribute to the lack of unionization among small employers: (1) Frequently the workers are strongly attached to their jobs because of a close relationship with the employer, and their pay and working conditions usually reflect union gains in other firms; (2) the smaller operator, rather than accept unionization, may move to another area or go into another business.

It is difficult to reconcile the membership claims and counterclaims of the two unions, but probably overall their strength is nearly equal, although the IWA has more members in the Western States and Canada. The LSW claims a membership of 55,000 in the Western States, with about 41,000 in California, Oregon, and Washington. The IWA claims 32,000 in the three Pacific Coast States, plus 36,000 in western Canada. The LSW is strong in the Puget Sound Area, in eastern Washington and Oregon, and in California. The IWA dominates in western Washington (except the Puget Sound Area), on the Oregon coast, from Bend to Klamath Falls in central Oregon, and in western Canada. Both unions are very active in Oregon's Willamette Valley. The IWA has greater strength in the fir areas, the LSW in pine and redwood. About two-thirds of the IWA members work in the woods and about one-third in the mills; the proportions are reversed in the LSW. Recently, the IWA has entered into a mutual assistance agreement with the International Brotherhood of Pulp, Sulphite and Paper Mill Workers looking toward merger within 2 years.

Since the Pulp and Sulphite Workers has a total membership of about 165,000, such a merger would enhance greatly the prestige of the IWA. In addition, the IWA is in the process of merging eight of its district councils into a Western Regional Council in order to achieve greater efficiency and effectiveness in its own structure. This move is primarily an adjustment to the union's growth and to changes in the industry, rather than a realignment of forces for interunion warfare.

Wages and Other Contract Provisions

In general, the collective bargaining agreements in the Pacific Coast lumber industry cover union security, grievance procedures, seniority, safety, and economic matters. In addition, some contracts contain provisions for special problems such as fire fighting and the handling of "unfair" lumber products. Union security clauses usually provide for the union shop, but in the giant Weyerhaeuser Timber Co., with the exception of its pulp mills, maintenance of membership prevails. Because the accident rate is high in the industry, safety is an important collective bargaining consideration. The IWA particularly has stressed safety in its contracts, which usually provide for safety committees composed of representatives of both management and employees to devise methods of accident prevention, to inspect and report on safety conditions, to investigate accidents, and to protect the rights of injured employees under the company rules and the State laws. Although the industry has experienced great technological changes, none of the contracts appears to restrict the introduction of technological improvements. In spite of the fact that labor-saving devices have displaced many workers, the unions generally have accepted the changes without violent protest.

Wages. Wage rates are relatively high in the Pacific Coast lumber industry. A cutter may earn as much as \$50 a day, and he is able to collect unemployment insurance during the off-seasons. Logging operations may be maintained from 6 to 12 months per year, depending upon the location and the weather, but they average about 9 months.

¹⁴ Much of the information in this section was obtained through interviews with union leaders, employer representatives, and government officials working in the field of labor relations in the lumber industry.

The base rates (for common labor) of \$2.055 per hour for fir and redwood and \$2 for pine are fairly standard throughout the industry, but only 10 percent of the workers are at the base rate. Skilled labor rates depend upon the local supply of labor; if a construction project moves into an area, for instance, wage rates in the local lumber industry are likely to rise, because construction labor rates are higher. Since small companies tend to pay the rates established by the large operations in the area, an area pattern may develop without spreading to other areas where conditions may be different. Average hourly earnings in 1957 in Douglas fir logging and saw milling, excluding paid vacations and holidays, were \$2.75 and \$2.252 respectively.¹⁵ (In September 1958, the unions gained 7.5 cents an hour.)

Wage rates are higher in the lumber industry in the western United States than in western Canada. The IWA, the dominant lumber union in British Columbia, bargains separately for its U.S. and Canadian groups. Hourly wage rates are 21 cents lower on the British Columbia coast than in the Douglas fir area of Oregon and Washington, and 32.5 cents lower in the interior of British Columbia than in the Inland Empire.¹⁶ Lumber producers in the western United States complain bitterly about these wage differentials, since Canadian lumber competes with American lumber, particularly in the eastern United States markets which can be reached by sea. To reach these markets, moreover, the Canadians can use foreign ships from British Columbia ports, whereas Americans shipping from West Coast ports are required by law to use American ships at considerably higher freight rates. Wage differentials in the lumber industry also exist between the western and the southeastern part of the United States; average hourly earnings are well over \$1 less in the South than in the West.¹⁷

Supplemental Benefits. Wage rates by job classification for the LSW are in general somewhat higher than those for the IWA, but the difference is offset by the difference in fringe benefits. Since

1950, the IWA has taken part of its collective bargaining gains in paid holidays (six is now the standard number) and health and welfare plans. The LSW, on the other hand, has permitted its locals to choose between fringe benefits and cash, but has tended to take its gains in cash, although recently some locals have preferred a settlement including paid holidays, and have arranged for health and welfare plans to begin in 1959. Both the IWA and the LSW contracts provide for paid vacations of 1 week after 1 year of service, but the IWA contract provides 2 weeks after 3 years' service as compared with 2 weeks after 5 years for the LSW. Fringe items vary from company to company and from union to union, since economic conditions vary with different operations.

The IWA program for fringe benefits includes paid holidays, paid vacations, pensions, and a health and welfare plan comprising life insurance, accident and sickness insurance, and hospital-medical coverage. Much of this program already has been achieved to some extent, and the IWA is pushing for further improvements. Recently the number of hours required to qualify for vacation pay was lowered from 1,400 to 1,200 per year, and a 6-cent-an-hour night-shift differential has been added for loggers working the "hoot owl" shift between 12 midnight and 6 a.m. during fire weather when the woods are closed during the daytime. The union wants to establish (but has not yet succeeded) a 6-hour day, 30-hour week, and a third week of vacation with pay. At present, IWA is working on a job evaluation plan with the Weyerhaeuser Timber Co. One of its immediate objectives is to extend its pension plan, currently confined to Weyerhaeuser, to other companies, and to improve the pension benefits. The Weyerhaeuser plan is noncontributory and provides pensions for employees who retire at age 65 after at least 10 years' service. The pensions amount to 1 percent of the worker's average gross monthly earnings during the 10 years prior to retirement times the number of years of continuous service, minus an amount equal to one-half of his primary benefit under old-age pension laws.

Some employers argue that a pension plan is unrealistic in the lumber industry except for large companies owning enough timber resources to keep them in business for many years. They say there is no reason to have a pension plan, even from the

¹⁵ Logging Lumber Facts (Portland, Oreg., Lumbermen's Industrial Relations Council, Inc., 1958), p. I-1.

¹⁶ Lumber Industry Prevailing Base Rates for Common Labor (Western Region) (Portland, Oreg., Lumbermen's Industrial Relations Committee, 1958), p. 1. The Inland Empire includes Idaho, Montana, northeastern Oregon, and eastern Washington.

¹⁷ Logging Lumber Facts, op. cit., p. I-10.

point of view of the worker, if the company is going out of existence within the next few years. However, if the tendency for large companies to buy up small companies and their timber holdings should continue, most of the industry might get close enough to a sustained yield basis to make a general pension plan entirely practical.

The Approach to Bargaining

There are 10 timber employers' associations in Oregon and Washington and 3 in California.¹⁸ Some employers never have been members and others, such as Weyerhaeuser Timber Co., the largest, have withdrawn from association membership. Still others may belong to several associations. It is estimated that association members employ about 40 percent of the workers in the industry in the Northwest, but less (perhaps 25 percent) in California. While the associations differ as to product and geographical coverage and, to some extent, as to the services provided to their members, they have a common primary purpose: they all operate in the field of labor relations. The associations may act singly, in groups, or on a completely united basis, and the larger ones deal with both unions. A settlement reached by one of the unions with a large company or an association may set a pattern for the year, but not necessarily so.¹⁹

Employer Negotiating Practices. Typically, each employer association has a board to determine policy, subject to membership approval, and calls a membership meeting after the unions' demands have been received. In most instances, the member companies are represented in bargaining by an association negotiating committee which is empowered only to recommend a settlement. Usually the association's recommendation is accepted, but any company may accept, modify, or reject the recommendation, and, if it wishes, enter into negotiations on its own.

In the unusual circumstance, when a master agreement covering a group of employers is being negotiated, the association may have the authority to sign for the group—for example, the Plywood & Door Manufacturers Industrial Committee in its negotiations with the Plywood District Council, IWA. In most cases, after the general terms of the agreement have been reached, each employer signs with each of his local unions a sep-

arate contract which probably contains additional provisions related to the local situation. There is opportunity, therefore, for considerable diversity even among the contracts of employers belonging to the same association and accepting the same general settlement. The actual diversity, however, is not as great as might be expected, since employers exert pressure on each other to keep in line, and the union influence is toward standardization. Still, a spirit of individualism prevails among the employers. They may not often stray far, but they have maintained their right to be rugged individualists, and their actions sometimes prove that they really are.

The spirit of individualism among the employers accounts in part for the existence in Oregon and Washington of so many associations, none of which is large and strong enough to enforce formal control over its members. The employers have shown, however, that they can bring their associations together to act effectively when the situation requires united action. In 1958, three of the associations in the Northwest negotiated together, following a caucus with the others and probably with their backing. The events leading to this cooperative action began in 1957, when neither union was able to secure a wage increase from most employers. With the industry hard hit by the decline in residential construction activity, the IWA proposed on May 2, 1958, that its contracts be extended to the anniversary date in 1959, subject to a wage reopening on September 16, 1958, if conditions had improved by that time. The LSW, however, made demands amounting to 12.5 cents, citing wage rates in the construction industry and the fact that the Pulp

¹⁸ In January 1959, these were as follows: Grays Harbor Sawmills & Loggers, Industrial Conference Board, Lumbermen's Industrial Relations Council, Inc., Oregon Coast Operators, Plywood & Door Manufacturers Industrial Committee, Inc., Lumber Operators Association, Northwest Industrial Relations Council, Willamette Valley Lumber Operators Association, Timber Products Manufacturers' Association, and Pine Industrial Relations Council, Inc., all in Oregon and/or Washington; and the Sacramento Valley Associated Industries, the Northern California Lumber Operators' Association, and the Southern California Retail Lumbermen's Association in California.

¹⁹ The settlements made by Weyerhaeuser in 1950, 1951, and 1952 were adopted by the rest of the industry but, in 1953, when Weyerhaeuser granted a 5-cent hourly increase, most of the rest of the industry refused to follow. Then, in 1954, when Weyerhaeuser granted 2.5 cents, the unions, after a strike, ultimately got 7.5 cents from most of the other employers. In 1957, the Georgia Pacific Plywood Corp. gave 5 cents an hour, as did the Willamette National Co., but most of the rest of the industry refused to raise wages.

and Sulphite Workers had been given greater increases than the LSW. The LSW struck several individual companies but no industrywide strike was called. Since the LSW was fearful that the IWA would cross its picket lines and raid its membership, it pressed for a settlement prior to the September 16 date set by the IWA for the reopening of its contracts. But on September 9, the three associations made the same offer at the same time to both unions: an increase of 7.5 cents an hour, effective September 1. Both unions accepted within minutes of each other.

Union Preparation for Bargaining. The two unions follow somewhat different systems in determining the demands which will be presented to the employers, but each procedure permits coordination of the locals' demands and yet leaves room for local negotiations on local matters. In the LSW, the Western Council coordinates the activities of the district councils under its jurisdiction. Its executive committee, composed of one member from each district council, develops a bargaining program based upon economic and statistical data supplied by experts employed by the union. The program is taken to the locals, explained, submitted to a membership vote for approval, and, finally, is brought before the convention of the Western Council for formal action.

When the LSW reaches overall agreement with an association (or group of associations), the parties sign a joint recommendation. The actual agreements are signed by the local union and the individual employer. Locals may bargain with employers on their own, but their agreements are watched closely by the district councils to see that they are not contrary to the general policy of the union. For instance, local unions could take the 1958 settlement of 7.5 cents in cash, in paid holidays, in some other fringe benefit, or in some combination of fringe benefits and/or cash, as long as the total value of their agreements was not less than 7.5 cents an hour. Locals also negotiate on issues considered to be so local in character that they are not included in the overall demands. Employers object to this system, since an employer who has accepted the overall settlement may be subject to bargaining over further cost items because of local conditions. In such instances, the employer's local bargaining position is very weak because items included in the over-

all settlement can no longer be used as bargaining pawns. The system, however, appears to be well-established.

In the IWA, all local unions are requested during November to prepare a list of items which they would like to submit for negotiation. Each of the eight district councils (now in the process of being merged, as noted) then selects, by majority vote of delegates from its locals, the items to be submitted to the IWA Northwest Regional Negotiating Committee, composed of one elected representative from each district council.

In March, the committee holds a conference, to which each local within the eight district councils sends delegates (in proportion to its per capita membership) and at which the delegates make the final decision on the negotiating program for the year. The adopted program is referred back to the locals for presentation to the employers. Each local also decides whether to authorize the Northwest Regional Negotiating Committee to represent it in negotiations. Most of them so elect, but a local may negotiate on its own.

If negotiations break down, the negotiating committee may conduct a membership referendum on authorizing a strike. Any settlement reached by the negotiating committee is also submitted to a membership vote for acceptance or rejection. The final agreements are in all cases signed by the local unions, although occasionally they are also countersigned by the district council, as is currently the case with the Plywood District Council. In 1958, the IWA local settlements were quite uniform, considerably more so than those of the LSW which varied according to local action on fringe benefits.

* * *

The outstanding characteristic of collective bargaining practices in the Pacific Coast lumber industry is their diversity. Yet if the trend toward consolidation of smaller firms into larger firms is continued, unionization will probably become more widespread and the collective bargaining settlements more standard. There is, however, no indication that strict industrywide bargaining is destined to be the rule rather than the occasional exception. The long-established differences on both sides of the bargaining table, though modified by changing conditions and attitudes, are likely to continue well into the future.

Unemployment Disability Insurance in California

After 12 years, the system is operatively sound, but possible benefit changes may strain reserves and necessitate larger contributions.

EARL F. CHEIT

WHEN THE California legislature amended the State unemployment insurance law to include benefits for nonoccupational disability, it was bringing the last important hazard to individual economic security under social insurance protection. California workers had gained compensation for occupational disability in 1911, for unemployment in 1935, and, after three unsuccessful legislative assaults, won benefits for nonoccupational disability in a 1946 special session. No other West Coast State has adopted these nonoccupational disability benefits; a Washington legislative proposal in a 1950 referendum was rejected by the voters.

Although the legislative histories of the three California social insurance programs involved different and often unrelated issues, the three systems faced remarkably similar problems in their very early stages: Each was beset by the same doubts and uncertainties about solvency and administrative feasibility, and each began with a relatively modest benefit program. Initial solvency of the Unemployment Compensation Disability Benefits system was so much in doubt, in fact, that congressional permission was obtained to use certain unemployment insurance funds.¹

However, today, on the 13th anniversary of the adoption of the California unemployment disability insurance program, none of these doubts about it remain. The system's financial reserves have multiplied nearly five times since the first year, and it has become a near-model of administrative efficiency. State-plan total administrative costs

are but 6 percent of total disbursements. During an inflationary period, the system has increased both the amount and duration of real weekly benefits and has added hospital allowances. Since maximum weekly dollar benefits of California's three social insurance systems involve different duration and percentage limits, they are not completely comparable. Given the objectives of the systems, however, the weekly benefits under disability insurance are the most liberal: Maximum weekly benefits are equal to or exceed those under the other two programs, and hence restore the largest portion of lost wages. Thus, as table 1 shows, in the first 12 years of operation, the disability insurance program's maximum weekly benefits have outstripped benefits for unemployment compensation and permanent disability under workmen's compensation. To the extent that California's three social insurance programs can be compared, disability insurance clearly stands unchallenged as the best one.

This judgment is supported by those most directly interested in the program. Workers, insurance carriers, State-plan personnel, doctors, and employer and union representatives, though they point to a variety of imperfections in the system, are nonetheless remarkably unanimous in their agreement that the California disability insurance system works well to restore a portion of lost wages to workers unemployed due to nonoccupational disability, and to offset partly the costs of hospitalization.

¹ Senator William F. Knowland of California sponsored an amendment to the Social Security Act which made employee contributions to unemployment insurance available for disability benefits, effective August 10, 1946 (Internal Revenue Code of 1954, sec. 3304(a)(4)(A)). The 1944 and 1945 employee contributions were so made available.

Major Statutory Provisions

This favorable evaluation applies to many of the nonindemnity aspects of the program as well. Since these have been described and analyzed many times,² they can be briefly summarized here.

Financed by a 1-percent employee payroll tax on the first \$3,600 of wages a year, the disability program is in many ways an extension of the unemployment compensation insurance system: It is administered by the same agency (the Department of Employment), has the same wage credit type of eligibility requirements, and covers the same workers. Essentially all California workers who have earned \$300 or more during a four-quarter base year may be eligible for benefits, with the exception of six excluded groups (agricultural workers; government employees; employees of interstate railroads; domestic workers; self-employed persons; and workers in nonprofit religious, educational, and charitable institutions). Covered workers who become disabled while unemployed are covered under an "extended liability" account which is part of the State plan, but financed both by that plan and private carriers.

A covered worker who cannot perform his regular or customary work because of nonwork-connected illness and who files a timely claim is entitled to benefits after a 1-week waiting period. Weekly benefits are related by a sliding scale to highest quarter earnings in the base period. The maximum weekly benefit is \$50, the minimum, \$10. If a claimant is hospitalized, he is eligible for the weekly benefit without a waiting period, and also for a hospital allowance of \$12 a day for up to 20 days. A 26-week duration limit on benefits applies to each illness, but no limitations are imposed on the number of claims which may be filed in a benefit year. No benefits are allowed for illness connected with pregnancy unless, 28 days after its termination, a covered worker is still unable to perform her regular or customary work.

² See, for example, California Disability Insurance Program (U.S. Bureau of Employment Security, 1952), and State Disability Insurance (in Management Record, National Industrial Conference Board, New York, June 1958, pp. 223-229).

³ Benefits are payable for nonwork-connected disability irrespective of workmen's compensation payments for permanent disability.

⁴ New Jersey, New York, Rhode Island, and railroad workers.

⁵ Comparison of Temporary Disability Insurance Laws, December 1958 (U.S. Bureau of Employment Security, Report No. U-142, 1958).

TABLE 1. MAXIMUM WEEKLY BENEFIT AMOUNTS UNDER CALIFORNIA SOCIAL INSURANCE PROGRAMS, 1911-58

Effective date	Workmen's compensation		Unemployment compensation	Unemployment compensation disability benefits
	Temporary disability	Permanent disability		
Sept. 1, 1911.....	\$20.83	\$20.83	-----	-----
Aug. 14, 1929.....	25.00	25.00	-----	-----
Jan. 1, 1938 ¹	-----	-----	\$15.00	-----
Feb. 1, 1939.....	-----	-----	18.00	-----
Aug. 4, 1943.....	30.00	-----	20.00	-----
May 21, 1946.....	30.00	30.00	-----	-----
Dec. 1, 1946.....	-----	-----	-----	\$20.00
Jan. 1, 1948.....	-----	-----	25.00	25.00
Sept. 22, 1951.....	35.00	-----	-----	-----
Jan. 1, 1952.....	-----	-----	-----	30.00
Jan. 1, 1954.....	-----	-----	-----	35.00
July 1, 1954.....	-----	-----	30.00	-----
Sept. 7, 1955.....	40.00	35.00	33.00	-----
Jan. 1, 1956.....	-----	-----	-----	40.00
Sept. 11, 1957.....	50.00	40.00	40.00	-----
Jan. 1, 1958.....	-----	-----	-----	50.00

¹ Although the unemployment compensation law was enacted in 1935, benefits did not become payable until January 1, 1938.

SOURCE: California Department of Employment, Division of Research and Statistics, and Department of Industrial Relations.

Initial claims must be filed by mail and require certification of illness by an authorized person. In addition to licensed doctors of medicine, the law authorizes osteopaths, chiropractors, dentists, chiropodists, optometrists, and certain religious practitioners to provide such certification within the scope of their license. Claims are not paid if the worker is entitled to unemployment insurance, to temporary disability workmen's compensation benefits equal to or in excess of the benefit amount,³ or to a wage continuation that equals his regular full-time earnings. An appeals procedure exactly like that in unemployment insurance is available to claimants whose claims are denied.

The program is underwritten by the State plan unless a majority of employees in a given company vote for coverage under a private (voluntary) insurance plan. By law, these private plans must equal the provisions of the State plan in all respects and be better in at least one. Frequently this takes the form of reduced waiting periods.

Selected coverage, claims, and benefit data for the program are presented in table 2.

Comparison With Laws of Other States

California's disability insurance program compares very favorably with the other four systems⁴ now in operation. The latest detailed comparison of the statutory provisions of all five disability insurance laws issued by the U.S. Bureau of Employment Security⁵ shows that among the systems

California alone offers hospital benefits, and has highest maximum weekly benefits. However, the average amount and duration of benefits are somewhat less than those under the railroad workers' program. Although the diversity of statutory provisions prevents rigorous comparison of the five systems, the overall standards of California's law clearly compare favorably with those of the other four laws.

Reasons for the Program's Success

The vigorous growth of the California unemployment disability insurance program can be attributed to a combination of circumstances.

Employee Financing. While employee financing is a cause of the system's rapid progress, it was also an influential factor in the program's initial acceptance. For almost a decade prior to enactment of the unemployment disability law, trade unions had complained to the legislature that California was one of the three States in which employees were contributing to unemployment compensation—a program which, in their view, only employers should be required to finance. These unions argued that in order to justify continued employee taxes, an unemployment compensation system should be adopted which would pay benefits to all unemployed persons regardless of the reason for their unemployment. Legislative proposals to enact such a system were defeated in the 1941, 1943, and 1945 legislatures by a combination of employer, insurance carrier, and medical association opposition.

Employers, as well, were displeased with the State unemployment tax law, which, despite mounting unemployment insurance reserves, required them to pay a minimum of 1 percent of taxable payrolls. This combination of labor and management dissatisfaction led to a proposal in the 1946 legislative session that workers get disability compensation by diverting their 1 percent unemployment insurance contributions and employers, in turn, get a merit rating system with no minimum tax rate.

In that session, workers got their disability compensation—which remains essentially the same today except for liberalization of benefits and the addition of hospital benefits; and in the 1947 regular legislative session, employers won their new tax schedule that permitted the tax rate to go down to zero. Not all employers endorsed this compromise. Those with irregular and seasonal employment felt that they had gained nothing to offset the lost employee contributions to the unemployment program. But their influence was outweighed by the large employers—particularly public utilities. Insurance carriers endorsed the program once they were made part of it and medical opposition declined, perhaps in the hope that this program would preclude adoption of proposals for State prepaid medical care plans.

In their approach to the legislature, labor spokesmen have always followed the line that disability insurance involves workers' money and that, consistent with the goals of the system and fiscal responsibility, workers should be able to use it in more generous amounts if they so choose.

TABLE 2. COVERAGE AND BENEFITS UNDER CALIFORNIA UNEMPLOYMENT COMPENSATION DISABILITY BENEFITS PROGRAM, 1946-58

Year	Average covered employment ¹	Average percent of labor force covered ¹	Basic benefits ²				Hospital benefits ²		
			Paid claims per 1,000 eligible workers	Total weeks compensated	Average weeks duration per claim	Average weekly benefit amount	Total days compensated	Average days per claim	Average daily benefit payment
1947.....	2,459,600	57	(³)	940,743	9.0	\$18.95	-----	-----	-----
1948.....	2,516,200	57	63.4	1,016,053	9.3	21.80	-----	-----	-----
1949.....	2,418,600	54	64.0	1,024,860	10.2	22.81	-----	-----	-----
1950.....	2,525,000	56	73.3	1,052,895	10.4	22.75	345,606	7.7	\$8.00
1951.....	2,762,500	59	75.8	975,951	10.1	22.69	331,141	7.6	8.00
1952.....	2,939,200	59	83.6	1,067,446	9.6	24.84	420,077	7.8	8.00
1953.....	3,074,500	60	88.0	1,177,853	9.6	26.03	477,596	7.6	8.00
1954.....	3,057,400	59	88.7	1,344,794	9.7	29.33	593,082	7.4	9.73
1955.....	3,256,300	60	89.0	1,317,362	9.5	30.47	627,624	7.3	10.00
1956.....	3,480,600	62	92.9	1,397,353	9.0	32.91	730,756	7.2	10.00
1957.....	3,596,000	62	96.8	1,554,388	9.0	34.17	818,205	7.3	10.00
1958.....	(³)	(³)	(³)	1,792,950	(³)	38.01	1,151,281	(³)	11.81

¹ All plans.

² State plan only.

³ Not available.

SOURCE: California Department of Employment, Division of Research and Statistics.

As the history of benefit schedules shows, the legislature has found this logic very persuasive.

Fortuitous Fiscal Circumstances. Probably even more impressive to the California legislature than the employees' desire for higher benefits was the fact that from the beginning the employees' contributions far outweighed the cost of the higher benefits. Given the fixed premium rate, the system's benefits could be liberalized for years without increasing taxes.

The first premium collections under the law were made on May 21, 1946. Benefits were to begin 1 year later, or 90 days after "the Social Security Board or other higher authority" determined that the workers' contributions for 1944-45 could be transferred from the Federal unemployment trust fund, whichever came earlier. Although the Social Security Board ruled against the transfer, congressional permission was obtained, as previously noted, to use the wage earners' 1944 and 1945 UI contributions for disability insurance. Thus financially buttressed, the system began paying benefits on December 1, 1946.

At the end of 1946, the fund had an accumulated reserve of \$28.8 million⁶ and, despite the rapid liberalization of the program and the introduction of hospital benefits, the fund continued to show uninterrupted growth until 1957. In that year, for the first time, total expenditures, including all benefits—basic, hospital, and extended liability—and all administrative expenses, were slightly more than total receipts. (See table 3.) In fact, the average expense ratio for the first 9 years of the program—during which four legislative adjustments doubled the original \$20 weekly benefit without increasing taxes⁷—was 71 percent.

Finally, of course, the high level of employment which generally prevailed during the early years of the program withheld considerable benefit strain. Low levels of unemployment minimized State-fund benefit expenses for unemployed workers and thus helped to produce its satisfactory fiscal results.

TABLE 3. STATE FUND RECEIPTS, OPERATING EXPENSE RATIOS, AND RESERVES, CALIFORNIA UNEMPLOYMENT COMPENSATION DISABILITY BENEFITS PROGRAM, 1946-58

Year	Total annual receipts (in millions)	Total annual expenditures as percent of total annual revenue	Fund reserves at end of year ¹ (in millions)
1946			\$28.8
1947	\$51.7	39.4	61.0
1948	47.1	51.6	84.0
1949	37.7	66.3	96.1
1950	36.6	76.2	104.0
1951	38.7	67.5	115.8
1952	41.7	74.7	125.1
1953	45.8	79.1	133.7
1954	49.5	94.9	136.0
1955	54.7	90.2	141.6
1956	59.1	95.5	144.3
1957	61.4	105.3	141.1
1958	69.7	122.1	125.7

¹ See text footnote 6.

SOURCE: California Department of Employment, Division of Research and Statistics.

Administrative Advantages. The disability program also benefited from the push that a strong labor movement with long experience in the problems of social insurance programs could give it. The State, too, had a history of social insurance experience to call on, and it provided a competent staff, new and excellent quarters and equipment, and adequate research money for the program. As a result, comprehensive statistical data have always been available for current evaluation of the program.

Moreover, compared with workmen's compensation and unemployment insurance, disability insurance is much simpler to administer and this has certainly been a big factor in the success of the California program. Consider the administrative issues involved in questions of coverage and eligibility for benefits. Under workmen's compensation, the injury must arise out of or occur in the course of employment in order to be compensable. The first administrative questions, therefore, involve these two elements. Thereafter, depending on the particular case, many additional determinations may be required, such as the degree of disability (i.e., total or partial); the duration of the disability (temporary or permanent); the average earnings of the worker; and the amount of medical care "reasonably required to cure or relieve from the effects of the injury." In disability insurance, the only question is whether or not the covered claimant is able to perform his usual occupation. This question is also easier to handle than the comparable "able and available" issue that arises in unemployment insurance.

⁶ This included only \$200,000 of past employee contributions. Another \$104.5 million was available for transfer but has never been removed from the unemployment trust fund.

⁷ The only tax increase went into effect on January 1, 1958, when the tax base was raised from \$3,000 to \$3,600.

Furthermore, unlike unemployment and workmen's compensation, there is no adversary situation in the disability program, where the claimant is, in a sense, seeking his own money.

When difficult questions arise in determining whether a disability is occupationally connected, the disability program again takes the easy route. It pays benefits while the question is being decided by the State Industrial Accident Commission. If the commission rules that the disability is compensable, a lien procedure on workmen's compensation benefits for temporary disability returns the money to the disability program. Thus, the burden of hearings and proof is left to the commission.

Virtually none of the medical problems of workmen's compensation arise under the disability system. Since the fund pays no fees directly to doctors, the troublesome question of freedom of choice of physician is not involved. Nor is the disability program concerned with the extent (or measurement) of disability—it must know only whether or not the claimant is sick. Thus, it avoids what is perhaps the most difficult of all issues facing the workmen's compensation system.

Indeed, given the rather limited total benefits that a single disability claim commands, it seems to have placed administrative emphasis upon the rights of the claimant. Unlike the practice sometimes found under workmen's compensation, benefit payments are not often stopped pending a determination of illness, malingering, or coverage. Where doubts exist, disability insurance seems to resolve them in the claimants' favor.

Realignment of Bargaining Forces. Finally, a significant force for liberalizing California's unemployment disability law has come from the change in the traditional position of private insurance carriers in legislative controversies over social insurance. Benefit changes in each of the social insurance programs tend to be the result of an agreement among the affected parties which can gain legislative acceptance. In unemployment compensation, only employer and union representatives are parties to the agreement, but workmen's compensation and disability insurance involve private carriers.

Workmen's compensation is wholly employer financed, and three-fourths of the risk is under-

written privately. Benefits are fixed by law but to individual employers the choice of insurer, and to a lesser extent, the premiums, are negotiable. In disability insurance, maximum worker-paid premiums are fixed by law but benefits beyond those required by law and choice of carrier can be affected by employee negotiation. This arrangement of interests has given private carriers an incentive to align with employer representatives in the workmen's compensation legislative bargain, and to side with union representatives when disability insurance is at stake. Consequently, there is less legislative resistance to changes in unemployment disability benefits than is the case with workmen's compensation—particularly with respect to benefits for permanent disability.

This realignment of bargaining forces did not occur accidentally, and a price is paid for its continuance. In 1949, to counteract carrier opposition to more liberal benefits, the State Federation of Labor voted to oppose voluntary plans by proposing to withdraw all its members from them. Under this threat of losing what was then an extremely profitable business, private carriers began to reconsider their position and, by 1951, they appeared jointly with the State Federation to request more liberal benefits.

In return for this cordial attitude of the private carriers, the AFL has agreed over the years to three changes in the program: (1) a removal of the assessment on carriers which helps finance State supervision of private plans; (2) an increase in the tax base to \$3,600; and (3) a suspension of the adverse selection provision, under which at least 20 percent of private-plan members were to be women.

Thus, in exchange for a more liberal program, labor has sought to make the underwriting of this risk profitable for private carriers. California employers have reacted slowly to this situation. Since they pay no taxes under the disability program and are not directly parties in interest, they have become only indirectly involved in its legislative development. With this coalition of forces, and only indirect employer interest as a basis for legislative opposition, the program has improved rapidly. Nevertheless, in the past few years, the disability program has become the major bargaining wedge by which labor has sought

to improve benefits in workmen's compensation and unemployment insurance. Thus, employers are increasingly seeking a more influential voice in the development of the program.

Operating Issues

Finance and Coverage. In 1957, for the first time in the history of the California disability insurance system, expenditures of the State plan exceeded income, as already indicated. In 1958, the fund's deficit was five times as large as in 1957, despite an \$8 million increase in revenues. Although detailed data are not yet available, it is possible to identify the major factors which caused payments to outstrip revenues. Two factors pushed disbursements up \$22 million: The January 1, 1958, increase in weekly benefits from \$40 to \$50; and a sharp upturn in the demands on the extended liability account which, in turn, was caused by the high levels of unemployment during the year. In addition to the higher levels of unemployment, two factors retarded revenue growth: The usual time lag in the income flows into the fund, and the impossibility of achieving the full effect of the 1958 increase in the tax base until wage rates increase somewhat. Evidence that private carriers are feeling a similar squeeze had appeared even before 1957.

With the present law and filing rate, the fund (and the carriers) are in no short-run danger, but since the fortuitous annual surpluses are gone, and California unemployment continues at about 6 percent of the labor force, benefit increases will now have to be accompanied by increases in taxes if the system's solvency is to remain unchallenged.

This situation, in turn, is bound to affect any efforts to extend coverage to some of the groups now outside the program.

In contrast to the rapid revisions in weekly benefit rates, the coverage provisions of the program have remained unchanged from the outset. During the first year the disability system was in operation, 57 percent of California's civilian labor force was covered; changes in the structure of California's economy have moved the coverage

figure up slightly to a current 62 percent. Two of the excluded groups—the self-employed and government workers—have never seriously sought coverage. Government employees have a good sick-pay plan, and the self-employed have no effective lobby and could not easily fit into a wage-loss replacement system. A third group—railroad workers—have their own program under the Railroad Unemployment Insurance Act. Since coverage for agricultural workers, domestics, and workers in nonprofit religious, educational, and charitable institutions has never had strong legislative support, these groups were not brought under the system when funds were available and there is little likelihood that they will be now.

Abuse. The claims and certification procedure, together with the absence of an adversary interest, prompts two questions about claimants:

1. How many who are not really sick withdraw from the labor market and receive benefits?
2. How many work and draw benefits at the same time?

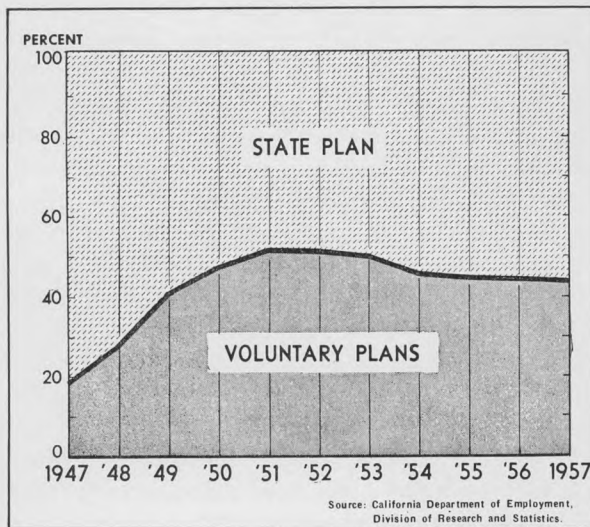
Private carriers have not reported information which answers these questions directly. They have indicated concern with malingering, particularly by secondary wage earners, and with determining when a disabled person can return to work.⁸ They do not seem, however, to consider benefit abuse a serious overall problem.

This view is also taken by the administrators of the State plan, who have reported no abuse of the law's broad certification procedure. An early check revealed that about 89 percent of all claims were being certified by physicians, that osteopaths accounted for about 8 percent, chiropractors, 3 percent, and religious practitioners, about 0.5 percent. In recent years, the State plan has not even kept the tally. Investigations have not found abuse problems related to the type of credentials in certification.

Claims control is maintained through several devices. The State plan, through informal checks on certifying physicians, has developed considerable knowledge about claims validity. The plan's medical director, from the experience of thousands of similar claims, has established norms for hypothetical prognoses for most types of ailments. If a filed claim exceeds a norm period, it is investigated. The program budget provides for investi-

⁸ John S. Bickley, *The Impact of a State Disability Act on Insurance Companies: A Study of the California Experience* (Columbus, Ohio State University, Bureau of Business Research, Research Monograph No. 71, 1954).

State Plan and Voluntary Plan Proportions of Covered Employment, 1947-57



gations of 15 percent of its claims. One-third of these are performed by physicians and the remainder by program personnel who make unscheduled visits for this purpose.

Relationship to Other Programs. No problems are involved in the administrative relationship of disability insurance to unemployment insurance. Benefits cannot be collected under both systems because, with the mutually exclusive definitions of eligibility, the single administrative procedure prevents the approval of dual claims.

A complex legal relationship exists with workmen's compensation, however. No benefits are payable under the disability insurance program for permanent occupational disabilities, and, as previously indicated, no double benefits are permitted except where temporary disability benefits under workmen's compensation are smaller than the disability insurance benefits. In actual practice, the potential administrative nightmare of this latter provision has been avoided by keeping workmen's compensation benefits for temporary disability at least equal to those for disability insurance, and the legal problem has been minimized by paying disability insurance benefits pending a determination by the Industrial Accident Commission of whether the disability is work connected.

One problem that arises here, and on which no data are available, is the pressure reportedly put

by employers (particularly self-insured employers) on employees to file for disability benefits even when injury is occupational in origin, thus shifting the financial burden of disability to the employees' program.

To most employers, a much more significant interrelationship between the three programs is with respect to the legislative process. The disability insurance program has become the major lever through which the benefits in the other programs have been increased in recent years, and thus, employers have a keen interest in it despite the fact that they pay no taxes under the law.

State Plan Versus Private Carriers. Private carriers, desirous of protecting a good medical care business and confident that they could profitably compete with the State at a common premium, were extremely anxious to become part of the California system. Thus, it was at carrier insistence (and with labor support) that the provision was enacted that private plans must be as good as the State plan in all respects and better in at least one. It has made selling easier.

During the first 4 years of the system, it seemed that private carriers might run the State plan into oblivion: in 1947, they had 18 percent of the market; by 1951, 52 percent. Yet, curiously, their portion of the total business has declined every year since 1951 to its present level of 44 percent. (See chart.) Although it is impossible to generalize about all private plans, a series of factors is involved in the decline in the private carriers' share:

1. Many carriers wrote this risk while it was rewarding—during the early years—but have ceased to do so now that profit margins are narrow. A few have found the negotiated package deals involving employer-financed supplements to be unprofitable and let the State plan take over.
2. Some carriers never produced the volume of business to make it profitable for them; for others it was a mere "loss leader."
3. Some sought out the better risks and dropped the others when poor experience developed.
4. The recent drop in aircraft employment seriously affected private plan coverage.
5. As a group, private carriers are finding it increasingly difficult to compete with the State plan.

That private carriers should have competitive trouble with the State plan seems doubtful on its face. Since the system was introduced, the pro-

tections afforded the State plan by the adverse selection clause and by permitting it to assess private plans to help cover the cost of supervising them have, as indicated earlier, been suspended. Therefore, the State plan has the added administrative expense of inspecting and approving private plans and also of checking on their performance.⁹ Admittedly private carriers have high acquisition expenses, but they also have better risks (younger employees, fewer women, and claims of much shorter average duration) than the State plan. Nevertheless, a combination of reasons has given private carriers high costs and decreased profits:

1. The more liberal provisions (often no waiting period) under private plans. This factor is partly a situation of the carriers' own doing, since it was partly at their urging that the law provided that private plans must be equal to and in at least one respect better than the State plan. Also these liberal private plans are a product of vigorous bargaining.

2. The high filing rate¹⁰ under those plans. Several reasons are responsible for this: (1) Many private plans require no waiting period. (2) Workers insured under private plans seem more conscious of their rights than do employees covered under the State plan, probably because private coverage comes about only after an employee election which usually involves considerable discussion of alternatives and a sales presentation by carriers. (3) Filing is easier under private plans because they are often administered by an employer's personnel office. Thus, under an employer-administered plan, a worker reporting back from an illness is automatically handed the necessary papers (possibly certified on the spot by a company doctor), whereas under the State plan, an employee probably has to go back to his physician

after securing his papers. (4) The administrative standards of eligibility and disqualification may be more lax under employer-administered plans than under the State plan.

3. The premium discounts offered some groups by private carriers. Discounts below 1 percent of taxable payrolls are often extended to groups with favorable experience, as a result of keen competitive bidding by carriers for the better risks.

Conclusion

By American social insurance standards, the rate of progress of California's disability insurance program has been truly remarkable. After 12 years of rapid liberalization, however, the program has reached a fiscal position in which for the first time expenses are exceeding revenues. Given present filing rates and benefit levels, financial reserves are in no short-run danger. Five liberalizing amendments are, however, under debate in the 1959 California legislative session. These would (1) increase maximum benefit duration to 39 weeks; (2) provide for dependents' allowances; (3) enable long-term claimants to recapture waiting-period benefits; (4) extend maximum hospital benefits to \$20 a day for 20 days; and (5) increase maximum weekly benefits to \$65.

The added cost of the first proposal would be relatively minor. But adoption of the others would seem to require higher taxes, or a broader tax base. As a consequence, it may be assumed that only limited modifications of the system will be adopted this year. It may also be assumed that unless more liberal employer supplements or increased worker contributions improve somewhat the lot of private carriers, the competition between them and the State fund will also find a balance in which the carriers will continue to underwrite the better risks but will underwrite a smaller overall portion of the total risk.

⁹ In 1955, the last full year when the assessment against private plans was in effect, the cost of supervising them was \$1,083,000, or 32 percent of total administrative expenses.

¹⁰ For the 8-year period 1948-55, the filing rate, that is, the number of eligible claims per 1,000 eligible workers, for voluntary plans was 101.1, for the State plan (nonextended liability), 68.1, for all State plan, 76.9.

Privately financed programs date back to the last century and the region has a reputation for bold innovation by union, employer, and other groups.

The Development of Health Insurance Plans

JOSEPH W. GARBARINO¹

THE WEST COAST has a long tradition of special arrangements in medical care and its reputation for innovation is being maintained by current developments.

Even before 1900, the combination of sparse settlement and great distances led to the establishment of a wide variety of medical facilities for the care of the workers in the mines and the forests of the West and on the far-flung railroads. The great construction projects of the 20th century also often generated a need for unusual forms of medical care organization. Some of these employer arrangements are still in existence; they range from the venerable company doctor to elaborate medical care plans such as that of the Southern Pacific Railroad. From a modest program established in 1869, the Hospital Department of the Southern Pacific has come to operate a 450-bed hospital in San Francisco, a 90-bed hospital in Tucson, Ariz., and 18 emergency hospitals scattered around the system, utilizing the part-time services of almost 700 physicians to care for some 74,000 members of the plan.

These programs not only provide medical care for substantial numbers of workers but they have influenced the development of other types of plans. The existence of the Southern Pacific medical plan influenced the establishment of one of the larger and older of the "independent" prepayment group practice plans in the United States, the Ross-Loos Medical Group in Los Angeles (established in 1929 and having a current enrollment of some 140,000 members, including dependents). The Oakland-based Kaiser Foun-

ation Health Plan which, with the United Mine Workers Welfare Fund and the Health Insurance Plan of Greater New York, makes up the "big three" of the independent plans, grew out of experience originally gained in providing medical services for large-scale construction projects.

In addition to these relatively unusual forms of medical organization, the three Pacific Coast States have produced some other experiments in medical economics. During the 1930's, a feature of the workmen's compensation law in Washington led the county medical societies in that State to pioneer in sponsoring establishment of medical service plans that were the forerunners of the present Blue Shield organizations.² In 1939, when the medical profession in California was faced with a serious legislative proposal for a compulsory State health insurance program, it drew on the experience of the Washington county societies' Medical Service Bureaus in setting up the California Physicians Service (CPS), the first statewide profession-sponsored insurance plan for medical care. Reflecting the circumstances of its origin, CPS initially offered unusually comprehensive coverage and the scope of coverage, although it has narrowed, is still somewhat broader than most other Blue Shield plans. Broader coverage appears to be generally a characteristic of the Blue Shield plans in the other West Coast States as well. As a further noteworthy point,

¹ Most of the material in this article is taken from a forthcoming book by the author, *Health Plans and Collective Bargaining*, to be published by the University of California Press in 1959.

² *Voluntary Prepayment Medical Benefit Plans* (Chicago, American Medical Association Council on Medical Services, 1955), p. 9. The first county service bureau was actually established in 1917 but a large majority date from the early 1930's.

in all three States, the local Blue Cross and Blue Shield organizations compete with each other in offering both medical and hospital insurance coverage.

As for State health insurance, probably no State has seen as vigorous and sustained a drive for such a program as has California. Proposals for a compulsory State system had been in the air for several years prior to 1939 and one version had actually been endorsed by the State medical society in a decision that was later reconsidered.³ The administration of Democratic Governor Culbert Olson (1938-42) actively supported a State system of health insurance and official support was continued in successive administrations of Republican Governor Earl Warren, with bills being introduced in the legislature in 1945, 1947, and 1949. Partly as a result of this activity, hospital benefits were added to California's Unemployment Compensation Disability law in 1950. As a consequence, some 60 percent of the labor force in California has been participating in a form of compulsory State hospital insurance for almost a decade.

In the last few years, developments in dental care insurance show promise of bolstering the West Coast's position as an active force in social experimentation. Dental associations in Washington, Oregon, and California have sponsored the incorporation of dental service corporations which could eventually become the base for a type of Blue Shield program for dentistry. As of 1958, these were the only dental-society-sponsored service corporations of this type in operation in the United States.

In another area of health service, the California Optometric Association officially sponsors California Vision Services (CVS), a nonprofit corporation working to stimulate the inclusion of

optometric care in health insurance programs as well as underwriting its own service benefit optometric coverage in the Blue Shield pattern. CVS was the first profession-sponsored service corporation in this field, and similar corporations are reported to have been organized in 11 other States.

Health Insurance and Collective Bargaining

In the three West Coast States combined, the proportion of the total population with some form of private health insurance is substantially below the average for the United States as a whole. At the end of 1956, only Washington, with 67.6 percent coverage, approached the national average (69.3 percent), with Oregon and California reporting 63.0 percent and 58.7 percent, respectively.⁴ The reasons for California's relatively low level of coverage are not immediately apparent, but one factor may be the existence of the substantial hospital expense protection (currently 20 days at \$12 a day) under the State's Unemployment Compensation Disability Benefits program. In addition, the weekly cash benefits under that program are themselves a form of indemnity during periods of illness, since money, after all, is the all-purpose benefit. However, the other States (Rhode Island, New Jersey, and New York) with such programs do not show the same low proportion of private health insurance coverage.

Figures for health insurance coverage under collective bargaining agreements are available only for the State of California.⁵ That State reported that approximately 1,158,000 workers were covered by some form of negotiated health insurance in January 1957. Although data on the number of dependents covered are not available, it seems reasonable to assume that at least one-third and probably two-fifths of the 7.9 million persons with some form of health insurance in California were covered by a collectively bargained health plan.

Compared with the Nation as a whole, the following tentative conclusions about the situation in California seem to be warranted on the basis of available evidence:

1. The inclusion of health insurance in collective bargaining contracts got a late start in California. In 1950, about 7.5 million workers were covered by negotiated health and welfare plans

³ Health Insurance, The CMA, and the Governor (in California Medicine, San Francisco, California Medical Association, April 1950, pp. 256-258).

⁴ The Extent of Voluntary Health Insurance Coverage in the United States as of Dec. 31, 1956 (New York, Health Insurance Council, 1957), pp. 16-17. Data are for the most common single form of coverage; that is, hospital insurance except for California, where surgical insurance is somewhat more common. These figures do not include the hospitalization coverage under the California Disability Law. The differential in coverage noted in the text is much less marked in medical and surgical insurance.

⁵ California data on collectively bargained health plans in this section are from California Department of Industrial Relations, Industrial Relations Reports, No. 13 (San Francisco, May 1957), pp. 3-4, unless otherwise indicated.

for the Nation,⁶ and only an estimated quarter of a million workers were covered in California.⁷

2. In spite of a late start, a somewhat higher proportion of all private health insurance in force appears to be accounted for by negotiated health plans at the present time. The proportion of all persons with some form of coverage at the end of 1956 who were employees covered by negotiated plans was about 15 percent in California and 10 percent in the United States as a whole.

3. The employer pays the full cost of such coverage in a larger proportion of plans in California. In January 1957, the employer paid the full cost of insurance for about 90 percent of the workers covered by negotiated health plans in California. By contrast, some indication of the situation in the United States in late 1955 is found in a study of 300 negotiated health and insurance plans each covering 1,000 or more workers, which showed that only 45 percent of the workers were insured under noncontributory plans.⁸

These differences from the national pattern can probably be attributed to the combination of the high degree of union organization among California workers and the type of industrial, and therefore union, structure that prevails in the State. For example, the predominance of relatively small employers, the importance of non-manufacturing employment, and the prevalence of the older unions formerly affiliated with the American Federation of Labor explain the relatively slow development of extensive fringe benefit systems.

Special Features of Negotiated Medical Plans

As in the rest of the Nation, most negotiated health plans in California follow the orthodox indemnity health insurance pattern. Nevertheless, significant variations within and from this pattern have occurred.

The Teamsters Security Fund. Within the pattern of indemnity insurance, perhaps the most important organizational innovation has been the Teamsters Security Fund (TSF), which represents a major example of the trend toward union-based insurance groups rather than company-based groups. Set up by the Western Conference of Teamsters in 1950, TSF began as an adminis-

trative agency for the union's health program; the complexity of the Teamster's bargaining relationships placed a premium on rationalizing the administration of programs of this kind. In 1956, for example, the northern California regional office of TSF handled the health plan affairs of two Teamster joint councils, with 32 employer-employee welfare trusts involving some 7,000 separate employers in a wide variety of industries and about 75,000 workers and their dependents. Four other regional offices covered the rest of the 11 Western States that make up the territory of the Western Conference. The fund offices determine eligibility, collect contributions, review and process claims, and pay benefits. In addition, centralized administration permits workers to change employers within the regional office's jurisdiction without losing eligibility for benefits.

The Kaiser Foundation Health Plan. In the area of independent health plan operation, the Kaiser Foundation Health Plan has been conducting a unique "free choice" program for about a decade. The Kaiser Plan is a comprehensive group practice health plan operating its own hospitals and clinics and furnishing service benefits to more than 600,000 members in the San Francisco, Los Angeles, and Portland-Vancouver areas. In 1948, it began promoting the concept of offering the members of insured groups a choice between the Kaiser type of coverage and the usual indemnity insurance coverage. With the growth of collectively bargained plans providing for universal coverage of the group, Kaiser made this choice system a prerequisite for its participation in negotiated health insurance programs. While there were a number of reasons for the adoption of this policy, two of the most important were: (1) It permitted the Kaiser Plan to participate in a union-management health program even though some of the workers might not want this form of coverage or might not have access to a

⁶ Employee Benefit Plans Under Collective Bargaining, Mid-1950 (U.S. Bureau of Labor Statistics, Bull. 1017, 1951), p. 1.

⁷ Health Plans, Life Insurance, Pensions in California Union Agreements, 1950 (San Francisco, California Department of Industrial Relations, 1950), p. 3 and supplement.

⁸ Analysis of Health and Insurance Plans Under Collective Bargaining, Late 1955 (U.S. Bureau of Labor Statistics, Bull. 1221, 1957), p. 5.

Kaiser clinic or hospital, and (2) it protected both the plan and the participating unions or employers from the charge of enrolling a captive membership. Interest in this experiment has been widespread and the approach has been introduced in other areas of the country, e.g., by the Health Insurance Plan of Greater New York.

At present, Kaiser participates in about 30 dual choice plans in the San Francisco Bay area which are part of negotiated health insurance programs. Experience with the choice system has varied according to special circumstances. As a very rough generalization, it appears that groups offered a choice between a comprehensive service plan and an indemnity-type plan tend to divide about evenly between the two if they lack previous experience with either. In groups which already have one or the other type of coverage, about one-third of the workers change to the new alternative when a choice becomes available. A new choice is permitted annually.

The dual choice system has permitted Kaiser, as a local independent health plan, to participate in the national health program of the automobile industry wherever Kaiser facilities are available. In addition, Kaiser and the United Steelworkers have worked out a different approach that permits Kaiser to share in some of the medical business generated by the national health plans of the Bethlehem Steel Co. and the U.S. Steel Corp. Under this system, Kaiser offers coverage supplemental to the national plan at the worker's expense. The supplemental program allows the worker and his family to get the full range of Kaiser's comprehensive services, with the national plan paying the Kaiser organizations for the basic hospital and medical-surgical coverage just as it pays other cooperating Blue Cross hospitals and the Blue Shield medical service plans. A worker can also still secure care on a free choice basis if he does not desire Kaiser services. Both the choice and the supplemental systems permit a wider variety of medical arrangements to be offered the individual worker and encourage local experimentation in forms of medical organization. For instance, they would permit either a union health center or an organization such as Michigan's Community Health Association to participate in many plans in which they could not hope to service all members in all areas.

The PMA—ILWU Fund. An interesting experiment involving a medical-society-sponsored health plan has been worked out between the welfare fund of the Pacific Maritime Association (PMA) and the International Longshoremen's and Warehousemen's Union (ILWU) and the medical society of San Joaquin County (California). In 1954, the county medical society organized a subsidiary corporation, the San Joaquin Foundation for Medical Care, to experiment with health insurance coverages. Since almost 90 percent of the practicing physicians of the county are members of the foundation, the PMA—ILWU fund saw an opportunity to work out a special form of coverage for the 700 ILWU longshoremen in San Joaquin County. The foundation and the welfare fund have developed a very comprehensive health plan that permits the ILWU members to secure care from any member of the foundation on a service benefit basis without income limitations. The fund pays a monthly premium per member to the foundation for medical-surgical care and provides hospital insurance through an insurance company. The foundation distributes its income among the member-doctors on the basis of a unit value fee schedule devised by the State medical society under which the values of individual medical services are quoted in "units" rather than in dollars. The dollar value of the unit depends on the total number of units of service rendered and on the total amount of money available for benefits in a given time period. Thus, the doctors underwrite the risk in the event that utilization is greater than assumed in the premium ratesetting process. The plan has been in effect since July 1955 under a year-to-year contract and both parties have expressed satisfaction with its results. In that time, one 20-percent premium increase has been negotiated; and in 1958, the cost for both medical and hospital coverage for the worker and his family was \$16.61 per month.

Absence of Union Health Centers. It is interesting that no union health center of any consequence has been established on the West Coast, although the San Francisco Labor Council proposed a center in 1952 and large locals of unions such as the Hotel and Restaurant Employees sponsor such programs elsewhere. This is probably due in part to the availability of large prepayment group practice

plans such as the Ross-Loos Medical Group, the Kaiser Health Plan, and the Group Health Cooperative of Seattle that provide somewhat the same type of program. It may also be due to the relatively high wage levels and associated fringe contributions in the area and the resulting willingness and ability of many funds to pay for indemnity insurance, with its free choice of physician.

Prepaid Vision Care Programs⁹

In July 1954, the Alameda-Contra Costa County (California) Optometric Association began to study establishment of group vision-care programs. Within a year, a nonprofit corporation, California Vision Services (CVS), had been established under the association's sponsorship. In July 1956, the first group contracts for prepaid vision care were signed with two labor unions in the San Francisco Bay area. In February 1957, CVS secured the official sponsorship of the California Optometric Association. CVS operates four types of plans for vision care, but only two have become operative on a substantial scale.

In its most interesting activity, CVS functions as a service corporation in the familiar Blue Shield pattern in underwriting a prepaid service benefit optometric care plan providing full coverage to beneficiaries. Participating optometrists (slightly more than two-thirds of the State's licensed optometrists are currently members) agree to accept CVS fees as full payment and to accept reduced fees in the event of higher-than-expected utilization. Premium charges vary with the composition of the group covered but range from \$1 to \$1.42 per member per month. About 12,000 persons are currently covered by this program, virtually all in negotiated plans.

In addition to selling its own coverage, CVS attempts to promote inclusion of an indemnity optometric benefit in the typical health insurance contract. In this case, the coverage is underwritten by the insurance company holding the basic contract and provides fixed amounts of indemnity for services, with the insured member paying any additional charge. About 100,000 persons are covered by this type of contract, at premiums ranging from 27 to 44 cents per member per month.

As the unions with solvent, satisfactory basic health plans look for new forms of coverage for

their members, this type of benefit will probably grow in importance.

Dental Care Plans¹⁰

For a number of years, a few health plan organizations have offered their members some form of dental service as part of their benefit program (e.g., the St. Louis Labor Health Institute). In the past 5 years, developments on the West Coast have gone beyond these group practice dental clinic arrangements and may have laid the foundation for the adoption of a Blue Shield type of approach to the problem of dental insurance.

By 1954, two major collectively bargained dental care plans had been launched on the West Coast. The plan of the Los Angeles Joint Executive Board of the Hotel and Restaurant Employees follows the pattern of a contract with a closed-panel dental group. Its noteworthy feature is the very broad scope of care provided the approximately 20,000 persons covered by the plan. The benefit handbook of the plan describes its coverage as follows: "All necessary dental care will be provided for the complete functional restoration of the mouth. Emphasis is also placed on aesthetic (cosmetic) restoration of teeth, which is so important to members who meet the public in their work." The plan covers workers and one designated dependent and, in addition to the cosmetic and restorative work, also provides orthodontic care for children. Charges of \$15 and \$30 are made for partial and full dentures. Benefits continue after retirement. Fees to the closed-panel group are not handled through a prepayment mechanism but are based on charges for actual chair-hours of service rendered. In 1957, such payments averaged \$71 per patient and totaled about \$0.5 million.

The other major plan, inaugurated in 1954 by the PMA-ILWU Welfare Fund as an experimental program, is less comprehensive in its cov-

⁹ Information in this section was obtained from Journal of the California Optometric Association (Los Angeles), December 1958-January 1959, and George Rice, Executive Director, California Vision Services, Oakland.

¹⁰ Some of the following information is from Prepayment Plans for Dental Care, A New Type of Fringe Benefit, an unpublished paper submitted to the Graduate School of Business Administration, University of California, by Thomas A. Russell, in partial fulfillment of requirements for the M.B.A. degree, 1959.

erage, but it has sought from the beginning to develop methods of financing dental care that would permit relatively complete free choice of dentist. To reduce the cost, the plan was limited to the longshoremen's children from ages 4 to 14 inclusive and excluded orthodontics, cosmetic care, and major oral surgery. The program has utilized three different methods of providing care for the 12,000 children eligible under the plan. Each of the employees has a choice between an indemnity plan and a dental service corporation plan, with those employees who have access to either of two closed-panel groups enjoying a third alternative. Overall, the indemnity program currently enrolls about 1,400 children, about 2,400 are enrolled in the two closed-panel plans, and the remaining 8,200 are covered by three dental service corporations.

In both the Los Angeles and the San Francisco-Oakland areas, the PMA-ILWU Welfare Fund contracted with a large closed-panel dental group for dental care on a service benefit basis. At present, the fund pays a "deposit" of \$75 for initial care and \$55 for maintenance care annually per child enrolled by the panels. There are no dollar maximums for covered care. At the end of each contract year, any surplus remaining after services are paid for according to the panel's fee schedule is returned to the welfare fund.

The indemnification program utilizes the administrative machinery of a commercial insurance carrier. It provides each enrolled child with an annual maximum of \$75 for initial care and \$55 for maintenance care. Service may be secured from any dentist who is a member of a State dental association or who is eligible for membership. Dentists are reimbursed by the insurance

carrier according to a fee schedule but may charge higher fees by agreement with the patient's parents. The PMA-ILWU fund pays the insurance carrier the cost of benefits plus a 2-percent administrative charge.

In addition, the PMA-ILWU fund approached the various State dental associations for assistance in developing a better free choice alternative to panel practice. Out of these discussions came the formation of the Washington State Dental Service Corporation (WSDSC) in 1954, "the first statewide dental service corporation ever organized by a State dental association."¹¹ Dental service corporations based on similar principles have been established in both Oregon and northern California.¹²

In the WSDSC, participating dentists must be members of the State dental association and about 900, or two-thirds of the practicing dentists in the State, were members in 1958. These dentists agree to accept the fees listed in the service corporation's fee schedule as full payment for their services. In 1958, the fund was paying the WSDSC \$75 for initial care and \$55 for maintenance care for each enrolled child, and there were no maximum benefits for covered services. After the corporation pays fees and deducts 8 percent of total receipts for administrative costs, any moneys remaining are returned to the PMA-ILWU fund. The corporation withholds 5 percent of the payments to participating dentists to build a reserve.

Some indication of the cost of the PMA-ILWU's open-panel coverage through the dental service corporations can be gleaned from the experience of the northern California corporation. Between July 1, 1957, and September 25, 1958, 1,680 children were treated by participating dentists at an average cost of about \$58 for dental care (excluding administrative costs but including the 5-percent retention from the dentists' fee income by the corporation).

The service corporation program has supplanted the indemnity insurance system everywhere except in southern California, where the dental association has taken a stand against its operation. The critical question at this stage of development is how large a role the dental profession will authorize the service corporations to play in the financing of dental care.¹³ At the end of 1958,

¹¹ The Dental Service Corporation (U.S. Department of Health, Education, and Welfare, Public Health Service Publication 570, 1958), p. 2.

¹² California is unique in having had two "State" dental associations for years. The California State Dental Association operates in northern California with the Southern California Dental Association having seceded from the parent body. The Southern California Dental Association decided against the establishment of a service corporation.

The Oregon corporation does not require participating dentists to accept the fee schedule as full payment.

¹³ For one viewpoint of the issues, see C. Edward Rutledge, D.D.S., Dentistry's Greatest Challenge (in *Journal of the California State Dental Association and the Nevada State Dental Society*, November-December 1958, pp. 457-462). See also the editorial in the same issue, *The California Dental Service Corporation, Socialism or Realism?*, pp. 454-455.

the corporations were providing service only to the ILWU children and the recipients of public assistance in the three States. The northern California corporation has been approached by a number of major unions, by associations of city and county employees, and by the Federal Business Association representing Federal employees in the San Francisco Bay area. The fact that a large closed-panel dental group operating in Oakland and San Francisco has already begun enrollment of members of the Federal Business Association

suggests that the local service corporation may expand the scope of its activities.

Such an expansion would be another example of a major innovation in economic security programs touched off by developments growing out of collectively bargained welfare plans on the West Coast. In addition to increasing the sums devoted to security programs, the plans have acted to change the way in which the consumer market operates by introducing a rudimentary form of collective bargaining into medical economics.

The growth of private health insurance in the United States . . . had its origin in the Depression but the greatest impetus came during the period when Americans were politically embroiled in debate over proposals for national compulsory health insurance and Californians were disputing the Olson and Warren proposals for a similar State program. Private health insurance plans were rapidly advanced as alternatives to governmental programs. Equally important was the simultaneous growth of organized labor and collective bargaining. The wartime wage stabilization program and its encouragement of "fringe benefits," the effect of National Labor Relations Board and U.S. Supreme Court decisions in making such benefits a routine matter for collective bargaining, management's increasing concern for "human relations" in industry and the continuing postwar emphasis on "health and welfare plans" all helped to accelerate the growth of voluntary health insurance.

This marriage of medical care and industrial relations has had a decisive influence upon the growth and character of health insurance and other medical institutions. The vast majority of insured persons . . . owe their health insurance to an employee benefit plan, paid for in full or in part by their employers, who are now contributing about \$1 billion a year.

—Herman M. Somers and Anne R. Somers, *Private Health Insurance* (in *California Law Review*, University of California, Berkeley, August 1958, pp. 376-378).

Significant Decisions in Labor Cases*

Labor Relations

Welfare Fund Contributions. The U.S. Supreme Court held¹ that unpaid contributions due from an employer to a union welfare fund, payable to and administered by the trustees of the fund, and required by a collective bargaining agreement are not entitled to priority in bankruptcy proceedings as being "wages . . . due to workmen" under section 64(a)(2) of the Bankruptcy Act.²

Under a collective bargaining agreement, the employer in this case was obligated to pay \$8 a month per full-time employee to the trustees of a union welfare fund. Title to the funds, property, and income was held by the trustees, who were authorized to collect all contributions and control the fund. In the bankruptcy proceeding, the trustees filed proofs of a claim for unpaid contributions due by the employer and asserted a priority for the amounts that had accrued during the 3 months immediately preceding the bankruptcy, alleging that these contributions were entitled to priority as "wages . . . due to workmen." This priority, disallowed by the referee, was granted on review by both a Federal district court and the court of appeals.

In reversing the lower courts, the Supreme Court held that these contributions do not have the customary attributes of wages, since they are flat sums for each workman, and the amount is not related to hours or productivity. Nor, the court asserted, are the contributions "due to workmen." The obligation was to the trustees, rather than the workmen. In addition, the court reasoned, the contributions do not satisfy the purpose for which Congress established the priority: "... to provide the workman a 'protective cushion' against the economic displacement caused by his employer's bankruptcy." Inasmuch as these contributions are paid to the fund trustees, they do

not benefit the workman in the period of financial distress.

In the opinion of the dissenting justices, an employer's share of the costs of a welfare plan is compensation for services, regardless of the form it takes, and it has long been held that compensation for services rendered is a valid definition of "wages" within the meaning of the priority section of the Bankruptcy Act and elsewhere. Furthermore, the fact that the money is actually paid to persons other than the workmen does not alter the character of the obligation due the workmen as compensation for services.

Enforcement of Arbitration Awards. A United States court of appeals held³ that section 301(a) of the Labor Management Relations Act confers jurisdiction on the Federal district courts to enforce an arbitration award for vacation pay due employees under a collective bargaining contract.

In this case, a dispute concerning the interpretation of the vacation pay provisions of a collective bargaining agreement was submitted to an arbitrator pursuant to arbitration terms in the contract. When the employer refused to honor the arbitrator's decision, the union instituted action in a Federal district court. Holding that the union was entitled to a judgment enforcing the award, the district court averred that it had jurisdiction to enforce the award under section 301 of the LMRA.

The court of appeals, in affirming the judgment of the district court, cited two recent decisions of the U.S. Supreme Court construing section 301. In the first case, the Supreme Court held⁴ that the section does not authorize a suit by a union

*Prepared in the U.S. Department of Labor, Office of the Solicitor. The cases covered in this article represent a selection of the significant decisions believed to be of special interest. No attempt has been made to reflect all recent judicial and administrative developments in the field of labor law or to indicate the effect of particular decisions in jurisdictions in which contrary results may be reached based upon local statutory provisions, the existence of local precedents, or a different approach by the courts to the issue presented.

¹ *United States v. Embassy Restaurant, Inc.* (U.S. Sup. Ct., Mar. 9, 1959).

² 11 U.S.C. (Supp. V) § 104.

³ *A. L. Kornman Co. v. Amalgamated Clothing Workers* (C.A. 6, Feb. 25, 1959).

⁴ *Association of Westinghouse Salaried Employees v. Westinghouse Electric Corp.*, 348 U.S. 437 (1955). See *Monthly Labor Review*, June 1955, p. 679.

seeking a judgment in favor of individual employees for unpaid wages. Subsequently, the Supreme Court held⁵ that under section 301 a Federal district court does have jurisdiction of a suit by a labor organization to require an employer to arbitrate a grievance pursuant to an arbitration provision in a collective bargaining contract. Thus, a distinction was drawn between suits for the benefit of individuals and suits for the benefit of the organization.

The present case, the court of appeals indicated, goes one step further than the preceding decisions. The arbitration has been completed, and the union seeks enforcement of an award on behalf of the employees. Since the district court may order compliance with arbitration provisions, the court reasoned, it must necessarily have jurisdiction to enforce the resulting awards. Otherwise, the arbitration provisions would be useless.

The dissenting judge reasoned that this action was not to compel arbitration, but to enforce an arbitration award. Being an action to enforce an arbitration award for the benefit of individual employees, it is controlled by the ruling of the Supreme Court concerning individual rights under a collective bargaining contract, i.e., that section 301 does not authorize a suit by a union seeking a judgment in favor of individuals. Although the Federal courts have no jurisdiction, he concluded, an adequate remedy is provided by the State courts.

Member Action To Compel Financial Reports. A United States court of appeals held⁶ that a Federal district court does not have jurisdiction of an action by union members seeking to compel the union to furnish them with the financial reports as provided by sections 9(f) and (g) of the Labor Management Relations Act.

In this case, 12 members of a union, asserting that they had exhausted all the processes available within the organization, brought an action to compel the union to refrain from taking discriminatory action against them, to hold a valid election pursuant to the terms of the union's constitution and bylaws, and to make and furnish an audit and financial report. The district court dismissed the action on the ground that it did not have jurisdiction over the subject matter.

In affirming the opinion of the district court, the court of appeals pointed out that discriminatory action is an unfair labor practice and, therefore, under the exclusive jurisdiction of the National Labor Relations Board. With respect to contractual rights, the court found that section 301(a) of the LMRA gives the district courts jurisdiction of suits for violation of contracts between employers and labor organizations or between labor organizations. The instant suit, between a labor organization and its members, does not come within the terms of the provision.

Sections 9(f) and (g) of the LMRA have been construed by the Supreme Court as provisions merely describing advantages that may be gained by compliance with their conditions, with which a labor organization may elect to comply or not comply as it chooses.⁷ Therefore, the court of appeals held that the original jurisdiction of the district courts over civil actions arising under acts of Congress regulating commerce⁸ does not give rise to Federal jurisdiction to enforce compliance of these sections.

Unemployment Compensation

Self-Incrimination Disqualification, No. 1. The Superior Court of Pennsylvania held⁹ that a claimant (1) who had failed to deny an allegation of Communist Party affiliation before a congressional committee, (2) who was later discharged by his employer—a Government contractor engaged in defense work—for refusing to answer the employer's questions concerning such alleged affiliation, and (3) who pleaded the privilege against self-incrimination when asked such questions by the unemployment compensation authorities, was ineligible for benefits under the Pennsylvania Unemployment Act.¹⁰

⁵ *Textile Workers Union v. Lincoln Mills of Alabama*, 353 U.S. 448 (1957). See Monthly Labor Review, August 1957, pp. 976-977.

⁶ *Adams v. International Brotherhood of Boilermakers* (C.A. 10, Dec. 3, 1958). The original opinion of the court (noted in Monthly Labor Review, March 1959, pp. 294-295) has been amended and the dissenting opinion withdrawn.

⁷ *United Mine Workers v. Arkansas Oak Flooring Co.*, 351 U.S. 62 (1956).

⁸ 28 U.S.C. § 1337 (1952).

⁹ *Ault v. Unemployment Compensation Board of Review* (Pa. Super. Ct., Harrisburg Dist., Dec. 11, 1958).

¹⁰ 43 Purdon's Pa. Stats. Ann., § 751 et. seq. (1952) (as amended Supp. 1958).

The claimant was discharged after a hearing held by his employer on the question of whether he should be dismissed. The claimant was advised at that hearing that he had been identified under oath before a congressional committee as being a member of the Communist Party; that the committee had given him an opportunity to deny such affiliation but he had failed to do so; that the employer was important to national defense, and that one affiliated with the Communist Party was believed by the employer to be a security risk to him. Told that the employer would receive any evidence the claimant wished to produce, the claimant presented a statement in which he made no denial that he was a member of the Communist Party and refused to discuss with his employer whether the specific charges made against him before the congressional committee were true or false.

After discharge, the claimant applied for unemployment compensation. At the hearing before the unemployment compensation referee, he refused to answer whether he was presently a Communist Party member; whether he had ever given information concerning internal conditions at the employer's plant to any member of that party and whether he had attended conventions of the Communist Party.

In affirming the denial of compensation by the Pennsylvania Unemployment Compensation Board, the court held that the claimant's refusal to answer his employer's questions regarding the charge against him was willful misconduct connected with his work within the meaning of the section of Pennsylvania Unemployment Compensation Act which read: "An employee shall be ineligible for compensation for any week . . . in which his unemployment is due to his discharge or temporary suspension from work for willful misconduct connected with his work . . ." ¹¹ The court reasoned that an employer engaged in defense work could be expected to ask an employee whether charges of Communist Party affiliation made against him before a congressional committee were true and that refusal to discuss such charges

frankly and fully was a willful disregard of such employer's interests and a disregard of standards of behavior which the employer had a right to expect of him. The court concluded that, therefore, the employer was justified in discharging the claimant for willful misconduct. This misconduct was connected with his work, the court stated, because it "is important to the security of all of us that manufacturers of plants producing materials which are used for defense should not have in their employ people whose loyalty is so seriously thrown into question as a result of their own actions and conduct."

The court declared that the claimant must be denied compensation for his refusal to answer questions put to him by the unemployment compensation authorities, and stated that reason to be "entirely aside from the refusal of the claimant to answer questions . . . before his employer." The court indicated that the questions of the authorities had a bearing upon whether the employer was justified in refusing to continue the employment and, therefore, upon the claimant's right to compensation.

Self-Incrimination Disqualification, No. 2. The Court of Appeals of Maryland held ¹² that a restaurant waitress who failed to deny an allegation of Communist Party affiliation before a congressional committee, and was subsequently discharged because her employer feared her presence would cause a loss of business, was not ineligible for unemployment benefits under the Maryland unemployment insurance law.¹³

The claimant was identified through radio, television, and the newspapers as a waitress in the employer's restaurant who had refused to respond to questions posed by a congressional committee relating to her affiliations with the Communist Party. When her employer received threats by customers to discontinue their patronage, he discharged the claimant, believing the adverse publicity she had created would hurt his business. The employer made no attempt to interrogate the claimant about her alleged connection with the Communist Party. Thereafter, the claimant's request for unemployment benefits was denied by the Board of Appeals of the Maryland Employment Security Board, pursuant to a finding that

¹¹ 43 Purdon's Pa. Stats. Ann., § 802(e) (Supp. 1958).

¹² *Fino v. E.S.B. and Sun Ray Drug Co.* (Md. Ct. of Appeals, Jan. 19, 1959).

¹³ Md. Code (1951), Art. 95A, § 5(b).

her discharge, and consequent unemployment, was due to her "actual or threatened, deliberate and willful misconduct connected with [her] work,"¹⁴ an express disqualification in the statute. This holding was affirmed by the Maryland Superior Court.

In reversing the adverse decision of the lower court, the court of appeals reasoned that if it assumed, without deciding, that the refusal to answer questions propounded by the committee was misconduct, the crucial question was whether such misconduct was connected with her work within the meaning of the statute. The misconduct must be incident to the work, or directly related to the employment status, the court asserted. The mere fact that the misconduct adversely affects the employer's business is not enough and, in this instance, there is no suggestion that the claimant's retention would create any other hazards.

Self-Incrimination Disqualification, No. 3. The Court of Appeals of Maryland held¹⁵ that claimants formerly employed by a contractor engaged in defense work, who had failed to deny an allegation of Communist Party affiliation before a congressional committee and who were subsequently discharged for refusing to answer their employer's questions concerning the alleged affiliation, taking the position that the questions were irrelevant and immaterial, were ineligible for benefits under the Maryland unemployment insurance law, except those benefits accruing prior to the employer's hearing.¹⁶

The five claimants, employed in a plant which had a number of defense contracts with the Government, were suspended when their employer learned that they had been identified as members of the Communist Party and had refused to answer questions concerning their alleged affiliation before a congressional committee. Subsequently, the employer conducted hearings at which the claimants refused to answer questions similar to those propounded by the committee,

averring that the questions were irrelevant, immaterial, and in no way connected with the claimants' job performances. At the conclusion of the hearings, the claimants were discharged. Thereafter, the requests of the claimants for unemployment benefits were denied by the Board of Appeals of the Maryland Employment Security Board as a result of a finding that their loss of employment was due to their actions at the hearings conducted by their employers, which actions constituted misconduct connected with their work within the meaning of the disqualification provisions in the Maryland unemployment insurance statute.

In affirming¹⁷ the judgment of the lower court which had upheld the decision of the Board of Appeals of the Maryland Employment Security Board, the court of appeals distinguished the decision from a similar one, handed down on the same day, wherein it held that refusal to answer questions of a congressional committee was not misconduct connected with the work.¹⁸ In the instant case, the court asserted, the discharge was based on a failure to answer at a company hearing. In addition, the objections to the questions propounded at the company hearing were not based on the privilege against self-incrimination but on relevance and materiality. Inasmuch as the Communist Party "has been frequently characterized as engaged in a conspiracy to overthrow the Government by force and violence, and particularly by the sabotage of essential industries in the event of war," the court reasoned that alleged Communist affiliations of its employees are relevant to a manufacturing concern with Government orders.

With respect to the question of whether the misconduct was work connected, the court reasoned that employing an alleged security risk is far different from employing a person whose misconduct may merely have an adverse economic effect on the business. While neither employee may be suitable, the security risk may be unreliable as well. The trustworthiness and reliability of an employee, the court averred, is conduct connected with the work when the employer is an industry essential to defense.

Benefits were allowed, however, for the period preceding the company hearing as that event established the date of disqualification.

¹⁴ *Ibid.*

¹⁵ *Ostrowsky and Seif v. E.S.B. and the Bethlehem Steel Co.* (Md. Ct. of Appeals, Jan. 19, 1959).

¹⁶ Md. Code (1951), Art. 95A, § 5 (b).

¹⁷ Except insofar as the case was remanded for a modification of the order fixing the dates of disqualification.

¹⁸ See *Fino v. E.S.B. and Sun Ray Drug Co.*, *supra*.

Chronology of Recent Labor Events

March 3, 1959

THE UNITED STATES ATTORNEY GENERAL announced the indictment by a Federal grand jury in Scranton, Pa., of Dominic J. Alaimo, a committeeman of United Mine Workers Local 8005, for allegedly accepting \$30,755 in periodic payoffs over 5 years from the Knox Coal Co. for a "sweetheart" contract. The company and two officials were charged in a separate indictment with making the payments which are forbidden by the Taft-Hartley Act.

On March 9, a similar indictment was returned by a Hudson County (N.J.) grand jury against two Local 262 officials of the Retail, Wholesale and Department Store Union—Anthony Auriema and George Braverman—for allegedly receiving bribes from the C. F. Mueller Co. (See also p. 586 of this issue.)

March 9

THE U.S. SUPREME COURT ruled that contributions owed by a bankrupt employer to a welfare fund, pursuant to a collective agreement, are not entitled to priority in bankruptcy proceedings as being "wages . . . due to workmen" within the meaning of the Bankruptcy Act. The case was *United States v. Embassy Restaurant, Inc.* (see Chron. item for Apr. 16, 1958, MLR, June 1958, and p. 579 of this issue.)

THE U.S. SUPREME COURT denied review in *Oliphant v. Brotherhood of Locomotive Firemen and Enginemen* in which a lower court had held that refusal by a union certified under the Railway Labor Act to admit a Negro to membership because of his race did not violate the Negro's rights under the due process clause of the Fifth Amendment (see Chron. item for Nov. 26, 1958, MLR, Jan. 1959). Review was denied by reason of "the abstract context in which the questions sought to be raised are presented in the record."

THE FEDERAL COURT OF APPEALS in Cincinnati upheld a lower court decision that the national collective bargaining agreement establishing the United Mine Workers Welfare and Retirement Fund and providing for union security "to the extent and in the manner permitted by law" is legal and enforceable under the Tennessee Right-to-Work Law. The case was *Fentress Coal & Coke Co. v. Lewis*. (See Chron. item for Mar. 6, 1958, MLR, May 1958.)

March 11

MEMBERS of the Ladies' Garment Workers' Union ratified a 3-year contract with the National Association of Blouse Manufacturers, Inc., covering about 14,000 workers in the States of Connecticut, New Jersey, and New York. The terms included a 7-percent wage increase for pieceworkers and \$4 to \$6 a week for weekworkers and other benefits. (See also p. 584 of this issue.)

A FEDERAL GRAND JURY in New York City indicted Local 25 of the International Ladies' Garment Workers' Union, five individuals (including Charles Kreindler, the local's manager and an ILGWU vice president), and three trade associations for allegedly having conspired since 1949 to fix prices and allocate customers in the women's blouse industry. (See also p. 585 of this issue.)

March 12

L. N. D. WELLS, JR., the union-nominated member of the board of monitors of the Teamsters (see Chron. item for Jan. 23, 1958, MLR, Mar. 1958), submitted his resignation to U.S. District Judge F. Dickinson Letts (who had appointed the monitors), saying he could not afford to give the monitorship the "almost full-time attention" it requires. (See also p. 585 of this issue.)

Daniel B. Maher, a Washington, D.C., lawyer, was appointed on March 18 to succeed Mr. Wells.

March 13

THE GOVERNOR OF INDIANA signed a bill permitting concurrent receipt by jobless workers of both State unemployment benefits and private supplemental unemployment benefits. (See Chron. item for June 11, 1958, MLR, Aug. 1958.)

Two days earlier, a similar law was approved by the Governor of Ohio. (See Chron. item for May 15, 1956, MLR, July 1956, and p. 586 of this issue.)

THE FEDERAL COURT OF APPEALS in Chicago ruled that a railroad union's demand upon an employer that certain jobs should not be abolished except with the union's consent was not within the Railway Labor Act's scope of mandatory bargaining. The court held that the employer's acceptance of the union demand would have enabled the union to prevent the necessary modernization of the railroad. The case was *Chicago and North Western Railway Co. v. Order of Railroad Telegraphers*.

March 31

PRESIDENT EISENHOWER signed a bill which extended until June 30, 1959, the optional Federal loans to States for continuation of unemployment compensation benefits to jobless workers who have exhausted their State UC benefits. (See Chron. item for June 4, 1958, MLR, Aug. 1958.)

Developments in Industrial Relations*

Wage Developments and Collective Bargaining

Apparel and Textiles. A 3-year contract for about 14,000 blouse makers was ratified on March 11 by members of the International Ladies' Garment Workers' Union employed by member companies of the National Association of Blouse Manufacturers, Inc. The settlement—covering workers in the States of New York, New Jersey, and Connecticut—included wage increases of 7 percent for pieceworkers and \$4 to \$6 weekly for weekworkers, increased minimum weekly guaranteed earnings, and, for pieceworkers, liberalized overtime provisions and provided 6½ paid holidays. (Weekworkers already receive 6½ paid holidays.) A severance pay plan, to be financed by employer contributions of 0.5 percent of payrolls, was also established.

An offer of a pay increase averaging 7.5 cents an hour by Dan River Mills, Inc., was accepted by members of the South Virginia Joint Board of the United Textile Workers. The increase—effective March 9—affected about 10,000 employees in Danville, Va. The union contract was not scheduled to expire until May 31, 1959. However, Dan River Mills had reported in February that it was planning to make pay adjustments following reports by a number of other Southern textile firms of pay increases for their workers, most of whom are unorganized.¹

In March, the two major garment unions announced collective bargaining proposals. On March 3, the Amalgamated Clothing Workers said it would seek a 15-cent-an-hour wage increase plus changes in fringe benefits for about 100,000 shirt, pajama, and cotton garment workers under a reopening clause of an agreement running until June 1, 1961; the latest general wage increase for this group of workers went into effect in 1956.²

The International Ladies' Garment Workers sent bargaining notices to four coat and suit manufacturers' associations on agreements expiring May 31 and affecting almost 50,000 workers. Union spokesmen said they would not seek a general wage increase but instead ask for the right to seek increases whenever the Consumer Price Index rises 5 percent above its July 1957 level; current contracts permit wage negotiations based on changes over the May 1953 level. The latest increase under these contracts was in December 1957.³

Other Manufacturing. A 7-cent-an-hour pay increase, retroactive to February 1 for 7,000 workers, and an additional 6-cent raise scheduled for 1960, were agreed to in mid-February by representatives of the International Longshoremen's and Warehousemen's Union (Ind.) and seven pineapple companies in Hawaii. An unusual union security clause—described as a "dues shop" arrangement—was set up. Employees have a choice of joining the union and paying union dues, remaining outside the union but paying dues, or remaining out of the union and paying the equivalent of union dues to a fund to be divided equally among three health organizations. The ILWU had been seeking a union shop.

In early March, the United Mine Workers District 50 (Ind.) and the Dow Chemical Co. announced terms of a 3-year agreement for about 6,200 workers at the company's Midland, Mich., division. The settlement provided for a 6-cent-an-hour wage increase in each contract year, additional increases for step-rate adjustments, and gradual incorporation into base rates of the existing cost-of-living allowance—8 cents in each of the first 2 years and 3 cents in the last year. The escalator clause was continued. Other changes included provision for an eighth paid "personal" holiday—to be taken by individual workers at any time during the year—and increased shift

*Prepared in the Division of Wages and Industrial Relations, Bureau of Labor Statistics, on the basis of currently available published material.

¹ See Monthly Labor Review, April 1959, p. 428.

² See Monthly Labor Review, September 1956, p. 1072.

³ See Monthly Labor Review, December 1957, p. 1497.

differentials and health and welfare and minimum pension benefits.

Communications and Services. Two large Bell Telephone system affiliates negotiated contracts with representatives of the Communications Workers during March that generally followed the pattern set by the Wisconsin Telephone Co. and the union in January 1959.⁴ On March 18, the union and the Southwestern Bell Telephone Co. signed a 15-month contract for about 46,000 workers in six States. According to the CWA, the wage increase averaged 8.2 cents an hour and ranged from \$2 to \$5 a week for plant department employees and from \$2 to \$3 for traffic employees, effective March 15. Wage increases at the Pacific Telephone and Telegraph Co. ranged from \$1 to \$4.50 for about 17,500 plant and traffic department employees in northern California and Nevada. An additional 50 cents a week for certain top craft jobs is to become effective November 1, 1959. Both settlements provided a fourth week of vacation after 30 years' service and pension improvements.

Union Developments

Teamsters. On March 11, the U.S. Senate Select Committee on Improper Activities in the Labor or Management Field resumed hearings concerning the International Brotherhood of Teamsters, concentrating on its activities in the Chicago area. Testimony by committee investigators included charges that Joseph P. Glimco, president of Taxicab Local 777, had used union funds to finance his successful defense in a trial on charges that he had extorted money from businessmen and from the officers of his local by requiring them to sign for higher salaries than they received. Mr. Glimco refused to answer most questions by invoking the Fifth Amendment.

A committee investigator also alleged that four officials affiliated with Chicago Local 710 had allegedly made more than \$1 million since 1952

through excessive commissions collected by the Dearborn Insurance Co. on union welfare policies, plus salaries, Christmas bonuses, and vacation allowances. (The \$1 million allegedly involved did not include allowances for expenses.) Two of the men mentioned—John T. O'Brien (an international vice president as well as secretary-treasurer of Local 710) and Frank T. Brown (former president and now president emeritus of the local)—were reportedly involved as secret shareholders in the insurance company that collected the commissions. Mr. O'Brien, when questioned about his finances, also invoked the Fifth Amendment.

On March 12, L.N.D. Wells, Jr., the union-nominated member of the Teamsters monitor board,⁵ announced his resignation. Mr. Wells observed that "the affairs of the Teamsters union are greatly improved over those prevailing when the present administration took office." However, he listed several necessary improvements which remain to be made in the union constitution. He was succeeded by Daniel D. Maher, a Washington, D.C., lawyer.

Ladies' Garment Workers. In New York, a Federal grand jury on March 11 indicted a local of the International Ladies' Garment Workers' Union, three trade associations (including the National Association of Blouse Manufacturers previously mentioned), and five individuals on charges of conspiring to restrain and monopolize trade and commerce in the manufacture of women's blouses in New York, New Jersey, Connecticut, and Pennsylvania. The alleged conspiracy, the Government indictment said, violated provisions of the Sherman Anti-trust Act by fixing prices and allocating customers. David Dubinsky, president of the ILGWU, said the indictment was antilabor and "a return to the days of the 1890's when the Sherman Act was used not to bust trusts but to cripple unions." Mr. Dubinsky said the union's only interest was "to put an end to substandard labor conditions"; furthermore, he declared that the Federal Trade Commission had previously "upheld very similar agreements in the garment industry as legal under the antitrust laws."⁶

⁴ See Monthly Labor Review, March 1959, pp. 301-302.

⁵ See Monthly Labor Review, March 1958, p. 300.

⁶ See Monthly Labor Review, March 1957, p. 367.

George Meany, president of the AFL-CIO, also charged that the indictment represented an attempt to use antitrust legislation against unions and against the ILGWU in particular for "engaging in traditional practices whose only purpose is the protection of union wages, hours, and working conditions."

The National Labor Relations Board in February had found the ILGWU and its Pennsylvania Joint Board guilty of unfair labor practices against the Slate Belt Apparel Contractors Association, charging that the union had refused to deal with a former local union official who subsequently became a bargaining representative for the employers' group. The Board had ruled the ILGWU was illegally interfering with the employers' right to select their bargaining representative, and ordered the union to drop its ban against negotiating with management representatives who are former union officials. President Dubinsky asserted that the Board's decision would impair the union's ability to enforce ethical practices standards as between business and labor; he said the union would make a court fight against the order.

Mergers. Further steps toward amalgamation of the Marine Engineers' Beneficial Association and the Brotherhood of Marine Engineers, first revealed in October 1957,⁷ were taken in March as members of the two unions began a mail referendum vote on the proposal to merge. The voting period was to run until late May at which time the results were scheduled to be announced at the MEBA's convention in Miami, Fla. The executive boards of both unions had previously voted their approval in late February. Under the merger terms, the BME will be incorporated into Local 101 of the MEBA, which has jurisdiction over the Great Lakes area where the BME membership is principally located; bargaining will be conducted by Local 101 for all of the contracts held by the BME.

In the entertainment field, Actors' Equity Association and the American Guild of Musical Artists appointed a committee to study the possibility of a merger. The study was undertaken as a result of previous efforts to revise a long-standing jurisdictional agreement. Both unions are affiliates of Associated Actors and Artists.

Indictments. Two officials of a local of the Retail, Wholesale and Department Store Union were indicted by a Hudson County (N.J.) grand jury on charges of accepting bribes from the personnel director of C. F. Mueller Co. of Jersey City, N.J. Named in the indictments were Anthony Auriema and George Braverman, president and business agent, respectively, of Local 262. Counsel for the accused said the charge of bribery to insure labor peace was "ridiculous because the contract with Mueller's is . . . one of the most difficult in the industry for management."

In another indictment, Eugene C. James, secretary-treasurer of Local 46 of the independent Laundry, Cleaning and Dye House Workers International Union, was on trial in Chicago in a Federal district court on charges of income tax evasion. The Laundry Workers Union was expelled from the AFL-CIO in December 1957 on the grounds that it had failed to remove corrupt elements from its ranks; Mr. James, former secretary-treasurer of the international union, had previously been accused by the Senate Labor Subcommittee on Welfare and Pension Funds of being involved in the embezzlement of almost \$1 million in welfare funds.⁸

Legislative Developments

Enactment by the Indiana legislature of two bills on March 7 liberalized State unemployment benefits and amended State laws to permit concurrent receipt of private supplemental unemployment benefits (SUB) and State benefits. The law on SUB, amended one passed in 1957 which required all State unemployment compensation payments to be reduced by the amount of SUB received. State unemployment compensation was raised to a weekly maximum of \$36 (from \$33) and the maximum duration period was extended from 20 to 26 weeks. Union pressure to have the State's "right-to-work" law repealed was not successful, however.

The Ohio legislature similarly authorized concurrent receipts of full State unemployment compensation along with SUB. More than 400,000

⁷ See Monthly Labor Review, December 1957, p. 1503.

⁸ See Monthly Labor Review, February 1957, p. 209.

union members in Ohio are reportedly covered by SUB agreements; in some cases, these funds had been held in escrow pending court litigation,⁹ and in others, attempts had been made to work out an alternative benefit arrangement. North Carolina and Virginia are the only remaining States having a specific legislative ban on simultaneous payments, but a court challenge of simultaneous payments of SUB and State unemployment compensation has been pending in California.

In Colorado, the State's weekly unemployment compensation schedule was liberalized to provide maximum benefits equaling 60 percent of the eligible employee's normal pay or 50 percent of the average weekly pay in the State, whichever is lower. Currently, the statewide average pay in covered employment is \$84; the previous ceiling on weekly benefits was set at \$35. A 1958 temporary increase in the maximum duration of un-

employment benefits from 26 to 32½ weeks was made permanent.

In early March, more than 3,000 building tradesmen met in Washington, D.C., at a conference sponsored by the AFL-CIO Building and Construction Trades Department, to develop a legislative program. Their proposals included endorsement of Title VI of the Kennedy-Ervin bill that would legalize prehire agreements in the construction industry, validate employer contributions to apprentice training and pooled vacation funds, and reduce the 30-day grace period in union shop agreements in the construction industry to 7 days. Other union proposals called for broadening the Davis-Bacon Act to include fringe benefits in the determination of prevailing wages to be paid by firms handling Government construction contracts, a "bold and serviceable housing program," and Federal aid for construction of schools and for raising teachers' salaries.

⁹ See Monthly Labor Review, February 1959, pp. 177-178.

Union Conventions, June 16 to July 15, 1959

<i>Date</i>	<i>Organization</i>	<i>Place</i>
June 22	Retail Clerks International Association	Los Angeles, Calif.
June 22	Communications Workers of America	Cleveland, Ohio
June 22	American Newspaper Guild	New York, N.Y.
June 26	National Federation of Salaried Unions (Ind.)	Atlantic City, N.J.
July 6	International Brotherhood of Operative Potters	Montreal, Canada
July 13	Brotherhood of Locomotive Firemen and Enginemen	St. Paul, Minn.
July 15	Airline Communications Employees Association (Ind.)	Denver, Colo.

Book Reviews and Notes

EDITOR'S NOTE.—*Listing of a publication in this section is for record and reference only and does not constitute an endorsement of point of view or advocacy of use.*

Special Reviews

Patterns of Mobility, 1910-1950—The Norristown Study: A Method for Measuring Migration and Occupational Mobility in the Community. By Sidney Goldstein. Philadelphia, University of Pennsylvania Press, 1958. 254 pp., bibliography. \$7.50.

This book, a product of a research program sponsored by the University of Pennsylvania, presents a new method for measuring historical migration flows and occupational movements in American cities and applies this method to an analysis of mobility patterns of male workers in Norristown, Pa., during the period 1910 to 1950.

About half of this study is devoted to methodology. The more conventional research approaches to analysis of population and occupational changes in American communities have included use of decennial census statistics, sample household surveys, or case history studies. None of these methods permits the reconstruction of gross migration or occupational movements over a period of years in the past. The author demonstrates that these gross movements can be estimated, in the case of the adult male population, through the use of a sample drawn from commercial city directories, in conjunction with birth, death, and school records.

The resulting analysis adds a new dimension to the understanding of population and labor force dynamics at the community level. It has permitted measurement of the relative contributions of immigration, natural population growth, and internal occupational shifts in meeting the changing labor demands of the Norristown economy

over a longrun period. The patterns of occupational shifts revealed by this study also provide insight as to secular changes in rates and direction of occupational movement in a particular community.

The "directory-vital statistics" method developed by Dr. Goldstein suffers from some necessary limitations—the geographical limitation to the city limits of Norristown and the limitation in population coverage to adult males, 18 years and over. For these and other reasons, it is doubtful whether this approach can prove a satisfactory substitute for the sample population survey technique of the Bureau of the Census in measuring current population and labor force movements. It does, however, offer a promising avenue of historical research into the comparatively unexplored field of migratory and occupational flows at the community level and from this standpoint deserves careful study by labor market analysts and urban sociologists.

—HAROLD WOOL

Office of Assistant Secretary of Defense
for Manpower Personnel and Research

The Long View and the Short—Studies in Economic Theory and Policy. By Jacob Viner. Glencoe, Ill., Free Press, 1958. 462 pp. \$7.50.

A group of students and friends have published this collection of essays in honor of Jacob Viner's 65th birthday. These studies, which appeared over a period of three decades, include 12 papers collected under the title *Economic Theory and Policy* and 8 papers in the field of *History of Economic Thought*, followed by an address on *Scholarship in Graduate Training*, a number of shorter book reviews, and finally, a complete list of Jacob Viner's publications.

Usually, a reviewer is expected to summarize the content of a book, to identify its main contribution to the literature on the topic, and to criticize any weaknesses or faults he may find. Such a review of this volume would require nothing less than a critical appraisal of the lifetime work of Jacob Viner. This task would not lie within the competence of this reviewer, even if unlimited space were available.

I can only say that I thoroughly enjoyed reading (or rereading) these essays. The selection shows the breadth of Viner's scholarship, his concern with government policies, and the charm and at

times biting sharpness of his writing. It helps to identify his position in the modern history of economic thought.

Viner is a conservative in his economics which means that he tries to adapt the traditional classical teaching to existing reality. He facetiously calls himself a reactionary, but he is much too realistic in his thinking to rigidly adhere to dogmas such as that of *laissez faire*. In his paper *Adam Smith and Laissez-faire*, which is my favorite in this collection, he shows the development in Adam Smith's thinking from the deistic dogmas of the "invisible hand" to the much more pragmatic *Wealth of Nations*. Viner's interpretation makes Smith appear almost as a forerunner of the "new economics."

In a few cases, Viner goes out of his way to show that classical theories are not necessarily refuted by the existing reality. When contrasting concentration of corporate power with the classical ideal of free competition, he refers to the "unrestrained grant of corporate charters" as one of the reasons for the development of concentration of economic power. This is meant to bring reality into accord with the classical teaching that monopolistic developments are the result of special privileges granted by the State.

While Viner delights in discovering modern traits in early writers, he is very impatient with the modern representatives of the "new economics" who would throw the classical teaching overboard as irrelevant. He is very critical of J. M. Keynes as the economist in contrast to his admiration for Lord Keynes as the statesman. He reviewed the UN experts' report on *National and International Measures for Full Employment (1949)* in an article entitled "Full Employment at Whatever Cost." I happen to agree with Viner in much of his criticism. But that article is one example in which he permitted his critical faculties to run unrestrained. He is "unsympathetic" with respect to the means proposed by the experts to reach full employment. Viner is, however, also critical of regarding full employment as a primary objective and is willing to accept "failure to attain it by a significant margin" although in this case he "would have the unemployed generously taken care of."

Whether one agrees or not with the policy positions Viner has taken at various times, one must respect the manner in which he states his value judgments on the one hand and his economic

reasoning on the other. In an early (1922) essay, Viner said, "The economist should not refrain from making his special contribution to decisions of public importance because of a doctrinaire adherence to an academic standard of scientific uninterestedness more appropriate—or less wasteful—in the physical laboratory than in the field of the social sciences." Viner has made important contributions to important public decisions in the past and one can look forward to his making further contributions in the future.

—GERHARD COLM

National Planning Association

Nationalization in Britain: The End of a Dogma.

By R. Kelf-Cohen. New York, St. Martin's Press, Inc., 1959. 310 pp., bibliography. \$5.50.

Between 1945 and 1949, a Labor Party Government in Great Britain enacted a series of measures nationalizing the coal industry, various branches of inland transport, electric power, gas, and iron and steel. In 1953, a Conservative Government reversed the nationalization action in the iron and steel industry and a branch of transport.

This volume, by R. Kelf-Cohen, a retired civil servant who was associated with the administration of these nationalized industries, is apparently the first serious attempt to appraise at length and in point the approximately 10 years' experience with the nationalization program. Mr. Kelf-Cohen, who describes himself as one who was once enamored with Socialism, is thoroughly disillusioned with nationalization, which he describes as largely a failure.

He attributes this failure to a variety of factors but gives special emphasis to: (1) lack of effective advance planning to meet the practical problems involved in a change of ownership and control; (2) the serious state of deterioration of these industries at the time of nationalization; (3) failure to recognize the necessity for an able managerial staff; and (4) most important, the failure of the trade unions in the nationalized industries to adapt their traditional points of view to the new situation, particularly by cooperating with efforts to improve operations.

In the light of this judgment, the author is shocked by the recent Labor Party discussion of

renationalizing the iron and steel industry and long-distance truck haulage, together with several new proposals to control other private sectors of the economy without nationalization.

The volume appears to be a competent account of the nationalization program of Great Britain and makes very interesting reading. Any serious proposals for further nationalization in Great Britain will have to deal with this critique of the past.

—HARRY WEISS
Mobilization Coordinator
U.S. Department of Labor

Employment and Unemployment

Lag in Employment. By William R. McIntyre. Washington (1156 19th Street NW.), Editorial Research Reports, 1959. 18 pp. (Vol. I, 1959, No. 1.) \$2.

An Investigation of the Local Employment Multiplier. By Gerald Everett Thompson. (In *Review of Economics and Statistics*, Harvard University, Cambridge, Mass., February 1959, pp. 61-67. \$2.)

Farm Labor in Georgia. Atlanta, Georgia Department of Labor, Employment Security Agency, 1958. 46 pp.

Arbejdsløsheden, 1957. Copenhagen, Statistiske Departement, 1958. 58 pp. (Statistiske Meddelelser, 4.Række, 170.Bind, 4.Hæfte.) Kr.2.

Industrial Relations

Addresses on Industrial Relations, 1958 Series. Ann Arbor, University of Michigan, Bureau of Industrial Relations, 1958. 247 pp. (Bull. 26.) \$4.50, Publications Distribution Service, University of Michigan.

Outstanding Books in Industrial Relations, 1958. Princeton, N.J., Princeton University, Industrial Relations Section, March 1959. 4 pp. Selected References, 86.) 30 cents.

Employment Relationships Under the Yugoslav System of Management by the Workers. By Moma Marković. (In *International Labor Review*, Geneva, February 1959, pp. 141-157. 60 cents. Distributed in United States by Washington Branch of ILO.)

Labor Law

Annual Digest of State and Federal Labor Legislation, January 1, 1958-December 31, 1958. By Maxine Anderson. Washington, U.S. Department of Labor, Bureau of Labor Standards, 1959. 70 pp. (Bull. 200.) 25 cents, Superintendent of Documents, Washington.

State Workmen's Compensation Laws—A Comparison of Major Provisions. By Donald L. Ream. Washington, U.S. Department of Labor, Bureau of Labor Standards, 1958. 24 pp. Free.

[Public] *Personnel Panorama, 1958: I, Personnel Legislation in the 85th Congress.* By Harvey Dean Brown; II, *U.S. State and Local and Canadian Developments.* By Keith Ocheltree. (In *Public Personnel Review*, Chicago, January 1959, pp. 5-19. \$2.)

Secondary Boycott Loopholes. By Melvin J. Segal. (In *Labor Law Journal*, Chicago, March 1959, pp. 175-179, 202. \$1.)

Manpower

Farm Labor Developments in 1958 and Outlook for 1959. By Albert L. Shostack. (In *Labor Market and Employment Security*, U.S. Department of Labor, Bureau of Employment Security, Washington, February 1959, pp. 10-15. 30 cents, Superintendent of Documents, Washington.)

Night People. By Fred Panzer. (In *Industrial Bulletin*, State Department of Labor, New York, February 1959, pp. 6-10.)

Manpower Developments in Canada, 1958. (In *Labor Gazette*, Canadian Department of Labor, Ottawa, February 1959, pp. 138-146. 50 cents; 25 cents in Canada.)

Employment Forecasting and Manpower Policy in France. (In *International Labor Review*, Geneva, February 1959, pp. 189-203. 60 cents. Distributed in United States by Washington Branch of ILO.)

Personnel Management and Practices

Information and Communication Practice in Industry. Edited by T. E. R. Singer. New York, Reinhold Publishing Corp., 1958. 304 pp. \$8.75.

Executive Management of Personnel—Getting Results From People. By Edward C. Schleh. Englewood Cliffs, N.J., Prentice-Hall, Inc., 1958. 208 pp., bibliography. \$5.95.

Raising Employee Productivity. Washington, Bureau of National Affairs, Inc., 1958. 13 pp. (Personnel Policies Forum Survey 50.) \$1.

Problems and Practices in Industrial Relations. New York, American Management Association, 1958. 155 pp. (Management Report 16.) \$3.75; \$2.50 to AMA members.

What Every Supervisor Should Know. By Lester R. Bittel. New York, McGraw-Hill Book Co., Inc., 1959. 451 pp., bibliography. \$7.95.

Productivity

Basic Facts on Productivity Change. By Solomon Fabricant. New York, National Bureau of Economic Research, Inc., 1959. 49 pp. (Occasional Paper 63.) \$1.

Productivity and Economic Incentives. By J. P. Davison and others. London, George Allen & Unwin, Ltd., 1958. 306 pp. 35s.

Rehabilitation

Minnesota Studies in Vocational Rehabilitation: II, A Study of Referral Information (Bull. 22, 31 pp.); *III, A Follow-up Study of Placement Success* (Bull. 23, 28 pp.); *IV, A Study of 1,637 Division of Vocational Rehabilitation Counselees* (Bull. 24, 44 pp.); *V, Methodological Problems in Rehabilitation Research* (Bull. 25, 32 pp.); *VI, A Survey of the Physically Handicapped in Minnesota* (Bull. 26, 57 pp.). Minneapolis, University of Minnesota, Industrial Relations Center, 1958. Free.

Rehabilitation Services in Canada—Part II, Provincial and Local Programs. Ottawa, Canadian Department of National Health and Welfare, Research and Statistics Division, 1959. 222 pp., bibliography. (Health Care Series, Memorandum 9.)

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Significant Findings on the Impact of the 1957-58 Recession in Relation to Unemployment Insurance. By William Haber, Fedele F. Fauri, Wilbur J. Cohen. Ann Arbor, University of Michigan, School of Social Work, Coordinating Committee of Social Welfare Research, 1959. 18 pp.

Adequacy of Benefits Under Unemployment Insurance. Washington, U.S. Department of Labor, Bureau of Employment Security, 1958. 73 pp. (BES U-70 R.) Free.

Study of the Post Exhaustion Experience of Florida Unemployment Insurance Claimants, October 1, 1955-September 30, 1956. Tallahassee, Florida Industrial Commission, 1958. 104 pp.

Voluntary Quit Disqualification in Unemployment Insurance—The Iowa Experience. By Fred Slavick. Iowa City, State University of Iowa, College of Commerce, Bureau of Labor and Management, 1958. 70 pp. (Research Series 20.) 50 cents.

Available for Work: The Pennsylvania Unemployment Compensation Interpretation. By Earl Brubaker and Monroe Newman. University Park, Pennsylvania State University, College of Business Administration, Bureau of Business Research, 1958. 26 pp., bibliography. (Bull. 61.) 50 cents.

Wages, Salaries, and Hours of Work

Wages and Related Benefits, 19 Labor Markets, 1957-58—Earnings Trends, Intercity Comparisons, Occupational Earnings, Supplementary Practices. By Otto Hollberg and Alexander N. Jarrell. Washington, U.S. Department of Labor, Bureau of Labor Statistics, 1959. 93 pp. (Bull. 1224-20.) 50 cents, Superintendent of Documents, Washington.

Occupational Wage Survey: Denver, Colo., December 1958 (Bull. 1240-7, 15 pp., 20 cents); *Philadelphia, Pa., November 1958* (Bull. 1240-8, 25 pp., 30 cents). Washington, U.S. Department of Labor, Bureau of Labor Statistics, 1959. Available from Superintendent of Documents, Washington.

Wage Structure: Auto Dealer Repair Shops, Summer 1958. By Harry F. Bonfils. Washington, U.S. Department of Labor, Bureau of Labor Statistics, 1959. 32 pp. (BLS Report 141.) Free.

Union Wage Policy in Heavy Construction: The St. Lawrence Seaway. By Donald E. Cullen. (In American Economic Review, Menasha, Wis., March 1959, pp. 68-84, bibliography. \$1.50.)

Experience With a Cost-of-Living Pay Plan. By William Monat. (In Public Personnel Review, Chicago, January 1959, pp. 43-48. \$2.)

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Our American Economy. By Richard W. Lindholm and Paul Driscoll. New York, Harcourt, Brace and Co., 1959. xii, 499 pp., bibliography.

Prices, Income, and Public Policy. By Clark Lee Allen, James M. Buchanan, Marshall R. Colberg. New York, McGraw-Hill Book Co., Inc., 1959. 501 pp. 2d ed. \$6.50.

Biography of an Ideal: The Diamond Anniversary History of the Federal Civil Service. By Charles Cooke. Washington, U.S. Civil Service Commission, 1959. 170 pp. 55 cents, Superintendent of Documents, Washington.

The Foundations of Capitalism. By Oliver C. Cox. New York, Philosophical Library, Inc., 1959. 500 pp., bibliography. \$7.50.

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Current Labor Statistics

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¹ This table is included in the March, June, September, and December issues of the Review.

² The labor turnover tables (B-1 and B-2) have been dropped from the Review pending a general revision of the Current Labor Statistics section because, beginning with January 1959 data, the categories for which labor turnover rates are published differ from those previously published. Current data are available monthly in Employment and Earnings or may be obtained upon request.

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³ This table is included in the January, April, July, and October issues of the Review.

Current figures for the tables on the Consumer Price Index, construction expenditures, and building-permit activity were not available when this issue went to press, because of the advanced publication date.

A.—Employment

TABLE A-1. Estimated total labor force classified by employment status, hours worked, and sex
[In thousands]

Employment status	Estimated number of persons 14 years of age and over ¹														
	1959				1958								Annual average		
	Mar.	Feb.	Jan.	Dec.	Nov. ²	Oct.	Sept.	Aug.	July	June	May	Apr.	Mar.	1958	1957 ³
	Total, both sexes														
Total labor force.....	70,768	70,062	70,027	70,701	71,112	71,743	71,375	72,703	73,104	73,049	71,603	70,681	70,158	71,284	70,746
Civilian labor force.....	68,189	67,471	67,430	68,081	68,485	69,111	68,740	70,067	70,473	70,418	68,965	68,027	67,510	68,647	67,946
Unemployment.....	4,362	4,749	4,724	4,108	3,833	3,505	4,111	4,699	5,294	5,437	4,904	5,120	5,198	4,681	2,936
Unemployed 4 weeks or less.....	1,365	1,600	1,861	1,706	1,632	1,522	1,569	1,716	2,069	2,569	1,778	1,725	1,753	1,833	1,485
Unemployed 5-10 weeks.....	823	1,176	1,044	771	695	667	644	933	1,198	875	930	933	1,153	959	650
Unemployed 11-14 weeks.....	629	509	444	328	272	225	436	399	357	372	444	677	845	438	240
Unemployed 15-26 weeks.....	767	727	557	520	499	581	573	678	798	931	1,146	1,301	1,045	785	321
Unemployed over 26 weeks.....	777	737	818	782	735	811	888	972	872	689	605	585	401	667	239
Employment.....	63,828	62,722	62,706	63,973	64,653	65,306	64,629	65,367	65,179	64,981	64,061	62,907	62,311	63,966	65,011
Nonagricultural.....	58,625	58,030	58,013	59,102	58,958	58,902	58,438	58,746	58,461	58,081	57,789	57,349	57,239	58,122	58,789
Worked 35 hours or more.....	46,292	44,968	46,044	47,076	44,114	46,522	46,719	44,440	42,289	45,352	45,619	44,166	44,206	44,873	46,238
Worked 15-34 hours.....	6,915	7,745	6,880	6,960	9,915	7,221	6,381	6,099	6,366	6,668	7,147	7,840	7,789	7,324	6,953
Worked 1-14 hours.....	3,496	3,424	3,288	3,313	3,146	3,062	2,751	2,522	2,749	2,863	3,224	3,190	3,346	3,047	2,777
With a job but not at work ⁴	1,920	1,894	1,801	1,753	1,783	2,094	2,586	5,684	7,087	3,198	1,799	2,153	1,899	2,876	2,821
Agricultural.....	5,203	4,692	4,693	4,871	5,695	6,404	6,191	6,621	6,718	6,900	6,272	5,558	5,072	5,844	6,222
Worked 35 hours or more.....	3,226	2,677	2,772	2,845	3,750	4,690	4,263	4,668	4,442	4,861	4,452	3,561	2,945	3,827	4,197
Worked 15-34 hours.....	1,273	1,217	1,132	1,266	1,369	1,212	1,348	1,339	1,564	1,533	1,370	1,390	1,373	1,361	1,413
Worked 1-14 hours.....	523	479	504	522	390	376	436	405	485	399	348	444	503	457	416
With a job but not at work ⁴	181	318	285	238	187	126	144	209	228	107	103	162	251	199	196
	Males														
Total labor force.....	48,360	48,073	47,981	48,190	48,418	48,756	48,759	50,017	50,359	50,005	48,858	48,396	48,126	48,802	48,649
Civilian labor force.....	45,813	45,514	45,417	45,601	45,822	46,155	46,155	47,412	47,759	47,406	46,252	45,774	45,510	46,197	45,882
Unemployment.....	2,971	3,359	3,282	2,902	2,504	2,454	2,615	3,081	3,513	3,521	3,266	3,492	3,743	3,155	1,893
Employment.....	42,842	42,156	42,135	42,699	43,318	43,701	43,539	44,331	44,247	43,884	42,986	42,282	41,767	43,042	43,989
Nonagricultural.....	38,338	37,991	37,981	38,464	38,614	38,693	38,623	39,040	38,901	38,588	37,962	37,578	37,340	38,240	38,992
Worked 35 hours or more.....	32,307	31,433	32,005	32,423	30,966	32,547	32,714	31,608	30,078	32,141	31,862	30,867	30,552	31,390	32,546
Worked 15-34 hours.....	3,330	3,882	3,434	3,418	5,160	3,505	3,119	3,065	3,362	3,418	3,555	4,027	4,087	3,736	3,461
Worked 1-14 hours.....	1,504	1,456	1,399	1,414	1,294	1,121	1,154	1,312	1,246	1,395	1,395	1,427	1,329	1,197	
With a job but not at work ⁴	1,194	1,220	1,143	1,210	1,195	1,278	1,699	3,214	4,149	1,782	1,151	1,289	1,273	1,784	1,748
Agricultural.....	4,505	4,165	4,154	4,235	4,704	5,008	4,916	5,291	5,346	5,296	5,024	4,704	4,427	4,802	5,037
Worked 35 hours or more.....	3,001	2,509	2,582	2,644	3,362	3,961	3,891	4,058	3,906	4,214	3,930	3,281	2,777	3,413	3,716
Worked 15-34 hours.....	906	928	854	933	866	660	787	742	912	733	753	947	1,000	857	842
Worked 1-14 hours.....	428	425	448	443	308	281	313	307	330	261	247	329	420	353	309
With a job but not at work ⁴	172	303	270	216	168	106	126	184	198	89	93	147	230	179	171
	Females														
Total labor force.....	22,408	21,989	22,046	22,510	22,695	22,987	22,617	22,686	22,745	23,043	22,745	22,286	22,032	22,482	22,097
Civilian labor force.....	22,376	21,957	22,013	22,479	22,663	22,956	22,586	22,655	22,714	23,012	22,713	22,254	22,000	22,451	22,064
Unemployment.....	1,391	1,391	1,442	1,206	1,329	1,351	1,496	1,619	1,781	1,915	1,638	1,629	1,456	1,526	1,043
Employment.....	20,985	20,566	20,571	21,273	21,334	21,605	21,090	21,036	20,938	21,096	21,076	20,625	20,544	20,924	21,021
Nonagricultural.....	20,287	20,039	20,032	20,638	20,343	20,209	19,815	19,706	19,560	19,498	19,826	19,770	19,899	19,882	19,837
Worked 35 hours or more.....	13,985	13,534	14,039	14,658	13,147	13,975	14,006	12,833	12,211	13,210	13,757	13,299	13,654	13,483	13,692
Worked 15-34 hours.....	3,586	3,863	3,446	3,542	4,755	3,717	3,263	3,035	2,974	3,250	3,592	3,813	3,701	3,589	3,491
Worked 1-14 hours.....	1,992	1,968	1,889	1,900	1,852	1,801	1,629	1,368	1,437	1,617	1,829	1,795	1,919	1,718	1,580
With a job but not at work ⁴	725	673	658	644	539	716	918	2,471	2,939	1,416	648	864	625	1,093	1,073
Agricultural.....	698	527	539	635	991	1,396	1,275	1,330	1,373	1,603	1,249	855	645	1,042	1,184
Worked 35 hours or more.....	225	168	190	201	388	729	572	610	536	647	522	280	169	414	482
Worked 15-34 hours.....	367	290	278	333	503	552	561	597	652	801	617	444	373	504	571
Worked 1-14 hours.....	95	54	56	80	82	95	123	98	156	138	100	115	83	104	107
With a job but not at work ⁴	10	15	15	21	19	21	18	25	29	18	10	15	20	20	25

¹ Estimates are based on information obtained from a sample of households and are subject to sampling variability. Data relate to the calendar week ending nearest the 15th day of the month. The employed total includes all wage and salary workers, self-employed persons, and unpaid workers in family-operated enterprises. Persons in institutions are not included.

Because of rounding, sums of individual items do not necessarily equal totals.

² Beginning with January 1957, two groups numbering between 200,000 and 300,000 which were formerly classified as employed (under "with a job but not at work") were assigned to different classifications, mostly to the unemployed. For a full explanation, see Monthly Report on the Labor Force,

February 1957 (Current Population Reports, Labor Force, Series P-57, No. 176).

³ Survey week contained legal holiday.

⁴ Includes persons who had a job or business but who did not work during the survey week because of illness, bad weather, vacation, or labor dispute. Prior to January 1957, also included were persons on layoff with definite instructions to return to work within 30 days of layoff and persons who had new jobs to which they were scheduled to report within 30 days. Most of the persons in these groups have, since that time, been classified as unemployed.

SOURCE: U.S. Department of Commerce, Bureau of the Census.

TABLE A-2. Employees in nonagricultural establishments, by industry ¹

[In thousands]

Industry	1959			1958									Annual average		
	Mar. 2	Feb. 2	Jan.	Dec.	Nov.	Oct.	Sept.	Aug.	July	June	May	Apr.	Mar.	1957	1956
Total employees.....	50,812	50,306	50,310	51,935	51,432	51,136	51,237	50,576	50,178	50,413	49,949	49,726	49,600	52,162	51,766
Mining.....	687	694	704	713	712	708	711	708	705	717	711	716	733	809	807
Metal.....	92.8	93.4	93.6	93.4	93.7	90.6	90.7	88.8	90.3	92.9	91.7	91.2	95.9	111.2	108.5
Iron.....		31.0	30.9	30.3	31.2	31.9	31.8	29.9	30.4	30.4	28.7	27.6	31.3	38.9	35.1
Copper.....		30.2	30.2	30.2	29.6	27.5	28.4	27.7	27.1	28.2	28.2	28.1	28.9	32.6	33.3
Lead and zinc.....		12.5	12.7	12.7	12.1	11.1	11.4	11.5	12.1	13.3	13.7	13.9	14.1	16.7	17.4
Anthracite.....		18.0	19.5	19.6	19.5	19.3	18.5	18.1	19.4	19.2	20.0	19.6	22.8	28.4	29.3
Bituminous coal.....	176.8	188.0	192.4	192.2	190.5	189.1	187.2	184.5	179.6	190.1	192.2	199.0	206.3	230.0	228.6
Crude-petroleum and natural-gas production.....		292.7	296.3	300.7	296.7	296.6	301.5	304.7	302.9	303.2	297.8	298.8	302.6	326.2	324.8
Petroleum and natural-gas production (except contract services).....		180.4	181.1	182.7	182.9	184.0	187.8	190.4	190.8	190.4	187.8	188.7	189.3	193.8	192.3
Nonmetallic mining and quarrying.....	103.9	101.9	102.6	107.3	111.2	112.4	113.0	111.6	112.4	111.8	109.5	107.6	105.0	113.3	115.2
Contract construction.....	2,420	2,251	2,343	2,486	2,784	2,887	2,927	2,955	2,882	2,806	2,685	2,493	2,316	2,808	2,929
Nonbuilding construction.....		415	437	506	605	652	672	670	656	647	611	520	439	586	593
Highway and street construction.....		164.0	175.7	217.0	286.7	317.3	328.4	326.1	318.1	311.1	280.5	214.7	162.6	250.1	257.9
Other nonbuilding construction.....		251.0	261.6	289.0	318.1	335.1	343.5	343.6	337.7	335.8	330.0	305.2	276.2	335.6	335.3
Building construction.....	1,836	1,905	1,980	2,179	2,235	2,255	2,285	2,285	2,226	2,159	2,074	1,973	1,877	2,222	2,336
General contractors.....	620.5	650.8	677.8	769.0	789.2	802.1	825.0	811.0	789.4	764.0	720.9	688.4	669.3	869.3	970.0
Special-trade contractors.....	1,215.8	1,255.3	1,302.5	1,410.3	1,445.3	1,453.0	1,459.5	1,474.0	1,436.8	1,390.9	1,353.1	1,292.0	1,188.6	1,352.7	1,366.0
Plumbing and heating.....		287.9	295.8	308.6	315.3	323.7	321.9	318.7	311.6	299.6	285.9	282.3	284.7	321.7	328.5
Painting and decorating.....		140.7	147.8	163.8	151.6	189.4	193.5	200.7	197.4	180.4	171.2	152.5	139.0	164.2	170.9
Electrical work.....		169.8	170.9	177.4	179.3	183.9	187.1	182.2	173.9	166.9	162.6	160.8	163.2	188.9	186.2
Other special-trade contractors.....		617.4	640.8	652.7	734.1	748.3	750.5	757.9	732.0	722.9	690.2	656.4	601.7	677.9	680.2
Manufacturing.....	15,925	15,772	15,674	15,749	15,795	15,536	15,755	15,462	15,161	15,206	15,023	15,104	15,355	16,782	16,903
Durable goods.....	9,180	9,063	8,990	8,989	8,982	8,663	8,814	8,571	8,496	8,564	8,480	8,564	8,742	9,821	9,835
Nondurable goods.....	6,745	6,709	6,684	6,760	6,813	6,873	6,941	6,891	6,665	6,642	6,543	6,540	6,613	6,961	7,068
<i>Durable goods</i>															
Ordnance and accessories.....	135.1	136.5	137.3	136.1	133.9	129.2	130.4	128.5	127.2	125.4	123.5	122.8	121.9	129.3	131.9
Lumber and wood products (except furniture).....	617.4	609.3	612.4	630.3	645.2	659.3	655.1	645.7	637.0	643.3	606.6	585.1	579.9	654.6	735.6
Logging camps and contractors.....		80.3	81.4	89.4	96.2	100.3	99.0	94.7	92.8	100.2	81.1	71.6	69.0	87.1	108.0
Sawmills and planing mills.....		302.8	302.7	309.8	317.2	324.5	324.4	323.7	320.0	318.4	307.1	296.7	295.3	331.6	378.6
Millwork, plywood, and prefabricated structural wood products.....		128.3	130.2	132.8	133.4	135.1	133.6	131.4	128.0	127.0	121.3	120.4	118.7	128.7	135.7
Wooden containers.....		43.7	44.3	44.8	44.9	45.7	45.2	43.6	44.6	45.6	45.2	44.1	44.2	49.7	54.5
Miscellaneous wood products.....		54.2	53.8	53.5	53.5	53.7	52.9	52.3	51.6	52.1	51.9	52.3	52.7	57.5	58.8
Furniture and fixtures.....	378.5	376.9	374.4	369.8	373.5	374.3	369.9	360.2	345.5	346.4	343.0	343.9	351.1	375.6	380.1
Household furniture.....		275.2	272.4	267.5	271.1	271.7	266.4	258.4	248.6	246.5	244.7	245.9	251.0	265.9	267.2
Office, public-building, and professional furniture.....		44.3	44.6	44.8	45.0	44.8	45.6	44.5	41.2	42.3	41.9	43.1	43.7	48.0	48.4
Partitions, shelving, lockers, and fixtures.....		33.8	34.1	34.2	34.2	34.5	35.0	34.8	33.7	34.3	33.9	33.9	34.5	37.9	37.9
Screens, blinds, and miscellaneous furniture and fixtures.....		23.6	23.3	23.3	23.2	23.3	22.9	22.5	22.0	23.3	22.5	21.0	21.9	23.8	26.6
Stone, clay, and glass products.....	531.7	509.5	507.2	519.0	522.1	519.4	535.0	526.3	519.4	513.4	501.8	498.5	499.1	552.5	563.3
Flat glass.....		24.3	23.5	23.3	22.4	16.4	31.9	30.3	28.3	27.7	26.3	27.3	28.2	34.7	35.1
Glass and glassware, pressed or blown.....		95.3	93.7	96.0	96.4	97.6	98.9	96.9	97.3	95.9	93.6	92.8	93.8	98.8	95.9
Glass products made of purchased glass.....		17.7	17.4	17.3	17.3	17.3	16.7	16.0	15.6	15.4	15.1	15.3	15.7	17.9	17.8
Cement, hydraulic.....		38.6	39.4	41.7	42.3	42.8	43.1	42.6	42.6	43.2	42.7	41.2	40.1	42.0	43.6
Structural clay products.....		68.6	70.1	74.2	75.1	76.0	75.9	76.1	75.2	73.0	71.2	70.0	69.0	80.4	86.6
Pottery and related products.....		45.3	44.6	45.1	45.3	44.7	43.9	42.6	42.1	41.9	41.9	44.0	44.9	49.8	54.1
Concrete, gypsum, and plaster products.....		107.5	107.1	110.1	112.6	114.1	116.3	115.4	112.9	110.8	107.5	103.5	101.2	112.0	116.2
Cut-stone and stone products.....		17.7	17.9	18.3	18.5	19.0	19.0	18.3	18.7	18.4	17.9	18.3	17.8	19.0	19.5
Miscellaneous nonmetallic mineral products.....		94.5	93.5	93.0	92.2	91.5	89.3	88.1	86.7	87.1	85.6	86.1	88.4	97.9	94.5
Primary metal industries.....	1,226.7	1,194.8	1,165.5	1,155.4	1,139.7	1,107.7	1,103.3	1,073.2	1,060.9	1,070.5	1,053.4	1,065.6	1,104.0	1,309.7	1,312.6
Blast furnaces, steel works, and rolling mills.....		592.6	569.3	564.2	557.9	554.5	540.7	525.4	516.5	523.9	508.1	509.8	528.9	642.7	630.2
Iron and steel foundries.....		214.4	210.8	208.2	203.5	188.3	194.1	185.8	189.0	189.6	189.7	193.9	200.4	233.8	243.0
Primary smelting and refining of nonferrous metals.....		54.9	54.9	55.1	54.3	53.5	53.4	53.8	53.7	53.9	55.3	57.1	59.0	68.1	67.8
Secondary smelting and refining of nonferrous metals.....		11.9	11.9	11.8	11.8	11.5	11.4	11.3	11.1	10.9	10.9	11.3	11.5	13.2	14.0
Rolling, drawing, and alloying of nonferrous metals.....		110.3	110.2	110.0	108.7	106.8	105.6	104.9	103.6	102.9	101.1	103.6	104.4	115.3	118.2
Nonferrous foundries.....		62.8	62.4		61.5	58.7	58.9	56.0	53.2	54.5	53.9	55.1	57.7	71.4	77.6
Miscellaneous primary metal industries.....		147.9	146.0	144.0	142.0	134.4	139.2	136.0	133.8	134.8	134.4	134.8	142.1	165.2	161.8

See footnotes at end of table.

TABLE A-2. Employees in nonagricultural establishments, by industry¹—Continued

Industry	1959			1958									Annual average		
	Mar. ²	Feb. ²	Jan.	Dec.	Nov.	Oct.	Sept.	Aug.	July	June	May	Apr.	Mar.	1957	1956
	Manufacturing—Continued														
<i>Durable goods—Continued</i>															
Fabricated metal products (except ordnance, machinery, and transportation equipment).....	1,065.4	1,049.5	1,052.8	1,057.6	1,061.2	1,028.2	1,056.5	1,022.3	998.1	1,004.4	987.2	998.9	1,021.3	1,132.3	1,119.0
Tin cans and other tinware.....	56.6	55.6	55.3	55.3	58.3	59.3	62.3	63.2	61.2	59.9	57.6	56.3	55.9	59.1	58.5
Cutlery, handtools, and hardware.....	135.0	136.1	136.2	134.4	115.6	131.5	124.5	121.4	124.8	121.6	123.2	130.2	144.9	149.2	
Heating apparatus (except electric) and plumbers' supplies.....	113.7	109.0	109.2	112.5	113.9	112.5	110.1	106.3	107.0	105.8	108.4	108.9	110.0	121.0	
Fabricated structural metal products.....	284.0	288.0	294.8	298.5	304.8	308.8	307.1	303.8	301.6	296.9	298.0	300.9	311.0	302.4	
Metal stamping, coating, and engraving.....	223.7	227.1	226.4	223.3	207.8	217.1	202.2	199.0	202.0	198.8	201.3	207.0	245.3	238.7	
Lighting fixtures.....	47.7	48.0	48.2	48.0	43.8	46.0	43.3	41.7	42.5	41.4	42.6	44.5	51.4	50.5	
Fabricated wire products.....	56.7	56.8	55.8	56.0	55.2	53.0	51.4	50.0	50.1	49.4	49.7	51.4	59.0	61.5	
Miscellaneous fabricated metal products.....	132.1	132.2	131.7	130.2	127.8	125.3	120.5	114.7	116.5	115.7	119.4	122.5	137.4	137.2	
Machinery (except electrical).....	1,567.7	1,544.2	1,513.8	1,493.9	1,474.7	1,461.6	1,466.4	1,436.9	1,449.8	1,471.9	1,485.5	1,523.4	1,558.9	1,737.9	1,730.1
Engines and turbines.....	96.3	97.2	96.4	95.9	91.2	92.3	90.2	89.2	90.0	92.1	93.2	95.0	96.4	84.1	
Agricultural machinery and tractors.....	150.2	132.7	123.9	123.1	139.5	138.2	134.7	136.1	136.0	136.8	143.9	145.5	148.4	150.0	
Construction and mining machinery.....	124.3	123.7	120.2	114.1	115.7	116.9	118.5	119.0	118.7	119.6	124.6	129.0	153.1	153.1	
Metalworking machinery.....	224.7	220.5	218.5	215.1	209.2	210.8	205.6	211.6	218.1	225.3	231.0	239.8	287.6	284.3	
Special-industry machinery (except metalworking machinery).....	158.7	157.3	156.1	155.4	154.8	155.4	155.1	154.3	156.8	158.6	162.0	164.9	181.0	187.8	
General industrial machinery.....	214.8	213.8	213.0	212.2	211.0	212.6	211.6	212.5	217.8	219.0	223.4	231.0	254.8	256.7	
Office and store machines and devices.....	129.7	129.0	130.6	130.3	129.1	127.2	124.1	123.6	124.2	121.2	121.8	122.2	137.7	126.1	
Service-industry and household machines.....	181.2	177.7	173.6	171.2	165.9	165.2	158.5	163.8	165.7	167.2	171.1	173.7	189.9	209.2	
Miscellaneous machinery parts.....	264.3	261.9	261.6	257.4	245.2	247.8	238.6	239.7	244.6	244.8	252.4	257.8	289.0	278.8	
Electrical machinery.....	1,182.6	1,177.4	1,170.1	1,166.2	1,164.9	1,119.5	1,133.1	1,104.6	1,078.5	1,079.9	1,077.6	1,092.3	1,114.4	1,223.3	1,202.1
Electrical generating, transmission, distribution, and industrial apparatus.....	386.3	384.9	381.9	377.2	361.1	367.9	363.7	360.2	362.4	365.0	372.0	381.6	420.2	416.1	
Electrical appliances.....	35.4	35.4	35.9	37.0	35.3	34.6	33.1	31.9	31.8	33.5	34.8	34.9	40.9	49.8	
Insulated wire and cable.....	28.0	28.2	28.0	27.6	26.9	26.2	24.6	23.2	24.4	23.7	24.3	24.9	27.2	26.4	
Electrical equipment for vehicles.....	68.0	65.7	65.2	67.8	50.5	53.8	58.4	57.8	58.1	57.7	60.7	64.0	75.2	73.9	
Electric lamps.....	26.1	26.1	26.0	25.8	25.6	25.2	25.1	24.6	25.5	26.2	26.8	27.8	30.2	28.5	
Communication equipment.....	585.6	583.0	582.5	582.6	576.0	569.4	554.6	536.6	532.3	526.7	528.3	535.3	579.8	557.8	
Miscellaneous electrical products.....	48.0	46.8	46.7	46.9	44.1	46.0	45.1	44.2	45.4	44.8	45.4	45.9	49.8	49.6	
Transportation equipment.....	1,683.6	1,682.7	1,688.7	1,681.4	1,670.4	1,461.8	1,572.2	1,500.3	1,528.6	1,547.8	1,546.4	1,570.0	1,620.2	1,878.1	1,823.4
Motor vehicles and equipment.....	724.1	732.1	716.8	702.7	506.4	613.0	548.9	579.2	592.9	596.4	605.5	648.8	786.3	809.9	
Aircraft and parts.....	756.6	756.8	767.4	767.3	763.1	763.7	755.2	751.2	751.2	742.8	754.2	766.6	861.7	809.3	
Aircraft.....	455.3	456.7	462.0	462.6	459.7	460.9	458.0	455.9	454.2	445.5	456.6	452.3	522.3	494.4	
Aircraft engines and parts.....	148.8	148.4	152.0	152.1	152.6	153.9	150.9	151.3	151.7	151.6	152.3	152.4	179.1	167.1	
Aircraft propellers and parts.....	14.9	15.1	15.8	15.7	16.2	17.0	17.2	18.0	18.8	19.3	19.8	20.3	20.5	16.9	
Other aircraft parts and equipment.....	137.6	136.6	137.6	136.9	134.6	131.9	128.2	126.0	126.5	126.4	125.5	126.1	139.8	130.9	
Ship and boat building and repairing.....	144.5	144.8	142.3	146.0	142.2	140.9	141.1	142.1	146.9	146.7	144.8	145.9	148.8	130.0	
Shipbuilding and repairing.....	123.2	124.7	122.4	127.1	124.7	124.6	125.3	124.7	127.6	125.5	123.7	125.4	126.9	109.8	
Boatbuilding and repairing.....	21.3	20.1	19.9	18.9	17.5	16.3	15.8	17.4	19.3	21.2	21.1	20.5	21.9	20.2	
Railroad equipment.....	48.2	46.3	45.8	44.5	39.9	44.5	45.3	47.3	47.8	52.2	57.1	60.2	71.6	64.3	
Other transportation equipment.....	9.3	8.7	9.1	9.9	10.2	10.1	9.8	8.8	9.0	8.3	8.4	8.7	9.7	9.9	
Instruments and related products.....	324.9	324.2	320.7	320.2	318.8	316.9	313.0	309.1	306.8	308.6	309.3	313.7	317.4	337.9	335.6
Laboratory, scientific, and engineering instruments.....	60.1	59.5	58.7	58.2	57.9	57.8	57.5	57.5	57.5	56.9	57.1	58.1	65.1	64.9	
Mechanical measuring and controlling instruments.....	87.9	86.0	85.6	85.5	84.7	83.6	81.1	81.4	82.2	82.2	83.5	84.7	90.9	87.2	
Optical instruments and lenses.....	15.1	15.0	15.0	15.0	14.6	14.4	13.8	13.6	13.7	13.5	13.4	13.3	13.9	13.9	
Surgical, medical, and dental instruments.....	42.3	42.3	42.1	41.4	41.3	41.2	41.0	41.1	41.3	41.4	41.4	41.7	42.0	41.0	
Ophthalmic goods.....	24.6	24.3	24.0	23.8	23.6	22.0	23.1	23.0	23.6	23.6	23.9	24.3	25.2	25.7	
Photographic apparatus.....	63.8	64.1	64.9	65.1	64.9	64.8	64.8	64.9	64.8	64.9	65.7	66.5	70.0	68.5	
Watches and clocks.....	30.4	29.5	29.9	29.9	29.9	29.9	27.8	25.3	26.1	26.6	27.7	28.6	30.8	34.4	
Miscellaneous manufacturing industries.....	466.1	457.8	447.0	459.3	478.0	484.6	478.6	463.7	444.0	452.8	445.9	449.5	453.6	490.0	501.0
Jewelry, silverware, and plated ware.....	45.0	45.0	45.8	46.3	46.1	45.3	43.1	42.6	43.1	42.5	43.2	44.1	46.3	49.9	
Musical instruments and parts.....	17.6	17.3	17.3	17.4	17.1	16.7	15.9	14.7	15.7	15.7	16.1	16.2	18.2	18.5	
Toys and sporting goods.....	70.6	65.0	71.6	85.2	92.9	92.9	89.7	84.2	84.9	81.3	79.3	75.8	90.6	94.6	
Pens, pencils, other office supplies.....	29.0	29.0	29.4	29.9	29.9	29.6	29.8	28.7	31.5	31.9	32.1	31.9	32.0	31.9	
Costume jewelry, buttons, notions.....	60.1	59.8	59.0	60.9	61.8	61.0	59.6	54.6	56.0	53.9	55.0	58.3	61.4	64.5	
Fabricated plastics products.....	88.1	86.6	87.9	87.1	87.4	85.9	82.8	80.6	80.0	79.1	80.9	83.8	91.5	87.5	
Other manufacturing industries.....	147.4	144.3	148.3	151.2	149.4	147.2	142.8	138.6	141.6	141.5	142.9	143.5	150.0	154.1	
<i>Nondurable goods</i>															
Food and kindred products.....	1,384.5	1,377.9	1,384.5	1,438.6	1,488.5	1,555.4	1,623.2	1,621.4	1,529.7	1,484.3	1,416.6	1,385.3	1,379.2	1,509.8	1,548.6
Meat products.....	300.5	304.3	312.2	313.4	313.1	312.7	310.0	307.2	306.8	302.0	294.1	297.5	326.2	337.0	
Dairy products.....	92.3	91.6	93.5	93.9	96.8	101.3	105.7	107.4	107.2	103.4	99.1	97.5	104.9	108.7	
Canning and preserving.....	162.4	161.3	181.1	211.6	271.7	347.0	342.0	254.5	210.1	174.3	169.9	157.7	220.8	233.3	
Grain-mill products.....	113.2	113.3	112.2	113.3	115.7	117.0	117.0	116.0	115.3	112.2	111.3	111.7	114.3	118.4	
Bakery products.....	279.9	280.3	282.3	283.9	285.9	286.0	287.3	287.3	287.4	283.3	281.9	282.1	287.2	288.4	
Sugar.....	26.3	30.5	41.0	46.0	42.5	28.9	26.8	27.1	26.7	27.4	25.7	25.1	31.3	31.6	
Confectionery and related products.....	73.2	74.3	79.0	82.0	81.9	80.3	75.5	68.6	71.3	70.4	71.0	74.0	77.5	78.7	
Beverages.....	196.1	196.2	202.5	208.5	209.5	211.0	216.6	220.2	216.8	205.3	198.1	200.3	209.9	213.0	
Miscellaneous food products.....	134.0	132.7	134.8	135.9	138.3	139.6	141.8	141.4	142.7	138.3	134.2	133.3	137.7	139.5	

See footnotes at end of table.

TABLE A-2. Employees in nonagricultural establishments, by industry¹—Continued

Industry	1959				1958								Annual average		
	Mar. ²	Feb. ²	Jan.	Dec.	Nov.	Oct.	Sept.	Aug.	July	June	May	Apr.	Mar.	1957	1956
Manufacturing—Continued															
<i>Nondurable goods—Continued</i>															
Tobacco manufactures	80.8	86.5	88.9	93.3	95.5	104.1	106.8	96.3	79.4	80.1	79.7	80.0	84.3	94.1	98.1
Cigarettes		37.3	37.1	37.0	37.2	36.6	36.9	36.3	36.5	36.0	35.8	35.8	35.6	34.6	34.2
Cigars		27.3	27.3	28.7	29.1	28.7	28.6	27.7	28.7	28.6	28.6	29.8	29.8	32.6	34.5
Tobacco and snuff		6.4	6.4	6.5	6.5	6.5	6.5	6.5	6.4	6.5	6.5	6.4	6.5	6.6	7.0
Tobacco stemming and redrying		15.5	18.1	21.1	22.7	31.9	34.7	24.3	9.0	8.4	8.6	9.1	12.4	20.3	22.4
Textile-mill products	957.8	950.6	946.1	953.1	958.4	954.7	951.4	946.4	920.4	930.6	921.8	928.0	935.9	1,004.8	1,057.6
Scouring and combing plants		5.3	5.4	5.5	5.3	5.3	5.3	5.6	5.5	5.4	5.0	5.0	5.0	5.0	5.5
Yarn and thread mills		108.3	108.6	109.8	110.1	109.3	109.0	108.3	104.4	106.9	106.2	106.9	107.7	116.0	122.7
Broad-woven fabric mills		397.9	398.2	399.8	400.2	399.0	399.2	398.1	392.9	394.3	393.0	398.8	404.5	428.7	456.9
Narrow fabrics and small wares		29.1	28.7	28.8	28.5	28.4	28.2	27.6	26.8	26.9	26.4	26.7	27.2	29.1	29.8
Knitting mills		209.3	205.6	210.1	215.0	217.1	216.2	215.3	204.6	208.7	203.3	199.9	197.7	214.5	221.1
Dyeing and finishing textiles		47.5	46.7	46.3	46.2	45.9	45.3	44.6	43.3	41.7	42.2	42.4	44.5	46.1	54.3
Carpets, rugs, other floor coverings		10.3	10.0	9.9	10.2	9.8	9.9	10.4	9.9	10.4	10.3	9.7	10.1	10.6	12.3
Hats (except cloth and millinery)															
Miscellaneous textile goods		56.1	56.9	56.5	56.4	55.2	54.2	52.9	51.7	52.0	51.3	51.6	53.0	60.5	62.2
Apparel and other finished textile products	1,209.9	1,204.9	1,180.4	1,183.8	1,183.2	1,181.2	1,184.3	1,172.1	1,120.7	1,122.5	1,113.4	1,115.5	1,148.2	1,198.6	1,211.2
Men's and boys' suits and coats		109.6	109.1	109.0	106.2	106.4	109.7	107.2	103.1	107.4	105.7	101.5	109.8	117.6	123.1
Men's and boys' furnishings and work clothing		321.6	315.3	316.4	315.9	317.4	317.7	314.5	307.3	310.4	304.2	302.7	311.1	316.5	317.4
Women's outerwear		358.7	346.7	346.8	345.2	339.9	343.5	348.9	328.1	319.2	328.8	332.8	333.8	352.1	354.2
Women's, children's undergarments		117.0	115.1	116.8	118.7	117.5	115.1	112.6	106.5	109.9	110.0	114.0	115.5	119.6	120.9
Millinery		23.7	20.6	18.5	16.8	19.9	21.1	20.4	16.7	13.8	12.1	14.9	20.4	18.7	18.9
Children's outerwear		78.0	76.1	73.5	73.4	74.8	74.8	76.0	75.4	75.4	70.3	67.9	71.8	74.0	73.8
Fur goods		9.4	9.4	10.5	12.0	12.0	11.9	10.7	11.2	11.1	10.3	8.8	9.7	10.4	11.3
Miscellaneous apparel and accessories		57.5	56.1	58.1	59.0	60.3	59.5	58.3	53.1	55.6	53.9	53.9	55.7	59.2	62.7
Other fabricated textile products		129.4	132.0	134.2	135.1	133.0	131.0	123.5	119.3	119.7	118.1	119.0	120.4	130.5	128.9
Paper and allied products	552.2	549.4	548.8	551.0	553.7	553.8	554.5	550.2	537.8	542.0	539.3	541.7	543.6	566.3	567.7
Pulp, paper and paperboard mills		270.0	270.2	270.2	271.4	270.7	271.7	272.3	265.3	267.9	268.8	268.1	268.0	277.4	278.0
Paperboard containers and boxes		149.7	150.2	152.5	154.3	154.1	153.2	149.9	148.0	147.2	146.2	147.2	147.2	155.3	155.7
Other paper and allied products		129.7	128.4	128.3	128.0	129.0	129.6	128.6	126.5	126.9	126.3	127.8	128.4	133.6	134.0
Printing, publishing and allied industries	858.6	853.3	851.3	857.4	856.8	858.3	854.8	847.8	844.2	847.2	845.5	850.9	854.2	857.9	850.5
Newspapers		317.6	316.4	318.1	318.8	318.2	316.1	315.7	315.8	316.9	316.1	314.9	315.5	315.0	311.9
Periodicals		61.8	61.9	61.7	62.6	63.0	62.4	60.0	59.5	60.1	60.8	61.5	61.8	61.7	64.4
Books		56.2	56.2	56.1	55.6	55.3	55.4	54.8	54.3	54.0	54.3	54.7	55.2	55.5	53.6
Commercial printing		220.2	220.5	221.7	219.9	221.5	220.7	218.1	218.0	219.5	219.1	221.5	222.8	223.9	221.2
Lithographing		65.4	65.1	66.8	66.4	66.2	65.6	65.2	65.0	65.2	65.4	65.4	65.7	66.7	64.3
Greeting cards		19.6	19.6	20.5	21.9	22.4	21.7	21.1	20.5	20.5	18.8	18.3	17.8	19.5	19.6
Bookbinding and related industries		44.6	44.2	44.4	44.0	44.2	45.4	45.4	44.2	44.4	43.9	44.4	44.8	46.1	46.0
Miscellaneous publishing and printing services		67.9	67.4	68.1	67.6	67.5	67.5	67.5	66.9	66.6	67.1	70.2	70.6	69.5	69.5
Chemicals and allied products	836.3	827.7	823.5	823.7	823.7	825.1	821.4	816.0	805.9	809.0	816.8	826.6	825.4	844.8	833.2
Industrial inorganic chemicals		100.5	100.5	99.9	100.5	100.0	100.7	101.0	100.8	101.7	102.1	103.7	104.4	108.2	108.6
Industrial organic chemicals		315.0	313.6	312.8	312.2	311.3	311.1	310.4	305.9	305.8	306.1	309.0	310.5	323.6	318.1
Drugs and medicines		103.5	103.4	103.0	102.7	102.7	103.2	103.9	103.7	102.9	102.6	102.9	102.7	100.0	96.7
Soap, cleaning and polishing preparations		50.2	50.2	50.3	50.5	50.9	51.1	50.0	49.2	48.5	47.9	47.8	48.2	50.0	50.1
Paints, pigments, and fillers		73.8	73.5	73.7	73.7	73.8	74.0	74.4	73.4	72.3	71.2	71.6	72.3	75.4	75.6
Gum and wood chemicals		7.5	7.5	7.6	7.6	7.8	7.8	7.8	7.9	7.7	8.0	7.9	7.9	8.5	8.4
Fertilizers		36.7	35.2	33.2	32.0	34.1	32.9	30.9	30.2	33.7	42.7	46.3	41.1	35.8	36.0
Vegetable and animal oils and fats		39.8	40.5	41.7	42.8	42.8	38.9	36.0	35.3	36.1	35.8	36.5	37.4	40.5	40.9
Miscellaneous chemicals		100.7	99.1	101.5	101.7	101.7	101.7	101.6	99.5	100.3	100.4	100.9	100.9	102.8	98.8
Products of petroleum and coal	232.8	227.0	232.3	233.6	235.1	233.1	238.7	239.2	239.7	239.1	238.3	237.9	238.4	249.5	252.1
Petroleum refining		181.4	186.6	187.5	188.5	186.0	191.5	192.9	193.5	192.6	192.9	193.3	194.2	199.1	200.8
Coke, other petroleum and coal products		45.6	45.7	46.1	46.6	47.1	47.2	46.3	46.2	46.5	45.4	44.6	44.2	50.4	51.3
Rubber products	259.0	258.5	258.8	257.2	253.7	252.8	245.3	238.9	233.0	233.5	230.5	234.7	243.6	265.2	269.2
Tires and inner tubes		102.4	103.8	103.4	102.1	101.0	99.7	98.1	96.6	96.8	96.3	98.4	102.5	110.0	111.5
Rubber footwear		21.3	21.2	21.2	21.2	21.4	21.1	20.6	20.1	20.5	20.6	20.7	20.9	21.9	24.1
Other rubber products		134.8	133.8	132.6	130.4	130.4	124.5	120.2	116.3	116.2	113.6	115.6	120.2	133.3	133.6
Leather and leather products	372.6	373.5	369.3	368.3	363.9	354.2	360.3	362.5	354.5	353.3	340.6	339.4	360.4	369.9	379.8
Leather: tanned, curried, and finished		38.1	38.3	38.4	38.2	37.9	37.8	37.3	36.3	37.8	37.2	37.3	38.4	40.7	42.7
Industrial leather belting and packing		4.7	4.6	4.5	4.4	4.3	4.1	3.9	3.7	3.6	3.7	3.9	4.3	4.6	5.0
Boot and shoe cut stock and findings		19.7	19.7	19.5	18.6	17.8	17.6	18.4	18.1	18.1	17.3	17.1	17.8	18.9	19.8
Footwear (except rubber)		250.6	249.0	245.2	238.6	230.0	237.1	240.6	238.8	237.2	229.5	226.9	241.8	243.8	246.3
Luggage		14.8	14.5	15.3	16.0	16.0	15.8	15.8	14.7	14.8	14.4	14.2	14.3	15.6	16.3
Handbags and small leather goods		32.1	30.8	31.9	33.5	33.2	32.7	31.4	28.0	27.3	24.6	26.5	30.6	30.1	32.8
Gloves and miscellaneous leather goods		13.5	12.4	13.5	14.6	15.0	15.2	15.1	14.9	14.5	13.9	13.5	13.2	16.2	16.9

See footnotes at end of table.

TABLE A-2. Employees in nonagricultural establishments, by industry¹—Continued

[In thousands]

Industry	1959			1958									Annual average		
	Mar. ²	Feb. ²	Jan.	Dec.	Nov.	Oct.	Sept.	Aug.	July	June	May	Apr.	Mar.	1957	1956
Transportation and public utilities	3,869	3,832	3,836	3,881	3,885	3,897	3,886	3,897	3,907	3,904	3,874	3,883	3,910	4,151	4,161
Transportation.....	2,534	2,496	2,498	2,538	2,536	2,546	2,523	2,520	2,526	2,527	2,499	2,503	2,524	2,741	2,773
Interstate railroads.....	930.2	928.5	928.5	952.0	951.0	961.0	959.8	957.9	957.9	957.1	945.8	951.9	965.8	1,123.4	1,190.5
Class I railroads.....	811.8	810.7	824.0	831.1	841.5	839.9	844.4	837.5	836.5	825.5	828.8	840.3	840.3	814.8	1,042.6
Local railways and buslines.....	92.7	93.0	94.0	94.0	94.1	94.7	94.7	95.4	95.9	95.9	96.7	97.0	97.3	103.6	109.5
Trucking and warehousing.....	811.6	802.5	830.0	822.6	811.2	781.3	787.0	790.7	790.4	774.2	770.4	779.8	812.3	803.6	808.6
Other transportation and services.....	661.5	673.9	662.4	668.3	679.9	686.9	672.4	681.8	683.4	682.0	683.6	680.7	701.8	669.1	669.1
Buslines, except local.....	38.7	40.3	39.9	40.3	41.3	42.5	43.2	43.2	42.8	42.1	41.4	41.0	42.9	42.0	42.0
Air transportation (common carrier).....	140.1	140.6	124.6	134.6	141.1	141.3	142.0	142.7	143.3	141.2	141.0	142.0	144.6	130.5	130.5
Pipe-line transportation (except natural gas).....		24.8	25.0	25.1	25.2	25.4	25.8	26.4	26.7	26.5	25.8	25.7	25.5	26.4	25.9
Communication.....	744	743	744	747	751	752	757	764	769	772	777	783	789	810	795
Telephone.....	705.0	706.0	709.1	712.6	713.7	718.8	725.6	730.3	732.7	737.9	743.5	749.3	768.2	781.2	781.2
Telegraph.....	37.1	37.2	37.3	37.4	37.5	37.7	37.8	38.3	38.5	38.6	38.5	39.0	41.4	42.6	42.6
Other public utilities.....	591	593	594	596	598	599	606	613	612	605	598	597	600	593	593
Gas and electric utilities.....	570.3	571.5	573.8	575.2	576.5	582.7	589.1	588.8	581.9	575.4	574.4	574.3	577.2	569.1	569.1
Electric light and power utilities.....	254.1	254.3	254.9	255.8	256.6	259.4	261.9	262.0	260.0	257.7	257.6	257.6	258.7	250.2	250.2
Gas utilities.....	150.6	150.8	151.5	151.5	151.8	153.4	155.6	155.1	152.3	149.8	149.3	149.1	149.0	145.3	145.3
Electric light and gas utilities combined.....	165.6	166.4	167.4	167.9	168.1	169.9	171.6	171.7	169.6	167.9	167.5	167.5	167.6	169.5	173.6
Local utilities, not elsewhere classified.....		22.4	22.5	22.5	22.7	22.9	23.1	23.5	23.5	23.0	23.0	22.8	23.0	23.0	23.6
Wholesale and retail trade	11,055	10,989	11,052	11,976	11,382	11,225	11,151	11,011	10,984	11,035	10,961	10,940	10,939	11,302	11,221
Wholesale trade.....	3,014	3,024	3,028	3,065	3,052	3,039	3,016	2,994	2,989	2,980	2,960	2,982	3,010	3,065	3,008
Wholesalers, full-service and limited function.....		1,776.3	1,775.2	1,801.0	1,791.2	1,776.6	1,762.7	1,744.6	1,737.1	1,730.2	1,713.9	1,722.5	1,737.8	1,772.1	1,754.0
Automotive.....		130.2	129.5	129.1	128.8	127.9	127.8	127.6	127.4	126.3	124.1	124.3	124.4	123.3	118.8
Groceries, food specialties, beer, wines, and liquors.....		306.6	307.4	312.6	311.9	307.7	306.1	299.0	300.8	297.4	293.5	297.8	302.8	303.4	305.0
Electrical goods, machinery, hardware, and plumbing equipment.....		440.2	438.9	440.5	439.7	438.2	437.4	437.0	436.1	435.9	434.2	436.5	441.2	457.1	455.2
Other full-service and limited-function wholesalers.....		899.3	899.4	918.8	910.8	902.8	891.4	881.0	872.8	870.6	862.1	863.9	869.4	888.3	875.0
Wholesale distributors, other.....		1,247.2	1,252.6	1,264.4	1,261.0	1,262.8	1,253.2	1,249.7	1,252.2	1,249.8	1,245.7	1,259.4	1,271.8	1,293.1	1,254.3
Retail trade.....	8,041	7,965	8,024	8,911	8,330	8,186	8,135	8,017	7,995	8,055	8,001	7,958	7,929	8,237	8,213
General merchandise stores.....	1,378.4	1,352.5	1,397.2	1,942.6	1,575.3	1,473.8	1,420.8	1,350.9	1,336.7	1,361.0	1,358.4	1,351.5	1,331.7	1,457.1	1,455.7
Department stores and general mail-order houses.....		873.9	908.9	1,260.1	1,022.7	946.1	908.1	870.8	863.5	876.7	872.4	864.5	856.9	944.4	943.8
Other general merchandise stores.....		478.6	488.3	682.5	552.6	527.7	512.7	480.1	473.2	484.3	486.0	487.0	474.8	512.7	511.9
Food and liquor stores.....	1,599.5	1,596.7	1,582.5	1,629.6	1,610.8	1,597.3	1,595.5	1,582.1	1,590.7	1,594.1	1,593.6	1,591.7	1,598.3	1,573.9	1,542.4
Grocery, meat, and vegetable markets.....		1,160.4	1,152.0	1,179.7	1,168.6	1,156.4	1,146.7	1,130.6	1,139.1	1,140.1	1,140.7	1,139.3	1,150.0	1,106.9	1,076.9
Dairy product stores and dealers.....		213.9	218.8	220.0	221.0	222.4	223.2	224.3	224.0	223.2	227.6	227.2	234.3	231.9	231.9
Other food and liquor stores.....		217.4	211.7	229.9	221.2	218.5	218.6	217.2	217.6	220.8	223.3	224.8	222.6	232.7	233.6
Automotive and accessories dealers.....	771.2	768.4	766.3	781.2	763.0	754.5	755.0	756.6	755.2	755.7	756.7	757.2	768.0	804.2	809.6
Apparel and accessories stores.....	580.0	562.0	582.0	717.2	619.3	602.5	590.4	546.7	552.4	591.8	586.7	583.7	576.2	604.6	610.3
Other retail trade.....	3,711.9	3,685.8	3,696.2	3,840.1	3,761.7	3,757.5	3,773.6	3,780.9	3,759.6	3,752.0	3,705.4	3,673.9	3,654.3	3,796.8	3,795.4
Furniture and appliance stores.....		389.1	390.8	410.7	397.2	392.4	388.5	385.1	384.5	385.6	385.0	385.4	387.3	394.8	395.8
Drug stores.....		359.9	357.9	393.7	360.1	356.9	355.2	353.2	352.9	351.9	349.3	347.7	345.7	354.7	341.2
Finance, insurance, and real estate	2,383	2,371	2,363	2,373	2,374	2,380	2,392	2,413	2,410	2,391	2,370	2,356	2,348	2,348	2,308
Banks and trust companies.....		622.3	618.9	618.6	616.5	615.5	616.4	621.9	621.6	615.0	610.4	612.2	612.4	602.8	578.7
Security dealers and exchanges.....		89.5	87.1	86.8	85.9	85.6	84.8	85.6	85.2	83.8	83.3	83.2	83.8	83.8	82.4
Insurance carriers and agents.....		893.5	891.0	892.3	892.3	894.2	900.3	906.1	903.7	895.6	892.3	893.8	892.7	869.6	825.9
Other finance agencies and real estate.....		765.9	765.8	775.3	778.9	785.0	790.8	799.2	799.6	796.3	783.5	766.8	759.1	792.0	821.1
Service and miscellaneous	6,374	6,333	6,314	6,384	6,426	6,463	6,472	6,452	6,465	6,488	6,455	6,384	6,267	6,336	6,160
Hotels and lodging places.....		467.6	460.9	467.6	473.6	478.6	478.6	480.3	480.7	483.1	480.0	476.4	476.4	531.0	515.4
Personal services.....		305.1	306.5	307.3	309.0	311.0	311.6	314.3	317.7	318.1	314.1	310.6	310.8	326.3	332.3
Laundries.....		164.7	165.9	166.9	168.3	169.8	166.5	163.1	167.1	173.4	172.1	168.9	164.8	169.8	165.8
Cleaning and dyeing plants.....		177.8	176.9	179.2	183.1	191.3	195.3	195.6	193.9	192.6	193.5	192.9	185.9	204.1	223.4
Motion pictures.....															
Government	8,099	8,064	8,024	8,378	8,074	8,040	7,943	7,943	7,664	7,866	7,870	7,850	7,822	7,626	7,277
Federal ³	2,152	2,155	2,157	2,487	2,172	2,173	2,174	2,192	2,192	2,184	2,151	2,150	2,141	2,217	2,209
Executive.....		2,127.5	2,129.6	2,440.4	2,145.5	2,145.6	2,146.8	2,164.6	2,164.7	2,156.8	2,123.8	2,123.5	2,114.7	2,190.2	2,183.1
Department of Defense.....		948.9	954.2	958.5	961.6	963.0	962.5	967.6	968.8	966.5	958.3	956.9	953.8	1,007.3	1,034.1
Post Office Department.....		539.3	540.0	541.0	542.7	538.8	539.0	541.6	538.9	535.9	528.2	530.5	531.1	551.4	535.3
Other agencies.....		639.3	635.4	640.9	641.2	643.8	645.3	645.3	655.4	657.0	654.4	637.3	636.1	629.8	631.5
Legislative.....		22.3	22.3	22.0	22.1	22.1	22.2	22.2	22.2	22.2	22.3	22.0	21.9	21.9	21.9
Judicial.....		4.8	4.8	4.8	4.8	4.8	4.8	4.7	4.7	4.7	4.8	4.7	4.6	4.6	4.3
State and local ⁴	5,947	5,909	5,867	5,886	5,902	5,867	5,769	5,496	5,472	5,682	5,719	5,700	5,681	5,409	5,068
State.....		1,524.8	1,516.2	1,517.4	1,517.6	1,517.1	1,476.3	1,443.9	1,443.7	1,466.2	1,473.1	1,462.9	1,453.6	1,382.9	1,300.6
Local.....		4,384.2	4,350.6	4,368.1	4,384.1	4,349.7	4,292.7	4,049.9	4,029.0	4,215.0	4,241.5	4,237.1	4,227.0	4,025.7	3,767.8
Education.....		2,770.5	2,735.5	2,742.5	2,742.6	2,716.7	2,573.9	2,230.2	2,223.2	2,483.2	2,608.6	2,617.6	2,628.5	2,401.8	2,219.7
Other.....		3,138.5	3,131.3	3,143.0	3,159.1	3,150.1	3,195.1	3,255.6	3,248.4	3,198.5	3,110.0	3,082.4	3,052.1	3,006.8	2,848.7

¹ Beginning with the August 1958 issue, figures for 1956-58 differ from those previously published because of the adjustment of the employment estimates to 1st quarter 1957 benchmark levels indicated by data from government social insurance programs. Statistics from 1957 forward are subject to revision when new benchmarks become available.

These series are based upon establishment reports which cover all full- and part-time employees in nonagricultural establishments who worked during, or received pay for, any part of the pay period ending nearest the 15th of the month. Therefore, persons who worked in more than one establishment during the reporting period are counted more than once. Proprietors, self-employed persons, unpaid family workers, and domestic servants are excluded.

² Preliminary.

³ Data for Federal establishments refer to continental United States; they relate to civilian employees who worked on, or received pay for, the last day of the month.

TABLE A-3. Production or nonsupervisory workers in nonagricultural establishments, by industry¹

[In thousands]

Industry	1959			1958										Annual average	
	Mar. ²	Feb. ²	Jan.	Dec.	Nov.	Oct.	Sept.	Aug.	July	June	May	Apr.	Mar.	1957	1956
Mining		548	557	566	563	560	564	559	556	569	563	567	583	664	673
Metal.....		77.1	77.6	76.9	77.0	73.8	74.3	72.1	73.5	76.4	75.2	74.4	79.2	94.4	92.9
Iron.....		26.4	26.4	25.8	26.7	27.3	27.3	25.3	25.7	25.8	24.1	22.9	26.4	33.9	30.4
Copper.....		25.0	25.1	25.0	24.4	22.5	23.2	22.4	22.0	22.9	22.9	22.8	23.7	27.3	28.3
Lead and zinc.....		10.1	10.3	10.2	9.7	8.6	9.2	9.3	9.7	10.8	11.2	11.4	11.6	14.1	14.9
Anthracite.....		16.2	17.6	17.8	17.7	17.5	16.7	16.2	17.5	17.4	18.2	17.9	21.1	26.4	26.8
Bituminous coal.....		167.7	171.4	171.4	169.5	168.3	166.2	163.3	158.0	169.2	171.3	177.3	184.2	208.4	208.8
Crude-petroleum and natural-gas production.....		202.4	205.6	209.7	205.8	205.7	210.8	213.3	211.8	211.4	206.2	206.7	210.4	238.0	245.4
Petroleum and natural-gas production (except contract services).....		106.1	106.3	108.0	108.1	109.3	112.9	115.2	115.6	114.8	112.3	113.1	113.9	122.6	128.0
Nonmetallic mining and quarrying.....		84.4	85.1	89.7	93.4	94.8	95.5	93.9	95.1	94.8	92.5	90.6	87.9	96.3	98.6
Contract construction	1,882	1,975	2,115	2,407	2,508	2,544	2,570	2,503	2,432	2,318	2,132	1,961	2,442	2,559	
Nonbuilding construction.....	343	366	434	532	580	598	596	581	573	558	448	370	515	520	
Highway and street construction.....	140.1	151.8	192.9	261.8	292.3	303.4	301.0	293.0	285.6	255.8	191.1	140.0	226.8	234.8	
Other nonbuilding construction.....	202.8	214.0	241.1	269.8	287.5	294.7	294.8	288.4	287.4	282.1	257.3	229.8	288.5	284.8	
Building construction.....	1,539	1,609	1,681	1,875	1,928	1,946	1,974	1,922	1,859	1,780	1,684	1,591	1,927	2,039	
General contractors.....	531.8	562.3	589.0	680.6	698.5	709.1	730.1	717.0	695.5	670.1	627.9	596.9	772.6	808.6	
Special-trade contractors.....	1,007.0	1,046.5	1,092.0	1,194.2	1,229.9	1,236.9	1,244.0	1,204.5	1,163.9	1,110.0	1,056.5	993.6	1,154.1	1,170.0	
Plumbing and heating.....	230.6	238.7	250.9	257.6	265.8	263.6	260.3	253.7	243.3	230.4	227.8	230.0	265.9	271.9	
Painting and decorating.....	124.0	130.9	146.9	164.4	172.2	176.3	183.9	180.2	163.5	155.1	137.1	124.1	150.1	157.4	
Electrical work.....	133.8	135.4	141.4	143.8	148.4	151.6	146.5	138.9	132.5	128.9	127.1	128.7	151.7	149.7	
Other special-trade contractors.....	518.6	541.5	552.8	628.4	643.5	645.4	653.3	631.7	624.6	595.6	564.5	510.8	586.4	591.0	
Manufacturing	12,088	11,949	11,855	11,930	11,981	11,721	11,940	11,645	11,353	11,415	11,245	11,110	11,542	12,911	13,195
Durable goods.....	6,913	6,805	6,739	6,740	6,742	6,421	6,579	6,339	6,270	6,350	6,269	6,337	6,502	7,523	7,667
Nondurable goods.....	5,175	5,144	5,116	5,190	5,239	5,300	5,361	5,306	5,083	5,065	4,976	4,973	5,040	5,388	5,528
<i>Durable goods</i>															
Ordinance and accessories.....	73.2	73.3	72.9	72.8	71.4	66.6	68.4	66.8	67.0	68.3	67.8	69.0	67.7	76.9	83.8
Lumber and wood products (except furniture).....	552.5	544.6	547.0	564.7	579.4	594.4	590.1	580.6	572.0	578.3	542.4	520.3	515.0	588.3	666.7
Logging camps and contractors.....	74.8	75.3	83.3	90.0	94.2	93.1	88.4	86.5	83.8	74.9	65.5	62.9	80.1	100.3	
Sawmills and planing mills.....	275.4	274.9	282.0	289.6	297.5	297.3	296.8	292.9	290.9	279.7	269.1	267.5	303.5	349.2	
Millwork, plywood, and prefabricated structural wood products.....	107.3	109.5	111.9	112.2	114.0	112.4	110.5	107.3	106.9	101.6	100.1	98.5	108.3	114.7	
Wooden containers.....	39.8	40.4	40.8	40.9	41.8	41.2	39.5	40.5	41.3	40.9	39.9	40.0	45.5	50.2	
Miscellaneous wood products.....	47.3	46.9	46.7	46.7	46.9	46.1	45.4	44.8	45.4	45.3	45.7	46.1	50.9	52.3	
Furniture and fixtures.....	316.7	315.6	312.6	308.6	312.3	313.2	309.8	300.5	285.5	286.8	283.5	283.2	290.1	314.2	319.2
Household furniture.....	237.5	234.6	230.0	233.6	234.4	229.6	221.9	211.7	210.4	208.4	208.9	213.9	228.9	230.9	
Office, public-building, and professional furniture.....	34.6	34.6	34.9	35.2	35.0	36.0	35.1	32.0	32.9	32.7	33.5	33.9	38.2	39.1	
Partitions, shelving, lockers, and fixtures.....	25.1	25.3	25.7	25.6	25.8	26.5	26.2	24.8	25.2	24.8	24.8	25.4	28.4	28.6	
Screens, blinds, and miscellaneous furniture and fixtures.....	18.4	18.1	18.0	17.9	18.0	17.7	17.3	17.0	18.3	17.6	16.0	16.9	18.7	20.6	
Stone, clay, and glass products.....	433.9	413.2	411.3	421.9	426.2	422.3	438.1	429.7	422.0	416.5	404.9	402.2	402.7	456.0	470.7
Flat glass.....	20.7	19.9	19.7	18.8	12.1	28.0	26.4	24.4	23.9	22.4	23.5	24.3	30.9	31.4	
Glass and glassware, pressed or blown.....	80.7	79.0	81.3	82.1	83.2	83.0	82.2	80.8	78.4	77.4	78.6	83.4	81.0	81.0	
Glass products made of purchased glass.....	14.7	14.4	14.3	14.3	14.2	13.7	13.1	12.7	12.5	12.2	12.3	12.6	15.0	15.1	
Cement, hydraulic.....	31.6	32.3	34.4	35.0	35.4	35.7	35.3	35.2	35.7	35.3	33.8	32.8	35.0	36.7	
Structural clay products.....	58.8	60.4	64.4	65.5	66.2	66.1	66.3	65.4	63.3	61.7	60.4	59.2	70.3	76.8	
Pottery and related products.....	38.9	38.3	38.7	38.9	38.4	37.7	36.6	35.8	35.7	35.4	37.5	38.4	43.3	47.6	
Concrete, gypsum, and plaster products.....	85.5	85.2	87.8	90.3	91.7	94.0	93.0	90.3	88.4	85.2	82.1	80.1	90.6	95.1	
Cut-stone and stone products.....	15.2	15.4	15.8	16.0	16.4	16.5	15.6	16.1	15.9	15.3	15.7	15.2	16.5	17.0	
Miscellaneous nonmetallic mineral products.....	67.1	66.4	65.5	65.3	64.7	62.5	61.2	59.9	60.3	59.0	59.5	61.5	71.0	70.0	
Primary metal industries.....	1,012.9	981.3	952.3	943.4	929.8	898.6	896.5	863.8	851.9	859.3	840.4	848.5	885.1	1,081.6	1,097.4
Blast furnaces, steel works, and rolling mills.....	491.9	468.6	464.4	459.3	457.1	444.9	428.0	419.1	424.6	408.3	407.3	426.8	537.0	532.6	
Iron and steel foundries.....	184.1	180.5	178.2	174.2	158.5	164.8	155.9	159.2	159.8	159.8	163.5	169.6	201.6	211.7	
Primary smelting and refining of nonferrous metals.....	42.4	42.5	42.8	41.9	41.1	40.8	41.1	40.8	41.0	42.3	43.8	45.3	53.5	54.5	
Secondary smelting and refining of nonferrous metals.....	8.9	8.9	8.7	8.7	8.4	8.2	8.1	7.9	7.7	7.7	7.9	8.1	9.8	10.5	
Rolling, drawing, and alloying of nonferrous metals.....	84.8	84.9	84.8	83.6	81.9	81.0	80.3	79.1	78.3	76.5	78.7	79.3	89.2	93.6	
Nonferrous foundries.....	51.6	51.2	50.8	50.3	47.6	47.7	44.9	42.3	43.6	42.7	43.9	46.0	58.6	64.2	
Miscellaneous primary metal industries.....	117.6	115.7	113.7	111.8	104.0	109.1	105.5	103.5	104.3	103.1	103.4	110.0	131.9	130.3	
Fabricated metal products (except ordinance, machinery, and transportation equipment).....	829.8	816.3	819.6	824.3	827.1	791.2	821.6	788.3	764.9	772.6	755.9	765.8	786.6	892.5	890.5
Tin cans and other tinware.....	49.0	48.2	47.8	50.6	51.7	54.4	55.3	53.4	52.3	50.0	48.9	48.3	51.4	51.2	
Cutlery, handtools, and hardware.....	107.7	108.6	109.0	107.0	87.6	103.6	96.6	93.4	96.7	93.4	94.8	101.4	115.5	120.4	
Heating apparatus (except electric) and plumbers' supplies.....	87.4	82.5	82.4	86.1	87.8	86.5	84.1	80.4	81.4	80.3	82.6	83.0	83.9	93.8	
Fabricated structural metal products.....	202.9	206.1	211.7	214.7	219.9	224.8	223.8	220.5	218.9	214.8	216.0	219.0	241.8	225.5	
Metal stamping, coating, and engraving.....	182.0	186.1	186.5	183.1	166.2	175.6	160.9	158.1	161.4	158.3	159.5	165.0	201.3	197.4	
Lighting fixtures.....	37.2	37.4	37.6	37.5	32.8	35.9	33.2	31.6	32.2	31.2	32.2	33.9	40.8	40.4	
Fabricated wire products.....	45.3	45.8	44.9	45.1	44.4	42.3	40.7	39.2	39.7	38.9	39.0	40.7	47.9	50.8	
Miscellaneous fabricated metal products.....	104.8	104.9	104.4	103.0	100.8	98.5	93.7	88.3	90.0	89.0	92.8	95.3	109.9	111.0	

See footnotes at end of table.

TABLE A-3. Production or nonsupervisory workers in nonagricultural establishments, by industry¹—Continued

Industry	[In thousands]												Annual average		
	1959			1958									1957	1956	
	Mar. ²	Feb. ²	Jan.	Dec.	Nov.	Oct.	Sept.	Aug.	July	June	May	Apr.			Mar.
Manufacturing—Continued															
<i>Durable goods—Continued</i>															
Machinery (except electrical).....	1,108.6	1,088.4	1,057.3	1,038.2	1,020.1	1,004.5	1,007.0	976.8	990.2	1,014.1	1,028.6	1,060.8	1,090.2	1,255.7	1,278.7
Engines and turbines.....	62.7	62.3	61.5	61.1	61.1	56.9	58.6	56.8	56.5	58.1	60.8	62.3	64.2	68.3	61.2
Agricultural machinery and tractors.....	108.3	91.7	84.0	83.1	96.9	95.3	91.8	94.0	94.5	95.2	101.0	101.5	101.5	105.7	108.4
Construction and mining machinery.....	85.8	84.9	81.9	76.2	77.3	78.4	79.5	79.8	79.8	80.1	84.3	87.6	87.6	109.4	111.8
Metalworking machinery.....	163.9	159.9	157.8	155.0	149.1	150.5	145.6	151.7	157.6	164.0	168.7	175.9	175.9	218.2	218.7
Special-industry machinery (except metalworking machinery).....	109.6	107.7	107.0	106.2	105.0	105.3	104.5	103.7	105.8	107.5	110.1	112.3	125.9	133.3	
General industrial machinery.....	135.8	134.4	133.7	132.9	131.7	132.0	130.3	131.0	136.2	137.2	140.7	146.8	166.3	172.7	
Office and store machines and devices.....	88.0	87.8	88.4	88.5	87.7	86.3	82.7	82.1	83.1	81.7	81.3	81.8	99.2	95.2	
Service-industry and household machines.....	136.3	132.7	129.0	125.7	121.4	120.1	113.3	118.5	120.7	121.7	125.8	127.8	141.2	160.1	
Miscellaneous machinery parts.....	198.0	195.9	194.9	190.9	178.5	180.5	172.3	172.9	178.3	180.4	186.6	192.3	221.5	217.3	
Electrical machinery.....	800.9	796.6	791.3	788.9	788.2	746.0	762.2	734.0	711.6	716.4	715.3	729.2	749.3	857.7	870.3
Electrical generating, transmission, distribution, and industrial apparatus.....	262.4	261.9	258.3	253.9	237.7	244.2	238.6	235.1	237.7	239.6	245.9	253.5	288.4	297.2	
Electrical appliances.....	26.2	26.2	26.8	27.9	26.3	25.5	24.1	23.0	22.8	24.4	25.6	25.5	31.2	39.6	
Insulated wire and cable.....	21.6	21.9	21.7	21.3	20.9	20.2	18.6	17.3	18.5	17.7	18.3	18.8	20.9	20.9	
Electrical equipment for vehicles.....	53.4	51.3	50.8	53.1	35.9	49.2	44.3	43.3	43.5	43.1	45.6	48.7	59.3	59.0	
Electric lamps.....	22.4	22.4	22.3	22.1	21.8	21.4	21.3	20.8	21.6	22.3	22.8	23.8	26.1	25.1	
Communication equipment.....	375.2	373.4	375.1	375.7	372.0	368.4	354.9	340.6	339.7	336.1	338.7	346.3	395.8	392.0	
Miscellaneous electrical products.....	35.4	34.2	33.9	34.2	31.4	33.3	32.2	31.5	32.6	32.1	32.3	32.7	36.0	36.5	
Transportation equipment.....	1,204.4	1,204.2	1,215.6	1,207.6	1,199.0	991.5	1,100.1	1,033.6	1,062.9	1,083.8	1,081.2	1,103.0	1,152.7	1,383.6	1,354.1
Motor vehicles and equipment.....	569.1	580.5	566.8	554.1	357.8	462.9	402.2	432.7	443.5	446.3	453.5	495.7	630.1	648.5	
Aircraft and parts.....	472.5	474.5	482.9	483.7	480.8	480.4	474.1	471.3	476.2	467.7	479.3	482.6	563.6	537.4	
Aircraft.....	286.8	288.2	292.4	293.3	291.0	291.7	291.4	289.1	291.6	281.5	292.7	294.4	340.9	326.8	
Aircraft engines and parts.....	88.8	88.4	90.6	90.5	90.3	90.9	87.7	87.9	88.7	89.2	89.5	89.6	111.3	105.3	
Aircraft propellers and parts.....	9.7	9.6	10.2	10.1	10.4	11.0	11.1	11.9	12.8	13.3	13.8	13.9	13.9	11.3	
Other aircraft parts and equipment.....	87.2	88.3	89.7	89.8	89.1	86.8	83.9	82.4	83.1	83.7	83.3	84.7	97.5	94.0	
Ship and boat building and repairing.....	120.6	121.2	118.6	122.4	118.4	118.0	118.1	119.2	123.9	123.6	121.8	123.0	127.2	111.4	
Shipbuilding and repairing.....	102.2	103.9	101.6	106.4	103.7	104.4	105.0	104.5	107.5	105.4	103.8	105.5	108.5	93.9	
Boatbuilding and repairing.....	18.4	17.3	17.0	16.0	14.7	13.6	13.1	14.7	16.4	18.2	18.0	17.5	18.7	17.5	
Railroad equipment.....	34.5	32.5	32.1	30.7	26.1	30.5	31.2	32.7	33.0	37.0	41.8	44.5	54.7	48.6	
Other transportation equipment.....	7.5	6.9	7.2	8.1	8.4	8.3	8.0	7.0	7.2	6.6	6.6	6.9	8.0	8.2	
Instruments and related products.....	212.1	211.6	209.1	209.6	209.0	207.2	204.9	199.2	195.9	199.1	200.4	204.1	207.8	230.3	
Laboratory, scientific and engineering instruments.....	32.4	32.5	32.1	32.0	31.7	31.6	30.8	30.6	31.2	31.4	31.8	32.2	36.6	37.7	
Mechanical measuring and controlling instruments.....	58.7	57.2	57.2	57.5	56.8	56.0	53.4	53.4	54.1	54.4	55.6	56.6	62.1	61.1	
Optical instruments and lenses.....	10.3	10.1	10.0	10.0	9.6	9.5	9.1	8.9	9.2	9.1	9.1	9.1	10.3	10.6	
Surgical, medical, and dental instruments.....	27.9	27.6	27.7	27.0	27.0	27.0	26.6	27.0	27.2	27.2	27.2	27.5	28.9	28.5	
Ophthalmic goods.....	19.1	19.0	18.8	18.5	18.2	17.9	17.9	17.6	18.2	18.2	18.4	18.8	19.6	20.3	
Photographic apparatus.....	38.5	38.7	39.6	39.8	39.6	39.2	38.9	38.5	38.3	38.8	39.8	40.4	43.7	44.1	
Watches and clocks.....	24.7	24.0	24.2	24.2	24.3	23.7	22.5	19.9	20.9	21.2	22.2	23.2	25.0	28.0	
Miscellaneous manufacturing industries.....	367.9	359.9	349.7	360.4	379.4	385.8	380.0	365.6	346.2	354.5	348.1	350.6	354.4	390.6	405.1
Jewelry, silverware, and plated ware.....	35.2	35.3	35.9	36.3	36.2	35.6	33.5	32.8	33.4	32.8	33.4	34.3	36.3	39.9	
Musical instruments and parts.....	14.6	14.3	14.3	14.4	14.2	13.7	13.0	11.8	12.9	13.0	13.3	13.4	15.3	15.7	
Toys and sporting goods.....	57.4	52.0	57.6	71.4	78.8	79.0	75.5	70.1	70.7	67.5	64.7	61.2	75.6	79.6	
Pens, pencils, other office supplies.....	21.5	21.2	21.6	22.1	22.2	21.6	21.6	20.6	22.8	23.1	23.3	23.1	24.0	23.8	
Costume jewelry, buttons, notions.....	48.7	48.4	47.4	49.2	49.9	49.1	47.9	43.1	44.5	42.3	43.2	46.4	49.2	52.3	
Fabricated plastics products.....	68.9	67.6	68.7	68.4	68.3	66.7	64.0	61.6	61.0	59.9	61.8	64.5	71.6	70.2	
Other manufacturing industries.....	113.6	110.9	114.9	117.6	116.2	114.3	110.1	106.2	109.2	109.5	110.9	111.5	118.6	123.6	
<i>Nondurable goods</i>															
Food and kindred products.....	948.5	944.0	949.6	1,001.0	1,050.1	1,115.2	1,178.4	1,172.0	1,080.6	1,038.7	977.5	948.5	941.7	1,065.7	1,104.0
Meat products.....	239.7	242.5	250.2	250.9	250.5	249.0	246.0	243.8	243.1	238.6	230.8	233.4	259.2	268.8	
Dairy products.....	61.4	60.8	62.2	62.2	64.4	67.9	71.5	73.0	73.0	69.8	65.8	64.3	69.6	72.1	
Canning and preserving.....	130.0	128.7	148.2	178.1	237.1	311.8	306.9	220.2	176.8	141.1	136.7	124.4	187.7	201.5	
Grain-mill products.....	78.5	78.3	77.0	78.4	81.0	82.5	82.4	81.4	81.0	78.4	77.7	78.2	79.5	83.5	
Bakery products.....	158.7	159.4	162.0	164.0	166.1	165.8	166.3	167.1	167.5	164.2	162.8	163.2	169.9	172.0	
Sugar.....	21.2	25.3	35.5	40.4	36.8	23.4	21.4	21.6	21.4	22.1	20.4	19.7	26.1	26.4	
Confectionery and related products.....	59.6	60.7	64.5	67.6	68.1	66.5	61.5	54.6	58.0	56.7	57.2	60.3	63.5	64.3	
Beverages.....	102.4	102.8	108.7	114.8	115.4	115.2	117.7	120.9	119.5	111.8	105.6	107.8	116.1	119.7	
Miscellaneous food products.....	92.5	91.1	92.7	93.7	95.8	96.3	98.3	98.0	98.4	94.8	91.5	90.4	94.1	95.7	
Tobacco manufactures.....	71.0	76.6	78.8	83.0	85.0	93.6	96.1	85.5	69.5	70.2	69.8	70.1	74.2	89.5	
Cigarettes.....	32.3	32.0	32.1	32.2	31.7	32.0	32.0	31.3	31.5	31.1	30.9	30.7	30.2	30.7	
Cigars.....	25.7	25.6	27.0	27.3	27.4	27.0	26.9	26.1	27.1	27.0	27.0	27.0	30.9	32.8	
Tobacco and snuff.....	5.4	5.4	5.4	5.4	5.5	5.5	5.5	5.4	5.4	5.4	5.4	5.4	5.5	5.9	
Tobacco stemming and redrying.....	13.2	15.8	18.5	20.1	29.0	31.6	21.2	6.7	6.2	6.3	6.8	10.1	17.8	20.1	

See footnotes at end of table.

TABLE A-3. Production or nonsupervisory workers in nonagricultural establishments, by industry¹—Continued

[In thousands]

Industry	1959			1958									Annual average		
	Mar. ²	Feb. ²	Jan.	Dec.	Nov.	Oct.	Sept.	Aug.	July	June	May	Apr.	Mar.	1957	1956
Manufacturing—Continued															
<i>Nondurable goods—Continued</i>															
Textile-mill products.....	866.1	859.3	855.5	862.2	867.0	863.3	859.9	855.2	830.2	839.7	830.5	837.2	844.2	912.9	965.9
Scouring and combing plants.....	4.7	4.9	4.9	4.9	4.8	4.8	4.8	5.1	5.0	4.9	4.4	4.4	4.4	5.0	6.1
Yarn and thread mills.....	99.7	100.0	101.5	101.5	101.7	100.8	100.6	99.9	96.0	98.5	97.5	98.3	99.1	107.2	113.7
Broad-woven fabric mills.....	370.2	370.7	371.8	372.1	370.9	371.1	370.1	365.3	366.7	365.5	371.6	376.9	401.5	429.7	429.7
Narrow fabrics and smallwares.....	25.5	25.2	25.2	24.8	24.7	24.5	23.9	23.2	23.3	22.9	23.2	23.7	25.4	26.2	26.2
Knitting mills.....	189.2	185.9	190.2	195.3	197.0	196.0	195.0	184.2	188.5	183.0	179.8	177.2	194.3	201.2	201.2
Dyeing and finishing textiles.....	75.1	74.5	74.7	74.6	73.8	73.4	73.8	71.7	72.4	72.5	73.6	73.4	77.1	80.1	80.1
Carpets, rugs, other floor coverings.....	39.8	39.0	38.6	38.2	37.5	36.7	35.3	33.8	34.1	34.1	36.1	37.6	42.5	45.7	45.7
Hats (except cloth and millinery).....	9.2	8.8	8.7	8.9	8.6	8.6	9.0	9.0	9.3	9.2	8.6	9.1	9.4	10.8	10.8
Miscellaneous textile goods.....	45.9	46.5	46.6	46.6	45.2	44.2	43.1	42.0	42.0	41.4	41.6	42.8	50.5	52.4	52.4
Apparel and other finished textile products.....	1081.1	1076.4	1051.0	1,055.6	1,053.3	1,051.2	1,055.3	1,044.3	992.0	993.6	984.7	986.7	1,017.7	1,064.5	1,079.8
Men's and boys' suits and coats.....	97.0	96.5	96.4	93.9	93.8	97.4	95.0	90.8	95.1	93.3	89.3	97.2	105.3	110.9	110.9
Men's and boys' furnishings and work clothing.....	293.2	286.6	288.1	287.6	289.1	289.6	287.0	279.9	283.2	277.0	275.6	284.3	288.9	291.5	291.5
Women's outerwear.....	322.4	310.2	311.1	308.2	303.1	306.7	312.2	291.4	282.5	292.1	296.4	295.7	312.0	314.0	314.0
Women's, children's undergarments.....	104.8	102.9	104.7	106.9	105.6	103.3	100.9	94.5	97.6	97.7	101.3	103.3	106.8	108.4	108.4
Millinery.....	21.3	18.3	16.3	14.5	17.6	18.7	18.4	14.7	11.8	10.1	12.7	18.0	16.3	16.5	16.5
Children's outerwear.....	70.0	68.0	65.5	65.0	66.3	66.3	67.4	66.5	66.8	62.0	59.4	63.3	65.7	66.0	66.0
Fur goods.....	7.1	6.9	8.1	9.4	9.3	9.4	8.2	8.6	8.5	7.9	6.5	7.2	7.8	8.4	8.4
Miscellaneous apparel and accessories.....	52.0	50.7	52.5	54.1	54.6	53.8	52.7	47.4	49.3	47.8	48.0	49.9	53.2	56.3	56.3
Other fabricated textile products.....	108.6	110.9	112.9	113.7	111.8	110.1	102.5	98.2	98.8	96.8	97.5	98.8	108.5	107.8	107.8
Paper and allied products.....	442.1	439.9	440.2	442.7	445.9	446.5	447.0	441.7	429.0	433.4	431.7	434.2	435.7	458.8	463.4
Pulp, paper, and paperboard mills.....	220.0	220.8	220.8	222.5	222.2	222.5	222.7	215.4	218.8	218.5	220.1	220.0	229.1	230.4	230.4
Paperboard containers and boxes.....	119.5	120.1	122.5	124.3	124.2	124.0	120.0	116.1	117.1	116.1	115.6	116.7	125.2	127.2	127.2
Other paper and allied products.....	100.4	99.3	99.4	99.1	100.1	100.5	99.0	97.5	97.5	97.1	98.5	99.0	104.5	105.8	105.8
Printing, publishing, and allied industries.....	550.4	544.9	543.5	549.7	548.0	550.6	547.6	541.7	537.2	541.0	540.4	544.7	547.0	553.2	549.6
Newspapers.....	156.9	156.3	159.4	159.7	159.4	157.1	156.3	155.7	157.5	157.4	155.9	156.2	156.1	155.1	155.1
Periodicals.....	26.6	26.2	25.3	25.7	26.3	26.1	24.7	24.1	24.6	25.6	25.8	25.9	25.6	27.8	27.8
Books.....	34.6	34.3	33.7	33.2	33.3	33.3	33.3	32.9	33.1	33.3	33.3	34.3	35.2	33.4	33.4
Commercial printing.....	177.5	177.9	178.9	176.8	178.6	177.5	175.1	174.6	176.0	175.7	178.1	178.9	181.3	179.6	179.6
Lithographing.....	49.0	48.7	50.5	50.2	50.1	49.6	49.4	49.1	49.3	49.6	49.6	49.8	50.7	48.5	48.5
Greeting cards.....	13.5	13.6	14.6	15.7	16.2	15.8	15.4	14.7	14.7	13.2	12.8	12.3	13.8	14.1	14.1
Bookbinding and related industries.....	34.9	34.7	34.8	34.9	34.9	35.9	35.7	34.7	34.8	34.2	34.8	35.2	37.0	37.2	37.2
Miscellaneous publishing and printing services.....	51.9	51.8	52.5	51.8	51.8	51.8	51.8	51.4	51.0	51.4	54.0	54.4	53.5	53.9	53.9
Chemicals and allied products.....	527.8	520.4	514.8	514.3	514.0	516.5	510.9	504.1	495.5	500.1	510.0	519.3	519.0	545.1	553.3
Industrial inorganic chemicals.....	66.7	66.4	66.2	66.2	66.2	66.0	66.0	65.6	66.9	67.3	68.5	69.2	73.0	75.0	75.0
Industrial organic chemicals.....	197.9	195.9	194.7	194.0	193.1	191.4	190.0	186.4	186.8	187.7	190.1	192.3	210.3	217.0	217.0
Drugs and medicines.....	57.5	57.4	57.2	56.9	56.7	57.2	57.5	57.5	57.4	57.6	58.1	58.3	57.9	57.2	57.2
Soap, cleaning and polishing preparations.....	30.4	30.1	30.3	30.7	31.3	31.5	30.4	29.7	29.5	29.0	29.1	29.6	30.7	30.3	30.3
Paints, pigments, and fillers.....	44.4	44.0	44.3	44.2	44.4	44.6	45.0	44.0	43.4	42.4	42.5	43.0	45.9	47.0	47.0
Gum and wood chemicals.....	6.2	6.2	6.2	6.2	6.4	6.4	6.4	6.5	6.3	6.6	6.5	6.5	7.2	7.1	7.1
Fertilizers.....	26.9	25.6	23.6	22.5	24.6	23.4	21.4	20.9	21.1	33.1	36.7	31.5	26.7	27.3	27.3
Vegetable and animal oils and fats.....	27.4	27.7	28.6	29.6	30.1	26.5	23.9	23.1	23.4	23.5	24.6	25.5	28.1	28.6	28.6
Miscellaneous chemicals.....	63.0	61.5	63.2	63.4	63.7	63.9	63.5	61.8	62.3	62.8	63.2	63.1	65.3	63.8	63.8
Products of petroleum and coal.....	155.3	150.9	154.4	154.6	155.9	153.3	157.5	157.4	157.4	157.9	157.5	156.7	156.4	168.0	172.2
Petroleum refining.....	115.4	118.7	118.5	119.5	116.4	120.4	121.3	121.5	121.7	122.3	122.4	122.7	128.1	131.0	131.0
Coke, other petroleum and coal products.....	35.5	35.7	36.1	36.4	36.9	37.1	36.1	35.9	36.2	35.2	34.3	33.7	39.9	41.2	41.2
Rubber products.....	200.6	198.6	199.1	198.2	195.3	194.5	187.5	181.2	175.1	175.8	172.3	176.0	184.0	205.9	211.1
Tires and inner tubes.....	75.7	76.9	77.1	76.2	75.3	74.1	72.5	71.0	71.2	70.4	72.1	76.0	83.3	85.2	85.2
Rubber footwear.....	17.1	17.1	17.1	17.2	17.1	16.8	16.4	15.9	16.3	16.3	16.5	16.7	17.6	19.8	19.8
Other rubber products.....	105.8	105.1	104.0	101.9	102.1	96.6	92.3	88.2	88.3	85.6	87.4	91.3	105.0	106.1	106.1
Leather and leather products.....	332.2	333.2	329.3	328.7	324.3	315.0	321.0	323.2	316.7	314.3	301.5	299.9	320.0	329.2	339.0
Leather: tanned, curried, and finished.....	33.8	34.1	34.2	34.0	33.7	33.6	33.1	32.2	33.6	33.0	33.0	34.2	36.4	38.4	38.4
Industrial leather belting and packing.....	3.6	3.6	3.5	3.4	3.3	3.2	2.9	2.7	2.7	2.7	3.0	3.2	3.5	3.8	3.8
Boot and shoe cut stock and findings.....	17.7	17.8	17.6	16.6	15.9	15.7	16.5	16.2	16.2	15.4	15.1	15.8	16.8	17.7	17.7
Footwear (except rubber).....	225.8	224.1	220.7	214.2	205.9	212.9	216.8	215.4	213.0	205.4	202.4	217.1	219.1	221.5	221.5
Luggage.....	12.4	12.1	12.8	13.6	13.6	13.2	13.1	12.2	12.4	12.0	11.8	11.7	13.1	13.9	13.9
Handbags and small leather goods.....	28.2	26.9	28.1	29.7	29.4	29.0	27.5	24.8	23.6	20.8	22.8	26.6	26.1	28.9	28.9
Gloves and miscellaneous leather goods.....	11.7	10.7	11.8	12.8	13.2	13.4	13.3	13.2	12.8	12.2	11.8	11.4	14.2	14.8	14.8

See footnotes at end of table.

TABLE A-3. Production or nonsupervisory workers in nonagricultural establishments, by industry¹—Continued

[In thousands]

Industry	1959			1958									Annual average		
	Mar. ²	Feb. ²	Jan.	Dec.	Nov.	Oct.	Sept.	Aug.	July	June	May	Apr.	Mar.	1957	1956
Transportation and public utilities:															
Other public utilities.....		526	528	530	532	533	540	547	548	541	534	534	534	540	535
Gas and electric utilities.....		506.2	507.9	510.0	511.4	512.9	519.7	525.8	526.9	520.4	513.8	513.4	513.7	519.0	513.8
Electric light and power utilities.....		219.0	219.5	219.7	220.5	221.0	223.9	226.3	226.6	224.9	222.4	222.5	222.8	226.0	219.6
Gas utilities.....		135.5	135.6	136.6	136.4	137.1	139.0	141.1	141.4	138.9	136.3	136.0	135.7	136.4	133.4
Electric light and gas utilities combined.....		151.7	152.8	153.7	154.5	154.8	156.8	158.4	158.9	156.6	155.1	154.9	155.2	156.6	160.8
Local utilities, not elsewhere classified.....		19.8	19.9	19.9	20.2	20.4	20.6	21.0	21.1	20.7	20.5	20.4	20.3	20.7	21.2
Wholesale and retail trade:															
Wholesale trade.....		2,620	2,621	2,666	2,656	2,646	2,625	2,601	2,597	2,593	2,571	2,592	2,617	2,695	2,661
Wholesalers, full-service and limited-function.....		1,552.7	1,549.7	1,582.4	1,574.0	1,560.3	1,546.3	1,526.3	1,520.6	1,514.7	1,499.1	1,509.5	1,523.8	1,572.2	1,562.6
Automotive.....		112.7	112.2	112.3	112.2	111.3	111.3	111.0	110.7	109.6	107.5	107.9	108.0	108.4	104.3
Groceries, food specialties, beer, wines, and liquors.....		274.7	275.1	281.0	280.4	276.3	275.5	268.2	269.8	267.1	263.3	267.2	272.2	273.4	275.1
Electrical goods, machinery, hardware, and plumbing equipment.....		381.2	380.5	383.2	382.5	381.6	380.1	379.8	379.0	378.4	376.9	379.8	383.8	402.7	402.0
Other full-service and limited-function wholesalers.....		784.1	781.9	805.9	798.9	791.1	779.4	767.3	761.1	759.6	751.4	754.6	759.8	787.7	781.2
Wholesale distributors, other.....		1,067.6	1,071.6	1,083.4	1,082.4	1,085.6	1,078.3	1,074.4	1,076.6	1,077.9	1,072.3	1,082.4	1,093.6	1,122.6	1,098.1
Retail trade:															
General merchandise stores.....		1,253.4	1,296.8	1,840.7	1,474.3	1,372.2	1,322.9	1,252.8	1,238.6	1,263.6	1,259.9	1,251.8	1,232.4	1,356.5	1,355.3
Department stores and general mail-order houses.....		804.0	839.8	1,188.3	953.2	875.1	840.0	802.0	795.3	808.3	803.5	794.5	787.5	875.9	876.4
Other general merchandise stores.....		449.4	457.0	652.4	521.1	497.1	482.9	450.8	443.3	455.3	456.4	457.3	444.9	480.6	478.9
Food and liquor stores.....		1,472.3	1,455.6	1,507.1	1,488.3	1,475.6	1,479.8	1,468.2	1,478.0	1,481.1	1,479.2	1,477.5	1,484.0	1,465.5	1,440.9
Grocery, meat, and vegetable markets.....		1,089.6	1,078.3	1,108.9	1,097.3	1,084.7	1,076.8	1,060.5	1,069.6	1,070.5	1,068.8	1,067.5	1,078.7	1,038.4	1,014.5
Dairy-product stores and dealers.....		186.0	185.9	187.7	188.9	190.8	202.1	207.1	207.3	206.1	201.6	198.7	196.8	206.7	205.1
Other food and liquor stores.....		196.7	191.4	210.5	202.1	200.1	200.9	200.6	201.1	204.5	208.8	211.3	208.5	220.4	221.3
Automotive and accessories dealers.....		680.4	678.6	693.5	676.3	667.5	667.2	670.1	668.6	668.9	669.5	670.0	680.4	719.3	727.1
Apparel and accessories stores.....		513.0	531.6	665.5	568.1	551.8	540.7	496.8	503.0	541.9	536.3	533.8	526.1	556.6	565.5
Other retail trade (except eating and drinking places).....		2,025.4	2,035.5	2,155.7	2,072.5	2,062.5	2,070.5	2,065.4	2,058.3	2,049.6	2,025.2	2,020.2	2,014.5	2,094.6	2,104.5
Furniture and appliance stores.....		351.7	353.3	373.8	390.6	355.5	352.0	349.3	349.1	350.5	350.4	349.9	351.7	361.2	363.8
Drug stores.....		340.9	338.9	374.0	340.7	338.0	337.0	334.5	334.2	332.5	330.4	328.9	327.3	337.7	327.5

¹ For comparability of data with those published in issues prior to August 1958 and coverage of the series, see footnote 1, table A-2.

Production and related workers include working foremen and all nonsupervisory workers (including leadmen and trainees) engaged in fabricating, processing, assembling, inspection, receiving, storage, handling, packing, warehousing, shipping, maintenance, repair, janitorial, watchman services,

product development, auxiliary production for plant's own use (e.g., power-plant), and recordkeeping and other services closely associated with the aforementioned production operations.

² Preliminary.

SOURCE: U.S. Department of Labor, Bureau of Labor Statistics.

TABLE A-6. Insured unemployment under State programs and the program of unemployment compensation for Federal employees,¹ by geographic division and State

Geographic division and State	1959		1958												Annual average	
	Feb.	Jan.	Dec.	Nov.	Oct.	Sept.	Aug.	July	June	May	Apr.	Mar.	Feb.	1958	1957	
	Continental United States.....	2,395.5	2,517.9	2,110.8	1,781.2	1,722.4	1,905.8	2,202.7	2,510.9	2,667.3	2,984.0	3,302.3	3,275.5	3,163.1	2,537.4	1,465.8
New England.....	182.8	200.0	173.4	132.4	126.7	137.6	153.6	190.3	204.8	238.6	263.3	251.9	240.2	195.5	121.9	
Maine.....	18.4	19.4	17.6	13.4	11.1	13.4	14.1	16.4	18.7	25.1	30.0	24.7	21.8	19.0	11.0	
New Hampshire.....	7.7	8.3	7.5	5.9	5.8	7.7	7.8	9.2	10.1	12.5	15.3	12.5	10.5	9.6	6.0	
Vermont.....	4.7	4.7	4.1	2.9	2.6	2.8	3.0	3.3	3.7	4.6	5.9	6.8	6.9	4.4	2.8	
Massachusetts.....	90.0	96.6	87.6	64.2	59.3	62.4	66.8	85.0	91.2	106.6	121.7	119.7	113.9	90.8	61.4	
Rhode Island.....	17.8	19.8	16.1	11.4	11.0	12.0	14.5	19.2	20.0	23.5	26.9	27.2	27.0	19.6	16.5	
Connecticut.....	44.2	51.2	40.4	34.5	36.9	39.3	47.4	57.1	61.0	66.2	63.5	61.1	60.0	52.0	24.2	
Middle Atlantic.....	714.8	783.9	668.4	559.2	542.2	572.1	636.1	735.2	780.2	831.6	885.1	865.8	831.8	724.6	427.6	
New York.....	327.9	355.4	319.6	250.0	233.5	245.4	269.7	334.4	358.2	374.6	391.4	381.2	364.5	322.4	159.3	
New Jersey.....	111.0	126.8	100.9	85.1	83.6	87.1	95.8	110.2	118.9	136.3	150.3	149.4	145.5	116.9	80.5	
Pennsylvania.....	275.9	301.7	248.0	224.1	225.1	239.6	270.5	290.6	303.1	320.7	343.5	335.2	321.8	285.2	157.9	
East North Central.....	445.8	451.6	403.5	350.9	369.2	444.7	570.8	638.3	692.5	771.0	838.3	800.7	742.4	603.0	283.8	
Ohio.....	107.1	117.1	106.6	88.0	90.6	108.5	138.0	166.1	186.5	211.3	223.1	212.3	202.0	157.9	65.6	
Indiana.....	48.5	52.2	43.7	33.7	33.9	39.9	53.1	61.4	68.5	80.7	89.8	88.3	87.9	62.9	33.5	
Illinois.....	130.4	130.7	109.2	93.8	95.5	109.1	133.3	148.2	156.9	169.8	176.8	176.3	168.0	140.5	68.2	
Michigan.....	122.2	110.5	106.2	105.0	120.0	155.7	208.7	223.6	241.7	265.5	296.4	267.2	231.3	200.2	93.2	
Wisconsin.....	37.5	41.0	37.9	30.4	29.3	31.6	37.7	38.9	38.9	43.7	52.1	56.5	53.2	41.5	23.2	
West North Central.....	145.0	145.5	105.2	77.7	71.1	78.7	85.8	96.6	104.6	127.3	167.2	188.2	185.2	120.4	80.0	
Minnesota.....	46.5	45.7	33.4	22.3	18.8	20.4	24.8	27.8	31.4	40.0	53.6	58.1	56.0	36.3	22.6	
Iowa.....	15.1	14.6	9.3	6.1	5.1	5.6	7.3	8.8	9.4	11.7	15.9	20.9	22.8	11.8	8.9	
Missouri.....	45.3	49.9	37.8	33.6	34.9	40.0	38.0	43.5	47.4	54.9	64.4	63.7	61.2	47.9	30.3	
North Dakota.....	7.7	6.7	5.0	1.9	1.9	1.5	1.7	1.0	1.2	1.9	4.6	7.5	7.9	3.3	2.4	
South Dakota.....	4.0	3.8	2.4	1.0	1.0	1.5	1.6	1.7	1.8	1.2	2.6	4.3	4.5	1.9	1.7	
Nebraska.....	10.2	9.3	6.1	3.8	2.8	3.0	3.6	4.2	4.2	5.3	8.5	12.4	12.4	6.3	5.4	
Kansas.....	16.2	15.5	11.2	8.9	8.4	8.6	10.8	10.5	10.1	12.3	17.6	21.2	20.3	13.0	8.6	
South Atlantic.....	247.6	270.5	213.1	184.0	186.7	207.1	240.9	281.7	285.0	310.8	326.2	313.7	306.1	261.3	154.7	
Delaware.....	7.5	6.5	5.1	3.5	3.5	4.0	5.7	5.8	5.3	6.2	6.9	6.5	6.4	5.3	3.1	
Maryland.....	45.8	47.0	37.3	30.1	28.7	30.9	35.0	38.6	39.7	42.9	46.5	47.3	47.2	38.8	17.7	
District of Columbia.....	8.4	8.3	6.7	6.0	5.8	6.0	6.8	7.2	7.2	7.8	8.9	10.0	10.3	7.6	5.3	
Virginia.....	27.2	27.2	18.3	15.0	13.8	16.2	20.6	26.1	27.3	29.3	31.6	33.2	33.8	24.4	13.7	
West Virginia.....	35.5	37.3	29.6	26.4	27.5	32.1	38.4	43.8	47.6	52.7	52.1	47.8	44.6	39.9	14.1	
North Carolina.....	45.8	51.7	42.3	34.4	32.2	34.3	41.7	54.9	55.9	63.5	68.5	66.5	66.7	52.0	39.3	
South Carolina.....	16.5	20.4	14.9	13.5	13.6	14.7	16.4	20.9	20.0	22.5	23.8	22.5	23.0	19.4	15.2	
Georgia.....	32.2	40.1	31.4	27.5	28.1	31.6	36.4	44.9	46.2	50.5	52.5	47.9	46.0	40.7	27.5	
Florida.....	28.7	32.2	27.5	27.7	33.5	37.4	39.9	39.5	35.7	35.2	34.1	32.1	27.9	33.2	18.7	
East South Central.....	133.8	137.6	112.8	100.6	99.1	111.0	131.7	155.9	165.0	188.1	200.5	196.3	200.1	152.8	110.9	
Kentucky.....	36.8	36.2	29.1	25.9	28.1	33.8	41.6	49.8	54.1	61.3	66.1	60.6	57.4	46.2	33.1	
Tennessee.....	44.5	48.6	38.6	34.6	32.4	35.9	42.2	50.5	52.7	59.6	64.0	65.1	68.8	50.7	40.2	
Alabama.....	32.4	33.4	30.5	28.8	27.9	29.0	33.1	38.4	37.9	44.2	46.1	45.9	47.3	37.4	22.6	
Mississippi.....	20.1	19.5	14.7	11.4	10.8	12.2	14.8	17.2	20.3	23.0	24.2	24.7	26.6	18.5	15.0	
West South Central.....	146.5	147.2	115.5	102.3	101.4	110.1	120.7	129.9	133.6	153.8	165.0	158.8	147.1	130.2	72.1	
Arkansas.....	23.3	23.6	18.0	14.3	12.6	12.9	15.5	17.9	18.8	24.2	27.5	26.4	27.8	20.1	14.8	
Louisiana.....	36.5	36.0	26.8	23.7	24.4	25.9	26.2	27.3	26.8	29.5	29.8	28.4	27.5	26.7	13.2	
Oklahoma.....	21.7	23.0	18.2	15.7	14.1	15.2	17.4	19.0	20.0	23.9	27.6	28.2	25.8	20.5	12.7	
Texas.....	64.9	64.6	52.5	48.7	50.3	56.1	61.6	65.6	68.0	76.1	80.1	75.9	66.0	63.0	31.4	
Mountain.....	72.2	66.7	51.0	39.1	30.2	32.3	36.0	38.7	41.1	51.7	72.5	86.5	90.2	53.6	34.5	
Montana.....	14.7	13.0	9.1	6.0	4.0	3.8	4.1	5.0	5.9	7.8	12.0	16.6	17.9	8.9	6.3	
Idaho.....	10.0	10.2	8.1	4.9	2.7	2.8	3.4	3.3	3.0	4.1	6.9	10.1	12.6	6.2	5.2	
Wyoming.....	4.6	4.0	2.6	1.6	1.1	1.1	1.4	1.6	2.0	2.6	3.9	4.4	4.3	2.5	1.7	
Colorado.....	12.6	10.9	8.4	7.0	5.4	6.7	6.1	5.9	6.8	9.4	13.5	15.8	16.0	9.3	5.1	
New Mexico.....	5.7	5.2	4.1	3.6	3.4	3.4	4.3	4.6	4.8	5.7	7.3	7.6	7.3	5.2	3.5	
Arizona.....	9.7	9.0	7.8	7.4	7.2	7.9	9.1	9.6	9.1	10.2	12.7	13.4	12.4	9.7	5.5	
Utah.....	9.3	8.9	6.2	4.5	3.4	4.0	4.9	5.6	6.0	7.4	10.2	11.7	12.4	7.2	4.5	
Nevada.....	5.6	5.5	4.8	4.1	3.0	2.7	2.8	3.2	3.6	4.5	6.0	6.8	7.3	4.6	2.8	
Pacific.....	306.9	314.8	267.8	234.9	195.8	212.3	227.1	244.4	260.5	311.0	384.1	413.7	420.0	295.9	180.3	
Washington.....	54.1	60.7	55.9	46.6	35.9	35.9	37.9	32.4	25.3	35.1	47.6	59.2	68.1	46.0	33.3	
Oregon.....	33.3	36.2	30.8	24.2	16.7	16.9	17.8	16.8	15.3	20.7	31.1	39.8	45.2	26.9	22.9	
California.....	219.5	217.9	181.0	164.1	142.3	159.5	171.3	195.1	220.0	255.2	305.4	314.6	306.6	222.9	124.1	

¹ Average of weekly data adjusted for split weeks in the month. Figures may not add to totals because of rounding.

SOURCE: U.S. Department of Labor, Bureau of Employment Security.

TABLE A-7. Unemployment insurance and employment service programs, selected operations ¹

[All items except average benefits amounts are in thousands]

Item	1959			1958										1957
	Feb.	Jan.	Dec.	Nov.	Oct.	Sept.	Aug.	July	June	May	Apr.	Mar.	Feb.	Feb.
Employment service:														
New applications for work.....	806	896	737	740	775	776	725	812	979	866	954	951	999	747
Nonfarm placements.....	378	398	406	413	514	545	489	459	456	439	404	332	312	387
State unemployment insurance programs:²														
Initial claims ³	1,277	1,790	1,924	1,258	1,259	1,186	1,251	1,659	1,513	1,538	1,983	1,795	1,815	1,002
Insured unemployment ⁴ (average weekly volume).....	2,396	2,518	2,111	1,781	1,722	1,906	2,203	2,511	2,667	2,984	3,302	3,276	3,163	1,730
Rate of insured unemployment ⁵	5.7	6.0	5.1	4.3	4.1	4.5	5.2	6.0	6.3	7.1	7.9	7.9	7.6	4.3
Weeks of unemployment compensated.....	8,628	9,532	7,997	5,939	7,157	7,776	8,583	10,277	10,879	12,020	13,055	12,457	10,793	6,118
Average weekly benefit amount for total unemployment.....	\$30.52	\$30.50	\$30.41	\$30.46	\$30.45	\$30.66	\$30.50	\$30.82	\$30.80	\$30.80	\$30.88	\$30.53	\$30.48	\$27.85
Total benefits paid.....	\$255,671	\$279,461	\$234,683	\$174,470	\$210,300	\$231,141	\$255,432	\$305,638	\$325,039	\$363,550	\$403,845	\$370,248	\$320,181	\$164,860
Unemployment compensation for veterans:⁶														
Initial claims ³	9	13	14	12	13	14	19	30	38	24	27	30	31	23
Insured unemployment ⁴ (average weekly volume).....	28	31	28	26	27	39	53	78	78	74	80	81	72	49
Weeks of unemployment compensated.....	113	131	125	102	129	193	248	384	333	334	368	345	279	207
Total benefits paid ⁷	\$2,993	\$3,486	\$3,311	\$2,693	\$3,391	\$5,047	\$6,553	\$10,151	\$8,853	\$8,922	\$9,833	\$9,285	\$7,546	\$5,594
Railroad unemployment insurance:														
Applications ⁸	8	17	22	20	17	20	21	117	80	17	20	24	27	11
Insured unemployment (average weekly volume).....	94	122	125	121	113	118	119	128	101	128	146	149	140	67
Number of payments ⁹	217	311	287	229	272	260	286	250	252	307	338	319	284	138
Average amount of benefit payment ¹⁰	\$65.57	\$65.68	\$69.31	\$70.15	\$69.91	\$70.35	\$69.60	\$59.44	\$66.85	\$67.27	\$68.59	\$67.86	\$67.52	\$60.01
Total benefits paid ¹⁰	\$13,752	\$20,345	\$19,755	\$16,030	\$19,076	\$18,144	\$19,861	\$14,735	\$16,651	\$20,574	\$23,153	\$21,626	\$19,093	\$8,252
All programs:¹¹														
Insured unemployment ⁴	2,584	2,729	2,307	1,957	1,863	2,062	2,374	2,717	2,847	3,186	3,527	3,505	3,375	1,846

¹ Average weekly insured unemployment excludes territories; other items include them.

² Data include activities under the program of Unemployment Compensation for Federal Employees (UCFE), which became effective on January 1, 1955.

³ An initial claim is a notice filed by a worker at the beginning of a period of unemployment which establishes the starting date for any insured unemployment which may result if he is unemployed for 1 week or longer.

⁴ Number of workers reporting the completion of at least 1 week of unemployment.

⁵ The rate of insured unemployment is the number of insured unemployed expressed as a percent of the average covered employment in a 12-month period.

⁶ Based on claims filed under the Veterans' Readjustment Assistance Act of 1952. Excludes claims filed by veterans to supplement State, UCFE, or railroad unemployment insurance benefits.

⁷ Federal portion only of benefits paid jointly with other programs. Weekly benefit amount for total unemployment is set by law at \$26.

⁸ An application for benefits is filed by a railroad worker at the beginning of his first period of unemployment in a benefit year; no application is required for subsequent periods in the same year.

⁹ Payments are for unemployment in 14-day registration periods; the average amount is an average for all compensable periods. Not adjusted for recovery of overpayments or settlement of underpayments.

¹⁰ Adjusted for recovery of overpayments and settlement of underpayments.

¹¹ Represents an unduplicated count of insured unemployment under the State, UCFE, and Veterans' Programs, and that covered by the Railroad Unemployment Insurance Act. Beginning with November 1958, includes data for ex-servicemen under the program of Unemployment Compensation for Ex-servicemen, effective October 27, 1958.

SOURCE: U.S. Department of Labor, Bureau of Employment Security for all items except railroad unemployment insurance, which are prepared by the U.S. Railroad Retirement Board.

The labor turnover tables (B-1 and B-2) have been dropped from the Review pending a general revision of the Current Labor Statistics section because, beginning with January 1959 data, the categories for which labor turnover rates are published differ from those previously published. Current data are available monthly in Employment and Earnings or may be obtained upon request.

C.—Earnings and Hours

TABLE C-1. Hours and gross earnings of production or nonsupervisory workers, by industry ¹

Year and month	Avg. wkly. earnings	Avg. wkly. hours	Avg. hrly. earnings	Avg. wkly. earnings	Avg. wkly. hours	Avg. hrly. earnings	Avg. wkly. earnings	Avg. wkly. hours	Avg. hrly. earnings	Avg. wkly. earnings	Avg. wkly. hours	Avg. hrly. earnings	Avg. wkly. earnings	Avg. wkly. hours	Avg. hrly. earnings	Avg. wkly. earnings	Avg. wkly. hours	Avg. hrly. earnings
Total: Mining			Metal											Coal				
			Total: Metal			Iron			Copper			Lead and zinc		Anthracite ¹				
1956: Average	\$98.81	41.0	\$2.41	\$96.83	42.1	\$2.30	\$96.71	39.8	\$2.43	\$100.28	43.6	\$2.30	\$89.24	41.7	\$2.14	\$78.96	32.9	\$2.40
1957: Average	102.21	40.4	2.53	98.74	40.8	2.42	103.49	39.5	2.62	97.75	40.9	2.39	88.97	41.0	2.17	81.79	31.1	2.63
1958: February	98.81	38.3	2.58	96.78	39.5	2.45	99.63	36.9	2.70	95.52	39.5	2.40	84.50	39.3	2.15	73.70	27.5	2.68
March	97.02	37.9	2.56	95.40	39.1	2.44	96.93	35.9	2.70	94.96	39.9	2.38	85.10	39.4	2.16	66.25	25.0	2.65
April	94.62	37.4	2.53	92.93	38.4	2.42	93.96	34.8	2.70	93.30	39.2	2.38	84.74	39.6	2.14	58.65	22.3	2.63
May	96.01	38.1	2.52	91.10	37.8	2.41	94.23	34.9	2.70	88.22	37.7	2.34	83.89	39.2	2.14	67.60	25.8	2.62
June	101.89	39.8	2.56	92.34	38.0	2.43	98.28	36.4	2.70	85.56	36.1	2.37	86.03	40.2	2.14	80.96	30.9	2.62
July	99.96	39.2	2.55	96.13	38.3	2.51	104.43	36.9	2.83	89.78	37.1	2.42	86.55	39.7	2.18	79.77	30.8	2.59
August	101.24	39.7	2.55	95.63	37.8	2.53	105.28	37.2	2.83	87.71	35.8	2.45	83.16	38.5	2.16	74.59	28.8	2.59
September	102.14	39.9	2.56	98.04	38.6	2.54	104.80	36.9	2.84	94.67	38.8	2.44	83.16	37.8	2.20	80.08	30.8	2.60
October	102.40	40.0	2.56	98.30	38.7	2.54	101.03	35.7	2.83	99.79	40.4	2.47	87.42	40.1	2.18	77.52	29.7	2.61
November	103.60	40.0	2.59	100.84	39.7	2.54	102.60	36.0	2.85	105.75	42.3	2.50	89.02	40.1	2.22	78.04	29.9	2.61
December	105.56	40.6	2.60	101.24	39.7	2.55	101.82	35.6	2.86	103.42	41.7	2.48	92.29	41.2	2.24	93.19	35.3	2.64
1959: January	105.86	40.1	2.64	103.94	40.6	2.56	106.59	37.4	2.85	106.82	42.9	2.49	91.43	41.0	2.23	91.24	34.3	2.66
February	105.73	39.6	2.67	104.19	40.7	2.56	108.02	37.9	2.85	107.43	42.8	2.51	89.76	40.8	2.20	74.79	27.0	2.77
Mining—Continued																		
Coal—Continued			Petroleum and natural-gas production (except contract services)			Nonmetallic mining and quarrying			Total: Contract construction			Contract construction						
Bituminous												Total: Nonbuilding construction		Highway and street construction				
1956: Average	\$106.22	37.8	\$2.81	\$101.68	41.0	\$2.48	\$85.63	44.6	\$1.92	\$101.83	37.3	\$2.73	\$101.59	40.8	\$2.49	\$97.63	41.9	\$2.33
1957: Average	110.53	36.6	3.02	106.75	40.9	2.61	87.80	43.9	2.00	106.64	36.9	2.89	105.07	39.8	2.64	98.66	40.6	2.43
1958: February	100.62	33.1	3.04	110.83	41.2	2.69	81.00	39.9	2.03	100.53	33.4	3.01	96.21	35.5	2.71	85.26	34.8	2.45
March	96.37	31.7	3.04	110.97	41.1	2.70	83.22	41.2	2.02	106.44	35.6	2.99	101.90	37.6	2.71	88.21	36.6	2.41
April	90.60	30.0	3.02	108.81	40.6	2.68	85.45	42.3	2.02	107.88	36.2	2.98	103.45	38.6	2.68	94.57	38.6	2.45
May	93.30	31.1	3.00	107.06	40.4	2.65	89.59	43.7	2.05	111.08	37.4	2.97	110.66	41.1	2.69	105.84	42.0	2.52
June	106.30	35.2	3.02	110.57	40.8	2.71	91.49	44.2	2.07	110.11	37.2	2.96	108.67	40.7	2.67	103.25	41.3	2.50
July	97.85	32.4	3.02	110.83	41.2	2.69	91.94	44.2	2.08	111.90	37.3	3.00	110.57	40.8	2.71	106.50	41.6	2.56
August	105.90	35.3	3.00	106.67	40.1	2.66	93.39	44.9	2.08	113.70	37.9	3.00	114.66	42.0	2.73	112.31	43.7	2.57
September	106.55	35.4	3.01	110.02	40.9	2.69	95.34	45.4	2.10	114.91	37.8	3.04	117.32	42.2	2.78	114.23	43.6	2.62
October	107.76	35.8	3.01	107.60	40.3	2.67	95.37	45.2	2.11	115.82	38.1	3.04	118.71	42.7	2.78	117.04	44.5	2.63
November	107.31	35.3	3.04	112.06	41.2	2.72	92.84	44.0	2.11	110.66	36.4	3.04	108.11	39.6	2.73	102.62	40.4	2.54
December	115.82	38.1	3.04	108.54	40.5	2.68	89.67	42.1	2.13	109.43	35.3	3.10	105.36	37.9	2.78	93.98	37.0	2.54
1959: January	114.71	36.3	3.16	111.92	41.3	2.71	87.98	41.5	2.12	111.03	35.7	3.11	105.88	38.5	2.75	93.59	38.2	2.45
February	113.84	35.8	3.18	116.75	41.4	2.82	88.19	41.6	2.12	106.64	34.4	3.10	99.91	36.2	2.76	85.40	35.0	2.44
Building construction																		
Nonbuilding construction—Con.			Total: Building construction			General contractors			Total: Special-trade contractors			Plumbing and heating		Painting and decorating				
Other nonbuilding construction																		
1956: Average	\$104.94	39.9	\$2.63	\$101.92	36.4	\$2.80	\$95.04	36.0	\$2.64	\$107.16	36.7	\$2.92	\$112.31	38.2	\$2.94	\$99.81	34.9	\$2.86
1957: Average	110.15	39.2	2.81	106.86	36.1	2.96	98.89	35.7	2.77	112.17	36.3	3.09	118.87	38.1	3.12	103.75	34.7	2.99
1958: February	102.98	36.0	2.86	101.64	33.0	3.08	91.58	31.8	2.88	107.18	33.6	3.19	117.85	36.6	3.22	100.78	32.3	3.12
March	110.30	38.3	2.88	107.71	35.2	3.06	100.04	35.1	2.85	112.29	35.2	3.19	120.80	37.4	3.23	103.80	33.7	3.08
April	110.01	38.6	2.85	108.63	35.5	3.06	101.60	35.4	2.87	113.21	35.6	3.18	121.77	37.7	3.23	106.91	34.6	3.09
May	115.26	40.3	2.86	111.08	36.3	3.06	105.12	36.5	2.88	115.12	36.2	3.18	121.66	37.9	3.21	106.79	34.9	3.06
June	114.57	40.2	2.85	110.77	36.2	3.06	103.46	36.3	2.85	115.16	36.1	3.19	122.47	37.8	3.24	107.71	35.2	3.06
July	114.51	39.9	2.87	112.17	36.3	3.09	104.54	36.3	2.88	116.89	36.3	3.22	124.64	38.0	3.28	108.42	35.2	3.08
August	116.87	40.3	2.90	113.40	36.7	3.09	106.45	37.1	2.87	117.90	36.5	3.23	124.97	38.1	3.28	110.76	35.5	3.12
September	120.07	40.7	2.95	114.25	36.5	3.13	105.56	36.4	2.90	118.99	36.5	3.26	126.39	38.3	3.30	110.25	35.0	3.15
October	120.66	40.9	2.95	115.18	36.8	3.13	107.01	36.9	2.90	119.64	36.7	3.26	126.39	38.3	3.30	110.92	35.1	3.16
November	113.59	38.9	2.92	111.16	35.4	3.14	103.37	35.4	2.92	115.73	35.5	3.26	121.77	36.9	3.30	108.73	34.3	3.17
December	114.55	38.7	2.96	110.37	34.6	3.19	99.12	33.6	2.95	116.51	35.2	3.31	127.59	38.2	3.34	109.10	34.2	3.19
1959: January	114.55	38.7	2.96	111.65	35.0	3.19	103.01	34.8	2.96	116.86	35.2	3.32	127.64	38.1	3.35	107.52	33.6	3.20
February	110.19	37.1	2.97	108.12	34.0	3.18	99.62	34.0	2.93	112.20	34.0	3.30	123.28	36.8	3.35	104.63	32.8	3.19
Building construction—Continued																		
Special-trade contractors—Continued			Total: Manufacturing			Durable goods			Nondurable goods			Durable goods						
Electrical work			Other special-trade contractors									Total: Ordnance and accessories						
1956: Average	\$125.22	39.5	\$3.17	\$102.39	35.8	\$2.86	\$79.99	40.4	\$1.98	\$86.31	41.1	\$2.10	\$71.10	39.5	\$1.80	\$91.54	41.8	\$2.19
1957: Average	132.10	39.2	3.37	106.30	35.2	3.02	82.39	39.8	2.07	88.66	40.3	2.20	73.51	39.1	1.88	95.47	40.8	2.44
1958: February	128.25	37.5	3.42	97.34	31.3	3.11	80.64	38.4	2.10	86.46	38.6	2.24	73.15	38.1	1.92	99.06	40.6	2.34
March	132.17	38.2	3.46	105.43	33.9	3.11	81.45	38.6	2.11	87.75	39.0	2.25	73.53	38.1	1.93	99.72	40.7	2.45
April	133.32	38.2	3.49	106.64	34.4	3.10	80.81	38.3	2.11	87.30	38.8	2.25	73.14	37.7	1.94	100.12	40.7	2.46
May	135.52	38.5	3.52	110.09	35.4	3.11	82.04	38.7	2.12	88.37	39.1	2.26	73.91	38.1	1.94	99.88	40.6	2.46
June	136.68	38.5	3.55	109.51	35.1	3.12	83.10	39.2	2.12	89.89	39.6	2.27	75.08	38.7	1.94	100.94	40.7	2.48
July	137.11	38.3	3.58	111.51	35.4	3.15	83.50	39.2	2.13	89.83	39.4	2.28	75.66	39.0	1.94	100.94	40.7	2.48
August	136.76	38.2	3.58	112.46	35.7	3.15	84.35	39.6	2.13	91.14	39.8	2.29	76.04	39.4	1.93	100.69	40.6	2.48
September	140.09	38.7	3.62	113.53	35.7	3.18	85.39	39.9	2.14	92.46	40.2	2.30	77.03	39.5	1.95	103.00	41.2	2.50
October	140.12	38.6	3.63	114.12	36.0	3.17	85.17	39.8	2.14	91.83	40.1	2.29	76.83	39.4	1.95	103.00	41.2	2.50
November	134.66	37.2	3.62	110.66	34.8	3.18	86.58	39.9	2.17	94.30	40.3	2.34	77.22	39.4	1.96	103.16	41.1	2.51
December	140.48	38.7	3.63	107.24	33.2	3.23	88.04	40.2	2.19	96.29	40.8	2.36	78.01	39.6	1.97	106.43	41.9	2.54
1959: January	139.41	38.3	3.64	108.54	33.5	3.24	87.38	39.9	2.19	94.94	40.4	2.35	77.81	39.3	1.98	105.00	41.5	2.53
February	137.94	38.0	3.63	103.04	32.1	3.21	88.00	40.0	2.20	95.11	40.3	2.36	78.01	39.4	1.98	103.73	41.0	2.53

TABLE C-1. Hours and gross earnings of production or nonsupervisory workers, by industry¹—Con.

Year and month	Avg. wkly. earnings	Avg. wkly. hours	Avg. hrly. earnings	Avg. wkly. earnings	Avg. wkly. hours	Avg. hrly. earnings	Avg. wkly. earnings	Avg. wkly. hours	Avg. hrly. earnings	Avg. wkly. earnings	Avg. wkly. hours	Avg. hrly. earnings	Avg. wkly. earnings	Avg. wkly. hours	Avg. hrly. earnings	Avg. wkly. earnings	Avg. wkly. hours	Avg. hrly. earnings
	Manufacturing—Continued																	
Durable goods—Continued																		
Lumber and wood products (except furniture)																		
Total: Lumber and wood products (except furniture)	Sawmills and planing mills ²			Sawmills and planing mills, general									Millwork, plywood, and prefabricated structural wood products ³					
				United States			South			West								
1956: Average	\$70.93	40.3	\$1.76	\$71.51	40.4	\$1.77	\$72.14	40.3	\$1.79	\$49.09	41.6	\$1.18	\$90.87	39.0	\$2.33	\$74.48	40.7	\$1.83
1957: Average	72.04	39.8	1.81	70.92	39.4	1.80	71.53	39.3	1.82	49.29	40.4	1.22	88.62	38.2	2.32	75.60	40.0	1.89
1958: February	70.43	38.7	1.82	67.82	38.1	1.78	68.58	38.1	1.80	48.09	39.1	1.23	86.10	37.6	2.29	75.46	39.3	1.92
March	70.80	38.9	1.82	69.09	38.6	1.79	69.87	38.6	1.81	48.83	39.7	1.23	86.71	37.7	2.30	75.65	39.4	1.92
April	71.39	38.8	1.84	68.92	38.5	1.79	69.69	38.5	1.81	48.83	39.7	1.23	86.02	37.4	2.30	76.04	39.4	1.93
May	74.45	39.6	1.88	73.05	39.7	1.84	74.03	39.8	1.86	49.04	40.6	1.23	91.26	39.0	2.34	78.20	40.1	1.95
June	76.14	40.5	1.88	74.52	40.5	1.84	75.52	40.6	1.86	51.00	41.8	1.22	91.96	39.3	2.34	79.58	40.6	1.96
July	74.28	39.3	1.89	73.66	39.6	1.86	74.64	39.7	1.88	50.43	41.0	1.24	94.33	39.8	2.35	79.18	40.4	1.96
August	77.74	40.7	1.91	76.70	40.8	1.88	77.52	40.8	1.90	52.33	42.2	1.24	96.16	39.9	2.41	83.18	41.8	1.99
September	80.12	41.3	1.94	77.68	41.1	1.89	78.50	41.1	1.91	52.15	42.4	1.24	96.16	39.9	2.41	83.42	41.5	2.01
October	80.15	41.1	1.95	77.30	40.9	1.89	78.12	40.9	1.91	52.58	42.4	1.24	96.16	39.9	2.40	83.21	41.4	2.01
November	77.59	40.2	1.93	75.39	40.1	1.88	76.19	40.1	1.90	52.20	42.1	1.24	93.12	38.8	2.39	81.00	40.5	2.00
December	77.38	40.3	1.92	75.17	40.2	1.87	75.79	40.1	1.89	51.25	41.0	1.25	93.69	39.2	2.39	81.00	40.5	2.00
1959: January	74.84	39.6	1.89	72.31	39.3	1.84	72.73	39.1	1.86	51.25	41.0	1.25	97.93	37.1	2.37	81.41	40.5	2.01
February	74.26	39.5	1.88	73.42	39.9	1.84	74.03	39.8	1.86	51.25	41.0	1.25	90.86	38.5	2.36	81.61	40.6	2.01
Lumber and wood products (except furniture)—Continued																		
Total: Lumber and wood products (except furniture)	Millwork			Plywood			Wooden containers ²			Wooden boxes, other than cigar			Miscellaneous wood products			Total: Furniture and fixtures		
1956: Average	\$72.90	40.5	\$1.80	\$76.22	41.2	\$1.85	\$56.71	40.8	\$1.39	\$56.58	41.0	\$1.38	\$60.01	41.1	\$1.46	\$68.95	40.8	\$1.69
1957: Average	75.55	40.4	1.87	76.00	40.0	1.90	56.23	39.6	1.42	56.52	39.8	1.42	61.56	40.5	1.52	70.00	40.0	1.76
1958: February	74.28	39.3	1.89	73.39	40.2	1.95	53.39	37.6	1.42	52.13	37.5	1.39	60.76	39.2	1.55	67.97	38.4	1.77
March	74.09	39.2	1.89	73.39	40.2	1.95	54.67	38.5	1.42	54.04	38.6	1.40	61.85	39.9	1.55	68.32	38.6	1.77
April	74.28	39.3	1.89	73.20	39.9	1.96	55.10	38.8	1.42	54.85	38.9	1.41	61.69	39.8	1.55	67.26	38.0	1.77
May	77.57	40.4	1.92	79.60	40.2	1.98	56.34	39.4	1.43	56.49	39.5	1.43	61.62	39.5	1.56	66.91	37.8	1.77
June	79.13	41.0	1.93	81.18	41.0	1.98	58.03	40.3	1.44	58.46	40.6	1.44	63.36	40.1	1.58	69.06	38.8	1.78
July	79.73	41.1	1.94	78.41	39.8	1.97	58.15	40.1	1.45	59.83	40.7	1.47	62.96	39.6	1.59	68.85	38.9	1.77
August	82.74	42.0	1.97	83.16	42.0	1.98	59.60	41.1	1.45	60.03	41.4	1.45	64.40	40.5	1.59	72.09	40.5	1.78
September	82.91	42.3	1.96	84.85	41.8	2.03	59.68	40.6	1.47	60.01	41.1	1.46	64.87	40.8	1.59	73.80	41.0	1.80
October	82.54	41.9	1.97	85.49	41.7	2.05	59.09	40.2	1.47	57.60	40.0	1.44	66.08	41.3	1.60	73.39	41.0	1.79
November	80.95	41.3	1.96	85.90	41.9	2.05	57.31	39.8	1.44	55.44	39.6	1.40	65.28	40.8	1.60	73.03	40.8	1.79
December	80.16	40.9	1.96	84.05	41.0	2.05	57.38	39.3	1.46	56.34	39.4	1.43	65.60	41.0	1.60	74.16	41.2	1.80
1959: January	79.79	40.5	1.97	85.49	41.7	2.05	57.02	39.6	1.44	55.55	39.4	1.41	65.37	40.6	1.61	72.54	40.3	1.80
February	77.81	39.9	1.95	88.61	42.6	2.08	57.38	39.3	1.46	56.49	39.5	1.43	64.64	40.4	1.60	72.32	40.4	1.79
Furniture and fixtures—Continued																		
Total: Furniture and fixtures	Household furniture ²			Wood household furniture (except upholstered)			Wood household furniture, upholstered			Mattresses and bedsprings			Office, public-building, and professional furniture ²			Wood office furniture		
1956: Average	\$65.77	40.6	\$1.62	\$59.20	41.4	\$1.43	\$71.82	39.9	\$1.80	\$71.71	39.4	\$1.82	\$79.61	41.9	\$1.90	\$71.05	42.8	\$1.66
1957: Average	66.63	39.9	1.67	59.79	40.4	1.48	72.50	39.4	1.84	73.90	39.1	1.89	78.99	40.3	1.96	64.71	40.7	1.59
1958: February	64.34	38.3	1.68	56.68	38.3	1.48	70.30	38.0	1.85	72.75	37.5	1.94	77.40	38.7	2.00	61.82	38.4	1.61
March	64.68	38.5	1.68	57.96	38.9	1.49	70.12	37.9	1.85	69.89	36.4	1.92	78.38	38.8	2.02	60.10	37.1	1.62
April	63.84	37.7	1.68	56.77	38.1	1.49	67.90	36.7	1.85	70.83	36.7	1.93	77.99	38.8	2.01	60.38	37.5	1.61
May	63.00	37.5	1.68	56.77	38.1	1.49	65.68	35.5	1.85	74.69	38.5	1.94	76.42	38.4	1.99	60.64	37.9	1.60
June	65.23	38.6	1.69	58.05	38.7	1.50	68.63	36.9	1.86	79.98	40.6	1.97	78.59	39.1	2.01	63.92	39.7	1.61
July	65.57	38.8	1.69	58.20	38.8	1.50	69.01	37.3	1.85	80.73	41.4	1.95	77.81	39.1	1.99	63.11	40.2	1.57
August	68.61	40.6	1.69	61.20	40.8	1.50	74.21	39.9	1.86	82.15	41.7	1.97	82.22	40.5	2.03	64.94	41.1	1.58
September	70.45	41.2	1.71	63.08	41.5	1.52	76.11	40.7	1.87	82.35	41.8	1.97	83.84	41.1	2.04	66.41	42.3	1.57
October	70.79	41.4	1.71	63.69	41.9	1.52	78.06	41.3	1.89	80.18	40.7	1.97	81.80	40.1	2.04	65.31	41.6	1.57
November	70.28	41.1	1.71	63.38	41.7	1.52	77.68	41.1	1.89	75.85	39.1	1.94	81.00	39.9	2.03	63.49	40.7	1.56
December	71.14	41.6	1.71	63.54	41.8	1.52	80.41	42.1	1.91	76.80	40.0	1.92	82.62	40.3	2.05	67.47	42.7	1.58
1959: January	69.26	40.5	1.71	62.21	41.2	1.51	73.51	39.1	1.88	83.44	40.9	2.04	82.21	40.1	2.05	68.26	42.4	1.61
February	69.43	40.6	1.71	62.47	41.1	1.52	74.99	40.1	1.87	80.20	40.1	2.00	82.01	40.2	2.04	67.94	42.2	1.61
Furniture and fixtures—Continued																		
Total: Furniture and fixtures	Metal office furniture			Partitions, shelving, lockers, and fixtures			Screens, blinds, and miscellaneous furniture and fixtures			Total: Stone, clay, and glass products			Flat glass			Glass and glassware, pressed or blown ²		
1956: Average	\$87.15	41.7	\$2.00	\$84.05	41.0	\$2.05	\$66.09	40.3	\$1.64	\$80.56	41.1	\$1.96	\$113.30	41.2	\$2.75	\$79.40	39.7	\$2.00
1957: Average	85.28	39.3	2.17	85.22	40.2	2.12	68.40	40.0	1.71	83.03	40.5	2.05	114.62	40.5	2.83	83.58	39.8	2.10
1958: February	82.28	37.4	2.20	83.44	38.2	2.19	69.17	39.3	1.76	80.67	38.6	2.09	109.63	38.2	2.87	84.56	39.7	2.13
March	82.43	37.3	2.21	84.97	38.8	2.19	69.52	39.5	1.76	81.72	39.1	2.09	108.02	37.9	2.85	86.00	40.0	2.15
April	81.40	37.0	2.20	82.84	38.0	2.18	70.05	39.8	1.76	81.51	39.0	2.09	104.80	36.9	2.84	83.85	39.0	2.15
May	79.28	36.2	2.19	84.10	38.4	2.19	70.49	39.6	1.78	82.97	39.7	2.09	105.09	37.4	2.81	84.71	39.4	2.15
June	82.51	37.0	2.23	86.85	39.3	2.21	71.15	40.2	1.77	84.63	40.3	2.10	103.32	36.9	2.89	86.40	40.0	2.16
July	82.06	36.8	2.23	86.14	38.8	2.22	70.45	39.8	1.77	84.40	40.0	2.11	108.29	37.6	2.88	84.28	39.2	2.16
August	85.50	38.0	2.25	88.45	39.5	2.24	72.22	40.8	1.77	86.90	40.8	2.13	122.18	41.0	2.88	85.97	39.8	2.15
September	90.35	39.8	2.27	87.98														

TABLE C-1. Hours and gross earnings of production or nonsupervisory workers, by industry¹—Con.

Year and month	Avg. wkly. earnings	Avg. wkly. hours	Avg. hrly. earnings	Avg. wkly. earnings	Avg. wkly. hours	Avg. hrly. earnings	Avg. wkly. earnings	Avg. wkly. hours	Avg. hrly. earnings	Avg. wkly. earnings	Avg. wkly. hours	Avg. hrly. earnings	Avg. wkly. earnings	Avg. wkly. hours	Avg. hrly. earnings	Avg. wkly. earnings	Avg. wkly. hours	Avg. hrly. earnings								
	Manufacturing—Continued																									
Durable goods—Continued																										
Stone, clay, and glass products—Continued																										
Glass containers			Pressed or blown glass			Glass products made of purchased glass			Cement, hydraulic			Structural clay products ²			Brick and hollow tile											
1956: Average	\$80.59	39.7	\$2.03	\$77.81	39.7	\$1.96	\$69.12	40.9	\$1.69	\$83.84	41.3	\$2.03	\$73.44	40.8	\$1.80	\$69.97	41.9	\$1.67								
1957: Average	85.01	40.1	2.12	81.56	39.4	2.07	70.67	39.7	1.78	87.91	40.7	2.16	74.61	39.9	1.87	69.60	40.7	1.71								
1958: February	86.69	40.7	2.13	81.58	38.3	2.13	67.30	37.6	1.79	87.47	39.4	2.22	69.93	37.0	1.89	64.81	37.9	1.71								
March	87.29	40.6	2.15	83.67	39.1	2.14	68.20	38.1	1.79	87.19	39.1	2.23	71.25	37.9	1.88	67.37	39.4	1.71								
April	86.58	39.9	2.17	79.92	37.7	2.12	67.88	37.5	1.81	89.82	40.1	2.24	72.38	38.5	1.88	69.95	40.2	1.74								
May	87.67	40.4	2.17	80.14	37.8	2.12	68.99	37.7	1.83	90.94	40.6	2.24	74.28	39.3	1.89	70.82	40.7	1.74								
June	88.75	40.9	2.18	81.79	38.4	2.13	69.72	38.1	1.83	92.11	40.4	2.28	76.17	40.3	1.89	72.80	41.6	1.75								
July	86.37	39.8	2.17	80.77	38.1	2.12	70.25	38.6	1.82	95.24	40.7	2.34	76.19	40.1	1.90	72.63	41.5	1.75								
August	88.07	40.4	2.18	82.04	38.7	2.12	72.68	39.5	1.84	95.58	40.5	2.37	77.95	40.6	1.92	73.85	42.2	1.75								
September	86.58	39.9	2.17	85.14	39.6	2.15	75.70	40.7	1.86	97.82	41.1	2.38	79.35	40.9	1.94	73.33	41.9	1.75								
October	88.73	40.7	2.18	86.40	40.0	2.16	75.07	40.8	1.84	96.70	40.8	2.37	79.15	40.8	1.94	74.03	42.3	1.75								
November	87.23	40.2	2.17	87.25	39.3	2.22	76.45	41.1	1.86	97.41	41.1	2.37	78.18	40.3	1.94	73.39	41.7	1.76								
December	86.98	39.9	2.18	87.12	39.6	2.20	77.64	41.3	1.88	95.18	40.5	2.35	75.85	39.1	1.94	68.51	39.6	1.73								
1959: January	86.98	39.9	2.18	84.80	38.9	2.18	72.89	39.4	1.85	92.98	39.4	2.36	75.66	39.2	1.93	68.40	40.0	1.71								
February	87.16	39.8	2.19	88.40	40.0	2.21	72.83	39.8	1.83	93.53	39.8	2.35	77.02	39.7	1.94	68.34	40.2	1.70								
Floor and wall tile			Sewer pipe			Clay refractories			Pottery and related products			Concrete, gypsum, and plaster products ²			Concrete products											
1956: Average	\$73.57	40.2	\$1.83	\$72.76	40.2	\$1.81	\$80.36	39.2	\$2.05	\$72.20	37.8	\$1.91	\$81.88	44.5	\$1.84	\$78.75	45.0	\$1.75								
1957: Average	75.81	39.9	1.90	73.26	39.6	1.85	83.81	38.8	2.16	73.48	37.3	1.97	82.75	43.1	1.92	80.04	43.5	1.84								
1958: February	73.54	38.9	1.91	65.45	35.0	1.87	78.08	34.7	2.25	73.08	36.0	2.03	78.80	39.8	1.98	74.49	39.0	1.91								
March	74.80	38.9	1.91	65.66	35.3	1.86	77.95	34.8	2.24	73.24	35.9	2.04	80.16	40.9	1.96	78.69	41.2	1.91								
April	74.11	38.6	1.92	67.69	36.2	1.87	78.40	35.0	2.24	71.60	35.1	2.04	81.76	41.5	1.97	80.64	42.0	1.92								
May	76.44	39.4	1.94	73.34	38.0	1.93	80.19	35.8	2.24	70.85	34.9	2.03	85.77	43.1	1.99	84.58	43.6	1.94								
June	77.39	40.1	1.93	76.82	39.6	1.94	86.07	37.0	2.25	71.40	35.0	2.04	88.20	44.1	2.00	85.94	44.3	1.94								
July	77.18	40.2	1.92	76.63	39.5	1.94	86.07	37.1	2.32	70.38	34.5	2.04	88.49	44.8	2.02	86.78	44.5	1.95								
August	78.59	40.3	1.95	77.81	39.7	1.96	87.66	37.3	2.35	71.71	35.5	2.02	90.50	44.8	2.02	87.75	45.0	1.95								
September	79.37	40.7	1.95	79.59	40.4	1.97	91.72	38.7	2.37	74.30	36.6	2.03	90.37	44.3	2.04	87.47	44.4	1.97								
October	78.99	40.3	1.96	79.60	40.2	1.98	91.10	38.6	2.36	75.52	37.2	2.03	91.80	45.0	2.04	88.40	45.1	1.96								
November	78.00	40.0	1.95	76.44	39.0	1.95	90.95	38.3	2.38	77.29	37.7	2.05	88.91	43.8	2.03	84.39	43.5	1.94								
December	78.60	40.1	1.96	71.76	38.8	1.95	89.35	37.7	2.37	76.43	37.1	2.06	86.51	42.2	2.05	80.34	41.2	1.95								
1959: January	78.99	40.3	1.96	71.80	37.2	1.93	90.92	38.2	2.38	77.17	37.1	2.08	85.67	42.2	2.03	80.51	41.5	1.94								
February	77.82	39.5	1.97	71.81	37.4	1.92	90.16	39.9	2.41	78.25	37.8	2.07	86.09	42.2	2.04	79.32	41.1	1.93								
Stone, clay, and glass products—Continued																										
Cut-stone and stone products												Miscellaneous non-metallic mineral products ²			Abrasive products			Asbestos products			Nonclay refractories			Total: Primary metal industries		
1956: Average	\$69.87	41.1	\$1.70	\$83.23	40.8	\$2.04	\$88.62	40.1	\$2.21	\$84.65	41.7	\$2.03	\$89.38	39.2	\$2.28	\$96.52	40.9	\$2.36								
1957: Average	70.98	40.1	1.77	86.67	40.5	2.14	90.74	39.8	2.28	89.87	41.8	2.15	90.20	37.9	2.38	98.75	39.5	2.50								
1958: February	69.38	39.2	1.77	83.81	38.8	2.16	87.17	37.9	2.30	85.36	39.7	2.15	81.74	34.2	2.39	94.21	36.8	2.56								
March	71.96	40.2	1.79	85.67	39.3	2.18	89.01	38.7	2.30	84.50	39.3	2.15	83.63	34.7	2.41	95.35	37.1	2.57								
April	73.21	40.9	1.79	83.98	38.7	2.17	87.09	37.7	2.31	84.07	39.1	2.15	82.69	34.6	2.39	95.20	36.9	2.58								
May	74.98	41.2	1.82	84.58	38.8	2.18	86.95	37.0	2.35	86.80	40.0	2.17	83.78	35.2	2.38	96.23	37.3	2.58								
June	74.26	40.8	1.82	87.74	39.7	2.21	87.89	37.4	2.35	90.42	41.1	2.20	87.97	36.5	2.41	99.90	38.3	2.61								
July	72.94	40.3	1.81	85.75	38.8	2.21	86.86	37.6	2.31	88.75	39.8	2.23	89.67	36.9	2.43	102.91	38.4	2.68								
August	73.21	40.9	1.79	89.42	40.1	2.23	87.78	38.0	2.31	95.49	41.7	2.29	92.13	37.0	2.49	103.95	38.5	2.70								
September	75.21	41.1	1.83	91.35	40.6	2.25	92.60	39.7	2.33	94.39	41.4	2.28	99.18	39.2	2.53	106.74	39.1	2.73								
October	75.26	40.9	1.84	91.62	40.9	2.24	95.18	40.5	2.35	94.21	41.5	2.27	95.63	38.1	2.51	106.59	38.9	2.74								
November	72.58	40.1	1.81	91.80	40.8	2.25	95.58	40.5	2.36	92.21	40.8	2.26	97.64	38.9	2.51	108.08	39.3	2.75								
December	72.07	39.6	1.82	93.94	41.2	2.28	98.88	41.2	2.40	94.66	41.7	2.27	107.01	41.0	2.61	109.45	39.8	2.75								
1959: January	71.31	39.4	1.81	94.16	41.3	2.28	98.09	40.7	2.41	95.99	42.1	2.28	99.43	39.3	2.53	110.80	40.0	2.77								
February	72.04	39.8	1.81	94.58	41.3	2.29	97.61	40.5	2.41	96.41	42.1	2.29	103.08	39.8	2.59	112.72	40.4	2.79								
Blast furnaces, steel works, and rolling mills ²			Miscellaneous non-metallic mineral products ²			Electrometallurgical products			Iron and steel foundries ²			Gray-iron foundries			Malleable-iron foundries											
1956: Average	\$102.06	40.5	\$2.52	\$102.47	40.5	\$2.53	\$88.22	40.1	\$2.20	\$87.34	41.2	\$2.12	\$83.84	40.7	\$2.06	\$83.84	40.5	\$2.07								
1957: Average	104.79	39.1	2.68	105.18	39.1	2.69	93.26	40.2	2.32	87.64	39.3	2.23	84.15	38.6	2.18	84.63	39.0	2.17								
1958: February	98.18	35.7	2.75	98.26	35.6	2.76	98.23	41.1	2.39	82.76	36.3	2.28	78.94	35.4	2.23	84.45	37.7	2.24								
March	100.46	36.4	2.76	100.55	36.3	2.77	96.00	40.0	2.40	82.54	36.2	2.28	79.39	35.6	2.23	83.17	36.8	2.26								
April	100.91	36.3	2.78	101.00	36.2	2.79	99.55	40.8	2.44	81.52	35.6	2.29	78.62	35.1	2.24	80.33	35.7	2.25								
May	101.66	36.7	2.77	101.75	36.6	2.78	97.91	39.8	2.46	82.67	36.1	2.29	80.86	36.1	2.24	81.45	36.2	2.25								
June	106.60	37.8	2.82	106.97	37.8	2.83	98.60	39.6	2.49	85.10	37.0	2.30	83.03	36.9	2.25	86.41	37.9	2.28								
July	111.72	38.0	2.94	112.10	38.0	2.95	100.65	40.1	2.51	86.16	37.3	2.31	84.22	37.1	2.27	84.83	37.7	2.25								
August	112.18	37.9	2.96	112.56	37.9	2.97	99.65	39.7	2.51	86.25	37.5	2.30	84.15	37.4	2.25	86.03	37.9	2.27								
September	115.71	38.7	2.99	116.10	38.7	3.00	101.45	40.1	2.53	88.77	38.1	2.33	87.25	38.1	2.29	88.94	38.5	2.31								
October	114.52	38.3	2.99	114.90	38.3	3.00	100.75	40.3	2.50	87.93	37.9	2.32	85.88	38.0	2.26	85.33	37.1	2.30								
November	115.50	38.5	3.00	115.89	38.5	3.01	103.12	40.6	2.54	91.87	38.6	2.38	90.48													

TABLE C-1. Hours and gross earnings of production or nonsupervisory workers, by industry¹—Con.

Year and month	Avg. wkly. earnings	Avg. wkly. hours	Avg. hrly. earnings	Avg. wkly. earnings	Avg. wkly. hours	Avg. hrly. earnings	Avg. wkly. earnings	Avg. wkly. hours	Avg. hrly. earnings	Avg. wkly. earnings	Avg. wkly. hours	Avg. hrly. earnings	Avg. wkly. earnings	Avg. wkly. hours	Avg. hrly. earnings	Avg. wkly. earnings	Avg. wkly. hours	Avg. hrly. earnings
	Manufacturing—Continued																	
Durable goods—Continued																		
Primary metal industries—Continued																		
	Steel foundries			Primary smelting and refining of nonferrous metals ²			Primary smelting and refining of copper, lead, and zinc			Primary refining of aluminum			Secondary smelting and refining of nonferrous metals			Rolling, drawing, and alloying of nonferrous metals ²		
1956: Average	\$95.63	42.5	\$2.25	\$91.46	41.2	\$2.22	\$88.81	41.5	\$2.14	\$95.34	40.4	\$2.36	\$85.04	42.1	\$2.02	\$93.38	41.5	\$2.25
1957: Average	95.65	40.7	2.35	95.82	40.6	2.36	89.91	40.5	2.22	103.68	40.5	2.56	87.53	40.9	2.14	95.51	40.3	2.37
1958: February	90.38	37.5	2.41	98.09	40.2	2.44	89.15	39.8	2.24	109.35	40.5	2.70	85.24	39.1	2.18	95.80	39.1	2.45
March	98.28	37.2	2.40	97.69	40.2	2.43	88.98	39.9	2.23	109.89	40.7	2.70	85.24	39.1	2.18	96.68	39.3	2.46
April	88.08	36.7	2.40	97.04	40.1	2.42	88.31	39.6	2.23	109.62	40.6	2.70	87.60	40.0	2.19	95.80	39.1	2.45
May	87.00	36.1	2.41	98.96	39.9	2.43	87.42	39.2	2.23	110.43	40.6	2.72	85.72	39.5	2.17	96.43	39.2	2.46
June	88.81	36.7	2.42	96.96	39.9	2.43	89.10	39.6	2.25	108.80	40.0	2.72	86.37	39.8	2.17	101.09	40.6	2.49
July	91.50	37.5	2.44	98.55	39.9	2.47	90.46	39.5	2.29	108.78	39.7	2.74	88.44	40.2	2.20	99.75	39.9	2.50
August	91.74	37.6	2.44	99.54	39.5	2.52	89.24	38.8	2.30	115.20	40.0	2.88	89.73	40.6	2.21	103.02	40.4	2.55
September	92.61	37.8	2.45	101.05	40.1	2.52	91.01	39.4	2.31	117.38	40.9	2.87	90.72	40.5	2.24	104.60	40.7	2.57
October	94.35	38.2	2.47	102.36	40.3	2.54	91.54	39.8	2.30	118.90	41.0	2.90	93.15	41.4	2.25	106.30	41.2	2.58
November	95.73	38.6	2.48	104.04	40.8	2.55	94.89	40.9	2.32	117.74	40.6	2.90	93.34	41.3	2.26	108.52	41.0	2.59
December	98.60	39.6	2.49	105.06	41.2	2.55	96.00	41.2	2.33	118.49	41.0	2.89	93.30	41.1	2.27	108.94	41.9	2.60
1959: January	100.00	40.0	2.50	105.16	41.4	2.54	96.74	41.7	2.32	117.05	40.5	2.89	92.43	40.9	2.26	106.97	41.3	2.59
February	101.81	40.4	2.52	104.81	41.1	2.55	93.61	40.7	2.30	117.74	40.6	2.90	92.03	40.9	2.25	110.56	42.2	2.62
	Rolling, drawing, and alloying of copper			Rolling, drawing, and alloying of aluminum			Nonferrous foundries			Miscellaneous primary metal industries ²			Iron and steel forgings			Wire drawing		
1956: Average	\$95.18	42.3	\$2.25	\$90.90	40.4	\$2.25	\$88.94	40.8	\$2.18	\$100.14	41.9	\$2.39	\$105.42	42.0	\$2.51	\$96.83	42.1	\$2.30
1957: Average	94.54	40.4	2.34	96.00	40.0	2.40	91.20	40.0	2.28	100.85	40.5	2.49	105.97	40.6	2.61	96.63	40.6	2.38
1958: February	91.44	38.1	2.40	100.80	40.0	2.52	89.24	38.3	2.33	96.77	38.1	2.54	98.89	37.6	2.63	94.82	38.7	2.45
March	92.16	38.4	2.40	102.62	40.4	2.54	89.71	38.5	2.33	96.90	38.0	2.55	99.53	37.7	2.64	93.84	38.3	2.45
April	90.82	38.0	2.39	102.47	40.5	2.53	88.86	38.3	2.32	96.14	37.7	2.55	97.94	37.1	2.64	91.26	37.4	2.44
May	91.54	38.3	2.39	103.68	40.5	2.56	90.87	39.0	2.33	97.02	37.9	2.56	98.58	37.2	2.65	94.33	38.5	2.45
June	98.17	40.4	2.43	106.04	41.1	2.58	93.60	40.0	2.34	101.14	39.2	2.58	101.46	38.0	2.67	99.45	40.1	2.48
July	99.88	40.6	2.46	101.26	39.4	2.57	91.96	39.3	2.34	102.83	39.4	2.61	103.60	38.8	2.67	99.25	39.7	2.50
August	101.52	41.1	2.47	107.20	40.0	2.68	93.60	40.0	2.34	104.15	39.6	2.63	101.57	37.9	2.68	102.72	40.6	2.53
September	102.59	41.2	2.49	108.27	40.1	2.70	95.18	40.5	2.35	106.13	39.9	2.66	104.34	38.5	2.71	105.88	41.2	2.57
October	104.42	41.6	2.51	110.97	41.1	2.70	94.87	40.2	2.36	106.93	39.9	2.68	104.83	38.4	2.73	105.52	40.9	2.58
November	107.95	42.5	2.54	112.19	41.4	2.71	96.63	40.6	2.38	109.48	40.4	2.71	108.42	39.0	2.78	107.90	41.5	2.60
December	108.89	42.7	2.55	110.16	40.8	2.70	98.95	41.4	2.39	111.38	41.1	2.71	113.12	40.4	2.80	110.40	42.3	2.61
1959: January	107.19	42.2	2.54	108.54	40.2	2.70	98.16	40.9	2.40	111.38	41.1	2.71	112.56	40.2	2.80	107.74	41.6	2.59
February	109.74	42.7	2.57	113.30	41.5	2.73	97.44	40.6	2.40	112.89	41.2	2.74	114.49	40.6	2.82	108.68	41.6	2.61
Primary metal industries—Continued																		
Fabricated metal products (except ordnance, machinery, and transportation equipment)																		
	Welded and heavy-rieveted pipe			Total: Fabricated metal products			Tin cans and other tinware			Cutlery, handtools, and hardware ²			Cutlery and edge tools			Handtools		
1956: Average	\$94.48	40.9	\$2.31	\$85.28	41.2	\$2.07	\$92.20	42.1	\$2.19	\$81.60	40.8	\$2.00	\$72.62	40.8	\$1.78	\$82.82	41.0	\$2.02
1957: Average	99.05	40.1	2.47	88.94	40.8	2.18	96.88	41.4	2.34	85.65	40.4	2.12	74.77	40.2	1.86	83.37	39.7	2.10
1958: February	96.90	38.0	2.55	86.36	38.9	2.22	98.42	40.5	2.43	82.56	38.4	2.15	72.58	38.0	1.91	82.51	38.2	2.16
March	95.74	37.4	2.56	87.42	39.2	2.23	100.36	41.3	2.43	82.94	38.4	2.16	74.11	38.6	1.92	82.99	38.6	2.15
April	99.96	39.2	2.55	87.14	38.9	2.24	98.74	40.3	2.45	81.53	38.1	2.14	75.26	39.2	1.92	82.94	38.4	2.16
May	97.66	38.0	2.57	88.65	39.4	2.25	102.59	41.2	2.49	83.21	38.7	2.15	75.85	39.1	1.94	81.38	37.5	2.17
June	102.83	39.4	2.61	90.80	40.0	2.27	106.68	42.5	2.51	85.67	39.3	2.18	75.46	39.1	1.93	83.71	38.4	2.18
July	107.74	40.2	2.68	91.20	40.0	2.28	107.68	42.9	2.51	84.46	39.1	2.16	75.83	39.7	1.91	83.76	38.6	2.17
August	112.84	41.3	2.72	92.52	40.4	2.29	110.16	43.2	2.55	86.80	40.0	2.17	75.05	39.5	1.90	84.70	38.5	2.20
September	105.18	39.1	2.69	93.89	41.0	2.29	107.78	42.6	2.53	86.18	39.9	2.16	76.78	40.2	1.91	87.25	39.3	2.22
October	110.00	40.0	2.75	93.02	40.8	2.28	106.55	41.3	2.58	87.99	41.7	2.11	78.78	40.4	1.95	88.31	39.6	2.23
November	108.78	39.7	2.74	94.66	40.8	2.32	108.52	41.9	2.59	92.77	41.6	2.23	79.77	40.7	1.96	89.38	39.9	2.24
December	107.56	39.4	2.73	96.00	41.2	2.33	106.45	41.1	2.59	96.02	42.3	2.27	78.98	40.5	1.95	89.20	40.0	2.23
1959: January	110.28	40.1	2.75	93.96	40.5	2.32	106.86	41.1	2.60	91.62	40.9	2.24	77.79	40.1	1.94	89.82	40.1	2.24
February	109.93	39.4	2.79	94.13	40.4	2.33	107.27	41.1	2.61	91.21	40.9	2.23	78.99	40.3	1.96	90.45	40.2	2.25
	Hardware			Heating apparatus (except electric) and plumbers' supplies ²			Sanitary ware and plumbers' supplies			Oil burners, nonelectric heating and cooking apparatus, not elsewhere classified			Fabricated structural metal products ²			Structural steel and ornamental metalwork		
1956: Average	\$83.44	40.7	\$2.05	\$79.99	39.6	\$2.02	\$82.68	39.0	\$2.12	\$79.00	39.9	\$1.98	\$87.57	41.5	\$2.11	\$87.57	41.5	\$2.11
1957: Average	89.13	40.7	2.19	83.95	39.6	2.12	86.41	39.1	2.21	82.58	39.7	2.08	92.99	41.7	2.23	94.73	42.1	2.25
1958: February	85.21	38.6	2.21	84.97	38.8	2.19	89.24	38.8	2.30	82.64	38.8	2.13	89.83	39.4	2.28	89.88	39.2	2.28
March	85.03	38.3	2.22	85.41	39.0	2.19	87.94	38.4	2.29	84.10	39.3	2.14	91.08	39.6	2.30	91.81	39.7	2.30
April	82.66	37.7	2.19	85.14	38.7	2.20	86.94	37.8	2.30	84.07	39.1	2.15	90.46	39.5	2.29	90.91	39.7	2.29
May	85.80	39.0	2.20	87.07	38.7	2.19	86.79	37.9	2.29	83.85	39.0	2.15	91.54	39.8	2.30	93.09	40.3	2.31
June	88.93	39.7	2.24	87.07	39.4	2.21	91.48	39.6	2.31	84.89	39.3	2.16	93.56	40.5	2.31	94.02	40.7	2.31
July	86.80	39.1	2.22	86.19	39.0	2.21	88.85	38.8	2.29	84.85	39.1	2.17	94.94	40.4	2.35	95.88	40.8	2.35
August	90.98	40.8	2.23	88.58	39.9	2.22	90.62	39.4	2.30	87.42	40.1	2.18	96.52	40.9	2.36	97.23		

TABLE C-1. Hours and gross earnings of production or nonsupervisory workers, by industry ¹—Con.

Year and month	Avg. wkly. earnings	Avg. wkly. hours	Avg. hrly. earnings	Avg. wkly. earnings	Avg. wkly. hours	Avg. hrly. earnings	Avg. wkly. earnings	Avg. wkly. hours	Avg. hrly. earnings	Avg. wkly. earnings	Avg. wkly. hours	Avg. hrly. earnings	Avg. wkly. earnings	Avg. wkly. hours	Avg. hrly. earnings	Avg. wkly. earnings	Avg. wkly. hours	Avg. hrly. earnings
	Manufacturing—Continued																	
Durable goods—Continued																		
Fabricated metal products (except ordnance, machinery, and transportation equipment)—Continued																		
Metal doors, sash, frames, molding and trim			Boiler-shop products			Sheet-metal work			Metal stamping, coating, and engraving ²			Vitreous-enamelled products			Stamped and pressed metal products			
1956: Average	\$84.85	40.6	\$2.09	\$87.98	41.5	\$2.12	\$90.52	42.3	\$2.14	\$87.76	41.2	\$2.13	\$66.64	39.2	\$1.70	\$91.94	41.6	\$2.21
1957: Average	89.79	41.0	2.19	92.77	41.6	2.23	93.56	41.4	2.26	90.13	40.6	2.22	70.49	39.6	1.78	93.84	40.8	2.30
1958: February	86.58	39.0	2.22	91.94	39.8	2.31	92.80	40.0	2.32	87.46	38.7	2.26	68.26	37.1	1.84	90.71	38.6	2.35
March	86.36	38.9	2.22	92.97	39.9	2.33	91.64	39.5	2.32	89.89	39.6	2.27	74.34	40.4	1.84	93.85	39.6	2.37
April	84.86	38.4	2.21	92.73	39.8	2.33	92.43	39.5	2.34	90.68	39.6	2.29	66.60	36.0	1.85	96.00	40.0	2.40
May	87.52	39.6	2.21	90.17	38.7	2.33	95.24	40.7	2.34	92.40	40.0	2.31	72.00	38.5	1.87	97.69	40.2	2.43
June	88.75	39.8	2.23	94.71	40.3	2.35	97.47	41.3	2.36	93.03	40.1	2.32	74.66	39.5	1.89	97.93	40.3	2.43
July	90.68	40.3	2.25	94.96	39.9	2.38	96.32	40.3	2.39	93.26	40.2	2.32	79.76	42.2	1.89	97.69	40.2	2.43
August	91.30	40.4	2.26	95.92	39.8	2.41	101.70	42.2	2.41	92.10	39.7	2.32	73.49	39.3	1.87	96.07	39.7	2.42
September	91.71	40.4	2.27	97.04	40.1	2.42	101.22	42.0	2.41	95.40	41.3	2.31	81.06	42.0	1.93	99.60	41.5	2.40
October	91.13	40.5	2.25	97.53	40.3	2.42	99.12	41.3	2.40	91.25	40.2	2.27	82.03	42.5	1.93	94.09	39.7	2.37
November	92.11	40.4	2.28	97.44	40.1	2.43	96.48	40.2	2.40	96.70	40.8	2.37	82.75	43.1	1.92	101.09	40.6	2.49
December	92.11	40.4	2.28	98.58	40.4	2.44	99.87	41.1	2.43	100.50	41.7	2.41	80.03	41.9	1.91	107.10	42.0	2.55
1959: January	86.24	38.5	2.24	97.69	40.2	2.43	98.42	40.5	2.43	97.51	40.8	2.39	75.48	40.8	1.85	102.41	40.8	2.51
February	87.30	38.8	2.25	96.07	39.7	2.42	97.77	40.4	2.42	97.85	40.6	2.41	80.54	43.3	1.86	102.87	40.5	2.54
Lighting fixtures			Fabricated wire products			Miscellaneous fabricated metal products ²			Metal shipping barrels, drums, kegs, and pails			Steel springs			Bolts, nuts, washers, and rivets			
1956: Average	\$76.40	40.0	\$1.91	\$80.75	41.2	\$1.96	\$86.09	42.2	\$2.04	\$97.36	42.7	\$2.28	\$90.61	41.0	\$2.21	\$88.41	42.3	\$2.09
1957: Average	79.80	39.7	2.01	82.21	40.1	2.05	89.01	41.4	2.15	98.64	41.1	2.40	95.41	40.6	2.35	91.08	41.4	2.20
1958: February	75.75	37.5	2.02	79.90	38.6	2.07	84.41	38.9	2.17	98.06	39.7	2.47	89.68	38.0	2.36	84.64	38.3	2.21
March	74.77	37.2	2.01	80.29	38.6	2.08	83.71	38.4	2.18	95.45	38.8	2.46	87.93	37.1	2.37	83.25	37.5	2.22
April	75.75	37.5	2.02	80.26	38.4	2.09	81.75	37.5	2.18	99.54	40.3	2.47	88.60	37.7	2.35	78.59	35.4	2.22
May	78.13	38.3	2.04	81.30	38.9	2.09	83.22	38.0	2.19	101.59	40.8	2.49	86.72	36.9	2.35	81.54	36.4	2.24
June	80.57	39.3	2.05	82.92	39.3	2.11	85.97	38.9	2.21	104.66	42.2	2.48	91.01	38.4	2.37	84.98	37.6	2.26
July	81.97	39.6	2.07	82.89	39.1	2.12	87.86	39.4	2.23	107.61	42.2	2.55	91.30	38.2	2.39	86.79	37.9	2.29
August	81.81	40.3	2.03	82.92	39.3	2.11	90.68	40.3	2.25	110.25	42.9	2.57	91.54	38.3	2.39	91.64	39.5	2.32
September	83.84	40.7	2.06	87.10	40.7	2.14	93.98	41.4	2.27	115.02	43.9	2.62	92.49	38.7	2.39	97.76	41.6	2.35
October	81.40	40.7	2.00	86.48	40.6	2.13	93.71	41.1	2.28	99.84	39.0	2.56	96.47	39.7	2.43	97.94	41.5	2.36
November	85.48	40.9	2.09	86.58	39.9	2.17	94.62	41.5	2.28	103.17	40.3	2.56	97.04	40.1	2.42	99.30	41.9	2.37
December	85.48	40.9	2.09	90.25	41.4	2.18	95.30	41.8	2.28	101.63	39.7	2.56	100.04	40.5	2.47	100.01	42.2	2.37
1959: January	85.03	40.3	2.11	88.75	40.9	2.17	94.85	41.6	2.28	102.80	40.0	2.57	98.95	39.9	2.48	99.78	42.1	2.37
February	84.00	40.0	2.10	88.10	40.6	2.17	96.56	41.8	2.31	107.33	40.5	2.65	100.00	40.0	2.50	102.00	42.5	2.40
Fabricated metal products (except ordnance, machinery & transportation equipment)—Con.																		
Machinery (except electrical)																		
Screw-machine products			Total: Machinery (except electrical)			Engines and turbines ²			Steam engines, turbines, and water wheels			Diesel and other internal-combustion engines, not elsewhere classified			Agricultural machinery and tractors ¹			
1956: Average	\$85.63	42.6	\$2.01	\$93.26	42.0	\$2.21	\$95.45	41.5	\$2.30	\$101.33	41.7	\$2.43	\$94.21	41.5	\$2.27	\$86.80	40.0	\$2.17
1957: Average	87.99	41.7	2.11	94.30	41.2	2.30	99.55	40.8	2.44	113.05	42.5	2.66	95.51	40.3	2.37	91.31	39.7	2.30
1958: February	81.24	38.5	2.11	92.12	39.2	2.35	100.50	40.2	2.50	104.68	39.5	2.65	98.98	40.4	2.45	92.73	38.8	2.39
March	80.98	38.2	2.12	93.22	39.5	2.36	102.16	40.7	2.51	105.06	39.2	2.68	101.11	41.1	2.46	94.95	39.4	2.41
April	79.76	37.8	2.11	92.75	39.3	2.36	100.00	40.0	2.50	106.27	39.8	2.67	98.00	40.0	2.45	95.76	39.9	2.40
May	79.76	37.8	2.11	93.38	39.4	2.37	99.75	39.9	2.50	106.93	39.9	2.68	97.36	39.9	2.44	98.01	40.5	2.42
June	82.01	38.5	2.13	94.25	39.6	2.38	102.26	40.1	2.55	109.21	40.3	2.71	99.60	40.0	2.49	97.28	40.2	2.42
July	84.10	39.3	2.14	93.77	39.4	2.38	99.57	39.2	2.54	108.13	39.9	2.71	96.72	39.0	2.48	97.84	40.1	2.44
August	86.43	40.2	2.15	93.77	39.4	2.38	101.12	39.5	2.56	111.93	40.7	2.75	97.36	39.1	2.49	95.04	39.6	2.40
September	88.34	40.9	2.16	95.60	40.0	2.39	104.49	40.5	2.58	114.65	40.8	2.81	101.40	40.4	2.51	95.74	39.4	2.43
October	89.82	41.2	2.18	94.41	39.5	2.39	105.82	40.7	2.60	116.31	41.1	2.83	102.31	40.6	2.52	96.47	39.7	2.43
November	90.03	41.3	2.18	96.96	39.9	2.43	103.36	39.6	2.61	113.24	40.3	2.81	100.47	39.4	2.55	88.69	36.2	2.45
December	91.56	42.0	2.18	99.06	40.6	2.44	105.97	40.6	2.61	110.37	39.7	2.78	104.70	40.9	2.56	97.27	39.7	2.45
1959: January	91.78	42.1	2.18	99.31	40.7	2.44	107.53	41.2	2.61	109.69	39.6	2.77	107.17	41.7	2.57	100.35	40.3	2.49
February	92.62	42.1	2.20	100.37	40.8	2.46	107.04	40.7	2.63	107.29	39.3	2.73	107.01	41.0	2.61	104.96	41.0	2.56
Tractors			Agricultural machinery (except tractors)			Construction and mining machinery ²			Construction and mining machinery, except oilfield machinery			Oilfield machinery and tools			Metalworking machinery ²			
1956: Average	\$90.27	40.3	\$2.24	\$82.37	39.6	\$2.08	\$92.23	42.5	\$2.17	\$92.01	42.4	\$2.17	\$92.45	42.8	\$2.16	\$108.69	45.1	\$2.41
1957: Average	93.22	39.5	2.36	89.20	40.0	2.23	92.84	40.9	2.27	92.39	40.7	2.27	93.75	41.3	2.27	106.57	42.8	2.49
1958: February	92.25	37.5	2.46	93.03	40.1	2.32	89.47	38.4	2.33	88.39	38.1	2.32	91.26	39.0	2.34	101.09	39.8	2.54
March	94.24	38.0	2.48	95.47	40.8	2.34	89.24	38.3	2.33	89.01	38.2	2.33	89.71	38.5	2.33	103.72	40.2	2.58
April	98.21	39.6	2.48	93.26	40.2	2.32	89.24	38.3	2.33	89.32	38.5	2.32	88.22	37.7	2.34	104.00	40.0	2.60
May	102.97	40.7	2.53	93.50	40.3	2.32	89.94	38.6	2.33	90.40	38.8	2.33	88.92	38.0	2.34	103.10	39.5	2.61
June	100.44	39.7	2.53	94.60	40.6	2.33	90.09	38.5	2.34	90.79	38.8	2.34	88.69	37.9	2.34	102.05	39.4	2.59
July	103.53	40.6	2.55	92.27	39.6	2.33	91.80	38.9	2.36	93.14	39.3	2.37	89.30	38.0	2.35	99.58	38.9	2.56
August	98.36	39.5	2.49	91.87	39.6	2.32	93.22	39.5	2.36	92.98	39.4	2.36	93.06	39.6	2.35	97.41	38.5	2.53
September	96.75	38.7	2.50	94.24	40.1	2.35	94.25	39.6	2.38	94.41	39.5	2.39	94.40	40.0	2.36	99.31	39.1	2.54
October	98.89	39.4	2.51	93.83	40.1	2.34	94.09	39.7	2.37	92.90	39.2	2.37	96.70	40.8	2.37	99.31	39.1	2.54
November	90.21	35.1	2.57	87.79	37.2	2.36	96.00	40.0	2.40	94.88	39.7	2.39	98.33	40.8	2.41	102.17	39.6	2.58
December	99.33	38.8	2.56	95.00	40.6	2.34	97.53	40.3	2.42	96.32	39.8	2.42	100.43	41.5	2.42	105.15	40.6	2.59
1959: January	105.82	40.7	2.60	93.30	39.7	2.35	97.77	40.4	2.42	96.80	40.0	2.42	99.77	41.4	2.42	106.90	40.8	2.62
February	108.26	40.7	2.66	101.19	41.3	2.45	99.80	40.9	2.44	99.23	40.5	2.45	100.98	41.9	2.41	109.86	41.3	2.66

See footnotes at end of table.

TABLE C-1. Hours and gross earnings of production or nonsupervisory workers, by industry¹—Con.

Year and month	Manufacturing—Continued																	
	Durable goods—Continued																	
Machinery (except electrical)—Continued																		
	Machine tools			Metalworking machinery (except machine tools)			Machine-tool accessories			Special-industry machinery (except metalworking machinery) ¹			Food-products machinery			Textile machinery		
	Avg. wkly. earnings	Avg. wkly. hours	Avg. hrly. earnings	Avg. wkly. earnings	Avg. wkly. hours	Avg. hrly. earnings	Avg. wkly. earnings	Avg. wkly. hours	Avg. hrly. earnings	Avg. wkly. earnings	Avg. wkly. hours	Avg. hrly. earnings	Avg. wkly. earnings	Avg. wkly. hours	Avg. hrly. earnings	Avg. wkly. earnings	Avg. wkly. hours	Avg. hrly. earnings
1956: Average	\$106.02	45.7	\$2.32	\$97.41	43.1	\$2.26	\$115.12	45.5	\$2.53	\$89.88	42.8	\$2.10	\$89.67	41.9	\$2.14	\$76.59	41.4	\$1.85
1957: Average	100.86	42.2	2.39	99.42	41.6	2.39	112.67	43.5	2.59	90.06	41.5	2.17	91.02	41.0	2.22	77.55	40.6	1.91
1958: February	89.77	38.2	2.35	95.20	38.7	2.46	109.06	41.0	2.66	87.52	39.6	2.21	91.03	40.1	2.27	75.26	39.2	1.92
March	90.92	38.2	2.38	95.84	38.8	2.47	112.74	41.6	2.71	87.69	39.5	2.22	91.88	40.3	2.28	73.92	38.5	1.92
April	89.49	37.6	2.38	96.61	38.8	2.49	113.90	41.5	2.73	87.25	39.3	2.22	91.48	40.3	2.27	72.96	38.0	1.92
May	88.67	37.1	2.39	93.61	37.9	2.47	113.68	41.3	2.75	87.64	39.3	2.23	91.25	40.2	2.27	72.94	37.6	1.94
June	89.76	37.4	2.40	95.23	38.4	2.48	110.70	40.7	2.72	88.26	39.4	2.24	93.38	40.6	2.30	74.28	37.9	1.96
July	88.43	37.0	2.39	97.52	38.7	2.52	106.00	40.0	2.65	88.65	39.4	2.25	94.48	40.9	2.31	74.48	38.0	1.96
August	88.77	37.3	2.38	99.58	38.9	2.56	101.40	39.0	2.60	89.72	39.7	2.26	96.00	41.2	2.35	76.83	39.0	1.97
September	91.06	38.1	2.39	98.04	38.6	2.54	103.88	39.8	2.61	91.25	40.2	2.27	94.89	40.9	2.32	78.80	40.0	1.97
October	91.82	38.1	2.41	99.71	39.1	2.55	103.22	39.7	2.60	91.25	40.2	2.27	95.06	40.8	2.33	79.00	40.1	1.97
November	93.27	38.7	2.41	101.12	39.5	2.56	106.67	40.1	2.66	92.75	40.5	2.29	94.33	40.4	2.33	79.79	40.3	1.98
December	95.83	39.6	2.42	102.91	40.2	2.56	110.42	41.2	2.68	94.53	41.1	2.30	94.53	40.7	2.33	82.61	41.1	2.01
1959: January	95.26	39.2	2.43	102.94	39.9	2.58	113.70	41.8	2.72	94.99	41.3	2.30	97.00	41.1	2.36	82.78	41.6	1.99
February	96.87	39.7	2.44	104.64	40.4	2.59	117.87	42.4	2.78	95.40	41.3	2.31	96.46	40.7	2.37	82.59	41.5	1.99
	Paper-industries machinery			Printing-trades machinery and equipment			General industrial machinery ²			Pumps, air and gas compressors			Conveyors and conveying equipment			Blowers, exhaust and ventilating fans		
1956: Average	\$97.65	46.5	\$2.10	\$102.70	43.7	\$2.35	\$92.65	42.5	\$2.18	\$90.31	42.4	\$2.13	\$97.61	43.0	\$2.27	\$86.53	41.8	\$2.07
1957: Average	96.78	44.6	2.17	99.90	41.8	2.39	92.89	41.1	2.26	90.20	41.0	2.20	98.69	41.6	2.37	87.48	40.5	2.16
1958: February	87.20	40.0	2.18	97.28	40.2	2.42	89.86	38.9	2.31	86.91	38.8	2.24	93.21	39.0	2.39	85.75	38.8	2.21
March	87.16	39.8	2.19	99.95	41.3	2.42	90.32	39.1	2.31	87.36	39.0	2.24	92.49	38.7	2.39	86.24	39.2	2.20
April	86.24	39.2	2.20	98.49	40.7	2.42	90.32	39.1	2.31	88.59	39.2	2.26	92.49	38.7	2.39	86.07	39.3	2.19
May	89.20	40.0	2.23	97.69	40.2	2.43	90.94	39.2	2.32	88.65	39.4	2.25	93.12	38.8	2.40	88.03	39.3	2.24
June	88.31	39.6	2.23	97.69	40.2	2.43	92.90	39.7	2.34	91.20	40.0	2.28	94.95	39.4	2.41	89.91	40.5	2.22
July	88.88	39.5	2.25	96.62	39.6	2.44	91.96	39.3	2.34	89.54	39.1	2.29	92.69	38.3	2.42	89.87	40.3	2.23
August	89.10	39.6	2.25	95.06	38.8	2.45	93.22	39.5	2.36	90.23	39.4	2.29	93.94	38.5	2.44	90.68	40.3	2.25
September	89.72	39.7	2.26	99.54	40.3	2.47	94.33	39.8	2.37	91.31	39.7	2.30	93.94	38.5	2.44	92.57	40.6	2.28
October	91.14	39.8	2.29	97.51	39.8	2.45	95.12	39.8	2.39	91.87	39.6	2.32	93.21	38.2	2.44	92.97	40.6	2.29
November	94.07	40.9	2.30	100.94	40.7	2.48	96.24	40.1	2.40	92.73	39.8	2.33	94.57	38.6	2.45	92.75	40.5	2.29
December	96.51	41.6	2.32	102.92	41.5	2.48	97.85	40.5	2.41	94.54	40.4	2.34	95.69	38.9	2.46	92.57	40.6	2.28
1959: January	95.87	41.5	2.31	105.34	41.8	2.52	97.20	40.6	2.40	93.90	40.3	2.33	96.92	39.4	2.46	91.53	40.5	2.26
February	96.98	41.8	2.32	106.34	41.7	2.55	97.44	40.6	2.40	95.88	40.8	2.35	97.07	39.3	2.47	92.11	40.4	2.28
	Industrial trucks, tractors, etc.			Mechanical power-transmission equipment			Mechanical stokers and industrial furnaces and ovens			Office and store machines and devices ²			Computing machines and cash registers			Typewriters ³		
1956: Average	\$90.49	41.7	\$2.17	\$95.02	42.8	\$2.22	\$90.71	41.8	\$2.17	\$90.23	41.2	\$2.19	\$96.05	41.4	\$2.32	\$82.60	41.3	\$2.00
1957: Average	89.78	39.9	2.25	94.53	41.1	2.30	94.16	41.3	2.28	90.23	40.1	2.25	98.01	40.5	2.42	76.64	39.3	1.95
1958: February	88.86	38.3	2.32	90.24	38.4	2.35	90.09	39.0	2.31	90.87	39.0	2.33	101.15	40.3	2.51	67.82	34.6	1.96
March	89.32	38.5	2.32	91.26	39.0	2.34	90.55	39.2	2.31	91.73	39.2	2.34	102.31	40.6	2.52	70.40	36.1	1.95
April	90.48	39.0	2.32	89.94	38.6	2.33	91.41	39.4	2.32	91.80	39.4	2.33	100.90	40.2	2.51	73.09	37.1	1.97
May	91.34	39.2	2.33	90.17	38.7	2.33	88.47	38.3	2.31	91.18	39.3	2.32	100.00	40.0	2.50	74.84	37.8	1.98
June	91.57	39.3	2.33	91.18	38.8	2.35	91.03	38.9	2.34	93.37	39.9	2.34	102.21	40.4	2.53	79.60	39.6	2.01
July	93.62	39.5	2.37	91.03	38.9	2.34	91.87	39.6	2.32	93.60	40.0	2.34	104.14	41.0	2.54	77.42	39.1	1.98
August	97.75	40.9	2.39	91.80	38.9	2.36	91.03	38.9	2.34	93.46	39.6	2.36	103.42	40.4	2.56	77.40	38.7	2.00
September	100.28	41.1	2.44	93.30	39.2	2.38	94.83	40.7	2.33	95.34	40.4	2.36	104.34	40.6	2.57	81.41	40.5	2.01
October	94.71	39.3	2.41	96.40	40.0	2.41	94.37	40.5	2.33	95.27	40.2	2.37	104.90	40.5	2.59	82.01	40.2	2.04
November	95.59	39.5	2.42	99.31	40.7	2.44	93.03	40.1	2.32	96.56	40.4	2.39	106.63	40.7	2.62	83.63	40.4	2.07
December	97.36	39.9	2.44	101.19	41.3	2.45	98.28	42.0	2.34	96.48	40.2	2.40	107.18	40.6	2.64	81.39	39.7	2.05
1959: January	96.62	39.6	2.44	99.55	40.8	2.48	93.50	40.3	2.32	96.64	40.1	2.41	106.92	40.5	2.64	81.37	39.5	2.06
February	95.89	39.3	2.44	100.04	41.0	2.44	97.44	42.0	2.32	95.68	39.7	2.41	106.53	40.2	2.65	79.76	39.1	2.04
	Service-industry and household machines ¹			Domestic laundry equipment			Commercial laundry, dry-cleaning, and pressing machines			Sewing machines			Refrigerators and air-conditioning units			Miscellaneous machinery parts ²		
1956: Average	\$86.24	40.3	\$2.14	\$80.54	40.7	\$2.20	\$81.34	41.5	\$1.96	\$88.97	41.0	\$2.17	\$86.22	40.1	\$2.15	\$89.87	41.8	\$2.15
1957: Average	87.30	39.5	2.21	88.53	39.0	2.27	83.84	41.3	2.03	89.20	40.0	2.23	87.64	39.3	2.23	91.62	40.9	2.24
1958: February	86.78	38.4	2.26	86.62	38.3	2.34	79.07	38.2	2.07	89.27	39.5	2.26	87.17	38.4	2.27	90.23	39.4	2.29
March	89.04	39.4	2.26	89.31	39.0	2.29	80.39	38.2	2.11	89.72	39.7	2.26	90.62	39.7	2.28	90.85	39.5	2.30
April	85.88	38.0	2.26	85.88	36.7	2.34	79.55	37.7	2.10	88.59	39.2	2.26	86.26	38.0	2.27	90.62	39.4	2.30
May	89.21	39.3	2.27	91.39	38.4	2.38	79.69	37.9	2.11	86.03	37.9	2.27	90.74	39.8	2.28	91.01	39.4	2.31
June	90.74	39.8	2.28	94.25	39.6	2.38	86.22	40.1	2.15	87.24	38.6	2.26	91.20	40.0	2.28	92.34	39.8	2.32
July	91.31	39.7	2.30	96.16	39.9	2.41	81.37	38.2	2.31	87.01	38.5	2.26	91.77	39.9	2.30	91.64	39.5	2.32
August	91.31	39.7	2.30	98.23	41.8	2.35	86.33	39.6	2.18	87.85	38.7	2.27	91.64	39.5	2.32	92.73	39.8	2.33
September	94.89	40.9	2.32	111.60	45.0	2.48	84.89	39.3	2.16	87.14	38.9	2.24	93.82	40.4	2.31	94.47	40.2	2.35
October	87.25	38.1	2.29	101.40	41.9	2.42	87.95	41.1	2.14	86.91	38.8	2.24	82.40	36.3	2.27	92.51	39.2	2.36
November	95.34	40.4	2.36	97.93	40.3	2.43	90.62	42.3	2.14	89.67	39.5							

TABLE C-1. Hours and gross earnings of production or nonsupervisory workers, by industry¹—Con.

Year and month	Avg. wkly. earnings	Avg. wkly. hours	Avg. hrly. earnings	Avg. wkly. earnings	Avg. wkly. hours	Avg. hrly. earnings	Avg. wkly. earnings	Avg. wkly. hours	Avg. hrly. earnings	Avg. wkly. earnings	Avg. wkly. hours	Avg. hrly. earnings	Avg. wkly. earnings	Avg. wkly. hours	Avg. hrly. earnings	Avg. wkly. earnings	Avg. wkly. hours	Avg. hrly. earnings
Manufacturing—Continued																		
Durable goods—Continued																		
Machinery (except electrical)—Continued																		
Electrical machinery																		
	Fabricated pipe, fittings, and valves			Ball and roller bearings			Machine shops (job and repair)			Total: Electrical machinery			Electrical generating, transmission, distribution, and industrial apparatus ²			Wiring devices and supplies		
1956: Average	\$88.99	41.2	\$2.16	\$89.01	41.4	\$2.15	\$90.31	42.2	\$2.14	\$80.78	40.8	\$1.98	\$87.15	41.5	\$2.10	\$76.11	40.7	\$1.87
1957: Average	91.13	40.5	2.25	89.15	39.8	2.24	92.96	41.5	2.24	83.01	40.1	2.07	88.70	40.5	2.19	76.82	39.6	1.94
1958: February	90.94	39.2	2.32	87.78	38.5	2.28	90.74	39.8	2.28	83.07	39.0	2.13	87.64	39.3	2.23	76.03	38.4	1.98
March	90.55	39.2	2.31	88.17	38.5	2.29	91.60	40.0	2.29	83.67	39.1	2.14	88.65	39.4	2.25	77.80	38.9	2.00
April	90.48	39.0	2.32	87.48	38.2	2.29	92.23	40.1	2.30	83.46	39.0	2.14	87.58	39.1	2.24	77.41	38.9	1.99
May	89.63	38.8	2.31	87.63	38.1	2.30	92.86	40.2	2.31	83.67	39.1	2.14	88.43	39.3	2.25	78.00	39.0	2.00
June	90.39	39.3	2.30	89.24	38.8	2.30	94.54	40.4	2.34	85.14	39.6	2.15	89.27	39.5	2.26	78.17	38.7	2.02
July	91.87	39.6	2.32	86.33	37.7	2.29	93.03	40.1	2.32	84.50	39.3	2.15	89.04	39.4	2.26	78.36	38.6	2.03
August	92.04	39.5	2.33	88.24	38.2	2.31	94.54	40.4	2.34	84.96	39.7	2.14	89.33	39.7	2.25	79.18	39.2	2.02
September	93.30	39.7	2.35	92.90	39.7	2.34	95.65	40.7	2.35	87.26	40.4	2.16	90.63	40.1	2.26	79.59	39.4	2.02
October	94.33	39.8	2.37	86.63	37.5	2.31	93.38	39.4	2.37	85.79	39.9	2.15	90.80	40.0	2.27	81.99	39.8	2.06
November	95.68	40.2	2.38	104.66	42.2	2.48	97.10	40.8	2.38	88.91	40.6	2.19	92.52	40.4	2.29	80.99	39.7	2.04
December	96.72	40.3	2.40	102.26	41.4	2.47	98.71	41.3	2.39	89.92	40.6	2.20	93.61	40.7	2.30	82.42	40.4	2.04
1959: January	95.12	39.8	2.39	100.53	41.2	2.44	99.42	41.6	2.39	88.88	40.4	2.20	92.06	40.2	2.29	82.00	40.0	2.05
February	94.88	39.7	2.39	100.45	41.0	2.45	99.42	41.6	2.39	88.44	40.2	2.20	92.52	40.4	2.29	82.82	40.4	2.05
Carbon and graphite products (electrical)																		
Electrical indicating, measuring, and recording instruments																		
Motors, generators, and motor-generator sets																		
Power and distribution transformers																		
Switchgear, switchboard, and industrial controls																		
Electrical welding apparatus																		
1956: Average	\$84.46	41.2	\$2.05	\$80.16	40.9	\$1.96	\$90.86	41.3	\$2.20	\$92.84	42.2	\$2.20	\$90.30	42.0	\$2.15	\$101.68	44.4	\$2.29
1957: Average	84.80	40.0	2.12	81.61	40.2	2.03	93.79	40.6	2.31	93.38	40.6	2.30	93.11	41.2	2.26	96.28	41.5	2.32
1958: February	82.60	38.6	2.14	81.12	39.0	2.08	94.09	39.7	2.37	91.87	39.6	2.32	91.94	39.8	2.31	88.01	38.1	2.31
March	82.35	38.3	2.15	82.32	39.2	2.11	93.85	39.6	2.37	92.97	39.9	2.33	92.50	39.7	2.33	86.48	37.6	2.30
April	82.60	38.6	2.14	82.08	38.9	2.10	92.04	39.0	2.36	92.60	39.7	2.33	91.41	39.4	2.32	87.55	37.9	2.31
May	84.20	38.8	2.17	83.28	39.1	2.13	94.01	39.5	2.38	92.73	39.8	2.33	91.41	39.4	2.32	88.39	38.1	2.32
June	85.63	39.1	2.19	85.57	39.8	2.15	94.88	39.7	2.39	92.50	39.7	2.33	92.73	39.8	2.33	89.47	38.4	2.33
July	85.41	39.0	2.19	85.75	39.7	2.16	95.28	39.7	2.40	91.94	39.8	2.31	92.27	39.6	2.33	88.62	38.2	2.32
August	86.29	39.4	2.19	83.13	39.4	2.11	96.00	40.0	2.40	91.64	39.5	2.32	92.10	39.7	2.32	90.63	40.1	2.26
September	86.11	39.5	2.18	87.08	40.5	2.15	97.77	40.4	2.42	94.71	40.3	2.35	93.20	40.0	2.33	92.11	40.4	2.28
October	88.40	40.0	2.21	85.57	39.8	2.15	97.36	40.4	2.41	93.63	39.8	2.35	94.40	40.0	2.36	90.29	39.6	2.28
November	89.06	40.3	2.21	88.75	40.9	2.17	101.02	40.9	2.47	93.93	39.8	2.36	95.11	40.3	2.36	88.08	38.8	2.27
December	90.72	40.5	2.24	90.27	41.6	2.17	101.02	40.9	2.47	94.16	39.9	2.36	96.22	40.6	2.37	90.91	39.7	2.29
1959: January	91.35	40.6	2.25	86.46	40.4	2.14	98.74	40.3	2.45	94.40	40.0	2.36	94.87	40.2	2.36	94.30	40.3	2.34
February	93.56	41.4	2.26	86.27	40.5	2.13	98.98	40.4	2.45	92.98	39.4	2.36	96.39	40.5	2.38	98.66	40.6	2.43
Electrical appliances																		
Insulated wire and cable																		
Electrical equipment for vehicles																		
Electric lamps																		
Communication equipment ³																		
Radios, phonographs, television sets, and equipment																		
1956: Average	\$80.60	39.9	\$2.02	\$84.71	43.0	\$1.97	\$84.42	40.2	\$2.10	\$75.07	40.8	\$1.84	\$75.95	40.4	\$1.88	\$72.98	40.1	\$1.82
1957: Average	83.10	39.2	2.12	85.08	41.5	2.05	85.85	39.2	2.19	76.62	39.7	1.93	78.41	39.8	1.97	75.83	39.7	1.91
1958: February	84.42	38.2	2.21	81.60	40.0	2.04	85.50	38.0	2.25	77.60	38.8	2.00	79.95	39.0	2.05	78.98	39.1	2.02
March	83.44	38.1	2.19	82.42	40.4	2.04	86.18	37.8	2.28	77.59	38.6	2.01	80.16	39.1	2.05	79.39	39.3	2.02
April	81.81	37.7	2.17	82.42	40.4	2.04	84.62	37.4	2.26	78.39	39.0	2.01	80.94	39.1	2.07	79.78	39.3	2.03
May	82.28	37.4	2.20	81.80	40.1	2.04	84.67	37.3	2.27	77.79	38.7	2.01	80.96	39.3	2.06	79.98	39.4	2.03
June	82.40	37.8	2.18	87.36	41.8	2.09	89.31	39.0	2.29	78.74	38.6	2.04	82.39	39.8	2.07	81.60	40.0	2.04
July	83.00	37.9	2.19	88.18	42.6	2.07	89.17	38.6	2.31	79.34	38.7	2.05	80.75	39.2	2.06	80.39	39.6	2.03
August	84.37	38.7	2.18	84.24	40.5	2.08	88.62	38.7	2.29	80.16	39.1	2.05	82.59	39.9	2.07	81.40	40.1	2.03
September	87.12	39.6	2.20	88.20	42.0	2.10	94.19	40.6	2.32	81.35	39.3	2.07	84.24	40.5	2.08	83.64	40.8	2.05
October	88.22	40.1	2.20	88.62	42.2	2.10	96.81	41.3	2.22	85.01	40.1	2.12	83.41	40.1	2.08	82.01	40.2	2.04
November	92.06	41.1	2.24	89.04	42.2	2.11	99.12	41.3	2.40	87.74	41.0	2.14	84.23	40.3	2.09	83.03	40.5	2.05
December	87.74	39.7	2.21	92.01	43.4	2.12	102.72	42.8	2.40	87.95	41.1	2.14	84.59	39.9	2.12	83.39	39.9	2.09
1959: January	89.55	39.8	2.25	89.03	42.6	2.09	100.38	42.0	2.39	86.48	40.6	2.13	85.41	40.1	2.13	85.05	40.5	2.10
February	87.30	38.8	2.25	86.32	41.5	2.08	100.80	42.0	2.40	87.53	40.9	2.14	84.56	39.7	2.13	83.37	39.7	2.10
Radio tubes																		
Telephone, telegraph, and related equipment																		
Miscellaneous electrical products ⁴																		
Storage batteries																		
Primary batteries (dry and wet)																		
X-ray and nonradio electronic tubes																		
1956: Average	\$67.25	39.1	\$1.72	\$95.24	42.9	\$2.22	\$78.34	40.8	\$1.92	\$87.12	40.9	\$2.13	\$64.48	39.8	\$1.62	\$87.53	40.9	\$2.14
1957: Average	70.23	38.8	1.81	94.39	41.4	2.28	81.61	40.4	2.02	90.09	40.4	2.23	68.00	40.0	1.70	89.47	40.3	2.22
1958: February	71.43	38.2	1.87	92.04	39.5	2.33	81.95	39.4	2.08	87.48	38.2	2.29	69.83	39.9	1.75	90.57	39.9	2.27
March	71.06	38.0	1.87	91.80	39.4	2.33	82.76	39.6	2.09	89.86	38.9	2.31	69.48	39.7	1.75	91.60	40.0	2.29
April	72.96	38.4	1.90	92.59	39.4	2.35	83.18	39.8	2.09	89.32	38.5	2.32	70.05	39.8	1.76	91.66	40.2	2.28
May	72.94	38.8	1.88	93.22	39.5	2.36	82.56	39.5	2.09	90.09	39.0	2.31	70.67	39.7	1.78	92.40	40.0	2.31
June	74.86	39.4	1.90	93.06	39.6	2.35	83.20	40.0	2.08	92.40	40.0	2.31	70.98	40.1	1.77	93.32	40.4	2.31
July	72.77	38.1	1.91	90.79	38.8	2.34	84.19	39.9	2.11	92.17	39.9	2.31	73.16	40.2	1.82	94.47	40.2	2.35
August	74.30	38.9	1.91	94.87	40.2	2.36	83.18	39.8	2.09	93.26	40.2	2.32	70.22	39.9	1.76	93.26	40.2	2.32
September	76.81	39.8	1.93	94.87	40.2	2.36	85.89	40.9	2.10	97.76	41.6	2.35	72.22	40.8	1.77	94.47	40.2	2.35
October	76.82	39.6	1.94	95.58	40.5	2.36	84.86	40.8	2.08	94.99								

TABLE C-1. Hours and gross earnings of production or nonsupervisory workers, by industry¹—Con.

Year and month	Avg. wkly. earnings	Avg. wkly. hours	Avg. hrly. earnings	Avg. wkly. earnings	Avg. wkly. hours	Avg. hrly. earnings	Avg. wkly. earnings	Avg. wkly. hours	Avg. hrly. earnings	Avg. wkly. earnings	Avg. wkly. hours	Avg. hrly. earnings	Avg. wkly. earnings	Avg. wkly. hours	Avg. hrly. earnings	Avg. wkly. earnings	Avg. wkly. hours	Avg. hrly. earnings
	Manufacturing—Continued																	
Durable goods—Continued																		
Transportation equipment																		
Total: Transportation equipment			Motor vehicles and equipment ²			Motor vehicles, bodies, parts, and accessories			Truck and bus bodies			Trailers (truck and automobile)			Aircraft and parts ³			
1956: Average	\$94.48	40.9	\$2.31	\$94.71	40.3	\$2.35	\$95.91	40.3	\$2.38	\$81.61	40.4	\$2.02	\$82.59	39.9	\$2.07	\$95.99	42.1	\$2.28
1957: Average	97.36	40.4	2.41	98.40	40.0	2.46	99.85	40.1	2.49	84.56	39.7	2.13	81.85	39.3	2.07	96.76	41.0	2.36
1958: February	94.96	38.6	2.46	92.50	37.3	2.48	93.37	37.2	2.51	85.02	39.0	2.18	77.64	37.1	2.09	98.58	40.4	2.44
March	97.32	39.4	2.47	95.75	38.3	2.50	97.28	38.3	2.54	86.11	39.5	2.18	80.60	38.2	2.11	99.06	40.6	2.44
April	97.07	39.3	2.47	96.00	38.4	2.50	97.54	38.4	2.54	85.02	39.0	2.18	79.80	38.0	2.10	98.33	40.3	2.44
May	98.85	39.7	2.49	97.64	38.9	2.51	98.94	38.8	2.55	86.94	39.7	2.19	83.79	39.9	2.10	100.44	40.5	2.48
June	99.50	39.8	2.50	98.14	39.1	2.51	99.20	38.9	2.55	87.20	40.0	2.18	87.13	41.1	2.12	102.16	40.7	2.51
July	100.19	39.6	2.53	97.39	38.8	2.51	98.82	38.6	2.56	87.60	40.0	2.19	85.47	40.7	2.10	102.62	40.4	2.54
August	102.00	40.0	2.55	99.82	39.3	2.54	101.66	39.1	2.60	89.20	40.0	2.23	85.28	41.0	2.08	104.04	40.8	2.55
September	100.98	39.6	2.55	98.43	38.6	2.55	99.58	38.3	2.60	88.03	39.3	2.24	87.57	41.7	2.10	104.04	40.8	2.55
October	102.00	40.0	2.55	100.04	39.7	2.52	101.91	39.5	2.58	84.92	38.6	2.20	88.83	41.9	2.12	104.09	40.5	2.57
November	106.78	40.6	2.63	110.70	41.0	2.74	113.03	41.1	2.75	92.46	40.2	2.30	84.65	40.5	2.09	104.19	40.7	2.56
December	110.92	41.7	2.66	117.82	43.0	2.74	120.81	43.3	2.79	93.73	40.4	2.32	86.92	41.0	2.12	105.52	40.9	2.58
1959: January	106.63	40.7	2.62	109.06	41.0	2.66	110.97	41.1	2.70	92.00	40.0	2.30	86.07	40.6	2.12	105.52	40.9	2.58
February	105.59	40.3	2.62	107.20	40.3	2.66	109.48	40.4	2.71	92.86	40.2	2.31	81.45	38.6	2.11	105.67	40.8	2.59
Aircraft			Aircraft engines and parts			Aircraft propellers and parts			Other aircraft parts and equipment			Ship and boat building and repairing ³			Shipbuilding and repairing			
1956: Average	\$94.89	41.8	\$2.27	\$96.90	42.5	\$2.28	\$96.03	42.7	\$2.27	\$98.01	42.8	\$2.29	\$89.33	39.7	\$2.25	\$92.27	39.6	\$2.33
1957: Average	95.65	40.7	2.35	98.23	41.1	2.39	97.76	41.6	2.35	99.78	42.1	2.37	94.88	39.7	2.39	97.81	39.6	2.47
1958: February	97.53	40.3	2.42	99.75	39.9	2.50	98.36	41.5	2.37	99.63	41.0	2.43	91.85	37.8	2.43	94.75	37.6	2.52
March	98.42	40.5	2.43	100.90	40.2	2.51	94.71	40.3	2.35	100.53	41.2	2.44	96.78	39.5	2.45	99.43	39.3	2.53
April	97.69	40.2	2.43	100.40	40.0	2.51	95.99	40.5	2.37	100.28	41.1	2.44	95.80	39.1	2.45	98.67	39.0	2.53
May	101.09	40.6	2.49	100.55	39.9	2.52	94.71	40.3	2.35	100.28	41.1	2.44	97.51	39.8	2.45	100.19	39.6	2.53
June	102.06	40.5	2.52	103.38	40.7	2.54	95.11	40.3	2.36	102.59	41.2	2.49	96.78	39.5	2.45	99.43	39.3	2.53
July	102.91	40.2	2.56	103.79	40.7	2.55	93.77	39.9	2.35	103.16	41.1	2.51	99.65	39.7	2.51	102.68	39.8	2.58
August	104.34	40.6	2.57	102.47	40.5	2.53	92.83	39.5	2.35	105.84	42.0	2.52	100.98	39.6	2.55	104.01	39.7	2.62
September	103.57	40.3	2.57	105.83	41.5	2.55	96.46	40.7	2.37	105.75	41.8	2.53	100.35	39.2	2.56	102.83	39.1	2.63
October	104.49	40.5	2.58	100.35	39.2	2.56	95.68	40.2	2.38	107.10	42.0	2.55	102.68	39.8	2.58	106.13	39.9	2.66
November	103.97	40.3	2.58	106.04	41.1	2.58	98.57	40.9	2.41	104.83	41.6	2.52	99.72	38.8	2.57	102.94	38.7	2.66
December	104.12	40.2	2.59	106.86	41.1	2.60	99.87	41.1	2.43	108.54	42.9	2.53	101.53	39.2	2.59	105.45	39.2	2.69
1959: January	104.90	40.5	2.59	107.53	41.2	2.61	100.12	41.2	2.43	105.75	41.8	2.53	102.44	39.4	2.60	106.11	39.3	2.60
February	105.04	40.4	2.60	107.68	41.1	2.62	99.80	40.9	2.44	105.50	41.7	2.53	100.23	38.7	2.59	104.34	38.5	2.71
Transportation equipment—Continued																		
Boatbuilding and repairing			Railroad equipment ³			Locomotives and parts			Railroad and street cars			Other transportation equipment			Total: Instruments and related products			
1956: Average	\$73.57	40.2	\$1.83	\$94.56	39.9	\$2.37	\$99.41	42.3	\$2.35	\$92.19	38.9	\$2.37	\$77.59	40.2	\$1.93	\$82.01	40.8	\$2.01
1957: Average	77.75	40.3	1.93	100.80	40.0	2.52	102.41	40.8	2.51	99.79	39.6	2.52	79.59	39.4	2.02	85.03	40.3	2.11
1958: February	74.50	38.4	1.94	100.10	38.5	2.60	98.81	38.3	2.58	100.75	38.6	2.61	82.56	39.5	2.09	84.50	39.3	2.15
March	79.39	40.3	1.97	102.96	39.0	2.64	102.96	39.6	2.60	103.21	38.8	2.66	82.58	39.7	2.08	85.50	39.4	2.17
April	78.20	39.9	1.96	100.81	37.9	2.66	102.44	39.4	2.60	99.96	37.3	2.68	82.56	39.5	2.09	85.72	39.5	2.18
May	80.58	41.1	1.96	99.64	37.6	2.65	101.53	38.9	2.61	99.06	37.1	2.67	81.48	38.8	2.10	85.46	39.2	2.17
June	78.98	40.5	1.95	98.21	37.2	2.64	104.41	39.7	2.63	94.78	35.9	2.64	82.39	39.8	2.07	87.16	39.8	2.19
July	76.43	38.6	1.98	98.05	37.0	2.65	107.07	40.1	2.67	93.98	35.6	2.64	78.83	37.9	2.08	87.34	39.7	2.20
August	77.79	38.7	2.01	97.94	37.1	2.64	102.97	39.3	2.62	95.40	36.0	2.65	83.35	39.5	2.11	87.96	39.8	2.21
September	79.60	39.8	2.00	97.99	36.7	2.67	104.28	39.5	2.64	94.69	35.2	2.69	85.03	40.3	2.11	89.47	40.3	2.22
October	79.20	39.6	2.00	96.75	35.7	2.71	102.27	37.6	2.72	95.12	35.1	2.71	85.24	40.4	2.11	80.28	40.4	2.21
November	78.80	39.6	1.99	104.18	38.3	2.72	107.05	39.5	2.71	102.65	37.6	2.73	79.38	37.8	2.10	90.76	40.7	2.23
December	78.41	39.6	1.98	106.74	39.1	2.73	108.59	39.9	2.72	105.65	38.7	2.73	85.32	39.5	2.16	91.62	40.9	2.24
1959: January	78.60	39.9	1.97	103.09	37.9	2.72	108.41	40.3	2.69	100.46	36.8	2.73	87.23	40.2	2.17	91.17	40.7	2.24
February	77.42	39.7	1.95	104.76	38.8	2.70	110.03	40.6	2.71	101.95	37.9	2.69	88.75	40.9	2.17	91.13	40.5	2.25
Laboratory, scientific, and engineering instruments			Mechanical measuring and controlling instruments			Optical instruments and lenses			Surgical, medical, and dental instruments			Ophthalmic goods ⁴			Photographic apparatus			
1956: Average	\$94.95	42.2	\$2.25	\$83.64	41.0	\$2.04	\$83.03	40.5	\$2.05	\$71.51	40.4	\$1.77	\$64.64	40.4	\$1.60	\$91.46	41.2	\$2.22
1957: Average	97.17	41.0	2.37	86.27	40.5	2.13	85.22	40.2	2.12	74.37	40.2	1.85	67.26	39.8	1.69	94.60	40.6	2.33
1958: February	96.56	39.9	2.42	84.50	39.3	2.15	82.82	38.7	2.14	74.28	39.3	1.89	69.91	38.2	1.83	96.00	40.0	2.40
March	99.05	40.1	2.47	84.89	39.3	2.16	84.32	39.4	2.14	74.87	39.2	1.91	70.10	38.1	1.84	96.40	40.0	2.41
April	102.18	41.2	2.48	84.46	39.1	2.16	85.36	39.7	2.15	75.25	39.4	1.91	69.55	37.8	1.84	96.40	40.0	2.41
May	100.35	40.3	2.49	84.80	38.9	2.18	84.02	38.9	2.16	75.46	39.3	1.92	70.47	38.3	1.84	96.40	40.0	2.41
June	103.48	40.9	2.53	86.51	39.5	2.19	85.85	39.2	2.19	78.78	40.4	1.95	70.86	38.3	1.85	97.36	40.4	2.41
July	101.40	40.4	2.51	86.24	39.2	2.20	91.43	41.0	2.23	78.00	40.0	1.95	70.68	38.0	1.86	97.20	40.4	2.43
August	104.70	40.9	2.56	86.90	39.5	2.20	91.24	41.1	2.22	79.39	40.3	1.97	69.55	37.8	1.87	97.44	40.4	2.43
September	107.74	41.6	2.59	88.18	39.9	2.21	93.50	42.5	2.20	80.99	40.7	1.99	73.30	39.2	1.87	98.58	40.4	2.44
October	105.73	41.3	2.56	87.96	39.8	2.21	93.95	42.9	2.19	81.20	40.6	2.00	73.84	39.7	1.87	99.80	40.9	2.44
November	108.00	41.7	2.59	89.87	40.3	2.23	94.82</											

TABLE C-1. Hours and gross earnings of production or nonsupervisory workers, by industry ¹—Con.

Year and month	Avg. wkly. earnings	Avg. wkly. hours	Avg. hrly. earnings	Avg. wkly. earnings	Avg. wkly. hours	Avg. hrly. earnings	Avg. wkly. earnings	Avg. wkly. hours	Avg. hrly. earnings	Avg. wkly. earnings	Avg. wkly. hours	Avg. hrly. earnings	Avg. wkly. earnings	Avg. wkly. hours	Avg. hrly. earnings	Avg. wkly. earnings	Avg. wkly. hours	Avg. hrly. earnings
	Manufacturing—Continued																	
Durable goods—Continued																		
Instruments and related products—Continued			Miscellaneous manufacturing industries															
Watches and clocks			Total: Miscellaneous manufacturing industries			Jewelry, silverware, and plated ware ²			Jewelry and findings			Silverware and plated ware			Musical instruments and parts			
1956: Average	\$70.77	39.1	\$1.81	\$70.53	40.3	\$1.75	\$73.81	41.7	\$1.77	\$69.06	41.6	\$1.66	\$83.38	41.9	\$1.99	\$80.54	41.3	\$1.95
1957: Average	72.15	39.0	1.85	72.22	39.9	1.81	74.07	40.7	1.82	70.07	40.5	1.73	84.05	41.2	2.04	83.03	40.5	2.05
1958: February	72.00	38.5	1.87	71.76	39.0	1.84	73.05	39.7	1.84	70.40	40.0	1.76	79.76	39.1	2.04	79.95	39.0	2.05
March	72.76	38.7	1.88	72.13	39.2	1.84	72.86	39.6	1.84	69.70	39.6	1.76	81.18	39.6	2.05	82.40	40.0	2.06
April	73.32	39.0	1.88	72.15	39.0	1.85	73.28	39.4	1.86	70.13	39.4	1.78	81.35	39.3	2.07	80.32	38.8	2.07
May	71.63	38.1	1.88	71.94	39.1	1.84	74.26	39.5	1.85	70.71	39.5	1.77	81.95	39.4	2.08	79.87	38.4	2.08
June	71.82	38.2	1.88	73.08	39.5	1.85	74.74	40.4	1.85	72.22	40.8	1.79	81.16	39.4	2.06	80.47	38.5	2.09
July	74.47	39.4	1.89	72.13	39.2	1.84	72.83	39.8	1.83	70.00	40.0	1.75	80.57	39.3	2.05	81.48	38.8	2.10
August	73.52	38.9	1.89	72.68	39.5	1.84	74.34	40.4	1.84	71.28	40.5	1.76	83.79	39.9	2.10	85.65	40.4	2.12
September	75.24	39.6	1.90	74.19	40.1	1.85	76.67	41.0	1.87	72.04	40.7	1.77	88.82	41.7	2.13	87.33	41.0	2.13
October	76.38	40.2	1.90	74.56	40.3	1.85	80.33	42.5	1.89	76.08	42.5	1.79	91.81	42.7	2.15	88.81	41.5	2.14
November	75.81	39.9	1.90	75.14	40.4	1.86	82.70	43.3	1.91	78.01	43.1	1.81	95.27	43.7	2.18	88.68	41.2	2.15
December	75.83	39.7	1.91	75.95	40.4	1.88	81.98	42.7	1.92	78.51	42.9	1.83	90.52	42.1	2.15	92.88	42.8	2.17
1959: January	76.61	39.9	1.92	75.79	40.1	1.89	76.89	40.9	1.88	73.39	41.0	1.79	85.86	40.5	2.12	88.15	41.0	2.15
February	75.62	39.8	1.90	75.98	40.2	1.89	77.30	40.9	1.89	73.62	40.9	1.80	86.90	40.8	2.13	87.94	40.9	2.15
Toys and sporting goods ^{2,3}			Games, toys, dolls, and children's vehicles			Sporting and athletic goods ²			Pens, pencils, other office supplies			Costume jewelry, buttons, notions			Fabricated plastics products			
1956: Average	\$62.56	39.1	\$1.60	\$61.85	38.9	\$1.59	\$63.83	39.4	\$1.62	\$66.58	41.1	\$1.62	\$62.33	39.2	\$1.59	\$75.35	41.4	\$1.82
1957: Average	65.69	39.1	1.68	63.80	38.9	1.64	69.70	39.6	1.76	67.30	40.3	1.67	65.07	39.2	1.66	78.31	41.0	1.91
1958: February	66.68	38.1	1.75	65.02	37.8	1.72	69.30	38.5	1.80	66.25	39.2	1.69	63.14	38.5	1.64	75.65	39.4	1.92
March	67.34	38.7	1.74	65.84	38.5	1.71	70.20	39.0	1.80	68.85	39.8	1.73	63.36	38.4	1.65	75.84	39.5	1.92
April	66.09	38.2	1.73	64.05	37.9	1.69	69.48	38.6	1.80	69.03	39.9	1.73	64.73	38.3	1.69	76.04	39.4	1.93
May	66.13	39.9	1.70	64.74	39.0	1.66	69.45	38.8	1.79	69.65	39.8	1.75	64.51	38.4	1.68	76.81	39.8	1.93
June	66.86	39.1	1.71	64.74	39.0	1.66	70.95	39.2	1.81	68.73	39.5	1.74	65.35	38.9	1.68	79.37	40.7	1.95
July	66.35	38.8	1.71	64.24	38.7	1.66	71.55	39.1	1.83	64.39	38.1	1.69	64.73	38.3	1.69	78.98	40.5	1.95
August	66.52	38.9	1.71	63.86	38.7	1.65	72.68	39.5	1.84	66.42	39.3	1.69	65.02	38.7	1.68	79.77	40.7	1.96
September	67.37	39.4	1.71	64.68	39.2	1.65	73.60	40.0	1.84	67.43	39.9	1.69	66.19	39.4	1.68	82.74	42.0	1.97
October	68.40	40.0	1.71	66.97	40.1	1.67	71.86	39.7	1.81	67.15	39.5	1.70	66.25	39.2	1.69	81.76	41.5	1.97
November	68.16	39.4	1.73	66.30	39.7	1.67	71.39	38.8	1.84	68.28	39.7	1.72	67.99	39.3	1.73	81.64	41.6	1.98
December	67.55	38.6	1.75	64.01	38.1	1.68	72.31	39.3	1.84	69.20	40.0	1.73	65.40	39.4	1.66	82.76	41.8	1.98
1959: January	69.56	39.3	1.77	66.52	38.9	1.71	73.05	39.7	1.84	68.68	39.7	1.73	65.57	38.8	1.69	83.20	41.6	2.00
February	68.11	38.7	1.76	64.98	38.0	1.71	72.83	39.8	1.83	68.85	39.8	1.73	67.15	39.5	1.70	83.16	42.0	1.98
Durable goods—Continued			Nondurable goods															
Miscellaneous manufacturing industries—Continued			Food and kindred products															
Other manufacturing industries			Total: Food and kindred products			Meat products ²			Meatpacking, wholesale			Sausages and castings			Dairy products ²			
1956: Average	\$74.37	40.2	\$1.85	\$75.03	41.0	\$1.83	\$84.03	41.6	\$2.02	\$92.00	42.2	\$2.18	\$85.08	41.5	\$2.05	\$74.65	42.9	\$1.74
1957: Average	74.64	39.7	1.88	78.17	40.5	1.93	87.08	40.5	2.15	96.41	41.2	2.34	88.51	40.6	2.18	77.83	42.3	1.84
1958: February	75.85	39.1	1.94	79.80	39.7	2.01	86.30	38.7	2.23	95.83	39.6	2.42	90.12	39.7	2.27	79.42	41.8	1.90
March	75.85	39.3	1.93	79.60	39.6	2.01	86.75	38.9	2.23	96.80	40.0	2.42	89.72	39.7	2.26	78.47	41.3	1.90
April	75.07	39.1	1.92	79.80	39.7	2.01	87.25	39.3	2.22	95.83	39.6	2.42	90.12	39.7	2.27	80.06	41.7	1.92
May	75.27	39.0	1.93	80.80	40.2	2.01	88.36	39.8	2.22	97.93	40.3	2.43	93.25	40.9	2.28	80.64	42.0	1.92
June	75.85	39.3	1.93	81.81	40.7	2.01	90.54	40.6	2.23	100.45	41.0	2.45	94.58	41.3	2.29	83.03	42.8	1.94
July	75.46	39.1	1.93	81.99	41.2	1.99	91.58	40.7	2.25	101.68	41.0	2.48	97.06	42.2	2.30	84.71	43.0	1.97
August	75.46	39.1	1.93	81.56	41.4	1.97	89.87	40.3	2.23	100.28	40.6	2.47	94.81	41.4	2.29	83.73	42.5	1.97
September	76.24	39.5	1.93	82.78	41.6	1.99	93.94	41.2	2.28	106.08	41.6	2.55	95.88	40.8	2.35	84.18	42.3	1.99
October	76.22	39.7	1.92	81.80	40.9	2.00	93.25	40.9	2.28	105.32	41.3	2.55	94.64	40.1	2.36	82.76	41.8	1.98
November	76.42	39.8	1.92	83.64	41.0	2.04	97.44	42.0	2.32	111.11	42.9	2.59	97.70	41.4	2.36	86.59	41.5	1.99
December	77.41	39.9	1.94	84.46	41.0	2.06	95.63	41.4	2.31	107.94	42.0	2.57	98.18	41.6	2.36	83.40	41.7	2.00
1959: January	78.80	40.0	1.97	84.65	40.5	2.09	95.65	40.7	2.35	108.62	42.1	2.58	96.70	40.8	2.37	84.44	41.8	2.02
February	78.01	39.8	1.96	83.39	39.9	2.09	91.96	39.3	2.34	104.09	40.5	2.57	95.27	40.2	2.37	83.43	41.3	2.02
Condensed and evaporated milk			Ice cream and ices			Canning and preserving ²			Seafood, canned and cured			Canned fruits, vegetables, and soups			Grain-mill products ²			
1956: Average	\$76.12	44.0	\$1.73	\$77.65	42.2	\$1.84	\$62.02	39.5	\$1.57	\$50.66	30.7	\$1.65	\$66.14	41.6	\$1.59	\$80.97	43.3	\$1.87
1957: Average	79.00	42.7	1.85	81.90	42.0	1.95	63.57	39.0	1.63	51.88	30.7	1.69	66.83	40.5	1.65	85.50	43.4	1.97
1958: February	79.52	41.2	1.93	83.60	41.8	2.00	63.41	37.3	1.70	50.45	28.5	1.77	66.33	37.9	1.75	88.54	43.4	2.04
March	80.16	40.9	1.96	83.00	41.5	2.00	62.87	37.2	1.69	52.87	29.7	1.78	64.70	37.4	1.73	87.70	43.2	2.03
April	80.77	41.0	1.97	84.02	42.1	2.01	64.70	37.4	1.73	56.92	31.8	1.79	69.12	38.4	1.80	87.49	43.1	2.03
May	81.76	41.5	1.97	84.84	42.0	2.02	65.62	38.6	1.70	55.94	30.4	1.84	69.34	39.4	1.76	86.88	42.8	2.03
June	84.58	42.5	1.99	86.45	42.6	2.03	63.58	38.3	1.66	51.10	29.2	1.75	66.22	38.5	1.72	89.73	44.2	2.03
July	85.02	42.3	2.01	89.86	43.2	2.08	64.31	40.7	1.58	58.27	35.1	1.66	67.20	42.8	1.57	90.98	44.6	2.04
August	83.00	41.5	2.00	89.03	42.6	2.09	69.47	42.1	1.65	59.47	33.6	1.77	72.67	43.0	1.69	90.37	44.3	2.04
September	84.45	41.6	2.03	89.89	42.4	2.12	71.06	42.3	1.68	55.17	29.5	1.87	75.82	44.6	1.70	92.53	44.7	2.07
October	81.61	40.6	2.01	87.99	41.9	2.10	66.73	40.2	1.66	58.33	31.7	1.84	69.64	41.7	1.67	91.94	44.2	2.08
November	82.01	40.4	2.03	87.97	41.3	2.13	62.16	37.9	1.64	53.21	29.4	1.81	64.06	39.3	1.63	91.87	43.4	2.11
December	82.62	40.7	2.03	88.40	41.5	2.13	64.98	38.0	1.71	60.48	32.0	1.89	67.08	39.0	1.72	92.63	43.9	2.11
1959: January	84.05	41.2	2.04	88.17	41.2	2.14	66.85	38.2	1.75	61.80	32.7	1.89	69.27	38.7	1.79	92.84	44.0	2.11
February	84.67	41.3	2.05	88.18	41.4	2.13	66.68	38.1	1.75	59.28	30.4	1.95	69.45	38.8	1.79	89.88	42.8	2.10

See footnotes at end of table.

TABLE C-1. Hours and gross earnings of production or nonsupervisory workers, by industry¹—Con.

Year and month	Avg. wkly. earnings	Avg. wkly. hours	Avg. hrly. earnings	Avg. wkly. earnings	Avg. wkly. hours	Avg. hrly. earnings	Avg. wkly. earnings	Avg. wkly. hours	Avg. hrly. earnings	Avg. wkly. earnings	Avg. wkly. hours	Avg. hrly. earnings	Avg. wkly. earnings	Avg. wkly. hours	Avg. hrly. earnings	Avg. wkly. earnings	Avg. wkly. hours	Avg. hrly. earnings						
	Manufacturing—Continued																							
Nondurable goods—Continued																								
Food and kindred products—Continued																								
	Flour and other grain-mill products			Prepared feeds			Bakery products ¹			Bread and other bakery products			Biscuits, crackers, and pretzels			Sugar ²								
	Avg. wkly. earnings	Avg. wkly. hours	Avg. hrly. earnings	Avg. wkly. earnings	Avg. wkly. hours	Avg. hrly. earnings	Avg. wkly. earnings	Avg. wkly. hours	Avg. hrly. earnings	Avg. wkly. earnings	Avg. wkly. hours	Avg. hrly. earnings	Avg. wkly. earnings	Avg. wkly. hours	Avg. hrly. earnings	Avg. wkly. earnings	Avg. wkly. hours	Avg. hrly. earnings						
1956: Average	\$84.73	43.9	\$1.93	\$76.65	43.8	\$1.75	\$73.08	40.6	\$1.80	\$74.89	40.7	\$1.84	\$65.84	39.9	\$1.65	\$79.98	43.0	\$1.86						
1957: Average	88.88	44.0	2.02	80.59	43.8	1.84	75.76	40.3	1.88	77.76	40.5	1.92	68.51	39.6	1.73	84.44	43.3	1.95						
1958: February	90.00	43.9	2.05	82.32	43.1	1.91	77.42	39.7	1.95	78.80	39.8	1.98	71.71	39.4	1.82	85.08	41.5	2.05						
March	90.64	44.0	2.06	82.27	43.3	1.90	77.21	39.8	1.94	78.60	39.9	1.97	71.31	39.4	1.81	84.65	40.5	2.09						
April	89.38	43.6	2.05	84.29	43.9	1.92	77.61	39.8	1.95	79.00	39.9	1.98	71.89	39.5	1.82	88.34	40.9	2.16						
May	88.56	43.2	2.05	81.46	43.1	1.89	78.99	40.3	1.96	81.00	40.5	2.00	72.25	39.7	1.82	84.59	39.9	2.12						
June	92.98	44.7	2.08	83.40	44.6	1.87	79.98	40.6	1.97	81.81	40.7	2.01	73.16	40.2	1.82	90.07	41.7	2.16						
July	94.26	45.1	2.09	86.56	45.8	1.89	80.78	40.8	1.98	82.42	40.8	2.02	73.89	40.6	1.82	92.65	42.5	2.18						
August	93.87	44.7	2.10	83.51	44.9	1.86	79.79	40.3	1.98	81.61	40.4	2.02	72.83	39.8	1.83	93.04	42.1	2.21						
September	98.93	45.8	2.16	84.52	45.2	1.87	79.80	40.1	1.99	82.01	40.4	2.03	72.52	39.2	1.85	92.60	41.9	2.21						
October	97.61	45.4	2.15	84.36	44.4	1.90	80.00	40.2	1.99	82.22	40.5	2.03	71.97	38.9	1.85	87.02	44.4	1.96						
November	97.43	44.9	2.17	85.61	43.9	1.95	79.80	39.9	2.00	82.01	40.2	2.04	72.17	38.8	1.86	93.84	51.0	1.84						
December	97.63	45.2	2.16	86.39	44.3	1.95	81.20	40.2	2.02	82.82	40.4	2.05	74.07	39.4	1.88	91.68	50.1	1.83						
1959: January	96.32	44.8	2.15	86.72	44.7	1.94	80.19	39.7	2.02	82.19	39.9	2.06	73.32	39.0	1.88	89.89	42.6	2.11						
February	91.80	43.3	2.12	84.20	43.4	1.94	81.40	40.1	2.03	83.42	40.3	2.07	73.70	39.2	1.88	87.70	40.6	2.16						
	Cane-sugar refining			Beet sugar			Confectionery and related products ³			Confectionery			Beverages ³			Bottled soft drinks								
	Avg. wkly. earnings	Avg. wkly. hours	Avg. hrly. earnings	Avg. wkly. earnings	Avg. wkly. hours	Avg. hrly. earnings	Avg. wkly. earnings	Avg. wkly. hours	Avg. hrly. earnings	Avg. wkly. earnings	Avg. wkly. hours	Avg. hrly. earnings	Avg. wkly. earnings	Avg. wkly. hours	Avg. hrly. earnings	Avg. wkly. earnings	Avg. wkly. hours	Avg. hrly. earnings						
1956: Average	\$87.36	42.0	\$2.08	\$77.58	43.1	\$1.80	\$62.00	40.0	\$1.55	\$59.70	39.8	\$1.50	\$85.63	40.2	\$2.13	\$64.68	41.2	\$1.57						
1957: Average	92.60	41.9	2.21	80.60	43.1	1.87	64.48	39.8	1.62	62.17	39.6	1.57	88.98	39.9	2.23	67.48	41.4	1.63						
1958: February	89.60	40.0	2.24	84.87	41.2	2.06	64.68	39.2	1.65	62.72	39.2	1.60	88.14	39.0	2.26	65.36	40.1	1.63						
March	90.97	39.9	2.28	83.88	38.3	2.19	64.68	39.2	1.65	62.40	39.0	1.60	88.82	39.3	2.26	66.50	40.8	1.63						
April	97.76	41.6	2.35	79.66	37.4	2.13	65.02	38.7	1.68	62.76	38.5	1.63	88.43	39.3	2.25	67.40	41.1	1.64						
May	91.54	39.8	2.30	80.80	40.2	2.01	65.18	38.8	1.68	62.76	38.5	1.63	92.69	40.3	2.30	68.64	41.6	1.65						
June	97.90	42.2	2.32	84.87	41.2	2.06	66.86	39.8	1.68	64.55	39.6	1.63	95.35	41.1	2.32	71.12	43.1	1.65						
July	104.31	44.2	2.36	82.40	40.0	2.06	65.79	38.7	1.70	63.03	38.2	1.65	96.00	41.2	2.33	71.98	43.1	1.67						
August	104.48	43.9	2.38	81.72	39.1	2.09	68.45	40.5	1.69	66.33	40.2	1.65	94.07	40.9	2.30	72.54	43.7	1.66						
September	105.56	43.8	2.41	82.18	39.7	2.07	69.55	41.4	1.68	67.57	41.2	1.64	93.03	40.1	2.32	69.37	43.3	1.64						
October	101.15	42.5	2.38	82.52	46.1	1.79	66.80	40.0	1.67	64.48	39.8	1.62	92.40	40.0	2.31	67.57	41.2	1.64						
November	102.00	42.5	2.40	94.12	49.8	1.89	66.30	39.7	1.67	63.83	39.4	1.62	92.97	39.9	2.33	67.82	41.1	1.65						
December	102.72	42.8	2.40	90.70	48.5	1.87	67.43	39.9	1.69	65.27	39.8	1.64	94.71	40.3	2.35	69.81	41.8	1.67						
1959: January	99.66	41.7	2.39	85.50	43.4	1.97	67.89	39.7	1.71	65.57	39.5	1.66	92.10	39.7	2.32	68.55	41.8	1.64						
February	95.60	40.0	2.39	87.15	41.7	2.09	67.25	39.1	1.72	64.80	38.8	1.67	92.27	39.6	2.33	68.15	41.3	1.65						
Food and kindred products—Continued																								
	Malt liquors			Distilled, rectified, and blended liquors			Miscellaneous food products ³			Corn syrup, sugar, oil, and starch			Manufactured ice			Total: Tobacco manufactures								
	Avg. wkly. earnings	Avg. wkly. hours	Avg. hrly. earnings	Avg. wkly. earnings	Avg. wkly. hours	Avg. hrly. earnings	Avg. wkly. earnings	Avg. wkly. hours	Avg. hrly. earnings	Avg. wkly. earnings	Avg. wkly. hours	Avg. hrly. earnings	Avg. wkly. earnings	Avg. wkly. hours	Avg. hrly. earnings	Avg. wkly. earnings	Avg. wkly. hours	Avg. hrly. earnings						
1956: Average	\$103.34	39.9	\$2.59	\$81.90	39.0	\$2.10	\$72.92	41.2	\$1.77	\$86.53	41.4	\$2.09	\$69.55	44.3	\$1.57	\$56.02	38.9	\$1.44						
1957: Average	107.44	39.5	2.72	84.42	38.2	2.21	76.86	41.1	1.87	91.05	41.2	2.21	73.43	44.5	1.65	58.67	38.6	1.52						
1958: February	106.70	38.8	2.75	84.22	37.6	2.24	79.90	41.4	1.93	94.21	41.5	2.27	73.95	43.5	1.70	59.12	37.9	1.56						
March	107.92	39.1	2.76	83.78	37.4	2.24	79.54	41.0	1.94	90.63	40.1	2.26	75.86	43.6	1.74	58.99	37.1	1.59						
April	107.75	38.9	2.77	82.43	36.8	2.24	78.36	40.6	1.93	94.99	41.3	2.30	75.07	43.9	1.71	62.70	38.0	1.65						
May	114.62	40.5	2.83	84.90	37.9	2.24	79.32	41.1	1.93	94.48	40.9	2.31	74.90	43.8	1.71	64.24	38.7	1.66						
June	118.08	41.0	2.88	84.36	38.0	2.22	79.32	41.1	1.93	97.71	42.3	2.31	74.09	44.1	1.68	66.30	39.7	1.67						
July	117.62	40.7	2.89	88.03	39.3	2.24	80.12	41.3	1.94	95.08	41.7	2.28	76.56	45.3	1.69	65.74	39.6	1.66						
August	113.83	39.8	2.86	88.53	39.0	2.27	81.16	41.2	1.97	94.19	40.6	2.32	77.74	45.2	1.72	62.96	39.6	1.59						
September	113.08	39.4	2.87	87.40	38.0	2.30	82.78	41.6	1.99	99.07	41.8	2.37	76.78	44.9	1.71	60.15	40.1	1.50						
October	109.62	38.6	2.84	94.37	40.5	2.33	82.19	41.3	1.99	103.15	42.8	2.41	74.29	43.7	1.70	60.19	39.6	1.52						
November	112.22	39.1	2.87	92.97	39.9	2.33	84.42	42.0	2.01	108.34	44.4	2.44	76.29	44.1	1.73	62.72	39.2	1.60						
December	113.94	39.7	2.87	91.96	39.3	2.34	83.40	41.7	2.00	104.48	43.9	2.38	74.73	43.7	1.71	66.17	40.1	1.65						
1959: January	110.87	38.9	2.85	90.01	38.3	2.35	82.60	41.3	2.00	101.04	42.1	2.40	75.60	43.7	1.73	63.63	38.8	1.64						
February	110.40	38.6	2.86	92.36	39.3	2.35	83.63	41.4	2.02	102.12	42.2	2.42	76.04	43.7	1.74	63.36	38.4	1.65						
Food and kindred products—Continued																								
	Tobacco manufactures—Continued			Textile-mill products			Cigarettes			Cigars			Tobacco and snuff			Tobacco stemming and redrying			Total: Textile-mill products			Scouring and combing plants		
	Avg. wkly. earnings	Avg. wkly. hours	Avg. hrly. earnings	Avg. wkly. earnings	Avg. wkly. hours	Avg. hrly. earnings	Avg. wkly. earnings	Avg. wkly. hours	Avg. hrly. earnings	Avg. wkly. earnings	Avg. wkly. hours	Avg. hrly. earnings	Avg. wkly. earnings	Avg. wkly. hours	Avg. hrly. earnings	Avg. wkly. earnings	Avg. wkly. hours	Avg. hrly. earnings	Avg. wkly. earnings	Avg. wkly. hours	Avg. hrly. earnings	Avg. wkly. earnings	Avg. wkly. hours	Avg. hrly. earnings
1956: Average	\$70.88	40.5	\$1.75	\$47.63	37.5	\$1.27	\$57.13	37.1	\$1.54	\$47.04	39.2	\$1.20	\$7.42	39.6	\$1.45	\$66.08	41.3	\$1.60						
1957: Average	73.60	40.0	1.84	49.63	37.6	1.32	60.75	37.5	1.62	48.13	38.2	1.26	58.35	38.9	1.50	64.32	40.2	1.60						
1958: February	70.49	38.1	1.85	49.71	37.1	1.34	61.62	36.9	1.67	52.27	39.3	1.33	56.70	37.8	1.50	63.60	40.0	1.59						
March	70.31	37.8	1.86	49.14	36.4	1.35	61.12	36.6	1.67	51.99	37.4	1.39	56.40	37.6	1.50	61.39	39.1	1.57						
April	77.55	40.6	1.91	48.06	35.6	1.35	60.92	36.7	1.66	54.83	36.8	1.49	54.90	36.6	1.50	62.64	39.9	1.57						
May	77.07	40.4	1.93	50.73	37.3	1.36	62.87	37.2	1.69	56.78	37.6	1.51	55.95	37.3	1.50	63.20	40.0	1.58						
June	80.64	42.0	1.92	51.51	37.6	1.37</																		

TABLE C-1. Hours and gross earnings of production or nonsupervisory workers, by industry¹—Con.

Year and month	Avg. wkly. earnings	Avg. wkly. hours	Avg. hrly. earnings	Avg. wkly. earnings	Avg. wkly. hours	Avg. hrly. earnings	Avg. wkly. earnings	Avg. wkly. hours	Avg. hrly. earnings	Avg. wkly. earnings	Avg. wkly. hours	Avg. hrly. earnings	Avg. wkly. earnings	Avg. wkly. hours	Avg. hrly. earnings	Avg. wkly. earnings	Avg. wkly. hours	Avg. hrly. earnings
	Manufacturing—Continued																	
Nondurable goods—Continued																		
Textile-mill products—Continued																		
Yarn and thread mills ²			Yarn mills			Thread mills			Broad-woven fabric mills ²			Cotton, silk, synthetic fiber						
												United States			North			
1956: Average	\$52.39	39.1	\$1.34	\$52.53	39.2	\$1.34	\$52.79	39.1	\$1.35	\$56.28	40.2	\$1.40	\$54.66	39.9	\$1.37	\$58.46	39.5	\$1.48
1957: Average	52.72	38.2	1.38	53.10	38.2	1.39	55.13	39.1	1.41	56.70	39.1	1.45	55.63	38.9	1.43	58.52	38.5	1.52
1958: February	50.09	36.3	1.38	49.82	36.1	1.38	53.90	37.8	1.41	55.10	38.0	1.45	54.20	37.9	1.43	58.06	38.2	1.52
March	49.62	35.7	1.39	49.35	35.5	1.39	52.45	37.2	1.41	54.81	37.8	1.45	53.25	37.5	1.42	56.85	37.4	1.52
April	48.51	34.9	1.39	47.96	34.5	1.39	53.72	38.1	1.41	52.85	36.7	1.44	51.18	36.3	1.41	56.47	37.4	1.51
May	49.21	35.4	1.39	48.93	35.2	1.39	49.21	34.9	1.41	53.86	37.4	1.44	52.40	36.9	1.42	57.83	37.8	1.53
June	51.66	36.9	1.40	51.38	36.7	1.40	51.26	36.1	1.42	55.08	38.4	1.45	54.20	37.9	1.43	58.45	38.2	1.53
July	51.94	37.1	1.40	51.66	36.9	1.40	50.69	35.7	1.42	56.41	38.9	1.45	54.53	38.4	1.42	59.28	39.0	1.52
August	53.76	38.4	1.40	54.00	38.3	1.41	52.97	37.3	1.42	57.38	39.3	1.46	55.77	39.0	1.43	59.36	38.8	1.53
September	54.46	38.9	1.40	54.71	38.8	1.41	54.24	38.2	1.42	57.96	39.7	1.46	56.74	39.4	1.44	60.68	39.4	1.54
October	55.13	39.1	1.41	54.85	38.9	1.41	54.72	38.0	1.44	58.98	40.4	1.46	57.89	40.2	1.44	61.14	39.7	1.54
November	56.12	39.8	1.41	56.37	39.7	1.42	57.86	39.9	1.45	59.54	40.5	1.47	58.58	40.4	1.45	62.78	40.5	1.55
December	56.26	39.9	1.41	56.37	39.7	1.42	57.86	39.9	1.45	59.54	40.5	1.47	57.60	40.0	1.44	61.91	40.2	1.54
1959: January	55.70	39.5	1.41	55.55	39.4	1.41	57.71	39.8	1.45	59.09	40.2	1.47	57.60	40.0	1.44	61.91	40.2	1.54
February	56.26	39.9	1.41	56.80	40.0	1.42	56.99	39.3	1.45	60.38	40.8	1.48	58.73	40.5	1.45	62.02	40.4	1.55
Cotton, silk, synthetic fiber—Continued																		
South			Woolen and worsted			Narrow fabrics and small wares			Knitting mills ²			Full-fashioned hosiery						
												United States			North			
1956: Average	\$54.00	40.0	\$1.35	\$65.31	41.6	\$1.57	\$58.51	39.8	\$1.47	\$53.68	37.8	\$1.42	\$58.98	38.3	\$1.54	\$58.82	38.7	\$1.52
1957: Average	54.85	38.9	1.41	65.28	40.8	1.60	60.80	40.0	1.52	54.09	37.3	1.45	57.51	37.1	1.55	59.68	38.5	1.55
1958: February	53.30	37.8	1.41	62.65	39.4	1.59	58.22	38.3	1.52	52.85	36.2	1.46	57.68	37.7	1.53	56.06	36.4	1.54
March	52.88	37.5	1.41	63.44	39.9	1.59	58.37	38.4	1.52	53.14	36.4	1.46	58.60	38.3	1.53	55.72	36.9	1.51
April	50.54	36.1	1.40	62.65	39.4	1.59	57.68	38.2	1.51	51.74	35.2	1.47	55.94	36.8	1.52	55.48	36.5	1.52
May	51.52	36.8	1.40	64.96	40.6	1.60	58.91	38.5	1.53	53.29	36.5	1.46	57.07	37.3	1.53	59.28	38.0	1.56
June	53.30	37.8	1.41	67.30	41.8	1.61	60.76	39.2	1.55	54.75	37.5	1.46	55.94	36.8	1.52	59.29	38.5	1.54
July	54.00	38.3	1.41	67.30	41.8	1.61	60.45	39.0	1.55	54.67	37.7	1.45	55.27	36.6	1.51	58.83	38.2	1.54
August	55.38	39.0	1.42	66.40	41.5	1.60	60.45	39.0	1.55	56.12	38.7	1.45	57.38	38.0	1.51	60.37	39.2	1.57
September	55.95	39.4	1.42	66.56	41.6	1.60	61.69	39.8	1.55	57.18	38.9	1.47	58.45	38.2	1.53	61.39	39.1	1.57
October	57.63	40.3	1.43	66.72	41.7	1.60	61.31	39.3	1.56	57.48	39.1	1.47	59.98	39.2	1.53	62.88	39.8	1.58
November	58.34	40.8	1.43	65.60	41.0	1.60	62.49	39.8	1.57	58.16	39.3	1.48	60.74	39.7	1.53	62.17	39.6	1.57
December	57.77	40.4	1.43	65.60	41.0	1.60	63.84	40.6	1.56	56.74	38.6	1.47	60.44	39.5	1.53	61.46	39.4	1.56
1959: January	57.20	40.0	1.43	66.98	41.6	1.61	63.27	40.3	1.57	55.94	37.8	1.48	57.68	37.7	1.53	57.97	37.4	1.55
February	58.32	40.5	1.44	68.75	42.7	1.61	64.21	40.9	1.57	56.68	38.3	1.48	58.45	38.2	1.53	58.28	37.6	1.55
Full-fashioned hosiery—Continued																		
South			United States			North			South			Knit outerwear			Knit underwear			
1956: Average	\$59.21	38.2	\$1.55	\$46.21	36.1	\$1.28	\$49.40	38.0	\$1.30	\$45.82	35.8	\$1.28	\$56.15	38.2	\$1.47	\$49.78	38.0	\$1.31
1957: Average	56.73	36.6	1.55	48.55	36.5	1.33	51.14	37.6	1.36	48.28	36.3	1.33	57.30	37.7	1.52	50.69	37.0	1.37
1958: February	58.45	38.2	1.53	47.46	34.9	1.36	52.59	37.3	1.41	46.71	34.6	1.35	54.26	35.7	1.52	49.54	35.9	1.38
March	59.36	38.8	1.53	47.54	34.7	1.37	50.82	36.3	1.40	46.92	34.5	1.36	55.18	36.3	1.52	49.96	36.2	1.38
April	56.09	36.9	1.52	45.02	33.1	1.36	51.52	36.8	1.40	44.34	32.6	1.36	54.93	35.9	1.53	47.33	34.3	1.38
May	55.87	37.0	1.51	46.98	34.8	1.35	50.87	36.6	1.39	46.23	34.5	1.34	57.38	37.5	1.53	48.99	35.5	1.38
June	54.51	36.1	1.51	48.60	36.0	1.35	51.29	36.9	1.39	48.11	35.9	1.34	59.13	38.9	1.52	50.78	36.8	1.38
July	53.85	35.9	1.50	50.63	37.5	1.35	52.22	37.3	1.40	50.25	37.5	1.34	58.22	38.3	1.52	51.24	37.4	1.37
August	55.88	37.5	1.49	50.65	37.8	1.34	52.68	37.9	1.39	50.27	37.8	1.33	60.13	39.3	1.53	53.93	38.8	1.39
September	57.08	37.8	1.51	51.30	38.0	1.35	55.13	39.1	1.41	50.65	37.8	1.34	59.67	39.0	1.53	56.12	39.8	1.41
October	58.89	39.0	1.51	52.47	38.3	1.37	54.88	39.2	1.40	51.95	38.2	1.36	59.91	38.9	1.54	55.98	39.7	1.41
November	60.10	39.8	1.51	53.79	38.7	1.39	54.53	38.4	1.42	53.41	38.7	1.38	60.06	39.0	1.54	56.12	39.8	1.41
December	59.65	39.5	1.51	51.89	37.6	1.38	53.44	37.9	1.41	51.89	37.6	1.38	57.99	37.9	1.53	54.60	39.0	1.40
1959: January	57.46	37.8	1.52	51.71	37.2	1.39	52.34	36.6	1.43	51.47	37.3	1.38	57.13	37.1	1.54	55.91	39.1	1.43
February	58.37	38.4	1.52	52.44	38.0	1.38	51.71	37.2	1.39	52.58	38.1	1.38	57.75	37.5	1.54	54.57	38.7	1.41
Dyeing and finishing textiles—Continued																		
Dyeing and finishing textiles ²			Dyeing and finishing textiles (except wool)			Carpets, rugs, other floor coverings ²			Wool carpets, rugs, and carpet yarn			Hats (except cloth and millinery)			Miscellaneous textile goods ²			
1956: Average	\$65.92	41.2	\$1.60	\$65.51	41.2	\$1.59	\$74.16	41.2	\$1.80	\$73.26	40.7	\$1.80	\$57.38	35.2	\$1.63	\$66.83	40.5	\$1.65
1957: Average	66.99	40.6	1.65	66.58	40.6	1.64	74.70	40.6	1.84	72.25	39.7	1.82	59.04	36.0	1.64	69.03	39.9	1.73
1958: February	66.50	40.3	1.65	66.42	40.5	1.64	75.14	40.4	1.86	72.86	39.6	1.84	59.29	36.6	1.62	66.78	38.6	1.73
March	65.11	39.7	1.64	65.04	39.9	1.63	75.74	40.5	1.87	71.39	38.8	1.84	57.35	35.4	1.62	66.78	38.6	1.73
April	64.12	39.1	1.64	63.90	39.2	1.63	73.70	39.2	1.88	68.63	37.5	1.83	54.42	33.8	1.61	65.53	38.1	1.72
May	65.04	39.9	1.63	65.04	39.9	1.63	73.88	39.3	1.88	69.16	38.0	1.82	57.19	35.3	1.62	66.43	38.4	1.73
June	69.39	41.8	1.66	68.81	41.7	1.65	75.24	39.6	1.90	69.18	37.6	1.84	60.42	36.4	1.66	69.65	39.8	1.75
July	65.60	40.0	1.64	64.87	39.8	1.63	77.52	40.8	1.90	69.55	37.8	1.84	60.39	36.6	1.65	68.60	39.2	1.75
August	66.58	40.6	1.64	66.34	40.7	1.63	77.90	41.0	1.90	72.86	39.6	1.84	59.67	35.1	1.70	68.95	39.4	1.75
September	67.32	40.8	1.65	67.08	40.9	1.64	80.41	42.1	1.91	77.79	41.6	1.87	58.98	34.9	1.69	72.92	41.2	1.77
October	69.64	41.7	1.67	69.39	41.8	1.66	81.51	42.9	1.90	78.12	42.0	1.						

TABLE C-1. Hours and gross earnings of production or nonsupervisory workers, by industry¹—Con.

Year and month	Avg. wkly. earnings	Avg. wkly. hours	Avg. hrly. earnings	Avg. wkly. earnings	Avg. wkly. hours	Avg. hrly. earnings	Avg. wkly. earnings	Avg. wkly. hours	Avg. hrly. earnings	Avg. wkly. earnings	Avg. wkly. hours	Avg. hrly. earnings	Avg. wkly. earnings	Avg. wkly. hours	Avg. hrly. earnings	Avg. wkly. earnings	Avg. wkly. hours	Avg. hrly. earnings
	Manufacturing—Continued																	
Nondurable goods—Continued																		
Textile-mill products—Continued																		
	Felt goods (except woven felts and hats)			Lace goods			Paddings and upholstery filling			Processed waste and recovered fibers			Artificial leather, oil-cloth, and other coated fabrics			Cordage and twine		
1956: Average	\$71.86	40.6	\$1.77	\$66.43	38.4	\$1.73	\$68.74	40.2	\$1.71	\$54.10	41.3	\$1.31	\$87.40	43.7	\$2.00	\$57.28	39.5	\$1.45
1957: Average	73.28	39.4	1.86	67.32	37.4	1.80	71.46	40.6	1.76	57.40	41.0	1.40	92.66	43.5	2.13	58.44	38.7	1.51
1958: February	70.68	37.2	1.90	64.38	37.0	1.74	66.73	37.7	1.77	57.17	39.7	1.44	87.97	41.3	2.13	58.98	38.3	1.54
March	72.58	38.2	1.90	65.30	37.1	1.76	67.46	37.9	1.78	58.00	40.0	1.45	86.71	40.9	2.12	58.37	37.9	1.54
April	69.92	36.8	1.90	65.87	36.8	1.79	66.70	37.9	1.76	57.74	40.1	1.44	83.74	39.5	2.12	57.53	37.6	1.53
May	73.15	37.9	1.93	64.05	36.6	1.75	68.56	38.3	1.79	57.86	39.9	1.45	86.27	40.5	2.13	57.99	37.9	1.53
June	75.27	38.6	1.95	68.71	38.6	1.78	72.22	39.9	1.81	58.87	40.6	1.45	92.23	42.5	2.17	59.67	39.0	1.53
July	75.66	39.2	1.93	65.69	36.7	1.79	71.34	39.2	1.82	57.23	39.2	1.46	91.58	42.4	2.16	60.04	39.5	1.52
August	77.01	39.9	1.93	61.59	34.6	1.78	72.45	40.7	1.78	57.82	39.6	1.46	91.58	42.4	2.16	61.05	39.9	1.53
September	78.53	40.9	1.92	70.43	38.7	1.82	76.68	42.6	1.80	62.13	41.7	1.49	98.57	44.4	2.22	62.06	40.3	1.54
October	77.39	40.1	1.93	66.55	37.6	1.77	75.72	42.3	1.79	62.82	41.6	1.51	92.01	42.4	2.17	60.83	39.5	1.54
November	79.95	41.0	1.95	65.88	36.2	1.82	76.08	41.8	1.82	61.95	41.3	1.50	94.55	42.4	2.23	60.21	39.1	1.54
December	79.54	41.0	1.94	65.14	36.8	1.77	77.70	42.0	1.85	62.82	41.6	1.51	98.06	43.2	2.27	62.00	40.0	1.55
1959: January	75.64	39.6	1.91	66.04	37.1	1.78	73.85	40.8	1.81	62.87	40.3	1.56	93.02	41.9	2.22	61.23	39.5	1.55
February	76.63	39.5	1.94	66.79	36.7	1.82	74.30	40.6	1.83	64.74	41.5	1.56	98.11	43.8	2.24	62.24	39.9	1.56
Apparel and other finished textile products																		
	Total: Apparel and other finished textile products			Men's and boys' suits and coats			Men's and boys' furnishings and work clothing ²			Shirts, collars, and nightwear			Separate trousers			Work shirts		
1956: Average	\$52.64	36.3	\$1.45	\$63.12	36.7	\$1.72	\$45.26	36.5	\$1.24	\$45.88	36.7	\$1.25	\$46.49	36.9	\$1.26	\$40.29	36.3	\$1.11
1957: Average	53.64	36.0	1.49	63.01	35.6	1.77	46.23	36.4	1.27	46.46	36.3	1.28	47.06	36.2	1.30	42.47	36.3	1.17
1958: February	52.65	35.1	1.50	58.61	33.3	1.76	44.96	35.4	1.27	45.44	35.5	1.28	47.68	36.4	1.31	42.46	36.0	1.18
March	51.70	34.7	1.49	58.43	33.2	1.76	45.18	35.3	1.28	45.44	35.5	1.28	47.78	36.2	1.32	43.78	37.1	1.18
April	51.75	34.5	1.50	56.14	31.9	1.76	44.16	34.5	1.28	44.54	34.8	1.28	46.73	35.4	1.32	42.24	35.8	1.18
May	52.20	34.8	1.50	60.19	34.2	1.76	44.42	34.7	1.28	44.42	34.7	1.28	45.11	34.7	1.30	40.60	34.7	1.17
June	52.50	35.0	1.50	61.59	34.6	1.78	44.70	35.2	1.27	44.07	34.7	1.27	45.63	35.1	1.29	39.90	34.1	1.17
July	53.40	35.6	1.50	60.55	34.8	1.74	46.34	36.2	1.28	46.21	36.1	1.28	46.57	36.1	1.31	44.54	38.4	1.16
August	55.33	36.4	1.52	62.30	35.2	1.77	47.62	37.2	1.28	47.49	37.1	1.29	47.95	36.6	1.31	45.05	38.5	1.17
September	55.23	36.1	1.53	63.01	35.6	1.77	48.38	37.5	1.29	48.89	37.9	1.29	47.16	36.0	1.31	45.05	38.5	1.17
October	55.08	36.0	1.53	61.41	34.5	1.78	47.60	36.9	1.29	48.50	37.6	1.29	46.41	35.7	1.30	42.82	36.6	1.17
November	54.42	35.8	1.52	61.60	34.8	1.77	47.21	36.6	1.29	48.89	37.9	1.29	45.28	35.1	1.29	42.95	36.4	1.18
December	54.87	36.1	1.52	62.65	35.8	1.75	47.47	36.8	1.29	47.71	36.7	1.30	47.45	36.5	1.30	43.19	36.6	1.18
1959: January	55.08	36.0	1.53	63.36	36.0	1.76	47.09	36.5	1.29	46.44	36.0	1.29	47.55	36.3	1.31	44.74	37.6	1.19
February	56.15	36.7	1.53	63.70	36.4	1.75	47.49	37.1	1.28	46.85	36.6	1.28	50.17	38.3	1.31	44.37	37.6	1.18
	Women's outerwear ³			Women's dresses			Household apparel			Women's suits, coats, and skirts			Women's and children's undergarments ⁴			Underwear and night-wear, except corsets		
1956: Average	\$57.02	35.2	\$1.62	\$55.62	35.2	\$1.58	\$44.76	36.1	\$1.24	\$68.14	33.9	\$2.01	\$47.55	36.3	\$1.31	\$45.38	36.3	\$1.25
1957: Average	58.10	35.0	1.66	56.03	34.8	1.61	46.44	36.0	1.29	68.54	33.6	2.04	48.91	36.5	1.34	47.47	36.8	1.29
1958: February	57.95	34.7	1.67	55.38	34.4	1.61	44.98	34.6	1.30	69.63	33.8	2.06	48.20	35.7	1.35	46.80	36.0	1.30
March	54.78	33.0	1.66	49.41	30.5	1.62	47.29	36.1	1.31	65.16	32.1	2.03	48.69	35.8	1.36	47.29	36.1	1.31
April	57.45	34.4	1.67	61.25	35.2	1.74	47.52	36.0	1.32	57.32	32.9	1.93	47.60	35.0	1.36	45.63	35.1	1.30
May	57.45	34.4	1.67	59.68	34.3	1.74	47.22	35.5	1.33	60.99	32.1	1.90	47.68	34.8	1.37	45.33	34.6	1.31
June	55.44	33.4	1.66	63.61	32.1	1.67	46.33	35.1	1.32	64.62	32.8	1.97	48.28	35.5	1.36	46.05	35.7	1.29
July	58.13	34.6	1.68	54.78	33.4	1.64	45.72	34.9	1.31	72.16	35.2	2.05	48.06	35.6	1.35	46.70	36.2	1.29
August	60.90	35.2	1.73	58.48	34.2	1.71	47.29	36.1	1.31	75.24	36.0	2.09	49.68	36.8	1.35	48.38	37.5	1.29
September	57.96	33.5	1.73	55.21	32.1	1.72	47.08	35.4	1.33	70.64	33.8	2.09	50.86	37.4	1.36	49.65	37.9	1.31
October	58.30	33.7	1.73	55.90	32.5	1.72	47.57	35.5	1.34	71.11	33.7	2.11	52.30	37.9	1.38	51.21	38.5	1.33
November	57.29	33.5	1.71	55.40	32.4	1.71	48.51	36.2	1.34	66.71	32.7	2.04	52.40	37.7	1.39	51.57	38.2	1.35
December	58.65	34.5	1.70	57.11	33.4	1.71	48.08	36.7	1.31	70.18	34.4	2.04	50.14	36.6	1.37	48.44	36.7	1.32
1959: January	59.86	34.8	1.72	57.80	33.8	1.71	46.36	34.6	1.34	72.66	35.1	2.07	49.68	36.0	1.38	48.28	36.3	1.33
February	61.59	35.6	1.73	59.34	34.5	1.72	48.06	35.6	1.35	73.84	35.5	2.08	50.92	36.9	1.38	49.74	37.4	1.33
	Corsets and allied garments			Millinery			Children's outerwear			Miscellaneous apparel and accessories			Other fabricated textile products ⁵			Curtains, draperies, and other house-furnishings		
1956: Average	\$51.62	36.1	\$1.43	\$62.02	36.7	\$1.69	\$48.44	36.7	\$1.32	\$49.71	37.1	\$1.34	\$53.39	37.6	\$1.42	\$46.98	36.7	\$1.28
1957: Average	52.63	35.8	1.47	62.11	35.9	1.73	50.55	36.9	1.37	49.90	35.9	1.39	56.70	37.8	1.50	49.37	37.4	1.32
1958: February	51.65	34.9	1.48	73.72	38.8	1.90	49.68	36.0	1.38	49.00	35.0	1.40	54.66	36.2	1.51	48.28	36.3	1.33
March	52.10	35.2	1.48	69.89	38.4	1.82	49.10	36.1	1.36	49.00	35.0	1.40	55.35	36.9	1.50	49.71	37.1	1.34
April	51.70	34.7	1.49	61.00	33.7	1.81	48.06	35.6	1.35	47.80	33.9	1.41	54.15	36.1	1.50	48.33	35.8	1.35
May	52.65	35.1	1.50	49.54	28.8	1.72	48.87	36.2	1.35	49.07	34.8	1.41	56.32	37.3	1.51	49.41	36.6	1.35
June	53.00	35.1	1.51	58.71	32.8	1.79	50.65	36.7	1.38	50.20	35.6	1.41	56.92	37.2	1.53	50.05	36.8	1.36
July	51.11	34.3	1.49	62.79	34.5	1.82	51.57	37.1	1.39	51.26	36.1	1.42	56.39	37.1	1.52	49.28	38.5	1.35
August	52.85	35.0	1.51	68.62	36.5	1.88	50.74	36.5	1.39	50.74	36.5	1.39	57.45	38.3	1.50	51.46	38.4	1.34
September	54.15	36.1	1.50	69.52	36.4	1.91	50.54	36.1	1.40	52.82	37.2	1.42	59.14	38.4	1.54	51.71	38.3	1.35
October	54.81	36.3	1.51	68.24	36.3	1.88	51.71	37.2	1.39	53.48	37.4	1.43	57.91	38.1	1.52	52.36	38.5	1.36
November	54.75	36.5	1.50	56.90	32.7	1.74	50.05	36.8	1.36	52.97								

TABLE C-1. Hours and gross earnings of production or nonsupervisory workers, by industry¹—Con.

Year and month	Avg. wkly. earnings	Avg. wkly. hours	Avg. hrly. earnings	Avg. wkly. earnings	Avg. wkly. hours	Avg. hrly. earnings	Avg. wkly. earnings	Avg. wkly. hours	Avg. hrly. earnings	Avg. wkly. earnings	Avg. wkly. hours	Avg. hrly. earnings	Avg. wkly. earnings	Avg. wkly. hours	Avg. hrly. earnings	Avg. wkly. earnings	Avg. wkly. hours	Avg. hrly. earnings						
	Manufacturing—Continued																							
Nondurable goods—Continued																								
Apparel and other finished textile products—Continued						Paper and allied products																		
Textile bags			Canvas products			Total: Paper and allied products			Pulp, paper, and paperboard mills			Paperboard containers and boxes ²			Paperboard boxes									
1956: Average	\$57.28	39.5	\$1.45	\$55.66	39.2	\$1.42	\$83.03	42.8	\$1.94	\$91.05	44.2	\$2.06	\$76.13	41.6	\$1.83	\$75.89	41.7	\$1.82						
1957: Average	59.40	39.6	1.50	57.33	39.0	1.47	86.29	42.3	2.04	94.18	43.4	2.17	79.90	41.4	1.93	79.27	41.5	1.91						
1958: February	59.44	38.6	1.54	55.80	39.2	1.50	85.49	41.1	2.08	93.26	42.2	2.21	78.41	39.8	1.97	77.81	39.9	1.95						
March	59.75	38.8	1.54	59.25	39.5	1.50	86.11	41.4	2.08	93.48	42.3	2.21	79.79	40.3	1.98	78.79	40.2	1.96						
April	58.75	37.9	1.55	60.15	40.1	1.50	85.69	41.0	2.09	93.04	42.1	2.21	78.80	39.6	1.99	78.21	39.7	1.97						
May	59.06	38.6	1.53	63.80	41.7	1.53	86.10	41.0	2.10	93.24	42.0	2.22	80.40	40.2	2.00	79.79	40.3	1.98						
June	59.14	38.4	1.54	63.09	40.7	1.55	88.20	41.8	2.11	95.87	42.8	2.24	83.02	41.1	2.02	82.60	41.3	2.00						
July	60.68	39.4	1.54	62.40	41.6	1.50	88.53	41.9	2.12	96.73	42.8	2.26	83.02	41.1	2.02	82.40	41.2	2.00						
August	61.38	39.6	1.55	59.15	39.7	1.49	90.53	42.5	2.13	98.31	43.5	2.26	85.68	42.0	2.04	85.04	42.1	2.02						
September	63.55	41.0	1.55	63.11	40.2	1.57	91.38	42.7	2.14	99.20	43.7	2.27	86.09	42.2	2.04	85.65	42.4	2.02						
October	60.98	39.6	1.54	60.05	40.3	1.49	91.38	42.7	2.14	98.75	43.5	2.27	86.50	42.4	2.04	85.85	42.5	2.02						
November	60.83	39.5	1.54	60.20	40.4	1.49	90.95	42.5	2.14	98.72	43.3	2.28	86.09	42.2	2.04	84.62	42.1	2.01						
December	61.07	39.4	1.55	60.90	40.6	1.50	91.16	42.4	2.15	99.39	43.4	2.29	85.07	41.7	2.04	84.64	41.9	2.02						
1959: January	62.16	40.1	1.55	60.34	39.7	1.52	91.58	42.4	2.16	99.62	43.5	2.29	85.08	41.1	2.07	84.87	41.4	2.05						
February	58.67	38.6	1.52	60.44	39.5	1.53	92.23	42.5	2.17	99.84	43.6	2.29	85.28	41.2	2.07	84.46	41.2	2.05						
Paper and allied products—Continued						Printing, publishing, and allied industries																		
Fiber cans, tubes, and drums			Other paper and allied products			Total: Printing, publishing, and allied industries			Newspapers			Periodicals			Books									
1956: Average	\$79.56	40.8	\$1.95	\$72.92	41.2	\$1.77	\$93.90	38.8	\$2.42	\$99.64	36.1	\$2.76	\$96.16	39.9	\$2.41	\$83.84	40.5	\$2.07						
1957: Average	83.01	40.1	2.07	76.07	40.9	1.86	96.25	38.5	2.50	102.03	35.8	2.85	101.05	40.1	2.52	84.35	39.6	2.13						
1958: February	81.27	38.7	2.10	76.97	40.3	1.91	96.14	37.7	2.55	101.44	35.1	2.89	99.71	39.1	2.55	84.02	38.9	2.16						
March	87.95	41.1	2.14	77.36	40.5	1.91	97.02	37.9	2.56	101.09	35.1	2.88	102.31	39.5	2.59	84.24	39.0	2.16						
April	82.60	38.6	2.14	76.99	40.1	1.92	96.14	37.7	2.55	102.37	35.3	2.90	99.07	38.7	2.56	85.02	39.0	2.18						
May	84.63	39.0	2.17	76.61	39.9	1.92	97.01	37.6	2.58	103.72	35.4	2.93	98.81	38.3	2.58	85.58	38.9	2.20						
June	84.89	39.3	2.16	77.97	40.4	1.93	97.38	37.6	2.59	103.72	35.4	2.93	100.23	39.0	2.57	85.75	38.8	2.21						
July	88.29	40.5	2.18	78.55	40.7	1.93	97.38	37.6	2.59	102.55	35.0	2.93	103.62	39.4	2.63	85.19	38.9	2.19						
August	89.60	41.1	2.18	79.95	41.0	1.95	98.54	37.9	2.60	103.14	35.2	2.93	108.68	40.4	2.69	88.26	39.4	2.24						
September	89.98	40.9	2.20	80.75	41.2	1.96	99.56	38.0	2.62	104.49	35.3	2.96	107.86	39.8	2.71	88.53	39.7	2.23						
October	92.51	41.3	2.24	80.95	41.3	1.96	99.68	37.9	2.63	105.19	35.3	2.98	105.73	39.6	2.67	87.42	39.2	2.23						
November	87.16	42.8	2.27	80.75	41.2	1.96	99.30	37.9	2.62	105.44	35.5	2.97	102.70	38.9	2.64	86.46	38.6	2.24						
December	88.62	40.1	2.21	81.16	41.2	1.97	101.76	38.4	2.65	109.56	36.4	3.01	104.15	39.3	2.65	87.58	39.1	2.24						
1959: January	87.81	39.2	2.24	81.77	41.3	1.98	99.94	38.0	2.63	103.95	35.0	2.97	104.15	39.3	2.65	88.88	39.5	2.25						
February	92.66	41.0	2.26	82.59	41.5	1.99	100.70	38.0	2.65	104.25	35.1	2.97	106.00	39.7	2.67	88.20	39.2	2.25						
Printing, publishing, and allied industries—Continued															Chemicals and allied products									
Commercial printing			Lithographing			Greeting cards			Bookbinding and related industries			Miscellaneous publishing and printing services			Total: Chemicals and allied products									
1956: Average	\$93.03	40.1	\$2.32	\$94.40	40.0	\$2.36	\$61.44	38.4	\$1.60	\$72.10	39.4	\$1.83	\$109.09	39.1	\$2.79	\$87.14	41.3	\$2.11						
1957: Average	95.76	39.9	2.40	96.53	39.4	2.45	64.18	38.2	1.68	73.71	39.0	1.89	110.78	38.6	2.87	91.46	41.2	2.22						
1958: February	95.40	39.1	2.44	96.25	38.5	2.50	68.71	38.6	1.78	72.95	37.8	1.93	109.73	38.1	2.88	92.57	40.6	2.28						
March	96.68	39.3	2.46	98.42	38.9	2.53	70.38	39.1	1.80	73.15	37.9	1.93	110.21	38.4	2.87	92.39	40.7	2.27						
April	94.92	38.9	2.44	97.52	38.7	2.52	69.09	38.6	1.79	72.95	37.8	1.93	107.73	37.8	2.85	92.39	40.7	2.27						
May	94.82	38.7	2.45	97.54	38.4	2.54	68.53	38.5	1.78	73.53	37.9	1.94	110.96	38.0	2.92	93.43	40.8	2.29						
June	96.22	38.8	2.48	98.81	38.9	2.54	66.39	38.6	1.72	74.07	37.6	1.97	111.22	37.7	2.95	94.94	41.1	2.31						
July	97.11	39.0	2.49	100.23	39.0	2.57	63.58	37.4	1.70	72.91	37.2	1.96	111.30	37.6	2.96	95.06	40.8	2.33						
August	97.75	39.1	2.50	100.61	39.3	2.56	64.09	37.7	1.70	76.43	38.6	1.98	112.86	38.0	2.97	95.24	40.7	2.34						
September	100.19	39.6	2.53	101.39	39.3	2.58	66.09	38.2	1.73	75.42	37.9	1.99	110.70	37.4	2.96	95.94	41.0	2.34						
October	99.04	39.3	2.52	100.10	39.1	2.56	65.77	37.8	1.74	76.40	38.2	2.00	112.42	37.6	2.99	95.94	41.0	2.34						
November	98.39	39.2	2.51	100.61	39.3	2.56	68.60	39.2	1.75	77.93	38.2	2.04	113.78	37.8	3.01	96.82	41.2	2.35						
December	100.19	39.6	2.53	101.26	39.4	2.57	68.68	38.8	1.77	78.95	38.7	2.04	113.62	38.0	2.99	97.70	41.4	2.36						
1959: January	99.94	39.5	2.53	101.53	38.9	2.61	71.55	39.1	1.83	79.13	38.6	2.05	113.45	38.2	2.97	97.00	41.1	2.36						
February	99.82	39.3	2.54	103.75	39.3	2.64	71.55	39.1	1.83	78.52	38.3	2.05	115.12	38.5	2.99	97.17	41.0	2.37						
Industrial inorganic chemicals ²															Alkalies and chlorine		Industrial organic chemicals ²		Plastics, except synthetic rubber		Synthetic rubber		Synthetic fibers	
1956: Average	\$95.35	41.1	\$2.32	\$93.43	40.8	\$2.29	\$92.89	41.1	\$2.26	\$93.66	42.0	\$2.22	\$104.67	41.7	\$2.51	\$78.00	40.0	\$1.95						
1957: Average	100.04	41.0	2.44	97.68	40.7	2.40	96.93	40.9	2.37	99.90	41.8	2.39	107.98	40.9	2.64	82.21	40.3	2.04						
1958: February	102.66	40.9	2.51	99.38	40.4	2.46	97.44	40.1	2.43	99.80	40.9	2.44	109.21	40.6	2.69	81.33	39.1	2.08						
March	102.82	40.8	2.52	99.38	40.4	2.46	97.84	40.1	2.44	100.45	41.0	2.44	110.03	40.6	2.71	82.74	39.4	2.10						
April	102.56	40.7	2.52	101.18	40.8	2.48	98.00	40.0	2.45	99.47	40.6	2.45	108.14	40.2	2.69	82.71	39.2	2.11						
May	103.38	40.7	2.54	99.70	40.2	2.48	98.98	40.4	2.45	102.18	41.2	2.48	110.03	40.6	2.71	83.79	39.9	2.10						
June	104.96	41.0	2.56	101.66	40.5	2.51	100.12	40.7	2.46	102.75	41.1	2.50	112.61	41.1	2.74	85.44	40.3	2.12						
July	104.60	40.7	2.57	103.53	40.6	2.55	100.69	40.6	2.48	102.31	40.6	2.52	111.52	40.7	2.74	86.07	40.6	2.12						
August	105.41	40.7	2.59	102.17	39.6	2.58	100.85	40.5	2.49	104.08	41.3	2.52	112.75	41.0	2.75	87.08	40.5	2.15						
September	107.42	41.0	2.62	105.01	40.7	2.58	102.25	40.9	2.50	105.75	41.8	2.53	113.98	41.0	2.78	86.46	40.4	2.14						
October	105.97	40.6	2.61	105.30	40.5	2.60	101.91	40.6	2.51	105.66	41.6	2.54	114.67	41.1	2.79	84.96	39.7	2.14						
November	107.01	41.0	2.61																					

TABLE C-1. Hours and gross earnings of production or nonsupervisory workers, by industry¹—Con.

Year and month	Avg. wkly. earnings		Avg. wkly. hours		Avg. hrly. earnings		Avg. wkly. earnings		Avg. wkly. hours		Avg. hrly. earnings		Avg. wkly. earnings		Avg. wkly. hours		Avg. hrly. earnings	
Manufacturing—Continued																		
Nondurable goods—Continued																		
Chemicals and allied products—Continued																		
	Explosives			Drugs and medicines			Soap, cleaning and polishing preparations ²			Soap and glycerin			Paints, pigments, and fillers ³			Paints, varnishes, lacquers, and enamels		
1956: Average	\$87.29	40.6	\$2.15	\$78.55	40.7	\$1.93	\$90.64	41.2	\$2.20	\$98.16	40.9	\$2.40	\$86.11	41.6	\$2.07	\$84.04	41.4	\$2.03
1957: Average	93.80	41.1	2.27	82.82	40.8	2.03	96.17	41.1	2.34	104.65	41.2	2.54	89.38	41.0	2.18	87.33	41.0	2.13
1958: February	92.97	39.9	2.33	86.11	41.2	2.09	96.47	39.7	2.43	104.54	39.6	2.64	88.98	39.9	2.23	86.76	39.8	2.18
March	92.20	39.4	2.34	85.90	41.1	2.09	98.90	40.7	2.43	107.98	40.9	2.64	89.60	40.0	2.24	87.60	40.0	2.19
April	91.49	39.1	2.34	85.68	40.8	2.10	98.33	40.3	2.44	107.45	40.7	2.64	89.65	40.2	2.23	87.42	40.1	2.18
May	92.75	39.3	2.36	84.85	40.6	2.09	99.31	40.7	2.44	108.12	40.8	2.65	91.58	40.7	2.25	89.76	40.8	2.20
June	95.65	40.7	2.35	86.11	41.2	2.09	100.21	40.9	2.45	109.06	41.0	2.66	95.57	42.1	2.27	93.91	42.3	2.22
July	95.36	39.9	2.39	86.71	40.9	2.12	100.21	40.9	2.45	109.47	41.0	2.67	95.91	41.7	2.30	93.63	41.8	2.24
August	98.16	40.9	2.40	85.41	40.1	2.13	104.16	42.0	2.48	113.21	42.4	2.67	94.58	41.3	2.29	91.88	41.2	2.23
September	99.29	41.2	2.41	85.63	40.2	2.13	105.00	42.0	2.50	114.90	42.4	2.71	94.76	41.2	2.30	92.29	41.2	2.24
October	99.53	41.3	2.41	86.24	40.3	2.14	102.18	41.2	2.48	111.10	41.3	2.69	94.02	40.7	2.31	91.58	40.7	2.25
November	99.46	41.1	2.42	87.29	40.6	2.15	102.09	41.0	2.49	110.70	41.0	2.70	95.76	41.1	2.33	92.43	40.9	2.26
December	98.40	41.0	2.40	88.54	40.8	2.17	105.67	42.1	2.51	115.45	42.6	2.71	97.11	41.5	2.34	94.62	41.5	2.28
1959: January	97.53	40.3	2.42	88.54	40.8	2.17	101.50	40.6	2.50	110.30	40.7	2.71	95.47	40.8	2.34	92.80	40.7	2.28
February	98.25	40.6	2.42	87.85	40.3	2.18	104.49	41.3	2.53	113.85	41.4	2.75	95.24	40.7	2.34	92.80	40.7	2.28
	Gum and wood chemicals			Fertilizers			Vegetable and animal oils and fats ²			Vegetable oils			Animal oils and fats			Miscellaneous chemicals ³		
1956: Average	\$75.33	42.8	\$1.76	\$67.68	42.3	\$1.60	\$74.58	45.2	\$1.65	\$67.95	45.0	\$1.51	\$85.35	45.4	\$1.88	\$80.38	40.8	\$1.97
1957: Average	78.20	42.5	1.84	71.83	42.5	1.69	78.67	44.7	1.76	71.52	44.7	1.60	88.75	44.6	1.99	84.03	40.4	2.08
1958: February	78.60	41.1	1.91	71.10	41.1	1.73	80.15	43.8	1.83	73.48	44.0	1.67	91.12	43.6	2.09	86.22	40.1	2.15
March	77.83	41.4	1.88	72.58	43.2	1.68	81.10	43.6	1.86	74.63	43.9	1.70	90.29	43.2	2.09	86.18	39.9	2.16
April	81.83	42.4	1.93	73.52	43.5	1.69	81.78	43.5	1.88	77.44	44.0	1.76	88.17	42.8	2.06	86.22	40.1	2.15
May	80.03	41.9	1.91	78.41	44.3	1.77	81.08	42.9	1.89	77.22	42.9	1.80	86.43	43.0	2.01	86.40	40.0	2.16
June	79.93	41.2	1.94	72.51	41.2	1.76	84.29	43.9	1.92	80.29	43.4	1.85	89.24	44.4	2.01	87.45	40.3	2.17
July	81.45	42.2	1.93	73.44	40.8	1.80	84.24	43.2	1.95	80.28	42.7	1.88	88.27	43.7	2.02	85.54	39.6	2.16
August	80.26	41.8	1.92	72.92	41.2	1.77	83.18	43.1	1.93	78.57	42.7	1.84	88.71	43.7	2.03	86.98	39.9	2.18
September	80.64	42.0	1.92	75.54	42.2	1.79	81.91	43.8	1.87	75.52	43.4	1.74	90.82	44.3	2.05	86.98	39.9	2.18
October	79.90	41.4	1.93	75.23	42.5	1.77	83.44	46.1	1.81	79.51	47.9	1.66	89.87	43.0	2.09	87.64	40.2	2.18
November	80.77	41.0	1.97	75.29	42.3	1.78	83.08	45.9	1.81	77.08	47.0	1.64	93.93	44.1	2.13	89.10	40.5	2.20
December	81.71	41.9	1.95	75.66	41.8	1.81	82.70	44.7	1.85	76.84	45.2	1.70	91.98	43.8	2.10	89.06	40.3	2.21
1959: January	81.54	41.6	1.96	76.64	43.3	1.77	83.28	44.3	1.88	77.68	44.9	1.73	92.02	43.2	2.13	88.62	40.1	2.21
February	80.16	40.9	1.96	75.68	43.0	1.76	82.89	43.4	1.91	77.18	44.1	1.75	91.57	42.2	2.17	88.58	39.9	2.22
Chemicals and allied products—Continued																		
Products of petroleum and coal																		
	Essential oils, perfumes, cosmetics			Compressed and liquefied gases			Total: Products of petroleum and coal			Petroleum refining			Coke, other petroleum and coal products			Total: Rubber products		
1956: Average	\$66.30	39.0	\$1.70	\$90.09	42.1	\$2.14	\$104.39	41.1	\$2.54	\$108.39	40.9	\$2.65	\$91.32	41.7	\$2.19	\$87.23	40.2	\$2.17
1957: Average	68.85	38.9	1.77	95.91	41.7	2.30	108.39	40.9	2.65	112.88	40.9	2.76	96.00	41.2	2.33	91.53	40.5	2.26
1958: February	71.94	39.1	1.84	97.82	41.1	2.38	108.53	39.9	2.72	113.24	40.3	2.81	92.02	38.5	2.39	85.04	37.3	2.28
March	71.37	39.0	1.83	96.15	40.4	2.38	109.07	40.1	2.72	114.09	40.7	2.81	91.25	38.5	2.37	87.02	38.0	2.29
April	72.52	39.2	1.85	98.23	41.1	2.39	110.97	40.5	2.74	115.59	40.7	2.84	94.96	39.9	2.38	85.88	37.5	2.29
May	72.73	39.1	1.86	98.71	41.3	2.39	110.16	40.5	2.72	113.65	40.3	2.82	98.23	41.1	2.39	87.86	38.2	2.30
June	72.15	39.0	1.85	100.74	41.8	2.41	111.93	41.0	2.73	115.75	40.9	2.83	98.71	41.3	2.39	91.10	39.1	2.33
July	71.04	38.4	1.85	98.57	40.9	2.41	113.16	41.0	2.76	117.26	41.0	2.86	99.46	41.1	2.42	91.80	39.1	2.35
August	71.81	38.4	1.87	101.09	41.6	2.43	110.29	40.4	2.73	113.08	40.1	2.82	100.85	41.5	2.43	96.80	40.5	2.39
September	73.12	39.1	1.87	100.60	41.4	2.43	112.33	40.7	2.76	116.00	40.7	2.85	101.02	40.9	2.47	97.51	40.8	2.39
October	75.01	39.9	1.88	100.86	41.0	2.46	110.15	40.2	2.74	113.48	40.1	2.84	98.98	40.4	2.45	97.27	40.7	2.39
November	74.64	39.7	1.88	103.91	41.9	2.48	112.46	40.6	2.77	116.28	40.8	2.85	99.60	40.0	2.49	98.09	40.7	2.41
December	75.05	39.5	1.90	102.51	41.5	2.47	111.35	40.2	2.77	114.86	40.3	2.85	99.60	40.0	2.49	102.66	41.9	2.45
1959: January	71.63	37.9	1.89	104.08	41.8	2.49	113.70	40.9	2.78	117.55	41.1	2.86	101.71	40.2	2.53	100.28	41.1	2.44
February	70.49	37.1	1.90	104.25	41.7	2.50	114.45	40.3	2.84	118.96	40.6	2.93	99.04	39.3	2.52	101.75	41.7	2.44
Rubber products—Continued																		
Leather and leather products																		
	Tires and inner tubes			Rubber footwear			Other rubber products			Total: Leather and leather products			Leather: tanned, curried, and finished			Industrial leather belting and packing		
1956: Average	\$100.95	39.9	\$2.53	\$71.89	39.5	\$1.82	\$78.96	40.7	\$1.94	\$56.02	37.6	\$1.49	\$74.24	39.7	\$1.87	\$73.71	40.5	\$1.82
1957: Average	106.52	40.5	2.63	73.47	39.5	1.86	82.62	40.7	2.03	57.60	37.4	1.54	76.64	39.3	1.95	77.27	41.1	1.88
1958: February	93.02	35.1	2.65	74.68	39.1	1.91	80.32	38.8	2.07	57.41	36.8	1.56	77.02	38.9	1.98	71.25	37.7	1.89
March	98.05	37.0	2.65	76.61	39.9	1.92	79.87	38.4	2.08	56.83	36.2	1.57	75.65	38.4	1.97	72.58	38.4	1.89
April	95.67	36.1	2.65	75.46	39.3	1.92	79.87	38.4	2.08	53.54	34.1	1.57	74.65	37.7	1.98	69.19	37.0	1.87
May	99.48	37.4	2.66	75.85	39.3	1.93	80.29	38.6	2.08	55.42	35.3	1.57	75.82	38.1	1.99	70.87	37.3	1.90
June	103.63	38.1	2.72	77.20	40.0	1.93	83.77	39.7	2.11	57.46	36.6	1.57	78.98	39.1	2.02	73.73	38.2	1.93
July	106.59	38.9	2.74	75.25	39.4	1.90	82.92	39.3	2.11	57.97	37.4	1.55	76.40	38.2	2.00	74.31	38.5	1.93
August	113.96	40.7	2.80	77.18	40.2	1.92	86.24	40.3	2.14	58.19	37.3	1.56	78.19	38.9	2.01	76.82	39.6	1.94
September	113.40	40.5	2.80	76.62	39.7	1.93	89.21	41.3	2.16	57.99	36.7	1.58	79.79	39.5	2.02	78.21	39.5	1.98
October	113.24	40.3	2.81	77.01	39.9	1.93	88.78	41.1	2.16	58.48	37.0	1.58	79.58	39.2	2.03	80.54	41.3	1.95
November	115.75	40.9	2.83	77.22	39.6	1.95	88.54	40.8	2.17	59.63	37.5	1.59	81.19	39.8	2.04	80.16	40.9	1.96
December	121.40	42.3	2.87	78.01	39.8	1.96	92.60	41.9	2.21	61.22	38.5	1.59	83.03	40.5	2.05	79.65	41.7	1.91
1959: January	117.55	41.1	2.86	78.20	39.9	1.96	91.27	41.3	2.21	62.56	39.1	1.60	81.39	39.7	2.05	78.69	41.2	1.91
February	119.68	41.7	2.87	80.78	40.8	1.98	91.96	41.8	2.20	62.24	38.9	1.60	80.78	39.6	2.04	76.76	40.4	1.90

See footnotes at end of table.

TABLE C-1. Hours and gross earnings of production or nonsupervisory workers, by industry¹—Con.

Year and month	Avg. wkly. earnings	Avg. wkly. hours	Avg. hrly. earnings	Avg. wkly. earnings	Avg. wkly. hours	Avg. hrly. earnings	Avg. wkly. earnings	Avg. wkly. hours	Avg. hrly. earnings	Avg. wkly. earnings	Avg. wkly. hours	Avg. hrly. earnings	Avg. wkly. earnings	Avg. wkly. hours	Avg. hrly. earnings	Avg. wkly. earnings	Avg. wkly. hours	Avg. hrly. earnings		
	Manufacturing—Continued															Transportation and public utilities				
Nondurable goods—Continued																		Transportation		
Leather and leather products—Continued																		Class I railroads ²		
Boot and shoe cut stock and findings			Footwear (except rubber)			Luggage			Handbags and small leather goods			Gloves and miscellaneous leather goods								
1956: Average	\$53.63	37.5	\$1.43	\$53.57	37.2	\$1.44	\$62.88	39.3	\$1.60	\$51.00	37.5	\$1.36	\$48.47	37.0	\$1.31	\$88.40	41.7	\$2.12		
1957: Average	55.42	37.7	1.47	55.13	37.0	1.49	62.43	38.3	1.63	53.68	37.8	1.42	49.59	36.2	1.37	94.24	41.7	2.26		
1958: February	55.65	37.1	1.50	54.96	36.4	1.51	59.32	35.1	1.69	55.83	38.5	1.45	50.46	36.3	1.39	101.26	41.5	2.44		
March	53.70	35.8	1.50	53.96	35.5	1.52	60.29	36.1	1.67	56.12	38.7	1.45	50.40	36.0	1.40	96.24	40.1	2.40		
April	52.90	34.8	1.52	49.68	32.9	1.51	62.33	37.1	1.68	52.49	36.2	1.45	50.34	35.7	1.41	98.95	41.4	2.39		
May	54.90	36.4	1.51	51.94	34.4	1.51	63.25	38.1	1.66	52.13	36.2	1.44	49.98	35.7	1.40	100.12	41.2	2.43		
June	57.15	38.1	1.50	54.36	36.0	1.51	63.91	38.5	1.66	53.36	36.8	1.45	50.04	36.0	1.39	101.19	41.3	2.45		
July	56.85	37.9	1.50	55.80	37.2	1.50	66.08	39.1	1.69	53.42	37.1	1.44	50.26	35.9	1.40	103.28	42.5	2.43		
August	55.35	36.9	1.50	55.57	36.8	1.51	66.07	39.8	1.66	55.30	38.4	1.44	50.40	36.0	1.40	100.94	41.2	2.45		
September	54.45	36.3	1.50	54.93	35.9	1.53	66.57	40.1	1.66	54.96	37.9	1.45	49.62	35.7	1.39	103.39	42.2	2.45		
October	55.05	36.7	1.50	55.08	36.0	1.53	65.01	39.4	1.65	58.58	40.4	1.45	50.87	36.6	1.39	103.52	42.6	2.43		
November	57.22	37.4	1.53	56.21	36.5	1.54	66.19	39.4	1.68	59.42	40.7	1.46	51.01	36.7	1.39	104.19	40.7	2.56		
December	59.04	39.1	1.51	58.67	38.1	1.54	66.08	39.1	1.69	56.30	39.1	1.44	51.71	37.2	1.41	107.35	42.6	2.52		
1959: January	58.98	38.8	1.52	60.76	39.2	1.55	63.58	37.4	1.70	56.02	38.9	1.44	51.89	36.8	1.41	105.66	41.6	2.54		
February	58.29	38.6	1.51	60.53	38.8	1.56	63.75	37.5	1.70	58.98	40.4	1.46	51.10	36.5	1.40					
Transportation and public utilities—Continued																				
Transportation—Con.			Communication												Other public utilities					
Local railroads and buslines			Telephone			Switchboard operating employees ⁶			Line construction employees ⁷			Telegraph ⁸			Total: Gas and electric utilities					
1956: Average	\$84.48	43.1	\$1.96	\$73.47	39.5	\$1.86	\$60.70	37.7	\$1.61	\$101.36	43.5	\$2.33	\$82.74	42.0	\$1.97	\$91.46	41.2	\$2.22		
1957: Average	88.56	43.2	2.05	76.05	39.0	1.95	62.70	37.1	1.69	102.48	42.7	2.40	87.36	41.8	2.09	95.30	40.9	2.33		
1958: February	88.83	42.5	2.09	76.78	38.2	2.01	63.16	36.3	1.74	101.76	41.2	2.47	86.10	41.0	2.10	98.81	41.0	2.41		
March	89.03	42.6	2.09	76.36	37.8	2.02	61.25	35.2	1.74	102.18	41.2	2.48	86.52	41.2	2.10	97.77	40.4	2.42		
April	90.10	42.7	2.11	76.53	37.7	2.03	61.42	35.3	1.74	101.84	40.9	2.49	87.35	41.4	2.11	99.55	40.8	2.44		
May	90.30	43.0	2.10	77.11	37.8	2.04	63.01	35.6	1.77	101.75	40.7	2.50	89.04	42.0	2.12	98.42	40.5	2.43		
June	91.16	43.0	2.12	78.31	38.2	2.05	63.35	36.2	1.75	104.90	41.3	2.54	91.34	41.9	2.18	100.12	40.7	2.46		
July	91.38	42.9	2.13	79.31	38.5	2.06	63.88	36.5	1.75	107.01	41.8	2.56	91.76	41.9	2.19	100.12	40.7	2.46		
August	90.95	42.9	2.12	79.90	38.6	2.07	64.77	36.8	1.76	106.91	41.6	2.57	91.78	42.1	2.18	101.02	40.9	2.47		
September	90.74	42.4	2.14	81.12	39.0	2.08	66.20	37.4	1.77	108.10	41.9	2.58	93.63	41.8	2.24	101.84	40.9	2.49		
October	90.53	42.5	2.13	81.51	39.0	2.09	67.30	37.6	1.79	107.84	41.8	2.58	93.41	41.7	2.24	102.66	40.9	2.51		
November	91.16	42.6	2.14	82.97	39.7	2.09	69.38	39.2	1.77	109.30	42.2	2.59	92.51	41.3	2.24	103.57	41.1	2.52		
December	92.66	42.9	2.16	81.06	38.6	2.10	64.79	36.4	1.78	109.72	42.2	2.60	93.18	41.6	2.24	103.57	41.1	2.52		
1959: January	92.44	42.6	2.17	80.81	38.3	2.11	63.90	35.9	1.78	107.38	41.3	2.60	93.98	41.4	2.27	103.32	41.0	2.52		
February	92.23	42.5	2.17	82.47	38.9	2.12	67.69	37.4	1.81	109.52	41.8	2.62	93.98	41.4	2.27	103.48	40.9	2.53		
Transportation and public utilities—Continued																				
Other public utilities—Continued									Wholesale and retail trade											
Electric light and power utilities			Gas utilities			Electric light and gas utilities combined			Wholesale trade			Retail trade (except eating and drinking places)			General merchandise stores					
1956: Average	\$93.38	41.5	\$2.25	\$86.30	40.9	\$2.11	\$93.11	41.2	\$2.26	\$81.20	40.4	\$2.01	\$60.60	38.6	\$1.57	\$43.40	35.0	\$1.24		
1957: Average	97.06	41.3	2.35	90.13	40.6	2.22	97.10	40.8	2.38	84.42	40.2	2.10	62.48	38.1	1.64	44.85	34.5	1.30		
1958: February	99.14	40.8	2.43	96.05	41.4	2.32	100.86	41.0	2.46	85.57	39.8	2.15	63.50	37.8	1.68	45.69	34.1	1.34		
March	99.80	40.9	2.44	93.15	40.5	2.30	98.85	39.7	2.49	85.79	39.9	2.15	63.13	37.8	1.67	45.75	34.4	1.33		
April	100.45	41.0	2.45	92.46	40.2	2.30	103.48	40.9	2.53	85.14	39.6	2.15	63.50	37.8	1.68	45.83	34.2	1.34		
May	99.72	40.7	2.45	92.23	40.1	2.30	102.97	40.7	2.53	86.40	40.0	2.16	63.88	37.8	1.69	46.31	34.3	1.35		
June	101.68	41.0	2.48	93.67	40.2	2.33	103.63	40.8	2.54	87.42	40.1	2.18	64.94	38.2	1.70	47.68	34.8	1.37		
July	101.68	41.0	2.48	93.90	40.3	2.33	103.38	40.7	2.54	88.26	40.3	2.19	66.18	38.7	1.71	48.22	35.2	1.37		
August	102.59	41.2	2.49	94.60	40.6	2.33	103.94	40.6	2.56	87.64	40.2	2.18	66.18	38.7	1.71	47.52	35.2	1.35		
September	102.66	40.9	2.51	96.12	40.9	2.35	105.93	40.9	2.59	88.66	40.3	2.20	64.98	38.0	1.71	46.92	34.5	1.36		
October	103.22	40.8	2.53	97.41	41.1	2.37	106.49	40.8	2.61	87.85	40.3	2.18	64.81	37.9	1.71	46.65	34.3	1.36		
November	103.73	41.0	2.53	98.71	41.3	2.39	107.01	41.0	2.61	88.22	40.1	2.20	64.47	37.7	1.71	45.90	34.0	1.35		
December	103.89	40.9	2.54	98.06	41.2	2.38	108.47	41.4	2.62	88.48	40.4	2.19	64.68	38.5	1.68	48.68	36.6	1.33		
1959: January	103.63	40.8	2.54	98.06	41.2	2.38	107.83	41.0	2.63	88.44	40.2	2.20	66.29	38.1	1.74	48.23	34.7	1.39		
February	104.04	40.8	2.55	97.51	40.8	2.39	107.83	41.0	2.63	88.44	40.2	2.20	66.12	38.0	1.74	47.13	34.4	1.37		
Transportation and public utilities—Continued																				
Department stores and general mail-order houses									Other retail trade											
			Food and liquor stores			Automotive and accessories dealers			Apparel and accessories stores			Furniture and appliance stores			Lumber and hardware supply stores					
1956: Average	\$48.77	35.6	\$1.37	\$63.38	37.5	\$1.69	\$81.28	43.7	\$1.86	\$47.54	34.7	\$1.37	\$69.30	42.0	\$1.65	\$72.68	42.5	\$1.71		
1957: Average	50.26	34.9	1.44	65.50	36.8	1.78	83.22	43.8	1.90	49.13	34.6	1.42	71.23	41.9	1.70	74.69	42.2	1.77		
1958: February	50.62	34.8	1.46	65.87	35.8	1.84	80.54	43.3	1.86	50.26	34.9	1.44	69.47	41.6	1.67	73.03	40.8	1.79		
March	51.10	35.0	1.46	65.87	35.8	1.84	81.28	43.7	1.86	49.19	34.4	1.43	68.89	41.5	1.66	74.34	41.3	1.80		
April	51.50	34.8	1.48	66.23	35.8	1.85	81.72	43.7	1.87	50.08	34.3	1.46	68.97	41.8	1.65	75.30	41.6	1.81		
May	52.15	35.0	1.49	66.42	35.9	1.85	83.66	43.8	1.91	50.72	34.5	1.47	70.98	42.0	1.69	77.83	42.3	1.84		
June	53.61	35.5	1.51	68.08	36.6	1.86	84.10	43.8	1.92	51.01	34.7	1.47	72.07	41.9	1.72	77.35	42.5	1.82		
July	53.91	35.7	1.51	69.56	37.4	1.86	84.53	43.8	1.93	51.25	35.1	1.46	72.41	42.1	1.72	77.96	42.6	1.83		
August	53.25	35.5	1.50	69.38	37.3	1.89	84.73	43.9	1.93	50.69	35.2	1.44	73.57	41.8	1.76	78.04	42.9	1.84		
September	52.65	35.1	1.50	68.44	36.6	1.87	83.47	43.7	1.91	50.86	34.6	1.47	72.98	41.7	1.75	79.18	42.8	1.85		
October	52.50	35.0	1.50	68.42	36.2	1.89	83.22	43.8	1.90	50.91	34.4	1.48	73.81	41.7	1.77					

TABLE C-1. Hours and gross earnings of production or nonsupervisory workers, by industry¹—Con.

Year and month	Avg. wkly. earnings	Avg. wkly. earnings	Avg. wkly. earnings	Avg. wkly. earnings	Avg. wkly. hours	Avg. hrly. earnings	Avg. wkly. earnings	Avg. wkly. hours	Avg. hrly. earnings	Avg. wkly. earnings	Avg. wkly. hours	Avg. hrly. earnings	Avg. wkly. earnings	
	Finance, insurance, and real estate ⁹			Service and miscellaneous										
	Banks and trust companies	Security dealers and exchanges	Insurance carriers	Hotels, year-round ¹⁰			Personal services							Motion picture production and distribution
							Laundries			Cleaning and dyeing plants				
1956: Average	\$61.97	\$97.56	\$77.49	\$42.13	40.9	\$1.03	\$42.32	40.3	\$1.05	\$49.77	39.5	\$1.26	\$91.66	
1957: Average	64.21	98.77	80.73	43.52	40.3	1.08	43.27	39.7	1.09	50.57	38.9	1.30	99.48	
1958: February	65.60	97.77	82.68	44.58	39.8	1.12	43.23	38.6	1.12	47.09	36.5	1.29	98.79	
March	65.53	95.65	82.60	44.29	39.9	1.11	43.68	39.0	1.12	49.53	38.1	1.30	97.84	
April	65.60	98.64	82.38	44.29	39.9	1.11	44.30	39.2	1.13	50.70	38.7	1.31	95.43	
May	65.72	103.60	82.59	44.80	40.0	1.12	44.75	39.6	1.13	52.40	39.7	1.32	96.26	
June	65.66	105.42	82.86	45.31	40.1	1.13	45.37	39.8	1.14	53.47	39.9	1.34	96.55	
July	65.93	106.21	83.00	45.60	40.0	1.14	45.26	39.7	1.14	51.07	38.4	1.33	97.10	
August	65.80	107.55	83.49	44.91	40.1	1.12	44.80	39.3	1.14	49.48	37.2	1.33	97.67	
September	65.98	108.04	83.19	45.09	39.9	1.13	44.80	39.3	1.14	51.34	38.6	1.33	100.62	
October	66.24	115.41	82.97	45.65	40.4	1.13	44.92	39.4	1.14	52.80	39.4	1.34	102.32	
November	66.54	121.46	83.45	45.49	39.9	1.14	44.23	38.8	1.14	51.86	38.7	1.34	101.44	
December	66.48	123.49	84.36	46.40	40.0	1.16	44.69	39.2	1.14	51.32	38.3	1.34	104.29	
1959: January	66.71	122.71	84.59	45.66	39.7	1.15	45.20	39.3	1.15	51.98	38.5	1.35	101.29	
February	66.96	122.85	84.28	46.17	39.8	1.16	44.85	39.0	1.15	50.63	37.5	1.35	101.40	

¹ For comparability of data with those published in issues prior to August 1958 and coverage of these series, see footnote 1, table A-2.

In addition, hours and earnings data for anthracite mining have been revised from January 1953 and are not comparable with those published in issues prior to August 1958.

For mining, manufacturing, laundries, and cleaning and dyeing plants data, refer to production and related workers; for contract construction, to construction workers; and for the remaining industries, unless otherwise noted, to nonsupervisory workers and working supervisors.

Data for the latest month are preliminary.

² Italicized titles which follow are components of this industry.

³ Averages shown for 1956 are not strictly comparable with those for later years.

⁴ Data beginning with January 1958 are not strictly comparable with those shown for earlier years.

⁵ Figures for Class I railroads (excluding switching and terminal companies) are based upon monthly data summarized in the M-300 report by the Interstate Commerce Commission and relate to all employees who received pay during the month, except executives, officials, and staff assistants (ICC Group I).

⁶ Data relate to employees in such occupations in the telephone industry as switchboard operators, service assistants, operating-room instructors, and pay-station attendants. In 1957, such employees made up 39 percent of the total number of nonsupervisory employees in establishments reporting hours and earnings data.

⁷ Data relate to employees in such occupations in the telephone industry as central office craftsmen; installation and exchange repair craftsmen; line, cable, and conduit craftsmen; and laborers. In 1957, such employees made up 29 percent of the total number of nonsupervisory employees in establishments reporting hours and earnings data.

⁸ Data relate to domestic nonsupervisory employees except messengers.

⁹ A average weekly hours and average hourly earnings data are not available.

¹⁰ Money payments only; additional value of board, room, uniforms, and tips not included.

NOTE: For a description of these series, see Techniques of Preparing Major BLS Statistical Series, BLS Bull. 1168 (1954).

SOURCE: U.S. Department of Labor, Bureau of Labor Statistics for all series except that for Class I railroads (see footnote 5).

TABLE C-2. Average weekly earnings, gross and net spendable, of production workers in manufacturing industries, in current and 1947-49 dollars¹

Item	1959			1958										Annual average	
	Feb. ²	Jan.	Dec.	Nov.	Oct.	Sept.	Aug.	July	June	May	Apr.	Mar.	Feb.	1957	1956
<i>Manufacturing</i>															
Gross average weekly earnings:															
Current dollars	\$88.00	\$87.38	\$88.04	\$86.58	\$85.17	\$85.39	\$84.35	\$83.50	\$83.10	\$82.04	\$80.81	\$81.45	\$80.64	\$82.39	\$79.09
1947-49 dollars	71.14	70.58	71.17	69.88	68.85	69.03	68.19	67.39	67.18	66.38	65.43	66.06	65.83	68.54	68.84
Net spendable average weekly earnings:															
Worker with no dependents:															
Current dollars	71.69	71.20	72.10	70.93	69.80	69.97	69.14	68.46	68.14	67.29	66.30	66.81	66.17	67.57	65.86
1947-49 dollars	57.95	57.51	58.29	57.25	56.43	56.56	55.89	55.25	55.08	54.44	53.68	54.18	54.02	56.21	56.68
Worker with 3 dependents:															
Current dollars	79.19	78.70	79.60	78.41	77.25	77.43	76.58	75.88	75.55	74.68	73.67	74.20	73.54	74.97	73.22
1947-49 dollars	64.02	63.57	64.35	63.28	62.45	62.59	61.91	61.25	61.08	60.42	59.65	60.18	60.03	62.37	63.01

¹ For comparability of data with those published in issues prior to August 1958, see footnote 1, table A-2.

Net spendable average weekly earnings are obtained by deducting from gross average weekly earnings, Federal social security and income taxes for which the worker is liable. The amount of tax liability depends, of course, on the number of dependents supported by the worker as well as on the level of his gross income. Net spendable earnings have been computed for 2 types of income-receivers: (1) a worker with no dependents; (2) a worker with 3 dependents. The primary value of the spendable series is that of measuring relative changes in disposable earnings for 2 types of income receivers.

The computations of net spendable earnings for both the worker with no dependents and the worker with 3 dependents are based upon the gross average weekly earnings for all production workers in manufacturing without direct regard to marital status, family composition, or other sources of income.

Gross and net spendable average weekly earnings expressed in 1947-49 dollars indicate changes in the level of average weekly earnings after adjustment for changes in purchasing power as measured by the Bureau's Consumer Price Index.

² Preliminary.

SOURCE: U.S. Department of Labor, Bureau of Labor Statistics.

TABLE C-3. Indexes of aggregate weekly man-hours in industrial and construction activities¹

[1947-49=100]

Industry	1959			1958										Annual average	
	Mar. ²	Feb. ²	Jan.	Dec.	Nov.	Oct.	Sept.	Aug.	July	June	May	Apr.	Mar.	1957	1956
Total.....	96.9	94.4	94.8	96.7	98.5	97.8	99.6	97.3	93.8	93.9	90.9	89.0	89.9	105.6	109.9
Mining.....	65.6	65.8	67.7	69.8	68.4	68.0	68.3	67.4	66.1	68.7	65.1	64.5	67.0	81.4	83.8
Contract construction.....	103.6	91.7	99.7	105.7	123.8	135.3	136.1	137.9	132.1	128.1	122.7	109.1	98.9	127.3	135.0
Manufacturing.....	98.1	96.7	95.9	97.3	96.9	94.5	96.5	93.5	90.2	90.6	88.1	87.8	90.2	104.1	108.1
Durable goods.....	104.4	102.3	101.4	102.3	101.2	96.0	98.6	94.0	92.0	93.7	91.3	91.6	94.4	112.9	117.3
Ordnance and accessories.....	327.9	325.2	327.4	330.1	317.6	297.0	305.0	293.5	295.1	300.9	297.9	303.9	298.2	339.4	378.8
Lumber and wood products (except furniture).....	73.4	70.4	70.9	74.5	76.3	80.0	79.8	77.4	73.6	76.7	70.3	66.2	65.6	76.6	88.1
Furniture and fixtures.....	106.2	105.5	104.2	105.3	105.3	106.4	105.1	100.7	91.9	92.1	88.7	89.0	92.7	103.9	107.7
Stone, clay, and glass products.....	100.5	94.7	93.6	96.4	98.6	97.9	101.9	99.3	95.6	94.9	91.0	88.9	89.2	104.5	109.6
Primary metal industries.....	101.7	97.6	93.9	92.4	90.0	86.2	86.3	81.9	80.6	81.1	77.1	77.2	81.0	105.4	110.6
Fabricated metal products (except ordnance, machinery, and transportation equipment).....	107.1	105.0	105.5	107.9	107.2	102.5	107.0	101.3	97.3	98.3	94.6	94.8	98.0	115.9	116.6
Machinery (except electrical).....	97.9	95.8	92.9	91.1	87.9	85.6	86.9	83.2	84.3	86.7	87.5	89.9	92.9	111.0	116.5
Electrical machinery.....	124.7	124.8	124.6	124.9	124.7	116.1	120.0	113.6	109.0	110.6	109.1	110.9	114.3	134.0	138.5
Transportation equipment.....	121.2	121.2	123.6	125.7	121.5	99.1	108.7	103.2	105.0	107.7	107.1	108.3	113.5	136.6	138.5
Instruments and related products.....	110.4	110.4	109.7	110.3	109.6	107.9	106.5	102.0	100.2	101.9	101.3	104.0	105.4	117.5	121.1
Miscellaneous manufacturing industries.....	95.7	93.7	91.0	94.4	99.3	100.9	98.9	93.6	88.0	90.9	88.3	88.6	90.1	101.2	105.9
Nondurable goods.....	90.6	90.1	89.4	91.2	91.7	92.6	94.0	92.8	88.0	87.0	84.3	83.3	85.2	93.7	97.0
Food and kindred products.....	76.2	75.5	76.9	82.2	86.2	91.4	98.1	97.0	89.2	84.7	78.7	75.4	74.7	86.4	90.6
Tobacco manufactures.....	66.7	73.0	76.0	82.7	82.7	92.1	95.8	84.1	68.3	69.1	67.1	66.1	68.4	80.8	86.4
Textile-mill products.....	73.6	72.9	71.7	73.0	73.7	72.9	71.8	70.6	67.5	68.0	65.3	64.5	66.8	74.7	80.6
Apparel and other finished textile products.....	104.8	105.1	100.8	101.3	100.3	100.7	101.2	101.1	94.1	92.4	91.3	90.5	94.0	102.0	104.1
Paper and allied products.....	110.1	109.7	109.5	110.3	111.4	112.0	112.2	110.3	105.5	106.4	104.0	104.5	105.8	113.9	116.4
Printing, publishing and allied industries.....	111.4	109.3	109.0	111.5	109.7	110.2	110.0	108.5	106.6	107.6	107.3	108.4	109.5	112.4	112.7
Chemicals and allied products.....	102.6	101.1	100.3	100.7	100.3	100.3	99.2	97.2	95.7	97.2	98.6	100.0	100.0	106.2	108.3
Products of petroleum and coal.....	83.6	80.6	83.7	82.4	83.9	81.6	85.0	84.3	85.5	85.8	84.5	84.1	83.2	91.1	93.8
Rubber products.....	105.2	104.0	102.8	104.3	100.0	99.4	96.2	92.1	86.1	86.3	82.7	83.0	87.8	104.8	106.7
Leather and leather products.....	93.7	95.5	94.9	93.3	89.5	85.9	86.8	88.8	87.2	84.8	78.3	75.3	85.3	90.8	93.9

¹ For comparability of data with those published in issues prior to August 1958, see footnote 1, table A-2.

For mining and manufacturing data, refer to production and related workers; for contract construction, to construction workers.

² Preliminary.

SOURCE: U.S. Department of Labor, Bureau of Labor Statistics.

TABLE C-4. Indexes of aggregate weekly payrolls in industrial and construction activities¹

[1947-49=100]

Activity	1959			1958										Annual average	
	Mar. ²	Feb. ²	Jan.	Dec.	Nov.	Oct.	Sept.	Aug.	July	June	May	Apr.	Mar.	1957	1956
Mining.....		106.1	108.0	109.4	106.8	105.0	105.5	103.6	101.8	106.2	99.0	98.2	103.6	124.3	121.6
Contract construction.....		159.9	174.7	184.4	212.2	231.4	232.9	232.8	223.1	213.3	205.1	183.2	166.3	207.1	207.7
Manufacturing.....	163.6	160.6	158.2	160.4	158.4	152.5	155.7	150.0	144.8	144.9	140.9	139.6	143.6	162.7	161.4

¹ See footnote 1, table C-3.

² Preliminary.

SOURCE: U.S. Department of Labor, Bureau of Labor Statistics.

TABLE C-5. Average hourly earnings, gross and excluding overtime, of production workers in manufacturing, by major industry group¹

Year and month	Gross	Ex- cluding over- time ²	Gross	Ex- cluding over- time ²	Gross	Ex- cluding over- time ²	Gross	Ex- cluding over- time ²	Gross	Ex- cluding over- time ²	Gross	Ex- cluding over- time ²	Gross	Ex- cluding over- time ²	Gross	Ex- cluding over- time ²
	Durable goods															
Total: Manu- facturing	Total: Durable goods		Ordnance and accessories		Lumber and wood products (except furni- ture)		Furniture and fixtures		Stone, clay, and glass products		Primary metal industries		Fabricated metal products			
	1956: Average	\$1.98	\$1.91	\$2.10	\$2.03	\$2.19	\$2.12	\$1.76	\$1.69	\$1.69	\$1.64	\$1.96	\$1.88	\$2.36	\$2.29	\$2.07
1957: Average	2.07	2.01	2.20	2.14	2.34	2.28	1.81	1.75	1.75	1.70	2.05	1.98	2.50	2.44	2.18	2.11
1958: February	2.10	2.06	2.24	2.20	2.44	2.38	1.82	1.77	1.77	1.73	2.10	2.04	2.56	2.52	2.22	2.18
March	2.11	2.07	2.25	2.21	2.45	2.39	1.82	1.77	1.77	1.74	2.09	2.03	2.57	2.54	2.23	2.19
April	2.11	2.07	2.25	2.21	2.46	2.40	1.84	1.79	1.77	1.74	2.09	2.03	2.58	2.54	2.24	2.20
May	2.12	2.07	2.26	2.21	2.46	2.41	1.88	1.82	1.77	1.74	2.09	2.02	2.58	2.55	2.25	2.21
June	2.12	2.07	2.27	2.22	2.48	2.43	1.88	1.81	1.78	1.74	2.10	2.03	2.61	2.57	2.27	2.21
July	2.13	2.08	2.28	2.23	2.48	2.42	1.89	1.83	1.77	1.73	2.11	2.04	2.68	2.64	2.28	2.22
August	2.13	2.07	2.29	2.23	2.48	2.42	1.91	1.83	1.78	1.73	2.13	2.05	2.70	2.65	2.29	2.22
September	2.14	2.08	2.30	2.24	2.50	2.43	1.94	1.86	1.80	1.73	2.16	2.07	2.73	2.67	2.29	2.22
October	2.14	2.08	2.29	2.23	2.50	2.44	1.95	1.87	1.79	1.73	2.11	2.03	2.74	2.68	2.28	2.21
November	2.17	2.11	2.34	2.26	2.51	2.44	1.93	1.85	1.79	1.73	2.14	2.06	2.75	2.69	2.32	2.24
December	2.19	2.12	2.36	2.28	2.54	2.48	1.92	1.86	1.80	1.73	2.16	2.08	2.75	2.68	2.33	2.26
1959: January	2.19	2.13	2.35	2.29	2.53	2.47	1.89	1.83	1.80	1.74	2.16	2.09	2.77	2.70	2.32	2.26
February ³	2.20	2.14	2.36	2.30	2.53	2.47	1.88	1.81	1.79	1.74	2.17	2.10	2.79	2.72	2.33	2.27
Durable goods—Continued																
Machinery (except elec- trical)	Electrical machinery		Transportation equipment		Instruments and related products		Miscellaneous manufacturing industries		Total: Non- durable goods		Food and kind- red products		Tobacco manu- factures			
	1956: Average	\$2.21	\$2.12	\$1.98	\$1.92	\$2.31	\$2.23	\$2.01	\$1.96	\$1.75	\$1.69	\$1.80	\$1.75	\$1.83	\$1.76	\$1.44
1957: Average	2.30	2.23	2.07	2.02	2.41	2.35	2.11	2.06	1.81	1.76	1.88	1.83	1.93	1.86	1.52	1.50
1958: February	2.35	2.30	2.13	2.11	2.46	2.42	2.15	2.12	1.84	1.80	1.92	1.87	2.01	1.94	1.56	1.55
March	2.36	2.31	2.14	2.11	2.47	2.43	2.17	2.13	1.84	1.80	1.93	1.88	2.01	1.95	1.59	1.58
April	2.36	2.32	2.14	2.11	2.47	2.44	2.17	2.14	1.85	1.81	1.94	1.89	2.01	1.95	1.65	1.62
May	2.37	2.33	2.14	2.12	2.49	2.45	2.18	2.15	1.84	1.81	1.94	1.89	2.01	1.95	1.66	1.63
June	2.38	2.33	2.15	2.12	2.50	2.46	2.19	2.16	1.85	1.80	1.94	1.89	2.01	1.94	1.67	1.63
July	2.38	2.33	2.15	2.12	2.53	2.48	2.20	2.17	1.84	1.80	1.94	1.89	1.99	1.92	1.66	1.63
August	2.38	2.33	2.14	2.10	2.55	2.48	2.21	2.17	1.84	1.80	1.93	1.88	1.97	1.89	1.59	1.55
September	2.39	2.34	2.16	2.10	2.55	2.49	2.22	2.17	1.85	1.79	1.95	1.89	1.99	1.91	1.50	1.48
October	2.39	2.34	2.15	2.10	2.55	2.48	2.21	2.17	1.85	1.79	1.95	1.89	2.00	1.93	1.52	1.50
November	2.43	2.36	2.19	2.13	2.63	2.53	2.23	2.17	1.86	1.81	1.96	1.90	2.04	1.96	1.60	1.58
December	2.44	2.37	2.20	2.14	2.66	2.54	2.24	2.18	1.88	1.82	1.97	1.91	2.06	1.98	1.65	1.62
1959: January	2.44	2.38	2.20	2.15	2.62	2.55	2.24	2.19	1.89	1.84	1.98	1.92	2.09	2.02	1.64	1.62
February ³	2.46	2.39	2.20	2.15	2.62	2.56	2.25	2.20	1.89	1.83	1.98	1.92	2.09	2.02	1.65	1.63
Nondurable goods—Continued																
Textile-mill products	Apparel and other finished textile products		Paper and allied products		Printing, pub- lishing, and al- lied industries ⁴		Chemicals and allied products		Products of petroleum and coal		Rubber prod- ucts		Leather and leather prod- ucts			
	1956: Average	\$1.45	\$1.40	\$1.45	\$1.43	\$1.94	\$1.84	\$2.42	-----	\$2.11	\$2.05	\$2.54	\$2.47	\$2.17	\$2.09	\$1.49
1957: Average	1.50	1.46	1.49	1.47	2.04	1.94	2.50	-----	2.22	2.16	2.65	2.59	2.26	2.18	1.54	1.52
1958: February	1.50	1.47	1.50	1.48	2.08	1.99	2.55	-----	2.28	2.23	2.72	2.68	2.28	2.24	1.56	1.54
March	1.50	1.47	1.49	1.47	2.08	2.00	2.56	-----	2.27	2.22	2.72	2.68	2.29	2.25	1.57	1.55
April	1.50	1.47	1.50	1.48	2.09	2.01	2.55	-----	2.27	2.22	2.74	2.69	2.29	2.25	1.57	1.56
May	1.50	1.47	1.50	1.48	2.10	2.01	2.58	-----	2.29	2.24	2.72	2.67	2.30	2.25	1.57	1.55
June	1.51	1.47	1.50	1.48	2.11	2.02	2.59	-----	2.31	2.26	2.73	2.68	2.33	2.26	1.57	1.55
July	1.50	1.47	1.50	1.48	2.12	2.03	2.59	-----	2.33	2.28	2.76	2.70	2.35	2.28	1.55	1.53
August	1.51	1.46	1.52	1.49	2.13	2.03	2.60	-----	2.34	2.28	2.73	2.67	2.39	2.30	1.56	1.54
September	1.51	1.47	1.53	1.50	2.14	2.03	2.62	-----	2.34	2.28	2.76	2.70	2.39	2.31	1.58	1.56
October	1.52	1.47	1.53	1.50	2.14	2.03	2.63	-----	2.34	2.27	2.74	2.69	2.39	2.31	1.58	1.55
November	1.52	1.47	1.52	1.49	2.14	2.04	2.62	-----	2.35	2.29	2.77	2.72	2.41	2.33	1.59	1.56
December	1.52	1.47	1.52	1.49	2.15	2.05	2.65	-----	2.36	2.30	2.77	2.72	2.45	2.34	1.59	1.56
1959: January	1.53	1.48	1.53	1.51	2.16	2.06	2.63	-----	2.36	2.30	2.78	2.73	2.44	2.35	1.60	1.56
February ³	1.53	1.48	1.53	1.50	2.17	2.06	2.65	-----	2.37	2.31	2.84	2.79	2.44	2.33	1.60	1.57

¹ For comparability of data with those published in issues prior to August 1958, see footnote 1, table A-2.

² Derived by assuming that the overtime hours shown in table C-6 are paid for at the rate of time and one-half.

³ Preliminary.

⁴ Average hourly earnings, excluding overtime, are not available separately

for the printing, publishing, and allied industries group, as graduated overtime rates are found to an extent likely to make average overtime pay significantly above time and one-half. Inclusion of data for the industry in the nondurable-goods total has little effect.

SOURCE: U.S. Department of Labor, Bureau of Labor Statistics.

TABLE C-6. Gross average weekly hours and average overtime hours of production workers in manufacturing, by major industry group ¹

Year and month	Gross	Overtime ²	Gross	Overtime ²	Gross	Overtime ²	Gross	Overtime ²	Gross	Overtime ²	Gross	Overtime ²	Gross	Overtime ²	Gross	Overtime ²
	Durable goods															
	Total manufacturing		Total: Durable goods		Ordnance and accessories		Lumber and wood products (except furniture)		Furniture and fixtures		Stone, clay, and glass products		Primary metal industries		Fabricated metal products	
1956: Average	40.4	2.8	41.1	3.0	41.8	2.9	40.3	3.3	40.8	2.8	41.1	3.6	40.9	2.8	41.2	3.0
1957: Average	39.8	2.4	40.3	2.4	40.8	2.0	39.8	2.8	40.0	2.3	40.5	3.1	39.5	2.0	40.8	2.8
1958: February	38.4	1.6	38.6	1.5	40.6	1.9	38.7	2.2	38.4	1.5	38.6	2.2	36.8	1.0	38.9	1.6
March	38.6	1.6	39.0	1.5	40.7	1.9	38.9	2.4	38.6	1.5	39.1	2.2	37.1	.9	39.2	1.6
April	38.3	1.5	38.8	1.4	40.7	1.9	38.8	2.2	38.0	1.3	39.0	2.2	36.9	1.0	38.9	1.5
May	38.7	1.7	39.1	1.5	40.6	1.8	39.6	2.6	37.8	1.3	39.7	2.6	37.3	.9	39.4	1.7
June	39.2	1.9	39.6	1.7	40.7	1.6	40.5	2.9	38.8	1.7	40.3	2.8	38.3	1.3	40.0	2.0
July	39.2	1.9	39.4	1.8	40.7	1.9	39.3	2.7	38.9	1.9	40.0	3.0	38.4	1.3	40.0	2.0
August	39.6	2.3	39.8	2.1	40.6	2.1	40.7	3.5	40.5	2.6	40.8	3.2	38.5	1.4	40.4	2.5
September	39.9	2.4	40.2	2.3	41.2	2.4	41.3	3.7	41.0	3.0	41.1	3.4	39.1	1.7	41.0	2.6
October	39.8	2.4	40.1	2.4	41.2	2.2	41.1	3.6	41.0	3.0	41.0	3.3	38.9	1.6	40.8	2.7
November	39.9	2.6	40.3	2.6	41.1	2.3	40.2	3.4	40.8	2.7	40.9	3.3	39.3	1.8	40.8	2.6
December	40.2	2.6	40.8	2.7	41.9	2.2	40.3	3.0	41.2	3.1	40.4	3.0	39.8	2.0	41.2	2.8
1959: January	39.9	2.3	40.4	2.3	41.5	2.1	39.6	2.9	40.3	2.6	40.2	2.8	40.0	2.1	40.5	2.2
February ³	40.0	2.4	40.3	2.3	41.0	1.9	39.5	3.0	40.4	2.5	40.5	2.9	40.4	2.3	40.4	2.2
	Durable goods—Continued										Nondurable goods					
	Machinery (except electrical)		Electrical machinery		Transportation equipment		Instruments and related products		Miscellaneous manufacturing industries		Total: Nondurable goods		Food and kindred products		Tobacco manufactures	
1956: Average	42.2	3.7	40.8	2.6	40.9	2.9	40.8	2.3	40.3	2.6	39.5	2.5	41.0	3.3	38.9	1.1
1957: Average	41.0	2.6	40.1	1.9	40.4	2.4	40.3	2.0	39.9	2.3	39.1	2.4	40.5	3.1	38.6	1.2
1958: February	39.2	1.5	39.0	1.0	38.6	1.3	39.3	1.2	39.0	1.8	38.1	1.9	39.7	2.6	37.9	.7
March	39.5	1.6	39.1	1.0	39.4	1.3	39.4	1.2	39.2	1.8	38.1	1.9	39.6	2.5	37.1	.8
April	39.3	1.5	39.0	.9	39.3	1.2	39.5	1.1	39.0	1.7	37.7	1.7	39.7	2.5	38.0	1.3
May	39.4	1.5	39.1	1.0	39.7	1.4	39.2	1.1	39.1	1.7	38.1	1.9	40.2	2.8	38.7	1.6
June	39.6	1.6	39.6	1.2	39.8	1.5	39.8	1.4	39.5	1.9	38.7	2.1	40.7	3.1	39.7	1.8
July	39.4	1.5	39.3	1.3	39.6	1.5	39.7	1.3	39.2	1.7	39.0	2.2	41.2	3.2	39.6	1.7
August	39.4	1.5	39.7	1.6	40.0	2.1	39.8	1.5	39.5	2.1	39.4	2.4	41.4	3.2	39.6	1.6
September	40.0	1.8	40.4	2.2	39.6	2.0	40.3	1.8	40.1	2.4	39.5	2.6	41.6	3.5	40.1	1.3
October	39.5	1.8	39.9	2.0	40.0	2.5	40.4	1.8	40.3	2.6	39.4	2.5	40.9	3.2	39.6	1.0
November	39.9	2.1	40.6	2.2	40.6	3.3	40.7	2.0	40.4	2.6	39.4	2.5	41.0	3.4	39.2	1.3
December	40.6	2.2	40.6	2.3	41.7	3.8	40.9	2.1	40.4	2.7	39.6	2.6	41.0	3.2	40.1	1.9
1959: January	40.7	2.2	40.4	2.0	40.7	2.2	40.7	1.9	40.1	2.4	39.3	2.4	40.5	3.0	38.8	.9
February ³	40.8	2.3	40.2	2.0	40.3	2.1	40.5	1.9	40.2	2.3	39.4	2.4	39.9	2.8	38.4	.7
	Nondurable goods—Continued															
	Textile-mill products		Apparel and other finished textile products		Paper and allied products		Printing, publishing, and allied industries		Chemicals and allied products		Products of petroleum and coal		Rubber products		Leather and leather products	
1956: Average	39.6	2.6	36.3	1.2	42.8	4.6	38.8	3.2	41.3	2.3	41.1	2.0	40.2	2.8	37.6	1.4
1957: Average	38.9	2.2	36.0	1.1	42.3	4.3	38.5	3.0	41.2	2.2	40.9	1.9	40.5	2.8	37.4	1.3
1958: February	37.8	1.7	35.1	.9	41.1	3.5	37.7	2.3	40.6	1.8	39.9	1.2	37.3	1.3	36.8	1.2
March	37.6	1.7	34.7	.9	41.4	3.5	37.9	2.5	40.7	1.9	40.1	1.2	38.0	1.3	36.2	1.0
April	36.6	1.4	34.5	.8	41.0	3.2	37.7	2.2	40.7	1.9	40.5	1.5	37.5	1.2	34.1	.6
May	37.3	1.5	34.8	.8	41.8	3.8	37.6	2.2	41.1	2.0	41.0	1.6	38.2	1.5	35.3	.8
June	38.4	1.9	35.0	.8	41.8	3.8	37.6	2.2	41.1	2.0	41.0	1.6	39.1	2.4	36.6	.9
July	38.6	2.0	35.6	1.0	41.9	3.9	37.6	2.2	40.8	2.0	41.0	1.9	39.1	2.2	37.4	1.0
August	39.2	2.3	36.4	1.3	42.5	4.4	37.9	2.6	40.7	2.1	40.4	1.7	40.5	3.0	37.3	1.2
September	39.7	2.5	36.1	1.3	42.7	4.5	38.0	2.7	41.0	2.2	40.7	1.8	40.8	3.0	36.7	1.2
October	40.1	2.8	36.0	1.3	42.7	4.5	37.9	2.7	41.0	2.2	40.2	1.5	40.7	2.8	37.0	1.4
November	40.3	3.0	35.8	1.3	42.5	4.4	37.9	2.5	41.2	2.1	40.6	1.5	40.7	2.8	37.5	1.4
December	40.2	2.9	36.1	1.3	42.4	4.3	38.4	2.9	41.4	2.2	40.2	1.4	41.9	3.8	38.5	1.6
1959: January	39.8	2.6	36.0	1.1	42.4	4.2	38.0	2.4	41.1	2.1	40.9	1.7	41.1	3.2	39.1	2.0
February ³	40.3	2.9	36.7	1.4	42.5	4.4	38.0	2.3	41.0	2.2	40.3	1.2	41.7	3.8	38.9	1.8

¹ For comparability of data with those published in issues prior to August 1958, see footnote 1, table A-2.

² Covers premium overtime hours of production and related workers during the pay period ending nearest the 15th of the month. Overtime hours are those for which premiums were paid because the hours were in excess of the number of hours of either the straight-time workday or workweek. Weekend

and holiday hours are included only if premium wage rates were paid. Hours for which only shift differential, hazard, incentive, or other similar types of premiums were paid are excluded. These data are not available prior to 1956.

³ Preliminary.

SOURCE: U.S. Department of Labor, Bureau of Labor Statistics.

TABLE D-7. Indexes of wholesale prices, by major groups¹

[1947-49=100]

Year and month	All commodities	Farm products	Processed foods	All commodities other than farm and foods	Textile products and apparel	Hides, skins, leather, and leather products	Fuel, power, and lighting materials	Chemicals and allied products	Rubber and rubber products	Lumber and wood products	Pulp, paper, and allied products	Metals and metal products	Machinery and motive products	Furniture and other household durables	Nonmetallic minerals—structural	Tobacco manufactures and bottled beverages	Miscellaneous products
1947: Average	96.4	100.0	98.2	95.3	100.1	101.0	90.9	101.4	99.0	93.7	98.6	91.3	92.5	95.6	93.9	97.2	100.8
1948: Average	104.4	107.3	106.1	103.4	104.4	102.1	107.1	103.8	102.1	107.2	102.9	103.9	100.9	101.4	101.7	100.5	103.1
1949: Average	99.2	92.8	95.7	101.3	95.5	96.9	101.9	94.8	98.9	99.2	98.5	104.8	106.6	103.1	104.4	102.3	96.1
1950: Average	103.1	97.5	99.8	105.0	99.2	104.6	103.0	96.3	120.5	113.9	100.9	110.3	108.6	105.3	106.9	103.5	96.6
1951: Average	114.8	113.4	111.4	115.9	110.6	120.3	106.7	110.0	148.0	123.9	119.6	122.8	119.0	114.1	113.6	109.4	104.9
1952: Average	111.6	107.0	108.8	113.2	99.8	97.2	106.6	104.5	134.0	120.3	116.5	123.0	121.5	112.0	113.6	111.8	108.3
1953: Average	110.1	97.0	104.6	114.0	97.3	98.5	109.5	105.7	125.0	120.2	116.1	126.9	123.0	114.2	118.2	115.7	97.8
1954: Average	110.3	95.6	105.3	114.5	95.2	94.2	108.1	107.0	126.9	118.0	116.3	128.0	124.6	115.4	120.9	120.6	102.5
1955: Average	110.7	89.6	101.7	117.0	95.3	93.8	107.9	106.6	143.8	123.6	119.3	136.6	128.4	115.9	124.2	121.6	92.0
1956: Average	114.3	88.4	101.7	122.2	95.3	99.3	111.2	107.2	145.8	125.4	127.2	148.4	137.8	119.1	129.6	122.3	91.0
1957: Average	117.6	90.9	105.6	125.6	95.4	99.4	117.2	109.5	145.2	119.0	129.6	151.2	146.1	122.2	134.6	126.1	89.6
1958: Average	² 119.2	² 94.9	² 110.9	² 126.0	² 93.5	² 100.6	² 112.7	² 110.4	² 145.0	² 117.7	² 131.0	² 150.4	² 149.8	² 123.2	² 136.0	² 128.2	² 94.2
1955:																	
January	110.1	92.5	103.8	115.2	95.2	91.9	108.5	107.1	136.8	120.3	116.3	130.1	125.8	115.5	122.0	121.4	97.0
February	110.4	93.1	103.2	115.7	95.2	92.3	108.7	107.1	140.6	121.2	116.6	131.5	126.1	115.4	121.8	121.6	97.1
March	110.0	92.1	101.6	115.6	95.3	92.2	108.5	106.8	138.0	121.4	116.8	131.9	126.1	115.1	121.9	121.6	95.6
April	110.5	94.2	102.5	115.7	95.0	93.2	107.4	107.1	138.3	122.4	117.4	132.9	126.3	115.1	122.3	121.6	94.0
May	109.9	91.2	102.1	115.5	95.0	92.9	107.0	106.8	138.0	123.5	117.7	132.5	126.7	115.1	123.2	121.6	91.3
June	110.3	91.8	103.9	115.6	95.2	92.9	106.8	106.8	140.3	123.7	118.3	132.6	127.1	115.2	123.7	121.6	89.1
July	110.5	89.5	103.1	116.5	95.3	93.7	106.4	106.0	143.4	124.1	119.0	136.7	127.5	115.5	125.3	121.6	90.8
August	110.9	88.1	101.9	117.5	95.3	93.8	107.2	105.9	148.7	125.1	119.7	139.5	128.5	116.0	126.1	121.7	89.8
September	111.7	89.3	101.5	118.5	95.4	94.0	108.0	106.0	151.7	125.7	120.5	141.9	130.0	116.4	126.4	121.7	90.3
October	111.6	86.8	100.2	119.0	95.4	95.3	108.0	106.5	147.8	125.4	122.8	142.4	131.4	116.9	126.8	121.7	91.5
November	111.2	84.1	98.8	119.4	95.6	96.4	108.6	106.6	150.6	125.0	123.2	142.9	132.5	117.2	125.2	121.7	88.0
December	111.3	82.9	98.2	119.8	95.6	96.7	109.3	106.6	151.0	125.1	123.6	143.9	133.0	117.3	125.4	121.7	88.8
1956:																	
January	111.9	84.1	98.3	120.4	95.7	96.7	111.0	106.3	148.4	126.3	124.8	145.1	133.3	118.0	127.0	121.7	89.6
February	112.4	86.0	99.0	120.6	96.0	97.1	111.2	106.4	147.1	126.7	125.4	145.1	133.9	118.2	127.1	121.7	88.7
March	112.8	86.6	99.2	121.0	95.9	97.7	110.9	106.5	146.2	128.0	126.8	146.5	134.7	118.1	127.9	121.7	88.2
April	113.6	88.0	100.4	121.6	95.1	100.6	110.6	106.9	145.0	128.5	127.4	147.7	135.7	118.0	128.6	121.7	92.1
May	114.4	90.9	102.4	121.7	94.9	100.0	110.8	106.9	143.5	128.0	127.3	146.8	136.5	118.0	128.6	121.6	96.1
June	114.0	91.2	102.3	121.5	94.9	100.2	110.5	107.1	142.8	127.3	127.4	145.8	136.8	118.1	128.9	121.6	92.9
July	114.0	89.0	102.2	121.4	94.9	100.1	110.7	107.3	143.3	126.6	127.7	144.9	136.9	118.3	130.6	121.7	91.3
August	114.7	89.1	102.6	122.5	94.8	100.0	110.9	107.3	146.9	125.2	127.9	150.2	137.7	119.1	130.8	122.5	91.1
September	115.5	90.1	104.0	123.1	94.8	100.2	111.1	107.1	145.7	123.6	127.9	151.9	139.7	119.7	131.1	122.8	89.9
October	115.6	88.4	103.6	123.6	95.3	99.7	111.7	107.7	145.8	122.0	128.1	152.2	141.1	121.0	131.5	123.1	89.2
November	115.9	87.9	103.6	124.2	95.4	99.8	111.2	108.2	146.9	121.5	127.8	152.1	143.4	121.1	131.2	123.5	91.2
December	116.3	88.9	103.1	124.7	95.6	99.2	114.0	108.3	147.9	121.0	128.0	152.3	143.6	121.2	131.3	123.6	91.7
1957:																	
January	116.9	89.3	104.3	125.2	95.8	98.4	116.3	108.7	145.0	121.3	128.6	152.2	143.9	121.9	132.0	124.0	93.2
February	117.0	88.8	103.9	125.5	95.7	98.0	119.6	108.8	143.9	120.7	128.5	151.4	144.5	121.9	132.7	124.1	92.4
March	116.9	88.8	103.7	125.4	95.4	98.4	119.2	108.8	144.3	120.1	128.7	151.0	144.8	121.9	133.2	124.1	92.0
April	117.2	90.6	104.3	125.4	95.3	98.6	119.5	109.1	144.5	120.2	128.6	150.1	145.0	121.5	134.6	124.5	91.4
May	117.1	89.5	104.9	125.2	95.4	98.9	118.5	109.1	144.7	119.7	128.9	150.0	145.1	121.6	135.0	124.5	89.4
June	117.4	90.9	106.1	125.2	95.5	98.8	117.2	109.3	145.1	119.7	128.9	150.6	145.2	121.7	135.1	124.7	87.3
July	118.2	92.8	107.2	125.7	95.4	100.6	116.4	109.5	144.9	119.3	129.5	152.4	145.8	122.2	135.2	127.7	88.8
August	118.4	93.0	106.8	126.0	95.4	100.3	116.3	109.8	146.9	118.6	129.9	153.2	146.2	122.4	135.3	127.7	90.1
September	118.0	91.0	106.5	126.0	95.4	100.0	116.1	110.2	146.5	117.8	130.1	152.2	146.9	122.3	135.2	127.7	89.4
October	117.8	91.5	105.5	125.8	95.1	100.1	115.8	110.4	146.2	117.3	130.9	150.8	147.7	122.6	135.3	127.7	87.7
November	118.1	91.9	106.5	125.9	95.0	100.0	115.7	110.3	144.7	116.9	130.9	150.4	149.2	122.7	135.4	127.8	86.8
December	118.5	92.6	107.4	126.1	94.9	99.5	116.2	110.6	145.7	116.3	131.0	150.5	149.4	123.5	135.7	128.0	87.2
1958:																	
January	118.9	93.7	109.5	126.1	94.6	99.5	116.1	110.8	145.1	116.3	130.8	150.0	149.4	123.8	136.4	128.1	88.3
February	119.0	96.1	109.9	125.7	94.1	99.6	113.6	110.6	144.6	115.8	130.8	150.1	149.3	123.6	136.5	128.1	89.3
March	119.7	100.5	110.7	125.7	94.0	99.5	112.4	110.7	144.6	115.5	130.5	149.8	149.2	123.5	135.3	128.0	94.3
April	119.3	97.7	111.5	125.5	93.7	99.7	111.0	111.0	144.5	115.7	130.5	148.6	149.4	123.4	135.4	128.0	97.8
May	119.5	98.5	112.9	125.3	93.5	99.9	110.3	110.8	143.8	115.9	130.5	148.6	149.4	123.2	135.4	128.0	95.2
June	119.2	95.6	113.5	125.3	93.3	100.3	110.7	110.7	144.2	116.4	130.5	148.8	149.5	123.0	135.2	128.0	93.7
July	119.2	95.0	112.7	125.6	93.3	100.3	111.9	110.4	144.7	116.8	131.0	148.8	149.5	123.2	135.3	128.0	97.2
August	119.1	93.2	111.3	126.1	93.3	100.5	113.7	110.0	144.4	118.6	131.0	150.8	149.5	123.0	135.2	128.0	95.6
September	119.1	93.1	111.1	126.2	93.3	100.2	114.1	109.9	145.2	120.4	131.7	151.3	149.4	123.0	136.7	128.0	92.5
October	119.0	92.3	110.0	126.4	93.2	101.4	113.0	110.2	146.1	120.8	131.9	152.2	149.9	123.0	1		

TABLE D-8. Indexes of wholesale prices, by group and subgroup of commodities ¹

[1947-49=100, unless otherwise specified]

Commodity group	1959				1958								Annual average		
	Mar. ²	Feb.	Jan.	Dec.	Nov.	Oct.	Sept.	Aug.	July	June	May	Apr.	Mar.	1958 ²	1957
All commodities.....	119.6	119.5	119.5	119.2	119.2	119.0	119.1	119.1	119.2	119.2	119.5	119.3	119.7	119.2	117.6
Farm products.....	90.9	91.1	91.5	90.6	92.1	92.3	93.1	93.2	95.0	95.6	98.5	97.7	100.5	94.9	90.9
Fresh and dried fruits and vegetables.....	93.6	105.9	102.5	99.2	98.1	101.5	97.9	97.2	106.3	102.0	122.0	129.2	142.5	112.0	103.6
Grains.....	77.7	77.0	76.1	76.1	75.3	76.8	76.1	77.3	79.8	81.3	84.2	85.7	82.2	79.5	84.1
Livestock and live poultry.....	91.1	88.4	90.3	87.6	90.1	88.4	91.5	94.0	96.7	98.8	99.8	94.5	95.8	92.9	80.2
Plant and animal fibers.....	99.5	99.1	99.4	99.6	100.6	100.7	101.1	101.8	101.8	101.9	101.6	101.4	101.7	101.5	104.0
Fluid milk.....	93.7	95.5	95.7	96.2	96.6	96.2	95.8	93.5	92.0	90.2	90.5	91.7	95.7	94.6	96.0
Eggs.....	70.5	69.3	72.5	77.7	86.5	91.1	98.6	81.5	76.1	74.9	75.7	77.1	93.6	81.7	77.2
Hay, hayseeds, and oil seeds.....	78.4	78.0	76.4	75.0	74.0	73.3	72.2	75.9	76.2	79.3	79.7	79.9	79.4	76.9	82.0
Other farm products.....	133.8	134.8	134.5	136.4	137.7	138.8	137.3	139.5	139.9	141.4	142.0	142.3	143.4	140.4	144.6
Processed foods.....	107.2	107.6	108.7	108.8	109.5	110.0	111.1	111.3	112.7	113.5	112.9	111.5	110.7	110.9	105.6
Cereal and bakery products.....	119.0	117.7	117.5	117.4	118.0	118.2	117.8	116.9	117.5	118.5	117.9	118.4	117.8	117.9	116.9
Meats, poultry, and fish.....	99.6	100.9	103.3	101.4	92.5	103.5	107.1	108.2	112.1	114.1	112.8	108.5	105.9	106.7	91.9
Dairy products and ice cream.....	113.0	113.0	113.0	113.5	113.4	113.5	113.7	112.2	111.4	110.9	110.6	111.4	113.4	112.7	111.7
Canned and frozen fruits and vegetables.....	111.1	110.6	110.8	113.0	112.9	112.1	111.4	111.8	111.3	110.3	108.2	107.6	106.8	109.7	103.9
Sugar and confectionery.....	112.9	113.8	115.3	117.0	116.3	116.7	116.5	116.0	116.4	116.4	115.5	114.3	113.1	115.6	113.4
Packaged beverage materials.....	148.0	149.7	154.0	157.9	161.2	161.2	161.2	161.2	165.2	168.4	168.4	168.4	168.4	165.7	183.1
Animal fats and oils.....	57.0	57.1	57.9	60.7	68.2	75.4	74.7	80.4	74.1	73.4	72.7	72.3	73.7	72.0	75.6
Crude vegetable oils.....	53.7	53.6	53.9	54.1	57.5	56.1	55.3	56.6	57.0	58.8	63.9	64.1	63.6	60.1	65.7
Refined vegetable oils.....	59.3	59.3	59.8	63.8	63.8	63.4	64.5	67.5	67.5	70.0	70.9	70.9	70.9	67.9	70.1
Vegetable oil end products.....	74.4	75.0	76.8	76.8	79.4	80.4	81.3	81.6	82.6	83.2	85.2	85.1	85.8	82.8	86.1
Other processed foods.....	95.7	97.2	96.2	96.8	97.4	97.0	96.7	96.5	97.1	96.9	96.9	97.1	96.4	96.6	95.5
All commodities other than farm and foods.....	128.1	127.8	127.5	127.2	126.8	126.4	126.2	126.1	125.6	125.3	125.3	125.5	125.7	126.0	125.6
All commodities except farm products.....	124.4	124.2	124.2	124.0	123.7	123.5	123.5	123.4	123.3	123.1	123.1	123.0	123.0	123.3	122.1
Textile products and apparel.....	93.8	93.7	93.3	93.3	93.1	93.2	93.3	93.3	93.3	93.3	93.5	93.7	94.0	93.5	95.4
Cotton products.....	90.2	89.6	88.7	88.6	88.0	87.8	87.9	87.7	87.4	87.6	88.3	88.5	89.0	88.4	90.7
Wool products.....	97.6	97.7	97.4	97.5	97.9	98.4	99.6	100.4	100.5	101.3	100.5	101.6	102.8	100.8	109.5
Manmade fiber textile products.....	80.0	79.8	79.3	79.4	79.3	79.7	79.7	80.0	80.1	80.4	80.3	80.5	81.0	80.2	82.0
Silk products.....	112.1	109.3	104.7	105.1	106.0	107.1	115.8	116.3	116.2	109.9	116.1	116.5	116.1	113.5	122.1
Apparel.....	99.3	99.3	99.3	99.3	99.2	99.3	99.3	99.3	99.3	99.1	99.1	99.2	99.3	99.3	99.6
Other textile products.....	76.1	78.0	76.7	75.9	76.6	76.3	75.3	75.9	74.8	73.6	75.4	75.4	73.8	75.2	76.4
Hides, skins, leather, and leather products.....	108.5	105.4	104.1	103.6	102.3	101.4	100.2	100.5	100.3	100.3	99.9	99.7	99.5	100.6	99.4
Hides and skins.....	87.7	73.0	68.7	66.6	65.1	62.0	59.0	60.4	58.1	57.0	55.4	53.3	51.2	57.5	55.2
Leather.....	103.6	101.0	99.3	99.2	94.7	92.8	91.3	91.5	91.5	91.8	91.1	91.1	91.0	92.3	90.2
Footwear.....	123.6	123.3	123.2	123.1	122.9	122.8	121.9	121.8	121.8	121.8	121.8	121.7	121.9	122.1	121.1
Other leather products.....	103.7	101.0	99.2	98.2	97.4	97.2	96.7	96.8	97.1	97.3	97.3	97.6	97.5	97.5	98.0
Fuel, power, and lighting materials.....	115.0	114.8	113.9	112.9	112.6	113.0	114.1	113.7	111.9	110.7	110.3	111.0	112.4	112.7	117.2
Coal.....	124.6	126.2	125.3	123.7	123.8	123.8	122.7	121.9	121.1	120.3	119.7	119.8	126.2	122.9	124.4
Coke.....	170.4	170.4	163.1	161.9	161.9	161.9	161.9	161.9	161.9	161.9	161.9	161.9	161.9	161.9	161.7
Gas fuels.....	113.1	112.0	112.7	107.8	106.0	106.3	104.1	102.0	97.9	97.4	98.3	98.1	101.1	101.7	(5)
Electric power.....	100.9	100.8	100.7	100.7	100.8	100.9	100.8	100.8	100.1	100.1	100.0	100.0	100.1	100.4	(5)
Petroleum and products.....	119.9	119.5	118.2	117.2	116.9	117.5	119.7	119.2	117.1	115.3	114.7	115.8	117.0	117.7	127.0
Chemicals and allied products.....	109.8	109.9	110.2	110.0	110.2	110.2	109.9	110.0	110.4	110.7	110.8	111.0	110.7	110.4	109.5
Industrial chemicals.....	123.6	123.7	124.0	123.7	123.6	123.6	122.7	122.8	123.1	123.5	123.9	124.3	123.7	123.5	123.5
Prepared paint.....	128.4	128.4	128.2	128.2	128.2	128.2	128.2	128.2	128.2	128.4	128.4	128.4	128.4	128.3	126.3
Paint materials.....	101.3	101.4	102.5	102.8	102.7	102.8	102.9	103.3	103.4	103.4	103.9	104.0	104.4	103.6	100.5
Drugs and pharmaceuticals.....	92.8	93.0	93.0	93.2	93.2	93.9	94.4	94.4	94.4	94.5	94.3	94.1	94.0	94.0	93.3
Fats and oils, inedible.....	60.3	58.9	59.9	61.5	64.7	62.6	61.7	62.5	62.5	61.9	61.5	62.2	64.2	62.6	61.4
Mixed fertilizer.....	110.0	109.8	110.2	109.4	109.8	109.9	109.7	110.8	111.1	111.2	111.2	111.4	111.3	110.7	110.0
Fertilizer materials.....	107.5	107.5	107.6	105.3	105.2	106.3	104.3	104.4	108.0	110.3	110.3	110.3	110.3	108.0	106.8
Other chemicals and allied products.....	106.1	106.5	106.7	106.6	106.6	106.6	106.6	106.4	107.0	107.4	107.2	107.2	106.8	106.8	105.7
Rubber and rubber products.....	146.7	146.1	146.0	146.3	146.6	146.1	145.2	144.4	144.7	144.2	143.8	144.5	144.6	145.0	145.2
Crude rubber.....	142.4	139.4	138.9	137.8	142.6	140.1	135.7	134.3	133.0	129.4	127.7	131.2	131.3	134.0	141.3
Tires and tubes.....	151.9	151.9	151.9	152.8	152.8	152.8	152.8	152.8	152.1	152.1	152.1	152.1	152.1	152.4	150.9
Other rubber products.....	143.6	143.6	143.4	143.5	143.2	142.4	141.8	140.9	142.7	143.0	143.0	143.0	143.3	142.7	140.9
Lumber and wood products.....	124.1	122.5	120.5	119.8	120.0	120.8	120.4	118.6	118.8	116.4	115.9	115.7	115.5	117.7	119.0
Lumber.....	125.4	123.1	121.0	120.1	120.2	120.8	121.0	119.0	116.7	116.8	116.7	115.9	115.9	118.9	119.7
Millwork.....	130.2	130.2	130.2	130.5	130.5	130.5	127.6	126.8	127.3	127.1	127.1	127.6	127.6	128.2	128.3
Plywood.....	103.9	103.6	99.7	99.1	100.1	102.7	102.0	100.2	98.3	94.9	92.2	94.4	92.9	97.1	96.4
Pulp, paper, and allied products.....	132.0	131.7	131.5	131.3	131.9	131.9	131.7	131.0	131.0	130.5	130.5	130.5	130.5	131.0	129.6
Woodpulp.....	121.2	121.2	121.2	121.2	121.2	121.2	121.2	121.2	121.2	121.2	121.2	121.2	121.2	121.2	118.8
Wastepaper.....	115.7	107.1	101.0	95.8	111.3	111.3	106.4	87.0	86.1	71.8	71.8	75.3	75.3	88.3	77.2
Paper.....	142.1	142.1	142.1	142.1	142.1	142.0	141.8	141.8	141.8	141.8	141.8	142.9	143.0	142.3	141.9
Paperboard.....	136.2	136.2	136.2	136.2	136.2	136.2	136.2	136.0	136.0	136.0	136.0	136.1	136.2	136.2	136.3
Converted paper and paperboard products.....	127.6	127.6	127.7	127.8	127.9	127.9	127.9	127.8	127.9	128.0	127.2	127.2	127.2	127.6	126.1
Building paper and board.....	144.2	144.2	143.9	143.7	143.4	143.4	143.4	143.4	143.4	144.1	144.1	144.1	142.5	143.2	141.5
Metals and metal products.....	153.7	153.4	152.9	153.0	153.0	152.2	151.3	150.8	148.8	148.8	148.6	148.6	149.8	150.4	

TABLE D-8. Indexes of wholesale prices, by group and subgroup of commodities¹—Continued

[1947-49=100, unless otherwise specified]

Commodity group	1959			1958									Annual average		
	Mar. ²	Feb.	Jan.	Dec.	Nov.	Oct.	Sept.	Aug.	July	June	May	Apr.	Mar.	1958 ³	1957
Machinery and motive products.....	152.1	152.0	151.8	151.5	151.2	149.9	149.4	149.5	149.5	149.5	149.4	149.4	149.2	149.8	146.1
Agricultural machinery and equipment.....	143.3	143.0	142.9	142.7	141.5	139.2	138.9	137.7	138.4	138.3	138.4	138.5	138.3	139.0	133.6
Construction machinery and equipment.....	171.6	171.4	170.9	170.3	168.0	166.8	166.0	165.6	165.6	165.5	165.5	165.4	165.4	166.3	160.0
Metalworking machinery and equipment.....	172.0	171.0	170.8	170.6	170.2	170.0	169.3	169.3	169.7	169.4	169.6	170.7	170.7	170.1	167.0
General purpose machinery and equipment.....	163.8	163.9	163.0	162.3	161.6	160.2	159.3	158.8	159.7	160.0	159.6	159.4	159.2	160.0	157.6
Miscellaneous machinery.....	149.3	149.0	148.6	148.4	147.9	147.6	147.4	147.6	147.5	147.7	147.6	149.0	148.9	148.1	145.2
Electrical machinery and equipment.....	152.6	152.5	152.6	152.4	152.4	152.7	152.7	152.8	152.6	152.7	152.3	151.8	151.3	152.2	149.0
Motor vehicles.....	143.2	143.2	143.1	143.1	142.8	139.7	139.0	139.0	139.0	139.0	139.0	139.0	139.1	139.7	135.4
Furniture and other household durables.....	123.4	123.3	123.3	122.8	122.7	123.0	123.0	123.0	123.2	123.0	123.2	123.4	123.5	123.2	122.2
Household furniture.....	124.1	124.1	124.1	123.9	123.7	123.0	122.8	122.6	122.6	122.5	122.8	122.8	122.8	123.0	122.5
Commercial furniture.....	155.0	155.0	155.0	155.0	155.0	155.0	155.0	155.0	155.0	154.2	154.2	154.2	154.2	154.6	150.4
Floor covering.....	127.2	126.3	126.1	126.1	126.1	126.1	126.2	126.7	126.7	127.9	128.5	128.5	129.4	128.2	133.4
Household appliances.....	104.8	104.8	105.0	103.8	103.8	104.2	104.0	104.7	104.8	104.9	104.9	105.3	105.3	104.7	105.5
Television, radio receivers, and phonographs.....	93.2	93.2	93.2	92.5	92.7	94.9	94.9	94.9	95.0	93.7	94.3	94.7	94.7	94.4	94.4
Other household durable goods.....	156.0	156.0	155.5	155.5	155.0	155.0	154.9	154.7	155.1	155.2	155.1	155.1	155.0	155.1	148.3
Nonmetallic minerals—structural.....	137.7	137.5	137.2	136.9	136.7	136.7	136.7	135.2	135.3	135.2	135.4	135.4	135.3	136.0	134.6
Flat glass.....	135.2	135.2	135.2	135.2	135.0	135.0	135.0	135.3	135.7	135.7	135.7	135.7	135.7	135.4	135.7
Concrete ingredients.....	140.2	140.2	139.2	139.2	139.1	139.1	139.1	139.1	139.0	138.9	139.0	138.9	138.7	139.0	136.0
Concrete products.....	129.1	129.0	128.6	128.4	128.1	128.1	127.9	128.1	128.4	128.3	128.2	127.9	127.9	126.4	126.4
Structural clay products.....	159.9	159.6	159.3	158.8	158.4	158.2	158.2	155.6	155.6	155.6	155.6	155.5	155.5	155.5	154.0
Gypsum products.....	133.1	133.1	133.1	133.1	133.1	133.1	133.1	133.1	133.1	133.1	133.1	133.1	133.1	132.1	127.1
Prepared asphalt roofing.....	119.8	119.8	118.5	118.5	118.5	118.5	118.5	103.3	103.3	103.3	106.1	107.2	107.2	112.8	122.3
Other nonmetallic minerals.....	132.7	131.7	131.4	131.4	131.2	131.2	131.2	131.2	131.2	131.2	131.2	131.2	131.1	131.2	128.0
Tobacco manufactures and bottled beverages.....	132.1	128.9	128.6	128.6	128.7	128.8	128.0	128.0	128.0	128.0	128.0	128.0	128.0	128.2	126.1
Cigarettes.....	134.8	134.8	134.8	134.8	134.8	134.8	134.8	134.8	134.8	134.8	134.8	134.8	134.8	134.8	129.4
Cigars.....	106.6	106.6	106.6	106.6	106.6	106.6	106.6	106.6	106.6	106.6	106.6	106.6	106.6	106.6	105.0
Other tobacco manufactures.....	150.9	148.3	139.7	139.7	139.7	139.7	139.7	139.7	139.7	139.7	139.7	139.7	139.7	140.5	136.0
Alcoholic beverages.....	121.7	121.7	121.7	121.7	121.7	121.7	120.1	120.1	120.1	120.1	120.1	120.1	120.1	120.1	119.5
Nonalcoholic beverages.....	171.1	148.9	148.9	148.9	149.3	149.3	149.3	149.3	149.3	149.3	149.3	149.3	149.3	149.3	149.2
Miscellaneous products.....	97.0	98.5	100.8	100.9	93.2	91.2	92.5	95.6	97.2	93.7	96.2	97.8	94.3	94.2	89.6
Toys, sporting goods, small arms, and ammunition.....	117.1	117.9	117.8	118.6	118.6	118.6	119.3	119.1	119.1	119.1	119.1	119.1	119.1	119.0	117.7
Manufactured animal feeds.....	79.6	82.2	86.2	86.4	72.6	69.0	71.4	76.8	79.7	73.3	78.0	80.9	74.6	74.4	67.3
Notions and accessories.....	97.5	97.5	97.5	97.5	97.5	97.5	97.5	97.5	97.5	97.5	97.5	97.5	97.5	97.5	97.3
Jewelry, watches, and photographic equipment.....	108.2	108.1	108.1	107.9	107.9	107.8	107.7	107.7	107.8	107.8	107.3	107.3	107.4	107.6	107.5
Other miscellaneous products.....	132.6	132.4	132.6	132.4	132.2	132.2	132.4	132.4	132.3	132.6	132.4	132.4	131.9	132.2	128.4

¹ See Note and footnote 1, table D-7.² Preliminary.³ Revised.⁴ January 1958=100.

* Not available.

SOURCE: U.S. Department of Labor, Bureau of Labor Statistics

TABLE D-9. Indexes of wholesale prices for special commodity groupings¹

[1947-49=100]

Commodity group	1959			1958									Annual average		
	Mar. ²	Feb.	Jan.	Dec.	Nov.	Oct.	Sept.	Aug.	July	June	May	Apr.	Mar.	1958 ³	1957
All foods.....	104.1	105.4	106.3	106.3	107.4	108.3	109.3	108.5	110.2	110.6	111.7	111.2	112.4	109.5	104.0
All fish.....	128.2	133.7	135.4	134.8	128.3	129.6	130.1	129.9	131.2	131.5	128.6	122.9	124.8	128.5	119.4
Special metals and metal products.....	150.9	150.7	150.4	150.4	150.4	148.8	147.9	147.5	146.2	146.3	146.1	146.1	146.9	147.6	146.9
Metalworking machinery.....	180.0	178.7	178.2	177.8	177.8	177.4	178.0	178.1	178.0	178.0	178.0	178.0	178.0	178.0	176.1
Machinery and equipment.....	157.1	156.9	156.6	156.3	155.9	155.4	155.1	155.0	155.2	155.2	155.0	155.0	154.8	155.2	151.9
Agricultural machinery (including tractors).....	144.8	144.5	144.4	143.9	142.5	139.9	139.5	138.4	138.9	138.7	138.7	138.8	138.7	139.6	133.7
Total tractors.....	153.3	153.1	152.7	152.5	150.1	148.2	147.0	146.1	147.0	146.8	146.8	147.0	147.3	147.8	141.3
Steel-mill products.....	188.2	188.4	188.4	188.3	188.3	187.6	188.1	187.8	183.0	183.0	183.1	183.1	183.1	185.1	178.9
Construction materials ⁴	133.8	133.3	132.4	132.0	132.0	132.1	132.0	130.6	129.6	129.5	129.2	129.0	129.4	130.5	130.6
Soaps.....	108.6	109.2	110.5	108.6	108.5	108.5	109.8	107.7	107.7	107.7	109.0	109.0	107.1	108.1	104.5
Synthetic detergents.....	101.3	101.3	101.3	101.3	101.3	101.3	101.3	101.3	101.3	101.3	101.0	101.0	101.0	101.2	99.0
Refined petroleum products.....	118.1	117.6	115.8	114.3	113.9	114.6	117.2	116.6	114.1	111.9	111.1	112.6	113.9	114.8	125.8
East Coast petroleum.....	111.3	111.3	110.0	109.3	108.0	108.0	109.2	108.4	107.7	108.6	108.6	111.0	112.3	110.2	122.0
Mid-continent petroleum.....	122.6	120.1	117.7	116.6	116.6	118.1	117.5	116.4	112.0	112.0	108.7	110.8	110.7	114.5	124.3
Gulf Coast petroleum.....	121.3	121.3	120.3	117.6	116.6	116.3	120.6	120.6	119.7	114.3	114.3	114.3	117.2	117.7	128.8
Pacific Coast petroleum.....	108.1	112.4	109.4	107.5	110.6	110.6	121.3	118.3	112.2	116.4	117.7	120.4	117.3	117.3	132.3
Pulp, paper and products, excl. bldg. paper.....	131.6	131.3	131.2	130.0	131.6	131.6	131.4	130.7	130.6	130.1	130.2	130.2	130.2	130.7	129.3
Bituminous coal, domestic sizes.....	125.3	128.9	128.9	126.3	126.1	125.6	124.2	123.0	120.8	118.8	117.2	117.4	125.5	123.0	121.5
Lumber and wood products, excl. millwork.....	123.6	121.7	119.2	118.3	118.6	119.6	119.6	117.6	115.4	114.9	114.3	114.0	113.7	116.2	117.7

¹ See Note and footnote 1, table D-7.² Preliminary. ³ Revised.⁴ This index was formerly Building materials.

SOURCE: U.S. Department of Labor, Bureau of Labor Statistics.

TABLE D-10. Indexes of wholesale prices, by stage of processing ¹

[1947-49=100]

Commodity group	1959			1958									Annual average		
	Mar. ²	Feb.	Jan.	Dec.	Nov.	Oct.	Sept.	Aug.	July	June	May	Apr.	Mar.	1958 ²	1957
All commodities.....	119.6	119.5	119.5	119.2	119.2	119.0	119.1	119.1	119.2	119.2	119.5	119.3	119.7	119.2	117.6
Crude materials for further processing.....	98.9	98.0	98.1	97.0	98.4	98.0	98.4	99.1	100.0	100.7	101.7	100.3	101.5	99.4	97.2
Crude foodstuffs and feedstuffs.....	89.9	89.0	89.7	88.4	89.9	89.3	90.7	92.1	94.3	95.7	97.7	95.4	96.7	92.8	87.7
Crude nonfood materials except fuel.....	112.7	111.3	110.5	110.1	111.2	111.1	109.6	109.3	107.7	107.0	106.0	106.3	107.1	108.4	112.5
Crude nonfood materials, except fuel, for manufacturing.....	111.4	109.8	109.0	108.6	109.8	109.7	108.1	107.8	106.0	105.2	104.1	104.4	105.3	106.8	111.5
Crude nonfood materials, except fuel, for construction.....	140.2	140.2	140.2	139.2	139.1	139.1	139.1	139.0	138.9	139.0	138.9	138.9	138.7	139.0	136.0
Crude fuel.....	125.4	126.4	126.1	123.5	123.0	123.1	121.8	120.6	118.8	118.2	117.9	117.9	123.4	121.2	119.7
Crude fuel for manufacturing.....	124.9	125.9	125.7	123.1	122.6	122.7	121.4	120.3	118.5	117.9	117.6	117.7	123.0	120.9	119.4
Crude fuel for nonmanufacturing industry.....	126.3	127.2	126.7	124.1	123.6	123.7	122.3	121.1	119.2	118.5	118.3	124.1	121.8	121.8	120.1
Intermediate materials, supplies, and components.....	126.7	126.5	126.3	126.3	125.7	125.4	125.3	125.0	124.7	124.9	124.9	125.1	125.0	125.3	125.1
Intermediate materials and components for manufacturing.....	128.2	128.0	127.7	127.8	127.8	127.6	127.3	127.2	126.7	126.9	126.8	126.9	127.1	127.2	126.9
Intermediate materials for food manufacturing.....	97.7	98.5	99.2	100.4	101.2	101.4	101.5	101.8	102.6	103.4	103.5	103.2	102.4	102.2	99.9
Intermediate materials for nondurable manufacturing.....	105.2	104.8	104.5	104.5	104.3	104.2	104.1	104.2	104.3	104.5	104.6	105.0	105.2	104.7	105.7
Intermediate materials for durable manufacturing.....	157.6	157.1	156.6	156.6	156.6	156.2	155.4	155.0	152.9	152.9	152.9	152.9	152.9	154.3	153.2
Components for manufacturing.....	151.1	151.0	150.8	150.7	150.7	150.2	149.8	149.5	149.5	149.4	149.0	148.5	148.8	149.5	148.3
Materials and components for construction.....	135.7	135.3	134.5	134.2	134.1	134.2	133.7	132.7	132.1	132.1	132.0	131.8	131.9	132.9	132.9
Processed fuels and lubricants.....	107.4	106.8	105.9	105.6	105.4	105.6	107.7	107.6	106.0	105.0	104.6	105.4	106.1	106.5	113.0
Processed fuels and lubricants for manufacturing.....	106.6	106.2	105.3	105.0	104.8	104.9	106.6	106.5	105.1	104.5	104.2	105.0	105.7	105.8	111.2
Processed fuels and lubricants for nonmanufacturing industry.....	108.7	108.0	106.9	106.6	106.5	106.9	109.6	109.5	107.6	106.0	105.4	106.2	107.0	107.7	116.0
Containers, nonreturnable.....	137.8	138.0	137.8	138.7	138.0	137.9	137.7	137.7	137.5	137.4	137.5	137.1	137.0	137.4	134.3
Supplies.....	117.2	117.6	118.7	118.6	114.9	113.5	113.7	114.8	116.1	114.6	116.3	117.3	115.5	115.1	112.5
Supplies for manufacturing.....	141.6	141.3	140.6	140.5	140.3	140.5	139.3	138.2	139.1	139.4	139.6	140.6	140.4	139.9	137.6
Supplies for nonmanufacturing industry.....	105.6	106.2	107.9	107.9	103.0	101.0	101.8	103.5	105.0	102.9	105.1	104.1	103.7	103.4	101.1
Manufactured animal feeds.....	78.7	80.9	85.2	85.6	72.4	66.9	69.5	74.0	77.7	71.7	76.9	79.8	73.4	73.0	67.6
Other supplies.....	121.3	121.1	121.1	120.9	120.9	121.0	120.7	120.9	121.0	121.2	121.6	121.6	121.2	121.2	120.7
Finished goods (goods to users, including raw foods and fuels).....	120.5	120.7	120.8	120.5	120.6	120.6	120.9	120.6	120.8	120.7	121.0	120.9	121.4	120.8	118.1
Consumer finished goods.....	112.6	112.9	113.1	112.8	113.0	113.3	113.7	113.3	113.7	113.6	113.9	113.7	114.4	113.5	111.1
Consumer foods.....	105.5	106.8	107.8	107.6	108.5	109.6	110.8	110.0	111.5	111.6	112.5	111.9	113.1	110.5	104.5
Consumer crude foods.....	89.4	94.0	95.1	95.5	97.8	100.6	100.6	94.1	95.7	93.2	102.4	105.9	117.3	101.0	95.0
Consumer processed foods.....	109.0	109.3	110.5	110.2	110.9	111.5	113.0	113.3	114.8	115.5	114.7	113.3	112.4	112.6	106.4
Consumer other nondurable goods.....	113.7	113.1	112.7	112.2	112.0	112.2	112.2	112.0	111.4	111.0	110.9	111.1	111.5	111.7	112.4
Consumer durable goods.....	126.4	126.4	126.4	126.1	126.0	125.0	124.6	124.6	124.7	124.7	124.7	124.8	124.9	125.0	123.3
Producer finished goods.....	152.7	152.4	152.2	152.0	151.6	150.3	150.1	150.0	150.0	150.0	150.0	150.1	150.0	150.3	146.7
Producer goods for manufacturing industries.....	157.6	157.2	157.1	156.7	156.3	155.0	154.8	154.6	154.6	154.7	154.7	154.7	154.5	155.0	151.2
Producer goods for nonmanufacturing industries.....	148.5	148.4	148.2	148.0	147.5	146.3	146.1	146.2	146.0	146.0	146.0	146.3	146.3	146.4	142.9

¹ See footnote 1, table D-7.
² Preliminary. ³ Revised.

NOTE: For a description of these series, see New BLS Economic Sector Indexes of Wholesale Prices, Monthly Labor Review, December 1955 (p. 1448).

SOURCE: U.S. Department of Labor, Bureau of Labor Statistics.

TABLE D-11. Indexes of wholesale prices, by durability of product

[1947-49=100]

Commodity group	1959			1958									Annual average		
	Mar. ¹	Feb.	Jan.	Dec.	Nov.	Oct.	Sept.	Aug.	July	June	May	Apr.	Mar.	1958 ¹	1957
All commodities.....	119.6	119.5	119.5	119.2	119.2	119.0	119.1	119.1	119.2	119.2	119.5	119.3	119.7	119.2	117.6
Total durable goods.....	145.4	145.1	144.7	144.5	144.4	143.7	143.2	142.8	142.1	142.1	141.9	141.9	142.2	142.8	141.4
Total nondurable goods.....	105.5	105.5	105.7	105.4	105.5	105.6	106.1	106.2	106.8	106.8	107.3	107.1	107.5	106.4	104.7
Total manufactures.....	125.4	125.3	125.2	125.1	124.8	124.5	124.6	124.6	124.6	124.5	124.5	124.5	124.3	124.5	123.2
Durable manufactures.....	146.4	146.2	145.8	145.6	145.4	144.7	144.3	143.9	143.3	143.3	143.2	143.3	143.4	144.0	142.0
Nondurable manufactures.....	108.8	108.7	108.9	108.8	108.4	108.5	109.1	109.4	109.8	109.7	109.7	109.6	109.2	109.2	108.4
Total raw or slightly processed goods.....	100.1	100.2	100.3	99.5	100.6	100.8	101.0	100.6	101.3	101.4	103.1	102.6	104.9	101.6	98.9
Durable raw or slightly processed goods.....	116.2	115.5	113.4	111.7	114.4	113.7	111.5	111.7	106.8	106.1	102.9	103.1	105.9	108.3	122.3
Nondurable raw or slightly processed goods.....	99.2	99.3	99.6	98.8	99.8	100.0	100.4	100.0	101.0	101.2	103.2	102.6	104.8	101.2	97.7

¹ Preliminary.
² Revised.

NOTE: For a description of these series and data beginning with 1947, see Wholesale Prices and Price Indexes, 1957, BLS Bull. 1235 (1958).

SOURCE: U.S. Department of Labor, Bureau of Labor Statistics.

E.—Work Stoppages

TABLE E-1. Work stoppages resulting from labor-management disputes ¹

Month and year	Number of stoppages		Workers involved in stoppages		Man-days idle during month or year	
	Beginning in month or year	In effect during month	Beginning in month or year	In effect during month	Number	Percent of estimated working time
1935-39 (average).....	2,862		1,130,000		16,900,000	0.27
1947-49 (average).....	3,573		2,380,000		39,700,000	.46
1945.....	4,750		3,470,000		38,000,000	.47
1946.....	4,985		4,600,000		116,000,000	1.43
1947.....	3,693		2,170,000		34,600,000	.41
1948.....	3,419		1,960,000		34,100,000	.37
1949.....	3,606		3,030,000		50,500,000	.59
1950.....	4,843		2,410,000		38,800,000	.44
1951.....	4,737		2,220,000		22,900,000	.23
1952.....	5,117		3,540,000		59,100,000	.57
1953.....	5,091		2,400,000		28,300,000	.26
1954.....	3,468		1,530,000		22,600,000	.21
1955.....	4,320		2,650,000		28,200,000	.26
1956.....	3,825		1,900,000		33,100,000	.29
1957.....	3,673		1,390,000		16,500,000	.14
1958: March ²	200	300	165,000	200,000	1,200,000	.13
April ²	275	375	110,000	160,000	1,250,000	.13
May ²	350	475	150,000	200,000	2,000,000	.21
June ²	350	500	160,000	250,000	1,650,000	.18
July ²	350	525	160,000	240,000	1,700,000	.18
August ²	300	475	140,000	250,000	2,000,000	.22
September ²	400	575	400,000	500,000	2,500,000	.28
October ²	300	525	450,000	525,000	5,250,000	.53
November ²	200	400	225,000	300,000	2,500,000	.30
December ²	150	300	60,000	180,000	2,000,000	.21
1959: January ²	225	325	75,000	150,000	2,000,000	.23
February ²	200	300	75,000	140,000	1,500,000	.18
March ²	250	350	90,000	150,000	1,000,000	.11

¹ The data include all known work stoppages involving six or more workers and lasting a full day or shift or longer. Figures on workers involved and man-days idle cover all workers made idle for as long as one shift in establishments directly involved in a stoppage. They do not measure the indirect or secondary effects on other establishments or industries whose employees are made idle as a result of material or service shortages.

² Preliminary.

NOTE: For a description of this series, see Techniques of Preparing Major BLS Statistical Series, BLS Bull. 1168 (1954).

SOURCE: U.S. Department of Labor, Bureau of Labor Statistics.

TABLE F-2. Contract awards: Public construction, by ownership and type of construction ¹

Ownership and type of construction	Value (in millions of dollars)														
	1959		1958										1958	1957	
	Feb.	Jan.	Dec.	Nov.	Oct.	Sept.	Aug.	July	June	May	Apr.	Mar.	Feb.	Total	Total
Total public construction	718.4	847.3	986.8	812.6	954.4	1,177.7	1,277.6	1,252.1	1,812.8	1,608.0	1,165.5	941.5	822.6	13,508.1	11,473.8
Federally owned ²	111.1	136.4	238.3	111.9	121.0	222.7	223.6	166.8	695.2	474.2	273.9	189.7	121.9	2,959.4	2,317.3
Residential buildings.....	.7	3.2	2.2	7.8	22.7	86.4	115.1	42.4	101.3	52.4	29.2	33.0	52.0	592.0	406.2
Nonresidential buildings.....	37.1	73.4	87.7	39.3	41.5	28.3	54.6	44.8	239.8	184.9	122.8	79.0	22.2	987.7	776.6
Educational.....	2.9	1.3	8.2	3.2	.8	.6	2.2	1.8	13.8	5.0	6.3	5.8	3.2	51.7	48.4
Hospital and institutional.....	3.0	12.6	22.4	3.4	.8	.1	1.2	.4	11.2	27.0	12.9	14.7	.3	95.2	78.9
Administrative and service.....	4.1	10.3	15.9	10.8	10.4	6.9	1.2	14.0	37.8	29.1	24.7	16.2	6.4	183.9	148.3
Other nonresidential buildings.....	27.1	49.2	41.2	21.9	29.5	20.7	50.0	28.6	177.0	123.8	78.9	42.3	12.3	656.9	500.9
Airfield buildings.....	12.6	22.4	11.0	5.9	1.5	.4	11.9	9.0	63.6	37.7	38.1	13.9	1.9	196.7	98.9
Troop housing.....	1.2	5.2	1.3	1.1	4.3	1.8	5.7	3.9	36.2	22.5	8.0	4.0	.5	89.3	60.9
Warehouses.....	.7	1.4	1.2	1.8	.1	.9	1.8	1.6	10.2	9.2	3.5	4.4	1.0	36.5	35.0
Airfields ³	12.6	20.2	27.7	13.1	23.6	17.6	30.6	14.1	67.0	54.4	29.3	20.0	8.9	334.4	306.1
Conservation and development.....	17.5	23.7	28.1	14.7	11.4	2.7	21.4	53.2	150.3	120.3	29.7	18.0	17.5	475.6	182.2
Highways.....	46.4	19.2	51.5	17.0	29.4	23.2	23.3	6.1	133.1	73.9	68.5	28.5	12.7	475.2	563.8
Electric power.....	.5	3.2	2.0	2.0	9.9	8.0	3.4	9.3	25.4	11.8	9.9	3.6	5.4	95.5	91.5
All other federally owned.....	1.7	4.2	31.0	26.9	1.0	18.2	1.9	6.3	13.9	13.1	3.4	16.6	4.0	137.8	140.3
State and locally owned	7.2	9.5	35.8	4.2	5.1	55.9	3.9	4.7	31.4	17.8	10.4	11.0	8.1	195.6	156.8
Residential buildings.....	607.3	710.9	748.5	700.7	833.4	955.0	1,054.0	1,085.3	1,117.6	1,133.8	891.6	751.8	700.7	10,548.7	9,156.5
Nonresidential buildings.....	16.0	34.7	20.1	26.9	31.7	64.8	35.8	31.9	67.6	70.3	47.2	30.9	30.7	479.7	326.7
Educational.....	208.6	226.1	271.9	246.0	286.7	271.0	325.9	327.0	335.6	355.9	326.5	311.0	279.2	3,576.2	3,409.4
Hospital and institutional.....	149.1	144.1	178.2	162.0	196.6	197.3	227.1	225.1	212.3	229.2	208.8	213.2	188.3	2,407.6	2,450.5
Administrative and service.....	29.7	15.1	20.2	14.4	17.3	19.6	31.4	36.7	55.8	36.4	32.5	37.3	17.9	334.5	287.1
Other nonresidential buildings.....	10.3	18.7	45.2	40.8	28.1	25.7	34.8	35.8	40.6	53.4	40.5	31.6	48.4	455.6	315.4
Highways.....	19.5	48.2	28.3	28.8	44.7	28.4	32.6	29.4	26.9	36.9	44.7	28.9	24.6	378.5	356.4
Sewer and water systems.....	249.3	320.5	343.6	336.3	387.5	420.2	519.0	525.6	461.0	418.8	365.5	291.4	213.2	4,489.3	3,825.1
Sewer.....	106.4	94.4	82.1	67.0	74.9	76.6	91.0	116.1	104.7	129.2	95.9	80.4	56.9	1,050.0	1,034.2
Water.....	52.5	51.4	56.2	51.8	50.5	49.3	66.9	77.3	74.5	73.1	66.0	48.9	37.9	619.4	619.4
Public service enterprises.....	53.9	43.0	25.9	15.2	24.4	27.3	24.1	38.8	30.2	56.1	29.9	31.5	19.0	341.8	414.8
Electric power.....	14.3	15.3	13.6	10.9	21.8	89.4	53.9	55.4	114.0	137.4	24.5	24.4	108.2	669.5	364.2
Other.....	7.4	9.5	8.8	6.1	6.0	69.4	21.2	18.9	84.2	107.3	12.1	6.1	102.9	219.5	164.1
Conservation and development.....	6.9	5.8	4.8	4.8	15.8	20.0	32.7	36.5	29.8	30.1	12.4	18.3	5.3	123.3	112.7
All other State and locally owned.....	6.0	8.0	10.9	5.8	12.5	12.0	12.2	9.0	17.1	6.4	15.7	3.4	7.5	160.7	84.2

¹ Includes major force account projects started (construction done directly by a government agency using a separate work force to perform nonmaintenance construction on the agency's own property).

² Includes construction contracts awarded under Lease-Purchase programs which terminated with P.L. 85-844, approved August 28, 1958.

³ Beginning with January 1953, includes missile launching facilities which were previously included under All other federally owned.

SOURCE: U.S. Department of Labor, Bureau of Labor Statistics and U.S. Department of Commerce, Business and Defense Services Administration.

TABLE F-6. Number of new permanent nonfarm dwelling units started, by ownership and location, and construction cost¹

Period	Number of new dwelling units started									Estimated construction cost ¹ (in thousands)			
	Total	Privately owned	Publicly owned	Location						Total	Privately owned	Publicly owned	
				Metropolitan places	Nonmetropolitan places	North-east	North Central	South	West				
1950	1,396,000	1,352,200	43,800	1,021,600	374,000	(2)	(2)	(2)	(2)	(2)	\$11,788,595	\$11,418,371	\$370,224
1951	1,091,300	1,020,100	71,200	776,800	314,500	(2)	(2)	(2)	(2)	(2)	9,800,892	9,186,123	614,769
1952	1,127,000	1,068,500	58,500	794,900	332,100	(2)	(2)	(2)	(2)	(2)	10,208,983	9,706,276	502,707
1953	1,103,800	1,068,300	35,500	803,500	300,300	(2)	(2)	(2)	(2)	(2)	10,488,003	10,181,185	306,818
1954	1,220,400	1,201,700	18,700	896,900	323,500	243,100	325,800	359,700	291,800	12,478,237	12,309,200	169,037	
1955	1,328,900	1,309,500	19,400	975,800	353,100	273,100	356,000	389,000	310,800	14,544,647	14,345,829	198,818	
1956	1,118,100	1,093,900	24,200	779,800	338,300	228,800	303,100	334,200	252,000	13,077,027	12,814,776	262,251	
1957	1,041,900	992,800	49,100	699,700	342,200	195,500	258,400	346,300	241,700	12,693,995	12,126,800	567,195	
1958 ³	1,209,400	1,141,500	67,900	827,000	382,400	210,900	289,600	413,300	295,600	14,499,360	13,678,459	820,901	
1954: First quarter	236,800	232,200	4,600	174,300	62,500	47,400	52,700	77,600	59,100	2,240,448	2,199,446	41,002	
Second quarter	332,700	326,500	6,200	244,000	88,700	67,300	98,400	90,900	76,100	3,454,571	3,398,898	55,673	
Third quarter	346,000	339,300	6,700	252,800	93,200	72,500	97,800	99,900	75,800	3,690,366	3,528,471	61,895	
Fourth quarter	304,900	303,700	1,200	225,800	79,100	55,900	76,900	91,300	80,800	3,192,852	3,182,385	10,467	
1955: First quarter	291,300	288,000	3,300	221,800	69,500	53,100	63,400	95,900	78,900	3,076,198	3,043,959	32,239	
Second quarter	404,100	397,000	7,100	294,800	109,300	89,100	116,600	109,700	88,700	4,416,285	4,349,159	67,126	
Third quarter	362,300	357,800	4,500	263,400	98,900	75,400	108,000	99,400	79,500	4,025,441	3,981,182	44,259	
Fourth quarter	271,200	266,700	4,500	195,800	75,400	55,500	68,000	84,000	63,700	3,026,723	2,971,529	55,194	
1956: First quarter	252,100	244,600	7,500	183,800	68,300	45,700	58,200	83,200	65,000	2,846,008	2,761,446	84,562	
January	75,100	73,700	1,400	54,300	20,800	12,400	15,700	27,200	19,800	814,448	800,665	13,783	
February	78,400	77,000	1,400	57,600	20,800	14,400	16,400	26,800	20,800	887,138	871,700	15,438	
March	98,500	93,900	4,700	71,900	26,700	18,900	26,100	29,200	24,400	1,144,422	1,089,081	55,341	
Second quarter	332,500	325,300	7,200	228,300	104,200	72,300	98,100	93,200	68,900	3,923,607	3,844,192	79,415	
April	111,400	109,900	1,500	76,200	35,200	23,400	33,600	31,100	23,300	1,309,175	1,293,488	15,687	
May	113,700	110,800	2,900	77,600	36,100	24,700	33,300	32,800	22,900	1,346,687	1,312,890	33,697	
June	107,400	104,600	2,800	74,500	32,900	24,200	31,200	29,300	22,700	1,267,845	1,237,814	30,031	
Third quarter	298,900	292,900	6,000	202,900	96,000	61,800	87,200	86,500	63,400	3,632,193	3,471,787	60,406	
July	101,100	99,000	2,100	69,700	31,400	21,800	29,900	27,700	21,700	1,201,139	1,201,139	21,873	
August	103,900	103,200	700	70,900	33,000	19,200	28,100	30,700	23,200	1,227,269	1,222,281	4,988	
September	93,900	90,700	3,200	62,300	31,600	19,200	28,100	28,100	18,500	1,103,785	1,070,240	33,545	
Fourth quarter	234,600	231,100	3,500	164,800	69,800	49,000	59,600	71,300	54,700	2,775,219	2,737,351	37,868	
October	93,600	91,200	2,400	64,900	28,700	20,100	26,200	27,500	19,800	1,103,963	1,078,142	25,821	
November	77,400	77,000	400	54,800	22,600	16,500	19,200	22,700	19,000	830,642	825,991	4,651	
December	63,600	62,900	700	45,100	18,500	12,400	14,200	21,100	15,900	740,614	733,218	7,396	
1957: First quarter	217,000	202,500	14,500	149,100	67,900	33,800	46,800	80,000	66,400	2,608,458	2,432,406	177,052	
January	64,200	60,100	4,100	44,000	20,200	9,300	10,700	25,000	20,000	752,234	704,917	47,317	
February	65,800	63,100	2,700	46,600	19,200	9,700	14,000	24,600	17,500	784,019	751,813	32,206	
March	87,000	79,300	7,700	58,500	28,500	14,800	22,100	20,400	20,700	1,073,205	975,676	97,529	
Second quarter	296,600	282,800	13,800	200,300	96,300	60,700	77,200	92,800	65,900	3,645,531	3,479,262	166,269	
April	93,700	91,400	2,300	63,500	30,200	19,900	23,700	28,100	22,000	1,152,166	1,123,885	28,281	
May	103,000	96,900	6,100	68,200	34,800	20,900	25,700	33,700	22,700	1,264,385	1,191,789	72,696	
June	99,900	94,500	5,400	68,600	31,300	19,900	27,800	31,000	21,200	1,228,980	1,164,088	64,892	
Third quarter	289,700	280,900	8,800	192,600	97,100	57,900	79,300	91,200	61,300	3,535,278	3,443,443	91,835	
July	97,800	93,900	3,900	63,400	34,400	19,200	27,000	31,500	20,100	1,198,141	1,154,771	43,370	
August	100,000	96,800	3,200	67,700	32,300	21,800	27,300	31,000	19,900	1,207,763	1,176,600	31,163	
September	91,900	90,200	1,700	61,500	30,400	16,900	25,000	28,700	21,300	1,129,374	1,112,072	17,302	
Fourth quarter	238,600	226,600	12,000	157,700	80,900	43,100	55,100	82,300	58,100	2,903,728	2,771,689	132,039	
October	97,000	88,400	8,600	61,800	35,200	19,500	24,200	30,100	23,200	1,195,309	1,098,140	97,169	
November	78,200	75,700	2,500	52,500	25,700	13,800	17,400	28,200	18,800	946,481	921,444	25,037	
December	63,400	62,500	900	43,400	20,000	9,800	13,500	24,000	16,100	761,938	752,105	9,833	
1958: First quarter	215,400	201,200	14,200	143,700	71,700	32,300	40,300	88,100	59,700	2,545,836	2,381,075	164,761	
January	67,900	62,900	5,000	44,500	23,400	8,000	11,100	28,700	20,100	792,338	737,414	54,924	
February	66,100	61,000	5,100	44,400	21,700	7,000	11,200	28,700	19,200	781,091	718,862	62,229	
March	81,400	77,300	4,100	54,800	26,600	12,300	18,000	30,700	20,400	972,407	924,799	47,608	
Second quarter	320,600	296,800	23,800	218,100	102,500	63,800	79,400	103,300	74,100	3,887,966	3,606,142	281,824	
April	99,100	94,200	4,900	67,400	31,700	18,900	25,700	33,000	21,500	1,192,669	1,136,659	56,010	
May	108,500	101,300	7,200	73,900	34,600	23,400	27,000	32,600	25,500	1,323,709	1,237,717	85,992	
June	113,000	101,300	11,700	76,800	36,200	21,500	26,700	37,700	27,100	1,371,588	1,231,766	139,822	
Third quarter	357,800	334,100	23,700	248,400	109,400	65,800	91,600	117,900	82,500	4,298,122	3,998,531	299,591	
July	112,800	108,600	4,200	80,600	32,200	19,600	28,600	36,200	28,400	1,362,800	1,311,702	51,098	
August	124,000	114,600	9,400	82,800	41,200	22,200	30,700	42,400	28,700	1,466,281	1,346,297	119,984	
September	121,000	110,900	10,100	85,000	36,000	24,000	32,300	39,300	25,400	1,468,951	1,340,532	128,419	
Fourth quarter	315,600	309,400	6,200	216,800	98,800	54,000	78,300	104,000	79,300	3,767,436	3,692,711	74,725	
October	115,000	112,900	2,100	79,100	35,900	19,900	31,800	36,300	27,000	1,405,196	1,378,326	26,870	
November	109,400	107,000	2,400	73,900	35,500	20,800	28,900	34,600	25,100	1,298,632	1,269,279	29,353	
December	91,200	89,500	1,700	63,800	27,400	13,300	17,600	33,100	27,200	1,063,708	1,045,106	18,602	
1959: First quarter	295,000	288,200	6,800	203,600	91,400	(2)	(2)	(2)	(2)	3,505,085	3,428,785	76,300	
January	86,000	83,300	2,700	60,500	25,200	(2)	(2)	(2)	(2)	1,007,875	978,775	29,100	
February	89,000	87,900	1,100	61,800	27,500	(2)	(2)	(2)	(2)	1,058,810	1,046,010	12,800	
March	120,000	117,000	3,000	81,300	38,700	(2)	(2)	(2)	(2)	1,438,400	1,404,000	34,400	

¹ Excludes temporary units, conversions, dormitory accommodations, trailers, and military barracks; includes prefabricated housing if permanent. These estimates are based on (1) monthly building permit reports adjusted for lapsed permits and for lag between permit issuance and the start of construction, (2) continuous field surveys in nonpermit-issuing places, and (3) reports of public construction contract awards.

Private construction costs are based on permit valuation adjusted for understatement of costs shown on permit applications. Public construction costs are based on contract values or estimated construction costs for individual projects.

² Not available.

³ Revised.

⁴ Preliminary.

NOTE: For a description of these series, see Techniques of Preparing Major BLS Statistical Series, BLS Bull. 1168 (1954).

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