Monthly Labor Review

DECEMBER 1960 VOL. 83 NO. 12

Contract Developments Scheduled in 1961

Work Experience of the Population in 1959

Pay Levels for White-Collar Occupations

UNITED STATES DEPARTMENT OF LABOR

BUREAU OF LABOR STATISTICS

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The Monthly Labor Review Covers the Entire Labor Field

Each issue contains factual, informed special articles on labor problems and labor economics. In addition, these six departments are regular features:

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The Labor Month in Review

Upon Secretary of Labor James P. Mitchell's appointment of a committee to study a job dispute at Cape Canaveral, Fla., members of the Plumbers union and the International Brotherhood of Electrical Workers returned to their jobs at Cape Canaveral, Fla., after a 1-week strike at the end of November. The strikers claimed that employees of the National Aeronautics and Space Administration were doing work over which the unions held jurisdiction. The committee will be asked to submit recommendations to provide the basis for a settlement, with the understanding that any agreement will not be a precedent for settling other jurisdictional disputes.

Jurisdictional conflict continued to afflict other missile bases. Earlier in the month, a conflict between the International Association of Machinists and the Plumbers at the new Convair Astronautics Division plant near San Diego had led to the IAM's cancellation of an 8-year agreement for arbitrating all disputes between the two unions. The Defense Department announced that 78,000 man-days were lost as a result of work stoppages at missile bases in the year ended June 30. The department has conferred with union leaders on this subject and AFL–CIO President George Meany has been trying to find a formula for eliminating jurisdictional disputes among the Federation's affiliates, but little progress has been evident.

With the objectives of helping develop fair and just relationships in the field of labor-management relations and contributing to the general welfare, a committee of the National Council of Churches made an intensive study of the 1959 steel strike that was published late in November. In its recommendations, the committee opposed any legal prohibition on the right to strike or to conduct collective bargaining on an industrywide basis, but asserted that social relationships in this country had reached the stage where "work stoppages will increasingly be felt to have outlived their usefulness." The members endorsed recent proposals for equipping the Government with a variety of methods for handling emergency disputes so that it could be more flexible in specific situations. The committee rejected the concept of compulsory arbitration as a technique and also contended that the Government should enter only those disputes in which such action was essential to safeguard the public interest.

President David J. McDonald of the Steelworkers and R. Conrad Cooper of U.S. Steel announced that the joint committee to study local working conditions problems which, under the contract signed in January, was to make its report and recommendations by November 30, would not meet that deadline. Their statement said they had not yet finished the "exploration" period.

Steelworkers covered under the January 1960 contracts received deferred increases averaging 9.4 cents an hour on December 1. A potential cost-of-living increase was being arbitrated under contract terms which made the granting of a maximum 3-cent cost-of-living increase contingent upon insurance costs between the contract signing and the quarter ending June 30, 1961. Union and management had been unable to agree within the 30 days allotted by the contract upon the estimated projections of insurance costs. However, over a million workers in automotive, aircraft, and related industries received escalator increases in December as a result of a rise in the Consumer Price Index to 127.3 percent of its 1947–49 level in October. About 975,000 received 2 cents and about 80,000 gained 1 cent.

Upon the heels of the Mechanization and Modernization Agreement between the Pacific Maritime Association and the International Longshoremen's and Warehousemen's Union, the New York Shipping Association and the International Longshoremen's Association adopted a scale for royalty payments to the ILA on container cargoes. An arbitration board announced on November 22 that payments would range from 35 cents to $1 a gross ton on containers filled or emptied away from piers by non-ILA labor. Payments were to be retroactive to July 1, and to continue to the expiration of the contract on September 30, 1962,

with either party having the right to seek an adjustment in October 1961. In exchange for arbitration of the question of compensation for containerized cargo, the ILA agreed in the 1959 negotiations to do away with "stripping" cargo containers—unloading and reloading them on the pier. Alexander Chopin, chairman of the shipping association, said that the award cleared the way for greater use of container operations and estimated that there would be no job losses as a result, since containerization should result in increased business and more work opportunities. Thomas W. Gleason, labor member of the arbitration board, said that the royalty payments should be extended to all Atlantic and Gulf ports. The greatest immediate impact was expected to be in trade with Puerto Rico, in which container cargoes account for about one-half of the general cargo transported by ship. The benefits and administration of the fund accumulated from the payments were still to be negotiated by the parties.

A 4-month strike by Local 1 of the Elevator Constructors Union in New York City, which had seriously hampered construction, ended on December 3 when union members voted 1,030 to 348 to accept a 3-year contract. Under the settlement, workers were to receive a 25-cent-an-hour wage increase each year, except that in the first year operators will receive $1.26 a year to bring them up to the mechanics' scale. The employers were authorized to hire about 6 percent of their workers outside the union hiring hall, but they were unable to obtain a clause permitting free use of prefabricated equipment, which they had sought.

The United Auto Workers swallowed a second defeat at the Sikorsky Division plants of United Aircraft early in November. Last summer, the union lost a 3-month strike at the division's plants in Stratford and Bridgeport, Conn. A decertification election had been sought before the strike ended, and the vote announced in November removed about 5,000 employees from UAW representation. An independent union is now attempting to organize the group.

THE Sun Valley, Fla., real estate venture of Teamster President James R. Hoffa, which was first given publicity during the McClellan committee hearings, became the basis for indictment of Hoffa and two associates on December 7. Henry Lower, president of Sun Valley, Inc., and former president of a Detroit Teamster local, and Robert E. McCarthy, Jr., former branch manager of the Bank of Commonwealth in Detroit, were indicted along with Hoffa by a Federal grand jury in Orlando, Fla. The indictment charged that the three had devised a way to defraud four Detroit labor organizations and others of more than half a million dollars by inducing them through false pretenses and promises to purchase land from Sun Valley.

Maurice Hutcheson, president of the Brotherhood of Carpenters, and William O. Blaier, a union vice president, were sentenced on November 28 to 2 to 14 years in prison and fines of $250 each for their activities in an Indiana highway land scandal. Frank M. Chapman, union treasurer, who (as reported last month) was also convicted in the same trial, died before the sentencing. The Carpenters' Executive Board declared that the convictions resulted from a "climate of intense antiunionism" in the State and that the men would be "completely vindicated when the record of this case is considered in the calm judicial atmosphere of the Indiana Supreme Court."

A threatened strike on the Canadian railroads was prohibited at the last moment by emergency legislation that became effective on December 2. The law required the 110,000 nonoperating railroad workers to postpone strike action at least until May 15, 1961, when a Royal Commission studying the railroad freight rate structure is expected to hand down its findings. The Canadian National Railways and the Canadian Pacific Railway Co. had refused to accept a 14-cent-an-hour wage increase in a 2-year contract recommended by a conciliation board. The union had agreed to the board's recommendation.

Unemployment reached 4 million in the month of November, amounting to a seasonally adjusted rate of 6.3 percent of the labor force which was the highest rate since December 1958. During the month, nine more areas were added to those major production and employment centers with more than 6-percent unemployment—which now includes a third of the 150 centers surveyed by the Department of Labor's Bureau of Employment Security.

Major Agreement Expirations and Reopenings in 1961

CORDELIA T. WARD*

NEGOTIATIONS in the automobile industry are likely to be of major interest among the important collective bargaining developments expected in 1961. Agreements in this industry are due to expire in August and September. Other industries where contracts are to be renegotiated in the course of the year are trucking (January), rubber (April through June), meatpacking (August), and machinery (September). Altogether, two-fifths of the agreements for bargaining units of 5,000 or more workers, affecting a total of about 2 million workers, are due to expire in 1961. Most of the remaining major contracts provide for either previously agreed upon deferred wage increases or possible cost-of-living adjustments, or they permit reopenings on wages.

The U.S. Department of Labor's Bureau of Labor Statistics has in its file of agreements, or from published reports, information on 343 collective bargaining contracts covering 5,000 or more workers each.[1] These agreements, which represent virtually all of the contracts of this size in the United States, cover nearly 6 million workers, or about a third of all workers under collective bargaining. Of these agreements, 291, involving 5.3 million workers, will be in effect on January 1, 1961. Fifty-two agreements were to expire by December 31, 1960, and settlements had not been reached at the time this article was completed. Included in this group are major agreements in the airline industry for nonflying personnel and the agreement between the General Electric Co. and the International Union of Electrical Workers.[2] As a result, this article deals with the status of the 291 agreements known to be effective on January 1, 1961.

The overwhelming majority of major agreements which will be in effect January 1, 1961, were negotiated for 2- to 3-year terms (table 1). Only 35 of the 285 agreements of fixed duration will be in effect for longer periods, including 17 for 5 years.

All but 22 of the 291 major agreements provided for possible wage adjustments by including deferred wage increases or cost-of-living clauses, or by permitting wage reopenings either at a fixed date or under specified conditions. Frequently, and particularly in long-term agreements, more than one type of wage adjustment was stipulated, as the following tabulation indicates:

	Agreements	*Workers*
Wage reopening only	60	1, 436, 200
Escalator clause only	1	12, 500
Deferred increase only	98	1, 121, 200
Wage reopening and escalator clause	1	7, 000
Wage reopening and deferred increase	29	553, 800
Escalator clause and deferred increase	70	1, 555, 200
Wage reopening, escalator clause, and deferred increase	10	224, 500

Possible wage adjustment in 1961 may result from contract reopenings provided in 66 agreements. Under the terms of 19 of these agreements, wage negotiations may take place in event of a stipulated "change in the purchasing power of the dollar" or other significant economic changes. The other 47 agreements establish a specific reopening date or the date at which a wage increase, if agreed upon, is to go into effect (table 2). Adjustments in wages resulting from changes in the BLS Consumer Price Index may be in store for 1.6 million workers covered by 75 agreements, primarily in the aircraft, automobile, and steel industries. The primary metals industry—together with aircraft, shipbuilding, railroads (operating employees), and construction—comprises

*Of the Division of Wages and Industrial Relations, Bureau of Labor Statistics.

[1] Although the Bureau does not collect railroad and airline agreements, information for four key railroad and five airline bargaining situations has been included in this study.

[2] At the time this article was completed (October 20, 1960), newspapers reported a 3-year agreement between GE and the IUE which, in addition to a 3-percent wage increase effective "immediately," included one of the following three options to be selected by the union: (1) a 3-percent wage increase in April 1962, an eighth paid holiday, and a fourth week of vacation after 25 years; (2) a 4-percent increase in April 1962; or (3) a wage reopening in April 1962. By November 10, the IUE left it to the discretion of local unions to choose either option (1) or option (2).

TABLE 1. DURATION,[1] WAGE-REOPENING, AND WAGE-ADJUSTMENT PROVISIONS OF AGREEMENTS COVERING 5,000 OR MORE WORKERS, IN EFFECT JANUARY 1, 1961

Duration	Totals[2]		Agreements with provisions for—					
			Wage reopening		Automatic cost-of-living review		Deferred wage increase	
	Number of agreements	Number of workers (thousands)	Agreements	Workers (thousands)	Agreements	Workers (thousands)	Agreements	Workers (thousands)[3]
Total	291	5,312.6	100	2,221.5	82	1,799.2	207	3,454.7
1 year	8	71.6					1	7.5
Over 1 and less than 2 years	17	161.2	3	37.0	3	29.0	9	71.1
2 years	80	933.4	15	185.3	16	171.5	63	720.0
Over 2 and less than 3 years	44	1,285.7	4	32.5	33	1,183.5	42	1,261.7
3 years	101	1,288.3	47	716.3	19	180.7	60	627.5
Over 3 and less than 4 years	3	19.0	2	14.0	2	14.0	3	19.0
4 years	3	48.5	2	42.0			3	48.5
Over 4 and less than 5 years	4	30.6	2	11.1	1	9.5	3	25.1
5 years	17	269.6	13	184.6	2	20.0	14	247.5
Over 5 years	8	213.3	8	213.3	6	191.0	8	213.3
Open end (no fixed term)[4]	6	991.4	4	785.4			1	213.5

[1] In classifying agreements by duration for this study, a 1-month leeway was observed; e.g., agreements with terms of 23 or 25 months were grouped with agreements of 2 years' duration.

[2] Sums of individual wage provision items may exceed totals, since agreements frequently provide for more than one wage action. Possible wage reopenings, automatic cost-of-living reviews, and deferred increases scheduled prior to termination date are counted for contracts terminating in 1961.

[3] Refers to all workers covered by agreements, including instances where deferred increases were granted to specific groups or occupations only.

[4] Subject to negotiation at any time.

TABLE 2. PROVISIONS FOR TERMINATION, WAGE REOPENING, OR WAGE ADJUSTMENT IN 1961, IN AGREEMENTS COVERING 5,000 OR MORE WORKERS IN EFFECT JANUARY 1, 1961, BY INDUSTRY GROUP

Industry	Current agreements available[1]		Agreements with provisions in 1961 for—										Current agreements not available	
			Termination		Wage reopening				Automatic cost-of-living review		Deferred wage increase			
					Specific wage reopening		Possible wage reopening							
	Agreements	Workers (thousands)	Agreements	Workers (thousands)	Agreements	Workers (thousands)	Agreements	Workers (thousands)	Agreements	Workers (thousands)	Agreements	Workers (thousands)[2]	Agreements	Workers (thousands)
All industries	291	5,312.6	117	1,966.7	47	1,438.7	19	230.8	75	1,599.2	119	1,877.2	52	585.4
Manufacturing	147	2,587.1	65	1,294.8	10	208.5	15	193.0	68	1,538.9	64	959.2	20	258.9
Ordnance and accessories	2	16.5							2	16.5	2	16.5		
Food and kindred products	14	165.4	9	79.9					4	34.5	4	78.5	1	10.0
Tobacco manufactures	1	5.8	1	5.8										
Textile-mill products	5	39.3	3	26.0	1	5.3	2	16.0						
Apparel	13	322.7	8	133.8	1	125.0	3	47.9					7	84.0
Lumber and wood products (except furniture)	2	30.0	2	30.0										
Paper and allied products	2	33.0	1	13.0	1	20.0								
Printing, publishing, and allied industries	4	22.8	2	10.3							1	7.5		
Chemicals and allied products	2	13.7							1	6.2	2	13.7	1	5.3
Products of petroleum and coal	2	19.1	2	19.1			1	9.6					1	5.0
Rubber and miscellaneous plastics products	5	84.5	5	84.5			4	79.5						
Leather and leather products	3	19.0					2	11.0			3	19.0	2	13.2
Stone, clay, and glass products	5	42.2	2	13.9			1	10.0			3	28.3	1	5.5
Primary metal industries	24	489.1	3	20.5					22	475.1	22	477.6		
Fabricated metal products	5	51.3	2	14.0					3	37.3	3	37.3		
Machinery (except electrical)	10	147.5	8	131.5					8	135.9	2	16.0		
Electrical machinery, equipment, and supplies	11	146.6	5	57.7	3	23.2	1	13.0	2	23.4			5	120.2
Transportation equipment	34	916.1	11	645.3	3	28.0			25	800.5	21	258.8	2	15.7
Instruments and related products	2	16.5	1	9.5	1	7.0			1	9.5				
Miscellaneous manufacturing industries	1	6.0					1	6.0			1	6.0		
Nonmanufacturing	144	2,725.5	52	671.9	37	1,230.2	4	37.8	7	60.3	55	918.0	32	326.5
Mining, crude-petroleum, and natural-gas production	2	206.0												
Transportation (except railroads and airlines)	26	481.0	17	335.2	3	54.0	1	15.0	4	28.3	10	174.8	2	20.5
Railroads and airlines[3]	2	770.5			2	770.5					1	213.5	7	89.6
Communications	28	349.1	6	70.1	21	255.1					1	23.9	7	84.5
Utilities: Electric and gas	8	78.5	4	44.9	1	13.6	2	14.9			1	5.1		
Wholesale and retail trade	14	111.4	6	43.9					2	20.0	8	67.5	2	12.4
Hotels and restaurants	12	127.3	1	15.0	5	35.8			1	12.0	5	64.5		
Services	10	107.1	5	56.1	1	9.0					1	12.0	1	5.5
Construction	42	494.6	13	106.7	4	92.2	1	7.9			28	356.7	13	114.0

[1] See footnote 2, table 1. [2] See footnote 3, table 1. [3] See text footnote 1.

TABLE 3. EXPIRATION DATES SPECIFIED IN 291 AGREEMENTS COVERING 5,000 OR MORE WORKERS [1]

Year and month	Number of agreements	Number of workers (thousands)	Significant contract expirations
Total	291	5,312.6	
1961	117	1,966.7	
January	10	237.4	Trucking.
February	7	138.9	Women's dresses.
March	6	58.5	
April	10	97.7	Rubber.
May	22	205.6	Cotton garments; rubber.
June	10	97.8	Rubber; maritime.
July	3	22.0	
August	11	676.0	Meatpacking; automobiles.
September	14	184.3	Machinery; automobiles; maritime.
October	8	76.3	Electrical products.
November	6	62.1	
December	10	110.1	Tobacco.
1962	123	1,688.4	
January	3	19.2	
February	7	111.0	
March	10	81.3	
April	15	210.3	Construction.
May	17	213.8	Construction.
June	38	663.9	Steel and aluminum; aircraft; shipbuilding.
July	10	80.9	
August	7	96.8	
September	8	112.1	Maritime.
October			
November	5	55.6	
December	3	43.5	
1963	37	586.8	
January–June	23	366.6	Shipbuilding; communications; men's clothing.
July–December	14	220.2	Communications; electrical products.
1964	6	57.0	
1966	1	17.0	
1969	1	5.3	
Open end [2]	6	991.4	Railroads; coal.

[1] Based on agreements known to be in effect on January 1, 1961. For 52 situations, covering 585,400 workers, agreements effective in 1961 were not available.
[2] Subject to negotiation at any time.

the bulk of the workers scheduled to receive a specified wage increase of a deferred nature, frequently referred to as an "annual productivity increase" or an "annual improvement factor."

Of the 117 agreements expiring in 1961, the largest number (42) expire in the second quarter, but the largest number of workers—over 880,000—are affected by terminations in the third quarter (table 3). The Labor Management Relations (Taft-Hartley) Act of 1947 requires that a party to an agreement desiring to terminate or modify it shall serve written notice upon the other party 60 days before the expiration date. In the absence of such notice, many agreements provide for the automatic continuation of the agreement, frequently for yearly periods.

Listing of Selected Agreements

Table 4 contains a list of 143 selected bargaining situations, each covering 5,000 or more workers, many of which expire or may be reopened for wage negotiations between January 1 and December 31, 1961.[3] The listing also includes a number of contracts which are not scheduled to terminate or be reopened but which provide for wage reviews based upon changes in living costs or specify deferred wage increases payable during 1961. The 143 situations listed cover 3.8 million workers.

[3] Space limitations preclude the listing of all major contracts under which some action in 1961 is scheduled. No contracts in the construction industry are listed; in other industry groups, the selection of contracts is, in the main, designed to cover a broad range of separate industries and key situations.

TABLE 4. EXPIRATION, REOPENING, AND WAGE-ADJUSTMENT PROVISIONS OF SELECTED COLLECTIVE BARGAINING AGREEMENTS, JANUARY–DECEMBER 1961 [1]

Order of Listing

Manufacturing

1. Steel and aluminum
2. Fabricated metal products
3. Machinery
4. Electrical products
5. Automobiles
6. Aircraft
7. Shipbuilding
8. Controlling instruments
9. Rubber
10. Chemicals
11. Petroleum
12. Stone, clay, and glass products
13. Lumber
14. Paper
15. Printing and publishing
16. Textiles
17. Apparel
18. Food products
19. Tobacco

Nonmanufacturing, exclusive of construction and mining

20. Railroads
21. Local transit
22. Trucking and warehousing
23. Maritime
24. Telephone and telegraph
25. Electric and gas utilities
26. Wholesale and retail trade
27. Finance, insurance, and real estate
28. Hotels and restaurants

Company or association [2]	Union [3]	Approximate number of employees covered	Contract term [4]	Provisions effective January–December 1961 for—		
				Wage reopening	Automatic cost-of-living review [5]	Deferred wage increase (hourly rate unless otherwise specified)
1. Steel and Aluminum						
Aluminum Co. of America	Aluminum; and Steelworkers.	20,700	Aug. 1959 to July 1962.		Semiannually (Feb. and Aug.).	Aug. 1, 1961; increase varies by location.
Bethlehem Steel Co.	Steelworkers	82,800	Jan. 1960 to June 1962.		Oct. 1, 1961	Oct. 1, 1961; 7–10 cents.
Cast Iron Soil Pipe and Fittings Manufacturers' Negotiating Committee.	Molders	9,000	Feb. 1960 to **Dec. 1961.**			Jan. 3 and July 1, 1961; 3 cents.
Chicago Foundrymen's Association and independent companies (Illinois).	do	5,000	May 1959 to **Apr. 1961.**			
Jones & Laughlin Steel Corp. (Ohio and Pennsylvania).	Steelworkers	27,000	Jan. 1960 to June 1962.		Oct. 1, 1961	Oct. 1, 1961; 7–10 cents.
Kaiser Aluminum and Chemical Corp.	do	5,000	Aug. 1959 to July 1962.		Semiannually (Feb. and Aug.).	Aug. 1, 1961; 7–13 cents.
Kaiser Steel Corp. (Fontana, Calif.)	do	6,500	Oct. 1959 to **June 1961.**		Jan. 1, 1961	
Republic Steel Corp.	do	51,000	Jan. 1960 to June 1962.		Oct. 1, 1961	Oct. 1, 1961; 7–9.8 cents.
United States Steel Corp. (production and maintenance).	do	125,000	Jan. 1960 to June 1962.		Oct. 1, 1961	Oct. 1, 1961; 7–10 cents.
Youngstown Sheet and Tube Co.	do	24,500	Jan. 1960 to June 1962.		Oct. 1, 1961	Oct. 1, 1961; 7–10 cents.
2. Fabricated Metal Products						
American Can Co.	Steelworkers	18,000	Oct. 1959 to Sept. 1962.		Semiannually (Apr. and Oct.).	Oct. 1, 1961: 7–10.8 cents for hourly rated employees; $2.80–$4.72 per week for salaried employees.
California Metal Trades Association.	Machinists	6,000	June 1959 to **Mar. 1961.**			
Continental Can Co., Inc.	Steelworkers	13,600	Oct. 1959 to Sept. 1962.		Semiannually (Apr. and Oct.).	Oct. 1, 1961: Job classes 1 and 2, 7 cents per hour; all others will be increased by 7 cents and adjusted to reflect an 0.2-cent per-hour increase in increments between job classes.
3. Machinery						
Allis-Chalmers Manufacturing Co. (West Allis, Wis.).	Auto Workers	9,000	Apr. 1959 to **Nov. 1961.**		Quarterly (Mar., June, Sept., Dec.).	
Automotive Tool and Die Manufacturers Association (Detroit, Mich.).	do	6,000	Jan. 1959 to **Sept. 1961.**		do	
Caterpillar Tractor Co. (Illinois).	do	16,000	Nov. 1958 to **Sept. 1961.**		do	
Deere and Co. (Iowa and Illinois).	do	13,800	Nov. 1958 to **Sept. 1961.**		do	
General Motors Corp.	International Union of Electrical Workers.	35,000	Oct. 1958 to **Aug. 1961.**		do	
International Harvester Co. (production and maintenance).	Auto Workers	33,600	Jan. 1959 to **Sept. 1961.**		do	

See footnotes at end of table.

TABLE 4. EXPIRATION, REOPENING, AND WAGE-ADJUSTMENT PROVISIONS OF SELECTED COLLECTIVE BARGAINING AGREEMENTS, JANUARY–DECEMBER 1961 [1]—Continued

Company or association [2]	Union [3]	Approximate number of employees covered	Contract term [4]	Provisions effective January–December 1961 for—		
				Wage reopening	Automatic cost-of-living review [5]	Deferred wage increase (hourly rate unless otherwise specified)
3. Machinery—Continued						
Sperry Rand Corp., Remington Rand Division (Elmira, N.Y.).	Machinists	5,600	Sept. 1956 to **June 1961.**			
4. Electrical Products						
Raytheon Manufacturing Co. (Massachusetts).	Brotherhood of Electrical Workers.	13,000	Sept. 1958 to **Aug. 1961.**	In event the President or U.S. Congress declares a national emergency.		
Zenith Radio Corp. (Chicago, Ill.).	Independent Radionic Workers of America (Ind.).	5,000	July 1959 to June 1962.	**July 1, 1961**		
5. Automobiles						
American Motors Corp. (Kenosha and Milwaukee, Wis.).	Auto Workers	20,000	Oct. 1958 to **Sept. 1961.**		Quarterly (Mar., June, Sept., Dec.).	
Budd Co	do	11,000	Dec. 1958 to **Oct. 1961.**		do	
Chrysler Corp	do	104,000	Oct. 1958 to **Aug. 1961.**		do	
Ford Motor Co	do	132,000	Oct. 1958 to **Aug. 1961.**		do	
General Motors Corp	do	340,000	Oct. 1958 to **Aug. 1961.**		do	
Studebaker-Packard Corp. (South Bend, Ind.).	do	7,500	Nov. 1958 to **Nov. 1961.**		do	
6. Aircraft						
Bendix Aviation Corp	Auto Workers	13,000	Dec. 1958 to **Sept. 1961.**		Quarterly (Mar., June, Sept., Dec.).	
Boeing Airplane Co	Machinists	40,000	Aug. 1960 to Sept. 1962.			Aug. 11, 1961; 4.5–8 cents.
Curtiss-Wright Corp. (Wood-Ridge, N.J.).	Auto Workers	6,000	Sept. 1959 to **Sept. 1961.**			
Douglas Aircraft Co., Inc. (Santa Monica and El Segundo, Calif.).	Machinists	20,000	June 1960 to June 1962.[6]		Quarterly (Feb., May, Aug., Nov.).	June 7, 1961; 7 cents.
Douglas Aircraft Co., Inc. (Long Beach, Calif., and Tulsa, Okla.).	Auto Workers	20,800	June 1960 to June 1962.[6]		Quarterly (Feb., May, Aug., Nov.).	June 19, 1961; 7 cents.
General Dynamics Corp., San Diego Division of Convair.	Machinists	21,100	June 1960 to June 1962.[6]		July 3, 1961—quarterly thereafter.	July 3, 1961; 3 cents.
Lockheed Aircraft Corp. (Marietta, Ga.).	do	8,000	July 1960 to July 1962.		Quarterly (Mar., June, Sept., Dec.).	July 10, 1961; 7 cents.
Lockheed Aircraft Corp., California Division (Los Angeles County, Calif.).	do	12,000	Aug. 1960 to July 1962.		July 10, 1961—quarterly thereafter.	July 10, 1961; 3 cents.
North American Aviation, Inc.	Auto Workers	24,900	June 1960 to June 1962.		Quarterly (Jan., Apr., July, Oct.).	May 28, 1961; 7 cents.
United Aircraft Corp., Pratt and Whitney Aircraft Division (Connecticut).	Machinists	16,000	Aug. 1960 to Nov. 1962.[6]	**Nov. 30, 1961**		Jan. 2, 1961; 7–12 cents.
7. Shipbuilding						
Bethlehem Steel Co., East Coast Shipbuilding Division.	Marine and Shipbuilding.	14,000	June 1960 to May 1963.			Aug. 1, 1961: hourly rates, 11 cents; piece rates, 6 percent.
Newport News Shipbuilding and Dry Dock Co. (Newport News, Va.).	Peninsula Shipbuilders' Association (Ind.).	12,000	May 1960 to May 1963.			May 22, 1961; 5–10 cents.
Pacific Coast Shipbuilders.	Metal Trades; 10 craft unions including Teamsters (Ind.).	10,000	July 1959 to June 1962.			July 1, 1961; 9 cents.

See footnotes at end of table.

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TABLE 4. EXPIRATION, REOPENING, AND WAGE-ADJUSTMENT PROVISIONS OF SELECTED COLLECTIVE BARGAINING AGREEMENTS, JANUARY–DECEMBER 1961 [1]—Continued

Company or association [2]	Union [3]	Approximate number of employees covered	Contract term [4]	Provisions effective January–December 1961 for—		
				Wage reopening	Automatic cost-of-living review [5]	Deferred wage increase (hourly rate unless otherwise specified)
8. Controlling Instruments						
Minneapolis-Honeywell Regulator Co. (Minneapolis and St. Paul, Minn.).	Teamsters (Ind.)	7,000	Feb. 1960 to Jan. 1962.	**Feb. 1, 1961**		
Sperry Rand Corp., Sperry Gyroscope Division (Great Neck, N.Y., area).	International Union of Electrical Workers.	9,500	Nov. 1956 to **May 1961.**		Quarterly (Feb., May, Aug., Nov.).	
9. Rubber						
Firestone Tire and Rubber Co.	Rubber	18,000	June 1959 to **Apr. 1961.**	**At any time**		
B. F. Goodrich Co	do	13,500	June 1959 to **June 1961.**	**At any time**		
Goodyear Tire and Rubber Co.	do	23,000	Apr. 1959 to **Apr. 1961.**	**At any time**		
United States Rubber Co	do	25,000	May 1959 to **May 1961.**	**At any time**		
10. Chemicals						
American Viscose Corp., Fibers Division.	Textile Workers Union.	7,500	June 1959 to June 1962.			June 1, 1961; 5 cents.
Dow Chemical Co. (Midland, Mich.).	Mine Workers, District 50 (Ind.).	6,200	Mar. 1959 to Mar. 1962.		Quarterly (Jan., Apr., July, Oct.).	Feb. 27, 1961; 9 cents.
11. Petroleum						
Atlantic Refining Co	Atlantic Independent Union (Ind.).	9,600	Apr. 1959 to **Mar. 1961.**	**At any time**		
Sinclair Oil Corp	Oil, Chemical and Atomic.	9,500	June 1959 to **June 1961.**			
12. Stone, Clay, and Glass Products						
Glass Container Manufacturers Institute.	Glass Bottle	8,000	Mar. 1960 to Feb. 1962.			Mar. 1, 1961; 3 percent.
Libbey-Owens-Ford Glass Co.	Glass and Ceramic.	8,500	May 1960 to **Oct. 1961.**			
Owens-Illinois Glass Co., glass container plants and warehouses.	Glass Bottle	10,300	Apr. 1960 to Mar. 1962.			Apr. 1, 1961; 3 percent.
Pittsburgh Plate Glass Co., Glass Division.	Glass and Ceramic.	10,000	June 1960 to Feb. 1962.	Company and union to meet in **Feb. 1961** to discuss possible adjustments.		Feb. 16, 1961: minimum guarantee of $2.21 per hour established; 4 cents for employees not on bonus or incentive; and 4 cents for employees who receive skilled maintenance fixed premium except at Clarksburg, W. Va., Henryetta, Okla., and Mt. Vernon, Ohio, where increase to be determined by job evaluation program.
13. Lumber						
Lumbermen's Industrial Relations Council, Inc.; Plywood and Door Manufacturers Industrial Committee, Inc.; and Willamette Valley Lumber Operators Association (Washington and Oregon).	Carpenters; and Woodworkers.	30,000	June 1959 to **May 1961.** [6]			

See footnotes at end of table.

TABLE 4. EXPIRATION, REOPENING, AND WAGE-ADJUSTMENT PROVISIONS OF SELECTED COLLECTIVE BARGAINING AGREEMENTS, JANUARY–DECEMBER 1961 [1]—Continued

Company or association [2]	Union [3]	Approximate number of employees covered	Contract term [4]	Provisions effective January–December 1961 for—		
				Wage reopening	Automatic cost-of-living review [5]	Deferred wage increase (hourly rate unless otherwise specified)
14. Paper						
International Paper Co., Southern Kraft Division.	Papermakers and Paperworkers; Pulp; and Brotherhood of Electrical Workers.	13,000	June 1959 to **May 1961.**			
Pacific Coast Association of Pulp and Paper Manufacturers.	Papermakers and Paperworkers; and Pulp.	20,000	June 1960 to May 1962.	**June 1, 1961**		
15. Printing and Publishing						
Chicago Lithographers Association (Chicago metropolitan area).	Lithographers (Ind.).	5,000	May 1959 to **Apr. 1961.**			
Metropolitan Lithographers Association, Inc., and independent shops (New York District).	do	7,500	May 1960 to Apr. 1962			May 1, 1961; $5 per week for all minimum wage scales (except miscellaneous lithographic classifications receive $4).
New York Employing Printers Association, Inc. Printers League Section (New York, N.Y.).	Typographical	5,300	Oct. 1959 to **Oct. 1961.**			
16. Textiles						
Berkshire Hathaway, Inc.	Textile Workers Union.	5,300	Apr. 1959 to Apr. 1962.	**Apr. 15, 1961**		
Dan River Mills, Inc. (Danville, Va.).	United Textile Workers.	9,000	Mar. 1960 to **May** 1961.	**At any time**		
Dyeing and Finishing Companies (New York and New Jersey).	Textile Workers Union.	10,000	Oct. 1959 to **Sept. 1961.**			
United Knitwear Manufacturers League, Inc. (New York, N.Y.).	Ladies' Garment	7,000	July 1958 to **July 1961.**	In event of increase or decrease in cost of living or change in the purchasing power of the dollar from July 15, 1958, level.		
17. Apparel						
Associated Fur Manufacturers, Inc. (Greater New York area).	Meat Cutters	7,500	Mar. 1958 to **Feb. 1961.**			
Clothing Manufacturers Association of the U.S.A.	Clothing	125,000	June 1960 to May 1963.	Notice on or before **Feb. 1, 1961,** modifications to become effective **June 1, 1961.**		
Cluett Peabody and Co.	do	6,100	May 1958 to **May 1961.**			
Cotton garment firms (Philadelphia, Pa.).	do	6,000	Sept. 1958 to **May 1961.**			
Infants' and Children's Coat Association, Inc., and Manufacturers of Snowsuits, Novelty Wear and Infants' Coats, Inc.	Ladies' Garment	8,500	June 1956 to **May 1961.**			
Manufacturers' Association of Robes, Leisurewear, Shirts and Rainwear, Inc. (New York metropolitan area.).	Clothing	9,700	May 1958 to **May 1961.**			
National Skirt and Sportswear Association, Inc.	Ladies' Garment	7,000	June 1958 to **May 1961.**			
Popular Priced Dress Manufacturers Group, Inc.; United Popular Dress Manufacturers Association, Inc.; United Better Dress Manufacturers Association, Inc.; National Dress Manufacturers Association, Inc.; and Affiliated Dress Manufacturers, Inc.	do	84,000	Mar. 1958 to **Feb. 1961.**			
Shirt Institute, Inc.	Clothing	5,000	May 1958 to **May 1961.**			

See footnotes at end of table.

TABLE 4. EXPIRATION, REOPENING, AND WAGE-ADJUSTMENT PROVISIONS OF SELECTED COLLECTIVE BARGAINING AGREEMENTS, JANUARY–DECEMBER 1961 [1]—Continued

Company or association [2]	Union [3]	Approximate number of employees covered	Contract term [4]	Provisions effective January–December 1961 for—		
				Wage reopening	Automatic cost-of-living review [5]	Deferred wage increase (hourly rate unless otherwise specified)
18. Food Products						
Associated Milk Dealers, Inc. (Chicago, Ill.)	Teamsters (Ind.)	5,200	May 1959 to **Apr. 1961.**			
Brewers Board of Trade, Inc. (New York, N.Y.)	do	6,000	June 1960 to May 1962.			June 1, 1961; $6 per week.
Brewery Proprietors of Milwaukee	Brewery	5,800	June 1959 to **May 1961.**			
California Processors and Growers, Inc.	Teamsters (Ind.)	60,000	Mar. 1960 to Feb. 1962.[6]			Mar. 1, 1961: hourly rates, 9 cents plus additional 1 cent for women's jobs; salaried jobs, $3.60 per week; incentive rates, 4.3 percent.
Milk Dealers' Association of Metropolitan New York, Inc.	do	13,000	Oct. 1959 to **Oct. 1961.**			
Sugar Plantation Companies' Negotiating Committee (Hawaii)	Longshoremen and Warehousemen (Ind.)	14,000	June 1958 to **Jan. 1961.**			
Armour and Co	Packinghouse	14,000	Sept. 1959 to **Aug. 1961.**		Semiannually (Jan. and July).	
Swift & Co	do	10,000	Oct. 1959 to **Aug. 1961.**		do	
Swift & Co	National Brotherhood of Packinghouse Workers (Ind.)	5,000	Sept. 1959 to **Aug. 1961.**		do	
Wilson and Co., Inc	Packinghouse	5,500	Sept. 1959 to **Aug. 1961.**[6]		do	
19. Tobacco						
American Tobacco Co., Inc.	Tobacco	5,800	Jan. 1960 to **Dec. 1961.**			
20. Railroads						
Class I railroads	12 nonoperating employee unions.	557,000	July 1960 to open end.[6]	**Nov. 1, 1961**		
Class I railroads	Brotherhood of Locomotive Engineers (Ind.); Brotherhood of Locomotive Firemen and Enginemen; Brotherhood of Railroad Trainmen; Order of Railway Conductors and Brakemen (Ind.).	213,500	July 1960 to open end.[6]	**Nov. 1, 1961**		Mar. 1, 1961; 2 percent to base rates in effect prior to July 1960.
21. Local Transit						
Chicago Transit Authority (Chicago, Ill.)	Street, Electric	12,100	Dec. 1959 to Nov. 1962.		Quarterly (Mar., June, Sept., Dec.).	Dec. 1, 1961; 5 cents.
New York City Transit Authority (New York, N.Y.)	Transport Workers.	29,000	Jan. 1960 to **Dec. 1961.**			Jan 1, 1961; 4–5.5 cents plus inequity adjustments. July 1, 1961; 4–5.5 cents.
Philadelphia Transportation Co. (Philadelphia, Pa.)	do	6,200	Nov. 1958 to **Jan. 1961.**			
Public Service Coordinated Transport Co. (New Jersey)	Street, Electric	5,200	Feb. 1960 to Jan. 1962.		Quarterly (Feb., May, Aug., Nov.).	Feb. 1, 1961; 5 cents. Aug. 1, 1961; 3 cents.

See footnotes at end of table.

TABLE 4. EXPIRATION, REOPENING, AND WAGE-ADJUSTMENT PROVISIONS OF SELECTED COLLECTIVE BARGAINING AGREEMENTS, JANUARY–DECEMBER 1961 [1]—Continued

Company or association [2]	Union [3]	Approximate number of employees covered	Contract term [4]	Provisions effective January–December 1961 for—		
				Wage reopening	Automatic cost-of-living review [5]	Deferred wage increase (hourly rate unless otherwise specified)
22. Trucking and Warehousing						
Automobile Carrier Truckaway and Automobile Carrier Driveaway Agreements.	Teamsters (Ind.).	15,000	Mar. 1955 to **Feb. 1961.**			
California Trucking Association, Inc., Local Drayage; and Long Line and Turn Around Agreements.	do	11,000	May 1958 to **June 1961.**		Semiannually (Feb. and Aug.).	
Central States Area—Local Cartage Agreement.	do	110,000	Feb. 1955 to **Jan. 1961.**			
Central States Area—Over-the-Road Motor Freight Agreement.	do	55,000	Feb. 1955 to **Jan. 1961.**			
Motor Transport Labor Relations, Inc.	do	25,000	Jan. 1960 to Dec. 1962.			Jan. 1, 1961; 5 cents.
New England Freight Agreement.	do	13,000	Apr. 1958 to **Apr. 1961.**			
Southeastern Area City Pickup and Delivery Negotiating Committee.	do	6,000	June 1955 to **Jan. 1961.**			
Southwest Operators Association.	do	5,000	May 1955 to **Jan. 1961.**			
Trucking Companies—Over-the-Road Agreement (New York and New Jersey area).	do	50,000	Sept. 1960 to Aug. 1962.[6]			Increases vary in 1961—dates not specified.
Trucking Companies—Local Cartage and Over-the-Road Motor Freight Agreements (New York; upstate area).	do	15,000	Aug. 1958 to **July 1961.**			
23. Maritime						
Atlantic and Gulf Coast Companies and Agents—dry cargo and passenger vessels unlicensed personnel.	Maritime	30,000	June 1958 to **June 1961.**	Contract provides for 2 wage reviews spaced 1 year apart. Increase granted Jan. 1, 1960, under one reopening.		
Atlantic and Gulf Coast Tanker Companies, unlicensed personnel.	do	7,000	June 1958 to **June 1961.**	do		
Atlantic and Gulf District Freightship Agreement—unlicensed personnel.	Seafarers	15,000	Sept. 1958 to **Sept. 1961.**[6]	**At any time**		
New York Shipping Association.	Longshoremen's Association.	20,000	Oct. 1959 to Sept. 1962.			Oct. 1, 1961; 5 cents.
Pacific Maritime Association.	Longshoremen and Warehousemen (Ind.).	15,000	Oct. 1960 to June 1966.[6]	**June 1961**		June 15, 1961; 1.5 cents for clerks and 4 cents for supercargoes and chief supervisors only.
Pacific Maritime Association—unlicensed personnel.	Seafarers	18,000	Oct. 1958 to **Sept. 1961.**			
24. Telephone and Telegraph						
Chesapeake and Potomac Telephone Co. (Washington, D.C., metropolitan area).	Communications	6,300	May 1960 to May 1963.	**May 12, 1961**		
Michigan Bell Telephone Co., Plant and Traffic Departments.	do	15,300	June 1960 to June 1963.	**June 6, 1961**		
Mountain States Telephone and Telegraph Co., Plant and Traffic Departments.	do	14,400	Aug. 1960 to Aug. 1963.	**Aug. 5, 1961**		
New Jersey Bell Telephone Co., Plant Department.	Brotherhood of Electrical Workers.	7,200	July 1960 to July 1963.[6]	**July 3, 1961**		
New Jersey Bell Telephone Co., Traffic Department.	Communications	7,900	May 1960 to May 1963.	**May 25, 1961**		

See footnotes at end of table.

TABLE 4. EXPIRATION, REOPENING, AND WAGE-ADJUSTMENT PROVISIONS OF SELECTED COLLECTIVE BARGAINING AGREEMENTS, JANUARY–DECEMBER 1961 [1]—Continued

Company or association [2]	Union [3]	Approximate number of employees covered	Contract term [4]	Provisions effective January–December 1961 for—		
				Wage reopening	Automatic cost-of-living review [5]	Deferred wage increase (hourly rate unless otherwise specified)
24. Telephone and Telegraph—Continued						
New York Telephone Co., Traffic Department (downstate area).	Telephone Traffic Union (Ind.).	16,000	Nov. 1959 to **Feb. 1961.**			
New York Telephone Co., Plant and Engineering Departments (upstate area).	Empire State Telephone Workers' Organization (Ind.).	6,200	Jan. 1960 to **Mar. 1961.**			
New York Telephone Co., Plant Department (downstate area).	United Telephone Organizations (Ind.).	18,500	Feb. 1960 to **Mar. 1961.**			
Northwestern Bell Telephone Co.	Communications	19,000	May 1960 to Apr. 1963.	**May 1, 1961**		
Ohio Bell Telephone Co	do	17,000	May 1960 to May 1963.	**May 29, 1961**		
Pacific Telephone and Telegraph Co. (northern California) and Bell Telephone Co. of Nevada, Plant and Traffic Departments.	do	17,000	June 1960 to June 1963.	**June 19, 1961**		
Pacific Telephone and Telegraph Co., Plant Department (southern California).	do	10,800	July 1960 to July 1963.	**July 3, 1961**		
Pacific Telephone and Telegraph Co., Traffic Department (southern California).	Federation of Women Telephone Workers of Southern California (Ind.).	10,000	Aug. 1960 to Aug. 1963.	**Aug. 31, 1961**		
Southern Bell Telephone and Telegraph Co.	Communications	50,000	Sept. 1960 to Aug. 1963.[6]	**Sept. 1, 1961**		
Southern New England Telephone Co. (Connecticut).	Connecticut Union of Telephone Workers, Inc. (Ind.).	9,100	June 1960 to **Sept. 1961.**			
Southwestern Bell Telephone Co., Plant and Traffic Departments.	Communications	38,000	July 1960 to July 1963.[6]	**July 1961**		
Western Union Telegraph Co.	Telegraphers	23,900	June 1960 to May 1962.			Jan. 1, 1961: 5 cents for hourly rated employees except non-automobile messengers; $8 per month for monthly rated employees.
25. Electric and Gas Utilities						
Commonwealth Edison Co. and Subsidiary Public Service Co. (Illinois).	Brotherhood of Electrical Workers.	10,200	Apr. 1959 to **Mar. 1961.**			
Consolidated Edison Co. of New York, Inc.	Utility	22,000	Dec. 1959 to **Nov. 1961.**			
Niagara Mohawk Power Corp. (New York).	Brotherhood of Electrical Workers.	7,500	June 1960 to **May 1961.**			
Pacific Gas and Electric Co. (California).	do	13,600	July 1960 to June 1962.	**July 1, 1961**		
26. Wholesale and Retail Trade						
Associated Food Retailers of Greater Chicago and The Retail Chain Food Stores (Illinois and Indiana).	Retail Clerks	12,000	Nov. 1959 to **Nov. 1961.**			
Food Employers Council, Inc., and Independent Retail Operators (Los Angeles, Calif.).	do	13,000	Apr. 1959 to Mar. 1964.		Semiannually (Jan. and July).	Jan. 1, 1961; 7.5 cents (except 6–7 cents for apprentices and 2.5 cents for box boys).
Great Atlantic and Pacific Tea Co., Inc. (New York and New Jersey).	Meat Cutters	17,500	May 1960 to June 1962.			May 29, 1961; $3–$4 per week (10 cents per hour for part-time workers).
R. H. Macy and Co. (New York, N.Y.).	Retail and Wholesale.	8,500	Feb. 1959 to **Jan. 1961.**			

See footnotes at end of table.

TABLE 4. EXPIRATION, REOPENING, AND WAGE-ADJUSTMENT PROVISIONS OF SELECTED COLLECTIVE BARGAINING AGREEMENTS, JANUARY–DECEMBER 1961 [1]—Continued

Company or association [2]	Union [3]	Approximate number of employees covered	Contract term [4]	Provisions effective January–December 1961 for—		
				Wage reopening	Automatic cost-of-living review [5]	Deferred wage increase (hourly rate unless otherwise specified)
26. Wholesale and Retail Trade—Continued						
San Francisco Retailers Council—Department Stores (San Francisco, Calif.).	Retail Clerks	5,500	Oct. 1958 to **May 1961.**			
Distributors' Association (California).	Longshoremen and Warehousemen (Ind.).	5,000	June 1958 to **May 1961.**			
27. Finance, Insurance, and Real Estate						
Building Managers' Association of Chicago.	Building Service	6,600	Sept. 1959 to **Sept. 1961.**			
Prudential Insurance Co. of America.	Insurance Workers.	17,000	Sept. 1959 to **Sept. 1961.**			
Realty Advisory Board on Labor Relations, Inc.—Apartment Buildings (New York, N.Y.).	Building Service	11,000	Apr. 1958 to **Apr. 1961.**			
Realty Advisory Board on Labor Relations, Inc.—Commercial Buildings (New York, N.Y.).	do	12,000	Jan. 1960 to Dec. 1962.			Jan. 1, 1961; 5 cents.
28. Hotels and Restaurants						
Associated Restaurants of Oregon, Inc.; and the Portland Independent Hotel Association (Oregon).	Hotel	5,500	July 1957 to May 1962.	**June 1, 1961**		
Chicago Union Restaurant Employers Council (Chicago, Ill.).	do	15,000	Jan. 1960 to **Dec. 1961.**			
Golden Gate Restaurant Association and independent companies (San Francisco, Calif.).	do	15,000	Sept. 1959 to Aug. 1964.	**Sept. 1, 1961**		
Hotel Association of New York City, Inc.	New York Hotel Trades Council.	35,000	June 1959 to May 1963.			June 1, 1961; $1.25–$3.50 per week.
Southern Florida Hotel and Motel Association (Miami Beach, Fla.).	Hotel	5,300	Sept. 1959 to Aug. 1969.	**Sept. 15, 1961**		

[1] Contracts on file with the Bureau of Labor Statistics, October 20, 1960, except where footnote indicates that information is from newspaper source.

[2] Interstate unless otherwise specified.

[3] Unions affiliated with the AFL-CIO except where noted as independent.

[4] Refers to the date the contract is to go into effect, not the date of signing. Where a contract has been amended or modified and the original termination date extended, the effective date of the changes becomes the new effective date of the agreement.

For purposes of this listing, the expiration is the formal termination date established by the agreement. In general, it is the earliest date on which termination of the contract could be effective, except for special provisions for termination as in the case of disagreement arising out of a wage reopening. Many agreements provide for automatic renewal at the expiration date unless notice of termination is given. The Labor Management Relations (Taft-Hartley) Act, 1947, requires that a party to an agreement desiring to terminate or modify it shall serve written notice upon the other party 60 days prior to the expiration date.

[5] Date shown indicates the month in which adjustment is to be made, not the month of the Consumer Price Index on which adjustment is based.

[6] Information is from newspaper account of settlement.

Deferred Wage Increases and Escalator Clauses

DONALD L. HELM AND RICHARD G. SEEFER *

Deferred Increases

AS A RESULT of collective bargaining concluded in 1960 and in earlier years, wage increases are scheduled to go into effect in 1961 for at least 2.9 million workers covered by major contracts in manufacturing and selected nonmanufacturing industries.[1] The number of workers scheduled to receive such increases is about the same as in 1960 and 1959—2.6 million and 2.9 million, respectively—but lower than in earlier years: 4 million in 1958 and 5 million in 1957. The apparent downward trend in deferred increase coverage does not necessarily reflect a decline in the popularity of long-term contracts; rather, it appears to be related to the expiration dates of long-term contracts expiring in a given year. For example, many of the workers scheduled to receive deferred wage increases in 1961 are employed in the steel industry under long-term contracts negotiated in January 1960. On the other hand, a sizable number of workers not scheduled to receive increases in 1961 are employed by major automobile, farm equipment, and meatpacking firms whose contracts are up for renegotiation in the fall of 1961.

Another factor accounting for the smaller number of workers covered by deferred increases in 1961 than in earlier years has been the 3-year contracts signed in the fall of 1960 in the electrical equipment industry, which do not provide such raises in 1961. In general, contracts of at least 2 years' duration provide for either a wage increase or a wage reopener during each contract year. The two wage adjustments in the new contracts at the General Electric Co. and the Westinghouse Electric Corp., however, are 18 months apart, with the first increase in October 1960 and the second in April 1962. Under previous 5-year contracts, these workers had received deferred adjustments in each year from 1956 through 1959.

All Industries Studied, Except Construction. Exclusive of the construction trades, about 2.3 million workers covered by major collective bargaining contracts in manufacturing and selected nonmanufacturing industries will receive deferred wage increases during 1961. The most frequent increases—covering about 30 percent of the workers—will average 8 but less than 9 cents an hour (table 1). The majority of the workers affected by increases of this size are employed in the steel and related products industries, where increases (including the effect on incentive pay) are to become effective in October. Average increases falling within the range of 5 but less than 8 cents an hour will affect 45 percent of the workers mostly in various other metalworking industries and in transportation (including the operating employees of the railroads).

About 1.6 million workers covered by deferred wage increase provisions for 1961 are employed in manufacturing industries. Within this sector of the economy, raises averaging 8 but less than 9 cents an hour will be dominant, affecting 42 percent of the workers. Next most frequent are raises averaging 6 but less than 8 cents an hour for almost 3 out of 10 manufacturing workers. Only 11 percent will receive deferred adjustments averaging at least 9 cents an hour.

More than 730,000 workers in the selected nonmanufacturing industries [2] are scheduled to receive deferred wage increases in 1961. The largest group of workers affected—covering 42 percent of the workers—will receive deferred increases averaging 5 but less than 6 cents an hour. This group consists largely of operating employees of the Nation's railroads. About one out of six

* Of the Division of Wages and Industrial Relations, Bureau of Labor Statistics.

[1] This summary is limited to collective bargaining contracts affecting 1,000 or more workers in all industries except service trades, finance, and government. Information—based in part on secondary sources—is derived from settlements summarized in the Bureau's monthly report on Current Wage Developments.

Estimates for construction are included in the totals of this portion of the text but are not incorporated in any table except table 3 because data are less complete for construction than for the other industries covered.

[2] Information excludes construction (discussed later), the service trades, finance, and government.

TABLE 1. DEFERRED WAGE INCREASES SCHEDULED TO GO INTO EFFECT IN 1961 IN SITUATIONS AFFECTING 1,000 OR MORE WORKERS IN MANUFACTURING AND SELECTED NONMANUFACTURING INDUSTRIES [1]

Average deferred wage increases (cents per hour)	Number of situations	Approximate number of workers affected (in thousands)												
		All industries studied [1]	Total manufacturing [2]	Food and kindred products	Lumber and furniture	Printing and publishing	Chemicals and allied products	Stone, clay, and glass products	Metalworking [3]	Total nonmanufacturing studied	Mining (metal)	Warehousing, wholesale and retail trade	Transportation	Public utilities
Total	547	2,333	1,602	98	24	32	41	51	1,261	731	33	209	416	73
Under 5 cents	58	202	149	5	2	6	---	7	111	53	---	35	5	13
5 but less than 6 cents	92	441	131	8	6	---	10	1	58	310	---	13	267	30
6 but less than 7 cents	83	265	189	7	1	3	9	24	131	76	---	37	38	1
7 but less than 8 cents	110	332	286	9	2	6	11	15	230	47	30	11	5	1
8 but less than 9 cents	89	718	668	---	2	1	9	3	651	50	---	39	9	1
9 but less than 10 cents	35	135	69	29	---	3	---	---	37	66	3	26	32	5
10 but less than 11 cents	32	121	40	10	5	5	2	---	18	81	---	26	43	12
11 but less than 12 cents	12	34	24	3	---	---	---	---	21	10	---	8	---	2
12 but less than 13 cents	11	27	7	5	---	---	---	---	1	19	---	6	6	8
13 cents and over	20	51	34	20	5	7	---	---	1	17	---	8	9	---
Not specified or not computed [4]	5	7	6	2	1	2	---	---	1	2	---	---	2	---

[1] Excludes certain industries, notably construction, the service trades, finance, and government.

[2] Includes a few settlements in the following industry groups for which separate data are not shown: Leather and leather products (41,000), miscellaneous manufacturing (13,000), paper and allied products (16,000), textiles (8,000), tobacco (7,000), apparel (9,000), and rubber (1,000).

[3] Metalworking employees are found primarily in the manufacture of iron and steel, aluminum, metal containers, aircraft, and missiles.

[4] Insufficient information to compute cents-per-hour increase.

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

workers will be affected by increases averaging 6 but less than 8 cents an hour. In contrast with workers in manufacturing industries, 7 percent of the nonmanufacturing workers are scheduled for raises averaging 8 but less than 9 cents an hour, and 26 percent of the latter will receive raises averaging at least 9 cents an hour.

TIMING OF ADJUSTMENTS

About 1,017,000 workers will receive increases during the first half of the year. (See table 2.) The employees affected are found largely in local transit, trucking, telegraph, trade, railroads (operating personnel), aircraft, and shipbuilding. The increases will be concentrated in the months of January (about 270,000 workers), March (about 305,000 workers), and May and June (about 292,000 workers). The second half of the year will be dominated by wage increases in the steel and related industries in October (about 767,000 workers) and by those in the aircraft industry, falling due in July and August. In mid-December 1960 (the time this article was completed), relatively few workers—only about 73,000—were covered by increases going into effect in November and December 1961, but contracts negotiated in the balance of 1960 may raise this number.

COMPARISON WITH 1960

In 1960, the most frequent deferred wage increases, affecting 45 percent of the workers, averaged 6 but less than 7 cents an hour; in 1961, only 11 percent are scheduled to receive raises of this amount. Conversely, the most common deferred increase for 1961 is expected to average 8 but less than 9 cents an hour—for 31 percent of the workers as against only 3 percent in 1960. These disparities are due principally to the different industries which are affected by deferred increases in the two years. On the one hand, the large number of workers who received raises averaging 6 but less than 7 cents an hour in 1960 were employed mostly in industries having contracts subject to bargaining in 1961—automobile and related industries, farm equipment, and meatpacking. On the other hand, workers scheduled to receive adjustments averaging 8 but less than 9 cents in 1961 are largely employed in the steel industry, with contracts renegotiated in 1960.

Construction. It is estimated that about 600,000 workers in the construction trades are employed under major collective bargaining contracts providing deferred wage increases in 1961 (table 3). Of these, almost one-half will receive scale advances averaging 17 but less than 21 cents an hour. The single most frequent increase will amount to 20 cents an hour for one-fourth of the workers affected. In contrast with the deferred increases for other industries cited earlier, only 11 percent of the construction workers will receive raises averaging 10 cents an hour or less.

TABLE 2. DEFERRED WAGE INCREASES DUE IN 1961 IN MAJOR CONTRACTS IN MANUFACTURING AND SELECTED NONMANUFACTURING INDUSTRIES, BY EFFECTIVE MONTH

Month	Approximate number of workers affected	Principal industries affected
Total	[1] 2,333,000	
January	270,000	Trade, local transit, some trucking, and telegraph.
February	71,000	None.
March	305,000	Railroads (operating personnel).[2]
April	79,000	None.
May	134,000	Some aircraft, shipbuilding, and trade.
June	158,000	Aircraft and some trade.
July	187,000	Aircraft, shipbuilding, and some local transit.
August	152,000	Aluminum, shipbuilding, and some aircraft.
September	130,000	Various metalworking.
October	767,000	Basic steel, refractories, some fabricated metal products (including metal containers), and eastern longshoring.
November	51,000	None.
December	22,000	None.
Month not known	61,000	

[1] The total is smaller than the sum of the individual months since 70,000 employees will receive two deferred increases in 1961.

[2] The wage increase provided for 1961 by the agreements between the operating unions and the Nation's class I railroads is not strictly comparable with most other increases summarized here, since the adjustments for the railway workers go into effect in less than a year of the effective dates of the agreements (reached in June 1960); other long-term agreements typically specify only one wage increase for each contract year.

Nine out of 10 construction workers affected will receive scale advances during the first 6 months of 1961, the time of the year in which wage adjustments are normally concentrated in this industry. About 132,000 workers will receive increases in the second half of the year, including approximately 70,000 workers who will also receive an increase in the first half. (For this latter group, scale advances will range from 18 to 42 cents an hour over the entire year.)

The disparity in size of wage increase between the construction trades and manufacturing and other nonmanufacturing industries is due primarily to two factors: (1) cost-of-living clauses are rarely found in the construction industry; and (2) hourly scales in the construction industry are relatively high, so that a given increase in cents per hour amounts to a smaller percentage increase than in most industries.

Cost-of-Living Escalator Clauses

The Bureau of Labor Statistics has estimated that, as of the beginning of 1961, between 2.5 and 2.8 million workers will be covered by major collective bargaining agreements with automatic cost-of-living escalator provisions.[3] The estimate for 1961 represents a decline from an estimated 4 million organized workers covered in 1959. This decline is due largely to the discontinuance of such provisions in 1960 negotiations by two major industries: These industries were electrical equipment and railroads (covering both operating and nonoperating employees), which together account for about 1 million workers. The new contracts in electrical equipment, signed in the fourth quarter of 1960, eliminated previous cost-of-living escalator provisions, which over the 5-year contract period had provided quarterly adjustments amounting to an average of 20 to 23 cents an hour. In the case of railroads, contract amendments, agreed to in late spring and early summer, discontinued escalator provisions of agreements negotiated in 1956 and 1957. These cost-of-living adjustments were made semiannually and over a 3-year period, from May 1957 to May 1960, had totaled 17 cents an hour.

Notwithstanding the decline in the number of workers covered by cost-of-living escalator provisions, such clauses will continue to play a role in wage determination for 1961, both in contracts that are up for renewal and in those which provide for deferred wage increases. Thus of the 2.3 million workers (excluding those in construction) scheduled to receive deferred increases in 1961, about one-half are also covered by escalation (table 4). Of this number, however, about 650,000 are employed under contracts which specify an

[3] In addition, it is estimated that about 250,000 unorganized workers—mostly office and other employees of establishments whose production workers are covered by collectively bargained escalator clauses—are also covered by provisions for automatic cost-of-living adjustments. In 1959, the comparable number was about 400,000.

TABLE 3. DEFERRED INCREASES IN UNION SCALES SCHEDULED TO GO INTO EFFECT IN 1961 IN MAJOR SITUATIONS IN CONSTRUCTION

Hourly increases effective during period	Approximate number of workers affected		
	Total for 1961	January 1 to June 30	July 1 to December 31
Total	600,000	539,000	[1] 132,000
5 but less than 7 cents	12,000	12,000	
7 but less than 9 cents	20,000	29,000	
9 but less than 11 cents	37,000	90,000	63,000
11 but less than 13 cents	29,000	29,000	
13 but less than 15 cents	41,000	31,000	10,000
15 but less than 17 cents	93,000	83,000	10,000
17 but less than 19 cents	133,000	132,000	
19 but less than 21 cents	163,000	89,000	21,000
21 but less than 23 cents	31,000	23,000	8,000
23 but less than 25 cents	2,000	2,000	
25 cents	22,000	10,000	20,000
40 cents and over	17,000	9,000	

[1] Includes 71,000 workers in 4 situations who will also receive increases during the January to June 1961 period.

TABLE 4. COST-OF-LIVING ESCALATOR PROVISIONS IN MAJOR CONTRACTS IN MANUFACTURING AND SELECTED NONMANUFACTURING INDUSTRIES PROVIDING DEFERRED WAGE INCREASES IN 1961 [1]

Item	Approximate number of workers due to receive deferred increases	Percent of workers covered by cost-of-living escalator clauses
All situations with deferred increases	2,333,000	47
AVERAGE DEFERRED WAGE INCREASE		
Under 5 cents	202,000	59
5 but less than 6 cents	441,000	12
6 but less than 7 cents	265,000	21
7 but less than 8 cents	332,000	75
8 but less than 9 cents	718,000	84
9 but less than 10 cents	135,000	2
10 but less than 11 cents	121,000	6
11 but less than 12 cents	34,000	----
12 but less than 13 cents	27,000	----
13 cents and over	51,000	2
Not specified or not computed [2]	7,000	----
INDUSTRY GROUP (SELECTED)		
Manufacturing [3]	1,602,000	63
Chemicals and allied products	41,000	38
Stone, clay, and glass products	51,000	32
Metalworking	1,261,000	76
Nonmanufacturing [3]	731,000	12
Metal mining	33,000	81
Warehousing, wholesale and retail trade	209,000	18
Transportation	416,000	6

[1] Excludes certain industries, notably construction, the service trades, finance, and government, as well as workers covered by contracts in which the first cost-of-living review date does not occur until 1962.
[2] Insufficient information to compute cents-per-hour increases.
[3] For specific industries included in the total, see table 1.

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

upper limit to any cost-of-living increases that might go into effect in 1961. These contracts are largely concentrated in the steel industry, where deferred increases (averaging between 8 and 9 cents an hour) may be supplemented by a cost-of-living adjustment not to exceed 3 cents an hour. In steel, however, some or all of any cost-of-living increase that falls due may be used to offset the rising costs of the insurance programs above a specified amount. Other industries whose escalator provisions are similarly limited include aluminum and metal containers.

Many of the West Coast aircraft-missile contracts—in which deferred wage increases of generally 3 or 7 cents will go into effect—are also subject to escalation. These agreements, which were signed in the summer of 1960, provided for a 7-cent-an-hour raise over a 2-year contract period. Those that deferred the entire wage increase until 1961 continued provisions for quarterly escalator adjustments (generally with a slight modification of the formulas). On the other hand, aircraft bargaining agreements that provided for a general increase of 4 cents in 1960 and deferred the remaining 3 cents until the summer of 1961 suspended the operation of their escalator clauses for 1 year; quarterly reviews are to be resumed in the summer of 1961, including adjustments for changes in the Consumer Price Index above specified levels during the interim.

Most of the remaining workers covered by cost-of-living clauses are employed under contracts expiring in 1961. Most of these agreements provide for at least one review before their expiration dates; they are in such industries as automobiles, farm equipment, and meatpacking. Trucking contracts, which expire in the early part of 1961, presumably do not provide for any cost-of-living review in 1961 prior to renegotiation.

Escalator Increases During 1960. Cost-of-living increases during 1960 were about the same as, or slightly above, the level recorded in 1959 but still below the levels in 1958 and 1957 for workers within the same industries. In most major automobile and farm equipment contracts, cost-of-living increases totaled 4 cents an hour in 1960, compared with 3 cents in 1959 and 6 cents in both 1958 and 1957. Semiannual escalator clauses in meatpacking contracts provided increases of 3 cents (the same as in 1959), compared with 8 cents in 1958 and 5 cents in 1957. Railroad workers received a 1-cent-an-hour cost-of-living increase before their contracts were amended in 1960, compared with 3 cents in 1959, 5 cents in 1958, and 8 cents in 1957. Most of the major trucking contracts provided semiannual increases totaling 4 cents an hour in 1960. This was the only major industry in which such increases were substantially higher than those for 1959 (2 cents) but still below 1958 and 1957 (6 cents and 7 cents, respectively). At the time this article was prepared, it was not known what increase, if any, would be put into effect in 1960 under the escalator provisions of the basic steel industry—for the 3 cents potentially due may be offset against rising insurance costs. In 1959, these workers received a 1-cent-an-hour cost-of-living increase, compared with 9 cents in 1958 and 7 cents in 1957.

Special Labor Force Reports

EDITOR'S NOTE.—*This article is one of a series of reports on special labor force subjects formerly covered in Series P–50 of the Bureau of the Census Current Population Reports. Reprints of this article, including additional detailed tables, are available upon request to the Bureau or to any of its regional offices (listed on the inside front cover of this issue).*

Work Experience of the Population in 1959

SOPHIA COOPER *

THE AMERICAN LABOR FORCE is characterized by a high degree of flexibility and turnover, with millions of workers entering and leaving each year. A significant number of those who move in and out want work for only part of the year; in addition to those who retire during the year or enter after graduation from school, many choose to work for short periods when other responsibilities permit. The effect of these moves by different individuals on the overall size and composition of the work force is revealed by the annual survey of the work experience of the population.[1]

In 1959, more than 78 million different persons worked at some time during the year (table 1), 10 million more than were employed at the seasonal peak of 67.6 million in July. Among these 78 million, 42 million worked 50 weeks or more at full-time jobs. In contrast, almost 7 million full-time workers were employed less than a half year, primarily because of home responsibilities, school attendance, or some other noneconomic reason.

In such a mobile labor force, a large number of workers become job hunters for short periods of time during the year. The total number of different individuals who were unemployed at some time during 1959 amounted to 12.2 million (table 2), compared with the largest monthly estimate of 4.7 million in February.

Some of the other basic facts revealed by the survey are as follows:

1. About 31.5 million men and 10.5 million women worked 50 weeks or more at full-time jobs.

2. Almost all men except those of retirement or school age worked at some time during the year, and seven-tenths worked all year at full-time jobs. About 60 percent of the teenage workers worked part time. Less than half of all women worked during the year; the highest proportion was among those 18 to 24 years of age. Among women who worked, 36 percent were employed all year at full-time jobs. This proportion was highest (45 percent) among women in the age group 45 to 64.

3. Only 22 percent of wage and salary workers whose longest jobs were in agriculture worked all year at full-time jobs, reflecting the highly seasonal nature of the work and the dependence on unpaid family workers during the busiest periods. Less than 45 percent of the workers in the highly seasonal construction industry worked regularly all year. About the same proportion applied to workers in trade and service, industries which have been employing large numbers of women and youth on a part-time and part-year basis.

4. About 12.2 million persons, or 15 percent of all those who worked or looked for work, had some unemployment during the year, with the greatest incidence of unemployment among young

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[1] The annual survey for 1959 was taken in February 1960 as a supplement to the regular monthly survey of the labor force conducted for the Bureau of Labor Statistics by the Bureau of the Census through its Current Population Survey. Earlier surveys of the work experience of the population have been summarized in the Bureau of the Census Current Population Reports Series P–50 (now discontinued), Nos. 8, 15, 24, 35, 43, 48, 54, 59, 68, 77, 86, and 91.

The annual survey measures the total number of different individuals who worked or were unemployed at some time during the year. The regular monthly surveys provide estimates of employment and unemployment as of the week ending nearest the 15th of each month.

persons 18 and 19 years of age. Among the unemployed who worked at some time during the year, work losses totaling 15 weeks or more generally increased with age—57 percent for men 65 years and over compared with less than 32 percent for men 25 to 34 years.

5. Some 4.2 million workers were unemployed two or more different times during the year. This amounted to 40 percent of the unemployed who worked at some time during the year. Information on three or more spells of unemployment, available for the first time in the report for 1959, showed that 2.4 million, or 60 percent of persons with repeated unemployment, had three or more spells. The incidence of recurrent unemployment increased with the age of the unemployed; it was more prevalent among Negroes than among white workers; and among unemployed wage and salary workers, it was highest (over 50 percent) in agriculture and construction.

6. Unemployment was the reason given most frequently for loss of working time by men 25 to 64 years of age who were employed less than 50 weeks, and illness was next in importance. School attendance was by far the largest factor in less than full-year work among young men and women (6.2 million), and home responsibilities the most frequent cause among adult women (8.5 million).

These and other aspects of work experience in 1959 are analyzed in this article, which also reviews recent developments in year-round full-time employment.

Extent of Work Experience

Year-Round Full-Time Employment, 1957–59. Many factors cause changes in the number of workers employed full time throughout the year. The most important short-run influence is, of course, the general economic situation. When production and business activity are high, employment expands, layoffs are at a minimum, and year-round full-time work increases. Even under these circumstances, other factors such as weather, industrial disputes, and material shortages can alter the amount of regular work in the economy.

Work regularity in 1959 showed a substantial improvement over the previous year.[2] More than 34 million nonfarm wage and salary workers reported a full year's work at jobs that usually provided 35 hours or more work per week—about

[2] Comparisons of data for 1959 with other years make allowance for the addition of Alaska and Hawaii to the figures for 1959.

TABLE 1. WORK EXPERIENCE DURING THE YEAR, BY EXTENT OF EMPLOYMENT AND SEX, 1957–59

Work experience	Both sexes			Male			Female		
	1959 [1]	1958	1957	1959 [1]	1958	1957	1959 [1]	1958	1957
	Number (thousands of persons 14 years old and over)								
Total who worked during the year [2]	78,162	77,117	77,664	48,973	48,380	48,709	29,189	28,736	28,955
Full time: [3]									
50 to 52 weeks	42,030	41,329	42,818	31,502	30,727	32,089	10,528	10,602	10,729
27 to 49 weeks	12,515	11,546	11,981	7,830	7,233	7,350	4,685	4,313	4,631
Part time or intermittently	23,617	24,240	22,865	9,641	10,419	9,270	13,976	13,821	13,595
1 to 26 weeks at full-time jobs	8,459	8,799	8,075	3,665	4,091	3,447	4,794	4,708	4,628
At part-time jobs	15,158	15,441	14,790	5,976	6,328	5,823	9,182	9,113	8,967
50 to 52 weeks	5,173	5,402	4,989	2,211	2,348	2,135	2,962	3,054	2,854
27 to 49 weeks	3,104	3,025	2,872	1,224	1,259	1,115	1,880	1,766	1,757
1 to 26 weeks	6,881	7,014	6,929	2,541	2,721	2,573	4,340	4,293	4,356
	Percent distribution								
Total who worked during the year [2]	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Full time: [3]									
50 to 52 weeks	53.8	53.6	55.1	64.3	63.5	65.9	36.1	36.9	37.0
27 to 49 weeks	16.0	15.0	15.5	16.0	15.0	15.1	16.1	15.0	16.0
Part time or intermittently	30.2	31.4	29.4	19.7	21.5	19.0	47.9	48.1	47.0
1 to 26 weeks at full-time jobs	10.8	11.4	10.4	7.5	8.5	7.1	16.4	16.4	16.0
At part-time jobs	19.4	20.0	19.0	12.2	13.1	12.0	31.4	31.7	31.0
50 to 52 weeks	6.6	7.0	6.4	4.5	4.9	4.4	10.1	10.6	9.9
27 to 29 weeks	4.0	3.9	3.7	2.5	2.6	2.3	6.4	6.1	6.1
1 to 26 weeks	8.8	9.1	8.9	5.2	5.6	5.3	14.9	14.9	15.0

[1] Data for 1959 include Alaska and Hawaii and are therefore not strictly comparable with previous years. This inclusion has resulted in an increase of about 300,000 in the total who worked during the year, with about 150,000 in the group working 50 to 52 weeks at full-time jobs.

[2] Time worked includes paid vacation and paid sick leave.

[3] Usually worked 35 hours or more a week.

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

700,000 more than in 1958, when curtailed production and business activity brought about a cut of 1.3 million in this group. The dampening of the recovery by the 17-week steel strike during the second half of 1959 accounted in part for the failure of year-round full-time work to regain its 1957 prerecession level.

Some industrial workers fared better than others because the increase in regular work was not proportionate to the decline in industries which had been most affected in 1958 (table 3). Most of the 1958 cut of 1.3 million in year-round work took place in durable goods industries—1.1 million. By contrast, the increase in this sector in 1959 was only 350,000, bringing the total to 6.6 million, some 750,000 short of the number tallied in 1957. The steel strike was responsible to a large extent for the slow pace of recovery in durable goods. About 500,000 steelworkers were idled by the strike, and an estimated 500,000 workers in the automobile, machinery, and fabricated metals industries were laid off because of steel shortages. Employment in mining and in transportation was also adversely affected. While some of these workers would not have worked a full 50 weeks even without a strike, nevertheless, a sizable number would have had year-round full-time employment. In primary metals, the proportion of employees working year round full time dropped from 65 percent in 1958 to 48 percent in 1959. Had the proportion with steady work remained at the 1958 recession-affected level, at least 200,000 more of the workers in this one industry would have had full-year employment in 1959. Despite the strike, most of the other durable goods industries except fabricated metal products had a greater proportion of employees working all year at full-time jobs during 1959 than in 1958. The smallest proportion with year-round full-time work within durable goods was still in automobile manufacturing, although it rose from 40 percent in 1958 to 45 percent in 1959. This undoubtedly would have risen higher had there been no material shortages as a result of the steel strike.

The situation of wage and salary workers in nondurable goods manufacturing was quite differ-

TABLE 2. EXTENT OF UNEMPLOYMENT DURING THE YEAR, BY SEX, 1957–59

Extent of unemployment	Both sexes			Male			Female		
	1959 [1]	1958	1957	1959 [1]	1958	1957	1959 [1]	1958	1957
	Number (thousands of persons 14 years old and over)								
Total working or looking for work	79,494	78,787	78,585	49,523	49,158	49,444	29,971	29,628	29,141
Percent with unemployment	15.3	17.9	14.7	16.5	19.6	15.7	13.5	15.1	13.1
Total with unemployment	12,195	14,120	11,568	8,163	9,645	7,758	4,032	4,474	3,810
Did not work but looked for work	1,332	1,670	921	550	778	735	782	892	186
With work experience, total	10,863	12,449	10,647	7,613	8,867	7,023	3,250	3,582	3,624
Year-round workers [2] with 1 or 2 weeks of unemployment	840	1,180	1,119	657	863	447	184	317	672
Part-year workers [3] with unemployment, total	10,023	11,269	9,528	6,956	8,004	6,576	3,067	3,265	2,952
1 to 4 weeks of unemployment	2,569	2,387	2,443	1,472	1,435	1,475	1,097	952	968
5 to 10 weeks of unemployment	2,348	2,367	2,339	1,688	1,692	1,646	660	675	693
11 to 14 weeks of unemployment	1,403	1,479	1,394	1,031	1,094	1,030	372	385	363
15 to 26 weeks of unemployment	2,070	2,556	1,898	1,564	1,950	1,385	506	606	513
27 weeks or more of unemployment	1,633	2,482	1,454	1,201	1,835	1,039	432	647	415
Total with 2 or more spells of unemployment	4,228	5,117	4,377	3,173	3,850	3,171	1,055	1,267	1,206
2 spells	1,813	(4)	(4)	1,293	(4)	(4)	520	(4)	(4)
3 or more spells	2,415	(4)	(4)	1,880	(4)	(4)	535	(4)	(4)
	Percent distribution								
Unemployed persons with work experience, total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Year-round workers [2] with 1 or 2 weeks of unemployment	7.7	9.5	10.5	8.6	9.7	6.4	5.7	8.8	18.5
Part-year workers [3] with unemployment, total	92.3	90.5	89.5	91.4	90.3	93.6	94.4	91.2	81.5
1 to 4 weeks of unemployment	23.6	19.2	22.9	19.3	16.2	21.0	33.8	26.6	26.7
5 to 10 weeks of unemployment	21.6	19.0	22.0	22.2	19.1	23.4	20.3	18.8	19.1
11 to 14 weeks of unemployment	12.9	11.9	13.1	13.5	12.3	14.7	11.4	10.7	10.0
15 to 26 weeks of unemployment	19.1	20.5	17.8	20.5	22.0	19.7	15.6	16.9	14.2
27 weeks or more of unemployment	15.0	19.9	13.7	15.8	20.7	14.8	13.3	18.1	11.5
Total with 2 or more spells of unemployment	38.9	41.1	41.1	41.7	43.4	45.2	32.5	35.4	33.3
2 spells	16.7	(4)	(4)	17.0	(4)	(4)	16.0	(4)	(4)
3 or more spells	22.2	(4)	(4)	24.7	(4)	(4)	16.5	(4)	(4)

[1] Data for 1959 include Alaska and Hawaii and are therefore not strictly comparable with previous years. This inclusion has resulted in an increase of about 50,000 in the total with unemployment.
[2] Worked 50 weeks or more.
[3] Worked less than 50 weeks.
[4] Not available.
NOTE: Because of rounding, sums of individual items may not equal totals.

TABLE 3. YEAR-ROUND FULL-TIME WORKERS,[1] BY MAJOR INDUSTRY GROUP AND CLASS OF WORKER OF LONGEST JOB, SELECTED YEARS, 1950–59

Class of worker and major industry group of longest job	Number (thousands)					Percent of total with work experience during the year				
	1959 [2]	1958	1957	1955	1950	1959	1958	1957	1955	1950
Total	42,030	41,329	42,818	42,624	38,375	53.8	53.6	55.1	56.6	55.7
Agriculture	3,141	3,270	3,468	4,316	4,393	39.6	39.4	41.5	46.6	47.0
Wage and salary workers	604	578	569	779	803	21.9	20.9	23.0	31.5	32.3
Self-employed workers	2,238	2,353	2,589	3,194	3,246	74.8	74.9	77.1	81.5	75.9
Unpaid family workers	299	340	311	344	345	13.7	14.3	12.3	12.0	13.4
Nonagricultural industries	38,887	38,062	39,348	38,310	33,983	55.4	55.3	56.8	58.0	57.1
Wage and salary workers	34,158	33,337	34,677	33,597	29,708	54.7	54.6	56.1	57.1	56.4
Forestry, fisheries, and mining	444	437	514	499	411	56.3	56.9	64.7	57.5	39.9
Construction	1,789	1,736	1,837	1,749	1,456	43.6	40.6	45.7	46.3	41.4
Manufacturing	11,838	11,122	12,285	11,940	10,669	62.5	62.3	63.3	64.5	61.9
Durable goods	6,622	6,266	7,373	7,104	5,779	62.9	62.4	66.4	67.7	64.7
Nondurable goods	5,216	4,856	4,912	4,836	4,890	62.0	62.0	59.2	60.4	59.0
Transportation and public utilities	3,471	3,354	3,529	3,503	3,391	71.4	72.0	72.2	71.6	73.6
Wholesale and retail trade	6,042	6,223	6,142	6,187	5,733	48.3	49.2	49.5	50.1	52.8
Service industries	7,922	7,842	7,789	7,306	5,925	44.5	44.7	46.0	47.5	46.9
Public administration	2,652	2,623	2,581	2,413	2,123	77.7	78.5	77.8	79.0	75.8
Self-employed workers	4,478	4,464	4,426	4,446	4,060	66.4	66.9	67.2	70.7	67.3
Unpaid family workers	252	262	246	268	215	24.0	24.3	25.8	27.8	25.5

[1] Persons employed 50 to 52 weeks at full-time jobs.
[2] Data for 1959 include Alaska and Hawaii and are therefore not strictly comparable with previous years. This inclusion has resulted in an increase of about 150,000 in the group working 50 to 52 weeks at full-time jobs.

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

ent from that in the hard goods sector. Since no significant drop had occurred in year-round work during 1958, the 1959 level of 5.2 million was 350,000 above 1958 and about 300,000 above 1957. Employees with steady work rose by about 150,000 over the year in textile and apparel manufacturing, to 1.3 million in 1959.

Service [3] and public administration were the only other major industries in which the number of year-round full-time wage and salary workers in 1959 (10.6 million) was higher than in the prerecession year 1957. In fact, service was the only major industry which showed a substantial increase in the total number of workers—year round or part year. Every other industry had about the same number or fewer employees in 1959 than in 1957.

The historical decline in agricultural employment continued in 1959. Only 7.9 million persons, or 400,000 fewer than in 1958, indicated that their longest job during the year was in agriculture.[4] The drop occurred entirely among self-employed and unpaid family workers. In 1959, only 22 percent of the 2¾ million wage and salary agricultural workers—but 75 percent of the 3 million self-employed—worked all year at full-time jobs.

The increase in year-round employment was limited to a few major occupation groups (table 4). With the improved economic situation in 1959, year-round full-time employment among craftsmen reached 6.3 million—150,000 more than in 1958. The total number of operatives with full-year jobs was 7.4 million, a gain of 400,000 entirely among those working in factories. Among both these groups, however, there were 400,000 fewer workers with year-round full-time employment in 1959 than in the prerecession year 1957. Regular work had been curtailed most sharply in these two groups during the 1958 downturn.

Clerical employment, at 11.4 million, was about 500,000 more than in 1958. The change in the number working year round full time was not significant.

Employment in service occupations (excluding private households), which reached 7.5 million in 1959, continued to edge up over the year in line with long-range trends, and almost all of it represented greater full-time year-round employment. On the other hand, laborers in nonagricultural industries dropped by 150,000 over the year, and the number of farmers and farm laborers continued to decline.

Year-round full-time work was more prevalent among men than among women in almost every major industry in 1959. In Federal public administration, 71 percent of the women worked all year at full-time jobs, compared with 90 percent

[3] Including finance, insurance, and real estate, as well as personal, educational, business, and other services, but excluding private household workers.
[4] Many persons who did some agricultural work were included in another industry because the industry classification is based on the job at which they worked longest during the year.

of the men. The differences were even wider in some nondurable goods manufacturing industries. In apparel manufacturing, which employs many women, only 38 percent of the women worked all year full time, compared with 64 percent of the men. In textile mills, where one-half of those working at some time during the year were women, the proportion was 47 percent for women and 78 percent for men. The differences were generally smaller in durable goods manufacturing industries. It is not surprising that there are wide differences in trade and service, where many women are able to find part-time or part-year work, but it is interesting to note that the proportion of men in trade and service who held steady jobs was smaller than in most other industries. A contributing factor to this low rate probably is the part-year or part-time employment of young men either during the summer or after school hours.

Nonagricultural Wage and Salary Workers, 1950–59. The number of persons whose longest job during the year was as wage or salary worker in nonagricultural industries has increased by 9.5 million since 1950—about 4 million men and 5.5 million women. Some 4.3 million of the additions were persons working all year at full-time jobs; part-time workers accounted for 3.5 million, and about 1.7 million were full-time workers with employment of less than 50 weeks during the year.

The increase in part-time workers was relatively greater than in the other groups and reflected a number of factors: the steadily increasing labor force activity of adult women, with a sizable proportion wanting only part-time work;[5] the increasing part-time employment of older men (discussed later in this article); and the growing number of teenage part-time workers. As a result, the percent of nonfarm wage and salary workers with part-time jobs rose from 12.5 percent in 1950 to 16.2 percent in 1959.

Annual changes among year-round full-time wage and salary workers in nonagricultural industries have been uneven. All but 400,000 of the 4.3-million increase between 1950 and 1959 took place during the unusually rapid growth of 1950–55. In 1950, the economy was just beginning to pull out of the 1948–49 recession and there were major strikes in the coal and steel industries. The number of year-round full-time wage and salary workers in nonfarm industries increased by almost 1.9 million in 1951, as production was increased to meet the needs of the Korean conflict. About 1.8 million more were added in the 2 following years, boosting year-round full-time workers to 33.3 million in 1953—a peak of 60 percent of all nonfarm wage and salary workers. Regular work declined during the 1954 recession but moved back up in 1955 to 33.6 million.

Since 1955, there has been an increase of only 400,000 in the number of regular year-round wage and salary workers. In nondurable goods manufacturing, service, and public administration (comprising more than 45 percent of total wage and

[5] See Growth and Characteristics of the Part-time Work Force (in Monthly Labor Review, November 1960, pp. 1166–1175).

TABLE 4. YEAR-ROUND FULL-TIME WORKERS,[1] BY MAJOR OCCUPATION GROUP OF LONGEST JOB, SELECTED YEARS, 1950–59

Major occupation group of longest job	Number (thousands)					Percent of total with work experience during the year				
	1959 [2]	1958	1957	1955	1950	1959	1958	1957	1955	1950
Total	42,030	41,329	42,818	42,624	38,375	53.8	53.6	55.1	56.6	55.7
Professional, technical, and kindred workers	4,926	4,883	4,879	4,452	3,132	62.0	62.6	64.5	65.8	60.3
Farmers and farm managers	2,232	2,381	2,598	3,243	3,335	75.0	75.6	77.9	81.9	76.6
Managers, officials, and proprietors, except farm	5,959	5,888	5,763	5,536	5,125	81.3	80.6	83.2	82.7	81.1
Clerical and kindred workers	6,530	6,387	6,443	6,068	5,337	57.3	59.0	58.2	60.2	63.4
Sales workers	2,580	2,593	2,499	2,497	2,143	47.4	47.5	47.5	47.3	46.7
Craftsmen, foremen, and kindred workers	6,308	6,126	6,698	6,355	5,716	67.5	66.2	69.3	69.6	65.6
Operatives and kindred workers	7,367	6,959	7,776	8,214	7,471	52.2	51.7	54.1	56.0	54.3
Private household workers	525	550	542	611	565	17.1	17.9	17.7	21.2	22.9
Service workers, except private household	3,186	3,077	3,029	2,808	2,643	42.5	41.9	42.6	42.6	45.9
Farm laborers and foremen	742	773	775	992	979	16.3	15.9	16.3	19.4	20.2
Laborers, except farm and mine	1,676	1,712	1,816	1,847	1,929	37.4	37.0	39.9	44.2	43.4

[1] Persons employed 50 to 52 weeks at full-time jobs.
[2] Data for 1959 include Alaska and Hawaii and are therefore not strictly comparable with previous years. This inclusion has resulted in an increase of about 150,000 in the group working 50 to 52 weeks at full-time jobs.

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

TABLE 5. YEAR-ROUND FULL-TIME WAGE AND SALARY WORKERS, BY MAJOR INDUSTRY GROUP AND SEX, ACTUAL AND ASSUMED CHANGES, 1955–59

Major industry group of longest job and sex	Total with work experience in 1959 (thousands)	Percent of total who worked year round full time			Difference between actual and assumed numbers at work in year-round full-time jobs in 1959[1] (thousands)
		1959	1955	Change 1955 to 1959	
Total wage and salary workers in nonagricultural industries	62,439	54.7	57.1	−2.4	[2] −1,406
Male wage and salary workers	38,039	64.8	67.2	−2.4	[2] −903
Forestry, fisheries, and mining	728	56.7	57.3	−.6	−4
Construction	3,938	43.2	45.9	−2.7	−106
Manufacturing:					
Durable goods	8,414	65.6	71.6	−6.0	−505
Nondurable goods	5,164	73.7	70.8	2.9	150
Transportation, communication, and public utilities	3,931	74.4	75.3	−.9	−35
Wholesale and retail trade	6,817	62.7	64.9	−2.2	−150
Service industries	6,595	59.6	63.1	−3.5	−231
Public administration	2,452	85.1	86.0	−.9	−22
Female wage and salary workers	24,400	39.0	41.1	−2.1	−502
Forestry, fisheries, mining and construction	222	54.1	58.0	−3.9	−9
Manufacturing:					
Durable goods	2,108	52.2	51.8	.4	8
Nondurable goods	3,255	43.3	44.9	−1.6	−52
Transportation, communication, and public utilities	934	58.6	56.8	1.8	17
Wholesale and retail trade	5,708	31.0	32.7	−1.7	−97
Service industries	11,212	35.6	38.5	−2.9	−325
Public administration	961	59.0	63.7	−4.7	−45

[1] Estimated by applying the 1955 rates of year-round full-time work to the total with work experience in 1959.

[2] Totals represent sums of industry components and therefore may not be exactly consistent with changes in percent shown in column 4.

salary workers), there were more year-round full-time workers in 1959 than in 1955. In durable goods manufacturing, there were about one-half million fewer full-year workers than in 1955, partly because of the steel strike, as indicated earlier. The other major industries showed very little change over the 4-year period.

The effect of the decline in the rate of year-round full-time work is revealed by a simple projection of 1955 rates to 1959 (table 5). The rate of year-round full-time work for all wage and salary workers in nonfarm industries dropped from 57.1 percent in 1955 to 54.7 percent in 1959. If the rate in each industry had remained at the 1955 level, 1.4 million more of the workers in 1959 would have had full-time year-round employment. Examination of the industry composition of the 1.4 million workers suggests that several factors may have been responsible for this difference. Almost all of the additional year-round workers would have been accounted for by 500,000 more in durable goods manufacturing and 800,000 in trade and

TABLE 6. EXTENT OF WORK EXPERIENCE DURING THE YEAR, BY AGE AND SEX, 1959 AND 1950

Age and sex	1959						1950					
	Total with work experience		Distribution of those with work experience				Total with work experience		Distribution of those with work experience			
	Number (thousands)	Percent of population	Worked at full-time jobs			Worked at part-time jobs	Number (thousands)	Percent of population	Worked at full-time jobs			Worked at part-time jobs
			50 to 52 weeks	27 to 49 weeks	1 to 26 weeks				50 to 52 weeks	27 to 49 weeks	1 to 26 weeks	
Both sexes, 14 years and over	78,162	64.0	53.8	16.0	10.8	19.4	68,876	63.1	55.7	17.1	11.6	15.5
Male, 14 years and over	48,973	84.1	64.3	16.0	7.5	12.2	45,526	86.8	65.4	16.7	8.0	9.8
14 to 17 years	2,737	49.0	3.4	1.8	18.8	76.1	2,206	52.2	7.8	5.1	19.9	67.1
18 and 19 years	1,710	82.1	17.8	15.1	29.1	38.0	1,515	84.0	25.0	17.4	33.3	24.2
20 to 24 years	4,256	92.0	48.8	20.6	18.4	12.2	4,575	92.7	54.0	21.5	15.6	8.9
25 to 54 years	30,806	97.1	75.3	16.9	3.9	3.8	28,543	97.4	74.1	17.2	4.7	4.0
55 to 64 years	6,551	89.3	69.9	16.9	5.1	8.2	6,007	89.6	70.3	15.8	6.2	7.7
65 years and over	2,913	42.4	42.5	11.7	11.2	34.5	2,679	49.3	52.3	15.1	9.1	23.5
Female, 14 years and over	29,189	45.6	36.1	16.0	16.4	31.5	23,350	41.1	36.8	17.9	18.7	26.6
14 to 17 years	1,986	36.5	1.4	2.5	23.0	73.2	1,389	33.3	2.6	5.4	30.0	61.9
18 and 19 years	1,589	66.4	16.8	14.8	36.5	31.9	1,303	61.6	24.9	17.1	35.3	22.6
20 to 24 years	3,410	61.3	35.8	20.3	26.9	17.0	3,383	58.7	42.0	22.3	22.8	13.0
25 to 34 years	5,276	45.7	34.2	18.0	20.1	27.7	5,291	43.7	37.8	17.8	22.3	22.0
35 to 44 years	6,303	51.8	41.9	16.6	13.4	28.1	5,070	47.2	40.5	18.7	14.6	26.2
45 to 64 years	9,466	51.1	45.2	16.7	8.7	29.3	6,192	39.4	41.0	18.5	11.7	28.8
65 years and over	1,159	13.9	25.2	10.8	9.6	54.4	724	11.8	29.7	11.1	12.0	47.4

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

TABLE 7. EXTENT OF WORK EXPERIENCE DURING THE YEAR FOR MEN 65 YEARS AND OVER, 1950–59

Extent of work experience during the year	1959	1958	1957	1956	1955	1954	1953	1952	1951	1950
Population (thousands)	6,871	6,747	6,650	6,567	6,465	6,312	6,208	5,866	5,596	5,436
Percent who worked during the year	42.4	43.4	47.3	46.4	48.1	46.0	48.2	50.3	51.1	49.3
Total who worked: Number (thousands)	2,913	2,931	3,145	3,048	3,109	2,902	2,994	2,952	2,860	2,679
Percent	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Worked at full-time jobs	65.5	65.4	68.1	68.9	73.5	74.9	73.4	77.6	77.8	76.5
50 to 52 weeks	42.5	42.7	45.4	48.5	50.9	51.0	51.1	51.6	54.8	52.3
27 to 49 weeks	11.7	10.3	12.1	11.6	12.2	14.4	13.6	16.5	15.4	15.1
1 to 26 weeks	11.2	12.4	10.6	8.8	10.4	9.5	8.7	9.4	7.7	9.1
Worked at part-time jobs	34.5	34.6	31.9	31.1	26.4	25.1	26.6	22.4	22.2	23.5
50 to 52 weeks	13.7	15.2	13.4	12.7	11.4	9.3	9.2	8.9	8.1	7.9
27 to 49 weeks	6.6	5.5	4.7	5.4	5.4	4.3	6.3	3.8	4.8	6.6
1 to 26 weeks	14.2	13.9	13.8	13.0	9.5	11.5	11.1	9.6	9.3	9.1

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

service—industries which together comprised about 60 percent of year-round full-time work in 1959.

In durable goods manufacturing, part of the 500,000 can certainly be attributed to the effect of the 1959 steel strike, which resulted in considerable loss of time to workers in the second half of the year, not only in primary metals but also in automobile manufacturing and in other steel-dependent industries. Moreover, some workers did not have a full-year's regular work because recalls to work in hard goods industries following the 1958 recession were continuing throughout the first half of 1959.

In service and trade, on the other hand, much of the decline in the proportion of year-round full-time employment is probably related to the changing composition of the work force. Total employment in service and trade has been increasing in recent years, in contrast to the situation in manufacturing, mining, construction, and transportation. A major source of labor supply for trade and service industries has been the growing number of married women and youth seeking only part-time or part-year employment. Work schedules in these industries are rather readily adjusted to less than full-time arrangements, which are more convenient to the growing number of married women and students looking for part-time or occasional work. Partly as a result of this, part-time and part-year workers increased faster than year-round full-time workers. In service, for example, the number of year-round full-time wage and salary workers increased by 600,000 between 1955 and 1959, while part-year and part-time increased 1.8 million, and therefore the proportion of the total who worked regularly dropped from 47.5 to 44.5 percent. In trade, the proportion working regularly declined from 50.1 to 48.3 percent as the number of part-time and part-year workers rose.

TABLE 8. EXTENT OF UNEMPLOYMENT AMONG PART-YEAR WAGE AND SALARY WORKERS, BY MAJOR INDUSTRY GROUP, 1957–59

Major industry group	Part-year workers with unemployment as percent of total with work experience			Long-term unemployment as percent of part-year workers with unemployment						Percent of part-year workers with unemployment who had 2 or more spells of unemployment		
				15 to 26 weeks	27 weeks or more	15 to 26 weeks	27 weeks or more	15 to 26 weeks	27 weeks or more			
	1959	1958	1957	1959		1958		1957		1959	1958	1957
All industries	14.7	16.9	14.2	20.4	16.4	22.7	21.9	19.8	15.0	41.9	45.1	45.1
Agriculture	20.2	21.9	20.5	22.6	27.8	24.3	33.7	20.9	25.9	56.0	63.3	68.6
Nonagricultural industries	14.5	16.7	13.9	20.3	15.7	22.6	21.2	19.7	14.4	41.0	44.0	43.8
Forestry, fisheries, and mining	22.3	25.9	19.1	22.7	19.3	22.1	26.1	18.4	19.1	40.3	45.7	51.3
Construction	35.7	40.4	33.5	26.5	16.8	28.0	21.5	23.2	17.6	57.6	61.0	60.7
Manufacturing	17.5	21.0	17.3	19.8	12.6	22.4	21.4	18.1	13.0	40.5	40.7	39.0
Durable goods	18.8	23.6	18.0	21.6	10.0	23.5	23.5	17.1	11.5	38.9	39.7	36.2
Nondurable goods	16.0	17.6	16.4	17.2	16.5	20.7	17.8	19.6	15.3	42.9	42.4	43.2
Transportation, communication, and public utilities	11.5	12.9	10.5	22.2	17.6	27.4	24.9	24.6	10.5	38.2	44.6	43.6
Wholesale and retail trade	13.3	15.1	12.6	17.0	17.3	20.6	20.3	20.3	14.3	34.8	39.2	39.5
Service industries	9.5	10.3	8.7	17.9	18.0	18.6	19.7	18.2	15.3	36.6	40.3	44.7
Private household	11.1	12.0	11.3	15.3	24.5	17.9	25.0	20.4	19.9	51.0	58.6	62.3
Other service	9.1	9.9	8.1	18.6	16.1	18.9	18.1	17.4	13.8	32.3	34.8	38.6
Public administration	5.3	6.0	5.5	23.9	17.8	20.8	18.8	19.2	14.3	25.6	33.2	29.1

TABLE 9. EXTENT OF UNEMPLOYMENT IN 1959 BY AGE, MARITAL STATUS, COLOR, AND SEX

Characteristic	Unemployed as percent of total working or looking for work	Percent of unemployed who worked in 1959 having unemployment of—		
		15 weeks or more	2 spells	3 or more spells
AGE AND SEX				
Both sexes, 14 years and over	15.3	34.1	16.7	22.2
Male, 14 years and over	16.5	36.3	17.0	24.7
14 to 17 years	15.9	27.9	10.4	18.5
18 and 19 years	30.1	36.6	16.0	26.1
20 to 24 years	28.4	33.2	17.9	20.5
25 to 34 years	18.4	31.5	16.6	20.1
35 to 44 years	13.9	34.8	15.8	25.4
45 to 64 years	13.9	42.1	19.2	29.8
65 years and over	9.0	56.8	12.7	35.9
Female, 14 years and over	13.5	28.9	16.0	16.5
14 to 17 years	12.0	14.2	12.3	6.5
18 and 19 years	24.5	16.4	15.5	9.1
20 to 24 years	18.5	25.6	14.7	13.8
25 to 34 years	13.7	30.7	16.6	15.4
35 to 44 years	13.1	30.3	15.4	16.0
45 to 64 years	10.8	35.0	17.6	22.9
65 years and over	8.3	(1)	(1)	(1)
MARITAL STATUS AND SEX				
Male:				
Single	24.0	40.3	14.8	24.2
Married, wife present	13.9	33.3	18.0	24.1
Other marital status	24.0	48.6	15.7	31.7
Female:				
Single	14.3	23.0	15.5	13.6
Married, husband present	12.2	28.9	16.5	14.6
Other marital status	16.1	34.9	15.1	23.1
COLOR AND SEX				
Both sexes:				
White	14.2	(2)	17.1	20.4
Nonwhite	24.0	(2)	14.5	31.3
Male:				
White	15.2	(2)	17.6	23.0
Nonwhite	27.8	(2)	14.0	33.4
Female:				
White	12.5	(2)	16.0	14.1
Nonwhite	19.2	(2)	14.8	27.0

[1] Percent not shown where base is less than 100,000.
[2] Not available.

Employment by Age and Sex. Age exerts a considerable influence in determining the extent of work during a year. Less than 50 percent of boys 14 to 17 years of age have any work experience, compared with more than 95 percent of men 25 to 54 years of age, three-fourths of whom work year round at full-time jobs. By contrast, very few young persons work all year at full-time jobs (less than 3 percent of those 14 to 17 years and less than 20 percent for those 18 and 19 years). Even at ages 20 to 24, slightly less than half the boys and approximately one-third of the girls work regularly. Since 1950, the proportions of young men and women under 25 years of age who work all year at full-time jobs have declined significantly, while part-time employment has become more common, particularly part-time work for less than a full year or even less than a half year. Probably the most important factor in this shift is the increased proportions of young people attending school. Among girls 18 to 24 years old, early marriage and motherhood undoubtedly also play a role in work patterns. (See table 6.)

Among men 65 years of age and older, the proportion who work has declined considerably, and for those who work, part-time work has become more important. In 1950–52, about 50 percent of the men 65 years and over worked during the year; in 1959, the proportion was 42 percent (table 7). As a result, the number who worked was only 0.2 million higher in 1959 than in 1950, although the population of this age grew by 1.4 million. At the start of the decade, more than 75 percent of those who worked held full-time jobs, but only about 65 percent did in 1959. Expanded coverage and benefits under social security and private pension plans have made possible earlier retirement. In addition, the liberalization of the provision concerning maximum earnings of beneficiaries before benefits are withheld has encouraged part-time and part-year work.

Employment by Marital Status. Married men had greater opportunity for regular work in 1959 than in 1958. About 74 percent held steady jobs during the year, compared with 72 percent in 1958. Almost all of the increase in year-round full-time jobs benefited married men aged 20 to 44, the age span in which heaviest layoffs had occurred the year before.

	Year-round full-time workers (thousands)	
	1959 [1]	*1958*
Total, 14 years and over	42,030	41,329
Male, 14 years and over	31,502	30,727
Married, wife present	27,087	26,285
20 to 44 years	15,500	14,813
All other ages	11,587	11,472
Single	3,080	3,083
Other marital status	1,336	1,360
Female, 14 years and over	10,528	10,602
Married, husband present	5,464	5,456
Single	2,602	2,664
Other marital status	2,462	2,483

[1] Data for 1959 include Alaska and Hawaii. As a result, about 150,000 were added to the total working 50 to 52 weeks full time, of which about 60,000 were married men 20 to 44 years of age.

Data from the monthly survey of the labor force indicate that between one month and the next an average of about 10 percent of married women workers left the labor force and another

TABLE 10. EXTENT OF UNEMPLOYMENT IN 1959 AMONG PERSONS WHO WORKED DURING THE YEAR, BY MAJOR OCCUPATION AND INDUSTRY GROUP OF LONGEST JOB

Major occupation or industry group	Unemployed as percent of persons who worked	Percent of unemployed who worked in 1959 having unemployment of—		
		15 weeks or more	2 spells	3 or more spells
OCCUPATION GROUP				
Total workers	13.9	34.1	16.7	22.2
Professional, technical, and kindred workers	4.2	23.8	19.6	12.2
Farmers and farm managers	1.9	(1)	(1)	(1)
Managers, officials, and proprietors, except farm	3.6	28.6	13.9	11.7
Clerical and kindred workers	9.4	24.7	12.6	9.1
Sales workers	9.7	29.8	16.3	12.0
Craftsmen, foremen, and kindred workers	19.9	35.9	16.8	29.6
Operatives and kindred workers	24.4	32.9	19.0	20.6
Private household workers	10.1	29.6	10.3	32.5
Service workers, except private household	13.8	35.5	13.6	19.1
Farm laborers and foremen	11.6	47.0	16.3	36.3
Laborers, except farm and mine	31.8	42.3	17.5	29.5
INDUSTRY GROUP				
Total workers	13.9	34.1	16.7	22.2
Wage and salary workers	16.0	34.1	17.0	21.7
Agriculture	20.9	49.0	16.4	38.0
Nonagricultural industries	15.8	33.2	17.0	20.8
Forestry, fisheries, and mining	23.6	40.0	14.1	24.3
Construction	38.0	40.7	20.3	33.9
Manufacturing	19.5	29.1	18.8	17.6
Durable goods	21.1	28.2	18.1	16.6
Nondurable goods	17.6	30.6	19.8	19.1
Transportation and public utilities	12.4	36.7	14.5	20.7
Trade	14.4	31.7	15.4	16.7
Service	10.1	33.7	13.5	20.9
Private household	12.2	36.6	9.8	36.9
Other service	9.6	32.8	14.6	15.9
Public administraion	5.5	40.1	12.2	12.2

[1] Percent not shown where base is less than 100,000.

10 percent entered the labor force during 1959. The proportion moving in and out of the labor force was about the same for single boys and girls as for married women, but it was only about 1 percent for married men, who of course have a steadier attachment to the labor force.

Although there is no direct measure of whether the same persons return to the labor force several times during the year or whether different people are involved, comparing the total number of persons who worked during the year with peak monthly employment suggests differences in this kind of employment turnover among various groups. The following tabulation shows that the number of individual married women who worked for at least 1 week during 1959 was 34 percent greater than the largest number employed in any one month. The group with the next highest ratio of total workers during the year to peak employment was single women. The married men make rather few moves out of or into the labor force during the year.

	Persons with work experience in 1959	
	Number (thousands)	*As percent of peak employment in 1959*
Men	48,973	106.8
Single	9,646	111.4
Married, wife present	36,811	105.3
Other marital status	2,518	103.5
Women	29,189	131.0
Single	6,920	122.3
Married, husband present	16,807	134.0
Other marital status	5,465	117.5

Unemployment and Other Absences

Incidence of Unemployment by Industry and Occupation. Between 1958 and 1959, the number of persons unemployed at some time during the year dropped from 14.1 to 12.2 million. The sharpest reductions in unemployment in 1959 occurred among wage and salary workers in durable goods manufacturing, particularly in several industries which had been hardest hit the year before. In primary metals, about 17 percent had some unemployment in 1959, compared with 27 percent the year before, and the proportion of jobless who lost 15 weeks or more declined from 47 to 32 percent in 1959.[6] In the machinery industry, the unemployment rate dropped from 23 percent in 1958 to 14 percent. The rate in the automobile industry showed only a small decrease, but the proportion of jobless who were out of work for 15 weeks or more was cut in half—from 45 percent of those unemployed in 1958 to 23 percent in 1959. In durable goods as a whole, the proportion of unemployed who lost a total of 15 weeks or more dropped from a level of more than 40 percent in 1958 to less than 30 percent; most of the decline was in the group with unemployment totaling 27 weeks or more.

Other major industries recorded improvements. Among railroad workers, unemployment totaling 15 weeks or more was reduced sharply although

[6] In the reports on work experience of the population, the number of weeks of unemployment represents the sum of all weeks in the calendar year during which persons had looked for work regardless of whether the weeks were continuous or in several distinct periods. In the monthly report on the labor force, duration of unemployment represents the length of time (through the current survey week) during which persons had been continuously looking for work. In both reports, time lost by persons on strike is not recorded as unemployment unless the worker is actually looking for another job.

the proportion who had some idleness remained at about 15 percent. In the construction industry, both the incidence of unemployment and the extent of time lost were reduced but remained, as usual, higher than in most industries. In 1959, about 38 percent of the workers whose longest job was in the construction industry had some unemployment, and two-fifths of these accumulated more than 15 weeks of joblessness; in 1958, the comparable proportions were 43 percent and almost one-half.

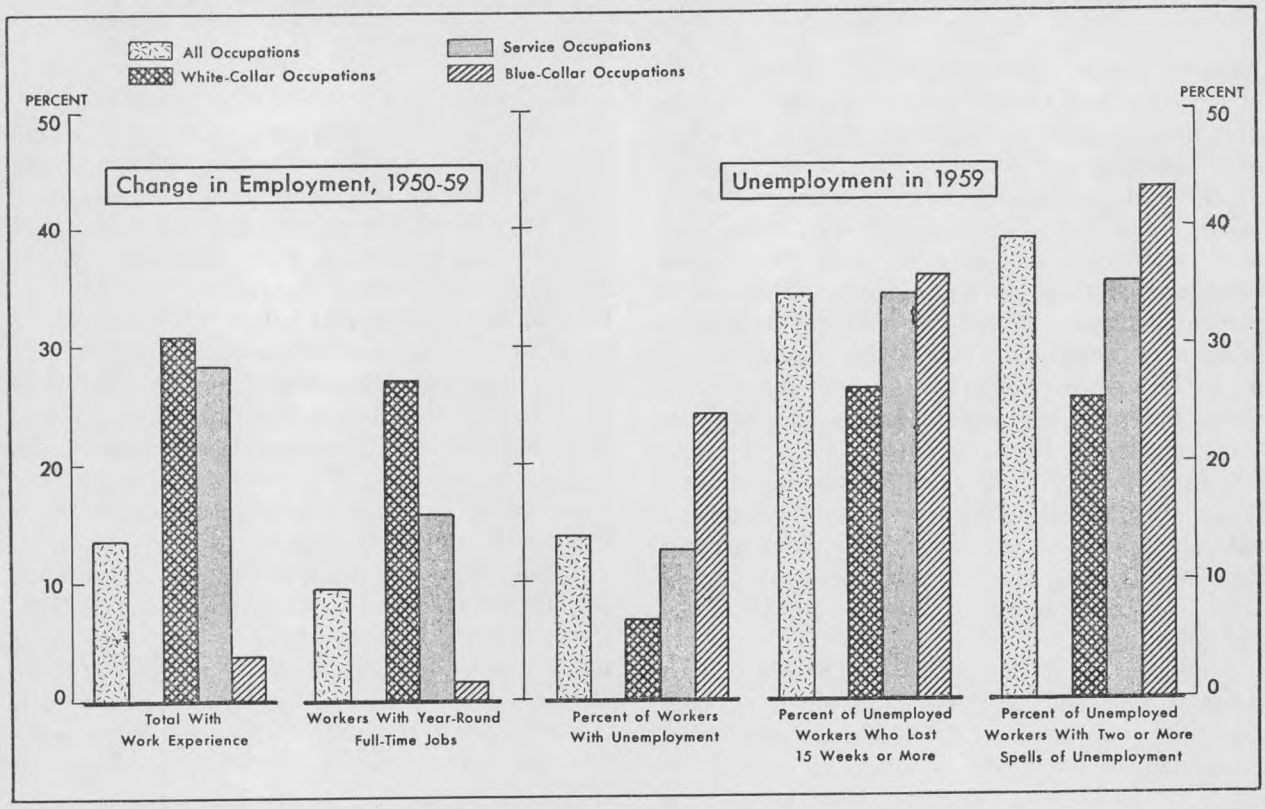
Comparisons with 1957 can be made only for unemployment among part-year workers, i.e., those who worked less than 50 weeks.[7] Table 8 shows that unemployment in 1959 among part-year wage and salary workers had receded almost to the 1957 levels. In the transportation industry, however, the proportion of jobless workers who lost 27 weeks or more of work remained significantly higher in 1959 than in 1957 despite a very large reduction as compared with 1958. In every major industry except manufacturing, there were significant declines between 1957 and 1959 in the proportion of the unemployed who had two or more spells of unemployment.

Blue-Collar Workers. Unemployment rates among manual workers—craftsmen, operatives, and laborers—were also diminished in 1959. However, their rates and the number of weeks lost because of unemployment remained, as usual, above those of most other occupation groups.

In several respects, workers in these blue-collar occupations have fared least well among the nonagricultural jobholders. Over the long run, the number of such workers has increased much less than among white-collar workers; their employment has been less regular, and relatively more workers have been unemployed and for longer periods of time. (See accompanying chart.) Of

[7] Prior to 1958, detailed data were not obtained for year-round workers with 1 or 2 weeks of unemployment.

Employment and Unemployment in White-Collar, Service, and Blue-Collar Occupations[1]



[1] All occupations include farmers and farm laborers not shown separately. White-collar occupations include professional, managerial, clerical, and sales workers. Service occupations include private household workers and personal and protective service workers. Blue-collar occupations include craftsmen, operatives, and nonfarm laborers.

course, these measures vary considerably among specific occupations, but the growth occupations have been those with the least incidence of unemployment.

Unemployment Among Men. The better economic climate in 1959 reduced joblessness most sharply among men 20 to 44 years of age. Unemployment had been particularly severe among the 20- to 24-year-old group during 1958, with 35 percent out of work at some time. In 1959, the rate was down to 28 percent.

Data on cumulative weeks of unemployment during the year further indicate that middle-aged and older workers have a harder time finding and keeping new jobs once they become unemployed. In 1958, 47 percent of unemployed men aged 45 to 64 had a total of 15 weeks or more of idleness, compared with 41 percent of men aged 20 to 34. In 1959, persistent unemployment declined more slowly for the older group, so that the proportions were 42 and 32 percent, respectively. The proportion for unemployed men 65 years and older remained very high—at 57 percent—in both years.

Repeated Spells of Unemployment. Data on three or more spells of unemployment, available for the first time in this year's survey, showed considerable concentration among construction, agricultural, and private household workers.[8] (See tables 9 and 10.) Farm laborers, carpenters, and other construction craftsmen had the highest incidence of three or more spells—close to 40 percent. Private household workers as well as laborers in construction and other nonmanufacturing activities were not in much better shape, with about one-third of these jobless having at least three spells of idleness during the year. As indicated earlier, these occupations are characterized by more casual job attachments. Industry data show a corresponding pattern, with greater incidence of three or more spells of layoff among farm, construction, and private household wage and salary workers.

A greater proportion of men than women had three or more separate periods of idleness. One reason for this difference is that a larger proportion of women are employed in office or sales jobs, where the incidence of unemployment is low. In addition, many women may enjoy greater freedom of choice with respect to labor market activity.

TABLE 11. PERSONS WHO WORKED 1 TO 49 WEEKS DURING THE YEAR, BY REASON FOR PART-YEAR WORK, BY SEX, 1955 TO 1959

[In thousands]

Reason for part-year work	1959	1958	1957	1956	1955
BOTH SEXES					
Total [1]	30,959	30,383	29,854	28,314	27,956
Unemployment	10,023	11,277	9,528	7,904	8,727
Illness or disability [2]	4,690	4,333	4,825	4,845	4,866
Unpaid absence from work [3]	3,178	2,821	2,920	3,357	3,159
Taking care of home	8,521	8,107	8,352	8,315	8,451
Going to school	6,180	5,584	5,881	5,493	5,206
Other reasons [4]	4,388	4,337	3,974	3,145	3,370
MALE					
Total [1]	15,257	15,301	14,489	13,642	13,567
Unemployment	6,956	8,011	6,576	5,439	6,015
Illness or disability [2]	2,830	2,655	2,916	2,966	2,870
Unpaid absence from work [3]	1,950	1,574	1,663	2,089	1,905
Taking care of home [5]					
Going to school	3,394	3,093	3,223	3,108	2,966
Other reasons [4]	2,945	2,941	2,897	2,363	2,591
FEMALE					
Total [1]	15,702	15,082	15,365	14,672	14,389
Unemployment	3,067	3,266	2,952	2,465	2,712
Illness or disability [2]	1,860	1,678	1,909	1,879	1,996
Unpaid absence from work [3]	1,228	1,247	1,257	1,268	1,254
Taking care of home	8,521	8,107	8,352	8,315	8,451
Going to school	2,786	2,491	2,658	2,385	2,240
Other reasons [4]	1,443	1,396	1,077	782	779

[1] Includes persons with one or more reasons for part-year work; therefore, the sum of the reasons will exceed the number of part-year workers.
[2] Excludes paid sick leave from a job (which is counted as time worked) and periods of illness or disability during which the persons would not have worked or would not have been in the labor market even if well.
[3] Includes, among others, unpaid vacations and strikes.
[4] Includes, among others, retirement, service in the Armed Forces, and summer vacations for students.
[5] Not available.

The incidence of three or more spells of unemployment increases with age. About 20 percent of unemployed men 20 to 34 years of age were out of work at least 3 times during the year, compared with 36 percent of those 65 years and over. This of course leads to more weeks of unemployment for those older workers who lose jobs even though their unemployment rate is low. It is difficult to know to what extent this low unemployment rate reflects seniority protection from layoff or withdrawal from the labor market after losing a job. It is clear that the unemployed older workers who persist in searching for work go through long periods of job hunting interspersed with relatively short periods of employment.

Among part-year workers with unemployment, part-time workers were much more likely to have three or more spells of unemployment than were those whose employment was generally full time. This was particularly striking for men, as shown in the following tabulation. These part-year part-time workers are apt to be the school-age boys and

[8] Information on spells of unemployment as well as duration was obtained only for persons who had worked at some time during the year. Therefore, all references to the unemployed exclude persons who looked for work but did not find it.

girls and married women who move into and out of the labor force, experiencing short periods of unemployment in the process.

	Part-year workers		
Male	*Total*	*Full time*	*Part time*
Total with unemployment:			
Number (thousands)	6, 956	5, 853	1, 107
Percent	100. 0	100. 0	100. 0
With 1 spell	54. 4	56. 5	42. 8
With 2 spells	18. 6	20. 1	11. 0
With 3 or more spells	27. 0	23. 4	46. 2
Female			
Total with unemployment:			
Number (thousands)	3, 067	2, 344	719
Percent	100. 0	100. 0	100. 0
With 1 spell	65. 6	66. 3	63. 8
With 2 spells	17. 0	18. 3	12. 2
With 3 or more spells	17. 4	15. 5	23. 9

Reasons for Part-Year Work. As in other years, there were marked differences by age and sex in the reasons given most frequently for loss of working time by persons employed for less than 50 weeks. Unemployment was the most important factor for adult men under retirement age, with illness next in importance. School attendance was indicated as the cause by 6.2 million young men and women; unemployment and other reasons were of secondary importance. Among adult women, taking care of the home and family was the most common reason. Of the 15.7 million women working part year, 8.5 million lost working time because of this factor. In 1959, more workers reported school attendance and home responsibilities as reasons for part-year work than in any year since 1955—the earliest date for which such data are available—reflecting the growing number of teenagers and married women in the labor force. (See table 11.)

Summaries of Studies and Reports

Pay Levels for Professional and Other White-Collar Occupations

In the winter of 1959–60, the Bureau of Labor Statistics began a series of annual nationwide surveys of compensation for selected professional, administrative, technical, and clerical occupations; this article summarizes the findings of the first of these surveys. The data, which pertain to representative establishments in a broad range of American industry in urban areas,[1] were obtained by personal visits of Bureau field economists; for the most part, they show salaries in effect during January–June 1960.

The study provides a fund of broadly based information on salary levels and distributions in private employment. Substantial general interest in the survey results was anticipated. In addition, the study provides more information than has hitherto been available on pay in private industry for use in appraising the compensation of salaried employees in the Federal civil service. It should be emphasized that the study is in no sense calculated to supply mechanical answers to questions of Government pay policy. Indeed, no conceivable survey could do so since the survey descriptions are not identical with position descriptions in the Federal service, and conclusions can be reached only after considerable study and analysis by Government technicians. The design for the survey was developed in a study sponsored by the Bureau of the Budget in collaboration with the Civil Service Commission, the Special Assistant to the President for Personnel Management, and the Bureau of Labor Statistics.

The occupations studied were selected to provide representation of a wide range of pay levels. Individually, these jobs were judged to be surveyable in industry within the framework of a broad survey design and representative of occupational groups that are numerically important in industry as well as in the Federal service. The occupational definitions used in collecting salary data reflect duties and responsibilities in industry, but they were also designed to be translatable to specific pay grades in the General Schedule applying to Federal Classification Act employees.[2]

To meet the various needs for which the survey was designed, it was necessary to establish definitions for appropriate work levels (or classes) within the occupations selected for study. Differentiation between work levels (designated by Roman numerals, with Class I assigned to the lowest level) was made in terms of duties and responsibilities. Specific job factors, however, varied from occupation to occupation. Altogether, a total of 77 work level categories were studied.

In addition to salary data for all occupations, the survey also collected information on cash bonus payments for all except clerical and drafting occupations, and supplementary establishment data mainly relating to the characteristics of salary rate systems.

Estimated employment in the occupations studied amounted to about 1.1 million, approximately 8 percent of the 14.3 million employees within the geographic and industrial scope of the survey. Although they accounted for 50 percent of the total employment in the jobs studied, women worked largely in the clerical positions. They constituted a majority of the keypunch supervisors and a fourth of the payroll supervisors; however, at only a few of the lowest work levels in professional occupations did they account for as much as 10 percent of the employees.

Average Salaries

Average (mean) weekly salaries among the 77 job categories ranged from $55.50 for file clerks I to $442 for attorneys VI (defined to include top

[1] For the scope of the study, see footnote 1, table 1. The survey results are based on a stratified probability sample of establishments which have been weighted to yield nationwide metropolitan area estimates. The numbers of employees indicated are estimates of the nationwide totals, and not the sample counts. A detailed description of the scope and method of survey is provided in National Survey of Professional, Administrative, Technical, and Clerical Pay, Winter 1959–60 (BLS Bull. 1286, 1960).

[2] All job definitions are available upon request to the Bureau of Labor Statistics. They also appear in appendix B of Bull. 1286, op. cit.

legal advisors, such as chief counsel heading a staff of attorneys). Averages in excess of $200 a week are shown in table 1 for 16 job categories; engineers in levels V and VI accounted for more than three-fourths of the aggregate employment in jobs at these pay levels. The occupation positioning in the intermediate salary structure (above entry level but below $200 a week) is illustrated below with weekly averages for the numerically most important work levels for the jobs shown.

Typists, I	$60. 50
Stenographers, general	75. 00
Draftsmen, senior	120. 00
Accountants, II	132. 00
Supervisors, tabulating-machine unit, II	140. 00
Engineers, III	161. 00
Directors of personnel, II	182. 00
Attorneys, III	192. 00

Among five levels of accountants surveyed, weekly salaries ranged from $112 for accountants I to $231 for accountants V. Auditors I averaged $96 a week and auditors IV, the highest level surveyed, averaged $179. Auditor I was defined to include inexperienced trainees in positions typically requiring a bachelor's degree in accounting or the equivalent in education and experience combined, whereas accountant I represented a level of accounting responsibility above that of an inexperienced trainee, and accountant V, the top level surveyed, represented a level of responsibility well above that defined for auditor IV. Fully three-fourths of the accountants were employed in manufacturing and public utilities; by way of contrast, the largest group of auditors was in the finance industries.

Attorneys I, newly hired persons in trainee positions (with the LL.B. degree and bar membership), averaged $115 a week. This category, however, accounted for only 427 attorneys. Of the successive levels of attorneys studied, salary increments—$25, $52, $63, $132, and $55—were substantially larger than for all other series except personnel directors. Attorneys at the first three levels were found mainly in finance; manufacturing and public utilities together accounted for only about a fourth of them. Attorneys IV, V, and VI, however, were more equally divided among these industry divisions; relatively few were employed in the trade and service industries.

Six levels of chemists and engineers and seven levels of mathematicians were surveyed, each starting with a trainee level of professional work typically requiring a bachelor of science degree or the equivalent in education and experience. For engineers, the largest group studied, average weekly salaries ranged from $122 for engineers I to $272 for engineers VI.[3] Pay levels for mathematicians were below those for engineers at the lowest levels and about the same at the higher levels. For each of the six levels of chemists, the average salary was below that of engineers in the corresponding level. Nearly all of the chemists and a great majority of the engineers and mathematicians were employed in manufacturing.

In the personnel management field, three occupations (each with four levels) were studied. Job analysts I, defined to include trainees under immediate supervision, averaged $114 a week, compared with $180 for job analysts IV, who participate in the development, installation, and administration of evaluation and compensation systems and are fully responsible for other broad assignments. The levels for employment managers and directors of personnel started with positions requiring full responsibility for their respective programs, each of the levels being determined on the basis of employment, range of occupations, and variety of functions for which the persons were responsible. Weekly salaries for employment managers averaged from $128 for level I to $224 for level IV, and for personnel directors, from $152 for level I to $302 for level IV. Manufacturing establishments accounted for three-fifths to four-fifths of the employment in these 12 job categories. Among other industries, a fourth of the employees in the first two levels of job analyst positions were in finance; a third of the employment managers IV were in public utilities.

Weekly salaries for the levels in the drafting field averaged from $72.50 for a relatively small group of tracers to $146 for lead draftsmen, who may perform drafting work but also plan and direct the work of others (table 2). Of the nearly 91,000 draftsmen and tracers, 79 percent were employed in manufacturing, and 12 percent were

[3] Although engineers were not identified by field of specialization or function, inquiry was made into distinctions in rates of pay among engineers employed within establishments in two or more fields of specialization (e.g., civil, mechanical, and electrical) or in two or more functions (e.g., research, design, operations and maintenance, and production). Among establishments employing engineers in two or more specializations, 94 percent reported no rate differences on the basis of field of specialization; among those employing engineers in two or more functions, 92 percent reported no rate differences based on function.

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in establishments providing architectural and engineering services.

General stenographers accounted for a tenth of all employees in the jobs studied and, in the clerical field, constituted the largest group among 17 occupations and work levels studied. Their weekly salaries averaged $75, which was near the midpoint in the range of average weekly salaries for the clerical levels surveyed. For nine levels, average salaries fell within a $9 range, from $69.50 to $78.50 a week. Among all clerical levels studied, average weekly salaries ranged from $55.50 for file clerks I to $101.50 for tabulating-machine operators III, who are required to perform complete reporting assignments by machine, including difficult wiring, without close supervision. Although employment in manufacturing exceeded that in the several nonmanufacturing divisions in 14 of the 17 clerical jobs, in only six instances did manufacturing account for as many as half of the employees.

Among the clerical supervisory positions studied were managers of office services, with four levels based upon the size of the organization serviced and the variety of services for which the managers were responsible. Their average weekly salaries ranged from $139 for level I to $218 for level IV. Keypunch supervisors averaged $93 a week in level I and $114 in level II; the first level related to working supervisors who were also required to operate keypunch machines, and the second to full-time supervisors in charge of keypunch operations units. Similarly defined levels of tabulating-machine unit supervisors averaged $114 in level I and $140 in level II. Manufacturing industries accounted for more than half of the employment in all except the first level of managers of office services and the second of keypunch supervisors.

Average Weekly Hours

Data on the length of the workweek, the period for which employees received their regular straight-time salary, were obtained in addition to information on pay. The following tabulation shows the distribution of the survey's 77 job categories according to average weekly hours (rounded to the nearest half hour).

Average weekly hours	*Number of job categories*
38	1
38½	9
39	24
39½	25
40	18

Interjob differences in average weekly hours largely reflect variation in the distribution among industries of the employment in these jobs. Whereas the majority of manufacturing establishments, for example, have 40-hour work schedules for their office employees, banking and insurance firms commonly report shorter workweeks.[4] Averages of 39 hours or less were recorded for all work levels in the auditor and attorney series; for all except one level (attorneys IV), employment was greatest in finance. The fact that the average work schedule for most of the clerical jobs was either 39 or 38½ hours is also explained by the lack of concentration of such jobs in manufacturing. Forty-hour averages are shown for five of six engineering levels, and as pointed out earlier, a great majority of the engineers were employed in manufacturing.

Salary Distribution

Within nearly all occupation-work levels, salary rates for some of the higher paid employees were at least twice those of the lowest paid employees. In the 20 occupations where 2 or more levels were studied, absolute as well as relative spreads between the highest and lowest salaries tended to widen with each increase in work level. There was also a very substantial degree of salary overlap between work levels in the same occupation.[5]

Expressing the salary range of the middle 50 percent of employees as a percentage of the median salary (middle range and median weekly salary in tables 1 and 2) permitted comparisons of salary ranges for the various work levels on the same basis and also eliminated the extreme low and high salaries from each comparison. However, this did not take into account differences in the range of duties and responsibilities among the job descriptions for various levels. Thus as seen in table 3, the middle range in salaries for attorney levels exceeded 35 percent of the corresponding median in 5 of 6 levels, whereas for the

[4] Wage surveys conducted in major labor markets have also indicated that work schedules tend to be shorter in large northeastern labor markets (particularly in New York City) than in areas studied in other regions. See Wages and Related Benefits, 20 Labor Markets, 1958-59 (BLS Bull. 1240-22).

[5] Distributions of employees by average weekly salaries are presented for all occupation-work levels in Bull. 1286, op. cit.

TABLE 1. EMPLOYMENT, AVERAGE SALARIES, AND AVERAGE WEEKLY SALARIES PLUS CASH BONUSES FOR SELECTED PROFESSIONAL AND ADMINISTRATIVE OCCUPATIONS,[1] WINTER 1959–60

Occupation and class	Number of employees (thousands)	Average (mean) salaries [2]		Average weekly salaries [2]			Cash bonuses [4]		
		Annual	Monthly	Mean	Median	Middle range [3]	Percent of employees receiving cash bonuses	Average weekly salaries plus cash bonuses [5]	Percent added to salaries by cash bonuses [6]
ACCOUNTS AND AUDITORS									
Accountants, I	13.7	$5,845	$486	$112	$110	$102–$122	25	$113	1.0
Accountants, II	18.5	6,903	574	132	129	118– 143	35	134	1.4
Accountants, III	14.9	8,302	690	159	155	136– 178	39	164	3.0
Accountants, IV	6.4	9,858	819	189	185	162– 208	32	196	3.5
Accountants, V	2.4	12,031	1,000	231	228	193– 259	22	238	3.1
Auditors, I	.8	4,980	414	96	93	85– 104	35	97	1.4
Auditors, II	4.1	6,062	504	116	113	101– 130	32	117	1.2
Auditors, III	4.3	7,648	636	147	143	127– 165	30	151	2.7
Auditors, IV	2.0	9,307	774	179	174	154– 198	29	182	1.9
ATTORNEYS									
Attorneys, I	.4	5,978	497	115	106	91– 137	36	116	.4
Attorneys, II	1.4	7,299	607	140	136	120– 158	20	141	.6
Attorneys, III	2.9	9,980	829	192	181	150– 223	29	194	1.2
Attorneys, IV	1.3	13,297	1,105	255	246	202– 296	25	260	2.1
Attorneys, V	.6	20,173	1,677	387	362	298– 464	19	394	1.8
Attorneys, VI	.6	23,020	1,913	442	403	341– 536	19	460	3.6
ENGINEERS AND SCIENTISTS									
Chemists, I	3.9	5,529	460	106	105	97– 114	19	107	.5
Chemists, II	6.1	6,447	536	124	122	110– 135	41	126	1.9
Chemists, III	8.5	7,763	645	149	148	132– 165	37	152	1.8
Chemists, IV	5.7	9,496	789	182	179	161– 198	31	186	2.3
Chemists, V	3.4	10,993	914	211	208	188– 236	38	218	3.4
Chemists, VI	1.5	13,696	1,138	263	249	234– 288	43	276	4.8
Engineers, I	19.3	6,371	529	122	123	115– 130	16	123	.4
Engineers, II	43.1	7,241	602	139	137	127– 150	17	140	.6
Engineers, III	76.0	8,411	699	161	160	146– 176	16	162	.8
Engineers, IV	63.5	9,868	820	189	187	170– 206	19	191	1.0
Engineers, V	32.1	11,620	966	223	218	197– 245	22	227	1.8
Engineers, VI	12.7	14,193	1,180	272	264	235– 302	25	281	3.2
Mathematicians, I	.4	5,786	481	111	110	98– 122	11	111	.2
Mathematicians, II	.7	6,760	562	130	127	116– 141	14	131	.4
Mathematicians, III	.7	7,992	664	153	150	137– 167	11	153	.3
Mathematicians, IV	.5	9,115	758	175	172	156– 191	17	176	.6
Mathematicians, V	.4	11,788	980	226	233	203– 253	50	251	10.9
Mathematicians, VI	.2	14,193	1,180	272	257	232– 300	24	288	5.7
Mathematicians, VII	.1	15,054	1,251	289	269	238– 346	22	295	2.0
Directors, research and development	1.1	18,189	1,512	349	344	286– 395	35	380	8.7
PERSONNEL MANAGEMENT									
Job analysts, I	.2	5,946	494	114	106	99– 123	17	115	.5
Job analysts, II	.6	6,690	556	128	127	113– 143	16	129	.9
Job analysts, III	.9	7,388	614	142	140	126– 160	23	143	.8
Job analysts, IV	.6	9,354	777	180	179	161– 199	19	181	.6
Employment managers, I	2.4	6,668	554	128	125	108– 149	45	131	2.3
Employment managers, II	1.6	7,841	652	151	151	128– 168	27	154	2.0
Employment managers, III	.7	9,110	757	175	169	151– 193	19	179	2.1
Employment managers, IV	.1	11,680	971	224	212	192– 253	14	226	.9
Directors of personnel, I	1.0	7,921	658	152	149	130– 168	42	156	2.5
Directors of personnel, II	4.1	9,484	788	182	179	156– 205	42	189	4.1
Directors of personnel, III	.9	13,141	1,092	252	243	206– 302	39	265	5.2
Directors of personnel, IV	.6	15,747	1,309	302	281	237– 361	38	328	8.7
CLERICAL SUPERVISORY									
Managers, office services, I	.8	7,251	603	139	140	123– 151	49	142	2.2
Managers, office services, II	.5	8,042	668	154	146	129– 181	18	156	1.0
Managers, office services, III	.4	9,399	781	180	179	148– 206	39	184	2.0
Managers, office services, IV	.1	11,356	944	218	213	169– 264	19	219	.3
Supervisors, keypunch, I	2.1	4,826	401	93	93	83– 102	32	94	1.4
Supervisors, keypunch, II	1.0	5,951	495	114	115	100– 124	21	115	.9
Supervisors, payroll	3.8	7,051	586	135	131	117– 151	30	137	1.3
Supervisors, tabulating-machine unit, I	5.3	5,956	495	114	115	101– 130	31	116	1.4
Supervisors, tabulating-machine unit, II	6.2	7,271	604	140	138	121– 157	38	142	1.6

[1] The study relates to establishments employing 100 or more workers in 188 Standard Metropolitan Statistical Areas in the United States (excluding Hawaii), as revised in 1959 by the Bureau of the Budget, in the following industries: manufacturing; transportation, communication, electric, gas, and sanitary services; wholesale trade; retail trade; finance, insurance, and real estate; engineering and architectural services; and research, development, and testing laboratories.

[2] Salaries relate to standard salaries that are paid for standard work schedules. In tabulating the salary data, salaries reported on an annual or monthly basis were converted to weekly salaries by dividing by 52.1 or 4.33, respectively. Average annual and monthly salaries were then derived from average weekly salaries by using these same factors.

[3] The middle (interquartile) range is the central part of the array of employees by salary excluding the upper and lower fourths.

[4] Cash bonuses were averaged over all employees in each job category, including those who did not participate in such payments.

[5] Adjusted to include a small proportion of employees who received cash bonuses but for whom data on amount of bonus were not available, by assuming their bonuses equaled those for whom such data were available.

[6] Percentages were computed from weekly averages before rounding.

TABLE 2. EMPLOYMENT AND AVERAGE SALARIES FOR SELECTED TECHNICAL AND CLERICAL OCCUPATIONS,[1] WINTER 1959–60

Occupation and class	Number of employees (thousands)	Average (mean) salaries [2]		Average weekly salaries [2]		
		Annual	Monthly	Mean	Median	Middle range [3]
DRAFTSMEN						
Draftsmen, junior	27.9	$4,698	$390	$90.00	$89.00	$79.00–$101.00
Draftsmen, senior	50.2	6,252	520	120.00	118.00	105.00– 134.00
Draftsmen, leader	8.8	7,597	631	146.00	144.00	126.00– 164.00
Tracers	3.7	3,788	315	72.50	70.00	63.00– 81.00
CLERICAL						
Bookkeeping-machine operators, I	40.7	3,210	267	61.50	60.00	53.00– 69.00
Bookkeeping-machine operators, II	10.2	3,902	324	75.00	75.00	65.00– 86.00
Clerks, accounting, I	72.7	3,620	301	69.50	68.00	58.00– 79.00
Clerks, accounting, II	51.4	4,851	403	93.00	92.00	79.00– 106.00
Clerks, file, I	47.9	2,896	241	55.50	54.00	48.00– 62.00
Clerks, file, II	15.0	3,683	306	70.50	69.00	60.00– 80.00
Keypunch operators	49.2	3,655	304	70.00	69.00	60.00– 80.00
Office boys or girls	30.4	2,966	246	57.00	55.00	49.00– 63.00
Stenographers, general	111.8	3,898	324	75.00	74.00	64.00– 85.00
Stenographers, technical	8.7	4,413	367	84.50	84.00	77.00– 91.00
Switchboard operators	20.5	3,734	310	71.50	72.00	62.00– 83.00
Switchboard operators, special	1.3	4,078	339	78.50	77.00	71.00– 89.00
Tabulating-machine operators, I	10.9	3,679	306	70.50	70.00	61.00– 80.00
Tabulating-machine operators, II	19.8	4,415	367	84.50	85.00	75.00– 96.00
Tubulating-machine operators, III	9.1	5,277	439	101.50	101.00	91.00– 112.00
Typists, I	84.9	3,145	261	60.50	60.00	53.00– 67.00
Typists, II	48.8	3,751	312	72.00	71.00	63.00– 81.00

[1] See footnote 1, table 1. [2] See footnote 2, table 1. [3] See footnote 3, table 1.

engineers and scientists group the range was less than 25 percent of the corresponding median for 16 of the 20 levels. For all other job groups, the range was between 20 and 30 percent of the median for a majority of the work levels.

Median weekly salaries (the amount below and above which 50 percent of the employees were found) in most cases were lower than the weighted averages (means) cited earlier. The percentage by which the median differed from the mean was less than 2 percent in 43 job categories and as much as 2 but less than 3 percent in 15 additional cases. Largest differences between the medians and the weighted averages (from 5.2 to 8.8 percent) were found in the following categories: attorneys I, III, V, and VI; chemists VI; directors of personnel IV; employment managers IV; job analysts I; managers of office services II; and mathematicians VI and VII. These are for the most part higher work levels, usually covering a wider range of duties and responsibilities.

Differences in the range of salaries paid individuals in the work levels surveyed undoubtedly reflected a variety of factors other than differences in the definitions of the levels. Salaries of individual employees in the same occupation and grade level may vary considerably within establishments—in professional and administrative occupations. Salaries are generally either determined on an individual basis or under formalized pay plans which characteristically provide for a wide range in salary rates for each occupation and grade level within the pay structure. Distinct overlapping of salaries between pay grades within salary structures of individual firms was frequently noted.

Pay Differences by Region and Industry

The survey design was not planned to permit publication of separate estimates of salaries for professional and administrative jobs by region or major industry division. Estimates were computed solely for the purpose of providing a basis for some general observations relating to the broad occupational groups surveyed. To eliminate from these estimates the influence of differences in the regional or industrial composition of employment, the total employment within the scope of the survey in each job category level was used as a constant employment weight in computing averages for the various occupational groups for comparison by region and industry.[6]

With the exception of the attorney series, differences between the highest and lowest regional averages appeared to be substantially smaller for professional and administrative job groupings than for the clerical and drafting groups. Among four broad regions (Northeast, South, North Central, and West) the maximum spread amounted

[6] Data for each of the occupational groups were insufficient in wholesale trade to permit comparison with other industry divisions surveyed.

to less than 5 percent in the engineering and scientific series, to 5 percent in the personnel management series, and to about 7 percent in the accounting and auditing series. For the clerical and drafting job groups, the highest regional averages exceeded the lowest regional averages by about 14 and 10 percent, respectively. The interregional spread in the average for clerical supervisory employees amounted to 7 percent.

Although the West led in salary levels for the clerical and clerical supervisory series, the North Central region was a close second in the clerical area; and this region and the Northeast were only slightly below the West in clerical supervisory pay. Drafting-room salaries were highest in the North Central region. In the other four occupational series, the Northeast had the highest salary levels, with the West ranking second in three of the four professional and administrative job series.

Salary levels were quite similar in manufacturing and in the transportation, communication, electric, gas, and sanitary services industries for each of the broad occupational groups, and average salaries for these industries were above those for all industries combined. In engineering and architectural services, and in the research, development, and testing laboratories combined, salary levels for the engineering and scientific and the drafting occupational groups were slightly above those for manufacturing and public utilities industries. Retail trade and the finance, insurance, and real estate industries had similar pay levels, which were usually somewhat lower than in manufacturing and public utilities industries in the professional and administrative occupational groups that could be compared, and considerably lower in clerical occupations. In the finance, insurance, and real estate group, particularly, lower salary levels were at least partly offset by the shorter average workweek schedules.

Weekly Pay Including Cash Bonuses

In addition to salary data for employees classified in professional and administrative occupations,[7] information was obtained on the extent to which these employees were paid cash bonuses during the year preceding the survey and on the amount of such payments. Among the 56 job categories covered by the bonus inquiry, the proportion of employees receiving cash bonuses ranged from 11 to 50 percent; in about half the jobs, more than 25 percent of the employees received bonuses (table 1). Variations in the incidence of bonus payments are believed to reflect, in part, differences in the manner in which employment in the occupations and work levels is distributed among industries and establishments.

Cash bonus payments were added to salary data relating to all employees in each job category, including those who did not participate in such payments. Averaged over all employees in each of the professional and administrative job categories, bonuses added less than 1 percent to weekly pay in 17 categories and as much as 1 percent but less than 2 percent in 16 others. As shown in the following summary, the impact of bonus payments tended to be greatest in the higher work levels.

Bonus payments as percent of average weekly salaries	*Number of job categories*	*Job category*
8.7 to 10.9	3	Directors of personnel, IV Directors of research and development Mathematicians, V
5.2 to 5.7	2	Directors of personnel, III Mathematicians, VI
3.0 to 4.8	8	Accountants III, IV, and V Attorneys, VI Chemists, V and VI Directors of personnel, II Engineers, VI
Less than 3.0	43	All other categories

For those employees who actually received cash bonuses, the supplementary payments added considerably more to pay than is indicated by the overall averages. The maximum increase (19 to 20 percent) for those receiving bonuses occurred in weekly pay averages for directors of personnel IV, directors of research and development, and mathematicians V and VI. Bonuses averaged from 10 to 13 percent of weekly salary for recipients in 7 other jobs and from 5 to 10 percent for those in 18 additional jobs.

Employees receiving bonuses tended to have lower salary rates (excluding bonuses) than employees in the same job categories who were paid on a straight salary basis. Average salaries (ex-

[7] Salary data for the clerical and drafting occupations were obtained from occupational wage surveys conducted separately by the Bureau in 60 labor markets. Information on cash bonuses was not collected in these studies. Earlier studies conducted by the Bureau indicated that cash bonus payments, when averaged over all employees in office clerical occupations, added little to their average weekly pay.

TABLE 3. DISTRIBUTION OF JOB CATEGORIES BY SALARY RANGE OF MIDDLE 50 PERCENT OF EMPLOYEES EXPRESSED AS A PERCENT OF MEDIAN SALARY

Occupational group	Number of job categories	Under 20	20 and under 25	25 and under 30	30 and under 35	35 and under 40	40 and over
All categories	77	8	22	33	4	2	8
Accountants and auditors	9	2	1	6	------	------	------
Attorneys	6	------	------	1	------	1	4
Engineers and scientists	20	5	11	2	1	------	1
Personnel management	12	------	4	5	1	------	2
Clerical supervisory	9	------	3	3	1	1	1
Drafting	4	------	------	4	------	------	------
Clerical	17	1	3	12	1	------	------

cluding bonuses) of employees receiving bonuses were lower than all-employee averages in 32 categories and identical in 3 others. With bonus payments included, however, average weekly pay for bonus-paid employees exceeded the average salaries for all employees in the great majority of the 56 job categories.

Characteristics of Rate Systems

The survey design also provided for the collection of information on the nature of establishment pay and classification plans. This part of the study was concerned largely with determining the extent to which establishments had adopted formal salary plans, i.e., plans providing a single rate or a rate range for each occupation. Where such plans are not found, pay rates are personalized, i.e., determined primarily with reference to the qualifications of the individual employee. Where formal rate range plans were in effect, policy on intermediate rates and on progression within the formal ranges was also recorded. Information was not obtained on specific rates or on time periods related to either automatic progression or salary review policy.

The salary rate system may differ among employee groups within an establishment, and sometimes by level within an occupation. For example, the pay system may differ between employees covered by the Fair Labor Standards Act and those not covered; between employees covered by a labor-management agreement and those not covered; or between employees on the general payroll and those on the management or confidential payroll. Establishments were classified according to the system applying to a majority of the employees reported in each of the seven broad occupational groups covered in the survey. In these tabulations, therefore, differences among occupational groups in the estimates relating to various types of salary rate systems may be due not to employer policies applying to various occupational groups but to differences in the number of such groups in which employees were found in each establishment. The proportion of establishments with employees classified in the selected occupational groups ranged from 8 percent for attorneys to 98 percent for clerical occupations.

Among establishments employing accountants and auditors, 33 percent had formal salary systems, as did 55 percent of those employing draftsmen (table 4). Virtually all of the establishments with formal rate policies had a range of rates applying to a majority of workers within each occupational group. Among the seven occupational groups, the proportion of establishments with a formal *rate range* policy varied from 33 percent for accountants and auditors to 53 percent for draftsmen. The clerical occupation group was the only one in which formal single rates applied to workers in as many as 1 of every 10 establishments with formal rate policies. The proportion of employees paid under formal salary rate systems was greater than indicated by the proportion of establishments with such systems, because informal policies (with salaries determined on an individual basis) were much more prevalent in small establishments.

A majority of the establishments that had formal rate range plans with specified minimum and maximum rates had flexibility in intermediate step rates. For clerical workers, such rates were not specified in 43 percent of the establishments having formal rate range plans and progression policies; the proportion reached 77 percent for attorneys. Among all occupational groups, clerical workers had the highest proportion (35 percent) of establishments with formal rate range plans in which the step rates within each range were specified. Establishments reported under "other policy" in table 4 included those with plans in which only some of the lower step rates were specified, and those with specified minimum and maximum rates but in which the policy on progression was not definitely established.

The prevailing method used for progression or advancement under rate range plans was that of periodic merit review. Even among clerical workers, 72 percent of the establishments used

periodic merit review for salary advancement within rate ranges. Only in the case of clerical workers did a significant proportion of establishments (11 percent) have provisions for automatic increases after specified periods. Combination plans providing for one or more automatic increases followed by merit reviews applied to personnel management occupations in 10 percent of the establishments that had formal rate range plans; the highest proportion of such arrangements (20 percent) applied to draftsmen.

A flexible policy was also reported on the application of rate range minimums to new employees hired in an occupation. Among all establishments with formalized rate ranges applying to one or more of the occupational groups studied, 94 percent permitted the hiring of new employees above the minimum of the rate range.

Hiring Salaries for Selected Occupations

Establishment entrance rate policies for inexperienced college graduates with only a bachelor's degree in engineering, chemistry, or mathematics were studied to determine hiring practices, entry salaries, and the criteria used to establish salaries paid if the employer permitted a range in hiring rates. If known at the time data were collected, information on policies effective in June 1960 were obtained. About half of the establishments indicated that hiring salaries quoted at the time of the visit would be effective in hiring June 1960 graduates.

Engineers were employed in 32 percent, chemists in 17 percent, and mathematicians in 2 percent of the establishments within the scope of the survey. For each of the three occupations, approximately two-thirds of the establishments represented by the above percentages hired inexperienced college graduates. Almost half of the companies hiring inexperienced engineers and approximately the same proportion hiring inexperienced chemists had established formal hiring salaries. Nine out of 10 establishments employing inexperienced mathematics majors had formal hiring salaries.

In the establishments which had formal hiring salaries, the most common practice was to permit a range in hiring salaries with a fixed minimum and an allowable spread above the minimum. Inexperienced engineers and chemists were hired under such a policy in 65 and 67 percent, respectively, of the establishments with formal hiring salaries. More than 90 percent of the establishments with formal hiring salaries for mathematicians permitted a spread in entrance salaries. The remaining establishments with formal hiring salaries had single entrance salary policies for each of the three occupations.

TABLE 4. PERCENT DISTRIBUTION OF ESTABLISHMENTS [1] BY TYPE OF SALARY RATE SYSTEM [2] FOR SELECTED OCCUPATIONAL GROUPS, WINTER 1959–60

Type of salary rate system	Clerical	Clerical supervisory	Accountants and auditors	Personnel management	Attorneys	Draftsmen	Engineers and scientists
SALARY RATE SYSTEM							
Establishments with employees in occupational group:							
Number of establishments	30,027	11,033	16,143	9,044	2,576	8,529	11,212
Percent	100	100	100	100	100	100	100
Formal rate policy	38	41	33	39	42	55	37
Single rates	4	(3)	(3)	1	(3)	2	1
Range of rates (minimum and maximum rate specified)	34	41	33	38	42	53	36
No formal rate policy; salaries determined on an individual basis	62	59	67	61	58	44	63
FORMAL RATE RANGE PLANS							
Establishments with range of rates (minimum and maximum specified):							
Number of establishments	10,266	4,488	5,254	3,443	1,089	4,540	4,067
Percent	100	100	100	100	100	100	100
Intermediate rate policy:							
Intermediate dollar rates (step rates) specified	35	21	21	14	3	27	19
Intermediate dollar rates not specified but established policy for determining progression within range	43	59	59	70	77	55	64
Other policy	23	19	19	16	20	18	17
Progression policy:							
Automatic increases after specified period	11	3	1	(3)	(3)	3	1
Periodic merit review	72	83	85	90	88	77	85
Combination of automatic and merit increases	17	13	14	10	12	20	14

[1] See footnote 1, table 1.
[2] Salary rate system applicable to a majority of employees in jobs studied within selected job groups in each establishment.
[3] Less than 0.5 percent.
NOTE: Because of rounding, sums of percentages may not equal totals.

Both in establishments with single entry rates for engineers, chemists, and mathematicians, and in those with a range in hiring rates, a wide range in entry salaries was found. A few of the establishments that had one hiring rate for all recruits in an occupation had entry rates for engineers, chemists, and mathematicians that were below $360 per month. At the other extreme, entry rates of $540 and over were found for engineers and chemists in a limited number of cases. The median establishment entrance salary, under single-rate policies, was $476 for engineers, $453 for chemists, and $403 for mathematicians.[8] The middle 50 percent of establishment single-entrance rates fell between $451 and $501 for engineers, $408 and $493 for chemists, and $350 and $437 for mathematicians.

Minimum monthly entrance salaries in establishments which permitted a range in recruitment rates showed approximately the same extremes in the distributions for both engineers and chemists, with a few lows under $360 and a few highs over $540. In the group of establishments having a range in entrance salaries for mathematicians, minimum monthly salaries varied from approximately $390 to over $540. Median minimum monthly recruitment rates in establishments having a range in entrance salaries were $478 for engineers, $471 for chemists, and $500 for mathematicians.

The middle 50 percent of the establishments permitting a range in entrance rates had lowest monthly entrance salaries for engineers, between $453 and $501; for chemists, between $411 and $501; and for mathematicians, between $482 and $505.

The allowable spread from lowest to highest monthly entrance salary was obtained for establishments with such policies. For all three occupations, the median establishment spread between the lowest and highest monthly recruitment rate was between 11 and 12 percent, with the allowable percentage spreads ranging from less than 5 percent to over 25 percent. A relatively large proportion of establishments, in fact, fixed the maximum of the range at either 10 or 11 percent above the minimum. A total of 21 percent of the establishments hiring inexperienced engineering graduates under a range of rates policy, 23 percent of those hiring chemists, and 51 percent hiring mathematicians allowed the 10- or 11-percent spread. Analysis of the percentage spread from minimum to maximum for individual establishments revealed no general pattern of relationship between the amount of percentage spread and the level of the minimum entry salary.

The criteria used in determining actual hiring salaries in establishments permitting a range in hiring rates were provided by the surveyed establishments. The two criteria most often considered for each of the three beginning professional occupations were "related experience prior to graduation" and "scholastic standing." "Military service completed" and "evidence of leadership" were next in occurrence, although they did not rank the same in all three occupations. These four most commonly cited criteria were often found in the same establishment. In fact, nearly all of those using "related experience prior to graduation" for determining entry salaries for engineers also considered "scholastic standing," "evidence of leadership," and "military service completed." Among other factors frequently considered in setting salaries above the formal minimum were the standing of the college attended, special courses completed, offers of competitors, and shortage of applicants in fields specified for recruitment. Most establishments cited more than one criterion used in determining rates above the minimum; slightly over half of all establishments with a range of entrance salaries named four or five criteria.

Determination of the salary paid beginners varied from the designation of specific dollar amounts for each criterion as a relatively precise method of arriving at the starting salary to an indication by employers that, although various criteria were considered in establishing salary offers, dollar amounts were subjectively determined for each person hired.

—Louis E. Badenhoop
Division of Wages and Industrial Relations

[8] Differences in median establishment rates among these occupations reflect in part, at least, differences in the manner in which the occupations are distributed among all establishments studied. Approximately four-fifths of the establishments which had single hiring rates for engineers and which also hired chemists or mathematicians applied the same hiring rate to all recruits.

Trends in Labor Legislation for Public Employees

EDITOR'S NOTE.—*The following article is adapted from a speech by Arnold S. Zander, President of the American Federation of State, County and Municipal Employees, delivered on August 31, 1960, before the annual conference of the Association of State Labor Relations Agencies at Hershey, Pa. Minor changes and omissions have been made.*

A FEW YEARS AGO, a survey of labor relations in the public service would have revealed little statutory or constitutional authority for collective bargaining by government workers and their employers. But collective bargaining for State and local government employees recently has been developing in much the same manner as it did in private industry prior to the enactment of the National Labor Relations Act in 1935. Public employees, as do their counterparts in industry, have a basic right in the common law to assemble and to petition for redress of their grievances and for advancement of their economic interests. The NLRA provided the machinery for the enforcement of these basic rights for employees in industry, but both it and the Labor-Management Relations Act specifically exempted government employees from their provisions.

Although there has been increased legislative activity in the last few years in this area, no State or municipal government unit has yet adopted for public employees a thorough, comprehensive code of labor relations. The law in this field is defined by the courts, State statutes, and attorneys' general opinions, as well as by ordinances and opinions of municipal attorneys throughout the country. The American Federation of State, County and Municipal Employees (AFSCME) has taken the stand that public employees have the right to organize and bargain collectively in all areas. Of course, this position is strengthened by favorable legislation.

Growth of Legislation

With the growth in organization of public employees, their unions have been seeking representative status similar to that accorded workers in private employment. The greatest obstacle of such a labor relations policy for public employees has been the position of many public officials that the sovereignty of the government does not permit the "delegation of power" which they declare is incurred in bargaining or entering into agreements with other private organizations. These public officials, even when disposed to negotiate with a union representing their employees, have been very careful to avoid having this relationship labeled "collective bargaining" or "joint negotiations." They have issued agreed-upon terms in unilateral statements of policy or in rules and regulations. However, this willingness to work with unions, even on a sub rosa basis, is encouraging because it reveals a change in the thinking of responsible public administrators. Other governmental employers, for example, New York City, Philadelphia, Cleveland, and Cincinnati, have taken an open, positive attitude and have attempted to establish their labor relations in a pattern similar to that practiced in industry. To illustrate, in August 1960, the Superintendent of the New York State Department of Public Works signed an agreement with the AFSCME Council 50 which guarantees employees the right to join the union and present grievances without reprisal or retaliation and provides for a series of meetings to develop a joint statement of labor policy as the basis for union-management bargaining and discussions. While collective bargaining in public employment is developing in these ways, legislative activity in this area is also increasing markedly.

Organizing and Representation. Legislation delineating employee rights has been passed in Alaska, Florida, Illinois, Massachusetts, Minnesota, New Hampshire, New Jersey, Oregon, Rhode Island, and Wisconsin, and in a number of cities. Most such laws simply guarantee the right of public employees to form and join labor unions and recognize the right of public employees to have such organizations represent them in proposals relating to salaries and working conditions.

New Jersey granted these limited rights to public employees in its new constitution of 1947, which was implemented by provisions in the State civil service law and rules promulgated under the law. The Illinois University Merit System Law and the New Hampshire State civi

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service law granted rights of representation to covered employees. New Hampshire, as early as 1955, passed legislation permitting towns to enter into collective bargaining contracts with unions of public employees. The new Illinois State personnel code approved on July 18, 1955, recognized the existence of unions by assigning to the State Director of Personnel the duty "to conduct negotiations affecting pay, hours of work, or other working conditions of employees. . . ."

In 1958, the State of Rhode Island adopted a law guaranteeing and protecting the right of State employees to organize. In the same year, Massachusetts adopted a similar law covering employees of the State and any political subdivision except police officers. In August 1960, Massachusetts took a further step by enacting a law permitting cities and towns to enter into collective bargaining agreements with unions representing their employees. The new State of Alaska, in its first legislative session, approved a law which permits the State and any of its political subdivisions to enter into contracts with labor organizations representing their employees. In Oregon, a bill recognizing the rights of public employees to join labor organizations and to bargain collectively was passed by both houses of the 1959 legislature but was vetoed by the Governor. However, the State conciliation act was amended to make conciliation services and facilities available to public employees and to the State and its political subdivisions on the same basis as to employees and employers in industry.

Minnesota in 1957 enacted legislation which not only spelled out and guaranteed the right of public employees to join and be represented by labor unions but also permitted the development of responsible unions and the elimination of multiplicity of representation. It did this by authorizing representation status to a majority union of public employees. Thus, the framework for orderly collective bargaining was established. While a 1959 Florida law prohibits strikes against the State, counties, and municipalities and forbids public employees to belong to government employee organizations which assert the right to strike, it nevertheless authorizes public employees to join and maintain membership in labor organizations which comply with the law.

A 1959 Wisconsin law which specifically granted municipal employees the right to organize and bargain followed years of persistent organization of public employees. Despite this steady growth, many public administrators hampered organizing efforts by unwillingness to negotiate or to recognize unions because they said these rights were not specified by law. By the 1959 enactment, municipal employees are guaranteed the right to form and join labor unions and to be represented by them in negotiations with their employers; at the same time, municipal officials are prohibited from interfering with, restraining, or coercing municipal employees in the exercise of these rights.

A number of cities have defined the rights of municipal employees by charter amendment, city ordinance, or resolution. Denver's charter authorizes its employees to designate agents to represent them. Hartford, New Haven, Bridgeport, Meriden, and Norwalk, by ordinance, recognize the right of city employees to organize. Milwaukee, by resolution of its council, recognizes the right of its employees to organize. The Youngstown city council has taken similar action. Tacoma's charter authorizes city employees to organize and to bargain collectively. Salt Lake City, by ordinance, grants city employees the right to bargain collectively with department heads and the city commission on salaries and working conditions. In 1952, the charter of Woonsocket, R.I., was amended to grant municipal employees the right to join labor unions. In 1959, the city enacted an ordinance to authorize a modified union shop in the department of public utilities. In the May 1960 primary election in Oregon City, Oreg., the voters approved a measure recognizing the right of public employees to organize and to bargain collectively. Similar provisions covering State employees are contained in a civil service initiative which was accepted by the voters of the State of Washington in November.

Although the States of New York, Pennsylvania, and Washington do not accord statutory recognition to union bargaining rights of public employees, the Governors of these States have nevertheless stimulated improved labor relations in State employment through executive orders and statements of labor policy. At the local government level, Mayor Robert F. Wagner's executive order of March 31, 1958, has resulted in an actively operating program of labor relations for New York City employees which has furthered collective bargaining. As early as 1951, the

Cincinnati City Council, by resolution, declared a policy of bargaining collectively with unions of city employees. Philadelphia, by council action in 1939, authorized the first collective bargaining agreement between the city and the AFSCME, which represented nonuniformed city employees. This relationship included the signing of an exclusive bargaining rights contract in 1958 and the approval of a modified union shop in August 1960 which was expected to be formalized by ordinance by the year end. The August agreement establishes three categories of city employees—12,000 who must join the union as a condition of employment (10,500 of these were already members of the union), 4,800 for whom union membership is voluntary, and 1,200 for whom union membership is prohibited. Philadelphia is the first of the large cities to sign such an agreement; the AFSCME has, however, about 75 union shop agreements in effect throughout the country. Cincinnati followed Philadelphia this spring in signing an exclusive bargaining agreement with AFSCME Council 51. The agreement grants the AFSCME exclusive bargaining rights for 3,800 city employees. Altogether, nearly 400 collective bargaining agreements negotiated by the AFSCME are now in effect.

Checkoff and Mediation. Another development in the labor relations field which demonstrates an increasing governmental acceptance of public employee unionism is the authorization of payment of union dues by payroll deduction, or checkoff. There are now 38 States where payroll deduction for State and/or local government employees is in use, and Puerto Rico enacted a law in July 1960 granting the checkoff to its employees. Of the 38 States, the following 10 have authorized the checkoff for State employees by statute: California, Connecticut, Florida, Massachusetts, Minnesota, New York, Ohio, Oregon, Rhode Island, and Wisconsin. The Ohio, Florida, and Massachusetts laws apply to political subdivisions as well. California, Minnesota, and New York, by separate legislation, have authorized union dues deductions for employees of political subdivisions. At the local government level, a number of major cities have authorized payroll deduction by ordinance or resolution. They include Akron, Boston, Bridgeport, Cincinnati, Cleveland, Detroit, Houston, Long Beach, Los Angeles, Miami, New York City, Omaha, Philadelphia, Salt Lake City, San Diego, San Francisco, and Youngstown. Where the checkoff is not authorized by legislative enactment, it is often permitted by administrative arrangement or some type of collective bargaining agreement with the public employer. Approximately 80 percent of AFSCME's membership, representing about 1,000 local unions, has an arrangement covering the checkoff.

Another new trend in labor relations in the public service is the use of State labor mediation services. In addition to Oregon, the States of Michigan and Pennsylvania have passed laws which provide for the mediation of grievances of public employees. The Minnesota law mentioned previously gives public employees the right to use the labor conciliator in representation elections. North Dakota and Nebraska also have mediation laws applicable to public employees. In North Dakota, legislation passed in 1951 provided for the mediation of grievances between the State and its subdivisions and their employees. The North Dakota law contains a safeguard against its being construed as authorizing public employers "to attempt to or deter any public employee working subject to his jurisdiction from affiliating with any union. . . . Nor shall a public employer refuse to consider grievances concerning employment problems with the representatives duly chosen by such union. . . ." Nebraska has created a Court of Industrial Relations, which serves as an industrial commission to settle disputes and before which public employees in proprietary governmental services or public utilities may present their grievances. In Wisconsin and New York, there has been some use, on a voluntary basis, of the employment relations boards in public employee disputes. For example, the New York State Labor Relations Board has recently ruled that it had jurisdiction to determine appropriate bargaining units for employees of a county water authority who were subject to the civil service law and the State labor relations act.

AFSCME Objectives

Twelve States and Puerto Rico have labor relations acts; the AFSCME looks to the time when these acts will be amended to extend coverage specifically to public employees. The union is

presently trying to have a bill introduced in Michigan to provide for this coverage. Of course, what the union would like to see is a well-drawn, comprehensive code of labor relations governing public employees in each of the 50 States. Realistically, this objective cannot be achieved for many years. Meanwhile, it is imperative that some kind of relief be afforded public employees who are denied the right to strike. The public employees no-strike laws which are in effect in 10 States should be repealed.

State and municipal civil service laws, although they deal with such matters as appointment, classification, promotion, discharge, and change in status, are not sufficiently comprehensive to remove all causes for employee complaints. In private industry, effective grievance and arbitration machinery has become a major instrument in maintaining labor peace. Grievance machinery in the public service is inadequate. Where they do exist, State and local government grievance procedures are usually the result of unilateral action by the government employer and are more often than not a part of the merit system mechanism. They seldom constitute a practical and effective plan for settling grievances. Public employees need quick, informal consideration and adjustment of their grievances, preferably at the first level. They need union representation at every stage of the grievance procedure and, if necessary, final and binding arbitration of their grievances by a board of impartial arbitrators. Even where the collective bargaining process is well defined and a contract covering union members is in effect, there is frequently no provision for the settlement of grievances.

The central doctrine of the AFSCME is that improvement of the public service will follow from responsible organization of public employees and the resulting improvement in their social and economic welfare. Responsible unions cannot operate properly without security. Security requires authority by legislative enactment or by collective bargaining agreement for the right of the individual to join the union, his right to have his union represent him in negotiations on wages, hours, and working conditions, the right to present his grievances and have them settled in a fair and orderly fashion, and his right through the union to mediation and voluntary arbitration procedures. Security for the union also means recognition of the majority union as the exclusive bargaining agent for all employees of the government unit and maintenance of membership, with all employees sharing the responsibilities and the costs of union representation.

The 10th Constitutional Convention of the Steelworkers

Meeting in Atlantic City, N.J., September 19–23, 1960—less than 9 months after the steel dispute of 1959 had been settled—the 3,480 delegates to the 10th Biennial Convention of the United Steelworkers of America considered a variety of issues facing the union. Among the problems were unemployment and automation, the future of the medical care program for Steelworkers, the progress of the labor-management study committees created by the steel settlements, and the continuation of internal political dissension. Out of their deliberations came a program designed to alleviate unemployment, the intent to construct a limited number of hospitals and clinics as pilot medical care projects, a series of political and legislative goals, and a number of constitutional changes. A distinctly political flavor pervaded much of the convention as several partisan speakers addressed the delegates during the weeklong meeting.

Economic Affairs

From both written and oral reports, the delegates learned that the union had sustained no serious financial damage during the 2-year period ending June 1960, although the union's net worth dropped $6.3 million to $27.3 million. The steel negotiations and strike of 1959 had, of course, cost heavily, but the officers' report noted that

higher administrative costs as well as continued unemployment, which reduced dues income, contributed to the decline. Terming the strike "one of the most costly ventures of any labor union, and particularly ours," Secretary-Treasurer I. W. Abel estimated that the costs of maintaining a staff of technicians and assistants in New York City, of holding Wage Policy Committee meetings, of making the Steelworkers' story known to the public, together with costs for transportation, office materials, and the like, resulted in expenditures by the international, its districts, and its locals of over $17 million. Other labor organizations, Mr. Abel stated, contributed ". . . better than $3.5 million, of which we have repaid every single dollar, with the thanks and gratitude of the Steelworkers." Additional public and private assistance to strikers and their families, providing the major part of strike relief, amounted to almost $23 million. Unemployment payments in New York alone provided 35,000 steelworkers, who had completed the required 49-day waiting period, with $9 million; State and local public assistance agencies supplied an additional $12.3 million to over 49,000 strikers and their families; and 105,000 families received the equivalent of $1.4 million in surplus foods.

In his opening remarks, President David J. McDonald reported 150,000 members were unemployed and another 350,000 working less than full time. The union announced that supplemental unemployment benefits payments, provided through funds established under contracts with the major steel producers, had increased sharply since May 1960. The union warned:

> If the benefit payments continued at the heavy July level for 4 or 5 months . . . the weekly benefits being paid by several of the large companies will, under the terms of the plans, be reduced by at least one-quarter. In some cases, even a fairly rapid recovery will not avoid reductions by next February or March.

The national economy signaled other difficulties, the officers' report noted:

> The high level of unemployment, the inadequate growth in the gross national product, and the slight decline in industrial production are all symptomatic of a rocky road ahead.

"Invest in America" Program. Faced thus by unemployment, the convention responded favorably to President McDonald's suggestion for an "Invest in America" program, which included a series of legislative proposals, a "Commission on Continuing Prosperity," and the shorter workweek. As envisioned by Mr. McDonald, the program involved the conversion of idle dollars into physical goods for the use of all citizens. In calling on industry and government to join labor in this program, he explained:

> . . . Dollars lying in treasuries, dollars lying in banks, only for the sake of earning interest and accumulating more dollars . . . are not productive dollars. But whenever these book balances are transferred into physical, living assets, then we will build our country to a position where she will be far outstripping every other nation . . . in every conceivable concept, and we call upon industry and government to join us in our crusade to invest in America.

Among the legislative measures proposed were expanded Federal expenditures for the construction of schools, homes, hospitals, and roads, aid to distressed areas, tax cuts for lower income groups, and lower interest rates.

According to McDonald, the Commission on Continuing Prosperity should be staffed by a small group of persons who are actively "in the heart of the economic life of our land and who actually determine the economic and in many instances the political future of our land . . ." Among such men would be chairmen of the boards of major companies, like General Motors and United States Steel, and their union counterparts at the collective bargaining table. The commission would meet periodically with the President of the United States and would recommend programs for economic growth and full employment.

The proposal for a 32-hour, 4-day week had been foreshadowed by earlier endorsements of a shorter workweek both for the industry and the economy as a whole, first by McDonald and then by the union's Wage Policy Committee. Democratic presidential nominee Senator John F. Kennedy, who addressed the convention, took issue with this proposal:

> My own feeling is that I would prefer a different solution. I would prefer the solution of this economy going ahead at such full blast that in a 40-hour week we would barely produce what we could consume . . .

In a later press conference, McDonald indicated that the union, as planned, would carry its proposal for a shorter workweek with no reduction in pay to the Congress, for possible amendment to the

Fair Labor Standards Act, to the recently established Human Relations Research Committee, where it would be studied and discussed, and eventually to the bargaining table for negotiations scheduled in 1962.

The delegates' concern with unemployment was reflected also in the passage of resolutions proposing automation controls and condemning subcontracting. To prevent automation from developing into a "headless monster destroying more than it creates," the delegates proposed cooperation between management and labor "in planning a smooth transition from one stage of technology to another," together with governmental action to increase purchasing power and a shorter workweek. The delegates condemned subcontracting as a cause of increased unemployment in the steel industry and as a threat to wage standards and working conditions. Prompted by a question from the floor, President McDonald denounced as "reprehensible" a brochure issued by the Construction Industry Joint Conference,[1] that had been designed to attract maintenance contracts from industrial firms. Steelworkers contracts generally cover both production and maintenance workers. He said:

> . . . I have been carrying on quite a battle in the confines of the Executive Council of the AFL–CIO on this subject. I think that the brochure . . . is a most reprehensible document.
>
> What it says in effect is this to employers throughout the country: "If you drove your maintenance work to outside contractors, then you will be relieved of the burden of pensions, insurance, SUB and other payments."

Medical Care Program. In a significant policy change, the delegates unanimously adopted a resolution supporting comprehensive prepaid medical service programs, promising wherever possible to substitute them for existing "inadequate" health plans through collective bargaining. As proposed, the union will experiment with hospitals and clinics similar to those in New York's Health Insurance Plan, the United Mine Workers' program, and the Kaiser Foundation Health Plan. It was hoped that the money needed for construction of new facilities might come from steel industry pension funds and from Government grants authorized under the Hill-Burton Act for hospital construction.

The new policy formulation followed the issuance of a report comparing Steelworkers' health and insurance plans and experience under their plans with other collectively bargained plans and several prepaid group practice plans. The principal conclusions reached by this study were as follows:

1. The United Steelworkers of America has a good health insurance program—one of the best in the United States.
2. The union's goal is to achieve for its members and their families comprehensive health care of high quality, fully prepaid, adequately financed but economically operated, and available to all workers when actively employed, laid off, or retired and to all their dependents.
3. Aside from relatively minor improvements in our hospitalization and physician service benefits, little progress can be made toward our goal by the purchase of additional benefits from the standard insurance carriers.
4. Nonetheless, continuing efforts must be made to achieve greater effectiveness for our present insurance programs. In this respect, the major objectives are the removal of certain limitations on the present benefits, elimination of physicians' charges over and above the fee schedules provided under the programs, and the establishment of effective controls against unnecessary hospitalization and physician services.
5. At the same time, alternative solutions for our problems should be sought through group practice prepayment plans of various kinds, developed and tested in selected steel areas.
6. In attempting to improve our programs and solve those problems which so far have resisted solution, we should seek the cooperation of the employers through the Joint Subcommittee on Medical Care recently established under the Human Relations Research Committee created by the steel companies and the union; and we should jointly seek the cooperation of the medical profession, the hospital administrators, and all others who can participate constructively. However, recognizing our responsibility, if we cannot have the full cooperation of the employers in these efforts, we should be prepared to proceed alone if this should become necessary.[2]

Joint Study Committees

The convention received reports of uneven progress being made by the joint study committees established under the provisions of the steel settlements. Launched after the settlement early in January were the Human Relations Research

[1] The Construction Industry Joint Conference describes itself as "comprised of the General Presidents of international unions in the construction industry and representatives of participating national contractors' associations."

[2] Special Study on the Medical Care Program for Steelworkers and Their Families (United Steelworkers of America, Insurance Pension and Unemployment Benefits Department, September 1960).

Committee and the Local Working Conditions Committee, whose participants included the union and the 11 major steel companies. Similar committees had been established earlier by the Kaiser Steel agreement.[3] In general, all of the committees were to be forums in which the parties could discuss a variety of problems away from the pressures of the bargaining table.

Addressing the convention, Dr. George W. Taylor, chairman of the Kaiser Committee for Equitable Sharing of Economic Progress, reported that a number of meetings had been held and that information was being gathered in several problem areas. The attitudes that had been expressed by the parties, in conjunction with the kind of approach that was being used, had given him "high hopes that out of this experiment in Kaiser Steel progress can be made in doing . . . things in a little better way than they have been done in earlier years." The Human Relations Research Committee, it was reported, had met 13 times and was still establishing an agenda. The Local Working Conditions Committee had not yet appointed its neutral chairman, although the participants, faced with a contractual obligation to report their findings by November 30, 1960, were meeting.

In a subsequent address to the convention, Secretary of Labor James P. Mitchell commented on the committees' promise and offered his aid:

> If the men who work in the mills and the men who manage the mills do not sit down together in these committees and address themselves through these committees to the future of the steel industry, who in the world is going to do it?
>
> There may be difficulties that were not anticipated when these agreements were drafted. It may be that there are obstacles that I do not see in this role, and perhaps an office like mine could be helpful. . . . If I can help in getting these conversations started and these committees moving, I should be glad to do so, because I believe them to be one of the most significant accomplishments in the last negotiations.

Internal Affairs

Internal factions, which the incumbent administration had hoped were finally routed at the Ninth Biennial Convention, continued to plague the union in 1960. As in the past, the opposition was led by Donald C. Rarick, president of the U.S. Steel–Irvin Works local, and the recently formed Organization for Membership Rights.[4] In an atmosphere marked by name calling and the issuance of charges and countercharges, scuffles occurred both on and off the convention floor, one of which personally involved Rarick. President McDonald appointed a committee to investigate circumstances surrounding this fight, following Rarick's telegram to the Secretary of Labor asking him "to bring the full protection of the law . . . to safeguard the rights of the rank-and-file members of the United Steelworkers."[5]

A number of actions of the convention seemingly slowed the OMR drive. On a first test of the insurgents' delegate strength, approximately a dozen voted against a resolution commending McDonald. An OMR protest over the seating of paid staff representatives as voting delegates was turned down on the dual grounds that no specific delegates were challenged and that, in any case, the protest had been submitted after the constitutional deadline for delegate challenges of 5 days preceding the convening of the convention. The convention also upheld the Appeals Committee, which had endorsed the union's action in placing a trusteeship over a local whose officers were OMR members for financial mismanagement and had censured an OMR leader for not adequately protecting the constitutional rights of three members of his local.

Winning office in the Steelworkers union requires two campaigns—one for nomination and the other for the actual election to office by referendum. In the past, both the incumbents and their opposition have run as slates of candidates. In 1957, for example, Rarick led a slate of Dues Protest Committee nominees. Similarly, OMR used the occasion of the convention to announce that Rarick again would head a slate in opposition to President McDonald. However,

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[3] The Human Relations Research Committee set up under the basic steel agreement provided for equal participation by union and management with each designating a committee cochairman. The equivalent Kaiser committee differed in basic structure in that it provided for participation by three public members with one, Dr. George W. Taylor, designated as overall chairman. Other public members were Professor John T. Dunlop and David Cole.

[4] Its predecessor, also headed by Rarick, was the Dues Protest Committee, which was formed following the action taken by the Eighth Biennial Convention of 1956 to raise staff salaries and to increase monthly dues from $3 to $5. In a referendum vote, Rarick polled 223,516 votes to McDonald's 404,173. For a review of the insurgents' activities at the Ninth Biennial Convention, see Monthly Labor Review, November 1958, pp. 1264–66.

[5] In a subsequent telegram, Rarick was informed by the Labor Department that the Department of Justice would investigate his charges to determine whether criminal provisions of the Labor-Management Reporting and Disclosure Act of 1959 had been violated.

I. W. Abel, who is not opposed for reelection, disavowed this tacit support by Rarick, and Joseph W. Murray, Philip Murray's son and OMR's announced candidate for vice president, declared that he was not a candidate for any office.

Constitutional Changes. On several occasions, OMR members voiced fears that the need to make constitutional changes in order to conform with the Labor-Management Reporting and Disclosure Act of 1959 might be used to tighten nomination and election procedures to the detriment of Rarick's candidacy. In 1957, Rarick needed the endorsement of only 40 locals in order to have his name placed on the ballot. Nomination procedures alone were the subject of 212 resolutions submitted by local unions, 143 of which recommended that a nominee, in order to be placed on the ballot, must have the endorsement of 10 percent of all Steelworkers' local unions (not less than 250 locals). Other resolutions would have required endorsements from as high as 25 percent of the local unions. The Constitution Committee, supported by McDonald and by a standing vote of the delegates, dispelled OMR's fears by referring all major changes in nominations and elections procedures to a study committee which will report its findings at least 90 days before the 1962 convention.

Constitutional changes which might have some bearing on internal politics were, however, adopted. One empowered the International Executive Board to fill a vacancy among international officers or district directors until a special referendum could be held or, if the regular referendum was scheduled to take place in less than a year, to make an appointment for the unexpired term. A second change authorized disciplinary action against any member who might deliberately engage "in conduct in violation of the responsibility of members toward the organization as an institution" or might deliberately interfere "with the performance of the organization's legal or contractual obligations." A third permitted any candidate for office to have observers at the polls and at the tallying of the ballots. In several additional changes, existing procedures concerning appeals over nominations and suspension or revocation of local union charters were spelled out for the first time. These were among a variety of technical changes that were adopted to bring the constitution into conformity with the requirements of the new law.

Other Matters. Since the previous convention, the union reported, 275 locals had been chartered, including 65 in Canada, 6 in Puerto Rico, and 1 in Hawaii. For the immediate future, it was promised, stress would be placed on organizing the 150,000 to 200,000 office and technical workers in the steel industry. John Pastin, director of the Office and Technical Department of the Steelworkers, noted that the ratio of 1 office worker to every 9 steel employees in 1937 had dropped to 1 to 4, and that within the next 4 or 5 years, office workers are expected to comprise one-third of the steel work force. Concluded McDonald, "If we don't [organize the office and technical workers] we are going to become a minority force . . ."

Other resolutions stressed the political and legislative programs of the union. The delegates called for the repeal of certain "punitive" provisions of the Landrum-Griffin Act and, as in past years, of the Taft-Hartley Act. Medical care for the aged under the social security system, repeal of State right-to-work laws, a $1.25 hourly minimum wage, extended coverage under the Fair Labor Standards Act, improved workmen's compensation and unemployment benefits, and a call for new civil rights legislation, were all included in a lengthy list that comprised the union's legislative goals. Minutes before Senator John F. Kennedy addressed the convention, his ticket was endorsed by the delegates.

Convention Speakers

In addition to the speakers already identified, the convention was addressed by New Jersey Governor Robert B. Meyner, Congressman James Roosevelt, Steelworkers General Counsel Arthur J. Goldberg, Howard University President James M. Nabrit, Jr., and Dr. Caldwell B. Esseltyn, president of the Group Health Association of America. Fraternal greetings were presented by officers of the metalworker unions in Sweden, Australia, and Germany.

—Leon E. Lunden
Division of Wages and Industrial Relations

Wages in Structural Clay Products Manufacturing, April–June 1960

EARNINGS of production workers in structural clay products manufacturing establishments in April–June 1960 averaged $1.92 an hour, exclusive of premium pay for overtime and for work on weekends, holidays, and late shifts. The straight-time hourly earnings of virtually all the 57,245 workers within the scope of a survey [1] conducted by the Bureau of Labor Statistics ranged from $1 to $3.50. Earnings of the middle half of the workers fell within the range of $1.50 to $2.25 an hour. The level of earnings varied widely by geographic location—from $1.29 in the Southwest region to $2.21 in the Middle Atlantic States.[2]

Nationwide hourly averages of production workers for the four sectors of this industry group studied separately were $1.74 for brick and structural clay tile plants, $1.84 for ceramic wall and floor tile establishments, $2.01 for clay sewer pipe establishments, and $2.34 for establishments producing clay refractory products.

Selected job averages for men, who accounted for more than nine-tenths of the production-worker employment in the structural clay products industry group, ranged from $2.43 an hour for maintenance machinists to $1.61 for janitors. A large majority of the workers were provided supplementary wage benefits, including paid vacations, paid holidays, and various insurance and pension benefits.

Industry Characteristics

The structural clay products industries covered by this study include establishments primarily engaged in the manufacture of (1) brick and structural clay tile; (2) ceramic wall and floor tile; (3) clay firebrick and other refractory products; (4) clay sewer pipe; and (5) other structural clay products such as terra cotta, roofing tile, and drain tile. The basic processes of mining, forming, drying, and burning are common to the production of each of these products, and a general similarity of occupational structure exists. Data are presented for the industry group and separately for the four major industries (excluding "other structural clay products").

Structural clay products are formed by machine. The two most common methods of manufacture are the "stiff-mud" and the "soft-mud" processes. Most widely used is the stiff-mud process, which requires clay containing just enough moisture and plasticity to be extruded through a die. The bulk of brick and structural clay tile and most sewer pipe were produced by the latter method at the time of the Bureau's study. The soft-mud process, employed when the clay is too wet to be extruded and hence must be molded, was used to some extent in each of the four industries, but was not the predominant method in any. A third method, the dry-press process, was predominant among plants manufacturing wall and floor tile and clay refractory products. By this method, clay in a nearly dry state is molded to shape.

Tempering—the first step in the forming process—produces a homogeneous and plastic mass suitable for molding into units of desired shape. This is commonly done by adding water to the prepared clay in a pugmill, which thoroughly kneads and mixes the material. In the stiff-mud process, the clay is then run through an auger machine, which forces the mass through a die in a continuous stream that is cut to length. In the soft-mud process, the tempered clay is pressed into molds by an automatic machine. Much of the moisture in the wet clay units is removed in dryers before the burning process begins. Burning is performed in one of several types of kilns, chiefly scove, periodic, and tunnel kilns. In scove and periodic kilns, the dried units are set by hand in a manner which permits the free circulation of the hot kiln gases. In a tunnel kiln, the units are loaded on cars which travel through the kiln at a prescribed speed, passing through various temperature zones, thereby permitting continuous use of the kiln. Cooling is very important to the manufacturing process because the rate has a direct effect on color and too rapid cooling causes cracking and checking of the ware. During drawing—the process of unloading a kiln after cooling—the units are sorted, graded, and taken to storage or loaded for delivery.

Plants manufacturing structural clay products are usually located near the source of raw mate-

[1] The study was limited to establishments employing 20 or more workers at the time of reference of the universe data. A more comprehensive account of the survey is presented in forthcoming BLS Report 172, Wage Structure: Structural Clay Products, April–June 1960.

[2] For definition of regions, see footnote 2, table 1.

rials, and the shipment of finished products generally is limited to short distances because of transportation costs. The largest employment concentrations in April–June 1960 were in the Great Lakes region (29 percent), the Middle Atlantic region (18 percent), and the Southeast (16 percent). Ohio and Pennsylvania together accounted for a third of the employment in these industries; California, Missouri, and Texas were other important producing States.

Brick and structural clay tile manufacturers employed slightly more than two-fifths of the 57,245 production workers covered by the Bureau's study and accounted for the largest segment of the employment in most regions. However, the manufacture of refractory products constituted nearly three-fifths of the employment of the industry group in the Middle West region, whereas the manufacture of ceramic wall and floor tile accounted for the largest number of workers in the Pacific region.

Although employment in 1960 was virtually the same as in 1954, when the Bureau also conducted a survey of structural clay products manufacture,[3] the number of units produced increased during this period through such technological changes as the application of the tunnel kiln and the installation of conveyor systems that reduce material handling labor. Thus, according to the Bureau of the Census, the production of unglazed brick increased 9 percent during the 6-year period; clay wall and floor tile, 45 percent; and clay sewer pipe, 15 percent.[4]

In terms of employment, structural clay products establishments usually employ fewer than 100 workers and rarely employ as many as 500. Plants producing ceramic wall and floor tile tend to be somewhat larger than those manufacturing other products.

Establishments with collective bargaining agreements covering a majority of their workers employed nearly two-thirds of the industry's production workers in April–June 1960. Regionally, the proportions ranged from 95 percent in the Middle Atlantic to 29 percent in the Southeast and 16 percent in the Southwest. In all other regions, the proportion was between 70 and 80 percent. Among the four industries studied separately, the proportions nationally were clay sewer pipe, 86 percent; clay refractories, 83 percent; ceramic wall and floor tile, 62 percent; and brick and structural clay tile, 53 percent.

Wages of slightly more than two-thirds of the workers were based on hourly rates. The proportion of workers subject to incentive earnings ranged from less than a fifth in the Mountain region to nearly two-fifths in the Great Lakes region. Piece rates were the most common type of incentive system employed, although production bonus systems were also frequently used. A few establishments in the industry group employed a method of wage payment generally referred to as "stint work" or "task work." Under this method, the establishment provides a fixed daily rate for a predetermined amount of work, regardless of the actual time taken to complete the assigned task. It is estimated that approximately 2 percent of the workers were paid by this method, which was usually applicable to workers loading and unloading the kilns. For purposes of this study, these workers were classified as timeworkers.

Average Hourly Earnings

Earnings of production workers in structural clay products manufacturing establishments in April–June 1960 averaged $1.92 an hour, exclusive of premium pay for overtime and for work on weekends, holidays, and late shifts (table 1). Men averaged $1.95 an hour, compared with $1.63 for women, who for the most part were employed in relatively unskilled occupations such as finishers, packers, and sorters. Regionally, the highest average was recorded in the Middle Atlantic States ($2.21), and the lowest averages in the Southwest ($1.29) and Southeast ($1.31).

Nationwide, production workers in establishments manufacturing brick and structural clay tile averaged $1.74 an hour, compared with $1.84 for workers in ceramic floor and wall tile establishments, $2.01 for workers in clay sewer pipe plants, and $2.34 for employees of clay refractories. These differences in the national averages for the various industries are partially due to differences in the product mix among the regions of varying wage levels. The relatively low-wage Southeast

[3] See Earnings in the Structural Clay Products Industries, May 1954 (in Monthly Labor Review, January 1955, pp. 75–79).

[4] See Current Industrial Reports: Clay Construction Products, Summary for 1959 (U.S. Bureau of the Census), Series M320–09.

and Southwest regions together accounted for 38 percent of the production worker employment in brick and structural clay tile plants and 23 percent of the ceramic wall and floor tile workers. Whereas earnings were highest in clay refractories in each of the regions for which comparisons could be made, lowest regional averages were most frequently recorded for ceramic wall and floor tile plants, which employed relatively larger proportions of workers on routine and comparatively light tasks. More than a third of the production workers in the latter industry were women, but the proportions of women in the other industries were negligible.

Earnings of almost all the workers ranged from $1 to $3.50 an hour; fewer than 1 percent earned less than $1 and only about 2 percent earned $3.50 or more (table 2). Earnings of the middle half of the workers fell between $1.50 and $2.25. Whereas a fourth of the workers in the nationwide earnings array earned less than $1.50, the proportions of workers with such earnings ranged from nearly

TABLE 1. NUMBER AND AVERAGE STRAIGHT-TIME HOURLY EARNINGS[1] OF PRODUCTION WORKERS IN STRUCTURAL CLAY PRODUCTS MANUFACTURING ESTABLISHMENTS BY SELECTED CHARACTERISTICS, UNITED STATES AND SELECTED REGIONS,[2] APRIL–JUNE 1960

Item	United States[3]		Middle Atlantic		Border States		Southeast		Southwest	
	Number of workers	Average hourly earnings[1]	Number of workers	Average hourly earnings[1]	Number of workers	Average hourly earnings[1]	Number of workers	Average hourly earnings[1]	Number of workers	Average hourly earnings[1]
All production workers	57,245	$1.92	10,370	$2.21	3,801	$1.92	8,977	$1.31	5,998	$1.29
Men	53,044	1.95	9,571	2.25	3,555	1.95	8,506	1.31	5,338	1.31
Women	4,201	1.63	799	1.80	246	1.57	471	1.37	660	1.11
Product:										
Brick and structural clay tile	24,930	1.74	4,054	2.19	1,853	1.62	5,762	1.24	3,749	1.22
Ceramic wall and floor tile	10,024	1.84	1,912	1.94	----------	----------	1,165	1.53	1,155	1.21
Clay refractories	12,203	2.34	3,796	2.39	1,188	2.55	----------	----------	----------	----------
Sewer pipe	7,881	2.01	----------	----------	----------	----------	1,384	1.25	754	1.68
Size of community:										
Metropolitan areas[4]	24,430	1.95	4,100	2.11	1,951	1.96	4,252	1.36	1,646	1.27
Nonmetropolitan areas	32,815	1.91	6,270	2.28	1,850	1.88	4,725	1.26	4,352	1.30
Size of establishment:										
20 to 99 workers	22,878	1.82	3,881	2.14	1,862	1.78	3,292	1.25	3,487	1.23
100 or more workers	34,367	2.00	6,489	2.26	1,939	2.06	5,685	1.35	2,511	1.37
Labor-management contracts:										
Establishments with—										
Majority of workers covered	36,836	2.14	9,850	2.24	2,725	2.06	2,559	1.49	930	1.64
None or minority of workers covered	20,409	1.54	520	1.72	1,076	1.57	6,418	1.24	5,068	1.23

Item	Great Lakes		Middle West		Mountain		Pacific	
	Number of workers	Average hourly earnings[1]	Number of workers	Average hourly earnings[1]	Number of workers	Average hourly earnings[1]	Number of workers	Average hourly earnings[1]
All production workers	16,822	$2.17	4,646	$2.17	1,388	$1.96	4,489	$2.16
Men	15,505	2.20	4,615	2.17	1,368	1.97	3,912	2.20
Women	1,317	1.77	31	1.73	20	1.78	577	1.87
Product:								
Brick and structural clay tile	5,470	2.20	1,133	1.70	1,122	1.97	1,214	2.11
Ceramic wall and floor tile	3,242	1.99	----------	----------	----------	----------	1,716	2.09
Clay refractories	3,104	2.34	2,696	2.40	----------	----------	----------	----------
Sewer pipe	3,114	2.34	614	2.09	----------	----------	1,199	2.21
Size of community:								
Metropolitan areas[4]	5,577	2.27	1,012	2.08	1,108	2.01	4,211	2.16
Nonmetroplitan areas	11,245	2.12	3,634	2.20	----------	----------	----------	----------
Size of establishment:								
20 to 99 workers	5,788	2.13	1,440	1.88	568	1.87	1,987	2.17
100 or more workers	11,034	2.19	3,206	2.30	820	2.03	2,502	2.15
Labor-management contracts:								
Establishments with—								
Majority of workers covered	12,197	2.24	3,600	2.15	1,108	2.01	3,414	2.19
None or minority of workers covered	4,625	1.98	1,046	2.23	280	1.78	1,075	2.06

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

[2] The regions used in the study include: *Middle Atlantic*—New Jersey, New York, and Pennsylvania; *Border States*—Delaware, District of Columbia, Kentucky, Maryland, Virginia, and West Virginia; *Southeast*—Alabama, Florida, Georgia, Mississippi, North Carolina, South Carolina, and Tennessee; *Southwest*—Arkansas, Louisiana, Oklahoma, and Texas; *Great Lakes*—Illinois, Indiana, Michigan, Minnesota, Ohio, and Wisconsin; *Middle West*—Iowa, Kansas, Missouri Nebraska North Dakota, and South Dakota *Mountain*—Arizona, Colorado, Idaho, Montana, New Mexico, Utah, and Wyoming; *Pacific*—California, Nevada, Oregon, and Washington.

[3] Includes data for New England region not shown separately.

[4] The term "metropolitan area" used in this study refers to the Standard Metropolitan Statistical Areas established under the sponsorship of the U.S. Bureau of the Budget.

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

TABLE 2. PERCENT DISTRIBUTION OF PRODUCTION WORKERS IN STRUCTURAL CLAY PRODUCTS MANUFACTURING ESTABLISHMENTS BY AVERAGE STRAIGHT-TIME HOURLY EARNINGS,[1] UNITED STATES AND SELECTED REGIONS, APRIL–JUNE 1960

Average hourly earnings [1]	United States [2]			Middle Atlantic	Border States	South-east	South-west	Great Lakes	Middle West	Moun-tain	Pacific
	Total	Men	Women								
Under $1.00	0.3	0.3	----	----	----	1.2	0.7	----	----	----	----
$1.00 and under $1.10	7.3	6.9	11.9	0.1	1.2	28.9	25.2	[3]	----	0.3	----
$1.10 and under $1.20	5.5	5.6	4.3	.4	5.1	18.2	20.9	0.1	----	.3	----
$1.20 and under $1.30	4.3	4.1	6.3	.4	5.6	11.8	17.1	.6	0.1	----	0.1
$1.30 and under $1.40	3.5	3.5	2.5	.4	6.0	9.4	9.3	1.5	1.2	.1	.1
$1.40 and under $1.50	3.9	3.5	8.4	1.2	6.7	7.6	6.6	2.7	6.5	----	.4
$1.50 and under $1.60	4.5	3.7	14.2	1.1	10.4	6.0	6.3	3.9	6.6	2.4	2.9
$1.60 and under $1.70	6.2	5.9	10.2	4.0	8.9	4.3	4.0	7.3	7.4	13.0	3.6
$1.70 and under $1.80	4.8	4.7	7.2	3.5	8.5	3.0	2.8	3.9	4.6	12.4	10.7
$1.80 and under $1.90	6.6	6.2	11.5	11.3	4.5	1.5	2.5	8.7	3.2	14.3	5.6
$1.90 and under $2.00	9.5	9.6	7.9	13.1	1.9	2.4	1.4	15.5	8.3	23.5	8.7
$2.00 and under $2.10	7.7	7.9	5.4	10.1	4.0	2.1	.7	11.2	8.3	10.5	11.8
$2.10 and under $2.20	7.6	8.0	2.5	11.1	5.1	1.1	.7	9.3	9.3	9.7	16.3
$2.20 and under $2.30	7.4	7.8	2.7	13.1	8.8	.7	.4	8.0	12.0	2.0	11.4
$2.30 and under $2.40	4.7	4.9	2.6	6.3	7.0	.6	.2	6.1	6.9	4.3	5.8
$2.40 and under $2.50	3.7	3.9	1.0	7.3	3.3	.6	.1	4.0	4.7	2.5	4.9
$2.50 and under $2.60	2.6	2.7	.8	3.2	3.1	.2	.1	3.0	4.5	.4	5.5
$2.60 and under $2.70	2.1	2.3	.1	2.7	2.0	.1	.1	3.0	3.4	.3	3.9
$2.70 and under $2.80	1.3	1.4	.1	1.5	1.9	[3]	[3]	1.7	2.2	.8	2.8
$2.80 and under $2.90	1.0	1.1	.2	1.6	.8	[3]	.2	1.0	1.6	1.9	1.8
$2.90 and under $3.00	1.0	1.1	[3]	1.1	.9	----	[3]	1.5	2.3	----	.9
$3.00 and under $3.10	.9	.9	.1	1.4	.4	.1	[3]	1.1	1.7	----	1.1
$3.10 and under $3.20	.4	.5	[3]	.6	.6	.1	.1	.5	.8	----	.5
$3.20 and under $3.30	.5	.5	----	.5	.8	[3]	.1	.7	1.1	.1	.1
$3.30 and under $3.40	.5	.6	[3]	.9	.1	----	.1	.9	.7	.3	.2
$3.40 and under $3.50	.4	.4	[3]	.3	.4	----	.1	.7	.5	.1	.5
$3.50 and over	1.9	2.1	[3]	3.1	2.2	.1	.3	3.1	2.1	.9	.3
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100. 0	100.0
Number of workers	57,245	53,044	4,201	10,370	3,801	8,977	5,998	16,822	4,646	1,388	4,489
Average hourly earnings [1]	$1.92	$1.95	$1.63	$2.21	$1.92	$1.31	$1.29	$2.17	$2.17	$1.96	$2.16

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

[2] Includes data for New England region not shown separately.

[3] Less than 0.05 percent.

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

four-fifths in the Southeast and Southwest to less than 1 percent in the Mountain and Pacific regions.

Occupational Averages

The occupational classifications selected for separate study and listed in table 3 accounted for slightly more than three-fifths of the 57,245 production workers employed in establishments within the coverage of the Bureau's survey. A large proportion of these workers were employed at jobs related to the burning or "firing" of the product. Basic operations consist of loading (setting or placing) the kiln with green ware, controlling the temperature of the kiln (function of a fireman), and unloading or drawing the burnt ware from the kiln. Workers engaged in loading or unloading were frequently paid on an incentive basis and earned more per hour than firemen, whose earnings were usually based on hourly rates. Thus, loaders (placers) and unloaders of tunnel kilns averaged $2.08 and $2.05 an hour, respectively, while firemen averaged $1.78. This general wage relationship among the three occupational groups usually prevailed in the various regions and for the various types of kilns.

The more than 4,400 offbearers—workers handling products both before and after the burning process—averaged $1.85 an hour at the time of the study. Workers in this classification averaged $2.37 an hour in the Middle Atlantic region, compared with $1.18 in the Southwest. Among the occupations studied separately, highest nationwide averages for men were reported for maintenance machinists ($2.43) and lowest for janitors ($1.61).

Workers employed under incentive wage systems usually earned substantially more than hourly rated workers in the same occupational classifi-

cation. For example, in the Middle Atlantic region, incentive-paid offbearers averaged $2.58 an hour, compared with $2.09 for time-rated workers.

Among the four industries for which separate data were developed, highest nationwide occupational averages were usually reported in the clay refractory products industry and lowest averages in the brick and structural clay tile industry. The general relationship held in the Middle Atlantic region, but not in the Great Lakes region, where highest occupational averages were frequently recorded for brick and structural clay tile plants.

Occupational averages were usually higher among establishments located in the larger communities (metropolitan areas), having labor-management contract agreements, and employing more than 100 workers.

Earnings of individual workers varied considerably within the same job and general geographic location. In many instances, particularly for jobs commonly paid on an incentive basis, hourly earnings of the highest paid workers exceeded those of the lowest paid in the same job and area by $1 or more. Thus, some workers in a relatively low paid job (as measured by the average for all workers) earned as much as some workers in jobs for which higher averages were recorded. For example, the following tabulation indicates a considerable overlapping of individual rates for

TABLE 3. NUMBER AND AVERAGE STRAIGHT-TIME HOURLY EARNINGS[1] OF WORKERS IN SELECTED OCCUPATIONS IN STRUCTURAL CLAY PRODUCTS MANUFACTURING ESTABLISHMENTS, UNITED STATES AND SELECTED REGIONS, APRIL–JUNE 1960

Occupation and sex	United States[2]		Middle Atlantic		Border States		Southeast		Southwest	
	Number of workers	Average hourly earnings[1]	Number of workers	Average hourly earnings[1]	Number of workers	Average hourly earnings[1]	Number of workers	Average hourly earnings[1]	Number of workers	Average hourly earnings[1]
MEN										
Clay makers	488	$2.03	246	$2.14	30	$2.03	29	$1.56	---	---
Die pressers	815	2.16	165	2.36	---	---	85	1.59	---	---
Dry-pan operators	647	1.90	134	2.05	45	1.88	32	1.38	132	$1.31
Electricians, maintenance	203	2.38	41	2.34	9	2.52	16	2.11	7	1.88
Finishers	257	1.92	33	2.05	49	2.01	15	1.13	---	---
Glazing-machine feeders	141	1.89	---	---	---	---	15	1.37	---	---
Grinders, clay	576	1.77	64	2.05	86	1.63	134	1.22	45	1.21
Inspectors	237	2.00	18	2.12	---	---	25	1.80	---	---
Janitors	519	1.61	54	1.83	63	1.75	72	1.24	88	1.08
Kiln drawers (periodic kiln)	2,740	2.25	629	2.49	153	2.69	433	1.27	315	1.48
Kiln firemen (periodic kiln)	2,039	1.84	595	2.07	139	1.78	239	1.22	114	1.29
Kiln firemen (scove kiln)	218	1.94	---	---	---	---	---	---	---	---
Kiln firemen (tunnel kiln)	1,334	1.78	158	2.06	136	1.74	340	1.33	159	1.31
Kiln loaders (scove kiln)	397	2.22	---	---	---	---	---	---	---	---
Kiln placers (tunnel kiln)	1,310	2.08	123	2.43	62	1.89	211	1.47	172	1.54
Kiln setters (periodic kiln)	2,703	2.26	728	2.63	191	2.48	402	1.34	315	1.35
Kiln unloaders (tunnel kiln)	1,457	2.05	161	2.64	142	1.94	259	1.30	214	1.44
Machinists, maintenance	469	2.43	118	2.52	---	---	46	2.10	---	---
Maintenance men, general utility	1,424	2.00	334	2.25	136	1.93	151	1.50	193	1.51
Mechanics, automotive, maintenance	282	2.12	26	2.37	25	1.94	40	1.69	17	1.91
Molders, hand	489	2.33	84	2.49	61	2.21	80	1.48	20	1.58
Molding-machine operators	490	2.26	157	2.28	52	2.42	---	---	61	1.17
Offbearers	4,441	1.85	582	2.37	356	1.86	887	1.27	519	1.18
Packers	367	2.23	99	2.04	9	2.05	---	---	---	---
Pick miners	348	2.39	150	2.67	80	2.60	---	---	34	1.15
Pipe turners	102	1.89	---	---	---	---	21	1.06	---	---
Power-shovel operators	536	1.91	46	2.47	62	2.06	164	1.42	48	1.50
Pressmen, automatic	549	2.11	120	2.31	33	2.09	48	1.56	81	1.52
Pugmill men	896	1.88	203	2.23	61	1.80	150	1.28	99	1.35
Sorters	180	2.34	---	---	---	---	---	---	---	---
Truckdrivers	1,432	1.87	128	2.01	106	1.90	420	1.42	59	1.31
Light (under 1½ tons)	87	1.96	---	---	---	---	---	---	---	---
Medium (1½ to and including 4 tons)	596	1.72	39	1.93	9	2.05	251	1.34	10	1.20
Heavy (over 4 tons, trailer type)	339	2.08	---	---	48	2.38	116	1.70	16	1.23
Heavy (over 4 tons, other than trailer type)	396	1.90	52	1.97	45	1.37	49	1.24	33	1.38
Truckers, hand	1,343	1.73	140	2.08	144	1.69	249	1.16	180	1.25
Truckers, power	2,187	1.87	327	2.19	134	1.82	397	1.32	198	1.30
Forklift	1,831	1.87	290	2.19	82	1.57	336	1.32	142	1.31
Other than forklift	356	1.87	37	2.11	52	2.21	61	1.29	56	1.28
WOMEN										
Finishers	735	1.45	---	---	---	---	139	1.23	265	1.10
Glazing-machine feeders	330	1.59	66	1.83	---	---	55	1.56	---	---
Inspectors	107	1.55	22	1.70	---	---	---	---	---	---
Janitors	31	1.44	7	1.59	---	---	---	---	---	---
Offbearers	572	1.84	100	1.65	---	---	---	---	---	---
Packers	210	1.55	---	---	---	---	---	---	---	---
Sorters	862	1.58	---	---	---	---	190	1.40	---	---

See footnotes at end of table.

TABLE 3. NUMBER AND AVERAGE STRAIGHT-TIME HOURLY EARNINGS [1] OF WORKERS IN SELECTED OCCUPATIONS IN STRUCTURAL CLAY PRODUCTS MANUFACTURING ESTABLISHMENTS, UNITED STATES AND SELECTED REGIONS, APRIL–JUNE 1960—Continued

Occupation and sex	Great Lakes		Middle West		Mountain		Pacific	
	Number of workers	Average hourly earnings [1]	Number of workers	Average hourly earnings [1]	Number of workers	Average hourly earnings [1]	Number of workers	Average hourly earnings [1]
MEN								
Clay makers	88	$2.07	39	$2.16			22	$2.19
Die pressers	215	2.37	73	2.22			80	2.39
Dry-pan operators	185	2.19	69	2.02	17	$1.90	33	2.22
Electricians, maintenance	80	2.32	32	2.59			15	2.76
Finishers	77	2.22	14	2.32	14	1.98	9	2.01
Glazing-machine feeders	66	2.27					15	2.08
Grinders, clay	151	2.17	70	2.15			12	2.30
Inspectors	76	2.26	42	1.90			25	2.22
Janitors	137	1.80	52	1.94			45	1.85
Kiln drawers (periodic kiln)	895	2.77	157	2.32			90	2.11
Kiln firemen (periodic kiln)	713	1.94	114	1.75	66	1.79	59	2.30
Kiln firemen (scove kiln)	40	2.18						
Kiln firemen (tunnel kiln)	247	2.08	76	2.08			158	2.27
Kiln loaders (scove kiln)	101	2.19					24	2.48
Kiln placers (tunnel kiln)	349	2.29	217	2.48			172	2.24
Kiln setters (periodic kiln)	831	2.66	144	2.45	40	2.04	52	2.19
Kiln unloaders (tunnel kiln)	288	2.28	160	2.89			223	2.29
Machinists, maintenance	116	2.36	107	2.49			30	2.86
Maintenance men, general utility	387	2.14	121	2.08	14	2.22	55	2.50
Mechanics, automotive, maintenance	109	2.11	24	2.35			33	2.52
Molders, hand	146	2.47	72	3.15			14	2.32
Molding-machine operators	62	2.34					71	2.58
Offbearers	1,198	2.22	255	2.02	137	1.78	411	2.05
Packers	149	2.20	21	2.80				
Pick miners	57	2.40						
Pipe turners	45	2.46						
Power-shovel operators	128	2.21	49	2.06			23	2.56
Pressmen, automatic	211	2.22					48	2.69
Pugmill men	218	2.10	56	1.96	24	1.90	67	2.28
Sorters	88	2.39						
Truckdrivers	410	2.04	87	1.96	73	2.25	109	2.60
Light (under 1½ tons)	41	1.93					7	2.00
Medium (1½ to and including 4 tons)	186	2.07	43	2.04			15	2.33
Heavy (over 4 tons, trailer type)	47	1.89					56	2.78
Heavy (over 4 tons, other than trailer type)	136	2.10	21	2.05				
Truckers, hand	473	2.08	93	1.83			16	2.25
Truckers, power	543	2.07	203	2.15	23	1.82	326	2.13
Forklift	445	2.05	189	2.15	21	1.80	292	2.13
Other than forklift	98	2.15	14	2.12			34	2.16
WOMEN								
Finishers	173	1.64					100	2.08
Glazing-machine feeders							46	1.77
Inspectors								
Janitors	6	1.58						
Offbearers							107	1.87
Packers	74	1.57					12	1.93
Sorters	240	1.73					109	1.77

[1] Excludes premium pay for overtime and for work on weekends, holidays, and late shifts.
[2] Includes data for New England region in addition to those shown separately.

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

incentive-paid men offbearers and hourly paid tunnel kiln placers in Ohio, despite a 33-cent difference in the hourly averages for the two jobs.

	Number of workers	
	Offbearers	*Placers, tunnel kiln*
Average hourly earnings	$2.39	$2.06
Total workers	516	110
$1.60 and under $1.80	34	14
$1.80 and under $2.00	17	59
$2.00 and under $2.20	119	10
$2.20 and under $2.40	137	3
$2.40 and under $2.60	65	24
$2.60 and under $2.80	71	------
$2.80 and under $3.00	42	------
$3.00 or more	31	------

Selected Establishment Practices

Data were also obtained on work schedules and supplementary benefits including paid vacations, paid holidays, retirement pensions, life insurance, sickness and accident insurance, and hospitalization and surgical benefits. (See table 4.)

Scheduled Weekly Hours. Work schedules of 40 hours a week applied to four-fifths of the production workers in the industry group and were predominant in each of the regions for which separate data are presented. Weekly schedules in excess of 40 hours were reported more often in the Southeast than in the other regions, applying to slightly more than two-fifths of the workers.

TABLE 4. PERCENT OF PRODUCTION WORKERS EMPLOYED IN STRUCTURAL CLAY PRODUCTS MANUFACTURING ESTABLISHMENTS WITH FORMAL PROVISIONS FOR SELECTED SUPPLEMENTARY WAGE BENEFITS,[1] UNITED STATES AND SELECTED REGIONS,[2] APRIL–JUNE 1960

Selected benefits [1]	United States [3]	Regions							
		Middle Atlantic	Border States	Southeast	Southwest	Great Lakes	Middle West	Mountain	Pacific
Paid vacations: [4]									
After 1 year of service	91	100	92	70	73	97	100	100	97
1 week	86	97	77	68	68	93	99	69	91
After 5 years of service	91	100	92	70	73	97	100	100	97
1 week	16	6	8	33	44	11	----	20	2
2 weeks	70	77	72	32	28	84	100	80	95
After 15 years of service [5]	91	100	92	70	73	97	100	100	97
1 week	14	6	8	29	45	8	----	20	2
2 weeks	29	20	36	23	28	37	26	26	29
3 weeks	42	57	32	13	----	49	74	54	66
Paid holidays [6]	80	99	88	52	51	83	93	80	97
Less than 6 holidays	10	----	13	27	35	3	11	----	----
6 holidays	40	48	37	18	16	60	29	80	28
7 holidays	28	47	38	7	----	20	52	----	66
8 holidays	1	4	----	----	----	----	1	----	3
Health, insurance, and pension plans: [7]									
Life insurance	86	96	79	80	71	92	83	61	89
Accidental death and dismemberment insurance	64	80	58	41	46	70	76	42	69
Sickness and accident insurance or sick leave or both [8]	71	99	70	50	27	83	76	50	61
Sickness and accident insurance	67	99	70	48	27	82	75	50	18
Sick leave (full pay, no waiting period)	([9])	----	----	2	1	----	1	----	----
Sick leave (partial pay or waiting period)	5	----	2	2	----	1	----	----	54
Hospitalization insurance	86	93	77	79	71	92	83	63	95
Surgical insurance	84	92	75	76	71	92	78	63	95
Medical insurance	49	62	48	44	57	34	52	13	83
Catastrophe insurance	8	4	9	3	19	5	16	----	12
Retirement pension	30	49	27	12	25	25	64	----	28

[1] If formal provisions for supplementary benefits in an establishment were applicable to half or more of the workers, the benefits were considered applicable to all workers. Because of length-of-service and other eligibility requirements, the proportion of workers currently receiving the benefits may be smaller than estimated

[2] For definition of regions, see footnote 2, table 1.

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

[4] The periods of service shown were arbitrarily chosen and do not necessarily reflect the individual provisions for progression. For example, the changes indicated at 5 years may include changes occurring between 1 and 5 years.

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

[6] Tabulations were limited to full-day holidays; additional half-day holidays were also provided in some establishments. Because of rounding, sums of individual items may not equal totals.

[7] Includes only those plans for which at least a part of the cost is borne by the employer, and excludes legally required plans such as workmen's compensation and social security.

[8] Unduplicated total of workers receiving sick leave or sickness and accident insurance shown separately.

[9] Less than 0.5 percent.

Less than 10 percent of the workers were scheduled to work on late shifts during the survey period.

Paid Holidays. Paid holidays were provided by establishments employing four-fifths of the production workers covered by the study. Regionally, proportions ranged from slightly more than half in the Southeast and Southwest to nearly all in the Middle Atlantic and Pacific States. Six or seven holidays a year were most commonly reported in all regions except the Southeast and Southwest, where provisions were usually less liberal. Virtually all office workers were given time off with pay on specified holidays.

Paid Vacations. Nine-tenths of the production workers were eligible for paid vacations after qualifying periods of service. Most commonly, workers with a year of service received a week's vacation pay; those with 5 years of service, 2 weeks; and those with 15 years of service, 3 weeks' vacation pay. Regionally, vacation benefits were least common in the Southeast and Southwest, where only about seven-tenths of the workers were in establishments with such provisions, compared with nine-tenths or more in all other regions. Provisions also tended to be somewhat less liberal in the two Southern regions.

Health, Insurance, and Pension Plans. Life, hospitalization, and surgical insurance for which employers paid at least part of the cost were available to slightly more than four-fifths of the production workers. Accidental death and dismemberment insurance and sickness and accident insurance were available to approximately two-thirds of the workers.

Retirement pension plans (other than the program under Federal Old-Age, Survivors, and Disability Insurance) were provided by establishments employing 30 percent of the workers. Among the regions studied separately, the proportion of workers covered by such plans varied from 12 percent in the Southeast to 64 percent in the Middle West.

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Division of Wages and Industrial Relations

Earnings of Hotel Employees in 24 Areas, March–June 1960

EARNINGS of hotel employees in selected jobs varied widely among the 24 areas in which studies of occupational earnings were conducted by the Bureau of Labor Statistics during March–June 1960.[1] Average hourly earnings generally were lowest in the southern cities and highest in the San Francisco–Oakland area. Straight-time average hourly earnings of chambermaids, numerically the most important job studied, ranged from 41 cents in New Orleans to $1.51 in San Francisco–Oakland. Highest averages were recorded for dinner cooks in nearly all areas, amounting to $2.50 or more an hour in eight areas. In addition to cash wages, free meals were commonly provided bartenders, cooks, dishwashers, pantry workers, waitresses, and waiters. Bellmen, waiters, waitresses, and to some extent, bartenders and maids received tips in addition to the reported wage rates. Weekly work schedules of 40 hours applied to the majority of hotel employees in most northern areas, while schedules of 48 hours were most common in the southern cities. Vacation payments and insurance benefits were available to most workers in all cities.

Industry Characteristics

New York City, Chicago, and Miami together accounted for nearly half of the 135,000 workers employed by hotels within the scope of the survey. Most of the hotels studied operated eating and drinking places. Depending largely upon the extent of these and allied services, the proportion of workers in specific work categories varied somewhat among individual hotels and areas. However, in almost all areas, office clerical workers represented from 3 to 8 percent of the nonsupervisory hotel employment, and front desk employees (including room, mail, information, and reservation clerks; cashiers; and switchboard operators) accounted for a slightly larger proportion. Chambermaids, the largest occupational category among those selected for study, constituted approximately 10 to 15 percent of the hotel employment in most areas.

In the 24 areas combined, the men slightly outnumbered the women in nonsupervisory employment. Men accounted for more than three-fifths of the work force in New York City and the Newark and Jersey City area, but less than two-fifths in Baltimore, Minneapolis–St. Paul, Pittsburgh, and Portland (Oreg.). Men comprised the large majority of elevator operators in Baltimore, Boston, New Orleans, New York City, San Francisco–Oakland, and Washington, D.C.; in the other cities, women elevator operators were predominantly or about equally employed. Men outnumbered women as dishwashers in 22 areas.

Labor-management contracts covering wages and working conditions of nonsupervisory workers in other than front desk or office jobs were reported by hotels accounting for at least three-fourths of such employment in 17 areas. The proportion was about two-thirds in Miami and Denver; between a third and a half in Indianapolis, New Orleans, and Portland (Oreg.); and less than a fourth in Atlanta and Baltimore. Labor-management agreements covering office clerical workers were not common in any of the areas, but the majority of front desk employees were covered by contracts in five areas—Boston, Detroit, Milwaukee, New York City, and Pittsburgh. Individual hotels in northern cities frequently united to negotiate the provisions of union contracts. The Hotel & Restaurant Employees and Bartenders International Union and the Building Service Employees' International Union, both AFL–CIO, are the largest unions in the industry.

The earnings information presented in this article relates to wage rates paid by the employer.

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[1] The earnings information presented in this report relates to average straight-time hourly earnings, excluding premium pay for overtime and for work on weekends, holidays, and late shifts. Tips and the value of room and board, provided to some hotel workers, were also excluded.

The study was limited to year-round hotels employing 50 or more workers. Standard Metropolitan Area definitions were used for all areas except Chicago (Cook County); Newark and Jersey City (Essex, Hudson, Morris, and Union Counties); New York City (the five boroughs); and Philadelphia (Philadelphia and Delaware Counties, Pa., and Camden County, N.J.). Payroll periods covered in 1960 were as follows: March (Boston, Buffalo, Newark and Jersey City, Philadelphia, Pittsburgh, Baltimore, Washington, D.C., Cleveland, and Detroit); April (Atlanta, Miami, Chicago, Minneapolis–St. Paul, and St. Louis); May (Indianapolis and San Francisco–Oakland); and June (New York City, New Orleans, Cincinnati, Kansas City, Milwaukee, Denver, Los Angeles–Long Beach, and Portland).

A more comprehensive account of this survey is presented in forthcoming BLS Report 173, Wage Structure: Hotels, March–June 1960.

For some groups of workers, however, perquisites and gratuities form an important supplement to wages, and in some instances may substantially exceed the amount of money received directly from the employer. Among the occupations studied, the large majority of cooks, dishwashers, waiters, waitresses, and pantry workers in nearly all the areas were provided two or more free meals daily. However, provisions for free meals applied to the majority of room clerks in only seven areas and were even less prevalent for other occupational groups. Provisions for free room were not common. Tips probably constituted an important part of the total earnings of waiters, waitresses, and bellmen in all areas. Bartenders serving in public bars were also commonly reported to receive tips. Some hotels—particularly in Miami and New Orleans—reported that chambermaids frequently received tips.

Occupational Earnings

Hotel chambermaids averaged less than $1 an hour in 9 of the 24 areas surveyed in March–June 1960 (table 1). Citywide averages ranged from 41 cents in New Orleans to $1.51 in San Francisco–Oakland. New York City, accounting for nearly a third of the chambermaids in the combined areas, reported average hourly earnings of $1.34.

Average hourly earnings of men and women dishwashers were closely comparable with those of chambermaids in most areas. As indicated previously, dishwashers typically received two or

TABLE 1. NUMBER AND AVERAGE STRAIGHT-TIME HOURLY EARNINGS[1] OF MEN AND WOMEN IN SELECTED OCCUPATIONS IN HOTELS, 24 AREAS, MARCH–JUNE 1960[2]

Area	Men																	
	Bartenders						Bellmen		Cleaners, lobby		Clerks, room		Dinner or second cooks		Dishwashers		Elevator operators, passenger	
	Total		Public bars		Service bars													
	No. of workers	Avg. hrly. earnings[1]	No. of workers	Avg. hrly. earnings[1]	No. of workers	Avg. hrly. earnings[1]	No. of workers	Avg. hrly. earnings[1]	No. of workers	Avg. hrly. earnings[1]	No. of workers	Avg. hrly. earnings[1]	No. of workers	Avg. hrly. earnings[1]	No. of workers	Avg. hrly. earnings[1]	No. of workers	Avg. hrly. earnings[1]
NORTHEAST																		
Boston	106	$1.89	80	$1.85	26	$2.02	137	$0.73	26	$1.21	69	$1.53	15	$2.44	128	$1.16	90	$1.14
Buffalo	42	1.88	36	1.87	-------	-------	53	.77	9	1.24	44	1.56	-------	-------	96	1.01	22	1.18
Newark and Jersey City	35	1.51	30	1.50	-------	-------	33	.63	13	.90	29	1.48	9	2.24	46	.94	-------	-------
New York City	537	2.00	370	1.96	167	2.08	1,209	.84	129	1.54	530	1.96	129	2.75	1,273	1.46	1,034	1.61
Philadelphia	83	1.62	59	1.60	24	1.65	118	.62	60	1.08	65	1.69	11	3.01	185	1.04	85	1.05
Pittsburgh	82	2.15	62	2.15	20	2.17	114	.72	27	1.39	33	1.74	11	2.74	97	1.44	-------	-------
SOUTH																		
Atlanta	19	1.40	12	1.44	7	1.32	111	.12	23	.68	36	1.53	29	1.12	64	.45	-------	-------
Baltimore	42	1.08	37	1.04	-------	-------	58	.30	32	.68	24	1.25	-------	-------	57	.58	38	.76
Miami	166	1.31	158	1.30	8	1.49	343	.46	205	1.04	132	1.65	143	2.19	643	1.01	65	.83
New Orleans	48	1.12	42	1.15	-------	-------	101	.18	30	.60	25	1.33	8	1.45	134	.54	-------	-------
Washington	94	2.17	-------	-------	84	2.18	249	.53	51	1.08	114	1.82	16	2.79	253	1.06	139	1.09
NORTH CENTRAL																		
Chicago	318	1.94	220	1.86	98	2.13	449	.61	156	1.45	149	1.76	58	2.63	356	1.17	190	1.42
Cincinnati	46	1.83	39	1.83	-------	-------	69	.57	32	1.11	30	1.57	-------	-------	79	1.13	17	1.23
Cleveland	46	1.90	43	1.90	-------	-------	83	.62	29	1.13	32	1.48	22	2.29	103	.89	-------	-------
Detroit	50	1.96	39	1.96	11	1.99	147	.60	47	1.12	56	1.51	10	2.55	84	1.16	-------	-------
Indianapolis	23	1.57	23	1.57	-------	-------	55	.30	32	.78	21	1.39	7	2.05	67	.65	20	.70
Kansas City	68	1.64	61	1.63	7	1.74	150	.43	10	.97	50	1.30	15	1.84	113	.84	33	.92
Milwaukee	33	1.97	32	1.96	-------	-------	49	.73	-------	-------	30	1.68	21	2.36	-------	-------	-------	----
Minneapolis–St. Paul	60	2.06	45	2.07	15	2.03	77	.74	26	1.27	46	1.44	11	2.25	130	1.17	19	1.30
St. Louis	65	1.81	58	1.79	7	1.95	114	.48	58	1.09	48	1.44	42	1.84	99	.94	33	1.10
WEST																		
Denver	55	1.60	48	1.60	7	1.61	92	.38	10	1.10	51	1.51	13	1.88	103	.89	-------	-------
Los Angeles–Long Beach	198	2.02	161	2.00	37	2.14	356	.68	62	1.36	151	1.61	52	2.56	264	1.37	58	1.30
Portland	36	2.26	33	2.25	-------	-------	57	.73	19	1.25	26	1.74	12	2.09	59	1.24	7	1.19
San Francisco–Oakland	145	2.65	106	2.67	39	2.60	209	1.01	63	1.56	111	2.20	120	2.57	163	1.62	76	1.61

See footnotes at end of table.

TABLE 1. NUMBER AND AVERAGE STRAIGHT-TIME HOURLY EARNINGS [1] OF MEN AND WOMEN IN SELECTED OCCUPATIONS IN HOTELS, 24 AREAS, MARCH–JUNE 1960 [2]—CONTINUED

Area	Men—Continued						Women											
	Housemen		Pantrymen		Waiters		Chambermaids		Clerks, room		Dishwashers		Elevator operators, passenger		Pantrywomen		Waitresses	
	No. of workers	Avg. hrly. earnings [1]	No. of workers	Avg. hrly. earnings [1]	No. of workers	Avg. hrly. earnings [1]	No. of workers	Avg. hrly. earnings [1]	No. of workers	Avg. hrly. earnings [1]	No. of workers	Avg. hrly. earnings [1]	No. of workers	Avg. hrly. earnings [1]	No. of workers	Avg. hrly. earnings [1]	No. of workers	Avg. hrly. earnings [1]
NORTHEAST																		
Boston	150	$1.14	32	$1.36	259	$0.83	516	$1.10	9	$1.43	16	$1.17	-------	-------	68	$1.29	274	$0.73
Buffalo	75	1.14	-------	-------	59	.78	306	1.09	39	1.38	10	1.03	29	$1.13	50	1.06	135	.73
Newark and Jersey City	42	.91	21	1.43	69	.62	128	.77	-------	-------	-------	-------	9	.88	-------	-------	75	.57
New York City	1,377	1.61	281	1.67	2,444	.88	5,530	1.34	15	2.03	58	1.43	193	1.63	81	1.59	387	.90
Philadelphia	131	1.08	52	1.22	229	.66	476	1.00	7	1.56	-------	-------	80	1.04	32	1.13	100	.63
Pittsburgh	128	1.50	-------	-------	205	.87	554	1.41	-------	-------	62	1.33	80	1.44	98	1.43	301	.75
SOUTH																		
Atlanta	71	.62	-------	-------	30	.19	311	.47	-------	-------	18	.43	80	.53	28	.65	100	.20
Baltimore	45	.67	-------	-------	67	.32	210	.55	-------	-------	-------	-------	-------	-------	23	.64	116	.28
Miami	346	1.07	108	1.48	797	.65	1,043	.78	17	1.53	-------	-------	127	.81	40	1.36	696	.55
New Orleans	78	.59	-------	-------	-------	-------	264	.41	-------	-------	-------	-------	-------	-------	24	.53	111	.29
Washington	247	1.07	19	1.21	422	.76	952	1.03	-------	-------	29	1.06	37	1.06	95	1.10	316	.67
NORTH CENTRAL																		
Chicago	508	1.29	18	1.26	722	.84	1,796	1.14	39	1.37	134	1.19	265	1.43	191	1.26	418	.78
Cincinnati	46	1.10	-------	-------	106	.74	230	1.06	-------	-------	41	1.00	29	1.11	45	1.15	132	.71
Cleveland	96	1.14	-------	-------	155	.79	404	1.07	16	1.44	14	.88	83	1.14	48	1.10	203	.74
Detroit	82	1.16	-------	-------	105	.90	554	1.03	32	1.52	40	1.12	96	1.32	45	1.26	219	.84
Indianapolis	58	.80	-------	-------	38	.50	179	.65	-------	-------	31	.57	39	.62	42	.76	112	.31
Kansas City	110	.93	-------	-------	82	.64	378	.89	17	.92	47	.84	74	.93	33	.92	227	.58
Milwaukee	44	1.30	-------	-------	-------	-------	186	1.23	13	1.49	43	1.08	-------	-------	26	1.21	192	.81
Minneapolis-St. Paul	110	1.36	12	1.34	75	1.06	342	1.18	13	1.30	45	1.15	24	1.27	60	1.36	309	1.05
St. Louis	138	1.13	-------	-------	152	.73	474	.94	15	1.18	67	.85	78	1.13	85	1.14	214	.73
WEST																		
Denver	67	1.00	-------	-------	113	.83	219	.99	-------	-------	-------	-------	-------	-------	34	1.12	150	.83
Los Angeles–Long Beach	379	1.28	74	1.97	481	1.10	1,398	1.16	41	1.39	-------	-------	97	1.32	30	1.84	370	1.12
Portland	27	1.22	-------	-------	-------	-------	153	1.20	-------	-------	59	1.24	28	1.20	22	1.48	108	1.14
San Francisco–Oakland	293	1.57	56	1.98	278	1.32	805	1.51	-------	-------	42	1.63	25	1.62	23	1.94	297	1.36

[1] Earnings data exclude tips and the value of free room and meals, if any were provided; also excluded is premium pay for overtime and for work on weekends, holidays, and late shifts.

[2] For definitions of areas and payroll periods covered, see text footnote 1.

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

more free meals daily, while at least some of the maids received tips. Elevator operators averaged higher earnings than chambermaids in nearly all cities, most commonly by amounts ranging from 3 to 10 cents an hour. Pantrywomen, with averages ranging from 53 cents in New Orleans to $1.94 in San Francisco–Oakland, received wages similar to those of elevator operators in some cities, although there were notable exceptions.

Among the men's jobs studied, dinner cooks (assistant chefs) were usually the highest paid, averaging $2.75 in New York City, $2.79 in Washington, $3.01 in Philadelphia, and from $2.55 to $2.74 in five other major areas. Bartenders also received relatively high earnings. Usually, bartenders of service bars (i.e., those in which drinks are prepared for waiters to serve in the guest or dining rooms) averaged somewhat more in wage rates than bartenders of public bars, who have a greater opportunity for tips.

Wages paid to bellmen averaged less than 50 cents an hour in eight areas and substantially less than $1 in all except San Francisco–Oakland, where an average of $1.01 was recorded. As in the case of bellmen, nearly all waiters and waitresses were employed by hotels reporting that tips were frequently received by these workers from patrons. Hotel wages for waiters and waitresses in some areas were generally similar to those received by bellmen; however, in other areas, waiters and waitresses earned substantially more.

Reflecting, in part at least, the multiemployer bargaining associated with the industry, wage rates paid to individual workers in a job were

generally closely grouped within each labor market. This grouping of virtually all employees within narrow (10 or 20 cents) rate bands was particularly evident in the elevator operator and maid jobs.

Establishment Practices

Weekly work schedules of 40 hours applied to a majority of the nonclerical employees in all 24 areas studied, of the office clerical employees in 15 areas, and of the front desk employees in 12 areas. Although work schedules of 48 hours a week prevailed in nearly all other instances, schedules of less than 40 hours were common for office clerical employees in Boston, Buffalo, and San Francisco–Oakland, and also for front desk and nonclerical employees in the latter area.

Vacations with pay were provided for workers with qualifying service by virtually all of the hotels in the areas studied. In nearly all areas, all or a large majority of the workers in nonclerical occupations were provided a week's vacation after 1 year of service and 2 weeks after 3 years of service (table 2). Provisions for 3 weeks of vacation pay upon meeting service eligibility requirements applied to all or virtually all nonclerical workers in five of the largest areas. Such benefits were received after 10 years of service in Los Angeles–Long Beach and San Francisco–Oakland, after 15 years in New York City and Minneapolis–St. Paul, and after 20 years in Pittsburgh. Roughly a fourth of the workers in Baltimore and Chicago and smaller proportions in several other cities were employed in hotels that provided 3 weeks' vacation pay for long-serv-

TABLE 2. PERCENT OF NONSUPERVISORY WORKERS, EXCEPT FRONT DESK AND OFFICE EMPLOYEES, EMPLOYED IN HOTELS WITH FORMAL PROVISIONS FOR SELECTED SUPPLEMENTARY WAGE BENEFITS,[1] 24 AREAS, MARCH–JUNE 1960[2]

Area	Paid vacations[3]			Paid holidays[5]					Health, insurance, and pension plans[6]						
	Total[4]	1 week after 1 year of service	2 weeks after 3 years of service	Total	Less than 4 days	4 or 5 days	6 days	7 or more days	Life	Accidental death and dismemberment	Sickness and accident	Hospitalization	Surgical	Medical	Retirement
NORTHEAST															
Boston	98	98	98	79	75	4	----	----	98	93	98	93	89	85	----
Buffalo	100	100	100	95	----	----	95	----	100	87	87	100	92	92	----
Newark and Jersey City	100	[7] 8	100	87	----	79	8	----	81	77	77	77	77	8	----
New York City	100	100	100	100	----	----	93	7	100	100	100	100	100	100	100
Philadelphia	100	100	100	100	----	----	100	----	100	86	100	100	46	39	----
Pittsburgh	100	92	95	----	----	----	----	----	93	93	93	93	93	93	75
SOUTH															
Atlanta	94	94	68	11	----	11	----	----	92	29	----	66	66	11	----
Baltimore	100	100	67	56	16	40	----	----	72	46	49	67	67	----	----
Miami	97	90	[8] 37	73	67	6	----	----	82	66	----	78	82	66	----
New Orleans	100	[7] 45	90	37	35	----	----	2	98	35	35	63	63	52	----
Washington, D.C.	100	100	100	100	4	84	11	----	100	100	100	100	100	87	----
NORTH CENTRAL															
Chicago	100	95	100	95	----	88	7	----	93	5	93	100	100	100	26
Cincinnati	100	100	100	100	----	100	----	----	100	100	44	100	100	100	44
Cleveland	100	100	100	100	4	----	96	----	100	100	77	100	100	88	----
Detroit	100	100	[8] 24	6	6	----	----	----	100	95	95	95	95	95	6
Indianapolis	100	83	100	43	19	7	17	----	43	36	43	47	47	28	19
Kansas City, Mo.	100	100	99	99	----	----	99	----	100	100	100	100	100	100	----
Milwaukee	100	100	89	8	8	----	----	----	95	59	78	100	94	48	11
Minneapolis–St. Paul	100	100	79	88	----	----	88	----	100	100	100	100	100	100	----
St. Louis	100	84	100	100	----	----	----	100	100	100	100	100	100	100	12
WEST															
Denver	100	100	96	20	----	----	20	----	72	69	92	93	93	89	----
Los Angeles–Long Beach	100	100	100	91	81	4	6	----	100	32	----	100	100	100	89
Portland	100	100	100	48	48	----	----	----	70	70	70	70	70	70	19
San Francisco–Oakland	100	96	100	100	----	70	15	15	94	12	12	100	100	100	100

[1] If formal provisions for supplementary benefits in a hotel were applicable to half or more of the workers, the benefits were considered applicable to all workers. Because of length-of-service and other eligibility requirements, the proportion of workers currently receiving the benefits may be smaller than estimated.

[2] For definitions of areas and payroll periods covered, see text footnote 1.

[3] Vacation payments such as percent of annual earnings and flat-sum amounts were converted to an equivalent time basis. Periods of service were arbitrarily chosen and do not necessarily reflect the individual provisions for progressions. Provisions for vacations of 3 weeks or more are summarized in the text and presented in greater detail in BLS Report 173, op. cit.

[4] Includes provisions in addition to those shown separately.

[5] Limited to full-day holidays provided annually.

[6] Includes only those plans for which at least a part of the cost is borne by the employer and excludes legally required plans such as workmen's compensation and social security. In addition to the plans listed separately, data were collected on sick leave provisions and catastrophe insurance (extended medical coverage); such plans were reported infrequently.

[7] A majority of the workers were employed in establishments providing 2 weeks' vacation after 1 year of service.

[8] A majority of the workers were employed in establishments providing 1 week's vacation after 3 years of service.

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ice employees. Four-week paid vacations were reported in a few isolated instances.

Paid holidays were provided the majority of nonclerical workers in 16 areas. Workers in Miami and Los Angeles–Long Beach commonly received 1 day annually; those in Boston, 2 days; those in Baltimore, Chicago, Cincinnati, and Newark and Jersey City, 4 days; in Washington, D.C., and San Francisco–Oakland, 5 days; and those in St. Louis, 7 days. The most common provision in six areas was 6 paid holidays a year.

A majority of the nonclerical workers in 23 areas were employed by hotels providing at least a part of the cost of various types of insurance plans. The plans listed in table 2 were most commonly reported; some employees were also covered by sick leave provisions and catastrophe insurance, but such plans were reported only infrequently.

Retirement pension benefits (other than those available under Federal Old-Age, Survivors, and Disability Insurance) were provided the majority of workers in four areas—Los Angeles–Long Beach, New York City, Pittsburgh, and San Francisco–Oakland.

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Significant Decisions in Labor Cases*

Labor Relations

Jurisdictional Disputes. A U.S. court of appeals upheld [1] an injunction of a Federal district court which restrained a union from violating the no-strike clause of its collective bargaining contract on the ground that the no-strike clause, when considered in the context of the whole contract, took precedence over the contractual right to honor a picket line.

In this case, a union representing several employers' truckdrivers, dockmen, and warehousemen notified the employers that in an effort to organize the clerical employees, it would picket their terminals for the purposes of inducing these employees to join the union and calling to the attention of its members that these employees were not members. When all the union members honored the picket line, the employers brought suit under section 301 of the Labor-Management Relations Act to enjoin the union from violating the no-strike provision of their agreements. Each agreement provided that "there shall be no strike, lockout, tieup, or legal proceedings without first using all possible means of settlement, as provided for in the agreement, of any controversy which might arise." Both parties agreed that the picketing activities did not relate to any grievance concerning the subject matter of the contracts.

Upon finding that the union had violated the no-strike provision, the trial court issued an injunction on the basis that no labor dispute within the meaning of the Norris-LaGuardia Act was involved, and that section 301 of the LMRA conferred jurisdictional authority to grant the relief.

In affirming the decision of the lower court, the court of appeals resolved a conflict between the no-strike provision and the provision which said that honoring a picket line would not constitute a violation of the contract.

In rejecting the union's argument that since no labor dispute had been submitted to the grievance procedure, the no-strike provision of the contract was inoperative and could not be the basis of injunctive relief, the court asserted there was a dispute concerning interpretation of the contract and that as it read the contract, the agreement not to strike was not conditioned upon referral to the grievance procedure. The court interpreted the language of the contract "that there shall be no strikes or tieups without first using all possible means of settlement as provided for in the agreement" to mean that the use of all possible means of settlement was prerequisite to the right to strike over any issue, whether or not it had been submitted to the grievance procedure. Therefore, the court concluded that the obvious purpose of this provision was to further industrial peace through conciliation by agreeing not to strike, lock out, or tie up the employer's enterprise until the procedure for conciliation of disputes under the contract was exhausted. Read in this light, the court reasoned that the no-strike provision was applicable and took precedence over the contractual right to honor a picket line, an activity which would result in the disruption of labor relations established by the contract.

Union Security Agreement. A U.S. court of appeals held [2] that an employer violated the National Labor Relations Act by executing a union security agreement with an individual whom the employees had selected and the Board had certified as their bargaining representative, since an individual is not a labor organization within the meaning used in section 8(a)(3) which authorizes the execution of such contracts.

The National Labor Relations Board certified an individual, Robert Gray, as the bargaining representative of a group of employees, a majority of whom had voted for him in an NLRB election. Subsequently, Gray and the company executed a collective bargaining agreement which contained a union security clause.

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*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] *Local 795, International Brotherhood of Teamsters* v. *Yellow Transit Freight Lines, Inc.* (C.A. 10, Aug. 16, 1960).

[2] *Schultz* v. *NLRB and Gray, Intervenor; NLRB* v. *Grand Union Co. and Gray, Intervenor* (C.A.D.C., Sept. 15, 1960).

As a result of charges filed by Joseph Schultz, an employee, the NLRB issued a complaint against the company, alleging violation of sections 8(a)(1) and (3) of the act in executing a contract containing the union security clause, since Gray was not a "labor organization" within the meaning of sections 2(5)[3] and 8(a)(3)[4] of the act. However, the Board concluded that Gray was a labor organization in accordance with section 8 (a)(3).

In reversing the Board's decision and holding that an individual bargaining representative was not a labor organization as the term is used in section 8(a)(3), the court conceded that it was possible to encompass the word "individual" within the meaning of labor organization as this term is used in other sections of the act. However, the court noted that the U.S. Supreme Court had enunciated the principle that "most words have different shades of meaning and consequently may be variously construed, not only when they occur in different statutes but when they are used more than once in the same section."[5] The court held that in interpreting the term labor organization as used in section 8(a)(3) and section 2(5), which omits the word individual in defining labor organization, one must apply the definition which best serves to carry out the intentions and purposes of the act.

Since the wording of this section was so carefully considered when it was enacted, the court reasoned that Congress apparently intended to exclude the individual from its application. Otherwise, it would have alluded to neither labor organization nor individual, but instead would have used the term "representatives" which as defined in section 2(4) includes any individual or labor organization. The court found that this view of congressional intent was further supported by the inclusion of such words as "membership therein" and "acquiring or retaining membership" in section 8(a)(3), which the court felt unquestionably appeared to exclude an individual from its application.

The court also reasoned that should it give the term "labor organization" the interpretation urged by the Board, it would inevitably produce an absurd and dangerous result and one plainly at variance with the policy of the legislation as a whole. Noting the U.S. Supreme Court's statement that statutes must be read in the light of the mischief to be corrected and the end to be attained, the court pointed out that since labor organizations have extensive power under the section, great caution must be exercised in granting of such power. The court argued that where a union is the bargaining representative, the constitution and the bylaws of the union afford protection to the employees. On the other hand, where the bargaining agent is an individual, standards for his control do not exist and it might be very difficult to find a way to penalize him for failure to perform his duties.

In conclusion, the court pointed out additional reasons why the term "labor organization" as used in section 8(a)(3) was not intended to encompass individuals. It noted that a true organization has permanency and continuity, whereas an individual is mortal and subject to certain disabilities. Also, within the structure of an organization, duties and responsibilities can be distributed, and a system of checks and balances can be established.

The dissent pointed out that the employer should not be deemed guilty of an unfair labor practice, since he simply entered into the agreement which the employees and their bargaining representative demanded. It also noted that the NLRA expressly declared that workers were to possess full freedom of association, self-organization, and designation of representatives. The dissent found no claim that the labor organization created by the employees failed to represent the overwhelming majority of them. The employees had voted for Gray to represent the organization which they themselves created; to all intents and purposes, he was a part of such organization, according to the dissent.

Jurisdictional Dispute. The National Labor Relations Board ruled [6] that a jurisdictional dispute existed where there was reasonable cause to believe that the object of a local union's picketing was to force an employer to reassign work from members of another local to members of the picketing local.

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[3] Section 2(5) provides that the "term 'labor organization' means any organization of any kind, or any agency or employee representation committee or plan, in which employees participate and which exists for the purpose, in whole or in part, of dealing with employers concerning grievances, labor disputes, wages, rates of pay, hours of employment, or conditions of work."

[4] Section 8(a)(3) provides in part "that it shall be an unfair labor practice for an employer by discrimination in regard to hire or tenure of employment to encourage or discourage membership in any labor organization . . ."

[5] *Atlantic Cleaners and Dyers, Inc.* v. *U.S.*, 286 U.S. 433 (1932).

[6] *Local 107, International Brotherhood of Teamsters,* and *Safeway Stores, Inc.*, 129 NLRB No. 2 (Sept. 1, 1960).

In this case, a company made a change in its operations in the Wilmington, Del., area which resulted in the discharge of drivers represented by Teamsters Local 107. The change was made only after unsuccessful efforts by both parties to negotiate a new collective bargaining agreement. The employer also made an offer to Local 107, which was rejected, to attempt to find comparable work for the discharged employees. The company then employed drivers represented by two other Teamsters locals, giving as a reason that better maintenance service could be secured in the locations covered by those locals. The discharged drivers picketed the Wilmington plant and the newly employed truckdrivers refused to cross the picket line.

The Board upheld the employer's contention that Local 107 struck to force the company to reassign the driving from employees represented by the two other locals to employees represented by Local 107, and that picketing for this objective violated section 8(b)(4) (i) and (ii)(D) of the NLRA. The Board found that Local 107 was striking to secure the assignment of work to its members and was interested only incidentally, if at all, in its representative status and the employment of the displaced drivers. It further agreed that while Local 107 had theretofore been the bargaining representative of these drivers, the dispute at the time of the picketing was, by reason of the change, one involving the assignment of work. Thus the Board found the dispute properly before it for determination under section 10(k) of the act.

The dissent averred that this case clearly fell within the *Franklin* rule,[7] and that Local 107 must be permitted to strike to defend its historic bargaining status. The dissent disagreed that this strike was for the unlawful purpose of compelling a particular assignment of the work. The company's concealment from Local 107 of the change in its operations invited the kind of defensive strike action which ensued, according to the dissenting opinion. The dissent stated that concerted action by a labor organization to defend its past bargaining position and prevent the undermining of its representative status is not the kind of dispute contemplated by section 8(b)(4)(D), but is a type of concerted action which may be legitimately pursued.

Secondary Boycott. The National Labor Relations Board ruled[8] that a union violated the National Labor Relations Act by failing, in the course of picketing the only entrance of a plant, to indicate clearly that the dispute was with the primary employer and not with a neutral employer whose employees were working on the premises for an extended period of time.

An independent local union which was certified as the bargaining representative for the employees of a manufacturer picketed the employer's plant. During the picketing, union members orally induced employees of a neutral employer, who was doing some construction work on the premises, not to enter the plant. Many of the signs which the pickets carried did not indicate that the dispute was with the primary employer alone.

The Board ruled that the local union induced or encouraged the employees of the contractor to engage in a concerted refusal in the course of their employment to perform services, with an object of forcing the contractor to cease doing business with the primary employer, and thereby violated section 8(b)(4)(A) of the act. The Board also held that the Teamsters union (which replaced the local union as bargaining representative during the strike) violated section 8(b)(4)(B) because it sought to force the primary employer to recognize or bargain with it, although it had never been certified as bargaining representative. The Board viewed this as a "common situs" situation in which the unions failed to satisfy the *Moore Drydock* criterion, "that the picketing must disclose clearly that the dispute is with the primary employer," [9] because of their failure to indicate clearly on their picket signs that the dispute was only with the manufacturer and their periodic oral appeals to employees of the secondary employer.

The Board pointed out that the NLRA reflects the dual congressional objectives of preserving the right of labor organizations to bring pressure to bear on offending employers in primary labor dis-

[7] *Local 292, International Brotherhood of Electrical Workers* and *Franklin Broadcasting Co.*, 126 NLRB No. 150 (Mar. 22, 1960), holding that 10(k) was inapplicable where the picketing union was striking to protect its bargaining status and secure the reemployment of discharged employees. See Monthly Labor Review, June 1960, pp. 626–627.

[8] *Union de Trabajodores de la Gonzales Chemical Industries, Inc.* and *Gonzales Chemical Industries, Inc.*, 128 NLRB No. 116 (Aug. 26, 1960).

[9] *Sailors' Union of the Pacific* and *Moore Drydock Co.*, 92 NLRB 547, Dec. 8, 1950.

putes and of shielding unoffending employers and others from pressures in controversies not their own.[10] The Board asserted that by its *Moore Drydock* doctrine, it has sought to accommodate these dual objectives in a reasonable manner. Notwithstanding the fact that the *Moore Drydock* case was one in which the picketing occurred at the premises of the secondary employer, the rule has been applied by the Board where the picketing was conducted at the situs of the primary employer. No persuasive reason was apparent to the Board for making the legality of picketing depend on where the title to property was vested.

The Board concluded that the protection of the act's so-called secondary boycott provisions should be as available to the secondary or neutral employer in the position of the contractor working for a relatively extended period of time at the premises of another as to the neutral employer confined to a permanent business site who finds himself in the middle of a labor dispute involving another employer.

A dissenting opinion would dismiss the section 8(b)(4) (A) and (B) violations on the basis that the union did no more than induce the employees of the secondary employer, in their individual capacities, not to cross the picket line. It noted that the majority decision renders virtually all primary picketing subject to the restricting aspects of *Moore Drydock* and objected to the implication that the rule applies only when the primary employer harbors the secondary employer for a relatively extended period of time. Asserting that the common situs cases involving section 8(b)(4) were never intended to be construed literally to embrace every situation in which a primary employer and a secondary employer simultaneously happen to be working on the same physical premises, the dissent pointed out that the Labor-Management Reporting and Disclosure Act of 1959, which expressly confirmed the purpose of preserving the right to engage in "any primary strike or primary picketing," was further evidence that Congress did not intend this section to be literally interpreted.

Preemption. The Wisconsin Supreme Court held [11] that the NLRA deprived the Wisconsin Employment Relations Board of jurisdiction of an unfair labor practice proceeding against a union that had threatened to impose fines upon members who had crossed a picket line and continued to work during a strike against an interstate employer.

When a company and the union which was the employees' certified bargaining representative could not agree on a new contract, the union called a strike and began peaceful picketing of the company's plant. Following settlement of the strike, the union, in accordance with its constitution and bylaws, proceeded to try the members who had ignored the picket line and continued to work, as it had previously warned them it would. Before the trials ended, the company and the union members who were being tried filed a complaint with the Wisconsin Employment Relations Board, charging that the union's conduct constituted coercion of the complainants in the exercise of their rights under section 111.04 of the Wisconsin Statutes, and that the union had been guilty of an unfair labor practice under section 111.06(2)(a) of the statutes.

The WERB ruled in favor of the complainant union members and the company, and its decision was upheld by the trial court.

The Wisconsin Supreme Court reversed the lower court on the ground that the union's action in fining its members who crossed the picket line was protected by the National Labor Relations Act, and therefore only the National Labor Relations Board had jurisdiction to determine the case.

The court noted that the pertinent provisions of the Federal act (section 7) and section 111.04 of the Wisconsin law are substantially the same, and that section 111.06(2)(a) corresponds closely to section 8(b)(1) of the NLRA except for the proviso of the latter which reads:

> Provided, That this paragraph shall not impair the right of a labor organization to prescribe its own rules with respect to the acquisition or retention of membership therein.

Therefore, the court pointed out that the crucial question was whether Congress by this proviso intended to protect such union conduct or whether it intended that such conduct should remain outside the scope of congressional regu-

[10] *NLRB* v. *Denver Building and Construction Trades Council*, 341 U.S. 675, June 4, 1951.

[11] *Local 248, United Automobile Workers* v. *Wisconsin Employment Relations Board* (Wis. Sup. Ct., Oct. 4, 1960.)

lation so that the States might regulate it if they desired.

The court reasoned that one of the purposes of the Federal law was to correct the inequality of bargaining power between employers and employees by encouraging the exercise of free collective bargaining by workers in employments affecting interstate commerce. In construing the provisions of section 7 and section 8(b)(1)(A) together, the court stated that it could be argued that Congress had spelled out the balance of bargaining power which it desired to maintain between unions and employers. Thus, the court concluded that any attempt by the States to regulate union activity in such a way as to disrupt this balance would invade a field of regulation already preempted by Congress.

The court mentioned an exception to this doctrine of preemption, namely, that States may regulate activity which is of merely peripheral concern of the NLRB.[12] However, the court asserted that there is an intimate connection between the power of a union to fine a member who crosses a picket line in order to work during a strike and the aspects of collective bargaining sought to be regulated by the NLRA. It concluded that the union's conduct was arguably within the compass of sections 7 and 8 of the act under the rule laid down in the *Garmon* case.[13]

The court found the basis for applying the preemption doctrine in three previous decisions of the NLRB which construed the proviso that affirms the right of unions to prescribe their own membership rules. In one case,[14] it was argued that a union was guilty of unlawful coercion when it threatened members with expulsion if they failed to follow certain union prescribed collective bargaining procedures. Rejecting this argument, the Board stated that the right to prescribe rules necessarily includes the right to enforce them.

The second case[15] concerned the legality of a $500 fine imposed by the union upon a member for not participating in picketing during a strike. The Board held that the proviso of section 8(b)(1)(A) precluded its interfering with the union's right to impose the fine.

One of the most recent decisions[16] on this question concerned a company demand for inclusion of contract clauses which would have forbidden the union to restrain or coerce any of its members by "discipline, discharge, fine, or otherwise" in the exercise of any of their rights under the Federal act. The NLRB held that this demand intruded upon rights guaranteed to unions by the law, and therefore the employer's insistence on the demand was unlawful.

The court concluded that the aforementioned decisions of the Board indicate that it has interpreted the proviso as making the enforcement by a union of its own constitution and bylaws a protected activity under the NLRA, and that such interpretation is permissible in view of the fact that Congress used the word "right" in the proviso when referring to the union activity of prescribing rules for acquisition and retention of membership.

Unemployment Compensation

Voluntary Quit. A Pennsylvania Superior Court held[17] that a claimant, discharged for failure to pay a union fine, had not left his employment voluntarily, and he was therefore entitled to unemployment compensation.

The claimant was laid off for lack of work and placed on a recall list. While not working, he was required to pay only that portion of his union dues that went to the international union to remain a member in good standing. The international union's bylaws made failure to pay by the 10th of the month the cause for automatic suspension, but if the tax were paid by the 30th, automatic reinstatement followed. The local union's bylaws provided for suspension for failure to pay, without any grace period. In addition, a suspended member was to be deprived of his

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[12] See *International Association of Machinists and Truax* v. *Gonzales* (May 26, 1958), 356 U.S. 617, where the rights in question were too remotely related to the public interest sought to be protected by the NLRA to require a holding that preemption exists under the act. See also Monthly Labor Review, July 1958, pp. 772–773.

[13] *San Diego Building Trades Council* v. *Garmon* (1959), 359 U.S. 236. In applying the test of preemption laid down in this decision, the court pointed out that if the activity is arguably within the compass of section 7 or section 8, the issue must be decided by the NLRB and not the State or the courts. The failure of such Board to define the legal significance, under the act, of a particular activity does not give the States power to act. See also Monthly Labor Review, June 1959, pp. 669–670.

[14] *International Typographical Union and its agents and Don Hurd* and *American Newspaper Publishers' Association* (Oct. 28, 1949), 86 NLRB, 951.

[15] *Minneapolis Star and Tribune Co.* and *Willard W. Carpenter, Local 638, International Brotherhood of Teamsters, Chaufeurs, Warehousemen and Helpers of America and Willard W. Carpenter* (Aug. 6, 1954), 109 NLRB, 727.

[16] *Allen Bradley Company* v. *Lodge 78, International Association of Machinists*, 127 NLRB No. 8 (Apr. 6, 1960).

[17] *Williams* v. *Unemployment Compensation Board of Review* (Pa. Super. Ct., Sept. 20, 1960).

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seniority and fined 50 hours' pay before reinstatement.

Although the claimant offered to pay the prescribed international dues before the 30th of the month in which he was in default, the local union refused to accept it and demanded the full penalty as required by its bylaws. Upon his failure to pay the fine, he was dropped from the recall list and his employment terminated. The Unemployment Compensation Board denied him unemployment benefits on the ground that he had quit voluntarily.

In reversing the decision of the Unemployment Compensation Board, the court reviewed its earlier decisions on the question of union dues under section 402(b) of the Pennsylvania unemployment compensation law [18] and reversed a previous decision on this point.

The court referred to its holding in the *Butler* case [19] respecting section 402(b). The court stated that in *Butler* it had "definitely ruled that a claimant who fails or refuses to join or remain a member of a bona fide labor organization, as a condition of continuing in employment under the contract between such organization and employee, does not have cause of necessitous and compelling nature for leaving his work." The court then discussed a recent decision of the Supreme Court of Pennsylvania,[20] holding that where a State statute expresses a public policy designed to alleviate a condition of distress among the public and explicitly proscribes a waiver of the benefits of the act, no private agreement, however valid between the parties, can constitute a waiver. The court concluded that in view of the established rule of the *Gianfelice* case and the statutory language, it was unable to see in section 402(b) a legislative intent to deny benefits to an employee as a "voluntary quit" for failure to meet the terms of a collective bargaining agreement and thereby create the hardship this act was intended to alleviate.

The court pointed out that although the public policy of the State encourages unionism, the law provides that "it shall be an unfair labor practice for an employer by discrimination in regard to hire or tenure of employment or any terms or conditions of employment to encourage or discourage membership in any labor organization." [21] The court asserted that the claimant was of course bound by the collective bargaining agreement and his unemployment was due to his delinquency under the agreement. However, the court reasoned that the denial of unemployment compensation on that basis amounts to an attempt on the employers' part to encourage membership in the union. The court concluded that the collective bargaining agreement may control an employee's right to work in a closed shop but not his right to unemployment benefits.

The court further noted that it was not the intent of the law that the State should join hands with a union's organizing effort. Such actions tend to force a worker to join a union in order to qualify for benefits, and so make the union agreement a vehicle to destroy the public policy of alleviating distress as a result of unemployment.

In one other case,[22] a superior court had held that "there may be circumstances in which a union's demands upon an employee are so severe and unreasonable as to constitute good cause for leaving his employment." The court pointed out that if reasonableness of the union's demands is a test, then the instant case presented the unreasonable situation of two divergent bylaws, where the claimant complied with one but not the other and received an outrageous penalty of loss of seniority and a large fine for 2 days' delinquency.

A concurring opinion pointed out that the bylaws of the local union must give way to the bylaws of the international union on the dues delinquency issue. The local union was acting merely as the agent for the international in collecting the assessment. Thus, its effort to deprive the claimant of his right to reinstatement and to impose an unreasonable fine for the privilege was void.

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[18] This section provides, among other things, "that no employee shall be deemed to be ineligible under this subsection where as a condition in continuing in employment such employee would be required to join or remain a member of a company union or to resign from or refrain from joining any bona fide labor organization."

[19] *Butler* v. *Unemployment Compensation Board of Review*, 151 A. 2d 843 (1959).

[20] *Warner Co.* v. *Unemployment Compensation Board of Review and Gianfelice*, 153 A. 2d 906 (1959).

[21] 43 Pennsylvania Statutes, section 211.6(c).

[22] *Vernon* v. *Unemployment Compensation Board of Review*, 63 A. 2d 383 (1949).

Chronology of Recent Labor Events

October 1, 1960

THE International Shoe Co. and two unions—the United Shoe Workers and the Boot and Shoe Workers—representing about 12,300 workers in 30 establishments agreed upon a 2-year contract, subject to ratification by union members. Basic terms were wage increases of 5 cents an hour on January 1, 1961, and an additional 3 cents a year later.

October 6

A FEDERAL DISTRICT COURT in New York City upheld the National Labor Relations Board rule that a hot-cargo provision in an otherwise valid and enforcible union contract rendered the contract no bar to a representation election. The court refused to issue an injunction against an NLRB-directed election involving a union which maintained a hot-cargo agreement with an employer; it held that, since the Labor-Management Reporting and Disclosure Act of 1959 made such agreements unfair labor practices, a union which exacted such an agreement must be considered "less qualified" to represent employees and, therefore, that an election was justified. The case was *Local 1545, United Brotherhood of Carpenters* v. *Vincent* and *United Furniture Workers*.

CONCLUSION of a 3-year contract between Braniff International Airways and its ground-service employees, members of the Air Transport Division of the Railroad Clerks, ended a 10-day strike. Terms of the agreement, covering workers in 28 cities, included wage raises of 45 cents an hour for skycaps and an average of 41 cents an hour for other employees. The union did not achieve its goal of a union shop.

October 9

MACHINISTS LOCAL 1834 in New York City ratified an agreement which settled a 2-month strike against Lockheed Aircraft Service Co., a maintenance unit at New York International Airport, Idlewild, Long Island. The 26-month contract, retroactive to August 1, included immediate wage increases of 4 cents an hour plus 3 cents on September 18, 1961, a cost-of-living provision (effective September 18, 1961), higher minimums and maximums in basic wage rates, upgrading of some job classifications, and other improvements.

October 14

ACTING ON a petition of the 23 railroad unions affiliated with the Railway Labor Executives' Association (RLEA), the Federal District Court in Detroit issued an order allowing the Delaware, Lackawanna and Western Railroad Co. and the Erie Railroad Co. to proceed with their scheduled merger on October 17 but forbidding the new company to dismiss or transfer any workers until settlement of a union suit seeking to safeguard the employees' interests.

AN ARBITRATION AWARD granted the 7,000 Atlantic and Gulf Coast members of the Masters, Mates and Pilots union employed on cargo and tanker ships a 5-percent pay increase, retroactive to June 16, 1960, and overtime pay for work done aboard cargo ships between 5 p.m. and 8 a.m. when in foreign ports. Arbitration followed a stalemate in the negotiation of a wage reopening provision of a contract that will expire June 15, 1961.

October 15

ABOUT 1,000 of the Oil, Chemical and Atomic Workers employed by the Union Carbide Nuclear Co. at the atomic energy plant it operates for the Atomic Energy Commission in Paducah, Ky., ratified a 9-cent-an-hour wage increase. On October 18, a similar raise for 4,500 employees at two of the three atomic energy plants in Oak Ridge, Tenn., was approved by members of seven unions which bargain through the Atomic Trades and Labor Council. The 2,000 OCAW-represented employees of the third Oak Ridge plant struck from October 15 to October 31, when the union accepted (subject to membership ratification) the terms approved by the other seven unions. The increases were negotiated under wage reopeners of the existing contracts at each of the four plants.

October 18

THE NATION'S major railroads and five unions representing about 250,000 operating employees agreed to submit their prolonged dispute over work rules and practices to a 15-member Presidential commission to study. The panel, composed of five representatives of the railroads, five of the unions, and five public members named by the President, will begin its work in January 1961 and will have until the following December to report its recommendations, which will not be binding. (See also p. 1322 of this issue.)

THE Longshoremen's and Warehousemen's Union (Ind.) and the Pacific Maritime Association agreed upon a 5½-year contract, under which employers would contribute $27.5 million to a fund that will provide $7,920 to fully registered longshoremen and clerks upon retirement, as well as supplemental wages and other benefits if the contract provisions reduce work opportunities. In return, the union agreed to the use of laborsaving devices and a substantial relaxation in working rules. (See also p. 1322 of this issue.)

October 22

THE International Union of Electrical Workers ended its 3-week strike against the General Electric Co. by agreeing to a 3-year contract based on an immediate 3-percent wage increase for about 70,000 workers in 55 plants and a second wage adjustment in 1962. The agreement improved pension and other fringe benefits but discontinued the escalator clause of the previous agreement. The agreement followed a few days after the return to work of the 9,000-member IUE Local 301 in Schenectady, N.Y., and the negotiation of a similar contract with the Westinghouse Electric Corp. (See also p. 1321 of this issue.)

October 26

A TEAMSTER UNION local and some of its officials were acquitted of unlawfully using union funds for political purposes (see Chron. item for Feb. 24, 1960, MLR, Apr. 1960). The Federal district court at St. Louis ruled that the Federal Corrupt Practices Act permits such contributions if the funds are voluntarily designated for this purpose by union members. The case was *U.S.* v. *Local 688, International Brotherhood of Teamsters.*

IN NEW YORK CITY, 13 local labor organizations with 350,000 members announced the organization of a nonprofit corporation, Medstore Plan, Inc., to operate a chain of drugstores to provide the unions' members and their families with prescription drugs. Medstore will be financed by the participating unions' contributions of $1 a year per member, and it plans to charge at least 30 percent below other retail prices.

October 28

THE U.S. COURT OF APPEALS for the District of Columbia upheld Teamster objections to the appointment of Terence F. McShane as chairman of the union's board of monitors. When McShane was sworn in by Federal District Court Judge F. Dickinson Letts in September (see Chron. item for Sept. 26, 1960, MLR, Nov. 1960), the union challenged the action on the ground that McShane was prejudiced because of his investigations of the Teamsters as an FBI agent. The court held that, because the original consent decree establishing the monitorship provided that the board chairman should be nominated jointly by both parties to the suit, a nomination could be vetoed by either party "on reasonable grounds."

A STATE COURT in Indianapolis found Carpenter President Maurice A. Hutcheson and two other officials of the union guilty of bribing a former State right-of-way purchasing director for advance information about proposed highway routes (see Chron. item for Feb. 18, 1958, MLR, Apr. 1958 and Apr. 11, 1960, MLR, June 1960).

NEGOTIATING under reopening provisions of the existing 3-year contracts, three West Coast unions—the Sailors' Union of the Pacific, the Pacific Coast Marine Firemen, and the Marine Cooks and Stewards—agreed with the Pacific Maritime Association on a 7-percent wage increase for 15,000 unlicensed seamen. The new terms, subject to union membership ratification, also included a 10-cent per man-day increase in employer payments for physical examinations, including eye examinations, and other welfare benefits. (See also p. 1323 of this issue.)

Developments in Industrial Relations*

Wages and Collective Bargaining

Electrical Equipment. The General Electric Co. and the Westinghouse Electric Corp. signed 3-year contracts during the latter part of October with the International Union of Electrical, Radio and Machine Workers; the GE contract ended a strike by the IUE which had begun on October 2, 1960.[1] Agreement was reached first with Westinghouse, on October 20, followed 2 days later by settlement with General Electric. Both settlements were essentially the same as the original 3-year proposals made by General Electric on August 30 and by Westinghouse about a week later. Two key demands of the IUE—one for a supplemental unemployment benefit plan and the other for continuation of escalation—were not included in the agreements.

Wage provisions of the General Electric contract—affecting about 70,000 workers represented by the IUE at more than 50 plants—called for an immediate 3-percent pay increase; at Westinghouse, where the increases were negotiated in terms of cents per hour, the immediate increases—affecting about 40,000 workers—ranged from 4 to 10 cents. Both contracts froze the existing cost-of-living allowances into the wage structure and discontinued future escalation.

At Westinghouse, a deferred wage adjustment with increases of 4 to 10 cents an hour goes into effect in April 1962. The company had originally proposed raises of 4 to 11 cents an hour in 1960 and 5 to 14 cents in 1962. The reductions were made in order to accommodate improvements in fringe benefits over the company's original proposal without an increase in the total package cost. The improvements included a fourth week of vacation after 20 years' service, an eighth paid holiday, and improvements in life insurance for retirees and in hospital and medical expense benefits.

At General Electric, the details of the April 1962 wage increase were to be decided by the IUE within 30 days of the settlement date. The agreement provided that the IUE could choose among (1) a reopening of wage negotiations; (2) a 4-percent wage increase; or (3) a 3-percent pay raise with an eighth paid holiday and a fourth week of vacation after 25 years' service. Health and welfare provisions were liberalized in the first contract year separately from the above alternatives. On November 10, the union decided to let the locals choose between options (2) and (3).

Both settlements featured improvements in pensions and the addition of a layoff income or termination pay plan, but the retraining programs offered by General Electric and Westinghouse were not accepted by the IUE. The layoff and termination pay plans provide basic benefits of 1 week's pay for each year of service to laid-off or terminated employees with at least 3 years' service. Pension improvements (in two steps) include higher monthly benefits for each year of service and liberalized vesting rights.

Westinghouse concluded similar settlements with the Federation of Westinghouse Independent Salaried Unions (at the time of the IUE agreement), representing 15,000 white-collar employees, and with the independent United Electrical, Radio and Machine Workers of America for about 8,000 workers (on October 25).

Numerous local unions (including locals of the Machinists and Automobile Workers) signed with General Electric prior to the IUE agreement, and on October 27, the UE reached agreement with the company. Overall cost of the UE settlement was about the same as that with the IUE but included a 3-percent pay raise in 1962, a fourth week of vacation after 25 years' service, and an eighth paid holiday. The UE contract, unlike the IUE, included a retraining program for workers faced with loss of jobs. According to the company, the UE represents 10,000 workers in 13 plants.

On October 6, 1960, the International Brotherhood of Electrical Workers announced it had agreed to a 1-year pact with the Admiral Corp.

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*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, November 1960, p. 1208.

for 3,000 workers in two Chicago area plants. Wage increases ranged from 5 to 7 cents an hour.

Other Manufacturing. The American Newspaper Guild and six New York City newspapers agreed on November 1, 1960, to 2-year contracts for editorial, commercial, and maintenance employees. The contracts, subject to union membership ratification, provided for an average $6-a-week wage package over 2 years—$3.50 in 1960 and $2.50 in 1961. Increases varied among classifications, with higher paid employees receiving larger increases. Other contract changes called for a $1-a-week increase (50 cents each year) in employer payments for either pension or welfare benefits and 4 weeks' vacation after 10 instead of 12 years' service.

A 2-year contract, described by the ANG as "fundamentally" the same as the above, was signed on the same day with a seventh paper, the New York Post. The Guild represents about 6,000 employees at the seven newspapers.

Members of the United Shoe Workers ratified on November 1, 1960, a 2-year contract with the Shoe Manufacturers Board of Trade, Quality Shoe Manufacturers Association. The settlement, affecting about 5,000 workers in the New York City area, called for an immediate 5-cent-an-hour pay raise and an additional 3 cents a year later. Fringe benefit improvements consisted of an additional paid holiday (total 8½) and increased hospitalization and surgical benefits; a severance pay plan was also established.

The Bath Iron Works and the Industrial Union of Marine and Shipbuilding Workers signed on October 6 a 3-year contract for about 2,400 workers in Bath and Brunswick, Maine. On October 16, pay rates were raised approximately 3 percent; additional wage increases of 2.75 percent and 2.5 percent are scheduled for October 1961 and 1962, respectively. The increases amount to a 23-cent-an-hour raise for employees in the first-class skilled classification, which will bring their rate to $2.88 an hour by October 1962.

The Union Carbide Nuclear Co. (a division of Union Carbide and Carbon Corp.) and the Atomic Trades and Labor Council announced, on October 13, agreement on a 9-cent-an-hour wage increase for 4,500 workers at two of three atomic energy installations in Oak Ridge, Tenn. In Paducah, Ky., about 1,000 workers represented by the Oil, Chemical and Atomic Workers International Union, ratified on October 15 a proposal for a similar raise. Some 2,000 workers at the third Oak Ridge plant, represented by the OCAW, went on strike on October 15; the settlement at this plant, reached on October 31, also provided for a 9-cent-an-hour increase. Negotiations at all four plants were conducted under wage reopening clauses of 3-year contracts expiring next fall.

Railroads. Secretary of Labor James P. Mitchell announced on October 18 that the Nation's Class I railroads and 5 operating brotherhoods representing about 250,000 employees had agreed to refer the controversial work rules and practices issue to a special 15-member Presidential commission. The commission, consisting of five railroad, five union, and five public representatives appointed by the President, will study such items as the carriers' proposal to eliminate most firemen on diesel locomotives and union demands for a nightwork pay differential, improved overtime rules, and job protection, and make recommendations for settling these and other issues on which the parties differ. The study group is to start work in January 1961, with a final report due by December 1, 1961. Mr. Mitchell said the Commission's recommendations will not be binding, "but they will carry great weight."

Longshore and Maritime. The Pacific Maritime Association and the International Longshoremen's and Warehousemen's Union (Ind.) signed an agreement on October 18 which established a $27.5-million fund over a 5½-year period to provide supplemental wages and other benefits for West Coast longshoremen whose job opportunities are lessened under the agreement and under which the employers have a fairly free hand to eliminate restrictive work practices. The fund, financed entirely by employer payments, is in addition to $1.5 million paid by employers last year under a provisional automation fund agreement.[2] In return, the union agreed—subject to membership ratification—to give up most work-rule restrictions on cargo handling. In general, employers will decide on such items as the number and size of longshore gangs, the weight of slingloads in the loading and unloading of ships, and the number of times cargo will be handled.

[2] See Monthly Labor Review, September 1959, p. 1027.

The fund will insure against layoffs resulting from changed cargo handling methods, provide a minimum weekly earnings guarantee, permit early retirement, and increase death and disability benefits. All fully registered longshoremen and clerks will be entitled to 36 monthly payments of $220 or, if they so choose, a lump-sum payment of up to $7,920, in addition to their regular pension upon either early or normal retirement. The weekly wage guarantee applies when, because of mechanization, hours drop below a certain level (still to be negotiated); the guarantee, however, does not apply when earnings drop because of a decline in business activity. According to an employer spokesman, registered longshoremen (excluding casual labor) are currently working an average 42 hours a week. About 15,000 workers are covered by the agreement.

The new agreement on mechanization and modernization is to run until June 30, 1966. The basic agreement that was to expire in 1962 [3] was also extended to mid-1966, with provision for annual reopening on any of its terms but pensions.

The Pacific Maritime Association and three unions representing 15,000 unlicensed seamen agreed on October 28 to a 7-percent pay increase—the first general pay raise since 1957. The settlement, negotiated with the Sailors' Union of the Pacific, the Pacific Coast Marine Firemen, and the Marine Cooks and Stewards' Union, also called for an additional employer payment of 5 cents a man-day (bringing their total contribution to 10 cents) to establish clinics for preemployment medical examinations and other benefits not now provided and a 5-cent a man-day company payment to provide eye examinations and glasses for union members. The parties also agreed to initiate actuarial studies with regard to determining the feasibility of establishing an automation fund. Negotiations were conducted under reopening provisions of the 3-year contracts expiring in September 1961.

A 5-percent wage increase, retroactive to June 16, 1960, for 7,000 licensed seamen employed on Atlantic and Gulf Coast cargo and tanker ships was announced on October 14. The increase was based on an arbitration award in a case involving the shipowners and the International Organization of Masters, Mates and Pilots. The award also called for overtime pay "for all work" performed aboard cargo ships between 5 p.m. and 8 a.m. while in foreign ports. The arbitration followed a stalemate in negotiations over a wage reopening provision of a contract scheduled to expire June 15, 1961.

Municipal Employees. The city of New York agreed on October 20 to establish six paid holidays a year for 40,000 members of the Police and Fire Departments, after discussion with the Patrolmen's Benevolent Association, the Uniformed Firemen's Association, and other employee groups. In return, the organizations agreed not to ask for additional holidays next year and to drop demands for mealtime pay and premium pay for nightwork. The firemen's demands for improved working conditions led to picketing of City Hall by off-duty men. Meanwhile, the Patrolmen's Association protested against the department's enforcement of a rule prohibiting policemen from holding outside jobs.

During these activities, the United Federation of Teachers was pressing New York City's Board of Education for election of a bargaining unit and dues checkoff. The union charged Dr. John J. Theobald, Superintendent of Schools, with breaking promises which he had made on these demands in May 1960. Dr. Theobald denied these charges, maintaining that the union's proposals were still under consideration and that he could not act on a representation election until he had heard the viewpoints of all the teachers' organizations. The union, which claims a membership of 10,000 school teachers out of a total teaching staff of about 40,000, struck on November 7, 1960, but the walkout was called off a day later when the Board of Education offered not to press charges against the teachers if they returned to work. A committee of labor leaders was set up to act as intermediaries in the dispute. The UTF's action was not supported by other union groups, such as the Teachers Union and the Secondary School Teachers Association. The State's Condon-Wadlin Law prohibits public employees from striking.

Conventions and Mergers

At the quadrennial convention of the United Mine Workers, October 4–11 in Cincinnati,

[3] See Monthly Labor Review, August 1960, pp. 861–862.

delegates endorsed proposals designed to relieve hardship resulting from depressed conditions in the coal mining industry. Among the recommendations were higher unemployment compensation "to be paid for the entire duration of unemployment" and a Federal study to formulate a national fuels policy assuring coal a competitive position among other power sources. A report described as a union effort to promote industry stability indicated that the UMW had invested $70 million in the preceding 10 years in coal companies and other firms to safeguard job opportunities and spread unionization, as well as to realize a profitable financial return.

Collective bargaining and the construction of American-flag merchant ships in foreign yards were the principal topics at the 20th convention of the Industrial Union of Marine and Shipbuilding Workers, October 10–14, 1960, in New York City. Recalling a 4½-month strike at the East Coast shipyards of Bethlehem Steel Co. which ended in a 3-year contract last June,[4] delegates voted to establish a strike fund for which locals are to contribute $1 per member per month for an indefinite period.

To foster shipbuilding in the United States (a report noted that 896 vessels were ordered by American companies from foreign yards in the past 14 years), delegates called for a curb on U.S. firms' foreign orders, an adequate replacement and repair program, and a federally maintained research center to provide the industry with technical advice and consultation.

Two unions—the National Federation of Post Office Clerks and the United National Association of Post Office Craftsmen—announced on October 19 a merger of their organizations, subject to formal ratification. The new union is to be known as the United Federation of Post Office Clerks, with a membership of about 135,000 workers. The merged organization is to be headed by E. C. Hallbeck, former president of the 100,000-member NFPOC; Joseph F. Thomas, former president of the Post Office Craftsmen, will become director of organization.

Other Developments

A civil suit filed on October 5 in New York City by Secretary of Labor James P. Mitchell charged irregularities in the National Maritime Union election of President Joseph Curran and 74 other officials. The suit, the first major test of the election provisions of the Labor-Management Reporting and Disclosure Act of 1959, charged Mr. Curran and the other officers with failing to provide a secret ballot, illegally disqualifying candidates, permitting electioneering at the polling places, using union funds to promote the candidacy of certain officers, and failing to give equal treatment in the union's newspaper to all candidates for office. In the election, which took place in the spring of 1960, Mr. Curran was reelected to a 2-year term by 18,949 votes compared with 2,024 and 1,140 votes for the other two candidates; the election was supervised by the Honest Ballot Association.

In its reply to the court, the union disputed the Government's charge that the NMU had used its newspapers improperly to endorse candidates for election, maintaining that if this were a violation of the LMRDA, it violated "the free speech guarantee" of the Constitution. Preliminary court hearings were to begin in early November.

A special committee (representing seven printing and allied crafts unions) to promote legislation aimed at stopping the importation of professional strikebreakers in labor disputes was at least partially the outgrowth of a lengthy strike against two Portland, Oreg., newspapers.[5]

Participating unions were the Stereotypers, the Typographers, the Pressmen, the Photo Engravers, the Bookbinders, the Papermakers and Paperworkers, and the Newspaper Guild. Elmer Brown, president of the ITU, said a model bill had been drawn up for introduction "in the more than 40 State legislatures which will meet in 1961, and in the Canadian provincial legislatures." Mr. Brown said the model bill would not prohibit employers from hiring replacements for striking employees during a labor dispute so long as they were not professional strikebreakers and were not recruited by a third party.

A National Labor Relations Board trial examiner found a local of the Stereotypers and Electrotypers Union guilty of an unfair labor practice in the Portland strike on the grounds that the union's demands had amounted to "an elaborate closed shop hiring system . . . by insisting upon . . . contract provisions giving them control over the

[4] See Monthly Labor Review, August 1960, p. 861.
[5] See Monthly Labor Review, March 1960, p. 300.

manning of machines and the hiring of substitute employees," and requiring that foremen be union members. The Stereotypers said it would appeal to the Board and, if necessary, to the U.S. Supreme Court.

In late October, the U.S. Court of Appeals for the District of Columbia ruled by a 2 to 1 vote that either party in the dispute between the Teamsters union and its board of monitors could veto the appointment of the board chairman "on reasonable grounds." The latest ruling under the consent decree—set up by a court order more than 2½ years ago—stemmed from the union's objection to the appointment of a former FBI agent as monitor chairman.[6] The dissident Teamsters members who challenged the validity of the election that named James R. Hoffa to the union's top post in the fall of 1957 said they would consider asking for a review of the appeal ruling by all nine judges of the court.

On November 2, the union filed a petition in the court of appeals asking permission to hold a convention in Chicago from January 16 to 20, 1961. Mr. Hoffa said the union and representatives of the dissident group had reached a settlement on all issues, but that it was unsatisfactory to Federal District Court Judge F. Dickinson Letts, who has retained jurisdiction of the original suit. Under the consent decree, the board of monitors will be terminated once a new convention is held to elect officers.

Management representatives and the International Ladies' Garment Workers' Union formally adopted on October 19 an industrywide severance pay program in the ladies' garment trades for workers whose employers go out of business. The plan, merging the resources of local market and area funds, covers about 400,000 workers employed in manufacturing dresses, coats, suits, sportswear, blouses, infants' wear, and undergarments. It calls for the establishment of a $10 million fund, including the transfer of some $3 million now under regional agreements, to be financed by employer contributions of 0.5 percent of payrolls. (In some regions, the contribution had been 1 percent of payrolls, but the union said a lower contribution rate was adequate since the risk was spread over a larger number of employers. The excess is to be used for other employee benefits.) Severance benefits are determined by earnings and length of service. One-fourth of the total benefit is to be paid in a lump sum and the balance in weekly installments up to a maximum of 48 weeks for employees with 16 or more years' service. Benefits are discontinued for periods of temporary employment, but are resumed for subsequent layoffs if occurring within 1 year of the original separation. Weekly benefits will range from a minimum of $12.50 to a maximum of $25.

Maurice A. Hutcheson, president of the Brotherhood of Carpenters and Joiners, and two other international officers of the union were convicted in late October of bribing an Indiana highway official in a right-of-way transaction for which they had been indicted nearly 3 years ago.[7] Conviction carries a prison sentence of 2 to 14 years and a maximum fine of $15,000; sentencing was set for November 28, 1960.

[6] See Monthly Labor Review, November 1960, pp. 1213–1214.
[7] See Monthly Labor Review, August 1957, p. 987.

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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

Employment Relations Research—A Summary and Appraisal. Edited by Herbert G. Heneman, Jr., and others. New York, Harper and Brothers, 1960. 226 pp. (Industrial Relations Research Association Publication 23.) $3.50.

This useful volume undertakes to collate and evaluate the research that has been carried on in six areas of industrial relations since World War II. The various subjects dealt with are not closely interrelated, and even in combination with those covered by the predecessor volume—A Decade of Industrial Relations Research, 1946–1956, issued under IRRA sponsorship in 1958—do not encompass the whole field of industrial relations. They appear to have been selected because they represent areas in which a considerable amount of research has been done. The six chapters will not all be of equal interest to most readers, but all are highly informative in the areas with which they deal. Most of them discuss the significant conclusions which have been reached through the research described.

Herbert S. Parnes, in the chapter The Labor Force and Labor Markets, is concerned primarily with recent writings on concepts of the labor force and with research in labor mobility.

George W. England and Donald G. Paterson, writing on Selection and Placement—The Past Ten Years, report evidence of considerable progress in research in this field, but are highly critical of some aspects of this research. They decry the continued refinement of tools for selection and placement without adequate research regarding the validity and effectiveness of such tools. They recommend a moratorium on writings about "how to interview," "do's and don'ts" in interviewing, etc., until there is more research evidence about the reliability of the interview as an assessment device. While apparently finding some encouragement in Government research in selection and placement, they conclude that business and industry have been neglecting this field.

The chapter on Employee and Executive Compensation, by David W. Belcher, finds that the marginal productivity theory, while significant for long-run analysis, is of little use in answering short-run compensation questions. Realization of the inadequacy of wage theory, the author feels, has resulted in a "burst of empiricism" which economists hope will lead to some understanding of the wage determination process. The author suggests that many firms depend on wage comparisons based on wage surveys. However, he finds a need for more study of *methods* in making such surveys. Job evaluation is heavily relied upon in determining wage structure, but few studies have tested the validity of job evaluation. With regard to the pay of individual workers, much research has been done on merit rating, but this approach is little used. The author concludes that wage determination is still "a messy business."

The chapter on Public Policy and Dispute Settlement, by Gordon F. Bloom and Herbert R. Northrup, reviews the existing state of public policy as expressed in the law regarding such issues as recognition picketing, the secondary boycott, and jurisdictional disputes. Noting that government, through law and administrative action, strongly influences collective bargaining, the authors express little optimism for some of the more direct manifestations of government intervention, such as factfinding. They express regret that much current research is appearing in legal journals and is "concerned more with the legal pros and cons of various legislative acts than with their economic and sociological implications."

David Dolnick, writing on History and Theory of the Labor Movement, holds that no significant new theory of the labor movement has been produced during the past 20 years—probably not

since Perlman's Theory of the Labor Movement appeared in 1928. The author urges that the theory be brought up to date and suggests some of the subjects with which it should deal.

George P. Shultz and Arnold R. Weber, in Technological Change and Industrial Relations, call for "a moratorium on unverified projections about the effects of automation on industrial relations." They see value in continued descriptive studies, but urge that primary emphasis be placed on structured research in which "data are collected with the aim of answering well defined, analytically conceived questions or testing formal hypotheses about relationships between given independent and dependent variables."

The chief contributions of this volume are (1) an appraisal of the adequacy of recent research in several areas of industrial relations, (2) a summary of the major results obtained, and (3) the presentation of an extensive bibliography for further reading.

With respect to adequacy of research, the reviewer has the impression that the authors are far from satisfied. There has been progress, it is true. Some of the questions raised have been satisfactorily answered. But the book abounds in reminders that "further study is needed," "little systematic work has been done," or at times "what is needed is not more research but research of better quality."

The authors do not undertake to suggest how industrial relations research can be extended or its quality improved. Government and business, to be sure, can often step up research programs if the value of the research can be demonstrated. Perhaps the research foundations can be induced to finance more private research in the universities and elsewhere. Employment Relations Research, itself, should contribute convincing evidence of the need for further research and valuable guidance as to its proper direction.

All of the authors present bibliographies of postwar writings, many of the references being helpfully annotated. The bibliographies and references constitute one of the major contributions of the book.

—Robert J. Myers
Deputy Commissioner
Bureau of Labor Statistics

British Labor and Public Ownership. By Herbert E. Weiner. Washington, Public Affairs Press, 1960. 111 pp. $3.25.

After World War I, the problem of nationalization and socialization became one of the most important issues in the deliberations and plans of European labor which suddenly found itself in responsible governmental positions. The theory of changing the economic system yielded to the hard facts of practical application with all its complications and pitfalls. In continental Europe, labor, by and large, strove for socialization rather than nationalization because it had had experience with governmental ownership of railways, mines, and means of communication which the constitutional governments had inherited from the once absolute monarchies. With no experience of government ownership, British labor saw in nationalization the answer to the malfunctioning of the economic system.

The clamor for nationalization gained new strength after World War II both in Europe and the underdeveloped areas of the world. In Europe, it was linked, as many observers believed, to the conviction that the profit-minded munitions industry, which allegedly had conspired with war-minded politicians, must be nationalized to prevent future wars. In the underdeveloped areas, nationalization was considered the messianic solution for all the plagues of political and economic backwardness. This outcry was the more popular in the light of the heavy investment of foreign capital in factories and mines.

Today, nationalization of industry and agriculture has received new impetus in underdeveloped areas from the Castro experiments in Cuba. At such times as these when popular enthusiasm endangers cool analysis of facts, it is always good to turn to the "text books" to ascertain problems and solutions achieved elsewhere.

Dr. Weiner's book fills this need. In a systematic, meticulous fashion, he traces the transition of the British trade union movement's early policies on nationalization from liberal philosophy to a Socialist orientation rooted partly in Thomas More's Utopia and partly in a deep religious background. At the same time, the reader learns that nationalization as it developed in Great Britain may not be just a "Marxian" instrument if it is

connected with vital needs of the economic system of a country. The author's description of the slow change in attitude from mere acceptance of the pressing need for reform to Utopian demands for dogmatic changes unrelated to social and economic precepts is an excellent lesson on what can and cannot be done in nationalization experiments.

Dr. Weiner must be commended for the patience with which he has studied a mass of material —some of it written almost 100 years ago—and for the great service he has rendered in making the result of this tedious work available to us.

British Labor and Public Ownership is a case study that can be read with great profit by politician and economist, by government official and social worker, and, last but not least, by management official and trade union leader. One can only hope that it will be translated into other languages.

—Arnold L. Steinbach
Chief, International Trade Union Organizations Division
Bureau of International Labor Affairs

Last Man In: Racial Access to Union Power. By Scott Greer. Glencoe, Ill., The Free Press, 1959. 189 pp., bibliography. $4.

Last Man In is a study of the situation of Negroes and Mexicans in Los Angeles local unions which profess no ethnic barriers to membership or leadership. Designed to permit generalized findings, it is much more than a series of case studies, although case illustrations are liberally used.

The analysis is studded with terminology from the field of social anthropology not characteristic of the language generally used by students of union organization and labor relations: "associational basis of union structure," "power configuration," "determinants and dilemmas," "conflicts and accommodations," "ethnic job placement," and "low-status jobs." The training and orientation of the author make this perfectly understandable. And in the light of much of the suspicion with which sociologists' efforts in the labor field have been viewed, it must be stated that Mr. Greer appears to have good insight into the nature of the problems with which he has dealt.

Dealing initially with the degree of union membership open to minority groups, the author finds it principally related to jobs for which the employer is willing to hire minority group members: lowest in jobs involving personal relations with customers and highest in unskilled jobs vacated by whites during periods of labor shortage, especially World War II. Mr. Greer finds little or no difference on the basis of specific union types or affiliation.

Among his findings are the following: Negroes and Mexicans, once in the labor force, are relatively easier to organize than nonethnic workers; office holding and staff assignments depend on skill levels, the nature of union structure, and whether large plants or scattered small operations are involved; union attitudes toward race are heavily influenced by management views and international union policies; in the absence of these factors, local membership views, splits, and politics determine the position of the local and its leadership; the role of the local leader on ethnic problems is essentially compounded of his accommodations to pressures.

The study does not deal with the unions in the area which did not have significant ethnic minorities in their membership. Greer states that a number of these were reported to be "extremely exclusionist."

—Philip Arnow
Assistant Commissioner, Bureau of Labor Statistics

The Causes of Wealth. By Jean Fourastié. (Translated and edited by Theodore Caplow.) Glencoe, Ill., The Free Press, 1960. 246 pp. $5.

Published in France as Machinisme et Bien-Être, Professor Fourastié's book is, as its American translator notes, a major contribution to the development of a scientific approach to the study of the interrelatedness of technical progress and welfare. In view of the long history of consumption research in this country and abroad, and the author's acknowledgment of indebtedness to his many predecessors in this general area of research, one cannot agree as wholeheartedly with the editor's claim that the book is an "almost single-handed attempt to create a new specialty on the borderline between economics and sociology." However, Professor Fourastié does bring a fresh approach to consumption research from his background as an employment and productivity specialist. His book provides a synthesis of facts and observations on the level of living and style of life as related to technical progress, and

for these areas it sets a framework and direction for future research that are both imaginative and challenging.

The author's stated purpose is "to study the evolution of the material conditions imposed upon men by economic evolution, without regard to their favorableness." He achieves this through an evaluation of the "level of living" and "style of life," which are "the human consequences of contemporary economic evolution," at different periods of time and in different places.

The essential problems of the level of living are summarized in two questions: "Can the disparity that is presently observed between the average levels of living in different countries be explained by an evolution through time?" and "What are the causes of this evolution through time?" In three chapters filled with admittedly imperfect but nonetheless convincing data, Professor Fourastié traces the purchasing power of wages in France "from black bread to the frigidaire," develops some general indicators of the level of living, and compares the level of living in various parts of the world.

From his findings, he arrives at two essential conclusions: (1) "The average level of living of the population of several great nations has been appreciably improved in the course of recent centuries, in spite of reductions in the duration of work, and increases in the density of population." (2) "This improvement in time has created a disparity in space, due to the fact that the levels of living of the different nations of the world have been raised at very different rates. Since the disparities in space can be reduced to disparities in time, the essential problem of the level of living is to find out how the improvements in time occurred." His answer is technical progress, which he defines as "the independent variable of economic life." His discussions of the effect of productivity on prices and the purchasing power of labor afford many opportunities to introduce fascinating facts and historical statistics without detracting from the basically serious and scholarly approach to the subject. For example, in discussing changes in prices of haircuts and mirrors in relation to productivity, the basic statistics are drawn from Colbert's accounts for the building of the Château of Versailles.

Having concluded that there can be no increase in the average level of living without an increase in productivity, the author turns to an evaluation of the evolution in the style of life and the interactions of such factors as education, health, and worktime and conditions on productivity and the level of living.

At times Professor Fourastié is so carried away by faith in his theory that he tends to make exaggerated claims for it. Probably few would agree with him that "if the length of the workweek in France had been maintained at 50 hours from 1920 to 1939, as it was from 1900 to 1920, World War II would have been avoided, because French industrial power would have been sufficient to discourage the Nazis ideas of revenge." Nevertheless, the chapters on the effect of education and duration of work on changes in productivity and the level of living are a stimulating new approach to research in these areas. For specialists in the various subjects, it raises the question of whether much of the time currently spent on efforts to perfect statistics might more effectively be used to analyze the interrelatedness of technical progress and welfare and its impact on the economic life of the Nation.

—Helen H. Lamale
Division of Prices and Cost of Living
Bureau of Labor Statistics

Education and Training

An Annotated Bibliography on Industrial Training: Training in Organizations—Business, Industrial, Government. By Emil A. Mesics. Ithaca, N.Y., Cornell University, New York State School of Industrial and Labor Relations, October 1960. 77 pp. (Bibliography series, 4.) 50 cents; free to New York State residents.

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Recruitment, Selection and Induction of Apprentices. By L. R. Wall. (*In* Personnel Practice Bulletin, Commonwealth of Australia, Department of Labor and National Service, Melbourne, September 1960, pp. 8–17. 5s.)

The Federal Government and Higher Education. New York, Columbia University, The American Assembly, 1960. 205 pp. $1.95, Prentice-Hall, Inc., Englewood Cliffs, N.J.

An Experiment in Education. Pittsburgh, United Steelworkers of America, Department of Education, 1960. 88 pp.

Employee Benefits

Special Study on the Medical Care Program for Steelworkers and Their Families. Pittsburgh, United Steelworkers of America, Insurance, Pension, and Unemployment Benefits Department, 1960. 108 pp.

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Health Statistics From the U.S. National Health Survey: Older Persons—Selected Health Characteristics, United States, July 1957–June 1959. By Geraldine A. Gleeson. Washington, U.S. Department of Health, Education, and Welfare, Public Health Service, 1960. 76 pp. (Publication 584–C4.) 45 cents, Superintendent of Documents, Washington.

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La Prévention des Accidents du Travail en France. By Pierre Caloni. (*In* Les Cahiers du Musée Social, Paris, May–June 1960, pp. 112–123.)

Industrial Relations

Research Needs in Industrial Relations. By K. F. Walker. Nedlands, Western Australia, University of Western Australia Press, 1960. 110 pp., bibliography. 5s.

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The Arbitration of Disputes Over Subcontracting. By Donald A. Crawford. *Arbitration and Contract Disputes.* By Morrison Handsaker. (*In* Challenges to Arbitration: Proceedings of the 13th Annual Meeting, National Academy of Arbitrators, Washington, January 27–29, 1960. Washington, Bureau of National Affairs, Inc., 1960, pp. 51–100. $6.50.)

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Current Labor Statistics

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[1] This table is included in the January, April, July, and October issues of the Review.

NOTE: The following applies, with a few exceptions, to the statistical series published in the Current Labor Statistics section: (1) The source is the U.S. Department of Labor, Bureau of Labor Statistics, (2) a description of each series may be found in Techniques of Preparing Major BLS Statistical Series, BLS Bull. 1168 (1954), and (3) the scope of coverage is the United States without Alaska and Hawaii. Exceptions are noted on the tables.

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]														
	1960										1959			Annual average	
	Oct.	Sept.	Aug.	July	June	May	Apr.	Mar.	Feb.	Jan.[2]	Dec.	Nov.	Oct.	1959	1958
Total, both sexes															
Total labor force	73,592	73,672	74,551	75,215	75,499	73,171	72,331	70,993	70,970	70,689	71,808	71,839	72,629	71,946	71,284
Civilian labor force	71,069	71,155	72,070	72,706	73,002	70,667	69,819	68,473	68,449	68,168	69,276	69,310	70,103	69,394	68,647
Unemployment	3,579	3,388	3,788	4,017	4,423	3,459	3,660	4,206	3,931	4,149	3,577	3,670	3,272	3,813	4,681
Unemployment rate, seasonally adjusted [3]	6.4	5.7	5.9	5.4	5.5	4.9	5.0	5.4	4.8	5.2	5.2	5.6	6.0	5.5	6.8
Unemployed 4 weeks or less	1,637	1,655	1,697	1,871	2,654	1,638	1,580	1,516	1,476	1,909	1,683	1,846	1,607	1,658	1,833
Unemployed 5–10 weeks	689	603	924	1,033	695	644	567	855	1,095	930	833	764	651	778	959
Unemployed 11–14 weeks	260	325	351	278	259	256	309	619	396	400	250	276	288	335	438
Unemployed 15–26 weeks	492	388	402	418	420	509	705	715	533	441	381	356	333	469	785
Unemployed over 26 weeks	500	417	414	416	396	411	499	502	431	469	430	428	393	571	667
Employment	67,490	67,767	68,282	68,689	68,579	67,208	66,159	64,267	64,520	64,020	65,699	65,640	66,831	65,581	63,966
Nonagricultural	61,244	61,179	61,828	61,805	61,722	61,371	60,765	59,702	59,901	59,409	60,888	60,040	60,707	59,745	58,122
Worked 35 hours or more	47,545	48,284	46,247	45,380	47,879	48,594	44,829	46,151	45,357	47,115	48,455	43,877	45,800	45,068	44,873
Worked 15–34 hours	8,371	7,247	6,308	6,586	7,231	7,203	10,455	7,585	8,605	6,867	7,227	10,991	9,049	8,531	7,324
Worked 1–14 hours	3,369	3,142	2,535	2,702	2,921	3,578	3,345	3,575	3,553	3,356	3,496	3,254	3,369	3,172	3,047
With a job but not at work [4]	1,957	2,508	6,737	7,136	3,691	1,997	2,138	2,391	2,386	2,070	1,707	1,920	2,490	2,974	2,876
Agricultural	6,247	6,588	6,454	6,885	6,856	5,837	5,393	4,565	4,619	4,611	4,811	5,601	6,124	5,836	5,844
Worked 35 hours or more	4,296	4,789	4,536	4,957	4,874	4,129	3,788	2,465	2,597	2,622	2,978	3,774	3,972	3,852	3,827
Worked 15–34 hours	1,447	1,314	1,363	1,371	1,492	1,254	1,189	1,117	1,121	1,178	1,175	1,307	1,531	1,356	1,361
Worked 1–14 hours	398	362	368	403	408	366	312	586	557	536	474	373	468	442	457
With a job but not at work [4]	106	123	187	155	82	89	105	400	344	273	186	144	154	186	199
Males															
Total labor force	49,455	49,570	50,678	50,998	50,949	49,337	49,060	48,445	48,487	48,412	48,778	48,729	49,045	49,081	48,802
Civilian labor force	46,964	47,085	48,229	48,521	48,484	46,865	46,580	45,958	45,999	45,923	46,278	46,232	46,551	46,562	46,197
Unemployment	2,200	2,082	2,400	2,504	2,696	2,184	2,431	2,910	2,672	2,821	2,405	2,370	2,007	2,473	3,155
Employment	44,764	45,003	45,829	46,017	45,788	44,681	44,149	43,048	43,328	43,103	43,873	43,863	44,544	44,089	43,042
Nonagricultural	39,909	39,900	40,603	40,617	40,462	39,932	39,574	39,038	39,319	39,108	39,744	39,337	39,762	39,340	38,240
Worked 35 hours or more	33,196	33,559	32,558	32,201	33,718	33,808	31,761	32,273	31,851	32,973	33,645	30,730	31,987	31,715	31,390
Worked 15–34 hours	4,098	3,440	3,203	3,300	3,551	3,384	5,170	3,554	4,361	3,341	3,446	5,954	4,594	4,405	3,736
Worked 1–14 hours	1,322	1,291	1,044	1,091	1,193	1,502	1,433	1,559	1,547	1,440	1,468	1,363	1,437	1,378	1,329
With a job but not at work [4]	1,292	1,611	3,799	4,026	1,999	1,237	1,210	1,653	1,557	1,354	1,180	1,291	1,743	1,840	1,784
Agricultural	4,855	5,103	5,226	5,399	5,325	4,749	4,575	4,010	4,009	3,995	4,128	4,526	4,782	4,749	4,802
Worked 35 hours or more	3,675	4,016	3,936	4,247	4,232	3,705	3,503	2,257	2,397	2,409	2,729	3,306	3,481	3,421	3,413
Worked 15–34 hours	786	725	857	745	724	695	749	859	818	870	845	800	861	823	857
Worked 1–14 hours	294	257	265	278	296	273	228	514	482	462	380	281	298	336	353
With a job but not at work [4]	99	106	167	129	73	75	95	380	315	253	177	137	142	170	179
Females															
Total labor force	24,138	24,102	23,872	24,217	24,550	23,835	23,271	22,548	22,482	22,277	23,030	23,110	23,584	22,865	22,482
Civilian labor force	24,106	24,070	23,841	24,185	24,518	23,803	23,239	22,516	22,450	22,245	22,998	23,078	23,552	22,832	22,451
Unemployment	1,379	1,307	1,388	1,513	1,727	1,276	1,229	1,296	1,258	1,328	1,172	1,301	1,265	1,340	1,526
Employment	22,726	22,764	22,453	22,672	22,791	22,527	22,010	21,219	21,192	20,917	21,826	21,777	22,287	21,492	20,924
Nonagricultural	21,333	21,279	21,224	21,187	21,260	21,439	21,191	20,664	20,582	20,301	21,144	20,703	20,945	20,405	19,882
Worked 35 hours or more	14,347	14,724	13,690	13,178	14,160	14,786	13,066	13,878	13,505	14,144	14,809	13,145	13,810	13,352	13,483
Worked 15–34 hours	4,272	3,807	3,105	3,287	3,680	3,819	5,285	4,032	4,244	3,525	3,781	5,038	4,454	4,126	3,589
Worked 1–14 hours	2,047	1,851	1,491	1,611	1,728	2,075	1,912	2,016	2,006	1,916	2,028	1,891	1,933	1,794	1,718
With a job but not at work [4]	665	897	2,939	3,110	1,691	759	928	738	829	716	527	628	747	1,134	1,093
Agricultural	1,392	1,485	1,229	1,485	1,531	1,088	819	555	610	615	683	1,074	1,343	1,087	1,042
Worked 35 hours or more	620	773	599	707	643	424	283	209	198	213	249	467	491	431	414
Worked 15–34 hours	661	590	506	625	768	558	439	257	305	308	330	507	670	533	504
Worked 1–14 hours	104	105	103	125	112	93	84	71	75	74	94	92	170	106	104
With a job but not at work [4]	7	16	20	26	9	14	11	20	29	20	9	8	11	17	20

[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] Data for 1960 include Alaska and Hawaii and are therefore not directly comparable with earlier data. The levels of the civilian labor force, the employed, and nonagricultural employment were each increased by more than 200,000. The estimates for agricultural employment and unemployment were affected so slightly that these series can be regarded as entirely comparable with pre-1960 data.

[3] Unemployment as a percent of labor force.

[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.

NOTE: For a description of these series, see Explanatory Notes (in Employment and Earnings, U.S. Department of Labor, Bureau of Labor Statistics, current issues).

TABLE A–2. Employees in nonagricultural establishments, by industry [1]

[In thousands]

Industry	1960										1959			Annual average	
	Oct.[2]	Sept.[2]	Aug.	July	June	May	Apr.	Mar.	Feb.	Jan.	Dec.	Nov.	Oct.	1959	1958
Total employees	53,435	53,446	53,062	52,923	53,309	52,957	52,844	52,172	52,060	52,078	53,756	52,793	52,569	51,975	50,543
Mining	657	663	672	655	681	677	677	666	669	658	668	660	621	676	721
Metal	93.3	94.3	94.9	94.5	96.7	96.1	95.1	93.2	88.6	72.7	69.5	67.2	46.5	80.1	93.1
Iron	-------	33.2	34.1	34.2	35.3	35.3	34.2	33.4	32.9	32.6	32.3	30.0	9.7	27.2	30.8
Copper	-------	32.4	32.0	31.1	31.9	31.3	31.3	30.2	26.4	11.1	8.1	8.0	8.7	22.3	28.6
Lead and zinc	-------	10.6	10.7	11.1	11.4	11.9	12.3	12.3	12.3	12.2	12.1	12.0	11.4	12.3	12.9
Anthracite	-------	12.0	11.3	10.7	11.8	12.2	13.2	14.1	15.5	15.5	15.7	15.9	16.0	16.3	20.3
Bituminous coal	148.5	151.1	155.6	140.5	164.2	167.2	168.7	171.5	173.2	173.2	173.7	164.3	145.4	168.1	195.2
Crude-petroleum and natural-gas production	-------	288.0	291.6	291.6	291.6	286.2	287.3	284.6	287.7	291.4	297.0	297.9	298.6	300.8	302.6
Petroleum and natural-gas production (except contract services)	-------	175.6	177.8	178.4	177.0	174.2	174.8	174.3	175.9	177.7	177.9	177.7	178.4	180.6	188.0
Nonmetallic mining and quarrying	116.9	117.5	118.3	117.9	116.8	115.7	112.6	102.9	104.1	105.1	111.6	114.2	114.2	110.7	109.3
Contract construction	3,012	3,068	3,130	3,098	2,977	2,830	2,590	2,312	2,389	2,453	2,699	2,856	2,961	2,767	2,648
Nonbuilding construction	-------	640	661	659	643	594	502	416	429	437	518	587	634	584	569
Highway and street construction	-------	313.4	322.9	320.1	315.0	284.2	222.0	161.5	167.5	170.0	220.5	270.8	309.5	271.2	256.0
Other nonbuilding construction	-------	327.0	338.0	338.7	328.1	310.1	279.7	254.8	261.4	267.3	297.0	316.6	324.0	312.7	313.2
Building construction	-------	2,428	2,469	2,439	2,334	2,236	2,088	1,896	1,960	2,016	2,181	2,269	2,327	2,183	2,079
General contractors	-------	837.9	857.3	857.9	816.8	774.2	705.4	609.8	638.7	660.5	725.5	764.8	801.6	757.9	750.6
Special-trade contractors	-------	1,589.9	1,611.7	1,580.6	1,517.6	1,461.9	1,382.7	1,286.6	1,321.7	1,355.1	1,455.2	1,504.6	1,524.9	1,424.7	1,328.6
Plumbing and heating	-------	326.7	321.6	315.5	311.3	304.2	292.1	281.2	287.5	296.6	308.6	314.5	322.6	310.5	303.6
Painting and decorating	-------	243.7	255.9	251.6	234.2	222.0	196.3	179.9	178.2	183.5	204.9	222.0	228.4	201.4	169.6
Electrical work	-------	201.6	206.7	199.6	187.9	176.5	170.0	165.3	169.3	171.0	176.3	180.1	181.1	174.2	173.2
Other special-trade contractors	-------	817.9	827.5	813.9	784.2	759.2	724.3	660.2	686.7	704.0	765.4	788.0	792.8	738.6	682.2
Manufacturing	16,330	16,491	16,386	16,250	16,422	16,348	16,380	16,478	16,520	16,470	16,484	16,280	16,197	16,168	15,468
Durable goods	9,345	9,396	9,296	9,342	9,504	9,516	9,548	9,630	9,680	9,640	9,577	9,313	9,168	9,290	8,743
Nondurable goods	6,985	7,095	7,090	6,908	6,918	6,832	6,832	6,848	6,840	6,830	6,907	6,967	7,029	6,878	6,725
Durable goods															
Ordnance and accessories	145.7	150.0	149.8	146.0	149.6	149.4	150.0	150.7	150.0	149.4	149.5	147.0	145.3	141.7	126.7
Lumber and wood products (except furniture)	650.6	661.5	674.6	674.2	685.9	660.7	636.0	624.2	628.1	629.4	651.6	667.2	679.9	658.0	621.7
Logging camps and contractors	-------	117.6	118.5	122.0	126.1	108.5	92.3	90.3	91.9	93.2	102.2	106.1	107.7	98.7	86.2
Sawmills and planing mills	-------	313.4	321.8	320.1	324.8	318.1	310.7	304.8	305.9	306.3	315.5	323.6	329.0	319.9	311.0
Millwork, plywood, and prefabricated structural wood products	-------	131.0	133.2	131.8	133.0	132.7	132.0	130.2	131.6	131.5	134.9	138.4	142.6	139.1	127.1
Wooden containers	-------	42.6	43.6	43.9	44.8	44.8	43.6	42.2	42.2	42.3	43.0	42.5	43.5	44.0	44.7
Miscellaneous wood products	-------	56.9	57.5	56.4	57.2	56.6	57.4	56.7	56.5	56.1	56.0	56.6	57.1	56.3	52.7
Furniture and fixtures	392.0	392.7	392.1	385.0	391.0	388.3	391.3	390.8	390.8	391.1	391.2	390.6	391.9	384.0	357.9
Household furniture	-------	281.4	281.1	275.0	279.9	279.5	282.3	282.2	282.9	283.4	285.1	285.3	285.9	279.3	257.1
Office, public-building and professional furniture	-------	50.2	49.7	48.7	49.4	48.3	48.5	48.1	47.4	47.1	46.9	47.0	47.7	46.1	43.8
Partitions, shelving, lockers, and fixtures	-------	36.8	37.5	37.1	37.1	35.7	35.9	35.5	35.7	36.1	35.8	35.6	33.7	34.4	34.5
Screens, blinds, and miscellaneous furniture and fixtures	-------	24.3	23.8	24.2	24.6	24.8	24.6	25.0	24.8	24.5	23.4	22.7	24.6	24.2	22.5
Stone, clay, and glass products	550.1	555.0	558.0	557.3	562.6	558.1	554.1	547.8	551.0	548.0	557.3	561.6	561.6	550.4	514.5
Flat glass	-------	30.2	29.8	30.0	30.5	30.8	31.7	34.4	36.3	36.5	36.4	36.3	36.7	32.7	27.3
Glass and glassware, pressed or blown	-------	108.4	107.2	106.9	109.8	106.9	105.5	105.0	104.0	101.1	102.1	103.5	99.2	100.2	95.5
Glass products made of purchased glass	-------	17.2	17.0	16.4	16.5	16.8	16.8	17.2	17.6	17.5	17.8	18.4	18.6	18.0	16.3
Cement, hydraulic	-------	41.9	42.9	43.2	43.0	42.1	41.2	39.0	38.4	39.8	41.4	41.8	41.1	41.7	42.0
Structural clay products	-------	73.6	75.6	76.2	75.7	76.0	74.5	72.3	72.7	73.3	76.0	77.4	77.6	75.5	73.1
Pottery and related products	-------	47.9	47.6	47.8	49.1	48.8	49.2	49.5	49.4	48.9	48.8	49.8	50.1	48.1	43.9
Concrete, gypsum, and plaster products	-------	117.9	120.5	120.1	120.0	118.5	116.4	111.5	112.8	112.6	116.6	118.3	121.8	117.8	108.8
Cut-stone and stone products	-------	18.7	18.6	17.8	18.4	18.1	18.0	17.5	17.5	17.3	17.7	18.0	18.2	18.1	18.3
Miscellaneous nonmetallic mineral products	-------	99.2	98.8	98.9	99.6	100.1	100.8	101.4	102.3	101.0	100.5	98.1	98.3	98.3	89.3
Primary metal industries	1,126.3	1,135.0	1,142.1	1,156.1	1,203.1	1,224.9	1,250.5	1,273.3	1,280.7	1,275.1	1,264.2	1,196.2	823.9	1,137.7	1,104.4
Blast furnaces, steel works, and rolling mills	-------	525.9	540.3	549.0	580.0	606.5	620.5	635.9	640.1	638.8	634.1	597.3	222.8	522.0	536.7
Iron and steel foundries	-------	220.3	213.4	220.7	226.8	222.5	227.5	228.4	232.2	230.3	230.3	215.8	226.9	223.9	197.4
Primary smelting and refining of nonferrous metals	-------	57.4	58.7	59.1	59.2	58.6	59.4	57.8	54.7	53.2	49.7	44.3	44.9	52.2	56.2
Secondary smelting and refining of nonferrous metals	-------	12.2	12.2	11.8	11.9	12.1	12.4	12.6	12.6	12.7	12.4	12.0	11.9	12.2	11.5
Rolling, drawing, and alloying of nonferrous metals	-------	112.3	112.3	111.3	113.5	112.2	113.6	115.3	115.4	116.0	116.6	116.2	117.0	115.8	105.5
Nonferrous foundries	-------	60.5	60.4	59.1	61.6	61.1	62.8	65.4	67.0	67.3	67.0	66.1	67.6	64.8	57.7
Miscellaneous primary metal industries	-------	146.4	144.8	145.1	150.1	151.9	154.3	157.9	158.7	156.8	154.1	144.5	132.8	146.8	139.4

See footnotes at end of table.

TABLE A–2. Employees in nonagricultural establishments, by industry [1]—Continued

[In thousands]

Industry	1960										1959			Annual average	
	Oct. [2]	Sept. [2]	Aug.	July	June	May	Apr.	Mar.	Feb.	Jan.	Dec.	Nov.	Oct.	1959	1958
Manufacturing—Continued															
Durable goods—Continued															
Fabricated metal products (except ordnance, machinery, and transportation equipment)	1,077.8	1,078.7	1,064.9	1,063.2	1,086.3	1,080.8	1,079.8	1,097.3	1,106.2	1,099.2	1,082.0	1,042.1	1,051.6	1,069.0	1,029.9
Tin cans and other tinware	-------	61.1	63.9	63.5	63.6	62.2	59.5	59.1	58.2	58.5	56.8	55.9	56.7	59.6	58.2
Cutlery, handtools, and hardware	-------	131.6	128.7	126.9	132.2	133.0	134.0	137.5	139.7	139.8	138.1	123.7	130.1	134.2	128.3
Heating apparatus (except electric) and plumbers' supplies	-------	113.1	113.8	114.6	115.9	116.0	116.1	116.4	117.4	116.9	114.2	116.5	120.6	116.6	109.3
Fabricated structural metal products	-------	295.1	298.1	294.8	293.1	287.7	282.0	282.5	282.3	281.8	282.1	275.5	263.2	285.3	303.0
Metal stamping, coating, and engraving	-------	237.0	223.2	225.8	236.3	236.5	237.2	246.0	251.2	246.1	239.3	223.3	237.2	230.1	210.7
Lighting fixtures	-------	49.8	47.6	47.1	49.1	48.1	49.8	50.9	51.1	50.8	49.9	49.8	51.4	49.2	44.7
Fabricated wire products	-------	55.4	54.8	54.6	56.6	57.4	58.1	59.6	60.5	60.0	59.2	57.2	54.4	56.5	52.4
Miscellaneous fabricated metal products	-------	135.6	134.8	135.9	139.5	139.9	143.1	145.3	145.8	145.3	142.4	140.2	138.0	137.5	123.3
Machinery (except electrical)	1,588.8	1,605.8	1,615.2	1,635.3	1,658.6	1,660.9	1,677.8	1,687.7	1,691.1	1,675.0	1,660.3	1,625.8	1,636.5	1,611.7	1,501.2
Engines and turbines	-------	99.5	99.8	100.2	101.3	103.2	104.3	107.1	107.4	108.5	107.3	104.6	105.7	103.1	93.1
Agricultural machinery and tractors	-------	139.4	144.0	145.5	148.8	149.3	153.4	159.1	160.5	157.8	154.1	141.0	151.4	157.9	136.9
Construction and mining machinery	-------	119.2	121.6	125.6	127.6	130.3	132.5	133.0	132.6	131.2	129.2	125.2	126.3	129.9	122.0
Metalworking machinery	-------	250.3	250.8	258.4	264.8	263.5	264.7	263.1	259.9	257.3	255.4	251.6	247.9	238.7	223.7
Special-industry machinery (except metalworking machinery)	-------	176.3	176.4	176.2	178.0	176.5	176.1	175.4	174.6	173.3	172.3	171.8	169.8	165.5	159.6
General industrial machinery	-------	226.9	228.0	228.5	230.8	230.1	231.0	232.7	233.0	229.4	229.3	228.9	229.5	223.5	220.1
Office and store machines and devices	-------	141.1	140.8	140.6	140.4	138.9	139.0	138.3	137.6	137.6	138.1	136.9	136.0	132.7	124.9
Service-industry and household machines	-------	178.9	179.7	186.6	192.6	196.5	197.7	195.3	198.5	194.4	189.6	184.4	186.3	184.9	168.9
Miscellaneous machinery parts	-------	274.2	274.1	273.7	274.3	272.6	279.1	283.7	287.0	285.5	285.0	281.4	283.6	275.5	252.0
Electrical machinery	1,301.9	1,325.1	1,308.0	1,292.4	1,297.0	1,289.6	1,293.7	1,310.0	1,318.4	1,318.6	1,317.0	1,301.5	1,311.2	1,241.6	1,118.8
Electrical generating, transmission, distribution, and industrial apparatus	-------	416.7	415.8	414.3	413.6	414.8	417.9	421.4	422.5	420.5	419.5	407.4	413.1	402.1	373.5
Electrical appliances	-------	40.0	38.4	38.7	39.3	38.9	39.3	40.3	40.0	39.6	39.5	39.5	40.3	37.7	34.6
Insulated wire and cable	-------	27.9	27.8	27.0	28.5	28.6	28.3	28.9	29.1	29.5	29.3	28.8	28.7	28.1	25.4
Electrical equipment for vehicles	-------	72.4	67.9	69.7	71.3	70.9	72.6	75.4	77.0	76.4	74.4	70.7	73.5	69.8	61.8
Electric lamps	-------	28.5	28.7	28.2	29.1	29.5	29.8	29.7	29.8	29.6	29.5	29.5	29.3	27.6	26.4
Communication equipment	-------	690.5	680.2	664.9	665.7	658.0	657.5	666.1	671.3	674.2	674.7	674.9	675.2	627.2	551.4
Miscellaneous electrical products	-------	49.1	49.2	49.6	49.5	48.9	48.3	48.2	48.7	48.8	50.1	50.7	51.1	49.1	45.7
Transportation equipment	1,640.2	1,618.8	1,524.8	1,590.7	1,607.9	1,652.8	1,665.1	1,700.9	1,721.4	1,722.3	1,655.9	1,511.1	1,692.4	1,670.8	1,592.8
Motor vehicles and equipment	-------	766.3	680.3	745.6	784.7	785.0	790.8	819.0	837.7	822.6	756.9	602.2	784.2	731.6	630.8
Aircraft and parts	-------	639.7	638.8	630.4	618.1	658.3	668.7	680.3	687.0	693.7	700.9	709.7	717.4	734.9	757.6
Aircraft	-------	370.2	371.4	371.1	371.2	381.4	387.0	393.0	397.2	400.6	404.2	412.3	418.4	435.0	457.2
Aircraft engines and parts	-------	133.1	132.1	125.3	114.9	138.7	139.8	140.7	140.6	142.0	144.2	144.9	145.2	146.3	152.6
Aircraft propellers and parts	-------	12.6	12.7	11.1	8.3	14.1	13.9	14.0	13.8	13.8	13.6	13.6	13.9	14.4	18.3
Other aircraft parts and equipment	-------	123.8	122.6	122.9	123.7	124.1	128.0	132.6	135.4	137.3	138.9	138.9	139.9	139.2	129.5
Ship and boat building and repairing	-------	143.5	143.0	144.2	134.0	137.4	135.6	132.4	131.0	145.6	140.7	141.9	131.1	142.8	144.5
Shipbuilding and repairing	-------	124.3	124.3	124.6	110.9	112.3	110.1	107.4	106.4	121.7	117.5	119.5	109.7	120.9	125.3
Boatbuilding and repairing	-------	19.2	18.7	19.6	23.1	25.1	25.5	25.0	24.6	23.9	23.2	22.4	21.4	21.9	19.2
Railroad equipment	-------	58.6	51.9	60.0	60.8	61.6	59.6	58.7	56.0	51.4	47.7	46.9	48.8	51.4	50.9
Other transportation equipment	-------	10.7	10.8	10.5	10.3	10.5	10.4	10.5	9.7	9.0	9.7	10.4	10.9	10.1	9.0
Instruments and related products	351.4	352.3	351.9	348.5	352.8	351.3	353.1	353.7	353.6	352.1	354.0	352.5	351.8	338.9	315.2
Laboratory, scientific, and engineering instruments	-------	66.2	65.6	65.8	65.9	66.0	66.3	66.6	66.8	66.9	68.2	67.8	67.2	64.2	58.1
Mechanical measuring and controlling instruments	-------	98.1	99.3	99.0	101.0	100.2	100.3	100.2	99.9	97.9	97.3	96.4	97.4	93.0	83.9
Optical instruments and lenses	-------	18.4	18.5	18.1	18.5	18.4	18.4	18.2	17.6	17.3	16.9	17.1	16.9	15.8	14.0
Surgical, medical, and dental instruments	-------	45.1	45.4	45.3	45.8	45.1	45.3	45.1	44.9	44.6	44.7	44.1	43.7	43.1	41.5
Ophthalmic goods	-------	26.5	27.1	26.9	27.2	27.6	27.6	27.7	27.8	28.1	28.1	28.0	27.6	26.1	23.7
Photographic apparatus	-------	68.7	67.6	66.8	65.9	65.5	65.6	65.6	65.8	66.4	67.1	66.8	65.9	65.3	65.6
Watches and clocks	-------	29.3	28.4	26.6	28.5	28.5	29.6	30.3	30.8	30.9	31.7	32.3	33.1	31.4	28.4
Miscellaneous manufacturing industries	520.0	521.3	514.9	492.9	508.9	498.7	496.5	493.9	489.0	480.0	494.1	516.9	522.3	486.5	459.9
Jewelry, silverware, and plated ware	-------	47.3	46.7	44.5	45.8	45.7	46.0	46.7	46.3	46.4	47.7	48.0	48.0	45.9	44.4
Musical instruments and parts	-------	19.5	19.2	18.0	18.6	18.6	19.1	19.5	19.6	19.7	19.9	19.8	19.8	18.0	16.4
Toys and sporting goods	-------	103.2	101.0	95.1	98.6	93.2	88.1	81.8	77.2	73.3	79.4	95.2	100.3	84.5	81.7
Pens, pencils, other office supplies	-------	32.7	32.8	32.2	31.8	31.6	31.5	31.3	31.2	30.4	31.0	32.1	32.3	30.8	30.7
Costume jewelry, buttons, notions	-------	60.7	61.1	57.4	59.7	58.1	59.1	61.5	61.9	60.6	61.3	62.2	63.3	60.6	58.2
Fabricated plastics products	-------	96.2	95.3	92.7	95.6	94.8	95.4	95.5	96.6	96.0	96.2	97.1	97.1	92.6	84.0
Other manufacturing industries	-------	161.7	158.8	153.0	158.8	156.7	157.3	157.6	156.2	153.6	158.6	162.5	161.5	154.1	144.5
Nondurable goods															
Food and kindred products	1,550.5	1,621.9	1,601.7	1,521.4	1,469.2	1,414.9	1,404.1	1,376.8	1,380.2	1,396.6	1,434.5	1,478.2	1,526.9	1,470.2	1,476.4
Meat products	-------	310.9	308.2	305.7	303.4	297.2	292.6	294.8	298.2	302.0	305.7	305.0	294.6	302.1	307.0
Dairy products	-------	97.5	101.4	102.4	102.0	97.8	94.6	91.0	90.2	89.8	90.5	91.6	95.2	96.8	99.8
Canning and preserving	-------	356.4	333.8	254.6	207.7	184.7	185.9	167.3	166.7	169.5	182.9	211.7	260.1	223.0	220.4
Grain-mill products	-------	110.2	112.1	112.3	110.2	108.9	108.8	108.4	109.3	109.4	109.9	109.8	113.0	113.3	113.8
Bakery products	-------	290.9	289.9	292.0	290.8	286.1	287.0	286.1	286.8	285.9	287.9	290.0	289.1	285.2	284.3
Sugar	-------	27.4	25.7	26.3	25.8	25.1	26.1	24.5	25.7	34.8	41.3	45.4	43.1	31.0	31.4
Confectionery and related products	-------	76.9	73.2	66.9	70.0	69.5	70.2	71.8	72.3	72.7	78.0	78.8	79.1	73.5	75.4
Beverages	-------	215.7	219.1	221.7	220.2	211.1	206.3	201.5	198.1	200.4	205.5	210.5	215.2	209.1	207.0
Miscellaneous food products	-------	136.0	138.3	139.5	139.1	134.5	132.6	131.4	132.9	132.1	132.8	135.4	137.5	136.2	137.3

See footnotes at end of table.

TABLE A–2. Employees in nonagricultural establishments, by industry [1]—Continued

[In thousands]

Industry	1960										1959			Annual average	
	Oct.[2]	Sept.[2]	Aug.	July	June	May	Apr.	Mar.	Feb.	Jan.	Dec.	Nov.	Oct.	1959	1958
Manufacturing—Continued															
Nondurable goods—Continued															
Tobacco manufactures	99.7	107.0	91.4	78.5	77.8	78.5	79.1	81.4	86.6	88.5	91.2	92.5	103.1	89.2	90.4
Cigarettes	-------	38.1	38.5	38.4	38.2	37.7	37.9	37.3	37.5	37.6	37.7	38.0	37.7	37.4	36.4
Cigars	-------	25.5	25.3	24.3	25.4	25.5	25.6	25.9	26.5	25.4	27.1	27.4	27.4	27.1	29.1
Tobacco and snuff	-------	6.0	6.2	6.2	6.3	6.2	6.2	6.3	6.4	6.4	6.4	6.4	6.4	6.6	6.5
Tobacco stemming and redrying	-------	37.4	21.4	9.6	7.9	9.1	9.4	11.9	16.2	19.1	20.0	20.7	31.6	18.1	18.4
Textile-mill products	934.4	943.1	953.6	941.8	961.7	956.3	955.1	956.6	952.0	953.0	960.3	969.3	978.5	966.0	941.5
Scouring and combing plants	-------	5.2	5.4	5.4	5.5	5.4	5.3	5.2	5.6	5.6	5.4	5.3	5.6	5.5	5.2
Yarn and thread mills	-------	102.5	104.2	103.1	106.5	105.7	105.9	106.3	106.6	107.4	108.2	108.7	110.3	110.0	108.2
Broad-woven fabric mills	-------	384.6	388.6	389.1	393.7	392.9	395.3	396.6	394.9	396.1	398.1	398.9	399.9	398.5	399.9
Narrow fabrics and small wares	-------	28.9	29.4	28.8	29.5	29.3	29.4	29.8	29.7	29.8	29.4	29.3	29.5	29.5	27.5
Knitting mills	-------	223.8	227.3	217.7	225.5	221.6	217.5	215.7	211.3	210.4	216.2	224.5	228.4	220.1	207.0
Dyeing and finishing textiles	-------	88.0	89.0	89.0	90.1	89.9	89.9	88.9	89.4	89.6	89.3	89.3	89.4	88.4	84.9
Carpets, rugs, other floor coverings	-------	43.7	43.9	43.3	44.0	44.9	45.8	46.2	46.7	46.5	46.2	46.2	46.7	46.6	44.8
Hats (except cloth and millinery)	-------	9.3	9.7	9.8	10.1	10.1	9.6	10.2	9.9	10.3	10.4	10.2	9.6	10.1	10.1
Miscellaneous textile goods	-------	57.1	56.1	55.6	56.8	56.5	56.4	57.7	57.9	57.3	57.1	56.9	59.1	57.3	53.9
Apparel and other finished textile products	1,210.3	1,225.0	1,237.7	1,188.0	1,215.9	1,207.9	1,211.2	1,247.8	1,240.7	1,219.5	1,232.9	1,239.9	1,232.3	1,210.7	1,156.3
Men's and boys' suits and coats	-------	116.3	116.6	109.4	116.1	115.0	114.3	114.9	114.6	114.0	114.3	114.4	113.5	111.4	107.3
Men's and boys' furnishings and work clothing	-------	356.2	359.3	349.5	357.6	353.7	349.6	351.7	349.6	346.7	349.1	352.7	351.2	338.3	311.3
Women's outerwear	-------	333.6	343.4	328.2	329.0	328.1	335.7	358.0	355.1	346.2	349.8	348.0	336.0	344.7	339.7
Women's, children's undergarments	-------	118.3	118.8	113.0	118.6	118.4	120.0	121.6	121.6	119.8	121.5	124.0	124.0	118.9	114.1
Millinery	-------	19.0	19.5	16.5	13.1	14.9	17.8	22.8	22.2	19.1	18.3	17.0	18.6	18.5	17.9
Children's outerwear	-------	72.1	73.9	74.8	75.6	73.2	69.6	73.8	74.0	73.5	72.3	72.6	72.4	74.4	73.6
Fur goods	-------	7.8	7.5	7.3	7.4	6.9	6.6	6.6	6.8	6.8	8.6	9.3	9.8	9.2	10.7
Miscellaneous apparel and accessories	-------	61.3	61.4	57.2	61.7	59.6	60.2	60.0	59.2	57.7	60.9	62.7	64.2	60.3	56.7
Other fabricated textile products	-------	140.4	137.3	132.1	136.8	138.1	137.4	138.4	137.6	135.7	138.1	139.2	142.6	135.0	125.0
Paper and allied products	564.0	566.9	567.0	560.5	567.0	562.7	562.3	560.0	559.9	561.3	564.1	564.4	566.2	559.9	547.1
Pulp, paper, and paperboard mills	-------	277.7	279.2	275.0	278.3	274.4	274.0	273.1	274.0	275.4	274.0	273.3	273.9	273.8	269.4
Paperboard containers and boxes	-------	154.6	153.0	150.9	152.6	151.7	152.2	152.3	152.4	152.6	156.2	157.7	158.0	153.5	149.6
Other paper and allied products	-------	134.6	134.8	134.6	136.1	136.6	136.1	134.6	133.5	133.3	133.9	133.4	134.3	132.6	128.1
Printing, publishing, and allied industries	904.3	902.2	895.1	890.4	892.0	885.9	886.3	886.2	883.3	878.8	887.5	886.2	886.0	868.3	852.2
Newspapers	-------	331.1	331.0	331.4	331.4	329.4	327.7	327.2	325.7	324.9	329.6	326.6	327.6	322.6	316.4
Periodicals	-------	64.6	62.8	61.9	62.3	62.7	63.9	63.9	64.2	64.7	64.5	64.7	65.0	62.4	61.5
Books	-------	64.9	63.8	63.1	62.3	62.2	62.3	61.6	61.1	60.2	60.1	59.7	59.6	58.0	55.0
Commercial printing	-------	233.4	230.8	229.3	229.4	227.3	229.3	230.3	229.1	229.2	230.0	228.8	228.0	224.0	220.7
Lithographing	-------	69.3	68.7	68.2	68.6	68.4	68.6	68.1	67.3	65.5	66.9	67.9	67.5	66.3	65.7
Greeting cards	-------	23.1	22.6	22.0	22.6	20.6	2.05	20.1	19.9	19.6	21.6	23.0	22.3	20.8	20.0
Bookbinding and related industries	-------	48.1	48.6	48.1	48.4	48.0	48.0	47.8	47.5	46.8	46.8	46.9	47.6	46.2	44.5
Miscellaneous publishing and printing services	-------	67.7	66.8	66.4	67.0	67.3	66.0	67.2	68.5	67.9	68.0	68.6	68.4	68.0	68.4
Chemicals and allied products	880.8	880.7	882.2	878.9	877.8	879.6	882.3	869.4	864.6	860.5	861.9	862.1	861.1	847.8	820.9
Industrial inorganic chemicals	-------	105.9	106.7	106.1	105.8	104.7	104.6	103.9	103.7	103.6	103.9	104.0	103.6	102.5	102.2
Industrial organic chemicals	-------	343.6	347.3	347.4	343.7	340.2	338.3	336.7	334.9	334.0	332.9	331.7	330.8	325.6	310.6
Drugs and medicines	-------	106.7	107.7	107.8	106.6	105.4	105.5	105.8	105.2	105.6	105.3	104.9	104.4	104.0	102.9
Soap, cleaning and polishing preparations	-------	54.3	54.3	52.8	53.1	52.8	52.7	52.7	52.4	51.8	51.7	51.4	51.5	51.0	49.3
Paints, pigments, and fillers	-------	78.9	79.1	79.0	78.4	77.8	77.3	76.8	76.9	76.3	76.4	76.4	77.1	75.5	73.0
Gum and wood chemicals	-------	7.8	7.8	7.9	7.9	7.9	7.8	7.7	7.9	7.8	7.8	7.7	7.8	7.7	7.8
Fertilizers	-------	34.0	31.7	31.6	35.8	44.1	48.8	39.4	37.2	35.9	35.0	34.1	34.8	36.9	35.6
Vegetable and animal oils and fats	-------	39.2	36.6	36.3	36.6	37.5	39.2	39.3	40.1	40.8	42.7	43.7	43.9	40.0	38.5
Miscellaneous chemicals	-------	111.2	111.0	110.0	109.9	109.2	108.1	107.1	106.3	104.7	106.2	108.2	107.2	104.6	101.0
Products of petroleum and coal	223.2	225.8	229.8	230.2	232.5	231.9	232.4	232.2	232.4	231.9	232.2	231.7	229.7	233.4	238.2
Petroleum refining	-------	180.1	182.4	183.4	184.0	183.2	183.7	183.8	184.1	183.8	184.2	182.9	184.0	186.2	192.1
Coke, other petroleum and coal products	-------	45.7	47.4	46.8	48.5	48.7	48.7	48.4	48.3	48.1	48.0	48.8	45.7	47.2	46.1
Rubber products	257.1	258.6	257.1	252.5	258.1	257.1	260.2	267.4	269.0	269.2	269.5	270.1	273.2	259.8	244.6
Tires and inner tubes	-------	102.0	103.0	103.1	103.5	103.4	104.4	105.1	104.0	105.3	105.5	106.1	107.0	101.6	100.8
Rubber footwear	-------	22.3	22.1	21.5	22.0	21.9	22.5	22.8	23.0	23.1	23.6	23.7	23.3	22.0	20.9
Other rubber products	-------	134.3	132.0	127.9	132.6	131.8	133.3	139.5	142.0	140.8	140.4	140.3	142.9	136.2	122.9
Leather and leather products	360.6	363.9	373.9	365.5	365.7	357.6	359.3	370.4	370.9	370.9	372.5	372.6	372.0	372.2	357.2
Leather: tanned, curried, and finished	-------	34.3	34.6	34.4	34.5	34.0	34.1	34.4	34.8	35.6	35.8	35.9	36.2	37.1	37.9
Industrial leather belting and packing	-------	4.7	4.6	4.3	4.3	4.2	4.4	4.8	5.0	5.0	4.9	5.0	5.1	4.9	4.1
Boot and shoe cut stock and findings	-------	18.2	19.3	19.5	19.5	18.7	18.6	19.6	19.9	20.1	19.5	19.3	18.9	19.4	18.2
Footwear (except rubber)	-------	241.9	249.5	246.0	245.4	238.8	240.1	246.8	248.0	249.8	249.4	246.5	244.7	248.9	238.1
Luggage	-------	16.5	17.3	16.4	16.0	15.8	15.6	15.6	15.1	15.0	15.1	15.5	16.2	15.3	15.0
Handbags and small leather goods	-------	32.6	32.4	30.1	30.2	30.2	30.9	33.5	33.3	31.7	32.4	33.6	34.1	31.2	29.9
Gloves and miscellaneous leather goods	-------	15.7	16.2	14.8	15.8	15.9	15.6	15.7	14.8	13.7	15.4	16.8	16.8	15.4	14.0

See footnotes at end of table.

TABLE A–2. Employees in nonagricultural establishments, by industry [1]—Continued

[In thousands]

Industry	1960										1959			Annual average	
	Oct.[2]	Sept.[2]	Aug.	July	June	May	Apr.	Mar.	Feb.	Jan.	Dec.	Nov.	Oct.	1959	1958
Transportation and public utilities	3,888	3,907	3,921	3,939	3,942	3,924	3,917	3,900	3,887	3,882	3,940	3,912	3,910	3,902	3,903
Transportation	2,549	2,555	2,560	2,573	2,592	2,585	2,579	2,570	2,553	2,549	2,602	2,571	2,568	2,559	2,531
Interstate railroads	-------	875.4	904.6	912.2	919.5	914.5	909.8	903.6	899.7	900.6	919.7	898.0	893.0	930.6	963.6
Class I railroads	-------	766.2	792.9	800.7	807.4	801.9	796.6	789.0	785.3	785.9	796.3	784.0	786.0	815.3	840.8
Local railways and buslines	-------	90.8	90.4	90.8	91.1	91.3	91.4	91.2	90.9	91.2	91.4	91.8	91.7	92.3	96.4
Trucking and warehousing	-------	892.2	877.4	879.3	887.1	880.3	880.6	883.3	878.0	876.2	897.0	892.6	898.1	853.2	792.5
Other transportation and services	-------	696.3	687.4	690.2	694.6	698.6	697.6	692.1	684.7	681.1	694.2	688.4	685.2	683.3	678.5
Buslines, except local	-------	41.5	41.7	41.9	40.8	40.0	38.8	38.3	38.4	39.4	39.4	39.7	40.2	40.4	41.7
Air transportation (common carrier)	-------	153.0	153.3	152.4	152.1	153.0	153.1	152.3	152.2	152.2	152.1	150.8	150.2	145.9	140.3
Pipe-line transportation (except natural gas)	-------	24.1	24.5	24.7	24.6	24.1	24.1	24.2	24.2	24.6	24.6	24.7	24.8	25.1	25.8
Communication	741	746	751	752	744	741	740	738	737	736	739	741	741	743	771
Telephone	-------	709.1	713.5	714.0	707.0	704.0	702.6	700.2	699.2	698.0	701.1	702.9	702.8	705.5	732.4
Telegraph	-------	36.2	36.3	37.3	36.4	36.6	37.0	36.7	36.7	36.9	37.5	37.6	37.2	37.2	38.3
Other public utilities	598	606	610	614	606	598	598	592	597	597	599	600	601	600	601
Gas and electric utilities	-------	581.6	585.2	589.2	582.5	574.6	574.2	568.5	574.0	574.0	575.7	576.7	577.5	576.6	578.5
Electric light and power utilities	-------	257.5	259.3	260.0	257.3	254.1	254.0	253.8	253.8	254.1	254.7	254.9	255.0	255.9	258.3
Gas utilities	-------	153.5	153.6	156.7	155.3	153.2	153.4	153.0	153.2	152.9	153.4	153.7	153.7	153.3	151.5
Electric light and gas utilities combined	-------	170.6	172.3	172.5	169.9	163.3	166.8	161.7	167.0	167.0	167.6	168.1	168.8	167.4	168.7
Local utilities, not elsewhere classified	-------	24.1	24.5	24.4	23.9	23.7	23.8	23.5	23.2	23.1	23.1	23.2	23.4	23.2	22.9
Wholesale and retail trade	11,733	11,654	11,592	11,591	11,637	11,543	11,620	11,325	11,329	11,424	12,345	11,723	11,551	11,385	11,141
Wholesale trade	3,169	3,149	3,153	3,138	3,129	3,111	3,120	3,111	3,114	3,113	3,155	3,141	3,121	3,070	3,013
Wholesalers full-service and limited-function	-------	1,876.7	1,879.6	1,870.9	1,867.1	1,851.4	1,856.4	1,850.4	1,852.9	1,852.7	1,882.9	1,868.8	1,858.3	1,819.2	1,752.0
Automotive	-------	142.0	142.7	142.2	141.5	140.5	139.6	139.0	138.7	138.0	139.2	138.6	138.5	135.2	126.5
Groceries, food specialties, beer, wines, and liquors	-------	315.1	314.9	315.4	314.1	313.0	315.1	317.8	316.1	317.9	321.3	320.9	314.0	309.7	303.1
Electrical goods, machinery, hardware, and plumbing equipment	-------	454.9	458.4	459.5	458.1	455.2	455.5	455.0	454.8	453.3	456.4	455.1	454.5	448.0	439.2
Other full-service and limited-function wholesalers	-------	964.7	963.6	953.8	953.4	942.7	946.2	938.6	943.3	943.5	966.0	954.2	951.3	926.3	883.2
Wholesale distributors, other	-------	1,272.5	1,273.6	1,267.0	1,261.6	1,259.3	1,263.1	1,260.8	1,260.8	1,260.7	1,272.0	1,271.8	1,263.0	1,250.7	1,261.4
Retail trade	8,564	8,505	8,439	8,453	8,508	8,432	8,500	8,214	8,215	8,311	9,190	8,582	8,430	8,315	8,128
General merchandise stores	1,545.8	1,503.1	1,452.5	1,433.1	1,462.5	1,465.6	1,511.0	1,404.3	1,402.3	1,464.9	2,025.0	1,628.3	1,520.8	1,483.5	1,433.8
Department stores and general mail-order houses	-------	953.1	922.9	917.2	934.2	932.1	944.8	892.1	898.3	942.7	1,294.3	1,053.8	976.7	953.4	925.1
Other general merchandise stores	-------	550.0	529.6	515.9	528.3	533.5	566.2	512.2	504.0	522.2	730.7	574.5	544.1	530.1	508.7
Food and liquor stores	1,651.8	1,637.5	1,640.9	1,659.9	1,655.6	1,648.7	1,649.0	1,633.6	1,634.8	1,629.7	1,663.3	1,645.6	1,627.0	1,613.6	1,598.8
Grocery, meat, and vegetable markets	-------	1,195.3	1,190.3	1,204.8	1,203.7	1,200.7	1,199.8	1,200.1	1,197.0	1,198.2	1,218.4	1,209.3	1,191.1	1,175.3	1,149.4
Dairy product stores and dealers	-------	220.6	228.4	229.6	226.8	222.8	220.2	214.9	214.5	214.9	217.1	217.2	218.3	222.7	227.4
Other food and liquor stores	-------	221.6	222.2	225.5	225.1	225.2	229.0	218.6	223.3	216.6	227.8	219.1	217.6	215.6	222.0
Automotive and accessories dealers	814.1	814.5	819.9	824.5	827.4	819.0	815.0	801.2	801.1	799.7	814.8	803.8	802.2	791.0	764.5
Apparel and accessories stores	635.1	620.7	585.6	597.8	628.3	626.7	679.6	584.4	584.4	609.1	744.0	634.3	621.2	606.0	592.1
Other retail trade	3,917.2	3,929.5	3,940.2	3,937.5	3,933.9	3,872.2	3,845.5	3,790.8	3,792.1	3,807.3	3,943.0	3,869.5	3,858.8	3,820.4	3,738.4
Furniture and appliance stores	-------	399.6	396.8	398.1	397.0	399.0	397.4	395.1	396.7	397.3	417.0	405.1	398.5	393.8	390.2
Drug stores	-------	405.2	400.1	398.6	398.6	392.0	396.4	384.2	383.3	390.6	418.4	389.8	385.4	378.2	355.8
Finance, insurance, and real estate	2,501	2,516	2,536	2,530	2,496	2,469	2,463	2,444	2,439	2,429	2,438	2,438	2,441	2,425	2,374
Banks and trust companies	-------	680.6	686.8	682.9	671.2	662.9	663.2	661.9	657.5	652.2	653.2	650.4	647.5	638.4	615.3
Security dealers and exchanges	-------	102.2	103.4	102.9	100.4	99.9	99.9	99.7	99.2	97.9	97.7	96.9	96.8	94.5	84.6
Insurance carriers and agents	-------	947.3	952.8	946.8	930.8	922.3	922.5	919.9	917.3	910.3	913.6	910.8	908.4	904.0	895.0
Other finance agencies and real estate	-------	786.1	793.4	797.1	793.6	783.5	777.4	762.9	764.9	768.5	773.7	779.4	788.7	787.8	779.5
Service and miscellaneous	6,704	6,702	6,685	6,715	6,745	6,717	6,644	6,511	6,484	6,474	6,547	6,593	6,614	6,525	6,395
Hotels and lodging places	-------	506.4	590.8	591.7	524.5	497.1	479.3	458.6	459.6	452.7	463.4	470.4	476.1	505.4	511.3
Personal services:															
Laundries	-------	307.1	310.3	315.6	314.6	311.5	308.4	304.6	305.7	307.2	309.0	310.6	312.2	310.9	312.7
Cleaning and dyeing plants	-------	174.4	170.9	175.5	181.3	179.4	177.4	169.3	170.0	171.9	173.4	174.7	174.4	170.6	167.4
Motion pictures	-------	193.5	195.4	192.1	190.7	190.3	189.7	175.3	178.0	178.9	179.8	185.6	190.0	187.0	189.8
Government	8,610	8,445	8,140	8,145	8,409	8,449	8,553	8,536	8,343	8,288	8,635	8,331	8,274	8,127	7,893
Federal [3]	2,179	2,185	2,206	2,205	2,204	2,212	2,334	2,331	2,153	2,151	2,492	2,192	2,168	2,197	2,191
Executive	-------	2,157.6	2,178.0	2,177.3	2,176.6	2,184.6	2,306.8	2,303.6	2,125.3	2,123.6	2,464.5	2,164.7	2,140.9	2,169.4	2,164.2
Department of Defense	-------	910.8	919.2	919.1	922.8	917.1	916.5	919.0	920.2	921.3	924.6	928.3	931.4	941.3	960.3
Post Office Department	-------	565.9	566.5	564.8	560.0	553.3	553.0	551.8	553.0	553.6	863.4	557.5	551.2	572.9	562.8
Other agencies	-------	680.9	692.3	693.4	693.8	714.2	837.3	832.8	652.1	648.7	676.5	678.9	658.3	655.2	641.1
Legislative	-------	22.5	22.8	22.8	22.8	22.5	22.5	22.5	22.4	22.5	22.5	22.5	22.6	22.5	22.1
Judicial	-------	4.9	4.9	4.9	4.9	4.9	4.9	4.9	4.9	4.8	4.8	4.8	4.8	4.8	4.7
State and local [4]	6,431	6,260	5,934	5,940	6,205	6,237	6,219	6,205	6,190	6,137	6,143	6,139	6,106	5,930	5,702
State	-------	1,571.8	1,530.3	1,539.2	1,575.2	1,578.8	1,572.8	1,564.1	1,559.8	1,550.2	1,555.4	1,555.6	1,550.6	1,524.3	1,470.8
Local	-------	4,688.2	4,403.9	4,400.6	4,629.9	4,658.0	4,646.4	4,641.1	4,630.1	4,586.3	4,587.6	4,582.9	4,555.8	4,405.7	4,231.1
Education	-------	2,893.5	2,525.8	2,538.8	2,851.3	2,978.5	2,987.4	2,992.0	2,990.9	2,947.3	2,948.7	2,945.0	2,906.4	2,721.5	2,563.7
Other	-------	3,366.5	3,408.4	3,401.0	3,353.8	3,258.3	3,231.8	3,213.2	3,199.0	3,189.2	3,194.3	3,193.5	3,200.0	3,208.5	3,138.2

[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 1 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 relate to civilian employees who worked on, or received pay for, the last day of the month.

[4] State and local government data exclude, as nominal employees, elected officials of small local units and paid volunteer firemen.

SOURCE: U.S. Department of Labor, Bureau of Labor Statistics for all series except those for the Federal Government, which is prepared by the U.S. Civil Service Commission, and that for Class I railroads, which is prepared by the U.S. Interstate Commerce Commission.

TABLE A–3. Production or nonsupervisory workers in nonagricultural establishments, by industry [1]

[In thousands]

Industry	1960										1959			Annual average	
	Oct.[2]	Sept.[2]	Aug.	July	June	May	Apr.	Mar.	Feb.	Jan.	Dec.	Nov.	Oct.	1959	1958
Mining	-------	516	525	507	534	532	533	524	527	518	527	519	481	532	572
Metal	-------	77.8	78.4	78.4	80.4	80.0	79.3	77.6	73.4	60.5	57.2	54.9	33.7	65.1	76.5
Iron	-------	28.6	29.6	29.4	30.5	30.5	29.5	28.8	28.6	28.4	28.2	25.9	5.3	22.7	26.1
Copper	-------	26.2	25.8	25.3	26.0	25.6	25.7	24.8	21.1	8.5	5.6	5.5	6.1	18.0	23.4
Lead and zinc	-------	8.2	8.2	8.9	9.1	9.7	10.1	10.2	10.1	10.1	9.9	9.8	9.3	10.0	10.5
Anthracite	-------	10.4	9.7	9.0	10.0	10.5	11.5	12.4	13.9	13.9	14.1	14.3	14.3	14.6	18.5
Bituminous coal	-------	130.1	136.0	119.1	144.3	147.7	149.5	152.0	154.1	154.4	155.1	144.9	128.5	149.2	173.8
Crude-petroleum and natural-gas production	-------	199.5	202.6	202.3	202.9	198.3	199.5	197.7	199.8	202.7	208.3	209.6	209.4	210.2	211.1
Petroleum and natural-gas production (except contract services)	-------	101.7	103.1	103.9	103.2	101.2	101.8	102.5	103.3	103.9	104.6	104.8	105.2	106.1	112.9
Nonmetallic mining and quarrying	-------	97.8	98.3	97,8	96.4	95.9	93.1	83.9	85.3	86.1	92.6	95.3	95.3	92.5	91.9
Contract construction	-------	2,646	2,705	2,669	2,558	2,420	2,190	1,914	1,989	2,047	2,289	2,445	2,551	2,372	2,278
Nonbuilding construction	-------	558	576	573	558	513	424	340	353	360	439	507	554	506	497
Highway and street construction	-------	285.8	296.1	292.6	286.7	256.6	196.2	136.3	142.9	145.2	195.2	245.0	283.8	245.4	231.8
Other nonbuilding construction	-------	272.1	279.5	280.1	271.0	256.8	227.4	203.3	210.4	214.9	243.8	261.8	269.9	260.5	265.1
Building construction	-------	2,088	2,129	2,096	2,000	1,907	1,766	1,574	1,636	1,687	1,850	1,938	1,997	1,866	1,781
General contractors	-------	733.1	751.9	752.4	714.7	675.1	609.5	513.4	542.2	564.0	629.0	667.6	703.8	662.4	658.1
Special-trade contractors	-------	1,355.2	1,377.0	1,343.9	1,285.4	1,232.0	1,156.3	1,060.3	1,093.6	1,123.2	1,220.9	1,270.4	1,293.4	1,203.2	1,122.6
Plumbing and heating	-------	267.6	262.5	256.2	253.4	246.7	235.4	224.1	230.3	239.3	251.5	256.3	265.2	252.8	247.0
Painting and decorating	-------	221.0	233.6	229.5	212.7	201.3	176.3	160.3	159.3	163.1	184.6	201.3	207.4	181.7	153.3
Electrical work	-------	161.5	166.0	159.9	149.6	139.4	133.3	128.6	132.0	134.4	138.8	143.0	144.5	138.3	138.2
Other special-trade contractors	-------	705.1	714.9	698.3	669.7	644.6	611.3	547.3	572.0	586.4	646.0	669.8	676.3	630.4	584.1
Manufacturing	12,254	12,395	12,265	12,145	12,332	12,292	12,334	12,435	12,494	12,449	12,466	12,274	12,201	12,237	11,658
Durable goods	6,909	6,947	6,833	6,888	7,056	7,084	7,123	7,205	7,268	7,230	7,173	6,922	6,786	6,955	6,507
Nondurable goods	5,345	5,448	5,432	5,257	5,276	5,208	5,211	5,230	5,226	5,219	5,293	5,352	5,415	5,282	5,151
Durable goods															
Ordnance and accessories	71.5	73.5	72.0	72.3	72.4	73.0	73.8	74.9	74.7	74.3	74.0	72.9	73.4	72.9	68.4
Lumber and wood products (except furniture)	582.9	593.6	606.9	606.1	617.4	592.5	586.6	555.7	560.6	561.4	583.6	599.3	612.0	591.1	556.8
Logging camps and contractors	-------	110.3	110.9	114.6	118.6	101.8	86.1	83.9	85.5	86.5	95.4	99.5	101.2	92.3	80.1
Sawmills and planing mills	-------	284.8	293.1	291.4	296.0	288.8	281.6	275.1	276.7	277.0	286.3	294.5	300.0	291.5	283.6
Millwork, plywood, and prefabricated structural wood products	-------	110.2	112.8	110.9	112.0	111.7	110.9	109.0	110.5	110.3	113.6	116.7	120.8	117.7	106.5
Wooden containers	-------	38.7	39.7	39.9	40.8	40.8	39.7	38.2	38.3	38.3	39.1	38.6	39.7	40.2	40.6
Miscellaneous wood products	-------	49.6	50.4	49.3	50.0	49.4	50.3	49.5	49.6	49.3	49.2	50.0	50.3	49.4	46.0
Furniture and fixtures	327.6	328.4	327.2	320.9	326.7	324.3	327.2	326.9	327.6	327.4	327.8	327.2	328.6	321.2	297.3
Household furniture	-------	241.8	241.2	235.6	240.4	240.3	242.7	242.9	244.0	244.0	245.9	246.6	247.2	240.8	220.1
Office, public building, and professional furniture	-------	39.5	39.0	38.4	38.8	37.6	38.0	37.7	37.2	36.8	36.7	36.6	37.5	35.9	34.2
Partitions, shelving, lockers, and fixtures	-------	27.9	28.3	28.1	28.1	26.8	27.2	26.7	27.0	27.4	27.1	26.7	24.7	25.6	25.6
Screens, blinds, and miscellaneous furniture and fixtures	-------	19.2	18.7	18.8	19.4	19.6	19.3	19.6	19.4	19.2	18.1	17.3	19.2	18.9	17.4
Stone, clay, and glass products	443.9	448.8	451.5	449.9	456.1	451.6	448.2	443.0	445.2	442.6	452.4	457.1	458.2	449.1	417.8
Flat glass	-------	25.9	25.5	25.8	26.2	26.6	27.5	30.2	32.0	32.2	32.3	32.1	32.6	28.7	23.5
Glass and glassware, pressed or blown	-------	92.2	90.8	90.0	93.2	90.5	89.3	88.9	87.5	84.7	85.9	87.2	83.0	84.7	80.5
Glass products made of purchased glass	-------	14.0	13.8	13.4	13.6	13.7	13.7	14.1	14.5	14.5	14.8	15.3	15.6	15.0	13.3
Cement, hydraulic	-------	34.3	35.2	35.3	35.3	34.5	33.7	31.6	31.0	32.5	33.9	34.3	33.7	34.4	34.6
Structural clay products	-------	63.8	65.7	66.1	65.8	65.9	64.5	62.2	62.6	63.1	66.0	67.2	67.5	65.5	63.4
Pottery and related products	-------	40.8	40.4	40.9	42.2	41.7	42.3	42.5	42.4	41.9	42.0	43.0	43.1	41.3	37.6
Concrete, gypsum, and plaster products	-------	92.8	95.8	94.8	95.0	93.2	91.0	86.8	87.7	87.8	91.7	94.0	97.2	94.3	86.9
Cut-stone and stone products	-------	16.2	16.0	15.2	15.8	15.6	15.4	14.9	15.0	14.9	15.3	15.6	15.9	15.6	15.7
Miscellaneous nonmetallic mineral products	-------	68.8	68.3	68.4	69.0	69.9	70.8	71.8	72.5	71.0	70.5	68.4	69.6	69.6	62.3
Primary metal industries	898.6	907.0	909.8	923.8	970.3	992.6	1019.8	1,042.6	1,051.5	1,048.3	1,038.8	975.0	602.3	916.4	891.0
Blast furnaces, steel works, and rolling mills	-------	419.2	430.8	438.7	468.9	495.3	510.6	526.4	531.6	531.6	527.7	493.2	118.8	416.6	436.8
Iron and steel foundries	-------	186.7	179.5	187.1	193.1	188.8	194.0	194.7	198.8	197.7	197.6	183.2	194.2	192.2	167.4
Primary smelting and refining of nonferrous metals	-------	45.0	45.8	46.3	46.6	46.1	47.2	45.4	42.5	40.7	37.4	32.4	32.9	40.0	43.2
Secondary smelting and refining of nonferrous metals	-------	9.1	9.0	8.6	8.6	8.9	9.1	9.3	9.3	9.4	9.2	8.8	8.8	9.1	8.2
Rolling, drawing, and alloying of nonferrous metals	-------	83.9	83.7	82.7	85.2	84.2	85.6	87.0	87.4	88.1	89.1	89.1	89.9	89.2	80.6
Nonferrous foundries	-------	48.9	48.6	47.6	50.3	49.6	51.2	53.7	55.2	55.4	55.2	54.3	55.7	53.3	46.4
Miscellaneous primary metal industries	-------	114.2	112.4	112.8	117.6	119.7	122.1	126.1	126.7	125.4	122.6	114.0	102.0	116.0	108.4
Fabricated metal products (except ordnance, machinery, and transportation equipment)	833.9	833.4	819.4	817.3	840.1	836.5	836.8	853.8	863.3	856.6	840.9	799.9	811.8	831.6	795.8
Tin cans and other tinware	-------	53.1	55.8	55.4	55.6	54.3	51.7	51.3	50.3	50.8	49.1	48.2	49.1	51.9	50.6
Cutlery, handtools, and hardware	-------	103.1	100.1	98.6	103.8	104.4	105.4	109.1	111.7	111.9	110.2	95.0	101.9	106.2	100.1
Heating apparatus (except electric) and plumbers' supplies	-------	85.7	85.9	86.4	87.8	88.1	88.5	88.5	89.5	89.0	86.8	89.2	93.1	89.5	83.3
Fabricated structural metal products	-------	211.0	213.4	210.1	208.1	204.4	199.7	200.6	200.7	199.5	199.3	192.8	181.4	203.4	220.0
Metal stamping, coating, and engraving	-------	192.6	180.2	182.4	192.8	192.9	193.7	201.9	207.1	202.4	196.2	179.5	193.9	187.8	169.4
Lighting fixtures	-------	38.6	36.4	36.0	37.9	37.0	38.6	39.5	39.8	39.4	39.0	38.8	40.5	38.5	34.2
Fabricated wire products	-------	44.0	43.4	43.1	45.2	45.9	46.6	48.4	49.2	48.7	47.7	45.8	43.4	45.4	41.7
Miscellaneous fabricated metal products	-------	105.3	104.2	05.3	108.9	109.5	112.6	114.5	115.0	114.9	112.6	110.6	108.5	108.9	96.5

See footnotes at end of table.

TABLE A–3. Production or nonsupervisory workers in nonagricultural establishments, by industry [1]—Continued

[In thousands]

Industry	1960										1959			Annual average	
	Oct.[2]	Sept.[2]	Aug.	July	June	May	Apr.	Mar.	Feb.	Jan.	Dec.	Nov.	Oct.	1959	1958
Manufacturing—Continued															
Durable goods—Continued															
Machinery (except electrical)	1,088.8	1,104.7	1,111.6	1,130.4	1,154.1	1,159.3	1,176.4	1,186.1	1,191.0	1,178.8	1,166.0	1,135.9	1,146.8	1,134.1	1,039.3
Engine and turbines		61.6	61.0	61.3	62.9	64.5	65.8	68.2	68.4	69.5	68.3	66.0	67.1	65.9	60.7
Agricultural machinery and tractors		93.0	97.1	98.7	101.5	101.7	105.5	110.9	112.3	110.1	106.5	94.5	103.9	112.4	94.7
Construction and mining machinery		81.0	83.1	85.5	87.4	89.9	91.4	91.9	91.4	89.9	88.7	84.7	85.6	89.6	82.4
Metalworking machinery		181.6	181.9	190.2	195.6	195.7	196.4	195.1	192.1	190.7	189.7	186.7	184.0	175.6	162.1
Special-industry machinery (except metalworking machinery)		122.6	122.7	122.4	124.2	123.5	123.1	122.6	122.3	121.4	120.7	120.2	118.2	114.9	108.5
General industrial machinery		142.9	143.5	143.7	146.5	146.5	147.5	149.0	149.8	146.4	146.2	146.0	146.6	141.9	138.1
Office and store machines and devices		91.9	92.2	92.6	92.9	92.3	92.9	92.4	92.1	92.6	92.7	92.0	91.6	89.7	84.0
Service-industry and household machines		128.9	129.7	136.5	143.0	146.9	148.4	146.0	149.2	145.4	140.9	136.3	138.4	138.1	123.2
Miscellaneous machinery parts		201.2	200.4	199.5	200.1	198.3	205.4	210.0	213.4	212.8	212.3	209.5	211.4	206.0	185.6
Electrical machinery	861.0	876.4	861.4	849.6	858.7	855.1	860.4	878.7	890.0	892.1	891.9	881.6	893.3	839.7	750.1
Electrical generating, transmission, distribution, and industrial apparatus		278.5	276.7	276.0	277.6	279.3	283.1	287.2	289.0	287.8	284.7	275.4	281.6	273.7	247.8
Electrical appliances		30.1	28.6	28.7	29.4	29.1	29.5	30.4	30.0	29.8	29.8	29.9	30.6	28.2	25.4
Insulated wire and cable		21.2	21.0	20.4	21.8	22.0	21.8	22.2	22.5	22.9	22.7	22.2	22.2	21.6	19.3
Electrical equipment for vehicles		55.5	51.3	52.9	54.6	54.3	56.0	59.0	60.9	60.3	58.5	54.9	57.9	54.4	47.0
Electric lamps		24.7	24.9	24.5	25.4	25.8	25.9	25.9	25.9	25.9	25.8	25.6	25.5	23.9	22.5
Communication equipment		430.2	422.8	410.8	413.7	408.8	408.8	418.7	426.3	429.5	433.2	435.8	437.2	401.6	355.4
Miscellaneous electrical products		36.2	36.1	36.3	36.2	35.8	35.3	35.3	35.4	35.9	37.2	37.8	38.3	36.3	32.7
Transportation equipment	1,157.7	1,135.9	1,036.2	1,104.8	1,127.2	1,173.6	1,187.1	1,221.2	1,244.8	1,238.7	1,172.1	1,026.0	1,207.8	1,189.5	1,124.0
Motor vehicles and equipment		597.4	508.7	573.9	614.9	615.8	622.9	651.9	675.2	657.7	592.7	439.0	622.5	574.2	480.0
Aircraft and parts		368.0	364.7	358.4	347.5	388.0	398.1	407.1	411.7	416.1	422.1	428.8	435.2	451.1	479.3
Aircraft		212.5	212.4	212.2	214.2	223.5	229.1	233.5	237.5	240.8	243.7	249.4	254.0	268.1	291.5
Aircraft engines and parts		77.7	74.5	69.8	58.4	82.4	83.3	83.9	83.2	83.2	84.9	85.6	85.8	86.5	89.9
Aircraft propellers and parts		6.7	6.6	5.9	2.7	8.5	8.5	8.6	8.4	8.5	8.4	8.3	8.7	9.1	12.2
Other aircraft parts and equipment		71.1	71.2	70.5	72.2	73.6	77.2	81.1	82.6	83.6	85.1	85.5	86.7	87.4	85.7
Ship and boat building and repairing		118.8	117.8	119.4	111.1	114.7	113.1	109.8	108.7	120.8	116.3	117.5	107.0	118.8	121.4
Shipbuilding and repairing		102.9	102.4	103.2	91.4	93.0	90.9	88.1	87.4	100.2	96.2	98.1	88.6	99.9	105.1
Boatbuilding and repairing		15.9	15.4	16.2	19.7	21.7	22.2	21.7	21.3	20.6	20.1	19.4	18.4	18.9	16.3
Railroad equipment		43.1	36.4	44.8	45.6	46.7	44.7	44.0	41.5	37.2	33.3	32.2	34.0	37.1	36.1
Other transportation equipment		8.6	8.6	8.3	8.1	8.4	8.3	8.4	7.7	6.9	7.7	8.5	9.1	8.3	7.2
Instruments and related products	226.3	228.0	226.1	223.4	227.5	227.7	229.8	230.5	231.3	230.5	232.2	231.9	231.0	222.3	205.3
Laboratory, scientific and engineering instrument		36.8	35.9	35.8	35.7	35.8	36.0	36.0	36.1	36.2	37.4	37.2	36.9	35.1	31.8
Mechanical measuring and controlling instruments		63.9	64.7	64.4	66.2	66.4	66.8	66.9	67.3	65.9	65.0	64.4	65.8	62.4	55.8
Optical instruments and lenses		12.4	12.5	12.3	12.7	12.7	12.7	12.5	12.1	12.1	11.5	12.0	11.6	10.7	9.4
Surgical, medical, and dental instruments		29.8	30.1	30.1	30.4	30.2	30.4	30.2	30.1	29.7	30.0	29.5	29.0	28.7	27.3
Ophthalmic goods		20.4	21.0	21.1	21.3	21.5	21.7	21.9	22.1	22.3	22.4	22.3	22.0	20.6	18.4
Photographic apparatus		41.6	39.7	39.1	38.7	38.7	38.7	38.8	39.0	39.6	40.5	40.5	39.8	39.3	39.7
Watches and clocks		23.1	22.2	20.6	22.5	22.4	23.5	24.2	24.6	24.7	25.4	26.0	26.8	25.5	22.9
Miscellaneous manufacturing industries	416.5	417.1	410.4	389.1	405.2	397.3	395.1	391.9	387.5	379.1	393.0	414.8	420.0	386.6	361.0
Jewelry, silverware, and plated ware		38.1	37.4	35.3	36.5	36.3	36.5	37.1	36.7	36.6	37.8	38.2	38.1	36.1	34.5
Musical instruments and parts		15.9	15.7	14.6	15.2	15.3	15.7	16.0	16.2	16.3	16.7	16.7	16.7	15.0	13.6
Toys and sporting goods		87.6	85.8	80.0	83.5	78.5	73.4	67.2	62.7	59.0	64.6	80.7	85.9	70.7	67.5
Pens, pencils, other office supplies		24.8	24.5	24.0	23.8	23.6	23.4	23.2	23.1	22.4	22.9	24.1	24.3	22.8	22.3
Costume jewelry, buttons, notions		48.9	49.0	45.9	47.8	46.8	47.9	50.0	50.0	48.7	49.4	49.9	50.6	48.8	46.4
Fabricated plastics products		75.2	74.1	71.5	74.8	74.2	74.9	75.0	76.2	75.7	76.3	77.0	77.2	72.9	64.8
Other manufacturing industries		126.6	123.9	117.8	123.6	122.6	123.3	123.4	122.6	120.4	125.3	128.2	127.2	120.3	111.9
Nondurable goods															
Food and kindred products	1,094.9	1,163.1	1,142.3	1,064.1	1,015.4	967.4	959.5	933.7	938.6	954.0	989.5	1,031.8	1,080.1	1,025.3	1,035.3
Meat products		248.3	245.8	243.4	241.8	235.7	232.1	233.8	237.2	240.6	244.8	243.6	233.4	240.6	243.5
Dairy products		65.7	69.0	70.4	70.3	66.7	63.7	60.7	59.6	59.3	60.0	60.8	63.7	65.5	66.7
Canning and preserving		318.0	297.2	219.3	173.1	150.8	152.0	133.6	134.1	136.5	149.6	177.9	225.9	189.2	186.6
Grain-mill products		76.0	77.5	78.3	76.6	75.0	74.4	73.9	74.1	74.7	75.2	74.8	77.7	77.9	79.5
Bakery products		163.6	162.9	165.0	164.4	160.9	161.7	160.8	160.9	160.6	162.7	165.7	165.7	162.1	164.9
Sugar		22.2	20.6	21.3	20.4	19.8	20.8	19.3	20.3	29.4	35.3	39.0	36.8	25.3	25.9
Confectionery and related products		62.4	58.9	52.6	55.3	54.8	55.4	57.2	57.8	58.4	62.9	64.0	64.6	59.4	61.6
Beverages		113.5	115.9	117.8	117.9	112.2	108.9	104.9	103.2	104.1	108.8	113.4	117.6	111.8	112.4
Miscellaneous food products		93.4	94.5	96.0	95.6	91.5	90.5	89.5	91.4	90.4	90.2	92.6	94.7	93.5	94.2
Tobacco manufactures	90.3	97.1	81.2	68.7	67.9	68.3	69.1	71.2	76.4	78.2	80.9	82.2	92.8	78.9	80.1
Cigarettes		33.3	33.5	33.4	33.1	32.5	32.6	32.1	32.4	32.5	32.5	32.8	32.5	32.2	31.5
Cigars		23.8	23.6	22.7	23.8	23.7	24.0	24.1	24.8	23.8	25.5	25.7	25.8	25.4	27.4
Tobacco and snuff		5.0	5.2	5.2	5.2	5.2	2.5	5.3	5.4	5.3	5.3	5.4	5.4	5.5	5.4
Tobacco stemming and redrying		35.0	18.9	7.4	5.8	6.9	7.3	9.7	13.8	16.6	17.6	18.3	29.1	15.8	15.8

See footnotes at end of table.

TABLE A–3. Production or nonsupervisory workers in nonagricultural establishments, by industry [1]—Continued

[In thousands]

Industry	1960										1959			Annual average	
	Oct.[2]	Sept.[2]	Aug.	July	June	May	Apr.	Mar.	Feb.	Jan.	Dec.	Nov.	Oct.	1959	1958
Manufacturing—Continued															
Nondurable goods—Continued															
Textile-mill products	840.8	849.5	858.6	847.8	866.7	862.9	861.4	863.0	859.5	859.7	867.4	875.6	885.3	873.9	850.8
Scouring and combing plants		4.7	4.9	4.9	5.0	4.9	4.8	4.8	5.1	5.1	4.9	4.8	5.1	5.0	4.7
Yarn and thread mills		94.5	96.0	94.9	97.7	97.6	97.7	98.0	98.3	99.0	99.8	100.4	101.9	101.5	99.7
Broad-woven fabric mills		356.1	359.7	360.4	364.7	364.7	366.9	368.5	366.8	368.0	369.9	370.2	371.5	370.5	372.4
Narrow fabrics and smallwares		25.4	25.7	25.1	25.9	25.6	25.8	26.1	26.0	26.1	25.8	25.8	25.9	25.9	23.9
Knitting mills		202.7	205.7	196.6	204.6	200.7	196.7	195.0	191.2	189.7	195.7	203.6	207.5	199.7	186.8
Dyeing and finishing textiles		75.5	76.8	76.7	77.7	77.7	77.8	76.6	77.3	77.4	77.1	77.3	77.5	76.6	73.7
Carpets, rugs, other floor coverings		36.4	36.3	35.9	36.4	37.2	38.0	38.4	39.0	38.8	38.6	38.5	39.1	38.9	36.7
Hats (except cloth and millinery)		8.2	8.5	8.6	8.9	8.9	8.3	8.9	8.6	9.1	9.2	8.9	8.4	8.9	9.0
Miscellaneous textile goods		46.0	45.0	44.7	45.8	45.6	45.4	46.7	47.2	46.5	46.4	46.1	48.4	46.9	43.9
Apparel and other finished textile products	1,080.9	1,095.5	1,017.3	1,059.7	1,085.3	1,079.1	1,082.4	1,118.2	1,111.1	1,090.8	1,102.5	1,107.0	1,100.0	1,080.0	1,027.0
Men's and boys' suits and coats		104.3	104.7	97.8	104.7	103.5	102.3	103.1	102.5	102.2	102.4	102.6	101.7	99.5	95.0
Men's and boys' furnishings and work clothing		324.7	327.6	318.0	326.0	322.9	318.8	320.9	319.2	316.2	318.4	321.1	320.4	308.5	283.9
Women's outerwear		299.4	309.1	294.3	293.9	293.0	300.9	322.6	319.8	311.1	313.8	311.3	299.5	308.0	302.7
Women's, children's undergarments		105.3	105.6	100.5	105.2	105.5	107.5	108.9	108.6	106.8	108.7	111.1	111.1	106.2	101.9
Millinery		16.9	17.5	14.7	11.3	13.0	15.9	20.7	20.1	17.1	16.2	15.0	16.4	16.3	15.7
Children's outerwear		64.7	66.2	67.1	67.9	65.5	61.9	66.1	66.2	65.7	64.5	64.8	64.3	66.3	65.1
Fur goods		6.3	6.0	5.7	5.6	5.2	4.9	4.8	5.0	5.0	6.8	7.3	7.7	7.1	8.2
Miscellaneous apparel and accessories		55.0	55.3	51.2	55.7	53.8	54.4	54.1	53.3	51.9	54.8	56.8	57.9	54.4	50.9
Other fabricated textile products		118.9	115.3	110.4	115.0	116.7	115.8	117.0	116.4	114.8	116.9	117.0	121.0	113.7	103.6
Paper and allied products	449.6	451.7	451.3	444.5	451.8	449.2	448.3	446.4	445.8	447.2	450.5	452.3	453.6	448.6	439.3
Pulp, paper, and paperboard mills		225.2	226.4	222.2	225.7	222.8	222.5	221.5	221.6	223.3	222.2	222.2	222.1	223.1	220.7
Paperboard containers and boxes		123.6	122.1	119.8	122.0	121.5	121.3	121.8	121.7	121.4	125.2	127.1	127.4	122.9	119.6
Other paper and allied products		102.9	102.8	102.5	104.1	104.9	104.5	103.1	102.5	102.5	103.1	103.0	104.1	102.6	99.0
Printing, publishing, and allied industries	582.0	579.7	572.7	568.3	571.9	566.8	567.5	567.6	565.1	562.4	570.6	570.2	569.8	557.5	545.4
Newspapers		164.9	164.2	163.7	165.0	164.0	162.9	162.6	161.5	161.5	165.8	163.6	164.1	161.0	157.2
Periodicals		28.7	27.5	26.6	26.8	27.0	27.7	27.6	27.4	27.4	27.2	27.5	27.6	26.6	25.5
Books		40.2	38.7	38.0	37.5	37.4	37.6	37.2	37.0	36.6	36.4	36.3	36.3	35.5	33.7
Commercial printing		187.2	184.8	183.9	184.5	182.5	184.6	185.4	184.4	185.0	185.4	184.4	183.8	180.2	177.5
Lithographing		52.7	52.1	51.8	52.0	51.8	52.1	51.5	50.7	48.9	50.3	51.5	51.1	50.1	49.7
Greeting cards		16.6	16.4	16.0	16.6	14.6	14.5	14.0	13.7	13.5	15.4	16.7	16.1	15.0	14.2
Bookbinding and related industries		37.7	38.0	37.5	38.0	37.7	37.6	37.6	37.2	36.4	36.8	36.7	37.5	36.3	35.0
Miscellaneous publishing and printing services		51.7	51.0	50.8	51.5	51.8	50.5	51.7	53.2	53.1	53.3	53.5	53.3	52.8	52.6
Chemicals and allied products	541.6	540.4	537.6	536.9	540.4	546.7	551.0	540.5	537.3	535.9	537.1	539.0	540.0	530.9	512.2
Industrial inorganic chemicals		69.5	69.9	69.5	69.5	69.2	69.3	68.7	68.8	69.1	69.6	69.7	69.2	68.4	67.3
Industrial organic chemicals		209.7	210.3	211.3	211.1	210.0	208.9	208.7	207.7	208.0	206.8	206.9	206.7	203.3	191.8
Drugs and medicines		57.5	57.9	58.3	57.5	56.6	56.7	57.3	57.0	57.6	57.3	56.9	56.9	57.1	57.6
Soap, cleaning and polishing preparations		32.4	32.2	31.7	31.3	30.8	30.8	30.7	30.4	30.2	30.2	30.1	30.4	30.3	30.1
Paints, pigments, and fillers		46.1	46.9	46.7	46.6	46.3	46.1	45.7	45.9	45.3	45.8	45.8	46.6	45.4	43.7
Gum and wood chemicals		6.3	6.4	6.4	6.4	6.4	6.4	6.3	6.5	6.4	6.4	6.3	6.3	6.3	6.4
Fertilizers		23.7	21.6	21.6	25.8	34.1	38.7	29.5	27.4	26.3	24.9	24.0	24.7	26.9	26.1
Vegetable and animal oils and fats		26.8	24.1	23.8	23.9	24.9	26.5	26.6	27.4	27.9	29.4	30.4	30.8	27.2	26.1
Miscellaneous chemicals		68.4	68.3	67.6	68.3	68.4	67.6	67.0	66.2	65.1	66.7	68.9	68.4	66.0	63.1
Products of petroleum and coal	148.9	150.5	153.5	153.2	155.6	154.9	154.4	154.2	154.9	154.1	154.5	153.7	150.5	155.4	157.0
Petroleum refining		115.3	116.7	117.0	117.6	116.7	116.3	116.4	117.1	116.4	116.4	114.9	115.5	118.4	121.2
Coke, other petroleum and coal products		35.2	36.8	36.2	38.0	38.2	38.1	37.8	37.8	37.7	38.1	38.8	35.0	37.0	35.8
Rubber products	198.2	198.7	196.1	191.7	197.9	197.6	200.7	207.5	208.6	208.0	208.0	209.1	212.3	199.4	186.0
Tires and inner tubes		75.4	75.7	75.9	76.6	77.0	78.1	78.8	77.4	77.9	78.1	79.0	79.7	74.6	74.7
Rubber footwear		18.4	18.2	17.6	18.2	18.1	18.5	18.9	19.0	19.0	19.4	19.6	19.1	17.9	16.7
Other rubber products		104.9	102.2	98.2	103.1	102.5	104.1	109.8	112.2	111.1	110.5	110.5	113.5	106.9	94.6
Leather and leather products	318.2	321.7	331.0	322.2	323.2	315.2	316.9	328.1	328.8	329.0	331.5	331.0	331.0	331.6	317.7
Leather: tanned, curried, and finished		30.1	30.4	29.9	30.2	29.7	29.8	30.1	30.5	31.3	31.5	31.7	31.9	32.8	33.7
Industrial leather belting and packing		3.6	3.5	3.2	3.2	3.1	3.3	3.7	3.9	3.9	3.8	3.9	4.0	3.8	3.1
Boot and shoe cut stock and findings		16.0	17.2	17.3	17.3	16.6	16.6	17.5	17.9	18.1	17.4	17.4	16.9	17.4	16.2
Footwear (except rubber)		216.1	222.8	218.9	218.9	212.3	213.7	220.6	221.7	223.6	224.0	220.4	219.2	223.7	213.8
Luggage		14.1	15.0	14.1	13.8	13.5	13.3	13.3	12.8	12.6	12.8	13.2	14.0	13.0	12.5
Handbags and small leather goods		28.1	28.0	25.9	26.0	26.0	26.5	29.2	29.1	27.7	28.3	29.5	30.1	27.3	26.1
Gloves and miscellaneous leather goods		13.7	14.1	12.9	13.8	14.0	13.7	13.7	12.9	11.8	13.7	14.9	14.9	13.6	12.3

See footnotes at end of table.

TABLE A–3. Production or nonsupervisory workers in nonagricultural establishments, by industry [1]—Continued

[In thousands]

Industry	1960										1959			Annual average	
	Oct.[2]	Sept.[2]	Aug.	July	June	May	Apr.	Mar.	Feb.	Jan.	Dec.	Nov.	Oct.	1959	1958
Transportation and public utilities:															
Other public utilities		536	540	544	537	529	530	524	530	530	532	533	534	534	537
Gas and electric utilities		514.2	517.9	522.1	515.7	508.0	508.9	503.7	509.4	509.9	511.3	512.8	513.5	513.0	516.4
Electric light and power utilities		221.2	223.2	224.4	221.6	218.2	218.9	219.1	219.3	219.8	220.3	220.8	221.1	221.8	223.2
Gas utilities		136.9	137.2	140.2	139.0	136.9	137.6	137.6	137.8	137.6	137.9	138.2	138.2	138.0	137.5
Electric light and gas utilities combined		156.1	157.5	157.5	155.1	152.9	152.4	147.0	152.3	152.5	153.1	153.8	154.2	153.2	155.7
Local utilities, not elsewhere classified		21.4	21.7	21.7	21.1	20.9	20.9	20.6	20.3	20.2	20.4	20.5	20.7	20.6	20.4
Wholesale and retail trade:															
Wholesale trade		2,699	2,705	2,693	2,687	2,670	2,679	2,671	2,674	2,674	2,721	2,709	2,694	2,651	2,622
Wholesalers, full-service and limited-function		1,627.0	1,632.7	1,625.1	1,621.8	1,606.3	1,612.6	1,604.9	1,607.9	1,608.5	1,643.0	1,633.1	1,623.4	1,588.8	1,536.7
Automotive		122.6	123.5	123.2	122.3	121.0	120.5	120.0	120.1	119.9	121.3	120.9	120.8	117.5	110.0
Groceries, food specialities, beer, wines, and liquors		279.8	279.6	280.4	278.9	277.9	279.8	282.2	281.0	282.9	287.2	287.2	280.1	276.9	272.2
Electrical goods, machinery, hardware, and plumbing equipment		389.4	393.8	394.7	394.0	392.4	392.6	392.2	392.0	391.2	394.8	394.6	394.5	388.1	382.1
Other full-service and limited-function wholesalers		835.2	835.8	826.8	826.6	815.0	819.7	810.5	814.8	814.5	839.7	830.4	828.0	806.3	772.4
Wholesale distributors, other		1,072.1	1,072.2	1,067.7	1,065.4	1,063.7	1,066.7	1,066.0	1,066.5	1,065.8	1,078.1	1,075.9	1,070.8	1,061.8	1,084.9
Retail trade:															
General merchandise stores		1,393.7	1,344.5	1,328.4	1,359.5	1,362.4	1,407.7	1,301.6	1,299.7	1,362.4	1,919.3	1,525.8	1,419.1	1,383.6	1,334.7
Department stores and general mail-order houses		877.8	847.2	842.9	861.3	859.4	872.0	820.7	826.4	871.0	1,219.3	981.1	904.4	882.6	855.9
Other general merchandise stores		515.9	497.3	485.5	498.2	503.0	535.7	480.9	473.3	491.4	700.0	544.7	514.7	501.0	478.8
Food and liquor stores		1,495.2	1,496.0	1,518.4	1,513.4	1,508.6	1,512.6	1,499.9	1,500.3	1,496.4	1,532.9	1,516.0	1,498.1	1,485.3	1,483.2
Grocery, meat, and vegetable markets		1,120.0	1,114.1	1,131.3	1,129.0	1,126.2	1,127.8	1,128.1	1,123.9	1,125.1	1,145.3	1,136.8	1,118.4	1,102.0	1,078.7
Dairy-product stores and dealers		186.4	193.7	194.7	192.4	188.7	185.8	173.0	181.2	181.4	184.7	184.0	184.9	190.1	198.5
Other food and liquor stores		188.8	188.2	192.4	192.0	193.7	199.0	190.2	195.2	189.9	203.5	195.2	194.8	193.2	206.0
Automotive and accessories dealers		716.5	723.1	728.1	729.4	722.5	720.0	705.9	705.1	704.3	720.5	708.8	709.0	699.8	677.2
Apparel and accessories stores		563.7	529.5	542.8	571.7	570.2	623.8	530.1	530.2	556.4	692.0	583.1	569.3	554.7	542.0
Other retail trade (except eating and drinking places)		2,128.0	2,131.6	2,139.7	2,129.0	2,095.4	2,096.5	2,064.5	2,068.7	2,083.8	2,196.9	2,131.1	2,113.9	2,090.3	2,056.7
Furniture and appliance stores		359.3	356.3	357.9	356.9	358.7	358.4	356.7	358.6	359.5	379.0	367.8	361.4	356.5	354.3
Drug stores		383.7	378.1	377.9	378.2	371.6	375.4	363.1	361.8	368.4	393.3	369.1	365.0	357.7	337.0

[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.

TABLE A–4. Unemployment insurance and employment service programs, selected operations [1]

[All items except average benefit amounts are in thousands]

Item	1960									1959			
	Sept.	Aug.	July	June	May	Apr.	Mar.	Feb.	Jan.	Dec.	Nov.	Oct.	Sept.
Employment service: [2]													
New applications for work	811	839	788	1,008	811	762	836	828	875	707	823	762	744
Nonfarm placements	584	556	491	537	534	511	450	412	418	432	465	556	633
State unemployment insurance programs:													
Initial claims [3] [4]	1,206	1,407	1,426	1,197	1,162	1,232	1,387	1,265	1,621	1,645	1,501	1,197	936
Insured unemployment [5] (average weekly volume)	1,598	1,657	1,686	1,588	1,682	1,939	2,209	2,157	2,180	1,841	1,677	1,309	1,203
Rate of insured unemployment [6]	4.0	4.2	4.3	4.0	4.3	4.9	5.7	5.5	5.6	4.8	4.4	3.4	3.1
Weeks of unemployment compensated [7]	6,238	6,435	5,848	6,365	6,570	7,527	9,114	7,893	7,621	7,108	5,398	4,620	4,826
Average weekly benefit amount for total unemployment [8]	$33.54	$32.99	$32.37	$32.33	$32.24	$32.50	$32.39	$32.26	$31.90	$31.91	$32.21	$30.81	$30.49
Total benefits paid	$201,805	$206,276	$183,775	$198,938	$204,883	$237,391	$287,142	$247,835	$235,202	$219,466	$168,344	$136,856	$141,800
Unemployment compensation for ex-servicemen: [9] [4]													
Initial claims [3]	27	32	30	27	22	23	29	27	31	31	28	27	24
Insured unemployment [5] (average weekly volume)	49	52	49	45	45	54	61	61	61	53	48	41	40
Weeks of unemployment compensated	210	223	180	195	197	230	272	247	241	229	175	160	174
Total benefits paid	$6,445	$6,850	$5,470	$5,957	$6,004	$7,032	$8,345	$7,570	$7,427	$6,966	$5,297	$4,825	$5,207
Unemployment compensation for Federal civilian employees: [10] [4]													
Initial claims [3]	12	13	15	12	12	11	12	13	17	14	14	13	12
Insured unemployment [5] (average weekly volume)	28	30	30	29	30	33	38	39	38	33	31	28	27
Weeks of unemployment compensated	120	130	107	128	126	144	173	159	146	144	117	112	117
Total benefits paid	$4,059	$4,418	$3,546	$4,383	$4,205	$4,799	$5,730	$5,265	$4,820	$4,713	$3,815	$3,568	$3,685
Railroad unemployment insurance:													
Applications [11]	99	31	81	6	5	6	59	6	12	15	21	22	32
Insured unemployment (average weekly volume)	107	65	61	39	45	54	63	69	78	105	93	97	94
Number of payments [12]	227	152	97	104	104	133	164	159	184	190	201	223	194
Average amount of benefit payment [13]	$80.90	$78.72	$75.74	$71.08	$72.19	$74.56	$77.35	$79.10	$80.57	$80.82	$80.61	$83.50	$84.31
Total benefits paid [14]	$18,532	$12,139	$7,434	$7,502	$7,909	$10,414	$13,374	$13,754	$16,582	$19,206	$21,693	$25,810	$26,078
All programs: [15]													
Insured unemployment [5]	1,781	1,804	1,826	1,700	1,801	2,078	2,370	2,326	2,359	2,008	1,853	1,479	1,370

[1] Data relate to the United States (including Alaska and Hawaii), except where otherwise indicated.

[2] Includes Guam, Puerto Rico, and the Virgin Islands.

[3] Initial claims are notices filed by workers to indicate they are starting periods of unemployment. Excludes transitional claims.

[4] Includes Puerto Rico and the Virgin Islands.

[5] Number of workers reporting the completion of at least 1 week of unemployment.

[6] The rate is the number of insured unemployed expressed as a percent of the average covered employment in a 12-month period.

[7] Includes data for the Federal civilian employee program through June 1959.

[8] Includes data for the Federal civilian employee program for the period October 1958–June 1959.

[9] Excludes data on claims and payments made jointly with other programs.

[10] Excludes data on claims and payments made jointly with State programs.

[11] 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.

[12] Payments are for unemployment in 14-day registration periods.

[13] The average amount is an average for all compensable periods, not adjusted for recovery of overpayments or settlement of underpayments.

[14] Adjusted for recovery of overpayments and settlement of underpayments.

[15] Represents an unduplicated count of insured unemployment under the State, Ex-servicemen and UCFE programs, the Railroad Unemployment Insurance Act, and the Veterans' Readjustment Assistance Act of 1952 (not presented separately in table), which terminated January 31, 1960.

SOURCE: U.S. Department of Labor, Bureau of Employment Security for all items except railroad unemployment insurance, which is prepared by the U.S. Railroad Retirement Board.

B.—Labor Turnover

TABLE B–1. Labor turnover rates, by major industry group [1]

[Per 100 employees]

Major industry group	1960									1959				Annual average	
	Sept.[2]	Aug.	July	June	May	Apr.	Mar.	Feb.	Jan.	Dec.	Nov.	Oct.	Sept.	1959	1958
Accessions: Total [3]															
Manufacturing	3.5	3.8	2.9	3.9	3.2	2.8	2.7	2.9	3.6	3.8	3.0	3.1	3.9	3.6	3.0
Durable goods	3.8	4.1	2.9	3.8	3.2	2.8	2.7	2.9	3.8	4.7	3.2	3.1	4.1	3.8	3.2
Ordnance and accessories	2.3	2.7	2.2	3.2	2.1	1.9	2.1	2.2	2.4	2.2	2.8	2.7	2.9	2.8	2.8
Lumber and wood products	3.9	4.4	4.2	8.3	6.9	5.6	3.7	3.5	3.6	2.4	3.1	3.6	4.5	4.7	4.1
Furniture and fixtures	3.5	5.3	3.5	4.0	4.0	3.5	3.3	3.3	3.9	2.9	3.0	3.8	4.8	4.0	3.4
Stone, clay, and glass products	2.9	3.2	2.6	3.3	2.8	2.8	2.3	2.5	2.6	1.9	2.8	2.5	2.7	3.1	2.9
Primary metal industries	2.8	3.0	2.3	2.4	1.8	1.6	1.7	2.2	2.7	2.7	2.2	2.2	2.8	2.9	2.8
Fabricated metal products	3.7	5.5	2.9	3.9	3.9	3.2	3.0	3.6	5.0	6.3	5.8	3.2	4.6	4.4	3.6
Machinery (except electrical)	2.3	2.5	2.3	3.1	2.3	1.9	2.3	2.6	3.3	3.1	2.7	2.4	3.1	3.2	2.5
Electrical machinery	3.2	3.4	2.7	3.8	2.8	2.1	2.5	2.7	3.1	2.9	3.1	3.3	4.6	3.6	2.8
Transportation equipment	7.0	6.3	3.1	3.5	3.3	3.1	3.1	3.3	5.2	11.8	3.3	3.6	4.8	4.5	4.0
Instruments and related products	2.2	2.9	1.6	3.0	2.0	1.8	1.7	2.2	1.9	1.4	2.2	2.5	3.1	2.5	1.8
Miscellaneous manufacturing	5.1	5.6	4.8	5.2	4.9	4.8	5.1	4.2	5.8	2.6	2.8	4.7	6.3	4.8	4.0
Nondurable goods [4]	2.9	3.3	2.9	4.1	3.3	2.8	2.6	2.8	3.1	2.1	2.6	2.9	3.5	3.1	2.7
Food and kindred products	3.9	4.0	3.9	5.4	4.6	4.4	3.1	3.3	3.9	2.7	3.8	3.9	4.5	4.1	3.5
Tobacco manufactures	1.9	2.6	1.5	1.7	2.5	1.3	1.4	1.4	1.4	.6	1.1	1.9	2.5	1.8	1.6
Textile-mill products	2.7	3.5	2.9	3.5	3.3	2.8	3.1	3.0	3.2	2.1	2.5	3.0	3.5	3.2	3.0
Apparel and other finished textile products	3.6	4.2	3.8	4.2	4.0	3.4	3.4	4.0	4.4	2.2	3.1	4.1	5.0	4.2	3.4
Paper and allied products	2.7	2.4	2.4	4.0	2.5	2.2	2.1	2.2	2.3	1.7	1.8	2.2	3.0	2.6	2.1
Chemicals and allied products	1.7	1.8	1.6	3.3	1.7	1.4	1.6	1.7	1.6	1.2	1.3	1.6	1.8	1.8	1.3
Products of petroleum and coal	.8	1.1	.8	1.8	1.2	.7	.8	.6	.6	.4	.5	.7	1.0	1.0	.7
Rubber products	2.9	3.6	1.9	3.1	2.7	1.7	1.5	2.3	2.7	2.0	1.8	2.4	3.2	2.7	2.6
Leather and leather products	3.8	4.2	4.0	6.1	5.1	3.0	3.1	3.3	4.2	3.6	4.7	3.5	4.0	4.1	3.3
Nonmanufacturing:															
Metal mining	2.5	2.7	2.8	4.0	3.6	6.0	3.9	2.4	3.6	2.9	2.1	2.7	1.8	2.7	2.6
Anthracite mining	1.5	2.4	1.5	1.8	1.0	1.1	1.0	.7	1.8	.9	1.8	2.4	2.1	1.6	1.6
Bituminous coal mining	2.3	2.7	1.0	.9	1.0	1.2	.9	1.3	1.7	4.1	8.8	1.5	2.1	2.3	1.2
Accessions: New hires															
Manufacturing	1.8	1.9	1.7	2.3	1.7	1.4	1.5	1.7	1.9	1.3	1.5	2.0	2.6	2.0	1.3
Durable goods	1.7	1.8	1.5	2.1	1.6	1.4	1.4	1.7	1.9	1.3	1.4	2.0	2.6	2.0	1.3
Ordnance and accessories	1.0	1.7	1.6	1.6	1.4	1.2	1.5	1.6	1.5	1.5	2.1	2.1	2.2	1.9	1.7
Lumber and wood products	3.4	3.6	3.8	6.3	5.5	3.7	2.6	2.4	2.3	1.7	2.3	2.9	4.1	3.7	2.7
Furniture and fixtures	2.7	4.4	2.7	2.7	2.6	2.1	2.3	2.2	2.4	1.5	2.0	3.0	4.0	2.8	1.7
Stone, clay, and glass products	1.0	1.4	1.3	2.1	1.5	1.2	1.2	1.3	1.2	.8	1.0	2.0	1.8	1.8	.9
Primary metal industries	.5	.6	.4	.7	.5	.6	.8	1.2	1.4	1.0	.9	1.2	1.6	1.5	.5
Fabricated metal products	1.9	2.0	1.4	2.0	1.7	1.4	1.5	2.0	2.4	1.8	1.4	1.8	2.7	2.1	1.4
Machinery (except electrical)	1.2	1.3	1.1	1.7	1.2	1.1	1.4	1.6	1.8	1.1	1.3	1.6	2.0	1.8	.9
Electrical machinery	1.9	1.8	1.4	2.1	1.3	1.0	1.4	1.7	1.8	1.4	1.8	2.5	3.3	2.2	1.4
Transportation equipment	1.8	1.6	1.1	1.4	1.2	1.1	.9	1.6	2.0	1.5	.9	1.6	1.8	1.5	1.3
Instruments and related products	1.5	1.7	1.2	2.3	1.3	1.4	1.2	1.6	1.3	1.1	1.5	2.0	2.6	1.9	.9
Miscellaneous manufacturing	3.4	4.2	3.2	3.5	2.6	2.3	2.5	2.5	2.8	1.4	1.9	3.5	4.9	3.0	1.9
Nondurable goods [4]	1.9	2.1	1.9	2.7	1.9	1.6	1.5	1.7	1.7	1.2	1.5	2.0	2.5	2.0	1.3
Food and kindred products	2.3	2.3	2.3	3.1	2.2	1.7	1.4	1.5	1.6	1.1	1.9	2.3	2.6	2.0	1.5
Tobacco manufactures	1.3	1.2	.7	1.0	1.3	.6	.5	.7	.7	.3	.7	1.2	1.8	1.1	.8
Textile-mill products	1.6	2.2	1.9	2.4	2.0	1.7	1.7	1.8	1.7	1.2	1.5	2.0	2.6	2.1	1.5
Apparel and other finished textile products	2.7	3.2	2.9	2.9	2.8	2.6	2.6	2.7	2.9	1.5	2.3	3.0	3.9	3.0	1.8
Paper and allied products	1.9	1.7	1.7	3.0	1.8	1.5	1.3	1.5	1.5	1.0	1.3	1.8	2.4	1.9	1.3
Chemicals and allied products	1.3	1.2	1.2	2.6	1.2	1.0	1.1	1.2	1.0	.7	.9	1.3	1.4	1.3	.8
Products of petroleum and coal	.6	.6	.6	1.3	.8	.5	.4	.3	.2	.2	.3	.6	.7	.6	.3
Rubber products	1.3	1.4	.8	1.2	.7	.5	.6	1.3	1.6	.9	1.0	1.7	2.5	1.7	.8
Leather and leather products	2.6	2.8	2.9	4.0	2.6	1.6	1.6	1.7	2.5	1.9	2.0	2.1	2.6	2.6	1.7
Nonmanufacturing:															
Metal mining	1.8	1.2	1.7	2.6	2.2	2.4	1.7	1.1	1.6	1.1	1.1	1.5	1.3	1.4	.7
Anthracite mining	.3	.9	.2	.5	.1	.1	.2	.2	.3	.5	1.2	1.0	.1	.3	.4
Bituminous coal mining	1.0	.5	.4	.5	.5	.4	.3	.5	.4	.3	.5	.6	.5	.4	.3

See footnotes at end of table.

TABLE B–1. Labor turnover rates, by major industry group [1]—Continued

[Per 100 employees]

Major industry group	1960									1959				Annual average	
	Sept.[2]	Aug.	July	June	May	Apr.	Mar.	Feb.	Jan.	Dec.	Nov.	Oct.	Sept.	1959	1958
Separations: Total [3]															
Manufacturing	4.2	4.3	3.6	3.3	3.3	3.6	3.7	3.0	2.9	3.1	4.1	4.7	4.3	3.4	3.6
Durable goods	4.3	4.6	4.0	3.7	3.5	3.9	4.1	3.1	2.8	3.1	4.5	5.3	4.4	3.5	3.9
Ordnance and accessories	3.2	2.2	2.5	2.8	2.2	3.1	2.2	1.7	2.1	1.4	1.7	2.3	3.3	2.3	2.9
Lumber and wood products	6.0	5.7	4.6	4.2	3.9	4.9	5.3	3.4	3.9	4.6	5.1	5.0	5.9	4.6	4.2
Furniture and fixtures	4.6	4.1	3.7	3.3	3.5	4.2	3.6	3.8	3.9	3.1	3.5	4.8	5.5	3.7	3.7
Stone, clay, and glass products	4.5	3.6	3.2	3.5	2.8	3.1	3.6	2.6	2.8	2.9	2.7	3.4	4.5	2.8	3.5
Primary metal industries	4.2	4.5	4.4	4.4	4.4	3.6	3.5	2.2	1.8	2.0	2.5	3.3	3.5	2.3	3.3
Fabricated metal products	4.9	5.0	4.9	4.0	3.4	4.4	5.1	3.9	3.1	3.0	5.6	9.1	4.8	4.3	4.3
Machinery (except electrical)	4.0	3.8	3.0	3.3	3.1	3.2	2.9	2.4	2.2	2.2	3.0	3.7	3.7	2.7	3.3
Electrical machinery	3.7	2.9	2.6	3.1	3.1	3.7	4.0	3.1	3.0	2.7	2.8	3.4	3.7	2.8	3.1
Transportation equipment	3.9	7.4	6.1	4.2	3.8	4.8	5.4	3.9	3.0	3.8	9.5	8.9	5.0	5.2	5.1
Instruments and related products	3.4	2.8	2.2	2.2	2.3	2.1	1.9	2.1	1.8	2.0	2.1	2.9	3.1	2.1	2.4
Miscellaneous manufacturing	4.4	5.0	3.6	4.0	3.9	4.9	4.3	3.9	4.3	7.9	6.6	5.1	5.6	4.7	4.7
Nondurable goods [4]	4.0	3.6	3.0	2.6	2.9	3.1	3.0	2.8	3.0	2.9	3.2	3.5	4.1	3.0	3.0
Food and kindred products	4.4	4.5	3.6	3.1	3.7	3.6	4.1	3.8	4.1	4.1	4.4	4.9	5.3	4.0	3.8
Tobacco manufactures	1.8	2.3	2.1	1.6	1.5	1.7	2.0	1.9	2.7	1.9	1.3	1.7	2.1	1.9	2.1
Textile-mill products	4.4	4.0	3.4	2.8	2.9	3.5	2.9	3.0	3.1	3.3	3.3	4.0	4.1	3.3	3.4
Apparel and other finished textile products	4.3	4.4	4.2	3.0	4.0	4.0	3.6	3.3	4.0	3.3	3.8	4.0	4.8	3.8	3.8
Paper and allied products	4.2	2.9	2.3	2.3	2.3	2.2	2.4	2.3	2.6	2.4	2.6	2.8	4.1	2.6	2.4
Chemical and allied products	2.9	2.0	1.4	1.4	1.3	1.5	1.4	1.2	1.6	1.5	1.6	1.7	2.7	1.6	1.8
Products of petroleum and coal	2.6	1.4	1.6	1.1	.9	1.1	.9	.7	1.0	1.0	1.3	1.1	1.7	1.1	1.3
Rubber products	3.8	3.1	2.3	2.6	2.7	3.8	4.1	2.8	2.4	2.7	3.6	2.7	3.0	2.5	2.7
Leather and leather products	4.7	4.8	3.4	3.3	4.2	4.6	4.8	4.2	3.7	3.3	3.8	5.2	5.2	3.9	3.7
Nonmanufacturing:															
Metal mining	4.1	3.7	3.3	3.2	2.7	2.6	3.1	1.7	2.2	2.2	2.2	1.8	4.3	2.6	3.9
Anthracite mining	2.9	1.8	7.7	3.8	3.1	3.2	1.1	1.3	2.2	.7	2.5	1.3	1.7	2.9	4.3
Bituminous coal mining	3.2	3.3	10.0	3.1	4.0	3.8	1.9	1.3	1.5	1.7	2.1	1.4	1.8	3.6	2.5
Separations: Quits															
Manufacturing	1.8	1.5	1.1	1.1	1.1	1.1	1.0	1.0	1.0	0.9	1.0	1.4	2.2	1.3	0.9
Durable foods	1.6	1.3	1.0	1.0	1.0	1.0	.9	.9	.9	.8	.9	1.3	2.1	1.2	.8
Ordnance and accessories	1.2	1.1	.9	.8	.8	1.0	.8	.8	.9	.7	.7	1.0	1.9	1.1	.8
Lumber and wood products	3.7	3.1	2.4	2.4	2.2	2.3	1.8	1.5	1.4	1.4	1.8	2.4	4.3	2.3	1.7
Furniture and fixtures	2.4	2.3	1.6	1.5	1.7	1.9	1.4	1.4	1.5	1.0	1.3	2.0	2.9	1.7	1.1
Stone, clay, and glass products	1.5	1.1	.8	.8	.8	.7	.7	.7	.7	.5	.7	1.0	1.8	.9	.7
Primary metal industries	.7	.5	.4	.5	.5	.5	.5	.5	.6	.7	.8	.7	1.3	.7	.4
Fabricated metal products	1.7	1.2	.8	.9	1.0	1.0	.9	.9	1.0	.7	.8	1.1	1.9	1.1	.8
Machinery (except electrical)	1.3	.9	.7	.8	.8	.9	.8	.7	.7	.6	.7	.9	1.6	.9	.6
Electrical machinery	1.7	1.2	.9	1.0	1.0	1.0	1.1	1.0	1.1	1.0	1.1	1.4	2.3	1.3	.9
Transportation equipment	1.2	.9	.8	.9	.8	.8	.7	.8	.8	.7	.7	1.0	1.5	1.0	.8
Instruments and related products	1.6	1.2	.8	.9	.8	.9	.8	.9	.8	.7	.8	1.4	2.0	1.0	.7
Miscellaneous manufacturing	2.4	2.4	1.8	1.6	1.5	1.6	1.5	1.4	1.5	1.1	1.5	2.4	3.5	1.8	1.2
Nondurable goods [4]	2.2	1.8	1.4	1.3	1.3	1.3	1.2	1.1	1.2	1.0	1.2	1.5	2.5	1.4	1.0
Food and kindred products	2.0	1.6	1.1	1.1	1.1	1.0	.9	1.0	1.0	.8	1.0	1.4	2.3	1.2	.9
Tobacco manufactures	1.1	1.2	1.2	1.0	.9	.9	.8	.9	1.2	.7	.8	1.2	1.5	1.1	.9
Textile-mill products	2.2	2.1	1.7	1.6	1.6	1.7	1.4	1.3	1.4	1.1	1.4	1.8	2.6	1.6	1.2
Apparel and other finished textile products	3.0	3.2	2.8	2.1	2.6	2.4	2.3	2.2	2.3	1.8	2.2	2.8	3.6	2.5	1.7
Paper and allied products	2.5	1.5	.9	1.0	1.0	.9	.8	.8	.9	.7	.9	1.2	2.7	1.2	.8
Chemicals and allied products	1.7	1.0	.6	.6	.6	.6	.5	.5	.6	.4	.5	.7	1.7	.7	.5
Products of petroleum and coal	1.0	.6	.3	.3	.3	.3	.3	.2	.3	.2	.3	.4	1.0	.4	.3
Rubber products	1.2	.9	.7	.8	.8	.7	.7	.8	.8	.7	.7	1.0	1.6	.9	.6
Leather and leather products	3.0	3.0	2.2	2.2	2.0	1.9	1.6	1.7	1.8	1.4	1.7	2.0	3.0	2.1	1.5
Nonmanufacturing:															
Metal mining	1.9	1.6	1.6	1.2	1.6	1.7	2.1	.9	.9	1.0	.9	1.0	2.2	1.4	1.2
Anthracite mining	.4	.2	.1	.5	.7	.3	.3	.2	[5]	.2	.2	.4	.5	.3	.5
Bituminous coal mining	1.2	.3	.4	.2	.3	.3	.2	.2	.3	.3	.4	.5	.6	.3	.3

See footnotes at end of table.

TABLE B–1. Labor turnover rates, by major industry group [1]—Continued

[Per 100 employees]

Major industry group	1960									1959				Annual average	
	Sept.[2]	Aug.	July	June	May	Apr.	Mar.	Feb.	Jan.	Dec.	Nov.	Oct.	Sept.	1959	1958
	Separations: Layoffs														
Manufacturing	1.8	2.2	2.0	1.7	1.6	2.0	2.2	1.5	1.3	1.7	2.6	2.8	1.5	1.6	2.3
Durable goods	2.0	2.7	2.5	2.1	1.9	2.3	2.6	1.6	1.3	1.8	3.1	3.5	1.6	1.8	2.6
Ordnance and accessories	1.5	.7	1.3	1.5	1.1	1.7	1.0	.5	.7	.4	.7	.8	.6	.7	1.8
Lumber and wood products	1.7	1.9	1.5	1.2	1.1	1.9	2.8	1.5	1.9	2.7	2.7	1.9	1.0	1.7	2.1
Furniture and fixtures	1.4	1.2	1.5	1.2	1.1	1.7	1.7	1.9	1.9	1.6	1.7	2.1	1.8	1.4	2.2
Stone, clay, and glass products	2.5	1.8	1.9	2.2	1.5	1.8	2.4	1.4	1.5	2.1	1.6	1.9	2.1	1.4	2.5
Primary metal industries	3.0	3.5	3.4	3.4	3.4	2.5	2.4	1.2	.8	.9	1.3	2.1	1.6	1.0	2.6
Fabricated metal products	2.7	3.2	3.5	2.5	1.8	2.9	3.7	2.4	1.6	1.8	4.3	7.3	2.2	2.7	3.1
Machinery (except electrical)	2.2	2.4	1.8	1.9	1.8	1.8	1.6	1.1	1.0	1.1	1.9	2.2	1.5	1.2	2.4
Electrical machinery	1.1	1.1	1.1	1.4	1.4	1.9	2.3	1.3	1.1	1.1	1.0	1.3	.6	.9	1.8
Transportation equipment	2.1	5.8	4.7	2.7	2.4	3.4	4.0	2.4	1.7	2.5	8.2	7.3	2.6	3.6	3.8
Instruments and related products	1.4	1.1	1.0	.8	1.0	.8	.7	.8	.7	.9	.9	1.0	.6	.6	1.3
Miscellaneous manufacturing	1.3	1.7	1.2	1.6	1.7	2.7	2.2	1.9	2.2	6.4	4.7	2.0	1.3	2.3	3.1
Nondurable goods [4]	1.3	1.2	1.1	.8	1.1	1.4	1.4	1.2	1.3	1.6	1.6	1.5	1.1	1.2	1.7
Food and kindred products	1.9	2.4	2.0	1.6	2.1	2.1	2.7	2.3	2.6	3.0	3.0	3.0	2.4	2.4	2.5
Tobacco manufactures	.4	.6	.7	.2	.4	.5	.8	.7	1.2	.9	.3	.1	.2	.5	.9
Textile-mill products	1.6	1.4	1.2	.8	.9	1.4	1.0	1.3	1.2	1.7	1.5	1.6	1.0	1.2	1.8
Apparel and other finished textile products	.9	.8	.8	.6	1.0	1.1	.9	.7	1.2	1.1	1.1	.6	.8	.9	1.8
Paper and allied products	1.1	.8	.8	.7	.8	.8	1.0	1.0	1.2	1.2	1.2	1.1	.6	.9	1.3
Chemicals and allied products	.8	.5	.4	.4	.4	.6	.5	.4	.6	.7	.8	.6	.5	.5	1.0
Products of petroleum and coal	1.1	.5	.8	.4	.3	.5	.3	.2	.5	.4	.7	.5	.3	.4	.6
Rubber products	2.0	1.7	1.2	1.3	1.5	2.7	2.9	1.6	1.1	1.7	2.5	1.2	.9	1.1	1.8
Leather and leather products	1.3	1.1	.7	.7	1.6	2.1	2.6	1.7	1.2	1.3	1.4	2.6	1.5	1.2	1.8
Nonmanufacturing:															
Metal mining	1.2	1.0	1.1	.3	.2	.2	.5	.3	.7	.4	.9	.3	1.6	.6	2.2
Anthracite mining	1.3	.6	6.1	1.9	1.6	1.8	.2	.6	.8	[5]	1.8	.3	.3	1.7	3.7
Bituminous coal mining	1.5	2.6	8.7	2.6	3.5	3.1	1.4	.8	.9	1.1	1.5	.7	.8	3.1	2.0

[1] Month-to-month changes in total employment in manufacturing and nonmanufacturing industries as indicated by labor turnover rates are not comparable with the changes shown by the Bureau's employment series for the following reasons:

(1) The labor turnover series measures changes during the calendar month, while the employment series measures changes from midmonth to midmonth;

(2) Industry coverage is not identical, as the printing and publishing industry and some seasonal industries are excluded from turnover;

(3) Turnover rates tend to be understated because small firms are not as prominent in the turnover sample as in the employment sample; and

(4) Reports from plants affected by work stoppages are excluded from the turnover series, but the employment series reflects the influence of such stoppages.

[2] Preliminary.

[3] Beginning with January 1959, transfers between establishments of the same firm are included in total accessions and total separations; therefore, rates for these items are not strictly comparable with prior data. Transfers comprise part of other accessions and other separations, the rates for which are not shown separately.

[4] Excludes the printing, publishing, and allied industries group, and the following industries: Canning and preserving; women's, misses', and children's outerwear; and fertilizer.

[5] Less than 0.05.

C.—Earnings and Hours

TABLE C–1. Gross hours and earnings of production workers,[1] by industry

Industry	1960									1959				Annual average	
	Sept.[2]	Aug.	July	June	May	Apr.	Mar.	Feb.	Jan.	Dec.	Nov.	Oct.	Sept.	1959	1958
	Average weekly earnings														
Mining	$107.47	$108.67	$111.22	$110.83	$110.70	$111.38	$110.98	$108.13	$111.11	$114.51	$109.89	$108.92	$107.45	$107.73	$100.10
Metal	112.98	111.49	111.37	110.27	114.01	113.58	111.30	107.71	113.05	111.41	108.84	99.38	99.29	103.31	96.22
Iron	117.42	113.88	117.67	110.98	120.22	120.80	115.66	115.95	122.40	118.98	119.00	86.34	90.19	107.34	100.27
Copper	115.81	116.24	112.14	115.46	115.54	114.66	114.66	103.94	111.87	110.32	105.64	110.53	99.46	106.17	94.62
Lead and zinc	86.48	88.62	91.66	95.04	94.58	93.71	92.52	92.62	94.71	94.58	93.20	92.39	94.85	90.63	85.93
Anthracite	84.39	94.26	93.50	93.23	82.29	80.88	99.91	76.16	88.09	94.73	93.84	82.80	88.36	84.98	76.01
Bituminous coal	108.56	114.10	121.60	121.69	119.03	122.30	127.26	121.97	127.32	135.38	118.14	123.55	115.81	118.30	102.38
Crude-petroleum and natural-gas production:															
Petroleum and natural-gas production (except contract services)	116.85	112.44	116.16	113.52	116.03	115.18	113.52	112.12	116.72	113.81	117.83	113.12	116.72	114.93	109.75
Nonmetallic mining and quarrying	101.00	102.37	102.60	101.70	98.78	98.55	92.89	91.46	92.38	96.13	95.90	97.90	99.01	95.48	89.63
Contract construction	123.09	124.31	123.61	121.18	119.56	119.19	115.50	113.75	113.72	117.81	113.88	117.66	115.66	114.82	110.47
Nonbuilding construction	125.70	126.90	124.91	121.06	118.03	117.96	116.91	111.16	108.00	113.47	110.87	117.74	112.58	113.24	109.47
Highway and street construction	124.26	124.26	122.36	117.43	111.90	112.36	105.69	101.01	96.75	103.88	104.80	113.03	109.62	108.09	104.14
Other nonbuilding construction	127.84	129.97	127.80	125.15	123.86	123.51	124.26	117.56	115.50	120.87	116.74	123.01	116.35	118.40	114.26
Building construction	122.74	123.68	123.68	121.24	119.91	119.19	115.60	114.22	114.87	119.13	114.14	117.72	116.71	115.28	110.67
General contractors	111.74	113.52	113.77	111.13	110.26	109.50	104.83	104.31	104.88	108.78	103.93	109.85	107.87	106.39	102.53
Special-trade contractors	128.50	128.82	128.83	126.69	124.93	124.57	120.74	119.71	119.72	124.53	120.04	122.38	121.70	120.27	115.28
Plumbing and heating	134.95	135.58	135.20	134.87	132.68	131.98	130.27	128.43	129.83	133.32	129.08	130.79	126.29	128.56	123.23
Painting and decorating	120.38	119.65	120.70	118.62	116.60	115.58	113.91	110.22	111.89	115.87	113.86	115.17	116.47	113.40	107.95
Electrical work	151.71	151.32	150.93	149.38	148.23	147.07	146.69	144.77	146.30	148.19	142.51	144.38	138.75	142.08	135.97
Other special-trade contractors	122.84	124.55	124.21	121.41	119.70	118.99	112.83	112.53	111.54	118.27	113.23	116.49	117.51	113.80	109.31
	Average weekly hours														
Mining	40.1	40.7	41.5	41.2	41.0	41.1	40.8	39.9	40.7	42.1	40.7	41.1	40.7	40.5	39.1
Metal	42.0	41.6	41.4	41.3	42.7	42.7	42.0	40.8	42.5	42.2	41.7	40.4	40.2	40.2	38.8
Iron	41.2	40.1	41.0	38.4	41.6	41.8	40.3	40.4	42.5	41.6	41.9	30.4	31.1	37.4	36.2
Copper	43.7	43.7	42.0	43.9	44.1	44.1	44.1	40.6	43.7	45.4	44.2	45.3	41.1	42.3	39.1
Lead and zinc	37.6	38.7	40.2	41.5	41.3	41.1	40.4	40.8	41.0	41.3	40.7	40.7	41.6	40.1	39.6
Anthracite	30.8	34.4	34.0	33.9	29.6	29.2	36.2	27.2	31.8	34.2	34.0	30.0	31.9	30.9	28.9
Bituminous coal	33.2	35.0	37.3	37.1	36.4	37.4	38.8	37.3	38.7	40.9	35.8	37.9	35.2	36.4	33.9
Crude-petroleum and natural-gas production:															
Petroleum and natural-gas production (except contract services)	41.0	40.3	40.9	40.4	41.0	40.7	40.4	39.9	41.1	40.5	41.2	40.4	41.1	40.9	40.8
Nonmetallic mining and quarrying	44.3	44.9	45.0	45.2	43.9	43.8	41.1	41.2	41.8	43.3	43.2	44.3	44.6	43.8	43.3
Contract construction	37.3	37.9	37.8	37.4	36.9	36.9	35.0	35.0	35.1	36.7	35.7	37.0	36.6	36.8	36.7
Nonbuilding construction	41.9	42.3	42.2	41.6	40.7	41.1	39.1	38.2	37.5	39.4	38.9	40.6	39.5	40.3	40.1
Highway and street construction	43.6	43.6	43.7	42.7	41.6	42.4	39.0	38.7	37.5	39.2	39.4	41.1	40.6	41.1	41.0
Other nonbuilding construction	40.2	41.0	40.7	40.5	39.7	40.1	39.2	37.8	37.5	39.5	38.4	40.2	38.4	39.6	39.4
Building construction	36.1	36.7	36.7	36.3	35.9	35.9	34.2	34.3	34.6	36.1	34.8	36.0	35.8	35.8	35.7
General contractors	35.7	36.5	36.7	36.2	35.8	35.9	33.6	34.2	34.5	35.9	34.3	35.9	35.6	35.7	35.6
Special-trade contractors	36.3	36.7	36.6	36.3	35.9	35.9	34.4	34.4	34.6	36.2	35.1	36.1	35.9	35.9	35.8
Plumbing and heating	37.8	38.3	38.3	38.1	37.8	37.6	36.8	36.8	37.2	38.2	37.2	37.8	36.5	37.7	37.8
Painting and decorating	35.2	35.4	35.5	35.2	34.6	34.4	33.8	32.9	33.4	34.9	34.4	34.9	35.4	35.0	34.6
Electrical work	38.9	38.9	38.7	38.7	38.5	38.3	38.1	37.8	38.4	39.1	37.8	38.5	37.0	38.4	38.3
Other special-trade contractors	35.4	36.1	35.9	35.5	35.0	35.1	32.8	33.0	33.0	35.2	33.9	35.3	35.5	34.8	34.7
	Average hourly earnings														
Mining	$2.68	$2.67	$2.68	$2.69	$2.70	$2.71	$2.72	$2.71	$2.73	$2.72	$2.70	$2.65	$2.64	$2.66	$2.56
Metal	2.69	2.68	2.69	2.67	2.67	2.66	2.65	2.64	2.66	2.64	2.61	2.46	2.47	2.57	2.48
Iron	2.85	2.84	2.87	2.89	2.89	2.89	2.87	2.87	2.88	2.86	2.84	2.84	2.90	2.87	2.77
Copper	2.65	2.66	2.67	2.63	2.62	2.60	2.60	2.56	2.56	2.43	2.39	2.44	2.42	2.51	2.42
Lead and zinc	2.30	2.29	2.28	2.29	2.29	2.28	2.29	2.27	2.31	2.29	2.29	2.27	2.28	2.26	2.17
Anthracite	2.74	2.74	2.75	2.75	2.78	2.77	2.76	2.80	2.77	2.77	2.76	2.76	2.77	2.75	2.63
Bituminous coal	3.27	3.26	3.26	3.28	3.27	3.27	3.28	3.27	3.29	3.31	3.30	3.26	3.29	3.25	3.02
Crude-petroleum and natural-gas production:															
Petroleum and natural-gas production (except contract services)	2.85	2.79	2.84	2.81	2.83	2.83	2.81	2.81	2.84	2.81	2.86	2.80	2.84	2.81	2.69
Nonmetallic mining and quarrying	2.28	2.28	2.28	2.25	2.25	2.25	2.26	2.22	2.21	2.22	2.22	2.21	2.22	2.18	2.07
Contract construction	3.30	3.28	3.27	3.24	3.24	3.23	3.30	3.25	3.24	3.21	3.19	3.18	3.16	3.12	3.01
Nonbuilding construction	3.00	3.00	2.96	2.91	2.90	2.87	2.99	2.91	2.88	2.88	2.85	2.90	2.85	2.81	2.73
Highway and street construction	2.85	2.85	2.80	2.75	2.69	2.65	2.71	2.61	2.58	2.65	2.66	2.75	2.70	2.63	2.54
Other nonbuilding construction	3.18	3.17	3.14	3.09	3.12	3.08	3.17	3.11	3.08	3.06	3.04	3.06	3.03	2.99	2.90
Building construction	3.40	3.37	3.37	3.34	3.34	3.32	3.38	3.33	3.32	3.30	3.28	3.27	3.26	3.22	3.10
General contractors	3.13	3.11	3.10	3.07	3.08	3.05	3.12	3.05	3.04	3.03	3.03	3.06	3.03	2.98	2.88
Special-trade contractors	3.54	3.51	3.52	3.49	3.48	3.47	3.51	3.48	3.46	3.44	3.42	3.39	3.39	3.35	3.22
Plumbing and heating	3.57	3.54	3.53	3.54	3.51	3.51	3.54	3.49	3.49	3.49	3.47	3.46	3.46	3.41	3.26
Painting and decorating	3.42	3.38	3.40	3.37	3.37	3.36	3.37	3.35	3.35	3.32	3.31	3.30	3.29	3.24	3.12
Electrical work	3.90	3.89	3.90	3.86	3.85	3.84	3.85	3.83	3.81	3.79	3.77	3.75	3.75	3.70	3.55
Other special-trade contractors	3.47	3.45	3.46	3.42	3.42	3.39	3.44	3.41	3.38	3.36	3.34	3.30	3.31	3.27	3.15

See footnotes at end of table.

TABLE C–1. Gross hours and earnings of production workers,[1] by industry—Continued

Industry	1960									1959				Annual average	
	Sept.[2]	Aug.	July	June	May	Apr.	Mar.	Feb.	Jan.	Dec.	Nov.	Oct.	Sept.	1959	1958
	Average weekly earnings														
Manufacturing	$90.85	$90.35	$91.14	$91.60	$91.37	$89.60	$90.91	$91.14	$92.29	$92.16	$88.98	$89.06	$89.47	$89.47	$83.50
Durable goods	98.15	97.20	97.76	98.98	98.58	97.36	98.74	98.98	100.86	99.87	95.44	96.52	96.70	97.10	90.06
Nondurable goods	81.51	81.77	82.37	82.16	81.35	79.52	79.93	79.95	80.77	81.19	80.39	79.79	80.79	79.60	75.27
Durable goods															
Ordnance and accessories	108.14	105.60	105.20	107.30	107.79	106.49	108.73	107.68	108.21	109.10	106.97	106.55	105.22	105.06	101.43
Lumber and wood products	82.76	81.97	81.35	83.84	81.40	80.20	77.60	78.01	77.03	80.40	80.60	82.42	82.62	79.79	75.41
Sawmills and planing mills	79.60	80.00	79.00	81.18	78.94	77.95	75.27	75.25	75.83	78.14	78.18	79.37	79.77	77.74	73.23
Millwork, plywood, and prefabricated structual wood products	81.54	84.00	82.89	83.37	84.42	82.97	81.95	81.95	82.58	83.42	83.82	84.86	83.43	84.05	79.38
Wooden containers	58.67	60.74	63.14	62.42	62.47	60.70	59.10	59.25	59.50	60.09	59.35	61.35	62.06	59.79	56.88
Miscellaneous wood products	69.36	68.45	68.61	70.55	69.29	68.04	68.38	66.99	67.32	67.32	67.08	67.40	66.42	66.42	63.52
Furniture and fixtures	75.74	75.89	74.40	74.77	74.19	73.82	72.73	74.56	74.56	77.33	75.21	76.49	75.58	74.44	70.31
Household furniture	71.46	71.23	69.30	69.83	69.65	69.83	67.94	70.35	70.35	73.92	72.21	73.85	72.04	70.93	66.76
Office, public-building, and professional furniture	88.58	89.03	88.40	88.40	87.54	86.88	87.74	86.92	87.97	88.83	82.99	86.11	86.11	85.49	79.79
Partitions, shelving, lockers, and fixtures	93.69	97.27	97.68	96.76	94.60	92.10	93.26	92.80	93.73	96.05	94.66	91.94	93.89	91.66	85.97
Screens, blinds, and miscellaneous furniture and fixtures	76.81	77.76	76.57	77.36	76.76	72.91	74.80	75.22	74.82	75.33	73.23	74.93	71.53	73.93	71.56
	Average weekly hours														
Manufacturing	39.5	39.8	39.8	40.0	39.9	39.3	39.7	39.8	40.3	40.6	39.9	40.3	40.3	40.3	39.2
Durable goods	39.9	40.0	39.9	40.4	40.4	39.9	40.3	40.4	41.0	41.1	40.1	40.9	40.8	40.8	39.5
Nondurable goods	39.0	39.5	39.6	39.5	39.3	38.6	38.8	39.0	39.4	39.8	39.6	39.5	39.8	39.6	38.8
Durable goods															
Ordnance and accessories	40.5	40.0	40.0	40.8	41.3	40.8	41.5	41.1	41.3	41.8	41.3	41.3	41.1	41.2	40.9
Lumber and wood products	39.6	39.6	39.3	40.5	40.1	39.9	38.8	39.4	39.3	40.2	40.1	40.8	40.7	40.5	39.9
Sawmills and planing mills	40.2	40.2	39.9	41.0	40.9	40.6	39.0	39 4	39.7	40.7	40.3	40.7	40.7	40.7	39.8
Millwork, plywood, and prefabricated structural wood products	39.2	40.0	39.1	39.7	40.2	39.7	39.4	39.4	39.7	40.3	40.3	40.8	40.5	41.0	40.5
Wooden containers	38.1	39.7	41.0	40.8	41.1	40.2	39.4	39.5	40.2	40.6	40.1	40.9	40.3	40.4	39.5
Miscellaneous wood products	40.8	40.5	40.6	41.5	41.0	40.5	40.7	40.6	40.8	40.8	40.9	41.1	40.5	41.0	40.2
Furniture and fixtures	40.5	40.8	40.0	40.2	40.1	39.9	39.1	40.3	40.3	41.8	41.1	41.8	41.3	40.9	39.5
Household furniture	40.6	40.7	39.6	39.9	39.8	39.9	38.6	40.2	40.2	42.0	41.5	42.2	41.4	41.0	39.5
Office, public-building, and professional furniture	41.2	41.8	41.5	41.5	41.1	40.6	41.0	41.0	41.3	41.9	39.9	41.4	41.2	41.1	39.5
Partitions, shelving, lockers, and fixtures	39.2	40.7	40.7	41.0	40.6	39.7	40.2	40.0	40.4	41.4	40.8	40.5	41.0.	40.2	38.9
Screens, blinds, and miscellaneous furniture and fixtures	39.8	40.5	40.3	40.5	40.4	39.2	40.0	39.8	39.8	40.5	39.8	40.5	39.3	40.4	40.2
	Average hourly earnings														
Manufacturing	$2.30	$2.27	$2.29	$2.29	$2.29	$2.28	$2.29	$2.29	$2.29	$2.27	$2.23	$2.21	$2.22	$2.22	$2.13
Durable goods	2.46	2.43	2.45	2.45	2.44	2.24	2.45	2.45	2.46	2.43	2.38	2.36	2.37	2.38	2.28
Nondurable goods	2.09	2.07	2.08	2.08	2.07	2.06	2.06	2.05	2.05	2.04	2.03	2.02	2.03	2.01	1.94
Durable goods															
Ordnance and accessories	2.67	2.64	2.63	2.63	2.61	2.61	2.62	2.62	2.62	2.61	2.59	2.58	2.56	2.55	2.48
Lumber and wood products	2.09	2.07	2.07	2.07	2.03	2.01	2.00	1.98	1.96	2.00	2.01	2.02	2.03	1.97	1.89
Sawmills and planing mills	1.98	1.99	1.98	1.98	1.93	1.92	1.93	1.91	1.91	1.92	1.94	1.95	1.96	1.91	1.84
Millwork, plywood, and prefabricated structural wood products	2.08	2.10	2.12	2.10	2.10	2.09	2.08	2.08	2.08	2.07	2.08	2.08	2.06	2.05	1.96
Wooden containers	1.54	1.53	1.54	1.53	1.52	1.51	1.50	1.50	1.48	1.48	1.48	1.50	1.54	1.48	1.44
Miscellaneous wood products	1.70	1.69	1.69	1.70	1.69	1.68	1.68	1.65	1.65	1.65	1.64	1.64	1.64	1.62	1.58
Furniture and fixtures	1.87	1.86	1.86	1.86	1.85	1.85	1.86	1.85	1.85	1.85	1.83	1.83	1.83	1.82	1.78
Household furniture	1.76	1.75	1.75	1.75	1.75	1.75	1.76	1.75	1.75	1.76	1.74	1.75	1.74	1.73	1.69
Office, public-building, and professional furniture	2.15	2.13	2.13	2.13	2.13	2.14	2.14	2.12	2.13	2.12	2.08	2.08	2.09	2.08	2.02
Partitions, shelving, lockers, and fixtures	2.39	2.39	2.40	2.36	2.33	2.32	2.32	2.32	2.32	2.32	2.32	2.27	2.29	2.28	2.21
Screens, blinds, and miscellaneous furniture and fixtures	1.93	1.92	1.90	1.91	1.90	1.86	1.87	1.89	1.88	1.86	1.84	1.85	1.82	1.83	1.78

See footnotes at end of table.

ERRATUM. In the July through November 1960 issues, the 1959 annual averages for the industries on this page were incorrect as printed. Correct data are in this and the June 1960 issues.

TABLE C–1. Gross hours and earnings of production workers,[1] by industry—Continued

Industry	1960									1959				Annual average	
	Sept.[2]	Aug.	July	June	May	Apr.	Mar.	Feb.	Jan.	Dec.	Nov.	Oct.	Sept.	1959	1958
Average weekly earnings															
Manufacturing—Continued															
Durable goods—Continued															
Stone, clay, and glass products	$92.52	$93.89	$93.02	$93.07	$92.84	$91.08	$90.57	$90.85	$91.30	$92.25	$91.39	$91.88	$91.43	$90.83	$84.80
Flat glass	125.83	125.42	124.26	125.29	124.97	123.78	124.74	123.48	126.80	127.39	127.58	130.00	133.34	113.46	113.10
Glass and glassware, pressed or blown	91.25	92.86	91.54	92.86	93.15	89.47	91.88	90.63	89.95	88.93	88.65	88.18	84.36	88.13	85.75
Glass products made of purchased glass	77.52	74.48	74.84	73.71	72.95	71.82	70.50	71.62	70.87	75.14	74.21	74.56	72.68	73.45	71.55
Cement, hydraulic	105.18	103.57	106.71	105.63	104.14	101.18	97.66	98.15	100.04	101.02	103.25	99.96	106.17	98.98	92.92
Structural clay products	81.80	83.64	82.22	83.43	83.23	83.03	79.78	80.19	80.40	82.21	81.61	80.99	80.80	80.39	75.25
Pottery and related products	79.18	83.28	79.21	82.46	81.70	81.75	81.79	80.30	80.14	82.60	80.98	81.87	80.35	79.80	73.24
Concrete, gypsum, and plaster products	94.83	96.36	95.26	94.60	93.74	92.02	87.08	89.03	88.83	91.14	90.93	93.72	94.13	91.96	86.43
Cut-stone and stone products	76.70	78.62	75.89	77.27	78.81	77.61	72.20	75.14	75.48	76.96	75.26	77.75	75.99	75.44	73.31
Miscellaneous nonmetallic mineral products	96.64	98.49	97.20	96.96	97.44	95.84	98.29	98.29	99.01	98.53	95.24	95.94	96.46	96.93	87.96
Primary metal industries	106.78	106.68	108.75	109.70	109.70	112.29	114.29	115.26	117.96	117.14	107.86	105.74	106.40	112.72	100.97
Blast furnaces, steel works, and rolling mills	110.60	110.53	113.83	115.74	116.21	122.22	122.89	123.60	128.54	127.72	113.10	116.66	118.73	122.28	108.00
Iron and steel foundries	95.76	95.98	97.61	97.61	96.61	95.48	99.00	99.25	100.35	99.29	94.28	96.14	96.14	97.44	85.93
Primary smelting and refining of nonferrous metals	111.24	110.43	109.74	108.24	108.47	112.25	108.05	107.04	108.62	105.86	108.92	108.53	111.90	105.93	99.05
Secondary smelting and refining of nonferrous metals	94.49	94.40	94.00	93.67	95.06	94.77	95.06	94.66	95.76	96.05	96.28	95.68	96.22	94.16	88.84
Rolling, drawing, and alloying of nonferrous metals	110.15	109.89	111.78	110.83	108.54	106.53	107.87	108.54	109.20	110.92	109.45	109.45	107.71	110.62	100.90
Nonferrous foundries	101.30	101.96	101.81	101.91	101.50	97.32	100.60	101.00	113.16	102.92	100.61	103.58	101.76	100.28	93.06
Miscellaneous primary metal industries	108.74	108.47	109.57	109.85	110.12	110.40	115.08	117.88	118.72	117.32	107.96	108.81	111.11	113.85	102.31
Average weekly hours															
Stone, clay, and glass products	40.4	41.0	40.8	41.0	40.9	40.3	39.9	40.2	40.4	41.0	40.8	41.2	41.0	41.1	40.0
Flat glass	40.2	40.2	39.7	39.9	39.8	39.8	39.6	39.2	40.0	40.7	40.5	41.4	42.6	41.6	38.6
Glass and glassware, pressed or blown	39.5	40.2	39.8	40.2	40.5	38.9	40.3	40.1	39.8	39.7	39.4	39.9	38.0	39.7	39.7
Glass products made of purchased glass	40.8	39.2	39.6	39.0	38.6	38.0	37.3	38.3	37.9	40.4	39.9	40.3	39.5	39.7	39.1
Cement, hydraulic	40.3	40.3	41.2	41.1	41.0	40.8	39.7	39.9	40.5	40.9	41.3	40.8	41.8	40.9	40.4
Structural clay products	40.1	41.0	40.5	41.3	41.0	40.7	39.3	39.7	40.0	40.7	40.6	40.7	40.4	40.6	39.4
Pottery and related products	37.0	38.2	36.5	38.0	38.0	38.2	38.4	37.7	37.1	38.6	38.2	38.8	37.9	38.0	35.9
Concrete, gypsum, and plaster products	43.3	44.0	44.1	44.0	43.4	42.8	40.5	41.8	42.3	43.4	43.3	44.0	44.4	44.0	43.0
Cut-stone and stone products	40.8	41.6	40.8	41.1	41.7	41.5	38.2	40.4	40.8	41.6	40.9	41.8	41.3	41.0	40.5
Miscellaneous nonmetallic mineral products	40.1	40.7	40.5	40.4	40.6	40.1	41.3	41.3	41.6	41.4	40.7	41.0	41.4	41.6	39.8
Primary metal industries	38.0	38.1	38.7	38.9	38.9	39.4	40.1	40.3	41.1	41.1	38.8	39.9	40.0	40.4	38.1
Blast furnaces, steel works, and rolling mills	36.5	36.6	37.2	37.7	38.1	39.3	39.9	40.0	41.2	41.2	37.7	38.0	38.3	39.7	37.5
Iron and steel foundries	38.0	38.7	39.2	39.2	38.8	38.5	39.6	39.7	40.3	40.2	38.8	39.4	39.4	40.1	37.2
Primary smelting and refining of nonferrous metals	41.2	40.9	41.1	41.0	41.4	42.2	41.4	40.7	41.3	40.1	41.1	40.8	41.6	40.9	40.1
Secondary smelting and refining of nonferrous metals	39.7	40.0	40.0	40.2	40.8	40.5	40.8	40.8	41.1	41.4	41.5	41.6	42.2	41.3	40.2
Rolling, drawing, and alloying of nonferrous metals	40.2	40.4	41.4	41.2	40.5	39.9	40.4	40.5	40.9	41.7	41.3	41.3	40.8	41.9	40.2
Nonferrous foundries	40.2	40.3	40.4	40.6	40.6	39.4	40.4	40.4	41.1	41.5	40.9	41.6	41.2	41.1	39.6
Miscellaneous primary metal industries	39.4	39.3	39.7	39.8	39.9	40.0	41.1	41.8	42.1	41.9	39.4	40.3	41.0	41.4	39.2
Average hourly earnings															
Stone, clay, and glass products	$2.29	$2.29	$2.28	$2.27	$2.27	$2.26	$2.27	$2.26	$2.26	$2.25	$2.24	$2.23	$2.23	$2.21	$2.12
Flat glass	3.13	3.12	3.13	3.14	3.14	3.11	3.15	3.15	3.17	3.13	3.15	3.14	3.13	3.16	2.93
Glass and glassware, pressed or blown	2.31	2.31	2.30	2.31	2.30	2.30	2.28	2.26	2.26	2.24	2.25	2.21	2.22	2.22	2.16
Glass products made of purchased glass	1.90	1.90	1.89	1.89	1.89	1.89	1.89	1.87	1.87	1.86	1.86	1.85	1.84	1.85	1.83
Cement, hydraulic	2.61	2.57	2.59	2.57	2.54	2.48	2.46	2.46	2.47	2.47	2.50	2.45	2.54	2.42	2.30
Structural clay products	2.04	2.04	2.03	2.02	2.03	2.04	2.03	2.02	2.01	2.02	2.01	1.99	2.00	1.98	1.91
Pottery and related products	2.14	2.18	2.17	2.17	2.15	2.14	2.13	2.13	2.16	2.14	2.12	2.11	2.12	2.10	2.04
Concrete, gypsum, and plaster products	2.19	2.19	2.16	2.15	2.16	2.15	2.15	2.13	2.10	2.10	2.10	2.13	2.12	2.09	2.01
Cut-stone and stone products	1.88	1.89	1.86	1.88	1.89	1.87	1.89	1.86	1.85	1.85	1.84	1.86	1.84	1.84	1.81
Miscellaneous nonmetallic mineral products	2.41	2.42	2.40	2.40	2.40	2.39	2.38	2.38	2.38	2.38	2.34	2.34	2.33	2.33	2.21
Primary metal industries	2.81	2.80	2.81	2.82	2.82	2.85	2.85	2.86	2.87	2.85	2.78	2.65	2.66	2.79	2.65
Blast furnaces, steel works, and rolling mills	3.03	3.02	3.06	3.07	3.05	3.11	3.08	3.09	3.12	3.10	3.00	3.07	3.10	3.08	2.88
Iron and steel foundries	2.52	2.48	2.49	2.49	2.49	2.48	2.50	2.50	2.49	2.47	2.43	2.44	2.44	2.43	2.31
Primary smelting and refining of nonferrous metals	2.70	2.70	2.67	2.64	2.62	2.66	2.61	2.63	2.63	2.64	2.65	2.66	2.69	2.59	2.47
Secondary smelting and refining of nonferrous metals	2.38	2.36	2.35	2.33	2.33	2.34	2.33	2.32	2.33	2.32	2.32	2.30	2.28	2.28	2.21
Rolling, drawing, and alloying of nonferrous metals	2.74	2.72	2.70	2.69	2.68	2.67	2.67	2.68	2.67	2.66	2.65	2.65	2.64	2.64	2.51
Nonferrous foundries	2.52	2.53	2.52	2.51	2.50	2.47	2.49	2.50	2.51	2.48	2.46	2.49	2.47	2.44	2.35
Miscellaneous primary metal industries	2.76	2.76	2.76	2.76	2.76	2.76	2.80	2.82	2.82	2.80	2.74	2.70	2.71	2.75	2.61

See footnotes at end of table.

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TABLE C–1. Gross hours and earnings of production workers,[1] by industry—Continued

Industry	1960									1959				Annual average	
	Sept.[2]	Aug.	July	June	May	Apr.	Mar.	Feb.	Jan.	Dec.	Nov.	Oct.	Sept.	1959	1958
Manufacturing—Continued															
	Average weekly earnings														
Durable goods—Continued															
Fabricated metal products	$101.18	$100.45	$99.63	$100.21	$99.96	$96.56	$98.42	$98.42	$100.94	$99.77	$94.64	$96.76	$99.66	$97.41	$90.80
Tin cans and other tinware	115.79	119.26	119.94	118.40	116.47	111.66	108.94	108 40	111.25	112.10	110.24	108.24	127.32	112.36	104.42
Cutlery, handtools, and hardware	94.96	94.77	93.83	93.60	93.90	90.85	92.63	91.31	98.00	96.79	88.91	91.02	93.71	92.25	86.15
Heating apparatus (except electric) and plumbers' supplies	93.30	93.38	92.51	92.98	92.28	89.71	91.42	91.42	91.34	92.34	90.02	92.63	92.00	91.83	87.91
Fabricated structural metal products	102.42	101.84	102.26	102.09	100.86	98.74	97.60	97.51	98.25	98.58	94.62	96.56	97.75	96.72	93.43
Metal stamping, coating, and engraving	109.36	107.17	103.97	107.33	108.00	102.21	105.57	107.78	111.54	107.70	99.14	103.07	106.25	102.58	92.63
Lighting fixtures	94.25	89.24	87.02	91.08	89.60	86.02	88.44	88.62	90.72	90.39	84.77	87.72	95.22	87.72	80.17
Fabricated wire products	90.12	89.60	88.75	88.75	89.38	87.91	90.32	90.94	93.56	93.83	89.95	89.01	88.80	89.60	83.74
Miscellaneous fabricated metal products	94.88	95.91	95.20	95.68	95.75	93.77	98.29	98.95	98.77	98.00	93.09	96.28	96.74	97.44	88.53
Machinery (except electrical)	103.97	103.68	105.11	105.88	106.14	104.04	105.47	104.55	105.32	105.92	102.82	103.82	103.16	103.25	94.25
Engines and turbines	112.40	114.90	112.33	114.26	113.15	108.38	112.20	110.02	113.01	112.48	110.16	109.76	109.88	110.42	102.26
Agricultural machinery and tractors	104.92	104.12	102.43	102.80	102.91	102.80	102.82	100.75	103.74	102.82	100.49	102.31	101.89	104.09	95.59
Construction and mining machinery	99.96	100.84	102.00	102.77	102.47	101.05	100.65	99.15	100.10	101.09	97.81	99.14	101.27	101.35	91.89
Metalworking machinery	109.35	110.84	118.30	122.24	123.36	120.37	123.76	120.50	119.35	118.48	115.72	115.02	113.10	114.06	101.38
Special-industry machinery (except metalworking machinery)	101.26	101.46	102.37	102.61	102.12	99.66	102.43	101.28	101.58	101.81	100.25	101.39	99.36	98.05	89.55
General industrial machinery	102.97	103.22	102.66	103.91	103.16	101.34	101.84	100.85	101.84	105.00	102.18	101.76	100.61	100.94	93.06
Office and store machines and devices	106.23	101.63	105.88	103.42	103.28	101.20	103.12	102.36	102.87	102.56	102.41	101.00	100.50	98.89	93.30
Service-industry and household machines	98.46	96.87	96.62	98.65	99.14	98.00	96.62	99.29	98.74	102.51	93.65	98.25	97.36	97.20	90.68
Miscellaneous machinery parts	101.60	100.65	100.25	101.25	100.85	98.70	100.85	102.09	102.59	102.67	99.88	101.84	102.67	101.43	92.73
	Average weekly hours														
Fabricated metal products	40.8	41.0	40.5	40.9	40.8	39.9	40.5	40.5	41.2	41.4	40.1	41.0	41.7	41.1	40.0
Tin cans and other tinware	41.8	42.9	43.3	42.9	42.2	40.9	40.2	40.0	40.9	42.3	41.6	41.0	45.8	42.4	41.6
Cutlery, handtools, and hardware	39.9	40.5	40.1	40.0	40.3	39.5	40.1	39.7	41.7	41.9	40.6	41.0	41.1	41.0	39.7
Heating apparatus (except electric) and plumbers' supplies	39.2	39.4	39.2	39.4	39.1	38.5	38.9	38.9	39.2	39.8	38.8	40.1	40.0	40.1	39.6
Fabricated structural metal products	41.3	41.4	41.4	41.5	41.0	40.3	40.0	39.8	40.1	40.4	39.1	40.4	40.9	40.3	40.1
Metal stamping, coating, and engraving	41.9	41.7	40.3	41.6	41.7	40.4	41.4	42.1	42.9	42.4	40.8	41.9	42.5	41.7	40.1
Lighting fixtures	40.8	40.2	39.2	40.3	40.0	39.1	40.2	40.1	40.5	40.9	39.8	40.8	42.7	40.8	39.3
Fabricated wire products	39.7	40.0	39.8	39.8	39.9	39.6	40.5	40.6	41.4	41.7	40.7	41.4	41.3	41.1	39.5
Miscellaneous fabricated metal products	39.7	40.3	40.0	40.2	40.4	39.9	41.3	41.4	41.5	41.7	40.3	41.5	41.7	42.0	39.7
Machinery (except electrical)	40.3	40.5	40.9	41.2	41.3	40.8	41.2	41.0	41.3	41.7	40.8	41.2	41.1	41.3	39.6
Engines and turbines	40.0	40.6	40.7	41.1	40.7	39.7	41.1	40.3	41.7	41.2	40.5	40.5	41.0	41.2	40.1
Agricultural machinery and tractors	40.2	40.2	39.7	40.0	40.2	40.0	39.7	38.9	39.9	39.7	38.8	39.5	39.8	40.5	39.5
Construction and mining machinery	39.2	39.7	40.0	40.3	40.5	40.1	40.1	39.5	40.2	40.6	39.6	40.3	41.0	41.2	39.1
Metalworking machinery	40.5	40.9	42.4	43.5	43.9	43.3	44.2	43.5	43.4	43.4	42.7	42.6	42.2	42.4	39.6
Special-industry machinery (except metalworking machinery)	41.5	42.1	42.3	42.4	42.2	41.7	42.5	42.2	42.5	42.6	42.3	42.6	42.1	41.9	39.8
General industrial machinery	40.7	40.8	40.9	41.4	41.1	40.7	40.9	40.5	40.9	42.0	41.2	41.2	40.9	41.2	39.6
Office and store machines and devices	40.7	39.7	41.2	40.4	40.5	40.0	40.6	40.3	40.5	40.7	40.8	40.4	40.2	40.2	39.7
Service-industry and household machines	39.7	39.7	39.6	40.1	40.3	40.0	39.6	40.2	40.3	41.5	38.7	40.6	40.4	40.5	39.6
Miscellaneous machinery parts	40.0	40.1	40.1	40.5	40.5	39.8	40.5	41.0	41.2	41.4[3]	40.6	41.4	41.4	41.4	39.8
	Average hourly earnings														
Fabricated metal products	$2.48	$2.45	$2.46	$2.45	$2.45	$2.42	$2.43	$2.43	$2.45	$2.41	$2.36	$2.36	$2.39	$2.37	$2.27
Tin cans and other tinware	2.77	2.78	2.77	2.76	2.76	2.73	2.71	2.71	2.72	2.65	2.65	2.64	2.78	2.65	2.51
Cutlery, handtools, and hardware	2.38	2.34	2.34	2.34	2.33	2.30	3.31	2.30	2.35	2.31	2.19	2.22	2.28	2.25	2.17
Heating apparatus (except electric) and plumbers' supplies	2.38	2.37	2.36	2.36	2.36	2.33	2.35	2.35	2.33	2.32	2.32	2.31	2.30	2.29	2.22
Fabricated structural metal products	2.48	2.46	2.47	2.46	2.46	2.45	2.44	2.45	2.45	2.44	2.42	2.39	2.39	2.40	2.33
Metal stamping, coating, and engraving	2.61	2.57	2.58	2.58	2.59	2.53	2.55	2.56	2.60	2.54	2.43	2.46	2.50	2.46	2.31
Lighting fixtures	2.31	2.22	2.22	2.26	2.24	2.20	2.20	2.21	2.24	2.21	2.13	2.15	2.23	2.15	2.04
Fabricated wire products	2.27	2.24	2.23	2.23	2.24	2.22	2.23	2.24	2.26	2.25	2.21	2.15	2.15	2.18	2.12
Miscellaneous fabricated metal products	2.39	2.38	2.38	2.38	2.37	2.35	2.38	2.39	2.38	2.35	2.31	2.32	2.32	2.32	2.23
Machinery (except electrical)	2.58	2.56	2.57	2.57	2.57	2.55	2.56	2.55	2.55	2.54	2.52	2.52	2.51	2.50	2.38
Engines and turbines	2.81	2.83	2.76	2.78	2.78	2.73	2.73	2.73	2.71	2.73	2.72	2.71	2.68	2.68	2.55
Agricultural machinery and tractors	2.61	2.59	2.58	2.57	2.56	2.57	2.59	2.59	2.60	2.59	2.59	2.59	2.56	2.57	2.42
Construction and mining machinery	2.55	2.54	2.55	2.55	2.53	2.52	2.51	2.51	2.49	2.49	2.47	2.46	2.47	2.46	2.35
Metalworking machinery	2.70	2.71	2.79	2.81	2.81	2.78	2.80	2.77	2.75	2.73	2.71	2.70	2.68	2.69	2.56
Special-industry machinery (except metalworking machinery)	2.44	2.41	2.42	2.42	2.42	2.39	2.41	2.40	2.39	3.39	2.37	2.38	2.36	2.34	2.25
General industrial machinery	2.53	2.53	2.51	2.51	2.51	2.49	2.49	2.49	2.49	2.50	2.48	2.47	2.46	2.45	2.35
Office and store machines and devices	2.61	2.56	2.57	2.56	2.55	2.53	2.54	2.54	2.54	2.52	2.51	2.50	2.50	2.46	2.35
Service-industry and household machines	2.48	2.44	2.44	2.46	2.46	2.45	2.44	2.47	2.45	2.47	2.42	2.42	2.41	2.40	2.29
Miscellaneous machinery parts	2.54	2.51	2.50	2.50	2.49	2.48	2.49	2.49	2.49	2.48	2.46	2.46	2.48	2.45	2.33

See footnotes at end of table.

TABLE C–1. Gross hours and earnings of production workers,[1] by industry—Continued

Industry	1960									1959				Annual average	
	Sept.[2]	Aug.	July	June	May	Apr.	Mar.	Feb.	Jan.	Dec.	Nov.	Oct.	Sept.	1959	1958
Manufacturing—Continued	Average weekly earnings														
Durable goods—Continued															
Electrical machinery	$93.03	$91.77	$90.39	$92.23	$91.37	$88.98	$91.43	$90.97	$92.80	$93.07	$90.72	$91.39	$90.76	$89.91	$85.14
Electrical generating, transmission, distribution, and industrial apparatus	96.80	96.80	96.80	96.88	96.24	94.25	96.15	95.84	96.87	97.88	95.18	94.30	94.13	94.19	89.72
Electrical appliances	90.09	90.00	90.62	91.25	91.80	89.17	91.10	91.80	91.01	91.03	89.55	91.48	89.67	89.27	85.36
Insulated wire and cable	87.51	88.20	88.40	89.68	88.62	84.66	89.46	89.24	88.39	88.15	85.70	85.08	86.30	87.15	86.11
Electrical equipment for vehicles	102.77	95.59	98.21	97.32	98.55	95.40	96.53	98.65	104.25	101.52	91.54	94.08	96.80	96.56	89.47
Electric lamps	86.08	87.47	85.25	86.75	87.30	86.41	88.36	87.42	89.91	91.24	92.77	93.21	89.19	88.13	80.57
Communication equipment	90.27	88.80	85.69	89.24	87.34	85.19	88.18	87.34	89.10	88.73	88.32	88.99	88.15	86.86	81.97
Miscellaneous electrical products	90.00	89.82	89.15	88.43	89.65	89.20	89.60	88.65	91.13	93.18	90.42	90.67	89.40	88.94	85.03
Transportation equipment	113.24	108.90	110.15	110.97	111.66	107.59	110.84	111.79	115.92	110.70	104.66	109.62	108.40	107.73	100.69
Motor vehicles and equipment	117.38	108.64	111.20	112.87	113.85	108.23	113.83	116.62	124.11	113.29	102.38	113.03	111.48	110.16	99.96
Aircraft and parts	110.84	110.84	110.97	110.57	110.29	107.07	109.34	108.81	108.40	109.88	108.00	108.26	107.06	106.63	101.91
Ship and boat building and repairing	103.88	108.23	106.90	105.60	105.46	103.49	103.62	102.31	101.92	102.44	101.26	99.20	99.84	101.40	98.00
Railroad equipment	107.34	107.24	107.90	110.65	111.39	110.26	112.18	102.11	110.15	109.69	102.65	103.47	106.70	107.41	100.70
Other transportation equipment	86.97	83.63	84.80	86.36	86.63	84.58	84.10	87.42	87.07	89.82	86.41	91.17	89.98	89.13	82.74
	Average weekly hours														
Electrical machinery	40.1	39.9	39.3	40.1	39.9	39.2	40.1	39.9	40.7	41.0	40.5	40.8	40.7	40.5	39.6
Electrical generating, transmission, distribution, and industrial apparatus	40.0	40.0	40.0	40.2	40.1	39.6	40.4	40.1	40.7	41.3	40.5	40.3	40.4	40.6	39.7
Electrical appliances	39.0	39.3	39.4	39.5	39.4	38.6	39.1	39.4	39.4	40.1	39.8	40.3	39.5	39.5	38.8
Insulated wire and cable	40.7	41.8	41.5	42.3	42.2	40.9	42.6	42.7	42.7	43.0	41.4	41.1	40.9	41.9	41.4
Electrical equipment for vehicles	40.3	38.7	39.6	39.4	39.9	39.1	39.4	40.1	41.7	41.1	38.3	39.2	40.0	40.4	38.9
Electric lamps	38.6	39.4	38.4	38.9	39.5	39.1	39.8	39.2	40.5	41.1	41.6	41.8	41.1	40.8	39.3
Communication equipment	40.3	40.0	38.6	40.2	39.7	38.9	39.9	39.7	40.5	40.7	40.7	41.2	41.0	40.4	39.6
Miscellaneous electrical products	40.0	40.1	39.8	39.3	40.2	40.0	40.0	39.4	40.5	41.6	41.1	41.4	41.2	40.8	40.3
Transportation equipment	40.3	39.6	40.2	40.5	40.9	39.7	40.6	40.8	42.0	40.7	39.2	40.6	40.0	40.5	39.8
Motor vehicles and equipment	40.9	38.8	40.0	40.6	41.1	39.5	40.8	41.5	43.7	40.9	38.2	41.1	40.1	40.8	39.2
Aircraft and parts	40.6	40.9	41.1	40.8	41.0	40.1	40.8	40.6	40.6	41.0	40.6	40.7	40.4	40.7	40.6
Ship and boat building and repairing	37.5	39.5	39.3	39.7	40.1	39.5	39.4	39.2	38.9	39.1	38.5	38.3	38.4	39.0	39.2
Railroad equipment	38.2	38.3	38.4	39.1	39.5	39.1	39.5	36.6	39.2	39.6	37.6	37.9	38.8	39.2	38.0
Other transportation equipment	39.0	37.5	38.2	38.9	39.2	38.8	38.4	39.2	39.4	40.1	39.1	40.7	40.9	40.7	39.4
	Average hourly earnings														
Electrical machinery	$2.32	$2.30	$2.30	$2.30	$2.29	$2.27	$2.28	$2.28	$2.28	$2.27	$2.24	$2.24	$2.23	$2.22	$2.15
Electrical generating, transmission, distribution, and industrial apparatus	2.42	2.42	2.42	2.41	2.40	2.38	2.38	2.39	2.38	2.37	2.35	2.34	2.33	2.32	2.26
Electrical appliances	2.31	2.29	2.30	2.31	2.33	2.31	2.33	2.33	2.31	2.27	2.25	2.27	2.27	2.26	2.20
Insulated wire and cable	2.15	2.11	2.13	2.12	2.10	2.07	2.10	2.09	2.07	2.05	2.07	2.07	2.11	2.08	2.08
Electrical equipment for vehicles	2.55	2.47	2.48	2.47	2.47	2.44	2.45	2.46	2.50	2.47	2.39	2.40	2.42	2.39	2.30
Electric lamps	2.23	2.22	2.22	2.23	2.21	2.21	2.22	2.23	2.22	2.22	2.23	2.23	2.17	2.16	2.05
Communication equipment	2.24	2.22	2.22	2.22	2.20	2.19	2.21	2.20	2.20	2.18	2.17	2.16	2.15	2.15	2.07
Miscellaneous electrical products	2.25	2.24	2.24	2.25	2.23	2.23	2.24	2.25	2.25	2.24	2.20	2.19	2.17	2.18	2.11
Transportation equipment	2.81	2.75	2.74	2.74	2.73	2.71	2.73	2.74	2.76	2.72	2.67	2.70	2.71	2.66	2.53
Motor vehicles and equipment	2.87	2.80	2.78	2.78	2.77	2.74	2.79	2.81	2.84	2.77	2.68	2.75	2.78	2.70	2.55
Aircraft and parts	2.73	2.71	2.70	2.71	2.69	2.67	2.68	2.68	2.67	2.68	2.66	2.66	2.65	2.62	2.51
Ship and boat building and repairing	2.77	2.74	2.72	2.66	2.63	2.62	2.63	2.61	2.62	2.62	2.63	2.59	2.60	2.60	2.50
Railroad equipment	2.81	2.80	2.81	2.83	2.82	2.82	2.84	2.79	2.81	2.77	2.73	2.73	2.75	2.74	2.65
Other transportation equipment	2.23	2.23	2.22	2.22	2.21	2.18	2.19	2.23	2.21	2.24	2.21	2.24	2.20	2.19	2.10

See footnotes at end of table.

TABLE C–1. Gross hours and earnings of production workers,[1] by industry—Continued

Industry	1960									1959				Annual average	
	Sept.[2]	Aug.	July	June	May	Apr.	Mar.	Feb.	Jan.	Dec.	Nov.	Oct.	Sept.	1959	1958
Manufacturing—Continued															
	Average weekly earnings														
Durable goods—Continued															
Instruments and related products	$94.56	$95.99	$95.75	$95.65	$94.77	$93.43	$95.88	$94.07	$94.19	$96.23	$94.71	$94.53	$93.89	$93.25	$87.38
Laboratory, scientific, and engineering instruments	116.34	115.79	115.37	114.95	112.88	110.97	116.75	113.57	112.05	116.14	112.44	112.14	110.66	111.14	103.07
Mechanical measuring and controlling instruments	91.18	91.87	92.57	93.90	93.90	92.80	95.06	92.34	93.61	94.94	92.97	92.80	91.80	92.62	86.72
Optical instruments and lenses	99.12	97.17	98.77	98.77	98.36	94.13	96.00	97.11	95.06	97.48	92.57	95.68	95.63	92.25	88.51
Surgical, medical, and dental instruments	85.47	85.06	85.48	85.89	83.62	81.80	84.66	82.99	83.84	83.64	83.64	83.44	84.87	82.82	78.00
Ophthalmic goods	73.83	79.80	78.78	81.20	80.40	79.20	79.18	79.60	79.19	79.59	79.38	77.39	76.44	77.59	71.41
Photographic apparatus	106.39	110.27	108.94	107.12	106.34	105.82	106.86	104.90	104.86	109.65	108.20	107.43	105.98	104.65	97.53
Watches and clocks	76.04	80.00	79.00	78.01	77.41	75.65	77.03	76.82	77.81	77.41	78.80	80.57	79.77	77.41	73.71
Miscellaneous manufacturing industries	77.62	77.60	76.44	77.41	77.41	76.05	78.18	77.81	78.20	78.76	77.16	77.33	76.95	76.57	73.26
Jewelry, silverware, and plated ware	75.45	79.77	77.22	80.36	80.77	80.16	80.54	79.35	79.10	84.91	83.66	83.46	81.25	79.46	75.70
Musical instruments and parts	92.70	90.58	88.66	90.17	87.38	86.58	88.32	88.70	88.32	92.42	92.18	93.94	91.78	88.99	83.79
Toys and sporting goods	71.92	70.59	68.20	69.63	71.16	69.32	71.53	70.80	70.64	70.59	70.62	70.75	70.80	69.17	66.91
Pens, pencils, other office supplies	71.58	72.00	66.06	69.95	72.18	69.95	70.88	70.92	70.13	71.96	70.80	70.58	70.75	70.58	67.72
Costume jewelry, buttons, notions	65.82	68.56	67.64	70.22	68.29	66.33	68.73	69.17	69.52	69.48	68.64	69.87	70.58	68.90	65.18
Fabricated plastics products	84.46	83.64	84.05	83.03	83.03	80.40	83.02	83.23	84.04	83.83	82.39	83.40	83.00	83.20	79.17
Other manufacturing industries	81.00	80.60	80.79	80.19	81.00	79.59	82.01	80.79	81.00	81.20	78.41	78.79	78.41	79.40	76.04
	Average weekly hours														
Instruments and related products	39.9	40.5	40.4	40.7	40.5	40.1	40.8	40.2	40.6	41.3	41.0	41.1	41.0	40.9	39.9
Laboratory, scientific, and engineering instruments	41.7	41.8	41.5	41.8	41.5	41.1	42.3	41.6	41.5	42.7	41.8	42.0	41.6	42.1	40.9
Mechanical measuring and controlling instruments	39.3	39.6	39.9	40.3	40.3	40.0	40.8	39.8	40.7	41.1	40.6	40.7	40.8	40.8	39.6
Optical instruments and lenses	41.3	41.0	41.5	41.5	41.5	40.4	41.2	41.5	40.8	42.2	40.6	41.6	41.4	41.0	40.6
Surgical, medical, and dental instruments	40.7	40.7	40.9	40.9	40.2	39.9	40.7	39.9	40.5	40.8	40.6	40.7	41.2	40.6	40.0
Ophthalmic goods	37.1	39.7	39.0	40.4	40.4	39.8	39.2	40.0	40.2	40.4	40.5	40.1	39.4	40.2	38.6
Photographic apparatus	40.3	41.3	40.8	41.2	40.9	40.7	41.1	40.5	40.8	42.5	42.1	41.8	41.4	41.2	40.3
Watches and clocks	38.6	40.2	39.7	39.2	38.9	38.4	39.1	38.8	39.3	38.9	40.0	40.9	40.7	39.9	39.0
Miscellaneous manufacturing industries	39.6	40.0	39.4	39.9	39.9	39.2	40.3	39.9	40.1	40.6	40.4	40.7	40.5	40.3	39.6
Jewelry, silverware, and plated ware	38.3	40.7	39.6	41.0	41.0	40.9	41.3	40.9	41.2	43.1	42.9	42.8	42.1	41.6	40.7
Musical instruments and parts	41.2	40.8	40.3	40.8	39.9	39.9	40.7	40.5	40.7	42.2	41.9	42.7	42.1	41.2	39.9
Toys and sporting goods	39.3	39.0	38.1	38.9	39.1	38.3	39.3	38.9	38.6	39.0	39.9	40.2	40.0	39.3	38.9
Pens, pencils, other office supplies	38.9	40.0	36.7	39.3	40.1	39.3	39.6	39.4	39.4	40.2	40.0	40.1	40.2	40.1	39.6
Costume jewelry, buttons, notions	37.4	39.4	39.1	39.9	38.8	37.9	39.5	39.3	39.5	39.7	39.0	39.7	40.1	39.6	38.8
Fabricated plastics products	41.2	41.0	40.8	40.7	40.9	39.8	41.1	41.0	41.4	41.5	41.4	41.7	41.5	41.6	40.6
Other manufacturing industries	39.9	39.9	39.8	39.7	39.9	39.4	40.4	39.8	39.9	40.4	39.8	40.2	39.8	40.1	39.4
	Average hourly earnings														
Instruments and related products	$2.37	$2.37	$2.37	$2.35	$2.34	$2.33	$2.35	$2.34	$2.32	$2.33	$2.31	$2.30	$2.29	$2.28	$2.19
Laboratory, scientific, and engineering instruments	2.79	2.77	2.78	2.75	2.72	2.70	2.76	2.73	2.70	2.72	2.69	2.67	2.66	2.64	2.52
Mechanical measuring and controlling instruments	2.32	2.32	2.32	2.33	2.33	2.32	2.33	2.32	2.30	2.31	2.29	2.28	2.25	2.27	2.19
Optical instruments and lenses	2.40	2.37	2.38	2.38	2.37	2.33	2.33	2.34	2.33	2.31	2.28	2.30	2.31	2.25	2.18
Surgical, medical, and dental instruments	2.10	2.09	2.09	2.10	2.08	2.05	2.08	2.08	2.07	2.05	2.06	2.05	2.06	2.04	1.95
Ophthalmic goods	1.99	2.01	2.02	2.01	1.99	1.99	2.02	1.99	1.97	1.97	1.96	1.93	1.94	1.93	1.85
Photographic apparatus	2.64	2.67	2.67	2.60	2.60	2.60	2.60	2.59	2.57	2.58	2.57	2.57	2.56	2.54	2.42
Watches and clocks	1.97	1.99	1.99	1.99	1.99	1.97	1.97	1.98	1.98	1.99	1.97	1.97	1.96	1.94	1.89
Miscellaneous manufacturing industries	1.96	1.94	1.94	1.94	1.94	1.94	1.94	1.95	1.95	1.94	1.91	1.90	1.90	1.90	1.85
Jewelry, silverware, and plated ware	1.97	1.96	1.95	1.96	1.97	1.96	1.95	1.94	1.92	1.97	1.95	1.95	1.93	1.91	1.86
Musical instruments and parts	2.25	2.22	2.20	2.21	2.19	2.17	2.17	2.19	2.17	2.19	2.20	2.20	2.18	2.16	2.10
Toys and sporting goods	1.83	1.81	1.79	1.79	1.82	1.81	1.82	1.82	1.83	1.81	1.77	1.76	1.77	1.76	1.72
Pens, pencils, other office supplies	1.84	1.80	1.80	1.78	1.80	1.78	1.79	1.80	1.78	1.79	1.77	1.76	1.76	1.76	1.71
Costume jewelry, buttons, notions	1.76	1.74	1.73	1.76	1.76	1.75	1.74	1.76	1.76	1.75	1.76	1.76	1.76	1.74	1.68
Fabricated plastics products	2.05	2.04	2.06	2.04	2.03	2.02	2.02	2.03	2.03	2.02	1.99	2.00	2.00	2.00	1.95
Other manufacturing industries	2.03	2.02	2.03	2.02	2.03	2.02	2.03	2.03	2.03	2.01	1.97	1.96	1.97	1.98	1.93

See footnotes at end of table.

TABLE C–1. Gross hours and earnings of production workers,[1] by industry—Continued

Industry	1960									1959				Annual average	
	Sept.[2]	Aug.	July	June	May	Apr.	Mar.	Feb.	Jan.	Dec.	Nov.	Oct.	Sept.	1959	1958
Manufacturing—Continued															
Nondurable goods															
	Average weekly earnings														
Food and kindred products	$88.80	$88.58	$89.60	$88.51	$88.91	$87.16	$86.94	$86.33	$88.91	$88.78	$87.74	$85.68	$86.11	$85.68	$81.81
Meat products	102.01	99.70	100.94	98.90	99.55	95.74	95.01	95.26	104.66	104.73	105.22	103.05	101.29	97.23	91.08
Dairy products	91.12	90.30	91.79	90.73	89.01	89.21	87.53	87.53	87.53	86.30	86.30	86.73	90.52	86.32	81.90
Canning and preserving	72.92	74.03	70.71	67.86	70.05	69.75	69.75	69.17	68.74	68.15	63.47	65.74	67.82	67.64	66.13
Grain-mill products	99.23	98.35	99.01	94.61	94.18	92.87	94.61	92.87	95.70	93.96	95.05	93.96	96.57	92.66	89.79
Bakery products	89.28	88.48	89.16	88.54	87.05	85.79	85.39	84.56	83.92	85.22	85.01	84.42	85.67	83.21	79.00
Sugar	97.93	96.96	101.92	99.84	97.61	95.88	98.77	95.04	94.61	97.31	94.77	82.62	98.59	93.10	89.73
Confectionery and related products	74.07	73.12	72.10	72.62	71.50	68.92	70.67	69.38	70.49	68.90	69.55	69.65	70.47	68.90	66.30
Beverages	99.05	100.53	102.42	100.37	99.79	100.19	95.16	93.03	93.99	96.07	95.26	95.59	100.67	96.80	92.23
Miscellaneous food products	89.02	86.93	86.74	86.11	85.90	84.85	84.85	86.11	85.49	86.73	87.35	86.73	87.78	84.65	80.95
Tobacco manufactures	62.96	64.81	68.43	71.53	68.58	64.80	59.86	61.37	66.05	67.49	64.56	63.92	63.40	65.40	62.56
Cigarettes	78.58	79.13	80.88	85.07	80.26	77.17	67.47	72.76	83.23	83.64	81.81	83.00	82.20	81.80	77.55
Cigars	55.01	54.72	53.58	54.38	54.43	49.48	53.05	52.26	53.20	53.11	55.58	55.34	54.53	53.02	51.79
Tobacco and snuff	69.19	70.47	67.52	70.46	68.08	66.06	62.10	61.94	66.38	68.08	66.70	66.64	66.35	66.82	62.79
Tobacco stemming and redrying	52.92	49.87	59.93	64.34	61.78	58.32	50.81	50.75	50.90	57.65	44.82	49.29	52.27	52.40	49.92
	Average weekly hours														
Food and kindred products	41.3	41.2	41.1	40.6	40.6	39.8	39.7	39.6	40.6	41.1	41.0	40.8	41.4	40.8	40.7
Meat products	41.3	41.2	41.2	40.7	40.8	39.4	39.1	39.2	42.2	42.4	43.3	43.3	43.1	41.2	40.3
Dairy products	41.8	42.0	42.3	42.2	41.4	41.3	40.9	40.9	40.9	40.9	40.9	41.3	42.7	41.7	42.0
Canning and preserving	41.2	40.9	39.5	37.7	38.7	37.7	37.5	37.8	38.4	38.5	36.9	38.0	39.2	39.1	39.6
Grain-mill products	44.7	44.5	44.8	43.4	43.4	42.6	43.2	42.6	43.5	43.1	43.6	43.5	44.3	43.5	43.8
Bakery products	40.4	40.4	40.9	40.8	40.3	39.9	39.9	39.7	39.4	40.2	40.1	40.2	40.6	40.2	40.1
Sugar	40.3	40.4	41.6	41.6	40.5	40.8	41.5	41.5	43.2	48.9	48.6	40.9	41.6	43.3	44.2
Confectionery and related products	40.7	40.4	39.4	39.9	39.5	38.5	39.7	39.2	39.6	39.6	40.2	39.8	40.5	39.6	39.7
Beverages	40.1	40.7	41.3	40.8	40.4	40.4	39.0	38.6	39.0	39.7	39.2	39.5	41.6	40.5	40.1
Miscellaneous food products	41.6	41.2	41.5	41.4	41.3	40.6	40.6	41.2	41.1	41.9	42.2	41.9	42.2	41.7	41.3
Tobacco manufactures	40.1	37.9	37.6	39.3	38.1	36.0	34.8	36.1	38.4	39.7	38.2	40.2	40.9	39.4	39.1
Cigarettes	37.6	38.6	38.7	40.9	38.4	37.1	33.4	36.2	40.6	41.0	40.3	41.5	41.1	40.9	40.6
Cigars	38.2	38.0	36.7	37.5	37.8	34.6	37.1	36.8	37.2	37.4	38.6	38.7	38.4	37.6	37.8
Tobacco and snuff	37.4	38.3	37.1	38.5	37.2	36.1	34.5	34.8	37.5	38.9	37.9	38.3	37.7	38.4	37.6
Tobacco stemming and redrying	44.1	36.4	36.1	38.3	37.9	36.0	34.1	35.0	36.1	40.6	33.7	40.4	43.2	39.4	38.7
	Average hourly earnings														
Food and kindred products	$2.15	$2.15	$2.18	$2.18	$2.19	$2.19	$2.19	$2.18	$2.19	$2.16	$2.14	$2.10	$2.08	$2.10	$2.01
Meat products	2.47	2.42	2.45	2.43	2.44	2.43	2.43	2.43	2.48	2.47	2.43	2.38	2.35	2.36	2.26
Dairy products	2.18	2.15	2.17	2.15	2.15	2.16	2.14	2.14	2.14	2.11	2.11	2.10	2.12	2.07	1.95
Canning and preserving	1.77	1.81	1.79	1.80	1.81	1.85	1.86	1.83	1.79	1.77	1.72	1.73	1.73	1.73	1.67
Grain-mill products	2.22	2.21	2.21	2.18	2.17	2.18	2.19	2.18	2.20	2.18	2.18	2.16	2.18	2.13	2.05
Bakery products	2.21	2.19	2.18	2.17	2.16	2.15	2.14	2.13	2.13	2.12	2.12	2.10	2.11	2.07	1.97
Sugar	2.43	2.40	2.45	2.40	2.41	2.35	2.38	2.29	2.19	1.99	1.95	2.02	2.37	2.15	2.03
Confectionery and related products	1.82	1.81	1.83	1.82	1.81	1.79	1.78	1.77	1.78	1.74	1.73	1.75	1.74	1.74	1.67
Beverages	2.47	2.47	2.48	2.46	2.47	2.48	2.44	2.41	2.41	2.42	2.43	2.42	2.42	2.39	2.30
Miscellaneous food products	2.14	2.11	2.09	2.08	2.08	2.09	2.09	2.09	2.08	2.07	2.07	2.07	2.08	2.03	1.96
Tobacco manufactures	1.57	1.71	1.82	1.82	1.80	1.80	1.72	1.70	1.72	1.70	1.69	1.59	1.55	1.66	1.60
Cigarettes	2.09	2.05	2.09	2.08	2.09	2.08	2.02	2.01	2.05	2.04	2.03	2.00	2.00	2.00	1.91
Cigars	1.44	1.44	1.46	1.45	1.44	1.43	1.43	1.42	1.43	1.42	1.44	1.43	1.42	1.41	1.37
Tobacco and snuff	1.85	1.84	1.82	1.83	1.83	1.83	1.80	1.78	1.77	1.75	1.76	1.74	1.76	1.74	1.67
Tobacco stemming and redrying	1.20	1.37	1.66	1.68	1.63	1.62	1.49	1.45	1.41	1.42	1.33	1.22	1.21	1.33	1.29

See footnotes at end of table.

TABLE C–1. Gross hours and earnings of production workers,[1] by industry—Continued

Industry	1960									1959				Annual average	
	Sept.[2]	Aug.	July	June	May	Apr.	Mar.	Feb.	Jan.	Dec.	Nov.	Oct.	Sept.	1959	1958
Manufacturing—Continued															
Nondurable goods—Continued															
	Average weekly earnings														
Textile-mill products	$62.05	$64.31	$64.31	$65.53	$65.36	$63.76	$63.83	$64.16	$64.48	$64.87	$64.40	$64.40	$63.28	$63.43	$58.29
Scouring and combing plants	67.25	72.45	75.50	74.03	73.15	70.69	70.18	69.70	72.25	71.06	70.53	69.72	74.34	72.16	64.96
Yarn and thread mills	56.02	58.29	58.98	59.74	59.89	59.49	58.59	59.70	60.20	60.35	59.90	59.90	59.40	58.95	52.36
Broad-woven fabric mills	61.92	64.88	65.37	66.58	66.01	64.96	65.12	64.27	64.74	65.52	64.74	64.74	63.27	63.29	56.26
Narrow fabrics and smallwares	63.46	66.80	65.57	68.30	66.50	65.11	66.17	65.76	65.36	66.75	65.27	65.11	65.36	65.53	60.37
Knitting mills	57.00	58.29	57.60	58.67	58.22	55.95	55.48	56.47	56.32	56.77	57.96	57.66	57.45	57.51	54.75
Dyeing and finishing textiles	67.94	70.58	70.62	75.00	74.05	71.28	71.05	71.10	70.58	73.78	72.83	72.31	69.66	71.48	66.83
Carpets, rugs, other floor coverings	78.98	80.75	79.59	79.60	79.00	78.99	79.97	81.32	81.71	81.32	79.17	80.73	80.73	81.51	77.30
Hats (except cloth and millinery)	57.26	60.80	57.95	62.53	61.66	58.64	59.49	59.57	62.24	63.00	57.78	57.26	60.02	61.71	58.74
Miscellaneous textile goods	75.24	75.58	75.41	76.55	75.58	73.42	74.37	76.30	77.27	76.45	72.68	74.52	74.52	73.71	68.95
Apparel and other finished textile products	55.77	57.62	56.42	55.90	55.90	53.70	55.85	56.11	55.44	55.85	56.15	55.02	55.69	55.63	53.45
Men's and boys' suits and coats	69.33	72.38	70.67	72.58	69.12	65.49	66.95	68.00	67.08	68.32	68.02	66.02	67.28	65.47	60.37
Men's and boys' furnishings and work clothing	48.28	49.37	49.24	49.37	48.84	47.29	47.35	48.58	48.58	49.13	49.65	49.27	49.91	48.76	46.08
Women's outerwear	57.20	61.08	58.65	56.95	59.00	56.10	59.69	59.86	58.14	58.99	58.48	55.76	57.61	59.51	57.63
Women's, children's undergarments	52.05	52.11	50.26	51.12	51.05	48.99	50.41	51.18	50.96	51.52	53.02	52.36	51.52	51.29	49.59
Millinery	67.32	69.48	67.03	58.56	55.94	54.65	67.13	71.04	65.08	60.82	58.70	60.64	67.32	62.93	64.05
Children's outerwear	50.37	53.42	53.28	53.05	51.62	48.79	51.70	52.48	52.62	50.54	52.22	50.26	50.20	51.10	50.23
Miscellaneous apparel and accessories	53.28	53.95	52.85	52.27	52.27	51.26	52.71	52.42	52.20	52.91	52.91	52.62	52.91	52.54	50.76
Other fabricated textile products	63.63	61.56	63.79	61.94	61.66	58.67	60.96	60.38	59.78	59.97	59.52	59.90	59.75	59.59	56.85
	Average weekly hours														
Textile-mill products	38.3	39.7	39.7	40.2	40.1	39.6	39.4	40.1	40.3	40.8	40.5	40.5	39.8	40.4	38.6
Scouring and combing plants	39.1	41.4	42.9	42.3	41.8	41.1	40.8	41.0	42.5	41.8	40.3	40.3	42.0	42.2	40.6
Yarn and thread mills	37.1	38.6	38.8	39.3	39.4	39.4	38.8	39.8	40.4	40.5	40.2	40.2	39.6	40.1	37.4
Broad-woven fabric mills	38.7	40.3	40.6	41.1	41.0	40.6	40.7	41.2	41.5	42.0	41.5	41.5	40.3	41.1	38.8
Narrow fabrics and smallwares	38.0	40.0	39.5	40.9	40.3	39.7	40.1	40.1	40.1	40.7	39.8	39.7	40.1	40.7	39.2
Knitting mills	37.5	38.6	38.4	38.6	38.3	37.3	36.5	37.4	37.3	38.1	38.9	38.7	38.3	38.6	37.5
Dyeing and finishing textiles	38.6	40.1	39.9	41.9	41.6	40.5	40.6	41.1	40.8	42.4	42.1	41.8	40.5	41.8	40.5
Carpets, rugs, other floor coverings	40.5	41.2	40.4	40.2	40.1	40.3	40.8	41.7	41.9	41.7	40.6	41.4	41.4	41.8	40.9
Hats (except cloth and millinery)	34.7	37.3	34.7	37.0	36.7	34.7	35.2	36.1	36.4	37.5	34.6	34.7	35.1	36.3	35.6
Miscellaneous textile goods	39.6	40 2	39.9	40.5	40.2	39.9	40.2	40.8	41.1	41.1	39.5	40.5	40.5	40.5	39.4
Apparel and other finished textile products	35.3	36.7	36.4	36.3	36.3	35.1	35.8	36.2	36.0	36.5	36.7	36.2	36.4	36.6	35.4
Men's and boys' suits and coats	36.3	37.7	38.2	38.2	38.4	37.0	37.4	38.2	37.9	38.6	38.0	37.3	37.8	37.2	34.3
Men's and boys' furnishings and work clothing	36.3	37.4	37.3	37.4	37.0	36.1	35.6	36.8	36.8	37.5	37.9	37.9	38.1	37.8	36.0
Women's outerwear	32.5	34.9	34.3	33.7	34.5	33.0	34.5	34.4	33.8	34.1	34.0	32.8	33.3	34.6	34.1
Women's, children's undergarments	36.4	36.7	35.9	36.0	35.7	34.5	35.5	36.3	36.4	36.8	37.6	37.4	36.8	36.9	36.2
Millinery	34.7	36.0	34.2	32.0	30.4	29.7	35.9	37.0	34.8	33.6	31.9	32.6	34.7	34.2	35.0
Children's outerwear	34.5	37.1	37.0	37.1	36.1	34.6	35.9	36.7	36.8	36.1	37.3	35.9	35.6	36.5	36.4
Miscellaneous apparel and accessories	36.0	36.7	36.2	37.3	36.3	35.6	36.1	36.4	36.5	37.0	37.0	36.8	37.0	37.0	36.0
Other fabricated textile products	38.1	38.0	38.2	38.0	38.3	36.9	38.1	37.5	37.6	38.2	38.4	38.4	38.3	38.2	37.4
	Average hourly earnings														
Textile-mill products	$1.62	$1.62	$1.62	$1.63	$1.63	$1.61	$1.62	$1.60	$1.60	$1.59	$1.59	$1.59	$1.59	$1.57	$1.51
Scouring and combing plants	1.72	1.75	1.76	1.75	1.75	1.72	1.72	1.70	1.70	1.70	1.75	1.73	1.77	1.71	1.60
Yarn and thread mills	1.51	1.51	1.52	1.52	1.52	1.51	1.51	1.50	1.49	1.49	1.49	1.49	1.50	1.47	1.40
Broad-woven fabric mills	1.60	1.61	1.61	1.62	1.61	1.60	1.60	1.56	1.56	1.56	1.56	1.56	1.57	1.54	1.45
Narrow fabrics and smallwares	1.67	1.67	1.66	1.67	1.65	1.64	1.65	1.64	1.63	1.64	1.64	1.64	1.63	1.61	1.54
Knitting mills	1.52	1.51	1.50	1.52	1.52	1.50	1.52	1.51	1.51	1.49	1.49	1.49	1.50	1.49	1.46
Dyeing and finishing textiles	1.76	1.76	1.77	1.79	1.78	1.76	1.75	1.73	1.73	1.74	1.73	1.73	1.72	1.71	1.65
Carpets, rugs, other floor coverings	1.95	1.96	1.97	1.98	1.97	1.96	1.96	1.95	1.95	1.95	1.95	1.95	1.95	1.95	1.89
Hats (except cloth and millinery)	1.65	1.63	1.67	1.69	1.68	1.69	1.69	1.65	1.71	1.68	1.67	1.65	1.71	1.70	1.65
Miscellaneous textile goods	1.90	1.88	1.89	1.89	1.88	1.84	1.85	1.87	1.88	1.86	1.84	1.84	1.84	1.82	1.75
Apparel and other finished textile products	1.58	1.57	1.55	1.54	1.54	1.53	1.56	1.55	1.54	1.53	1.53	1.52	1.53	1.52	1.51
Men's and boys' suits and coats	1.91	1.92	1.85	1.90	1.80	1.77	1.79	1.78	1.77	1.77	1.79	1.77	1.78	1.76	1.76
Men's and boys' furnishings and work clothing	1.33	1.32	1.32	1.32	1.32	1.31	1.33	1.32	1.32	1.31	1.31	1.30	1.31	1.29	1.28
Women's outerwear	1.76	1.75	1.71	1.69	1.71	1.70	1.73	1.74	1.72	1.73	1.72	1.70	1.73	1.72	1.69
Women's, children's undergarments	1.43	1.42	1.40	1.42	1.43	1.42	1.42	1.41	1.40	1.40	1.41	1.40	1.40	1.39	1.37
Millinery	1.94	1.93	1.96	1.83	1.84	1.84	1.87	1.92	1.87	1.81	1.84	1.86	1.94	1.84	1.83
Children's outerwear	1.46	1.44	1.44	1.43	1.43	1.41	1.44	1.43	1.43	1.40	1.40	1.40	1.41	1.40	1.38
Miscellaneous apparel and accessories	1.48	1.47	1.46	1.44	1.44	1.44	1.46	1.44	1.43	1.43	1.43	1.43	1.43	1.42	1.41
Other fabricated textile products	1.67	1.62	1.67	1.63	1.61	1.59	1.60	1.61	1.59	1.57	1.55	1.56	1.56	1.56	1.52

See footnotes at end of table.

TABLE C–1. Gross hours and earnings of production workers,[1] by industry—Continued

Industry	1960									1959				Annual average	
	Sept.[2]	Aug.	July	June	May	Apr.	Mar.	Feb.	Jan.	Dec.	Nov.	Oct.	Sept.	1959	1958
	Average weekly earnings														
Manufacturing—Continued															
Nondurable goods—Continued															
Paper and allied products	$97.94	$97.75	$97.33	$97.13	$96.05	$93.63	$94.30	$94.73	$95.20	$95.22	$95.22	$95.67	$96.77	$94.16	$88.83
Pulp, paper, and paperboard mills	107.45	106.82	106.87	106.19	104.64	102.15	103.29	103.97	104.24	104.48	104.72	104.48	106.32	102.73	96.10
Paperboard containers and boxes	91.10	90.69	88.99	89.64	88.34	86.43	86.03	86.67	87.74	86.93	88.20	89.68	90.95	87.78	82.41
Other paper and allied products	85.68	85.90	85.49	85.70	86.11	84.26	84.87	84.05	84.67	85.07	83.64	83.84	84.03	83.42	78.96
Printing, publishing, and allied industries	107.42	106.09	106.20	105.54	106.37	103.95	105.05	104.12	104.56	106.86	103.79	104.83	106.70	103.41	97.90
Newspapers	113.13	110.14	111.47	112.10	113.31	110.05	108.72	108.42	107.45	113.31	107.76	110.00	111.96	108.28	103.43
Periodicals	125.67	119.19	120.10	114.09	114.37	115.30	116.57	111.20	111.35	108.93	113.96	119.83	132.30	113.15	102.97
Books	94.16	97.17	92.97	93.43	94.25	91.66	91.43	89.44	91.14	92.57	90.29	91.31	92.23	90.52	85.80
Commercial printing	107.86	105.72	105.18	105.18	105.06	103.33	105.86	103.35	105.34	106.92	104.28	104.67	106.00	102.96	97.22
Lithographing	110.37	112.16	109.97	109.53	110.55	106.23	109.20	107.86	107.73	109.89	107.19	108.67	109.60	106.40	98.81
Greeting cards	73.84	71.55	73.30	69.74	73.53	70.48	73.54	76.63	75.08	70.10	70.25	69.72	68.60	70.07	67.03
Bookbinding and related industries	81.27	82.64	82.60	82.64	81.20	79.92	82.01	81.20	81.79	83.28	81.66	80.43	81.09	80.50	74.86
Miscellaneous publishing and printing services	117.27	116.73	119.81	116.18	115.97	115.06	117.35	118.81	118.50	118.78	117.18	114.98	117.34	116.19	110.75
	Average weekly hours														
Paper and allied products	42.4	42.5	42.5	42.6	42.5	41.8	42.1	42.1	42.5	42.7	42.7	42.9	43.2	42.8	41.9
Pulp, paper, and paperboard mills	43.5	43.6	43.8	43.7	43.6	43.1	43.4	43.5	43.8	43.9	44.0	43.9	44.3	43.9	42.9
Paperboard containers and boxes	41.6	41.6	41.2	41.5	40.9	40.2	40.2	40.5	41.0	41.2	41.8	42.3	42.5	41.8	41.0
Other paper and allied products	40.8	41.1	41.1	41.4	41.8	41.1	41.4	41.0	41.3	41.7	41.2	41.3	41.6	41.5	40.7
Printing, publishing, and allied industries	38.5	38.3	38.2	38.1	38.4	37.8	38.2	38.0	38.3	39.0	38.3	38.4	38.8	38.3	37.8
Newspapers	35.8	35.3	35.5	35.7	36.2	35.5	35.3	35.2	35.0	36.2	35.1	35.6	36.0	35.5	35.3
Periodicals	42.6	41.1	41.7	40.6	40.7	40.6	40.9	40.0	40.2	39.9	40.7	41.9	44.1	40.7	39.3
Books	39.9	41.0	39.9	40.1	40.8	40.2	40.1	39.4	39.8	40.6	39.6	39.7	40.1	39.7	39.0
Commercial printing	39.8	39.3	39.1	39.1	39.2	38.7	39.5	39.0	39.9	40.5	39.8	39.8	40.0	39.6	39.2
Lithographing	39.7	40.2	39.7	39.4	40.2	39.2	40.0	39.8	39.9	40.7	39.7	40.1	40.0	39.7	38.9
Greeting cards	39.7	39.1	39.2	37.9	38.1	36.9	38.3	38.7	38.5	38.1	38.6	38.1	37.9	38.5	38.3
Bookbinding and related industries	37.8	38.8	38.6	38.8	38.3	37.7	38.5	38.3	38.4	39.1	38.7	38.3	38.8	38.7	38.0
Miscellaneous publishing and printing services	38.2	37.9	38.4	37.6	37.9	37.6	38.1	38.7	38.6	39.2	38.8	38.2	38.6	38.6	37.8
	Average hourly earnings														
Paper and allied products	$2.31	$2.30	$2.29	$2.28	$2.26	$2.24	$2.24	$2.25	$2.24	$2.23	$2.23	$2.23	$2.24	$2.20	$2.12
Pulp, paper, and paperboard mills	2.47	2.45	2.44	2.43	2.40	2.37	2.38	2.39	2.38	2.38	2.38	2.38	2.40	2.34	2.24
Paperboard containers and boxes	2.19	2.18	2.16	2.16	2.16	2.15	2.14	2.14	2.14	2.11	2.11	2.12	2.14	2.10	2.01
Other paper and allied products	2.10	2.09	2.08	2.07	2.06	2.05	2.05	2.05	2.05	2.04	2.03	2.03	2.02	2.01	1.94
Printing, publishing, and allied industries	2.79	2.77	2.78	2.77	2.77	2.75	2.75	2.74	2.73	2.74	2.71	2.73	2.75	2.70	2.59
Newspapers	3.16	3.12	3.14	3.14	3.13	3.10	3.08	3.08	3.07	3.13	3.07	3.09	3.11	3.05	2.93
Periodicals	2.95	2.90	2.88	2.81	2.81	2.84	2.85	2.78	2.77	2.73	2.80	2.86	3.00	2.78	2.62
Books	2.36	2.37	2.33	2.33	2.31	2.28	2.28	2.27	2.29	2.28	2.28	2.30	2.30	2.28	2.20
Commercial printing	2.71	2.69	2.69	2.69	2.68	2.67	2.68	2.65	2.64	2.64	2.62	2.63	2.65	2.60	2.48
Lithographing	2.78	2.79	2.77	2.78	2.75	2.71	2.73	2.71	2.70	2.70	2.70	2.71	2.74	2.68	2.54
Greeting cards	1.86	1.83	1.87	1.84	1.93	1.91	1.92	1.98	1.95	1.84	1.82	1.83	1.81	1.82	1.75
Bookbinding and related industries	2.15	2.13	2.14	2.13	2.12	2.12	2.13	2.12	2.13	2.13	2.11	2.10	2.09	2.08	1.97
Miscellaneous publishing and printing services	3.07	3.08	3.12	3.09	3.06	3.06	3.08	3.07	3.07	3.03	3.02	3.01	3.04	3.01	2.93

See footnotes at end of table.

TABLE C–1. Gross hours and earnings of production workers,[1] by industry—Continued

Industry	1960									1959				Annual average	
	Sept.[2]	Aug.	July	June	May	Apr.	Mar.	Feb.	Jan.	Dec.	Nov.	Oct.	Sept.	1959	1958
	Average weekly earnings														
Manufacturing—Continued															
Nondurable goods—Continued															
Chemicals and allied products	$104.90	$104.90	$106.08	$105.59	$103.58	$104.41	$102.01	$101.60	$101.60	$102.66	$101.75	$101.09	$104.48	$100.02	$94.48
Industrial inorganic chemicals	117.16	116.05	117.46	116.20	114.53	117.45	113.02	112.75	112.61	114.93	113.55	113.97	117.87	111.64	104.70
Industrial organic chemicals	111.24	110.42	113.13	112.67	110.77	112.29	108.62	108.21	108.21	109.78	108.58	108.05	112.89	106.81	100.04
Drugs and medicines	94.71	94.02	94.60	94.19	93.73	92.75	92.97	93.66	92.62	92.66	93.11	93.11	94.39	90.58	85.88
Soap, cleaning and polishing preparations	112.47	114.93	111.51	113.82	110.95	108.24	111.72	109.15	107.94	109.36	108.16	108.58	110.30	105.47	100.86
Paints, pigments, and fillers	100.53	101.27	101.11	103.07	102.41	101.19	98.90	98.42	98.01	98.33	99.22	96.32	101.40	98.29	93.25
Gum and wood chemicals	92.22	88.62	93.10	90.29	87.74	86.29	84.20	84.00	82.60	84.77	87.90	82.54	86.86	83.36	80.45
Fertilizers	80.64	80.37	81.90	80.70	79.74	85.44	74.07	77.96	78.75	78.57	76.44	75.48	80.70	78.12	74.03
Vegetable and animal oils and fats	89.80	90.50	92.42	92.17	89.42	87.23	87.96	86.29	87.30	86.48	87.23	85.84	87.32	85.44	82.21
Miscellaneous chemicals	96.39	95.18	95.99	94.77	95.06	95.71	94.89	93.96	93.96	94.25	93.43	92.39	92.21	91.58	87.02
Products of petroleum and coal	121.01	117.62	121.18	119.60	118.03	119.54	116.87	116.87	116.98	117.74	118.90	117.50	120.77	117.38	110.97
Petroleum refining	124.84	120.90	124.84	123.22	123.11	124.23	120.20	120.60	120.40	121.80	124.01	119.80	124.53	121.29	114.90
Coke, other petroleum and coal products	108.68	107.43	109.82	108.36	102.51	105.44	106.49	105.97	106.90	105.30	103.17	108.03	108.20	105.83	97.28
Rubber products	98.67	100.15	103.53	102.72	100.04	94.60	97.71	100.00	102.16	101.59	97.66	101.18	102.01	101.60	92.59
Tires and inner tubes	112.18	114.66	123.71	121.39	117.51	107.38	113.68	117.71	119.80	118.59	112.62	117.49	117.56	120.01	106.04
Rubber footwear	78.98	81.40	82.21	82.82	81.40	77.01	78.61	77.21	79.40	80.79	79.80	79.40	79.18	79.19	76.62
Other rubber products	92.10	92.75	91.66	92.34	90.12	88.43	89.78	91.76	93.52	92.93	89.87	93.38	94.73	92.99	84.59
	Average weekly hours														
Chemicals and allied products	41.3	41.3	41.6	41.9	41.6	42.1	41.3	41.3	41.3	41.9	41.7	41.6	42.3	41.5	40.9
Industrial inorganic chemicals	41.4	41.3	41.8	41.8	41.8	42.4	41.4	41.3	41.4	42.1	41.9	41.9	42.4	41.5	40.9
Industrial organic chemicals	41.2	41.2	41.9	42.2	41.8	41.9	41.3	41.3	41.3	41.9	41.6	41.4	42.6	41.4	40.5
Drugs and medicines	40.3	40.7	40.6	40.6	40.4	40.5	40.6	40.9	40.8	41.0	41.2	41.2	41.4	40.8	40.7
Soap, cleaning and polishing preparations	41.5	42.1	41.3	42.0	41.4	41.0	42.0	41.5	41.2	41.9	41.6	41.6	42.1	41.2	41.0
Paints, pigments, and fillers	40.7	41.0	41.1	41.9	41.8	41.3	40.7	40.5	40.5	40.8	41.0	40.3	41.9	41.3	40.9
Gum and wood chemicals	43.5	42.4	43.3	43.2	42.8	42.3	42.1	42.0	41.3	42.6	43.3	41.9	43.0	42.1	41.9
Fertilizers	42.0	42.3	42.0	42.7	43.1	43.0	40.7	42.6	42.8	42.7	42.0	41.7	42.7	43.4	42.3
Vegetable and animal oils and fats	44.9	43.3	43.8	44.1	43.2	43.4	44.2	43.8	45.0	46.0	46.4	46.4	46.2	44.5	44.2
Miscellaneous chemicals	40.5	40.5	40.5	40.5	40.8	40.9	40.9	40.5	40.5	40.8	40.8	40.7	40.8	40.7	40.1
Products of petroleum and coal	41.3	40.7	41.5	41.1	40.7	40.8	40.3	40.3	40.2	40.6	41.0	40.8	41.5	40.9	40.5
Petroleum refining	41.2	40.3	41.2	40.8	40.9	41.0	40.2	40.2	40.0	40.6	41.2	40.2	41.1	40.7	40.6
Coke, other petroleum and coal products	41.8	41.8	42.4	42 0	40.2	40.4	40.8	40.6	40.8	40.5	40.3	42.7	42.6	41.5	40.2
Rubber products	39.0	39.9	40.6	40.6	39.7	38.3	39.4	40.0	40.7	40.8	39.7	40.8	41.3	41.3	39.4
Tires and inner tubes	37.9	39.0	41.1	40.6	39.7	36.9	38.8	39.5	40.2	40.2	38.7	40.1	40.4	41.1	38.7
Rubber footwear	39.1	40.1	40.3	40.6	40.1	38.7	39.5	38.8	39.5	39.8	39.9	39.9	40.4	40.2	39.7
Other rubber products	39.7	40.5	40.2	40.5	39.7	39.3	39.9	40.6	41.2	41.3	40.3	41.5	42.1	41.7	39.9
	Average hourly earnings														
Chemicals and allied products	$2.54	$2.54	$2.55	$2.52	$2.49	$2.48	$2.47	$2.46	$2.46	$2.45	$2.44	$2.43	$2.47	$2.41	$2.31
Industrial inorganic chemicals	2.83	2.81	2.81	2.78	2.74	2.77	2.73	2.73	2.72	2.73	2.71	2.72	2.78	2.69	2.56
Industrial organic chemicals	2.70	2.68	2.70	2.67	2.65	2.68	2.63	2.62	2.62	2.62	2.61	2.61	2.65	2.58	2.47
Drugs and medicines	2.35	2.31	2.33	2.32	2.32	2.29	2.29	2.29	2.27	2.26	2.26	2.26	2.28	2.22	2.11
Soap, cleaning and polishing preparations	2.71	2.73	2.70	2.71	2.68	2.64	2.66	2.63	2.62	2.61	2.60	2.61	2.62	2.56	2.46
Paints, pigments and fillers	2.47	2.47	2.46	2.46	2.45	2.45	2.43	2.43	2.42	2.41	2.42	2.39	2.42	2.38	2.28
Gum and wood chemicals	2.12	2.09	2.15	2.09	2.05	2.04	2.00	2.00	2.00	1.99	2.03	1.97	2.02	1.98	1.92
Fertilizers	1.92	1.90	1.95	1.89	1.85	1.78	1.82	1.83	1.84	1.84	1.82	1.81	1.89	1.80	1.75
Vegetable and animal oils and fats	2.00	2.09	2.11	2.09	2.07	2.01	1.99	1.97	1.94	1.88	1.88	1.85	1.89	1.92	1.86
Miscellaneous chemicals	2.38	2.35	2.37	2.34	2.33	2.34	2.32	2.32	2.32	2.31	2.29	2.27	2.26	2.25	2.17
Products of petroleum and coal	2.93	2.89	2.92	2.91	2.90	2.93	2.90	2.90	2.91	2.90	2.90	2.88	2.91	2.87	2.74
Petroleum refining	3.03	3.00	3.03	3.02	3.01	3.03	2.99	3.00	3.01	3.00	3.01	2.98	3.03	2.98	2.83
Coke, other petroleum and coal products	2.60	2.57	2.59	2.58	2.55	2.61	2.61	2.61	2.62	2.60	2.56	2.53	2.54	2.55	2.42
Rubber products	2.53	2.51	2.55	2.53	2.52	2.47	2.48	2.50	2.51	2.49	2.46	2.48	2.47	2.46	2.35
Tires and inner tubes	2.96	2.94	3.01	2.99	2.96	2.91	2.93	2.98	2.98	2.95	2.91	2.93	2.91	2.92	2.74
Rubber footwear	2.02	2.03	2.04	2.04	2.03	1.99	1.99	1.99	2.01	2.03	2.00	1.99	1.96	1.97	1.93
Other rubber products	2.32	2.29	2.28	2.28	2.27	2.25	2.25	2.26	2.27	2.25	2.23	2.25	2.25	2.23	2.12

See footnotes at end of table.

TABLE C–1. Gross hours and earnings of production workers,[1] by industry—Continued

Industry	1960									1959				Annual average	
	Sept.[2]	Aug.[2]	July	June	May	Apr.	Mar.	Feb.	Jan.	Dec.	Nov.	Oct.	Sept.	1959	1958
Average weekly earnings															
Manufacturing—Continued															
Nondurable goods—Continued															
Leather and leather products	$58.88	$62.48	$62.98	$62.37	$59.90	$58.06	$60.84	$60.64	$61.78	$61.07	$60.43	$58.28	$59.09	$60.70	$57.78
Leather: tanned, curried, and finished	84.10	84.56	82.68	86.27	83.07	81.66	81.87	81.24	81.30	82.74	81.09	80.50	80.11	80.94	78.39
Industrial leather belting and packing	78.74	78.74	80.20	78.21	77.03	73.53	76.24	72.13	74.68	79.80	69.50	72.38	77.42	79.56	76.62
Boot and shoe cut stock and findings	54.01	59.03	59.21	59.44	58.25	55.22	57.82	58.44	60.30	59.83	56.21	54.42	55.85	57.30	56.02
Footwear (except rubber)	55.14	60.26	61.22	60.00	56.80	55.52	58.56	58.67	60.10	58.40	57.46	55.69	56.47	58.34	54.87
Luggage	68.97	65.18	64.30	66.42	65.07	62.87	63.63	62.29	62.87	63.54	69.70	63.50	64.19	65.18	63.46
Handbags and small leather goods	58.03	58.45	58.14	56.30	57.07	53.61	58.05	57.30	56.92	58.65	59.60	54.24	56.24	56.45	55.54
Gloves and miscellaneous leather goods	53.94	54.52	53.43	54.24	52.71	51.41	52.20	52.42	50.98	53.11	53.71	52.77	51.41	51.89	50.40
Transportation and public utilities:															
Transportation:															
Interstate railroads:															
Class I railroads [3]	------	110.33	107.42	110.42	107.59	107.33	109.82	111.45	106.60	110.00	106.86	105.25	106.17	106.43	101.50
Local railways and buslines	100.19	100.22	100.22	100.92	99.79	97.78	97.78	97.33	95.60	96.10	95.44	94.57	94.33	94.59	90.52
Communication:															
Telephone	95.71	89.27	89.95	88.26	87.81	86.36	87.58	87.42	86.14	87.42	89.95	88.58	89.32	85.46	78.72
Telegraph [4]	106.14	103.09	102.37	104.00	97.75	95.30	95.30	94.43	95.30	95.53	95.53	95.57	100.11	95.99	90.06
Other public utilities:															
Gas and electric utilities	113.98	110.16	110.02	109.34	109.34	108.94	108.26	107.59	108.39	107.98	109.03	108.62	107.79	105.78	100.37
Electric light and power utilities	116.89	110.97	110.97	109.88	109.61	108.79	108.94	107.86	108.39	107.71	108.65	108.24	108.36	106.34	101.43
Gas utilities	105.11	102.21	102.21	101.15	101.15	101.25	100.85	99.85	100.85	101.18	103.91	103.17	102.34	99.39	94.83
Electric light and gas utilities combined	118.69	115.87	115.34	115.62	116.18	115.62	113.96	114.52	114.67	114.12	114.13	113.44	112.06	110.56	103.63
Average weekly hours															
Manufacturing—Continued															
Nondurable goods—Continued															
Leather and leather products	35.9	38.1	38.4	37.8	36.3	35.4	37.1	37.2	37.9	37.7	37.3	36.2	36.7	37.7	36.8
Leather: tanned, curried, and finished	39.3	39.7	39.0	40.5	39.0	38.7	38.8	38.5	38.9	39.4	38.8	38.7	38.7	39.1	39.0
Industrial leather belting and packing	38.6	38.6	40.1	39.3	39.1	38.1	38.7	36.8	38.1	40.1	36.2	37.5	39.5	40.8	39.7
Boot and shoe cut stock and findings	34.4	37.6	38.2	38.1	37.1	35.4	37.3	37.7	38.9	38.6	36.5	35.8	36.5	37.7	37.1
Footwear (except rubber)	34.9	37.9	38.5	37.5	35.5	34.7	36.6	36.9	37.8	37.2	36.6	35.7	36.2	37.4	36.1
Luggage	40.1	38.8	38.5	39.3	38.5	37.2	38.1	37.3	37.2	37.6	41.0	37.8	38.9	38.8	38.0
Handbags and small leather goods	37.2	38.2	38.0	36.8	37.3	35.5	38.7	38.2	38.2	39.1	40.0	36.4	38.0	38.4	38.3
Gloves and miscellaneous leather goods	37.2	37.6	36.1	36.9	36.1	35.7	36.0	36.4	35.9	37.4	37.3	36.9	35.7	36.8	36.0
Transportation and public utilities:															
Transportation:															
Interstate railroads:															
Class I railroads [3]	------	42.6	41.0	42.8	41.7	41.6	42.9	42.7	41.0	42.8	41.1	41.6	41.8	41.9	41.6
Local railways and buslines	43.0	43.2	43.2	43.5	43.2	42.7	42.7	42.5	42.3	42.9	42.8	42.6	42.3	42.8	42.7
Communication:															
Telephone	40.9	39.5	39.8	39.4	39.2	38.9	39.1	39.2	38.8	39.2	40.7	39.9	40.6	39.2	38.4
Telegraph [4]	43.5	42.6	42.3	42.8	42.5	41.8	41.8	41.6	41.8	41.9	41.9	42.1	44.1	42.1	41.5
Other public utilities:															
Gas and electric utilities	41.6	40.8	40.9	40.8	40.8	40.8	40.7	40.6	40.9	40.9	41.3	41.3	41.3	41.0	40.8
Electric light and power utilities	42.2	41.1	41.1	41.0	40.9	40.9	40.8	40.7	40.9	40.8	41.0	41.0	41.2	40.9	40.9
Gas utilities	40.9	40.4	40.4	40.3	40.3	40.5	40.5	40.1	40.5	40.8	41.4	41.6	41.6	40.9	40.7
Electric light and gas utilities combined	41.5	40.8	40.9	41.0	41.2	41.0	40.7	40.9	41.1	41.2	41.5	41.4	41.2	41.1	40.8
Average hourly earnings															
Manufacturing—Continued															
Nondurable goods—Continued															
Leather and leather products	$1.64	$1.64	$1.64	$1.65	$1.65	$1.64	$1.64	$1.63	$1.63	$1.62	$1.62	$1.61	$1.61	$1.61	$1.57
Leather: tanned, curried, and finished	2.14	2.13	2.12	2.13	2.13	2.11	2.11	2.11	2.09	2.10	2.09	2.08	2.07	2.07	2.01
Industrial leather belting and packing	2.04	2.04	2.00	1.99	1.97	1.93	1.97	1.96	1.96	1.99	1.92	1.93	1.96	1.95	1.93
Boot and shoe cut stock and findings	1.57	1.57	1.55	1.56	1.57	1.56	1.55	1.55	1.55	1.55	1.54	1.52	1.53	1.52	1.51
Footwear (except rubber)	1.58	1.59	1.59	1.60	1.60	1.60	1.60	1.59	1.59	1.57	1.57	1.56	1.56	1.56	1.52
Luggage	1.72	1.68	1.67	1.69	1.69	1.69	1.67	1.67	1.69	1.69	1.70	1.68	1.65	1.68	1.67
Handbags and small leather goods	1.56	1.53	1.53	1.53	1.53	1.51	1.50	1.50	1.49	1.50	1.49	1.49	1.48	1.47	1.45
Gloves and miscellaneous leather goods	1.45	1.45	1.48	1.47	1.46	1.44	1.45	1.44	1.42	1.42	1.44	1.43	1.44	1.41	1.40
Transportation and public utilities:															
Transportation:															
Interstate railroads:															
Class I railroads [3]	------	2.59	2.62	2.58	2.58	2.58	2.56	2.61	2.60	2.57	2.60	2.53	2.54	2.54	2.44
Local railways and buslines	2.33	2.32	2.32	2.32	2.31	2.29	2.29	2.29	2.26	2.24	2.23	2.22	2.23	2.21	2.12
Communication:															
Telephone	2.34	2.26	2.26	2.24	2.24	2.22	2.24	2.23	2.22	2.23	2.21	2.22	2.20	2.18	2.05
Telegraph [4]	2.44	2.42	2.42	2.43	2.30	2.28	2.28	2.27	2.28	2.28	2.28	2.27	2.27	2.28	2.17
Other public utilities:															
Gas and electric utilities	2.74	2.70	2.69	2.68	2.68	2.67	2.66	2.65	2.65	2.64	2.64	2.63	2.61	2.58	2.46
Electric light and power utilities	2.77	2.70	2.70	2.68	2.68	2.66	2.67	2.65	2.65	2.64	2.65	2.64	2.63	2.60	2.48
Gas utilities	2.57	2.53	2.53	2.51	2.51	2.50	2.49	2.49	2.49	2.48	2.51	2.48	2.46	2.43	2.33
Electric light and gas utilities combined	2.86	2.84	2.82	2.82	2.82	2.82	2.80	2.80	2.79	2.77	2.75	2.74	2.72	2.69	2.54

See footnotes at end of table.

TABLE C–1. Gross hours and earnings of production workers,[1] by industry—Continued

Industry	1960									1959				Annual average	
	Sept.[2]	Aug.	July	June	May	Apr.	Mar.	Feb.	Jan.	Dec.	Nov.	Oct.	Sept.	1959	1958
	Average weekly earnings														
Wholesale and retail trade:															
Wholesale trade	$93.56	$93.56	$94.19	$93.09	$92.46	$91.83	$91.37	$90.35	$90.80	$91.94	$91.71	$91.53	$91.94	$90.27	$87.02
Retail trade (except eating and drinking places)	68.43	69.32	69.52	68.80	67.69	67.48	66.95	66.95	66.95	66.09	66.38	67.11	67.82	67.06	64.77
General merchandise stores	49.16	50.26	50.75	49.74	48.87	48.99	48.33	48.19	48.19	50.01	47.46	47.94	48.50	48.37	46.85
Department stores and general mail-order houses	55.55	56.32	56.99	56.00	55.04	55.14	53.69	53.69	54.19	56.70	52.98	53.82	54.60	54.36	52.60
Food and liquor stores	72.47	72.76	73.16	72.16	70.60	70.13	68.89	69.34	69.38	69.26	69.81	69.65	71.20	69.89	67.52
Automotive and accessories dealers	88.48	89.96	91.29	91.29	90.87	91.73	88.91	87.40	88.04	86.29	88.71	89.76	87.40	88.24	83.22
Apparel and accessories stores	52.17	52.65	52.59	52.82	51.56	53.48	50.85	51.64	51.87	53.35	51.83	51.34	52.29	51.90	50.81
Other retail trade:															
Furniture and appliance stores	76.92	77.49	76.70	77.08	75.07	75.44	74.80	75.44	76.67	79.80	77.46	76.18	77.42	75.76	72.31
Lumber and hardware supply stores	82.94	83.69	83.50	82.88	82.49	81.64	79.49	78.28	78.09	79.99	80.22	81.79	80.79	79.95	77.04
Finance, insurance, and real estate:															
Banks and trust companies [5]	69.56	69.75	70.31	69.75	69.75	69.94	69.56	69.94	69.93	68.81	68.26	68.81	68.26	68.07	66.57
Security dealers and exchanges	115.54	113.14	117.33	117.16	111.54	113.61	112.67	114.52	115.49	117.14	110.15	109.43	107.22	119.24	106.88
Insurance carriers	88.01	88.34	88.08	87.99	88.15	87.37	87.68	87.54	87.26	86.52	86.32	85.79	85.98	85.79	82.97
Service and miscellaneous:															
Hotels and lodging places:															
Hotels, year-round [6]	48.95	49.04	48.80	48.80	48.28	47.52	48.00	47.64	48.12	48.40	48.24	48.20	48.36	47.44	45.20
Personal services:															
Laundries	48.46	48.07	48.56	48.68	48.68	48.00	46.68	46.92	47.04	47.24	46.37	46.96	46.96	46.45	44.30
Cleaning and dyeing plants	54.95	53.02	54.43	57.06	55.95	57.94	52.68	52.40	53.10	54.91	54.35	55.60	53.54	53.29	50.82
Motion pictures:															
Motion-picture production and distribution	116.76	118.61	114.62	112.12	113.37	107.96	107.23	112.13	111.63	112.89	114.31	114.51	110.97	108.36	98.65
	Average weekly hours														
Wholesale and retail trade:															
Wholesale trade	40.5	40.5	40.6	40.3	40.2	40.1	39.9	39.8	40.0	40.5	40.4	40.5	40.5	40.3	40.1
Retail trade (except eating and drinking places)	37.6	38.3	38.2	37.8	37.4	37.7	37.4	37.4	37.4	38.2	37.5	37.7	38.1	38.1	38.1
General merchandise stores	33.9	34.9	35.0	34.3	33.7	34.5	33.8	33.7	33.7	36.5	33.9	34.0	34.4	34.8	34.7
Department stores and general mail-order houses	34.5	35.2	35.4	35.0	34.4	34.9	34.2	34.2	34.3	37.3	34.4	34.5	35.0	35.3	35.3
Food and liquor stores	35.7	36.2	36.4	35.9	35.3	35.6	35.3	35.2	35.4	35.7	35.8	35.9	36.7	36.4	36.3
Automotive and accessories dealers	43.8	44.1	44.1	44.1	43.9	44.1	43.8	43.7	43.8	43.8	43.7	44.0	43.7	43.9	43.8
Apparel and accessories stores	34.1	35.1	34.6	34.3	33.7	34.5	33.9	34.2	33.9	35.1	34.1	34.0	34.4	34.6	34.8
Other retail trade:															
Furniture and appliance stores	40.7	41.0	40.8	41.0	40.8	41.0	41.1	41.0	41.0	42.0	41.2	41.4	41.4	41.4	41.8
Lumber and hardware supply stores	42.1	42.7	42.6	42.5	42.3	42.3	41.4	41.2	41.1	42.1	42.0	42.6	42.3	42.3	42.1
Finance, insurance, and real estate:															
Banks and trust companies [5]	37.2	37.3	37.4	37.3	37.3	37.4	37.4	37.4	37.8	37.6	37.3	37.6	37.3	37.4	37.4
Security dealers and exchanges	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------
Insurance carriers	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------
Service and miscellaneous:															
Hotels and lodging places:															
Hotels, year-round [6]	39.8	40.2	40.0	40.0	39.9	39.6	40.0	39.7	40.1	40.0	40.2	40.5	40.3	40.2	40.0
Personal services:															
Laundries	39.4	39.4	39.8	39.9	39.9	40.0	38.9	39.1	39.2	39.7	39.3	39.8	39.8	39.7	39.2
Cleaning and dyeing plants	38.7	37.6	38.6	39.9	39.4	40.8	37.9	37.7	38.2	39.5	39.1	40.0	38.8	38.9	38.5
Motion pictures:															
Motion-picture production and distribution	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------
	Average hourly earnings														
Wholesale and retail trade:															
Wholesale trade	$2.31	$2.31	$2.32	$2.31	$2.30	$2.29	$2.29	$2.27	$2.27	$2.27	$2.27	$2.26	$2.27	$2.24	$2.17
Retail trade (except eating and drinking places)	1.82	1.81	1.82	1.82	1.81	1.79	1.79	1.79	1.79	1.73	1.77	1.78	1.78	1.76	1.70
General merchandise stores	1.45	1.44	1.45	1.45	1.45	1.42	1.43	1.43	1.43	1.37	1.40	1.41	1.41	1.39	1.35
Department stores and general mail-order houses	1.61	1.60	1.61	1.60	1.60	1.58	1.57	1.57	1.58	1.52	1.54	1.56	1.56	1.54	1.49
Food and liquor stores	2.03	2.01	2.01	2.01	2.00	1.97	1.98	1.97	1.96	1.94	1.95	1.94	1.94	1.92	1.86
Automotive and accessories dealers	2.02	2.04	2.07	2.07	2.07	2.08	2.03	2.00	2.01	1.97	2.03	2.04	2.00	2.01	1.90
Apparel and accessories stores	1.53	1.50	1.52	1.54	1.53	1.55	1.50	1.51	1.53	1.52	1.52	1.51	1.52	1.50	1.46
Other retail trade:															
Furniture and appliance stores	1.89	1.89	1.88	1.88	1.84	1.84	1.82	1.84	1.87	1.90	1.88	1.84	1.87	1.83	1.73
Lumber and hardware supply stores	1.97	1.96	1.96	1.95	1.95	1.93	1.92	1.90	1.90	1.90	1.91	1.92	1.91	1.89	1.83
Finance, insurance, and real estate:															
Banks and trust companies [5]	1.87	1.87	1.88	1.87	1.87	1.87	1.86	1.87	1.85	1.83	1.83	1.83	1.83	1.82	1.78
Security dealers and exchanges	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------
Insurance carriers	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------
Service and miscellaneous:															
Hotels and lodging places:															
Hotels, year-round [6]	1.23	1.22	1.22	1.22	1.21	1.20	1.20	1.20	1.20	1.21	1.20	1.19	1.20	1.18	1.13
Personal services:															
Laundries	1.23	1.22	1.22	1.22	1.22	1.20	1.20	1.20	1.20	1.19	1.18	1.18	1.18	1.17	1.13
Cleaning and dyeing plants	1.42	1.41	1.41	1.43	1.42	1.42	1.39	1.39	1.39	1.39	1.39	1.39	1.38	1.37	1.32
Motion pictures:															
Motion-picture production and distribution	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------

[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.

[2] Preliminary.

[3] 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).

[4] Data relate to domestic nonsupervisory employees except messengers.

[5] Average weekly earnings have been revised beginning with January 1958 and are not strictly comparable with data for earlier years. Average weekly hours and average hourly earnings are new series, available from January 1958.

[6] Money payments only; additional value of board, room, uniforms, and tips not included.

SOURCE: U.S. Department of Labor, Bureau of Labor Statistics for all series except that for Class I railroads. (See footnote 3.)

TABLE C–2. Average overtime hours and average hourly earnings excluding overtime of production workers in manufacturing, by major industry group [1]

Major industry group	1960									1959				Annual average	
	Sept.[2]	Aug.	July	June	May	Apr.	Mar.	Feb.	Jan.	Dec.	Nov.	Oct.	Sept.	1959	1958
	Average overtime hours [3]														
Manufacturing	2.5	2.4	2.4	2.5	2.4	2.1	2.5	2.6	2.8	2.7	2.6	2.8	3.0	2.7	2.0
Durable goods	2.5	2.3	2.3	2.4	2.4	2.1	2.5	2.7	2.9	2.7	2.5	2.8	3.0	2.7	1.9
Ordnance and accessories	2.2	2.1	1.9	1.9	1.9	1.6	2.0	2.3	2.1	2.2	2.1	2.1	2.3	2.1	2.0
Lumber and wood products	3.1	3.2	3.1	3.4	3.2	2.9	2.8	2.8	2.9	3.0	3.2	3.5	3.6	3.4	2.9
Furniture and fixtures	2.8	2.8	2.3	2.4	2.4	2.4	2.6	2.7	3.5	3.2	3.5	3.2	2.9	2.1	
Stone, clay, and glass products	3.0	3.2	3.1	3.1	3.1	2.8	2.7	2.8	2.9	3.0	3.2	3.4	3.6	3.4	2.8
Primary metal industries	1.6	1.4	1.7	1.6	1.5	2.0	2.1	2.4	2.8	2.6	2.3	2.6	3.0	2.6	1.3
Fabricated metal products	2.9	2.8	2.5	2.7	2.6	2.1	2.5	2.7	3.2	3.0	2.3	2.9	3.6	2.9	2.1
Machinery (except electrical)	2.2	2.3	2.5	2.7	2.7	2.4	2.8	2.9	2.8	2.9	2.5	2.7	2.8	2.7	1.7
Electrical machinery	2.1	1.9	1.6	1.8	1.7	1.2	1.9	2.0	2.4	2.4	2.2	2.5	2.6	2.2	1.5
Transportation equipment	2.8	2.3	2.2	2.4	2.6	1.9	2.8	3.2	3.8	2.5	1.9	2.5	2.7	2.5	1.9
Instruments and related products	2.3	2.2	2.2	2.0	2.0	1.7	2.3	2.3	2.2	2.7	2.6	2.5	2.4	2.3	1.5
Miscellaneous manufacturing	2.4	2.3	2.1	2.1	2.2	1.9	2.4	2.5	2.4	2.7	2.7	3.1	3.0	2.6	2.1
Nondurable goods	2.6	2.5	2.6	2.5	2.5	2.2	2.4	2.5	2.6	2.7	2.7	2.8	3.0	2.7	2.2
Food and kindred products	3.9	3.3	3.5	3.2	3.1	2.8	2.9	2.8	3.3	3.4	3.6	3.6	4.0	3.3	3.0
Tobacco manufactures	1.4	.9	1.2	1.2	1.0	.7	.5	.6	1.3	1.1	1.0	1.3	1.6	1.2	1.3
Textile-mill products	2.2	2.6	2.6	2.9	2.9	2.5	3.0	3.0	3.0	3.2	3.2	3.2	3.1	3.1	2.1
Apparel and other finished textile products	1.2	1.4	1.3	1.3	1.3	1.0	1.4	1.4	1.3	1.4	1.6	1.5	1.5	1.4	1.1
Paper and allied products	4.5	4.3	4.3	4.3	4.3	3.7	4.1	4.2	4.3	4.3	4.5	4.6	5.1	4.6	3.9
Printing and publishing	3.2	3.1	3.0	2.9	3.0	2.6	3.0	2.8	2.9	3.6	3.1	3.2	3.6	3.0	2.5
Chemicals and allied products	2.4	2.3	2.5	2.4	2.5	2.9	2.3	2.4	2.3	2.4	2.4	2.5	3.1	2.5	2.0
Products of petroleum and coal	2.3	1.8	2.3	2.1	1.6	1.7	1.4	1.5	1.6	1.5	1.8	2.1	2.3	1.8	1.5
Rubber products	2.0	2.3	3.0	2.7	2.2	1.7	2.3	2.8	3.1	2.8	2.5	3.5	4.3	3.7	2.3
Leather and leather products	1.3	1.6	1.4	1.3	1.0	.8	1.4	1.4	1.4	1.4	1.4	1.2	1.2	1.4	1.1
	Average hourly earnings excluding overtime [4]														
Manufacturing	$2.23	$2.21	$2.22	$2.22	$2.22	$2.22	$2.22	$2.21	$2.21	$2.20	$2.16	$2.14	$2.14	$2.15	$2.08
Durable goods	2.39	2.37	2.38	2.38	2.37	2.38	2.38	2.37	2.37	2.35	2.31	2.28	2.28	2.30	2.23
Ordnance and accessories	2.60	2.57	2.57	2.57	2.55	2.56	2.56	2.55	2.55	2.54	2.53	2.52	2.49	2.49	2.42
Lumber and wood products	2.02	1.99	1.99	1.99	1.95	1.94	1.93	1.91	1.89	1.92	1.94	1.94	1.94	1.89	1.82
Furniture and fixtures	1.81	1.80	1.81	1.81	1.80	1.80	1.81	1.79	1.79	1.78	1.76	1.76	1.76	1.76	1.73
Stone, clay, and glass products	2.21	2.20	2.19	2.19	2.19	2.19	2.20	2.18	2.18	2.17	2.16	2.14	2.14	2.13	2.04
Primary metal industries	2.75	2.75	2.75	2.76	2.77	2.78	2.77	2.77	2.78	2.77	2.70	2.57	2.56	2.70	2.61
Fabricated metal products	2.39	2.37	2.38	2.38	2.37	2.36	2.35	2.35	2.35	2.33	2.29	2.28	2.29	2.29	2.21
Machinery (except electrical)	2.51	2.49	2.49	2.49	2.49	2.47	2.47	2.47	2.46	2.46	2.45	2.44	2.43	2.42	2.33
Electrical machinery	2.26	2.25	2.26	2.25	2.24	2.24	2.23	2.23	2.22	2.20	2.18	2.17	2.16	2.16	2.11
Transportation equipment	2.72	2.68	2.67	2.66	2.64	2.64	2.64	2.64	2.64	2.64	2.60	2.62	2.62	2.58	2.47
Instruments and related products	2.30	2.31	2.31	2.30	2.29	2.28	2.28	2.27	2.26	2.25	2.24	2.23	2.22	2.22	2.15
Miscellaneous manufacturing	1.90	1.88	1.89	1.89	1.89	1.89	1.88	1.89	1.89	1.88	1.84	1.83	1.83	1.84	1.80
Nondurable goods	2.02	2.01	2.02	2.01	2.01	2.01	2.00	1.99	1.98	1.97	1.96	1.95	1.95	1.94	1.89
Food and kindred products	2.05	2.07	2.09	2.10	2.11	2.12	2.11	2.10	2.10	2.08	2.05	2.02	1.99	2.02	1.94
Tobacco manufactures	1.55	1.69	1.79	1.79	1.78	1.78	1.71	1.69	1.69	1.68	1.67	1.56	1.52	1.64	1.57
Textile-mill products	1.57	1.57	1.57	1.58	1.57	1.56	1.56	1.54	1.54	1.53	1.53	1.53	1.53	1.52	1.47
Apparel and other finished textile products	1.55	1.54	1.52	1.52	1.51	1.50	1.53	1.52	1.51	1.50	1.50	1.49	1.50	1.49	1.49
Paper and allied products	2.20	2.19	2.18	2.17	2.15	2.14	2.14	2.14	2.14	2.12	2.12	2.12	2.12	2.09	2.02
Printing and publishing	[5]	[5]	[5]	[5]	[5]	[5]	[5]	[5]	[5]	[5]	[5]	[5]	[5]	[5]	[5]
Chemicals and allied products	2.47	2.47	2.47	2.45	2.42	2.40	2.40	2.40	2.39	2.39	2.37	2.36	2.39	2.34	2.26
Products of petroleum and coal	2.85	2.83	2.85	2.84	2.84	2.87	2.85	2.85	2.86	2.85	2.84	2.80	2.83	2.81	2.69
Rubber products	2.46	2.44	2.46	2.45	2.45	2.42	2.41	2.41	2.42	2.41	2.39	2.38	2.35	2.36	2.28
Leather and leather products	1.61	1.61	1.61	1.62	1.63	1.62	1.61	1.60	1.60	1.59	1.59	1.58	1.58	1.58	1.55

[1] For comparability of data with those published in issues prior to August 1958, see footnote 1, table A–2.

[2] Preliminary.

[3] 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.

[4] Derived by assuming that overtime hours are paid at the rate of time and one-half.

[5] Not available as average overtime rates are significantly above time and one-half. Inclusion of data for the group in the nondurable-goods total has little effect.

TABLE C–3. Indexes of aggregate weekly man-hours and payrolls in industrial and construction activities [1]

[1947–49=100]

Activity	1960										1959			Annual average	
	Oct.[2]	Sept.[2]	Aug.	July	June	May	Apr.	Mar.	Feb.	Jan.	Dec.	Nov.	Oct.	1959	1958
	Man-hours														
Total	101.2	102.0	102 4	101.3	102.3	100.8	98.4	97.4	98.4	99.5	102.4	100.1	101.4	100.7	94.3
Mining	62.5	62.8	64.9	63.8	66.8	66.2	66.5	64.9	63.8	64.0	67.3	64.1	60.0	65.4	67.9
Contract construction	139.3	139.6	144.9	142.9	135.5	126.3	114.3	94.9	98.5	101.6	118.9	123.3	133.7	123.4	118.2
Manufacturing	98.4	99.2	98.8	97.8	99.9	99.4	98.3	99.9	100.8	101.6	102.4	99.2	99.5	99.8	92.6
Durable goods	103.4	103.3	101.7	102.4	106.1	106.5	105.8	108.1	109.3	110.3	109.8	103.4	103.3	105.6	95.9
Ordnance and accessories	313.4	322.2	311.7	313.0	319.7	326.3	325.9	336.4	332.3	332.1	334.7	325.9	328.0	325.3	303.0
Lumber and wood products	75.6	76.9	78.6	78.0	81.8	77.7	74.2	70.6	72.4	72.2	76.9	78.7	81.7	78.4	72.7
Furniture and fixtures	109.3	110.2	110.6	106.2	108.7	107.5	108.0	105.7	109.2	109.3	113.5	111.4	113.8	108.7	97.2
Stone, clay, and glass products	103.0	102.7	104.9	103.8	105.9	104.6	102.4	100.1	101.3	101.2	105.0	105.4	106.9	104.6	94.7
Primary metal industries	83.4	84.9	85.4	88.0	92.9	95.2	99.0	103.1	104.3	106.1	105.2	93.1	59.1	91.1	83.7
Fabricated metal products	107.6	108.0	106.8	105.3	109.2	108.5	106.2	109.8	111.3	112.3	110.6	101.9	105.9	108.7	101.1
Machinery (except electrical)	94.9	96.1	97.1	99.7	102.7	103.3	103.5	105.4	105.3	105.1	104.8	100.0	102.0	101.0	88.9
Electrical machinery	134.7	137.1	134.1	130.1	134.2	133.1	131.7	137.3	138.4	141.5	142.7	139.3	142.0	132.6	115.9
Transportation equipment	120.1	114.3	102.4	110.9	114.1	119.8	117.7	123.8	127.0	130.1	119.2	100.5	122.4	120.4	111.6
Instruments and related products	117.9	117.2	118.1	116.3	119.4	118.8	118.7	121.0	119.8	120.6	123.5	122.4	122.8	117.1	105.4
Miscellaneous manufacturing	108.7	107.0	106.4	99.3	104.8	102.9	100.5	102.4	100.3	98.5	103.5	108.7	111.0	101.1	92.7
Nondurable goods	92.4	94.3	95.3	92.3	92.5	90.9	89.4	90.1	90.5	91.2	93.6	94.2	95.0	93.0	88.7
Food and kindred products	89.3	96.1	94.1	87.5	82.4	78.5	76.4	74.1	74.4	77.5	81.4	84.7	88.1	83.7	84.2
Tobacco manufactures	85.9	96.6	76.4	64.2	66.3	64.5	61.8	61.6	68.4	74.6	79.6	77.9	92.6	77.1	77.7
Textile-mill products	68.9	68.5	71.8	70.9	73.4	72.9	71.8	71.7	72.5	72.9	74.6	74.8	75.6	74.4	69.2
Apparel and other finished textile products	101.4	102.9	108.0	102.5	104.7	104.2	100.9	106.4	107.1	104.6	107.0	108.0	105.9	105.1	96.8
Paper and allied products	111.6	112.4	112.6	110.9	113.0	112.0	110.2	110.3	110.2	111.6	112.9	113.6	114.2	112.7	108.0
Printing and publishing	118.1	118.0	115.8	114.7	115.1	115.0	113.4	114.7	113.4	113.7	117.5	115.3	115.7	112.8	109.0
Chemicals and allied products	105.9	105.6	105.1	105.6	107.1	107.8	109.8	105.7	105.2	104.9	106.5	106.5	106.3	104.3	99.2
Products of petroleum and coal	80.4	82.4	82.7	84.2	84.7	83.6	83.6	82.4	82.7	82.1	83.1	83.4	81.3	84.1	84.2
Rubber products	99.1	97.3	98.3	97.7	100.8	98.7	96.6	102.9	104.9	106.3	106.5	104.2	108.9	103.5	92.0
Leather and leather products	83.9	85.0	93.0	91.2	90.1	84.2	82.6	89.7	90.2	91.9	92.1	91.0	88.4	92.2	86.0
	Payrolls														
Mining	------	101.6	104.5	103.3	108.4	107.8	108.7	106.5	104.4	105.4	110.5	104.4	95.9	105.0	104.9
Contract construction	------	259.4	267.9	262.8	246.9	230.5	207.9	176.1	180.2	185.4	214.8	221.8	239.1	216.9	200.5
Manufacturing	171.2	172.0	169.2	169.0	172.5	171.5	168.8	172.6	173.9	175.5	175.4	166.8	165.9	167.2	148.7

[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.

TABLE C–4. Gross and spendable average weekly earnings of production workers in manufacturing, in current and 1947–49 dollars [1]

Item	1960									1959				Annual average	
	Sept.[2]	Aug.	July	June	May	Apr.	Mar.	Feb.	Jan.	Dec.	Nov.	Oct.	Sept.	1959	1958
Manufacturing															
Gross average weekly earnings:															
Current dollars	$90.85	$90.35	$91.14	$91.60	$91.37	$89.60	$90.91	$91.14	$92.29	$92.16	$88.98	$89.06	$89.47	$89.47	$83.50
1947–49 dollars	71.65	71.37	71.99	72.41	72.34	71.00	72.32	72.56	73.60	73.43	70.84	70.96	71.46	71.81	67.61
Spendable average weekly earnings:															
Worker with no dependents:															
Current dollars	73.45	73.06	73.67	74.03	73.85	72.48	73.49	73.67	74.56	74.92	72.45	72.51	72.83	72.83	68.46
1947–49 dollars	57.93	57.71	58.19	58.52	58.47	57.43	58.46	58.65	59.46	59.70	57.68	57.78	58.17	58.45	55.43
Worker with 3 dependents:															
Current dollars	81.00	80.61	81.23	81.59	81.41	80.01	81.05	81.23	82.14	82.50	79.97	80.03	80.36	80.36	75.88
1947–49 dollars	63.88	63.67	64.16	64.50	64.46	63.40	64.48	64.67	65.50	65.74	63.67	63.77	64.19	64.49	61.44

[1] See footnote 1, table C–3.

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. Spendable earnings have been computed for 2 types of income receivers: (1) a worker with no dependents; and (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 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 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.

NOTE: For a description of these series, see The Calculation and Uses of the Spendable Earnings Series (in Monthly Labor Review, January 1959, pp. 50–54).

D.—Consumer and Wholesale Prices

TABLE D–1. Consumer Price Index [1]—All-city average: All items, groups, subgroups, and special groups of items

[1947–49=100]

Group	1960										1959			Annual average	
	Oct.	Sept.	Aug.	July	June	May	Apr.	Mar.	Feb.	Jan.	Dec.	Nov.	Oct.	1959	1958
All items	127.3	126.8	126.6	126.6	126.5	126.3	126.2	125.7	125.6	125.4	125.5	125.6	125.5	124.6	123.5
Food [2]	120.9	120.2	120.1	120.6	120.3	119.7	119.5	117.7	117.4	117.6	117.8	117.9	118.4	118.3	120.3
Food at home	118.2	117.4	117.4	117.9	117.7	117.0	116.7	114.7	114.4	114.7	115.0	115.1	115.8	115.9	118.8
Cereals and bakery products	138.5	137.8	137.7	137.5	136.1	135.6	135.8	135.5	135.2	134.8	134.5	134.2	134.1	134.2	133.1
Meats, poultry, and fish	110.0	110.2	111.3	110.8	110.3	109.7	109.3	107.2	106.2	106.4	106.6	107.9	109.0	110.7	115.1
Dairy products	118.4	117.5	116.6	115.8	115.0	115.0	115.3	116.4	116.5	116.5	116.7	116.0	116.1	114.3	113.5
Fruits and vegetables	124.8	124.6	127.3	134.4	136.1	132.9	129.9	125.0	125.9	125.7	125.5	123.4	124.5	125.1	127.1
Other foods at home [3]	112.0	109.3	106.5	104.8	104.5	104.9	106.1	103.4	102.9	104.5	105.4	106.4	107.0	106.1	112.4
Housing [4]	132.2	132.0	131.5	131.3	131.3	131.2	131.4	131.3	131.2	130.7	130.4	130.4	130.1	129.2	127.7
Rent	142.5	142.1	141.9	141.8	141.6	141.4	141.4	141.2	141.0	140.9	140.8	140.5	140.4	139.7	137.7
Gas and electricity	125.7	125.7	124.9	124.8	124.7	124.7	124.4	124.1	124.0	123.2	122.7	121.7	121.7	119.9	117.0
Solid fuels and fuel oil	136.1	134.8	133.4	132.9	132.3	132.9	136.3	137.2	139.0	139.0	137.3	135.9	135.5	136.6	134.9
Housefurnishings	104.0	104.1	103.5	104.1	104.3	104.3	104.7	104.7	104.3	104.0	104.2	104.4	104.1	103.9	103.9
Household operation	138.1	138.0	137.6	137.4	137.3	137.2	137.0	136.9	136.3	135.9	135.5	135.4	135.3	134.3	131.4
Apparel	111.0	110.6	109.3	109.1	108.9	108.9	108.9	108.8	108.4	107.9	109.2	109.4	109.4	107.9	107.0
Men's and boys'	112.2	112.2	110.5	110.2	109.8	109.7	109.5	108.9	108.7	108.8	109.1	109.1	108.9	108.4	108.6
Women's and girls'	101.8	101.1	99.7	99.4	99.1	99.4	99.6	99.6	99.3	98.0	100.3	100.9	101.3	99.5	99.1
Footwear	140.5	140.2	139.9	139.8	140.1	139.8	139.8	139.7	138.7	139.4	139.7	139.2	138.5	135.2	129.8
Other apparel [5]	93.9	93.8	93.1	93.1	93.1	93.2	92.9	93.0	92.8	92.2	93.1	93.3	92.9	92.3	92.0
Transportation	146.1	144.7	146.2	145.9	145.8	145.6	146.1	146.5	[6]147.5	[6]147.6	148.7	149.0	148.5	146.3	140.5
Private	134.1	132.8	134.4	134.2	134.1	133.9	134.4	134.9	[6]136.0	[6]136.3	137.5	137.9	137.4	135.2	129.7
Public	202.6	201.7	200.7	200.3	199.7	199.4	199.4	199.4	199.3	197.2	197.2	196.0	195.9	193.9	188.0
Medical care	157.3	156.9	156.7	156.4	156.1	155.9	155.5	155.0	154.7	153.5	153.2	153.0	152.5	150.8	144.6
Personal care	134.0	133.9	133.8	133.4	133.2	133.2	132.9	132.7	132.6	132.7	132.9	132.7	132.5	131.2	128.6
Reading and recreation	121.9	122.1	121.9	121.6	121.1	121.4	121.1	120.9	120.6	120.3	120.4	120.0	119.7	118.6	116.7
Other goods and services	132.7	132.7	132.4	132.2	132.0	131.9	131.9	131.7	131.8	131.8	131.7	131.6	131.6	129.7	127.2
Special groups:															
All items less food	130.7	130.3	130.1	129.9	129.7	129.7	129.8	129.7	129.7	129.4	129.5	129.5	129.2	127.9	125.5
All items less shelter	124.8	124.3	124.1	124.2	124.0	123.8	123.7	123.1	123.0	122.9	123.1	123.1	123.2	122.2	121.2
All commodities less food	115.9	115.6	115.5	115.4	115.3	115.3	115.6	115.7	116.0	115.9	116.4	116.5	116.3	115.1	113.4
All commodities	118.2	117.7	117.6	117.7	117.6	117.3	117.4	116.7	116.7	116.7	117.1	117.2	117.3	116.6	116.3
Nondurables [7]	120.7	120.3	119.9	120.0	119.8	119.4	119.4	118.3	118.0	118.1	118.5	118.6	118.8	118.1	118.6
Nondurables less food	120.9	120.9	120.1	119.9	119.6	119.4	119.7	119.6	119.4	119.2	119.9	119.8	119.8	118.3	116.9
Nondurables less food and apparel	129.5	129.8	129.4	129.2	128.7	128.4	129.0	128.9	128.8	128.9	129.1	128.9	128.8	127.3	125.6
Durables [8]	110.9	110.0	111.0	111.1	111.5	111.9	112.1	112.5	[6]113.3	[6]113.3	113.8	114.1	113.6	113.0	110.5
Durables less cars	102.8	103.0	103.0	103.0	103.2	103.5	103.6	103.6	103.4	103.4	103.3	103.4	103.3	103.3	103.4
All services [9]	151.2	150.8	150.3	150.0	149.7	149.6	149.4	149.2	148.9	148.2	147.8	147.6	147.3	145.8	142.4
All services less rent	153.4	153.0	152.5	152.1	151.8	151.7	151.5	151.3	150.9	150.1	149.7	149.5	149.1	147.5	143.8
Household operation services, gas, and electricity	140.1	139.8	139.2	139.1	138.9	138.8	138.5	138.3	137.8	137.2	136.7	136.3	136.3	134.8	131.4
Transportation services	186.3	185.8	185.2	184.9	184.5	184.3	184.2	183.9	183.6	182.7	182.7	182.2	182.1	180.3	174.1
Medical care services	164.3	163.6	163.3	163.0	162.5	162.4	161.9	161.3	160.8	159.5	159.2	158.8	158.4	156.3	149.2
Other services	136.8	136.5	136.0	135.5	135.1	135.2	135.0	134.9	134.7	134.1	133.6	133.7	133.1	131.7	129.6

[1] The Consumer Price Index measures the average change in prices of goods and services purchased by urban wage-earner and clerical-worker families. Data for 46 large, medium-size, and small cities are combined for the all-city average.

[2] In addition to subgroups shown here, total food includes restaurant meals and other food bought and eaten away from home.

[3] Includes eggs, fats and oils, sugar and sweets, beverages (nonalcoholic), and other miscellaneous foods.

[4] In addition to subgroups shown here, total housing includes the purchase price of homes and other homeowner costs.

[5] Includes yard goods, diapers, and miscellaneous items.

[6] Revised.

[7] Includes food, house paint, solid fuels, fuel oil, textile housefurnishings, household paper, electric light bulbs, laundry soap and detergents, apparel (except shoe repairs), gasoline, motor oil, prescriptions and drugs, toilet goods, nondurable toys, newspapers, cigarettes, cigars, beer, and whiskey.

[8] Includes water heaters, central heating furnaces, kitchen sinks, sink faucets, porch flooring, household appliances, furniture and bedding, floor coverings, dinnerware, automobiles, tires, radio and television sets, durable toys, and sporting goods.

[9] Includes rent, home purchase, real estate taxes, mortgage interest, property insurance, repainting garage, repainting rooms, reshingling roof, refinishing floors, gas, electricity, dry cleaning, laundry service, domestic service, telephone, water, postage, shoe repairs, auto repairs, auto insurance, auto registration, transit fares, railroad fares, professional medical services, hospital services, hospitalization and surgical insurance, barber and beauty shop services, television repairs, and motion picture admissions.

TABLE D–2. Consumer Price Index [1]—All items and food indexes, by city

[1947–49=100]

City	1960										1959			Annual average	
	Oct.	Sept.	Aug.	July	June	May	Apr.	Mar.	Feb.	Jan.	Dec.	Nov.	Oct.	1959	1958
	All items														
All-city average [2]	127.3	126.8	126.6	126.6	126.5	126.3	126.2	125.7	125.6	125.4	125.5	125.6	125.5	124.6	123.5
Atlanta, Ga.	(3)	127.9	(3)	(3)	127.1	(3)	(3)	126.7	(3)	(3)	126.4	(3)	(3)	125.4	124.5
Baltimore, Md.	(3)	128.7	(3)	(3)	128.3	(3)	(3)	127.7	(3)	(3)	127.2	(3)	(3)	126.8	124.5
Boston, Mass.	129.1	(3)	(3)	128.7	(3)	(3)	128.3	(3)	(3)	126.4	(3)	(3)	126.7	125.8	124.8
Chicago, Ill.	130.7	130.4	130.3	130.4	130.1	129.6	129.5	129.2	129.1	128.9	129.0	129.1	129.3	128.1	127.0
Cincinnati, Ohio	(3)	124.8	(3)	(3)	124.6	(3)	(3)	123.6	(3)	(3)	123.8	(3)	(3)	123.1	122.3
Cleveland, Ohio	(3)	(3)	127.4	(3)	(3)	127.1	(3)	(3)	126.1	(3)	(3)	126.4	(3)	125.6	124.8
Detroit, Mich.	125.7	125.4	125.6	125.8	125.1	124.3	124.2	123.9	123.9	123.4	124.0	124.1	124.9	123.8	123.9
Houston, Tex.	(3)	(3)	126.1	(3)	(3)	125.1	(3)	(3)	125.6	(3)	(3)	125.4	(3)	124.6	123.6
Kansas City, Mo.	128.2	(3)	(3)	127.9	(3)	(3)	126.6	(3)	(3)	127.0	(3)	(3)	126.9	125.9	124.1
Los Angeles, Calif.	130.3	129.8	129.2	129.5	129.7	129.8	130.1	129.3	[4] 128.8	[4] 129.1	128.9	128.8	128.5	127.4	125.4
Minneapolis, Minn.	128.5	(3)	(3)	127.5	(3)	(3)	127.1	(3)	(3)	126.2	(3)	(3)	126.5	125.6	124.3
New York, N.Y.	126.1	125.5	125.3	124.8	124.9	124.9	124.7	124.5	124.4	124.1	124.2	124.1	123.7	122.8	121.1
Philadelphia, Pa.	127.7	127.2	126.8	126.9	126.4	126.4	126.4	126.0	125.5	125.5	126.5	126.2	126.0	124.5	123.1
Pittsburgh, Pa.	129.0	(3)	(3)	128.9	(3)	(3)	127.9	(3)	(3)	126.6	(3)	(3)	126.8	125.5	124.0
Portland, Oreg.	127.2	(3)	(3)	127.5	(3)	(3)	127.5	(3)	(3)	[4] 127.2	(3)	(3)	126.3	125.7	124.4
St. Louis, Mo.	(3)	127.4	(3)	(3)	127.2	(3)	(3)	126.3	(3)	(3)	126.6	(3)	(3)	126.3	124.7
San Francisco, Calif.	(3)	133.0	(3)	(3)	132.4	(3)	(3)	131.6	(3)	(3)	131.8	(3)	(3)	130.0	127.5
Scranton, Pa.	(3)	(3)	121.8	(3)	(3)	122.1	(3)	(3)	121.4	(3)	(3)	121.5	(3)	120.8	120.2
Seattle, Wash.	(3)	(3)	129.8	(3)	(3)	129.7	(3)	(3)	[4] 129.0	(3)	(3)	129.2	(3)	128.2	125.8
Washington, D. C.	(3)	(3)	123.2	(3)	(3)	123.1	(3)	(3)	121.9	(3)	(3)	121.7	(3)	121.7	121.1
	Food														
All-city average [2]	120.9	120.2	120.1	120.6	120.3	119.7	119.5	117.7	117.4	117.6	117.8	117.9	118.4	118.3	120.3
Atlanta, Ga.	118.7	118.2	118.1	117.4	117.6	116.8	116.8	115.0	114.1	114.5	114.2	114.3	115.3	115.7	118.0
Baltimore, Md.	121.0	120.1	120.7	121.2	121.2	120.5	119.7	118.2	116.7	116.2	117.4	117.8	118.1	118.0	120.9
Boston, Mass.	120.3	120.4	119.9	120.4	119.0	118.6	119.2	118.3	117.7	117.4	118.3	119.4	119.6	118.7	119.7
Chicago, Ill.	118.6	118.1	118.4	119.3	118.8	117.2	116.7	115.1	114.4	115.2	114.6	115.3	116.2	115.8	117.3
Cincinnati, Ohio	122.6	121.3	120.8	121.9	121.5	120.4	120.4	117.8	117.8	117.7	118.2	118.4	119.0	118.8	122.1
Cleveland, Ohio	117.0	116.2	116.7	117.0	117.1	116.4	115.8	113.4	112.9	113.1	113.4	113.1	113.5	114.1	117.2
Detroit, Mich.	119.6	118.9	120.0	120.6	120.0	119.0	119.1	116.5	115.7	115.8	116.3	116.9	118.1	117.5	121.1
Houston, Tex.	116.2	115.8	115.8	115.6	114.8	114.4	114.8	113.0	113.3	113.6	113.5	113.9	114.1	114.7	117.0
Kansas City, Mo.	113.9	113.1	112.9	113.9	114.0	112.7	112.4	110.7	110.4	111.3	111.4	111.3	111.9	112.2	114.4
Los Angeles, Calif.	127.0	126.5	125.5	126.6	126.4	126.1	126.8	124.4	123.7	125.2	123.6	123.6	124.0	123.5	123.3
Minneapolis, Minn.	119.7	118.6	118.7	118 9	119.3	118.1	118.6	116.6	116.5	117.0	117.3	117.9	117.8	118.0	118.6
New York, N.Y.	123.2	122.5	122.5	121.9	121.8	121.8	121.4	120.7	120.8	120.5	120.8	120.7	120.4	120.3	120.9
Philadelphia, Pa.	124.0	123.1	123.0	123.1	122.6	121.7	121.2	120.0	119.1	119.5	120.1	120.6	121.4	120.9	123.1
Pittsburgh, Pa.	122.6	121.9	121.0	123.1	122.1	122.2	121.0	118.4	118.6	118.7	119.1	119.6	120.1	119.8	121.8
Portland, Oreg.	121.3	121.1	120.4	121.7	121.3	120.4	121.2	120.0	120.2	121.2	121.0	120.7	121.1	120.7	120.7
St. Louis, Mo.	120.2	118.9	119.6	119.9	119.6	118.5	118.0	116.7	117.5	116.2	117.6	117.7	118.3	118.7	121.2
San Francisco, Calif.	125.0	125.2	124.0	124.7	124.2	124.3	124.6	122.7	122.2	123.6	123.1	122.3	122.9	122.6	123.1
Scranton, Pa.	117.0	115.9	114.8	115.7	116.5	115.8	115.5	113.9	113.0	113.5	113.9	114.3	115.3	115.4	118.4
Seattle, Wash.	123.3	123.2	123.1	123.0	122.6	122.6	122.8	120.9	121.0	121.4	121.1	120.8	121.1	120.8	121.3
Washington, D.C.	121.6	120.8	120.1	120.9	120.9	120.4	119.5	117.9	117.2	117.3	118.1	118.0	118.5	119.0	121.6

[1] See footnote 1, table D–1. Indexes measure time-to-time changes in prices of goods and services purchased by urban wage-earner and clerical-worker families. They do not indicate whether it costs more to live in one city than in another.

[2] Average of 46 cities.

[3] All items indexes are computed monthly for 5 cities and once every 3 months on a rotating cycle for 15 other cities.

[4] Revised.

TABLE D–3. Indexes of wholesale prices,[1] by group and subgroup of commodities

[1947–49=100, unless otherwise specified]

Commodity group	1960										1959			Annual average	
	Oct.[2]	Sept.	Aug.	July	June	May	Apr.	Mar.	Feb.	Jan.	Dec.	Nov.	Oct.	1959	1958
All commodities	119.7	119.2	119.2	119.7	119.5	119.7	120.0	120.0	119.3	119.3	118.9	118.9	119.1	119.5	119.2
Farm products and processed foods	99.4	[3] 98.1	97.4	99.1	98.6	99.1	99.2	99.1	96.6	96.3	95.5	95.4	96.7	98.2	103.1
Farm products	89.4	[3] 87.7	86.6	88.9	89.0	90.4	91.1	90.4	87.0	86.5	85.9	85.4	86.5	89.1	94.9
Fresh and dried fruits and vegetables	109.0	104.7	98.7	112.9	109.7	116.9	111.5	104.4	100.5	104.9	107.9	103.2	102.2	102.7	112.0
Grains	73.5	74.9	74.3	75.5	77.5	77.8	79.4	78.2	76.7	77.2	76.1	76.5	75.7	77.3	79.5
Livestock and live poultry	80.7	79.0	80.7	84.1	85.1	85.8	85.7	86.2	80.8	78.5	76.0	75.3	78.5	85.1	92.9
Plant and animal fibers	90.8	92.1	92.2	96.4	96.7	96.6	96.3	96.0	96.1	95.9	95.7	94.7	94.7	98.2	101.5
Fluid milk	101.2	[3] 99.8	97.0	95.5	93.3	92.7	95.5	97.9	99.0	99.3	98.3	98.2	97.3	94.4	94.6
Eggs	98.9	85.5	76.4	65.4	64.2	69.6	80.2	75.8	58.4	56.9	62.8	63.4	69.0	65.6	81.7
Hay, hayseeds, and oilseeds	72.2	72.3	73.7	73.5	74.4	76.5	76.3	76.7	77.1	77.5	76.3	76.3	75.4	76.6	76.9
Other farm products	130.4	[3] 129.5	125.6	127.7	128.0	128.3	128.6	127.9	128.9	127.4	127.5	131.7	131.5	132.6	140.4
Processed foods	109.0	108.1	107.8	108.9	107.6	107.3	106.8	107.3	105.7	105.6	104.7	104.9	106.4	107.0	110.9
Cereal and bakery products	123.1	[3] 122.4	122.0	122.5	121.2	121.2	120.9	120.8	120.6	120.7	120.4	120.4	120.4	119.3	117.9
Meats, poultry, and fish	97.8	96.0	96.8	99.5	98.1	98.5	96.7	97.8	93.1	92.4	90.5	90.8	95.1	98.2	106.7
Dairy products and ice cream	121.3	120.5	118.0	117.3	116.0	114.9	115.6	117.7	118.4	118.8	118.1	117.7	116.7	114.3	112.7
Canned and frozen fruits and vegetables	108.3	107.9	106.8	107.5	106.9	106.3	105.8	105.8	105.0	104.5	104.6	106.4	107.4	109.0	109.7
Sugar and confectionery	117.1	117.9	116.9	117.2	114.3	114.3	114.1	113.7	113.9	113.3	115.6	116.7	117.4	115.1	115.6
Packaged beverage materials	140.9	140.9	140.9	143.5	145.2	145.2	145.2	145.2	145.2	145.2	145.2	145.2	145.2	146.5	165.7
Animal fats and oils	61.8	[3] 60.0	66.0	62.1	56.9	56.0	57.6	53.1	49.4	48.7	50.1	54.2	53.2	54.6	72.0
Crude vegetable oils	49.4	[3] 48.7	51.6	50.3	50.3	48.7	47.5	45.2	45.3	46.0	45.0	45.8	48.7	53.1	60.1
Refined vegetable oils	57.4	55.2	56.8	55.5	56.3	57.0	56.7	55.6	54.5	54.8	52.5	52.6	54.0	58.0	67.9
Vegetable oil end products	75.2	[3] 74.7	73.3	72.7	72.7	71.5	71.5	71.5	71.2	71.2	71.1	71.9	73.6	74.0	82.8
Other processed foods	100.5	101.4	101.7	103.3	103.9	102.2	102.8	101.7	101.6	103.9	100.0	98.3	96.8	96.7	96.6
All commodities except farm products	124.7	[3] 124.4	124.6	124.8	124.6	124.5	124.9	124.9	124.7	124.8	124.4	124.4	124.5	124.5	123.3
All commodities except farm and foods	128.1	[3] 127.9	128.2	128.2	128.2	128.2	128.7	128.6	128.7	128.8	128.6	128.5	128.4	128.2	126.0
Textile products and apparel	95.8	95.9	96.1	96.3	96.3	96.3	96.3	96.3	96.5	96.6	96.7	96.3	95.9	95.0	93.5
Cotton products	92.8	93.4	94.3	94.7	94.8	94.8	95.0	95.6	95.8	95.9	95.0	94.0	93.0	91.7	88.4
Wool products	101.1	101.2	101.5	101.8	102.1	102.4	102.7	102.8	103.2	104.0	104.2	103.7	104.1	101.6	100.8
Manmade fiber textile products	78.6	78.6	78.9	79.6	79.6	79.7	79.4	79.4	79.8	79.4	81.3	81.4	81.0	81.1	80.2
Silk products	128.5	128.4	126.8	123.3	121.6	118.7	118.0	116.6	119.5	122.0	121.7	117.4	114.2	113.5	113.5
Apparel	101.1	101.1	101.0	101.0	100.8	100.6	100.7	100.7	100.6	100.8	100.9	100.9	100.6	100.0	99.3
Other textile products	91.3	85.7	84.6	81.9	85.1	86.8	82.5	80.5	79.8	79.3	79.4	78.4	78.5	76.8	75.2
Hides, skins, leather, and leather products	108.4	108.1	108.7	110.1	110.3	111.2	112.1	111.8	112.0	112.7	112.3	111.7	116.2	114.3	100.6
Hides and skins	64.1	62.3	63.6	68.0	67.1	72.9	73.5	72.0	69.8	73.7	73.8	67.2	87.5	90.7	57.5
Leather	98.1	97.5	98.9	102.2	103.0	103.5	104.7	102.8	104.8	105.5	103.5	103.8	112.2	111.8	92.3
Footwear	132.5	132.5	132.5	132.5	132.5	132.5	133.5	134.2	134.2	134.2	134.1	133.8	133.5	129.5	122.1
Other leather products	103.6	[3] 103.9	104.7	105.6	106.4	106.7	107.3	107.3	107.2	108.0	107.8	109.3	111.3	109.0	97.5
Fuel, power, and lighting materials	116.3	[3] 116.1	115.3	113.8	112.3	110.8	112.2	112.3	112.0	111.9	111.7	111.2	111.4	112.7	112.7
Coal	122.5	122.4	121.3	120.3	119.5	118.7	119.0	124.0	124.1	124.1	124.1	124.0	123.6	122.6	122.9
Coke	170.4	170.4	170.4	170.4	170.4	170.4	170.4	170.4	170.4	170.4	170.4	170.4	170.4	169.8	161.9
Gas fuels[4]	121.6	[3] 121.3	116.6	114.4	112.2	111.6	115.6	115.6	114.5	116.6	115.5	113.8	111.1	110.9	101.7
Electric power[4]	102.1	102.1	102.1	102.0	101.8	101.7	101.8	101.8	101.8	101.3	101.2	100.7	100.7	100.8	100.4
Petroleum and products	121.0	120.7	120.0	117.9	116.0	113.6	115.4	115.0	114.6	114.4	114.3	113.9	114.5	116.6	117.7
Chemicals and allied products	110.2	[3] 110.4	110.5	110.4	110.2	110.2	110.2	110.1	110.0	109.9	110.0	110.0	110.0	109.9	110.4
Industrial chemicals	123.6	[3] 124.5	124.6	124.7	124.6	124.6	124.5	124.2	124.2	124.1	124.0	123.9	123.9	123.8	123.5
Prepared paint	128.4	128.4	128.4	128.4	128.3	128.3	128.3	128.3	128.3	128.3	128.3	128.3	128.3	128.3	128.3
Paint materials	104.5	104.6	105.0	103.8	103.2	103.0	102.9	102.8	103.0	103.0	103.1	102.9	102.6	101.9	103.6
Drugs and pharmaceuticals	94.2	[3] 95.0	95.4	95.1	95.1	94.8	94.5	94.2	94.0	93.8	93.7	93.8	93.8	93.4	94.0
Fats and oils, inedible	47.7	47.7	48.9	47.8	47.9	50.2	51.7	50.6	49.4	49.2	50.8	52.2	54.5	56.7	62.6
Mixed fertilizer	112.8	[3] 112.8	112.1	110.3	110.2	110.2	110.2	110.1	110.1	109.6	109.8	109.5	109.4	109.5	110.7
Fertilizer materials	111.1	108.4	108.4	110.6	108.8	108.8	108.8	108.8	108.8	108.8	107.0	106.6	106.3	106.9	108.0
Other chemicals and allied products	107.2	106.7	106.7	106.4	106.4	106.4	106.4	106.5	106.5	106.5	106.8	106.8	106.8	106.6	106.8
Rubber and rubber products	144.7	[3] 144.9	145.3	146.9	[3] 146.7	[3] 146.3	[3] 144.7	[3] 144.7	[3] 144.6	[3] 143.1	[3] 142.0	[3] 144.4	[3] 141.9	[3] 144.5	145.0
Crude rubber	146.8	148.3	152.1	161.2	169.6	169.6	160.9	161.1	160.7	162.8	160.5	173.6	159.6	152.0	134.0
Tires and tubes	141.3	141.3	141.3	141.3	[3] 137.0	[3] 137.0	[3] 137.0	[3] 137.0	[3] 137.0	[3] 132.2	[3] 132.2	[3] 132.2	[3] 132.2	[3] 143.4	152.4
Other rubber products	146.8	[3] 146.6	145.9	145.6	145.6	144.5	144.5	144.6	144.6	144.6	143.0	143.0	143.0	142.2	142.7
Lumber and wood products	118.0	[3] 118.7	119.6	121.5	122.4	123.7	124.3	124.5	124.9	125.1	124.8	124.3	126.2	125.8	117.7
Lumber	116.6	[3] 117.9	119.2	121.6	123.1	124.9	125.7	125.9	126.1	126.1	125.9	125.8	127.9	127.1	118.0
Millwork	135.5	[3] 135.5	136.7	137.2	136.9	136.9	136.8	137.7	137.7	137.8	137.9	138.1	138.7	135.9	128.2
Plywood	97.1	[3] 96.4	94.7	95.5	95.5	95.7	96.1	95.9	97.0	98.2	97.2	94.5	96.5	101.2	97.1
Pulp, paper, and allied products	133.3	[3] 133.0	133.0	133.5	133.5	133.4	133.1	133.1	133.2	133.7	132.4	132.3	132.5	132.2	131.0
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	121.2
Wastepaper	77.4	77.4	77.4	82.3	82.3	83.2	88.4	89.3	93.6	108.0	109.8	109.8	115.0	112.5	88.3
Paper	145.4	145.4	145.2	145.9	145.9	145.9	145.1	144.8	144.5	144.5	144.3	144.3	144.3	143.4	142.3
Paperboard	135.9	135.9	135.9	135.9	135.9	135.9	135.9	135.9	135.9	135.9	135.9	135.9	135.9	136.1	136.2
Converted paper and paperboard products	131.1	130.6	130.5	131.0	130.9	130.6	130.0	130.0	130.0	130.0	127.5	127.4	127.4	127.5	127.6
Building paper and board	145.7	[3] 145.3	145.5	144.2	145.1	145.1	145.1	146.5	147.6	147.6	147.6	147.6	147.6	146.4	143.2
Metals and metal products	152.8	153.5	153.6	153.4	153.8	154.2	154.5	154.5	155.3	155.5	155.2	155.8	154.5	153.6	150.4
Iron and steel	168.9	169.7	169.9	169.5	169.9	170.4	170.5	170.5	171.6	172.4	172.2	173.6	173.1	172.0	168.8
Nonferrous metals	137.1	138.4	138.7	138.6	138.9	140.0	140.5	140.8	142.6	142.7	140.7	141.1	137.2	136.1	127.7
Metal containers	153.6	153.6	153.6	153.6	153.9	154.8	154.8	154.8	154.8	152.9	152.9	152.9	152.9	153.7	155.7
Hardware	174.6	174.5	174.5	174.5	174.5	174.2	174.0	173.8	173.4	173.4	173.2	173.2	173.1	173.0	170.8
Plumbing fixtures and brass fittings	130.7	131.5	131.5	131.3	131.3	132.7	132.1	133.9	133.9	134.0	133.2	132.4	131.0	130.1	123.7
Heating equipment	119.3	119.3	118.8	118.7	120.0	120.2	120.1	120.1	120.3	120.9	121.6	121.5	121.5	121.7	121.2
Fabricated structural metal products	133.9	[3] 134.2	134.7	134.6	134.9	134.9	135.3	135.8	135.4	135.4	135.4	135.4	134.5	133.4	133.9
Fabricated nonstructural metal products	146.2	146.2	146.2	146.0	146.0	146.1	146.1	146.1	146.4	146.3	146.5	147.2	146.7	146.0	145.7

See footnotes at end of table.

TABLE D–3. Indexes of wholesale prices,[1] by group and subgroup of commodities—Continued

[1947–49=100, unless otherwise specified]

Commodity group	1960										1959			Annual average	
	Oct.[2]	Sept.	Aug.	July	June	May	Apr.	Mar.	Feb.	Jan.	Dec.	Nov.	Oct.	1959	1958
Machinery and motive products	153.2	[3] 151.8	153.2	153.2	153.4	153.5	154.0	153.9	153.9	153.8	153.7	153.6	153.7	153.0	149.8
Agricultural machinery and equipment	146.6	146.2	146.1	146.0	145.9	145.7	145.6	145.3	145.3	144.3	144.0	143.9	143.4	143.4	139.1
Construction machinery and equipment	177.0	176.7	[3] 176.7	175.5	175.3	175.3	174.7	174.3	173.9	173.6	172.9	172.9	172.5	171.9	166.1
Metalworking machinery and equipment	181.0	[3] 181.0	180.2	180.2	180.0	179.2	178.5	178.6	177.8	177.7	177.6	177.5	177.4	174.5	170.1
General purpose machinery and equipment	166.6	166.9	166.4	166.6	166.4	167.8	167.9	167.7	168.2	167.8	167.9	167.5	167.0	165.3	160.0
Miscellaneous machinery	150.4	150.2	150.2	150.1	150.2	150.0	150.1	149.9	149.6	149.7	149.8	149.7	149.7	149.4	148.1
Electrical machinery and equipment	152.5	[3] 152.5	153.1	153.3	153.9	153.9	155.6	155.6	155.7	155.8	155.4	155.9	155.9	154.4	152.2
Motor vehicles	141.5	137.2	141.6	141.6	141.6	141.6	141.6	141.6	141.6	141.6	141.6	141.6	141.9	142.8	139.7
Furniture and other household durables	122.8	[3] 122.8	122.9	123.1	123.0	123.2	123.5	123.7	123.5	123.4	123.2	123.3	123.3	123.4	123.2
Household furniture	125.5	125.0	125.0	125.0	124.9	125.0	124.9	124.9	124.9	124.7	124.2	124.3	124.4	124.1	123.0
Commercial furniture	157.1	157.1	157.1	157.1	156.7	156.7	156.7	156.6	155.8	155.8	155.5	155.5	155.5	155.2	154.6
Floor coverings	130.5	[3] 130.5	130.6	130.6	130.6	130.8	130.8	130.6	129.6	129.6	129.0	129.3	129.3	128.1	127.8
Household appliances	100.9	[3] 100.9	101.1	101.7	101.7	102.1	103.1	103.2	103.3	103.3	103.7	104.1	103.9	104.7	104.7
Television, radio receivers, and phonographs	91.1	91.1	91.1	91.4	91.4	91.7	91.7	91.8	91.8	91.7	91.9	91.8	92.1	92.8	94.4
Other household durable goods	156.8	157.6	157.6	157.6	157.4	157.4	157.3	158.3	158.1	157.8	156.6	156.6	156.6	156.4	155.1
Nonmetallic minerals—structural	138.0	138.0	137.8	137.8	137.8	137.9	138.3	138.2	138.2	138.4	137.8	137.7	137.5	137.7	136.0
Flat glass	132.4	132.4	130.2	130.2	130.2	130.2	135.3	135.3	135.3	135.3	135.3	135.3	135.3	135.3	135.4
Concrete ingredients	142.1	142.2	142.2	142.1	142.1	142.1	142.1	142.1	142.0	142.0	140.4	140.4	140.4	140.3	139.0
Concrete products	131.0	131.0	131.1	131.3	131.3	131.5	131.3	131.0	131.1	130.5	130.4	130.3	130.3	129.7	128.1
Structural clay products	162.2	162.1	162.0	161.8	161.7	161.7	161.5	161.5	161.5	161.3	160.7	160.6	160.4	160.2	156.5
Gypsum products	133.2	133.2	133.2	133.2	133.2	133.2	133.2	133.2	133.1	133.1	133.1	133.1	133.1	133.1	132.1
Prepared asphalt roofing	106.6	106.6	106.6	106.6	106.6	106.6	106.6	107.6	107.6	113.6	113.6	113.6	110.8	116.4	112.8
Other nonmetallic minerals	134.9	134.5	134.6	134.6	134.6	134.6	134.4	133.7	133.7	132.8	132.5	132.5	132.5	132.4	131.2
Tobacco products and bottled beverages [5]	132.0	132.0	132.0	131.8	131.7	131.7	131.7	131.7	131.7	131.7	131.7	131.7	131.7	131.4	128.2
Tobacco products [6]	130.8	130.8	130.8	130.8	130.8	130.8	130.8	130.8	130.8	130.8	130.7	130.7	130.7	130.5	129.6
Alcoholic beverages	121.1	121.1	121.1	120.6	120.6	120.6	120.6	120.6	120.6	120.5	120.7	120.7	120.7	121.3	120.5
Nonalcoholic beverages	171.4	171.4	171.4	171.4	171.1	171.1	171.1	171.1	171.1	171.1	171.1	171.1	171.1	167.4	149.3
Miscellaneous products	90.3	91.1	89.9	90.8	90.9	91.1	95.4	94.0	93.4	95.3	94.2	93.7	91.8	94.5	94.2
Toys, sporting goods, small arms, and ammunition	118.6	118.6	118.5	118.6	118.3	118.3	118.3	117.8	117.8	117.7	118.0	117.7	117.7	117.5	119.0
Manufactured animal feeds	66.2	67.7	65.6	67.3	67.6	68.0	75.6	73.2	72.2	75.6	74.0	73.7	70.3	75.1	74.4
Notions and accessories	96.4	96.4	97.3	97.3	96.4	96.4	97.2	97.5	97.5	97.5	97.5	97.5	97.5	97.3	97.5
Jewelry, watches, and photographic equipment	110.9	[3] 110.9	110.9	110.7	110.2	110.5	110.5	110.6	110.6	110.6	109.5	108.3	108.3	108.3	107.6
Other miscellaneous products	132.6	132.5	132.3	132.5	132.6	132.5	132.1	131.6	131.5	131.9	131.9	131.9	132.0	132.2	132.2

[1] As of January 1958, new weights reflecting 1954 values were introduced into the index. Technical details furnished upon request to the Bureau.
[2] Preliminary. [3] Revised. [4] January 1958=100.
[5] This index was formerly tobacco manufactures and bottled beverages.
[6] New series.

TABLE D–4. Indexes of wholesale prices for special commodity groupings [1]

[1947–49=100]

Commodity group	1960										1959			Annual average	
	Oct.[2]	Sept.	Aug.	July	June	May	Apr.	Mar.	Feb.	Jan.	Dec.	Nov.	Oct.	1959	1958
All foods	108.4	106.6	105.4	106.9	105.5	106.1	105.8	105.4	102.7	103.0	102.7	102.6	104.1	104.4	109.5
All fish	129.4	[3] 128.1	124.4	129.9	126.5	126.6	123.3	123.4	121.8	121.9	122.7	120.7	121.1	124.5	128.5
All commodities except farm products	124.7	[3] 124.4	124.6	124.8	124.6	124.5	124.9	124.9	124.7	124.8	124.4	124.4	124.5	124.5	123.3
Textile products, excluding hard fiber products	91.2	91.6	92.2	92.7	92.8	92.8	92.9	93.2	93.5	93.5	93.7	93.1	92.4	91.4	89.1
Refined petroleum products	119.5	119.2	118.3	115.8	113.5	110.8	112.9	112.5	111.9	111.7	111.6	111.1	111.8	114.2	114.8
East Coast petroleum	112.4	111.4	111.0	109.8	109.8	110.6	110.2	110.2	112.2	111.8	109.9	108.2	108.2	108.9	110.2
Midcontinent petroleum	124.7	124.7	123.2	118.5	114.4	106.2	113.1	112.2	109.3	107.7	109.4	108.4	109.8	115.7	114.5
Gulf Coast petroleum	122.9	122.9	122.9	121.0	118.1	118.1	117.8	117.3	118.8	119.4	118.5	117.8	117.8	118.4	117.7
Pacific Coast petroleum	107.3	106.0	104.1	105.1	106.6	108.1	105.7	105.8	103.7	105.8	104.4	108.4	109.5	108.2	117.3
Bituminous coal, in domestic sizes	126.2	126.1	124.4	122.0	121.0	119.2	119.2	127.8	127.8	127.8	127.8	127.7	126.5	124.9	123.0
Soaps	107.6	107.6	107.6	107.6	107.6	107.6	107.6	107.6	107.6	107.6	109.7	109.7	109.7	109.5	108.1
Synthetic detergents	103.6	101.2	101.2	101.2	101.2	101.2	101.2	101.2	101.2	101.3	101.7	101.7	101.7	101.4	101.2
Lumber and wood products, excluding millwork	115.1	[3] 116.0	116.8	118.9	120.2	121.7	122.5	122.6	123.0	123.2	122.9	122.2	124.4	124.5	116.2
Softwood lumber	114.6	[3] 116.0	117.6	120.3	122.1	124.5	125.6	126.0	126.4	126.5	126.4	126.2	129.2	128.1	117.8
Pulp, paper and products, excluding bldg. paper	133.0	132.7	132.7	133.3	133.2	133.1	132.8	132.7	132.8	133.3	132.0	131.9	132.1	131.8	130.7
Special metals and metal products	150.0	149.2	150.6	150.4	150.6	151.0	151.1	151.1	151.7	151.8	151.5	151.9	151.2	150.8	147.6
Steel mill products	187.6	187.6	187.6	187.7	188.1	188.3	188.3	188.3	188.3	188.3	188.3	188.3	188.2	188.2	185.1
Machinery and equipment	159.3	[3] 159.4	159.4	159.4	159.6	159.8	160.5	160.4	160.4	160.3	160.1	160.0	159.8	158.5	155.2
Agricultural machinery, including tractors	148.5	[3] 148.0	147.8	147.8	147.7	147.5	147.3	147.1	147.1	145.9	145.4	145.3	144.8	144.8	139.7
Metalworking machinery	187.6	[3] 187.5	186.3	186.4	186.3	185.5	185.5	185.5	184.7	184.5	184.5	184.4	184.2	181.8	178.0
Total tractors	157.4	156.9	156.9	155.9	155.8	155.8	155.4	155.2	154.9	155.0	154.4	154.4	153.3	153.3	147.9
Industrial valves	202.9	206.5	206.5	206.5	206.5	206.1	206.1	206.1	206.0	205.8	205.7	205.7	205.7	196.9	178.7
Industrial fittings	122.4	122.5	121.9	125.4	125.4	144.6	145.7	145.7	145.7	144.1	144.1	144.1	144.1	139.0	137.3
Antifriction bearings and components	132.9	132.9	132.9	132.9	134.5	134.5	134.5	134.5	134.5	134.5	134.5	134.5	134.5	136.1	141.8
Abrasive grinding wheels	147.6	147.6	147.6	147.6	147.6	147.6	147.6	147.6	147.6	147.6	147.6	147.6	151.6	152.5	155.9
Construction materials	130.6	[3] 131.1	131.4	132.1	132.9	133.9	134.3	134.5	135.0	135.2	134.9	134.6	135.0	134.6	130.5

[1] See footnote 1, table D–3.
[2] Preliminary. [3] Revised.

NOTE: For a description of these series, see Wholesale Prices and Price Indexes, 1958, BLS Bull. 1257 (1959).

TABLE D–5. Indexes of wholesale prices,[1] by stage of processing and durability of product

[1947–49=100]

Commodity group	1960										1959			Annual average	
	Oct.[2]	Sept.	Aug.	July	June	May	Apr.	Mar.	Feb.	Jan.	Dec.	Nov.	Oct.	1959	1958
All commodities	119.7	119.2	119.2	119.7	119.5	119.7	120.0	120.0	119.3	119.3	118.9	118.9	119.1	119.5	119.2
Stage of processing															
Crude materials for further processing	93.2	[3] 92.9	92.7	94.8	95.3	96.0	96.3	96.4	94.8	94.6	93.4	93.6	94.4	96.7	99.4
Crude foodstuffs and feedstuffs	85.0	[3] 83.9	83.8	86.1	86.8	87.5	88.0	88.0	84.7	83.7	82.1	81.8	83.2	86.8	92.8
Crude nonfood materials except fuel	104.8	[3] 106.1	105.9	107.7	108.2	108.9	108.8	108.8	110.5	111.7	111.4	112.8	112.3	112.2	108.4
Crude nonfood materials, except fuel, for manufacturing	102.7	[3] 104.0	103.8	105.8	106.3	107.1	107.0	106.9	108.8	110.1	109.9	111.4	110.9	110.8	106.8
Crude nonfood materials, except fuel, for construction	142.1	142.2	142.2	142.1	142.1	142.1	142.1	142.1	142.0	142.0	140.4	140.4	140.4	140.3	139.0
Crude fuel	126.2	[3] 126.1	124.1	122.7	121.5	120.7	122.0	125.7	125.5	126.0	125.7	125.2	124.2	123.4	121.2
Crude fuel for manufacturing	125.7	125.6	123.6	122.2	121.1	120.3	121.5	125.2	124.9	125.5	125.2	124.7	123.7	122.9	120.9
Crude fuel for nonmanufacturing	127.1	[3] 127.0	124.8	123.4	122.2	121.4	122.8	126.5	126.3	126.9	126.6	126.0	124.9	124.1	121.8
Intermediate materials, supplies, and components	126.6	126.8	126.8	127.0	127.0	127.1	127.6	127.5	127.4	127.5	127.3	127.3	127.1	127.0	125.3
Intermediate materials and components for manufacturing	128.4	[3] 128.5	128.7	129.0	129.1	129.2	129.5	129.4	129.5	129.5	129.4	129.5	129.4	129.0	127.2
Intermediate materials for food manufacturing	100.6	100.0	99.8	100.1	99.0	98.6	98.3	97.9	97.2	97.4	97.0	97.8	98.5	98.5	102.2
Intermediate materials for nondurable manufacturing	105.9	106.2	106.5	106.9	106.8	106.8	106.9	106.8	106.9	106.9	107.0	106.8	106.9	106.4	104.7
Intermediate materials for durable manufacturing	157.3	157.7	157.8	158.1	158.4	158.8	159.0	158.9	159.0	159.0	158.6	159.0	158.5	157.9	154.3
Components for manufacturing	149.4	[3] 149.4	149.6	149.6	150.3	150.8	152.0	152.0	152.4	152.1	152.5	152.4	151.6	151.5	149.5
Materials and components for construction	134.3	[3] 134.6	134.8	135.3	135.8	136.4	136.7	136.9	137.1	137.2	136.9	136.7	136.9	136.5	132.9
Processed fuels and lubricants	111.7	111.4	111.0	109.6	108.3	106.3	107.3	106.8	106.1	105.4	105.3	105.0	105.3	106.0	106.5
Processed fuels and lubricants for manufacturing	111.3	111.0	110.6	109.4	108.3	106.7	107.4	106.9	106.4	105.9	105.6	105.0	105.1	105.6	105.8
Processed fuels and lubricants for nonmanufacturing	112.4	112.1	111.8	109.9	108.4	105.6	107.4	106.6	105.5	104.7	104.7	105.1	105.6	106.8	107.7
Containers, nonreturnable	139.2	138.5	138.3	138.3	138.9	139.1	138.2	138.4	138.3	137.9	136.3	136.2	136.2	136.7	137.4
Supplies	115.1	[3] 115.4	114.8	115.3	115.4	115.4	117.3	116.6	116.3	117.1	117.2	117.1	115.9	116.6	115.1
Supplies for manufacturing	149.8	[3] 149.7	149.5	149.8	149.8	149.5	148.8	148.8	148.4	148.3	145.5	145.7	145.8	143.5	139.9
Supplies for nonmanufacturing	99.8	100.3	99.5	100.1	100.2	100.4	103.2	102.3	101.9	103.0	104.1	103.9	102.4	104.1	103.4
Manufactured animal feeds	60.1	61.7	59.3	61.2	61.6	62.0	69.8	67.5	66.7	70.2	75.1	74.4	70.6	74.7	73.0
Other supplies	123.1	123.0	123.1	123.0	122.9	122.9	122.8	122.7	122.6	122.3	121.2	121.2	121.1	121.3	121.2
Finished goods (goods to users, including raw foods and fuels)	122.5	[3] 121.5	121.5	121.8	121.1	121.2	121.4	121.4	120.5	120.6	120.1	120.0	120.5	120.6	120.8
Consumer finished goods	114.8	113.7	113.6	113.9	113.1	113.2	113.4	113.4	112.3	112.4	111.9	111.7	112.3	112.5	113.5
Consumer foods	110.0	108.2	107.1	108.4	106.9	107.5	107.5	107.4	104.7	104.8	103.6	103.5	105.0	105.5	110.5
Consumer crude foods	106.6	100.3	94.3	96.5	93.4	98.3	100.2	96.7	89.8	91.5	94.2	92.3	93.6	91.9	101.0
Consumer processed foods	110.9	[3] 110.0	109.8	110.9	109.8	109.5	109.1	109.7	107.8	107.7	105.6	105.9	107.5	108.4	112.6
Consumer other nondurable goods	114.8	114.8	114.6	114.1	113.6	113.2	113.7	113.8	113.8	113.9	113.8	113.6	113.5	113.4	111.7
Consumer durable goods	126.2	[3] 124.3	126.2	126.3	126.2	126.3	126.5	126.5	126.4	126.4	126.2	126.1	126.2	126.5	125.0
Producer finished goods	153.8	152.9	153.7	153.6	153.7	153.6	153.9	153.9	153.8	153.8	153.5	153.6	153.6	153.2	150.3
Producer finished goods for manufacturing	160.4	[3] 159.5	160.2	160.0	159.9	159.6	160.1	160.1	159.8	159.6	158.9	158.6	158.5	158.1	155.0
Producer finished goods for nonmanufacturing	148.0	[3] 147.1	148.2	148.1	148.3	148.5	148.6	148.5	148.7	148.8	149.0	149.3	149.4	149.1	146.4
Durability of product															
Total durable goods	145.1	[3] 144.8	145.5	145.6	145.8	146.1	146.5	146.5	146.8	146.8	146.6	146.7	146.4	145.9	142.8
Total nondurable goods	105.8	[3] 105.3	104.9	105.6	105.2	105.2	105.6	105.5	104.3	104.3	103.8	103.7	104.2	105.0	106.4
Total manufactures	125.8	125.5	125.7	125.9	125.8	125.7	126.0	126.0	125.7	125.7	125.3	125.3	125.4	125.5	124.5
Durable manufactures	146.5	[3] 146.0	146.8	146.9	147.2	147.4	147.8	147.8	147.9	147.8	147.6	147.6	147.4	147.0	144.0
Nondurable manufactures	109.4	109.2	109.1	109.3	108.8	108.5	108.8	108.7	108.1	108.2	107.6	107.6	108.0	108.5	109.2
Total raw or slightly processed goods	98.9	[3] 98.0	97.0	98.7	98.4	99.3	99.9	99.7	97.8	97.8	97.2	97.1	97.8	98.9	101.6
Durable raw or slightly processed goods	102.9	107.4	107.8	106.0	105.8	107.1	108.2	108.2	114.9	117.5	116.6	120.5	117.4	114.1	108.3
Nondurable raw or slightly processed goods	98.7	[3] 97.4	96.3	98.3	97.9	98.9	99.4	99.2	96.8	96.7	96.1	95.8	96.7	98.1	101.2

[1] See footnote 1, table D–3.
[2] Preliminary.
[3] Revised.

NOTE: For description of the series by stage of processing, see New BLS Economic Sector Indexes of Wholesale Prices (in Monthly Labor Review, December 1955, pp. 1448–1453); and by durability of product and data beginning with 1947, see Wholesale Prices and Price Indexes, 1957, BLS Bull. 1235 (1958).

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	3,694	----------	2,060,000	----------	23,900,000	.22
1959	3,708	----------	1,880,000	----------	69,000,000	.61
1959: October	277	548	125,000	775,000	14,100,000	1.45
November	161	402	41,100	652,000	4,300,000	.48
December	112	285	23,100	101,000	1,430,000	.14
1960: January [2]	200	325	65,000	140,000	1,000,000	.11
February [2]	250	400	70,000	145,000	1,250,000	.14
March [2]	270	430	85,000	140,000	1,500,000	.15
April [2]	370	530	110,000	190,000	1,500,000	.16
May [2]	400	600	150,000	225,000	1,750,000	.19
June [2]	425	650	190,000	285,000	2,750,000	.28
July [2]	325	575	150,000	250,000	2,150,000	.24
August [2]	300	550	155,000	250,000	2,000,000	.20
September [2]	225	425	140,000	210,000	1,750,000	.19
October [2]	250	450	120,000	170,000	1,750,000	.19

[1] The data include all known strikes or lockouts involving 6 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 1 shift in establishments directly involved in a stoppage. They do not measure the indirect or secondary effect on other establishments or industries whose employees are made idle as a result of material or service shortages.

[2] Preliminary.

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