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Union Disciplinary Powers and Procedures Papers From the IRRA Meeting Metropolitan Job Pay Levels and Trends, 1962 Kaiser Long Range Sharing Plan

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Monthly Labor Review

UNITED STATES DEPARTMENT OF LABOR • BUREAU OF LABOR STATISTICS

LAWRENCE R. KLEIN, *Editor-in-Chief* (on leave) MARY S. BEDELL, *Executive Editor*

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The June 1963 Monthly Labor Review

A special issue devoted to "Worker Security in a Changing Economy," in honor of the 50th Anniversary of the U.S. Department of Labor

The following will be major contributors:

Benjamin Aaron Daniel Bell Joseph W. Bloch Alfred W. Blumrosen Philip Booth George W. Brooks Wilbur J. Cohen Gerhard Colm

Edward L. Cushman Helen H. Lamale Ida C. Merriam Joel Seidman

The issue will cover the search for security in a changing environment, the dynamic nature of workers' goals, measurements of economic security, institutional responses to workers' needs, individual rights vis-a-vis worker organizations, management, and government, and the role of society in protection of the individual.

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The Labor Month in Review

ALTHOUGH TOTAL TIME LOST from strikes within the last 3 years has been very low in comparison with most postwar years, the Nation has recently been facing some severe labor-management disputes. Several which were critical in January illustrate, through their common characteristics and through the number and variety of attempts to bring about settlements, the transitional phase through which our system of industrial relations has been passing and from which it may emerge with "some new forms and some new functions," in Clark Kerr's phrase.

JOB PROTECTION AND UNION SECURITY were dominant elements in the New York newspaper strike. Although the formal bargaining demands of the Publishers' Association and Typographical Union Local 6 on wages were far apart, their inability to reach agreement on the introduction of such recent developments as punched tape to activate unmanned typesetting machines and concomitant adjustments to mitigate the impact on the employees was central to the dispute.

Mayor Robert F. Wagner formally entered the dispute as the strike increasingly affected the city's economy. During the previous 2 months, efforts of Federal and State mediators and other government officials had failed to bring the parties to a point where they could reach agreement.

IN THE NEWSPAPER STRIKE the emergency provisions of the Taft-Hartley Act were not available, since the national health or safety was not imperiled. In the aerospace and the longshore disputes, however, Taft-Hartley procedures as well as a number of other techniques were brought to bear by local, State, and Federal officials. Lockheed Aircraft Corp. and the International Association of Machinists finally agreed upon a 3-year contract that was ratified on January 27. The contract did not provide for a union shop the issue on which both parties had been adamant and over which the union called a strike on November 28. Lockheed had refused to conduct a union shop vote, as recommended by a special aerospace board appointed by President Kennedy. A Taft-Hartley injunction stopped the strike after 2 days and the contract signed during the 80-day injunction continued the maintenance of membership provision. The IAM's cause was not advanced by votes in Machinist and Auto Worker bargaining units taken at three other aerospace firms during the fall that failed to attain the two-thirds majority necessary to win the union shop. (During the years when the Taft-Hartley Act required the National Labor Relations Board to conduct union shop elections, the percentage favoring such contract provisions was commonly so much higher than the simple majority required that it was removed from the law in 1951.)

The Boeing Co. has stood its ground against any union security provisions in the contract. When the union, bolstered by a nonbinding vote of nearly 3 to 1 for a union shop and recommendations of a special Presidential board for at least a minimum form of union security, called a strike on this issue for January 26, President John F. Kennedy named a board of inquiry in preparation for seeking a Taft-Hartley injunction. On February 1, an injunction was made effective for 80 days retroactive to January 25, the date of an initial temporary injunction.

The 34-day longshore strike on the East and Gulf Coasts was ended on January 25 upon the basis of recommendations by a team appointed by President Kennedy and headed by Senator Wayne Morse. Immediately before the strike, the parties had tentatively agreed to a proposal by Secretary of Labor W. Willard Wirtz to have manpower efficiency and the related problems of job security studied by the U.S. Department of Labor. The momentum was apparently too strong at that moment, however, to permit the settling of the other contract demands at the strike deadline.

Efforts of members of the New York Shipping Association to raise productivity and the struggles by the International Longshoremen's Association to protect its members from the possible consequences were first recognized in the containerization fund set up by their December 1959 contract.¹ In the 1962 negotiations, which management continued to demand more flexibility in handling manpower, the ILA reportedly refused even to talk about a reduction in gang size until wage and other issues were settled.

¹ See Monthly Labor Review, January 1960, p. 64.

All mediation efforts following the end of an 80-day Taft-Hartley injunction were unsuccessful until the Morse board made its recommendations. As adopted by the parties, negotiations on manpower problems will take place after the first year of the contract, upon completion of the U.S Department of Labor's study of the subject. Should there be no agreement by July 31, 1964 an impartial panel is to hear arguments and make recommendations.

SUMMING UP in the words of Ewan Clague, Commissioner of Labor Statistics, collective bargaining is becoming a "battle of productivity versus protection." At the same time, the public tolerance of certain kinds of strikes is diminishing. In the newspaper and longshore disputes, where the industries belong either to the Nation's transportation or communications system, and where most of the parties are protected to some extent by strike insurance or strike benefits, the public was not only affected immediately but individually before the participants found it necessary to come to terms.

These industries thus not only provide an essential service that is not replaceable, but they are still solidly dependent on the production work force, in contrast for example, to the highly automated chemical industry, where the supervisory staff can maintain production should workers decide to strike.

IN THE CASES DISCUSSED HERE, it is not only the seriousness of the substantive issues that prompts concern but also the dissatisfaction with traditional collective bargaining procedures demonstrated by the public. Secretary of Labor Wirtz records the latter as the real significance of the Federal Government's "unusual participation recently in a number of the major disputes which have developed." Such participation was illustrated by the longshore case, in which Mr. Wirtz reported that "the public participants, during its 12-month course, were the President, the Secretary of Labor, an Assistant Secretary of Labor, the Director of the Federal Mediation and Conciliation Service, his deputy, 15 FMCS mediators, a Taft-Hartley Board of Inquiry, the Attorney General, a Federal district court, the mayors of numerous port cities, a special Presidential board which was appointed but never convened, and another special board under the chairmanship of a U.S. Senator."

In a speech on February 1 to the National Academy of Arbitrators, Secretary Wirtz rejects compulsory arbitration as an answer, convinced that, if provided for by statute, it would become a substitute for bargaining. Refusing also to rely on "endless new administrative resourcefulness and maneuver," Mr. Wirtz says that the preservation of free collective bargaining depends on two developments. The first of these is an improved growth rate for the economy, so that displaced employees will have reasonable opportunity to find other jobs.

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Beyond this, the future of collective bargaining—free of the weakening effects of statutory arbitration procedures—depends upon the development of private procedures which will permit and virtually assure the settlement of major disputes in critical industries without crippling shutdowns.

There is significant evidence that this development is taking place today in a highly meaningful degree and at a rapidly accelerating pace.

. . . Although these programs vary in detail, most of them include three elements:

*

First, arrangements are being worked out to deal during the contract period with those problems . . . which are so involved that they cannot be dealt with during the countdown period at the end of the contract. This will provide the forums, and the time, to develop the new ideas which are so badly needed to meet the problems of a work force which is today in flux. . . .

Second, most of these programs involve the use in one form or another of "neutral" or "third" parties as advisors or consultants or factfinders. . . . The participation in these private negotiations of third persons who are "independent" in the full sense of the term offers a considerable measure of protection of the "public interest". . .

The third element in most of these programs is one form or another of special arrangement for approaching as constructively as possible the crucial bargaining which will move the parties from one contract period to the next. Some of these arrangements provide for arbitration voluntary arbitration, adjusted to the particular circumstances. Others meet the pressing need for more orderly and responsible arrangements between the several employer units which are involved, or within the union group Part of our problem is that we have been moving into "unity" bargaining of one kind or another without working out the stresses and strains within one group or the other, or both

It may be that these elements, lacking in the relationships of the parties in the disputes discussed earlier, will be the basis for "some new forms and some new functions" in industrial relations.

Union Disciplinary Powers and Procedures

EDITOR'S NOTE.—This is the first of a series of four articles based on Disciplinary Powers and Procedures in Union Constitutions (BLS Bulletin 1350, which will be published in the spring of this year). This article is primarily a summary of the bulletin chapter on grounds for discipline requiring trial. Articles in the next three issues of the Review will summarize the chapters on trial powers and procedures at the local union level, rights of the accused, and influence of the Labor-Management Reporting and Disclosure Act on constitutional provisions for discipline. Other topics covered in the bulletin are summary discipline, trials at the international union level, and discipline of international officers.

I. Grounds for Trial of Members and Local Officers

DAVID A. SWANKIN*

UNION DISCIPLINE may be defined as the formal procedure established by a union to impose sanctions upon members or officers for violations of duties to the union. It is both substantive—the specification of prohibited conduct—and procedural—the formal machinery for enforcement.

In its procedural aspects, union discipline encompasses four types of procedures—summary, recall, trial, and impeachment. Briefly, summary procedures allow the imposition of punishment without a hearing or trial; recall is a procedure for removing local or international officers by a vote of the membership; trial and impeachment are procedures for the imposition of discipline after hearing before a legally constituted tribunal, with impeachment limited in scope to disciplining international officers.¹

The study of union discipline on which this article is based reflects current interest in the extensive provisions of the Labor-Management Reporting and Disclosure Act of 1959 which regulate disciplinary actions. It was designed to provide background information for administration, enforcement, and evaluation of the act; review by unions of their procedures; and public understanding.²

Scope and Method

This study is based on an analysis of provisions in union constitutions and thus is limited to the formal aspects of union discipline. A constitution embodies the union's basic law and establishes the legal framework for all executive and judicial actions. The disciplinary process, as to both powers and procedures, must conform to the union's constitutional rules if it is to be a valid

^{*}Of the Division of Industrial and Labor Relations, Bureau of Labor Statistics.

¹ A fifth type of procedure—imposition of trusteeship by a national or international union over a subordinate body—is primarily a means of disciplining a subordinate body rather than an individual, and thus falls outside the scope of this study except where the imposition of a trusteeship also involves disciplining members or officers. For an analysis of union trusteeship provisions, see Union Constitution Provisions: Trusteeship (B LS Bulletin 1263, 1959). Also see Union Trusteeships: Report of the Secretary of Labor to the Congress upon the Operation of Title III of the Labor-Management Reporting and Disclosure Act (U.S. Department of Labor, September 1962).

² The study is primarily a summary of union laws in effect prior to enactment of the Labor-Management Reporting and Disclosure Act, although a fourth of the constitutions studied were dated subsequent to the passage of the act.

exercise of union governmental powers. At the same time, written provisions, despite their significance, tell only part of the story of union discipline. A study such as this excludes any investigation of the disciplinary process in action, and thus does not reveal how these frequently complex clauses are interpreted in actual situations and to what extent, if any, practices depart from formal pronouncements.

For this study, the constitutions of 158 national and international unions were analyzed (table 1).³ These 158 unions accounted for 16.9 million members, or about 93 percent of the total membership of all national and international unions with headquarters in the United States.⁴

Constitutions were analyzed for common characteristics whose prevalence was then measured in terms of the number of constitutions and the number of union members. An approach of this sort, essentially statistical, in an area marked by great diversity has shortcomings; at times, fine shadings of meaning and unique features are lost. On balance, however, it was felt that this technique would yield more meaningful information on constitutional disciplinary proceedings as a whole than could be provided through describing, individually, the discipline processes of a few selected unions.

Offenses Requiring Trial

The grounds for which discipline could be imposed at either the local or international union level were specified in all but four of the constitutions containing trial provisions.⁵ These provisions defined and forbade conduct that interfered with the organization's legal and contractual obligations or that was otherwise inimical to the best interests of the union. Typically, union constitutions prohibited both members and local officers from engaging in the proscribed conduct. However, several constitutions provided additional grounds, and a few specified wholly different and distinct grounds, for local officers. These offenses usually dealt with conduct related to official duties, such as failing to file required reports or not following directives of international officers.

Although each constitution typically identified a number of specific offenses, the variation among constitutions was great, because of differences in

TABLE 1.	CONSTITUTIONS	OF	NATIONAL	AND	INTERNA-
TIONAL	UNIONS STUDIED,	BY	UNION SIZE	E AND	AFFILIA-
TION, I	EARLY 1961				

[Members in	thousands]
-------------	------------

	т	otal	Affiliation					
Union membership	Un-	Un- Mem- AFL-CIO		Unaffiliated				
	ions	bers	Un- ions	Mem- bers	Un- ions Mem- bers			
Total studied	158	16, 923. 1	122	14, 228. 8	36	2, 694. 3		
Under 1,000 members	9	4.4	4	1.8	5	2.6		
1,000 and under 5,000 mem- bers	30	81.5	14	39.0	16	42.6		
5,000 and under 10,000 members	14	102.2	10	75.8	4	26.4		
10,000 and under 25,000 members	21	357.7	20	345.1	1	12.6		
25,000 and under 50,000 members	17	607.4	15	545.7	2	61.6		
50,000 and under 100,000 members	27	1, 809. 1	23	1, 538. 8	4	270.3		
100,000 and under 200,000 members	19	2, 862. 5	17	2, 602. 5	2	260.0		
200,000 and under 500,000 members	14 7	4, 515. 5 6, 582. 9	14 5	4, 515. 5 4, 564. 7	2	2, 018. 2		

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

emphasis. These prohibitions, normally scattered throughout the constitution, ranged from simple instructions to elaborate clauses that defined each element of the proscribed conduct.

Of the four constitutions that contained no specific reference to punishable conduct, two merely authorized local unions to establish trial procedures; one specified the duties of membership but did not relate these obligations to disciplinary procedures; and one constitution's sole reference to punishable conduct was in a clause providing for trial "if sufficient grounds are found."

General Grounds. Every constitution that contained a reference to grounds for discipline provided at least one general or "catchall" prohibition

⁸ The Directory of National and International Labor Unions in the United States, 1959 (BLS Bulletin 1267, 1960) listed 184 national and international unions. Of the 27 unions listed there that were not included in this study, 19 were composed mainly of government employees, and the constitutions of 8 unions were not available. One union that was included in that study, the International Guards of America (Ind.), was not listed in the Directory.

⁴ The constitution and bylaws of subordinate bodies were excluded from the scope of this survey. A cursory check revealed that in many instances local unions either have very brief or no constitutions or bylaws of their own, thus governing themselves in whole or in part by the constitution of their parent body. In some instances, however, particularly in larger local unions, detailed bylaws were noted and these often supplemented, sometimes substantially, the constitutional provisions of the international union. The extent to which disciplinary provisions in local union bylaws differ from those adopted by the international union merits a full scale study of its own.

⁸ This section excludes any discussion of offenses for which penalties could be imposed summarily, that is, without invoking the trial procedure. Virtually all union constitutions granted summary authority for nonpayment of financial obligations to the union as well as other violations.

that did not explicitly define the behavior outlawed (table 2). In 13 unions, these general clauses were the only type found, while in 139 constitutions, they were added to other prohibitions, more specific in nature.

Certain general prohibitions, in practice, could be as definite and precise as a specific prohibition. For instance, the offense most prevalently cited or proscribed, "violate the constitution," could be defined by reference to specific constitutional provisions. Other general phrases, such as "conduct unbecoming a member" or "bringing the union into disrepute" were perhaps far less determinate. Although they might proscribe conduct universally denounced, just as a municipal ordinance forbids "disorderly conduct," members would not know, except perhaps through experience, precisely what conduct evokes a penalty. Other equally broad but less prevalent catchall clauses prohibited "malfeasance, misfeasance or nonfeasance," violating the "duties, obligations, and fealty of a member," and "any dishonorable act."

Even in these constitutions with indefinite clauses, however, there were often other provisions of such a nature as to foster specificity. First, a few constitutions defined some of the elements of the indefinite prohibition, as, for example, that of the Cement Workers:

Any member . . . circulating any false or malicious statement or who advocates . . any dual labor movement or who violates the provisions of the constitution . . . shall be deemed guilty of conduct unbecoming a member.

Second, many constitutions guarded against arbitrary use of general clauses by requiring all charges to state the particulars of the conduct alleged to constitute the general offense. Approximately 7 of every 10 members subject to trial at the local level under a general clause were protected by this type of requirement;⁶ and nearly half of the members constitutionally subject to trial at the international level enjoyed the same protection. These specificity requirements usually appeared in connection with constitutional provisions for written specific charges (discussed more fully in the chapter dealing with trial procedures). The following clause illustrates this relationship:

A charge . . . that a member or members have violated this constitution or engaged in conduct unbecoming a member of the union must be specifically set forth in writing and signed by the member or members making the charges. The charges must state the exact nature of the alleged offense or offenses and, if possible, the period of time during which the offense or offenses allegedly took place. (United Automobile Workers)

As described in a later chapter, charges based on general clauses have to withstand the scrutiny of a trial body and, in nearly all unions, one or more appellate reviews. Thus, although these general clauses may seem vague, the disciplinary procedure, in its entirety, may serve to inhibit the imposition of penalties for indefinite reasons.

Specific Offenses. The union constitutions studied contained a variety of specific punishable offenses. Although there was some similarity in the scope of offenses listed, no single specific offense appeared in a majority of constitutions. A number of factors contributed to this variation among constitutions. Each union's unique experiences, internal conflicts, particular job-related problems, and, to a lesser extent, emphasis on particular trade union objectives, were reflected in disciplinary provisions. For example, craft unions emphasized the prohibition of conduct giving rise to job-related problems, as illustrated in the

TABLE 2. TYPES OF GROUNDS FOR TRIAL OF MEMBERS AND LOCAL OFFICERS AT THE LOCAL OR INTERNATIONAL LEVEL, NATIONAL AND INTERNATIONAL UNION COn-STITUTIONS, EARLY 1961

[Members in thousands]

	All	inions	Affiliation						
Type of ground	Un-	Mem-	AFI	-CIO	Unaffiliated				
Il constitutions provid- ing for trial at the local or international level constitutions making ref-	ions	bers	Un- ions	Mem- bers	Un- ions	Mem- bers			
All constitutions provid- ing for trial at the local or international level	156	16, 917. 9	121	14, 225. 6	35	2, 692. 3			
Constitutions making ref- erence to grounds	152	16, 746. 1	117	14, 053. 8	35	2, 692. 3			
Specific and general grounds General grounds only	139 13	16, 262. 8 483. 3	107 10	13, 581. 5 472. 3	32 3	2, 681. 3 11. 0			
Constitutions without ref- erence to grounds	4	171.8	4	171.8					

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

⁶ This type of protection has since become compulsory under sec. 101(a) (5) of the Labor-Management Reporting and Disclosure Act of 1959 (73 Stat. 523), which provides: "No member of any labor organization may be fined, suspended, expelled, or otherwise disciplined except for nonpayment of dues by such organization or by any officer thereof unless such member has been (A) served with written specific charges; (B) given a reasonable time to prepare his defense; (C) afforded a full and fair hearing."

following phrases: "... engage in speed, record, or other contests ..." (International Typographical Union); "... the selling of a pass ..." (Brotherhood of Locomotive Firemen and Engineers); and "... use of chromic acid" (Amalgamated Lithographers of America).

Bans on signing yellow-dog contracts (outlawed by the Norris-LaGuardia Act of 1932) and on being a company spy, remnants of an earlier, turbulent era in American labor history, were found in a number of older unions. Perhaps in tribute to its former general secretary, ⁷ who is generally credited with the idea for observing Labor Day, the Carpenters constitution authorized fines for members who refuse to parade on that holiday. Differing emphasis on particular trade union objectives is illustrated by the provisions dealing with violation of union label policy in the following two constitutions:

Any member buying ... without the label ... when the label can be had shall be fined two dollars. (Metal Polishers, Buffers, Platers and Helpers International Union)

Members who permit labels to drop on the floor and remain there shall be fined or expelled . . . (United Garment Workers of America)

The Boilermakers constitution dealt in drastic terms with a trade practice to which some unions take no exception:

The International Brotherhood stands for the abolishment of piecework, premium, merit, task, or contract systems. Members who may be found guilty of agitating or encouraging any of these systems shall be liable to expulsion; and any such practices shall be entirely abolished as soon as possible. Each case may be investigated by the Executive Council and a date set for the abolishment of such practice when it shall be deemed advisable. Most trial provisions contained at least one prohibition for each of the major categories studied. Traditional union interests, such as financial integrity, job behavior appropriate to a union member, union loyalty, and anti-electioneering activities, were typically guarded by disciplinary sanctions. Thirty-seven constitutions, covering over 6 million members, also invoked sanctions in cases involving immoral behavior (defined in social as well as plant safety terms).

Nearly all prohibitions, as written, applied with equal force to members and local officers (table 3). Within each category of specific offenses, however, a few constitutions limited the applicability of the prohibition to members or to local officers. For example, of 124 unions specifying union loyalty offenses, 122 were applicable to members and local officers, 1 to members only, and 1 to local officers only.

FINANCIAL. The custody and control of union funds and property were regulated in 85 union constitutions. The grounds for invoking disciplinary procedures for financial misconduct by a local officer or member were usually stated as "misappropriation" or "defrauding." Misappropriation described a theft or an embezzlement, while defrauding, although sometimes used synonymously, ordinarily meant fraudulent or false applications for strike, sick, or death benefits. One constitution applied the term "defrauding" to misdealing in ball and picnic tickets, and another specified passing bad checks as a punish-

⁷ Peter J. McGuire, first General Secretary of the union, elected to office in 1881. The first Labor Day celebration was held in New York City on September 5, 1882.

TABLE 3.	Persons Subject to	TRIAL AT THE L	OCAL OR	INTERNATIONAL	LEVEL ON SELECTED	GROUNDS NATIONAL	AND
		INTERNATIONAL	UNION	CONSTITUTIONS,	EARLY 1961	discoubs, manonan	AND

[Members in thousands]

Persons subject to trial	Type of ground											
	Financial		Job di	ob discipline Unic		Union loyalty		Electioneering		Moral		
	Unions	Members	Unions	Members	Unions	Members	Unions	Members	Unions	Members		
All constitutions providing specific grounds	139	16, 262. 8	139	16, 262. 8	139	16, 262. 8	139	16, 262. 8	139	16, 262, 8		
Constitutions referring to specified grounds	85	12, 781. 8	99	13, 892. 9	124	15, 825. 8	66	9, 565. 4	37	6, 109, 6		
Members and local officers Members only Local officers only	77 1 7	$11,919.5 \\ 1.0 \\ 861.2 \\ 2.481.0$	97 1 1	13,695.340.0157.7	$\begin{array}{c}122\\1\\1\end{array}$	15,628.140.0157.7	63 3	9, 203. 4 362. 1	$36 \\ 1$	6, 069. 6 40. 0		

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

able fraud. Typically, however, this offense was referred to in the following context:

The basis for charges . . . shall consist of . . . defrauding the . . . union . . . of money or property; or drawing and accepting any benefits of the international union to which he or she is not entitled. (American Bakery and Confectionery Workers)

A few constitutions outlawed "racketeering," and others prohibited bribery. For example, the constitution of the Bricklayers provided:

Any . . . officer found guilty of accepting any bribe or present from any corporation, contractor or association shall be . . . fined . . . suspended . . . or expelled.

JOB DISCIPLINE. Ninety-nine of the trial provisions studied contained at least one specific prohibition on certain job-related behavior, and a third of these contained more than one such proscription. Fifty-four constitutions provided sanctions to enforce union obligations under collective bargaining agreements. These sanctions were commonly expressed as general prohibitions on "violating the established union collective bargaining agreement," "willful failure to observe the provisions of an agreement," or "acting in any wise to circumvent, defeat, or interfere" with an agreement. A few of these prohibitions were not as broad in scope, and dealt only with particular phases of the collective agreement:

Any officer or member of a local union interfering in any manner detrimental to the successful conclusion of a grievance shall be subject to expulsion . . .

Also included among the 54 constitutions were provisions outlawing unauthorized or wildcat strikes. Under these constitutions, charges might be filed against members "staying out against the international's orders," engaging in a strike "which violates the working agreement," conduct that tended to "agitate illegal strikes," or simply taking part in "wildcats."

Forty-seven of the 99 constitutions authorized discipline for violating work rules. A marked diversity distinguished these prohibitions from those regulating other aspects of union activity, due in large part to each union's adaptation to its industrial environment. Several unions, principally in the construction trades, published extensive regulations in separate rule books or authorized local unions to establish these rules. The general offense "violate work rules" referred to these rule books or to work rules established

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Thirty-one unions, particularly craft unions, forbade behavior that tended to harm fellow workers on the job. Often the proscription was in such terms as "working for less than the established scale of wages." In the printing trades, this offense, known as "ratting," was described as follows:

A member of a subordinate union engaging to take **a** situation in the jurisdiction of another subordinate union at a lower rate of wages than the scale of prices of the latter subordinate union calls for, is guilty of "ratting," even though the situation may not be obtained. (International Mailers Union)

Also included among the 99 job-related grounds were provisions in nine constitutions which forbade working with nonunion workers.

UNION LOYALTY. Union constitutions were most explicit in proscribing conduct that threatened the continued existence of the union. In 124 unions, members were subject to disciplinary action for behavior that injured the internal security of the union. Occasionally, summary suspension or expulsion was authorized to punish members who engaged in such activities.

Two of the most commonly referred-to offenses in this category were dual unionism and secession. Dual unionism usually referred to the act of joining or favoring a union which claimed rival jurisdiction, while secession usually referred to the act of withdrawing from the union. In many constitutions, however, the distinction between these terms was not entirely clear and, in a few, they seemed to be used as synonyms.

Several constitutions extensively defined the behavior forbidden by these prohibitions, as exemplified in the following provision:

No person shall be eligible to . . . remain a member in this brotherhood who holds membership in or affiliation with any group, club, society, or other organization which, in the opinion of the General Executive Board, exercises or claims to exercise duties and functions similar to those exercised by this brotherhood or its locals, or which claims jurisdiction in whole or in part over matters which are within the jurisdiction of this brotherhood. (Brotherhood of Painters, Decorators and Paperhangers)

The constitution of the United Automobile Workers forbade supplanting the union as the bargaining agent:

Whenever it is charged that a member is affirmatively engaged in the promotion, implementation, furtherance, or support of any other union or collective bargaining group with the purpose or intent of supplanting this international union, or any subordinate body thereof, as the recognized collective bargaining agent, such charge will be filed with the International Executive Board . . .

Most constitutions, however, did not define the activities forbidden as elaborately as in the above illustrations. A number of constitutions simply forbade "dual unionism" or "secession or fostering secession" in a listing of numerous punishable offenses. Several constitutions contained broad clauses forbidding withdrawals from the union or joining any organization that was hostile to or in conflict with the union. For example, the International Brotherhood of Electrical Workers constitution prohibited:

[a]dvocating or attempting to bring about a withdrawal from the I.B.E.W. of any local union or of any member or group of members.

The constitution of the Metal Polishers provided:

No member shall advocate secession, disaffiliation, nor shall any member take any action inimical to the interests of the organization.

STRIKEBREAKING. When a union strikes to win its bargaining demands, effective internal solidarity is particularly important. Conse-

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These prohibitions were unusually explicit in describing the specific behavior that formed the basis for charges, as in the following provision:

Any member . . . who continues at work when a strike on the system where he is employed has been regularly declared by the brotherhood, or any member who takes the place of or does any of the work formerly or ordinarily done by anyone engaged in a strike . . . or who fills any position made vacant . . . by . . . a strike . . . if he is found guilty . . . will be ordered expelled . . . and shall forever be ineligible for readmittance . . . (Brotherhood of Locomotive Engineers)

DISCLOSURE OF SECRETS. Another threat to internal security, disclosing union secrets, was the subject of disciplinary action in 26 of the 156 trial provisions studied. Most clauses prohibited unauthorized disclosure of any confidential matter of the union, such as "secrets," "private transactions," or "business." A few clauses, relating specifically to membership lists, forbade the "furnishing of a complete or partial list of the membership of the international union or of any local union to any person or persons" other than those whose official position entitles them to have such a list.

FAILURE TO EXHAUST INTERNAL REMEDIES. Premature resort to civil courts, considered by some to be a flagrant display of disloyalty, was specifically prohibited in 64 constitutions. The grave consequences of this conduct were also illustrated by the number of times it appeared as a ground for summary discipline. Typically, a member was required to prosecute and exhaust all appeals within the union before resorting to civil courts, as specified in the following provision:

Acceptance of membership . . . constitutes an agreement whereby every member . . . shall exhaust all remedies and appeals within the [union] . . . and that until such remedies and appeals have been exhausted, such aggrieved member . . . shall not resort to any court or other tribunal outside of the U.I.U. (Upholsterers' International Union)

SUBVERSIVE ACTIVITY. Subversive activity, or support of groups declared to be subversive, was specified as a reason for disciplinary action in 43 constitutions. These clauses nearly always explicitly identified the Communist Party, as in the following clause:

Any member who advocates the overthrow of the Government... or who belongs to the Communist Party or any other subversive group, or who subscribes to any of their doctrines, shall be punished by expulsion. (International Brotherhood of Boilermakers, Iron Shipbuilders, Blacksmiths, Forgers and Helpers)

A few clauses also included support of Nazi or Fascist groups within this prohibition. One of the most extensive provisions was that in the United Mine Workers constitution:

Any member accepting membership in the Industrial Workers of the World, the Working Class Union, the One Big Union, or any other dual organization, or membership in the . . . Chamber of Commerce [of the United States], the National Association of Manufacturers, or the Ku Klux Klan, or the Communist Party, or Fascist, Nazi or Bund organizations, shall be expelled . . .

POLITICAL ACTIVITY OUTSIDE THE UNION. Only a few of the 156 constitutions authorized punishment for general political activities. Typically, these clauses forbade interference with the legislative activities of the union. For instance, one constitution forbade "opposing legislation designed to benefit the trade," and another prohibited "opposing legislation endorsed by the order." One clause limited the right to speak for the union or as a union member, but did not prohibit action as a private citizen:

When such [legislative] policy has been declared, no member of the brotherhood shall appear before any legislative committee, legislature, State, provincial, or Federal executive or take any other action . . . in opposition to such a program in any capacity except that of a private citizen; nor shall he, in the name of the brotherhood, engage in any political campaign against a candidate for public office after such candidate has been endorsed by the brotherhood (Brotherhood of Maintenance of Way Employes)

ELECTIONEERING. The offense of publishing slanderous or unauthorized material was punishable in 60 constitutions. A number of unions outlawed all slanderous publications in clauses forbidding "slander in any way" or "slandering or otherwise wronging a member," but only a few explicitly defined the meaning of these terms. One of these constitutions stipulated:

No untrue statements may be made in political literature, nor shall any conclusions be published which impugn the motives of candidates. The facts from which conclusions are drawn shall be clearly stated so readers can compare and also draw their own conclusions . . . All members should realize that scurrilous references, slander, or libel react on the reputation of the union. To try to elect the best officers should be the aim of each member of the union. (International Typographical Union)

Advance approval of circulars, which would include campaign material, was required by several constitutions. Any member publishing statements that reflected upon the character or integrity of an officer without first submitting the material to the general executive board was subject to charges, as in the following example.

No local union or member . . . shall circulate, publish, or communicate to another local union or to members of the association any statement reflecting on the character, official conduct, or good repute of any officer or member of the association, or relating to matters of general interest to the membership . . . without first submitting the same to the General Executive Board and obtaining its approval. (International Association of Bridge, Structural and Ornamental Iron Workers)

Procedural irregularity in the conduct of elections could be appealed by challenging a specific vote or the entire election, but was an explicit basis for disciplinary action in only a few constitutions. These prohibitions on election fraud, however, as the following clause illustrates, covered a wide variety of wrongdoing.

Any member convicted of misrepresenting returns, altering, mutilating or destroying deposited ballots, voting fraudulently, or interfering with a member in the exercise of his or her right to cast his or her ballot . . . shall be punished (International Union, Allied Industrial Workers of America)

Local officers who willfully or negligently disenfranchised a voter by failing to perform an official duty were subject to charges under specific constitutional clauses in a few constitutions, as typified by the following clause:

Any secretary or officer of a local union found guilty of holding local union vote until too late to be counted . . . shall be charged with a flagrant display of nonunionism and shall be dealt with accordingly (International Brotherhood of Bookbinders) MORAL PROHIBITIONS. Union constitutions usually did not undertake specifically to regulate ethical or moral behavior. Of the 156 constitutions providing for trial, only 37 constitutions explicitly authorized punishment for immoral behavior. These prohibitions on behavior that was not criminal, yet morally offensive, were found most often in constitutions of unions whose members were engaged in the transportation industry. Willfully neglecting to support dependents, addiction to narcotics, or charging usurious interest were among the prohibitions listed.

Drunkenness was the most commonly forbidden type of immoral behavior, with the constitutions specifying "chronic drunks," "habitual drunkenness," and "alcoholism." One constitution provided that "no member who engages in the sale of intoxicating drinks can be admitted or retained as a member." Drunken or disorderly behavior at meetings, occasionally punished summarily, was also specified as a ground for invoking trial machinery in some constitutions.

A few constitutions specified that persons convicted of a crime may be disciplined by the union, as in the following example:

When a member is found guilty of the commission of a crime or serious wrongdoing, against the local union or against the community, and when this crime or act of serious wrongdoing tends to bring dishonor upon the local union or the international organization, it shall be the duty of the local union to proceed to revoke the membership of such member. (Building Service Employees)

Grounds in Local as Against International Trials

As mentioned earlier, some constitutions listed separate grounds for instituting trials at the local and the international level. Several constitutions granted the local and international union exclusive jurisdiction over violations of its own constitution and bylaws. For instance, the constitution of the Upholsterers' International Union provided: Charges of offenses against the international must be filed directly with the international office.

Charges against a member involving offenses solely against a local union shall be filed with the local union involved.

Others provided concurrent jurisdiction over violations of the international constitution but granted local unions an exclusive right to try infractions of local bylaws, as in the following:

The local union shall have exclusive jurisdiction of charges of violations of local bylaws. The National Executive Board and the local union shall have concurrent jurisdiction of charges of violations of the national constitution and bylaws. (Brotherhood of Utility Workers of New England)

Occasionally, jurisdiction was based upon a specific ground for discipline, with international level trials limited to cases involving specifically enumerated offenses while general judicial powers were vested in local union trial bodies. For instance, the United Mine Workers constitution provided:

When any local officer or any member not an officer is accused of violating any of the organization's laws or any transgression against the organization . . . other than as to the particular offenses described in section 7 of this article, the charge must be first lodged with and prosecuted before the local union . . .

The particular offenses listed in this constitution were:

Sec. 7. When any officer . . . or . . . member . . . is charged with fomenting, leading, or encourgaging a dual union, or dual movement within the organization, upon charges being filed with the International Executive Board . . . a hearing . . . shall be had.

Grounds for exclusive international jurisdiction in other constitutions included Communist activity, failure to comply with international directives, and violations of the rules for conducting elections. In addition, a few international trial procedures could be invoked only in cases considered to constitute an emergency. These situations are analyzed more fully in the chapter on international trial jurisdiction.

Papers From the IRRA Annual Meeting

EDITOR'S NOTE.—The following four items are short excerpts from much longer papers delivered at the December 27–28, 1962, meeting in Pittsburgh of the Industrial Relations Research Association. Space limitations necessitated selection among the many excellent papers and the omission of substantial portions of those presented here. Generally, substantiating factual materials and details of policy proposals have been cut in favor of retaining the author's major conculsions on the topic. Minor changes in wording and syntax have been made and signs to denote elisions have not been employed. Additional papers from the meeting will be presented in the March issue.

The Leadership Factor in Union Growth

JACK BARBASH*

THE SOURCES OF UNION GROWTH are to be found in the economy. But even if the economic circumstances are propitious, the actual process of union growth depends in part on the quality of the union leadership performance in respect to at least three issues: union administration, union responsibility, and organizing.

Union Administration

A popular criticism—frequently voiced by union leaders themselves—is that the labor movement has lost the crusading spirit and its quality as a social movement. The need, it is said, is to recapture the spirit of the 1930's. But the commitment which stirred the movement in the 1930's can be reinduced only synthetically, and therefore falsely, because the movement of the thirties is not the movement of the sixties.

The average union member probably has a pretty clear conception of what he wants from the union: security from the absolute rule of management over wages, hours, and working conditions. But there are gaps in the member's perception of the union even from this functional standpoint from which he views the union. If exhortation had been the right remedy, these gaps would have been eliminated a long time age; but they haven't, so exhortation is not the answer.

The American international union has necessarily become an enterprise, and enterprise unavoidably enforces its own administrative logic which minimizes the dependability of intuition as the exclusive path to policymaking. The use of objective professional skills in reaching creative policy conclusions in organizing, industry economics, internal union administration, and collective bargaining is alien territory for the overwhelming majority of unions. Research from the social sciences can achieve a wider angle of policy vision for union leadership. What is involved is the professionalization of their own skills and the wiser use of staff professionals.

Union Responsibility

The demand for "union responsibility" is nothing new in American industrial relations. In the earliest period, union responsibility meant largely living up to agreements. Still later, it meant concern with the employment effects of union policies. In the present period, there has been an enlargement of the economic area over which union policy is said to have adverse effects from the firm to the national economy to the international economy; and moreover, the criticism is now coming from friends of the union movement and not only from the traditional critics, the employer, and the general economist. The common characteristic of the union responsibility theme in

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all periods is self-denial on the part of union leadership. The difference between then and now is due to the fact that unions are more important and the post-World War II economic boom has come to an end; some profess to see a causal relationship here.

The elements of the pessimistic climate against which union responsibility is asserted now are well known. The source of the demand for union responsibility determines the emphasis which each element gets.

The pressure of the times increasingly demands from union leadership a reflective judgment as to union responsibility. Hence, at this point, I undertake to set out in summary form a sort of checklist of the grounds—favorable and unfavorable—on which a union position may rest.

First, the grounds which appear to argue against the idea of union responsibility as conventionally formulated:

1. There are equally valid but potentially conflicting union responsibilities: (a) the most frequent formulation—union responsibility to the public interest; (b) union responsibility to the profitability of the enterprise; and (c) hardly ever formulated but critical to the union for its survival as an institution, the union's responsibility to its members. The explicit or implied view is that this last short-run, business unionism outlook of union leadership is likely to be at odds with its other responsibilities because it stresses immediate improvement to the exclusion of the "larger" view presumably expressed in (a) and (b).

2. The content of union responsibility has been defined only in the vaguest terms.

3. There is no conclusive relationship between wage responsibility and general inflation. The large ground of uncertainty that exists between, say, a wage policy—which is presumably what we want the unions to be responsible about—and the intended result, the avoidance of price inflation, raises a serious question as to the efficacy of the remedy.

4. The exercise of union responsibility in this context runs afoul of other values which we want industrial relations to conform to, such as dispersion of bargaining power and the enlargement of union democracy. Union responsibility sets forces in motion in the contrary direction, to centralized bargaining and weakening of local union influence. 5. As a practical matter, a viable democracy cannot demand responsibilities unless it is prepared to reenforce this demand with corresponding rights. If you accept the social role of the union as an institution and therefore union leadership, you cannot ask the union leader "to donate his interests . . . to a vague 'social good'" without giving him some protection.

6. Is it wise to expect the implementation of a critical public interest by "unguided, uncoordinated consciences of the chance leaders of the economic blocs?" If we want to achieve a necessary public policy, shouldn't this be achieved through public instrumentalities?

7. Insofar as union responsibility is urged on grounds of curbing inflation, isn't this the wrong battle? The issue now is not inflation but unemployment and underutilization of manpower.

What are the signs that favor union responsibility?

1. Admittedly the economic answers are less than perfect. We cannot know for sure all of the facts relating to "the complicated interdependence of wages, productivity, profits, and level of employment." The real question is not whether we have the last word, but whether we have reasonable grounds. And certainly the Kennedy administration can say that it does not start out with a predisposition against unions, so that its approach to union responsibility is not a piece of antiunion ideology.

2. In a very real sense, the "coercive evidence" in the form of plant shutdowns and relocation, automation displacements, and an almost continuous unemployment recession since 1957 is forcing the unions to be responsible. The coercive evidence has been an ever-living presence for some unions (textiles, clothing). In particular bargaining situations, wage cuts and modification of work practices to favor management interests are frequent occurrences where the alternatives are shutdown and plant removal.

There has been a tendency for the broad band of union leadership to face up to the possibility of self-denial at some remove short of disaster, and to do it on some planned, preconceived basis. What is arresting about this tendency is that it comes from unions that cannot be considered "soft" or classic models of labor statemanship. For example: (a) the West Coast longshore mechanization agreement; note the early formula-

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tion of the problem by the ILWU caucus: "Do we want to stick with our present policy of guerrilla resistance or do we want to adopt a more flexible policy in order to buy specific benefits in return?" (b) the Armour automation committees with the meatpacking unions—a factfinding and experimental approach involving third parties; (c) the third-party devices in the steel industry to remove "certain problems from the crisis collective bargaining arena"; and (d) the overtures of the Screen Actors Guild—suspension of wage increases for the next contract "to bring movie production back to Hollywood."

Union responsibility in the sense of the selfdenying use of power is permeating the current strategy of the American unions as they respond to technological change. Outright obstruction is rare. In its place, the unions and gradualist managements have worked out a series of accommodations based first on the "red-circling" principle, that is, on leaving incumbents untouched; then to transition devices and collaborative mechanisms to ease displacement pains; and finally, the property rights approach which puts a reimbursable money value on the workers' rights affected by technology.

3. One of the ancestors of union responsibility is the classic "capital-labor cooperation" and "union-management cooperation." In both cases, the weight of power for the establishment of such a scheme was on management side. The union became in these schemes a sort of administrative arm of management's personnel policy to lower unit production costs. Union responsibility today is rooted in firmer soil than in the past. It is founded in the first instance on the collective bargaining power of the union and not on the beneficence of the employer or on the selfacknowledged inferiority of the union. If union acquiescence in union responsibility does not arise from inferiority, it does in this period arise from a weakened bargaining posture.

4. The administration qualifies its union responsibility appeal. As the Council of Economic Advisers puts it, the objective is the creation of "an *atmosphere* [my emphasis] in which the parties to such decisions will exercise their powers responsibly." Union responsibility as used here is closer to psychology and politics as part of the "weaponry" of the cold war perhaps than to economics. 5. If administration policy is viewed for what it is, there are grounds for believing that it has worked; that the unions have indeed, with steel as the archetypal example, held back on the full exercise of power, that unions have been impelled to exercise restraint.

6. Unlike other counsels of restraint, this policy has recognized the public's responsibility—not always effectuated, to be sure—by seeking to improve unemployment compensation, by developing programs to deal with automation displacement and retraining, and with depressed areas.

Organizing

The no-union vote measured by National Labor Relations Board representation elections or by valid votes cast has been higher within the last 4 years than it has ever been. This may mean in part that those firms still unorganized are harder to organize and therefore the lower union batting average. However discounted, the record is not good.

In general, despite some major accomplishments, the union attitude toward organizing is one of pessimism and the themes which recur in this pessimistic outlook may be summarized thus: (1) the lack of a genuine union will to organize; (2) systematic antiunion militancy by management abetted by the "free speech" provisions of the Taft-Hartley law; (3) the management technique of providing the economic equivalent of unionism; (4) the difficulty in organizing small companies; (5) the indifference of the white-collar worker; (6) interunion rivalry.

It is just possible that the failure to sustain new organizing at this juncture is not due to any defect in technique or conception at all; simply that the objective circumstances are proof against any effort. If the organizing issue is to be confronted candidly, it will have to address itself to these problems, among others: (1) Organizing in the field is a young man's job. How do you get and train young men (and, very importantly, women) to subject themselves to the brutal regimen of the organizer, under the best of circumstances? (2) A continuing organizing effort requires a major long-run capital investment before-if ever-the investment is recaptured. (3) Organizing as a function calls for skilled direction, systematic training of the organizing manpower, and the use of survey techniques.

In the past, union leadership could function from a sense of outrage against injustice and be supported by a sympathetic Federal administration and sympathetic intellectual middle class. This situation was coupled with an optimistic assessment of the economy's ability to produce the essential improvements in the worker's situation.

The temper of the times has changed; the union is no longer regarded as underdog and so its excesses are not forgiven as readily. The economic atmosphere is pessimistic or at best uneven. The net effect is that outrage as the dominant mood of the union thrust must, I believe, be modified now to include analysis and reflection.

What is needed now is a capacity for generalized and reflective thinking to assess the course of union policy in the new shape of industrial relations events and to give perspective and direction to the membership. Secondly, to an unprecedented degree, the purposes of trade unionism have to be made intelligible to a series of disinterested publics (not altogether excluding union members) who, in general, accept but do not understand the function of unionism. Union leadership must take on this task of interpreting unionism from direct experience rather than leaving the field almost exclusively to the unionsympathetic or union-employed intellectual.

The inability of the union leader to move from outrage to analysis is not altogether—nor even in the largest part—due to an internal demon of his own making. The fact is, I believe, that except for a few sporting examples the management community has never publicly acknowledged the existence of the union in a constructive context, even where the relationship in fact has been constructive.

The public generally accepts the function of the union but it is a grudging, complaining acceptance. The sad thing about the criticism of the union in the community is not that criticism exists, but the poverty of the criticism. There is an underlying middle-class snobbishness in the public view of the union's place in the society that feeds the union outrage reaction. One day we will talk not only about the union's responsibility to the public but also about the public's responsibility to the union as an indispensable adjunct of our free society.

Approaches to Union Security in Switzerland, Canada, and Colombia

MICHAEL DUDRA*

THE UNION SECURITY QUESTION has been a subject of controversy in many countries.

The complexity of the problem has been recognized by the International Labor Organization in its "conventions," which firmly establish the positive freedom of association, the worker's freedom to belong to a union of his choice. But these conventions have nothing to say regarding the freedom not to belong to a union, which has been left to regulation by each member nation; legislation regulating the question of union security in various countries ranges from compulsory unionism by force of law (New Zealand, Ghana), through permitting all or only some types of compulsory unionism, to absolute prohibition of all kinds of union security clauses.

Recently, new systems of union security have emerged representing a middleway approach, under which nonmembers pay a share of the costs of collective bargaining. In Switzerland and in Colombia, these systems have been legislatively introduced and are the only legal type of union security; the Canadian system stemming from the Rand formula is widely practiced, although labor legislation permits all types of union security.

The Swiss System

In Switzerland, the closed shop and other forms of compulsory unionism have never been widely used or strived for. The closed shop was known only in a few branches of industry—originally in watchmaking and later in building and lithography, as well as in agreements with cooperative societies.

For a long time, the Swiss Supreme Court found "nothing reprehensible" in clauses in collective agreements providing for the closed shop. Then, in decisions rendered in 1925 and 1928, the Court ruled that, in view of the fact that the defendant union and its parent federation (The Swiss Federation of Trade Unions) were socialist in their final aims and, thus, were not politically neutral asso-

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ciations, a worker could not be compelled to join the union as a condition of employment.

In a 1949 case, the Supreme Court stated categorically that a clause providing that only union members could work under a collective agreement would be unlawful. At issue in this case was a clause providing that the agreement would apply to all employees in covered establishments and that nonmembers must pay "contributions of solidarity" to help defray the costs of collective bargaining.

The Court found a vast difference between compelling a worker to join a union as a condition of employment and merely obliging him to comply with the terms of a collective agreement and to pay for the benefits received by him. The Court concluded that "contributions of solidarity" should be lower than union dues, since "outsiders" should pay only their proportional share of the costs of collective bargaining. An important consideration was that high "contributions of solidarity" might indirectly compel a worker to join the contracting union.

The next important decision of the Supreme Court directly involving the closed shop issue was made on July 3, 1956, and pertained to a national agreement covering practically all employers and workers in Swiss lithography, a trade in which the closed shop had been in use for about 40 years. By that time it was well established in legal doctrine and judicial practice that closed shop clauses in collective agreements were unlawful, and a worker discharged for nonmembership was awarded damages.

Three months later, the Swiss Parliament incorporated the principles thus far established by judicial practice into a specific statute which prohibited clauses in collective agreements providing for union membership as a condition of employment but permitted unions to bargain for "contributions of solidarity." The law also provided that the Swiss courts might eventually determine the proper amount of contributions in each case, and it imposed two additional restrictions on the system of contributions: such contributions may be used only for defraying costs involved in the execution and application of collective agreements, or for welfare or other purposes benefiting all workers in the bargaining unit or in the trade as a whole.

Secondly, members of minority unions cannot be compelled to contribute if their union did not

have an opportunity to join the original agreement or to sign a similar agreement—a provision more important in principle than in practice.

Although these "contributions of solidarity" are the only permissible type of union security in Switzerland, no extensive use has been made of this system. Of some 900,000 workers covered by collective agreements, only 41,000 are bound by agreements providing for contributions and only 7,800 of them pay these contributions as "outsiders" (not quite one-fifth of the workers covered by such agreements and less than 1 percent of all the workers under collective agreements). Many collective agreements do, however, provide that outsiders make "deposits" to guarantee compliance with the terms of the agreement.

The Colombian Method

A similar system of union security has recently been introduced in Colombia. Like many other Latin American countries, Colombia guarantees and backs with public sanctions both the positive and the negative freedom of association for its workers. The relevant provisions forbid "any industrial association to interfere either directly or indirectly with freedom of employment," prohibit employers from interfering in any way with the worker's freedom of association, and make the closed shop and other clauses providing for union membership as a condition of employment unlawful. However, a recent amendment to the Colombian Labor Code provides that "unorganized workers who wish to benefit from a collective agreement shall pay to the union during the life of the agreement an amount equal to 50 percent of union dues" and that "the employer shall deduct from the wages of such workers corresponding amounts."

An important difference between the Swiss and Colombian systems is that in Switzerland "contributions of solidarity" are only a bargainable subject, while in Colombia unorganized workers are subject to contributions automatically and employers are required to collect these amounts from nonmembers (although they have had no such duty to collect union dues as such). In Switzerland, some employers do deduct union dues as well as "contributions," but only if there is an agreement to this effect.

The Canadian Formula

In Canada, the relative strength and structure of unionism, labor legislation, and industrial relations resemble to a large extent those in the United States. With regard to union security, the Canadian law still follows the principle embodied in the original Wagner Act, permitting all types of clauses in collective agreements providing for union membership as a condition of employment.

Nevertheless, 18 percent of the collective agreements in manufacturing industries covering 22 percent of the workers (66,700) under the agreements analyzed in the most recent government survey, contained only the so-called Rand formula, under which workers are not required to join the contracting union but the employer deducts dues from nonmembers as well as from members.

The original Rand formula stipulated that all employees should be freely admitted to union membership. In addition, the employer could impose certain penalties, including a temporary suspension of the checkoff, in the case of a wildcat strike. Gradually, however, the Rand formula has been transformed into a pure and simple "dues shop," without any restrictive clauses.

Justice I. C. Rand, author of the formula, did not try to measure exactly the benefits received by nonmembers. He believed that the payment of regular union dues, not including initiation fees and assessments, would be an approximately fair "service fee," which would not seriously involve nonmembers in the payment for political or other union purposes of which they would not approve.

The legality of the Rand formula has never been seriously questioned. Only the Ontario Labor Act specifically permits the "dues shop," along with compulsory unionism. However, it is generally accepted that the Federal act and the labor laws of the other provinces permit such arrangements implicitly. The Supreme Court of Canada recently made a decision regarding this question under the Quebec law, which states that employers and unions may negotiate agreements "respecting conditions of employment," without specifying whether union security clauses of any kind are permitted or prohibited in this province. The Court decided that the Rand formula is legal, since it pertains to "conditions of employment," has been used in many collective agreements in Canada, and is not prohibited by any law.

Comparisons and Conclusions

The type of union security described in this paper is, of course, not completely unknown in American industrial relations. So-called "agency shop" agreements providing only for the payment of dues by nonmembers have been sporadically emerging also in this country—mainly in the 19 States with "right-to-work" laws.

In the majority of cases, however, agency shop clauses are supplementary to the basic arrangement providing for a modified union shop or maintenance of membership. Moreover, in some cases agency shop provisions exempt from union membership only those few employees who refuse to join a union on "religious grounds."

The agency shop can be criticized on the grounds that it typically provides for the payment of full union dues by nonmembers. To some extent, nonmembers are overcharged for the services they receive and a part of their money supports union purposes and activities of which they might not approve. One could also argue that these relatively high contributions might constitute too strong an indirect inducement for nonmembers to join unions. The same criticism applies to the Canadian Rand formula.

The Swiss and the Colombian type of the agency shop is more equitable in this respect since nonmembers are taxed only in proportion to the benefits received. In addition, in Switzerland the amounts paid by nonmembers are earmarked for the purposes directly connected with the execution and application of collective agreements or for purposes benefiting everybody in the bargaining unit or in the trade as a whole.

On the other hand, in Switzerland, as in Europe in general, unions are politically and denominationally oriented in their programs and activities. Under these conditions, compelling a worker to join a union when he does not share its political or religious views is a much more serious matter than in the case of a pure and simple "business unionism." The same problem exists in Canada, where besides the Canadian Labor Congress there is the Catholic Federation of Trade Unions, and in Colombia, where one of the two union federations-the Confederation of Colombian Workers-is aligned with a political party, and the other-the Union of Colombian Workersclosely cooperates with the Catholic Church.

Labor Monopoly Policy Reconsidered

SIMON ROTTENBERG*

THE RATIONALE for a national labor policy permitting the formation of monopolies in labor markets and the exercise of monopoly power has undergone a metamorphosis over time. The ground that seems to have current favor is that combination performs the useful social purpose of permitting workers to participate in the legislation and administration of the rules of the workplace. but the contrived defenses for combination also contain a plea for distributive justice in which the interests that have locked horns are seen to be owners of labor services and owners of tangible assets. This confrontation does occur. An input monopolist may tax owners of complementary inputs and capital is one of labor's complements. But all monopolies in labor markets are monopolies of particular classes of labor and other classes of labor are also complements upon which levies fall. Not all workers are entitled to share in opportunities owned by some. Some are in and others are out and all are workers.

When the equitable content of monopoly is understood, so that it is seen that monopoly advantages some but damages others, and when this is coupled with the adverse aggregate output consequences of monopoly, is it not clear that the national labor policy ought to be revised so that combination should be struck down in labor markets as it is now in product markets? The reply of the economist must be, "Not necessarily." Whether it should or not turns on whether the class advantaged is preferred to that damaged; on the magnitudes of the gain of the one and of the loss of the other; and on the magnitude of the output loss.

But if you are a moral philosopher whose values lead you to prefer random distribution of pleasure and pain and greater output, you must perhaps worry a bit about labor market monopoly because it has consequences which are not consistent with your perception of the good society. For even if you are prepared to accept a negative increment of output of some magnitude as a price not too high for some redistribution of income in society, your preferred distribution may not be produced by a system that gives monopoly power proportional to the degrees of inelasticity of demand confronting labor of different classes.

The evidence on the extent and effect of monopoly is mixed. Some researchers have found substantial union wage effects; others very little. On the other hand, even those investigators who find the quantum of monopoly to be small—in the aggregate, of all labor markets taken together—have discovered strong monopoly power in some of them.

Perhaps these are the cases at which the shafts of policy prescription should be pointed by those who prefer some other set of consequences than those produced by monopoly. There is no need to perform deep surgery to cut off a wart; besides, the patient may not submit. What then? If the means by which the damage is done (as our philosopher defines damage) are to be permitted by law, how are things to be set right? Perhaps the answer lies in direct approach to the damage done. If some ends are objectionable, can they be defined and proscribed? This is a plausible line of public policy.

Numbers of variant procedures are possible. What is relevant, in principle, is the assignment to public authorities of the responsibility for review of the content of the negotiated agreement and the standard rule.

In the exercise of this responsibility, criteria must be used to separate those results of the exercise of monopoly power in the labor market that are suspect from those that are acceptable. Any set of ends will do that conforms to the consensus of moral philosophers.

This is a possible new line for public labor relations policy which might be found agreeable by those who object to a currently effective policy that permits some workers to be privileged at the expense of others, including other workers, and that permits combinations to cause suboptimal solutions to the economic problem.

Moral philosophers who like privileged classes of workers so much more than underprivileged classes that they do not believe experienced smaller output and less efficiency too high a price to pay for the income transfer to the privileged prefer to let well enough alone.

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Wage-Price Policy Approaches

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THE RECORD of postwar wage and price experience in the United States has been decidedly mixed. Since the Korean conflict, aggregate demand has not been in excess, except perhaps between late 1955 and early 1957, and the rise in the price level has been small compared to most industrialized countries. Allowing for quality improvements, prices to consumers have been virtually stationary since 1958 and the increase in the money wage level has slackened considerably, but there is evidence that cost-push deflationary or inflationary pressures in key industries, reflecting market control influences in considerable part, will be a continuing concern in the decade of the sixties.

In future expansion periods wage and price increases may thus again become a serious concern before demand becomes generally excessive. It is important to plan for this eventuality in advance and in particular to consider whether any longrange measures might be instituted now.

Three Policy Approaches

One policy choice is to appeal to the parties to follow policies of voluntary restraint, thereby keeping wages and prices below the levels the parties could impose if they exploited their market power to the full. Actually, to the extent private groups possess any measure of policy choice, the general public must assume they will exercise a considerable degree of voluntary restraint; otherwise, detailed regulations would become necessary in many sectors of the economy. However, the main thesis advanced by critics of this approach, that it cannot possibly reach enough parties over long enough periods of time to achieve significant effects, seems unanswerable.

A second school of thought holds that some type of direct regulation of wages and prices should be established. This school, needless to say, has even fewer supporters in and out of academic circles than the first group. Quite aside from its political impracticality, any proposal along these lines immediately runs into a crossfire of analytical questions. Unless answers to these questions are supplied, advocates of direct controls hardly deserve a serious hearing.

The third approach is to remove various special economic protections and immunities which these groups now enjoy and let competitive market forces have more effect in shaping wage-price settlements in the country's major industries.

Efforts to implement this last approach have not been aided any by some of the intemperate policy recommendations associated with it, such as the proposal to break up large unions and prohibit industrywide bargaining. Insofar as wage setting arrangements are concerned, it is difficult to conceive of a policy that would be more disruptive. Actions along these lines would hardly be deserving of serious comment from an economic point of view if they did not continue to circulate among influential groups and if they were not so damaging to the broader, and in my judgment essentially valid, viewpoint that wage determinations in a number of industries could and should reflect competitive market forces more fully than they now do.

Viewing developments in the large, the market power of unions and corporations cannot be regarded as a major independent factor in causing inflation, cyclical instability, or a slackening in the country's long-term economic growth in the postwar period. Barring a marked change in the international scene, it therefore seems unlikely that any sweeping program of Government intervention in private wage-price determination will be needed.

At the same time, since there is evidence of abuse of market power by certain private groups, the Government cannot shirk the responsibility of keeping the spokesmen of these groups fully aware of the public interest aspects of their actions. Looking to the immediate future, the guidelines outlined in the President's 1962 Economic Report provide an excellent point of departure for efforts along these latter lines. There being no prospect of needing to use these guidelines as specific, legally enforceable ceilings in peacetime, little would be gained by reformulating or sharpening them. Rather, attention should concentrate on bridging the gap between the viewpoint expressed in the guidelines and the wage-price decisions of the largest and most influential union and corporate organizations.

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Progress of the Commission on the Status of Women

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THE MANDATE of the President's Commission on the Status of Women encompasses specific economic problems as well as women's aspirations for better family life and greater civic participation.

In a general charge, the President asked the Commission to "indicate what remains to be done to demolish prejudices and outmoded customs which act as barriers to the full partnership of women in our democracy." Executive Order 10980, signed December 14, 1961, specified six areas in which the 26 members of the Commission are "to review progress and make recommendations as needed for constructive action."

Four of these six relate closely to employment or income problems: (1) the employment policies and practices of the Federal Government and (2) those of private firms working on Federal contracts; (3) Federal and State protective labor laws; (4) Federal social insurance and tax laws as they affect the net earnings and other income of women. The Commission is also to assess the need for "new and expanded services for women as wives, mothers, and workers, including education, counseling, training, home services, and arrangements for care of children during the working day." The sixth area specified by the order-"'differences in legal treatment of men and women in regard to political and civil rights, property rights, and family relations"also involves assessment of economic relationships.

The Commission is bipartisan and broadly representative, including two Senators, two members of the House, and experienced men and women from national organizations, the professions, business, and labor. Its members head seven committees totaling more than 100 men and women, who are developing materials and proposals for Commission consideration.

The report of the Commission to the President is due by October 1, 1963. But the group is concerned with current action as well as with ultimate findings. Some committee proposals have already resulted in significant Commission recommendations.

Federal Employment Practices

The most sweeping actions so far taken affect the Federal service. In his statement establishing the Commission, President Kennedy said:

"I believe that Federal employment practices should be a showcase of the feasibility and value of combining genuine equality of opportunity on the basis of merit with efficient service to the public." John W. Macy, Jr., Chairman of the Civil Service Commission, who serves on the PCSW along with five Cabinet members, was requested by the President "to work with the various departments and agencies to assure that selection for any career position is hereafter made solely on the basis of individual merit and fitness without regard to sex." Mr. Macy immediately directed Federal appointing officers to include reasons with their requests whenever they asked for the names of only men or only women for a vacant position.

While this policy was still reverberating in Federal Government buildings throughout the country, the Attorney General, after a request by the PCSW, reversed a 1934 Justice Department opinion which had given department heads full authority to appoint only women, or only men, as they chose. This removed the last legal barrier to a Governmentwide policy of equal opportunity for men and women in the Federal service. As a result of the new opinion and on direction from the President, the Civil Service Commission has issued regulations requiring agencies to consider both men and women for practically all jobs; the only two general exceptions are positions requiring the public bearing of firearms and positions involving

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custodial or institutional care. Mr Macy periodically informs the President's Commission of resultant progress and insights.

Before 1962, Federal agencies had frequently not given equal consideration to both sexes in filling vacancies, as shown by Civil Service Commission analysis of requests for lists of persons eligible for appointment received by its Washington office from September 1960 to February 1961. For 29 percent of the 10,237 vacancies, agencies asked for men only, for 34 percent women only, and for 37 percent they were willing to take either sex. More than half of the requests for positions above the four lowest grades were for men only, as were 94 percent of the requests for positions at the three highest regular grades. For more than half (56 percent) of the vacancies filled from the Federal Service Entrance Examination, which is the principal avenue through which young people of college caliber are hired, agencies wanted men only, for 17 percent women only, and for 27 percent, either sex. A few months later but before the new Attorney General's opinion, comparable studies showed that more than 99 percent of the requests were for either sex.

Private Industry Studies

This experience of the Federal Government with an unjustified legal obstacle to securing the best talent available is significant not only for the Federal service and the applicants directly affected but also as an illustration of the way in which outmoded practices can survive without being reviewed for current applicability. Custom and prejudice may similarly reserve a substantial number of jobs in private industry, commerce, public utilities, and in State and local governments for male occupancy only, without permitting consideration of well-qualified women.

Practices in private employment of women are being studied by the Committee on Government Contracts with especial reference to possible action by the executive branch of the Federal Government, either through educational or mandatory procedures. Special attention is being given to experience with prohibiting discrimination on the basis of race, creed, and national origin and to problems and reactions that might result if new clauses on nondiscrimination in regard to women were added to Government contracts. The Committee is also studying available information on employer policies in regard to hiring, pay, training, and promotion of women. Data are being collected on turnover, absenteeism, and other matters which affect management's attitudes toward employment opportunities. Recommendations are being developed to meet the special needs of mature women for counseling and retraining since they now constitute a substantial part of the female labor force, both actual and potential.

More than 40 representatives of management participated with representatives of women's organizations, unions, and technicians in a Conference on Employment Opportunities for Women held on September 24, 1962, in Washington, D.C., under the Commission's sponsorship. Through off-the-record discussions in five workshops, viewpoints and information were exchanged and made available to the Commission on equal pay, parttime arrangements, and many of the abovementioned topics.

It is hoped that additional Federal and private studies will permit more realistic conclusions and practices in these areas. Here again the Civil Service Commission, in cooperation with the President's Commission on the Status of Women, is undertaking actions that can contribute to private personnel policies. At the latter's request, analyses are being made of turnover, career advancement, and part-time job opportunities among Federal employees.

Legislation and Services

As to protective labor legislation, the Commission has adopted a motion endorsing the principle of Federal and State minimum wage legislation, the extension of effective minimum wage legislation, and its application to both men and women. This action was taken on the basis of information as to wage rates in industries not now covered by such legislation. It reflects the particular interest with which the members of the Commission view the problems of low-income families and the importance of assuring that husbands as well as wives have proper employment opportunities as a basis for sound family life.

The Committee on Protective Labor Legislation is also studying various specific provisions of wage and hour laws. Information and advice on these subjects have been obtained from State labor commissioners, unions, employers, and women's organizations. The continued need for various kinds of protective laws for both men and women is being evaluated in connection with complaints that separate rules for women limit their job opportunities.

As proposed by its committee dealing with taxes, the Commission has recommended "that the President direct the Treasury, in preparing its tax reform program, to give full consideration to the possibility of liberalizing the present deductions for the care of children and disabled dependents in order to make them more meaningful to working women." At present, such deductions are allowed up to \$600 per year for a family with a combined income of not more than \$5,100. The Commission had received many expressions of concern that existing provisions are in many cases too restrictive to allow for proper care of children and, together with other inevitable expenses, discourage women with needed and scarce skills from seeking employment outside the home. Before reaching its conclusion, the Commission considered data on the cost of child care and on current income levels and consulted with representatives of the Treasury Department.

Exploration of new and expanded services needed by families, including care of children, homemaker services, education and counseling, has resulted in many valuable proposals though not as yet in any recommendations to the President. The two committees concerned with these matters conferred last November with representatives of national service organizations on volunteer activities that contribute to family and community welfare. Although no monetary value is placed on such unpaid services, they have a far-reaching economic significance: they contribute to the development of human resources; they enhance skills which may be later used in paid work; they minimize illness and delinquency.

The conference identified community needs that can be met by the work of trained capable volunteers; considered methods of preparation and training that would enable women to perform more effectively as volunteers in meeting these needs; and explored ways of enhancing the quality, standards, values, and rewards of volunteer services. Major recommendations of work groups were cooperative effort for the most advantageous use of all existing machinery and resources; a national system of information storage and retrieval to serve the needs of project planning; and counseling services to assist women in planning their careers in the light of family responsibilities and in gaining and retaining job skills.

A desperate need was expressed for an organizational structure to recruit, train, place, and supervise the employment of individuals in domestic service. Such an organization would also educate employers and attempt to create a dignified status for this kind of work comparable to that of practical nursing. Employees would benefit through an increase in well-paid, desirable jobs, and many women who wish to contribute their skills outside the home would secure necessary home assistance to permit them to do so either on a volunteer or paid basis.

Toward Full Partnership

This review has touched only on highlights of the Commission's work to date. The 1963 report to the President will deal also with other important areas such as education at all ages, social insurance, and civil and political rights. In dealing with these widely varied subjects, the Commission has been receiving cooperation from the Department of Labor, other Federal agencies, and many organizations and individuals with specialized knowledge.

The scope of the silent revolution in women's lives during recent decades has been analyzed by Dr. Caroline F. Ware, a Commission member, in a memorandum ¹ recently distributed by the Commission for purposes of comment. The memorandum points out the effects of technological and social changes on patterns of living, especially as they alter women's opportunities and problems. The dramatic drop in infant mortality in the past 50-75 years has cut perhaps in half the number of years spent in childbearing and infant care. Their mature years, after all children are grown, now constitute a major segment of women's lives during which they are available for employment and for service to the community. Dr. Ware's memorandum and briefer materials published by the

¹ Woman Today: Trends and Issues, President's Commission on the Status of Women (200 Maryland Ave., NE., Washington 2, D.C.)

Commission indicate the interrelationship of the Commission with the broad trends, problems, and potentialities of our Nation today.

Mrs. Eleanor Roosevelt as chairman repeatedly emphasized to the Commission that we are at a point in world history when the Nation needs the capacities of all its citizens. Her vision of women's capabilities embraced the whole range of her own remarkable contribution: public service, volun-

We are at a point in history when the capacities of all our citizens must be developed and used. Although people generally agree that women have basic rights which should be respected and fostered as part of our Nation's commitment to equality, freedom, and democracy, many attitudes and institutions have not yet responded fully to changing conditions. Even legal provisions affecting civil, political, and property rights have lagged badly in some areas.

You have asked for constructive action. This is our emphasis. In focusing on women's needs, we are face to face with basic problems of modern society, and measures we are considering will, we believe, benefit the entire community.

Better services and protection for families will strengthen home life and promote good family relationships upon which the general welfare of the Nation rests.

Expanded community activities, both paid and volunteer, to rear the young, heal the sick, and cherish the aged will aid those who give as well as those who receive, and will bring our entire Nation closer to realizing its ideals. Improved education at all ages will help to reveal our full human talents teer activities in the community, private employment, raising a family, and maintaining a household.

In a report to the President made last August 25 at the Commission's request, Mrs. Roosevelt summarized 6 months of progress. The following excerpts from that report place in perspective the specific Commission actions discussed in this article.

and release the creative abilities needed to end poverty and build understanding among people of all continents.

The right to contribute fully on the basis of individual choice and ability can be exercised with dignity in many ways—in the home, through volunteer work, through private and Government employment. Aware of the realities of today's world, women—and men—can better plan to carry out family and community responsibilities.

Many women must work outside the home to support themselves and their families and to satisfy other needs. For those women who desire and seek employment, genuine equality of economic opportunity requires that they be judged and rewarded on the basis of what they show themselves able to do. We cannot consider our economy sound if women who have a contribution to make are not fully enabled to do so.

The Commission's success in contributing to the full partnership of women will depend in no small measure on expanding opportunities for all our people. A rapidly rising national output is the strongest weapon against substandard jobs, poverty-stricken homes, and barren lives.

Summaries of Studies and Reports

Job Pay Levels and Trends in Metropolitan Areas, 1962

OFFICE WORKER SALARY LEVELS increased 3.3 percent between January 1961 and January 1962, according to the third annual Bureau of Labor Statistics survey of nationwide occupational pay rates in metropolitan areas.¹ Among the other three occupational groups for which wage changes were computed, average earnings increased 3.1 percent for skilled maintenance men, 3.2 percent for unskilled plant workers, and 3.6 percent for industrial nurses.

Pay levels in metropolitan areas tended to be highest in the West and lowest in the South. In the other two broad regions studied, levels were higher in the North Central than in the Northeast region. Wage differences among regions were greater for unskilled plant workers than for other job groups studied.

Among the industry divisions surveyed, average pay levels for office clerical workers were highest in public utilities, followed by manufacturing, wholesale trade, services, finance, and retail trade. Pay levels for janitors and laborers combined followed the same industry group ranking, except that the hourly earnings of these workers were lowest in services.

The shortest work schedules were generally found in the Northeast. By industry division, average scheduled workweeks were shortest for office workers in finance and for plant workers in manufacturing.

Scope and Method of Survey

The data on wage levels in this article relate to all 188 Standard Metropolitan Statistical Areas in the United States, excluding Alaska and Hawaii, as revised by the Bureau of the Budget through 1959. The all-area estimates are based on data for a sample of 80 areas.²

Each of the 80 labor markets was selected from a stratum of areas similar in size, regional location, and type of industrial activity. Insofar as possible, probability sampling was used, with each area having a chance of selection roughly proportionate to its total nonagricultural employment. Each of the 36 large areas formed a stratum by itself and was certain of inclusion in the sample. Each of the 44 other areas represented itself and one or more similar areas, with the data from each area weighted by the ratio of total nonagricultural employment in the stratum to that in the sample area in preparing estimates for all areas combined.

Approximately 11,500 establishments employing over 7.7 million workers were included in the Bureau's sample to represent more than 61,000 establishments employing over 16.9 million workers within the scope of the studies in all metropolitan areas. The survey covered establishments employing 50 workers or more except in 12 of the largest areas, where the minimum size was 100 employees in manufacturing, public utilities, and retail trade. The tabulation on the following page presents the number of office and plant workers within the scope of the survey by the industry divisions ³ and economic regions covered.

¹ January serves as an average of the period to which the individual area data refer. The data were collected during the fiscal year ending June 30, 1962. A more complete report will be issued as Wages and Related Benefits, Metropolitan Areas, United States and Regional Summaries, 1961-62 (Part II of BLS Bulletin 1303-83).

 $^{^2}$ The 80 surveys were spread through the year. Data relate to a single payroll period in the month selected for study in each area.

 $^{^{\}rm 3}$ Government institutions and the construction and extractive industries were excluded from the scope of the studies.

	Number of nonsupervisory workers in scope of survey				
	Office workers 1	Plant workers 1			
All areas *	3, 186, 900	10, 600, 700			
Industry division:					
Manufacturing	1, 221, 900	6, 738, 100			
Transportation, communication, and other					
public utilities	427, 300	1, 106, 600			
Wholesale trade	266, 900	443, 500			
Retail trade	245, 200	1,639,000			
Finance, insurance, and real estate	848,800	\$ 56, 900			
Services	172,300	601, 300			
Region:					
Northeast	1, 149, 000	3, 590, 700			
South	526,600	2, 110, 100			
North Central	1,009,600	3, 505, 300			
West	501, 700	1, 394, 600			

¹ Office workers include all clerical employees but exclude administrative, executive, and professional personnel. Plant workers include working foremen and all nonsupervisory workers (including leadmen and trainees) engaged in nonoffice functions.

² Includes approximately 4,500 office workers and 15,400 plant workers not distributed among the industry divisions.

^a Real estate only. Plant-worker employment data were not collected in banks or insurance companies.

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

When examining the wage levels presented here, differences in industrial composition should be considered. More than half of the workers within the scope of the survey were employed in manufacturing establishments, but by region, the proportions were about three-fifths of the workers in the Northeast and North Central regions and less than half in the South and West. There were also marked differences among regions in the importance of individual manufacturing industries. About two-thirds of the manufacturing employment in the North Central and Western regions was in comparatively high-wage industries such as rubber, steel, transportation equipment, metal products, chemicals, and petroleum refining. Only about half of the manufacturing workers in the South and Northeast were in these industries. The importance of nonmanufacturing industries by region also showed variations, although not nearly as marked as in manufacturing.

Pay Levels

Office Occupations. In all industries and areas combined, average weekly salaries for office jobs ranged from \$109.50 for men tabulating machine operators (class A) to \$55 for women file clerks (class C). Averages for the three jobs employing the most women were: Secretaries, \$94; general stenographers, \$75.50; and typists (class B), \$63.50. (See table 1.)

Compared with other industry divisions, employment in public utilities provided the highest pay for secretaries, general stenographers, and typists (class B). Pay levels in these jobs were slightly lower in manufacturing and lowest in retail trade and finance. Shorter work schedules partially offset the lower weekly salary level in finance.

Women in the office jobs studied, with the exception of typists (class A), received highest average earnings in the West. Average salaries for all jobs except senior stenographers were lowest in the South.

All-industry averages for men exceeded those for women in each of the six office jobs for which data are shown for both sexes. In these occupations, a salary advantage for men was found in each region and industry division except in salary comparisons of office boys and office girls in manufacturing and services. On a nationwide basis, the greatest earnings difference in the same job category occurred between order clerks, where men averaged \$99.50 and women averaged \$71.50. These averages, of course, do not represent earnings in identical establishments.⁴

Professional and Technical Occupations. Among the professional and technical occupations studied, wage levels of draftsmen averaged from \$97 a week for junior draftsmen to \$156 for draftsmen leaders. Drafting salaries were highest in the North Central region and, with one exception, in the services industry group, where most of the draftsmen worked in establishments performing engineering, architectural, and drafting services, or in laboratories engaged in research, development, and testing.

Women industrial nurses averaged \$99.50 a week; their highest averages were recorded in public utilities and in the West.

Maintenance and Toolroom Occupations. Tool and die makers, the highest paid skilled workers studied, had average earnings of \$3.24 an hour (table 2). Electricians, machine tool operators (toolroom), machinists, millwrights, pipefitters, and sheet-metal workers averaged \$3.06 to \$3.10. Carpenters and painters earned \$2.89 and \$2.82,

⁴ For an analysis of factors contributing to differences in earnings of men and women in the same jobs, see "Job Pay Levels, Differentials, and Trends in 20 Labor Markets," *Monthly Labor Review*, October 1959, pp. 1120-1127.

respectively, with the highest industry pay levels in retail trade. With very few exceptions, the North Central region or the West paid the highest rates for maintenance and toolroom jobs; highest rates for pipefitters were found in the South, owing principally to the fact that more than half of the pipefitters were employed by the high-wage petroleum refining and chemical industries.

Custodial and Material Movement Occupations. Material handling laborers, numerically the most important workers, averaged \$2.17. Hourly earnings of laborers ranged from \$1.79 in services to \$2.45 in public utilities, and among regions, from \$1.72 in the South to \$2.40 in the West. Truckdrivers and janitors (men) earned an average of \$2.55 and \$1.82, respectively. Average hourly earnings of janitors ranged from \$1.42 in the South to \$1.99 in the North Central region and from \$1.41 in retail trade to \$2.03 in manufacturing.

Women janitors averaged \$1.53 an hour, with earnings ranging from \$1.13 in the South to \$1.77 in the West.

TABLE 1. AVERAGE WEEKLY SALARIES ¹ FOR SELECTED OFFICE AND PROFESSIONAL AND TECHNICAL OCCUPATIONS IN METROPOLITAN AREAS, BY INDUSTRY DIVISION AND REGION,² JANUARY 1962 ³

			Industry division							Region ²			
Sex and occupation	All areas	Manu factur- ing	All non- manufac- turing	Public utilities 4	Whole- sale trade	Retail trade	Finance ⁵	Services	North- east	South	North Central	West	
OFFICE CLERICAL					1								
Men													
Accounting, class A Accounting, class B Order Office boys	\$108.00 86.50 99.50 61.00	\$114.00 91.50 105.00 62.50	\$102.00 84.00 96.00 60.00	\$107.50 94.00 69.00	\$103.00 85.50 96.50 60.50	\$97.50 75.00 94.50 59.00	\$95.50 72.50 57.00	\$98.50 77.00 57.50	\$107.00 87.00 99.00 59.50	\$103.50 82.50 82.00 56.50	\$111.50 88.50 104.50 64.00	\$108.00 91.50 104.50 67.00	
Tabulating machine operators: Class A Class B Class C	109.50 92.00 75.50	112.00 97.00 81.50	$106.50 \\88.50 \\72.50$	114.50 97.00 85.50	112.5092.0074.50	101. 50 85. 50 69. 00	$100.50 \\83.50 \\69.00$	107.00 92.00	104.50 88.00 71.00	107.50 88.00 69.00	113.00 94.50 81.00	113. 50 99. 00 86. 00	
Women			-										
Bookkeeping machine operators: Class A Class B	80. 00 65. 00	84.50 72.50	77. 50 63. 50	85.50 76.50	82. 50 69. 50	77.50 63.00	71. 50 61. 00	82. 50 70. 50	78.50 65.50	73.00 59.50	83.00 67.00	88. 50 67. 50	
Accounting, class A Accounting, class B File, class B File, class C Order Payroll. Comptometer operators	$\begin{array}{c} 89.\ 00\\ 70.\ 00\\ 61.\ 00\\ 55.\ 00\\ 71.\ 50\\ 78.\ 00\\ 76.\ 00\\ \end{array}$	93.00 75.50 67.50 62.00 74.50 78.00 80.00	$\begin{array}{c} 86.\ 50\\ 68.\ 00\\ 59.\ 00\\ 53.\ 50\\ 68.\ 50\\ 78.\ 50\\ 74.\ 00\\ \end{array}$	$\begin{array}{c} 93.50\\74.00\\68.50\\63.50\\81.00\\84.50\\88.50\end{array}$	$\begin{array}{c} 90.\ 00\\ 72.\ 50\\ 62.\ 00\\ 57.\ 00\\ 72.\ 50\\ 83.\ 50\\ 74.\ 50\end{array}$	$\begin{array}{c} 80.\ 00\\ 63.\ 50\\ 54.\ 50\\ 49.\ 50\\ 60.\ 50\\ 70.\ 50\\ 69.\ 00\\ \end{array}$	81. 50 63. 00 57. 50 53. 00 79. 50 69. 50	$\begin{array}{c} 88.\ 50\\ 68.\ 50\\ 60.\ 50\\ 53.\ 00\\ 64.\ 00\\ 76.\ 00\\ 76.\ 00\\ \end{array}$	$\begin{array}{c} 88.00\\ 69.50\\ 61.50\\ 56.00\\ 71.50\\ 74.50\\ 75.50\end{array}$	$\begin{array}{c} 83.\ 50\\ 66.\ 00\\ 57.\ 50\\ 51.\ 50\\ 64.\ 00\\ 73.\ 00\\ 68.\ 00\\ \end{array}$	$\begin{array}{c} 91.00\\ 71.50\\ 61.50\\ 54.00\\ 71.00\\ 81.50\\ 77.50\end{array}$	93. 00 75. 50 62. 50 63. 00 80. 50 88. 00 83. 00	
Keypunch operators: Class A Class B. Office girls. Secretaries. Stenographers, general. Stenographers, senior. Switchboard operators.	$\begin{array}{c} 80.\ 50\\ 70.\ 00\\ 58.\ 50\\ 94.\ 00\\ 75.\ 50\\ 87.\ 00\\ 71.\ 50\\ \end{array}$	83.50 74.00 62.50 98.00 78.50 89.50 82.00	$\begin{array}{c} 78.\ 00\\ 67.\ 50\\ 57.\ 00\\ 91.\ 00\\ 73.\ 00\\ 84.\ 00\\ 68.\ 50\end{array}$	$\begin{array}{r} 87.00\\74.50\\63.00\\100.00\\81.50\\91.50\\85.00\end{array}$	$\begin{array}{c} 81.\ 00\\ 72.\ 00\\ 59.\ 00\\ 92.\ 50\\ 74.\ 00\\ 85.\ 50\\ 76.\ 50\end{array}$	$\begin{array}{c} 73.\ 50\\ 64.\ 00\\ 55.\ 00\\ 85.\ 50\\ 66.\ 50\\ 80.\ 00\\ 58.\ 50\end{array}$	$\begin{array}{c} 71.\ 50\\ 62.\ 50\\ 55.\ 00\\ 87.\ 00\\ 68.\ 00\\ 78.\ 50\\ 71.\ 00 \end{array}$	$\begin{array}{c} 82.\ 50\\ 69.\ 50\\ 59.\ 50\\ 91.\ 00\\ 75.\ 00\\ 85.\ 50\\ 58.\ 50\end{array}$	$\begin{array}{c} 79.\ 00\\ 68.\ 50\\ 59.\ 00\\ 94.\ 00\\ 75.\ 00\\ 84.\ 50\\ 74.\ 50\\ \end{array}$	$\begin{array}{c} 76.\ 00\\ 63.\ 50\\ 54.\ 00\\ 87.\ 50\\ 70.\ 50\\ 85.\ 00\\ 61.\ 50\\ \end{array}$	82.00 72.00 59.00 96.00 76.00 88.50 72.50	85.50 77.00 62.00 98.00 82.00 88.50 76.50	
Tabulating machine operators: Class B Class C	84.50 69.00	91.00 78.00	81.50 67.00	82.50 68.00	83.00 69.00	82.00 67.00	78.50 64.00		83.00 68.00	76.00 64.50	88. 50 72. 50	90.50 73.00	
Class A Class B	75.50 63.50	79.50 68.00	72.50 61.00	79.00 68.50	76.50 64.50	71.00 60.00	69.00 59.00	75.50 64.00	$\begin{array}{c} 74.00 \\ 62.50 \end{array}$	70.00 56.50	78.50 64.50	78.00 68.50	
PROFESSIONAL AND TECHNICAL													
Men													
Draftsmen, leader Draftsmen, senior Draftsmen, junior	$156.00 \\ 126.50 \\ 97.00$	155.00 126.00 97.00	160.00 128.00 98.00	147.50 123.50 99.00	121.50 96.50	125. 50		$165.50 \\ 131.00 \\ 98.00$	156.00 124.00 94.50	$\begin{array}{c} 154.\ 50\\ 121.\ 00\\ 89.\ 50\end{array}$	$161.\ 00\\132.\ 00\\103.\ 50$	145.50 122.50 94.50	
Women													
Nurses, industrial (registered)	99.50	100.00	98.00	105. 50		85.00	95.50		97.50	97.50	100.50	105.50	

and Wisconsin; and West—Arizona, California, Colorado, Idaho, Montana, Nevada, New Mexico, Oregon, Utah, Washington, and Wyoming. ³ Average month of reference. Individual area surveys were conducted from July 1, 1961, through June 30, 1962. ⁴ Transportation, communication, and other public utilities.

¹ Earnings based on hours for which employees received their regular straight-time salaries. ² The regions in this study are: Northeast—Connecticut, Maine, Massa-chusetts, New Hampshire, New Jersey, New York, Pennsylvania, Rhode Island, and Vermont; South—Alabama, Arkansas, Delaware, District of Columbia, Florida, Georgia, Kentucky, Louisiana, Maryland, Mississippi, North Carolina, Oklahoma, South Carolina, Tennessee, Texas, Virginia, and West Virginia; North Central—Illinois, Indiana, Iowa, Kansas, Michi-gan, Minnesota, Missouri, Nebraska, North Dakota, Ohio, South Dakota,

⁸ Finance, insurance, and real estate.

NOTE: Dashes indicate no data reported or insufficient data to meet publication criteria.

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Variations in Occupational Earnings

Among Individuals. The earnings presented are averages and do not indicate either the wide distribution of earnings that may occur within a given occupation or the overlapping of pay rates among occupations.⁵ It is commonplace for some workers in jobs requiring less skill or training to receive higher pay than others in jobs requiring higher skill. This overlapping is demonstrated in the following distributions of individual earnings for occupations with wide differences in their level of average earnings:

Percent d	istribution			
Clerks, file class C (women) (1)	Steno- graphers, general (women) (¹)			
74	12			
22	51			
3	31			
(1)	6			
100	100			
24, 304	104, 293			
\$55.00 \$75.4				
Percent distribution				
Janitors (men)	Electricians (men)			
2				
26	(1)			
31	1			
37	7			
4	28			
(1)	55			
(1)	9			
100	100			
199, 228	50, 751			
\$1.82	\$3.09			
	Percent a Clerks, file class C (women) (1) 74 22 3 (1) 100 24, 304 \$55.00 Percent d Janitors (men) 2 26 31 37 4 (1) (1) (1) 100 100 100 100 100 100 100 1			

¹ Less than 0.5 percent.

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

Even though file clerks (class C) averaged \$20.50 less a week than general stenographers, a fourth of the file clerks averaged more than \$60 a week, whereas an eighth of the stenographers averaged less than \$60. Overlapping also occurred between the individual earnings of janitors and electricians.

Among Industries. Pay levels within occupational groups showed considerable variation among industries studied. This variation was measured by comparing aggregates obtained by multiplying national and industry division averages for 19 office jobs (men and women combined) and 2 unskilled plant jobs (men) by nationwide (188area) employment in each job.⁶ As the following tabulation shows, the highest pay level for both groups was in public utilities; the lowest level for office clerical workers was in retail trade and for unskilled plant workers in services. Unskilled plant workers had a greater range between the highest and lowest industry pay levels—34 percent, as against 20 percent for office clerical workers.

	Percent of a pay	ll-industries level
	Office clerical	Unskilled plant
Manufacturing	106	104
Transportation, communication, and other public		
utilities	108	111
Wholesale trade	101	94
Retail trade	90	86
Finance, insurance, and real estate	92	(1)
Services	97	83
1 Data da matemaat muklimiting onitania		

¹ Data do not meet publication criteria.

Among Regions. Variations were found both in the regional pay levels of the same occupational group and in the relative positions of the different groups within the regions. Regional variation was measured in the same manner as industry variation, with eight skilled maintenance jobs representing the skilled group. The regional wage relationships in the following tabulation are expressed as percentages of those for all areas combined:

	Percent	of national po	ay level
	Office clerical	Skilled main- tenance	Unskilled plant
Northeast	99	96	101
South	93	96	79
North Central	102	103	108
West	106	105	110

Pay levels were highest in the West for all job groups and lowest in the South for two—office clerical and unskilled plant workers. The lowest level for the third group—skilled maintenance was recorded in both the Northeast and the South. The highest regional average exceeded the lowest by 14 percent for office workers, 9 percent for skilled maintenance workers, and 39 percent for unskilled plant workers.

Scheduled Weekly Hours

Three-fifths of the office workers and four-fifths of the plant workers within the scope of the survey were scheduled to work a 40-hour week (table 3). Nearly all other office workers had workweeks of less than 40 hours, whereas a

 ^b Wage distributions will be presented in Pt. II of Bulletin 1303-83, op. cit.
 ^b An industry comparison of pay levels of skilled plant occupations was not made because most workers were employed in manufacturing.

TABLE 2. AVERAGE HOURLY EARNINGS 1 FOR SELECTED PLANT OCCUPATIONS IN METROPOLITAN AREAS, BY INDUSTRY DIVISION AND REGION,² JANUARY 1962 ³

		Industry division								Region ²			
Occupation ⁴	All areas	Manu- fac- turing	All non- manu- fac- turing	Public utilities ^s	Whole- sale trade	Retail trade	Fi- nance 6	Services	North- east	South	North Central	West	
MAINTENANCE AND TOOLROOM													
Carpenters	\$2.89 3.09 2.40 3.07	\$2. 89 3. 09 2. 45 3. 07	\$2. 86 3. 09 2. 24	\$2.66 3.14 2.31	\$2.91 1.99	\$3.12 3.03 1.92	\$3.04 3.16 2.24	\$2.66 2.81 1.90	\$2.81 2.95 2.40 2.87	\$2.77 3.01 2.26 2.03	\$3.01 3.19 2.52 3.17	\$3.01 3.23 2.52 3.07	
Machinists. Mechanics, automotive. Mechanics.	3.07 2.80 2.91	3.08 2.80 2.91	$3.03 \\ 2.80 \\ 2.87$	3.00 2.82 3.08	2. 77 2. 70	2.68 2.75		2. 60 2. 37	2.94 2.75 2.85	$ \begin{array}{r} 2.50 \\ 3.03 \\ 2.55 \\ 2.74 \\ 2.08 \\ \end{array} $	3.18 2.89 3.02	3. 22 3. 06 3. 06	
Painters Pipefitters Sheet-metal workers	3.08 2.82 3.10 3.06	3.09 2.89 3.09 3.08	2.69 3.19 2.82	2.85 3.07 2.76		2.94	2.79	$2.35 \\ 3.36$	2. 98 2. 65 2. 93 2. 94	$ \begin{array}{r} 3.08 \\ 2.71 \\ 3.20 \\ 3.07 \end{array} $	3.02 3.15 3.16	3.04 3.16 3.06	
Tool and die makers CUSTODIAL AND MATERIAL MOVEMENT	3.24	3. 24	3.16					3.20	3.07	3.06	3.34	3. 30	
Janitors, men Janitors, women Laborers, material handling Order fillers Truckdrivers Truckers, power (forklift)	$1.82 \\ 1.53 \\ 2.17 \\ 2.18 \\ 2.55 \\ 2.40$	2. 03 1. 83 2. 14 2. 20 2. 54 2. 41	$1.60 \\ 1.45 \\ 2.20 \\ 2.16 \\ 2.56 \\ 2.38$	1.96 1.66 2.45 2.37 2.72 2.40	1. 73 1. 44 2. 03 2. 13 2. 39 2. 34	$1. 41 \\ 1. 19 \\ 1. 98 \\ 2. 22 \\ 2. 32 \\ 2. 42$	1. 67 1. 47 	1. 54 1. 45 1. 79 	$1.83 \\ 1.59 \\ 2.19 \\ 2.21 \\ 2.66 \\ 2.40$	$1. 42 \\ 1. 13 \\ 1. 72 \\ 1. 70 \\ 2. 07 \\ 2. 03$	$1.99 \\ 1.61 \\ 2.31 \\ 2.30 \\ 2.72 \\ 2.50$	$1.97 \\ 1.77 \\ 2.40 \\ 2.48 \\ 2.72 \\ 2.59$	

¹Excludes premium pay for overtime and for work on weekends, olidays, and late shifts. ² For definition of regions, see footnote 2, table 1.

³See footnote 3, table 1. ⁴ Data limited to men workers except where otherwise indicated.

majority of the other plant workers were scheduled to work over 40 hours.

The 40-hour workweek was more prevalent in the West than in other regions for both office and plant workers. Three-fifths of the office workers in the Northeast were scheduled to work less than 40 hours; their average workweek was 37.8 hours, nearly 2 hours less than the average in each of the other regions. Plant workers in the Northeast were also scheduled to work shorter hours than in the other regions, but the average scheduled workweek was only slightly below the workweeks in the West and North Central regions.

Wage Trends

Between 1960 and 1962. Average salaries of office clerical workers employed in manufacturing and nonmanufacturing industries in the Nation's metropolitan areas increased 3.3 percent between January 1961 and January 1962 (table 4). Average pay rates for skilled maintenance men and for unskilled plant workers rose 3.1 and 3.2 percent, respectively, during the year. Average salaries of industrial nurses showed the greatest rise (3.6 percent) among the four job groups for which wage trends were computed.

Percentage increases in manufacturing pay rates were slightly below all-industry estimates ⁴ Transportation, communication, and other public utilities.

⁶ Finance, insurance, and real estate.

NOTE: Dashes indicate no data reported or insufficient data to meet publi-

for office clerical, industrial nurses, and skilled maintenance workers, but equaled those for unskilled plant workers (janitors and material handling laborers). Divergence between the allindustry and manufacturing estimates indicates the trends in pay levels in nonmanufacturing, since the latter accounts for three-fifths of the office clerical, nearly half of the unskilled plant, and about a fifth of the skilled maintenance workers included in the trend measurement.

From February 1960 to January 1962, salaries of office clerical workers showed the least increase (6.7 percent). Industrial nurses' average salaries increased 7.4 percent while skilled maintenance and unskilled plant workers received increases of 6.8 and 6.9 percent, respectively. Employees of manufacturing establishments obtained increases slightly larger than the all-industry average in 1960, thus the differential between the manufacturing and all-industry increases was smaller on a 2-year basis.

In computing wage or salary trends, average weekly salaries or hourly earnings for each of the selected occupations of an occupational group were multiplied by the 1961 employment in that job within the area. These weighted earnings were totaled and multiplied by the area weight (the ratio of total nonagricultural employment in the stratum to that in the area). The aggregates TABLE 3. PERCENT DISTRIBUTION OF SCHEDULED WEEKLY HOURS 1 OF OFFICE AND PLANT WORKERS IN METROPOLITAN AREAS, BY INDUSTRY DIVISION AND REGION,² 1961-62³

Scheduled weekly hours ¹	A11	Industry division						Region ²			
	areas	Manu- facturing	Public utilities 4	Wholesale trade	Retail trade	Finance ⁵	Services	North- east	South	North Central	West
					Offi	ce workers					
All weekly work schedules	100	100	100	100	100	100	100	100	100	100	100
Under 40 hours 6	36 11 3 14 4 62 2 38.9	22 7 1 8 4 77 1 39.4	25 9 1 13 1 75 (7) 39. 2	31 9 3 13 4 64 5 39. 2	$ \begin{array}{r} 24 \\ 5 \\ 1 \\ 11 \\ 1 \\ 70 \\ 6 \\ 39.5 \\ \end{array} $	66 17 8 22 7 34 (7) 37.9	$50 \\ 19 \\ 3 \\ 19 \\ 5 \\ 44 \\ 5 \\ 38.5$	62 25 6 20 4 38 (7) 37.8	24 3 2 12 4 71 6 39.6	$23 \\ 3 \\ 2 \\ 11 \\ 5 \\ 76 \\ 1 \\ 39.5$	18 1 9 5 81 1 39.6
	Plant workers										
All weekly work schedules	100	100	100	100	100		100	100	100	100	100
Under 40 hours 6 Under 37½ hours 37½ hours Over 40 hours 6 42 hours 44 hours 45 hours 48 hours 8 hours Over 48 hours	$ \begin{array}{r} 7 \\ 4 \\ 3 \\ 82 \\ 11 \\ 1 \\ 2 \\ 2 \\ 3 \\ 1 \\ 1 1 2 2 \\ 3 \\ 1 1 1 1 2 2 3 1 1 1 1 1 $	8 4 3 85 7 1 1 2 2 1	(7) 1 94 5 1 (7) 2 1 1 1	(7) (7) (7) (7) (7) (7) (7) (7) (7) (7)	$ \begin{array}{c} 11\\ 3\\ 4\\ 67\\ 22\\ 2\\ 5\\ 3\\ 7\\ 2 \end{array} $		8 5 3 63 29 2 5 4 16 2	$ \begin{array}{c} 11 \\ 5 \\ 4 \\ 80 \\ 8 \\ 1 \\ 1 \\ 2 \\ 2 \\ 1 \\ 1 \end{array} $	4 2 2 72 23 1 4 4 8 3	6 3 2 86 8 1 2 2 2 1	4 3 1 90 6 1 1 (⁷) 2 (⁷)
Average scheduled weekly hours	40.4	40.1	40.3	41.0	41.0		41.5	40.1	41.3	40.3	40. 2

¹ The scheduled workweek is the number of hours which a majority of the full-time workers on the first or day shift were expected to work at the time of the survey, regardless of whether some hours were paid for at overtime

a For definition of regions, see footnote 2, table 1.
 ² For definition of regions, see footnote 2, table 1.
 ³ Information on establishment practices is obtained annually in 6 of the largest areas and biennially in a rotating cycle in the remaining areas. Data for a majority of the workers relate to late 1961 and early 1962; for the remainder, to late 1960 and early 1961.

thus obtained were totaled for all areas to obtain an all-area aggregate. The all-area aggregate for 1962 was compared to the 1961 and 1960 aggregates to arrive at the 1- and 2-year percents of

⁴ Transportation, communication, and other public utilities. ⁵ Finance, insurance, and real estate. Data are not shown separately for plant workers in this industry group. Plant workers in real estate firms, however, are included in all-industry data. ⁶ Includes weekly schedules other than those presented separately. ⁷ Less than 0.5 percent.

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

The percentages of change measure, principally, the effects of (1) general salary and wage changes, (2) merit or other increases in pay received by individual workers while in the same job, and (3) changes in average wages due to changes in

TABLE 4. PERCENT INCREASE IN AVERAGE EARNINGS ¹ FOR SELECTED OCCUPATIONAL GROUPS IN METROPOLITAN AREAS, BY REGION,² JANUARY 1961 TO JANUARY 1962 AND FEBRUARY 1960 TO JANUARY 1962 ³

	January 1961 to January 1962 3					February 1960 to January 1962 ³				
Industry, occupational group, and sex	United States	North- east	South	North Central	West	United States	North- east	South	North Central	West
All industries: Office clerical (men and women) 4 Industrial nurses (men and women) Skilled maintenance (men) 4 Unskilled plant (men) 6	3.3 3.6 3.1 3.2	3.4 4.0 3.2 3.1	3.4 3.3 3.4 4.6	3.1 3.3 2.8 2.7	3.3 3.6 3.3 3.2	6.7 7.4 6.8 6.9	7.1 7.7 7.0 6.7	6.7 7.2 7.1 7.3	5.9 7.4 6.6 6.8	7.1 7.1 7.0 7.0
Manufacturing: Office clerical (men and women) 4 Industrial nurses (men and women) Skilled maintenance (men) 6 Unskilled plant (men) 6	$3.2 \\ 3.4 \\ 2.9 \\ 3.2$	3.3 3.8 3.0 3.2	3.2 3.2 3.1 4.2	3.1 3.2 2.7 2.9	3. 2 3. 3 2. 8 2. 6	6.8 7.3 6.6 6.9	7.2 7.3 6.7 7.0	6.8 7.2 6.5 7.3	$ \begin{array}{r} 6.4 \\ 7.4 \\ 6.4 \\ 6.8 \\ \end{array} $	6.8 6.7 6.8 6.1

¹ Earnings of office clerical workers and industrial nurses are based on regular straight-time salaries paid for standard workweeks. Earnings of skilled maintenance and unkilled plant workers are based on hourly earn-ings excluding premium pay for overtime and for work on weekends, holi-days and late shifts. ² For definition of regions, see footnote 2, table 1. ³ Average month of reference. Individual area surveys were conducted during the period July of one year through June of the next year.

⁴ Includes 19 jobs: Bookkeeping-machine operators, class B; clerks, ac-counting, class A and B; clerks, file, class A, B, and C; clerks, order; clerks, payroll; Comptometer operators; keypunch operators, class A and B; office boys and girks; secretaries; stenographers, general; stenographers, senior; switchboard operators; tabulating machine operators, class B; and typists, class A and B.

Switchiboard operators, tabutating machine operators, class A and B. ⁴ Includes 8 jobs: Carpenters; electricians; machinists; mechanics; me-chanics, automotive; painters; pipe fitters; and tool and die makers. ⁶ Includes 2 jobs: Janitors; and laborers, material handling.

change.

the labor force resulting from labor turnover, force expansions, and reductions, as well as changes in the proportion of workers employed by establishments with different pay levels.

The use of constant occupational employment and area weights eliminates the effects of changes in the proportion of workers represented in each job or area included in the data. The percentages of change are not influenced by changes in the standard work schedules of salaried workers or in premium pay for overtime, since they are based on pay for straight-time hours.

Between 1953 and 1962. In earlier years, wage indexes were published for four job groups in each of the 20 areas studied in 1953.⁷ Among the 20 areas covered in the old series, median area increases in all-industry average earnings ranged from 42.9 percent for women office workers to 49.6 percent for industrial nurses over the period 1953–62. Median increases in earnings for both the skilled maintenance and unskilled plant group were 47.4 percent.

The length of time between the 1953 and 1962 surveys in the individual areas ranged from 103 to 116 months. Correction for this variation was accomplished by computing for each area the average 12-month rate of increase for each of the four groups over the 9-year period. The following tabulation presents the median area annual increases among the 20 areas and the lowest and highest area increase for each of the occupational groups on an all-industry basis.

	Annual increase (percent)				
	Median	Range among areas			
Office clerical (women)	4.0	3.7-4.7			
Industrial nurses (women)	4.7	3.4-5.1			
Skilled maintenance (men)	4.4	4.0-5.4			
Unskilled plant (men)	4.5	3. 2-5. 7			

Average increases in manufacturing industries over the 9-year period were about the same as for all industries combined. Median area 12-month increases in manufacturing were: Women office workers, 4.1 percent; women industrial nurses, 4.6 percent; skilled maintenance men, 4.3 percent; and unskilled men plant workers, 4.5 percent.

> -KENNETH J. HOFFMANN Division of Occupational Pay

Wages in Southern Sawmills and Planing Mills, June 1962

STRAIGHT-TIME EARNINGS of production and related workers in southern sawmills and planing mills averaged \$1.25 an hour in June 1962, according to a survey conducted by the Bureau of Labor Statistics.¹ Nearly three-fifths of the 110,726 workers covered by the study earned \$1.15 an hour, the Federal minimum wage at the time of the study.²

Among the three regions comprising the South,³ average hourly earnings were \$1.23 in the Southeast (accounting for nearly three-fifths of the industry's southern workers), \$1.27 in the Southwest, and \$1.28 in the Border States. Earnings in all regions averaged higher in the larger sized mills and in mills processing hardwood rather than softwood. Mill workers averaged about 5 cents an hour more than workers engaged in logging operations in two of the regions; averages for these two groups in the Southwest were nearly the same. Mill workers outnumbered logging workers by a large margin in all regions.

Separate information on wages was obtained for 30 occupations representative of the different skills used in the industry. Averages for 17 of these jobs were between \$1.15 and \$1.20 an hour; averages for only five jobs exceeded \$1.40.

Most workers in the industry did not receive paid holidays, paid vacations, or company-provided insurance or retirement pension benefits.

Establishments employing approximately 10 percent of the workers had contractual agreements with labor organizations. The proportion of workers covered by contracts ranged from nearly a fifth in the Southwest to less than a tenth in the Border and Southeast regions.

Wage data presented in this article exclude premium pay for overtime and for work on weekends, holidays, and late shifts.

⁷ For differences in area and occupational coverage between the old and new series, see "Job Pay Levels and Trends in All Metropolitan Areas," *Monthly Labor Review*, May 1962, pp. 514-515. Increases over the period 1953-60 for the 4 groups studied are published in separate releases for each of the 20 areas.

¹ A more comprehensive account of this study will be presented in a forthcoming BLS Bulletin, *Industry Wage Surrey: Southern Sawmills and Planing Mills, June 1962.* This bulletin will provide detailed information on the level of earnings and the distribution of workers by earnings classes; the earnings of workers in selected occupations by such characteristics as geographic location, type of wood processed, and size of mill; and the incidence of supplementary wage practices selected for study.

The study covered establishments employing eight workers or more and classified in industry group 242 as defined by the 1957 edition of the *Standard Industrial Classification Manual* (U.S. Bureau of the Budget).

¹ The Federal minimum wage for workers in manufacturing establishments engaged in interstate commerce was \$1.15 an hour effective September 3, 1961. Logging workers of sawmills employing fewer than 13 such workers are exempt from the provisions of the law.

³ For definition of regions used in this study, see footnote 2 of the accompanying table.

Earnings

Variations about the \$1.25 average for the sawmill industry in the South were found by location, establishment size, type of wood processed, and occupational classification. Among the 11 States for which sufficient data were obtained to warrant presentation, production-worker averages ranged from \$1.19 in Georgia to \$1.29 in Tennessee. Workers in three States averaged \$1.21, and those in five others, \$1.26 an hour, as shown below:

Border States:	Number of production workers	Average straight- time hourly earnings
Virginia	9, 730	\$1.26
Southeast:		
Alabama	9, 716	1.21
Florida	3, 262	1.26
Georgia	10, 070	1.19
Mississippi	9, 324	1. 21
North Carolina	15, 142	1.26
South Carolina	6, 610	1. 21
Tennessee	9, 223	1.29
Southwest:		
Arkansas	14, 063	1.27
Louisiana	8, 320	1.26
Texas	5, 582	1.26

Workers in establishments with 100 or more employees had higher averages than those in the smaller establishments; 3 cents an hour more in the Southwest, 6 cents in the Southeast, and 9 cents in the Border region. The larger establishments accounted for slightly more than half of the workers in the Southwest, a fourth in the Southeast, and an eighth in the Border States.

Workers in establishments primarily milling hardwood averaged \$1.28 an hour, compared with \$1.23 for those in the softwood establishments. Regionally, wage advantages for workers in hardwood establishments were 6 cents an hour in the Southeast, 3 cents in Border States, and 1 cent in the Southwest. Hardwood establishments employed two-thirds of the workers in the Border States. In the other two regions, the majority of the workers were in establishments primarily processing softwood. Tennessee, which paid the highest average wage among the 11 States reported separately, is a leading hardwood producer and nine-tenths of its workers were in establishments primarily processing this type of lumber.

Portable sawmills, which move from area to area as the timber tracts are cut, employed 25 percent of the workers in the Border States, 15 The exact influence on earnings by any of the industry characteristics already discussed cannot be determined because of their interrelationships and the possible influence of other characteristics, such as community size and the extent of collective bargaining coverage.

Nearly three-fifths of the workers covered by the study earned \$1.15 an hour, the Federal minimum wage in June 1962. Two percent of the workers earned less than \$1.15 and a similar proportion earned \$2 or more. As indicated in the tabulation below, all regions had a heavy concentration at the \$1.15 level; the Southeast, with nearly two-thirds of its workers receiving the Federal minimum wage, had the greatest concentration.

	Percent specific ings in	of produced straight the—	tion wor time hor	kers with urly earn-	
	South	Border States	South- east	South- west	
Less than \$1.15	1.9	0.4	2.4	1.8	
\$1.15 and under \$1.20	61.1	51.1	66.6	55.4	
\$1.15 and under \$1.16	57.6	50.2	65.2	45.6	
\$1.20 and under \$1.25	6.8	5.6	5.8	9.7	
\$1.25 and under \$1.30	11. 0	18.4	8.9	11.1	
\$1.30 and under \$1.35	2.7	2.8	2.2	3.7	
\$1.35 and under \$1.40	2.4	2.5	2.2	2.9	
\$1.40 and under \$1.45	2.3	3.2	2.0	2.5	
\$1.45 and under \$1.50	. 9	. 6	. 8	1.4	
\$1.50 and over	10.9	15.5	9.1	11.6	
None: Poonico of rounding sums of in	dimidual	toma man		001 100	

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

The 30 occupational classifications for which separate data were obtained accounted for approximately three-fifths of the production workers covered by the study. Averages for all but five of these jobs were within a range of \$1.16 to \$1.28 an hour. Band-head-saw operators (employed only in stationary mills) averaged \$2.25 an hour. 58 cents an hour more than the average for the much larger group of circular-head-saw operators employed in both portable and stationary mills. Planer operators who set up their own machines averaged \$1.58. Lumber graders (green chain) averaged \$1.45, and planed-lumber graders, 4 cents less. The different types of worker skills in the industry are represented by the occupations in the accompanying table. Almost all of the workers in these jobs were men.

Number and Average Straight-Time Hourly Earnings ¹ of Production Workers in Sawmills and Planing Mills, by Selected Characteristics, South and Regions,² June 1962

Characteristics	South		Border States		Southeast		Southwest	
	Workers	Earnings ¹	Workers	Earnings 1	Workers	Earnings ¹	Workers	Earnings 1
All production workers. Sawmill and planing mill workers. Logging workers.	110, 726 98, 841 11, 885	\$1.25 1.25 1.22	18, 392 15, 105 3, 287	\$1.28 1.29 1.25	63, 353 56, 878 6, 475	\$1.23 1.24 1.19	28, 981 26, 858 2, 123	\$1.27 1.27 1.28
Size of mill: 8-99 workers 100 or more workers	76, 741 33, 985	1.23 1.29	15, 968 2, 424	$1.27 \\ 1.36$	47, 544 15, 809	$\begin{array}{c} 1.22\\ 1.28\end{array}$	13, 229 15, 752	1.25 1.28
Type of wood: Hardwood Softwood	49,188 61,538	$1.28 \\ 1.23$	12,044 6,348	1.29 1.26	25, 845 37, 508	$1.27 \\ 1.21$	11,299 17,682	1.27 1.26
Sawmill and planing mill occupations—Men Block setters. Cut-off-saw operators. Edger men. Firemen, stationary boiler. Graders, planed lumber. Head-saw operators, dircular saw. Loaders, ear and truck. Log deckmen. Lumber stackers, air drying or storage. Off-bearers, machine ³ . Sawmilling operations. Planing operations. Planer operators, feed. Planer operators, set up and operate. Sorters, green chain.	$\begin{array}{c} 1,769\\ 2,662\\ 3,457\\ 2,364\\ 1,443\\ 452\\ 2,746\\ 6,077\\ 9,219\\ 5,861\\ 2,596\\ 1,934\\ 1,212\\ 2,566\\ 3,878\end{array}$	$\begin{array}{c} 1.26\\ 1.19\\ 1.19\\ 1.22\\ 1.17\\ 1.41\\ 2.25\\ 1.67\\ 1.17\\ 1.18\\ 1.16\\ 1.16\\ 1.16\\ 1.16\\ 1.16\\ 1.18\\ 1.58\\ 1.17\\ 1.21\\ \end{array}$	$538\\677\\8503\\108\\42\\814\\727\\771\\1,195\\1,702\\1,264\\374\\169\\256\\991$	$\begin{array}{c} 1.28\\ 1.22\\ 1.24\\ 1.23\\ 1.40\\ 2.13\\ 1.79\\ 1.19\\ 1.17\\ 1.18\\ 1.18\\ 1.18\\ 1.18\\ 1.18\\ 1.17\\ 1.22\\ 1.49\\ 1.48\\ 1.24\\ \end{array}$	$\begin{array}{c} 919\\ 1, 175\\ 2, 014\\ 1, 538\\ 713\\ 244\\ 1, 919\\ 2, 421\\ 1, 551\\ 3, 872\\ 6, 122\\ 3, 895\\ 1, 923\\ 3, 895\\ 1, 923\\ 1, 911\\ 1, 191\\ 1, 577\\ 2, 466\end{array}$	$\begin{array}{c} 1.23\\ 1.18\\ 1.19\\ 1.16\\ 1.38\\ 2.16\\ 1.61\\ 1.6\\ 1.16\\ 1.16\\ 1.16\\ 1.15\\ 1.18\\ 1.56\\ 1.5\\ 1.18\\ 1.56\\ 1.16\\ 1.19\\ \end{array}$	$\begin{array}{c} 312\\ 810\\ 593\\ 623\\ 166\\ 370\\ 1, 194\\ 424\\ 1, 010\\ 1, 395\\ 702\\ 299\\ 545\\ 313\\ 733\\ 451\\ \end{array}$	$\begin{array}{c} 1.31\\ 1.18\\ 1.27\\ 1.19\\ 1.45\\ 2.41\\ 1.69\\ 1.17\\ 1.17\\ 1.17\\ 1.18\\ 1.18\\ 1.18\\ 1.18\\ 1.16\\ 1.21\\ 1.69\\ 1.24\\ \end{array}$
Logging occupations—Men Cat drivers, skidding Fallers and buckers, power Teamsters, logging	1,804 2,599 1,637	1.28 1.22 1.17	574 846 349	$1.34 \\ 1.25 \\ 1.18$	981 1, 577 1, 058	$1.25 \\ 1.20 \\ 1.17$	249 176 230	1.26 1.21 1.15

¹ Excludes premium pay for overtime and for work on weekends, holidays, and late shifts. ² The regions used in this study are: *Border States*—Kentucky, Virginia, and West Virginia; *Southeast*—Alabama, Florida, Georgia, Mississippi, North Carolina, South Carolina, and Tennessee; and Southwest—Arkansas, Louisiana, Oklahoma, and Texas. ³ Includes workers in addition to those shown separately.

Regionally, occupational averages were generally highest in the Border States and lowest in the Southeast. However, job averages in the Southwest frequently equaled or exceeded those in the Border States. This was also usually true for occupations for which comparisons could be made in Tennessee, a Southeastern State.

Establishment Practices

4

Work schedules of 40 hours a week were in effect in establishments employing four-fifths of the production workers; most of the remaining workers were scheduled to work 45 or 50 hours a week. Less than 4 percent of the workers were employed on late shifts.

Paid holidays, ranging from 1 to 7 annually, were provided to approximately a sixth of the workers in southern sawmills and planing mills. Holiday provisions were somewhat more liberal in the Southwest than in the other two regions.

Paid vacations after qualifying periods of service were provided by establishments employing a fourth of the workers. In the Border and South-672380-63-3

itized for FRASER ps://fraser.stlouisfed.org deral Reserve Bank of St. Louis east regions, the most common vacation practice was a week's vacation pay after 1 year or more of service, but some mills in these regions provided 2 weeks of vacation pay after 5 years of service. Vacation provisions in the Southwest most commonly were a week's pay after 1 year and 2 weeks' pay after 5 years of service.

Life insurance, hospitalization, and surgical insurance, for which the employer paid at least part of the cost, were available to slightly more than a fourth of the production workers. Accidental death and dismemberment, sickness and accident, and medical insurance were provided approximately a sixth of the workers. Provisions for health and insurance plans were found less frequently in the Border States than in the other regions.

Pension benefits—providing regular payments for the remainder of the worker's life upon retirement (other than benefits available under Federal old-age, survivors, and disability insurance)—were almost nonexistent in the industry.

> -GEORGE L. STELLUTO Division of Occupational Pay

Long Range Sharing Plan for Kaiser Steel Corp. Employees

EDITOR'S NOTE.—The following text of the plan recommended by the tripartite Long Range Committee to Kaiser Steel Corp. and the United Steelworkers of America includes all reported portions of the plan except introductory materials (Parts I and II). The committee was established under the provisions of the collective bargaining agreement of October 26, 1959, between the company and the union. The committee transmitted the plan to the parties on December 16, 1962, and ratification by membership vote was accomplished January 11, 1963.

III. Scope of Plan

The plan shall cover all employees of Kaiser Steel Corp. at Fontana, Calif., who are represented by the United Steelworkers of America. The plan shall become effective March 1, 1963.

IV. Employment Security

In order to achieve, through cooperative effort, the greatest possible increase in productivity as rapidly as improvements can be made, it is necessary not only to provide that the result of such increase in productivity will be shared appropriately between the company and the employees, but also to provide appropriate protection against the loss of employment or of income for individual employees which might otherwise result from such action. In order to achieve this objective, and thus to induce the greatest possible increase in productivity, the following measures are adopted. However, none of the following provisions shall be construed as requiring the company to hire new employees.

A. Employment Guarantee. 1. The purpose of this provision is to provide appropriate protection against the loss of opportunity for employment from the effective date of this plan because of technological change, new or improved work methods, or any other change in operations not resulting from a decrease in man-hour requirements caused by a decrease in finished steel production, or a change in product or production requirements. This protection shall be provided by the establishment of a plantwide employment reserve. No employee shall, however, be entitled to employment in the plantwide employment reserve, or to otherwise share in the protection provided in this section, until he has worked for the company in 26 weekly pay periods.

2. Any employee who, except for this section IV. A, would be laid off in any month as a result of a change in work practices resulting from installation of a technological improvement or new or improved work method shall be entitled to employment in the plantwide employment reserve. The right to such employment shall continue unless the employee is displaced under paragraph 6.

3. No employee shall hereafter be laid off if, at the time at which he would not be entitled to a job except for this section IV. A, the number of employees in the plantwide employment reserve is less than the maximum for that month. Such employee shall, instead of being laid off, be assigned to the plantwide employment reserve.

4. If, at the beginning of any month, there are employees who are laid off on or after the effective date of this plan and the number of employees in the employment reserve is less than maximum for that month, then employees who are on such layoff status will be recalled to work in order of KSC (Kaiser Steel Corp.) dates, to the employment reserve, up to the company's maximum obligation. No such recall shall, however, be made to any job to which any other employee has recall rights under existing seniority arrangements as modified in paragraphs 14 and 15.

5. If, at the beginning of any month, the number of employees in the employment reserve is more than the maximum, employees may be laid off from the employment reserve on the basis of KSC dates so as to reduce the reserve to maximum, except as provided in paragraph 2.

6. Whenever forces are reduced, layoffs will be made through the employment reserve on the basis of KSC dates, rather than from the lowest job in each respective line of progression. Employees will be demoted under existing seniority provisions but shall be entitled to displace employees in the employment reserve on the basis of their KSC dates. The total number of employees in the employment reserve shall, however, not exceed the maximum provided in paragraphs 10 and 11.

7. An employee in the employment reserve declining or failing to accept an opportunity to a permanent vacancy with a higher job class outside the employment reserve, which he has the ability to perform, shall release the company from any further obligation to provide him with employment in the employment reserve.

8. Employees in the plantwide employment reserve will be assigned, at the discretion of the company, to perform work functions throughout the plant. Such assignment shall not, however, be such as to result in the displacement of any other employee from his job, the avoidance of recall of employees on layoff, or reduction in the hours of work of any other employee below 40 hours per week. Employees assigned to the employment reserve shall be provided employment at 40 hours per week or the average hours worked per week in the plant, whichever is lower.

9. No employee shall be required to accept assignment to the employment reserve or be denied supplemental unemployment benefits (SUB) for failure to accept such assignment. An employee who refuses assignment to the employment reserve and who is denied State unemployment compensation for that reason shall, nevertheless, be entitled to SUB if otherwise eligible.

10. The maximum size of the employment reserve for any month shall be determined as follows:

(a) In the first month in which this plan is in operation, the maximum shall be deemed equal to the number of employees entitled to employment in the reserve under paragraph 2, hereof, who are not offered other employment by the company.

(b) In succeeding months, the maximum shall be the number of employees then entitled to employment under paragraph 2, hereof, who are not offered other employment by the company or the following, if higher: the difference, if positive, between the relevant standard man-hours for the second preceding month and the actual hours worked
in that month (excluding hours worked by employees assigned to the employment reserve) divided by 173 or by the average hours worked per month in the plant, whichever is lower, and rounded to the nearest whole number.

11. (a) The relevant standard man-hours shall be related to the level of production and shall initially be determined on the basis of the actual weighted man-hours per ton of prime finished steel produced in 1961 as related to various levels of output, adjusted by the percentage improvement, if any, between 1961 and the month prior to the month in which the plan is placed in operation. The figures used in determining this standard shall be the same as those used in the calculation of gains to be shared, except that hours paid for but not worked shall be excluded.

(b) If in any month there are no employees on layoff status, the standard shall be revised by subtracting the actual man-hours worked in such month, plus any hours for which a short week benefit is payable under subsection C, hereof, from the relevant standard for that level of production. The remainder will be converted to a percentage of the weighted standard man-hours for that level of production. The standard for all levels of production shall then be adjusted by reducing it to that percentage. No adjustment in standard shall be made in any month in which there is an employee on layoff.

(c) Notwithstanding the above, the lesser of the following shall be used as the relevant standard man-hours if, for any month, it is greater than the relevant standard man-hours described in paragraphs (a) and (b) above: (1) The average hours worked per month during 1961 minus 173 hours per KSC employee as of December 31, 1961, who has since terminated; or (2) The standard manhours for that level of production based on 1961 (without the adjustment provided for in paragraph (b)) minus 173 hours per KSC employee as of December 31, 1961, who has since terminated.

12. If an employee entitled to employment in the plantwide employment reserve under paragraph 2 elects not to accept assignment to the employment reserve, he shall, nevertheless, be deemed assigned to the employment reserve for purposes of calculating the company's maximum obligation.

13. The production and maintenance employees and the clerical and technical employees shall be considered two separate groups, and an employment reserve established for each insofar as application of this section IV. A is concerned.

14. Except as provided below, no change shall be required by the plan in existing lines of progression and seniority agreements. Permanent production and maintenance vacancies, including labor classifications, will be filled in the following manner (employees transferring from one line of progression to another must meet the requirements for the job to which transferred, such requirements to be determined in the first instance by the company, subject to the grievance procedure):

(a) First, by employees with callback rights under existing seniority agreements (including employees on layoff status).

(b) Second, by employees in the plantwide employment reserve with callback rights to any job in any line of progression above labor classification, based on KSC date. (c) Third, by employees in the plantwide employment reserve having no callback rights above labor classification, based on KSC date.

(d) Fourth, by employees on layoff status having callback rights above labor classification, based on KSC date.

(e) Fifth, by employees on layoff status having no callback rights above labor classification, based on KSC date.

(f) Sixth, by new hires.

15. Except as provided below, no change shall be required by the plan in existing lines of progression and seniority agreements. Permanent clerical and technical vacancies will be filled in the following manner (employees transferring from one line of progression to another must meet the requirements for the job to which transferred, such requirements to be determined in the first instance by the company, subject to the grievance procedure):

(a) First, by employees with callback rights under existing seniority agreements (including employees on layoff status).

(b) Second, by employees in the plantwide employment reserve, based on KSC date.

(c) Third, by employees on layoff status, based on KSC date.

(d) Fourth, by new hires.

B. Displacement Differential. Any employee who, but for a change in work practices resulting from installation of a technological improvement or new or improved work methods, would have been entitled, under existing seniority arrangements, to a job of a higher job classification than the job he is assigned to, or whose job is lowered in job class as a result of such change, shall receive a displacement differential. Determination shall be made, at the time of the change, of the job to which each employee (including those with valid callback rights) would be entitled at the various operating levels. Such determination shall not, however, affect the timeliness of any subsequent grievance by an employee claiming a displacement differential.

1. Amount. (a) The displacement differential paid for each hour worked shall be an amount equal to the difference between the standard hourly rate of the job he would have been entitled to were it not for such change, minus the standard hourly rate of the job actually worked during the hour involved.

(b) The displacement differential shall be paid as additional earnings in the form of an "add on," and shall be part of the employee's regular rate of pay, but shall not be included in the calculation of incentive earnings.

2. Duration. (a) The payment of a displacement differential to an employee will be terminated after 52 weekly payments have been made to such employee or on the date: (1) on which the employee is assigned to fill a permanent vacancy with a job class equal to or greater than the one for which the differential is being paid, or (2) on which the employee declines or fails to accept a promotion to a permanent vacancy with a higher job class than the one working on, which he has the ability to perform. (b) The payment of all displacement differentials based on a particular change shall be terminated after 3 years have elapsed from the date of such change.

3. *Eligibility.* (a) No employee who was not entitled to a displacement differential at the time of a change shall become entitled to a displacement differential because of the death, retirement, quit, or discharge of an employee in the line of progression in which the change occurs.

(b) No person shall become entitled to a displacement differential unless he was employed in, or had valid callback rights to, the line of progression in which the change occurs.

The displacement differential for an employee who is not working in that line of progression at the time the change occurs, but who is otherwise eligible, shall begin with the pay period in which written application is first made. Likewise, if the level of operation of said unit becomes lower than at the time the displacement differential was established, such displacement differential will be eliminated to the extent appropriate, on the basis of the crew size required for that level prior to installation of the change.

4. *Payment*. (a) The displacement differential shall be calculated and paid weekly, but the company may delay such payment for approximately 2 weeks to allow adequate time for payroll processes.

(b) All displacement differentials paid shall be deducted from the total dollar gains as computed under section V. B under the sharing plan.

C. Short Weeks. 1. Any employee who, as a result of a change in work practices resulting from installation of a technological improvement or new or improved work methods, is scheduled for a workweek of less than 40 hours, and who is available for 40 hours of work per week, shall be entitled to a short-week payment equal to his average hourly earnings times the number of hours less than 40 that he is paid for in any week in which he is so scheduled.

2. All short-week payments shall be deducted from the total dollar gains as computed under section V. B under the sharing plan.

V. Sharing of Gains

A. Standards. 1. All improvements in labor performance, material and supply usage, yield improvement, and utilization of technological changes shall be measured from the base point of the actual operations in the calendar year 1961. The standards and the improvements in manufacturing cost shall be in terms of appropriately weighted manufacturing cost per finished ton of iron and steel produced. Nonsteel byproducts will be handled as manufacturing credits. New standards will be established by the parties for any new products not heretofore produced by the company.

2. The standards (1961 performance) are in a separate document. Standards have been developed for the various products in each mill so as to permit adequate reflection of changes in product mix, as well as changes in the operating level. The standards are composed of a base, a labor standard, and a material and supply standard

3. The standards for material and supply costs as set forth in section V. A shall be increased or decreased by the percentage increase or decrease in the Wholesale Price Index for each appropriate steel mill products category of the Bureau of Labor Statistics from either the year 1961 or the latest month available as of the date the plan is installed, whichever is lower, to the latest month available as of the 10th day of the month following the month for which the calculation of gains is made.

4. The standards for labor costs as set forth in section V. A shall be increased or decreased by the percentage increase or decrease in the national Consumer Price Index of the Bureau of Labor Statistics from either the year 1961 or the latest month available as of the date the plan is installed, whichever is lower, to the latest month available as of the 10th day of the month following the month for which the calculation of gains is made.

5. The actual cost, in any month, of raw materials produced internally by the Kaiser Steel Corp. shall be calculated on the basis that the price of such materials is the same as the price used in the calculation of the standard, with appropriate adjustments for changes in quality. There shall be no loss or gain for such materials due to changes in the Wholesale Price Index for steel mill products. The cost of other materials consumed for which an inventory is maintained shall be calculated on the same basis as used in the calculation of the standards.

B. Calculation of Gains. 1. The measured gains each month, based on actual labor and material and supply usage per finished ton of steel produced, but excluding the cost of capital improvements, shall be calculated by comparison with the weighted standards as adjusted above, and expressed in dollars by:

(a) computing the difference from standard of material and supply costs per finished ton of steel produced, times the number of finished tons produced in that month, and adding to it

(b) the difference from standard of labor costs per finished ton of steel produced times the number of finished tons produced in that month. Labor cost figures shall be the actual labor cost in the month, excluding the effect of any payroll tax rate increases and wage rate or benefit increases which become effective after January 1963.

2. The total dollar gains shall then be adjusted by the cost of those capital expenditures made to reduce product cost on existing facilities; for example, the addition of oxygen to an existing open-hearth furnace. Capital expenditures for new processes or new equipment to increase capacity, to establish a new department or to install a new process as, for example, the installation of a new oxygen furnace, shall not be the basis of an adjustment from total dollar gains. The adjustment for capital expenditures of the former type shall be limited to those months in which a reduction in cost has been achieved on

the process for which the investment was made, and shall be in an amount equal to the lesser of: one-third of the actual reduction in cost for which the capital expenditure was made, or one-sixtieth of the capital expenditure. Such adjustments shall continue only until an amount equal to the capital expenditure itself shall have been prorated.

3. In the measurement of total dollar gains in any month, individual repair and maintenance jobs of \$300,000 and larger shall be prorated over a 12-month period.

4. (a) The payment of lump sums by the company to eliminate incentive plans and out-of-line differentials as set forth in section VI shall be translated into a current labor cost each month based on each month's unit hours paid, the percentage for the year 1961, and the hourly wage rates in effect in December 1961. For units covered by an incentive plan and out-of-line differentials established subsequent to 1961, the calculation will be based on the percentage used to determine the lump-sum payment as set forth in section VI.

(b) Such addition to current labor costs shall begin with the first full month after the month in which such lump-sum payment is made, and continue until such amounts equal the lump-sum payment.

(c) Thereafter, such amounts shall continue to be calculated as above and considered as a current labor cost but shall be accrued to the employees' gross share each month. Such accruals shall be suspended for any unit for any period during which performance is voluntarily maintained at a level appreciably below that experienced during the base period.

5. Calculations shall be made monthly and audited annually. The basic summary statistics of production, man-hours, employment, employment costs, and material and supply costs shall be supplied monthly by the company to the union on a confidential basis. The data from which the summary is made up shall be available to the designated union representatives for examination and verification.

C. The Employees' Gross Share. 1. One part of the employees' gross share shall consist of 32.5 percent of the total net dollar gains as calculated above.

2. (a) From this part of the employees' gross share, there shall be subtracted, in the first month in which this plan is in operation, one-fifth of 1 percent of the total employment cost for that month, in the second month two-fifths of 1 percent, in the third month three-fifths of 1 percent, the substraction continuing on a month-tomonth basis and being increased by one-fifth of 1 percent in each month, until adjusted as provided below.

(b) The company shall maintain an account to be known as the Wage and Benefit Reserve. There shall be added to this reserve for each month the total of the subtractions from the employees' gross share described above. There shall be subtracted from that reserve each month the total increase in employment costs occasioned by the installation of wage and benefit increases in accordance with the guarantee provision of section VII of this plan. As an exception to this provision, only one-half of the employment cost increase, occasioned by any industry wage or benefit increase effective within 6 months after the effective date of this plan, shall be deducted from the Wage and Benefit Reserve. As a further exception to this provision, if in any month the total of employment cost increases occasioned by industry wage or benefit increases is in excess of the employees' gross share, then the amount in excess shall be considered a cost to the company, shall not be deducted from the Wage and Benefit Reserve, and will not be considered a deficit against future employee sharing plan earnings.

(c) The parties will, every 6 months, adjust the progression in the subtractions from the employees' gross share. Such adjustment will be based on the principle that the subtraction should increase, on an evenly spaced basis, over a 12-month period in such amount that 6 months after the effective date of any increase in wages or benefits occasioned by industry adjustments, the net balance of the Wage and Benefit Reserve should be zero.

3. A second part of the employees' gross share shall consist of:

(a) The amounts provided for in subsection B, paragraph 4(c) of this section; and

(b) The amounts provided for in subsections H and L of section VI.

D. Distribution of Gains. 1. The employees' gross share as computed in section V. C above, less any amount which, from time to time, as the parties may decide, is required for the improvement of an existing benefit or for a new benefit (other than those covered by section VII) such as, but not limited to holidays, vacations, insurance, pensions, SUB, reduced hours of work, shall be distributed to the employees as an addition to earnings on the basis of the following weights until group A earns 10 percent:

Group 1	Factor	
A	2. 0)
B	3. 5	5
C	. 5. 0)
D	6. 5	5
E	. 8. ()
$F{-\!\!\!-} Units$ remaining on incentive are excluded.	()

⁴ The specific group to which each individual unit is assigned is indicated in Exhibit "A," Group Assignments, based on the combination of historical and equitable earnings relationships.

(a) Multiply the total standard hourly wage rates of each group by its respective factor to obtain the factor units of each group.

(b) Divide each group's factor units by the total factor units to obtain each group's percent share of the total employees' share.

(c) Multiply each group's respective percent share times the total employees' share to obtain each group's dollar share.

(d) Divide each group's dollar share by the respective standard hourly wage rates to obtain each group's percent pay.

(e) Multiply each group's percent pay times each individual's standard hourly wage rate.

2. The amount remaining in the employees' share, after application of paragraph 1 above, shall be distributed to the employees as an addition to earnings in the following manner: (a) Divide the amount remaining by the total standard hourly wage rates of all Long Range Sharing Plan employees participating in its distribution to obtain percent pay.

(b) Multiply each individual's standard hourly wage rate by the percent pay.

3. The employees' share shall be paid as additional earnings in the form of an "add on," and shall be part of the employees' regular rate of pay in the month for which it is paid, but shall not change the basis of calculation of existing incentive earnings.

4. When the employees' share, or any portion thereof, is allocated by the parties to a new or improved benefit, the cost of such benefit shall be estimated, prorated monthly, and adjusted yearly as may be appropriate.

5. Payments to production and maintenance employees for a given month will be made on the last Thursday of the following month, and to clerical and technical employees on the next payday thereafter. The payments for each month shall be based on the statistical method of best fit designed to avoid undue fluctuations from month to month using the most recent 6 months' figures.

VI. Incentives

All incentive provisions of the collective bargaining agreement between the parties shall be continued in effect except:

A. The company shall not establish new incentives to cover new jobs or jobs not presently covered by incentive applications, nor apply existing incentives to employees not covered by such incentives as of the date this plan is installed. Such employees shall participate in the Long Range Sharing Plan.

B. Present temporary incentive installations shall be settled as permanent installations by agreement of the parties or, if necessary, by referral, at the request of either party, to final and binding arbitration after 60 days following the installation of this plan.

C. Employees in a unit covered by an incentive plan which resulted in incentive earnings during the 13-week period just prior to a company offer as described in this subsection C shall have an option (expressed through a majority vote of the employees on that unit), when offered by the company to either:

1. Accept an elimination of such incentive plan, subject to the following conditions:

(a) The money difference per hour between the total actual earnings paid each job under the incentive plan in effect, and the standard hourly wage rate for such job under the eliminated incentive plan for this period, will be calculated for each job.

(b) A lump-sum payment shall be made by the company to each incumbent employee, based on the money difference per hour previously calculated for each job and the hours paid during either of the following periods, whichever is the greater: (1) The most recent 13-week period just prior to the company offer, multiplied by 10, or (2) the 52-week period immediately following the elimination of such incentive plan. (c) During the periods covered in paragraph (b), hours of authorized absence from such occupations due to illness and union business shall be considered as hours paid.

(d) The payment required by paragraph (b) (1) shall be made in a lump sum no later than 2 weeks following the elimination of the incentive plan. Any additional payments required by paragraph (b) (2) shall be made in a lump sum no later than 2 weeks following the end of the 52-week period.

(e) Employees on an incentive unit who accept a lump-sum payment for the elimination of their incentive plan, shall participate in the distribution of the employees' share to the extent of two factor groups less than their factor group assigned in Exhibit "A". This participation shall continue during the period the lump-sum payment is considered a current labor cost as set forth in paragraph 4(b) of section V. B. Thereafter, such employees shall participate in the distribution of the employees' share based on their own respective factor group.

2. Decline to accept the elimination of such incentive plan as described in paragraph 1, in which case the following conditions will prevail:

(a) Employees receiving incentive on such units will not participate in sharing plan payments of the Long Range Sharing Plan. However, such employees shall participate in the Sharing Plan under the conditions indicated in subsections J and K.

(b) In order to permit subsequent offers to be made by the company separately under this subsection C and under subsection G, the company may adjust such incentive plans which continue, as follows: (1) The average hourly earnings of employees under the adjusted incentive plan during the same 13-week period as that used in determining that a lump-sum payment for plan elimination, as under section VI. C. 1 was in order, would have been no less than 135 percent. (2) The money difference per hour between the total actual earnings paid each job under the incentive plan in effect, and the total earnings calculated for such job under the adjusted incentive plan for this period, will be established as an individual hourly differential. (3) Upon calculation of such individual hourly differentials for each job, the adjusted incentive plan will be installed and incumbents of record entitled to such differentials will be established as of that date. (4) Concurrent with installation of the adjusted incentive plan, the appropriate individual hourly differentials will be paid by the company to the established incumbents for each hour worked on the incentive plan.

D. When employees on a direct incentive plan are offered a lump-sum payment for the elimination of their plan, employees covered by incentive plans which are dependent in whole or in part on said direct plan shall be offered a lump-sum payment at the same time for the elimination of that portion of their incentive plan. In the event that dependent plan employees vote to accept such offer of plan elimination, the provisions of section VI. C. 1 shall apply. If dependent plan employees vote to decline to accept the plan elimination, the following shall apply: that portion of their earnings in the 13-week period just prior to the company offer which was based upon the direct plan thus eliminated shall be translated to a dollar amount per direct incentive plan unit operating hour. Such amount shall be paid to the dependent plan incumbent employees thereafter until subsequent options are exercised.

E. Future general wage increases and increment increases shall be added to the standard hourly wage rates, but shall not change the basis for the calculation of incentive plans.

F. 1. The company shall first offer the options set forth in section VI. C and D to the incumbents of the first incentive unit within 30 days, and thereafter, as rapidly as practicable to incumbents of the remaining incentive units after installation of the Long Range Sharing Plan. The employees shall notify the company of their choice of options within the following 90 days.

2. In the event that such options are not offered to the incumbents of an incentive unit within 2 years after installation of the Long Range Sharing Plan, the incumbents shall thereafter participate with group A of this plan unless, in any consecutive 3-month period within such 2 years, the earnings paid to their respective factor groups for which they would be eligible under this plan exceed the incentive earnings of their respective group under the incentive plan. Such participation is in addition to the continued application of their incentive plan. However, participation with group A as outlined in this paragraph shall terminate when either of the following occur:

(a) Employees on the incentive plan are offered and advise the company of their choice of options set forth in subsections C and D.

(b) Payments to the respective factor group for which they are eligible under the Long Range Sharing Plan equal or exceed the earnings paid under the incentive plan for 3 consecutive months.

G. Employees in a unit covered by an incentive plan having out-of-line differentials resulting from any reason, including application of present paying wage rates, shall have an option (expressed by a separate majority vote of the employees on that unit having each type of differential) when offered by the company to:

1. Accept a lump-sum payment of such differentials within 60 days of their being offered, to be calculated on the actual amounts paid during the most recent 13-week period multiplied by 10. These monies will be paid in a lump-sum payment no later than 2 weeks following the acceptance of such offer to all employees who are incumbents of record; or

2. Decline to accept.

H. The sums which would have been payable to former employees under subsections C and G, if they were employed as of the date of the adjustment, shall be added to the employees' gross share described in subsection C of section V.

I. Lump-sum payments to eliminate incentive plans and out-of-line differentials shall be considered as earnings in calculating pension benefits. In the calculation of any other benefits due for a period after a lump-sum payment is made, earnings used in the determination of the lumpsum payment shall be excluded. J. The company, at its discretion, may in the future reoffer lump-sum payments in lieu of out-of-line differentials or in order to eliminate incentive plans, subject to the same conditions set forth in this section VI. If such reoffers are made, the employees concerned shall notify the company of their decision within 60 days after such reoffers are made.

K. After this Long Range Sharing Plan has been in effect for 60 days, employees who are covered by an incentive plan may elect (expressed through a majority vote of employees on that unit) at any time, to withdraw from coverage of such incentive plan in favor of full participation under this plan and thereby receive the appropriate share as defined in section V.D. Such election will be effective in the second month following the month in which the election is made.

L. The sums payable to employees covered by incentive plans as of the date this plan is installed shall be transferred to the employees' gross share under the following conditions:

1. When employees who are covered by incentive plans elect to withdraw from coverage of such plan in favor of full participation under the Long Range Sharing Plan.

2. When employees covered by the Long Range Sharing Plan are assigned to jobs on units covered by incentive plans.

The amounts to be transferred shall be handled in the same manner as for those units that accept lump-sum payment.

M. For the purposes of this section, any employee having valid callback rights to a job covered by an incentive plan as of the effective date of this plan shall be deemed to be an employee covered by such incentive plan. If employees covered by an incentive plan are assigned to jobs not covered by an incentive plan, they shall participate in the Long Range Sharing Plan for the period of such assignment.

VII. Minimum Guarantee

A. An analysis shall be made on December 31, 1963, and at the end of every calendar year thereafter, of the actual labor cost and total actual labor and material and supply cost for each such period. If the results of such analyses reflect that total actual labor cost (including the employees' gross share) results in a smaller percentage of total labor and material and supply cost than standard labor cost was of the total standard cost for each such period (before application of BLS indices), the company will pay into the first part of the employees' gross share, an amount which, together with the actual labor cost (including the employees' gross share) results in a total labor cost (including this payment) that is the same percentage of total cost (including this payment) that standard labor cost was of the total standard cost (before application of BLS indices). One-twelfth of such amount will be paid monthly into the first part of the employees' gross share beginning no later than the second sharing

plan pay period following this calculation until the entire amount has been paid into the employees' gross share. Such amounts shall not be included in determining the company's future obligation under the application of this subsection. This shall be a cost to the company and will not be considered as a deficit against future employee sharing plan earnings. However, application of this paragraph shall not result in total actual labor and material and supply cost for this period, including the employees' share, exceeding total standard costs for that production.

B. The provision in the supplemental memorandum of agreement, dated March 9, 1961, between the company and the union that any wage and benefit adjustments agreed to by the union and the major basic steel producers shall be put into effect by the company shall remain in effect.

C. The total increase in employment costs occasioned by subsection B, except for any industry wage or benefit increase effective within 6 months after the effective date of this plan, shall be subtracted from the Wage and Benefit Reserve for each month as set forth in section V.C.2(b). As set forth in that section, the net balance of the employees' share in any month shall never be a minus quantity. If the first part of the employees' gross share described in subsection V.C is less than the total amount resulting from application of industry general wage increases and additional fringe benefits not now provided, the company will make up the difference. In computing the cost of such individual wage increases, the incentive impact thereon as applicable at KSC as of the year 1961 shall be included. The amount of the incentive impact shall be distributed to the employees in the same manner as that used for distribution of the employees' shares. This shall be a cost to the company and will not be considered as a deficit against future employee sharing plan earnings.

VIII. Relationship of the Plan to Other Agreements

A. Grievances involving the application of, or compliance with, the provisions of this plan shall be processed and settled under the grievance and arbitration provisions of the collective bargaining agreement between the company and the union; grievances involving the interpretation or meaning of this plan shall be referred for settlement to the procedure set forth in subsection B. If a grievance is referred to arbitration under the collective bargaining agreement, and the arbitrator finds that it involves a disagreement concerning the interpretation or meaning of the provisions of this plan, he shall, if either party so requests it, refer such grievance for settlement to the procedure set forth in subsection B.

B. In the event of a disagreement between the company and the union involving interpretation of the provisions of this plan, or as to whether any portion of the employees' share shall be used for the improvement of an existing benefit or for a new benefit, under section V.D.1, or in the event of a disagreement concerning the employment cost of such benefit, or if the company and the union disagree concerning a revision of this plan under the provisions of C. Unless changed or modified by the provisions herein, all existing agreements between the company and the union shall remain in full force and effect under their terms. It is understood that management's rights and responsibilities with respect to such matters as sales policies, purchasing policies, research projects, management compensation, expansion of capacity and other similar areas shall neither be enlarged nor diminished as a result of this plan.

IX. Duration

A. This plan shall continue in effect, subject to review and revision by the company and the union annually in the 90-day period prior to each anniversary date.

B. For any sharing plan pay period during which there is no production of finished steel products for more than 24 consecutive hours, the base standard for labor and for material and supplies will be reduced proportionate to the period in which there was no finished steel production.

C. This plan may be terminated by either party upon 4 months' notice to the other party, served within the 12 months following the fourth anniversary date of this plan, and each 4 years thereafter.

D. In the event that either party gives notice of termination, the parties shall jointly determine what provisions shall be made for the period subsequent to such termination. Such determination shall give due consideration to the objectives outlined in the underlying facts and assumptions section of the Long Range Sharing Plan, the events which occurred under the plan, and the reasons assigned for its cancellation. If the parties are not able to agree within 60 days, the matter shall be referred to the public members of the Long Range Committee for their review.

E. Upon the basis of this review, the public members of the Long Range Committee shall then be authorized to take any one or all of the following steps:

1. Determine to take no action or to postpone action until there has been an opportunity for further discussions;

2. Engage in mediation efforts, including private consultation with representatives of each of the parties;

3. Convene a meeting of the Long Range Committee; and, finally,

4. Issue a report to the parties summarizing the positions of the parties, defining the issues in dispute, and making recommendations to the parties.

F. Upon termination of this plan, and in the absence of agreement to the contrary, either party may resort to strike or lockout, as the case may be, in support of its position, the provisions of any other agreement between the parties notwithstanding.

G. Upon termination of this plan, the entire amount in the Wage and Benefit Reserve shall be paid to the employees in the same manner as the employees' share was paid under the plan.

An Indiana Program of Job Training and Work Experience for Students

EDITOR'S NOTE.—The following article is an excerpt from one by Sanford Cohen and William C. Pyle,* which appeared in the September 1962 issue of the Indiana Business Review (pp. 7–11), published by the Bureau of Business Research, School of Business, Indiana University, with whose permission it is reproduced. Incident to condensation of the original, minor changes were made in the order of presentation and in wording.

ALL INDICATORS point to a hazardous labor market for young persons. As yet, however, adequate attention has not been paid to a modernized vocational training program for the large majority of students whose final diploma will be issued by a high school. Conventional vocational education requires elaborate facilities which many communities cannot afford and, where it is available, occupational training is usually limited to 6 to 10 areas.

In a labor market as complicated as ours, it is unlikely that any single educational program or approach can address itself to more than a fraction of the problems. The description that follows will concentrate upon Diversified Cooperative Education (DCE) as one avenue to vocational education in the high schools. Though hardly problem-free, it does have potential, and it exemplifies the piecemeal and experimental attempt that may be the only sensible approach to a set of labor market problems for which we have little relevant experience.

Nature and Scope of the Program

Diversified Cooperative Education is a vocational education program operated by secondary schools in conjunction with cooperating employers. Through it, boys and girls over age 16 learn various trade and industrial skills by working part time and by receiving related class instruction in the schools. An ideal program would operate as follows: A student, probably but not necessarily one who does not intend to go on to college, approaches the coordinator in his school and expresses an interest in DCE training. The coordinator, who has solicited the participation of

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employers in the community, then places the student with one of the cooperating employers. Once placed, the student works at least 15 hours a week, with half the total on schooltime. He is paid an agreed-upon wage rate that may be the usual rate for his job, but is commonly lower because of his learner's status. He is rotated among job assignments so that he will become familiar with all phases of the work, and he benefits from the supervision of an experienced person. The employer keeps an eye on his progress and sends periodic reports to the school. In school, the student carries a slightly modified academic load and also receives a daily class hour of instruction related to his work. At the end of a year or two in the program, the student has become, or is well on his way to becoming, skilled as an automobile mechanic, dental technician, photographer, or beautician, or in some other occupation with an equivalent skill requirement. After high school graduation, he may continue to work for his DCE employer on a full-time basis or he may move on to another employer for further experience.

In the 1959–60 school year, there were DCE programs in 38 States, Guam, and Puerto Rico, with a total student enrollment of 20,881. The description in this article, drawn from observations of Indiana's experience, is applicable, for the most part, to the programs of other States.

The Indiana program, in the 1961–62 school year, had 22 DCE plans, with 307 employers participating and 471 students enrolled in training for 64 different occupations. Nine communities that participated in 1961–62 had populations of less than 15,000. The concentration of employers, however, may be more important than population density. Some communities in southern Indiana with a population of 15,000 probably could not support a program, while communities of less than 15,000 in northern Indiana probably could.

The Teacher-Coordinator

The success of a DCE program usually depends upon the performance of the teacher-coordinator. To qualify as a licensed coordinator, the teacher must complete 12 semester hours of designated

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teacher-training courses and must have at least 2 years of recognized industrial experience.

The selection of students for DCE participation is one of the most challenging aspects of the coordinator's job. Screening practices vary considerably among the Indiana programs. Some coordinators exclude students with poor attendance and disciplinary records. Others argue that poor academic students have performed well in training stations where the practical nature of the work seemed meaningful to them. A few coordinators use IQ tests for screening, while others do not consider them at all. Some coordinators screen students themselves; others work with school counselors and other teachers.

Several coordinators provide little or no vocational guidance, but the majority give the student some assistance. This usually involves one or or more conferences to discuss the student's job interests. Thirteen of the coordinators in Indiana have the student take one of the available types of occupational preference tests.

The coordinator's basic problem in the selection of employer training stations is apparently that of finding employers who are able and willing to provide training in real occupational skills. Three DCE plans that offer training in predominantly semiskilled work—pumping gasoline, retail selling, and odd jobs—experience no difficulty in finding employers. The turnover in such jobs is usually high and the employers welcome inexpensive student labor.

Once an employer agrees to participate, he and the coordinator work out a training agreement that specifies the skills and operations the student will learn at his place of employment. Like the quality level of the training stations, the significance of the training agreement varies among DCE plans. In a few school districts, especially those where employers provide training in unskilled or semiskilled work, the agreement means little or nothing. In response to an interview question, however, the coordinators stated that most employers live up to the agreements fairly well, although some have to be nudged occasionally to give the students more or different training.

Another phase of the coordinator's job is providing daily classroom instruction for DCE students. The instruction is divided into "general related" and "specific related" topics. The former provide general information on the working environment; the latter, information that helps each student learn his job. Finding up-to-date materials for specific instruction, particularly in the case of rapidly changing jobs, has proved to be a serious problem. Even when current material is available, budgetary limitations frequently prohibit its use. Many of the coordinators have attempted to solve this problem by obtaining materials directly from the places of employment.

The DCE Employer

One of the most impressive features of Indiana's DCE experience is the predominance of small establishments among the participating employers. During the 1961–62 school year, only 42 employers hired more than one student and, of these, only 14 hired more than two. Eleven of the employers with more than one trainee were hospitals. In frequency of participation, automotive establishments were first (56 employers), followed by manufacturers and processors (34), doctors (23), grocery and meat stores (20), hospitals and clinics (17), and printers (13).

One explanation of the greater participation of small employers is the relative flexibility of the small establishment. Rigid schedules and departmentalization of activities in larger firms may cause difficulty in fitting a part-time student worker into the operation. Other reasons frequently given for nonparticipation by larger firms are that the local plant manager lacks authority to enter into a program like DCE, or that the labor union would not agree to the firm's participation.

These obstacles are not insurmountable. One community has a program where the bulk of the participating students are being trained in large establishments. The personnel manager of a plant employing over 200 persons-and several DCE students-has stated that scheduling is not difficult if the company is genuinely interested in training. Industry, he believes, must be shown that it can benefit from a DCE program, but this selling job is rarely done. It can also be demonstrated that DCE is not a threat to the union's position in a firm; at least one collective bargaining agreement in the State makes special provision for the training of DCE students. A few unions now permit DCE experience to count toward apprenticeship time.

For the student, there is some advantage in being placed with a small employer. In employments such as service stations, printing establishments, and automobile body shops, it is likely that each employee will normally learn all phases of the operation. When a large departmentalized firm accepts students, there is a strong tendency to keep them working in one department or on repetitive operations.

Several other training problems arise with some frequency. A number of employers have stated that student immaturity makes training difficult, although some employers have had contrary experience. Others have encountered difficulty in finding employees, especially those working on a commission basis, willing to take the time to train students.

Despite such problems, there is much evidence that employers have benefited from DCE. Not infrequently, an employer training station is lost to the program when the firm hires a DCE student on a full-time basis after his graduation. Thus, DCE has been an important source of trained workers for some firms.

DCE and the Student

In terms of a broad occupational breakdown, 45 percent of the Indiana DCE students in 1961-62 were in training for manual jobs, 29 percent for service work, 14 percent for clerical and sales work, and 12 percent for professional and technical jobs. The nature of the available data makes such classification difficult, but the authors estimate that 49.5 percent of the students were being trained for skilled jobs, 46.5 percent for semiskilled jobs, and 4.0 percent for unskilled employments. Most of the skilled jobs were held by male students learning manual occupations. Female DCE students preparing for skilled work were predominantly trainees as hospital and clinical technicians. The majority of the female students worked in semiskilled jobs, e.g., nurse's aids or sales clerks.

To determine the effectiveness of DCE training, a study was made of 125 graduates who were enrolled in eight DCE programs during the 1957–58 school year. The conclusions are blurred by the fact that 10 of the 46 male graduates entered the armed services and 27 of the 79 female graduates have married and are not working. The data show, however, that of 45 graduates trained in skilled DCE work, 24 are in the same or closely related occupations and 10 are still with their DCE employer. Of 80 graduates trained in semiskilled jobs, only 18 are in the same occupational area and only 8 have remained with the DCE employer. Two graduates trained in skilled work are now in semiskilled jobs, and three who had semiskilled training are now in skilled work. The evidence suggests, then, that DCE has had important placement and training value for skilled graduates but that its value for unskilled and semiskilled trainees is questionable.

Conclusions

Experience with DCE in Indiana has been sufficiently extensive to support a few broad conclusions about the strengths and weaknesses of the program. A well-conceived and well-managed DCE plan can provide students with salable skills and frequently with permanent jobs upon graduation. For employers, DCE can serve as a source of skilled labor and as a means of keeping local labor from moving out of the community. Training under DCE is relatively inexpensive and is the only type of vocational program many communities can afford. It complements traditional vocational training by expanding the occupational dimensions of the total training program.

Certain weaknesses of DCE can be identified, although the various programs vary widely and comments are not universally applicable. Generally, however, the vocational guidance given the student is skimpy and placement is haphazard, depending too frequently upon the types of jobs that happen to be available. There is a shortage of skilled training stations, and semiskilled training often amounts to little more than a way for the student to earn pocket money.

Since the teacher-coordinators usually divide their time between DCE and other school responsibilities, their effectiveness in DCE work is seriously impaired. At least 127 would-be trainees could not be placed in 1961–62 because of a shortage of training stations. Many coordinators cited lack of time as the most important limitation on their efforts at employer recruitment. On the State level, too, DCE suffers from a lack of fulltime direction. If DCE is to be successfully expanded, improvements in coordination and promotional efforts are necessary.

Diversified Cooperative Education is no panacea. It can, however, make a significant contribution to any sophisticated plan for easing the entry of the young worker into a rapidly changing and oftentimes confusing job market.

Wages in Fertilizer Plants, April 1962

STRAIGHT-TIME EARNINGS of production workers in the fertilizer industry averaged \$1.67 an hour in April 1962, according to a survey conducted by the Bureau of Labor Statistics.¹ Fifteen percent of the workers earned between \$1.15 and \$1.20 an hour, with the earnings of the remaining workers distributed over a comparatively broad range. Workers in the Southeast, which employed two-fifths of the industry's work force, averaged \$1.34, about \$1 less than the average earnings of the two highest paying regions. In each of the regions where comparisons were possible, earnings varied by type and size of establishment, size of community, type of sales market, and occupation. Most of the workers were in establishments providing various supplementary wage benefits, such as paid vacations, holidays, and health and insurance plans.

Earnings

Among the eight regions for which data were tabulated separately, average hourly earnings for production workers in the Nation's fertilizer manufacturing industry were lowest in the Southeast and Border States (\$1.34 and \$1.61, respectively) and highest in the Pacific and Mountain regions (\$2.35 and \$2.32, respectively). (See accompanying table.) Practically all of the 26,150 workers covered by the Bureau's study were men and were paid on a time-rate basis.

Workers in the Southwest averaged 42 cents an hour more than those in the Southeast. This interregional differential, larger than in most industries, results largely from two factors. First, the Southwest average was increased considerably by the inclusion of workers receiving wage rates that conformed to those paid to workers in the industrial chemicals plants operated by the company. These rates were substantially higher than those paid by the fertilizer industry generally. Second, the establishments limited to mixing purchased fertilizer ingredients, which have a generally lower level of wages than the plants manufacturing the ingredients, accounted for a much larger proportion of the workers in the Southeast than in the Southwest.

Nationwide, wages in complete (integrated) fertilizer plants averaged \$1.84 an hour, compared with \$1.81 in superphosphate plants and \$1.41 in mixing plants.² Whereas pay relationships between integrated and superphosphate plants varied among the regions, wages in both types of plants averaged substantially more than those in mixing plants in each of the regions where comparisons were possible. Regionally, mixing plants employed from approximately a sixth of the workers in the Mountain States to slightly more than half in the Border States.

Establishments reported as engaged in interstate commerce employed seven-tenths or more of the workers in all regions but one—the Pacific region, where approximately four-fifths of the workers were in plants limited to intrastate commerce. In five of the six regions in which comparisons could be made, wages in plants engaged in interstate commerce averaged substantially more than wages in the other plants, with differentials ranging from 21 cents an hour in the Great Lakes region to 54 cents in the Middle Atlantic region. These large differences reflect, at least partly, a heavier concentration of low-

¹ The survey included establishments employing eight or more workers and primarily engaged in manufacturing mixed fertilizers from one or more ingredients produced in the same plant, or in mixing fertilizers from purchased materials (industries 2871 and 2872 as defined in the 1957 edition of the *Standard Industrial Classification Manual* prepared by the U.S. Bureau of the Budget).

A more comprehensive account of the study will be presented in a forthcoming BLS bulletin. Individual releases providing data on earnings and supplementary benefits are available for the following States: Alabama, California, Florida, Georgia, Illinois, Maryland, North Carolina, Ohio, South Carolina, Tennessee, and Virginia.

The straight-time hourly earnings for production and related workers presented in this article differ in concept from the gross average hourly earnings published in the Bureau's monthly hours and earnings series. Unlike the latter, the averages presented here exclude premium pay for overtime and for work on weekends, holidays, and late shifts and are calculated by summing individual hourly earnings and dividing by the number of such individuals. In the monthly series, the sum of the man-hour totals reported by establishments in the industry is divided into the reported payroll totals. With respect to employment, the monthly series includes establishments with fewer than eight workers whereas establishments of that size are omitted here. Establishments which came into existence between the date of the source lists and the pay period studied are also omitted from the employment count in this study. In addition, both the employment and earnings estimates could be affected by differences in industrial classification due to the seasonal nature of the fertilizer industry and the year-to-year variations in products manufactured.

² Each of the three types of plants mixes fertilizer ingredients to make a finished fertilizer. Complete (integrated) plants manufacture the acids from which superphosphate is then made. Superphosphate plants make superphosphate from purchased acids. Mixing establishments purchase all ingredients.

wage mixing plants among those reported only in intrastate commerce. Plants limited to intrastate commerce accounted for 46 percent of the workers in mixing plants, compared with 12 percent in superphosphate and 5 percent in complete plants.

Nationwide, and in nearly all regions, earnings were substantially higher in metropolitan areas than in nonmetropolitan areas, higher in plants with 100 or more workers than in smaller establishments, and higher in plants having union agreements than in unorganized plants. However, because of the interrelationships of these and other factors (e.g., scope of manufacturing processes), it is not possible to determine the exact influence of each characteristic on pay levels. For example, the larger plants tended to be concentrated in the larger communities, and labormanagement agreements were far more prevalent among the larger plants than among the smaller establishments.

Establishments operating under terms of labormanagement agreements accounted for three-fifths of the workers in the fertilizer industry; the proportions were seven-eighths in complete or integrated plants, slightly more than three-fifths in superphosphate plants, and a third in mixing plants. Regionally, the proportions of workers in union establishments were a third in the Middle West, approximately one-half in the Southeast and Pacific, and seven-tenths or more in each of the other regions.

Number and Average Straight-Time Hourly Earnings ¹ of Production Workers in Fertilizer Manufacturing Establishments, by Selected Characteristics and Regions,² April 1962

	United	States ³	Middle Atlantic		Border States		Southeast		Southwest	
Characteristic	Workers	Earn- ings 1	Workers	Earn- ings ¹	Workers	Earn- ings 1	Workers	Earn- ings ¹	Workers	Earn- ings ¹
All production workers	26, 150	\$1.67	1, 505	\$2.00	3, 027	\$1.61	10, 253	\$1.34	1, 581	\$1.76
TYPE OF ESTABLISHMENT										
Complete or integrated Superphosphate and mixing Mixing only	9.250 7,106 9,794	\$1.84 1.81 1.41	563 582 360	\$2.39 1.90 1.57	1,086 370 1,571	\$1.75 1.68 1.51	3, 679 2, 432 4, 142	\$1.40 1.57 1.16	652 583 346	\$2.36 1.38 1.26
TYPE OF MARKET										
Interstate Intrastate	20, 114 6, 036	$1.74 \\ 1.46$	1,037 468	$2.17 \\ 1.63$	2, 631 396	$1.67 \\ 1.24$	$7,199 \\ 3,054$	$1.44 \\ 1.13$	1, 493	1.79
SIZE OF COMMUNITY										
Metropolitan areas 4 Nonmetropolitan areas	15, 488 10, 662	1.78 1.52	737 768	$1.89 \\ 2.11$	2, 389 638	$1.72 \\ 1.22$	5, 547 4, 706	1.46 1.20	$\substack{1,314\\267}$	1.85 1.32
SIZE OF ESTABLISHMENT										
8-49 workers	$8,241 \\ 6,412 \\ 11,497$	1.40 1.54 1.94	699 	1.76 2.24	918 586 1, 523	$1.32 \\ 1.60 \\ 1.79$	3,471 3,118 3,664	1.14 1.30 1.58	452 551 578	1.37 1.37 2.43
LABOR-MANAGEMENT CONTRACTS										
Establishments with— Majority of workers covered None or minority of workers covered	15, 553 10, 597	1.85 1.40	1,107 398	2.14 1.63	2, 073 954	$1.75 \\ 1.32$	5, 294 4, 959	1.51 1.16	1,086 495	1.98 1.27
SELECTED OCCUPATIONS-MEN										
Baggers Bag printers	1,494 202	1.66 1.69 1.50	78	1.99	137 27	1.58 1.78	539 80	1.29 1.39	79 18	$1.42 \\ 1.61 \\ 1.61$
Batch weighers	606	1.50	15 34	2.02	88	1. 55	243	1.20	48	1.40
Burner men Carpenters, maintenance	50 161	1.83	20	2.46	14 40	1.95	11 62	1.31 1.97		
Chambermen	312	1.88			29	2.06	150	1.43	14	2.29
Den diggers	87	1. 58			34 23	1.49	43	1. 27	41	1.30
Laborers, material handling Mechanics, maintenance	7,135	1.53 2.28	497 46	1.85 2.34	971 80	1.53	2,783 259	1.22 2.03	348 68	1.52
Millers	223	1.89	6	2.21	32	1.86	96	1.54	16	1.88
Mixers, superphosphate	413	1. 87	13	2.37	02 32	1. 59	133	1. 20	04 37	1.50
Truckdrivers	986 303	1.44	66 12	1.77	36	1.44	595 86	1.23	57	1.37
Truckers, power (other than forklift) Watchmen	2, 225 354	1. 60 1. 48	109 13	1.98 2.36	266 49	1. 63 1. 48	986 153	1.20 1.31 1.22	119 14	1. 55 1. 66

See footnotes at end of table.

NUMBER AND AVERAGE STRAIGHT-TIME HOURLY EARNINGS 1 OF PRODUCTION WORKERS IN FERTILIZER MANUFACTURING ESTABLISHMENTS, BY SELECTED CHARACTERISTICS AND REGIONS,² APRIL 1962-Continued

Characteristic	Great	Lakes	Middl	e West	Mou	ntain	Pacific		
	Workers	Earnings 1	Workers	Earnings 1	Workers	Earnings 1	Workers	Earnings 1	
All production workers	4, 995	\$1.93	2,157	\$1.80	974	\$2.32	1,116	\$2.35	
TYPE OF ESTABLISHMENT							1		
Complete or integrated Superphosphate and mixing	1,408 2,106 1,481	\$2.07 1.96 1.76	559 720 878	\$1.84 2.15 1.48	825	\$2.48	313 509	\$2.62 2.03	
TYPE OF MARKET Interstate	4, 349 646	1.96 1.75	1,870 287	1.85 1.50	901	2. 41	217 899	2.06 2.42	
SIZE OF COMMUNITY				0.0					
Metropolitan areas 4 Nonmetropolitan areas	3, 497 1, 498	1.99 1.78	523 1,634	1.96 1.75	397 577	2.33 2.32	900 216	2.38 2.20	
Size of ESTABLISHMENT 8-49 workers	1,350 1,378 2,267	$1.74 \\ 1.95 \\ 2.03$	716 436 1,005	$1.40 \\ 1.82 \\ 2.08$	901	2.41	437 196 483	2.08 2.25 2.63	
LABOR-MANAGEMENT CONTRACTS									
Estabishments with— Majority of workers covered None or minority of workers covered	3, 512 1, 483	2.03 1.70	721 1,436	1.97 1.72	825 149	2.48 1.44	622 494	2. 49 2. 17	
SELECTED OCCUPATIONS-MEN	363	1.97	157	1.83	55	2. 29	71	2.20	
Bag severs, machine Batch weighers	106 142	1.99 2.00	47 38	1.80 1.81 1.99	23	2.07	47 7	2.23 2.04	
Carpenters, maintenance Chambermen	$\begin{array}{r}12\\64\\106\end{array}$	2.63 2.26 1.90	21 17	2.35 2.16	18	2. 39	6 12	2.95 2.96	
Den diggers Laborers, material handling Mechanics, maintenance	1,633 265	1.81 2.39	429 71	1.72 2.20	70	2.74	162 23	2.14 2.87	
Miners, dry mixing Mixers, superphosphate Truckdrivers. Truckers, power (forklift). Truckers, power (other than forklift).	$ \begin{array}{r} 34 \\ 151 \\ 106 \\ 70 \\ 61 \\ 451 \\ 78 \\ 70 \\ 7$	2.412.002.141.731.942.011.76	67 38 38 50 201 16	$ \begin{array}{r} 1.72\\2.03\\1.52\\2.21\\1.72\\1.54\end{array} $	25 28 	2.33 1.73	43 21 74 45 35	$\begin{array}{c} 2.20 \\ 2.86 \\ 2.40 \\ 2.27 \\ 2.30 \end{array}$	

]]

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

¹ Excludes premium pay for overtime and ior work on weekends, nonuays, and late shifts. ² The regions used in this 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, Oklaboma, and Texas; Great Lakes-Ilinois, 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; and Pacific-California, Nevada, Oregon, and Washington.

Earnings below \$1.15 an hour were received by 4.4 percent of the workers covered by the study. Almost all of these workers were employed in the Southeast region by plants reported as engaged in intrastate commerce and thus not subject to the Federal minimum wage.³ The concentration of production workers' earnings between \$1.15 and \$1.20 varied considerably among the regions, as indicated in the following tabulation:

³ Includes data for regions in addition to those shown separately. Alaska and Hawaii were not included in the study. ⁴ The term "metropolitan area" as used in this study refers to the Standard Metropolitan Statistical Areas established under the sponsorship of the U.O. Durdert

U.S. Bureau of the Budget. NOTE: Dashes indicate no data reported or data that do not meet publica-

tion criteria.

	Percent of production workers earning—					
	Less than \$1.15	\$1.15 and under \$1.20	\$1.20 and under \$1.25			
United States	4.4	14.7	5.5			
Middle Atlantic		2.8	. 5			
Border States		12.1	2.3			
Southeast	11.1	27.3	11.2			
Southwest		22.3	7.6			
Great Lakes	. 3	2.5				
Middle West		6.4	4.1			
Mountain		. 9	.4			
Pacific						

Other than the clustering at or near the Federal minimum, the dispersion of wages in the industry

⁸ The 1961 amendments to the Fair Labor Standards Act raised the Federal minimum wage for workers in manufacturing establishments engaged in interstate commerce to \$1.15 an hour, effective September 3, 1961.

was comparatively wide. The middle half of the workers in the industrywide earnings array fell between \$1.25 and \$2 an hour, and nearly a tenth earned \$2.40 or more. This wide earnings dispersion is expected in an industry that extends to nearly all sections of the country and consists of several different types of operations with varying occupational requirements.

Earnings data were tabulated separately for 18 occupations, together accounting for two-thirds of the production workers in the industry. Material handling laborers, accounting for a fourth of the workers, averaged \$1.53 an hour. Lower averages (\$1.44 to \$1.50) were recorded for bag sewers, den diggers, truckdrivers, and watchmen. Highest wages were received by maintenance mechanics (\$2.28) and maintenance carpenters (\$2.21). Workers in 12 of the 18 jobs in the Southeast averaged less than \$1.35, whereas in the Pacific region, average pay rates exceeded \$2 in all jobs shown.

Establishment Practices

Work schedules of 40 hours a week were in effect in establishments employing approximately threefifths of the industry's production workers at the time of the survey. Work schedules of 48 hours or more, frequently reported in most of the regions, applied to another three-tenths of the work force.

Nearly one-fifth of the production workers were employed on late shifts, which were more prevalent in integrated and superphosphate establishments than in mixing establishments. Most workers on late shifts received cents-per-hour differentials over day rates, with payments ranging from 3 to 8 cents an hour for second-shift and from 5 to 16 cents for third-shift work.

The information on paid holidays, paid vacations, and health, insurance, and pension benefits summarized in the following paragraphs relates to provisions that applied to regular workers. Somewhat different provisions applied, in most establishments, to workers employed for only a few months during the year.

Paid holidays and paid vacations were provided by establishments employing nine-tenths of the workers in the industry. Workers most commonly received 6, 7, or 8 paid holidays annually. The large majority of the workers were in establishments providing a week's vacation pay after 1 year of service, 2 weeks after 3 years, and 3 weeks after 15 years. Establishments providing 4 weeks or more of vacation pay after 25 years of service employed a third of the workers.

Life, hospitalization, and surgical insurance for which employers paid at least part of the cost were reported by establishments employing threefourths or more of the industry's work force. Half the workers were in establishments providing sickness and accident insurance benefits.

Pension plans providing regular payments to workers upon retirement (other than those available under Federal old-age, survivors, and disability insurance) were reported by establishments employing three-fifths of the workers.

Nonproduction bonuses, usually paid at Christmas or yearend, were provided by establishments employing a fifth of the industry's production workers.

The supplementary wage practices discussed above were usually not quite as common among establishments limited to mixing operations as they were in the other two branches of the industry. The incidence of these provisions also varied somewhat by region.

> -CHARLES M. O'CONNOR Division of Occupational Pay

Earnings in Footwear Manufacturing, April 1962

PRODUCTION WORKERS in the footwear manufacturing industry averaged \$1.64 an hour in April 1962, exclusive of premium pay for overtime and for work on weekends, holidays, and late shifts. A fifth of the 182,449 workers covered by a Bureau of Labor Statistics survey ¹ earned between \$1.15 and \$1.20 an hour; earnings of the remainder of the workers were widely dispersed, as would be expected in an industry that is broadly distributed geographically, employs workers with a variety of skills, and pays most of them on a piecework basis.

Pay levels varied from \$1.79 an hour in New England to \$1.41 in the Southwest. Among nine product branches, nationwide average hourly earnings ranged from \$1.46 to \$1.79. Earnings data were also tabulated by size of community and plant employment, and for selected representative occupations.

Plants employing a substantial majority of the workers had work schedules of 40 hours a week and provided at least 6 paid holidays a year, paid vacations, life insurance, and various types of health insurance benefits.

Earnings

The nationwide average earnings of \$1.64 an hour in April 1962 for production workers in the footwear industry was an advance of 12 percent (17 cents) above the average shown in a similar study for April 1957.² Women, accounting for nearly three-fifths of the 182,449 workers covered by the current study, averaged \$1.47 an hour. Men, largely engaged in cutting, lasting, and maintenance work, averaged \$1.88. (See accompanying table.)

Average earnings in the four major regions of industry concentration (together accounting for more than four-fifths of the work force) were \$1.79 in New England, \$1.68 in the Great Lakes, \$1.57 in the Middle Atlantic, and \$1.53 an hour in the Middle West. In the remaining three regions, workers averaged \$1.47 in the Border States, \$1.41 in the Southwest region, and \$1.73 in the Pacific region.

Among nine product branches for which separate data were tabulated, nationwide averages ranged from \$1.79 an hour in plants primarily manufacturing misses' and children's Goodyearwelt shoes to \$1.46 in plants primarily manufacturing women's cement-process (slip-lasted) shoes and in those making misses', children's. and infants' stitchdown shoes. Over two-fifths of the workers were in plants manufacturing women's conventional-lasted, cement-process shoes and averaged \$1.68 an hour. Workers in plants manufacturing men's Goodyear-welt dress shoes. accounting for a fifth of the industry work force. averaged \$1.71. The product mix varied among the regions. For example, plants manufacturing women's cement-process (conventional-lasted) shoes accounted for more than half of the shoe workers in New England, compared with slightly more than a third of those in the Great Lakes and Middle Atlantic regions.

Data for important production areas are summarized, by principal type of product, below:

Product and area	Production workers	Average straight-time hourly earnings
Men's Goodyear-welt dress shoes:		
Brockton, Mass	4, 529	\$1.98
Wisconsin	4,447	1.76
Women's cement-process (conventional-lasted) shoes:		
Auburn-Lewiston, Maine	2,613	1.66
Maine, except Auburn-Lewiston	6,734	1.60
Boston, Mass	1, 566	1.98
Haverhill, Mass	4,065	2.06
Lawrence-Lowell, Mass	3, 743	1.77
Lynn, Mass	3,153	1.87
Worcester, Mass	1,976	1.80
Southeastern New Hampshire	9,369	1.76
St. Louis, MoIll.	2,207	1.78
Missouri, except St. Louis	7,828	1.51
Los Angeles-Long Beach, Calif	1, 317	1.79
Southeastern Pennsylvania	1, 494	1.55
Misses', children's, and infants' stitchdown shoes:		
New York City	676	1.99

¹ The survey included establishments employing 50 workers or more and primarily engaged in producing footwear, except house slippers and rubber footwear (industry 3141 as defined in the 1957 edition of the *Standard Industrial Classification Manual* prepared by the U.S. Bureau of the Budget).

A more comprehensive account of the study will be presented in a forthcoming bulletin. Individual area releases providing earnings and supplementary benefits data for selected branches of the industry in selected areas are available on request.

The straight-time average hourly earnings presented in this article differ in concept from the gross average hourly earnings published in the Bureau's monthly hours and earnings series. Unlike the latter, the averages presented here exclude premium pay for overtime and for work on weekends, holidays, and late shifts, and were calculated by summing individual hourly earnings and dividing by the number of individuals. In the monthly series, the sum of the man-hour totals reported by the establishments in the industry was divided into the reported payroll totals. Also, manufacturers of house slippers were included in the monthly series but excluded from this study.

² See "Earnings in Footwear Manufacturing, April 1957," Monthly Labor Review, March 1958, pp. 274-281.

Nationwide, workers in metropolitan areas averaged 17 cents an hour more than workers in smaller communities. Among the four major regions, the wage advantage of workers in metropolitan areas ranged from 13 cents in the Middle Atlantic region to 21 cents in New England. The work force in New England was almost evenly divided between metropolitan and nonmetro-

politan areas. Metropolitan areas accounted for a large majority of the workers in the Middle Atlantic region, whereas nonmetropolitan areas accounted for most workers in the Great Lakes region and the Middle West. In three of the four major regions, workers in plants with employment of 250 or more averaged from 2 to 7 cents an hour more than those in smaller plants. In the Middle

NUMBER AND AVERAGE STRAIGHT-TIME HOURLY EARNINGS 1 OF PRODUCTION WORKERS IN FOOTWEAR MANUFACTURING ESTABLISHMENTS, BY SELECTED CHARACTERISTICS AND REGIONS,² April 1962

Characteristic	Unit State	ed es ⁸	Ne Engl	New Middle Border Southy		Southwest Great Lakes			Middle Pa West		Pac	ific				
	Work- ers	Earn- ings 1	Work- ers	Earn- ings 1	Work- ers	Earn- ings ¹	Work- ers	Earn- ings 1	Work- ers	Earn- ings 1	Work- ers	Earn- ings 1	Work- ers	Earn- ings ¹	Work- ers	Earn- ings 1
All production workers 4	182, 449	\$1.64	65, 688	\$1.79	35, 958	\$1.57	7, 795	\$1.47	7, 509	\$1.41	28, 586	\$1.68	21, 361	\$1.53	1, 589	\$1.73
Men	75, 303 107, 146	\$1.88 1.47	28, 691 36, 997	\$2.08 1.57	16, 081 19, 877	\$1.81 1.38	2, 727 5, 068	\$1.62 1.39	2, 475 5, 034	\$1.53 1.34	10, 461 18, 125	\$1.95 1.52	8, 139 13, 222	\$1.71 1.43	673 916	\$1.99 1.55
MAJOR PRODUCT Men's Goodyear-welt dress shoes Men's Goodyear-welt work shoes Men's cement process shoes Women's cement-process (conventional-	36, 037 7, 046 3, 269	1.71 1.57 1.53	13, 137 1, 924 1, 626	1.87 1.58 1.53							10, 013 1, 674	1.77 1.75				
lasted) shoes Women's cement-process (slip-lasted) shoes Women's McKay (including Littleway)	78, 998 9, 407	1.68 1.46	36, 404	1.77	13, 027 4, 674	1.66 1.45	2, 557	1.52	2, 372	1.39	10, 605	1.64	10, 112 823	1.56 1.47	1, 317	1.79
shoes	6, 268 10, 744	1.59 1.54	3, 679 2, 087	1.72 1.78	1,865	1. 57	1, 155	1.42			1, 209	1.46	2, 765	1. 51		
shoes Misses', children's, and infants' stitch- down shoes	8, 806 8, 535	1.79 1.46			2, 807 3, 231	1.52 1.59					1,158 1,105	1.83 1.41				
SIZE OF ESTABLISHMENT																
50-249 workers 250 workers or more	46, 678 135, 771	$1.63 \\ 1.64$	16, 464 49, 224	1.74 1.81	13, 696 22, 262	1.65 1.53	2, 772 5, 023	1.38 1.52	1, 805 5, 704	$\begin{array}{c} 1.37\\ 1.42 \end{array}$	6, 138 22, 448	1.62 1.64	2, 874 18, 487	1.52 1.54	1,039	1.76
SIZE OF COMMUNITY Metropolitan areas ⁵ Nonmetropolitan areas	80, 243 102, 206	1.74 1.57	34, 554 31, 134	1.89 1.68	28, 655 7, 303	1.60 1.47	3, 045 4, 750	1.44 1.49	637 6, 872	1.46 1.40	7, 512 21, 074	1.81 1.63	2.420 18,941	$1.73 \\ 1.53$	1, 589	1.73
SELECTED OCCUPATIONS																
Men's Goodyear-welt dress shoes: Cutters, vamp and whole shoe, ma- chine (1,126 men, 279 women) Fancy stitchers (1,195 women, 5 men)_ Goodyear stitchers (588 men, 16	1, 405 1, 200	2.37 1.56	495 282	2.87 1.85							400 248	2.29 1.68				
women) Pullover-machine operators (442 men, 1 woman) Treers (237 women, 168 men) Women's cement-process (conventional-	604 443 405	2.12 2.36 1.83	172 144 102	2.52 2.91 2.37							193 127 149	2.15 2.52 1.78				
lasted) shoes: Cutters, vamp and whole shoe, ma- chine (1,887 men, 481 women) Fancy stitchers (3,473 women, 136 men). Floor boys and girls (753 women, 479	2, 268 3, 609	2.26 1.60	1, 178 1, 435	2.59 1.75	319 645	1.88 1.54	65 144	1.89 1.34	81 72	1.87 1.30	317 541	2.09 1.54	244 537	1.89 1.45	39 109	2.48 1.84
men)	1, 232 1, 135 871	1.36 2.43 2.10	581 514 391	1.37 2.85 2.38	181 190 139	1.33 2.23 2.01	41 47 39	1.29 1.90 1.49	56 47 26	1.20 1.59 1.54	166 159 133	1.42 2.17 1.82	154 124 99	1.37 2.16 1.96	6 8 12	1.48 2.44 2.33

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

and late shifts. ^a The regions in this study are: New England—Connecticut, Maine, Mass-achusetts, New Hampshire, Rhode Island, and Vermont; Middle Allantic— New Jersey, New York, and Pennsylvania; Border States—Delaware, District of Columbia, Kentucky, Maryland, Virginia, and WestVirginia; 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; and Pacific— California, Nevada, Oregon, and Washington.

³ Includes data for regions in addition to those shown separately. Alaska and Hawaii were not included in the study.

 Includes data for major product classifications in addition to those shown separately.
 The term "metropolitan area" as 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

Atlantic region, workers in plants with employment under 250 averaged 12 cents an hour more than those in larger plants.

It is not possible in a study such as this to isolate the influence on wage levels of the characteristics already described. Other characteristics, including the extent of incentive pay and the degree of unionization, also affect wage levels. Seventenths of the workers in the industry received incentive pay usually based on individual piecework. The proportions of incentive workers ranged from nearly half in the Pacific region to approximately four-fifths in the Great Lakes region, Middle West, and Southwest. Approximately half of the workers were in establishments having contractual agreements with labor organizations. Among the four major regions, these proportions ranged from approximately seven-tenths in the Great Lakes and Middle West to two-fifths in the Middle Atlantic. Employment in New England was nearly equally divided between union and nonunion establishments.

With the exception of a clustering at or near the Federal minimum wage (\$1.15), individual earnings in the industry were widely dispersed. In each of the four major regions, as indicated in the following tabulation, a substantial proportion of workers earned between \$1.15 and \$1.20 an hour while the earnings of some workers exceeded \$3 an hour. This comparatively wide dispersion is to be expected in an industry that employs most of its workers on a piecework basis, is widely distributed geographically, and utilizes a wide variety of production operations and worker skills.

Percent of production workers earning specified amounts of pay in-

a mounto of pay m-									
United States	New England	Middle Atlantic	Great Lakes	Middle West					
0.3	0.3	0.6	(2)	(2)					
20.2	14.9	24.2	12.4	23.2					
13.3	12.8	14.5	11.2	13.9					
10.5	9.1	9.9	11.7	12.1					
8.3	7.4	7.9	9.4	9.5					
26.9	25.7	25.4	33.1	27.7					
12.5	15.8	11.2	15.2	10.0					
5.0	7.8	4.1	5.2	2.7					
3.1	6.4	2.2	1.9	.8					
	United States 0.3 20.2 13.3 10.5 8.3 26.9 12.5 5.0 3.1	United New States England 0.3 0.3 20.2 14.9 13.3 12.8 10.5 9.1 8.3 7.4 26.9 25.7 12.5 15.8 5.0 7.8 3.1 6.4	United States New England Middle Atlantic 0.3 0.3 0.6 20.2 14.9 24.2 13.3 12.8 14.5 10.5 9.1 9.9 8.3 7.4 7.9 26.9 25.7 25.4 12.5 15.8 11.2 5.0 7.8 4.1 3.1 6.4 2.2	United New Middle Graet States New England Middle Atlantic Graet 0.3 0.3 0.6 (?) 20.2 14.9 24.2 12.4 13.3 12.8 14.5 11.2 10.5 9.1 9.9 11.7 8.3 7.4 7.9 9.4 26.9 25.7 25.4 33.1 12.5 15.8 11.2 15.2 5.0 7.8 4.1 5.2 3.1 6.4 2.2 1.9					

¹ The Fair Labor Standards Act provides that employees certified as learners or handicapped workers may, under specified conditions, be paid less than the legal minimum wage.

² Less than 0.05 percent.

The accompanying table contains average earnings for a few representative jobs in the two major branches of the industry—men's Goodyear-welt dress shoes and women's conventional-lasted cement-process shoes. Information is also available for seven other product branches and for additional occupations.

Establishment Practices

Work schedules—one of the establishment practices surveyed in this study³—of 40 hours a week were in effect in plants employing ninetenths of the workers in April 1962. Second-shift operations accounted for less than 2 percent of the workers, and third-shift operations were almost nonexistent.

Paid holidays were provided by establishments with nine-tenths of the workers. Almost threefourths of the workers received 6 days or more annually.

Paid vacations after qualifying periods of service were provided by nearly all establishments studied. Almost all workers were in establishments granting at least 1 week after 1 year of service; four-fifths were in plants giving 2 weeks after 5 years; and a fourth, in establishments providing 3 weeks after 15 years of service.

Life, hospitalization, and surgical insurance, for which employers paid at least part of the cost, were available to four-fifths of the workers. Approximately two-thirds of the workers were in establishments providing sickness and accident insurance and three-fifths in establishments providing medical insurance.

Retirement pension benefits (other than those available under Federal old-age, survivors, and disability insurance) were provided by establishments employing two-fifths of the workers.

> -FRED W. MOHR Division of Occupational Pay

² Establishment practices for production workers are briefly summarized in this article. Additional detail for these workers and information for office workers will be presented in the forthcoming bulletin.

Foreign Labor Briefs^{*}

Recommendation on Swedish Wage Policy*

A RESTATEMENT of Swedish wage policy has emerged from the final report of a Government Committee inquiring into employment, the price level, and economic development. The study, known as the "Stabilization Inquiry," was initiated in 1955 to develop a consensus among the political parties, labor, and management on general economic policy for stabilizing the post-World War II inflationary situation which has been aggravated by the Korean conflict. The Committee's 15 members included the director general of the Swedish Royal Labor Market Board, the president of Skandinaviska Banken, political leaders, and economic experts representing important organizations in the labor market, e.g., individual labor and management groups. The report's chapter on wage policy recommends policies which trade unions and employers' associations, on the one hand, and Government, on the other hand, ought to follow to attain wage and price stability.

The Committee states that increases in earnings attained by Swedish trade unions as a result of the high rate of employment and the absence of major recessions during the postwar period have exceeded increases in productivity, and hence have entailed a self-generating wage-price spiral. The report attributes most increases in workers' earnings during the 1950's to the "wage drift." In Swedish usage, wage drift includes the usual concept of increases in earnings above the amounts due under the contract; such increases generally arise from local competition for scarce employees. It also covers the usual increases in earnings under piece-rate systems due to increased output per man-hour, failure to cut rates when technical improvements result in higher worker income without a corresponding increase in effort. or the setting of too liberal piece rates for new

work processes. The report, like earlier studies by other Swedish groups, considers such an increase in piece-rate earnings the primary source of the wage drift in recent years. It attributes these increases especially to the difficulty of cutting piece rates in a tight labor market, as well as to the unwillingness of workers to increase production if piece rates are continually adjusted under the gradual rationalization of production methods.

The report indicates that the growing tendency to use wage agreements concluded in one industry, particularly in the metalworking industries, as precedent for agreements in other industries has given rise to attempts—especially by employers—to promote centralized bargaining. Where the central bodies participate in the first negotiations of the bargaining season they make sure that the economic forecast for the country as a whole is given appropriate consideration. This technique, however, makes it difficult to adjust wages to the labor market situation within various industrial sectors. Thus, the report concludes that it has been one of the major factors contributing to the wage drift.

Support of stabilization policies by officials of the central employer and employee organizations has, according to the report, had only limited impact, since these organizations cannot practice or recommend restraint in wage negotiations if their member groups regard moderation as irreconcilable with their interests. The members are more often guided by such factors as the state of the market, profit conditions, the employment situation, the power and will of the other side to resist demands, and comparisons with wage levels, wage trends, and collective contracts already negotiated in other areas.

The Committee rejects centralized bargaining as a means of stopping the wage drift, holding that central wage agreements cannot solve, for example, the manpower problems of particular regions or of companies in less attractive localities within a region. The Committee recommends that labor and management, in supporting wage-price stabilization, should attempt to reduce wage drift to a minimum by agreeing upon wages consistent with "market conditions" and by limiting increases in

^{*}Prepared in the Bureau's Division of Foreign Labor Conditions from "Sysselsättning, penningvärde och framåtskridande" [Employment, Price Level, and Economic Development], Sveriges officiella utredningar [Sweden's Official Committee Reports] (Stockholm, Ministry of Finance), August 29, 1961.

piece-rate earnings to those which are unavoidable. Secondly. the organizations, according to the Committee's report, should no longer be guided in wage negotiations by pattern-set wages or strive to eliminate wage differentials, irrespective of their cause; nor should they be influenced by short-run fluctuations in the strength of companies and industries. Instead, they should set norms for the wage structure in accordance with work performed and differences in performance, an approach similar to that applied in job evaluation. The report alleges that this method would result in stable, long-term equilibrium wages within and among companies and industries, and in the long run, balance the labor supply in various market areas. Temporary labor shortages should be taken care of by methods other than incentive wage differentials.

In its proposals for governmental policies to bring about wage-price stabilization, the report implies that interference with free collective bargaining should be avoided. However, the Government should pursue an economic policy that would convince not only the principal federations of unions and employers' associations but also their affiliated organizations of the necessity of following recommendations for wageprice restraint, if they are made. Governmental efforts to influence the wage trend should be limited to fiscal and monetary policies geared to the economic conditions existing at any given time and to a well-organized long-term labor market policy. Problems of unemployment and production stagnation, which may be caused by strict adherence to such policies, ought to be solved by directing labor to the enterprises which are expanding and by programs to create work for otherwise redundant labor. The Committee felt that the stability and maximum employment which, according to the report, can be expected from carrying out the recommended policies would be worth the considerable cost of such measures.

Current Structure of African Trade Unionism*

As POINTED OUT by the recently revised Directory of Labor Organizations: Africa, former or stillexisting colonial relationships are reflected to a great extent in the structure of the labor movement within African countries, as well as in the pattern of international affiliations and regional groupings throughout Africa.

This brief summary of material presented in the *Directory* excludes 13 African countries with populations of less than 750,000 because, in general, a formal trade union structure has not yet developed in them. Although the *Directory* was revised to bring the information contained in the 1958 edition up to date, rapid changes within the components of the African labor movement make it impracticable to discuss the number of unions, membership composition, and relative importance of the trade union national centers in detail. (A national center is formed through the mutual affiliation of autonomous labor organizations, as is the United States' AFL-CIO.)

Eighty-seven national trade union centers are found in the 36 African countries with populations

greater than three-quarters of a million. The largest number of centers (48) are in the 17 countries formerly under French rule where, as in France, several national centers, reflecting differing political orientation, are often found. Many French-African centers were established as branches of the three major French trade union centers-Force Ouvriére (FO), Confédération Française des Travailleurs Chretiens (CFTC), Confédération Générale du Travail (CGT)-and were retained, at least initially, after their countries attained independence. Additionally, independent labor federations came into existence-some of them, like the smaller French federations, composed primarily of professional or white-collar employees.

In contrast to the countries formerly controlled by the French, the labor movement in areas formerly or presently under British control is usually built around a single national center, as is the labor movement in the parent country. Trade union development in British possessions was frequently fostered by the colonial government, often with the technical assistance of experts from

^{*}Prepared in the Bureau's Division of Publications. Based on the Directory of Labor Organizations: Africa (Bureau of International Labor Affairs-Bureau of Labor Statistics, Rev. 1962).

the British labor center, the Trades Union Congress. The 9 large British-related African countries (counting the 3 countries of the Federation of Rhodesia and Nyasaland as 1) have 13 national trade union centers; 1 country, the Republic of the Sudan, forbids the formation of a national center by law, while Nigeria and Southern Rhodesia have two centers each, due to formation of new organizations by dissident groups. The Federation of Rhodesia and Nyasaland also has a fifth center, which is primarily composed of Europeans.

In the three Belgian-administered countries, as in the French, organized labor commonly developed as a branch of the labor movement in the metropolitan country, and retained its structure after independence. Prior to independence, the centers in Rwanda and Burundi were a single branch of the Fédération Générale du Travail de Belgique, one of the two largest Belgian labor centers, while three of the five centers in the Republic of the Congo (Léopoldville) are descended from three Belgian labor centers. No labor unions exist in Portuguese colonies; as in the colonizing country, labor is organized in syndicates. The remaining six countries have trade union structures which can be less closely identified with those of any European countries with which they might have been associated.

Most of the international affiliations of African labor centers are with the three major organizations: the International Confederation of Free Trade Unions (ICFTU), which has 28 affiliates in these 36 countries; the International Federation of Christian Trade Unions (CISC), with 14 affiliates; and the World Federation of Trade Unions (WFTU), with 7 affiliates. Two Arab national centers are affiliated with the Confederation of Arab Trade Unions (CATU),¹ while the 38 remaining centers have no international links.

In the former French colonies, a large number of labor centers have retained their ties with the international organizations to which their former metropolitan centers were affiliated. Including with these affiliations those of autonomous trade union federations and of independent unions, the *Directory* lists 12 ICFTU members, 13 CISC members, and 5 WFTU members in French-African countries.

Most of the centers in the other African countries included in this discussion are affiliated with the ICFTU (16) or have no international affiliations (18). The few exceptions include a reported WFTU member in the Somali Republic, a CISC affiliate in the Republic of the Congo (Léopoldville), and the two CATU affiliates, which are in Libya and the United Arab Republic.

One of the most recent developments in African trade unionism has been the evolution of regional groupings of national centers. In many cases, this has involved establishment of regional organizations by the international labor groups to improve their service to their African members. In 1959, the ICFTU established the African Regional Organization in Lagos, Nigeria; its membership comprises all ICFTU African affiliates. CISC's African members belong to the Union Pan-Afrique des Travailleurs Croyants, a 1959 outgrowth of the Confédération Africaine des Travailleurs Croyants, formed in 1956 by former branches of the CISC's French affiliate, the CFTC, and its Belgian affiliate, the Confédération des Syndicats Chrétiens de Belgique.

In connection with moves for independence, former branches of the other French labor centers formed regional organizations to continue the cohesion that had been provided by the national headquarters. Former affiliates of the French ICFTU-affiliated FO formed the Confédération Africaine des Syndicats Libre in 1958, and former affiliates of the French WFTU-affiliated CGT established the Union Générale des Travailleurs de l'Afrique Noire in 1957. Of the latter organization, however, only Guinea remains an active member.

Pan-Africanism spurred the formation of two African trade union organizations. The All African Trade Union Federation (AATUF), founded in Casablanca in May 1961, was dominated by labor organizations from the five countries which, together with Algeria, form the so-called Casablanca political group: Ghana, Mali, Guinea, Morocco, and the United Arab Republic. As a result of this group's insistence that members sever ties with any other supranational labor federation, trade union organizations from other African countries refused to join the AATUF and formed the African Trade Union Confederation (ATUC) in Dakar in 1962. The 41 affiliates of the ATUC come from almost all non-Casablancan African countries; 21 are also members of the ICFTU, 12 are CISC affiliates, and 8 are not affiliated with any of the international federations.

¹ Libya's CATU affiliate is also a member of the ICFTU.

Significant Decisions in Labor Cases^{*}

Labor Relations

Enforcement of Collective Agreements. The U.S. Supreme Court held¹ that a State court had jurisdiction of a suit to enforce a collective bargaining agreement even though the alleged violation of the agreement may also be an unfair labor practice under the Labor Management Relations Act. Moreover, the Court ruled that section 301 of the LMRA permits suit brought to vindicate individual rights of employees under the collective agreement.

Employees of a Detroit newspaper, who were members of the Newspaper Guild, claimed that the employer had violated a clause in their collective bargaining agreement forbidding discrimination because of membership or activity in the union. In a suit for enforcement of the contract, brought in a Michigan court on behalf of himself and 49 other workers, the petitioner charged that the employer did not allow them to report for work and refused to pay them wages during a period when its workers represented by another union were on strike. The petitioner also pointed out that certain nonunion employees were allowed to report for duty and received pay even though there was no work available.

The court dismissed the action on the grounds that if the allegations were true, the employer's action would be an unfair labor practice within the exclusive jurisdiction of the National Labor Relations Board. The Michigan Supreme Court affirmed the decision, relying on the preemption doctrine² that State courts do not have jurisdiction when the conduct is arguably within the Board's jurisdiction.

The High Court pointed out that, in cases decided earlier last year,³ it had upheld that State courts have jurisdiction over suits for violation of collective agreements, even though it was urged that the conduct involved was within the exclusive jurisdiction of the NLRB. The Court admitted that the alleged conduct of the newspaper in this case would be an unfair labor practice under the LMRA, but similarly rejected the arguments that the preemption doctrine would deprive State courts of jurisdiction to entertain suits where the conduct in question is both an unfair labor practice and a violation of a collective agreement. Should serious problems arise from a conflict of the concurrent jurisdiction of the Board and the courts, the Court said it would face those problems when they arise. However, the Court shared the NLRB's belief, expressed in its amicus curiae brief, that this case would not create such conflict.

The newspaper contended further that the present case was a suit to vindicate individual employee rights under the contract and should be distinguished from the earlier cases,⁴ which were between employers and unions. The Court conceded that the Westinghouse case,⁵ which held that section 301 did not give courts jurisdiction to enforce "uniquely personal" rights of employees, lent support to such contention. The Court held, however, that the Westinghouse decision was no longer authoritative as precedent, as recent cases have removed its legal "underpinnings." It then cited a number of its decisions which allowed the enforcement of individual claims. The Court's view was that such claims are at the heart of the grievance and arbitration machinery and dovetail with the interests of the union as regards interpretation and enforceability of contracts. In order to promote the congressional policy of having the enforcement of collective agreements under a uniform body of Federal law, section 301 is interpreted as permitting suits to enforce rights of individual employees under collective agreements.

4 Ibid.

^b Association of Westinghouse Salaried Employees v. Westinghouse Electric Corp., 348 U.S. 437 (1955), see Monthly Labor Review, June 1955, p. 679.

^{*}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 Smith ∇ . Evening News Association (U.S. Sup. Ct., Dec. 10, 1962).

² San Diego Building Trades Council v. Garmon, 359 U.S. 236 (1959); see Monthly Labor Review, June 1959, pp. 669-670.

³ Charles Dousd Box Co. v. Courtney, 368 U.S. 502 (1962), see Monthly Labor Review, April 1962, pp. 423-424; Local 174, International Brotherhood of Teamsters v. Lucas Flour Co., 369 U.S. 95 (1962), see Monthly Labor Review, May 1962, pp. 546-547; Atkinson v. Sinclair Refining Co., 370 U.S. 238 (1962), see Monthly Labor Review, August 1962, pp. 903-906.

For the same considerations, the Court rejected the newspaper's contention that employees could not bring suits under section 301. However, it declined to determine whether the employee in the instant case had any standing to bring this suit.

Dissenting, Justice Black would have affirmed the decision of the Michigan Supreme Court. He believed that jurisdiction over the case was preempted by the NLRB. Further, he maintained that the Court should have decided squarely whether the employee had standing to bring suit to vindicate individual rights of the employees. He did not think that Congress intended to deprive individuals of their right to sue under section 301 and make them "wards of either companies or unions."

Contract Bar. The NLRB ruled ⁶ that a contract between an employer and a certified union does not bar an election sought by an outside union if the contract discriminates between employees on the basis of race.

As a result of a representation election held in 1950, the intervening union had been certified as the bargaining representative for all the employer's bus operators and shop employees combined into a single bargaining unit. In 1956, the employer and the certified union had created two separate units—one consisting exclusively of white employees and the other exclusively of Negroes and negotiated separate contracts for each unit. The contracts contained identical terms except for separate seniority lists. Currently, both units were covered by 4-year contracts which became effective February 15, 1961.

The Board ruled that it would not allow its contract bar rules to be used to shield contracts which discriminate on racial grounds. Court decisions in other fields,⁷ the Board noted, had invalidated governmental action which sanctioned separation of groups on the basis of race.

Although the contracts executed in this case would warrant the revocation of the intervening union's certification, the Board found this unnecessary because of the impending election which it directed.

Enforcement of Arbitration. A U.S. court of appeals ruled⁸ that grievances arising after the expiration of an agreement which the union refused to extend were not arbitrable under that agreement's provisions.

The contract that expired on April 30, 1960, contained an arbitration clause which presumably would have covered the grievances. The parties agreed to extend the expired contract until May 14, but the union refused any further extension. On May 13, the union notified the mediation agencies, pursuant to the LMRA, that a new agreement was reached and was to become effective on June 23, 1960.

The parties honored the old contract provisions during the interim, except thoses relating to union bulletin boards and dues checkoff. The grievances, which resulted from disciplinary measures taken by the employer, arose during the period between May 14 and June 23. When the employer refused the union's demand for arbitration of the grievances, the union brought suit to compel arbitration.

Rejecting the argument that the right to arbitration is a right incident to the employer-employee relationship, which continued despite the expiration of the contract, the court of appeals held that, contrary to the lower court's opinion, it was a right incident to the employer-union relationship. Under the expired contract, only the union or the employer could demand arbitration. Moreover, the duty to arbitrate is dependent solely on the existence of an agreement, and that was absent during the period involved.

The union also relied on the *Glidden* case, ⁹ in which the circuit court of appeals had ruled that certain of the seniority rights for rehiring purposes had "vested" during the life of the contract and continued despite the expiration of the contract. This principle could also apply to arbitration, the court said. However, situations which are not strictly within the facts of the *Glidden* decision are not governed by it. If the grievances had arisen prior to the contract's expiration, but processed afterward, *Glidden* would apply. But that principle does not apply to grievances arising after the expiration.

 ⁶ Pioneer Bus Co. and Transport Workers, 140 NLRB No. 18 (Dec. 10, 1962).
 ⁷ Brown v. Board of Education of Topeka, 349 U.S. 294 (1954), schools; Boynton v. Virginia, 364 U.S. 454 (1960), interstate common carrier; Burton v. Wilmington Parking Authority, 365 U.S., 715 (1961), leased public parking service.

⁸ Procter & Gamble Independent Union v. Procter & Gamble Manufacturing Co. (C.A. 2, Dec. 10, 1962).

⁹ Zdanok v. Glidden Co., 288 F. 2d 99 (1961).

Election Propaganda. The NLRB ruled¹⁰ that an employer exceeded the bounds of permissible propaganda when he assembled his employees on the day before an election to show a moving picture portraying a union as being responsible for extreme acts of violence.

The employer circulated copies of letters in which the author maintained that the union had engaged in violent actions during a strike. The day before the election was held he showed his employees a moving picture purportedly of the same strike. The film, a professional production, described what was characterized as an unnecessary and unjustifiable strike in which the union was responsible for extreme violence and sabotage. The election resulted in a close defeat (23 to 20) for the union.

The Board pointed out that the record of the strike did not indicate any of the reprehensible conduct attributed to the union by the letters and the film. It then turned to the question of whether this type of campaign propaganda was the kind of exaggeration that would be allowed as normal campaign tactics. Some elections have been set aside, the Board noted, when the misrepresentations involved a "substantial departure from truth" and when the other party did not have sufficient time to make an effective reply.

Because "the motion picture is a much more powerful instrument than the printed or spoken word in arousing emotions and influencing attitudes," and because the union did not have an adequate opportunity to answer the false charges, the Board found that the propaganda interfered with the election and directed a new one.

The dissenting members Leedom and Rodgers did not find anything in the film which constituted a misrepresentation as defined by Board precedent and did not think that it interfered with the employees' freedom of choice.

Reporting and Disclosure

Immunity From Prosecution. A U.S. district court ruled ¹¹ that the immunity from prosecution obtained by witnesses under the Labor-Management Reporting and Disclosure Act for testifying before the Bureau of Labor-Management Reports was complete and extended to testimony on the same subject before a grand jury. The witnesses, therefore, could not invoke the privilege against self-incrimination before the jury.

Called before a grand jury investigating alleged misuse of union funds in violation of the LMRDA, three witnesses refused to answer questions on the grounds that the answers would tend to incriminate them. The Bureau of Labor-Management Reports then subpenaed the witnesses to testify before it, thereby granting them immunity under the LMRDA. Subsequently, the witnesses were recalled before the grand jury and were asked the same questions, but they refused to answer on the same grounds.

The court rejected the witnesses' argument that the immunity granted under the LMRDA was limited to testimony given to the Secretary of Labor and his representatives and would not apply to testimony before the grand jury. The court noted that the LMRDA granted the same undisputably complete power relating to immunity from prosecution as is provided under the Federal Trade Commission Act.

The grand jury questions covered the same subjects as the Bureau of Labor-Management Reports; and the complete immunity would prevent any criminal sanctions. The witnesses were ordered to answer the questions since their answers could not incriminate them.

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¹⁰ Plochman and Harrison-Cherry Lane Foods, Inc., and Local 738, International Brotherhood of Teamsters, 140 NLRB No. 11 (Dec. 13, 1962). 11 In re Certain Grand Jury Witnesses (D.C., E.D. Mich., Oct. 1, 1962).

Chronology of Recent Labor Events

December 6, 1962

THE SEATTLE PROFESSIONAL ENGINEERING EMPLOYES' Association (IND.) announced ratification of a contract with the Boeing Co. covering about 11,000 engineering employees and scientists and providing a 3.5-percent salary increase retroactive to August 17 and another 3-percent increase July 1, 1963. (See also p. 180 of this issue.)

December 10

IN A CASE involving the Pioneer Bus Co., Inc., and the Bus Drivers, Dispatchers and Shop Employees Independent Union of Houston, Tex., the National Labor Relations Board ruled unanimously that if separate or single contracts discriminate between white and Negro employees, the Board's contract bar rules will not prevent another union from seeking a representation election (Chron. item for Nov. 21, 1962, MLR, Jan. 1963). The Board warned that the discriminatory contracts "would warrant revocation of the certification" were an election not impending. (See also p. 175 of this issue.)

December 11

THE APPELLATE DIVISION of the New York Supreme Court declared New York City's minimum wage law void (Chron. item for Oct. 22, 1962, MLR, Dec. 1962) because the State law "indicates a purpose to occupy the entire field, and where that is found, local laws are prohibited." The city law, which was to raise the minimum wage to \$1.25 in 1962 and \$1.50 in 1963, was challenged in Wholesale Laundry Board of Trade, Inc. v. City of New York. (See also pp. 182–183 of this issue.)

December 12

THE BARGAINING POLICY COMMITTEE of the Oil, Chemical and Atomic Workers agreed to accept 5-percent increases in wages and fringe benefits offered by Standard Oil Co. of California, Union Oil Co. of California, Shell Oil Co., and Tidewater Oil Co., and decided to accept any similar offers made by other companies in the industry if they expire before January 1, 1964. (See also p. 181 of this issue.)

December 13

THE NLRB ordered a new representation election for a Teamster local in the first of two December cases involving

campaign misrepresentation. A film shown to employees by Plochman and Harrison-Cherry Lane Foods, Inc., on election eve, emanating from the National Right to Work Committee and dramatizing alleged violence in an unrelated strike, was found to have exceeded the bounds of permissible campaign propaganda, prevented the union from making an effective reply, and interfered with the election. (See also p. 176 of this issue.)

On December 20, the Board found information circulated 1 day before election by the Brick and Clay Workers at Hollywood Ceramics Co., Inc., which purportedly compared wage rates of the company with others in the industry, to be so misrepresentative that it might "reasonably be expected to have [had] a significant impact on the election." A new election was ordered.

December 14

At the second meeting of the National Manpower Advisory Committee, established under the Manpower Development and Training Act of 1962 (MLR, May 1962, pp. 532-534), Secretary of Labor W. Willard Wirtz announced that almost half the first 4,434 trainees under the act had been unemployed for 15 weeks or more; two-thirds were heads of families; three-fifths had at least a high school education; and almost two-fifths resided in areas of substantial unemployment. The Secretary also made public a request to State governors that they establish manpower advisory committees similar to the national body.

December 16

THE KAISER STEEL CORP. agreed with the United Steelworkers on a plan for giving employees at the Fontana, Calif., plant 32.5 percent of any savings in production costs, with 1961 costs the standard of measurement. Employees on incentive pay have the option of retaining incentive rates or participating in the plan by shifting to standard hourly rates and accepting a lump-sum payment based on the rate differential. The plan also provides protection against layoffs, downgrading, and short workweeks as a result of changes in technology or work methods, and continues the guarantee that Kaiser employees will receive any increases in wages or fringe benefits negotiated by the union and other major steel producers. If ratified, it will go into effect March 1, 1963, for a 4-year term. (For details, see pp. 154–160 of this issue.)

THE INTERNATIONAL ASSOCIATION OF MACHINISTS ratified a 3-year contract with McDonnell Aircraft Corp., major contractor for the Mercury and Gemini spacecraft. Wage increases of $2\frac{1}{2}$ percent a year and improvements in fringe benefits were included. (See also p. 180 of this issue.)

December 17

THE U.S. SUPREME COURT refused to review a court of appeals decision (Chron. item for July 16, MLR, Sept. 1962) in Oddie v. Ross Gear & Tool Co., that following a

plant transfer, seniority rights do not carry over to the new plant when the previous contract limited union recognition to the old plant's location.

December 19

A. P. HARTNETT, secretary-treasurer of the International Union of Electrical Workers, was suspended from office by the union's Executive Board following a prolonged dispute with President James B. Carey. The IUE convention in September 1962 (Chron. item for Sept. 17, 1962, and pp. 1222-1225, MLR, Nov. 1962) authorized suspension of Hartnett if he disobeyed orders from the Executive Board and president. His salary is to continue, provided his conduct does not "bring IUE into disrepute or . . . promote dissension within the membership." (See also p. 183 of this issue.)

IN Miranda Fuel Co., Inc., and Lopuch, a supplemental decision, the NLRB found employer and union in violation of the Labor Management Relations Act when the union arbitrarily downgraded an employee's seniority, violating his right to fair and impartial treatment from his representative. The Board declared the employer was responsible for the union's unlawful exercise of delegation of responsibility to determine seniority. Further, the downgrading did not need to involve union membership or activities to be unlawful, since its forseeable effect was to encourage union membership.

THE FEDERAL COURT OF APPEALS in Chicago refused a petition by five operating rail employee organizations for a rehearing on its denial of a permanent injunction against

work-rule changes by the carriers (Chron. item for Nov. 28, 1962, MLR, Jan. 1963). The unions had contended that the court's decision denied them due process because it was based on findings of fact (e.g., the cost to the carriers of the disputed work rules) not material to the legal issues raised by the parties and "presented for the first time in the court's opinion," and that it had the effect of repealing "those provisions of the Railway Labor Act which require . . . agreements concerning rates of pay, rules, and working conditions." Subsequently, the court extended to January 2 the temporary injuction against the changes to permit the unions to appeal to the U.S. Supreme Court.

December 23

WHEN AN 80-DAY Taft-Hartley injunction expired, longshoremen in East and Gulf Coast ports resumed their strike (Chron. item for Oct. 10, MLR, Dec. 1962) and rejected a Presidential request to work 90 more days while committees studied the controversy. An important issue in the contract terms dispute with the International Longshoremen's Association was the desire of the New York Shipping Association to reduce the size of work gangs. (See also p. 182 of this issue.)

IN THE FEDERAL DISTRICT COURT in Nashville, Tenn., the jury's inability to reach a verdict ended the trial of Teamster President James R. Hoffa on charges of conspiring with a now-deceased Teamster official to violate the Taft-Hartley Act by accepting over \$1 million from a company whose employees the Teamsters represented. The money allegedly was paid through a corporation set up in the names of the wives of the two men. (See also p. 184 of this issue.)

Developments in Industrial Relations*

Wages and Collective Bargaining

Kaiser Steel. The Long Range Committee established under the 1959 contract by the Kaiser Steel Corp. and the United Steelworkers of America unanimously recommended on December 16 a plan¹ for sharing the benefits of industrial progress at the company. The plan, which was accepted by company and union representatives and ratified January 11 by the 7,000 plant and office employees affected, was to become effective March 1. The committee was inaugurated after a 3½-month strike in 1959 to develop a substitute for traditional methods of settling disputes over wages and supplementary benefits.² In establishing the committee, the contract stipulated that the plan to be developed "shall give appropriate consideration to safeguarding the employees against increases in cost-of-living, to promoting stability of employment, to reasonable sharing of increased productivity [and] labor cost savings, to providing for necessary expansion, and for assuring the company's and the employees' progress."

The plan provided that the employees should receive 32½ percent of all savings in materials, supplies, and increased labor productivity and also guaranteed employees of Kaiser Steel at least the economic improvements negotiated in the future by other basic steel producers. The 32½-percent share was based on the existing ratio of labor costs to total manufacturing costs at Kaiser, but the plan provided for increasing this percentage with changes in the Consumer Price Index.

The parties can agree to use part of the gains resulting from the plan to bring insurance, retirement, vacation, holiday, and other benefits above the level provided in the rest of the industry. The remaining gains would be distributed in monthly pay checks. The amounts to be distributed will vary according to pay level, with higher amounts being paid to higher paid workers. Incentive employees were to be given various choices, ranging from staying under incentive plans and receiving only the fringe benefit improvements resulting from the progress-sharing plans (plus any increases made to match changes at other steel companies) to giving up incentive earnings completely for full participation in the progress-sharing plan. Since the company had a number of incentive systems and groups of incentive workers, decisions were to be made by majority vote of each group of employees. Decisions to continue an incentive plan were not to be binding for the indefinite future; they could be reversed by subsequent votes as benefits from the plan increased.

A distinction was to be made between incentive workers to whom the company offered lump-sum payments and those not offered such payments. The company could offer employees under an incentive plan an option of accepting a payment, roughly equivalent to 2½ years' incentive earnings, or continuing under the incentive plan.

Employees accepting this option and receiving the lump-sum payment could participate in the long-range sharing plan, although with reduced shares compared with those not receiving lumpsum payments.³ Employees rejecting this option would be guaranteed their previous incentive earnings, but incentive standards would be tightened to limit the possibility of increasing incentive earnings with increased output or for new workers.⁴ Employees on other incentive plans could decide by majority vote to cancel the incentive plan and transfer immediately to the long-range sharing plan with full benefits. Those deciding not to transfer would receive only their incentive earnings for 2 years, but at the end of that time would also participate in the long-range sharing plan.

The plan included income protection against automation or other increases in productivity. It stated, "In order to achieve, through cooperative effort, the greatest possible increase in

^{*}Prepared in the Division of Wages and Industrial Relations, Bureau of Labor Statistics on the basis of currently available published material.

¹ For text of the plan, see pp. 154–160 of this issue.

² See Monthly Labor Review, December 1959, pp. 1345-1346.

³ The lump sum for full-time workers was to be calculated from a formula based on the difference between base hourly earnings and actual hourly and incentive earnings.

⁴ Any savings made by the company as a result of acceptance of lump-sum payments or elimination of incentive earnings were to be added to the employees' share under the plan.

productivity as rapidly as improvements can be made, it is necessary not only to provide that the result of such increase in productivity will be shared appropriately between the company and the employees, but also to provide appropriate protection against the loss of employment or of income for individual employees which might otherwise result from such action."

Accordingly, no employee was to be laid off because of technological change or new or improved work methods. However, layoffs could occur because of reduced sales. Employees whose workweeks were reduced because of technological change would receive full pay for a 40-hour week, not merely short workweek supplemental unemployment benefits. Those downgraded or failing to receive promotions because of technological change would receive a "displacement differential" for a maximum of 52 weeks.

The plan was to be effective for 4 years, subject to annual review and revision by the company and union. After 4 years, it could be terminated on 4 months' notice. The contract with the union on matters not covered by the plan is to remain in effect until June 30, 1964, or at least 60 days later if other major steel producers have not reached agreement by that time.

Aerospace. The Board appointed in September by President John F. Kennedy to mediate the dispute between the Machinists union and Boeing Co. recommended in its report on January 3 that the union accept the company's wage offer and that the company change its attitude of "rebuffing all proposals, no matter how moderate and reasonable, which do not conform 100 percent to the company's ideas" on union security.⁵ In the Board's view, the union's demand for a union shop was fully justified, but because of the company's resistance, the Board proposed three alternative forms of union security, all of which the company rejected, thereby causing, according to the Board, "the collapse of our mediation efforts." In reply to the Board's statement, Lowell B. Mickelwait, Boeing vice-president for industrial and public relations, said ". . . the company throughout the negotiations, including the time in which the Board participated, has endeavored in good faith to bring about a settlement" and proposed to resume negotiations with the hope of settling before January 15, the extended expiration date of the existing contract.

Meantime, the Seattle Professional Engineering Employes' Association (Ind.), representing approximately 11,000 engineering employees and scientists of Boeing Co., ratified a contract providing a 3½-percent salary increase, effective August 17, 1962, and a 3-percent increase on July 1, 1963, according to Jon B. Jolly, chief executive of the association. Most of these workers are employed at Boeing plants in Seattle and Renton, Wash., but about 1,000 are working outside the Seattle area, many on travel status. A similar agreement was accepted by about 1,500 Boeing engineers represented by the Wichita Engineering Association at Wichita, Kans.

At Lockheed Aircraft Corp., members of the International Association of Machinists worked under a Taft-Hartley injunction which had halted their brief strike in November.⁶

A 3-year contract between McDonnell Aircraft Corp. of St. Louis, Mo., and the IAM, representing 13,500 employees, was ratified in mid-December by a narrow margin. The contract provided 2½-percent wage increases each year, continued cost-of-living escalation (with an immediate 2-cent-an-hour increase), added an eighth paid holiday, and improved other benefits.

Other Manufacturing. Anaconda American Brass Co. and the United Automobile Workers, representing 1,600 production and maintenance workers at Waterbury, Conn., agreed to a 2-year contract December 2 providing a 5-cent-an-hour general wage increase retroactive to October 15, 1962, with an additional 5 cents an hour for skilled trades employees. Hospital benefits were increased in November 1962, while improvements in pensions, sickness and accident benefits, and shift differentials will become effective in October 1963. Two weeks' vacation after 3 years' service, 2 additional half holidays, and pension vesting rights will also become effective in November 1963. Similar contracts had been ratified by about 2,000 workers represented by the Steelworkers at the company's plants at Ansonia, Conn., and Kenosha, Wis.

<sup>See Monthly Labor Review, January 1963, pp. 68-69.
Ibid., p. 68.</sup>

Western Electric Co. reached agreement under wage reopeners at three more of its plants.⁷ The International Brotherhood of Electrical Workers agreed to wage increases of 6 to 12 cents an hour. effective December 19, for 11,650 employees at the Hawthorne Works in Chicago, and an increase of 6 to 11 cents an hour, effective November 26, for 3,700 employees at Allentown, Pa. The Communication Equipment Workers, Inc. (Ind.), agreed to increases of 6 to 12 cents an hour. effective December 3, for 4,300 employees at the Point Breeze Works in Baltimore. The company had signed a contract in October with the Point Breeze Salaried Employees Association (Ind.) providing monthly increases of \$9 to \$23.

A pattern of increases in wage rates and fringe benefits totaling about 15 cents an hour began to develop in the petroleum refining industry in November and December. Following the timing of recent years, it represented the first wage-rate increases in the industry in about 2 years. Offers of this magnitude were made by Standard Oil Co. of California, Union Oil Co. of California, and Shell Oil Co. to the Oil, Chemical and Atomic Workers International Union, whose Bargaining Policy Committee for Oil stated that it would approve contracts incorporating such terms if they expired before January 1, 1964. The changes were similar to the wage increases of 5 percent of straight-time average hourly earnings put into effect in mid-November by the Tidewater Oil Co. for 7,500 nonunion employees,⁸ and at about the same time, by Standard Oil of California for 8,000 nonunion workers, including employees of its service stations. A similar offer was accepted by Tidewater's unionized employees, becoming effective November 16, 1962.

A 2-year contract for the Bridgewater Township, N.J., plant of American Cyanamid Co. and Local 111 of the Oil, Chemical and Atomic Workers representing 1,450 employees was agreed upon December 8. It called for raises of 7 cents effective December 10, 1962, and 6 cents on December 3, 1963.

A 3-year contract between six hotel chinaware producers-Sterling China Co. and Wellsville

China Co., Wellsville, Ohio; Walker China Co., Bedford, Ohio; Mayer China Co., Beaver Falls, Pa.; Jackson China Co., Falls Creek, Pa.; and Buffalo China Co., Buffalo, N.Y.-and the International Brotherhood of Operative Potters, representing approximately 2,000 employees, was ratified on November 29, 1962. The agreement, reportedly worth 8 cents an hour, provided for an improved pension plan and other supplementary benefits but did not increase wages. This settlement was similar to an earlier one by the United States Potters Association and the union.⁹

Reductions in wage rates and supplementary benefits at southern plants of major meatpackers continued to be reported. Swift & Co. and Local 6 of the National Brotherhood of Packinghouse Workers (Ind.), acting for about 1,400 employees at the Fort Worth, Tex., plant, reached agreement on a decrease in wage rates and other benefits in order "to assure continuous, effective operation" of the plant by making it more competitive in the area. Among the benefit changes was abolition of paid holidays, although the company guaranteed 40 hours of work in holiday weeks. The across-the-board wage cut reportedly amounted to 21½ cents an hour.¹⁰ Earlier in December, employees of the Swift plant in Moultrie, Ga., represented by the Amalgamated Meat Cutters and Butcher Workmen, had agreed to a 5-cent-an-hour pay cut and other contract changes, and the Neuhoff Packing Co. of Nashville, Tenn., a division of Swift & Co., and Local 45 of the same union reportedly agreed on a program to reduce operating costs. In the same month, the White Provision Co. of Atlanta, another subsidiary of Swift & Co., where the United Packinghouse workers had rejected proposed changes, reportedly planned to close because of its unfavorable cost situation.

In the New York City area, the Quality Shoe Manufacturers Association, the Shoe Manufacturers Board of Trade, Inc., and the Independent Shoe Manufacturers, reached a 2-year contract retroactive to November 1, 1962, with the United Shoe Workers, representing approximately 3,500 employees. The agreement provided a general wage increase of 5¼ cents an hour and increased maximum monthly retirement benefits from \$35 to \$40. Employees may now retire at age 62 or, if they are totally disabled, at age 55. Effective

⁷ See Monthly Labor Review, December 1962, p. 1402.
⁶ See Monthly Labor Review, January 1963, p. 69.

⁹ Ibid.

¹⁰ The same reduction effected at the Armour and Co. plant in Memphis; see Monthly Labor Review, December 1962, pp. 1402-1403.

January 15, 1963, the companies were to contribute \$9.50 monthly (a \$1 increase) per worker to the welfare fund. Hospital benefits from the fund were to increase to \$26 per day (from \$20). Other fringe benefit changes were reported.

On November 20, the Federation of New England Bakery Employers reached agreement with Teamster locals in Massachusetts, Connecticut, and Rhode Island on a 3-year contract retroactive to October 15. About 3,500 employees in 14 major bakeries were affected by the terms, which included an immediate 10-cent increase, an additional 5 cents in May 1963, and 10 cents in October 1964, to hourly employees, and a \$3-aweek increase in base pay for wholesale salesmen. Rates of retail salesmen were not changed. A fourth week of vacation after 25 years was also provided and company payments to the pension fund were to be increased by \$3 a week (to \$10) in October 1963.

Services. An agreement reached by Bartenders Local 15 of the Hotel and Restaurant Employees Union and the United Restaurant Liquor Dealers of Manhattan, for about 5,000 employees of more than 700 bars and grills in New York City, provided wage increases totaling \$17.50 weekly over the 5-year contract period and established a supplementary unemployment and severance benefit fund to which employers will, beginning December 1, 1963, pay \$1 a week per employee. The \$79 base salary for a 5-day 40-hour week for bartenders was raised by \$3.50 effective December 1, 1962, with identical raises on each succeeding December 1 for the duration of the contract.

Transportation. Members of the International Longshoremen's Association resumed their strike ¹¹ at ports from Maine to Texas at the expiration of the Taft-Hartley injunction on December 23. No settlement had been reached by early January.

On December 4, the nuclear ship Savannah was delayed by a new outbreak of a dispute that began last summer.¹² While docked at Long Beach, Calif., 29 specially trained engineers resigned temporarily from the crew over an arbitration award providing that pay of deck officers on the ship should exceed that of its engineers by \$100 to \$200 monthly. The award was made by Professor Walter Gellhorn of Columbia University, standing arbitrator for the majority of leading steamship lines and their deck officers. On December 14, States Marine Lines, which operates the ship for the Government, filed suit in the Supreme Court of the State of New York to set aside the award, and the engineers agreed to sail on the vessel's scheduled trip to Honolulu.

The New York Central Railroad and the Railroad Telegraphers signed a job stabilization agreement on December 10 which closely followed the arbitration award in the Chicago & North Western Railway case.¹³ The agreement gave the railroad, which reportedly had about 1,850 jobs available for members of the Telegraphers union, the right to eliminate jobs on 90 days' notice. It provided, in addition to the displacement, furlough, and separation allowances of the Chicago & North Western agreement, arbitration of disputes over rates of pay, mileage pay, and work loads of traveling agents. Traveling agents control more than one station and comprise more than one-half of the total number of employees in the union. They are agents for the railroad and serve shippers at these locations.

Government. On December 6, about 2,000 drivers employed by the city of New York and represented by a local of the State, County, and Municipal Workers voted to end their 10-day strike over wages and hours. They accepted Mayor Robert F. Wagner's offer of a plan to resolve the dispute by appointment of a three-man panel with "full latitude" to resolve outstanding issues, on condition that the drivers return to work. However, the case of 16 civilian employees of the Police Department who were discharged by Police Commissioner Michael J. Murphy under the provision of the Condon-Wadlin Act of New York State which outlaws strikes by public employees was to be ruled on in a departmental trial scheduled to begin shortly after the union voted to return to work.

In early December, the New York City minimum wage law ¹⁴ was declared invalid by the Appellate Division of the State Supreme Court of New York. The State's second highest court unanimously ruled that minimum wage legislation passed by the State Government had preempted the field. The New York City law had been

¹¹ See Monthly Labor Review, November 1962, p. 1281.

¹² See Monthly Labor Review, October 1962, p. 1152.

¹³ See Monthly Labor Review, November 1962, p. 1280.
¹⁴ See Monthly Labor Review, December 1962, pp. 1405-1406.

scheduled to become effective on November 15, but the court had taken action to stay the effective date after the case was initiated on October 25 by the Wholesale Laundry Board of Trade, Inc., of New York City.

Other Wage Actions. Raytheon Manufacturing Co., an electronics manufacturer, increased weekly salaries by 3 percent, improved paid vacation eligibility, provided added paid holiday time, and increased insurance benefits for 8,000 employees in Massachusetts, effective December 31, 1962. Another 8,000 employees whose salaries are reviewed and adjusted individually received the same fringe benefits. The general increase is roughly equivalent to wage increases agreed to for hourly employees under union contract.¹⁵

Trade Union Developments

The Brookings Institution on November 29 announced a program of conferences for national union officials. Sessions similar to those conducted in the past for senior executives of government and business are to be held for about 20 labor leaders March 10–15 and May 7–9 in Williamsburg, Va. Discussions of economic growth, the future of democracy in the United States, and organization and leadership in American society will be a major part of the program. The purpose of the conferences is to bring together scholars and policymakers in the labor field for an exchange of views on policy and research.

Union pressure for profit-sharing plans of the American Motors type ¹⁶ or the equivalent in "hard money" in 1964 negotiations with General Motors, Chrysler, and Ford Motor Co. was forecast by United Auto Workers President Walter Reuther on December 1 at a conference of the union's skilled trades department. He also indicated that the union would seek, both through legislation and bargaining, payment of doubletime instead of time and one-half for overtime. Reuther charged that many auto companies schedule a substantial amount of overtime during peak production periods to avoid taking on additional employees.

James C. Petrillo was defeated for the presidency of the Chicago Federation of Musicians December 5. Victor in the December election was Bernard Richards, leader of the Chicago Musicians for Union Democracy, a faction which also won a majority of seats on the local's executive board. Mr. Petrillo had been the leader of the local union for 40 years and had been unopposed for reelection since 1933. From 1940 to 1958. when he chose not to run again, he served as president of the American Federation of Musicians and, in the early forties, directed the union's campaign to prevent members from making recordings on grounds that records were putting musicians out of work. The campaign was ended after 27 months when the recording companies agreed to pay a royalty to the union for the sale of each record.

In early December, AFL-CIO President George Meany appointed Nathaniel Goldfinger to succeed Stanley Ruttenberg as director of the Federation's research department. Goldfinger has served as assistant director of the department under Ruttenberg, who became economic adviser to the Secretary of Labor on January 1.

On December 4, the United Automobile Workers announced appointment of the Rev. Henry Hitt Crane of Detroit and George N. Leighton, a Chicago attorney, to its Public Review Board. The appointments were made by the union's International Executive Board to bring the Public Review Board to its full complement of seven members after the retirement of Bishop G. Bromley Oxnam of the Methodist Church and Judge George B. Bowles of the Michigan Circuit Court.

On December 19, the Executive Board of the International Union of Electrical Workers voted 25 to 5 to suspend indefinitely Secretary-Treasurer A. P. Hartnett from his post. His \$22,500 annual salary was continued "provided he does not engage in any conduct calculated to bring the IUE into disrepute or to promote dissension within the membership." The action was taken under a resolution adopted at the union's September convention ¹⁷ which empowered the board to suspend Hartnett any time he failed to follow its orders or those of the president. This was the latest development in a continuing dispute between

¹⁵ See Monthly Labor Review, January 1963, p. 69.

¹⁶ Ibid.

¹⁷ See Monthly Labor Review, November 1962, pp. 1222-1225.

Hartnett and union President James Carey. Mr. Hartnett promised "to resist this improper suspension with every resource I can muster."

Officials of Teamster Local 107 in Philadelphia were reelected on December 13 by substantial margins over opposition candidates sponsored by the Voice of Teamster Democratic Organizing Committee (VOICE). Edward Battifore and Raymond Cohen, charged by VOICE with corruption, retained the offices of president and secretary-treasurer, respectively. The VOICE group recently lost an election conducted by the National Labor Relations Board to decide if 8,000 Philadelphia area truckdrivers would leave the Teamsters and affiliate with the AFL-CIO.¹⁸

The trial of James R. Hoffa on charges of violating the Taft-Hartley Act ended in a mistrial December 23. In a Federal court in Nashville, Tenn., the Government had accused Hoffa. along with the late Owen W. Brennan, of accepting more than \$1 million from a Michigan trucking firm in return for labor peace. Hoffa's attorneys asserted he accepted nothing. The prosecutor had alleged that Test Fleet Corp., a truck leasing firm, had been established by the Commercial Carriers in 1949 with the wives of Hoffa and Brennan as principal stockholders of record. under their maiden names, after Hoffa helped end a strike at Commercial Carriers. The Taft-Hartley Act prohibits a union official from accepting things of value from a company whose employees he represents.

18 See Monthly Labor Review, January 1963, p. 67.

Other Developments

Finding evidence that automation has already displaced some workers in Britain and other West European countries, participants in a December 10-12 seminar at the London School of Economics and Politics particularly urged that these countries give more attention to the social consequences of technology. Despite high levels of employment still prevailing, the conferees noted that the economically vulnerable portions of the work forces of these countries were already experiencing difficulties similar to those of comparable groups in the United States.

At the conclusion of the 3-day meeting, the first program sponsored by the U.S. Foundation on Automation and Employment, Inc.,¹⁹ the 25 participating economists from 18 American, British, and West European universities emphasized the need for international coordination and cooperation in conducting research. After communicating these findings to a subsequent meeting of the foundation's board with its British counterpart and namesake (established by a U.S. Industries, Inc., subsidiary in November 1962), several of the participants, in response to an invitation from David A. Morse, Director General of the International Labor Office, attended Geneva sessions with Mr. Morse and ILO staff members. Here they heard Mr. Morse reiterate his conviction that the ILO has the responsibility and the capability to become the "international mechanism" for necessary close and continuing exchange of information on automation.

Errata

Two errors appear in the article "Earnings in Retail Trade, June 1961," published in the January 1963 issue of the *Monthly Labor Review*. The introductory paragraph (p. 44) contained a statement which read, in part "Average weekly earnings varied from \$11.67 for employees who worked less than 35 hours . . ."; the number of hours referred to should have been "less than 15." Also, the legend for the earnings chart (p. 50) was in reverse order. The grey bars represent October 1956 and the hatched bars June 1961.

¹⁹ Established by U.S. Industries, Inc., and the International Association of Machinists in April 1962. See *Monthly Labor Review*, April 1962, p. 437.

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

Automation—Implications for the Future. Edited by Morris Philipson. New York, Random House, Inc. (Vintage Books), 1962. 456 pp. \$1.95.

The collected 18 reprints in this sizable paperback are loosely, rather than strictly, concerned with automation and vary in quality. In view of voluminous automation literature and three congressional inquiries, the general reader, for whom this edition appears to be intended as an introductory survey, might wish to shop around, though the low price tag makes it a worthwhile enough investment.

The readings are grouped into eight broad categories: the general view, followed by implications for theory, industry, labor, social sciences, government, education, and leisure. A varied group of university, business, labor, and government experts is represented. The editor's contribution appears to have been minimal: There is neither a general introduction nor annotation accompanying and linking the different sections. A survey chapter, putting the role of automation into a balanced overall economic and social context, would have been especially welcome. There is no index; and a table of contents limited to such terse and uninformative titles as "Congressional Testimony,""Cybernation: The Silent Conquest," "The Promise of Automation," and "Inventing the Future" limits the book's utility for practical reference. There is considerable-perhaps unavoidable-overlap among readings as well as arbitrary differentiation among closely allied categories, such as implications for labor and leisure.

The writers differ in the extent to which automation represents a revolutionary break with, or an evolutionary extension of, technological progress. John Diebold excels when illustrating the nature of specific automated processes-e.g., in the automotive field, communications, airframes, oils, and chemicals. But his plea that we regard automation as "more basic than any particular hardware . . . a way of thinking . . . a new way of organizing and analyzing production . . . a conceptual breakthrough" contradicts his suggestion that industrial research determine ". . . what percentage of operations, and which operators, are expected to be automated within the next 5 years." Diebold expects great gains from automation in the ability to do new tasks and achieve previously unattainable goals, thus offering encouragement that aggregate consumption will rise along with expanding technology.

Donald N. Michael's contribution-previously issued by the Center for the Study of Democratic Institutions-contains some provocative ideas, but for the most part, leans on threadbare analysis and bogeyman speculations. "Cybernation," a term denoting a hybrid of automation and computers, "presages changes in the social system so vast and so different from those with which we have traditionally wrestled that it will challenge to their roots our current perceptions about the viability of our way of life." The case of 40,000 New York elevator operators, replaced by automatic units, is cited to illustrate emerging problems. Yet there is no word of the timespan in which the displacement occurred, nor any apparent attempt to investigate reemployment success or failure. Proper insight demands the sort of painstaking, unsensational analysis undertaken by Ewan Clague and Leon Greenberg in their attempt to gage the extent of technological displacement Automation (in and **Technological** Change, Prentice-Hall, 1962).

Dennis Gabor and Norbert Wiener express concern, respectively, about the pace and nature of basic scientific inquiry in the wake of research absorption by large laboratories and the temptingly faster pace of machine potentials. A thoughtful article by Edward T. D. Calhoun unravels some semantic confusion surrounding the replacement of men by machines, there being a blurred distinction between operation and function. "The surprise

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of automation will be neither that men are really machines nor that demimen can be designed and built. The surprise will be that what have been considered crucial and important *functions* turn out to be only crucial and important *operations*."

Peter F. Drucker's 1955 piece is too dated to have warranted inclusion: "... the fact that during the next 20 years our working population will grow but slowly makes it implausible that there will be chronic unemployment, even if automation comes very fast." Currently, a pollyanish-sounding prognosis.

There are useful contributions on changing managerial responsibilities, on labor issues, and on economic policy. Three particularly valuable chapters survey simulation techniques in social sciences generally, in analysis of voting patterns ("Is there any objective," asks Murray Mogel, "which justifies the invasion of the deliberations of the voter through electorate tapping by voting simulations and their attendant political polls?"), and in economic modelbuilding. The use of computers in government (ranging from mock weapons tests at Los Alamos to garbage-truck routing in Los Angeles) and in "programmed" school instruction is also examined.

A principal virtue of the book is that it goes beyond bread-and-butter issues—economic stabilization, technical training, collective bargaining; it alerts us to everpresent issues of artistic creativity, scientific inquiry, education, and the democratic process.

> -JOEL DARMSTADTER National Planning Association Washington, D.C.

Automation Funds and Displaced Workers. By Thomas Kennedy. Boston, Harvard University, Graduate School of Business Administration, Division of Research, 1962. 374 pp., bibliography. \$5.

In this provocative study, Professor Kennedy seeks an answer to the question: "Why an automation fund?" Presumably, the answer should be: "To help workers displaced through technological change to find other suitable employment and to tide them over the hardships of unemployment." But instead, Professor Kennedy concludes that most automation funds are for the benefit of workers retained, not those displaced. This, however, makes good sense to both unions and management. For unions, it means compensation for going along with change—sometimes for giving up their "property rights" to restrictive work rules—and letting the benefits go to workers who remain union members. To management, it is an inducement to employees to go along with technological changes. But this makes no sense to workers displaced by the change—they not only lose their jobs and incomes but also seniority rights, health and welfare benefits, and frequently pension rights and life insurance.

Professor Kennedy analyzes seven funds. Six are "automation funds"-giving the term "automation" the commonly accepted connotation of all technological change. They are: the United Mine Workers of America's Welfare and Retirement Fund; the Music Performance Trust Fund; the West Coast Longshore Mechanization and Modernization Fund; the New York Longshore Container Fund; the New York Longshore Bulk Sugar Fund; and the Armour Automation Fund. The seventh-the International Ladies' Garment Workers' Union Supplementary Unemployment Severance Pay Benefits Fund-is an entirely different fund which nevertheless accomplishes some of the purposes reasonably expected from automation funds.

In Part I, the author briefly describes the conditions which led to the establishment of each fund, its administration, method of financing, benefit structure, the major problems encountered, and likely future developments. The advantages and disadvantages of the various methods used are analyzed in Part II. He does not lose sight of legal obstacles posed by the Taft-Hartley Act and the State unemployment compensation acts. The final chapter summarizes the author's findings and recommendations. One of the most disturbing is that Federal, State, and local governments have done very little to provide for the needs and "equities" of displaced workers and, prior to the passage of the Area Redevelopment Act in 1961 and the Manpower Development and Retraining Act in 1962, little to retrain them for other jobs. Nor does he praise the employment service.

In many companies and industries, the author believes, automation funds could be developed to provide for the needs of future displaced workers as they have in the case of the ILGWU fund. In the women's garment industry, technological change is not an important factor in worker displacement—but going out of business is. In many areas, workers unemployed following a plant shutdown are quickly absorbed by other plants, but in other areas, this is not possible. Consequently, the ILGWU fund has two objectives: severance pay and supplementary unemployment benefits.

Of the seven funds studied, only one—the Armour fund—is specifically designed for employees displaced by automation, although the music fund and the ILGWU fund also aid workers no longer employed in the industry. Particularly revealing are the table of benefits under each of the seven funds (pp. 216–217) and the table (p. 221) which outlines the purposes of a fund specifically designed to aid displaced workers.

An automation fund, the author concludes, is not essential to the achievements of the goals or payment of the desired benefits. Direct payment—as in the case of the ILGWU fund—may be simpler, less costly, and less time consuming. Furthermore, it often is difficult to distinguish between the effects of technological change and those brought about by loss of markets, competition, substitute products, etc. One may question why employees displaced because of automation should be singled out for special treatment.

Nevertheless, automation funds have decided advantages. They permit a union to participate with management-and on equal terms-in carrying out a program of technological improvement, with perhaps better pay and greater job security for the workers who remain. They also permit a union to protect the equities of its displaced members-health and welfare benefits and perhaps life insurance—at a time when wages are lost and these benefits are most needed. Most of all, they help in tiding over the period of unemployment and retraining. To management, perhaps the most important point is to impress employees with the fact that benefits are paid out of the savings made possible by automation and that employees are expected to cooperate in return. (This, of course, presupposes that the automation fund will pay benefits to workers retained as well as those displaced). Furthermore, an automation fund provides a device that permits agreement on the installations of technological changes even

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though—as in the case of the two New York longshore funds—the negotiating parties cannot at the moment agree on the nature and size of a specific benefit program. These can be decided later when the nature of the need, and its size, becomes apparent.

Professor Kennedy's study is a most welcome addition to the literature on industrial relations. It is clearly and concisely written. It should be helpful not only to economists, but even more to union and management officials who have to face the problem of automation and decide how to handle the human problems involved. The study is highly recommended—it not only provides an analysis of difficulties but also suggestions of how to meet them.

> -M. D. KOSSORIS Western Regional Director Bureau of Labor Statistics

Automation and the Challenge to Education. Edited by Luther H. Evans and George E. Arnstein. Washington, National Education Association, 1962. 190 pp. \$4.

Significant recent changes in job opportunities and patterns of employment are bringing strong pressures upon our educational system, pressures which concern cultural, career, and vocational training of citizens of all ages and degrees of work experience. One response to this trend was a grant by the International Business Machines Corp. in 1960 to the National Education Association for the development of a project on the educational implications of automation.

This book records the first major activity of the project staff—a 3-day symposium in January 1962 attended by specialists and scholars in several fields of education, the social sciences, industry, and labor. All of the 14 working papers submitted are presented in this book, together with a summary of each discussion.

The editors (director and assistant director of the project, respectively), in their background paper on automation and its consequences, conclude that "learning should be a lifelong, conscious activity and that failure to educate in terms of new developments can only mean unemployment and social disorientation." Wilma T. Donahue (gerontologist, University of Michigan), whose paper on the limits and potentialities of adult learning preceded the discussions, points out that learning ability is mainly a function of use and motivation, and that limits to adult learning are largely the result of the importance given to work and play in our society.

As a unifying theme of the meetings, the staff set forth a novel hypothesis, that 4 hours of the 40-hour workweek be given over to education, the type of educational activity to be determined by the employee within a wide range of vocational and academic courses. Although few of the participants agree with this hypothesis as a practical expedient or a desirable measure, there is broad consensus on the need for more general education to prepare workers for both occupational changes and additional leisure.

James E. Russell (Educational Policies Commission) takes the position that limited educational resources and funds should not be diverted from the main business of education to short-range, vocational goals. On the other hand, Harold Spears (superintendent of San Francisco schools) deplores the tendency to delay employment of the beginning worker and calls for more modern vocational programs and work experience while in high school as bridges from high school into the economy.

Harold F. Clark (Teachers College, Columbia University) points out that factories, stores, and camps have far more extensive educational programs than is generally realized. He estimates that "more than 75 percent of all large-scale American industrial concerns have programs for the education and training of their workers." Some examples of existing training programs by corporations are presented by Frank H. Cassell of Inland Steel. Cassell believes that education for leisure and nonjob related needs should not be met by the employer and that retraining should be adapted to the needs and characteristics of the unemployed. Stanley H. Ruttenberg, then research director of the AFL-CIO, states that the answer to automation's challenge is not in union and management education programs but in public measures to provide economic growth and maximum employment, and in a radical revision of the educational system to afford broader and more modern preparation of teachers as well as students.

Papers analyzing the educational implications of automation from specialized viewpoints were also contributed. Einar Hardin (economist, Michigan State) does not believe that automation has had as much influence on employment and hence on educational needs as other economic influences, and opposes any workweek reduction. John H. Bunzel (political scientist, Stanford) questions the value of short-run, opportunistic educational programs and suggests that educators are limited in their political influence on State and national policies. The importance of increased education as a means of reducing the gap in communication between groups is stressed by Alvin W. Gouldner (sociologist, Washington University). Herbert E. Krugman (social psychologist, MARPLAN) emphasizes worker motivation and improved guidance.

As an appendix, the volume contains an analysis of the current state of education and a suggested program for American education, by Walter Buckingham of the Georgia Institute of Technology.

Since the various contributors covered the same question without prior consultation among themselves, the book suffers from much repetition and lack of cohesion. Nevertheless, as a symposium, it serves its purpose well by bringing into discussion a number of ideas that needed to be considered at the outset of the project.

> -HERBERT HAMMERMAN Division of Technological Studies Bureau of Labor Statistics

Organization Theory in Industrial Practice: A Symposium of the Foundation for Research on Human Behavior. Edited by Mason Haire. New York, John Wiley & Sons, Inc., 1962. 173 pp. \$5.75.

For most of the past four decades, the format of industrial organization has followed traditional patterns. In recent years, social scientists and businessmen have been attempting to reflect newer concepts or theories which better fit the existing social order. These newer concepts were critically examined in two symposiums sponsored by the Foundation for Research on Human Behavior.

The 1959 symposium treated the basic views of academicians who probed the problems of organization theory. The present book is a compilation of the papers presented at a second symposium, in 1960, exploring various facets of organization theory as viewed through the eyes of the businessman. The papers view organization problems, issues, and principles from a different context than that of the academicians at the initial symposium. Although differences did exist in a number of the 1960 papers, there appeared to be a number of identifiable themes. Within these themes, the issues of centralization-decentralization, authorityresponsibility, line-staff, and planning techniques recur.

In the first paper, Mason Haire (editor) singled out and highlighted some of the issues and problems. He critically examined some of the myths and themes of organization theory and the implications of these truisms for organization planning. One of the more provocative examinations dealt with the inherent nature of man as it relates to organization principles.

Estes explored, with considerable insight, the underlying assumptions which are basic to the organization of work. Among these, he appeared to single out assumptions about the nature of man. He suggested that a valid assumption required a basic faith in man's potential, which has in many instances not been fully realized or achieved to date.

Scoutten, Jarman and Wellingham, Efferson, and Gilman all appeared to seek maximum synergism through a variety of approaches. They found, however, that in many instances companies lacked fundamental objectives, assumptions, models, or tools to attain this goal.

Several papers focused attention on the dynamics of organization, including the problems inherent in change and the resistance which must be overcome to make it both effective and efficient.

The collective effect of the papers is to provide a matrix from which the reader can gain new and richer perspectives on organization theory.

An even more comprehensive insight can be gained if the present edition is read as a companion to the earlier published work, *Modern Organization Theory*, also edited by Mason Haire.

Organization theory scholars, businessmen, and students should find the book sufficiently stimulating and rewarding to warrant a comprehensive examination of the issues, concepts, and principles embodied in it.

---WALTER O. FISCHER Department of Management University of Denver Mexico—Revolution to Evolution, 1940–1960. By Howard F. Cline. London, Royal Institute of International Affairs, 1962. 375 pp., bibliography. \$6.75, Oxford University Press, New York.

This interesting book is particularly useful to the reader who is relatively uninformed on the history of Mexico or the nation's contemporary institutions and attitudes. The author, Dr. Cline, is a recognized Latin American scholar, who currently holds the position of director of the Hispanic Foundation of the Library of Congress.

Despite a title which implies a concentration on the economic, political, and social affairs of Mexico from 1940 to 1960, at least half the text is devoted to events and conditions prior to 1940. Although this background is essential for a clear understanding of the last two decades, it limits, as the author recognizes, the space available for a thorough analysis of the modern period.

The story of Mexico's people is written with sympathy and penetration—the elusive Indian, the mixture of races, and the modern and remote complexes of thought and behavior. The struggle to maintain and live by a constitutional government within the framework of a very powerful executive and an almost one-party political system is graphically presented. During the presidency of Cárdenas, upper- and middle-class interests were sacrificed for those of farmers and laborers. The author believes that all interest groups have benefited under governmental programs since 1940. Most Mexicans viewed the latter development as more desirable.

Dr. Cline describes Mexico's progress in transforming from an underdeveloped country into a modern industrialized society possessing a fair balance among agricultural, manufacturing, and service industries. Land reforms advocated early in the century by aggressive reformers have proceeded slowly. However, the slow implementation of land reforms may have redounded to the benefit of the total economy. Mexican manufacturing, second only to agriculture in numbers employed, is first in contribution to gross national product—with 23.4 percent in 1959. A capstone to the economic matrix is a working partnership between the State and free private enterprise, designed to expand low-cost production, penetrate deeper into local markets, and increase international sales.

In a chapter entitled "Education: The Hope of the Revolution," the author points out that educational achievements since 1923 have been substantial. The share of the national budget allocated to education was 4.9 percent for 1921, 9.1 percent for 1950, and 18.6 percent for 1960. Even so, important gaps still exist in the total educational program. Educational facilities for thousands of children are seriously inadequate, and the numbers of young adults who enjoy opportunities for advanced training and university work are still too restricted.

Communism has failed to make any real inroads in military, labor, or government circles (despite an almost complete lack of governmental restraint) not so much because of its radicalism but because it has no real Mexican roots. Hardcore, card-carrying Communists probably do not exceed 10,000 persons. Dr. Cline concludes in his excellent treatment of this facet of Mexican life that the people "look on Moscow less as a font of knowledge about revolutionary activities and tactics than as a place that can learn much from Mexican experience, not a wholly acceptable view to the Soviets."

> -ALONZO B. MAY Chairman, Department of Economics University of Denver

Economic Development and Social Change in South India. By T. Scarlett Epstein. Manchester, England, University of Manchester, 1962.
353 pp., bibliography. \$8.50, Humanities Press, Inc., New York.

Much more has been written about basic factors which induce traditional societies to shift into selfpropelled economic development than about the farmers and craftsmen who must personally decide to undergo the required metamorphosis. Dr. Epstein's field study of two small Hindu villages helps to even the balance. As a researcher trained in both economics and anthropology, she was able to gather and interrelate enough pointed information about local economic, cultural, and political factors to explain why one of the villages experienced progressive economic development and the other did not. The influences she examines are indigenous ones, the villages selected not having been subject to any planned village development program.

Both villages were almost self-contained socially, economically, and politically until 1934, when an extensive irrigation project suddenly improved agricultural productivity in many parts of the area. One of these villages, although receiving water from the project, was still largely selfcontained 25 years later, having settled into a static state on a slightly higher economic level. The use of the labor force had become somewhat less effective as more farmers could afford to display their wealth by not letting their wives and daughters perform many types of farm chores.

The other village, given the pseudonym of Dalena, did not receive any water but was stimulated by awareness of greater prosperity nearby to extend its economic ties beyond its borders. The use of the labor force became more effective as the women were relegated more responsibility for the farming by the men who had developed other sources of income. Some of the men found jobs in other villages and in the town of Mandya, 6 miles away. Others became entrepreneurs and turned Dalena into a trade and service center for the nearby villages.

The change in Dalena was accomplished, not by any overall plan, but rather by the accumulation of actions of many of the individuals, each of whom was motivated by a tradition-bound desire for more land and for greater social status within the existing stratification of the caste system. The contacts made outside Dalena, however, increased technical know-how and broadened the social and political horizons of its villagers.

In the clearly organized—though repetitious and poorly phrased—narrative, Dr. Epstein provides a collection of factual nuggets for researchers of many disciplines and much useful interpretation and analysis. The student of industrial labor will find that Dalena's craftsmen and commuters have much in common with their counterparts in countries both developed and underdeveloped. The details given on motivation provide insight into worker motivation everywhere.

To illustrate this point, excerpts regarding the conflicting pulls on 3 of the 26 commuters who worked in Mandya are given below.

The small size of Halli's estate induced him to seek an income outside the village, but ultimately he intended to utilize this income to become a farmer of standing in the village. . . Through working in the town, he adopted some values of a wider society. . . Thus Halli belongs
BOOK REVIEWS AND NOTES

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fully neither to the village nor to the town. Though a capable young man, Halli is neither a good farmer, because he cannot always tend his lands when needed, nor a good worker, because he often stays off from work. Halli's case is representative of many small farmers in the area who work in Mandya's refinery. The pull of the land causes a high absentee rate and a high labor turnover rate in the factory. This in turn is responsible for management's decision to install labor-saving machinery rather than to employ more labor, in spite of the high degree of unemployment existing in the area.

In [Dalena], lineage ceremonies perpetually reassert the ideal of lineage unity and Timma, as son of a lineage elder, has an important part in them. Yet on his way to work he never mixes with any of his lineage mates, because they are all factory workers, and he is a clerk.

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. . . the common interests of factory workers cut across caste differentiation in the village when factory workers of the refinery were all out on strike. The one Oilpresser, who is a factory worker, normally does not mix with his fellow workers in Dalena; Oilpressers are regarded as inferior to the Peasant caste in Dalena. . . But when the factory workers were on strike, the Oilpresser was always found among one or the other group of commuters in the village discussing the situation of the strike.

-ALICE W. SHURCLIFF

U.S. Employment Service for the District of Columbia U.S. Department of Labor

Politics of Age: Proceedings of the University of Michigan 14th Annual Conference on Aging, Ann Arbor, Mich., June 19-20, 1961. Edited by Wilma Donahue and Clark Tibbitts. Ann Arbor, University of Michigan, Division of Gerontology, 1962. 226 pp. \$5.

The 1961 Michigan Conference on Aging assembled a diverse group of social scientists, legislators, government officials, and representatives of older people to present their views and findings on the interactions among older person's needs and aspirations and American politics. The degree of political participation by senior citizens and the impacts of older people organizations, political parties, and voluntary associations representing the aged are carefully assessed.

Broad political interest in the problems of older people is apparent. Nearly 1,000 bills concerning the aged are introduced in each session of Congress (Clark Tibbitts). Political parties agree that more can be done for the aged, but there is disagreement about the means. For example, should the initiative arise at national or State and local levels? If local programs are to be effective, it will be necessary for private citizens' organizations to become more active (John B. Martin, Jr.; Raymond M. Hilliard). Thus far, actual accomplishments have generally been considered inadequate, and some disillusionment is therefore apparent.

There has been some talk of a "resurgent Townsend movement" which will try to claim a "disproportionate share" of national income. Certain observers have considered the possible development of at least "a degree of gerontocracy," but this is conceivable only in the unlikely absence of "modest but comprehensive legislation to satisfy the needs of the aging" (Arnold M. Rose). But most participants at the Conference do not believe a third party of older people, or even a distinctive pressure group, will develop. Following are some of the more important reasons: tendency to identify with either political party in middle and later years; likelihood of conservatism in later years; availability of pressure groups; and greater support among both parties for the concerns of older people (Clark Tibbitts).

Although a "voting bloc" of the aged may not arise, it is urged that problems cannot be resolved unless older people are involved in seeking solutions (Charles E. Odell). Older people may be expected to exert more political interest because of the growing number of retired persons and their common backgrounds as exurban employees (Harold L. Sheppard). But wider participation in the political process does not necessarily strengthen a democracy; it is argued that the "quality of participation" is more important than the "level of participation" (John P. White).

Professor Herman Finer poses several crucial and challenging questions. He considers the political process as "not so much for freedom in general, as my (group's) freedom versus your (group's) freedom." Many of the papers point to the problems which have arisen as a result of clashing interests; hence, the common selection of age 65 for retirement was a "political compromise" (Raymond M. Hilliard). Also, older people may oppose more financing of education or aid to foreign nations, if they believe that these programs are inflationary and place limits on the buying power of their relatively stable retirement incomes (Frank A. Pinner).

This valuable book presents many other forceful arguments in behalf of broader concern for the

problems of aging. Clearly, the viability and unity of a democracy is once more challenged. Besides political and social benefits, enlightened programs for the aged will prove economical. Thus, day centers have resulted in a smaller number of older people being committed to mental institutions (Raymond M. Hilliard). And if the unemployment rate could be kept low in a rapidly growing economy, considerably more older people would be able to find productive jobs. However, at present, Professor Talcott Parsons is justified in writing that "The greatest tragedy of age in our society is the waste of a major resource."

> -A. HARVEY BELITSKY Department of Economics Lawrence College

Les Damnés de la Terre [The Wretched of the Earth]. By Frantz Fanon. Paris, François Maspero, 1961. 242 pp. (Cahiers Libres Nos. 27 and 28.)

A French friend whose opinion I have learned to respect recommended Fanon's book as a help in understanding the African point of view. U.S. Government specialists whom I consulted did not know of the book, but one of them considered the author important. Apparently he is considered an intellectual of the Algerian liberation movement; his book, in spite of the apparently Communist allusion in its title, marks him as an original thinker whose analysis and proposals may be misunderstood if one tries to stereotype him.

French-West-Indies-born (in 1925), Fanon became a psychiatrist in a hospital in Tunisia. He observed a high incidence of mental troubles among the Algerian and Tunisian people. He attributed it to colonialism. He speaks of the core of despair "crystallized" in colonized individuals by systematic repression and cultural belittlement under colonial rule. He believes that violent, successful revolt is their only means of rehabilitation—the only way to self-respect as a people. Only thus can they throw off the disesteemed characteristics needed to endure under colonialism.

Fanon believes that violent revolt is inevitable in a colony. A country which gets its independence without violence cannot complete its economic development without violence. His complicated explanation, whether or not entirely sound, makes insight-provoking reading. The poor peasants, who are the great majority of a colonized population, want land-and bread. They know intuitively that they will have to fight for it. They are not a conservative, individualist influence as are peasants in industrial countries, but a radical one, and in the circumstances of the cold war, they are learning they can revolt successfully. The colonized city dwellers-workers and their leaders, artisans, government workers, and the rest-are much better off than the peasants. whom they look down upon and distrust. The city dwellers constitute a minute, conservative minority, and they are primarily interested in increasing their own income and status by getting rid of the colons, i.e., the European nationals. There is no indigenous bourgeoisie, with entrepreneurial genius and a command of investment capital, capable of leading a development effort. There is a pseudobourgeoisie, really a group of functionaries with a racist philosophy who want to displace the colons but with little change in the pattern of the colonial economy.

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In this situation, too briefly summarized, the able and self-respecting among the colonized intellectuals have no choice but to give leadership and direction to the peasants' revolt. Before independence, the colons will fight to prevent these intellectuals from establishing a regime of human equality such as is taught by the colons' religion. After independence, if the intellectuals work with the nationalist political party based on the minority in the city, the economic sterility of that group leads to dictatorship as a defense against peasants' (and eventually, the workers') demands for improvements in status. (In Latin America, decolonization has not progressed beyond this stage.)

Fanon lays down principles for the guidance of the intellectual. The peasants, as a group, are dignified; they can understand and be guided by anything they are told honestly and simply. The race hatred engendered by the colonial regime leads up a blind alley. The problems facing the new nation cannot be handled successfully on a race basis. Tribal and regional loyalties are equally irrelevant—and disruptive. The significant unit for development, historical accident though it may be, is the national unit which was the colony. The cold war, by making it impossible to keep large numbers of troops in a colony indefinitely, creates the opportunity for independence—but it is not in the interest of the new country to take sides in the cold war or to play the two sides off against one another. Ending the cold war would greatly increase the amount of capital seeking investment. Neither of the opposing governmental systems fits the needs of the new country. The capitalist system would put them at the mercy of monopolies. The Soviet system is a dictatorship of the few.

Fanon looks to a "third world" of new nations which will develop a universalist culture based on rehabilitation of the individual, in fact instead of in theory.

> -ROBERT B. SCHWENGER Foreign Economic Policy Division Bureau of International Labor Affairs

The Origins of Trade Unionism in Malaya: A Study in Colonial Labor Unrest. By Charles Gamba. Singapore, Eastern Universities Press Ltd., 1962. xx, 511 pp. Malayan dollars 17.50.

The Malayan labor movement is one of the few bright spots in the Asian labor scene. The plantation workers and others, under democratic and anti-Communist leadership, have achieved impressive gains. Consequently, the publication of a thorough analysis of the origins of Malayan trade unionism should be of interest to those concerned with labor organizations in other developing countries for the clues it might offer as to what policies should be followed.

Read with that thought in mind, Gamba's study of over 500 pages may be a shock and disappointment because it is an exhaustive critique, buttressed with 955 footnotes and 80 pages of appended documents, of British policies in Malaya and Singapore between 1946 and 1950. Despite all the documentation, it is not so much a work of scholarship as a prosecuting attorney's brief. As such, it is most impressive.

Gamba argues convincingly that British policies created vast popular unrest in Malaya in 1946 and 1947. The most irritating areas were rationing, compensation for wartime sacrifices, wages, and too fraternal relations between the Government and the employers. The Communists were able to capitalize on this unrest to gain control of the labor movement and stage an extraordinary number of strikes during those years.

To what, then, can the later constructive development of trade unionism be attributed? Principally, it would seem, to the folly of the Communists. Their decision to risk civil war in 1948 led to the flight into the jungle of many Communist labor leaders, the arrest of others, and the collapse of their unions. A new crop of unionists, necessarily anti-Communist, gradually filled the vacuum and built up new organizations.

Gamba's story—ending as the decade of the 1950's opens-leaves us in midair. Because of the early cutoff date, some persons who were to play prominent roles later, like P. P. Narayanan, S. P. S. Nathan, and Lim Yew Hock, have only minor walkon parts in this volume, while others like John Emmanuel, Tom Bavin, and George L-P Weaver, do not appear at all. The book's only hero is the first Trade Union Adviser in Malaya, John Brazier, a former British unionist who is depicted as having done his best to thwart the self-defeating policies of his colleagues in the Colonial Government. We need another volume that will pick up where this one leaves off and will trace the development of the present labor movement.

> —JAMES D. HOOVER Office of Country Program Affairs Bureau of International Labor Affairs

Economics. By Abraham L. Gitlow. New York, Oxford University Press, 1962. 743 pp. \$7.50.

Income, Employment, and Economic Growth. By Wallace C. Peterson. New York, W. W. Norton & Co., Inc., 1962. 550 pp. \$6.95.

Economics, by Professor Gitlow, is a textbook for the introductory undergraduate course in economics. As such, it encounters the basic dilemma of the elementary course in economics, namely, the divergent interests and needs of the majority of students who will take only the one required course in elementary economics and those who will go on to major in economics. A discussion of this problem at the American Economic Association meetings in December 1961 concluded that the usual introductory course in economics represents an unhappy compromise which is too technical for the first group and too superficial for the second group. Professor Gitlow's book, like most texts in this field, represents a similar type of compromise. Within this basic limitation, the material in the book is presented in a lucid and straightforward manner.

A few detailed observations on subjects with which this reviewer has some particular familiarity may be useful. The short section on "productivity" (pp. 104-106) is well written and covers a number of points regarding the concept and measurement of productivity, e.g., effect of interindustry shifts on overall productivity change, usually not found in an elementary textbook. Unfortunately, the discussion of productivity is found in Part 3, The Level of National Output, and its significance in empirical terms as a major factor underlying past and prospective economic growth is not carried forward to Part 4. Economic Growth and Productive Resources, where one would have expected a fuller treatment of this subject.

The necessarily brief discussion of labor force concepts and measures (pp. 112–116) does not make clear that the labor force covers not only those who have or are looking for "jobs," i.e., employees, but also includes proprietors and unpaid family workers. The reference on page 116 to the data collected by the Bureau of Labor Statistics for nonagricultural industries implies that these cover both employment and unemployment statistics for these industries, whereas only employment is covered.

Finally, in the section on distribution of income to the factors of production, a footnote (p. 470) indicates that the "theoretical functional shares are similar to the distributive shares in the national income compiled and published by the U.S. Department of Commerce." This seems to overlook many of the problems, discussed elsewhere in the book, of allocating proprietor income into labor and property income, and the disparity between pure profits and the statistical measure of profits, which includes substantive elements of interest and rent. There is the additional complication of trying to determine how much of labor income may be considered a return on investment in education, a subject which has received considerable attention in the last few years.

Income, Employment, and Economic Growth is an excellent text for the intermediate course in macroeconomics. It is devoted primarily to the theoretical work on the levels of income and employment, the general price level, and the rates of economic growth. Professor Peterson has tried to incorporate in his discussions some of the more recent theoretical and empirical work, but in a field so closely related to fast-moving public policy issues, such an attempt can only be partially successful. For example, chapter 12 on the Theory of the Price Level has a good summary of the relatively new contribution by Professor Charles L. Schultze 1 that attributes much of the inflationary pressures in the latter part of the postwar period to changes in the structure of demand rather than the more usual demand-pull or cost-push explanations. On the other hand, in the discussion of fiscal policy in relation to the business cycle and economic growth, there is no mention of the new concept of the "full employment budget surplus," which plays a key role in the rationale underlying the proposed cut in Federal taxes. Simply stated, the concept suggests that given the present structure of Federal taxes, expansion of the economy produces a Federal budget surplus well before full employment is reached and, in fact, inhibits the achievement of a full-employment economy. Initially presented by Professor Schultze (who also contributed the structural inflation thesis) in testimony before the Joint Economic Committee in 1960, it was taken up and expanded upon in the January 1962 Economic Report of the President and will undoubtedly be discussed at length in the forthcoming hearings on the proposed tax legislation.

These are minor comments, however, on two useful texts in their respective areas.

> -JACK ALTERMAN Chief, Division of Economic Growth Bureau of Labor Statistics

¹ Charles L. Schultze, "Recent Inflation in the United States" in *Study of Employment, Growth, and Price Levels* (U.S. Congress, Joint Economic Committee, 1959, Study Paper No. 1).

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Manchester, N.H., August 1962	1345 - 2	24	25
Green Bay, Wis., August 1962	1345 - 3	26	25
Oklahoma City, Okla., August 1962_	1345 - 6	28	25
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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: With the exceptions noted, the statistical series here from the Bureau of Labor Statistics are described in *Techniques of Preparing Major BLS Statistical Series* (BLS Bulletin 1168, 1954), and cover the United States without Alaska and Hawaii.

A.—Employment

TABLE A-1. Estimated total labor force classified by employment status and sex

[In thousands]

					Estimat	ed num	ber of p	ersons 1	4 years	of age a	nd over	1		1	
Employment status						19	962						1961	Annua	al aver- ge
	Dec.	Nov.	Oct.	Sept.	Aug.	July	June	May	Apr.	Mar.	Feb.	Jan.	Dec.	1961	1960
							Tota	l, both s	sexes						
Total labor force	74, 142	74, 532	74,923	74, 914	76, 554	76, 437	76, 857	74, 797	73, 654	73, 582	73, 218	72, 564	73, 372	74, 175	73, 126
Civilian labor force Unemployment Unemployment rate seasonally ad-	71,378 3,817	71, 782 3, 801	72, 187 3, 294	72, 179 3, 512	73, 695 3, 932	73, 582 4, 018	74,001 4,463	71,922 3,719	70, 769 3, 946	70, 697 4, 382	70, 332 4, 543	69,721 4,663	70, 559 4, 091	71,603 4,806	70, 612 3, 931
Unemployed 4 weeks or less Unemployed 5-10 weeks Unemployed 15-26 weeks Unemployed 15-26 weeks Unemployed over 26 weeks Employment Nonagricultural. Worked 35 hours or more Worked 15-34 hours Worked 15-34 hours Worked 15-34 hours With a job but not at work 4 Agricultural. Worked 35 hours or more	$\begin{array}{c} 3.6\\ 3.6\\ 1,697\\ 840\\ 300\\ 525\\ 453\\ 67,561\\ 63,495\\ 7,932\\ 4,143\\ 2,243\\ 4,066\\ 2,352\\ \end{array}$	$\begin{array}{c} 3.8\\ 1,960\\ 684\\ 292\\ 469\\ 397\\ 67,981\\ 63,098\\ 45,107\\ 11,894\\ 4,074\\ 2,021\\ 4,883\\ 3,262\\ 3,262\end{array}$	$\begin{array}{c} 5.3\\ 1,546\\ 654\\ 229\\ 418\\ 447\\ 68,893\\ 63,418\\ 48,047\\ 9,426\\ 3,811\\ 2,133\\ 5,475\\ 3,688\end{array}$	1, 681 630 295 428 477 68, 668 63, 103 49, 684 7, 265 3, 475 2, 680 5, 564 3, 693	$\begin{array}{c} 3.8\\ 9.702\\ 940\\ 358\\ 341\\ 593\\ 69,762\\ 63,993\\ 47,264\\ 6,849\\ 3,222\\ 6,657\\ 5,770\\ 3,900\end{array}$	$\begin{array}{c} 5.3\\ 1,805\\ 1,037\\ 255\\ 345\\ 576\\ 69,564\\ 63,500\\ 46,372\\ 6,598\\ 3,185\\ 7,343\\ 6,064\\ 4,270\end{array}$	$\begin{array}{c} 5.5\\ 6.5\\ 6.64\\ 230\\ 449\\ 584\\ 69, 539\\ 63, 249\\ 49, 209\\ 6, 927\\ 3, 365\\ 3, 748\\ 6, 290\\ 4, 377\end{array}$	$\begin{array}{c} 5.4\\ 1,523\\ 709\\ 212\\ 608\\ 666\\ 68,203\\ 62,775\\ 49,711\\ 7,209\\ 3,912\\ 1,944\\ 5,428\\ 3,801 \end{array}$	$\begin{array}{c} 5.5\\ 6.5\\ 629\\ 307\\ 764\\ 719\\ 66,824\\ 61,863\\ 49,035\\ 7,213\\ 3,794\\ 1,822\\ 4,961\\ 3,196\end{array}$	$\begin{array}{c} 5.5\\ 7.5\\ 744\\ 576\\ 750\\ 734\\ 66,316\\ 61,533\\ 48,386\\ 7,304\\ 3,915\\ 1,929\\ 4,782\\ 3,032\end{array}$	$\begin{array}{c} 5.6\\ 0 \\ 1,520\\ 1,133\\ 459\\ 728\\ 703\\ 65,789\\ 61,211\\ 46,418\\ 8,452\\ 4,012\\ 2,328\\ 4,578\\ 2,817\end{array}$	$\begin{array}{c} 5.8 \\ 1,973 \\ 1,078 \\ 359 \\ 581 \\ 672 \\ 65,058 \\ 60,641 \\ 46,127 \\ 8,003 \\ 4,125 \\ 2,386 \\ 4,417 \\ 2,429 \end{array}$	$\begin{array}{c} 6.0\\ 1,723\\ 830\\ 306\\ 572\\ 661\\ 66,467\\ 62,049\\ 48,819\\ 7,278\\ 4,057\\ 1,897\\ 4,418\\ 2,658\end{array}$	$\begin{array}{c} 6.7\\ 1,897\\ 964\\ 411\\ 728\\ 804\\ 66,796\\ 61,333\\ 47,257\\ 7,522\\ 3,610\\ 2,946\\ 5,463\\ 3,540\end{array}$	$\begin{array}{c} 5. \ 0\\ 1, 799\\ 823\\ 353\\ 502\\ 454\\ 66, 681\\ 60, 958\\ 46, 388\\ 8, 249\\ 3, 279\\ 3, 042\\ 5, 723\\ 3, 811\end{array}$
Worked 15-34 hours Worked 1-14 hours With a job but not at work *	907 490 316	$ \begin{array}{c c} 1,069 \\ 398 \\ 153 \end{array} $	$\begin{array}{c c} 1,232 \\ 426 \\ 129 \end{array}$	1,310 462 101	1,285 404 182	1, 215 447 133	1,346 446 122	1,149 388 89	1,116 475 172	1,118 432 201	$ \begin{array}{c c} 1,061 \\ 456 \\ 243 \end{array} $	1,071 621 296	953 535 273	1,245 477 200	1,279 444 190
		1	1	1	1		1	Males		1	1	1	1	1	1
Total labor force	49, 574	49,719	49,974	50, 110	51,657	51,733	51,832	50, 272	49, 568	49,436	49, 304	48,911	49, 283	49, 918	49, 507
Civilian labor force Unemployment Nonagricultural Worked 35 hours or more Worked 15-34 hours Worked 1-34 hours With a job but not at work ³ Agricultural Worked 15-34 hours Worked 15-34 hours Worked 1-14 hours Worked 1-14 hours Worked 1-14 hours Worked 1-14 hours Worked 1-14 hours	$\begin{array}{c} 46,841\\ 2,522\\ 44,319\\ 40,782\\ 33,946\\ 3,612\\ 1,760\\ 1,461\\ 3,537\\ 2,181\\ 656\\ 424\\ 276\end{array}$	$\begin{array}{c} 47,001\\ 2,259\\ 44,743\\ 40,703\\ 31,704\\ 6,130\\ 1,618\\ 1,250\\ 4,040\\ 2,908\\ 692\\ 307\\ 133\\ \end{array}$	$\begin{array}{c} 47,269\\ 1,881\\ 45,387\\ 41,131\\ 33,774\\ 4,428\\ 1,628\\ 1,302\\ 4,256\\ 3,168\\ 694\\ 281\\ 114\\ \end{array}$	$\begin{array}{c} 47,406\\ 1,991\\ 45,415\\ 41,052\\ 34,769\\ 3,261\\ 1,433\\ 1,588\\ 4,363\\ 3,180\\ 780\\ 309\\ 92 \end{array}$	$\begin{array}{c} 48,830\\ 2,327\\ 46,503\\ 41,899\\ 33,483\\ 3,316\\ 1,449\\ 3,652\\ 4,604\\ 3,327\\ 819\\ 293\\ 165\\ \end{array}$	$\begin{array}{c} 48,911\\ 2,406\\ 46,505\\ 41,732\\ 32,952\\ 3,183\\ 1,337\\ 4,261\\ 4,773\\ 3,634\\ 687\\ 332\\ 121 \end{array}$	$\begin{array}{c} 49,009\\ 2,698\\ 46,310\\ 41,421\\ 34,624\\ 3,244\\ 1,518\\ 2,035\\ 4,889\\ 3,743\\ 733\\ 305\\ 109\\ \end{array}$	$\begin{array}{c} 47,430\\ 2,296\\ 45,134\\ 40,687\\ 34,579\\ 3,223\\ 1,713\\ 1,171\\ 4,447\\ 3,365\\ 706\\ 291\\ 85\end{array}$	$\begin{array}{c} 46,717\\ 2,534\\ 44,183\\ 39,925\\ 34,043\\ 3,282\\ 1,578\\ 1,021\\ 4,258\\ 2,916\\ 781\\ 400\\ 161\\ \end{array}$	$\begin{array}{c} 46,585\\ 2,888\\ 43,697\\ 39,553\\ 33,505\\ 3,300\\ 1,556\\ 1,193\\ 4,144\\ 2,792\\ 821\\ 343\\ 188\end{array}$	$\begin{array}{c} 46, 454\\ 3, 019\\ 43, 435\\ 39, 460\\ 32, 494\\ 3, 884\\ 1, 691\\ 1, 391\\ 3, 975\\ 2, 592\\ 779\\ 383\\ 220\\ \end{array}$	$\begin{array}{c} 46,105\\ 3,034\\ 43,072\\ 39,165\\ 32,094\\ 3,739\\ 1,843\\ 1,488\\ 3,906\\ 2,221\\ 861\\ 551\\ 274 \end{array}$	$\begin{array}{c} 46,506\\ 2,767\\ 43,739\\ 39,834\\ 33,612\\ 3,356\\ 1,614\\ 1,252\\ 3,905\\ 2,426\\ 756\\ 469\\ 254 \end{array}$	$\begin{array}{c} 47,378\\ 3,060\\ 44,318\\ 39,811\\ 32,984\\ 3,587\\ 1,511\\ 1,729\\ 4,508\\ 3,132\\ 827\\ 370\\ 179\\ \end{array}$	$\begin{array}{c} 47,025\\2,541\\44,485\\39,807\\32,511\\4,100\\1,360\\1,836\\4,678\\3,365\\792\\348\\172\end{array}$
								Female	S						
Total labor force	24, 568	24, 812	24, 949	24, 804	24, 897	24, 703	25, 026	24, 525	24,086	24, 146	23, 914	23, 652	24, 089	24, 257	23, 619
Civilian labor force Unemployment Nonagricultural Worked 35 hours or more Worked 15-34 hours Worked 15-34 hours With a job but not at work ³ Agricultural Worked 35 hours or more Worked 15-34 hours Worked 15-34 hours	$24,537\\1,295\\23,242\\22,714\\15,228\\4,319\\2,383\\782\\528\\172\\252\\66\\40$	$24,781 \\ 1,543 \\ 23,238 \\ 22,395 \\ 13,404 \\ 5,763 \\ 2,457 \\ 771 \\ 843 \\ 355 \\ 377 \\ 91 \\ 27$	$24,918 \\ 1,413 \\ 23,505 \\ 22,287 \\ 14,273 \\ 4,998 \\ 2,184 \\ 832 \\ 1,219 \\ 520 \\ 538 \\ 145 \\ 15 \\ 15 \\ 15 \\ 15 \\ 15 \\ 15 \\ 1$	$24,773 \\ 1,520 \\ 23,253 \\ 22,051 \\ 14,914 \\ 4,004 \\ 2,042 \\ 1,092 \\ 1,201 \\ 512 \\ 529 \\ 152 \\ 9$	$24,865 \\ 1,605 \\ 23,260 \\ 22,094 \\ 13,782 \\ 3,533 \\ 1,773 \\ 3,005 \\ 1,166 \\ 573 \\ 466 \\ 110 \\ 17 \\$	$24,671 \\ 1,611 \\ 23,059 \\ 21,768 \\ 13,420 \\ 3,415 \\ 1,848 \\ 3,082 \\ 1,291 \\ 636 \\ 530 \\ 116 \\ 12$	$24,993 \\ 1,764 \\ 23,228 \\ 21,827 \\ 14,583 \\ 3,682 \\ 1,847 \\ 1,713 \\ 1,491 \\ 634 \\ 613 \\ 141 \\ 13$	$24, 492 \\ 1, 423 \\ 23, 069 \\ 22, 088 \\ 15, 130 \\ 3, 985 \\ 2, 199 \\ 773 \\ 982 \\ 438 \\ 443 \\ 97 \\ 4$	$\begin{array}{c} 24,052\\ 1,411\\ 22,641\\ 21,938\\ 14,993\\ 3,929\\ 2,216\\ 801\\ 703\\ 281\\ 335\\ 75\\ 11\end{array}$	$24,112 \\ 1,493 \\ 22,619 \\ 21,980 \\ 14,882 \\ 4,004 \\ 2,358 \\ 736 \\ 638 \\ 241 \\ 297 \\ 89 \\ 13$	$\begin{array}{c} 23,878\\ 1,524\\ 22,354\\ 21,751\\ 13,923\\ 4,569\\ 2,322\\ 936\\ 603\\ 225\\ 282\\ 73\\ 22\end{array}$	$\begin{array}{c} 23,616\\ 1,629\\ 21,986\\ 21,476\\ 14,032\\ 4,265\\ 2,282\\ 898\\ 511\\ 209\\ 211\\ 70\\ 21\end{array}$	$\begin{array}{r} 24,053\\ 1,325\\ 22,728\\ 22,215\\ 15,206\\ 3,921\\ 2,442\\ 645\\ 513\\ 230\\ 197\\ 66\\ 19\end{array}$	$\begin{array}{c} 24,225\\ 1,747\\ 22,478\\ 21,523\\ 14,273\\ 3,934\\ 2,098\\ 1,217\\ 955\\ 408\\ 419\\ 107\\ 22 \end{array}$	$\begin{array}{c} 23,587\\ 1,390\\ 22,196\\ 21,151\\ 13,627\\ 4,149\\ 1,919\\ 1,206\\ 1,045\\ 445\\ 445\\ 486\\ 96\\ 17\end{array}$

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 Unemployment as a percent of labor force.
2 Unemployment as a percent of labor force.
3 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 Employ-tent and Earnings. U.S. Department of Labor, Bureau of Labor Statistics ment and Earnings. current issues).

current issues). Figures for periods prior to April 1962 are not strictly comparable with current data because of the introduction of 1960 Census data into the esti-mation procedure. The change primarily affected the labor force and em-ployment totals, which were reduced by about 200,000. The unemployment totals were virtually unchanged.

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TABLE A-2. Employees in nonagricultural establishments, by industry ¹

[In thousands]

Industry						19	962	ł					1961	Antave	nual rage
	Dec.2	Nov.2	Oct.	Sept.	Aug.	July	June	May	Apr.	Mar.	Feb.	Jan.	Dec.	1961	1960
Total employees	56, 473	56, 192	56, 333	56, 252	55, 709	55, 493	55, 777	55, 209	54,849	54,056	53, 823	53, 737	55, 503	54,077	54, 347
Mining Metal mining Iron ores Copper ores	629	640 78.9 24.9 27.6	645 79.4 25.9 27.7	651 80.3 26.4 27.9	658 83. 8 28. 3 28. 8	648 87. 8 29. 0 28. 8	661 89.2 29.8 29.2	657 88.5 29.7 28.9	647 86.9 28.4 28.9	640 85.8 27.7 28.8	642 86.0 27.9 28.8	647 85.5 27.8 28.4	657 84.8 27.0 28.5	666 87.1 27.5 28.9	709 93.3 33.2 28.3
Coal mining Bituminous		142.6 133.8	$143.8 \\ 135.2$	142.6 134.2	141.9 133.4	129.9 120.7	142.8 134.2	145.0 135.9	146.5 137.6	149.2 140.1	153.1 144.0	154.0 144.7	155.9 146.4	155.5 145.1	182.2 168.2
Crude petroleum and natural gas Crude petroleum and natural gas fields_ Oil and gas field services		301.7 172.2 129.5	303.0 172.8 130.2	307. 2 175. 5 131. 7	309. 2 178. 0 131. 2	310. 1 178. 0 132. 1	307.9 177.5 130.4	304.0 174.9 129.1	302.0 173.8 128.2	301. 5 173. 2 128. 3	302.4 173.2 129.2	304.7 173.9 130.8	306.3 174.1 132.2	308.9 176.8 132.2	313.9 181.7 132.2
Quarrying and nonmetallic mining		116.4	119.1	121.0	122.9	120.2	120.6	119.3	111.7	103.7	100.9	102.3	110.3	114.9	119.5
Contract construction	2, 537	2,803 863.4 577.3 326.9 250.4 1,361.8	2,936 889.1 648.4 379.0 269.4 1,398.8	2,978 903.2 667.6 394.5 273.1 1,407.1	3,031 929.2 685.4 405.2 280.2 1,416.5	2, 982 916. 4 675. 0 393. 6 281. 4 1, 390. 9	$\begin{array}{c} \textbf{2,839} \\ 873.0 \\ 624.5 \\ 359.6 \\ 264.9 \\ 1,341.0 \end{array}$	2, 749 843. 0 594. 7 335. 4 259. 3 1, 311. 2	2,589 808.5 506.6 268.4 238.2 1,273.8	2, 32 8 723.0 419.5 202.4 217.1 1, 185.9	2,282 719.6 397.7 188.1 209.6 1,164.6	2, 29 8 721. 0 398. 5 187. 5 211. 0 1, 178. 6	2,575 814.9 473.6 234.1 239.5 1,286.1	2,760 860.8 565.6 302.8 262.9 1,333.2	2,882 911.7 581.3 302.4 278.9 1,388.8
Manufacturing Durable goods Nondurable goods	16, 730 9, 493 7, 237	16, 871 9, 527 7, 344	17,02 8 9,562 7,466	17, 127 9, 571 7, 556	16, 931 9, 402 7, 529	16, 782 9, 463 7, 319	16, 870 9, 547 7, 323	16, 682 9, 475 7, 207	16, 636 9, 422 7, 214	16, 525 9, 339 7, 186	16, 452 9, 287 7, 165	16, 370 9, 222 7, 148	16, 556 9, 297 7, 259	16, 267 9, 042 7, 225	16, 762 9, 441 7, 321
Durable goods															
Ordnance and accessoriesAmmunition, except for small arms Sighting and fire control equipment Other ordnance and accessories	222.7	221.4 114.8 52.6 54.0	$220.4 \\ 114.2 \\ 52.5 \\ 53.7$	$220.7 \\ 114.0 \\ 53.0 \\ 53.7$	$\begin{array}{c} 221.\ 6\\ 115.\ 0\\ 53.\ 4\\ 53.\ 2\end{array}$	$217. 0 \\ 113. 7 \\ 53. 3 \\ 50. 0$	211.8 110.7 52.5 48.6	$211. \ 6 \\ 108. \ 5 \\ 52. \ 4 \\ 50. \ 7$	$\begin{array}{c} 211.\ 0\\ 108.\ 2\\ 52.\ 5\\ 50.\ 3\end{array}$	209.5 107.3 52.5 49.7	207.0 105.4 52.3 49.3	206. 8 105. 6 52. 1 49. 1	$206. \ 6 \\ 105. \ 6 \\ 51. \ 9 \\ 49. \ 1$	200.6 103.1 51.1 46.5	187.3 93.9 50.0 43.4
Lumber and wood products, except furniture Logging camps and logging contractors. Sawmils and planing mills Millwork, plywood, and related	596. 0 	606. 6 93. 3 268. 0	620. 7 97. 2 273. 9	629. 9 101. 2 277. 1	639. 6 104. 5 280. 1	632. 9 103. 7 279. 0	635.8 101.8 281.6	609. 6 90. 3 272. 5	591. 3 82. 6 266. 5	572. 6 77. 3 259. 6	576. 7 83. 5 258. 8	570. 0 83. 6 253. 6	589. 4 88. 6 263. 3	600. 5 91. 5 268. 9	636. 8 92. 6 294. 7
Wooden containers Miscellaneous wood products		146. 6 38. 8 59. 9	$\begin{array}{r} 148.9\\ 40.0\\ 60.7\end{array}$	150.7 39.6 61.3	$152.9 \\ 40.5 \\ 61.6$	$149.\ 2\\40.\ 8\\60.\ 2$	$\begin{array}{c} 149. \ 6 \\ 41. \ 2 \\ 61. \ 6 \end{array}$	$145.8 \\ 40.3 \\ 60.7$	$\begin{array}{c} 142.\ 6\\ 39.\ 4\\ 60.\ 2\end{array}$	137.3 38.9 59.5	$136.8 \\ 38.9 \\ 58.7$	136.5 38.5 57.8	$139.9 \\ 39.5 \\ 58.1$	$141.3 \\ 40.8 \\ 58.0$	$146.6 \\ 43.2 \\ 59.6$
Furniture and fixtures Household furniture Office furniture Partitions; office and store fixtures Other furniture and fixtures	382.7	385.3 275.6 28.7 36.3 44.7	388. 2 276. 9 28. 5 37. 8 45. 0	388. 0 276. 0 28. 2 38. 0 45. 8	387.6 273.3 30.3 37.7 46.3	378.3 266.5 29.2 37.2 45.4	382.3 269.1 29.7 37.1 46.4	379.3 268.8 29.1 36.4 45.0	377.1 269.1 28.5 35.8 43.7	375.9 267.7 28.6 36.1 43.5	374.1 266.2 28.6 35.9 43.4	372.3 264.9 28.5 35.7 43.2	378. 2269. 228. 436. 144. 5	367.4 259.6 27.4 36.2 44.2	383.4 271.1 28.3 39.0 45.1
Stone, clay, and glass products Flat glass Glass and glassware, pressed or blown Cement, hydraulic Structural elay products Pottery and related products Concrete, gypsum, and plaster products Other stone and mineral products	557.9	$577.9 \\ 30.8 \\ 100.4 \\ 40.2 \\ 70.6 \\ 44.3 \\ 155.2 \\ 121.1$	$588.0 \\ 30.5 \\ 101.8 \\ 40.8 \\ 71.4 \\ 45.3 \\ 160.7 \\ 122.2$	$592.8 \\ 30.4 \\ 102.8 \\ 41.4 \\ 72.5 \\ 44.8 \\ 163.2 \\ 122.7$	$595. \ 6\\ 30. \ 1\\ 103. \ 1\\ 41. \ 7\\ 73. \ 1\\ 44. \ 2\\ 165. \ 1\\ 123. \ 5$	$590.1 \\ 29.7 \\ 103.0 \\ 41.5 \\ 72.1 \\ 43.5 \\ 163.0 \\ 123.0 \\$	$589.5 \\ 29.6 \\ 103.9 \\ 41.3 \\ 71.8 \\ 43.9 \\ 162.2 \\ 122.4$	$579.1 \\ 28.6 \\ 101.8 \\ 40.0 \\ 71.0 \\ 43.5 \\ 157.9 \\ 122.0$	$566. 2 \\ 29. 0 \\ 100. 3 \\ 39. 0 \\ 69. 5 \\ 43. 9 \\ 149. 3 \\ 120. 8$	$546.1 \\ 29.2 \\ 100.0 \\ 36.3 \\ 66.8 \\ 43.2 \\ 136.2 \\ 120.0$	543. 430. 299. 1 $36. 064. 944. 6133. 9120. 2$	$542.1 \\ 30.4 \\ 97.8 \\ 37.3 \\ 66.1 \\ 44.1 \\ 133.1 \\ 119.1$	560. 328. 999. 638. 870. 444. 1142. 7120. 9	$566.8 \\ 27.9 \\ 100.6 \\ 40.0 \\ 70.7 \\ 43.4 \\ 150.2 \\ 119.5 \\ $	$595.3 \\31.1 \\102.9 \\42.8 \\76.1 \\47.1 \\155.4 \\124.0$
Primary metal industries Blast furnace and basic steel products Iron and steel foundries Nonferrous smelting and refining Nonferrous rolling, drawing, and	1, 129. 2	${ \begin{smallmatrix} 1, 120. \ 9 \\ 551. \ 0 \\ 195. \ 5 \\ 68. \ 9 \end{smallmatrix} }$	$1, 123.1 \\ 555.2 \\ 195.5 \\ 69.1$	$1, 136. 4 \\566. 3 \\196. 6 \\69. 4$	$1, 134.7 \\ 567.5 \\ 193.8 \\ 68.9$	1, 134. 7 570. 8 194. 0 67. 8	$1,166.0 \\ 594.9 \\ 196.9 \\ 68.8$	1,193.8622.5196.568.6	${}^{1,221.3}_{\begin{array}{c}650.1\\197.0\\68.5\end{array}}$	$1,221.1 \\ 651.2 \\ 195.9 \\ 68.6$	1,213.4646.3195.968.6	$1, 197. 9 \\ 635. 0 \\ 191. 7 \\ 68. 0$	$1,187.8\\624.3\\192.6\\68.7$	$1, 142. 3 \\599. 9 \\186. 0 \\67. 4$	$1,228.7 \\ 652.5 \\ 203.6 \\ 70.8$
extruding Nonferrous foundries Miscellaneous primary metal industries_		$176. \\ 67. \\ 61. \\ 5$	$177.5 \\ 67.1 \\ 58.7$	$177.5 \\ 67.1 \\ 59.5$	$176.8 \\ 67.1 \\ 60.6$	$177. \ 3 \\ 64. \ 7 \\ 60. \ 1$	$178.0 \\ 66.0 \\ 61.4$	$177.6 \\ 67.4 \\ 61.2$	$177.5 \\ 66.6 \\ 61.6$	$177.1 \\ 67.0 \\ 61.3$	$176. 2 \\ 66. 2 \\ 60. 2$	177.2 66.0 60.0	$176.9 \\ 65.4 \\ 59.9$	$169.9 \\ 61.4 \\ 57.8$	$175.6 \\ 65.1 \\ 61.1$
Fabricated metal products Metal cans Cutlery, handtools, and general hard-	1, 124. 8	1, 126. 6 57. 6	1, 134. 1 61. 0	1, 135. 7 65. 3	1, 115. 5 65. 4	1, 115. 8 65. 7	1, 129. 0 65. 2	1, 121. 2 62. 9	1, 111. 3 61. 6	1, 102. 2 59. 7	1,096.1 58.9	1,098.5 57.9	1, 109. 0 57. 8	1, 076. 4 60. 6	1, 128. 6 62. 5
ware Heating equipment and plumbing		141.1	140.0	138.4	134.7	133.6	138.7	138.4	137.7	137.9	137.4	137.8	138.6	129.7	136.0
Fabricated structural metal products_ Screw machine products, bolts, etc Metal stampings Coating, engraving, and allied services Miscellaneous fabricated wire products Miscellaneous fabricated metal products		78.3326.487.7195.669.957.2112.8	$\begin{array}{c} 79.0\\ 330.9\\ 87.7\\ 196.4\\ 69.6\\ 57.7\\ 111.8 \end{array}$	78. 6335. 187. 0193. 269. 256. 8112. 1	78.8333.787.0180.267.855.7112.2	$\begin{array}{r} 76.7\\ 334.4\\ 86.1\\ 184.3\\ 67.4\\ 55.6\\ 112.0 \end{array}$	77.0332.387.1188.368.957.1114.4	76.3326.987.5191.167.656.8113.7	$\begin{array}{c} 76.2\\ 321.4\\ 87.8\\ 189.0\\ 67.7\\ 56.0\\ 113.9 \end{array}$	$\begin{array}{c} 76.1\\ 317.6\\ 87.5\\ 187.7\\ 66.9\\ 55.5\\ 113.3 \end{array}$	75.8316.887.2186.965.955.3111.9	75. 4318. 685. 9189. 965. 056. 4111. 6	$\begin{array}{c} 76.2\\ 325.3\\ 85.2\\ 190.9\\ 66.9\\ 56.7\\ 111.4 \end{array}$	$\begin{array}{c} 75.2\\ 325.8\\ 80.4\\ 179.4\\ 63.9\\ 53.7\\ 107.8 \end{array}$	$\begin{array}{c} 79.0\\ 334.3\\ 85.6\\ 197.7\\ 64.2\\ 56.9\\ 112.4\end{array}$

See footnotes at end of table.

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TABLE A-2. Employees in nonagricultural establishments, by industry 1-Continued

[In thousands]

Tedantar						19	62						1961	Ann aver	ual age
Industry	Dec.2	Nov.2	Oct.	Sept.	Aug.	July	June	May	Apr.	Mar.	Feb.	Jan.	Dec.	1961	1960
Manufacturing—Continued Durable goods—Continued															
Machinery Engines and turbines Farm machinery and equipment Construction and related machinery Metalworking machinery and equip-	1, 464. 6	1, 462. 0 86. 2 117. 6 208. 0	$1,463.1\\86.5\\118.0\\207.8$	1, 466. 7 86. 8 118. 7 211. 1	1, 463. 9 86. 8 117. 7 212. 3	1,468.1 85.7 119.0 211.2	1, 479. 5 86. 6 120. 5 212. 0	1, 468. 6 86. 7 121. 0 209. 0	1,466.4 86.5 121.0 207.8	1, 454. 1 85. 4 119. 5 205. 4	1, 434. 1 84. 0 114. 6 201. 8	1, 419. 1 81. 2 107. 9 199. 7	1,414.1 80.4 106.0 198.7	1,401.1 80.0 112.4 198.1	1, 471. 4 86. 8 114. 1 219. 7
ment. Special industry machinery. General industrial machinery. Office, computing, and accounting machines.		258.5 170.7 222.9 150.6	256.4 171.6 223.4 150.5	255.0 171.6 223.2 151.9	253. 1 172. 4 222. 9 152. 1	256.7 172.9 222.0 151.0	259.7 173.5 222.8 151.8	260.5 171.5 220.1 151.7	260.8 170.9 219.9 151.9	257.6 169.4 218.6 151.7	254.9 169.1 212.6 151.7	251.3 168.1 216.9 151.3	249.4 168.6 216.6 151.1	243.8 167.9 211.1 149.3	258.2 173.8 223.0 145.7
Service industry machines Miscellaneous machinery		95.0 152.5	96. 2 152. 7	96.7 151.7	96.3 150.3	99.7 149.9	101.0 151.6	99.6 148.5	98.7 148.9	97.4 149.1	96.5 148.9	94.4 148.3	94.6 148.7	94.1 144.6	99.8 150.4
Electrical equipment and supplies Electric distribution equipment Electrical industrial apparatus Household appliances Electric lighting and wiring equipment. Radio and TV receiving sets Communication equipment Electronic components and accessories Miscellancous electrical equipment	1, 557. 4	1, 558. 4 163. 5 177. 0 154. 8 138. 9 132. 6 426. 0 247. 1	$\begin{array}{c} 1,561.2\\ 163.5\\ 176.6\\ 155.6\\ 139.4\\ 135.7\\ 424.7\\ 247.6\\ 118.1 \end{array}$	$\begin{array}{c} 1,556.7\\ 163.3\\ 176.9\\ 155.0\\ 138.8\\ 135.2\\ 422.6\\ 248.0\\ 116.9\end{array}$	$\begin{array}{c} 1, 538.9 \\ 163.2 \\ 175.7 \\ 151.9 \\ 136.1 \\ 132.2 \\ 420.0 \\ 246.5 \\ 113.3 \end{array}$	$\begin{array}{c} 1, 529.1\\ 161.7\\ 177.0\\ 150.7\\ 133.6\\ 129.9\\ 415.7\\ 246.7\\ 113.8 \end{array}$	$1,534.2 \\ 162.2 \\ 178.3 \\ 154.3 \\ 135.4 \\ 127.8 \\ 416.2 \\ 245.7 \\ 114.3 \\$	$\begin{array}{c} 1,513.1\\ 159.3\\ 175.5\\ 154.8\\ 134.8\\ 122.9\\ 412.3\\ 240.0\\ 113.5\end{array}$	1, 505. 2 159. 8 174. 8 154. 5 134. 2 118. 3 410. 8 238. 5 114. 3	1, 498. 2 159. 3 174. 7 153. 5 133. 2 118. 0 409. 3 238. 2 112. 0	1, 494. 6 160. 5 174. 2 152. 0 132. 4 119. 2 405. 0 237. 8 113. 5	$\begin{array}{c} 1, 486.7\\ 160.2\\ 174.5\\ 152.0\\ 131.7\\ 121.0\\ 398.0\\ 236.7\\ 112.6\end{array}$	1, 491. 8 162. 2 174. 2 155. 1 132. 7 124. 4 394. 6 235. 6 113. 0	$\begin{array}{c} 1, 436.0\\ 160.9\\ 170.5\\ 151.0\\ 128.5\\ 113.1\\ 378.4\\ 227.2\\ 106.4\end{array}$	1,445.6 163.2 177.4 157.2 132.7 111.5 366.9 225.2
Transportation equipment Motor vehicles and equipment Aircraft and parts Ship and boat building and repairing Railroad equipment Other transportation equipment	1, 703. 3	1,694.9 755.3 727.1 143.3 41.8 27.4	1, 683. 9 746. 8 719. 7 145. 5 43. 2 28. 7	1, 668. 7 731. 8 719. 0 144. 3 44. 8 28. 8	1, 536. 2 607. 3 709. 7 144. 3 45. 5 29. 4	1, 647. 4 727. 5 705. 1 141. 8 43. 6 29. 4	1, 660. 4 746. 4 695. 6 142. 6 45. 5 30. 3	1, 650. 6 738. 3 692. 8 144. 1 44. 4 31. 0	1, 632. 2 720. 9 691. 9 145. 5 43. 8 30. 1	1, 629. 0 715. 4 699. 7 143. 4 42. 5 28. 0	1, 625. 2 714. 8 699. 9 142. 1 41. 4 27. 0	1, 613. 1 715. 3 696. 7 139. 2 37. 3 24. 6	1, 623. 0 724. 0 694. 2 142. 3 36. 8 25. 7	1,522.5647.9669.4142.235.827.3	1, 617. 3 727. 6 673. 8 141. 0 43. 8 31. 1
Instruments and related products Engineering and scientific instruments. Mechanical measuring and control devices	362.2	362.4 74.4 96.5 41.6	361.6 74.4 95.8 41.8	361. 3 74. 1 95. 7 41. 8	361. 3 73. 6 95. 9 41. 7	357.4 72.3 95.0 41.8	358. 2 72. 6 94. 7 42. 4	355.8 72.5 95.2 42.1	355.2 72.5 95.2 42.2	354.6 72.5 95.3 41.8	351.9 70.9 94.8 41.4	351.9 72.7 94.2 40.7	354.0 72.9 94.7 40.8	346. 4 73. 9 91. 8 39. 3	354.2 75.7 95.1 40.6
Surgical, medical, and dental equip- ment. Photographic equipment and supplies.		49.7 71.3	49.6 71.0	49.6 71.0	49.5	49.2 71.4	49.0 70.5	48.2 69.2	48.1 69.1	47.8	47.7	47.7	48. 4 69. 3	47.6	47.3 69.0
Watches and clocks Miscellaneous manufacturing industries Jewelry, silverware, and plated ware Toys, amusement, and sporting goods Pens, pencils, office and art materials Costume jewelry, buttons, and notions Other manufacturing industries	3, 924	28.9 410.5 42.8 117.5 34.8 57.0 158.4	29.0 418.1 42.6 123.1 35.1 56.9 160.4	29.1 414.5 42.3 119.7 34.6 56.8 161.1	28.8 407.3 41.5 117.1 34.1 56.0 158.6	27.7 392.4 40.0 112.4 32.6 53.1 154.3	29.0 399.9 41.2 112.2 33.2 56.3 157.0	28. 0 391. 8 41. 2 107. 6 32. 6 55. 1 155. 3	28. 1 384. 8 41. 3 103. 0 32. 6 53. 9 154. 0	375.2 41.5 93.5 32.2 54.6 153.4	23. 5 370. 7 41. 5 89. 8 32. 4 53. 9 153. 1	363. 4 42. 0 84. 6 32. 2 53. 0 151. 6	27. 9 382. 3 42. 8 96. 4 32. 7 55. 6 154. 8	25.5 381.6 41.8 101.9 31.2 54.0 152.7	20.0 392.1 43.2 102.3 31.0 57.5 158.1
Nondurable goods															
Food and kindred products Meat products Dairy products Canned and preserved food, except	1,730.4	1, 773. 6 315. 8 302. 9	1,858.5 315.9 306.1	1, 931. 1 312. 7 312. 3	1, 910. 5 314. 7 320. 5	1, 829. 6 313. 4 322. 3	1,777.9 314.4 318.8	1, 711. 5 307. 7 311. 5	1, 699. 1 305. 2 308. 5	1, 672. 0 301. 1 303. 8	1, 673. 4 303. 5 301. 9	1, 693. 9 309. 9 302. 3	1, 747. 5 318. 7 305. 2	1,780.2 317.0 313.3	1, 792. 7 321. 1 316. 6
meats Grain mill products Bakery products Sugar. Confectionery and related products Beverages Confectionery and related products		220. 1 124. 8 309. 2 45. 1 87. 9 220. 4	298. 1 128. 2 308. 0 45. 1 85. 1 223. 5	379. 1 130. 5 307. 3 32. 1 83. 0 228. 6	359.1 131.1 308.0 30.0 76.9 227.2	286.7 131.0 308.1 29.3 69.1 229.1	236.3 128.7 308.8 28.8 73.2 227.7	204.1 127.4 302.1 27.2 73.8 217.8	203. 1 123. 8 301. 1 2 28. 2 3 76. 1 3 212. 2	186. 4 124. 1 301. 2 25. 5 77. 3 211. 7	187.5 124.6 302.0 27.6 78.0 207.8	$\begin{array}{c ccccccccccccccccccccccccccccccccccc$	$\begin{array}{c} 207.6\\ 126.8\\ 303.5\\ 40.8\\ 86.4\\ 215.1 \end{array}$	243.5 128.6 305.7 34.3 80.0 216.5	241.8 128.4 307.5 36.9 79.6 218.2
ucts		. 147.4	148.5	145. 5	143.0	140.6	141.2	139.9	140.9	140.9	140.5	141.2	143.4	141.4	142.8
Tobacco manufactures Cigarettes Cigars	84.7	93. 6 37. 0 23. 0	$\begin{array}{c ccccccccccccccccccccccccccccccccccc$	117. 6 37. 9 22. 8	102. 6 37. 9 22. 6	76. 9 37. 9 22. 0	76. 2 37. 6 22. 9	75.7 37.0 23.1	77.0 36.6 23.3	80.5 36.7 23.5	86.4 36.6 23.6	90.2 36.9 36.9 23.4	92.7 37.0 24.0	90. 5 37. 0 24. 8	94.1 37.2 27.9
Textile mill products	868.4	5 875. 6 243. 1 70. 3 49. 6 27. 3 210. 4 71. 6 35. 1 101. 8 66. 4	$\begin{array}{cccccccccccccccccccccccccccccccccccc$	883.7 244.2 70.5 51.5 27.4 215.3 71.2 34.2 103.0 66.4	885.8 245.0 70.6 52.2 27.3 217.2 71.1 23.1 103.8 4 65.4	872.9 243.4 68.7 2 2 2 2 2 2 2 2 2 2 2 2 3 0 3 0 101.3 5 64.1	890.9 247.0 70.4 52.9 27.4 217.6 72.2 33.4 103.6 66.4	$\begin{array}{c} 884.4\\ 246.1\\ 69.7\\ 52.2\\ 27.6\\ 214.2\\ 71.8\\ 33.6\\ 103.1\\ 66.2 \end{array}$	$\begin{array}{c} 4 \\ 883.2 \\ 247.2 \\ 7 \\ 69.3 \\ 2 \\ 52.0 \\ 37.6 \\ 2 \\ 212.1 \\ 3 \\ 72.1 \\ 33.8 \\ 1 \\ 103.1 \\ 2 \\ 66.0 \end{array}$	881.8 248.4 69.7 51.4 27.6 209.6 72.2 34.1 102.9 65.9	8 880.0 249.3 70.0 51.5 27.5 3 27.5 3 206.7 4 34.3 3 103.2 9 65.7	$\begin{array}{c} 8 \\ 8 \\ 7 \\ 8 \\ 8 \\ 7 \\ 8 \\ 7 \\ 8 \\ 7 \\ 8 \\ 7 \\ 8 \\ 7 \\ 8 \\ 7 \\ 8 \\ 7 \\ 8 \\ 7 \\ 8 \\ 7 \\ 1 \\ 8 \\ 7 \\ 1 \\ 8 \\ 7 \\ 1 \\ 8 \\ 1 \\ 1 \\ 1 \\ 1 \\ 1 \\ 1 \\ 1 \\ 1$	887.8 252.7 70.7 50.5 27.6 211.0 72.1 33.9 102.9 66.4	879.8 251.2 69.8 52.3 26.6 211.1 1 70.8 33.1 100.4 64.6	914.6 260.4 73.4 56.0 27.6 214.4 74.3 35.9 103.7 69.0

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Industry						19	62						1961	Amave	nual rage
Industry	Dec.2	Nov.2	Oct.	Sept.	Aug.	July	June	May	Apr.	Mar.	Feb.	Jan.	Dec.	1961	1960
Manufacturing-Continued															
Nondurable goods-Continued															
Apparel and related products Men's and boys' suits and coats Men's and boys' furnishings	1, 231. 4	1, 250. 7 118. 6 334. 9	1, 258. 5 119. 3 335. 2	1, 264. 2 120. 2 336. 4	1, 266. 7 119. 8 336. 1	1, 207. 8 115. 2 324. 7	1, 230. 5 119. 4 331. 2	$1,216.3 \\ 115.6 \\ 324.7$	1, 232. 4 115. 9 320. 5	1, 241. 2 116. 8 317. 8	1, 227. 5 117. 2 314. 1	1, 195. 1 116. 4 307. 4	1, 217. 5 118. 1 310. 6	1, 199. 5 116. 4 302. 2	1, 228. 4 121. 5 307. 5
Women's, misses', and juniors' outer- wear		342.2	342.3	349.7	356.7	335.5	342.2	355.5	340.5	362.2	356.2	342.5	347.2	348.3	361. 3
Women's and children's undergar- ments. Hats caps and millinery		126.0 32.8	126.7	124.6 36.2	123.3	116.7	120.0	119.2	120.4	121.4	119.9	118.7	122.7	118.0	119.7
Girls' and children's outerwear. Fur goods and miscellaneous apparel. Miscellaneous fabricated textile prod-		76.6 71.9	77.2 73.3	77.2 72.2	78.6 71.6	78.2 67.8	79.2 68.7	75.3 66.7	74.0 67.3	78.4 66.8	40. 2 77. 9 66. 7	74.8 63.7	74.1 70.5	54.9 74.4 69.5	76.1 69.4
ucts		147.7	148.7	147.7	143.8	137.7	138.1	142.5	140.1	136.7	135.3	133.7	138.9	135.8	136.9
Paper and allied products Paper and pulp Paperboard	602.0	$ \begin{array}{r} 606.2 \\ 226.8 \\ 68.3 \end{array} $	608. 8 227. 9 68. 3	$610.7 \\ 229.0 \\ 67.7$	$ \begin{array}{r} 610.4 \\ 231.4 \\ 66.7 \end{array} $	$\begin{array}{c} 602.\ 2\\ 227.\ 7\\ 66.\ 4\end{array}$	$ \begin{array}{r} 607.3 \\ 228.5 \\ 68.1 \end{array} $	598.7 224.9 67.5	598.4 224.8 67.5	593. 8 224. 6 65. 9	590. 2 223. 8 65. 4	591.3 223.6 65.5	$598.7 \\ 225.6 \\ 66.0$	589.5 224.5 66.8	593.3 224.4 69.3
Converted paper and paperboard products Paperboard containers and boxes		129.8 181.3	130.5 182.1	130.6 183.4	130.4 181.9	129.3 178.8	130.2 180.5	128.6 177.7	128.5 177.6	126.9 176.4	126.5 174.5	127.1	128.4 178.7	124.3 174.0	124.4
Printing, publishing, and allied indus-		101.0	102.1	100.1	101.0	110.0	100.0	1	111.0	110.1	111.0	110.1	110.1	114.0	110.1
tries. Newspaper publishing and printing Periodical publishing and printing Books Commercial printing	927.0	944.9 348.5 69.5 75.5 293.4	945. 0 346. 6 68. 9 76. 0 293. 8	941.3 345.1 68.3 76.4 292.2	$934.0 \\ 345.5 \\ 66.1 \\ 75.8 \\ 288.9 \\ 9$	$\begin{array}{r} 930.7\\ 343.1\\ 66.4\\ 76.1\\ 289.2\\ 48.2\\ \end{array}$	933.4 343.7 66.4 75.4 292.0	$\begin{array}{r} 929.0 \\ 341.0 \\ 68.5 \\ 74.4 \\ 291.1 \\ 47.2 \\$	930.8 342.5 68.7 74.5 291.4	930. 0341. 369. 574. 5291. 2	926. 6 339. 9 69. 9 74. 1 290. 7	925. 4338. 670. 874. 0290. 5	935. 9 342. 5 70. 2 74. 0 295. 0	926.3 339.1 71.0 73.0 289.8	917.2 332.6 71.0 71.1 289.2
Other publishing and printing indus-		48.0	48.7	49.3	49.5	48.3	48.0	47.3	47.2	47.4	46.6	46.6	47.2	47.1	47.0
Chamicals and alliad products	040 1	051 9	059 6	055 0	050 0	055 0	051 0	051 0	054.0	049 7	000.1	101. 0	107.0	100.0	200.0
Industrial chemicals. Plastics and synthetics, except glass Drugs Soap, cleaners, and tollet goods Paints, varnishes, and allied products Agricultural chemicals Other chemical products	548.1	$\begin{array}{c} 851.5\\ 284.7\\ 163.1\\ 111.2\\ 101.1\\ 62.1\\ 41.7\\ 87.4 \end{array}$	855. 6 284. 9 163. 2 110. 6 101. 8 62. 8 42. 9 87. 4	$\begin{array}{c} 853.9\\ 285.1\\ 164.3\\ 110.5\\ 101.8\\ 63.6\\ 42.7\\ 87.9\end{array}$	$\begin{array}{c} 858.0\\ 287.8\\ 163.4\\ 111.4\\ 101.2\\ 64.7\\ 40.7\\ 88.8 \end{array}$	$\begin{array}{c} 855.0\\ 288.9\\ 162.9\\ 110.7\\ 99.2\\ 64.5\\ 40.5\\ 88.3 \end{array}$	$\begin{array}{c} 851.2\\ 287.7\\ 158.4\\ 110.0\\ 99.4\\ 64.2\\ 43.3\\ 88.2 \end{array}$	$\begin{array}{c} 851.9\\ 284.6\\ 159.7\\ 108.7\\ 98.0\\ 63.0\\ 52.5\\ 85.4 \end{array}$	854.9 286.0 159.7 108.8 98.1 62.2 53.9 86.2	$\begin{array}{c} 843.7\\ 284.2\\ 158.3\\ 108.3\\ 97.7\\ 61.6\\ 48.1\\ 85.5\end{array}$	838.4 284.6 158.1 108.3 95.4 61.5 45.1 85.4	833.3 284.8 157.1 107.5 95.1 61.0 42.7 85.1	836.3 285.4 157.3 107.8 97.6 61.4 41.8 85.0	830. 2 284. 8 152. 3 106. 6 96. 5 62. 4 44. 7 82. 9	829. 0 286. 8 153. 2 107. 4 92. 2 63. 5 44. 8 81. 8
Petroleum refining and related industries. Petroleum refining Other petroleum and coal products	187.8	$189.2 \\ 154.4 \\ 34.8$	190. 7 154. 9 35. 8	$192.8 \\ 156.4 \\ 36.2$	199. 9 163. 5 36. 4	200. 9 165. 0 35. 9	200. 9 165. 3 35. 6	$199.3 \\ 164.6 \\ 34.7$	198.3 165.0 33.3	$197.1 \\ 164.8 \\ 32.3$	197.6 165.2 32.4	$197. \ 6 \\ 165. \ 5 \\ 32. \ 1$	195. 0 163. 1 31. 9	$203. 0 \\ 170. 0 \\ 33. 0$	211.7 177.6 34.1
Rubber and miscellaneous plastic prod- ucts	396.1	397.7 104.8 164.5 128.4	399. 9 105. 3 164. 7 129. 9	397.7 105.7 164.3 127.7	392. 1 104. 5 161. 4 126. 2	384.5 103.5 157.1 123.9	391. 4 104. 5 161. 5 125. 4	385.0 103.0 158.8 123.2	380. 4 102. 5 157. 2 120. 7	381. 8 103. 0 157. 0 121. 8	381.3 103.3 157.1 120.9	380. 5 103. 4 157. 4 119. 7	382.6 104.0 157.2 121.4	365.1 101.0 149.1 114.9	374.0 106.8 153.3 113.8
Leather and leather products Leather tanning and finishing Footwear, except rubber Other leather products	361.1	361.1 33.0 235.9 92.2	358.6 32.9 233.4 92.3	360. 8 32. 8 236. 9 91. 1	368. 6 32. 8 243. 5 92. 3	358.4 31.6 239.2 87.6	363. 5 32. 7 241. 7 89. 1	355.4 32.2 236.6 86.6	359.5 32.0 238.8 88.7	363.7 32.5 241.7 89.5	363. 5 33. 1 241. 6 88. 8	361. 3 33. 5 241. 8 86. 0	364.8 33.4 240.0 91.4	361. 0 33. 0 239. 3 88. 7	365.8 34.1 242.6 89.1
Transportation and public utilities	3, 936	3, 936	3, 959	3, 959	3, 963	3, 948	3, 965	3, 924	3, 904	3, 880	3, 863	3, 863	3, 927	3, 923	4, 017
Railroad transportation. Class I railroads. Local and interurban passenger transit. Local and suburban transportation. Taxleabs. Intercity and rural buslines. Motor freight transportation and storage. Air transportation. Air transportation. Other transportation. Communication. Telephone communication. Telegraph communication. Radio and television broadcasting		782,7 683,1 267,2 87,2 107,1 48,0 938,3 209,6 188,7 20,6 296,9 816,7 687,8 35,7 91,3	$\begin{array}{c} 792.5\\ 692.9\\ 267.0\\ 87.7\\ 105.7\\ 48.4\\ 947.9\\ 210.8\\ 189.5\\ 20.8\\ 296.0\\ 818.8\\ 688.3\\ 35.8\\ 92.8\\ \end{array}$	$\begin{array}{c} 784.4\\ 685.0\\ 265.2\\ 87.9\\ 105.0\\ 49.7\\ 942.1\\ 210.0\\ 188.5\\ 21.2\\ 300.7\\ 823.6\\ 693.2\\ 366.2\\ 92.3\end{array}$	$\begin{array}{c} 810.2\\ 710.6\\ 253.6\\ 87.7\\ 103.0\\ 50.1\\ 927.5\\ 199.2\\ 177.8\\ 21.6\\ 302.6\\ 829.1\\ 699.1\\ 36.6\\ 91.5\\ \end{array}$	$\begin{array}{c} 811.1\\ 711.8\\ 254.4\\ 87.8\\ 102.7\\ 50.4\\ 920.3\\ 193.1\\ 172.0\\ 21.6\\ 299.9\\ 829.1\\ 698.5\\ 36.8\\ 91.9\\ \end{array}$	$\begin{array}{c} 819.2\\719.0\\261.0\\88.6\\104.2\\49.6\\919.2\\207.6\\185.0\\21.6\\301.2\\822.3\\692.5\\36.7\\91.2\end{array}$	$\begin{array}{c} 815.1\\ 715.0\\ 266.0\\ 88.6\\ 105.5\\ 48.7\\ 893.2\\ 206.7\\ 184.0\\ 21.3\\ 302.6\\ 816.9\\ 687.9\\ 687.9\\ 36.6\\ 90.5\\ \end{array}$	$\begin{array}{c} 808.1\\ 706.8\\ 266.6\\ 88.4\\ 107.1\\ 47.9\\ 887.1\\ 204.9\\ 182.3\\ 21.2\\ 298.3\\ 816.6\\ 687.0\\ 36.5\\ 91.2\\ \end{array}$	803. 2 702. 0 262. 5 82. 9 109. 6 46. 7 878. 8 203. 8 181. 1 21. 3 296. 6 813. 8 685. 2 36. 4 90. 3	799. 2 698. 9 267. 4 88. 6 109. 3 46. 5 872. 2 200. 9 179. 4 21. 3 289. 3 812. 9 684. 3 36. 4 90. 3	$\begin{array}{c} 800.8\\ 700.6\\ 270.5\\ 90.0\\ 109.6\\ 47.9\\ 866.9\\ 200.4\\ 179.5\\ 21.4\\ 288.2\\ 813.3\\ 684.2\\ 36.5\\ 90.7\\ \end{array}$	$\begin{array}{c} 824.5\\ 713.9\\ 268.8\\ 90.1\\ 108.6\\ 47.1\\ 895.3\\ 200.0\\ 179.5\\ 21.6\\ 296.7\\ 815.6\\ 685.5\\ 37.1\\ 91.1\\ \end{array}$	819.5 717.4 270.0 91.5 109.5 48.2 875.2 197.3 175.6 22.2 302.1 826.2 694.8 37.1 92.4	886.9 780.5 282.6 94.6 120.4 47.2 873.8 191.0 171.6 23.1 308.0 838.7 706.0 38.3 92.4
Electric, gas, and sanitary services Electric companies and systems Gas companies and systems Combined utility systems Water, steam, and sanitary systems		$\begin{array}{c} 603.\ 5\\ 248.\ 0\\ 151.\ 7\\ 173.\ 8\\ 30.\ 0\end{array}$	$\begin{array}{r} 604.9\\ 248.3\\ 151.8\\ 174.5\\ 30.3 \end{array}$	$\begin{array}{c} 612.1 \\ 251.4 \\ 153.4 \\ 176.8 \\ 30.5 \end{array}$	619.2 253.8 155.3 178.7 31.4	$\begin{array}{r} 618.3 \\ 253.9 \\ 154.9 \\ 178.1 \\ 31.4 \end{array}$	612.7 251.6 153.7 176.5 30.9	602.3 247.6 151.1 173.2 30.4	$\begin{array}{r} 600.9\\247.6\\150.7\\172.6\\30.0\end{array}$	$\begin{array}{r} 600.1\\ 247.4\\ 150.7\\ 172.3\\ 29.7 \end{array}$	$\begin{array}{r} 600.2\\247.7\\150.9\\172.2\\29.4\end{array}$	601.6 248.0 151.2 172.9 29.5	604.5 248.8 152.1 173.8 29.8	$\begin{array}{r} 610.7\\ 252.2\\ 153.1\\ 175.3\\ 30.1 \end{array}$	613. 0 254. 3 153. 4 175. 0 30. 3

TABLE A-2. Employees in nonagricultural establishments, by industry 1-Continued

[In thousands]

Industry						196	32						1961	Anr aver	ual age
Indiou y	Dec.2	Nov.2	Oct.	Sept.	Aug.	July	June	May	Apr.	Mar.	Feb.	Jan.	Dec.	1961	1960
Wholesale and retail trade Wholesale trade	12, 406 3, 125	11, 833 3, 115	11, 682 3, 113	11, 627 3, 105	11, 558 3, 107	11, 540 3, 091	11, 582 3, 074	11, 476 3, 034	11, 470 3, 028	11, 223 3, 022	11, 188 3, 021	11, 270 3, 021	12, 181 3, 062	11, 36 8 3, 008	11, 412 3, 009
Motor venicles and automotive equip- ment		226.0 199.4 135.2 503.7 215.7	226. 4 198. 4 135. 7 497. 9 215. 2	226.9 196.8 135.1 492.8 214.1	226.8 196.9 135.9 491.8 215.3	226.3 195.4 135.8 498.9 215.2	224.2 194.4 134.5 499.7 213.5	221.1 193.2 132.5 490.1 210.2	220.4 192.5 132.1 491.2 210.1	219. 4 191. 6 131. 9 491. 3 209. 4	219.3 190.6 131.0 488.9 207.8	218.5 189.4 130.4 492.0 206.5	221.4 192.5 131.4 501.0 207.0	215.6 188.3 130.7 491.5 204.8	213.6 183.8 130.8 494.0 208.1
goods Machinery, equipment, and supplies Retail trade	9,281	$\begin{array}{c} 133.5\\ 513.5\\ 8,718\\ 1,694.9\\ 1,005.3\\ 349.9\\ 1,395.3\\ 1,224.9\\ 696.7\\ 117.9\\ 268.8\\ 107.0\\ 118.9\\ 418.0\\ 11,657.2\\ 2,856.0\\ 692.4\\ 138.2\\ 387.1 \end{array}$	$\begin{array}{c} 111.9\\ 511.9\\ 8,569\\ 1,590.5\\ 936.2\\ 329.7\\ 1,383.6\\ 1,216.5\\ 674.6\\ 111.0\\ 259.9\\ 101.6\\ 574.6\\ 119.7\\ 414.5\\ 1,670.5\\ 2,834.8\\ 687.3\\ 133.9\\ 384.7 \end{array}$	114. 5 514. 5 8, 522 1, 556. 8 911. 0 326. 9 1, 204. 0 663. 3 108. 9 252. 8 100. 8 101. 9 252. 8 101. 3 108. 9 252. 8 101. 3 108. 9 252. 8 101. 3 108. 9 252. 8 101. 3 108. 9 252. 8 103. 9 253. 8 104. 9 253. 8 104. 9 253. 8 105. 9 253. 8 105. 9 253. 8 105. 9 253. 8 105. 9 253. 8 105. 9 253. 8 105. 7 105. 9 253. 8 105. 7 253. 8 105. 7 105. 9 105. 9	$\begin{array}{c} 133.5\\ 513.5\\ 8,451\\ 1,512.8\\ 885.7\\ 311.5\\ 1,365.0\\ 1,202.2\\ 630.5\\ 106.6\\ 241.1\\ 95.7\\ 114.7\\ 409.1\\ 1,700.9\\ 2,832.7\\ 832.5\\ 135.6\\ 382.5\end{array}$	112.1 8,449 1,501.5 878.1 308.4 1,376.6 1,211.3 630.2 107.9 242.0 95.8 114.7 407.8 1,699.2 2,883.5 681.8 136.3 378.0	508. 5 8, 508 1, 526. 8 898. 5 312. 3 1, 374. 9 1, 208. 6 663. 0 113. 2 251. 7 100. 3 120. 5 410. 0 1, 706. 3 2, 826. 7 675. 3 136. 4 379. 5	$\begin{matrix} 1502.6\\ 8, 442\\ 9, 897.4\\ 317.9\\ 1, 370.1\\ 1, 201.4\\ 668.5\\ 108.9\\ 256.9\\ 99.6\\ 6123.5\\ 407.6\\ 1, 663.7\\ 2, 808.5\\ 669.5\\ 132.9\\ 377.1\end{matrix}$	500.0 8, 442 1, 534.6 901.9 324.5 1, 373.8 1, 198.7 707.2 111.3 264.3 102.2 140.3 409.8 1, 634.2 2, 782.3 667.3 130.7 375.1	497. 4 8, 201 1, 460. 6 858. 4 304. 4 1, 363. 6 1, 197. 2 626. 1 103. 1 240. 9 95. 0 110. 4 408. 5 1, 582. 3 2, 760. 0 665. 9 126. 2 374. 7	493. 6 8, 167 1, 443. 2 850. 8 295. 3 1, 366. 5 1, 195. 0 617. 7 105. 0 236. 1 95. 1 108. 0 410. 3 1, 571. 8 2, 757. 9 663. 8 125. 2 374. 0	$\begin{array}{c} 440.5\\ 8,249\\ 1,507.7\\ 894.8\\ 308.5\\ 1,361.0\\ 1,194.0\\ 638.7\\ 111.3\\ 241.7\\ 99.7\\ 110.6\\ 412.1\\ 1,569.2\\ 2,760.2\\ 659.9\\ 129.2\\ 375.6\end{array}$	$\begin{array}{c} 1420.\ 4\\ 90.\ 119\\ 2,054.\ 9\\ 11,233.\ 1\\ 436.\ 4\\ 1,394.\ 1\\ 1,215.\ 7\\ 782.\ 4\\ 138.\ 3\\ 203.\ 0\\ 124.\ 6\\ 133.\ 8\\ 425.\ 2\\ 1,603.\ 9\\ 2,858.\ 9\\ 657.\ 8\\ 147.\ 9\\ 394.\ 3\end{array}$	433.6 8,361 1,554.8 910.6 330.0 1,358.3 1,186.9 645.7 107.7 246.2 96.8 116.0 405.4 1,617.6 2,776.9 656.5 138.3 372.9	$\begin{array}{c} 145.1\\ 479.1\\ 8,403\\ 1,563.1\\ 914.4\\ 335.4\\ 1,356.1\\ 1,356.1\\ 1,356.1\\ 1,356.1\\ 1,481.6\\ 637.2\\ 243.1\\ 94.7\\ 119.0\\ 243.1\\ 94.7\\ 119.0\\ 243.1\\ 194.7\\ 119.0\\ 243.1\\ 194.7\\ 119.0\\ 243.1\\ 194.7\\ 119.0\\ 243.1\\ 194.7\\ 119.0\\ 243.1\\ 194.7\\ 119.0\\ 243.1\\ 194.7\\ 119.0\\ 243.1\\ 194.7\\ 119.0\\ 243.1\\ 194.7\\ 119.0\\ 243.1\\ 194.7\\ 119.0\\ 243.1\\ 194.7\\ 119.0\\ 243.1\\ 194.7\\$
Finance, insurance, and real estate Banking Credit agencies other than banks. Savings and loan associations Personal credit institutions. Security dealers and exchanges. Insurance carriers. Life insurance. Accident and health insurance. Fire, marine, and casualty insurance. Insurance agents, brokers, and services. Real estate. Operative builders. Other finance, insurance, and real estate.	2,803	$\begin{array}{c} 2,806\\ 720.6\\ 268.7\\ 87.0\\ 141.3\\ 121.0\\ 868.9\\ 472.2\\ 52.8\\ 301.5\\ 202.3\\ 549.4\\ 30.8\\ 75.2 \end{array}$	$\begin{array}{c} 2,807\\ 720.0\\ 267.3\\ 86.6\\ 140.5\\ 122.8\\ 868.5\\ 472.3\\ 52.7\\ 300.9\\ 201.0\\ 551.9\\ 32.2\\ 75.7 \end{array}$	$\begin{array}{c} 2,813\\719.9\\268.3\\86.1\\142.2\\125.5\\869.4\\472.5\\52.8\\301.7\\201.2\\553.0\\31.8\\75.8\end{array}$	$\begin{array}{c} 2,841\\729.0\\271.2\\86.6\\143.9\\130.8\\875.0\\474.0\\53.3\\304.2\\204.0\\554.9\\32.4\\76.0\end{array}$	$\begin{array}{c} 2,839\\ 725.1\\ 271.5\\ 87.4\\ 143.5\\ 132.4\\ 871.7\\ 472.3\\ 53.2\\ 302.8\\ 203.0\\ 559.4\\ 32.7\\ 75.7 \end{array}$	$\begin{array}{c} 2,808\\ 715.4\\ 268.2\\ 85.1\\ 143.0\\ 131.9\\ 864.0\\ 469.6\\ 52.8\\ 298.9\\ 201.0\\ 552.6\\ 30.3\\ 75.2 \end{array}$	2,780 705.1 264.9 83.6 141.5 131.8 859.0 468.7 52.0 296.4 198.8 545.2 31.0 75.4	$\begin{array}{c} 2,770\\ 704.2\\ 265.0\\ 83.9\\ 141.2\\ 133.0\\ 860.4\\ 469.9\\ 52.2\\ 296.4\\ 198.9\\ 533.3\\ 29.9\\ 75.0\end{array}$	$\begin{array}{c} 2,754\\ 702.8\\ 264.2\\ 82.9\\ 141.6\\ 133.1\\ 860.5\\ 469.9\\ 52.0\\ 296.8\\ 198.6\\ 520.0\\ 27.0\\ 74.9\end{array}$	$\begin{array}{c} 2,749\\ 701.5\\ 264.2\\ 82.8\\ 141.8\\ 132.5\\ 859.2\\ 469.4\\ 51.9\\ 296.0\\ 198.7\\ 518.2\\ 25.5\\ 74.8 \end{array}$	$\begin{array}{c} 2,747\\698.3\\264.6\\82.7\\142.4\\131.7\\856.0\\468.0\\51.4\\294.9\\198.1\\523.3\\29.2\\74.6\end{array}$	$\begin{array}{c} 2,756\\ 700.3\\ 265.0\\ 82.2\\ 143.2\\ 131.4\\ 858.2\\ 469.4\\ 51.7\\ 295.2\\ 199.2\\ 526.5\\ 30.5\\ 74.9 \end{array}$	$\begin{array}{c} 2,748\\ 695.1\\ 262.5\\ 78.6\\ 145.2\\ 126.8\\ 856.7\\ 468.4\\ 51.6\\ 295.1\\ 199.8\\ 531.4\\ 32.5\\ 75.9\end{array}$	$\begin{array}{c} \textbf{2, 684} \\ \textbf{674, 7} \\ \textbf{256, 2} \\ \textbf{72, 4} \\ \textbf{146, 0} \\ \textbf{114, 2} \\ \textbf{839, 0} \\ \textbf{459, 0} \\ \textbf{50, 9} \\ \textbf{287, 3} \\ \textbf{196, 2} \\ \textbf{527, 3} \\ \textbf{36, 1} \\ \textbf{76, 7} \end{array}$
Services and miscellaneous Hotels and lodging places Hotels, tourist courts, and motels Personal services:	7, 809	7, 831 603. 3 559. 5	7, 870 616. 5 570. 1	7, 856 654. 1 597. 9	7, 867 745. 6 640. 3	7, 884 742. 1 638. 9	7, 881 672. 6 612. 7	7, 769 604. 6 554. 4	7,690 584.2 539.0	7, 573 565. 7 524. 0	7, 545 563.0 521.9	7, 51 0 552.9 511.8	7, 573 562, 1 519, 5	7, 516 587.7 531.3	7, 361 567. 7 511. 1
Laundries, cleaning and dyeing plants. Miscellaneous business services: Advertising		498.5 112.6 167.6	503.4 111.6 174.5	503.9 111.4 180.7	504.6 112.1 183.2	514.1 111.6 182.0	518.8 110.4 179.8	513.3 112.1 178.1	507.1 112.3 178.6	496.8 112.1 167.3	496.2 110.0 167.0	109.2 168.4	505.2 110.4 172.3	510.5 110.4 184.4	521.0 109.9 189.3
Motion picture filming and distribut- ing Motion picture theaters and services Medical services:		36.2 131.4	36.2 138.3	37.2 143.5	36.9 146.3	36.1 145.9	35.2 144.6	2 35.0 5 143.1	37.9 140.7	39. 6 127. 7	39.9 127.1	41.0	42.0 130.3	43.5 140.9	43.5 145.8
Hospitals		1, 202. 6	1, 196. 9	1, 192. 8	3 1, 192. 3	1, 194. 5	1, 186. 8	5 1, 174. 2	1, 173. 3	1, 170. 2	1, 166.8	1, 158.9	1,156.0	1, 141. 7	1, 105.0
Government Federal Government ³ Executive Post Office Department Other agencies Legislative Judicial	9, 623 2, 506	9,472 2,348 2,318.8 965.1 587.8 765.9 23.9 5.6	9,406 2,333 2,303.8 964.0 583.9 755.9 24.0 5.6	9, 241 2, 336 2, 306, 4 962, 6 587, 1 756, 7 23, 9 5, 6	8, 860 2, 365 2, 335, 5 972, 9 589, 2 7 773, 4 9 24, 1 5 5, 5	8,870 2,368 52,338.5 973.4 2589.9 4775.2 23.9 5 5.5	9, 171 2, 354 2, 324, 2 970, 2 587, 0 767, 0 23, 9 5, 5	$\begin{array}{c} 9,172\\ 2,313\\ 2,284.0\\ 961.3\\ 0 582.2\\ 0 740.8\\ 9 23.4\\ 5 5.8\end{array}$	$\begin{array}{c} 9, 143 \\ 2, 306 \\ 2, 276, 9 \\ 958, 6 \\ 2580, 2 \\ 5$	9, 133 2, 294 2, 264. 8 956. 7 578. 7 729. 4 23. 5 5. 4	9, 102 2, 289 2, 259, 8 956, 9 578, 2 724, 7 23, 4 5, 4	9,032 2,281 32,252.2 955.7 579.0 717.8 423.4 45.4	9, 278 2, 510 2, 480. 8 955. 8 809. 7 715. 3 23. 4 5. 4	8, 828 2, 279 2, 250, 9 943, 7 596, 7 710, 5 23, 2 5, 1	8, 520 2, 270 2, 242. 6 940. 6 586. 7 715. 3 22. 6 4. 9
State and local government 4State government State government Local government Education Other State and local government	7, 117	7, 124 1, 785. 7 5, 338. 7 3, 679. 1 3, 445. 3	7,073 1,779.9 5,293.0 3,629.0 3,443.9	6, 905 1, 725. 2 5, 180. 1 3, 410. 9 3, 494. 4	6, 495 1, 670. 7 4, 824. 3 9 2, 938. 4 4 3, 556. 6	6, 502 1, 677. 6 4, 824. 4 2, 949. 2 3, 552. 8	6, 817 51, 729. 9 5, 087. 5 3, 318. 7 8 3, 498. 7	6,859 1,731.8 5,127.3 7 3,438.5 7 3,420.4	6,837 31,721.5 5,115.6 73,448.2 43,388.9	6,839 1,716.5 5,122.3 3,460.0 3,378.8	6, 813 1, 707. 1 5, 106. 3 3, 451. 4 3, 361. 9	6, 751 1, 686. 4 3, 064. 6 5, 064. 6 5, 403. 5 9, 347. 5	6, 768 1, 692. 0 5, 075. 7 3, 416. 2 3, 351. 5	6, 548 1, 663. 6 4, 884. 5 3, 175. 4 3, 373. 9	6, 250 31, 592, 7 4, 657, 0 2, 983, 3 3, 266, 4

¹ Beginning with the December 1961 issue, figures differ from those pre-viously published for three reasons. The industry structure has been con-verted to the 1957 Standard Industrial Classification; the series have been adjusted to March 1959 benchmark levels indicated by data from government social insurance programs; and, beginning with January 1959, the estimates are prepared from a sample stratified by establishment size and, in some cases, region. For comparable back data, see *Employment and Earnings Statistics* for the United States, 1909-60, (BLS Bulletin 1312). Statistics from April 1959 forward are subject to further revision when new benchmarks become avail-able. In addition, data include Alaska and Haweii beginning to Lawrence 100

able. In addition, data include Alaska and Hawaii beginning in January 1959. This inclusion increased the nonagricultural total by 212,000 (0.4 percent) for the March 1959 benchmark month, with increases for industry divisions ranging from 0.1 percent in mining to 0.8 percent in government. 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 i establishment dur-ing the reporting period are counted more than once. Proprietors, self-employed persons, unpaid family workers and domestic servants are excluded.

excluded.
Preliminary.
Data relate to divilian employees who worked on, or received pay for, the last day of the month.
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 pre-pared by the U.S. Interstate Commerce Commission.

TABLE A-3. Production workers in nonagricultural establishments, by industry ¹

[In thousands]

Industry						1	962						1961	An ave	nual erage
	Dec.2	Nov.2	Oct.	Sept.	Aug.	July	June	May	Apr.	Mar.	Feb.	Jan.	Dec.	1961	1960
Mining Metal mining Iron ores Copper ores		$ \begin{array}{c} 502 \\ 64.1 \\ 20.7 \\ 22.4 \end{array} $	507 64.7 21.6 22.6	512 65.4 22.1 22.7	517 68.5 23.8 23.5	508 72.7 24.4 23.7	520 73.9 25.1 24.0	0 517 73.1 25.0 23.8	508 71.7 23.7 23.9	502 70.7 23.0 23.8	504 70.9 23.2 23.9	507 70.2 23.1 23.4	518 69.4 22.3 23.4	527 71. 5 22. 8 23. 7	567 76.9 28.6 22.6
Coal mining Bituminous		125.3 117.6	126.6 118.9	125.0 117.6	124.7 117.3	113.7 105.6	125.0 117.4	127.1 119.1	128.6 120.8	131.6 123.6	135.1 127.1	135.9 127.8	137.4 129.1	136.7 127.5	161.2 148.9
Crude petroleum and natural gas Crude petroleum and natural gas fields. Oil and gas field services		215.5 102.9 112.6	215.8 103.2 112.6	219.8 105.2 114.6	221.2 107.2 114.0	221.5 107.0 114.5	220.1 107.2 112.9	216.4 105.0 111.4	214.5 104.0 110.5	214.9 104.2 110.7	215.8 104.1 111.7	218.0 104.8 113.2	219.6 105.2 114.4	223.1 108.4 114.6	229.1 113.8 115.3
Quarrying and nonmetallic mining		97.3	99.6	101.3	102.8	100.2	100.8	99.9	92.8	84.9	82.1	82.9	91.2	95.4	99.6
Contract construction General building contractors		2, 399 744. 1 508. 6 294. 8 213. 8 1, 145. 8	2,529 769.2 577.8 346.6 231.2 1,181.6	2,570 784.2 596.1 361.8 234.3 1,189.6	2,621 809.4 612.2 372.4 239.8 1,199.5	2,573 796.5 602.3 361.2 241.1 1,173.9	2,431 753.4 552.9 327.8 225.1 1,125.0	2, 344 724.6 523.6 303.7 219.9 1, 095.5	2, 186 690. 7 436. 5 237. 5 199. 0 1, 058. 7	1,927 605.5 350.5 173.0 177.5 971.4	1,882 601.6 330.7 159.0 171.7 949.6	1,893 601.8 329.0 157.9 171.1 962.4	2, 165 695. 5 402. 3 203. 0 199. 3 1. 067. 5	2,344 740.4 492.8 271.2 221.6 1,110.8	2,458 788.3 509.0 270.6 238.4 1,160.7
Manufacturing Durable goods Nondurable goods	12, 370 6, 953 5, 417	12, 500 6, 987 5, 513	12, 661 7, 027 5, 634	12,751 7,034 5,717	12, 544 6, 862 5, 682	12, 403 6, 925 5, 478	12, 516 7, 025 5, 491	7 12, 372 6, 975 5, 397	12, 338 6, 931 5, 407	12, 240 6, 857 5, 383	12, 187 6, 820 5, 367	12, 118 6, 764 5, 354	12, 303 6, 844 5, 459	12, 044 6, 613 5, 431	12, 562 7, 021 5, 541
Durable goods															
Ordnance and accessories Ammunition, except for small arms Sighting and fire control equipment Other ordnance and accessories	102.9	$101.7 \\ 41.8 \\ 22.5 \\ 37.4$	$100.9 \\ 41.5 \\ 22.2 \\ 37.2$	$101.3 \\ 41.8 \\ 22.2 \\ 37.3$	101. 5 42. 7 21. 8 37. 0	98.6 43.0 21.9 33.7	$96.7 \\ 41.7 \\ 21.8 \\ 33.2$	97.5 40.5 22.1 34.9	97.5 40.6 22.3 34.6	$96.4 \\ 40.0 \\ 22.3 \\ 34.1$	96. 4 40. 0 22. 4 34. 0	96.8 40.3 22.4 34.1	97.9 41.0 22.7 34.2	94.3 39.6 22.5 32.2	89.4 37.0 22.7 29.7
Lumber and wood products, except fur- niture Logging camps and logging contractors. Sawmills and planing mills Millwork, plywood, and related prod-	535.5	544. 8 88. 0 244. 9	558. 4 92. 3 250. 1	567.2 96.3 253.1	576. 0 99. 5 255. 6	568. 4 98. 3 254. 3	571.4 96.4 256.9	546.0 84.8 248.3	527.4 77.0 242.6	509.3 71.2 235.7	512. 9 77. 8 234. 5	506.7 78.2 229.4	525. 5 82. 8 238. 8	534. 8 85. 2 243. 4	570.3 87.1 268.5
Wooden containers Miscellaneous wood products		$124.8 \\ 35.2 \\ 51.9$	$127.0 \\ 36.3 \\ 52.7$	128.6 35.9 53.3	$130.4 \\ 36.9 \\ 53.6$	126.7 36.9 52.2	$127.3 \\ 37.5 \\ 53.3$	$\begin{array}{c} 123.9\\ 36.5\\ 52.5\end{array}$	$120.3 \\ 35.5 \\ 52.0$	$115.9 \\ 35.1 \\ 51.4$	$115.0 \\ 35.0 \\ 50.6$	114.6 34.6 49.7	$ \begin{array}{r} 118.4 \\ 35.5 \\ 50.0 \end{array} $	$ \begin{array}{r} 119.4 \\ 36.8 \\ 49.9 \end{array} $	124.1 39.1 51.4
Furniture and fixtures Household furniture Office furniture. Partitions, office and store fixtures Other furniture and fixtures	317.5	$\begin{array}{r} 320.\ 3\\ 235.\ 7\\ 22.\ 7\\ 27.\ 4\\ 34.\ 5\end{array}$	$\begin{array}{c} 323.\ 7\\ 237.\ 3\\ 22.\ 6\\ 28.\ 9\\ 34.\ 9\end{array}$	323. 0 235. 9 22. 4 29. 1 35. 6	$\begin{array}{r} 322.7\\233.8\\24.4\\28.8\\35.7\end{array}$	313. 3 226. 9 23. 2 28. 3 34. 9	316.9 229.4 23.9 27.8 35.8	314. 1 229. 3 23. 3 27. 0 34. 5	312.7 229.9 22.8 26.5 33.5	311. 0 228. 2 22. 9 26. 7 33. 2	309.7 227.2 22.9 26.5 33.1	307.7 225.5 22.8 26.3 33.1	313.5230.022.726.734.1	303.9 221.5 21.8 26.6 34.0	318.9 232.3 22.8 29.2 34.5
Stone, clay, and glass products Flat glass Glass and glassware, pressed or blown Cement, hydraulic Structural clay products Pottery and related products Concrete, gypsum and plaster products Other stone and mineral products	444.5	$\begin{array}{r} 464.8\\ 25.4\\ 85.9\\ 32.3\\ 60.5\\ 37.6\\ 121.7\\ 88.8 \end{array}$	474, 2 25, 3 87, 0 32, 9 61, 0 38, 6 126, 9 89, 7	478.9 25.0 87.8 33.5 62.3 38.0 129.4 90.5	480. 9 24. 8 87. 5 33. 9 62. 8 37. 5 131. 4 90. 8	476. 4 24. 4 87. 6 33. 7 62. 0 37. 1 129. 6 90. 3	$\begin{array}{r} 476.1\\ 24.5\\ 88.6\\ 33.4\\ 61.4\\ 37.2\\ 129.0\\ 90.1 \end{array}$	466. 6 23. 8 86. 5 32. 1 60. 8 36. 9 125. 4 89. 4	$\begin{array}{r} 454.5\\ 24.2\\ 84.9\\ 31.1\\ 59.3\\ 37.3\\ 117.2\\ 88.7 \end{array}$	$\begin{array}{r} 434.8\\ 24.3\\ 84.5\\ 28.5\\ 56.5\\ 36.5\\ 104.6\\ 87.9\end{array}$	432.4 25.6 83.8 28.2 54.8 37.9 102.5 87.6	431. 5 25. 9 82. 4 29. 5 55. 8 37. 5 101. 7 87. 0	449.2 24.4 83.7 31.0 60.1 37.5 110.8 89.3	455.1 23.7 84.5 32.2 60.4 36.9 118.1 87.4	483.2 27.0 86.9 34.9 65.9 40.3 123.5 91.8
Primary metal industries. Blast furnace and basic steel products. Iron and steel foundries. Nonferrous smelling and refining Nonferrous rolling, drawing, and ex-	901.9	895. 9 436. 9 165. 2 53. 2	897.5 440.8 165.0 53.5	$910. 9 \\ 451. 9 \\ 166. 1 \\ 53. 8$	$906.3 \\ 450.3 \\ 163.4 \\ 53.0$	903. 4 451. 9 163. 1 51. 8	935.5475.4166.652.9	$964.5 \\ 503.3 \\ 166.5 \\ 53.0$	$991.3 \\ 530.0 \\ 167.1 \\ 53.0$	991. 4 531. 6 165. 9 52. 9	983. 5 527. 1 165. 7 52. 8	969.3 516.0 161.9 52.3	959.7 505.7 162.6 53.0	914.5 482.0 156.0 51.7	992.0 529.3 172.4 54.9
truding Nonferrous foundries Miscellaneous primary metal indus-		135.4 56.0	135.8 55.9	136.2 55.9	135.3 56.1	135.4 53.4	136.9 54.7	136.5 56.4	136.5 55.6	$\begin{array}{c} 136.2\\ 55.8 \end{array}$	$\begin{array}{c}134.9\\55.2\end{array}$	136.4 55.1	136.3 54.5	129.0 50.4	133.6 53.7
Febricated matel products		49.2	46.5	47.0	48.2	47.8	49.0	48.8	49.1	49.0	47.8	47.6	47.6	45.4	48.2
Metal cans Cutlery, handtools, and general hard	802.3	863.2 47.1	870.7 50.4	872.1 54.8	850.9 54.9	851.6 55.2	867.6 55.0	860.7 52.9	851.2 51.7	842.8 50.0	836.7 49.2	840. 0 48. 3	850. 8 48. 3	819.6 51.7	869.0 54.1
Reating equipment and plumbing		111.7 E0.F	110.6	108.8	105.1	104.4	109.4	109.4	108.6	108.8	108.4	108.8	109.9	101.4	107.3
Fabricated structural metal products. Screw machine products, bolts, etc Metal stampings. Coating, engraving, and allied services. Miscellaneous fabricated wire products. Miscellaneous fabricated metal products.		58.5 230.0 69.1 158.5 58.5 45.7	58.9 234.7 68.9 159.3 58.4 46.3	58.6 238.4 68.5 156.3 57.9 45.3	58.5236.768.2143.456.344.2	$56.8 \\ 237.2 \\ 67.4 \\ 147.5 \\ 56.0 \\ 43.9$	56.9 236.2 68.8 152.3 57.6 45.3	$56.3 \\ 231.3 \\ 69.1 \\ 154.8 \\ 56.4 \\ 45.1$	56.0226.869.3152.656.444.6	55.9223.169.1151.655.544.0	55.7222.168.8150.8 $54.743.8$	55.4223.867.7154.253.844.9	56.1 230.2 67.2 155.3 55.5 45.2	55.2230.362.6143.753.042.2	58.7 238.1 67.2 160.7 53.8 45.5
ucts		84.1	83.2	83.5	83.6	83.2	86.1	85.4	85.2	84.8	83.2	83.1	83.1	79.6	83.6

See footnotes at end of table.

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TABLE A-3. Production workers in nonagricultural establishments, by industry 1-Continued

[In thousands]

Technology						19	62						1961	Anna	ual age
Industry	Dec.2	Nov.2	Oct.	Sept.	Aug.	July	June	May	Apr.	Mar.	Feb.	Jan,	Dec.	1961	1960
Manufacturing—Continued Durable goods—Continued															
Machinery Engines and turbines Farm machinery and equipment Construction and related machinery Metalworking machinery and equip-	1, 018. 5	$1,015.3 \\ 57.4 \\ 84.1 \\ 137.6$	$1,018.1 \\ 57.7 \\ 84.5 \\ 137.6$	$1,020.7 \\ 57.5 \\ 85.1 \\ 140.8$	$1,015.3 \\ 57.8 \\ 83.8 \\ 141.3$	1,019.656.884.9140.3	$1,034.5 \\ 58.2 \\ 86.7 \\ 141.7$	1, 026. 5 58. 6 87. 2 139. 5	1,024.9 58.6 87.3 138.2	1,013.8 57.4 85.8 135.8	997.4 56.5 82.0 132.5	981. 6 53. 3 75. 2 130. 4	977.3 52.3 73.4 129.5	964.5 51.2 78.6 128.2	1,030.4 56.1 79.6 144.5
mentSpecial industry machinery General industrial machinery Office, computing and accounting ma-		$192. 4 \\ 118. 0 \\ 150. 9$	$191.2 \\ 119.0 \\ 151.7$	$ 189.8 \\ 118.7 \\ 151.6 $	187.4 119.0 151.6	$ 191.1 \\ 119.2 \\ 150.9 $	$ \begin{array}{r} 194.2 \\ 120.1 \\ 152.3 \end{array} $	195.2 118.6 150.0	195. 6 118. 1 149. 9	192, 4 117, 2 148, 8	190. 2 117. 1 143. 7	187. 1 115. 5 147. 7	185.5 116.3 147.5	180.1 116.2 143.0	194.0 122.3 154.9
chines Service industry machines Miscellaneous machinery		93.364.0117.6	93.4 65.3 117.7	94. 4 66. 0 116. 8	94.3 65.3 114.8	$93.1 \\ 68.7 \\ 114.6$	94.9 70.1 116.3	$ \begin{array}{c} 95.2\\69.1\\113.1\end{array} $	95.7 68.3 113.2	$95.7 \\ 67.2 \\ 113.5$	$95.6 \\ 66.5 \\ 113.3$	95.464.2112.8	95.764.2112.9	94.563.8109.0	$95.2 \\ 69.7 \\ 114.2$
Electrical equipment and supplies Electric distribution equipment Electrical industrial apparatus Household appliances Electric lighting and wiring equipment. Radio and TV receiving sets Communication equipment Electronic components and accessories Miscellaneous electrical equipment and supplies	1, 057. 0	$\begin{array}{c} 1, 057. \ 9\\ 109.3\\ 120.5\\ 118.6\\ 108.9\\ 100.1\\ 226.8\\ 183.1\\ 90.6 \end{array}$	1,062.0 109.1 120.3 119.5 109.5 102.7 226.7 183.8 90.4	$\begin{array}{c} 1, 059. \ 2\\ 109. 0\\ 120. 7\\ 118. \\ 8\\ 109. \\ 2\\ 102. \\ 3\\ 225. \\ 3\\ 184. \\ 5\\ 89. \\ 4 \end{array}$	$\begin{array}{c} 1,041.1\\108.6\\119.5\\115.4\\106.1\\99.7\\222.4\\183.4\\86.0\end{array}$	$\begin{array}{c} 1, 031.4\\ 107.0\\ 120.6\\ 114.3\\ 104.2\\ 97.6\\ 217.8\\ 183.1\\ 86.8 \end{array}$	1,038.9 107.6 122.0 117.7 105.8 95.4 219.5 183.3	$\begin{array}{c} 1,024.7\\104.8\\119.7\\118.6\\105.6\\90.8\\219.0\\179.6\\86.6\end{array}$	$\begin{array}{c} 1,018.8\\105.6\\119.5\\118.2\\104.9\\86.2\\218.5\\178.2\\87.7\end{array}$	$\begin{array}{c} 1, 013.5\\ 105.3\\ 119.3\\ 117.1\\ 104.1\\ 86.0\\ 218.2\\ 178.0\\ 85.5 \end{array}$	$\begin{array}{c} 1, 012.\ 7\\ 105.\ 9\\ 119.\ 0\\ 115.\ 8\\ 103.\ 1\\ 87.\ 7\\ 216.\ 2\\ 177.\ 7\\ 87.\ 3\end{array}$	$\begin{array}{c} 1, 007.\ 7\\ 105.\ 7\\ 118.\ 9\\ 115.\ 8\\ 102.\ 5\\ 90.\ 1\\ 212.\ 2\\ 176.\ 3\\ 86.\ 2 \end{array}$	$\begin{array}{c} 1, 013.\ 4\\ 107.\ 4\\ 118.\ 8\\ 118.\ 6\\ 103.\ 6\\ 93.\ 6\\ 210.\ 1\\ 174.\ 8\\ 86.\ 5\end{array}$	$\begin{array}{c} 963.3\\ 105.3\\ 114.8\\ 114.8\\ 99.9\\ 82.6\\ 200.4\\ 165.5\\ 79.9 \end{array}$	986. 9 108. 3 121. 5 120. 7 103. 6 82. 2 201. 4 164. 4 84. 9
Transportation equipment. Motor vehicles and equipment. Aircraft and parts. Ship and boat building and repairing. Railroad equipment. Other transportation equipment.	1, 164. 6	$1, 158. 6 \\589. 6 \\396. 7 \\119. 9 \\30. 5 \\21. 9$	1, 149. 8 581. 0 391. 4 122. 2 31. 9 23. 3	$1, 133. 3 \\ 566. 3 \\ 389. 3 \\ 121. 0 \\ 33. 3 \\ 23. 4$	$1,007.7 \\ 441.2 \\ 388.0 \\ 120.7 \\ 33.8 \\ 24.0 \\ 120.0 \\ 24.0 \\ 120.0 \\ 33.8 \\ 24.0 \\ 33.8 \\ 24.0 \\ 100.0 \\ 1$	$\begin{array}{c} 1,120.6\\ 561.3\\ 384.2\\ 118.6\\ 32.8\\ 24.6\end{array}$	$\begin{array}{c} 1, 136, 6 \\ 580, 0 \\ 378, 4 \\ 119, 6 \\ 33, 9 \\ 24, 7 \end{array}$	$\begin{array}{c} 1,132.8\\573.1\\380.4\\121.0\\33.0\\25.3\end{array}$	$\begin{array}{c} 1, 117.7\\ 557.0\\ 381.9\\ 122.1\\ 32.3\\ 24.4 \end{array}$	$1, 117.9 \\ 551.1 \\ 392.9 \\ 120.3 \\ 31.1 \\ 22.5$	$1, 118. 6 \\ 552. 8 \\ 395. 3 \\ 118. 8 \\ 30. 3 \\ 21.$	$1, 110.8 \\ 554.6 \\ 394.8 \\ 115.9 \\ 26.2 \\ 19.3$	$1, 123.0 \\ 564.6 \\ 393.3 \\ 119.1 \\ 25.8 \\ 20.2$	1,035.0491.7378.7117.824.821.9	$1, 132. 7 \\566. 5 \\392. 5 \\116. 6 \\32. 0 \\25. 1$
Instrument and related products Engineering and scientific instruments. Mechanical measuring and control de- vices	229.9	230.7 39.6 62.8	230. 5 39. 3 62. 4	229.9 39.1 62.3	229.4 38.6 62.2	225.8 37.7 61.5	228.5 38.4 2 61.3	226.8 38.2 61.9	$\begin{array}{c} 3 \\ 2 \\ 2 \\ 38.2 \\ 0 \\ 62.1 \end{array}$	226.7 38.5 62.2	224.9 37.0 62.0	224.8 38.5 61.7	227.3 38.7 62.3	221.6 40.4 59.8	232.0 42.8 63.3
Optical and ophthalmic goods Surgical, medical, and dental equip- ment Photographic equipment and supplies		29.9 34.5 40.6	30.5 34.4 40.5	30. 2 34. 5 40. 4	30. 4 34. 3 40. 7	30.3 33.9 40.	3 31.1 9 33.8 5 40.4	1 30.8 3 33.2 4 39.5	3 31.0 2 33.0 5 39.3	30.8 33.0 39.1	30. 6 33. 0 39. 4	29.9 33.0 39.3	30, 3 33, 6 39, 8	29.1 33.0 39.4	30.7 33.1 41.1
Miscellaneous manufacturing industries. Jewelery, silverware, and plated ware. Toys, anusement, and sporting goods. Pens, pencils, office and art materials Costume jewelery, buttons and notions. Other manufacturing industries	318.3	23.3 334.2 33.4 100.6 26.2 47.7 126.3	23. 4 341. 6 33. 3 105. 8 26. 6 47. 5 128. 4	23.4 337.8 33.0 102.2 26.2 47.4 129.0	4 23.2 8 330.6 0 32.3 2 99.6 2 25.8 4 46.2 0 126.2	2 22.3 3 316.3 3 30.3 3 95.3 3 24.3 7 43.3 2 121.3	$\begin{array}{cccccccccccccccccccccccccccccccccccc$	$\begin{array}{cccccccccccccccccccccccccccccccccccc$	2 22.7 7 308.2 9 31.9 1 86.0 3 24.2 6 44.4 8 121.0	23. 1 299. 2 32. 2 76. 6 23. 8 45. 1 121. 5	22.9 2 294.6 2 32.5 5 73.6 3 24.6 44.4 5 120.8	22.4 287.5 32.9 68.0 23.7 43.8 119.1	$\begin{array}{c ccccccccccccccccccccccccccccccccccc$	$\begin{array}{c} 20.1\\ 306.2\\ 32.7\\ 85.3\\ 23.0\\ 44.5\\ 120.7\end{array}$	21.1 316.0 33.9 86.4 23.0 47.3 125.4
Nondurable goods															
Food and kindred products Meat products Dairy products Comped and preserved food, except	1, 139.	$ \begin{array}{c} 4 \\ 4 \\ 1, 181. 5 \\ 254. 6 \\ 149. 8 \end{array} $	1, 265. 6 255. 0 152. 1	$ \begin{array}{c} 1,329.7 \\ 251.0 \\ 156.9 \end{array} $	71,303.4 253.1 162.4	$ \begin{array}{cccccccccccccccccccccccccccccccccccc$	8 1, 175. 5 253. 8 163.	$ \begin{array}{c} 8 1, 121.0 \\ 0 246.4 \\ 2 158.0 \end{array} $	$ \begin{array}{c ccccccccccccccccccccccccccccccccccc$	$ \begin{array}{c} 1,086.0 \\ 239.1 \\ 152.6 \end{array} $	$ \begin{array}{c} 1,088.3\\ 241.3\\ 151.0 \end{array} $	$ \begin{array}{c} 3 \\ 8 \\ 5 \\ 152.4 \end{array} $	$ \begin{bmatrix} 1, 159.0 \\ 256.7 \\ 154.6 \end{bmatrix} $	1, 190. 8 254. 3 163. ($ \begin{array}{c} 3, 211.3 \\ 257.9 \\ 169.7 \end{array} $
Grain mill products Grain mill products Bakery products. Sugar. Confectionery and related products. Beverages. Miscolloneous food and kindned prod		$ \begin{array}{c} 183.4\\ 86.9\\ 179.2\\ 39.2\\ 71.5\\ 116.6\end{array} $	260.6 90.2 179.2 38.9 6 69.4 118.9	338. 91. 91. 177. 26. 67. 122.	$\begin{array}{cccccccccccccccccccccccccccccccccccc$	$\begin{array}{cccccccccccccccccccccccccccccccccccc$	4 197. 0 90. 3 176. 4 22. 7 57. 4 120.	$\begin{array}{c ccccccccccccccccccccccccccccccccccc$	5 166.0 6 85.2 6 171.3 5 22.4 8 60.1 7 110.4	$\begin{array}{cccccccccccccccccccccccccccccccccccc$	$\begin{array}{cccccccccccccccccccccccccccccccccccc$	$\begin{array}{cccccccccccccccccccccccccccccccccccc$	$\begin{array}{cccccccccccccccccccccccccccccccccccc$	206.2 89.6 174.7 28.4 62.8 5 115.6	2 206.1 3 89.8 7 176.6 4 30.3 8 63.5 5 118.3
ucts		100.3	3 101.3	98.3	3 95.	7 93.	3 94.	4 94.	3 95.	3 95.0	6 95.	7 95.9	98.3	96.2	2 99.0
Tobacco manufactures Cigarettes Cigars	- 72.	$ \begin{array}{cccccccccccccccccccccccccccccccccccc$	98.7 30.8 20.9	$ \begin{array}{c} 105. \\ 31. \\ 21. \\ \end{array} $	1 90. 7 31. 1 20.	4 65. 8 31. 9 20.	$ \begin{array}{cccccccccccccccccccccccccccccccccccc$	$\begin{array}{cccc} 7 & 64. \\ 5 & 31. \\ 3 & 21. \end{array}$	5 65. 0 30. 5 21.	69.3 8 30.3 7 21.9	$ \begin{array}{cccc} 3 & 75. \\ 8 & 30. \\ 9 & 22. \\ \end{array} $	$ \begin{array}{cccccccccccccccccccccccccccccccccccc$	8 81.3 1 31.3 7 22.3	79.4 31.4 23.1	4 83.3 5 32.2 1 26.0
Textile mill products Cotton broad woven fabrics Silk and synthetic broad woven fabrics Weaving and finishing broad woolens Narrow fabrics and smallwares Knitting Finishing textiles, except wool and knit Floor covering Yarn and thread Miscellaneous textile goods	779.	9 786.9 - 225.4 - 63.6 - 43.7 - 24.0 - 189.1 - 61.3 - 29.3 - 94.4 - 56.1	9 792.4 4 225.4 50 63.3 7 44.9 0 23.9 1 193.5 3 61.3 3 61.3 3 61.3 4 95.4 4 56.5	$\begin{array}{cccccccccccccccccccccccccccccccccccc$	$\begin{array}{cccccccccccccccccccccccccccccccccccc$	$\begin{array}{cccccccccccccccccccccccccccccccccccc$	$\begin{array}{c ccccc} 0 & 803. \\ 0 & 229. \\ 1 & 63. \\ 3 & 47. \\ 3 & 24. \\ 5 & 196. \\ 5 & 62. \\ 4 & 27. \\ 9 & 96. \\ 0 & 55. \end{array}$	$\begin{array}{c cccccc} 4 & 797. \\ 7 & 228. \\ 7 & 63. \\ 2 & 46. \\ 1 & 24. \\ 7 & 193. \\ 1 & 61. \\ 8 & 27. \\ 2 & 95. \\ 9 & 55. \end{array}$	$\begin{array}{ccccccc} 4 & 796. \\ 8 & 229. \\ 1 & 62. \\ 5 & 46. \\ 2 & 24. \\ 6 & 191. \\ 6 & 62. \\ 9 & 28. \\ 9 & 95. \\ 8 & 55. \end{array}$	$\begin{array}{cccccccccccccccccccccccccccccccccccc$	$\begin{array}{c ccccccccccccccccccccccccccccccccccc$	$\begin{array}{cccccccccccccccccccccccccccccccccccc$	$\begin{array}{cccccccccccccccccccccccccccccccccccc$	793.5 2 234.7 0 63.1 7 46.5 3 23.5 4 190.7 5 27.5 4 93.5 8 53.5	$\begin{array}{cccccccccccccccccccccccccccccccccccc$

TABLE A-3. Production workers in nonagricultural establishments, by industry ¹—Continued

				[I1	ı thousa	nds]									
Industry						19	62						1961	Aniave	nual rage
	Dec.2	Nov.2	Oct.	Sept.	Aug.	July	June	May	Apr.	Mar.	Feb.	Jan.	Dec.	1961	1960
Manufacturing-Continued				1											
Nondurable goods-Continued															
Apparel and related products Men's and boys' suits and coats Men's and boys' furnishings Women's, misses' and juniors' outer-	1, 093. 4	1, 111. 6 106. 0 303. 7	$1, 118.5 \\ 106.4 \\ 304.4 \\ 205.7 \\ $	1, 125. 3 107. 6 305. 7	1, 128. 7 107. 5 305. 8	$1,071.2 \\ 103.1 \\ 294.2 \\ 200.2 \\ 0.0 \\ $	1, 092. 6 106. 7 300. 6	1,079.9 103.6 294.7	1, 096. 1 103. 7 290. 4	1, 105. 5 104. 6 288. 0	$1,093.1\\105.2\\285.2$	1,062.4 104.4 278.5	1, 084. 3 106. 2 281. 5	1, 066. 8 104. 3 273. 7	1,094.2 108.9 279.6
wear Women's and children's undergarments. Hats, caps, and millinery Girls' and children's outerwear Fur goods and miscellaneous apparel Miscellaneous fabricated textile prod-		$ \begin{array}{c} 300.1 \\ 111.8 \\ 28.9 \\ 68.5 \\ 62.8 \end{array} $	$ \begin{array}{r} 505.7 \\ 112.0 \\ 31.8 \\ 69.1 \\ 64.1 \end{array} $	$ \begin{array}{c} 513.5 \\ 110.2 \\ 32.1 \\ 69.1 \\ 63.0 \\ \end{array} $	$ \begin{array}{c} 320.9\\ 109.2\\ 32.7\\ 70.5\\ 62.3 \end{array} $	$ \begin{array}{r} 300.2 \\ 103.0 \\ 28.2 \\ 69.9 \\ 58.8 \end{array} $	306.7 106.2 27.8 70.5 59.4	305.0 105.2 28.0 67.1 57.5	$ \begin{array}{r} 319.9 \\ 106.5 \\ 34.7 \\ 66.1 \\ 58.5 \end{array} $	327.0 107.6 37.2 70.2 57.7	320.8 106.1 36.4 69.4 57.9	307.8 105.1 34.1 67.0 54.8	312.7 109.0 31.6 66.2 60.9	$\begin{array}{c} 313.7\\ 104.8\\ 31.1\\ 66.4\\ 60.2 \end{array}$	$\begin{array}{c} 325.8 \\ 106.2 \\ 32.4 \\ 67.5 \\ 60.2 \end{array}$
ucts		123.8	125.0	124.1	119.8	113.8	114.7	118.8	116.3	113.2	112.1	110.7	116.2	112.6	113.6
Paper and allied products Paper and pulp Paperboard Converted paper and paperboard prod-	476.5	$\begin{array}{r} 481.1\\ 183.1\\ 54.8\end{array}$	$\begin{array}{r} 483.9\\183.9\\54.9\end{array}$	485.3 184.9 54.4	$\begin{array}{r} 484.\ 0\\ 186.\ 6\\ 53.\ 4\end{array}$	$\begin{array}{r} 476.3 \\ 183.0 \\ 52.8 \end{array}$	482.7 183.9 55.2	475.4 181.2 54.6	475.1 181.1 54.6	470.9 181.2 53.0	$467.8 \\ 180.5 \\ 52.5$	469.8 180.8 52.7	$\begin{array}{r} 477.2\\182.5\\53.2\end{array}$	469.5 181.4 54.0	$\begin{array}{r} 474.0\\ 181.9\\ 56.4 \end{array}$
Paperboard containers and boxes		97.6 145.6	98.6 146.5	98.6 147.4	98.3 145.7	97.5 143.0	98.7 144.9	97.3 142.3	97.3 142.1	95.7 141.0	95.5 139.3	96.4 139.9	98.0 143.5	94.9 139.1	95.7 140.1
Printing, publishing, and allied indus-															
tries Newspaper publishing and printing Periodical publishing and printing Books Commercial printing Bookbinding and related industries	595.1	$\begin{array}{r} 604.2 \\ 180.0 \\ 28.4 \\ 46.3 \\ 231.9 \\ 39.1 \end{array}$	$\begin{array}{c} 605.\ 6\\ 178.\ 9\\ 28.\ 2\\ 46.\ 7\\ 232.\ 3\\ 39.\ 3\end{array}$	$\begin{array}{r} 602.\ 6\\ 177.\ 9\\ 27.\ 8\\ 46.\ 7\\ 231.\ 4\\ 39.\ 8\end{array}$	$595.9 \\ 177.4 \\ 26.7 \\ 46.0 \\ 228.0 \\ 40.1$	$592.1 \\ 175.0 \\ 26.4 \\ 46.4 \\ 228.0 \\ 39.0$	596.8 177.1 26.4 46.1 230.8 38.5	594. 6176. 427. 445. 6230. 238. 0	$596.1 \\ 177.0 \\ 27.6 \\ 45.6 \\ 230.8 \\ 38.0$	596.1 176.7 28.7 45.3 230.5 38.2	593. 2175. 628. 945. 2229. 937. 5	592. 0 $174. 6$ $29. 0$ $45. 2$ $229. 8$ $37. 5$	$\begin{array}{r} 602.\ 4\\ 178.\ 0\\ 28.\ 9\\ 44.\ 7\\ 234.\ 6\\ 38.\ 3\end{array}$	595.7 175.5 29.7 44.4 230.3 38.0	591.5 172.4 29.8 43.0 229.5 38.1
Other publishing and printing indus- tries		78.5	80.2	79.0	77.7	77.3	77.9	77.0	77.1	76.7	76.1	75.9	77.9	77.9	78.8
Chemicals and allied products. Industrial chemicals. Plastics and synthetics, except glass Drugs. Soap, cleaners, and toilet goods. Paints, varnishes, and allied products Agricultural chemicals Other chemical products.	514.8	$518.5 \\ 164.9 \\ 111.2 \\ 59.8 \\ 62.0 \\ 35.1 \\ 27.7 \\ 57.8 \\ $	$520. 3 \\ 164. 6 \\ 110. 8 \\ 59. 4 \\ 62. 8 \\ 35. 8 \\ 28. 9 \\ 58. 0$	$522.7 \\ 165.3 \\ 111.9 \\ 59.2 \\ 62.9 \\ 36.6 \\ 28.4 \\ 58.4$	$522, 9 \\166, 9 \\110, 8 \\60, 0 \\62, 2 \\37, 3 \\26, 5 \\59, 2$	521. 0 $167. 6$ $110. 7$ $59. 6$ $60. 0$ $37. 6$ $26. 4$ $59. 1$	520. 4167. 3107. 059. 6 $60. 937. 329. 059. 3$	$524. \ 6 \\ 165. \ 8 \\ 108. \ 9 \\ 58. \ 7 \\ 59. \ 4 \\ 36. \ 3 \\ 38. \ 4 \\ 57. \ 1 \\$	$527.1 \\ 166.6 \\ 109.2 \\ 58.9 \\ 59.6 \\ 35.5 \\ 39.8 \\ 57.5 \\ 1000$	$517.8 \\ 165.1 \\ 108.1 \\ 58.8 \\ 59.5 \\ 35.1 \\ 34.2 \\ 57.0 \\ 10000000000000000000000000000000000$	$512.5 \\ 164.9 \\ 107.9 \\ 59.0 \\ 57.2 \\ 34.9 \\ 31.4 \\ 57.2 \\ $	509. 4165. 9107. 258. 656. 734. 729. 357. 0	$511.1 \\ 165.9 \\ 106.9 \\ 58.8 \\ 59.0 \\ 35.0 \\ 28.2 \\ 57.3 \\ 1000$	$506.1 \\ 164.7 \\ 102.6 \\ 58.2 \\ 58.4 \\ 35.5 \\ 30.9 \\ 55.8 $	$510.8 \\ 169.0 \\ 103.5 \\ 58.8 \\ 56.1 \\ 36.7 \\ 31.0 \\ 55.6 \\ 100 \\ 55.6 \\ 100 \\ 55.6 \\ 100$
Petroleum refining and related indus-	110.0	100 -	101.0												
Petroleum refining Other petroleum and coal products		120.5 95.9 24.6	$ \begin{array}{r} 121.3 \\ 95.9 \\ 25.4 \end{array} $	122.5 96.8 25.7	$ \begin{array}{r} 128.4 \\ 102.6 \\ 25.8 \end{array} $	$129.7 \\104.2 \\25.5$	$ 129.9 \\ 104.5 \\ 25.4 $	$ 128.7 \\ 104.1 \\ 24.6 $	$128.4 \\ 105.1 \\ 23.3$	$126.9 \\ 104.7 \\ 22.2$	$127. 4 \\ 105. 0 \\ 22. 4$	$127.2 \\ 105.0 \\ 22.2$	$123.5 \\ 101.4 \\ 22.1$	$130.\ 6\\107.\ 1\\23.\ 5$	$137.7 \\ 113.1 \\ 24.6$
Rubber and miscellaneous plastic prod- ucts	306. 7	308. 476. 2130. 1102. 1	310. 9 76. 5 130. 7 103. 7	308. 5 77. 0 129. 9 101. 6	303.4 75.8 127.5 100.1	296. 1 75. 0 122. 9 98. 2	303. 5 76. 1 127. 7 99. 7	$297. \ 6 \\ 74. \ 8 \\ 125. \ 1 \\ 97. \ 7$	293. 574. 2123. 795. 6	294. 974. 8123. 796. 4	294. 9 75. 1 124. 2 95. 6	294. 175. 2124. 494. 5	$296. \ 3 \\ 75. \ 8 \\ 124. \ 2 \\ 96. \ 3$	280. 2 73. 0 117. 0 90. 2	288.7 78.2 120.8 89.7
Leather and leather products Leather tanning and finishing Footwear, except rubber Other leather products	319.0	319.0 29.0 210.5 79.5	316. 6 29. 0 208. 1 79. 5	$\begin{array}{r} 319.1 \\ 28.8 \\ 211.6 \\ 78.7 \end{array}$	32 6. 6 28. 8 218. 1 79. 7	316. 427. 7213. 874. 9	$\begin{array}{r} 321.\ 3\\ 28.\ 7\\ 216.\ 4\\ 76.\ 2\end{array}$	$313. \ 3 \\ 28. \ 1 \\ 211. \ 3 \\ 73. \ 9$	$\begin{array}{r} 317.\ 7\\ 28.\ 1\\ 213.\ 4\\ 76.\ 2\end{array}$	$\begin{array}{r} 321.8\\ 28.5\\ 216.3\\ 77.0 \end{array}$	$\begin{array}{r} 322.\ 0\\ 29.\ 1\\ 216.\ 7\\ 76.\ 2\end{array}$	319.3 29.4 216.6 73.3	$\begin{array}{r} 322.\ 5\\ 29.\ 4\\ 214.\ 7\\ 78.\ 4\end{array}$	$318.8 \\ 28.9 \\ 213.8 \\ 76.2$	322.9 29.9 216.4 76.5
Transportation and public utilities:															
Local and interurban passenger transit: Local and suburban transportation Intercity and rural buslines Motor freight transportation and storage. Pipeline transportation		83. 4 44. 5 856. 4 17. 7	83. 9 44. 9 867. 1 17. 9	$84. 2 \\ 46. 2 \\ 862. 7 \\ 18. 2$	83. 9 46. 6 848. 7 18. 5	$84.1 \\ 46.9 \\ 840.8 \\ 18.6$	85.0 46.4 840.5 18.5	85. 0 45. 5 814. 8 18. 2	83.9 44.4 809.5 18.2	78.7 43.5 801.6 18.1	84. 1 43. 3 795. 2 18. 1	85.3 44.7 790.3 18.1	85.5 43.8 818.4 18.3	86.7 45.0 800.0 18.8	89. 2 44. 6 801. 8 19. 3
Telephone communication Telegraph communication ³ Radio and television broadcasting Electric, gas, and sanitary services Electric companies and systems Gas companies and systems Combined utility systems Water, steam, and sanitary systems		558. 226. 075. 7529. 9212. 8134. 5156. 426. 2	$559.1 \\ 26.0 \\ 77.3 \\ 531.7 \\ 213.2 \\ 134.5 \\ 157.5 \\ 26.5$	563. 526. 476. 8538. 7216. 1136. 0159. 926. 7	$569. \ 3 \\ 26. \ 7 \\ 76. \ 6 \\ 545. \ 8 \\ 218. \ 5 \\ 137. \ 9 \\ 161. \ 9 \\ 27. \ 5 \\ \end{cases}$	$568.7 \\ 26.9 \\ 76.1 \\ 544.8 \\ 218.0 \\ 137.9 \\ 161.4 \\ 27.5 \\ 161.4$	$563. \ 3 \\ 26. \ 7 \\ 76. \ 4 \\ 539. \ 3 \\ 215. \ 7 \\ 136. \ 6 \\ 160. \ 0 \\ 27. \ 0 \\ \end{bmatrix}$	$560. 2 \\ 26. 6 \\ 75. 4 \\ 529. 3 \\ 211. 8 \\ 134. 1 \\ 156. 9 \\ 26. 5$	$559.5 \\ 26.5 \\ 76.1 \\ 527.4 \\ 211.6 \\ 133.6 \\ 156.2 \\ 26.0 \\ 156.2 \\ 26.0 \\ 156.2 \\ 26.0 \\ 156.2 \\ 26.0 \\ 100 \\ $	$557.8 \\ 26.5 \\ 75.6 \\ 526.8 \\ 211.6 \\ 133.5 \\ 156.0 \\ 25.7 \\ \ \ \ \ \ \ \ \ \ \ \ \ \ \ \ \ \ \ $	557. 326. 476. 0527. 4212. 3133. 8155. 925. 4	557. 426. 676. 7528. 6212. 4134. 0156. 725. 5	559. 427. 077. 4531. 6213. 2135. 1157. 525. 8	$568.7 \\ 26.9 \\ 78.3 \\ 538.7 \\ 216.8 \\ 136.4 \\ 159.4 \\ 26.1 \\ 1$	581.9 27.9 77.9 543.6 220.2 137.3 159.4 26.7

See footnotes at end of table.

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TABLE A-3. Production workers in nonagricultural establishments, by industry 1-Continued

[In thousands]

Industry						19	62						1961	Ann aver	age
Industry	Dec.2	Nov.2	Oct.	Sept.	Aug.	July	June	May	Apr.	Mar.	Feb.	Jan.	Dec.	1961	1960
Wholesale and retail trade 4 Wholesale trade		9,090 2,677	8, 939 2, 677	8,868 2,668	8,791 2,671	8,775 2,657	8, 817 2, 642	8,757 2,603	8,785 2,598	8, 591 2, 593	8,575 2,592	8,665 2,598	9, 549 2, 643	8,744 2,597	8, 810 2, 610
ment - Drugs, chemicals, and allied products Dry goods and apparel Groceries and related products		$190.9 \\ 166.6 \\ 112.1 \\ 446.3 \\ 188.5$	$191. 4 \\ 165. 4 \\ 113. 0 \\ 440. 5 \\ 188. 1$	$191. \ 6 \\ 164. \ 5 \\ 112. \ 5 \\ 435. \ 8 \\ 187. \ 4$	191.5165.0113.0434.8188.9	$191.5 \\ 163.7 \\ 113.0 \\ 442.1 \\ 188.7$	189. 6162. 8112. 1442. 4187. 2	186. 6 161. 8 110. 6 433. 0 183. 9	$186.0 \\ 161.2 \\ 109.5 \\ 434.4 \\ 184.1$	$184. 9 \\ 160. 2 \\ 110. 5 \\ 434. 7 \\ 183. 3$	$184. 9 \\ 159. 5 \\ 109. 8 \\ 433. 3 \\ 181. 9$	$184. 1 \\ 158. 6 \\ 109. 4 \\ 436. 2 \\ 180. 7$	186. 6161. 0110. 8445. 9181. 8	182.0 158.7 111.1 435.7 179.5	$181.5 \\ 155.6 \\ 112.0 \\ 439.1 \\ 183.6$
Hardware, plumbing and heating goods		$124.8 \\ 437.9 \\ 6,413 \\ 1,560.8 \\ 926.8 \\ 922.4$	125.3437.26,2621,462.8859.3207.7	125.7438.36,2001,430.2834.72010	126.2437.46,1201,388.2810.2200.4	125.9436.66,1181,377.1802.5287.3	125. 6434. 16, 1751, 402. 4823. 0201. 0	123. 4428. 66, 1541, 399. 9822. 4207. 5	122. 6426. 86, 1861, 411. 0827. 2303 9	122. 2423. 65,9981,337. 6784. 4284 0	$122.0 \\ 420.4 \\ 5,983 \\ 1,321.5 \\ 777.7 \\ 275.1 \\ 122.0 \\ 12$	122.3418.36,0671,386.7820.7289.4	123. 6419. 46,9061,928, 61,156. 1415. 5	124.0414.16,1471,433.5837.6309.3	127.7412.06,2011,447.9843.6316.8
Food stores. Grocery, meat, and vegetable stores. Apparel and accessories stores. Men's and boy's apparel stores. Women's ready-to-wear stores.		$\begin{array}{c} 323.4\\ 1,300.2\\ 1,138.8\\ 633.7\\ 107.0\\ 245.8\end{array}$	1,290.4 1,131.8 611.9 100.5 236.6	304.9 1, 275.2 1, 119.1 601.0 98.6 229.9	$\begin{array}{c} 290.4\\ 1,272.6\\ 1,118.5\\ 569.5\\ 96.2\\ 218.4\\ \end{array}$	$\begin{array}{c} 287.9\\ 1,283.9\\ 1,127.6\\ 569.5\\ 98.0\\ 219.4\\ 98.9\\ \end{array}$	$\begin{array}{c} 291.9\\1,283.1\\1,126.0\\601.9\\103.1\\229.1\\02.5\end{array}$	1,279.5 1,279.5 1,119.7 607.3 98.9 234.2 02.6	$\begin{array}{c} 1,284.5\\ 1,118.6\\ 645.6\\ 101.2\\ 241.4\\ 94.3\end{array}$	$\begin{array}{c} 1,274.7\\ 1,116.6\\ 565.0\\ 93.0\\ 218.4\\ 87.3\end{array}$	$1,277.9 \\1,114,4 \\557.8 \\95.3 \\213.9 \\88.7$	$1, 273.3 \\1, 115.0 \\578.3 \\101.4 \\219.6 \\92.3$	$1, 307.8 \\ 1, 137.7 \\ 721.0 \\ 128.1 \\ 270.9 \\ 117.3 \\$	1, 273. 41, 109. 7586. 997. 9225. 089. 8	1,273.11,106.5582.395.6223.388.1
Family clothing stores Shoe stores Furniture and appliance stores Other retail trade 4 Motor vehicle dealers Other vehicle and accessory dealers Drug stores		$\begin{array}{r} 99.4 \\ 105.5 \\ 372.3 \\ 2,546.3 \\ 603.3 \\ 118.6 \\ 360.1 \end{array}$	$\begin{array}{r} 94.2 \\ 106.4 \\ 368.9 \\ 2,527.7 \\ 600.0 \\ 114.1 \\ 357.5 \end{array}$	$\begin{array}{r} 93.1\\ 108.3\\ 367.8\\ 2,525.7\\ 596.2\\ 114.3\\ 355.5\end{array}$	$\begin{array}{c} 88.5\\ 101.5\\ 364.0\\ 2,526.1\\ 596.8\\ 115.4\\ 355.1\end{array}$	$\begin{array}{r} 88.2\\ 101.6\\ 363.4\\ 2,524.2\\ 594.6\\ 116.2\\ 351.1\end{array}$	$\begin{array}{c} 92.3\\ 107.5\\ 365.4\\ 2,522.2\\ 589.0\\ 116.3\\ 353.1\end{array}$	$\begin{array}{c} 92. \\ 110. \\ 362. \\ 2, 504. \\ 583. \\ 112. \\ 351. \\ \end{array}$	$\begin{array}{c} 94.3\\127.4\\365.7\\2,479.6\\581.7\\110.6\\348.9\end{array}$	97. 7 363. 5 2, 456. 9 579. 9 106. 0 349. 1	95. 2 365. 7 2, 460, 1 579. 9 104. 9 348. 8	97.7 368.4 2,459.9 576.4 107.6 349.9	$\begin{array}{c} 120.2\\ 383.2\\ 2,565.8\\ 575.3\\ 128.2\\ 368.9\end{array}$	$\begin{array}{c} 102.9\\ 102.9\\ 364.2\\ 2,489.7\\ 576.1\\ 117.7\\ 348.4\end{array}$	106.3 368.9 2,528.3 596.2 123.1 347.5
Finance, insurance, and real estate: Banking. Security dealers and exchanges. Life insurance Accident and health insurance. Fire. marine. and casualty insurance.		$\begin{array}{c} 611.\ 2\\ 111.\ 5\\ 781.\ 8\\ 427.\ 5\\ 47.\ 2\\ 270.\ 1\end{array}$	610. 8 113. 3 781. 6 428. 2 47. 2 269. 2	610. 7 116. 1 783. 8 429. 4 47. 3 270. 2	619.9 121.4 789.7 431.3 47.8 272.7	616. 8 123. 1 786. 3 429. 2 47. 8 271. 4	607.5 122.7 779.6 427.0 427.6 47.8	5 598. 7 122. 5 774. 9 426. 5 46. 8 265.	2 598.3 7 123.8 9 776.7 9 427.8 9 47.0 4 265.4	596.5 124.0 777.4 428.3 46.8 265.8	5 595. 4 123. 5 776. 8 428. 2 8 46. 6 8 265. 2	$\begin{array}{c} 4 & 593.0 \\ 5 & 122.6 \\ 3 & 774.2 \\ 2 & 427.4 \\ 3 & 46.1 \\ 2 & 264.3 \end{array}$	596.9 123.2 777.2 429.1 46.6 8 264.7	592.0 119.0 777.0 428.8 6 46.4 7 265.5	575.9 107.0 763.9 420.7 4 46.0 2 260.3
Services and miscellaneous: Hotels and lodging places: Hotels, tourist courts, and motels		527.6	538.3	565.4	4 606.3	605.0	579.9	521.	507.4	4 493. 2	2 491.9	482.0	489.9	9 503.8	485.0
Personal services: Laundries, cleaning and dyeing plants. Motion pictures:		. 364.9	368.0	369.	4 369.9	378.	380.3	3 376.	369.8	361.1	360.	7 364.6	3 371.	7 377.9	389.2
Motion picture filming and distributing		23. 7	24.1	24.	1 24.5	2 23.	23.	6 23.	4 24.0	3 25.	5 25.	5 26.4	1 27.0	28.1	29.0

¹ For comparability of data with those published in issues prior to December 1961 and coverare of these series, see footnote 1, table A-2. For mining, manufacturing, and laundries, cleaning and dyeing plants, data refer to production and related workers; for construction, to construction workers; and for all other industries, to nonsupervisory workers. *Production and related workers* include working foremen and all nonsupervisory workers (including leadman and trainees) engaged in fabricating, processing, assembling, inspection, receiving, storare, handling, packing, warehousing, shipping, maintenance, repair, janitorial and watchmen services, product development, auxiliary production for plant's own use (e.g., power plant), and recordkeeping and other services closely associated with the above production operations.

Construction workers include working foremen, journeymen, mechanics apprentices, laborers, etc., engaged in new work, alterations, demolition, repair and maintenance, etc., at the site of construction or working in shop or yards at jobs (such as precuting and preassembling) ordinarily performed by members of the construction trades. *Nonsupervisory workers* include employees (not above the working super-visory level) such as office and clerical workers, repairmen, salespersons, operators, drivers, attendants, service employees, linemen, laborers, janitors, watchmen, and similar occupational levels, and other employees whose services are closely associated with those of the employees listed.

Preliminary.
Data relate to nonsupervisory employees except messengers.
Excludes eating and drinking places.

The revised series on employment, hours and earnings, and labor turnover in nonagricultural establishments should not be compared with those published in issues prior to December 1961. (See footnote 1, table A-2, and "Technical Note, The 1961 Revision of the BLS Payroll Employment Statistics," Monthly Labor Review, January 1962, pp. 59-62.) Moreover, if future benchmark adjustments require further revisions, the figures presented in this issue should not be compared with those in later issues which reflect the adjustments.

Comparable data for earlier periods are published in Employment and Earnings Statistics for the United States, 1909-60 (BLS Bulletin 1312), which is available at depository libraries or which may be purchased from the Superintendent of Documents for \$3. For an individual industry, earlier data may be obtained upon request to the Bureau.

TABLE	A-4.	Employees	in	nonagricultural	establishments,	by	industry	division	and	selected	groups,
				se	asonally adjusted	dí					0 1 /
					[In thousands]						

						19	962						1961
Industry division and group	Dec.2	Nov.3	Oct.	Sept.	Aug.	July	June	May	Apr.	Mar.	Feb.	Jan.	Dec.
Total	55, 594	55, 577	55.647	55, 583	55, 536	55, 617	55, 535	55, 403	55, 260	54, 901	54, 773	54, 434	54, 492
Mining	626	638	638	641	646	648	652	659	656	654	653	653	654
Contract construction	2,659	2,698	2,716	2,715	2,731	2,738	2,671	2,716	2,734	2,648	2,694	2, 594	2,699
Manufacturing	16,684	16,676	16,781	16, 805	16, 795	16, 908	16, 923	16, 891	16, 848	16,682	16, 572	16, 456	16, 513
Durable goods	$\begin{array}{r} 9,439\\222\\607\\380\\563\\1,126\\1,114\\1,469\\1,536\\1,666\\359\\397\end{array}$	9,407 220 603 378 572 1,117 1,109 1,480 1,524 1,652 358 394	$\begin{array}{c} 9,470\\222\\602\\378\\579\\1,119\\1,117\\1,482\\1,546\\1,674\\359\\392\end{array}$	$\begin{array}{c} 9,486\\ 220\\ 603\\ 380\\ 576\\ 1,134\\ 1,129\\ 1,471\\ 1,528\\ 1,694\\ 358\\ 393 \end{array}$	9, 461 222 609 385 583 1, 141 1, 122 1, 480 1, 541 1, 619 362 397	$\begin{array}{c} 9,552\\217\\607\\386\\581\\1,149\\1,132\\1,474\\1,555\\1,688\\362\\401\end{array}$	$\begin{array}{c} 9,555\\213\\611\\386\\581\\1,163\\1,131\\1,470\\1,554\\1,687\\359\\400\end{array}$	$\begin{array}{c} 9,544\\213\\609\\387\\579\\1,199\\1,135\\1,460\\1,541\\1,663\\359\\399\end{array}$	$\begin{array}{c} 9,490\\ 211\\ 611\\ 382\\ 571\\ 1,223\\ 1,124\\ 1,453\\ 1,528\\ 1,637\\ 356\\ 394 \end{array}$	$\begin{array}{c} 9,385\\210\\610\\379\\562\\1,217\\1,109\\1,437\\1,510\\1,611\\355\\385\end{array}$	$\begin{array}{c} 9,312\\207\\612\\375\\563\\1,211\\1,097\\1,421\\1,495\\1,595\\352\\384\end{array}$	$\begin{array}{c} 9,217\\ 207\\ 598\\ 372\\ 559\\ 1,194\\ 1,092\\ 1,416\\ 1,477\\ 1,569\\ 351\\ 382 \end{array}$	9,244 206 600 375 565 1,184 1,098 1,418 1,471 1,588 352 387
Nondurable goods. Food and kindred products. Tobacco manufactures. Textile mill products. Apparel and related products. Paper and allied products. Printing, publishing, and allied industries. Chemicals and allied products. Petroleum refining and related industries. Rubber and miscellaneous plastic products. Leather and leather products.	$7,245 \\1,764 \\81 \\867 \\1,224 \\600 \\921 \\851 \\190 \\389 \\358$	$7,269 \\ 1,756 \\ 88 \\ 868 \\ 1,229 \\ 601 \\ 937 \\ 854 \\ 189 \\ 389 \\ 358 \\$	$\begin{array}{c} 7,311\\ 1,769\\ 93\\ 871\\ 1,242\\ 603\\ 937\\ 855\\ 191\\ 390\\ 360 \end{array}$	$\begin{array}{c} 7,319\\ 1,770\\ 96\\ 874\\ 1,243\\ 603\\ 938\\ 853\\ 191\\ 393\\ 358\\ \end{array}$	$\begin{array}{c} 7,334\\ 1,763\\ 93\\ 879\\ 1,246\\ 606\\ 937\\ 855\\ 198\\ 395\\ 362\\ \end{array}$	$\begin{array}{c} 7,356\\ 1,777\\ &89\\ 885\\ 1,249\\ 606\\ 937\\ 858\\ 199\\ 396\\ 360\\ \end{array}$	$\begin{array}{c} 7,368\\ 1,774\\ 87\\ 891\\ 1,257\\ 606\\ 937\\ 853\\ 199\\ 399\\ 365 \end{array}$	$\begin{array}{c} 7,347\\ 1,776\\ 88\\ 890\\ 1,248\\ 604\\ 935\\ 849\\ 199\\ 392\\ 366\end{array}$	$\begin{array}{c} 7,358\\ 1,788\\ 88\\ 889\\ 1,258\\ 602\\ 934\\ 847\\ 199\\ 384\\ 369 \end{array}$	$\begin{array}{c} 7, 297 \\ 1, 777 \\ 90 \\ 886 \\ 1, 227 \\ 599 \\ 931 \\ 842 \\ 199 \\ 384 \\ 362 \end{array}$	$7,260 \\ 1,776 \\ 89 \\ 884 \\ 1,206 \\ 595 \\ 929 \\ 841 \\ 200 \\ 381 \\ 359 \\$	$\begin{array}{c} 7,239\\ 1,778\\ 89\\ 884\\ 1,196\\ 593\\ 926\\ 836\\ 200\\ 377\\ 360\\ \end{array}$	7, 269 1, 782 89 886 1, 211 597 929 839 197 377 362
Transportation and public utilities	3, 920	3, 920	3, 935	3, 928	3,932	3, 913	3,934	3, 936	3, 935	3,927	3, 914	3,906	3, 911
Wholesale and retail trade Wholesale trade Retail trade	11, 577 3, 070 8, 507	11, 592 3, 078 8, 514	11, 594 3, 085 8, 509	11, 612 3, 090 8, 522	$11,627 \\ 3,082 \\ 8,545$	11, 652 3, 100 8, 552	$11,621 \\ 3,096 \\ 8,525$	11, 596 3, 077 8, 519	11, 546 3, 062 8, 484	11, 460 3, 049 8, 411	11, 447 3, 036 8, 411	11, 384 3, 018 8, 366	11, 366 3, 008 8, 358
Finance, insurance, and real estate	2, 817	2, 820	2, 813	2,799	2,796	2, 792	2,788	2,786	2,778	2,776	2,774	2,772	2,770
Service and miscellaneous	7,880	7,847	7, 831	7,809	7,805	7,783	7,749	7,692	7,675	7,681	7,675	7,640	7,642
Government. Federal State and local	9, 431 2, 391 7, 040	9, 386 2, 381 7, 005	9, 339 2, 371 6, 968	9,274 2,369 6.905	9,204 2,374 6,830	9,183 2,375 6.808	9, 197 2, 366 6, 831	9,127 2,343 6,784	9,088 2,325 6,763	9,073 2,322 6.751	9,044 2,312 6,732	9,029 2,332 6.697	8,937 2,243 6,694

² Preliminary.

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NOTE: The seasonal adjustment method used is described in "New Seasonal Adjustment Factors for Labor Force Components," Monthly Labor Review, August 1960, pp. 822-827.

TABLE A-5. Production workers in manufacturing industries, by major industry group, seasonally adjusted ¹

[In thousands]

						19	962						1961
Major industry group	Dec.2	Nov.2	Oct.	Sept.	Aug.	July	June	May	Apr.	Mar.	Feb.	Jan.	Dec.
Manufacturing	12, 324	12, 306	12, 416	12, 446	12, 432	12, 551	12, 581	12, 566	12, 541	12, 387	12, 300	12, 197	12, 257
Durable goods	$\begin{array}{c} 6,905\\ 102\\ 547\\ 316\\ 449\\ 900\\ 852\\ 1,022\\ 1,038\\ 1,128\\ 228\\ 323\\ \end{array}$	$\begin{array}{c} 6,867\\ 101\\ 541\\ 314\\ 459\\ 887\\ 845\\ 1,029\\ 1,027\\ 1,027\\ 1,118\\ 228\\ 318 \end{array}$	$\begin{array}{c} 6,933\\ 102\\ 539\\ 315\\ 465\\ 892\\ 854\\ 1,035\\ 1,047\\ 1,139\\ 228\\ 317 \end{array}$	$\begin{array}{c} 6,953\\ 101\\ 541\\ 315\\ 462\\ 906\\ 866\\ 1,026\\ 1,032\\ 1,160\\ 228\\ 316 \end{array}$	$\begin{array}{c} 6,925\\ 103\\ 545\\ 320\\ 468\\ 910\\ 858\\ 1,034\\ 1,045\\ 1,090\\ 231\\ 321 \end{array}$	$\begin{array}{c} 7,024\\ 100\\ 543\\ 320\\ 467\\ 920\\ 868\\ 1,029\\ 1,057\\ 1,164\\ 231\\ 325 \end{array}$	$\begin{array}{c} 7,035\\97\\546\\321\\467\\934\\871\\1,027\\1,058\\1,161\\231\\322\\\end{array}$	$\begin{array}{c} 7,037\\ 98\\ 544\\ 321\\ 467\\ 972\\ 873\\ 1,018\\ 1,051\\ 1,142\\ 230\\ 321 \end{array}$	$7,000 \\ 98 \\ 547 \\ 318 \\ 460 \\ 995 \\ 864 \\ 1,012 \\ 1,040 \\ 1,122 \\ 227 \\ 317 \\$	$\begin{array}{c} 6,903\\ 96\\ 546\\ 314\\ 450\\ 989\\ 849\\ 998\\ 1,025\\ 1,100\\ 227\\ 309 \end{array}$	$\begin{smallmatrix} 6,846\\96\\547\\311\\451\\983\\839\\984\\1,013\\1,089\\225\\308 \end{smallmatrix}$	$\begin{array}{c} 6,760\\ 96\\ 535\\ 308\\ 448\\ 966\\ 834\\ 977\\ 998\\ 1,067\\ 224\\ 307\\ \end{array}$	6, 797 97 537 312 453 958 841 980 995 1, 087 225 312
Nondurable goods. Food and kindred products. Tobacco manufactures. Textile mill products. Paper and allied products. Printing, publishing, and allied industries. Chemical's and allied products. Petroleum refining and related industries. Rubber and miscellaneous plastic products. Leather and leather products.	$5,419 \\1,167 \\69 \\778 \\1,085 \\475 \\590 \\517 \\121 \\301 \\316$	$5,439 \\1,162 \\77 \\779 \\1,092 \\476 \\597 \\520 \\121 \\299 \\316$	$5,483 \\1,178 \\82 \\783 \\1,105 \\478 \\598 \\519 \\121 \\301 \\318$	$5,493 \\1,179 \\84 \\787 \\1,105 \\477 \\599 \\521 \\121 \\304 \\316$	$5,507 \\1,170 \\81 \\791 \\1,109 \\481 \\598 \\524 \\127 \\306 \\320$	5, 527 1, 181 77 798 1, 110 481 599 528 128 307 318	$5,546 \\ 1,180 \\ 76 \\ 803 \\ 1,120 \\ 482 \\ 600 \\ 523 \\ 128 \\ 312 \\ 322 \\ 322$	$5,529 \\ 1,184 \\ 76 \\ 803 \\ 1,111 \\ 479 \\ 599 \\ 521 \\ 129 \\ 304 \\ 323$	$5,541 \\ 1,193 \\ 77 \\ 802 \\ 1,121 \\ 479 \\ 598 \\ 518 \\ 129 \\ 297 \\ 327 \\$	$5,484\\1,182\\77\\799\\1,092\\476\\597\\515\\129\\297\\320$	5,4541,181777981,072473596515129295318	$5, 437 \\1, 184 \\78 \\799 \\1, 062 \\472 \\594 \\512 \\129 \\290 \\317$	$5,460 \\1,188 \\77 \\799 \\1,076 \\475 \\597 \\513 \\125 \\290 \\320$

¹ For definition of production workers, see footnote 1, table A-3. ² Preliminary. Note: The seasonal adjustment method used is described in "New Seasonal Adjustment Factors for Labor Force Components." Monthly Labor Review, August 1960, pp. 822-827.

TABLE A-6. Unemployment insurance and employment service program operations¹

[All items except average benefit amounts are in thousands]

Item						1962						19	61
TUUII	Nov.	Oct.	Sept.	Aug.	July	June	May	Apr.	Mar.	Feb.	Jan.	Dec.	Nov.
Employment service: ² New applications for work Nonfarm placements	907 533	948 643	856 652	879 642	914 580	1,102 605	899 656	847 577	860 511	821 425	991 465	713 448	866 511
State unemployment insurance programs: Initial claims ³ ⁴	1, 353	1, 267	956	1, 197	1, 395	1,083	1, 133	1, 147	1, 171	1,286	1,974	1,658	1,406
Insured unemployment & (average weekly volume) Rate of insured unemployment & Weeks of unemployment compensated	1,625 4.0 5,702	1,385 3.4 5,207	$1,331 \\ 3.3 \\ 4,695$	$1,469 \\ 3.6 \\ 5,781$	1,543 3.8 5,563	$1,469 \\ 3.6 \\ 5,507$	$1,570 \\ 3.9 \\ 6,391$	$1,831 \\ 4.5 \\ 7,088$	2,218 5.5 9,121	2,415 6.0 8,509	2,486 6.2 9,455	2,017 5.0 6,621	$1,662 \\ 4.1 \\ 5,869$
Average weekly benefit amount for total unemployment Total benefits paid	\$34.95 \$193,551	\$34.69 \$176,608	\$34.42 \$160,559	\$34. 29 \$197, 414	\$34. 01 \$186, 965	\$34.20 \$158,871	\$34.04 \$215,015	\$34.52 \$239,562	\$34.98 \$310,246	\$34.73 \$287,245	\$34.44 \$314,884	\$34.10 \$218,477	\$33. 67 \$190, 883
Unemployment compensation for ex-service- men: 7 8 Initial claims ³	29	31	27	39	30	25	22	25	26	21	24	20	22
Insured unemployment ⁸ (average weekly volume)	57 222 \$7, 298	52 214 \$7,019	52 200 \$6, 549	52 211 \$6, 934	46 175 \$5, 659	40 165 \$5, 420	40 177 \$5,703	45 190 \$6,036	49 209 \$6, 545	49 196 \$6, 121	52 236 \$7,424	49 192 \$6,044	47 193 \$6,081
Unemployment compensation for Federal civilian employees: 8 9 Initial claims!	12	14	10	12	15	10	11	11	11	12	19	13	15
Insured unemployment ⁵ (average weekly volume)	29 115 \$4, 282	27 111 \$4,182	25 98 \$3, 797	26 114 \$4,354	26 97 \$3, 653	24 107 \$4,172	26 114 \$4, 297	29 128 \$4,711	$34\\152$ \$5,391	36 139 \$4, 947	36 150 \$5,375	31 118 \$4,138	29 118 \$4,128
Railroad unemployment insurance: Applications ¹⁰	16	16	32	22	65	7	4	4	5	7	16	13	15
Insured unemployment (average weekly volume)	61 133 \$78.73 \$10,373	60 148 \$74. 47 \$11, 081	65 124 \$83.26 \$10,134	50 129 \$78.53 \$10,081	52 98 \$75. 84 \$7, 256	44 108 \$71.91 \$7,825	52 125 \$73.03 \$9,052	64 155 \$76.76 \$11,807	74 187 \$79.55 \$14,791	80 172 \$80. 05 \$13, 696	$ \begin{array}{c c} 86 \\ 205 \\ 879.65 \\ $16,232 \\ \end{array} $	77 167 \$80. 13 \$13, 363	77 172 \$80. 51 \$13, 807
All programs: ¹⁴ Insured unemployment ⁵	1,780	1, 539	1,497	1,628	1,699	1, 614	1,719	1,986	2, 381	2, 581	2, 661	2, 175	1, 817

Payments are for unemployment in 14-day registration periods.
 The average amount is an average for all compensable periods, not adjusted for recovery of overpayments or settlement of underpayments.
 Adjusted for recovery of overpayments and settlement of underpay-

¹ Includes data for Puerto Rico, beginning January 1961 when the Commonwealth's program became part of the Federal-State UI system.
² Includes Guam and the Virgin Islands.
³ Includes Guam and the Virgin Islands.
⁴ Includes of unemployment. Excludes transitional claims.
⁴ Includes interstate claims for the Virgin Islands.
⁶ 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 Excludes data on claims and payments made jointly with other programs.
⁸ Encludes data on claims and payments made jointly with State programs.
¹⁰ 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.

ments ¹⁴ Represents an unduplicated count of insured unemployment under the State, Ex-servicemen and UCFE programs and the Railroad Unemployment

Insurance Act.

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
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[Per 100 employees] 1961 Annual 1962 average Major industry group Sept. July Feb. Jan. Dec. Nov 1961 1960 Nov 2 Oct Aug. June May Apr. Mar. Accessions: Total 3 Manufacturing: 5.0 4.3 4.0 3.7 3.5 4.1 2.63.8 $3.3 \\ 4.0$ 4.1 3.8 2.9 3.9 4.9 5.1 4.5 Actual_____ Seasonally adjusted_____ 4.0 3.5 4.0 3.8 4.1 4.3 4.4 Durable goods. Ordnance and accessories. Lumber and wood products, except fur-2.9 3.6 $4.5 \\ 2.5$ $4.6 \\ 2.6$ 3.8 4.5 4.1 4.0 3.8 3.6 4.3 $2.7 \\ 2.2$ 3.2 $3.9 \\ 2.8$ 3.5 2.6 1.6 2.4 3.0 3.9 2.9 2.8 3.0 3.1 $6.3 \\ 5.2 \\ 3.8 \\ 2.8 \\ 4.0 \\ 0$ 7.55.14.62.54.5 $3.3 \\ 3.4 \\ 2.3$ $5.4 \\ 6.0 \\ 4.0$ 7.34.65.42.25.24.54.32.66.4 4.7 3.3 2.5 3.2 5.34.14.8 $\begin{array}{r} 4.5\\ 4.3\\ 2.8\\ 2.7\\ 3.9\\ 2.8\\ 3.4\\ 4.5\\ 2.6\end{array}$ $\begin{array}{c} 5.4\\ 5.0\\ 3.3\\ 2.7\\ 4.5\\ 2.9\\ 3.8\\ 8.0\\ 2.6\end{array}$ $\begin{array}{c} 8.8\\ 4.7\\ 4.8\\ 2.6\\ 3.7\\ 4.4\\ 3.9\end{array}$ $\begin{array}{r} 4.7 \\ 4.4 \\ 3.8 \\ 2.7 \\ 3.8 \\ 3.2 \end{array}$ 3.9 3.4 2.4 3.9 2.9 3.72.52.33.42.83.53.92.62.9 1.9 3.63.44.43.03.64.72.63.74.13.73.75.22.62.82.32.93.3 5.5 3.2 $\begin{array}{c} 2.0\\ 4.0\\ 3.2\\ 3.6\\ 4.4\\ 2.6\end{array}$ 2.8 2.6 2.9 4.3 2.9 3.1 3.1 4.0 6.1 3.4 3.84.32.73.4 3.9 2.5 3.2 4.3 2.4 3.54.2 3.6 4.5 3.0 $3.7 \\ 2.0$ 2.8 3.1 1.8 Miscellaneous manufacturing indus-6.4 2.6 4.3 5.6 5.3 tries_____ 3.4 5.8 6.8 6.9 6.0 6.2 6.4 6.4 5.8 5.6 $3.8 \\ 4.1 \\ 3.5 \\ 5.5$ Nondurable goods_____ Food and kindred products_____ 3.03.74.62.74.2 5.8 5.7 4.5 4.0 3.64.21.83.65.12.53.5 2.6 3.5 4.2 4.1 5.3 5.4 4.26.44.43.55.32.4 $\begin{array}{r}
 5.4 \\
 9.1 \\
 8.9 \\
 3.9 \\
 6.7 \\
 2.9 \\
 \end{array}$ $4.5 \\ 6.6 \\ 3.0 \\ 4.1 \\ 6.1 \\ 2.8$ 9.03.24.26.65.6 2.7 3.7 3.1 4.7 2.1 4.33.43.29.2 16.0 3.9 2.1 5.9 10.0 6.0 Food and Kindred products Tobacco manufactures...... Apparel and related products...... Printing, publishing, and allied in-dustries... Petroleum refining and related indus-tries 5.6 $\begin{array}{r}
 19.8 \\
 4.2 \\
 6.2
 \end{array}$ $3.5 \\ 6.2 \\ 2.4$ 3.5 5.6 2.6 3.8 5.2 2.8 3.4 5.1 2.8 5.6 3.4 5.3 5.3 4.1 1.9 3.0 4.1 $3.7 \\ 2.1$ $3.4 \\ 2.0$ $3.2 \\ 2.0$ $4.1 \\ 3.3$ $2.9 \\ 2.2$ $2.7 \\ 2.4$ $2.8 \\ 2.6$ $2.5 \\ 2.1$ 2.8 2.2 2.6 $2.9 \\ 2.1$ $3.0 \\ 2.0$ 2.4 3.2 1.3 1.8 2.1 1.4 1.7 2.7 .7 .9 1.3 1.2 .7 1.2 1.5 1.7 1.5 1.6 1.5 1.7 1.2 1.4 4.3 2.9 3.9 2.3 $2.9 \\ 4.9$ 3.8 3.1 4.8 $4.5 \\ 4.7$ 3.6 3.4 products_____ Leather and leather products_____ 2.9 3.7 4.1 4.4 4.1 4.5 4.8 6.1 6.1 5.3 4.2 4.3 4.3 5.8 3.8 Nonmanufacturing: $2.9 \\ 1.8$ $2.0 \\ 1.0$ $2.7 \\ 1.9$ $2.7 \\ 2.1$ 2.42.5 $2.4 \\ 1.4$ $3.8 \\ 1.2$ $2.6 \\ 1.4$ 3.4 2.1 2.7 2.9 3.4 4.1 2.4 Metal mining_____ 1.6 2.5 1.6 1.6 1.4 1.7 1.8 Accessions: New hires Manufacturing: 2.2. 2.2 3.2 2.9 2.8 2.9 2.4 2.2 2.0 2.2 1.4 1.9 2.4 2.5 3.1 3.4 Actual______ Seasonally adjusted_____ 1.7 2.4 2.6 Durable goods_____ Ordnance and accessories_____ Lumber and wood products, except $2.6 \\ 1.8$ $3.1 \\ 2.9$ $2.6 \\ 2.0$ $2.0 \\ 2.1$ $2.2 \\ 2.2$ $1.4 \\ 1.5$ $1.9 \\ 1.7$ $2.4 \\ 2.2$ $2.3 \\ 2.0$ 2.2 1.9 1.9 2.2 2.6 1.6 1.9 1.9 1.8 1.8 1.0 1.5 $4.7 \\ 4.2 \\ 2.5 \\ 0$ 4.73.32.81.0 $3.4 \\ 2.8 \\ 2.0$ furniture furniture Stone, clay, and glass products Primary metal industries Fabricated metal products 2.6 3.6 4.4 4.6 6.2 5.4 3.3 $2.9 \\ 3.0$ $2.8 \\ 3.2$ $1.6 \\ 1.9$ 2.2 $3.3 \\ 2.7 \\ 1.8 \\ .9 \\ 2.1 \\ 1.6 \\ 2.0$ 2.23.01.52.01.62.44.13.11.12.92.22.64.8 2.5 1.0 3.42.21.22.22.5 4.3 3.41.8.92.61.72.22.4 $3.9 \\ 3.3 \\ 1.3 \\ 3.2 \\ 2.7 \\ 3.2 \\ 2.5 \\ 3.3$ 1.61.32.0 $1.4 \\ 1.5$.9.81.51.31.81.41.2.92.5 1.9 2.2 2.0 2.2 .8 2.1 1.7 .6 1.8 1.4 1.0 $\begin{array}{c}
 1.0 \\
 2.4 \\
 2.1 \\
 2.3 \\
 2.1 \\
 2.0 \\
 \end{array}$ 2.32.12.53.01.92.72.92.02.91.92.62.12.22.02.41.71.82.1 2.3 Machinery______ Electrical equipment and supplies_____ Transportation equipment______ Instruments and related products______ Miscellaneous manufacturing indus-2.0 1.8 2.2 2.1 $1.9 \\ 2.0$ $1.9 \\ 2.2$ 1.8 $1.6 \\ 1.7$ $1.7 \\ 1.7$ 1.5 2.0 4.2 3.3 3.6 3.4 2.3 4.3 5.3 5.2 4.7 4.3 3.7 3.3 3.3 3.4 1.8 tries_____ 2.93.91.33.02.0 2.53.43.22.23.11.72.5 $1.9 \\ 2.2 \\ 2.1$ 3.9 3.5 3.9 6.0 $2.5 \\ 2.9$ $2.3 \\ 2.2$ 2.1 2.2 1.5 Nondurable goods. 2.8 3.7 $\frac{1.9}{1.4}$ 1.51.52.81.41.81.02.02.11.42.22.91.53.52.92.03.2Food and kindred products_____ Tobacco manufactures_____ $\begin{array}{r}
 3.7 \\
 6.0 \\
 10.5 \\
 2.8 \\
 3.8 \\
 2.2 \\
 \end{array}$ $\begin{array}{r}
 5.9 \\
 6.5 \\
 7.8 \\
 3.2 \\
 4.5 \\
 2.2 \\
 \end{array}$ 2.0 4.13.12.53.6 $5.8 \\ 2.5 \\ 2.7 \\ 4.2 \\ 2.1$ $1.6 \\ 3.1$.8 9 2.3 2.3 Apparel and related products. Apparel and related products. Paper and allied products. Printing, publishing, and allied in-dustries. 2.3 $1.8 \\ 2.6 \\ 1.3$ 3. 4.0 3.3 3.3 3.9 3.4 2.0 1.9 1.6 1.4 1.4 1.8 1.8 $2.1 \\ 1.4$ 2.51.23.01.5 $2.7 \\ 1.4$ $2.6 \\ 1.5$ $3.3 \\ 2.6$ 2.3 $2.1 \\ 1.7$ 2.1 $1.9 \\ 1.4$ 2.1 1.5 2.0 2.4 1.8 dustries_____ Chemicals and allied products_____ Petroleum refining and related indus-1.6 1.8 1.4 .8 1.1 1.4 .9 . 5 .9 .7 .5 .8 .9 1.1 1.3 1.2 2.2 1.2 .9 1.0 .7 . 5 1.7 $1.9 \\ 2.9$ 3.0 2.3 $3.1 \\ 4.1$ $2.6 \\ 3.2$ $2.1 \\ 2.5$ $2.0 \\ 2.7$ $1.8 \\ 2.7$ 2.1 1.2 1.7 $1.6 \\ 2.7$ 2.5 3.3 2.9 3.5 2.4 3.1 3.2 Nonmanufacturing: 1.2 1.9 1.3 1.0 1.2 . 9 1.3 Metal mining_____ 1.3 1.3 2.8 2.0 1.8 1.4 1.4 1.2 .6 . 5 .4 . 5 .4 . 5 . 5 .5 .4 . 9 .6 .4

*

TABLE B-1. Labor turnover rates, by major industry group ¹—Continued

[Per 100 employees]

Major industry group						1962						19	961	Annave	uual rage
	Nov.2	Oct.	Sept.	Aug.	July	June	May	Apr.	Mar.	Feb.	Jan.	Dec.	Nov.	1961	1960
							Separa	ations: '	Total ³						
Manufacturing:	2.0	10		1											
Seasonally adjusted	3.9 3.8	4.3	6.0 4.1	5.2 4.8	4.4	3.8	3.8 4.1	3.6 3.7	3.6 3.8	3.4 3.9	3.9 3.9	4.0	4.0 3.9	4.0	4.3
Durable goods Ordnance and accessories Lumber and wood products, except	3.5 2.9	3.9 2.7	4.3 3.4	5.4 2.9	4.4 2.2	3.8 2.7	3.6 2.5	3.3 2.5	$3.5 \\ 2.1$	3.2 2.6	3.7 3.3	3.8 1.9	$3.6 \\ 2.2$	3.9 2.3	4.3 2.4
Furniture and fixtures Furniture and fixtures Primary metal industries Fabricated metal products Machinery Electrical equipment and supplies Transportation equipment Instruments and related products Miscellaneous manufacturing indus- tries	6.3 4.9 2.8 8.5 2.5 2.5 2.5 2.5 2.5 6.6	5.6 4.6 4.1 3.5 4.7 2.9 3.4 3.8 3.0 5.6	6.7 5.2 4.9 3.8 4.9 3.5 4.0 4.1 3.3 5.6	6.8 5.7 4.5 3.6 4.7 3.8 3.9 10.6 3.1 6 1	$5.7 \\ 5.2 \\ 3.5 \\ 4.1 \\ 5.4 \\ 3.0 \\ 3.3 \\ 6.5 \\ 2.4 \\ 5.4 $	4.7 4.6 3.3 4.4 4.1 3.0 3.2 3.9 2.6 5.2	4.7 4.7 3.7 4.5 3.6 2.9 3.1 3.6 2.3 4.8	5.0 4.2 3.3 3.2 3.4 2.6 2.9 3.5 2.1 4.6	6.1 4.9 3.4 2.3 3.9 2.8 3.4 3.8 2.6 5	4.8 3.9 3.3 2.0 4.0 2.3 3.1 3.9 2.1	5.4 4.1 4.7 2.3 4.8 2.5 3.0 4.6 2.6 6.0	6.5 3.8 4.8 2.0 4.4 2.4 3.1 3.7 2.6	5.8 4.2 3.9 2.9 4.3 2.7 3.1 3.6 2.7 7 2	5.5 4.3 3.8 2.8 4.5 3.2 5.0 2.6	6.1 4.6 4.1 4.0 4.8 3.4 3.5 5.2 2.7
Nondurable goods	4.4	E 0	= 0	10	4.0	0.2	1.0	1.0	0.1	1.0	0.0	12.1	1.0	0.0	0.5
Food and kindred products Tobacco manufactures. Textile mill products Apparel and related products Paper and allied products Printing, publishing, and allied indus-	4.4 6.7 15.7 3.7 4.8 2.7	5.0 8.2 10.8 3.8 5.7 2.8	5.8 9.3 5.4 4.5 5.9 4.2	4.8 6.7 2.9 4.5 5.8 3.4	4.3 5.9 2.3 3.9 6.3 2.5	3.8 5.0 2.4 3.4 5.2 2.4	$ \begin{array}{c} 4.1 \\ 5.1 \\ 2.7 \\ 3.6 \\ 6.2 \\ 2.6 \\ \end{array} $	4.0 5.1 5.4 3.6 6.0 2.5	3.6 4.5 9.5 3.6 4.9 2.3	3.6 5.1 5.8 3.3 5.0 2.1	4.2 5.7 5.9 3.7 6.0 2.9	$ \begin{array}{c} 4.4\\ 7.1\\ 6.5\\ 3.0\\ 5.6\\ 2.6 \end{array} $	$ \begin{array}{c} 4.4 \\ 7.5 \\ 11.1 \\ 3.2 \\ 4.8 \\ 2.4 \end{array} $	4.2 5.9 5.9 3.4 5.7 2.7	4.4 6.0 5.9 3.7 6.1 2.9
tries Chemicals and allied products Petroleum refining and related indus-	2.8 2.2	$3.1 \\ 1.8$	4.1 3.1	3.5 2.4	2.5 1.9	3.0 2.3	2.9 2.5	2.5 2.0	2.6 1.8	2.3 1.6	3.0 1.8	3.0 1.7	2.6 1.9	2.9 2.0	2.8 2.1
tries Rubber and miscellaneous plastic prod-	2.1	1.8	2.7	2.5	1.5	1.6	1.6	1.5	1.5	1.6	1.4	1.6	2.2	1.6	1.6
Leather and leather products	3.5 4.3	3.9 5.4	4.5 5.9	4.1 5.9	4.0 5.3	3.2 4.2	3.2 5.2	3.2 5.7	3.4 4.7	3.3 4.3	3.2 5.1	3.2 5.1	3.5 4.2	3.5 5.0	3.9 5.0
Nonmanufacturing: Metal mining Coal mining	3.7 3.3	3.6 2.6	6.0 2.0	4.9 2.3	3.2 5.2	3.2 3.4	2.6 4.5	2.5 2.1	2.3 1.8	1.9 2.1	2.4 2.1	3.4 2.3	4.3 1.6	3.1 2.5	3. 8 3. 6
							Separ	ations:	Quits						
Manufacturing:											1			1	-
Seasonally adjusted	1.1 1.3	1.5 1.4	2.4	$2.1 \\ 1.5$	1.4 1.3	1.5 1.5	1.5 1.6	1.3 1.3	1.2 1.5	$1.1 \\ 1.5$	1.1 1.4	0.9	1.1 1.3	1.2	1.3
Durable goods Ordnance and accessories Lumber and wood products except	.9 .8	$\begin{array}{c} 1.2\\ 1.0 \end{array}$	2.0 1.7	1.8 1.5	1.2 1.1	$1.3 \\ 1.3$	$\begin{array}{c} 1.3\\ 1.0 \end{array}$	$1.2 \\ 1.2$	1.1 1.0	.9 1.0	1.0 1.0	.8 .8	1.0	1.0 1.0	1.1 1.0
Furniture and fixtures Stone, clay, and glass products Primary metal industries Fabricated metal products Machinery Electrical equipment and supplies Transportation equipment Instruments and related products Miscellaneous manufacturing indus- tries	1.9 1.6 .8 .4 .9 .7 1.1 .6 1.0 1.6	2.6 2.1 1.2 .5 1.3 .9 1.3 1.0 1.4 2.2	4.2 3.0 2.0 .9 2.2 1.5 2.2 1.6 1.9 3.0	$\begin{array}{c} 3.7\\ 3.1\\ 1.9\\ .9\\ 1.9\\ 1.4\\ 1.9\\ 1.4\\ 1.6\\ 3.0 \end{array}$	$ \begin{array}{c} 2.6\\ 2.2\\ 1.2\\ .6\\ 1.2\\ .9\\ 1.3\\ .9\\ 1.2\\ 1.9\\ 1.2\\ 1.9\end{array} $	$2.5 \\ 2.1 \\ 1.2 \\ .6 \\ 1.4 \\ 1.1 \\ 1.5 \\ 1.0 \\ 1.3 \\ 2.2$	$\begin{array}{c} 2.6 \\ 2.5 \\ 1.3 \\ .6 \\ 1.4 \\ 1.1 \\ 1.4 \\ 1.0 \\ 1.2 \\ 1.9 \end{array}$	$\begin{array}{c} 2.6\\ 2.2\\ 1.1\\ .6\\ 1.2\\ 1.0\\ 1.2\\ 1.0\\ 1.1\\ 1.8\\ \end{array}$	$ \begin{array}{c} 1.8\\2.0\\1.0\\.6\\1.1\\1.0\\1.3\\.8\\1.2\\1.7\end{array} $	$ \begin{array}{c} 1.4\\ 1.7\\ .8\\ .9\\ .8\\ 1.1\\ .7\\ .9\\ 1.5\\ \end{array} $	$ \begin{array}{c} 1.4\\ 1.5\\ .8\\ .5\\ 1.0\\ .8\\ 1.2\\ .8\\ 1.1\\ 1.6\\ \end{array} $	$ \begin{array}{c} 1.1\\ 1.2\\ .6\\ .4\\ .8\\ .7\\ 1.0\\ .6\\ .8\\ 1.3 \end{array} $	$ \begin{array}{c} 1.4\\ 1.5\\ .8\\ .5\\ 1.0\\ .7\\ 1.2\\ .8\\ 1.0\\ 1.9 \end{array} $	1.9 1.5 1.0 .5 1.0 .8 1.1 .8 1.0 1.8	2.3 1.7 1.1 .6 1.1 .9 1.2 .9 1.1
Nondurable goods Food and kindred products Tobacco manufactures Textile mill products Apparel and related products Paper and allied products Printing, publishing, and allied indus-	$1.3 \\ 1.3 \\ .8 \\ 1.6 \\ 1.9 \\ .8$	$ \begin{array}{r} 1.8 \\ 2.1 \\ .9 \\ 2.0 \\ 2.4 \\ 1.1 \\ \end{array} $	$2.9 \\ 4.0 \\ 2.1 \\ 2.6 \\ 3.1 \\ 2.5$	2.5 2.9 1.4 2.8 3.2 1.8	$ \begin{array}{r} 1.7 \\ 1.9 \\ .8 \\ 2.1 \\ 2.6 \\ 1.0 \\ \end{array} $	$ \begin{array}{c} 1.7\\ 1.8\\ .6\\ 2.0\\ 2.4\\ 1.1 \end{array} $	$ \begin{array}{r} 1.7 \\ 1.8 \\ .6 \\ 2.1 \\ 2.5 \\ 1.1 \end{array} $	$ \begin{array}{c} 1.5\\ 1.4\\ .6\\ 2.0\\ 2.2\\ 1.0 \end{array} $	1.4 1.3 .8 1.8 2.1 .9	$ \begin{array}{r} 1.2 \\ 1.2 \\ .6 \\ 1.6 \\ 1.9 \\ .7 \\ \end{array} $	1.3 1.3 .7 1.6 2.0 .9	1.0 .9 .6 1.2 1.5 .7	1.3 1.3 .6 1.6 1.9 .8	$ \begin{array}{c} 1.4\\ 1.6\\ .9\\ 1.6\\ 2.0\\ 1.0 \end{array} $	1.6 1.7 1.0 1.6 2.3 1.2
tries Chemicals and allied products Petroleum refining and related indus-	$1.2 \\ .5$	1.5 .7	$2.5 \\ 1.8$	$2.1 \\ 1.2$	1.4 .6	1.7 .8	1.5 .8	1.3	1.3 .7	$1.2 \\ .6$	$1.3 \\ .6$	1.1 .5	1.3 .5	1.4 .7	1.5
Rubber and miscellaneous plastic	.5	.7	1.4	1.2	.6	.7	.6	.5	.5	.4	.4	.3	.4	.5	.5
products Leather and leather products	1.0 1.9	$1.5 \\ 2.5$	2.2 3.1	1.9 3.3	$1.3 \\ 2.4$	$1.5 \\ 2.4$	$1.5 \\ 2.4$	$1.3 \\ 2.3$	$1.3 \\ 2.2$	1.1 1.9	$1.2 \\ 2.0$.8	1.1	1.1	1.1
Nonmanufacturing: Metal mining Coal mining	.8	1.1 .4	2.2 .5	1.8	1.3	1.1	1.2	1.4	.9	.9	.9	.6	.8	1.0	1.5

TABLE B-1. Labor turnover rates, by major industry group ¹—Continued

[Per 100 employees]

Major industry group						1962						19	961	Ana	nual rage
, , o	Nov.3	Oct.	Sept.	Aug.	July	June	May	Apr.	Mar.	Feb.	Jan.	Dec.	Nov.	1961	1960
							Separa	tions:	Layoffs						
Manufacturing:		1	1		1	1	1	-	1		-	1	1	1	1
Actual	2.2	2.2	1.9	2.3	2.2	1.6	1.6	1.6	1.6	1.7	2.1	2.6	2.2	2.2	2.4
Seasonally adjusted	1.8	1.8	2.0	2.6	2.4	2.0	1.8	1.6	1.6	1.9	1.9	2.1	1.8		
Durable goods	2.0	1.8	1.6	2.8	2.4	1.7	1.6	1.4	1.6	1.6	2.0	2.4	2.0	22	2.6
Ordnance and accessories Lumber and wood products, except	1.5	1.1	1.1	1.0	.5	.7	1.0	.8	.6	1.0	1.5	.6	.9	.7	.9
furniture	3.7	2.1	1.6	2.2	2.2	1.3	1.3	1.7	3.6	2.7	3.3	4.7	3.7	2.8	3.1
Furniture and fixtures	2.1	1.6	1.4	1.7	2.2	1.8	1.3	1.3	2.2	1.6	2.0	2.1	2.0	2.1	2.1
Stone, clay, and glass products	2.6	2.2	2.1	1.9	1.7	1.4	1.7	1.5	1.8	1.9	3.3	3.6	2.3	2.2	2.4
Primary metal industries	2.0	2.4	2.3	2.1	2.8	3.1	3.2	1.9	1.0	.8	1.1	1.2	1.8	1.7	3.0
Fabricated metal products	2.3	2.7	2.0	2.0	3.4	1.9	1.5	1.6	2.0	2.3	3.0	3.0	2.6	2.9	3.1
Machinery	1.3	1.3	1.3	1.5	1.4	1.3	1.1	.9	1.0	.8	.9	1.0	1.4	1.7	1.9
Electrical equipment and supplies	1.4	1.3	1.0	1.2	1.3	.9	.9	.9	1.3	1.1	1.0	1.3	1.1	1.4	1.6
Transportation equipment	1.9	1.9	1.8	8.3	4.4	2.0	1.7	1.7	2.0	2.3	2.8	2.4	2.2	3.5	3.6
Instruments and related products	1.1	.9	.7	.8	.7	.7	.5	.5	.7	.7	.7	1.3	1.0	.9	1.0
Miscellaneous manufacturing indus-															
tries	4.3	2.4	1.7	2.0	2.4	2.0	2.0	2.0	2.4	1.7	3.5	10.0	4.5	3.2	3.2
Nondurable goods	2.6	2.6	2.2	1.6	1.9	1.4	1.7	1.9	1.6	1.8	2.2	2.8	2.5	22	29
Food and kindred products	4.9	5.4	4.5	3.1	3.2	2.4	2.7	3.1	2.6	3.2	3.8	5.6	5.6	37	3.6
Tobacco manufactures	14.6	9.3	2.5	1.0	1.1	1.3	1.6	4.5	8.3	4.7	4.8	5.6	10.1	4.6	4
Textile mill products	1.6	1.2	1.2	1.0	1.2	.8	.9	1.0	1.2	1.2	1.5	1.4	11	1.3	11
Apparel and related products	2.3	2.5	2.2	1.7	2.9	2.1	2.9	3.2	2.1	2.4	3.2	3.6	2.3	31	3 9
Paper and allied products	1.4	1.2	1.2	.9	.9	.7	.8	.8	.8	.9	1.5	1.4	1.1	1.1	1 2
Printing, publishing and allied indus-															
tries	1.2	1.1	1.1	.9	.7	.8	.9	.8	.9	.7	1.1	1.4	.9	1.0	
Chemicals and allied products	1.2	.8	.8	.7	.8	1.0	1.2	.7	.6	.7	.7	.8	.9	.9	
Petroleum refining and related indus-															
tries	1.1	.6	.7	.6	.5	.3	.5	.5	.7	.8	.5	.8	1.3	.6	
Rubber and miscellaneous plastic							10								
products	1.9	1.6	1.5	1.4	1.9	1.0	.9	1.2	1.4	1.5	1.3	1.8	1.7	1.7	2.2
Leather and leather products	1.8	2.3	2.0	1.6	1.9	1.1	2.1	2.6	1.7	1.7	2.3	2.9	1.5	2.3	2.1
Nonmanufacturing:															
Metal mining	2.2	1.8	3.0	24	1 2	14	7	A	R	2	7	22	26	14	1.
Coalmining	22	17	1.0	1 4	4 2	2.6	37	10	0.0	14	14	17	2.0	17	2.0

¹ Beginning with the December 1961 issue, figures differ from those pre-viously published. The industry structure has been converted to the 1957 Standard Industrial Classification, and the printing and publishing industry and some seasonal manufacturing industries previously excluded are now included.

Included. Data include Alaska and Hawaii beginning in January 1959; this inclusion has not significantly affected the labor turnover rates. Month-to-month changes in total employment in manufacturing and non-manufacturing industries as indicated by labor turnover rates are not com-parable 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 mid-month to midmonth; and (2) the turnover series excludes personnel changes caused by strikes, but the employment series reflects the influence of such

caused by strikes, but the employment series reacted at anticer of the stoppares. ³ 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.

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C.--Earnings and Hours

TABLE C-1. Gross hours and earnings of production workers, ¹ by industry

						1962						19	61	Ann aver	ual age
Industry	Nov.2	Oct.	Sept.	Aug.	July	June	May	Apr.	Mar.	Feb.	Jan.	Dec.	Nov.	1961	1960
						A	verage	weekly	earnings	3					
Mining Metal mining Iron ores Copper ores	\$110.70 117.29 119.78 120.84	\$111.78 116.16 117.87 119.14	\$112.88 118.12 122.61 120.98	\$111.90 116.00 119.87 117.99		\$111.10 118.86 127.51 121.24		\$110.70 118.01 125.86 119.84	\$110. 84 118. 29 122. 28 124. 52	\$110.30 117.59 122.80 122.24	\$108.93 116.88 119.25 123.88	\$109.89 118.30 121.27 126.00		\$107.18 113.44 115.80 119.03	
Coal mining Bituminous	111.50 112.22	$114.39 \\115.13$	113.62 114.39	$113.15 \\ 114.25$	$102.30 \\ 103.60$	$115.69 \\ 117.06$	108.15 109.47	$116.12 \\ 117.50$	117.69 118.76	116.94 118.63	117.38 118.44	117.62 118.69	$116.94 \\ 118.38$	$\frac{111.34}{112.73}$	110.76 112.77
Crude petroleum and natural gas Crude petroleum and natural gas fields	109.04 114.65	109.20 113.00	110.99 115.69	109.56 113.98	110. 83 118. 14	107.74 112.72	108.52 112.31	109.20 114.37	108. 52 112. 84	108.52 113.24	106.60 116.03	107.17 112.31	106.75 113.55	105.75 113.15	103.32 108.54
Oil and gas field services	104.59	105.90	103.82	104.84	103.82	102.67	105.03	104.35	104.84	104.16	97.99	102.53	100.11	98.67	98.31
Quarrying and nonmetallic mining	. 106.96	110.86	113.24	113.01	110.66	107.62	107.38	102.93	99.64	96.33	92.83	97.86	102.10	100.09	96.58
Contract construction General building contractors	$\begin{array}{cccccccccccccccccccccccccccccccccccc$	$\begin{array}{c} 126.82\\ 117.12\\ 127.20\\ 126.58\\ 128.86\\ 133.16 \end{array}$	$128, 21 \\ 117, 81 \\ 129, 38 \\ 128, 62 \\ 129, 68 \\ 134, 23 \\$	$127.26 \\ 116.92 \\ 130.50 \\ 129.65 \\ 131.04 \\ 132.38 \\$	$\begin{array}{c} 125.\ 57\\ 115.\ 92\\ 127.\ 67\\ 126.\ 44\\ 128.\ 54\\ 131.\ 65\end{array}$	$\begin{array}{c} 121.45\\ 111.91\\ 122.13\\ 119.13\\ 126.48\\ 127.72 \end{array}$	$123. 44 \\114. 14 \\124. 07 \\120. 70 \\128. 86 \\129. 46$	$120.01 \\ 112.10 \\ 116.33 \\ 110.09 \\ 124.09 \\ 126.34$	$ \begin{array}{c} 118.05\\ 109.55\\ 114.36\\ 105.76\\ 122.80\\ 123.90 \end{array} $	$\begin{array}{c} 113.\ 37\\ 106.\ 30\\ 109.\ 16\\ 99.\ 41\\ 117.\ 95\\ 119.\ 37 \end{array}$	$ \begin{array}{c} 111.22\\ 102.08\\ 104.72\\ 99.50\\ 110.06\\ 119.34 \end{array} $	$\begin{array}{c} 114.82\\ 106.13\\ 111.33\\ 103.43\\ 119.13\\ 121.80\end{array}$	$\begin{array}{c} 118.26\\ 110.05\\ 117.00\\ 110.30\\ 125.37\\ 124.20 \end{array}$	$\begin{array}{c} 117.71\\ 108.83\\ 118.48\\ 113.40\\ 125.11\\ 123.08 \end{array}$	$ \begin{array}{c} 112.67\\ 103.72\\ 114.77\\ 110.00\\ 119.60\\ 118.11 \end{array} $
Manufacturing Durable goods Nondurable goods	97.36 105.93 86.72	96.72 105.37 85.72	97.68 105.88 86.80	$95.75 \\ 103.89 \\ 86.18$	96.80 104.45 86.80	97.27 105.47 87.02	96. 80 105. 22 86. 37	96.56 105.22 85.54	95.91 104.45 85.32	95.20 103.53 84.28	94.88 103.17 84.24	96. 63 105. 32 85. 57	95.82 104.39 85.39	92.34 100.10 82.92	89.72 97.44 80.36
		1					Averag	e weekl	y hours			1	1		
Mining Metal mining Iron ores Copper ores	$ \begin{array}{c} 41.0\\ 41.3\\ 39.4\\ 42.7 \end{array} $	41. 4 40. 9 38. 9 42. 1	$\begin{array}{r} 41.5 \\ 41.3 \\ 40.2 \\ 42.3 \end{array}$	$\begin{array}{r} 41.\ 6\\ 40.\ 7\\ 39.\ 3\\ 41.\ 4\end{array}$	$ \begin{array}{r} 40.9\\ 41.3\\ 40.4\\ 41.8 \end{array} $	$\begin{array}{c} 41.3 \\ 42.0 \\ 41.4 \\ 43.3 \end{array}$	$ \begin{array}{r} 40.9\\ 42.0\\ 41.0\\ 43.0 \end{array} $	$\begin{array}{c} 41.\ 0\\ 41.\ 7\\ 40.\ 6\\ 42.\ 8\end{array}$	$ \begin{array}{r} 40.9\\ 41.8\\ 39.7\\ 44.0 \end{array} $	$ \begin{array}{r} 40.7\\ 41.7\\ 40.0\\ 43.5 \end{array} $	39.9 41.3 38.1 44.4	$ \begin{array}{c} 40.7\\ 42.1\\ 39.5\\ 45.0 \end{array} $	41.0 41.3 39.1 44.1	$ \begin{array}{r} 40. \ 6 \\ 41. \ 4 \\ 38. \ 6 \\ 43. \ 6 \end{array} $	40. 4 41. 8 39. 7 44. 4
Coal mining Bituminous	36.2 36.2	36.9 36.9	36.3 36.2	36.5 36.5		37.2 37.4	35. 0 35. 2	37.1 37.3	37.6 37.7	37.6 37.9	37.8	37.7 37.8	37.6 37.7	35. 8 35. 9	35. l 35. 8
Crude petroleum and natural gas Crude petroleum and natural gas fields	42.1	42.0 40.5 43.4	42.2 41.5 42.9	42.3 41.0 43.5	42.3 41.6 42.9	41.6 40.4 42.6	41.9 40.4 43.4	42.0 40.7 43.3	41.9 40.3 43.5	41.9 40.3 43.4	41.0	41.7	41.7 40.7 42.6	41.8 40.7 42.9	42. (40. 1 43. 1
Quarrying and nonmetallic mining	44.2	46.0	46.6	46.7	46.3	45.6	45.5	43.8	42.4	41.7	39.8	42.0	44.2	43.9	43.
Contract construction General building contractors Heavy construction Highway and street construction Other heavy construction Special trade contractors	- 36.3 - 35.3 - 39.4 - 39.6 - 39.1 - 35.6	38.2 36.6 42.4 43.2 43.3 43.3 37.3	$\begin{array}{c} 38.5\\ 36.7\\ 42.7\\ 43.6\\ 41.3\\ 37.6\end{array}$	38.8 37.0 43.5 44.4 42.0 37.8	$\begin{array}{cccccccccccccccccccccccccccccccccccc$	$\begin{array}{cccccccccccccccccccccccccccccccccccc$	$\begin{array}{c} 38.1\\ 36.7\\ 42.2\\ 42.8\\ 41.3\\ 37.2 \end{array}$	36.7 35.7 39.3 38.9 39.9 39.9	$\begin{array}{c} 36.1\\ 35.0\\ 39.3\\ 38.6\\ 40.0\\ 35.5\end{array}$	35. 1 34. 4 38. 3 37. 8 38. 8 38. 8 34. 4	33. 4 32. 1 3 34. 0 3 33. 8 34. 8 34. 8 34. 8	34.9 33.8 36.4 5 35.3 5 37.7 34.9	36.5 35.5 39.0 38.3 39.8 39.8 39.8 30.36.0	$\begin{array}{c} 36.9\\ 35.8\\ 40.3\\ 40.5\\ 40.1\\ 36.2\end{array}$	36. 35. 40. 41. 40. 35.
Manufacturing Durable goods Nondurable goods	40.4 40.9 39.0	4 40.3 9 41.0 3 39.5	40.7 41.2 40.0	40.4 40.9 39.9	40.8 40.8 40.0	5 40.7 3 41.2 40.1	40. 5 41. 1 39. 8	40. 4 41. 1 39. 6	40.3 40.8 39.5	40. 0 40. 6 39. 2	39. 7 40. 3 39. 0	7 40.6 3 41.3 39.8	$\begin{array}{cccccccccccccccccccccccccccccccccccc$	39.8 40.2 39.3	39. 40. 39.
				-			Average	hourly	earning	ţS					-
Mining Metal mining Iron ores Copper ores	\$2.7 2.8 3.0 2.8	$\begin{array}{c}0 \\ 4 \\ 2.8 \\ 4 \\ 3 \\ 2.8 \\ 3 \\ 2.8 \end{array}$	$\begin{array}{c} & \$2.72 \\ 2.86 \\ 3 & 3.03 \\ 3 & 2.86 \end{array}$	2 \$2.6 2.8 3.0 3.0 2.8	9 \$2.6 5 2.8 5 3.0 5 2.8	9 \$2. 69 3 2. 83 8 3. 08 1 2. 80	\$2.68 3 2.84 3 3.08 0 2.80	$\begin{array}{cccccccccccccccccccccccccccccccccccc$	$\begin{array}{c} \$2.71\\ 2.83\\ 0 & 3.08\\ 0 & 2.83\\ 0 & 2.83\\ \end{array}$	\$2.71 3 2.85 3 3.07 3 2.85	$ \begin{array}{c ccccccccccccccccccccccccccccccccccc$	3 \$2.7 3 2.8 3 3.0 9 2.8	$\begin{array}{c}0 \\1 \\2.80 \\7 \\3.07 \\0 \\2.79 \end{array}$	$\begin{array}{c} 8 \\ 8 \\ 2.74 \\ 7 \\ 3.00 \\ 2.73 \\ 0 \\ 2.73 \end{array}$	\$2.6 2.6 2.8 3 2.6
Coal mining Bituminous	3.0	8 3. 10 0 3. 1	3. 13 2 3. 10	3.1 3.1	0	3.1	3. 09 3. 11	3. 13 3. 14	3.13 5 3.1	3.1 5 3.1	1 3.1 3 3.1	3 3.1 5 3.1	2 3.11 4 3.14	3. 11 3. 14	3.1 3.1
Crude petroleum and natural gas Crude petroleum and natural gas fields Oil and gas field services	2.5 2.8 2.4	$\begin{array}{c c}9 & 2.6 \\1 & 2.7 \\1 & 2.4 \end{array}$	0 2.63 9 2.80 4 2.43	$\begin{array}{cccc} 3 & 2.5 \\ 5 & 2.7 \\ 2 & 2.4 \\ \end{array}$	$\begin{array}{c}9 & 2.6 \\ 8 & 2.8 \\ 1 & 2.4 \end{array}$	2 2.5 4 2.7 2 2.4	2.59 2.78 2.78 2.42	2.60 3.2.81 2.41	$\begin{array}{ccc} 0 & 2.59 \\ 1 & 2.83 \\ 1 & 2.43 \\ \end{array}$	9 2.59 1 2.83 1 2.40	9 2.6 1 2.8 0 2.3	0 2.5 3 2.7 9 2.3	7 2.50 8 2.79 9 2.34	3 2.53 9 2.78 5 2.30	2.4 3 2.6 2.2
Quarrying and nonmetallic mining	2.4	2 2.4	1 2.4	3 2.4	2 2.3	9 2.3	3 2.30	3 2.3	5 2.3	5 2.3	1 2.3	5 2.3	3 2.31	2.28	3 2.2
Contract construction General building contractors Heavy construction. Highway and street construction. Other heavy construction. Special trade contractors	3.3 3.2 2.9 2.8 3.0 3.5	$\begin{array}{cccccccccccccccccccccccccccccccccccc$	$\begin{array}{cccccccccccccccccccccccccccccccccccc$	$\begin{array}{cccccccccccccccccccccccccccccccccccc$	$\begin{array}{cccccccccccccccccccccccccccccccccccc$	$\begin{array}{cccccccccccccccccccccccccccccccccccc$	$\begin{array}{cccccccccccccccccccccccccccccccccccc$	$\begin{array}{cccccccccccccccccccccccccccccccccccc$	$\begin{array}{cccccccccccccccccccccccccccccccccccc$	$\begin{array}{cccccccccccccccccccccccccccccccccccc$	$\begin{array}{cccccccccccccccccccccccccccccccccccc$	$\begin{array}{cccccccccccccccccccccccccccccccccccc$	$\begin{array}{cccccccccccccccccccccccccccccccccccc$	$\begin{array}{cccccccccccccccccccccccccccccccccccc$	3.0 2.9 2.8 2.6 2.9 3.2
Manufacturing Durable goods Nondurable goods	2.4 2.5 2.1	$ \begin{array}{cccccccccccccccccccccccccccccccccccc$	$\begin{array}{c} 0 & 2.4 \\ 7 & 2.5 \\ 7 & 2.1 \end{array}$	$ \begin{array}{c} 0 & 2.3 \\ 7 & 2.5 \\ 7 & 2.1 \end{array} $	$\begin{array}{ccc} 7 & 2.3 \\ 4 & 2.5 \\ 6 & 2.1 \end{array}$	$\begin{array}{c}9 & 2.3 \\6 & 2.5 \\7 & 2.1\end{array}$	9 2.39 5 2.50 7 2.1	$\begin{array}{c} 2.39 \\ 2.50 \\ 2.50 \\ 7 \\ 2.10 \end{array}$	$\begin{array}{c} 9 & 2.33 \\ 6 & 2.56 \\ 6 & 2.16 \end{array}$	$ \begin{array}{c} 8 & 2.38 \\ 5 & 2.58 \\ 6 & 2.18 \end{array} $	$ \begin{array}{c} 8 & 2.3 \\ 5 & 2.5 \\ 5 & 2.1 \end{array} $	$\begin{array}{ccc} 9 & 2.3 \\ 6 & 2.5 \\ 6 & 2.1 \end{array}$	8 2.30 5 2.54 5 2.14	3 2.32 4 2.49 4 2.11	2 2.2 2.4 1 2.0

C.-EARNINGS AND HOURS

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

Industry						1962						19	61	Ann aver	ual age
included y	Nov.2	Oct.	Sept.	Aug.	July	June	May	Apr.	Mar.	Feb.	Jan.	Dec.	Nov.	1961	1960
Manufacturing-Continued						1	verage	weekly	earning	s					
Durable goods—Continued															
Ordnance and accessories	\$118.40	\$117.01	\$117.01	\$115.34	\$115. 18	\$116.88	\$117.16	\$118.43	\$117.31	\$116.47	\$115.21	\$117.18	\$116, 90	\$113.42	\$108.67
armsSighting and fire control equip-	118.49	116.69	117.38	116.00	114.97	116.00	116.72	117.26	116.28	116.16	114.45	118.56	117.14	115.49	110. 29
Other ordnance and accessories	128.44 112.20	125.58 111.79	$125.40 \\ 112.06$	$122.78 \\ 110.70$	$122.36 \\ 110.70$	126.48 112.19	126.60 111.65	129.60 112.88	129.33 111.37	$124.09 \\ 111.76$	$121.95 \\ 111.07$	$121.72 \\ 112.83$	122.43 112.94	$117.27 \\ 108.39$	$113.16 \\ 103.17$
Lumber and wood products, except furniture	78. 61 72. 29	79.60 72.98	82. 01 75. 30	81. 80 74, 48	80. 40 73. 75	80. 40 73. 60	79.59 73.12	77.82 70.59	75.08 68.92	76. 24 69. 06	73.48 64.79	76. 63 68. 02	78. 41 70. 17	77.03 68.99	73.71 67.20
Millwork, plywood, and related products Wooden containers Miscellaneous wood products	86, 50 65, 60 73, 53	86. 48 67. 06 73. 44	88.81 68.21 74.62	88.82 68.30 73.49	87.12 68.71 72.00	87.56 67.89 73.49	88. 81 67. 73 72. 85	87.13 66.90 72.62	85.88 65.44 71.91	84.02 64.94 70.40	83.13 60.89 67.61	85.88 65.44 70.40	84.65 64.52 71.69	84.03 63.12 69.77	81. 19 62, 17 69. 32
Furniture and fixtures Household furniture Office furniture Partitions, office and store fixtures Other furniture and fixtures	79.76 76.22 88.65 100.00 81.00	81.34 77.38 91.39 107.01 81.61	81. 54 77. 15 92. 57 107. 87 82. 41	80. 54 75. 99 92. 34 108. 38 81. 79	78.1873.3892.52105.1680.39	79. 95 74. 85 93. 61 106. 01 83. 43	78.38 73.75 92.80 104.17 81.20	78.76 74.30 92.57 100.85 81.00	78.76 74.30 92.84 101.75 80.39	77.59 73.16 91.98 101.34 80.39	75.66 70.05 93.79 99.94 79.95	81. 32 77. 10 95. 04 103. 58 82. 82	80. 12 75. 58 95. 04 105. 67 81. 20	$76. 21 \\71. 46 \\90. 54 \\100. 53 \\80. 20$	75. 20 70. 45 90. 42 96. 72 78. 78
		1	1	1			Averag	e weekl	y hours	1	1	L.			
Ordnance and accessories Ammunition except for small arms. Sighting and fire control equip- ment	41. 4 41. 0 43. 1	41. 2 40. 8 42. 0	41. 2 40. 9 41. 8	40. 9 40. 7 41. 2	40.7 40.2 41.2	41.3 40.7 42.3	41. 4 41. 1 42. 2	41.7 41.0 43.2	41. 6 40. 8 43. 4	41.3 40.9 41.5	41. 0 40. 3 41. 2	41.7 41.6 41.4	41.6 41.1 41.5	40.8 41.1 40.3	40.7 41.0 41.0
Lumber and wood products except	40.8	41.1	41. 2	41.0	41.0	41.4	41.2	41.0	41.4	41. /	41.0	42.1	42. 3	40.9	40, 3
furniture Sawmills and planing mills Millwork, plywood, and related	39.5 39.5	40.0 40.1	40. 8 40. 7	40. 9 40. 7	40. 4 40. 3	40. 4 40. 0	40. 4 40. 4	39.5 39.0	38.9 38.5	39.3 38.8	37.3 35.6	38. 9 38. 0	39.4 39.2	39.5 39.2	39.0 39.3
Wooden containers Miscellaneous wood products	40.8 40.0 40.4	40. 6 40. 4 40. 8	41.5 40.6 41.0	41.7 40.9 40.6	40.9 40.9 40.0	41.3 40.9 40.6	41. 5 40. 8 40. 7	41.1 40.3 40.8	40.7 39.9 40.4	40. 2 39. 6 40. 0	39.4 36.9 38.2	40.7 39.9 40.0	40.5 39.1 40.5	40. 4 39. 7 40. 1	39.8 39.6 40.3
Furniture and fixtures Household furniture Office furniture Partitions, office and store fixtures Other furniture and fixtures	40. 9 41. 2 39. 4 40. 0 40. 1	41. 5 41. 6 40. 8 41. 8 40. 4	$\begin{array}{c} 41.6 \\ 41.7 \\ 40.6 \\ 42.3 \\ 41.0 \end{array}$	$\begin{array}{c} 41.3 \\ 41.3 \\ 40.5 \\ 42.5 \\ 41.1 \end{array}$	$\begin{array}{c} 40.3 \\ 40.1 \\ 40.4 \\ 41.4 \\ 40.6 \end{array}$	$\begin{array}{c} 41.0\\ 40.9\\ 40.7\\ 41.9\\ 41.3\end{array}$	40. 4 40. 3 40. 7 41. 5 40. 2	40. 6 40. 6 40. 6 40. 5 40. 5 40. 1	40. 6 40. 6 40. 9 40. 7 39. 6	40. 2 40. 2 40. 7 40. 7 39. 6	2 39.0 2 38.7 40.6 40.3 39.0	41.7 41.9 41.5 41.6 40.6	$\begin{array}{c} 41.3 \\ 41.3 \\ 41.5 \\ 42.1 \\ 40.4 \end{array}$	$\begin{array}{c} 39.9\\ 39.7\\ 40.6\\ 40.7\\ 40.3\end{array}$	40. 0 39. 8 41. 1 40. 3 40. 4
							Average	hourly	earning	<u>5</u> 8					
Ordnance and accessories.	\$2.86	\$2.84	\$2.84 2.87	\$2.82 2.85	\$2.83 2.86	\$2.83 2.85	\$2. 83 2. 84	\$2.84 2.86	\$2.82 2.85	\$2. 82 2. 84	\$2. 81 2. 84	\$2.81 2.85	\$2.81 2.85	\$2.78 2.81	\$2.67 2.69
other ordnance and accessories	2.98	2.99	3.00 2.72	2.98 2.70	2.97 2.70	2.99	3.00	3.00 2.72	2.98	2. 99 2. 68	2.96	2.94 2.68	2.95 2.67	$2.91 \\ 2.65$	2.76 2.56
Lumber and wood products except furniture	1.99 1.83	1.99 1.82	2. 01 1. 85	2.00 1.83	1. 99 1. 82	1.99 1.84	1.97 1.81	1. 97 1. 81	1. 93 1. 79	1.94 1.78	1.97 1.82	1.97 1.79	1.99 1.79	1.95 1.76	1. 89 1. 71
Wooden containers Miscellaneous wood products	2.12 1.64 1.82	$ \begin{array}{cccccccccccccccccccccccccccccccccccc$	$ \begin{array}{cccccccccccccccccccccccccccccccccccc$	2.13 1.67 1.81	$\begin{array}{c} 2.13 \\ 1.68 \\ 1.80 \end{array}$	2.12 1.66 1.81	2.14 1.66 1.79	$ \begin{array}{c} 2.12 \\ 1.66 \\ 1.78 \end{array} $	2.11 1.64 1.78	2.09 1.64 1.76	$ \begin{array}{c} 2.11 \\ 1.65 \\ 1.77 \end{array} $	$\begin{array}{c} 2.11 \\ 1.64 \\ 1.76 \end{array}$	2.09 1.65 1.77	$2.08 \\ 1.59 \\ 1.74$	$2.04 \\ 1.57 \\ 1.72$
Furniture and fixtures Household furniture Office furniture Partitions, office and store fixtures. Other furniture and fixtures	$ \begin{array}{cccccccccccccccccccccccccccccccccccc$	$ \begin{array}{cccccccccccccccccccccccccccccccccccc$	$\begin{array}{cccccccccccccccccccccccccccccccccccc$	$ \begin{array}{cccccccccccccccccccccccccccccccccccc$	$ \begin{array}{cccccccccccccccccccccccccccccccccccc$	$ \begin{array}{cccccccccccccccccccccccccccccccccccc$	$ \begin{array}{cccccccccccccccccccccccccccccccccccc$	$ \begin{array}{cccccccccccccccccccccccccccccccccccc$	$ \begin{array}{cccccccccccccccccccccccccccccccccccc$	$ \begin{array}{cccccccccccccccccccccccccccccccccccc$	$\begin{array}{cccccccccccccccccccccccccccccccccccc$	$ \begin{array}{c} 1.95\\ 1.84\\ 2.29\\ 2.49\\ 2.04 \end{array} $	$ \begin{array}{c} 1.94\\ 1.83\\ 2.29\\ 2.51\\ 2.01 \end{array} $	$\begin{array}{c} 1.\ 91 \\ 1.\ 80 \\ 2.\ 23 \\ 2.\ 47 \\ .\ 1.\ 99 \end{array}$	1.88 1.77 2.20 2.40 1.95

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						1962						19	61	Ann aver	ual age
inclusive y	Nov.2	Oct.	Sept.	Aug.	July	June	May	Apr.	Mar.	Feb.	Jan.	Dec.	Nov.	1961	1960
						A	verage	weekly	earning	5					
Manufacturing-Continued															
Durable goods—Continued															
Stone, clay, and glass products Flat glass Glass and glassware, pressed or	\$100. 28 129. 81	\$100. 85 127. 59	\$101.50 126.94	\$101. 57 125. 78	\$100.67 126.81	\$100. 43 127. 92	\$99.60 125.02	\$98.16 120.01	\$95.68 123.00	\$94.33 122.06	\$92. 97 125. 45	\$95. 04 120. 82	\$97.17 119.32	\$95.24 122.68	\$92.97 127.35
Cement, hydraulic	98.49	98.49 114.26	97.76 116.62	98.09 115.93	98.00 117.60	100.37 114.12	99.06 113.85	98.98 110 02	97.93 107.46	97.53 105.60	96.56 106.40	97.36 105.87	96.96 110.68	95.44 106.52	91.94 102.87
Structural clay products Pottery and related products	86.90 90.68	87.56 90.68	87.34 89.82	87.97 87.64	87.54 87.69	88.17 86.85	88.60 85.58	87.54 85.80	85.65 84.85	84.59 85.46	81.79 83.49	85.03 84.89	87.13 84.85	84.45 82.30	82.21 81.37
Concrete, gypsum, and plaster products	103.15	105, 36	108, 14	108,66	105.67	104.28	103, 60	99.64	93.61	89.72	86.71	92.06	99 49	97.10	93 04
Other stone and mineral products	99.47	99.55	99.80	100. 12	100.60	99.87	99.29	99 05	97.20	97.44	95. 92	97.92	97.75	96.05	93.79
Primary metal industries Blast furnace and basic steel	117.61	116.92	118.80	116.23	116.62	119.10	118.50	123.11	123. 41	122.81	122.81	121.58	119.39	114.95	109.59
products Iron and steel foundries Nonferrous smelting and refining Nonferrous rolling drawing cond	122.74 106.27 116.47	122.42 106.52 114.52	125.00 107.45 116.47	122.68 103.34 116.03	121.77 106.90 114.80	123.71 109.41 116.05	124.68 106.90 113.85	132.84 106.37 113.02	133. 90 105. 85 112. 48	133. 90 104. 40 112. 48	133. 50 102. 97 113. 30	130.00 107.30 112.20	127.01 103.86 112.89	122.92 98.81 109.48	116. 13 96. 61 108. 09
extruding Nonferrous foundries	116.20	115.09	116.05	113.98	115.35	118.80	115.90	117.85	116.18	114.11	114.93	117.82	115.60	111.76	105.01
Miscellaneous primary metal in- dustries	125.86	123. 60	126.12	123. 49	121.88	124. 38	123.19	123.79	125.82	123. 60	122.48	125. 28	123.07	116. 98	112.92
							Averag	e weekl	y hours						
Stone, clay, and glass products	41.1	41.5	41.6	41.8	41.6	41.5	41.5	40.9	40.2	39.8	38.9	40.1	41.0	40.7	40.6
Flat glass Glass and glassware, pressed or blown	39.1	38.9	38.7	38.7	38.9	39.0	38.0	36.7	37.5	37.1	37.9	36.5	36.6	38.7	40.3
Cement, hydraulic	40.8	41.1	41.5	41.7	42.0	41.2	41.4	40.9	40.4	39.7	39.7	39.8	41.3	40.1	40.5
Pottery and related products	40.8	40.3	40.1	39.3	38.8	38.6	38.9	39.0	40.4 39.1	39. 9	38.3	40. 3 39. 3	39.1	40.0	40. 3 38. 2
other stone and mineral products	42.8	43.9 40.8	44.5 40.9	44.9 41.2	44. 4 41. 4	44.0 41.1	43.9 41.2	42.4 41.1	40.7 40.5	39.7 40.6	37.7 39.8	40.2 40.8	42.7 40.9	42.4 40.7	42.1 40.6
Primary metal industries Blast furnace and basic steel	39.6	39.5	40.0	39.4	39.4	40.1	39.9	40.9	41.0	40.8	40.8	40.8	40.2	39.5	39.0
products Iron and steel foundries	38.0	37.9	38.7	38.1 39.9	37.7	38.3	38.6	40.5	40.7	40.7	40.7	40.0	39.2	38.9	38.2
Nonferrous smelting and refining Nonferrous rolling, drawing, and	41.3	40.9	41.3	41.0	41.0	41.3	41.1	40.8	40.9	40.9	41.2	41.1	41.2	40.7	41.1
extruding Nonferrous foundries	42.1	41.7 40.6	42. 2 40. 6	41.6 40.2	42.1 40.5	43.2 41.6	42.3 41.0	42.7 41.4	42. 4 41. 2	41.8 41.3	42.1 41.2	43.0 41.9	42.5 41.1	41.7 40.3	40.7 39.8
dustries	41.4	41.2	41.9	41.3	40.9	41.6	41.2	41.4	41.8	41.2	41.1	41.9	41.3	40.2	39.9
							Average	hourly	earning	s					
Stone, clay, and glass products Flat glass Glass and glassware presend or	\$2.44 3.32	\$2, 43 3, 28	\$2.44 3.28	\$2.43 3.25	\$2.42 3.26	\$2.42 3.28	\$2.40 3.29	\$2.40 3.27	\$2.38 3.28	\$2.37 3.29	\$2.39 3.31	\$2.37 3.31	\$2.37 3.26	\$2.34 3.17	\$2.29 3.16
blown	2.45	2.45	2.45	2.44	2.45	2.46	2.44	2.45	2.43	2.42	2.42	2.41	2.40	2.38	2.31
Structural clay products	2.13	2.12	2. 81	2.13	2.80	2.14	2. 75	2. 69	2.00	2.66	2. 68	2.66	2.68	2.63	2.54
Concrete, gypsum, and plaster	2.20	2.20	9 42	2.20	2.20	2.20	2.20	2.20	2.17	2.18	2.18	2.10	2.17	2.10	2.13
Other stone and mineral products	2. 45	2.40	2.43	2.42	2. 38	2. 43	2. 30	2. 35	2.30	2.26	2.30	2.29	2.33	2.29 2.36	2.21 2.31
Blast furnace and basic steel	- 2.97	2.96	2.97	2.95	2.96	2.97	2.97	3.01	3.01	3.01	3.01	2.98	2.97	2.91	2.81
Iron and steel foundries Nonferrous smelting and refining	- 3. 23 2. 65 2. 82	3. 23 2. 63 2. 80	3.23 2.64 2.82	3.22 2.59 2.83	3.23 2.62 2.80	3.23 2.63 2.81	3.23 2.62 2.77	3.28 2.62 2.77	3.29 2.62 2.75	3.29 2.61 2.75	3.28 2.62 2.75	3.25 2.63 2.73	3.24 2.59 2.74	3.16 2.54 2.60	3.04 2.49 2.62
Nonferrous rolling, drawing, and extruding.	2.76	2.76	2.75	2.74	2.74	2.75	2.74	2.76	2.74	2.73	2.73	2.74	2.72	2. 68	2. 58
Miscellaneous primary metal in- dustries	2.56	2.56	2. 54	2.52	2.50	2.51	2.53	2. 52	2. 52	2. 52	2.54	2.54	2.51	2.49	2.45
	0.04	0.00	3.01	2.99	2.98	2.99	2.99	2.99	3.01	3.00	2.98	2.99	2.98	2.91	2.83

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

Industry						1962						19	61	Annaver	rage
	Nov.2	Oct.	Sept.	Aug.	July	June	May	Apr.	Mar.	Feb.	Jan.	Dec.	Nov.	1961	1960
Manufacturing—Continued							Averag	ge week	ly earnin	ngs					
Durable goods—Continued															
Fabricated metal products Metal cans	\$105.22 122.36	\$105.73 123.26	\$106.66 133.11	\$105.32 131.50	\$104.30 133.15	\$106.75	\$105.73 127.02	\$104.39 125.28	\$103.48 122.54	\$102.72 121.95	\$102.36 120.36	\$105.16 124.74	\$104.08 121.84	\$100.85 121.80	\$98.82 114.68
Cutlery, handtools, and general hardware	103.58	101.27	100.37	96.88	97.53	101.43	100.70	98.09	96.08	95.76	97.77	102.90	100, 43	93, 93	93.03
Heating equipment and plumbing fixtures	98 15	100.94	101.34	100.69	98.65	100 78	97 27	96.14	96.62	95.26	93.80	96.47	96.96	94.56	91.26
Fabricated structural metal prod- ucts	104.75	106, 19	107.38	107.49	105.37	106.40	105.37	105.01	103.31	102.66	100.74	104.60	104.70	102.47	99.47
Screw machine products, bolts, etc. Metal stampings Coating, engraving, and allied	105.84 113.13	104.75 112.56	107.60 112.56	105.00 111.45	104.75 109.21	105. 58 111. 72	105.33 113.25	105.65 110.92	106.32 110.24	106. 25 108. 36	105.83 108.24	106. 14 111. 30	104.06 108.68	98.90 105.01	95.58 107.74
Miscellaneous fabricated wire prod-	91.21	93.79	92.55	90.94	91.62	95.57	94.02	95.49	93.94	92.57	92.97	93.60	91.88	90.32	86.43
Miscellaneous fabricated metal	96.17	96.64	97.29	96.64	95.94	98.65	97.53	97.11	97.53	96.82	96.59	98.05	96.93	94.48	90.50
Machinery	112.75	112. 61	112.74	102. 31	112. 59	104. 30	102.72	102.82	112.71	101.40	110. 27	103. 57	102.75	100.19	104.55
Engines and turbines Farm machinery and equipment Construction and related machinery Metalworking machinery and	120.80 108.67 111.66	120. 80 108. 81 112. 75	120.80 107.87 112.61	119.69 107.33 112.88	$115. 34 \\ 106. 67 \\ 113. 42$	$120.77 \\ 107.46 \\ 113.42$	121.06 107.45 113.42	$120.54 \\ 109.03 \\ 111.78$	118.61 109.15 .111.90	117.74 107.53 110.56	$113.94 \\ 104.40 \\ 108.81$	$119.02 \\ 105.04 \\ 110.68$	$116.47 \\103.06 \\106.67$	$114.11 \\ 103 46 \\ 106.52$	109.69 99.85 102.66
equipmentSpecial industry machinery General industrial machinery Office, computing and accounting	122.96 106.17 111.25	122.26 106.43 111.79	123. 12 108. 38 111. 38	$123.\ 12\\106.\ 01\\111.\ 24$	125.86 106.43 111.37	$\begin{array}{c} 128.04\\ 108.46\\ 112.86\end{array}$	128. 48 108. 03 112. 17	128.62 106.42 111.49	127.02 106.85 109.21	$124. 42 \\ 104. 75 \\ 109. 61$	$122. 41 \\ 104. 50 \\ 109. 06$	122.55106.50110.92	119.00 104.16 108.77	116.90 101.43 105.04	117.27 99.72 101.71
machinesService industry machines	113.40 100.35	112.31 99.94	$113.\ 68\\100.\ 04$	111. 78 99. 55	114.96 102.01	$112.06 \\ 103.57$	111.78 99.87	$111.78 \\ 100.04$	112.75 98.58	$111.\ 93\\96.\ 96$	112.61 97.36	$113.\ 30\\98.\ 82$	113.30 96.32	111.24 95.84	106. 23 93. 43
Miscellaneous machinery	109.72	109.82	109.39	108.29	108.45	108.29	108.63	108.54	1 107.44	107.44	106.85	108.46	106.17	104.00	101.26
Fabricated metal products	41.1	41.3	41.5	41.3	40.9	41.7	41.3	41.1	40.9	40.6	40.3	41.4	41.3	40.5	40.5
Cutlery, hand tools, and general	41.2	41.5	43.5	43.4	43.8	43.6	42.2	41.9	41.4	41.2	40.8	42.0	41.3	42.0	41.4
Heating equipment and plumbing	41.6	41.0	40.8	40.2	40.3	41.4	41.1	40.7	40.2	39.9	40.4	42.0	41.5	39.8	40.1
Fabricated structural metal prod-	39.9	40.7	40.7	40.6	40.1	40.8	39.7	39.4	39.6	39.2	38.6	39.7	39.9	39.4	39.0
Screw machine products, bolts, etc. Metal stampings Coating_ engraving_ and allied	40.6 42.0 41.9	41.0 41.9 42.0	41.3 42.7 42.0	41.5 42.0 41.9	41.0 41.9 40.6	41. 4 42. 4 42. 0	41.0 42.3 42.1	40.7 42.6 41.7	40.2 42.7 41.6	40.1 42.5 41.2	39.2 42.5 41.0	40.7 42.8 42.0	40.9 42.3 41.8	40.5 40.7 40.7	40.6 40.5 41.6
services. Miscellaneous fabricated wire	40.9	41.5	41.5	40.6	40.9	42.1	41.6	41.7	41.2	40.6	40.6	41.6	41.2	40.5	40.2
products	41.1	41.3	41.4	41.3	41.0	41.8	41.5	41.5	41.5	41.2	41.1	41.9	41.6	40.9	40.4
products	40.7	40.7	40.8	40.2	39.9	40.9	40.6	40.8	40.6	40.4	40.2	41.1	41.1	40.4	39.9
Engines and turbines	41.3 40.4	41.4 40.4	41.6 40.4	41.6 40.3	41.7 39.5	$42.1 \\ 40.8$	42.1 40.9	42.1 41.0	41.9 40.9	41.6 40.6	41.3 39.7	41.9 40.9	41.2 40.3	40.9 39.9	41.0 39.6
Farm machinery and equipment Construction and related machinery Metalworking machinery and equipment	40. 1 40. 9	40.3 41.3	40. 4 41. 4	40.5 41.5	40.1 41.7	40.4 41.7	40.7 41.7	41.3 41.4	41.5 41.6	41.2 41.1	40.0 40.6	40.4 41.3	40.1 40.1	40.1 40.5	40.1 40.1
Special industrial machinery General industrial machinery Office, computing, and accounting	41. 8 40. 9	41.9	42.5 41.1	41.9 41.2	41. 9 41. 4	42.7 41.8	42.7 41.7	42. 4 41. 6	40. 8 42. 4 40. 6	40. 2 41. 9 40. 9	41.8	42.6	42.0 41.2	41. 4 40. 4	41.9
Service industry machines Miscellaneous machinery	40.5 40.3 42.2	40. 4 40. 3 42. 4	40. 6 40. 5 42. 4	40. 5 40. 8 42. 3	41.5 41.3 42.2	40.6 42.1 42.3	40.5 41.1 42.6	40.5 41.0 42.4	41.0 40.4 42.3	40.7 39.9 42.3	41. 1 39. 9 41. 9	41.5 40.5 42.7	41.5 39.8 41.8	41.2 40.1 41.6	40.7 40.1 41.5
Fabricated metal products	\$2.56	\$2.56	\$2.57	\$2.55	\$2.55	\$2.56	\$2.56	\$2.54	\$2.53	\$2.53	\$2.54	\$2.54	\$2.52	\$2.49	\$2.44
Cutlery, hand tools, and general	2.97	2.97	3.06	3.03	3.04	3.02	3.01	2.99	2.96	2.96	2.95	2.97	2.95	2.90	2.77
Heating equipment and plumbing	2.49	2.47	2.46	2.41	2.42	2.45	2.45	2.41	2.39	2.40	2.42	2.45	2.42	2.36	2.32
Fabricated structural metal prod-	2.40	2.48	2.49	2.48	2.46	2.47	2.45	2.44	2.44	2.43	2.43	2.43	2.43	2.40	2.34
Screw machine products, bolts, etc. Metal stampings. Coating, engraving, and allied	2.58 2.52 2.70	2.59 2.50 2.68	2.60 2.52 2.68	2.59 2.50 2.66	2.57 2.50 2.69	2.57 2.49 2.66	2.57 2.49 2.69	2.58 2.48 2.66	2.57 2.49 2.65	2.56 2.50 2.63	2.57 2.49 2.64	2. 57 2. 48 2. 65	2.56 2.46 2.60	2.53 2.43 2.58	2.45 2.36 2.59
services Miscellaneous fabricated wire	2.23	2.26	2.23	2.24	2.24	2.27	2.26	2.29	2.28	2.28	2.29	2.25	2.23	2.23	2.15
products Miscellaneous fabricated metal	2.34	2.34	2.35	2.34	2.34	2.36	2.35	2.34	2.35	2.35	2.35	2.34	2.33	2.31	2.24
products	2.58	2.59	2.59	2.55	2.51	2.55	2.53	2.52	2.50	2.51	2.51	2.52	2.50	2.48	2.43
Engines and turbines Farm machinery and equipment Construction and related machinery	2.73 2.99 2.71 2.73	2.72 2.99 2.70 2.73	2. 71 2. 99 2. 67 2. 72	2. 70 2. 97 2. 65 2. 72	2.70 2.92 2.66 2.72	2.71 2.96 2.66 2.72	2.71 2.96 2.64 2.72	2.70 2.94 2.64 2.70	2. 69 2. 90 2. 63 2. 69	2. 68 2. 90 2. 61 2. 69	2. 67 2. 87 2. 61 2. 68	2. 67 2. 91 2. 60 2. 68	2. 65 2. 89 2. 57 2. 66	2. 62 2. 86 2. 58 2. 63	2. 55 2. 77 2. 49 2. 56
Metalworking machinery and equipment	2.90	2.87	2.87	2.87	2.90	2.91	2.92	2.91	2.90	2.88	2.86	2.85	2.82	2.79	2.74
Special industry machinery General industrial machinery Office, computing, and accounting machines	2.54 2.72 2.80	2.54 2.72 2.78	2.55 2.71 2.80	2.53 2.70 2.76	2.54 2.69 2.77	2.54 2.70 2.76	2.53 2.69 2.76	2.51 2.68 2.76	2.52 2.69 2.75	2.50 2.68 2.75	2.50 2.66 2.74	2.50 2.66 2.73	2.48 2.64 2.73	2.45 2.60 2.70	2.38 2.53 2.61
Service industry machines	2.49	2.48	2.47	2.44	2.47	2.46	2.43	2.44	2.44	2.43	2.44	2.44	2.42	2.39	2.33

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						1962						19	61	Annaver	nual rage
	Nov.2	Oct.	Sept.	Aug.	July	June	May	Apr.	Mar.	Feb.	Jan.	Dec.	Nov.	1961	1960
Manufacturing—Continued						A	verage	weekly	earning	s					
Durable goods—Continued															
Electrical equipment and supplies. Electric distribution equipment Electrical industrial apparatus Household appliances. Electric lighting and wiring equip	\$98. 42 104. 75 104. 14 105. 67	\$98. 49 104. 60 103. 07 105. 67	\$99. 22 105. 22 103. 98 105. 67	\$97. 20 102. 97 102. 41 106. 08	\$96. 72 103. 94 102. 16 105. 04	\$98. 16 104. 81 104. 33 105. 15	\$97.68 102.72 103.57 103.72	\$97.44 100.50 103.32 104.38	\$96. 39 99. 70 101. 59 102. 66	\$95. 91 99. 10 100. 69 102. 66	\$95. 91 98. 85 99. 94 100. 86	\$97.82 102.66 102.34 104.30	\$96.70 102.31 102.09 103.53	\$94. 47 101. 00 99. 38 101. 30	\$90. 74 97. 77 95. 44 96. 23
Radio and TV receiving sets Communication equipment Electronic commonent and access	$92.11 \\85.46 \\106.60$	91.66 87.64 107.12	93, 25 89, 76 107, 90	90.68 87.67 105.26	89.95 85.75 103.94	91.30 87.89 105.47	$90.45 \\ 84.32 \\ 106.66$	90, 68 85, 72 106, 40	89.02 83.46 105.98	88, 75 83, 46 105, 73	$\begin{array}{r} 88.31 \\ 83.92 \\ 105.98 \end{array}$	90, 50 85, 41 107, 26	89.69 83.58 105.32	87. 91 82. 50 102. 31	84.71 80.11 98.82
sories	82.59	82.40	83.02	81.39	80.58	83, 03	82.82	82.21	81.61	81.00	81.61	82.82	83.02	80.40	76.24
and supplies	106, 81	108.26	105.98	100.35	105. 41	105.92	105. 41	104.08	102.09	103.16	105.25	106.60	103.17	96.32	93.93
Transportation equipment. Motor vehicles and equipment Aircraft and parts	$128.\ 57\\137.\ 33\\123.\ 09$	$\begin{array}{c} 126.10\\ 132.24\\ 122.80 \end{array}$	$124. \ 49 \\ 131. \ 02 \\ 120. \ 38$	119.19 121.47 119.11	$\begin{array}{c} 121.\ 93\\ 127.\ 25\\ 118.\ 40 \end{array}$	$\begin{array}{c} 121.\ 09\\ 125.\ 38\\ 118.\ 56\end{array}$	$\begin{array}{c} 121.\ 96\\ 128.\ 01\\ 118.\ 14 \end{array}$	$\begin{array}{c} 119.\ 97\\ 124.\ 66\\ 118.\ 71 \end{array}$	$\begin{array}{c} 118.\ 69\\ 121.\ 06\\ 118.\ 58\end{array}$	$\begin{array}{c} 117.26\\ 119.31\\ 118.29 \end{array}$	$\begin{array}{c} 118.66\\ 122.60\\ 118.43\end{array}$	$125.13 \\ 133.50 \\ 120.13$	$123.83 \\ 131.42 \\ 118.29$	$113.81\\115.09\\115.09$	$111.52\\115.21\\110.43$
Railroad equipment Other transportation equipment	115. 49 114. 07 84. 28	$116.06 \\ 115.63 \\ 88.07$	116. 35 118. 89 88. 78	118. 49 119. 99 89. 01	$116. 28 \\118. 60 \\86. 24$	$114.74 \\121.99 \\89.24$	$113.\ 68\\122.\ 70\\87.\ 33$	$111.72 \\ 120.99 \\ 87.91$	$112.16 \\ 119.29 \\ 82.18$	$110. \ 32 \\ 116. \ 42 \\ 82. \ 47$	$107.82 \\ 111.74 \\ 77.49$	$113.\ 60\\114.\ 26\\82.\ 60$	$116.69 \\112.33 \\83.07$	$110. 92 \\108. 39 \\83. 71$	$103.75 \\107.86 \\80.13$
							Averag	e weekl	y hours						
Electrical equipment and supplies Electric distribution equipment Electrical industrial apparatus Household appliances Electrical industrial apparatus	$\begin{array}{r} 40.\ 5\\ 40.\ 6\\ 41.\ 0\\ 40.\ 8\end{array}$	40. 7 40. 7 40. 9 40. 8	$\begin{array}{c} 41.\ 0\\ 41.\ 1\\ 41.\ 1\\ 40.\ 8\end{array}$	40, 5 40, 7 40, 8 40, 8	40, 3 40, 6 40, 7 40, 4	$\begin{array}{r} 40.9\\ 41.1\\ 41.4\\ 40.6\end{array}$	$\begin{array}{c} 40.\ 7\\ 40.\ 6\\ 41.\ 1\\ 40.\ 2\end{array}$	$\begin{array}{c} 40.\ 6\\ 40.\ 2\\ 41.\ 0\\ 40.\ 3\end{array}$	$\begin{array}{c} 40.5 \\ 40.2 \\ 40.8 \\ 40.1 \end{array}$	$\begin{array}{r} 40.3\\ 39.8\\ 40.6\\ 40.1 \end{array}$	40. 3 39. 7 40. 3 39. 4	$ \begin{array}{c c} 41.1 \\ 40.9 \\ 41.1 \\ 40.9 \end{array} $	$\begin{array}{c} 40.8 \\ 40.6 \\ 41.0 \\ 40.6 \end{array}$	40, 2 40, 4 40, 4 40, 2	39. 8 40. 4 40. 1 39. 6
Radio and TV receiving sets Communication equipment	$\begin{array}{r} 40.\ 4\\ 39.\ 2\\ 41.\ 0\end{array}$	$40.2 \\ 40.2 \\ 41.2$	$40.9 \\ 40.8 \\ 41.5$	$40.3 \\ 40.4 \\ 40.8$	39.8 39.7 40.6	$40.4 \\ 40.5 \\ 41.2$	40.2 39.4 41.5	40.3 39.5 41.5	40.1 39.0 41.4	$39.8 \\ 39.0 \\ 41.3$	39.6 39.4 41.4	40. 4 40. 1 41. 9	40.4 39.8 41.3	39.6 39.1 40.6	39.4 38.7 40.5
Electronic components and acces- sories	39.9	40.0	40.3	39.7	39.5	40.5	40.4	40.3	40.2	39.9	40.2	40.8	41.1	40, 2	39.5
Miscellaneous clectrical equipment and supplies	41.4	41.8	41.4	40.3	41.5	41.7	41.5	41.3	41.0	41.1	41.6	42.3	41.6	39.8	39.8
Transportation equipment Motor vehicles and equipment Aircraft and parts	$\begin{array}{r} 43.0 \\ 44.3 \\ 42.3 \end{array}$	$\begin{array}{c} 42.\ 6\\ 43.\ 5\\ 42.\ 2\end{array}$	$\begin{array}{c} 42.2 \\ 43.1 \\ 41.8 \end{array}$	$\begin{array}{c} 41.1 \\ 40.9 \\ 41.5 \end{array}$	41. 9 42. 7 41. 4	$\begin{array}{c} 41.9\\ 42.5\\ 41.6\end{array}$	$\begin{array}{c} 42.2 \\ 43.1 \\ 41.6 \end{array}$	41. 8 42. 4 41. 8	$\begin{array}{c} 41.5 \\ 41.6 \\ 41.9 \end{array}$	$\begin{array}{c} 41.0 \\ 41.0 \\ 41.8 \end{array}$	$\begin{array}{c} 41.2 \\ 41.7 \\ 41.7 \\ 41.7 \end{array}$	$\begin{array}{r} 43.0 \\ 44.5 \\ 42.3 \end{array}$	$\begin{array}{c} 42.7\\ 44.1\\ 41.8\end{array}$	$\begin{array}{c} 40.\ 5\\ 40.\ 1\\ 41.\ 4\end{array}$	$40.7 \\ 41.0 \\ 40.9$
Railroad equipment	40. 1 39. 2 39. 2	40. 3 39. 6 40. 4	40. 4 40. 3 41. 1	41. 0 40. 4 41. 4	40. 8 39. 8 40. 3	$\begin{array}{c} 40.4\\ 40.8\\ 41.7\end{array}$	$\begin{array}{c} 40.\ 6\\ 40.\ 9\\ 41.\ 0\end{array}$	$39.9 \\ 40.6 \\ 40.7$	40. 2 40. 3 38. 4	39.4 39.6 38.9	38.1 38.4 36.9	40. 0 39. 4 38. 6	40. 8 38. 6 39. 0	39. 9 38. 3 39. 3	39.3 38.8 38.9
							Average	hourly	earning	s					
Electrical equipment and supplies Electric distribution equipment Electrical industrial apparatus Household appliances Electric lighting and wiring equip-	\$2, 43 2, 58 2, 54 2, 59	\$2. 42 2. 57 2. 52 2. 59	\$2. 42 2. 56 2. 53 2. 59	\$2. 40 2. 53 2. 51 2. 60	\$2. 40 2. 56 2. 51 2. 60	\$2. 40 2. 55 2. 52 2. 59	\$2. 40 2. 53 2. 52 2. 58	\$2. 40 2. 50 2. 52 2. 59	\$2.38 2.48 2.49 2.56	\$2.38 2.49 2.48 2.56	\$2.38 2.49 2.48 2.56	\$2.38 2.51 2.49 2.55	\$2.37 2.52 2.49 2.55	\$2.35 2.50 2.46 2.52	\$2.28 2.42 2.38 2.43
mentRadio and TV receiving sets Communication equipment Electronic components and access	$2.28 \\ 2.18 \\ 2.60$	2.28 2.18 2.60	2.28 2.20 2.60	2.25 2.17 2.58	$2.26 \\ 2.16 \\ 2.56$	2.26 2.17 2.56	$2.25 \\ 2.14 \\ 2.57$	$2.25 \\ 2.17 \\ 2.57$	2.22 2.14 2.56	2.23 2.14 2.56	2.23 2.13 2.56	$2.24 \\ 2.13 \\ 2.56$	2.22 2.10 2.55	2.22 2.11 2.52	$2.15 \\ 2.07 \\ 2.44$
Sories Miscellaneous electrical equipment and supplies	2.07 2.58	2.06 2.59	2.06 2.56	2.05 2.49	2.04 2.54	2.05 2.54	2.05 2.54	2.04 2.52	2.03 2.49	2.03 2.51	2.03 2.53	2.03 2.52	2.02 2.48	2.00 2.42	1, 93 2, 36
Transportation equipment. Motor vehicles and equipment Aircraft and parts. Ship and best building and reas	2.99 3.10 2.91	2.96 3.04 2.91	2.95 3.04 2.88	2. 90 2. 97 2. 87	2. 91 2. 98 2. 86	2. 89 2. 95 2. 85	2. 89 2. 97 2. 84	2.87 2.94 2.84	2.86 2.91 2.83	2. 86 2. 91 2. 83	2. 88 2. 94 2. 84	2. 91 3. 00 2. 84	2. 90 2. 98 2. 83	2. 81 2. 87 2. 78	2.74 2.81 2.70
Bailroad equipment	$2.88 \\ 2.91 \\ 2.15$	2.88 2.92 2.18	2.88 2.95 2.16	2.89 2.97 2.15	$2.85 \\ 2.98 \\ 2.14$	$2.84 \\ 2.99 \\ 2.14$	$2.80 \\ 3.00 \\ 2.13$	2.80 2.98 2.16	2.79 2.96 2.14	2.80 2.94 2.12	2.83 2.91 2.10	2.84 2.90 2.14	2.86 2.91 2.13	2.78 2.83 2.13	2.64 2.78 2.06

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

Tuductar						1962						19	61	Ann aver	ual age
Littlebu y	Nov. 2	Oct.	Sept.	Aug.	July	June	May	Apr.	Mar.	Feb.	Jan.	Dec.	Nov.	1961	1960
						A	verage	weekly	earning	s					
Manufacturing-Continued															
Durable goods-Continued															
Instruments and related products	\$101.76	\$100.61	\$100.61	\$100.04	\$99. 55	\$100.94	\$99.80	\$100.04	\$98.42	\$98.82	\$99.14	\$99.95	\$99. 53	\$97.27	\$93.73
Engineering and scientific instru- ments	118.86	119.00	118.43	118.44	117.03	118.02	115.79	114.39	107.20	115.34	115.23	115. 51	113, 58	112.48	110.95
Mechanical measuring and control devices	100.85	99.79	98.80	98.98	99.23	98.98	98.74	98.82	98.58	98. 09 97 51	98.66	99.22	98.33	95. 91 87 33	92.00
Surgical, medical, and dental	90.04	91.30	89.84	88.78	05 97	90.27	95.01	95.97	84.94	83 89	84 44	84.66	84 25	82 21	80.40
Photographic equipment and sup-	110 14	115 00	115 27	114 12	115 00	116.06	116 06	116 62	117 74	115 79	115 50	116 72	115 87	111.61	106.14
Watches and clocks	83. 62	83.79	84.00	83. 41	82.95	84.00	83.16	84.00	83.39	81.90	82.08	81.77	84.46	80. 58	76.83
Miscellaneous manufacturing indus-	79 91	78 60	78 60	77 49	77 03	78 60	78 60	78 80	79.00	77.42	77.03	78 40	77.57	75.84	74.28
Jewelry, silverware, and plated	90.20	88 51	86.88	84 77	82.68	86.27	86.67	86.24	85.24	80, 81	83.20	90.31	87.36	82.62	80.40
Toys, amusement and sporting	70.43	72.07	71.28	70.35	69, 89	70, 98	71.74	72.10	71.74	70, 84	69.00	70.25	70.09	70.17	67.73
Pens, pencils, and office and art materials	75.03	75. 55	75. 52	74.61	74.07	74.82	74.58	74,99	75.39	71.25	73.32	76.36	75.58	72.86	71.92
Costume jewelry, buttons, and notions.	69.30	70, 98	71.64	71.06	72.25	74.07	72.72	73.02	72.98	70.25	71.50	70.56	70.98	68.60	66.13
Other manufacturing industries	84.80	85.01	85.46	84.40	83.79	85.03	84.02	84.23	84.65	84.02	82.97	84.02	83.84	81.78	79.99
							Averag	e weekl	y hours						
Instruments and related products	41.2	40.9	40.9	41.0	40.8	41.2	40.9	41.0	40, 5	40.5	40.8	41.3	41.3	40.7	40.4
Engineering and scientific instru- ments	42.0	41.9	41.7	42.0	41.5	42.0	41.5	41.0	38.7	40.9	41.3	41.7	41.3	40.9	41.4
Mechanical measuring and control devices	40.5	40.4	40.0	40.4	40.5	40.4	40.3	40.5	40.4	40.2	40.6	41.0	40.8	40.3	40.0
Surgical, medical, and dental	41.2	41.5	41.4	41.1	40.0	41.0	41.4	41.8	41.4	40.7	40.4	40.7	40.0	40.3	40.0
Photographic equipment and sup-	40.7	40.2	40.9	41.0	40.0	41.0	11 6	41 8	49.9	41 8	42 0	42.6	42.6	41 8	41.3
Watches and clocks	40.2	39.9	40.0	40.1	39.5	40.0	39.6	40.0	39.9	39.0	38.9	39.5	40.8	39.5	39.0
Miscellaneous manufacturing indus-	39.5	39.9	40.1	39.7	39.3	39.9	39.9	40.0	40.1	39.1	39.1	40.0	40.4	39.5	39.3
Jewelry, silverware, and plated	41.0	40.6	40.6	39.8	39.0	40.5	40.5	40.3	40.4	38.3	40.0	42.8	42.0	40.3	40.2
Toys, amusement, and sporting goods	38.7	39.6	39.6	39.3	38.4	39.0	39.2	39.4	39.2	38.5	37.5	38.6	39.6	39.2	38.7
Pens, pencils, and office and art materials	39.7	40.4	40.3	39.9	39.4	39.8	39.8	40.1	40.1	37.7	39.0	41.5	41.3	39.6	39.3
Costume jewelry, buttons, and notions	38.5	39.0	39.8	39.7	39.7	40.7	40.4	39.9	40.1	38.6	39.5	39.2	40.1	39.2	38.9
Other manufacturing industries	40.0	40.1	40.5	40.0	39.9	40.3	40.2	40.3	40.5	40.2	39.7	40.2	40.5	39.7	39.6
							Average	hourly	earning	S		1		1	
Instruments and related products	\$2.47	\$2.46	\$2.46	\$2.44	\$2.44	\$2.45	\$2.44	\$2,44	\$2.43	\$2.44	\$2.43	\$2.42	\$2.41	\$2.39	\$2.32
ments	2.83	2.84	2.84	2.82	2.82	2.81	2.79	2.79	2.77	2.82	2.79	2.77	2.75	2.75	2.68
devices	2.49	2.47	2.47	2.45	2.45	2.45	2.45	2.44	2.44	2.44	2.43	2.42	2.41	2.38	2.30
Surgical, medical, and dental	2.20	2.20	2.17	2.10	2.10	2.11	2.10	2.10	2.08	2.08	2.09	2.08	2.06	2.04	2.01
Photographic equipment and sup-	2.11	2.10	2.10	2.00	2.76	2.10	2.79	2 79	2.79	2.77	2.75	2.74	2.72	2.67	2.57
Watches and clocks	2.08	2.10	2.10	2.08	2.10	2.10	2.10	2.10	2.09	2.10	2.11	2.07	2.07	2.04	1.97
Miscellaneous manufacturing indus- tries	1.98	1.97	1.96	1.95	1.96	1.97	1.97	1.97	1.97	1.98	1.97	1.96	1.92	1.92	1.89
Jewelry, silverware, and plated	2.20	2.18	2.14	2.13	2.12	2.13	2.14	2.14	2.11	2.11	2.08	2.11	2.08	2.05	2.00
Toys, amusement, and sporting goods	1.82	1.82	1.80	1.79	1.82	1.82	1.83	1.83	1.83	1.84	1.84	1.82	1.77	1.79	1.75
Pens, pencils, and office and art materials	1.89	1.87	1.87	1.87	1.88	1.88	1.88	1.87	1.88	1.89	1.88	1.84	1.83	1.84	1.83
Costume jewelry, buttons, and notions	1.80	1.82	1.80	1.79	1.82	1.82	1.80	1.83	1.82	1.82	1.81	1.80	1.77	1.75	1.70
Other manufacturing industries	2.12	2.12	2.11	2.11	2.10	2.11	2.09	2.09	2.09	2.09	2.09	2.09	2.01	2.00	2.02

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						1962						19	961	Ann aver	nual rage
	Nov.2	Oct.	Sept.	Aug.	July	June	May	Apr.	Mar.	Feb.	Jan.	Dec.	Nov.	1961	1960
Manufacturing—Continued Nondurable goods						1	verage	weekly	earning	38					
Food and kindred products Meat products Dairy products Canned and preserved food, except	\$93.30 103.09 96.44	\$91. 21 100. 86 95. 79	\$92. 80 100. 04 98. 01	\$91.46 98.42 95.63	\$93.66 101.68 98.08	\$92.70 101.26 96.54	\$92. 48 100. 60 95. 63	\$91.13 98.09 94.53	\$90. 45 96. 43 94. 53	\$90.00 96.08 93.66	\$90. 45 98. 46 93. 66	\$90. 80 99. 96 93. 04	\$89.79 101.16 93.46	\$89.16 97.58 92.65	\$86.30 94.83 89.68
meats Grain mill products Bakery products Sugar Confectionery and related products. Beverages Miscellaneous food and kindred	70. 12 106. 65 93. 66 99. 67 76. 97 103. 88	72.96 104.41 91.71 91.76 78.14 103.46	79.07 105.33 93.48 108.36 79.71 105.30	76.00 103.51 92.21 108.88 77.78 104.30	75.81 104.20 92.89 111.02 75.86 107.94	71.06 101.47 92.66 112.40 76.82 104.81	74.69 99.01 91.35 104.08 76.63 103.02	75.04 99.39 89.65 102.01 74.68 101.75	72.56 98.95 89.20 98.60 75.83 100.98	71. 42 100. 30 88. 58 97. 04 74. 86 98. 53	71. 43 100. 97 87. 69 100. 22 73. 88 96. 89	69.75 101.89 89.47 98.28 74.00 100.84	$\begin{array}{c} 68.\ 63\\ 102.\ 35\\ 89.\ 24\\ 98.\ 23\\ 73.\ 20\\ 99.\ 79\\ \end{array}$	71.04 99.46 87.64 97.65 73.23 99.85	68. 71 94. 15 83. 81 93. 70 69. 34 96. 72
Tobacco manufactures Cigarettes Cigars	92. 21 72. 58 95. 94 61. 23	68.17 86.56 60.60	91. 37 70. 72 93. 03 59. 82	68.04 89.38 59.28	91. 39 73. 28 88. 01 55. 18	90.10 76.03 91.31 57.56	89.08 75.65 91.77 56.06	88.41 74.10 90.00 55.85	89.45 72.01 87.17 56.76	89.45 68.82 84.67 55.57	88.82 66.25 79.92 55.63	88.58 72.98 91.43 58.29	88.97 69.32 89.65 59.98	87.13 69.03 85.72 56.02	83.95 64.94 80.29 53.86
Textile mill products Cotton broad woven fabrics Silk and synthetic broad woven	68. 61 67. 49	68.45 67.16	67.54 65.27	68.21 66.99	68. 21 66. 99	69.46 67.65	69.12 67.49	68.38 67.24	68. 54 67. 57	66. 83 65. 44	66. 17 64. 55	67.82 65.99	68. 31 67. 04	65.04 63.20	63. 60 62. 56
Weaving and finishing broad woolens. Narrow fabrics and smallwares	74.65 73.67 69.49	74.47 74.44 70.07	73.35 76.80 71.45	74.04 77.96 70.76	73.53 79.06 71.10	75.17 80.89 72.98	73.70 80.41 70.93	72.76 78.62 71.28	72.16 77.11 71.21	70.81 75.90 69.49	71.31 74.76 70.86	72.91 73.99 70.79	72.41 73.46 71.14	68.72 72.28 68.11	68.31 69.83 66.07
Knitting Finishing textiles, except wool and knit Floor covering	61.99 79.85 77.15	61.99 77.98 76.72	62.15 76.59 75.58	62.08 75.26 74.45	62.24 76.04 71.10	62.56 80.97 73.69	62.24 79.55 72.16	61.76 79.79 70.75	61.60 79.00 71.81	60. 42 76. 99 72. 51	58.99 75.48 70.62	61. 53 77. 47 76. 01	63.20 77.11 75.86	59.21 74.70 72.04	56.93 71.73 70.62
Miscellaneous textile goods	61. 69 80. 93	62.00 79.73	61.85 79.32	62.52 78.72	62.22 80.10	63.55 80.67	63.24 79.52	62.99 77.74	63. 29 78. 31	61. 61 76. 33	61.00 76.55	62.51 78.66	63. 23 78. 85	59.55 75.36	58.05 73.60
Food and kindred products	41.1	40.9	41.8	41.2	42.0	41.2	41.1	40.5	40.2	40.0	40.2	40.9	41.0	1 40.9	40.9
Meat products. Dairy products. Canned and preserved food, except meats	41.4 42.3	41.0 42.2	41.0 42.8	40.5 42.5	41.5 43.4	41.5 43.1	41.4 42.5	40.2 42.2	39.2 42.2	38.9 42.0	39.7 42.0	40.8	41.8 42.1	41.0 42.5	40.7 42.3
Grain mill products. Bakery products. Sugar. Confectionery and related products. Beverages. Miscellapeeus food and kindeed	45.0 40.9 44.1 40.3 39.8	45. 2 40. 4 40. 6 40. 7 40. 1	45. 4 41. 0 42. 0 41. 3 40. 5	40. 0 45. 4 40. 8 42. 2 40. 3 40. 9	41. 2 45. 7 41. 1 42. 7 38. 9 42. 0	45.3 41.0 42.9 39.6 41.1	44. 2 40. 6 41. 3 39. 5 40. 4	43.4 40.2 41.3 39.1 39.9	43. 4 40. 0 39. 6 39. 7 39. 6	37.2 43.8 39.9 40.1 39.4 39.1	37.4 43.9 39.5 43.2 39.3 38.6	37.3 44.3 40.3 46.8 40.0 39.7	37.3 44.5 40.2 47.0 40.0 39.6	38. 4 44. 8 40. 2 43. 4 39. 8 40. 1	38.6 44.2 40.1 44.2 39.4 40.3
Tobacco manufactures	43.7 38.4 41.0 20.0	43.3 40.1 37.8 28.6	43.1 41.6 40.1	42.7 37.8 39.2	42.8 37.2 38.6	42.3 38.4 39.7	42.3 38.4 39.9	42.3 38.0 39.3	42.8 37.7 38.4	42.8 37.4 37.8	42.7 36.6 36.0	43.0 40.1 41.0	43.4 38.3 40.2	42.5 39.0 39.5	42. 4 38. 2 38. 6
Textile mill products Cotton broad woven fabrics Silk and synthetic broad woven	40.6 40.9	40.5 40.7	40. 2 39. 8	40. 6 40. 6	40. 6 40. 6	41.1 41.0	40.9 40.9	40.7 41.0	40.8 41.2	40.5 40.9	40.1 40.6	38.1 41.1 41.5	39.2 41.4 41.9	37.6 39.9 40.0	37.4 39.5 40.1
fabrics. Weaving and finishing broad	42.9	42.8	42.4	42.8	42.5	43.2	42.6	42.3	42.2	42.4	42.7	43.4	43.1	41.4	41.4
Narrow fabrics and smallwares Knitting Finishing textiles except wool and	40.7 40.4 38.5	40. 9 40. 5 38. 5	42. 2 41. 3 38. 6	42.6 40.9 38.8	43. 2 41. 1 38. 9	44. 2 41. 7 39. 1	43.7 41.0 38.9	43. 2 41. 2 38. 6	42. 6 41. 4 38. 5	42. 4 40. 4 38. 0	42.0 41.2 37.1	41. 8 41. 4 38. 7	41.5 41.6 39.5	41.3 40.3 38.2	40.6 39.8 37.7
knit Floor covering Yarn and thread Miscellaneous textile goods	$\begin{array}{r} 42.7 \\ 43.1 \\ 39.8 \\ 41.5 \end{array}$	$\begin{array}{c c} 41.7 \\ 43.1 \\ 40.0 \\ 41.1 \end{array}$	41. 4 42. 7 39. 9 41. 1	40.9 42.3 40.6 41.0	41.1 40.4 40.4 41.5	43.3 41.4 41.0 41.8	43.0 41.0 40.8 41.2	42.9 40.2 40.9 40.7	$\begin{array}{c c} 42.7 \\ 40.8 \\ 41.1 \\ 41.0 \end{array}$	$\begin{array}{c c} 42.3 \\ 41.2 \\ 40.8 \\ 40.6 \end{array}$	$\begin{array}{c} 41.7\\ 39.9\\ 40.4\\ 40.5\end{array}$	42.8 42.7 41.4 41.4	42.6 43.1 41.6 41.5	41.5 40.7 39.7 40.3	40.3 39.9 38.7 40.0
Terd 11-1 1 1							Average	hourly	earning	(S					
Food and kindred products Meat products Dairy products Canned and preserved food, except	\$2. 27 2. 49 2. 28	\$2. 23 2. 46 2. 27	\$2. 22 2. 44 2. 29	\$2. 22 2. 43 2. 25	\$2. 23 2. 45 2. 26	\$2. 25 2. 44 2. 24	\$2. 25 2. 43 2. 25	\$2. 25 2. 44 2. 24	\$2. 25 2. 46 2. 24	\$2. 25 2. 47 2. 23	\$2. 25 2. 48 2. 23	\$2. 22 2. 45 2. 21	\$2.19 2.42 2.22	\$2.18 2.38 2.18	\$2.11 2.33 2.12
meats. Grain mill products. Bakery products. Confectionery and related products. Beverages. Miscellaneous food and kindred	$\begin{array}{c} 1.88\\ 2.37\\ 2.29\\ 2.26\\ 1.91\\ 2.61\end{array}$	$\begin{array}{c} 1.\ 90\\ 2.\ 31\\ 2.\ 27\\ 2.\ 26\\ 1.\ 92\\ 2.\ 58\end{array}$	$\begin{array}{c} 1.\ 91\\ 2.\ 32\\ 2.\ 28\\ 2.\ 58\\ 1.\ 93\\ 2.\ 60 \end{array}$	$\begin{array}{c} 1.\ 90\\ 2.\ 28\\ 2.\ 26\\ 2.\ 58\\ 1.\ 93\\ 2.\ 55 \end{array}$	$\begin{array}{c} 1.84\\ 2.28\\ 2.26\\ 2.60\\ 1.95\\ 2.57\end{array}$	$\begin{array}{c} 1.\ 90\\ 2.\ 24\\ 2.\ 26\\ 2.\ 62\\ 1.\ 94\\ 2.\ 55\end{array}$	$\begin{array}{c} 1.\ 94\\ 2.\ 24\\ 2.\ 25\\ 2.\ 52\\ 1.\ 94\\ 2.\ 55\end{array}$	$\begin{array}{c} 1.\ 98\\ 2.\ 29\\ 2.\ 23\\ 2.\ 47\\ 1.\ 91\\ 2.\ 55 \end{array}$	$\begin{array}{c} 1.\ 94\\ 2.\ 28\\ 2.\ 23\\ 2.\ 49\\ 1.\ 91\\ 2.\ 55 \end{array}$	$\begin{array}{c} 1.\ 92\\ 2.\ 29\\ 2.\ 22\\ 2.\ 42\\ 1.\ 90\\ 2.\ 52 \end{array}$	$\begin{array}{c} 1.\ 91\\ 2.\ 30\\ 2.\ 22\\ 2.\ 32\\ 1.\ 88\\ 2.\ 51 \end{array}$	$\begin{array}{c} 1.87\\ 2.30\\ 2.22\\ 2.10\\ 1.85\\ 2.54 \end{array}$	$\begin{array}{c} 1.84\\ 2.30\\ 2.22\\ 2.09\\ 1.83\\ 2.52 \end{array}$	$\begin{array}{c} 1.85\\ 2.22\\ 2.18\\ 2.25\\ 1.84\\ 2.49\end{array}$	$ \begin{array}{c} 1.78\\ 2.13\\ 2.09\\ 2.12\\ 1.76\\ 2.40 \end{array} $
products Tobacco manufactures Cigarettes	2.11 1.89 2.34	2.09 1.70 2.29	2.12 1.70 2.32	2.14 1.80 2.28	2.14 1.97 2.28	2.13 1.98 2.30	2.12 1 97 2.30	2.09 1.95 2.29	2.09 1.91 2.27	2.09 1.84 2.24	2.08 1.81 2.22	2.06 1.82 2.23	2.05 1.81 2.23	2.05 1.77 2.17	1.98 1.70 2.08
Cigars Textile mill products Cotton broad woven fabrics Silk and synthetic broad woven	$ \begin{array}{c} 1.57\\ 1.69\\ 1.65 \end{array} $	1. 57 1. 69 1. 65	1. 57 1. 68 1. 64	$ \begin{array}{c} 1.56\\ 1.68\\ 1.65 \end{array} $	1.55 1.68 1.65	1.56 1.69 1.65	$ \begin{array}{c} 1.54\\ 1.69\\ 1.65 \end{array} $	$ \begin{array}{c} 1.53\\ 1.68\\ 1.64 \end{array} $	$ \begin{array}{r} 1.53 \\ 1.68 \\ 1.64 \end{array} $	1. £1 1. 65 1. 60	1.52 1.65 1.59	1.53 1.65 1.59	$ \begin{array}{c c} 1.53 \\ 1.65 \\ 1.60 \end{array} $	1.49 1.63 1.58	1.44 1.61 1.56
fabrics	1.74	1.74	1.73	1.73	1.73	1.74	1.73	1.72	1.71	1.67	1.67	1.68	1.68	1.66	1.65
Narrow fabrics and smallwares Knitting	$1.81 \\ 1.72 \\ 1.61$	$1.82 \\ 1.73 \\ 1.61$	1.82 1.73 1.61	1.83 1.73 1.60	1.83 1.73 1.60	$1.83 \\ 1.75 \\ 1.60$	$1.84 \\ 1.73 \\ 1.60$	$ \begin{array}{r} 1.82 \\ 1.73 \\ 1.60 \end{array} $	$1.81 \\ 1.72 \\ 1.60$	1.79 1.72 1.59	1.78 1.72 1.59	$ 1.77 \\ 1.71 \\ 1.59 $	1.77 1.71 1.60	$1.75 \\ 1.69 \\ 1.55$	$1.72 \\ 1.66 \\ 1.51$
knit. Floor covering Yarn and thread. Miscellaneous textile goods	$ \begin{array}{c c} 1.87 \\ 1.79 \\ 1.55 \\ 1.95 \end{array} $	$ \begin{array}{c ccccccccccccccccccccccccccccccccccc$	$ \begin{array}{c} 1.85\\ 1.77\\ 1.55\\ 1.93 \end{array} $	$\begin{array}{c} 1.84 \\ 1.76 \\ 1.54 \\ 1.92 \end{array}$	$\begin{array}{c} 1.85 \\ 1.76 \\ 1.54 \\ 1.93 \end{array}$	$ \begin{array}{c c} 1.87\\ 1.78\\ 1.55\\ 1.93 \end{array} $	$\begin{array}{c} 1.85 \\ 1.76 \\ 1.55 \\ 1.93 \end{array}$	$ \begin{array}{c c} 1.86\\ 1.76\\ 1.54\\ 1.91 \end{array} $	$\begin{array}{c} 1.85 \\ 1.76 \\ 1.54 \\ 1.91 \end{array}$	$\begin{array}{c} 1.82 \\ 1.76 \\ 1.51 \\ 1.88 \end{array}$	$ \begin{array}{c} 1.81\\ 1.77\\ 1.51\\ 1.89 \end{array} $	$ \begin{array}{c c} 1.81 \\ 1.78 \\ 1.51 \\ 1.90 \end{array} $	$ \begin{array}{c ccccccccccccccccccccccccccccccccccc$	$ \begin{array}{c} 1.80\\ 1.77\\ 1.50\\ 1.87 \end{array} $	$1.78 \\ 1.77 \\ 1.50 \\ 1.84$

C.-EARNINGS AND HOURS

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

	1962												61	Annual average	
Industry	Nov.2	Oct.	Sept.	Aug.	July	June	May	Apr.	Mar.	Feb.	Jan.	Dec.	Nov.	1961	1960
Manufacturing-Continued						A	verage	weekly	earning	5					
Nondurable goods—Continued Apparel and related products Men's and boys' suits and coats Men's end boys' furnishings	\$60.45 73.11 53.63	\$59.95 71.57 53.77	\$61.32 74.09 54.48	\$62.16 73.89 54.81	\$60.76 73.53 53.58	\$61.09 74.09 54.05	\$60.59 73.50 53.58	\$60.96 72.17 53.30	\$61.49 71.39 53.82	\$59.95 69.67 53.30	\$57.62 68.68 49.70	\$59.95 71.78 53.25	\$60.62 70.62 52.97	\$57.70 67.78 49.87	\$56.45 68.27 48.55
Women's, misses', and juniors' outerwear	63.17	62.32	65. 23	67.16	65.74	63. 64	64.73	66.72	66, 85	64. 41	61.48	63.08	63. 54	61. 61	58.76
Women's and children's undergar- ments Hats, caps, and millinery Girls' and children's outerwear	57.07 61.93 53.45	56. 92 63. 68 53. 35	57. 07 66. 79 54. 72	56. 47 69. 00 55. 69	55.12 68.26 55.63	55.02 65.70 56.30	54.77 61.60 54.51	55. 39 66. 07 54. 36	55, 69 68, 63 55, 94	54. 11 66. 80 55. 18	52. 74 63. 55 53. 96	55. 63 64. 08 52. 85	57. 99 62. 28 54. 66	53. 87 63. 19 52. 75	51.91 60.54 51.54
parel Miscellaneous fabricated textile	64.79	63.89	64.05	62.59	62.29	63.70	61.23	62.47	62.78	61.06	61.08	65.16	66.77	60.86	58.74
products Paper and allied products Paper and pulp Paperboard Converted paper and paperboard	64.34 103.28 113.97 115.37	64. 68 103. 28 113. 45 113. 45	63.96 104.49 114.06 116.77	63.03 103.82 113.36 117.64	61. 38 103. 58 114. 58 116. 59	63.96 102.96 112.75 115.58	$\begin{array}{c} 63.71\\ 101.34\\ 111.10\\ 112.46\end{array}$	61.92 101.10 110.85 112.46	62.04 101.15 110.93 112.01	61.09 100.01 110.93 110.56	60.82 100.20 110.85 111.51	$\begin{array}{r} 63.34\\ 101.91\\ 111.69\\ 113.48\end{array}$	63.79 102.38 112.71 111.76	61. 45 99. 45 109. 69 109. 44	60. 48 95. 37 105. 46 105. 16
Paperboard containers and boxes_ Printing, publishing, and allied indus-	90. 20 94. 28	90.42 95.15	91. 52 97. 13	91.10 94.73	89.60 94.05	90.69 94.08	89.60 92.74	89.40 91.88	88.97 92.77	88.32 90.17	88.32 89.95	91.79 92.18	89.44 94.15	87.13 90.47	83.23 86.10
Newspaper publishing and printing. Periodical publishing and printing. Books Commercial printing. Bookbinding and related industries.	$\begin{array}{c} 108.49\\ 113.04\\ 110.76\\ 96.75\\ 110.37\\ 85.41 \end{array}$	$107.82 \\ 111.08 \\ 114.11 \\ 98.11 \\ 109.70 \\ 85.63$	109.62 111.38 118.55 102.16 111.11 88.53	108. 29 109. 99 115. 83 101. 18 110. 54 87. 30	107.34 109.87 111.95 98.64 109.87 84.75	$\begin{array}{c} 107.62\\ 110.23\\ 114.62\\ 100.00\\ 109.87\\ 85.31 \end{array}$	107.90 110.90 108.58 101.75 109.87 86.36	$107.90 \\ 110.23 \\ 110.15 \\ 99.54 \\ 110.04 \\ 85.58$	107.42 107.28 111.44 101.68 110.21 84.92	106. 68 107. 40 109. 09 99. 94 108. 70 83. 82	105.30 106.68 110.09 99.60 106.81 83.82	107.97 112.04 109.20 99.54 109.30 84.42	100.09 109.50 110.04 98.89 107.80 82.19	105.05 107.38 110.09 99.06 106.20 82.13	102. 80 105. 33 109. 18 95. 82 103. 88 78. 87
dustries	110.01	108.77	110. 21	109.35	110.11	110.11	109.16	110.88	111.84	111.94	110. 59	111.15	107.97	108.19	106.37
Apparel and related products	36.2	35.9	36.5	37.0	36.6	36.8	Averag	36.5	36.6	35.9	34.5	35.9	36.3	35.4	35.5
Men's and boys' suits and coats Men's and boys' furnishings Women's, misses', and juniors' outerwear	37.3 37.5 33.6	36.7 37.6 32.8	37.8 38.1 33.8	37.7 38.6 34.8	38.1 38.0 34.6	37.8 38.7 34.4	37.5 38.0 34.8	37.2 37.8 35.3	36.8 37.9 35.0	36.1 37.6 33.9	35.4 35.0 32.7	37.0 37.5 33.2	36. 4 37. 3 33. 8	35.3 36.4 33.3	36.9 36.5 33.2
Women's and children's under- garments	37.3	37.2	37.3	37.4	36.5	36.2	35.8	36.2	36.4	35. 6	34.7	36.6	37.9	36.4	35.8
Hats, caps, and millinery Girls' and children's outerwear Fur goods and miscellaneous ap-	34.6 35.4	34.8 35.1	36.3 36.0	37.5 36.4	36.5 36.6	36.5 36.8	35.0 36.1	36.3 36.0	37.3 36.8	36.5 36.3	35. 5 35. 5	36.0 35.0	36.0 36.2	35.7 35.4	35. 2 35. 3
Miscellaneous fabricated textile	30.4	30.3	30.0	30.0	30.8	30.4	30.0	30.9	30.0	36.8	36.9	30.4	38.9	37 7	37.8
Paper and allied products Paper and pulp Paperboard Converted paper and paperboard	42.5 43.5 43.7	42.5 43.3 43.3	43.0 43.7 44.4	42.9 43.6 44.9	42.8 43.9 44.5	42.9 43.7 44.8	42.4 43.4 44.1	42.3 43.3 44.1	42.5 43.5 44.1	42. 2 43. 5 43. 7	42.1 43.3 43.9	43. 0 43. 8 44. 5	43. 2 44. 2 44. 0	42.5 43.7 43.6	42. 2 43. 4 43. 1
Paperboard containers and boxes Printing, publishing, and allied indus-	41.0 41.9	41.1 42.1	41.6 42.6	41.6 42.1	41.1 41.8	41.6 42.0	41.1 41.4	41.2 41.2	41.0 41.6	40.7 40.8	40.7 40.7	42.3 41.9	41.6 42.6	41.1 41.5	40.8 41.0
Newspaper publishing and printing. Periodical publishing and printing. Books. Commercial printing. Books delayed and a soluted induce.	38.2 36.7 39.0 38.7 39.0	38.1 36.3 39.9 39.4 38.9	38. 0 36. 4 40. 6 40. 7 39. 4	38. 4 36. 3 40. 5 40. 8 39. 2	38. 2 36. 5 39. 7 39. 3 39. 1	38.3 36.5 40.5 40.0 39.1	38.4 36.6 39.2 40.7 39.1	38.4 36.5 39.2 40.3 39.3	38. 5 36. 0 39. 8 41. 0 39. 5	38.1 35.8 39.1 40.3 39.1	37.9 35.8 39.6 40.0 38.7	38.7 37.1 39.0 40.3 39.6	38.3 36.5 39.3 40.2 39.2	36. 4 39. 6 40. 6 38. 9	36.7 39.7 40.6 39.2
triesOther publishing and printing in-	38.3	38.4	39.7	39.5	38.7	38.6	38.9	38.9	38.6	38.1	38.1	38.2	37.7	38.2	38.1
dustries	38.6	38.3	38.4	38.1	38.1	38.5 A	38.3 verage l	38.5 hourly e	38.7	38.6	38.4	39.0	38.7	38.5	38.4
Apparel and related products Men's and boys' suits and coats Men's and boys' furnishings	\$1.67 1.96 1.43	\$1.67 1.95 1.43	\$1.68 1.96 1.43	\$1.68 1.96 1.42	\$1.66 1.93 1.41	\$1.66 1.96 1.42	\$1.66 1.96 1.41	\$1.67 1.94 1.41	\$1.68 1.94 1.42	\$1.67 1.93 1.42	\$1.67 1.94 1.42	\$1.67 1.94 1.42	\$1.67 1.94 1.42	\$1.63 1.92 1.37	\$1.59 1.85 1.33
outerwear Women's and children's under-	1.88	1.90	1.93	1.93	1.90	1.85	1.86	1.89	1.90	1.90	1.88	1.90	1.88	1.85	1.77
garments Hats, caps, and millinery Girls' and children's outerwear Fur goods and miscellaneous ap-	$ \begin{array}{c} 1.53\\ 1.79\\ 1.51 \end{array} $	$\begin{array}{c} 1.53 \\ 1.83 \\ 1.52 \end{array}$	$\begin{array}{c} 1.53 \\ 1.84 \\ 1.52 \end{array}$	$\begin{array}{c} 1.51 \\ 1.84 \\ 1.53 \end{array}$	$ \begin{array}{r} 1.51 \\ 1.87 \\ 1.52 \end{array} $	$\begin{array}{c} 1.52 \\ 1.80 \\ 1.53 \end{array}$	$\begin{array}{c} 1.53 \\ 1.76 \\ 1.51 \end{array}$	$\begin{array}{c} 1.53 \\ 1.82 \\ 1.51 \end{array}$	$\begin{array}{c} 1.53 \\ 1.84 \\ 1.52 \end{array}$	$1.52 \\ 1.83 \\ 1.52$	$ \begin{array}{r} 1.52 \\ 1.79 \\ 1.52 \end{array} $	$\begin{array}{c} 1.52 \\ 1.78 \\ 1.51 \end{array}$	$1.53 \\ 1.73 \\ 1.51$	1.48 1.77 1.49	1.45 1.72 1.46
parel Miscellaneous fabricated textile	1.78	1.76	1.75	1.71	1.74	1.75	1.72	1.74	1.72	1.72	1.75	1.79	1.79	1.70	1.65
products. Paper and allied products. Paper and pulp Paperboard Converted paper and paperboard	$ \begin{array}{c} 1.68\\ 2.43\\ 2.62\\ 2.64 \end{array} $	$ \begin{array}{c} 1.68\\ 2.43\\ 2.62\\ 2.62\\ 2.62 \end{array} $	$ \begin{array}{c} 1.67\\ 2.43\\ 2.61\\ 2.63 \end{array} $	$ \begin{array}{c} 1.65\\ 2.42\\ 2.60\\ 2.62 \end{array} $	$ \begin{array}{c} 1.65\\ 2.42\\ 2.61\\ 2.62 \end{array} $	$ \begin{array}{c} 1.67\\ 2.40\\ 2.58\\ 2.58\\ 2.58\\ \end{array} $	$ \begin{array}{c} 1.69\\ 2.39\\ 2.56\\ 2.55 \end{array} $	$ \begin{array}{c} 1.66\\ 2.39\\ 2.56\\ 2.55 \end{array} $	$ \begin{array}{c} 1.65\\ 2.38\\ 2.55\\ 2.54 \end{array} $	$ \begin{array}{r} 1. 66 \\ 2. 37 \\ 2. 55 \\ 2. 53 \end{array} $	$ \begin{array}{c} 1.68\\ 2.38\\ 2.56\\ 2.54 \end{array} $	$ \begin{array}{c} 1.68\\ 2.37\\ 2.55\\ 2.55\\ 2.55 \end{array} $	$ \begin{array}{r} 1.67 \\ 2.37 \\ 2.55 \\ 2.54 \end{array} $	$ \begin{array}{r} 1. 63 \\ 2. 34 \\ 2. 51 \\ 2. 51 \end{array} $	1.60 2.26 2.43 2.44
products Paper board containers and boxes	2.20 2.25	2.20 2.26	2.20 2.28	2.19 2.25	2.18 2.25	2.18 2.24	2.18 2.24	2.17 2.23	2.17 2.23	2.17 2.21	2.17 2.21	2.17 2.20	2.15 2.21	2.12 2.18	2.04 2.10
Printing, publishing, and allied indus- tries. Newspaper publishing and printing. Periodical publishing and printing. Books. Commercial printing.	2.84 3.08 2.84 2.50 2.83	2.83 3.06 2.86 2.49 2.82	2.84 3.06 2.92 2.51 2.82	2.82 3.03 2.86 2.48 2.82	2.81 3.01 2.82 2.51 2.81	2.81 3.02 2.83 2.50 2.81	2.81 3.03 2.77 2.50 2.81	$\begin{array}{c} 2.81\\ 3.02\\ 2.81\\ 2.47\\ 2.80\end{array}$	2.79 2.98 2.80 2.48 2.79	2.80 3.00 2.79 2.48 2.78	2.78 2.98 2.78 2.49 2.76	2.79 3.02 2.80 2.47 2.76	$\begin{array}{c} 2.\ 77\\ 3.\ 00\\ 2.\ 80\\ 2.\ 46\\ 2.\ 75\end{array}$	2.75 2.95 2.78 2.44 2.73	2.67 2.87 2.75 2.36 2.65
Bookbinding and related industries. Other publishing and printing in- dustries.	2. 23	2.23	2.23 2.87	2.21	2.19	2.21 2.86	2. 22 2. 85	2. 20	2.20	2.20 2.90	2. 20	2. 21	2.18	2.15	2.07

See footnotes at end of table.

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

Terdanter					19	61	Annual average								
manstry	Nov.2	Oct.	Sept.	Aug.	July	June	May	Apr.	Mar.	Feb.	Jan.	Dec.	Nov.	1961	1960
Manufacturing—Continued						1	Average	weekly	earning	s					
Nondurable goods—Continued Chemicals and allied products Industrial chemicals Plastics and synthetics, except	\$111.37 126.35	\$110.95 126.05	\$110. 81 125. 52	\$110. 12 124. 09	\$110. 81 124. 80	\$111.19 125.16	\$109. 52 123. 73	\$108. 84 123. 43	\$108.05 122.43	\$108.47 122.72	\$109.56 124.62	\$108.99 123.19	\$109.52 123.77	\$106. 81 120. 93	\$103.25 117.31
glass Drugs Soap, cleaners, and toilet goods Paints, varnishes, and allied prod- vate	$ \begin{array}{c} 109.86\\ 101.26\\ 103.98\\ 101.15\\ \end{array} $	$109.59 \\100.19 \\103.48 \\100.75$	$110.24 \\98.16 \\105.32 \\101.75$	$110. 24 \\98. 23 \\103. 98 \\102. 34$	$ \begin{array}{c} 111. 41 \\ 97. 92 \\ 103. 79 \\ 102. 09 \end{array} $	112.5298.88103.73104.25	$109.62 \\98.57 \\101.50 \\105.00$	109.62 97.10 101.59	108.94 96.87 100.53	110.04 97.58 100.78 98.65	$ \begin{array}{c} 110.46\\97.82\\101.34\\98.65\end{array} $	$ \begin{array}{r} 110.56\\96.52\\101.27\\99.47\end{array} $	$ \begin{array}{c} 110.83 \\ 96.52 \\ 100.28 \\ 100.61 \end{array} $	107.74 93.96 98.98 98.25	104.17 90.68 94.77 95.65
Agricultural chemicals Other chemical products	89.03 106.34	89.68 105.57	90. 31 106. 17	86.72 105.08	88.20 104.42	87.77 104.75	92.57 103.09	87.12 102.67	85.80 102.09	86.25 101.43	84.46 102.75	87. 14 102. 84	85. 48 104. 08	84. 15 101. 19	82.37 97.06
Petroleum refining and related indus- tries Petroleum refining Other petroleum and coal products_	$127.71 \\ 132.89 \\ 107.78$	$127.19\\130.88\\113.48$	$131.09\\135.24\\115.57$	$126.\ 35\\129.\ 34\\113.\ 40$	$129.\ 44\\133.\ 54\\113.\ 70$	127.68 131.65 111.95	$126.\ 05\\130.\ 60\\106.\ 27$	125. 55 129. 97 104. 73	$123.\ 32\\127.\ 58\\103.\ 49$	$123.02 \\ 128.61 \\ 97.77$	$128.\ 44\\135.\ 14\\98.\ 15$	$123.\ 62\\129.\ 34\\97.\ 44$	$126.46 \\ 132.07 \\ 101.28$	$124.\ 42\\129.\ 24\\102.\ 10$	$118.78 \\ 123.22 \\ 99.26$
Rubber and miscellaneous plastic products	$101.93 \\133.95 \\96.82 \\84.65$	101. 02 132. 11 95. 30 85. 48	$101.\ 76\\131.\ 78\\96.\ 46\\86.\ 53$	$101.02 \\131.70 \\94.42 \\85.28$	$101.\ 84\\136.\ 83\\93.\ 90\\85.\ 89$	$104.58 \\138.13 \\98.05 \\87.36$	$101. 19 \\130. 19 \\96. 05 \\85. 90$	99. 63 125. 83 95. 17 85. 08	98. 25 122. 45 94. 07 85. 08	97. 28 121. 52 92. 69 84. 05	99. 31 127. 26 94. 48 83. 84	$102.83 \\137.06 \\95.87 \\84.05$	$100.12 \\130.00 \\94.12 \\83.84$	$96.72 \\ 121.88 \\ 91.53 \\ 82.82$	92. 97 116. 33 87. 82 79. 40
Leather and leather products Leather tanning and finishing Footwear, except rubber Other leather products	$\begin{array}{c} 63.84\\ 88.18\\ 60.48\\ 64.39\end{array}$	$\begin{array}{c} 62.\ 63\\ 88.\ 44\\ 59.\ 30\\ 61.\ 79\end{array}$	$\begin{array}{c} 64.\ 36\\ 88.\ 26\\ 61.\ 69\\ 62.\ 75\end{array}$	$\begin{array}{c} 65.\ 53 \\ 87.\ 82 \\ 63.\ 67 \\ 62.\ 37 \end{array}$	$\begin{array}{c} 65.\ 84\\ 85.\ 89\\ 64.\ 46\\ 62.\ 21\end{array}$	$\begin{array}{c} 65.\ 88\\ 88.\ 70\\ 64.\ 01\\ 63.\ 08\end{array}$	$\begin{array}{c} 63.98\\ 88.29\\ 61.66\\ 61.55\end{array}$	$\begin{array}{c} 63.\ 81\\ 86.\ 80\\ 61.\ 32\\ 62.\ 37\end{array}$		$\begin{array}{c} 64.\ 98\\ 86.\ 40\\ 63.\ 29\\ 62.\ 04 \end{array}$	$\begin{array}{c} 66.\ 18\\ 86.\ 55\\ 64.\ 41\\ 62.\ 37\end{array}$	$\begin{array}{c} 66.\ 18\\ 88.\ 10\\ 63.\ 91\\ 63.\ 53\end{array}$	$\begin{array}{c} 64.\ 98\\ 86.\ 62\\ 61.\ 92\\ 64.\ 35\end{array}$	$\begin{array}{c} 62.83\\ 84.35\\ 60.15\\ 61.07\end{array}$	$\begin{array}{c} 60.\ 52\\ 81.\ 74\\ 58.\ 04\\ 58.\ 62 \end{array}$
	Average weekly hours														
Chemicals and allied products Industrial chemicals	41. 4 41. 7	$\begin{array}{c} 41.4\\ 41.6\end{array}$	$41.5 \\ 41.7$	41. 4 41. 5	$41.5 \\ 41.6$	$41.8 \\ 42.0$	$\begin{array}{c} 41.8\\ 41.8\end{array}$	41.7 41.7	41. 4 41. 5	$\begin{array}{c} 41.4\\ 41.6\end{array}$	$41.5 \\ 42.1$	41. 6 41. 9	41. 8 42. 1	41. 4 41. 7	41.3 41.6
Plastics and synthetics, except glass Drugs Soap cleapers and toilet goods	41.3 41.5 41.1	41.2 41.4 40.9	$41.6 \\ 40.9 \\ 41.3$	$41.6 \\ 41.1 \\ 41.1$	$42.2 \\ 40.8 \\ 40.7$	$42.3 \\ 41.2 \\ 41.0$	$42.0 \\ 40.9 \\ 40.6$	42.0 40.8 40.8	$41.9 \\ 40.7 \\ 40.7$	42.0 41.0 40.8	42.0 41.1 40.7	$42.2 \\ 40.9 \\ 41.0$	$42.3 \\ 40.9 \\ 41.1$	$41.6 \\ 40.5 \\ 40.9$	41.5 40.3 40.5
Paints, varnishes, and allied prod- ucts	$40.3 \\ 41.8 \\ 41.7$	$\begin{array}{c} 40. 3 \\ 42. 5 \\ 41. 4 \end{array}$	$\begin{array}{c} 40.\ 7\\ 42.\ 6\\ 41.\ 8\end{array}$	$\begin{array}{c} 41.\ 1\\ 41.\ 1\\ 41.\ 7\end{array}$	$\begin{array}{c} 41.0\\ 42.2\\ 41.6\end{array}$	$\begin{array}{c} 41.7\\ 42.4\\ 41.9\end{array}$	$\begin{array}{c} 42.\ 0\\ 45.\ 6\\ 41.\ 4\end{array}$	$\begin{array}{c} 41.3 \\ 44.0 \\ 41.4 \end{array}$	40.5 42.9 41.0	$\begin{array}{c} 40.1\\ 42.7\\ 40.9 \end{array}$	$\begin{array}{c} 40.1 \\ 40.8 \\ 41.1 \end{array}$	40.6 42.3 41.3	40. 9 41. 9 41. 8	40.6 42.5 41.3	40.7 42.9 41.3
Petroleum refining and related indus- tries Petroleum refining Other petroleum and coal products_	$41.6 \\ 41.4 \\ 42.6$	$41.7 \\ 40.9 \\ 44.5$	$\begin{array}{c} 42.\ 7\\ 42.\ 0\\ 45.\ 5\end{array}$	$\begin{array}{c} 41.\ 7\\ 40.\ 8\\ 45.\ 0\end{array}$	$42.3 \\ 41.6 \\ 45.3$	$\begin{array}{c} 42.\ 0\\ 41.\ 4\\ 44.\ 6\end{array}$	${}^{41.6}_{41.2}_{43.2}$	$\begin{array}{c} 41.3 \\ 41.0 \\ 42.4 \end{array}$	$40.7 \\ 40.5 \\ 41.9$	$40.6 \\ 40.7 \\ 40.4$	$\begin{array}{c} 41.\ 7\\ 42.\ 1\\ 39.\ 9\end{array}$	$40.8 \\ 40.8 \\ 40.6$	$\begin{array}{c} 41.\ 6\\ 41.\ 4\\ 42.\ 2\end{array}$	$\begin{array}{c} 41.2 \\ 40.9 \\ 42.9 \end{array}$	$\begin{array}{c} 41.1 \\ 40.8 \\ 42.6 \end{array}$
Rubber and miscellaneous plastic products Tires and inner tubes Other rubber products Miscellaneous plastic products	$\begin{array}{c} 41.\ 1\\ 41.\ 6\\ 41.\ 2\\ 40.\ 5\end{array}$	$\begin{array}{c} 40.\ 9\\ 40.\ 9\\ 40.\ 9\\ 40.\ 9\\ 40.\ 9\end{array}$	$\begin{array}{c} 41.2\\ 40.8\\ 41.4\\ 41.4\end{array}$	$\begin{array}{c} 40.\ 9\\ 40.\ 9\\ 40.\ 7\\ 41.\ 0\end{array}$	$\begin{array}{c} 40.9\\ 42.1\\ 40.3\\ 40.9\end{array}$	$\begin{array}{r} 42.0 \\ 42.5 \\ 41.9 \\ 41.8 \end{array}$	$\begin{array}{r} 41.3 \\ 41.2 \\ 41.4 \\ 41.3 \end{array}$	$\begin{array}{c} 41.\ 0\\ 40.\ 2\\ 41.\ 2\\ 41.\ 3\end{array}$	40. 6 39. 5 40. 9 41. 1	40, 2 39, 2 40, 3 40, 8	$\begin{array}{c} 40.\ 7\\ 40.\ 4\\ 40.\ 9\\ 40.\ 7\end{array}$	$\begin{array}{c} 41.8 \\ 43.1 \\ 41.5 \\ 41.0 \end{array}$	$\begin{array}{c} 41.2 \\ 41.4 \\ 41.1 \\ 41.1 \\ 41.1 \end{array}$	$\begin{array}{r} 40.3\\39.7\\40.5\\40.6\end{array}$	39, 9 39, 3 40, 1 40, 1
Leather and leather products Leather tanning and finishing Footwear, except rubber Other leather products	$36.9 \\ 39.9 \\ 36.0 \\ 38.1$	$36.2 \\ 40.2 \\ 35.3 \\ 37.0$	$37.2 \\ 40.3 \\ 36.5 \\ 37.8 $	$38.1 \\ 40.1 \\ 37.9 \\ 37.8$	38.5 39.4 38.6 37.7	$38.3 \\ 40.5 \\ 38.1 \\ 38.0$	$37.2 \\ 40.5 \\ 36.7 \\ 37.3$	37.1 40.0 36.5 37.8	38. 0 39. 8 37. 6 38. 3	38. 0 40. 0 37. 9 37. 6	38.7 39.7 38.8 37.8	38.7 40.6 38.5 38.5	$38.0 \\ 40.1 \\ 37.3 \\ 39.0$	37.4 39.6 36.9 37.7	36.9 39.3 36.5 37.1
							Average	hourly	earning	<u>gs</u>					
Chemicals and allied products Industrial chemicals	\$2.69 3.03	\$2.68 3.03	$$2.67\ 3.01$	\$2.66 2.99	\$2.67 3.00	\$2.66 2.98	\$2.62 2.96	\$2.61 2.96	\$2.61 2.95	\$2.62 2.95	\$2.64 2.96	\$2.62 2.94	\$2.62 2.94	\$2.58 2.90	\$2.50 2.82
Plastics and synthetics, except glass Drugs Soap, cleaners, and toilet goods Paints, varnishes, and allied prod-	2.66 2.44 2.53	2.66 2.42 2.53	$2.65 \\ 2.40 \\ 2.55$	$2.65 \\ 2.39 \\ 2.53$	$2.64 \\ 2.40 \\ 2.55$	$2.66 \\ 2.40 \\ 2.53$	$2.61 \\ 2.41 \\ 2.50$	2.61 2.38 2.49	2.60 2.38 2.47	2.62 2.38 2.47	2.63 2.38 2.49	2.62 2.36 2.47	$2.62 \\ 2.36 \\ 2.44$	2.59 2.32 2.42	2.51 2.25 2.34
ucts Agricultural chemicals Other chemical products	$2.51 \\ 2.13 \\ 2.55$	2.50 2.11 2.55	2.50 2.12 2.54	$\begin{array}{c} 2.49 \\ 2.11 \\ 2.52 \end{array}$	2.49 2.09 2.51	2.50 2.07 2.50	2.50 2.03 2.49	$2.48 \\ 1.98 \\ 2.48$	2.47 2.00 2.49	$2.46 \\ 2.02 \\ 2.48$	2.46 2.07 2.50	$2.45 \\ 2.06 \\ 2.49$	2.46 2.04 2.49	$2.42 \\ 1.98 \\ 2.45$	$2.35 \\ 1.92 \\ 2.35$
Petroleum refining and related indus- tries_ Petroleum refining Other petroleum and coal products.	3.07 3.21 2.53	3.05 3.20 2.55	3.07 3.22 2.54	$3.03 \\ 3.17 \\ 2.52$	$3.06 \\ 3.21 \\ 2.51$	$3.04 \\ 3.18 \\ 2.51$	$3.03 \\ 3.17 \\ 2.46$	$3.04 \\ 3.17 \\ 2.47$	$3.03 \\ 3.15 \\ 2.47$	$3.03 \\ 3.16 \\ 2.42$	3.08 3.21 2.46	$3.03 \\ 3.17 \\ 2.40$	$3.04 \\ 3.19 \\ 2.40$	$3.02 \\ 3.16 \\ 2.38$	2.89 3.02 2.33
Rubber and miscellaneous plastic products	$2. 48 \\ 3. 22 \\ 2. 35 \\ 2. 09$	$2. 47 \\ 3. 23 \\ 2. 33 \\ 2. 09$	$2. 47 \\ 3. 23 \\ 2. 33 \\ 2. 09$	$2.47 \\ 3.22 \\ 2.32 \\ 2.08$	$\begin{array}{c} 2.49\\ 3.25\\ 2.33\\ 2.10 \end{array}$	$\begin{array}{c} 2.49\\ 3.25\\ 2.34\\ 2.09 \end{array}$	$2.45 \\ 3.16 \\ 2.32 \\ 2.08$	2.43 3.13 2.31 2.06	2.42 3.10 2.30 2.07	2.42 3.10 2.30 2.06	$2. 44 \\ 3. 15 \\ 2. 31 \\ 2. 06$	$2.46 \\ 3.18 \\ 2.31 \\ 2.05$	2.43 3.14 2.29 2.04	2.40 3.07 2.26 2.04	2.33 2.96 2.19 1.98
Leather and leather products Leather tanning and finishing Footwear, except rubber Other leather products	$1.73 \\ 2.21 \\ 1.68 \\ 1.69$	$1.73 \\ 2.20 \\ 1.68 \\ 1.67$	1.73 2.19 1.69 1.66	$1.72 \\ 2.19 \\ 1.68 \\ 1.65$	$1.71 \\ 2.18 \\ 1.67 \\ 1.65$	$1.72 \\ 2.19 \\ 1.68 \\ 1.66$	$1.72 \\ 2.18 \\ 1.68 \\ 1.65$	$1.72 \\ 2.17 \\ 1.68 \\ 1.65$	$1.72 \\ 2.15 \\ 1.68 \\ 1.65$	$1.71 \\ 2.16 \\ 1.67 \\ 1.65$	$1.71 \\ 2.18 \\ 1.66 \\ 1.65$	$1.71 \\ 2.17 \\ 1.66 \\ 1.65$	$1.71 \\ 2.16 \\ 1.66 \\ 1.65$	$1.68 \\ 2.13 \\ 1.63 \\ 1.62$	1.64 2.08 1.59 1.58

TABLE C-1. Gross hours and earnings of production workers,¹ by industry-Continued

Inductor					19	61	Aniave	nual rage							
Industry	Nov.2	Oct.	Sept.	Aug.	July	June	May	Apr.	Mar.	Feb.	Jan.	Dec.	Nov.	1961	1960
						A	verage	weekly	earning	s					
Transportation and public utilities: Railroad transportation: Class I railroads ⁸						\$115.33	\$114.65	\$112.02	\$113.48	\$117.12	\$114.54	\$112.44	\$114.70	\$112.41	\$108.84
Local and interurban passenger transit: Local and suburban transportation_ Intercity and rural buslines Motor freight transportation and	\$100.86 117.73	\$100.38 119.14	\$100.20 125.65	\$101.01 129.44	\$100. 49 126. 62	$101.48 \\ 121.80$	100. 58 117. 85	100. 11 115. 37	99. 30 112. 61	99. 22 117. 23	100. 11 117. 15	99. 33 113. 63	100.02 110.81	98. 24 112. 14	94. 8 105. 2
storage Pipeline transportation	113. 30 132. 11	$113.\ 30\ 130.\ 07$	$115.78 \\ 135.05$	115.35 130.09	$114.81 \\ 137.37$	114. 39 133. 50	$112.61 \\ 130.17$	112.06 129.85	110. 70 130. 40	109.47 131.13	108.79 135.38	111.72 133.50	$111.04 \\ 130.65$	108.16 131.78	104.1 124.5
Telephone communication Telegraph communication Radio and television broadcasting Electric, gas, and sanitary services Electric companies and systems Gas companies and systems Combined utility systems Water, steam, and sanitary systems.	$\begin{array}{c} 103.\ 00\\ 105.\ 78\\ 131.\ 71\\ 118.\ 78\\ 119.\ 89\\ 110.\ 43\\ 128.\ 54\\ 98.\ 29\end{array}$	102.06 107.74 131.14 118.78 120.30 110.70 128.23 95.47	$\begin{array}{c} 102,31\\ 109,98\\ 130,81\\ 118,94\\ 120,06\\ 111,51\\ 127,82\\ 97,29 \end{array}$	99. 29 110. 08 126. 10 116. 85 118. 82 106. 92 125. 97 95. 06	$\begin{array}{c} 99.54\\111.11\\127.53\\117.14\\119.11\\107.73\\125.87\\96.59\end{array}$	97. 66 111. 28 124. 68 115. 87 117. 14 106. 80 125. 26 94. 37	$\begin{array}{c} 96.14\\ 108.61\\ 126.16\\ 115.46\\ 116.31\\ 107.06\\ 125.66\\ 93.96\end{array}$	95. 65 105. 42 126. 81 115. 46 116. 03 107. 20 125. 46 94. 37	95. 89 105. 00 124. 68 115. 34 117. 58 105. 18 125. 46 93. 09	$\begin{array}{c} 96.\ 14\\ 105.\ 00\\ 124.\ 23\\ 114.\ 65\\ 114.\ 65\\ 106.\ 11\\ 125.\ 05\\ 94.\ 02\\ \end{array}$	95.88 104.50 123.65 115.77 115.62 109.30 125.25 95.26	96. 38 103. 58 124. 41 114. 80 114. 80 107. 01 124. 94 92. 75	96. 47 103. 58 121. 03 115. 64 115. 77 108. 21 125. 75 94. 71	93. 38 104. 08 119. 74 112. 48 112. 75 104. 19 121. 77 93. 02	89.50 100.0 121.1 108.6 109.4 100.6 117.2 89.8
Transportation and public utilities: Railroad transportation: Class I railroads ³						42.4	43.1	41.8	42.5	42.9	42.9	41.8	42.8	42.1	41.
Local and internoan passenger transit. Local and suburban transportation. Intercity and rural buslines Motor freight transportation and	42.2 41.6	42.0 42.4	42.1 44.4	42.8 45.9	42.4 44.9	43.0 43.5	42.8 42.7	42.6 41.8	42. 8 41. 1	42.4 43.1	42.6 42.6	43.0 42.4	43.3 41.5	42.9	43. 42.
Pipeline transportation Communication:	40.4	41. 5 39. 9	40.8	40.4	41.5	40.7	40.3	40.2	40.0	40.1	41.4	40.7	40.2	40.3	40.
Telegraph communication 4 Radio and television broadcasting - Electric, gas, and sanitary services Electric companies and systems Gas companies and systems Combined utility systems. Water, steam, and sanitary systems.	$\begin{array}{c} 41.2\\ 41.0\\ 39.2\\ 41.1\\ 41.2\\ 40.9\\ 41.2\\ 41.3\end{array}$	$\begin{array}{c} 40.0\\ 41.6\\ 39.5\\ 41.1\\ 41.2\\ 41.0\\ 41.1\\ 40.8\end{array}$	$\begin{array}{c} 40.0\\ 42.3\\ 39.4\\ 41.3\\ 41.4\\ 41.3\\ 41.4\\ 41.3\\ 41.4\\ 41.4\\ \end{array}$	42. 5 38. 8 41. 0 41. 4 40. 5 40. 9 40. 8	$\begin{array}{r} 40.0\\ 42.9\\ 39.0\\ 41.1\\ 41.5\\ 40.5\\ 41.0\\ 41.1\end{array}$	$\begin{array}{c} 42.8\\ 38.6\\ 40.8\\ 41.1\\ 40.3\\ 40.8\\ 40.5\end{array}$	$\begin{array}{c} 43.1\\ 38.7\\ 40.8\\ 41.1\\ 40.4\\ 40.8\\ 40.5\end{array}$	$\begin{array}{c} 42.0\\ 38.9\\ 40.8\\ 41.0\\ 40.3\\ 41.0\\ 40.5\end{array}$	$\begin{array}{c} 42.0\\ 38.6\\ 40.9\\ 41.4\\ 40.3\\ 41.0\\ 40.3\end{array}$	$\begin{array}{c} 30.4\\ 42.0\\ 38.7\\ 40.8\\ 40.8\\ 40.5\\ 41.0\\ 40.7\end{array}$	$\begin{array}{c} 41.8\\ 38.4\\ 41.2\\ 41.0\\ 41.4\\ 41.2\\ 41.6\end{array}$	$\begin{array}{c} 41.6\\ 39.0\\ 41.0\\ 41.0\\ 41.0\\ 41.1\\ 40.5\end{array}$	$\begin{array}{c} 41.\ 6\\ 38.\ 3\\ 41.\ 3\\ 41.\ 2\\ 41.\ 3\\ 41.\ 5\\ 41.\ 0\end{array}$	41. 8 38. 5 40. 9 41. 0 40. 7 41. 0 40. 8	$\begin{array}{cccccccccccccccccccccccccccccccccccc$
						1	verage	hourly	earning	S					
Transportation and public utilities: Railroad transportation: Class I railroads ^a						\$2.72	\$2.66	\$2.68	\$2.67	\$2.73	\$2.67	\$2.69	\$2.68	\$2.67	\$2.6
Local and interurban passenger transit: Local and suburban transportation. Intercity and rural buslines	\$2.39 2.83	\$2.39 2.81	\$2.38 2.83	\$2.36 2.82	\$2.37 2.82	$2.36 \\ 2.80$	2.35 2.76	2.35 2.76	$2.32 \\ 2.74$	2. 34 2. 72	2.35 2.75	2.31 2.68	2.31 2.67	2. 29 2. 62	2.2
Pipeline transportation	2.75 3.27	$2.73 \\ 3.26$	$2.75 \\ 3.31$	$2.74 \\ 3.22$	$2.74 \\ 3.31$	2.73 3.28	$2.72 \\ 3.23$	2.72 3.23	2.70 3.26	2.67 3.27	2.66 3.27	2.66 3.28	2.65 3.25	2.60 3.27	2.5
Telephone communication Telegraph communication Radio and television broadcasting. Electric, gas, and sanitary ser vices. Electric companies and systems. Gas companies and systems. Combined utility systems Water, steam, and sanitary systems.	$\begin{array}{c} 2.50\\ 2.58\\ 3.36\\ 2.89\\ 2.91\\ 2.70\\ 3.12\\ 2.38\end{array}$	$\begin{array}{c} 2.52\\ 2.59\\ 3.32\\ 2.89\\ 2.92\\ 2.70\\ 3.12\\ 2.34\end{array}$	$\begin{array}{c} 2.52\\ 2.60\\ 3.32\\ 2.88\\ 2.90\\ 2.70\\ 3.11\\ 2.35\end{array}$	$\begin{array}{c} 2.\ 47\\ 2.\ 59\\ 3.\ 25\\ 2.\ 85\\ 2.\ 87\\ 2.\ 64\\ 3.\ 08\\ 2.\ 33\end{array}$	$\begin{array}{c} 2.\ 47\\ 2.\ 59\\ 3.\ 27\\ 2.\ 85\\ 2.\ 87\\ 2.\ 66\\ 3.\ 07\\ 2.\ 35\end{array}$	$\begin{array}{c} 2.\ 46\\ 2.\ 60\\ 3.\ 23\\ 2.\ 84\\ 2.\ 85\\ 2.\ 65\\ 3.\ 07\\ 2.\ 33\end{array}$	$\begin{array}{c} 2.\ 44\\ 2.\ 52\\ 3.\ 26\\ 2.\ 83\\ 2.\ 83\\ 2.\ 65\\ 3.\ 08\\ 2.\ 32\end{array}$	$\begin{array}{c} 2.44\\ 2.51\\ 3.26\\ 2.83\\ 2.83\\ 2.66\\ 3.06\\ 2.33\end{array}$	$\begin{array}{c} 2.44\\ 2.50\\ 3.23\\ 2.82\\ 2.84\\ 2.61\\ 3.06\\ 2.31\end{array}$	$\begin{array}{c} 2.44\\ 2.50\\ 3.21\\ 2.81\\ 2.81\\ 2.62\\ 3.05\\ 2.31\end{array}$	$\begin{array}{c} 2.44\\ 2.50\\ 3.22\\ 2.81\\ 2.82\\ 2.64\\ 3.04\\ 2.29\end{array}$	$\begin{array}{c} 2.44\\ 2.49\\ 3.19\\ 2.80\\ 2.80\\ 2.61\\ 3.04\\ 2.29\end{array}$	$\begin{array}{c} 2.\ 43\\ 2.\ 49\\ 3.\ 16\\ 2.\ 80\\ 2.\ 81\\ 2.\ 62\\ 3.\ 03\\ 2.\ 31\end{array}$	$\begin{array}{c} 2.37\\ 2.49\\ 3.11\\ 2.75\\ 2.56\\ 2.97\\ 2.28\end{array}$	$\begin{array}{cccccccccccccccccccccccccccccccccccc$

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

Industry					1961		Annave	nual trage							
	Nov.2	Oct.	Sept.	Aug.	July	June	May	Apr.	Mar.	Feb.	Jan.	Dec.	Nov.	1961	1960
						1	verage	weekly	earning	s					1
Wholesale and retail trade ⁵ Wholesale trade Motor vehicles and automotive equipment	\$75.26 97.44 93.41	\$75.46 97.03 93.86	\$76.05 98.09 93.86	\$76. 44 96. 87 93. 26	\$76. 44 97. 10 93. 04	\$75.86 96.87 92.84	\$74.88 96.22 93.46	\$74.31 95.82 92.84	\$74.50 95.18 91.98	\$73.92 94.30 92.20	\$73.92 94.13 91.56	\$73.32 95.47 91.79	\$73.34 95.00 91.57	\$72.94 93.56 89.46	\$70.98 91.13 86.53
Drugs, chemicals, and allied prod- ucts Dry goods and apparel. Groceries and related products Electrical goods. Hardware plumbing and heating	99.79 92.12 91.96 102.97	98.80 92.74 91.30 102.97	99. 94 93. 25 92. 35 102. 91	97. 84 92. 74 91. 96 100. 04	98. 09 91. 99 91. 76 101. 84	96. 96 91. 37 90. 49 100. 12	96. 47 91. 85 89. 66 100. 12	97.04 94.96 88.60 100.37	96. 24 94. 35 87. 76 100. 12	96. 32 92. 10 86. 69 100. 37	95. 84 91. 96 87. 33 100. 37	96.00 93.70 88.20 100.45	95. 44 93. 74 88. 82 100. 28	94. 24 92. 86 87. 14 97. 53	91. 20 90. 68 84. 67 95. 11
goods Machinery, equipment, and sup-	94.54	94.60	94.83	92.92	93.79	92.57	92.80	92.03	90.50	90.72	90.76	91.98	92.16	89.91	86.86
Retail trade ⁵ General merchandise stores Department stores Limited price variety stores Food stores Grocery_ meat and vagetable	$\begin{array}{c} 105.32\\ 66.38\\ 52.17\\ 56.45\\ 38.00\\ 65.47\end{array}$	103. 37 66. 55 52. 67 57. 80 38. 20 64. 94	$\begin{array}{c} 107.38\\ 66.88\\ 53.48\\ 58.82\\ 39.15\\ 65.50 \end{array}$	$\begin{array}{c} 103.98\\ 67.55\\ 53.35\\ 58.12\\ 40.00\\ 66.25 \end{array}$	$\begin{array}{c} 103.\ 66\\ 67.\ 38\\ 53.\ 55\\ 58.\ 12\\ 39.\ 96\\ 66.\ 43 \end{array}$	$\begin{array}{c} 106.04 \\ 66.85 \\ 53.09 \\ 58.13 \\ 39.12 \\ 65.16 \end{array}$	104. 14 65. 98 52. 48 57. 28 38. 16 63. 88	$\begin{array}{c} 102,75\\ 65,42\\ 52,29\\ 56,77\\ 38,44\\ 63,35 \end{array}$	$\begin{array}{c} 101.84\\ 65.39\\ 51.75\\ 56.07\\ 38.96\\ 63.00 \end{array}$	$\begin{array}{c} 100.94\\ 65.22\\ 51.64\\ 55.42\\ 38.16\\ 63.00 \end{array}$	$\begin{array}{c} 100.37\\ 64.84\\ 51.45\\ 56.10\\ 38.68\\ 63.53\end{array}$	$\begin{array}{c} 103.\ 48\\ 64.\ 73\\ 52.\ 06\\ 56.\ 25\\ 38.\ 65\\ 63.\ 55\end{array}$	$\begin{array}{c} 103.\ 73 \\ 64.\ 13 \\ 50.\ 21 \\ 53.\ 95 \\ 37.\ 21 \\ 63.\ 55 \end{array}$	$\begin{array}{c} 101.59\\ 64.01\\ 50.52\\ 55.04\\ 37.28\\ 63.01 \end{array}$	99.80 62.37 48.58 53.09 35.53 60.98
stores	$\begin{array}{c} 66.\ 91 \\ 53.\ 04 \\ 63.\ 89 \\ 47.\ 62 \\ 52.\ 35 \\ 54.\ 28 \end{array}$	$\begin{array}{r} .66.\ 53\\ 53.\ 35\\ 64.\ 59\\ 48.\ 05\\ 52.\ 00\\ 53.\ 77\end{array}$	$\begin{array}{c} 66.\ 95\\ 54.\ 13\\ 65.\ 45\\ 48.\ 33\\ 53.\ 04\\ 56.\ 95 \end{array}$	$\begin{array}{c} 67.\ 71\\ 54.\ 82\\ 66.\ 70\\ 48.\ 23\\ 53.\ 58\\ 56.\ 83\end{array}$	68. 26 54. 87 67. 44 48. 85 53. 64 57. 93	$\begin{array}{c} 67.15\\ 54.13\\ 64.93\\ 48.08\\ 53.04\\ 56.28\end{array}$	$\begin{array}{c} 65.\ 66\\ 53.\ 35\\ 65.\ 65\\ 47.\ 57\\ 51.\ 60\\ 55.\ 23 \end{array}$	$\begin{array}{c} 64.\ 77\\ 52.\ 88\\ 64.\ 75\\ 47.\ 24\\ 51.\ 83\\ 53.\ 80\end{array}$	$\begin{array}{c} 64.\ 77\\ 52.\ 63\\ 63.\ 44\\ 46.\ 84\\ 50.\ 69\\ 54.\ 94 \end{array}$	$\begin{array}{c} 64.\ 77\\ 53.\ 32\\ 65.\ 65\\ 46.\ 43\\ 51.\ 10\\ 56.\ 95\end{array}$	$\begin{array}{c} 64.\ 95\\ 53.\ 82\\ 66.\ 55\\ 47.\ 24\\ 51.\ 10\\ 56.\ 61\end{array}$	$\begin{array}{c} 65.16\\ 55.13\\ 66.05\\ 49.28\\ 5402\\ 56.94 \end{array}$	$\begin{array}{c} 65.\ 15\\ 52.\ 02\\ 63.\ 84\\ 46.\ 90\\ 52.\ 24\\ 51.\ 52\end{array}$	$\begin{array}{c} 64.\ 44\\ 52.\ 40\\ 64.\ 67\\ 46.\ 24\\ 51.\ 98\\ 52.\ 81 \end{array}$	$\begin{array}{c} 62.\ 95\\ 51.\ 30\\ 63.\ 29\\ 44.\ 41\\ 51.\ 01\\ 52.\ 33\end{array}$
			1	1		1	Averag	e weekl	y hours	1	1	1	1	1	1
Wholesale and retail trade 5	38.4 40.6	38.5 40.6	38.8 40.7	39.2 40.7	39.2 40.8	38.9 40.7	38.6	38.5	38.6	38.5	38.5	39.0	38.4	38.8	39.0
Motor vehicles and automotive equipment	41.7	41.9	41.9	42.2	42.1	42.2	42.1	42.2	42.0	42.1	42.0	42.3	42.2	40.0	41.8
Drugs, chemicals, and anied prod- ucts Dry goods and apparel Groceries and related products Electrical goods Hardware, plumbing, and heating	$\begin{array}{r} 40.4\\ 376\\ 41.8\\ 40.7\end{array}$	$\begin{array}{r} 40.\ 0\\ 37.\ 7\\ 41.\ 5\\ 40.\ 7\end{array}$	$\begin{array}{c} 40.3\\ 37.3\\ 41.6\\ 41.0\end{array}$	$\begin{array}{r} 40.1\\ 37.7\\ 41.8\\ 40.5\end{array}$	$\begin{array}{c} 40.2\\ 37.7\\ 41.9\\ 40.9\end{array}$	$39.9 \\ 37.6 \\ 41.7 \\ 40.7$	39.7 37.8 41.7 40.7	$\begin{array}{c} 40.1\\ 38.6\\ 41.4\\ 40.8\end{array}$	$\begin{array}{c} 40.1\\ 38.2\\ 41.2\\ 40.7\end{array}$	39.8 37.9 40.7 40.8	$\begin{array}{c} 40.1\\ 38.0\\ 41.0\\ 40.8\end{array}$	40.0 38.4 41.8 41.0	$\begin{array}{c} 40.1\\ 37.8\\ 41.7\\ 41.1\end{array}$	$\begin{array}{r} 40.1\\ 37.9\\ 41.3\\ 40.3\end{array}$	40.0 38.1 41.3 40.3
goods Machinery, equipment, and sup-	40.4	40.6	40.7	40.4	40.6	40.6	40.7	40.9	40.4	40.5	40.7	40.7	40.6	40.5	40.4
Pites	$\begin{array}{c} 40.9\\ 37.5\\ 34.1\\ 33.8\\ 32.2\\ 35.2 \end{array}$	$\begin{array}{c} 41.0\\ 37.6\\ 34.2\\ 34.0\\ 32.1\\ 35.1 \end{array}$	$\begin{array}{c} 41.3\\ 38.0\\ 34.5\\ 34.4\\ 32.9\\ 35.6\end{array}$	$\begin{array}{c} 41.1\\ 38.6\\ 35.1\\ 34.8\\ 33.9\\ 36.4 \end{array}$	41.3 38.5 35.0 34.8 33.3 36.5	$\begin{array}{c} 41.1\\ 38.2\\ 34.7\\ 34.6\\ 32.6\\ 35.8 \end{array}$	$\begin{array}{c} 41.0\\ 37.7\\ 34.3\\ 34.3\\ 31.8\\ 35.1 \end{array}$	$\begin{array}{c} 41.1\\ 37.6\\ 34.4\\ 34.2\\ 32.3\\ 35.0 \end{array}$	$\begin{array}{c} 40.\ 9\\ 37.\ 8\\ 34.\ 5\\ 34.\ 4\\ 32.\ 2\\ 35.\ 0\end{array}$	$\begin{array}{c} 40.7\\ 37.7\\ 34.2\\ 34.0\\ 31.8\\ 35.0\end{array}$	$\begin{array}{c} 40.8\\ 37.7\\ 34.3\\ 34.0\\ 32.5\\ 35.1 \end{array}$	$\begin{array}{c} 40.9\\ 38.3\\ 35.9\\ 35.6\\ 34.2\\ 35.7\end{array}$	41.0 37.5 33.7 33.3 31.8 35.5	$\begin{array}{c} 40.8\\ 38.1\\ 34.6\\ 34.4\\ 32.7\\ 35.8\end{array}$	40. 9 38. 5 34. 7 34. 7 32. 6 36. 3
stores Apparel and accessories stores Men's and boys' apparel stores Women's ready-to-wear stores Family clothing stores Shoe stores	$\begin{array}{c} 35.\ 4\\ 34.\ 0\\ 36.\ 3\\ 33.\ 3\\ 34.\ 9\\ 32.\ 5\end{array}$	$\begin{array}{c} 35.\ 2\\ 34.\ 2\\ 36.\ 7\\ 33.\ 6\\ 34.\ 9\\ 32.\ 2\end{array}$	35. 8 34. 7 37. 4 33. 8 35. 6 33. 5	$\begin{array}{c} 36.\ 6\\ 35.\ 6\\ 37.\ 9\\ 34.\ 7\\ 36.\ 2\\ 35.\ 3\end{array}$	$\begin{array}{c} 36.7\\ 35.4\\ 38.1\\ 34.4\\ 36.0\\ 34.9 \end{array}$	$\begin{array}{c} 36.1\\ 34.7\\ 37.1\\ 34.1\\ 35.6\\ 33.3 \end{array}$	$\begin{array}{c} 35.\ 3\\ 34.\ 2\\ 37.\ 3\\ 33.\ 5\\ 35.\ 1\\ 32.\ 3\end{array}$	35.2 33.9 37.0 33.5 35.5 31.1	$\begin{array}{c} 35.\ 2\\ 34.\ 4\\ 37.\ 1\\ 33.\ 7\\ 35.\ 2\\ 33.\ 5\end{array}$	$\begin{array}{c} 35.2\\ 34.4\\ 37.3\\ 33.4\\ 35.0\\ 34.1 \end{array}$	$\begin{array}{c} 35.\ 3\\ 34.\ 5\\ 37.\ 6\\ 33.\ 5\\ 35.\ 0\\ 33.\ 9\end{array}$	$\begin{array}{c} 35.8\\ 35.8\\ 38.4\\ 35.2\\ 36.5\\ 34.3\end{array}$	$\begin{array}{c} 35.\ 6\\ 34.\ 0\\ 36.\ 9\\ 33.\ 5\\ 35.\ 3\\ 32.\ 0\end{array}$	$\begin{array}{c} 36.0\\ 34.7\\ 37.6\\ 34.0\\ 36.1\\ 32.8 \end{array}$	$\begin{array}{c} 36.6\\ 34.9\\ 37.9\\ 33.9\\ 36.7\\ 32.5\end{array}$
						1	verage	hourly	earning	s					
Wholesale and retail trade ⁵	\$1.96 2.40	\$1.96 2.39	\$1.96 2.41	\$1.95 2.38	\$1.95 2.38	\$1.95 2.38	\$1.94 2.37	\$1.93 2.36	\$1.93 2.35	\$1.92 2.34	\$1.92 2.33	\$1.88 2.34	\$1.91 2.34	\$1.88 2.31	\$1.82
Motor vehicles and automotive equipment	2.24	2.24	2.24	2.21	2.21	2.20	2.22	2.20	2.19	2.19	2.18	2.17	2.17	2.13	2.07
Ucts	2.47 2.45 2.20 2.53	$\begin{array}{c} 2.47\\ 2.46\\ 2.20\\ 2.53\end{array}$	$\begin{array}{c} 2.\ 48\\ 2.\ 50\\ 2.\ 22\\ 2.\ 51 \end{array}$	2.44 2.46 2.20 2.47	2.44 2.44 2.19 2.49	$\begin{array}{c} 2.\ 43\\ 2.\ 43\\ 2.\ 17\\ 2.\ 46\end{array}$	$\begin{array}{c} 2.43\\ 2.43\\ 2.15\\ 2.46\end{array}$	$\begin{array}{c} 2.\ 42 \\ 2.\ 46 \\ 2.\ 14 \\ 2.\ 46 \end{array}$	$\begin{array}{c} 2.\ 40\\ 2.\ 47\\ 2.\ 13\\ 2.\ 46 \end{array}$	$\begin{array}{c} 2.\ 42 \\ 2.\ 43 \\ 2.\ 13 \\ 2.\ 46 \end{array}$	$\begin{array}{c} 2.\ 39\\ 2.\ 42\\ 2.\ 13\\ 2.\ 46\end{array}$	$\begin{array}{c} 2.\ 40\\ 2.\ 44\\ 2.\ 11\\ 2.\ 45\end{array}$	$\begin{array}{c} 2.38 \\ 2.48 \\ 2.13 \\ 2.44 \end{array}$	$\begin{array}{c} 2.35 \\ 2.45 \\ 2.11 \\ 2.42 \end{array}$	2.28 2.38 2.05 2.36
goods Machinery, equipment, and sup-	2.34	2.33	2.33	2.30	2.31	2.28	2.28	2.25	2.24	2.24	2.23	2.26	2.27	2.22	2.15
Retail trade General merchandise stores Department stores Limited price variety stores Food stores Grocery, meat, and vegetable	$2.58 \\ 1.77 \\ 1.53 \\ 1.67 \\ 1.18 \\ 1.86$	$2.57 \\ 1.77 \\ 1.54 \\ 1.70 \\ 1.19 \\ 1.85$	$\begin{array}{c} 2.60 \\ 1.76 \\ 1.55 \\ 1.71 \\ 1.19 \\ 1.84 \end{array}$	$\begin{array}{c} 2.53 \\ 1.75 \\ 1.52 \\ 1.67 \\ 1.18 \\ 1.82 \end{array}$	$2.51 \\ 1.75 \\ 1.53 \\ 1.67 \\ 1.20 \\ 1.82$	2.58 1.75 1.53 1.68 1.20 1.82	$2.54 \\ 1.75 \\ 1.53 \\ 1.67 \\ 1.20 \\ 1.82$	$ \begin{array}{c} 2.50\\ 1.74\\ 1.52\\ 1.66\\ 1.19\\ 1.81 \end{array} $	$\begin{array}{c} 2.49\\ 1.73\\ 1.50\\ 1.63\\ 1.21\\ 1.80 \end{array}$	$\begin{array}{c} 2.48 \\ 1.73 \\ 1.51 \\ 1.63 \\ 1.20 \\ 1.80 \end{array}$	$\begin{array}{c} 2.46\\ 1.72\\ 1.50\\ 1.65\\ 1.19\\ 1.81 \end{array}$	$\begin{array}{c} 2.53 \\ 1.69 \\ 1.45 \\ 1.58 \\ 1.13 \\ 1.78 \end{array}$	$\begin{array}{c} 2.53 \\ 1.71 \\ 1.49 \\ 1.62 \\ 1.17 \\ 1.79 \end{array}$	$\begin{array}{c} 2.49\\ 1.68\\ 1.46\\ 1.60\\ 1.14\\ 1.76\end{array}$	$\begin{array}{c} 2.44\\ 1.62\\ 1.40\\ 1.53\\ 1.09\\ 1.68\end{array}$
stores. Apparel and accessories stores. Men's and boys' apparel stores. Women's ready-to-wear stores. Family clothing stores. Shoe stores.	$1.89 \\ 1.56 \\ 1.76 \\ 1.43 \\ 1.50 \\ 1.67$	$1.89 \\1.56 \\1.76 \\1.43 \\1.49 \\1.67$	$1.87 \\ 1.56 \\ 1.75 \\ 1.43 \\ 1.49 \\ 1.70$	$1.85 \\ 1.54 \\ 1.76 \\ 1.39 \\ 1.48 \\ 1.61$	1.861.551.771.421.491.66	$\begin{array}{c} 1.86\\ 1.56\\ 1.75\\ 1.41\\ 1.49\\ 1.69\end{array}$	$1.86 \\ 1.56 \\ 1.76 \\ 1.42 \\ 1.47 \\ 1.71$	$1.84 \\ 1.56 \\ 1.75 \\ 1.41 \\ 1.46 \\ 1.73$	$1.84 \\ 1.53 \\ 1.71 \\ 1.39 \\ 1.44 \\ 1.64$	$1.84 \\ 1.55 \\ 1.76 \\ 1.39 \\ 1.46 \\ 1.67$	$1.84 \\ 1.56 \\ 1.77 \\ 1.41 \\ 1.46 \\ 1.67$	$\begin{array}{c} 1.82\\ 1.54\\ 1.72\\ 1.40\\ 1.48\\ 1.66\end{array}$	$\begin{array}{c} 1.83\\ 1.53\\ 1.73\\ 1.40\\ 1.48\\ 1.61 \end{array}$	$ 1.79 \\ 1.51 \\ 1.72 \\ 1.36 \\ 1.44 \\ 1.61 $	$ \begin{array}{c ccccccccccccccccccccccccccccccccccc$

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

Inductor						1962						19	61	Annual average	
mastry	Nov.2	Oct.	Sept.	Aug.	July	June	May	Apr.	Mar.	Feb.	Jan.	Dec.	Nov.	1961	1960
							Average	weekly	earning	<u>g</u> s					
Wholesale and retail trade ^s —Continued Retail trade ^s —Continued Furniture and appliance stores Other retail trade. Motor vehicle dealers	\$80.59 76.63 94.61	\$80.38 76.22 93.08	\$81.38 75.76 90.48	\$81.56 76.68 93.07	\$82.17 76.49 93.73	\$80. 54 76. 54 94. 60	\$79.90 75.76 93.73	\$79.93 75.17 92.64	\$79.71 74.57 91.33	\$79.10 73.98 89.18	\$79.54 74.34 88.94	\$81.90 74.64 90.02	\$79.10 74.52 90.05	\$77. 64 73. 57 88. 44	\$74.98 71.57 87.91
Drug stores	79.02 57.31	79.64 57.31	80.70 57.72	81.77 58.75	81.51 58.06	80.70 57.13	80.15 56.58	79.82 56.06	79.02 56.06	77.25 56.21	78.92 56.52	78.32 57.29	77.53 56.52	78.59 55.80	77.26 53.34
Banking	$\begin{array}{c} 72.\ 72\\ 112.\ 44\\ 94.\ 00\\ 99.\ 23\\ 78.\ 59 \end{array}$	$\begin{array}{c} 72.54\\ 109.10\\ 94.07\\ 99.44\\ 78.20 \end{array}$	$\begin{array}{c} 71.97\\ 111.25\\ 93.76\\ 98.92\\ 78.45 \end{array}$	71.80 110.68 94.35 100.61 78.30	72.56 116.29 94.89 100.82 77.97	71.80 123.73 93.21 98.65 78.00	$\begin{array}{c} 71.42\\ 117.09\\ 93.25\\ 98.70\\ 78.42 \end{array}$	$\begin{array}{c} 71.\ 62\\ 120.\ 03\\ 93.\ 20\\ 98.\ 55\\ 78.\ 34 \end{array}$	$\begin{array}{c} 71.\ 62\\ 119.\ 37\\ 92.\ 62\\ 98.\ 00\\ 78.\ 34 \end{array}$	71.23 121.50 92.60 97.99 77.44	$\begin{array}{c} 71.24\\ 125.63\\ 92.19\\ 97.57\\ 76.70 \end{array}$	$\begin{array}{c} 70.87\\ 134.63\\ 91.72\\ 97.32\\ 76.21 \end{array}$	$\begin{array}{c} 70.\ 31\\ 127.\ 93\\ 90.\ 58\\ 95.\ 42\\ 76.\ 79 \end{array}$	69. 19 133. 35 89. 83 95. 11 74. 41	67.15 117.12 87.41 93.32 71.33
Services and miscellaneous: Hotels and lodging places:	89.50	89.44	89.27	88.50	89.71	88.32	88.09	88.23	87.72	87.98	87.31	86.75	86.39	85.14	81.96
Hotels, tourist courts, and motels ⁶ - Personal services: Laundries, cleaning and dyeing	47.60	47.72	46.05	45.89	45.94	47.64	46.77	46.29	46. 53	46.41	46.29	46.80	46.41	45. 54	43.89
plants Motion pictures: Motion picture filming and dis-	50.70	50.83	50.83	50.83	50.70	51.35	51.87	50.83	49.41	48.64	48.89	49.54	49.66	49.28	48.11
tributing	116.94	120.82	120.01	1117.50	115.37	1114.19	1111.97 A voroc	115.92	1114.57	1114.88	1114.02	1111.91	1115.10	110.45	1 113.09
Wholesale and retail trade 5-Continued		-			1	1	Averag	e weeki	ly nours	1	1	1	1	1	-
Retail tradeContinued Furniture and appliance stores Other retail trade. Motor vehicle dealers	40.7 41.2 43.6	40.8 41.2 43.7	41.1 41.4 43.5	41. 4 41. 9 43. 9	41. 5 41. 8 43. 8	41.3 41.6 44.0	41. 4 41. 4 43. 8	41. 2 41. 3 43. 7	41.3 41.2 43.7	41. 2 41. 1 43. 5	41. 0 41. 3 43. 6	42.0 41.7 43.7	41. 2 41. 4 43. 5	41.3 41.8 44.0	$\begin{array}{c} 41.2 \\ 42.1 \\ 44.4 \end{array}$
dealers Drug stores Finance insurance and real estate:	43.9 36.5	44.0 36.5	44.1 37.0	44.2 37.9	44.3 37.7	44.1 37.1	43.8 36.5	44.1 36.4	43.9 36.4	43.4 36.5	43.6 36.7	44.0 37.2	43.8 36.7	44.4 37.2	44.4
Banking Security dealers and exchanges	37.1	37.2	37.1	37.2	37.4	37.2	37.2	37.3	37.3	37.1	37.3	37.3	37.2	37.0	37.1
Life insurance. Accident and health insurance Fire, marine, and casualty in- surance															
Services and miscellaneous: Hotels and lodging places: Hotels, tourist courts, and motels ⁶ - Personal services:	38.7	38.8	38.7	39.9	39.6	39.7	39.3	38.9	39.1	39.0	38.9	39.0	39.0	39.6	39.9
Laundries, cleaning and dyeing plants. Motion pictures: Motion picture filming and distrib-	38.7	39.1	39.1	39.1	39.3	39. 5	39.9	39.4	38.6	38.0	37.9	38.7	38.8	38.8	38.8
uung							Average	hourly	earning	S					
Wholesale and retail trade ⁵ —Continued Retail trade ⁵ —Continued Furniture and appliance stores Other retail trade	\$1.98	\$1.97 1.85	\$1.98 1.83	\$1.97 1.83	\$1.98 1.83	\$1.95 1.84	\$1.93	\$1.94 1.82	\$1.93	\$1.92 1.80	\$1.94 1.80	\$1.95 1.79	\$1.92 1.80	\$1.88	\$1.82
Motor vehicle dealers Other vehicle and accessory dealers	2.17	2.13	2.08	2.12	2.14	2.15	2.14	2.12	2.09	2.05	2.04	2.06	2.07	2.01	1.98
Drug stores Finance, insurance, and real estate: Banking	1.57 1.96	1.57 1.95	1.56 1.94	1.55 1.93	1.54 1.94	1.54 1.93	1.55 1.92	1.54 1.92	1.54 1.92	1.54 1.92	1.54 1.91	1.54 1.90	1.54 1.89	1.50 1.87	1.43
Security dealers and exchanges Insurance carriers															
Life insurance															
Fire, marine, and calualty insurance. Services and miscellaneous: Hotels and lodging places:															
Hotels, tourist courts, and motels ⁶ . Personal services: Laundries, cleaning and dyeing plants. Motion pictures: Motion picture filming and distrib-	. 1.23	1.23	1.19	1.15	1.16	1.20	1. 19	1.19	1.19	1.19	1.19	1.20	1.19	1.15	1.10

⁴ Data relate to nonsupervisory employees except messengers.
 ⁵ Excludes eating and drinking places.
 ⁶ Money payments only, additional value of board, room, uniforms, and tips not included.

For comparability of data with those published in issues prior to December 1961, see footnote I, table A-2. For employees covered, see footnote 1 table A-3.
 Preliminary.
 Based upon monthly data summarized in the M-200 report by the Interstate Commerce Commission, which relate to all employees who received pay during the month, except executives, officials, and staff assistants (ICO Group I).

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 weekly hours, seasonally adjusted, of production workers in selected industries¹

Industry division and group			19	61									
TUGUSTLY GIVISION and Broth		Oct.	Sept.	Aug.	July	June	May	Apr.	Mar.	Feb.	Jan.	Dec.	Nov.
Mining	41.2	41.1	41.3	41.2	40, 9	40.6	41.0	41.5	41.3	41.4	40.2	40.4	41.2
Contract construction	37.3	37.2	37.7	37.3	37.4	36.7	37.5	36.6	37.3	37.0	34.4	35.5	37.5
Manufacturing	40.4	40.1	40.5	40.2	40.5	40.5	40.6	40.8	40.5	40.3	39.8	40.4	40.6
Durable goods	$\begin{array}{c} 41.0\\ 41.3\\ 39.7\\ 40.6\\ 40.9\\ 40.0\\ 41.3\\ 41.7\\ 40.4\\ 43.0\\ 40.9\\ 39.2\\ \end{array}$	$\begin{array}{c} 40.\ 7\\ 41.\ 1\\ 39.\ 4\\ 40.\ 5\\ 41.\ 0\\ 39.\ 7\\ 41.\ 1\\ 41.\ 5\\ 40.\ 5\\ 42.\ 2\\ 40.\ 7\\ 39.\ 4\end{array}$	$\begin{array}{c} 41.\ 0\\ 41.\ 2\\ 40.\ 2\\ 40.\ 8\\ 41.\ 3\\ 39.\ 9\\ 41.\ 0\\ 41.\ 7\\ 40.\ 6\\ 42.\ 4\\ 40.\ 8\\ 40.\ 0\end{array}$	$\begin{array}{c} 40.\ 9\\ 41.\ 4\\ 40.\ 3\\ 40.\ 5\\ 41.\ 2\\ 39.\ 7\\ 41.\ 0\\ 41.\ 9\\ 40.\ 5\\ 41.\ 5\\ 41.\ 5\\ 41.\ 0\\ 39.\ 7\end{array}$	$\begin{array}{c} 41.\ 0\\ 40.\ 9\\ 40.\ 4\\ 40.\ 6\\ 41.\ 4\\ 39.\ 6\\ 41.\ 1\\ 41.\ 8\\ 40.\ 7\\ 42.\ 1\\ 40.\ 8\\ 39.\ 8\end{array}$	$\begin{array}{c} 41.\ 0\\ 41.\ 5\\ 39.\ 6\\ 41.\ 3\\ 41.\ 0\\ 39.\ 6\\ 41.\ 4\\ 41.\ 8\\ 40.\ 7\\ 41.\ 9\\ 41.\ 1\\ 39.\ 9\end{array}$	$\begin{array}{c} 41.1\\ 41.3\\ 40.2\\ 41.3\\ 41.2\\ 39.9\\ 41.3\\ 41.9\\ 40.7\\ 42.2\\ 41.1\\ 40.1 \end{array}$	$\begin{array}{c} 41.3\\ 41.8\\ 39.7\\ 41.5\\ 41.1\\ 40.9\\ 41.5\\ 42.0\\ 41.1\\ 42.1\\ 41.2\\ 40.3 \end{array}$	$\begin{array}{c} 41.\ 0\\ 41.\ 5\\ 39.\ 3\\ 40.\ 9\\ 40.\ 9\\ 40.\ 9\\ 41.\ 3\\ 41.\ 7\\ 40.\ 7\\ 41.\ 5\\ 40.\ 6\\ 40.\ 1\end{array}$	$\begin{array}{c} 40.9\\ 41.3\\ 40.1\\ 40.6\\ 40.6\\ 40.9\\ 41.1\\ 41.7\\ 40.5\\ 41.2\\ 40.7\\ 39.3\end{array}$	$\begin{array}{c} 40.3\\ 40.6\\ 38.1\\ 39.4\\ 39.5\\ 40.6\\ 40.5\\ 41.3\\ 40.3\\ 40.8\\ 40.8\\ 39.3\end{array}$	$\begin{array}{c} 41.2\\ 41.3\\ 39.4\\ 40.8\\ 40.5\\ 40.6\\ 40.9\\ 41.8\\ 40.6\\ 42.2\\ 41.3\\ 39.8 \end{array}$	$\begin{array}{c} 41.\ 2\\ 41.\ 5\\ 39.\ 6\\ 41.\ 0\\ 40.\ 8\\ 40.\ 6\\ 41.\ 6\\ 41.\ 6\\ 41.\ 6\\ 41.\ 6\\ 41.\ 6\\ 40.\ 7\\ 42.\ 7\\ 41.\ 0\\ 40.\ 1\end{array}$
Nondurable goods	$\begin{array}{c} 39.4 \\ 40.9 \\ 38.9 \\ 40.0 \\ 36.0 \\ 42.5 \\ 38.1 \\ 41.4 \\ 41.6 \\ 37.0 \\ 38.7 \\ 40.6 \\ \end{array}$	$\begin{array}{c} 39.3\\ 40.7\\ 38.7\\ 40.0\\ 35.8\\ 42.2\\ 37.9\\ 41.5\\ 41.8\\ 40.6\\ 36.9\\ \end{array}$	$\begin{array}{c} 39.7\\ 41.1\\ 39.5\\ 40.3\\ 36.4\\ 42.6\\ 38.3\\ 41.5\\ 42.1\\ 41.0\\ 37.8\\ 38.7\\ 40.6\\ 88.7\\ 88.7\\ 40.6\\ 88.7\\$	$\begin{array}{c} 39.\ 4\\ 40.\ 7\\ 37.\ 4\\ 40.\ 3\\ 36.\ 1\\ 42.\ 5\\ 38.\ 3\\ 41.\ 5\\ 41.\ 7\\ 40.\ 5\\ 37.\ 5\\ \end{array}$	$\begin{array}{c} 39.8\\ 41.6\\ 37.1\\ 40.7\\ 36.4\\ 42.7\\ 38.3\\ 41.5\\ 41.5\\ 37.6\\ 38.7\\ 40.5\\ 37.6\\ 38.7\\ 40.6\\ \end{array}$	$\begin{array}{c} 40.0\\ 41.1\\ 37.9\\ 41.0\\ 36.8\\ 42.8\\ 38.4\\ 41.6\\ 41.5\\ 38.0\\ 38.7\\ 40.7\\ \end{array}$	$\begin{array}{c} 40.1\\ 41.3\\ 38.6\\ 41.3\\ 36.6\\ 42.6\\ 38.4\\ 41.7\\ 41.6\\ 41.5\\ 38.0\\ 38.8\\ 8\\ 38.8\\ 8\\ 38.8\\$	$\begin{array}{c} 40.2\\ 41.2\\ 39.6\\ 41.5\\ 37.1\\ 42.7\\ 38.6\\ 41.7\\ 41.3\\ 41.8\\ 38.6\\ 38.6\\ 38.7\\ \end{array}$	$\begin{array}{c} 39.9\\ 40.9\\ 39.6\\ 40.9\\ 36.7\\ 42.7\\ 38.5\\ 41.5\\ 40.9\\ 41.0\\ 37.9\\ 38.8\\ 8\\ 40.7\\ \end{array}$	$\begin{array}{c} 39.5\\ 40.7\\ 38.7\\ 40.6\\ 35.8\\ 42.6\\ 38.3\\ 41.6\\ 31.1\\ 40.6\\ 37.4\\ 38.8\\ 40.5\\ 50.6\\ 37.4\\ 38.8\\ 40.5\\ 50.6\\ 50.6\\ 37.4\\ 38.8\\ 50.6\\$	$\begin{array}{c} 39.2 \\ 40.4 \\ 36.6 \\ 40.3 \\ 34.7 \\ 42.3 \\ 38.1 \\ 41.5 \\ 41.9 \\ 40.9 \\ 37.8 \\ 38.7 \\ 38.7 \\ 38.7 \\ 38.7 \\ \end{array}$	$\begin{array}{c} 39.7\\ 40.7\\ 39.0\\ 40.8\\ 36.3\\ 42.9\\ 38.4\\ 41.3\\ 41.2\\ 41.6\\ 38.5\\ 38.8\\ 8\\ 40.6\\ \end{array}$	$\begin{array}{c} 39.7\\ 40.8\\ 38.8\\ 40.8\\ 36.1\\ 43.2\\ 38.2\\ 41.8\\ 41.6\\ 41.2\\ 38.1\\ 38.7\\ 40.6\end{array}$

For employees covered, see footnote 1, table A-3.
 Preliminary.
 Excludes eating and drinking places.

NOTE: The seasonal adjustment method used is described in "New Seasonal Adjustment Factors for Labor Force Components." Monthly Labor Review, August 1960, pp. 822-827.

TABLE C-3. Average hourly earnings excluding overtime of production workers in manufacturing, by major industry group 1

Major industry group					19	61	Annual average								
andor manor , Brook	Nov.2	Oct.	Sept.	Aug.	July	June	May	Apr.	Mar.	Feb.	Jan.	Dec.	Nov.	1961	1960
Manufacturing	\$2.33	\$2.32	\$2.31	\$2.29	\$2.31	\$2.31	\$2.31	\$2.31	\$2.31	\$2.31	\$2.31	\$2.30	\$2.28	\$2.25	\$2.20
Durable goods Ordnance and accessories Lumber and wood products except	$2.50 \\ 2.78$	$2.48 \\ 2.76$	$2.48 \\ 2.77$	$2.46 \\ 2.75$	$2.47 \\ 2.75$	$2.47 \\ 2.76$	$2.47 \\ 2.76$	$2.48 \\ 2.76$	$2.48 \\ 2.75$	$2.47 \\ 2.74$	$2.48 \\ 2.73$	$2.46 \\ 2.73$	$2.45 \\ 2.73$	$2.42 \\ 2.71$	$2.36 \\ 2.60$
furniture Furniture and fixtures Stone, clay, and glass products Primary metal industries Fabricated metal products	$ \begin{array}{c ccccccccccccccccccccccccccccccccccc$	$ \begin{array}{c ccccccccccccccccccccccccccccccccccc$	$ \begin{array}{c} 1.93\\ 1.88\\ 2.33\\ 2.89\\ 2.48 \end{array} $	$ \begin{array}{c} 1.91\\ 1.88\\ 2.32\\ 2.88\\ 2.46 \end{array} $	$ \begin{array}{c ccccccccccccccccccccccccccccccccccc$	$ \begin{array}{c} 1.91\\ 1.88\\ 2.32\\ 2.88\\ 2.46 \end{array} $	$ \begin{array}{c ccccccccccccccccccccccccccccccccccc$	$ \begin{array}{c ccccccccccccccccccccccccccccccccccc$	$ \begin{array}{c ccccccccccccccccccccccccccccccccccc$	$ \begin{array}{c} 1.87\\ 1.87\\ 2.29\\ 2.92\\ 2.45 \end{array} $	$ \begin{array}{c} 1.91\\ 1.88\\ 2.31\\ 2.91\\ 2.46 \end{array} $	$ \begin{array}{c ccccccccccccccccccccccccccccccccccc$	$ \begin{array}{c ccccccccccccccccccccccccccccccccccc$	$ \begin{array}{c} 1.88\\ 1.86\\ 2.25\\ 2.84\\ 2.42 \end{array} $	$ \begin{array}{c} 1.82\\ 1.82\\ 2.20\\ 2.75\\ 2.36\\ \end{array} $
Machinery Electrical equipment and supplies Transportation equipment. Instruments and related products.	$ \begin{array}{c} 2.40\\ 2.64\\ 2.36\\ 2.84.\\ 2.40 \end{array} $	$ \begin{array}{c} 2. 41 \\ 2. 63 \\ 2. 35 \\ 2. 83 \\ 2. 39 \end{array} $	$ \begin{array}{c} 2.40\\ 2.62\\ 2.35\\ 2.83\\ 2.38\\ 2.38\\ \end{array} $	$\begin{array}{c} 2.40 \\ 2.60 \\ 2.33 \\ 2.80 \\ 2.37 \end{array}$	$\begin{array}{c} 2.31 \\ 2.60 \\ 2.34 \\ 2.80 \\ 2.37 \end{array}$	$ \begin{array}{c} 2.40\\ 2.60\\ 2.34\\ 2.78\\ 2.37 \end{array} $	$ \begin{array}{c} 2.47\\ 2.60\\ 2.34\\ 2.78\\ 2.38 \end{array} $	$ \begin{array}{c} 2.40\\ 2.60\\ 2.34\\ 2.77\\ 2.37 \end{array} $	$\begin{array}{c} 2.40 \\ 2.59 \\ 2.32 \\ 2.77 \\ 2.36 \end{array}$	$2.39 \\ 2.59 \\ 2.32 \\ 2.78 \\ 2.37$	$\begin{array}{c} 2.40 \\ 2.58 \\ 2.31 \\ 2.78 \\ 2.36 \end{array}$	$\begin{array}{c} 2.43 \\ 2.57 \\ 2.31 \\ 2.78 \\ 2.35 \end{array}$	$\begin{array}{c} 2.43 \\ 2.56 \\ 2.32 \\ 2.76 \\ 2.33 \end{array}$	$\begin{array}{c} 2.42 \\ 2.54 \\ 2.30 \\ 2.72 \\ 2.32 \end{array}$	2. 47 2. 23 2. 65 2. 26
tries	1.92	1.91	1.90	1.90	1.92	1.91	1.91	1.92	1.92	1.92	1.92	1.90	1.86	1.87	1.84
Nondurable goods Food and kindred products Tobacco manufactures Textile mill products Apparel and related products Paper and allied products Distribution and click dirden	$\begin{array}{c} 2.\ 11\\ 2.\ 18\\ 1.\ 86\\ 1.\ 63\\ 1.\ 64\\ 2.\ 31\end{array}$	$\begin{array}{c} 2.\ 10\\ 2.\ 15\\ 1.\ 68\\ 1.\ 63\\ 1.\ 64\\ 2.\ 31 \end{array}$	$\begin{array}{c} 2.\ 10\\ 2.\ 13\\ 1.\ 67\\ 1.\ 62\\ 1.\ 65\\ 2.\ 30 \end{array}$	$\begin{array}{c} 2.\ 09\\ 2.\ 13\\ 1.\ 78\\ 1.\ 62\\ 1.\ 64\\ 2.\ 30 \end{array}$	$\begin{array}{c} 2.\ 10\\ 2.\ 13\\ 1.\ 95\\ 1.\ 62\\ 1.\ 63\\ 2.\ 29\end{array}$	$\begin{array}{c} 2.\ 10\\ 2.\ 16\\ 1.\ 96\\ 1.\ 62\\ 1.\ 62\\ 2.\ 28\end{array}$	$\begin{array}{c} 2.09\\ 2.16\\ 1.95\\ 1.62\\ 1.63\\ 2.27\end{array}$	$\begin{array}{c} 2.09\\ 2.17\\ 1.93\\ 1.62\\ 1.64\\ 2.27\end{array}$	$\begin{array}{c} 2.09\\ 2.17\\ 1.88\\ 1.61\\ 1.65\\ 2.27\end{array}$	$\begin{array}{c} 2.08\\ 2.17\\ 1.83\\ 1.59\\ 1.64\\ 2.26\end{array}$	$\begin{array}{c} 2.09\\ 2.16\\ 1.80\\ 1.59\\ 1.65\\ 2.26\end{array}$	$\begin{array}{c} 2.\ 08\\ 2.\ 13\\ 1.\ 79\\ 1.\ 58\\ 1.\ 65\\ 2.\ 25\end{array}$	$\begin{array}{c} 2.06\\ 2.11\\ 1.78\\ 1.58\\ 1.64\\ 2.25\end{array}$	$\begin{array}{c} 2.\ 05\\ 2.\ 09\\ 1.\ 74\\ 1.\ 57\\ 1.\ 61\\ 2.\ 23 \end{array}$	$\begin{array}{c} 1.\ 99\\ 2.\ 02\\ 1.\ 67\\ 1.\ 56\\ 1.\ 56\\ 2.\ 15\end{array}$
chemicals and allied products	2.61	2.60	(³) 2. 59	$\binom{(3)}{2.59}$	$\binom{(3)}{2.58}$	$\binom{(3)}{2.57}$	$\binom{(3)}{2.54}$	(3) 2.53	(³) 2.53	(3) 2.54	$\binom{(3)}{2.56}$	(³) 2.55	(3) 2.54	$\binom{(3)}{2.51}$	(3) 2.43
triesRubber and miscellaneous plastic	2.98	2.96	2.96	2.95	2.97	2.95	2.95	2.97	2.97	2.97	2.99	2.97	2.96	2.94	2.82
products Leather and leather products	2.39 1.70	2.38 1.70	2.38 1.70	$2.38 \\ 1.69$	$2.40 \\ 1.68$	$\begin{array}{c c} 2.38 \\ 1.69 \end{array}$	$2.36 \\ 1.69$	$2.35 \\ 1.69$	$2.34 \\ 1.68$	$2.34 \\ 1.68$	$2.35 \\ 1.67$	$2.36 \\ 1.67$	$2.34 \\ 1.67$	$2.32 \\ 1.65$	2.26 1.61

 1 For comparability of data with those published in issues prior to December 1961, see footnote 1, table A-2. For employees covered, see footnote 1, table A-3. Average hourly earnings excluding overtime are derived by assuming that overtime hours are paid for at the rate of time and one-half.

² Preliminary. ³ Not available because average overtime rates are significantly above time and one-half. Inclusion of data for the group in the nondurable goods total has little effect.

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TABLE C-4. Average overtime hours of production workers in manufacturing, by industry ¹

						1962						19	961	Annaven	nual rage
Industry	Nov.2	Oct.	Sept.	Aug.	July	June	May	Apr.	Mar.	Feb.	Jan.	Dec.	Nov.	1961	1960
Manufacturing Durable goods Nondurable goods	2.9 3.0 2.8	2.8 2.9 2.7	3.0 3.1 2.9	$2.8 \\ 2.8 \\ 2.7 $	2.8 2.8 2.8 2.8	2.9 3.0 2.9	2.8 2.8 2.8	2.7 2.7 2.6	$2.6 \\ 2.7 \\ 2.6$	2.5 2.5 2.5	2.6 2.6 2.5	$2.9 \\ 3.0 \\ 2.7$	2.9 2.9 2.8	2.4 2.3 2.5	2.4 2.4 2.5
Ordnance and accessories Ammunition except for small arms Sighting and fire control equipment Other ordnance and accessories	2.4 1.8 3.5 2.4	2.4 2.1 2.8 2.5	$2.2 \\ 1.7 \\ 2.7 \\ 2.5$	$2.2 \\ 1.9 \\ 2.8 \\ 2.1$	$2.3 \\ 2.0 \\ 3.0 \\ 2.2$	$2.1 \\ 1.8 \\ 2.4 \\ 2.4$	$2.1 \\ 1.9 \\ 2.4 \\ 2.2$	$2.5 \\ 2.0 \\ 3.1 \\ 2.6$	$2.4 \\ 1.6 \\ 3.2 \\ 2.7$	$2.2 \\ 1.6 \\ 2.9 \\ 2.4$	$2.2 \\ 1.7 \\ 2.8 \\ 2.3$	$2.3 \\ 1.7 \\ 3.0 \\ 2.6$	$2.3 \\ 1.6 \\ 3.0 \\ 2.7$	$1.9 \\ 1.6 \\ 2.2 \\ 2.1$	2.0 1.7 2.7 1.8
Lumber and wood products except furniture	2.9 2.8	$3.2 \\ 3.2$	$3.8 \\ 3.6$	$3.7 \\ 3.6$	$3.5 \\ 3.4$	$3.5 \\ 3.4$	3.3 3.5	$3.0 \\ 3.0$	2.8 2.7	2.9 2.8	$2.5 \\ 2.3$	$2.8 \\ 2.7$	2. 9 2. 9	2.9 2.9	2.9 3.0
Wooden containers Miscellaneous wood products	3.1 2.5 2.7	$3.2 \\ 2.8 \\ 3.0$	$3.8 \\ 3.2 \\ 3.1$	$3.7 \\ 3.3 \\ 3.1$	$3.5 \\ 4.0 \\ 2.8$	$3.5 \\ 3.4 \\ 3.2$	$3.4 \\ 3.3 \\ 3.0$	$3.3 \\ 2.9 \\ 3.1$	$3.0 \\ 2.8 \\ 3.1$	$2.8 \\ 2.6 \\ 2.9$	$2.5 \\ 1.8 \\ 2.6$	2.9 2.5 2.7	2.7 2.2 2.9	$2.8 \\ 2.5 \\ 2.6$	$2.6 \\ 2.6 \\ 2.7$
Furniture and fixtures Household furniture Office furniture Partitions; office and store fixtures Other furniture and fixtures Stone, elay, and glass products Flat glass Glass and glassware, pressed or blown	$\begin{array}{c} 3.1 \\ 3.3 \\ 1.9 \\ 2.4 \\ 2.8 \\ 3.4 \\ 2.4 \\ 3.4 \\ 3.4 \end{array}$	3.3 3.4 2.0 3.7 2.8 3.7 1.5 3.5	$\begin{array}{c} 3.4\\ 3.4\\ 2.4\\ 4.6\\ 3.2\\ 3.9\\ 2.0\\ 3.4 \end{array}$	$\begin{array}{c} 3.2 \\ 3.2 \\ 2.0 \\ 4.0 \\ 3.4 \\ 3.9 \\ 1.6 \\ 3.4 \end{array}$	$\begin{array}{c} 2.7 \\ 2.6 \\ 2.4 \\ 3.6 \\ 2.6 \\ 3.8 \\ 1.8 \\ 3.8 \end{array}$	$\begin{array}{c} 3.1\\ 3.1\\ 2.4\\ 3.6\\ 3.0\\ 3.7\\ 1.6\\ 3.7\end{array}$	$\begin{array}{c} 2.5 \\ 2.6 \\ 1.7 \\ 2.8 \\ 2.4 \\ 3.6 \\ 1.3 \\ 3.5 \end{array}$	$\begin{array}{c} 2.7 \\ 2.9 \\ 1.8 \\ 2.2 \\ 2.4 \\ 3.2 \\ 1.0 \\ 3.3 \end{array}$	$\begin{array}{c} 2.7 \\ 2.9 \\ 2.1 \\ 2.2 \\ 2.2 \\ 2.8 \\ 1.4 \\ 3.4 \end{array}$	$2.5 \\ 2.6 \\ 2.0 \\ 2.6 \\ 2.0 \\ 2.7 \\ 1.7 \\ 3.4$	$\begin{array}{c} 2.3 \\ 2.4 \\ 2.3 \\ 2.3 \\ 1.8 \\ 2.6 \\ 2.2 \\ 3.3 \end{array}$	3.5 3.7 2.9 2.8 3.0 2.9 2.6 3.7	$\begin{array}{c} 3.2 \\ 3.3 \\ 2.5 \\ 3.3 \\ 2.8 \\ 3.2 \\ 1.4 \\ 3.9 \end{array}$	$2.4 \\ 2.4 \\ 2.0 \\ 2.4 \\ 2.5 \\ 3.1 \\ 2.1 \\ 3.6 \\ $	$\begin{array}{c} 2.5\\ 2.5\\ 2.3\\ 2.3\\ 2.7\\ 3.1\\ 2.4\\ 3.6\end{array}$
Cement hydraulic. Structural clay products. Pottery and related products. Concrete, gypsum, and plaster products. Other stone and mineral products Primary metal industries. Blast furnace and basic steel products Iron and steel foundries.	$ \begin{array}{c} 1.7\\ 3.0\\ 2.4\\ 5.1\\ 2.5\\ 2.2\\ 1.0\\ 3.1 \end{array} $	$ \begin{array}{c} 1.8\\ 3.0\\ 2.3\\ 6.0\\ 2.7\\ 2.0\\ .9\\ 2.9 \end{array} $	$ \begin{array}{c} 2.3 \\ 3.1 \\ 2.0 \\ 6.4 \\ 2.9 \\ 2.2 \\ 1.3 \\ 2.7 \end{array} $	$\begin{array}{c} 2.1 \\ 3.2 \\ 2.1 \\ 6.7 \\ 2.8 \\ 1.9 \\ .9 \\ 2.5 \end{array}$	$\begin{array}{c} 2.1 \\ 3.2 \\ 1.7 \\ 6.3 \\ 2.7 \\ 2.0 \\ 1.1 \\ 2.8 \end{array}$	$ \begin{array}{c} 1.8\\ 2.9\\ 1.6\\ 6.3\\ 2.9\\ 2.3\\ 1.1\\ 3.4 \end{array} $	$ \begin{array}{c} 1.9\\ 3.2\\ 1.2\\ 6.2\\ 2.8\\ 2.0\\ 1.0\\ 3.2 \end{array} $	$ \begin{array}{c} 1.6\\ 2.8\\ 1.3\\ 5.2\\ 2.6\\ 2.3\\ 1.7\\ 2.8 \end{array} $	$ \begin{array}{c} 1.4\\ 2.6\\ 1.6\\ 4.1\\ 2.4\\ 2.5\\ 2.0\\ 3.0 \end{array} $	$ \begin{array}{c} 1.4\\ 2.3\\ 1.7\\ 3.7\\ 2.3\\ 2.5\\ 2.1\\ 2.6 \end{array} $	$ \begin{array}{c} 1.5\\ 2.1\\ 1.8\\ 3.3\\ 2.3\\ 2.7\\ 2.4\\ 2.6\\ \end{array} $	$ \begin{array}{c} 1.3\\ 2.4\\ 1.8\\ 3.9\\ 2.4\\ 1.5\\ 3.1\\ 3.1 \end{array} $	$ \begin{array}{c} 1.6\\ 2.6\\ 1.8\\ 5.0\\ 2.3\\ 2.1\\ 1.3\\ 2.7\\ \end{array} $	$ \begin{array}{c} 1.5\\ 2.7\\ 1.5\\ 5.0\\ 2.3\\ 1.9\\ 1.3\\ 2.1\\ \end{array} $	$ \begin{array}{c} 1.6\\ 2.7\\ 1.5\\ 4.8\\ 2.4\\ 1.8\\ 1.3\\ 2.1\\ \end{array} $
Nonferrous smelting and refining Nonferrous rolling, drawing, and ex- truding Nonferrous foundries Miscellaneous primary metal industries. Fabricated metal products Metal cans	2.8 3.9 2.9 3.2 2.9 2.9 2.5	2.3 3.4 2.9 3.2 3.0 2.8	3.0 3.7 3.0 3.5 3.3 4.9	$\begin{array}{c} 3.1 \\ 3.2 \\ 2.6 \\ 2.9 \\ 3.1 \\ 4.3 \end{array}$	2.6 3.3 2.8 2.7 2.9 4.7	$ \begin{array}{c} 2.9\\ 4.1\\ 3.2\\ 3.4\\ 3.1\\ 4.0 \end{array} $	2.3 3.4 2.9 2.8 2.9 3.5	2.2 3.8 2.9 2.9 2.8 3.4	2.3 3.6 2.9 3.3 2.6 3.0	2.5 3.3 3.0 3.0 2.6 2.9	2.7 3.5 3.0 3.0 2.6 2.5	2.3 3.9 3.3 3.3 3.0 3.0	2.6 3.5 2.8 2.8 2.9 2.9 2.8	$2.5 \\ 3.1 \\ 2.3 \\ 2.3 \\ 2.4 \\ 3.2$	3.0 2.4 2.3 2.3 2.6 2.8
Cutlery, hand tools, and general hard- ware	3.2	2.4	2.5	2.1	2.3	2.9	2.8	2.3	2.0	2.0	2.3	3.5	2.9	2.0	2.1
Heating equipment and plumoing na- tures. Fabricated structural metal products. Screw machine products, bolts, etc Metal stampings. Coating, engraving, and allied services. Miscellaneous fabricated wire products.	$ \begin{array}{c} 1.7\\ 2.5\\ 3.6\\ 3.5\\ 3.6\\ 2.9 \end{array} $	2.5 2.6 3.6 3.8 3.6 3.1	$\begin{array}{c} 2.5 \\ 3.0 \\ 4.2 \\ 4.1 \\ 3.6 \\ 3.2 \end{array}$	$\begin{array}{c} 2.2 \\ 3.0 \\ 3.6 \\ 3.7 \\ 3.1 \\ 3.0 \end{array}$	$ \begin{array}{c} 1.9\\ 2.8\\ 3.6\\ 3.2\\ 2.8\\ 2.7 \end{array} $	$2.2 \\ 2.8 \\ 4.0 \\ 3.4 \\ 3.7 \\ 3.1$	$ \begin{array}{c} 1.6\\ 2.6\\ 3.8\\ 3.6\\ 3.3\\ 2.9 \end{array} $	$ \begin{array}{c} 1.4\\ 2.3\\ 4.0\\ 3.3\\ 3.6\\ 3.0 \end{array} $	1.42.04.13.43.02.9	$1.4 \\ 2.0 \\ 4.4 \\ 3.2 \\ 3.1 \\ 2.9$	$1.3 \\ 2.0 \\ 4.3 \\ 3.1 \\ 3.1 \\ 3.0$	$1.5 \\ 2.2 \\ 4.2 \\ 3.7 \\ 3.5 \\ 3.2$	$1.7 \\ 2.4 \\ 3.5 \\ 3.7 \\ 3.4 \\ 3.2$	$ \begin{array}{r} 1.5 \\ 2.3 \\ 2.6 \\ 2.9 \\ 2.8 \\ 2.7 \\ \end{array} $	$1.4 \\ 2.4 \\ 2.5 \\ 3.7 \\ 2.7 \\ 2.6$
Miscentaneous fabricated metal prod- ucts	$2.6 \\ 2.8 \\ 1.9 \\ 1.6 \\ 2.2$	$2.7 \\ 2.9 \\ 1.9 \\ 1.8 \\ 2.5$	$2.7 \\ 3.0 \\ 2.3 \\ 2.1 \\ 2.7$	$2.5 \\ 3.0 \\ 2.3 \\ 1.9 \\ 2.8$	$\begin{array}{c} 2.2 \\ 3.2 \\ 2.1 \\ 1.7 \\ 3.0 \end{array}$	$2.7 \\ 3.4 \\ 2.3 \\ 2.1 \\ 2.9$	$2.6 \\ 3.3 \\ 2.5 \\ 2.2 \\ 2.8$	2.6 3.3 2.7 2.5 2.8	$2.4 \\ 3.2 \\ 2.4 \\ 2.7 \\ 2.7 \\ 2.7$	$2.5 \\ 3.1 \\ 2.3 \\ 2.5 \\ 2.5 \\ 2.5$	$2.5 \\ 2.9 \\ 1.6 \\ 2.1 \\ 2.3$	$2.5 \\ 3.1 \\ 2.2 \\ 1.7 \\ 2.4$	$2.6 \\ 2.8 \\ 1.8 \\ 1.5 \\ 2.1$	$2.3 \\ 2.5 \\ 1.7 \\ 1.6 \\ 1.9$	$1.9 \\ 2.7 \\ 1.8 \\ 1.9 \\ 1.8$
Special industry machinery General industrial machinery	$\begin{array}{c} 4.4 \\ 3.3 \\ 2.4 \end{array}$	$\begin{array}{c} 4.1 \\ 3.3 \\ 2.6 \end{array}$	4.2 3.6 2.6	4.5 3.3 2.7	$\begin{array}{c} 4.9\\ 3.4\\ 3.0\end{array}$	5.2 3.8 3.2	5.3 3.5 2.9	5.4 3.6 2.9	5.0 3.6 2.8	$\begin{array}{c} 4.7 \\ 3.5 \\ 2.8 \end{array}$	$\begin{array}{c} 4.2 \\ 3.2 \\ 2.7 \end{array}$	$\begin{array}{c} 4.3 \\ 3.8 \\ 3.0 \end{array}$	3.7 3.2 2.6	$3.4 \\ 2.8 \\ 2.0$	$4.3 \\ 3.3 \\ 2.1$
chines	$ \begin{array}{c} 1.5\\ 1.8\\ 4.3\\ 2.2\\ 2.4\\ 1.9\\ 2.0\\ 1.6\\ 2.3\\ 1.9 \end{array} $	$1.4 \\ 1.8 \\ 4.3 \\ 2.3 \\ 2.3 \\ 2.3 \\ 1.8 \\ 2.1 \\ 2.2 \\ 2.5 \\ 1.9 $	1.42.04.42.52.42.32.12.42.63.02.1	$\begin{array}{c} 1.3\\ 2.1\\ 4.1\\ 2.0\\ 2.1\\ 2.2\\ 1.8\\ 2.4\\ 2.3\\ 1.9\end{array}$	$ \begin{array}{c} 1.6\\2.5\\4.2\\2.0\\2.2\\2.1\\2.0\\1.6\\2.0\\1.8\\1.8\end{array} $	$ \begin{array}{c} 1.5\\ 3.0\\ 4.0\\ 2.3\\ 2.2\\ 2.6\\ 2.0\\ 1.9\\ 2.5\\ 2.2\\ 2.2\\ 2.2 \end{array} $	$\begin{array}{c} 1.5\\ 2.2\\ 4.0\\ 2.1\\ 1.9\\ 2.4\\ 1.6\\ 1.7\\ 1.6\\ 2.5\\ 2.1\end{array}$	$\begin{array}{c ccccccccccccccccccccccccccccccccccc$	$\begin{array}{c} 1.5\\ 1.9\\ 4.0\\ 2.1\\ 1.6\\ 2.3\\ 1.5\\ 1.8\\ 1.3\\ 2.7\\ 2.2 \end{array}$	$\begin{array}{c} 1.8\\ 1.6\\ 4.0\\ 2.1\\ 1.6\\ 2.0\\ 1.7\\ 1.7\\ 1.6\\ 2.7\\ 2.1\end{array}$	$\begin{array}{c} 2.1 \\ 1.6 \\ 3.9 \\ 2.2 \\ 1.5 \\ 2.0 \\ 1.6 \\ 1.6 \\ 1.8 \\ 2.9 \\ 2.2 \end{array}$	$\begin{array}{c} 2.4 \\ 1.8 \\ 4.1 \\ 2.5 \\ 2.2 \\ 2.3 \\ 2.1 \\ 2.1 \\ 2.2 \\ 3.1 \\ 2.3 \end{array}$	$\begin{array}{c} 2.7\\ 1.5\\ 3.8\\ 2.4\\ 2.0\\ 2.3\\ 2.2\\ 2.1\\ 1.9\\ 2.8\\ 2.5\end{array}$	$\begin{array}{c} 2.2\\ 1.6\\ 3.5\\ 1.9\\ 1.8\\ 1.9\\ 1.9\\ 1.6\\ 1.6\\ 2.1\\ 1.9\end{array}$	$\begin{array}{c} 1.9\\ 1.9\\ 3.4\\ 1.9\\ 1.9\\ 1.8\\ 1.6\\ 1.7\\ 1.4\\ 2.5\\ 1.6\end{array}$
Miscellaneous electrical equipment and supplies	$\begin{array}{c} 3.6\\ 4.6\\ 6.1\\ 3.3\\ 3.1\\ 1.3\\ 2.0\\ 2.6\\ 3.0\end{array}$	$\begin{array}{c} 3.5\\ 3.9\\ 4.9\\ 3.2\\ 2.9\\ 1.7\\ 2.7\\ 2.5\\ 2.8\end{array}$	$\begin{array}{c} 2.9\\ 3.6\\ 4.5\\ 3.0\\ 2.5\\ 1.7\\ 3.0\\ 2.5\\ 2.9\end{array}$	$\begin{array}{c} 2.3 \\ 3.1 \\ 3.6 \\ 2.7 \\ 3.0 \\ 2.1 \\ 3.3 \\ 2.4 \\ 2.7 \end{array}$	$\begin{array}{c} 3.1\\ 3.3\\ 4.0\\ 2.5\\ 2.8\\ 1.8\\ 2.5\\ 2.4\\ 2.7\end{array}$	$\begin{array}{c} 3.3\\ 3.3\\ 3.9\\ 2.6\\ 2.7\\ 2.5\\ 3.6\\ 2.5\\ 2.6\end{array}$	$\begin{array}{c} 3.2\\ 3.4\\ 4.0\\ 2.7\\ 2.9\\ 2.8\\ 3.5\\ 2.2\\ 2.2\end{array}$	3.0 3.0 3.4 2.5 2.6 2.7 2.8 2.3 2.0	$\begin{array}{c} 2.8\\ 2.8\\ 2.9\\ 2.8\\ 2.5\\ 2.4\\ 1.5\\ 2.3\\ 2.1\end{array}$	$\begin{array}{c} 3.0\\ 2.4\\ 2.4\\ 2.4\\ 2.4\\ 1.7\\ 1.5\\ 2.3\\ 2.5\end{array}$	$\begin{array}{c} 3.6\\ 3.1\\ 3.5\\ 2.9\\ 2.6\\ 1.8\\ .7\\ 2.5\\ 2.5\end{array}$	$\begin{array}{c ccccccccccccccccccccccccccccccccccc$	$\begin{array}{c} 3.2\\ 4.1\\ 5.4\\ 2.9\\ 3.1\\ 1.3\\ 1.7\\ 2.7\\ 2.9\end{array}$	$\begin{array}{c} 2.1\\ 2.5\\ 2.6\\ 2.4\\ 2.5\\ .9\\ 1.8\\ 2.1\\ 2.2\end{array}$	$\begin{array}{c} 1.9\\ 2.7\\ 3.2\\ 2.2\\ 2.4\\ 1.2\\ 1.7\\ 2.1\\ 2.8\end{array}$
Mechanical measuring and control de- vices Optical and ophthalmic goods	2.6	2.3 2.5	2.3 2.5	2.3 2.0	2.5 2.1	2.3 2.5	1.9 2.2	1.9 2.3	2.0 2.2	$2.1 \\ 2.1$	2.2 1.9	$2.5 \\ 2.4$	2.2 1.8	$1.9 \\ 2.0$	1.9 1.8
Surgical, medical, and dental equip- ment Photographic equipment and supplies Watches and clocks	2.2 3.5 2.0	2.4 2.7 2.1	2.5 2.7 2.1	2.5 2.5 2.0	2.4 2.6 1.6	2.3 2.8 2.3	2.1 2.9 1.7	2.5 3.2 2.1	2.2 3.5 1.8	2.3 2.9 1.8	2.5 3.5 2.1	2.6 3.9 1.5	2.8 3.9 2.4	$2.1 \\ 2.9 \\ 1.5$	2.2 2.5 1.0

See footnotes at end of table.

TABLE C-4. Average overtime hours of production workers in manufacturing, by industry 1-Continued

Industry						1962						19	61	Annaven	rage
	Nov.2	Oct.	Sept.	Aug.	July	June	May	Apr.	Mar.	Feb.	Jan.	Dec.	Nov.	1961	1960
Manufacturing-Continued															
Durable goods—Continued															
Miscellaneous manufacturing industries. Jewelry, silverware, and plated ware Toys, amusement, and sporting goods. Pens, pencils, office and art materials. Costume jewelry, buttons, and notions. Other manufacturing industries.	2.43.52.12.81.92.6	2.53.42.33.12.02.6	2.6 3.2 2.4 2.2 2.1 2.9	$2.3 \\ 2.7 \\ 1.9 \\ 2.2 \\ 2.4 \\ 2.5$	$ \begin{array}{r} 1.9 \\ 2.2 \\ 1.6 \\ 1.6 \\ 2.0 \\ 2.1 \\ \end{array} $	$2.3 \\ 2.9 \\ 2.0 \\ 1.6 \\ 3.0 \\ 2.4$	2.4 3.1 2.2 1.9 2.5 2.3	2.22.91.81.92.52.3	$2.3 \\ 3.0 \\ 2.0 \\ 1.9 \\ 2.2 \\ 2.6$	$2.2 \\ 2.1 \\ 1.9 \\ 1.7 \\ 2.0 \\ 2.6$	$2.1 \\ 2.5 \\ 1.4 \\ 1.6 \\ 2.2 \\ 2.4$	$2.7 \\ 5.2 \\ 1.8 \\ 2.9 \\ 1.8 \\ 2.8 $	2.8 4.3 2.4 2.7 2.5 3.0	$2.1 \\ 3.0 \\ 1.9 \\ 1.8 \\ 1.9 \\ 2.2$	$2.1 \\ 2.8 \\ 1.9 \\ 1.5 \\ 1.7 \\ 2.3$
Food and kindred products	3.6	3.4	3.9	3.4	3.9	3.6	3.5	3.1	3.0	2.9	31	33	34	33	2 2
Meat products Dairy products Canned and preserved food, except meats_ Grain mill products Bakery products Sugar Confectionery and related products Beverages Miscellaneous food and kindred prod-	4.5 3.3 2.1 6.5 3.3 4.6 3.1 2.5	3.8 3.2 2.3 6.9 3.1 2.9 3.3 2.5	3.8 3.7 3.4 7.0 3.7 4.9 3.4 3.2	3.1 3.4 2.6 6.9 3.3 4.4 2.6 3.1	3.9 4.0 3.5 6.9 3.4 4.6 1.7 4.0	3.8 3.8 2.5 6.5 3.4 4.7 2.0 3.3	3.9 3.6 2.5 6.2 3.1 3.9 1.9 3.2	3.3 3.3 2.3 5.4 2.8 3.6 1.7 2.6	2.9 3.0 2.1 5.1 2.9 2.6 2.1 2.6	2.7 2.9 2.3 5.6 2.7 3.2 2.1 2.3	3.4 2.9 2.0 6.0 2.5 5.8 2.1 2.1	4.0 3.0 2.0 5.9 2.8 5.0 2.6 2.4	3.9 2.9 2.3 6.1 3.0 5.8 2.6 2.3	$\begin{array}{c} 3.7\\ 3.1\\ 2.4\\ 6.2\\ 2.9\\ 4.5\\ 2.5\\ 2.8\end{array}$	3. 7 2. 9 2. 3 6. 0 2. 9 4. 2 2. 4 2. 4 2. 8
ucts	4.3	4.1	4.1	4.0	4.0	3.9	3.9	3.7	3.9	4.0	3.8	3.9	4.1	3.9	3.9
Cigarettes Cigars	$ \begin{array}{c} 1.2 \\ 1.5 \\ 1.6 \end{array} $	$1.2 \\ 1.0 \\ 1.4$	$ \begin{array}{c} 1.6 \\ 1.4 \\ 1.3 \end{array} $	1.0 .8 1.2	.6 .7 .4	.9 .9 .9	.7	.7 .5 .9	1.0 1.2 .9	.6 .5 .5	.5	1.4 1.8 1.0	1.1 1.2 1.7	$1.1 \\ 1.2 \\ 1.0$	1.0 1.1 1.0
Textile mill products. Cotton broad woven fabrics. Silk and synthetic broad woven fabrics. Weaving and finishing broad woolens. Narrow fabrics and smallwares. Knitting. Finishing textiles, except wool and knit. Floor covering. Yarn and thread. Miscellaneous textile goods.	$\begin{array}{c} 3.2\\ 3.2\\ 4.5\\ 3.3\\ 3.1\\ 2.1\\ 4.6\\ 5.1\\ 2.8\\ 3.8\end{array}$	3.2 3.1 4.4 3.4 3.4 2.3 4.2 5.0 3.1 3.5	3.0 2.8 4.2 3.7 3.2 2.3 3.7 4.7 2.8 3.4	$\begin{array}{c} 3.1\\ 3.0\\ 4.4\\ 4.1\\ 3.3\\ 2.3\\ 3.3\\ 4.9\\ 3.3\\ 3.2\end{array}$	$\begin{array}{c} 3.1 \\ 2.9 \\ 4.2 \\ 4.4 \\ 3.3 \\ 2.4 \\ 3.2 \\ 3.4 \\ 3.2 \\ 3.7 \end{array}$	$\begin{array}{c} 3.5\\ 3.1\\ 4.6\\ 5.2\\ 3.4\\ 2.5\\ 4.7\\ 3.8\\ 3.5\\ 4.2\end{array}$	$\begin{array}{c} 3.3\\ 3.3\\ 4.9\\ 3.33\\ 4.9\\ 3.33\\ 4.9\\ 3.4\\ 4.9\\ 3.4\\ 3.4\\ 3.4\\ 3.4\\ 3.4\end{array}$	$\begin{array}{c} 3.3\\ 3.4\\ 4.3\\ 4.6\\ 3.3\\ 2.2\\ 4.4\\ 3.2\\ 3.4\\ 3.0\end{array}$	$\begin{array}{c} 3.3\\ 3.5\\ 3.8\\ 4.6\\ 3.4\\ 2.1\\ 4.5\\ 3.5\\ 3.5\\ 3.5\\ 3.3\end{array}$	$\begin{array}{c} 3.3\\ 3.4\\ 4.2\\ 4.6\\ 3.2\\ 2.0\\ 4.3\\ 3.7\\ 3.4\\ 3.3\end{array}$	$\begin{array}{c} 3.2 \\ 3.4 \\ 4.2 \\ 4.0 \\ 3.3 \\ 1.8 \\ 4.1 \\ 3.4 \\ 3.2 \\ 3.4 \end{array}$	$\begin{array}{c} 3.4\\ 3.4\\ 4.6\\ 3.5\\ 2.3\\ 4.4\\ 4.9\\ 3.5\\ 3.4 \end{array}$	$\begin{array}{c} 3.6\\ 4.0\\ 4.5\\ 3.5\\ 2.6\\ 4.4\\ 5.1\\ 3.7\\ 3.6\end{array}$	2.7 2.7 3.2 3.3 2.9 2.0 3.7 3.3 2.8 2.9	2.6 2.8 3.3 3.1 2.4 1.9 3.2 2.8 2.8 2.8
Apparel and related products Mon's and boys' suits and coats Men's and boys' furnishings Women's, misses', and juniors' outer-	1.4 1.2 1.3	$1.4 \\ 1.3 \\ 1.3$	1.4 1.3 1.4	$1.5 \\ 1.2 \\ 1.6$	1.3 1.0 1.3	1.4 1.3 1.4	$1.3 \\ 1.2 \\ 1.2$	1.4 1.4 1.1	1.4 1.2 1.2	1.2 1.0 1.1	1.0 .8 .8	1.2 1.0 1.1	1.4 .9 1.2	1.1 .8 .9	1.2 1.4 1.0
Women's and children's undergar-	1.3	1.2	1.4	1.6	1.5	1.5	1.5	1.6	1.6	1.3	1.1	1.1	1.2	1.1	1.1
ments. Hats, caps, and millinery Girls' and children's outerwear. Fur goods and miscellaneous apparel Miscellaneous fabricated textile prod-	$1.7 \\ 1.2 \\ 1.0 \\ 1.3$	1.7 1.5 1.1 1.4	1.6 1.2 1.2 1.2 1.2	1.5 1.6 1.6 1.1	$1.2 \\ 1.3 \\ 1.5 \\ 1.1$	$1.1 \\ 1.2 \\ 1.5 \\ 1.1$	1.0 1.1 1.2 .9	$ \begin{array}{c} 1.3 \\ 1.8 \\ 1.4 \\ 1.1 \end{array} $	$1.4 \\ 2.2 \\ 1.4 \\ 1.2$	1.0 1.8 1.2 1.1	.9 1.4 .9 .8	1.4 1.3 .8 1.4	$2.1 \\ 1.1 \\ 1.4 \\ 1.8$	1.4 1.5 1.3 1.1	1.1 1.3 1.3 1.1
Paper and allied products Paper and pulp Paperboard	2.0 4.4 5.1 5.7	2.2 4.5 5.1 5.5	2.1 4.8 5.3 6.4	1.8 4.6 5.2 5.9	$ \begin{array}{r} 1.5 \\ 4.7 \\ 5.5 \\ 6.8 \\ \end{array} $	$ \begin{array}{r} 1.8 \\ 4.5 \\ 5.2 \\ 6.1 \end{array} $	1.7 4.4 5.4 5.4	1.4 4.3 5.2 5.7	$ \begin{array}{r} 1.5 \\ 4.3 \\ 5.2 \\ 5.7 \\ 5.7 \\ \end{array} $	1.3 4.2 5.2 5.4	1.1 4.2 5.3 5.6	$ \begin{array}{r} 1.7 \\ 4.5 \\ 5.1 \\ 5.5 \\ \end{array} $	$ \begin{array}{r} 1.8 \\ 4.6 \\ 5.3 \\ 5.6 \end{array} $	1.6 4.3 5.0 5.6	1.7 4.1 5.1 5.1
ucts	2.9	3.0	3.3	3.4	3.0	3.3	2.8	2.8	2.9	2.9	2.9	3.8	3.3	3.0	2.8
Printing, publishing, and allied industries. Newspaper publishing and printing Periodical publishing and printing Books Commercial printing Bookbinding and related industries Other publishing and printing indus-	2.8 3.0 2.7 2.8 2.9 2.3	2.8 2.7 3.8 3.0 3.0 2.4	3.1 2.8 4.4 3.6 3.2 3.2 3.2	2.9 2.5 3.4 3.6 3.0 2.7	2.7 2.4 2.6 3.4 2.8 2.4	2.6 2.6 2.6 3.3 2.7 2.1	2.8 2.8 2.3 3.9 2.9 2.5	2.7 2.4 2.5 3.6 3.0 2.4	2.8 2.0 3.3 3.8 3.2 2.4	2.6 1.8 3.0 3.7 3.0 2.2	2.5 1.8 3.4 3.2 2.7 2.0	$\begin{array}{c} 3.1 \\ 3.0 \\ 3.1 \\ 3.5 \\ 3.3 \\ 2.1 \end{array}$	2.8 2.6 3.0 3.3 3.0 1.7	2.7 2.4 3.1 3.7 2.9 2.1	2.9 2.7 3.6 3.7 3.1 2.1
Chemicals and allied products	2.6	2.7	2.7	2.8	2.6	2.4	2.2	2.5	2.5	2.7	2.6	3.0	2.7	2.5	2.6
Industrial chemicals. Plastics and synthetics, except glass. Drugs. Soap, cleaners, and toilet goods. Paints, varnishes and allied products. Agricultural chemicals. Other chemical products.	2.4 2.5 2.0 2.9 2.7 1.5 3.3 2.5	2. 0 2. 4 2. 0 2. 7 2. 8 1. 8 3. 6 2. 6	2.6 2.3 2.5 3.2 2.3 3.9 2.8	2.4 2.3 2.3 2.7 2.3 2.6 2.8	2. 6 2. 6 2. 3 2. 5 2. 4 3. 2 2. 6	2.0 2.4 2.6 2.4 2.8 2.8 3.3 3.0	2.7 2.3 2.3 2.1 2.3 3.1 7.2 2.8	2.0 2.3 2.3 2.1 2.4 2.3 6.0 2.4	$ \begin{array}{c} 2.4\\ 2.3\\ 2.3\\ 2.2\\ 2.6\\ 1.7\\ 4.4\\ 2.5 \end{array} $	2.5 2.4 2.6 2.9 1.5 3.8 2.2	2.0 2.9 2.6 2.5 2.8 1.5 2.9 2.4	2.4 2.4 2.3 2.1 2.8 1.5 3.1 2.5	2.5 2.5 2.4 2.1 3.1 1.8 2.9 2.8	2.3 2.3 2.0 1.9 2.6 1.9 3.8 2.5	2.3 2.5 2.0 1.9 2.3 1.9 4.3 2.5
Petroleum refining and related industries. Petroleum refining Other petroleum and coal products Bubber and miscelloncous plastic and	$2.5 \\ 1.9 \\ 5.0$	$2.5 \\ 1.6 \\ 5.9$	3.0 2.0 6.6	$2.2 \\ 1.3 \\ 5.9$	$2.6 \\ 1.7 \\ 6.2$	2.5 1.6 6.1	2.2 1.6 4.7	2.0 1.6 3.8	$ \begin{array}{r} 1.6 \\ 1.2 \\ 3.7 \end{array} $	$ \begin{array}{r} 1.5 \\ 1.3 \\ 2.6 \end{array} $	2.6 2.4 3.5	$ \begin{array}{r} 1.6 \\ 1.3 \\ 3.0 \end{array} $	2.2 1.8 3.7	2.0 1.5 4.5	2.0 1.4 4.5
Tires and inner tubes. Other rubber products. Miscellaneous plastic products.	3.2 3.6 3.0 3.1	3.0 3.3 2.8 3.1	3.3 3.6 3.2 3.3	3.1 3.5 2.9 3.0	3.0 3.6 2.6 3.0	3.7 4.4 3.5 3.5	3.2 3.3 3.1 3.3	2.9 2.5 2.8 3.3	2.7 2.3 2.6 3.0	2.8 2.7 2.7 2.9	3.1 3.5 3.0 2.8	3.6 4.6 3.2 3.2	3.2 3.6 2.9 3.3	2.6 2.7 2.4 2.9	2.4 2.3 2.2 2.5
Leather and leather products Leather tanning and finishing Footwear, except rubber Other leather products	$ \begin{array}{c} 1.4\\ 2.6\\ 1.0\\ 2.1 \end{array} $	1.3 2.7 .9 1.8	1.4 2.8 1.0 1.8	$ \begin{array}{c} 1.5\\ 2.8\\ 1.2\\ 1.8 \end{array} $	$ \begin{array}{c} 1.4\\ 2.3\\ 1.3\\ 1.5 \end{array} $	$ \begin{array}{r} 1.5 \\ 3.0 \\ 1.2 \\ 1.8 \\ \end{array} $	$ \begin{array}{c} 1.2\\ 2.8\\ 1.0\\ 1.3 \end{array} $	$ \begin{array}{c} 1.4\\ 2.6\\ 1.1\\ 1.7 \end{array} $	$ \begin{array}{c} 1.6\\ 2.4\\ 1.3\\ 2.0 \end{array} $	$ \begin{array}{r} 1.6 \\ 2.6 \\ 1.3 \\ 1.9 \end{array} $	$ \begin{array}{c} 1.5\\ 2.6\\ 1.3\\ 1.8 \end{array} $	$ \begin{array}{c} 1.6\\ 2.9\\ 1.2\\ 2.0 \end{array} $	$ \begin{array}{c} 1.5\\ 2.6\\ 1.0\\ 2.4 \end{array} $	1.4 2.3 1.1 1.7	1.2 2.1 1.1 1.4

either the straight, time workday or workweek or (2) they occurred on week-ends or holidays or outside regularly scheduled hours. Hours for which only shift differential, hazard, incentive, or other similar types of pre-miums were paid are excluded. ² Preliminary.

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¹ For comparability of data with those published in issues prior to December 1961, see footnote 1, table A-2. For employees covered, see footnote 1, table A-3. These series cover premium overtime hours of production and related workers during the pay period ending nearest the 15th of the month. Overtime hours are those paid for at premium rates because (1) they exceeded

Activity						19	62						1961	Anave	nual rage
	Dec. ²	Nov.2	Oct.	Sept.	Aug.	July	June	May	Apr.	Mar.	Feb.	Jan.	Dec.	1961	1960
							M	Ian-hou	rs						
Total Mining Contract construction Manufacturing	96.5 80.3 81.0 100.1	99.1 81.7 94.9 100.7	$101.7 \\83.3 \\105.3 \\102.0$	103.484.3107.7103.6	102.0 85.4 110.6 101.3	100.6 82.4 107.7 100.2	100. 8 85. 4 99. 5 101. 8	99.1 84.0 97.3 100.1	97.1 82.7 87.3 99.6	94.4 81.5 75.7 98.4	92.9 81.5 72.0 97.3	91.4 80.3 68.8 96.1	96. 6 83. 7 82. 2 99. 9	95.1 84.9 94.3 95.8	99.0 91.1 98.3 99.6
Durable goods Ordnance and accessories	100.9 131.5	101.0 129.1	101.8 127.4	102.4 128.0	99.0 127.4	99.8 123.1	102.2 122.4	101.2 123.8	100.5 124.6	98.8 123.0	97.7 122.2	96.1 121.6	99.7 125.3	93.9 118.1	99.4 111.7
Lumber and wood products, ex- cept furniture. Stone, clay, and glass products Primary metal industries. Machinery. Electrical equipment and supplies. Transportation equipment Instruments and related products Miscellaneous manufacturing in- dustries.	93.9 105.6 90.9 91.6 100.2 100.3 116.2 101.1 104.6 102.1	96.0 105.3 97.8 89.8 100.6 98.9 115.4 99.5 104.1 107.7	99.6 107.9 100.8 89.8 101.9 99.6 116.4 97.9 103.3 111.2	$\begin{array}{c} 103.1\\ 108.0\\ 102.1\\ 92.5\\ 102.7\\ 100.2\\ 116.9\\ 95.7\\ 103.0\\ 110.7 \end{array}$	105.0 107.3 103.0 90.5 99.6 9113.4 82.9 103.1 107.2	102.3 101.6 101.6 90.3 98.8 100.4 111.8 93.9 101.0 101.5	$102.7 \\ 104.5 \\ 101.3 \\ 95.2 \\ 102.6 \\ 102.8 \\ 114.5 \\ 95.2 \\ 103.1 \\ 105.1$	98. 2 102. 1 99. 2 97. 5 100. 8 101. 9 112. 2 95. 6 101. 6 102. 6	92.9 102.1 95.1 102.8 99.2 101.7 111.4 93.4 101.7 100.6	88.2 101.5 89.5 103.0 97.6 100.1 110.4 92.8 100.7 97.9	89.9 100.2 88.2 101.8 96.2 97.9 109.9 91.8 99.9 94.1	84.2 96.6 86.0 100.1 96.0 95.7 109.3 91.5 100.6 91.9	91.0 105.2 92.2 99.2 99.9 96.6 112.1 96.6 102.8 100.2	94.0 97.7 94.8 91.6 94.1 93.2 104.1 83.8 98.8 98.8	99. 2 102. 6 100. 4 98. 0 99. 9 99. 7 105. 8 92. 1 102. 8 101. 4
Nondurable goods Food and kindred products Tobacco manufactures Textile mill products Apparel and related products Paper and allied products Printing, publishing, and allied in- dustries Chemicals and allied products	99.1 93.0 89.4 93.7 103.3 104.0 105.6 102.8	100.496.295.694.4105.6104.5106.0103.5	$102.2 \\ 102.5 \\ 120.5 \\ 94.8 \\ 105.4 \\ 105.1 \\ 106.0 \\ 103.7 \\ 103.7 \\ 100.0$	105.2 110.0 133.2 94.6 107.8 106.6 106.8 104.5	104.3 106.4 104.1 95.7 109.5 106.1 105.1 104.3	100. 8 101. 8 74. 0 94. 2 102. 7 104. 1 104. 0 104. 2	101. 2 95. 9 75. 6 97. 7 105. 5 105. 8 105. 1 104. 8	98.8 91.3 75.4 96.4 103.3 103.0 104.8 105.7	98.4 89.1 76.3 95.9 105.1 102.8 105.2 105.7	97.9 86.5 79.6 95.8 106.1 102.3 105.3 103.2	96.8 86.3 85.7 94.9 102.8 100.8 103.9	96. 0 88. 3 87. 8 93. 9 96. 2 101. 0 103. 1 101. 7	100.0 93.8 99.4 97.4 102.0 104.9 107.2 102.4	98.2 96.5 94.4 93.5 99.1 102.0 104.6 100.8	99.8 98.0 97.1 96.5 101.8 102.1 104.4 101.6
Petroleum refining and related industries	81.2 111.5 99.4	82.9 111.5 96.2	83.5 112.0 93.7	86.5 112.0 97.0	88.4 109.2 101.7	90.7 106.8 99.5	90.2 112.3 100.6	88.4 108.2 95.3	87.5 105.9 96.4	85.4 105.5 99.9	85.5 104.4 100.2	87.7 105.4 101.0	83.2 108.9 102.1	89.0 99.5 97.4	93.5 101.5 97.5
]	Payrolls							
Mining Contract construction Manufacturing	114.8	88.3 112.0 115.0	90. 2 123. 9 115. 7	92. 0 127. 0 117. 4	$92.2 \\ 128.5 \\ 113.6$	88.8 124.8 113.2	92.0 114.0 115.1	90.3 111.6 113.2	89.7 101.2 112.6	88.7 87.6 110.9	88. 4 82. 4 109. 5	87. 8 81. 3 108. 5	90. 5 95. 9 112. 3	89.9 106.4 105.2	95.2 106.9 106.6

¹ For comparability of data with those published in issues prior to December 1961, see footnote 1, table A-2. For mining and manufacturing, data refer to production and related workers

and for contract construction, to construction workers, as defined in footnote 1, table A-3. ² Preliminary.

TABLE C-6. Gross and spendable average weekly earnings of production workers in manufacturing¹ [In current and 1957-59 dollars]

Item						1962						19	961	Anave	nual rage
	Nov.2	Oct.	Sept.	Aug.	July	June	May	Apr.	Mar.	Feb.	Jan.	Dec.	Nov.	1961	1960
Manufacturing															
Gross average weekly earnings: Current dollars	\$97.36 91.85	\$96.72 91.25	\$97.68 92.06	\$95.75 90.76	\$96. 80 91. 75	\$97.27 92.37	\$96.80 92.02	\$96.56 91.79	\$95. 91 91. 34	\$95.20 90.84	\$94.88 90.79	\$96.63 92.47	\$95.82 91.61	\$92.34 88.62	\$89.72 87.02
Unrent dollars 1957-59 dollars Worker with 3 dependents:	78.50 74.06	77.99 73.58	78.76 74.23	77.21 73.18	78.05 73.98	78. 43 74. 48	78.05 74.19	77.86 74.01	$77.34 \\ 73.66$	76.77 73.25	$76.51 \\ 73.22$	78.04 74.68	77.39 73.99	74.60 71.59	72. 57 70. 39
Current dollars 1957-59 dollars	86.19 81.31	85.66 80.81	86. 45 81. 48	84. 87 80. 45	85.73 81.26	86.11 81.78	85.73 81.49	85. 53 81. 30	85.00 80.95	84.41 80.54	84.15 80.53	85.70 82.01	85.03 81.29	82.18 78.87	80.11 77.70

 1 For comparability of data with those published in issues prior to December 1961, see footnote 1, table A-2. For employees covered, see footnote 1, table A-3. Spendable average weekly earnings are based on gross average weekly earnings as published in table C-1 less the estimated amount of the workers' Federal social security and income tax liability. Since the amount of tax liability depends on the number of dependents supported by the worker as well as on the level of his gross income, spendable earnings have been com-

puted for 2 types of income receivers: (1) A worker with no dependents, and (2) a worker with 3 dependents. The earnings expressed in 1957-59 dollars have been adjusted for changes in purchasing power as measured by the Bureau's Consumer Price Index. ² Preliminary.

NOTE: These series are described in "The Calculation and Uses of the Spendable Earnings Series," 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

[1957 - 59 = 100]

Group						19	32						1961	Anraver	nual rage
anap	Dec.	Nov.	Oct.	Sept.	Aug.	July	June	May	Apr.	Mar.	Feb.	Jan.	Dec.	1961	1960
All items	105.8	106.0	106.0	106.1	105.5	105.5	105.3	105.2	105.2	105.0	104.8	104.5	104.5	105.4	104.2
Food ² Food at home Cereals and bakery products Meats, poultry, and fish Dairy products Fruits and vegetables Other foods at home ³	$\begin{array}{c} 103.5\\101.9\\108.2\\102.5\\103.9\\100.2\\97.2 \end{array}$	$\begin{array}{c} 104.\ 1\\ 102.\ 6\\ 108.\ 4\\ 103.\ 5\\ 104.\ 2\\ 102.\ 1\\ 97.\ 2 \end{array}$	$\begin{array}{c} 104.\ 3\\ 102.\ 9\\ 108.\ 0\\ 104.\ 1\\ 104.\ 3\\ 102.\ 0\\ 98.\ 1 \end{array}$	$\begin{array}{c} 104.8\\ 103.5\\ 107.9\\ 106.3\\ 104.2\\ 102.2\\ 97.8 \end{array}$	$\begin{array}{c} 103.\ 8\\ 102.\ 3\\ 107.\ 8\\ 102.\ 6\\ 103.\ 9\\ 105.\ 2\\ 95.\ 2 \end{array}$	$\begin{array}{c} 103.8\\ 102.4\\ 107.9\\ 100.8\\ 103.5\\ 109.9\\ 94.1 \end{array}$	$\begin{array}{c} 103.5\\102.1\\107.4\\99.7\\102.7\\111.9\\93.4\end{array}$	$\begin{array}{c} 103.\ 2\\ 101.\ 9\\ 107.\ 5\\ 99.\ 6\\ 103.\ 0\\ 109.\ 4\\ 94.\ 4 \end{array}$	$\begin{array}{c} 103.\ 4\\ 102.\ 1\\ 107.\ 3\\ 100.\ 1\\ 103.\ 7\\ 108.\ 6\\ 95.\ 1\end{array}$	$\begin{array}{c} 103.\ 2\\ 101.\ 9\\ 107.\ 3\\ 100.\ 6\\ 105.\ 0\\ 104.\ 4\\ 96.\ 1 \end{array}$	$\begin{array}{c} 103.\ 1\\ 101.\ 9\\ 107.\ 1\\ 100.\ 6\\ 105.\ 1\\ 102.\ 9\\ 97.\ 4 \end{array}$	$\begin{array}{c} 102.\ 5\\ 101.\ 2\\ 106.\ 6\\ 99.\ 8\\ 105.\ 6\\ 100.\ 6\\ 97.\ 2 \end{array}$	$\begin{array}{c} 102.\ 0\\ 100.\ 6\\ 106.\ 3\\ 98.\ 5\\ 105.\ 6\\ 99.\ 8\\ 97.\ 1\end{array}$	$\begin{array}{c} 103.\ 6\\ 102.\ 2\\ 107.\ 6\\ 101.\ 7\\ 104.\ 1\\ 105.\ 0\\ 96.\ 1 \end{array}$	$ \begin{array}{r} 102.6 \\ 101.5 \\ 105.4 \\ 99.3 \\ 104.8 \\ 104.2 \\ 97.6 \\ \end{array} $
Housing 4. Rent. Gas and electricity. Solid and petroleum fuels. Household operation. Household operation.	$\begin{array}{c} 105.\ 2\\ 106.\ 2\\ 108.\ 1\\ 104.\ 8\\ 98.\ 6\\ 108.\ 1 \end{array}$	$\begin{array}{c} 105.\ 1\\ 106.\ 2\\ 108.\ 1\\ 103.\ 6\\ 98.\ 7\\ 107.\ 8 \end{array}$	$\begin{array}{c} 105.\ 0\\ 106.\ 1\\ 108.\ 0\\ 102.\ 4\\ 98.\ 8\\ 107.\ 6\end{array}$	$\begin{array}{c} 104.\ 9\\ 105.\ 9\\ 108.\ 0\\ 101.\ 3\\ 98.\ 7\\ 107.\ 6\end{array}$	$104.8 \\ 105.8 \\ 108.0 \\ 100.1 \\ 98.5 \\ 107.4$	$\begin{array}{c} 104.8\\ 105.7\\ 108.0\\ 99.7\\ 99.0\\ 107.5 \end{array}$	$104.8 \\ 105.6 \\ 107.7 \\ 99.4 \\ 99.1 \\ 107.4$	$104.7 \\ 105.5 \\ 107.7 \\ 100.1 \\ 99.0 \\ 107.4$	$104. \ 6 \\ 105. \ 4 \\ 107. \ 8 \\ 102. \ 4 \\ 99. \ 3 \\ 107. \ 1$	$\begin{array}{c} 104.\ 6\\ 105.\ 3\\ 107.\ 9\\ 103.\ 6\\ 99.\ 5\\ 107.\ 1\end{array}$	$\begin{array}{c} 104.\ 6\\ 105.\ 2\\ 107.\ 9\\ 104.\ 0\\ 99.\ 3\\ 106.\ 9\end{array}$	$104.\ 4\\105.\ 1\\107.\ 8\\103.\ 9\\98.\ 7\\106.\ 5$	$\begin{array}{c} 104.\ 4\\ 105.\ 0\\ 107.\ 8\\ 102.\ 8\\ 99.\ 2\\ 106.\ 4 \end{array}$	$104.8 \\ 105.7 \\ 107.9 \\ 102.1 \\ 98.9 \\ 107.4$	103.9 104.4 107.9 101.6 99.5 105.9
Apparel Men's and boys' Women's and girls' Footwear Other apparel ⁵	$\begin{array}{c} 103.\ 9\\ 104.\ 3\\ 101.\ 5\\ 109.\ 9\\ 101.\ 3\end{array}$	$104. \ 3 \\ 104. \ 3 \\ 102. \ 5 \\ 109. \ 7 \\ 101. \ 1$	$\begin{array}{c} 104.9\\ 104.2\\ 104.0\\ 109.6\\ 101.6\end{array}$	$\begin{array}{c} 104.\ 6\\ 104.\ 0\\ 103.\ 6\\ 109.\ 5\\ 101.\ 2 \end{array}$	$\begin{array}{c} 102.\ 5\\ 102.\ 9\\ 99.\ 9\\ 109.\ 3\\ 100.\ 3 \end{array}$	$\begin{array}{c} 102.\ 9\\ 103.\ 2\\ 100.\ 4\\ 109.\ 2\\ 100.\ 8 \end{array}$	$\begin{array}{c} 102.\ 8\\ 103.\ 1\\ 100.\ 5\\ 109.\ 1\\ 100.\ 4 \end{array}$	$\begin{array}{c} 102.\ 7\\ 103.\ 1\\ 100.\ 0\\ 109.\ 1\\ 100.\ 6 \end{array}$	$\begin{array}{c} 102.\ 7\\ 102.\ 9\\ 100.\ 3\\ 109.\ 2\\ 100.\ 3\end{array}$	$\begin{array}{c} 102.\ 7\\ 102.\ 8\\ 100.\ 4\\ 109.\ 1\\ 100.\ 3 \end{array}$	102.0 102.8 99.0 108.8 99.8	$101.8 \\ 102.4 \\ 98.6 \\ 108.9 \\ 100.0$	$\begin{array}{c} 103.\ 5\\ 103.\ 1\\ 102.\ 0\\ 108.\ 8\\ 101.\ 1 \end{array}$	$\begin{array}{c} 103.\ 2\\ 103.\ 3\\ 100.\ 9\\ 109.\ 3\\ 100.\ 6 \end{array}$	102.8 102.8 101.0 107.8 100.9
Transportation Private Public	$108.0 \\ 106.8 \\ 115.7$	$108.3 \\ 107.2 \\ 115.4$	$\begin{array}{c} 108.1\\ 106.9\\ 116.0\end{array}$	$107.8 \\ 106.7 \\ 115.7$	107.4 106.2 115.7	$106.8 \\ 105.4 \\ 115.6$	$107.3 \\ 106.0 \\ 115.6$	$107. \ 3 \\ 106. \ 0 \\ 115. \ 6$	$107.2 \\ 106.0 \\ 115.6$	$105.9 \\ 104.6 \\ 114.9$	$106.0 \\ 104.7 \\ 114.8$	$106.0 \\ 104.8 \\ 114.7$	$106.0 \\ 104.9 \\ 114.1$	$107.\ 2\\105.\ 9\\115.\ 4$	105.0 104.0 111.7
Medical care	115.3	115.0	114.9	114.7	114.6	114.6	114.4	114.1	113.9	113.6	113.0	112.6	112.5	114.2	111.3
Personal care	107.6	107.1	106.9	106.8	106.8	106.8	106.1	106.4	106.3	105.9	105.8	105.6	105.2	106.5	104.6
Reading and recreation	110.0	110.1	109.5	110.0	110.3	110.0	109.2	109.5	109.4	109.2	109.1	108.5	108.2	109.6	107.2
Other goods and services	105.6	105.6	105.6	105.6	105.5	105.6	105.2	105.1	105.1	105.1	105.0	104.9	104.9	105.3	104.6
Special groups: All items less foodAll items less shelterAll commodities less foodAll commodities less food	106.7 105.8 103.4	$106.7 \\ 106.0 \\ 103.5$	106.7 106.1 103.6	$106.6 \\ 106.1 \\ 103.4$	$106.2 \\ 105.5 \\ 102.6$	106.1 105.4 102.5	$106.1 \\ 105.3 \\ 102.6$	106. 0 105. 2 102. 6	106.0 105.2 102.8	$105.7 \\ 105.0 \\ 102.4$	105.5 104.8 102.2	105.3 104.4 102.0	105.5 104.4 102.6	$106.\ 1\\105.\ 4\\102.\ 8$	104. 8 104. 2 102. 1
All commodities Nondurables 6 Nondurables less food Nondurables less food and apparel Durables ? Durables less cars	$\begin{array}{c} 103.\ 6\\ 104.\ 0\\ 104.\ 6\\ 105.\ 1\\ 101.\ 7\\ 98.\ 6\end{array}$	$\begin{array}{c} 103. \ 9\\ 104. \ 2\\ 104. \ 4\\ 104. \ 5\\ 102. \ 2\\ 98. \ 6\end{array}$	$\begin{array}{c} 104.\ 0\\ 104.\ 4\\ 104.\ 6\\ 104.\ 5\\ 102.\ 0\\ 98.\ 6\end{array}$	$\begin{array}{c} 104.\ 1\\ 104.\ 7\\ 104.\ 6\\ 104.\ 6\\ 101.\ 6\\ 98.\ 6\end{array}$	$\begin{array}{c} 103.\ 2\\ 103.\ 5\\ 103.\ 2\\ 103.\ 7\\ 101.\ 7\\ 98.\ 7\end{array}$	$103.1 \\ 103.5 \\ 103.3 \\ 103.5 \\ 101.5 \\ 98.7$	$\begin{array}{c} 103.\ 1\\ 103.\ 4\\ 103.\ 4\\ 103.\ 8\\ 101.\ 6\\ 98.\ 8\end{array}$	$\begin{array}{c} 103.\ 0\\ 103.\ 2\\ 103.\ 5\\ 104.\ 0\\ 101.\ 5\\ 98.\ 9\end{array}$	$\begin{array}{c} 103.\ 1\\ 103.\ 5\\ 103.\ 8\\ 104.\ 4\\ 101.\ 4\\ 98.\ 9\end{array}$	$\begin{array}{c} 102.\ 8\\ 103.\ 2\\ 103.\ 5\\ 104.\ 0\\ 100.\ 9\\ 99.\ 0 \end{array}$	$\begin{array}{c} 102.\ 7\\ 103.\ 1\\ 103.\ 3\\ 104.\ 1\\ 100.\ 8\\ 99.\ 0 \end{array}$	$\begin{array}{c} 102.\ 3\\ 102.\ 6\\ 102.\ 9\\ 103.\ 6\\ 100.\ 8\\ 98.\ 7\end{array}$	$\begin{array}{c} 102.\ 4\\ 102.\ 6\\ 103.\ 6\\ 103.\ 6\\ 101.\ 1\\ 98.\ 8\end{array}$	$\begin{array}{c} 103.\ 2\\ 103.\ 6\\ 103.\ 8\\ 104.\ 2\\ 101.\ 5\\ 98.\ 8\end{array}$	102. 4 102. 8 103. 2 103. 3 100. 5 98. 9
All services ⁸ All services less rent Household operation services.	110.1 110.8	110.0 110.6	109.8 110.5	109.8 110.5	109.9 110.6	109.8 110.5	$109.5 \\ 110.2$	109.4 110.1	$109.2 \\ 109.8$	109.0 109.6	108.9 109.5	108.7 109.3	108.5 109.1	$109.5 \\ 110.2$	107.6 108.3
gas, and electricity Transportation services Medical care services Other services	$109.1 \\ 110.9 \\ 118.2 \\ 109.3$	108.8 110.7 118.0 109.3	108.7 110.8 117.8 109.1	$108.6 \\ 110.5 \\ 117.5 \\ 109.3$	$108.5 \\ 111.7 \\ 117.3 \\ 109.3$	$108.6 \\ 111.7 \\ 117.2 \\ 109.1$	$108.5 \\ 111.5 \\ 116.9 \\ 108.7$	$108.4 \\ 111.5 \\ 116.6 \\ 108.7$	$108.2 \\ 111.5 \\ 116.2 \\ 108.2$	$108.2 \\ 111.3 \\ 115.8 \\ 108.0$	$108.1 \\ 111.2 \\ 115.5 \\ 107.9$	$107.9 \\ 110.7 \\ 115.1 \\ 107.9$	$107.7 \\ 110.4 \\ 114.7 \\ 107.7$	$108.5 \\ 111.2 \\ 116.8 \\ 108.7$	107.2 109.5 113.1 106.8

*The Consumer Price Index for December 1962 calculated from a 1947-49

*The Consumer Price Index for December 1962 calculated from a 1947-49 =100 base was 129.8. 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, beverage(s 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 food, house paint, solid fuels, fuel oil, textile housefurnishings, household paper, electric light bulbs, laundry soap and detergents, appared

(except shoe repairs) gasoline, motor oil, prescriptions and drugs, toilet goods, nondurable toys, newspapers, cigarettes, cigars, beer, and whiskey. ⁷ 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. ⁸ Includes rent, home purchase, real estate taxes, mortgage, interest, prop-erty insurance, repainting garage, repainting rooms, reshingling roof, re-finishing 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, thospitalization and surgical insurance, barber and beauty shop services, television repairs and motion picture admissions. shop services, television repairs and motion picture admissions.

TABLE D-2.	Consumer	Price	Index	1—All	items	and	food	indexes,	by	ci	ty
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[1957 - 59 = 100]

City						1	962						1961	Ann aver	nual rage	1962 (1947- 49=100)
	Dec.	Nov.	Oct.	Sept.	Aug.	July	June	May	Apr.	Mar.	Feb.	Jan.	Dec.	1961	1960	Dec.
								All Ite	ms							
All-city average 2	105.8	106.0	106.0	106.1	105.5	105.5	105.3	105.2	105. 2	105.0	104.8	104.5	104.5	104.2	103.1	129.8
Atlanta, Ga Baltimore, Md Boston, Mass Chicago, Ill Cincinnati, Ohio	104.5105.7(3)104.7104.0	(2) (2) (2) 105.0 (3)	(3) (3) 108.2 105.0 (3)	$104.7 \\ 106.0 \\ (^3) \\ 105.2 \\ 104.3$	(3) (3) (3) 104.4 (3)	(3) (3) 107.2 104.5 (3)	$104. 0 \\ 104. 8 \\ (^3) \\ 104. 5 \\ 103. 3$	(3) (3) (3) 104.6 (3)	(3) (3) 107.1 104.8 (3)	103.7104.6(3)104.5103.3	(3) (3) (3) 104.4 (3)	$(3) \\ (3) \\ 106.2 \\ 103.8 \\ (3) $	103. 4104. 4(3)103. 8102. 6	$103.\ 2\\104.\ 4\\105.\ 1\\103.\ 6\\102.\ 6$	$102.7 \\ 103.4 \\ 103.6 \\ 103.0 \\ 102.2$	$ \begin{array}{c} 129.4\\ 131.2\\ (^3)\\ 132.0\\ 126.6 \end{array} $
Cleveland, Ohio Detroit, Mich Houston, Tex Kansas City, Mo Los Angeles, Calif	(3) 102. 5 (3) (3) 107. 2	$103.7102.6104.5{}^{(3)}107.1$	(3) 102.8 (3) 107.1 107.2	(3) 102.8 (3) 107.2	$103.8 \\ 102.3 \\ 104.6 \\ {}^{(3)} \\ 106.6$	(3) 101. 9 (3) 106. 0 106. 8	(3) 101. 8 (3) (3) 107. 0	$103.5102.0104.7{}^{(3)}106.9$	(3) 102. 2 (3) 105. 7 106. 3	(3) 102. 0 (3) (3) 106. 1	$103.1 \\ 102.0 \\ 104.5 \\ {}^{(3)}_{(3)} \\ 105.7$	(3) 101. 1 (3) 105. 2 105. 7	(3) 100. 9 (3) (3) 105. 8	$\begin{array}{c} 103.\ 2\\ 101.\ 9\\ 102.\ 6\\ 104.\ 5\\ 105.\ 4 \end{array}$	$\begin{array}{c} 102.\ 3\\ 101.\ 3\\ 102.\ 1\\ 103.\ 1\\ 104.\ 1 \end{array}$	(3) 126. 4 (3) (3) 133. 7
Minneapolis, Minn New York, N.Y Philadelphia, Pa Pittsburgh, Pa Portland, Oreg	(3) 106.9 105.7 (3) (3)	$(3) \\ 107.1 \\ 105.8 \\ (3) \\ $	$\begin{array}{c} 105. \ 9 \\ 107. \ 2 \\ 105. \ 8 \\ 106. \ 3 \\ 105. \ 3 \end{array}$	(3) 107. 3 106. 0 (3) (3)	(3) 106. 6 105. 2 (3) (3)	$105.7 \\ 106.4 \\ 105.3 \\ 106.0 \\ 104.8$	$({}^3)$ 105. 8 104. 9 $({}^3)$ $({}^3)$	(3) 105. 7 104. 7 (3) (3)	$\begin{array}{c} 105.5\\ 106.0\\ 105.1\\ 105.7\\ 103.9 \end{array}$	(3) 105. 9 105. 0 (3) (3)	(3) 105. 9 105. 0 (3) (3)	$104.\ 3\\105.\ 6\\104.\ 5\\105.\ 2\\103.\ 8$	(3) 105.3 104.8 (3) (3)	$104.2 \\104.8 \\104.4 \\105.0 \\104.1$	$\begin{array}{c} 103.1\\ 103.9\\ 103.2\\ 104.1\\ 102.9 \end{array}$	(3) 128.8 129.8 (3) (3)
St. Louis, Mo San Francisco, Calif Scranton, Pa Seattle, Wash Washington, D.C	$106. 0 \\ 107. 8 \\ {}^{(3)} \\ {}^{(3)} \\ {}^{(3)} \\ {}^{(3)}$	(3) (3) 106. 5 107. 0 105. 3	(3) (3) (3) (3) (3)	$105. \ 6 \\ 107. \ 5 \\ (^3) \\ (^3) \\ (^2) \end{cases}$	(3) (3) 106.0 106.7 104.8	(3) (3) (3) (3) (3)	$104. \ 4 \\ 107. \ 5 \\ (3) \\ (3) \\ (3) \\ (3)$	$(3) \\ (3) \\ 105.7 \\ 106.3 \\ 104.2$	(3) (3) (3) (3) (3)	104. 8 107. 3 (³) (³) (³)	(3) (3) 105.5 105.9 104.0	(3) (3) (3) (3) (3)	104. 4 106. 5 (³) (³) (³)	$103.9 \\ 105.8 \\ 104.1 \\ 104.9 \\ 103.7$	$102. 4 \\ 104. 5 \\ 102. 5 \\ 103. 3 \\ 102. 2$	131. 5 136. 8 (³) (³) (³)
								Food	1							
All-city average 2	103.5	104.1	104.3	104.8	103.8	103.8	103.5	103.2	103.4	103. 2	103.1	102.5	102.0	102.6	101.4	
Atlanta, Ga Baltimore, Md Boston, Mass Chicago, Ill Cincinnati, Ohio	$102.7 \\ 103.4 \\ 105.7 \\ 104.3 \\ 101.7$	$103.1 \\ 103.6 \\ 106.4 \\ 105.7 \\ 102.8$	$103.9 \\ 104.2 \\ 105.7 \\ 105.7 \\ 103.0$	$104.3 \\ 104.5 \\ 105.7 \\ 106.7 \\ 103.7$	103. 4104. 2105. 0105. 8102. 2	$102.9 \\103.4 \\104.3 \\105.7 \\102.4$	$103.0 \\ 103.0 \\ 104.2 \\ 105.2 \\ 101.5$	$103.1 \\ 102.7 \\ 103.7 \\ 104.6 \\ 101.2$	$\begin{array}{c} 102.7\\ 102.7\\ 103.5\\ 105.6\\ 101.5\end{array}$	$102.5 \\ 102.4 \\ 104.0 \\ 105.2 \\ 101.3$	$102. 2 \\102. 8 \\103. 3 \\105. 2 \\101. 0$	$101.8 \\ 102.5 \\ 103.5 \\ 103.8 \\ 100.3$	$101.3 \\ 102.0 \\ 102.5 \\ 102.9 \\ 100.8$	$101.8 \\ 102.4 \\ 102.4 \\ 103.2 \\ 101.8$	$101. 1 \\ 101. 0 \\ 101. 4 \\ 101. 9 \\ 100. 9$	
Cleveland, Ohio Detroit, Mich Houston, Tex Kansas City, Mo Los Angeles, Calif	$100.8 \\ 100.6 \\ 102.4 \\ 103.2 \\ 105.6$	$101.3 \\ 101.6 \\ 102.8 \\ 104.4 \\ 105.3$	$\begin{array}{c} 101.\ 7\\ 101.\ 5\\ 103.\ 6\\ 104.\ 5\\ 105.\ 6\end{array}$	102. 4101. 6104. 0105. 1105. 9	$101.5 \\100.8 \\102.9 \\104.2 \\104.7$	$101. 4 \\ 101. 2 \\ 103. 1 \\ 103. 7 \\ 105. 0$	$101. 2 \\100. 9 \\102. 2 \\103. 0 \\106. 1$	$101.1 \\ 101.4 \\ 103.1 \\ 102.6 \\ 106.2$	$100. \ 6 \\ 101. \ 2 \\ 102. \ 9 \\ 101. \ 8 \\ 105. \ 4$	$100. 4 \\ 100. 9 \\ 102. 9 \\ 103. 1 \\ 105. 5$	$\begin{array}{c} 100.\ 1\\ 100.\ 8\\ 102.\ 9\\ 102.\ 5\\ 105.\ 2 \end{array}$	$\begin{array}{r} 99.\ 2\\ 100.\ 5\\ 102.\ 1\\ 101.\ 9\\ 105.\ 2 \end{array}$	$99.0 \\ 99.8 \\ 101.4 \\ 101.0 \\ 104.4$	$100.9 \\ 101.4 \\ 101.3 \\ 101.9 \\ 104.5$	$100.8 \\ 100.1 \\ 100.0 \\ 100.2 \\ 103.7$	
Minneapolis, Minn New York, N.Y Philadelphia, Pa Pittsburgh, Pa Portland, Oreg	$100.8 \\ 104.9 \\ 103.0 \\ 101.7 \\ 103.9$	$100.9 \\ 105.8 \\ 103.5 \\ 102.5 \\ 104.1$	$101.5 \\ 106.3 \\ 104.8 \\ 102.8 \\ 104.5$	$102.5 \\ 107.0 \\ 104.8 \\ 103.4 \\ 104.8$	$\begin{array}{c} 101.8\\ 105.7\\ 103.6\\ 102.5\\ 103.4 \end{array}$	$102.5 \\ 104.8 \\ 103.8 \\ 102.4 \\ 103.6$	$\begin{array}{c} 102.\ 3\\ 103.\ 7\\ 102.\ 6\\ 102.\ 5\\ 104.\ 2 \end{array}$	$\begin{array}{c} 102.4\\ 103.5\\ 102.3\\ 102.4\\ 104.3\end{array}$	$\begin{array}{c} 102.\ 4\\ 104.\ 5\\ 102.\ 6\\ 101.\ 7\\ 103.\ 0 \end{array}$	$101.7 \\ 104.4 \\ 102.5 \\ 102.$	$102.0 \\ 104.5 \\ 102.5 \\ 102.3 \\ 102.4$	$\begin{array}{c} 101.\ 1\\ 103.\ 8\\ 101.\ 5\\ 101.\ 7\\ 102.\ 5\end{array}$	99.9 103.0 101.4 101.0 102.4	$\begin{array}{c} 101.\ 2\\ 102.\ 9\\ 101.\ 9\\ 102.\ 3\\ 103.\ 0 \end{array}$	101. 3 102. 8 101. 1 101. 4 101. 3	
St. Louis, Mo San Francisco, Calif. Scranton, Pa Seattle, Wash Washington, D.C	104.6 105.6 102.9 105.9 101.8	$ \begin{array}{c} 104.5\\ 105.8\\ 103.6\\ 105.9\\ 102.1 \end{array} $	$103.8 \\ 105.6 \\ 104.1 \\ 105.9 \\ 103.4$	$\begin{array}{c} 104.\ 2\\ 105.\ 0\\ 103.\ 8\\ 106.\ 6\\ 103.\ 0 \end{array}$	$\begin{array}{c} 102.7\\ 104.3\\ 102.3\\ 106.0\\ 102.6\end{array}$	$102.8 \\ 105.5 \\ 103.1 \\ 106.1 \\ 102.2$	$102.3 \\ 105.9 \\ 103.5 \\ 106.5 \\ 101.1$	$\begin{array}{c} 102.3\\ 105.4\\ 103.2\\ 105.5\\ 101.5\end{array}$	$\begin{array}{c} 102.\ 2\\ 105.\ 4\\ 102.\ 9\\ 106.\ 3\\ 101.\ 6\end{array}$	$102.5 \\ 105.7 \\ 102.6 \\ 105.0 \\ 101.7$	102. 2105. 5102. 3105. 1101. 3	$\begin{array}{c} 102.\ 1\\ 104.\ 6\\ 102.\ 4\\ 104.\ 0\\ 101.\ 4 \end{array}$	101.7 104.0 100.9 104.7 100.3	$\begin{array}{c} 102. \ 0 \\ 104. \ 0 \\ 101. \ 3 \\ 104. \ 5 \\ 101. \ 6 \end{array}$	$100.3 \\ 102.6 \\ 100.0 \\ 102.5 \\ 100.7$	

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 month on a rotating cycle for 15 other cities.

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TABLE D-3. Indexes of wholesale prices,¹ by group and subgroup of commodities

[1957-59=100, unless otherwise specified] 2

Commodity group						19	62						1961	Anı Ave	rage
	Dec. ³	Nov.	Oct.	Sept.	Aug.	July	June	May	Apr.	Mar.	Feb.	Jan.	Dec.	1961 3	1960
All commodities	100.4	100.7	100.6	101.2	100.5	100.4	100.0	100.2	100.4	100.7	100.7	100.8	100.4	100.3	100.7
Farm products and processed foods	99.3	100.4	100.3	102.1	99.8	98.9	97.7	98.0	98.7	100.1	100.1	100.1	98.7	98.6	98.6
Farm products Fresh and dried fruits and vegetables Grains Plant and animal fibers Fluid milk Eggs Hay, hayseeds, and oilseeds Other farm products Processed foods Cereal and bakery products Meats, poultry, and fish. Dairy products and ice cream Canned and frozen fruits and yare.	$\begin{array}{c} 97.3\\89.2\\101.1\\96.2\\98.1\\101.8\\99.3\\108.2\\89.0\\100.9\\107.6\\99.6\\108.0\end{array}$	99.3 496.4 99.5 98.3 97.6 4102.4 112.4 106.9 90.1 101.3 4107.7 100.1 108.0	$\begin{array}{c} 98.7\\ 97.5\\ 98.5\\ 98.6\\ 97.5\\ 102.5\\ 103.1\\ 103.1\\ 89.7\\ 101.5\\ 4107.6\\ 100.0\\ 107.7 \end{array}$	$\begin{array}{c} 100.\ 6\\ 94.\ 9\\ 98.\ 6\\ 104.\ 4\\ 97.\ 4\\ 101.\ 6\\ 110.\ 7\\ 99.\ 8\\ 90.\ 8\\ 103.\ 3\\ ^{4}107.\ 6\\ 106.\ 8\\ 106.\ 0\end{array}$	97.6 90.9 98.1 98.5 98.4 100.8 98.0 105.2 89.9 101.5 4107.8 101.0 106.1	96. 5 92. 2 99. 1 95. 8 99. 3 99. 8 86. 2 105. 3 92. 5 100. 8 4107. 9 99. 0 105. 7	95. 3 98. 7 99. 9 91. 6 99. 6 97. 0 106. 3 92. 5 99. 8 4107. 6 95. 7 105. 0	96. 2 107. 1 101. 0 91. 4 98. 9 96. 7 75. 3 107. 6 93. 4 99. 6 4107. 4 95. 5 104. 5	96. 9 99. 0 98. 5 94. 1 98. 9 98. 8 91. 7 107. 4 93. 2 100. 2 108. 0 95. 6 106. 0	98.4 106.0 97.4 95.7 98.5 102.7 90.8 105.5 93.6 101.6 107.4 98.4 108.0	98. 2 104. 3 96. 7 94. 5 98. 2 104. 8 97. 5 104. 7 93. 5 101. 8 107. 3 98. 7 109. 1	97. 9 97. 0 97. 2 95. 7 98. 0 105. 3 97. 9 104. 2 93. 5 102. 0 106. 9 99. 2 109. 1	$\begin{array}{c} 95.9\\ 87.2\\ 98.4\\ 92.4\\ 98.1\\ 105.5\\ 96.0\\ 103.9\\ 94.5\\ 101.0\\ 106.1\\ 95.9\\ 110.2 \end{array}$	96. 0 93. 7 95. 6 92. 5 94. 8 103. 9 99. 0 107. 2 93. 2 100. 7 105. 1 95. 4 107. 5	96. 9 100. 6 94. 2 96. 0 93. 1 103. 2 95. 2 95. 2 92. 3 100. 0 103. 2 97. 8 105. 0
tables	$\begin{array}{c} 95.\ 7\\ 102.\ 8\\ 80.\ 2\\ 85.\ 2\\ 78.\ 6\\ 90.\ 0\\ 91.\ 8\\ 100.\ 4\\ 100.\ 7\\ 100.\ 6\\ 100.\ 7\\ 100.\ 6\\ 100.\ 7\\ 100.\ 2\\ 93.\ 7\\ 143.\ 3\\ 101.\ 6\\ 127.\ 9\end{array}$	$\begin{array}{c} 96.3\\ 102.5\\ 80.2\\ 492.2\\ 479.8\\ 88.7\\ 99.8\\ 84101.2\\ 100.8\\ 100.7\\ 100.5\\ 100.7\\ 100.1\\ 93.6\\ 130.3\\ 101.7\\ 4127.8 \end{array}$	$\begin{array}{c} 96.\ 4\\ 103.\ 0\\ 80.\ 2\\ 95.\ 2\\ 95.\ 2\\ 80.\ 9\\ 86.\ 2\\ 90.\ 9\\ 104.\ 6\\ 100.\ 8\\ 100.\ 7\\ 100.\ 5\\ 101.\ 0\\ 99.\ 6\\ 93.\ 6\\ 129.\ 5\\ 101.\ 7\\ 4121.\ 6\end{array}$	$\begin{array}{c} 96.\ 6\\ 102.\ 1\\ 82.\ 4\\ 91.\ 4\\ 76.\ 7\\ 84.\ 6\\ 92.\ 6\\ 102.\ 8\\ 101.\ 2\\ 100.\ 8\\ 100.\ 6\\ 101.\ 3\\ 99.\ 4\\ 99.\ 4\\ 99.\ 4\\ 99.\ 4\\ 101.\ 6\\ 125.\ 2\\ 101.\ 6\\ 4122.\ 1\end{array}$	$\begin{array}{c} 97.1\\ 102.7\\ 82.6\\ 89.5\\ 77.9\\ 85.2\\ 92.9\\ 101.1\\ 100.8\\ 100.6\\ 100.8\\ 100.6\\ 100.8\\ 101.7\\ 99.3\\ 94.3\\ 132.4\\ 101.8\\ 4119.4 \end{array}$	98.7 102.2 82.6 85.8 78.2 94.5 101.0 100.8 100.8 100.9 101.9 99.3 99.3 94.5 130.2 101.8 4121.6	$\begin{array}{c} 99.1\\ 102.4\\ 82.6\\ 85.7\\ 80.8\\ 88.8\\ 100.1\\ 101.8\\ 100.6\\ 100.7\\ 100.8\\ 102.0\\ 99.1\\ 94.6\\ 130.7\\ 101.5\\ 4123.9 \end{array}$	98.6 102.1 82.6 87.7 87.1 89.9 101.9 100.7 100.7 100.7 100.7 100.7 102.1 98.9 94.5 126.4 101.4 4119.7	99.0 102.3 82.6 86.2 91.4 94.9 101.9 101.2 100.8 100.9 100.5 102.4 98.6 93.7 121.6 101.3 4118.5	$\begin{array}{c} 99.3\\ 101.7\\ 82.4\\ 89.1\\ 92.9\\ 104.5\\ 102.7\\ 100.9\\ 100.8\\ 100.5\\ 102.4\\ 98.3\\ 93.5\\ 1162.3\\ 93.5\\ 1161.3\\ 4122.3 \end{array}$	99.8 101.8 82.4 88.2 93.9 106.9 103.3 102.0 101.0 100.8 100.4 102.2 98.1 93.3 113.2 101.2 4121.7	$\begin{array}{c} 99.3\\ 101.3\\ 82.4\\ 84.3\\ 96.2\\ 111.7\\ 103.4\\ 102.2\\ 101.2\\ 101.0\\ 100.3\\ 102.0\\ 97.8\\ 93.3\\ 111.5\\ 101.2\\ 4122.4 \end{array}$	$\begin{array}{c} 100.\ 4\\ 101.\ 2\\ 82.\ 6\\ 84.\ 7\\ 96.\ 0\\ 113.\ 1\\ 102.\ 3\\ 100.\ 9\\ 100.\ 9\\ 100.\ 9\\ 100.\ 9\\ 100.\ 9\\ 100.\ 9\\ 100.\ 9\\ 100.\ 2\\ 111.\ 4\\ 101.\ 2\\ 1123.\ 1\end{array}$	$\begin{array}{c} 101.7\\ 101.3\\ 83.7\\ 94.4\\ 102.6\\ 108.3\\ 102.7\\ 105.8\\ 100.8\\ 100.8\\ 100.8\\ 99.7\\ 100.4\\ 97.1\\ 93.4\\ 113.2\\ 101.0\\ 4123.3\end{array}$	$\begin{array}{c} 99.5\\ 101.8\\ 86.7\\ 86.6\\ 82.4\\ 86.8\\ 90.5\\ 106.2\\ 101.1\\ 101.3\\ 101.5\\ 104.4\\ 98.2\\ 97.5\\ 105.7\\ 101.3\\ 111.9\end{array}$
ucts	$\begin{array}{c} 106.8\\ 101.6\\ 106.1\\ 108.7\\ 104.9\\ 9100.9\\ 98.0\\ 102.7\\ 98.1\\ 98.8\\ 96.8\\ 96.8\\ 92.9\\ 98.6\\ 896.8\\ 92.9\\ 99.6\\ 99.5\\ 9102.8\\ 102.8\\ 99.6\\ 99.5\\$	$\begin{array}{c} 107,3\\ 107,1\\ 106,8\\ 108,6\\ 105,0\\ 100,8\\ 97,7\\ 103,6\\ 4122,3\\ 102,7\\ 98,1\\ 498,9\\ 97,0\\ 995,9\\ 102,8\\ 498,9\\ 97,0\\ 995,9\\ 103,8\\ 498,9\\ 99,1\\ 475,9\\ 4103,1\\ 99,5\\ 498,7\\ 99,2\\ 84,80\\ 0\\ 499,7\\ 99,2\\ 84,80\\ 0\\ 499,7\\ 99,2\\ 84,80\\ 0\\ 499,7\\ 99,2\\ 99,5\\ 498,7\\ 99,2\\ 99,5\\ 498,7\\ 99,2\\ 99,5\\ 498,7\\ 99,2\\ 99,5\\ 498,7\\ 99,1\\ 89,4\\ 96,0\\ 4102,2\\ 494,1\\ 99,7\\ 90,7$	$\begin{array}{c} 107.4\\ 108.8\\ 1006.8\\ 108.6\\ 104.8\\ 100.8\\ 97.2\\ 103.6\\ 122.7\\ 102.7\\ 98.1\\ 98.9\\ 97.1\\ 102.7\\ 98.1\\ 98.1\\ 99.7\\ 103.8\\ 93.9\\ 97.1\\ 103.8\\ 93.9\\ 99.7\\ 103.8\\ 93.9\\ 99.7\\ 103.8\\ 93.9\\ 99.7\\ 103.8\\ 93.9\\ 99.7\\ 103.8\\ 93.9\\ 99.7\\ 103.8\\ 93.9\\ 99.7\\ 103.8\\ 93.9\\ 99.7\\ 103.8\\ 93.9\\ 99.3\\ 96.6\\ 102.3\\ 94.0\\ 100.0\\ 100.0\\ \end{array}$	$\begin{array}{c} 107.5\\ 110.8\\ 1106.6\\ 108.8\\ 104.0\\ 100.8\\ 96.6\\ 120.1\\ 102.8\\ 98.2\\ 99.2\\ 99.2\\ 99.2\\ 99.5\\ 99.5\\ 92.8\\ 92.0\\ 89.4\\ 99.4\\ 99.4\\ 99.5\\ 92.0\\ 99.5\\ 92.0\\ 99.5\\ 92.0\\ 99.5\\ 92.0\\ 99.5\\ 92.0\\ 99.5\\ 92.0\\ 99.4\\ 99$	$\begin{array}{c} 107.\ 0\\ 105.\ 1\\ 106.\ 9\\ 108.\ 8\\ 103.\ 9\\ 99.\ 5\\ 95.\ 6\\ 117.\ 8\\ 103.\ 6\\ 117.\ 8\\ 103.\ 6\\ 99.\ 5\\ 99.\ 5\\ 99.\ 5\\ 99.\ 2\\ 97.\ 0\\ 97.\ 4\\ 99.\ 4\\ 99.\ 4\\ 99.\ 7\\ 92.\ 3\\ 89.\ 1\\ 97.\ 7\\ 102.\ 7\\ 99.\ 7\\ 99.\ 6\\ 95.\ 1\\ 102.\ 6\\ 94.\ 0\\ 100.\ 4\\ \end{array}$	$\begin{array}{c} 107.5\\ 104.2\\ 108.4\\ 108.8\\ 105.0\\ 0\\ 105.0\\ 103.6\\ 8\\ 98.2\\ 98.0\\ 97.2\\ 98.0\\ 97.2\\ 98.0\\ 97.2\\ 98.0\\ 97.2\\ 98.0\\ 97.2\\ 98.0\\ 97.2\\ 98.0\\ 97.2\\ 98.0\\ 97.2\\ 98.0\\ 99.1\\ 99.2\\ 98.0\\ 101.0\\ 99.4\\ 99.1\\ 97.5\\ 98.0\\ 102.3\\ 99.1\\ 97.5\\ 98.0\\ 102.4\\ 99.1\\ 97.5\\ 98.0\\ 102.4\\ 99.1\\ 97.5\\ 98.0\\ 102.4\\ 99.1\\ 97.5\\ 98.0\\ 102.4\\ 99.1\\ 97.5\\ 98.0\\ 102.4\\ 99.1\\ 97.5\\ 98.0\\ 102.4\\ 99.1\\ 97.5\\ 98.0\\ 102.4\\ 99.1\\ 97.5\\ 98.0\\ 102.4\\ 99.1\\ 97.4\\ 99.1\\ 97.4\\ 99.1\\ 97.5\\ 98.0\\ 102.4\\ 99.1\\ 97.4\\ 99.1\\ 97.4\\ 99.1\\ 97.5\\ 98.0\\ 102.4\\ 99.1\\ 97.4\\ 99.1\\ 97.4\\ 99.1\\ 97.5\\ 98.0\\ 102.4\\ 99.1\\ 97.4\\ 99.1\\ 97.4\\ 99.1\\ 97.4\\ 99.4\\ 99.1\\ 99.4\\ 99.4\\ 99.1\\ 97.4\\ 99.4\\ 99.1\\ 99.4\\ 99.4\\ 99.1\\ 99.4\\ 99.4\\ 99.1\\ 99.4\\ 99.$	$\begin{array}{c} 108.0\\ 108.5\\ 110.0\\ 99.6\\ 94.6\\ 103.6\\ 113.8\\ 98.2\\ 98.1\\ 98.1\\ 97.6\\ 96.2\\ 98.1\\ 97.6\\ 96.2\\ 98.2\\ 98.1\\ 97.6\\ 96.2\\ 97.0\\ 73.4\\ 103.6\\ 99.4\\ 97.3\\ 97.6\\ 99.4\\$	$\begin{array}{c} 107.\ 2\\ 105.\ 4\\ 110.\ 6\\ 99.\ 7\\ 99.\ 4\\ 90.\ 4\\ 90.\$	$\begin{array}{c} 106.9\\ 103.3\\ 109.5\\ 108.7\\ 102.6\\ 100.2\\ 95.3\\ 103.6\\ 103.0\\ 98.9\\ 98.9\\ 97.9\\ 96.5\\ 7103.7\\ 99.3\\ 97.9\\ 96.5\\ 7103.7\\ 99.3\\ 97.9\\ 96.6\\ 97.0\\ 79.3\\ 103.7\\ 99.3\\ 92.9\\ 94.1\\ 189.1\\ 99.4\\ 199.8\\ 96.8\\ 101.3\\ 99.1\\ 99.1\\ 99.1\\ 99.1\\ 99.1\\ 99.1\\ 99.1\\ 99.1\\ 99.1\\ 99.1\\ 99.3\\ 90.1\\ 30.0\\ 103.1\\ 93.8\\ 103.0\\ 0\end{array}$	$\begin{array}{c} 107.\ 4\\ 103.\ 8\\ 109.\ 6\\ 108.\ 7\\ 104.\ 5\\ 98.\ 9\\ 98.\ 7\\ 104.\ 5\\ 98.\ 9\\ 98.\ 7\\ 103.\ 6\\ 119.\ 4\\ 103.\ 1\\ 98.\ 2\\ 98.\ 6\\ 98.\ 6\\ 98.\ 6\\ 98.\ 6\\ 98.\ 6\\ 99.\ 5\\ 97.\ 1\\ 81.\ 3\\ 103.\ 7\\ 99.\ 3\\ 99.\ 5\\ 96.\ 2\\ 99.\ 5\\ 96.\ 2\\ 99.\ 5\\ 96.\ 2\\ 101.\ 6\\ 99.\ 5\\ 96.\ 2\\ 102.\ 7\\ 92.\ 8\\ 102.\ 5\\ \end{array}$	$\begin{array}{c} 107.\ 7\\ 105.\ 4\\ 110.\ 6\\ 108.\ 5\\ 104.\ 6\\ 108.\ 5\\ 104.\ 6\\ 102.\ 0\\ 108.\ 5\\ 108.\ 5\\ 108.\ 7\\ 97.\ 1\\ 97.\ 8\\ 98.\ 1\\ 98.\ 2\\ 97.\ 8\\ 98.\ 1\\ 99.\ 8\\ 98.\ 1\\ 108.\ 7\\ 97.\ 0\\ 106.\ 3\\ 99.\ 5\\ 99$	$\begin{array}{c} 108,2\\ 110,1\\ 110,9\\ 108,5\\ 104,7\\ 101,0\\ 98,7\\ 103,6\\ 99,6\\ 118,1\\ 102,5\\ 98,6\\ 98,4\\ 97,3\\ 102,5\\ 98,6\\ 98,4\\ 97,3\\ 103,7\\ 97,4\\ 99,6\\ 103,7\\ 97,4\\ 99,2\\ 103,7\\ 97,4\\ 99,2\\ 103,7\\ 97,4\\ 99,2\\ 99,2\\ 99,2\\ 99,4\\ 94,0\\ 100,9\\ 92,2\\ 99,9\\ 99,2\\ 99,9\\ 99,2\\ 99,9\\ 99,2\\ 99,9\\ 99,2\\ 99,9\\ 99,2\\ 99,9\\ 99,2\\ 99,9\\ 90,2\\ 0\\ 100,9\\ 102,0\\ 88,7\\ 101,4\\ 4\end{array}$	$\begin{array}{c} 108.2\\ 112.5\\ 110.5\\ 108.5\\ 104.2\\ 98.6\\ 103.6\\ 118.4\\ 102.5\\ 98.2\\ 98.9\\ 98.1\\ 97.1\\ 102.5\\ 98.2\\ 98.9\\ 98.1\\ 97.1\\ 103.6\\ 97.1\\ 99.1\\ 97.1\\ 103.6\\ 97.1\\ 99.5\\ 93.8\\ 99.4\\ 94.6\\ 93.7\\ 100.2\\ 99.4\\ 99.4\\ 99.4\\ 94.6\\ 93.7\\ 100.2\\ 99.6\\ 93.8\\ 102.0\\ 92.7\\ 99.6\\ 93.8\\ 102.0\\ 102.0\\ 102$	$\begin{array}{c} 106.\ 2\\ 107.\ 9\\ 107.\ 9\\ 106.\ 0\\ 107.\ 4\\ 108.\ 0\\ 99.\ 7\\ 103.\ 6\\ 99.\ 7\\ 99.\ 7\\ 99.\ 7\\ 99.\ 1\\ 98.\ 0\\ 99.\ 1\\ 99.\ 1\\ 99.\ 3\\ 87.\ 5\\ 102.\ 4\\ 99.\ 3\\ 87.\ 5\\ 102.\ 4\\ 99.\ 3\\ 87.\ 5\\ 102.\ 6\\ 104.\ 3\\ 99.\ 2\\ 99.\ 5\\ 102.\ 5\\ 99.$	$\begin{array}{c} 105.2\\ 100.5\\ 103.5\\ 107.0\\ 104.2\\ 99.6\\ 98.8\\ 103.6\\ 98.8\\ 103.6\\ 101.9\\ 97.7\\ 97.6\\ 100.2\\ 100.5\\ 100.7\\ 101.7\\ 100.2\\ 81.5\\ 100.2\\ 100.2\\ 81.5\\ 100.2\\ 97.8\\ 100.2\\ 99.9\\ 93.0\\ 102.6\\ 100.4\\ 5\\ 97.8\\ 101.8\\ 100.2\\ 99.3\\ 102.6\\ 99.8\\ 104.5\\ 99.8\\ 101.8\\ 100.2\\ 99.3\\ 102.6\\ 99.8\\ 101.8\\ 100.2\\ 99.3\\ 102.0\\ 99.4\\ 102.8\\ 8\end{array}$

See footnotes at end of table.

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

[1957-59=100, unless otherwise specified] ²

Commodity group						19	62						1961	Anr	iual rage
Commonly Broap	Dec. ³	Nov.	Oct.	Sept.	Aug.	July	June	May	Apr.	Mar.	Feb.	Jan.	Dec.	1961 3	1960
All commodities except farm and foods— Continued															
Metals and metal products Iron and steel Nonferrous metals Metal containers Hardware Plumbing fixtures and brass fittings Heating equipment Fabricated structural metal products Fabricated structural metal products	99. 4 98. 7 97. 7 103. 7 103. 8 97. 5 93. 6 98. 2	4 99.3 98.4 98.3 103.7 103.8 4 97.5 4 92.8 98.1	99. 4 98. 7 97. 9 103. 7 103. 7 4 97. 2 92. 7 98. 2	$\begin{array}{c} 99.7\\99.0\\98.9\\103.7\\103.7\\{}^{4}96.8\\92.6\\98.2\end{array}$	99.8 99.1 99.0 103.7 103.7 ⁴ 96.8 92.9 98.3	99.7 98.9 99.0 103.7 103.7 ⁴ 97.1 92.9 98.3	$\begin{array}{c} 99.8\\ 98.9\\ 99.3\\ 103.7\\ 104.2\\ {}^{4}98.5\\ 92.9\\ 98.3 \end{array}$	$\begin{array}{c} 100.\ 2\\ 99.\ 2\\ 99.\ 9\\ 103.\ 7\\ 104.\ 1\\ 103.\ 8\\ 93.\ 1\\ 98.\ 3 \end{array}$	$\begin{array}{c} 100.\ 3\\ 99.\ 6\\ 99.\ 8\\ 103.\ 7\\ 104.\ 1\\ 103.\ 7\\ 93.\ 7\\ 98.\ 1\\ \end{array}$	100. 499. 8100. 1103. 7104. 4103. 993. 798. 1	$\begin{array}{c} 100.\ 6\\ 100.\ 4\\ 100.\ 3\\ 103.\ 7\\ 104.\ 4\\ 104.\ 1\\ 93.\ 8\\ 98.\ 2 \end{array}$	$\begin{array}{c} 100.\ 7\\ 100.\ 6\\ 100.\ 5\\ 103.\ 7\\ 104.\ 5\\ 104.\ 1\\ 93.\ 8\\ 98.\ 3 \end{array}$	$\begin{array}{c} 100.\ 6\\ 100.\ 2\\ 100.\ 8\\ 102.\ 0\\ 104.\ 4\\ 104.\ 2\\ 94.\ 5\\ 98.\ 6\end{array}$	$\begin{array}{c} 100.\ 7\\ 100.\ 7\\ 100.\ 4\\ 102.\ 0\\ 103.\ 8\\ 103.\ 1\\ 94.\ 6\\ 99.\ 0\\ \end{array}$	101. 3100. 6103. 9100. 3102. 8103. 198. 2100. 8
Machinery and motive products	103.8 102.1 110.3	⁴ 103.9 ⁴ 102.2 110.2	103.8 102.2 109.6	103.9 102.3 109.4	103.9 102.3 109.4	103.9 102.3 109.5	103.9 102.4 109.5	104.1 102.3 109.3	104.4 102 3 109.2	104. 1 102. 3 109. 4	103.3 102.3 109.2	103. 2 10 2 . 3 108. 8	103. 1 102. 3 108. 5	$103.\ 1\\102.\ 3\\107\ 4$	100.6 102.4 105.4
Metalworking machinery and equip-	108.3	108.2	108.0	107.7	107.7	107.6	107.7	107.7	107.7	107.6	107.6	107.7	107.6	107.5	105.8
ment General purpose machinery and equip- ment Miscellaneous machinery	109.3 103.7 103.7	109.3 103.7 4103.7	109.3 103.7 103.6	109.3 103.6 103.6	109.5 103.3 103.8	109.6 102.9 103.6	109.7 103.1 103.2	109.5 103.2 103.1	109.4 103.1 103.2	109.2 103.2 103.4	109.0 102.8 103.3	108.9 102.9 103.2	108.4 102.6 103.0	107.0 102.8 102.8	105.5 103.6 101.8
Special industry machinery and equip- ment ⁹	102. 8 97. 3 100. 4	102.5 97.6 100.4	102.2 98.0 100.4	102.0 4 97.9 100.9	102.0 4 98.0 100.9	102.0 4 98.1 100.9	101.8 4 98.4 100.9	101.8 4 98.6 100.1	101.7 4 98.6 100.1	101.5 4 98.7 100.1	101.5 4 98.8 100.2	101.4 4 98.8 100.3	100. 9 4 99. 4 100. 3	100.4 100.0 100.7	(⁹) 101.3 101.0
rolling stock ⁹ Furniture and other household durables. Household furniture. Floor coverings Household appliances	100, 5 98, 5 104, 2 102, 5 96, 4 92, 9	100.5 498.6 104.1 102.5 96.8 493.1	$100.5 \\98.5 \\104.0 \\102.5 \\96.8 \\93.0$	100.598.6103.9102.596.793.2	$100.5 \\98.7 \\104.0 \\102.5 \\96.7 \\93.6$	$100.5 \\98.8 \\104.1 \\102.4 \\96.7 \\93.9$	100.598.9103.9102.296.994.3	$100.5 \\ 99.0 \\ 103.7 \\ 102.2 \\ 97.0 \\ 94.3$	$100.5 \\98.9 \\103.4 \\102.2 \\97.0 \\94.7$	100.5 99.0 103.4 102.2 97.0 94.9	$\begin{array}{c} 100.\ 5\\ 99.\ 1\\ 103.\ 5\\ 102.\ 2\\ 97.\ 0\\ 95.\ 0 \end{array}$	100.599.3103.4102.298.995.0	$100.5 \\99.3 \\103.3 \\102.2 \\99.2 \\94.9$	$100.2 \\99.5 \\102.8 \\101.8 \\99.3 \\95.2$	(⁹) 100.1 101.6 102.2 100.5 97.0
Television, radio receivers, and phono- graphs. Other household durable goods Nonmetallice mineral products. Flat glass. Concrete ingredients. Concrete products Structural clay products Gypsum products Prepared asphalt roofing Other nonmetallic minerals. Tobacco products and bottled beverages. Tobacco products	90.7 102.8 101.5 96.6 103.2 102.7 103.5 105.0 89.4 102.4 104.3 102.2 101.2	$\begin{array}{r} 90.7\\ 102.9\\ 101.6\\ 96.6\\ 103.3\\ 102.9\\ 103.4\\ 105.0\\ 89.4\\ 102.4\\ 102.4\\ 104.5\\ 102.2\\ 101.5\end{array}$	$\begin{array}{c} 90.7\\ 102.9\\ 101.6\\ 96.6\\ 103.3\\ 102.9\\ 103.4\\ 105.0\\ 89.4\\ 102.2\\ 104.5\\ 102.2\\ 104.5\\ 102.2\\ 101.5\\ \end{array}$	$\begin{array}{c} 90.7\\ 103.1\\ 101.5\\ 96.6\\ 103.3\\ 102.8\\ 103.6\\ 105.0\\ 89.4\\ 101.5\\ 104.2\\ 102.0\\ 101.1\end{array}$	90.8 102.9 101.6 96.6 103.3 102.8 103.6 105.0 89.4 101.7 104.2 102.0 101.1	$\begin{array}{c} 90.8\\ 103.0\\ 101.6\\ 98.0\\ 103.3\\ 102.8\\ 103.6\\ 105.0\\ 89.4\\ 101.7\\ 104.0\\ 102.0\\ 100.7\end{array}$	$\begin{array}{c} 90.9\\ 103.2\\ 101.9\\ 98.0\\ 103.2\\ 102.6\\ 103.6\\ 105.0\\ 95.3\\ 102.0\\ 104.1\\ 102.0\\ 104.1\\ 102.0\\ 101.1\\ \end{array}$	$\begin{array}{c} 92.3\\ 103.2\\ 102.1\\ 98.0\\ 103.2\\ 102.6\\ 103.6\\ 105.0\\ 99.0\\ 102.0\\ 104.1\\ 102.0\\ 104.1\\ 102.0\\ 101.1 \end{array}$	$\begin{array}{c} 91.\ 2\\ 103.\ 2\\ 102.\ 4\\ 97.\ 9\\ 103.\ 1\\ 102.\ 8\\ 103.\ 6\\ 105.\ 0\\ 101.\ 4\\ 102.\ 8\\ 104.\ 0\\ 102.\ 0\\ 1002.\ 0\\ 1000.\ 8\end{array}$	$\begin{array}{c} 91.4\\ 103.2\\ 102.2\\ 96.2\\ 103.1\\ 102.8\\ 103.6\\ 105.0\\ 101.4\\ 102.8\\ 104.0\\ 102.0\\ 100.8\end{array}$	$\begin{array}{c} 91.\ 7\\ 102.\ 9\\ 102.\ 1\\ 96.\ 2\\ 103.\ 0\\ 102.\ 8\\ 103.\ 5\\ 105.\ 0\\ 101.\ 4\\ 102.\ 8\\ 103.\ 8\\ 103.\ 8\\ 102.\ 0\\ 100.\ 7\end{array}$	$\begin{array}{c} 92.4\\ 103.1\\ 101.9\\ 96.2\\ 102.8\\ 102.4\\ 103.4\\ 105.0\\ 102.1\\ 101.7\\ 103.8\\ 102.0\\ 100.7\end{array}$	$\begin{array}{r} 93.8\\ 102.3\\ 101.6\\ 96.2\\ 101.8\\ 102.4\\ 103.3\\ 105.0\\ 102.8\\ 101.7\\ 103.8\\ 101.7\\ 103.8\\ 102.0\\ 100.5\end{array}$	$\begin{array}{c} 95.3\\ 102.5\\ 101.8\\ 96.8\\ 102.8\\ 102.5\\ 103.2\\ 103.8\\ 98.6\\ 102.2\\ 103.2\\ 103.2\\ 103.2\\ 100.0\\ 0.0\\ 6\end{array}$	97. 3 102. 8 101. 4 97. 9 102. 7 102. 4 103. 1 101. 9 91. 6 102. 8 102. 5 100. 2
Nonalcoholic beverages Miscellaneous products Toys, sporting goods, small arms, am- munition	101. 2 117. 4 110. 2 101. 3	101. 3 117. 4 109. 8 101. 2	101. 3 117. 4 108. 7 101. 2	101. 1 117. 1 109. 1 101. 1	101. 1 117. 1 107. 2 101. 0	100.7 116.7 107.6 101.0	101. 1 116. 7 105. 4 100. 7	101. 1 116. 7 106. 0 100. 5	100. 3 116. 7 106. 0 100. 5	100. 8 116. 7 105. 6 100. 5	100. 7 116. 2 105. 6 100. 3	100.7 116.2 106.7 100.5	100. 9 116. 2 106. 3 100. 9	100. 0 112. 8 103. 9 100. 9	100.3 110.3 99.3 100.2
Manufactured animal feeds Notions and accessories Jewelry, watches, and photographic equipment Other miscellaneous products	115.7 98.7 104.4 101.5	⁴ 114.9 98.7 104.4 ⁴ 101.7	112.8 98.7 104.4 101.6	113.7 98.7 104.4 101.2	110. 2 98. 7 104 4 101. 0	111.0 98.7 104.3 101.0	107.2 98.7 104.2 100.9	108.2 98.7 104.1 100.9	108.3 98.7 104.1 101.3	107.5 98.7 103.7 101.6	107.6 98.8 103.8 101.6	109.7 98.8 103.6 101.2	108.6 98.8 104.2 101.1	104.6 98.9 103.5 101.2	96. 4 99. 5 102. 7 101. 0

¹ As of January 1961, new weights reflecting 1958 values were introduced into the index. See "Weight Revisions in the Wholesale Price Index 1890– 1960," Monthly Labor Review, February 1962, pp. 175-182. ³ As of January 1962, the indexes were converted from the former base of 1947-49=100 to the new base of 1957-59=100. Technical details and earlier data on the 1957-59 base furnished upon request to the Bureau. ⁴ Preliminary.

Revised.
Formerly titled "other processed foods."
Formerly titled "other textile products."
Formerly 1958=100.
Formerly titled "other rubber products."
January 1961=100.

TABLE D-4. Indexes of wholesale prices for special commodity groupings ¹

[1957-59=100, unless otherwise specified]²

Commodity group						19	62						1961	Annual	average
	Dec. ³	Nov.	Oct.	Sept.	Aug.	July	June	May	Apr.	Mar.	Feb.	Jan.	Dec.	1961 3	1960
All foods	$\begin{array}{c} 100.\ 0\\ 120.\ 9\\ 110.\ 7\\ 98.\ 4\\ 101.\ 5\\ 98.\ 8\\ 100.\ 1\\ 98.\ 8\\ 100.\ 1\\ 97.\ 5\\ 97.\ 4\\ 91.\ 7\\ 99.\ 6\\ 96.\ 0\\ 94.\ 9\\ 99.\ 6\\ 100.\ 6\ 100.\ 6\\ 100.\ 6\ 100.\ 100.\ 6\ 100.\ 6\ 100.\ 6\ 100.\ 6\ 100.\ 6\ 100.\ 6\ $	$\begin{array}{c} 101.3\\ 118.3\\ 100.8\\ 898.3\\ 100.4\\ 98.9\\ 98.9\\ 98.9\\ 98.9\\ 98.9\\ 98.9\\ 98.9\\ 98.9\\ 98.9\\ 98.9\\ 98.9\\ 98.9\\ 98.9\\ 98.9\\ 98.9\\ 98.9\\ 99.6\\ 101.6\\ 99.6\\ 102.0\\ 00.0\\ 101.6\\ 89.6\\ 100.0\\ 00.0\\ 88.1\\ 100.7\\ 100.0\\ 1100.7\\ 100.0\\ 101.3\\ 100.1\\ 100.6\\ 88.1\\ 100.7\\ 100.8\\ 88.1\\ 100.7\\ 100.8\\ 88.1\\ 100.7\\ 100.8\\ 88.1\\ 100.7\\ 100.8\\ 100.8\\ 100.8\\ 100.6\\ 100.8\\ 100.6\\ 100.8\\ 100.6\\ 100.0\\ 100.6\\ 100.6\\ 100.8\\ 100.7\\$	$\begin{array}{c} 101.2\\ 119.0\\ 88.4\\ 99.1\\ 98.9\\ 99.1\\ 98.9\\ 99.1\\ 98.9\\ 91.\\ 98.9\\ 91.\\ 98.9\\ 91.\\ 98.9\\ 91.\\ 98.9\\ 91.\\ 99.6\\ 102.\\ 89.5\\ 48.7.\\ 61.\\ 100.0\\ 99.6\\ 100.0\\ 88.1\\ 100.0\\ 100.0\\ 88.1\\ 100.0\\ 100.0\\ 88.1\\ 100.0\\ $	$\begin{array}{c} 102.9\\ 119.8\\ 0.01.2\\ 0$	$\begin{array}{c} 100.5 \\ 121.6 \\ 000.8 \\ 99.0 \\ 99.0 \\ 97.2 \\$	$\begin{array}{c} 99.6 \\ 119.0 \\ 809.2 \\ 95.0 \\ 98.0 \\ 98.0 \\ 98.0 \\ 98.0 \\ 98.0 \\ 98.0 \\ 98.0 \\ 98.0 \\ 98.0 \\ 98.0 \\ 98.0 \\ 98.0 \\ 98.0 \\ 99.0 \\ 99.0 \\ 99.0 \\ 99.0 \\ 99.0 \\ 99.0 \\ 99.0 \\ 99.0 \\ 99.0 \\ 99.0 \\ 99.0 \\ 100.0 \\ 99.0 \\ 100.0 \\ 100.0 \\ 100.0 \\ 100.0 \\ 100.0 \\ 88.1 \\ 100.0 \\ 101.0 \\ 100.0 \\ 101.0 \\ 100.0 \\ 98.9 \\ 100.3 \\ 100.0 \\ 98.9 \\ 7.6 \\ 97.6 \\ 97.6 \\ 97.6 \\ 100.0 \\ 10$	$\begin{array}{c} 98.9\\ 9118.3\\ 900.6\\ 990.2\\ 94.0\\ 98.1\\ 97.8\\ 98.5\\ 98.4\\ 98.5\\ 98.4\\ 98.5\\ 98.4\\ 98.5\\ 98.4\\ 98.5\\ 98.4\\ 98.5\\ 98.4\\ 98.5\\ 98.4\\ 98.5\\ 100.0\\ 98.4\\ 98.5\\ 100.0\\ 100.0\\ 100.0\\ 88.1\\ 100.7\\ 100.0\\ 88.1\\ 100.7\\ 100.0\\ 100.0\\ 100.0\\ 100.0\\ 100.0\\ 100.0\\ 97.1\\ 100.7\\ 100.0\\ 100.$	$\begin{array}{c} 99.3\\ 119.4\\ 790.2\\ 93.6\\ 97.9\\ 99.0\\ 99.$	$\begin{array}{c} 99.7 \\ 118.9 \\ 99.7 \\ 118.9 \\ 99.9 \\ 99.9 \\ 98.9 \\ 98.9 \\ 99.4 \\ 97.9 \\ 99.4 \\ 97.9 \\ 99.4 \\ 97.9 \\ 99.4 \\ 99.8 \\ 39.8 \\ 102.1 \\ 99.8 \\ 39.8 \\ 102.1 \\ 112.5 \\ 100.0 \\ 100.2 \\ 98.5 \\ 100.0 \\ 100.2 \\ 98.5 \\ 100.0 \\ 100.2 \\ 100.0 \\ 100.2 \\ 100.0 \\ 100.2 \\ 100.0 \\ 100.2 \\ 100.0 \\ 100.2 \\ 100.0 \\ 100.2 \\ 100.0 \\ 10$	$\begin{array}{c} 101.4\\ 120.3\\ 100.9\\ 98.9\\ 9102.1\\ 95.3\\ 101.5\\ 85.1\\ 99.7\\ 99.8\\ 88.2\\ 102.1\\ 99.8\\ 88.2\\ 102.1\\ 99.8\\ 88.2\\ 102.1\\ 99.8\\ 88.2\\ 102.1\\ 102.5\\ 100.0\\ 102.5\\ 100.0\\ 100.0\\ 100.0\\ 100.0\\ 100.0\\ 100.0\\ 100.0\\ 100.0\\ 100.0\\ 100.0\\ 100.0\\ 100.0\\ 100.0\\ 100.0\\ 100.0\\ 98.9\\ 100.0\\ $	$\begin{array}{c} 101.7\\ 119.7\\ 119.7\\ 101.0\\ 98.6\\ 102.3\\ 97.8\\ 91.6\\ 102.3\\ 91.6\\$	$\begin{array}{c} 101.3\\ 115.2\\ 98.5\\ 102.3\\ 99.6\\ 102.2\\ 99.6\\ 99.6\\ 102.2\\ 99.6\\ 99.6\\ 102.2\\ 99.6\\ 99.5\\ 99.8\\ 39.6\\ 49.8\\ 99.8\\ 39.8\\ 49.8\\ 99.8\\ 39.8\\ 49.8\\ 99.8\\ 39.8\\ 49.8\\ 99.8\\ 102.1\\ 100.0\\ 100.0\\ 100.0\\ 100.0\\ 98.9\\ 100.0\\ 100.0\\ 98.9\\ 100.0\\ 100.0\\ 98.9\\ 100.0\\ 100.0\\ 98.9\\ 100.0\\ 100.0\\ 98.9\\ 100.0\\ 100.0\\ 98.9\\ 100.0\\ 100.0\\ 98.9\\ 100.0\\ 100.0\\ 99.7\\ 99.2\\ 99.9\\ 99.2\\ 99.9\\ 99.2\\ 99.9$	$\begin{array}{c} 99.7 \\ 115.7 \\ 100.9 \\ 98.4 \\ 102.0 \\ 98.9 \\ 99.2 \\ 102.0 \\ 89.9 \\ 99.2 \\ 102.0 \\ 89.0 \\ 99.2 \\ 102.0 \\ 89.0 \\ 99.2 \\ 102.0 \\ 89.0 \\ 102.1 \\ 109.2 \\ 89.0 \\ 102.1 \\ 100.2 \\ 100.0 \\ 100$	$\begin{array}{c} 100.0\\ 107.9\\ 100.8\\ 97.7\\ 99.9\\ 3100.9\\ 99.3\\ 100.9\\ 99.6\\ 101.2\\ 89.9\\ 99.6\\ 101.2\\ 89.9\\ 99.3\\ 100.3\\ 100.6\\ 100.0\\ 100.0\\ 100.5\\ 101.9\\ 100.0\\ 100.0\\ 100.5\\ 101.9\\ 100.0\\ 10$	$\begin{array}{c} 100.0\\ 102.0\\ 101.2\\ 0\\ 101.1\\ 101.4\\ 101.3\\ 97.6\\ 97.7\\ 99.0\\ 98.0\\ 99.0\\ 88.7\\ 100.2\\ 100.5\\ (*)\\ (*)\\ (*)\\ (*)\\ (*)\\ (*)\\ (*)\\ (*)$
paper and board)	99. 2 100. 1 101. 3 102. 7 111. 4 108. 7 110. 1 108. 0 94. 6 90. 8 97. 7 97. 8	$\begin{array}{c} 99.2\\ 100.1\\ 101.3\\ {}^{4}102.8\\ {}^{4}111.3\\ 108.7\\ 110.0\\ 108.0\\ 94.6\\ 90.8\\ 97.7\\ 97.9\end{array}$	$\begin{array}{c} 99.\ 4\\ 100.\ 1\\ 101.\ 4\\ 102.\ 8\\ 110.\ 7\\ 108.\ 8\\ 109.\ 5\\ 108.\ 0\\ 94.\ 6\\ 90.\ 8\\ 97.\ 7\\ 98.\ 0\end{array}$	99. 6 100. 4 101. 3 102. 8 110. 5 108. 7 109. 2 107. 7 93. 9 90. 8 97. 7 98. 1	99.9 100.5 101.3 102.8 110.4 109.0 109.1 107.3 93.9 90.8 97.7 98.3	$100.2 \\ 100.5 \\ 101.4 \\ 102.9 \\ 110.5 \\ 109.1 \\ 109.3 \\ 104.2 \\ 93.9 \\ 90.8 \\ 97.7 \\ 98.4$	$\begin{array}{c} 100.7\\ 100.5\\ 101.5\\ 103.0\\ 110.5\\ 109.2\\ 109.4\\ 106.6\\ 92.7\\ 90.8\\ 97.7\\ 98.5\end{array}$	$\begin{array}{c} 101.\ 0\\ 100.\ 5\\ 101.\ 5\\ 103.\ 1\\ 110.\ 3\\ 109.\ 0\\ 109.\ 4\\ 107.\ 2\\ 92.\ 7\\ 90.\ 8\\ 98.\ 3\\ 98.\ 9\end{array}$	101. 5 100. 6 101. 5 103. 1 110. 2 109. 0 109. 3 107. 9 92. 7 90. 8 98. 3 98. 9	$\begin{array}{c} 101.1\\ 100.7\\ 101.5\\ 103.1\\ 110.4\\ 108.8\\ 109.6\\ 107.9\\ 92.7\\ 90.8\\ 100.4\\ 98.7 \end{array}$	100. 0 100. 9 101. 5 102. 8 110. 2 108. 5 109. 3 107. 4 89. 8 90. 8 100. 4 98. 4	$\begin{array}{c} 100.\ 0\\ 101.\ 0\\ 101.\ 5\\ 103.\ 0\\ 109.\ 7\\ 108.\ 5\\ 108.\ 8\\ 109.\ 0\\ 89.\ 8\\ 90.\ 8\\ 100.\ 3\\ 98.\ 2 \end{array}$	99.6 100.9 101.5 102.8 109.5 108.1 108.8 108.8 88.3 91.9 96.2 98.2	$\begin{array}{c} 98.7\\ 101.0\\ 101.7\\ 102.9\\ 108.3\\ 106.6\\ 108.0\\ 108.7\\ 88.2\\ 92.5\\ 96.2\\ 98.6\end{array}$	$\begin{array}{c} 101.8\\ 101.4\\ 102.1\\ 102.9\\ 106.1\\ 104.5\\ 106.0\\ 110.8\\ 96.2\\ 94.4\\ 96.6\\ 100.5 \end{array}$

See footnote 1, table D-3.
 See footnote 2, table D-3.
 Preliminary.
 Revised.

⁶ New series. January 1961=100.
⁶ Metals and metal products, agricultural machinery and equipment, and motor vehicles.

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

[1957-59=100] 2

Commodity group						19	62						1961	Annual	average
commonly Brock	Dec.3	Nov.	Oct.	Sept.	Aug.	July	June	May	Apr.	Mar.	Feb.	Jan.	Dec.	1961 3	1960
All commodities	100.4	100.7	100.6	101.2	100.5	100.4	100.0	100.2	100.4	100.7	100.7	100.8	100. 4	100.3	100.7
Stage of processing															
Crude materials for further processing. Crude foodstuffs and feedstuffs Crude nonfood materials except fuel.	96. 8 97. 1 95. 8	97.6 98.2 95.9	97. 4 97. 9 96. 0	99.2 100.6 96.3	97.2 97.4 96.6	96.5 96.0 97.0	95.2 94.0 97.3	95. 8 94. 7 97. 9	96. 5 95. 5 98. 3	97.6 96.9 98.7	97.5 96.3 99.3	97.8 96.7 99.5	96. 4 95. 0 98. 7	96. 1 94. 9 97. 9	96.6 96.2 96.8
manufacturing	95.1	95.3	95.3	95.7	96.0	96.5	96.8	97.4	97.9	98.3	99.1	99.3	98.5	97.4	96.2
Crude fuel for manufacturing Crude fuel for manufacturing	103. 2 103. 9 103. 8 104. 1	103. 3 4103. 4 4103. 4 4103. 7	103.3 103.2 103.2 103.5	$ \begin{array}{c} 103.3\\ 102.0\\ 102.0\\ 102.2 \end{array} $	$103.3 \\ 100.6 \\ 100.6 \\ 100.8 \\$	$103.3 \\ 101.0 \\ 101.0 \\ 101.2$	103.2 98.7 98.8 98.8	$103. \ 3 \\ 99. \ 6 \\ 99. \ 6 \\ 99. \ 7 \\$	$103.1 \\99.7 \\99.7 \\99.7 \\99.7$	$\begin{array}{c} 103.1\\ 103.1\\ 103.0\\ 103.3 \end{array}$	$103. 0 \\ 104. 0 \\ 103. 9 \\ 104. 2$	$102.9 \\ 102.7 \\ 102.6 \\ 102.9$	$\begin{array}{c} 101.\ 8\\ 102.\ 7\\ 102.\ 7\\ 102.\ 9\end{array}$	$102.8 \\ 102.3 \\ 102.2 \\ 102.4$	$102.7 \\ 102.5 \\ 102.4 \\ 102.6$
Intermediate materials, supplies, and components	100.1	100.1	100.1	100.2	100.1	100.3	100.2	100.4	100.5	100.3	100.2	100.3	100.3	100.3	101.0
Intermediate materials and components for manu- facturing	98.7 99.9	98.8 4100.2	98.9 100.8	99. 0 100. 4	99. 1 99. 8	99. 2 99. 4	99.3 99.5	98. 8 99. 6	99. 4 100. 4	$99.5 \\ 101.5$	99. 4 101. 9	99.5 102.2	99.5 102.0	99.8 102.6	100. 9 99. 5
facturing	97.3	97.4	97.6	97.7	97.8	98.1	98.3	98.4	98.5	98.3	98.2	98.4	98.1	98.6	100.8
facturing Components for manufacturing Materials and components for construction Processed fuels and lubricants	100.0 98.8 98.9 101.6	$ \begin{array}{c} 100.1 \\ 498.6 \\ 499.0 \\ 4101.7 \end{array} $	100. 1 98. 6 99. 1 102. 0	100. 4 98. 7 99. 2 102. 1	100. 5 98. 7 99. 3 100. 8	100. 6 98. 7 99. 3 101. 4	100.6 98.9 99.5 101.2	$100.7 \\98.8 \\99.7 \\101.2$	100.7 98.9 99.8 101.5	100.6 99.1 99.7 99.5	$100. 4 \\99. 0 \\99. 4 \\100. 6$	$100.3 \\ 99.1 \\ 99.2 \\ 101.3$	100.599.399.3101.2	100. 5 99. 6 99. 7 101. 6	$101. 9 \\ 100. 6 \\ 101. 1 \\ 100. 4$
Processed fuels and lubricants for manufac- turing	102.7	102.7	102.9	102.9	100.9	102.4	102.1	102.2	102.4	101.1	102.0	102.3	102.2	102.5	101.2
Processed fuels and fubricants for normanu- facturing	99. 6 101. 6 105. 8 105. 8 105. 3 109. 1 101. 1	4100.0 101.6 4105.6 4105.9 104.9 4108.3 101.0	$\begin{array}{c} 100.4\\ 101.4\\ 105.0\\ 106.1\\ 104.0\\ 106.2\\ 100.9\end{array}$	$\begin{array}{c} 100.6\\ 101.4\\ 105.2\\ 106.0\\ 104.3\\ 107.0\\ 100.8 \end{array}$	99.0 101.6 104.3 105.8 103.2 103.7 101.1	$\begin{array}{r} 99.\ 6\\ 102.\ 1\\ 104.\ 7\\ 105.\ 9\\ 103.\ 7\\ 104.\ 5\\ 101.\ 3\end{array}$	99.7 102.6 103.8 105.9 102.4 100.8 101.6	$\begin{array}{r} 99.5\\ 102.7\\ 104.2\\ 105.7\\ 103.0\\ 101.8\\ 101.9 \end{array}$	$\begin{array}{c} 99.\ 9\\ 103.\ 4\\ 104.\ 2\\ 105.\ 5\\ 103.\ 1\\ 101.\ 9\\ 102.\ 1 \end{array}$	96. 8 103. 1 103. 9 105. 5 102. 7 101. 1 101. 8	$\begin{array}{r} 98.2\\ 102.3\\ 103.5\\ 105.4\\ 102.2\\ 101.2\\ 101.1 \end{array}$	$\begin{array}{c} 99.\ 5\\ 102.\ 4\\ 104.\ 1\\ 105.\ 2\\ 103.\ 1\\ 103.\ 2\\ 101.\ 2 \end{array}$	$\begin{array}{r} 99.5\\ 101.9\\ 103.8\\ 105.0\\ 102.8\\ 102.2\\ 101.3 \end{array}$	$100.1 \\ 100.9 \\ 102.3 \\ 105.2 \\ 100.6 \\ 97.5 \\ 100.5$	$\begin{array}{c} 99.\ 0\\ 101.\ 8\\ 101.\ 0\\ 106.\ 4\\ 98.\ 2\\ 88.\ 8\\ 101.\ 5\end{array}$
Finished goods (goods to users, including raw foods and fuels). Consumer finished goods. Consumer foods. Consumer crude foods. Consumer other nondurable goods. Consumer durable goods. Producer finished goods for manufacturing. Producer finished goods for nonmanufacturing.	101. 6 101. 0 100. 7 96. 2 101. 4 101. 8 99. 9 102. 8 104. 6 101. 2	$\begin{array}{c} 102.0\\ 101.5\\ 7 102.1\\ 2 102.8\\ 101.5\\ 8 101.7\\ 100.0\\ 8 101.7\\ 100.0\\ 8 102.9\\ 102.9\\ 102.8\\ 101.3\\$	$\begin{array}{c} 101.9\\ 101.3\\ 101.3\\ 100.9\\ 102.0\\ 101.8\\ 99.9\\ 102.8\\ 104.3\\ 101.3\end{array}$	$\begin{array}{c} 102.6\\ 102.3\\ 103.9\\ 101.5\\ 104.3\\ 101.5\\ 104.3\\ 101.7\\ 100.1\\ 102.9\\ 104.5\\ 101.3\end{array}$	$\begin{array}{c} 101.7\\ 101.1\\ 101.3\\ 96.3\\ 102.1\\ 101.4\\ 100.1\\ 103.0\\ 104.5\\ 101.5\end{array}$	101.5 100.8 100.3 93.4 101.4 101.5 100.2 103.0 104.6 101.5	$\begin{array}{c} 101.1\\ 100.4\\ 99.3\\ 93.7\\ 100.2\\ 101.4\\ 100.0\\ 102.8\\ 104.4\\ 101.3\end{array}$	$101. 2 \\ 100. 5 \\ 99. 5 \\ 96. 7 \\ 99. 9 \\ 101. 5 \\ 100. 0 \\ 102. 9 \\ 104. 4 \\ 101. 4$	101. 4100. 7100. 197. 6100. 4101. 699. 9102. 9104. 4101. 4	$\begin{array}{c} 101.\ 8\\ 101.\ 3\\ 101.\ 9\\ 101.\ 7\\ 101.\ 9\\ 101.\ 3\\ 100.\ 0\\ 102.\ 8\\ 104.\ 3\\ 101.\ 4\end{array}$	$\begin{array}{c} 102.\ 1\\ 101.\ 7\\ 102.\ 3\\ 102.\ 9\\ 102.\ 2\\ 101.\ 8\\ 100.\ 1\\ 102.\ 8\\ 104.\ 3\\ 101.\ 4\end{array}$	$102.1 \\ 101.7 \\ 101.9 \\ 99.4 \\ 102.3 \\ 102.0 \\ 100.2 \\ 102.8 \\ 104.3 \\ 101.4$	$101.5 \\ 100.9 \\ 100.2 \\ 94.3 \\ 101.2 \\ 101.8 \\ 100.3 \\ 102.7 \\ 104.0 \\ 101.5$	$101. 4 \\ 100. 9 \\ 100. 4 \\ 97. 6 \\ 100. 8 \\ 101. 5 \\ 100. 5 \\ 102. 5 \\ 102. 5 \\ 103. 8 \\ 101. 2 \\ 101. 2 \\ 101. 2 \\ 101. 2 \\ 101. 2 \\ 100. 5 \\ 10$	$101. 4 \\ 101. 1 \\ 100. 8 \\ 102. 2 \\ 100. 6 \\ 101. 5 \\ 100. 9 \\ 102. 3 \\ 103. 4 \\ 101. 2 \\ 1$
Durability of product															
Total durable goods	100.0 100.1 100.0 101.0 100.0 99.4 86.4 100.5	3 100.7 100.8 100.7 3 100.7 0 101.1 0 100.2 4 100.4 4 85.4 101.4	100. 100. 100. 100. 101. 101. 100.	$ \begin{array}{c ccccccccccccccccccccccccccccccccccc$	101.0 100.0 100.7 101.3 101.3 100.0 99.2 88.3 99.9	101. 0 99. 8 100. 8 101. 4 100. 1 98. 4 86. 8 99. 0	$\begin{array}{c} 101.0\\ 99.3\\ 100.6\\ 101.4\\ 99.8\\ 97.3\\ 86.7\\ 97.9\end{array}$	$\begin{array}{c} 101.1\\99.5\\100.7\\101.5\\99.8\\98.1\\89.1\\98.6\end{array}$	$\begin{array}{c} 101.\ 2\\ 99.\ 7\\ 100.\ 7\\ 101.\ 5\\ 99.\ 9\\ 98.\ 8\\ 90.\ 8\\ 99.\ 2\end{array}$	$\begin{array}{c} 101.2\\ 100.2\\ 100.7\\ 101.4\\ 100.0\\ 100.1\\ 91.9\\ 100.6\end{array}$	$\begin{array}{c} 101.\ 2\\ 100.\ 3\\ 100.\ 8\\ 101.\ 3\\ 100.\ 1\\ 100.\ 3\\ 95.\ 1\\ 100.\ 7\end{array}$	$\begin{array}{c} 101.1\\ 100.5\\ 101.0\\ 101.3\\ 100.6\\ 100.0\\ 96.1\\ 100.3\\ \end{array}$		$ \begin{array}{c ccccccccccccccccccccccccccccccccccc$	$ \begin{array}{c} 101.7\\ 99.9\\ 101.1\\ 101.9\\ 100.2\\ 98.8\\ 93.5\\ 99.1 \end{array} $

¹ See footnote 1, table D-3. ² See footnote 2, table D-3. ³ Preliminary. ⁴ Revised.

NorE: For description of the series by stage of processing, see "New BLS Economic Sector Indexes of Wholesale Prices," Monthly Labor Review, December 1955, pp. 1448-1453; and by durability of product and data be-ginning with 1947, see Wholesale Prices and Price Indexes, 1957, BLS Bul-letin 1235 (1958).

E.—Work Stoppages

TABLE E-1.	Work stoppages	resulting from	labor-management	disputes
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Month and year	Number of stoppages		Workers involved in stoppages		Man-days idealduring month or year	
	Beginning in month or year	In effect dur- ing month	Beginning in month or year	In effect dur- ing month	Number	Percent of estimated working time
1935-39 (average)	$\begin{array}{c} 2, 862\\ 3, 573\\ 4, 750\\ 4, 985\\ 3, 693\\ 3, 419\\ 9, 3, 606\\ 4, 843\\ 4, 737\\ 5, 117\\ 5, 941\\ 3, 468\\ 4, 320\\ 3, 825\\ 3, 673\\ 3, 694\\ 4, 3708\\ 3, 333\\ 3, 367\end{array}$		$\begin{array}{c} 1, 130,000\\ 2, 380,000\\ 3, 470,000\\ 4, 600,000\\ 2, 170,000\\ 1, 960,000\\ 2, 20,000\\ 3, 030,000\\ 2, 200,000\\ 2, 200,000\\ 2, 200,000\\ 2, 650,000\\ 2, 650,000\\ 1, 530,000\\ 2, 060,000\\ 1, 390,000\\ 2, 060,000\\ 1, 320,000\\ 1, 300,000\\ $		$\begin{array}{c} 16, 900, 000\\ 39, 700, 000\\ 38, 000, 000\\ 18, 000, 000\\ 34, 600, 000\\ 34, 600, 000\\ 34, 100, 000\\ 25, 500, 000\\ 22, 900, 000\\ 22, 900, 000\\ 22, 900, 000\\ 23, 900, 000\\ 23, 900, 000\\ 23, 900, 000\\ 23, 900, 000\\ 16, 500, 000\\ 19, 100, 000\\ 16, 500, 000\\ 10, 500, $	$\begin{array}{c} 0.27\\ .46\\ .47\\ 1.48\\ .41\\ .37\\ .56\\ .44\\ .22\\ .57\\ .26\\ .21\\ .22\\ .57\\ .26\\ .21\\ .22\\ .57\\ .26\\ .21\\ .26\\ .21\\ .26\\ .21\\ .26\\ .21\\ .26\\ .21\\ .26\\ .21\\ .26\\ .21\\ .26\\ .21\\ .26\\ .21\\ .26\\ .21\\ .26\\ .26\\ .21\\ .26\\ .26\\ .26\\ .26\\ .26\\ .26\\ .26\\ .26$
1961: December	142	366	37,000	86,000	855,000	. 09
1962: January ²	$\begin{array}{c} 265\\ 225\\ 200\\ 320\\ 440\\ 350\\ 335\\ 350\\ 275\\ 215\\ 105\\ \end{array}$	400 330 460 625 575 570 580 580 580 430 265	\$ 70,000 67,000 98,000 125,000 155,000 90,000 120,000 95,000 110,000 80,000 50,000	$\begin{array}{c} \$ \ 95,000\\ 100,000\\ 136,000\\ 240,000\\ 300,000\\ 189,000\\ 189,000\\ 170,000\\ 170,000\\ 168,000\\ 125,000\\ 150,000\\ 150,000\\ \end{array}$		³ .10 .09 .12 .13 .26 .29 .21 .18 .13 .13 .11 .15

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 estab-lishments 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. ³ Revised preliminary.

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