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Papers From the IRRA²Annual Meeting

Organization of White-Collar Workers

Liberals and the Labor Movement

Integration of Research

The Fifth Convention of the AFL-CIO

Marital and Family Characteristics of Workers

UNITED STATES DEPARTMENT OF LABOR

BUREAU OF LABOR STATISTICS



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Monthly Labor Review

UNITED STATES DEPARTMENT OF LABOR • BUREAU OF LABOR STATISTICS

LAWRENCE R. KLEIN, *Editor-in-Chief*

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This Issue in Brief . . .

THE QUESTION of why white-collar workers do not flock into the ranks of organized labor, one that vexes labor leaders and intrigues the social scientist, was discussed at the last annual meeting of the Industrial Relations Research Association in Boston. Two of the papers are brought together in *Prospects of Organization of White-Collar Workers* (p. 125), one of this issue's three articles reporting on the IRRA meetings. Albert A. Blum (Michigan State University) thinks that white-collar workers are not as hostile toward unions as is generally believed. He attributes their unresponsiveness to the fact that most unions have done very little to organize this segment of labor, that what they did was wrong, and that it came too late.

James W. Kuhn (Columbia University) bluntly states that "Whatever may happen in the future, at present there is little to encourage engineers to organize for collective bargaining." His study of two engineers unions indicates, nevertheless, that "professional engineers can and will support collective bargaining if it provides a useful service for them"

In *Liberals and the Labor Movement* (p. 132), Joel Seidman (University of Chicago) applies himself to the question of whether the liberals and the labor movement have parted company over the last several decades and comes to the conclusion that to some extent they have. He says the liberals took note of other institutions which contribute to progress—and provide better careers. In addition, he says, "When they find unions denying democratic procedures or engaging in other forms of antisocial behavior, liberals criticize the offending unions, as they should"

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Sylvia B. Gottlieb (Bureau of Labor Statistics) complains that "the role of the liberal union staff intellectual is complicated by the very nature of union organization." Unions, she contends, do not fully appreciate the country's academic potential and seldom utilize professionals properly.

As if in reply to this, Brendan Sexton (United Automobile Workers) maintains that "the complaint of many intellectuals is much less the failure of trade unions to perform effectively for their members than the failure to fulfill the dreams of the intellectual." He accuses the intellectuals of often being authoritarian and elitist in attitude and of being more interested in ideas than people.

The BLS' scrutiny of the movement of the workingman's earnings is focused in this issue on the automotive industry and on trends in metropolitan areas. *Wages in Motor Vehicle and Parts Manufacturing, April 1963* (p. 161) shows that workers who produce the whole automobile have superior earnings to those who produce parts used in the production and subsequent maintenance of the vehicle. A die sinker in the vehicle industry, for example, earned an average of \$4.29 an hour at the time of the study, while his counterpart in the parts manufacturing received only an average of \$3.63.

The fourth annual BLS survey of *Job Pay Levels and Trends in Metropolitan Areas* (p. 173) discloses that during the 1953-63 decade median average annual wage increases of four occupational groups—women clerks and industrial nurses, and male skilled maintenance and unskilled plant workers—rose considerably, the increases varying from 3.9 to 4.5 percent. The sharpest gains occurred during the first half of the decade. The highest pay levels in 1963 were found in public utilities and manufacturing, particularly in the West.

With new skills becoming the key to industrial progress, the task of training workers assumes paramount importance. The second of the MLR reports on apprenticeship, *Public Policy and Programs* (p. 143), reviews the history and the present state of the Federal and State apprenticeship legislation and programs.

The Labor Month in Review

Industrywide Bargaining and the 1964 Teamster Negotiations

THE 1964 TEAMSTER master trucking contract is one of the few current collective bargaining agreements that can be called industrywide in scope. In the sense that employers and the union negotiated from the standpoint of the industry as a whole, the master contract is certainly industrywide in effect, though it does not completely cover the trucking industry.

INDUSTRYWIDE BARGAINING on a national scale is found in only a few industries; these industries, like trucking, are generally characterized by a large number of employers. Though the oldest nationwide bargaining relationships, extending from the earliest years of this century, are in the pottery and glass industries, the best-known practitioners of this form of collective bargaining have been the coal and railroad industries.

Strong competition from unorganized mine operators provided the major impetus to nationwide bargaining in the coal fields. The United Mine Workers has long been accustomed to signing a single agreement with the anthracite coal operators. Bargaining in bituminous coal, however, is formally on a regional basis: the regional mine operators' associations, whose agreements with the UMW expire on the same date, have accepted the terms negotiated by the strongest regional conference (currently the Bituminous Coal Operators Association, which represents northern commercial coal producers and steel and utility companies owning mines).

Evolution from local to systemwide to areawide to national multiemployer bargaining in the railroad industry was hastened during World War I, when the Federal Government applied national standards in administering the railroads, and by the depression of the 1930's, when employers decided that wage cuts could be imposed more

rapidly if the unions could be assured, through joint negotiations, that all systems would act uniformly. The Railway Labor Act, which set up a national board of adjustment made up of carrier and labor representatives to settle grievance or disputes over "interpretation or application of agreements concerning rates of pay, rules, or working conditions," also encouraged the development of nationwide bargaining in this industry.

Although collectively bargained railroad contracts continue to be signed on an individual system basis, negotiations on wages and working conditions are carried on by the Class I railroads through the Association of American Railroads and two groups of railroad unions: the 5 on-train unions, and the 11 nonoperating unions, all 16 of whom are members of the Railway Labor Executives Association.

The on-train, or operating unions, have negotiated as a group for a long time, but the nonoperating unions, though they jointly reach a national wage and fringe benefit pattern, have broken away from time to time to negotiate separately on rules and working conditions, as in the case of the 1962 Chicago & North Western Railway Co. and the Order of Railroad Telegraphers settlement. In January 1964, however, there was an indication that the Brotherhood of Railroad Trainmen, one of the operating unions, would seek separate negotiations with railroad management over the current work rules dispute. Charles Luna, president of the BRT, said that "joint handling of . . . the dispute concurrently with representatives of the other four organizations has failed to bring about a settlement in over 4 years;" on the other hand, management officials reiterated that any agreement reached must apply to all crew members.

THE FORMAL DISTINCTIONS between types of multiemployer bargaining can disguise power relationships which produce similar results. Pattern bargaining—acceptance by most companies in an industry of the wage and fringe items negotiated by the wage leader—is common in large mass production industries. For many years, the steel industry followed U.S. Steel in wages as in prices. Now, 11 major companies, including U.S. Steel, bargain as a group, though still negotiating local conditions and signing agreements separately; this contract then serves

as a pattern for union negotiations with most of the remaining steel firms. With the formation of the Human Relations Committee after the long 1959 strike, steel labor and management extended the issues dealt with nationally in this industry from wages and fringes to, for example, seniority, job classifications, and incentive pay.

IN ITS DRIVE from local rates to national wage uniformity, the International Brotherhood of Teamsters not only used the collective bargaining and organizing techniques developed in other industries but also took advantage of the nature of the trucking industry to make some innovations of its own. For example, both IBT organizing and bargaining have been facilitated by the inclusion of hot-cargo clauses in Teamster contracts; this inclusion gave the union virtual immunity from the Taft-Hartley secondary boycott prohibition until passage of the Landrum-Griffin Act. Since all but the few transcontinental truckers must rely on other trucking firms to interline their shipments across country, trucking employers caught up in a dispute are particularly vulnerable to both secondary and tertiary pressures from the union.

The union also had to gain internal acceptance of the idea of industrywide bargaining; this was especially difficult because the IBT has a long history of local autonomy, giving way with reluctance to supra local arrangements. At its 1961 convention, the union constitution was amended to make all locals subject to area or trade conference bargaining if a majority of the locals to be covered voted for it, and to make collective bargaining contracts negotiated by an area or trade conference "binding on all locals and their members if approved by a majority of the total votes cast by local union members." The executive board was empowered to decide whether a union whose position was worsened under an area contract would have to "yield to the overall gains of the proposed contract."

Despite these changes, the new contract, which will run to March 4, 1967, does not cover all Teamster locals or all common carriers. Teamster locals in three areas—San Francisco, Chicago, and 5 of the 15 locals in the New York metropolitan area—are not covered, nor are those now under the New England Freight Agreement, which does not expire until 1967, though this contract has provisions for matching the terms of the na-

tional agreement. (The remaining regional agreements will be superseded by the national master contract as they expire.) And, of course, a multitude of teamsters in construction, bakery, dairy, and other industries that employ truckdrivers without being primarily engaged in the trucking business, are still outside the master contract. Trucking Employers, Inc., newly formed to represent some 16,000 trucking firms, negotiated for the employers.

The master contract does not cover all matters agreed upon, either; area supplements were negotiated to deal with working conditions, as well as with narrowing area wage and fringe benefit differentials. (Detailed provisions of the settlement will be covered in the Developments in Industrial Relations section of the March issue of the *Review*.)

The new agreement also attempts to protect the union from local revolts or raids by other unions by providing that all employees covered by the master contract "shall constitute one bargaining unit." In the case of a representation election, the National Labor Relations Board will have to rule on the establishment of the bargaining unit (in this instance, one with a multiemployer base). Since the Board's practice has been to approve the unit set by the existing contract, difficulties could arise for the local seeking to break away, especially if the employer wished to remain in the national bargaining group.

THE OPERATIONS of the new IBT contract will be closely watched to determine if the agreement will profoundly alter the power balance in the union and the industry, and in the many industries which are vulnerable to the economic power potential of the truckers. Though little research has been done in the area of industrywide bargaining in the past decade, it seems clear that, despite the fears of unrestricted union control over industry expressed during the original hearings on Taft-Hartley, the IBT is the only major union in the postwar years to so extend its bargaining powers. Indeed, further research might bear out the conclusion reached by many observers that formal nationwide bargaining has been a declining rather than an expanding phenomenon in U.S. collective bargaining.

Papers From the IRRA Annual Meeting

EDITOR'S NOTE.—*The following selections are excerpts from much longer papers presented at the December 27–28, 1963, Industrial Relations Research Association meeting in Boston. Space limitations necessitated omission of substantial portions of these texts. Minor changes have been made in wording to facilitate transitions, and signs to denote elisions have not been employed. Full texts of the papers will be published in IRRA proceedings, available in May from the association Social Science Building (University of Wisconsin, Madison, Wis.).*

Prospects for Organization of White-Collar Workers¹

(The excerpts which follow are from papers prepared for the panel discussion of "The Unionization of White-Collar and Professional Employees.")

Albert A. Blum*

THE PROBLEM OF UNION GROWTH fascinates many scholars of the labor movement. Some, perhaps suffering from a form of infantile regression, build models or theories to study labor's potential expansion or decline in which they use such sticks as short-term and long-term trends to predict what will happen. Then, the BLS, or some other group, perhaps suffering from another infantile regression, smashes the model by publishing statistics or introduces new trends. Others are products of an Age of Faith or perhaps still believe in the inevitability of progress. They are convinced that it is only a matter of time before the white-collar employee will come to recognize that he ought to sign a membership card in some trade union. And there are those, of course, who believe the complete reverse.

Money as a Carrot

"Do you know that a laborer who belongs to an AFL-CIO Union gets paid more than a stenogra-

pher who is not in a union?" asks a young lady in a piece of union organizing literature. She also sadly comments that "a union janitor gets more than a class A typist." The lesson to be learned appears clear. Stenographers and typists ought to sign a union membership card if they want to be treated as well as laborers. Why is it then that the office employees did not respond?

It is not that the facts in the pamphlet were wrong. Surely, from 1939 until 1955 (the year of the AFL-CIO merger), the gap between the salaries and fringes paid office employees and those paid blue-collar workers had grown more and more narrow. And it was not that the white-collar employees were unaware of this narrowing gap.

There are many reasons, but only the major ones will be discussed here. First, most unions did very little. Second, what they did was wrong. Third, they did it too late.

At the 1961 AFL-CIO Convention, George Meany, repeating a demand that union leaders had been steadily making, called upon the labor movement to "intensify our organizing efforts . . . to bring about a break-through into the major groups, such as the white-collar workers, where the benefits of union organization are largely unknown." Some 4 years earlier, 77 percent of these

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¹This paper stems from a study I have just completed, *Management and the White-Collar Union*, to be published by the American Management Association. Obviously, the AMA is not responsible for any of my conclusions.

office employees surveyed by the Opinion Research Corp. who did not belong to a labor organization reported that they had not heard any talk about a union where they worked.²

But even when labor tried to attract clerks with a golden carrot, they used an approach that frequently proved ineffective. Clerks perhaps wanted less plebeian food. In the organizing literature mentioned earlier, the union had compared clerical salaries with those of janitors and found the latter higher. But why did they use the janitor as an example? Because it added another ingredient—snob appeal.

When asked, in 1950, whether their salaries (determined by management) were as high as they should have been, 61 percent of the white-collar people concluded that they were.³ Labor's approach reinforced this feeling. Moreover, by emphasizing the snob appeal, unions probably added still another dimension. White-collar people, believing that managers had been paying them as much as they could, may have concluded that the blame for their not getting more rested on unions.

Gradually, however, if attitude surveys are any index, the white-collar employee became more and more bitter. In 1957, a greater percentage than in 1950 felt their salaries were too low and that executives paid more concern to the production worker.⁴ But this was more a reaction to the past or to the period before 1955 than to the period after the mid-1950's. By then, management had changed its course and for whatever reasons, be they good personnel policies or fear of unions, had begun to compensate their office employees better. A consciousness grew among management concerning the need for sound salary structure, and company after company began to reevaluate its salary scheme.

Salaries were and are a symbol of status for salaried people. Taking credit for lessening their value, and not blaming someone else for the changed state of affairs, appears not to have been a particularly successful organizing approach and offers little hope for future prospects for office employee unionism.

Identification With Management

Unions' fears concerning attacking management stem from their justifiable concern with white-collar identification with management. More

than three-fourths of the white-collar employees in the 1957 study answered that they looked upon themselves as belonging more with management than with production workers.⁵ It is perhaps for this reason that one union tells prospective members that company executives "had indicated many times" that they would join the union if they worked in an office. Unions have been and are perplexed concerning this issue: Should they try to use or to destroy this identification with management?

But now, many labor leaders are convinced that the question in the long run is being settled for them. They are convinced that automation and technological change are so altering the nature of white-collar work that the white collar is now gray and will soon turn blue. Many labor leaders are convinced that this change in color will come about as the clerk's dream of upward mobility takes on a greater and greater sense of unreality; as his work becomes more and more like that of blue-collar workers; as his fears mount concerning job security; as the individual treatment he desires is manipulated by management to his disadvantage; as he recognizes his lack of protection from unilateral management action; and as he feels that there is no loss in status involved in joining unions.

Upward Mobility. Surely one of the major sources of practical discontent among white-collar employees is their possible awakening from their dreams of upward mobility. In studies of white-collar attitudes, the "opportunity to train for higher skills" and "firm promotion policies" stand near or at the top of the list of desirable management programs. Unions recognize this and demand the end of "red apple clubs" or favoritism in promotions.⁶ Yet, labor has the disadvantage of bearing the reputation of favoring mainly seniority as a basis for promotion while white-collar employees tend to favor merit. This issue remains unsettled. Unions' optimism continues the same:

² *White Collar Employee Loyalty*, hereafter cited as ORC, *White Collar Loyalty* (Princeton, N.J., Opinion Research Corp., 1957), p. A-12.

³ *Wartime Implications of White Collar Thinking* (Princeton, N.J., Opinion Research Corporation, 1950), p. 2.

⁴ ORC, *White Collar Loyalty*, pp. A-6, and A-7.

⁵ *Ibid.*, p. A-8.

⁶ C. Wright Mills, *White Collar* (New York, Oxford University Press, 1956), p. 307; ORC, *White Collar Loyalty*, p. 9; Charles E. Glinder, "Unionization in the Office," *Office Executive*, Vol. 36, January 1961, p. 13.

Automation will block upward mobility and firms will not promote fairly. But is this feeling of euphoria justified?

First, many companies recognize this problem and are trying to train their present staff for the new jobs and to promote fairly. Second, many office employees are women who do not aspire to move upwards as much as men. Moreover, they have historically been less susceptible to unionism. A firm may need only a few people for higher skilled jobs. If it promotes the men, and lets attrition (mainly of the women employees) take care of the remainder, management need have less fear and unions less hope that the white-collar employees will sign a union card.

Increased Similarity With Blue-Collar Jobs. But unions not only believe that technological change will block mobility; they also expect it to make white- and blue-collar jobs more alike, and, in addition, to increase worries concerning job security, thereby prompting more union membership. Unions emphasize this approach in organizing literature.

While unions take hope, management appears unafraid. Most industrial relations executives, in our survey sponsored by the American Management Association, did not believe that technological change will prompt any substantial march into unions, for companies will take steps to prevent job losses and white-collar people will benefit from these changes. But one thing troubles executives—that at least partially as a result of many of these changes, white-collar people will come in closer contact with organized blue-collar workers, and this, in turn, will bring about unionism. As proximity with management has prevented white-collar unionization, proximity with blue-collar people may bring it about. But many executives are convinced that proximity, like familiarity, may instead breed contempt for the labor movement. As a result, firms believing this regularly report to their white-collar employees stories concerning corruption in the labor movement and paint a foreboding picture of frequent strikes.

Unions try to answer the latter argument by playing down stoppages. The Office Employees International Union takes pride in noting that it is not a “strike-happy union.” In fact, one

organizer never refers to strikes, he calls them “economic sanctions” instead.

Individual v. Collective Bargaining. One of the other charges made against unions to which labor feels impelled to respond is that collective bargaining will destroy individualism. “One of the real problems facing us,” comments the president of the OEIU, “is in our inability to get across the idea that unionization doesn’t mean the loss of individuality.” But assuming this claim is true, how does labor go about trying to convince the white-collar employee while management is as yet effectively denying the charge?

First, unions use ridicule. They point out that firms often talk about the need for individual bargaining, but then refuse to talk about individual situations because of overall company personnel policies fixed in the headquarters of the firm. Or they point to the fact that companies belong to organized groups and therefore the clerks ought to also. Or they argue that individual treatment often results in unfair or arbitrary actions by management, and emphasize the need for a grievance procedure. Or they claim that management fosters regimentation or manipulates the individual. (One labor union placed at the top of most of its leaflets in an organizing drive this motto: “Dedicated to the Dignity of the Individual.”) And lastly, they assert that a union membership card means a rise in individual status. After all, labor points out to potential unionists, Gregory Peck, Lawrence Welk, and even Princess Margaret’s husband belong to a union.

Is this the hope for labor in the white collar field—to sell unionism as industry sells soap; to place spot ads on a national TV program, telling how labor is 99 and 44/100’s percent pure? This Madison Avenue type of program has been tried and so far has not been particularly successful. Other alternatives are needed, for the white-collar employee is not as bitterly opposed to unionism as generally believed. To put this in the most cautious terms, a large proportion of white-collar people are not committed to being antiunion.⁷

A Proposed Union Program

For these large numbers of as yet uncommitted office employees to join unions, they have to be-

⁷ ORC, *White Collar Loyalty*, pp. 5 and A-9—A-19.

come discontented with their status, managers, jobs, and society. An economic recession or a tightening of the labor market for office employees might provoke this discontent. Management policies, or perhaps a lack of them, may also weaken their clerks' sense of self-importance engendered by their belief that they are a part of management. To many office employees, signing a union card is proof of lack of success, of defeat—an index of a decline of importance. Most executives, in the AMA survey, are resolved that this feeling continue and believe that, as a result, they must follow sound personnel policies. And many do. Yet, a good share, when asked specifically what they do do, answer in platitudes rather than in specifics. Thus, if labor waits patiently, it has one good hope; management errors and complacency. But there is something unions can do themselves—namely, provide inspired and imaginative leadership.

Walter Reuther vaguely sets one of the courses which unions ought to follow. To the question as to “what kind of appeal the union movement could make to a generation of technical and office workers who have never experienced an economic depression,” he responded that “. . . the labor movement has to take on the character of a social movement. It is dealing more and more with the problems of the whole community and will have to enlist these people, give them a sense of consciously participating in shaping the great issues that will determine the kind of society in which we are all going to be living.”⁸ One indication that Reuther is at least partially right is that those white-collar people who are sympathetic to unionism are more likely to be critical of the theoretical principles of the free enterprise system and favor more government intervention than do those who are opposed to unionism.⁹

But besides developing political and economic programs, unions must take into account the fact that the white-collar employee does desire this sense of importance; that he also wishes to “get along,” to “sell himself,” and to identify with others (as he has with management). These attitudes are labor's opportunity and it need not only wait for management errors. Poor salary schedules and the impact of technological change will not inevitably bring about unionism. Sound management policies can frequently prevent these

factors from having any major impact, and even unsound policies may not, by themselves, prompt any impressive march into unions. The hope is in a massive labor drive to organize white-collar people. But despite all the talk at union conventions, there is little evidence that there exists a real commitment by unions to organize white-collar workers extensively.

But if office employees are going to see their desires for self-importance and their tendencies toward conformity satisfied by membership in a labor organization, then unions are going to have to stop merely glancing at the unorganized clerks and instead must focus their attention on them. This might involve the formation of a national White-Collar Organization Committee (WCOC), somewhat like the organizing committees set up by the CIO in the 1930's. The conforming white-collar employee should have something to which he can conform—that is, with other salaried people who in large enough numbers are joining unions; and with an organization publicly and extensively committed to working for, with, and by salaried employees, and not divided by the jurisdictional disputes that would now hamper any concerted program. As a result of such an organizational drive, the number of unionized white-collar people may increase. In fact, it may be that what is needed is another CIO—another labor federation, only for salaried employees.

But such an organization is not enough. It has to have a program. The social unrest that formed the background for the CIO expansion in the 1930's is not present today. But unrest among groups differs at different times and does not have to pervade a large part of society as it did in the wake of the Great Depression. The fear that is perhaps a needed component of white-collar unionization is one concerning loss of status, of importance. For example, there are some indications that companies are tightening up on their salaries. If unions emphasize that it is management that is cutting their income and thereby lowering their status, and that the WCOC will be the mass organizing group that will help give them back their status and salaries, then it may be that unions among these employees may expand.

⁸ “The Corporation and the Union,” *Interviews on the American Character* (Santa Barbara, Calif., Center for the Study of Democratic Institutions, 1962), pp. 22–23.

⁹ ORC, *Wartime Implications*, pp. A1–A17.

Thus, a mass organizing drive that fosters discontent and focuses upon examples of management malpractices, plus some of the changes that are now taking place in white-collar work places and in society, is perhaps the major hope for white-collar unionization. But one must add that all this appears quite unlikely. First, unions are not as yet really committed to any such drive. Second, management knows far more than it did in the 1930's and is doing a much better job. And last, there is the white-collar worker who even when discontented may not move into unions. He did not in the past.

James W. Kuhn*

AFTER A BURGEONING BEGINNING in the forties and a national flowering in the fifties, most engineering unions in recent years have faded and a number have died. Whatever may happen in the future, at present there is little to encourage engineers to organize for collective bargaining. The informality and loose procedural arrangements, combined with the diffusion of authority within engineering departments, provide a fertile ground in which individual bargaining can flourish. Not every engineer gains when he bargains for himself, and merit is not always rewarded, true, but on the whole, the system works tolerably well. Only a minority of engineers see any need to supplant individual bargaining.

Active Unions

In a few exceptional situations, engineering unions have been able to recruit into active membership an overwhelming portion of the men in their bargaining unit.¹ An examination of two of these strong, militant unions—one with an 80-percent membership and the other with a union shop and thus 100 percent—throws additional light upon the conditions that encourage and allow unions to provide useful services for the workers they represent.

In the active unions, collective bargaining was a continuous process, not just negotiations of a

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¹ Where engineering unions are available, membership typically runs from about 20 percent to barely 50 percent of the bargaining unit. Only a very few exceptional unions enroll as many as 60 percent.

labor agreement from time to time. It is rather the daily administration, adjudication, and grievance bargaining that makes up a full comprehensive union service and is marked by the willingness to strike. Each has struck in support of demands several times. In fact, both have struck more times than the production workers in the same plants.

Neither union was organized with the purpose of militantly pursuing collective gains. Engineers organized the first union to avoid inclusion in a technician's union. They hoped—

. . . to create a consultative board that could represent [them] in discussions with management. It was envisioned that these groups would serve as a "sounding board"—without becoming involved in the complications of formal "unionism." Exploratory conferences with company representatives, however, quickly dispelled any thoughts of this type of idealized relationship—since the company indicated that it could not (or would not) deal with an organization of engineers unless it was officially accredited . . . as a legal bargaining unit.

Grievance Procedures

At company insistence, the engineers formed a union and then returned to negotiate a labor agreement. According to the union's newsletters, the company also insisted "that the first step in our negotiations shall be the setting up of a grievance procedure." If any disputes arose during the course of negotiations, they could thus be settled quickly and smoothly, without interrupting consideration of the larger problems.

The engineers devised a rather sketchy kind of grievance procedure which would have been little different from the then current, informal methods of bringing complaints to one's supervisor. The company rejected such a procedure as inadequate and proposed instead the kind of detailed grievance system commonly found in regular labor agreements. Grievances were defined, time limits set for processing, a hierarchy of hearing levels established, and the form of records was set forth. The company officials not only insisted upon a grievance system but also established the rules, standards, and procedures which in administration and interpretation would give rise to grievances. They began job analysis, job evaluation, and merit-rating programs for engineers and other salaried employees. Jointly, management and union worked out factors on which engineers should be rated and agreed that each man should receive a

record of his ratings. Any disagreement with the rating could be grieved. The company also suggested or accepted (the record is not clear) a layoff system in which seniority was the dominant consideration. Only at the insistence of the engineers was weight given to education and ability, as well as length of service in the seniority measurement.

The company—a large, leading electrical and electronic equipment firm, well established, and soundly administered by professional managers—had fought union organization in the middle thirties, provoking bitter conflict which led to the death and injury of several strikers. Appalled at the consequences of its antiunion policy, management decided to accept unions and live with them in peace, if not always in harmony. From then on, management made the union a stable, regular part of the company, agreeing or insisting that it should assume a recognized role in the daily activities of the organization.

In the first 3 months after the agreement was signed in early 1946, the parties processed eight grievances, five on merit rating and two on reclassification. In the succeeding years, grievance work grew, becoming the mainstay of the union. Active members performed their apprenticeship for higher offices as grievance committeemen, and all engineers learned that the union could help an individual who had a question or complaint about the way rules were enforced and standards applied.

A comparison of the provisions in the union's agreement with those of a quiescent union's agreement emphasizes the potentially broader grounds for raising and sustaining grievances. The quiescent union's agreement states that merit-rating decisions "represent the *opinion* of the [engineer's] administrative supervisors"; and "the result of each annual review will be *discussed* with the employee"; and "an employee may file a grievance . . . [for] any violation in the *administration* of the [rating]."² Under the agreement of the active union, supervisors are expected to base their decisions upon reasonable and demonstrable criteria, required to give a copy of the rating to the engineer after he has read and signed the company's copy, and an engineer may grieve the *decision* not merely the *administration* of the rating procedure.

As engineers began to use the grievance procedure, at first skeptically and tentatively, their

familiarity with it increased as did management's. Handling and processing grievances became an accepted part of daily work as did the shop activities of union officers. There were many newly hired engineers each year as the company expanded its engineering department eightfold in 15 years, yet they quickly and readily took out membership. The union conducted no membership drives and has always used a soft-sell approach on new hires. The acceptance of the union by engineers and management and the usefulness of union services is apparent without any explicit propaganda. From the first, joining the union has been the thing to do.

The company whose engineers organized the second union was not stable, well established, or soundly administered. It had been a small engineering and producing firm making special equipment for the Navy until World War II. The two founders ran the company out of their hats, in a paternalistic and highly personal way. Personnel policy was chaotic, subject to change any time a new idea or a new advisor caught the fancy of the two founders. After the war and the dropoff of war contracts, the company nearly foundered. A larger company took control and appointed new managers, but the old policies or lack of policies continued. By the late forties, the company had recovered financial strength when it received government contracts to develop equipment which was to become a vital part of nuclear submarines and missiles.

As the company prospered from the additional contracts given to it after the beginning of the Korean War, the engineers and workers languished. The swift inflation of 1950-51 ate away at wages and the absence of any coherent personnel, wage, and work policy produced confusion, inequities, and bitterness among all employees. When the American Federation of Technical Engineers and the International Union of Electrical Workers attempted to enroll the engineers late in 1950, management encouraged the engineers to form their own union. Disgruntled as they were, they needed little encouragement. In early 1951, they began their first negotiations.

The engineers negotiated with managers who had been with the company less than a year and who left a few months after the first agreement

² Italics added.

was signed. In general, whatever the engineers asked for, including the union shop, they got; and they asked for a lot, having combed a variety of union agreements to find items that looked worthwhile. Besides liberal pay increases and generous overtime pay, vacations, and other fringe benefits, they also received a full grievance procedure, arbitration, and ample pay for union officers and committees performing grievance work.

For the next several years, the company did not have stability or continuity in its management. Manager followed manager; a soft policy succeeded a tough policy in labor relations and back again.

For a new manager the job of finding out what has gone on in the company is not hard, only embarrassing. He need only ask the union leaders; they know company policy well, having devised most of it, and administered it for a longer time than has any manager. In this company, the engineering union performs many of the personnel activities usually carried on by managers in other firms. The union, not management, has brought order, stability, and regularity to wage, job, and personnel policy. It has been responsible for most of the procedures through which standards are established and enforced; it has had to stabilize and organize employment conditions in order to survive. In the process, it has created for itself a large and important role in the administration of employment and personnel policies.

The union participates in many activities other than grievance handling. Jointly with management, it works out job descriptions for technicians. It helps administer the filling of all engineering

vacancies, qualified engineers having the right to bid for vacant positions by seniority. It eventually reviews major and minor personnel policies and suggests changes which management has sometimes found wise to adopt. The union also examines all salary data and salary changes with the aid of electronic computers, often making more detailed, careful, and revealing analyses than the company. The union is so active and so perceptive in many of its criticisms of management that managers have at times fallen back upon an argument which hardly enhances their prestige—the right to mismanage.

The two active unions demonstrate that professional engineers can and will support collective bargaining if it provides a useful service for them and if they are allowed to become familiar with the nature of union service. Unions can win the continued support of a large portion of the employees within their scope of organizing, however, only if they can play a recognized role in regular company processes, providing benefits to the employees, to management, or to both.

Unions can thrive in quite disorganized situations by providing procedures and a measure of order which bring some stability and predictability to the work scene as in the case of the second active union. They can also flourish in highly structured organizations as the first active union has. But if unionists have to try to establish collective bargaining in business organizations only partly bureaucratized and have to operate within a loosely defined management structure, they will probably not enjoy much success. Too much scope for individual bargaining is possible in such cases.

Liberals and the Labor Movement

(The current discussion of the relationship of the intellectual to the labor movement has been pointed up by the departure of a number of union staff members to take other jobs. The following papers principally discuss the relationship between union staff members and the policymakers.)

Joel Seidman*

WE ARE TALKING about a group who were attracted to the labor movement in the 1930's and 1940's and who left it during the 1950's and early 1960's. Clearly any group of people would have changed over this period of time; one would have to compare changes in union staff men with changes over a comparable period of time in college faculty, government officials, management personnel, and others before one could be sure that it was the institution of unionism, rather than the onset of middle age, that was responsible.

We also have in mind, in all likelihood, a particular group of unions that have likewise matured over this period of time. Intellectuals who obtained union staff positions during the 1930's went for the most part to the emerging CIO unions, which offered more exciting possibilities than the more staid and conservative unions of the AFL and which also, for the most part, valued the intellectuals' contributions more highly. Though the mass production unions still tend to be more innovating than the craft unions, the fiery zeal that characterized them in their youth, the sense of crashing barriers and challenging established modes of behavior, seems to have largely evaporated.

Yet we are not merely considering a group of people and a particular set of social institutions, together making the transition from youth to maturity, but also viewing them at particular points in our history. The 1930's offered a special climate, one never approximated before and, one may hope, never to obtain again. Our economic system, and with it our entire social structure, seemed not merely sick but at the point of death.

Unwanted by existing society, young intellectuals in large numbers sought to change the society that spurned them, gravitating toward one or another of the reform or revolutionary movements that sprang up or gathered strength. Many of them looked upon the unions, particularly the newly formed mass production unions, not merely as agencies for collective bargaining, but as the most likely vehicles for more fundamental social change. If the CIO disappointed their hopes, perhaps it was because, in the special climate of the thirties, they expected too much of it; and yet many of them can scarcely complain, since with the recovery and substantial stabilization of the economic system their own economic situation improved. It is hard to sustain an interest in a social revolution while scanning the financial pages daily to see how one's common stocks are faring.

Prosperity and a New Image

We have now gone more than 20 years without a major downturn in the economy, a better record than we have enjoyed since the post-Civil War industrial boom ushered in our industrial system. The record of economic achievement here, coupled with the excesses in the U.S.S.R. in the Stalin period and the failure of partial nationalization to solve Britain's economic problems, have reduced the desire of all but the hardiest leftwingers to achieve drastic change in our economic system. Problems exist, needless to say, but they are not likely to rekindle, in the heart of the aging and well-paid intellectual, a desire to remount the barricades of his youth.

Meanwhile, the labor movement has had its share of troubles, with the result that its image no longer burns so brightly. The investigations of the McClellan Committee disclosed conditions of corruption, along with a host of other evils, in a relatively small but significant portion of the labor movement—disclosures that in the aggregate shocked many who considered themselves hardened, if not cynical, observers of the contemporary scene. Instead of pointing to unions as agencies of industrial democracy, it became fashionable to show that they could hardly hope to remain democratic, with ad-

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vancing age, in their own internal structure and operations. The labor movement became stabilized as an important but hardly dynamic institution in our society. In a society concerned with the issue of survival, the contribution of the labor movement seemed partial and limited. Whereas the revolution of the thirties was the rise of industrial unionism in the mass production industries, the revolution of the sixties was in the area of civil rights; whereas a few unions participated actively in this latter revolution, most watched from the sidelines.

Along with this there came a growing dissatisfaction, on the part of some union staff men, with their position of influence, or perhaps lack of influence, within the union. Few staff men other than lawyers found themselves influential when important developments were underway, either within the union or in the collective bargaining area. With no independent base of power in the union, they found themselves dispensable at best, and ignored at worst, when important decisions were being made by the power figures. Some found the goals of the leadership of their union too limited, or the leaders themselves too stodgy, too corrupt, or too dictatorial; others found themselves with little access to the union center of power; and still others found themselves serving unions with limited power in the industry. Many suffered, in addition, from a routinization of their work, from a feeling that challenge was lacking now that the institution was securely established. Even worse was the discovery that there was a "party line" within many unions on internal union matters and also on political issues in the community, and that the staff man might lack the freedom of his academic colleagues to speak his mind on issues of the day without jeopardizing his position or his hopes for advancement.

This does not mean that all excitement had vanished from the union scene. But the most exciting developments seemed outside the union sphere—in the civil rights movement, for example, or in such government innovations as the Peace Corps. And just at this time the colleges and universities, with their swelling enrollments, their traditions of academic freedom, and their improved salary structures, offered opportunities to a number of union educators and researchers to teach in regular or in labor education programs. Along with this went an opportunity to meet with

and influence young people, to select one's own research or writing projects, and to think and speak independently of any party line.

Have liberals and the labor movement then parted company? Not in the sense that liberals have lost interest in the labor movement or fail to recognize and applaud its achievements. Liberals may have found that other institutions in society also contribute to progress and perhaps offer even more satisfying careers. Where they find unions tolerating corruption, denying democratic procedures, or engaging in other forms of antisocial behavior, liberals criticize the offending unions, as they should. No institution in society is above scrutiny and criticism; unions, which came into being as agencies that criticized management, should help to safeguard the right of criticism, even when they are the objects of it.

Do the unions want to attract and hold staff members of the highest quality? There is a labor market for such types of competence, and the unions need merely meet the prevailing rates in terms of salary, security, influence, and freedom.

Brendan Sexton*

I BELIEVE the complaint of many intellectuals is much less the failure of trade unions to perform effectively for their members than for failure to fulfill the dreams of the intellectual. It is my view that these men are often authoritarian, lacking the will or capacity to cooperate with any who do not accept their own apocalyptic view of events and men. They are more interested in ideas than people. They are strongly elitist in attitude.

They are drawn to, and often speak well of, the tough guy who is as attractive to some of them as was the strong man of radical politics. Association with him—actual or intellectual—makes it possible for one to live dangerously without ever taking a real chance.

The authoritarian temper is opposed to the democratic mood of the free and advanced sections of organized labor. Those of this temperament will accept effete nonconformity and trivial bohemianism. They will welcome to their company the volunteers to poverty, the beat and the

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unwashed—but the ordinary worker who is trying to improve his grammar, never. They charge that trade unions are no longer “dynamic,” but they truly mean that they are no longer so flamboyant as they were in the hungry, anguished, and bloody thirties. The efforts to devise novel solutions to collective bargaining problems, as at Kaiser and American Motors, the participation by unions in community life, the creation of college scholarship programs, the new educational ventures, the vast array of union health centers, the involvement in international affairs, the creation of overseas labor colleges to help train trade unionists from the economically underdeveloped countries, all seem to me to be evidences of a true, if undramatic dynamism.

True, trade unions have not done as much as they might have—but they have done far more, gone much further than all but the most arrant utopians would have hoped for 25 years ago. Yet, in face of the record, the litany of discontent continues to be recited.

For my own part, I hope criticism of the trade union movement continues. I believe that most critics serve us well, as they point to our lack of imagination and will. I do not believe, however, that democracy, the labor movement, or the intellectual community are well served by those whose every spoken word implies hatred for trade unions, and a sense of betrayal by organizations that have sensibly rejected their “prophetic” leadership and bad advice.

Recently, for example, one of them wrote: “. . . we may begin to wonder whether the new prevailing tone of complaint is any more adequate for talking about Walter Reuther’s labor movement (by which he meant the Industrial Union Department of the AFL-CIO) than was the old tone of celebration. The inheritors of the old CIO are not as used up and exhausted as fashion thinks them. They may not even be as used up as they think themselves.”

It may be, of course, that what this writer believed to be “the fashion,” was no more than a vogue confined to the circle in which he traveled, and that the leaders of the old CIO never regarded themselves as “used up.” It could be, on the other hand, that he has begun to suspect what has seemed evident to many of us for a long time: that the democratic social and ethical values he treasures have some chance for survival in our

time, only because most—not all, but most—trade unions and trade unionists hold to them also, and use their influence and power to prevent their submersion in the sea of corruption and totalitarian opinion that sometimes seems about to engulf us.

Sylvia B. Gottlieb*

THE ROLE of the liberal union intellectual is complicated by the very nature of union organization. Unions for the most part do not have well-defined bureaucracies in which lines of organization, authority, and responsibility are clear, established, and accepted. The internal organization of many unions is fluid, the power and control of individuals below the very top level ebb and flow, depending on many inconstant variables. The professional employee is thus urged on the one hand to remain aloof from internal union politics and on the other to lend his special talents to securing gain for an individual leader or an idea. Some of this, of course, is unavoidable. A certain amount of the interpersonal tensions which developed between union leaders and the professional union staff during the 1950’s arose from the difficult if not impossible task of keeping union politics outside the area of professional staff activity.

Coupled with these developments was the attitude, sometimes subconscious and sometimes deliberate, on the part of some trade union leaders that the labor movement is a closed society in which “the family” settles its own problems and never exposes any weaknesses or difficulties to the unfriendly outside world. Requests by professional union staff personnel for leaves of absence to pursue further academic studies or to work temporarily in other occupations are generally denied. In fact, in some unions such requests are considered just short of treason. One does not move in and out of a “movement.” It exacts a lifetime commitment. Those of us who have suggested that an interchange be permitted between not only the unions and the academic community, but between the company and the union, and between the union and the government were given little or no encouragement. If the professional person is sponsored by the union in his nonunion or union-related job, the interchange is effected willingly and grace-

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fully. If, however, the union professional even after many years of unbroken service seeks a leave of absence, even if only to return to school to increase his professional capabilities which will enhance his union role at some future date, any leave is generally discouraged or, indeed, prohibited.

I think this has been an error on the part of trade union leadership and represents a condition susceptible to change.

Another important development is the fact that it has become increasingly possible and desirable for experienced trade union professionals to transfer their skills to other institutions. The proliferation of private and government grants for special studies, the establishment of new Government agencies such as the Peace Corps, expansion of educational institutions and accelerated interest in adult education are but a few examples of job-generating forces which have given the social scientist a chance to move with relative ease from his union to a nonunion job. In addition, as unions themselves have been upgraded and integrated into the broader community, the opportunity of professional union staff to transfer to other jobs has been greatly enhanced. Further, as unions and companies continue to maximize their mutual purposes and minimize discord, movement by the professional staff from the union to the company or vice versa will be regarded less and less as treasonable action and more and more as a logical development.

The union intellectual's problem is also part of the larger overall problem of the relationship between unions and academic institutions.

Unions have never recognized fully the potentials of this country's academic resources. This lack of understanding of how to call upon the academic community is reflected, in part, in the current inability of unions generally to use their

professional people appropriately. The kinds of people the trade unions will have to organize increasingly in the future are not very different from the professional employees who now work for them. It's a very difficult thing for a leader who is accustomed to pointing with pride to the fact that he spent many years working in the shop to come to the realization that this claim will not necessarily stand him in good stead when it comes to organizing white-collar, technical, and professional workers.

The Future

We continue to live in a changing dynamic society in which each tomorrow brings new challenging and exciting developments. The trade union movement is inescapably part of this picture. In our kind of democratic society, there will be a continuing need for organizations to represent people who work. In fact, it has been suggested that the need for proper vehicles for communication and joint decisionmaking between employees and management will increase as our industrial, economic, social, and political systems grow more complex and more impersonal. The structure, the attitudes, and the activities of the organizations now called unions may change, but the fundamental need for industrial democracy will continue. To the extent that the trade unions of tomorrow increasingly represent white-collar, technical, and professional employees, the professional staff will be recruited increasingly from the industry itself. It will be the professional person who will be able to boast of his years "in the trade." As the level of education of the average worker in the United States continues to increase, the gap between the union member, the leaders he elects, and the professional employee will be narrowed.

Toward an Integrated Approach for Industrial Relations Research

(The following is an excerpt from the IRRA 1963 Presidential Address of William F. Whyte of Cornell University.)*

I SHALL approach this task of building "an integrated approach for industrial relations research" from the angle of research methodology. I take this to be the operating end of the problem: The methods we use to do our research determine the types of data we gather and thus also to some extent the substantive conclusions we reach and the theories we build. Unless we understand the impact of research methods upon theory, we cannot hope to achieve much progress toward an integrated body of knowledge and theory in our field.

We all agree that the problem we study should determine the methods of research. That maxim is violated more often than it is observed. Our field is full of one-method-men. Either we limit ourselves to a problem that can be handled by our favorite method, or else we squeeze the problem into the framework of that method.

I first sought to argue this point several years ago.¹ At that time, I was in the position of the proverbial man throwing stones from a glasshouse. While I was giving particular attention to the practices of my questionnaire-addicted brethren, I had to acknowledge that I was equally vulnerable to the same criticism. I had my own methodological approach of intensive interviewing and observation, which I was so fond of that I used it on any and all occasions.

I can now report to you that I have moved out of the glasshouse. This move may encourage me to talk with greater arrogance, but I hope it will also provide me with a deeper understanding of the possibilities and limitations of certain research methods.

The move out of the glasshouse occurred during the 14 months I spent in Peru where I carried out

two rather ambitious questionnaire surveys. One of these involved a study of worker-management relations in Lima Light and Power Company (in comparison with a well studied U.S. utility). The other involved a survey of the attitudes and values of high school boys in areas that I took to be related to economic development.

Possibilities of the Questionnaire

The questionnaire survey is particularly suitable for studies of attitudes, values, beliefs, and perceptions of informants.

The method also lends itself readily to quantification. Here again, a word of caution should be inserted. While it is now possible to correlate everything with everything else and see what comes out, this is not an efficient way of proceeding. In fact, some of my colleagues refer to this as the "gigo approach"—gigo standing for "garbage in, garbage out." Even with the computer, we have to have a good strategy of analysis or we will bury ourselves under our own figures.

The third great strength of the questionnaire is the power it offers for comparative studies: Comparisons among individuals, between groups, between organizations within our own culture, and even between organizations in different cultures. In the comparative questionnaire survey of a U.S. and Peruvian utility company, that I carried out in collaboration with Professor Lawrence William,² we found a reversal between the two cases in certain important characteristics of a supervisor regarded highly by his subordinates. In Peru, it was the close supervisor and one who exercised definite pressure for production who was most highly regarded—the direct opposite of the findings in this case in the United States and opposite to what we find in general in our country. This sort of finding seems important to us because it suggests that we must check all our propositions coming out of human relations research in the United States to see whether they are universally applicable.

I have come to the paradoxical conclusion that the questionnaire survey has its greatest power where it has been least used: The study of cultures, for that has traditionally been the province of anthropologists, and they have traditionally been wedded to methods of interviewing and observa-

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¹"Needs and Opportunities for Industrial Relations Research" (New York State School of Industrial and Labor Relations), reprint series No. 125.

²William F. Whyte and Lawrence K. Williams, "Supervisory Leadership: An International Comparison" (International Management Congress, 1963).

tion. But now anthropologists themselves are beginning to add the questionnaire to their arsenal of methods. During my period in Peru, I collaborated with anthropologist John Hickman in a study he was doing of six Indian communities near Puno on Lake Titicaca. Using part of the values questionnaire that we used in the high schools and number of items he devised himself, he developed his instrument, got it translated into two Indian languages, and trained interviewers to read the questions to informants and check their responses. In this way, he got over 1,800 Indians on punchcards, which I believe is the largest number of Indians ever to be processed and stored in this manner.

We can also make comparisons through time, determining how the psychological states of people change with the changes in their social and economic conditions.

Limitations

As I have been pointing out, the questionnaire is particularly useful for getting at the subjective states of informants. But this very strength can lead us into a dead end street. With the questionnaire, we can make elaborate analyses of the perceptions our informants have of the world around them, without having any independent data as to the nature of that world they are perceiving. However much we learn about how certain beliefs, attitudes and perceptions are related to each other, these findings remain within the subjective world of informants and do not allow us to break out and connect the subjective with the objective.

There are ways to break out, but, if we remain within the confines of the questionnaire, the escape may be more apparent than real.

One common strategy is to compare the subjective responses of informants to "hard criterion variables" such as figures for absenteeism, turnover, productivity, and so on. While such efforts are certainly valuable, at best they provide only a partial solution to our problem. In the industrial plant, absenteeism, turnover, and productivity (like attitudes, values, and perceptions) are themselves outcomes of the social process that is going

on in the plant. We are thus comparing one outcome with another. Ordinarily, we would rather learn something about the social process that gives rise to each type of outcome.

Can we get at the social process through the questionnaire? Most organizational surveys attempt to do this. Researchers do not confine themselves to attitudinal questions to determine how the informant feels about the union or how he regards his supervisor. They ask also questions referring to behavior and interaction, for example: How often do you attend your union meeting? How closely does the supervisor supervise you?

The procedure then is to correlate reported attendance at union meetings with expressed attitudes toward the union, toward the union leaders, and toward other items that you suspect may be related to meeting attendance. Similarly, you correlate reported closeness of supervision with attitudes toward supervisor in order to determine whether the supervisor who is reported to supervise closely is highly regarded or poorly regarded by his subordinates.

Objective Reality

So far so good, but we have skipped over a key assumption on which the procedure is based. The assumption is that in reporting how often they attend union meetings or how closely their supervisor supervises them, the informants are reasonably close to objective reality. So far as I know, this assumption has been checked in practice in only one study, and there the results were most disturbing.

The case involved a local union of approximately 500 members, which was being studied, through interviewing and observation, by George Strauss. Attendance averaged approximately 30 members, so Strauss had no difficulty in making his own observational record of attendance at each meeting he attended through a year of field study. Toward the end of this year, Lois Dean mailed a questionnaire to all of the members.³ Exclusively for our research purposes, we placed a code on the questionnaire so that we could identify each informant. This enabled us to compare the informant's questionnaire report on his meeting attendance with what Strauss had observed during the previous year.

³ Lois R. Dean, "Interaction Reported and Observed: The Case of One Local Union," *Human Organization*, Vol. 17, No. 3, pp. 36-44.

Some small proportion of reporting error could be disregarded, but the discrepancies discovered by Dr. Dean were not small. Twenty-nine percent of the informants reported falsely on their meeting attendance: 26 percent reported some frequency of attendance yet had never been observed at the meeting, 3 percent denied attending meetings but had actually been observed at such meetings.

We have much the same problem with questions regarding closeness of supervision and other aspects of the supervisor's behavior. Our Peruvian utility questionnaire clearly shows us that the workers in the plant we studied prefer a supervisor that they see as supervising them closely. What does this finding mean? Are they reporting that they like the type of behavior that U.S. workers generally dislike? Or, do they have a different conception from the United States as to the nature of close supervision? We can never expect to answer those questions until we get in and observe a supervisor in action with his subordinates and interview both parties regarding the supervisory relationship.

The need for checking the relationship between reported behavior and observed behavior is obvious enough in a culture different from our own, but are we on safe ground in assuming that we know what a U.S. worker means when he says that his supervisor supervises him closely? Observation might well lead us to discovering more than one type of close supervisor and more than one type of general supervisor. It might show us that we had been submerging significant differences through lumping together distinguishably different supervisory styles.

Observation might also tell us a good deal about the conditions in a work environment conducive to close supervision and those conducive to general supervision. In this way, we could distinguish between leadership style which may be a personal phenomenon and the enviroing conditions which may promote one or another type of supervision.

Oversimplified Assumptions

There is another limitation to the questionnaire survey method which may not be inherent in the method itself but tends to be associated with the way the method is generally used. The problem is that the method tends to lead us toward

an oversimplified distorted view of the nature of organizations. If we examine the literature of organizational surveys, we find that the questionnaire has been used primarily for the study of the man-boss relationship. This condition probably arises in part out of the requirements of the questionnaire method itself.

There are three things wrong with this kind of an approach.

1. If we implicitly assume that all foremen positions in the organization are much alike, we may attribute to supervisory style differences among foremen that are more properly explained in terms of the nature of the technology, work flow, and nature of work in their departments.

2. We may limit our comparisons to supervisory jobs that are as near to identical as possible, and this has been done in some cases. This takes care of the criticism on point one, but it leaves out of account the differences in supervisory behavior that are related to differences in the nature of the supervisory jobs, and this we are coming to think is an important area of investigation.

3. While we cannot deny that the man-boss relationship is an important one, it is not worth the preponderant attention it has been receiving. The organization is made up of an interdependent network of human relations. It is unrealistic and misleading to single out the vertical line of authority for such exclusive attention.

Norms

I have earlier said that the questionnaire has its greatest power in the measurement of subjective states of the informants. I do not intend to take back this accolade, but we still have to contend with a knotty problem of the relationship between what informants report about their feelings and what they "really feel"—or what we might find out about their feelings if we could interview them intensively and observe them in action. We have to recognize that informants do not necessarily tell us how they feel. They may be reporting how they have learned they ought to feel—in other words, the norms they have learned about how the world is to be regarded. This is not necessarily a matter of conscious falsification. There are simply two different types of responses that may be elicited, and the researcher may have quite a problem in distinguishing between them.

With the questionnaire survey, we do not observe behavior directly. We do not even get directly at the subjective states of informants. On the other hand, we do subject these informants to uniform stimuli, whose effects we have measured in other situations. Furthermore, this is not a random bombardment of a number of separate and unrelated stimuli. We can now measure the pattern among the stimuli that has emerged in previous studies and check this pattern against our current population. Thus, as we measure the reactions to the stimuli we present, we make inferences regarding the subjective states of informants and even regarding their behavior.

Interpreting the meaning of these reactions cannot be resolved simply by correlating one questionnaire item with another nor even by more complex patterns of analysis such as scaling and factor analysis. If we are not to remain forever imprisoned within the limitations of the questionnaire, we need to calibrate the questionnaire instrument itself against data obtained by other research methods, and we need to learn to use the questionnaire survey in conjunction with other methods.

Dependence of Theory on Method

The questionnaire survey provides a wealth of data upon attitudes, values, beliefs, and perceptions. It is not an efficient instrument for the study of social processes. Naturally, therefore, those who rely entirely upon the questionnaire tend to theorize regarding the subjective states of people and to neglect social processes. The methods of interviewing and observation, on the other hand, readily yield data upon sequences of

events and interpersonal interactions, and naturally lead researchers to develop hypotheses and theories regarding social processes and the organization of human interactions and activities.

In physical science, if A finds fault with the theory of B, he seeks to bring his research to bear on some crucial point of B's theory. This confronting and testing process has not gone on in our field because, by and large, opposing theorists have not dealt with the same types of data and therefore have not been able to test each others' formulations. If we are to push our field ahead theoretically, we shall need to achieve an integration of methods and a flexible use of methods that is rarely found today. Of course, I accept the standard maxim that the nature of the research problem should determine the method or methods used. I am simply pointing out that, far oftener than is generally recognized, this maxim should lead the researcher to use a combination of methods or to switch from one method to another as he moves from one stage to another in his research program.

We can seek to provide graduate training in laboratory and field experiments, interviewing and observation, questionnaire surveys, and perhaps other methods also. It is this type of training program in research methods that we are in process of establishing in our School of Industrial and Labor Relations at Cornell. We can hardly expect all of our students to become competent in all of the methods the professors might be prepared to teach. We can reasonably hope soon to make today's popular model, the one-method-man, methodologically obsolescent.

The Fifth Biennial Convention of the AFL-CIO

JOSEPH W. BLOCH*

CIVIL RIGHTS, UNEMPLOYMENT, AND AUTOMATION were the dominant issues discussed at the Fifth Biennial Convention of the AFL-CIO, meeting in New York City, November 14-20, 1963. With internal organizational problems seemingly under control, the Federation turned its attention outward to the numerous domestic and international problems of concern to the labor movement. Some 250 resolutions were adopted, many of them lengthy statements of AFL-CIO reasoning and position. Under this pressure, only a few received that extra attention from officers and delegates that kindles more than routine interest on the part of the convention.

If there is a crisis in the trade union movement, as many critics have suggested, this convention took little note of it, except to ridicule the notion. This was the aim of President Meany, who devoted a substantial portion of his opening speech to an unusual counterattack on the "disenchanted liberals" and the "disillusioned friends of labor." The continuing decline in union membership was accorded less attention than at the 1961 convention. In the absence of any outward sign of disharmony, a visitor to this convention or one who reads the record could not fail to be impressed by the sweep of the resolutions and with reason assume that the AFL-CIO was operating at the height of its authority and influence.

Civil Rights

Reacting to the events of the past 2 years, the Federation's emphasis in the civil rights field shifted from concern with discriminatory practices within the Federation, which was stressed in

previous conventions, to the wider scope of the issue in the community and country at large and to the role of trade unions in the civil rights movement. The 1961 convention had adopted a comprehensive civil rights resolution which, among other things, strengthened the AFL-CIO Civil Rights Committee and established a compliance procedure to handle complaints of discrimination. A report on these activities was given to the 1963 convention, and the convention renewed the pledge to remove "the last vestiges of racial discrimination from within the ranks of the AFL-CIO." A second area was marked out for action: "We must cooperate with our neighbors in the general community to assure every American the full right of citizenship." The resolutions offered to the convention, Vice President A. Phillip Randolph's speech and the convention's reaction, President Meany's report on a special task force, and other statements, defined the scope of this commitment in both general and specific terms.

The resolution on civil rights adopted by the convention urged enactment of civil rights legislation in the Congress (H.R. 7152) and in State and local governments. It urged the elimination of discrimination in housing, hospitals, and other health care units built with Federal funds, loans, guarantees, or insurance. It asked the U.S. Employment Service to enlist communitywide participation in achieving fuller utilization of the skills of minority workers. It pledged the AFL-CIO to cooperate with the President's Committee on Equal Employment Opportunity and called for the establishment of local apprenticeship information centers in every community to facilitate access to apprenticeship training for all qualified applicants. Affiliates were again urged to negotiate effective antidiscrimination clauses in all collective bargaining agreements.

President Meany reported that a special task force—Secretary-Treasurer Schnitzler, Vice Presidents Randolph and Walter P. Reuther, C. J. Haggerty of the Building Trades Department, and himself—was established in the summer of 1963 after a White House meeting. Its purpose is "to assist AFL-CIO local central bodies to initiate the establishment of biracial human rights committees, or civil rights committees, in the major cities . . .

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where none exists, to initiate the action, and where they do exist to help support and strengthen these committees. The idea was to have a broadly based committee involving every important segment of the community . . . to fight discrimination every place, not just on the job, but in the schools, in housing, in stores, in theaters, in local recreation areas." This work had begun in eight cities.

Vice President Randolph, in a major address, urged support and expansion of the special task force, but he emphasized two other proposals: (1) establishment of a representative committee of Negro trade unionists and officers of the AFL-CIO to plan programs and evolve new techniques to deal with discriminatory practices at the local level, and (2) appointment of a committee of the AFL-CIO leadership to meet periodically with leaders of the six national civil rights organizations to work out mutually beneficial policies. He also suggested that President Meany, Vice President Reuther, and other leaders of the AFL-CIO go into areas of racial tension "and speak to the rank and file in the moral and economic terms they can understand." One of the delegates moved to incorporate Mr. Randolph's proposals into the civil rights resolution, but this was not acceptable to Mr. Meany or to the convention. At the conclusion of his address, Mr. Randolph received a standing ovation from the officials on the stage and the assembled delegates—a meaningful and moving gesture.

Economic Issues

Unemployment and automation were held up as the major domestic problems facing the country and the trade union movement.¹ The inability of collective bargaining to cope with these problems and their effects and, thus, the need for Federal action was expressed in one resolution² as follows:

The economic environment of recent years has been impeding collective bargaining. High unemployment poses a serious threat to the entire economy—particularly to those millions of working people for whom joblessness is a reality or a tangible threat. Rapid technological change presents problems of labor displacement, as well as the urgent need to develop procedures to protect workers against the disruptions of spreading automation. These economic developments have placed a heavy, and often undue, burden upon collective bargaining.

While collective bargaining and strong trade unions are essential to cushion the blows of radical technological change on the work force, in a slowly grow-

ing economy collective bargaining, alone, cannot solve the economywide problems of high unemployment, labor displacement, and changes in skill requirements. Job-creating measures by the Federal Government are required to provide a full-employment basis for the effective application of collective bargaining solutions to the hazards of rapidly spreading automation.

The measures advocated by the Federation covered a wide front:

Automation. A seven-point program was advanced, comprised of (1) appointment of a Presidential Commission on Automation in accordance with the intentions expressed in President Kennedy's July message on the railroad dispute; (2) establishment of a technological clearing house to gather information about impending changes and their impact on jobs, on the location of industry, on training needs, etc.; (3) measures for economic growth, including an immediate and sizable tax cut, a major increase in public spending, and an appropriate monetary policy; (4) improvements in the unemployment compensation program; (5) greater efforts to match workers and jobs (a more effective employment service, expanded retraining programs, relocation allowances, and more resources for our education system); (6) efforts along the collective bargaining front, including higher wages and other benefits; and (7) establishment of a comprehensive Federal information and guidance service to assist unions and employers, upon request, in developing solutions to the problems created by technological change.

Hours of Work and Minimum Wages. The Federation reaffirmed its goal of amending the Fair Labor Standards Act to provide for a standard

¹ As might be expected, the resolutions and some of the addresses to the convention stressed the threat of automation as against its blessings. President Meany was widely quoted as calling automation a "curse," but his words emphasized the threat rather than the actuality. He said: ". . . there is no longer any question in my mind as to the *direction* in which automation is going today. There is no element of blessing in it. It is *rapidly becoming* a real curse to this society. When you study what's happening, you realize that this is a *real threat*. This *could bring us to a national catastrophe*. . ." (Italics added.) In more formal terms, the resolution on automation stated "America has made enormous progress in science and technology but it has done little to solve the serious social and economic problems created by that progress. Instead of the great promise of the new technology, we are confronted with idle men and idle machines, inadequate public services, widespread poverty, and rising social tension."

² Resolution 226—Collective Bargaining.

35-hour workweek, without reduction in take-home pay. It also seeks an increase in the overtime premium rate from time and one-half to double time, a minimum rate of \$2 an hour, and the extension of FLSA coverage to 16 million uncovered workers.

Low-Income Families. An "all-out war on the shameful persistence of poverty" requires, in addition to the FLSA amendments above, higher social security benefits, reduced retirement age, hospital insurance for the aged under social security, improved unemployment compensation system, adequate assistance payments, low-rent public housing, and adequate opportunities for education.

Among other actions, the Federation endorsed the Administration tax-cut proposal, but urged modification so that its benefits are more concentrated among low- and moderate-income taxpayers. It urged enactment of the Youth Employment Opportunities program, a policy of monetary ease and low interest rates on long-term loans, a Federal law prohibiting discriminatory employment practices, and various measures to solve the balance-of-payments difficulty.

Organizing and Elections

In the matter of organizing, emphasis was placed on the integrated community approach

which President Meany described as "a very significant breakthrough on the question of relations between unions within the structure of the AFL-CIO." The first target in 1963 under a plan drawn up by a special committee of the Executive Council was Los Angeles. The Federation supplied the supervisory staff, the research, office quarters, and publicity; the cooperating locals and about 50 internationals provided the manpower and some of the finances. Out of a potential of about 750,000 unorganized workers in the area, about 28,000 had been enrolled by November 1. "We have won some elections," President Meany reported. "But the important thing about it, even over and above the question of organizing, is that it shows that by using good will and good common sense we can find a way to live together. . . ."

The issue of the readmission of the Teamsters, expelled in 1957, was disposed of in the same manner as at the 1961 convention—an application for reaffiliation from the Teamsters would be given consideration.

President Kennedy addressed the convention. Among other speakers were Secretary of Labor Wirtz, Federal Mediation and Conciliation Service Director William E. Simkin, and John I. Snyder, Jr., president and chairman of the Board, U.S. Industries, Inc.

All incumbent officers were reelected by acclamation.

An Assessment of Apprenticeship

EDITOR'S NOTE.—*The following article is the second in a series of reports on apprenticeship. The first article, which appeared in the January issue of the Review, examined the validity of apprenticeship as a form of skill training from the point of view of employers, unions, and apprentices; a third, to appear in a forthcoming issue, will cover the size of apprenticeship programs in selected trades, and industries.*

II. Public Policies and Programs

MARTHA F. RICHE*

PUBLIC POLICY toward apprenticeship in the United States is aimed at developing a supply of skilled manpower adequate to an advancing economy. In this respect apprenticeship policy, along with other public policies such as those embodied in the Manpower Development and Training Act, the Smith-Hughes Vocational Education Act, and the Employment Act of 1946, forms part of an overall national manpower and training effort. However, unlike job retraining, which is receiving new impetus under the MDTA¹ and the Area Redevelopment Acts, and vocational education, which seems destined to expand as a result of the Vocational Education Act of 1963, apprenticeship policy has remained basically static since its initial formulation during the depressed years before World War II. Recent concern over unemployment that has helped bring about the retraining and vocational education renaissance, however, is now bringing apprenticeship under new scrutiny too.

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¹ Although MDTA funds can be used to support up to a year of apprentice training, only a few preapprentice and apprenticeship programs are presently being financed this way.

² 29 U.S.C. 50.

³ Arizona, Arkansas, California, Colorado, Hawaii, Kentucky, Louisiana, Maine, Massachusetts, Minnesota, Montana, Nevada, New York, North Carolina, Virginia, and Washington.

⁴ District of Columbia, Florida, New Hampshire, New Mexico, Utah, and Vermont.

⁵ Connecticut, Maryland, New Jersey, Ohio, and Pennsylvania.

As a part of this reappraisal, this article summarizes the legislative framework for apprenticeship to provide a factual background for discussion of our goals for apprenticeship, and consideration of whether they can be advanced by changes in current State and Federal legislation bearing on apprenticeship.

Promotional Legislation

Although both Wisconsin and Oregon enacted early laws promoting apprenticeship (Wisconsin in 1911, Oregon in 1932), a national apprenticeship policy was not inaugurated until 1937 when the National Apprenticeship Act (Fitzgerald Act)² was passed. One of a number of laws designed to improve employment and economic activity, the Fitzgerald Act did not directly establish a program; rather, it sought to encourage private industry and labor groups that had not already done so to set up apprenticeship programs and to maintain a minimum level of apprentice welfare. Sixteen States³ followed suit in the next few years (Arkansas later repealed its law). After World War II, six more States⁴ and Puerto Rico passed apprenticeship laws with the intention of expanding training opportunities for veterans taking advantage of the GI bill. Five additional States⁵ and the Virgin Islands have

passed similar laws in the past few years, although New Jersey has yet to appoint a staff to carry out its law. Typical among the aims set by these State laws (30 in all) is that enunciated by the New York law, which says:

Skilled manpower constitutes a great resource in this State. Apprenticeship programs, through supervised training and education, develop skilled craftsmen and help meet the increasing needs for such workers in the State's labor force. . . . To these ends, it is the declared public policy of the State of New York to develop sound apprenticeship standards and to encourage industry and labor to institute training programs.

(Though not all States have laws promoting apprenticeship programs, there are laws requiring that an apprenticeship be served preparatory to State licensing or registration in certain occupations in approximately 3 out of 4 States. The occupations most commonly covered include barbers and beauticians, dispensing opticians, funeral directors and embalmers, and pharmacists.)

Administration. The Fitzgerald Act is administered by the Bureau of Apprenticeship and Training of the U.S. Department of Labor. The Bureau's principal function is the promotion of apprenticeship through both technical assistance to employers and unions developing or conducting apprenticeship programs, and dissemination of apprenticeship information through, for example, periodic conferences held throughout the country. To carry out the act's mandate of promoting apprentice welfare, the Bureau also reviews apprenticeship programs in States that have not established their own apprenticeship agencies. If these programs meet certain minimum standards, the Bureau issues them a certificate of registration. It also issues certificates of completion to individuals who successfully fulfill the requirements of a registered program in States that do not have certification programs.

The Fitzgerald Act authorized the Secretary of Labor to appoint a national advisory committee to provide guidance on policy matters. The Federal Committee on Apprenticeship is composed of five representatives each from management and labor and one from the Office of Education; it determines, among other things, what occupations are apprenticeable.

Apprenticeship councils are established by all of the State laws but Wisconsin's, as well as by Iowa,

Kansas, and Rhode Island, which do not have apprenticeship legislation. Their members are appointed by either the governor or the director of the State agency responsible for labor matters and represent management and labor, as well as the public. The responsibilities of the council generally include formulation of policies; establishment of standards for apprenticeship agreements; and issuance of any rules and regulations necessary to carry out the intent of the legislation. Almost half of the State laws give the apprenticeship council more specific duties, such as registering programs that meet the council's standards; registering, suspending, or canceling agreements between the apprentice and the employer; issuing certificates of apprenticeship completion; recording apprenticeship programs and agreements (and their disposition); establishing a list of apprenticeable trades; settling disputes between parties to an apprenticeship agreement; and gathering and compiling data on trends in employment opportunity in various trades.

An *apprenticeship director or division*, located within the State department of labor, supplements the activities of the council in all apprenticeship council States but Arizona, Maine, Maryland, and New Hampshire. Maryland's apprenticeship act is administered by the State department of education rather than of labor, and consequently is not recognized by the Federal Committee on Apprenticeship. This group considers that apprenticeship, being predominantly a labor-management affair, should be administered by the State department responsible for labor and/or industry.

In most States the appointment of the director of apprenticeship by the labor commissioner must be confirmed by a majority vote of the apprenticeship council. (In Oregon and Utah, the apprenticeship council can appoint, fix, and supervise the duties of the apprenticeship director.) On the other hand, several States (the District of Columbia, Hawaii, Louisiana, Massachusetts, Minnesota, and New York) make the activities of the State apprenticeship council subject to the approval of the State commissioner of labor (Puerto Rico allows the labor commissioner to remove members of the apprenticeship council).

State and local *joint apprenticeship committees* for particular trades and industries are appointed or approved by State apprenticeship councils,

though, in contrast with the other States, California and New York place their joint committees under the supervision of the State labor department, rather than the State apprenticeship council.

Joint apprenticeship committees are composed of equal numbers of employer and employee representatives chosen by their respective trade organizations. In a few States, such as Arizona, Colorado, and Virginia, these committees perform the specific tasks involved in directing an apprenticeship program: establishing schedules for work experience and training; assisting in developing apprentice wage rates and working conditions; ascertaining employer needs in the trade; specifying the appropriate ratio of apprentices to journeymen, or the number to be employed in the trade; cooperating with school authorities in educating the apprentices; and adjusting disputes. In other States, such as California, Florida, and Minnesota, the committees act in an advisory capacity to employers and employee organizations responsible for carrying out each program, while in still others, including New York and New Jersey, the joint apprenticeship committees are merely directed to devise craft or trade standards for apprenticeship agreements, and to give any aid necessary for their operation. At present, there are about 7,000 joint apprenticeship committees; in 11 States, including Connecticut, Massachusetts, and Pennsylvania, there are no legal provisions for their appointment.

Apprenticeship Agreements. To be approved by the Bureau of Apprenticeship and Training and by State apprenticeship agencies, apprenticeship agreements must conform to certain minimum standards. The Federal law does not specify minimum standards for federally approved apprenticeship agreements; instead, the Federal Committee on Apprenticeship has recommended that valid apprenticeship agreements contain provisions for the following:

1. A starting age of not less than 16.
2. A schedule of the work processes to be taught.
3. Organized instruction to provide knowledge in technical subjects related to the trade.
4. A progressively increasing schedule of wages.
5. Proper supervision of on-the-job training with adequate training facilities.

6. Periodic evaluation of the apprentice's progress, both in job performance and related instruction, and the maintenance of appropriate records.

7. Employee-employer cooperation.

8. Recognition for successful completions.⁶

A ninth standard, that of providing equality of opportunity for all qualified applicants, has recently been adopted, and will be discussed later.

For State-recognized agreements, basic standards are frequently fixed by the apprenticeship law; the State council and the joint committees then build upon them to fit individual trades. Agreements conforming to recognized standards generally cover these areas: (1) Apprentice qualifications (e.g., apprentices must be at least 16 years of age, and must have at least 2 years of high school, if not a diploma); (2) apprenticeship term (e.g., 2,000–8,000 hours of continuous employment); (3) probationary period (during which time either party may terminate the agreement); (4) work schedule (specifying the number of hours at each operation); (5) related school instruction (in most States apprentices must take at least 144 hours of instruction a year); (6) hours and working conditions (the same as those for journeymen unless a collectively bargained contract specifies otherwise); (7) wages (a graduated scale); (8) examinations (periodic); and (9) apprentice-journeyman ratio (e.g., 1 apprentice for every 10 journeymen). State laws also often specify the parties who must sign and approve the agreement, and the procedure for determining a violation of the agreement or any other disagreement. Some States, recognizing the problems of the construction industry, where employment and employer specialization makes a broad and unified training program difficult, also provide for rotation of an apprentice among a group of employers.

Other Legislation

Related Training. Most State apprenticeship laws specifically provide that "the administration and supervision of related and supplemental instruction for apprentices, coordination of instruction with job experiences, and the selection and training of teachers and coordinators for such instruction" be assigned to the State and local boards responsible for vocational education. (Vermont's law was amended in 1961 to shift these

⁶ *Apprenticeship Past and Present* (U.S. Bureau of Apprenticeship, 1955), p. 33.

duties from the State department of education to the department of industrial relations.)

Classroom training related to his trade gives the apprentice the theoretical equipment to broaden and supplement the knowledge he gains through on-the-job training. Most State apprenticeship laws specify a minimum of 144 hours of related instruction a year; the joint apprenticeship committees may require any additional training that learning their trade requires.

Apprentice education through the public school system is financed through State, local, and Federal funds. Federal funds authorized by the Smith-Hughes (1917)⁷ and George-Barden (1946)⁸ Vocational Education Acts provide partial reimbursement for salaries of teachers and vocational administrators to States with approved vocational education plans. In fiscal 1961, 132,027 of the 963,609 persons enrolled in publicly sponsored vocational trades and industry classes were apprentices taking instruction related to their work; 109,659 of these were participants in registered apprenticeship programs. Information on the number of apprentices who received class instruction outside the public school system is not readily available.

Antidiscrimination Provisions. Charges that certain apprentice selection procedures have effectively prevented qualified Negro applicants from training for skilled employment have resulted in attempts to ensure equality of apprenticeship opportunity. On June 4, 1963, President John F. Kennedy directed the Secretary of Labor "in the conduct of his duties under the Federal Apprenticeship Act . . . to require that the admission of young workers to apprenticeship programs be on a completely nondiscriminatory basis." In accordance with this directive, on December 17, 1963, Secretary W. Willard Wirtz approved new standards and compliance procedures for programs registered with the Federal Government, which became effective on January 17, 1964.

Under these standards, there is to be "selection of apprentices on the basis of qualifications alone, . . . unless the selections otherwise made would themselves demonstrate that there is equality of opportunity, . . . [action] to remove the effects of previous practices under which discriminatory patterns of employment may have

resulted, . . . [and] nondiscrimination in all phases of apprenticeship and employment during apprenticeship after selections are made." While noncomplying programs will be deregistered after a thorough review and hearing procedure, the regulations emphasize a voluntary approach, consistent with the original policy of the Fitzgerald Act. Deregistration could have a material effect on Federal projects, where an apprenticeship program must be registered in order for an employer to pay less than journeyman rates to apprentices.

BAT regional directors were also instructed to encourage State Apprenticeship Council States to adopt the equal opportunity standards for apprenticeship. In States with such standards, enforcement responsibility will be divided between State and Federal personnel; in other States, Federal apprenticeship officials will consider withdrawing Federal recognition of programs registered by the State apprenticeship agency.

Nevada and Maine have the only apprenticeship laws that require that standards for apprentice agreements include a nondiscrimination provision. California makes it unlawful for employers or labor unions to refuse to accept qualified employees as apprentices on public works on the grounds of race, creed, or color; and the Colorado State Apprenticeship Council recommends that a nondiscriminatory policy be included in approved apprenticeship agreements.

Twenty-five States⁹ and Puerto Rico make job discrimination unlawful through mandatory fair employment practice acts; these laws provide enforcement procedures. Two other States, Nevada and Virginia, have acts providing for voluntary rather than mandatory compliance. All of the State FEP laws prohibit discrimination by employers, and all but Idaho prevent labor organizations from discriminatorily excluding or expelling persons from membership.

Wage Regulation. To promote apprenticeship and protect apprentices, the Federal and State laws that set minimum wages often allow an

⁷ 20 U.S.C. 11-15, 16-28.

⁸ 20 U.S.C. 151-15m, 15o-15q.

⁹ Alaska, California, Colorado, Connecticut, Delaware, Hawaii, Idaho, Illinois, Indiana, Iowa, Kansas, Massachusetts, Michigan, Minnesota, Missouri, New Jersey, New Mexico, New York, Ohio, Oregon, Pennsylvania, Rhode Island, Vermont, Washington, and Wisconsin.

employer to pay lower wages to apprentices participating in Federal- or State-registered apprenticeship programs. These provisions prevent wage minimums from pricing apprentices out of employment; an indirect effect is their encouragement of apprentice registration, without which wage exceptions cannot be granted.

But little use apparently is being made for this purpose of either the Fair Labor Standards Act of 1938¹⁰ or the Walsh-Healey Public Contracts Act of 1936.¹¹ The FLSA provides that minimum wages lower than the present \$1.25 rate may be granted to apprentices, provided that special certificates are first obtained from the Wage and Hour Administrator. In fiscal 1962, when the minimum wage was \$1.15 an hour, employment at special minimum wage rates was authorized for only 372 apprentices—242 of those were in Puerto Rico and the Virgin Islands. Exceptions for apprentices are also authorized under the Walsh-Healey Act, where the Secretary of Labor ensures that Government contracts for more than \$10,000 are not awarded to firms that pay substandard wages through determining and requiring payment of the prevailing minimum wage in the industry. As of June 30, 1962, only one exception for apprentices had been made under this act that had not already been made under the FLSA, and that was for apprentices in the iron and steel industry effective from 1949.

A third Federal act, the Davis-Bacon Act of 1931,¹² which regulates wages for laborers and mechanics employed on Federal construction projects, also provides that registered apprentices may be employed at subjourneymen rates. Equally important, however, is the act's provision that payrolls of contractors and subcontractors for Federal construction projects be examined to ensure that disproportionate numbers of laborers, helpers, and apprentices are not employed. This requirement is met if the ratio of apprentices to

skilled workers on the covered project is not greater than the same ratio allowed the contractor for his entire work force, by either the craft collective-bargaining ratio under a State council and joint committee arrangement, or by the prevailing area practice as determined by the Solicitor of Labor. Contracts let under the National Housing Act, Hospital Survey and Construction Act, Federal Airport Act, Housing Act of 1949, School Survey and Construction Act, and Defense Housing and Communities Facilities and Services Act of 1951, also come under these regulations. During fiscal 1962, the Office of the Solicitor of Labor, which administers these laws, made 44,558 wage determinations of all kinds.

Though these laws are designed to protect apprentices, they may have the opposite effect. For example, the necessity to indenture apprentices working on Davis-Bacon jobs without benefit of a probation period was cited by the Virginia Division of Apprentice Training¹³ as a major cause for the large numbers of apprentice cancellations relative to completions recorded in the State. (There were roughly three times as many cancellations as completions for the period 1940-61, and almost twice as many in 1962.)

Of the 29 State and territory minimum wage laws now in operation, 19¹⁴ allow for payment of less than the minimum rate to registered apprentices, generally for a specified length of time. For example, apprentices in the building trades in the District of Columbia may be paid 80 percent of the minimum wage for 1 year. In nine of these States,¹⁵ however, the law only applies to apprentices while they are minors. In these same nine States, minimum wages must be set by wage board orders for specific industries; the industries most frequently covered are in service fields, where apprentices are rarely encountered. (In the State of Washington, the statutory minimum does not apply to minors, who come under wage board procedure.)

Taking Stock

Legislated apprenticeship policy is a fairly recent phenomenon, dating on a national level from only 1937. As this discussion has shown, such policy has been directed toward promoting the development of apprenticeship programs, and encouraging the adoption of certain standards for

¹⁰ 29 U.S.C. 201-219.

¹¹ 41 U.S.C. 35-45.

¹² 40 U.S.C. 276a et seq.

¹³ *Report of the Commissioner* (Richmond, Va., State Department of Labor and Industry, 1962), p. 100.

¹⁴ Arizona, California, District of Columbia, Hawaii, Idaho, Kentucky, Maine, Massachusetts, Minnesota, New Hampshire, New Jersey, New York, North Dakota, Ohio, Pennsylvania, Puerto Rico, Rhode Island, Utah, and Washington.

¹⁵ Arizona, California, District of Columbia, Kentucky, Minnesota, New Jersey, North Dakota, Ohio, and Utah.

apprentice protection. In view of the persistent decline in apprentice registrations and certifications, to be discussed in the next article in this series, the question of whether changes ought to be made in apprenticeship laws merits public discussion. For instance, is there a need for legislation to broaden the scope of apprenticeship to include additional occupations? Have the current laws effectively promoted enough skilled graduates that employers have no need to resort to insufficiently trained workers? Or, have the laws allowed the system enough flexibility to adjust to technological change? Further, have apprenticeship standards fixed by State law erected unnecessary barriers to full utilization of apprenticeship as a system of training? And, has the

overlap of Federal and State apprenticeship jurisdiction hampered the working of the apprenticeship system? Does the need for skilled manpower call for government to require employers and unions to train apprentices or offer them subsidies for such instruction? Or, should government agencies enforce minimum standards for all apprenticeship programs rather than just for voluntarily registered programs? These and other questions may well be explored at the mid-January Los Angeles conference of the Federal Committee on Apprenticeship, the first of a possible series of public meetings sponsored by this group to explore the rapidly changing training needs of workers on a national as well as a regional basis.

That the construction industry, which has been in the forefront in recent years in apprenticeship activities in this country, used the formalized indenture over a century ago, is evidenced by a "house carpenter" indenture, dated 1832. This indenture bound a 16-year-old apprentice in New Bedford, Massachusetts, to his master until 1837, exactly 100 years before the enactment of today's national apprenticeship law. The indenture states that John Slocum, "doth by these Presents bind Lymand Slocum, his son, a minor . . . to Thomas Remington . . . to learn the art, trade, and mystery of a house carpenter." The master, according to the indenture, promised "to teach and instruct or cause the said apprentice to be instructed, in the art, trade or calling of a house carpenter . . . (if said apprentice is capable to learn)."

—*Apprenticeship—Past and Present* (U.S. Department of Labor, Bureau of Apprenticeship, 3d ed., 1955), p. 15.

Special Labor Force Report

EDITOR'S NOTE.—*Other articles in this series of special labor force reports cover such subjects as the work experience of the population, multiple job-holders, and the employment of high school graduates and students. Reprints of all articles in the series, including in most cases additional detailed tables and explanatory notes, are available upon request to the Bureau or to any of its regional offices (listed on the inside front cover of this issue).*

March 1963

Marital and Family Characteristics of Workers

VERA C. PERRELLA*

MARRIED WOMEN accounted for approximately 50 percent of the 1.1 million net increase in the labor force between March 1962 and March 1963; married men accounted for about 30 percent, and single men and women, about 10 percent each (table 1).¹ The number of other persons (widowed, divorced, or separated) in the labor force showed little net change over the year.

The number of additional jobs was not sufficient to reduce unemployment between March 1962 and March 1963. Unemployment rates, as well as the number of unemployed, were about the same for married persons at both dates; about 1.6 million married men and 750,000 married women were unemployed, and the unemployment rates for these men and women were nearly 4.5 and 5.5 percent, respectively (table 2). However, in March 1963, over 400,000 more married men and nearly 600,000 more married women had jobs than in March 1962. Virtually all of the increase for men and 85 percent of the increase for women was in full-time jobs.

In the months following March 1963, the employment situation of married men improved further. Their unemployment rates ranged between 2.3 and 3.6 percent from April through December, compared with 4.3 percent in March.

Although married men were the largest single group (34.3 million) among the employed in

March 1963, they constituted only 51 percent of all employed workers. Employed wives, at 13.3 million, accounted for 20 percent. Single men and women, in that order, represented the next largest proportions of the employed. Widowed, divorced, and separated persons accounted for 11 percent. Single men had a significantly higher unemployment rate in 1963 than in 1962—up from 11.4 to 13.6 percent. Most of these were teenagers whose difficulties in the job market had been increasing over the year.

Participation of Married Women

Labor force net accessions of married women from 1962 to 1963—about 600,000—exceeded population increases by 18 percent, in contrast to the 1961–62 period when the labor force gains of married women were only 32 percent of the population increase. The largest portion of the labor force

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¹References to married persons, unless otherwise indicated, relate to those living with their spouses. The discussion on families and their heads refers only to husband-wife families. By definition, the husband in these families is considered the head. A married couple or a parent-child group related to the head of the family and sharing his living quarters is treated as part of the head's family.

The analysis is based primarily on information from supplementary questions in the March 1963 monthly survey of the labor force, conducted for the Bureau of Labor Statistics by the Bureau of the Census through its Current Population Survey.

Previous survey findings were published in the *Monthly Labor Review* of March and August 1960, April 1961, January 1962, and January 1963, and reprinted with additional tabular material and explanatory notes as Special Labor Force Reports Nos. 2, 7, 13, 20, and 26, respectively.

Most of the monthly data presented here relate to the population 14 years old and over, including inmates of institutions and those members of the Armed Forces living off post or with their families on post (964,000 in March 1963). Annual average data in this report refer to the civilian noninstitutional population.

TABLE 1. EMPLOYMENT STATUS, BY MARITAL STATUS AND SEX, MARCH 1962 AND 1963
 [Numbers in thousands]

Marital status and sex	1963				1962			
	Labor force ¹	Employed		Unemployment rate ²	Labor force ¹	Employed		Unemployment rate ²
		Number	Percent distribution			Number	Percent distribution	
Total workers.....	72,614	67,148	100.0	6.2	71,484	66,139	100.0	6.1
MALE								
Total.....	47,939	43,962	65.5	6.3	47,506	43,646	66.0	6.1
Married, wife present.....	36,740	34,305	51.1	4.3	36,396	33,883	51.2	4.4
Other, except married, wife present.....	11,199	9,657	14.4	12.9	11,110	9,763	14.8	11.5
Other ever married.....	2,932	2,598	3.9	11.0	2,989	2,629	4.0	11.9
Married, wife absent.....	1,231	1,084	1.6	11.4	1,257	1,112	1.7	11.5
Widowed.....	751	685	1.0	8.5	765	692	1.0	9.5
Divorced.....	950	829	1.2	12.4	967	825	1.2	14.3
Single.....	8,267	7,059	10.5	13.6	8,121	7,134	10.8	11.4
FEMALE								
Total.....	24,675	23,186	34.5	6.0	23,978	22,493	34.0	6.2
Married, husband present.....	14,061	13,303	19.8	5.4	13,485	12,716	19.2	5.7
Other, except married, husband present.....	10,614	9,883	14.7	6.9	10,493	9,777	14.8	6.8
Other ever married.....	5,000	4,665	6.9	6.7	5,012	4,681	7.1	6.6
Married, husband absent in Armed Forces.....	100	86	.1	14.0	119	111	.2	6.7
Married, husband absent for other reasons.....	1,201	1,066	1.6	11.2	1,166	1,041	1.6	10.7
Widowed.....	2,306	2,206	3.3	4.3	2,454	2,346	3.5	4.4
Divorced.....	1,393	1,307	1.9	6.2	1,273	1,183	1.8	7.1
Single.....	6,614	5,218	7.8	7.1	6,481	5,096	7.7	7.0

¹ The male labor force figures include members of the Armed Forces living off post or with their families on post, not shown separately.

² Unemployed as a percent of labor force.

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

increase among married women was among those 45 years old and over, with no children under 18 years of age. The continuing increase of older married women in the labor force, now especially noteworthy among those 55 to 59 years old, has gradually raised the median age of married women workers. In 1962 and 1963, the median age of married women in the labor force was 42 years, compared with 38 years in 1947 (chart 1). The interplay of part-time work opportunities and increased longevity, together with some shortage of younger workers during the 1950's, has undoubtedly been instrumental in fostering this growth. A dramatic contrast can be made with the situation at the start of the century. In 1900, the average life span of women was about 51 years; today, an appreciable number of women are taking jobs at that age and later. Generally, the age pattern of working married women has closely followed that of all married women, but whereas in the past the slight difference was in terms of a higher median age for all married women, those in the labor force now tend to have the higher median age.

Occupations of Married Women. During the post-World War II years, there has been a strong growth of service occupations along with the growth of married women in the labor force.

Since an appreciable part of the pay of married women is spent for services they would perform if they were at home and for servicing of modern laborsaving equipment, the fact that they are working generates job increases in these service occupations. The number of service workers, including private household workers, rose 5 percent from 1962 to 1963; 60 percent of the increase was accounted for by women, most of whom were married.

But this is not the whole story. Working wives have not been completely relegated to unskilled or semiskilled work, as evidenced by the increasing number in clerical and sales groups, as well as in professional, technical, and kindred occupations. As a result of changes in the occupational structure since the end of World War II, more married women are now employed in clerical occupations than in any other occupation group, whereas formerly the largest proportion were employed as operatives and kindred workers. Although there was little change in the proportion of clerical workers between 1962 and 1963, this group increased from 21 percent in 1947 to 30 percent in 1963 (chart 2). In contrast, operatives decreased from 26 percent in 1947 to 16 percent in 1963. The proportion of married women employed as sales workers has remained fairly steady since 1947—

between 8 and 10 percent. The number in professional, technical, and kindred occupations did not change significantly from 1962 to 1963, but a growth of 5.5 percentage points took place from 1947 to 1963 in the proportions employed in these fields; the number is almost 3.5 times as large. This increase, particularly among younger married women, is a function both of the higher education afforded women today and of a reluctance—once the effort, time, and money to acquire an education have been expended—to forego the monetary returns and stimulation of interesting work. Also, resumption of work in these areas after a prolonged absence poses greater difficulties than in other occupations, and as a consequence, more of the women in these fields tend not to interrupt their careers upon marriage or family rearing for other than minimal periods.

Significantly, in 1940, when many school systems barred married women from teaching in public elementary and secondary schools, about 50 percent of the women classified in professional and kindred occupations were elementary and secondary school teachers; by 1960, when married women were no longer barred, the percentage dropped to

Chart 1. Median Age of Married Women, Husband Present, in the Labor Force and Population, 1947-63, and Percent of Married Women 55 to 59 Years Old in the Labor Force, 1952, 1953, and 1956-63

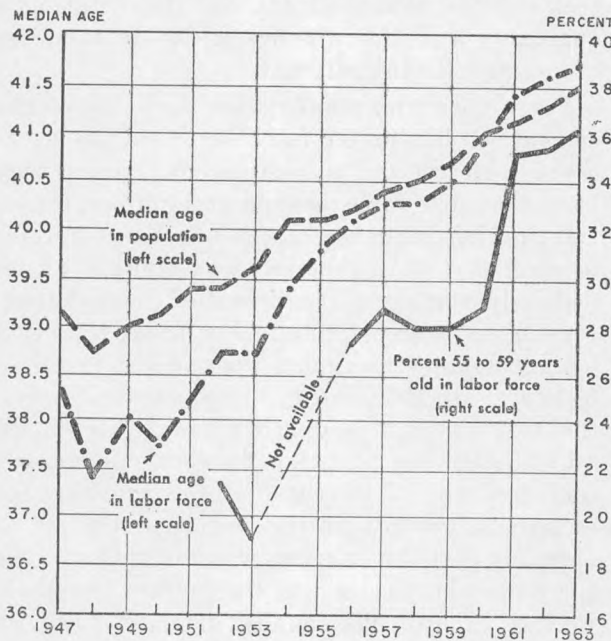
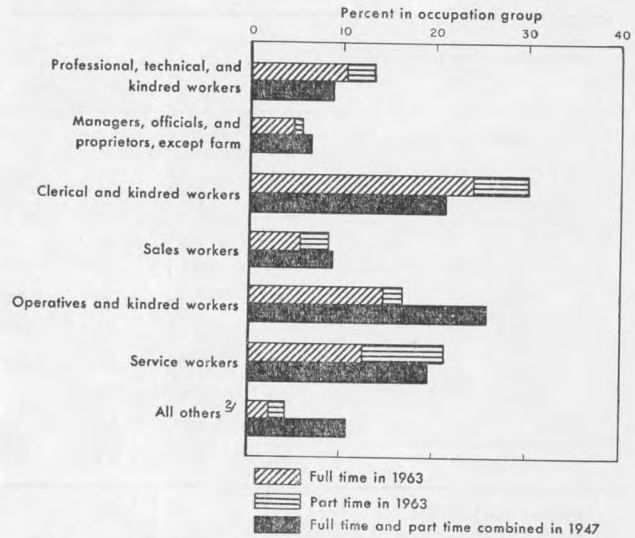


Chart 2. Major Occupation Groups of Employed Married Women, Husband Present, April 1947 and March 1963¹



¹ Data for the 2 years are not strictly comparable because of changes in estimating procedures, and inclusion of Alaska and Hawaii in 1963.

² Includes craftsmen, farmers, and laborers.

40, although these occupations still constitute the largest single field of professional work for women. (The number of male elementary and secondary school teachers, after dropping from 13 percent of the males in professional and allied occupations in 1940 to 7 percent in 1950, showed a slight increase to 9 percent in 1960. More dramatically illustrated, the percent change in numbers from 1950 to 1960 for male elementary school teachers was 130 percent, compared with 40 percent for females; for male secondary school teachers, 75 percent compared with 17 percent for females.) In nursing, another area where women traditionally have been accepted, no significant change has occurred; nurses represented about 23 percent of the women in professional and allied occupations in both 1940 and 1960.

Although the ratio of married women working in professional and kindred occupations has increased slowly, expansion into professional areas formerly reserved for men has occurred. Moreover, the proportions should grow at accelerating rates, as more and more of the single women currently employed in these fields marry and as the number of women entering these fields grows ever larger. From 1950 to 1960, the number of women in professional and allied fields rose 40 percent,

TABLE 2. POPULATION, LABOR FORCE, AND EMPLOYMENT STATUS OF MARRIED PERSONS, SPOUSE PRESENT, BY SEX, MARCH 1962 AND 1963

[Numbers in thousands]

Population, labor force, and employment status	Male		Female	
	1963	1962	1963	1962
Population.....	41,705	41,218	41,705	41,218
Labor force: ¹				
Total.....	36,740	36,396	14,061	13,485
Change from previous year...	344	195	576	219
Rate ²	88.1	88.3	33.7	32.7
Employed:				
Total.....	34,305	33,883	13,303	12,716
Change from previous year...	422	803	587	379
Full time:				
Total.....	33,001	32,580	9,840	9,341
Change from previous year...	421	992	499	214
Part time:				
Total.....	1,304	1,303	3,463	3,375
Change from previous year...	1	-189	88	165
Unemployed:				
Total.....	1,567	1,605	758	769
Change from previous year...	-38	-532	-11	-160
Unemployment rate ³	4.3	4.4	5.4	5.7

¹ See footnote 1, table 1.

² Labor force as a percent of population.

³ Unemployed as a percent of labor force.

and present trends in education as well as the acceptance of wives as workers point to greater increases in the future.

Educational Attainment. The high correlation between level of education and labor force participation of married women, as for other women, is very strongly evidenced by March 1962 data on educational attainment of workers (table 3). As the number of years of school completed increases, the likelihood of participation in the labor force increases for married women. Furthermore, comparison of data for 1959 and 1962 on the labor force participation rates of married women indicates a growing tendency for those with more schooling to enter the labor force, while the proportion of the less educated entering the labor force remains fairly constant.

Commitment to the Labor Force. Approximately 75 percent of employed married women usually work full time, and 25 percent usually work part time. In 1962 and 1963, four major occupation groups—clerical workers, operatives, professional workers, and service workers, except those in private households—accounted for about four-fifths of those who usually work full time. More than half of those who usually work part time were clerical, service, and private household workers.

In each year since 1959, a monthly average of about half a million married women employed in nonagricultural industries, either as normally full-time workers or as normally part-time workers, worked fewer hours than they would have liked, in addition to those who did not work at all and were looking for work. The annual average rate of part-time work for economic reasons for these workers ranged between 4.5 and 5.5 percent of the total married women at work from 1959 through 1962 (table 4). The usually full-time workers constituted 40 to 45 percent and the usually part-time workers, 55 to 60 percent, of those on part-time schedules for economic reasons.

For women who usually work full time at their current job, it must be assumed that an appreciable portion worked fairly close to full time most of the year. In 1961 and 1962, for example, about 58 percent of the women with work experience during the year who worked at full-time jobs worked 48 weeks or more, while the rest were scattered in a range from 13 weeks or less to 40 to 47 weeks. Accordingly, the number of full-time workers on part-time schedules for economic reasons is composed of a very fluid, changing population. Those who usually work full time but worked part time intermittently and for more or less protracted periods may be in the figures for a given period, but are not necessarily in those for either prior or following periods. Nonetheless, since the number of such married women at any one time is about a quarter of a million, the overall involuntary loss of income is not insignificant.

For women who usually work part time on the current job but prefer full-time work, the situation is different and more stringent. Unless they leave the labor force, become unemployed, obtain full-time jobs, or have a change of mind and prefer to work part time, they are, by definition, an indefinitely continuing constituent of the part-time-for-economic-reasons total. For these, the usual but involuntary maximum workweek is less than 35 hours. In 1962, among women at work during the survey week, 2 percent of all the white women normally worked part time for economic reasons, compared with 10 percent of all the nonwhite; the occupation group with the largest proportion of normally part-time workers who worked part time for economic reasons was the private household workers group. The number of married women

TABLE 3. LABOR FORCE PARTICIPATION RATES OF MARRIED WOMEN, HUSBAND PRESENT, BY AGE AND YEARS OF SCHOOL COMPLETED, MARCH 1962

Age	Percent of population in labor force, by years of school completed							
	Total	Elementary			High school		College	
		Less than 5 years ¹	5 to 7 years	8 years	1 to 3 years	4 years	1 to 3 years	4 years or more
Total, 18 years and over.....	32.8	20.2	25.5	27.0	32.0	35.0	34.7	49.5
18 to 34 years.....	30.0	21.7	22.5	24.1	28.0	30.4	30.9	44.6
18 to 24 years.....	31.4	(²)	21.7	17.6	25.0	34.1	35.0	68.6
25 to 34 years.....	29.4	24.6	22.8	26.8	29.7	28.5	29.0	39.9
35 years and over.....	34.2	20.1	26.0	27.6	34.6	38.4	36.9	52.3
35 to 44 years.....	39.0	31.9	36.6	36.9	38.9	39.3	36.0	49.9
45 to 54 years.....	42.5	30.9	33.9	38.5	38.9	45.9	47.0	63.8
55 to 64 years.....	29.0	24.8	23.5	24.1	27.7	31.4	36.3	55.4
65 years and over.....	7.6	3.8	6.8	6.4	11.9	8.4	8.8	14.1

¹ Includes persons reporting no school years completed.² Percent not shown where base is less than 100,000.

who usually work part time for economic reasons averaged about 300,000 a month from 1959 to 1962. Generally, they worked fewer hours than they would have liked over longer periods than those who normally worked full time on their current job but had some part-time work for economic reasons.

Extent of Commitment

Implicit in this full-time part-time dichotomy of labor force participation, to the extent that it applies to married women, is the consideration of the dimensions of their commitment to the work world. On the surface, the figures support the thesis that, in the preponderant majority of cases, once they decide to enter the labor force, their commitment to that course is total—for however long they decide to work, they work full time. Despite sharp increases since 1940, the number of married women who usually work part time constitute only about a quarter of the total married women at work. Regardless of age,² presence or absence of preschool children, or other circumstances, most working wives work full time.

Therefore, while there are no figures available to indicate the number of wives working on full-time schedules who would prefer part-time work despite the lesser income, the fact remains that, whether through choice or necessity, they are committed to full-time work. The additional number on part time who would prefer to be on full time reaffirms the position, as does the fact that, on the average, about 80 percent of the women looking for work in any given month are looking for full-time jobs. So, while the opportunity for part-time

work is important in terms of latitude of choice to satisfy a variety of needs, the extent of the coincidence of supply and demand for it is not determinable.

The number of married women who, once they are free to work full time, plan to do so for the rest of their working lives is not known. While it is a matter of common knowledge that married women pick up or drop work careers for a variety of reasons at various times in their lives to a greater extent than other workers, except students, the question of whether their working life is "self-perpetuating" can only be a matter for conjecture. Does dependence on the additional income keep them working longer than they had at first intended? Do the fringe benefits available to many have a similar effect? And what of the other aspects—variety and interest in the field of work, for example?

Between 1950 and 1962, the percentage of the women 35 years old and over who worked at sometime during the year increased sharply, and most markedly in the ages 45 to 64, as indicated in the following tabulation:

Age	Percent of female civilian noninstitutional population who worked during—	
	1962	1950
Total, 14 years and over.....	46.5	41.1
14 to 17 years.....	32.5	33.3
18 and 19 years.....	67.2	61.6
20 to 24 years.....	63.3	58.7
25 to 34 years.....	47.5	43.7
35 to 44 years.....	53.2	47.2
45 to 54 years.....	59.6	44.9
55 to 64 years.....	46.3	32.3
65 years and over.....	14.3	11.8

However, there is no basis for determining their interest in continued labor force participation.

Data on length of employment on the current job also tend to confirm the increasing interest of married women in continuity of work, as well as of job tenure. As of January 1951, the median number of years on the current job was about 2 for employed married women; however, comparisons with later periods are somewhat difficult because 1951 data reflect the dislocations in job tenure attributable to World War II. Many housewives who normally were nonworkers took jobs, and others undoubtedly left jobs, either to go to areas closer to relatives in the service or to work in jobs related to the war effort. After the war, with the changeover from war production, some left the labor force and others had to find jobs in civilian production. As of January 1963, the median number of years on the current job had increased to 3.4 for all married women. For those 45 years old and over, the median was 6.4 years. Data for 1951 are not available by age for married women, but for all women 45 years old and over, the median number of years on their current job had increased between January of 1951 and 1963, despite the three business recessions during the period, indicating that women with no preschool children are increasingly apt to work longer and more continuously than formerly (table 5).

Labor force participation on the part of wives does not seem, at least on a concurrent basis, to be necessarily dictated by unemployment of their husbands, although the total number of wives in the labor force whose initial entry was because of

TABLE 4. MARRIED WOMEN, HUSBAND PRESENT, WHO WORKED PART TIME FOR ECONOMIC REASONS, ANNUAL AVERAGES, 1959-62¹

[Numbers in thousands]				
Part-time employment for economic reasons	1962	1961	1960	1959
Total: Number.....	514	610	541	508
Percent of all women at work ²	4.5	5.5	5.0	4.9
Women at work part time who usually worked full time:				
Number.....	218	267	240	210
Percent of total ³	42.4	43.8	44.4	41.3
Women at work part time who usually worked part time:				
Number.....	296	343	301	298
Percent of total ³	57.6	56.2	55.6	58.7

¹ Wage and salary workers in nonagricultural industries.

² Represents percentage that number working part time for economic reasons constitutes of all married women at work, regardless of full- or part-time status.

³ Represents percentage of total number of married women who worked part time for economic reasons.

TABLE 5. MEDIAN YEARS ON CURRENT JOB, BY AGE AND SEX, JANUARY 1951 AND 1963

Age	Male		Female	
	1963	1951	1963	1951
Total, 14 years and over.....	5.7	3.9	3.0	2.2
14 to 19 years.....	0.6	0.7	0.5	0.5
20 to 24 years.....	1.0	1.2	1.1	1.4
25 to 34 years.....	3.5	2.8	2.0	1.8
35 to 44 years.....	7.6	4.5	3.6	3.1
45 to 54 years.....	11.4	7.6	6.1	4.0
55 to 64 years.....	14.7	9.3	7.8	4.5
65 years and over.....	16.6	10.0+	8.8	4.9

¹ Data for persons who started on current job prior to 1940 were not classified by year job started.

NOTE: Data refer to civilian noninstitutional population.

their husbands' unemployment may be substantial (table 6). For example, as of the survey weeks in March for the years 1960-63, only about 40 percent of the wives of unemployed men were in the labor force, compared with about a third of the wives whose husbands were employed (table 7). Moreover, length of unemployment of the husband did not appreciably affect these percentages. A factor here may be that wives do not enter the labor force in depressed areas because they know there are no jobs available. The extent to which the presence or absence of unemployment compensation for unemployed husbands may be a determinant in labor force entry of wives is not known. On the whole, however, the longer the husbands' unemployment, the higher the percentage of wives unemployed, probably because where unemployment is prevalent over fairly long periods, the labor market is depressed for all. Other factors, such as age, level of education and skills, andency of labor force entry, are also pertinent.

Work Expectations and Consequences

Any consideration of labor force participation by the married woman should take into account estimates both of the number of years she may expect to live and how many of those years she may expect to spend working. Since 9 out of 10 women marry, available data for all women serve as good indicators for those who marry. Accordingly, women born in 1940 can expect, on the average, to live 15 years longer than women born in 1900, with 6 of the additional years increasing working life to 12 years, and 9 increasing her life outside the labor force to 54 years. Women born

in 1950 and 1960 can expect even longer lives; those born in the latter year have an average life expectancy of 73 years, with a work life expectancy of 20 years. Contrast these prospects with those of women born in 1900, who had an average work life of 6 years and 44 years outside the labor force,² and it becomes increasingly difficult to ascribe to married women, of whom 1 out of every 3 works, the role of dilettante labor force members.

Effect on the Labor Force. Some aspects of the labor force participation of married women raise the question whether their work patterns are entirely beneficial to the rest of the labor force. In a period when labor laws and practices have been developing in the direction of minimum wages,

² See *Tables of Working Life for Women, 1950* (BLS Bulletin 1204, 1957).

TABLE 6. EMPLOYMENT STATUS OF WIFE, HUSBAND PRESENT AND UNEMPLOYED, BY DURATION OF HUSBAND'S UNEMPLOYMENT, MARCH 1960-63

[Percent distribution]

Year and employment status of wife	Total	Duration of husband's unemployment		
		1 to 4 weeks	5 to 14 weeks	15 weeks or more
1963				
Total: Number (thousands)	1,484	418	552	514
Percent.....	100.0	100.0	100.0	100.0
Wife in labor force.....	41.3	41.6	40.3	42.2
Employed.....	35.8	38.5	33.1	36.6
Unemployed.....	5.5	3.1	7.2	5.6
Wife not in labor force.....	58.7	58.4	59.7	57.8
1962				
Total: Number (thousands)	1,528	453	511	564
Percent.....	100.0	100.0	100.0	100.0
Wife in labor force.....	42.7	40.6	44.2	43.0
Employed.....	35.9	35.3	37.8	34.6
Unemployed.....	6.8	5.3	6.5	8.3
Wife not in labor force.....	57.3	59.4	55.8	57.0
1961				
Total: Number (thousands)	2,025	545	731	749
Percent.....	100.0	100.0	100.0	100.0
Wife in labor force.....	40.6	37.2	43.1	40.7
Employed.....	33.0	32.1	37.8	29.1
Unemployed.....	7.6	5.1	5.3	11.6
Wife not in labor force.....	59.4	62.8	56.9	59.3
1960				
Total: Number (thousands)	1,462	440	551	471
Percent.....	100.0	100.0	100.0	100.0
Wife in labor force.....	40.1	41.4	40.5	38.4
Employed.....	35.1	37.7	35.0	32.3
Unemployed.....	5.1	3.6	5.4	6.2
Wife not in labor force.....	59.9	58.6	59.5	61.6

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

overtime pay differentials, pensions, and other benefits, a sizable proportion of married women are acquiescing in, or at least accepting, the forfeiture of such benefits for the immediate advantage of part-time jobs which can be undertaken concurrently with the responsibilities of home-making and childrearing. Does the effect of their availability on these terms constitute a disservice to all workers in the long run? At any rate, their labor force participation has had and will continue to have far-reaching sociological and economic effects.

Unemployment Among Married Men

While the effects of unemployment should not be minimized for any individual, their economic and social impacts multiply and radiate throughout the economy and in time to a greater extent when the unemployed person is the prime breadwinner of a family. In the American labor force, for obvious demographic and social reasons, these prime breadwinners, married men, overwhelmingly outnumber every other category of workers; furthermore, although continuation of present trends in labor force participation of married women and the anticipated increase in young workers resulting from high postwar birth rates foreshadow a change, married men have exceeded or at least equaled all other groups combined from 1947 to 1963 (table 8).

Viewed in the undifferentiated mass of their numbers, the situation in March 1963 was not markedly different from what it was a year earlier or even at the start of the decade. While in March 1963 their numbers increased, both in the population and in the labor force, the rates of increase are about the same as for the previous 2 years. For those in the labor force, and 9 out of 10 are, the median age is 42. The relative proportions in the range of age groups remain fairly stable and most heavily concentrated between 35 and 44 years. For men in the central age groups, there has been a slight decrease in labor force participation, which is somewhat greater for nonwhite than for white men. However, the participation rates for married men in these age groups have not changed significantly over recent years.

Historically, married men have had a lower unemployment rate than any of their coworkers, even though in number unemployed they are the largest

group. Except for 1961, the year of the fourth general business downturn since World War II ended, the unemployment rate of married men during March of the first years of this decade has persisted at nearly 4.5 percent. If they are unemployed, the chances are about 1 out of 3 that the unemployment has lasted for at least 15 weeks, and chances are about even that no other member in the family is in the labor force.

Variations in Unemployment Rates

Turning now from this mass view of married men to one in somewhat greater depth, the persistence of wide variations in their ranks, stemming from circumstances of color, education, occupation, residence, and age, spells the difference between employment and unemployment, poverty and economic sufficiency.

Although data for married men are not always directly available by cross classifications, it is nonetheless possible to approximate many of them because they constitute so large a proportion of the totals. For them, as for persons of other marital status, unemployment does not strike equally at all ages; the youngest and the oldest are the most likely to be unemployed. In 1962, for those who were younger than 25 or older than 64, the unemployment rate was higher than for those 25 to 64 years old. If they were nonwhite, the chances of being unemployed were appreciably greater at every age than if they were white. For example, among men in the labor force between 35 and 44, the ages in which married men constitute more than 88 percent of the total, the unemployment rate in 1962 for nonwhites averaged 8.6 percent, for whites, 3.1 percent. Comparison of the rates for the years 1962, 1955, and 1948 shows that

TABLE 7. EMPLOYMENT STATUS OF FAMILY HEAD, WIFE, AND OTHER FAMILY MEMBERS, APRIL 1955, MARCH 1958, AND MARCH 1960-63

[Husband-wife families]

Employment status and relationship to head	March 1963 ¹	March 1962 ¹	March 1961 ¹	March 1960 ¹	March 1958	April 1955 ²
HEAD IN LABOR FORCE						
Number (thousands).....	36,079	35,713	35,453	35,041	34,412	34,064
Percent distribution.....	100.0	100.0	100.0	100.0	100.0	100.0
Wife or other member in labor force.....	46.5	45.0	45.0	43.0	41.9	39.9
Wife only.....	28.7	28.1	27.6	25.8	26.0	23.9
Wife and other member.....	6.9	6.5	6.6	6.2	5.4	4.9
Other member only.....	10.9	10.4	10.8	11.1	10.5	11.2
Wife or other member employed ³	43.3	42.0	41.2	40.1	38.8	38.2
Wife or other member unemployed; none employed.....	3.2	3.0	3.8	2.9	3.0	1.8
Neither wife nor other member in labor force.....	53.5	55.0	55.0	57.0	58.1	60.1
HEAD EMPLOYED⁴						
Number (thousands).....	34,595	34,185	33,428	33,579	32,298	32,893
Percent distribution.....	100.0	100.0	100.0	100.0	100.0	100.0
Wife or other member in labor force.....	46.2	44.7	44.6	42.7	41.4	39.6
Wife only.....	28.6	27.8	27.3	25.5	25.5	23.6
Wife and other member.....	6.9	6.4	6.6	6.1	5.3	4.8
Other member only.....	10.8	10.5	10.8	11.2	10.5	11.2
Wife or other member employed ³	43.2	41.9	41.2	40.0	38.8	38.0
Wife or other member unemployed; none employed.....	3.0	2.8	3.5	2.7	2.6	1.6
Neither wife nor other member in labor force.....	53.8	55.3	55.4	57.3	58.6	60.4
HEAD UNEMPLOYED						
Number (thousands).....	1,484	1,528	2,025	1,462	2,114	1,171
As percent of heads in labor force.....	4.1	4.3	5.7	4.2	6.1	3.4
Percent distribution.....	100.0	100.0	100.0	100.0	100.0	100.0
Wife or other member in labor force.....	53.2	50.9	51.4	49.7	49.0	48.8
Wife only.....	32.3	34.1	34.1	32.1	32.4	31.3
Wife and other member.....	9.0	8.6	6.5	8.0	6.9	6.6
Other member only.....	11.9	8.3	10.8	9.6	9.7	10.8
Wife or other member employed ³	45.7	42.6	41.5	41.7	39.3	42.4
Wife or other member unemployed; none employed.....	7.5	8.3	9.9	7.9	9.7	6.4
Neither wife nor other member in labor force.....	46.8	49.0	48.6	50.3	51.0	51.2

¹ Data in this article for March 1962 and 1963 are not strictly comparable with those for earlier years because of the introduction of 1960 census data into the estimating procedure. Alaska and Hawaii are included in data for 1960-63.

² Data for 1955 are not strictly comparable with data for 1958-63 because of the reclassification of persons on temporary layoff and those waiting to start new wage and salary jobs from the employed (with a job but not at work)

mostly to the unemployed. In addition, 1955 data relate to all married couples.

³ Data may also include a wife or other member unemployed.

⁴ The employed include members of the Armed Forces living off post or with their families on post.

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

TABLE 8. COMPOSITION OF LABOR FORCE,¹ BY MARITAL STATUS AND SEX, SELECTED YEARS, 1947 TO 1963

[Numbers in thousands]

Date	Total		Married male, wife present		Married female, husband present		All other persons			
	Number	Percent	Number	Percent	Number	Percent	Male		Female	
							Number	Percent	Number	Percent
March 1963	72,614	100.0	36,740	50.6	14,061	19.4	11,199	15.4	10,614	14.6
March 1962	71,484	100.0	36,396	50.9	13,485	18.9	11,110	15.5	10,493	14.7
March 1961	72,066	100.0	36,201	50.2	13,266	18.4	11,666	16.2	10,933	15.2
March 1960	69,591	100.0	35,757	51.4	12,253	17.6	11,318	16.3	10,262	14.7
April 1955	65,470	100.0	34,064	52.0	10,423	15.9	11,252	17.2	9,730	14.9
March 1950	62,221	100.0	32,912	52.9	8,550	13.7	11,514	18.5	9,245	14.9
April 1947	59,385	100.0	30,927	52.1	6,676	11.2	12,135	20.4	9,647	16.2

¹ The male labor force includes members of the Armed Forces living off post or with their families on post.

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

the gap persists (table 9). Continuation of present trends in declining demand for unskilled labor will undoubtedly further widen the gap for some time to come, since the nonwhite is in a disadvantaged position both in schooling and job training.

Married men typically support wholly or largely three times their own number—themselves, their wives, and their children under 18, or more than 3 out of every 4 persons in the country. According to the latest decennial census, the average number of children under 18 in families is 1.4.³

Earnings and Occupations

In terms of the most telling indicator of economic condition for families and individuals, money income, the general averages overlies wide variations in terms of both demographic and socio-economic characteristics. In the broad mass, total money income has increased over the years. In 1962, married men who were both family heads and income recipients had a median income of \$5,238; if they were also year-round full-time workers, the median was almost \$800 higher. Five years earlier, each of these medians was about \$1,000 lower (table 10). The median total money income of families headed by married men was \$6,263 in 1962, and if they were year-round full-time workers, another \$900 was added to the median.

Comparison of the average income of other family members from 1947 to 1960 (table 11) reaffirms the relative importance of the head's income in

the family total, particularly since job-related expenses may use up as much as 50 percent of a working wife's earnings if she has preschool children, and about 40 percent if she does not.

Probing deeper, variations of considerable dimensions are found within the total. In 1962, if the wife was in the paid labor force, the family's median total money income was about \$1,700 higher than if she was not, and if the family was nonfarm, the median was about \$2,900 higher than for the farm family, though here no value is imputed for the latter for farm products used for family living. The family's wage or salary income is highest when the head is in his middle years (35 to 54) and lowest when he is 55 years old or older; the difference in the medians is about \$1,800.

Income levels may be a determinant in the geographic mobility of married men. Those who migrated within their State of residence or moved between States generally had lower median incomes in 1960 than those who did not, but it is not yet clear whether the difference is a cause or result of the move or reflects only occupational and age differentials.

For other characteristics by income, such as number of dependent children, region, color, occupation, and industry, data are available only for all families, but since married men are the heads of 7 out of 8 families, the figures for all families serve as good indicators for them and their families. In terms of number of children under 18 years of age, the median total money income in 1962 was highest for families with two or three children and lowest for those with six children or more.

³ United States Census of Population, 1960: Final Report, PC (1) 1D U.S. Summary, Detailed Characteristics (U.S. Bureau of the Census), tables 155 and 185.

By region, median family income was highest in the West and lowest in the South, as indicated in the following tabulation which also points up the marked differential between whites and nonwhites:

	Median family money income, 1962			
	Total	White	Non-white	Non-white as per cent of white
All families:				
United States.....	\$5,956	\$6,237	\$3,330	53
Northeast.....	6,577	6,740	4,424	66
North Central.....	6,250	6,384	4,339	68
South.....	4,627	5,213	2,455	47
West.....	6,743	6,858	4,973	73
Head year-round full-time worker:				
United States.....	7,054	7,260	4,502	62
Northeast.....	7,426	7,544	5,447	72
North Central.....	7,245	7,317	5,118	79
South.....	5,970	6,384	3,314	52
West.....	8,119	8,211	6,783	83

Significant differences are also present in terms of the occupations and industries from which the major portion of the income is derived. Among occupations, the median wage or salary income was highest for the professional, technical, and kindred group, and lowest, after laborers, for service workers. In the industries in which these occupations are followed, the median was highest in insurance, banking, and real estate, and lowest, after agricultural industries, in the personal services industries.

Occupations of Married Men. Trends in the proportions of married men in the various occupation groups reflect the changing and differential aspects of the labor market. The occupational differentials between married and single men, for example, reflect the fact that married men, because of their age (median age, 42 years), have had time to complete their education, gain experience and skills, or accumulate capital to a greater extent than single men (median age, 23 years). Significantly higher proportions of married men than of single men are professional workers, managers, proprietors, and craftsmen, whereas higher proportions of single men are clerical, sales, and service workers, and laborers. The proportions of operatives, however, are about the same for both. Between 1940 and 1963, the percentage of married men who were farmers and farm managers decreased by two-thirds, continuing the long-term trend in declining agricultural employment, as indicated in the following tabulation:

Percent distribution of employed married men, wife present, among major occupation groups in—

	March 1963	March 1940
Total.....	100.0	100.0
Professional, technical, and kindred workers.....	12.4	5.9
Farm occupations.....	7.1	21.5
Farmers and farm managers.....	5.6	17.9
Farm laborers and foremen.....	1.5	3.6
Managers, officials, and proprietors, except farm.....	16.3	12.0
Clerical and sales workers.....	11.8	12.1
Craftsmen, foremen, and kindred workers.....	20.8	16.7
Operatives and kindred workers.....	19.8	18.3
Service workers, including private household.....	6.4	5.7
Laborers, except farm and mine.....	5.4	7.8

Clerical, sales, and service occupations showed considerable overall expansion, yet among married men, the proportion working in these occupations remained about the same; the expansion was largely based on the phenomenal increase in the number of working wives. The percentage of married men working in professional occupations doubled, and the percentage of craftsmen increased by a quarter, while the percentage of operatives showed little change, thus indicating both the strengthening emphasis on skills and the types of occupations to which married men as well as others may look for expanding employment opportunities.

The changes in the relative proportions in the various industry groups are even more marked. From an economy whose labor force was preponderantly engaged in the production of physical goods, with a large proportion working to produce

TABLE 9. UNEMPLOYMENT RATES¹ FOR MARRIED MEN, WIFE PRESENT, BY AGE, FOR 1962, AND FOR ALL MEN, BY AGE AND COLOR, FOR 1948, 1955, AND 1962²
[Annual averages]

Age	Married men, wife present	All men					
		1962		1955		1948	
		White	Non-white	White	Non-white	White	Non-white
Total, 14 years and over.....	3.6	4.6	11.0	3.4	8.2	3.1	5.1
14 to 19 years.....	8.9	12.3	20.7	9.6	13.2	8.3	7.6
20 to 24 years.....	5.5	8.0	14.6	6.3	11.2	5.8	10.6
25 to 34 years.....	3.4	3.8	10.5	2.5	8.0	2.4	4.2
35 to 44 years.....	3.0	3.1	8.6	2.4	7.4	1.9	4.5
45 to 64 years.....	3.6	3.7	8.8	(3)	(3)	(3)	(3)
45 to 54 years.....	(3)	3.5	8.3	2.8	5.8	2.2	3.1
55 to 64 years.....	(3)	4.1	10.1	3.7	7.8	2.8	3.5
65 years and over.....	4.0	4.1	11.9	(3)	(3)	(3)	(3)

¹ Unemployed as percent of civilian labor force.

² Data for 1948 and 1955 not adjusted to reflect changes in definition of unemployment adopted in 1957

³ Data not available.

TABLE 10. MEDIAN TOTAL MONEY INCOME OF HEAD AND FAMILY IN HUSBAND-WIFE FAMILIES AND YEARLY PERCENT INCREASE, 1957-62¹

Year	Head				Family	
	Total	Percent increase from previous year	Year-round, full-time worker	Percent increase from previous year	Total	Head year-round, full-time worker
1962.....	\$5,238	3.8	\$6,032	2.7	\$6,263	\$7,163
1961.....	5,046	2.6	5,871	3.3	6,037	6,978
1960.....	4,920	4.3	5,656	3.3	5,873	6,706
1959.....	4,715	7.1	5,477	5.8	5,662	6,451
1958.....	4,402	1.8	5,176	4.5	5,315	6,049
1957.....	4,326	3.5	4,953	5.3	5,157	5,760

¹ Total money income is the algebraic sum of money wages and salaries, net income from self-employment, and income other than earnings; data are for persons 14 years old and over in the civilian noninstitutional population in families where both husband and wife are present in the household.

SOURCE: *Current Population Reports*, Series P-60, Nos. 30, 33, 35, 37, 39, and 41 (U.S. Bureau of the Census).

agricultural products, we, uniquely among major nations, have shifted to one in which the proportion of workers producing goods is somewhat lower than the proportion providing services. In March 1963, about 47 percent of the married men were employed in goods-producing industries: 8 percent were employed in agriculture,⁴ 31 percent were in manufacturing, and construction, forestry, fishing, and mining accounted for about 8 percent. Accordingly, about 6 percent more married men were employed in providing services than in producing goods.

Job Stability and Working Life

Of the total number of married men who worked at some time during 1962, approximately 15 percent had some unemployment during the year, compared with 25 percent of all other men. Of the married men unemployed, 35 percent were unemployed for 15 weeks or more; 19 percent had two spells of unemployment and another 22 percent had three spells or more. The rate of long-term unemployment increased as age increased. Married men living with their wives have lower rates of unemployment and long-term unemployment than do other men who have been married. While age is undoubtedly a factor for widowers, they constitute less than half of the other ever-married group, so that the correlation between broken homes and erratic work patterns for di-

vorced and separated men seems apparent, though the roles of cause and effect remain indeterminate.

Since relatively more nonwhite than white men had three spells of unemployment or more during 1962, and also more nonwhite than white men had unemployment of 15 weeks' duration or more, it is obvious that nonwhite married men had higher rates in these areas than did white married men.

On the whole, married men show greater stability and job attachment than do other workers. Their rate for job changes was 5 percentage points lower than the rate for single and other ever-married men in 1961; of those who changed jobs, 62 percent worked for only two employers during the year, and 38 percent worked for more than two employers.

Multiple Jobholding. As is to be expected, married men are more likely than other workers to hold more than one job at a time, probably because of greater family responsibilities. In 1963, 8 percent of employed married men had more than one job, compared with 4 percent of the single men and about 2 percent each of the married and single women.

Educational Attainment. The educational level of married men, like that of others, is improving and will continue to advance. This upgrading in educational level has been strongly influenced by increasing demand for workers in occupations requiring more skills and training. Between 1940 and 1962, among 35- to 44-year-old men, 86 percent of whom are married, the proportions not only of those with at least 4 years or more of high school, but also of those with 4 years or more of

TABLE 11. AVERAGE INCOME¹ OF FAMILY MEMBERS, 1947, 1950, 1955, AND 1958-60

Year	Head married, wife present	Wife of head	Other relative of head ²	
			Male	Female
1960.....	\$5,543	\$1,822	\$1,915	\$1,456
1959.....	5,285	1,761	1,908	1,445
1958.....	4,913	1,696	1,818	1,336
1955.....	4,380	1,534	1,770	1,417
1950.....	3,457	1,243	1,576	1,218
1947.....	3,066	1,162	1,551	1,230

¹ Based on total money income—the algebraic sum of money wages and salaries, net income from self-employment, and income other than earnings. The means are based on the distribution of persons with income.

² Refers to all family heads.

SOURCE: *Trends in the Income of Families and Persons in the United States: 1947 to 1960* (U.S. Bureau of the Census, 1963), Technical Paper 8.

⁴ In 1870, about 53 percent of all workers were in agriculture, in 1910, 31 percent, and in 1950, 12 percent.

college, doubled. Although nonwhite married men still lag considerably behind white married men in educational level, they too have made and will continue to make substantial advances.

Increased Longevity. Advances in the related fields of medicine and geriatrics have brought continuing increases in life expectancy for all. From 1900 to 1960, life expectancy for men increased by more than a third, to an average of 66.5 years. Simultaneously, increases have taken place both in the number of years spent at work, and those at both ends of life outside the labor force—from about 32 and 16 years, respectively,

for those born in 1900 to about 41 and 25 years, respectively, for those born in 1960.⁵ The implications of this increasing life span are particularly important in relation to the amount of time practicably spent in acquiring an education. The economic aspects of spending the time, money, and effort for higher and specialized education are much improved when not only the length of time that the education may bring better returns in one's work, but also the length of life remaining to enjoy retirement from that work, with commensurately improved financial status, are increased.

⁵ See "Table of Working Life for Men, 1960," *Monthly Labor Review*, July 1963, pp. 820-823.

Summaries of Studies and Reports

Wages in Motor Vehicle and Parts Plants, April 1963

WAGES AND SUPPLEMENTARY WAGE PRACTICES that prevailed in April 1963 in the motor vehicle and the motor vehicle parts industries were surveyed by the Bureau of Labor Statistics as part of its industry wage studies program.¹ The survey was made in a period of high automobile production. In 1962, approximately 6.9 million passenger cars were produced in the United States, representing the industry's second highest production year at that time. This output was exceeded in 1963, although at the time of the report it appeared unlikely that the 7.9-million mark of 1955 would be topped.

Virtually all of the workers in the motor vehicle industry were covered by collective bargaining agreements with the United Automobile, Aerospace and Agricultural Implement Workers of America; four-fifths of the workers in parts plants were in union establishments, and several of these plants had agreements with unions other than the UAW. Women accounted for less than 6 percent of the motor vehicle work force, compared with 19 percent in the parts industry. Incentive methods of wage payment applied to only about 2 percent of the motor vehicle workers, compared with 31 percent in the parts industry.

Motor Vehicles

Earnings. The vehicle industry's 460,798 production and related workers covered by the study averaged \$2.90 an hour.² Approximately half of the workers were in Michigan and averaged \$2.92 an hour; workers in the rest of the North Central region averaged \$2.89, and those in the West, \$2.83.

As indicated in table 1, average hourly earnings of three-fifths of the workers were between \$2.70 and \$2.90. Relative dispersion (computed by dividing the interquartile range by the median)

was 6 percent. Thus, the wage rates of half of the workers were within 3 percent of the median rate (\$2.80). This dispersion factor is the lowest for any industry studied by the Bureau during the past decade.

Earnings information was developed separately for 27 occupational classifications which together accounted for nearly three-fifths of the total production workers in the industry (table 2). Nationwide hourly earnings for these jobs ranged from \$4.29 for die sinkers (drop forge dies) and \$4.09 for patternmakers (wood and metal) to \$2.52 for janitors, porters, and cleaners. Line and bench assemblers, accounting for more than a sixth of the work force, averaged \$2.74 an hour.

Average hourly earnings for the skilled maintenance jobs represented in the survey fell within a range of \$3.35 (carpenters) to \$3.50 (machine repairmen). Millwrights, pipefitters, and sheet-metal workers all averaged \$3.38 an hour. Among toolroom jobs, the numerically important classifications of machine-tool operators and tool and

¹ A more comprehensive account of the study will be presented in BLS Bulletin 1393. Individual releases providing earnings and supplementary benefits data for the motor vehicle parts industry in Chicago, Cleveland, Detroit, and Toledo are available upon request.

The study differs from a similar one conducted by the Bureau in July 1957 in one major respect. In 1957, data for a few motor vehicle company-operated plants (employing approximately 46,000 production workers) manufacturing automobile parts sold extensively to other producers were included in the motor vehicle parts study; in the April 1963 study, these plants were included in the motor vehicles study.

For results of the 1957 study, see "Wages in the Motor Vehicle Industry, 1957," *Monthly Labor Review*, November 1957, pp. 1321-1329, and "Wages in Motor Vehicle Parts Manufacture, 1957," *Monthly Labor Review*, February 1958, pp. 161-167.

² The motor vehicle survey covers all automotive operations (including motor vehicle parts operations) of five passenger car manufacturers, with the exception of the truck division of one firm and steel and glass operations of all companies. Plants primarily producing tractors and industrial engines were excluded, as were all parts depots.

Earnings data reported in this segment of the study relate to straight-time hourly earnings, excluding premium pay for overtime and for work on weekends, holidays, and late shifts. Cost-of-living bonuses and annual improvement factors were included as part of the workers' regular pay, but incentive payments (applying to less than 2 percent of the workers) and nonproductive bonuses were excluded.

TABLE 1. PERCENT DISTRIBUTION OF PRODUCTION WORKERS IN MOTOR VEHICLE ESTABLISHMENTS, BY AVERAGE STRAIGHT-TIME HOURLY EARNINGS,¹ UNITED STATES AND SELECTED REGIONS, APRIL 1963

Average hourly earnings ¹	United States ²	North Central ³		West ⁴
		Michigan	Except Michigan	
Under \$2.60.....	5.8	6.5	3.3	3.1
\$2.60 and under \$2.70.....	10.6	9.7	12.8	7.2
\$2.70 and under \$2.80.....	35.4	36.2	34.0	44.7
\$2.80 and under \$2.90.....	24.0	21.1	27.3	30.0
\$2.90 and under \$3.00.....	6.2	6.5	5.4	6.4
\$3.00 and under \$3.10.....	.8	.5	1.2	1.0
\$3.10 and under \$3.20.....	.9	.7	1.1	.8
\$3.20 and under \$3.30.....	.9	.7	1.2	1.2
\$3.30 and under \$3.40.....	2.0	1.8	2.1	1.1
\$3.40 and under \$3.50.....	4.3	4.9	3.5	3.3
\$3.50 and under \$3.60.....	3.5	4.2	3.4	.7
\$3.60 and under \$3.70.....	3.6	4.3	3.6	.5
\$3.70 and over.....	2.0	2.9	1.2	(⁵)
Total.....	100.0	100.0	100.0	100.0
Numbers of workers.....	460,798	231,265	150,274	15,117
Average hourly earnings ¹	\$2.90	\$2.92	\$2.89	\$2.83

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

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

³ Includes Illinois, Indiana, Iowa, Kansas, Michigan, Minnesota, Missouri, Nebraska, North Dakota, Ohio, South Dakota, and Wisconsin.

⁴ Includes Arizona, California, Colorado, Idaho, Montana, Nevada, New Mexico, Oregon, Utah, Washington, and Wyoming.

⁵ Less than 0.05 percent.

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

die makers averaged \$3.49 and \$3.62 an hour, respectively.

There was comparatively little variation in occupational pay levels by region. A comparison of averages in Michigan with those in other North Central States indicates that identical average rates were recorded for 4 of the 27 classifications, and they varied by only 1 or 2 cents in 15 others. Among the 18 jobs for which comparisons could be made between Michigan and the West, identical averages were recorded for 4, with differences of only 1 or 2 cents noted in 6 others.

For nearly all of the selected occupations, individual wage rates were closely grouped about the U.S. average for the occupations. In 23 of the 27 jobs studied, rates for a majority of the workers differed from the nationwide average by no more than 2 percent. In a majority of the jobs, four-fifths of the workers or more had rates that fell within the ± 2 percent range.³

Occupational wage relationships in 1963 were nearly the same as in 1957, but differed in several instances from those in 1950. For each year, the average hourly rate for janitors was used as a base (100); averages for selected jobs were expressed as indexes of this base, as shown in the following tabulation:

Occupation	Indexes (average hourly rate for janitors=100)		
	1963	1957	1950
Patternmakers, metal and wood....	162	164	154
Tool and die makers.....	144	143	145
Machine-tool operators, toolroom....	138	136	138
Electricians.....	137	136	135
Pipefitters.....	134	133	132
Millwrights.....	134	133	131
Carpenters.....	133	132	131
Punch-press operators.....	110	111	119
Assemblers, line and bench.....	109	110	116
Truckers, power.....	108	108	111
Laborers, material handling.....	106	105	108

Metal and wood patternmakers averaged 62 percent more than janitors in 1963, compared with 64 percent in 1957; in 1950, the difference was 54 percent. Line and bench assemblers averaged 9 and 10 percent more than janitors in 1963 and 1957, respectively; in 1950, the difference was 16 percent. Differentials between the average rates for skilled maintenance and most toolroom jobs and the average rate for janitors were generally similar in all 3 years. The special wage increase for skilled workers in 1958 appears to have maintained the wage relationship between these jobs and others.

Establishment Practices. Information was also obtained on shift differential payments for production workers and on selected supplementary benefits for production and office workers.⁴

Premium pay for production workers assigned to the second shift amounted to 5 percent of regular pay, including overtime premium, in 4 of the 5 motor vehicle companies; in one of the smaller companies, the second-shift differential was 8 percent. In all five companies, the third-shift premium was 10 percent. Shift definitions, however, varied considerably among the companies. Information was not available on the proportions of workers employed on the various shifts at the time of the study. Employment on extra shifts tends to fluctuate throughout the year as the volume of production changes.

³ The job descriptions used in classifying workers in the study tend to be more generalized than those used in individual establishments because allowance had to be made for minor differences among establishments in specific duties performed. Thus, the somewhat greater relative dispersion of rates noted in some jobs may result from the matching of more than one company job category (and rate) with the occupation as defined by the Bureau.

⁴ These provisions will be described in greater detail in the forthcoming bulletin.

Provisions for paid holidays in each company were the same for production workers as for office workers. Four companies provided 6 full-day and 2 half-day holidays annually. The fifth company provided 7 full days.

Vacation pay for production workers in four companies was based on the following schedule:

Years of seniority	Vacation payment (hours)
1 and under 3 years	40
3 and under 5 years	60
5 and under 10 years	80
10 and under 15 years	100
15 years and over	120

These companies computed vacation pay on the basis of the employees' straight-time hourly rates, exclusive of late-shift and overtime premiums. The fifth company computed vacation payments for production workers as a percentage of earnings in the year preceding the workers' employ-

ment anniversary dates. The payments ranged from 2½ percent for 1 but less than 5 years of service to 7½ percent for 15 years of service or more. Vacation provisions for office employees varied in certain details among the five companies. In all, however, employees with 1 year of service were provided 10 days' vacation pay, and those with 10 years of service or more received 15 days' pay.

Each of the companies paid part of the cost of life insurance (with permanent and total disability provisions) and sickness and accident insurance for their production workers. The cost of these provisions for office workers was borne entirely by one company and shared with the employees in the other four. Hospitalization, surgical, and medical insurance plans were provided without cost to both production and office workers by companies employing a great majority of these workers. Retirement pension plans, paid for en-

TABLE 2. NUMBER AND AVERAGE STRAIGHT-TIME HOURLY EARNINGS¹ OF WORKERS IN SELECTED OCCUPATIONS IN MOTOR VEHICLE ESTABLISHMENTS, UNITED STATES AND SELECTED REGIONS, APRIL 1963

Occupation	United States ²		North Central ³				West ⁴	
	Workers	Earnings ¹	Michigan		Except Michigan		Workers	Earnings ¹
			Workers	Earnings ¹	Workers	Earnings ¹		
MAINTENANCE								
Carpenters, maintenance	682	\$3.35	435	\$3.36	156	\$3.35	24	\$3.35
Electricians, maintenance	6,038	3.46	3,300	3.48	1,743	3.44	174	3.43
Machine repairmen	6,159	3.50	3,554	3.50	1,927	3.51	15	3.40
Millwrights	6,475	3.38	3,568	3.39	1,945	3.37	174	3.34
Pipefitters, maintenance	3,846	3.38	2,025	3.39	1,143	3.37	100	3.38
Sheet-metal workers, maintenance (tinsmiths)	1,247	3.38	738	3.39	325	3.38	10	3.39
TOOLROOM								
Die sinkers, drop-forge dies	239	4.29	148	4.31	75	4.19		
Machine-tool operators, toolroom	3,853	3.49	2,344	3.49	1,132	3.49		
Patternmakers, metal and wood	1,497	4.09	894	4.11	462	4.04		
Tool and die makers	13,876	3.62	7,809	3.62	4,572	3.62	103	3.55
CUSTODIAL AND MATERIAL HANDLING								
Checkers, receiving and shipping	5,590	2.76	2,936	2.76	1,739	2.76	233	2.74
Janitors, porters, and cleaners	8,207	2.52	4,061	2.52	2,765	2.53	303	2.52
Laborers, material handling	8,028	2.66	3,361	2.66	3,620	2.68	260	2.62
Truckers, power	11,701	2.72	6,120	2.71	3,772	2.73	376	2.71
OTHER SELECTED OCCUPATIONS								
Assemblers, line and bench	79,212	2.74	34,237	2.73	28,587	2.74	3,515	2.75
Inspectors, general production	24,211	2.79	12,627	2.78	8,332	2.80	509	2.85
Machine-tool operators, production:								
Bar stock screw-machine operators	1,643	2.92	799	2.95	668	2.91		
Crankshaft grinders	917	2.86	615	2.85	184	2.93		
Other	26,951	2.86	15,322	2.76	9,428	2.77		
Metal finishers	4,130	2.89	1,504	2.89	1,020	2.88	243	2.89
Molders, machine	570	2.89	397	2.89	119	2.88		
Punch-press operators	21,349	2.76	12,072	2.75	6,875	2.78		
Sewing machine operators	3,974	2.66	3,307	2.67	666	2.60		
Sprayers, body, fenders, and hood	4,750	2.87	1,871	2.87	1,411	2.87	389	2.88
Trimmers	4,871	2.84	1,754	2.86	1,291	2.85	1,030	2.79
Welders, hand	5,224	2.88	2,862	2.88	1,618	2.89	222	2.89
Welders, machine (resistance)	15,451	2.81	6,309	2.79	5,798	2.82	853	2.82

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

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

³ See footnote 3, table 1.

⁴ See footnote 4, table 1.

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

tirely by the employer, were provided for both production and office workers by all companies. In addition, the large majority of the office employees were permitted to increase their retirement benefits by membership in contributory plans to which the employer paid part of the cost.

The five companies had virtually identical supplemental unemployment benefit (SUB) plans for production and related workers. Office employees of one company were covered by the provisions of the SUB plan for production workers. Short workweek benefits for production workers were included in the SUB plans. Companies typically provided monetary allowances for both production and office workers who were laid off or separated from the company under certain circumstances and met specified eligibility requirements. Allowances toward expenses incurred by production workers transferred from one plant location to another were provided by most companies.⁵ The incidence of such benefits was not determined for office workers.

The union contracts of all the companies had provisions for payment to workers serving on juries. The most common payment for production workers was a sum equal to the amount paid by the court or \$10 a day for a maximum of 60 days, whichever was greater. Office workers, in most instances, could expect to receive their full salary while serving on juries.

Motor Vehicle Parts

Earnings. Straight-time hourly earnings of the estimated 186,684 production and related workers in establishments manufacturing motor vehicle parts averaged \$2.59 (table 3).⁶ Men, accounting for four-fifths of the production workers in the industry, averaged \$2.72 an hour, compared with \$2.01 for women. Production workers in the North Central region, accounting for three-fourths of the industry's work force, averaged \$2.68 an hour (table 4). Corresponding averages in the Northeast and South were \$2.58 and \$1.82, respectively.

Production workers in establishments manufacturing motor vehicle parts and accessories, who comprised two-thirds of the industry's work force, averaged \$2.65 an hour. Workers in plants manufacturing automotive stampings averaged \$2.68 an hour; those in plants making pistons, piston

rings and carburetors, \$2.58; and those in plants manufacturing automotive electrical engine parts, \$2.11.

Regional averages for workers in plants manufacturing motor vehicle parts and accessories were \$2.75 an hour in the North Central region, \$2.49 in the Northeast, and \$1.95 in the South. Data for other industry branches are provided only for the North Central region, where nearly identical averages (\$2.68 and \$2.69, respectively) were recorded for the automotive stampings branch and for plants manufacturing pistons, piston rings, and carburetors. Workers in plants making electrical engine parts averaged \$2.04 an hour.

The national average for workers in plants with 1,000 employees or more was \$2.93 an hour, compared with \$2.53 for workers in plants employing 500 but less than 1,000 persons, and \$2.24 for those in plants with fewer than 500. This general relationship held in each of the regions for which data are presented.

Individual earnings in the motor vehicle parts industry, unlike those in the motor vehicle industry, were widely dispersed—the largest concentration within any 20-cent interval amounting to one-sixth of the employees (in the \$2.70 to \$2.90 interval). In the earnings array, the middle half of the workers earned between \$2.17 and \$2.98 an hour. The index of dispersion was 31 percent, compared with 6 percent in the motor vehicle industry.

⁵ See Philip Taft, "Interplant Transfers in the Automobile Industry," *Monthly Labor Review*, March 1963, pp. 276-278.

⁶ The survey included establishments (other than those operated by passenger car manufacturers) employing 50 workers or more and primarily engaged in manufacturing automotive hardware—part of industry 3429; automotive stampings—part of industry 3461; auto springs—part of industry 3493; automotive pistons, piston rings, carburetors—part of industry 3599; automotive electrical instruments—part of industry 3611; automobile lights—part of industry 3642; automotive electrical engine parts—part of industry 3694; passenger car bodies—industry 3712; motor vehicle parts and accessories—industry 3714; and automotive mechanical instruments—part of industry 3821, as defined in the 1957 edition of the *Standard Industrial Classification Manual* prepared by the U.S. Bureau of the Budget. Establishments primarily engaged in manufacturing any of the above-named parts for use in trucks or buses were included; however, manufacturers of large truck units, such as whole engines, bodies, or chassis, were excluded. Separate auxiliary units such as central offices were also excluded.

Straight-time hourly earnings for this segment of the study excludes premium pay for overtime and for work on weekends, holidays, and late shifts. Incentive payments, such as those resulting from piecework or production bonus systems, and cost-of-living bonuses were included as part of the workers' regular pay, but nonproduction bonuses were excluded.

Data were tabulated separately for a number of occupational classifications, several of which are listed in table 3.⁷ Nationwide averages for the jobs studied separately ranged from \$3.63 an hour for die sinkers (drop forge dies) to \$2.12 for routine (class C) assemblers. Tool and die makers, numerically the largest skilled job studied separately, averaged \$3.31 an hour. With the exception of carpenters who averaged \$2.90 an hour, averages for the skilled maintenance jobs ranged from \$3.18 to \$3.24.

⁷ Data for additional occupations will be provided in the forthcoming bulletin.

Nearly a sixth of the workers were employed as assemblers and slightly more than a tenth were machine-tool operators engaged in production work. Averages for assemblers ranged from \$2.90 an hour for a relatively small group (virtually all men) making complex or precision assemblies (class A) to \$2.12 for a much larger group of routine (class C) assemblers (dominated by women 3 to 2). Similarly, averages for machine-tool operators (production) ranged from \$3.10 for those performing class A work to \$2.55 for class C workers. Men largely dominated the machine-tool operator groups, especially classes A and B.

TABLE 3. NUMBER AND AVERAGE STRAIGHT-TIME HOURLY EARNINGS¹ OF PRODUCTION WORKERS IN MOTOR VEHICLE PARTS ESTABLISHMENTS, BY SELECTED CHARACTERISTICS, UNITED STATES AND SELECTED REGIONS,² APRIL 1963

Characteristic	United States ³		Northeast		North Central		South	
	Workers	Earnings ¹	Workers	Earnings ¹	Workers	Earnings ¹	Workers	Earnings ¹
ALL PRODUCTION WORKERS								
Total.....	186,684	\$2.59	26,337	\$2.58	141,205	\$2.68	15,995	\$1.82
Men.....	151,756	2.72	19,287	2.77	113,003	2.80	11,849	1.93
Women.....	34,928	2.01	7,050	2.05	23,202	2.10	4,146	1.52
ESTABLISHMENT SIZE								
50-499 workers.....	71,088	\$2.24	9,673	\$2.12	47,949	\$2.35	\$10,781	\$1.82
500-999 workers.....	34,949	2.53	3,245	2.33	26,028	2.69		
1,000 workers or more.....	80,647	2.93	13,419	2.97	67,228	2.92		
SELECTED INDUSTRY BRANCHES⁴								
Motor vehicle parts and accessories.....	124,999	2.65	13,652	2.49	98,864	2.75	10,234	1.95
Automotive stampings.....	22,151	2.68			14,320	2.68		
Automotive pistons, piston rings, and carburetors.....	15,094	2.58			12,501	2.69		
Automotive electrical engine parts.....	13,270	2.11			8,671	2.04		
SELECTED OCCUPATIONS								
Assemblers, class A (1,154 men and 14 women).....	1,168	2.90	201	2.57	838	2.99	129	2.82
Assemblers, class B.....	6,882	2.81	928	3.19	4,993	2.82	639	2.07
Men.....	5,142	3.04	729	3.35	3,501	3.14	590	2.12
Women.....	1,740	2.12	199	2.63	1,492	2.07		1.51
Assemblers, class C.....	20,350	2.12	3,447	2.11	13,400	2.27	3,418	1.53
Men.....	8,041	2.40	773	2.89	5,769	2.55	1,456	1.53
Women.....	12,309	1.94	2,674	1.89	7,631	2.06	1,962	1.52
Die sinkers, drop-forge dies (all men).....	254	3.63			98	3.94		
Electricians, maintenance (all men).....	1,636	3.19	214	3.04	1,232	3.25	76	2.61
Heat treaters, class B (1,084 men and 3 women).....	1,087	2.71	70	2.39	930	2.79	74	1.98
Inspectors, class A (1,279 men and 29 women).....	1,308	2.92	197	2.72	1,048	2.98	49	2.11
Inspectors, class B (3,406 men and 382 women).....	3,788	2.66	362	2.65	3,107	2.70	189	2.51
Inspectors, class C.....	6,239	2.40	805	2.11	5,059	2.49	352	1.80
Men.....	2,943	2.57	115	2.19	2,614	2.64	211	1.93
Women.....	3,296	2.24	690	2.09	2,445	2.32	141	1.59
Janitors, porters, and cleaners (2,954 men and 189 women).....	3,143	2.25	341	2.19	2,467	2.33	265	1.61
Laborers, material handling (5,922 men and 61 women).....	5,983	2.23	847	2.05	4,387	2.36	699	1.69
Machine-tool operators, production:								
Class A (5,335 men and 40 women).....	5,375	3.10	756	2.85	4,121	3.16	381	2.96
Class B (9,512 men and 176 women).....	9,688	2.86	1,240	2.72	7,951	2.91	443	2.26
Class C (5,254 men and 1,493 women).....	6,747	2.55	765	2.39	4,820	2.77	954	1.65
Machine-tool operators, toolroom (all men).....	2,536	3.24	355	2.92	2,107	3.32	55	2.23
Punch-press operators, light and medium.....	10,676	2.40	835	2.39	8,852	2.48	849	1.56
Men.....	7,348	2.58	535	2.54	6,471	2.60	202	1.88
Women.....	3,328	2.02	300	2.11	2,381	2.16	647	1.46
Tool and die makers (all men).....	5,037	3.31	1,076	3.21	3,634	3.37	259	2.86
Truckers, power (3,224 men and 2 women).....	3,226	2.49	164	2.46	2,874	2.53	148	1.80
Welders, hand (3,585 men and 61 women).....	3,646	3.09	227	2.95	3,325	3.12	67	2.49

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

² The regions for which separate data are shown include: *Northeast*—Connecticut, Maine, Massachusetts, New Hampshire, New Jersey, New York, Pennsylvania, Rhode Island, and Vermont; *North Central*—Illinois, Indiana, Iowa, Kansas, Michigan, Minnesota, Missouri, Nebraska, North Dakota, Ohio, South Dakota, and Wisconsin; and *South*—Alabama, Arkansas, Delaware, District of Columbia, Florida, Georgia, Kentucky, Louisiana, Maryland, Mississippi, North Carolina, Oklahoma, South Carolina, Tennessee, Texas, Virginia, and West Virginia.

³ Includes data for the Western region in addition to those shown separately.

⁴ Establishments were classified on the basis of major type(s) of product(s) manufactured. The all-production worker total shown above includes data for establishments producing other types of parts in addition to those for which separate data are shown. For definition of industry branches, see text footnote 6.

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

Highest occupational averages were usually recorded in the North Central region, although in a few instances, averages in the Northeast were highest. Almost without exception, occupational averages were lowest in the South.

The North Central was the only region for which separate data are presented for each of the four major industry branches. Most commonly, occupational averages in this region were highest in the motor vehicle parts and accessories branch and lowest among plants manufacturing automotive electrical engine parts.

Highest nationwide occupational averages were nearly always recorded for establishments employing 1,000 or more; and averages in establishments with 500 but less than 1,000 were usually higher than those in establishments with fewer than 500 workers. This general relationship held in each of the regions.

Workers paid on an incentive basis nearly always earned substantially more than time-rated workers in the same job. The size of this wage

differential varied considerably by occupation. Thus, for men class A assemblers, the nationwide difference amounted to 12 cents an hour, compared with 99 cents for men class B assemblers. In the North Central region, the comparable differentials were 4 and 83 cents, respectively.

Earnings of individual workers also varied within the same job, location, and method of wage payment. In many instances, particularly for jobs paid on an incentive basis, hourly earnings of the highest paid workers exceeded those of the lowest paid in the same job and area by \$1 or more.

Establishment Practices. Work schedules of 40 hours a week were in effect in motor vehicle parts establishments employing slightly more than nine-tenths of the production and office workers. At the time of the study, second-shift operations employed about one-fourth of the workers; third or other late shifts accounted for a comparatively small proportion (5 percent) of the industry's

TABLE 4. PERCENT DISTRIBUTION OF PRODUCTION WORKERS IN MOTOR VEHICLE PARTS ESTABLISHMENTS, BY AVERAGE STRAIGHT-TIME HOURLY EARNINGS,¹ UNITED STATES AND SELECTED REGIONS² AND SELECTED INDUSTRY BRANCHES,³ APRIL 1963

Average hourly earnings ¹	All industry branches ⁴				Selected industry branches ³			
	United States ⁵	Northeast	North Central	South	Motor vehicle parts and accessories	Automotive stampings	Automotive pistons, piston rings, and carburetors	Automotive electrical engine parts
					United States	United States	United States	United States
Under \$1.50.....	6.0	3.9	3.4	31.5	4.7	8.8		16.7
\$1.50 and under \$1.60.....	2.7	2.4	1.7	12.0	2.3	2.0		12.1
\$1.60 and under \$1.70.....	2.9	4.7	2.0	7.9	2.9	.9	0.3	8.2
\$1.70 and under \$1.80.....	2.5	4.9	1.3	8.3	1.9	1.1	4.5	5.2
\$1.80 and under \$1.90.....	2.6	3.0	1.6	10.9	2.1	2.8	5.2	2.8
\$1.90 and under \$2.00.....	2.8	2.7	2.6	5.4	2.5	2.6	3.4	5.6
\$2.00 and under \$2.10.....	3.2	3.6	3.2	2.8	3.0	3.4	4.5	3.9
\$2.10 and under \$2.20.....	3.0	5.2	2.6	2.2	2.6	4.6	3.8	2.9
\$2.20 and under \$2.30.....	3.4	3.1	3.4	2.5	3.2	4.2	4.6	1.7
\$2.30 and under \$2.40.....	4.1	3.8	4.3	2.5	3.3	5.9	5.9	3.4
\$2.40 and under \$2.50.....	5.8	5.2	6.3	1.8	5.9	4.0	7.5	3.5
\$2.50 and under \$2.60.....	7.6	6.4	8.3	2.6	8.2	5.0	6.7	4.6
\$2.60 and under \$2.70.....	7.8	7.0	8.7	1.2	7.8	6.4	11.3	7.9
\$2.70 and under \$2.80.....	8.1	5.6	9.4	1.3	8.9	4.7	9.7	6.2
\$2.80 and under \$2.90.....	8.6	7.0	9.8	1.0	9.3	8.5	8.7	3.1
\$2.90 and under \$3.00.....	4.9	5.0	5.3	1.1	5.1	2.7	8.0	3.4
\$3.00 and under \$3.10.....	3.6	3.4	3.9	.8	4.0	1.5	4.9	2.8
\$3.10 and under \$3.20.....	3.4	4.2	3.5	1.1	3.7	2.9	3.5	2.3
\$3.20 and under \$3.30.....	3.2	4.4	3.3	.7	3.3	4.6	2.6	2.1
\$3.30 and under \$3.40.....	3.2	3.3	3.6	.5	3.8	4.2	1.4	.5
\$3.40 and under \$3.50.....	3.4	4.0	3.7	.4	3.9	4.7	1.5	.8
\$3.50 and over.....	7.3	7.2	8.0	1.7	7.8	14.4	1.9	.5
Total.....	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Number of workers.....	186,684	26,337	141,205	15,995	124,999	22,151	15,094	13,270
Average hourly earnings ¹	\$2.59	\$2.58	\$2.68	\$1.82	\$2.65	\$2.68	\$2.58	\$2.11

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

² For definition of regions, see footnote 2, table 3.

³ For definition of industry branches, see text footnote 6.

⁴ Includes data for industry branches in addition to those shown separately.

⁵ Includes data for the Western region in addition to regions shown separately.

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

workers. Nearly all late-shift workers received pay differentials over day-shift rates, usually on a cents-per-hour basis ranging from 3 to 16 cents for second-shift work and from 5 to as much as 16 cents for work on third or other late shifts. Most of the other shift workers were paid a uniform percentage differential ranging from 4 to 11.5 percent.

Paid holidays were provided by plants employing virtually all of the workers in the industry. Approximately two-fifths of the production and office workers were provided 6 days plus 2 half days annually; 7 days were provided by establishments employing a fourth of the production and a fifth of the office workers.

Paid vacations after qualifying periods of service were in effect in plants accounting for nearly all workers in the industry. Seven-tenths of the production workers were in plants having provisions for 1 week of vacation pay after 1 year's service and for 2 weeks' pay after 5 years; about three-fifths were provided 3 weeks' pay after 20 years, and a fifth were in plants with provisions for 4 weeks after 25 years. Three-fourths of the office workers were in plants with provisions for 2 weeks' paid vacation after 1 year's service; slightly more than four-fifths worked in plants with provisions for 3 weeks after 15 years and three-tenths received 4 weeks after 25 years.

Life, hospitalization, and surgical insurance for which employers paid at least part of the cost were available to virtually all production and office workers. Somewhat more than nine-tenths of both groups of workers were in plants providing

payments during illness or accident disability and more than three-fourths were in plants having accidental death and dismemberment and medical insurance.

Retirement pension benefits (other than those available under Federal old-age, survivors, and disability insurance) were provided by plants employing about four-fifths of the production workers and a slightly larger proportion of office workers. Provisions for lump-sum retirement severance payments were available in plants accounting for about one-eighth of the production employees. Less than 5 percent of the office workers were in establishments providing such benefits to these workers.

Supplemental unemployment benefits (SUB) were available to a little more than two-fifths of the production workers and to a tenth of the office workers. Among the different types of plans, the UAW plan in which the companies contribute to companywide pooled funds was most common. Short workweek benefits were also available to three-tenths of the industry's production workers and to about 5 percent of the office workers. Provisions for at least partial payment of moving expenses to those required to move were available to about an eighth of the production workers and to 5 percent of the office workers. Technological severance pay was practically nonexistent in the industry.

—L. EARL LEWIS AND FREDERICK L. BAUER
Division of Occupational Pay

Unemployment Insurance Legislation in 1963

DURING 1963, over 140 bills were enacted which made substantive changes in the unemployment insurance programs of 40 States. While the legislation dealt with nearly every aspect of State unemployment insurance, one area of primary concern can be identified. The levels of State reserve funds from which unemployment compensation benefits are paid have been declining over the past few years, and concern for the solvency of these funds was reflected in two types of amendments adopted in 1963. One approach to the problem was the enactment of provisions which would increase revenue either through an increase in the maximum tax rates or in the taxable wage base, or both. The other approach was enactment of increasingly severe disqualification provisions and stricter eligibility and availability requirements for special groups of claimants. In addition, benefit amounts and duration were reduced in a few States.

On the other hand, benefit provisions were strengthened in some States to make them more adequate to fulfill the dual functions of an unemployment insurance program—sufficient compensation to involuntarily unemployed workers to cover weekly nondeferrable expenses and maintenance of the economy's purchasing power during periods of substantial unemployment.

Benefits

Significant amendments to benefit provisions were made in 19 States. Ten States increased their maximum weekly benefit amounts, and seven increased their minimums (table 1). One State, Wyoming, decreased its maximum from 55 to 50 percent of the State average weekly wage. Arkansas and North Dakota adopted flexible maximum weekly benefit amounts, computed at 50 percent of the State average weekly wage, thus bringing to 11 the number of States which have flexible maximums.¹ As a result of flexible maximums already in operation, six States and the District of Columbia increased their maximum weekly benefit amounts in accordance with increases in their respective average weekly wages.²

Changes were made in minimum qualifying requirements in 10 States and in the method of computing the weekly benefit amount in 3.

With repeal of its waiting week provision, Delaware joined Maryland, Nevada, and North Carolina as the only States in which the first week of unemployment in the benefit year is compensable. In Idaho and Tennessee, changes were made in the requalifying requirements for a second benefit year. The partial earnings allowance was increased in South Dakota from \$3 to half of the claimant's earnings in a week of less than full-time work (but the combined earnings allowance and benefit may not exceed 1½ times the claimant's weekly benefit amount); in Wyoming, a decrease (for most claimants) in the allowance from half of the claimant's weekly benefit amount to \$10 was enacted. In addition, Wisconsin became the final State to establish a "benefit year." Colorado repealed a section of its law that permitted a 25-percent increase in the weekly benefit amount for an eligible claimant who had worked in covered employment in the State and had not received benefits during the 5 consecutive calendar years ending on the December 31 preceding the start of his benefit year.

Four States changed the duration of benefits. Colorado reduced its maximum potential duration from the lesser of 32½ times the weekly benefit amount or half of base-period wages to the lesser of 26 times the weekly benefit amount or a third of base-period wages. A greater amount of wages is thus required to qualify for the same potential duration than was necessary under the prior formula. In a variable duration formula such as that in effect in Colorado, the fraction of base-period wages divided by the claimant's weekly benefit amount equals the number of weeks, up to a specified maximum, for which benefits may be drawn.

In North Dakota, uniform duration (the same number of weeks for all claimants who qualify for

¹ Excluded is a Mississippi provision enacted in 1958 which sets the maximum at 55 percent of the State's average weekly covered wage, but not to exceed \$30.

² Maximum weekly benefit amounts were increased in 1963 as specified in the following jurisdictions: District of Columbia—\$50, Idaho—\$45, Kansas—\$46, South Carolina—\$37, Utah—\$46, Vermont—\$42, and Wisconsin—\$54. Except in South Carolina and Wisconsin, where the increases amounted to \$2, the new maximums represent a \$1 increase over previously effective maximum benefit amounts.

benefits) of 24 weeks was changed to a variable formula which provides duration of 18 weeks with earnings of at least 40 times the weekly benefit amount, 22 weeks with 55 times the weekly benefit amount, and 26 weeks with 70 times the weekly benefit amount. Ohio changed from the lesser of 26 times the weekly benefit amount or total base-period wages to 20 times the weekly benefit amount for the first and minimum qualifying 20 base-period credit weeks (weeks with wages of at least \$20) plus 1 additional week for each 2 credit weeks, up to a maximum of 26 weeks. The change in Tennessee was from uniform duration of 22 weeks to variable duration of the lesser of 26 times the weekly benefit amount or a third of base-period wages.

Coverage

Several States enacted minor inclusions or exclusions from coverage in 1963, but the changes are significant in only two States. An amendment was enacted in Nebraska allowing State political subdivisions and their instrumentalities to elect unemployment insurance coverage for their employees. Benefits will be financed by reimbursement rather than by regular contributions. Thirty-three States now provide some form of coverage for some of their own or local government employees. In Arkansas, coverage under the State law was extended to services covered under the 1960 amendments to the Federal Unemployment Tax Act.

TABLE 1. SIGNIFICANT CHANGES IN BENEFIT PROVISIONS OF STATE UNEMPLOYMENT INSURANCE LAWS, 1963

State	Maximum benefit		Minimum benefit		Minimum qualifying requirements		Method of computation	
	From	To	From	To	From	To	From	To
Arkansas	\$30	50 percent of State average weekly wage (maximum—\$35).	\$10	\$15				
California			\$10	\$25	For claimants with more than 75 percent of base period wages in one quarter, the lower of 30 times weekly benefit amount or \$750.	For claimants with more than 75 percent of base period wages in one quarter, \$630 base period wages and \$458 high quarter wages.		
Massachusetts	¹ \$40	¹ \$45			\$650 base-period wages.	\$700 base-period wages.		
Michigan	¹ \$30—\$55	¹ \$33—\$60						
Nebraska	\$34	\$38			\$400 in two quarters with at least \$100 in each of such quarters.	\$600 base-period wages with at least \$200 in each of two quarters.		
New Hampshire	\$40	\$45	\$12	\$13				
North Dakota	\$36	50 percent of State average weekly wage (maximum—\$43).	\$10	\$15	39 times weekly benefit amount.	40 times weekly benefit amount.		
Ohio					20 weeks of employment with \$240.	20 weeks of employment with \$20 in each week.	$\frac{1}{17}$ to $\frac{1}{16}$ of high-quarter wages.	50 percent of average weekly wage in credit weeks (\$20 or more).
Oregon	\$40	\$44	\$15	\$20			$\frac{1}{26}$ of high-quarter wages.	1.25 percent of base-period wages.
South Dakota	\$33	\$34						
Tennessee	\$32	\$36	\$8	\$12	40 to 60 times weekly benefit amount with \$182 high quarter wages.	36 times weekly benefit amount with \$286.01 high quarter wages.		
Utah					\$400 base-period wages and 19 weeks with 16 hours or 2 full days in each.	\$700 base-period wages and 19 weeks with \$20 in each.		
Vermont					30 times weekly benefit amount.	20 weeks with \$20 in each.	$\frac{1}{22}$ to $\frac{1}{16}$ of high-quarter wages.	50 percent of average weekly wage in 20 highest weeks.
West Virginia	\$32	\$35	\$10	\$12	\$500 base-period wages.	\$700 base-period wages.		
Wyoming	55 percent of State average weekly wage (maximum— ¹ \$49—\$55).	50 percent of State average weekly wage (maximum—\$45 ²).			$1\frac{1}{2}$ high-quarter wages.	$1\frac{1}{2}$ high-quarter wages and 26 weeks with \$18 and 24 hours in each.		

¹ Higher figure includes dependents' allowances. In Massachusetts, higher amount not shown since augmented weekly benefit is limited to claimant's average weekly wage.

² Provision for dependents' allowances repealed.

Disqualifications

Disqualifications for at least one of the three major causes—voluntary leaving, misconduct, and refusal of suitable work—were increased in eight States and reduced in one. In West Virginia, the disqualification for misconduct was reduced from the duration of the period of unemployment plus 30 days of insured work to a disqualification for the week in which the disqualifying act occurred plus 6 weeks.

Montana increased the minimum disqualification for the three major causes from 1 to 2 weeks. The disqualifications for voluntary leaving and misconduct in Nebraska remain at the week of occurrence plus 1 to 5 weeks but, in addition, the total benefits payable are reduced by the weekly benefit amount times the weeks of disqualification. South Dakota increased its disqualification for voluntary leaving from 1 to 5 weeks with reduction of benefits to 4 to 9 weeks with benefit reduction, and disqualification for misconduct was increased from 1 to 10 weeks to 7 to 24 weeks with the reduction of benefits continued.

North Dakota, Tennessee, and Wyoming increased their disqualifications for the three major causes to the duration of the period of unemployment. The number of States which impose a disqualification for the duration of the period of unemployment or longer for at least one of the three major causes now stands at 29. North Dakota requires earnings of 10 times the weekly benefit amount before a claimant can be eligible in a subsequent period of unemployment; in Tennessee, the earnings requirement is set at 5 times the weekly benefit amount. Ohio, which already disqualified for the duration for the three major causes, increased its requirement of earnings to purge the disqualification from the amount of the weekly benefit to 6 weeks of work and 6 times the weekly benefit amount.

In Colorado, an entirely new concept of disqualification was instituted. The normal disqualifications for voluntary leaving, misconduct, and refusal of suitable work have been replaced with a system of benefit awards. This involves the granting of full awards, fifty percent awards, optional and special awards, or no awards of benefits for a long list of factual situations under which a claimant may be separated. The provi-

sion attempts to identify in the law as many as possible of the specific situations upon which the payment or denial of benefits could be based. Provision is made for adjudicating factual situations which are not identified in the law by the application of general regulations governing optional awards of benefits.

The trend toward reducing benefit amounts or singling out categories of claimants for special treatment for various reasons not necessarily related to the fact of their unemployment was continued during 1963. Changes in laws were adopted requiring presumptions of unavailability for work (and thus ineligibility for benefits) for claimants who reach age 65 or who are entitled to file for old-age benefits under Title II of the Social Security Act. A considerably stricter test of attachment to the labor force—generally satisfied by a more intensive work search—is usually required to overcome the adverse presumption. Typical of this kind of provision is a recent amendment to the Oregon law directing that:

... an individual who is unemployed and eligible to receive old-age insurance benefits under Title II of the Federal Social Security Act is presumed to have withdrawn from the labor force and shall be ineligible for unemployment compensation benefits unless and until it is demonstrated to the Commissioner's satisfaction that such individual has not voluntarily withdrawn from the labor force. . . .

Two additional States enacted amendments reducing weekly benefit amounts for receipt of old-age benefits under Title II of the Social Security Act. Ohio deducts one-half the amount of the old-age benefits received, prorated weekly, while in Wyoming, the weekly benefit amount is reduced by the total weekly prorated amount of old-age benefits received. Thirteen States now make some reduction for receipt of these benefits. With adoption of amendments in New York, Ohio, and Wyoming, the number of States which reduce the benefit amount by the amount of payments made under an employer's pension plan was increased to 32. In New York, the retirement payment is deductible from the weekly benefit amount only when such amount is chargeable to the same employer who was the sole contributor, or who contributed at least 50 percent, to the plan under which the retirement payment is made. If the employer was the sole contributor, the

entire prorated weekly amount of the pension is deductible; if the employer contributed at least 50 percent to the plan, the weekly benefit amount is reduced by half the prorated weekly pension payment. The weekly benefit amount in Ohio is reduced by retirement payments wholly financed by an employer or by half such payments if financed by both employer and employee. Retirement income financed at least in part by a base-period employer is deducted from the weekly benefit amount in Wyoming.

Wisconsin liberalized its prior provision under which all but \$5 of the retirement payment was deductible. Under the amended provision, the part of the retirement payment financed by the claimant, if it can be readily estimated, is non-deductible; however, the prior provision continues to apply in those instances where such estimate cannot be readily made.

The practice of reducing weekly benefit amounts paid to interstate claimants (individuals who file a claim in one State against another State where they have earned qualifying wages), initiated in Alaska several years ago, has been adopted by two other States. The original provision was intended to cope with the special seasonal nature of employment in Alaska and limits to \$20 the maximum weekly benefit amount that can be paid to interstate claimants. Wyoming amended its law to limit the maximum weekly benefit amount of an interstate claimant to 75 percent of what his weekly benefit would be if he had filed his claim in Wyoming, but not to exceed the maximum benefit amount payable in the State of filing. In Ohio, a bill was enacted limiting the maximum weekly benefit amount for an interstate claimant to the lesser of the average weekly benefit amount of the State in which the claim was filed or the amount payable under the Ohio law.

A particularly significant amendment, applicable to individuals who earned \$6,000 or more in base-period wages, was adopted in South Dakota. Such persons would be disqualified from benefits for periods ranging from 7 to 13 weeks, depending on how much they had earned. This amendment incorporated a "saving" clause which states that if, prior to January 8, 1964, the Secretary of Labor finds that the amendment is not in conformity with the requirements of the Social Security Act and the Federal Unemployment Tax Act, it will not become operative. The

arguments of the Bureau of Employment Security contending that the South Dakota amendment is inconsistent with the Federal requirements and the opposing arguments of the State of South Dakota have been presented to the Secretary of Labor, but at the time this article was written, a decision had not been issued.

Training

Two additional States, Arkansas and Hawaii, amended their availability-for-work requirements to permit otherwise eligible claimants to attend approved training or retraining courses without being disqualified for the receipt of benefits. There are now 25 States whose laws or formal interpretations specifically permit the payment of benefits to individuals undergoing approved training. In Illinois, the limitation of 8 weeks of benefit payments for claimants attending an approved training course was deleted, permitting receipt of benefits for the maximum duration if necessary. This amendment, to be continued in the law until July 1, 1965, also provided that such a claimant be denied benefits for any week during which extended benefits are payable under the State law if he has exhausted his benefits or terminated his benefit year, unless the exhaustion or termination has occurred within 8 days of the beginning of a period of extended benefit payments. Nebraska provided that, in addition to the prior exemption from disqualification, an otherwise eligible claimant enrolled in an approved vocational training or retraining course shall be considered available for work.

Financing

Changes in financing provisions were enacted in over one-third of the States. Five States increased their \$3,000 taxable wage base—Utah to \$4,200; Idaho, Michigan, and Vermont to \$3,600; and Tennessee to \$3,300. A total of 14 States, with about one-fourth of the Nation's covered payroll, now provide for a taxable wage base in excess of \$3,000.

Amendments designed to increase fund solvency protection were enacted by eight States (table 2).

Eleven States raised the maximum tax rates potentially payable by employers; in six of these States, the statutory maximum rate was raised above 2.7 percent for the first time. This brings

TABLE 2. INCREASES IN MAXIMUM TAX RATES AND FUND SOLVENCY PROTECTION UNDER STATE UNEMPLOYMENT INSURANCE LAWS, 1963

State	Percent increase in maximum rate		Increased fund solvency protection
	From	To	
Arkansas.....	2.7	¹ 4.0 (four steps ² —maximum reached Jan. 1, 1966).	X
Florida.....	2.9	4.5 (three steps ² —maximum reached Jan. 1, 1966).	
Hawaii.....	2.7	3.0 (reverts to 2.7 on July 1, 1964).	
Idaho.....	3.375	¹ 5.1	X
Louisiana.....			X
Michigan.....	4.5	6.6 (five steps ² —maximum reached Jan. 1, 1968).	X
New Hampshire.....	2.7	¹ 4.0	
New Mexico.....	2.7	3.6	X
Ohio.....	3.2	4.7	X
Utah.....			X
Vermont.....	2.7	4.5 (three steps ² —maximum reached July 1, 1965).	X
Wisconsin.....	4.0	¹ 4.4 (two steps ² —maximum reached Jan. 1, 1966).	
Wyoming.....	2.7	3.2	

¹ Increase applies only to deficit-balance employers.

² Steps refer to proportionally spaced increases until the indicated maximum is reached at specified date.

to 33 the number of States with maximum rates above 2.7 percent. Minimum tax rates were increased in Florida, Hawaii, and Vermont; in New Hampshire, the minimum rate was decreased. In addition, the standard tax rate—the rate a new employer must pay until he becomes eligible for a rate calculated on the basis of his unemployment experience—was increased in Ohio and Idaho. The Idaho increase is based on a schedule varying with the State reserve ratio.

Experience-rating systems were changed in Oregon and New York. In Oregon, a reserve ratio system was changed to one based on benefit ratios. New York amended its law to eliminate secondary adjustment factors, thus simplifying its reserve ratio formula. Tax rate structures were strengthened in Oregon, Utah, and Vermont by the addition of "array" methods of rate assignments which guarantee a specified, predetermined

tax yield per year. Reserve fund adequacy and trigger points for signaling the application of higher or lower tax yielding schedules are now measured in terms of total, rather than taxable, wages in Arkansas, Utah, and Vermont. In Nevada, the use of total wages as indicators of fund adequacy was retained as a result of a gubernatorial veto of a bill which would have provided for the use of taxable wage measures. Total wage indicators are recommended because they measure current potential benefit liability more adequately than taxable wages, since taxable wages now represent only about 60 percent of total wages in covered employment.

These changes, as well as the increases in the taxable wage base, can be viewed as recognition of the need for strengthening of the financial structure of the unemployment insurance system. An evaluation of State reserve funds in relation to potential benefit costs reveals that in almost half the States (24), current reserves are equivalent to less than the recommended minimum for an adequate fund—1.5 times the high 12-month benefit cost rate during the last 10 years.³ In six States,⁴ the multiple is equal to less than 1 times such cost rate. This indicates that if periods of unemployment as severe as the previous recent high 12-month periods were to occur again, the funds in these States may be inadequate to provide assurance of reserve fund solvency.

—GORDON H. RUBIN
Bureau of Employment Security

³ Past experience indicates that the unemployment insurance reserve fund should be at a level at which its ratio to annual covered payroll represents at least 1½ times the highest benefit cost ratio (benefit expenditures as a percent of total covered payroll) experienced for a 12-month period during the last 10 years.

⁴ Alaska, Michigan, Minnesota, Ohio, Pennsylvania, and Wyoming.

Stabilization of employment agreements are [older than] the organized labor movement. In 1647, in Providence, R.I., domestic workers enjoyed job security protection 129 years before the American Revolution. A Rhode Island law, designed to curb unemployment, prohibited an employer from firing a servant without reasonable cause and without the written approval of the chief officer of the town and "three or four able and discreet men of the Common Council." Even earlier, in 1642, Georgia's Governor Oglethorpe issued a decree providing for severance pay for domestic workers.

—News From the RLEA (Railway Labor Executives' Association, November 14, 1961), p. 3.

Job Pay Levels and Trends in Metropolitan Areas, 1963

AVERAGE WEEKLY SALARIES of office clerical workers and of industrial nurses increased 2.9 and 3.3 percent, respectively, between February 1962 and February 1963, according to the fourth annual Bureau of Labor Statistics survey of nationwide occupational pay levels in metropolitan areas.¹ Average hourly earnings for skilled maintenance men and unskilled plant workers rose 2.7 and 3.3 percent, respectively. Wage increases were slightly smaller during the year ending February 1963 than in each of the 2 earlier years.

Seventeen metropolitan areas were surveyed in each of the years 1953, 1958, and 1963. During this decade, median average annual wage increases computed for four occupational groups ranged from 3.9 percent for women office clerical workers to 4.5 percent for women industrial nurses. Average earnings of skilled maintenance men and unskilled plant workers increased 4.3 and 4.2 percent, respectively. Sharpest advances occurred in the first half of the decade.

Average pay levels were generally highest in public utilities and next highest in manufacturing among the six industry divisions included in the survey program. Pay levels tended to be higher in the West than in the other three regions. Individual employee earnings were widely dispersed within each job; the highest individual rates were commonly three and four times as high as the lowest rates within the same job.

Scope and Method of Survey

The data on wage levels in this article relate to all 212 Standard Metropolitan Statistical Areas in the United States, as revised by the Bureau of the Budget in 1961. 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 employ-

ment. Each of 37 large areas formed a stratum by itself and was certain of inclusion in the sample. Each of the 43 other areas represented itself and one similar area, or more, 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.

Within each area, data were obtained from representative establishments within six broad industry divisions: Manufacturing; transportation, communication, and other public utilities; wholesale trade; retail trade; finance, insurance, and real estate; and selected services. Nearly 12,000 establishments employing 8.1 million workers were included in the Bureau's sample to represent more than 63,000 establishments employing nearly 17.3 million workers within the scope of the studies in all metropolitan areas. This total included 3.2 million nonsupervisory office workers and 10.8 million nonsupervisory plant workers. Excluded from the scope of the studies were government institutions and the construction and extractive industries.

Pay Levels

Office Occupations. Average weekly salaries for office jobs in all areas and industries combined ranged from \$112 for men tabulating machine operators (class A) to \$56.50 for women file clerks (class C). Nearly 9 out of every 10 workers were women in the office clerical jobs selected for study. Nationwide averages for the three numerically most important women's jobs were: Secretaries, \$96.50; general stenographers, \$77.50; and typists (class B), \$65. (See table 1.)

The pay position of women in the five jobs studied with typing as an important part of the job were as shown in the tabulation on the following page.

¹February 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, 1963. A more complete report will be issued as *Wages and Related Benefits in Metropolitan Areas, United States and Regional Summaries, 1962-63* (Part II of BLS Bulletin 1345-83).

²The 80 surveys were spread throughout the year. Data relate to a single payroll period in the month selected for study in each area.

	Percent of secretaries' earnings
Senior stenographers.....	92
General stenographers.....	80
Typists, class A.....	80
Typists, class B.....	67

These relationships do not necessarily represent earnings in identical establishments and may reflect differences in occupational requirements of establishments with varying levels of pay.³ However, these relationships approximated, with only

a few exceptions, those found in each region and industry division.

By industry, secretaries and senior stenographers were highest paid in public utilities, with averages of \$103 and \$93.50, respectively; they averaged \$100.50 and \$92 in manufacturing. Pay

³ For a summary of occupational wage relationships found within individual establishments, see "Occupational Wage Relationships in Metropolitan Areas, 1961-62," *Monthly Labor Review*, December 1963, pp. 1426-1431.

TABLE 1. AVERAGE WEEKLY SALARIES¹ FOR SELECTED OFFICE AND PROFESSIONAL AND TECHNICAL OCCUPATIONS IN METROPOLITAN AREAS, BY INDUSTRY DIVISION AND REGION,² FEBRUARY 1963³

Sex and occupation	All areas	Industry division						Region ²				
		Manu- facturing	All non- manu- facturing	Public utilities ⁴	Whole- sale trade	Retail trade	Finance ⁵	Services	North- east	South	North Central	West
OFFICE CLERICAL												
<i>Men</i>												
Clerks:												
Accounting, class A.....	\$110.50	\$116.50	\$105.00	\$110.50	\$106.00	\$100.50	\$96.00	\$102.50	\$108.00	\$107.00	\$114.50	\$111.00
Accounting, class B.....	89.50	94.50	86.50	97.50	86.50	77.00	76.50	79.00	89.50	86.50	91.00	95.00
Order.....	100.50	105.00	98.00	99.00	99.00	93.00	93.00	97.50	97.50	86.00	106.00	106.50
Office boys.....	62.50	64.50	61.50	71.50	63.00	60.50	58.00	59.00	61.50	58.00	65.00	69.00
Tabulating machine operators:												
Class A.....	112.00	115.50	108.50	118.00	114.00	102.50	102.50	113.50	108.00	109.00	115.00	112.00
Class B.....	94.00	99.00	91.00	99.50	94.00	88.00	85.50	96.50	90.50	89.00	96.50	103.00
Class C.....	78.00	82.50	76.00	89.50	79.00	71.50	71.50	74.50	71.50	71.50	82.00	88.00
<i>Women</i>												
Bookkeeping machine operators:												
Class A.....	82.00	86.50	79.50	87.50	85.00	79.50	73.50	84.00	81.00	74.50	84.50	89.00
Class B.....	66.50	74.50	65.00	77.00	71.00	65.00	62.50	73.50	67.00	61.50	67.50	70.00
Clerks:												
Accounting, class A.....	91.00	95.00	89.00	96.00	93.00	84.00	83.50	89.50	89.50	86.00	93.00	96.50
Accounting, class B.....	72.00	77.00	69.50	77.00	74.00	65.50	64.50	69.00	71.00	67.50	73.00	78.00
File, class B.....	63.00	69.00	61.00	71.50	64.50	56.00	59.00	62.00	64.00	58.50	63.00	64.50
File, class C.....	56.50	63.50	55.00	67.50	57.50	52.00	54.50	54.00	58.00	52.50	55.00	62.50
Order.....	73.00	76.50	70.00	81.50	74.50	62.50	63.50	63.50	72.50	66.00	73.50	82.00
Payroll.....	81.00	81.00	81.00	88.00	87.00	73.50	82.00	77.50	78.00	75.50	84.00	91.00
Comptometer operators.....	78.00	82.50	75.50	90.00	76.50	71.00	72.00	75.50	77.50	70.00	78.50	85.50
Keypunch operators:												
Class A.....	82.50	85.50	80.00	89.00	82.00	75.00	74.00	82.50	81.00	78.00	83.50	88.00
Class B.....	71.50	76.00	69.00	76.50	73.00	66.00	64.00	70.50	69.50	64.50	73.50	80.00
Office girls.....	60.50	64.50	59.00	65.00	61.00	57.50	57.00	60.50	61.00	56.00	60.00	64.00
Secretaries.....	96.50	100.50	93.50	103.00	95.50	88.00	89.00	94.00	97.00	88.50	98.50	101.00
Stenographers, general.....	77.50	80.50	74.50	84.00	75.50	69.00	69.50	76.50	77.00	72.50	78.00	84.00
Stenographers, senior.....	89.00	92.00	86.00	93.50	88.50	82.00	80.00	88.00	87.00	86.50	90.50	92.00
Switchboard operators.....	73.00	84.00	69.50	88.00	77.50	60.50	72.50	59.50	76.00	62.00	74.00	77.00
Tabulating machine operators:												
Class B.....	86.00	93.50	83.00	83.00	85.00	83.50	81.50	84.00	84.00	78.00	90.00	93.50
Class C.....	70.50	81.00	68.00	68.00	70.00	70.50	65.50	67.50	67.50	67.50	74.50	76.50
Typists:												
Class A.....	77.50	81.50	74.50	80.50	78.50	72.50	71.00	78.00	76.50	70.50	80.00	80.50
Class B.....	65.00	70.00	62.50	70.00	65.50	61.50	60.00	64.50	64.00	58.00	65.50	70.50
PROFESSIONAL AND TECHNICAL												
<i>Men</i>												
Draftsmen, leader.....	161.50	160.50	164.00	150.00	-----	-----	-----	168.50	160.50	159.00	166.00	155.00
Draftsmen, senior.....	131.00	130.00	133.50	127.00	127.00	129.50	-----	136.00	128.50	124.00	136.00	130.50
Draftsmen, junior.....	99.50	99.00	101.00	102.50	94.50	-----	-----	101.50	97.50	90.50	104.50	100.50
<i>Women</i>												
Nurses, industrial (registered).....	102.50	103.00	101.00	109.00	-----	88.00	97.50	-----	100.50	100.50	103.00	110.00

¹ Earnings based on hours for which employees received their regular straight-time salaries.

² The regions in this study are: *Northeast*—Connecticut, Maine, Massachusetts, 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, Michigan, Minnesota, Missouri, Nebraska, North Dakota, Ohio, South Dakota, and

Wisconsin; and *West*—Alaska, Arizona, California, Colorado, Hawaii, Idaho, Montana, Nevada, New Mexico, Oregon, Utah, Washington, and Wyoming.

³ Average month of reference. Individual area surveys were conducted from July 1, 1962 through June 30, 1963.

⁴ Transportation, communication, and other public utilities.

⁵ Finance, insurance, and real estate.

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

TABLE 2. AVERAGE HOURLY EARNINGS¹ FOR SELECTED PLANT OCCUPATIONS IN METROPOLITAN AREAS, BY INDUSTRY DIVISION AND REGION,² FEBRUARY 1963³

Occupation ⁴	All areas	Industry division							Region ²			
		Manufacturing	All non-manufacturing	Public utilities ⁴	Wholesale trade	Retail trade	Finance ⁶	Services	North-east	South	North Central	West
MAINTENANCE AND TOOLROOM												
Carpenters.....	\$2.98	\$2.97	\$2.98	\$2.77	-----	\$3.25	\$3.09	\$2.79	\$2.89	\$2.87	\$3.09	\$3.15
Electricians.....	3.17	3.17	3.21	3.27	\$3.00	3.16	3.23	2.97	3.04	3.09	3.27	3.33
Helpers, trades.....	2.46	2.49	2.37	2.43	2.15	1.96	2.46	2.09	2.43	2.39	2.56	2.57
Machine tool operators (toolroom).....	3.16	3.17	-----	-----	-----	-----	-----	-----	2.96	3.04	3.25	3.18
Machinists.....	3.16	3.16	3.14	3.12	-----	-----	-----	-----	3.06	3.12	3.24	3.30
Mechanics, automotive.....	2.91	2.89	2.91	2.93	2.86	2.80	-----	2.73	2.86	2.63	3.00	3.18
Mechanics.....	2.99	2.99	3.00	3.24	2.81	2.85	-----	2.56	2.92	2.85	3.09	3.14
Millwrights.....	3.16	3.16	-----	-----	-----	-----	-----	-----	3.09	3.16	3.19	3.25
Painters.....	2.92	2.99	2.77	2.94	-----	3.04	2.82	2.46	2.74	2.84	3.10	3.13
Pipefitters.....	3.19	3.19	3.25	3.17	-----	-----	-----	-----	3.02	3.31	3.23	3.26
Sheet-metal workers.....	3.16	3.17	2.98	-----	-----	-----	-----	-----	3.05	3.21	3.25	3.13
Tool and die makers.....	3.32	3.32	3.29	-----	-----	-----	-----	3.35	3.15	3.13	3.43	3.38
CUSTODIAL AND MATERIAL MOVEMENT												
Janitors, men.....	1.87	2.08	1.66	2.02	1.76	1.46	1.72	1.60	1.90	1.45	2.04	2.01
Janitors, women.....	1.56	1.89	1.48	1.70	1.51	1.22	1.49	1.49	1.62	1.15	1.65	1.79
Laborers, material handling.....	2.24	2.19	2.29	2.59	2.08	2.03	-----	1.86	2.27	1.77	2.39	2.52
Order fillers.....	2.24	2.27	2.23	2.48	2.18	2.32	-----	-----	2.29	1.75	2.38	2.53
Truckdrivers.....	2.64	2.61	2.66	2.85	2.48	2.38	1.99	2.18	2.78	2.14	2.82	2.81
Truckers, power (fortlift).....	2.47	2.47	2.46	2.51	2.38	2.51	-----	-----	2.48	2.07	2.58	2.66

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

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

³ See footnote 3, table 1.

⁴ Data limited to men workers except where otherwise indicated.

⁵ Transportation, communication, and other public utilities.

⁶ Finance, insurance, and real estate.

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

levels in wholesale trade and services were several dollars below those in manufacturing but significantly above salaries paid in finance and retail trade. Shorter weekly work schedules partially offset the lower weekly salary level in the finance division.

By region, secretaries were highest paid in the West. In the following tabulation, average weekly salaries in some of the larger areas are compared with the regional averages for secretaries:

Northeast.....	\$97.00
New York.....	101.00
Philadelphia.....	94.00
Boston.....	89.00
South.....	88.50
Atlanta.....	93.50
Dallas.....	90.50
Washington, D.C.....	94.50
North Central.....	98.50
Chicago.....	101.50
Detroit.....	110.00
West.....	101.00
Los Angeles.....	105.00
San Francisco.....	102.50

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.

All-industry averages for men exceeded those for women in each of the six jobs for which data are shown for both sexes. The greatest difference between men's and women's earnings in the same job category was for order clerks where men averaged \$100.50, compared with \$73 for women.⁴

Professional and Technical Occupations. Salaries of draftsmen averaged from \$99.50 a week for junior draftsmen to \$161.50 for leader draftsmen. Highest earnings for senior and leader draftsmen were reported in the services industry groups and in the North Central region.

Women industrial nurses averaged \$102.50 a week, \$6 more than the average for secretaries.

Plant Occupations. Among the skilled craftsmen studied, tool and die makers were the highest paid, averaging \$3.32 an hour while earnings of six of the maintenance trades—pipefitters, electricians, machine-tool operators (toolroom), machinist, millwrights, and sheet-metal workers—were clustered at \$3.16 to \$3.19 an hour. Carpenters and mechanics (machine repairmen) averaged \$2.98 and \$2.99, respectively; auto mechanics and painters averaged \$2.91 and \$2.92.

For most of the jobs included in the study, earnings were typically lowest in retail trade and finance and in the South. Among the skilled trades, however, carpenters and painters were highest paid in retail trade, and pipefitters were highest paid in the South. (See table 2.) In some areas, retail stores paid construction rates to their maintenance carpenters and painters. The high rates for pipefitters in the South reflect the high proportion of these workers in the high-wage petroleum refining and chemical industries.

Among custodial and material movement jobs, material-handling laborers—numerically the most important workers—averaged \$2.24 an hour. Average earnings of laborers ranged from \$1.86 in services to \$2.59 in public utilities and, among regions, from \$1.77 in the South to \$2.52 in the West. Numerically, the next most important jobs were those of truckdrivers and men janitors who averaged \$2.64 and \$1.87, respectively. Average hourly earnings of men janitors ranged from \$1.46 in retail trade to \$2.08 in manufacturing and from

\$1.45 in the South to \$2.04 in the North Central region. Women janitors averaged \$1.56 with earnings highest in manufacturing (\$1.89) and lowest in retail trade (\$1.22).

Industrial and Regional Variations

Pay levels within occupational groups showed considerable variation among the industries and regions studied. This variation was measured by comparing aggregates obtained by multiplying national, regional, and industry division averages for 19 office jobs (men and women combined), 8 skilled maintenance jobs (men),⁵ and 2 unskilled plant jobs (men), by nationwide employment in each job.

As shown in the tabulation on the following page, unskilled plant workers had the greatest range in industry pay levels—33 percent compared with 21 percent for office workers.

⁵ An industry comparison of pay levels of skilled maintenance occupations was not made because most workers were employed in manufacturing.

TABLE 3. PERCENT INCREASE IN AVERAGE EARNINGS¹ FOR SELECTED OCCUPATIONAL GROUPS IN METROPOLITAN AREAS,² BY REGION,³ FOR SELECTED PERIODS

Period and region ²	All industries				Manufacturing			
	Office clerical (men and women)	Industrial nurses (men and women)	Skilled maintenance trades (men)	Unskilled plant workers (men)	Office clerical (men and women)	Industrial nurses (men and women)	Skilled maintenance trades (men)	Unskilled plant workers (men)
FEBRUARY 1962 TO FEBRUARY 1963 ⁴								
United States.....	2.9	3.3	2.7	3.3	2.8	3.3	2.5	2.8
Northeast.....	2.8	3.6	2.6	3.6	2.8	3.6	2.3	2.7
South.....	3.2	3.2	2.6	2.3	2.9	3.0	2.4	2.1
North Central.....	2.5	2.8	2.7	3.2	2.5	2.8	2.6	2.9
West ⁵	3.4	4.4	2.7	4.1	3.3	4.5	2.7	3.3
FEBRUARY 1961 TO FEBRUARY 1962 ⁴								
United States.....	3.3	3.6	3.1	3.2	3.2	3.4	2.9	3.2
Northeast.....	3.4	4.0	3.2	3.1	3.3	3.8	3.1	3.2
South.....	3.4	3.3	3.4	4.5	3.2	3.2	3.1	4.2
North Central.....	3.1	3.3	2.9	2.8	3.1	3.2	2.8	3.0
West ⁵	3.3	3.6	3.3	3.2	3.2	3.3	2.8	2.6
FEBRUARY 1960 TO FEBRUARY 1961 ⁴								
United States.....	3.3	3.7	3.6	3.6	3.5	3.7	3.6	3.7
Northeast.....	3.6	3.6	3.7	3.6	3.7	3.4	3.6	3.7
South.....	3.2	3.8	3.6	2.6	3.5	3.9	3.3	3.0
North Central.....	2.8	3.9	3.6	4.1	3.2	4.0	3.6	3.9
West ⁵	3.7	3.4	3.6	3.7	3.4	3.3	3.8	3.4
FEBRUARY 1960 TO FEBRUARY 1963 ⁴								
United States.....	9.7	11.0	9.7	10.5	9.7	10.8	9.2	9.9
Northeast.....	10.1	11.6	9.8	10.6	10.1	11.2	9.3	9.9
South.....	10.1	10.6	9.9	9.8	9.9	10.3	9.1	9.6
North Central.....	8.6	10.4	9.5	10.5	9.1	10.4	9.2	10.1
West ⁵	10.8	11.8	9.9	11.4	10.3	11.6	9.6	9.6

¹ Earnings of office clerical workers and industrial nurses are based on regular straight-time salaries that are paid for standard workweeks. Earnings of skilled maintenance and unskilled plant workers are based on hourly earnings excluding premium pay for overtime and work on weekends, holidays, and late shifts.

² 188 Standard Metropolitan Statistical Areas of the United States, excluding

Alaska and Hawaii, as revised by the Bureau of the Budget through 1959.

³ For definition of regions, see footnote 2, table 1.

⁴ Average months of reference. Individual area surveys were conducted during the period July of one year through June of the next year.

⁵ Does not include Alaska and Hawaii.

⁶ Revised estimate.

	Percent of all-industries pay level	
	Office clerical	Unskilled plant ¹
Manufacturing.....	106	103
Transportation, communication, and other public utilities.....		112
Wholesale trade.....	109	93
Retail trade.....	90	85
Finance, insurance, and real estate.....	92	(¹)
Services.....	97	84

¹ Data do not meet publication criteria.

The highest regional pay level exceeded the lowest by 14 percent for office workers, 9 percent for skilled maintenance workers, and 41 percent for unskilled plant workers.

	Percent of national pay level		
	Office clerical	Skilled maintenance	Unskilled plant
Northeast.....	99	96	101
South.....	93	96	78
North Central.....	102	103	108
West.....	106	105	110

Wage Trends

Between 1960 and 1963. Average weekly salaries of office clerical workers and of industrial nurses in metropolitan areas increased 2.9 and 3.3 percent, respectively, between February of 1962 and 1963. Average hourly pay rates for skilled maintenance men rose 2.7 percent, and those for unskilled plant workers rose 3.3 percent during that period. (See table 3.)

Pay rates for office clerical, skilled maintenance, and unskilled plant workers rose less in manufacturing industries than in all industries combined. Divergence between all-industry and manufacturing estimates gives a clue to pay trends in non-manufacturing, since the latter industry group accounts for three-fifths of the office clerical workers, nearly half of the unskilled plant workers, and about a fifth of the skilled maintenance workers included in this measurement of wage trends.

Percent increases during the year ending in February 1963 were smaller than in each of the 2 earlier years for all four job groups in manufacturing and for all except unskilled plant workers in the all-industry group.

With only one exception, regional trends exhibited the same pattern of equal or smaller percentage increases in manufacturing compared with the increases in all industries. In all industries and manufacturing, increases during the latest year in the South and the Northeast, and North Central regions were generally smaller than in the earlier years. Except for the skilled maintenance trades, however, pay rates in the West rose more during 1962 than in 1961 for the occupational groups studied.

Nationwide, the rise in pay rates between February 1960 and 1963 was greatest for industrial nurses; unskilled plant worker rates in all industries rose 10.5 percent, compared with 9.7 percent each for workers in office clerical jobs and skilled maintenance trades.

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 thus obtained were totaled for all areas to obtain an all-area aggregate. The all-area aggregate for 1963 was compared with aggregates for earlier years to arrive at the percentages of change.

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 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 1963. Seventeen metropolitan areas⁶ were studied in each of the years 1953, 1958,

⁶ Atlanta, Baltimore, Boston, Chicago, Cleveland, Dallas, Denver, Los Angeles-Long Beach, Memphis, Milwaukee, Minneapolis-St. Paul, Newark and Jersey City, New York City, Philadelphia, Portland (Oreg.), St. Louis, and San Francisco-Oakland.

and 1963. Among these 17 areas, the time interval between the 1953 and 1963 surveys ranged from 115 months in Boston to 128 months in Portland (Oreg.). Correction of interarea variation in the time interval between the first and last wage survey during the 10-year period was accomplished by computing the average 12-month rate of increase for each of the four occupational groups in each area.

The following tabulation presents median annual average increases by industry and occupational group:

Industry and occupational group	1953	1958	1953
	to	to	to
	1963 ¹	1963 ¹	1958 ¹
<i>All industries</i>			
Office clerical (women)-----	3.9	3.4	4.5
Industrial nurses (women)-----	4.5	3.9	5.2
Skilled maintenance trades (men)-----	4.3	3.7	4.8
Unskilled plant (men)-----	4.2	3.5	5.0
<i>Manufacturing</i>			
Office clerical (women)-----	4.0	3.3	4.6
Industrial nurses (women)-----	4.6	4.0	5.4
Skilled maintenance trades (men)-----	4.2	3.4	4.8
Unskilled plant (men)-----	4.2	3.5	4.7

¹ Fiscal years ending June 30.

During this decade, median average annual increases for the four occupational groups in all industries ranged from 3.9 percent for women office clerical workers to 4.5 percent for women industrial nurses. Sharpest advances occurred in the first half of the decade.

Salaries of women office clerical workers rose less than the pay in any of the other occupational groups, both over the 10-year span and the two intervening 5-year periods. Industrial nurses' salaries rose more than earnings in the other groups studied. These patterns of high and low rates of increase also prevailed among manufacturing workers. Hourly earnings of skilled maintenance workers rose about the same as earnings of unskilled plant workers during the decade for all industries and manufacturing.

—ALEXANDER N. JARRELL
Division of Occupational Pay

Wage Chronology:

Western Greyhound Lines¹

Supplement No. 1—1954-63²

EDITOR'S NOTE.—*This article, together with supplemental tables tracing changes in related wage practices, is available upon request to the Bureau or any of its regional offices listed on the inside front cover of this issue.*

DURING the 9-year period 1954-63, Western Greyhound Lines and the Amalgamated Association of Street, Electric Railway and Motor Coach Employees of America (SERMCE) amended the basic document that governed company-union relations and regulated working conditions five times. Five agreements were also negotiated during that period by the company and the International Association of Machinists (IAM) for maintenance employees in the San Francisco area.

The SERMCE Contracts

In mid-October 1954, the Pacific Greyhound Lines¹ and the SERMCE agreed on an 18-month contract to replace the one that had expired on September 30. The settlement provided for a wage increase averaging 5½ cents an hour—half effective immediately and half on July 16, 1955—for both operators and terminal employees in California and six other western States. Operators paid on a mileage basis received an immediate increase of 1.37 mills per mile and an equivalent amount in July 1955. The parties also reduced service requirements for the third week of vacation from 15 to 12 years. The contract, covering about 2,800 employees, was scheduled to expire March 1, 1956.

In 1956, extended negotiations began on January 26 and culminated in a 2-year agreement on

¹ The Pacific Greyhound Lines changed its name to Western Greyhound Lines on June 1, 1957.

² See *Monthly Labor Review*, December 1954, pp. 1340-1354.

March 29. Although settlement was not reached by the scheduled expiration date of the previous contract, service continued on a day-to-day basis. The terms of the settlement, made retroactive to March 2, provided a wage increase of 10 cents an hour, or 4 mills a mile, for operators and \$18 a month for terminal employees. Additional increases of 8 cents an hour, or 2.5 mills a mile, for operators and \$15 a month for terminal employees were to be effective a year later. An employee-paid health and welfare plan was replaced by one which the company and the employees would finance by joint contributions until March 1957, when the company was to assume the full cost of the plan. Vacation benefits were liberalized and certain other contract provisions were revised. The agreement was to remain in force through February 28, 1958.

On June 1, 1957, Pacific Greyhound Lines merged with Northwest Greyhound Lines and a segment of Overland Greyhound Lines to form Western Greyhound Lines.³ To facilitate bargaining, the seven SERMCE divisions of the merged companies, in January 1958, organized a Council of Western Amalgamated Divisions. In addition to the classes of workers covered by the previous agreement with Pacific Greyhound Lines, the Council represented office workers throughout the system and some of the maintenance employees outside the San Francisco area. The 1958 agreement, the first negotiated by the Council with Western, was embodied in five separate contracts. In 1960, the wages and working conditions for all Western's employees represented by the SERMCE were incorporated into one document.

The first contracts between Western Greyhound Lines and the SERMCE, agreed to in May 1958, were made effective for 2 years from March 1, 1958. They varied the general wage increase in order to standardize rates in all areas immediately. The contracts also provided deferred increases, effective March 1, 1959, of 8 cents an hour, or 3 mills a mile, for operators and \$13.86 a month for terminal employees. A number of existing supplementary benefit provisions were improved, and paid holidays were provided for the first time since the parties started negotiating. A fourth week of

vacation after 25 years for operators and terminal employees was also added to the growing list of employee benefits. The company contribution to the health and welfare plan was also increased at this time. Improvements in the pension plan were to be negotiated at a later date. The new SERMCE contracts, covering about 4,700 employees, were scheduled to expire March 1, 1960.

On July 12, 1960, after the 1958 agreement had been extended three times, a 2-year contract, retroactive to March 1, was signed. Terms of the settlement included wage increases of 10 cents an hour, or 4 mills a mile, for operators; 10 cents an hour for maintenance employees; and \$17.32 a month for office and terminal employees. An additional 8 cents an hour, 3 mills a mile, or \$13.87 a month was to become effective on March 1, 1961. The parties also agreed to an extensive reclassification of office jobs and increased holiday pay for operators and terminal employees. A fourth week of vacation was provided after 20 years, and provisions for jury-duty pay were included in the contract for the first time. Company contributions to the health and welfare fund were increased and the pension plan improved. The agreement was to remain in force through February 28, 1962.

Beginning early in June and continuing beyond the February 28 expiration date of the existing contract, extended negotiations for a new agreement culminated in a settlement on April 24, 1962. Before settlement was reached, members of the SERMCE had voted to strike in support of their demands, the parties had extended the term of the agreement twice, and for a few days operations had continued without a contract.

Wage changes provided by the settlement included increases of 8 cents an hour, 3 mills a mile, or \$13.87 a month retroactive to March 1, and 6 cents an hour, 2 mills a mile, or \$10.40 a month a year later. Office employees received additional increases resulting from job classification adjustments. Other contract changes included increased holiday pay for operators and terminal employees and a ninth paid holiday for office employees. Meal allowances, subsistence pay for terminal employees, extra service pay for operators, and company contributions to the health and welfare plan were increased in two steps over the term of the agreement. Employees were permitted to accu-

³ The new company operates over 17,529 route miles in Arizona, California, Idaho, Montana, Nevada, New Mexico, Oregon, Texas, Utah, Washington, and Wyoming.

mulate up to 7 days' sick leave. The current contract, covering 5,000 employees, was scheduled to remain in effect through February 28, 1964.

The IAM Contracts

Between June 1, 1955, and June 1, 1961, maintenance employees in the San Francisco area, represented by the International Association of Machinists, received general wage increases totaling almost \$1.06 an hour. These increases, effective June 1 of each year, were as follows: 15 cents, 1955; 12.5 cents, 1956; 8 cents, 1957; 16.25 cents, 1958; and 18 cents in each of the years 1959, 1960, and 1961. In addition, the 1955 contract added a ninth paid holiday and reduced service requirements for 3 weeks' vacation. Both the 1958 and 1959 contracts provided for a further reduction in the service requirements for 3 weeks' vacation. The 1959 contract was to remain in effect until May 31, 1962.

Negotiations between the IAM and the company for a new agreement began on April 1, 1962. Economic demands of the union included a gen-

eral wage increase of \$1.50 an hour spread over 3 years, a fourth week of vacation, increased premium pay for work on Sundays and paid holidays, a new paid sick leave provision, and an improved health and welfare plan. On May 30, the parties agreed to extend the contract to June 30. However, a work stoppage began at the end of the extension period. Settlement was reached 12 days later, on July 11.

The new 3-year agreement provided for hourly wage increases of 16, 14, and 12 cents an hour, effective June 1, 1962, 1963, and 1964, respectively. Changes in supplementary benefits included a new paid sick leave provision, increased premium pay for work on paid holidays, a fourth week of vacation, and increased company contribution to an improved health and welfare plan. The current IAM contract covering 350 employees in the San Francisco area, was to be effective from June 1, 1962, until May 31, 1965, with no reopening provisions.

The following tables bring Western Greyhound Lines basic wage chronology for both unions up to date through 1963.

A—General Wage Changes

Effective date	Provisions			
	Operators	Terminal	Maintenance	Office
March 1954—First pay period beginning in month (SERMCE agreement dated May 12, 1952).	Cost-of-living adjustment increase of 1.14 percent of the Oct. 1, 1953, rates. ¹			
Oct. 12, 1954 (SERMCE agreement of same date).	Increases of: 1.37 mill a mile or \$4.77 a month. 2.75 cents an hour.			
Mar. 1, 1955 (SERMCE agreement dated Oct. 12, 1954).	No change; annual cost-of-living review.			
June 1, 1955 (IAM agreement dated Aug. 4, 1955).	-----		15 cents an hour.	
July 16, 1955 (SERMCE agreement dated Oct. 12, 1954).	Increases of: 1.37 mills a mile or \$4.77 a month. 2.75 cents an hour.			
Mar. 2, 1956 (SERMCE agreement of same date).	Increases of: 4 mills a mile or 10 cents \$18 a month. an hour.			
June 1, 1956 (IAM agreement dated July 12, 1956).	-----		12.5 cents an hour.	
Mar. 1, 1957 (SERMCE agreement dated Mar. 2, 1956).	Increases ² of: 2.5 mills a mile or 8 cents \$15 a month. an hour.			
March 1957—First pay period beginning in month (SERMCE agreement dated Mar. 2, 1956).	Cost-of-living adjustment increase of 3.14 percent of Mar. 1, 1957, rates. ¹			

See footnotes at end of tables.

A—General Wage Changes—Continued

Effective date	Provisions			
	Operators	Terminal	Maintenance	Office
June 1, 1957 (IAM agreement dated July 12, 1956).			8 cents an hour. ²	
Mar. 1, 1958 (SERMCE agreements of same date ³).	Varying increases with minimum of 5 mills a mile or 13 cents an hour, to provide standardized rates in all areas.			
June 1, 1958 (IAM agreement dated Sept. 29, 1958).			16.25 cents an hour.	
Mar. 1, 1959 (SERMCE agreement dated Mar. 1, 1958).	3 mills a mile or 8 cents an hour.	Increases ² of: \$13.86 a month	8 cents an hour.	\$13.86 a month.
March 1959—First pay period beginning in month (SERMCE agreement dated Mar. 1, 1958).	Cost-of-living adjustment increase of 1.23 percent of Mar. 1, 1959, rates. ¹			
June 1, 1959 (IAM agreement dated July 14, 1959).			18 cents an hour.	
Mar. 1, 1960 (SERMCE agreement of same date).	4 mills a mile or 10 cents an hour.	Increases of: \$17.32 a month	10 cents an hour.	\$17.32 a month.
June 1, 1960 (IAM agreement dated July 14, 1959).			18 cents an hour. ²	
Mar. 1, 1961 (SERMCE agreement dated Mar. 1, 1960).	3 mills a mile or 8 cents an hour.	Increases ² of: \$13.87 a month	8 cents an hour.	\$13.87 a month.
March 1961—First pay period beginning in month (SERMCE agreement dated Mar. 1, 1960).	Cost-of-living adjustment increase of 1.595 percent of Mar. 1, 1961, rates. ¹			
June 1, 1961 (IAM agreement dated July 14, 1959).			18 cents an hour. ²	
Mar. 1, 1962 (SERMCE agreement dated Apr. 24, 1962).	3 mills a mile or 8 cents an hour.	Increases of: \$13.87 a month	8 cents an hour.	\$13.87 a month.
June 1, 1962 (IAM agreement dated Aug. 6, 1962).			16 cents an hour.	
Mar. 1, 1963 (SERMCE agreement dated Apr. 24, 1962).	2 mills a mile or 6 cents an hour.	Increases ² of: \$10.40 a month	6 cents an hour.	\$10.40 a month.
March 1963—First pay period beginning in month (SERMCE agreement dated Apr. 24, 1962).	Cost-of-living adjustment of 1.44 percent of Mar. 1, 1963, rates. ¹			
June 1, 1963 (IAM agreement dated Aug. 6, 1962).			14 cents an hour. ^{2 4}	

¹ The contracts of 1952, 1954, and 1956 provided for annual increases in rates of pay, effective on the first payroll period after March 1 of each year, equal to the percent increase in the Consumer Price Index (1947-49=100) during the year ending the preceding January 15; rates were not to be reduced if the index had decreased. The 1958, 1960, and 1962 contracts provided for similar adjustments in the years between negotiations—in 1959, 1961, and 1963. The 1962 agreement used the CPI with 1957-59=100.

² Deferred increases.

³ These contracts—the first following the merger on June 1, 1957, of the Pacific Greyhound Lines, the Northwest Greyhound Lines, and a part of the Overland Greyhound Lines into the Western Greyhound Lines (Division of the Greyhound Corp.)—also covered for the first time some maintenance employees outside the San Francisco area and all office workers.

⁴ Agreement also provided another deferred hourly increase of 12 cents on July 1, 1964.

C—Minimum Guarantee Paid Bus Operators, 1953–63

Effective date and length of service	Regular operator			Extra operator			
	Regular runs, daily	Relief day work, daily	Semi-monthly	Chartered service		Daily minimum	Stand service ²
				Daily	Expense ¹		
Oct. 1, 1953 ³			\$121.86	(4)	\$6.67	\$10.00	\$1.18
First 6 months	\$15.05	Double time.					
Second 6 months	15.26	do					
Thereafter	15.57	do					
Oct. 12, 1954			135.00	(4)	6.75	12.00	1.20
First 6 months	15.44	Double time.					
Second 6 months	15.66	do					
Thereafter	15.98	do					
July 16, 1955			135.00	(4)	6.75	12.00	1.20
First 6 months	15.66	Double time.					
Second 6 months	15.88	do					
Thereafter	16.20	do					
Mar. 2, 1956 ³			140.00	(4)	7.25	12.00	1.30
First 6 months	16.48	Double time.					
Second 6 months	16.68	do					
Thereafter	17.00	do					
Mar. 1, 1957 ³			144.40	(4)	7.48	12.00	1.39
First 6 months	17.64	Double time.					
Second 6 months	17.87	do					
Thereafter	18.20	do					
Mar. 1, 1958 ³			150.00	(4)	8.00	12.00	1.45
First 6 months	18.68	Double time.					
Second 6 months	18.90	do					
Thereafter	19.23	do					
Mar. 1, 1959 ³			151.85	(4)	8.35	12.00	1.52
First 6 months	19.56	Double time.					
Second 6 months	19.80	do					
Thereafter	20.11	do					
Mar. 1, 1960			175.00	(4)	8.50	14.00	1.60
First 6 months	20.36	Double time.					
Second 6 months	20.58	do					
Thereafter	20.91	do					
Mar. 1, 1961 ³			182.86	(4)	8.89	14.00	1.68
First 6 months	21.33	Double time.					
Second 6 months	21.56	do					
Thereafter	21.89	do					
Mar. 1, 1962			190.00	(4)	9.00	15.00	1.76
First 6 months	21.98	Double time.					
Second 6 months	22.20	do					
Thereafter	22.54	do					
Mar. 1, 1963			197.81	(4)	9.38	15.22	1.85
First 6 months	22.78	Double time.					
Second 6 months	23.01	do					
Thereafter	23.35	do					

¹ Daily expenses also paid regular operators when sent to factory for equipment and terminal employees when held away from home overnight.

² Defined as protection duty, assisting other drivers in loading, unloading, and handling of passengers; collection of tickets, incidental flagging of buses; assisting with the preparation of manifests and other routine duties.

³ Revised rates after applying cost-of-living factor to contract rates.

⁴ Extra service over same route as regular run was paid on same basis as regular run. Regular mileage rate paid operators on irregular extra service except where minimum rate was higher. Minimum compensation for elapsed time of less than 8 hours was based on minimum hourly rate; over 8 hours but less than 9 hours, on minimum daily rate. For payment in excess of minimum daily rate, see Extra Service Pay, table B which will be included in the reprint of this article.

D—Mileage and Hourly Rates Paid Bus Operators, 1953-63

Type of payment and length of service	Oct. 1, 1953 ¹	Oct. 12, 1954	July 16, 1955	Mar. 2, 1956 ¹	Mar. 1, 1957 ¹	Mar. 1, 1958	Mar. 1, 1959 ¹	Mar. 1, 1960	Mar. 1, 1961 ¹	Mar. 1, 1962	Mar. 1, 1963
Mileage rates:											
Driving revenue or deadhead schedule: ²											
Less than 6 months of service.....	\$0.06611	\$0.06826	\$0.06963	\$0.07363	\$0.07852	\$0.08352	\$0.08758	\$0.09158	\$0.09608	\$0.09909	\$0.10255
6 but less than 12 months.....	.07094	.07316	.07453	.07853	.08358	.08858	.09271	.09670	.10129	.10429	.10782
12 but less than 18 months.....	.07603	.07831	.07968	.08368	.08889	.09389	.09808	.10208	.10675	.10976	.11337
18 but less than 24 months.....	.08087	.08321	.08458	.08858	.09394	.09894	.10319	.10719	.11194	.11495	.11863
24 months and over.....	.08623	.08863	.09000	.09400	.09953	.10453	.10885	.11285	.11769	.12070	.12447
Deadheaded passenger service: ³											
Less than 6 months of service.....	.03305	.03413	.03481	.03681	.03926	.04176	.04379	.04579	.04804	.04955	.05128
6 but less than 12 months.....	.03547	.03658	.03726	.03926	.04178	.04428	.04634	.04835	.05064	.05214	.05391
12 but less than 18 months.....	.03802	.03915	.03984	.04184	.04444	.04694	.04904	.05104	.05368	.05488	.05668
18 but less than 24 months.....	.04043	.04160	.04229	.04429	.04697	.04947	.05160	.05360	.05598	.05747	.05931
24 months and over.....	.04311	.04431	.04500	.04700	.04977	.05227	.05443	.05643	.05885	.06035	.06223
Hourly rates:											
Less than 6 months of service.....	1.777	1.8245	1.852	1.952	2.096	2.226	2.334	2.434	2.554	2.634	2.733
6 but less than 12 months.....	1.803	1.8525	1.880	1.980	2.125	2.255	2.364	2.464	2.584	2.665	2.764
12 but less than 18 months.....	1.829	1.8785	1.906	2.006	2.152	2.282	2.391	2.491	2.612	2.692	2.792
18 months and over.....	1.868	1.9175	1.945	2.045	2.192	2.322	2.432	2.531	2.653	2.733	2.833

¹ Revised rates after applying cost-of-living factor to contract rates. ³ Rates paid operators who, under instructions of the company, rode in a coach while another operator drove (deadheading on cushions).
² Rates paid operators for driving loaded or empty coaches on scheduled runs.

E—Basic Monthly Rates for Terminal Employees,¹ 1953-63

Occupation and length of service	Effective date and class of terminal											
	Oct. 1, 1953 ²		Oct. 12, 1954 ²		July 16, 1955		Mar. 2, 1956 ²		Mar. 1, 1957 ²		Mar. 1, 1958 ³	
	Class A	Class B	Class A	Class B	Class A	Class B	Class A	Class B	Class A	Class B	Class A	Class B
Ticket agents and counter information clerks:												
1st year.....	\$271.32	\$255.05	\$279.26	\$262.79	\$284.03	\$267.56	\$302.03	\$285.56	\$326.99	\$310.00	\$349.52	\$332.53
2d year.....	295.72	279.45	303.05	287.48	308.72	292.25	326.72	310.25	352.45	335.47	374.98	358.00
3d year.....	311.99	295.72	320.40	303.95	325.17	308.72	343.17	326.72	369.42	352.45	391.95	374.98
4th year.....	328.26	303.86	336.87	312.17	341.64	316.94	359.64	334.94	386.41	360.93	408.94	383.46
4½ years.....			353.32	328.63	358.09	333.40	376.09	351.40	403.38	377.91	425.91	400.44
5th year and over.....			369.78	345.09	374.55	349.86	392.55	367.86	420.35	394.89	442.88	417.42
5th year.....	344.53	320.13										
6th year and over.....	360.80	336.40										
Tour and tour information agents.....			384.78	360.09	389.55	364.86	407.55	382.86	435.82	410.36	457.88	432.42
Cashiers:												
1st year.....	360.80	336.40	369.78	345.09	374.55	349.86	392.55	367.86	420.35	404.89	442.88	417.42
2d year.....	377.07	352.67	386.24	361.55	391.01	366.32	409.01	384.32	437.33	411.86	459.86	434.30
3d year and over.....	393.33	360.80	402.69	369.78	407.46	374.55	425.46	392.55	454.30	420.35	476.83	442.88
Ticket office clerks:												
1st year.....	238.78	222.52	246.34	229.88	251.11	234.65	269.11	252.65	293.04	276.06	315.57	298.59
2d year.....	246.91	238.78	254.56	246.34	259.33	251.11	277.33	269.11	301.51	293.04	324.04	315.57
3d year.....	255.05	246.91	262.79	254.56	267.56	259.33	285.56	277.33	310.00	301.51	332.53	324.04
4th year.....	271.32	255.05	279.26	262.79	284.03	267.56	302.03	285.56	326.99	310.00	349.52	332.53
4½ years and over.....			295.71	279.26	300.48	284.03	318.48	302.03	343.96	326.99	366.49	349.52
5th year and over.....	287.59	271.32										
Telephone information clerks:												
1st year.....	238.78	222.52	246.34	229.88	251.11	234.65	269.11	252.65	293.04	276.06	315.57	298.59
2d year.....	246.91	238.78	254.56	246.34	259.33	251.11	277.33	269.11	301.51	293.04	324.04	315.57
3d year.....	255.05	246.91	262.79	254.56	267.56	259.33	285.56	277.33	310.00	301.51	332.53	324.04
4th year.....	271.32	255.05	279.26	262.79	284.03	267.56	302.03	285.56	326.99	310.00	349.52	332.53
4½ years and over.....			295.71	279.26	300.48	284.03	318.48	302.03	343.96	326.99	366.49	349.52
5th year and over.....	287.59	271.32										
Baggage and express clerks,⁴ platform loaders and unloaders:												
1st year.....	255.05	238.78	262.79	246.34	267.56	251.11	285.56	269.11	310.00	293.04	332.53	315.57
2d year.....	263.18	255.05	271.02	262.79	275.79	267.56	293.79	285.56	318.49	310.00	341.02	332.53
3d year.....	271.32	263.18	279.26	271.02	284.03	275.79	302.03	293.79	326.99	318.49	349.52	341.02
4th year.....	279.45	271.32	287.48	279.26	292.25	284.03	310.25	302.03	335.47	326.99	358.00	349.52
4½ years.....			295.71	287.48	300.48	292.25	318.48	310.25	343.96	335.47	366.49	358.00
5th year and over.....			303.95	295.71	308.72	300.48	326.72	318.48	352.45	343.96	374.98	366.49
5th year.....	287.59	279.45										
6th year and over.....	295.72	287.59										
Chief baggage clerks.....	320.13	303.86	328.63	312.17	333.40	316.94	351.40	334.94	377.91	360.93	400.44	383.46
Express clerks.....												
Janitors and porters:												
1st year.....	206.25		213.42		218.19		252.65		276.06		298.59	
2d year.....	222.52		229.88		234.65		269.11		293.04		315.57	
3d year.....	238.78		246.34		251.11							
3d year and over.....							277.33		301.51		324.04	
4th year and over.....	246.91		254.56		259.33							
Matrons and redcaps:												
1st year.....	189.98		196.96		201.73		236.19		259.08		281.61	
2d year.....	206.25		213.42		218.19							
2d year and over.....							252.65		276.06		298.59	
3d year and over.....	222.52		229.88		234.65							

See footnotes at end of table.

E—Basic Monthly Rates for Terminal Employees,¹ 1953–63—Continued

Occupation and length of service	Effective date and class of terminal									
	Mar. 1, 1959 ²		Mar. 1, 1960		Mar. 1, 1961 ²		Mar. 1, 1962		Mar. 1, 1963	
	Class A	Class B	Class A	Class B	Class A	Class B	Class A	Class B	Class A	Class B
Ticket agents and counter information clerks:										
1st year.....	\$367.85	\$350.65	\$385.17	\$367.97	\$405.40	\$387.93	\$419.27	\$401.80	\$435.86	\$418.14
2d year.....	393.62	376.43	410.94	393.75	431.59	414.12	445.46	427.99	462.42	444.70
3d year.....	410.80	393.62	428.12	410.94	449.04	431.59	462.91	445.46	480.13	462.42
4th year.....	428.00	402.21	445.32	419.52	466.51	440.80	480.38	454.17	497.85	471.26
4½ years.....	445.18	419.40	462.49	436.71	483.96	457.77	497.83	471.64	515.55	488.98
5th year and over.....	462.36	436.58	479.67	453.90	501.41	475.23	515.28	489.10	533.25	506.69
5th year.....										
6th year and over.....										
Tour and tour information agents:										
1st year.....	477.54	451.77	494.86	469.08	516.84	490.65	530.71	504.52	548.90	522.33
Cashiers:										
1st year.....	462.36	436.58	479.67	453.90	501.41	475.23	515.23	489.10	533.25	506.69
2d year.....	479.55	453.76	496.86	471.08	518.88	492.68	532.75	506.55	550.97	524.39
3d year and over.....	496.73	462.36	514.04	479.67	536.33	501.41	550.20	515.28	568.67	533.25
Ticket office clerks:										
1st year.....	333.48	316.29	350.80	333.61	370.49	353.02	384.36	366.89	400.44	382.72
2d year.....	342.06	333.48	359.37	350.80	379.19	370.49	393.06	384.36	409.27	400.44
3d year.....	350.64	342.06	367.97	359.37	387.93	379.19	401.80	393.06	418.14	409.27
4th year.....	367.85	350.65	385.17	367.97	405.40	387.93	419.27	401.80	435.86	418.14
4½ years and over.....	385.03	367.85	402.34	385.17	422.85	405.40	436.72	419.27	453.96	435.86
5th year and over.....										
Telephone information clerks:										
1st year.....	333.48	316.29	350.80	333.61	370.49	353.02	389.36	371.89	405.52	387.79
2d year.....	342.06	333.48	359.37	350.80	379.19	370.49	398.06	389.36	414.34	405.52
3d year.....	350.65	342.06	367.97	359.37	387.93	379.19	406.90	398.06	423.21	414.34
4th year.....	367.85	350.65	385.17	367.97	405.40	387.93	424.27	406.80	440.93	423.21
4½ years and over.....	385.03	367.85	402.34	385.17	422.85	405.40	441.72	424.27	458.63	440.93
5th year and over.....										
Baggage and express clerks,⁴ platform loaders and unloaders:										
1st year.....	350.65	333.48	367.97	350.80	387.93	370.49	401.80	384.36	418.14	400.44
2d year.....	359.25	350.65	376.56	367.97	396.66	387.93	410.53	401.80	426.99	418.14
3d year.....	367.85	329.25	385.17	376.56	405.40	396.66	419.27	410.53	435.86	426.99
4th year.....	376.43	367.85	393.75	385.17	414.12	405.40	427.99	419.27	444.70	435.86
4½ years.....	385.03	376.43	402.34	393.75	422.85	414.12	436.72	427.99	453.56	444.70
5th year and over.....	393.62	385.05	410.94	402.34	431.59	422.85	445.46	436.72	462.42	453.56
5th year.....										
6th year and over.....										
Chief baggage clerks	419.40	402.21	436.71	419.52	457.77	440.30	471.64	454.17	488.98	471.26
Express clerks	(4)		(4)		(4)		(4)		(4)	
Janitors and porters:										
1st year.....	316.29		333.61		353.02		366.89		382.72	
2d year.....	333.48		350.80		370.49		384.36		400.44	
3d year.....										
3d year and over.....	342.06		359.37		379.19		393.06		409.27	
4th year and over.....										
Matrons and redeaps:										
1st year.....	299.10		316.42		335.56		349.43		365.01	
2d year.....										
2d year and over.....	316.29		333.61		353.02		366.89		382.72	
3d year and over.....										

¹ Monthly rates paid for 40-hour, 5-day week.² Revised monthly rates after applying cost-of-living factor to contract rates.³ Basic monthly rates paid employees at the Spokane, Boise, Yakima, Tacoma, Seattle, and some other terminals differed somewhat from those shown for 1958 and subsequent dates.⁴ From 1957, rates for express clerks engaged exclusively in the handling of express at class A terminals in Los Angeles, Portland, and San Francisco were \$15 a month more at each step than standard classifications.

F—Basic Monthly Rates for Office Employees,¹ 1958-63²

Occupation	Progression group ³	Effective date and rate range											
		Mar. 1, 1958		Mar. 1, 1959 ⁴		Mar. 1, 1960		Mar. 1, 1961 ⁴		Mar. 1, 1962		Mar. 1, 1963	
		Hiring rate	Maximum rate	Hiring rate	Maximum rate	Hiring rate	Maximum rate	Hiring rate	Maximum rate	Hiring rate	Maximum rate	Hiring rate	Maximum rate
Clerk:													
Junior, A.....	V	\$276.40	\$296.40	\$293.83	\$314.08	\$311.15	\$331.40	\$330.19	\$350.76	\$341.79	\$363.09	\$355.52	\$377.67
Junior, B.....	V	286.40	306.40	303.95	324.20	321.27	341.52	340.47	361.04	352.44	373.73	366.59	388.74
Junior, C.....	V	296.40	316.40	314.08	334.32	331.40	351.64	350.76	371.32	363.09	384.07	377.67	399.81
Intermediate, A.....	V	306.40	331.40	324.20	349.51	341.52	366.82	361.04	386.74	373.73	400.34	388.74	416.42
Intermediate, B.....	V	331.40	356.40	349.51	374.81	366.82	392.13	386.76	412.46	400.34	426.96	416.42	444.10
Senior, A.....	IV	366.40	381.40	384.94	400.12	402.25	417.44	422.74	438.17	437.60	453.57	455.18	471.79
Senior, B.....	IV	381.40	406.40	400.12	425.43	417.44	454.44	438.17	476.06	453.57	492.79	471.79	512.59
Senior, C.....	IV	406.40	431.40	425.43	450.74	468.05	493.36	489.58	515.29	506.80	533.41	527.15	554.84
Senior, D.....	IV	431.40	456.40	450.74	476.04	-----	-----	-----	-----	-----	-----	-----	-----
Senior, E.....	IV	456.40	491.40	476.04	511.47	-----	-----	-----	-----	-----	-----	-----	-----
Accounting (A).....	VII	341.40	366.40	359.63	384.94	376.95	402.25	397.03	422.74	410.99	437.60	427.50	455.18
Counter.....	V	-----	-----	-----	-----	377.97	420.94	398.07	441.72	419.36	519.01	436.49	539.85
Mail, part-time truckdriver.....	V	316.40	336.40	334.32	354.57	351.64	371.89	371.32	391.89	398.87	420.16	414.89	437.03
Mail, messenger.....	III	276.40	286.40	293.83	303.95	311.15	321.27	330.19	340.47	341.79	352.44	355.52	366.55
Tour.....	IV	-----	-----	-----	-----	412.25	422.38	432.90	448.33	448.12	464.09	466.12	482.73
Operator:													
Bookkeeping machine.....	V	321.40	346.40	339.38	364.69	356.70	382.01	376.46	402.17	389.70	416.31	405.35	433.03
Calculator, A.....	V	306.40	326.40	324.20	344.45	341.52	361.76	361.04	381.60	373.73	395.01	388.74	410.87
Calculator, B.....	V	331.40	356.40	349.51	374.81	366.82	392.13	386.74	412.46	400.34	426.96	416.42	444.10
Duplicating machine.....	V	306.40	326.40	324.20	344.45	341.52	361.76	361.04	381.60	444.53	465.09	462.38	483.77
Keypunch.....	V	351.40	376.40	369.75	395.06	387.07	412.38	407.31	433.03	421.63	448.25	438.57	466.26
Multilith machine.....	V	336.40	356.40	354.57	374.81	371.89	392.13	391.89	412.46	475.38	495.95	494.47	515.87
Tabulating machine.....	VII	386.40	436.40	405.18	455.80	422.50	473.11	443.31	494.72	458.89	512.12	477.33	532.69
Telephone.....	VI	306.40	356.40	324.19	374.81	-----	-----	-----	-----	-----	-----	-----	-----
P.B.X.....	VI	-----	-----	-----	-----	341.52	392.13	361.04	412.46	373.73	426.96	388.74	444.10
Information.....	VI	-----	-----	-----	-----	346.52	397.13	366.12	417.53	388.67	442.87	404.28	460.66
Stenographer:													
Group A.....	V	306.40	326.40	324.20	344.45	361.76	382.01	-----	-----	-----	-----	-----	-----
Group B.....	V	326.40	346.40	344.45	364.69	-----	-----	381.62	402.17	395.01	416.31	410.87	433.03
Supervisor:													
Keypunch.....	IV	411.40	436.40	430.49	455.80	447.81	473.11	469.01	494.72	485.50	512.42	505.00	532.69
Tabulating.....	IV	486.40	521.40	406.41	541.84	523.73	559.15	546.15	582.13	565.34	602.59	588.05	626.80
Trainees:													
Bookkeeping machine.....	II	296.40	306.40	314.08	324.20	331.40	341.40	350.76	361.04	363.09	373.73	377.67	388.74
Keypunch.....	II	326.40	336.40	344.45	354.57	361.76	371.89	381.60	391.89	395.01	405.67	410.87	421.96
Tabulating machine.....	II	361.40	371.40	379.88	390.00	397.19	407.32	417.60	427.89	432.28	442.93	449.64	460.72
Typist:													
Group A.....	V	296.40	316.40	314.08	334.32	-----	-----	-----	-----	-----	-----	-----	-----
Group B.....	V	301.40	321.40	319.14	339.38	336.46	356.70	355.90	376.46	368.41	398.69	383.21	405.34
Transcription.....	V	301.40	321.40	319.14	339.38	-----	-----	-----	-----	-----	-----	-----	-----
Truckdriver, mail.....	I	366.40	366.40	384.94	384.94	402.25	402.25	422.74	422.74	489.35	489.35	509.01	509.01

¹ Rates paid for 40-hour, 5-day week.

² Not applicable to General Accounting Department employees in Divisions 8A and 8B.

³ Progress from hiring to the maximum rate was as follows: Group I—no progression; Group II—2 steps, with wage-rate increases after 3 and 6 months of service; Group III—2 steps, with wage-rate increases after first and second year of service; Group IV—3 steps, with wage-rate increases after first, second,

and third year of service; Group V—4 steps, with wage-rate increases after completion of 3 and 6 months, and first and second year of service; Group VI—5 steps, with wage-rate increases after 6 months, and first, second, third, and fourth year of service; Group VII—5 steps, with wage-rate increases after completion of 3 and 6 months, and first, second, and third year of service.

⁴ Revised monthly rates after applying cost-of-living factor to contract rates.

G—Basic Hourly Rates for Maintenance Employees Represented by the SERMCE, 1958–63¹

Occupation	Mar. 1, 1958	Mar. 1, 1959 ²	Mar. 1, 1960	Mar. 1, 1961 ²	Mar. 1, 1962	Mar. 1, 1963
Cleaners:						
Inside.....	\$2.136	\$2.243	\$2.343	\$2.462	\$2.542	\$2.639
Steam.....	2.250	2.359	2.459	2.579	2.659	2.758
Clerks, stockroom.....	2.198	2.306	2.406	2.526	2.606	2.704
Janitors.....	1.909	2.013	2.113	2.228	2.304	2.402
Mechanics:						
First class.....	2.724	2.838	2.938	3.066	3.146	3.252
Second class.....	2.507	2.619	2.719	2.844	2.924	3.027
Third class.....	2.363	2.473	2.573	2.695	2.775	2.876
Helpers.....	2.208	2.316	2.416	2.536	2.616	2.715
Servicemen.....	2.198	2.306	2.406	2.526	2.606	2.704

¹ Not applicable to Division 1.² Revised rates after applying cost-of-living factor to contract rates.H—Basic Hourly Rates¹ for Maintenance Employees Represented by the IAM, 1953–64

Journeyman occupation	Effective date										
	June 1, 1953	June 1, 1955	June 1, 1956	June 1, 1957	June 1, 1958	June 1, 1959	June 1, 1960	June 1, 1961	June 1, 1962	June 1, 1963	June 1, 1964
Machinists.....	\$2.5125	\$2.6625	\$2.7875	\$2.8675	\$3.030	\$3.21	\$3.390	\$3.57	\$3.73	\$3.87	\$3.99
Automobile mechanics.....	2.3875	2.5375	2.6625	2.7425	2.905	3.085	3.265	3.445	3.605	3.745	3.865
Electricians.....	2.3875	2.5375	2.6625	2.7425	2.905	3.085	3.265	3.445	3.605	3.745	3.865
Welders.....	2.3875	2.5375	2.6625	2.7425	2.905	3.085	3.265	3.445	3.605	3.745	3.865
Body, fender, and radiator repairmen.....	2.5125	2.6625	2.7875	2.8675	3.030	3.21	3.390	3.57	3.73	3.87	3.99
Trimers.....	2.3875	2.5375	2.6625	2.7425	2.905	3.085	3.265	3.445	3.605	3.745	3.865
Body assemblers and dismantlers ²	1.725	1.875	2.00	2.08	2.2425	2.41	2.6025	2.7825	2.9425	3.0825	3.2025
to.....	2.5125	2.6625	2.7875	2.8675	3.030	3.21	3.390	3.57	3.73	3.87	3.99

¹ Temporary employees, e.g., those employed for periods of less than 1 week, to receive 10 percent more than the rate shown.² Progression from minimum to maximum rate based on company's judgment of individual's competence.

—WILLMON FRIDIE
Division of Wage Economics

Significant Decisions in Labor Cases*

Labor Relations

Fair Representation. The U.S. court of appeals in New York, in a divided opinion, ruled¹ that neither a union's insistence on reducing a member's seniority for taking premature leave of absence nor the employer's acquiescence in the demand constituted discrimination designed to promote union objectives in violation of the Labor Management Relations Act.

A driver of a fuel company took slack-season leave of absence 3 days before the date specified in the union contract, but he left with the company's permission. Upon his return to work, the union demanded that the company drop the driver to the bottom of the seniority list, and the company complied.

The National Labor Relations Board ordered² that the driver be reinstated to his former seniority position, with back pay. It reasoned that the union, by taking "hostile" action against one of its members "for irrelevant, unfair, or invidious reasons," breached its duty under section 9 of the LMRA to be a fair and impartial representative, and that such action consisted of a series of unfair labor practices prohibited by section 8 of the act.

Judge Medina rejected the Board's theory and stated that in order to constitute an unfair labor practice, the discriminatory treatment must be deliberately designed to encourage union membership. He added that the Board's rationale—that any kind of discrimination by a union, with the employer's cooperation, amounts to a failure to provide fair representation—would vastly extend its jurisdiction and limit that of the courts. Under such rationale, when considered "against the background of the present nationwide interest in discrimination for reasons of race, nationality, color, or religion . . . , it seems inevitable that the Board would be inundated with charges . . ." of discrimination attributed to union representatives,

the judge said. In his view, Congress has not yet determined whether such controversies should be channeled into the NLRB, where the remedy of reinstatement with back pay is available.

Judge Lumbard concurred in the refusal to enforce the Board's order, but only on the basis that there was no evidence that the union violated its duty of fair representation. He thought it unnecessary, therefore, to consider whether invidious discrimination by a union against one of its members would be an unfair labor practice.

Judge Friendly, dissenting, found that the Board could reasonably have concluded that arbitrary exercise of union power encourages membership. He did not share the view that the Board's decision would have expanded its jurisdiction but reasoned that grievances of union members as to arbitrary union action properly belonged with the Board. "This is particularly so," he maintained, "since the aggrieved employee's ability to proceed in court against the employer is seriously limited by the usual arbitration provisions which only the union can enforce."

Jurisdictional Disputes. The U.S. Supreme Court held³ that a State court may compel arbitration of a union's claim that work belonging to the unit it represented was assigned, in violation of a collective bargaining agreement, to employees represented by another union. The LMRA does not vest the NLRB with exclusive power to grant a remedy in such disputes, it ruled.

The petitioning union (IUE), certified to represent "all production and maintenance employees" at a Westinghouse Electric Corp. plant, had a collective bargaining agreement with a provision for arbitration of unresolved disputes over the "interpretation, application, or claimed violation" of the agreement. When the union filed

*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 *National Labor Relations Board v. Miranda Fuel Co.* (C.A. 2, Dec. 11, 1963).

² 140 NLRB 181 (1962); see also *Monthly Labor Review*, March 1963, pp. 305-306.

³ *Carey v. Westinghouse Electric Corp.* (U.S. Sup. Ct., Jan. 6, 1964).

a grievance alleging that production and maintenance work was being done by engineering laboratory workers, represented by another union certified as bargaining agent for "all salaried, technical" employees, the company refused to arbitrate because—it claimed—the controversy was over a matter exclusively within the NLRB's jurisdiction. The Court of Appeals of New York sustained this view and refused to compel arbitration.

The Supreme Court reversed the New York court's decision and ordered arbitration. Without deciding which of two possible kinds of jurisdictional dispute was involved, the Court noted that this was either a controversy as to whether certain work should be performed by workers in one bargaining unit or by those in another; or one as to which union should represent the employees doing the work. Arbitration, the Court said, is to be encouraged in either case.

In jurisdictional disputes over work assignment, the Board has no authority to act prior to a strike. Section 10(k) of the act, under which the Board is permitted to act in such cases, "actively encourages voluntary settlements." The Court concluded, therefore, that "grievance procedures pursued to arbitration further the policies of the act" in such instances.

In jurisdictional disputes over representation, the Court saw the existence of alternative remedies. The fact that the Board can provide remedy for an unfair labor practice or can clarify a certification, the Court held, does not prevent an individual employee from seeking damages in a State court for breach of a collective bargaining agreement, as the Court had held in the *Smith v. Evening News Association* case.⁴ The Court said that the policy considerations stated in the *Smith* case were also applicable here; and that "a suit either in the Federal courts, as provided by § 301(a) of the Labor Management Relations Act of 1947 . . . or before such State tribunals as are authorized to act . . . is proper, even though an alternative remedy before the Board is available, which, if invoked by the employer, will protect him." The possibility of conflict of an arbiter's decision with a later, overriding, Board decision is no barrier to initial resort to arbitration rather than the Board.

Justice Black dissented on the grounds that jurisdictional disputes of this kind should be handled by the Board, which can provide final ad-

justment whereas arbitration cannot always do so. Moreover, the dissent objected to the possibility of violating the due process rights of the union not a party to the arbitration, in this case the representative of the salaried, technical employees, by having its interests determined in an arbitration in which it took no part.

Federal Preemption. The U.S. Supreme Court unanimously held⁵ that a State court had no jurisdiction to enjoin a union's peaceful picketing of an open shop contractor who paid less than union scale wages, since the dispute was arguably subject to the LMRA; and that the State appellate court's determination that the case had become moot did not preclude review of the Federal question by the Supreme Court.

A building trades council's representative picketed a construction site, carrying a sign which stated that the contractor was not under contract with the council. The company obtained an injunction from the Tennessee Chancery Court after filing a bond to indemnify the council in damages if the injunction were "wrongly" sued out. Before the State appellate court could render a decision on the appeal, the construction at the site had been completed. The court of appeals, therefore, ruled that the issue in question had thus become moot, and also affirmed the reasoning of the lower court that the case did not involve a bona fide labor dispute under the LMRA and the State court jurisdiction was not preempted by the NLRB.

In holding that the issuance of the injunction was beyond the power of the Tennessee courts, the High Court first turned its attention to the company's argument that it (the Supreme Court) was bound by the State court's determination that the case was moot. Noting that the council had "a substantial stake in the judgment" due to the company's bond for costs and damages if the injunction were held invalid, the Court said that "whether the injunction was wrongly sued out turns solely upon the answer to the Federal question" of preemption. Local rules which purportedly stop a State appellate court from adjudicating the preemption question "cannot conclusively render the

⁴ 371 U.S. 195 (1962); see also *Monthly Labor Review*, February 1963, pp. 174-175.

⁵ *Liner v. Jafco, Inc.* (U.S. Sup. Ct., Jan. 6, 1964).

case moot for the purposes of this Court's review," the opinion went on to say. It is very important, the Court said, that State injunctions not be permitted to frustrate Federal labor policy in situations the handling of which Congress has entrusted exclusively to the Board. Here the policy would be frustrated, the Court reasoned, since the employer who had received the injunctive remedy would be unlikely to initiate timely Board proceedings.

Turning to the merits, the Court held that whether the facts showed a "labor dispute" within the meaning of the LMRA was at least arguable. Quoting from its decision in *Local 438, Construction and General Laborers Union v. Curry*,⁶ the Court said: "Consequently, 'the State court had no jurisdiction to issue an injunction or to adjudicate this controversy, which lay within the exclusive powers of the National Labor Relations Board.'"

Antitrust Laws

Union Violation. A U.S. court of appeals upheld⁷ a jury award of treble damages against the United Mine Workers (UMW) resulting from the union's conspiracy with major companies to eliminate smaller and weaker firms from trade, in violation of the Federal antitrust laws.

When the trustees of the UMW welfare and retirement fund sued a small producer for royalties on the coal produced under a wage agreement, the producer cross-claimed for damages which, it said, had resulted from the union's allegedly illegal action. The producer charged that the union had used armed men to keep its mine closed over a period of time, and had conspired with large coal producers to make it economically impossible for smaller operators to meet union demands and

to remain in business. A jury verdict awarded damages to the producer.

In disposing of the union's claim that it is not subject to the antitrust laws, the court conceded that an exemption exists "in cases where a labor union acts alone in furtherance of its own purposes." However, citing a Supreme Court decision,⁸ the court asserted that the exemption "does not exist in cases where a labor union combines with a nonlabor organization to restrain competition in, or to monopolize the marketing of, goods in interstate commerce."

Even though there was no direct evidence that a conspiracy existed, the court found enough circumstantial evidence to support the jury's verdict. Conspiracies, it said, may be inferred from the acts of the parties since they can seldom be proved by direct testimony. In reviewing past relations between the UMW and major operators, the court pointed out that: There was evidence of the union's realization that increased costs of wages and welfare fund payments in successive UMW contracts would eliminate small companies since they could not mechanize their mines as could the larger ones; major companies agreed not to buy or deal in coal mined by smaller producers who failed to pay the increased costs; the large operators agreed that the wage agreement covered all mines owned or held under lease by them, thus barring small operators from large reserves of good coal land also owned or held under lease by large companies; the union made stock acquisitions that possibly gave it controlling power in two coal companies; the union and the major coal companies successfully sought a minimum wage determination by the Secretary of Labor higher than that set in any other industry under the Walsh-Healey Act for work on Federal Government contracts, thereby preventing the small operators from bidding on certain contracts let by the Tennessee Valley Authority; and that major operators made large offerings at depressed prices on the TVA contracts not covered by the Walsh-Healey Act, thereby further eliminating the smaller operators from competing in this market.

⁶ 371 U.S. 542 (1963); see also *Monthly Labor Review*, March 1963, pp. 306-307.

⁷ *Pennington v. United Mine Workers* (C.A. 6, Dec. 18, 1963).

⁸ *Allen Bradley Co. v. Local Union No. 3, IBEW*, 325 U.S. 797 (1945).

Chronology of Recent Labor Events

December 2, 1963

THE U.S. SUPREME COURT held State courts rather than the NLRB have jurisdiction to enforce State laws banning union security provisions in labor agreements. Arguing that inconsistent penalties might be imposed by State courts, the Retail Clerks Union had urged the NLRB be given the jurisdiction. State courts may act only after a union security agreement is signed and may not bar picketing for such an agreement. The case was *Retail Clerks, Local 1625 v. Schermerhorn*. (See also *Monthly Labor Review*, December 1963, p. III, and January 1964, p. 65.)

December 4

SECRETARY OF LABOR W. Willard Wirtz found a prevailing minimum wage in the battery industry of \$1.80 an hour for the manufacture or furnishing of lead-acid storage batteries or plates, \$1.41 an hour for the manufacture or furnishing of dry primary batteries, and \$1.41 an hour for the manufacture or furnishing of all other products of the industry. Former industry minimums had ranged between \$1.15 and \$1.35 per hour.

December 9

A FEDERAL COURT in Washington, D.C., voided minimum wage rates set in the machine tool industry by Secretary of Labor W. Willard Wirtz on May 13, 1963, holding that the Walsh-Healey Act under which the rates were fixed does not authorize a minimum wage for each covered occupation. The Secretary's determination had found prevailing hourly rates of \$1.65 for blueprint machine operators or draftsmen and \$1.80 for all other employees. The case was *Barber-Coleman Co. v. Wirtz*.

December 11

THE New York U.S. appeals court denied enforcement of a second NLRB decision that a Teamster's local and the Miranda Fuel Co. had both violated the Taft-Hartley Act when the company reduced a member's seniority at the union's insistence. The court rejected the Board's holding that the reduction violated employee rights to be protected from invidious treatment by their bargaining agent. (See also p. 187 of this issue.)

December 13

A 1-YEAR EXTENSION of the Mexican farm labor importation program provided for under the Agricultural Act of 1949 was approved by the President. It is to terminate December 31, 1964.

December 15

BRANIFF AIRWAYS, INC., settled the first of seven contracts reached during the month by major airlines with the Machinists Union. The Braniff settlement provided 1,300 mechanics with 34 cents an hour in wage increases over a 3-year term in addition to higher shift differentials, establishment of severance pay, and full company payment of insurance premiums. Varying from 30 to 39 cents, wage increases for another 31,000 employees of United, Continental, Eastern, National, Northwest, and Trans World Airlines will equalize the top rates for mechanics at \$3.52 an hour in the final year; benefit provisions in all agreements were similar, but retroactivity differed at United. (See p. 192 of this issue.)

December 16

FIVE maritime unions announced plans to integrate their pension plans to give seamen credit for employment under any of the plans. Some 70,000 members of the Masters, Mates and Pilots; the Radio Association; and the National Maritime Union and its two affiliates, the Brotherhood of Marine Officers and the United Marine Division, will be affected.

THE Brotherhood of Railroad Trainmen and the Order of Railway Conductors agreed with major railroads on a new health and welfare plan for a \$23 monthly employer contribution for each worker. Two days later, the same settlement was consummated with the Switchmen's Union of North America, bringing the total number of workers affected to about 123,000. Benefit coverage similar to that provided the nonoperating unions is to be worked out later. (See also p. 192 of this issue.)

December 18

THE PRESIDENT signed the Vocational Education Act of 1963 (P.L. 88-210) providing assistance for the first time to States for construction of vocational schools and broadening training eligibility provisions. The law permits Federal aid for training for occupations not previously covered, liberalizes individual eligibility requirements, strengthens in-service training for instructors, provides for experimental work-study programs, and makes possible loans under the National Defense Education Act to an estimated 70,000 college students not previously eligible.

SECRETARY OF LABOR W. WILLARD WIRTZ published final standards and compliance procedures ensuring equality of opportunity in federally registered apprenticeship and training programs. Except for a new clause disclaiming any interpretation that apprentices be selected from minority groups by quotas, the regulations remain substantially as published in the Federal Register on October 23. (See Chron. item for Oct. 20, MLR, Dec. 1963.)

THE CINCINNATI appellate court upheld a treble-damage award against the United Mine Workers for violating anti-trust statutes by conspiring with several large producers to drive the Phillips Bros. Coal Co. and others out of business. The case was *Pennington v. United Mine Workers*.

THE SLEEPING CAR PORTERS agreed with the Pullman Co. and three carriers who operate their own sleeping car service on a monthly hours reduction from 205 to 174 by July 1, 1965. Wage increases of 2 cents and 3.14 cents retroactive to February 1 and May 1, 1962, respectively, and the right to transfer to any railroad presently under contract with Pullman who elects to operate its own sleeping car service were also provided. (See also p. 192 of this issue.)

December 19

A DISPUTE between the National Maritime Union and the Marine Engineers Beneficial Association over alleged racial and religious discrimination aboard the United States Liner "America" was resolved by an agreement limiting the activities of the vessel's first assistant engineer. Sailing had been cancelled since September 14; the ship is to return to sea February 7, 1964. (See also p. 193 of this issue.)

THE PRESIDENT signed an amendment (P.L. 88-214) to the Manpower Development and Training Act of 1962 which

broadened eligibility, increased the maximum weekly training allowance to \$10 above the State Unemployment Compensation average (the former maximum), and extends the act for an additional year through June 1966. The law lowers the age to 17 from 19 for training allowance eligibility, provides up to 20 weeks of instruction in reading and writing for illiterates, and establishes a pilot program for assisting in relocating jobless workers. (See p. 196 of this issue.)

December 20

JAY LOVESTONE was appointed international affairs director of the AFL-CIO, replacing Michael Ross who died in November.

December 21

THE PRESIDENT announced formation of a permanent Government committee to review and coordinate the work of Federal agencies in appraising the economic impact of changes in the level and pattern of defense spending. A member of the Council of Economic Advisers will serve as chairman of the committee and representation will be from the Defense, Commerce, and Labor Departments as well as the Atomic Energy Commission, National Aeronautics and Space Administration, U.S. Arms Control and Disarmament Agency, Office of Emergency Planning, and Bureau of the Budget.

December 29

TRUSTEES of the International Union of Electrical Workers (AFL-CIO) announced a petition to recall Al Hartnett as secretary-treasurer of the union had been approved by the membership. Hartnett had been suspended by the executive board on December 19, 1962, for failing to comply with directives of IUE President James B. Carey.

Developments in Industrial Relations*

Wages and Collective Bargaining

Transportation. Three railroad operating unions (Brotherhood of Railroad Trainmen, Order of Railway Conductors and Brakemen, and Switchmen's Union of North America), representing about 123,000 workers, reached agreement with the Nation's railroads on a health and welfare plan to go into effect January 1, 1964. The plan will cost the carriers \$23 a month. Benefits will be similar to those in the plan covering members of the 11 nonoperating unions, which provide \$4,000 life insurance and, for employees and dependents, a surgical schedule up to \$250, the full cost of hospital room for up to 120 days, as well as other benefits.

The Order of Railway Conductors and Brakemen reached agreement with the Pullman Co. in early December providing about 1,000 conductors a reduction in monthly hours from 205 to 180 with no loss in pay, beginning January 1, 1964. According to the Pullman Co., the reduction in hours resulted in an increase in hourly rates of about 39½ cents an hour for workers with 15 years' service. In addition, the contract made the increase in hourly rates retroactive to January 1, 1963, so that the conductors were to receive a lump-sum payment equivalent to the increase in the straight-time hourly rate multiplied by the hours for which they were compensated during 1963.

The Sleeping Car Porters agreed to a contract on December 18 with the Pullman Co. and three railroads which provided a 4-stage reduction in hours from 205 to 174 a month by July 1, 1965. The workers also received a 5.14-cent-an-hour wage increase with 2 cents retroactive to February 1, 1962, and 3.14 cents retroactive to May 1, 1962. The agreement also provided that if any carrier takes over its own sleeping car operations from the Pullman Co., it must give priority in hiring to

Pullman porters in order of seniority and maintain Pullman's wages, working conditions, and seniority. A Railway Labor Act emergency board had recommended a reduction to 180 hours over a 30-month period.

Braniff Airways, Inc., broke the impasse in negotiations between seven of the Nation's air carriers and the International Association of Machinists on December 15 when it signed an agreement calling for a 34-cent-an-hour wage increase for about 1,300 mechanics and related employees. President Lyndon B. Johnson, acting under the Railway Labor Act, had appointed an Emergency Board on December 11 for six of the airlines; a similar board appointed for United Air Lines, Inc., on October 9 recommended wage increases totaling 36 cents.

Following the settlement with Braniff, the Machinists reached agreement with United for 13,000 workers and late in December and early in January, with the remaining five—Continental, Eastern, National, Northwest, and Trans World Airlines—for about 17,700 workers. All the agreements set a top wage of \$3.52 an hour for mechanics over the contract term—December 31, 1965. Increases varied from 30 cents an hour at Eastern where the top mechanic had received \$3.22 an hour to 39 cents an hour at United whose top had been \$3.13 an hour. The first increase of 12 cents an hour was retroactive to January 1, 1963, at all lines except United, where it was retroactive to June 1, 1962, with another 8 cents retroactive to June 1, 1963. In addition, at Braniff some inequity adjustments were made. Also included in the settlements were increased shift differentials and company assumption of the full cost of the premium for hospital, medical, and surgical insurance.

The Masters, Mates, and Pilots on December 8 announced they had concluded negotiations with shipowners on the Atlantic and Gulf Coasts providing pensions of \$300 a month at any age after 20 years' service beginning January 1, 1964. Pensions of those already retired were raised to \$200 a month. Pensions had been \$150 monthly for employees with 20 years' service at age 65. The liberalized benefits were financed by an increase in

*Prepared in the Division of Wage Economics, Bureau of Labor Statistics, on the basis of published material available in early January.

company contributions to the benefit fund to \$5.20 from \$3.20 per man-day, but the 4,000 deck officers took a \$60 monthly (\$2 daily) cutback in pay.

Plans for sailings of two ships that had been involved in labor disputes were announced in November and December. The United States Lines and the National Maritime Union agreed on December 19, 1963, to settlement of a dispute that had laid up the liner *America* since September 1963, and the Maritime Association announced on November 29 that the nuclear ship *Savannah* had started up its reactor. The *America* settlement devised by Theodore W. Kheel, permanent arbitrator under the contract between the NMU and the United States Lines, provided for reinstatement of Louis Neurohr, first assistant engineer of the *America* whose alleged discrimination against minority groups had led to a walkout. Under the settlement terms Neurohr's supervision was limited to unlicensed seamen under his specific authority, he was forbidden to use racial epithets, ordered not to suggest that seamen file grievances against other supervisors, and forbidden from interfering in seamen's personal and union business. Joseph Curran, president of the NMU, stated that the union would withdraw a suit for back wages and an unfair labor practice complaint before the NLRB. He stated that the line had agreed to withdraw its objection to unemployment benefits paid idle workers since September 14; usually there is a 7-week waiting period for such benefits in work stoppages in New York State. As a result of the agreement, the ship was to return to service in February after its annual overhaul.

A new crew of engineering and deck officers who had recently graduated from the Merchant Marine Academy commenced on-the-job training December 4, 1963, on the *Savannah* at Galveston, Tex., while a backup crew of Maritime Administration personnel began training 2 days earlier at the Maritime Academy. Pay differentials between engineering and deck officers contained in an arbitration award had caused a work stoppage in late 1962; at that time, the engineering and deck officers were represented by the Marine Engineers Beneficial Association and the Masters, Mates and Pilots, respectively. The award was

upheld by the New York State Court of Appeals in late November 1963.

A work stoppage by the National Marine Engineers Association in May 1963 caused the Maritime Administration to cancel the contract with the operating company, States Marine Line, and to sign a new contract in July with American Export Lines, Inc., whose deck and engineering officers are both represented by the Brotherhood of Marine Officers, an NMU affiliate. It was from these officers that the crew was drawn in December. Each officer, individually, as well as the union and company, had given a pledge against work stoppages to the Maritime Administration.

About 29,000 transit workers were to receive a total wage increase of 10 percent by July 1, 1965, under agreements signed on January 1, by the Transport Workers Union and the Street, Electric Railway and Motor Coach Employees Union with the New York City Transit Authority. The agreement did not incorporate the 4-day 32-hour workweek demanded by TWU President Michael J. Quill. About a 4-percent (11.3 cents an hour) wage increase was effective January 1, 1964, and about 3-percent (8.5 cents) increases were scheduled for both January 1, and July 1, 1965. In addition, 7 cents an hour was allocated for supplemental benefits beginning January 1, 1965. For TWU members, the allocation was to provide a 3-cent hourly night-shift differential, a Blue Cross plan for retired employees, and 4 weeks' vacation after 5 years (instead of 15) and 5 weeks after 25.

A similar agreement was signed by the TWU for 7,000 workers of the Manhattan and Bronx Surface Transit Operating Authority. However, these workers will receive an additional increase on July 1, 1964, to bring them up to Transit Authority pay scales.

On January 3, five private New York bus lines employing about 1,000 workers reached agreement with the TWU on a 30-cent-an-hour wage increase and 8 cents an hour in liberalized fringe benefits over a 2-year period.

Metalworking. Kaiser Steel Corp. and the United Steelworkers modified the extended vacation plan they had adopted in the summer of 1963¹ which was similar to the plan provided by the Steelworkers settlement with 11 major basic

¹ See *Monthly Labor Review*, September 1963, pp. 1076-1077.

steel companies.² Under the new Kaiser plan, 75 percent of the hourly workers, those with at least 6 years' service, will receive a 13-week vacation with 14 weeks' pay every 5 years and most of the other workers, will receive 7-week vacations with 8 weeks' pay every 5 years. The modified vacation plan will be financed from the progress sharing fund, which can be used to match changes in benefits negotiated in other parts of the basic steel industry, or to provide more liberal benefits, as well as cash payments to individual workers.

The United Aircraft Corp. announced November 18 a 3-percent salary increase effective December 1, 1963, for salaried employees working at all of its divisions, including those at Pratt and Whitney, Hamilton Standard, Sikorsky Aircraft, and Norden Divisions, the Systems Center, and Research Laboratory—all in Connecticut—as well as employees in Florida and California. Some 20,000 hourly workers represented by the Machinists at the Pratt and Whitney Division received 6- to 11-cent deferred increases December 2, 1963, while 5,000 hourly workers represented by the Teamsters at the Sikorsky Aircraft Division received a deferred increase of 6 to 11 cents on December 30.

The Hawthorn Works of Western Electric Co. at Cicero, Ill., and the Electrical Workers, IBEW, representing 9,400 production and maintenance workers agreed in early December to a 38-month contract similar to the Michigan Bell Communications Workers settlement.³ An immediate 6- to 12-cent-an-hour wage increase and liberalized benefits were provided.

Other Manufacturing. The Cleveland Knit Goods Council of the International Ladies' Garment Workers' Union, on behalf of 1,500 members, and representatives of six knitting mills in the Cleveland area reached agreement in early December on a 3-year contract retroactive to September 3, 1963. It called for hourly wage increases of from 12 to 30 cents during the term of the agreement, which expires November 15, 1966. In addition, minimums were raised to \$1.60 an hour for pieceworkers with craft minimums established for the first time for operators, pressers, knitters, and loopers.

Three major chemical companies in Kanawha Valley, W. Va., granted wage increases in Novem-

ber similar to those provided in a number of negotiated settlements in the industry to approximately 9,000 nonunion employees. Hourly wage rates were increased 8 cents for 2,000 workers at E. I. du Pont's Bell Works plant, effective November 4. A similar increase was effected November 10 for 5,000 employees of Union Carbide Corp.'s chemicals, plastics, and olefins divisions; some shift differential rates were reduced to conform with prevailing rates in the valley. An 8-cent hourly increase, plus a 25-percent increase in pensions and a reduction in the cost of hospitalization insurance, was granted to 1,800 employees of FMC Corp.'s Ordnance Division plant.

Government. In December, several large groups of New York City employees received increases as a result of negotiations or administrative action during the month. The city reportedly agreed with the Uniformed Firemen's Association and the Patrolman's Benevolent Association on a \$345-a-year package increase—about 16.5 cents an hour—retroactive to July 1, 1963, for about 12,000 firemen and 26,000 policemen. Under the agreements, salaries were increased \$175 a year bringing the maximum for policemen and firemen to \$7,806. Also included were two additional paid holidays valued at \$60 a year, bringing the total to 10, a \$155 yearly uniform allowance instead of \$125, and an annual city contribution of \$80 per worker to establish a health and welfare fund.

Almost 12,800 practical nurses and nurses' aides in the city received increases of annual pay of \$250 beginning January 1, 1964, under revised pay schedules announced by the city's career and salary board of appeals on December 27, 1963. Nurses' aides were increased to \$3,750–\$4,830 from \$3,500–\$4,580 and practical nurses to \$4,000–\$5,080 from \$3,750–\$4,830. Pay scales were also increased for 1,000 city elevator operators and starters.

California's State College Board of Trustees on December 7 authorized pay increases of from 2 to 7 percent effective January 1, 1964, for about 6,000 State university faculty members. Instructors and assistant professors received the lowest increase and associate and full professors the high-

² See *Monthly Labor Review*, August 1963, p. 959.

³ See *Monthly Labor Review*, September 1963, p. 1081.

est. Librarians received similar raises according to their academic classification.

A State and a local teachers' association invoked sanctions against local school systems in an effort to obtain more funds for the schools. The Connecticut Education Association announced December 20 that effective January 1, it would impose professional sanctions on the Waterbury, Connecticut school system. Any teacher who sought employment in the city after that date would be expelled from the association or denied admission to it.

The Yonkers Teachers Association of Yonkers, N.Y., an affiliate of the National Education Association, representing 1,250 teachers, commenced January 2 a protest against Yonkers' City Council by arriving for morning classes just before they began and leaving the school buildings within 30 minutes after the pupils were dismissed. The city council by cutting the board of education's budget had reduced a proposed pay increase from 5 percent to 2½ percent. The protest was to continue indefinitely, and on February 1 the association planned to discontinue playground and lunchroom supervision which it contended were not required by law.

Other Developments

In December and early January, a number of developments involved the international affiliation of locals representing employees of the New York Telephone Co., a subsidiary of American Telephone and Telegraph Co. On December 23, the Teamsters and the Brotherhood of Telephone Workers (Ind.) filed petitions with the National Labor Relations Board for a representation election among the 24,000 plant department employees. They had been represented since 1961 by the Communications Workers but prior to that were represented by two independent telephone unions. On December 30, Local 1101, representing 10,000 of the plant employees in Manhattan, Brooklyn, and the Bronx, voted to disaffiliate from the CWA, and on January 2, the executive board of the local voted unanimously to affiliate with the Teamsters. Five locals representing 6,500 suburban telephone workers voted to remain with the CWA. The officers of Local 1101 were suspended by the international, and on January

6, the CWA requested the New York Supreme Court to order them to turn over the local's assets and vacate its offices. It was announced on January 8 that the NLRB had ordered a union representation election by mailed ballots which will be sent out at the end of January and counted February 18. The workers may choose the CWA, the Teamsters, the Brotherhood of Telephone Workers, or no union.

In January 1963, the CWA had defeated a Teamster attempt to take over representation of more than 17,000 Western Electric installers throughout the country.

A petition by the Airline Pilots Association to the National Mediation Board to extend their representation rights to the entire crew of Eastern Airlines jets was ruled by David L. Cole, impartial umpire under the AFL-CIO Internal Disputes Machinery, to be an attempt to raid the Flight Engineers International Association. The ruling was regarded by the AFL-CIO as a step toward the ultimate resolution of the conflict between the two unions, which officers of the federation reportedly hoped would merge. The Engineers had been on strike against Eastern Airlines since June 23, 1962, in a dispute over the qualifications and representation of the third man in the cockpit of jet aircraft. Eastern Airlines resumed operations a month later, filling the third seat in the cockpit with flight engineers who returned to work, with pilots, or with new employees.

Federal Judge Allan K. Grim of the Philadelphia Federal Court dismissed in early December a suit brought against the Mine Workers by representatives of pensioned anthracite miners and widows of miners for failure to collect royalty payments from northeastern Pennsylvania coal mine operators. Judge Grim concluded that the court lacked jurisdiction.

Officials of the National Conference of Health, Welfare, and Pension Funds filed suit December 2, 1963, in Federal District Court for the District of Columbia for court approval of a plan to dissolve the organization. The nonprofit group, which was initiated in 1954, acts as a clearing house for information among trustees and administrators of jointly administered health, welfare and pension funds; about 5 percent of all welfare and pension funds are jointly administered. The

dissolution move was prompted by efforts of Teamster President James R. Hoffa to gain control of the board of directors at the annual workshop of the conference held in Miami Beach, Fla., in mid-November; of the almost 100 union members of the conference, more are affiliated with the Teamsters than with any other union. A temporary restraining order was subsequently issued against immediate efforts to end the organization.

Theodore H. Lang, Director of the New York City Department of Personnel, announced on December 16 modification of experience requirements for city jobs. The changes, although applying to all applicants, were said to provide greater opportunities to Negroes and Puerto Ricans. In the future, otherwise qualified applicants would receive their experience in trainee positions.

On December 9, 1963, the U.S. Supreme Court affirmed the judgment of the U.S. District Court that the Interstate Commerce Commission had given adequate consideration to the public interest in approving the merger of the Baltimore & Ohio and Chesapeake & Ohio railroads and that the ICC ruling had safeguarded the employment opportunities of the affected workers.⁴

On December 19, President Lyndon B. Johnson signed amendments to the Manpower Development and Training Act⁵ which included provision for special programs to fill in educational gaps for youths 16 to 21 as well as for older employed

workers who needed such background for successful completion of job training. Training allowances were also liberalized: Maximum benefits were raised to \$10 more than the State average unemployment benefit; full-time trainees were to be allowed to work 20 hours a week without reduction in their benefits; and the amount of prior unemployment required for eligibility for training was reduced to 2 from 3 years. Provision was made for training 17-year-old high school drop outs who had been out of school for a year and for whom a regular academic or vocational program was impracticable. Experiments were to be made to determine whether unemployment would be reduced by payment of relocation allowances to unemployed workers assured of full-time employment elsewhere. With only four States having voted authorization to match Federal funds, the date when States must contribute to training was delayed a year and the Federal Government's share of the training cost was increased to two-thirds from a half. Appropriations were authorized at \$407,000,000 in fiscal 1965 (instead of the former \$160,000,000) and \$281,000,000 in fiscal year 1966. The date of authority to initiate projects was extended 1 year to June 30, 1966, and the completion date for authorized projects was also extended a year—to December 30, 1966.

⁴ See *Monthly Labor Review*, April 1963, p. 429.

⁵ See *Monthly Labor Review*, May 1962, pp. 532-534.

Book Reviews and Notes

Insuring Full Employment: A United States Policy for Domestic Prosperity and World Development. By John H. G. Pierson. New York, Viking Press, 1964. 305 pp. \$6.

As an official of the United Nations, John H. G. Pierson—like Gunnar Myrdal in *Challenge to Affluence* (Pantheon Books, 1963)—considers unemployment in the United States an international as well as domestic problem. Unlike Myrdal he provides a detailed proposal for insuring full employment in the United States.

His solution is a simple but ingenious one. The President in his Economic Report would state the number of jobs needed for full employment and the gross national product commensurate with that employment target. From full employment GNP would be subtracted the sum of estimated governmental expenditures (assumedly including an estimate of State and local spending), gross private domestic investment, and net exports. The personal tax burden would then be adjusted to assure a level of personal consumption expenditure neither greater nor less than the difference.

Pierson would prefer to adjust the level of total consumer spending by a reversible Federal sales tax which would discourage consumption when inflationary pressures threatened and provide, through a subsidy proportionate to spending, both extra purchasing power and an added inducement to exercise it when total expenditures threatened to be deficient. Because of the unfamiliarity of this more logical device, however, he would settle for temporary variations in personal income tax rates supplemented by some type of special subsidy for the lowest income groups who pay little or no income taxes.

Though the President, acting upon the advice of his Council of Economic Advisers, would recommend a full employment target and a level of consumption expenditure, the definition of full employment and effectuation of efforts to insure

it would be the annual responsibility of Congress. Once Congress had made its annual decision, adjustments in the level of consumption expenditures would be made administratively based on the Commerce Department's estimate of the current rate of personal consumption expenditures.

Pierson's proposal is economically sound but unfortunately it founders on political shoals. Full employment GNP, once defined, can be reached by increasing any combination of government expenditures, business investment, or personal consumption expenditures.

It is unrealistic to expect that the United States Congress could in a brief period of debate each year settle upon a definition of full employment, the level of consumer spending commensurate with that target, and a tax program for its accomplishment. The time may come when Congress after due deliberation will see fit to delegate the necessary powers to the President. The present outlook is not promising.

There is much more to Pierson's book. He reminds professional economists that most of the esoterica of current economic debate is irrelevant to policy issues. He traces the history of employment policy in the United States and explores present policy alternatives and examines the international setting of United States economic problems. He discusses automation, inflation, the balance of payments, and disarmament. But his plan for insuring full employment is the central issue around which all of the others revolve.

The book is not easy to read and it is not destined for wide popularity. Concerned with insuring an adequate level of total demand, it extends little attention to the problem of fitting the labor force to the structure of the demand created. It does place programs for attacking structural unemployment in their appropriate perspective as measures to adjust supply to already existing demand rather than as a solution to unemployment in a slack economy. The book is a valuable contribution which not only reminds us that full employment is among our available choices but that the policies necessary to its accomplishment are relatively simple ones economically if not politically.

—GARTH L. MANGUM

Subcommittee on Employment and Manpower
U.S. Senate

The Strategy of Economic Policy. By Raymond J. Saulnier. New York, Fordham University Press, 1963. 81 pp. (Moorhouse I. X. Millar Lecture Series, 5.) \$3.

In these lucid essays, the former chairman of the Council of Economic Advisers undertakes to relate formulation of Federal Government economic policy to what he considers the essence of American national purpose—"to provide maximum opportunities for self-directed personal development." Throughout this slender book, his pursuit of this objective is admirably constant and permeating. The strategy he offers, however, may appear to some analysts incomplete and unconvincing.

Professor Saulnier first presents his basic belief of our major national purpose and finds it embodied in the passage of the Employment Act of 1946 calling for economic policy that will "foster and promote free competitive enterprise." Upon this key assumption, he urges the need for three policy "imperatives"—anti-inflationism, conservative Federal budgeting, and noninflationary wage policy—all of which are so closely interrelated in his view that their observance requires shared responsibility by government, business, and labor. Without heed to these requirements, Professor Saulnier fears, policy may not only retard economic growth and opportunity but also undermine "institutions of privately owned, market-directed competitive enterprise as the framework within which to conduct our economic activity."

The heart of the strategy is drawn from the experiences of the late fifties and early sixties. Professor Saulnier rejects use of fiscal measures as emergency means to prevent recessions when monetary policy is necessarily restrictive due to balance of payments deficits. Instead, he feels that solutions to the problem of growth and stability without endangering the desired institutional framework lie in (1) rigorous Federal expenditure control, (2) immediate modest tax reductions for corporate profits and for high and intermediate personal incomes, (3) limitations of labor cost increases "within, rather than equal to, productivity improvements," and (4) increased efforts to eliminate balance of payments difficulties.

Probably few would take issue with the plea to relate national purpose, policy, and strategy (on this point, Louis M. Spadaro has an insightful foreword in the book). Many, however, before

accepting the Saulnier formulation would want a more exact exposition of his conception of the individual in society, particularly the premise that government action, more than private action, restricts "self-directed personal development." Even more liberal Keynesians than Saulnier could agree with some elements of the strategy he offers. However, they would find it difficult to accept his proposals for tax cuts and cost increase limits as the chief means for initiating longrun maintenance of high production and employment levels. These may appear to fly in the face of Professor Saulnier's very own plea for "shared responsibility" in supporting and strengthening the national purpose.

—SOLOMON B. LEVINE

Institute of Labor and Industrial Relations
University of Illinois

Readings in Labor Economics. Edited by Gordon F. Bloom, Herbert R. Northrup, Richard L. Rowan. Homewood, Ill., Richard D. Irwin, Inc., 1963. 709 pp. \$10.60.

The editors of this new collection of readings have presented 48 papers grouped into six major divisions in the field of labor economics. The first four divisions include an introductory section, a section on the history of the American labor movement, one on the structure and government of unions, and another on collective bargaining. The fifth concerns itself with economic problems and labor relations, and the sixth with public policy and labor relations. The editors have further divided these groups and prefaced each subdivision with a helpful introductory summary.

The part of the book devoted to collective bargaining is very good. The selections show careful choice in the presentation of both sides of problems which are, at the very least, "sticky." The controversy over featherbedding, which involves managerial prerogatives, property rights, and sometimes company survival on the one hand, and union fears, property rights, and job survival on the other, is thoughtfully examined. Included, also, is a discerning article by James W. Kuhn dealing with the "right-to-work" laws. Another article worth special mention is that by George Strauss which discusses the changing power balance on the plant level. This is a penetrating case study analyzing reasons why some unions have "lost much of their vitality and forward motion" in recent years.

There are readings of equal interest in other areas throughout the book. The editors are to be commended for reviving John R. Commons' "American Shoemakers, 1648-1895." It is a fascinating exposition of the aims of earlier worker associations, and the difficulties encountered by the shoemakers because of the extension of the market. There is George W. Taylor's fine essay "The Role of Labor Unions," which deals with the place of unions in the future, and an analysis by A. H. Raskin of the direction of investment by national unions of accumulated union funds.

However, as a collection, the book is less than satisfactory. The editors state that "Supplementation of basic texts has been the major criterion in the selection of articles." On this basis, several articles do not warrant inclusion—among these, the two articles on manpower economics, the article on the national union as a governmental unit, and the article on the constitution and government of the AFL-CIO. These selections repeat material that is discussed at some length in the newer texts.

Also, some important areas in labor economics have not been adequately represented. There is little dealing with the mobility of labor; there is nothing dealing directly with the structural unemployment problem; and there is nothing dealing with unemployment compensation. These controversial problems deserve more emphasis.

In the subsection "Productivity and Distribution of Income," the editors' choices could have been more discriminating. Certainly, it is not easy to understand why they chose this particular version of Clark Kerr's "Trade-Unionism and Distributive Shares" rather than the expanded version. In the latter, Dr. Kerr has supported his views with quantitative evidence. Where an argument requires the support of data, that data should be included if it is feasible to do so. Also, the editors have included an article by John W. Kendrick summarizing his contribution to productivity theory. In this case it might have been preferable to have chosen an article on the Cobb-Douglas production function. Although well established and widely used, the latter is discussed, to any extent, in only one of the more recent texts. It is a concept with which students of labor economics should be familiar. —JOANN STEWART

Economics Department
Boston University

Keynesianism—Retrospect and Prospect: A Critical Restatement of Basic Economic Principles.

By W. H. Hutt. Chicago, Henry Regnery Co., 1963. 447 pp. \$7.50.

This is a turgid and difficult book. As the title would suggest the main target of the work is Keynes' general theory. This book is, the reader is informed, the product of many years of reflection and research, but it is poorly organized and endlessly repetitious. It makes many of the same points in nearly every chapter, belaboring the Keynesian "fallacies" from every conceivable point of view. The footnotes constitute a kind of memoir of the author as he traces the development of his own ideas from his student days onward, recording each rebuff and rebuke suffered at the hands of the Keynesians and, finally, his more recent encouragements which lead him to believe the world is at last ready for his ideas.

Regrettably, the work taken as a whole does not seem a particularly telling or effective technical critique of Keynes' original general theory or any of the later versions. To begin with, by Keynesianism, Hutt does not mean simply those economists who still believe the general theory to be oracular wisdom. He includes also mathematical model builders (there is fine irony here remembering Keynes' views on mathematical economics), national income statisticians, most business cycle theorists, and virtually everyone else who has done any serious work in the field since approximately 1930. His quarrel, in short, is with the whole trend of economics for the last 30 years or more. Even when he does get down to the business of attacking Keynesian theory, the author's quarrel is not so much with the Keynesian system as such but rather with its basic assumption that aggregate equilibrium needs to be explained. In Professor Hutt's judgment, Say's Law is not only valid but unshakable. Supply does create its own demand and "leakages" from the system are impossible. A decrease in consumption must necessarily mean an increase in investment since investment and savings are always equal to one another. While the supply of productive resources may vary over time, there can be no such thing as involuntary unemployment of labor or capital. If lapses from grace occur it can only be because of union-induced wage or monopoly-induced price rigidities. Hutt's position on these theoretical issues is several miles to the right of Pigou's 1933 book on unemployment.

It was, of course, precisely this kind of economic theorizing against which Keynes was reacting in 1937. But, Hutt gives Keynes too much blame and also too much credit. The general theory did in fact constitute the analytical breakthrough which permitted people to break out of the old classical modes of thought. That he was the first to construct such a model is the mark of Keynes' genius. But, surely, if he had not provided such a framework, another would have. The conceptual ingredients—the multiplier, the accelerator, the savings-investment problem—were all there, and so was the crying need, thanks to the complete bankruptcy of the kind of economics Hutt would now have us return to. And, in that case, one presumes Hutt would be damning with equal indignation the “Hansenites” or the “Lernerians” or some other group.

On balance, I believe this book may be profitably read by all serious students of economics. It provides a fine example of pre-Keynesian scholasticism, and shows the progress the discipline has made in the last several decades.

—WARREN C. ROBINSON

Department of Economics
Pennsylvania State University

Factors in Economic Development. By A. K. Cairncross. New York, Frederick A. Praeger, 1962. 346 pp. \$6.60.

Over the past decade, A. K. Cairncross has practiced the economist's craft in many different settings—as professor at Glasgow, adviser to the British Government, at the Organization for Economic Cooperation and Development, and the World Bank's Development Institute. During most of these years, problems of economic development have been at the center of his interest.

The 20 essays in this volume all bear on the development problem. The range of subjects touched upon is wide, from observations on a visit to Moscow to a discussion of capital formation in the “takeoff.” The essays also vary widely in their level of analysis. Some are speeches, fairly casual in tone; others are closely reasoned technical discussions. Cairncross is aiming at “informed onlookers” as well as professional economists, and although the general reader will find one or two of the essays heavy going, most are

admirably clear. Cairncross is one of that vanishing breed of economists whose writing manages to combine lucidity with technical competence.

Discussion of investment and technical progress occupies the largest portion of the book—almost half the essays. One central theme runs through the reflections in this portion: that capital accumulation is not so fundamental a factor in development as is generally argued. Though Cairncross says in his preface that he has perhaps given it too slight a role in the underdeveloped countries, he nonetheless insists on innovation as the more crucial factor, by which he apparently means social and technical change in a broad sense. This is an emphasis which finds its echo in much recent writing on development problems.

The other major section of the book consists of four essays on problems of international trade and economic development. The author is on the side of those who see international trade continuing to play a major role in the development of poor countries. He takes issue with the argument (put forward cogently by Ragnar Nurkse in his *Patterns of Trade and Development*) that expansion of foreign trade is not an adequate “engine of growth” in today's world, as it was in the 19th century, so that special industrialization efforts must be made by the underdeveloped countries. Cairncross does show the uncertain basis of much of this argument. His own explanation of declining demand for the exports of primary producing countries, however, is not convincing. He suggests that much of the problem may be due to a relative rise in prices of primary product exports from nonindustrial countries, as compared with prices of the same exports from industrial countries. This may be a relevant consideration for some commodities in some parts of the world—those competitive with exports from the industrial countries. But the bulk of the underdeveloped world is in the tropics, and his analysis is not relevant to them, as he himself admits.

His argument, in any case, is one of caution to those who would neglect agricultural development in favor of forced industrialization. In principle at least, it is hard to disagree.

—ELLIOT J. BERG

Center for International Affairs
Harvard University

A Positive Labor Market Policy: Policy Premises for the Development, Operation, and Integration of the Employment and Manpower Services.
By E. Wight Bakke. Columbus, Ohio, Charles E. Merrill Books, Inc., 1963. 255 pp.

This book grew out of a set of working papers which Professor Bakke prepared for a series of biweekly conferences held at the Brookings Institution in January and February 1963. The conferences brought together 25 invitees from government, business, labor, and universities for the purpose of discussing their views on the operation and development of employment and manpower services. Bakke defines these services as the total range of employment-related manpower and labor market activities conducted by government, especially the National Government.

The general thesis, repeated frequently throughout the book, is that the primary mission of these services should be oriented towards the Nation's economic health and growth. A secondary consideration is individuals' social welfare and relief; the latter being considered a byproduct of the first. Defining the central mission is important, Bakke argues, because it has serious consequences on program direction and emphasis and on the status of these services. A second aspect of the mission of employment and manpower services is to facilitate rational movement of labor in a free labor market.

Bakke stresses that these services must be geared to both local and national needs in effectively carrying out their mission. Thus, the operational field for employment and manpower services can be defined in geographical as well as in occupational and industrial terms. With respect to the latter, the operational field should be, in general, unlimited; "these services should concern themselves with workers and employers in every occupation and industry contributing to the economic strength and growth of the economy, whether or not the occupation and industry is served in some places and to some degree by other fee-charging or free facilities."

Bakke wants the administrators of these services to "provide dynamic initiative and leadership, not only in setting their own course and pursuing it, but in influencing the actions of other groups and institutions in the community and Nation." Furthermore, there is need "to harness the people who are responsible for the administration of the Employment and Manpower

Services, from the President clear down the line into a team—an integrated team—for the performance of the central mission of those services." He maintains that integration and coordination of these services are required for effective end results.

The author suggests that such integration and coordination can take several forms. One possibility is to have a Federal Labor Market Board patterned after the Swedish model. A second possibility is to have the U.S. Department of Labor be the integrating authority with control and direction of all employment and manpower services. With respect to these two possibilities, Bakke notes (and I agree heartily) that "the practical political and jurisdictional problems at this moment, however, make unreasonable a blitzkrieg approach," i.e., to have a super authority to control and direct all of these services. He makes two other suggestions: (1) To establish an interdepartmental and agency coordinating manpower services council and (2) to integrate better within the Department of Labor those services already assigned to it.

Given the politics of administration, the kind of coordination and integration which Bakke proposes will be difficult to achieve.

In the last chapter, Bakke reveals his concept of a positive labor market policy. It involves more than just having an array of employment and manpower services but having them properly coordinated and integrated with reference to a positive labor market policy. He spells out in bold and dramatic form the characteristics of such a policy.

If the Bakke criteria for an active and positive labor market policy are accepted, we are indeed a very long way off from achieving such a policy. Even during World War II, we did not have anything approaching the high degree of rationality with respect to manpower as Bakke envisions.

Through this provocative book, the author has added another dimension to the current discussions on the need for appropriate manpower policies. The book has several shortcomings, among which are much repetition of the author's thesis and lack of citations of source materials. Despite these, students of labor market organization will find this a book of interest.

—DANIEL H. KRUGER

School of Labor and Industrial Relations
Michigan State University

Minority Groups and Intergroup Relations in the San Francisco Bay Area. By Wilson Record. Berkeley, University of California, Institute of Governmental Studies, 1963. 48 pp. \$1.50.

This short paper by Professor Record of Sacramento State College is one in the Franklin K. Lane series, designed to envisage future trends in the San Francisco Bay Area. Existing data form the basis for a thoughtful analysis of present and future Bay Area minority problems, particularly the problem of the assimilation of Negro immigrants. Since nearly every aspect of the Bay Area situation is duplicated in other large cities all over the country, this careful detailing of factors and influences is widely applicable elsewhere. The prognosis is not a hopeful one.

Three main sections of the study review (1) the size and distribution of the minorities by racial group and the concentrations in certain parts of the area; (2) specific social and economic problems (employment, housing, education, indigence); and (3) the existing action groups in the Bay Area. The study finds that the recent rapid growth of Mexican and Negro populations, especially the latter, will probably continue, and that newcomers will pile up even more in the central city areas. A San Francisco fair employment practice ordinance enacted in 1957 and followed by a State law in 1959 has contributed to a reduction of discrimination in its field. However, according to Record, "Rapid automation of unskilled and semiskilled jobs, in which a disproportionately high number of Negroes are employed, coupled with the nearly insurmountable task of retraining and relocating those categories of workers, could conceivably push the rate of Negro unemployment to three times that of the general population." The income gap between Negroes and others, which narrowed during the forties, appears now to be widening once more.

Those who suppose that the Bay Area has solved its minority problems are mistaken. Nor is the author optimistic that the Area—or by extension, other areas—will successfully assimilate the recent and the expected future immigrants. He states, "A new and equitable basis of Negro-white relations in the Bay Area could develop out of present tensions. Past experience offers little hope that it will." If the problem is not met on the local level, he adds, pressure from the growing number of persons who are at a disadvantage in

our increasingly complicated urban life will force State and even Federal Government to accept a larger role in the welfare field. Centralization will be inevitable.

—MARION HAYES
Office of the Economic Consultant
Bureau of Labor Statistics

Managing Personnel. By Richard P. Calhoun. New York, Harper & Row, Publishers, 1963. 599 pp. \$7.75.

The author is Professor of Personnel Administration at the University of North Carolina. He proposes a text that "concentrates on research findings, on new approaches, on concepts and theories, and on analysis." He emphasizes the need for research. These are unquestionably the right words for 1963. They rather effectively summarize much of the current drive in educational programs for both general management and manpower management. The statement of objectives further proposes a "mature treatment" with an accent "on the management of personnel as a supervisory function" and a focus throughout "on developing organizational effectiveness."

These objectives and intentions are spelled out in some detail in Part I, under the general title of "Managerial Concepts." Four chapters trace the development of personnel departments, note the field's long relationships with, and dependence on, the social sciences, and describe the major responsibilities of modern personnel managers. They discuss the evolution of management philosophy and relate these developments to modern personnel programs, the role of personnel departments, the major functions of management, and concepts of responsibility, authority, organization, and decisionmaking.

Parts II through VI deal with the usual "personnel functions" or activities, including selection, training and development, supervision (including motivation, communication, and facilitating change), compensation, employee benefits and services, and labor relations. Treatment follows the traditional pattern rather closely, except that the final section, Part VI, entitled "The Management of Labor Relations," is not limited to the usual process of collective bargaining and contract negotiation and administration. Instead, the section introduces the concepts of group dynamics, informal organization, and participation. It devotes one chapter to the special

problems of older workers, women, ethnic groups, the handicapped, ex-criminals, alcoholics, unwed mothers, sexual deviates, and the mentally ill, before its discussion of labor relations.

As a result, formal consideration of union-management—bilateral policymaking—is postponed until the two final chapters of the book. As a further result, bargained policy and public policy developed largely in response to union pressures receive little attention in earlier discussions of the major personnel functions.

The author is realistic in his description of the present state of the art. Although he considers the personnel department as staff, he notes that its status is confused. Its practitioners have, in some firms, achieved recognition as full members of the top management team. In other organizations, "fears and jealousies in line management and among other staff divisions," difficulties in relating the personnel contribution to profits, and the "caliber of personnel men" have blighted the field's blossoming process. Similarly, although "personnel management is indisputably a profession and ought to be, many of its practitioners do not measure up to the marks of the professional."

Whether or not the book is truly "mature," or could be, raises a definitional and conceptual question. Its treatment of the philosophy, theory, and policy of modern personnel administration deserves commendation even if the philosophy, theory, and policy are not in themselves mature. It raises many of the right questions. Discussions are easy to read and understand. The author is perceptive as well as realistic and candid.

The general objective—developing a closer integration of general management responsibilities and those of the industrial relations or personnel department—is in tune with the times. The author effectively demonstrates the broad area of coincident interest and responsibility shared by general management and personnel management. Who else but the personnel manager will build and maintain the essential bridges between dynamic organization, administration, and work theory with their ongoing research, on the one hand, and day-to-day administration, on the other?

—DALE YODER

Industrial Relations Division
Stanford University

Two Years After the College Degree: Work and Further Study Patterns. Report on a 1960 survey of 1958 college graduates, prepared by the Bureau of Social Science Research, Inc., for the National Science Foundation. 1963. 335 pp. (NSF 63-26.) \$1.75, Superintendent of Documents, Washington.

This study is an invaluable source of information about the educational and work patterns of college graduates. It presents data on the work and study activities of over 40,000 recent college graduates (32,122 with bachelor's degrees, 7,139 with master's degrees, and 2,235 with graduate-level professional degrees) 2 years after they received their degrees. The information was obtained by means of a self-administered mail questionnaire answered in the spring of 1960 by those receiving degrees in 1958.

The study shows that there is a close correlation between the subject matter field chosen by the college student and his field of employment following completion of his studies. Although the degree of relationship varies among subject matter fields, in most cases it could be said that when a college student elects a college major, he is also selecting a career pattern.

Equally valuable data is presented on the graduate studies of the June 1958 college graduates, illustrating the growing importance students attach to graduate work. Two years after receiving their degrees, over one-third of the bachelor's degree graduates and one-fifth of the master's degree graduates were seeking further degrees. Most often, the graduate and professional degrees were sought in the field of undergraduate major or in a closely related field. Of major significance is the fact that over one-half of the men and two-thirds of the women who had received master's degrees in 1958 indicated that they had received their bachelor's degrees in 1953 or earlier.

Other topics of interest covered by the report include the personal and education background of the graduates, the graduate's evaluation of the usefulness of his college training, job satisfaction, and earnings.

Despite the major contribution which this report makes to our understanding of the Nation's most important resource—highly trained manpower—the report should be utilized with caution. Even though great care appears to have been taken in selecting a representative sample, design-

ing an effective questionnaire, and analyzing and editing the returns, it is clear that there are some weaknesses in the report because of problems presented in any survey of this size and scope. Nonrespondents pose some problems to the validity of the survey's results, since, as was determined by a telephone survey of nonrespondents, a significantly smaller proportion of them appear to obtain employment or continue with graduate work. There are also some weaknesses in the data on specific occupations or undergraduate fields owing to the limited number of cases included in the study. It is unfortunate that Ph. D. recipients were excluded from the study for the National Academy of Sciences—National Research Council reports do not contain the depth of information found in this study.

This National Science Foundation study is well worth the attention of not only American social scientists and manpower analysts, but also all those who are concerned with the American system of higher education.

—HOWARD V. STAMBLER

Manpower and Employment Statistics
Bureau of Labor Statistics

Soldiers and Spruce: Origins of the Loyal Legion of Loggers and Lumbermen. By Harold M. Hyman. Los Angeles, University of California, Institute of Industrial Relations, 1963. 341 pp. (Industrial Relations Monograph 10.) \$3.

During World War I, spruce was considered indispensable to the construction of airplanes. It was a light, tough material used in airframes, and its production for that purpose became an important element in the war effort. The account of how spruce was obtained from the forests of the Northwest forms the backdrop for a closely related story—the early history of the Loyal Legion of Loggers and Lumbermen, known as the 4 L's. This was an organization sponsored by the Army in an attempt to end labor strife in an area where strikes and slowdowns threatened to prevent the production of an essential material. At the time, working conditions in the lumber industry were deplorable. As a result, the Industrial Workers of the World was finding fertile ground for the dissemination of its syndicalist doctrines and for general condemnation of America's participation in the war. The government and the public were

greatly worried by this development. The American Federation of Labor, which had not yet gained strength in the area, denounced IWW ideas and methods, while the IWW accused the AFL of having sold out to the employers. The employers were determined to prevent any union from gaining a permanent foothold in their territory. This was the atmosphere in which the 4 L's was born.

The 4 L's was not a union in the usual sense of the term, because its membership was comprised of both employers and employees, and its directors were commissioned, uniformed Army officers who were advised by civilian lumbermen. Yet it succeeded in establishing industrial peace in the Northwest woods for a period during the war, and thus fulfilled an important part of its mission. The spruce was produced. The 4 L's grew to a membership of over 100,000, but after the war, its peculiar type of organization no longer suited the needs of the workers, and in spite of determined efforts to keep it alive, its membership dwindled. It was opposed by the AFL, which did not consider it a legitimate labor union, and disappeared during the 1930's.

As told by Professor Hyman, the story of the 4 L's is a very dramatic one, filled with intrigues and highlighted by the jealousies, suspicions, and ambitions of the chief actors. The book reads more like a novel than a history of an organization which played a relatively minor part in the evolution of the American labor movement. The author takes care to develop the characters of his actors, such as that of Colonel Brice P. Disque, who was the person most active in building the 4 L's, or that of Professor Carlton H. Parker, whose ideas influenced Disque, and who held the unusual thesis—for that day—that the way to defeat the IWW was to improve working conditions for the men rather than to subject them to more abuse. This development of the characters by the author helps to explain much which has gone unexplained in previous writings on the subject. The author had access to material not available to his predecessors, and he has been able to correct some of the past misinterpretations. He has produced a well-annotated, scholarly piece of work and has made very interesting reading of it.

—PAUL L. KLEINSORGE

Professor of Economics
University of Oregon

The New Argument in Economics: The Public Versus the Private Sector. Edited by Helmut Schoeck and James W. Wiggins. Princeton, N.J., D. Van Nostrand Co., Inc., 1963. 264 pp. (William Volker Fund Series in the Humane Studies.) \$5.95.

Is there need to rebut the evidence used to support the rising spate of government intervention and to present a strong restatement of the 19th century liberals' philosophy and economic policy prescriptions for contemporary problems? Twelve scholars with established reputations—five economists, two specialists in jurisprudence, a political scientist, a sociologist, a historian, a philosopher, and a professor of business administration—have pooled their talents under the direction of Helmut Schoeck and James Wiggins to present such a case. As promised on the dust jacket, "The chief arguments currently advanced in favor of a further enlargement of the area of centralized and coercive economic decisionmaking are critically examined . . . and are shown to be very weak or altogether invalid." The final product is neither text nor thesis; rather, it is a collection of essays endeavoring to deepen socioeconomic insights by pointing up the subtle values and complex processes which underlie contemporary public policy posture.

W. Allen Wallis sounds the keynote and sets the tone for the series of articles in the opening overview of the public versus the private sector by characterizing the increased emphasis on government expenditures as a return to the principles of mercantilism. Thus, he feels the "new argument" in economics is a form of neomercantilism based on a refurbishing of fallacious principles. Karl Brandt then develops the point of view that the public sector has expanded only because the public was uninformed on full costs in terms of the sacrifice of free institutions and loss in efficiency accompanying the shift from private to public ownership and management of enterprises. He writes "Freedom and human dignity and their vital role in man's capacity to create and use wealth for graceful living, assisting his fellow man, and building a humane and open society must orient the discussion of private versus the public sector."

In like fashion, evidence is presented and evaluated to prove that the public sector is relatively unworthy and unpromising as a general approach

to the improvement of either economic or human welfare. In exploring the accepted hypothesis that people cannot be trusted to use natural resources properly, J. W. Milliman concludes: "It is perhaps 'poetic,' but true, that the heritage of unborn generations will be enriched only if freedom of individual choice is protected and preserved in both the public and private sectors." Wilson E. Smidt, reviewing recent developments in public policy and the foreign sector, finds "There is a fundamental principle that the government has violated: economic progress and national well-being are best preserved by giving purchasers the maximum freedom of choice and by buying in the cheapest market, foreign or domestic . . . the public sector should maximize its own freedom of choice in order to increase, not its own well-being, but that of the private sector . . ." J. Fred Rippy adds, "My personal belief is that the creative spirit and the energies of the individuals are the major impulses of all progress, and that every restraint imposed upon them not only retards progress but hampers pursuit of happiness as well." Sylvester Petro views with alarm the rise of the trade union movement with its present aims and objectives because they are strong proponents of an expanding public sector: "All trade union leaders are conscious that they, as individual persons, owe their present power and position largely to the kind of governmental favoritism that they can expect only from those who favor expression of the public sector." On balance he believes the record reveals that such an alliance leads to self-destruction of the trade union movement: "Until the theory of the free society as expressed in laissez-faire doctrine prevails . . . the public sector will expand at the expense of personal freedom; and for a while, trade unions and their leaders will possess enormous political influence and economic power. But in the end . . . there will be no independent trade unions at all."

In this manner, an interdisciplinary approach is brought to bear on the role competitive capitalism ought to play in a free society. The philosophical position of the 19th century liberal (the present-day conservative) is posited in its most extreme form based on laissez faire in both the domestic and international spheres and is accompanied by policy proposals that would substantially curtail government intervention. The attainment of economic welfare is then seen to

revolve on our ability to preserve and promote free institutions.

Advocates of limited government will find much to their liking in this collection, but proponents of public policy measures will find themselves at odds with both the fundamental premises and the concrete proposals presented. The liberal in the contemporary sense of the word will find much to interest him in this work, although proposals on the whole will seem naive, uninformed, based on affirmation of faith, and potentially dangerous. Nevertheless, these arguments should be thoroughly explored no matter what position one takes on the issue of the public versus the private sector for only thus can progress be made in sharpening the focus, narrowing the issues, and improving policymaking in the public interest.

—DON V. PLANTZ

College of Business Administration
Arizona State University

Free Men and Free Markets. By Robert Theobald. New York, Clarkson N. Potter, Inc., 1963. 203 pp. \$5.

Robert Theobald has written a controversial and thought-provoking book. Starting with the theme that we live in an economic society of abundance rather than scarcity, he comes to the startling conclusion that the way to avoid economic chaos is by guaranteeing everyone a minimum standard of living.

Mr. Theobald has strong views and forcefully expresses them. As a reviewer, I have a responsibility to give a fair exposition of a book's views. But I also have a responsibility to gage the professional worth of a book and as a professional economist, I believe that Theobald is wrong when he argues that Western society is now and will continue to be characterized by an excess supply situation.

Theobald correctly shows that due to automation (or cybernation as he puts it) we are now able to produce substantially more than formerly with our given volume of productive resources. But with demand expanding less rapidly than our ability to produce, the result will be unemployment of large numbers of human resources. This is all perfectly correct formal economic analysis. The trouble comes with Theobald's assumed weakness of demand forces in the economy. He argues that such traditional means of stimulating demand

as tax cuts and increased expenditures to satisfy public wants for social goods are inadequate. Thus a dilemma is posed. With increasing unemployment, poverty will result for the masses of unemployed; traditional government and business techniques to stimulate demand in the economy will fail; the employed will not take enough goods off the market to guarantee full employment. How to solve the dilemma? A radical solution is proposed: "Guarantee to every citizen of the United States . . . the right to an income from the Federal Government sufficient to enable him to live with dignity."

I disagree with both Theobald's economic views and his implied political philosophy. I believe that both economic freedom and equality of economic opportunity are essential for political freedom. Despite his emphasis on individual freedom, I cannot see that Theobald's recommendations would enhance that freedom. Rather, I believe they would place the State in too superior a power position.

Restricting myself now to the economics of the book: First, there are a number of glaring elementary errors of fact in the book. For example, on page 13, Theobald states that for "a century and a half, Western governments followed a policy of nonintervention in the socioeconomic system . . ." This apparently came to an end with the depression of the 1930's. An elementary knowledge of economic history would demonstrate the contrary. There has been Federal intervention in the market in the United States from the beginning of our history as an independent Nation.

Second, while Theobald outlines an extensive program of how people in differing income groups would be guaranteed different payments from the government, he nowhere makes a precise quantitative estimate of the cost of the proposal. In fact, the chapter on "The Financing of Economic Security" tends to pass off the whole problem of financing. Most economists agree that with a progressive income tax structure, increased government expenditures would lead to higher incomes and hence greater tax revenues. But deficits would ensue from Theobald's program, of a magnitude, I suspect, that could throw even an abundance economy into hyperinflation.

And third, with respect to Theobald's views on excess supply: He feels that this is a permanent

problem which means that "our existing socio-economic system is outmoded by abundance. A collective judgment must now be made on the issue of whether or not we are willing simply to await a disastrous demonstration of the correctness of the evidence." I do not see that the economic situation Theobald describes is so unique as to raise the awesome specter he fears.

In a market economy, it is the interaction between demand and supply forces that determine prices and output. I do not believe that increased automation and the increased work force of the 1960's are sufficiently strong factors to cause the permanent situation of excess supply he describes. Free market forces are still at work. The influx of workers into service industries and the increased investment in the human resource in the form of rapid expansions in higher education and vocational training all point to the mobility and adaptability of the human resource. People have always tended to move from industries with low employment opportunities to those that afford greater opportunities. Sometimes the adjustment process is slow and painful, but it does take place. The results are evident in our present ability to produce and consume.

Surely we do not have Dr. Pangloss' "best of all possible worlds," but I view the problems Theobald describes as affording an opportunity to demonstrate the viability of our market economy and our faith in individual freedom and initiative.

—JOHN J. KLEIN
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What's Wrong With Our Labor Unions! By Maurice R. Franks. New York, Bobbs-Merrill Co., Inc., 1963. 256 pp. \$5.

There has long been a need for a straightforward, reasoned statement of the principles of that famous, but somewhat murky, philosophy of industrial relations known as "voluntarism." While this book does not meet that need, it comes closer than any attempt recently published. Evoking the name and the spirit of Samuel Gompers—to whom the work is dedicated—Mr. Franks presents a free-swinging, bombastic, and rhetorical attack on the "labor czars . . . punks, pinks, and pantywaists" who, he contends, dominate the American trade union movement. Closer to the bone, he also has incidental criticism to make of the "professors of union economics and personnel relations [who] turn every discussion

of organized labor into a fashion show for fanciful prejudices."

Specifically, the author argues that the law has permitted union leaders to gather to themselves a dangerous amount of power, the exercise of which threatens disaster. The laws which are most to blame are the Railway Labor Act (as amended), the Wagner Act, the Taft-Hartley Act, and, to a lesser degree, the Landrum-Griffin Act. Mr. Franks also includes, but apparently does not understand the significance of, section 6 of the Clayton Act. In all of them, he sees a threat both to the functioning of the economy and to the true spirit of collective bargaining, which he conceives to be that of industrial partnership. To this reviewer, it seems clear that management is to be the very senior partner with largely inviolable prerogatives.

There are three sources of this trade union monopoly: Compulsory unionism, industrywide bargaining, and the lack of rank-and-file control over the decision to strike. The author's position on the union shop is the familiar, but nonetheless powerful, argument that unions must be voluntary organizations both to protect individual freedom and to insure internal policing. Without exploration, he dismisses as "doubletalk" the contention that union security may be involved.

The complicated issue of the proper scope of bargaining units is regarded solely as a question of the vast power which concentrates in the hands of the labor leader. The power which concentrates in management's hands in the same situations is either not perceived or is viewed as benign. Mr. Franks is enormously dismayed at the dislocation caused by strikes; many observers feel that a working time loss of less than 1 percent per year is an eminently reasonable price to pay for collective bargaining. The appendixes contain proposals for reducing strikes, in general, and wildcat strikes, in particular. The plan for the latter, immediate expulsion from the union and the job, is jarring in that it would remove what has on occasion been the rank-and-file's best weapon against a dictatorial leadership.

The book states a point of view more widely held in a simpler world. It is not likely that many readers will be convinced, but those who already share Mr. Frank's opinions will be delighted.

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Education and Training

Occupational Outlook Handbook, 1963-64 Edition. Washington, U.S. Department of Labor, Bureau of Labor Statistics, 1963. xvi, 792 pp. (Bulletin 1375; revision of Bulletin 1300.) \$4.75, Superintendent of Documents, Washington.

Careers in Space. By Otto O. Binder. New York, Walker and Co., 1963. 308 pp., bibliography. \$6.50.

New Job Horizons in Defense-Related Work. By Joseph F. Fulton. (In *Occupational Outlook Quarterly*, U.S. Department of Labor, Bureau of Labor Statistics, Washington, December 1963, pp. 9-14. 35 cents, Superintendent of Documents, Washington.)

Occupational Abstracts: Internist (No. 263); *Dentist* (No. 264); *Science Teacher* (No. 265); *Systems Analyst* (No. 266); *Comparison Shopper* (No. 267); *Medical Secretary* (No. 268). Jaffrey, N.H., Personnel Services, Inc., 1963. 6 pp. each, bibliographies. 50 cents each; 25 cents to students.

No Room at the Bottom: Automation and the Reluctant Learner—A Symposium. Edited by Goodwin Watson. Washington, National Education Association, Project on the Educational Implications of Automation, 1963. 102 pp. \$3, cloth; \$2, paper.

Planning Education for Economic and Social Development. Edited by Herbert S. Parnes. Paris, Organization for Economic Cooperation and Development, Mediterranean Regional Office, 1963. 270 pp. Distributed by OECD Regional Office, Washington.

Education for a Changing World of Work: Appendix I, Technical Training in the United States. By Lynn A. Emerson. Washington, U.S. Department of Health, Education, and Welfare, Office of Education, 1963. 170 pp., bibliography. (OE-80022.) \$1.25, Superintendent of Documents, Washington.

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Apprenticeship Now: Notes on the Training of Young Entrants to Industry. By Andrew Beveridge. London, Chapman & Hall Ltd., 1963. 168 pp.

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Employee Benefits

The Cost of Fringe Benefits for Manual Workers in British Industry. By G. L. Reid and James Bates. (In *British Journal of Industrial Relations*, London School of Economics and Political Science, London, October 1963, pp. 348-369. \$2.50.)

Private and Public Pension Plans in the United States. New York, Institute of Life Insurance, 1963. 28 pp.

Health and Safety

Annual Report of the Division of Health and Safety [of the Tennessee Valley Authority], Fiscal Year, 1963. Chattanooga, Tennessee Valley Authority, 1963. 58 pp.

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Safety Management: Accident Cost and Control. By Rollin H. Simonds and John V. Grimaldi. Homewood, Ill., Richard D. Irwin, Inc., 1963. 597 pp. Rev. ed. \$11.35.

Work Injuries and Work-Injury Rates in the Highway and Street Construction Industry, 1961. By George R. McCormack. Washington, U.S. Department of Labor, Bureau of Labor Statistics, 1963. 37 pp. (BLS Report 257.) Free.

Industrial Relations

Labor and the New Deal. Edited by E. David Cronon. Chicago, Rand McNally & Co., 1963. 60 pp. (Berkeley Series in American History.) 75 cents, paper.

The Steel Labor Agreement, 1963. By Robert A. Bedolis. (In *Business Management Record*, National Industrial Conference Board, Inc., New York, December 1963, pp. 39-47.)

Collective Bargaining in Western Europe. By E. J. Forsythe. (In *Labor Law Journal*, Chicago, November 1963, pp. 919-934. \$1.)

The Industrial Relations System of Pakistan. By M. Ali Raza. Karachi, Pakistan, Bureau of Labor Publications, 1963. 174 pp., bibliography. \$4.50.

Analysis of Work Stoppages, 1962. By Loretto R. Nolan. Washington, U.S. Department of Labor, Bureau of Labor Statistics, 1963. 54 pp. (Bulletin 1381.) 40 cents, Superintendent of Documents, Washington.

Work Stoppages: Fifty States and the District of Columbia, 1927-62. Washington, U.S. Department of Labor, Bureau of Labor Statistics, 1963. 21 pp. (BLS Report 256.) Free.

National Emergency Disputes Under the Labor Management Relations (Taft-Hartley) Act, 1947-62. Washington, U.S. Department of Labor, Bureau of Labor Statistics, 1963. 36 pp. (BLS Report 169; revised 1963.) Free.

The Public Security Plan for Labor Peace. By Arnold Schlossberg. (In *Virginia Law Review*, Charlottesville, December 1963, pp. 1500-1514. \$2.)

The NLRB and Section 10(k): A Study of the Reluctant Dragon. By Laurence J. Cohen. (In *Labor Law Journal*, Chicago, November 1963, pp. 905-918. \$1.)

Mediation, Conciliation and Arbitration, U.S.A. and India—A Comparative Study. By A. V. Raman Rao. Bombay, Popular Prakashan, 1963. 232 pp. Rs. 16.

Right-to-Work Legislation—Examination of Related Issues and Effects. By Raymond L. Hilgert and Jerry D. Young. (In *Personnel Journal*, Swarthmore, Pa., December 1963, pp. 549-559, 572. 75 cents.)

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Employment and Earnings Statistics for the United States, 1909-62. Washington, U.S. Department of Labor, Bureau of Labor Statistics, 1963. 632 pp. (Bulletin 1312-1.) \$3.50, Superintendent of Documents, Washington.

Nation's Manpower Revolution: Relating to the Training and Utilization of the Manpower Resources of the Nation. Hearings before the Subcommittee on Employment and Manpower of the Committee on Labor and Public Welfare, U.S. Senate, 88th Congress, 1st session. Washington, 1963. Parts 1-6. 2,276 pp.

Selected Manpower Indicators for States. Washington, U.S. Department of Labor, Office of Manpower, Automation and Training, 1963. 52 pp. (Manpower Research Bulletin 4.) Free.

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Fallacies of Full Employment. By Albert R. Ehrle. (In *Vocational Guidance Quarterly*, Washington, Autumn 1963, pp. 1-7. \$1.)

Does Seniority Act as a Brake on Mobility? By Alton C. Johnson and S. B. Prasad. (In *Personnel*, American Management Association, New York, November-December 1963, pp. 60-64. \$1.75; \$1.25 to AMA members.)

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Directory of International Federation of Christian Trade Unions (CISC). By Sara J. Crosby and Essie A. Hunter. Washington, U.S. Department of Labor, Bureau of International Labor Affairs, 1963. ix, 68 pp. Rev. ed. \$1.50, Superintendent of Documents, Washington.

Union Labor in California, 1962. San Francisco, State Department of Industrial Relations, Division of Labor Statistics and Research, 1963. 39 pp.

Prices and Consumption Economics

Seasonal Adjustment Factors: Wholesale Price Index, Selected Series, 1948-61. By Helen F. Hald. Washington, U.S. Department of Labor, Bureau of Labor Statistics, 1963. 113 pp. (Bulletin 1379.) 70 cents. Superintendent of Documents, Washington.

Private Consumer Expenditures for Medical Care and Voluntary Health Insurance, 1948-62. By Louis S. Reed and Dorothy P. Rice. (In *Social Security Bulletin*, U.S. Department of Health, Education, and Welfare, Social Security Administration, Washington, December 1963, pp. 3-12. 25 cents, Superintendent of Documents, Washington.)

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The Productivity of Work Groups. By Floyd C. Mann, Bernard P. Indik, Victor H. Vroom. Ann Arbor, University of Michigan, Institute for Social Research, 1963. 48 pp. (Organizational Studies, Series 1, Report 4.) \$3.

Automation and Unemployment: Management's Quiet Crisis. By John I. Snyder, Jr. (In *Management Review*, American Management Association, New York, November 1963, pp. 4-18. \$1.25; \$1 to AMA members.)

Individual Needs and Automation. By Keith Davis. (In *Journal of the Academy of Management*, Michigan State University, East Lansing, December 1963, pp. 278-283. \$1.50.)

Measurements of Production and Productivity in Indian Industry. By G. C. Beri. New York, Asia Publishing House, 1962. 177 pp., bibliography. \$2.85.

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Radiation Injuries and Time Limitations in Workmen's Compensation Cases. By Samuel E. Estep and Walter R. Allan. (In *Michigan Law Review*, Ann Arbor, December 1963, pp. 259-308. \$2.)

Medical Assistance for the Aged—The Kerr-Mills Program, 1960-1963. Washington, U.S. Senate, Special Committee on Aging, Subcommittee on Health of the Elderly, 1963. 103 pp. (Committee Print, 88th Cong., 1st sess.) 35 cents, Superintendent of Documents, Washington.

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Survey of Teachers' Salaries in Districts Over 10,000 Population, September 1963. By George S. Reuter, Jr. Chicago, American Federation of Teachers, AFL-CIO, 1963. 62 pp. \$2.

Wage Rates and Ranges for Selected Occupations in Cities and Public Schools, 1963. Washington, Building Service Employees' International Union, AFL-CIO, Department of Research and Education, 1963. 26 pp.

Wage Chronology: International Shoe Co., 1945-64. Washington, U.S. Department of Labor, Bureau of Labor Statistics, 1963. 12 pp. (BLS Report 211, revised.) Free.

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	Bulletin No.	Pages	Price (cents)
Wichita, Kans., September 1963----	1385-6	18	20
Raleigh, N.C., September 1963-----	1385-7	26	25
Scranton, Pa., August 1963-----	1385-8	28	25

Wages and Hours [in the Canadian] Primary Textiles Industry, 1962. Ottawa, Canadian Department of Labor, Economics and Research Branch, 1963. 14 pp. (Report 20.) In English and French. 35 cents, Queen's Printer, Ottawa.

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Labor in Indonesia. By Edith Wall Andrews. Washington, U.S. Department of Labor, Bureau of Labor Statistics, 1963. 64 pp. (BLS Report 246.) Free.

Labor Law and Practice in the Philippines. By Michael B. Zuzik. Washington, U.S. Department of Labor, Bureau of Labor Statistics, 1963. 85 pp., bibliography. (BLS Report 253.) 50 cents, Superintendent of Documents, Washington.

Cases and Materials on Labor Law. By Milton Handler and Paul R. Hays. St. Paul, Minn., West Publishing Co., 1963. 916 pp. 4th ed.

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Economics for Our Times. By Augustus H. Smith. New York, McGraw-Hill Book Co., Inc., Webster Publishing Division, 1963. 628 pp., bibliography. 3d ed., rev.

Economic Development. By Henry H. Villard. New York, Holt, Rinehart and Winston, Inc., 1963. 238 pp.

Economic Development: Past and Present. By Richard T. Gill. Englewood Cliffs, N.J., Prentice-Hall, Inc., 1963. 120 pp., bibliography. \$3.95, cloth; \$1.50, paper.

The Study of Underdeveloped Economies. P. T. Bauer. (In *Economica*, London School of Economics and Political Science, London, November 1963, pp. 360-371. 10s.)

Statistics for Decision-Making. By William A. Reinke. Waterford, Conn., National Foremen's Institute, 1963. 181 pp., bibliography.

Bibliography of Social Science Periodicals and Monograph Series: Finland, 1950-1962. Washington, U.S. Department of Commerce, Bureau of the Census, 1963. 85 pp. (Foreign Social Science Bibliographies, Series P-92, No. 12.) 50 cents, Superintendent of Documents, Washington.

Recent Developments in Ministry of Labor Statistics. (In *British Journal of Industrial Relations*, London School of Economics and Political Science, London, October 1963, pp. 299-309. \$2.50.)

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

Employment status	Estimated number of persons 14 years of age and over ¹														
	1963												1962	Annual average	
	Dec.	Nov.	Oct.	Sept.	Aug.	July	June	May	Apr.	Mar.	Feb.	Jan.	Dec.	1961	1960
	Total, both sexes														
Total labor force.....	75,201	76,000	76,086	75,811	77,167	77,917	77,901	75,864	74,897	74,382	73,999	73,323	74,142	74,175	73,126
Civilian labor force.....	72,461	73,261	73,344	73,062	74,418	75,173	75,165	73,127	72,161	71,650	71,275	70,607	71,378	71,603	70,612
Unemployment.....	3,846	3,936	3,453	3,516	3,857	4,322	4,846	4,066	4,063	4,501	4,918	4,672	3,817	4,806	3,931
Unemployment rate seasonally adjusted ²	5.5	5.9	5.5	5.6	5.5	5.6	5.7	5.9	5.7	6.1	6.1	5.8	5.6	6.7	5.6
Unemployed 4 weeks or less.....	1,734	1,955	1,623	1,682	1,670	1,907	2,802	1,833	1,597	1,553	1,814	1,996	1,697	1,897	1,799
Unemployed 5-10 weeks.....	859	767	662	617	806	1,221	806	679	672	963	1,315	1,162	840	964	823
Unemployed 11-14 weeks.....	324	349	251	332	430	260	222	202	371	598	485	361	300	411	353
Unemployed 15-26 weeks.....	492	401	443	382	439	376	502	649	743	696	684	612	525	728	502
Unemployed over 26 weeks.....	436	463	476	503	510	557	514	643	681	691	619	541	453	804	454
Employment.....	68,615	69,325	69,891	69,546	70,561	70,851	70,319	69,061	68,097	67,148	66,358	65,935	67,561	66,796	66,681
Nonagricultural.....	64,576	64,548	64,541	64,220	65,065	64,882	64,365	63,883	63,424	62,812	62,309	61,730	63,495	61,333	60,958
Worked 35 hours or more.....	50,817	46,129	50,960	50,462	47,678	47,214	49,804	50,383	46,505	48,669	47,063	48,480	49,175	47,257	46,388
Worked 15-34 hours.....	7,679	12,456	7,402	7,124	6,985	6,556	7,015	7,261	10,455	7,588	8,573	7,235	7,932	7,522	8,249
Worked 1-14 hours.....	4,092	3,935	3,893	3,645	3,261	3,332	3,580	4,144	3,856	4,119	4,238	3,845	4,143	3,610	3,279
With a job but not at work ³	1,985	2,029	2,288	2,900	7,142	7,780	3,966	2,093	2,608	2,436	2,432	2,172	2,243	2,946	3,042
Agricultural.....	4,039	4,777	5,360	5,326	5,496	5,969	5,954	5,178	4,673	4,337	4,049	4,206	4,066	5,463	5,723
Worked 35 hours or more.....	2,179	2,994	3,716	3,619	3,702	4,130	4,199	3,489	3,198	2,587	2,261	2,522	2,352	3,540	3,511
Worked 15-34 hours.....	1,100	1,196	1,094	1,170	1,155	1,237	1,226	1,196	1,041	1,042	1,040	987	907	1,245	1,270
Worked 1-14 hours.....	476	411	442	424	444	466	413	415	305	467	483	444	490	477	444
With a job but not at work ³	284	176	98	112	196	137	119	80	129	241	267	249	316	200	190
	Males														
Total labor force.....	49,924	50,285	50,368	50,602	52,060	52,477	52,204	50,483	50,010	49,675	49,503	49,269	49,574	49,918	49,507
Civilian labor force.....	47,215	47,577	47,657	47,884	49,342	49,765	49,600	47,778	47,306	46,975	46,816	46,585	46,841	47,378	47,025
Unemployment.....	2,477	2,253	1,874	1,902	2,224	2,516	2,779	2,434	2,600	3,013	3,293	3,080	2,522	3,060	2,541
Employment.....	44,739	45,324	45,784	45,983	47,118	47,249	46,722	45,345	44,706	43,962	43,523	43,505	44,319	44,318	44,485
Nonagricultural.....	41,294	41,488	41,644	41,880	42,733	42,538	42,078	41,205	40,762	40,251	39,994	39,839	40,782	39,811	39,807
Worked 35 hours or more.....	34,799	32,166	35,387	35,317	34,007	33,791	35,283	35,055	32,806	33,648	32,710	33,648	33,946	32,984	32,511
Worked 15-34 hours.....	3,466	6,442	3,238	3,205	3,345	3,060	3,256	3,161	4,941	3,439	4,026	3,251	3,612	3,587	4,100
Worked 1-14 hours.....	1,718	1,586	1,610	1,552	1,441	1,437	1,551	1,795	1,658	1,688	1,779	1,593	1,760	1,511	1,360
With a job but not at work ³	1,311	1,292	1,410	1,808	3,941	4,250	1,988	1,193	1,357	1,476	1,481	1,351	1,461	1,729	1,836
Agricultural.....	3,445	3,836	4,139	4,103	4,385	4,711	4,644	4,140	3,945	3,711	3,529	3,666	3,537	4,508	4,673
Worked 35 hours or more.....	1,951	2,622	3,121	3,067	3,232	3,591	3,634	3,071	2,888	2,383	2,074	2,281	2,181	3,132	3,365
Worked 15-34 hours.....	820	754	626	631	669	681	637	702	700	730	786	751	656	827	792
Worked 1-14 hours.....	409	307	309	301	315	329	276	296	247	384	423	400	424	370	348
With a job but not at work ³	263	154	84	102	168	111	96	68	112	216	246	232	276	179	172
	Females														
Total labor force.....	25,277	25,715	25,718	25,209	25,108	25,440	25,697	25,381	24,886	24,707	24,492	24,054	24,568	24,257	23,619
Civilian labor force.....	25,246	25,684	25,687	25,178	25,076	25,408	25,665	25,349	24,854	24,675	24,460	24,022	24,537	24,225	23,587
Unemployment.....	1,369	1,682	1,580	1,615	1,633	1,806	2,067	1,632	1,463	1,489	1,625	1,592	1,295	1,747	1,390
Employment.....	23,877	24,001	24,107	23,563	23,443	23,602	23,598	23,717	23,391	23,186	22,835	22,430	23,242	22,478	22,196
Nonagricultural.....	23,282	23,061	22,897	22,340	22,332	22,344	22,287	22,679	22,663	22,560	22,315	21,890	22,714	21,523	21,151
Worked 35 hours or more.....	16,020	13,962	15,572	15,147	13,672	13,424	14,622	15,327	13,699	15,022	14,356	14,835	15,228	14,273	13,877
Worked 15-34 hours.....	4,213	6,014	4,164	3,921	3,640	3,496	3,760	4,099	5,515	4,149	4,547	3,983	4,319	3,934	4,149
Worked 1-14 hours.....	2,377	2,349	2,282	2,092	1,819	1,895	2,029	2,352	2,198	2,430	2,459	2,252	2,383	2,098	1,919
With a job but not at work ³	674	736	879	1,183	3,202	3,529	1,978	900	1,251	960	950	820	782	1,217	1,206
Agricultural.....	594	940	1,210	1,223	1,111	1,258	1,310	1,088	728	625	520	540	528	955	1,045
Worked 35 hours or more.....	224	372	597	551	467	539	564	418	311	204	187	243	172	408	445
Worked 15-34 hours.....	280	443	467	537	485	556	590	493	341	312	255	236	252	419	486
Worked 1-14 hours.....	69	104	134	122	129	137	135	117	59	83	57	44	66	107	96
With a job but not at work ³	21	22	15	10	28	26	23	12	17	26	20	17	40	22	17

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.

² Because of rounding, sums of individual items do not necessarily equal totals.

³ Unemployment as a percent of labor force.

⁴ Includes persons who had a job or business but who did not work during the survey week because of illness, bad weather, vacation, or labor dispute. Prior to January 1957, also included were persons on layoff with definite instructions to return to work within 30 days of layoff and persons who had

new jobs to which they were scheduled to report within 30 days. Most of the persons in these groups have, since that time, been classified as unemployed.

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

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

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

[In thousands]

Revised series: see box, p. 220.

Industry	1963												1962	Annual average	
	Dec.†	Nov.‡	Oct.	Sept.	Aug.	July	June	May	Apr.	Mar.	Feb.	Jan.	Dec.	1962	1961
Total employees.....	58,638	58,264	58,426	58,211	57,651	57,422	57,609	56,967	56,505	55,714	55,374	55,409	57,044	55,841	54,224
Mining	624	632	637	641	646	641	650	643	632	616	618	622	634	652	672
Metal mining.....	82.5	84.1	84.4	84.4	84.7	84.4	84.0	83.0	81.5	78.7	79.5	77.9	76.8	82.8	87.4
Iron ores.....	26.6	27.6	27.9	28.1	28.1	27.9	26.9	26.5	24.4	23.1	22.9	21.5	22.4	25.5	26.9
Copper ores.....	27.7	27.6	27.5	27.5	27.5	27.5	27.9	27.9	28.5	28.0	28.0	28.0	28.0	28.5	29.0
Coal mining.....	136.1	136.0	134.5	135.1	125.9	138.8	141.5	142.8	141.7	147.3	148.1	147.9	151.7	161.3	161.3
Bituminous.....	124.9	125.0	123.8	124.5	114.5	128.0	130.5	131.9	130.5	135.8	136.6	136.6	139.2	139.8	147.1
Crude petroleum and natural gas.....	290.8	289.5	295.0	297.9	307.2	300.3	295.0	289.7	288.1	287.8	289.1	295.6	299.2	303.1	303.1
Crude petroleum and natural gas fields.....	161.2	161.6	163.3	166.5	167.5	166.3	163.0	162.9	162.3	163.1	163.4	163.7	167.4	171.3	171.3
Oil and gas field services.....	129.6	127.9	131.7	131.4	134.7	134.0	132.0	126.8	125.8	124.7	125.7	131.9	131.8	131.8	131.8
Quarrying and nonmetallic mining.....	122.3	127.1	126.7	128.2	128.5	127.0	123.3	118.1	107.7	103.8	106.8	113.2	118.7	119.8	119.8
Contract construction	2,966	3,178	3,333	3,378	3,437	3,364	3,232	3,049	2,846	2,556	2,470	2,584	2,776	2,909	2,816
General building contractors.....	974.0	1,011.6	1,026.4	1,055.9	1,035.5	934.6	916.0	864.0	768.6	741.7	731.2	837.8	881.1	874.9	874.9
Heavy construction.....	633.3	706.3	723.2	735.5	718.4	691.0	635.7	591.0	451.0	420.7	443.4	511.4	593.8	583.3	583.3
Highway and street construction.....	328.9	387.5	398.8	404.6	392.3	377.6	341.5	274.9	203.8	181.9	197.7	239.2	293.1	291.5	291.5
Other heavy construction.....	304.4	318.8	324.4	330.9	326.1	313.4	294.2	276.1	247.2	238.8	250.7	272.2	298.7	291.8	291.8
Special trade contractors.....	1,570.3	1,615.1	1,628.4	1,645.2	1,612.0	1,556.1	1,497.2	1,430.9	1,336.5	1,308.0	1,354.2	1,427.0	1,434.5	1,357.9	1,357.9
Manufacturing	17,143	17,231	17,367	17,398	17,199	17,050	17,111	16,960	16,845	16,756	16,683	16,687	16,862	16,859	16,327
Durable goods.....	9,766	9,788	9,811	9,801	9,609	9,666	9,738	9,673	9,508	9,474	9,481	9,546	9,493	9,072	9,072
Nondurable goods.....	7,377	7,443	7,556	7,597	7,590	7,384	7,373	7,287	7,252	7,248	7,209	7,206	7,316	7,367	7,255
Durable goods															
Ordnance and accessories.....	277.3	277.4	276.7	276.4	275.7	276.2	275.5	274.5	273.9	277.9	279.2	279.8	280.7	270.7	234.7
Ammunition, except for small arms.....	195.0	194.7	193.3	192.4	191.1	191.1	189.3	187.7	186.9	189.8	190.6	190.2	191.0	183.4	153.3
Sighting and fire control equipment.....	59.1	59.0	59.2	58.8	58.5	58.5	58.5	58.2	57.6	58.0	57.7	58.1	58.2	55.1	47.8
Other ordnance and accessories.....	59.1	59.0	59.2	58.8	58.5	58.5	58.5	58.2	57.6	58.0	57.7	58.1	58.2	55.1	47.8
Lumber and wood products, except furniture.....	581.8	595.2	605.9	614.1	608.8	589.4	584.9	594.6	571.9	560.9	556.1	561.2	572.5	588.7	582.9
Logging camps and logging contractors.....	79.1	85.1	89.9	93.3	89.9	82.8	78.5	82.4	74.1	71.1	72.6	74.7	78.5	83.0	84.6
Sawmills and planing mills.....	248.8	253.8	258.0	261.5	263.1	256.2	255.4	257.1	248.3	244.9	241.8	244.0	246.4	255.7	257.9
Millwork, plywood, and related products.....	154.5	156.6	157.6	158.3	154.7	150.6	149.9	155.1	151.7	148.0	146.4	147.3	150.8	151.9	143.2
Wooden containers.....	35.2	35.0	35.0	35.7	36.5	36.4	36.6	36.0	35.0	34.3	34.0	34.2	35.2	36.4	38.4
Miscellaneous wood products.....	64.2	64.7	65.4	65.3	64.6	63.4	64.5	64.0	62.8	62.6	61.3	61.0	61.6	61.8	59.0
Furniture and fixtures.....	395.3	397.7	399.7	399.1	396.7	386.5	387.7	382.8	382.6	383.0	382.3	384.2	387.8	385.1	367.5
Household furniture.....	289.9	291.0	291.5	289.3	286.7	279.4	280.7	278.0	278.9	278.6	278.6	276.7	279.8	276.0	262.0
Office furniture.....	27.2	27.5	27.4	27.3	26.8	26.9	26.6	26.8	27.0	27.2	28.3	28.9	27.8	26.6	26.6
Partitions; office and store fixtures.....	41.2	37.8	39.3	40.5	40.9	40.4	39.0	38.2	37.8	38.7	38.9	39.6	40.6	38.2	38.2
Other furniture and fixtures.....	41.2	41.7	41.4	41.9	41.8	40.9	41.1	40.0	39.1	38.7	38.9	39.6	40.1	40.7	40.7
Stone, clay, and glass products.....	605.4	620.3	623.9	629.9	635.6	630.0	626.8	615.3	599.6	574.1	563.2	567.7	583.1	594.0	582.0
Flat glass.....	32.5	32.2	31.6	31.3	30.3	30.2	30.1	29.9	29.3	29.3	29.5	29.7	30.7	30.4	29.9
Glass and glassware, pressed or blown.....	111.5	113.5	113.8	115.9	116.7	116.1	115.6	113.6	112.6	110.9	109.5	107.6	108.7	109.6	106.6
Cement, hydraulic.....	38.4	40.1	40.9	42.0	42.6	42.7	42.3	41.0	40.0	36.3	35.4	37.0	38.7	40.1	40.2
Structural clay products.....	67.6	68.5	68.7	70.1	72.0	71.5	71.1	69.8	67.7	63.9	62.9	64.2	66.8	68.3	70.4
Pottery and related products.....	45.5	45.1	44.8	44.4	43.7	43.5	43.7	43.6	43.0	42.7	42.8	43.2	43.8	42.9	42.9
Concrete, gypsum, and plaster products.....	163.8	177.6	180.9	183.3	185.4	184.0	183.3	177.3	168.0	154.8	148.6	150.8	157.9	164.4	158.5
Other stone and mineral products.....	121.7	121.8	121.3	121.6	122.8	122.4	121.3	120.3	118.5	116.5	115.5	116.2	117.7	118.9	116.4
Primary metal industries	1,160.9	1,152.6	1,152.7	1,166.0	1,170.8	1,195.9	1,209.1	1,191.6	1,174.8	1,151.9	1,136.4	1,123.0	1,123.2	1,163.8	1,142.7
Blast furnace and basic steel products.....	575.5	569.8	571.4	581.8	593.2	615.9	623.9	612.2	597.9	578.5	564.3	550.6	550.3	591.9	595.5
Iron and steel foundries.....	201.3	201.4	200.0	201.7	196.2	198.4	200.5	198.4	197.2	195.1	194.4	193.4	193.5	193.6	186.7
Nonferrous smelting and refining.....	70.0	69.7	69.7	70.2	70.3	70.3	69.6	68.4	67.6	66.7	66.5	67.0	67.8	68.1	66.6
Nonferrous rolling, drawing, and extruding.....	183.6	182.5	182.7	182.7	183.5	183.0	185.4	183.1	182.0	181.4	181.0	180.9	181.3	181.3	174.4
Nonferrous foundries.....	71.3	71.1	71.0	71.3	70.4	70.9	71.4	71.3	71.5	71.5	71.5	71.9	71.9	70.0	63.7
Miscellaneous primary metal industries.....	59.2	58.1	57.9	58.3	57.2	57.4	58.3	58.2	58.6	58.7	58.7	59.2	58.8	58.9	55.7
Fabricated metal products	1,176.9	1,178.0	1,182.7	1,178.6	1,160.5	1,149.1	1,163.0	1,147.6	1,133.7	1,121.5	1,119.7	1,123.0	1,133.8	1,127.5	1,084.5
Metal cans.....	60.7	61.0	61.6	64.2	65.5	65.0	64.6	63.0	62.0	60.2	58.8	58.1	57.4	61.3	59.9
Cutlery, handtools, and general hardware.....	141.3	140.0	138.6	137.3	132.6	130.5	135.5	134.6	134.8	134.8	135.7	136.2	137.0	134.8	127.7
Heating equipment and plumbing fixtures.....	79.2	78.9	79.3	79.2	79.0	77.5	77.0	75.9	74.8	74.3	74.5	73.4	74.4	74.9	73.2
Fabricated structural metal products.....	340.2	344.2	347.4	351.4	352.0	346.6	344.3	335.9	327.5	320.8	319.7	322.6	328.0	331.5	332.7
Screw machine products, bolts, etc.....	89.4	88.7	88.8	89.2	88.7	87.6	89.1	88.5	88.3	88.9	88.8	88.4	88.5	87.9	82.1
Metal stampings.....	206.0	205.8	205.4	198.8	187.4	189.0	196.8	196.1	194.4	192.7	193.1	196.1	197.9	190.4	177.2
Coating, engraving, and allied services.....	71.5	72.9	73.6	72.3	70.3	69.1	70.2	69.7	68.7	66.9	67.1	66.8	67.9	67.2	62.5
Miscellaneous fabricated wire products.....	59.6	58.8	59.5	58.4	58.0	57.0	57.9	57.7	57.3	57.3	56.8	57.0	57.7	56.7	53.3
Miscellaneous fabricated metal products.....	129.0	127.7	128.5	127.8	127.0	126.8	127.6	126.2	125.9	125.6	125.2	124.4	125.0	122.9	115.8

See footnotes at end of table.

TABLE A-2. Employees in nonagricultural establishments, by industry¹—Continued

[In thousands]

Revised series; see box, p. 220.

Industry	1963												1962	Annual average	
	Dec. ²	Nov. ³	Oct.	Sept.	Aug.	July	June	May	Apr.	Mar.	Feb.	Jan.	Dec.	1962	1961
Manufacturing—Continued															
<i>Durable goods—Continued</i>															
Machinery.....	1,543.9	1,530.4	1,527.5	1,524.7	1,516.4	1,512.4	1,523.1	1,516.4	1,518.8	1,514.4	1,506.4	1,501.8	1,496.8	1,489.8	1,419.0
Engines and turbines.....	86.1	86.1	86.2	86.3	85.4	84.7	84.5	84.4	85.7	85.7	85.9	86.2	84.9	84.0	79.3
Farm machinery and equipment.....	219.0	217.2	216.9	217.6	216.6	214.6	215.1	212.3	211.6	215.1	213.4	218.5	210.8	212.4	108.8
Construction and related machinery.....	277.0	273.4	272.4	270.9	269.1	268.3	271.0	269.4	269.4	268.4	266.8	265.7	265.3	261.7	247.5
Metalworking machinery and equipment.....	169.8	169.3	168.4	167.9	166.9	166.8	168.5	168.0	168.5	168.1	167.5	168.0	169.0	169.0	161.0
Special industry machinery.....	233.3	231.5	232.2	233.4	232.2	231.0	231.1	229.2	229.5	229.3	228.6	229.7	227.9	227.6	217.2
Office, computing, and accounting machines.....	154.1	153.9	154.4	153.9	153.6	152.8	153.0	152.3	153.5	153.9	153.8	154.8	155.1	156.3	152.0
Service industry machines.....	101.2	100.3	100.3	99.7	98.7	101.2	102.9	103.3	101.9	100.1	98.8	98.3	98.4	100.8	95.4
Miscellaneous machinery.....	182.8	181.5	180.1	179.0	178.8	175.7	177.0	174.9	173.7	173.0	171.2	170.3	170.9	167.4	156.4
Electrical equipment and supplies.....	1,583.8	1,586.9	1,595.4	1,590.5	1,571.7	1,566.3	1,580.4	1,572.8	1,572.4	1,577.4	1,586.9	1,597.3	1,610.4	1,579.2	1,474.7
Electric distribution equipment.....	171.4	170.5	169.0	169.5	170.5	168.6	168.5	167.8	167.6	167.4	168.0	168.9	170.3	167.8	162.8
Electrical industrial apparatus.....	189.0	187.8	187.8	187.8	187.8	187.8	188.2	186.8	186.1	185.7	186.3	186.6	187.5	185.4	176.6
Household appliances.....	160.7	161.8	160.8	157.9	153.9	152.6	155.0	153.4	151.9	149.2	149.8	150.0	150.8	150.2	148.2
Electric lighting and wiring equipment.....	153.5	153.9	154.3	153.0	150.2	146.5	147.4	146.0	147.0	147.2	146.7	146.1	146.9	143.2	135.6
Radio and TV receiving sets.....	116.5	119.9	122.6	122.2	118.3	113.5	112.1	106.9	103.7	104.9	106.3	108.7	112.1	110.7	102.8
Communication equipment.....	419.8	418.3	425.0	426.1	425.5	427.1	432.0	435.8	441.0	447.1	452.1	455.5	458.6	445.0	404.7
Electronic components and accessories.....	263.2	264.8	264.3	263.8	265.7	261.6	265.7	265.2	264.7	265.5	265.9	268.9	271.0	266.8	243.0
Miscellaneous electrical equipment and supplies.....	109.7	109.9	111.6	110.2	99.8	108.6	111.5	110.9	110.4	110.4	111.8	112.6	113.2	110.0	101.0
Transportation equipment.....	1,666.3	1,656.6	1,650.4	1,626.8	1,487.0	1,600.4	1,620.7	1,620.4	1,616.5	1,603.7	1,607.5	1,612.7	1,609.2	1,542.3	1,458.8
Motor vehicles and equipment.....	783.1	777.2	768.3	752.3	617.6	732.1	747.0	745.8	738.9	727.4	730.8	740.3	741.5	691.6	633.1
Aircraft and parts.....	659.1	653.2	652.1	648.6	644.5	643.3	644.9	644.5	647.6	640.4	653.0	655.1	653.7	634.6	619.7
Ship and boat building and repairing.....	137.5	139.5	142.1	140.4	141.6	141.8	144.0	148.9	149.4	149.3	147.2	145.6	142.4	141.3	141.2
Railroad equipment.....	47.1	47.3	45.1	44.1	44.3	44.7	42.3	43.0	42.3	41.6	40.0	39.3	40.6	34.6	34.6
Other transportation equipment.....	39.6	40.6	40.4	39.2	38.9	38.9	40.1	38.9	37.6	35.3	34.9	31.7	32.3	34.2	30.3
Instruments and related products.....	375.8	377.0	375.8	375.5	376.2	372.0	373.5	368.1	367.3	366.0	364.8	364.8	365.3	360.4	347.4
Engineering and scientific instruments.....	73.1	73.1	73.2	73.1	73.9	73.1	73.9	73.4	73.6	74.1	74.1	75.2	75.3	73.9	74.4
Mechanical measuring and control devices.....	97.5	97.0	96.5	97.1	98.0	97.9	97.9	97.0	97.4	97.5	97.3	96.8	96.3	95.0	89.7
Optical and ophthalmic goods.....	42.3	42.6	42.2	42.0	41.2	41.1	42.0	41.5	41.0	40.9	40.9	40.4	40.5	40.6	39.2
Surgical, medical, and dental equipment.....	54.1	54.0	53.8	54.0	53.8	52.3	53.6	53.0	52.7	52.3	52.1	51.7	51.4	50.1	48.1
Photographic equipment and supplies.....	78.6	78.2	77.8	78.3	77.7	76.0	74.3	73.8	73.1	72.7	72.9	73.4	73.2	72.4	69.4
Watches and clocks.....	31.7	31.9	31.5	31.5	31.0	29.9	30.1	28.9	28.8	28.1	27.7	27.8	28.4	28.3	26.4
Miscellaneous manufacturing industries.....	398.1	416.0	420.2	419.2	409.3	388.2	393.2	388.7	381.2	377.0	371.6	365.7	383.1	391.2	378.2
Jewelry, silverware and plated ware.....	43.6	43.9	43.4	43.1	41.9	38.8	41.7	41.5	41.6	41.5	41.9	41.7	42.6	42.3	42.4
Toys, amusement and sporting goods.....	116.4	122.8	120.1	116.0	106.3	105.2	103.6	96.8	92.3	86.7	82.2	92.4	102.5	102.5	97.7
Pens, pencils, office and art materials.....	33.2	32.2	32.4	32.0	31.3	31.9	32.1	31.7	31.4	30.8	30.9	31.6	31.0	31.0	30.0
Costume jewelry, buttons, and notions.....	58.2	58.8	60.1	59.9	56.5	58.0	56.1	55.2	56.1	56.4	55.8	58.3	57.8	56.7	56.7
Other manufacturing industries.....	160.5	164.3	163.0	163.5	159.5	155.3	156.4	155.4	155.9	155.7	155.8	155.1	168.2	157.6	151.4
<i>Nondurable goods</i>															
Food and kindred products.....	1,714.8	1,754.2	1,832.8	1,872.6	1,864.6	1,779.5	1,732.0	1,679.9	1,659.4	1,658.2	1,648.7	1,671.1	1,724.0	1,759.9	1,775.2
Meat products.....	312.3	313.6	314.0	313.6	312.9	310.7	307.8	303.6	300.6	299.1	301.8	305.4	313.1	312.9	319.5
Dairy products.....	287.3	289.4	293.5	298.9	305.8	307.9	305.2	297.5	294.2	292.0	290.6	291.4	294.6	303.4	310.5
Canned and preserved foods, except meats.....	230.6	230.6	229.8	354.2	341.6	264.3	227.4	203.2	197.5	197.4	190.1	196.3	210.6	253.7	249.7
Grain mill products.....	131.0	130.4	133.8	135.1	136.1	135.9	134.1	131.1	127.8	128.6	127.6	128.4	128.8	130.8	131.0
Bakery products.....	291.4	293.0	294.0	292.8	295.1	296.0	294.0	290.7	289.4	290.6	289.7	290.8	294.2	293.6	285.9
Sugar.....	49.7	48.8	48.8	33.0	31.4	30.7	30.9	30.6	28.9	28.4	29.8	36.2	47.1	35.3	36.4
Confectionery and related products.....	82.2	84.4	83.4	80.5	76.3	69.9	72.6	70.8	71.3	75.0	75.4	76.6	80.6	75.4	76.9
Beverages.....	212.3	217.6	220.5	220.3	223.9	223.9	219.9	213.2	209.5	206.7	204.6	204.6	210.3	212.3	213.1
Miscellaneous food and kindred products.....	143.5	145.5	147.0	144.2	141.5	140.2	140.1	139.2	140.2	140.4	141.3	141.4	144.7	142.4	142.3
Tobacco manufactures.....	93.1	99.0	106.6	107.5	100.5	74.9	75.6	76.5	78.6	80.8	86.1	89.1	94.8	91.0	90.7
Cigarettes.....	38.0	38.0	38.6	38.6	38.6	38.2	38.1	37.5	37.6	37.6	37.1	37.4	37.5	37.5	38.0
Cigars.....	23.9	23.7	23.7	23.4	23.0	21.9	22.8	22.8	23.0	23.3	23.3	23.2	24.2	23.9	25.5
Textile mill products.....	887.3	895.2	897.7	895.8	896.5	884.0	895.1	887.6	886.9	884.8	881.2	881.4	893.1	902.6	893.4
Cotton broad woven fabrics.....	234.7	234.1	234.2	233.7	234.0	232.4	233.0	232.5	233.0	233.5	233.4	234.9	236.8	240.4	243.6
Silk and synthetic broad woven fabrics.....	85.0	85.1	84.3	83.7	84.1	82.5	83.6	82.6	82.1	81.9	81.9	82.3	82.8	81.7	82.6
Weaving and finishing broad woollens.....	45.7	45.8	47.2	47.8	49.0	49.5	50.4	50.2	50.7	50.8	50.7	49.1	49.3	51.8	51.9
Narrow fabrics and smallwares.....	27.2	27.3	27.4	27.2	27.0	26.1	27.2	26.9	26.8	26.7	26.8	26.9	27.5	27.6	26.6
Knitting.....	208.0	216.4	219.7	219.6	219.5	216.4	218.3	215.3	213.3	212.1	208.8	207.1	212.5	219.4	214.3
Finishing textiles, except wool and knit.....	74.8	75.0	74.4	74.3	74.3	73.6	74.5	74.1	74.5	74.4	74.1	74.3	75.3	74.9	73.4
Floor covering.....	38.7	38.5	37.9	37.8	37.8	37.0	37.1	37.1	37.7	37.7	38.3	38.6	38.9	37.4	35.7
Yarn and thread.....	106.8	106.0	105.5	105.5	105.7	101.9	104.9	103.6	103.1	102.4	102.4	102.2	103.4	103.3	99.3
Miscellaneous textile goods.....	66.2	66.8	66.5	66.1	65.1	64.6	66.1	65.3	65.7	65.3	64.8	66.0	66.6	66.3	65.9

See footnotes at end of table.

TABLE A-2. Employees in nonagricultural establishments, by industry¹—Continued

[In thousands]

Revised series; see box, p. 220.

Industry	1963												1962	Annual average	
	Dec. ²	Nov. ²	Oct.	Sept.	Aug.	July	June	May	Apr.	Mar.	Feb.	Jan.	Dec.	1962	1961
Manufacturing—Continued															
<i>Nondurable goods—Continued</i>															
Apparel and related products.....	1,301.1	1,311.2	1,329.6	1,329.0	1,331.9	1,280.0	1,289.2	1,288.2	1,280.2	1,301.2	1,284.0	1,251.2	1,267.8	1,266.7	1,214.5
Men's and boys' suits and coats.....	114.9	113.2	113.5	116.1	116.6	113.9	118.8	117.9	116.3	117.7	117.9	117.9	118.5	117.2	114.3
Men's and boys' furnishings.....	327.0	329.3	333.6	335.5	340.2	330.2	334.1	330.3	326.8	323.6	322.5	319.4	323.6	319.0	296.3
Women's, misses', and juniors' outerwear.....	390.7	393.4	399.8	400.6	404.5	384.9	380.2	388.4	390.5	404.8	396.0	375.1	376.7	381.7	368.6
Women's and children's undergarments.....	122.7	125.4	124.9	122.9	120.8	113.4	116.0	116.1	116.4	116.5	115.8	114.5	117.7	116.5	114.3
Hats, caps, and millinery.....	30.7	33.1	33.1	34.7	34.7	32.6	30.7	29.5	31.2	35.8	35.4	33.2	31.2	32.8	32.4
Girls' and children's outerwear.....	79.9	78.8	80.0	79.6	81.3	81.2	82.3	79.6	75.4	81.3	80.6	77.8	76.6	78.4	76.1
Fur goods and miscellaneous apparel.....	76.5	78.4	77.3	75.6	72.7	73.0	71.4	71.0	71.5	69.4	67.8	67.8	73.7	73.9	71.6
Miscellaneous fabricated textile products.....	161.7	163.9	166.3	163.9	158.2	151.1	154.1	155.0	152.6	150.0	146.4	145.5	149.8	147.2	140.9
Paper and allied products.....	626.7	626.3	626.3	629.0	629.3	620.6	624.1	615.8	614.5	613.2	609.9	613.0	618.2	614.5	601.3
Paper and pulp.....	214.6	215.3	215.5	216.9	219.6	217.2	217.8	213.6	212.9	212.2	212.2	214.1	215.4	217.3	219.6
Paperboard.....	69.0	68.1	67.9	68.0	68.3	67.9	67.9	67.7	66.8	67.4	67.2	67.5	67.4	65.8	66.3
Converted paper and paperboard products.....	150.9	150.1	150.3	151.9	150.8	147.6	147.9	146.7	147.5	146.6	145.2	145.2	146.3	144.5	137.1
Paperboard containers and boxes.....	192.2	192.8	192.6	192.2	190.6	187.9	190.5	187.8	187.3	187.0	185.3	186.2	189.1	186.9	178.3
Printing, publishing, and allied industries.....	944.4	940.4	941.7	937.8	935.1	930.5	932.8	927.9	925.3	907.7	903.3	906.0	913.7	924.9	917.3
Newspaper publishing and printing.....	326.9	324.9	326.4	325.4	325.8	325.9	325.9	323.4	321.3	303.0	302.2	302.1	305.4	324.1	325.9
Periodical publishing and printing.....	70.8	70.6	70.0	69.1	68.3	68.3	68.8	69.9	70.3	71.2	71.0	71.7	71.3	70.3	70.7
Books.....	304.7	303.4	302.7	299.9	297.2	296.2	297.7	296.8	296.5	297.5	295.2	297.3	300.6	296.0	292.4
Commercial printing.....	50.1	49.7	50.4	50.9	51.7	51.5	51.6	50.4	50.1	49.7	49.0	49.3	49.7	49.1	47.7
Bookbinding and related industries.....	116.0	116.5	116.0	115.4	115.1	114.5	114.4	113.3	113.4	113.5	113.5	112.9	114.1	113.0	109.6
Other publishing and printing industries.....	866.2	866.7	870.0	871.8	875.9	872.3	870.2	869.4	870.1	858.1	850.1	846.2	846.4	846.0	827.2
Chemicals and allied products.....	284.4	285.1	284.7	286.8	289.4	288.4	287.6	285.2	284.6	283.2	282.2	282.2	282.5	283.4	281.8
Industrial chemicals.....	173.7	172.9	172.8	172.6	172.9	172.6	170.9	168.7	166.0	164.7	164.2	164.4	163.7	161.2	153.4
Plastics and synthetics, except glass.....	118.1	117.5	117.1	117.1	118.3	117.6	116.8	115.4	115.1	114.6	114.0	113.4	113.4	111.3	108.5
Drugs.....	98.7	99.5	101.7	101.1	101.6	99.5	99.2	97.7	98.3	98.2	97.6	97.3	98.0	96.9	94.5
Soap, cleaners, and toilet goods.....	64.4	64.3	64.5	65.0	66.1	66.1	65.3	64.1	63.6	62.8	62.6	61.8	61.9	62.9	62.1
Paints, varnishes, and allied products.....	47.0	46.8	48.6	47.8	46.0	46.0	48.9	56.8	61.3	53.4	49.3	47.3	45.8	48.3	46.9
Agricultural chemicals.....	79.9	80.6	80.6	81.4	81.6	82.1	81.5	81.5	81.2	80.4	79.8	81.1	81.1	81.9	80.0
Other chemical products.....	184.3	186.9	188.8	191.0	193.1	191.1	190.4	188.9	187.0	185.7	185.6	184.8	186.2	195.0	201.9
Petroleum refining and related industries.....	151.8	152.4	153.0	154.6	155.8	154.4	153.9	153.4	153.6	154.3	153.7	152.1	152.5	160.5	168.4
Petroleum refining.....	32.5	34.5	35.8	36.4	37.3	36.7	36.5	36.5	33.4	31.4	31.9	32.7	33.7	34.5	33.6
Other petroleum and coal products.....	408.7	412.9	411.6	409.4	405.0	400.5	412.4	410.4	408.1	406.6	406.0	412.1	413.1	405.8	375.3
Rubber and miscellaneous plastic products.....	93.6	94.1	91.9	91.6	91.3	96.0	98.7	98.4	98.3	98.1	98.4	99.3	99.8	99.2	97.7
Tires and inner tubes.....	160.6	162.9	162.3	161.5	159.8	155.7	162.1	161.1	160.6	160.9	161.3	163.7	164.2	160.5	148.6
Other rubber products.....	154.5	155.9	157.4	156.3	153.9	148.8	151.6	150.9	149.2	147.6	146.3	149.1	149.1	146.0	128.9
Miscellaneous plastic products.....	350.8	349.9	350.8	352.7	357.9	350.6	350.7	342.6	342.0	351.5	353.9	350.9	358.5	360.3	358.2
Leather and leather products.....	31.9	31.7	31.5	31.3	31.5	30.7	31.5	30.9	30.6	30.8	31.2	32.0	32.2	31.9	32.3
Leather tanning and finishing.....	236.9	233.4	231.7	234.2	239.0	236.2	235.7	232.3	232.1	237.4	239.9	238.4	240.7	241.2	239.6
Footwear, except rubber.....	82.0	84.8	87.6	87.2	87.4	83.7	83.5	79.4	79.3	83.3	82.8	80.5	85.6	87.2	86.3
Other leather products.....	3,949	3,968	3,982	3,976	3,976	3,975	3,954	3,897	3,859	3,847	3,844	3,775	3,914	3,903	3,903
Transportation and public utilities.....	770.7	776.2	780.2	791.2	789.8	789.8	788.9	779.7	768.9	761.0	757.3	755.4	783.2	797.1	816.8
Railroad transportation.....	675.9	681.4	685.8	696.9	695.0	695.0	694.7	684.5	674.4	666.9	664.4	663.4	681.6	700.2	717.5
Class I railroads.....	278.8	277.9	276.2	258.3	258.4	258.4	268.9	274.4	273.2	275.7	276.6	277.4	276.4	271.1	276.9
Local and interurban passenger transit.....	87.6	87.8	87.8	86.8	87.0	87.0	87.7	88.1	87.3	87.8	87.8	85.2	88.4	90.5	98.5
Local and suburban transportation.....	114.3	113.1	112.2	111.1	111.4	111.4	111.7	112.7	113.9	116.9	117.6	117.0	116.3	113.2	114.3
Taxicabs.....	41.3	41.8	43.1	43.6	43.7	42.7	42.7	41.6	40.5	39.7	39.9	41.1	40.8	41.4	40.9
Intercity and rural buslines.....	927.2	935.7	934.2	921.1	920.1	912.3	912.3	877.3	868.3	858.6	856.7	853.8	893.0	879.9	845.1
Motor freight transportation and storage.....	213.1	212.0	211.5	212.4	211.8	210.7	210.7	209.4	208.4	207.8	207.3	207.7	205.9	200.5	195.7
Air transportation.....	192.6	191.8	191.6	191.9	191.3	189.5	187.8	186.7	186.5	186.6	186.6	187.0	185.4	179.5	175.4
Pipeline transportation.....	19.6	19.7	20.1	20.4	20.5	20.4	19.9	20.0	20.0	20.0	20.0	20.3	20.6	21.3	22.2
Other transportation.....	301.0	302.2	306.4	305.6	305.5	302.4	305.6	294.0	297.9	302.2	302.2	304.8	304.8	297.1	303.5
Communication.....	827.1	832.5	835.0	840.0	842.4	842.4	831.5	824.4	823.7	821.2	819.2	819.2	822.9	824.7	828.9
Telephone communication.....	686.2	690.8	693.2	698.8	701.4	691.8	685.8	684.5	683.1	681.0	681.0	681.6	684.1	687.7	693.3
Telegraph communication.....	32.9	33.3	33.6	33.6	34.0	34.1	34.1	35.0	35.0	35.3	35.3	35.6	36.3	37.0	37.5
Radio and television broadcasting.....	103.7	104.1	103.9	103.3	102.7	101.3	99.6	99.9	98.8	98.6	97.7	98.2	95.8	91.1	93.9
Electric, gas, and sanitary services.....	611.0	611.3	617.9	626.5	625.9	619.1	606.7	602.8	605.2	605.0	605.0	607.4	612.9	613.7	613.7
Electric companies and systems.....	246.0	246.2	248.8	251.7	251.5	249.2	243.8	240.9	244.7	244.7	244.7	244.8	246.5	248.6	248.6
Gas companies and systems.....	154.4	154.3	155.9	158.4	158.3	156.9	153.0	152.9	152.9	153.0	153.0	154.0	155.1	155.6	155.6
Combined utility systems.....	171.9	172.1	174.2	176.6	176.3	173.8	171.0	170.8	170.4	170.5	170.9	171.7	172.7	175.0	175.0
Water, steam, and sanitary systems.....	38.7	38.7	39.0	39.8	39.8	39.8	39.2	38.4	38.0	37.2	36.8	36.7	36.0	36.7	34.5

See footnotes at end of table.

TABLE A-2. Employees in nonagricultural establishments, by industry¹—Continued

(In thousands)

Revised series; see box, p. 220.

Industry	1963												1962	Annual average	
	Dec. ²	Nov. ²	Oct.	Sept.	Aug.	July	June	May	Apr.	Mar.	Feb.	Jan.	Dec.	1962	1961
Wholesale and retail trade	12,745	12,170	12,014	11,942	11,878	11,832	11,848	11,720	11,740	11,497	11,433	11,535	12,420	11,582	11,337
Wholesale trade.....	3,221	3,205	3,208	3,199	3,196	3,168	3,132	3,085	3,075	3,069	3,065	3,073	3,118	3,061	2,993
Motor vehicles and automotive equipment.....		237.9	237.3	236.7	237.3	237.5	236.7	234.1	232.6	232.0	231.2	229.8	231.7	228.2	218.6
Drugs, chemicals, and allied products.....		192.9	192.1	191.7	192.1	190.7	190.2	188.5	189.1	189.2	188.8	188.5	190.5	187.0	181.5
Dry goods and apparel.....		343.0	329.7	325.4	309.9	306.0	311.2	312.0	328.1	307.5	300.2	311.2	414.2	325.3	323.4
Groceries and related products.....		500.0	512.7	514.6	512.5	508.5	497.1	475.6	472.4	476.9	474.4	477.9	489.0	487.1	485.6
Electrical goods.....		229.9	231.0	231.1	232.0	231.0	228.6	227.4	226.4	224.6	224.4	223.9	223.0	218.1	211.0
Hardware, plumbing and heating goods.....		146.5	146.5	146.5	147.2	147.3	145.8	144.1	144.1	142.9	142.3	142.1	143.0	142.3	140.4
Machinery, equipment, and supplies.....		557.8	554.5	550.9	550.1	547.2	538.9	533.5	532.1	528.3	525.8	521.7	521.4	511.8	486.4
Retail trade	9,524	8,965	8,806	8,743	8,682	8,664	8,716	8,635	8,665	8,428	8,368	8,462	9,302	8,521	8,344
General merchandise stores.....		1,808.9	1,694.3	1,652.1	1,602.0	1,583.8	1,605.4	1,590.2	1,617.5	1,537.2	1,514.5	1,588.6	2,112.3	1,627.0	1,578.1
Department stores.....		1,072.8	992.3	961.9	932.0	923.2	940.0	932.0	949.4	903.3	889.5	943.9	1,282.0	959.6	924.6
Limited price variety stores.....		343.0	329.7	325.4	309.9	306.0	311.2	312.0	328.1	307.5	300.2	311.2	414.2	325.3	323.4
Food stores.....		1,435.0	1,425.1	1,414.1	1,400.2	1,403.8	1,420.5	1,395.2	1,401.3	1,393.1	1,396.6	1,385.1	1,415.2	1,371.4	1,354.6
Grocery, meat, and vegetable stores.....		1,262.1	1,255.0	1,243.4	1,229.7	1,233.3	1,230.8	1,222.7	1,221.7	1,222.5	1,221.2	1,215.8	1,236.4	1,202.9	1,183.1
Apparel and accessories stores.....		638.2	620.9	614.5	589.4	583.6	610.7	608.5	665.7	656.5	656.9	602.8	731.4	617.2	611.8
Men's and boys' apparel stores.....		104.3	99.9	99.3	97.0	97.6	101.8	97.5	100.7	95.6	97.7	104.4	130.3	100.5	97.3
Women's ready-to-wear stores.....		239.3	233.5	229.7	223.1	218.3	228.2	229.3	238.6	221.9	215.4	223.3	269.6	229.3	228.5
Family clothing stores.....		97.8	93.1	91.8	86.8	87.5	91.2	90.0	92.9	88.9	88.5	94.3	121.0	96.1	95.8
Shoe stores.....		124.7	123.3	126.1	119.6	118.5	122.6	124.1	156.4	115.2	111.7	114.6	132.9	120.9	118.3
Furniture and appliance stores.....		401.1	397.4	393.6	392.4	390.3	389.7	387.2	387.5	388.9	386.8	390.2	405.4	389.5	389.0
Eating and drinking places.....		1,764.4	1,773.6	1,781.3	1,801.5	1,809.9	1,817.9	1,789.2	1,743.9	1,713.7	1,698.7	1,693.4	1,736.5	1,722.8	1,664.8
Other retail trade.....		2,917.2	2,894.7	2,887.2	2,896.4	2,892.2	2,889.6	2,864.2	2,849.2	2,808.5	2,794.7	2,801.5	2,901.1	2,792.5	2,745.2
Motor vehicle dealers.....		682.6	680.3	678.3	680.0	679.4	676.8	671.8	669.6	666.8	665.9	662.5	657.7	642.0	628.8
Other vehicle and accessory dealers.....		170.8	165.8	166.3	168.7	168.3	167.9	163.4	161.7	155.6	153.8	155.9	164.5	162.0	146.6
Drug stores.....		387.6	381.0	380.9	379.3	379.2	377.0	377.4	378.1	376.8	373.6	377.0	396.1	374.3	368.7
Finance, insurance, and real estate	2,879	2,879	2,884	2,887	2,919	2,916	2,885	2,858	2,842	2,825	2,817	2,806	2,817	2,811	2,798
Banking.....		744.5	743.6	743.6	752.1	749.7	739.3	730.8	730.6	729.2	727.3	723.1	723.8	714.0	693.5
Credit agencies other than banks.....		296.6	295.6	294.2	295.4	295.6	291.6	289.3	288.0	286.3	285.6	284.9	284.3	279.4	270.9
Savings and loan associations.....		89.2	88.9	88.3	89.1	89.4	87.0	85.4	85.1	84.4	84.1	84.3	83.1	81.0	75.3
Personal credit institutions.....		155.9	155.5	155.1	155.3	155.5	154.9	154.4	153.8	153.3	153.0	152.0	152.7	150.8	151.1
Security dealers and exchanges.....		123.8	123.6	123.4	125.3	125.7	124.3	123.5	123.0	123.6	122.9	122.0	123.1	131.8	128.5
Insurance carriers.....		871.1	868.6	869.8	878.4	874.2	865.3	861.6	860.0	861.3	859.3	855.7	856.5	851.4	843.7
Life insurance.....		465.7	464.7	465.1	468.5	466.0	461.2	460.0	459.0	460.1	458.9	457.2	456.2	454.1	455.6
Accident and health insurance.....		52.1	51.9	52.0	52.6	52.6	51.9	51.4	51.4	51.4	51.3	51.1	51.3	51.1	50.1
Fire, marine, and casualty insurance.....		311.4	310.2	311.1	314.9	313.5	310.8	309.3	308.8	309.0	308.3	306.8	308.3	305.7	298.5
Insurance agents, brokers, and services.....		220.1	219.3	219.6	222.4	221.3	219.2	217.4	216.6	216.1	215.0	215.0	215.0	211.9	203.0
Real estate.....		546.9	557.1	559.0	568.4	571.3	569.2	569.5	548.2	533.3	526.9	529.9	532.4	532.9	514.3
Operative builders.....		54.2	56.4	55.9	58.4	57.9	57.3	55.2	53.0	49.8	46.5	46.8	48.1	48.1	42.8
Other finance, insurance, and real estate.....		75.6	76.1	77.0	76.7	77.8	76.4	76.1	75.4	75.4	75.1	75.6	76.1	76.9	76.2
Services and miscellaneous	8,425	8,442	8,472	8,436	8,457	8,474	8,423	8,294	8,199	8,076	7,997	7,956	8,014	7,949	7,610
Hotels and lodging places.....		632.9	639.8	672.6	766.1	766.3	692.7	626.0	600.2	586.5	581.4	575.3	575.5	596.5	577.3
Hotels, tourist courts, and motels.....		588.9	592.8	615.6	659.9	662.0	633.8	575.7	554.7	545.1	540.7	534.8	532.2	539.9	521.2
Personal services.....															
Laundries, cleaning and dyeing plants.....		511.5	513.5	512.1	513.8	517.7	519.9	513.6	511.1	501.7	498.9	504.5	506.3	516.2	517.2
Miscellaneous business services.....															
Advertising.....		110.1	109.7	108.6	108.9	108.9	107.6	108.1	107.7	108.0	107.3	108.1	108.6	107.9	107.2
Motion pictures.....		166.2	172.2	176.6	184.2	181.1	177.6	171.2	170.2	162.4	160.1	162.6	166.0	176.3	186.5
Motion picture filming and distributing.....		38.4	39.6	37.2	38.2	36.4	34.3	33.0	32.9	35.0	35.8	37.7	38.8	39.4	46.8
Motion picture theaters and services.....		127.8	132.6	139.4	146.0	144.7	143.3	138.2	137.3	127.4	124.3	124.9	127.2	136.9	139.7
Medical services.....															
Hospitals.....		1,320.3	1,316.7	1,310.8	1,312.0	1,312.6	1,302.9	1,290.7	1,289.0	1,287.1	1,280.4	1,268.5	1,265.3	1,246.7	1,188.9
Government	9,919	9,783	9,751	9,547	9,139	9,170	9,506	9,546	9,542	9,541	9,516	9,444	9,613	9,188	8,828
Federal Government ³	2,477	2,342	2,343	2,342	2,367	2,375	2,365	2,340	2,344	2,334	2,332	2,327	2,462	2,340	2,279
Executive.....		2,312.6	2,313.5	2,312.4	2,337.0	2,344.5	2,334.4	2,311.0	2,314.7	2,304.3	2,302.3	2,297.5	2,462.4	2,310.6	2,250.9
Department of Defense.....		940.1	941.5	943.0	951.9	953.9	951.5	949.9	951.9	951.9	957.0	959.1	961.9	963.3	943.7
Post Office Department.....		593.3	588.5	586.3	588.7	588.7	585.7	582.8	583.3	582.2	580.6	582.5	742.7	597.2	596.7
Other agencies.....		779.2	783.5	783.1	797.0	801.9	797.2	778.3	779.5	770.3	764.7	755.9	757.8	750.2	710.5
Legislative.....		24.1	24.1	24.3	24.5	24.6	24.4	23.7	23.8	23.8	23.8	23.6	23.7	23.7	23.2
Judicial.....		5.7	5.7	5.7	5.7	5.7	5.7	5.6	5.6	5.6	5.6	5.6	5.6	5.6	5.1
State and local government ⁴	7,442	7,441	7,408	7,205	6,772	6,795	7,141	7,206	7,198	7,207	7,184	7,117	7,121	6,849	6,548
State government.....		1,867.4	1,858.1	1,801.6	1,744.8	1,751.7	1,790.7	1,805.0	1,803.6	1,800.0	1,786.8	1,784.2	1,726.4	1,663.6	1,530.8
State education.....		676.9	663.9	591.1	521.3	528.3	588.0	634.8	631.9	636.5	627.6	619.2	619.7	567.7	530.8
Other State government.....		1,190.5	1,194.2	1,210.5	1,223.5	1,223.4	1,202.7	1,173.1	1,173.1	1,167.1	1,172.4	1,167.6	1,164.5	1,158.8	1,132.8
Local government.....		5,573.5	5,549.4	5,403.4	5,026.7	5,043.3	5,349.9	5,397.3	5,393.2	5,403.2	5,383.6	5,330.2	5,336.3	5,122.1	4,884.5
Local education.....		3,224.4	3,197.3	3,023.4	2,590.7	2,601.1	2,961.7	3,076.3	3,087.4	3,110.2	3,095.5	3,050.0	3,054.8	2,832.3	2,644.2
Other local government.....		2,349.1	2,352.1	2,380.0	2,436.0	2,442.2	2,388.2	2,321.0	2,305.8	2,293.0	2,288.1	2,280.2	2,281.5	2,289.8	2,240.3

¹ Beginning with the

TABLE A-3. Production or nonsupervisory workers in nonagricultural establishments, by industry¹

[In thousands]

Revised series; see box, p. 220.

Industry	1963												1962	Annual average	
	Dec. 3	Nov. 3	Oct.	Sept.	Aug.	July	June	May	Apr.	Mar.	Feb.	Jan.	Dec.	1962	1961
Mining		496	499	504	508	505	512	506	496	481	482	485	498	514	532
Metal mining.....		68.3	69.9	70.5	70.2	70.1	69.8	68.9	67.3	64.5	64.9	63.2	62.4	67.9	71.7
Iron ores.....		22.6	23.6	23.9	24.1	24.0	23.1	22.6	20.5	19.2	19.0	17.6	18.4	21.3	22.3
Copper ores.....		22.7	22.6	22.7	22.4	22.3	22.7	22.9	23.4	22.9	22.9	22.9	23.0	23.4	23.8
Coal mining.....		120.1	119.9	118.7	119.0	111.5	122.3	124.0	125.8	124.7	129.8	130.6	130.3	133.4	141.8
Bituminous.....		110.0	110.1	109.3	109.6	101.3	112.7	114.3	116.1	114.9	119.7	120.5	120.0	123.0	129.3
Crude petroleum and natural gas.....		206.3	204.2	209.4	211.7	215.6	214.5	210.4	205.2	204.5	203.8	205.1	211.5	214.0	218.8
Crude petroleum and natural gas fields.....		93.4	93.3	95.3	97.8	98.5	98.1	95.8	95.9	96.1	96.6	96.7	96.9	99.7	104.5
Oil and gas field services.....		112.9	110.9	114.1	113.9	117.1	116.4	114.6	109.3	108.4	107.2	108.4	114.6	114.3	114.3
Quarrying and nonmetallic mining.....		101.4	104.9	105.6	106.7	107.3	105.8	102.7	97.7	87.3	83.5	86.4	93.4	98.6	99.5
Contract construction	2,722	2,879	2,921	2,977	2,906	2,777	2,600	2,398	2,114	2,029	2,142	2,331	2,468	2,390	
General building contractors.....	841.7	879.4	895.0	923.9	902.0	855.3	787.7	735.4	641.5	613.9	653.3	710.0	754.9	752.6	
Heavy construction.....	554.4	626.8	645.0	656.4	639.3	613.1	558.6	474.0	376.1	346.2	372.8	434.6	515.3	505.7	
Highway and street construction.....	295.2	353.4	365.5	370.9	359.3	345.4	309.8	243.5	173.4	151.9	167.8	208.9	267.7	261.2	
Other heavy construction.....	259.2	273.4	279.5	285.5	280.0	267.7	248.8	230.5	202.7	194.3	205.0	225.7	247.6	244.5	
Special trade contractors.....	1,326.2	1,372.3	1,381.3	1,397.0	1,364.6	1,308.6	1,253.5	1,188.5	1,096.7	1,069.3	1,115.8	1,186.2	1,197.5	1,131.3	
Manufacturing	12,670	12,763	12,895	12,923	12,705	12,571	12,652	12,526	12,426	12,344	12,276	12,286	12,459	12,494	12,085
Durable goods.....	7,153	7,182	7,204	7,193	6,995	7,056	7,138	7,083	7,010	6,919	6,884	6,896	6,962	6,946	6,620
Nondurable goods.....	5,517	5,581	5,691	5,730	5,710	5,515	5,514	5,443	5,416	5,425	5,392	5,390	5,497	5,548	5,464
Durable goods															
Ordnance and accessories.....	119.5	119.6	120.0	119.3	118.0	118.2	118.4	118.1	117.5	119.8	120.3	121.4	122.7	119.7	106.8
Ammunition, except for small arms.....	69.7	69.6	69.5	69.0	67.8	67.6	67.0	66.4	65.7	67.3	67.8	68.0	69.1	68.2	58.9
Sighting and fire control equipment.....	9.7	9.9	10.1	10.5	10.7	11.4	11.8	12.4	12.8	13.0	13.4	13.3	13.3	13.5	14.8
Other ordnance and accessories.....	40.4	40.3	40.6	40.2	39.7	39.9	40.0	39.9	39.4	39.7	39.5	40.0	40.3	38.0	33.1
Lumber and wood products, except furniture.....	518.3	531.4	542.7	551.0	547.1	527.5	522.9	532.9	511.0	500.5	496.0	500.9	511.6	526.2	518.4
Logging camps and logging contractors.....	73.3	79.4	84.3	87.5	85.1	78.0	73.3	77.3	68.9	66.5	67.9	69.9	73.7	78.2	78.7
Sawmills and planing mills.....	226.8	231.3	235.6	239.3	241.0	234.4	233.4	235.3	227.0	223.3	220.3	222.5	224.8	233.0	233.5
Millwork, plywood, and related products.....	131.0	133.0	134.3	135.1	131.6	126.9	126.7	132.0	128.7	125.3	124.0	124.9	127.9	128.6	120.9
Wooden containers.....	31.7	31.6	31.8	32.4	33.3	33.3	33.4	32.8	31.9	31.1	30.8	30.9	31.9	33.0	34.7
Miscellaneous wood products.....	55.5	56.1	56.7	56.7	56.1	54.9	56.1	55.5	54.5	54.3	53.0	52.7	53.3	53.5	50.7
Furniture and fixtures.....	329.8	332.0	333.7	333.3	331.0	321.3	322.5	317.3	317.8	317.7	316.7	319.0	322.7	319.7	303.9
Household furniture.....	248.4	249.6	250.1	248.1	245.7	238.9	240.0	237.4	238.7	238.0	236.4	236.1	239.2	235.7	223.5
Office furniture.....	21.6	21.9	21.8	21.8	21.7	20.5	21.3	20.9	21.2	21.4	21.5	22.7	23.2	22.3	21.0
Partitions; office and store fixtures.....	28.3	29.6	30.9	31.1	30.4	29.3	28.4	28.0	28.7	29.0	29.8	29.4	29.4	30.5	28.2
Other furniture and fixtures.....	32.1	32.5	32.1	32.5	32.5	31.5	31.9	30.6	29.9	29.6	29.8	30.9	30.9	31.3	31.2
Stone, clay, and glass products.....	486.8	501.6	504.1	510.3	516.3	512.1	508.1	496.7	482.4	457.7	447.2	451.8	466.7	479.1	469.4
Flat glass.....	26.5	25.9	25.6	25.2	24.5	24.5	24.3	24.2	24.2	23.6	23.9	24.2	25.2	25.2	25.5
Glass and glassware, pressed or blown.....	96.7	98.5	98.4	100.5	101.2	100.6	100.1	98.0	96.9	95.0	93.6	91.8	92.6	93.2	89.5
Cement, hydraulic.....	30.1	31.7	32.5	33.7	34.4	34.4	34.0	32.7	31.8	28.4	27.5	29.1	30.7	32.1	32.3
Structural clay products.....	57.3	58.3	58.4	59.8	61.4	60.9	60.7	59.6	57.4	54.1	53.0	54.0	56.9	58.3	60.2
Pottery and related products.....	38.9	38.3	38.1	37.8	37.1	36.9	37.1	37.2	36.4	36.0	36.2	36.4	37.2	36.4	
Concrete, gypsum, and plaster products.....	130.8	139.6	142.8	145.0	147.8	147.6	145.6	139.8	131.1	118.2	112.4	114.7	121.6	128.9	124.7
Other stone and mineral products.....	91.0	91.0	90.5	90.8	91.8	91.2	90.5	89.3	88.0	86.1	85.2	85.9	87.3	88.8	86.8
Primary metal industries.....	938.8	929.5	929.1	942.0	945.6	970.0	984.4	969.6	952.6	929.2	914.1	899.8	899.3	935.8	914.6
Blast furnaces and basic steel products.....	464.8	460.2	461.9	472.2	482.6	505.0	513.0	503.1	488.7	468.6	454.5	439.8	438.2	475.5	478.4
Iron and steel foundries.....	171.3	171.4	169.8	171.4	166.0	163.3	170.4	168.6	167.4	165.2	164.5	163.7	163.7	163.7	156.6
Nonferrous smelting and refining.....	54.3	53.8	53.8	54.2	54.2	54.3	54.0	52.8	52.2	51.4	51.1	51.5	52.5	52.0	51.0
Nonferrous rolling, drawing, and extruding.....	139.8	139.0	139.0	138.9	139.5	138.7	141.8	140.0	138.8	138.3	138.0	138.3	138.3	139.1	132.5
Nonferrous foundries.....	59.4	59.0	58.8	59.2	58.4	58.8	59.3	59.2	59.3	59.4	59.5	59.7	59.9	58.1	52.3
Miscellaneous primary metal industries.....	47.2	46.1	45.8	46.1	44.9	44.9	45.9	45.9	46.2	46.3	46.5	46.8	46.7	46.7	43.7
Fabricated metal products.....	906.6	907.9	912.6	909.0	899.2	878.7	893.9	880.0	867.6	855.4	853.6	857.2	868.7	863.8	826.0
Metal cans.....	50.8	51.1	51.6	52.8	55.3	54.7	54.4	52.8	51.8	49.8	48.5	47.7	47.1	51.2	51.1
Cutlery, handtools, and general hardware.....	112.1	111.1	109.6	108.1	103.2	101.4	106.4	105.6	105.9	105.9	106.5	107.0	108.4	106.2	99.8
Heating equipment and plumbing fixtures.....	59.7	59.6	59.9	60.1	59.5	58.3	57.9	56.8	55.9	55.8	55.7	54.6	55.4	55.6	54.0
Fabricated structural metal products.....	241.4	245.3	249.1	253.5	252.7	247.7	245.0	239.0	230.7	224.1	223.1	226.0	231.1	234.7	235.6
Screw machine products, bolts, etc.....	70.3	69.8	69.7	70.1	69.6	68.7	70.1	69.8	69.7	70.1	70.2	69.9	69.9	69.4	64.1
Metal stampings.....	168.2	168.1	167.7	161.0	150.1	151.3	159.4	158.9	157.4	155.7	155.9	158.9	160.8	153.8	142.0
Coating, engraving, and allied services.....	60.4	61.3	61.8	60.6	58.5	57.4	58.3	57.6	56.9	55.3	55.4	55.5	56.7	56.1	51.8
Miscellaneous fabricated wire products.....	47.8	47.0	47.8	46.9	46.3	45.4	46.3	45.8	45.5	45.4	45.0	45.1	46.0	45.1	41.9
Miscellaneous fabricated metal products.....	95.9	94.6	95.4	94.9	94.0	93.8	95.2	93.7	93.8	93.3	93.3	92.5	93.3	91.8	85.7

See footnotes at end of table.

TABLE A-3. Production or nonsupervisory workers in nonagricultural establishments, by industry¹—Continued

[In thousands]

Revised Series; see box, p. 220.

Industry	1963												1962		Annual average
	Dec. ²	Nov. ²	Oct.	Sept.	Aug.	July	June	May	Apr.	Mar.	Feb.	Jan.	Dec.	1962	1961
Manufacturing—Continued															
<i>Durable goods—Continued</i>															
Machinery.....	1,070.5	1,058.7	1,056.5	1,055.1	1,043.8	1,040.9	1,054.8	1,052.1	1,055.5	1,050.8	1,046.1	1,043.2	1,039.8	1,026.0	976.7
Engines and turbines.....	57.0	57.1	56.8	57.2	56.2	55.6	55.4	55.4	56.7	56.7	56.9	57.5	56.2	55.7	50.3
Farm machinery and equipment.....	147.3	84.3	83.6	83.6	81.3	84.1	86.7	89.6	91.9	91.9	90.4	86.4	82.6	80.5	76.2
Construction and related machinery.....	147.3	146.0	145.4	146.4	144.8	142.7	144.1	141.6	141.0	140.2	139.4	139.6	139.7	139.6	129.9
Metalworking machinery and equipment.....	207.7	204.1	203.4	201.7	199.9	199.1	202.4	201.3	201.4	199.5	199.2	197.9	197.9	195.4	182.9
Special industry machinery.....	116.0	115.7	115.0	115.2	113.6	113.8	115.6	115.3	116.0	115.4	114.9	115.5	116.5	116.8	111.9
General industrial machinery.....	164.6	152.7	153.6	154.7	153.5	153.3	153.8	152.8	153.2	153.3	153.1	154.3	152.5	153.8	146.6
Office, computing, and accounting machines.....	89.6	89.6	90.4	89.9	89.0	88.5	89.8	90.2	92.1	93.0	93.5	94.9	95.7	97.4	96.3
Service industry machines.....	68.7	68.0	68.3	67.5	66.8	68.7	70.7	71.3	69.8	68.0	67.3	66.2	66.5	69.0	64.7
Miscellaneous machinery.....	142.2	141.2	140.0	138.9	138.7	135.1	136.3	134.5	133.4	132.8	131.4	130.9	131.8	128.0	117.9
Electrical equipment and supplies.....	1,063.5	1,068.4	1,073.5	1,067.4	1,048.3	1,040.2	1,056.9	1,048.8	1,047.7	1,049.9	1,057.7	1,069.1	1,080.0	1,060.3	980.5
Electric distribution equipment.....	113.4	113.1	111.4	112.1	112.8	111.1	111.4	110.8	110.9	110.4	111.1	112.3	113.3	111.3	106.7
Electric industrial apparatus.....	129.6	128.9	128.5	128.8	128.0	128.1	128.5	127.8	127.3	126.5	127.1	127.3	128.0	126.7	119.1
Household appliances.....	123.0	125.1	124.0	122.0	117.9	116.2	119.1	117.8	116.5	113.9	114.5	114.9	115.6	114.8	112.9
Electric lighting and wiring equipment.....	120.0	120.8	121.1	119.8	117.1	113.6	115.0	113.4	114.4	114.4	114.3	114.0	114.7	111.6	105.1
Radio and TV receiving sets.....	91.0	93.7	95.6	93.7	91.1	86.0	84.8	78.7	75.2	76.4	77.6	79.9	83.7	82.8	75.4
Communication equipment.....	211.1	209.8	214.7	214.8	214.8	214.3	218.8	221.9	226.2	230.3	233.5	236.6	237.8	230.4	209.0
Electronic components and accessories.....	192.7	194.0	193.6	192.7	194.0	189.4	194.9	194.3	193.8	194.6	194.9	197.9	200.7	198.8	176.7
Miscellaneous electrical equipment and supplies.....	82.7	83.0	84.6	83.5	72.6	81.5	84.4	84.1	83.4	83.4	84.7	86.2	86.5	84.0	75.7
Transportation equipment.....	1,161.8	1,155.3	1,149.2	1,124.8	984.1	1,098.9	1,121.1	1,120.7	1,118.0	1,104.4	1,104.8	1,112.5	1,111.7	1,060.7	997.1
Motor vehicles and equipment.....	612.9	607.7	599.2	583.8	449.6	564.8	581.2	580.5	574.6	563.6	567.2	576.4	579.3	534.1	479.7
Aircraft and parts.....	365.9	362.5	361.1	356.5	351.0	349.8	352.1	350.3	353.3	352.8	354.7	358.8	358.3	350.6	351.5
Ship and boat building and repairing.....	114.8	116.9	119.1	117.0	118.4	118.8	121.0	126.3	127.1	127.5	124.0	122.8	119.5	118.6	117.6
Railroad equipment.....	36.0	36.3	34.1	33.0	33.0	33.4	33.8	31.6	32.3	31.7	30.9	29.3	28.8	29.9	24.0
Other transportation equipment.....	32.2	33.5	33.4	32.1	32.1	33.0	32.0	30.7	28.8	28.0	25.2	25.8	25.8	27.6	24.3
Instruments and related products.....	239.5	240.6	240.2	239.9	239.5	236.6	238.8	234.8	234.5	233.1	232.4	232.3	233.3	230.4	223.1
Engineering and scientific instruments.....	38.6	38.6	38.5	38.4	38.5	38.2	39.2	38.8	38.9	39.4	39.3	40.1	40.3	39.3	40.7
Mechanical measuring and control devices.....	63.3	63.0	62.7	63.1	63.4	63.7	64.0	63.3	63.7	63.7	63.3	63.3	63.0	62.1	58.7
Optical and ophthalmic goods.....	30.4	30.6	30.3	30.2	29.4	29.3	29.8	29.5	29.6	29.5	29.5	29.1	29.3	29.6	29.1
Surgical, medical, and dental equipment.....	38.0	37.9	37.8	37.9	37.8	36.8	37.6	37.4	37.2	36.8	36.6	36.1	35.8	34.9	33.4
Photographic equipment and supplies.....	44.5	44.6	44.3	44.3	45.1	44.2	43.7	42.3	41.8	41.2	41.1	41.3	42.2	41.6	40.2
Watches and clocks.....	26.0	26.3	26.0	25.3	24.4	24.5	23.5	23.3	22.5	22.2	22.4	22.4	22.7	22.9	20.9
Miscellaneous manufacturing industries.....	320.0	336.8	342.1	341.2	331.9	311.7	316.3	312.0	304.9	300.3	294.6	288.6	305.5	314.6	303.5
Jewelry, silverware, and plated ware.....	33.7	34.1	33.8	33.3	32.3	29.7	32.0	31.9	32.3	31.9	32.4	32.3	33.1	32.9	33.2
Toys, amusement and sporting goods.....	98.5	105.1	102.9	98.7	88.7	88.2	87.1	80.1	75.5	70.1	65.4	75.0	85.5	81.6	
Pens, pencils, office and art materials.....	24.9	24.5	24.6	24.3	23.7	24.3	24.1	23.8	23.6	22.9	22.8	23.7	23.7	23.2	22.1
Costume jewelry, buttons, and notions.....	48.4	48.8	50.0	50.0	47.0	48.2	46.4	45.6	46.3	46.6	46.1	46.1	48.3	48.0	46.8
Other manufacturing industries.....	127.9	130.9	129.9	130.4	126.6	122.6	123.6	122.5	123.0	122.6	122.0	125.4	125.0	119.8	
<i>Nondurable goods</i>															
Food and kindred products.....	1,132.5	1,170.8	1,248.0	1,285.3	1,271.5	1,188.2	1,145.8	1,097.7	1,080.5	1,080.9	1,072.0	1,093.5	1,143.4	1,175.5	1,191.4
Meat products.....	262.3	253.3	253.9	253.3	252.4	250.6	247.5	243.0	240.3	239.0	241.3	244.6	253.0	251.6	256.8
Dairy products.....	139.3	141.1	143.6	147.7	153.4	154.9	153.6	147.3	145.4	143.0	142.0	142.4	144.5	152.2	161.4
Canned and preserved food, except meats.....	193.2	259.7	314.9	301.5	225.0	189.4	165.6	159.8	159.8	152.9	158.8	172.7	214.9	211.7	
Grain mill products.....	90.8	90.6	94.2	95.1	96.1	95.6	94.2	91.9	88.9	89.6	89.1	89.8	90.2	91.5	91.4
Bakery products.....	168.1	169.3	170.7	170.0	171.4	172.1	170.9	167.3	165.9	167.2	165.9	166.5	169.4	168.4	169.1
Sugar.....	42.7	41.2	26.4	24.4	23.8	24.0	24.0	22.5	22.5	22.5	23.9	30.4	41.3	29.4	30.3
Confectionery and related products.....	65.7	67.9	67.9	65.4	61.0	55.0	57.4	55.7	56.1	59.7	60.1	61.1	65.0	60.1	60.4
Beverages.....	110.8	114.5	117.2	115.7	117.8	118.8	116.5	111.2	109.1	107.1	102.6	105.9	110.2	111.7	113.9
Miscellaneous food and kindred products.....	95.8	98.2	99.6	96.8	93.5	92.4	92.3	91.7	92.5	93.0	94.2	94.0	97.1	95.8	96.5
Tobacco manufactures.....	81.1	86.7	93.9	94.8	87.8	63.1	63.8	64.8	66.9	68.8	74.1	77.2	82.7	79.1	79.6
Cigarettes.....	31.8	31.7	32.2	32.2	31.9	31.5	31.5	31.0	31.2	31.2	31.0	31.3	31.4	31.4	32.4
Cigars.....	22.3	22.1	21.8	21.4	20.4	21.2	21.2	21.4	21.6	21.6	21.5	22.3	22.2	23.6	
Textile mill products.....	795.0	802.5	804.4	802.7	803.1	791.6	802.5	796.0	795.3	793.6	790.1	790.1	801.6	812.4	805.0
Cotton broad woven fabrics.....	217.3	216.7	216.7	216.5	216.5	215.2	215.8	215.4	215.6	216.3	216.4	218.1	219.8	223.4	227.7
Silk and synthetic broad woven fabrics.....	76.9	76.9	76.0	75.5	75.7	74.3	75.4	74.5	74.0	73.8	73.9	74.3	74.8	73.9	74.7
Weaving and finishing broad woollens.....	40.2	40.1	41.4	41.9	43.1	43.6	44.5	44.4	44.7	45.0	44.9	43.2	43.4	45.9	45.8
Narrow fabrics and smallwares.....	23.8	24.1	24.1	23.9	23.7	22.8	23.8	23.6	23.5	23.4	23.4	23.6	24.2	24.2	23.2
Knitting.....	186.2	194.2	197.3	197.4	197.4	194.8	196.7	194.0	192.2	191.0	187.6	185.7	190.9	198.1	193.8
Finishing textiles, except wool and knit.....	64.2	64.4	63.6	63.6	63.5	62.8	63.6	63.2	63.6	63.4	63.3	63.4	64.3	64.3	63.1
Floor covering.....	32.2	32.2	31.5	31.5	31.4	30.6	30.6	30.7	31.4	31.3	31.7	32.0	32.5	31.2	30.0
Yarn and thread.....	98.7	98.0	97.3	97.2	97.3	93.5	96.6	95.2	94.9	94.4	94.4	94.2	95.6	95.6	91.9
Miscellaneous textile goods.....	55.4	55.9	55.8	55.2	54.5	54.0	55.5	55.0	55.4	55.0	54.5	55.6	56.1	55.9	54.8

See footnotes at end of table.

TABLE A-3. Production or nonsupervisory workers in nonagricultural establishments, by industry¹—Continued

[In thousands]

Revised series; see box, p. 220.

Industry	1963												1962	Annual average	
	Dec. ²	Nov. ²	Oct.	Sept.	Aug.	July	June	May	Apr.	Mar.	Feb.	Jan.	Dec.	1962	1961
Manufacturing—Continued															
<i>Nondurable goods—Continued</i>															
Apparel and related products.....	1154.7	1162.4	1180.3	1,179.6	1,182.9	1,132.9	1,139.6	1,141.7	1,135.3	1,157.2	1,141.2	1,109.0	1,125.5	1,125.4	1,079.6
Men's and boys' suits and coats.....	102.8	100.9	101.3	103.7	104.5	102.0	106.2	105.4	103.9	105.1	105.4	105.6	105.8	104.9	102.4
Men's and boys' furnishings.....	295.8	298.2	302.6	304.9	309.4	299.8	303.3	300.2	297.3	294.1	292.6	290.1	293.5	289.6	268.4
Women's, misses', and juniors' outerwear.....	348.7	350.1	355.9	356.7	361.2	342.6	336.8	346.1	349.0	364.2	356.0	335.0	337.3	342.2	331.8
Women's and children's undergarments.....	109.3	112.0	111.2	109.1	107.0	99.9	102.5	102.8	102.8	102.8	102.1	101.1	104.2	103.1	101.5
Hats, caps, and millinery.....	71.8	70.2	71.3	70.9	72.6	72.4	73.6	71.1	66.9	72.6	72.4	69.3	68.6	70.2	68.0
Fur goods and miscellaneous apparel.....	66.3	66.3	68.2	67.5	65.5	62.8	62.9	61.4	61.2	62.1	60.3	58.3	64.0	63.9	61.9
Miscellaneous fabricated textile products.....	135.8	137.8	140.7	137.9	132.1	124.8	127.3	129.0	126.9	124.4	121.1	120.4	124.6	122.4	116.7
Paper and allied products.....	490.8	491.7	492.7	495.1	495.4	487.1	491.5	484.3	483.0	482.3	479.6	482.7	487.7	486.0	478.0
Paper and pulp.....	171.8	172.6	173.1	174.4	176.8	174.5	175.6	172.1	171.3	170.5	170.8	172.4	173.8	175.2	177.6
Paperboard.....	54.4	54.4	54.2	54.3	54.6	54.1	54.3	54.1	53.1	53.7	53.6	54.0	54.0	52.9	53.6
Converted paper and paperboard products.....	111.8	111.1	111.8	113.4	112.5	109.6	110.1	109.2	109.9	109.7	108.2	108.2	109.0	108.5	104.3
Paperboard containers and boxes.....	152.8	153.6	153.6	153.0	151.5	148.9	151.5	148.9	148.7	148.4	147.0	148.1	150.9	149.4	142.6
Printing, publishing, and allied industries.....	600.1	598.0	599.3	597.2	592.4	588.9	592.4	589.8	588.4	579.3	575.5	578.1	586.3	594.0	591.7
Newspaper publishing and printing.....	165.9	164.8	165.6	164.6	163.7	163.5	163.9	163.1	161.7	151.9	150.9	151.2	154.1	166.5	163.2
Periodical publishing and printing.....	27.7	27.8	27.6	26.8	26.4	26.4	27.0	27.9	28.6	28.9	28.8	28.8	28.8	28.5	29.5
Books.....	45.2	45.6	46.3	45.7	44.3	44.3	45.2	45.0	44.7	44.3	44.2	44.2	44.1	44.3	43.1
Commercial printing.....	239.3	238.1	237.6	235.5	232.6	231.9	233.2	232.5	232.2	233.7	231.6	233.7	237.3	233.8	232.2
Bookbinding and related industries.....	40.0	40.0	40.7	41.2	41.9	41.6	41.5	40.8	40.4	39.9	39.3	39.7	40.0	39.6	38.5
Other publishing and printing industries.....	81.5	82.2	82.0	82.0	81.7	81.2	81.6	80.5	80.8	80.6	80.7	80.5	82.0	81.4	80.3
Chemicals and allied products.....	522.4	523.0	526.1	527.3	527.5	524.7	527.3	530.0	531.9	521.5	515.9	513.8	513.6	517.2	504.3
Industrial chemicals.....	163.0	163.4	163.1	164.3	165.8	165.5	166.5	165.1	164.8	163.9	163.0	163.3	163.3	165.0	163.3
Plastics and synthetics, except glass.....	117.1	116.7	116.1	115.8	115.5	115.1	115.0	113.5	111.3	110.7	111.0	111.7	111.3	110.0	103.6
Drugs.....	63.7	63.5	63.2	63.3	63.8	63.4	63.2	62.5	62.2	61.5	61.4	61.1	61.0	60.0	59.1
Soap, cleaners, and toilet goods.....	60.5	60.8	63.2	62.8	62.0	60.1	59.7	58.7	59.3	59.6	59.3	58.9	59.5	58.6	56.7
Paints, varnishes, and allied products.....	36.4	36.4	36.6	37.1	38.0	38.1	37.6	36.8	36.4	35.6	35.2	34.9	34.9	36.0	35.4
Agricultural chemicals.....	31.0	30.8	32.2	31.4	29.5	29.1	32.3	40.3	44.9	37.4	33.4	31.5	30.2	32.9	32.2
Other chemical products.....	50.7	51.4	51.7	52.6	52.9	53.4	53.0	53.1	53.0	52.8	52.6	52.4	53.4	54.6	54.0
Petroleum refining and related industries.....	116.0	118.1	120.0	121.4	123.3	122.1	121.7	120.6	119.1	117.4	117.3	116.9	118.5	125.3	129.0
Petroleum refining.....	93.4	93.7	94.3	95.3	96.5	95.7	95.5	95.2	95.8	96.1	95.5	94.3	94.9	100.9	106.1
Other petroleum and coal products.....	22.6	24.4	25.7	26.1	26.8	26.4	26.2	25.4	23.3	21.3	21.8	22.6	23.6	24.3	23.8
Rubber and miscellaneous plastic products.....	314.7	318.5	317.0	314.9	310.1	306.7	319.1	317.0	315.2	313.9	313.1	318.9	320.2	314.3	288.3
Tires and inner tubes.....	66.6	67.0	64.8	64.5	64.0	68.9	71.9	71.5	71.4	71.3	71.4	72.3	72.6	72.1	70.6
Other rubber products.....	125.9	128.1	127.2	126.5	124.6	120.8	127.3	126.2	125.9	126.1	126.5	129.1	129.7	126.6	116.6
Miscellaneous plastic products.....	122.2	123.4	125.0	123.9	121.5	117.0	119.9	119.3	117.9	116.5	115.2	117.5	117.9	115.6	101.1
Leather and leather products.....	309.7	308.8	309.1	311.2	316.0	309.3	309.8	301.4	300.5	310.0	312.7	310.0	317.0	318.6	316.4
Leather tanning and finishing.....	28.1	27.9	27.6	27.5	27.6	26.8	27.7	27.0	26.8	27.0	27.5	28.1	28.5	28.0	28.3
Footwear, except rubber.....	211.3	207.6	205.8	208.4	213.0	210.5	210.3	206.6	206.2	211.5	214.0	213.2	215.2	215.7	214.0
Other leather products.....	70.3	73.3	75.7	75.3	75.4	72.0	71.8	67.8	67.5	71.5	71.2	68.7	73.3	74.9	74.1
Transportation and public utilities:															
Local and interurban passenger transit:															
Local and suburban transportation.....	83.3	83.6	83.6	82.6	82.7	83.3	83.9	83.0	83.7	83.9	84.3	84.6	84.6	86.3	93.3
Intercity and rural buslines.....	38.2	38.7	40.0	40.6	40.6	39.8	38.5	37.5	36.8	36.8	38.2	37.8	38.5	38.2	38.2
Motor freight transportation and storage.....	842.5	850.8	851.0	838.9	837.9	829.6	796.0	787.2	777.9	775.9	773.7	814.1	803.9	772.9	772.9
Pipeline transportation.....	16.6	16.8	17.2	17.6	17.6	17.6	17.6	17.1	17.2	17.2	17.1	17.4	17.7	18.2	18.7
Communication:															
Telephone communication.....	549.5	555.2	557.3	564.4	566.5	559.5	555.3	554.1	552.8	551.9	552.5	555.4	555.4	559.5	567.5
Telegraph communication.....	23.2	23.5	23.8	23.9	24.1	24.3	24.7	24.9	25.1	25.3	25.7	26.3	26.9	27.2	27.2
Radio and television broadcasting.....	84.6	85.1	85.7	85.3	84.4	83.6	81.5	81.3	81.2	80.9	80.4	80.3	79.9	79.5	79.5
Electric, gas, and sanitary services.....	532.8	533.1	539.3	548.0	547.8	541.3	529.5	526.4	528.5	528.8	530.2	532.8	537.1	541.3	541.3
Electric companies and systems.....	209.7	209.9	212.2	215.0	214.9	213.0	207.8	205.6	209.2	209.2	209.3	209.8	211.4	213.6	213.6
Gas companies and systems.....	135.9	135.9	137.4	139.9	140.0	138.7	135.4	135.2	135.0	135.2	135.5	136.5	137.6	138.6	138.6
Combined utility systems.....	153.4	153.5	155.6	158.1	157.9	155.3	152.7	152.3	151.9	152.3	153.3	154.4	156.2	159.1	159.1
Water, steam, and sanitary systems.....	33.8	33.8	34.1	35.0	35.0	34.3	33.6	33.3	32.4	32.1	32.1	32.1	32.0	29.9	29.9

See footnotes at end of table.

TABLE A-3. Production or nonsupervisory workers in nonagricultural establishments, by industry¹—Continued

[In thousands]

Revised series; see box below.

Industry	1963												1962	Annual average	
	Dec. ²	Nov. ²	Oct.	Sept.	Aug.	July	June	May	Apr.	Mar.	Feb.	Jan.	Dec.	1962	1961
Wholesale and retail trade⁴		9,271	9,115	9,041	8,966	8,914	8,926	8,829	8,898	8,687	8,646	8,760	9,601	8,805	8,674
Wholesale trade	2,745	2,750	2,741	2,739	2,714	2,680	2,636	2,630	2,625	2,621	2,633	2,681	2,630	2,584	
Motor vehicles and automotive equipment		200.7	200.6	200.6	201.3	201.8	201.0	198.3	197.1	196.3	195.5	194.3	195.7	192.8	184.7
Drugs, chemicals, and allied products		160.4	159.3	159.0	159.6	158.2	157.8	156.5	157.1	156.8	156.5	158.8	156.4	153.0	
Dry goods and apparel		111.7	111.3	110.7	111.9	111.7	110.9	109.0	108.8	109.3	108.3	109.2	110.0	109.6	110.0
Groceries and related products		441.9	453.1	454.2	452.7	448.8	437.8	418.4	415.9	420.2	418.5	421.8	433.5	431.1	430.2
Electrical goods		196.7	198.1	198.2	200.1	199.3	197.9	197.0	196.7	195.6	195.5	195.3	195.1	191.0	185.0
Hardware, plumbing and heating goods		126.2	126.6	126.9	127.5	127.8	126.3	124.7	124.7	123.8	123.4	123.0	124.0	123.2	122.1
Machinery, equipment, and supplies		474.5	472.1	469.8	468.8	466.4	452.9	452.5	448.6	445.6	444.2	444.4	438.5	416.5	
Retail trade⁴	6,526	6,365	6,300	6,227	6,200	6,246	6,193	6,268	6,082	6,025	6,127	6,920	6,175	6,090	
General merchandise stores	1,664.8	1,551.2	1,513.3	1,466.3	1,448.7	1,469.4	1,453.0	1,480.1	1,401.2	1,379.6	1,453.4	1,972.1	1,496.8	1,458.9	
Department stores	987.6	907.6	879.5	852.7	843.6	860.3	851.7	869.9	824.1	810.7	863.7	1,200.4	881.4	850.4	
Limited price variety stores	319.5	305.9	302.2	286.8	283.1	289.2	289.2	304.2	283.2	276.8	287.8	388.1	304.1	303.2	
Food stores	1,337.1	1,328.8	1,318.0	1,305.4	1,308.5	1,308.6	1,301.3	1,305.6	1,296.5	1,301.3	1,291.1	1,319.5	1,280.2	1,269.9	
Grocery, meat, and vegetable stores	1,172.6	1,166.8	1,155.7	1,143.4	1,146.4	1,144.6	1,137.2	1,135.2	1,135.2	1,134.6	1,130.6	1,150.0	1,120.5	1,108.0	
Apparel and accessories stores	578.9	561.7	555.1	531.6	528.2	552.1	550.5	508.0	528.8	519.7	545.6	672.9	560.3	556.3	
Men's and boys' apparel stores	94.6	90.3	89.5	87.3	87.9	92.4	88.2	91.4	86.2	88.5	95.1	120.5	91.4	88.5	
Women's ready-to-wear stores	218.2	212.7	208.6	202.7	197.2	207.1	208.4	217.9	201.6	194.9	203.2	248.9	209.0	209.1	
Family clothing stores	91.0	86.1	85.1	80.3	81.0	84.4	83.4	86.0	82.0	81.6	87.3	113.8	88.9	88.8	
Shoe stores	110.1	108.6	111.2	105.2	104.1	108.2	110.0	142.6	101.4	98.2	100.9	119.3	107.6	104.9	
Furniture and appliance stores	356.8	353.2	349.5	349.0	347.3	346.7	343.8	344.0	345.3	343.8	346.3	363.1	347.2	349.4	
Other retail trade	2,588.8	2,570.4	2,563.8	2,575.1	2,570.4	2,568.8	2,544.5	2,530.7	2,490.5	2,480.9	2,480.9	2,592.5	2,490.5	2,460.3	
Motor vehicle dealers	592.1	590.9	589.8	592.2	591.7	589.1	585.2	580.8	579.7	577.3	573.4	573.4	559.9	552.0	
Other vehicle and accessory dealers	147.0	141.6	142.3	144.4	143.8	143.6	140.0	137.9	132.0	130.0	131.8	142.4	129.6	124.7	
Drug stores	359.3	352.9	352.5	351.6	350.8	348.8	349.6	349.7	348.5	346.7	350.0	368.6	348.0	344.5	
Finance, insurance, and real estate:															
Banking	629.6	629.2	629.3	637.8	636.2	626.3	618.2	618.2	617.1	615.0	611.7	614.1	606.7	591.1	
Security dealers and exchanges	113.5	113.4	113.3	115.2	115.6	114.3	113.4	112.9	113.6	113.0	112.2	113.1	122.3	120.6	
Insurance carriers	778.2	777.0	778.7	787.2	783.8	775.3	772.6	770.9	773.4	771.4	768.5	770.4	768.0	765.2	
Life insurance	419.2	419.1	419.8	422.9	420.8	416.4	415.6	414.5	416.2	415.1	413.8	413.7	413.0	417.1	
Accident and health insurance	46.4	46.2	46.3	47.0	46.9	46.2	45.8	45.6	45.8	45.6	45.5	45.6	45.8	44.9	
Fire, marine, and casualty insurance	276.8	275.8	276.9	280.8	279.8	277.1	276.1	275.6	276.1	275.6	274.1	275.9	273.9	268.3	
Services and miscellaneous:															
Hotels and lodging places:															
Hotels, tourist courts, and motels	553.0	557.2	580.7	622.7	624.4	597.4	541.8	521.5	512.7	509.1	502.5	500.7	509.2	494.0	
Personal services:															
Laundries, cleaning and dyeing plants	374.7	376.4	376.0	378.0	381.1	382.2	376.0	374.4	365.6	364.0	369.0	370.0	377.7	383.1	
Motion pictures:															
Motion picture filming and distribution	24.7	24.8	23.7	23.9	23.6	22.6	21.6	20.8	21.6	22.1	23.7	25.2	24.6	29.1	

¹ For comparability of data with those published in issues prior to October 1963, and coverage 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 contract 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, storage, handling, packing, warehousing, shipping, maintenance, repair, janitorial and watchmen services, product development, auxiliary production for plant's own use (e.g., powerplant), 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 precutting and preassembling) ordinarily performed by members of the construction trades.

Nonsupervisory workers include employees (not above the working supervisory 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.

² Preliminary.

³ Data relate to nonsupervisory employees except messengers.

⁴ Excludes eating and drinking places.

Caution

The revised series on employment, hours and earnings, and labor turnover in non-agricultural establishments should not be compared with those published in issues prior to October 1963. (See footnote 1, table A-2, and "Technical Note, Revision of Establishment Employment Statistics, 1963," appearing in the October 1963 *Monthly Labor Review*, p. 1194.) Moreover, when the figures are again adjusted to new benchmarks, the data 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, 1909-62* (BLS Bulletin 1312-1), which is available at depository libraries or which may be purchased from the Superintendent of Documents for \$3.50. 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, seasonally adjusted¹
 [In thousands] Revised series; see box, p. 220.

Industry division and group	1963											1962	
	Dec. ²	Nov. ²	Oct.	Sept.	Aug.	July	June	May	Apr.	Mar.	Feb.	Jan.	Dec.
Total	57,805	57,623	57,646	57,453	57,344	57,340	57,194	57,060	56,873	56,706	56,458	56,333	56,211
Mining	623	628	629	632	635	640	639	640	639	631	631	631	633
Contract construction	3,112	3,059	3,066	3,071	3,053	3,069	3,046	3,019	3,005	2,928	2,920	2,967	2,913
Manufacturing	17,127	17,062	17,119	17,076	17,033	17,103	17,075	17,095	17,037	16,948	16,872	16,871	16,851
Durable goods	9,735	9,688	9,718	9,705	9,652	9,701	9,685	9,683	9,660	9,586	9,546	9,542	9,518
Ordinance and accessories	275	276	277	275	275	278	276	278	274	278	279	280	279
Lumber and wood products, except furniture	596	593	589	588	578	564	559	592	588	597	590	593	586
Furniture and fixtures	393	392	391	392	393	392	390	388	387	388	386	389	386
Stone, clay, and glass products	613	614	611	610	616	615	612	612	607	597	590	595	591
Primary metal industries	1,163	1,156	1,155	1,164	1,176	1,208	1,202	1,184	1,174	1,145	1,133	1,124	1,126
Fabricated metal products	1,170	1,162	1,164	1,165	1,162	1,159	1,156	1,151	1,148	1,136	1,131	1,125	1,127
Machinery	1,549	1,547	1,545	1,531	1,525	1,512	1,508	1,506	1,504	1,501	1,499	1,503	1,501
Electrical equipment and supplies	1,568	1,559	1,571	1,574	1,574	1,587	1,593	1,597	1,595	1,589	1,589	1,593	1,595
Transportation equipment	1,630	1,617	1,647	1,635	1,580	1,618	1,623	1,614	1,623	1,597	1,595	1,586	1,574
Instruments and related products	374	373	373	373	375	375	370	370	370	368	366	365	364
Miscellaneous manufacturing industries	404	399	395	398	398	394	389	393	390	390	388	389	389
Nondurable goods	7,392	7,374	7,401	7,371	7,381	7,402	7,390	7,412	7,377	7,362	7,326	7,329	7,333
Food and kindred products	1,746	1,735	1,742	1,723	1,728	1,730	1,732	1,743	1,738	1,757	1,747	1,752	1,756
Tobacco manufactures	89	94	89	86	91	87	88	89	90	89	89	89	91
Textile mill products	887	889	890	886	887	891	889	889	891	892	890	891	893
Apparel and related products	1,298	1,292	1,312	1,306	1,302	1,317	1,306	1,317	1,296	1,286	1,273	1,268	1,265
Paper and allied products	625	622	620	622	623	623	620	620	618	619	617	617	616
Printing, publishing, and allied industries	937	930	934	935	937	935	936	934	929	910	907	910	908
Chemicals and allied products	870	870	871	869	870	870	868	864	862	859	856	853	851
Petroleum refining and related industries	187	189	189	190	189	188	187	188	188	188	188	187	189
Rubber and miscellaneous plastic products	404	406	402	402	404	408	414	417	416	411	408	411	408
Leather and leather products	349	347	352	352	350	353	350	351	349	351	351	351	356
Transportation and public utilities	3,921	3,933	3,937	3,950	3,941	3,936	3,919	3,909	3,890	3,894	3,899	3,821	3,898
Wholesale and retail trade	11,935	11,945	11,935	11,922	11,907	11,884	11,864	11,825	11,784	11,795	11,729	11,685	11,629
Wholesale trade	3,173	3,173	3,173	3,170	3,155	3,159	3,148	3,129	3,119	3,106	3,093	3,085	3,072
Retail trade	8,762	8,772	8,762	8,752	8,752	8,725	8,716	8,696	8,665	8,689	8,636	8,600	8,557
Finance, insurance, and real estate	2,891	2,888	2,887	2,873	2,873	2,870	2,865	2,864	2,853	2,848	2,839	2,834	2,822
Service and miscellaneous	8,493	8,459	8,430	8,377	8,373	8,349	8,282	8,228	8,199	8,207	8,144	8,110	8,079
Government	9,703	9,649	9,643	9,552	9,499	9,489	9,504	9,480	9,466	9,455	9,424	9,414	9,386
Federal	2,349	2,347	2,352	2,347	2,343	2,343	2,345	2,339	2,340	2,332	2,353	2,349	2,347
State and local	7,354	7,302	7,291	7,205	7,151	7,138	7,155	7,135	7,127	7,115	7,092	7,061	7,037

¹ For coverage of the series, see footnote 1, table A-2.

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-5. Production workers in manufacturing industries, by major industry group, seasonally adjusted¹
 [In thousands] Revised series; see box, p. 220.

Major industry group	1963											1962	
	Dec. ²	Nov. ²	Oct.	Sept.	Aug.	July	June	May	Apr.	Mar.	Feb.	Jan.	Dec.
Manufacturing	12,661	12,599	12,649	12,611	12,575	12,650	12,628	12,647	12,604	12,521	12,455	12,453	12,443
Durable goods	7,129	7,084	7,110	7,097	7,051	7,103	7,086	7,081	7,070	6,994	6,956	6,950	6,935
Ordinance and accessories	119	118	120	119	119	119	120	119	118	119	120	121	121
Lumber and wood products, except furniture	532	529	526	525	517	503	498	530	528	538	531	533	525
Furniture and fixtures	328	325	325	326	326	326	325	323	322	322	321	323	321
Stone, clay, and glass products	495	496	491	490	496	498	493	492	489	480	474	476	474
Primary metal industries	939	934	931	939	953	984	977	962	952	922	911	900	901
Fabricated metal products	900	892	895	895	891	891	888	883	881	868	864	860	862
Machinery	1,075	1,074	1,074	1,061	1,058	1,045	1,042	1,040	1,041	1,038	1,038	1,045	1,044
Electrical equipment and supplies	1,049	1,044	1,051	1,049	1,051	1,061	1,069	1,068	1,067	1,061	1,059	1,063	1,065
Transportation equipment	1,128	1,114	1,143	1,136	1,079	1,118	1,122	1,112	1,123	1,069	1,094	1,085	1,080
Instruments and related products	238	238	237	237	240	241	240	237	236	234	233	233	231
Miscellaneous manufacturing industries	326	320	317	320	321	317	312	315	313	313	311	311	311
Nondurable goods	5,532	5,515	5,539	5,514	5,524	5,547	5,542	5,566	5,534	5,527	5,499	5,503	5,508
Food and kindred products	1,160	1,150	1,159	1,143	1,149	1,148	1,151	1,158	1,152	1,172	1,163	1,167	1,170
Tobacco manufactures	78	82	77	73	79	75	75	77	78	77	77	77	79
Textile mill products	795	797	795	793	793	798	797	798	800	800	799	800	802
Apparel and related products	1,153	1,145	1,164	1,159	1,154	1,169	1,160	1,171	1,153	1,141	1,130	1,125	1,123
Paper and allied products	490	488	488	488	490	490	489	488	488	488	486	487	486
Printing, publishing, and allied industries	595	590	591	593	594	594	594	595	591	582	579	582	581
Chemicals and allied products	525	525	527	526	527	527	527	525	524	521	521	519	516
Petroleum refining and related industries	118	119	120	120	120	120	119	120	120	119	119	118	121
Rubber and miscellaneous plastic products	310	312	308	309	310	315	321	324	323	318	315	318	315
Leather and leather products	308	307	310	310	308	311	309	310	307	310	310	310	315

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 operations ¹

[All items except average benefit amounts are in thousands]

Item	1963												1962	
	Nov.	Oct.	Sept.	Aug.	July	June	May	Apr.	Mar.	Feb.	Jan.	Dec.	Nov.	
Employment service:¹														
New applications for work.....	827	953	878	829	928	1,096	911	904	861	904	1,097	766	907	
Nonfarm placements.....	493	662	664	611	572	577	612	581	496	423	459	434	533	
State unemployment insurance programs:														
Initial claims ^{2, 3}	1,200	1,157	957	1,086	1,351	973	1,079	1,216	1,127	1,308	2,102	1,747	1,353	
Insured unemployment ⁴ (average weekly volume) ⁵	1,542	1,333	1,261	1,419	1,493	1,468	1,624	1,918	2,298	2,546	2,591	2,063	1,625	
Rate of insured unemployment ⁷	3.6	3.1	3.0	3.4	3.6	3.5	3.9	4.7	5.6	6.2	6.3	5.1	4.0	
Weeks of unemployment compensated.....	4,733	4,923	4,650	5,368	5,695	5,308	6,732	7,919	9,091	9,025	10,002	6,307	5,702	
Average weekly benefit amount for total unemployment.....	\$35.37	\$35.15	\$34.93	\$34.67	\$34.43	\$34.34	\$34.91	\$35.54	\$35.80	\$35.70	\$35.52	\$35.11	\$34.95	
Total benefits paid.....	\$164,977	\$171,957	\$163,126	\$186,814	\$195,632	\$188,189	\$235,851	\$274,798	\$316,422	\$313,272	\$342,411	\$214,203	\$193,551	
Unemployment compensation for ex-service-men: ^{8, 9}														
Initial claims ^{2, 3}	29	31	28	29	31	22	20	23	25	27	39	31	29	
Insured unemployment ⁴ (average weekly volume).....	48	43	42	45	44	42	47	58	71	77	77	65	57	
Weeks of unemployment compensated.....	164	174	170	184	176	181	203	267	303	306	335	235	222	
Total benefits paid.....	\$5,396	\$5,857	\$5,727	\$6,202	\$5,909	\$6,269	\$6,760	\$8,797	\$9,932	\$10,027	\$11,100	\$7,679	\$7,298	
Unemployment compensation for Federal civilian employees: ¹⁰														
Initial claims ^{2, 3}	13	14	12	12	19	12	11	13	11	12	20	12	12	
Insured unemployment ⁴ (average weekly volume).....	32	29	28	29	30	26	28	31	35	38	37	31	29	
Weeks of unemployment compensated.....	111	120	114	123	110	113	119	137	150	148	156	116	115	
Total benefits paid.....	\$4,297	\$4,723	\$4,540	\$4,844	\$4,387	\$4,941	\$4,678	\$5,241	\$5,591	\$5,433	\$5,744	\$4,262	\$4,282	
Railroad unemployment insurance:														
Applications ¹¹	11	12	15	15	46	11	4	4	5	7	19	12	16	
Insured unemployment (average weekly volume).....	45	41	41	37	39	32	39	49	57	64	73	61	61	
Number of payments ¹²	86	98	85	90	79	77	99	118	138	137	173	132	133	
Average amount of benefit payment ¹³	\$78.60	\$77.05	\$76.90	\$77.96	\$76.07	\$73.87	\$74.44	\$77.11	\$80.24	\$80.58	\$79.97	\$79.56	\$78.73	
Total benefits paid ¹⁴	\$6,672	\$7,475	\$6,416	\$6,906	\$5,852	\$5,563	\$7,333	\$9,005	\$11,004	\$10,881	\$13,732	\$10,358	\$10,373	
All programs: ¹⁵														
Insured unemployment ⁴	1,686	1,476	1,408	1,568	1,651	1,628	1,799	2,069	2,465	2,726	2,778	2,223	1,780	

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

⁴ Includes interstate claims for the Virgin Islands.

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

⁶ State insured unemployment include data under the program for Puerto Rican sugar cane workers.

⁷ The rate is the number of insured unemployed expressed as a percent of the average covered employment in a 12-month period.

⁸ Excludes data on claims and payments made jointly with other programs.

⁹ Includes the Virgin Islands.

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

¹¹ An application for benefits is filed by a railroad worker at the beginning of his first period of unemployment in a benefit year; no application is required for subsequent periods in the same year.

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

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

¹⁴ Adjusted for recovery of overpayments and settlement of underpayments.

¹⁵ Represents an unduplicated count of insured unemployment under the State, Ex-servicemen and UCFE programs 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 group¹

[Per 100 employees]

Revised series; see box, p. 220.

Major industry group	1963											1962		Annual average	
	Nov. ²	Oct.	Sept.	Aug.	July	June	May	Apr.	Mar.	Feb.	Jan.	Dec.	Nov.	1962	1961
Accessions: Total															
Manufacturing:															
Actual.....	2.8	3.9	4.8	4.8	4.3	4.8	4.0	3.9	3.5	3.3	3.6	2.4	3.0	4.1	4.1
Seasonally adjusted.....	3.5	3.9	3.9	3.7	4.0	3.9	3.8	4.1	3.8	3.9	3.7	3.8	3.8	-----	-----
Durable goods.....	2.7	3.6	4.5	4.2	3.7	4.2	3.8	3.8	3.5	3.2	3.5	2.3	2.8	3.8	3.9
Ordnance and accessories.....	2.1	2.7	2.8	2.7	2.6	2.9	2.5	2.3	2.1	2.2	2.5	1.7	1.9	2.9	2.9
Lumber and wood products, except furniture.....	3.1	4.9	6.3	6.8	5.7	7.9	7.3	6.6	6.0	4.4	4.6	2.4	3.2	5.5	5.3
Furniture and fixtures.....	3.3	4.8	5.6	5.9	5.5	4.8	4.5	4.4	3.8	3.9	4.1	2.6	3.3	4.5	4.1
Stone, clay, and glass products.....	2.4	3.1	3.4	3.8	4.2	5.1	4.4	5.7	4.7	3.5	3.6	1.9	2.4	3.8	3.7
Primary metal industries.....	2.3	2.6	2.5	2.4	2.4	3.3	3.5	3.8	3.6	3.6	3.4	2.3	2.5	2.8	3.4
Fabricated metal products.....	2.9	4.0	4.9	4.9	4.3	4.9	4.2	4.3	3.8	3.2	3.7	2.5	3.0	4.1	4.4
Machinery.....	2.3	2.9	3.4	3.0	2.9	3.4	2.7	2.7	2.6	2.7	3.0	2.0	2.4	3.0	3.1
Electrical equipment and supplies.....	2.5	3.2	3.7	3.7	3.2	3.6	2.9	2.9	2.7	2.7	3.0	2.1	2.8	3.6	3.6
Transportation equipment.....	3.1	4.0	7.0	5.5	3.6	4.1	3.8	3.8	3.5	3.3	3.8	2.9	3.5	4.7	4.7
Instruments and related products.....	2.2	2.7	3.4	3.1	3.4	3.9	3.1	2.6	2.5	2.4	2.7	1.7	2.4	2.7	2.6
Miscellaneous manufacturing industries.....	3.7	5.6	6.8	6.6	7.0	5.5	5.2	5.7	5.1	5.0	6.2	2.4	3.7	5.6	5.6
Nondurable goods.....	3.0	4.3	5.1	5.4	5.1	5.5	4.2	3.9	3.5	3.4	3.7	2.5	3.2	4.3	4.2
Food and kindred products.....	3.8	6.5	8.1	9.1	7.5	8.9	5.6	4.9	4.3	3.8	4.2	3.3	4.0	6.4	6.0
Tobacco manufactures.....	4.4	5.9	13.1	24.5	8.3	3.1	2.4	1.8	2.6	2.6	3.6	6.0	5.6	6.4	5.9
Textile mill products.....	2.9	4.0	4.2	4.3	4.0	4.0	3.9	3.6	3.5	3.3	3.3	1.9	2.7	3.6	3.5
Apparel and related products.....	4.3	5.0	5.5	5.8	7.1	5.7	5.9	5.1	4.7	5.4	5.9	3.1	4.4	5.5	5.7
Paper and allied products.....	1.9	2.6	3.0	2.9	2.9	4.0	2.7	2.7	2.4	2.2	2.3	1.6	1.9	2.6	2.6
Printing, publishing, and allied industries.....	2.4	3.0	3.5	3.2	3.2	4.0	2.8	2.8	2.6	2.6	2.9	2.0	2.5	3.0	2.9
Chemicals and allied products.....	1.3	1.8	2.2	1.9	2.2	3.3	2.0	2.6	2.4	1.9	2.0	1.3	1.4	2.1	2.1
Petroleum refining and related industries.....	.9	1.2	1.4	1.3	1.9	3.0	2.0	2.1	1.6	.9	1.3	.6	.8	1.4	1.3
Rubber and miscellaneous plastic products.....	2.6	3.8	4.3	4.3	4.5	4.0	3.7	3.8	3.4	3.0	3.2	2.3	3.1	3.8	3.9
Leather and leather products.....	4.2	4.8	4.8	5.4	6.6	6.3	5.6	4.4	4.1	4.2	5.9	3.5	4.4	5.0	5.0
Nonmanufacturing:															
Metal mining.....	1.5	2.7	2.6	2.8	2.7	3.8	3.6	5.7	2.9	2.8	3.2	2.0	2.9	2.9	2.7
Coal mining.....	1.5	1.8	2.3	2.9	2.1	1.5	2.1	2.2	2.5	2.2	2.2	1.4	1.5	1.7	2.2
Accessions: New hires															
Manufacturing:															
Actual.....	1.8	2.6	3.1	3.2	2.7	3.3	2.5	2.3	2.0	1.8	1.9	1.2	1.8	2.5	2.2
Seasonally adjusted.....	2.3	2.4	2.3	2.4	2.4	2.4	2.4	2.6	2.4	2.2	2.3	2.2	2.3	-----	-----
Durable goods.....	1.7	2.4	2.8	2.6	2.3	2.9	2.3	2.2	1.8	1.7	1.7	1.1	1.6	2.3	1.9
Ordnance and accessories.....	1.4	1.8	2.0	1.9	1.7	1.9	1.4	1.3	1.1	1.3	1.4	1.0	1.2	2.0	2.1
Lumber and wood products, except furniture.....	2.5	4.2	5.5	5.9	4.7	6.3	5.5	4.6	3.7	2.9	2.6	1.7	2.5	3.9	3.3
Furniture and fixtures.....	2.7	4.0	4.8	4.9	4.4	4.0	3.5	3.3	2.7	2.7	2.7	1.5	2.5	3.5	2.8
Stone, clay, and glass products.....	1.4	2.0	2.4	2.8	3.0	3.7	2.8	2.8	2.1	1.6	1.3	.9	1.3	2.2	1.8
Primary metal industries.....	.7	1.1	1.3	1.2	1.2	2.1	1.7	1.4	1.0	.9	.9	.6	.7	1.1	.9
Fabricated metal products.....	2.0	2.9	3.5	3.2	2.8	3.2	2.6	2.4	2.0	1.8	1.9	1.3	1.9	2.4	2.1
Machinery.....	1.6	2.0	2.2	1.9	1.9	2.5	1.9	1.9	1.8	1.8	1.9	1.1	1.4	2.0	1.6
Electrical equipment and supplies.....	1.6	2.2	2.6	2.3	1.9	2.4	1.7	1.6	1.5	1.5	1.6	1.2	1.7	2.3	2.1
Transportation equipment.....	1.7	2.3	2.5	1.9	1.8	2.4	1.8	1.9	1.7	1.6	1.6	1.2	1.7	2.1	1.6
Instruments and related products.....	1.4	2.0	2.4	2.1	2.2	3.1	2.0	1.8	1.7	1.6	1.9	1.1	1.6	2.0	1.7
Miscellaneous manufacturing industries.....	2.6	4.4	5.2	4.8	4.1	3.7	3.2	3.2	2.6	2.7	2.6	1.5	2.5	3.8	3.6
Nondurable goods.....	1.9	2.9	3.5	3.8	3.2	3.8	2.7	2.4	2.2	2.0	2.1	1.3	1.9	2.8	2.5
Food and kindred products.....	2.1	4.0	5.3	6.5	4.6	5.9	3.5	2.8	2.2	1.9	2.1	1.7	2.3	3.8	3.4
Tobacco manufactures.....	2.4	3.8	8.5	14.4	3.3	1.8	1.3	1.1	1.6	1.1	1.9	3.4	2.4	3.2	3.1
Textile mill products.....	2.0	2.9	3.1	3.2	2.8	3.0	2.8	2.5	2.2	2.0	1.9	1.2	1.8	2.5	2.2
Apparel and related products.....	2.4	3.4	3.8	3.9	4.0	3.6	3.6	3.4	3.2	3.1	3.2	1.5	2.7	3.5	3.1
Paper and allied products.....	1.3	2.1	2.4	2.2	2.1	3.1	1.9	1.7	1.5	1.3	1.3	.9	1.2	1.8	1.7
Printing, publishing, and allied industries.....	1.7	2.4	2.9	2.5	2.5	3.0	2.1	2.0	1.9	1.8	2.1	1.3	1.9	2.3	2.1
Chemicals and allied products.....	.9	1.3	1.6	1.4	1.6	2.6	1.4	1.8	1.6	1.2	1.2	.7	.9	1.5	1.4
Petroleum refining and related industries.....	.7	.8	1.1	1.0	1.6	2.4	1.5	1.3	.9	.5	.7	.4	.6	1.0	.9
Rubber and miscellaneous plastic products.....	1.7	2.8	3.2	2.9	2.6	2.7	2.4	2.1	1.9	1.8	1.7	1.2	1.8	2.4	2.0
Leather and leather products.....	2.5	3.4	3.6	3.9	4.2	3.9	3.2	2.6	2.3	2.4	3.3	2.1	2.7	3.1	2.8
Nonmanufacturing:															
Metal mining.....	1.1	1.7	1.9	1.8	1.5	2.7	1.6	1.7	1.5	1.4	1.7	1.2	1.3	1.5	1.2
Coal mining.....	.7	1.0	1.2	1.1	.9	.7	.8	.8	.8	.9	.6	.4	.6	.5	.6

See footnotes at end of table.

TABLE B-1. Labor turnover rates, by major industry group¹—Continued

Major industry group	[Per 100 employees]											Revised series; see box, p. 220.			
	1963											1962		Annual average	
	Nov. ²	Oct.	Sept.	Aug.	July	June	May	Apr.	Mar.	Feb.	Jan.	Dec.	Nov.	1962	1961
	Separations: Total														
Manufacturing:															
Actual.....	3.7	4.1	4.9	4.7	4.1	3.4	3.6	3.6	3.5	3.2	4.0	3.8	4.0	4.1	4.0
Seasonally adjusted.....	3.0	3.7	3.9	4.2	4.0	3.3	4.0	4.0	3.8	3.7	4.0	3.8	3.9	3.8	3.9
Durable goods:															
Actual.....	3.3	3.7	4.3	4.7	4.0	3.2	3.3	3.3	3.2	3.1	3.7	3.4	3.6	3.8	3.9
Seasonally adjusted.....	2.5	2.5	3.2	2.8	2.2	2.4	2.3	2.4	4.2	3.1	3.2	2.0	2.7	2.7	2.3
Ordinance and accessories:															
Lumber and wood products, except furniture.....	5.5	5.5	7.1	7.3	5.2	5.1	5.0	5.2	5.4	4.7	5.0	5.5	6.1	5.6	5.4
Furniture and fixtures.....	4.1	4.9	5.0	5.3	4.3	4.2	4.4	4.5	4.5	3.9	4.5	3.7	4.3	4.6	4.3
Stone, clay, and glass products:															
Primary metal industries.....	3.7	3.9	4.6	4.3	3.3	3.2	3.1	3.0	2.9	3.4	4.9	5.2	4.1	4.1	3.8
Fabricated metal products.....	2.4	3.5	4.1	4.1	3.6	2.0	2.1	2.1	2.1	2.2	2.6	2.5	2.9	3.3	2.8
Machinery.....	4.0	4.3	4.8	4.5	4.6	3.5	3.7	3.5	3.8	3.6	4.2	3.5	3.9	4.2	4.6
Electrical equipment and supplies.....	2.2	2.7	3.3	3.4	2.8	2.8	3.0	2.6	2.5	2.3	2.8	2.1	2.6	2.8	3.2
Transportation equipment.....	3.1	3.4	4.0	3.6	3.2	3.1	3.0	3.1	3.6	3.1	3.7	2.8	3.1	3.3	3.3
Instruments and related products.....	3.2	3.5	3.9	7.5	5.9	3.5	3.7	3.9	3.5	3.3	3.7	3.2	3.5	4.6	5.0
Miscellaneous manufacturing industries.....	2.7	2.7	3.7	3.0	3.0	2.3	2.7	2.3	2.4	2.4	2.9	2.1	2.6	2.6	2.5
Miscellaneous manufacturing industries:															
Actual.....	6.1	5.3	5.4	5.5	5.2	4.2	4.5	4.8	4.2	3.8	5.5	11.5	7.8	6.0	5.8
Seasonally adjusted.....															
Nondurable goods:															
Actual.....	4.1	4.7	5.6	4.8	4.3	3.8	4.0	3.9	3.7	3.4	4.3	4.3	4.6	4.4	4.2
Seasonally adjusted.....	5.9	7.5	9.2	6.5	5.8	4.8	4.6	4.8	4.9	4.7	6.4	6.3	7.1	6.2	6.0
Tobacco manufactures:															
Actual.....	11.7	8.6	4.2	4.3	2.6	2.2	4.0	3.9	7.0	9.2	6.8	11.0	17.1	6.7	5.7
Seasonally adjusted.....	3.6	4.0	4.5	4.6	3.8	3.3	3.9	3.7	3.5	3.1	3.9	3.4	3.7	3.7	3.4
Apparel and related products:															
Actual.....	5.3	5.5	5.8	5.8	6.4	5.6	6.8	6.0	4.8	4.2	5.5	5.9	5.2	5.8	5.8
Seasonally adjusted.....	2.5	2.8	4.2	3.4	2.5	2.2	2.5	2.5	2.5	2.3	2.9	2.5	2.7	2.8	2.7
Printing, publishing, and allied industries:															
Actual.....	2.7	3.1	3.8	3.5	2.6	3.0	3.0	2.6	2.7	2.3	3.0	2.7	2.9	2.9	2.9
Seasonally adjusted.....	1.7	2.0	3.1	2.5	1.8	2.1	2.6	1.9	1.7	1.4	1.7	1.6	2.0	2.1	2.0
Petroleum refining and related industries:															
Actual.....	2.0	1.8	3.1	2.1	1.7	1.8	1.7	1.6	1.8	1.9	1.8	2.1	2.2	1.8	1.7
Seasonally adjusted.....															
Rubber and miscellaneous plastic products:															
Actual.....	3.6	3.7	4.4	4.1	4.3	3.3	3.5	3.2	3.7	3.0	3.6	2.9	3.6	3.6	3.6
Seasonally adjusted.....	4.3	4.8	5.8	5.9	5.6	4.1	4.9	5.9	4.7	3.8	5.2	5.4	4.5	5.2	5.0
Nonmanufacturing:															
Actual.....	2.5	3.1	3.9	2.9	2.6	2.5	3.1	3.0	3.1	2.6	3.6	5.5	3.8	3.5	3.1
Seasonally adjusted.....	1.4	1.4	1.9	1.8	2.6	1.8	2.2	2.8	2.5	2.0	2.1	1.8	3.2	2.8	2.7
	Separations: Quits														
Manufacturing:															
Actual.....	1.1	1.5	2.4	2.1	1.4	1.4	1.4	1.3	1.2	1.0	1.1	0.3	1.1	1.4	1.2
Seasonally adjusted.....	1.4	1.4	1.3	1.5	1.4	1.4	1.4	1.4	1.5	1.3	1.4	1.3	1.4		
Durable goods:															
Actual.....	.9	1.3	2.0	1.8	1.2	1.2	1.3	1.1	1.0	.9	.9	.7	1.0	1.2	1.0
Seasonally adjusted.....	.7	1.0	1.7	1.3	1.0	1.0	1.0	.8	.9	.9	1.0	.7	.8	1.2	1.1
Ordinance and accessories:															
Lumber and wood products, except furniture.....	1.7	2.9	4.5	4.9	2.9	3.0	3.0	2.6	2.2	1.6	1.7	1.3	1.9	2.4	1.9
Furniture and fixtures.....	1.7	2.3	3.0	3.1	2.1	1.9	2.3	2.2	1.9	1.5	1.7	1.1	1.6	2.1	1.5
Stone, clay, and glass products:															
Primary metal industries.....	.9	1.2	2.2	1.9	1.3	1.3	1.3	1.1	.9	.7	.8	.6	.8	1.2	1.0
Fabricated metal products.....	.4	.6	1.2	1.1	.7	.6	.7	.6	.5	.4	.4	.3	.4	.6	.5
Machinery.....	1.1	1.4	2.2	1.9	1.2	1.2	1.3	1.2	1.1	.8	.9	.7	.9	1.3	1.0
Electrical equipment and supplies.....	.8	1.0	1.6	1.4	.9	.9	1.0	1.0	.9	.7	.8	.6	.8	1.0	.8
Transportation equipment.....	1.1	1.3	2.0	1.7	1.2	1.2	1.2	1.1	1.1	1.0	1.0	.8	1.1	1.4	1.2
Instruments and related products.....	.7	.9	1.5	1.2	.9	.9	.9	.8	.8	.7	.7	.5	.7	1.0	.8
Miscellaneous manufacturing industries.....	1.0	1.1	2.0	1.6	1.2	1.1	1.3	1.0	1.0	1.0	1.1	.8	1.0	1.2	1.0
Miscellaneous manufacturing industries:															
Actual.....	1.5	2.3	3.0	2.9	1.8	1.8	1.8	1.6	1.5	1.3	1.3	1.0	1.6	2.0	1.8
Seasonally adjusted.....															
Nondurable goods:															
Actual.....	1.3	1.8	2.8	2.4	1.7	1.6	1.7	1.5	1.4	1.2	1.3	1.0	1.3	1.7	1.5
Seasonally adjusted.....	1.4	2.2	3.8	2.8	1.9	1.7	1.6	1.4	1.4	1.2	1.3	1.1	1.2	1.9	1.6
Tobacco manufactures:															
Actual.....	.8	1.0	1.3	1.5	.8	.7	.8	.8	.7	.7	.9	.6	.8	.9	.9
Seasonally adjusted.....															
Apparel and related products:															
Actual.....	1.5	2.2	2.8	2.8	2.1	1.9	2.1	2.0	1.7	1.4	1.6	1.1	1.6	1.9	1.6
Seasonally adjusted.....	1.8	2.3	2.8	3.1	2.5	2.2	2.4	2.3	2.0	1.8	2.0	1.4	1.9	2.3	2.0
Paper and allied products:															
Actual.....	.8	1.2	2.6	1.9	1.0	1.0	1.0	1.0	.9	.7	.8	.6	.8	1.1	1.0
Seasonally adjusted.....															
Printing, publishing, and allied industries:															
Actual.....	1.2	1.4	2.2	2.0	1.3	1.5	1.5	1.3	1.2	1.1	1.2	.9	1.3	1.5	1.4
Seasonally adjusted.....	.6	.7	1.9	1.3	.7	.7	.8	.7	.6	.5	.6	.5	.5	.8	.7
Petroleum refining and related industries:															
Actual.....	.3	.6	1.7	1.1	.7	.8	.7	.6	.5	.5	.4	.4	.6	.7	.5
Seasonally adjusted.....															
Rubber and miscellaneous plastic products:															
Actual.....	1.1	1.6	2.3	2.0	1.4	1.4	1.4	1.3	1.1	1.0	1.1	.8	1.1	1.4	1.2
Seasonally adjusted.....	1.8	2.5	3.1	3.3	2.5	2.2	2.4	2.3	2.0	1.6	2.0	1.5	1.9	2.3	2.0
Leather and leather products:															
Actual.....	.8	1.2	2.3	1.9	1.3	1.4	1.5	1.4	1.2	1.2	1.2	.8	.9	1.2	1.0
Seasonally adjusted.....	.4	.5	.6	.6	.5	.3	.4	.5	.4	.3	.3	.3	.3	.4	.4

See footnotes at end of table.

TABLE B-1. Labor turnover rates, by major industry group¹—Continued

[Per 100 employees]

Revised series; see box, p. 220.

Major industry group	1963											1962		Annual average	
	Nov. ²	Oct.	Sept.	Aug.	July	June	May	Apr.	Mar.	Feb.	Jan.	Dec.	Nov.	1962	1961
	Separations: Layoffs														
Manufacturing:															
Actual.....	2.0	1.9	1.8	1.9	2.0	1.4	1.5	1.6	1.7	1.6	2.2	2.5	2.3	2.0	2.2
Seasonally adjusted.....	1.7	1.7	1.8	2.0	1.9	1.7	1.8	1.8	1.8	1.8	2.0	2.0	1.9	2.0	2.2
Durable goods.....	1.7	1.6	1.4	2.1	2.1	1.3	1.3	1.4	1.6	1.6	2.0	2.2	2.0	1.9	2.2
Ordnance and accessories.....	1.2	.9	1.0	.9	.7	.9	.8	1.1	2.7	1.8	1.7	1.0	1.3	.9	.7
Lumber and wood products, except furniture.....	3.1	1.7	1.5	1.4	1.5	1.2	1.1	1.8	2.5	2.3	2.6	3.6	3.5	2.4	2.8
Furniture and fixtures.....	1.7	1.7	1.1	1.3	1.4	1.6	1.3	1.5	1.8	1.7	2.1	2.0	2.1	1.8	2.1
Stone, clay, and glass products.....	2.3	2.0	1.7	1.6	1.2	1.2	1.2	1.2	1.4	2.1	3.4	4.0	2.8	2.2	2.2
Primary metal industries.....	1.5	2.1	2.2	2.3	2.2	.7	.8	.8	1.0	1.1	1.4	1.7	2.0	2.1	1.7
Fabricated metal products.....	2.3	2.1	1.8	1.7	2.6	1.5	1.7	1.7	2.0	2.1	2.5	2.3	2.4	2.2	2.9
Machinery.....	.9	1.1	1.0	1.3	1.3	1.2	1.4	1.0	1.0	.9	1.3	1.0	1.2	1.2	1.7
Electrical equipment and supplies.....	1.4	1.2	1.1	1.1	1.3	1.1	1.2	1.3	1.7	1.4	1.8	1.4	1.3	1.1	1.4
Transportation equipment.....	1.7	1.6	1.5	5.4	4.0	1.7	1.9	2.2	1.9	1.9	2.1	1.9	1.9	2.8	3.6
Instruments and related products.....	1.1	.9	.8	.8	1.3	.6	.7	.7	.7	.9	1.0	.8	1.1	.7	.9
Miscellaneous manufacturing industries.....	3.9	2.1	1.6	1.7	2.6	1.7	2.0	2.4	2.0	1.8	3.6	9.9	5.5	3.1	3.2
Nondurable goods.....	2.3	2.3	2.2	1.7	1.9	1.5	1.7	1.8	1.7	1.6	2.4	2.8	2.7	2.1	2.2
Food and kindred products.....	3.9	4.6	4.6	2.9	3.2	2.5	2.4	2.8	2.9	2.9	4.4	4.7	5.2	3.7	3.9
Tobacco manufactures.....	10.5	7.0	2.5	2.2	1.3	1.2	2.7	2.6	5.8	8.1	5.4	9.9	15.9	5.3	4.4
Textile mill products.....	1.5	1.2	1.0	1.1	1.1	.8	1.1	1.1	1.2	1.1	1.7	1.9	1.7	1.2	1.3
Apparel and related products.....	2.9	2.5	2.3	1.9	3.0	2.6	2.6	3.0	2.1	1.8	2.7	4.1	2.7	2.7	3.1
Paper and allied products.....	1.2	.9	.9	.9	.8	.6	.9	.9	1.1	1.2	1.5	1.4	1.3	1.0	1.1
Printing, publishing, and allied industries.....	1.2	1.2	1.0	1.0	.8	.9	1.1	.9	1.0	.8	1.3	1.3	1.2	1.0	1.0
Chemicals and allied products.....	.9	.7	.7	.7	.7	.9	1.4	.8	.6	.5	.7	.8	1.1	.8	.9
Petroleum refining and related industries.....	1.1	.8	.8	.6	.4	.3	.5	.5	.7	.9	.8	.9	1.0	.6	.6
Rubber and miscellaneous plastic products.....	1.9	1.2	1.3	1.4	2.1	1.2	1.3	1.2	1.8	1.3	1.8	1.6	1.9	1.5	1.8
Leather and leather products.....	1.7	1.7	1.9	1.6	2.3	1.1	1.7	2.9	2.0	1.6	2.5	3.4	2.0	2.1	2.2
Nonmanufacturing:															
Metal mining.....	1.3	1.2	.8	.5	.6	.4	.8	.9	1.4	.9	1.3	4.1	2.2	1.5	1.4
Coal mining.....	.6	.5	.8	.7	1.6	1.0	1.4	1.8	1.6	1.3	1.4	1.1	2.2	1.9	1.9

¹ For comparability of data with those published in issues prior to October 1963, see footnote 1, table A-2.

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

during the calendar month, while the employment series measures changes from midmonth to midmonth; and (2) the turnover series excludes personnel changes caused by strikes, but the employment series reflects the influence of such stoppages.

² Preliminary.

C.—Earnings and Hours

TABLE C-1. Gross hours and earnings of production workers,¹ by industry

Revised series; see box, p. 220.

Industry	1963												1962	Annual average	
	Dec. 2	Nov. 2	Oct.	Sept.	Aug.	July	June	May	Apr.	Mar.	Feb.	Jan.	Dec.	1962	1961
	Average weekly earnings														
Mining.....	\$113.99	\$116.75	\$117.04	\$115.08	\$112.06	\$117.85	\$114.39	\$112.75	\$110.97	\$112.48	\$111.66	\$111.66	\$110.70	\$106.92	
Metal mining.....	119.14	120.60	121.06	118.08	116.09	118.85	117.71	117.50	118.37	117.14	116.16	116.85	117.45	113.44	
Iron ores.....	117.80	120.43	127.20	119.65	119.50	124.14	120.08	117.80	116.73	116.05	118.95	115.36	122.19	115.50	
Copper ores.....	128.74	130.23	124.66	125.27	121.98	122.69	122.55	124.12	125.71	121.69	121.12	121.41	120.70	119.03	
Coal mining.....	118.18	121.68	123.48	118.18	108.19	128.74	122.14	117.73	113.77	121.29	120.43	119.11	113.09	110.62	
Bituminous.....	120.02	123.48	124.97	119.32	110.21	130.60	124.66	119.81	114.56	122.77	120.90	119.88	114.50	112.01	
Crude petroleum and natural gas.....	111.72	113.05	113.67	113.32	112.36	113.36	110.62	111.45	110.77	110.51	110.09	111.61	109.20	105.75	
Crude petroleum and natural gas fields.....	119.14	119.43	122.07	119.31	120.30	123.31	117.74	120.30	118.26	118.15	121.09	119.11	115.46	113.96	
Oil and gas field services.....	105.53	108.43	106.64	107.56	105.46	105.04	104.49	103.52	104.25	103.76	100.43	105.71	103.63	98.44	
Quarrying and nonmetallic mining.....	108.93	115.04	114.50	114.33	113.83	112.91	110.32	106.66	102.00	98.77	100.14	98.25	105.43	100.09	
Contract construction.....	124.87	134.98	132.90	132.70	130.90	129.79	128.06	124.58	122.72	118.33	121.07	118.67	122.47	118.08	
General building contractors.....	116.20	124.58	121.88	122.02	120.62	118.58	117.85	115.84	113.34	108.85	111.11	108.55	112.50	108.83	
Heavy construction.....	124.00	138.65	136.85	137.03	135.22	132.13	126.96	122.36	117.30	110.70	115.82	112.00	122.81	120.09	
Highway and street construction.....	120.29	137.81	135.96	134.67	133.62	130.09	123.68	117.74	109.42	99.72	107.54	104.60	118.37	113.81	
Other heavy construction.....	127.66	140.34	137.78	140.68	136.92	134.60	131.02	127.98	123.80	119.19	123.13	118.24	126.48	127.12	
Special trade contractors.....	131.38	139.49	137.64	137.25	136.14	135.75	134.67	131.40	130.31	125.93	128.47	127.40	128.50	123.44	
Manufacturing.....	\$102.00	100.85	100.53	100.53	98.42	99.23	100.37	99.23	97.36	98.09	97.20	97.44	98.01	96.56	92.34
Durable goods.....	111.22	110.00	109.71	109.45	107.01	108.09	109.82	108.36	106.37	106.49	106.23	105.82	107.53	104.70	100.35
Nondurable goods.....	90.17	89.10	88.98	89.88	88.40	88.36	88.36	87.52	85.97	86.68	85.85	86.24	86.94	85.54	82.92
	Average weekly hours														
Mining.....	41.3	42.3	42.1	42.0	41.2	42.7	41.9	41.3	40.5	40.9	40.9	40.9	41.0	41.0	40.5
Metal mining.....	40.8	41.3	41.6	41.0	40.8	41.7	41.3	40.8	41.1	41.1	40.9	41.0	41.5	41.4	
Iron ores.....	38.0	39.1	41.3	39.1	38.8	40.7	39.5	38.0	37.9	37.8	39.0	37.7	39.8	38.5	
Copper ores.....	43.2	43.7	42.4	42.9	42.8	42.9	43.0	43.4	43.9	43.0	42.8	42.9	42.8	43.6	
Coal mining.....	38.0	39.0	39.2	38.0	-----	41.0	39.4	38.1	36.7	39.0	39.1	38.3	36.6	35.8	
Bituminous.....	38.1	39.2	39.3	38.0	-----	41.2	39.7	38.4	36.6	39.1	39.0	38.3	36.7	35.9	
Crude petroleum and natural gas.....	42.0	42.5	42.1	42.6	42.4	42.3	41.9	41.9	41.8	41.7	41.7	42.6	42.0	41.8	
Crude petroleum and natural gas fields.....	40.8	40.9	41.1	41.0	41.2	41.8	40.6	41.2	40.5	40.6	41.9	41.5	40.8	40.7	
Oil and gas field services.....	42.9	43.9	43.0	43.9	43.4	42.7	43.0	42.6	42.9	42.7	41.5	43.5	43.0	42.8	
Quarrying and nonmetallic mining.....	44.1	46.2	45.8	46.1	45.9	45.9	45.4	44.4	42.5	41.5	41.9	40.6	44.3	43.9	
Contract construction.....	36.3	38.9	38.3	38.8	38.5	38.4	38.0	37.3	36.2	34.7	35.4	34.8	37.0	36.0	
General building contractors.....	35.0	37.3	36.6	37.2	37.0	36.6	36.6	36.2	35.2	33.7	34.4	33.4	35.6	35.8	
Heavy construction.....	40.0	43.6	42.9	43.5	43.2	42.9	41.9	41.2	39.1	36.9	38.1	36.6	40.5	40.3	
Highway and street construction.....	40.5	44.6	44.0	44.3	44.1	43.8	42.5	41.9	38.8	36.0	37.6	35.7	41.1	40.5	
Other heavy construction.....	39.4	42.4	41.5	42.5	42.0	41.8	41.2	40.9	39.3	37.6	38.6	37.3	39.9	40.1	
Special trade contractors.....	35.7	37.7	37.2	37.5	37.4	37.5	37.1	36.5	35.8	34.5	35.1	35.0	36.3	36.2	
Manufacturing.....	40.8	40.5	40.7	40.7	40.5	40.8	40.5	39.9	40.2	40.0	40.1	40.5	40.4	39.8	
Durable goods.....	41.5	41.2	41.4	41.3	41.0	41.1	41.6	41.2	40.6	40.8	40.7	41.2	40.9	40.3	
Nondurable goods.....	39.9	39.6	39.9	39.9	40.0	39.8	39.6	38.9	39.4	39.2	39.2	39.7	39.6	39.3	
	Average hourly earnings														
Mining.....	\$2.76	\$2.76	\$2.78	\$2.74	\$2.72	\$2.76	\$2.73	\$2.73	\$2.74	\$2.75	\$2.73	\$2.73	\$2.70	\$2.64	
Metal mining.....	2.92	2.92	2.91	2.88	2.86	2.85	2.85	2.88	2.88	2.85	2.84	2.85	2.83	2.74	
Iron ores.....	3.10	3.08	3.08	3.06	3.08	3.05	3.04	3.10	3.08	3.07	3.05	3.06	3.07	3.00	
Copper ores.....	2.98	2.98	2.94	2.92	2.85	2.86	2.85	2.86	2.87	2.83	2.83	2.83	2.82	2.73	
Coal mining.....	3.11	3.12	3.15	3.11	-----	3.14	3.10	3.09	3.10	3.11	3.08	3.11	3.09	3.09	
Bituminous.....	3.15	3.15	3.18	3.14	-----	3.17	3.14	3.12	3.13	3.14	3.10	3.13	3.12	3.12	
Crude petroleum and natural gas.....	2.66	2.66	2.70	2.66	2.65	2.68	2.64	2.66	2.65	2.65	2.64	2.62	2.60	2.53	
Crude petroleum and natural gas fields.....	2.92	2.92	2.97	2.91	2.92	2.95	2.90	2.92	2.92	2.91	2.89	2.87	2.83	2.80	
Oil and gas field services.....	2.46	2.47	2.48	2.45	2.43	2.46	2.43	2.43	2.43	2.43	2.42	2.43	2.41	2.30	
Quarrying and nonmetallic mining.....	2.47	2.49	2.50	2.48	2.48	2.46	2.43	2.40	2.40	2.38	2.39	2.42	2.38	2.28	
Contract construction.....	3.44	3.47	3.47	3.42	3.40	3.38	3.37	3.34	3.39	3.41	3.42	3.41	3.31	3.20	
General building contractors.....	3.32	3.34	3.33	3.28	3.26	3.24	3.22	3.20	3.22	3.23	3.23	3.25	3.16	3.04	
Heavy construction.....	3.10	3.18	3.19	3.15	3.13	3.08	3.03	2.97	3.00	3.00	3.04	3.06	3.02	2.91	
Highway and street construction.....	2.97	3.09	3.09	3.04	3.03	2.97	2.91	2.81	2.82	2.77	2.86	2.93	2.88	2.81	
Other heavy construction.....	3.24	3.31	3.32	3.31	3.26	3.22	3.18	3.16	3.15	3.17	3.19	3.17	3.17	3.17	
Special trade contractors.....	3.68	3.70	3.70	3.66	3.64	3.62	3.63	3.60	3.64	3.65	3.66	3.64	3.54	3.48	
Manufacturing.....	\$2.50	2.49	2.47	2.47	2.43	2.45	2.46	2.45	2.44	2.44	2.43	2.43	2.42	2.39	2.32
Durable goods.....	2.68	2.67	2.65	2.65	2.61	2.63	2.64	2.63	2.62	2.61	2.61	2.60	2.61	2.56	2.49
Nondurable goods.....	2.26	2.25	2.23	2.24	2.21	2.22	2.22	2.21	2.21	2.20	2.19	2.20	2.19	2.16	2.11

See footnotes at end of table.

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

Revised series; see box, p. 220.

Industry	1963												1962	Annual average	
	Dec. ²	Nov. ²	Oct.	Sept.	Aug.	July	June	May	Apr.	Mar.	Feb.	Jan.	Dec.	1962	1961
Average weekly earnings															
Manufacturing—Continued															
<i>Durable goods</i>															
Ordnance and accessories.....	\$122.25	\$120.66	\$121.13	\$121.01	\$119.31	\$117.74	\$118.24	\$117.67	\$115.14	\$118.20	\$119.65	\$119.65	\$120.10	\$116.31	\$113.29
Ammunition, except for small arms.....	124.61	123.41	122.89	121.77	121.95	118.96	119.65	117.50	116.24	117.86	119.31	119.02	120.06	116.69	115.49
Sighting and fire control equipment.....		123.44	129.48	129.36	123.83	121.09	120.10	122.01	119.20	127.98	128.29	128.35	131.24	126.18	117.27
Other ordnance and accessories.....	116.31	114.49	116.05	116.90	114.24	114.93	115.36	116.90	112.19	116.05	117.59	117.74	116.06	112.34	108.39
Lumber and wood products, except furniture.....	81.78	81.97	85.68	86.50	84.45	82.42	82.62	80.60	78.41	77.81	77.22	77.03	78.40	79.20	76.83
Sawmills and planing mills.....	75.25	75.62	78.34	79.15	77.36	74.96	76.07	73.97	71.82	71.16	70.62	70.98	71.23	71.71	68.99
Millwork, plywood, and related products.....	91.27	90.20	90.64	91.27	90.06	89.66	90.29	90.07	87.94	87.94	86.88	87.10	87.94	87.12	84.44
Wooden containers.....	68.68	67.89	70.18	70.00	69.64	70.14	69.14	68.31	66.73	65.01	64.91	64.02	64.29	66.17	63.12
Miscellaneous wood products.....	75.95	76.14	76.07	76.45	74.89	74.48	74.85	73.89	72.36	73.12	72.90	73.08	72.80	72.54	69.77
Furniture and fixtures.....	84.85	83.43	84.03	84.03	83.20	81.19	81.39	79.60	78.01	79.19	79.19	79.00	81.58	79.37	76.40
Household furniture.....	81.25	79.87	80.26	80.06	78.62	76.52	76.70	74.99	74.21	75.36	74.96	74.19	78.02	75.07	71.46
Office furniture.....		94.37	97.34	98.47	96.23	94.71	96.93	94.71	92.63	93.15	92.29	94.07	95.40	92.67	90.54
Partitions, office and store fixtures.....		101.89	104.38	105.67	109.10	107.64	105.37	101.75	98.39	101.29	100.58	101.85	99.04	103.57	100.53
Other furniture and fixtures.....	88.40	86.30	85.68	86.11	85.90	82.21	82.82	82.42	81.19	79.98	81.18	80.78	81.81	81.41	79.99
Average weekly hours															
Ordnance and accessories.....	41.3	40.9	41.2	41.3	41.0	40.6	41.2	41.0	40.4	40.9	41.4	41.4	41.7	41.1	40.9
Ammunition, except for small arms.....	41.4	41.0	41.1	41.0	41.2	40.6	41.4	40.8	40.5	40.5	41.0	40.9	41.4	40.8	41.1
Sighting and fire control equipment.....		41.3	41.5	42.0	40.6	39.7	39.9	40.4	39.6	42.1	42.2	42.5	43.6	42.2	40.3
Other ordnance and accessories.....	41.1	40.6	41.3	41.6	40.8	40.9	41.2	41.6	40.5	41.3	41.7	41.9	41.6	41.3	40.9
Lumber and wood products, except furniture.....	39.7	39.6	40.8	40.8	40.6	40.6	40.9	39.9	39.6	39.3	39.4	39.3	39.2	39.8	39.4
Sawmills and planing mills.....	39.4	39.8	40.8	40.8	40.5	40.3	40.9	40.2	39.9	39.1	38.8	39.0	38.5	39.4	39.2
Millwork, plywood, and related products.....	41.3	41.0	41.2	41.3	41.5	41.7	41.8	41.7	40.9	40.9	40.6	40.7	40.9	40.9	40.4
Wooden containers.....	40.4	39.7	40.8	40.7	41.7	42.0	41.4	41.4	40.2	39.4	39.1	38.8	39.2	40.1	39.7
Miscellaneous wood products.....	40.4	40.5	40.9	41.1	40.7	40.7	40.9	40.6	40.2	40.4	40.5	40.6	40.0	40.3	40.1
Furniture and fixtures.....	41.8	41.3	41.6	41.6	41.6	40.8	40.9	40.2	39.8	40.2	40.2	40.1	41.2	40.7	40.0
Household furniture.....	42.1	41.6	41.8	41.7	41.6	40.7	40.8	40.1	39.9	40.3	40.3	40.1	41.5	40.8	39.7
Office furniture.....		40.5	41.6	41.9	41.3	41.0	41.6	41.0	40.1	40.5	40.3	40.9	41.3	40.6	40.6
Partitions, office and store fixtures.....		39.8	40.3	40.8	41.8	41.4	41.0	39.9	39.2	40.0	39.6	40.1	39.3	41.1	40.7
Other furniture and fixtures.....	41.5	40.9	40.8	41.4	41.9	40.3	40.8	40.4	39.8	39.4	39.6	39.6	40.3	40.3	40.4
Average hourly earnings															
Ordnance and accessories.....	\$2.96	\$2.95	\$2.94	\$2.93	\$2.91	\$2.90	\$2.87	\$2.87	\$2.85	\$2.89	\$2.89	\$2.89	\$2.88	\$2.83	\$2.77
Ammunition, except for small arms.....	3.01	3.01	2.99	2.97	2.96	2.93	2.89	2.88	2.87	2.91	2.91	2.91	2.90	2.86	2.81
Sighting and fire control equipment.....		3.11	3.12	3.08	3.05	3.05	3.01	3.02	3.01	3.04	3.04	3.02	3.01	2.99	2.91
Other ordnance and accessories.....	2.83	2.82	2.81	2.81	2.80	2.81	2.80	2.81	2.77	2.81	2.82	2.81	2.79	2.72	2.65
Lumber and wood products, except furniture.....	2.06	2.07	2.10	2.12	2.08	2.03	2.02	2.02	1.98	1.98	1.96	1.96	2.00	1.99	1.95
Sawmills and planing mills.....	1.91	1.90	1.92	1.94	1.91	1.86	1.86	1.84	1.80	1.82	1.82	1.82	1.85	1.82	1.76
Millwork, plywood, and related products.....	2.21	2.20	2.20	2.21	2.17	2.15	2.15	2.16	2.15	2.15	2.14	2.14	2.15	2.13	2.09
Wooden containers.....	1.70	1.71	1.72	1.72	1.67	1.67	1.67	1.65	1.66	1.65	1.66	1.65	1.64	1.65	1.59
Miscellaneous wood products.....	1.88	1.88	1.86	1.86	1.84	1.83	1.83	1.82	1.80	1.81	1.80	1.80	1.82	1.80	1.74
Furniture and fixtures.....	2.03	2.02	2.02	2.02	2.00	1.99	1.99	1.98	1.96	1.97	1.97	1.97	1.98	1.95	1.91
Household furniture.....	1.93	1.92	1.92	1.92	1.89	1.88	1.88	1.87	1.86	1.87	1.86	1.85	1.88	1.84	1.80
Office furniture.....		2.33	2.34	2.35	2.33	2.31	2.33	2.31	2.31	2.30	2.29	2.30	2.31	2.28	2.23
Partitions, office and store fixtures.....		2.56	2.59	2.59	2.61	2.60	2.57	2.55	2.51	2.53	2.54	2.54	2.52	2.52	2.47
Other furniture and fixtures.....	2.13	2.11	2.10	2.08	2.05	2.04	2.03	2.04	2.04	2.03	2.05	2.04	2.03	2.02	1.98

See footnotes at end of table.

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

Revised series; see box, p. 220.

Industry	1963												1962	Annual average	
	Dec. ²	Nov. ²	Oct.	Sept.	Aug.	July	June	May	Apr.	Mar.	Feb.	Jan.	Dec.	1962	1961
	Average weekly earnings														
Manufacturing—Continued															
<i>Durable goods—Continued</i>															
Stone, clay, and glass products.....	\$101.09	\$103.75	\$105.67	\$104.50	\$104.33	\$104.33	\$104.41	\$103.07	\$101.11	\$99.47	\$97.36	\$97.36	\$97.84	\$98.57	\$95.24
Flat glass.....	141.17	142.35	139.06	133.00	133.45	139.40	133.51	131.66	130.65	127.92	129.26	130.42	126.01	122.68	
Glass and glassware, pressed or blown.....	99.35	100.50	100.50	98.85	100.90	100.25	101.00	100.10	98.00	100.40	100.65	100.15	99.14	98.33	
Cement, hydraulic.....	115.62	120.01	117.83	118.28	116.47	118.86	116.05	116.48	119.99	112.87	111.63	112.16	111.50	112.75	
Structural clay products.....	88.54	90.67	91.12	90.45	90.69	90.71	90.92	90.71	90.27	86.67	84.77	85.41	85.41	86.69	
Pottery and related products.....	92.23	90.09	89.54	87.85	89.01	90.16	90.46	88.37	89.31	88.14	87.69	88.88	86.85	82.13	
Concrete, gypsum, and plaster products.....	101.11	105.78	112.50	111.05	111.15	110.45	110.01	108.62	103.92	99.48	93.93	94.40	95.60	100.96	
Other stone and mineral products...	104.17	103.09	104.92	104.25	103.25	104.00	102.92	102.26	100.61	100.12	99.23	98.00	98.74	98.33	
Primary metal industries.....	126.07	123.42	122.41	123.73	123.02	125.77	129.55	127.30	127.82	122.91	122.21	120.80	120.39	119.80	
Blast furnace and basic steel products.....	132.07	128.58	127.59	130.35	130.28	135.20	140.70	138.28	141.70	131.27	129.89	128.44	126.68	127.40	
Iron and steel foundries.....	119.26	116.20	115.08	114.39	111.49	111.78	115.45	112.98	110.15	110.15	110.83	108.14	109.88	106.52	
Nonferrous smelting and refining.....	118.98	118.98	118.98	120.25	119.11	118.12	117.45	118.43	120.12	117.31	116.33	116.20	117.32	114.95	
Nonferrous rolling, drawing, and extruding.....	120.84	119.99	119.14	119.43	118.44	119.00	120.83	118.72	115.23	116.34	116.34	116.89	118.43	116.05	
Nonferrous foundries.....	108.77	108.36	108.21	107.42	106.71	105.41	107.38	106.45	105.01	106.45	106.45	107.38	106.81	104.55	
Miscellaneous primary metal industries.....	132.09	130.83	130.21	130.52	125.56	128.44	129.16	127.10	125.05	126.99	127.60	129.98	129.25	124.50	
Average weekly hours															
Stone, clay, and glass products.....	40.6	41.5	42.1	41.8	41.9	41.9	42.1	41.9	41.1	40.6	39.9	39.9	40.1	40.9	
Flat glass.....	41.4	41.5	40.9	39.7	39.6	41.0	39.5	39.3	39.0	38.3	38.7	38.7	38.7	38.7	
Glass and glassware, pressed or blown.....	39.9	40.2	40.2	39.7	40.2	40.1	40.4	40.2	39.2	40.0	40.1	39.9	40.3	40.3	
Cement, hydraulic.....	41.0	41.1	41.2	41.5	41.3	42.0	41.3	41.6	42.1	40.6	40.3	40.2	40.4	40.5	
Structural clay products.....	40.8	41.4	41.8	41.3	41.6	41.8	41.9	41.8	41.6	40.5	39.8	40.1	40.1	40.7	
Pottery and related products.....	40.1	39.0	39.1	38.7	38.7	39.2	39.5	39.1	39.0	39.0	38.8	39.5	39.3	38.2	
Concrete, gypsum, and plaster products.....	41.1	43.0	45.0	44.6	45.0	44.9	44.9	44.7	43.3	41.8	39.8	40.0	40.0	42.6	
Other stone and mineral products...	41.5	41.4	41.8	41.7	41.3	41.6	41.5	41.4	40.9	40.7	40.5	40.0	40.3	40.7	
Primary metal industries.....	41.2	40.6	40.4	40.7	40.6	41.1	42.2	41.6	41.5	40.7	40.6	40.4	40.4	39.6	
Blast furnace and basic steel products.....	39.9	39.2	38.9	39.5	39.6	40.6	42.0	41.4	41.8	39.9	39.6	39.4	39.1	39.2	
Iron and steel foundries.....	42.9	42.1	42.0	41.9	41.6	41.4	42.6	42.0	41.1	41.1	41.2	40.5	41.0	38.9	
Nonferrous smelting and refining.....	41.6	41.6	41.6	41.9	41.5	41.3	41.5	41.7	42.0	41.6	41.4	41.5	41.9	41.2	
Nonferrous rolling, drawing, and extruding.....	42.7	42.4	42.4	42.5	42.3	42.5	43.0	42.4	41.6	42.0	42.0	42.2	42.6	41.7	
Nonferrous foundries.....	41.2	41.2	41.3	41.0	41.2	40.7	41.3	41.1	40.7	41.1	41.1	41.3	41.4	41.0	
Miscellaneous primary metal industries.....	42.2	41.8	41.6	41.7	40.9	41.3	41.8	41.4	41.0	41.5	41.7	42.2	42.1	40.4	
Average hourly earnings															
Stone, clay, and glass products.....	\$2.49	\$2.50	\$2.51	\$2.50	\$2.49	\$2.49	\$2.48	\$2.46	\$2.46	\$2.45	\$2.44	\$2.44	\$2.44	\$2.41	
Flat glass.....	3.41	3.43	3.40	3.35	3.37	3.40	3.38	3.35	3.35	3.34	3.34	3.37	3.29	3.17	
Glass and glassware, pressed or blown.....	2.49	2.50	2.49	2.51	2.50	2.50	2.49	2.50	2.51	2.51	2.51	2.51	2.46	2.38	
Cement, hydraulic.....	2.82	2.92	2.86	2.85	2.82	2.83	2.81	2.80	2.85	2.78	2.77	2.79	2.76	2.63	
Structural clay products.....	2.17	2.19	2.18	2.19	2.18	2.17	2.17	2.17	2.17	2.14	2.13	2.13	2.13	2.08	
Pottery and related products.....	2.30	2.31	2.29	2.27	2.30	2.30	2.29	2.29	2.26	2.29	2.26	2.26	2.25	2.15	
Concrete, gypsum, and plaster products.....	2.46	2.46	2.50	2.49	2.47	2.46	2.45	2.43	2.40	2.38	2.36	2.36	2.39	2.29	
Other stone and mineral products...	2.51	2.49	2.51	2.50	2.50	2.50	2.48	2.47	2.46	2.46	2.45	2.45	2.45	2.34	
Primary metal industries.....	3.06	3.04	3.03	3.04	3.03	3.06	3.07	3.06	3.08	3.02	3.01	2.99	2.98	2.90	
Blast furnace and basic steel products.....	3.31	3.28	3.28	3.30	3.29	3.33	3.35	3.34	3.39	3.29	3.28	3.26	3.24	3.16	
Iron and steel foundries.....	2.78	2.76	2.74	2.73	2.68	2.70	2.71	2.69	2.68	2.68	2.69	2.67	2.68	2.54	
Nonferrous smelting and refining.....	2.86	2.86	2.86	2.87	2.87	2.86	2.83	2.84	2.86	2.82	2.81	2.80	2.80	2.70	
Nonferrous rolling, drawing, and extruding.....	2.83	2.83	2.81	2.81	2.80	2.80	2.81	2.80	2.77	2.77	2.77	2.77	2.78	2.68	
Nonferrous foundries.....	2.64	2.63	2.62	2.62	2.59	2.59	2.60	2.59	2.58	2.59	2.59	2.60	2.58	2.50	
Miscellaneous primary metal industries.....	3.13	3.13	3.13	3.13	3.07	3.11	3.09	3.07	3.05	3.06	3.06	3.08	3.07	2.90	

See footnotes at end of table.

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

Revised series; see box, p. 220.

Industry	1963												1962	Annual average	
	Dec. ²	Nov. ²	Oct.	Sept.	Aug.	July	June	May	Apr.	Mar.	Feb.	Jan.	Dec.	1962	1961
Average weekly earnings															
Manufacturing—Continued															
Durable goods—Continued															
Fabricated metal products.....	\$110.51	\$109.15	\$109.93	\$110.20	\$108.32	\$107.53	\$108.84	\$108.32	\$104.75	\$105.67	\$105.01	\$105.52	\$106.30	\$104.81	\$100.85
Metal cans.....	130.24	127.98	125.63	132.01	135.39	132.07	131.94	128.65	125.14	122.59	120.88	122.29	122.48	126.30	121.80
Cutlery, hand tools, and general hardware.....	109.62	108.42	105.32	104.81	101.50	100.35	103.98	104.24	99.70	101.75	101.59	102.59	103.09	99.14	93.53
Heating equipment and plumbing fixtures.....	102.72	102.87	105.06	104.04	102.82	102.47	103.22	100.15	97.86	98.60	98.95	98.95	98.60	98.55	94.95
Fabricated structural metal products.....	109.18	108.09	109.25	109.93	109.78	108.58	108.84	107.53	104.64	104.12	103.60	103.46	104.64	104.60	102.06
Screw machine products, bolts, etc.....	109.46	108.10	109.56	109.65	108.45	106.75	108.80	108.38	105.08	106.26	107.19	108.46	108.46	106.00	98.49
Metal stampings.....	120.55	119.28	120.25	117.70	112.74	113.98	116.75	116.47	112.06	113.57	113.15	113.01	113.82	111.76	105.41
Coating, engraving, and allied services.....	97.34	97.34	96.74	98.05	94.89	93.73	95.63	95.63	92.80	94.12	91.53	92.39	93.98	93.34	90.32
Miscellaneous fabricated wire products.....	98.88	97.34	97.82	98.71	96.52	96.22	97.64	97.58	95.51	97.34	96.93	98.06	97.70	96.64	94.07
Miscellaneous fabricated metal products.....	106.75	104.75	107.53	108.05	106.08	105.71	105.93	106.45	104.23	104.86	104.09	104.75	105.67	103.53	100.19
Machinery.....															
Engines and turbines.....	119.71	117.88	117.04	117.32	115.23	115.51	117.04	115.79	113.85	115.51	114.82	114.40	114.53	113.01	107.42
Farm machinery and equipment.....	126.89	127.92	123.93	126.48	121.50	122.21	123.73	122.41	119.30	124.23	123.11	120.99	122.40	119.88	114.80
Construction and related machinery.....	119.71	117.18	116.90	116.90	116.20	115.93	117.18	115.93	113.57	113.85	113.44	112.75	112.88	112.34	106.62
Metalworking machinery and equipment.....	133.32	130.03	128.44	127.71	125.83	128.30	130.52	128.90	128.17	130.52	128.76	127.01	126.87	125.57	117.04
Special industry machinery.....	113.09	110.83	110.56	111.09	108.52	109.20	110.33	109.13	107.17	108.88	107.94	108.71	109.31	106.77	101.43
General industrial machinery.....	119.14	116.62	116.62	117.04	114.40	113.16	114.54	112.61	110.16	110.98	110.70	110.43	112.06	110.83	105.04
Office, computing, and accounting machines.....	119.48	119.19	119.07	119.07	116.97	117.14	116.57	115.59	114.33	115.30	114.90	114.21	114.49	113.15	111.24
Service industry machines.....	105.78	103.83	103.83	104.86	104.60	103.22	103.57	103.98	101.15	102.31	100.90	100.90	100.35	100.12	95.84
Miscellaneous machinery.....	114.70	112.25	112.46	111.61	110.83	110.56	112.99	112.04	109.36	110.72	109.62	111.09	112.14	109.13	104.00
Average weekly hours															
Fabricated metal products.....	41.7	41.5	41.8	41.9	41.5	41.2	41.7	41.5	40.6	40.8	40.7	40.9	41.2	41.1	40.5
Metal cans.....	42.7	42.1	41.6	43.0	44.1	43.3	43.4	42.6	41.3	41.0	40.7	40.9	41.1	42.1	42.0
Cutlery, hand tools, and general hardware.....	42.0	41.7	41.3	41.1	40.6	40.3	41.1	41.2	40.2	40.7	40.8	41.2	41.4	40.8	39.8
Heating equipment and plumbing fixtures.....	40.6	40.5	41.2	40.8	40.8	40.5	40.8	39.9	39.3	39.6	39.9	39.9	39.6	39.9	39.4
Fabricated structural metal products.....	41.2	41.1	41.7	41.8	41.9	41.6	41.7	41.2	40.4	40.2	40.0	40.1	40.4	40.7	40.5
Screw machine products, bolts, etc.....	42.1	41.9	42.3	42.5	42.2	41.7	42.5	42.5	41.7	42.0	42.2	42.7	42.7	42.4	40.7
Metal stampings.....	42.9	42.6	43.1	42.8	41.6	41.6	42.3	42.2	41.2	41.6	41.6	41.7	42.0	41.7	40.7
Coating, engraving, and allied services.....	41.6	41.6	41.7	41.9	40.9	40.4	41.4	41.4	40.7	41.1	40.5	40.7	41.4	41.3	40.5
Miscellaneous fabricated wire products.....	41.2	40.9	41.1	41.3	40.9	40.6	41.2	41.0	40.3	40.9	40.9	41.2	41.4	41.3	40.9
Miscellaneous fabricated metal products.....	40.9	40.6	41.2	41.4	40.8	40.5	40.9	41.1	40.4	40.8	40.5	40.6	40.8	40.6	40.4
Machinery.....															
Engines and turbines.....	42.3	41.8	41.8	41.9	41.6	41.7	42.1	41.8	41.4	41.7	41.6	41.6	41.8	41.7	41.0
Farm machinery and equipment.....	40.8	41.0	40.5	41.2	40.1	40.6	40.7	40.4	39.9	41.0	40.9	40.6	40.8	40.5	40.0
Construction and related machinery.....	42.3	41.7	41.6	41.6	41.5	41.7	42.0	41.7	41.0	41.1	41.1	41.0	40.9	41.3	40.5
Metalworking machinery and equipment.....	44.0	43.2	43.1	43.0	42.8	43.2	43.8	43.4	43.3	43.8	43.5	43.2	43.3	43.3	41.8
Special industry machinery.....	43.0	42.3	42.2	42.4	41.9	42.0	42.6	42.3	41.7	42.2	42.0	42.3	42.7	42.2	41.4
General industrial machinery.....	42.1	41.5	41.5	41.8	41.3	41.0	41.5	41.1	40.5	40.8	40.7	40.9	41.2	41.2	40.4
Office, computing, and accounting machines.....	41.2	41.1	41.2	41.2	40.9	41.1	40.9	40.7	40.4	40.6	40.6	40.5	40.6	40.7	41.2
Service industry machines.....	41.0	40.4	40.4	40.8	40.7	40.8	41.1	41.1	40.3	40.6	40.2	40.2	40.3	40.7	40.1
Miscellaneous machinery.....	42.8	42.2	42.6	42.4	42.3	42.2	42.8	42.6	41.9	42.1	42.0	42.4	42.8	42.3	41.6
Average hourly earnings															
Fabricated metal products.....	\$2.65	\$2.63	\$2.63	\$2.63	\$2.61	\$2.61	\$2.61	\$2.61	\$2.58	\$2.59	\$2.58	\$2.58	\$2.58	\$2.55	\$2.49
Metal cans.....	3.05	3.04	3.02	3.07	3.07	3.05	3.04	3.02	3.03	2.99	2.97	2.99	2.98	3.00	2.90
Cutlery, hand tools, and general hardware.....	2.61	2.60	2.55	2.55	2.50	2.49	2.53	2.53	2.48	2.50	2.49	2.49	2.49	2.43	2.35
Heating equipment and plumbing fixtures.....	2.53	2.54	2.55	2.55	2.52	2.53	2.53	2.51	2.49	2.49	2.48	2.48	2.49	2.47	2.41
Fabricated structural metal products.....	2.65	2.63	2.62	2.63	2.62	2.61	2.61	2.61	2.59	2.59	2.59	2.58	2.59	2.57	2.52
Screw machine products, bolts, etc.....	2.60	2.58	2.59	2.58	2.57	2.56	2.56	2.55	2.52	2.53	2.54	2.54	2.54	2.50	2.42
Metal stampings.....	2.81	2.80	2.79	2.75	2.71	2.74	2.76	2.76	2.72	2.73	2.72	2.71	2.71	2.68	2.59
Coating, engraving, and allied services.....	2.34	2.34	2.32	2.34	2.32	2.32	2.31	2.31	2.28	2.29	2.26	2.27	2.27	2.26	2.23
Miscellaneous fabricated wire products.....	2.40	2.38	2.38	2.39	2.36	2.37	2.37	2.38	2.37	2.38	2.37	2.38	2.36	2.34	2.30
Miscellaneous fabricated metal products.....	2.61	2.58	2.61	2.61	2.60	2.61	2.59	2.59	2.58	2.57	2.57	2.58	2.50	2.55	2.48
Machinery.....															
Engines and turbines.....	2.83	2.82	2.80	2.80	2.77	2.77	2.78	2.77	2.75	2.77	2.76	2.75	2.74	2.71	2.62
Farm machinery and equipment.....	3.11	3.12	3.06	3.07	3.03	3.01	3.04	3.03	2.99	3.03	3.01	2.98	3.00	2.96	2.87
Construction and related machinery.....	2.80	2.80	2.79	2.76	2.72	2.75	2.74	2.72	2.73	2.74	2.74	2.73	2.72	2.65	2.56
Metalworking machinery and equipment.....	2.83	2.81	2.81	2.81	2.80	2.78	2.79	2.78	2.77	2.77	2.76	2.75	2.76	2.72	2.63
Special industry machinery.....	3.03	3.01	2.98	2.97	2.94	2.97	2.98	2.97	2.96	2.98	2.96	2.94	2.93	2.90	2.80
General industrial machinery.....	2.63	2.62	2.62	2.62	2.59	2.60	2.59	2.58	2.57	2.58	2.57	2.57	2.56	2.53	2.45
Office, computing, and accounting machines.....	2.83	2.81	2.81	2.80	2.77	2.76	2.76	2.74	2.72	2.72	2.72	2.70	2.72	2.69	2.60
Service industry machines.....	2.90	2.90	2.89	2.89	2.86	2.85	2.85	2.84	2.83	2.84	2.83	2.82	2.82	2.78	2.70
Miscellaneous machinery.....	2.59	2.57	2.57	2.57	2.57	2.53	2.52	2.53	2.51	2.52	2.51	2.51	2.49	2.46	2.39
Miscellaneous machinery.....	2.68	2.66	2.64	2.63	2.62	2.62	2.64	2.63	2.61	2.63	2.61	2.62	2.62	2.58	2.50

See footnotes at end of table.

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

Revised series; see box, p. 220.

Industry	1963												1962	Annual average	
	Dec. ²	Nov. ²	Oct.	Sept.	Aug.	July	June	May	Apr.	Mar.	Feb.	Jan.	Dec.	1962	1961
	Average weekly earnings														
Manufacturing—Continued															
Durable goods—Continued															
Electrical equipment and supplies	\$101.75	\$100.35	\$100.28	\$100.53	\$98.74	\$98.89	\$99.88	\$98.74	\$96.87	\$97.84	\$98.09	\$97.93	\$100.21	\$97.44	\$94.47
Electric distribution equipment.....	110.83	109.61	109.33	108.92	109.18	106.11	107.98	106.11	103.34	104.78	104.23	102.91	107.12	102.87	101.06
Electrical industrial apparatus.....	106.04	104.49	104.60	106.30	104.04	105.63	105.73	104.81	102.36	102.97	104.14	102.82	102.97	102.00	98.58
Household appliances.....	109.75	106.67	108.39	110.92	107.71	110.68	111.22	108.39	106.25	107.71	104.52	103.74	107.94	104.23	101.30
Electric lighting and wiring equip- ment.....	94.64	94.87	94.37	95.06	93.32	92.86	94.02	93.09	90.00	91.14	90.29	90.52	92.52	90.85	87.91
Radio and TV receiving sets.....	88.65	87.02	86.72	86.33	85.72	86.76	86.33	86.46	83.00	85.36	86.02	84.92	86.72	85.75	82.11
Communication equipment.....	110.02	109.48	108.26	108.67	108.67	105.60	106.92	105.99	103.88	106.11	107.30	107.27	109.15	106.97	102.72
Electronic components and acces- sories.....	85.20	84.19	84.40	82.97	82.37	81.72	82.76	82.97	82.14	83.68	82.35	82.37	83.20	82.00	80.40
Miscellaneous electrical equipment and supplies.....	118.79	110.54	110.39	108.09	100.40	106.49	109.82	106.23	102.94	103.34	107.27	110.72	111.41	106.66	97.11
Transportation equipment.....	133.73	132.68	131.52	127.80	121.58	125.58	126.90	125.76	121.54	123.85	123.14	124.74	129.73	122.22	113.40
Motor vehicles and equipment.....	144.70	142.65	139.60	132.19	122.61	130.54	132.62	131.89	125.44	128.29	127.38	129.63	138.40	127.67	114.69
Aircraft and parts.....	123.90	123.90	124.38	124.68	122.84	122.13	121.72	120.30	118.90	120.18	121.76	122.64	123.94	119.97	114.68
Ship and boat building and re- pairing.....	121.10	122.40	123.30	124.01	122.10	120.39	121.77	122.01	119.25	119.95	118.55	118.61	119.72	114.97	111.20
Railroad equipment.....	125.24	122.71	124.34	116.79	125.36	122.91	119.80	119.10	121.88	115.84	118.89	115.54	118.10	108.11	108.11
Other transportation equipment.....	89.50	93.60	94.73	94.02	94.02	93.86	93.21	91.17	88.66	87.60	85.46	86.72	86.22	83.71	83.71
Average weekly hours															
Electrical equipment and supplies	40.7	40.3	40.6	40.7	40.3	40.2	40.6	40.3	39.7	40.1	40.2	40.3	40.9	40.6	40.2
Electric distribution equipment.....	41.2	40.9	41.1	41.1	41.2	40.5	40.9	40.5	39.9	40.3	40.4	40.2	41.2	40.5	40.4
Electrical industrial apparatus.....	41.1	40.5	40.7	41.2	40.8	41.1	41.3	41.1	40.3	40.7	41.0	40.8	40.7	40.8	40.4
Household appliances.....	40.8	40.1	40.9	41.7	40.8	41.3	41.5	40.9	40.4	40.8	40.2	39.9	41.2	40.4	40.2
Electric lighting and wiring equip- ment.....	40.1	40.2	40.5	40.8	40.4	40.2	40.7	40.3	39.3	39.8	39.6	39.7	40.4	40.2	39.6
Radio and TV receiving sets.....	39.4	39.2	39.6	39.6	39.5	39.8	39.6	39.3	37.9	38.8	39.1	38.6	39.6	39.7	39.1
Communication equipment.....	40.9	40.7	40.7	40.7	40.8	41.0	40.5	40.3	39.8	40.5	40.8	41.1	41.5	41.3	40.6
Electronic components and acces- sories.....	40.0	39.9	40.0	39.7	39.6	39.1	39.6	39.7	39.3	39.8	39.4	39.6	40.0	40.0	40.2
Miscellaneous electrical equipment and supplies.....	42.3	41.4	41.5	41.1	40.0	40.8	41.6	40.7	39.9	39.9	41.1	42.1	42.2	41.5	39.8
Transportation equipment.....	43.0	42.8	42.7	41.9	40.8	42.0	42.3	42.2	41.2	41.7	41.6	42.0	43.1	42.0	40.5
Motor vehicles and equipment.....	44.8	44.3	43.9	42.1	40.3	42.8	43.2	43.1	41.4	42.2	41.9	42.5	44.5	42.7	40.1
Aircraft and parts.....	41.3	41.3	41.6	41.7	41.5	41.4	41.4	41.2	41.0	41.3	41.7	42.0	42.3	41.8	41.4
Ship and boat building and re- pairing.....	40.5	40.8	41.1	41.2	40.7	40.4	41.0	41.5	40.7	40.8	40.6	40.9	41.0	40.2	40.0
Railroad equipment.....	40.4	40.1	40.9	38.8	41.1	40.7	40.2	40.1	40.9	39.4	40.3	39.3	39.9	38.2	38.2
Other transportation equipment.....	39.6	41.6	42.1	41.6	41.6	41.9	41.8	40.7	40.3	40.0	39.2	39.6	40.1	39.3	39.3
Average hourly earnings															
Electrical equipment and supplies	\$2.50	\$2.49	\$2.47	\$2.47	\$2.45	\$2.46	\$2.46	\$2.45	\$2.44	\$2.44	\$2.44	\$2.43	\$2.45	\$2.40	\$2.35
Electric distribution equipment.....	2.69	2.68	2.66	2.65	2.65	2.62	2.64	2.62	2.59	2.60	2.68	2.56	2.60	2.54	2.50
Electrical industrial apparatus.....	2.58	2.58	2.57	2.58	2.55	2.57	2.56	2.55	2.54	2.53	2.54	2.52	2.53	2.50	2.44
Household appliances.....	2.69	2.66	2.65	2.66	2.64	2.68	2.68	2.65	2.63	2.64	2.60	2.60	2.62	2.58	2.52
Electric lighting and wiring equip- ment.....	2.36	2.36	2.33	2.33	2.31	2.31	2.31	2.29	2.29	2.28	2.28	2.29	2.26	2.26	2.22
Radio and TV receiving sets.....	2.25	2.22	2.19	2.18	2.17	2.18	2.18	2.20	2.19	2.20	2.20	2.20	2.19	2.16	2.10
Communication equipment.....	2.69	2.69	2.66	2.67	2.66	2.64	2.64	2.63	2.61	2.62	2.63	2.61	2.63	2.59	2.53
Electronic components and acces- sories.....	2.13	2.11	2.11	2.09	2.08	2.09	2.09	2.09	2.09	2.10	2.09	2.08	2.08	2.05	2.00
Miscellaneous electrical equipment and supplies.....	2.69	2.67	2.66	2.63	2.51	2.61	2.64	2.61	2.58	2.59	2.61	2.63	2.64	2.57	2.44
Transportation equipment.....	3.11	3.10	3.08	3.05	2.98	2.99	3.00	2.98	2.95	2.97	2.96	2.97	3.01	2.91	2.80
Motor vehicles and equipment.....	3.23	3.22	3.18	3.14	3.04	3.05	3.07	3.06	3.03	3.04	3.04	3.05	3.11	2.99	2.86
Aircraft and parts.....	3.00	3.00	2.99	2.99	2.96	2.95	2.94	2.92	2.90	2.91	2.92	2.92	2.93	2.87	2.77
Ship and boat building and re- pairing.....	2.99	3.00	3.00	3.01	3.00	2.98	2.97	2.94	2.93	2.94	2.92	2.90	2.92	2.86	2.78
Railroad equipment.....	3.10	3.06	3.04	3.01	3.05	3.02	2.98	2.97	2.98	2.98	2.94	2.95	2.94	2.96	2.83
Other transportation equipment.....	2.26	2.25	2.25	2.25	2.26	2.26	2.24	2.23	2.24	2.20	2.19	2.18	2.19	2.15	2.13

See footnotes at end of table.

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

Revised series; see box, p. 220.

Industry	1963												1962	Annual average	
	Dec. ²	Nov. ²	Oct.	Sept.	Aug.	July	June	May	Apr.	Mar.	Feb.	Jan.	Dec.	1962	1961
	Average weekly earnings														
Manufacturing—Continued															
Durable goods—Continued															
Instruments and related products.....	\$103.16	\$102.50	\$102.75	\$102.75	\$101.34	\$100.94	\$101.84	\$100.94	\$99.14	\$101.18	\$101.18	\$99.88	\$101.52	\$99.80	\$96.87
Engineering and scientific instruments.....	-----	119.36	120.22	19.65	118.94	116.85	119.11	115.87	114.86	118.69	119.26	117.29	117.88	115.64	112.07
Mechanical measuring and control devices.....	105.16	104.24	104.14	104.24	102.41	101.50	103.07	102.56	100.10	101.09	99.70	98.74	101.68	98.98	95.91
Optical and ophthalmic goods.....	95.11	94.05	95.15	94.28	92.32	92.13	93.44	94.08	93.02	93.66	93.02	92.80	92.80	89.62	86.92
Surgical, medical, and dental equipment.....	86.24	86.00	85.60	87.10	85.22	85.65	86.30	84.21	82.58	83.39	83.79	82.97	84.44	84.45	81.81
Photographic equipment and supplies.....	-----	117.73	117.31	116.33	113.70	114.80	113.40	113.15	111.78	114.26	115.51	113.44	116.06	114.26	110.09
Watches and clocks.....	-----	81.93	82.78	83.79	83.35	82.32	82.50	84.14	82.60	83.53	83.74	82.29	83.13	83.37	80.58
Miscellaneous manufacturing industries.....	81.78	81.19	81.40	80.60	79.60	79.18	80.19	79.40	79.17	80.39	80.19	79.58	80.19	78.21	75.84
Jewelry, silverware, and plated ware.....	94.92	92.29	92.13	90.20	87.23	86.29	88.70	87.02	85.54	86.40	85.36	85.60	91.56	84.82	81.81
Toys, amusement, and sporting goods.....	-----	73.32	73.68	72.71	71.74	71.42	72.17	72.37	71.63	73.14	73.34	73.15	71.44	71.37	70.17
Pens, pencils, office and art materials.....	-----	76.43	78.76	76.64	79.38	77.81	79.38	77.41	76.43	77.02	78.59	76.44	76.76	74.82	72.86
Costume jewelry, buttons, and notions.....	-----	74.61	75.76	75.55	73.23	71.16	74.19	72.89	71.97	73.05	72.65	71.39	72.47	71.68	68.78
Other manufacturing industries.....	87.56	87.60	88.04	87.20	86.80	86.15	86.58	86.00	85.10	86.40	85.97	85.14	86.22	84.82	81.78
Average weekly hours															
Instruments and related products.....	41.1	41.0	41.1	41.1	40.7	40.7	40.9	40.7	40.3	40.8	40.8	40.6	41.1	40.9	40.7
Engineering and scientific instruments.....	-----	41.3	41.6	41.4	41.3	41.0	41.5	40.8	40.3	41.5	41.7	41.3	41.8	41.3	40.9
Mechanical measuring and control devices.....	41.4	41.2	41.0	41.2	40.8	40.6	40.9	40.7	40.2	40.6	40.2	40.3	41.0	40.4	40.3
Optical and ophthalmic goods.....	41.9	41.8	42.1	41.9	41.4	41.5	41.9	42.0	41.9	42.0	41.9	41.8	41.8	41.3	41.0
Surgical, medical, and dental equipment.....	40.3	40.0	40.0	40.7	40.2	40.4	40.9	40.1	39.7	39.9	39.9	39.7	40.4	40.6	40.3
Photographic equipment and supplies.....	-----	41.6	41.6	41.4	40.9	41.0	40.5	40.7	40.5	41.1	41.4	41.1	41.9	41.7	41.7
Watches and clocks.....	-----	39.2	39.8	39.9	39.5	39.2	39.1	39.5	39.1	39.4	39.5	39.0	39.4	39.7	39.5
Miscellaneous manufacturing industries.....	39.7	39.8	40.1	39.9	39.8	39.2	39.7	39.5	39.0	39.6	39.5	39.2	39.7	39.7	39.5
Jewelry, silverware, and plated ware.....	42.0	41.2	41.5	41.0	40.2	39.4	40.5	40.1	39.6	40.0	39.7	40.0	42.0	40.2	40.3
Toys, amusement, and sporting goods.....	-----	39.0	39.4	39.3	39.2	38.4	38.8	38.7	38.1	38.7	38.4	38.3	38.0	39.0	39.2
Pens, pencils, office and art materials.....	-----	39.6	40.6	39.1	40.5	39.7	40.5	39.9	39.6	39.7	40.3	39.4	40.4	39.8	39.6
Costume jewelry, buttons, and notions.....	-----	39.9	40.3	40.4	39.8	39.1	40.1	39.4	38.9	39.7	39.7	38.8	39.6	39.6	39.3
Other manufacturing industries.....	39.8	40.0	40.2	40.0	40.0	39.7	39.9	40.0	39.4	40.0	39.8	39.6	40.1	40.2	39.7
Average hourly earnings															
Instruments and related products.....	\$2.51	\$2.50	\$2.50	\$2.50	\$2.49	\$2.48	\$2.49	\$2.48	\$2.46	\$2.48	\$2.48	\$2.46	\$2.47	\$2.44	\$2.38
Engineering and scientific instruments.....	-----	2.89	2.89	2.89	2.88	2.85	2.87	2.84	2.85	2.86	2.86	2.84	2.82	2.80	2.74
Mechanical measuring and control devices.....	2.54	2.53	2.54	2.53	2.51	2.50	2.52	2.52	2.49	2.49	2.48	2.45	2.48	2.45	2.38
Optical and ophthalmic goods.....	2.27	2.25	2.26	2.25	2.23	2.22	2.23	2.24	2.22	2.23	2.22	2.22	2.22	2.17	2.12
Surgical, medical, and dental equipment.....	2.14	2.15	2.14	2.14	2.12	2.12	2.11	2.10	2.08	2.09	2.10	2.09	2.09	2.08	2.03
Photographic equipment and supplies.....	-----	2.83	2.82	2.81	2.78	2.80	2.80	2.78	2.76	2.78	2.79	2.76	2.77	2.74	2.64
Watches and clocks.....	-----	2.09	2.08	2.10	2.11	2.10	2.11	2.13	2.11	2.12	2.12	2.11	2.11	2.10	2.04
Miscellaneous manufacturing industries.....	2.06	2.04	2.03	2.02	2.00	2.02	2.02	2.01	2.03	2.03	2.03	2.03	2.02	1.97	1.92
Jewelry, silverware, and plated ware.....	2.26	2.24	2.22	2.20	2.17	2.19	2.19	2.17	2.16	2.16	2.15	2.14	2.18	2.11	2.03
Toys, amusement, and sporting goods.....	-----	1.88	1.87	1.85	1.83	1.86	1.86	1.87	1.88	1.89	1.91	1.91	1.88	1.83	1.79
Pens, pencils, office and art materials.....	-----	1.93	1.94	1.96	1.96	1.96	1.96	1.94	1.93	1.94	1.95	1.94	1.90	1.88	1.84
Costume jewelry, buttons, and notions.....	-----	1.87	1.88	1.87	1.84	1.82	1.85	1.85	1.84	1.84	1.83	1.84	1.84	1.81	1.75
Other manufacturing industries.....	2.20	2.19	2.19	2.18	2.17	2.17	2.17	2.15	2.16	2.16	2.16	2.15	2.15	2.11	2.06

See footnotes at end of table.

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

Revised series; see box, p. 220.

Industry	1963											1962	Annual average		
	Dec. ²	Nov. ²	Oct.	Sept.	Aug.	July	June	May	Apr.	Mar.	Feb.	Jan.	Dec.	1962	1961
Manufacturing—Continued	Average weekly earnings														
<i>Nondurable goods</i>															
Food and kindred products.....	\$96.82	\$95.94	\$94.35	\$95.68	\$93.98	\$95.63	\$95.17	\$94.66	\$92.40	\$93.32	\$92.63	\$92.52	\$93.71	\$91.62	\$88.75
Meat products.....	109.40	108.20	101.84	104.58	98.22	100.94	101.43	101.11	97.66	98.85	97.46	100.19	102.26	98.66	96.52
Dairy products.....	99.72	99.01	99.48	101.15	98.79	99.92	99.92	98.33	97.02	97.48	96.79	97.29	97.33	96.05	93.08
Canned and preserved food, except meats.....		71.78	77.03	80.40	78.38	75.08	73.06	74.03	72.96	74.84	73.26	73.13	71.99	73.53	70.67
Grain mill products.....	106.76	107.93	108.31	107.81	105.73	107.87	105.33	103.01	99.49	101.99	102.93	103.64	104.58	101.92	99.01
Bakery products.....	95.58	95.04	94.71	95.34	94.37	96.17	95.53	94.19	92.00	91.37	91.31	90.68	92.29	91.30	88.04
Sugar.....		91.08	94.50	104.09	107.87	107.26	104.49	110.14	105.18	104.75	101.18	96.93	96.30	97.75	95.27
Confectionery and related products.....	76.44	77.62	80.19	82.00	79.79	79.60	81.00	77.62	75.64	77.62	76.64	76.44	77.59	76.61	73.42
Beverages.....	107.74	107.20	108.26	107.59	108.73	112.25	111.25	107.30	106.11	105.46	102.05	101.79	104.41	103.31	99.85
Miscellaneous food and kindred products.....	96.77	96.13	95.27	94.37	94.53	93.66	92.57	92.60	90.67	91.76	92.86	92.65	92.88	91.38	87.34
Tobacco manufactures.....	76.61	73.33	71.46	71.46	73.57	78.76	81.81	78.17	68.71	73.11	69.70	73.15	75.20	71.41	69.43
Cigarettes.....		97.29	89.55	93.06	97.06	93.37	98.75	96.29	82.95	88.22	85.51	90.32	95.53	89.54	85.72
Cigars.....		63.02	63.73	61.85	61.69	60.42	61.44	58.46	53.72	58.56	58.99	59.57	59.14	57.82	56.02
Textile mill products.....	72.34	72.28	71.04	69.83	69.19	68.68	69.70	69.02	67.26	68.51	68.00	67.26	68.45	68.21	65.04
Cotton broad woven fabrics.....	73.53	73.35	69.97	67.40	67.65	66.66	67.32	66.99	66.50	66.33	65.84	66.66	67.49	66.75	63.20
Silk and synthetic broad woven fabrics.....	78.84	78.84	75.52	74.30	4.04	73.10	74.39	74.91	72.49	73.35	73.35	73.35	74.09	73.44	68.72
Weaving and finishing broad woolsens.....	75.81	71.94	73.71	74.85	73.89	76.49	77.04	76.31	74.21	76.86	76.49	75.35	74.80	77.17	72.28
Narrow fabrics and smallwares.....	73.63	73.10	72.10	71.53	70.47	71.28	72.04	71.25	69.26	69.77	70.18	70.69	70.69	70.93	68.11
Knitting.....	62.12	64.30	65.30	64.80	63.90	62.76	63.41	62.37	59.94	61.07	60.59	59.94	60.16	61.44	59.21
Finishing textiles, except wool and knit.....	84.24	84.00	80.51	78.73	78.02	75.89	80.89	79.29	78.35	80.09	79.15	75.48	80.46	78.07	74.70
Floor covering.....		78.55	77.15	78.01	75.60	73.75	75.30	72.67	71.73	76.50	74.80	71.86	75.47	73.04	71.05
Yarn and thread.....	65.04	66.08	64.94	63.67	63.43	63.90	64.53	63.65	62.16	62.56	61.54	60.61	61.29	62.22	59.55
Miscellaneous textile goods.....	84.77	82.78	82.96	80.95	80.75	80.95	83.95	80.95	78.76	79.73	79.73	78.98	80.73	78.91	75.36
	Average weekly hours														
Food and kindred products.....	41.2	41.0	41.2	41.6	41.4	41.4	41.2	40.8	40.0	40.4	40.1	40.4	41.1	40.9	40.9
Meat products.....	42.9	42.6	41.4	42.0	41.0	41.2	41.4	41.1	39.7	39.7	39.3	40.4	41.4	40.6	40.9
Dairy products.....	41.9	41.6	41.8	42.5	42.4	42.7	42.7	42.2	42.0	42.2	41.9	42.3	42.5	42.5	42.5
Canned and preserved food, except meats.....		37.0	39.1	40.4	40.4	38.9	36.9	37.2	36.3	37.8	37.0	37.5	37.3	38.7	38.2
Grain mill products.....	44.3	44.6	45.7	45.3	44.8	45.9	45.4	44.4	42.7	43.4	43.8	44.1	44.5	44.7	44.8
Bakery products.....	40.5	40.1	40.3	40.4	40.5	41.1	41.0	40.6	40.0	39.9	39.7	39.6	40.3	40.4	40.2
Sugar.....		41.4	42.0	40.5	42.3	41.9	41.3	42.2	40.3	41.9	40.8	40.9	46.3	42.5	43.5
Confectionery and related products.....	39.2	39.6	40.5	41.0	40.3	39.6	40.5	39.2	38.2	39.6	39.3	39.4	40.2	39.9	39.9
Beverages.....	40.2	40.0	40.7	40.6	41.5	42.2	42.3	40.8	40.5	40.1	39.4	39.3	39.7	40.2	40.1
Miscellaneous food and kindred products.....	43.2	43.3	43.5	42.7	42.2	42.0	41.7	41.9	41.4	41.9	42.4	42.5	43.0	42.7	42.4
Tobacco manufactures.....	39.9	38.8	39.7	39.7	40.2	38.8	40.3	38.7	34.7	37.3	36.3	38.5	40.0	38.6	39.0
Cigarettes.....		41.4	38.6	39.6	41.3	39.9	42.2	40.8	35.6	37.7	36.7	39.1	41.0	39.1	39.5
Cigars.....		38.9	39.1	38.9	38.8	38.0	38.4	37.0	34.0	37.3	37.1	37.7	38.4	37.3	37.6
Textile mill products.....	41.1	41.3	41.3	40.6	40.7	40.4	41.0	40.6	39.8	40.3	40.0	39.8	40.5	40.6	39.9
Cotton broad woven fabrics.....	42.5	42.4	41.9	40.6	41.0	40.4	40.8	40.6	40.3	40.2	39.9	40.4	40.9	40.7	40.0
Silk and synthetic broad woven fabrics.....	43.8	43.8	43.4	42.7	42.8	42.5	43.0	43.3	41.9	42.4	42.4	42.4	43.1	42.7	41.4
Weaving and finishing broad woolsens.....	41.2	39.1	40.5	40.9	40.6	41.8	42.1	41.7	41.0	42.0	41.8	41.4	41.1	42.4	41.3
Narrow fabrics and smallwares.....	41.6	41.3	41.2	40.9	40.5	41.2	41.4	41.2	40.5	40.8	40.8	41.1	41.1	41.0	40.3
Knitting.....	37.2	38.5	39.1	38.8	39.2	38.5	38.9	38.5	37.0	37.7	37.4	37.0	37.6	38.4	38.2
Finishing textiles, except wool and knit.....	43.2	43.3	42.6	42.1	41.5	40.8	42.8	42.4	41.9	42.6	42.1	40.8	42.8	42.2	41.5
Floor covering.....		43.4	43.1	43.1	42.0	41.2	41.6	40.6	40.3	42.5	42.5	40.6	42.4	41.5	40.6
Yarn and thread.....	40.4	41.3	41.1	40.3	40.4	40.7	41.1	40.8	40.1	40.1	39.7	39.1	39.8	40.4	39.7
Miscellaneous textile goods.....	42.6	41.6	41.9	41.3	41.2	41.3	42.4	41.3	40.6	41.1	41.1	40.5	41.4	41.1	40.3
	Average hourly earnings														
Food and kindred products.....	\$2.35	\$2.34	\$2.29	\$2.30	\$2.27	\$2.31	\$2.31	\$2.32	\$2.31	\$2.31	\$2.31	\$2.29	\$2.28	\$2.24	\$2.17
Meat products.....	2.55	2.54	2.46	2.49	2.42	2.45	2.45	2.46	2.46	2.49	2.48	2.48	2.47	2.43	2.36
Dairy products.....	2.38	2.38	2.38	2.38	2.33	2.34	2.34	2.33	2.31	2.31	2.31	2.30	2.29	2.26	2.19
Canned and preserved food, except meats.....		1.94	1.97	1.99	1.94	1.93	1.98	1.99	2.01	1.98	1.98	1.95	1.93	1.90	1.85
Grain mill products.....	2.41	2.42	2.37	2.38	2.36	2.35	2.32	2.32	2.33	2.35	2.35	2.35	2.35	2.28	2.21
Bakery products.....	2.36	2.37	2.35	2.36	2.33	2.34	2.33	2.32	2.30	2.29	2.30	2.29	2.29	2.26	2.19
Sugar.....		2.20	2.25	2.57	2.55	2.56	2.53	2.61	2.61	2.50	2.48	2.37	2.08	2.30	2.19
Confectionery and related products.....	1.95	1.96	1.98	2.00	1.98	2.01	2.00	1.98	1.98	1.96	1.95	1.94	1.93	1.92	1.84
Beverages.....	2.68	2.68	2.66	2.65	2.62	2.66	2.63	2.63	2.62	2.63	2.59	2.59	2.63	2.57	2.49
Miscellaneous food and kindred products.....	2.24	2.22	2.19	2.21	2.24	2.23	2.22	2.21	2.19	2.19	2.19	2.18	2.16	2.14	2.06
Tobacco manufactures.....	1.92	1.89	1.80	1.80	1.83	2.03	2.03	2.02	1.98	1.96	1.92	1.90	1.88	1.85	1.78
Cigarettes.....		2.35	2.32	2.35	2.35	2.34	2.34	2.36	2.33	2.34	2.33	2.31	2.33	2.29	2.17
Cigars.....		1.62	1.63	1.59	1.59	1.59	1.60	1.58	1.58	1.57	1.59	1.58	1.54	1.55	1.49
Textile mill products.....	1.76	1.75	1.72	1.72	1.70	1.70	1.70	1.70	1.69	1.70	1.70	1.69	1.69	1.68	1.63
Cotton broad woven fabrics.....	1.73	1.73	1.67	1.66	1.65	1.65	1.65	1.65	1.65	1.65	1.65	1.65	1.65	1.64	1.58
Silk and synthetic broad woven fabrics.....	1.80	1.80	1.74	1.74	1.73	1.73	1.73	1.73	1.73	1.73	1.73	1.73	1.74	1.72	1.66
Weaving and finishing broad woolsens.....	1.84	1.84	1.82	1.83	1.82	1.83	1.83	1.83	1.81	1.83	1.83	1.82	1.82	1.82	1.75
Narrow fabrics and smallwares.....	1.77	1.77	1.75	1.75	1.74	1.73	1.73	1.73	1.71	1.71	1.72	1.72	1.72	1.73	1.69
Knitting.....	1.67	1.67	1.67	1.67	1.63	1.63	1.63	1.62	1.62	1.62	1.62	1.62	1.60	1.60	1.55
Finishing textiles, except wool and knit.....	1.95	1.94	1.89	1.87	1.88	1.86	1.89	1.87	1.87	1.88	1.88	1.85	1.88	1.85	1.80
Floor covering.....		1.81	1.79	1.81	1.80	1.79	1.81	1.79	1.78	1.80	1.77	1.77	1.78	1.76	1.75
Yarn and thread.....	1.61	1.60	1.58	1.58	1.57	1.57	1.57	1.56	1.55	1.56	1.55	1.55	1.54	1.54	1.80
Miscellaneous textile goods.....	1.99	1.99	1.98	1.96	1.96	1.96	1.98	1.96	1.94	1.94	1.94</				

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

Revised series; see box, p. 220.

Industry	1963												1962	Annual average	
	Dec. ²	Nov. ³	Oct.	Sept.	Aug.	July	June	May	Apr.	Mar.	Feb.	Jan.	Dec.	1962	1961
	Average weekly earnings														
Manufacturing—Continued															
Nondurable goods—Continued															
Apparel and related products.....	\$63.71	\$63.01	\$64.25	\$64.25	\$63.30	\$61.71	\$61.35	\$61.52	\$60.16	\$62.59	\$61.54	\$60.35	\$60.31	\$61.18	\$58.06
Men's and boys' suits and coats.....	78.38	76.59	77.38	76.38	77.07	74.37	78.17	74.03	70.76	73.48	72.93	71.57	73.13	72.54	67.78
Men's and boys' furnishings.....	55.87	54.96	55.87	56.17	55.01	54.58	54.05	53.91	52.48	53.28	52.91	52.85	52.82	53.53	49.87
Women's, misses', and juniors' outerwear.....	65.57	63.74	67.18	67.18	66.97	65.17	62.68	64.33	64.67	68.35	66.28	63.65	62.79	64.45	61.61
Women's and children's undergarments.....	59.41	60.16	60.58	60.64	58.59	55.94	56.00	56.15	53.86	56.52	55.02	54.11	55.33	55.48	54.02
Hats, caps, and millinery.....	64.61	67.10	67.26	68.07	66.79	64.79	62.48	60.16	69.38	66.76	63.70	64.97	65.52	63.19	63.19
Girls' and children's outerwear.....	55.38	56.25	58.08	57.32	56.27	56.15	56.61	55.85	52.44	55.54	55.85	54.67	52.50	54.72	52.75
Fur goods and miscellaneous apparel.....	70.29	69.55	66.98	65.87	64.62	64.80	63.19	58.47	62.83	61.06	63.19	67.16	64.98	62.65	62.65
Miscellaneous fabricated textile products.....	69.63	70.02	69.27	69.60	66.78	64.53	66.85	66.47	64.90	65.02	64.47	64.18	65.88	64.26	62.75
Paper and allied products.....	108.11	107.68	108.43	108.43	107.32	106.82	106.21	104.55	102.24	104.13	102.97	103.21	104.43	102.00	99.45
Paper and pulp.....	119.14	119.68	119.51	119.34	119.34	120.42	117.31	116.87	114.23	116.42	115.02	115.49	115.46	112.92	109.69
Paperboard.....	121.55	120.67	121.76	121.11	121.04	122.03	119.97	117.48	115.01	117.40	115.02	114.93	119.08	114.22	109.44
Converted paper and paperboard products.....	97.94	95.30	95.76	95.90	94.92	92.74	93.00	91.84	90.09	91.43	90.98	91.84	92.77	90.64	87.54
Paperboard containers and boxes.....	98.88	98.05	99.88	99.64	97.67	96.05	97.44	94.99	92.75	94.30	92.97	92.80	94.66	94.24	91.10
Printing, publishing, and allied industries.....	113.98	111.16	111.74	112.71	111.27	110.02	110.69	110.21	108.97	110.21	108.20	107.16	109.24	107.62	105.05
Newspaper publishing and printing.....	118.24	114.61	114.30	113.98	112.89	111.91	113.20	113.52	111.19	109.74	108.42	107.16	113.22	110.35	107.45
Periodical publishing and printing.....	116.22	118.48	120.60	116.98	118.78	115.49	112.68	113.58	116.18	112.97	106.65	113.15	111.95	109.81	109.81
Books.....	101.27	104.66	107.94	108.52	105.78	105.97	106.14	103.28	103.57	100.98	100.84	100.94	99.85	99.06	99.06
Commercial printing.....	115.92	112.52	113.68	115.34	112.71	112.03	112.32	112.22	110.58	113.18	110.87	109.52	111.60	110.15	106.20
Bookbinding and related industries.....	90.55	88.46	88.17	88.39	88.08	87.40	88.24	88.69	87.17	88.01	85.95	86.71	87.01	85.91	82.85
Other publishing and printing industries.....	116.82	113.28	113.87	114.43	114.94	113.37	112.60	112.01	111.81	115.71	114.55	113.68	112.23	110.59	108.96
Average weekly hours															
Apparel and related products.....	36.2	35.8	36.3	36.3	36.8	36.3	36.3	36.4	35.6	36.6	36.2	35.5	35.9	36.2	35.4
Men's and boys' suits and coats.....	37.5	36.3	36.5	36.2	36.7	36.1	37.4	37.2	36.1	37.3	37.4	36.7	37.5	37.2	35.3
Men's and boys' furnishings.....	37.0	36.4	37.0	37.2	38.2	37.9	37.8	37.7	36.7	37.0	37.0	36.7	37.2	37.7	36.4
Women's, misses', and juniors' outerwear.....	33.8	33.2	34.1	34.1	34.7	34.3	33.7	34.4	34.4	35.6	34.7	33.5	33.4	34.1	33.3
Women's and children's undergarments.....	36.9	37.6	38.1	37.9	37.8	36.8	36.6	36.7	35.2	36.7	36.2	35.6	36.4	36.5	36.5
Hats, caps, and millinery.....	35.5	35.5	35.5	35.4	36.4	36.1	36.4	35.7	33.8	37.1	35.7	35.0	36.5	36.2	35.7
Girls' and children's outerwear.....	35.5	35.6	36.3	35.6	36.3	36.7	37.0	36.5	34.5	36.3	36.5	35.5	35.0	36.0	35.4
Fur goods and miscellaneous apparel.....	36.8	36.8	36.4	36.8	35.9	36.0	36.0	35.5	34.6	35.7	35.5	35.7	36.3	36.1	35.8
Miscellaneous fabricated textile products.....	33.9	33.9	33.7	33.9	33.6	37.3	38.2	38.2	37.3	37.8	37.7	37.1	38.3	37.8	37.8
Paper and allied products.....	42.9	42.9	43.2	43.2	43.1	42.9	43.0	42.5	41.9	42.5	42.2	42.3	43.8	42.5	42.5
Paper and pulp.....	43.8	44.0	44.1	44.2	44.2	44.6	44.1	44.1	43.6	44.1	43.9	43.9	43.9	43.0	43.7
Paperboard.....	44.2	44.2	44.6	44.2	44.5	44.7	44.6	44.0	43.4	44.3	43.9	43.7	44.6	44.1	43.6
Converted paper and paperboard products.....	42.4	41.8	42.0	42.1	42.0	41.4	41.6	41.0	40.4	41.0	40.8	41.0	41.6	41.2	41.1
Paperboard containers and boxes.....	41.9	41.9	42.5	42.4	42.1	41.4	42.0	41.3	40.5	41.0	40.6	40.7	41.7	41.7	41.6
Printing, publishing, and allied industries.....	38.9	38.2	38.4	38.6	38.5	38.2	38.3	38.4	38.1	38.4	38.1	38.0	38.6	38.3	38.2
Newspaper publishing and printing.....	37.3	36.5	36.4	36.3	36.3	36.1	36.4	36.5	36.1	36.1	35.9	35.6	37.0	36.3	36.3
Periodical publishing and printing.....	39.8	39.8	40.3	40.2	40.2	40.4	40.1	39.5	39.3	40.2	39.5	38.5	39.7	39.7	39.5
Books.....	39.1	40.1	41.2	41.2	41.9	41.0	40.6	41.3	40.5	40.3	39.6	39.7	39.7	40.1	40.6
Commercial printing.....	39.7	38.8	39.2	39.5	39.0	38.9	39.0	39.1	38.8	39.3	38.9	38.7	39.4	39.2	38.9
Bookbinding and related industries.....	39.2	38.8	38.5	38.6	38.8	38.5	38.7	38.9	38.4	38.6	38.2	38.2	38.5	38.7	38.3
Other publishing and printing industries.....	39.2	38.4	38.6	38.4	38.7	38.3	38.3	38.1	37.9	38.7	38.7	38.8	38.7	38.4	38.5
Average hourly earnings															
Apparel and related products.....	\$1.76	\$1.76	\$1.77	\$1.77	\$1.72	\$1.70	\$1.69	\$1.69	\$1.69	\$1.71	\$1.70	\$1.68	\$1.69	\$1.64	\$1.64
Men's and boys' suits and coats.....	2.09	2.11	2.12	2.11	2.10	2.06	2.09	1.99	1.96	1.97	1.95	1.95	1.95	1.92	1.92
Men's and boys' furnishings.....	1.51	1.51	1.51	1.51	1.44	1.44	1.43	1.43	1.43	1.44	1.43	1.44	1.42	1.42	1.37
Women's, misses', and juniors' outerwear.....	1.94	1.92	1.97	1.97	1.93	1.90	1.86	1.87	1.88	1.92	1.91	1.90	1.88	1.89	1.85
Women's and children's undergarments.....	1.61	1.60	1.59	1.60	1.55	1.52	1.53	1.53	1.53	1.54	1.52	1.52	1.52	1.52	1.48
Hats, caps, and millinery.....	1.82	1.89	1.90	1.87	1.85	1.78	1.75	1.78	1.78	1.87	1.87	1.82	1.78	1.81	1.77
Girls' and children's outerwear.....	1.56	1.58	1.60	1.61	1.55	1.53	1.53	1.53	1.52	1.53	1.53	1.54	1.50	1.52	1.49
Fur goods and miscellaneous apparel.....	1.91	1.89	1.84	1.79	1.80	1.80	1.78	1.69	1.76	1.72	1.77	1.77	1.85	1.80	1.75
Miscellaneous fabricated textile products.....	1.79	1.80	1.79	1.78	1.73	1.73	1.75	1.74	1.74	1.72	1.71	1.73	1.72	1.70	1.66
Paper and allied products.....	2.52	2.51	2.51	2.51	2.49	2.49	2.47	2.46	2.44	2.45	2.44	2.44	2.44	2.40	2.34
Paper and pulp.....	2.72	2.72	2.71	2.70	2.70	2.70	2.66	2.65	2.62	2.64	2.62	2.63	2.63	2.59	2.51
Paperboard.....	2.75	2.73	2.73	2.74	2.72	2.73	2.69	2.67	2.65	2.65	2.62	2.63	2.67	2.59	2.51
Converted paper and paperboard products.....	2.31	2.28	2.28	2.28	2.26	2.24	2.25	2.24	2.23	2.23	2.23	2.24	2.23	2.20	2.13
Paperboard containers and boxes.....	2.36	2.34	2.35	2.35	2.32	2.32	2.32	2.30	2.29	2.30	2.29	2.28	2.27	2.26	2.19
Printing, publishing, and allied industries.....	2.93	2.91	2.91	2.92	2.89	2.88	2.89	2.87	2.86	2.87	2.84	2.82	2.83	2.81	2.75
Newspaper publishing and printing.....	3.17	3.14	3.14	3.14	3.11	3.10	3.11	3.11	3.08	3.04	3.02	3.01	3.06	3.04	2.96
Periodical publishing and printing.....	2.92	2.92	2.94	3.00	2.91	2.94	2.88	2.85	2.89	2.89	2.86	2.77	2.85	2.82	2.78
Books.....	2.59	2.61	2.62	2.62	2.59	2.58	2.61	2.57	2.55	2.57	2.55	2.54	2.62	2.49	2.44
Commercial printing.....	2.92	2.90	2.90	2.92	2.89	2.88	2.88	2.87	2.85	2.88	2.85	2.83	2.83	2.81	2.73
Bookbinding and related industries.....	2.31	2.28	2.29	2.29	2.27	2.27	2.28	2.28	2.27	2.28	2.25	2.27	2.26	2.22	2.15
Other publishing and printing industries.....	2.98	2.95	2.95	2.98	2.97	2.96	2.94	2.94	2.95	2.99	2.96	2.93	2.90	2.88	2.83

See footnotes at end of table.

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

Revised series; see box, p. 220.

Industry	1963												1962	Annual average	
	Dec. ²	Nov. ²	Oct.	Sept.	Aug.	July	June	May	Apr.	Mar.	Feb.	Jan.	Dec.	1962	1961
Average weekly earnings															
Manufacturing—Continued															
Nondurable goods—Continued															
Chemicals and allied products.....	\$114.40	\$113.85	\$113.85	\$114.13	\$113.02	\$113.98	\$113.42	\$112.59	\$113.40	\$111.37	\$110.83	\$111.10	\$112.17	\$109.98	\$106.81
Industrial chemicals.....	129.58	128.96	129.79	128.96	127.71	128.33	127.60	126.58	130.82	126.46	126.16	126.05	127.56	124.68	120.93
Plastics and synthetics, except glass.....	112.74	112.74	112.47	112.88	112.32	114.09	113.94	111.76	113.55	110.27	109.33	109.59	111.19	109.62	107.07
Drugs.....	102.66	101.34	101.18	100.53	99.63	99.54	100.04	99.38	98.98	100.70	100.45	100.85	101.02	98.40	94.37
Soap, cleaners, and toilet goods.....	108.36	106.34	106.60	108.62	107.68	106.75	107.27	105.41	103.83	104.49	103.86	103.97	104.70	103.89	100.45
Paints, varnishes, and allied products.....	105.26	105.67	106.71	106.14	105.98	107.84	106.50	108.36	103.48	103.38	102.21	101.71	102.31	101.69	97.85
Agricultural chemicals.....	93.70	93.04	93.29	94.16	91.10	91.74	92.44	97.83	99.70	91.08	89.68	89.68	90.30	88.39	84.38
Other chemical products.....	111.51	110.46	109.67	110.20	108.68	109.56	107.94	107.59	105.87	104.45	104.65	105.83	107.10	103.75	100.77
Petroleum refining and related industries.....	130.56	133.02	131.77	134.20	130.21	133.98	133.25	131.57	133.77	128.61	126.36	130.62	126.99	126.88	124.31
Petroleum refining.....	137.09	140.11	136.53	139.70	134.39	138.94	138.53	137.03	140.95	134.97	132.68	137.52	132.48	131.43	129.24
Other petroleum and coal products.....	103.12	106.24	114.04	113.26	115.20	115.26	113.09	110.12	104.83	99.10	97.96	102.25	105.34	107.75	102.10
Rubber and miscellaneous plastic products.....															
Tires and inner tubes.....	103.91	102.50	101.93	102.67	100.86	100.04	100.53	99.23	98.25	100.12	99.88	100.37	101.76	100.04	96.15
Other rubber products.....	137.45	137.86	134.06	134.97	132.84	130.73	128.88	124.66	126.88	129.36	128.32	129.52	134.55	130.47	121.88
Miscellaneous plastic products.....	99.87	98.49	98.81	98.46	96.63	94.40	97.27	96.22	94.40	96.22	96.22	96.29	97.23	95.53	91.53
Miscellaneous plastic products.....	89.86	88.17	87.98	89.25	88.62	87.76	87.56	87.13	85.24	87.13	86.51	86.72	86.61	85.90	83.03
Leather and leather products.....	68.92	66.59	67.66	67.13	67.41	66.12	66.70	64.42	62.13	64.58	64.70	65.60	65.05	64.67	62.83
Leather tanning and finishing.....	94.39	92.80	93.52	91.94	90.23	90.23	93.75	91.76	89.38	88.58	88.36	88.84	88.84	87.42	84.35
Footwear, except rubber.....	66.47	63.51	64.21	64.03	65.15	64.39	64.30	61.20	59.33	61.88	62.33	63.54	62.66	62.66	60.15
Other leather products.....	65.91	66.12	67.86	66.09	65.49	63.07	64.09	62.56	60.62	63.04	62.87	62.70	62.42	62.58	61.07
Average weekly hours															
Chemicals and allied products.....	41.6	41.4	41.4	41.5	41.4	41.6	41.7	41.7	42.0	41.4	41.2	41.3	41.7	41.5	41.4
Industrial chemicals.....	41.8	41.6	41.6	41.6	41.6	41.8	41.7	41.5	42.2	41.6	41.5	41.6	42.1	41.7	41.7
Plastics and synthetics, except glass.....	41.6	41.6	41.5	41.5	41.6	42.1	42.2	41.7	41.9	41.3	41.1	41.2	41.8	41.8	41.5
Drugs.....	40.9	40.7	40.8	40.7	40.5	40.3	40.5	40.4	40.4	41.1	41.0	41.5	41.4	41.0	40.5
Soap, cleaners, and toilet goods.....	41.2	40.9	41.0	41.3	41.1	40.9	41.1	40.7	40.4	40.5	40.1	40.3	40.9	40.9	41.0
Paints, varnishes, and allied products.....	40.8	40.8	41.2	41.3	41.4	41.8	41.6	42.0	40.9	40.7	40.4	40.2	40.6	40.8	40.6
Agricultural chemicals.....	42.4	42.1	42.6	42.8	41.6	41.7	42.6	45.5	48.4	44.0	42.5	42.3	42.0	42.7	42.4
Other chemical products.....	42.4	42.0	41.7	41.9	41.8	42.3	42.0	41.7	41.0	40.8	41.2	41.5	42.0	41.5	41.3
Petroleum refining and related industries.....	40.8	41.7	41.7	42.2	41.6	42.4	42.3	41.9	42.2	40.7	40.5	41.6	41.5	41.6	41.3
Petroleum refining.....	40.8	41.7	41.0	41.7	40.6	41.6	41.6	41.4	42.2	40.9	40.7	41.8	41.4	41.2	40.9
Other petroleum and coal products.....	40.6	41.5	44.2	43.9	45.0	45.2	44.7	43.7	42.1	39.8	39.5	40.9	41.8	43.1	42.9
Rubber and miscellaneous plastic products.....															
Tires and inner tubes.....	41.4	41.0	41.1	41.4	41.0	40.5	40.7	40.5	40.1	40.7	40.6	40.8	41.2	41.0	40.4
Other rubber products.....	41.4	41.4	40.5	40.9	40.5	40.1	39.9	39.2	39.9	40.3	40.1	40.1	41.4	40.9	39.7
Miscellaneous plastic products.....	41.1	40.7	41.0	41.1	40.6	40.0	40.7	40.6	40.0	40.6	40.6	40.8	41.2	41.0	40.5
Miscellaneous plastic products.....	41.6	41.2	41.5	41.9	41.8	41.2	41.3	41.1	40.4	41.1	41.0	41.1	41.0	41.1	40.7
Leather and leather products.....	38.5	37.2	37.8	37.5	38.3	38.0	37.9	36.6	35.5	36.9	37.4	37.1	37.6	37.6	37.4
Leather tanning and finishing.....	41.4	40.7	41.2	40.5	40.1	40.1	41.3	40.6	39.9	39.9	39.8	40.2	40.2	40.1	39.6
Footwear, except rubber.....	38.2	36.5	36.9	36.8	38.1	38.1	37.6	36.0	34.9	36.4	37.1	37.6	37.3	37.3	36.9
Other leather products.....	38.1	38.0	39.0	38.2	38.3	37.1	37.7	36.8	35.6	37.3	37.2	37.1	37.6	37.7	37.7
Average hourly earnings															
Chemicals and allied products.....	\$2.75	\$2.75	\$2.75	\$2.75	\$2.73	\$2.74	\$2.72	\$2.70	\$2.70	\$2.69	\$2.69	\$2.69	\$2.69	\$2.65	\$2.58
Industrial chemicals.....	3.10	3.10	3.12	3.10	3.07	3.07	3.06	3.05	3.10	3.04	3.04	3.03	3.03	2.99	2.90
Plastics and synthetics, except glass.....	2.71	2.71	2.71	2.72	2.70	2.71	2.70	2.68	2.71	2.67	2.66	2.66	2.66	2.62	2.58
Drugs.....	2.51	2.49	2.48	2.47	2.46	2.47	2.47	2.46	2.45	2.45	2.45	2.43	2.44	2.40	2.33
Soap, cleaners, and toilet goods.....	2.63	2.60	2.60	2.63	2.62	2.61	2.61	2.59	2.57	2.58	2.59	2.58	2.56	2.54	2.45
Paints, varnishes and allied products.....	2.58	2.59	2.59	2.57	2.56	2.58	2.56	2.58	2.53	2.54	2.53	2.53	2.52	2.49	2.41
Agricultural chemicals.....	2.21	2.21	2.19	2.20	2.19	2.20	2.17	2.15	2.06	2.07	2.11	2.12	2.15	2.07	1.99
Other chemical products.....	2.63	2.63	2.63	2.63	2.60	2.59	2.57	2.58	2.57	2.56	2.54	2.55	2.55	2.50	2.44
Petroleum refining and related industries.....	3.20	3.19	3.16	3.18	3.13	3.16	3.15	3.14	3.17	3.16	3.12	3.14	3.06	3.05	3.01
Petroleum refining.....	3.36	3.36	3.33	3.35	3.31	3.34	3.33	3.31	3.34	3.30	3.26	3.29	3.20	3.19	3.16
Other petroleum and coal products.....	2.54	2.56	2.58	2.58	2.56	2.55	2.53	2.52	2.49	2.49	2.48	2.50	2.52	2.50	2.38
Rubber and miscellaneous plastic products.....															
Tires and inner tubes.....	2.51	2.50	2.48	2.48	2.46	2.47	2.47	2.45	2.45	2.46	2.46	2.46	2.47	2.44	2.38
Other rubber products.....	3.32	3.33	3.31	3.30	3.28	3.26	3.23	3.18	3.21	3.20	3.23	3.25	3.19	3.07	3.07
Miscellaneous plastic products.....	2.43	2.42	2.41	2.42	2.38	2.36	2.39	2.37	2.36	2.37	2.37	2.36	2.36	2.33	2.26
Miscellaneous plastic products.....	2.16	2.14	2.12	2.13	2.12	2.13	2.12	2.12	2.11	2.12	2.11	2.11	2.11	2.09	2.04
Leather and leather products.....	1.79	1.79	1.79	1.79	1.76	1.74	1.76	1.76	1.75	1.75	1.73	1.74	1.73	1.72	1.68
Leather tanning and finishing.....	2.28	2.28	2.27	2.27	2.25	2.25	2.27	2.26	2.24	2.22	2.22	2.21	2.21	2.18	2.13
Footwear, except rubber.....	1.74	1.74	1.74	1.74	1.71	1.69	1.71	1.70	1.70	1.70	1.68	1.69	1.68	1.68	1.63
Other leather products.....	1.73	1.74	1.74	1.73	1.71	1.70	1.70	1.70	1.70	1.69	1.69	1.69	1.66	1.66	1.62

See footnotes at end of table.

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

Revised series; see box, p. 220.

Industry	1963												1962	Annual average	
	Dec. ²	Nov. ²	Oct.	Sept.	Aug.	July	June	May	Apr.	Mar.	Feb.	Jan.	Dec.	1962	1961
Average weekly earnings															
Transportation and public utilities:															
Railroad transportation:															
Class I railroads ³						\$120.18	\$116.48	\$119.46	\$118.25	\$114.96	\$121.67	\$118.25	\$116.48	\$115.87	\$112.94
Local and interurban passenger transit:															
Local and suburban transportation.....		\$103.15	\$102.48	\$102.30	\$103.28	103.09	103.63	102.48	100.38	99.72	100.32	98.83	100.01	100.11	98.24
Intercity and rural buslines.....		123.68	126.44	138.70	134.06	133.44	124.27	122.69	123.12	118.29	121.39	123.52	115.51	118.40	110.76
Motor freight transportation and storage.....		117.29	120.13	120.12	119.71	118.85	118.58	117.31	115.36	114.95	114.39	111.93	115.23	113.30	108.58
Pipeline transportation.....		138.45	136.49	140.15	134.94	138.65	140.56	137.16	138.45	135.94	138.63	138.58	139.52	132.76	131.45
Communication:															
Telephone communication.....		106.45	105.04	105.30	102.26	102.36	102.00	101.24	99.94	100.58	101.09	99.94	101.35	98.95	93.38
Telegraph communication ⁴		111.90	112.17	112.86	112.71	112.98	113.25	110.30	108.16	107.38	108.05	108.05	106.97	107.78	104.33
Radio and television broadcasting.....		135.54	137.07	135.93	132.10	132.10	132.10	131.66	135.04	131.99	131.93	134.30	130.93	127.20	120.12
Electric, gas, and sanitary services:															
Electric companies and systems.....		123.79	122.96	123.37	121.42	121.13	121.42	119.72	119.31	119.02	119.60	119.19	120.77	116.55	112.07
Gas companies and systems.....		123.71	123.60	124.01	123.26	124.09	123.55	121.66	120.42	120.13	119.43	120.42	121.60	118.24	112.75
Combined utility systems.....		117.45	115.36	116.47	111.93	111.93	112.74	112.20	111.24	112.07	113.44	111.38	113.98	108.53	104.19
Water, steam, and sanitary systems.....		134.37	134.37	134.92	132.07	130.19	131.14	129.15	129.05	128.43	129.68	128.64	130.94	126.59	121.77
Combined utility systems.....		100.67	100.14	98.06	97.88	97.64	97.41	95.94	96.70	96.93	98.06	97.23	96.29	94.66	92.62
Average weekly hours															
Transportation and public utilities:															
Railroad transportation:															
Class I railroads ³						43.7	41.9	43.6	43.0	41.5	43.3	43.0	41.9	42.6	42.3
Local and interurban passenger transit:															
Local and suburban transportation.....		42.1	42.0	42.1	42.5	42.6	43.0	42.7	42.0	41.9	41.8	41.7	42.2	42.6	42.9
Intercity and rural buslines.....		42.5	43.6	46.7	45.6	45.7	43.3	42.9	42.9	41.8	43.2	43.8	41.4	42.9	42.6
Motor freight transportation and storage.....		41.3	42.3	42.0	42.3	41.7	42.2	41.6	41.2	41.2	41.0	40.7	41.6	41.5	41.6
Pipeline transportation.....		40.6	40.5	41.1	40.4	40.9	41.1	40.7	40.6	40.1	40.3	41.0	41.4	40.6	40.2
Communication:															
Telephone communication.....		41.1	40.4	40.5	40.1	40.3	40.0	39.7	39.5	39.6	39.8	39.5	39.9	39.9	39.4
Telegraph communication ⁴		41.6	41.7	41.8	41.9	42.0	42.1	42.1	41.6	41.3	41.4	41.4	41.3	42.1	41.9
Radio and television broadcasting.....		39.4	39.5	39.4	39.2	39.2	39.2	39.3	39.6	39.4	39.5	39.5	39.2	38.9	38.5
Electric, gas, and sanitary services:															
Electric companies and systems.....		41.4	41.4	41.4	41.3	41.2	41.3	41.0	41.0	40.9	41.1	41.1	41.5	41.0	40.9
Gas companies and systems.....		41.1	41.2	41.2	41.5	41.5	41.6	41.1	41.1	41.0	40.9	41.1	41.5	41.2	41.0
Combined utility systems.....		41.5	41.2	41.3	40.7	40.7	40.8	40.6	40.9	41.1	41.1	41.1	41.6	40.8	40.7
Water, steam, and sanitary systems.....		41.6	41.6	41.9	41.4	41.2	41.5	41.0	41.1	40.9	41.3	41.1	41.7	41.1	41.0
Combined utility systems.....		41.6	41.9	41.2	41.3	41.2	41.1	41.0	40.8	40.9	41.2	41.2	40.8	40.8	40.8
Average hourly earnings															
Transportation and public utilities:															
Railroad transportation:															
Class I railroads ³						\$2.75	\$2.78	\$2.74	\$2.75	\$2.77	\$2.81	\$2.75	\$2.78	\$2.72	\$2.67
Local and interurban passenger transit:															
Local and suburban transportation.....		\$2.45	\$2.44	\$2.43	\$2.43	2.42	2.41	2.40	2.39	2.38	2.40	2.37	2.37	2.35	2.29
Intercity and rural buslines.....		2.91	2.90	2.97	2.94	2.92	2.87	2.86	2.87	2.83	2.81	2.82	2.79	2.76	2.60
Motor freight transportation and storage.....		2.84	2.84	2.86	2.83	2.85	2.81	2.82	2.80	2.79	2.79	2.75	2.77	2.73	2.61
Pipeline transportation.....		3.41	3.37	3.41	3.34	3.39	3.42	3.37	3.41	3.39	3.44	3.38	3.37	3.27	3.27
Communication:															
Telephone communication.....		2.59	2.60	2.60	2.55	2.54	2.55	2.55	2.53	2.54	2.54	2.53	2.54	2.48	2.37
Telegraph communication ⁴		2.69	2.69	2.70	2.69	2.69	2.69	2.62	2.60	2.60	2.61	2.61	2.59	2.56	2.49
Radio and television broadcasting.....		3.44	3.47	3.45	3.37	3.37	3.37	3.35	3.41	3.35	3.34	3.40	3.34	3.27	3.12
Electric, gas, and sanitary services:															
Electric companies and systems.....		2.99	2.97	2.98	2.94	2.94	2.94	2.92	2.91	2.91	2.91	2.90	2.91	2.85	2.74
Gas companies and systems.....		3.01	3.00	3.01	2.97	2.99	2.97	2.96	2.93	2.93	2.92	2.93	2.93	2.87	2.75
Combined utility systems.....		2.83	2.80	2.82	2.75	2.75	2.77	2.75	2.74	2.74	2.76	2.71	2.74	2.66	2.56
Water, steam, and sanitary systems.....		3.23	3.23	3.22	3.19	3.16	3.16	3.15	3.14	3.14	3.14	3.13	3.14	3.08	2.97
Combined utility systems.....		2.42	2.39	2.38	2.37	2.37	2.37	2.34	2.37	2.37	2.38	2.36	2.36	2.32	2.27

See footnotes at end of table.

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

Revised series; see box, p. 220.

Industry	1963												1962	Annual average	
	Dec. ²	Nov. ²	Oct.	Sept.	Aug.	July	June	May	Apr.	Mar.	Feb.	Jan.	Dec.	1962	1961
Average weekly earnings															
Wholesale and retail trade ¹	\$77.75	\$77.95	\$78.36	\$78.79	\$78.79	\$78.79	\$78.19	\$77.39	\$76.62	\$76.42	\$76.03	\$76.03	\$75.47	\$75.08	\$72.56
Wholesale trade.....	101.09	100.94	100.69	99.72	99.55	100.12	99.47	98.58	98.58	97.93	97.36	98.74	96.22	93.56	
Motor vehicles and automotive equipment.....	96.79	96.33	96.33	95.11	94.89	94.66	94.66	94.24	93.15	92.74	92.96	93.83	92.82	89.46	
Drugs, chemicals, and allied products.....	102.51	102.26	102.36	100.65	100.60	100.65	99.75	99.50	99.75	99.75	98.65	99.29	97.84	94.24	
Dry goods and apparel.....	93.00	93.99	94.49	92.37	90.86	90.86	90.64	92.38	91.48	91.96	91.10	92.83	92.48	92.72	
Groceries and related products.....	95.04	93.75	94.43	93.83	94.75	94.47	93.38	92.61	91.65	90.58	90.64	92.00	89.86	86.53	
Electrical goods.....	107.18	105.04	104.26	103.06	102.40	102.77	101.85	101.71	102.21	102.87	102.56	103.48	101.59	97.53	
Hardware, plumbing, and heating goods.....	96.80	96.39	97.10	95.82	95.65	96.05	95.65	95.00	93.96	93.50	94.66	95.30	92.97	89.91	
Machinery, equipment, and supplies.....	109.75	110.97	110.56	108.50	107.68	109.06	108.09	107.16	107.16	106.49	106.34	108.65	104.14	101.59	
Retail trade ¹	68.26	68.25	68.61	69.30	69.30	68.96	67.63	67.48	66.75	66.75	66.93	66.29	65.95	64.01	
General merchandise stores.....	53.72	54.54	54.86	55.22	55.38	54.79	53.51	53.28	53.01	52.51	53.01	53.70	52.59	50.52	
Department stores.....	57.44	59.31	59.84	60.03	60.03	59.68	58.31	57.80	57.12	56.45	57.12	57.70	57.10	55.04	
Limited price variety stores.....	40.19	40.00	40.13	41.50	41.08	40.22	39.43	39.48	39.36	39.16	38.96	39.67	38.91	37.28	
Food stores.....	66.78	66.43	66.85	67.68	67.68	66.93	65.58	65.26	65.24	64.73	64.91	65.31	64.78	63.01	
Grocery, meat, and vegetable stores.....	68.16	67.82	68.45	69.14	69.50	68.74	66.82	66.66	66.47	66.12	66.60	66.36	66.22	64.44	
Apparel and accessories stores.....	54.42	54.08	54.90	55.11	55.77	54.70	54.06	55.36	53.35	53.85	55.20	55.89	53.63	51.90	
Men's and boys' apparel stores.....	65.88	66.24	67.33	67.82	68.96	67.28	66.06	66.39	64.40	65.15	66.77	67.23	65.82	64.67	
Women's ready-to-wear stores.....	48.62	48.43	48.38	48.56	49.27	48.76	48.33	49.13	47.62	47.71	48.67	49.84	47.46	45.77	
Family clothing stores.....	53.69	52.17	53.51	54.62	55.34	54.32	53.40	54.01	52.10	53.44	53.82	54.87	52.45	51.91	
Shoe stores.....	54.70	55.01	55.53	56.11	56.45	54.15	54.78	58.35	55.26	55.44	56.28	57.61	55.61	52.97	
Average weekly hours															
Wholesale and retail trade ¹	38.3	38.4	38.6	39.2	39.2	38.9	38.5	38.5	38.4	38.4	38.4	38.9	38.7	38.8	
Wholesale trade.....	40.6	40.7	40.6	40.7	40.8	40.7	40.6	40.4	40.4	40.3	40.4	40.8	40.6	40.5	
Motor vehicles and automotive equipment.....	41.9	41.7	41.7	41.9	41.8	41.7	41.7	41.7	41.4	41.4	41.5	41.7	42.0	42.0	
Drugs, chemicals, and allied products.....	40.2	40.1	40.3	40.1	40.4	40.1	39.9	39.8	39.9	39.9	40.1	40.2	40.1	40.1	
Dry goods and apparel.....	37.5	37.9	38.1	37.7	37.7	37.7	37.3	37.4	37.8	38.0	37.8	38.2	37.9	38.0	
Groceries and related products.....	41.5	41.3	41.6	41.7	42.3	41.8	41.5	41.3	41.1	40.8	41.2	42.2	41.6	41.4	
Electrical goods.....	40.6	40.4	40.1	40.1	40.0	40.3	40.1	40.2	40.4	40.5	40.7	40.9	40.8	40.3	
Hardware, plumbing, and heating goods.....	40.5	40.5	40.8	40.6	40.7	40.7	40.7	40.6	40.5	40.3	40.8	40.9	40.6	40.5	
Machinery, equipment, and supplies.....	40.8	41.1	41.1	41.1	41.1	41.0	41.1	40.9	40.9	40.8	40.9	41.0	41.0	40.8	
Retail trade ¹	37.3	37.5	37.7	38.5	38.5	38.1	37.6	37.7	37.5	37.5	37.6	38.1	37.9	38.1	
General merchandise stores.....	34.0	34.3	34.5	35.4	35.5	34.9	34.3	34.6	34.2	34.1	34.2	35.8	34.6	34.6	
Department stores.....	33.2	33.7	34.0	34.7	34.7	34.3	33.9	34.2	33.8	33.6	33.6	35.4	34.4	34.4	
Limited price variety stores.....	31.9	32.0	32.1	33.2	33.4	32.7	32.1	32.9	32.0	32.1	32.2	34.2	32.7	32.7	
Food stores.....	34.6	34.6	35.0	36.0	36.0	35.6	34.7	34.9	34.0	34.8	34.9	35.3	35.4	35.8	
Grocery, meat, and vegetable stores.....	34.6	34.6	35.1	36.2	36.2	35.8	34.8	34.9	34.8	34.8	35.1	35.3	35.6	36.0	
Apparel and accessories stores.....	33.8	33.8	34.1	35.1	35.3	34.4	34.0	34.6	34.2	34.3	34.5	35.6	34.6	34.6	
Men's and boys' apparel stores.....	36.6	36.8	37.2	38.1	38.1	37.8	36.7	37.3	36.8	36.3	37.3	38.2	37.4	37.6	
Women's ready-to-wear stores.....	33.3	33.4	33.6	34.2	34.7	34.1	33.8	34.6	33.7	33.6	33.8	35.1	33.9	33.9	
Family clothing stores.....	34.2	34.1	34.3	35.7	35.7	35.5	34.9	35.3	34.5	34.7	34.5	36.1	35.2	35.8	
Shoe stores.....	31.8	31.8	32.1	33.8	33.8	31.3	31.3	32.6	32.7	33.6	33.5	33.3	33.3	32.9	
Average hourly earnings															
Wholesale and retail trade ¹	\$2.03	\$2.03	\$2.03	\$2.01	\$2.01	\$2.01	\$2.01	\$1.99	\$1.99	\$1.98	\$1.98	\$1.94	\$1.94	\$1.87	
Wholesale trade.....	2.49	2.48	2.48	2.45	2.44	2.46	2.45	2.44	2.44	2.43	2.41	2.42	2.37	2.31	
Motor vehicles and automotive equipment.....	2.31	2.31	2.31	2.27	2.27	2.27	2.27	2.26	2.25	2.24	2.24	2.25	2.21	2.13	
Drugs, chemicals, and allied products.....	2.55	2.55	2.54	2.51	2.49	2.51	2.50	2.50	2.50	2.50	2.46	2.47	2.44	2.35	
Dry goods and apparel.....	2.48	2.48	2.48	2.45	2.41	2.41	2.43	2.47	2.42	2.41	2.43	2.44	2.44	2.44	
Groceries and related products.....	2.29	2.27	2.27	2.25	2.24	2.26	2.25	2.24	2.23	2.22	2.20	2.18	2.16	2.09	
Electrical goods.....	2.64	2.60	2.60	2.57	2.56	2.55	2.54	2.53	2.53	2.54	2.52	2.53	2.49	2.42	
Hardware, plumbing, and heating goods.....	2.39	2.38	2.38	2.36	2.35	2.36	2.35	2.34	2.32	2.32	2.32	2.33	2.29	2.22	
Machinery, equipment, and supplies.....	2.69	2.70	2.69	2.64	2.62	2.66	2.63	2.62	2.62	2.61	2.60	2.65	2.54	2.49	
Retail trade ¹	1.83	1.82	1.82	1.80	1.80	1.81	1.80	1.79	1.78	1.78	1.78	1.74	1.74	1.68	
General merchandise stores.....	1.58	1.59	1.59	1.56	1.56	1.57	1.56	1.54	1.55	1.54	1.55	1.50	1.52	1.46	
Department stores.....	1.73	1.76	1.76	1.73	1.73	1.74	1.72	1.69	1.69	1.68	1.70	1.63	1.66	1.60	
Limited price variety stores.....	1.26	1.25	1.25	1.25	1.23	1.23	1.23	1.20	1.23	1.22	1.21	1.16	1.19	1.14	
Food stores.....	1.93	1.92	1.91	1.88	1.88	1.88	1.89	1.87	1.88	1.86	1.86	1.85	1.83	1.76	
Grocery, meat, and vegetable stores.....	1.97	1.96	1.95	1.91	1.92	1.92	1.92	1.91	1.91	1.90	1.90	1.88	1.86	1.79	
Apparel and accessories stores.....	1.61	1.60	1.61	1.57	1.58	1.59	1.59	1.60	1.56	1.57	1.60	1.57	1.55	1.50	
Men's and boys' apparel stores.....	1.80	1.80	1.81	1.78	1.81	1.78	1.80	1.78	1.75	1.75	1.79	1.76	1.76	1.72	
Women's ready-to-wear stores.....	1.46	1.45	1.44	1.42	1.42	1.43	1.43	1.42	1.41	1.42	1.44	1.42	1.40	1.35	
Family clothing stores.....	1.57	1.53	1.56	1.53	1.55	1.53	1.53	1.53	1.51	1.54	1.56	1.52	1.49	1.45	
Shoe stores.....	1.72	1.73	1.73	1.66	1.67	1.73	1.75	1.79	1.69	1.65	1.68	1.73	1.67	1.61	

See footnotes at end of table.

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

Revised series; see box, p. 220.

Industry	1963												1962	Annual average	
	Dec. ²	Nov. ²	Oct.	Sept.	Aug.	July	June	May	Apr.	Mar.	Feb.	Jan.	Dec.	1962	1961
	Average weekly earnings														
Wholesale and retail trade ¹ —Continued															
Retail trade ¹ —Continued															
Furniture and appliance stores.....	\$84.24	\$83.22	\$83.64	\$84.05	\$82.42	\$82.62	\$81.40	\$80.60	\$80.79	\$80.40	\$82.21	\$83.63	\$80.75	\$77.64	\$77.64
Other retail trade.....	78.69	78.69	78.25	79.19	79.19	78.81	78.06	77.64	76.63	76.63	76.63	77.19	75.76	73.67	73.67
Motor vehicle dealers.....	98.76	97.45	93.74	97.90	98.11	98.99	98.33	97.45	94.18	93.30	92.87	94.61	93.08	88.44	88.44
Other vehicle and accessory dealers.....	81.97	82.16	82.78	83.10	84.23	82.65	82.16	81.22	80.85	81.10	82.21	81.84	80.08	78.32	78.32
Drug stores.....	59.17	58.32	59.29	60.54	60.59	60.10	58.08	58.44	58.08	57.88	58.24	58.30	57.41	55.50	55.50
Finance, insurance, and real estate:															
Banking.....	75.35	74.97	75.14	74.40	74.77	74.40	74.40	74.23	74.23	74.40	74.23	73.30	71.80	69.38	69.38
Security dealers and exchanges.....	127.74	126.92	121.55	115.80	118.84	123.77	124.19	119.06	116.34	119.10	117.26	116.09	116.95	133.37	133.37
Insurance carriers.....	96.78	96.79	96.72	96.66	96.65	96.13	95.57	95.44	95.71	95.69	95.88	94.57	93.46	89.75	89.75
Life insurance.....	101.91	102.14	102.15	102.57	102.45	101.21	100.25	100.23	100.83	100.64	100.98	100.14	99.08	95.12	95.12
Accident and health insurance.....	82.73	82.92	82.56	81.84	81.86	82.06	81.97	81.36	81.18	81.58	81.82	80.22	73.33	74.39	74.39
Fire, marine, and casualty insurance.....	92.78	92.40	92.18	91.55	91.64	92.20	92.07	91.80	91.70	91.79	90.51	89.63	88.61	85.08	85.08
Services and miscellaneous:															
Hotels and lodging places:															
Hotels, tourist courts, and motels ³	47.09	48.09	48.22	48.31	47.96	47.36	47.86	46.08	46.85	47.23	46.85	47.23	46.14	45.14	45.14
Personal services:															
Laundries, cleaning and dyeing plants.....	52.13	51.87	52.00	51.48	52.00	52.67	52.54	52.40	50.95	50.04	50.69	50.57	50.57	49.28	49.28
Motion pictures:															
Motion picture filming and distributing.....	133.00	139.96	132.89	132.65	130.01	128.89	121.25	124.33	123.98	125.52	125.74	130.20	122.27	120.59	120.59
Average weekly hours															
Wholesale and retail trade ¹ —Continued															
Retail trade ¹ —Continued															
Furniture and appliance stores.....	40.5	40.4	40.6	41.0	40.8	40.9	40.7	40.5	40.6	40.4	40.7	41.4	41.2	41.3	41.3
Other retail trade.....	41.2	41.2	41.4	41.9	41.9	41.7	41.3	41.3	41.2	41.2	41.2	41.5	41.4	41.8	41.8
Motor vehicle dealers.....	43.7	43.7	43.4	43.9	43.8	43.8	43.7	43.7	43.6	43.6	43.6	43.8	43.7	44.0	44.0
Other vehicle and accessory dealers.....	43.6	43.7	43.8	44.2	44.1	44.2	43.7	43.9	43.7	43.6	44.2	44.0	44.0	44.5	44.5
Drug stores.....	36.3	36.0	36.6	37.6	37.4	37.1	36.3	36.3	36.3	36.4	36.4	36.9	36.8	37.2	37.2
Finance, insurance, and real estate:															
Banking.....	37.3	37.3	37.2	37.2	37.2	37.2	37.2	37.3	37.3	37.2	37.3	37.4	37.2	37.1	37.1
Security dealers and exchanges.....															
Insurance carriers.....															
Life insurance.....															
Accident and health insurance.....															
Fire, marine, and casualty insurance.....															
Services and miscellaneous:															
Hotels and lodging places:															
Hotels, tourist courts, and motels ³	38.6	39.1	39.2	40.6	40.3	38.5	38.6	38.4	38.4	38.4	38.4	38.4	39.1	39.6	39.6
Personal services:															
Laundries, cleaning and dyeing plants.....	38.9	39.0	39.1	39.0	39.1	39.6	39.5	39.4	38.6	38.2	38.4	38.6	38.9	38.8	38.8
Motion pictures:															
Motion picture filming and distributing.....															
Average hourly earnings															
Wholesale and retail trade ¹ —Continued															
Retail trade ¹ —Continued															
Furniture and appliance stores.....	\$2.08	\$2.06	\$2.06	\$2.05	\$2.02	\$2.02	\$2.00	\$1.99	\$1.99	\$1.99	\$2.02	\$2.02	\$1.96	\$1.88	\$1.88
Other retail trade.....	1.91	1.91	1.89	1.89	1.89	1.89	1.89	1.88	1.86	1.86	1.86	1.86	1.83	1.76	1.76
Motor vehicle dealers.....	2.26	2.23	2.16	2.23	2.24	2.26	2.25	2.23	2.16	2.14	2.13	2.16	2.13	2.01	2.01
Other vehicle and accessory dealers.....	1.88	1.88	1.89	1.88	1.91	1.87	1.88	1.85	1.85	1.86	1.86	1.86	1.82	1.76	1.76
Drug stores.....	1.63	1.62	1.62	1.61	1.62	1.62	1.60	1.61	1.60	1.59	1.60	1.58	1.56	1.50	1.50
Finance, insurance, and real estate:															
Banking.....	2.02	2.01	2.02	2.00	2.01	2.00	2.00	1.99	1.99	2.00	1.99	1.96	1.93	1.87	1.87
Security dealers and exchanges.....															
Insurance carriers.....															
Life insurance.....															
Accident and health insurance.....															
Fire, marine, and casualty insurance.....															
Services and miscellaneous:															
Hotels and lodging places:															
Hotels, tourist courts, and motels ³	1.22	1.23	1.23	1.19	1.19	1.23	1.24	1.20	1.22	1.23	1.22	1.23	1.18	1.14	1.14
Personal services:															
Laundries, cleaning and dyeing plants.....	1.34	1.33	1.33	1.32	1.33	1.33	1.33	1.33	1.32	1.31	1.32	1.31	1.30	1.27	1.27
Motion pictures:															
Motion picture filming and distributing.....															

¹ For comparability of data with those published in issues prior to October 1963, see footnote 1, table A-2. For employees covered, see footnote 1, table A-3. ² Preliminary.

³ Based upon monthly data summarized in the M-300 report by the Interstate Commerce Commission, which relate to all employees who received pay during the month, except executives, officials, and staff assistants (ICC Group 1).

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.

SOURCE: U.S. Department of Labor, Bureau of Labor Statistics for all series except that for Class 1 railroads. (See footnote 3.)

TABLE C-2. Average weekly hours, seasonally adjusted, of production workers in selected industries¹
Revised series; see box, p. 220.

Industry division and group	1963												1962
	Dec. ²	Nov. ²	Oct.	Sept.	Aug.	July	June	May	Apr.	Mar.	Feb.	Jan.	Dec.
Mining.....	40.6	41.4	41.8	41.8	41.5	40.9	42.2	41.9	41.6	41.0	41.5	41.3	40.8
Contract construction.....	37.1	36.8	37.6	37.3	37.2	37.3	37.6	37.5	37.5	37.3	36.1	37.0	36.1
Manufacturing.....	40.5	40.5	40.6	40.7	40.3	40.4	40.5	40.5	40.1	40.5	40.3	40.4	40.2
Durable goods.....	41.4	41.1	41.2	41.3	41.0	41.2	41.3	41.1	40.7	41.0	41.0	40.9	41.1
Ordinance and accessories.....	40.9	40.7	41.2	41.4	41.3	41.0	41.4	40.9	40.4	40.7	41.4	41.2	41.2
Lumber and wood products, except furniture.....	40.4	40.0	40.3	40.2	40.0	40.4	40.1	39.5	39.9	39.9	40.1	39.9	39.9
Furniture and fixtures.....	40.9	41.0	40.7	40.7	40.9	41.2	40.9	40.9	40.5	40.7	40.9	40.8	40.4
Stone, clay, and glass products.....	41.0	41.3	41.6	41.3	41.2	41.4	41.5	41.6	41.3	41.4	40.9	40.8	40.5
Primary metal industries.....	41.0	40.9	40.6	40.7	40.9	41.1	41.7	41.6	41.3	40.5	40.6	40.3	40.2
Fabricated metal products.....	41.6	41.5	41.6	41.4	41.1	41.2	41.2	41.4	40.9	41.2	41.3	41.3	41.1
Machinery.....	42.2	42.1	41.9	42.1	41.7	41.7	41.7	41.5	41.2	41.6	41.7	41.7	41.7
Electrical equipment and supplies.....	40.2	40.1	40.3	40.3	40.3	40.6	40.4	40.4	40.1	40.3	40.4	40.3	40.4
Transportation equipment.....	42.3	42.3	42.3	42.0	41.5	42.1	42.2	41.9	41.4	41.8	41.9	42.5	42.4
Instruments and related products.....	40.8	40.7	41.0	41.1	40.7	40.8	40.7	40.8	40.5	41.0	41.1	40.6	40.8
Miscellaneous manufacturing industries.....	39.4	39.4	39.7	39.8	39.8	39.7	39.5	39.6	39.2	39.6	39.8	39.6	39.4
Nondurable goods.....	39.6	39.5	39.8	39.7	39.6	39.5	39.6	39.7	39.3	39.8	39.7	39.6	39.4
Food and kindred products.....	41.1	40.9	41.0	40.9	41.0	40.8	41.0	40.8	40.7	41.1	40.9	40.8	41.0
Tobacco manufactures.....	38.7	39.1	38.1	37.2	39.9	39.4	39.7	39.0	35.6	39.2	37.6	39.2	38.8
Textile mill products.....	40.9	40.8	41.0	40.7	40.5	40.4	40.5	40.6	40.2	40.7	40.3	40.2	40.3
Apparel and related products.....	36.3	35.7	36.4	36.6	35.9	36.0	36.0	36.4	35.9	36.5	36.3	36.3	36.0
Paper and allied products.....	42.9	42.9	43.0	42.8	42.7	42.7	42.7	42.6	42.2	42.8	42.7	42.7	42.8
Printing, publishing, and allied industries.....	38.4	38.1	38.4	38.4	38.4	38.3	38.3	38.4	38.3	38.4	38.4	38.2	38.1
Chemicals and allied products.....	41.6	41.4	41.5	41.5	41.5	41.6	41.4	41.6	41.8	41.6	41.4	41.4	41.7
Petroleum refining and related industries.....	41.3	41.7	41.6	41.5	41.6	41.7	41.9	41.9	42.3	41.3	41.3	41.7	42.0
Rubber and miscellaneous plastic products.....	41.2	40.9	41.0	41.2	40.8	40.2	40.1	40.4	40.7	41.1	41.1	41.0	41.0
Leather and leather products.....	37.8	37.4	38.9	38.3	37.8	37.0	37.3	37.3	36.8	36.9	37.1	36.8	36.9
Wholesale and retail trade ³		38.6	38.5	38.6	38.7	38.7	38.7	38.7	38.7	38.6	38.7	38.6	38.7
Wholesale trade.....		40.6	40.6	40.5	40.6	40.5	40.6	40.6	40.5	40.6	40.6	40.5	40.6
Retail trade ³		37.7	37.8	37.7	37.8	37.9	37.9	37.8	37.9	37.8	37.8	37.8	37.9

¹ For employees covered, see footnote 1, table A-3.

² Preliminary.

³ 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 group¹
Revised series; see box, p. 220.

Major industry group	1963												1962	Annual average	
	Dec. ²	Nov. ²	Oct.	Sept.	Aug.	July	June	May	Apr.	Mar.	Feb.	Jan.	Dec.	1962	1961
Manufacturing.....	\$2.41	\$2.40	\$2.38	\$2.38	\$2.35	\$2.37	\$2.37	\$2.37	\$2.37	\$2.36	\$2.35	\$2.35	\$2.34	\$2.31	\$2.25
Durable goods.....	2.58	2.57	2.55	2.55	2.52	2.54	2.54	2.54	2.54	2.53	2.52	2.52	2.51	2.48	2.42
Ordinance and accessories.....		2.88	2.85	2.84	2.82	2.82	2.79	2.80	2.80	2.82	2.81	2.80	2.78	2.75	2.71
Lumber and wood products, except furniture.....		1.99	2.01	2.03	1.99	1.95	1.93	1.94	1.91	1.90	1.89	1.90	1.92	1.91	1.88
Furniture and fixtures.....		1.94	1.94	1.94	1.92	1.92	1.92	1.92	1.91	1.91	1.91	1.91	1.90	1.88	1.86
Stone, clay, and glass products.....		2.39	2.39	2.39	2.37	2.37	2.37	2.35	2.36	2.36	2.35	2.36	2.35	2.31	2.25
Primary metal industries.....		2.95	2.94	2.94	2.94	2.96	2.96	2.95	2.95	2.93	2.92	2.91	2.90	2.90	2.84
Fabricated metal products.....		2.54	2.52	2.52	2.51	2.51	2.52	2.52	2.51	2.50	2.50	2.49	2.49	2.47	2.41
Machinery.....		2.71	2.70	2.69	2.67	2.67	2.67	2.67	2.67	2.66	2.66	2.65	2.65	2.61	2.54
Electrical equipment and supplies.....		2.43	2.41	2.40	2.39	2.40	2.40	2.40	2.40	2.39	2.39	2.38	2.38	2.34	2.29
Transportation equipment.....		2.95	2.93	2.92	2.87	2.88	2.87	2.86	2.86	2.86	2.86	2.86	2.85	2.80	2.72
Instruments and related products.....		2.43	2.42	2.42	2.42	2.41	2.42	2.41	2.41	2.41	2.41	2.39	2.39	2.37	2.32
Miscellaneous manufacturing industries.....		1.98	1.97	1.96	1.95	1.97	1.97	1.96	1.98	1.97	1.98	1.98	1.96	1.92	1.87
Nondurable goods.....	2.18	2.17	2.16	2.16	2.13	2.15	2.14	2.14	2.14	2.13	2.13	2.13	2.12	2.09	2.05
Food and kindred products.....		2.24	2.20	2.20	2.18	2.21	2.22	2.22	2.23	2.22	2.22	2.21	2.19	2.15	2.09
Tobacco manufactures.....		1.86	1.78	1.77	1.80	1.99	1.99	2.00	1.97	1.94	1.90	1.88	1.85	1.83	1.75
Textile mill products.....		1.68	1.65	1.65	1.64	1.64	1.64	1.63	1.64	1.64	1.64	1.64	1.63	1.62	1.58
Apparel and related products.....		1.73	1.74	1.73	1.69	1.67	1.66	1.65	1.66	1.68	1.67	1.67	1.66	1.65	1.62
Paper and allied products.....		2.38	2.37	2.37	2.36	2.36	2.35	2.34	2.34	2.33	2.32	2.33	2.32	2.29	2.22
Printing, publishing, and allied industries.....	(³)	(³)	(³)	(³)	(³)	(³)	(³)	(³)	(³)	(³)	(³)	(³)	(³)	(³)	(³)
Chemicals and allied products.....		2.67	2.67	2.66	2.65	2.66	2.64	2.62	2.60	2.61	2.62	2.62	2.61	2.57	2.51
Petroleum refining and related industries.....		3.10	3.07	3.08	3.04	3.05	3.05	3.04	3.08	3.09	3.06	3.07	2.99	2.97	2.94
Rubber and miscellaneous plastic products.....		2.41	2.38	2.38	2.37	2.38	2.39	2.38	2.38	2.38	2.38	2.38	2.38	2.35	2.30
Leather and leather products.....		1.76	1.75	1.75	1.72	1.71	1.73	1.73	1.73	1.72	1.70	1.71	1.70	1.69	1.65

¹ For comparability of data with those published in issues prior to October 1963, 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.

TABLE C-4. Average overtime hours of production workers in manufacturing, by industry¹

Revised series; see box, p. 220.

Industry	1963												1962	Annual average	
	Dec. ²	Nov. ³	Oct.	Sept.	Aug.	July	June	May	Apr.	Mar.	Feb.	Jan.	Dec.	1962	1961
Manufacturing.....	3.0	3.0	3.0	3.1	2.9	2.9	3.0	2.8	2.4	2.6	2.5	2.5	2.9	2.8	2.4
Durable goods.....	3.2	3.1	3.2	3.2	3.0	2.9	3.2	2.9	2.5	2.7	2.6	2.6	3.1	2.8	2.3
Nondurable goods.....	2.8	2.8	2.9	3.0	2.8	2.8	2.8	2.6	2.4	2.6	2.5	2.4	2.6	2.7	2.5
<i>Durable goods</i>															
Ordnance and accessories.....		2.2	2.5	2.6	2.7	2.4	2.4	2.2	1.6	2.1	2.5	2.6	2.9	2.2	1.8
Ammunition, except for small arms.....		2.6	2.9	2.7	2.8	2.8	2.7	2.1	1.6	1.9	2.4	2.4	2.7	1.9	1.6
Sighting and fire control equipment.....		1.1	1.1	2.3	2.0	.5	.7	.9	1.2	2.1	2.2	2.9	4.0	3.0	2.2
Other ordnance and accessories.....		1.8	2.2	2.5	2.6	2.1	2.4	2.6	2.1	2.4	2.6	2.9	2.9	2.5	2.1
Lumber and wood products, except furniture.....		3.2	3.6	3.8	4.0	3.7	3.9	3.2	2.9	3.0	2.9	2.8	3.0	3.2	2.9
Sawmills and planing mills.....		3.2	3.5	3.6	3.9	3.8	3.9	3.2	3.0	3.0	2.9	2.9	2.9	3.1	2.9
Millwork, plywood, and related products.....		3.5	3.5	3.9	4.2	4.0	3.9	3.5	3.1	3.2	3.0	2.8	3.3	3.3	2.8
Wooden containers.....		2.6	3.0	3.2	3.7	4.2	3.5	3.5	2.8	2.6	2.2	1.9	2.4	2.9	2.5
Miscellaneous wood products.....		3.0	3.1	3.3	3.2	2.7	3.1	3.1	2.6	2.9	2.7	2.5	2.7	2.9	2.6
Furniture and fixtures.....		3.4	3.5	3.7	3.5	2.9	2.9	2.5	2.2	2.6	2.5	2.5	3.3	2.9	2.4
Household furniture.....		3.7	3.7	3.8	3.4	2.9	2.9	2.6	2.4	2.9	2.7	2.7	3.6	3.0	2.4
Office furniture.....		1.8	2.6	2.8	2.7	2.3	2.9	1.8	1.3	1.8	1.9	1.9	2.2	2.1	2.0
Partitions, office and store fixtures.....		2.1	2.7	3.2	3.4	3.1	2.3	1.8	1.2	1.3	1.7	1.9	1.6	3.0	2.4
Other furniture and fixtures.....		3.2	3.0	3.9	4.1	3.0	2.8	2.5	1.9	2.1	2.0	2.1	2.9	2.6	2.6
Stone, clay, and glass products.....		3.8	4.1	4.0	4.0	4.0	4.0	3.9	3.4	3.1	2.8	2.8	3.0	3.4	3.2
Flat glass.....		3.7	3.2	2.6	1.9	2.2	2.7	1.9	1.6	1.3	1.5	1.5	1.8	1.7	2.1
Glass and glassware, pressed or blown.....		3.1	3.5	3.4	3.5	3.4	3.5	3.6	3.3	3.3	3.3	3.3	3.8	3.5	3.6
Cement, hydraulic.....		1.9	2.0	2.2	2.2	2.4	2.3	2.1	2.3	2.0	1.7	1.6	1.3	1.8	1.5
Structural clay products.....		3.5	3.5	3.3	3.4	3.6	3.5	3.4	2.8	2.6	2.5	2.4	2.5	2.8	2.7
Pottery and related products.....		2.3	2.2	2.4	2.0	2.0	1.9	2.0	1.6	1.8	1.6	1.7	1.9	1.8	1.5
Concrete, gypsum, and plaster products.....		5.7	6.6	6.2	6.5	6.4	6.5	6.2	5.6	4.5	3.7	3.5	3.8	5.4	5.0
Other stone and mineral products.....		3.0	3.4	3.4	3.2	3.0	3.1	3.0	2.5	2.8	2.6	2.4	2.4	2.7	2.3
Primary metal industries.....		2.5	2.4	2.7	2.4	2.7	3.3	3.1	2.8	2.5	2.4	2.3	2.4	2.3	1.9
Blast furnace and basic steel products.....		1.2	1.2	1.8	1.5	2.1	2.7	2.6	2.8	1.8	1.5	1.3	1.1	1.4	1.3
Iron and steel foundries.....		4.2	3.8	3.8	3.5	3.3	4.3	3.9	3.1	3.5	3.6	3.1	3.5	2.9	2.1
Nonferrous smelting and refining.....		2.8	3.1	3.4	3.2	2.9	2.9	2.9	2.9	2.9	2.8	2.8	3.0	2.7	2.5
Nonferrous rolling, drawing and extruding.....		3.8	3.7	3.8	3.8	3.7	4.3	3.7	2.5	3.4	3.3	3.5	3.9	3.6	3.1
Nonferrous foundries.....		3.0	3.1	2.9	2.8	2.8	3.0	2.8	2.7	3.1	3.0	3.2	3.3	2.9	2.3
Miscellaneous primary metal industries.....		3.3	3.5	3.8	2.9	3.3	3.3	3.3	2.7	3.0	3.0	3.4	3.9	3.2	2.4
Fabricated metal products.....		3.2	3.4	3.5	3.3	3.1	3.3	3.0	2.4	2.7	2.6	2.7	2.9	2.9	2.4
Metal cans.....		3.3	2.9	4.1	5.1	4.1	4.2	3.3	3.1	2.3	2.5	2.7	2.4	3.5	3.2
Cutlery, hand tools, and general hardware.....		3.4	2.9	2.8	2.4	2.1	2.8	3.0	2.0	2.6	2.5	2.8	3.1	2.5	2.1
Heating equipment and plumbing fixtures.....		2.2	2.6	2.4	2.4	2.3	2.5	2.0	1.3	1.7	1.8	1.9	2.1	1.9	1.5
Fabricated structural metal products.....		3.0	3.1	3.5	3.4	3.3	3.1	2.7	2.0	2.2	2.1	2.0	2.3	2.5	2.3
Screw machine products, bolts, etc.....		3.6	3.5	4.0	3.6	3.4	3.9	3.8	3.1	3.5	3.9	4.0	4.3	4.0	2.6
Metal stampings.....		3.8	4.5	4.2	3.5	3.6	3.9	3.7	3.0	3.3	3.2	3.4	3.6	3.5	2.9
Coating, engraving, and allied services.....		3.6	4.1	4.2	3.6	3.3	3.6	3.3	2.6	3.1	2.8	3.2	3.5	3.3	2.8
Miscellaneous fabricated wire products.....		3.3	3.3	3.3	3.2	2.8	2.9	2.8	2.2	2.8	2.8	2.9	3.0	3.0	2.7
Miscellaneous fabricated metal products.....		2.4	2.8	3.0	2.6	2.4	2.5	2.7	2.2	2.6	2.3	2.4	2.7	2.6	2.3
Machinery.....		3.4	3.2	3.3	3.2	3.2	3.4	3.1	2.8	3.2	3.0	2.9	3.1	3.1	2.5
Engines and turbines.....		2.8	2.0	3.0	2.1	2.4	2.6	2.2	1.8	2.7	2.6	2.0	2.5	2.2	1.8
Farm machinery and equipment.....		1.9	2.1	2.2	1.9	2.1	2.1	2.1	2.2	2.6	2.5	2.0	1.9	2.1	1.6
Construction and related machinery.....		3.0	2.8	3.0	3.0	2.8	3.1	2.7	2.2	2.4	2.3	2.2	2.3	2.6	1.9
Metalworking machinery and equipment.....		5.0	4.6	4.4	4.6	4.9	5.2	4.9	4.6	5.1	4.7	4.4	4.7	4.7	3.4
Special industry machinery.....		3.5	3.4	3.6	3.3	3.5	3.7	3.4	3.1	3.5	3.5	3.5	3.7	3.5	2.8
General industrial machinery.....		3.1	3.1	3.3	3.0	2.9	2.9	2.4	2.0	2.4	2.3	2.2	2.6	2.8	2.0
Office, computing, and accounting machines.....		2.2	2.1	2.2	1.8	1.5	1.7	1.6	1.3	1.7	1.5	1.3	1.5	1.5	2.2
Service industry machines.....		1.8	1.8	2.2	2.5	2.2	2.5	2.3	1.7	2.3	1.8	1.6	1.7	2.0	1.6
Miscellaneous machinery.....		4.4	4.3	4.0	4.0	4.0	4.4	4.2	3.5	4.1	3.9	4.1	4.3	4.1	3.5
Electrical equipment and supplies.....		2.1	2.2	2.3	2.1	2.0	2.2	1.9	1.5	1.9	2.0	1.9	2.4	2.2	1.9
Electric distribution equipment.....		2.4	2.4	2.7	2.5	2.1	2.4	1.9	1.5	1.8	1.8	1.5	2.5	2.0	1.8
Electrical industrial apparatus.....		2.3	2.4	2.7	2.3	2.5	2.4	2.3	1.9	2.2	2.4	2.1	2.3	2.2	1.9
Household appliances.....		2.2	2.2	2.6	2.4	2.7	2.7	2.0	1.5	2.2	1.6	1.3	2.3	1.9	1.9
Electric lighting and wiring equipment.....		2.2	2.1	2.5	2.1	2.0	2.1	1.9	1.5	1.7	1.6	1.7	2.0	1.9	1.6
Radio and TV receiving sets.....		1.6	2.1	2.1	2.0	2.0	2.0	1.7	.8	1.4	1.4	1.1	2.0	1.9	1.6
Communication equipment.....		1.9	1.8	2.0	1.8	1.5	1.8	1.6	1.3	1.9	2.1	2.2	2.5	2.5	2.2
Electronic components and accessories.....		2.0	2.0	1.9	1.7	1.7	1.8	1.8	1.6	1.9	1.9	1.7	2.0	2.0	1.9
Miscellaneous electrical equipment and supplies.....		2.7	3.0	2.5	1.9	2.2	3.0	2.4	1.6	1.8	2.7	3.4	3.9	3.2	2.2
Transportation equipment.....		4.4	4.2	3.7	3.1	3.3	3.7	3.5	2.7	3.1	3.1	3.3	4.7	3.5	2.5
Motor vehicles and equipment.....		6.1	5.4	4.2	3.5	4.0	4.5	4.3	3.3	3.7	3.3	3.8	6.1	4.1	2.6
Aircraft and parts.....		2.5	2.8	2.9	2.6	2.5	2.5	2.2	1.9	2.3	2.7	2.9	3.3	2.9	2.5
Ship and boat building and repairing.....		2.7	3.2	3.6	2.5	2.4	3.3	3.5	2.8	2.9	3.4	3.1	3.5	2.8	2.6
Railroad equipment.....		2.0	1.8	2.4	2.0	2.5	2.3	1.9	2.0	2.3	1.6	1.6	1.5	2.0	1.9
Other transportation equipment.....		2.4	3.2	4.0	3.2	3.8	3.7	3.5	2.7	2.8	2.6	1.8	2.1	2.5	1.8
Instruments and related products.....		2.4	2.7	2.7	2.3	2.2	2.4	2.3	1.9	2.3	2.2	2.2	2.6	2.4	2.1
Engineering and scientific instruments.....		2.7	2.6	2.8	2.3	2.1	2.5	2.2	1.8	2.5	2.4	2.8	3.1	2.6	2.2
Mechanical measuring and control devices.....		2.5	2.7	2.6	2.5	2.5	2.5	2.3	1.9	2.1	1.9	1.9	2.6	2.2	1.9
Optical and ophthalmic goods.....		2.5	2.8	2.7	2.1	2.3	2.5	2.4	2.1	2.5	2.3	2.0	2.1	2.2	2.0
Surgical, medical, and dental equipment.....		2.0	2.1	2.3	2.1	1.9	2.4	2.0	1.6	2.1	1.9	1.6	2.2	2.3	2.1
Photographic equipment and supplies.....		2.9	3.2	3.1	2.0	2.4	2.4	2.8	2.3	2.9	3.2	3.1	3.0	2.9	2.9
Watches and clocks.....		1.7	2.2	2.3	2.2	1.9	1.9	1.9	1.4	1.7	1.7	1.5	1.8	1.9	1.5

See footnotes at end of table.

TABLE C-4. Average overtime hours of production workers in manufacturing, by industry¹—Continued
 Revised series; see box, p. 220.

Industry	1963												1962	Annual average	
	Dec. ²	Nov. ²	Oct.	Sept.	Aug.	July	June	May	Apr.	Mar.	Feb.	Jan.	Dec.	1962	1961
Manufacturing—Continued															
Durable goods—Continued															
Miscellaneous manufacturing industries.....	2.6	2.7	2.6	2.2	1.9	2.1	2.0	1.9	2.2	2.1	2.0	2.4	2.3	2.2	
Jewelry, silverware, and plated ware.....	4.1	4.0	3.4	2.7	2.4	2.7	2.8	2.4	2.7	2.6	2.5	4.2	3.0	3.0	
Toys, amusement and sporting goods.....	2.3	2.4	2.3	2.1	1.6	1.6	1.6	1.5	1.7	1.7	1.7	1.5	1.9	1.9	
Pens, pencils, office and art materials.....	2.0	2.5	2.6	2.2	1.8	2.1	1.7	1.4	1.8	2.0	1.9	2.1	2.0	1.8	
Costume jewelry, buttons, and notions.....	2.5	2.8	2.6	2.2	2.0	2.4	2.1	2.0	2.3	2.3	1.7	2.2	2.2	1.9	
Other manufacturing industries.....	2.6	2.7	2.6	2.1	2.0	2.3	2.2	2.0	2.5	2.3	2.3	2.6	2.5	2.3	
Nondurable goods															
Food and kindred products.....	3.5	3.5	3.8	3.5	3.8	3.7	3.4	2.9	3.1	3.0	3.1	3.4	3.4	3.3	
Meat products.....	5.1	4.0	4.5	3.5	3.8	3.9	3.6	2.9	3.2	2.9	3.3	4.2	3.6	3.7	
Dairy products.....	2.7	2.7	3.2	3.2	3.6	3.5	3.3	3.2	3.2	3.0	3.1	3.2	3.4	3.1	
Canned and preserved food, except meats.....	1.8	2.4	3.2	2.8	2.5	2.3	2.3	1.9	2.3	2.2	2.2	2.2	2.6	2.4	
Grain mill products.....	6.5	7.5	7.2	6.6	7.5	6.9	6.3	4.7	5.4	5.6	5.8	6.1	6.3	6.2	
Bakery products.....	2.9	3.0	3.3	3.2	3.5	3.4	3.2	2.9	2.8	2.7	2.5	2.9	3.1	2.9	
Sugar.....	2.6	4.4	3.9	3.5	3.8	3.5	4.4	3.9	3.3	3.1	3.1	2.7	3.7	4.3	
Confectionery and related products.....	2.8	2.9	3.4	2.5	2.1	2.6	1.8	1.7	2.3	2.3	2.3	3.0	2.5	2.5	
Beverages.....	2.9	3.1	3.3	3.6	4.4	4.1	3.2	2.9	2.8	2.3	2.3	2.4	2.8	2.7	
Miscellaneous food and kindred products.....	4.2	4.1	4.0	4.1	4.0	3.8	3.8	3.4	3.6	4.0	3.8	4.2	3.9	3.9	
Tobacco manufactures.....	1.3	1.1	1.4	1.4	1.4	1.5	1.0	.3	.8	.7	.6	1.1	1.0	1.1	
Cigarettes.....	1.5	.8	1.6	1.9	1.8	2.0	1.3	.4	1.0	.5	.5	1.2	.9	1.2	
Cigars.....	1.6	1.8	1.4	1.3	1.1	1.2	.9	.1	.8	1.1	.7	1.0	.9	1.0	
Textile mill products.....	3.7	3.6	3.3	3.3	3.1	3.4	3.2	2.8	3.1	3.0	2.8	3.0	3.2	2.7	
Cotton broad woven fabrics.....	4.4	4.0	3.4	3.4	2.9	3.1	3.2	3.0	3.0	2.9	3.0	3.0	3.2	2.7	
Silk and synthetic broad woven fabrics.....	5.2	4.7	4.4	4.3	3.9	4.4	4.4	3.7	3.9	3.9	4.0	4.3	4.3	3.2	
Weaving and finishing broad wools.....	2.5	2.9	3.4	3.3	3.8	4.0	3.7	3.0	3.6	3.7	3.4	3.1	4.2	3.3	
Narrow fabrics and smallwares.....	3.0	3.3	2.7	2.7	3.2	3.1	3.4	2.9	3.0	3.0	3.3	3.2	3.3	2.9	
Knitting.....	2.2	2.4	2.3	2.4	2.4	2.4	2.0	1.6	1.8	1.7	1.6	1.7	2.2	2.0	
Finishing textiles, except wool and knit.....	4.6	4.3	3.9	3.7	3.3	4.5	4.1	3.8	4.6	4.2	3.1	4.4	4.2	3.7	
Floor covering.....	4.8	5.1	5.4	4.5	4.1	4.2	3.5	3.6	4.8	4.9	3.3	4.4	4.1	3.3	
Yarn and thread.....	3.6	3.4	3.0	3.1	3.1	3.5	3.2	2.9	3.1	2.8	2.5	2.6	3.2	2.7	
Miscellaneous textile goods.....	3.9	4.0	3.3	3.7	3.5	4.2	3.3	2.8	3.3	3.4	3.2	3.7	3.5	2.9	
Apparel and related products.....	1.3	1.4	1.4	1.5	1.3	1.3	1.3	1.1	1.4	1.3	1.0	1.2	1.3	1.1	
Men's and boys' suits and coats.....	.9	1.0	1.0	1.1	.8	1.0	1.1	.9	1.3	1.3	1.1	1.3	1.2	.8	
Men's and boys' furnishings.....	.9	1.0	1.3	1.5	1.3	1.3	1.2	.9	1.1	1.0	.9	1.0	1.2	.9	
Women's, misses', and juniors' outerwear.....	1.1	1.3	1.3	1.4	1.4	1.3	1.4	1.4	1.8	1.5	1.1	1.2	1.4	1.1	
Women's and children's undergarments.....	1.8	2.0	2.0	1.6	1.4	1.2	1.3	1.0	1.4	1.1	.9	1.2	1.3	1.4	
Hats, caps, and millinery.....	1.0	1.4	1.6	1.6	1.4	1.0	1.2	1.0	2.0	1.7	1.1	1.2	1.5	1.5	
Girls' and children's outerwear.....	1.1	1.2	1.2	1.5	1.5	1.5	1.3	.7	1.2	1.2	.8	.7	1.2	1.3	
Fur goods and miscellaneous apparel.....	1.6	1.6	1.2	1.2	1.0	.9	1.0	.7	.9	.8	.8	1.2	1.2	1.2	
Miscellaneous fabricated textile products.....	2.2	2.1	2.2	1.9	1.5	1.8	1.8	1.5	1.5	1.4	1.3	1.8	1.7	1.6	
Paper and allied products.....	4.7	4.8	5.0	4.8	4.8	4.6	4.3	3.8	4.3	4.1	4.1	4.5	4.4	4.2	
Paper and pulp.....	5.7	5.5	5.8	5.6	5.9	5.4	5.3	4.8	5.4	5.2	5.3	5.2	5.2	5.0	
Paperboard.....	6.1	6.2	6.3	6.4	6.8	6.3	6.5	5.0	5.9	5.6	5.4	6.3	5.9	5.6	
Converted paper and paperboard products.....	3.4	3.4	3.8	3.6	3.2	3.2	2.9	2.6	2.9	2.9	2.9	3.3	3.0	3.0	
Paperboard containers and boxes.....	3.9	4.4	4.5	4.1	3.8	4.1	3.6	3.1	3.3	3.2	3.2	3.8	3.9	3.7	
Printing, publishing, and allied industries.....	2.7	2.9	3.1	2.8	2.6	2.7	2.8	2.4	2.8	2.5	2.4	3.0	2.8	2.7	
Newspaper publishing and printing.....	2.5	2.6	2.4	2.2	2.3	2.6	2.7	2.0	2.0	1.8	1.7	3.0	2.5	2.4	
Periodical publishing and printing.....	3.6	4.1	3.9	3.3	3.3	3.8	2.7	3.0	4.0	3.2	3.2	3.2	3.1	3.1	
Books.....	2.7	3.3	4.4	4.5	3.9	3.5	3.9	3.1	3.6	2.8	2.6	2.8	3.4	3.7	
Commercial printing.....	3.0	3.1	3.5	2.9	2.7	2.8	2.9	2.7	3.2	2.8	2.7	3.1	3.0	2.9	
Bookbinding and related industries.....	2.2	2.3	2.4	2.1	2.1	2.4	2.2	2.1	2.2	1.8	2.2	2.1	2.4	2.1	
Other publishing and printing industries.....	2.4	2.5	2.9	2.9	2.4	2.4	2.1	1.9	2.5	2.7	2.4	2.6	2.6	2.5	
Chemicals and allied products.....	2.4	2.5	2.6	2.5	2.6	2.6	2.6	3.1	2.5	2.4	2.2	2.4	2.5	2.3	
Industrial chemicals.....	2.4	2.5	2.4	2.6	2.6	2.5	2.2	2.8	2.3	2.4	2.2	2.5	2.5	2.3	
Plastics and synthetics, except glass.....	2.1	2.2	2.3	2.3	2.5	2.7	2.1	2.6	2.0	2.0	1.9	2.1	2.3	2.0	
Drugs.....	2.3	2.2	1.9	1.8	2.2	2.2	2.0	2.0	2.6	2.5	2.4	2.4	2.4	1.9	
Soap, cleaners, and toilet goods.....	2.4	2.7	3.0	2.7	2.3	2.4	2.1	2.2	2.4	2.5	2.3	2.4	2.7	2.6	
Paints, varnishes, and allied products.....	1.9	2.4	2.4	2.6	2.9	2.8	3.1	2.0	2.0	1.7	1.5	1.6	2.1	1.9	
Agricultural chemicals.....	3.4	3.8	3.8	2.9	3.0	3.6	6.8	9.6	5.6	3.7	3.3	3.4	4.1	3.8	
Other chemical products.....	2.9	2.8	3.0	3.1	2.9	2.8	2.6	2.2	2.4	2.5	2.6	2.8	2.6	2.6	
Petroleum refining and related industries.....	2.4	2.5	2.7	2.4	2.9	2.7	2.6	2.5	1.7	1.6	2.0	2.0	2.3	2.0	
Petroleum refining.....	2.0	1.7	2.0	1.4	2.0	1.9	1.9	2.1	1.5	1.4	1.7	1.5	1.6	1.5	
Other petroleum and coal products.....	4.1	5.4	5.2	6.1	6.2	5.6	5.1	4.0	2.5	2.6	3.1	3.9	4.8	4.4	
Rubber and miscellaneous plastic products.....	3.2	3.3	3.5	3.2	2.9	2.9	2.5	2.4	2.9	2.9	2.8	3.1	3.1	2.6	
Tires and inner tubes.....	4.1	3.5	3.7	3.3	3.2	2.8	2.1	2.3	2.8	2.9	2.8	3.5	3.3	2.7	
Other rubber products.....	2.7	2.9	3.0	2.5	2.3	2.6	2.3	2.2	2.5	2.6	2.6	3.0	2.9	2.4	
Miscellaneous plastic products.....	3.3	3.5	3.8	3.8	3.5	3.3	3.1	2.5	3.4	3.2	3.0	3.1	3.2	2.9	
Leather and leather products.....	1.5	1.7	1.6	1.7	1.3	1.4	1.1	.9	1.3	1.5	1.2	1.3	1.4	1.4	
Leather tanning and finishing.....	2.0	3.2	3.0	2.7	2.6	3.2	2.8	2.4	2.4	2.5	2.4	2.5	2.6	2.3	
Footwear, except rubber.....	1.1	1.2	1.3	1.5	1.2	1.2	.9	.7	1.2	1.3	1.1	1.1	1.1	1.1	
Other leather products.....	1.9	2.4	1.9	2.0	1.3	1.4	1.0	.9	1.4	1.7	1.2	1.6	1.8	1.7	

¹ For comparability of data with those published in issues prior to October 1963, 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

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 premiums were paid are excluded.

² Preliminary.

TABLE C-5. Indexes of aggregate weekly man-hours and payrolls in industrial and construction activities¹

[1957-59=100]

Revised series; see box p. 220.

Activity	1963												1962	Annual average	
	Dec. ²	Nov. ²	Oct.	Sept.	Aug.	July	June	May	Apr.	Mar.	Feb.	Jan.	Dec.	1962	1961
	Man-hours														
Total.....	101.4	103.0	106.5	106.7	105.4	103.9	104.4	101.6	98.0	95.8	94.1	95.1	98.0	99.8	95.7
Mining.....	79.2	81.3	83.8	84.3	84.7	82.6	86.7	84.2	81.3	77.4	78.2	78.8	80.8	83.6	85.6
Contract construction.....	97.8	107.6	121.8	121.7	125.6	121.9	116.1	107.6	97.4	83.3	76.5	82.6	88.3	99.3	96.1
Manufacturing.....	103.2	103.2	104.9	105.0	102.8	101.7	103.1	101.3	99.0	99.0	98.1	98.2	100.6	100.6	96.1
Durable goods.....	104.7	104.4	105.3	104.9	101.1	102.4	104.7	103.1	100.5	99.6	98.9	99.2	100.9	100.3	94.1
Ordnance and accessories.....	150.7	149.2	150.8	150.2	147.6	146.5	148.8	147.8	144.8	149.6	151.8	153.4	156.1	150.3	133.4
Lumber and wood products, except furniture.....	91.8	93.8	98.9	100.4	99.2	95.6	95.3	94.9	90.2	87.8	87.1	87.8	89.5	93.3	91.2
Furniture and fixtures.....	110.8	110.2	111.6	111.6	110.8	105.3	106.0	102.6	101.8	102.7	102.4	102.9	106.9	104.8	97.7
Stone, clay, and glass products.....	101.2	106.4	108.5	109.1	110.6	109.8	109.3	106.4	101.4	94.9	91.2	92.1	95.8	100.3	97.7
Primary metal industries.....	97.8	95.6	95.2	97.2	97.3	101.0	105.2	102.3	100.2	95.8	94.0	92.1	92.1	95.3	91.7
Fabricated metal products.....	107.1	106.8	108.1	107.9	104.7	102.7	105.7	103.4	99.8	98.9	98.5	99.4	101.3	100.6	94.8
Machinery.....	106.9	104.4	104.3	104.4	102.4	102.3	104.9	103.8	103.0	103.5	102.7	102.4	102.4	101.9	94.4
Electrical equipment and supplies.....	116.4	115.9	117.1	116.8	113.5	112.6	115.5	113.7	111.8	113.4	114.5	115.9	118.7	115.8	105.9
Transportation equipment.....	100.1	99.0	98.2	94.3	80.3	92.4	95.0	94.7	92.2	92.2	92.0	93.7	94.5	88.7	80.8
Instruments and related products.....	107.8	108.0	108.1	108.2	106.9	105.4	106.9	104.7	103.5	104.2	103.8	103.3	105.2	103.2	99.4
Miscellaneous manufacturing industries.....	103.8	109.5	112.1	111.2	107.8	99.9	102.6	100.7	97.2	97.2	95.0	92.4	99.2	102.1	98.0
Nondurable goods.....	101.2	101.7	104.4	105.1	104.9	100.8	101.0	99.0	97.0	98.3	97.0	97.0	100.3	101.1	98.7
Food and kindred products.....	92.4	94.9	101.8	105.8	104.2	97.5	93.4	88.7	85.5	86.4	85.1	87.6	93.0	95.3	96.5
Tobacco manufactures.....	98.6	102.7	113.5	114.7	107.7	74.6	78.4	76.5	70.9	78.3	82.0	90.5	100.9	93.2	94.6
Textile mill products.....	96.6	97.9	98.1	96.3	96.6	94.4	97.1	95.5	93.5	94.4	93.4	92.8	95.8	97.4	94.8
Apparel and related products.....	109.6	109.2	112.4	112.2	114.1	107.7	108.5	108.9	105.9	110.9	108.2	103.2	106.0	106.9	100.2
Paper and allied products.....	107.5	107.5	108.6	109.1	108.9	106.7	107.8	105.1	103.3	104.5	103.3	104.1	106.5	105.5	103.6
Printing, publishing, and allied industries.....	107.3	104.9	105.8	105.9	104.8	103.5	104.4	104.1	102.9	102.3	100.8	100.8	104.1	104.7	104.0
Chemicals and allied products.....	104.7	104.4	105.0	105.4	105.3	105.2	105.9	106.4	107.7	103.9	102.3	102.2	103.1	103.5	100.5
Petroleum refining and related industries.....	78.1	81.3	82.6	84.5	84.6	85.5	84.9	83.4	83.0	78.9	78.4	80.4	81.2	86.1	88.5
Rubber and miscellaneous plastic products.....	114.5	114.9	114.5	114.6	111.9	109.2	114.3	112.9	111.3	112.4	111.8	114.3	116.0	113.4	102.3
Leather and leather products.....	97.5	94.1	95.6	95.4	99.1	96.3	96.2	90.2	87.3	93.6	95.6	95.7	97.6	98.1	96.7
	Payrolls														
Mining.....		89.8	92.8	94.0	93.1	90.2	95.9	92.1	89.2	85.0	86.2	86.5	88.5	90.5	90.6
Contract construction.....		131.3	149.7	149.5	152.2	146.8	138.9	128.3	115.5	100.2	92.4	99.9	106.8	116.4	108.8
Manufacturing.....	122.1	121.5	122.6	122.6	118.2	118.1	119.9	117.4	114.4	114.1	112.6	112.8	115.4	113.7	105.4

¹ For comparability of data with those published in issues prior to October 1963, 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]¹

Revised series; see box p. 220.

Item	1963												1962		Annual average	
	Nov. ²	Oct.	Sept.	Aug.	July	June	May	Apr.	Mar.	Feb.	Jan.	Dec.	Nov.	1962	1961	
<i>Manufacturing</i>																
Gross average weekly earnings:																
Current dollars.....	\$100.85	\$100.53	\$100.53	\$98.42	\$99.23	\$100.37	\$99.23	\$97.36	\$98.09	\$97.20	\$97.44	\$98.01	\$97.36	\$96.56	\$92.34	
1957-59 dollars.....	93.90	93.78	93.87	91.90	92.65	94.16	93.44	91.68	92.36	91.61	91.92	92.64	91.85	91.61	88.62	
Spendable average weekly earnings:																
Worker with no dependents:																
Current dollars.....	80.75	80.51	80.51	78.89	79.51	80.38	79.51	78.04	78.63	77.92	78.11	79.02	78.50	77.86	74.60	
1957-59 dollars.....	75.19	75.10	75.17	73.66	74.24	75.40	74.87	73.48	74.04	73.44	73.69	74.69	74.06	73.87	71.59	
Worker with 3 dependents:																
Current dollars.....	88.58	88.31	88.31	86.58	87.25	88.18	87.25	85.72	86.31	85.58	85.78	86.72	86.19	85.53	82.18	
1957-59 dollars.....	82.48	82.38	82.46	80.84	81.47	82.72	82.16	80.72	81.27	80.66	80.92	81.97	81.31	81.15	78.87	

¹ For comparability of data with those published in issues prior to October 1963, 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 Index¹—All-city average: *All items, groups, subgroups, and special groups of items

[1957-59=100]

Group	1963												1962	Annual average	
	Dec.	Nov.	Oct.	Sept.	Aug.	July	June	May	Apr.	Mar.	Feb.	Jan.	Dec.	1963	1962
All items.....	107.6	107.4	107.2	107.1	107.1	107.1	106.6	106.2	106.2	106.2	106.1	106.0	105.8	106.7	105.4
Food ²	105.4	105.1	104.9	105.4	106.0	106.2	105.0	104.3	104.2	104.6	105.0	104.7	103.5	105.1	103.6
Food at home.....	103.7	103.4	103.2	103.8	104.5	104.8	103.4	102.5	102.6	103.0	103.5	103.2	101.9	103.5	102.2
Cereals and bakery products.....	109.0	109.1	109.1	109.1	109.1	109.2	109.2	109.3	109.2	109.1	109.2	108.7	108.2	109.1	107.6
Meats, poultry, and fish.....	99.2	99.7	100.4	101.5	101.4	100.2	98.4	98.0	98.3	100.7	102.1	102.2	102.5	100.2	101.7
Dairy products.....	105.0	104.8	104.6	104.3	104.2	103.3	102.8	102.8	102.9	103.5	103.6	103.8	103.9	103.8	104.1
Fruits and vegetables.....	109.8	108.2	106.3	108.1	114.2	118.7	115.6	113.9	112.0	109.6	109.4	106.4	100.2	111.0	105.0
Other foods at home ³	100.2	99.5	99.6	99.5	98.0	97.8	96.9	94.5	96.2	96.7	97.1	97.6	97.2	97.8	96.1
Housing ⁴	106.9	106.6	106.3	106.2	106.0	106.0	105.9	105.7	105.8	105.7	105.4	105.4	105.2	106.0	104.8
Rent.....	107.3	107.2	107.1	107.0	106.8	106.7	106.6	106.6	106.5	106.4	106.4	106.3	106.2	106.8	105.7
Gas and electricity.....	108.1	108.0	108.1	108.0	107.2	108.1	108.1	107.4	107.5	108.0	108.0	108.2	108.1	107.9	107.9
Solid and petroleum fuels.....	105.8	105.4	104.5	103.7	102.8	102.3	102.1	102.4	104.2	104.8	104.8	104.9	104.8	104.0	102.1
Housefurnishings.....	98.8	98.8	98.7	98.6	98.3	98.5	98.5	98.4	98.5	98.6	98.3	97.9	98.6	98.5	98.9
Household operation.....	110.9	110.7	110.5	110.7	110.6	110.3	110.2	110.0	109.9	109.7	109.3	109.3	108.1	110.2	107.4
Apparel.....	105.5	105.6	105.4	104.8	104.0	103.9	103.9	103.7	103.8	103.6	103.3	103.0	103.9	104.2	103.2
Men's and boys'.....	106.2	106.1	105.7	105.2	104.7	104.5	104.4	104.2	104.1	103.9	103.7	103.5	104.3	104.7	103.3
Women's and girls'.....	103.3	103.5	103.5	102.5	101.2	101.2	101.2	101.1	101.4	101.1	100.7	100.2	101.5	101.7	100.9
Footwear.....	111.2	111.1	110.9	110.7	110.6	110.5	110.6	110.3	110.2	110.0	109.9	109.8	109.9	110.5	109.3
Other apparel ⁵	102.1	102.0	101.8	101.4	101.1	101.1	101.0	100.9	100.9	101.1	100.9	100.3	101.3	101.2	100.6
Transportation.....	108.9	109.1	109.0	107.9	108.3	107.8	107.4	107.4	107.0	107.0	106.8	106.6	108.0	107.8	107.2
Private.....	107.5	107.8	107.7	106.5	106.9	106.4	106.1	106.0	105.5	105.6	105.3	105.3	106.8	106.4	105.9
Public.....	118.3	117.6	117.6	117.1	117.1	116.6	116.6	116.5	116.5	116.4	116.3	115.7	115.7	116.9	115.4
Medical care.....	117.5	117.5	117.4	117.2	117.1	116.9	116.8	116.4	116.1	115.8	115.6	115.5	115.3	116.7	114.2
Personal care.....	108.8	108.4	108.4	108.2	108.0	108.0	107.8	107.8	107.6	107.3	107.3	107.4	107.6	107.9	106.5
Reading and recreation.....	113.1	112.8	112.7	112.3	112.1	111.5	110.9	110.7	111.0	110.1	110.0	110.2	110.0	111.5	109.6
Other goods and services.....	108.3	108.3	108.2	108.0	108.0	108.0	107.6	106.0	105.8	105.7	105.7	105.7	105.6	107.1	105.3
Special groups:															
All items less food.....	108.5	108.4	108.1	107.8	107.8	107.5	107.3	107.0	107.0	106.8	106.6	106.5	106.7	107.4	106.1
All items less shelter.....	107.5	107.4	107.2	107.1	107.2	107.1	106.6	106.1	106.1	106.1	106.1	105.9	105.8	106.7	105.4
All commodities less food.....	104.5	104.5	104.3	103.8	103.6	103.5	103.3	103.0	103.0	102.9	102.7	102.6	103.4	103.5	102.8
All commodities.....	105.0	104.8	104.7	104.6	104.7	104.7	104.1	103.6	103.6	103.7	103.8	103.6	103.6	104.2	103.2
Nondurables ⁶	105.6	105.4	105.2	105.3	105.5	105.5	104.8	104.2	104.2	104.4	104.5	104.3	104.0	104.9	103.6
Nondurables less food.....	105.9	105.8	105.6	105.2	105.0	104.8	104.5	104.2	104.3	104.2	104.1	104.0	104.6	104.8	103.8
Nondurables less food and apparel.....	106.2	106.0	105.8	105.5	105.7	105.5	105.0	104.7	104.7	104.7	104.6	104.7	105.1	105.3	104.2
Durables ⁷	102.2	102.5	102.2	101.5	101.4	101.3	101.3	101.0	100.9	100.8	100.6	100.4	101.7	101.3	101.5
Durables less cars.....	98.9	98.8	98.7	98.6	98.5	98.5	98.4	98.3	98.4	98.5	98.4	98.5	98.6	98.5	98.8
All services ⁸	112.6	112.3	112.1	111.9	111.7	111.5	111.3	111.1	111.1	110.8	110.5	110.5	110.1	111.5	109.5
All services less rent.....	113.5	113.2	112.9	112.8	112.6	112.4	112.2	111.9	111.9	111.6	111.2	111.2	110.8	112.3	110.2
Household operation services, gas, and electricity.....	111.2	111.0	111.0	111.1	110.7	110.7	110.6	110.2	110.2	110.2	109.9	109.9	109.1	110.6	108.5
Transportation services.....	113.7	113.3	113.1	112.9	112.7	112.4	112.3	112.2	112.0	111.8	111.4	111.1	110.9	112.4	111.2
Medical care services.....	120.9	120.8	120.7	120.5	120.4	120.2	120.1	119.5	119.2	118.9	118.7	118.5	118.2	119.9	116.8
Other services.....	112.4	112.0	111.5	111.3	111.2	110.9	110.5	110.3	110.5	110.0	109.6	109.7	109.3	110.8	108.7

*The Consumer Price Index for December 1963 calculated from a 1947-49=100 base was 132.0.

¹The 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.

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

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

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

⁵Includes yard goods, diapers, and miscellaneous items.

⁶Includes food, house paint, solid fuels, fuel oil, textile housefurnishings, household paper, electric light bulbs, laundry soap and detergents, apparel

(except shoe repairs), gasoline, motor oil, prescriptions and drugs, toilet goods, nondurable toys, newspaper, cigarettes, cigars, beer, and whiskey.

⁷Includes water heaters, central heating furnaces, kitchen sinks, sink faucets, porch flooring, household appliances, furniture and bedding, floor covering, dinnerware, automobiles, tires, radio and television sets, durable toys, and sporting goods.

⁸Includes rent, home purchase, real estate taxes, mortgage interest, property insurance, repainting garage, repainting rooms, reshingling roof, refinishing floors, gas, electricity, dry cleaning, laundry service, domestic service, telephone, water, postage, shoe repairs, auto repairs, auto insurance, auto registration, transit fares, railroad fares, professional medical services, hospital services, hospitalization and surgical insurance, barber and beauty shop services, television repairs, and motion picture admissions.

TABLE D-2. Consumer Price Index¹—All items and food indexes, by city

[1957-59=100]

City	1963												1962	Annual average		1963 (1947-49=100)
	Dec.	Nov.	Oct.	Sept.	Aug.	July	June	May	Apr.	Mar.	Feb.	Jan.	Dec.	1962	1961	Dec.
	All Items															
All-city average ²	107.6	107.4	107.2	107.1	107.1	107.1	106.6	106.2	106.2	106.2	106.1	106.0	105.8	105.4	104.2	132.0
Atlanta, Ga.....	105.8	(3)	(3)	105.2	(3)	(3)	104.9	(3)	(3)	104.9	(3)	(3)	104.5	104.1	103.2	131.0
Baltimore, Md.....	107.5	(3)	(3)	107.1	(3)	(3)	106.8	(3)	(3)	106.2	(3)	(3)	105.7	105.2	104.4	133.4
Boston, Mass.....	(3)	(3)	110.0	(3)	(3)	109.8	(3)	(3)	109.2	(3)	(3)	108.6	(3)	107.4	105.1	(3)
Chicago, Ill.....	105.8	105.5	105.7	105.6	105.7	106.0	105.2	105.0	105.0	105.2	104.7	104.7	104.7	104.6	103.6	133.4
Cincinnati, Ohio.....	105.1	(3)	(3)	105.1	(3)	(3)	104.6	(3)	(3)	104.5	(3)	(3)	104.0	103.6	102.6	127.9
Cleveland, Ohio.....	(3)	105.0	(3)	(3)	105.1	(3)	(3)	104.3	(3)	(3)	104.3	(3)	(3)	103.5	103.2	(3)
Detroit, Mich.....	103.6	103.7	103.5	103.3	104.4	103.9	103.5	102.4	102.1	102.6	102.6	102.5	102.5	102.2	101.9	127.7
Houston, Tex.....	(3)	106.7	(3)	(3)	106.2	(3)	(3)	104.4	(3)	(3)	105.0	(3)	(3)	104.6	102.6	(3)
Kansas City, Mo.....	(3)	(3)	108.7	(3)	(3)	107.1	(3)	(3)	106.4	(3)	(3)	105.9	(3)	106.1	104.5	(3)
Los Angeles, Calif.....	108.7	109.3	109.1	108.6	108.4	108.0	107.4	107.6	108.0	107.7	107.8	107.3	107.2	106.6	105.4	135.5
Minneapolis, Minn.....	(3)	(3)	107.4	(3)	(3)	107.7	(3)	(3)	106.5	(3)	(3)	106.0	(3)	105.5	104.2	(3)
New York, N.Y.....	109.9	109.7	109.4	109.3	109.3	109.2	108.7	107.8	107.9	107.6	107.6	107.5	106.9	106.4	104.8	132.4
Philadelphia, Pa.....	108.5	108.3	108.2	107.6	107.5	107.4	107.2	106.2	106.4	106.4	106.2	105.9	105.7	105.2	104.4	133.2
Pittsburgh, Pa.....	(3)	(3)	107.4	(3)	(3)	107.9	(3)	(3)	106.3	(3)	(3)	106.5	(3)	105.9	105.0	(3)
Portland, Oreg.....	(3)	(3)	107.1	(3)	(3)	106.8	(3)	(3)	106.2	(3)	(3)	105.7	(3)	104.6	104.1	(3)
St. Louis, Mo.....	107.3	(3)	(3)	106.5	(3)	(3)	105.6	(3)	(3)	105.8	(3)	(3)	106.0	105.1	103.9	133.2
San Francisco, Calif.....	109.9	(3)	(3)	109.2	(3)	(3)	108.9	(3)	(3)	108.4	(3)	(3)	107.8	107.4	105.8	139.5
Seranton, Pa.....	(3)	107.9	(3)	(3)	107.6	(3)	(3)	106.7	(3)	(3)	106.9	(3)	(3)	105.9	104.1	(3)
Seattle, Wash.....	(3)	109.3	(3)	(3)	109.1	(3)	(3)	107.4	(3)	(3)	107.2	(3)	(3)	106.5	104.9	(3)
Washington, D.C.....	(3)	107.1	(3)	(3)	106.8	(3)	(3)	106.1	(3)	(3)	105.6	(3)	(3)	104.6	103.7	(3)
	Food															
All-city average ²	105.4	105.1	104.9	105.4	106.0	106.2	105.0	104.2	104.3	104.6	105.0	104.7	103.5	103.6	102.6	-----
Atlanta, Ga.....	103.8	103.7	104.0	104.1	104.8	105.0	103.7	102.3	102.7	103.8	104.2	104.0	102.7	103.0	101.8	-----
Baltimore, Md.....	105.7	104.4	104.7	105.4	105.7	106.0	104.8	103.5	103.5	103.7	103.9	104.6	103.4	103.3	102.4	-----
Boston, Mass.....	103.4	103.0	108.1	108.1	109.0	108.6	106.6	106.2	106.6	106.5	106.3	106.4	105.7	104.6	102.4	-----
Chicago, Ill.....	105.2	105.4	105.8	106.1	107.6	107.5	105.9	104.7	105.0	105.7	105.4	105.6	104.3	105.3	103.2	-----
Cincinnati, Ohio.....	102.7	102.5	102.6	103.2	103.7	103.5	102.9	102.3	102.2	102.6	103.7	103.1	101.7	101.9	101.8	-----
Cleveland, Ohio.....	101.9	101.6	101.7	102.2	103.6	102.6	101.6	100.7	100.8	101.7	102.2	101.7	100.8	101.0	100.9	-----
Detroit, Mich.....	100.8	100.9	100.7	101.3	103.0	103.4	102.0	100.7	100.8	101.1	101.7	101.3	100.6	101.1	101.4	-----
Houston, Tex.....	105.5	105.0	104.8	105.3	104.7	104.6	103.1	102.0	101.8	102.3	103.0	103.2	102.4	102.9	101.3	-----
Kansas City, Mo.....	105.3	105.2	105.1	105.0	105.2	105.1	103.9	102.1	103.3	103.6	104.3	103.2	103.2	103.3	101.9	-----
Los Angeles, Calif.....	107.8	107.6	107.5	107.0	107.1	107.7	106.3	105.9	106.6	106.8	107.8	106.8	105.6	105.5	104.5	-----
Minneapolis, Minn.....	103.4	103.0	103.2	102.9	102.4	103.7	102.1	101.7	102.0	101.8	101.7	101.5	100.8	101.8	101.2	-----
New York, N.Y.....	107.8	107.4	106.9	107.4	108.1	108.2	106.9	106.3	106.3	106.6	106.8	106.6	104.9	104.9	102.9	-----
Philadelphia, Pa.....	104.3	103.9	104.3	104.3	105.2	105.1	104.5	103.2	103.1	104.1	104.4	104.5	103.0	103.1	101.9	-----
Pittsburgh, Pa.....	103.3	102.9	102.9	103.6	104.4	104.6	103.7	103.2	103.1	104.1	104.3	103.2	101.7	102.4	102.3	-----
Portland, Oreg.....	105.6	105.4	105.2	105.5	106.2	105.8	104.8	104.1	104.5	104.6	105.2	105.3	103.9	103.6	103.0	-----
St. Louis, Mo.....	105.9	105.1	105.1	105.3	105.5	105.7	104.9	103.1	104.0	104.5	105.0	104.9	104.6	103.0	102.0	-----
San Francisco, Calif.....	106.5	107.0	106.6	107.2	107.1	107.6	107.0	105.9	106.5	106.9	107.0	106.7	105.6	105.4	104.0	-----
Seranton, Pa.....	104.7	103.8	104.4	104.8	104.4	105.0	104.6	103.1	103.1	103.3	104.4	104.1	102.9	103.1	101.3	-----
Seattle, Wash.....	107.9	107.4	107.4	107.6	107.8	107.8	107.1	106.7	107.3	107.3	106.9	106.3	105.9	105.7	104.5	-----
Washington, D.C.....	103.9	104.0	104.6	105.0	105.5	105.5	104.6	103.3	102.9	103.6	103.2	103.9	101.8	102.0	101.6	-----

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

² Average of 46 cities.

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

The Consumer Price Index revision announced in the July 1963 issue is nearing completion. Publication of the "new series" all-items index for January 1964 is scheduled for the March 1964 issue, with final detailed tables to be published in April. The "new series" index, which results from the revision project, will be based on up-to-date samples of cities, retail stores, and service establishments. The list of goods and services priced for the index will also be modernized and the expenditure weights will reflect the 1960-61 spending patterns of urban wage earners and clerical workers, including single persons. For the U.S. as a whole, an index will also be presented for families only. The new indexes will be issued as continuations of the present series with no change in the base period, 1957-59=100.

TABLE D-3. Indexes of wholesale prices,¹ by group and subgroup of commodities

[1957-59=100, unless otherwise specified]²

Commodity group	1963												1962	Annual Average	
	Dec. ³	Nov.	Oct.	Sept.	Aug.	July	June	May	Apr.	Mar.	Feb.	Jan.	Dec.	1962 ³	1961
All commodities.....	100.3	100.7	100.5	100.3	100.4	100.6	100.3	100.0	99.7	99.9	100.2	100.5	100.4	100.6	100.3
Farm products and processed foods.....	97.2	99.7	99.1	98.5	98.9	99.8	99.1	98.4	97.6	97.4	98.7	99.8	99.3	99.6	98.6
Farm products.....	93.3	96.2	95.1	95.5	96.3	96.8	94.9	94.4	95.4	95.4	96.5	98.5	97.3	97.7	96.0
Fresh and dried fruits and vegetables.....	94.8	96.1	89.1	88.0	92.5	97.0	97.1	99.8	99.6	99.0	96.5	104.0	88.5	97.7	93.7
Grains.....	101.8	100.3	101.8	102.9	98.5	99.5	101.4	102.9	105.1	103.7	103.0	102.0	101.1	98.8	95.6
Livestock and live poultry.....	79.9	87.9	88.0	88.6	93.5	94.4	89.3	86.8	88.2	85.6	89.5	94.1	96.2	96.2	92.5
Plant and animal fibers.....	101.4	99.8	99.4	99.4	99.6	100.2	101.4	101.7	102.0	101.8	100.8	99.3	98.1	98.4	94.8
Fluid milk.....	103.4	103.2	102.6	101.8	100.6	99.8	97.9	97.3	98.3	99.6	101.1	101.3	101.9	101.2	103.9
Eggs.....	99.8	102.4	97.9	107.8	96.0	87.5	79.2	77.1	81.3	99.8	99.1	100.1	99.3	95.2	99.0
Hay, hayseds, and oilseeds.....	114.6	117.5	114.1	110.5	111.3	111.1	113.8	112.5	110.7	113.8	113.5	111.9	108.2	105.4	107.2
Other farm products.....	90.6	90.7	90.4	89.0	88.4	89.1	89.3	89.5	89.4	89.0	89.1	87.4	89.0	91.8	93.2
Processed foods.....	100.4	102.5	102.2	100.9	100.9	102.2	102.4	101.7	99.3	99.0	100.5	100.8	100.9	101.2	100.7
Cereal and bakery products.....	106.9	107.3	107.7	107.0	106.0	106.4	107.0	107.6	108.1	108.0	108.6	107.4	107.6	107.6	105.1
Meats, poultry and fish.....	87.7	91.7	93.2	94.2	95.2	96.3	94.1	91.9	90.3	91.8	95.6	97.9	99.4	99.1	95.4
Dairy products and ice cream.....	107.9	107.9	107.4	108.0	107.9	107.3	106.6	106.8	106.9	107.1	108.0	107.8	108.1	106.9	107.5
Canned and frozen fruits and vegetables.....	106.8	106.4	105.8	105.3	104.8	105.7	104.6	103.4	102.9	101.3	99.8	100.0	95.7	98.0	101.7
Sugar and confectionery.....	124.9	131.2	125.4	112.5	111.2	120.3	132.1	133.6	113.9	106.1	105.1	105.0	102.8	102.2	101.2
Packaged beverage materials.....	85.7	84.1	81.8	80.9	80.9	81.1	81.1	80.9	80.9	79.1	79.1	79.1	79.1	81.9	83.7
Animal fats and oils.....	88.7	93.5	90.2	84.1	84.3	82.7	79.2	77.2	79.1	80.0	86.0	82.8	85.2	88.4	94.4
Crude vegetable oils.....	76.7	84.0	84.8	78.6	77.4	83.6	83.3	84.2	83.3	83.8	82.5	81.0	78.9	84.5	102.6
Refined vegetable oils.....	77.4	84.1	82.3	80.8	79.6	84.3	84.4	85.8	84.1	90.0	89.2	88.4	90.0	93.1	108.3
Vegetable oil end products.....	87.9	87.4	86.0	86.2	86.1	87.0	87.0	87.0	87.2	90.5	91.9	91.9	91.8	97.3	102.7
Miscellaneous processed foods ⁴	107.4	107.8	108.7	106.5	106.5	104.5	103.9	101.8	101.4	101.5	101.5	100.2	100.4	101.8	105.8
All commodities except farm products.....	101.1	101.2	101.2	100.8	100.8	101.1	101.0	100.7	100.2	100.4	100.6	100.7	100.8	100.9	100.8
All commodities except farm and foods.....	101.2	100.9	100.9	100.7	100.8	100.8	100.7	100.5	100.4	100.6	100.6	100.7	100.7	100.8	100.8
Textile products and apparel.....	101.2	101.1	100.9	100.5	100.4	100.4	100.3	100.2	100.1	100.2	100.3	100.4	100.6	100.6	99.7
Cotton products.....	101.5	101.3	100.2	99.9	99.7	99.8	99.7	99.7	100.1	100.2	100.5	100.6	100.8	101.7	100.4
Wool products.....	102.5	101.6	100.6	100.6	100.6	100.5	100.8	100.6	100.8	100.8	100.7	100.7	100.2	99.1	97.1
Manmade fiber textile products.....	94.6	94.4	94.2	94.0	93.9	93.7	93.8	93.8	93.8	93.8	93.7	93.7	93.7	93.9	93.4
Silk products.....	126.3	130.5	126.1	130.1	136.6	134.5	148.0	144.4	150.9	150.9	151.1	149.8	143.3	125.9	113.2
Apparel.....	102.3	102.3	102.5	102.3	102.2	102.2	102.0	101.6	101.3	101.4	101.4	101.3	101.7	101.5	101.0
Miscellaneous textile products ⁶	116.0	119.0	116.9	116.9	116.2	115.2	117.4	118.2	116.3	114.9	118.2	123.3	127.9	122.4	123.4
Hides, skins, leather, and leather products.....	102.9	103.5	103.4	103.1	103.6	104.3	104.5	104.8	104.5	105.1	105.1	106.0	106.9	107.4	106.2
Hides and skins.....	76.3	82.7	80.5	77.3	80.5	83.5	85.8	87.4	85.0	88.4	85.9	95.2	101.6	106.2	107.9
Leather.....	99.5	99.7	99.5	99.5	100.1	102.2	102.5	103.2	102.8	103.7	104.7	105.2	106.1	108.5	106.0
Footwear.....	108.2	108.2	108.4	108.4	108.4	108.4	108.2	108.2	108.2	108.3	108.3	108.3	108.5	108.7	107.4
Other leather products.....	103.1	103.2	103.4	103.4	103.5	104.0	104.3	104.4	104.5	104.7	104.8	104.9	105.5	104.3	103.2
Fuel and related products, and power.....	99.3	97.9	98.8	99.0	98.9	100.4	100.9	100.4	100.3	100.8	100.3	100.4	100.8	100.2	100.7
Coal.....	98.3	98.3	97.7	97.2	96.2	95.8	94.9	94.2	95.0	98.1	98.4	98.3	98.3	96.8	97.7
Coke.....	103.6	103.6	103.6	103.6	103.6	103.6	103.6	103.6	103.6	103.6	103.6	103.6	103.6	103.6	103.6
Gas fuels ⁷	124.7	122.3	122.0	121.7	120.9	121.2	120.3	120.1	124.1	127.8	127.8	120.8	123.1	119.2	118.7
Electric power ⁷	101.3	101.3	101.4	101.8	101.9	102.0	102.2	102.2	102.4	102.4	102.5	102.5	102.7	102.8	102.4
Crude petroleum and natural gasoline.....	(8)	(8)	(8)	(8)	(8)	(8)	(8)	(8)	(8)	(8)	(8)	(8)	(8)	98.1	98.1
Petroleum products, refined.....	96.1	93.8	95.6	95.9	96.1	98.7	99.9	99.1	98.2	98.2	97.1	98.2	98.6	98.2	99.3
Chemicals and allied products.....	96.2	96.3	96.2	96.0	96.0	96.0	96.3	96.4	96.3	96.8	96.7	96.9	96.8	97.5	99.1
Industrial chemicals.....	94.3	94.2	94.2	94.5	94.6	94.7	95.0	95.0	95.0	95.4	95.2	96.0	95.9	96.3	98.4
Prepared paint.....	105.3	105.1	103.9	103.9	103.9	103.0	103.0	103.0	103.7	103.7	103.8	103.8	103.8	103.8	103.6
Paint materials.....	91.0	91.1	90.8	89.2	89.0	89.2	91.1	91.7	91.5	93.0	93.0	93.0	92.9	95.6	99.6
Drugs and pharmaceuticals.....	94.9	95.0	94.9	94.9	95.0	95.1	95.2	95.2	95.1	95.2	95.1	95.2	94.8	96.0	98.3
Fats and oils, inedible.....	85.1	90.2	88.5	81.3	81.7	81.4	80.6	78.6	77.7	74.5	72.7	71.7	72.8	76.3	87.5
Mixed fertilizer.....	103.5	103.7	103.8	103.8	103.6	103.6	103.6	103.6	103.7	103.6	103.6	103.6	102.8	103.8	102.6
Fertilizer materials.....	98.4	98.4	97.1	97.2	96.9	99.8	100.8	102.3	102.3	102.3	102.3	100.8	99.6	101.9	104.3
Other chemicals and allied products.....	99.1	99.0	99.0	98.9	98.9	98.7	98.6	98.6	98.6	99.5	99.5	99.6	99.5	99.4	99.2
Rubber and rubber products.....	93.8	94.2	94.2	93.4	93.7	93.0	93.1	93.2	94.1	94.1	94.2	94.3	94.4	93.3	96.1
Crude rubber.....	89.9	91.6	91.5	88.9	90.7	91.6	92.5	92.6	92.8	92.7	93.7	94.1	94.7	93.6	96.3
Tires and tubes.....	91.4	91.7	91.7	91.7	91.2	89.1	89.1	89.1	89.0	89.0	89.0	89.0	89.0	87.1	92.4
Miscellaneous rubber products ⁸	97.9	97.9	97.9	97.2	97.5	97.5	97.5	97.5	99.8	99.8	99.7	99.7	99.7	99.4	100.0
Lumber and wood products.....	99.1	99.2	99.2	99.9	102.6	101.6	98.3	97.5	97.0	96.5	96.1	95.9	95.8	96.5	95.9
Lumber.....	99.2	99.3	99.3	100.7	102.7	102.1	99.2	98.4	97.6	96.6	96.2	95.9	95.8	96.5	94.7
Millwork.....	106.3	106.2	106.2	105.6	104.9	104.2	103.0	102.4	102.4	102.5	102.3	102.3	102.1	101.8	101.9
Plywood.....	92.4	92.5	92.4	92.6	104.1	100.9	92.6	90.9	91.0	91.2	90.5	90.5	90.4	92.4	95.7
Pulp, paper, and allied products.....	99.4	99.4	99.5	99.1	99.1	99.0	99.4	99.1	99.0	99.0	99.1	99.0	99.0	100.0	98.8
Woodpulp.....	94.4	94.4	95.0	91.7	91.7	91.7	91.3	91.3	91.3	89.4	89.4	89.4	89.4	93.2	95.0
Wastepaper.....	90.8	91.0	90.7	90.9	91.2	91.4	90.8	89.8	92.5	96.6	96.1	94.7	94.6	97.5	80.5
Paper.....	102.9	102.9	102.8	102.2	102.2	102.2	102.2	102.2	102.2	102.2	102.2	102.2	102.2	102.6	102.2
Paperboard.....	96.5	96.6	96.6	94.1	94.1	94.1	94.1	94.1	94.1	94.1	94.1	94.1	94.1	93.1	92.5
Converted paper and paperboard products.....	99.5	99.4	99.4	99.8	99.8	99.6	100.3	99.9	99.7	99.7	99.9	99.6	99.6	101.0	99.5
Building paper and board.....	95.9	95.9	96.9	97.6	97.5	97.5	97.5	96.2	95.5	94.1	95.5				

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

[1957-59=100, unless otherwise specified]

Commodity group	1963												1962	Annual Average	
	Dec. ³	Nov.	Oct.	Sept.	Aug.	July	June	May	Apr.	Mar.	Feb.	Jan.	Dec.	1962 ⁴	1961
All commodities except farm and foods—Continued															
Metals and metal products.....	101.3	101.0	100.9	100.3	100.1	100.0	100.0	99.9	99.4	99.4	99.4	99.5	99.3	100.0	100.7
Iron and steel.....	100.0	⁴ 99.9	99.9	99.1	99.0	99.0	99.0	99.3	98.5	98.4	98.6	98.8	98.7	99.3	100.7
Nonferrous metals.....	101.0	100.2	99.9	99.6	99.4	99.0	98.7	98.7	98.2	98.1	98.0	98.0	97.7	99.2	100.4
Metal containers.....	104.6	104.6	104.6	104.7	105.0	105.0	104.9	104.6	104.5	104.5	104.5	104.5	103.7	103.7	102.0
Hardware.....	104.3	104.4	104.4	104.2	104.1	104.1	104.0	103.9	103.9	103.9	104.0	103.8	103.8	104.0	103.8
Plumbing fixtures and brass fittings.....	100.6	100.6	100.6	100.6	100.6	100.6	100.6	100.8	100.8	101.3	101.1	97.5	97.5	100.1	103.2
Heating equipment.....	92.7	⁴ 92.8	93.1	93.1	93.1	93.3	93.3	93.0	92.9	92.6	92.4	92.5	93.3	93.2	94.6
Fabricated structural metal products.....	98.9	⁴ 98.9	98.9	98.7	98.4	98.3	98.2	98.2	97.6	97.8	98.0	98.1	98.1	98.2	99.0
Fabricated nonstructural metal products.....	108.2	⁴ 107.1	107.0	105.0	105.0	105.0	104.9	104.0	103.8	103.7	103.7	103.7	103.8	103.9	103.1
Machinery and motive products.....	102.6	102.5	102.3	102.2	102.1	102.1	102.0	102.0	101.9	102.0	102.2	102.3	102.3	102.3	102.3
Agricultural machinery and equipment.....	111.7	⁴ 111.4	111.2	110.9	110.9	110.9	111.0	110.9	110.9	111.0	110.8	110.8	110.0	109.5	107.4
Construction machinery and equipment.....	111.1	110.9	110.4	110.1	110.0	109.7	109.6	109.2	108.8	108.8	108.5	108.3	108.3	107.8	107.5
Metalworking machinery and equipment.....	110.6	⁴ 110.5	110.3	110.2	110.2	109.9	109.6	109.4	109.4	109.1	109.1	109.2	109.3	109.3	107.0
General purpose machinery and equipment.....	104.7	104.7	104.5	104.3	103.9	103.9	103.5	103.4	103.4	103.4	103.6	103.9	103.8	103.3	102.8
Miscellaneous machinery.....	103.8	103.7	103.5	103.5	103.4	103.4	103.4	103.3	103.4	103.7	103.4	103.4	103.4	103.4	102.8
Special industry machinery and equipment ¹⁰	105.0	104.7	104.8	104.6	104.2	104.1	103.9	103.9	103.9	103.1	103.1	102.9	102.8	101.9	100.4
Electrical machinery and equipment.....	97.6	97.5	97.2	97.2	97.2	97.2	97.7	97.5	97.0	96.9	97.8	97.8	98.1	98.4	100.0
Motor vehicles.....	99.9	99.9	99.9	99.3	99.5	99.8	99.3	99.8	100.2	100.7	100.8	100.8	100.8	100.8	100.8
Transportation equipment, railroad rolling stock ¹⁰	100.5	100.5	100.5	100.5	100.5	100.5	100.5	100.5	100.5	100.5	100.5	100.5	100.5	100.5	100.2
Furniture and other household durables.....	98.0	98.1	98.1	98.1	98.1	98.0	98.1	98.0	98.1	98.2	98.2	98.3	98.4	98.8	99.5
Household furniture.....	104.7	104.8	104.8	104.8	104.6	104.5	104.5	104.4	104.4	104.6	104.5	104.5	104.2	103.8	102.8
Commercial furniture.....	103.1	103.1	103.1	103.0	103.0	102.8	102.8	102.3	102.3	102.3	102.3	102.3	102.3	102.3	101.8
Floor coverings.....	98.0	97.9	97.4	96.8	96.6	96.6	95.9	95.7	95.9	96.0	95.9	96.2	96.4	97.0	99.3
Household appliances.....	91.1	91.2	91.2	91.4	91.7	91.7	91.9	92.0	92.1	92.3	92.3	92.3	93.0	94.0	95.2
Television, radio receivers, and phonographs.....	87.3	87.8	87.8	87.8	87.7	87.7	88.9	88.9	89.4	89.4	90.1	90.1	90.4	91.1	95.3
Other household durable goods.....	103.3	103.4	103.4	103.5	103.3	103.4	103.2	102.9	103.0	102.8	102.8	102.8	102.8	103.1	102.5
Nonmetallic mineral products.....	101.3	⁴ 101.2	101.3	101.1	101.0	100.9	101.2	101.3	101.5	101.5	101.5	101.4	101.5	101.8	101.8
Flat glass.....	101.0	101.0	101.6	100.0	98.9	96.6	96.6	96.6	96.6	96.6	96.6	96.6	96.6	97.0	96.8
Concrete ingredients.....	103.1	102.9	102.9	103.0	103.0	103.2	103.2	103.0	103.0	103.0	103.0	102.7	103.2	103.2	102.8
Concrete products.....	101.4	101.4	101.3	101.3	101.2	101.2	101.9	101.9	102.2	102.2	102.2	102.5	102.5	102.5	102.5
Structural clay products.....	103.5	103.5	103.4	103.4	103.6	103.5	104.0	104.0	103.8	103.6	103.6	103.7	103.5	103.5	102.6
Gypsum products.....	106.1	106.1	106.1	106.1	105.8	105.0	105.0	105.0	105.0	105.0	105.0	105.0	105.0	105.0	103.8
Prepared asphalt roofing.....	87.4	87.4	87.4	88.2	88.2	88.2	89.1	92.7	94.1	94.1	94.1	89.4	89.4	84.8	98.6
Other nonmetallic minerals.....	101.4	101.4	101.4	100.9	100.7	101.2	101.3	101.4	101.4	101.5	101.5	102.2	102.4	102.2	102.2
Tobacco products and bottled beverages.....	107.5	107.5	107.5	107.5	107.5	107.5	105.8	105.2	104.4	104.3	104.3	104.3	104.3	104.1	103.2
Tobacco products.....	105.9	105.9	105.9	105.7	105.7	105.7	105.7	104.5	102.3	102.2	102.2	102.2	102.2	102.1	102.0
Alcoholic beverages.....	101.0	100.9	100.9	101.0	101.0	101.0	101.0	101.0	101.1	101.1	101.1	101.1	101.1	101.0	100.6
Nonalcoholic beverages.....	127.7	127.7	127.7	127.7	127.7	127.7	118.2	117.4	117.4	117.4	117.4	117.4	117.4	116.9	112.8
Miscellaneous products.....	112.2	110.9	111.2	111.8	111.1	110.4	108.1	107.6	108.0	110.8	111.5	111.6	110.2	107.3	103.9
Toys, sporting goods, small arms, ammunition.....	101.0	101.0	101.1	101.1	101.2	101.0	100.7	100.7	100.7	100.5	101.1	101.3	101.3	100.8	100.9
Manufactured animal feeds.....	119.6	117.2	117.9	119.0	117.7	116.3	112.1	111.2	111.9	117.1	118.2	118.3	115.7	110.6	104.6
Notions and accessories.....	99.1	99.1	99.1	99.1	98.7	98.7	98.7	98.7	98.7	98.7	98.7	98.7	98.7	98.7	98.9
Jewelry, watches and photographic equipment.....	103.6	⁴ 103.6	103.5	103.4	103.5	103.9	103.8	103.9	103.8	103.9	104.0	104.0	104.4	104.2	103.5
Other miscellaneous products.....	101.4	101.4	101.1	101.1	101.1	100.9	101.3	101.4	101.4	101.7	101.7	101.8	101.5	101.3	101.2

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.

² 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.

³ Preliminary.

⁴ Revised.

⁵ Formerly titled "other processed foods."

⁶ Formerly titled "other textile products."

⁷ January 1958=100.

⁸ Discontinued.

⁹ Formerly titled "other rubber products."

¹⁰ January 1961=100.

TABLE D-4. Indexes of wholesale prices for special commodity groupings¹[1957-59=100, unless otherwise specified]²

Commodity group	1963												1962	Annual average	
	Dec. ³	Nov.	Oct.	Sept.	Aug.	July	June	May	Apr.	Mar.	Feb.	Jan.	Dec.	1962 ⁴	1961
All foods.....	99.9	101.9	101.0	100.2	100.1	101.3	101.1	100.7	98.7	99.0	100.1	101.1	99.9	100.6	100.0
All fish.....	107.5	106.1	106.8	107.1	105.5	110.0	114.4	115.9	113.6	117.3	118.4	121.9	120.9	119.2	107.9
All commodities except farm products.....	101.1	101.2	101.2	100.8	100.8	101.1	101.0	100.7	100.2	100.4	100.6	100.7	100.8	100.9	100.8
Textile products, excluding hard fiber products.....	99.3	99.1	98.3	98.1	98.0	97.9	98.0	98.0	98.2	98.3	98.4	98.4	98.5	98.5	97.7
Bituminous coal—domestic sizes.....	101.0	100.9	100.6	99.0	97.2	96.3	94.2	92.9	95.5	100.6	101.5	101.5	101.5	101.5	99.9
Refined petroleum products.....	96.1	93.8	95.6	95.9	96.1	98.7	99.9	99.1	98.2	98.2	97.1	98.2	98.6	98.2	99.3
East Coast markets.....	97.8	95.1	93.4	93.4	96.2	96.2	96.2	96.2	98.9	98.9	98.9	98.9	100.1	98.4	100.9
Midcontinent markets.....	93.0	85.4	96.8	99.7	95.4	99.7	105.4	102.6	99.7	98.6	88.6	94.4	97.5	98.2	99.6
Gulf Coast markets.....	96.1	96.1	95.4	95.4	97.1	100.1	99.7	99.7	97.7	97.7	97.9	97.9	97.4	98.6	101.2
Pacific Coast markets.....	89.2	89.2	89.2	89.7	87.2	88.2	89.7	90.7	90.7	90.7	90.7	91.7	91.7	90.9	89.9
Midwest markets ⁵	94.6	90.8	92.1	90.9	92.1	94.6	95.8	93.3	94.5	95.5	98.0	97.6	97.7	94.2	93.5
Soaps.....	105.4	105.4	105.4	105.4	105.4	103.5	103.5	103.5	103.5	103.5	103.5	103.5	103.5	102.6	101.4
Synthetic detergents.....	99.4	99.4	99.6	99.6	99.6	99.6	99.6	99.6	99.6	99.6	99.6	99.6	99.6	99.7	100.8
Pharmaceutical preparations.....	96.9	96.9	96.7	96.7	96.8	96.9	96.8	96.9	96.8	96.8	96.6	96.6	96.1	97.3	98.9
Ethical preparations ⁶	95.8	95.8	95.5	95.5	95.1	95.8	95.7	95.7	95.7	95.7	95.7	95.7	95.0	96.9	99.3
Anti-infectives ⁶	88.2	88.2	88.2	88.3	88.3	88.3	88.3	88.5	88.5	88.5	88.5	88.5	86.6	93.1	99.3
Anti-arthritis ⁶	100.6	100.6	100.6	100.6	100.6	100.6	100.6	100.6	100.6	100.6	100.6	100.6	100.6	100.6	100.3
Sedatives and hypnotics ⁶	113.2	113.2	113.2	113.2	113.2	113.2	113.2	113.2	112.5	112.5	112.5	112.5	112.5	112.5	102.6
Ataractics ⁶	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
Anti-spasmodics and anti-cholinergics ⁶	100.2	100.2	100.2	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Cardiovasculars and anti-hypertensives ⁶	97.6	97.6	97.6	97.6	101.3	101.3	101.3	101.3	100.7	100.7	100.7	100.7	98.7	100.5	100.5
Diabetics ⁶	103.8	103.8	103.8	103.8	103.8	103.8	103.8	103.8	103.8	103.8	103.8	103.8	103.8	104.0	101.9
Hormones ⁶	100.6	100.6	100.6	100.6	100.6	100.0	100.0	100.0	99.6	99.6	99.6	99.6	99.6	99.6	100.0
Diuretics ⁶	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
Dermatologicals ⁶	108.7	108.7	104.3	104.3	104.3	104.3	108.8	108.8	108.8	108.8	108.8	108.8	108.8	100.7	100.2
Hermatins ⁶	108.8	108.8	108.8	108.8	108.8	108.8	108.8	108.8	108.8	108.8	108.8	108.8	108.8	108.5	108.5
Analgesics ⁶	101.8	101.8	101.8	101.8	101.8	101.8	101.8	101.8	101.8	101.8	101.8	101.8	101.8	101.8	106.9
Anti-obesity preparations ⁶	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
Cough and cold preparations ⁶	96.8	96.8	96.8	97.0	100.4	100.4	100.4	100.7	100.7	100.7	100.7	100.7	100.6	100.0	99.0
Vitamins ⁶	87.7	87.7	87.7	87.7	87.7	87.7	88.1	88.1	88.1	88.1	88.1	88.1	88.1	88.1	95.4
Proprietary preparations ⁶	101.6	101.6	101.6	101.5	100.7	101.5	101.5	101.6	101.6	101.6	101.6	100.9	100.7	100.5	100.1
Vitamins.....	100.3	100.3	100.3	100.3	100.3	100.3	100.3	100.3	100.3	100.3	100.3	100.3	100.3	100.1	100.0
Cough and cold preparations ⁶	99.2	99.2	99.2	98.6	98.6	100.1	100.1	100.1	100.1	100.1	100.1	99.5	100.1	100.0	100.0
Laxatives and elimination aids ⁶	103.8	103.8	103.8	103.8	103.8	103.8	103.8	103.8	103.8	103.8	101.7	101.7	101.6	101.1	99.8
Internal analgesics ⁶	101.9	101.9	101.9	101.9	101.9	101.9	101.9	101.9	101.9	101.9	101.3	101.3	101.3	101.2	100.4
Tonics and alteratives ⁶	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
External analgesics ⁶	102.3	102.3	102.3	102.3	102.3	102.3	102.3	102.3	102.3	102.3	102.3	102.3	102.3	101.3	100.8
Antiseptics ⁶	104.9	104.9	104.9	104.9	102.9	102.9	102.9	102.9	102.9	102.9	102.9	101.7	100.9	100.2	100.0
Antacids ⁶	98.9	98.9	98.9	98.9	98.9	98.9	98.9	100.1	100.1	100.1	100.1	100.1	98.9	99.6	100.0
Lumber and wood products (excluding millwork).....	97.6	97.8	97.8	98.9	102.8	101.7	97.7	96.7	96.1	95.4	94.9	94.6	94.6	95.6	94.7
Softwood lumber.....	97.8	97.9	98.1	99.9	102.6	101.9	98.5	97.5	96.5	95.6	95.3	95.0	95.0	95.9	93.5
Pulp, paper, and allied products (excluding building paper and board).....	99.6	99.6	99.6	99.2	99.2	99.1	98.5	99.2	99.2	99.2	99.3	99.1	99.1	100.1	98.7
Special metals and metal products ⁶	101.4	101.1	101.1	100.5	100.4	100.4	100.2	100.2	100.0	100.1	100.2	100.2	100.1	100.5	101.0
Steel mill products.....	103.1	103.1	103.0	102.0	102.0	102.1	102.1	102.0	101.2	101.1	101.3	101.3	101.3	101.4	101.7
Machinery and equipment.....	103.6	103.5	103.3	103.2	103.0	103.0	103.1	103.0	102.7	102.6	102.9	103.0	103.0	102.9	102.9
Agricultural machinery (including tractors).....	112.9	112.6	112.4	112.1	112.1	112.0	112.2	112.2	112.1	112.0	111.9	111.8	110.9	110.5	108.3
Metalworking machinery.....	110.5	110.4	110.1	109.9	109.9	109.5	109.5	108.9	108.8	108.4	108.5	108.6	108.7	108.8	106.6
All tractors.....	113.0	112.6	111.9	111.3	111.2	110.9	111.3	111.1	110.7	110.6	100.5	110.4	109.5	109.4	108.0
Industrial valves.....	107.8	107.8	107.8	107.2	106.7	107.5	107.4	107.4	107.4	107.4	107.4	107.8	108.0	107.4	108.7
Industrial fittings.....	100.0	100.0	100.0	99.2	96.9	95.4	91.7	91.1	90.9	90.9	94.6	94.6	94.6	93.0	88.2
Antifriction bearings and components.....	90.8	90.8	90.8	90.8	90.8	90.8	90.8	90.8	90.8	90.8	90.8	90.8	90.8	90.8	92.5
Abrasive grinding wheels.....	96.5	96.3	96.3	96.3	96.3	96.3	96.3	96.4	96.4	97.7	97.7	97.7	97.7	98.5	96.2
Construction materials.....	98.8	98.8	98.8	99.0	99.7	99.3	98.3	98.1	97.8	97.7	97.6	97.7	97.7	98.3	98.6

¹ See footnote 1, table D-3.² See footnote 2, table D-3.³ Preliminary.⁴ Revised.⁵ 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	1963												1962	Annual average	
	Dec. ³	Nov.	Oct.	Sept.	Aug.	July	June	May	Apr.	Mar.	Feb.	Jan.	Dec.	1962 ⁴	1961
All commodities.....	100.3	100.7	100.5	100.3	100.4	100.6	100.3	100.0	99.7	99.9	100.2	100.5	100.4	100.6	100.3
<i>Stage of processing</i>															
Crude materials for further processing.....	92.6	95.1	94.8	94.8	95.7	96.1	94.8	94.2	95.0	94.5	95.6	95.8	96.8	97.1	96.1
Crude foodstuffs and feedstuffs.....	90.1	94.2	93.8	94.0	95.4	96.1	93.7	92.8	93.9	92.8	94.7	97.1	97.1	96.8	94.9
Crude nonfood materials except fuel.....	96.3	96.1	96.1	95.6	95.6	95.9	96.4	96.6	96.5	96.7	96.4	95.8	95.8	97.4	97.9
Crude nonfood materials, except fuel, for manufacturing.....	95.7	95.5	95.5	94.9	94.9	95.3	95.8	96.0	95.9	96.2	95.8	95.2	95.1	96.9	97.4
Crude nonfood materials, except fuel, for construction.....	103.1	103.0	102.9	103.0	103.0	103.2	103.2	103.0	103.0	103.1	103.0	102.7	103.2	103.2	102.8
Crude fuel.....	104.5	103.7	103.3	102.9	102.0	101.9	101.0	100.5	102.3	105.4	105.6	103.3	104.0	101.8	102.3
Crude fuel for manufacturing.....	104.4	103.6	103.3	102.8	102.0	101.8	101.0	100.5	102.3	105.3	105.5	103.2	103.9	101.8	102.2
Crude fuel for nonmanufacturing.....	104.9	104.1	103.6	103.1	102.2	102.1	101.2	100.7	102.5	105.8	106.0	103.5	104.3	102.0	102.4
Intermediate materials, supplies, and components.....	101.1	101.0	100.9	100.5	100.5	100.6	100.6	100.5	99.9	100.0	100.1	100.2	100.1	100.2	100.3
Intermediate materials and components for manufacturing.....	100.2	100.4	100.1	99.1	99.1	99.4	99.7	99.7	98.8	98.6	98.7	98.8	98.7	99.2	99.8
Intermediate materials for food manufacturing.....	107.1	110.6	108.8	103.7	102.9	106.4	109.8	110.2	103.5	101.2	101.2	101.0	99.9	100.5	102.6
Intermediate materials for nondurable manufacturing.....	97.5	97.4	97.2	96.6	96.6	96.8	97.0	97.1	97.1	97.1	97.2	97.3	97.3	98.0	98.6
Intermediate materials for durable manufacturing.....	101.6	101.4	101.3	100.8	101.0	100.8	100.4	100.1	99.6	99.7	99.8	100.0	99.9	100.4	100.5
Components for manufacturing.....	99.6	99.4	99.2	99.0	98.7	98.6	98.7	98.6	98.2	98.2	98.5	98.6	98.5	98.8	99.6
Materials and components for construction.....	100.1	100.0	100.0	99.8	100.4	100.1	99.4	99.2	99.0	98.9	98.9	98.8	98.9	99.3	99.7
Processed fuels and lubricants.....	99.7	98.3	99.4	99.9	99.8	101.4	101.8	101.4	100.8	100.8	100.3	100.6	101.4	101.2	101.6
Processed fuels and lubricants for manufacturing.....	101.1	100.0	100.8	101.2	101.1	102.3	102.6	102.4	102.0	102.2	101.9	101.9	102.6	102.3	102.5
Processed fuels and lubricants for nonmanufacturing.....	97.3	95.5	97.1	97.6	97.6	99.7	100.3	99.7	98.6	98.4	97.6	98.4	99.4	99.4	100.1
Containers, nonreturnable.....	100.4	100.6	100.6	100.9	101.0	100.8	101.4	101.2	100.9	101.1	101.4	101.6	101.5	102.2	100.9
Supplies.....	107.0	106.3	106.5	106.6	106.2	105.8	105.0	104.7	105.1	106.4	106.7	106.6	105.9	104.5	102.3
Supplies for manufacturing.....	105.3	105.4	105.4	105.1	105.0	105.0	105.1	105.2	105.9	105.7	105.8	105.7	105.9	105.7	105.2
Supplies for nonmanufacturing.....	107.1	106.0	106.3	106.6	106.1	105.6	104.3	104.0	104.2	106.1	106.5	106.4	105.3	103.5	100.6
Manufactured animal feeds.....	112.9	110.6	111.2	112.2	110.9	109.7	105.6	104.8	105.4	110.5	111.4	111.5	109.1	104.1	97.5
Other supplies.....	101.6	101.4	101.4	101.3	101.3	101.2	101.6	101.6	101.6	101.5	101.6	101.3	101.1	101.3	100.5
Finished goods (goods to users, including raw foods and fuels).....	101.4	101.8	101.6	101.5	101.4	101.8	101.5	101.1	100.8	101.1	101.5	101.8	101.6	101.7	101.4
Consumer finished goods.....	100.6	101.1	100.9	100.8	100.8	101.2	100.8	100.4	99.9	100.3	100.9	101.2	101.0	101.2	100.9
Consumer foods.....	99.3	101.0	100.4	100.3	100.3	101.0	100.1	99.4	98.2	99.0	100.4	101.4	100.7	101.3	100.4
Consumer crude foods.....	98.8	100.2	95.4	97.1	95.7	95.4	92.5	93.2	94.2	99.5	98.9	103.4	95.9	98.6	97.6
Consumer processed foods.....	99.4	101.2	101.2	100.8	101.0	101.9	101.3	100.3	98.9	98.9	100.7	101.1	101.4	101.7	100.8
Consumer other nondurable goods.....	102.2	101.7	102.0	101.9	101.9	102.3	102.1	101.8	101.6	101.8	101.7	101.7	101.8	101.6	101.5
Consumer durable goods.....	99.5	99.6	99.6	99.4	99.3	99.4	99.3	99.4	99.5	99.7	99.8	99.8	99.9	100.0	100.5
Producer finished goods.....	103.5	103.4	103.2	103.0	103.0	103.0	103.0	102.9	102.9	102.9	103.0	103.0	103.0	102.9	102.5
Producer finished goods for manufacturing.....	105.6	105.5	105.5	105.1	105.1	105.0	104.9	104.7	104.7	104.5	104.6	104.7	104.7	104.4	103.8
Producer finished goods for nonmanufacturing.....	101.5	101.3	101.1	100.9	101.0	101.1	101.2	101.1	101.2	101.4	101.4	101.3	101.4	101.4	101.2
<i>Durability of product</i>															
Total durable goods.....	101.6	101.5	101.4	101.1	101.2	101.1	100.9	100.8	100.6	100.6	100.7	100.7	100.7	101.0	101.3
Total nondurable goods.....	99.1	100.0	99.8	99.5	99.6	100.1	99.8	99.4	99.0	99.2	99.7	100.2	100.0	100.1	99.6
Total manufactures.....	100.9	100.9	100.9	100.7	100.8	101.0	100.8	100.4	100.0	100.2	100.4	100.6	100.6	100.8	100.7
Durable manufactures.....	101.9	101.8	101.7	101.4	101.5	101.5	101.2	101.1	100.9	100.9	101.0	101.1	101.1	101.3	101.4
Nondurable manufactures.....	99.8	100.1	100.2	99.9	100.0	100.4	100.2	99.5	99.0	99.3	99.7	100.0	100.0	100.1	100.0
Total raw or slightly processed goods.....	97.1	99.2	98.4	98.0	98.2	98.9	98.2	98.4	98.4	98.3	99.1	100.2	99.4	99.5	98.3
Durable raw or slightly processed goods.....	91.2	90.5	90.7	90.5	90.0	89.3	89.3	89.9	89.4	88.7	88.6	87.9	86.4	89.2	95.2
Nondurable raw or slightly processed goods.....	97.4	99.7	98.8	98.5	98.7	99.5	98.7	98.9	98.9	99.7	100.9	100.1	100.1	100.1	98.5

¹ See footnote 1, table D-3.
² See footnote 2, table D-3.
³ Preliminary.
⁴ Revised.

NOTE: 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 beginning with 1947, see *Wholesale Prices and Price Indexes, 1957*, BLS Bulletin 1235 (1958).

E.—Work Stoppages

TABLE E-1. Work stoppages resulting from labor-management disputes ¹

Month and year	Number of stoppages		Workers involved in stoppages		Man-days idle during month or year	
	Beginning in month or year	In effect during month	Beginning in month or year	In effect during month	Number	Percent of estimated working time
1935-39 (average).....	2,862		1,130,000		16,900,000	0.27
1947-49 (average).....	3,573		2,380,000		39,700,000	.46
1945.....	4,750		3,470,000		38,000,000	.47
1946.....	4,985		4,600,000		116,000,000	1.43
1947.....	3,693		2,170,000		34,600,000	.41
1948.....	3,419		1,960,000		34,100,000	.37
1949.....	3,606		3,030,000		50,500,000	.59
1950.....	4,843		2,410,000		38,800,000	.44
1951.....	4,737		2,220,000		22,900,000	.23
1952.....	5,117		3,540,000		59,100,000	.57
1953.....	5,091		2,400,000		28,300,000	.26
1954.....	3,468		1,530,000		22,600,000	.21
1955.....	4,320		2,650,000		28,200,000	.26
1956.....	3,825		1,900,000		33,100,000	.29
1957.....	3,673		1,390,000		16,500,000	.14
1958.....	3,694		2,060,000		23,900,000	.22
1959.....	3,708		1,880,000		69,000,000	.61
1960.....	3,333		1,320,000		19,100,000	.17
1961.....	3,367		1,450,000		16,300,000	.14
1962.....	3,614		1,230,000		18,600,000	.16
1962: December.....	133	331	45,200	146,000	1,330,000	.14
1963: January ²	230	360	75,000	185,000	2,340,000	.23
February ²	200	320	60,000	120,000	1,100,000	.12
March ²	225	350	45,000	90,000	1,110,000	.12
April ²	350	475	100,000	130,000	1,050,000	.10
May ²	425	600	125,000	165,000	1,750,000	.17
June ²	450	675	135,000	190,000	1,740,000	.18
July ²	400	660	115,000	220,000	2,060,000	.20
August ²	325	575	75,000	185,000	1,620,000	.15
September ²	300	550	100,000	155,000	1,100,000	.11
October ²	290	500	95,000	160,000	1,500,000	.13
November ²	180	425	70,000	145,000	1,400,000	.14
December ²	80	300	30,000	80,000	1,000,000	.10

¹ The data include all known strikes or lockouts involving 6 workers or more and lasting a full day or shift or longer. Figures on workers involved and man-days idle cover all workers made idle for as long as 1 shift in establishments directly involved in a stoppage. They do not measure the indirect

or secondary effect on other establishments or industries whose employees are made idle as a result of material or service shortage.

² Preliminary.

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